

Office of Healthcare Equity

Foundational EDI Course: Gender & Sexual Diversity

Discussion Guide (for use after completing the course)

## Discussion Prompts

1. Reflect on these questions **in private**. Make some notes for yourself or notice what comes up for you.
  - i. When is the first time you can remember learning that some folks are lesbian, gay, transgender, or queer?
  - ii. What influenced your initial understanding of lesbian, gay, or queer folks? (TV, books, family, friends, etc.)
  - iii. What influenced your initial understanding of transgender or non-binary folks? (TV, books, family, friends, etc.)
  - iv. What were your initial conversations around LGBTQ+ folks in a medical environment?
  - v. How has this understanding changed or evolved throughout your life?
- b. Does anyone want to share any reflections or thoughts about the first four questions? (If anyone brings up specific people in the media, touch on intersectionality and what identities are represented.)
- c. Anyone want to share their answer for question 5 on how their understanding has changed over time? What influenced this change?
2. How gender-inclusive is your work environment? Where are the closest all-gender restrooms? Do you have pronoun indicators clearly visible?
3. Introduce and establish pronouns
  - a. You are leading a meeting and not everyone is familiar with each other, how might you ask people to share their pronouns?
  - b. Clinical option – You are meeting a patient for the first time. You need to collect SOGI data, how might you approach this?

Questions about this guide:

[hcesched@uw.edu](mailto:hcesched@uw.edu)

4. One of the people that you supervise reveals to you that they have a different name-in-use and pronouns than what they were using till then. How would you support this supervisee regarding role modeling with others in the office? (Could be a student or patient as well)
5. You are speaking with a new acquaintance, Taylor. Taylor uses they/them pronouns, and you met them a week ago at a gathering. In a conversation referring to Taylor, you accidentally use the wrong pronouns. What might you do to correct this?
6. What are three things you will do differently or continue to do to create a more welcoming environment for LGBTQ2S+ in your personal and professional life? (or) What are three practices grounded in trauma-informed care that you can adopt as a provider?
7. You have a new patient named Blue. Blue discloses identifying as transgender and uses they/them pronouns. During your first appointment with Blue, you need to ask them questions using anatomical words. How would you approach this? How would you make sure all other medical staff that Blue comes in contact with also use affirming language when it comes to anatomical terms? (Clinical example)

## References

## Learning Goals

- We will be reviewing current language & concepts to help appreciate the range of gender diversity & variations in sexual identity.
- Becoming acquainted with the healthcare experiences of & health disparities affecting LGBTQ+ people
- Developing skills to have a trauma-informed approach to patients, colleagues & learners
- Optimizing interactions with gender & sexually diverse (GSD) patients, colleagues & learners

Questions about this guide:

[hcesched@uw.edu](mailto:hcesched@uw.edu)



To be more inclusive and better serve all of our patients, we will ask every new and existing patient two additional questions at the time of registration and/or scheduling in addition to your Legal Sex:

1. Preferred Name
2. Pronoun(s)

By capturing the patient's preferred name and pronouns, we can be sure to properly and respectfully address you throughout your healthcare relationship with us.

***This name will be used out loud unless we are informed not to.***

### Fill-in or point to your response




Is there another name you like to be called other than your legal name?

Yes, please call me:


\_\_\_\_\_

No, use my legal name.



What pronoun should we use when talking about YOU?

she/her	they/them
he/him	use my name



What is your Legal Sex?

Female	Male
Non-Binary	X

version 2 3/20/2019

Patients can update this and more in eCare

<https://thesafezoneproject.com/wp-content/uploads/2014/09/First- Impressions-of-LGBTQ-People.pdf>

Questions about this guide:

[hcesched@uw.edu](mailto:hcesched@uw.edu)