

## Patient Values: Treating the Whole Patient

34<sup>th</sup> Annual Student SEATA Symposium

Rebecca M. Lopez, PhD, ATC, CSCS  
University of South Florida

Presented by the SEATA LGBTQ+ Committee



silence isn't always golden. speak up. ▼



## NATA LGBTQ+ Advisory Committee

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## SEATA LGBTQ+ Advisory Committee

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[www.seata.org/lgbto](http://www.seata.org/lgbto)



## 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 an 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)

## LGBTQ+ Terminology

### 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

## Terminology 101



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## Gender Identity Internal Sense of Being

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

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## 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!

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## 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?

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## Sexual Orientation Sexual, Emotional, and Romantic Attraction

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

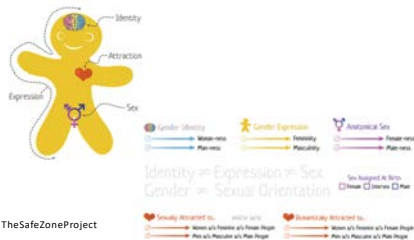


Everyone has a sexual orientation!

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## The Genderbread Person

The Genderbread Person is a person's *gender*.



## 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.

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## 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

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## The Power of Language

### Why Words Matter

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

BY KYSHA HARRIELL, PhD, ATC, CHAIR, NATA ETHNIC DIVERSITY ADVISORY COMMITTEE,  
ATHLETIC TRAINING PROGRAM DIRECTOR, UNIVERSITY OF MIAMI

- 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

NATA News March 2018 - Kysha Harriell

## 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

NATA News March 2018 - Kysha Harriell

## Pronouns & Why Words Matter

Pronouns

Subject Pronoun	Object Pronoun	Possessive Pronoun	Reflexive Pronoun
_____ is a basketball player.	I am proud of _____.	That backpack is _____.	That person likes _____.
She	her	hers	herself
He	him	his	himself
They (are)	them	theirs	themselves
Ze	zir	zirs	zirself

TheSafeZoneProject

## 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?



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## The Power of Language

Homosexual	LGBTQ+
Transsexual	Transgender/Trans+
Hermaphrodite	Intersex
Friend	Partner
Choice/Preference	Orientation
Lifestyle	Life
Special Rights	Equal Rights
Queer	Queer

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## Heteronormativity

Expectation that the world operates in a strictly heterosexual manner

- It is expected that men are in relationships with women

Hetero(sexual) + Norm(al)



How could this assumption of people be harmful?

What could you say to be more inclusive?

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## Implicit Bias in Healthcare



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.

### Strategies to better care for patients of diverse backgrounds:

- Focus on individual attributes of each patient, rather than seeing the patient through a lens of group membership
- Enhance communication by interacting and discussing with colleagues and patients with diverse experiences
- Increase perspective taking and empathy

### How can I fight biases and stereotyping?

- **Point it out.** Be the person who points out negative preconceptions and openly talks about it.
- **Be an example.** Be a role model and respect people regardless of what society says about them.
- **Speak up.** Challenge those around you to reflect and engage in open conversations.

NATA News March 2018 – Emma Nye & Mimi Nakajima

## 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

Source: Harvard Chan School, Robert Wood Johnson Foundation, Center for American Progress (CAP)  
 Modified from Crossway & Spirtlevant, EATA 2019

## 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.

NCAA LGBTQ Resources

## Creating an Inclusive AT Environment

- Safe spaces area welcoming, supportive and safe environment for LGBTQ+ individuals
- Research shows LGBT students with many supportive educators feel safer at school, skip fewer classes, and earn higher grades than students without supportive educators
- One of the most supportive ways to create a safe space is to be a supportive ally and advocate

GLSEN. The Safe Space Kit: Guide to being an ally to LGBT students. 2016.  
<https://www.glsen.org/sites/default/files/GLSEN%20Safe%20Spaces%20Kit.pdf>

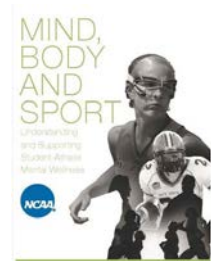
## Creating an Inclusive AT Clinic

- 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

Rogers, Crossway & Aronson. Creating a LGBTQ+ Inclusive Culture in Athletic Training Facility. *Clinical Practice in Athletic Training*. 2018;1(1), June.

## NCAA - 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



## 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-sittler/helping-ats-help-transgender-students>

Helping ATs Help  
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](http://thesafezoneproject.com)
- LGBTQ Healthcare: [www.jointhecommission.org/lgbt](http://www.jointhecommission.org/lgbt)
- Dept Health & Human Services LGBT health pages: [www.hhs.gov/secretary/about/lgbthealth.html](http://www.hhs.gov/secretary/about/lgbthealth.html)
- Lambda Legal's When Health Care Isn't Caring: <https://www.lambdalegal.org/sites/default/files/publications/downloads/whcic-nsafr-transservicesandgender-nonconformingsexuality.pdf>
- CAP Report on LGBT Health Disparities: <https://www.americancongress.org/issues/lgbt/reports/2009/12/21/7048/how-to-close-the-lgbt-health-disparities-gap/>
- Parents, Families, and Friends of Lesbians and Gays (PFLAG): [pflag.org](http://pflag.org)
- Gay Straight Alliance for Safe Schools (GSAFE): <https://www.gsafe.org/>
- NCAA LGBTQ Resources: <http://www.ncaa.org/about/resources/inclusion/lgbtq-resources>
- Transathlete: <https://www.transathlete.com/>
- Athlete Ally: <https://www.athleteally.org/>
- Follow NATA LGBTQ+ Advisory Committee on Twitter @LGBTQNATA
- NATA Inclusion Professional Interest Page
- Human Rights Campaign (HRC): [www.hrc.org](http://www.hrc.org)
- Gay, Lesbian & Straight Education Network (GLSEN): [www.glsen.org](http://www.glsen.org)

## Informational Videos

- Why Pronouns Matter [youtube.com/watch?v=N\\_yBQGqg7kM](https://www.youtube.com/watch?v=N_yBQGqg7kM)
- Transgender People Talk about Coming Out [youtube.com/watch?v=T6DoVSoxOVA](https://www.youtube.com/watch?v=T6DoVSoxOVA)
- What is Heteronormativity <https://youtu.be/4oB2Cck9Ok8>
- When Did You Choose to Be Straight? <https://youtu.be/QJtjqlUHYoY>
- 5 Things You Should Know About Being Genderqueer <https://youtu.be/4hU5Ebu29CQ>
- 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/cAUDKEI4QKI>

## Resources for ATs

NATA Resources LGBTQ+ Advisory Committee



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

AT INCLUSION

## Questions?

[rlopez@health.usf.edu](mailto:rlopez@health.usf.edu)

813-396-9078

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MY PATIENT'S WELL-BEING IS MY FIRST PRIORITY. I PROVIDE THOUGHTFUL, COMPASSIONATE HEALTH CARE, ALWAYS RESPECTING THE RIGHTS, WELFARE & DIGNITY OF OTHERS.

I AM AN  
**ATHLETIC  
TRAINER**

AS THE ADVOCATE FOR MY PATIENT'S BEST MEDICAL INTEREST, I MAKE COMPETITIVE DECISIONS BASED ON EVIDENCE-BASED PRACTICE.

I ACT WITH INTEGRITY. I FULLY UNDERSTAND AND UPHOLD THE BASIC CODE OF ETHICS, PROMOTING THE BEST POSSIBLE PATIENT CARE AT ALL TIMES.

I COMPLY WITH THE LAWS AND REGULATIONS GOVERNING THE PRACTICE OF ATHLETIC TRAINING, AND I PLEDGE TO MAINTAIN AND PROMOTE THE HIGHEST QUALITY OF HEALTH CARE.

NATA

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