

Supplementary file Table 1. Structure, components, teaching methods, and learning objectives of the ATHENA Study educational intervention

Structure/Module	Teaching Methods	Learning Objectives
<p>Module 1. Fundamental concepts and terminology Definitions of sex, gender identity, gender expression, sexual orientation, and the LGBTQIA+ spectrum.</p>	<p>Didactic lecture (≈20 min) with PowerPoint slides and group Q&A.</p>	<ul style="list-style-type: none"> • Define key terms related to gender and sexual diversity. • Differentiate between biological sex, gender identity, and sexual orientation. • Recognize the diversity of identities beyond binary classifications.
<p>Module 2. Epidemiology and health inequalities Overview of international and Greek data on LGBTQ+ health disparities, minority stress, and discrimination in healthcare.</p>	<p>Interactive lecture (≈15 min) with audience polling and examples.</p>	<ul style="list-style-type: none"> • Describe main health disparities affecting LGBTQ+ individuals. • Understand how stigma and structural discrimination impact health outcomes.
<p>Module 3. Stigma and discrimination in healthcare Historical context of pathologization, barriers to disclosure, implicit bias, and provider–patient communication issues.</p>	<p>Case-based discussion using real-world examples (≈20 min).</p>	<ul style="list-style-type: none"> • Identify common forms of stigma and microaggressions in reproductive and perinatal care. • Reflect on personal bias and communication style.
<p>Module 4. Health needs of LGBTQ+ individuals Sexual, reproductive, and mental health concerns; gender-based violence; access to fertility, contraception, and screening.</p>	<p>Didactic lecture and group discussion (≈25 min).</p>	<ul style="list-style-type: none"> • Recognize key health priorities and risks across LGBTQ+ populations. • Integrate inclusive, patient-centered approaches in midwifery care.
<p>Module 5. Inclusive midwifery care practices Gender-affirming communication, confidentiality, inclusive documentation, and</p>	<p>Role-play and group exercises (≈40 min) guided by facilitators.</p>	<ul style="list-style-type: none"> • Apply inclusive language and behaviors in clinical interactions. • Demonstrate gender-affirming care principles during simulated consultations.

supportive care for same-sex couples and transgender individuals.		
Module 6. Reflection and integration Group reflection, discussion of lessons learned, and action planning for clinical application.	Plenary debrief and Q&A (≈20 min).	<ul style="list-style-type: none"> • Consolidate key takeaways from the training. • Develop strategies to implement inclusive practices in daily clinical settings.

Note: The 3-hour workshop was delivered in Greek in three cities (Athens, Thessaloniki, and Ptolemaida) in November 2024. All sites followed the same standardized curriculum and materials to ensure consistency across sessions.