

Assessment of Military Healthcare Providers Cultural Competence: A Pilot Project within a Tertiary Care Medical Facility with Policy Advancement

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Advancement

Learning Objectives

- The learner will define cultural competence
- The learner will define the sexual minority population
- The learner will identify benefits of cultural competence caring for the sexual minority population
- The learner will discern the process of achieving Healthcare Equality Index recognition at their place of medical practice

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Define cultural competence

- Includes attitude, knowledge & beliefs to meet needs of the population

Define vulnerable persons

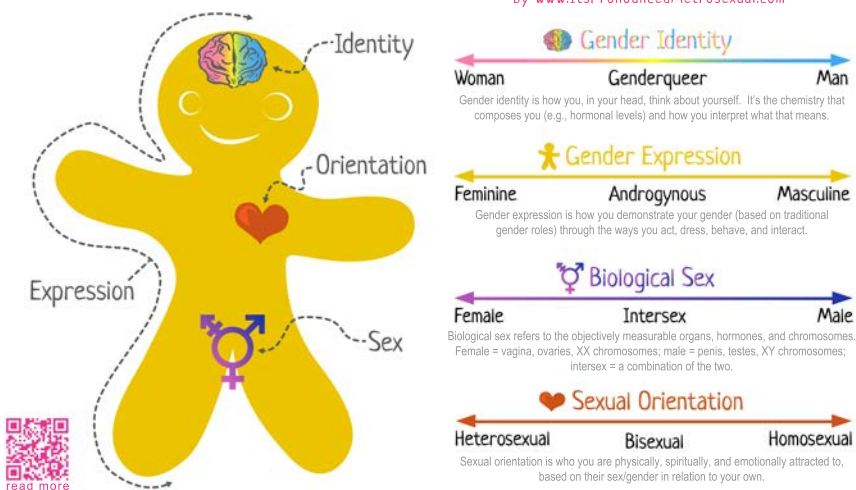
- Broad coalition of groups that are diverse with respect to birth sex, gender identity, sexual orientation, race, ethnicity, religion, socioeconomic status, etc.

What is the relationship between cultural competence & vulnerable persons?

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The Genderbread Person

by www.ItsPronouncedMetrosexual.com



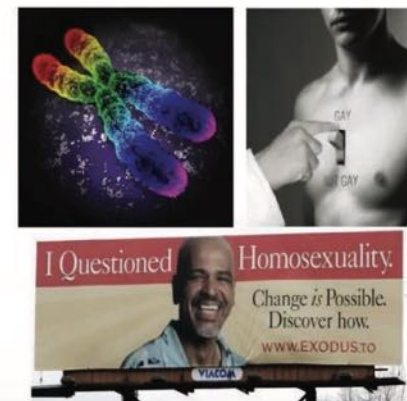
What is a sexual minority?

(Boehmer & Case, 2004); (Killermann, 2018)

“Homosexuality” was included in the Diagnostic and Statistical Manual of Mental Disorders (DSM) until 1973 (removed in DSM-III)

Hunt for the ‘gay gene’ or other causes in order to fix/repair

Conversion (reparative) therapy



History and Understanding LGBT

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Statistics

USA

> 8.8+ million people identify as LGB

25+ million people have engaged in same sex
sexual behavior

U.S. Armed Forces

70,781 LGB *



LGB: Health Disparities

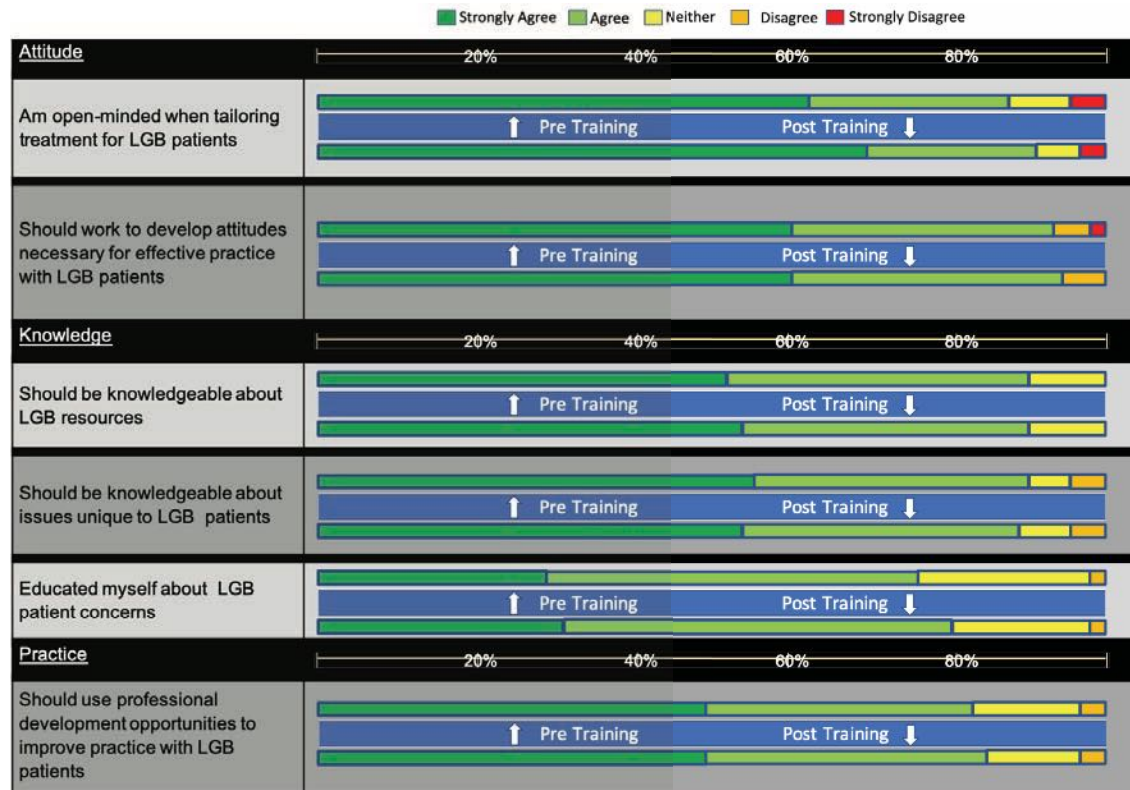
Early to Middle Adulthood	Military
Mood and Anxiety Disorders	PTSD
Depression and Suicidality	Depression
Eating Disorders/ Body Image	Alcohol Problems
Cardiovascular Disease	Suicide
Obesity	
HIV/AIDS/STIs	
Cancer	

(The Fenway Institute, 2015); (Biddix, Fogel, & Perry Black, 2013)

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Table 1 Demographics of Survey Participants

	Frequency	Percent
Characteristics		
Gender		
Male	32	46.4
Female	37	53.6
Race		
Caucasian	50	72.5
Black	11	15.9
Hispanics	2	2.9
Asians	6	8.7
Religion		
Christian	48	69.6
Jewish	7	10.1
Sikhism	1	1.4
Buddhism	2	2.9
Unknown	11	15.9
Type of Provider		
APRN	17	24.6
CNS	3	4.3
Other	15	21.7
MD	34	49.3
Current Rank		
Military Officer	45	65.2
Govt Service	17	24.6
Contractor	2	2.9
Civilian	2	2.9
Other	3	4.3



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Table 3 Cultural Competence and Gender Responses					
	Gender Mean		Gender SD		P Value
	male	female	male	female	
Cultural Competence Variable					
Am open-minded when tailoring treatment for LGB patients	6.03	6.38	1.2	1.19	0.233
Should work to develop attitudes necessary for effective practice with LGB patients	6.81	6.38	1.47	1.06	0.07
Should be knowledgeable about LGB resources	6.54	5.97	1.43	0.84	0.054
Should be knowledgeable about issues unique to LGB patients	5.91	6.73	1.08	0.45	<0.005 *
Educated myself about LGB patient concerns	5.81	6.46	1.2	0.087	0.007
Should use professional development opportunities to improve practice with LGB patients	5.5	6.16	1.52	1.1	0.033

Table 4 Cultural Competence and Job Classification		
	Provider Type P-value	Job Classification P-Value
Explanatory Variable		
Am open-minded when tailoring treatment for LGB patients	0.573	0.796
Should work to develop attitudes necessary for effective practice with LGB patients	0.253	0.187
Should be knowledgeable about LGB resources	0.459	0.286
Should be knowledgeable about issues unique to LGB patients	0.588	0.96
Educated myself about LGB patient concerns	0.643	0.548
Should use professional development opportunities to improve practice with LGB patients	0.184	0.269
Attitudes	0.507	0.222
Demonstrate Comfort caring for the LGBT Service Member	0.286	0.166
Create Conducive Climate in medical practice	0.675	0.319

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- Practice Implications:

- ❖ Undisclosed sexual orientation → training in interpersonal skills for military healthcare providers
- ❖ Current gaps in provider knowledge → increased provider-specific training
- ❖ Lack of LGB competent healthcare providers as an entity → provider-specific education and training in cultural competence to issues surrounding LGB population

- Policy Implications:

- ❖ Healthcare Equality Index (HEI) → national benchmark tool to assist in meeting disparity of care initiative within this Tertiary Care Medical Facility; achieved in 2016



Figure 1: Healthcare Equality Index (HEI, 2018)

(LaVaccare et al., 2018)

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