

# LGBTQ+ Inclusivity in Nursing Education: A Roadmap to Creating a Culture of Belonging

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## Background & Purpose

- Nursing education has historically emphasized the importance of providing culturally competent care to diverse patient populations. However, LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer) individuals have often been marginalized or excluded within healthcare settings, including nursing education programs.
- A culture of belonging within nursing education is essential for the well-being and success of LGBTQ nursing students.
- This involves creating safe spaces, addressing microaggressions, and promoting allyship among faculty and students.
- The purpose of this research poster is to examine the perceptions of LGBTQ+ inclusivity in nursing education as reported by students, faculty, and staff.
- By highlighting the discrepancies in perceptions between these groups, this research aims to identify areas where nursing education can improve its efforts to create a more inclusive and equitable environment for LGBTQ+ individuals. Ultimately, this research seeks to contribute to the development of a more diverse and culturally competent nursing workforce that can effectively meet the healthcare needs of all patients

## Supporting Data

Group	LGBTQ+ Students Treated Fairly	LGBTQ+ People are Safe	Enhancing LGBTQ+ Knowledge is Important	LGBTQ+ Students Enhance Education
Students	36% (Agree or Strongly Agree)	34.9% (Agree or Strongly Agree)	53.8% (Very Important or Important)	43.7% (Agree or Strongly Agree)
Faculty	51.4% (Agree or Strongly Agree)	48.5% (Agree or Strongly Agree)	62.3% (Very Important or Important)	57.1% (Agree or Strongly Agree)
Staff	31.4% (Agree or Strongly Agree)	33.9% (Agree or Strongly Agree)	60.8% (Very Important or Important)	54.9% (Agree or Strongly Agree)

\* Data collected from the 2023 LAMP survey

## Discussion and Implications

- The results of the LAMP survey highlight a notable discrepancy in the perceptions of LGBTQ+ inclusivity within nursing education. While a majority of faculty perceive the treatment of LGBTQ+ students and the overall climate as fair and inclusive, a smaller percentage of students share this view. This suggests that there may be underlying issues or experiences that are not being adequately addressed or recognized by faculty and staff.
- The data also reveals a concerning trend regarding the safety of LGBTQ+ individuals on campus. The percentage of students who feel safe is lower than that of faculty and staff, indicating a need for further investigation and action to ensure a safe and supportive environment for all students.
- These findings underscore the importance of ongoing efforts to foster a more inclusive and equitable environment within nursing education. It is crucial for nursing programs to actively engage with LGBTQ+ students to understand their unique experiences and challenges. This can be achieved through open dialogue, the establishment of safe spaces, and the implementation of LGBTQ+-specific resources and support services.
- Furthermore, faculty development programs should focus on raising awareness of LGBTQ+ issues, addressing unconscious biases, and promoting inclusive teaching practices. By cultivating a culture of belonging and respect, nursing education can empower LGBTQ+ students to thrive academically and professionally, ultimately contributing to a more diverse and culturally competent nursing workforce.

## Next Steps



## Conclusion

- The 2023 LAMP survey reveals a complex landscape of perceptions regarding LGBTQ+ inclusivity in nursing education. While progress has been made, there remains a significant gap between the perceptions of faculty and students, particularly regarding fair treatment and safety. These findings underscore the need for continued efforts to foster a more inclusive and equitable environment within nursing education. By addressing the concerns raised in this survey and implementing the above roadmap, our nursing program will create a culture of belonging where all students feel valued, respected, and empowered to succeed. This will not only benefit LGBTQ+ individuals but also contribute to a more diverse and culturally competent nursing workforce that can better serve the needs of all patients.

## Contact

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## **LGBTQ+ Inclusivity in Nursing Education: A Roadmap to Creating a Culture of Belonging**

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### **Biography**

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**Tyler Traister is an Assistant Professor of Nursing at Quinnipiac University. His scholarly emphasis and practice focus on improving the health and well-being of LGBTQ+ people. His text on LGBTQ+ care received a Book of the Year accolade from the American Journal of Nursing.**

**Dr. Traister's clinical background includes medical-surgical, oncology, nursing leadership, and nursing education. He holds five national nursing certifications in the following specialties: medical-surgical nursing, nurse executive, oncology, nurse educator, advanced transcultural nursing, and nursing professional development.**

### **Contact Information**

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