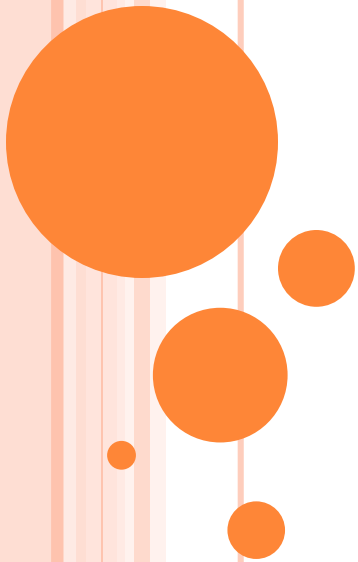


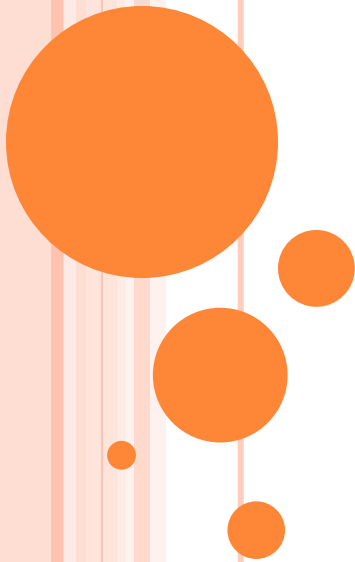
DIVERSITY IN NURSING



CLOAKED IN INVISIBILITY

**Lesbian and bisexual women's
experiences of healthcare in
New Zealand**

Siân Munson RN MN



GLOSSARY

○ LGBTQI+

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer/Questioning
- Intersex
- + Agender, Asexual,
- All others



RESEARCH FINDINGS - THEMES

- Heteronormativity
- The conundrum of safer sex
- Implied and overt homophobia
- Engagement with health promotion
- Resilience



HETERONORMATIVITY

- Assumption that ALL people are heterosexual
- Reinforced systematically

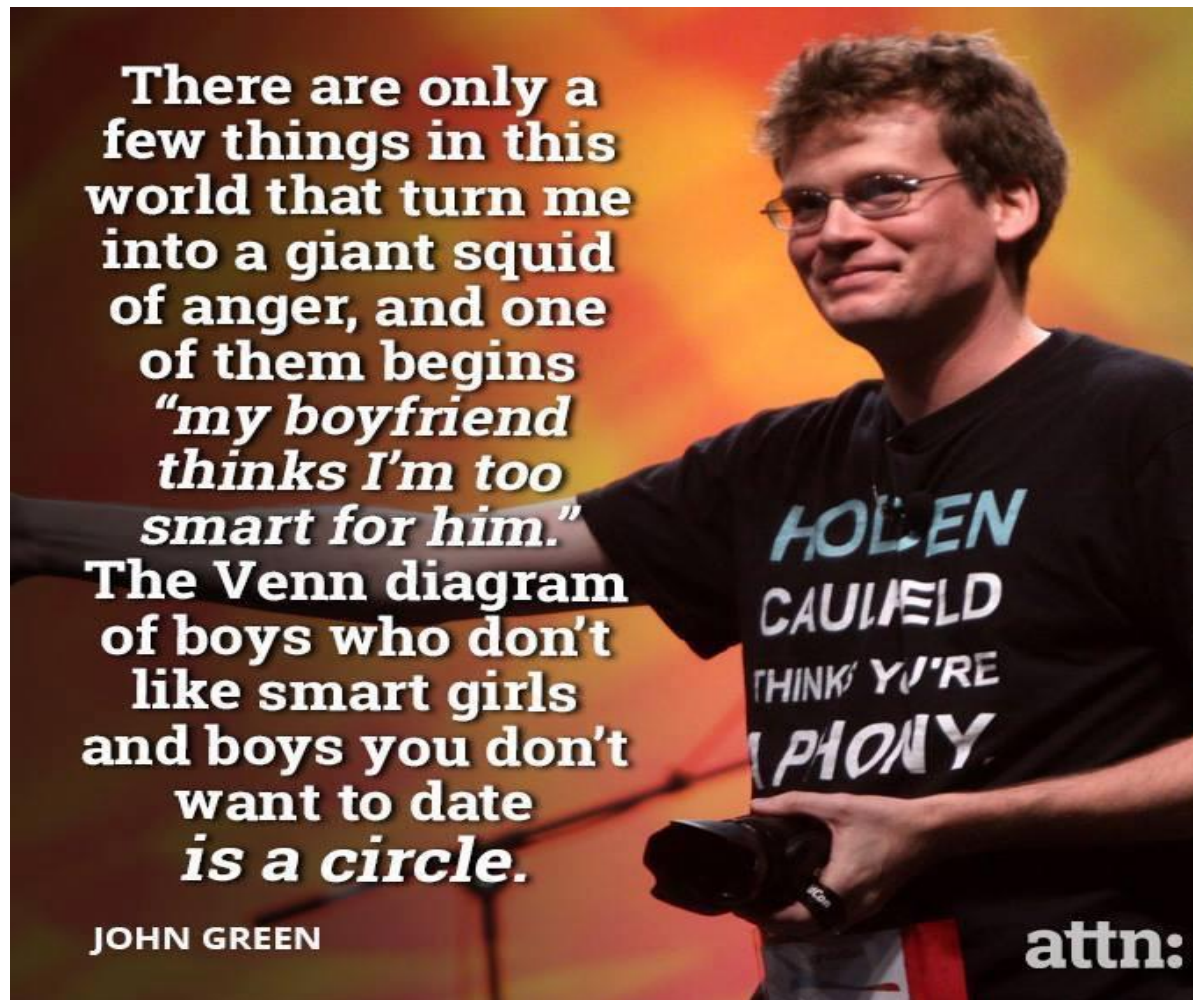


HETERONORMATIVITY

Bottom line: A man must take care of **his woman** and a woman must take care of **her man**. No one is before the other. **It's about teamwork.**



HETERONORMATIVITY



HETEROSEXISM

men think it's a woman's dream to
find the perfect man.
every woman's
dream is to eat anything
without
getting fat.



your  cards
someecards.com



HETEROSEXISM

What is Heterosexism?

Heterosexism refers to the social and cultural “norms” that support the idea that heterosexuality is inherently 'right' and anything else isn't. This is also known as 'hetero-normativity', the assumption that heterosexuality is the norm and that everyone is heterosexual.



HETEROSEXISM

- “He discussed all the things related to heterosexual sex, all the things, not even considering that it may not be a factor” (M, 23).



HETEROSEXISM

- Removes teaching opportunities
- Women's health focus not Lesbian health
- Lesbian and bisexual women's health invisible



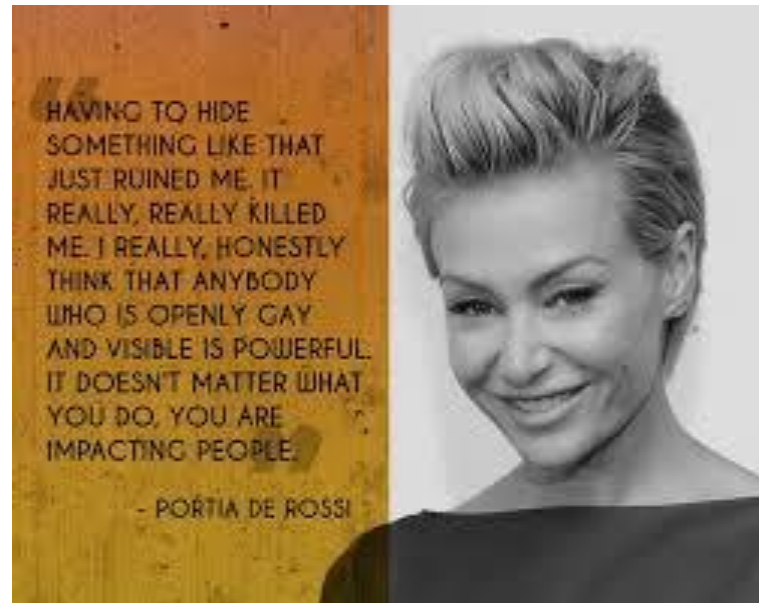
HETEROSEXISM

- “ I often feel really underrepresented and not important health wise as a lesbian, important health wise in everything else, but not as a lesbian” (J, 38).



HETEROSEXISM

- Decision on whether to come out or not at every visit
- Positive encounters



HETEROSEXISM

- “I don’t come out by choice, but do if I’m asked. I wouldn’t openly disclose it, it’s too awkward. Like ‘Oh by the way, I’m gay’, you don’t say ‘Hi, I’m [name], I’m straight’ do you? ” (K, 26).



NO DIFFERENCE

- Sexual orientation does not change the need for health services
- Diversity

**“open dialogue with a patient...
means more relevant
and effective care.”**



RELUCTANCE TO RETURN

- Discrimination STILL exists



RELUCTANCE TO RETURN

- “My first Plunket nurse after my son, I fired her because she wouldn’t accept my partner was my next of kin. She wouldn’t put my partner’s name down as partner, she kept saying ‘flatmate’ and you know what? I told her to leave my house and not come back” (J, 38).



HOMOPHOBIA



HOMOPHOBIA

- Overt homophobia
- Discrimination
- Forced disclosure
- Changes in society



HOMOPHOBIA

- “Another big negative one was the midwife at the hospital...quite a Christian lady who had some very definitive views on our relationship and on having a child. And she was very unpleasant and she wouldn't let [Partner] into the recovery room to start with, and when [Partner] did come in she took the baby out of my arms and wouldn't give him to her. [Partner] had to wait there almost in tears and she had to wait for about 15 minutes before we could convince her to just hand him over to her. She said ‘she's not even family’, that was what this woman said, she was very, very horrible” (J, 38).



RESILIENCE

- Managing limited choices
- Finding information
- Keeping oneself safe



RESILIENCE

- The ability to thrive despite experiencing upsetting or difficult circumstances
- Protecting themselves from homophobia
- Developing relationships with health professionals to meet specific needs



MANAGING LIMITED CHOICES

- Lack of appropriate choices
- Difficulty finding a GP
- Public hospital



FINDING INFORMATION

- Internet information
- Reluctance to seek health care information from health professionals
- Risk
- Friends and Family



KEEPING ONESELF SAFE

- Coming out
- Enduring perpetual outing
- Need to feel safe
- Repetition




KEEPING ONESELF SAFE

- “I think if it’s relevant it definitely matters, I mean it’s not something I would discuss and I’m out. I’ve been out for years, and I’m confident to be out, but it’s still not something I would discuss with my doctor unless I had a really good relationship because again that’s quite a difference in power imbalance and you have to wonder about how that was going to affect the care that you were going to receive from that person” (J, 38).



KEEPING ONESELF SAFE

- Not wanting to make the other person uncomfortable
- Heterosexual people do not have to come out



Straight people have it
so much easier. They
don't understand. They
can't. There's no such
thing as openly straight.

Bill Koeigberg

PICTUREQUOTES.COM



PICTUREQUOTES



I want to say "gay!"



WHERE TO FROM HERE

- Legal Rights
- Culturally safe care
 - Competence
- Education on diversity in undergraduate and post graduate nursing education



WHERE TO FROM HERE

- “All human beings are born free and equal in dignity and rights” – Universal Declaration of Human Rights
- “People of all sexual orientations and gender identities are entitled to the full enjoyment of human rights” – The Yogyakarta Principles



WHAT ABOUT NZ?

Non-discrimination and minority rights

- “You have the right to freedom from discrimination on the grounds of sex, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, political opinion, age, disability, sexual orientation, employment status and family status” - NZ Bill of Rights, 1990



HUMAN RIGHTS ACT 1993

- Sex
- Disability
- Political Opinion
- Ethnic or national origins
- Employment Status
- Sexual Orientation
- Marital Status
- Religious Belief
- Ethical Belief
- Race
- Age
- Colour
- Family Status

LGBTQI groups are urging that Gender Identity is added to this list

**EQUALITY
IS A
HUMAN
RIGHT**

INTERNATIONAL DAY AGAINST
HOMOPHOBIA, TRANSPHOBIA & BIPHOBIA

AMNESTY
INTERNATIONAL



CULTURAL SAFETY IN NZ

- “The effective nursing practice of a person or family from another culture, and is determined by that person or family. Culture includes, but is not restricted to, age or generation; gender; sexual orientation; occupation and socioeconomic status; ethnic origin or migrant experience; religious or spiritual belief; and disability”
 - Guidelines for Cultural Safety, the Treaty of Waitangi and Maori Health in Nursing Education and Practice 2011



EXERCISE – HAVE YOU HEARD?

- I have heard someone say ‘homosexuality is an abomination’
- I have heard the quote “The Bible says marriage is between a man and a woman”
- When we talk about giving Gay people the right to marry some people argue that “next people will be able to marry their dog” or “polygamy will be next to be legalised”



EXERCISE – HAVE YOU HEARD?

- In my lifetime there have been protests against civil unions or marriage equality
- I can think of three derogative names for a LGBTQI+ person
- Transgender people hate their bodies and wish to surgically change them
- I have seen a news article related to the murder or assault of a person because they were heterosexual



EXERCISE – HAVE YOU HEARD?

- I have heard people say LGBTQI+ people choose their sexuality
- It is unnatural to be LGBTQI+
- LGBTQI+ people are a threat to family values
- I don't care if people are gay as long as they don't rub my nose in it



LGBTQI+ EXPERIENCES

- I have had to “come out” to my parents and family members (tell them I’m a lesbian)
- I have been asked to speak for everyone who shares my sexual orientation
- Some people associate my sexuality with having been abused, being confused or warped



LGBTQI+ EXPERIENCES

- People have asked when I first realised I was LGBTQI+
- My sexual orientation has been classed as a psychiatric disorder in the past
- I haven't always been able to be open about my sexual orientation without fear of a negative reaction



LGBTQI+ EXPERIENCES

- I can't kiss my partner on the mouth in public without anyone staring (or being afraid)
- I don't regularly see people of my sexual orientation portrayed positively in TV shows or movies
- I have to be careful about which countries I choose to visit



LGBTQI+ EXPERIENCES

- People use my sexuality when describing me
- People aren't clear what my sexuality means
- I have to be aware of my sexuality around certain groups of people eg: religious groups
- In new situations I have to decide when to let people know about my sexuality



LGBTQI+ EXPERIENCES

- I've had to leave my church
- I've been told I "haven't met the right man yet"
- I've been told it "might just be a phase"
- I've been told I don't "look like a lesbian"
- I have been asked how lesbians have sex



DO AND DON'T

- Don't make assumptions about someone's gender identity or sexuality
 - Any patient may be an LGBTI+ patient
- Do use gender neutral and inclusive language
 - Use the term “partner” or “significant other” instead of “husband/wife” or “boyfriend/girlfriend”



BECOMING CULTURALLY SAFER

- Think about your own socialisation
- Explore your own fears and judgements
- Think about your own race, cultural identity and religion



INCLUSIVE WORKPLACES



- Don't assume – ask
- Stand up against bullying or harassment
- Educate and get educated
- Consider signs or symbols celebrating diversity
- Religious and personal belief are not an excuse to discriminate



IF SOMEONE COMES OUT TO YOU...

DON'T:



1. Say "I always knew," or downplay the significance of their sharing with you.
2. Go tell everyone, bragging about your "new trans friend."
3. Forget that they are still the person you knew, befriended, or loved before.
4. Ask probing questions, or cross personal barriers you wouldn't have crossed earlier.
5. Assume you know why they came out to you.

DO:



1. Know this is a sign of huge trust! (Yay!)
2. Check-in on how confidential this is (Do other people know? Is this a secret?)
3. Remember that their gender/sexuality is just one dimension (of many) of who they are.
4. Show interest and curiosity about this part of them that they are sharing with you.
5. Ask them how you can best support them.



HOW CAN YOU TELL IF SOMEONE IS GAY?



IS IT THESE TWO?



WHO?



WHAT DOES A LESBIAN/BISEXUAL WOMAN LOOK LIKE?



