

Improving Healthcare for Gender Non-Conforming People: Impact of Education on Nurses Knowledge and Awareness

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PROBLEM

- Gender non-conforming people (PIPOTGI) are often marginalized, discriminated against, and victims of transphobia.
- There is a lack of PIPOTGI-centered educational opportunities for nurses and other healthcare professionals.
- These combined factors promote negative health outcomes and increase the health disparities experienced by PIPOTGI.

PURPOSE/AIM

- Purpose:** To provide nurses with a PIPOTGI-centered educational session to transform their cognitive and affective understanding of PIPOTGI and their healthcare needs.
- Aim:** To enhance culturally competent health care for PIPOTGI.

BACKGROUND

- 33% of PIPOTGI have had at least one negative experience in a health care setting including verbal harassment and refusal of care.¹
- PIPOTGI often face stigma as well as social exclusion and, in some cases, latent psychiatric pathologization when accessing medical care.²
- These experiences heighten risk for PIPOTGI:
 - avoiding or delaying needed medical care.³
 - seeking care from unlicensed professionals, engaging in unsafe sexual practices, substance abuse,⁴ and increased suicide risk.¹
- Barriers to PIPOTGI accessing: knowledgeable and supportive health care can be rooted in:
 - discriminating policies and laws surrounding PIPOTGI.⁵
 - resistance to cultural acceptance of PIPOTGI⁶
 - lack of nurses' and other healthcare provider's knowledge of PIPOTGI.⁷

DEFINITIONS

PIPOTGI

People In Possession Of
Transformative Gender Identity

PIPOTGI is a term that includes not only transgender individuals, but also those who choose to identify themselves as gender neutral, gender queer, gender fluid, or gender non-conforming.

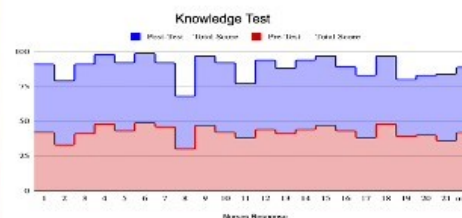
- Transgender is an umbrella term for anyone whose sex assigned at birth does not match their gender identity.
- Gender Identity is the internal perception of one's gender.
- Gender Neutral are individuals who feel they are neither male or female.
- Gender Queer describes individuals whose gender identity does not sit within binary genders of male or female, but between or outside those binaries.
- Gender Fluid describes individuals who dynamically flow between masculine and feminine gender expression.
- Gender Non-Conforming describes individuals whose expressed gender behavior consistently characterizes the opposite gender, but they do not identify as transgender.

METHODS

- A 3-hour educational session on PIPOTGI healthcare was offered to licensed nurses in the state of Hawaii based on Mezirows (1978) Transformational Theory (N=21).
- The educational session opened with a disorienting dilemma in which the participants explored the concept of privilege.
- This was followed with a presentation guided by the National LGBT Health Education Center learning module *Improving Health Care for Transgender People*.⁸
- Pre-and-Post tests were administered before and after the educational session:
 - PIPOTGI knowledge
 - Transgender Attitude and Belief Scale (TABS)⁹
- Additional qualitative data was collected from participants responses to open-ended questions at the end of the session.

RESULTS

- Paired t-tests revealed significant increase in
 - PIPOTGI-centered knowledge (p<.001)
 - Interpersonal comfort with PIPOTGI (p<.001).



- The qualitative results revealed something much deeper
- Nurses struggled with an inner conflict between the recognition of their desire to uphold core nursing values of treating PIPOTGI with dignity, honor, and respect and the realization that they lacked the knowledge to do so,
- Nurses left enlightened with: PIPOTGI-centered knowledge, and empowered to be advocates for PIPOTGI.



CONCLUSIONS



IMPLICATIONS FOR PRACTICE

- The key to improving health care for PIPOTGI is inclusion of PIPOTGI-related curriculum in nursing education.
- Nurses and the entire health care team need access to PIPOTGI-centered continuing education.
- Hospital administrators and health care policy makers also need PIPOTGI-centered education.

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REFERENCES

References available as addendum