

LGBTQ EDUCATION AND TRAINING PRESENTATIONS AND WORKSHOPS FROM THE MSHS OFFICE FOR DIVERSITY AND INCLUSION

BEST PRACTICES IN LGBT PATIENT CARE : 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 nursing version, resident and fellows version, and in allied health services version.

AN OVERVIEW OF ETHICAL PRACTICES IN LGBTQI HEALTHCARE: Guiding principles for ethical and competent treatment of LGBTQI and Transgender patients including policy, regulatory and legal compliance issues, hot button ethical issues and ethical best practices.

MEDIATING THE IMPACT OF UNCONSCIOUS BIAS AND MINORITY STRESS FOR LGBT PATIENTS: 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.

ENHANCING THE TRANSGENDER PATIENT EXPERIENCE: 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.; for all healthcare system employees, clinicians and staff.

CREATING A TRANSGENDER-AFFIRMING WORKPLACE : Includes elements of *Enhancing...* as above, with a focus on understanding the employment challenges TGNB employees may face; compliance with health system employee-facing workplace policies; and respecting and supporting TGNB co-workers .

CREATING A WELCOMING ENVIRONMENT FOR TRANSGENDER AND NON-BINARY PATIENTS: Includes elements of *Enhancing...* 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.

BEST PRACTICES IN SPIRITUAL CARE FOR TRANSGENDER PATIENTS: (Targeted to chaplains, chaplaincy students and other spiritual care providers) Understanding transgender and gender non-binary (TGNB) 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 TGNB patients and their family/significant others; and implementing best practices in delivering spiritual care.

BEST PRACTICES IN TRANSGENDER-AFFIRMATIVE OBSTETRICAL CARE: (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 TGNB parents and families.

ADDITIONAL LGBTQI EDUCATION AND TRAINING RESOURCES: the Office for Diversity and Inclusion in collaboration with MSHS and MSSM faculty and staff can provide additional education and training as needed. In addition, all employees of MSHS, as a national LGBT Health Equality Leader, have access to online LGBT health training opportunities with free CEUs and CME's.