

# Keeping Up with Terminology

- Obvious “don'ts” include
  - Use of any disrespectful language
  - Gossiping about a patient’s appearance or behavior
  - Saying things about someone not necessary for their care:
    - “You look great, you look like a real woman/real man!”
    - “You are so pretty I cannot believe you are a lesbian!”

Avoid these Outdated Terms (in English)	Consider these Terms Instead
Homosexual	Gay, lesbian, bisexual, or LGBTQ+
Transvestite; Transgendered	Transgender
Sexual preference; Lifestyle choice	Sexual orientation



# In Summary

1. LGBTQ+ communities have unique terminology and experiences that are relevant to their health care.
2. LGBTQ+ people experience health disparities related to stigma.
3. Best practices in sensitive, effective, and accountable communication with LGBTQ+ patients can overcome barriers to health equity for this community.

# Avoiding Assumptions

- You cannot assume someone's gender identity or sexual orientation based on how they look or sound.
- To avoid assuming gender identity or sexual orientation with new patients:
  - *Instead of:* "How may I help you, sir?"
  - *Say:* "How may I help you?"
  - *Instead of:* "He is here for his appointment."
  - *Say:* "The patient is here in the waiting room."
  - *Instead of:* "Do you have a wife?"
  - *Say:* "Are you in a relationship?"
  - *Instead of:* "What are your mother's and fathers' names?"
  - *Say:* "What is your guardian's name?"

# Other Terms and Definitions from Epic

- **Legal/Admin Sex:** the sex listed on a government-issued ID
- **Gender Identity:** how an individual identifies their own internal sense of self
- **Sexual Orientation:** whether and how an individual is attracted to others
- **Sex Assigned at Birth:** what sex a medical professional identified the patient as at birth
- **Preferred Name:** what name the patient uses to interact with the world
- **Legal Name:** the name listed on a government-issued ID



# Pronouns

People may use a range of pronouns, including she/her/hers and he/him/his, as well as less-common pronouns such as they/them/theirs. At Duke Health, the non-binary pronouns available as fields in Epic are they/them/theirs. Patients may also choose to simply use their name in place of a pronoun, or they may decline to answer.

Subjective	Objective	Possessive	Examples
<b>He</b>	<b>Him</b>	<b>His</b>	He is in the waiting room. The doctor is ready to see him. That chart is his.
<b>She</b>	<b>Her</b>	<b>Hers</b>	She is in the waiting room. The doctor is ready to see her. That chart is hers.
<b>They</b>	<b>Them</b>	<b>Theirs</b>	They are in the waiting room. The doctor is ready to see them. That chart is theirs.



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# Other Terms and Definitions from Epic

- Epic allows for values which highlight the following parts of a patient's identity:
  - Question asked: What is your current **gender identity**?
    - Duke's Epic Options: Female, Male, Transgender Male/Female-to-Male, Transgender Female/Male-to-Female, Gender Fluid/Gender Queer, Non-Binary, Choose not to disclose, Other
  - Question asked: What was your **assigned sex at birth**?
    - Duke's Epic Options: Female, Male, Unknown
  - Question asked: **What is your sexual orientation?** Duke's Epic Options: Straight (not lesbian or gay), Lesbian or Gay, Bisexual, Don't know (optional), Asexual, Pansexual, Choose not to disclose, Queer

# LGBTQ+ Disparities:

- Youth<sup>1</sup>
  - 2 to 3 times more likely to attempt suicide
  - More likely to be homeless (20-40% are LGBTQ+)
  - Risk of HIV and other STIs
- Despite an overall decrease in HIV incidence from 2008-2014 reported for the first time in 2017, incidence remains high and stable among black MSM, and is now increasing among gay and bisexual Latino men (20%) and those aged 25-34 (35%).<sup>2</sup>

# Gender Identity and Gender Expression

- Gender identity
  - A person's inner sense of being a girl/woman, boy/man, another gender, or no gender
  - All people have a gender identity
- Gender expression
  - How one presents themselves through their behavior, mannerisms, speech patterns, dress, and hairstyles
  - May be on a spectrum

A complete glossary of terms is available at [www.lgbthealtheducation.org/publication/lgbt-glossary/](http://www.lgbthealtheducation.org/publication/lgbt-glossary/)



# Sexual Orientation: What do LGBTQ+ Stand For?

## Dimensions of Sexual Orientation:

- Sexual orientation: how a person identifies their physical and emotional attraction to others
- Attraction
- Behavior
  - Women who have sex with women-WSW (WSWM)
  - Men who have sex with men-MSM (MSMW)
- Identity
  - Straight, gay, lesbian, bisexual, queer, other

