Affirmation Training Reduces LGBTQ Health Disparities

Why Bother
- Living in a heteronormative world forces LGBTQ patients to decide whether to “come out” with every healthcare member they encounter.1, 28
- 1 in 6 LGBTQ persons avoid medical attention due to fear of prejudice.2
- This burden, known as minority stress, leads to decreased healthcare visits & increased health disparities.5, 6, 8, 11, 14, 20, 26, 32

What Worked Before
- 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

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

The Intervention
- Health Needs
- Atmosphere
- Patient Relations
- Inclusive Forms
- Resources

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
- 4 Online Modules
- 2 Animated Videos
- 5 Objectives
- 1 Infographic

Outcomes
- Knowledge Improvement
- Attitude Improvement
- Behavior Improvement

Participants
- Age
- Gender
- Lesbian
- Gay
- Bisexual
- Transgender
- Other

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

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