

Abstract: 2020 Diversity, Equity and Inclusion Showcase

LGBTQIA + Allyship Workshop 101

Speaker: Benjamin Solder

LGBTQIA+ individuals face significant health disparities, and these may be exacerbated by limited access to supportive, sensitive healthcare providers. To help address this, BCM Pride developed a workshop to help all university members learn how to more sensitively interact with LGBTQIA+ individuals. The specific educational outcomes include 1) describing gender identity and sexual orientation, 2) using gender neutral pronouns in a conversation, and 3) responding appropriately after accidentally misgendering someone. Because a “backwards design” methodology was used to develop the workshop, participants are given multiple opportunities to rehearse, with partners, the skills delineated by the outcomes. The workshop was piloted with thirty-seven medical students in April 2020. Pre- and post-survey data found participants who were “comfortable” or “very comfortable” defining gender identity rose from 83.8% to 100%. Those who were “comfortable” or “very comfortable” using gender neutral pronouns rose from 51.4% to 82.8%. Using a “backwards design” methodology, BCM Pride was able to develop an effective workshop to help participants sensitively interact with LGBTQIA+ individuals. This workshop will continue to be offered to the BCM community as the facilitators advertise and expand awareness of the workshop—now open to staff and faculty. In this way, BCM Pride will continue to help university staff, faculty, and students combat LGBTQIA+ disparities and demonstrate the university’s values of respect, innovation, and excellence.