

Q&A from webinar From Planning to Action: Highlights from LGBTQ+ Inclusive Area Agencies on Aging
January 17, 2023



1) Where can we find sample language for the LGBTQ+ inclusive Area Agency on Aging (AAA) and State Unit on Aging (SUA) plans?

Following are three fact sheets/guides developed to support AAA/SUAs with LGBTQ+ Inclusive planning:

Making your State Plans on Aging LGBTQ+ and HIV+ Inclusive: Goals, Objectives, Strategies and Outcomes

<https://lgbtagingcenter.org/resources/resource.cfm?r=2132>

Making your State Plan on Aging LGBTQ+ and HIV+ Inclusive: New Older Americans Act & ACL Guidelines

<https://lgbtagingcenter.org/resources/resource.cfm?r=2108>

Strengthen Your State and Local Aging Plan: A Practical Guide for Expanding the Inclusion of LGBT Older Adults

<https://lgbtagingcenter.org/resources/resource.cfm?r=865>

2) Our staff is feeling insecure about asking transgender/gender non-conforming and sexual orientation questions now required by the State. Any advice about how to ask questions?

The SAGE National Resource Center on LGBTQ+ Aging has several resources to help with education on Asking Inclusive Intake Questions. Following are resource links available for download and sharing:

Inclusive Questions for Older Adults: A Practical Guide to Collecting Data on Sexual Orientation and Gender Identity

<https://lgbtagingcenter.org/resources/resource.cfm?r=601>

Questions About Sexual Orientation and Gender Identity in Aging Services

<https://lgbtagingcenter.org/resources/resource.cfm?r=956>

Role Play: Asking Questions About Sexual Orientation and Gender Identity

<https://lgbtagingcenter.org/resources/resource.cfm?r=949>

SAGECare also provides a training on Asking Inclusive Intake Questions along with a number of other topics that support LGBTQ+ cultural awareness. State Units on Aging, Area Agencies on Aging, Aging

and Disability Resource Centers, Long Term Care Ombudsman Offices and Center for Independent Living may qualify for a free of charge training offering. You can learn more at www.sageusa.care .

3) Can you talk about programming and/or initiatives that SAGE is prioritizing for LGBTQ+ older adults in the coming 1-2 years so that AAAs with upcoming Area Plan cycles can effectively incorporate these priorities?

Concerns SAGE often prioritizes include Caregiving Support, Social Isolation, Financial Health and Wellbeing, Transportation, Food Security, and Affordable Housing, to name a few. SAGE also stresses the importance of reaching out LGBTQ+ communities of color, rural communities and people aging with HIV. It is important for AAAs and SUAs to include demographic questions inclusive of sexual orientation and gender identity so your state and local communities can learn about the unique needs of LGBTQ+ older adults in your communities.

4) Are there strategies for reaching LGBTQ+ people in rural areas?

Rural areas often lack LGBTQ+ specific programs making LGBTQ+ inclusion even more critical. The best practice guide, *Inclusive Services for LGBT Older Adults: A Practical Guide to Creating Welcoming Agencies* (<https://lgbtagingcenter.org/resources/resource.cfm?r=487>) provides an opportunity for rural serving organizations to consider steps to becoming more welcoming and inclusive.

The fact sheet, *Rural Aging for LGBTQ+ Older Adults*, can help build the case for LGBTQ+ inclusive aging services. <https://lgbtagingcenter.org/resources/resource.cfm?r=2100>

Rural aging services may also want to connect with LGBTQ+ Community Based Organizations and LGBTQ+ Affirming Faith Based Communities in suburban and urban areas. Many LGBTQ+ folks may connect with these organizations for information and referral and services. Find an LGBTQ+ community center [here](#) or see a list of SAGE partners [here](#).

5) What is the thought around how to include sexual orientation or gender identity on a Risk Assessment?

It is recommended that **any time** demographic data is collected on assessments and intake forms, that sexual orientation and gender identity (SOGI) questions are included. As with any demographic data, these questions should remain optional for the respondent to answer. The Behavioral Health Risk Factor Surveillance System is an example of where some states have opted in to include the SOGI module.

6) I'm looking for resources on the intersection of aging and disability - we've had trouble explaining pronouns to many of our older clients with mental health concerns.

This fact sheet is a starting point and can be modified to fit the needs of your organization.

Questions About Sexual Orientation and Gender Identity in Aging Services

<https://lgbtagingcenter.org/resources/resource.cfm?r=956>

Groups such as the National Alliance on Mental Illness (NAMI) and Mental Health America (MHA) have resources that may be useful.

<https://www.nami.org/Your-Journey/Identity-and-Cultural-Dimensions/LGBTQI>

https://www.mhanational.org/sites/default/files/2019-09/LGBTQ%2B_Mental_Health.pdf

7) What resources are available for Long-term Care Residential Communities?

SAGE and the Human Rights Campaign Foundation are partnering on the Long-term Care Equality Index (LEI). The LEI promotes Equitable and Inclusive Care for LGBTQ+ Older Adults in Residential Long-Term Care and Senior Housing. Information on the program and resources are available at www.theLEI.org.

The SAGE National Housing Initiative also provides resources and tools to support developing LGBTQ+ affordable housing at <https://www.sageusa.org/what-we-do/national-lgbt-housing-initiative/>.

8) What about folks from other cultures, racial and ethnic groups?

Intersectionality is a key consideration when supporting older adults. Organizations that focus on diverse older adults include:

Older Adults Equity Collaborative – ACL- funded national Minority Aging Technical Assistance Centers - <https://acl.gov/programs/diversity-and-cultural-competency/oaec>

Zami NOBLA - <https://www.zaminobla.org/>

The National Organization for Black Lesbians on Aging is an organization based out of Atlanta Georgia that provides resources, advocacy, and housing support for older Black lesbians and same-gender-loving elders.

Diverse Elders Coalition - <https://diverseelders.org/>

The following best practice guide, *Serving Diverse Elders: Strategies for Meaningful Inclusion in Service Planning and Delivery*, serves as a reference to providing culturally affirming and specific services to diverse older supports. <https://lgbtagingcenter.org/resources/resource.cfm?r=1006>

9) Is there a listing of SAGE services and caregiver supports?

A listing of SAGE Programs and Supports can be found at: <https://www.sageusa.org/what-we-do/>

A growing list of SAGE Partners providing LGBTQ+ inclusive services across the country is available here: <https://www.sageusa.org/what-we-do/sage-partners/>

SAGECare provides an list of organizations across the country who have received LGBTQ+ cultural competency training and earned the SAGECare Credential. You can search by state/city here: <http://sage.nonprofitsoapbox.com/find-a-provider>

10) Are there any programs/priorities/services for older LGBT coming back into the workforce from retirement?

Workforce re-entry and employment for LGBTQ+ older adults is an important focus. Senior Community Service Employment Programs (SCSEP) funded through the Department of Labor serve as one the key entry points for older adults seeking employment assistance. SAGE recommends that SCSEP programs provide outreach to LGBTQ+ older adults and ensure LGBTQ+ cultural competency training is available to employees and volunteers running SCSEP programs.

To learn more about SCSEP visit <https://www.dol.gov/agencies/eta/seniors>

11) Does SAGE still offer training for Long Term Care Facility Staffs to become LGBTQ+ friendly?

Yes, SAGECare provides a number of training programs to Long-term Care Residential Communities. Visit www.sageusa.care to learn more about these opportunities.

12) Do you have a pamphlet or website for aging LGBTQ+ and how to prep for aging in place and/or plan for shifting to Assisted Living Facilities (ALFs)?

The SAGE National Resource Center on LGBTQ+ Aging provides a number of guides and fact sheets geared LGBTQ+ older adults and planning. Topics of interest to explore include Advocacy Tools, Supports for Caregivers, Financial Security, Housing & Long Term Care, Social Security, Medicare and Medicaid – to name a few. Explore theses topics and more at www.lgbtagingcenter.org.

13) What resources are available for LGBTQ+ Veterans?

The National Resource Center on LGBTQ+ Aging worked with the Veterans Administration to prepare a listing of resources supporting LGBTQ+ Veterans. See these resources here: www.lgbtagingcenter.org/veterans

Example programming and services for LGBTQ+ Veterans can be found through SAGE New York's SAGEVets programs <https://sagenyc.org/sage-ny-programs/#sage-vets>

Other veterans groups for LGBTQ+ people include Minority Veterans of America (<https://minorityvets.org/>) and the Transgender Veterans of America Association (<https://www.transveteran.org/>).

14) How can the AAA be inclusive from an intersectionality perspective (e.g., people with hearing loss, vision loss, Limited English Proficiency)?

SAGE encourages AAAs to consider intersectionality when reaching out to LGBTQ+ communities. At the local level you may find organizations who support people living with disabilities or cultural

groups that also have LGBTQ+ initiatives. These community organizations can be key in connecting with diverse LGBTQ+ older adults and family caregivers.

15) What resources are available to support people Transgender older adults and their families?

The National Resource Center on LGBTQ+ Aging has a section of resources in support of Transgender older adults. Topics include, Allyship, Person Center Trauma Informed Care, Medicare, Gender Pronouns and much more. Explore the resources at www.lgbtagingcenter.org/transgender .

FORGE is a partner organization of SAGE that also has a number of valuable resources. Visit FORGE at <https://forge-forward.org/> .

16) What resources are available for Solo Seniors looking for Med POA/Surrogate but do not want to enter a fiduciary or custodial relationship?

It is recommended that legal and financial planning questions be discussed with an Elder Care Attorney. Resources include:

National Academy of Elder Law Attorneys - <https://www.naela.org/>

National LGBTQ+ Bar Association - <https://lgbtqbar.org/>

17) Does Community Assessment Survey for Older Adults (CASOA) gather data on LGBTQIA+ needs?

From our research, demographic questions include a question on sex and sexual orientation. SAGE recommends a question on gender identity be added.

More information can be found at <https://info.polco.us/community-assessment-survey-for-older-adults>

18) Is Medicare inclusive of affirming care for Transgender Older Adults?

The National Resource Center on LGBTQ+ Aging, Justice in Aging, Senior Medicare Patrol and State Health Insurance Assistance Program released the fact sheet Medicare and Transgender Older Adults. The fact sheet provides a discussion on coverage and Medicare policies as well as links to additional resource. View the fact sheet here:

<https://lgbtagingcenter.org/resources/resource.cfm?r=2140>