



Health Care Training Offerings

ABOUT TANENBAUM

Tanenbaum is the only secular, non-sectarian non-profit organization with over 20 years of experience providing practical programs, innovative resources and trainings to build respect for religious difference. We combat religious prejudice, confront hate, and build respect for religious difference by transforming individuals and institutions. Our Health Care program supports health care professionals and institutions in providing religio-culturally competent care to patients of all religions and none.

Health care professionals, patients, and families bring their full selves into health care settings, including their religious and spiritual identities. These identities are shaped by what people believe (theologies and worldviews), how they behave (rituals and ethical practices), and ways of belonging (faith communities and cultural traditions). Each of these dimensions—belief, behavior, and belonging—can significantly influence perspectives on health and illness, medical decision-making, and treatment adherence. Patients’ religious and spiritual identities shape their health care experiences, just as providers’ identities impact the care they give. Yet most health care professionals receive little to no training on how to respectfully and effectively engage with the religious and spiritual dimensions of identity in health care settings. Our trainings fill that gap by building religio-cultural competence: the knowledge, skills, and humility needed to deliver compassionate, equitable care in a religiously diverse society.

TRAINING FORMATS

Tanenbaum’s interactive trainings can be delivered in-person or via webinar, utilizing interactive polling and customized group discussions and case studies. Webinars can be recorded for use at a later date. All activities can be adapted to meet your organization's needs and priorities.

TRAINING FEES

60-minute trainings:

- Non-profit fee: \$2000 (\$1,800 with 10% member discount; \$1,500 with 25% member discount)
- Corporate fee: \$6,500 (\$5,850 with 10% member discount)

90-minute trainings:

- Non-profit fee: \$2500 (\$2,250 with 10% member discount; \$1,875 with 25% member discount)
- Corporate fee: \$6,500 (\$5,850 with 10% member discount)



A LA CARTE TRAININGS

- [Interreligious Respect for Patients and Staff](#)
- [Navigating Social Identities with Interreligious Awareness](#)
- [Holidays as Opportunities](#)
- [Religion as a Social Determinant of Health](#)
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Interreligious Respect for Patients and Staff

This 60 or 90-minute training covers significant trends that demonstrate the positive impact of addressing religious diversity within health care and explores examples of when religion emerges in a health care setting. Participants gain skills for communicating with religiously diverse patients, including taking a spiritual history and applying the competencies for respectful communication.

Learning Objectives:

- **Identify** the relevance and impact of religious and spiritual diversity in health care settings.
- **Describe** how religion and spirituality intersect with patient experiences, medical decision-making, and care delivery.
- **Apply** respectful and effective communication strategies when engaging with patients, families, and colleagues about religious, spiritual, moral, and cultural beliefs and practices.

Navigating Social Identities with Interreligious Awareness

This highly interactive 60 or 90-minute training takes participants on a deep dive into the lenses of their own social identities. It demonstrates the impact these identities have in health care and strengthens skills for communicating respectfully with patients of all religions and none.

Learning Objectives:

- **Understand** social and salient identities and their relationship to unconscious bias.
- **Explore** how religious diversity impacts health care.
- **Strengthen** skills for respectful communication across differences.



Holidays as Opportunities

Though religious holidays typically receive the most attention during the year-end season, different religious holidays and observances occur throughout the year. The goal of this 60 or 90-minute interactive training is to raise employee awareness about religious differences, particularly holidays, and how these differences can impact employee and patient relationships year-round. This session includes interactive case studies, and discussion about better practices for navigating the challenges and opportunities of proactively navigating religious holidays and observances in health care.

Learning Objectives:

- **Explore** why religious diversity matters in health care, particularly surrounding religious holidays/observances
- **Examine** the explicit and subtle ways that religious diversity emerges in health care around holidays
- **Develop** inclusive strategies and better practices for navigating religious holidays year-round

Religion as a Social Determinant of Health

This 60-minute training illustrates the importance of including religion as a social determinant of health. It describes how various religious dimensions and health outcomes are interconnected. Participants learn how to address patients' and families' religious needs with respect, which leads to improved patient care.

Learning Objectives:

- **Describe** the dimensions of health and identify key social determinants, including religion and spirituality.
- **Analyze** the ways religious and spiritual beliefs and practices influence individual behaviors, community health outcomes, and access to care.
- **Evaluate** how religion and belief systems can shape clinical decision-making, patient-provider communication, and health care delivery.

Combating Antisemitism

This 60-minute training explores antisemitism in health care settings. It examines complex and overt forms of antisemitism in both national and global contexts. Participants learn strategies and gain resources for effectively addressing antisemitism in health care settings and beyond. It also highlights the many contributions the Jewish community has made to health and medicine.



Learning Objectives:

- **Explore** antisemitism throughout history and today.
- **Describe** the impact of antisemitism in health care, workplaces, and beyond.
- **Apply** skills to address antisemitism and religious discrimination.

Intersections of Religious and LGBTQ+ Identities in Health Care

This 60 or 90-minute training explores the intersection of religious and LGBTQ+ identities in health care settings. It investigates the health inequities and disparities experienced by LGBTQ+ individuals. It offers recommendations to assist providers to better meet the needs of the LGBTQ+ community and create inclusive spaces where all patients feel respected and cared for.

Learning Objectives:

- **Define** and **contextualize** the intersection of religious and LGBTQ+ identities within diverse health care settings.
- **Examine** common tensions and connections between religious and LGBTQ+ identities that impact patient care, provider relationships, and organizational culture.
- **Demonstrate** the use of Tanenbaum's Competencies for Respectful Communication through analysis and application to real-life scenarios.

December Dilemma: Maximizing Opportunities in Health Care

Session Overview:

The goal of this 60 to 90-minute interactive training is to raise employee awareness about religious differences, particularly holidays, and how these differences can impact employee and patient relationships year-round. This session includes interactive case studies, and discussion about better practices for navigating the challenges and opportunities of the December Dilemma.

Learning Objectives:

- **Explain** why religious diversity matters in health care, especially during the year-end holiday season.
- **Identify** how religion surfaces for employees and patients around religious holidays.
- **Develop** inclusive strategies and better practices for navigating religious holidays year-round.