

## Health Care Professional archetypes in a cancer care setting

Subject Positions adopted by healthcare professionals and the impact for LGBTQI patients and their carers

### Inclusive and reflective practitioner

#### HEALTHCARE PROFESSIONAL POSITION

**I am proactive in LGBTQI inclusivity: Cultural competence, cultural safety and cultural humility**

I acknowledge the potential vulnerabilities of LGBTQI patients

I respect and acknowledge LGBTQI identities, relationships and unique cancer support needs

#### IMPACT ON LGBTQI PATIENTS AND CARERS

#### **Reassurance and satisfaction with health care**

Feeling safe and able to disclose LGBTQI identity, confident in positive HCP response  
Partners and chosen family carers are included and satisfied with cancer care

### Egalitarian practitioner

#### HEALTHCARE PROFESSIONAL POSITION

**I treat everyone the same and do not discriminate**

Cancer is the same for everyone - I do not do anything different for LGBTQI patients

I do not ask about sexuality or gender identity - patients will tell me if they want to

I am out of my comfort zone and don't want to cause offence

#### IMPACT ON LGBTQI PATIENTS AND CARERS

#### **Risky disclosure or invisibility**

Emotional work of LGBTQI identity disclosure:  
Feeling unsafe and fear of HCP discrimination  
Non-disclosure means safety and privacy – as well as invisibility and unmet needs

### Anti-inclusive practitioner

#### HEALTHCARE PROFESSIONAL POSITION

**Righteous in hostility towards LGBTQI people**

HCPs engage in anti-inclusive practice  
I believe LGBTQI people are abnormal or sinners

#### IMPACT ON LGBTQI PATIENTS AND CARERS

#### **We are at their mercy: Need to navigate discrimination in cancer care**

Damaging impact of interactions with hostile and offensive HCPs  
Active exclusion of partners and chosen family carers  
Fear of inadequate and insensitive cancer care

#### External influences

**Patient factors:** Histories of discrimination; previous negative experiences in healthcare

**Systematic barriers:** Lack of recognition of LGBTQI inclusivity in education and health systems; absence of LGBTQI targeted information and support



All Ideas Matter  
**COUNSELLING**

Tel: 07311 631434 | Email: aimcounselling@mail.com

(Usher et al, 2022 LGBTQI Inclusive Cancer Care: A Discourse Analytic Study of Health Care Professional, Patient and Carer Perspectives)