

LGBTQ+ Cancer Care: Welcoming Strategies

December 7, 2021 at 12:00 pm ET



Disclosures

- The University of Pittsburgh School of Nursing is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.
- To obtain nursing continuing professional development contact hours, you must participate in the entire activity, participate in audience polling and/or Q&A sessions, and complete the evaluation.
- There are no relevant financial relationships to disclose from the National Nurse-Led Care Consortium, PA Action Coalition, the Bradbury-Sullivan LGBT Community Center, the University of Pittsburgh or ANCC for this educational activity



12/7/2021

Welcome from the PA Action Coalition

Jenny Horn, Senior Manager



12/7/2021

Welcome from AARP Lehigh Valley

**Kellie VonStein,
AARP Associate State Director for
Outreach and Advocacy in the Lehigh Valley**



12/7/2021

Welcome from the Bradbury-Sullivan LGBT Community Center

**Reilly Callahan,
Acting Health Programs & Supportive Services Manager**





LGBTQ+ Cancer Care Reaching & Engaging

December 2021

lgbt national
cancer
network

 TOBACCO RELATED
CANCER PROJECT



Scout, MA, PhD

Executive Director

**National LGBT Cancer
Network**

**Trans/bi dad of three,
hiker, health policy wonk
and data geek.**



Clarke Dalton

Project Specialist

**National LGBT Cancer
Network**

**Bi alum of Loyola
University MD, retired
D1 athlete, artist,
writer and model.**

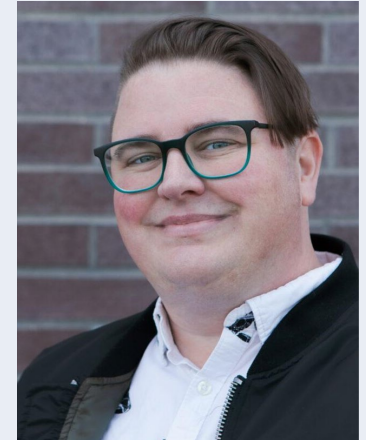


Harold Abrams

Project Specialist

**National LGBT Cancer
Network**

**Gay, black writer focused
on the complexities of
people of color and the
LGBTQ+ community.**



Knoll Larkin

Project Manager

**National LGBT Cancer
Network**

**Trans/queer dad of 3;
Passionate about
community engagement
to increase health equity.**



Agenda

- Who we are
- Overview of LGBTQ+ Terminology
- LGBTQ+ Cancer Health Disparities & Cancer Screening
- What LGBTQ+ Cancer Survivors want you to know; Results from Out: The National Cancer Survey
- Best and promising practices, interventions to improve LGBTQ+ cancer care
- Q&A



Welcome

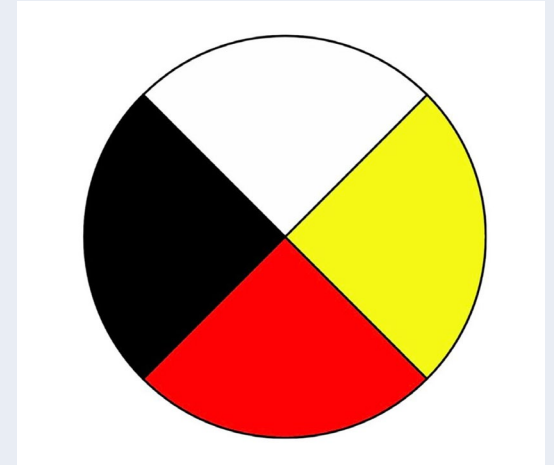
- Where from? / Where do you call home?
- What would you like you like to see covered today?





Land Acknowledgement

We acknowledge that this virtual presentation is taking place throughout the United States which is home to nearly 775 tribal nations. As we begin this training, we acknowledge and honor the original inhabitants of our various regions. Let's take a moment to honor these ancestral grounds that we are collectively gathered upon and support the resilience and strength that all Indigenous people have shown worldwide.





Land Acknowledgement

Native Land Digital

About Us | Media | How To Contribute | Resources | Contact | [Support Us](#)

Territories Languages Treaties

Search your address, or toggle switches above to add shapes. Click around! [Think critically about this map.](#)

Territories
Languages
Treaties

Contact local nations to verify:
[ᑭᐱᑦᐱᑦ ᐱᑦᐱᑦ ᐱᑦᐱᑦ \(Osage\)](#)
[Washtáge Mo'zhá* \(Kaw / Kansa\)](#)
[Pári \(Pawnee\)](#)
[Očhéthi Šákowij](#)

Map showing various Indigenous territories across North America, including: Inupiat, Koyukon, Tanana, Han, Gwich'in Settlement Region, Sahtu Go'ine, Tlicho Nde, Inuit, Upper Kuskokwim, Upper Tanana, Selkirk, Shita Go'ine, Tlicho Nde, Akaitcho, Denendeh (Denesuline Nene), Nunavik, Staschinuw (Naskapi), Nitassinan (Innu), Beaver Lake Cree, Michif Piyil (Métis), Haida, Yekooche, Mountain Métis, Stoney, Hupacath, Sylix (mix: Okanagan), Twana/Skokomish, Chinook, Salish, Hurikpapa, Mdewakanton, Anshinabewaki, Moose Cree, Cree, Wabanaki (Dawland Confederacy), Passamaquoddy, Beothuk, Chepenefa, Lemhi-Shoshone, Shoshone-Bannock, Cheyenne, Ponca, Yankton, Wahpekute, Niuachi, Menominee, Kanienkeháka (Mohawk), Pennacook, Werrrotronon, Quinpiac, Ashumawi, Goshute, Oglala, Kikkapoo (Kikapoo), Myaamia, Adena, Nentego (Nanticoke), Pamunkey, Graton Rancheria, Tarmien Nation, Nuwvi (Southern Paiute), Jicarilla Apache, Seneca-Cayuga (Oklahoma), Kaskaskia, S'atsoyaha (Yuchi), Sissipahaw, Croatan, Salinan, Nuwku (Chemehuevi), Shiwina (Zuni), Kiowa-Comanche-Apache (Oklahoma), Pee Dee, Wima, Piipaash (Maricopa), Piro, Natchitoches, Yamassee, Oodham Jewed, Sumas, Jumanos, Akokisa, Biloxi, Apalachees, Yoeme (Yaqui), Julimes, Alazapas, Karankawa, Guaycura, Tahues, Guachichil, Karankawa, Ais, Mayaimi, Guarungumbe, Lucayo, Taino.



Who we are



1

EDUCATING

our communities
about our increased
cancer risks and the
importance of
screenings

2

ADVOCATING

for LGBTQI
engagement in
mainstream cancer
organizations, the
media, and research

3

TRAINING

public health and
health care
providers to be more
welcoming to us



As one of eight disparity networks

We assess the field to ID knowledge gaps



We offer trainings to all



We create and find knowledge pieces to disseminate



We build partnerships & connections between members



We offer technical assistance to members



We create and advise on media strategies

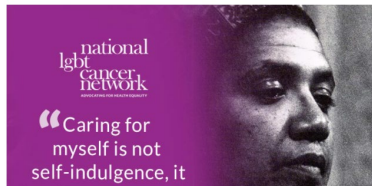




Newsletters

Celebrating Black History History

Friends,
As February comes to a close, we move forward remembering Black History Month is every month of the year. Every day we renew our commitment to Black LGBTQ+ communities across the country. We honor and celebrate the contributions and legacies of our Black LGBTQ+ family. It is not enough to celebrate Black History, our history, just one month each year. The foundational teachings, writings, and gifts that folks like James Baldwin, Audre Lorde, and Marsha P. Johnson have given the world are carried on today through the work and life of Black LGBTQ+ activists.



Webinar Announcement
In partnership with HRC,
we are excited to present:
Equality in the Air We Breathe:
COVID-19, HIV, Smoking
and the Black Community.



**I VALUE MY HEALTH
too much to continue
smoking**

Smoking is a
top health threat
to people living
with HIV.

Talk to your
medical provider.



Webinar: LGBTQ+ Pride 2021

national
lgbt
cancer
network

Pride Webinar

The webinar will offer an overview of best practices for tobacco and cancer control partners to engage with LGBTQ+ communities.

Featuring a variety of local LGBTQ+ organizations and state programs, highlighting options for connecting at both in-person and virtual Pride celebrations.

04.29.21 @ 2pm EST
Join us on zoom!

Join our webinar, **Thursday, April 29th at 2pm EDT.**

[Register here!](#)

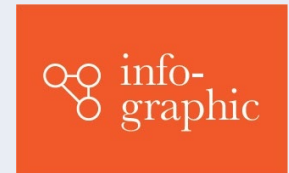


**Community Survey -
Tell us what you think!**



Online Resource Library


<p>HIV & Smoking Graphics</p> <p>HRC Campaign, on the impact smoking has on the health of people living with HIV, is simply brilliant!</p> <p>Co-brandable Media</p>	<p>Cancer Cards</p> <p>These cards aim to raise awareness about colorectal, breast, lung, and cervical cancer among members of the LGBTQ+ community. There are also cards that address the need for taking care of an individual's physical and mental health. Each bundle includes the front and the back of the cards in JPEG format.</p> <p>Co-brandable Media</p>	<p>Forgetting Something: Anal Cancer Screening Campaign</p> <p>Take a look at Forgetting Something, our anal cancer screening campaign.</p> <p>Co-brandable Media</p>
<p>Cancer in LGBTQ Communities</p> <p>In addition higher risk</p> <p>Our Fact Sheet gives you an idea of some of the challenges facing LGBTQ community members. Available in English and Spanish!</p> <p>Co-brandable Media</p>	<p>¿Por qué?</p> <p>Nuestra campaña que demuestra algunas razones para hacer pruebas de detección de cáncer. English versions coming soon!</p>	<p>Out Proud (Smoke/Vape) Free Series</p> <p>Check out our Out Proud Free Logo over the seven different pride flags! The possibilities are endless. Contact us to learn about co-branding!</p>



www.cancer-network.org/resource-library/



Resources



Cancer in the LGBTQ Communities

In addition to higher risks:

LGBTQ tobacco use rates are:

40%
higher than others.

There are bigger barriers to care:

60%
of oncologists don't feel they know enough to treat LGB people.

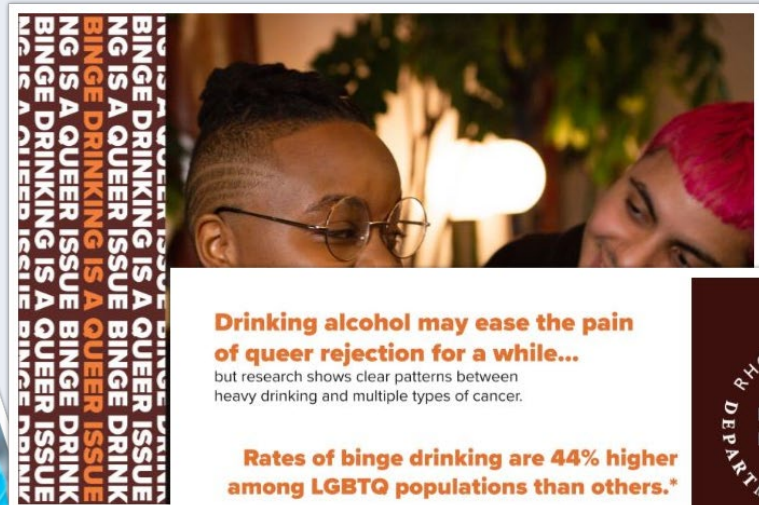
80%
of oncologists don't feel they know enough to treat trans people.

lgbt national cancer network

TOBACCO RELATED CANCER PROJECT



Queer Cancer/Health Post Cards



Drinking alcohol may ease the pain of queer rejection for a while...

but research shows clear patterns between heavy drinking and multiple types of cancer.

Rates of binge drinking are 44% higher among LGBTQ populations than others.*

We have to take care of ourselves and each other.

If you are concerned about a friend's drinking you can help them to stop. If you think you might be drinking too much talk to your primary care provider. If you do not have a primary care provider, visit <https://cancer-network.org/ri-resources/> to find resources in your area.

*Source: BRFSS 2014-2017, National Center for Chronic Disease Prevention and Health Promotion, Division of Population Health





Resources

Why get screened for cancer?



National LGBT Cancer Network
For... her.
Find a doctor
you can trust here:
findahealthcenterhrs.gov

¿Por qué me hago pruebas de detección de cáncer?



National LGBT Cancer Network
Por... el.
Encuentra a un(a) doctor(a)
de confianza aquí:
findahealthcenterhrs.gov

Why get screened for cancer?



National LGBT Cancer Network
For... us.
Find a doctor
you can trust here:
findahealthcenterhrs.gov

¿Por qué me hago pruebas de detección de cáncer?



National LGBT Cancer Network
Por... mi.
Encuentra a un(a) doctor(a)
de confianza aquí:
findahealthcenterhrs.gov



Join Our Network



- ❖ Training & technical assistance
- ❖ Connecting & capacity building with your local LGBTQ+ organization
- ❖ Opportunities for networking with state health departments, LGBTQ+ orgs, and more
- ❖ Tailored media & educational resources



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 - ❖ Tailored media & educational resources
- FREE**



Join Our Mailing List



Want to stay up to date with the latest at the Network?

Click the link in the chat to join our mailing list as an organizational member



Terminology & Identity Labels- Review



LGBTQI is an Umbrella Term



Sexual Orientation

Gender Identity

Intersex Status



What is Sexual Orientation?

Sexual Orientation

An inherent or immutable enduring emotional, romantic or sexual attraction to other people. All people choose their partners regardless of their sexual orientation; however, the orientation itself is not a choice.



Sexual Minorities

In the beginning there was:

- **Lesbian** an **identity** label for women who have primary sexual, romantic and relational ties to other women.
- **Gay** an **identity** label for men who have primary sexual, romantic and relational ties to other men.





Sexual Minorities



Plurisexual

And now...

- **Bisexual** an **identity** label for people who experience attraction to some people of their gender and another gender (or other genders).
- **Pansexual** an **identity** label for people who experience attraction to people regardless of their gender.
- **Polysexual** an **identity** label for people who experience attraction to more than one but not all genders.





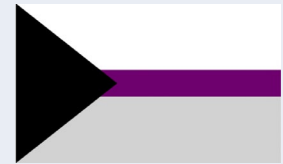
Sexual Minorities

For Example:



Asexual Spectrum

- **Demisexual** an **identity** label for people who only experience sexual attraction to people they have an emotional attachment to.
- **Aromantic** an **identity** label for people who do not experience romantic attraction.
- **Greysexual** an **identity** label for people whose sexual identity fluctuates between sexual and asexual.





What is Gender Identity?

Gender Identity

One's innermost concept of self as male, female, a blend of both or neither. One's gender identity can be the same or different from their sex assigned at birth. *Our gender identity may or may NOT match our appearance, our body, or others' perceptions of us*

The persistent internal sense of being a man, a woman or some other gender.



Gender Minorities



Transgender an **identity** label for people who identify as substantively different than the gender they were **assigned at birth**.



Genderqueer an **identity** label for people whose gender falls outside the bounds of traditional gender.



Nonbinary an **identity** label for people whose gender identity does not match either M or F.

Genderfluid an **identity** label for people whose gender identity fluctuates.





What is Gender Expression?

Gender Expression

How a person publicly expresses or presents their gender. This can include behavior and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronouns are also common ways of expressing gender. Others perceive a person's gender through these attributes.



What is Intersex?

Intersex or Differences of Sexual Development is an umbrella term for unique variations in reproductive or sex anatomy. Variations may appear in a person's chromosomes, genitals, or internal organs. Some intersex traits are identified at birth while others may not be discovered til puberty or later.





Pronouns

- Increasing use of gender neutral pronouns, they/them is most common
- Need to get more comfortable with them? Practice.
- Unsure which to use? Share yours first and then ask theirs.
- Flub it? Thank the individual for their correction quickly and move on.
- Don't overuse names to avoid pronouns, shows discomfort.
- Say “my pronouns are...” not “my preferred pronouns...”
- The power of an email tagline and zoom name



Pronouns



Joshua Hudson

Pronouns: He/Him; They/Them ([What does this mean?](#))

Assistant Health and Human Services Director

Bay Mills Health Center

Bay Mills Indian Community

P: (906)248-5527

baymillshealthcenter.com



<https://www.glsen.org/sites/default/files/GLSEN%20Pronouns%20Resource.pdf>



Sexual Orientation Yes & No

Yes

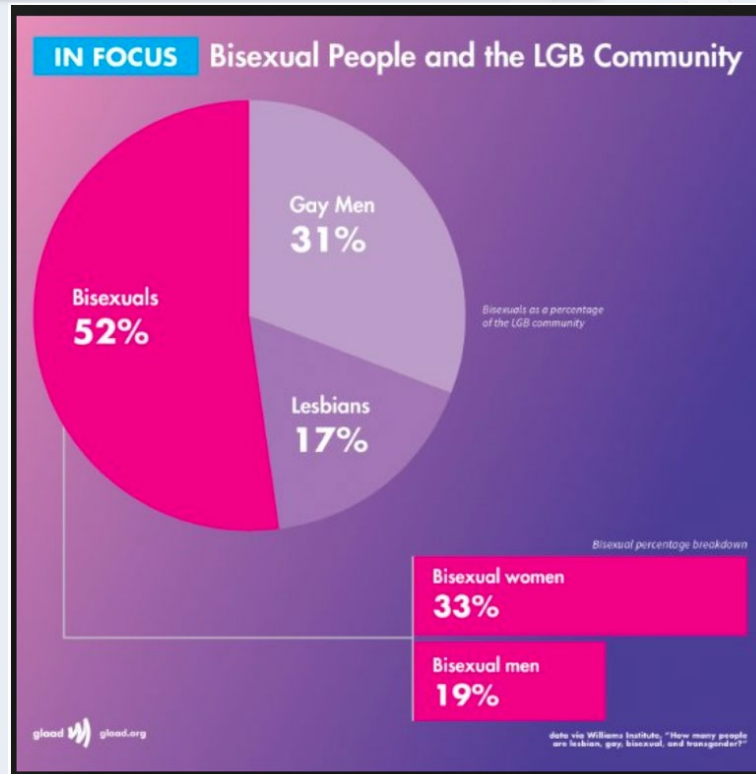
- lesbian
- gay
- bisexual
- bi
- bi plus
- pansexual
- asexual (ace)
- ace spectrum
- two spirit
- queer

No(tes)

- homosexuals
- please do not forget bi erasure
- please do not forget pan is a subset of bi



Bi moment





Gender Identity Yes & No

Yes

- transgender
- trans
- trans man
- trans woman
- transgender person
- cis
- enby
- nonbinary
- genderqueer & queer

No(tes)

- transgenders
- transgendered
- transman
- transwoman
- transgenderism
- tranny (quite inflammatory)
- please do not say straight is the opposite of LGBT
- two spirit*



In a similar vein

Yes

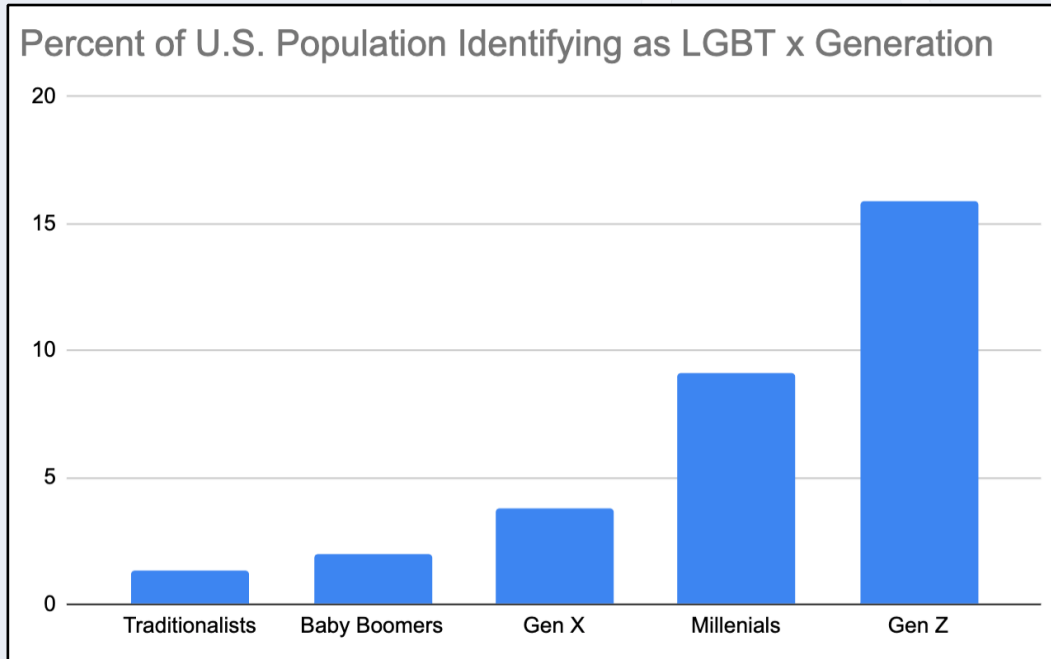
- intersex
- DSD

No(tes)

- hermaphrodites
- be sensitive that intersex can sometimes be attached to LGBTQ but if so please address the distinct issues



2020 Gallup says...





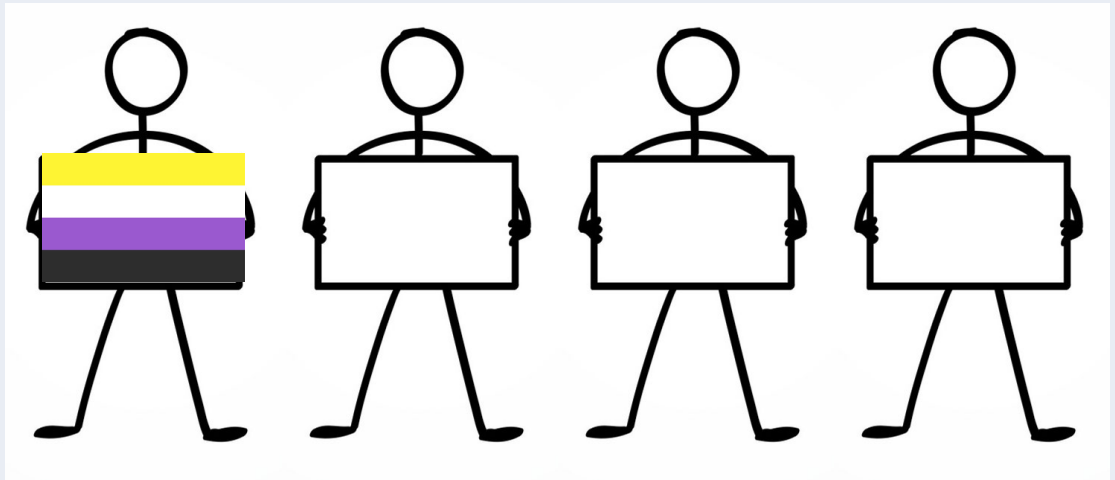
Which means...





July 2021 Youth Data

- 1 out of 4 LGBTQ youth identify as Non-binary
- 1 out of 3 LGBTQ Black youth identify as Non-binary or trans.





BIPOC* demographics say...



24%

of general pop are racial/ethnic minorities.

42%

of LGBTQ+ population are racial/ethnic minorities.

*Black, Indigenous, and People of Color



What about Pennsylvania?

Est.
416,000
LGBTQ+
people in
Pennsylvania



Pittsburgh

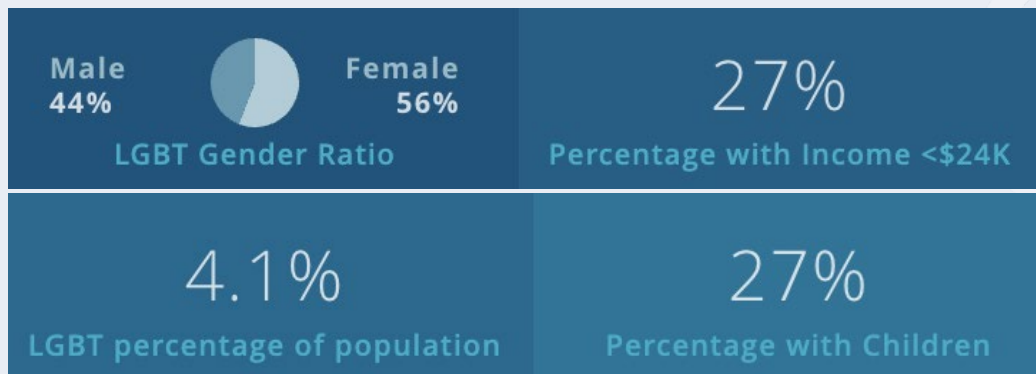


Allentown





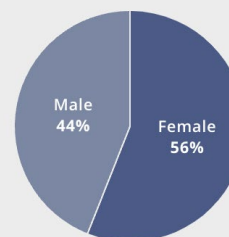
What about Pennsylvania?



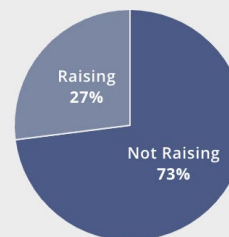
33% Of LGBTQ+ PA folx are racial/ethnic minorities

19% Of all PA folx are racial/ethnic minorities

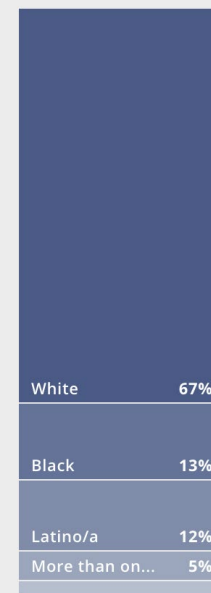
Characteristics of LGBT People: Pennsylvania x



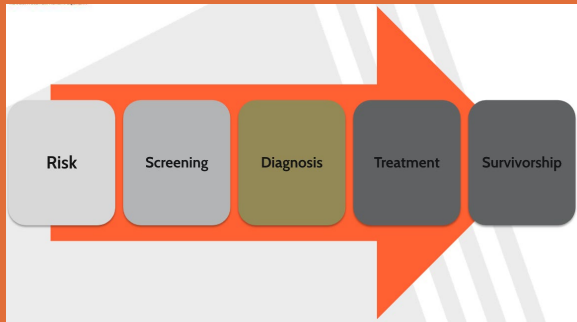
GENDER



% RAISING CHILDREN



RACE/ETHNICITY



Cancer Disparities and Cancer Screening



Lived experience



tashan_lovemore I wasn't gonna do this video. I felt like it was personal - real personal but I'm aware that it's necessary. Sometimes things are discussed in full detail and We should never be afraid to ask questions. It did spark bottom dysphoria immediately afterwards but with a lot of inner work I was able to bounce back - not right away. All things take time.



blacktranstv • Following



blacktranstv Warrior Wednesday -
❤️ 'MORE Talks: Colposcopy

LOVEMORE discusses his experience having a Colposcopy.

What is a colposcopy? -
Is a procedure to closely examine your genital (inside and around) for signs of disease for example : cervical cancer which was my providers concern. This procedure happens after an abnormal Pap smear. #ftmhealthcare #health #colposcopy #cervicalcancer #transhealthcare #screening #biopsy

#

23h



596 views

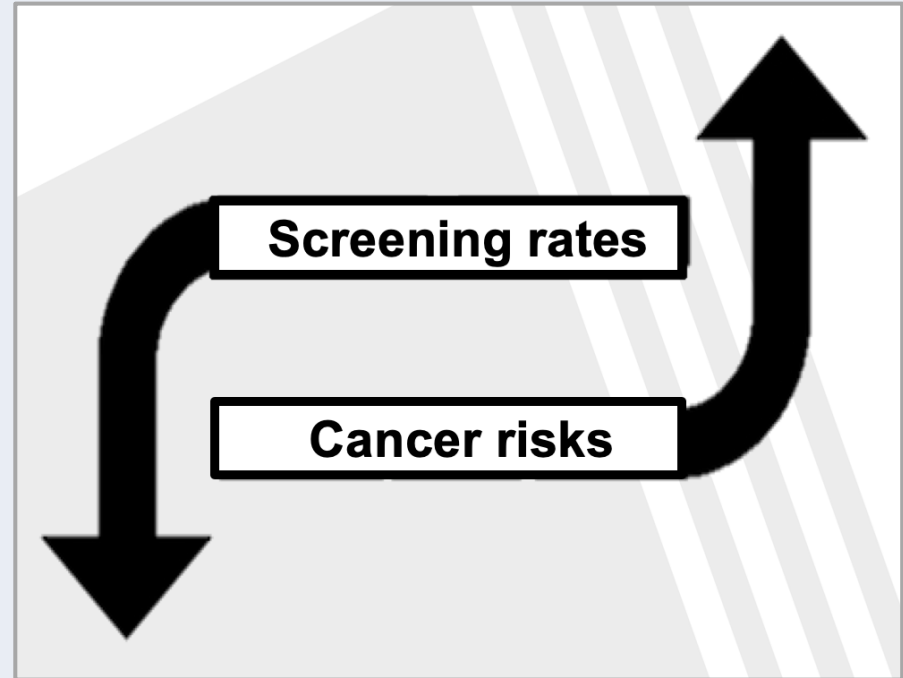
23 HOURS AGO

Add a comment...

Post



The upshot





Our number one health risk

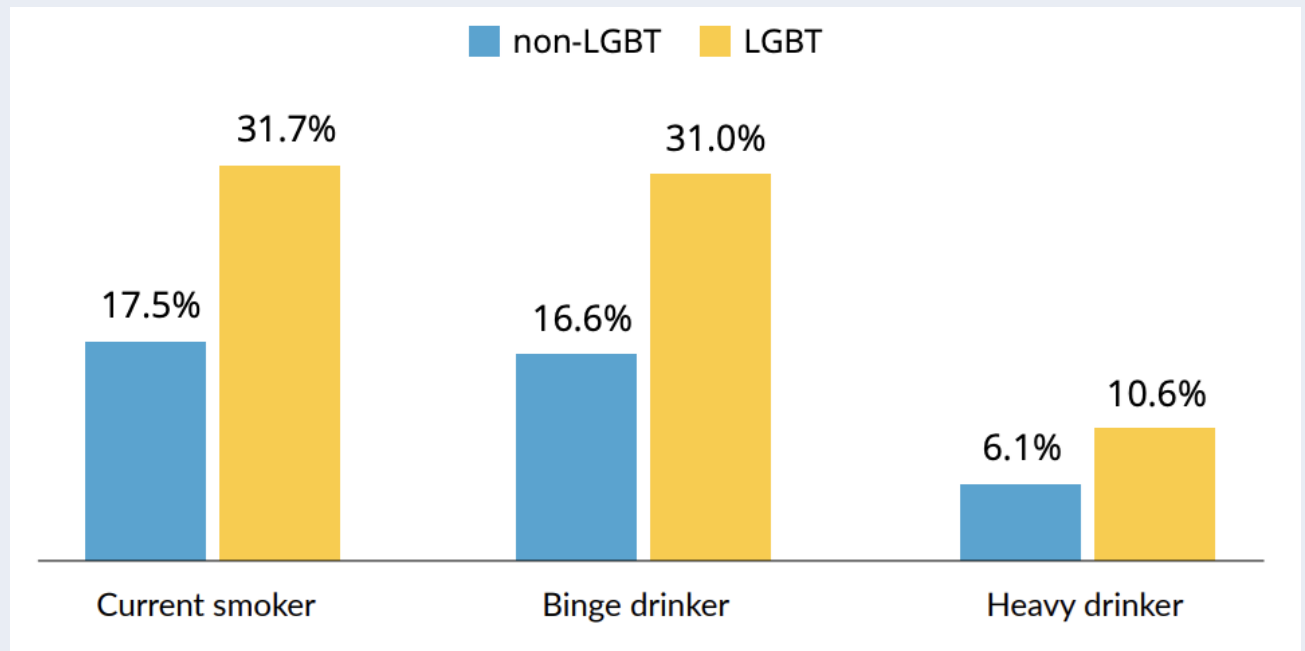
LGBT people smoke cigarettes at rates higher than the general population.

40%



PA Health Disparities

Substance Use
Among Adults in
Pennsylvania





Worse survivorship outcomes



Gay, bi, and trans men report more psychological distress after surviving cancer than their non-LGBT peers.



Worse survivorship outcomes

When compared to the general population of cancer survivors...

Lesbians were **2x** as likely to report poor health.

Bi women were **2.3x** as likely to report poor health.



Worse survivorship outcomes

Compared with others, gay male survivors of prostate cancer report:

- worse functioning
- more severe bother
- worse mental health
- greater fear of recurrence





Worse survivorship outcomes



Even controlling for demographic and clinical variables associated with care, LGBT cancer survivors reported lower satisfaction with cancer care.



Clinic study

Cancer screening rates for trans people were **70% lower** than others for breast cancer.

Cancer screening rates for trans people were **60% lower** than others for cervical cancer.

Cancer screening rates for trans people were **50% lower** than others for colorectal cancer.



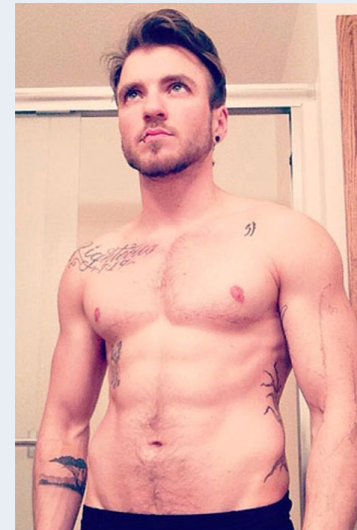
Trans Cancer Screenings

A transgender person does not identify as the sex they were assigned at birth. Thus they may have body parts that do not match their gender.



← Laverne Cox could need prostate cancer screenings.

Aydian Dowling could need cervical cancer screenings. →



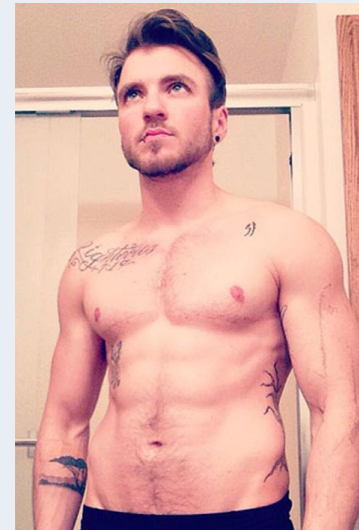


Transgender Breast Cancer Screenings



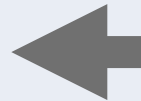
← Trans woman can get breast cancer.

Trans men can still get breast cancer. →



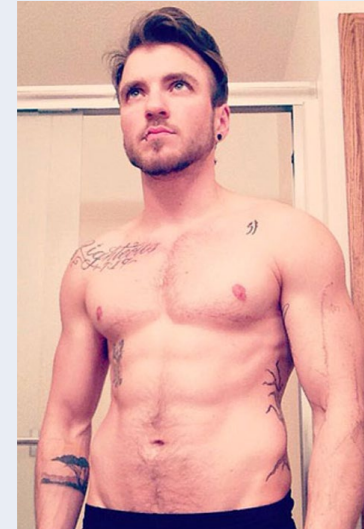


Transgender Male Breast Cancer Facts



Some trans guys
don't get top
surgery.

Top surgery doesn't
take off all the
breast tissue.






What survivors want you to know



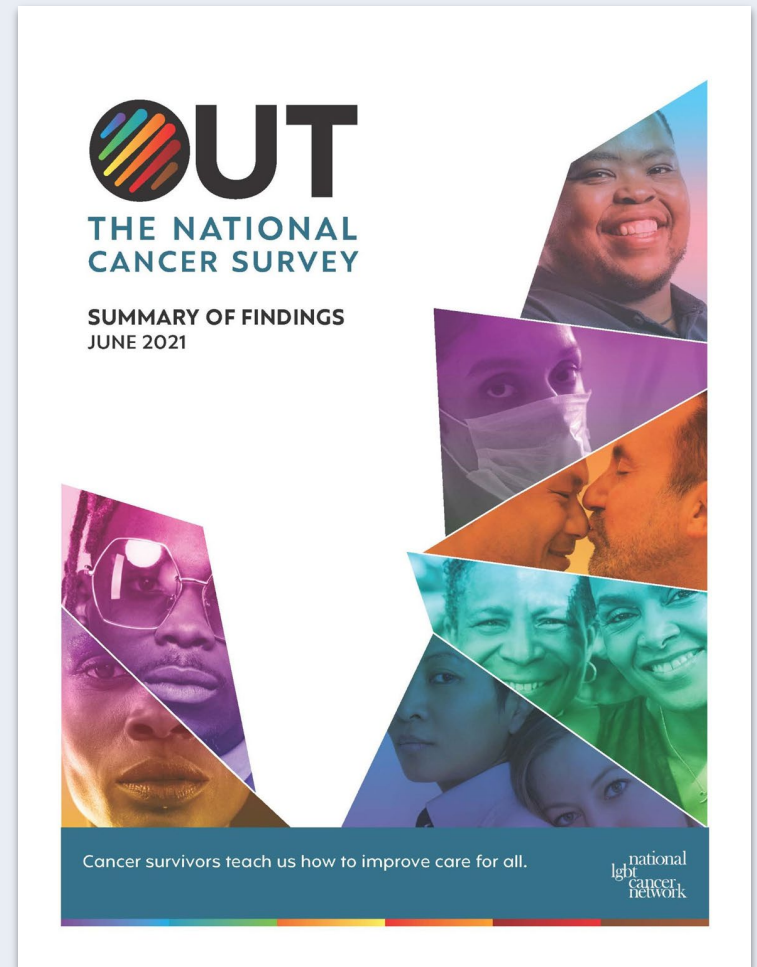
Methods



**2,700
respondents**



LGBTQ+ Cancer
Survivors
in their own words





**Takeaway #1:
LGBTQI+ cancer survivors in general report
welcoming cancer care.**

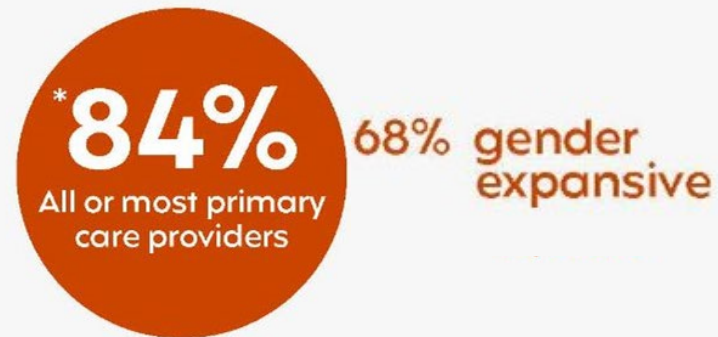




Welcoming Care

CULTURALLY COMPETENT PROVIDERS

About how many of the [insert provider type] that you encountered during your cancer diagnosis and treatment provided culturally competent care?



BIPOC participants were twice as likely to report unwelcome care.



“

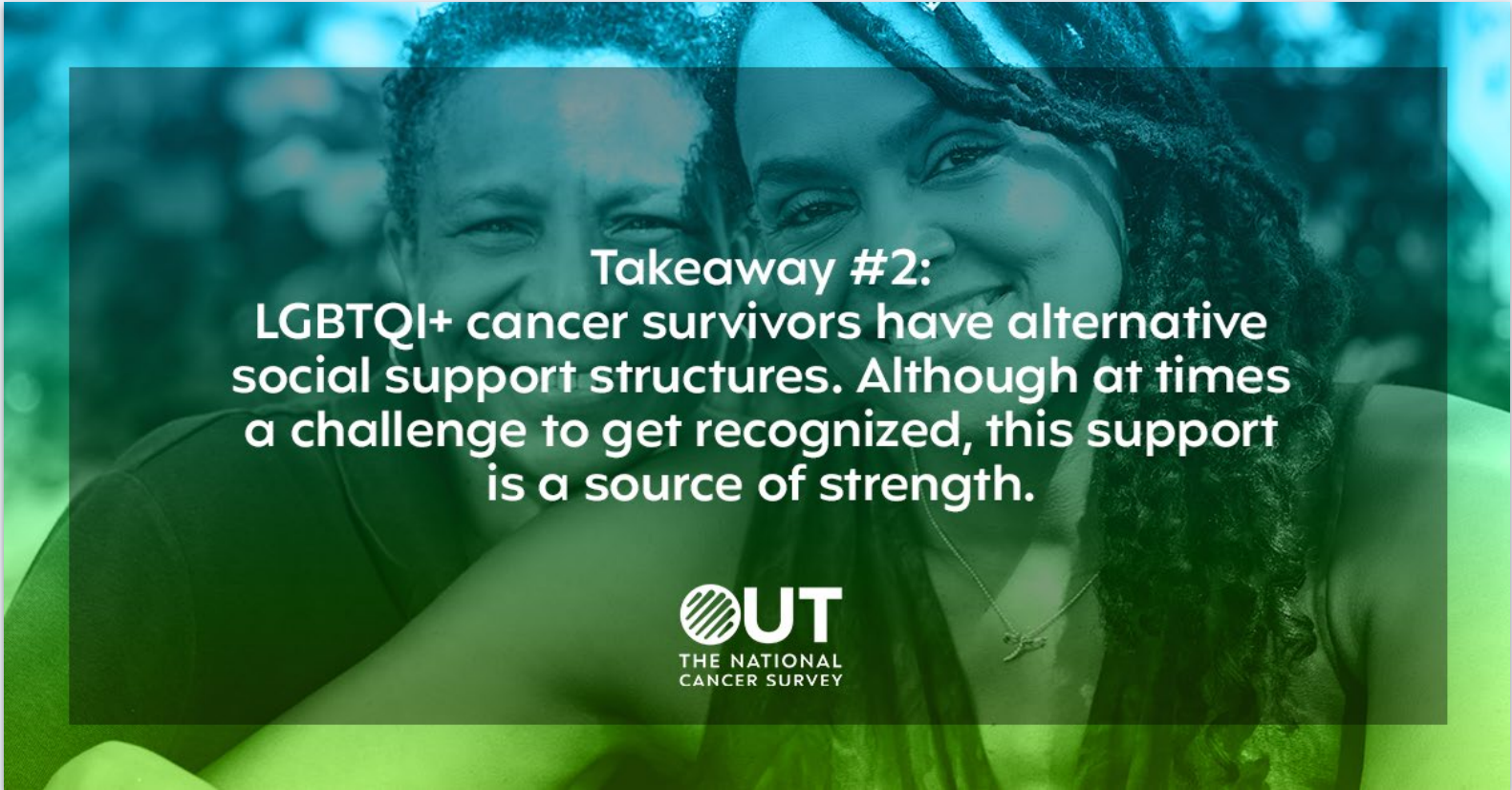
Once I found a competent colorectal surgeon, everything was excellent. Getting there, however, was painful, demeaning, and expensive.

“Local references including LGBT center, other lesbians.”

Welcoming Care

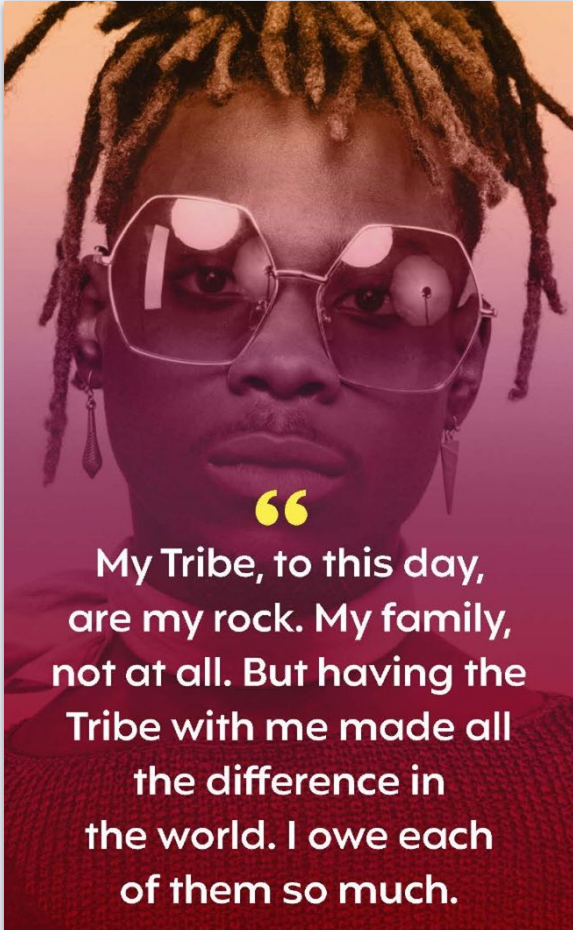
“All the providers added pronouns to their profiles i.e. they/them, she/her.”

“Since I was dealing with a gynecological issue (which turned out to be cancer) I could use the cue of their IVF policies toward same sex couples.”



Takeaway #2:
LGBTQI+ cancer survivors have alternative social support structures. Although at times a challenge to get recognized, this support is a source of strength.





“

My Tribe, to this day,
are my rock. My family,
not at all. But having the
Tribe with me made all
the difference in
the world. I owe each
of them so much.

Social Support

“We all need support in our daily lives. Being a cancer patient increases that need. The far reaching consequences of COVID19 have made receiving that support and contact with others very difficult. This compounds the oppression and isolation that many LGBTQI+ community members already experience.”



Social Support

“

Necesitamos tener más apoyo. Mi experiencia fue muy mal. Porque vivía solo y se puede decir sin familia.

PRIMARY SUPPORT PEOPLE (continued)

>> Who was your primary support people, select all

64%

friend

59%

current partner

38%

sibling

29%

parent

15%

former partner

9%

someone else



Takeaway #3:
LGBTQI+ cancer survivors express a desire
for, and lack of LGBTQI+ tailored resources

 **OUT**
THE NATIONAL
CANCER SURVEY



Tailored Resources

ABLE TO FIND RESOURCES ABOUT CANCER SURVIVORSHIP

During my cancer treatment, I could find helpful information about my cancer

83% agree

9% neither

8% disagree

ABLE TO FIND RESOURCES FOR LGBTQI+ CANCER SURVIVORSHIP

During my cancer treatment, I could find helpful information about being a LGBTQI+ person with cancer

13%
agree

34%
neither

*** 53%**
disagree



Tailored Resources

IMPORTANCE OF LGBTQ+ RESOURCES IN POST-TREATMENT CARE PLANS

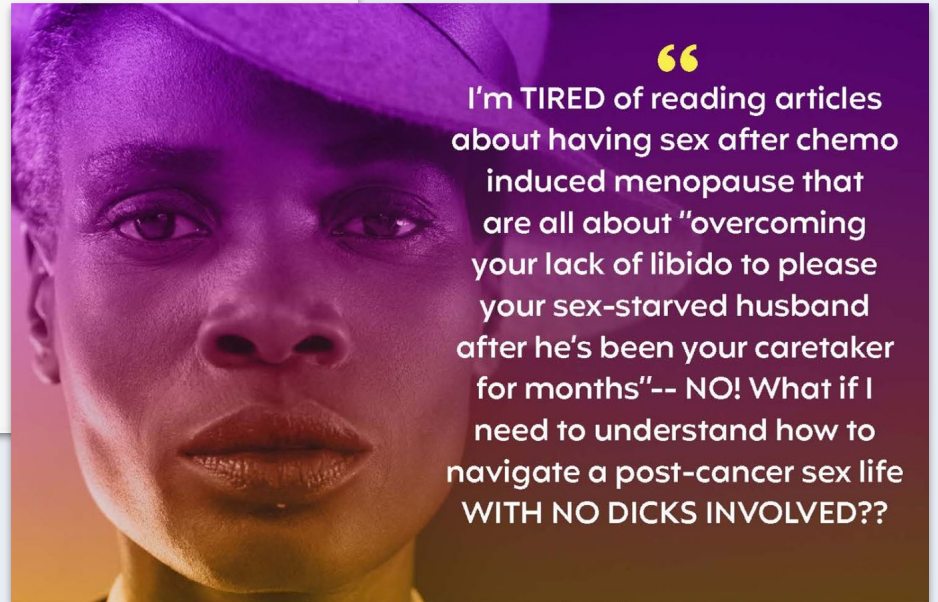
How important or unimportant is it to you that your post-treatment care plan includes information helpful to LGBTQ+ individuals?


*56% white 67% BIPOC

***58%** important

32% neither

10%
unimportant





Takeaway #4:
LGBTQI+ cancer survivors report difficult
provider interactions, these could be a
result of implicit bias.





Microaggressions

“

Surgeon said he had good news and bad news.

Bad news: you have cancer.

Good news: you don't have much hair to lose.





Microaggressions

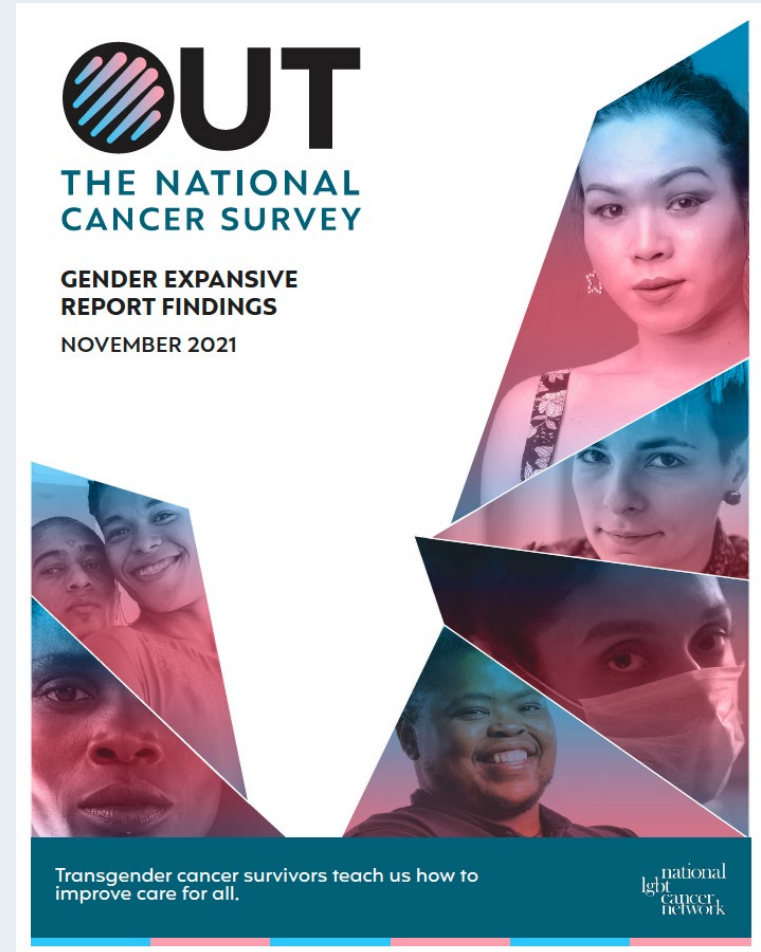



“

With respect to mental health in particular, it seems that locally there are no criteria for what constitutes LGBTQI+ care. Mental health providers state they are “friendly” and have no means of describing what that means. Some are not at all aware of their own biases and subtle homophobia.



Gender Expansive Report





Takeaway #1:
Gender expansive folks experience unique barriers in disclosing their LGBTQI+ identity to healthcare providers due to fears related to less welcoming care.

 **OUT**
THE NATIONAL
CANCER SURVEY



I was scared speaking up for myself regarding my orientation and gender identity would put my cancer care in jeopardy.

“I did not want to piss off the person who was treating me.”

“During cancer, I was stressed enough and did not have the energy to correct or inform people of my gender identity or sexual orientation.”



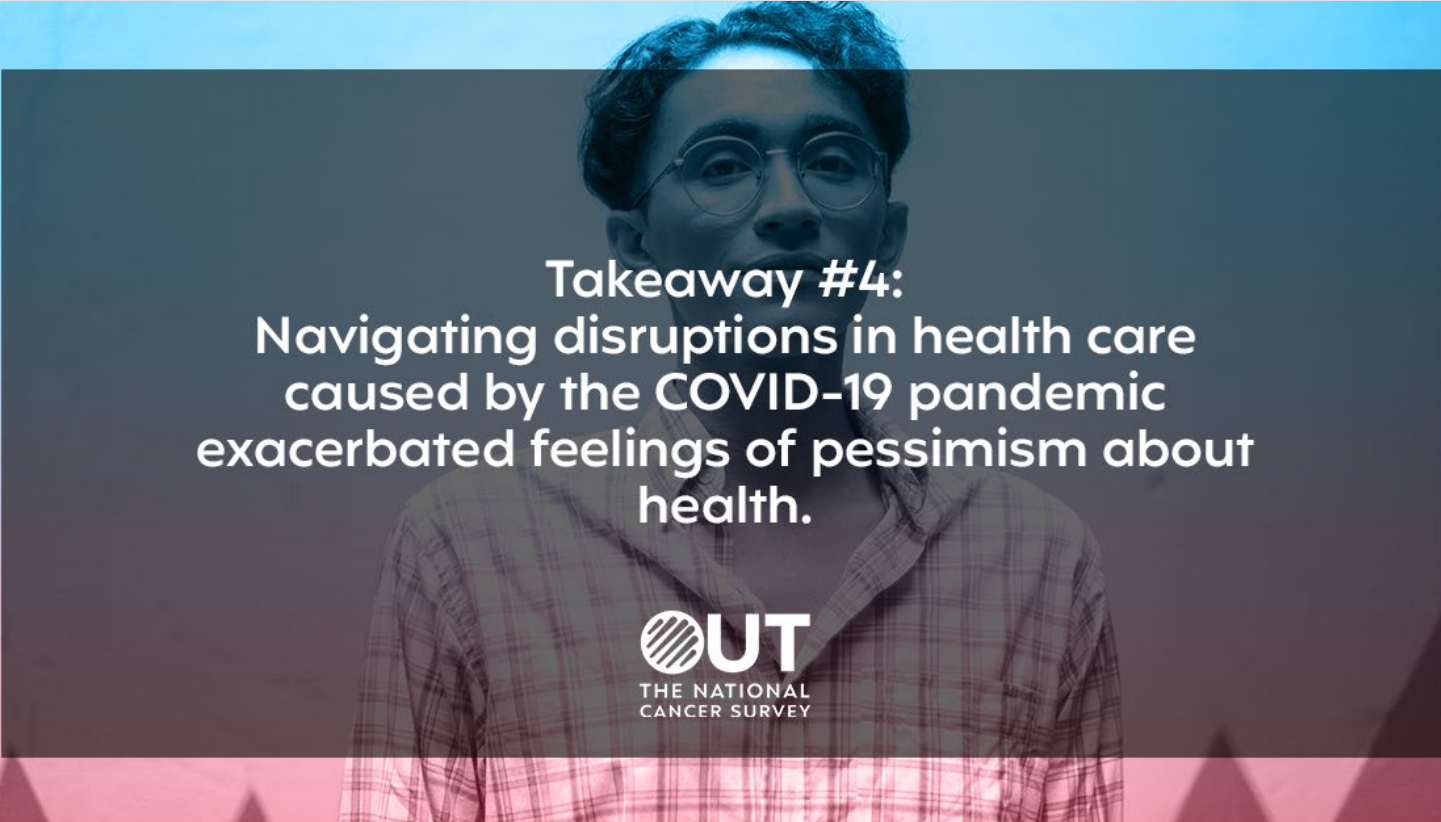
Takeaway #2:
Gender expansive folks are less likely to receive recommended cancer screenings – possibly due to barriers accessing culturally competent healthcare providers.





Takeaway #3:
Environmental indicators of welcoming care
are significantly more important for gender
expansive folks in identifying safe spaces
to receive cancer treatment and care.





Takeaway #4:
Navigating disruptions in health care
caused by the COVID-19 pandemic
exacerbated feelings of pessimism about
health.





Strategies

1. Active welcome - website
2. Active welcome - physical place
3. Active welcome - personal interaction
4. Active welcome - counter our fears
5. Practical welcome - collect resources



Strategies

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 - Bone Health Program
- ▼ Cancer Program



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What welcome can we find?

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The Gynecologic Cancer Program





Strategies

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What welcome do we see?



DEPARTMENT OF
TRANS MEDICINE
**NEW
PATIENT
GUIDE**



BORREGO HEALTH

Patient Registration Form

Patient Information

Social Security #: _____ Refused

First Name, Middle (on insurance ID) _____ Last Name: (on insurance ID) _____

Preferred Name: _____ Preferred Pronoun: He She They Zie

What is the sex on your birth certificate? Male Female Unknown

Gender Identity: Male Female Transgender Male/Female-to-Male Transgender Female/Male-to-Female

Genderqueer Decline Other (please specify): _____

Sexual Orientation: Straight/Heterosexual Lesbian/Gay/Homosexual Bisexual/Pansexual Queer Unknown

Refused to Report Different Identity (please specify): _____





Strategies

1. Active welcome - website
2. Active welcome - physical place
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What's wrong with this picture?





Caught me without my pronouns on!





Whew, better!





Strategies

1. Active welcome - website
2. Active welcome - physical place
3. Active welcome - personal interaction
- 4. Active welcome - counter our fears**
5. Practical welcome - collect resources



Do you help us counter our fears?

“Is this your partner? **Excellent.** Hi Jax, great to meet you! We know there’s so much information it can be overwhelming, so partners are such a great help in keeping it all sorted out.”

“Is this your support team, I *love* seeing so many people here! Please introduce me to everyone and let me know if there’s one or more who are kind of the team leaders you’ll be relying on more.”



Strategies

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2. Active welcome - physical place
3. Active welcome - personal interaction
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- 5. Practical welcome - collect resources**



Where can you refer us?

Support for Survivors

← [Back to Our Work](#)

Support for Survivors

Many LGBT survivors do not feel welcome or understood in mainstream support groups, and transgender survivors have been specially excluded. There are very few LGBT cancer support groups across the country, and those individuals who live further from major

LGBTQI+ Cancer Survivor Resources & Opportunities Email Form

Are you an LGBTQI+ person who has been diagnosed with cancer?

Do you want early access to new services, like the support groups we're beta testing now?

Do you want first news about when we launch new resources like our forthcoming "sex after cancer" microsite?



Best & Promising Practices

This list was originally compiled by over 30 LGBTQ public health professionals in 2007; it has been updated and undergone expert review several times since. These practices have formed the basis for our technical assistance for years. They also are the backbone of our own program evaluation; we are successful as a project if we spur better performance on these measures.

- 1 Promote LGBTQ professional safety and leadership in public health.**
The first resource for LGBTQ expertise is your own staff. Are LGBTQ staff valued? Have you formed an internal advisory group to assist with agency engagement?
- 2 Include LGBTQ community members in policy planning steps.**
The second resource for LGBTQ expertise is local community leadership. Do you routinely make sure we are represented on advisory bodies and review groups? Do you ask the same of grantees?
- 3 Monitor impact of tobacco/cancer on LGBTQ populations.**
In the past two years, 35 states have included LGBTQ measures on their Behavioral Risk Factor Surveillance Survey; including these measures as key demographic variables is becoming routine. Have you asked your state BRFSS to collect these data? Have you fielded community surveys? Do you ask grantees to report LGBTQ measures in program data? Do you urge clinicians to collect these data in health records?
- 4 Establish cultural competency standards for agency and agency-funded programs.**
Do LGBTQ persons know that your program is welcoming? How would we find this out? If it is not clear, we can presume a program is not welcoming.
- 5 Fund community-based programs.**
Local community-based organizations are the best experts in behavior change in this population; funding these organizations directly consistently achieves the greatest level of community engagement.
- 6 Routinely integrate LGBTQ tailored materials into larger campaigns.**
Do your full population campaigns routinely integrate LGBTQ-welcoming materials and practices? Do you ask grantees to do the same?
- 7 Disseminate findings and lessons learned.**
Google "Hawaii LGBTQ data" to find an excellent example of a state disseminating findings from their own data collection. Be sure to disseminate lessons learned as well; ask us how we can write up a case study of lessons learned and put it on our resource library. Your lessons help others move faster.

Best & Promising Practices



Systems and Practices

1. Set up an **Employee Advisory Committee**
2. Require LGBTQ+ Cultural Humility **Training** for everyone at your organization
3. Set up a **Community Advisory** Committee
4. **Partner with or fund when possible** LGBTQ+ Community organizations





Systems and Practices

5. **Collect data** on LGBTQ+ communities by adding LGBTQ+ Culturally Competent questions to your forms
6. Create and distribute **LGBTQ+ Tailored information** and services.
7. **Give back!** Disseminate findings from the data you collect back to LGBTQ+ communities





Making Organizational Change

Be a champion!





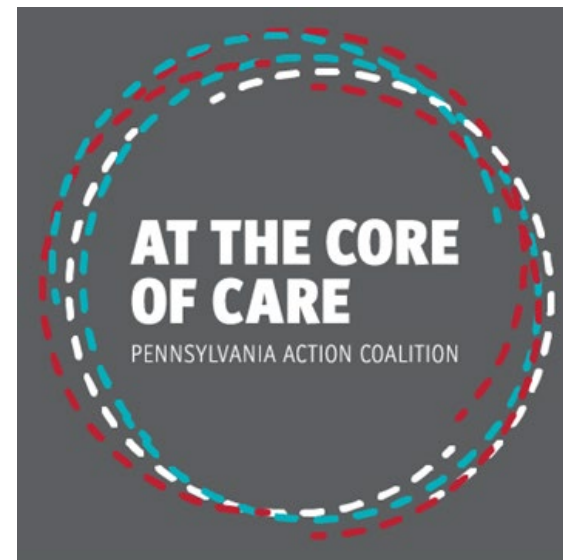
Thank you. For more information contact us at info@cancer-network.org or visit cancer-network.org

12/7/2021

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