



WSHA Gender-Affirming Care Health Equity Workgroup Charter

Last updated: August 2, 2023

<p>Purpose</p>	<p>Empower and educate WA hospitals to provide safe respectful environments and care experiences for gender diverse and LGBT patients.</p>
<p>Problem Statement</p>	<p>Washington state leads the country in the implementation of laws and policies to protect the rights of gender diverse and LGBT patients. We aspire to ensure that all our hospitals provide save and welcoming experiences for gender divers and LGBT patients, but to do this we need: access to vetted training for all hospital staff, example workflows that ensure privacy during data collection, processes for tracking and providing feedback to staff and encouragement to pursue leadership designations.</p> <p>Hospitals in WA are implementing new sexual orientation and gender identity (SOGI) data collection requirements in hospital settings, many systems opting to include data collection within ambulatory care sites though that is not a legal requirement at this time. Hospitals are working quickly to meet the regulatory requirements, but this is also an opportunity to ensure that data collection is done in a patient-centered way, building rapport, and not creating harm. Hospitals and health systems would benefit from guidance on appropriate sexual orientation and gender identity (and pronoun) data collection. A recognition program, supported by resources and coaching, would motivate hospitals to go beyond data collection to building gender-affirming experiences for all patients.</p> <p>Participation in the recognition program would not only provide standard guidance on SOGI data collection and staff training but will improve patient experience. We anticipate that this will result in an increase in patients choosing to share their identity information, instead of “declining” to participate.</p>
<p>Goal</p>	<p>By Dec 2024:</p> <ul style="list-style-type: none"> • All workgroup hospitals will participate in the recognition program • At least 25% of patients will opt-in to self-identifying their gender identity (does not include “decline” and “unknown”)



	<p>In scope: Providing education, recommending tools and workflows, sharing data between hospitals (CQIP), engaging state and community partners, informing measure design</p> <p>Out of scope: Mandates, fees, competing based on quality performance, sanctions, purchasing technology</p>
<p>Aim/Milestones*</p> <p>*Strategic planning will take place through 2023 to refine the milestones and develop workplans</p>	<ul style="list-style-type: none"> • Compile free and low-cost training resources for hospitals implementing collection of SOGI data • Host learning series to promote uptake of use of pronouns, beginning with hospital staff • Explore opportunities for cultural adaptation of SOGI data collection • Engage interpreters in education and training related to collecting SOGI data, use of pronouns and harms of misgendering patients • Create a toolkit for collecting SOGI-P data from youth • Provide space for registration and clinical staff to practice conversations and build confidence using SOGI terms • Create a recognition opportunity through WSHA • Host informational webinar on HRC HEI survey and designations • Host informational webinar on trans rights, mental health, and the harms of misgendering patients • Investigate the access to gender-affirming care services
<p>Measures/Outcomes</p>	<ol style="list-style-type: none"> 1. Percent of patient inpatient records with SOGI codes (excluding “decline” and “unknown”) 2. Count of staff participation in informational webinars with specific targets by audience (for example, staff interacting with patients and families, clinical staff, call center staff, etc) 3. Patient education material available in languages other than English 4. Count of hospitals participating in recognition program 5. Patient experience measures; and patient-reported bias incidents related to gender discrimination
<p>Logistics</p>	<p>This workgroup will meet monthly for one hour</p> <p>Decisions will be made through consensus during live meetings</p> <p>WSHA will be the primary convener, will take notes, set agenda and track progress</p>
<p>Workgroup Composition*</p>	<p>Hospital participants:</p>



*As of August, 2023

Confluence Health, Fred Hutch Cancer Center, Jefferson Healthcare, Klickitat Valley Health, Skagit Regional Health, Kadlec, MultiCare Yakima Memorial, MultiCare Tacoma General Hospital, MultiCare Mary Bridge Children’s Hospital and Hospital participants:
Confluence Health, EvergreenHealth, Fred Hutch Cancer Center, Kadlec Regional Medical Center, MultiCare Health System, MultiCare Mary Bridge Children’s Hospital and Health Network, MultiCare Tacoma General, MultiCare Yakima Memorial, Newport Hospital, North Valley Hospital, Providence Health System, Swedish First Hill, Swedish Health Services, Seattle Children’s, Skyline Health, Snoqualmie Valley Hospital, UW Medicine (Harborview Medical Center, Montlake, Northwest), UW Valley Medical Center, Virginia Mason Medical Center

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