Answering the Call for LGBTQ Health Equity
by Stacie Steinbock, MEd, Director, LGBT Center Satellite Office on the Health Sciences Center Campus

At least once a day, I receive a call in the University of Louisville’s LGBT Center from a person asking for the name of an LGBTQ-friendly health care provider. This one point highlights the tremendous need in our community for more health care providers who fully understand what it means to be affirming to members of the LGBTQ community and for a way to let the community know how to find them.

Beyond this point, there is now robust literature demonstrating that lesbian, gay, bisexual, transgender and queer (LGBTQ) individuals often avoid the health care system because they have experienced discrimination in a medical setting, or interacted with health care professionals who did not have training in the unique health care needs of this population. This can lead to poorer health outcomes for these individuals.

UofL is listening and responding to this call. On September 12, UofL staff, faculty, students and community members attended the LGBTQ Health Summit, a day-long open forum to learn about LGBTQ health concerns.

At the noon Grand Rounds, more than 120 students, staff, faculty, medical providers and others from Louisville and around the state heard from Jennifer Potter, M.D., advisory dean and director of the Castle Society at Harvard Medical School and an international expert on LGBTQ and women’s health. Potter discussed how to take a sexual history appropriate for persons of all sexual orientations and gender identities.

At the Summit we also announced a new online resource for providers and patients: OutCare-health.com. UofL School of Medicine, with support from the Office of Community Engagement and Diversity, is partnering with a consortium of three other LGBT Centers in Kentucky to populate this online database of LGBTQ-friendly and competent providers. Providers sign themselves up at outcare-health.com, affirming these statements: 1. I feel culturally competent to provide appropriate care for LGBTQ individuals; 2. I create a wel-
coming environment for LGBTQ persons; 3. I avoid assumptions of sexual orientation and gender identity; 4. I facilitate disclosure of sexual orientation and gender identity but am aware that disclosure of ‘coming out’ is an individual process; 5. I provide information and guidance for specific health issues facing LGBTQ persons. OutCare also allows health care providers to list the training they have had in LGBTQ health care.

“Historically, LGBTQ health has not been part of any health care or medical school curriculum,” said Suzanne Kingery, M.D., assistant professor of pediatrics at UofL. “It is only recently that a handful of medical schools, with UofL at the forefront, have started to do this kind of training. This health summit was a wonderful opportunity for health care providers to learn about LGBTQ care so they can provide affirming care for their patients and follow best practices.”

If you missed the LGBTQ Health Summit, there are many opportunities to continue learning. You can watch the recorded sessions from the Summit and you can engage with the LGBT Health Certificate both in-person and online.

The LGBTQ Health Summit is part of the eQuality project at UofL, which works to improve health care and health equity for LGBTQ individuals, those who are gender non-conforming (GNC) and persons who experience differences in sexual development (DSD). The project began in 2014 with the mission to develop and implement a comprehensive curriculum for the UofL School of Medicine that requires students to learn, practice and demonstrate knowledge and attitudes required for excellent care of these patients. This project is a collaboration between the School of Medicine’s Office of Undergraduate Medical Education, Office of Community Engagement and Diversity, and LGBT Center. Together, through training and curriculum reform, we are proud to be equipping students and local providers to work toward LGBTQ health equity.
Book in Common Session Explores “Hidden America”
by Gay Baughman, DMD, Clinical Assistant Professor, Department of General Dentistry and Oral Medicine

On the afternoon of August 24, 2016, the HSC Book in Common Event was held in the Kornhauser Auditorium. All of the dental hygiene students and the entire first year dental class participated. Our small group facilitators came from every walk from the University of Louisville including researchers, clinic support members, administrators and distinguished alumni. This year’s book was “Hidden America” by Jeanne Marie Laskas. The book explores people that are a part of our lives who we do not notice or understand and the overall importance of them.

The purpose of the event was to encourage us to begin the difficult task of developing empathy and appreciation for others’ life experiences and to promote mutual understanding and constructive communication with those whom we interact in our daily lives. The goals of the day were to engage in powerful and meaningful peer discussions, create shared experiences that increase learning, and identify opportunities for increased connections to others, lessening obstacles for patient-centered care.

Our keynote speaker was Dr. Michael Blunk from Hotel Louisville, a hotel that is managed by the homeless. He shared who the homeless are, not always what we assume they are, including those that live pay check to pay check and are devastated by a medical crisis. He reminded us of the need to respect the spectrum of human diversity.

The first chapter of “Hidden America” focuses on coal miners. Dr. Sherry Babbage, ULSD faculty member, offered insight about growing up in an eastern Kentucky coal mining camp and then who became a successful dentist. As a follow-up to her presentation, we discussed how we can foster and sustain an environment of inclusiveness that empowers all of us to achieve our highest potential without fear of prejudice or bias.

Bringing our discussion within our own walls, our “Hidden ULSD”, we viewed a video filmed by D4 John Troehler featuring Central Sterilization. Dawn Avery and Vicky Furman were highlighted. We discovered that our school cannot function without the help of people that work behind locked doors in the basement of our school.

We are connected. We are emotionally connected. Simon and Garfunkel were WRONG, we are not a rock, we are not islands. A part of critical thinking is to embrace complexity rather than oversimplify. The point of our discussion was not to reach consensus but to enrich everyone’s thinking. It is our hope, points of view will continue to change and deepened respect for others will grow within those that participated in our event.
Newly Minted SOM Diversity Strategic Plan
by Dwayne Compton, EdD, Executive Director for Diversity Initiatives, Kelli Bullard Dunn, MD, FACS, FASCRS, Vice Dean for Community Engagement and Diversity, David McIntosh, PhD, MA, Associate Dean for Urban Health Innovation and Chief Diversity Officer, School of Medicine, & Stacie Steinbock, MEd, Director, LGBT Center Satellite Office on the Health Sciences Center Campus

In order to chart a path for the future, the School of Medicine (SOM) recently adopted a new Diversity Policy and subsequent Diversity Strategic Plan that will serve as a roadmap for achieving our goal of ensuring that all members of the SOM feel included, welcomed, and supported, regardless of any identity characteristic. To this end, our plan is focused on three core tenets: presence, climate, and policy/practices/programs.

**Presence** refers to the headcount data of the institution and is compiled in accordance with the LCME reporting requirements. This includes documenting the presence of faculty, students, staff, and senior administrators by race and by gender. However, in pursuit of a greater understanding of the diversity that is available in our community, we will exceed the LCME reporting requirements by also gathering data that documents different identity categories as available, as well as gathering peer and pool data in a three-year cycle. Peer presence data are gathered to compare the SOM departments with regional and aspirant peer institutions (utilized for analysis with faculty, student, and administrators). Pool presence data is gathered by examining the local workforce demographic data (utilized for analysis for staff data). These analyses will be utilized to contextualize and understand our areas of strength as well as opportunities.

**Climate** refers to how it feels to be part of the SOM. The data for understanding how people receive and interact with the environment can be challenging to gather, because this is not only deeply personal, but like many other things, ebbs and flows based on myriad factors. Many institutions rely upon climate assessments that occur annually or every two or three years. The difficulty with assessments that occur in this time frame is that it becomes nearly impossible to identify the root cause of problems because of the number of circumstances that affect the climate over the course of a year (or two or three years). Therefore, the SOM is engaging in a series of short assessments that will be distributed and analyzed, so that quick action can be taken on these results. Further, there will be a qualitative component to the climate assessments utilizing focus groups that will help further illuminate why conditions exist, how strengths can be amplified, and how problems can be corrected.

**Policy/practice** refers to examining the day-to-day operations of the organization, recognizing that standard operating procedures for an organization can inadvertently create or sustain spaces of inequity. By iteratively examining the policies and practices of the organization to ensure equity, we can ensure that there are not invisible and implicit injustices being perpetuated. Some examples of policy or practice issues to investigate include: professional development opportunities, physical office space, opportunities for mentorship, promotion, service commitments, the diversity of awards selection committees, etc.
Five upper division nursing students received support from the School of Nursing, SGA, HSC/ODI to attend this year’s annual National Black Nurses Association’s (NBNA) Conference at the Sheraton Hotel and Conference Center in Memphis, TN. This conference hosts over 500 predominantly African American nurses who are members of 99 chapters and direct members from 40 states and represents a membership of over 2300. The students who attended were: May 2016 BSN graduates, Carla Flippin and Do-Monique Trotter and upper division students Brittney Brown, Liyah Tarrant and Tashana Williams. This was Carla’s first attendance to the conference and reports “it was a rewarding” experience. The students are members of the Black Student Nurses Association; a University of Louisville recognized student organization since its inception from the INDE project in 2004 which I am the founder and faculty advisor and begin planning to attend the conference at the beginning of the academic year. This year’s attendance at the conference was overwhelmingly exciting as students, faculty and alumni received awards and/or were presenters. Brittney Brown, who this fall is a third semester nursing student was the recipient of a $1,000 Iona Pierre Scholarship, one of the many scholarships awarded at the conference. Brittney also serves as president of BSNA and is doing a phenomenal job developing her leadership skills. Nursing instructor Cynethea Bethel-Jaiteh, MSN, APRN, CPNP, CLC and UofL 2008 BSN graduate, Ta’Neka C. Vaden, DNP, APRN, WHAMP, BC were nominated by the local chapter, KYANNA Black Nurses Association
of Louisville, KY and were recipients of the 45 under 40 Awards which recognizes nurses under 40 who demonstrate as high achievers in the nursing profession. This was an initiative of the newly elected and first time male president of the NBNA, Eric J. Williams, DNP, RN, CNE.

Dr. Ta’Neka Vaden, an Assistant Professor of Nursing at Bellarmine University, was also a conference presenter. Her topic “Mentorship Across the Profession: A case Study Approach to Nurses Helping Nurses” was well attended and included a panel of two mentees; current student, Brittney Brown, and May 2015, BSN School of Nursing graduate Tia Roberts, BSN, RN who shared their lived experiences and benefits of being mentored by Dr. Vaden. They have become so inspired by their experiences of this mentorship opportunity that they too plan to serve as mentors for NBNA’s national initiative program and locally through KYANNA BNA’s initiative.

The students were amazed at being in a conference environment with its aura and blitz of predominantly African American nurses who have excelled in their careers professionally, hold key positions in the health care industry and who embrace the essence of new comers into the profession and the organization. Brittney adds, “It’s exciting to be among so many progressing nurses who are Black…. We do not see that much.”

One main conference highlight for the students was the opportunity to meet RADM Sylvia Trent-Adams, PhD, RN, FAAN, Deputy Surgeon General of the US Department of Health and Human Services who provided insights during the Under Forty Forum on strategies to “speed up their success tract”. The students are very grateful for the opportunity to attend this dynamic and invigorating conference and appreciate the financial assistance they were provided to attend. They are already planning for next year’s conference being held in Las Vegas, NV. These are such as inspiring group of nurses and students and are the “future of nursing”.

Left to right: Ta’Neka Vaden, President Eric Williams, and Cynethia Bethel-Jaiteh
In September 2015, I started my tour as a Fulbright US Scholar with an award from the US Department of State. I was to teach at the School of Public Health, Kwame Nkrumah University of Science and Technology (KNUST), in Kumasi, Ghana. I arrived in Accra, Ghana on September 3rd where I spent the next few days. My orientation at the US Embassy in Accra included being provided a badge which allowed me free entry into the US Embassy. The only problem was I would be 249 kilometers away. The almost six-hour drive to Kumasi with the Dean of the School of Public Health took us through the Aburi Mountains in the Eastern Region of southern Ghana, a clearly picturesque part of the country. Aburi is also home to the Botanical Gardens that contains some of the stateliest trees.

There were fifty Master’s in Public Health students in this thirteen month program that attracted students from Ghana, Cameroon, and Liberia. Eighteen of them were in the Health Promotion and Education concentration. During the course of my teaching, I offered the students an opportunity to undertake a $100 - $300 funded project that would benefit more than one person. It seemed in the end that this was an almost impossible request. After many months of asking, I received two proposals. One was for toilet facilities for an elementary school with 350 students estimated at $5,000 in a village in the Eastern Region of Ghana. The students in this school had not had toilet facilities for almost 2 years and many went home in the afternoons, losing the chance for a good education. This was not just an educational achievement issue; it was also a serious public health concern. It meant the risk of diarrhea and snake bites. The school and community authorities including the Chief had reached out to the physician assistant in this small mining community to ask for help which resulted in the proposal.

My colleague from the Department and I visited and talked with school and community leaders in February 2016. Pramkese was four hours away from Kumasi so I had to be sure there was sufficient community engagement to move forward. They would have to do some of the heavy lifting! Their first task with a little help from me was to make sufficient blocks for the project. They got cement donated, I donated two loads of sand and the young men in the community with funding from the local council made the blocks. In 3 weeks we had almost 1000 blocks. They were clearly ready to take

Students at Pramkese Presby Elementary School
this on. With representatives from the community and my colleague, I visited a model toilet facility which had hand washing as an integral part of a biodegradable system which required one cup of water. It was a modern facility and one that clearly achieved more than one important goal, water preservation and clean sanitation. What more could a public health professional ask for! Fundraising activities got underway.

Eventually, the contract was written, the terms of engagement and the funding were all agreed upon by the parties and the project got underway. In five weeks, the children in the Pramkese Presby Elementary School had a six seater modern toilet facility within 25 meters of their classroom block. Even the children in the school participated in this worthwhile project. The children in Grade 6 formed a health club supervised by two of their teachers. During my conversation with them on June 17th 2016 when the facility was handed over to the school, they were clearly very excited, as were their school leadership, teachers, parents, and members of the community. Two of the girls committed to careers in public health!
In August 2016, Vicki Hines-Martin, PhD, CNS, RN, FAAN, joined the Health Sciences Center Office of Diversity and Inclusion (ODI) as Director of Community Outreach. In this new part-time role with the ODI, Dr. Hines-Martin will identify new community partnerships and resources and enhance scholarly activities related to diversity and community outreach. Dr. Hines-Martin is professor and director of the Office of Health Disparities and Community Engagement in the School of Nursing. A native of Louisville, she is passionate about community engagement and service. She created the Color of Health multilingual website to assist providers in administering health services, resources and materials to patients and families of various ethnicities who speak a variety of languages.

Events and Announcements

- **West Louisville Forum**  
  *Featuring Rev. Jesse Jackson*  
  Wednesday, October 5  
  11:30am—1:00pm  
  Location: St. Stephen FLC, 1508 W. Kentucky St.  
  Register [here](#)

- **Walk a Mile in My Shoes: A Migration Simulation**  
  Friday, October 7  
  5:15—6:30pm  
  Location: Waterfront Park  
  Register [here](#)

- **Research!Louisville Health Disparities Lunch and Learn**  
  *featuring Glenn Flores, MD, FAAP*  
  Thursday, October 13  
  12:00—2:00pm  
  Location: CTR Room 101/102  
  Register [here](#)

- **HSC Poverty Simulation**  
  Wednesday, October 26  
  9:30am—12:00pm  
  Location: CTR Room 101/102  
  Register [here](#)

- **LGBT Health and Wellness Certificate Series**  
  *Dentistry Focused*  
  Wednesday, October 26  
  12:00—1:00pm  
  Location: Room 109, SOD  
  RSVP [here](#)

- **11th Annual Patricia Allen Culturally Effective Care Symposium**  
  Wednesday, November 2  
  Location: KY Center for African American Heritage

- **2nd Annual Caring for Adults with Intellectual and Developmental Disabilities (IDD) Conference**  
  Saturday, November 12  
  Location: Room 115, SOM Instructional Building B  
  Register [here](#)

- **Louisville Pre-Exposure Prophylaxis (PrEP) Summit**  
  Saturday, November 12  
  10:00am—3:00pm  
  Location: Louisville Metro Department of Public Health and Wellness, 400 E. Gray St.  
  Register [here](#)