

## Healthcare Competency Assessment Form – Sexual and Gender Minority Patients (HCAF-SGM)

**Instructions:** Use the scale provided to rate the extent to which you have attained competence in each clinical skill as it pertains to LGBTQ+ healthcare. (Select the correct value for each).

Incapable (Not been trained or unable to do this task)	Working Toward Competence (Partially trained or educated on this task)	Competent (Adequate training and skill in this task)	Advanced (Exceptional skill on the most current techniques for this task)
1	2	3	4

1. Manage your attitudes and reactions toward LGBTQ+ individuals.	1	2	3	4
2. Understand that LGBTQ+ families may face difficulties non-LGBTQ+ families do not.	1	2	3	4
3. Know that LGBTQ+ individuals may face discrimination in their everyday lives.	1	2	3	4
4. Understand how economic systems create disparities for LGBTQ+ persons.*	1	2	3	4
5. Continue to seek out knowledge and training regarding best practices caring for LGBTQ+ individuals.	1	2	3	4
6. Be aware of misrepresentation/misunderstanding of research findings regarding LGBTQ+ individuals.	1	2	3	4
7. Distinguish between issues of gender identity and sexual orientation.	1	2	3	4
8. Recognize that LGBTQ+ families include individuals who are not legally or biologically related.	1	2	3	4
9. Consider the influence of spirituality and religion in the lives of LGBTQ+ persons.	1	2	3	4
10. Understand unique problems and risks that exist for LGBTQ+ youth.	1	2	3	4
11. Elicit relevant information regarding sexual orientation and gender identity (e.g., behavior, orientation, history).	1	2	3	4
12. Describe special health care needs of transgender and gender non-conforming (TGNC) persons.	1	2	3	4
13. Tailor physical exam and treatment recommendations to the unique needs of LGBTQ+ individuals.	1	2	3	4
14. Recognize the unique health risks and challenges often encountered by LGBTQ+ individuals.	1	2	3	4
15. Identify gaps in scientific knowledge and potentially harmful practices for LGBTQ+ individuals.	1	2	3	4

16. Develop strategies to minimize power imbalances between a health care provider and an LGBTQ+ patient.	1	2	3	4
17. Develop rapport with LGBTQ+ individuals and their families.	1	2	3	4
18. Respect the sensitivity of certain healthcare information pertaining to LGBTQ+ patient care.	1	2	3	4
19. Understand that implicit bias may adversely affect LGBTQ+ patient care.	1	2	3	4
20. Accept shared responsibility for eliminating LGBTQ+ health disparities.	1	2	3	4
21. Explain how to navigate the special legal and policy issues encountered by LGBTQ+ patients.	1	2	3	4
22. Partner with community resources that provide support for LGBTQ+ individuals.	1	2	3	4
23. Value the importance of interprofessional collaboration in providing culturally competent LGBTQ+ care.	1	2	3	4