

Innovative Teaching Activity: Overview and Instructor Notes

Advancing Cultural Competence Toward Sexual and Gender Minorities

Introduction

Sexual and gender minorities (SGM) are defined as those who identify as lesbian, gay, bisexual, transgender, queer, or intersex, as well as those who do not self-identify with one of these terms, but whose sexual orientation, gender identity, or reproductive development varies from traditional, societal, cultural, or physiological norms. Over 4.5% of the population (16 million people in the US) identify as SGM, and this population is an often overlooked group within the traditional Maternal and Child Health (MCH) context. SGM individuals have specific healthcare needs, including reproductive healthcare needs, that are currently left unaddressed. Given these gaps, the future MCH workforce should be prepared with cultural competency skills to address reproductive health inequities from many perspectives, including SGM populations.

The changing population and family structures in the US have resulted in a need for cultural competency training among MCH providers and practitioners. Previous studies have identified this gap and implemented culturally tailored, SGM-specific content. However, this cultural competency training has not yet been extended to address the needs of future MCH leaders. Thus, this activity was developed to increase cultural competency toward SGM populations within the MCH context.

Purpose and Learning Objectives

The purpose of this teaching activity is to equip students with a culturally competent skillset to prepare them to work in cross-cultural situations and enable them to work more effectively in practice. Upon completion of this SGM Reproductive Health activity, students will:

- Understand SGM populations, terminology, culture, and health inequities within an MCH context
- Assess and improve their cultural competency and the communication skills appropriate for this population
- Develop culturally competent resources for practice.

Maternal and Child Health Leadership Competencies

Following this teaching activity, future MCH leaders will have the advanced *cultural competency* skills to (1) modify systems to meet the specific needs of a group, family, community, or population and (2) employ strategies to ensure culturally sensitive public health and health service delivery systems. Students will demonstrate these skills through the assignment, focusing on resource development and dissemination to MCH providers with a goal of reducing SGM health inequities.

Through the assignment, students will gain skills in another MCH Leadership Competency, *communication*. Students demonstrate effective *communication* skills through presentation and written scholarship, and apply these skills to enact change in an MCH context. This activity will prepare future MCH leaders to *communicate* the needs of SGM populations by tailoring an informational toolkit to meet the needs of different audiences.

From this activity, students will also gain the skills to critically describe reproductive health inequities among SGM populations and develop strategies to address them. This activity will ultimately strengthen MCH Leadership Competencies including *MCH knowledge base* and *critical thinking skills*.

Materials and Assessment

I. Powerpoint Lecture Deck with Instructor Notes/Script

- Introduction to Cultural Competence
 - Definitions
 - Cultural Competency as a Continuum
 - Discussion Questions
- Sexual and Gender Minorities
 - Definitions
 - Sexuality and Sexual Orientation
 - Gender and Sex
 - Health Disparities
 - Inclusive Language
- Integrating Cultural Competency
 - Reflection and Discussion Questions
- References and Resources

II. Narrated Presentation

- Slides with recorded lecture, video format

III. Assignment Instructions and Rubric

- Assignment description for students
- Grading rubric for each part of assignment
- Assignment can be an individual or group assignment

IV. Sample Assignment

- Example Submission
- Presentation
- Evidence-Based Materials