

## **Policy Proposal:**

### **Gender Affirming Care for PeaceHealth Systems**

Kim L. Pederson, BSN, MSN, RN, DNP-Student

#### **Abstract**

**BACKGROUND:** LGBTQ patients reported distrust, fear of discrimination, and lack of health competence contributing to health disparities. PeaceHealth is striving to provide health equity to their LGBTQ patient population.

**PURPOSE:** The short-term goal was to submit a gender affirming care policy to PeaceHealth by March 9, 2021 for consideration for implementation systemwide by October 20, 2021. The long-term goal is to receive “Leader in LGBTQ Healthcare Equality” designation by year end 2023.

**METHODS:** The CDC policy framework was utilized to guide the policy process. The Catholic Social Teachings embraced the philosophy of social justice supporting a gender affirming care policy. Qualitative and quantitative data collection methods was used.

**INTERVENTION:** A small focus group interview was conducted at Southwest Family Medicine Clinic on transgender and non-binary interaction practices. A crosswalk tool was developed comparing literature findings to policies collected. An interdisciplinary team was created and developed the gender affirming care policy.

**RESULTS:** A gender affirming care policy was developed and submitted for approval.

**CONCLUSIONS:** The first ever PeaceHealth Gender Affirming Care Policy was developed and expected to be implemented across the organization’s healthcare system. Identifying key interdisciplinary team members passionate on the topic were key to completing the policy.