Celebrating and Embracing LGBTQ+ Older Adults in the Aging Services Network

Thursday, December 10, 2020
2:35 PM - 3:35 PM Eastern Time
Introductions

Lisa Gurgone, MS, Executive Director
Mass Home Care, Pronouns | She, Her, Hers

Lisa Krinsky, LICSW,
Director of the LGBT Aging Project,
Fenway Institute, Pronouns | She, Her, Hers

Lynn C. Vidler, BSW, MBA,
Director of Home and Community Programs,
Executive Office of Elder Affairs,
Pronouns | She, Her, Hers
Agenda

Learning Objectives

– Why LGBTQ Older Adults?
– What has Massachusetts done for LGBTQ Older Adults?
  • Legislative
  • Policy
  • Programs
– What can you implement in your community for LGBTQ Older Adults?
  • Replicate
  • Where to start?
How Many LGBT Older Adults?

Today: 1.4 to 3.8 million in U.S. (Harley & Teaster, 2016)

2030 estimate: 3.6 to 7.2 million in U.S. (Harley & Teaster, 2016)

Massachusetts estimate: 65,000 LGBT Older Adults

Three Generations: Invisible -- the oldest old
Silenced -- greatest generation
Proud -- baby boomers and beyond
What’s So Different?

**Elder Issues**
- Healthcare
- Housing
- Medication Costs
- Social Network: Family, Friends
- Income
- Retirement / Work
- Social / Recreational Activities

**LGBT Elder Issues**
- Healthcare
- Housing
- Medication Costs
- Social Network: Family, Friends
- Income
- Retirement / Work
- Social / Recreational Activities
Aging Supports

- Spouse Partner
- Children & Grand
- Family Of Origin
- Faith Community
- Local Community
- Social Community
- Social Services
LGBT Aging Supports

Spouse Partner  Children & Grand  Family Of Origin  Faith Community  Local Community  Social Community  Social Services
LGBT Aging Supports: Boomers & Millennials

- Spouse
- Partner
- Children & Grand
- Family Of Origin
- Faith Community
- Local Community
- Social Community
- Social Services
Mainstream Supports

- Public Safety
  - Entrapment, Harassment

- Health Care
  - Mental Illness (until 1973)
  - Institutionalization

- Military Service
  - Dishonorable Discharge

- Faith Community
  - Sin Immoral

- Housing
  - Eviction Harassment
<table>
<thead>
<tr>
<th>Event</th>
<th>Year 1</th>
<th>Year 2</th>
</tr>
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<tbody>
<tr>
<td>Born:</td>
<td>1930</td>
<td>1950</td>
</tr>
<tr>
<td>McCarthy Trials (1954)</td>
<td>24</td>
<td>4</td>
</tr>
<tr>
<td>Stonewall (1969)</td>
<td>39</td>
<td>19</td>
</tr>
<tr>
<td>APA/DSM (1973)</td>
<td>43</td>
<td>23</td>
</tr>
<tr>
<td>Harvey Milk Elected (1977)</td>
<td>47</td>
<td>27</td>
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<tr>
<td>Reagan Mentions AIDS (1987)</td>
<td>57</td>
<td>37</td>
</tr>
<tr>
<td>“Ellen” Comes Out on TV (1997)</td>
<td>67</td>
<td>47</td>
</tr>
<tr>
<td>Marriage Equality in MA (2004)</td>
<td>74</td>
<td>54</td>
</tr>
<tr>
<td>Don’t Ask Don’t Tell Repealed (2011)</td>
<td>81</td>
<td>61</td>
</tr>
<tr>
<td>DOMA Repealed (2013)</td>
<td>83</td>
<td>63</td>
</tr>
<tr>
<td>SCOTUS: Marriage Equality (2015)</td>
<td>85</td>
<td>65</td>
</tr>
<tr>
<td>November 2016 ongoing…………Today</td>
<td>90</td>
<td>70</td>
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Massachusetts Brief History of Collaborations

2003 ➔ LGBT Caregiver Outreach/Support  (AAA funding)

2004 ➔ Café Emmanuel  (AAA meal site funding)
       LGBT Cultural Competency Training ASAPs (Grant funded)

2006 ➔ EOEA Funded for LGBT Cultural Competency Training &
       technical assistance

2011 ➔ PHCAST Training Direct Care Workers

2012 ➔ Population of Greatest Social Need

2014 ➔ LGBT Aging Commission

2018 ➔ LGBT Awareness Training for Aging Service Providers

2019 ➔ Release of LGBT Aging Awareness Learning Module in MA
2013 Legislation:

established to examine the impact of state policies and regulations on LGBT older adults making recommendations ensuring equality of access to treatment, care, and benefits; increasing provider awareness of the needs of LGBT older adults and caregivers; enhancing programming and services for LGBT older adults; examining best practices (in MA and other states) for improving quality of life for LGBT seniors; preventing premature admission of LGBT elders to institutional care; ensuring access to affordable and culturally appropriate community based care options; developing a plan for statewide training curricula to improve delivery of health care, housing, and long term support services to LGBT older adults and caregivers; and considering outreach protocols to reduce apprehension of LGBT elders and caregivers.
Commission is convened by the Chairs of the Joint Committee on Elder Affairs; Commission includes the following Members or designee:

House Chair of Joint Committee on Elder Affairs
Senate Chair of Joint Committee on Elder Affairs
Executive Office of Elder Affairs
MA Department of Housing and Community Development
MA Department of Public Health
LGBT Aging Project
Fenway Health
Gay and Lesbian Advocates and Defenders
New England Association of HIV Over Fifty
MassEquality
Mass Home Care
AARP MA
Massachusetts Association of Councils on Aging
Massachusetts Senior Care Association
Home Care Aide Council

Appointed by Governor:

LGBT Public Policy Expert
LGBT Law Expert
Transgender Older Adult
LGBT Older Adult representing Cape Cod
LGBT Older Adult representing W MA

Massachusetts Executive Office of Elder Affairs (EOEA) - State Unit on Aging

- EOEA promotes the independence, empowerment, and well-being of older adults, individuals with disabilities, and their caregivers.

- EOEA develops policy, funds, oversees, administers various programs & initiatives

- Aging Network:
  - Area Agency on Aging (AAA)
  - 350 Councils on Aging (COA)
  - 25 Aging Services Access Points (ASAPs)
Massachusetts AAA/ASAP Network

Stand-alone AAAs: Age Strong Commission, Central MA Agency on Aging, and Old Colony Planning Council
Services Provided Through the Massachusetts AAA/ASAP Network

Home Care Program & Services
Group Adult Foster Care (GAFC)
Adult Foster Care (AFC)
Personal Care Attendant Program (PCA)
Geriatric Support Services Coordinator for Senior Care Options (SCO) enrollees
Family Caregiver Support Program
Chronic Disease Self Management Programs
Options Counseling

Elder Protective Services
Long Term Care Ombudsman Program
Supportive and Congregate Housing
Elder Nutrition
Money Management Programs
Senior Community Service Employment Program (SCSEP)
Serving the Health Information Needs of Elders (SHINE)
Information & Referral
Elder Mental Health
EOEA, ASAPs & Home Care

• Sexual Orientation & Gender Identity (SOGI) questions:
  • Mid -2016 added in assessments
  • I & R and Home Care (4 total)
  • The Fenway Institute staff trained EOEA and ASAP staff
  • Recorded webinar in how to ask SOGI questions
  • Collect these data elements

• Ongoing access to the recorded training for ASAP utilization for current/new staff

• EOEA through its ASAP contract included requirements related to LGBTQ diversity in two key areas:
  1) ensuring access to services for consumers through LGBTQ awareness training
  2) staff training on LGBTQ awareness
## SOGI Assessment Questions

### BB Gender

**a. What was your sex at birth?**

- [ ] 0 - Male
- [ ] 1 - Female

**b. What is your current gender identity? (select one)**

- [ ] Male
- [ ] Female
- [ ] Male-to-female (MTF)/transgender female/trans woman
- [ ] Female-to-male (FTM)/transgender male/trans man
- [ ] Genderqueer, neither exclusively male nor female
- [ ] Other gender category
- [ ] Did Not Answer
- [ ] Unable to ask during visit

**c. Sexual Orientation: Do you think of yourself as:**

- [ ] Heterosexual or Straight
- [ ] Lesbian, Gay or Homosexual
- [ ] Bisexual
- [ ] Not Sure
- [ ] Other Sexual Orientation
- [ ] Did Not Answer
- [ ] Unable to ask during visit
Information and Referral Resources for LGBT Older Adults & Caregivers

LGBTQ Aging Resources provide programs, services, & vital info to the LGBTQ community in & around Boston
Staffing & Community Training & Education

PHCAST Continuing Education Module: LGBT AGING

Handouts

Activity 1: Introduction/Goals/Agenda
Handout 1
LGBT Aging Training Goals

Handout 2
Group Agreements: How Will We Work Together?

Handout 3
LGBT Aging Training Agenda

Activity 2: LGBT Aging Terms and Definitions/Differences
Handout 4
Quick Terms and Definitions

Handout 5
Terms and Definitions for LGBT Aging and Caregiving

Activity 3: Beliefs and Attitudes About People Who Are LGBT
Handout 6
LGBT Symbols

PHCAST Continuing Education Module: LGBT AGING

Handout 7
Brain teaser: Beliefs and Attitudes about People Who Are LGBT

Handout 8
Answer Sheet: Beliefs and Attitudes about People Who Are LGBT
(Distributed by Instructor – Not Included in Participant Workbook)

Activity 4: What Do You Say?
Handout 9
“What Do You Say?” Scenarios

Activity 5: What Will You Do?
No Handouts

Activity 6: Lessons Learned
No Handouts

LGBT Elders In An Ever Changing World
8th Annual Conference

Friday, March 15, 2019
8:30 AM - 4:00 PM
Salem State University - Salem, MA

Select from over 12 distinct workshops

Click Here to Register

Featuring Keynote Speaker
Karen Fredriksen-Goldsen, Ph.D.
Principal Investigator, Aging with Pride: National Health, Aging and Sexuality/Gender Study
Professor and Director of the Healthy Generations Hartford Center of Excellence at the University of Washington

Registration Is Now Open At:
www.lgbteidersconference.org

For more information about the conference please email: lgbteiders2019@gmail.com

- CEUs
Program meets the requirements of the Massachusetts Board of Registration in Nursing at 244 CMR 5.00 for 3 contact hours
Applications for social work and certified case management continuing education credits have been submitted.
Please contact Care Dimensions at 800.383.1722 for the status of CE accreditation.

General Registration - $125 (includes CEUs)
Seniors/Students - $50 (does not include CEUs)
Friendly Volunteers & Peer Mentors

LGBT FRIENDLY
VOLUNTEER COMPANION

FRIENDLY VISITOR

Find companionship, relieve loneliness, and share common interests with an LGBT Friendly Volunteer Companion who will visit you in your home one hour each week, for a minimum of six months.

What can an Ethos Volunteer Companion do?
- Visit with you in your home and provide weekly companionship
- Escort you to medical appointments, if pre-arranged with Volunteer Coordinator
- Read your mail, books, newspapers, magazines
- Prepare a light meal or snack
- Accompany you on a walk or to a social activity
- Share a hobby such as knitting, stamp collecting, etc.
- Play cards or other games with you

To learn more, or to be matched with an LGBT Friendly Volunteer Companion, please contact:
Miriam Michelson, Volunteer Coordinator
617-522-6700 x540
mmichelson@ethocare.org

Become a Friend of the Rainbow Elders!

We invite you to become a Friend of the Rainbow Elders today!

Help the Rainbow Elders, a program of LifePath, continue to:
- Nourish vibrant, safe communities of LGBTIQA elders plus their straight & younger allies by hosting regular events.
- Provide vital education to senior centers, retirement communities, and other agencies regarding the elder LGBTIQA experience and needs.
- Advocate for the rights of LGBTIQA elders.

Click here to learn more about becoming a Friend of the Rainbow Elders.
Community Meals & Supper Clubs

WLEN invites LGBT seniors* to supper

Rainbow Supper Club
First Tuesday of each month
6:00-8:00pm
Unitarian Universalist Church of Worcester
90 Holden Street, Worcester

All are Welcome! * 50 years old and older, younger partners, friends, allies

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2019 LGBT Community Meals Calendar

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<tr>
<th>MONDAY</th>
<th>TUESDAY</th>
<th>WEDNESDAY</th>
<th>THURSDAY</th>
<th>FRIDAY</th>
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<tbody>
<tr>
<td>Meeting House Supper Club</td>
<td>Out Supper 1st Tuesday, 6:00 PM</td>
<td>Jamaica Plain</td>
<td>Rainbow Supper Club of Holyoke, 1st Wednesday, 5:00 PM</td>
<td>Holyoke</td>
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<tr>
<td>Over The Rainbow Supper Club 2nd Tuesday, 5:00 PM Salem</td>
<td>Rainbow Lunch Club 2nd Wednesday, 11:00 AM, Worcester</td>
<td>Café Innis 2nd Wednesday, 5:00 PM, Boston</td>
<td>Café Emmanuel Every Thursday, 11:00 AM Boston</td>
<td>Out Supper 1st Saturday Lunch Roslindale</td>
</tr>
<tr>
<td>Lakeside Café 3rd Monday, 6:00 PM Sharon</td>
<td>Rainbow Seniors Picknicks 3rd Tuesday, 12:00 PM Williamstown</td>
<td>Mystic Sea 3rd Tuesday, 4:00 PM Pabian</td>
<td>LGBTQ Monthly Lunch 3rd Wednesday, 11:30 AM Lonsdale</td>
<td>Fall River LGBTQ Lunch Group 3rd Wednesday, 11:00 PM Café for location</td>
</tr>
<tr>
<td>Friends Café 4th Tuesday, 6:00 PM Chicopee</td>
<td>LGBTQ Elder Café 4th Tuesday, 6:00 PM Newton</td>
<td>Rehoboth Lunch Club 4th Wednesday, 1:00 AM, Worcester</td>
<td>Café Emmanuel Every Thursday, 11:00 AM Boston</td>
<td>Rainbow Elders Lunch Club 3rd Thursday, 12:00 PM South Shore LGBTQ Social Gathering 3rd Thursday, 6:30 PM, Merrimac</td>
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<tr>
<td>Out Supper 1st Tuesday, 6:30-8:30 PM Mount Pleasant Home, 301 S. Huntington Ave. Jamaica Plain, MA 02130</td>
<td>Out2Brunch for Women &amp; Friends First Saturday, 11:00-1:00pm Roslindale House 120 Poplar Street Roslindale, MA 02192</td>
<td>Third Saturday, 11:00-1:00pm Goddard House 160 Chestnut Street Brookline, MA 02445</td>
<td>Café Emmanuel Every Thursday, 11:00-1:00pm Emmanuel Episcopal Church, 15 Newbury Street Boston, MA 02116</td>
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LGBT Friendly Community Cafes

Out4Supper
1st Tuesday of each month, 5:30-8:30pm
Mount Pleasant Home, 301 S. Huntington Ave. Jamaica Plain, MA 02130
Out2Brunch for Women & Friends
First Saturday, 11:00-1:00pm
Roslindale House 120 Poplar Street Roslindale, MA 02192

For more information about LGBT Friendly Cafes to RSVP for any Café please contact the Ethos Nutrition Department: 617-522-6709 x266

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Ethos is a Boston based not-for-profit agency that has served the elderly and disabled since 1973. We help elders stay at home as long as possible by ensuring that they and their caregivers have access to continuum of life-enhancing support services. Each service we provide makes a real difference in the everyday lives of our clients.

Ethos: 555 Amory Street, Jamaica Plain, MA 02132 | Phone: 617-522-6700 | www.ethoscares.org
HEALTHY IDEAS

Ethos has a new, FREE program that can help you feel happier! If you have felt down, low, or blue in the past few weeks or months, we want to help!

Healthy IDEAS is an evidence-based program that offers face-to-face, in-home counseling services to elders. An Ethos staff member will work with you to find meaningful and positive activities to enhance your mood.

Each Ethos staff member is trained by the LGBT Aging Project in Lesbian, Gay, Bisexual, Transgender cultural competency.

Program benefits:
- Fewer symptoms of depressive symptoms
- Decreased physical pain
- Better ability to recognize and self-treat symptoms
- Improved well-being through achievement of personal goals

If you are interested in learning more about the Healthy IDEAS Program or have a friend who may benefit, please contact:
Clariette Del Rosario, Mental Health Services Program Manager
617-522-6700 x344
cdelrosario@ethocare.org
www.ethocare.org

ETHOS IS A BOSTON BASED NOT-FOR-PROFIT AGENCY that has served the elderly and disabled since 1973. We help elders stay at home as long as possible by ensuring that they— and their caregivers— have access to continuum of life-enhancing support services. Each service we provide makes a real difference in the every day lives of our clients.
A Welcoming Place for All
by Lynn Wolf | Apr 19, 2018

May 31, 2018 10:00 am - 3:00 pm

“A Welcoming Place for All: No One Is A Single Story”

Unconsciously, we may gravitate toward people who look like, think like, and act like ourselves. We are raised with beliefs and values that influence, consciously and unconsciously, how we respond to others and how we make decisions throughout our lives. Our culture shapes our thinking about aging. We may believe that we should “age gracefully” by remaining as independent as possible. Or we may believe that aging earns us the right to be more reliant on family and others. Yet even when cultural backgrounds are similar, an aging program will consider culture (what is culture exactly?), the role it plays in our lives, and how we can create more welcoming places for all!
Surviving & Thriving Through These Times: Virtual Rainbow Elders Gatherings

Friends - we hope you are adapting well to the many changes required in these days of pandemic. In lieu of the in-person gatherings we had to cancel, we now plan to offer the opportunity to share with other LGBTQIA elders, friends, and providers in a virtual fashion.

Every Thursday, we chat, share support and resources, reflect upon our LGBTQIA+ experience, and connect with friends we have made or yet wish to make. We encourage you to register to receive weekly meeting announcements and other periodic mailings. When you do, you will receive instructions for how to attend each week’s Virtual Gathering, which utilizes the Zoom platform. You may participate by computer (with a microphone/webcam), smartphone, or telephone. Please note that meeting announcements are currently sent out weekly on Tuesday evenings.

We gather at 12:30 each Thursday to offer technical support, begin sharing time at 1 p.m., and continue until 2:30 p.m.

If you have any questions regarding the meetings, including if you require any technical support in advance, please contact the Rainbow Elders at 413-773-5555 X1242 or 978-544-2259 X1242, or by emailing us at rainbowelders@lifepathma.org.

If you or elders you know are experiencing challenges with daily living due to the onset of this pandemic or for any other reason, please feel free to reach out to LifePath’s Information and Caregiver Resource Center at 800-732-4636 X1230, 413-773-5555 X1230, or 978-544-2259 X1230.

THE RAINBOW SUPPER CLUB IS MEETING VIRTUALLY DUE TO COVID-19.

Due to COVID-19, we have suspended our monthly in-person dinners and shifted to weekly virtual gatherings. We appreciate your understanding.

Meetings/events take place on Wednesdays from 5-6pm
Interested individuals can participate from a phone or computer/iPad/tablet.
An Act Relative to LGBT Awareness Training for Aging Service Providers

Legislation passed 2018

SECTION 13. Chapter 19A of the General Laws is hereby amended by inserting after 130 section 42 the following section:- Section 43. The department shall develop a curriculum and training program on the prevention and elimination of discrimination based on sexual orientation and gender identity and expression and on improving access to services for lesbian, gay, bisexual and transgender elders and caregivers. The training program shall be completed by all providers of services who contract with or receive funding from the department, aging services access points or the MassHealth’s office of long term care or whose services are certified by the department. Within 12 months after commencing employment, providers shall complete the training program.

https://malegislature.gov/Laws/GeneralLaws/PartI/TitleII/Chapter19A/Section43
LGBT Aging Training

• 2019 - EOE A & the LGBT Aging Project contracted
• to develop and deliver an LGBT Cultural Competency Training curriculum on:

  (1) the prevention & elimination of discrimination based on sexual orientation & gender identity & expression, &
  (2) improving access to services for LGBT elders by providing relevant training to their caregivers in furtherance of creating a welcoming/affirming environment for LGBT older adults engaged with EOE A & its contracted providers
LGBT Aging Training
Scope & Content

- Approximately 1 hour in length
- SOGI/expression
  - Definitions of common terminology
  - Practical skills about addressing with older adults, caregivers and other professionals
- Historical, cultural, institutional forms of discrimination many LGBT older adults have and continue to face
- Impact of discrimination on current engagement with health care, social services, community resources, friends & family
- Attention to transgender older people’s unique experiences with mainstream institutions & individuals
- Distinction between personal beliefs & professional responsibilities if/when they are in conflict
- Best practices - working with LGBT older adults/caregivers
  - for individuals
  - for organizations
  - Scenarios that model best practices

Participants are asked to consider how someone could respond to a situation.
LGBT Aging Training

Audience: (200,000 + people)

- Assisted Living Facilities
- Nursing Facilities
- Adult Day Health Providers
- ASAPs
- COAs
- AAA
- Senior Care Organizations
- In Home Providers
- Certified Home Health Providers
- & Many others . . .

Implementation: Multi-faceted Roll-out

*The Executive Office of Elder Affairs (EOEA) is committed to ensuring that all individuals receiving services are treated with respect and compassion regardless of race, creed, gender identity, or whom they love.*

- Curriculum was completed amid COVID-19
- EOA announced the launch of the online training September 2020
- Free, available to organizations for adding to their own LMS
What Supports Resilience?

Ability to be authentic
LGBT inclusive and affordable health care
Safe and affordable housing
Social network and community
Meaningful engagement
Livable income
Thank you!

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Lkrinsky@fenwayhealth.org

Lynn Vidler, BSW, MBA
Lynn.vidler@mass.gov