



2020 Utah Zero Suicide Summit Working with LGBTQ+ patients: Clinical Considerations

Considerations:

- How would an LGBTQ+ person know that your office/practice is inclusive?
- What barriers might stand between them and seeking treatment? How can you decrease these?
- Do you do any collaboration events with LGBTQ+ organizations to serve their healthcare needs?
- Do you employ those who are openly LGBTQ+?
- Do you have LGBTQ+ inclusive policies, procedures, and forms?
- Do all employees complete LGBTQ+ cultural competency training as part of onboarding?

LGBTQ+ Pronoun Guide

GENDER PRONOUN USAGE

	Subject	Object	Possessive Adjective	Possessive Pronoun	Reflexive
Female	She	Her	Her	Hers	Herself
Male	He	Him	His	His	Himself
Gender Neutral	They	Them	Their	Theirs	Themselves
Gender Neutral	Ze	Hir	Hir	Hirs	Hirself

Pronunciation: Ze Hir Hirs Hirself
zee here heres hereself

SINGULAR USE OF THEY/THEM

"Someone left **their** jacket on the bus."

"We have a new student and we are just waiting on **them** to join us."

"Do you want to ask **them** what their opinion is?"

"I think **they** brought up a valid point."

"Can you give me **their** name?"

"**They** just told me **their** favorite restaurant and I told **them** mine."

"Bryce is our new employee...please show **them** around."

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WHY SOME PEOPLE LIST MULTIPLE PRONOUNS

"Hi, I'm Jade and I use **she/her or they/them** pronouns."

Either of these forms is acceptable to the person. They will not be offended by either and you can move between both.

Ex. "Jade told me that she just moved here."
 Later in conversation: "Ask Jade because they are new to the office."

What to do when someone is wearing an "Ask me my pronouns" pin?



PRONOUN BEST PRACTICES



Offer your pronouns first - "Hi, I'm Katie and I use she and her pronouns."

Offer and ask - "Hi, I'm Katie and I use she/her pronouns. How would you like to be addressed?" (Then people can add other identifiers such as Dr. or Dean too.)

Remind me again - "Hi meet my new friend Jordan...remind me of your pronouns again." "Oh yes, and Jordan uses she and her pronouns."

Not - What are your "preferred pronouns?"

Instead - What are your "pronouns?"

Inclusive Forms Options

Legal Name: _____
 Preferred Name: _____
 Personal Pronouns: _____

Legal Name: (only used when required) _____
 Preferred Name: _____
 Personal Pronouns: (Ex: she/her, they/them) _____

Legal Name: _____
 Preferred Name: _____
 Personal Pronouns:

- He, Him, His
- She, Her, Hers
- They, Them, Theirs
- Ey, Em, Eir, Eirs
- Ze, Hir, Hirs
- Ze, Zir, Zirs
- Xe, Xem, Xyr, Xyrs
- Yo, Yon, Yos
- _____



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Legal Name: _____

Preferred Name: _____

Pronouns: She He They Ze Not Listed

Gender Identity: Female Trans Female Male
Trans Male Non-binary/Gender nonconforming
Something Else Decline to Answer

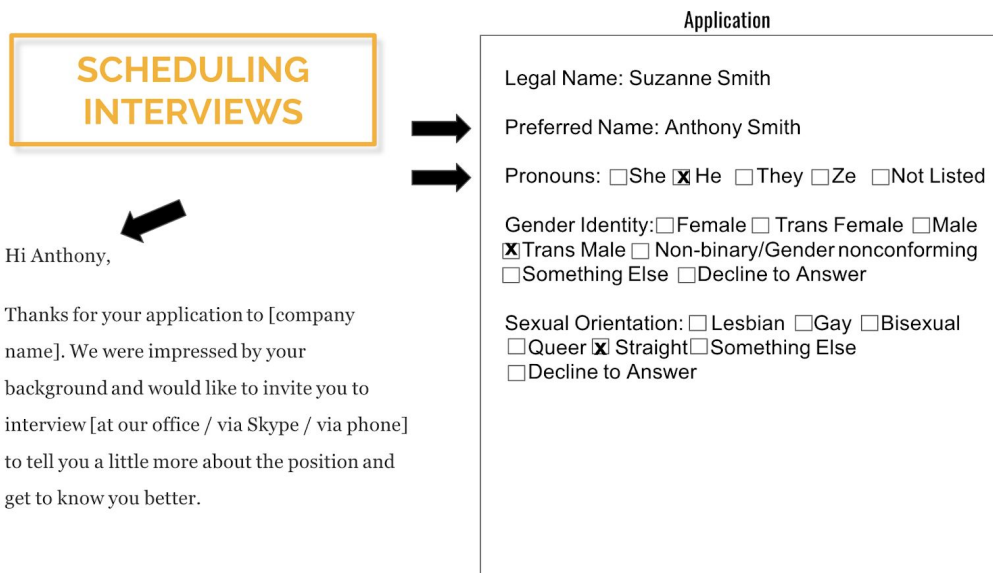
Sexual Orientation: Lesbian Gay Bisexual
Queer Straight Something Else
Decline to Answer

Race:

Ethnicity:

Preferred Spoken/Written Language:

Veteran status:



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The image shows two speech bubbles and a form snippet. The left speech bubble contains the text: "Hi my name is Katie Perkins, I use she and her pronouns, and I'm the office manager from [company]. I'm calling for Finley." The right speech bubble contains the text: "Hi Finley. I'm looking over your application here and I see you did not select a pronoun. How would you like to be addressed?"... "Okay great, could you come in for an appointment Friday at 10am?" Below the speech bubbles is a form snippet titled "New Client Application Where Pronouns Not Listed". The form contains the following text: "Legal Name: Mariah Harris", "Preferred Name: Finley Harris", and "Pronouns: She He They Ze Not Listed".

Additional Resources:

<https://fenwayhealth.org/>

The mission of Fenway Health is to enhance the well-being of the LGBTQIA+ community and all people in our neighborhoods and beyond through access to the highest quality health care, education, research and advocacy.

<https://www.hrc.org/hei>

The Human Rights Campaign's (HRC) Healthcare Equality Index (HEI) is the national LGBTQ benchmarking tool that evaluates healthcare facilities' policies and practices related to the equity and inclusion of their LGBTQ patients, visitors and employees.

<https://www.hrc.org/resources/transgender-affirming-hospital-policies>

Creating Equal Access to Quality Health Care for Transgender Patients: Transgender-Affirming Hospital Policies is a unique, groundbreaking publication that provides much-needed guidance to hospitals on best practices for care of transgender patients.

<https://www.hrc.org/campaigns/corporate-equality-index>

The Human Rights Campaign Foundation's Corporate Equality Index is the national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual, transgender and queer employees.