

Supporting Lesbian, Gay, Bisexual, and Transgender Older Adults

Presentation Handouts



HANDOUT 1



SAGECare provides an opportunity to expand, transform and elevate the person-directed services that your agency already provides. We partner with your agency to deliver the tools needed to create an even greater culture of dignity and respect for all clients, including those who are LGBT.

We provide your agency with the added benefit of a **national credential** – a symbol that will help you convey that you are welcoming, inclusive and prepared to work with LGBT consumers, LGBT family members and friends who provide caregiving to your non-LGBT consumers and even your own LGBT staff.

An agency wanting to earn a credential will need to work with **SAGECare** staff to execute the following, on an annual basis:

| | Bronze | Silver | Gold | Platinum |
|--|------------------|------------------------------|------------------------------|------------------------------|
| 1 Hour of LGBT Aging Training (in-person or digitally) | 25% of Employees | 40% of Employees | 60% of Employees | 80% of Employees |
| | | and | and | and |
| 4 Hours of LGBT Aging Training (in-person) | None | 40% of Exec./ Administration | 60% of Exec./ Administration | 80% of Exec./ Administration |

For more information please visit:

www.sageusa.care

HANDOUT 2: LGBT OLDER ADULTS



“My name is Freeman... I will soon be 76.”

Freeman identifies as a gay man, and speaks about the intersection of sexual orientation and race, “Of course for me race was always an issue as well as my sexuality, in terms of how am I going to get along in the world... how am I going to confront racism and issues about my sexuality.”

“I’m Rachael, I’m 73 years old. When I was in high school I played football, baseball... in 1960 I joined the air force and stayed in there for 22 years... All this time I was fighting wanting to wear women’s clothes... All through the air force I hid it, I was married twice, I have five grown children, and I couldn’t take it anymore... I decided this is my life, I’m going to live it now. I decided to transition and it’s the best thing I ever did in my life.”



“My name is Bruce, I am 69, and I identify as a gay man... I always think about [my sexual orientation] when I’m seeing a new provider of any kind. I always test the water before I make any pronouncements about myself.”

“My name is Lorraine, and I identify as bisexual and I am 51 years old. I’ve found that many people while they identify as bi may not say so... It has been harder to come out as bi in the LGBT community than it has been to come out as gay or lesbian to my family. It’s much easier to say I’m a lesbian, it’s difficult to say I’m bi even in a group that’s LGBT.”



HANDOUT 3: HISTORICAL TIMELINE

1920s

- U.S. sex laws include homosexuality on a list of other sex crimes like rape and child molestation.

1930-40s

- **Carla is born in 1937**
- It is revealed that between 10,000 and 15,000 LGBT people were killed in Nazi concentration camps.

1950s

- After World War II women are increasingly expected to only work in the home, raise children, and adhere to rigid feminine gender roles.
- In 1953 President Eisenhower calls for the dismissal of homosexuals from government service. **Carla is 16 years old.**

1960s

- In 1963 Bayard Rustin, notable civil rights and gay rights activist, organizes a march on Washington but is forced to play a “behind the scenes” role due to his sexual orientation.
- In 1969 the Stonewall Riots in New York City mark the unofficial beginning of the LGBT rights movement. **Carla is 32 years old.**

1970s

- In 1973 American Psychiatric Association declares homosexuality is not a mental disorder. **Carla is 36 years old.** Today, transgender people continue to be diagnosed with Gender Dysphoria.
- In 1979, the first National March on Washington for Gay and Lesbian rights is organized. That same year the Gay and Lesbian Asian Alliance is formed.

HANDOUT 3: HISTORICAL TIMELINE, CONT...

1980s

- The Immigration and Naturalization Service passes a rule excluding LGB individuals from immigration. Those that hid their sexual orientation and were later discovered were deported on perjury charges.
- First reported cases of HIV/AIDS. In 1987 the AIDS Coalition to Unleash Power (ACT-UP) starts public demonstrations to push for AIDS research and education. **Carla is 50 years old.**

1990s

- In 1992 Immigrants with HIV are banned from entering the US, a policy which was not changed until 2009.
- Gay and Lesbian individuals are finally allowed to apply for asylum in 1994.
- In 1996 Congress passes DOMA (Defense of Marriage Act), prohibiting the federal government from recognizing same-sex marriages. **Carla is 59 years old.**

2000s

- In 2003 *Lawrence v. Texas* strikes down Texas's laws prohibiting consensual same-sex sexual acts. That same year, Massachusetts begins allowing same-sex marriage.
- **Carla is 66 years old.**

2010s

- In 2011 the Repeal of "Don't Ask Don't Tell"
- In 2015 United States Supreme Court extends marriage equality to all 50 states.
- In 2015 voters in Houston repeal non-discrimination legislation that included protections for LGBT people.
- **Carla is 78 years old.**

HANDOUT 4: BEST PRACTICES

Starting Today

Try not to assume that everyone is heterosexual or cisgender: For example, when an older woman mentions her grandkids, that does not mean she is heterosexual or cisgender. Remember that many people come out later in life.

Expand your definition of family: Family can be anyone, not just biological or legal relatives. Be sure to include families of choice in care plans and advanced planning.

Use LGBT-affirming language: Remember and reflect the language you hear LGBT people use to describe themselves. Do not guess or assume which terms people use to describe their identities.

Over the Next Month

Commit to inclusivity: Write a memo or email to your staff or co-workers outlining your organization's commitment to creating an inclusive environment for LGBT older adults and LGBT staff.

Educate yourself: Take some time to learn about different LGBT people and LGBT history, and check out the resources at www.lgbtagingcenter.org.

Examine your programming and publicity materials: Include rainbows and pictures of LGBT older adults in your advertising and announcements.

Over the Next Three Months

Commit to bringing LGBT cultural competency training to your agency: SAGE offers many in-person and webinar trainings. Learn more at www.sageusa.care

Examine intake forms, questions, and policies: Be sure that your staff is collecting information on gender identity and sexual orientation. This will help you connect with LGBT constituents and collect important demographic information.

Collaborate with LGBT organizations: Building a relationship with your local LGBT organization is the best way to find local support and experts, reach out to LGBT older adults, and become a part of your local LGBT networks.

HANDOUT 5: Resources



For resources on LGBT older adults visit:

- www.lgbtagingcenter.org
- www.sageusa.org

For more information on training visit:

- www.sageusa.care

For our National LGBT Older Adults housing portal visit:

- <http://sageusa.org/lgbthousingresources/>

LGBT Older Adult Hotline number: 1-888-234-SAGE

- More info on the hotline:
<http://www.sageusa.org/programs/hotline.cfm>