



Choosing the Right Cultural-Competency Training Organization

Culturally competency training isn't just about meeting the needs of a diverse population. It's about businesses taking a stand and embracing the richness of human experience. It's about ensuring that everyone feels valued and supported

regardless of identity. A commitment to cultural competency training is beneficial and essential for businesses that wish to serve the LGBTQ+ community, particularly older LGBTQ+ adults.

By implementing strategies through consulting and training, businesses can ensure that they provide affirming, welcoming, and supportive environments for LGBTQ+ individuals, improving both organizational outcomes and community impact.

The Importance of LGBTQ+ Cultural Competency Training

LGBTQ+ cultural competency training goes beyond essential awareness; it involves understanding, respect, and engaging with the diverse experiences, identities, and needs within the LGBTQ+ community. This type of training helps businesses foster inclusive environments, enhance customer and employee satisfaction, and mitigate discrimination and bias.

Person-centered care starts with cultural competency training. By adding it into their organizational policies and practices, healthcare organizations can create an environment where all individuals feel valued, leading to stronger employee engagement, increased customer loyalty, and ultimately, greater organizational success.



Key Considerations When Choosing a Training Company

Selecting the right LGBTQ+ culturally competent training provider is crucial to ensuring the effectiveness of the training and its long-term impact. Here are some key factors to consider:



1. Expertise & Experience

Choose a training company with a proven track record in LGBTQ+ culturally competent training. Trainers should be subject matter experts with deep knowledge of LGBTQ+ issues and the challenges faced by the community.



3. Customization

A one-size-fits-all approach may not be practical. Look for providers that offer customized training programs tailored to meet the specific needs of your organization, workforce, and industry.



5. Efficacy Metrics

A good training company should have mechanisms to measure the effectiveness of its programs. Post-training evaluations, behavioral metrics, and participant feedback should be part of the training process to assess its impact.



7. Industry Understanding

Choose a training provider that understands the specific dynamics and challenges of your industry. This ensures that the training is both relevant and practical, and aligned with your organizational goals.



2. Training Approach

Evaluate the methodologies and strategies used by the training company. Practical training should be interactive, engaging, and tailored to an organization's specific needs and requirements. Incorporating real-life scenarios, case studies, and actionable strategies enhances the learning experience.



4. Content Relevance

Ensure that the training content is current and reflects the latest LGBTQ+ issues, trends, and best practices. The company should regularly revise its curriculum to reflect changes in policies, language, and societal attitudes.



6. Support & Resources

Consider what ongoing support the training company offers beyond the initial training sessions. Access to resources, consultation services, or follow-up workshops can help reinforce learning and ensure continuous improvement in cultural competency.



Research Checklist

RESEARCH & SHORTLIST PROVIDERS: Conduct online research to find reputable training companies. Look for reviews, testimonials, and case studies that demonstrate their expertise and effectiveness

Key Indicators of Quality Training Providers

- | | |
|--|--|
| <input type="checkbox"/> Positive Reviews & Testimonials | <input type="checkbox"/> Experienced Trainers |
| <input type="checkbox"/> Relevant Case Studies | <input type="checkbox"/> Clear Training Methodology |
| <input type="checkbox"/> Demonstrated LGBTQ+ Expertise | <input type="checkbox"/> Customizable Training Options |

Take note of any training service's accredited certifications or partnerships with reputable LGBTQ+ organizations, advocacy groups, and aging industries. Ask industry peers, LGBTQ+ Advocacy groups, and diversity networks for their training recommendations to gauge reliability and reputation.

Schedule a Consultation

CONSULTATIONS AND NEEDS ASSESSMENTS: Meet with potential training providers to discuss your specific training goals. Evaluate their responsiveness and expertise during the consultation.

Inquire About:

- | | |
|---|--|
| <input type="checkbox"/> Training Methodologies | <input type="checkbox"/> Content Updates |
| <input type="checkbox"/> Trainer Qualifications | <input type="checkbox"/> Topic Specialties |
| <input type="checkbox"/> Customizable Options | <input type="checkbox"/> Ongoing Support Post-Training |

No two organizations are exactly alike. It is important for any training provider to recognize the unique needs of your organization and tailor a training program to fully support your team's journey through championing inclusive LGBTQ+ care.

Investing in Affirming Care for a Better Future



Choosing the right LGBTQ+ culturally competent training provider requires thoughtful consideration of expertise, approach, customization, and alignment with your organization's goals. Proper due diligence ensures that your organization receives practical training that fosters inclusivity, respect, and understanding for LGBTQ+ individuals.

Our proven process of creating safe, high-trust virtual spaces for learning how to serve the LGBTQ+ community is reinforced by decades of success. A SAGECare credential stands as a token for all employees, members, residents, clients, and any individual engaged with your organization that you have gone above and beyond to build a safe, inclusive, and understanding environment for the aging LGBTQ+ community.

Available Services

- Leadership & Staff Training
- State-Required Training
- CEU Courses
- On-Demand Individual Courses
- Speaking Engagements

Contact SAGECare today to learn more about how we can elevate your organization to a deeper level of empathy, understanding, and inclusivity for LGBTQ+ older adults.

