



## Affirming Care Self-Assessment for Healthcare Professionals

Prepared by Dr. Lulu as a companion resource for First Do No Further Harm.

This brief reflection tool is designed to help you evaluate where you are today in your journey toward providing affirming, equitable care for LGBTQ+ and multiply marginalized patients.

There are no perfect scores here. These questions are designed to support growth, not perfection. The goal is awareness, reflection, growth, and aligned action.

### Section 1 — Awareness

- I recognize that bias exists in healthcare systems and clinical environments.
- I understand that LGBTQ+ patients may enter clinical spaces carrying past experiences of discrimination, dismissal, or mistrust.
- I actively reflect on my own assumptions about gender, sexuality, relationships, and identity.
- I understand that equity means meeting patients where they are, not where I assume they should be.

### Section 2 — Clinical Behavior

- I ask open-ended questions that allow patients to describe themselves and their relationships in their own words.

- I respond calmly and respectfully when patients disclose LGBTQ+ identities or experiences.
- I correct myself when I make a mistake (for example, misgendering) without becoming defensive or centering myself.
- I create a clinical space where patients feel safe discussing sensitive information.

### **Section 3 — Practice Environment**

- Our website and online presence communicate that our practice is inclusive and affirming for LGBTQ+ patients.
- My office or clinic environment signals dignity, safety, and belonging for diverse patients.
- Our intake forms and electronic health record (EHR) systems allow space for affirmed names, pronouns, gender identities, family structures, and relationships.
- My staff understands how to interact respectfully with LGBTQ+ patients and families.
- Our policies clearly support dignity, respect, confidentiality, and non-discrimination.
- I understand the importance of privacy and confidentiality when discussing identity, relationships, family structure, and sensitive health information.

### **Section 4 — Systems and Advocacy**

- I recognize that systemic barriers affect LGBTQ+ patients' access to healthcare and health outcomes.
- I advocate for inclusive policies within my clinic, hospital, school, or professional environment.
- I seek out affirming referral networks and resources for my patients.
- I encourage ongoing education and growth for myself and my team.

## **Section 5 — Growth and Commitment**

- I actively seek opportunities to improve my knowledge about LGBTQ+ healthcare.
- I welcome respectful feedback from patients and colleagues about how I can improve.
- I am willing to unlearn beliefs or practices that may unintentionally cause harm.
- I view affirming care as an ongoing practice, not a one-time achievement.

### **Reflection**

- Where are my strongest areas of practice?
- Where do I see opportunities for growth?
- What is one concrete step I can take in the next 30 days to create a more affirming clinical environment?

### **Final Note**

This self-assessment is not a scorecard. It is a starting point and a mirror.

Use what you discover here to guide your continued learning, your practice culture, and the systems you influence.

Affirming care is not about perfection. It is about awareness, intention, and aligned action.

— Dr. Lulu

## **Now What?**

Awareness is important. Action is what changes patient experiences.

If this assessment helped you identify opportunities for growth in your clinical practice, communication, or systems of care, you do not have to navigate that work alone.

The AFFIRM Healthcare Professionals Prescription Program (TAHPPP), also known as TAP, was created to help clinicians move beyond fear, hesitation, and uncertainty toward more affirming, equitable, and confident care for LGBTQ+ and multiply marginalized patients.

Through seven modules delivered over seven weeks, TAHPPP/TAP helps healthcare professionals build safer clinical environments where patients feel seen, respected, and cared for through training, reflection, practical tools, and real-world application.

To learn more about trainings, workshops, and upcoming masterclasses, connect with Dr. Lulu on LinkedIn and visit her website.

To schedule a consultation or learn more about TAHPPP/TAP:

[calendly.com/drlulu/affirm](https://calendly.com/drlulu/affirm)

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