LGBTQ+ Health

An Educational Model for Supporting NPs in LGBTQ+ Healthcare

Wednesday, December 16, 2020 at 3:00 pm ET



National Nurse-Led Care Consortium



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National Nurse-Led Care Consortium

The National Nurse-Led Care Consortium (NNCC) is a nonprofit member-supported organization working to strengthen community health through quality, compassionate, and collaborative nurse-led care.

NNCC provides expertise to support comprehensive, community-based primary care.

- Direct, nurse-led healthcare services
- Policy research and advocacy
- Training and technical assistance support





Housekeeping Items

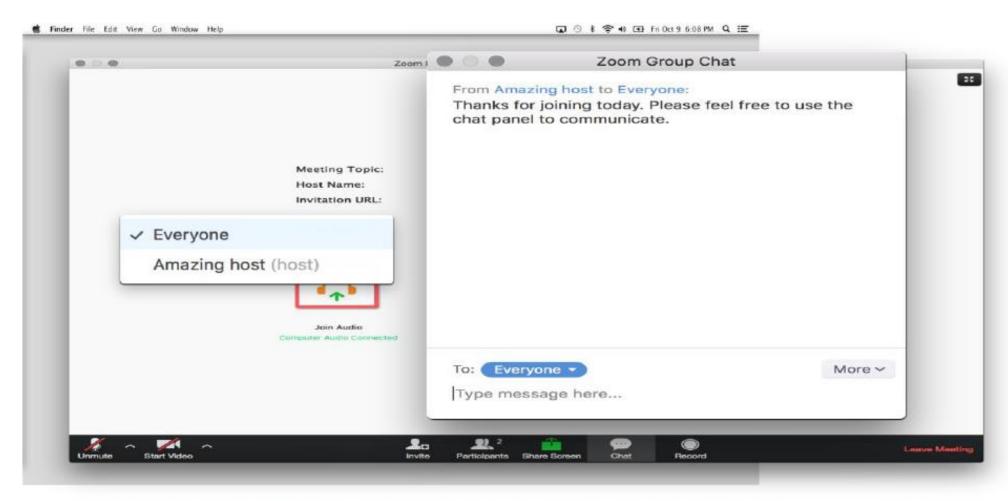


Housekeeping – Zoom Meeting viewer interaction





Housekeeping Items



Housekeeping – Zoom Meeting viewer interaction





Steps to Receive Free CE Credit

NNCC will review attendance list after webinar is complete.

Participants who attend entire live presentation qualify for CE credit

- REQUIRED: attend at least 55 minutes of presentation
- **REQUIRED:** access & connect to presentation slide-deck
- Phone-in-only participants DO NOT qualify

Completion of a quiz will be required to receive CE credit.

Questions can be directed to: jbird@phmc.org





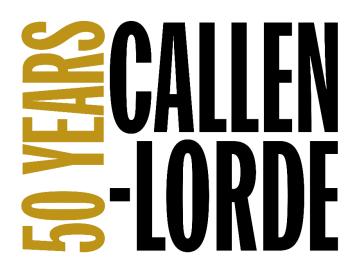
An Educational Model for Supporting NPs in LGBTQ+ Healthcare

Catherine Trossello, DNP, FNP-BC, AAHIVS

Callen Lorde Community Health Center, NYC

Objectives

- 1. Identify importance of post-graduate training for NPs entering the workforce.
- 2. Understand how postgraduate NP programs build provider self-efficacy in specialty patient populations.
- Highlight the impact of underprepared providers entering the LGBTQ+ health care workforce.







Welcome to Callen-Lorde. "We get you."

CALLEN-LORDE



The Women's Health Collective - "The Oldest Lesbian Clinic in the Nation" - forms at St. Marks Clinic to provide health care by women, for women.



1983



The Lesbian Health Program is formally established at CHP to provide support and healthcare, including a peer sexual health screening program, for lesbian and bisexual women.

1995

™ Lesbian Health Program



Because you are worth it

1990



Callen-Lorde's Dental Clinic sees its first patients.

2003

On March 2, Community

Health Project moves to

becomes Callen-Lorde

356 West 18th Street and

Community Health Center,

and AIDS activist Michael

Callen, and self-described

"black, lesbian, mother,

human rights activist,

Audre Lorde.

warrior, poet," health and

in honor of safe sex pioneer



In response to the closing of St. Vincent's Hospital. Callen-Lorde expands by hiring 50 additional staff members and increases hours of operation to include four weeknights and a full day on Saturdays. It completes renovations, opens 10 new exam rooms and a pharmacy.

Callen-Lorde opens its third location in the Bronx, co-located with longtime service provider BOOM!Health.



St. Marks Clinic is founded by a group of counter-cultural volunteer clinicians to provide free, safe and supportive primary, sexual, and mental health care - regardless of ability to pay. The clinic attracts young people, many of with men. whom are drawn in by the clinic's reputation for treating patients without judgment for sexually

The Gay Men's Health Project - the first clinic for gay men on the East Coast - is formed by Perry Brass, Lenny Ebreo and Marc Rabinowitz to provide sex-positive healthcare to men who have sex



St. Marks Clinic and Gay Men's Health Project join forces to better serve the needs of LGBTO communities in the wake of the AIDS crisis, renaming the organization Community Health Project, CHP squats in a 3,500 square foot space in an unoccupied building at 208 West 13th Street. which later that year became the organization now known as The Lesbian, Gay, Bisexual & Transgender

The Transgender Health and Education Program (THE) is formed to provide resources and standards of hormone care for transgender and gender non-binary people - one of the first trans-specific health care programs in the country.



demands of those who are seeking care, Callen-Lorde opens its second location, the Thea Spyer Center - a medical and mental health practice dedicated to the late psychotherapist and spouse of marriage activist, Edie Windsor.

To meet the growing

Lease is signed for our forth location at 40 Flatbush Avenue Extension in Downtown Brooklyn. When complete, Callen-Lorde Brooklyn will nearly double our capacity, allowing us to care for an additional 14,000 patients each year.

Callen-Lorde celebrate its' 50th anniversary

The New Hork Times

transmitted infections and substance use.













Why develop a fellowship/residency?

- The growing NP workforce has the potential to enlarge the capacity of the health care delivery system.
- Health care providers, employers, educators, and policy makers raise questions about the best preparation for NPs to meet rising patient health care needs and the evolving complex health care delivery systems of the future

National Academy of Medicine, 2010

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Growth of NP's

- NP's are projected to increase by 93% between 2013 and 2025
- There are currently more than 270,000 licensed NPs in the United States
- 87% of new NP graduates are educated in primary care, with 67%% certified as a family nurse practitioner (FNP)
- 83% of full-time NPs accept Medicare patients and 80% accept Medicaid patients



AANP National Nurse Practitioner Database, 2019



Institute of Medicine Recommendation

- In 2010, the Institute of Medicine (IOM) published the "Future of Nursing Report: Leading Change/Advancing Health"
 - Outlines a need to develop practice transition programs
 - Support transition to practice programs after completing an advanced practice degree program or when transitioning into new practice areas
- In 2015, the IOM *again* recommends transition to practice programs for APRNs



Controversy

• The NP Roundtable (2014) published a white paper stating, "forty years of patient outcomes and clinical research demonstrates that nurse practitioners consistently provide high quality, competent care. ...additional, postgraduate preparation is not required or necessary for entry into practice"

• However, research is now suggesting difficulty in transition to practice for new graduate providers who do not receive proper support during their first year.



What NP's think

In 2017, a survey of already-practicing NPs found that:

- Many believed a NP residency/fellowship would have helped them feel more prepared in their new roles
- 66% of respondents stated there was a knowledge gap between NP programs and NP jobs
- 60% reported a clinical skills gap

Meissen, H.(2019)

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What NP's think (con't.)

They also reported a perceived:

- lack of mentoring
- need for further critical decision-making and coaching
- need for further practice in prescribing, billing, coding, and interprofessional communication

Meissen, H.(2019)

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Then & Now

- 2007: Community Health Centers, Inc (CHCI) in Connecticut
 - First NP residency to prepare new graduates for the management of patients with complex health issues in federally qualified health centers
- 2020: more than 80 organizations have postgraduate residency and fellowship programs for NP's in settings that include:
 - Academic health systems (teaching hospitals)
 - Community- based practices
 - Federally qualified health centers
 - Veteran Affairs Medical Centers

Meissen, H.(2019)

What's it like out there?

- Survey of all 88 programs in 32 states (as of 2/19)
- 49 programs responded; 41 surveys were returned complete
- 41% = NP Residency
- 51% = NP Fellowship
- 5%= "postgraduate training"
- 85% of programs are 12-18 months; most commonly 12 mo
- Relatively small program cohort largest being 20
- 73% of programs not accredited
- FNP and AGPCNP most common (FNP)
- 46% of programs are primary care focused

Kesten, et al. (2019)

NP Postgraduate Programs in the US

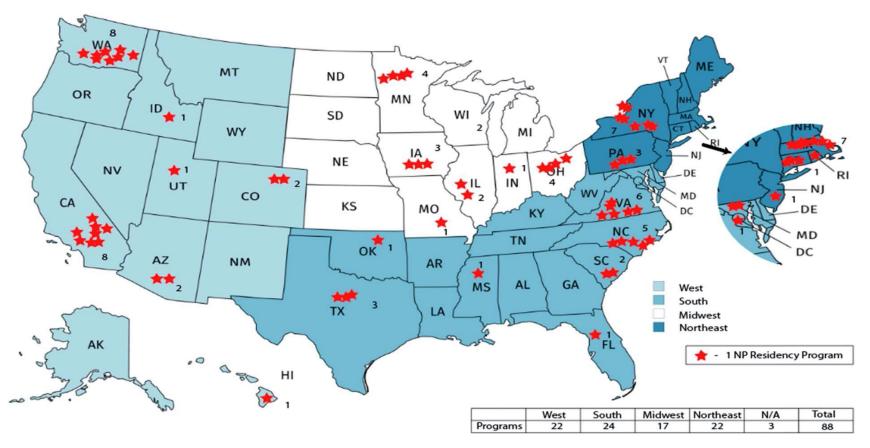


Figure 1. Locations of all 88 nurse practitioner residency/fellowship programs in the United States to which the survey was sent.

Kesten, et al. (2019)

Areas of focus for NP Postgraduate Programs

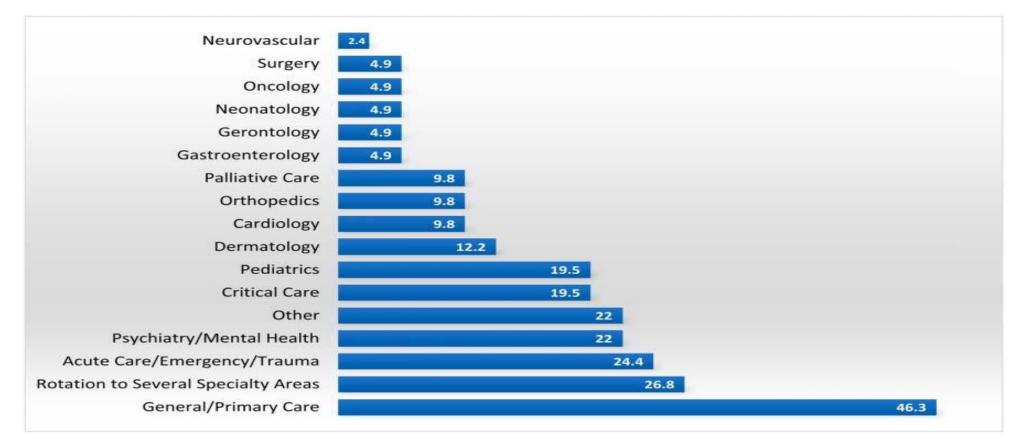


Figure 2.
Population/specialty areas offered in nurse practitioner residency/fellowship programs.

Kesten, et al. (2019)



Program vs on-the-job training

- More research is needed to compare outcomes of residenttrained versus traditional on-the-job-trained NPs.
- Future research should evaluate outcomes regarding patient care and cost savings benefit of residency-trained providers.
- However, early data suggest residency and fellowship training has a positive outcome on role transition and job satisfaction.

Meissen, H.(2019)

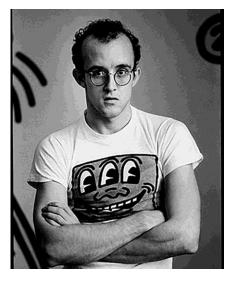


Benefits of Residency/Fellowship Program

- Recruitment of NP's (95%)
- Retention of NP's (90%)
- Increased NP Satisfaction (82%)
- Enhanced clinic judgement of the NP (87.5%)
- Increased competency and skill proficiency of NP (97.5%)
- Increased confidence of NP (97.5)
- Improved communication and collaboration in team (95%)

Kesten, et al. (2020)

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The Keith Haring Fellowship in LGBTQ+ Health

- Keith Haring American pop artist whose graffiti-like work grew out of the New York City street culture of the 1980s.
 - Advocate for safe sex and AIDS awareness.
 - Haring died on February 16, 1990, of AIDS-related complications
- Keith Haring Foundation To sustain, expand, and protect the legacy of Keith Haring, his art, and his ideals.
 - Supports not-for-profit organizations that assist children, as well as organizations involved in education, prevention, and care related to AIDS.

Why develop a Fellowship in LGBTQ+ Health

With more than 4% of American adults identifying as lesbian, gay, bisexual, or transgender, it is likely that NPs will care for an LGBT adult at some point in their practice.

Several nationally recognized organizations call for the need to better prepare LGBT-competent health care providers.

Improving the health, safety, and well-being of LGBT individuals is a current Healthy People 2020 goal.



Brown, et al. (2020)



Why develop a Fellowship in LGBTQ+ Health (con't)

- >50% of all LGBTQ+ people face discrimination while seeking medical care
- 20% of transgender people are refused care outright
- 42% of trans women report being verbally or physically assaulted in a health-care setting

The Report of the 2015 US Transgender Survey

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LGBTQ health training in medical programs



Sekoni et al., 2017

Discomfort with LGBTQ+ Populations



- The inability to recognize LGBT adults as requiring special health needs
- A misunderstanding of LGBT terminology, including sexual orientation and gender identity
- Lack of knowledge regarding LGBT screening and prevention needs, such as human immunodeficiency virus (HIV) prevention methods (PrEP/PEP) and vaccination needs for people living with HIV

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What our applicants tell us

- The majority of applicants were licensed in NY (51%) with 17 other states and DC represented.
- Preliminary results reveal forty-three (43%) percent of applicants cited no or limited LGBTQ training in their NP programs
- The top three desired clinical areas of training reported were:
 - gender affirming care (57%)
 - HIV management (53%)
 - sexual health (43%)



What our applicants tell us (con't)

The applicants cited values such as:

- alleviating LGBTQ health disparities (66%)
- wanting to increase patient-centered care (46%)
- provide high quality care (40%)
- belief in making health care more accessible (34%)



What our applicants tell us (con't)

- Graduates from nurse practitioner programs seek further training and guidance on how to manage the care of LGBTQ+ communities and increase their ability to offer quality, patient focused care.
- There is dissatisfaction with the amount of LGBTQ+ related training in programs currently and many feel a strong desire to serve these communities comprehensively, safely and sensitively.



Successfully starting a training program

- Identify key stakeholders and funding sources to support implementation and sustainability of the programs
- Develop standard characteristics of successful NP residency/fellowship graduates
- Communicate with preceptors
- Consistent mentoring
- Develop evidence-based competence assessment tools
- Build evaluation components to quantify program results

Kesten, et al. (2019)

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Standardization

- National Nurse Practitioner Residency and Fellowship Training Consortium (NNPRFTC) (37%)
- The National Organization of Nurse Practitioner Faculties (NONPF) (32%)
- The Veterans Administration Centers of Excellence in Primary Care Education (7%)
- The Commission on Collegiate Nursing Education (CCNE)
- The American Nurse Credentialing Center (ANCC)

Why Standardize? Why get accredited?

- To protect health care consumers
- Establish consistent competency driven models reflecting census-based nursing standards
- Allows the development of evidencebased competency evaluations and assessment tools
- Lack of consistency in standard national competencies

Kesten & El-Banna. (2020)

Perceived Barriers

- Cost of implementation
- Time spent on planning program
- Lack of knowledge of purpose or definition of residency/fellowship
- Lack of knowledge of how to implement program
- Lack of trained staff/preceptors
- Lack of interested preceptors
- No incentives for preceptor participation
- Staffing pressures/increased workload
- Resistance to change

Kesten & El-Banna. (2020)







So now what?



¿Preguntas?

Three multiple choice questions

- 1) What governing body recommended the creation of transition to practice programs for APRN's in 2010 and again in 2015?
- AANP
- B. ANCC
- IOM
- NONPF
- 2) Which community health center organization created the first NP postgraduate residency in the United States?
- Community Health Center, Inc. (CHCI)
 Callen-Lorde
- **Veterans Affairs**
- Institute of Family Health
- 3) What is one of the benefits of NP residency or fellowship programs?

- Increased job satisfaction
 Enhanced clinic judgement
 Increased competency and skill proficiency
 Improved communication and collaboration in team
- All of the above

Two T/F Questions

1) NPs surveyed reported the need for more mentoring, coaching in critical-decision making, practice in prescribing, billing, coding and interprofessional communication during their transition to practice?

True/False

2) NPs and NP students report feeling comfortable and prepared to care for LGBT individuals upon completion of their programs.

True/False

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Pennsylvania's Healthcare Mosaic Conference: Advocacy & Equity in Action



- Hosted by Nurse Diversity Council in partnership with Penn State College of Nursing
- March 1-5, 2021
- Entire conference virtual and conducted through Zoom
- Registration is open-early bird deadline January 11
- Sponsorship opportunities available



Any Questions??

Please submit questions via the

question pane in your zoom control panel. Meeting Topic: Care Coordination: Understanding the Team Based Care & Rev Host: National Nurse Led Care Consortium (NNCC) Invitation URL: https://zoom.us/webinar/register/WN_gNrN6fc4SDicTdDcb... Copy URL Participant ID: 53 Invite Others Computer Audio Connected



Other Questions?

For more information on the **Nursing Practice and Transformation**:

- Email Jillian Bird at jbird@phmc.org
- Visit us online at http://nurseledcare.phmc.org/programs/npsan.html
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LGBTQIA+ Health Resources

Providing Affirming Care for LGBTQ+ Older Adults

Wednesday, January 27, 2021 at 2:30 pm ET





