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# LGBTQ: The Null Curriculum

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# Objectives

- Describe the concept and influences of a null curriculum
- Identify teaching strategies used to promote an inclusive environment.
- Identify the ANA position statement on incivility and select strategies to implement culturally sensitive care to gender and sexual minorities within nursing curricula.



# What is Null Curriculum

- A curriculum where course content may be eliminated.
- Curriculum content may be assumed in specific disciplines or eliminated due to implicit bias
- Influenced by implicit and explicit bias

# Evidence of Need

- A recent study concluded health professions students felt confident in caring for LGBTQ individuals. However:
  - More 50 % of the respondents agreed their formal education lacked core competencies to care for the healthcare needs of the LGBTQ client.
  - Nearly 81% of student's surveyed expressed an interest in having course instruction on diversity complexities, such as sexual and gender minorities (SGMs) issues added to the curriculum.

# University Initiative

- Campus wide initiative to become a nationwide leader in inclusive excellence with four overarching goals:
  1. Create an equitable and inclusive environment for all.
  2. Increase the representation of diverse students, faculty, staff and community partners at all levels of the University.
  3. Facilitate access to achievement, success and recognition for underrepresented students, faculty, staff and alumni.
  4. Implement strong, genuine, and consistently communicated culturally inclusive practices that reinforce the strategic plan and the Inclusive Excellence Action Plan.



# Teaching Strategies

- Rainbow stickers
- Structured interviews (community nursing course)
- Transgender speaker
- Gayborhood Tour
- Documentary



# Creation of HLPR 2120

LGBTQ Health Disparities

Discussion Threads

Windshield Survey

Political Advocacy

Final Dissemination

Resources



# ANA Position Statements

- Code of Ethics for Nurses with Interpretive Statements
- Incivility, Bullying and Workplace Violence



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# Implications for Nursing Curricula

- Active dialogue
- Cultural competency tool kit
- Align course objectives for gender and sexual identify awareness

# Conclusion

- Evaluate core curriculums and fill in the gaps
- Align program objectives with diversity training
- Constructive dialogue in classroom settings

