



ASPIRE NEWSLETTER SERIES ON RECOMMENDATIONS FOR PROVIDING CARE TO LGBTQ+ PATIENTS AND FAMILIES

ISSUE 7

Staff

Tips for how to best support LGBTQ+ patients and families:

- ☐ Get pronoun pins or stickers and affix them to all staff name tags.
- ☐ Hire staff that reflects community diversity, if possible, including hiring LGBTQ+ staff.
- ☐ Train all staff on how to create a safe and affirming environment and why inclusivity and acceptance of diversity is a positive way for pediatric professionals to model equity.

Tip: Incorporate training into employee orientation for new staff and include periodic refreshers for all staff.

For more information and resources, access the AAP clinical guidelines: <https://www.aap.org/en/patient-care/lgbtq-health-and-wellness>

“All doctors should be familiar with LGBTQ issues . . . we do not need separate clinics.” [1]



A diverse, representative QI team in a resident primary care clinic conducted a series of staff and clinician trainings to improve knowledge... The proportion of staff and clinicians who felt prepared to provide care for LGBT patients increased (53% to 68% for LGB; and 30% to 57% for transgender). [2]

SOURCES

- [1] Snyder, B. K., Burack, G. D., & Petrova, A. (2017). LGBTQ Youth's Perceptions of Primary Care. *Clinical Pediatrics*, 56(5), 443–450. <https://doi.org/10.1177/0009922816673306>
- [2] McKinnish, T., Hunt, C., Weinberg, S., Perry, M., Seashore, C., Gold, S., & Vander Schaaf, E. B. (2022). A Quality Improvement Approach to Enhance LGBTQ+ Inclusivity in Pediatric Primary Care. *Pediatrics*, 150(2), e2021052125. <https://doi.org/10.1542/peds.2021-052125>