
Health Equity

LGBTQIA2S+ Patients and Tips for Clinicians

Healthcare providers should stay current on evidence-based practices to best serve diverse patient populations. The following scenario is fictional and for educational purposes only:

Dr. Doe has started their journey of health equity support by [individually exploring gender-affirming care](#). In doing this, Dr. Doe has identified gaps in their own practice and started an open conversation of inclusivity within the office. What's next? Dr. Doe wants to assess gaps in care and explore opportunities for growth for all staff.

Local Action Steps:

- ☐ Be willing to explore – what patient population do you serve least often? (1-2 mins)
- ☐ Start the conversation with colleagues – what does gender affirmation look like in your practice? (30 mins – 1 hr)
- ☐ Where are there gaps? [Assess LGBTQ+ inclusion in your workplace](#). (Ongoing)
- ☐ Re-think gender on form and documents - [Creating a safe and welcoming clinic environment | Gender Affirming Health Program \(ucsf.edu\)](#) (ongoing)
- ☐ Ensure everyone has access to bathrooms and other facilities - [Creating a Trans Affirming Medical Space \(togetherpatientadvocates.com\)](#) (ongoing)
- ☐ Explore gender-inclusive language in your nondiscrimination policies. It is important to promote or revise policies to include inclusive language, as applicable. (ongoing)
- ☐ Invite a [guest speaker from LGBTQ+ community](#) center for staff training (1-2 hours)
- ☐ Sign up for a training series for office staff ([UVM ECHOS](#), local pride center; ongoing)
- ☐ Join the [Vermont Diversity Health Project](#) - it's a great start to identifying your commitment to be a safe and affirming provider. (Ongoing)

Key Takeaway:

By taking these local steps, healthcare providers can broaden their knowledge and skills, creating a more inclusive and supportive environment for LGBTQIA2S+ patients. This lays the foundation for a gender-affirming practice and community.

Other Resources:

- [Watch: Human Rights Campaign Explains Gender-Affirming Care](#) (~ 3 mins)
- [Foundations of Health Equity Self-Guided Training Plan | Health Equity | CDC](#) (varied time commitments per training)
- [Instruments used to assess gender-affirming healthcare access:](#) (read time 5-15 minutes)