# Is This A Gay Friendly Hospital? Creating a Positive LGBTQI Atmosphere

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Health System

### Objectives

- Discuss differences of DADT and current thoughts.
- Identify unique health disparities of LGBTIQ patients.
- Recognize common barriers to creating a positive atmosphere for LGBTQI patients and staff.
- Create and list methods to create safety for LGBTIQ patients and staff.

### OUTLINE

- The Why?
- The What and How?
- The Where to Go Next?



# Why Do We Care?

Personal narrative



#### **Patient Narrative**

- 16yo boy admitted s/p strangling.
- Football player.
- Doesn't remember incident.
- Reports bullying in school.
- Risks?

### Health Disparities

- Youth -Caitlyn Ryan
- L &G increases in AOD, CA and mood disorders
- Transgender higher rates of HIV infection, murder and suicide.



# The What: What Does Your Workplace Do/ Have?



# What Atmosphere Does Your Workplace Have?

- Policies?
- Staff/ Affinity Groups?
- Staff training?
- Medical school curriculum?
- Visibility? Events?
- Support groups?
- Community engagement?

# The What: UC Davis Health System

Social Potlucks



# Dean's LGBTIQ Advisory Council



# Charge from the Dean of Medical School

- Ask patients SOGI questions
- EMR
- 2009
- Associate Dean of Academic Personnel started a task force, including Allies.
- Any personnel.

# STRAIGHT but not NARROW

# Channel 13 News Clip:

# UC Davis Medical Center First To Ask About Sexual Orientation

http://sacramento.cbslocal.com/video?autoStart=true&topVideoCatNo=default&clipId=8991195



# The What: Challenges

- Administrator Doubt
- Patient Doubt
- Provider list- not needed, "color blind"
- EMR logistics
- Diversity Burnout

#### Medical School Curriculum

- Advisory Team
- Lectures, patient vignettes, classes throughout the 4 years.
- One elective class is not recommended.
- All Day summit/ retreat.

### Staff Group

- GLEE (Gays, Lesbians, Everyone who cares Employees)
- 2011
- Start with email lists, New Employee
   Orientation
- Events National Coming Out Day.
- Support from Dean, CEO, etc?

### Rainbow Stickers



# Staff Group/ GLEE

- Coordinate with other staff groups Allies.
- Annual representation in community Pride.
- Trainings/ Workshops
- Always provide give-a-ways and food.
- Visability



# Celebrations/ Events FOR EQUALITY



#### Please join us for National Coming Out Day

An opportunity to celebrate diversity, inclusion and awareness of sexual orientation and gender identity at UC Davis Health System.

#### Tuesday, October 11

11:30 A.M. TO 1 P.M.
PSSB OUTDOOR COURTYARD

Information tables • Light lunch provided • Brief program

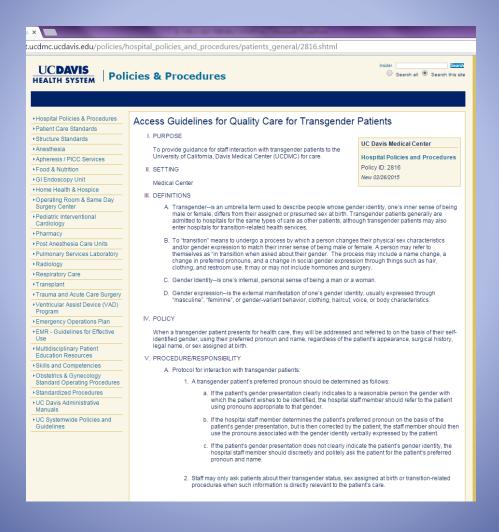
SPECIAL GUEST SPEAKERS:

John A. Perez California Speaker of the Assembly

Ralph J. Hexter
UC Davis Provost and
Executive Vice Chancellor

Sponsored by the UC Davis Health System

# **Policy for Transgender Patients**



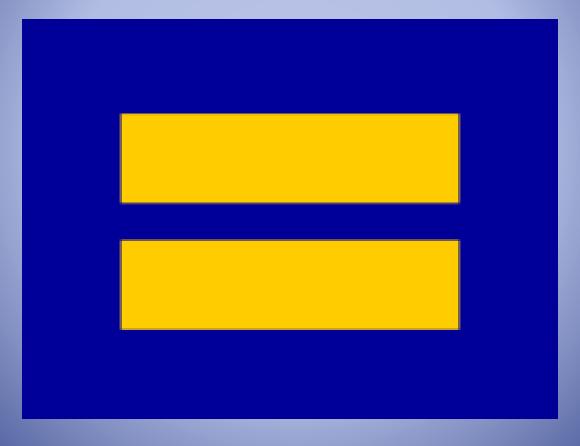


### **Training**

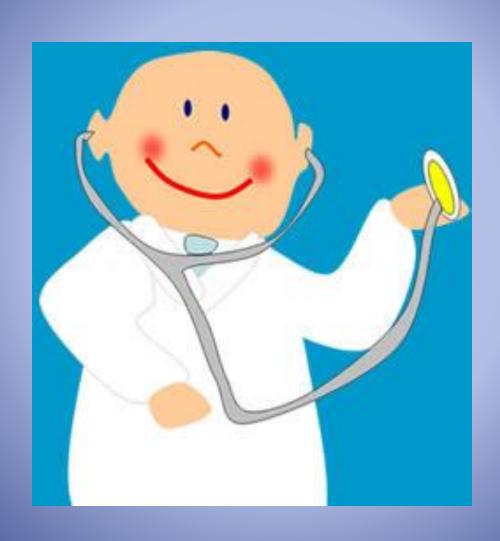
- Medical Students and other learners
- Staff Training and Development or HR
- Residents/ Grand Rounds Social Services,
   Psychiatry, Pediatrics, Family Practice
- Nurses
- Chaplains
- Coordinate with HR, CPPN, OME

# **Human Rights Campaign**

Healthcare Equality Index



# **LGBTQI** Welcoming Provider List





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Introducing Sexual Orientation and Gender Identity Into the Electronic Health Record: One Academic Health Center's Experience:

Edward J. Callahan, PhD, Nicole Sitkin, Hendry Ton, MD, W. Suzanne Eidson-Ton, MD, Julie Weckstein, MSW, and Darin Latimore, MD

THE REAL PROPERTY.

# **Award Recognition**



#### **Education Conference**

- ImprovingOUTcomesConference.com
- 2 day conference
- Medical and Mental health
- CMEs and CEUs
- Free for students

# **Questions and Discussion**

