

Resources for Culturally Appropriate Integrated Services for LGBT Individuals

July 16, 2014

NATIONAL COUNCIL FOR BEHAVIORAL HEALTH MENTAL HEALTH FIRST AID Healthy Minds. Strong Communities.







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www.Integration.samhsa.gov

under About Us/Webinars

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Adam D Swanson, MPP (webinar moderator) Policy Associate National Council for Behavioral Health

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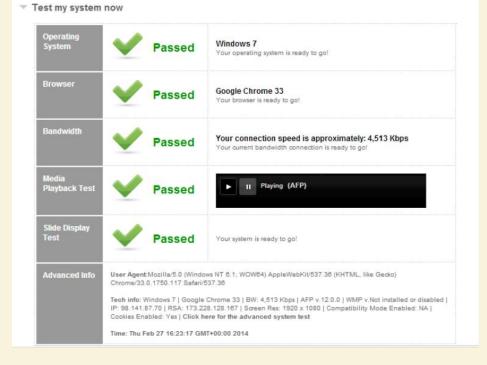
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Before We Begin

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Before We Begin

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SAMHSA-HRSA Center for Integrated Health Solutions

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www.integration.samhsa.gov

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Today's purpose: Integrated primary care and behavioral health providers can create culturally appropriate, highly accessible integrated care to members of the lesbian, gay, bisexual, and transgender (LGBT) community with behavioral health conditions. Today's CIHS and CDC National Behavioral Health Network for Tobacco & Cancer Control webinar will cover ways to evaluate current organizational barriers to accessing care, strategies for reducing these barriers, and actionable steps for implementing culturally appropriate services. Review how to internally evaluate your agency's services, and leave with an understanding of best practices and resources to increase engagement efforts with the LGBT community.

During today's webinar we will:

- Review the common chronic health conditions experienced by LGBT individuals.
- Examine efforts in the healthcare industry to improve and expand services available to LGBT persons.
- Highlight organizational best practice, leadership considerations, and next steps.

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Today's Speakers

- Adam D Swanson, MPP (moderator) Policy Associate, National Council for Behavioral Health
- Scout, Ph.D.

Director, Network for LGBT Health Equity at CenterLink: The Community of LGBT Centers

• Harvey Makadon, MD

Director, National LGBT Health Education Center | Professor of Medicine, Harvard Medical School

Andrea Washington, LCSW-S

SUD & Integrated Care Coordinator, Montrose Center

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Network for LGBT Health Equity at CenterLink: The Community of LGBT Centers

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Presented By:

Scout, Ph.D.

Director, Network for LGBT Health Equity at CenterLink: The Community of LGBT Centers



Center for Integrated Health Solutions

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SAMHSA-HRSA

LGBT Health Disparities

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Access to Health

Access to health care and health insurance

SAMHSA-HRSA

Center for Integrated Health Solutions

82%

Heterosexual LGB Transgender

Health Disparity #1: Heterosexual adults are more likely to have health insurance coverage.⁵

% of adults with health insurance

57% **Health Disparity #2:** LGB adults are more likely to delay or not seek medical care.⁶

% of adults delaying or not seeking health care

29%

17%

Krehely J. How to Close the LGBT Disparities Gap. Center for American Progress. 2009. http://www.americanprogress.org/issues/lgbt/report/2009/12/21/7048/how-to-close-the-lgbt-health-disparities-gap/

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Access to Health

Access to health care and health insurance

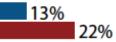
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📕 Heterosexual 📕 LGB 📗 Transgender

Health Disparity #3: LGB adults are more likely to delay or not get needed prescription medicine.⁷

% of adults delaying or not getting prescriptions



Health Disparity #4: LGB adults are more likely to receive health care services in emergency rooms.⁸

% of adults receiving ER care

18%

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Physical Health

Impact of societal biases on physical health and well-being

Heterosexual ELGB Transgender

Health Disparity #5: Heterosexual adults are more likely to report having excellent or very good overall health.

% of adults reporting excellent or very good health

67%

83%

Health Disparity #6: Lesbian and bisexual women are less likely to receive mammograms.

% of women receiving a mammogram in past 2 years

62% 57%

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Physical Health

Impact of societal biases on physical health and well-being

Heterosexual LGB Transgender

Health Disparity #7: LGB adults are more likely to have cancer.

% of adults ever diagnosed with cancer

6% 9%

Health Disparity #8: LGB youth are more likely to be threatened or injured with a weapon in school.

% of youth threatened or injured with a weapon

5%

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Physical Health

Impact of societal biases on physical health and well-being

Heterosexual LGB Transgender

Health Disparity #9: LGB youth are more likely to be in physical fights that require medical treatment.

% of youth in a physical fight requiring medical treatment

4%

Health Disparity #10: LGB youth are more likely to be overweight.

% of youth who are overweight

6% 12%

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Mental Health

Impact of societal biases on mental health and well-being

Heterosexual LGB Transgender

Health Disparity #11: LGB adults are more likely to experience psychological distress.

% of adults experiencing psychological distress in past year



Health Disparity #12: LGB adults are more likely to need medication for emotional health issues.

% of adults needing medication for mental health

10%

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Mental Health

Impact of societal biases on mental health and well-being

Heterosexual LGB Transgender

Health Disparity #13: Transgender adults are much more likely to have suicide ideation.

% of adults reporting suicide ideation

2% 5%

50%

Health Disparity #14: LGB youth are much more likely to attempt suicide.

% of youth reporting suicide attempts

35%

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10%



Discrimination isn't healthy

• LGB respondents in states without protective policies were 5X more likely than those in other states to have 2 or more mental disorders.

• LGB people who had experienced "prejudice-related major life events" were 3x more likely to have suffered a serious physical health problem over the next year than others.

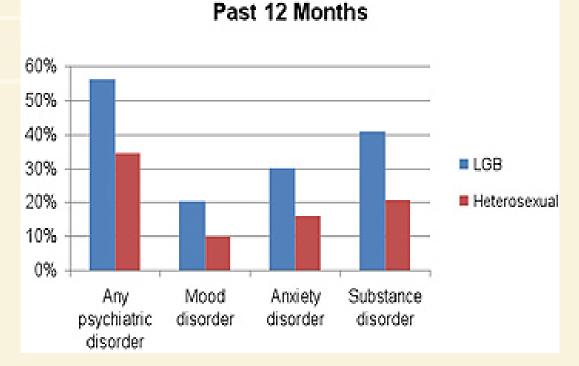
• Lesbians/gays who were in physical fights or were physically assaulted had higher odds of being current smokers than their counterparts who did not experience those stressors.

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Mental Health



Prevalence of Psychiatric Disorders in

Courtesy of the Center for Population Research in LGBT Health at The Fenway Institute

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Alcohol



According to the 2013 National Health Interview Survey:

35.1% of lesbians & gays
41.5% bisexuals
26% of straight respondents

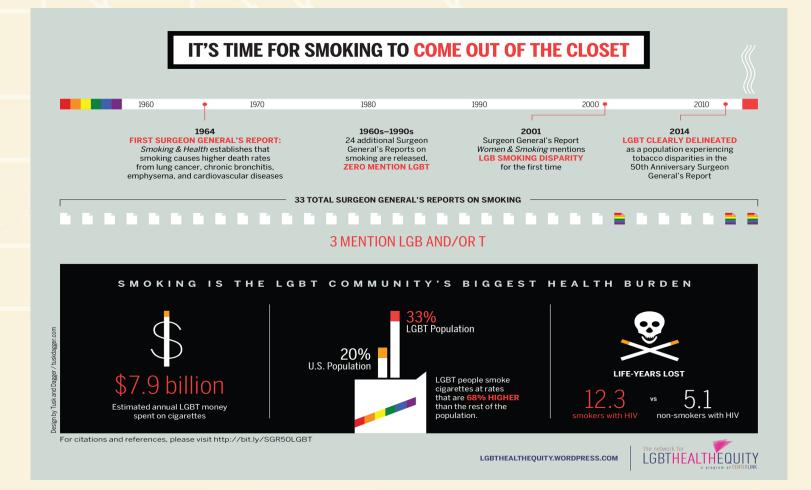
Had 5 or more drinks in a day in last year.

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Smoking



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Smoking

LGBT tobacco disparities have been established by a series of studies over several decades.

- The studies consistently show LGBT smoking prevalence is 35-200% higher than the general population.
- New general population data show LGBT people smoke cigarettes at rates 68% higher than others.

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Smoking

2.3 Million LGBT people are smoking in the U.S. today
 Estimated over 1 million LGBT people will die early from smoking

Yet despite being our largest health burden, most of us don't even understand we smoke more.

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LGBT Youth

Highly rejected young LGBT were

- 8x more likely to have attempted suicide
- 6x more likely to have serious depression
- 3x greater risk for HIV and STD's
- Than LGBT youth with accepting families.

Family Acceptance Project: <u>http://familyproject.sfsu.edu/staff</u>.

SAMHSA's Resource Guide related to family acceptance: <u>http://store.samhsa.gov/product/A-Practitioner-s-Resource-Guide-Helping-Families-to-Support-Their-LGBT-Children/PEP14-LGBTKIDS</u>.

Post-Windsor, SAMHSA definition of family: <u>http://beta.samhsa.gov/grants/grants-management/policies-regulations</u>.

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Discrimination in Medical Care

- According to National Transgender Discrimination Survey:
 - One in five transgender people report being turned away from a medical provider for being trans.
 - 28% were subjected to harassment in medical settings
 - 50% of the sample reported having to teach their medical providers about transgender care

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Discrimination in Medical Care

- LGBT people routinely report avoiding health care when they can't find a welcoming doctor
- According to 2013 NHIS: 72.5% of bisexuals had a usual place to go for medical care v. 81% of straight respondents.
- Recent survey from National LGBT Cancer Network demonstrated LGBT cancer survivor's extremely poor experiences with medical providers
- While the world may be more accepting now, everyone carries their lifetimes' worth of experiences around with them.

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How many people are affected?

There are an estimated minimum of 9 million LGBT persons in the U.S.This is roughly equivalent to the population of the state of New Jersey

LGBT people are found in all Congressional districts in the U.S.

The number of LGBT people generally even across racial and ethnic groups.



Courtesy Williams Institute

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Question: Is it legal to fire someone for being LGBT?

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Current State Nondiscrimination Laws

Courtesy of the National Gay and Lesbian Task Force, as of May 21, 2014

Current State Nondiscrimination laws	# of States	Name of States
Banned discrimination based on sexual orientation & gender identity (LGBT)	19	CA, CO, CT, DC, DE, HI, IA, IL, MD, NJ, NM, MA, ME, MN, NV, OR, RI, WA, VT
Banned discrimination based on sexual orientation (LGB)	3	NH, NY, WI
Have NOT banned discrimination for LGBT	28	AK, AL, AR, AZ, FL, GA, ID, KS, KY, LA, MO, OK, UT, MI, MS, MT, NC, ND, NE, OH, PA, SC, SD, TN, TX, VA, WV, WY

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Current State Nondiscrimination Laws

- People can still be fired in the U.S. for identifying as LGBT.
- 22 states have protections in place to prevent discrimination either for LGB or LGBT populations.
- Non-employment poses a potential barrier to getting coverage and accessing care.



To learn more about healthcare coverage resources for LGBT populations, visit www.Out2Enroll.org

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What are your patients/clients bringing to the table?

Do they have reason to trust you?

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Resources

Our blog: http://blog.lgbthealthequity.org/

the	network for	1		Linking People and	l Information		
LGBTHEALTHEQUITY a program of CENTERLINK Prove The C							
HOME	ABOUT THE NETWORK	ABOUT US	CONTACT	MPOWERED - RELEASED	#SALUDLGBTT 20		
BLOGGING SCHOLARSHIP ANNOUNCEMENT- LGBTI HEALTH RESEARCH CONFERENCE, AUG.7-9 2014							
Posted on July 11, 2014 by The Network for LGBT Health Equity							
BLOGGING SCHOLARSHIP ANNOUNCEMENT- LGBTI Health Research Conference 2014 Cleveland, Ohio August 7th- 9th, 2014							

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Resources

- Weekly LGBT Wellness Roundup in Huffington Post -<u>http://www.huffingtonpost.com/news/lgbt-wellness/</u>
- Direct training for health providers & policy makers looking to improve LGBT integration
- Best practices for LGBT tobacco care
- LGBT tobacco posters & quit guides
- [Forthcoming] LGBT Communities Cancer Action Plan
- Direct policy resources for LGBT providers to integrate wellness

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National LGBT Health Education Center The Fenway Institute

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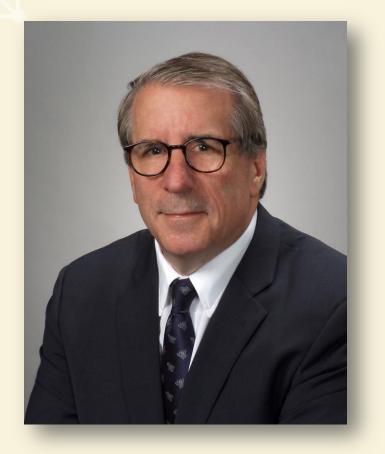


Presented By:

Harvey Makadon, MD

Director, National LGBT Health Education Center , The Fenway Institute

Professor of Medicine, Harvard Medical School



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EDUCATION CENTER

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THE NATIONAL LGBT HEALTH EDUCATION CENTER: Improving Access to Quality Care For LGBT People

Harvey J Makadon, MD

WHO WE ARE

The National LGBT Health Education Center offers educational programs, resources, and consultation to health care organizations with the goal of providing affirmative, high quality, cost-effective health care for lesbian, gay, bisexual, and transgender (LGBT) people.

- HRSA (BPHC) National Cooperative Agreement
 - Training and Technical Assistance for Health Centers
- Grand Rounds for Faculty, Staff, and Trainees
- Focused Workshops on Critical Issues
- Consultation on Creating Strategic Change
- Resources and Publications

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OUR ROOTS

Fenway Health

- Independent 501(c)(3) FQHC
- Founded 1971
- Mission: To enhance the wellbeing of the LGBT community as well as people in our neighborhoods and beyond through access to the highest quality health care, education, research and advocacy
- Integrated primary care model, including HIV services and behavioral health

The Fenway Institute

Research, Education, Policy



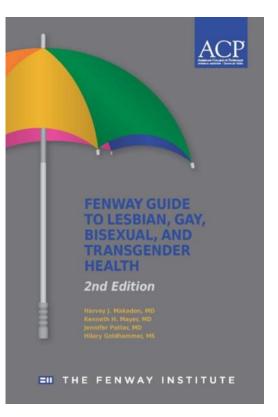


OUR BEGINNING AND OUR FUTURE

2008



2014

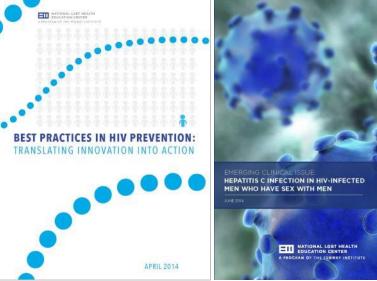




OUR CORE PROGRAMS

- Live Workshops
- Webinars with free CME/CEU credits
- Grand Rounds
- Publications
 - The Fenway Guide- Second Edition
 - Clinical and Policy Briefs
 - Training Guides
- Website <u>www.lgbthealtheducation.org</u>
 - On-Demand Webinars
 - Learning Modules, Online Courses
 - Links to Suggested Resources



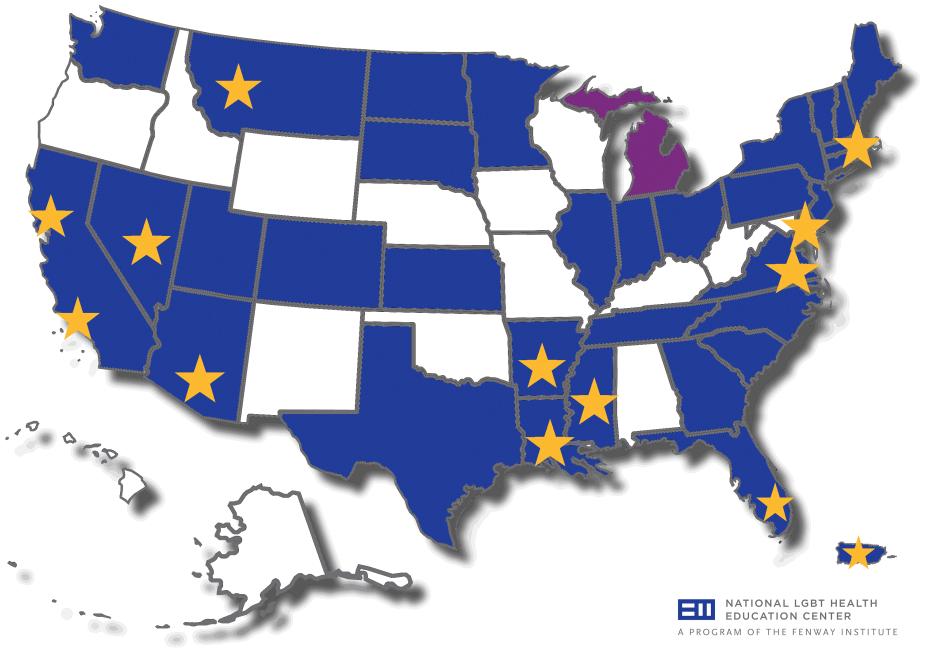




NATIONAL ADVISORY BOARD AND FACULTY



NATIONAL REACH





COLLABORATIONS: PRIMARY CARE ASSOCIATIONS

Massachusetts League of Community Health Centers





Association for Utah Community Health







Community Health Care Association of New York State



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COLLABORATIONS WITH NATIONAL CENTERS OF EXCELLENCE













REGIONAL PROGRAMS





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JACKSON, MISSISSIPPI

Open Arms Health Care Center Grand Opening



PROGRAMS IN LITTLE ROCK, ARKANSAS

- University-wide Grand Rounds at the University of Arkansas for Medical Sciences
- HIV Prevention training at the Arkansas Department of Health
- Department of Family Practice Grand Rounds at UAMS
- Primary Care Conference
 2014





REGIONAL EFFORTS: PUERTO RICO

- Introduction to Asociación de Salud Primaria through BPHC in early 2012 at NACHC P&I
- Presentation at annual meeting of Asociación de Salud Primaria in September 2012
- Presentation at 4th Public Health Conference of Puerto Rico, Spring 2013





REGIONAL EFFORTS: PUERTO RICO

- Collaboration with Carmen M. Velez-Vega at HealthProMed Health Center on EHR and LGBT Issues
- Administering readiness assessment of Health Centers in collaboration with La Escuela Graduada de Salud Pública de la Universidad de Puerto Rico and Asociación de Salud Primaria





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PIEDMONT HEALTH, NC: LGBT AFFIRMATIVE CARÉ IN A MAINSTREAM HEALTH CENTER





WEBINAR SERIES

- Hosted over 25 Webinars since October 2012
- Over 2,000 participants to date
- All webinars available "on-demand" on our website for free CME/CEU credit
- LGBT Health... ¡En Español!



Carlos E. Rodríguez- Díaz and Carmen M Velez-Vega present "Calidad de cuidado para lesbianas, gays, bisexuales, transgéneros y transesuales: Eliminando la invisibilidad y las disparidades en salud"



WEBINAR SERIES: FEATURED TOPICS

- Introduction to LGBT health
- Older adults
- Youth
- Families
- Lesbian health
- Bisexual health
- HIV prevention: screening, PEP and PrEP, outreach

- Transgender care: introductory to advanced
- Migrant farmworkers
- Sexual health
- STI prevention, treatment
- Anal HPV and cancer
- Substance use
- Mental health
- LGBT workforce



PUBLICATIONS



EDUCATION CENTER

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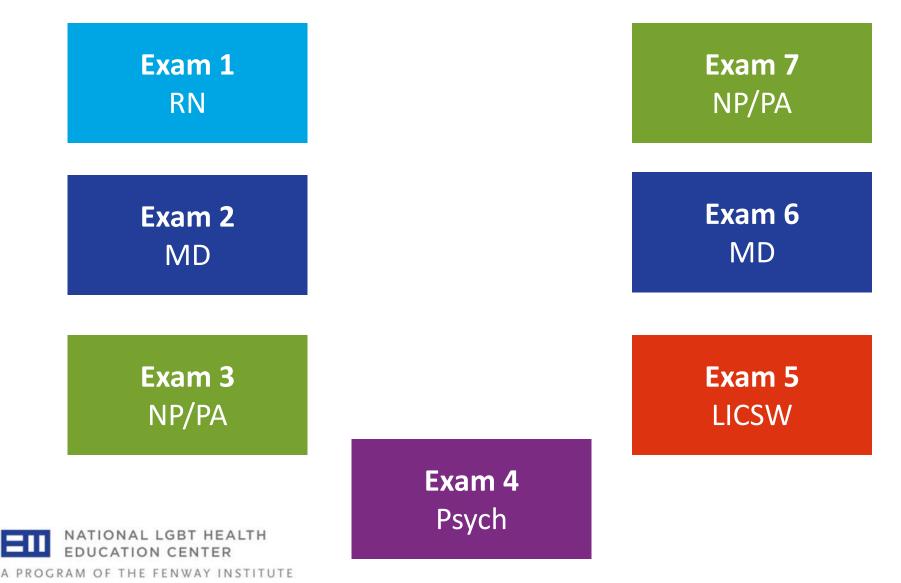
INTEGRATED CARE MODEL



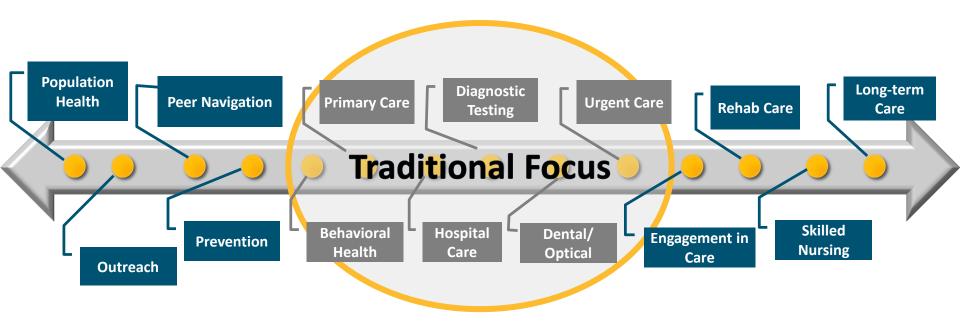


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INTEGRATED CARE EXAM MODULE



EXPANDING THE CARE CONTINUUM TO OPTIMIZE INTEGRATION OF SERVICES: THE BIG PICTURE





EFFECTIVE INTEGRATED SCREENING, PREVENTION AND CARE IN HEALTH CENTERS

- Comprehensive Care
 - Outreach and linkage to care and treatment at the same center
 - Integrating medical and behavioral health
- Patient-Centered
 - Addressing stigma and homophobia in healthcare
 - Understanding the social determinants of health and relevant needs of clients/patients

Coordinated Care

- Case management to ensure linkage to/retention in care
- Linkage of high-risk individuals for HIV prevention, follow up
- Quality and Safety
 - Collecting information on SO/GI in the EMR
 - Electronic decision support for HIV testing, warnings about medication interactions, adherence



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WE ARE HERE TO HELP YOU!



Adrianna Sicari, Hilary Goldhammer, Harvey Makadon

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 Igbthealtheducation@fenwayhealth.org
 617.927.6354





Montrose Center

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Presented By:

Andrea Washington, LCSW-S

SUD & Integrated Care Coordinator Montrose Center



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Some Appropriate Terminology

- Heterosexual
- Gender
- Gender identity
- Gender expression (or presentation)
- Sexuality
- Sexual orientation

- Gay
- Lesbian
- Bisexual
- Transgender
 - FTM
 - MTF
- Bigender

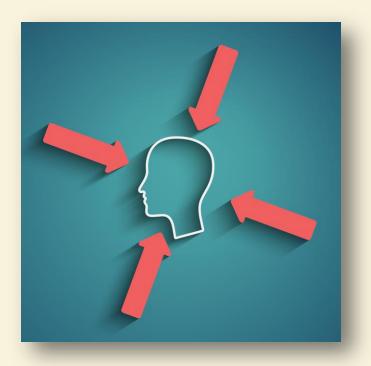
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Role of Leadership in Cultural Competency

Leadership: Leaders must clearly articulate a organization's commitment to meet the unique needs of its patients, and establish an organizational culture that values effective communication, cultural competence, and patient- and family-centered care.



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Steps Towards Cultural Competency Leadership

- 1. Adopt a nondiscrimination policy.
- 2. Develop patients' right to identify.
- **3. Incorporate** a broad definition of *family* consistent with the law.
- 4. Monitor organizational efforts to provide culturally competent care.
- 5. Identify an individual leader who will be accountable .
- 6. **Support** champions with special expertise and experience.

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Steps Towards a Welcoming & Inclusive Environment

- **Prominently post** nondiscrimination policy or patient bill of rights.
- Waiting rooms and common areas should reflect and be inclusive of LGBT individuals and their families.
- Create and designate sex-neutral or single-stall restrooms.
- **Refrain** from making assumptions based on appearance.
- Facilitate disclosure of sexual orientation and gender identity.
 - Note: Disclosure or "coming out"* is an *individual* process.

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Other Considerations: Welcoming & Inclusive Environment



- Documentation & forms
- Language
- Listen & reflect
- Become familiar with resources
- Seek information

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Workforce Cultural Competence

- Ensure equitable treatment and inclusion for LGBT employees.
- **Demonstrate** commitment to LGBT equity in recruitment and hiring.
- Incorporate LGBT patient care information employee and staff training.
- Commemorate LGBT events
 - Pride Month; National Coming Out Day; AIDS awareness

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DNAL COUNCIL





SUD Treatment Considerations

Degree of "out"-ness

- Completely out; personal life only; family; work.
- Fear of being outed.

Familial considerations

- Of origin, of choice, & families they have developed (i.e. children of LGBT clients):
 - Whether they are out.
 - Level of acceptance of sexual orientation or gender identity.
 - History of abuse directly related to orientation or identify.
 - Inclusion of family of choice in patient's treatment.

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SUD Treatment Considerations

- **Provide** a safe, non-judgmental environment for individuals to share openly about addiction history.
 - Applicable to both individual & group therapy settings.
- **Sensitively manage** experiences of intolerance, and how it impacts their current beliefs and engagement.
- **Be aware** of internalized homophobia and shame, especially regarding sex during their addiction.

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SUD Treatment Considerations

Connect with the greater recovery community:

- Sponsor/sponsee relationships.
 - Ally-sponsors
- Find alternate recreation & leisure activities.
- Encourage a sober life new people, places and things.



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Panel Discussion

Given the research available on the health consequences of institutional sexual orientation and gender discrimination, what steps should providers take to ensure their services do not re-trigger traumatic experiences?

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Panel Discussion

How does the Affordable Care Act affect LGBT individuals, their families, and caregivers?

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Panel Discussion

What factors should providers consider when working with LGBT sub-populations (i.e. transition age-youth, minorities, seniors, etc.)?

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Panel Discussion

How does an organization address stigma or negative attitudes/beliefs about LGBT individuals among staff?

How could an employee in a non-leadership or decision-making role help implement more compassionate attitudes within the organization?

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Resources

- SAMHSA's "A Practitioner's Resource Guide: Helping Families to Support Their LGBT Children"
 - <u>http://store.samhsa.gov/product/PEP14-</u> <u>LGBTKIDS</u>
- The Fenway Institute's, "National LGBT Health Education Center"
 - <u>www.lgbthealtheducation.org</u>
- Network for LGBT Health Equity at CenterLink
 - <u>www.lgbtcenters.org/programs.aspx</u>



A PRACTITIONER'S RESOURCE GUIDE: Helping Families to Support Their LGBT Children



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Resources: SAMHSA's LGBT Training Curricula for Behavioral Health & Primary Care Practitioners

- "A Provider's Introduction to Substance Use Treatment for LGBT Individuals: Training Curriculum"
- "Effective Communication Tools for Health Professionals"
- "HIV/AIDS and Substance Use Disorders in Ethnic Minority Men Who Have Sex with Men (MSM)"
- ✓ "National LGBT Health Education Center Continuing Education"
- ✓ "Nurses HEAL Elders Curriculum"
- ✓ "Removing the Barriers (RTB)"

http://beta.samhsa.gov/behavioral-health-equity/lgbt/curricula

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• Scout, Ph.D.

Network for LGBT Health Equity at CenterLink: The Community of LGBT Centers (401)267-8337 | Scout@lgbtcenters.org

- Harvey J Makadon, MD National LGBT Health Education Center (617) 927-6426 | HMakadon@fenwayhealth.org
- Andrea Washington, LCSW-S Montorse Center (281)200-9373 | awashington@montrosecenter.org

Additional Questions? Contact the SAMHSA-HRSA Center for Integrated Health Solutions integration@thenationalcouncil.org

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More Information & Resources

Visit <u>www.integration.samhsa.gov</u> or e-mail <u>integration@thenationalcouncil.org</u>



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Thank you for joining us.

Please take a moment to provide your feedback by completing the survey at the end of today's webinar.

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