



# Equitas Health

INSTITUTE FOR LGBTQ HEALTH EQUITY



## LGBTQ Cultural Humility Program

• Education • Training • Consulting

## About Us

The Institute for LGBTQ Health Equity is the education, research, and community engagement arm of Equitas Health, focusing on reducing health disparities in the lesbian, gay, bisexual, transgender, queer/questioning (LGBTQ) community. We do this by developing and delivering exceptional LGBTQ culturally competent healthcare education and training, engaging with LGBTQ individuals, working with community based organizations, and supporting LGBTQ health research efforts in our region.

Our work with the LGBTQ community encompasses all sexual and gender minorities, including, but not limited to, those who identify as pansexual, asexual, gender non-conforming, non-binary, and intersex.

## Why Cultural Competency & Cultural Humility Matter

Cultural competency builds knowledge, awareness, skills, and capacity to identify, understand, and respect the unique beliefs, values, customs, languages, abilities, and traditions of all people in order to provide effective programs and services.

The Institute for LGBTQ Health Equity is prioritizing moving beyond cultural competency towards cultural humility. Cultural humility is an important tool for tackling issues of health disparities and health inequities in the LGBTQ community. Cultural humility is a lifelong process and commitment to self-evaluation, self-critique, learning, reflection, and working in partnership with those belonging to a different culture. It also includes recognizing and addressing power dynamics in any provider-patient/client relationship. **To improve the overall safety and quality of care, organizations should aspire to meet the unique needs of their patients - patient by patient. Addressing patients and clients from a place of cultural humility increases overall engagement and retention in care, resulting in better health outcomes.**



## Snapshot of the LGBTQ Community

Over 10 million people in the United States over the age of 18 identify as LGBTQ.<sup>1</sup> Due to systematic inequities, disparities, and injustices, the LGBTQ community is disproportionately affected by physical and mental health illnesses, are less likely to have health insurance, and experience worse health outcomes compared to the general population.

Despite being a population with pronounced healthcare needs, LGBTQ individuals face a lack of culturally humble, and structurally competent providers. This further increases their obstacles to access quality care.

1

Source: Gallup

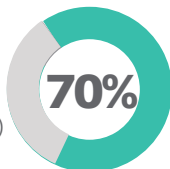
LGBTQ Youth



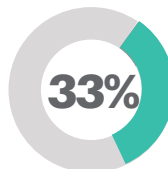
LGB Adults  
**2x**

more likely to delay or not seek medical care.

People Living with HIV/AIDS (PLWHA) are men who have sex with men (MSM)



Transgender people who accessed medical care in the past year reported at least one negative experience.



## Customized LGBTQ Community Education and Training

We offer a variety of education and training options to meet the unique needs of any size or type of organization.

Our program uses educational best practices and continues to adapt based on current research and evaluations. Our staff has over 40 years of combined teaching experience, understands different adult learning styles, and provides participants with practical tools to implement in their day-to-day work. Our goal is to help you best serve your LGBTQ identified patients, clients, and/or staff.



## Our Approach

- o **GOAL AND ACTION ORIENTED:** We strive to provide the tools needed to create meaningful organizational change in order to increase the quality of care for those who identify as LGBTQ. Participants will work towards achieving specific outcomes designed to increase culturally competent care resulting in improved patient retention, engagement, and optimal health.
- o **DEPTH AND BREADTH:** The Institute for LGBTQ Health Equity seeks to provide thoughtful and complete education on a wide variety of topics.
- o **CHALLENGE AND ENJOYMENT:** Trainings are personal, interactive, and easily applicable to real world situations. We ask that individuals come ready to challenge their own beliefs and biases.
- o **CULTURAL HUMILITY:** We believe that we learn most when interacting with those different than ourselves. We strive to provide a platform for dialogue between participants and members of the LGBTQ community to encourage understanding, empathy, and unconditional positive regard.
- o **RELEVANCE:** Our trainings emphasize best practices and incorporate data from recently published peer-reviewed articles.
- o **CUSTOMIZED:** We tailor our trainings to meet the unique needs of our clients.

## Examples of Training Topics

- ⊙ From Cultural Competency to Cultural Humility: What is the Difference and Why Does it Matter?

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- ⊙ Mental Health Concerns in the LGBTQ Community

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- ⊙ Providing Health and Social Services to the Transgender Community (Basics and Advanced)

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- ⊙ The Importance of Language: Serving the LGBTQ Community with Cultural Competence

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- ⊙ Structural Competence in a Clinic Setting: Forms, Electronic Health Records, Creating an Inclusive Atmosphere

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- ⊙ Health Concerns in LGBTQ Youth

For a current list of our trainings, please visit [EquitasHealthInstitute.com](https://EquitasHealthInstitute.com)

Each training can be specifically targeted and tailored to a wide variety of audiences including:

- Social Workers
- Physicians
- Nurses
- Educators
- Clinicians
- Administrators
- Lay Practitioners
- Behavioral Health Practitioners
- Human Resource Representatives
- Corporate Employees

The Institute for LGBTQ Health Equity has the ability to provide psychology OPA-MCEs, Social Work, and Counseling CEs for our presentations. Additional CE accreditations can be obtained on request.

## Consulting Services

We offer our services on a consulting basis for organizations to act as a catalyst for positive organizational change. Subjects include interpersonal/workplace dynamics, structural competency, and developing a personalized, repeatable, training curriculum.

## What People Are Saying About Our Training

"I've learned to ask open questions to let the client know they can be open about their orientation or identity."

"I loved the discussion. Our office doesn't have these kinds of discussions very often."

"I really appreciated the openness of the presenters to discuss their personal experiences."

"I appreciate the clear, straightforward help to better understand issues facing our LGBTQ neighbors/community."

"I will now be able to better serve my patients with a better understanding of individuals based on the information I learned today."

"I learned to be more culturally sensitive to not just clients but with our donors as well."

## Past Clients and Partners

Since launching this program in mid-2016, we've worked with over 5,000 individuals and over 100 organizations across Ohio including:

- Capital Health Home Care
- Central Ohio Association of School Nurses
- Community Shelter Board
- Public Health - Dayton Montgomery County
- Mount Carmel Health Systems
- OhioHealth
- Nationwide Children's Hospital
- Ohio History Connection
- Mental Health America Franklin County
- Ohio Association of Community Health Centers

## Pricing Information

Due to the customizability of each training, pricing varies. We provide trainings at a regional, national, and international level as requested. Contact us by email for more information: [equitasinstitute@equitashealth.com](mailto:equitasinstitute@equitashealth.com)

## Meet Our Staff



**Julia Applegate, MA**  
Director



**Karen Nicosia, MPH**  
Education Manager



**Ramona Peel, MA**  
Lead Trainer



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