



## Health4LGBTI Training

**Reducing health inequalities experienced by LGBTI people: what is your role as a health professional?**

**HEALTH  LGBTI**

REDUCING HEALTH INEQUALITIES EXPERIENCED BY LGBTI PEOPLE



# Introduction, awareness raising, terms and concepts

## Module 1

## Module 1: Learning objectives

After this module, participants will:

- ✓ Understand the Health4LGBTI project and the background of the training;
- ✓ Have a greater awareness and knowledge about terms and concepts;
- ✓ Feel more comfortable in discussing LGBTI issues;
- ✓ Be able to correctly use the relevant terminology.

# MAIN CONTENTS

1) Presentation and training overview

2) Terminology and concepts

# *Ground Rules*

**5 minutes**

# *Activity 1: Introduce yourself*

**10 minutes**

# Health4LGBTI: A pilot project

## Project description

- EU funded
- Duration: March 2016 to March 2018
- Implemented by a Consortium of 5 partners (Academic Institutions, NGOs and Public Health Institutes from 6 different Countries)

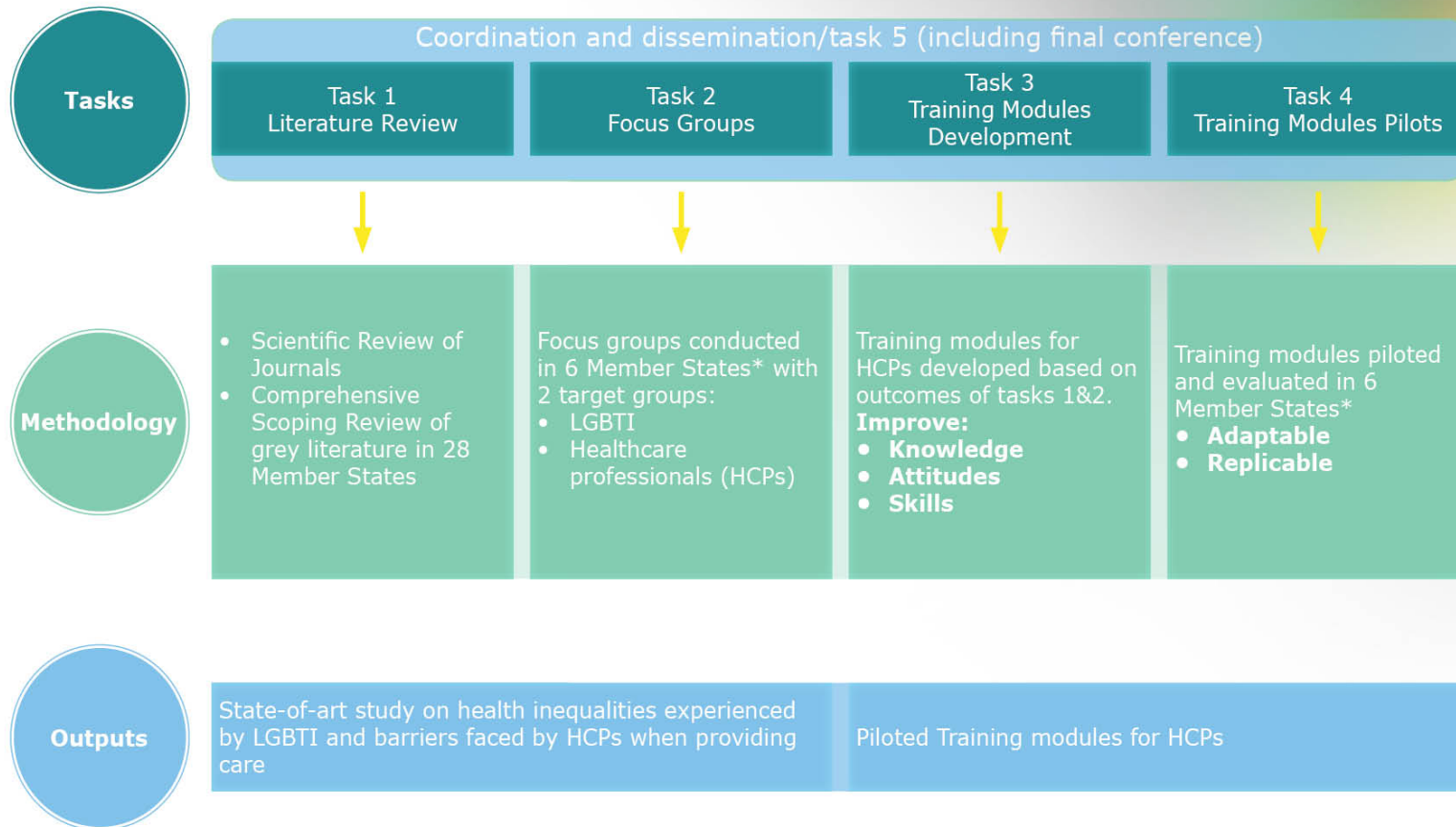
## Objectives

- To gain a better understanding of the **specific health inequalities** experienced by LGBTI people and of the **barriers** faced by health professionals when providing care to these groups
- To raise awareness about the **needs of LGBTI people** and provide healthcare professionals with specific tools to ensure that they have the **right skills and knowledge** to overcome the identified barriers



# HEALTH4LGBTI

REDUCING HEALTH INEQUALITIES EXPERIENCED BY LGBTI PEOPLE



(\*) The 6 Member States are: Belgium, Bulgaria, Italy, Lithuania, Poland, UK



# Participating EU Member States



# *Activity 2: Video “Experience of Healthcare settings: LGBTI people tell their stories”*

**10 minutes**





# HEALTH LGBTI

REDUCING HEALTH INEQUALITIES EXPERIENCED BY LGBTI PEOPLE

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# What is the objective of this training course?

- ✓ To build **capacity** and **expertise** of health professionals in overcoming barriers to care provision for LGBTI people

and by doing so ...

- ✓ Help contribute to **reducing health inequalities** experienced by LGBTI people

## The training modules are based on:

### Literature Review

- Scientific Review of Journals
- Comprehensive Scoping Review of grey literature in 28 Member States

### Focus Groups

- Focus Groups conducted in 6 Member States with 2 target groups:
- LGBTI
  - Healthcare professionals (HCPs)

# What is the focus of this training course?

To improve ...

knowledge

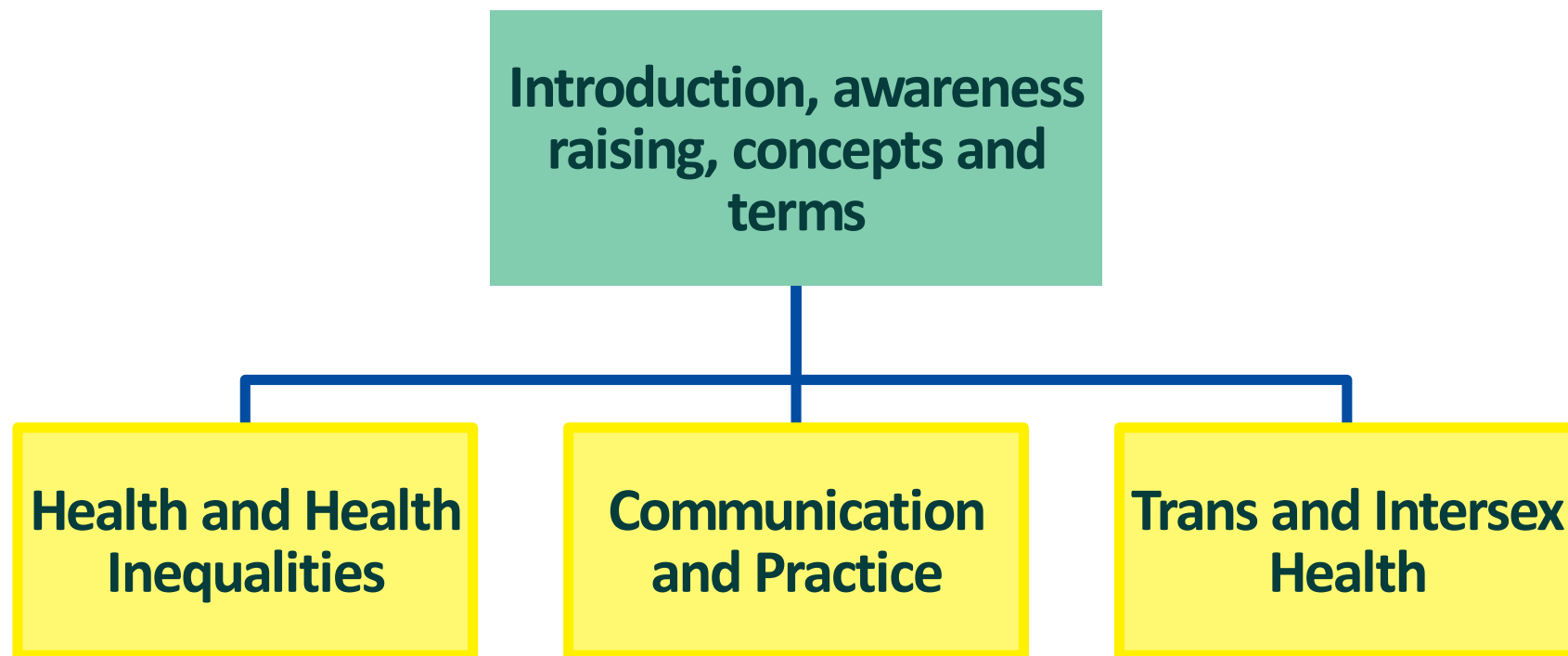
attitudes

skills



... when providing healthcare to LGBTI people

# Health4LGBTI training modules





Please remember this is a  
confidential space!

# *Activity 3:* *“Values Shuffle” Activity*

**25 minutes in large group**

**Strongly agree**

**Agree**

**Strongly disagree**

**Disagree**

***“Speaking more than one  
language is essential”***

***“My personal values affect my professional practice”***

***“It is sometimes problematic that new born children have to be registered as boys or girls at birth”***

***“Sexual orientation is a personal and intimate dimension of the self, and doesn’t need to be disclosed”***

# *Terms and concepts*



# *Activity 4:*

## *Let's talk about main LGBTI concepts:*

***“Why is it important for your everyday clinical activities to understand the correct LGBTI terminology? Please justify your answer.”***

**10 minutes**

## LGBTI people

- **LGBTI is an acronym for lesbian, gay, bisexual, trans and intersex people.**
- **It is commonly used within the LGBTI movement itself and should be the one used. Another commonly used acronym is “LGBTQI” where Q stands for queer or questioning.**

- **Terms and cultures regarding gender identity, sexual orientation and sex characteristics are constantly evolving and can vary in different countries.**
- **Listen to patients/clients and reflect back the terminology they use to identify themselves.**

## Sex characteristics

Refers to a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

## Gender identity

Refers to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.

## Sexual orientation

Each person's capacity for profound affection, emotional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender or the same gender or more than one gender.

# Sex characteristics

## Sex (noun):

- The classification of a person as male or female.
- Sex is assigned at birth and written on a birth certificate, usually based on the appearance of their external anatomy and on a binary vision of sex which excludes intersex people.
- A person's sex, however, is actually a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

## Sex characteristics

- **Intersex** (adj.): Intersex individuals are born with physical sex characteristics that don't fit medical or social norms for female or male bodies.
- These variations in sex characteristics may manifest themselves in primary characteristics (such as the inner and outer genitalia, the chromosomal and hormonal structure) and/or secondary characteristics (such as muscle mass, hair distribution and stature).

People with variations of sex characteristics may use or not the term “intersex” to refer to themselves. Nonetheless, during the training we use the term intersex to refer to all people with variations of sex characteristics.

## Examples

### Intersex

**When he was born, Sam's sex characteristics could not be clearly classified as either male or female. Their parents decided to assign him as a female. However, today, Sam identifies as a man.**

### Intersex

**Lily was assigned male at birth. However as she got into puberty, she developed sex characteristics traditionally assigned to female. Now Lily identifies as female. Lily is intersex (and trans).**



# Gender identity

- **Gender** (noun): refers to a social construct which places cultural and social expectations on individuals based on their assigned sex.
- **Gender identity** (noun): refers to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms. Some persons' gender identity falls outside the gender binary and related norms.
- **Gender expression** (noun): Refers to how a person presents themselves outwardly (e.g. dress, speech and mannerisms). This may not fit their gender identity.

# Gender identity

- **Trans** (adj.) Is an inclusive umbrella term referring to people whose gender identity and/or gender expression differ from the sex/gender they were assigned at birth. It may include, but is not limited to: people who identify as transsexual, transgender, transvestite/cross-dressing, androgyne, polygender, genderqueer, agender, gender variant, gender non-conforming, or with any other gender identity and/or expression which does not meet the societal and cultural expectations placed on gender identity.
- **Trans man:** a term used to identify a person assigned a female gender at birth (or who is female-bodied) and who identifies as a male, lives as a man, or identifies as masculine.
- **Trans woman:** a term used to identify a person assigned a male gender at birth (or who is male-bodied) and who identifies as a female, lives as a woman, or identifies as feminine.

# Gender identity

- **Transsexual** (adj.): an older and medicalised term used to refer to people who identify and live in a different gender. The term is still preferred by some people who intend to undergo, are undergoing or have undergone gender reassignment treatment (which may or may not involve hormone therapy or surgery).
- **Cisgender** (adj.): a term referring to those people whose gender identity matches the sex they were assigned at birth.

# Examples

## Trans woman

**“Maria identifies as a woman: her gender identity is female. However at birth, her assigned sex was male: Maria is a trans woman”**

## A non-binary person

**"Dylan identifies as non-binary. However at birth, their assigned sex was female: Dylan is a trans person"**

## Trans man

**“Alex identifies as a man and his gender identity is male. However at birth, his assigned sex was female: Alex is a trans man”**

## Sexual orientation

- A **gay** person (adj.) is romantically, emotionally and/or sexually attracted to people of the same gender. It generally refers to men, but other people who are attracted to the same gender or multiple genders may also define themselves as gay.
- A **lesbian** woman (adj.) is romantically, emotionally and/or sexually attracted to other women.
- A **bisexual** person (adj.) is romantically, emotionally and/or sexually attracted to people of more than one gender.

## Sexual orientation

- **Homosexual (adj.):** A term used to describe someone who has an emotional romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.

# Examples

## Lesbian

**“Marta identifies as a woman. She is only sexually and emotionally attracted by people of the same gender. Marta is a lesbian.”**

## Gay

**“Jean identifies as a man. He is only sexually and emotionally attracted by people of the same gender. Jean is gay.”**

## Bisexual

**“Juliana identifies as a woman. She is sexually and emotionally attracted by people of the same gender as her, but also by people of another gender. Juliana is bisexual.”**



# Sexual behaviour

## Terms from epidemiological area

**MSM** (men-who-have-sex-with-men) is a term used to refer to men who sex with other men but do not necessarily identify as gay or bisexual.

**WSW** (women-who-have-sex-with-women) is a term used to refer to women who sex with other women but do not necessarily identify as lesbian or bisexual.

*Questions and comments?*

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confidential space!

# *Activity 5:* *“Let’s practice your knowledge”*

**5 minutes: working individually**

**10 minutes: large group discussion**

# Wrap-up

Think of something that you have learned.

Think of something that you would put in place after the training!

Share it with your neighbour.

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