



Cancer in the LGBTQ+ Community

Thursday, February 11, 10:00-11:30

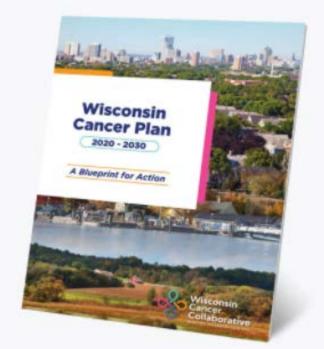
Who We Are

The Wisconsin Cancer Collaborative is a statewide coalition of 140 organizations working together to reduce the burden of cancer for everyone in Wisconsin.

Join Us!



Wisconsin Cancer Plan 2020-2030



www.wicancer.org

Agenda

- Welcome
- Presentation by Scout
- Questions







Scout *Executive Director of the National LGBT Cancer Network*









Scout, Executive **Director**National LGBT Cancer Network

One of eight CDC-funded tobaccorelated cancer disparity networks.





Agenda

- Who we are
- Cancer in LGBTQ+ communities
- Overview of LGBTQ+ Terminology
- Data
- Best practices
- Action steps





Who we are

providers to offer more culturally-competent, safe and welcoming care



As one of eight disparity networks

We assess the field to ID knowledge gaps

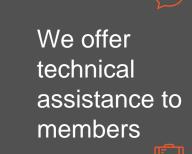




We offer trainings to all

We create and find knowledge pieces to disseminate

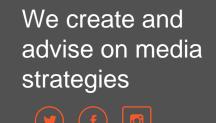
We build partnerships & connections between members

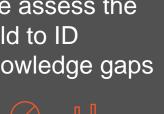














Newsletters



O CANCER PROJECT

LGBTQ Tobacco-Related Cancer Project

Cancer Care and the LGBT Community



It was an honor when our Executive Director, Liz Margolies, was invited to speak at a public workshop, Improving Access to and Equity of Care for People with Serious Illness. This event was hosted by the National Academies of Sciences, Engineering, and Medicine's Roundtable on Quality Care for People with Serious Illness.

In her presentation, <u>Cancer Care and the</u>
<u>LGBT Community</u>, Liz discussed the cancer
experience of our LGBT communities,
highlighting that the traditional cancer

continuum is insufficient to describe our experiences, as issues of discrimination, lack of provider knowledge, and concerns about disclosure occur at every stage. She spoke about the need for data, provider education and the collection of SOGI in national cancer registries. Finally, she talked about how LGBT cancer support systems differ from those in the general population. Read her presentation https://example.com/here/.



In April 2019, this public workshop: Improving Access to and Equity of Care for People with Serious Illness, highlighted different models of care delivery that serve various









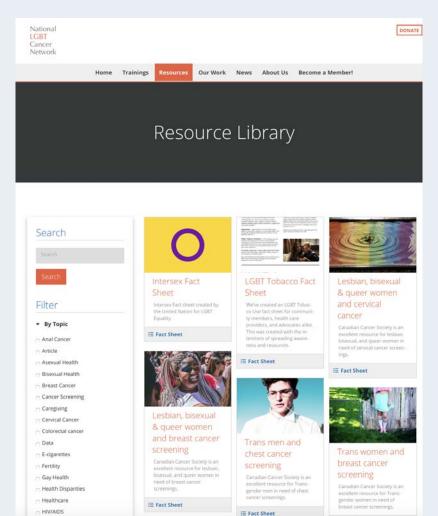




www.cancer-network.org/news/



Online Resource Library













oo infographic

www.cancer-network.org/resource-library/

Join Our Network



- Training & technical assistance
- Connecting & capacity building with your local LGBTQ+ organization
- Opportunities for networking with state health departments, LGBTQ+ orgs, and more
- Tailored media & educational resources





Cancer in the LGBTQ+ Communities



Tobacco Use & LGB Communities

- 50% higher than non-queers.
- Rates of vaping are also higher.
- Most smokers begin using tobacco before age
 18.
- We do not rate it as an important health issue.
- Epidemiologically it is our #1 health issue.



Tobacco Use & Transgender Communities

- 36.8% current smoking (2015 USTS).
- 50% higher smoking rates than general population.
- Nicotine use correlates with other life stressors:
 low income, sex work, not passing.
- Transgender people have 3.5 times higher odds of past 30-day cigar use.



Vaping & LGBTQ+ Communities

- Youth vaping has been labeled an epidemic by CDC.
- Transgender individuals have 5 times higher odds of past 30-day e-cigarette use compared to cisgender people.
- There is evidence that youth vaping leads to cigarette smoking or "dual-use".
- Can vaping help smokers quit?



LGBT PATIENT-CENTERED OUTCOMES

Cancer survivors teach us how to improve care for all LIZ MARGOLIES, NFN SCOUT









If you were to give a class to healthcare workers, focused on cancer care, what would you tell them about being LGBT and being diagnosed with cancer?



The challenge



Stigma plays a prominent role in LGBT healthcare



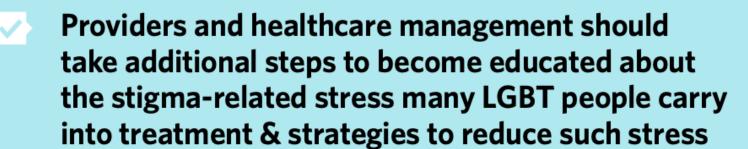


"Although my doctor knew all about me, each encounter with new people—with blood draws, ultrasound, breast x-ray, etc.—had ... the possibility of homophobia and having to watch out for myself."



Recommendations





- Provide cultural competency training
- Include LGBT leaders on community advisory bodies



The challenge



The local healthcare environment determines one's experience and is highly variable





"My partner did not come to the hospital because the only good hospital around was a Catholic hospital and I didn't want my treatment compromised by them finding out about my 'sinful lifestyle.'"



Recommendations



- Healthcare institutions and offices should actively convey that LGBT-welcoming behavior is a core expectation of all staff
- Healthcare institutions and offices should convey a zero-tolerance environment for any discriminatory behavior on the part of staff
- Healthcare institutions and offices need to broadcast their LGBT-welcoming policies and training to potential and current patients



The challenge



Disclosure is often related to perceived safety





"We never knew what to expect from health care providers at different levels and so were always bracing ourselves for some kind of difficulty or rejection."



Recommendations





Collect evidence to see if LGBT patients feel safe coming out at your institution and use evidence to build safety



The challenge



Respecting LGBT patients means respecting their support teams





"An LGBT person might not have the same type of support system that straight people do. They may be estranged from their families of origin; they may not be out at work or to their families, which means a diagnosis like cancer can be every scarier than for a straight person."



Recommendations



- Conduct a scan to see how the office/institution conveys welcome for alternative support teams
- Use findings to augment the message to staff and patients alike



The challenge



The pervasive expectation of gender conformity can be alienating





"Don't forget to give us our hormones. Expect the unexpected. ie, don't get upset when you go to put in a Foley and find the person is pre-op. Treat us with dignity. USE THE CORRECT PRONOUNS!!!!!"



Recommendations



- Conduct a scan to see when the office/institution presumes gender conformance in care
- Use findings to build welcome for all gender nonconforming patients
- Due to the high chance of poor care, get input on the treatment of transgender patients and make changes to augment their welcome



The challenge



LGBT survivors need more culturally appropriate support and information





"Having a gay male support group was the best thing that happened to me."



Recommendations



- Collect referral lists for LGBT-welcoming providers, including local mental health providers
- Review all educational materials to remove heterosexist language choices: i.e. "husband" "married," etc.
- Ensure providers are educated in how to speak about sex and sexuality to LGBT patients

Intersectionality











The National LGBTQ Cancer Network is proud to partner with the Center for Black Equity to launch *Out: The National Cancer Survey.*

Survivor stories are needed now!



Can you help spread the word to survivors?

Some of our 81 promotional partners:

Human Rights Campaign
Friends for Life Cancer Network
LGBT HealthLink
WV Cancer Coalition
Indiana Comp Cancer Program
New York University
Wisconsin Cancer Collaborative
Stanford Cancer Institute
Cure

Ulman Foundation
University of Rochester
Virginia Breast Cancer Foundation

To be a promotional partner: put your email in chat now or email info@cancer-network.org.











Terminology Evolution Highlights



Takeaway

- 1. Do not memorize all the terms.
- 2. Be comfortable repeating back what people use.
- 3. Otherwise LGBTQ+ is great for you to use.
- 4. And have community advisors review any public materials.



New & Better Terms

1 Instagram



@lgbt.whales



LGBTQ+ Terminology

Ask Me





Sexual Orientation Yes & No

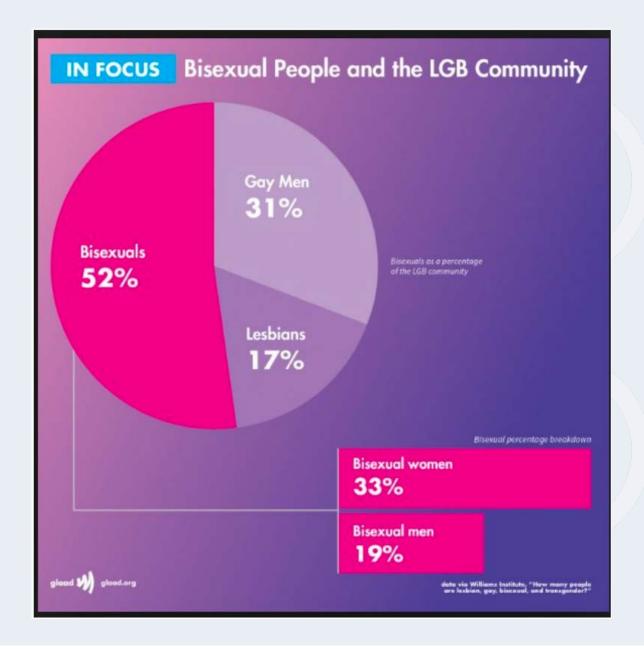
Yes

- lesbian
- gay
- bisexual
- bi or bi plus
- pansexual
- asexual (ace)
- ace spectrum
- aro
- two spirit
- queer

- homosexuals
- please do not forget bi erasure
- please do not forget pan is a subset of bi



Bi moment





Gender Identity Yes & No

Yes

- transgender
- trans
- trans man
- trans woman
- transgender person
- cis
- enby
- nonbinary
- genderqueer & queer

- transgenders
- transgendered
- transman
- transwoman
- transgenderism
- tranny (quite inflammatory)
- please do not say straight is the opposite of LGBT
- two spirit



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In a closely related vein

Yes

- intersex
- differences/disorder s in sexual development (DSD)

- hermaphrodites
- be sensitive that intersex can sometimes be attached to LGBTQ but if so please address the distinct issues



Groupings?

Yes

- LGBT
- LGBTQ
- LGBTQ+
- LGBTQI
- queer
- SOGI
- SGM (often federal)



Groupings?

Yes

- LGBT
- LGBTQ
- LGBTQ+
- LGBTQI
- queer
- SOGI (usually re: data)
- SGM (often federal)

As in

- → You have this one, right?
- → Adding queer
- → Reigning in the alphabet mafia
- → Plus intersex!
- → What a lovely umbrella
- → Sexual orientation gender identity
- → Sexual and gender minority

Pronouns

Notes

- Increasing use of gender neutral pronouns
- Need to get more comfortable with them? Practice.
- Unsure which to use? Ask.
- Flub it? Thank the individual for their correction quickly and move on.
- The power of an email tagline and zoom name
- Say "my pronouns are..." not "my preferred pronouns..."



Pronouns



Joshua Hudson

Pronouns: He/Him; They/Them (What does this mean?)

Assistant Health and Human Services Director

Bay Mills Health Center

Bay Mills Indian Community

P: (906)248-5527

baymillshealthcenter.com



https://www.glsen.org/sites/default/files/GLSEN%20Pronouns%20Resource.pdf



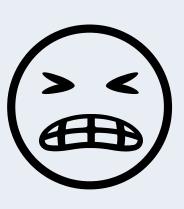
What's wrong with this picture?





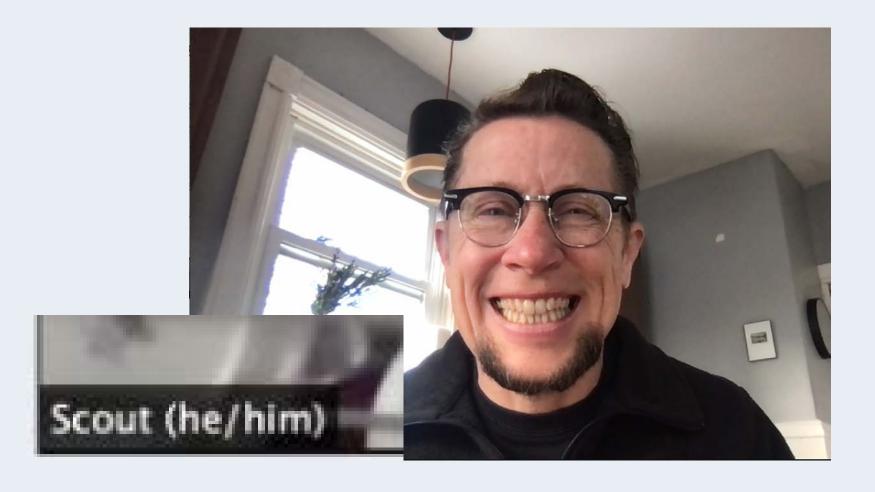
Caught me without my pronouns on!







Whew, better!







Help me create my next slidedeck!





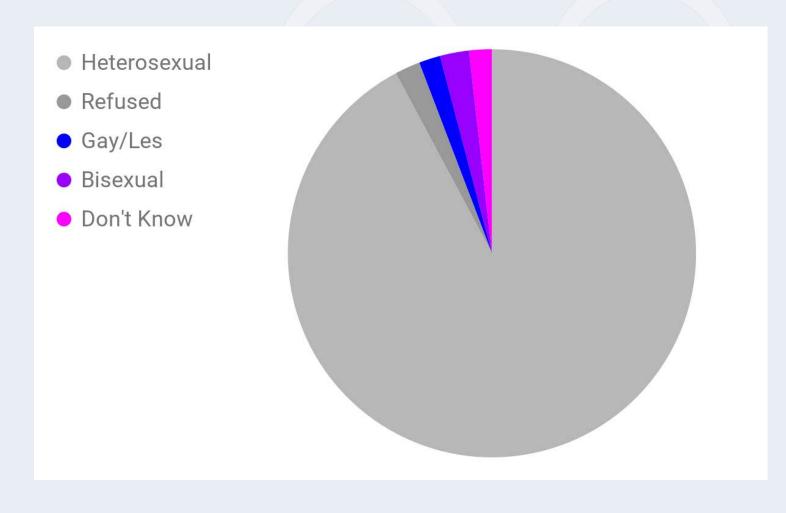
Data, data!



Shifting demographics

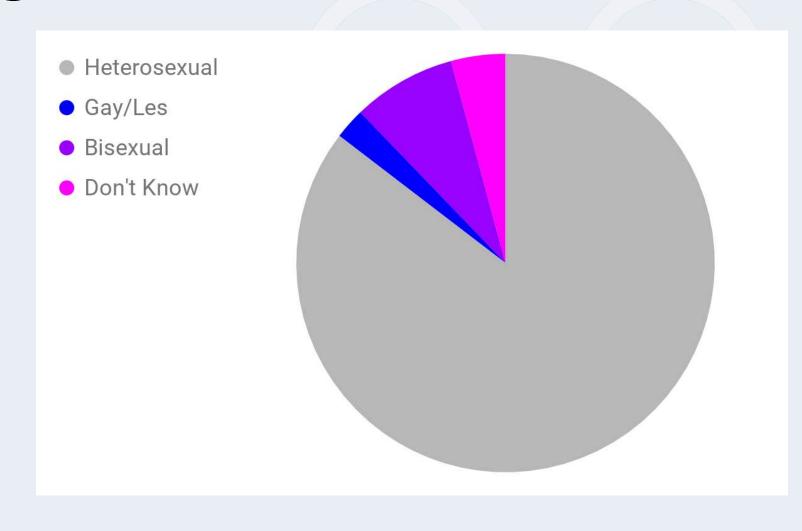


2017 BRFSS



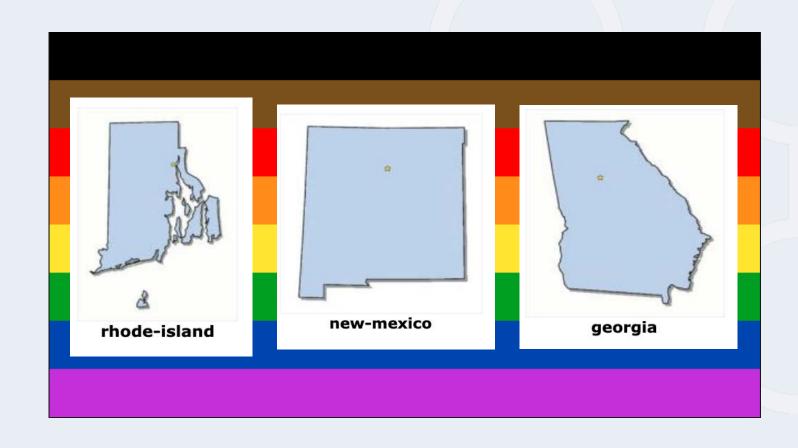


2017 YRBS





Shifting demographics - 14.7M





BIPOC* demographics say...



24%

of general pop are racial/ethnic minorities.

42%

of LGBTQ+ population are racial/ethnic minorities.

*Black, Indigenous, and People of Color



What about Wisconsin?

Est. 221,236 LGBTQ+ people in Wisconsin

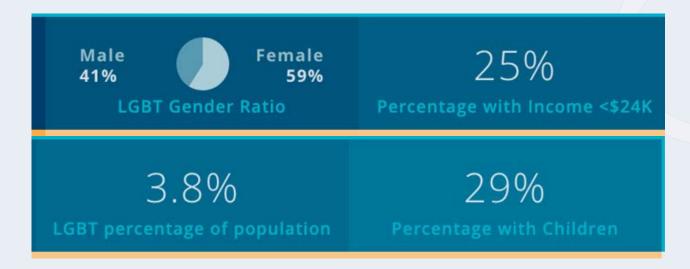


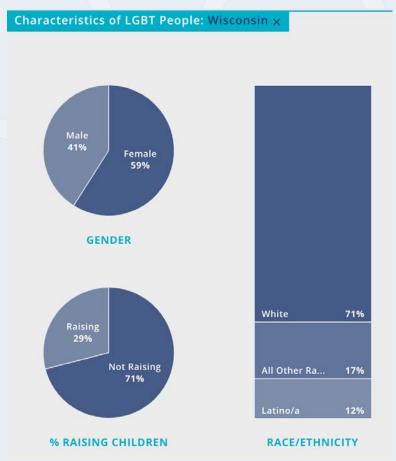
Green Bay is 9th happiest city in America





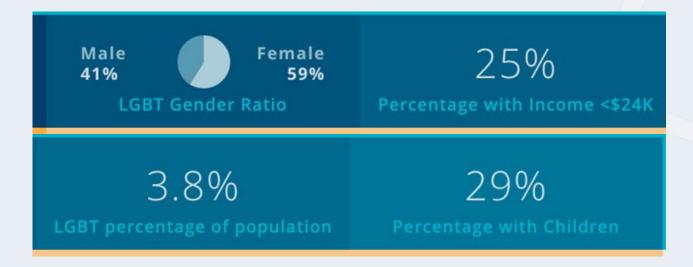
What about Wisconsin?







What about Wisconsin?

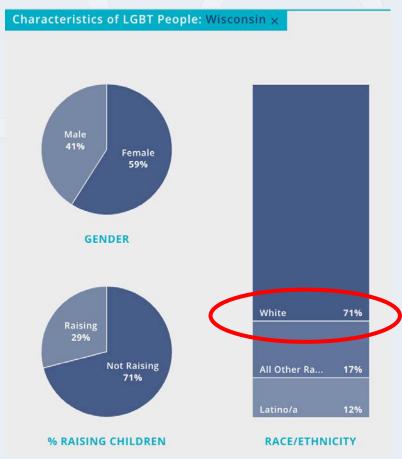


29%

Of LGBTQ+ WI folx are racial/ethnic minorities

13%

Of all WI folx are racial/ethnic minorities





How do LGBTQ lung cancer rates compare with others?



How do LGBTQ lung cancer rates compare with others?

Who knows





Best & Promising Practices

This list was originially compiled by over 30 LGBTQ public health professionals in 2007; it has been updated and undergone expert review several times since. These practices have formed the basis for our technical assistance for years. They also are the backbone of our own program evaluation; we are successful as a project if we spur better performance on these measures.

Promote LGBTQ professional safety and leadership in public health.

The first resource for LGBTQ expertise is your own staff. Are LGBTQ staff valued? Have you formed an internal advisory group to assist with agency engagement?

Include LGBTQ community members in policy planning steps.

The second resource for LGBTQ expertise is local community leadership. Do you routinely make sure we are represented on advisory bodies and review groups? Do you ask the same of grantees?

Monitor impact of tobacco/cancer on LGBTQ populations.

In the past two years, 35 states have included LGBTQ measures on their Behavioral Risk Factor Surveillance Survey; including these measures as key demographic variables is becoming routine. Have you asked your state BRFSS to collect these data? Have you fielded community surveys? Do you ask grantees to report LGBTQ measures in program data? Do you urge clinicians to collect these data in health records?

Establish cultural competency standards for agency and agency-funded programs.

Do LGBTQ persons know that your program is welcoming? How would we find this out? If it is not clear, we can presume a program is not welcoming.

Fund community-based programs.
Local community-based organizations are the best experts in behavior change in this population; funding these organizations directly consistently achieves the greatest level of community engagement.

Routinely integrate LGBTQ tailored materials into larger campaigns.

Do your full population campaigns routinely integrate LGBTQ-welcoming materials and practices? Do you ask grantees to do the same?

Disseminate findings and lessons learned.

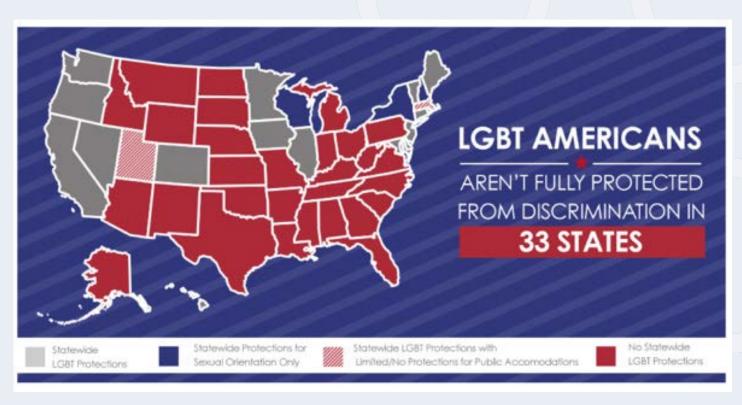
Google "Hawaii LGBTQ data" to find an excellent example of a state disseminating findings from their own data collection. Be sure to disseminate lessons learned as well; ask us how we can write up a case study of lessons learned and put it on our resource library. Your lessons help others move faster.

info@cancer-network.org | www.cancer-network.org

Best & Promising Practices

1

Promote LGBT professional leadership and safety in your organization and the arena.



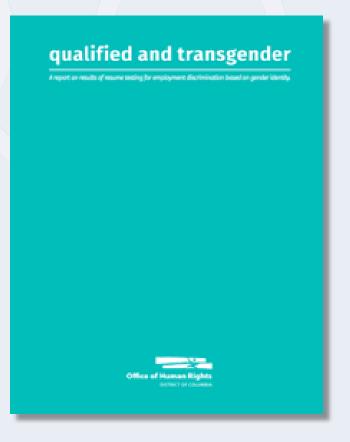
1

Promote LGBT professional leadership and safety in your organization and the arena.

Strategy: Promote nondiscrimination

69% of employers discriminated against the trans man with history at a trans organization.





1

Promote LGBT professional leadership and safety in your organization and the arena.



Join an ERG

All employees are invited and encourage activities and events. Click on an ERG na and Inclusion (ODI) at 646-605-8280 to le Additionally, if you are interested in start e-mail the ODI at diversity@mountsinai.c

Ability

Black Leaders Advocating for Change ar Asian Resource Network (ARN) Faculty of Color Network (FCoN) Heritage of Latino Alliance (HOLA) Islamic Community of Mount Sinai (ICMS Lesbian, Gay, Bisexual and Transgender Military/Veterans Women in Science and Medicine (WiSM)

Diversity and Inclusion

Education and Training

Employee Resource Groups

Site Diversity Councils

Celebrating Black History

Celebrating LGBT Pride

Celebrating Hispanic-Latino Heritage

People with Disabilities



Promote LGBT professional leadership and safety in your organization and the arena.

Fixing the Flawed Approach to Diversity

EXHIBIT 3 | Rankings of the Most Effective Programs

Intervention

	Antidiscrimination policies	1
	Participation in external events and rankings (such as Pride events)	2
	Appropriate health care that is transgender inclusive and covers same-sex partners	3
	Formal training to mitigate biases and increase cultural competency	4
1	Bias-free day-to-day experience ¹	5
	Blind screening	6
金	Structural interventions (such as gender-neutral restrooms, nonbinary gender choices on forms)	7

Source: BCG Global Diversity Survey 2018.

¹For example, when management staffs teams and chooses participants who will attend meetings.

²Such as hard metrics for decision making; diverse panels.



Promote LGBT professional leadership and safety in your organization and the arena.

















http://www.nytimes.com/2015/11/08/style/transgender-restroom-all-gender.html?_r=0



Include LGBTQ+ community members in advisory groups.



http://us.cochrane.org/serving-advisory-panel

Include LGBTQ+ community members in advisory groups.



Policy Issue Brief: Reducing Disparities in Cancer Care for Sexual and Gender Minority Individuals



RESEARCH, PATIENT CARE, PRESS RELEASES | JANU

JANUARY 16, 2019

Survey Questions Cancer Doctors' Awareness of LGBTQ Issues



Include LGBTQ+ community members in advisory groups.



Policy Issue Brief: Reducing Disparities in Cancer Care for Sexual and Gender Minority Individuals



RESEARCH, PATIENT CARE, PRESS RELEASES | JANUARY 16, 2019

Survey Questions Cancer Doctors' Awareness of LGBTQ Issues

ASCO convenes LGBTQ Task Force



Collect LGBTQ+ data.

2019: 50% of states ask SGM

2020: 100% of states ask SGM.



Enhanced LGBT Measure As Tested

Across your lifetime, do you consider yourself to be gay, lesbian, bisexual, and/or transgender?

- No
- Yes

[If No continue. If Yes, probe with the following question.]
[If callers show concern about this question, feel free to add the following sentence:] "LGBT people smoke at higher rates than others; we ask this to ensure we're serving all people equally."

Thanks, indicate all of the following which apply to you:

- Bisexual,
- Gay or
- [for a woman] Lesbian,
- Queer,
- Transgender or gender variant and assigned male at birth,
- Transgender or gender variant and assigned female at birth.

^{*}All square brackets indicate instructions to survey administrators, this is not information that is to be read aloud.

3 Collect LGBTQ+ data.

- 9 different hospitals merged
- No one was on same EHR
- Created advisory group
- Merged onto Epic
- Customized fields
- Patient feedback loop
- Trained all staff, incl. ongoing turnover training
- Considered all ancillary points: face sheets, wristbands, etc.
- Only comp cancer center we know of. Go live date: December 1.
- Possible toolkit forthcoming.





How to start collecting EHR?

We have a full webinar archived on this, if you sign up on the sheet I will send you a copy.



Thundermist forms look like?

□ Don't Know

Inungermist/

HIAITH CENTER		Patient Registration Fo <mark>rm</mark>							
Name: Last: Fi		st: Middle:		Prefer	Preferred Name:				
Street Address:	City:			State:	ZIP:				
Mailing Address (if different) S	treet:		City:			Zip:			
The state of the s		e of Birth: nth/Day/Year	Pronouns: she/her, he/him, they/them, ze/zer, other		Social Security #:/				
Answering these questions is optional for patients under the age of 18.									
What was your sex assigned at		Sexual Orientation		What is your current gender identity?					
birth?		Do you think of yourself as:		□ Man					
□ Female		☐ Straight (Heterosexual)		□ Woman					
□ Male		□ Lesbian or Gay		□ Transgender Man (female to male)					
□ Other		□ Bisexual		☐ Transgender Woman (male to female)					
		□ Queer		☐ Gender Queer/Non-Binary					
		☐ Something else		☐ Something e	se				



Establish cultural competency standards for programs.





Establish cultural competency standards for programs.





Fund community based programs to promote health equity.

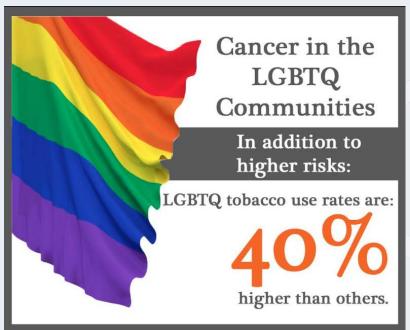




Fund community based programs to promote health equity.



Routinely integrate LGBTQ+ tailored materials into existing wellness campaigns.



There are bigger barriers to care:

60%

of oncologists don't feel they know enough to treat LGB people.

lgbt cancer network

80%

of oncologists don't feel they know enough to treat trans people.



Queer Cancer/Health Post Cards





Drinking alcohol may ease the pain of queer rejection for a while...

but research shows clear patterns between heavy drinking and multiple types of cancer.

Rates of binge drinking are 44% higher among LGBTQ populations than others.*

We have to take care of ourselves and each other.

If you are concerned about a friend's drinking you can help them to stop. If you think you might be drinking too much talk to your primary care provider. If you do not have a primary care provider, visit https://cancer-network.org/ri-resources/ to find resources in your area.

> "Source: BRFSS 2014-2017, National Center for Chronic Disease Prevention and Health Promotion, Division of Population Health



Routinely integrate LGBTQ+ tailored materials into existing wellness campaigns.









Routinely integrate LGBTQ+ tailored materials into existing wellness campaigns.







Por...mi-

Encuentra a un(a) doctor(a) de confianza aquí:





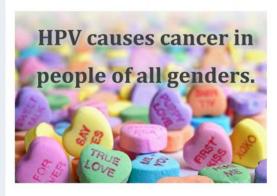
Queer Tips







Routinely integrate LGBTQ+ tailored materials into existing wellness campaigns.

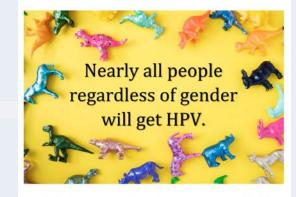


The HPV vaccine is recommended through age 26 for those who did not get it when they were younger.

Talk to a health care provider about getting the HPV vaccine.



Talk to a health care provider about getting the HPV vaccine.



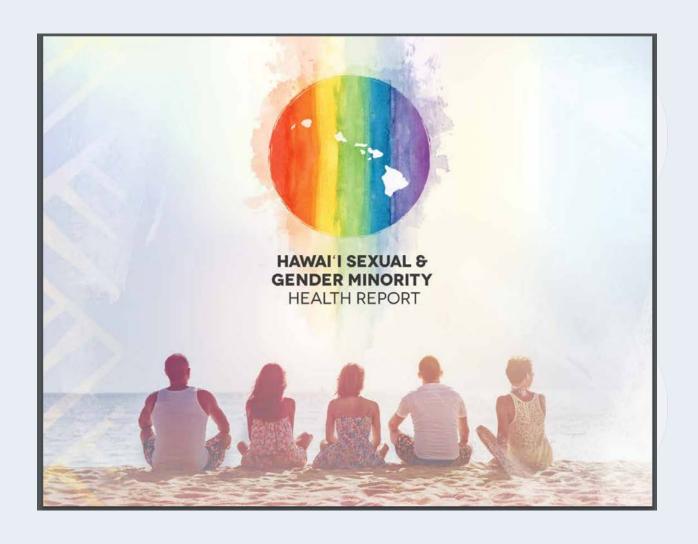
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Talk to a health care provider about getting the HPV vaccine.





Disseminate findings and lessons learned.





Disseminate findings and lessons learned.



Youth Risk Behavior Survey



The YRBS is the strongest assessment tool that Outright has to track harmful behaviors and some positive behaviors among Vermont queer youth and their heterosexual peers. It is important to note that until 2005, students were not able to identify their sexual orientation on the survey (all that was asked was same-sex behavior). In that same year, questions about bullying were introduced. As of the 2017 survey, high school students were invited to share a yes/no answer to a question about whether they identified as trans.



Disseminate findings and lessons learned.



Health Disparities Faced by Transgender Youth

Results from the 2017 Vermont High School YRBS

July 2019

Everyone has a gender identity. For transgender people this identity does not align with the sex they were assigned at birth. Gender identity is not the same as sexual orientation which refers to one's attraction to others. While many transgender youth thrive during adolescence, stigma, discrimination, and other factors put them at risk for negative experiences and behaviors.^{1, 2}



In 2017, 1.3% of Vermont high school students identified themselves as transgender.

Another 1.6% said they were not sure if they are transgender.

Both transgender youth and youth who are not sure about their gender identity face similar health risks and experience similar health disparities. These risks exceed those experienced by lesbian, gay, and bisexual youth. This brief focuses on the risks faced by youth who identified themselves as transgender.

Violence

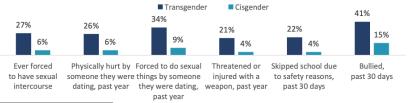
Transgender youth are more likely to experience physical, emotional, and sexual violence compared to cisgender students. In Vermont, transgender students were five times as likely to have been threatened or injured with a weapon on school property or skip school because they felt unsafe compared to their cisgender peers. They are also four times as likely to have experienced physical or sexual dating violence or been forced to have sexual intercourse when they did not want to. Two in five transgender students reported being bullied during the previous month, nearly three times that of their cisgender peers.

KEY DEFINITIONS

- The terms transgender and cisgender are not indicative of sexual orientation, hormonal makeup, physical anatomy, or gender expression – how one is perceived in daily life.
- Sexual Orientation: A persons enduring physical, romantic, emotional, and/or other form of attraction to others.
- Gender Identity: One's internal sense of being male, female, neither of these, both, or other gender(s).
- Transgender/Trans: An umbrella adjective for people whose gender identity differs from the sex they were assigned at birth.
- Cisgender/Cis: An adjective that means "identifies as their sex assigned at birth."

Source: Outright Vermont

Physical, Emotional, and Sexual Violence



¹ CDC (2017) Sexual Minority Youth in <u>Youth Risk Behavior Survey: Data Summary & Trends Report 2007-2017.</u>

² Outright Vermont. Education and Outreach. Accessed June 2019.

Action Steps

- 1. Share that survey!
- 2. Foster LGBTQ+ employee leadership.
- 3. Get advisors.
- 4. Check and fix how we see you.















Thank you.

For more information contact us at info@cancernetwork.org.

Questions? Comments?

Please take our poll! Will pop up on your screens shortly.



OUT: The National Cancer Survey

Out: The National Cancer Survey is a national survey specifically for LGBTQ+ cancer survivors.

Share the survey with LGBTQ+ cancer survivors to help inform cancer care for the estimated 81,000 LGBTQ+ people who are diagnosed with cancer every year.





https://cancer-network.org/out-the-national-cancer-survey/

March Networking Webinar - Registration Open!

"Colorectal Cancer Awareness & COVID-19"

March is Colorectal Cancer Awareness Month! Join our March webinar to learn more about colorectal cancer screening, related health disparities, and the impacts of COVID-19.

Guest speaker details coming soon.

Register here: https://wicancer.org/events/webinars/



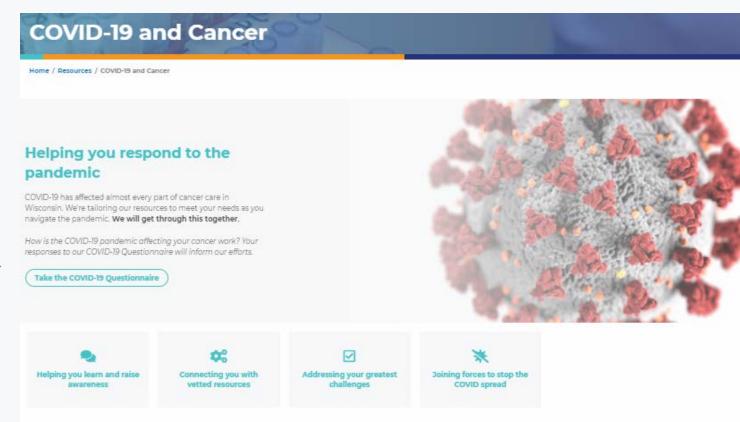


10:00-11:30

Check out our COVID-19 & Cancer Resource Page

- Social media toolkits
- Links to research articles
- Past COVID-19 webinars
- Tips for local governments & businesses
- Fact sheets





https://wicancer.org/resources/covid19/

Thank you!

Thank you for joining! Stay well!

