

# AB 2194: Cultural Competency Training

## Caring for All: The Pharmacy Professionals' Role in LGBTQ+ Health and Equity

Presented By:  
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Developed by the California Pharmacists Association (CPhA)

# Training Delivered by Subject Matter Experts



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# AB 2194 – Cultural Competency Training

- (1) The course focuses on patients who identify as lesbian, gay, bisexual, transgender, gender nonconforming, or queer, or who question their sexual orientation or gender identity and expression.
- (2) The course is approved from an accreditation agency approved by the board.
- (3) The course covers recognized health disparities faced by Black, Indigenous, and people of color.
- (4) The course contains elements demonstrating how sexual identity is directly impacted through intersectionality.

# Learning Objectives

- Define at least 10 commonly used terms related to the LGBTQ+ population
- Describe at least three primary disparities experienced by the LGBTQ+ community
- Explain the concept of intersectionality and how it impacts the experiences of Black, Indigenous, and other LGBTQ+ people of color
- List three ways in which pharmacy practice can be made more affirming for LGBTQ+ individuals
- Identify three key resources that pharmacy professionals can use to support affirming environments for LGBTQ+ individuals

# Content Overview

- Module 1: Commonly used terminology in LGBTQ+ health
  - Sexual Orientation, Gender Identity, Sex Assigned at Birth, Gender Expression, Gay, Lesbian, Bisexual, Pansexual, Asexual, Queer, Cisgender, Transgender, Nonbinary, Gender Nonconforming, Gender Diverse, and Intersex
- Module 2: LGBTQ+ disparities using the Minority Stress Model
  - Minority Stress Model and its impact on health outcomes
  - Statistics and information on healthcare experiences, rights authorized by same-sex marriage, health disparities, and specific challenges faced by LGBTQ+ youth and elderly.

# Content Overview (cont.)

- Module 3: Intersectionality and how identities can affect LGBTQ+ persons
  - Experiences of Black, Indigenous, and other people of color
  - Historical impact of racism, colonialism and effects on LGBTQ+ identities
- Module 4: Recommendations on how to create an affirming pharmacy practice
  - Guidance on avoiding misgendering and appropriate terminology
  - Creating an inclusive practice environment and community involvement

# Training Availability

- Starting today the on-demand virtual training will be available at [www.cpha.com/cct](http://www.cpha.com/cct)
- Presented live at CPhA's Western Pharmacy Exchange on April 18-21, 2024
- Future live offerings will be considered based on demand

Questions?