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## APPENDICES

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### Appendix 1. Study Team and Stakeholder Advisory Board Members

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### Study Team

Laura Vail, MS (Co-Investigator): Laura Vail has a MS in Health Sciences Informatics from the Johns Hopkins School of Medicine. She currently serves as a Programmer Analyst with the Armstrong Institute for Patient Safety and Quality, providing front end data management, website, and vendor relationship support to nationwide projects promoting safety culture improvement, safe surgery, and preventing ventilator associated events. Her interests include the role of IT in patient safety improvement, harm reduction, and sharing data with frontline clinicians.

Claire Snyder, PhD (Co-Investigator): Claire Snyder, PhD, is Associate Professor of Medicine, Oncology, and Health Policy & Management. Her research focuses on incorporating the patient perspective to improve health care and outcomes. Dr. Snyder has received funding from the National Institutes of Health, American Cancer Society, Patient-Centered Outcomes Research Institute and other sources to integrate patient-reported outcomes in clinical care. She is the President-Elect of the International Society for Quality of Life Research.

Susan Peterson, MD (Co-Investigator): Dr. Peterson received her undergraduate degree from the University of Pennsylvania and medical degree from the Johns Hopkins University School of Medicine. In 2009, she began her residency in the Department of Emergency Medicine at Johns Hopkins and became chief resident in 2011. In 2012-2013 Dr. Peterson completed the Armstrong Institute Resident Scholars Program to further develop skills in patient safety and quality improvement. From 2012-2013, Dr. Peterson chaired the Housestaff Patient Safety and Quality Council completing a successful housestaff driven quality improvement project. Dr. Peterson continues to serve as a faculty advisor to this council. Dr. Peterson is co-director of the

resident quality improvement curriculum in the Department of Emergency Medicine and is leading research efforts related to both quality improvement and disparities. She is faculty in the Department of Emergency Medicine and the Armstrong Institute at Johns Hopkins.

Danielle German, PhD, MPH (Co-Investigator): Dr. German is an assistant professor at Johns Hopkins Bloomberg School of Public Health in the department of Health, Behavior and Society. She is also co-director of the MHS program in Social Factors. Her research uses qualitative and quantitative methods to understand and address the social context of health behavior, with particular emphasis on issues related to urban health, HIV transmission, drug use and mental health, and SGM health. She also spends a lot of time working to understand and address the HIV epidemic in Baltimore, and particularly the disproportionately high rates of HIV among MSM of color, African Americans, and drug users in the community. Dr. German received her MPH from Emory University Rollins School of Public Health and her PhD from Johns Hopkins Bloomberg.

Eric Schneider, PhD (Co-Investigator): Dr. Schneider is an epidemiologist and Assistant Professor of Surgery at the Johns Hopkins School of Medicine. His work focuses on patient outcomes with a particular focus on injury to the Central Nervous System (CNS). Dr. Schneider, who received his PhD from the Johns Hopkins Bloomberg School of Public Health, has studied disparities in care and patient outcomes in a variety of settings.

Jay Schuur, MD, MHS (Co-Investigator): Dr. Schuur is a practicing emergency physician with a research focus on health care quality and policy. He is the Vice Chair of Quality and Safety and Chief of the Division of Health Policy Translation for the Department of Emergency Medicine of the Brigham and Women's Hospital and an Assistant Professor of Medicine (Emergency) at Harvard Medical School.

Anju Ranjit, MBBS, MPH (Co-Investigator): Dr. Ranjit is a physician from Nepal. She received an MPH from the Johns Hopkins Bloomberg School of Public Health and was a Sommer Scholar focusing on women's and reproductive health. Previously, she worked for two years as a medical officer and medical superintendent at a government district hospital in Syangja, Nepal. She has served with the Elizabeth Glaser Pediatrics AIDS Foundation; Maiti Nepal, an anti-

human trafficking NGO; and Project for a Village, an NGO building self-sustainable communities in Nepal. During her time at Johns Hopkins she conducted a surgical epidemiology survey in Nepal. Dr. Ranjit has also pioneered the "TEJ Initiative" with Project for a Village, geared towards providing leadership training for young girls in Nepal. Her professional interests are surgical outcomes research for women, global women health, healthcare and health education for women.

Brandyn Lau, MPH, CPH (Principal Investigator): Brandyn Lau is an Instructor in Surgery and Health Sciences Informatics at the Johns Hopkins University School of Medicine. As a clinical informatician, his primary research interest is the use of health information technology to improve care quality and safety for hospitalized patients. A member of the SGM Working Group at the Johns Hopkins Bloomberg School of Public Health, Brandyn is working with other leaders in the field to develop course curricula on SGM health.

Adil Haider, MD, MPH, FACS (Principal Investigator): Dr. Haider is the Kessler Director of Brigham and Women's Hospital Center for Surgery and Public Health. He is a trauma surgeon and was previously Associate Professor of Surgery, Anesthesiology and Health Policy and Management at Johns Hopkins. At Hopkins, he pioneered the use of several innovative methods for data analytics, and was one of the first scientists to demonstrate major race and insurance-based disparities in survival after trauma. As PI of the EQUALITY study, he hopes to bring similar attention to disparities among SGM patients and help improve the patient centeredness of their care. Dr. Haider has published more than 125 scientific publications and has received numerous awards for his research, including the prestigious Jacobson award. He has received research funding from the National Institutes of Health, the American College of Surgeons, and the Patient Centered Outcomes Research Institute.

Rachel Adler, ScD, RD (Project Director): Rachel Adler, ScD, RD is a Senior Project Manager at CSPH. Dr. Adler is passionate about improving the lives of individuals and communities, and uses her training in social, environmental, and policy determinants of health and health behaviors to manage the Emergency Department Query for Patient-Centered Approaches to Sexual Orientation and Gender Identity (EQUALITY) Study. She brings to the center a strong

background in mixed methods and community-based research. Dr. Adler has partnered with local and national organizations for research and to advocate for policy change.

Omar Harfouch, MD, MPH (Post-Doctoral Research Fellow): Omar Harfouch graduated from medical school from the Saint Joseph University in Beirut, Lebanon. He received his masters of public health from the Johns Hopkins Bloomberg School of Public Health. He is currently the vice-president of the Lebanese Medical Association for Sexual Health. He is interested in advancing research and health outcomes among SGM populations both in the United States and globally. He has joined the EQUALITY team knowing that this study will ensure best care to SGM patients.

Danielle Pelaez (Senior Research Assistant): Danielle's interests lie in the intersection of public health, human rights, and social justice, and specifically include SGM and Latino health, harm reduction, and HIV/AIDS. Prior to joining the EQUALITY team, Danielle was a Program Officer at FHI 360 with the LINKAGES project, a USAID-funded global HIV project serving key populations. She volunteered with HIPS, a DC-based harm reduction organization conducting HIV outreach and needle exchange with street-based sex workers, transgender people, and people who inject drugs. Danielle received a BA in International Affairs with concentrations in Global Public Health and International Development from the George Washington University in Washington, DC. She expects to begin an MPH program specializing in community health next year.

### **SAB Members**

Adrian Sandra Dobs, MD, MHS: Adrian Sandra Dobs, M.D., M.H.S. is a professor of Medicine and Oncology. Her personal research interest has focused on sex hormone abnormalities, and how they relate to chronic diseases. She has published in the field of endocrinology and transsexual health. As a trained epidemiologist, she has led multiple clinical research projects funded by both NIH and industry. Her expertise is in epidemiologic, patient-oriented and clinical trials research.

Asa Keiswetter, MS, RN, ACRN

Baligh Yehia, MD, MPP, MSHP: Baligh R. Yehia, MD, MPP, MSHP is an Assistant Professor in the Division of Infectious Diseases at the University of Pennsylvania and Director of the Penn Medicine Program for Lesbian, Gay, Bisexual, and Transgender (SGM) Health. Dr. Yehia's main research focuses on evaluating health outcomes in individuals with HIV infection, with an emphasis on the HIV care continuum (HIV diagnosis, linkage to care, retention in care, prescription of antiretroviral therapy, and viral suppression); and on interventions aimed at improving the healthcare environment for SGM populations. He has led multiple NIH and industry funded clinical research projects. Dr. Yehia is actively involved in organized medicine, contributing to the development of health policy on access to healthcare, performance measurement, and public health. He is immediate past Chair of the American Medical Association SGM Advisory Committee.

Barbara Warren, Psy D: Barbara E. Warren Psy.D., is Director for SGM Programs and Policies in the Office for Diversity and Inclusion of the Mount Sinai Health System in NYC where she is leading the system wide implementation of HRC's and the Joint Commission's guidelines for SGM culturally and clinically competent health care. She previously served as Distinguished Lecturer and Director, Center for SGM Social Science and Public Policy at Hunter College, City University NY. For over 21 years, Dr. Warren served on the senior management team of the Lesbian, Gay, Bisexual and Transgender Community Center of New York City, where she was the inaugural Director for the Center's behavioral health programs and as Director for Planning and Research was responsible for the Center's local and national health policy and government relations initiatives. Dr. Warren has over 30 years of experience in the development and implementation of substance abuse, mental health, HIV, and public health programs in community settings.

Carl Streed, Jr. MD: Carl G. Streed Jr, M.D. earned his medical degree from the Johns Hopkins University School of Medicine. While at Hopkins, he advocated for the inclusion of SGM health in the curricula of the Schools of Medicine, Nursing, and Public Health, increased the visibility and value of the SGM community through community advocacy, and achieved transgender equity in health insurance coverage. Nationally, Dr. Streed served as the American Medical

Student Association SGM Policy Coordinator & Liaison, advised the American Medical Association Board of Trustees as a member of the SGM Advisory Committee, and served on the board of GLMA. Dr. Streed's efforts to improve the health and well-being of SGM individuals and communities have earned him the Johns Hopkins Diversity Leadership Award, the AMSA James Slayton National Award for Leadership Excellence, AMA Foundation Excellence in Medicine Award, the Erickson-Zoellers Point Foundation Scholarship as well as recognition by the White House.

Carlisle Harvey, Sr.: Carlisle Harvey, Sr is a 50-year-old gay African American who has lived with HIV for 29 years. He is active in HIV/AIDS advocacy locally and has served on a number of sub-committees and CABs for HIV/AIDS. He also currently serves as the vice-chair of the Greater Baltimore HIV Health Services Planning Council.

Carlton R. Smith: Carlton R. Smith has worked in SGMQ issues for many years. He has served on various committees providing outreach, leadership and representing the needs of SGM people at the local, state and federal levels. Carlton places emphasis on the African American SGMQ community, specifically men who have sex with men (MSM). He is the community co-chair of the MSM Response Team convened by the Maryland Department of Health and Mental Hygiene and a member of Maryland Moving Forward Network, the National Black Gay Men's Advocacy Coalition and the National Minority AIDS Council (NMAC), to name a few. He is the former vice president of the GLCCB (Gay & Lesbian Community Center of Baltimore). Carlton is now the JHU CFAR CPAB nomination's chair. He is one of the founding members of The Center for Black Equity-Baltimore, under the membership of the national organization, The Center for Black Equity (CBE), now in its 12th year of operation.

Cheri Wilson, MA, MHS, CPHQ: Cheri C. Wilson is an Assistant Scientist and Program Director for the Culture-Quality-Collaborative (CQC) and the Clearview Organizational Assessments-360 (COA360) in the Hopkins Center for Health Disparities Solutions at the Johns Hopkins Bloomberg School of Public Health. She serves on national, state, and local health disparities committees and is a member of GLMA (Health Professionals Advancing SGM Equality) and the Cultural Competence and Education Outreach Committee. In addition, she conducts trainings

and educational sessions for clinical staff, students, and community members on the issues of cultural competency, overcoming language barriers, unconscious bias in health care, and health and healthcare disparities. As a public health practitioner and faculty member, her work focuses primarily upon the intersection between cultural competency and health disparities and patient safety and healthcare quality. She is particularly interested in health disparities as it relates to racial/ethnic, language, and gender and sexual minorities and the provision of culturally competent patient-centered care in language understandable to all patients.

Daniel Brotman, MD: Dr. Daniel Brotman is the director of the Hospitalist Program at Johns Hopkins Hospital and a Professor of Medicine at Johns Hopkins University. He directed the Hospital Medicine Fellowship Program at the Cleveland Clinic Foundation and was involved in research in perioperative medicine, thrombosis, and cardiovascular complications of hospitalization. Dr. Brotman came to Johns Hopkins in 2005 to direct the Hospitalist Program and has remained clinically active in Hospital Medicine and inpatient consultative medicine. He continues to do research focused on Hospital Medicine, with an emphasis on quality improvement, thrombosis, perioperative medicine, and cardiovascular disease. He is a Senior Deputy Editor of the Journal of Hospital Medicine, an Associate Editor of the Cleveland Clinic Journal of Medicine and an Editorial Consultant for The Lancet.

Edward J. Callahan, Ph.D.: Edward J. Callahan, Ph.D. is currently Associate Dean for Academic Personnel and Professor of Family and Community Medicine at the University of California, Davis School of Medicine. Dr. Callahan led the Task Force for Inclusion of Sexual Orientation and Gender Identity in the Electronic Health Record (EHR) for a five year period as UC Davis became the first Academic Health System in the country to incorporate sexual orientation and gender identity into its EHR. Members of the Task Force integrated a four year competency based component on SGM health into the medical student curriculum, formed a staff support group (GLEE) and the institution achieved Leader in SGM Health Equality for four years in a row. He now Chairs the Dean's SGMIQQ Advisory Committee which is committed to making the UCDHS atmosphere more inclusive for sexual minority patients, staff, learners and faculty. Dr. Callahan



is now exploring the use of the electronic record in improving quality of care for SGMIQQ patients.

Emma "Beth" McGinty, PhD, MS: Dr. McGinty's research focuses on how health and social policies affect mental health and substance use. She is particularly interested in studying issues at the intersection of healthcare and social policy. One of her primary research interests is integration of behavioral, somatic and social services for people with mental illness and addiction. She also studies policy issues at the juncture of behavioral health and criminal justice policy. In addition, Dr. McGinty has an overarching interest in policy communication, public opinion, and message framing. She conducts public opinion and experimental message framing research focused on mental illness, addiction, stigma, and violence.

Harvey Makadon, MD: Harvey J. Makadon, MD is a Professor of Medicine at Harvard Medical School and Director of the National SGM Health Education Center at The Fenway Institute, a division of Fenway Health, Boston. He teaches about how to improve access to quality care for lesbian, gay, bisexual and transgender people in health care settings around the country and directs a HRSA funded cooperative agreement to improve cultural competence in SGM health in community health centers. Dr. Makadon is the lead editor of The Fenway Guide to Lesbian, Gay, Bisexual, and Transgender Health, published by the American College of Physicians in 2008. In addition to writing numerous articles and chapters related to SGM health, he served on the Advisory Committee on the Advisory Committee to the Institute of Medicine of the U.S. National Academy of Sciences in the preparation of The Health of Lesbian, Gay, Bisexual, and Transgender People: Building a Foundation for Better Understanding in March 2011.

Hilary Meyer, JD: Hilary Meyer is the Director of National Programs at Services & Advocacy for GLBT Elders (SAGE). In this position, Meyer oversees projects such as SAGEWorks, SAGE's workforce development program, and SAGE's National Resource Center on SGM Aging, the U.S. Dept. of Health and Human Services-funded resource center focused on improving the quality of services and supports offered to lesbian, gay, bisexual and transgender older adults nationwide. Meyer provides leadership and oversight for the national programs and the activities of its staff and partner organizations; guides content and tools development; and,

provides cultural competency trainings, media interviews and thought leadership on a number of issues related to SGM aging. Meyer earned her J.D. from Rutgers School of Law – Newark and graduated magna cum laude and With Honors in Psychology from Colgate University.

Ignatius Bau, JD: Ignatius Bau is an independent health policy consultant, highlighting issues of patient-centeredness and equity in the implementation of national health care reform. He had prior positions as program director at a statewide health foundation, policy director at a national minority health advocacy organization, and immigration attorney at a civil rights legal organization and has served on the board of directors of Funders for Lesbian, Gay, Bisexual, Transgender, and Queer Issues, and the Gay Asian Pacific Alliance Community HIV Project. Bau also has served as a member of expert advisory groups for the Institute of Medicine (IOM), National Quality Forum, Joint Commission, federal Office of Minority Health, Office of National Coordinator for Health Information Technology, Centers for Disease Control and Prevention, and National Institutes of Health. He chaired the IOM workshop on the collection of sexual orientation and gender identity data in electronic health records

Jane Hill, MPH: Jane E. Hill is currently Director of Patient Relations and Patient and Family Advisory Councils at The Johns Hopkins Hospital. In this role, Ms. Hill's objectives are to support the inclusion of each individual and caregiver voice and assure it is heard, respected, and integrated in providing clinical and support services. Ms. Hill's prior experience was in Boston, MA where she directed a statewide geographic capitation pilot for improved financial management of population health. She was also Board representative to the Greater Boston Forum for Health Action, Inc. Upon relocating to Baltimore, Ms. Hill was a consultant to The Alliance for Responsible Health Policy, supporting a state-wide leadership coalition to identify and develop strategic and affordable options for the medically uninsured and underinsured populations. Ms. Hill received her MPH degree from Yale University and her undergraduate degree magna cum laude from University of Pennsylvania.

Jean-Michel Breville: Jean-Michel Breville has been an activist fighting for the rights of SGMQ people and people living with HIV for over 30 years. As an out and visible, gay-identified, transgender man, he is familiar with the challenges experienced by sexual and gender

minorities, as well as the resiliency and opportunities for success within these communities. He has worked with AIDS Project Los Angeles, the National Association of People Living With AIDS, and Equality Maryland. He currently works with the Maryland Department of Health and Mental Hygiene, at the Center for HIV Prevention and Health Services. He devotes much of his time to providing capacity building training and technical assistance to improve HIV prevention services for SGMQ communities and people living with or at risk for HIV. He is also a co-founder of the Transgender Action Group and the chair of the Transgender Response Team. He is the proud parent of an over-achieving daughter and the delighted grandparent of a very self-possessed 4 year old grandson. He currently lives in Harford County with a slightly grumpy cat named Velcro.

Kellan Baker, MPH, MA: Kellan Baker is a Senior Fellow with the SGM Research and Communications Project at the Center for American Progress. At CAP, Kellan works with the federal Executive and Legislative Branches on a range of SGM health and data collection issues and directs the SGM State Exchanges Project, which partners with SGM and consumer health advocates in numerous states to ensure that the benefits of health reform reach SGM communities. He is an affiliated faculty member for SGM health policy at the Center for Population Research in SGM Health at the Fenway Institute and has consulted on SGM health and health disparities with organizations such as The Joint Commission and the Open Society Foundations. Kellan holds a BA with high honors from Swarthmore College and an MPH and MA from George Washington University.

Mara Keisling: Mara Keisling is the founding Executive Director of the National Center for Transgender Equality. Mara is a transgender-identified woman and a parent. As one of the nation's leading voices for transgender equality, Mara has appeared on news outlets and is regularly quoted in hundreds of national and local print and broadcast media. Mara is a graduate of Penn State University and did her graduate work at Harvard University in American Government. Mara has almost twenty-five years of professional experience in social marketing and opinion research.

Monica Stevens Yorkman: Monica is a leading activist and advocate for change in the Baltimore community. Passionately committed to building safe spaces for underserved communities, Monica is the founder and director of Sistas of the “T”, a community group for transgender women. She is also the founder of Beta Mu Beta, a sorority for transgender women that celebrates unity, selfless service, and personal responsibility. Monica’s activism has led her to partner with Equality Maryland, National Alliance on Mental Illness, GLASS Baltimore and Hearts and Ears. Monica also directed Transwoman Inc. for a short period of time. A proud 60 year-old parent of two, and grandparent of three. Monica likes playing music and writing poetry (especially erotica). Her poetry has appeared in several magazines, journals and anthologies.

Paul Krieger, MD: Dr. Paul Krieger is a physician in the Department of Emergency Medicine at Mount Sinai Beth Israel Medical Center (MSBI). He is a member and former chair of the SGM committee at MSBI and a member of the diversity council. Dr. Krieger is a member of the Society for Academic Emergency Medicine’s Academy for Diversity and Inclusion and one the charter members of the Academies SGM committee. His academic interests include graduate medical SGM health curriculum development and education, particularly in the field of emergency medicine.

Paula Neira, JD, BSN: Paula M. Neira is a nurse, lawyer, and former naval officer. She graduated with distinction from the United States Naval Academy in 1985. As a Surface Warfare Officer, she participated in mine warfare combat operations during the Gulf War. Upon being honorably discharged from the Navy, she began her nursing career. She is a certified emergency nurse, specializing in adult emergency care and trauma resuscitation. For the past six years, she has served as the nurse educator in the Department of Emergency Nursing at The Johns Hopkins Hospital. In addition to nursing, she has been a member of the Maryland Bar since 2001. As a lawyer and veteran advocate, she helped lead the efforts to repeal the Don’t Ask, Don’t Tell policy. A recognized national expert on SGM-military issues, she is one of the leading experts on transgender military service in the United States.

Robert Espinoza, MPP: Robert Espinoza is the Senior Director for Public Policy and Communications at SAGE, the country’s largest organization focused on improving the lives of

SGM older people. In this capacity, he established and guides SAGE's national advocacy and education program, which includes a federal program based in Washington, DC, 27 SAGE affiliates and three national websites. His communications awards have received two GLAAD distinctions for excellence in marketing, and four awards from the International Academy for the Visual Arts. A regular commentator for The Huffington Post, Robert's writing has appeared in Aging Today, Tikkun Magazine, New American Media, NextAvenue.com and Public Policy & Aging Report, among others.

Shane Snowdon, MA: Shane Snowdon, MA, currently a visiting scholar at Harvard, created and headed the SGM Health & Aging Program of the Human Rights Campaign, the largest SGM organization in the country. She also founded and led for 13 years the Center for SGM Health and Equity at the University of California San Francisco, the nation's first SGM office in a healthcare or health education setting. She also served as Project Adviser for The Joint Commission's SGM Field Guide (2011), and she has written extensively on SGM health. She is the author most recently of Recommendations for Enhancing the Climate for SGM Students & Employees in Health Professional Schools (2013).

Tonia Poteat, PhD, MPH, PA-C: Tonia Poteat is an Assistant Professor in the Department of Epidemiology at Johns Hopkins Bloomberg School of Public Health where she teaches "Introduction to Sexual Orientation, Gender Identity, and Public Health." Her research interests include HIV prevention and care, SGM health, and transgender health disparities. She sits on the editorial board of SGM Health as well as the Education Committee of the Gay and Lesbian Medical Association. Dr. Poteat has worked as a Physician Assistant for 18 years, devoting her clinical practice to providing medically appropriate and culturally competent care to SGMQ communities and people living with HIV.

Vann Michael: Vann Michael is an active advocate and activist in the Trans\* community. He currently serves as president of Black Transmen, Inc. (BTMI MD/DC). BTMI MD/DC is the first national non-profit organization of African-American transmen solely focused on acknowledgement, social advocacy, and empowering transmen with resources to aid in healthy

transition. Mr. Michael also sits on the steering committee of the Maryland Coalition of Trans Equality and facilitates a monthly support group for transmen at the GLCCB.