

### Open resources to support best practices in designing, delivering and evaluating training

**Name:** Best practices in creating and delivering LGBTQ Cultural Competency Trainings in Health and Social Services

**Source:** Liz Margolies, Rej Joo and Jenna McDavid

<https://nicic.gov/best-practices-creating-and-delivering-lgbtq-cultural-competency-trainings-health-and-social-service>

and

[https://cancer-network.org/wp-content/uploads/2017/02/best\\_practices.pdf](https://cancer-network.org/wp-content/uploads/2017/02/best_practices.pdf)

(accessed 29/07/2022)

**Description:** This comprehensive guide published by the National LGBT Cancer Network, USA was funded by a grant from the New York State Department of Health, AIDS Institute. It contains the following guidance on best practices:

- Defining cultural competency in LGBT training
- Preparing for training
- Training components and methods
- Training evaluation
- Resources and examples.

**Name:** Developing Standards for Cultural Competency Training for Health Care Providers to Care for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual Persons: Consensus Recommendations from a National Panel

**Source:** Open Access

<https://www.liebertpub.com/doi/pdf/10.1089/lgbt.2021.0464>

**Description:** Describes five anchoring recommendations from the literature: (1) know your audience; (2) develop and fine-tune the curriculum; (3) employ both adult and transformational learning theories; (4) choose multiple effective trainers; and (5) evaluate impact of training. These recommendations promote an ongoing process of individual and organizational improvement and a stance of humility rather than competence to be mastered.

By setting core cultural competency standards for all persons involved in health care and social services, these recommendations complement existing clinical competency recommendations to advance SGD health equity.

**Reference:** Pratt-Chapman, M.L., Eckstrand, K., Robinson, A., Beach, L.B., Kamen, C., Keuroghlian, A.S., Cook, S., Radix, A., Bidell, M.P. Bruner, D., Margolies, L., (2022) Developing Standards for Cultural Competency Training for Health Care Providers to Care for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual Persons: Consensus Recommendations from a National Panel. *LGBT Health*.340-347.