

HOMOsapiens

Pink competency

A public health strategy

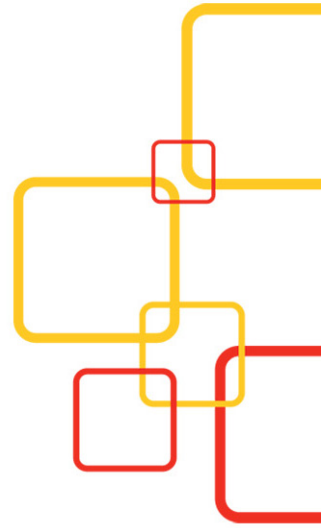
Keynes College
University of Kent
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Background

Pink competency

- » a national collaboration between the Norwegian Directorate for Health, and the Norwegian lgbt association
- » the aim of the project is to empower various healthcare providers in working with the lgbt population



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Why?

Lesbian, gay, bisexual and transgender people are granted the same **human rights** as heterosexual people

Lesbian, gay, bisexual and transgender people have **special health concerns** which needs to be addressed in order to secure the same human rights for all people

It needs to be a **political goal** that all people, included minority groups, preferably will be treated within the ordinary social and health services



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Mainstreaming

the health sector in Norway

Pink Competency provides training for health professionals and raises awareness within the health professions regarding how hetero-normativity affects health care provided to lgbt populations.

- » how can health professionals meet their non-heterosexual patients constructively and positively?
- » what aspects of sexual orientation need special attention?
- » when is an extra effort important, and is sexual orientation ever irrelevant?



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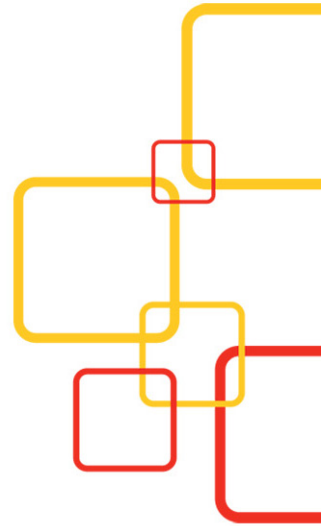
How?

- **Professional rather than political approach**
 - » No preaching
 - » We don't give out a blueprint in "dealing with lgbt clients"
 - » We don't talk about "having the right attitudes"
 - » We *do* talk about the ethical standards
- **Professionals speak to professionals**
 - » Network of professionals supporting the project
 - » Accepting the professionals experience and competence, and expecting that professionals wish to do a good job for all
 - » We work on the basis that it is the health care providers them self who best know how they want to approach the subject.
- **Cooperating with the professions organisations**



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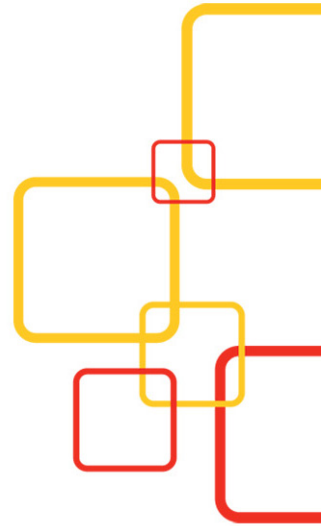
The Norwegian Nurses Organisation (NNO)

- school nurses
- midwives

The Norwegian Medical Association (NMA)

The Norwegian Psychological Association (NPF)

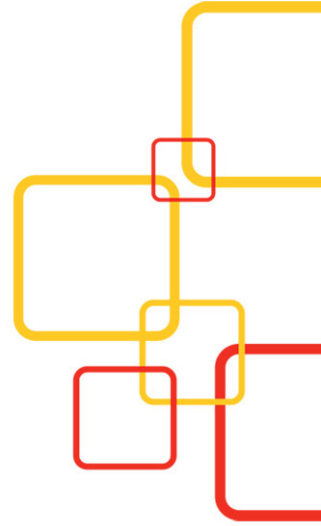
Norwegian Union of Social Educators and Social Workers (FO)



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Do *you* need
to know anything
about this?



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You are important to me!

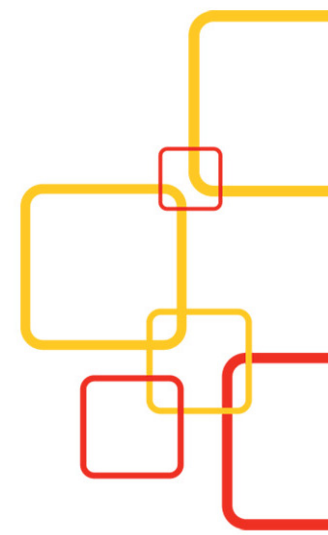
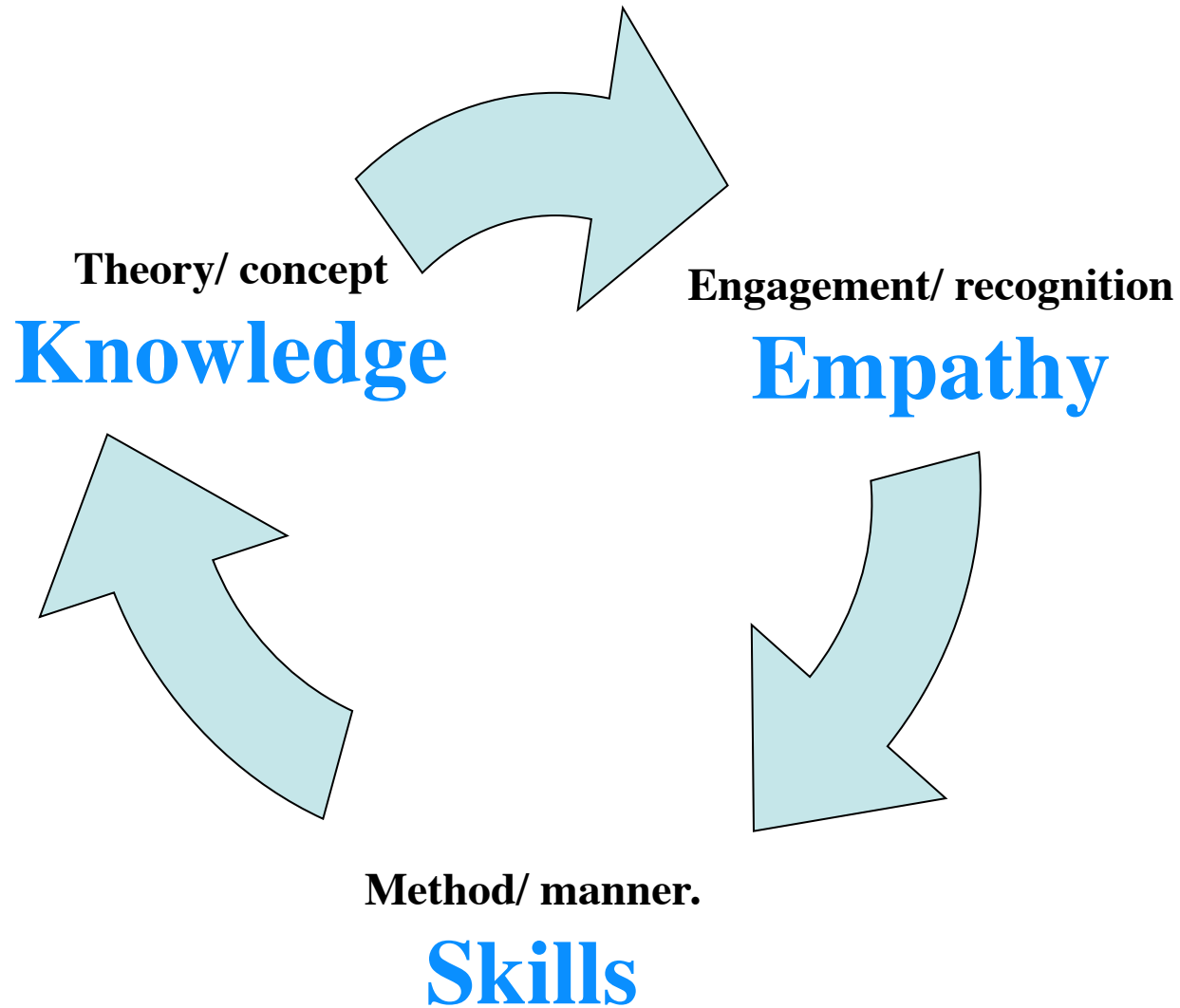


By being accepting and affirmative you can play an important part in my life in a period that might be hard for me.

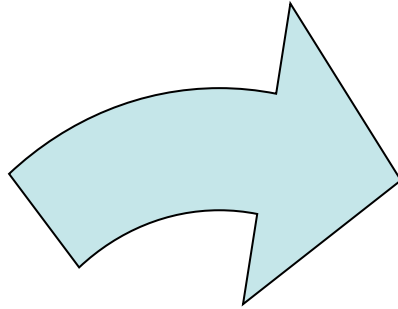


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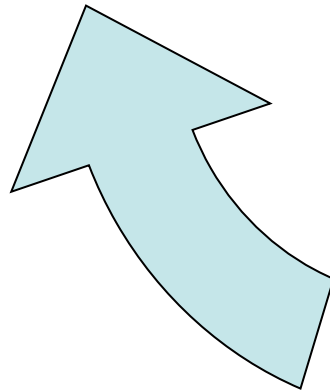




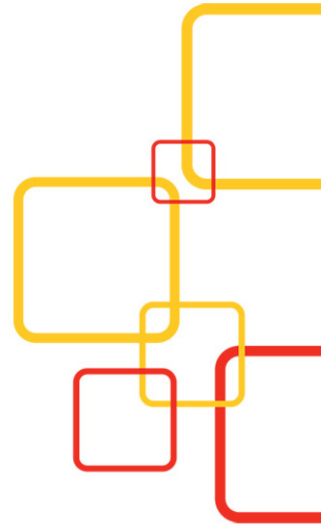
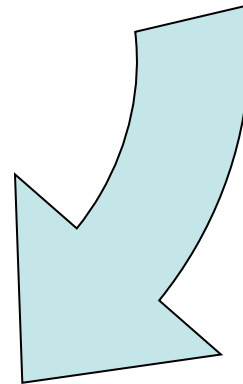
Knowledge



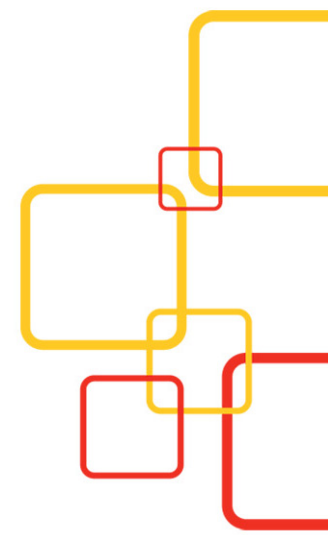
Involvering/ engasjement.
Empati. Gjenkjennelse



Anvendelse.
Praksis. Øvelse i metodikk



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Words and concepts

Myths

Attraction, behaviour, identity

Heteronormativity

”Coming out”

A relative openness



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**Theory/ concept
Knowledge**

Empathy

**Method/ manner.
Skills**



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Ken Heap

This exercise assumes that you are a heterosexual.
If you are not, you've probably been through this exercise many times before.

- 1) When did you discover that you are heterosexual?
- How old were you ,and how did you know for sure that you are heterosexual?
- 2) Approximately how many hours per day did you think about this before you were sure?
- 3) Do you think you were born heterosexual?



4) Is it possible that being straight is a phase that you are going through?

- That it may pass if you meet the man/ women of your dreams?

5) How many people know that you are heterosexual?

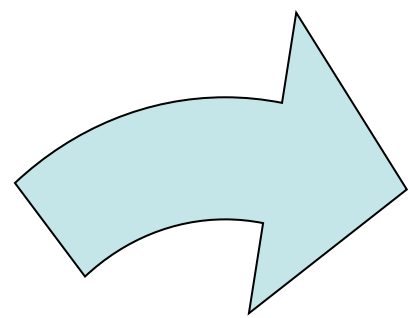
6) Why are there so many heterosexuals who are trying to get others to be heterosexual as well?

- is it really necessary to draw attention to heterosexuality as something special and positive all the time?



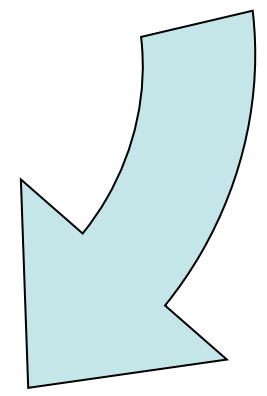
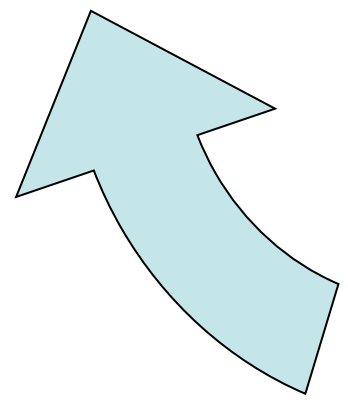
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Begrep/ teori.
Kunnskap. Tilegnet viten.

Involvering/ engasjement.
Empati. Gjenkjennelse



Skills



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What is it that YOU can do?

Be the one! Don't assume that you have to do something about the fact that your client might be feeling "different". The important thing is that the client has someone to talk to. Someone that listens with genuine interest and acceptance.

Don't try and assure your client about what is normal or not, or if this feeling is going to pass or not.

Try not to think heteronormatively. Try to use an open language, so that the client don't have to be responsible for this "theme".



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Key success factors

The project has been rated a great success amongst our partners and the health care providers them self. We believe that some of the reasons for this are

- Myths and illusions about the lgbt population are explored with lots of humour, and replaced with knowledge
- In order to secure the quality of our work, we work together with all the health care providers and their organizations
- We don't preach, we offer some perspectives and teach with respect for the professionals competency and reality
- We try to be very practical in our approach, and address issues as language, awareness, heteronormativity, disclosure etc.



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