



Allies in Health- Suite of Trainings

Our work focuses on providing comprehensive training which can be extended to every member of a community organization or healthcare system team, including administrative staff, nurses, care coordinators, therapists, peer support specialists, case managers, physicians, and so on. This initiative ensures that every employee who engages with LGBTQ youth, individuals and families possesses the knowledge and skills required to deliver LGBTQ-affirming care. With a culturally sensitive and trauma-informed approach, we aim to combat the unique disparities that impact the LGBTQ community, ultimately saving lives.

Each training we provide ranges from 1-3 hours, can be tailored to your specific organization, and is provided in-person or virtually. **Please contact Dr. Noelle DeLaCruz, Director of Health Equity, at noelle@equalityflorida.org to explore bringing training to your facility!**

LGBTQ Culturally Competent Best Practices 101

LGBTQ 101 training offers a foundational understanding of LGBTQ identities and issues. The goal of this training is to promote awareness, inclusion, and respect for LGBTQ individuals.

Participants will learn basic terminology, increase awareness and knowledge about the specific health disparities and challenges faced by LGBTQ individuals, and explore ways to ensure access to inclusive and culturally competent support and services.

Trauma Informed Care for LGBTQ+ Youth and Clients

Designed specifically for clinical staff, this training will explore sensitive and client-centered approaches that foster trust, prevent re-traumatization, and enhance overall well-being and resilience. Participants will learn relevant terminology, examine social-ecological factors impacting LGBTQ clients, and explore the application of trauma-informed care for LGBTQ youth and clients within therapeutic and medical settings.

LGBTQ Inclusive Policies and Practices: Considerations for Hospital Administrators

This training will cover the importance of inclusive policies and procedures for LGBTQ patients and employees, highlighting relevant federal and state laws, regulations, and guidelines. Participants will learn how to develop and implement nationally recognized best practices that are aligned with the Human Rights Campaign's Healthcare Equality Index (HEI) ensuring equitable treatment for LGBTQ patients and employees.

In addition to our full professional development offerings, we also have a selection of short, individual training modules. These modules, which range from 20-30 minutes in length, are designed to be uploaded into existing E-Learning platforms, but can also be provided to audiences who are looking for shorter training opportunities.

Module topics include: Understanding LGBTQ Health Disparities, Unique Considerations for LGBTQ Floridians, Inclusive Language in the Healthcare Setting, Culturally Competent Intake and Interviewing Approaches, and Understanding HIV in the LGBTQ Community.