

Inclusion of LGBTQI+ in MSF health settings - Phase 3

Project Summary

Area/Type: HR & Learning; large-scale
Sponsor/Support: OCA, supported OCB & WACA
Length/Project Status: 24 months; **ONGOING**



TRANSFORMATIONAL
INVESTMENT
CAPACITY

Problem

MSF is working with LGBTQI+ population in many settings where they face harassment, violence, legal and societal discrimination and exclusion, and high levels of stigmatization against the community. Additionally, there is also a significant knowledge gap and often cultural or religious bias when LGBTQI+ self-identified persons seek healthcare.

Proposed Solution

Reduce barriers to appropriate and dignified healthcare by transforming how LGBTQ+ patients are welcomed and treated in MSF health projects through increased organizational literacy and competencies. Develop multiple tools for field use and training modules for medical providers, leveraging best practices and other MSF models. Phase 3 will focus on rolling out LGBTQ+ Respect for All Patients workshops, developing guidelines and protocols to integrate into MSF medical interventions and creating training modules for medical and non-medical staff to integrate care for LGBTQI+ patients.



Potential Impact

- Directly addresses stigmatization and discrimination against the LGBTQ+ community and its impact on patients and access to health care.
- Improves health care outcomes through improved health seeking behaviour for a population that encounters stigma and discrimination.

Viability

- Adapts learnings from Safe Abortion Care Task Force and Inclusion of Persons with Disabilities TIC.
- Builds on the learnings, experiences and momentum from the Proof-of-Concept phases.

Risk Mitigation

- Identifies, documents and communicate barriers to change and develops strategies to overcome those barriers.

Scalability

- Hosts "Respect for All Patients" (RAP) workshops including regional Training of Trainers, E-learning on Tembo and LGBTQI+ website.
- Aim to identify MSF partner section to host LGBTQI+ Inclusion advisor post TIC funding supporting an FTE for movement-wide collaboration with projects.