

Promoting LGBTQ-Friendly Hospital Workplaces to Foster Gender Equality

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Background and Objective

In today's society, promoting gender equality and respecting diverse sexual orientations are crucial for the healthy development of healthcare environments. We have actively initiated a project to enhance the understanding of LGBTQ issues among hospital staff through gender equality education. The intervention seeks to break down potential discriminatory attitudes and hostility, focusing on promoting both physical and mental health to create a more equal and respectful working environment.

Methods/ Intervention

Our project primarily adopts gender equality education as the core intervention strategy. This educational program covers various aspects of LGBTQ history, relevant terminology, and challenges in healthcare settings. Simultaneously, through open discussions, seminars, and support groups for mental health, we provide employees with a safe space to further explore these issues and assist them in understanding and accepting colleagues with different sexual orientations.

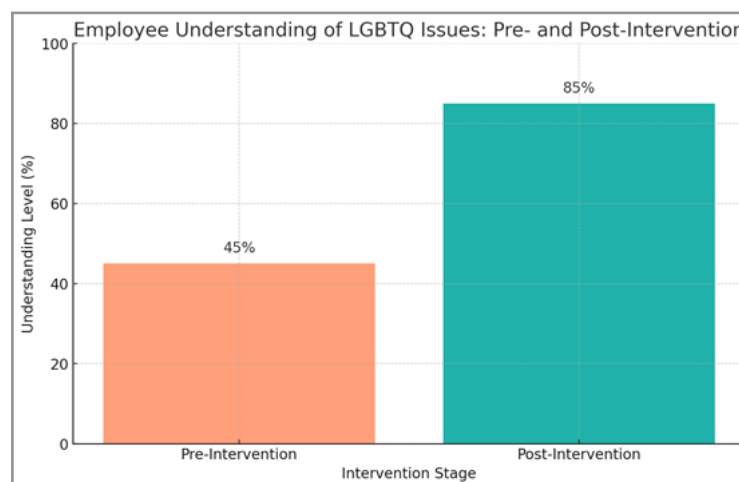


Figure : 1

Results

Through our intervention project, we observed a substantial improvement in employees' understanding and acceptance of LGBTQ-related issues. Prior to the intervention, only 45% of employees expressed awareness or support for LGBTQ-inclusive practices. However, following the intervention, this number increased to 85%, reflecting a significant positive shift in attitudes due to the gender equality education and support provided. Additionally, instances of hostility and discriminatory behavior

decreased notably, contributing to a more inclusive and respectful working environment where all employees feel valued.

Conclusions/Lessons Learned

The success of this project reflects the positive impact of gender equality education on improving the hospital workplace environment. Lessons learned include the necessity of ongoing education and communication, as well as the establishment of a supportive community environment to promote gender equality.

Relevance to HPH

This project aligns with the framework of Health Promoting Hospitals and Health Services (HPH). By promoting gender equality and creating an LGBTQ-friendly environment, we aim to create a workplace that contributes to the physical and mental

well-being of employees, elevating the overall health status of the hospital environment. Our experience is relevant within the HPH context, emphasizing the importance of practicing diversity and equality in healthcare institutions, benefiting both employees and the community.