Leadership Initiatives in Promoting Patient-Centered Transgender Care

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Disclosures

• Denise Rowe
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Learning Objectives

• Identify demographics associated with the transgender populations in the US
• Identify health challenges faced by the transgender population
• Discuss the role of the DNP-prepared advance practice nurse as an organizational leader
• Identify specific leadership strategies that can be initiated to promote culturally competent transgender care
What Does Transgender Mean?

Transgender is an umbrella term used to describe people whose gender identity or gender expression differs from that associated with the sex assigned at birth.

- e.g. born male but identify as female; or born female but identify as male
Transgender Demographics

What is the Prevalence of transgenderism?

- Lack of data for an accurate count
  - Estimates are conservative & roughly drawn from:
    - Parent reporting on children’s transgenderism
    - Adult reporting on seeking cross-sex or gender-affirming hormone therapy
    - Reports of the number of sex-changing surgical interventions

- Meta-analysis of 21 studies found prevalence of:
  - 1:14.705 adult males
  - 1:38,461 – adult females
Transgender Demographics

In the United States

- Approximately 700,000 or 0.3% of the adult population
- 76% - Caucasian or White
- 14% - Black, Latino, Asian & mixed races
- Most likely single, never married or divorced
- More educated
- Less household income
Social Challenges

Social stigma has significant consequences:

- Physical violence - 43% to 60%
- Sexually assaulted – 10%
- Harassment – 59%
- Unemployment – Income < $10,000/year
- Extreme poverty – 41%
Health Challenges

- Discrimination
  - frequently reported when accessing health care

- Large study of 6,450 transgender participants (Grant et al., 2011)
  - 19% were denied health care
  - 28% postponed care due to harassment and violence in healthcare setting
  - 50% reported having to teach health care providers (HCPs) about transgender care;
Health Challenges

- **HIV**
  - Infection rates 4 x higher: 2.64% versus 0.6 % in US; general population

- **Suicide**
  - Very high, 41% versus 1.6 % in general US population; depression and anxiety commonly reported

- **Drugs and Alcohol Abuse**
  - 26% used as coping mechanism

- **Smoking**
  - 30 % versus 20.6% of gen.US population
Advanced Practice Nurse (APN) Leadership

- Transformational leadership in healthcare is needed to change health disparities within the transgender population and to improve delivery of care and patient outcomes.

- Why is Doctor of Nursing Practice (DNP) preparation an important asset for advanced practice nurses to lead such an effort?
Advanced Practice Nurse (APN) Leadership

- DNP-Prepared APNs receive training that is specific to:
  - Healthcare policy advocacy
  - Organizational and systems leadership
  - Implementation of systems-wide initiatives
  - Quality Improvement benchmarks
  - Utilization of scientific findings to drive processes that improve care and adapt to changing patient population needs
The QSEN Framework

Quality and Safety Education for Nurses (QSEN) framework defines competencies for nurses that target knowledge, skills, and attitudes in 6 areas:

- **Patient-Centered care**
- Teamwork and collaboration
- Evidence-based practice
- Quality improvement
- Safety
- Informatics
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Leadership Strategies

- Identify and strive to understand barriers to providing TG care
  
  - HCP (values, cultural characteristics, attitudes, knowledge level)
  
  - Solicit stakeholders input for top-down review and assessment of current care delivery approach to TG populations.
  
  - Develop a needs assessment survey to gather this data
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Leadership Strategies

- Develop competency training for staff based on evidence-based guidelines
  - Consider using multi-disciplinary teams with expertise to do the training for patient care teams (e.g. primary care, mental health, endocrinology, women’s health, social work)
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Leadership Strategies

- Assess features within the organization or facility that impose barriers to care
  - Evaluate the corporate or organizational philosophy and culture on social justice and health care equity (e.g. code of ethics and conduct)
  - Is the organization viewed as “welcoming and inclusive” to TG persons? (e.g. using appropriate pronouns (he/she) to address each person)
  - What structures within facilities should be updated? (e.g. are appropriate exam rooms & restrooms available)
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Leadership Strategies

- Implementation of policies that empower TG patients and families
  - Development or declaration of a Patient Bill of Rights – that prohibits discrimination, fosters trust and confidence and support for visitation rights
  - Support policy for development of gender-affirming documentation (e.g. written materials utilizing language that is inclusive of all patients)
Questions or Comments?

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References