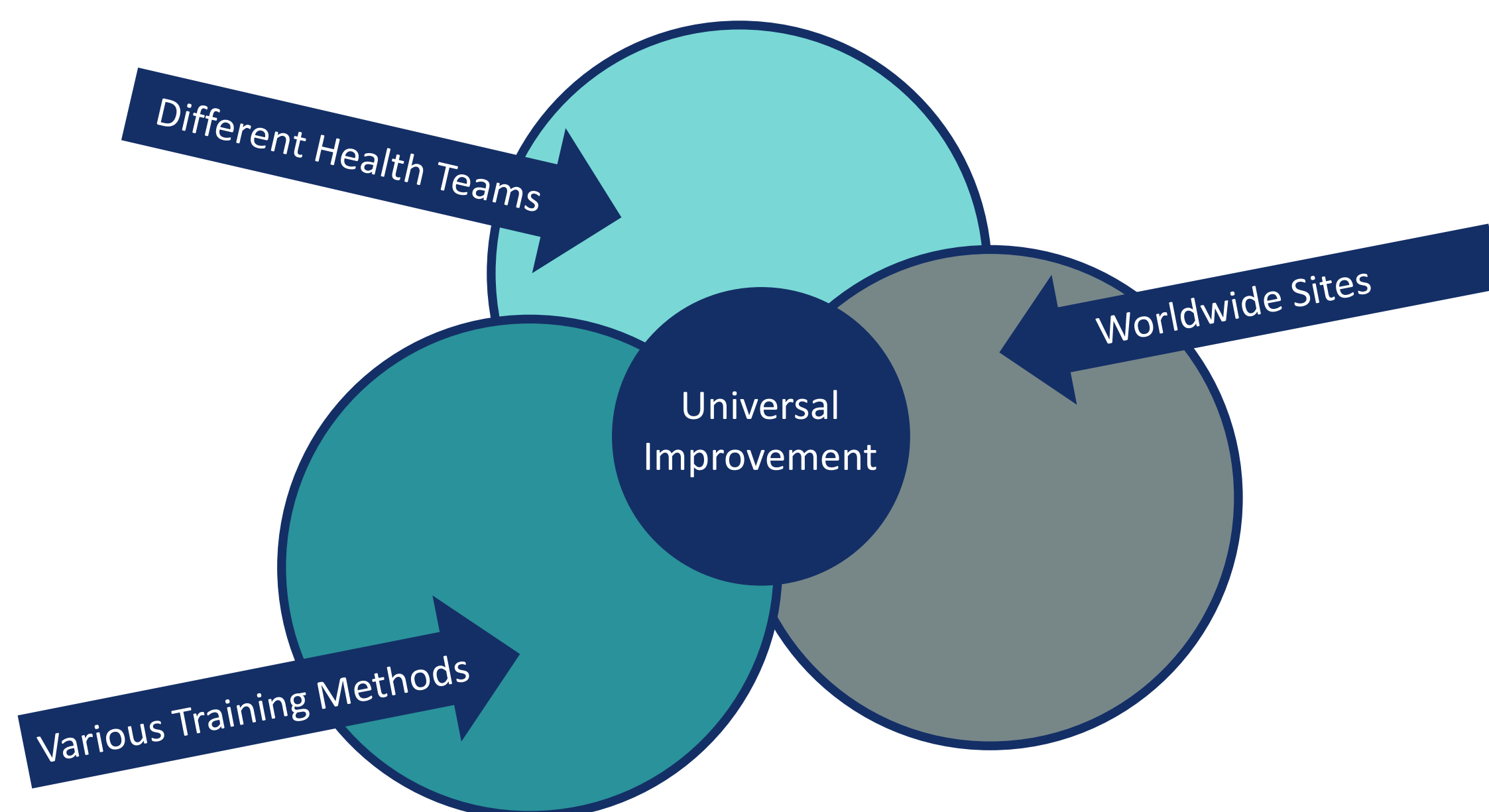


## Why Bother

- Living in a heteronormative world forces LGBTQ patients to decide whether to “come out” with every healthcare member they encounter <sup>13, 26</sup>.
- 1 in 6 LGBTQ persons avoid medical attention due to fear of prejudice <sup>2</sup>.
- This burden, known as minority stress, leads to decreased healthcare visits & increased health disparities <sup>5, 6, 8, 11, 14, 20, 26, 32</sup>.

## What Worked Before



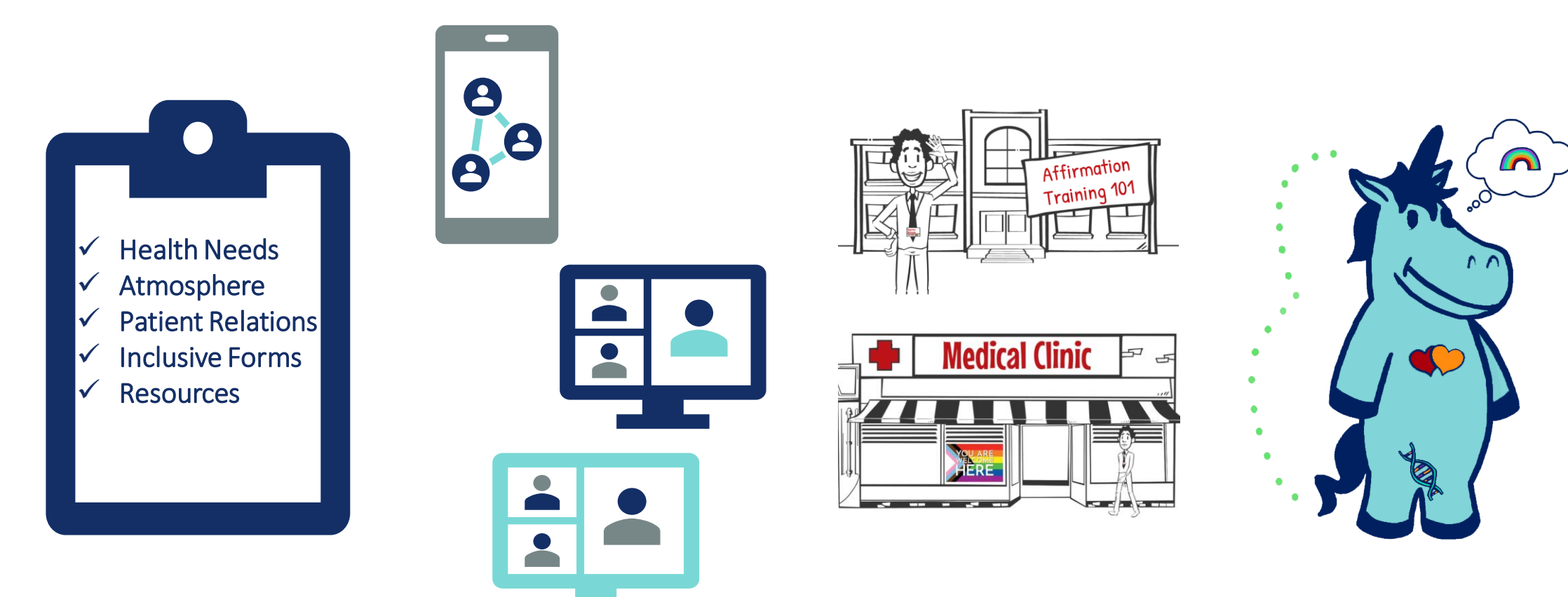
Note: A total of 15 studies were included in the integrative review (1, 3, 4, 7, 9, 10, 18, 19, 21, 24, 25, 27, 28, 30, 31).

## Filling in the Gaps

- Previous training was often:
  - Not accessible for future use
  - Not delivered to the entire healthcare team
  - Not measured with validated tools
- This project aimed to:
  - Create curriculum accessible for future use
  - Deliver training to the entire healthcare team
  - Measure outcomes with validated tools

## The Intervention

5 Objectives    3 Online Modules    2 Animated Videos    1 Infographic



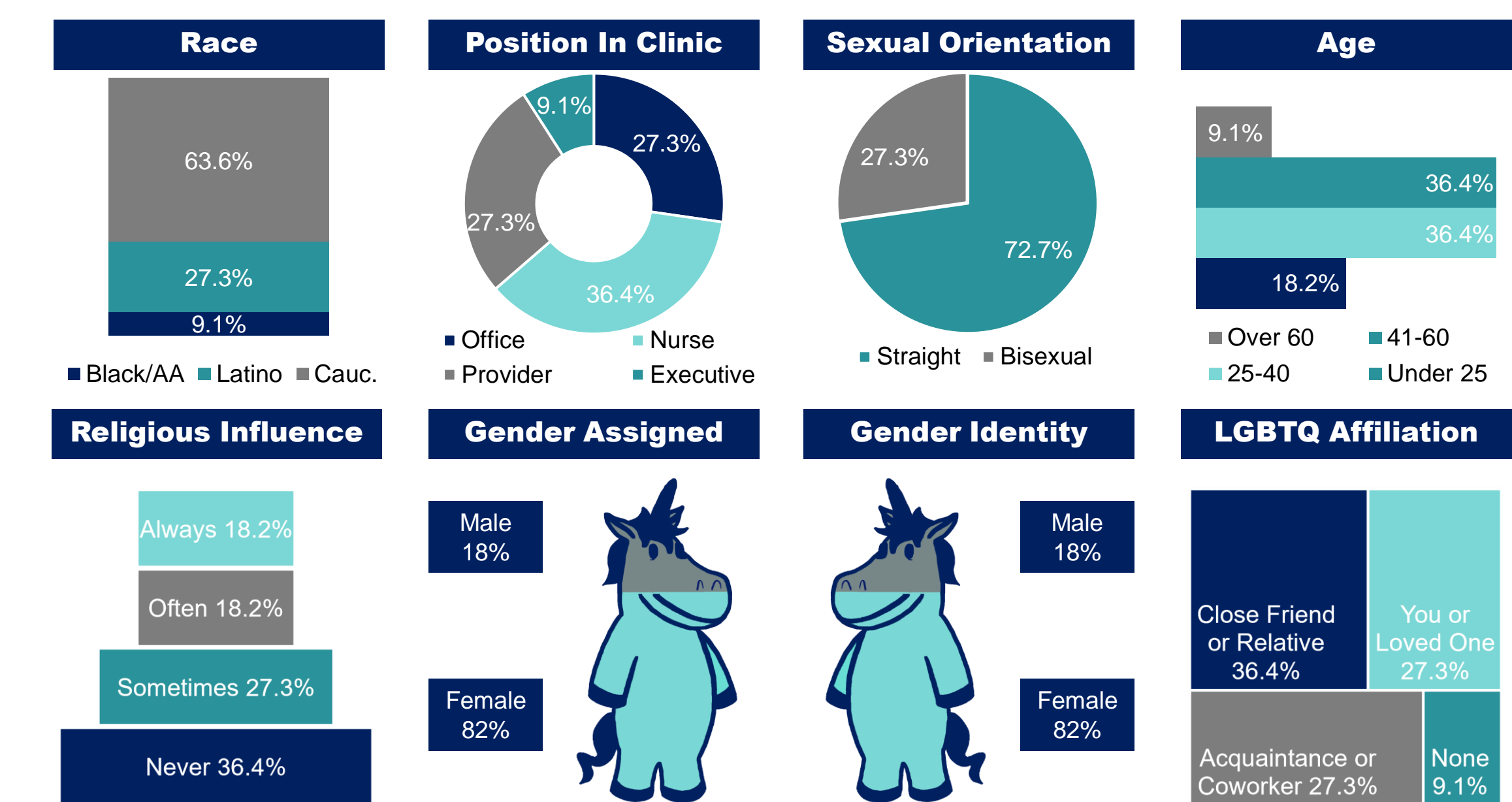
Fully Online. Standardized. No Cost. Earn 2 CEUs. Complete in Less than 90 Minutes

Note: 5 Objectives (8, 12), 3 Online Modules (15, 16, 17), 2 Animated Videos (22, 23), 1 Infographic (29).

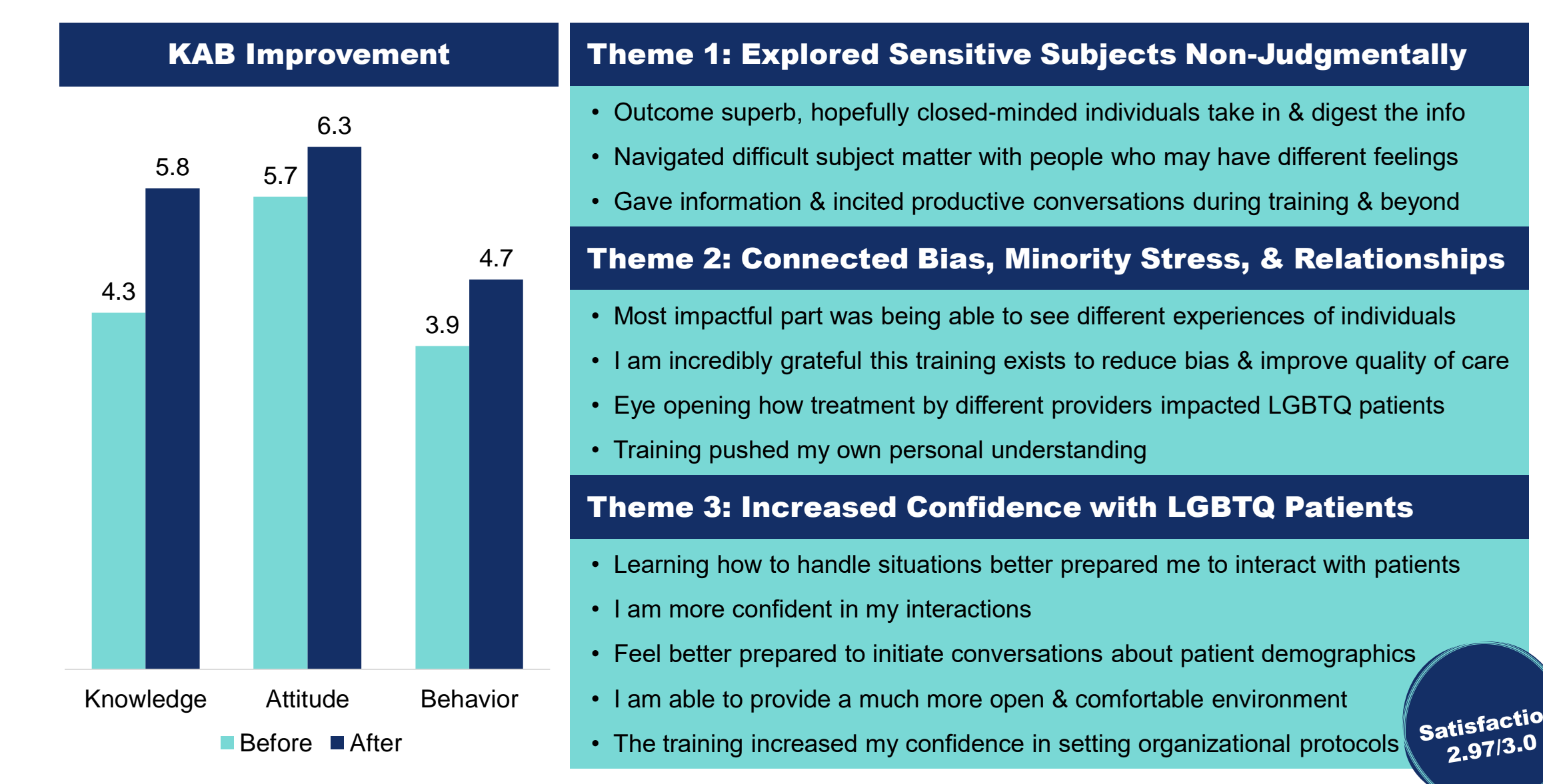
# Affirmation Training Reduces LGBTQ Health Disparities



## Participants



## Outcomes



Note: Clinical significance determined by comparing pre/post group median KAB scores. Feasibility determined using qualitative analysis of free text responses.

## Moving Forward

- EBP affirmation training is an essential first step to improve affirmative care access.
- Offering reproducible training to the entire team ensures all staff are equipped with the knowledge and skills to provide inclusive affirming care.
- Healthcare teams in any setting can employ these EBP recommendations to help reduce health disparities.

## References & Training



JOHNS HOPKINS  
SCHOOL of NURSING

Author: Misti (she/her) Schneidewind, APRN, FNP-C  
Advisor: Dr. Ivy Pacis, DNP, MHA, RN, NE-BC, CPHQ, CCRN-CMC