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## **Bridging the Gap: Developing an LGBTQIA+ Resource Toolbox to Enhance Nursing Education and Culturally Competent Healthcare**

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**Background:** Despite AACN efforts to promote diversity, equity, and inclusion, significant gaps persist in nursing education concerning LGBTQIA+ healthcare. Research indicates 80% of nurses receive little/no formal education on LGBTQIA+ health. LGBTQIA+ individuals face inequitable health outcomes due to healthcare provider biases and lack of clinical training. A scoping review of nursing LGBTQIA+ health education emphasizes the need for comprehensive resources to improve provider education and reduce health disparities.

**Purpose:** An LGBTQIA+ Resource Toolbox was created to educate nursing students, nurses, and healthcare providers on delivering informed, culturally competent care to address gaps in nursing curricula.

**Methods:** An LGBTQIA+ health resource toolbox was developed to provide up to date information on LGBTQIA+ care for educators, students and healthcare providers. The toolbox contains resources specific to LGBTQIA+ health. First-time and return-users are invited to complete a survey assessing their knowledge and current practices toward LGBTQIA+ care. Data is collected on demographics, knowledge and current healthcare practices with LGBTQIA+ individuals. Returning users are asked about changes in practice after use of resources.

**Results:** Most users (126) are female, white, and heterosexual; 4 identified as non-binary. Most users are 20-29 and 50-59 years old. The toolbox reached nurses and providers in 29/50 states with 40.8% practicing in the Northeast. Self-reported practices of inclusive care by first-time users included: 17.11% ask pronoun/name, 9.21% ask about sexual orientation/identity/expression; 18.42% intake/medical forms include pronouns/name, 11.4% use inclusive posters/resources on LGBTQIA+ health; sexual orientation and gender identity is included in employment's nondiscrimination policies (14.04%) and single-stall restrooms (10.09%) are reported by users. Return-users reported improved knowledge and attitudes after using the toolbox.

**Conclusion:** Based on survey results, there is strong engagement among users of the LGBTQIA+ Resource Toolbox. Results of the survey demonstrate interest in implementing changes in clinical practice to better support LGBTQIA+ patients.

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**Keywords:** LGBTQIA+ health, nursing education, culturally competent care, healthcare disparities, inclusive practice