

ENVISION:YOU

Behavioral Health Provider
Training Program

Program Overview

LGBTQ+ affirming care training is necessary for staff working in behavioral health settings, hospitals, and social service organizations. LGBTQ+ individuals experience higher rates of mental health challenges and often experience troubling encounters with mental health providers who do not fully understand or appreciate the concerns that stem from being a part of a marginalized community (or more than one marginalized identity). To address these needs, Envision:You developed a multi-phase, in-person, and online training program.

Envision:You, along with its research and training development partner OMNI Institute, have identified and reviewed relevant literature and curricula to determine best practices as it relates to training programs that assess and treat LGBTQ+ individuals who have a behavioral health concern. That research has provided the foundation for the development of the Envision:You Behavioral Health Provider Training Program. The program has also been supported by behavioral health providers, public health experts, and a community advisory board of people with lived experience.

The training program is designed to help registered and licensed mental health clinicians, addiction counselors, and certified peer specialists develop new skills and gain critical knowledge to enhance the delivery of quality, culturally relevant and affirming behavioral health interventions for members of the LGBTQ+ community. Topics include: Spectrums of sexuality and gender; using inclusive and affirming language; intersectionality; the history of LGBTQ+ behavioral health care; barriers to treatment; health and mental health disparities; population-specific competencies; cultural relevancy; trauma-informed care; effective treatment models; healthy coping skills; systemic biases; internalized oppression; coming out; gender dysphoria; administrative inclusiveness; and population-specific barriers to care.

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Training Program Levels

Level One: Constitutes a 90 minute on demand, online training featuring dynamic content which includes randomized testing that an individual must pass before signing up for the Level Two course.

Level Two: This is a 9-hour, comprehensive training offered either as a webinar split into two half days or an in-person 9-hour training. The interactive format ensures participants are engaged in the content, have the opportunity to interact with presenters and other participants, and leave feeling inspired and ready to provide affirming behavioral health services to members of the LGBTQ+ community.

Educational Objectives

Levels 1 and 2 of the Envision:You LGBTQ+ Behavioral Health Provider Training Program are designed to help participants:

1. Increase understanding of history, stigma, and disparities of the LGBTQ+ population;
2. Increase knowledge and understanding of LGBTQ+ affirming and inclusive language, along with the unique experiences and traumas of LGBTQ+ people;
3. Develop a foundation that allows for deeper exploration of best practices and considerations for behavioral health providers working with LGBTQ+ clients;
4. Increase understanding of the importance of using an intersectional lens in understanding LGBTQ+ clients' experiences and identities;
5. Enhance awareness of personal and systemic biases, how they influence institutional settings, and how to mitigate them within institutions to treat a diverse client base;
6. Expand knowledge on the cultural role of substance use among LGBTQ+ folks;
7. Identify and build understanding of the structural and administrative barriers that prevent LGBTQ+ individuals from receiving culturally responsive care in order to create more inclusive behavioral healthcare settings; and
8. Outline standard behavioral health practices that are particularly impactful when working with LGBTQ+ individuals.



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Envision:You LGBTQ+ Behavioral Health Program Continuing Education

Any provider who participates in the Level 1 or Level 2 training has the opportunity to receive continuing education credits from the following educational institutions.*

- 1 CE credit for completing Level 1 from the University of Denver for psychologists or social workers
- 10 CE credits for completing Level 1 & Level 2 from the University of Denver for psychologists or social workers
- 1 CEU for completing Level 1 & Level 2 from the University of Colorado Denver for LPC's
- 1 CEU for completing Level 1 & Level 2 from the University of Denver for social workers

*DISCLAIMER: The acceptance of continuing education credits varies by state so please check with your licensing board to ensure this course meets those requirements. There may also be a fee required by the educational institution to receive your continuing education credits.