Patient Values: Treating the Whole Patient

34th Annual Student SEATA Symposium
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University of South Florida
Presented by the SEATA LGBTQ+ Committee

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Advisory Committee Mission
The mission of the LGBTQ+ Advisory Committee (LGBTQAC) is to advocate for an environment of inclusion, respect, equity and appreciation of differences in both athletic trainers (ATs) and their diverse patient populations.

The Committee will identify, explore, address and provide educational resources regarding emerging topics and concerns relevant to diverse sexualities, gender identities and gender expressions within the profession and health care topics affecting patients in the LGBTQ+ community.

LGBTQ+ = Lesbian, Gay, Bisexual, Transgender and Queer/Questioning

LGBTQ+ & Athletic Training
• NATA Code of Ethics
  —“Members shall render patient care regardless of the patient’s race, religion, age, sex, ethnic or national origin, disability, health status, socioeconomic status, sexual orientation, or gender identity.”
Safe Zone Training

- Safe zone, safe place, safe space
- Diversity training program intended to educate participants on advocacy for the LGBTQ+ community
- Promotes understanding, support, and inclusivity through education, conversations, and activities
- University of South Florida’s Safe Zone Training offered through Office of Multicultural Affairs
- Find a training in your university or local community!

LGBTQ+ Terminology

**LGB+**
- Sexual orientation: the type of sexual, romantic, emotional/spiritual attraction one has the capacity to feel for some others.
  - Lesbian
  - Gay
  - Bisexual
  - Pansexual
  - Asexual... Others

**T+**
- Gender identity: the internal perception of one’s gender, and how they label themselves, based on how much they align or don’t align with what they understand their options for gender to be.
  - Common identities:
    - Man
    - Woman
    - Genderqueer
    - Trans (Trans man, trans woman)
  - Cisgender: A person whose gender identity & sex assigned at birth align (i.e. not trans)

**Q**- Queer/Questioning
- Queer: umbrella term for individuals who don’t identify as straight; also people who have non-normative gender identity
- Questioning: an individual who is unsure about or is exploring their own sexual orientation or gender identity
+ This symbol represents many other letters
  - I= Intersex, A= Asexual or Ally, P= Pansexual

Gender Identity Internal Sense of Being

- Man
- Woman
- Cisgender
- Transgender/Trans+
- Genderqueer
- Gender Fluid
- Gender Non-Conforming
- Agender/Genderless

Gender Expression How You Present Your Gender to the World

Involves your clothing, hair, mannerisms, voice, etc...

**Examples:**
- Masculine
- Feminine
- Androgynous

Most people express aspects of masculinity & femininity at the same time!
Sex Chromosomes, Hormones, and Genitalia

Many people believe that sex = gender, but it does not!

Male
Female
Intersex

How many of you have had a full hormonal and chromosomal testing done after puberty?

Sexual Orientation Sexual, Emotional, and Romantic Attraction

Lesbian
Gay
Bisexual
Queer
Questioning
Pansexual
Asexual
Heterosexual
...and many others

Everyone has a sexual orientation!

The Genderbread Person

The Safe Zone Project

Putting It All Together

• All people have a sex, gender identity, gender expression, and sexual orientation.

• For some people, identity development, growth, or affirmation of self may occur across their lifetime.

• It is important for all individuals within the athletic training community to know and understand the language surrounding the LGBTQ+ community in order to be supportive.

Coming Out

• The process by which someone accepts and identifies with their gender identity and/or sexual orientation, and shares this willingly with others

• Series of decisions done often

• A decision based on safety, comfort, trust, and readiness

Coming Out

• Trans* people also come out
  — Conversations about identity, expression, name changes, and pronouns are all part of this process
  — Living as one’s true self may not be easy in all aspects of life (work, home, school, etc.)
  — Trans+ people also have a sexual orientation

• Parallel “process” for families and friends
  — The process also takes time for family and friends to adjust
  — LGBTQ+ individuals should be conscious and patient of this time, understanding that people may react differently

• Resources and respectful conversation can be helpful
  — Individuals should have knowledge and facts to aid conversation
The Power of Language

Why Words Matter

The importance of using compassionate, respectful language as a health care provider

- Language impacts the way we see ourselves
- Allies use LGBTQ+ related terminology to be inclusive, accurately and respectfully
- Terms are constantly changing
- Finding out what terms/pronouns the individual prefers is key

Pronouns & Why Words Matter

- Examples of things to avoid:
  - Avoid gender-related or sex terms to make a joke
  - Don’t use homophobic words or sayings that insult LGBTQ+ identities (i.e. “That’s so gay.”)
  - Avoid slang if you don’t know the meaning or origin of the word/saying

Pronouns & Why Words Matter

Pronouns

<table>
<thead>
<tr>
<th>Subject Pronoun</th>
<th>Object Pronoun</th>
<th>Possessive Pronoun</th>
<th>Reflexive Pronoun</th>
</tr>
</thead>
<tbody>
<tr>
<td>She</td>
<td>her</td>
<td>hers</td>
<td>herself</td>
</tr>
<tr>
<td>He</td>
<td>him</td>
<td>his</td>
<td>himself</td>
</tr>
<tr>
<td>They (pl)</td>
<td>theirs</td>
<td>theirs</td>
<td>themselves</td>
</tr>
<tr>
<td>Ze/Her/They</td>
<td>ze</td>
<td>ze</td>
<td>ze self</td>
</tr>
</tbody>
</table>

The Power of Language

- Think of negative words/phrases you hear people use that could offend members of the LGBTQ+ community.
- Terms like “lifestyle,” “choice,” and “that’s so gay” can be offensive toward the LGBTQ+ community.
- What can we do to stop the use of offensive terms and to encourage more inclusive language?

Heteronormativity

Expectation that the world operates in a strictly heterosexual manner
- It is expected that men are in relationships with women
- Heterosexual = 'normal'

How could this assumption of people be harmful?
What could you say to be more inclusive?
Implicit Bias in Healthcare

Implicit Bias: negative evaluation of one group and its members relative to another; explicit bias: person is aware of their evaluation of a group and believes evaluation is accurate; implicit bias does not require individual to be aware of their evaluations; operates in unintentional/unconscious form.

Barriers to Seeking Care

Healthcare Discrimination:
- Nearly 1 in 6 LGBTQ+ patients experienced discrimination
- 29% of Trans patients were refused to be seen by their provider

Avoidance or Delay of Care:
- 1 in 5 LGBTQ+ patients avoided seeking care
- 23% of Trans patients avoided or postponed care

Negative Health Outcomes:
- Depression & suicide
- Higher levels of drinking, smoking & drug abuse
- Infectious disease
- Increased risk of heart disease

Creating an Inclusive AT Environment

- Athletic trainers should be knowledgeable of needs of trans athletes
- NCAA allows trans athletes to participate
  - A [trans male] student-athlete who has received a medical exception for treatment with testosterone for gender transition, for purposes of NCAA competition, may compete on a men’s team, but is no longer eligible to compete on a women’s team without changing that team status to a mixed team.
  - A [trans female] student-athlete being treated with testosterone suppression medication for gender transition, for the purposes of NCAA competition, may continue to compete on a men’s team but may not compete on a women’s team without changing it to a mixed team status until completing one calendar year of testosterone suppression treatment.

Creating an Inclusive AT Clinic

- Recognize your own biases, verbal, and non-verbal actions while treating diverse patients
  - Be aware of your own micro-aggressions
  - Maintain an inclusive environment
  - Gender neutral restroom
  - Safe space/ally sticker
  - Post a non-discrimination policy
  - Leave pamphlets on health care concerns for all populations including LGBTQ+
- Inclusive documentation (binary gender vs. “other” or “X”)
- Open ended questions regarding demographics, preferred name and gender identity

Creating an Inclusive Climate

- Use inclusive language
- Respond quickly to derogatory language aimed at LGBTQ student-athletes
- Offer a visible and supportive presence
- Develop inclusive policies
- Offer comprehensive counseling and healthcare
- Provide training for team physicians and athletic trainers to increase sensitivity to LGBTQ health care needs
- Increase awareness of transgender issues and concerns

Source: Harvard Chan School, Robert Wood Johnson Foundation, Center for American Progress (CAP)
Helping ATs Help Transgender Students
By Stacey Ritter, MS, ATC and Dale Grooms, ATC

- A sign or symbol posted in the athletic training facility can communicate that it is a safe environment for members of the LGBTQ community.
- Sensitive approach toward physical examinations is also crucial.
- Be aware that transgender students might use methods of masking their anatomy.
- The most harmful and destructive thing an AT can do when interacting with a transgender student is to disregard the student’s identified gender.
- The student’s privacy is of utmost importance = confidential medical info

https://www.nata.org/blog/beth-j-sitzler/helping-at-transgender-students

Take Homes

- Be aware of your own biases
- Incorporate safe space or similar trainings into the AT setting (seek out at your institution or your community)
  - Create an inclusive environment (the power of language)
  - Ally → Advocacy (take action)
  - Provide best care to LGBTQ+ patients (ALL patients)
- Create safe spaces for LGBTQ+ colleagues
- Education, education and more education
  - Use resources (NATA LGBTQ+, NCAA resources, HRC, GLSEN)

Helpful Resources

- The Safe Zone Project: Thesafezoneproject.com
- LGBTQ Healthcare: www.transathlete.com
- Dept Health & Human Services LGBTQ health pages: www.hhs.gov/secretary/about/lgbthealth.html
- Parents, Families, and Friends of Lesbians and Gays (PFLAG): pflag.org
- NCAA LGBTQ Resources: http://www.ncaa.org/about/resources/inclusion/lgbtqKresources
- Transathlete: https://www.transathlete.com/
- Athlete Ally: http://www.athleteally.org/
- Follow NATA LGBTQ Advisory Committee on Twitter @LGBTQNATA
- NATA Inclusion Professional Interest Page
- Human Rights Campaign (HRC): www.hrc.org

Informational Videos

- Why Pronouns Matter youtube.com/watch?v=N_yBGQqg7KM
- Transgender People Talk about Coming Out: youtube.com/watch?v=TEDv55xOvA
- What is Heteronormativity https://youtu.be/4nZ5p0Xk4x8
- When Did You Choose to Be Straight? https://youtu.be/QDlgiU69RoF
- 5 Things You Should Know About Being Genderqueer https://youtu.be/AJUfS3bZpCQ
- Buzz Feedback - Transgender People Talk About Coming Out #TransStories https://www.youtube.com/watch?v=T6DoVSoxOVA
- What It’s Like to Be Intersex. https://youtu.be/iAUKDE14QI

Resources for ATs

https://www.nata.org/professional-interests/inclusion

Questions?
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