

## PROVIDER TRAINING

PUBLICATION	PUBLICATION OVERVIEW
2020	
<b>Title:</b>  Inclusive Services for LGBT Older Adults: A Practical Guide To Creating Welcoming Agencies	The guide was created to assist service providers to understand barriers that LBGT older adults face. The guide gives suggestions, tips and practical ideas from providers in the field, SAGE and the National Resource Center on LBGT Aging Partners. The guide also discusses different ways to improve and expand the continuum of care and services available.
<b>Citation:</b> National Resource Center On LGBT Aging, 2020	
<b>Link:</b>  <a href="https://lgbtagingcenter.org/resources/pdfs/Sage_GuidebookFINAL1.pdf">https://lgbtagingcenter.org/resources/pdfs/Sage_GuidebookFINAL1.pdf</a>	
<b>Title:</b>  PrEP Action Kit	This tool kit was created to assist providers with clinical resources to include PrEP into their practices. The kit includes tips, FAQs, and information about prescription and monitoring. This is an important for providers treating LGBTQIA+ patients or patients at risk of HIV infection.
<b>Citation:</b> National LGBTQIA + Health Education Center, 2020	
<b>Link:</b>  <a href="https://www.lgbtqihealtheducation.org/wp-content/uploads/2020/06/PrEPActionKit_Updated-Spring-2020.pdf">https://www.lgbtqihealtheducation.org/wp-content/uploads/2020/06/PrEPActionKit_Updated-Spring-2020.pdf</a>	
2018	
<b>Title:</b>  Learning to Address Implicit Bias Towards LGBTQ Patients: Case Scenarios	It is important for health care professionals to build trust with their patients. Implicit bias can affect how health care providers have conversations with patients and lead to poor communication with patients.  Implicit bias is defined to bring awareness to health care professionals. Case scenarios exercises are used for self-learning or to teach health care staff how to identify and address implicit bias related to LGBTQ patients.
<b>Citation:</b> National LGBTQIA+ Health Education Center, 2018	
<b>Link:</b>  <a href="https://lgbtagingcenter.org/resources/pdfs/Sage_StrengtheningGuidebook2017.pdf">https://lgbtagingcenter.org/resources/pdfs/Sage_StrengtheningGuidebook2017.pdf</a>	

## 2017

<b>Title:</b> Strengthen Your State and Local Aging Plan: A Practical Guide for Expanding the Inclusion of LGBT Older Adults	The guide is meant to complement work and enhance the ability to advance the inclusion of LGBT older adults. The guide includes a list of tools and resource to assist with outreaching to LGBT communities, data collection, needs assessments, writing LGBT-inclusion planning goals and objectives.
<b>Citation:</b> National Resource Center On LGBT Aging, 2017	
<b>Link:</b> <a href="https://lgbtagingcenter.org/resources/pdfs/Sage_StrengtheningGuidebook2017.pdf">https://lgbtagingcenter.org/resources/pdfs/Sage_StrengtheningGuidebook2017.pdf</a>	

## 2016

<b>Title:</b> Inclusive Questions for Older Adults: A Practical Guide to Collecting Data on Sexual Orientation and Gender Identity	This guide was made to assist service providers ask questions about sexual orientation and gender identity in a safe and respectful form by relying on research, real-world knowledge, and experience.
<b>Citation:</b> National Resource Center On LGBT Aging, 2016	The guide covered best practices and resources regarding sexual orientations and gender identity questions and terminology.
<b>Link:</b> <a href="https://lgbtagingcenter.org/resources/pdfs/Sage_CollDataGuidebook2016.pdf">https://lgbtagingcenter.org/resources/pdfs/Sage_CollDataGuidebook2016.pdf</a>	
<b>Title:</b> Building Patient – Centered Medical homes for Lesbian, Gay, bisexual, and Transgender Patients and Families	Discusses the framework of a patient- centered medical home to improve health care and health outcomes specifically for lesbian, gay, bisexual, and transgender (LGBT) patients and families. The publication provides practice improvement actions for improving care for LGBT patients and families that are also connected to patient – centered medical home standards. This framework helps providers create a welcoming, inclusive and competent environment to provide health care for LGBT patients and families.
<b>Citation:</b> National LGBTQIA + Health Education Center: A program of the Fenway Institute, 2016	
<b>Link:</b> <a href="https://www.lgbtqihealtheducation.org/wp-content/uploads/Building-PCMH-for-LGBT-Patients-and-Families.pdf">https://www.lgbtqihealtheducation.org/wp-content/uploads/Building-PCMH-for-LGBT-Patients-and-Families.pdf</a>	

## 2014

<b>Title:</b> Communicate to Make a Difference: Exploring Cross-Cultural Communication	Free online training <ul style="list-style-type: none"> <li>• Training on case studies of responding to cultural differences between staff and patients</li> <li>• Scenarios presented between physicians and a lesbian patients who did not disclose their sexual orientation</li> </ul>
<b>Citation:</b> Empire State Public Health Training Center, 2014.	

<b>Link:</b>	
<a href="https://phtc-online.org/learning/?courseId=23">https://phtc-online.org/learning/?courseId=23</a>	
<b>2013</b>	
<b>Title:</b>	<p>Goal: To provide guidance for health professional schools to create an LGBT welcoming climate and support LGBT students, faculty, and staff.</p> <p>Topics Addressed:</p> <ul style="list-style-type: none"> <li>• Institutional Equity</li> <li>• Transgender Services &amp; Support</li> <li>• Diversity Initiatives</li> </ul> <p>Admissions</p> <ul style="list-style-type: none"> <li>• Staff &amp; Faculty Recruitment, Retention and Training</li> <li>• Targeted and Inclusive Programs for LGBT Students &amp; Employees</li> <li>• Awareness-Building Activities</li> <li>• Mentoring &amp; Networking</li> <li>• Best Practices</li> </ul>
Recommendations for Enhancing the Climate for LGBT Students and Employees in Health Professional Schools	
<b>Citation:</b>	
Snowdon S. A GLMA White Paper. Washington, D.C.: GLMA. 2013.	
<b>Link:</b>	
<a href="http://www.glma.org/_data/n_0001/resources/live/Recommendations%20for%20Enhancing%20LGBT%20Climate%20in%20Health%20Professional%20Schools.pdf">http://www.glma.org/_data/n_0001/resources/live/Recommendations%20for%20Enhancing%20LGBT%20Climate%20in%20Health%20Professional%20Schools.pdf</a>	
<b>2012</b>	
<b>Title:</b>	<p>The Learning Modules on LGBT Health were created to facilitate teaching of LGBT health topics to health care professionals and students.</p> <ul style="list-style-type: none"> <li>• Module 1: Is an introduction to LGBT populations and their healthcare needs. Topics include: LGBT terminology, population demographics, culturally appropriate care for LGBT populations, etc.</li> <li>• Module 2: Explains how to take an inclusive patient history, and how to tailor it for LGBT patients.</li> <li>• Module 3: Summarizes the most recent LGBT health research, and outlines key clinical approaches to promote health.</li> <li>• Module 4: Explores healthcare issues of LGBT youth. Topics include: barriers to accessing health care, confidentiality concerns, etc.</li> <li>• Module 5: Provides context on LGBT relationships and parenting.</li> <li>• Module 6: Recognizes LGBT elders (age 65+).</li> <li>• Module 7: Familiarizes clinicians with health needs of transgender individuals.</li> </ul>
Continuing Education: Learning Modules	
<b>Citation:</b>	
The Fenway Institute, 2012.	
<b>Link:</b>	
<a href="https://www.lgbthealtheducation.org/resources/type/learning-module/">https://www.lgbthealtheducation.org/resources/type/learning-module/</a>	
<b>2011</b>	
<b>Title:</b>	<p>The guide helps health care professionals to assess the five P's:</p> <ul style="list-style-type: none"> <li>• Partners: Ask patients about the number and gender of their sex partners</li> <li>• Practices: If the patient has had multiple sexual partners in the past year, then ask questions about</li> </ul>
A Guide to Taking a Sexual History	
<b>Citation:</b>	
U.S. Department of Health and Human Services, 2011.	

<p><b>Link:</b></p> <p><a href="https://www.cdc.gov/std/treatment/SexualHistory.pdf">https://www.cdc.gov/std/treatment/SexualHistory.pdf</a></p>	<p>their sexual practices and condom use</p> <ul style="list-style-type: none"> <li>• Protections: from STDs, ask about sexual practices to help determine which risk-reduction strategies to discuss with patient</li> <li>• Past history of STDs: Ask what patients have been previously diagnosed with to determine their future STD risk</li> <li>• Prevention of Pregnancy: Ask if pregnancy is desired</li> </ul>
<p><b>Title:</b></p> <p>The Health of Lesbian, Gay, Bisexual, and Transgender People: Building a Foundation for Better Understanding</p>	<p>The IOM’s report assessing current research on the health status of LGBT populations, and proposed research agenda. The following are challenges in conducting this research:</p>
<p><b>Citation:</b></p> <p>Institute of Medicine. Washington, DC: The National Academies Press, 2011.</p>	<ul style="list-style-type: none"> <li>• Challenge: Lack of LGBT data. <ul style="list-style-type: none"> <li>o <i>Recommendation.</i> Sexual orientation data should be collected in all federally funded surveys, and electronic health records.</li> </ul> </li> <li>• Challenge: Asking study participants their sexual orientation <ul style="list-style-type: none"> <li>o <i>Recommendation:</i> NIH should support research to evaluate sexual orientation questions and to develop additional measures. Sexual orientation questions on federal surveys should be standardized so that comparisons and combinations of data can be made across studies.</li> </ul> </li> </ul>
<p><b>Link:</b></p> <p><a href="https://www.ncbi.nlm.nih.gov/books/NBK64806/pdf/Bookshelf_NBK64806.pdf">https://www.ncbi.nlm.nih.gov/books/NBK64806/pdf/Bookshelf_NBK64806.pdf</a></p>	<ul style="list-style-type: none"> <li>• Challenge: Large LGBT samples are difficult and costly to recruit, in general population surveys, for analysis. <ul style="list-style-type: none"> <li>o <i>Recommendation.</i> NIH should support methodological research aimed at the development of innovative ways to conduct research with LGBT populations and determining ways to collect information on sexual minorities.</li> </ul> </li> <li>• Challenge: Limited NIH-sponsored research exists for LGBT health. <ul style="list-style-type: none"> <li>o <i>Recommendation:</i> NIH should create a comprehensive research training program and encourage researchers to include sexual minorities in their study samples.</li> </ul> </li> </ul> <p>Research Agenda: To advance knowledge of LGBT health, the IOM proposed a research agenda covering: demographic research, social influences, health care inequalities, intervention research and transgender health needs.</p> <p>Other Findings: Current research focuses more on gay and lesbian populations, than on bisexual and transgender populations.</p> <ul style="list-style-type: none"> <li>• More research has been conducted among LGBT adults than among LGBT youth and elders.</li> <li>• Racial/ethnic sexual minority groups have not</li> </ul>

	been examined in current research.
2008	
<b>Title:</b> Sexual And Gender Minority Health: What We Know And What Needs To Be Done	<p>Uses epidemiological and clinical investigations to discuss how clinicians and public health professionals can improve research methods, clinical outcomes, and service delivery for lesbian, gay, bisexual, and transgender people.</p> <p>Topics include:</p> <ul style="list-style-type: none"> <li>• Unique clinical concerns of sexual and gender minority populations</li> <li>• Defining and measuring sexual and gender minorities</li> <li>• Barriers to optimal health care for sexual and gender minority patients</li> <li>• Creating a healthier environment for sexual and gender minority patients</li> <li>• Advocacy and further research needs</li> </ul>
<b>Citation:</b> Mayer KH, Bradford JB, Makadon HJ, et al. <i>Am J Public Health</i> . 2008;98(6):989-995.	
<b>Link:</b> <a href="https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2377288/">https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2377288/</a>	
2000	
<b>Title:</b> Kaiser Permanente’s Provider’s Handbook on Culturally Competent Care: Lesbian, Gay, Bisexual, and Transgender Population	<p>Offers providers a comprehensive guide in addressing a variety of LGBT issues in delivering inclusive and culturally competent care. Some topics include:</p> <ul style="list-style-type: none"> <li>• Demographics</li> <li>• Health Beliefs</li> <li>• Risk Factors</li> <li>• Mental Health</li> <li>• Specialty Care</li> </ul>
<b>Citation:</b> Allen-Davis J. 2000;1.	
<b>Link:</b> <a href="https://www.geneticcounselingtoolkit.com/pdf_files/Providers_Handbook_on_Culturally_Compentent_Care.pdf">https://www.geneticcounselingtoolkit.com/pdf_files/Providers_Handbook_on_Culturally_Compentent_Care.pdf</a>	
No Date (N.d.)	
<b>Title:</b> Clinical Guidelines for Care of Lesbian, Gay, Bisexual, and Transgender Patients	<ul style="list-style-type: none"> <li>• General guidelines on patient forms</li> <li>• Initiating patient-provider discussions</li> <li>• Creating a welcoming environment</li> <li>• Specific issues to discuss with LGBT patients</li> </ul>
<b>Citation:</b> Gay & Lesbian Medical Association	
<b>Link:</b> <a href="http://www.glma.org/_data/n_0001/resources/live/Welcoming%20Environment.pdf">http://www.glma.org/_data/n_0001/resources/live/Welcoming%20Environment.pdf</a>	
<b>Additional Resources</b>	
<b>Cultural Competence Webinar Series</b> GLMA Health Professionals Advancing LGBTQ Equality <a href="http://glma.org/index.cfm?fuseaction=Page.viewPage&amp;pageId=1025&amp;grandparentID=534&amp;parentID=940">http://glma.org/index.cfm?fuseaction=Page.viewPage&amp;pageId=1025&amp;grandparentID=534&amp;parentID=940</a>	

**LGBT Caregiving Fact Sheet**

<https://www.sageusa.org/wp-content/uploads/2018/05/sageusa-lgbt-caregiving-fact-sheet.pdf>

**Spanish Resources**

**Glosario de términos LGBT para equipos de atención a la Salud**

National LGBT Health Education Center: A program of the Fenway Institute, 2018

<https://www.lgbtqiahealtheducation.org/wp-content/uploads/2018/03/National-LGBT-Health-Education-Center-Glossary.SPANISH-2018.pdf>

**Preguntas Sobre Orientación sexual E Identidad De Género**

National LGBT Health Education Center: A program of the Fenway Institute, 2016

<https://www.lgbtqiahealtheducation.org/wp-content/uploads/SOGI-Questions-Espanol-with-Cover.pdf>

**LGBT en los Centros de Salud Lo que la Junta Directiva Necesita saber**

The National Association of Community Health Centers and the National LGBT Health Education Center, 2016

[https://www.lgbtqiahealtheducation.org/wp-content/uploads/com855\\_boardDocument-Spanish\\_v7\\_09-08-2014-1.pdf](https://www.lgbtqiahealtheducation.org/wp-content/uploads/com855_boardDocument-Spanish_v7_09-08-2014-1.pdf)

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