Applying Transcultural Nursing Knowledge to Reduce Health Disparities in Transgender and Gender Non-binary People

Katherine Sullivan PhD, RN, CEN, CNE, CTN-A
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The problem

• Discriminatory practices in HC systems
• Ethical imperative for (ANA, 2015; ICN, 2012):
  – High quality patient care/social justice
  – Advocacy
  – Leadership in influencing policy
• Rapid cultural changes; the culture of nursing and health care may lag behind societal changes
  – 1st US gender affirming surgery done in 1966
Self-reflection as the first step in the journey toward cultural competence

- Nursing has a culture
- US Healthcare systems have a culture
- Examining our own culture and unhealthy patterns
Nursing’s role in changing the culture of Nursing and the culture of Healthcare: How do we do it?
Solutions:
Dr. Leininger’s modes of action

- Modes of action: “...creative professional actions and decisions... for beneficial health outcomes” (Leininger, 2002, p. 84)
  - Culture care preservation and/or maintenance
  - Culture care accommodation and/or negotiation
  - Culture care repatterning and/or restructuring
- Nurses role in restructuring HC systems to facilitate best outcomes for all people
Solutions:
Dr. Campinha-Bacote’s (2002) model provides a process for journeying toward cultural competence

- Constructs within the model:
  - Awareness
  - Desire
  - Knowledge
  - Encounters
  - Skill

- Please refer to Dr. Campinha-Bacote’s website:

Awareness and desire*

• Two constructs that can work in tandem

• Role in spreading awareness
  – Transgender health in nursing practice, education, research
  – Posters, visuals, conversations...

• Role in promoting ethics
  – This is not something new. This is continued nursing work for all people.

* Constructs from Dr. Campinha-Bacote’s model

Poster from:
https://www.lgbthealtheducation.org/publication/dadt-lgbtq-youth-poster/
Knowledge*

- Current lack of knowledge (Carabez, Eliason, Martinson, 2016)
- Lifelong learning as a core nursing value
- Utilization and dissemination of knowledge for best care

Two excellent resources:
- http://transhealth.ucsf.edu/trans?page=lib-providers
- https://www.lgbthealtheducation.org/

* Construct from Dr. Campinha-Bacote’s model
Encounters*

- Nurses serve the public; get to know the public!
- Partnering with community agencies
- Interprofessional teams and sharing knowledge
- Cultural humility
- Promoting EHR data collection

* Construct from Dr. Campinha-Bacote’s model
Skill*

- Develops with knowledge, encounters, awareness, desire...
- Leaving off pronouns, practicing new patterns of speech
- Making mistakes and apologizing
- **Respect** as a universal throughout cultures

* Construct from Dr. Campinha-Bacote’s model
Selected References


• For further learning, some highly recommended resources are:
  • http://transhealth.ucsf.edu/trans?page=lib-providers
  • https://www.lgbthealtheducation.org/
Questions?

Katherine.Sullivan@unco.edu

THANK YOU!

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