

# LGBTQ+ Competency Trainings



IYG's 2025 cultural competency and professional development training options include:

## **LGBTQ+ 101: Sexuality and Terminology**

This customizable LGBTQ+ competency training teaches basic LGBTQ+ terms, definitions, and nomenclature. Participants will learn how to balance professionalism with opposing cultural, moral, and religious views and will receive best practices for cultivating safer spaces for all. This general training is customized to fit the needs of the client.

## **LGBTQ+ 102: Sex Assigned at Birth, Gender, Pronouns**

Building on our LGBTQ+ 101 training, this presentation is an in-depth conversation on sex assigned at birth, gender identity, gender expression. It includes an explanation on pronouns, how to normalize their usage, and how to navigate alternatives to gendered language. Participants are invited to explore the fluidity of gender to make space for all identities and expressions.

## **LGBTQ+ 103: Building Community**

Continuing beyond LGBTQ+ 101 and 102, this interactive training introduces Community Building spaces and creating inclusive, safer spaces of belonging for LGBTQ+ community. In this course, we focus on implementing concrete strategies to create communities of belonging that set the precedent of supportive allyship and uplifting marginalized communities. This training incorporates interactive elements and role playing activities to practice cultivating safer community.

## **LGBTQ+: Intersectionality QTBIPOC**

This training is specifically designed to educate around the intersectionality of Queer, Transgender, Black, Indigenous, and People of Color (QTBIPOC). It highlights how intersectionality influences the utilization of institutional racism and anti-LGBTQ+ rhetoric and informs those outside of the QTBIPOC+ community on how multiple minority stressors are influenced by intersectional identity. Participants will learn practices for QTBIPOC allyship and how to implement dismantling acts to further reduce oppression in QTBIPOC lives.

## **LGBTQ+ 101 for Medical Professionals**

Led by an experienced RN, this training focuses on education about the LGBTQ+ community and ways medical and mental health providers can best honor and serve this marginalized group. This presentation utilizes storytelling that shares some of the biopsychosocial barriers that the LGBTQ+ community faces when seeking appropriate medical services. Participants will learn how to integrate evidenced based, best clinical practices into their organization and care.

For more information, contact: **Angie Tarr, RN** | [atarr@iyg.org](mailto:atarr@iyg.org) | [317-541-8726](tel:317-541-8726)

## LGBTQ+: Mental Health

Co-branded and created in cooperation with the Indiana Department of Mental Health and Addiction (DMHA), this training demonstrates how stigma, lack of cultural awareness, and unconscious bias affect the quality of mental health care that LGBTQ+ people receive. It provides a deeper overview of the LGBTQ+ community and its language and includes storytelling that shares the biopsychosocial barriers that the LGBTQ+ community faces when seeking appropriate levels of mental health care. This presentation gives an in-depth reflection on the ways mental health professionals can best support the LGBTQ+ community, prioritizing our transgender members. (This training is 1 CEU for those licensed through Indiana Behavioral Health and Human Sciences PLA).

## LGBTQ+ History

This course is an interdisciplinary exploration of Lesbian, Gay, Bisexual, Transgender, Queer/Questioning (LGBTQ+) identity, history, and culture. The course is designed for all audiences interested in learning more about the LGBTQ+ community and its history, including those who do and who do not identify as LGBTQ+. This course will also explore the wins of the LGBTQ+ community and its future progress.

## LGBTQ+ Allyship: Moving Beyond Awareness and Into Action

This cultural competency training explains, defines, and provides concrete examples of LGBTQ+ allyship. It examines the difference between performative and sincere allyship and discusses how to avoid some of the frequent mistakes made by those acting in an ally role. Additionally, this presentation will explore how to recognize patterns of behavior that may have a negative effect on LGBTQ+ individuals and rectify these mistakes.

## LGBTQ+: Policy and Laws

In this training, participants will learn about sexuality and gender identity through a health law and policy lens from a variety of perspectives — including medicine, public health, intersectionality, and CRT — gaining a better understanding of the social mistreatment and ostracism of LGBTQ+ people at both the state and federal levels. The presentation will also explore the utilization of a community model approach while moving away from an individualistic approach for providers and others.

Beyond our professional development and cultural competency trainings, IYG also provides:

- **Community Education** through workshops and seminars
- **Conference Presentations** to share field insights and best practices
- **Competency and DEI Content Creation** for LMS with custom training materials
- **Consultation Services** with customized guidance and support including audits, comprehensive policy & practice reviews, cultural surveys, HR onboarding best practices, and employee care and retention strategies

Interested? To get started, contact  
**Angie Tarr, RN** at [atarr@iyg.org](mailto:atarr@iyg.org) or **317-541-8726**.