

How to Create an LGBTQ-Inclusive Environment in Radiology Practices



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Background

- More Americans are identifying as LGBTQ+
- LGBTQ+ individuals face health care disparities that lead to worse health outcomes
- Literature on inclusivity focuses on patient needs and sparsely provides guidance on improving workplace culture
- Our aim is to describe important ways that radiology practices can be made more inclusive to LGBTQ+ staff and patients

Methods

A review of the literature was completed on the topic using the following keywords: 'LGBTQ', 'radiology', 'inclusive', 'environment', and 'practice'.

Results



70% Of transgender and nonbinary patients reported at least one negative imaging encounter in a 2020 survey



1 in 5 patients reported experiencing psychological trauma from non-invasive imaging procedures

Figure 1: LGBTQ+ healthcare disparities in radiology¹



Figure 2: Components of LGBTQ+ inclusivity²

Discussion

- The marginalization of LGBTQ+ individuals is often due to unconscious biases and normative assumptions³
- Creating change requires engaged leadership and dedicated resources
- Keep in mind that since the LGBTQ+ community is so diverse, their needs may differ
- Continual monitoring and feedback can help to identify and address gaps in policy, facilities, and culture⁴

Key Points

- Creating an LGBTQ-inclusive environment in radiology practices requires a multi-faceted approach and every individual on the care team
- The four essential components are: 1) public image, 2) physical environment, 3) systems and practices, and 4) patient interactions

References

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