

# Improving participation among LGBTI women with a Rainbow Tick

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Caring about Women

BreastScreen  
Victoria

# Why Rainbow Tick?

The Rainbow Tick is an accreditation program that measures LGBTI inclusive practice in health and community services.



## Outcomes for LGBTI women

- Increased participation
- Early detection of breast cancer

## Staff outcomes

- Stronger community connection
- Better understanding of client's needs
- Safer workplace for LGBTI staff (participating services)



# What does LGBTIQ stand for?

<b>Lesbian</b>	A woman who is romantically and sexually attracted to other women.
<b>Bisexual</b>	A person who is romantically and sexually attracted to both women and men.
<b>Gay</b>	A person whose primary emotional and sexual attraction is towards people of the same sex. Most commonly applied to men, although some older women use this term.
<b>Trans and gender diverse</b>	Person with a gender identity or gender expression that differs from expectations, given their sex recorded at birth
<b>Intersex</b>	Intersex people have reproductive organs, chromosomes or other physical sex characteristics that are neither wholly female nor wholly male.
<b>Queer</b>	An umbrella term used to describe non-conforming gender identities and sexual orientations. Some older women find the term offensive as it was used as a derogatory label in the past.

CIS - personal identity and gender correspond with their birth sex



# Victorian Government Position

- Department of Premier and Cabinet LGBTI Inclusion Plan, 2017-18
- Inclusive Language Guide
- Victorian Public Sector Pride Network
- Rainbow eQuality



# What do we know?

- We don't know much - limited evidence and research available
- Body dysmorphism and fear of mis-gendering confounds interaction with the health sector
- Lesbians are less prevention-oriented in their health care behaviour than heterosexual women
- Lesbians may have lifestyle factors which place them at increased risk for breast cancer
- Genetic risk will impact these populations in the same way
- LGBTI population do seek health information from GP's



# Barriers to screening

- Discrimination or poor previous experience
- Staff assuming everyone is 'straight'
- Staff lack of knowledge
- Invisibility
- Reluctance to 'come out' or fear of being 'outed'



# What don't we know?

- The size of this population
- Percentage who screen currently
- The real relationship between HRT in Trans women
- Breast Cancer incidence in this population
- Their experience with the screening program
- Actual barriers to screening



# Assumptions

- That this is an under-screened population
- That genetic risk is the same
- HRT may impact Trans women in the same way as CIS women
- That mastectomy will decrease risk in trans men
- Mammographic Density masking risk
- That if we create and publicise a safe screening location LGBTI women will come
- That if we put information on our website, it will be used by staff, GP's, and the LGBTI community.



# BEAUTIFUL WOMEN

# LISA WHITE



*Beautiful Women* is a portrait series by photographer Lisa White, celebrating the diversity of LGBTI women and the contributions they have made to challenging narrow definitions of female beauty. Beauty is presented as 'beyond skin' to a sense of pride in 'who we are'. *Beautiful Women* was developed in partnership with BreastScreen Victoria as part of the organisation's commitment to providing LGBTI inclusive services that recognise and respect the diversity of women.

#beautifulwomen

lisa white - the social photographer

# Achieving the Rainbow Tick- key steps



- 'Beautiful women campaign
- Group booking for lesbians at Rose Clinic
- New policies and processes
- Online training module for all staff
- Implemented at BCU, Rose Clinic and St Vincent's RAS



# References

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