



LGBTQ COMMUNITY COUNCIL

Monday, January 8, 2018

3:30pm – 5:00 pm

Administration Building, Regents Room, 7th floor

AGENDA

1. Welcome and Introductions of attendees (preferred pronouns)
Jai Smith, Co-Chair, Andrea Carmichael, Co-Chair

2. UA Health Sciences LGBTQ+ Interest Group
Lydia Kennedy, Director, Office of Diversity and Inclusion, UA Health Sciences
 - What is the vision of the UAHS LGBTQ+ Interest Group?
 - This group was started because Dr. Moreno was doing a presentation on Diversity and Dr. Guzman asked about LGBTQ representation, from that conversation the group was started. The group wants to extend beyond the College of Medicine.
 - This is a relatively new group on campus, and as such they are focusing on programming and campus support. This is done through recognizing and assessing assets and determining what additional resources are needed for ongoing opportunities to work.
 - What activities has the Interest Group undertaken or desire to undertake?
 - In 2016 the group started with a networking mixer where 30+ professionals came.
 - In 2017 the Interest Group shared a series of presenters for the campus community:
 - 10/17/2017 - ACLU AZ presented on Rights to Healthcare
 - 11/14/2017 - Camouflage Closet Screening
 - 12/14/2017 - Networking Event
 - Presented on Trans Health and Incarceration with Dr. Cronyn.
 - 03/28/2018 - Sandy Davenport will be providing a Cultural Responsiveness Training.
 - Working with the Foundation Office for Sustainability.
 - What are the challenges and issues facing the LGBTQ community in UAHS?
 - There is an opportunity to partner with Banner and recognizing that it is a system and not a stand-alone hospital.
 - The creation of this group comes about while the UA is discussing curriculum, content, and working with different colleges for curricular revision that will be institutionalized.
 - SafeZone as an activism, information, and program for development. It was perceived that wasn't the role of the college, so they need our leadership and guidance to help evolve best practices.
 - Publicizing for HRC designation, but also must have impact on best practices.
 - Addressing Health disparities and needs of patient coverage, occupancy, and education. Gender Identity and Sexual Orientation included in care conversations to identify patient need.
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- How can the Community Council and other LGBTQ resources on campus support the Interest Group?
 - Crowd source funding opportunities for the group.
 - Alliance Fund Grant round suggested for February grant funding.
 - Banner moving forward to create structures/write priorities for Diversity and Inclusion.
 - Have a report from the listening sessions to share with Banner.
 - Currently the Department has been funding the group, but the funding is not institutionalized. The group is interested in securing funding.
 - Pre-Med students who are concerned about their acceptance and if they can be out and be in medicine. How does this fit into the President's Strategy for Inclusive Excellence?
 - Social accountability for student's experiences. Recognizing the benefits to inclusion despite the challenges, that if we don't provide that space then another institution will, and how does that make us competitive?
 - Looking to UCSF as an example of how infrastructure can be supportive for LGBTQ patients.
 - Advertise and reach-out to cultural centers but recognize that the work that the group is doing is focused on UA Health Sciences, and that it may not fit to a larger university community.
- How can the Interest Group support the efforts of other LGBTQ groups on campus?
 - From the student reception, there was a sense of fear and risk in being associated with an LGBTQ identity or group and specifically a concern with their careers and futures.
 - Student safe places and role of student is high on list, especially when it comes to comments in their professional files.
 - There are many incidents where there is subtle discrimination when placing with rotation, e.g. men aren't allowed.
 - So much of the community is affected by healthcare, and there has been discrimination reported at Banner, through the student listening session.
 - Tucson Medical Center
 - Trainings have taken place at the CRC and South Campus for behavioral health providers.
 - Mel Ferrara has also created a curriculum to provide to the institution.
 - Using Fenway Institute as an example.
 - LGBT trainings at the college of medicine are taking place for 1st and 2nd year students, but clinical departments at the UA and through Banner are a different culture and there is less training.
 - Information sharing is super important at this point.
 - Working with higher-ups at Banner about drafting a plan for inclusion practices and the HRC designation.
 - Support varies a lot, local leadership at Banner is very helpful and excited, but this is just one subset of Banner Health.
 - Recently presented to College of Medicine on what should be included for their curriculum

- Moving beyond playing to the stereotype of the HIV positive inner city gay man.
 - College of Public Health is supportive, Pharmacy is getting there, and Nursing needs more help.
 - Right now, the group is taking an evidence-based approach to show the advantage that inclusion can bring, specifically the financial advantage for the institution.
 - Also needs to address the “hidden curriculum” and how students are mistreated or experiencing mistreatment via curriculum and institution.
 - Currently working on the Med SafeZone training, modeled from the SafeZone training and making it available via digital format.
3. Staff and Faculty Health Insurance and Transgender Exclusions Update
Jai Smith, Co-Chair, Andrea Carmichael, Co-Chair **Tabled due to lack of attendance.**
 - What are the next steps in the process?
 4. Student Listening Session Follow-up
Jai Smith, Co-Chair, Andrea Carmichael, Co-Chair **Tabled due to lack of attendance.**
 - What steps does the Council want to take with the feedback we received?
 5. Community Voices on the Council
Jai Smith, Co-Chair, Andrea Carmichael, Co-Chair **Tabled due to lack of attendance.**
 - How do the UA community members understand the role of the community members on the council?
 - What do the UA community members hope for or expect from the community members of the council?
 - How can the community members of the council contribute to the support of inclusion and equity for the LGBTQ community at the UA?
 6. Upcoming Meeting Guests **Tabled due to lack of attendance.**
Jai Smith, Co-Chair, Andrea Carmichael, Co-Chair
 - February – President Robbins(?)
 - March – Suggestions? Requests?
 7. New business
Jai Smith, Co-Chair, Andrea Carmichael, Co-Chair
 - Outreach Listserv needs to be added to the council website.
 8. Upcoming events
Jai Smith, Co-Chair, Andrea Carmichael, Co-Chair
 - 1/27 – 10:00 – 12:00, Supporting Transgender Youth and Their Families with Kristina Olson, the University of Washington @ The Global Justice Center, 225 E 26th Street.
 - 2/15 – 12 - 1pm, Healthcare for the Transgender Community, Kiewet Auditorium @ Arizona Cancer Center
 9. Next Steps and Next Meeting
 - Next Meeting – 2/05/2018