

LGBTIQ+ Inclusive Healthcare – Professional Learning and Resources

Professional Learning Opportunities for Health Professionals

In-person

Title	Link	Learning objectives/outcomes	CPD points?
Department of Health LGBTIQ+ Inclusive Healthcare eLearning Module	<p>https://www.health.tas.gov.au/professionals/education-and-training-health-professionals/lgbtiq-inclusive-healthcare/lgbtiq-professional-training-and-resources</p> <p>For Department of Health employees Access via THEO (Tasmanian Health Education Online) Direct link to the module https://theo.dhhs.tas.gov.au/course/view.php?id=1449 OR Department of Health > Community, Mental Health and Wellbeing > Public Health Services > LGBTIQ+ Inclusive Healthcare</p> <p>For those outside the Department of Health go to HLO (Health Learning Online). https://dhhs.sproutlabs.com.au/course/view.php?id=355 If new to HLO, you'll be asked to sign up.</p>	Resources for Tasmania by Tasmanians.	?
LGBTIQ+ Inclusive Practices in Health	Working It Out (Tasmania)	<ul style="list-style-type: none"> Describe key health outcomes for LGBTIQ+ individuals 	No

	<p>https://www.workingitout.org.au/wp-content/uploads/2020/05/WIO-LGBTIQ-Inclusive-Practices-in-Health-Flyer.pdf</p>	<ul style="list-style-type: none"> • Describe potential issues of stigma, discrimination and inappropriate service delivery in health faced by LGBTIQ+ people • Adhere to appropriate legislative requirements in relation to LGBTIQ+ inclusion • Use appropriate language and terminology in relation to LGBTIQ+ inclusion • Embed LGBTIQ+ inclusive practices into everyday behaviours and organisational practices 	
<p>Providing an Inclusive Practice and Community for Lesbian, Gay, Bisexual, Transgender, Intersex and Queer/Questioning (LGBTIQ+) People – for GPs</p>	<p>Kentish Region Clinic</p> <p>For further information or a quote, please contact Sharon Corvinus-Jones at sharoneo@kentishrc.com.au or 0457 911 533</p>	<ul style="list-style-type: none"> • assist individuals and organisations to offer an inclusive and welcoming service for LGBTIQ+ people. • LGBTIQ+ definitions and the use of pronouns. • deeper understanding and confidence in: <ul style="list-style-type: none"> ○ working with LGBTIQ+ people. ○ ways that homophobia and heterosexism can function to exclude LGBTIQ+ people. ○ potentially negative effects of non-inclusive service provision and the positive effects of inclusive, sensitive services. • promote and enhance critical reflection on your own personal (and potentially your professional) values. 	<p>No</p>

Online

Title	Link	Learning objectives/outcomes	CPD points?
<p>ASHM & ACON's Trans and Gender Diverse Sexual Health Care e-learning</p>	<p>The e-learning consists of five modules:</p> <ul style="list-style-type: none"> • Trans and gender diverse community • Sex and sexual health • Trans people and reproductive health • An introduction to gender affirming health care • Creating safe and inclusive environments <p>https://lms.ashm.org.au/login/index.php#section-1</p>	<ul style="list-style-type: none"> • The e-learning emphasises the importance of individualised care thereby not making assumptions and asking clients in a sensitive and affirming way their wants and needs from health care. • The e-learning also challenges the notion of cisgenderism within health care settings, specifically in relation to reproductive health care, and challenges learners to consider ways to address this within their own practice and clinical setting. • The overall direction of the e-learning is to ensure learners recognise that trans and gender diverse communities are experts of their own experience. Clinicians should always work collaboratively with their clients to achieve the best health outcomes. 	<p>Yes</p>
<p>Primary Health Care for Trans, Gender Diverse & Non-binary People</p>	<p>This module is designed for General Practitioners, practice nurses and medical students to become familiar with and sensitive to the diverse terminology, experiences, health issues, standards, and referral pathways with respect to trans, gender diverse, and non-binary (TGDNB) clients. The overarching</p>	<ul style="list-style-type: none"> • Create an affirming and inclusive environment for trans, gender diverse, and non-binary (TGD&NB) patients attending primary care. 	<p>Yes</p>

	<p>purpose is to promote more inclusive and responsive service provision for TGD&NB people in primary health care settings.</p> <p>The full module takes approximately 90 minutes to complete, covers a range of areas, and incorporates a variety of activities and visual content. You can also choose to do particular sections of the module by using the index on the dashboard of the online classroom.</p> <p>https://aelp.smartsparrow.com/v/open/f3xc2ipc?fbclid=IwAR0kLNjog8iAOZdy18LuEL16mH8MRRsZJZoKMpczhvTvtei4cD0RJ1a-Ee4</p>	<ul style="list-style-type: none"> • Define and put into practice diverse terminology used among TGD&NB people. • Utilise the current standards of care for TGD&NB patients including eligibility, assessment and referral pathways for gender transition therapies. • Understand the key issues in hormone management and surgical options for gender affirmation. • Provide appropriate care for common psychosocial issues among TGD&NB patients 	
<p>LGBTQ Suicide Prevention for GPs eLearning</p>	<p>ACON (NSW)</p> <p>Strengthen your understanding of lesbian, gay, bisexual, transgender and Queer (LGBTQ) people and communities to deliver more inclusive, informed and appropriate care. (3.5 hours)</p> <p>30 min: LGBTQ Awareness Introduction eLearning 90 min: LGBTQ Suicide Prevention eLearning 90 min: Case Studies eLearning</p> <p>https://www.pridetraining.org.au/pages/lgbtq-suicide-prevention-for-gps-elearning-cpd-activity</p>	<ul style="list-style-type: none"> • Communicate appropriately with LGBTQ people based on an understanding of the differences between sex, gender identity, sexual orientation, and gender expression. • Recognise LGBTQ mental health and suicide disparities when consulting with LGBTQ people. • Identify and manage suicide risk factors when consulting with LGBTQ persons. • Develop and implement practice plans to meet the unique needs of LGBTQ people. • Respond to distress and suicidality using tools to effectively assess suicide risk and recommend a culturally appropriate/inclusive referral pathway. 	<p>Yes</p>

<p>LGBTQ Introduction eLearning for GPs</p>	<p>ACON (NSW)</p> <p>1 hour</p> <p>https://www.pridetraining.org.au/collections/elearning/products/lgbtq-introduction-for-gps</p>	<ul style="list-style-type: none"> • Differentiate between gender and sexuality • Recognise unique health and wellbeing disparities faced by sexuality and gender diverse people • Outline the health impacts of social stigma and assumptions • Understand the lived experience of people with a diverse sexuality and gender 	<p>Yes</p>
<p>LGBTQ Inclusive Practice Webinar</p>	<p>ACON (NSW)</p> <p>5 hours (follow on from Introductory course)</p> <p>Expand your accessibility to clients by providing a safe, and inclusive space that promotes and delivers exceptional person-centred care.</p> <p>https://www.pridetraining.org.au/products/lgbtq-inclusive-practice-webinar</p>	<ul style="list-style-type: none"> • Differentiate between gender and sexuality • Summarise unique health and wellbeing disparities faced by sexuality and gender diverse people • Review important events from queer history and the current legislation related to these priority populations • Detect areas for improvement within their role and workplace • Develop strategies and implement actions to increase access and satisfaction of service for people with diverse sexuality and gender 	
<p>Trans and Gender Diverse (TGD) Affirmative Practice</p>	<p>Thorne Harbour Health (Victoria)</p> <p>https://thorneharbour.org/lgbti-health/training-and-capacity-building/tgdich/</p>	<p>2-hour multidisciplinary training available via Zoom, covering:</p> <ul style="list-style-type: none"> • Appropriate language 	<p>Yes</p>

		<ul style="list-style-type: none"> • Cultural sensitivity • Current TGD Health statistics and research in Australia • Common avenues of gender affirmation including medical pathways • Applying Affirmative Practice in the clinic environment • Delivered by health professionals who identify as TGD 	
<p>Trans & Gender Diverse Healthcare</p>	<p>https://www.racgp.org.au/racgp-digital-events-calendar/online-event-items/on-demand/trans-gender-diverse-healthcare On-demand recorded 30 Nov 2019 This event was held on 30 November 2019 in Sydney.</p>	<p>By watching this recording, you will explore transgender health within the general practice setting, as well as get new insights into transgender care, patient transitioning, sexual and hormonal support and sensitive consultation approaches.</p> <p>The following issues are covered:</p> <ul style="list-style-type: none"> • role of peer/psychological support • managing unwanted issues such as periods, facial hair and acne • contraception/fertility planning • STI screening and role of PrEP • hormonal management and basic instruction about surgery <p>Various case studies are discussed throughout a session.</p>	

		<p>Presenters Mr Teddy Cook, Manager, Trans & Gender Diverse Health Equity – ACON Dr Miranda Sherley, GP Dr Katie Wynne, Endocrinologist</p>	
Mental Health Care for Trans, Gender Diverse, and Non-Binary People	https://melbourneuni.au1.qualtrics.com/jfe/form/SV_6KcJdm4j4YM0vPf	<ul style="list-style-type: none"> • Be familiar with diversity and terminology used among TGDNB people. • Know how to create an affirming and inclusive environment for TGDNB clients. • Be aware of the criteria for gender affirmation care in the current standards of care for TGDNB adults, children, and adolescents. • Understand how to take a gender history sensitively and build rapport. • Be familiar with the various roles of mental health care providers for TGDNB clients before, during and after gender affirmation. • Apply the known psychosocial influences on TGDNB clients' mental health to your counselling practice with this population. • Understand the needs of families in supporting their child or young person through gender affirmation. 	?

Various offerings for Trans Health Professionals	https://auspath.org/upcoming-events/		
AusPATH	Virtual seminars – organised periodically https://auspath.org/education/		

Other Resources

Australian Standards of Care and Treatment Guidelines For trans and gender diverse children and adolescents	https://www.rch.org.au/uploadedFiles/Main/Content/adolescent-medicine/australian-standards-of-care-and-treatment-guidelines-for-trans-and-gender-diverse-children-and-adolescents.pdf?fbclid=IwAR2wRELwxVRAXrdkHr-U49e5klgGLeJOM023slxHmoO_Alw-Vt5pEtQxAU0
Transhub - a digital information and resource platform for all trans and gender diverse (TGD) people and health providers.	https://www.transhub.org.au/clinicians

An open Environment	https://www.racgp.org.au/download/Documents/Good%20Practice/2015/September/GP_Sept_2015_LGBT.pdf
General Practice Supervisors Australia: LGBTQIA+ Health and Inclusive Healthcare	https://gpsupervisorsaustralia.org.au/lgbtqia-inclusive-healthcare/
LGBTI-inclusive practice audit tool for health and human service organisations	https://www.latrobe.edu.au/_data/assets/pdf_file/0010/814780/LGBTI-inclusive-practice-audit-tool-for-health-and-human-service-organisations.pdf
Caring with LGBTI people with dementia	https://dta.com.au/online-courses/caring-for-lgbti-people-with-dementia/
Hormone therapy for trans and gender diverse patients in the general practice	https://www1.racgp.org.au/ajgp/2020/july/supporting-the-health-of-trans-patients-in-the-con
Supporting the health of trans patients in the context of Australian general practice	https://www1.racgp.org.au/ajgp/2020/july/supporting-the-health-of-trans-patients-in-the-con These articles are suggested in the Transgender Health and Gender Diversity section of Tasmanian HealthPathways
Informed consent standards of care for gender affirming hormone therapy	https://auspath.org.au/2022/03/31/auspath-australian-informed-consent-standards-of-care-for-gender-affirming-hormone-therapy/
Best Practice in Transgender Health: A Workshop for GP's, Health Care Providers, Trans Individuals and Parents – Iris Education	https://www.iriseducation.com.au/trans-info-page.html This workshop was held in 2018, but the website includes the workshop booklet, workshop sessions recorded on the day, resources, and PowerPoint slides.

Overseas resources

<https://www.khproviders.org/corporate-updates/free-lgbtq-sensitivity-training-online>

<https://www.thehrcfoundation.org/professional-resources/staff-training>

Videos

<https://www.youtube.com/watch?v=m5yz8oJUBII> (workplace)

<https://www.youtube.com/watch?v=NUhvJgxAacE>

<https://www.youtube.com/watch?v=ljmUU05gIT4>