




# Resources



# Local & Community Resources

Prior to looking at some of the resources available to you through the LGBTQ+ Advisory committee and national organization it's important to become familiar with **local organizations**.

- College/University LGBTQIA+ Centers
  - Local Safe Space Ally Training Programs
  - Community Organizations, Coalitions, and Support Groups
  - LGBTQIA+ Peer Networking & Mentoring
- 

# LGBTQ+ Advisory Committee

The LGBTQ+ Advisory Committee has an abundance of available resources to take advantage of:

- **Resource Page:** Our resource page provides Athletic Trainers with infographics, research articles, policy templates and practice recommendations for numerous topics related to LGBTQIA+ healthcare!
- **Quarterly Newsletter:** Sign up for our quarterly inclusion newsletter to ensure you're staying up to date on all of the latest information.
- **District Representatives:** Have questions and can't find answers? Contact your district representative!



Quarterly Newsletter



Resource Page

# The Trevor Project

The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, queer, and questioning youth.

- Crisis Hotline Number: 1-866-488-7386
- Crisis Text: Text START to 678-678



Trevor Project  
Home Page

# The Human Rights Campaign

The goal of the Human Rights Campaign is to ensure that every LGBTQ person is free to live their life openly, with their rights ensured.

- **Healthcare Equality Index:** A comprehensive tool updated annually to find local LGBTQIA+ healthcare providers in your area
- **Municipality Index:** A annually curated index used to help identify local laws and policies pertaining to LGBTQIA+ individual in your area.



Human Rights  
Campaign  
Resources

# World Professional Association for Transgender Health

The World Professional Association for Transgender Health (WPATH) is the premier organization promoting evidence-based care, education, research, public policy, and respect for the healthcare of transgender patients.

- **Standards of Care Document:** Comprehensive resource outline best practices for the care of Transgender and Gender Non-Conforming individuals.



Standard of  
Care Document

# Athlete Ally

The mission of athlete ally is to end the rampant homophobia and transphobia in sport and to activate the athletic community to exercise leadership and champion LGBTQIA+ equity.


- **Policy Development:** Some of the most significant resources provided by Athlete Ally are their comprehensive policy development templates for LGBTQIA+ & Transgender Athletes.



Athlete Ally  
Resources



## What can I do?

- Teach respect
  - Engage colleagues
  - Advocate
  - Implement policies
  - Create an inclusive environment
- 



# Pledge and Indicator

## The Pledge:

- I will provide a “safe space” for anyone dealing with sexual orientation or gender identity concerns
- I will respect the privacy of each individual





# CHECKLIST FOR CREATING AN INCLUSIVE AND WELCOMING AT FACILITY

## INTAKE AND RECORD KEEPING:

- Report forms differentiate between birth sex and gender identity.
- Forms include “domestic partnership” and/or “partnered” in addition to options like single/married/widowed/divorced.
- Forms and Records indicate gender identity and preferred name and pronoun.
- Forms and Records include fields for Legal Name and Preferred Name.



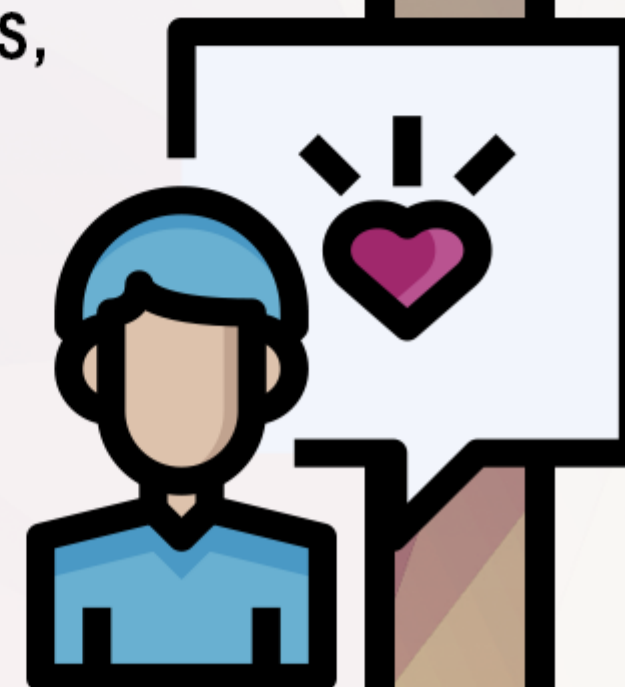
## FACILITY ENVIRONMENT:

- Non-discrimination policy visible and includes sexual orientation and gender identity.
- Safe Zone Trained and Visible Stickers/Signage.
- Office provides and displays educational materials that are LGBTQ-inclusive or LGBTQ-specific.
- Exhibit posters showing racially and ethnically diverse same-sex couples or transgender people or posters from non-profit LGBTQ+ organizations.
- Gender neutral restrooms, locker rooms, changing rooms, etc. are available.
- Acknowledge relevant days of observance in your practice such as World AIDS Day, LGBT Pride Day, Day of Silence, and National Transgender Day of Remembrance.



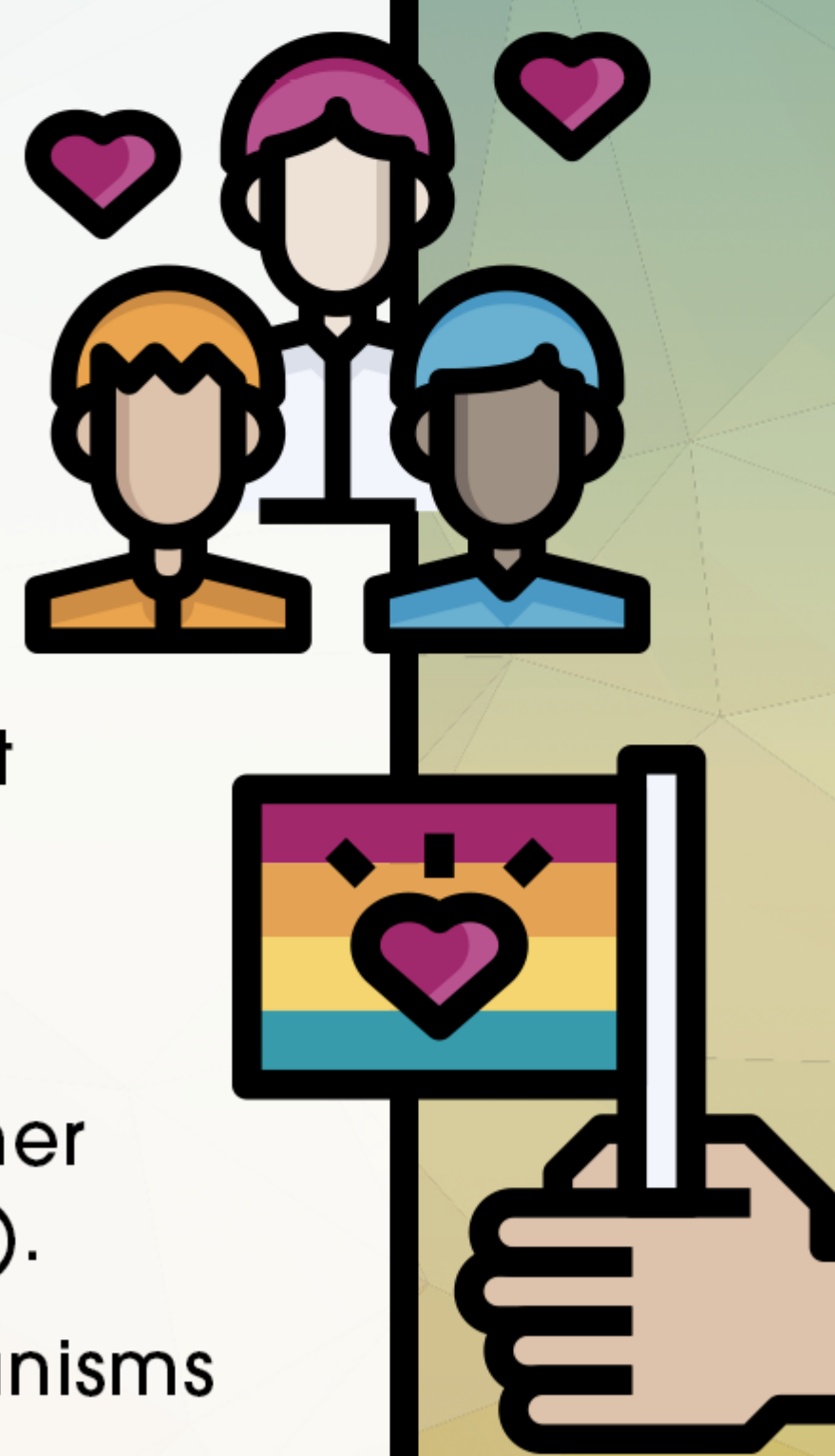
## LINGUISTIC SENSITIVITY:

- Clinical and non-clinical staff use gender-neutral language such as “partner(s)” or “significant other(s).” Staff use the same language that a patient does to describe self, sexual partners, relationships, and identity.
- A no tolerance policy regarding inappropriate language visible and followed through by all within the facility, including staff, patients, student-athletes, coaches, administrators, parents, and other personnel.
- All staff use a transgender patient’s preferred name and pronoun.
- All staff ask non-presumptive questions.
- Interviewing techniques reflect that sexual orientation, sexual behavior, and gender identity cannot be predicted from one another.



## STAFF TRAINING:

- Use of appropriate language.
- Identify and challenge internal discriminatory beliefs.
- Education on important LGBTQ+ health related conditions (e.g. mental health, discrimination, substance abuse, partner violence, and HIV/STDs).
- Indications and mechanisms for referring to LGBTQ-identified providers.
- Local LGBTQ+ resources provided.





# HOW TO BE AN ALLY

*For someone who belongs to a marginalized or minoritized group, having an ally can have a significant impact, especially on their emotional and mental well-being. To be an ally, you should be:*

- Willing to educate yourself.
- Engaging in conversations with those who are different than yourself.
- Using your voice and actions to support others.
- Learning from your mistakes – because you will make them and that's OK!
- Understanding that it is a process. You do not become an ally in one day. Continue to be open to learning and growing.

## BEING AN ALLY DO'S



- Listen
- Respect confidentiality
- Be conscious of your biases
- Seek out knowledge
- Be a resource – include diversity, equity and inclusion topics in your curriculum
- Empathize
- Treat each person as an individual
- Support clubs and organizations on college campuses and in your community such as:
  - Gay-Straight Alliance
  - Black Student Union
  - PFLAG
  - Multicultural Student Organization
  - Best Buddies

## BEING AN ALLY DON'TS



- Think you know all the answers
- Make unrealistic promises
- Pressure someone to "come out"
- Assume the following:
  - You know one's gender identity, race, sexual orientation, religion or ethnicity
  - That being LGBTQ+, a certain race, ethnicity or religion is the most important aspect of a person
  - Their identity is sad or tragic

## CONNECT WITH US:

### NATA Ethnic Diversity Advisory Committee

[www.nata.org/professional-interests/diversity](http://www.nata.org/professional-interests/diversity)

@EDACNATA

NATA Ethnic Diversity Advisory Committee

@NATAEDAC

### NATA LGBTQ+ Advisory Committee

[www.nata.org/professional-interests/inclusion](http://www.nata.org/professional-interests/inclusion)

@LGBTQNATA

NATA LGBTQ+ AC

@LGBTQNATA





# LGBTQ+ HEALTHCARE DISCRIMINATION

## IMPORTANT FACTS TO KNOW AS A HEALTHCARE PROVIDER:<sup>1</sup>

**NEARLY  
1 IN 6**



LGBTQ+ patients experience discrimination

**29%**

of trans patients  
were refused  
to be seen by  
their provider

**23%**

of trans patients  
avoid or  
postpone care



**1 IN 5**

LGBTQ+ patients avoid seeking care

## THERE IS AN INCREASED RISK OF BEHAVIORAL HEALTH CONDITIONS, SPECIFICALLY IN THE TRANSGENDER POPULATION.

They are more likely to experience victimization, attempt suicide, and contract HIV and other STDs.

## LGBTQ YOUTH ARE AT GREATER RISK OF EXPERIENCING HOMELESSNESS AND HAVE HIGHER RATES OF:<sup>2</sup>

depression & suicidality  
(also known as suicidal ideation)



substance abuse

social anxiety

altered body image



## LGBTQ PEOPLE ALREADY FACE DISCRIMINATION AND VIOLENCE IN THEIR DAILY LIVES:<sup>3</sup>

**57%**

have been subjected to verbal assaults including anti-gay slurs, threats and non-sexual harassment

**51%**

have experienced some sort of physical violence

**57%**

have experienced various forms of sexual harassment

## CHALLENGE IN FINDING ALTERNATE HEALTHCARE PROVIDERS:<sup>3</sup>

**18%**

of LGBTQ people said it would be "very difficult" or "not possible" to find same service at a different hospital or community health center

**29%**

OF TRANS PATIENTS SEEKING TRANSITION-RELATED CARE HAD TO TRAVEL 25+ MILES

**41%**

of LGBTQ people living outside a metro area said it would be "very difficult" or "not possible" to find same service at a different hospital

## WHY IS THIS IMPORTANT?

- We want all patients to feel safe coming to us with their healthcare needs.
- Regardless of setting, Athletic Trainers are an integral part of the healthcare team.
- A patient's first impression of us can greatly influence their care moving forward.

## WHAT CAN WE DO?

- Find ways to improve on your area's inclusiveness.
- Know your local resources, i.e. facilities and providers that are welcoming and affirming.
- Have a plan in place if you suspect someone is a danger to themselves or others.
- Be an advocate! Motivate others to make changes.

1. Mirza S, Rooney C. Discrimination Prevents LGBTQ People from Accessing Health Care. Center for American Progress. <https://www.americanprogress.org/issues/lgbt/news/2018/01/18/445130/discrimination-prevents-lgbtq-people-accessing-health-care/>. Published 2018.

2. Levine DA, Committee On A. Office-based care for lesbian, gay, bisexual, transgender, and questioning youth. Pediatrics. 2013; 132(1):e297-313.

3. Center for American Progress (CAP) 2017 Survey