

TOPIC: **IMPROVING PROFESSIONAL SUPPORT AND ADVOCACY FOR LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUESTIONING, INTERSEX, AND ASEXUAL (LGBTQIA) NURSES**

SUBMITTED BY: **Johns Hopkins University School of Nursing, Baltimore, MD**

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1 WHEREAS, the 2010 and 2012 NSNA Resolutions “In support of increasing culturally competent
2 education about lesbian, gay, bisexual, transgender (LGBT) Individuals” and “In support
3 of implementing practices in The Joint Commission Report ‘Advancing effective
4 communication, cultural competence, and patient and family centered care for the LGBT
5 community: A field guide’” laid the groundwork for advancing the acceptance,
6 tolerance, and support for LGBTQIA nurses; and
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8 WHEREAS, fifty-six percent of lesbian, gay, and bisexual adults and seventy percent of transgender
9 adults have experienced discrimination in the healthcare setting; and
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11 WHEREAS, lesbian, gay, bisexual, and transgender nurses have documented fears of social
12 exclusion in the workplace as well as neglect, harassment, and discomfort related to the
13 sexual prejudices of their coworkers and employers; and
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15 WHEREAS, The Joint Commission has identified gay, lesbian, bisexual, and transgender healthcare
16 employees as a group with unique needs and requiring protection from discrimination
17 and exclusion; and
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19 WHEREAS, Healthy People 2020 has prioritized the improvement of health and well-being of LGBT
20 persons as well as create workplaces that are safe and without discrimination; and
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22 WHEREAS, LGBTQIA nurses have expressed both a need for and an interest in a professional group
23 focused on LGBTQIA issues and advocacy as well as professional education for their
24 peers serving LGBTQIA patients; and
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26 WHEREAS, LGBTQIA nurses constitute one of the largest subgroups in the nursing profession, yet
27 receive little attention or recognition of the discrimination and exclusion faced in the
28 workplace; and
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30 WHEREAS, the Code of Ethics of the American Nurses Association calls upon all nurses to utilize the
31 resources of a professional association to create social change; and
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33 WHEREAS, a professional organization exclusively designed to meet the needs of LGBTQIA nurses
34 does not exist; therefore be it
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36 RESOLVED, that the National Student Nurses’ Association (NSNA) advocate for the creation of a
37
LGBTQIA professional issues panel within the American Nurses Association Professional

38 Issues Panels so that the specific needs of LGBTQIA nurses can be studied and better
39 understood; and be it further
40 RESOLVED, that the NSNA encourage its constituents to develop LGBTQIA student task forces to
41 explore the professional development needs of LGBTQIA nurses; and be it further
42 RESOLVED, that the NSNA publish an article on the needs of LGBTQIA nurses in *Imprint*, if feasible;
43 and be it further
44 RESOLVED, that the NSNA send a copy of this resolution to the American Nurses Association, the
45 American Medical Association, the Gay and Lesbian Medical Association, the National
46 League for Nursing, the National Organization for Associate Degree Nursing, the Student
47 National Medical Association, the American Association of Colleges of Nursing, the
48 American Academy of Nursing, the Organization for Associate Degree Nursing, the
49 American Psychiatric Nurses Association, the American Public Health Association, the
50 Association of Nurses in AIDS Care, the Human Rights Campaign, Lambda Legal, and all
51 others deemed appropriate by the NSNA Board of Directors.