

A Guide for Clinics on Using the Online Course, Sexual and Reproductive Justice in Clinic Settings, in Your Day-to-Day Work



Hi, there! I'm Charmaine (she/her). I am the narrator of the online course, *Sexual and Reproductive Justice in Clinic Settings*.

As you may know, online courses are typically designed to be completed individually, with shorter modules in order to provide key content and skills in the shortest amount of time possible.

This course focuses on sexual and reproductive justice (SRJ), however, is not just about learning what SRJ is—it is about how every part of a clinic's setting, practices, and procedures center SRJ at their core. So, we created this brief

guide to offer suggestions on how to use this course in ways that will strengthen your clinic's approach to SRJ on both individual and agency levels.

The Individual Level

As I shared above, the course was designed for individual users to complete each module. Clinics can, however, consider a few creative ways to deepen and reinforce both learning and application. For example:

- **Pair clinic staff members up to complete the course together.** If you choose to do this, we recommend thinking intentionally about how to pair or group clinic staff. For example, it may be useful to have clinicians who see patients pair up, and have administrative staff (e.g., front desk staff, security, etc.) pair up so they can discuss applications to their specific roles.

It could also be useful to mix up pairing, so that a clinician is with an administrative

staff member, so they can learn more from and about each other and how SRJ is applied in different contexts within the same clinic.

- **Integrate the course into clinic onboarding and ongoing professional development.** Some ideas for doing this could include ensuring all new clinic hires, regardless of role, complete the course. You can also have team members complete the course once a year to keep the content fresh and to communicate to the team that SRJ is not just a training topic—it is a key part of the clinic’s mission, vision, and values. Encourage supervisors to make intentional connections to SRJ during one-on-one meetings with their direct reports, referring back to the course for shared language and concepts across the clinic.

The Clinic/Team Level

- **Create checklists for various areas of the clinic,** based on the best practices covered in the course, to guide staff on opportunities for intentionally integrating SRJ in their work, whether in writing or when engaging with clients or the community.
- **Do a clinic-wide SRJ self-assessment.** Using the course as a guide, ask each clinic area to review what they are doing that already integrates SRJ and where they could add to/strengthen their efforts. Ask each area to report back to the rest of the clinic so different areas can build on each other’s ideas and efforts.
- **Seek feedback from clients/patients in ways that connect to SRJ.** Most clinics have some kind of feedback mechanism in place, whether through surveys, casual conversations, or formal evaluations. Review these questions and see how you can ensure they yield input on aspects of the clinic specifically aimed at SRJ in practice.
- **Intentionally have an agenda item on SRJ at all full-staff and individual team meetings.** As above, use the course as the common reference point, since everyone on staff will have completed it. In addition to making time to intentionally discuss SRJ, be sure to integrate it into other agenda items as opportunities arise. For example, if outreach team members are reporting on a community event, ask them to link their efforts to SRJ. Ask them and the rest of the staff to reflect on what they found effective, as well as what else they could do moving forward.
- **Ask newer team members who have taken the course (or longer-term members who take it as a refresher) to discuss the course learning at a staff or team meeting.** This is not designed to burden an already-busy staff with additional work, but rather to give them an opportunity to intentionally connect what they are doing daily to SRJ. Clinic staff are often so busy providing services that there is no time to reflect on what we are doing and how we are doing it. This is particularly true for administrative staff,

who are equally important to the day-to-day work of running the clinic, even if they are not seeing patients or clients.

By intentionally using the online course and integrating the principles of sexual and reproductive justice into your day-to-day work, you can make a profound difference in your clients'/patients' lives, especially those who have historically faced barriers to accessing equitable and compassionate healthcare. This online course will provide you and your team with valuable knowledge, but it is your ongoing commitment to applying these principles in practice that will lead to meaningful, lasting change for your clients/patients and your communities.

Sample Questions for Assessing Your Clinic Assessment Using an SRJ Lens

Note: Every clinic and community will have unique components. These sample questions offer types of activities and questions you can consider as you create your own Sexual and Reproductive Justice (SRJ) clinic assessment. This sheet does not reflect the full range of questions a clinic will want to ask itself relating to SRJ.

Please take a moment to think or move about your organization or clinic. As you do so, please check off the clients who you think feel **welcome** and why.

1. ☐ **Youth (in general)**

Examples: _____

2. ☐ **Black and Brown Clients**

Examples: _____

3. ☐ **Asian/Pacific Islander Clients**

Examples: _____

4. ☐ **Native American Clients**

Examples: _____

5. ☐ **Clients Who Do Not Speak English**

Examples: _____

6. ☐ **Cisgender Female Clients**

Examples: _____

7. ☐ **Cisgender Male Clients**

Examples: _____

8. ☐ **Clients Who Are Not Heterosexual (LGBQ+)**

Examples: _____

9. ☐ Transgender or Nonbinary Clients

Examples: _____

10. ☐ Clients Who Are Deaf or Hard-of-Hearing

Examples: _____

11. ☐ Clients Who Have Physical Disabilities

Examples: _____

12. ☐ Clients Who Are Neurodiverse/Have Intellectual Disabilities

Examples: _____

13. ☐ Clients Who Are Undocumented

Examples: _____

14. ☐ Other Clients (Please Specify): _____

Examples: _____

What language(s) is/are your intake forms available in?

What language(s) do your clinicians/administrative staff speak?

Do you have at least one all-gender/single-use restroom? ☐ Yes ☐ No

What are THREE things you could do within your physical environment to make any or all of the clients who come to your clinic feel more welcome and comfortable?

1. _____
2. _____
3. _____

What are your clinic hours?

Do these reflect the needs of ALL your clients? ☐ Yes ☐ No

If no, what changes can you make to be more accessible?

What kind of mobile/on-site clinical services do you offer in the community? How can you make these more accessible for more of your clients/patients?

Do your clinicians and administrative staff receive training in using language that does not make assumptions about a client?

Examples might include:

- Not assuming a young client comes for information on how to prevent a pregnancy
- Not assuming a client's sexual orientation or gender identity
- Not assuming a client's relationship status or the gender of their partner

☐ Yes

☐ No

Do your informational materials/website reflect the diversity of your service populations?

☐ Yes

☐ No

Are they LGBTQ+-inclusive and -affirming?

☐ Yes

☐ No

Do the visuals on your walls (posters, etc.) depict:

- | | | |
|-------------------------------|------------------------------|-----------------------------|
| • All genders? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| • Diverse family structures? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| • A variety of relationships? | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

Does your clinic employ people who are from/represent your clinic populations?

☐ Yes

☐ No