

LGBTQ+

Handouts

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CULTURAL COMPETENT VS CULTURAL HUMILITY

Cultural Competence - the ability to understand, appreciate and interact with people from cultures or belief systems different from one's own.

- Competence - having the necessary ability, knowledge, or skill to do something successfully.
- We can not be truly be competent in another culture.
- Top down mentality of who decides what is competent with in a culture.

Cultural Humility - mindset and a process that allows an individual to be open to other peoples' preferences through demonstration of respectful inquiry and empathy. (Journal of Nursing) Vol 36, Issue Jan-Feb 2020

- Life long process of self-reflection, continual learning
- Open to other peoples identities and at the core of holistic care

BIAS

Bias - “Cause to feel or show inclination or prejudice for or against someone or something.”

Stems from experiences, from upbringing, media, friends etc

EXAMPLE: Everyone has Bias - towards makeup, shoes, people, personality, atmosphere.

Implicit Bias or Unconscious Bias - “When we are unaware or mistaken about a preference or aversion to a person or group of people”

EXAMPLE: Stereotypes, Gays are great at decorating, Lesbians are great at construction

Explicit Bias - “When we are aware of our prejudices and attitudes towards certain groups.”

EXAMPLE: Transgenders are going to molest me in a restroom. Gays have HIV, Lesbians are Butch

Discrimination - “The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, sex etc”

Megan Fuciarelli - “Simple fact and human nature to have Bias, only harmful if you allow it to change the way you treat people or speak to people, that is when implicit bias becomes explicit and discriminatory.”

https://www.ted.com/talks/megan_fuciarelli_when_implicit_bias_becomes_explicit



Nate & Jeremiah



TERMINOLOGY:

Lesbian - women attracted to women

Gay - umbrella term and men attracted to men

Bisexual - attraction to men and women

Pansexual - attraction to person's qualities regardless of gender identity.

Transgender - gender identity or different expression of gender than what was assigned at birth.

Queer - umbrella term for people who think of the sexual orientation or gender identity as outside the social norm.

Intersex - reproductive organs don't develop according to traditional expectations

Asexual - little to no sexual attraction for others, not to be confused with "aromantic people"

Ally - support the rights of the marginalized but not a member of the community

Two Spirits - umbrella term used by some Indigenous people to describe sexual, gender and/or spiritual identity

RESOURCES

1. **QMunity: BC's Queer Resource Centre** Information, education, support groups, advocacy and referrals for lesbian, gay, transgender, bisexual, questioning youth, adults, older adults and allies www.qmunity.ca
2. **Prideline BC:** 1-800-566-1170 free in BC or 604-684-6869 in the Lower Mainland. Peer support, information and referrals for anyone in BC. Available weeknights (M-F from 7pm to 10pm)
3. **FFLAG CANADA:** Information and support for parents, families, friends, co-workers and others. PFLAG chapters are located across BC and Canada. Find and contact information on PFLAG Canada website www.pflagcanada.ca
4. **World Professional Association for Transgender Health:** To promote evidence based care, education, research, public policy and respect for transgender health. Also have a national health directory. www.wpath.org
5. **Mental Matters:** Vancouver-based support group for LGBTQ2+ people with mental health issues. The group meets on the first and third Monday of each month. Email: mentalmatters@yahoo.ca for more information.

CULTURAL HUMILITY IN THE OFFICE

1. Inclusive Language on medical forms
2. Display an LGBT sign or nondiscrimination clause that shows in the office welcome space
3. Cultural sensitive material in the office with pictures/magazines/rhetoric
4. Outreach and promotion at LGBT events.
5. List yourself in the directory of your local Gay and Lesbian Medical Association as an LGBTQ-friendly office. (Once undergone training)