

HMA COMMUNITY STRATEGIES.

A photograph of several rainbow Pride flags waving in the wind. The flags are in the foreground, slightly out of focus, with a building and a red sign visible in the background.

LGBTQIA+ Health and Wellness

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OUR PASSION

With racial justice and health equity embedded in our approach to all engagements - the HMA Community Strategies® (HMACS) team is personally invested in, and professional experienced with, improving the health needs of sexual and gender minorities (SGM) and people affected by HIV.

Research shows that LGBTQ people are more likely to have chronic conditions, such as cardiovascular disease, cancer, and HIV or AIDS.¹ A 2017 Center for American Progress survey found that 65% of LGBTQ people have chronic conditions² and lesbian and bisexual women are more likely than heterosexual women to be overweight or obese.³ In addition, there is emerging research about higher rates of sedentarism, pre-diabetes, and diabetes among LGBTQ youth, which could lead to diabetes later in life.⁴ LGBTQ older adults also experience higher rates of disability than heterosexual, cisgender older adults⁵ and these disparities also intersect with racial and ethnic health disparities.

Sexual health services are also being threatened and have inequitable resources which further complicates care for those individuals with lived experience with HIV, viral hepatitis, and/or sexually transmitted infections (STI) who often experience additional, and intersecting, sexual health, behavioral health, and social needs that must be addressed concurrently.

To address some of these obstacles, the Health Resources and Services Administration (HRSA) and Centers for Disease Control and Prevention (CDC) have made grants and funding available to providers and organizations. The funding however, has requirements that include extensive community engagement, syndemic planning, and data and research specific to the LGBTQIA+ community. In addition, states and jurisdictions receiving HRSA and CDC funding are faced with extensive implementation, reporting and evaluation requirements.



LGBTQIA+ HEALTH AND WELLNESS

The HMACS team has vast experience and deep expertise in health center and public health program operations and engagement, grant application and management, and data and research specific to the LGBTQIA+ community.

We can help organizations including:

- » State and municipal departments of health and public health
- » Health plans
- » Community-based organizations (CBO)
- » Behavioral Health Service Organizations
- » Federally Qualified Health Clinics
- » Title X Clinics
- » Foundations

We are committed to helping clients improve services and care by offering:

Transgender and Gender Expansive Health

We are committed to improving the health and wellbeing of trans and gender diverse communities. We provide education, training, and support to health centers, hospitals, community organizations and similar groups on all aspects of gender affirming care.

Lesbian Health

Our expertise with lesbian health spans decades of research, evaluation, strategic planning, capacity building, and community building projects. Areas of expertise include intersectionality of race, class, gender, sexual orientation, and gender identity, the health and financial impacts of discrimination, violence against women, including interpersonal and sexual violence, and the needs of lesbians across the life span, especially older lesbians.

Community-Based Participatory Research (CBPR) with the LGBTQIA+ Community

We conduct Quality of Life, sexual health, behavioral health and other CBPR studies specific to the LGBTQIA+ community. Our teams are skilled in CBPR methodologies and community advisory board development and facilitation.

SOGIE data

We work with states, counties, cities, health plans, and CBOs to advance the capture of culturally responsive data on sexual orientation, gender identity and/or expression.



HIV AND SEXUAL HEALTH

Our services include:

HIV Prevention and Care Planning

Our team understands today's public health and healthcare landscapes of HIV prevention, treatment, and care and is well versed in national HIV strategies and programs like the Ending the HIV Epidemic Initiative, Getting to Zero Campaign, and the Ryan White HIV/AIDS Program.

Syndemic Needs Assessments and Planning

Recognizing the intersections of health conditions like HIV, viral hepatitis, and sexually transmitted infections (STIs), our team is adept at working with governments in conjunction with communities and community-based organizations to perform needs assessments for states and jurisdictions to understand impact across health conditions.

Strategic/Business Planning

Our experts can provide strategic and business planning support for health clinics and CBOs that provide sexual health services and behavioral health services, as well as state and local governments contracting for these services.

Workforce Development

We develop and conduct virtual and in-person trainings covering a range of topics including *The Intersection of HIV and SUD*, *LGBTQIA+101*, and *Affirmative Approaches in Serving Transgender and Gender Expansive People*. HMA can provide CEUs and CMEs.

Our consultants are skilled in:

- » Research and evaluation
- » Facilitation and community engagement
- » Workforce training and capacity building.
- » Needs assessments
- » Strategic planning
- » Data and financial analysis
- » Ecosystem mapping
- » Integrated HIV Prevention and Care Plan development
- » Report writing, technical assistance
- » Social Determinants of Health



▶ RECENT AND CURRENT CLIENTS:

- + Arizona Department of Health Services
- + Center for Sexuality and Gender Diversity
- + City of Austin
- + DAP Health
- + Gender Health Center
- + Gender Spectrum
- + Harm Reduction Coalition
- + LGBT Center of Bakersfield
- + LGBT Center of the Desert
- + Los Angeles County Department of Public Health
- + Los Angeles LGBT Center
- + Minnesota Department of Human Services
- + Multimedia in Healthcare
- + Openhouse
- + San Francisco AIDS Foundation
- + Texas Health Action
- + Washington State Department of Health
- + Wyoming Department of Health

OUR WORK

No matter what your community health project is, or what stage it's in, HMACS can help.

Here are just a few examples of recent projects:

● **LGBTQIA+ Quality of Life Study**

Our team conducted an LGBTQIA+ Quality of Life study on behalf of the City of Austin Equity Office to better understand community strengths, needs, and opportunities. HMA used a community-based participatory research (CBPR) approach composed of a mixed-method design and formed a research advisory board (RAB) of local community members and provided stipends to eight nonprofit organizations to serve as community partners. Activities included hosting two community town halls, conducting 10 key stakeholder interviews and five focus groups, engaging community members in a Power Analysis, developing and administering a survey, synthesizing data, and writing a report with recommendations for city council to improve the lives of LGBTQIA+ residents in Austin, Texas.

● **Nationwide Transgender Webinar**

HMACS hosted a webinar, "Transgender Care and Transitioning: Implications of New Health Insurance Coverage Guidelines and Research Findings on the Experiences of Transgender Individuals in the Health Care System." At that time, new proposed federal regulations required health plans to cover all medically necessary care for transgender individuals, including transition-related services. During the webinar, HMACS outlined what health plans need to know about the needs of transgender individuals and about how to not only comply with the new guidelines, but also to ensure transgender individuals receive the care they need.

● **HIV and SUD Workforce Training**

Our team developed and implemented professional development training series entitled *The Intersection of HIV and SUD* on behalf of the Minnesota Department of Health. The 12-hour curriculum was developed in partnership with several community organizations representing Tribal, African-American, and LGBTQIA+ communities. The training is delivered virtually every quarter and includes topics such as: Understanding HIV; HIV Risk Reduction; SUD Harm Reduction; Chemsex; HIV and Stigma, Pregnancy and HIV; and Cultural, Racial and Sexual Identities.

● **Syndemic Planning and Integrated Care Plan**

HMA Community Strategies has been working with the Washington State Department of Health on an effort to transform their Statewide HIV Planning Group and launch a new communicable disease (syndemic) planning group. This work includes conducting research on other statewide planning group structures; collecting community and stakeholder input; developing an operating structure, charter, and bylaws; recruiting and onboarding a diverse membership; and creating organizational change management, all with a focus and commitment to advancing racial equity. Through this work, HMA will also draft the state's Integrated Plan and Requests for Applications to help distribute state funds to local intervention efforts that advance the goals of this plan.



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Our team is made up of former non-profit executives, public health officials, advocates, policy makers and those with lived experience, identifying as HIV+, LGBTQIA+, and/or BILPOC.

ENDNOTES

- ¹ Cahill S and Wang T (2020, June). Quality Innovation Network, Quality Improvement Organizations (QIN-QIO) Sharing Call: "Reducing chronic disease and health disparities in diverse LGBT populations." National webinar.
- ² Baker K, Singh S, Mirza SA, and Laura E. Durso (2017, July 6). The Senate Health Care Bill Would Be Devastating for LGBTQ People. Washington, DC: Center for American Progress. <https://www.americanprogress.org/issues/lgbtq-rights/news/2017/07/06/435452/senate-health-care-bill-devastating-lgbtq-people/>
- ³ Boehmer U, Bowen DJ, Bauer GR. (2007). Overweight and obesity in sexual minority women: Evidence from population-based data. *Am J Public Health* 97:1134-1140.
- ⁴ Beach L, Turner B, Felt D, et al. (2018). Risk factors for diabetes are higher among non-heterosexual US high school students. *Pediatric Diabetes*, 19(7):1137-1146.
- ⁵ Fredriksen-Goldsen, K. I., Kim, H.-J., Emlet, C. A., Muraco, A., Erosheva, E. A., Hoy-Ellis, C. P., . . . Petry, H. (2011). The aging and health report: Disparities and resilience among lesbian, gay, bisexual, and transgender older adults. Seattle: University of Washington

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HMA is an independent, national research and consulting firm specializing in publicly funded healthcare and human services policy, programs, financing, and evaluation. We serve government, public and private providers, health systems, health plans, community-based organizations, institutional investors, foundations, and associations. Every client matters. Every client gets our best. With more than 20 offices and over 500 multidisciplinary consultants coast to coast, our expertise, our services, and our team are always within client reach.

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