

# Enhancing Knowledge, Confidence, and Comfort Working with LGBTQ+ Youth

Increasing knowledge, confidence, and comfort levels of healthcare professionals in providing culturally competent and inclusive care to LGBTQ+ youth

**In April 2025, CTC-RI launched a 12-month learning collaborative with the following goals:**

- Increase provider knowledge of LGBTQ+ youth-specific health needs
- Improve confidence and comfort in discussing gender and sexuality
- Provide tangible improvements in the quality of care provided
- Create more welcoming, affirming environments in participating practices
- Increase patient satisfaction and trust

## Faculty Spotlight

We'd like to thank the following faculty who also served as Steering Committee members for this project.



**Syd LaBonte, LICSW, C-ACYFSW**, Program Coordinator and Social Worker, Adolescent Medicine Gender & Sexuality Program, Hasbro Children's Hospital, (they/them)



**Emily Allen, MD, MPH** Attending in Adolescent Medicine, Hasbro Children's Hospital Assistant Professor of Pediatrics, Warren Alpert Medical School of Brown University (she/her)



**Jason Rafferty, MD, MEd, MPH** Medical Director, Gender and Sexuality Program I Hasbro Children's Hospital Clinical Assistant Professor of Psychiatry and Human Behavior, Clinical Assistant Professor of Pediatrics I Warrant Alpert Medical School of Brown University (he/him)

## Participating Practices

*Atlantic Pediatrics*

*Aquidneck Pediatrics*

*Direct Doctors, Inc.*

*P.R.I.M.A., Inc*

*Waterman Pediatrics*

## Didactic Sessions and Presenters

### 1: LGBTQ+ Youth 101

- Logan England, LICSW (he/him)

### 2: Physical Health for LGBTQ+ Youth

- Emily Allen, MD, MPH (she/her)
- Jason Rafferty, MD, Med, MPH (he/him)
- Kate Millington, MD (she/her)

### 3: Behavioral Health for LGBTQ+ Youth

- Jennifer Etue, LICSW (she/they)

### 4: Cultural Considerations and Intersectionality

- Nikole Barnes, LICSW (she/her)

### 5: Creating an Affirming Practice

- Syd LaBonte, LICSW (they/them)
- Emily Allen, MD, MPH (she/her)

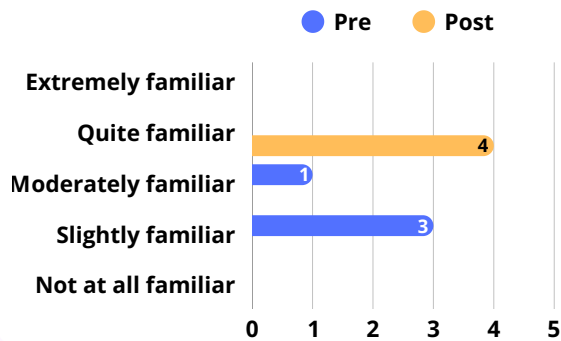
### 6: Legal and Ethical Considerations & Self-Care

- Polly Crozier (she/her)
- Phos Ivestei (he/they)

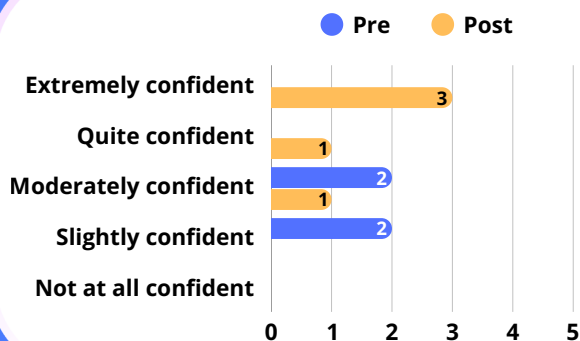
# Session Evaluation Results

Clinicians completed a pre/post assessment as a part of this project, including a 14-question revised version of **An Evaluation Tool to Test Trainee Knowledge in Caring for Transgender and Gender-Diverse Patients**. Clinicians showed improvements across all areas measured.

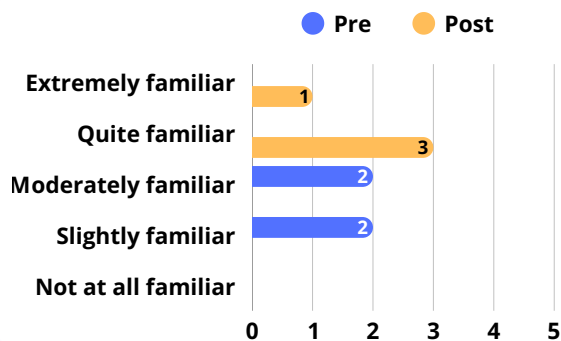
How familiar are you with the core concepts of gender affirmative care?



How confident are you about engaging in relevant discussions with patients/families?



How familiar are you with specific interventions that can make clinical environments more LGBTQ+ inclusive?



Here are some of the quality improvement projects our clinicians worked on!

- Improving the physical environment of the clinic to be more affirming and increase resources for youth and their families
- Revision of patient demographic and intake forms to be more inclusive
- Staff measurement of confidence and comfort pre/post training
- Implementation of physician best practice training
- Improvement of EMR language
- Blue Cross Blue Shield Safe Zone certification

Average Session Evaluation:

"What was your overall opinion of the session?"



4.56 OUT OF 32 RESPONSES

## Clinician Feedback

"I really appreciated the ways to ask questions related to gender, sexuality & sexual behaviors."

"We learned that staff appreciated the training and felt it was worthwhile; they learned a broad range of information beyond what would be discussed with patients; it provided a great foundation; in the future, we will include this training in our orientation for new hires."

"I love the idea of renewing staff education yearly about LGBTQ+ sensitivity and terminology."

"I greatly appreciated all the educational resources that were offered to help support patients and educate families."

"The case report of intersexuality was stunning and very impactful. Thanks for sharing. I will strive to be a better and more sensitive pediatrician after hearing that."