

# LGBT Health Education and Training Offerings

Educational Offering	Description
<b>Best Practices in LGBT Patient Care</b>	Understanding LGBT terminology, identity and communities; the impact of minority stress and bias on LGBT health , LGBT specific preventive medicine and individual risk assessment; and implementing best practices in delivering care to LGBT patients; in the context of role and function (nursing version, resident and fellows version, and allied health services version)
<b>An Overview of Ethical Practices in LGBTQI Healthcare</b>	Guiding principles for ethical and competent treatment of LGBQI and Transgender patients including policy, regulatory and legal compliance issues, hot button ethical issues and ethical best practices.
<b>Mediating The Impact of Unconscious Bias and Minority Stress for LGBT Patients</b>	Understanding, assessing and addressing the impact of interpersonal and societal bias and minority stress on the mental and behavioral health of LGBT persons and how mental health clinicians can assist patients in improving their mental and physical health outcomes.
<b>Enhancing The Transgender Patient Experience</b>	Understanding transgender and gender non-binary (TGNB) terminology, identities and communities; knowing and implementing TGNB rights and protections in Mount Sinai Health System policies and under law; implementing best practices in providing culturally competent health care to transgender patients, including mediating minority stress and micro-aggressions; for all healthcare system employees, clinicians and staff.
<b>Creating A Transgender-Affirming Workplace</b>	Includes elements of Enhancing... as above, with a focus on understanding the employment challenges TG/NB employees may face; compliance with health system employee-facing workplace policies; respecting and supporting TG/NB co-workers .

# LGBT Health Education and Training Offerings

Educational Offering	Description
<b>Creating A Welcoming Environment For Transgender and Non-Binary Patients</b>	Includes elements of <i>Enhancing...</i> as above, with a focus on assisting front line and non-clinical services staff to respect and affirm patient’s identities, collect relevant patient data and document sexual orientation and gender identity in record keeping systems.
<b>Best Practices in Spiritual Care for Transgender Patients</b>	(Targeted to chaplains, chaplaincy students and other spiritual care providers) Understanding transgender and gender non-binary (TG/NB) terminology, personal and cultural identities, and communities; reviewing and applying legal, ethical, and healthcare system policy requirements; key themes in research related to transgender people, religiosity, spirituality, and resilience; identifying the special spiritual care needs of TG/NB patients and their family/significant others; and implementing best practices in delivering spiritual care.
<b>Best Practices in Transgender-Affirmative Obstetrical Care</b>	(Targeted to OB/GYN clinicians and staff): An overview of clinical needs, challenges, best practices and resources in providing obstetrical care including labor and delivery services, to TG/NB parents and families.
<b>Understanding and Mitigating Unconscious Bias, Minority Stress and Micro-Aggressions with LGBTQI Patients and Clients</b>	Through presentation, exercises, videos and interactive case studies, this workshop will offer tools and resources to identify and confront unconscious bias in ourselves and others, will examine the impact of macroaggressions and minority stress on the LGBTQI patients and clients we work with and build skills for mitigating the impact on those we serve.
<b>Creating A Safe and Welcoming Environment for TGNB Patients and Visitors</b>	Uses presentation, exercises, videos and interactive case studies and targeted to security personnel and supervisors

# LGBTQ Patient Data Collection Training Offerings

Educational Offering	Description
Collection of Race and Ethnicity Data: Eliminating Disparities and Improving Health Outcomes	Designed to deliver a basic understanding of the steps that intake staff may take to ask and collect for more details from our underserved populations to identify ways to improve health outcomes. Each session provides participants with general definitions of race and ethnicity. Participants also explore how to ease fears that patients may have related to disclosing race and ethnicity data. We want to ensure everyone has equal opportunity to reach their full health potential, regardless of race and ethnicity.
Asking SOGI in EPIC: Why, When, and How	Designed to provide participants with a basic understanding of Mount Sinai Health System's commitment to ensuring that a patient's preferred gender will be respected and the patient will be referred to by their name and pronoun of choice.