

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

This handout is a supplemental update to the resource guide [Strengthen Your State and Local Aging Plan: A Practical Guide for Expanding the Inclusion of LGBT Older Adults](#), published by the National Resource Center on LGBT in 2017. The guidance provided in the original guide remains relevant now more than ever regarding how you can make your planning process LGBTQ+ and HIV+ inclusive by: 1) engaging with community stakeholders, 2) assessing community needs, and 3) measuring program success. This handout is in response to changes made to the Older Americans Act (OAA) in 2020 and guidance issued by the U.S. Administration for Community Living (ACL) in 2021.

There is new OAA language and ACL guidance on lesbian, gay, bisexual, transgender, and queer (LGBTQ+) and HIV+ inclusion in your State Plans. For more information, please refer to [Making your State Plan on Aging LGBTQ+ and HIV+ Inclusive: New Older Americans Act & ACL Guidelines](#).

In 2021, the U.S. Administration for Community Living (ACL) issued a letter to all State Unit on Aging Directors providing detailed [Guidance for Developing State Plans on Aging](#). ACL instructs each State Unit on Aging receiving OAA funding to develop at least one goal, objective, strategy, and outcome measure for each topic area, including an Equity Topic Area that is inclusive of LGBTQ+ and HIV+ populations.

According to ACL's [Guidance for Developing State Plans on Aging](#):

Goals = visionary statements that describe the strategic direction in which the state is moving

Objectives = attainable, specific, and measurable steps the state will take to achieve its goals

Strategies = outline how the state will achieve the goals and objectives

Outcomes = document the measurable benefit older individuals should derive from the State Plan goals, objectives and strategies

We suggest developing one universal **Goal** for the required Equity Topic Area that has many **Objectives, Strategies, and Outcomes** outlining how your state will conduct outreach, collect data, and evaluate programs specific to each population defined as “**greatest social need**”, including LGBTQ+ and HIV+ populations.

ACL clarified its longstanding guidance that the following populations are included in the definition of “**greatest social need**”:

- individuals who are Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders, and other persons of color
- members of religious minorities
- **lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons**
- persons with disabilities
- persons who live in rural areas

As you begin the planning process for your state’s next State Plan, example LGBTQ+ inclusive **Objectives** and **Strategies** are provided on the next pages. Specific **Outcomes** will be dependent on your state’s capacity and available resources.

SAGE stands ready to serve as a resource to ensure that your State Plan complies with these federal requirements and is inclusive of LGBTQ+ and HIV+ older adults. We can redline a draft plan, provide sample language, and/or set-up a call to talk through your options.

Additional Resources

National Resource Center on LGBTQ+ Aging Best Practice Guides:
www.lgbtagingcenter.org/guides

SAGECare Training and Credentialing: www.sageusa.care

SAGE Older Americans Act Resources: www.sageusa.org/oa

SAGE National Resource Center Technical Assistance Request:
<https://lgbtagingcenter.org/about/contact.cfm>

Example LGBT+ and HIV+ Inclusive Objectives and Strategies by Topic Area

Older Americans Act (OAA) Core Programs Topic Area

Area to Address	<i>Preventing, detecting, assessing, intervening, and/or investigating elder abuse, neglect, and financial exploitation (Sec. 721(a)).</i>
Objective	Inform older adults and aging service providers about the rights and protections of clients when accessing and receiving long term services and supports.
Strategy	a) Provide training on LGBTQ+ and HIV+ rights and protections to aging service providers and staff of long-term care facilities in partnership with the State Long Term Care Ombudsman Program, Legal Assistance providers, and LGBTQ+ and HIV+ organizations. b) Develop LGBTQ+ and HIV + inclusive client rights and responsibilities to be issued to recipients of care in all settings and made publicly available online.

Area to Address	<i>Age and dementia friendly efforts (Sec. 201(f)(2)).</i>
Objective	Develop age and dementia friendly intergenerational programs inclusive of populations with greatest social need.
Strategy	Partner with local LGBTQ+ community organizations to enhance existing LGBTQ+ programming to be age and dementia friendly. For more information, click here .

COVID-19 Topic Area

Area to Address	<i>Educating about the prevention of, detection of, and response to negative health effects associated with social isolation (Sec. 321(a)(8)).</i>
Objective	Develop intergenerational programs aimed at reducing social isolation and feelings of loneliness among older adults.
Strategy	Pilot friendly-caller programs that connect LGBTQ+ older adults with LGBTQ+ volunteers of various ages in partnership with local LGBTQ+ community organizations. For more information, click here .

Equity Topic Area

Area to Address	<i>Determining services needed and effectiveness of programs, policies, and services for older individuals whose needs were the focus of all centers funded under title IV in fiscal year 2019 (Sec. 307(a)(30)(A)).</i>
Objective	Enhance data collection and program evaluation to be inclusive of all underserved populations, including LGBTQ+ and HIV+ older adults.
Strategy	a) Partner with universities and LGBTQ+ organizations to develop best practices on program evaluation for aging services and programs using qualitative and quantitative data. b) Provide <u>SAGECare</u> 's "Asking Demographic Questions About Sexual Orientation and Gender Identity" training to all aging network providers with a focus on Aging and Disability Resource Centers.
Area to Address	<i>Engagement in outreach with older individuals whose needs were the focus of all centers funded under title IV in fiscal year 2019 (Sec. 307(a)(30)(C)).</i>
Objective	Increase awareness of available resources and services for LGBTQ+ older adults.
Strategy	a) Establish partnerships with state and local LGBTQ+ organizations to create awareness of available LGBTQ+ resources and ensure access to services. b) Participate in local health fairs and outreach events hosted by LGBTQ+ organizations.
Area to Address	<i>Preparing, publishing, and disseminating educational materials dealing with the health and economic welfare of older individuals (Sec. 202(a)(7)).</i>
Objective	Create awareness of available resources that aim to increase financial stability and reduce economic stress among older adults.
Strategy	Partner with local LGBTQ+ organizations to disseminate a LGBTQ+ aging resource guide that includes available economic security resources such as <u>SAGECents</u> .

Area to Address	<i>Supporting cultural experiences, activities, and services, including in the arts (Sec. 202(a)(5)).</i>
Objective	Strengthen cultural experiences, activities, and services, including in the arts, to enhance social connectedness among underserved and underrepresented populations.
Strategy	Sponsor and co-host cultural engagement events with community organizations serving LGBTQ+ people.

Area to Address	<i>Serving older adults living with HIV/AIDS.</i>
Objective	Create awareness of available services and resources for older adults living with HIV/AIDS.
Strategy	Establish partnerships with HIV/AIDS service providers and organizations to prepare, publish, and disseminate educational materials about available services and resources for older adults living with HIV/AIDS.

Caregiver Topic Area

Area to Address	<i>Documenting best practices related to caregiver support (Sec. 373(e)(1)).</i>
Objective	Provide support to family caregivers in underserved and underrepresented populations.
Strategy	Host caregiver trainings and support groups for LGBTQ+ caregivers and caregivers of LGBTQ+ older adults. For more information, click here .

To request technical assistance from SAGE’s National Resource Center for LGBTQ+ Aging as you develop the State Plan on Aging, please complete form at this link:
<https://lgbtagingcenter.org/about/contact.cfm>