



To start of with it is important to establish that thru different times and different governments The Norwegian government has always specifically underlined that all minority groups preferably will be treated within the ordinary social and health services. Thus, there is a need to contribute towards greater knowledge of social conditions and processes of change within minority groups.

During the last few years the Norwegian government - and consequently Norwegian health - and social services – have focused on the necessity to know more about the specific needs of LGBT persons, to be able to provide satisfactory service for this group.

Pink Competency is one of the ways the Norwegian government have chosen to work towards this goal. The project aims at enhancing knowledge about gay and lesbian persons among social and health professionals to ensure better and more focused services for this group.

As long as being not-heterosexual is considered being in some ways inferior because we as society apply a hetero-normative view, health and social workers need to be certain that they possess the **knowledge, skills and empathy** to provide competent care to this population. Pink competency work to train health professionals in meeting their lgb and t clients. We work with doctors, nurses, midwives and so on, and address issues as language, awareness, heteronormativity, disclosure etc.

The project started six years ago in April 2006, and ever since the first day of the project it has been clear to me as the project manager that the key to success has to go through the health professions them self. We have made sure that we have worked together with all the health professions and their organizations. We have also made sure that we have had a network of professionals within the field, that have been able to help us make sure that our “teaching” of other health professionals is done with respect for their competency and reality. And, finally, we have put a lot of effort in to being available. We have for instance never turned down anybody that has asked for our help. In that way we have made a name for our self, and a project people know that can be trusted.

It has also become clear to both LLH as an organisation and the government it self that this way of working with the health professionals easily can be transfered in to other areas, so we are now happy to announce that we, together with the government have establish pink competency in other areas such as school, justice and childcare sector.
