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Title: Promotion of LGBTQ-Friendly and Gender-Neutral Intake Forms

Introduced by: Laura Carravallah, MD, for the Genesee County Delegation

Original Authors: Alisha Ching, Anne Drolet, Fredrick Hetzel, Rohit Nallani, Thomas Ridella, and Lucia Rodriguez

Referred to: Reference Committee E

House Action: **APPROVED**

Whereas, the LGBTQ+ (per the Urban Dictionary – lesbian, gay, bisexual, transgender, questioning and + meaning other sexualities such as pansexual, asexual and omnisexual extra) population in the United States is estimated to be over 10 million people (4.1 percent of the population)<sup>1</sup>, and

Whereas, LGBTQ+ populations are vulnerable and often marginalized in society and in the medical system<sup>2</sup>, and

Whereas, LGBTQ+ focus groups have established that distinguishing their identity within the medical system is often a source of great discomfort<sup>3</sup>, and

Whereas, LGBTQ+ focus groups have also identified normalization of their gender identities as a major component of their recommendations to improve health care experiences<sup>3</sup>, and

Whereas, intake forms in medical facilities (i.e., clinics, hospitals) often have only binary gender options, and only 5 percent of forms are gender inclusive in able to identify transgender patients<sup>4</sup>, and

Whereas, the Institute of Medicine recommends the collection of data on sexual orientation and gender identity as part of the electronic health record, but 14 percent of intake forms confuse gender and sexual orientation<sup>4,5</sup>, and

Whereas, a LGBTQ+ friendly intake form establishes a comfortable and welcoming atmosphere for the LGBTQ+ patient in the office, and

Whereas, the Gay and Lesbian Medical Association (GLMA) offers various guidelines for improving the care of LGBTQ+ patients, including the use of gender-neutral forms<sup>6</sup>, and

Whereas, MSMS currently opposes discrimination based on gender identity and sexual orientation<sup>7</sup>, and

Whereas, 24 percent of transgender and gender nonconforming patients reported denial of equal treatment in the while seeking healthcare<sup>8</sup>, and

Whereas, the American Medical Association has an established stance on and commitment to the ongoing improvement of nonjudgmental, nondiscriminatory, and culturally competent care of LGBTQ+ patients<sup>9</sup>; therefore be it

RESOLVED: That MSMS strongly encourage physicians to have gender neutral options and to identify patients’ gender preferences on intake forms in their private offices; and be it further

54 RESOLVED: That MSMS advocate for hospitals to use inclusive intake forms that have gender  
55 neutral options to identify gender preference; and be it further

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57 RESOLVED: That the Michigan Delegation to the American Medical Association (AMA) ask our  
58 AMA to distribute and promote the adoption of the recommendations pertaining to medical  
59 documentation and related forms in AMA policy H-315-967, "Promoting Inclusive Gender, Sex, and  
60 Sexual Orientation Options on Medical Documentation," to its membership.

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63 WAYS AND MEANS COMMITTEE FISCAL NOTE: NONE

### **Relevant MSMS Policy:**

#### **Support of \*LGBTQIA Anti-Discrimination Legislation**

MSMS opposes discrimination based on gender identity and sexual orientation. (Res29-14)  
\*Lesbian; gay; bisexual; transgender; queer; intersex; asexual/ally (ally—a person who does not identify as LGBTQIA but supports the rights and safety of those who do)

### **Relevant AMA Policy:**

#### **Promoting Inclusive Gender, Sex, and Sexual Orientation Options on Medical Documentation H-315.967**

Our AMA: (1) supports the voluntary inclusion of a patient's biological sex, current gender identity, sexual orientation, and preferred gender pronoun(s) in medical documentation and related forms, including in electronic health records, in a culturally-sensitive and voluntary manner; and (2) will advocate for collection of patient data that is inclusive of sexual orientation/gender identity for the purposes of research into patient health.

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<sup>1</sup> Gates, G. "LGBT Data Collection Amid Social and Demographic Shifts of the US LGBT Community." American Journal of Public Health. 2017. <http://ajph.aphapublications.org/doi/full/10.2105/AJPH.2017.303927>

<sup>2</sup> Canestraro LM. Disparities in Care: LGBT Patients Often Are Vulnerable, Marginalized. Journal of the Catholic Health Association of the United States. July-August 2015. <https://www.chausa.org/publications/health-progress/article/july-august-2015/disparities-in-care-lgbt-patients-often-are-vulnerable-marginalized>

<sup>3</sup> Smith SK, Turell SC. Perceptions of Healthcare Experiences: Relational and Communicative Competencies to Improve Care for LGBT People. Journal of Social Issues. 2017;73:637-657.

<sup>4</sup> Carabez, R, et al. "Does Your Organization Use Gender Inclusive Forms? Nurses' Confusion about Trans\* Terminology." Journal of Clinical Nursing, vol. 24, no. 21-22, Dec. 2015, pp. 3306-3317.

<sup>5</sup> Institute of Medicine Committee on Lesbian, G.B., et al., The National Academies Collection: reports funded by National Institutes of Health. In: The Health of Lesbian, Gay, Bisexual, and Transgender People: Building a Foundation for Better Understanding. National Academies Press (US) National Academy of Sciences, Washington (DC), 2011.

<sup>6</sup> Guidelines for Care of Lesbian, Gay, Bisexual, and Transgender Patients. Gay and Lesbian Medical Association. [http://www.glma.org/\\_data/n\\_0001/resources/live/GLMA%20guidelines%202006%20FINAL.pdf](http://www.glma.org/_data/n_0001/resources/live/GLMA%20guidelines%202006%20FINAL.pdf)

<sup>7</sup> Michigan State Medical Society Policy Manual 2017 Edition: Official Policies of the Michigan State Medical Society.

<sup>8</sup> Grant, Jaime M., Lisa A. Mottet, Justin Tanis, Jody L. Herman, and Jack Harrison. "National transgender discrimination survey report on health and health care." Washington, DC: National Center for Transgender Equality and the National Gay and Lesbian Task Force, 2010

[http://www.thetaskforce.org/static\\_html/downloads/resources\\_and\\_tools/ntds\\_report\\_on\\_health.pdf](http://www.thetaskforce.org/static_html/downloads/resources_and_tools/ntds_report_on_health.pdf)

<sup>9</sup> Health Care Needs of Lesbian, Gay, Bisexual and Transgender Populations H-160.991.