



Fostering Inclusive Spaces for diverse LGBTQ+ students and clients in nursing curriculum

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Conflict of Interest

No Conflicts of Interest

Acknowledgement: University of Victoria
for supporting me to attend this
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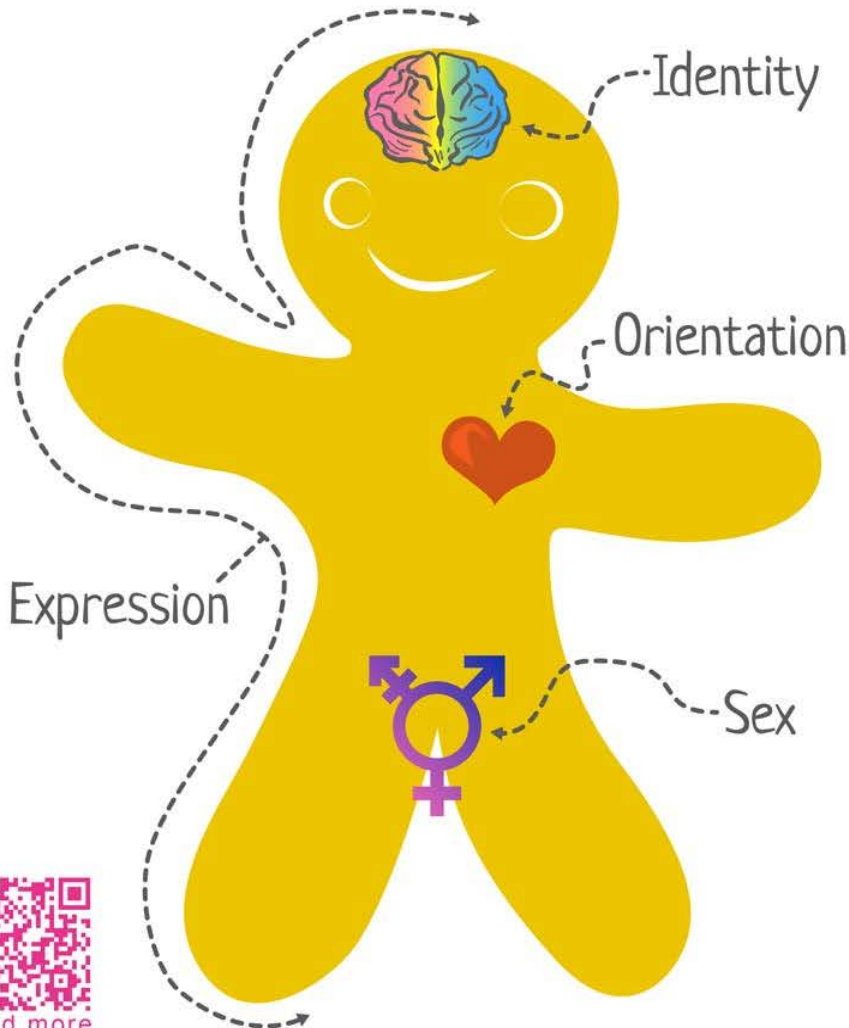


Today's Focus

- Tools will be shared on how to build spaces and curriculum inclusive of diverse LGBTTTQ+ communities.
- Our research study will also be shared → showing that Positive Space Training was a useful tool to increase students' knowledge and comfort in working with diverse LGBTTTQ+ clients.

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender Identity

Woman Genderqueer Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression

Feminine Androgynous Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex

Female Intersex Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation

Heterosexual Bisexual Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

LGBTTTIQ+

Rainbow Health Network

“Being healthy is more than not being sick; It’s about feeling well – in your body, in your mind, and in your connections with other people. It’s about how well you can meet your needs, achieve your goals, and cope with the situation that you’re in. All sorts of things can make it hard to be/get healthy: poverty, homelessness, racism, sexism, homophobia, transphobia; Sometimes these things overlap, which makes getting health care really difficult, or even impossible.

To be healthy, members of our communities must be treated with dignity and without prejudice. We must have healthcare and support services that we can access and that meet our needs”.

<https://rainbowhealthnetwork.wordpress.com/>



Key Findings in Research

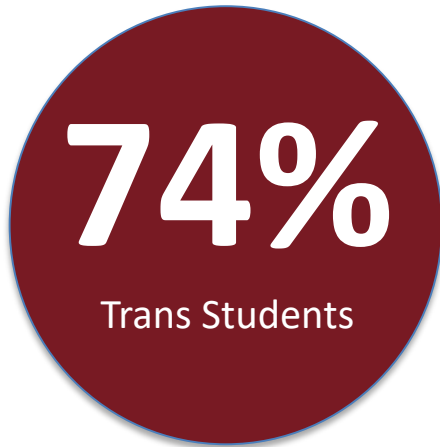
Every Class in Every School: Final Report on the First National Climate Survey on Homophobia, Biphobia and Transphobia in Canadian Schools in 2012
by Egale Canada Human Rights Trust

Egale Human Rights Trust is Canada's only national charity promoting lesbian, gay, bisexual, and trans (LGBT) human rights through education, research and community engagement.



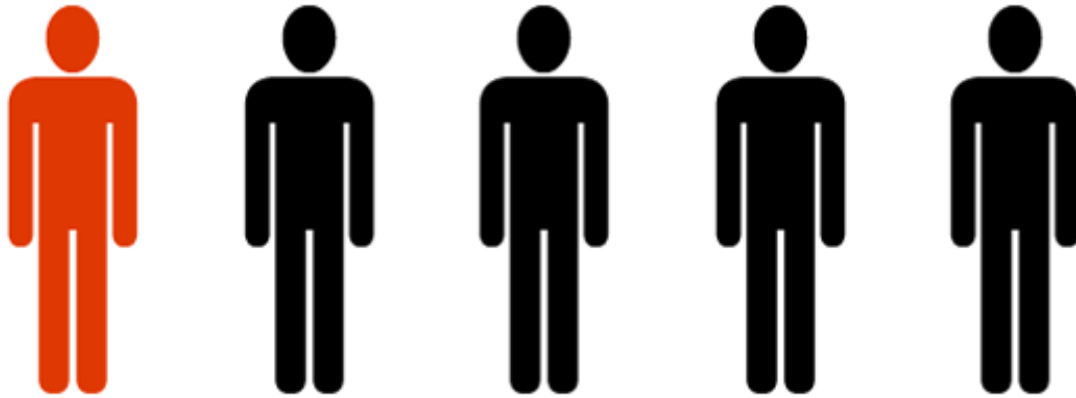
of LGBTQ and non-LGBTQ students reported hearing expressions such as **that's so gay** every day in school and almost half (48%) reported hearing remarks such as **faggot, lezbo, and dyke** every day in school.

10% reported having heard homophobic comments from teachers daily or weekly.



reported having been verbally harassed about their gender expression

37% of youth with LGBTQ parents reported being verbally harassed about the sexual orientation of their parents.



1 in 5 LGBTQ Students
reported being physically harassed or
assaulted due to their sexual
orientation

Nursing knowledge:

- This is relevant to programs in nursing education at diploma, undergraduate, and graduate degree programs (Echezona-Johnson, 2017; Daley & MacDonnell, 2015).
- Nursing faculty and researchers lack the tools to provide an inclusive and positive space for their LGBTQ+ students in the classroom, lab, and clinical placements (Lim & Hsu, 2016; Sirota, 2013; Sugden, Bosse & LeBlanc, 2016).

OUR RESEARCH

- Multidisciplinary Positive Space Training to increase students' knowledge and comfort working with LGBTQ+ Communities
- Funded by Applied Research and Innovation at Centennial College (ARIC)

OUR RESEARCH

- We conducted a quasi-experimental mixed method study using pretest and posttest surveys and followed up with focus group interviews.
- We modified two widely used tools for our research
 - **LGBT Inclusivity – Personal Assessment Tool** (Public Health Alliance for LGBTTTTIQQ Equity)
 - **Course Satisfaction Survey** (Ryan, Campbell, & Brigham, 1999)



DATA COLLECTION

- 6 Positive Space sessions were conducted
 - 4 sessions = classrooms with peers from the same discipline
 - Social Service Worker
 - Child and Youth Worker
 - Personal Support Worker
 - 2 sessions = multidisciplinary sessions
- All of the 160 students who took the Positive Space Training completed the pre and posttest

surveys<https://www.stfx.ca/about/news/positive-space-training>



OUR FINDINGS

- Positive Space Training was the first training/course on LGBTQ+ content for the majority (n = 87; 61.3%)
- Students made major gains in their LGBTQ+ attitudes following the training and there was a statistically significant difference in the post training scores for all three items

PRE & POST-TEST RESPONSES

Competency Item	Pre course mean	Post course mean	p value
Knowledge of the LGBT+ communities	2.7 (1.0)	4.2 (.66)	.000
Ability to correctly address someone from the LGBT+ community	2.9 (2.6)	4.5 (2.4)	.000
Comfort level communicating in an inclusive language with members of the LGBT+ communities	3.3 (1.1)	4.3 (/73)	.000

Item	% agree/strongly agree
I gained skills that will be useful to me in the future:	
<ul style="list-style-type: none"> • At school 	92.2
<ul style="list-style-type: none"> • At work 	94
<ul style="list-style-type: none"> • In the community 	91.5
<ul style="list-style-type: none"> • With family 	86.9
<ul style="list-style-type: none"> • With friends 	94.1
I would recommend Positive Space Training to other students	94.1
I recommend this training be part of the college curriculum	90.2



STUDENT QUOTES

“I wanted to advocate, be involved but I felt I didn’t have the knowledge or even the terminology so I’d get frustrated wanting to be able to be involved but feeling like due to my own lack of immersion within the community, I couldn’t, I wasn’t capable of advocating or becoming involved or being an ally. Positive space training ended up being really beneficial and I want to use it a lot in my own personal practice.”



STUDENT QUOTES

“It will help me to work better with different clients and that will help me understand them better.”

“Learning about the different terms of what is acceptable/unacceptable – helped majorly because [I will be] working with children or youth [and now] I have better knowledge.”



STUDENT QUOTES

“I will watch my language. For example, instead of asking about someone’s husband/wife, I would ask about someone’s partner.”

“I know the correct words and their meanings for the future when I’m working with youth.”

UNEXPECTED FINDINGS

Students' dissemination of knowledge to family, friends, and the community that students were affiliated with.

“My friends with different professions (finance, doctor, and a speech therapist coordinator) didn't get this training, so I quizzed them when we went out. We had a conversation about it and it was pretty cool because everybody was saying ‘thanks that's good to know, so if we ever encounter clients or patients we can avoid making these mistake and that was really helpful.”

RECOMMENDATIONS

- An introductory face-to-face 2-3 hours positive space training be included in all programs
- LGBTQ+ communities health and social needs should be included into all courses and programs at the University and College levels



T W E L V E
KEYS TO CREATING
LGBTQ+ Workplaces
and classrooms

1. Use inclusive language
2. Never tolerate abusive language in class or halls or workplace
3. Never assume the sexuality or gender of a person
4. Maintain confidentiality within the confines of your professional responsibility
5. Keep an eye out for bullying/harassment and act to stop it
6. Respect the needs of lesbian, gay and bisexual individuals

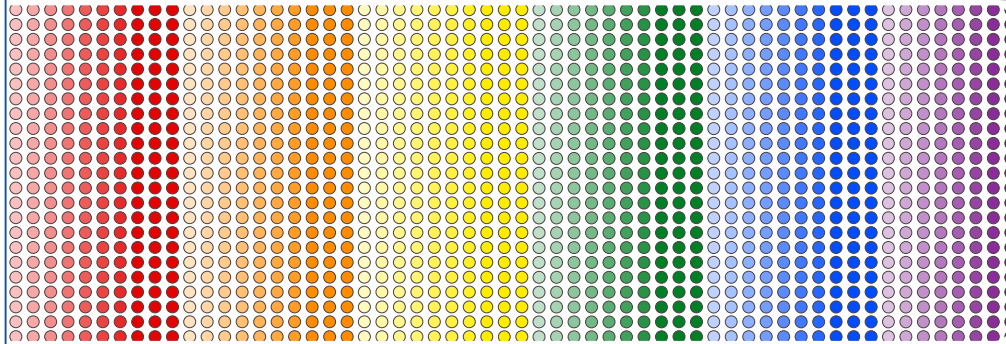


T W E L V E
KEYS TO CREATING
LGBTQ+ Workplaces
and classrooms

7. Respect the needs of trans individuals
8. Encourage respectful disagreement on issues of sexual and gender identity
9. Don't ask people to speak for an entire group
10. Examine your workplace
11. Recognize that you're not an expert, you will make mistakes and occasionally be insensitive
12. Acknowledge that building an inclusive community is better for everyone and act on it

Positive Space Program: Fostering Inclusion

GRAM



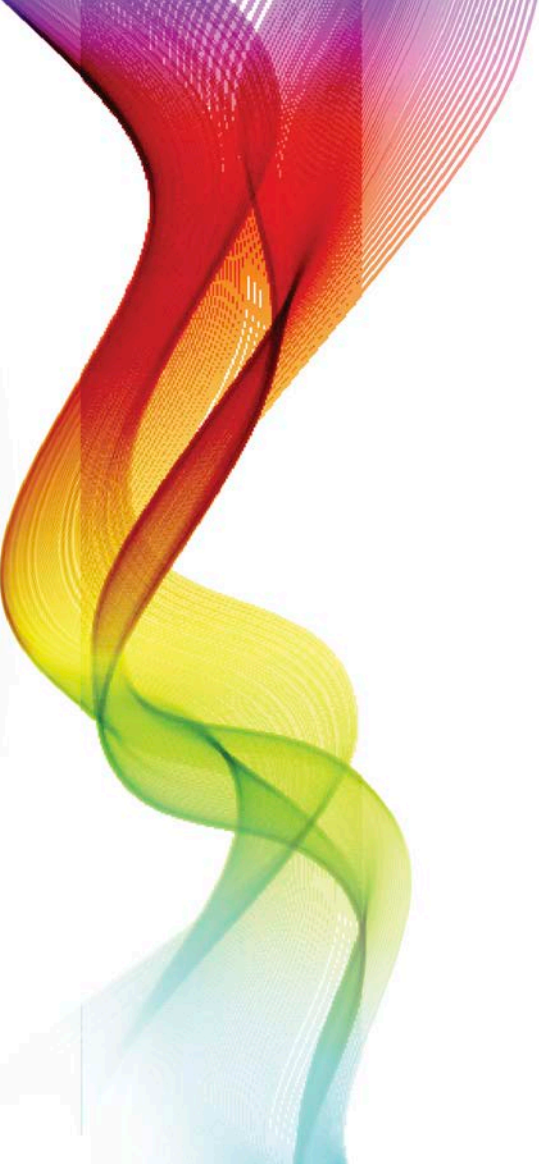
UNDERSTANDING PHOBIAS &
FOSTERING INCLUSION

CENTENNIAL
COLLEGE

Positive Space Training

- LGBTQ+ communities have experienced discrimination from nurses and other healthcare professionals and this has led individuals to not seek care or avoid disclosure of their identity (Lim & Kim, 2014; Merryfeather & Bruce, 2014).
- Many who have experienced discrimination from health care professionals have avoided follow up visits with health care professionals (Rainbow Health Ontario, 2012).
- Thus, we believe that training for nurses is crucial to increase practitioners' knowledge and comfort in communicating and working with diverse LGBTQ+ communities (Carabez et al., 2015a,b; Chapman et al., 2011; Daley & MacDonnell, 2014).

Positive Space Training



Is an effective tool that may be employed to advance health and social care practices within nursing education and practice.

Engage Experts

- Rainbow Health Ontario

www.rainbowhealthontario.ca

- RNIG Rainbow Interest Group within RNAO

<http://rnao.ca/connect/interest-groups/rnig>

- Access Alliance (Multicultural Health and Community Services)

<http://accessalliance.ca/programsservices/lgbtqprograms/lgbtq-resources/>

Thank you

Questions??



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