

Eidos Annual Report

*Reimagining
Ways Forward*

JULY 2025 - JUNE 2026



**Penn
Nursing**
UNIVERSITY OF PENNSYLVANIA

Eidos LGBTQ+
Health Initiative



Table of Contents

Meeting the Moment: <i>From Resilience to Re-Architecture</i>	01
The 2025 Inaugural Eidos Convening	03
Eidos Work by the Numbers: <i>July 2025 - June 2026</i>	07
Mission and Vision	08
Guiding Principles	09
The Eidos Team	11
Eidos In Motion: <i>Selected Case Studies</i>	
Building Bridges: Creating Belonging for LGBTQ+ Employees	13
Understanding Digital Addiction in LGBTQ+ Young Adults	15
Who Gets to Define Trans Health? Building Evidence from Trans Perspectives	17
Preserving LGBTQ+ History: Kiyoshi Kuromiya Symposium	19
Does What Works Here, Work There? Adapting HIV Prevention for Korean MSM	21
Supporting LGBTQ+ Adolescents Through Family Communication	23
Cross-School Collaborations	25
Invest in the Future of LGBTQ+ Health	27

Meeting the Moment: *From Resilience to Re-Architecture*

DEAR COLLEAGUES,

Last year, we wrote about meeting the moment. We named the fragility of our ecosystem: the policy retrenchments, funding disruptions, data erasures, and generational risks facing LGBTQ+ health research and care. We committed ourselves not to retreat, but to respond with urgency, creativity, and resolve.

This year, we are no longer simply meeting the moment. We are redesigning within it. Across sectors, the pressures remain real. Datasets have been stripped of sexual orientation and gender identity measures. Research pipelines have stalled. Providers continue to navigate ambiguity and burnout. LGBTQ+ founders, especially BIPOC and gender-expansive innovators, still face structural barriers to capital. And young people, particularly trans and nonbinary youth, continue to bear disproportionate mental health burdens.

Pressure, however, can clarify purpose. Eidos was founded on a simple conviction: brilliant science is necessary, but insufficient on its own. Discovery must move more quickly into practice. Partnerships must extend beyond traditional academic boundaries. Community expertise must shape intervention design

and scale. Similarly, financing strategies must sustain innovation beyond a single grant cycle.

Over the past year, we deepened our commitment to this multisectoral redesign. Our case studies illustrate a consistent thread: equity becomes durable when it is measurable, scalable, and embedded into systems rather than dependent on individual champions.

We have also learned something important: *inspiration without implementation is not impact.* Eidos was founded not to add another research center to the academic landscape, but to challenge the limitations of traditional paradigms. Academic excellence remains essential. But excellence without speed, partnership, and sustainability leaves too much potential unrealized. Our role is to bridge those gaps, to serve as convener, catalyst, and translational engine.

If the past year has taught us anything, it is this: doing nothing is not neutral. Invisibility widens disparities. Silence compounds stigma. Fragmentation weakens resilience. Our responsibility, therefore, is not only to defend what has been built, but to architect what comes next.

Moments like this test the durability of our systems and clarify our responsibility. To our partners across academia, healthcare systems, philanthropy, venture

capital, government, and community organizations: we invite you to move with us. If you are designing a new model, piloting a new intervention, exploring an equity investment, or seeking a collaborative testing ground, Eidos stands ready to build alongside you.

While the moment is indeed fragile, it is also full of possibility. At Eidos, we are choosing to build what comes next. This year's Annual Report is a blueprint for collective resilience. The work documented in these pages reflects our belief that LGBTQ+ health is not a niche concern, but a guide for public health systems at large. When we design inclusive systems, everyone benefits.

We remain deeply grateful to our collaborators, advisors, students, funders, and community partners.

Your intellectual generosity, candor, and imagination fuel this work. Together, we are not simply weathering change. We are shaping it.

**WITH GRATITUDE,
JOSÉ**



**José A. Bauermeister,
PhD, MPH, FSBM**

Founding Faculty Director,
Eidos LGBTQ+ Health Initiative

The 2025 Inaugural Eidos Convening

Eidos is built on a simple premise: the divides between research, practice, community organizing, entrepreneurship, and policy are not fixed features of the world; they are design choices. And better design is possible. Every sector working in LGBTQ+ health is generating real innovation, but most of it is happening in isolation, and isolation is where impact goes to stall.

In October 2025, during a pivotal year marked by funding cuts, policy challenges, and growing strain across sectors, Eidos brought a cross-sector working group to Penn's campus to design alternatives together.

What It Was

The inaugural Eidos Convening was a two-day working session, not a conference. It brought together researchers, clinicians, lawyers, startup founders, small business owners, community advocates, and public health leaders to build ways forward together. The aim was to make Eidos' unique position at the intersection of academia and community networks useful, turning cross-sector difference into a tool rather than a barrier.

Through expert-led panels, structured design thinking workshops, and co-design labs, participants were equipped to develop actionable strategies in real time. The convening opened with a candid cross-sector panel mapping the current landscape: where pressure points are concentrated, where enduring sources of power remain, and where collaboration has the most to offer.

What Participants Built

Grounded in the realities of the moment, the convening moved to design. Eidos facilitated a sequence of structured activities drawn from human-



centered design practice; the same frameworks deployed in our partnerships, now turned toward the collective challenge of building capacity in a constrained moment. In the Innovation Co-Design Lab, participants paired across sectors to work through real challenges from their own organizations. A clinician navigating the collapse of federal research pipelines worked alongside an entrepreneur building digital health tools outside the grant system. A legal advocate mapping anti-trans legislation paired with a community

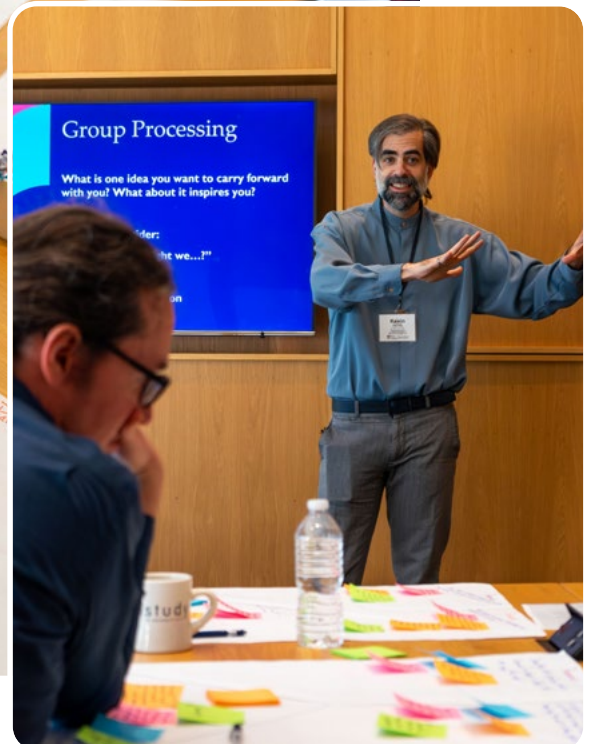
“At a time when many people are paralyzed by the enormity of the challenges we’re facing, getting exposed to the design thinking process to take action anchored in familiar personal and professional contexts was powerful.”

CONVENING PARTICIPANT

organizer running mutual aid networks. The prompts were practical: Who in this room can help you solve this? What are your first three steps when you return to work Monday?



Day two deepened the work through Scenario Planning Labs, where participants generated ideas independently before building on each other’s work across rounds, a structure designed to democratize the room. Groups worked across three themes: partnerships, data systems, and infrastructure—organized around a central question: How do we build capacity now to protect LGBTQ+ health futures, regardless of federal support?



EIDOS TEAM MEMBERS LEAD AND PARTICIPATE IN SCENARIO PLANNING LABS AT THE INAUGURAL EIDOS CONVENING 2025.



What Participants Left With

Participants named a shared reality across conversations: the current climate is placing significant strain on everyone engaged in promoting LGBTQ+ health equity, with growing pressure to scale back visibility and advocacy. But a clear counter-theme also emerged - that isolation cannot be the response.

What participants took home wasn't just frameworks or deliverables, but relationships: collaborators from sectors they'd never intersected with, and the recognition that the person across the table was often already working on a version of the same problem. At least one active collaboration seeded at the convening is already in development.

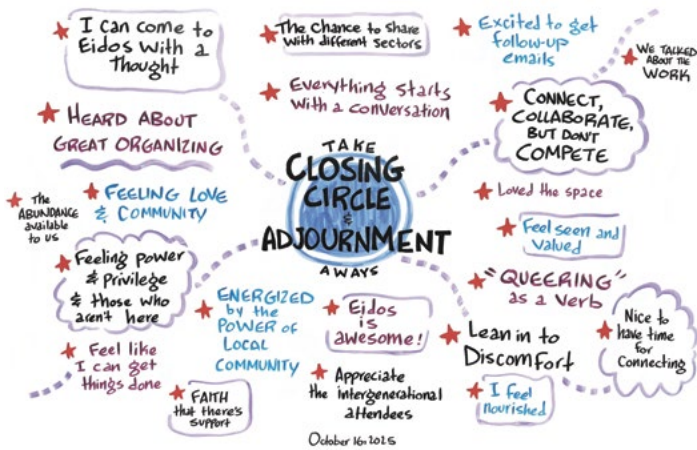
The convening demonstrated that intentional cross-sector collaboration and design can maximize impact.

“We need to have a mindset change from competition—for funding, expertise, and more—to one of rallying as a force to be reckoned with.”

CONVENING PARTICIPANT



THE 2025 INAUGURAL EIDOS CONVENING



What's Next

The inaugural convening was the first iteration of a model for how Eidos brings people together to advance LGBTQ+ health. Planning for the October 2026 convening is already underway, with wider sector representation and deeper design methodology. Advancing LGBTQ+ health equity is long-horizon work, and it will take everyone with a stake in that future continuing to show up. The partnerships highlighted throughout this annual report are proof of what that looks like in practice. To learn more about the convening, contact Eidos at penneidos.org.



“The connections made these past two days will help define future projects that my organization takes on in 2026.”

2025 EIDOS CONVENING PARTICIPANT

By the Numbers

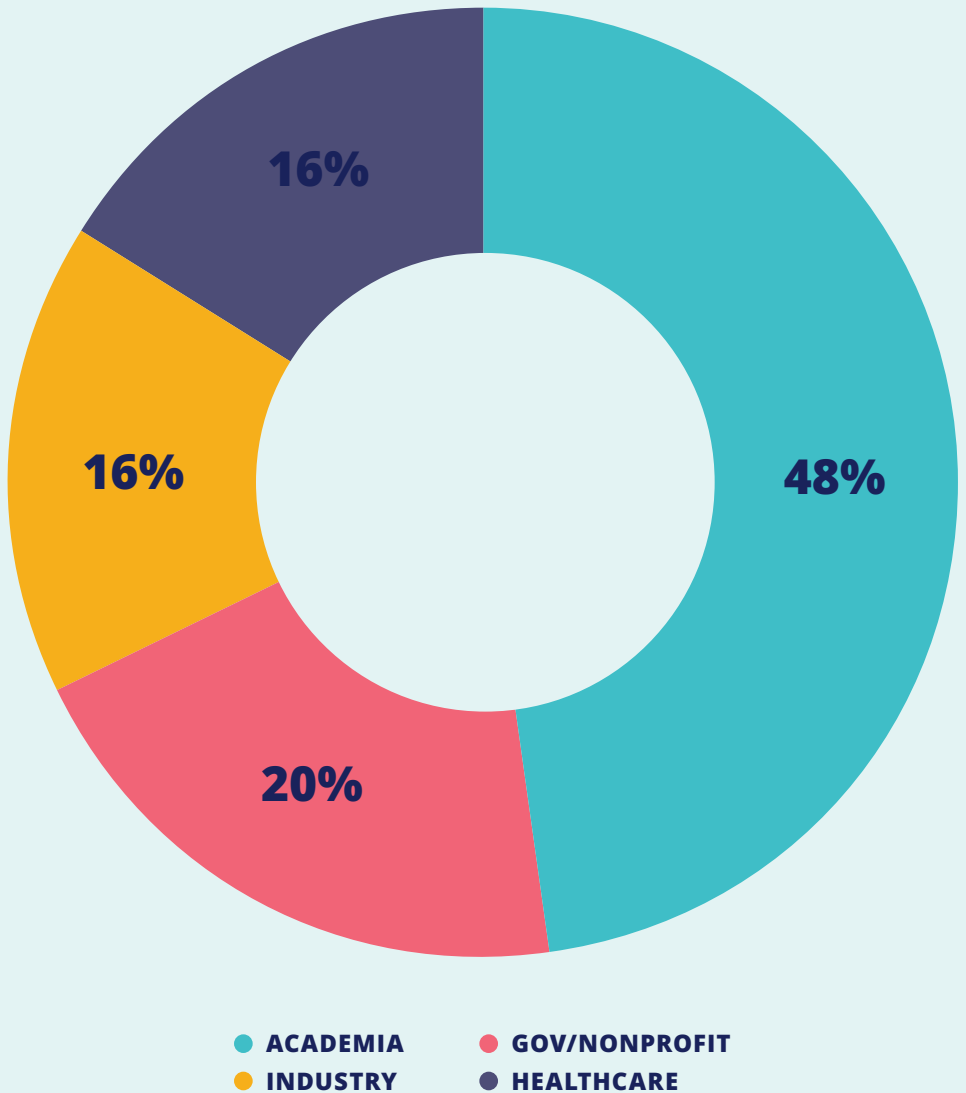
Four years in, Eidos is still doing what we set out to do: turning ideas into real world impact. Since 2022, we've engaged over **191** organizations across diverse sectors, driving **112** projects designed to advance health equity—and every year, that work grows.

AY 2025-2026

Project Pipeline:



Project Sectors:



Programming Overview:

20

EVENTS HOSTED

917

TOTAL ATTENDANCE

15

PROGRAMMING PARTNERS

Publications Overview:

47

RESOURCE
DOWNLOADS

28

ACADEMIC
PUBLICATIONS

12

CONFERENCE
PRESENTATIONS

3

NEWS ARTICLES

Mission and Vision

Anchored at the University of Pennsylvania's School of Nursing, Eidos brings together experts across all 12 Penn schools, spanning disciplines to forge novel connections. As proud stewards and practitioners of the University's strategic framework, *In Principle and Practice*, we enable interdisciplinary collaboration, community engagement, and innovative solutions to global challenges. Our commitment to these principles ensures that our work not only advances LGBTQ+ health but also contributes to the well-being of the global community.

Mission

Eidos is dedicated to advancing LGBTQ+ health and strengthening public health for all. We convene and collaborate with experts and organizations across industries and disciplines to develop groundbreaking science, products, public policy and novel solutions that improve lives across a spectrum of social, economic, and behavioral factors.

Vision

Eidos envisions a world where every person, regardless of their background or circumstance, has the opportunity to live a full and healthy life.

From Possibility to Practice

Lasting change in health equity doesn't come from any single sector working alone. It takes deliberate partnerships, sustained investment, and willingness to break through the siloes that keep us apart. Eidos is built to do exactly that. We convene experts and organizations across industries and disciplines to spark the connections that move science, policy, and innovation from possibility to practice.

Our services are tailored to where you are and where you want to go:



Discovery:

Explore together where LGBTQ+ health research and business innovation intersect to create transformative tools and programs



Advising:

Collaborate on program design highlighting key priorities, aid in capacity building, and offer technical expertise to produce high-impact programs across sectors



Education:

Provide educational support that builds tangible skills in LGBTQ+ healthcare through a wide array of speakers, workshops, and conferences



Evaluation:

Examine how existing programs and interventions improve care and well-being, and assess their effectiveness and impact

Guiding Principles

Translational Engine

We move research from the lab to real-world applications, ensuring ideas directly address health challenges.

Accelerated Innovation Pipeline

We shorten the timeline from discovery to implementation to bring solutions to communities faster.

Iterative Development

We ensure that interventions are refined through testing and feedback for maximum impact.

Mission-Driven Collaboration

We blend social impact and innovative problem-solving to create sustainable solutions.

Leveraging Multisectoral Expertise

We partner with startups, private investors, healthcare providers, and academia to address systemic barriers.

Entrepreneurial Thinking

We facilitate entrepreneurial principles to meet the needs of underserved communities.

Ecosystem Building

We create infrastructure to enable sustainable, scalable interventions.

Sustainability

We empower stakeholders to implement evidence-based practices with a focus on long-term viability and adaptability.



WHAT IS "EIDOS"?

The word eidos means “form” in ancient Greek, a concept developed by Plato and Socrates to explore how ideas take meaningful shape in society. At Eidos, we embrace this philosophy by reimagining and transforming ideas to create real-world solutions that will make a lasting impact in the world.

The Eidos Team

Founded by Dr. José A. Bauermeister, the Eidos ecosystem brings together a core team, affiliated faculty from across Penn schools, and an advisory board with expertise spanning disciplines, sectors, and backgrounds — *all united by a shared commitment to health equity.*

Affiliated Faculty

- | | |
|--|---|
|  Dolores Albarracin, PhD, MS
Professor, Annenberg School for Communication |  Dani Bassett, PhD, CPGS
Professor, School of Arts & Sciences |
|  Cedric Bien-Gund, MD
Assistant Professor, Perelman School of Medicine |  Stephen Bonett, PhD, MA, RN
Assistant Professor, School of Nursing |
|  César Briceño, M.D.
Associate Professor, Perelman School of Medicine |  Ed Brockenbrough, PhD, MEd
Associate Professor, Graduate School of Education |
|  Robert Carpick, PhD
Professor, School of Engineering and Applied Sciences |  Seul Ki Choi, PhD, MPH
Research Assistant Professor, School of Nursing |
|  Ron Collman, MD
Professor of Medicine, Perelman School of Medicine |  Katharine Baratz Dalke, MD, MBE
Associate Professor, Perelman School of Medicine |
|  Ryan Dew, PhD
Assistant Professor, Wharton |  Nadia Dowshen, MD, MSHP
Associate Professor, Perelman School of Medicine |
|  Dalmacio Dennis Flores, PhD, RN, FAAN
Assistant Professor, School of Nursing |  Ian Frank, MD
Professor, Perelman School of Medicine |
|  Robert Gross, MD, MSCE
Professor, Perelman School of Medicine |  Abby Howe-Heyman, PhD, CNM, RN
Practice Assistant Professor, School of Nursing |
|  Scott Jelinek, MD, MPH, MAEd
Instructor, Perelman School of Medicine |  John B. Jemmott III, PhD
Professor, Annenberg School for Communication |
|  Jonathan D. Katz, PhD
Practice Associate Professor, School of Arts & Sciences |  Patty Kuo, PhD
Research Associate, Perelman School of Medicine |
|  Marion Leary, PhD, MPH, RN
Instructor, School of Nursing |  Steven Meanley, PhD, MPH
Assistant Professor, School of Nursing |
|  Raina Merchant, MD, MSHP, FAHA
Professor, Perelman School of Medicine |  Desmond Patton, PhD, MSW , Professor, Annenberg School for Communication, School of Social Policy & Practice |
|  Sarah Rottenberg, MA , Executive Director, Integrated Product Design Program, Stuart Weitzman School of Design |  Andy Tan, PhD, MBA, MPH, MBBS
Associate Professor, Annenberg School for Communication |
|  Beans Velocci, PhD
Professor, School of Arts & Sciences |  Dovie Watson, MD, MSCE
Assistant Professor, Perelman School of Medicine |

Affiliated Faculty (Continued)



Annie Wilson, PhD
Senior Lecturer, Wharton



Hyunmin (David) Yu, PhD, MSN, RN, CRNP
Postdoctoral Fellow, School of Nursing

Our Team



Alexandra Casison, MPH
Research Assistant



Chloe Chang
Student Research Assistant



Cody Bangcaya Dawson, MSED
Program Coordinator



Sammy Dreibelbis, BFA, MEng
Student Research Assistant



Hye Jeong Jang, BSN
Student Research Assistant



Blake Kosciow, BA
Qualitative Research Assistant



Willey Lin, MBIOT, PMP, ACRP-CP
Clinical Research Project Manager



Lou Listerud, MPH
Project Manager



Gigi McGaughey, MSC
Project Manager



Marley Molkentin, MA
Communications Specialist



Arjee Restar, PhD, MPH
Research Analyst



Alana Richards, MA
Research Analyst



Jennifer Tran, PhD
Interventionist



Julia Votto, MIPD
Associate Director of Innovative Projects



Jessica Webster, MS, LPC
Project Manager



James Wolfe, MS, NCC
Director

Advisory Board



Asha S. Collins, PhD
Investor, Consultant



Emily Gallo, MBA
Healthcare Business Leader



Tam Ho, MPA
Social Impact, Philanthropy



Elli Kaplan, MBA
Startup Founder, CEO



M. Dru Levasseur, Esq.
Lawyer, Consultant



Aiyshen Padilla, MBA
Strategic Partnerships, Communications



John J. Rydzewski, MBA
Investor, Consultant



Martín Sepúlveda, MD, ScD
Physician, Researcher, Consultant



Patrina Sexton Topper, PhD, RN, MS
Nurse, Researcher, Educator



Antonia Villarruel, PhD, RN, FAAN, ex officio
College Dean, Researcher, Nurse

EVALUATION

Building Bridges: Creating Belonging for LGBTQ+ Employees

Our Partner

ProChange Behavior Solutions has spent nearly three decades translating behavior change science into real-world programs for employers, health systems, government agencies, and communities. Grounded in more than \$20 million in federally funded research and 80+ peer-reviewed publications, the company combines scientific rigor with practical implementation expertise.

The Work

Eidos and ProChange partnered to develop a digital tool that helps LGBTQ+ employees build belonging in their workplaces. For many, the workplace still means showing up without fully belonging—a daily strain that affects mental health, engagement, and advancement. Statements and Employee Resource Groups help, but they aren't enough; people need day-to-day tools that build connection and agency in the environments they work in.

Together we co-developed Bridges: a community-informed digital intervention designed to strengthen workplace belonging for LGBTQ+ employees. Grounded in ProChange's evidence-based behavior change frameworks and shaped at every stage by lived experience, Bridges combines brief online learning

modules with daily behavioral prompts to help users build connection, resilience, and agency within their specific workplace contexts.

The Community Served

Bridges was designed for LGBTQ+ employees across industries and roles, particularly those navigating environments where belonging and inclusion are unevenly distributed. The pilot recruited 137 LGBTQ+ full-time employees from across the United States to participate in the month-long program.



Eidos' Role

Eidos served as an academic partner on a Small Business Innovation Research (SBIR) project, a federally funded grant mechanism that supports business-academic collaboration to develop innovative products and services of national value. In this role, Eidos:

- **Built a Community Advisory Panel** of LGBTQ+ community members and content experts to ensure Bridges was grounded in lived experience and tailored expertise, not generically-applied wellness frameworks.
- **Defined key strategies** to ensure that Bridges offers LGBTQ+ employees practical tools for fulfillment and agency across diverse workplace cultures—supporting change without placing the burden of fixing structural problems on individuals.
- **Rapidly implemented a work continuation plan** that preserved the collaboration when NIH funding was abruptly terminated.

We are now completing the analysis of the Bridges clinical trial.



The Difference It Makes

A standout result from the Bridges pilot: 93% of participants completed the entire month-long program, far surpassing typical digital health retention rates. This sustained engagement signals that LGBTQ+ employees recognized themselves in Bridges and found it worth returning to.

The pilot affirms that community-built, behavior-based tools can genuinely support connection and empowerment at work. Eidos and ProChange are now working to scale and refine Bridges, expanding its reach across varied workplace environments.

“Our partnership with Eidos has expanded what ProChange is able to do in the world. When an NIH-funded collaboration was unexpectedly terminated, our partnership with Eidos made it possible for the work to continue, reflecting a deep commitment to the purpose behind the work, not just the project itself. Their perspectives, networks, and genuine partnership continue to strengthen both our mission and our impact.”



KERRY EVERS, PHD
CO-PRESIDENT AND CEO, PROCHANGE BEHAVIOR SOLUTIONS

DISCOVERY

Understanding Digital Addiction in LGBTQ+ Young Adults

Our Partner

Birches Health is a digital health startup and leading national provider of specialized virtual care for behavioral addictions, including gambling, gaming, pornography, and internet use, and operates the largest network of addiction-specialized clinicians in the United States.

The Work

Digital addiction—problematic use of social media, gaming, pornography, and smartphone apps—is a growing public health concern, but current research has critical gaps: who is most affected, what drives

the behavior, and what it costs in people’s lives. These gaps are especially pronounced for LGBTQ+ communities, who often rely on digital spaces for connection and safety.

Eidos and Birches Health partnered to address this through the Digital Addiction Study (DAS), a research initiative designed to build the evidence base for identity-responsive treatments for emerging digital addictions in young adults.

The Community Served

Young adults engage with digital spaces in distinct ways, face targeted digital marketing, and often encounter stigma, shame, and barriers to care online. DAS focuses on adults ages 18–35, with deliberate attention to LGBTQ+ communities and other underrepresented groups, to ensure their experiences are examined at scale.

Eidos’ Role

To meet Birches’ clinical goals, Eidos:

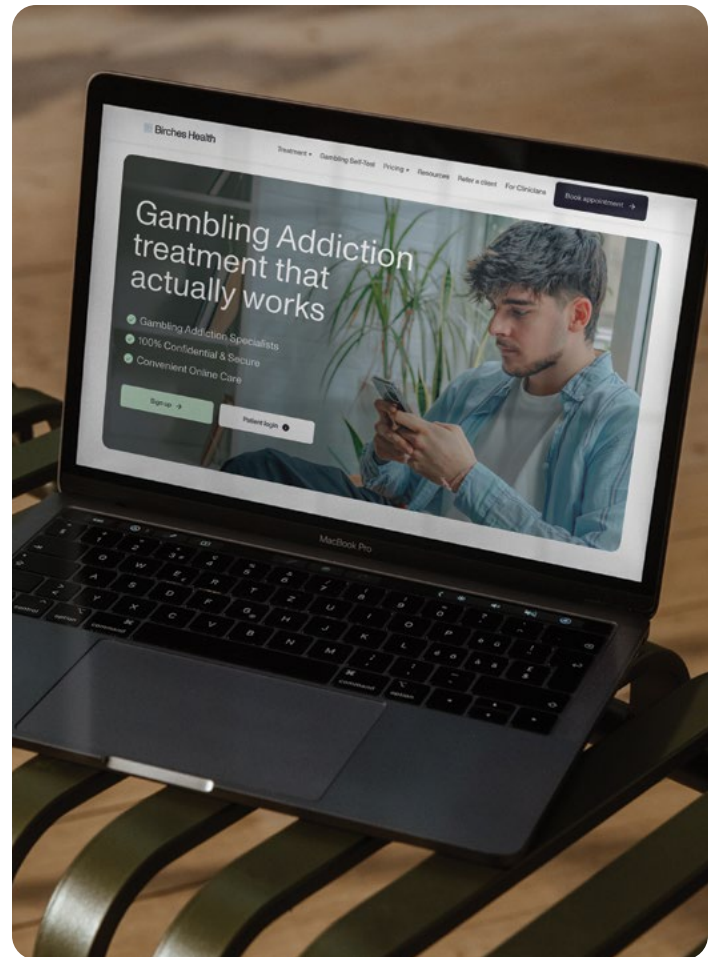
- *Designed and is now implementing a comprehensive research plan*, including instrument development, regulatory approval, participant recruitment, data collection, and analysis.



- **Established a mixed-methods approach**, pairing a national survey with in-depth qualitative interviews to generate both generalizable findings and deeper insight into stigma, shame, and barriers to care.
- **Implemented equity-focused recruitment** with rigorous fraud-detection safeguards to ensure high-quality data from historically hard-to-reach populations.
- **Built a path from research to practice**, ensuring findings flow directly into co-design with Birches' clinical team to refine screening tools, culturally responsive treatment materials, and integrated care pathways shaped by what participants say they need.

The Difference It Makes

Eidos combines large-scale data with in-depth interviews to produce evidence that is both rigorous and human-centered. Our co-design model ensures the findings move beyond a report and into practice: protocols and tools shaped by and for the people Birches Health serves. For young adults whose digital lives are tied to identity, shame, and belonging, this translates research directly into more responsive, effective care.



“The work Birches Health and Eidos are doing underscores the critical need for further research and focus on these historically underserved populations. Developing an enhanced body of research through initiatives like this should result in meaningful increases in access to specialized care for the LGBTQ+ community at risk of behavioral and process addiction.”



ELLIOTT RAPAPORT
FOUNDER AND CEO OF BIRCHES HEALTH

ADVISING

Who Gets to Define Trans Health? Building Evidence from Trans Perspectives

Our Partner

Point of Pride is a trans-led nonprofit maximizing the power of mutual aid to secure medical care for trans people. They provide direct financial assistance for gender-affirming surgery, hormone replacement therapy, electrolysis, and other affirming care needs.

The Work

Point of Pride partnered with Eidos' to build the National Trans Health Survey, a study designed to capture trans health experiences as defined by trans people themselves. Point of Pride came to Eidos with a clear vision and an equally clear need: too often, research on trans health has been designed by cis-led institutions and researchers, producing data that frames health in terms of deficits rather than community-defined visions of care. They needed health data genuinely led by trans voices and engaged Eidos to provide the scientific rigor and health equity framework.

The result is a survey guided by an all-trans and nonbinary steering committee that invites transgender adults (18+) across the United States to share their



experiences navigating healthcare: the barriers they face, what affirming care actually looks like, and what conditions allow them to thrive.

The Community Served

Young adults engage with digital spaces in distinct ways, face targeted digital marketing, and often encounter stigma, shame, and barriers to care online. DAS focuses on adults ages 18–35, with deliberate attention to LGBTQ+ communities and other underrepresented groups, to ensure their experiences are examined at scale.

Eidos' Role

Applying principles of community-led codesign, we guided a process to produce:

- 01** *Survey instruments for a scientifically rigorous national study,*
- 02** *An equity-centered framework for engaging a trans-led steering committee to ensure the study didn't reproduce the very biases it sought to correct, and*
- 03** *An infrastructure to protect trans participant data and identify fraud at scale.*

The Difference It Makes

The National Trans Health Survey uses research data to define trans health on trans terms. Research shapes what gets funded, built, and treated as real. When that research is designed by those without lived trans experience, or only asks what's wrong, it produces an incomplete picture that can inadvertently reduce trans communities to their vulnerabilities.



The National Trans Health Survey is designed to produce something different: evidence that captures both the barriers trans people face and the conditions that support their flourishing. The data will help identify where care systems fall short, highlight what affirming practice looks like in the field, and elevate trans priorities in national policy conversations — giving providers, funders, and advocates the grounded insight they need to build systems that work.

“Working with Eidos has been incredible because of their ability to bring research rigor while remaining collaborative and responsive to community needs. Most valuable has been their support in translating lived experiences into the form design, and now the data analysis, without losing the humanity behind it. It equips Point of Pride with meaningful, community-driven data to better inform our programs, advocacy, and storytelling, while helping shift the narrative toward one rooted in lived experience and dignity.”



JEFF MAIN
EXECUTIVE DIRECTOR & CO-FOUNDER, POINT OF PRIDE

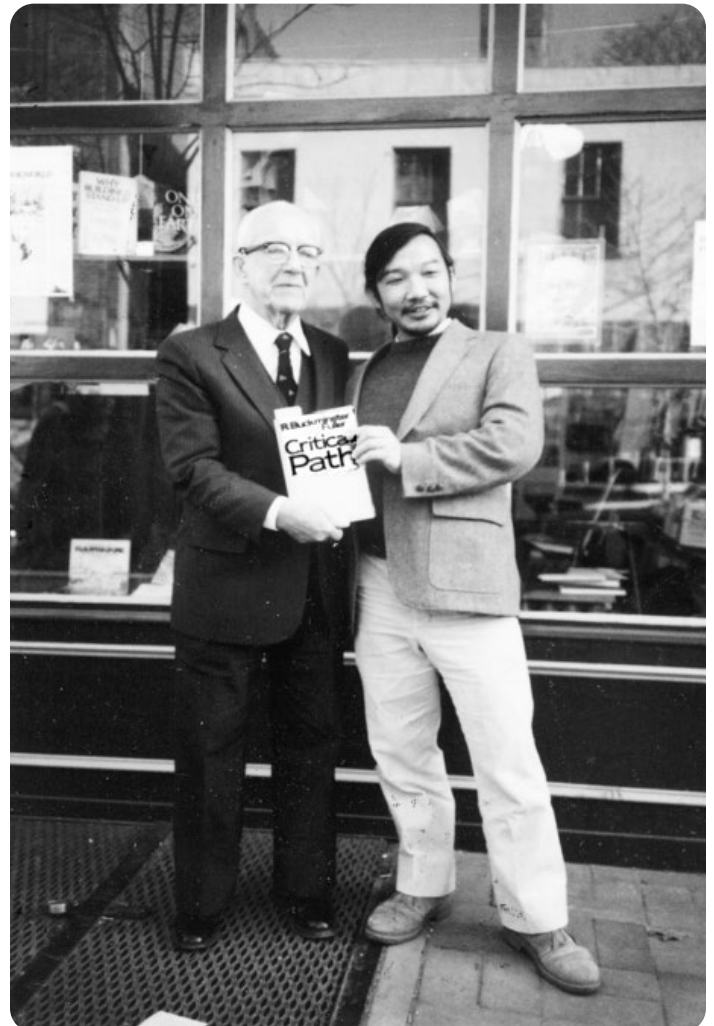
EDUCATION

Preserving LGBTQ+ History: Kiyoshi Kuromiya Symposium

In October 2025, Eidos joined a coalition of organizations in co-sponsoring an academic symposium to honor the legacy of activist and Penn alum, Kiyoshi Kuromiya (1943–2000). A beloved local organizer with international reach, his innovative activism placed him on the front lines of some of the most critical human rights movements of his day. He joined Dr. Martin Luther King Jr’s civil rights protest in Montgomery, Alabama, protested the Vietnam War on UPenn’s campus, and was part of the first Annual Reminders picket for LGBTQ+ rights at Independence Hall in Philadelphia.

During the height of AIDS crisis, Kuromiya ran the Critical Path Project, a newsletter providing desperately needed clinical guidance to patients and providers. Working largely on his own, he used emerging technologies like the internet, alongside a phone hotline and grassroots outreach, to translate medical research into plain-language, lifesaving resources for communities across the world.

The Kiyoshi Day Symposium marked an important step in preserving and expanding awareness of his legacy. Centered on a screening of the KIYOSHI documentary, a Pew Center for Arts & Heritage-funded feature-length film currently in production, the event convened 75 scholars, students, and community members



from across Philadelphia. Through presentations on cross-movement organizing, community-led media, and intersectional activism, the symposium created space not only to reflect on Kuromiya’s impact, but to connect his work to ongoing efforts in LGBTQ+ health and racial justice.

Kuromiya’s legacy of innovating towards justice and the symposium’s cross-sectoral purpose mirror Eidos’ own mission, leading us to co-sponsor the event along with the Pew Center for Arts and Heritage, the William Way LGBT Community Center, JACL Philadelphia, the Sachs Program for Arts Innovation, Penn Asian American Studies Program, and others. By bringing together academic, artistic, and community voices, Eidos is helping ensure that Kuromiya’s contributions are preserved, studied, and carried forward by new audiences.



**TO LEARN MORE
ABOUT THE DOCUMENTARY,
SCAN THE QR CODE.**



“The screening and accompanying presentations from scholars and personal acquaintances of Kuromiya’s gave the production team valuable feedback to help us share the final film.”



DR. ROBERT BUSCHER
LECTURER, ASIAN AMERICAN STUDIES PROGRAM

RESEARCH

Does What Works Here, Work There? Adapting HIV Prevention for Korean MSM

Our Partner

Professor Sook Jung Kang, nursing faculty at Ewha Womans University in South Korea, is at the forefront of community-informed LGBTQ+ health research in a country where such work remains rare. Leading this work from one of the world's most prestigious women's universities, her bilingual, bicultural approach ensures the science stays grounded in the communities it serves.

The Work

HIV rates among men who have sex with men (MSM) in South Korea continue to rise, yet public health supports remain limited. Stigma, scarce community services, and cultural barriers make in-person sexual health care difficult to access, making digital interventions a critical lifeline.

Eidos researchers developed and tested HealthMpowerment (HMP), an evidence-based digital platform for HIV prevention in the U.S. Building on that foundation, Eidos partnered with Ewha Womans University to adapt HMP for Korean MSM ages 18–35,



asking a central question: does what works here, work there? The answer required not just translation, but structural and cultural redesign.

Now in year two, the team has completed extensive linguistic and cultural adaptation through an iterative process combining AI-assisted translation and human review. A prototype is currently in beta testing with Korean YMSM, informing refinements ahead of a larger clinical trial later this year.

The Community Served

The project serves Korean young MSM ages 18–35, a population navigating rising HIV rates and deep social stigma with limited access to affirming, culturally relevant care. Community members and local partners have been engaged throughout the adaptation process to ensure the intervention reflects real lives, not projected assumptions.

Eidos' Role

As the U.S.-based research team behind HMP, Eidos:

- *Led the full adaptation and implementation of HMP*, providing project direction and the research design needed for culturally responsive translation.
- *Funded and supported the hiring of two bilingual Korean research assistants*—one at Penn Nursing and one at Ewha—whose linguistic and cultural expertise was essential to accurate, meaningful adaptation.

- *Facilitated two key international exchanges*: Dr. Kang's visit to Penn for lectures and strategic discussions, and Dr. Choi's visit to Korea for in-person work with staff and community partners.
- *Demonstrated a model of cross-cultural research* that grounds global partnership in alignment, trust, and community-engaged adaptation.

The Difference It Makes

HMP Korea serves as a local solution and a global model. On the ground in Korea, it is building toward an intervention that can meaningfully reduce HIV risk for a population that has been largely unreached by existing public health efforts. In the broader field, it is generating a transferable model for how LGBTQ+ digital health interventions can be responsibly adapted across global contexts.

In the coming year, pilot testing will assess feasibility, acceptability, and cultural fit. The insights Eidos and Ewha generate will extend beyond Korea, contributing to the global evidence base for LGBTQ+ health equity.

“By integrating key cultural and contextual considerations, this culturally adaptive digital HIV intervention has the potential to generate meaningful downstream impacts on LGBTQ+ health in Korea. The findings can offer valuable guidance for adapting digital HIV interventions for sexual and gender minority populations in other cultural contexts, ultimately improving acceptability, engagement, and intervention effectiveness.”



DR. SEUL KI CHOI

DIRECTOR OF SCIENCE, EIDOS LGBTQ+ HEALTH INITIATIVE

RESEARCH

Supporting LGBTQ+ Adolescents Through Family Communication

Our Partner

Dr. Dalmacio Dennis Flores is an Associate Professor at the University of Pennsylvania School of Nursing and affiliated faculty of the Eidos LGBTQ+ Health Initiative. His research focuses on equipping parents and caregivers with the knowledge and communication strategies they need to support positive health outcomes for their LGBTQ+ children, bridging clinical practice and community-engaged science.

The Work

Parents and caregivers play a critical role in protecting the health and wellbeing of LGBTQ+ adolescents, yet many lack the guidance to have the affirming, open conversations their children need. In the absence of federally mandated inclusive sex education in the United States, LGBTQ+ youth face elevated health risks that can be significantly reduced when caregivers are equipped to talk honestly about identity, sexuality, and safety.

Dr. Flores is designing and testing two evidence-based programs that address this gap: GIST (Gender Inclusive Sexuality Talks) and Parents ASSIST (Advancing Supportive and Sexuality Inclusive Sex Talks). Each provides parents with a clear roadmap and practical skills to support their children through structured



content, facilitated discussion, and real-world communication practice across five guided sessions, reinforced by take-home activities.

The Community Served

GIST is aimed at parents of lesbian, bisexual, nonbinary, and transgender youth ages 12–18, while Parents ASSIST supports parents of cisgender gay and bisexual male adolescents. Many of these parents come from communities where inclusive, evidence-based resources have never been available. Both programs are designed to meet families where they are, with content that is affirming, practical, and grounded in the realities of raising LGBTQ+ youth in a complex world.

Eidos' Role

This partnership exemplifies one of Eidos' core functions: helping Penn faculty maximize the reach and impact of their LGBTQ+ health research. Eidos:

- **Enhanced program design:** Brought intervention science expertise into the development of GIST and Parents ASSIST, strengthening rigor, fidelity, and module content.
- **Improved digital delivery:** Beta tested the online platform and funded updated intervention videos to ensure materials reflect current evidence and the communities served.
- **Led branding and recruitment:** Developed accessible, welcoming materials to reach diverse families effectively.
- **Invested in training:** Supported Penn student research assistants, connecting the project to the university's training pipeline and developing future LGBTQ+ family health scholars.

Eidos will also lead national dissemination of the Parents ASSIST Implementation Toolkit through its

multisectoral network of nursing leaders, LGBTQ+ community organizations, healthcare systems, and business partners.

The Difference It Makes

Family communication is a protective factor with documented downstream effects on LGBTQ+ adolescent mental health, sexual health decision-making, and sense of belonging. Interventions that strengthen it are foundational to LGBTQ+ health equity.

Early pilot findings from Parents ASSIST are encouraging: the program has demonstrated feasibility, acceptability, and appropriateness for improving sexual health communication between parents and cisgender gay, bisexual, and queer sons. These findings signal that structured, affirming family-based programming works when parents are given the right support.

The long-term goal is a replicable infrastructure for family-based LGBTQ+ health support, with the next phase focused on an implementation toolkit for dissemination through schools, healthcare systems, and community organizations. To learn more or participate in GIST and Parents ASSIST, visit: www.parentsassist.org.

“As a Primary Investigator running two Randomized Controlled Trials, the Eidos team has become an indispensable partner for us. We have been able to beta test outreach messages, study processes, and intervention components with folks highly knowledgeable about the needs of parents with LGBTQ youth. Given the funding constraints academics in this space face, it’s a relief to have Eidos be a reliable partner.”



DR. DALMACIO DENNIS FLORES, PHD

Cross-School Collaborations

PENN GLOBAL

Scholar talk: LGBTQ+ Health in Korea: Digital Simulation and Tailored Interventions to Address Unmet Needs

GRADUATE SCHOOL OF EDUCATION

Disseminated book launch for affiliated faculty member Ed Brockenbrough

SCHOOL OF DENTISTRY

Collaborated on Student Preparedness to Care for SGM Patients Study

LGBT CENTER

Supported student Trans Period Workshop

PENN SCHOOL OF NURSING

Visiting Scholar Talk: Care Equity in Healthcare AI: DEI Governance & SOGI Indicators

PENNOVATION CENTER

Participated in inaugural Penn Startup Showcase



ANNENBERG SCHOOL FOR COMMUNICATION
Partnering with SAFELab on
queer joy project

CAREY LAW SCHOOL
Co-presented screening of
Heightened Scrutiny

SCHOOL OF ENGINEERING & APPLIED SCIENCE
Sponsored student led outreach
event with Out4STEM

PERELMAN SCHOOL OF MEDICINE
Guest spoke for Health and
Human Rights class

SCHOOL OF ARTS & SCIENCES
Co-Sponsored Kiyoshi Day
Symposium

Invest in the Future of LGBTQ+ Health

Imagine a future where every LGBTQ+ person can access healthcare and life affirming resources that honor their dignity, understand their needs, and support their ability to thrive. At Eidos, that's the future we're building towards, and you can help bring it fully to life.

Four years ago, a visionary gift to Penn helped launch Eidos with a bold goal: accelerate innovative solutions to LGBTQ+ health disparities. What began as an ambitious idea has grown into a dynamic hub for social innovation. Our team of researchers, designers, and innovators is building new projects, forging cross-sector partnerships, and turning ideas into real-world solutions.

Our momentum is building, but the moment we're in demands even more.

Across the country, shifting federal priorities have begun to move resources away from LGBTQ+ health research and innovation. At the very moment solutions are most urgently needed, barriers are rising. But progress cannot pause. LGBTQ+ people exist in every community, every profession, and every generation, and the health challenges our communities face require action now.

That's where you come in.

The future we're building depends on people who believe that better health systems for all people are possible, and who want to help create them. By supporting Eidos, you expand a growing network of collaborators across medicine, public health, business, government, and community organizations who are working together to design solutions that address the root causes of health disparities.

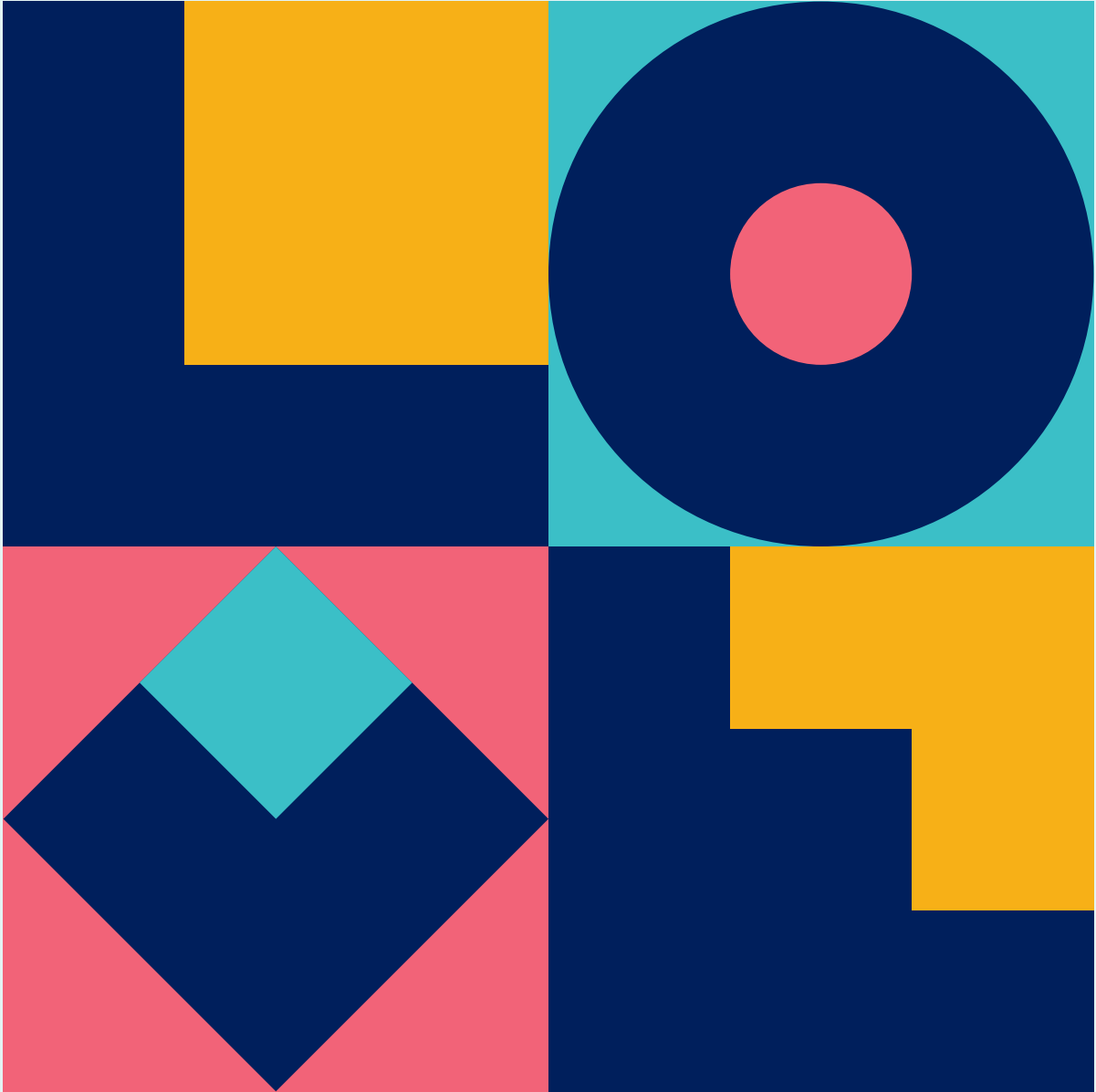
Your gift fuels the next generation of research, partnerships, and innovations that will shape a more equitable future. Together, we can ensure progress continues, no matter which way political headwinds blow, and build a world where everyone has the opportunity to thrive.

BE PART OF THE EIDOS IMPACT.



**TO VISIT OUR GIVING PAGE
AND SUPPORT EIDOS,
SCAN THE QR CODE.**







Eidos exists because of our community.

To the innovators, advocates, donors, and creators who bring energy, insight, and heart to this work, thank you.

Keep up with our projects, events, and partnerships by subscribing to our [email newsletter](#) or following us on social media [@penneidos](#):



Think we should work together? Reach out! We're always looking for our next great collaboration: eidos@nursing.upenn.edu

Learn more at www.penneidos.org.

