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!”

<table>
<thead>
<tr>
<th>Avoid these Outdated Terms (in English)</th>
<th>Consider these Terms Instead</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homosexual</td>
<td>Gay, lesbian, bisexual, or LGBTQ+</td>
</tr>
<tr>
<td>Transvestite; Transgendered</td>
<td>Transgender</td>
</tr>
<tr>
<td>Sexual preference; Lifestyle choice</td>
<td>Sexual orientation</td>
</tr>
</tbody>
</table>
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/their. At Duke Health, the non-binary pronouns available as fields in Epic are they/them/their. Patients may also choose to simply use their name in place of a pronoun, or they may decline to answer.

<table>
<thead>
<tr>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
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<tr>
<td>They</td>
<td>Them</td>
<td>theirs</td>
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</tbody>
</table>
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
  - 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%).
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?

- 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

Dimensions of Sexual Orientation:

- **Identity**
  - Do you consider yourself gay, lesbian, bisexual, straight, queer, something else?

- **Attraction**
  - What gender(s) are you attracted to physically and emotionally?

- **Behavior**
  - What gender(s) are your sexual partner(s)?