

***Intersectionality in LGBT Communities:
Gateways to New Understandings***



Conference Welcome Remarks

Thursday, September 15, 2016, 8:00 – 8:30am

Jesse Joad, MD, MS, GLMA President

Kristen Eckstrand, MD, PhD, GLMA Vice President for Education

Tonia Poteat, PhD, PA-C, MPH, Co-Chair GLMA Education Committee, GLMA Board Member

Hector Vargas, JD, GLMA Executive Director

Special Remarks: Andrew Gurman, MD, AMA President

Welcome to St. Louis: TBD



PLENARY I

Intersectionality Matters for LGBTQ Health Research and Practice

Thursday, September 15, 2016, 8:30 – 9:30am

After providing an overview of intersectionality in historical context, Dr. Agénor will discuss how this interdisciplinary analytic tool can be applied to LGBTQ health research and practice to promote the well-being of all LGBTQ individuals, especially those whose lived experiences are shaped by discrimination based on sexual orientation and/or gender identity as well as social inequalities related to race/ethnicity, socioeconomic position, and/or immigrant status, among others. Specifically, Dr. Agénor will discuss how quantitative and qualitative research studies, public health programs, and clinical interventions have incorporated the tenets of intersectionality to address the health and health care experiences of LGBTQ individuals from multiple marginalized social groups. Lastly, Dr. Agénor will outline ways that future LGBTQ health research and practice can utilize intersectionality to advance the health of sexual and gender minorities whose needs have historically been ignored, including but not limited to LGBTQ people of color, poor and low-income LGBTQ individuals, and LGBTQ immigrants.

By the end of this session, you will be able to:

- Understand the history and tenets of intersectionality as an interdisciplinary analytic tool
- Delineate how intersectionality can be applied to LGBTQ health research and practice
- Identify future opportunities to incorporate intersectionality into LGBTQ health research and practice

Speaker: Madina Agénor, ScD, MPH



Dr. Madina Agénor is an Assistant Professor in the Department of Social and Behavioral Sciences at the Harvard T.H. Chan School of Public Health. In her scholarship, Dr. Agénor uses both quantitative and qualitative research methods to investigate and address health inequities, especially social inequalities in sexual and reproductive health by sexual orientation, race/ethnicity, and gender. Her current research uses national probability sample surveys and in-depth interviews to examine how sexual orientation and race/ethnicity singly and jointly influence the initiation and completion of human papillomavirus vaccination among young adult U.S. women and men. In her past research, Dr. Agénor has examined how sexual orientation and race/ethnicity simultaneously shape Pap test use among U.S. women, including black sexual minority women, and investigated the cervical cancer screening experiences of transmasculine individuals. Dr. Agénor holds a Doctor of Science in Social and Behavioral Sciences from the Harvard Chan School and a Master of Public Health in Sociomedical Sciences from the Columbia University Mailman School of Public Health. She also completed postdoctoral training as a Research Fellow in the Harvard Educational Program in Cancer Prevention and taught undergraduate courses as a Lecturer in Women, Gender, and Sexuality at Harvard University.



PLENARY II

Stanley Biber Memorial Lecture on Transgender Health: Eliminating Barriers and Creating Partnerships for Health with Trans Women of Color

Thursday, September 15, 2016, 4:15 – 5:30pm

Transgender people face a multitude of barriers accessing and utilizing health care and social support services. These barriers often result in poor health outcomes and present challenges in navigating day-to-day life. The burden of these disparities disproportionately impacts trans women of color. The Center of Excellence for Transgender Health, UCSF (CoE) engages in multiple efforts to address barriers to health care and other social support services for transgender people. The CoE prioritizes community-identified needs and community involvement at every stage of project development and organizational planning. The goal of this presentation is to identify methods for health and social service providers to partner with trans women of color, to create social and systemic changes and to improve health outcomes for trans women of color.

By the end of this session, you will be able to:

- Describe five barriers that trans women of color face in accessing health and social services
- Identify five strategies to address those barriers
- Discuss ways to engage in partnerships for health with trans women of color

Speaker: Danielle Castro, MA, MFT



Ms. Castro is a heartfelt and passionate transgender community advocate who seeks to create positive change through her work. Her work co-founding multiple trans-serving organizations and coalitions including Trans Advocates for Justice and Accountability (TAJA's) Coalition inspires others to promote a society devoid of transphobia. She is currently Project Director of Sheroes Community Based Research for the Center of Excellence for Transgender Health at the University of California, San Francisco, and an international capacity building assistance provider for various organizations delivering HIV prevention and care as well as behavioral health services. Her academic writing is published in the Praeger Handbook of Community Mental Health Practice, and most recently, Danielle was

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awarded the UCSF Center for AIDS Prevention Studies International Women's Day Award for all of her work to advance health care for trans people throughout the country and abroad.



PLENARY III

Improving Shared Decision Making Among LGBTQ Racial and Ethnic Minority Patients and Clinicians

Friday, September 16, 8:00 – 9:15am

This plenary session aims to help clinicians and health care organizations improve shared decision making with LGBTQ racial and ethnic minority patients. Shared decision making (SDM), where patients and clinicians work collaboratively to identify treatment plans that meet patients' needs and preferences, is currently conceptualized as having three key domains: information-sharing between patient and clinician, deliberation about the pros and cons of treatment options, and decision making about a treatment plan that is endorsed by both the patient and the clinician. SDM and patient/provider communication have been associated with positive health outcomes. However, disparities in communication and SDM are well-documented among racial and ethnic minorities, and growing research suggests similar disparities among sexual and gender minority populations.

The speakers' presentations are based upon systematic literature reviews and preliminary results from qualitative interviews conducted with patients as part of the "Your Voice! Your Health!" project funded by AHRQ. The first presentation will introduce a conceptual model for understanding SDM among African-American LGBT patients and their clinicians. The second and third presentations will utilize patient case examples to illustrate challenges to engaging in SDM with Asian-American Pacific Islander and Latino LGBTQ patients, as well as issues to consider to improve these interactions. The last presentation will discuss how clinics and health care organizations can address 6 environmental drivers that impact SDM among LGBT racial and ethnic minority patients and their clinicians. The session will end with questions and answers and a panel discussion with the audience.

By the end of this session, you will be able to:

- Understand a conceptual framework for engaging in effective shared decision making with African-American LGBT patients
- Become aware of important issues to consider when engaging in shared decision making with Asian-American Pacific Islander and Latino LGBTQ patients
- Recognize how clinics and health care organizations can address 6 environmental drivers that impact shared decision making among LGBT racial and ethnic minority patients and their clinicians

Speakers: Marshall Chin, MD, MPH, FACP; Fanny Lopez, MPP; Monica Peek, MD, MPH, MSc; Lucy Xu



Marshall H. Chin, MD, MPH, FACP, Richard Parrillo Family Professor of Healthcare Ethics in the Department of Medicine at the University of Chicago, is a general internist with extensive experience improving the care of vulnerable patients with chronic disease. He is the Director of the Robert Wood Johnson Foundation (RWJF) Reducing Health Care Disparities Through Payment and Delivery System Reform Program Office and he co-chairs the National Quality Forum Disparities Standing Committee. Dr. Chin is leading an AHRQ-funded research project (U18HS023050) to improve shared decision making between clinicians and LGBTQ racial/ethnic minority patients. Four papers from this project have recently been published in the Journal of General Internal Medicine and another is in press at LGBT Health. Dr. Chin is a graduate of the University of California at San Francisco School of Medicine and Brigham and Women's Hospital.

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Fanny Y. Lopez, MPP is a graduate of Dominican University and the University of Chicago Harris School of Public Policy. She is a research project manager for the AHRQ-funded project (U18HS023050) “Your Voice! Your Health! Improving Shared Decision Making Between Clinicians and LGBT Racial and Ethnic Minority Patients.” This abstract is based upon a paper currently under review: Baig A, Lopez FY, DeMeester RH, Jia JL, Peek ME, Vela MB. “Barriers to Shared-Decision Making among Latino LGBTQ Patients and Healthcare Providers: A Systematic Review.” *LGBT Health*. Under Review.



Dr. Monica Peek is an Associate Professor in the Section of General Internal Medicine at the University of Chicago, where she provides clinical care, teaches and does, health services research in the area of health disparities. Dr. Peek is the Associate Director of the Chicago Center for Diabetes Translation Research, where she heads the Health Disparities and Community-Based Participatory Research Core. She is an inaugural faculty fellow of the Bucksbaum Institute for Clinical Excellence, whose goal is to promote positive patient/physician relationships. Dr. Peek is the Director of Research at the MacLean Center for Clinical Medical Ethics, and the Executive Medical Director of Community Health Innovation for the University of Chicago Medicine. As a 2015 Greenwall Faculty Scholar, Dr. Peek is exploring shared decision-making between African-Americans and their healthcare providers. Dr. Peek received her MD and MPH from The Johns Hopkins University and her MSc from the University of Chicago.



Lucy Xu is a graduate of Amherst College and a current medical student at the University of Chicago Pritzker School of Medicine. She is a member of the research team for the AHRQ-funded project “Your Voice! Your Health! Improving Shared Decision Making Between Clinicians and LGBT Racial and Ethnic Minority Patients.” This abstract is based upon the recently accepted paper: Tan J, Xu LJ, Lopez FY, Jia JL, Pho M, Kim KE, Chin MH. “Shared decision making among clinicians and Asian American and Pacific Island sexual and gender minorities: an intersectional approach to address a critical care gap.” *LGBT Health*. In press.



PLENARY IV

Engaging Local Funders on LGBT Health Issues: Idea to Impact

Friday, September 16, 10:45am – 12:00pm

This session is intended to both highlight the range of activities currently underway in Missouri to address LGBT health disparities, as well as to assist participants in gaining insight and knowledge regarding relationship building between organizations and individuals engaged in this work, especially with local health funders. The activities of the organizations highlighted will also highlight the intersectionality of their work across race/ethnicity, geography, HIV status, age, and socioeconomic status.

The session will consist of brief introductory presentations on the work of each organization as it relates to the health of LGBT Missourians. This will set the stage for the main focus of the session which will consist of a conversation between the panelists, facilitated by the moderator, that focuses on the relationship-building that led to discussions of LGBT health and ultimately to funding support for the work of the organizations. The session will also emphasize the interconnectedness of this work and the importance of collaboration between health organizations and LGBT civil rights organizations in working to build LGBT health equity.

By the end of this session, you will be able to:

- Discuss the range of activities currently underway in Missouri to address LGBT health equity
- Describe the way relationships were established and collaborative work occurred between health organizations, LGBT civil rights groups, and a local funder

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- Demonstrate how they can take advantage of opportunities with local funders and engage in relationship-building and collaboration to improve LGBT health equity in their state or region

Speakers: M. Ryan Barker, MSW, MPPA; Ken Haller, MD, FAAP; Steph Perkins; Katie Plax, MD; Ioana Staiculescu; Sherrill Wayland, MSW



Ryan Barker is the Vice President of Health Policy at Missouri Foundation for Health (MFH). He joined the Foundation in 2002 and assisted in the establishment and growth of the Health Policy area. His work has included research and education on the impact of the Affordable Care Act, Missouri's Medicaid program, and on increasing health equity, including strategies to create structural change through local and state policy change. Prior to MFH, Ryan worked at Health Foundation of Greater Cincinnati focusing on program evaluation and grant making in the area of severe mental illness. Before entering philanthropy, Ryan was a social worker with runaway and homeless youth at agencies in Cincinnati, Ohio and Portland, Oregon. Ryan obtained a Bachelor's Degree in Science from Xavier University, a Master's Degree in Social Work from the University of Cincinnati, and a Master's Degree in Public Policy Administration from the University of Missouri - St. Louis.



Kenneth Haller, MD, FAAP, is a Professor of Pediatrics at the Saint Louis University School of Medicine and the SSM Cardinal Glennon Children's Medical Center. He is the President of the Missouri Chapter of the American Academy of Pediatrics and serves on the board of the Missouri Foundation for Health, an independent philanthropic foundation dedicated to improving healthcare for underserved persons across the state of Missouri. He is a former Board President of PROMO, Missouri's statewide LGBT civil rights organization (2009-2014) and a former Board President of GLMA (2002-2004). In 2015, he was named best cabaret performer by the St. Louis Post-Dispatch. His special interests include toxic stress in children, cultural competency, health literacy, the relationship of medicine to the arts, using mass and social media for public education about health issues, the effects of media on children, and the special health needs of LGBT youth.



Steph Perkins is the Executive Director of PROMO, Missouri's statewide lesbian, gay, bisexual, and transgender (LGBT) advocacy organization. After more than 7 years as an organizer and Deputy Director with PROMO in Springfield, Steph accepted the position of Executive Director of PROMO in February 2016. Originally from Overland Park, KS, Steph comes from a large, Jewish family who are also active in their communities. He graduated with a Bachelor's in Sociology and Religious Studies from Missouri State University, where he was active in student organizations and with the administration on campus. Steph now lives in St. Louis with his wife, Amanda.



Dr. Katie Plax focuses on improving health for youth through patient care, teaching, research and advocacy. She has engaged in this work as the co-founder of the SPOT, (Supporting Opportunities with Teens), a one-stop, drop-in center for youth ages 13-24 in St. Louis that provides health and social services free of charge with a special focus on LGBT populations and homeless youth. In eight years of operation, the SPOT has served over 13,000 youth throughout the St. Louis region. She also has provided a medical home for youth with HIV infection for the last 15 years as the medical director of Project ARK, a Ryan White Part D program. Dr. Plax is the Director of the Division of Adolescent in the Department of Pediatrics at Washington University School of Medicine in St. Louis and the Medical Director of The SPOT.



Ioana Staiculescu is currently the research specialist at the Center for Health Policy at the University of Missouri. She is involved in educational activities related to creating inclusive health care environments and health literacy. Staiculescu has more than five years of experience working on health disparities projects and health literacy education activities, with focus on mental health disparities, immigrant, refugee and LGBT health, as well improving the data collection processes and policies around race, ethnicity, language, sexual orientation and gender identity in hospitals and community

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health centers. Staiculescu is also a certified FaciliTrainer by NCCJ St. Louis to assess, design, and deliver effective, quality diversity and inclusion programs. Ioana graduated from the University of Medicine and Pharmacy.



Sherrill Wayland is the Manager of National Projects at Services and Advocacy for GLBT Elders (SAGE), where she manages the day-to-day operations of the National Resource Center on LGBT Aging (NRC) as well as working with SAGE's National LGBT Elder Housing Initiative and other key national projects. Sherrill has been involved with SAGE for the past seven years as the founding Executive Director of SAGE in St. Louis. During her tenure with the SAGE affiliate, Sherrill developed the first regional LGBT Welcoming Referral Network of Aging Providers, the first Missouri LGBT Health Access Training Network, and has been an NRC trainer since 2011. Sherrill is a nationally recognized public speaker and trainer on LGBT Welcoming Aging Services, LGBT Health Access, and LGBT Older Adult Cultural Competency. Sherrill has over 20 years of professional experience in the fields of education, disability and LGBT older adult advocacy.



PLENARY V

Kimberly Clermont Memorial Lecture on Lesbian Health: Social Context of Lesbian Health and Well-Being

Friday, September 16, 4:15 – 5:30pm

As the 1999 IOM report on lesbian health noted, “Identifying the physical and mental health problems for which lesbians are at higher risk is not a straightforward task. Although lesbians share many of the same health risks with women in general, a number of factors act to influence their health risks in unique ways”. This discussion will focus on the social context of health among sexual minority women, aiming to build an understanding of what is known and unknown about how socioeconomic and social resources shape health and well-being among lesbians, bisexuals, and other sexual minority women. We will use an intersectional lens to explore social determinants of health outcomes among sexual minority women and identify possible steps forward.

By the end of this session, you will be able to:

- Explain why social context matters for understanding health and well-being among sexual minority women
- Explain how socioeconomic and social resources are similar and different among sexual minority women and as compared to others
- Describe at least one way that practitioners can address social determinants of health and well-being among sexual minority women

Speaker: Danielle German, PhD



Dr. Danielle German is an Assistant Professor in the Department of Health, Behavior and Society at the Johns Hopkins Bloomberg School of Public Health and Co-Director of the Masters of Health Science degree program in Social Factors in Health. Her research draws from interdisciplinary perspectives and uses qualitative and quantitative methods to understand and address the social and structural context of health behavior and disease transmission. Through research, practice, and teaching, her work aims to elucidate health and social needs and assets among marginalized communities, including those living in poverty, sexual and gender minorities, persons of color, and those at greatest risk for HIV transmission. She leads HIV Behavioral Surveillance in Baltimore; is co-investigator on the PCORI-funded EQUALITY study examining patient-centered strategies for collecting sexual orientation

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and gender identity information in emergency departments; and Principal Investigator of a new NIH-funded study exploring social resources, social networks, and HIV transmission.



PLENARY VI

HIV and Black Mistrust of the Healthcare System and Medical Research

Saturday, September 17, 8:30 – 9:45am

The Black community experiences a disproportionate number of health care disparities, including HIV/AIDS. Blacks account for only 13% of the United States population, but almost 50% of new HIV infections. Also, Black people are often not included, or included in very small numbers, in most medical research related to HIV/AIDS. These issues are often times caused Black people's unwillingness to engage with healthcare providers and medical researchers since they feel that they cannot trust them, leading to poor health outcomes and lack of research inclusion.

Medical mistrust among Black people has also been identified as a barrier to engaging in routine health care, especially for those who are HIV-positive. Research shows that communication, trust, and a supportive patient/provider relationship are important factors in health care utilization, HIV medication adherence and involvement in research among Black people. For research, the Tuskegee Study and other historical research atrocities done to Black people have caused mistrust and impact health disparities in the Black community. Suggestions will be provided about how to bridge the gap between Black people and their health care providers to facilitate better relationships and improved health outcomes. In addition, information will be presented about advancements in ethics and protection for research participants. Practical strategies for ensuring the protection of human subjects engaged in research in clinical, research and/or academic settings while minimizing the effects of mistrust of the healthcare system will be discussed.

By the end of this session, you will be able to:

- Discuss the historical issues in the healthcare system and medical research that have caused mistrust and adversely impacted the Black community
- Discuss socio-contextual, economic, and political issues, related to mistrust and negative health outcomes among the Black community associated with HIV education, testing, medical adherence, and involvement in research
- Identify strategies to move past mistrust and promote best practices in the Black community, integrating issues relevant to HIV education, testing and medical adherence

Speaker: Austin Nation, PhD, RN



Austin Nation, RN, PHN, MSN, PhD(c) is completing his final year in the doctoral program at UCSF. He has been a nurse for over 30 years and is an adjunct professor at both San Francisco State University and Samuel Merritt University. His research interest is with understanding substance use and HIV among young black men who have sex with men (MSM), funded by the Substance Abuse Mental Health Services Administration (SAMHSA) in partnership with the American Nurses

Association (ANA). Austin is also a fellow in the Black AIDS Institute's African American HIV University – Science and Treatment College. Austin graduated with a Master's of Science in Nursing with an emphasis in leadership and education from California State University (CSU), Fullerton. He was the recipient of the CSU Chancellor/William Randolph Hearst Award and the Graduate Assistant in Areas of National Need (GAANN).

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Disclosure of Relevant Financial Relationships with Commercial Interest of Plenary Speakers:

Monica Peek, MD, MPH, MSc

Research Grant/Investigator: Merck



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