

The LGBT Advisory Group at NYU Lutheran started in June 2005. The group's goals were:

- Help create an environment that fosters respect and mutual understanding regarding diversity in sexual orientation
- Provide peer support
- Increase awareness and sensitivity among patients and staff
- Advise and be a resource to leadership and staff with regard to LGBT issues.

The group activities during this these many years have included the following:

- 1) reviewed all HR policies and made revisions and suggestions to make them more LGBT inclusive.
- 2) Organized LGBT training for employees
- 3) Completed HEI applications
- 4) Assisted with the fields, design and education around LGBT patient data collection
- 5) Provided LGBT resources
- 6) Organized PRIDE and Coming Out events and participated in local Pride events
- 7) Created a brochure and webpage for LGBT patients
- 8) Convened a meeting of community organizations serving LGBT patients to identify service needs and gaps.

The Director of Cultural Competence chairs the committee and reports to senior leadership regarding all of its activities.