

LGBT Older Adults: A Step Forward in Understanding

www.sagemetrodetroit.org



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Goals

- Equipped with tools and knowledge.
- Appreciate the culture, needs, and concerns of LGBT older adults.
- Understand why LGBT older adults are least likely to access health and social services.
- Identify best practices for inclusion and safety.



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Working Agreement

- Listen for understanding
- Use "I" statements
- Be curious. Ask questions!
- Everyone participate; no one dominate
- Focus on the full group discussion
- What happens in here....
- Assume good intentions



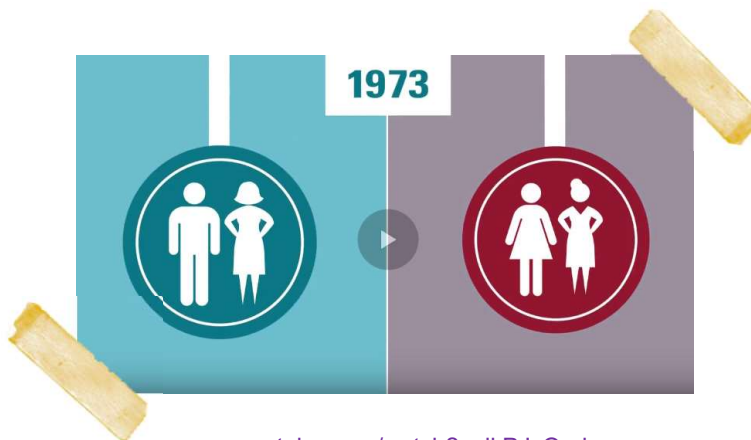
4

Poll

1. I feel confident in my understanding of the issues facing GLBT adults and youth in my institution, or community.
2. In the last year, I have read a book or seen a movie with a gay or lesbian character.
3. Someone has come out to me as gay, lesbian or bisexual, or raised questions relating to sexual orientation.
4. I feel comfortable discussing and handling GLBT issues as they come up in my employment/business.

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Aging as LGBT: Two Stories



www.youtube.com/watch?v=lkPJxQorieo



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Slide 6

- 9 Will this be shared live?
Karen Hyder, 9/18/2020
- 9 Same as last video.
Sarah Mercier, 9/18/2020

Would you answer the following? In this group?:

1. What is your role in your organization?
2. How long have you worked with your organization?
3. How old are you?
4. How much money do you make?
5. How much education?

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Important Terms

LGBT (Lesbian, Gay, Bisexual , Transgender)

Lesbian

Gay

Bisexual

Same Gender Loving

Transgender

Cisgender

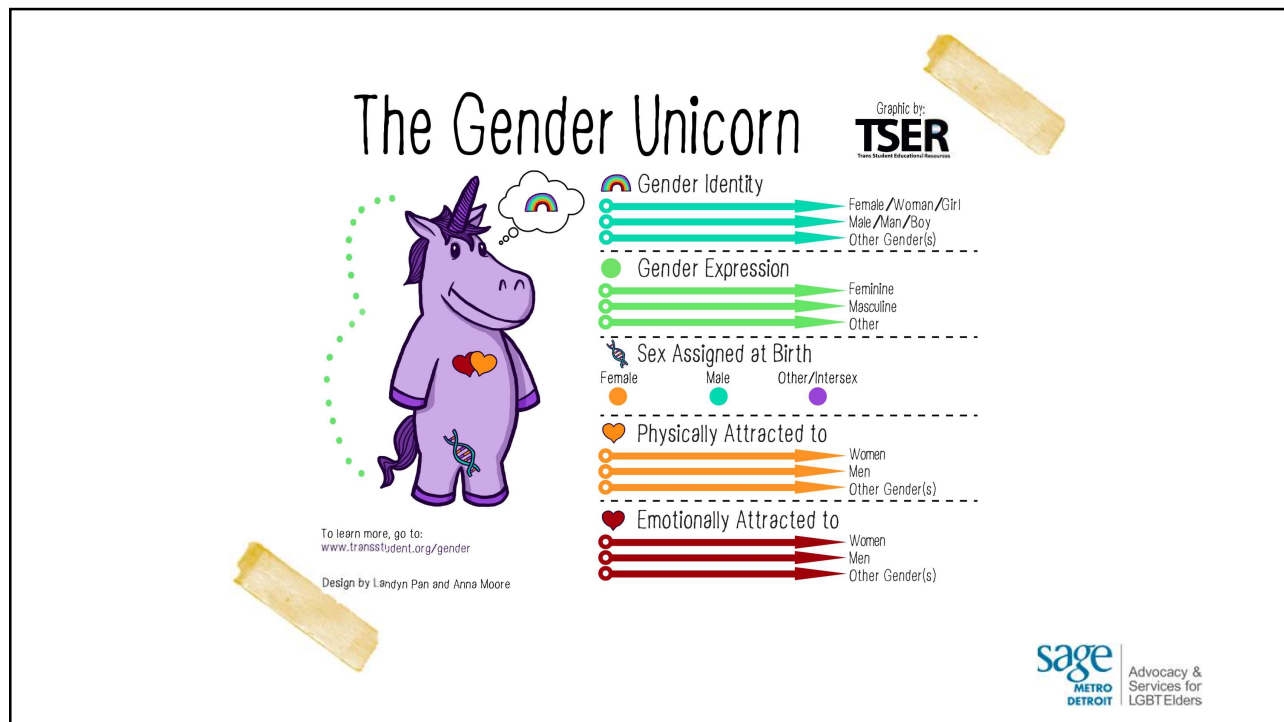
Non-binary

Sexual Orientation

Gender Identity

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Poll

1. My institution (employment/business) has clear non-discrimination policies that include mention of gay and lesbian people.
2. My institution (employment/business) has clear policies supporting the inclusion of gender non-conforming and/or transgender people.
3. My institution has policies supporting the membership of same-gender couples as family units.
4. Someone has come out to me as transgender, or raised questions relating to or gender identity.

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What is Inclusion?

Being a part of what everyone else is.

Being welcomed as a member who belongs to the larger group.

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How do we send unintended messages?

14

Slide 14

- 4 "How?" I'm not sure how to answer that. I propose asking: "What unintended messages do we send?" I like to add colorful call to action prompts "Type in Chat" on the slide so instructions don't blend in with title text.

Karen Hyder, 9/18/2020

- 4 This is a follow-up from the last slide. She facilitates the specificity/details for this question.

Sarah Mercier, 9/18/2020

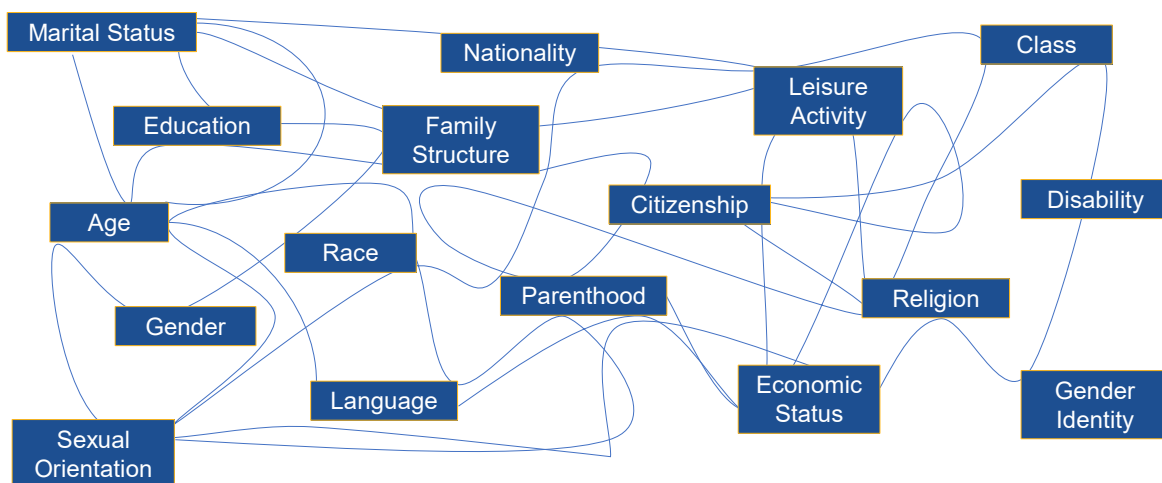
I am... (What words would you use to describe yourself?)



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Intersectionality



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What are some examples of diversity in your organization?

17

How could these strategies apply to LGBT Older Adults - making LGBT Older Adults feel safe and included?

18

Slide 17

- 6 "What are examples of diversity at your org? Please type in chat.
Karen Hyder, 9/18/2020
- 6 Good change thanks.
Sarah Mercier, 9/18/2020

What magazines would you add?



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Poll

1. I feel my institution is comfortable and safe physically and emotionally for an older adult to come out/disclose.
2. I feel my institution is comfortable and safe physically and emotionally for a staff member to come out/disclose.
3. I know someone who is gay, lesbian, bisexual, and/or transgender.
4. I feel I have a lot more to learn about GLBT people and what their lives are like and how I can provide support.

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Did you know?

9 out of 10 LGBT older adults have no children to help care for them, compared to 2 out of 10 heterosexual older adults.

21

Did you know?

7 out of 10 LGBT older adults live alone, compared to 3 out of 10 heterosexual older adults.

22

Did you know?

LGBT older adults are nearly **3 times as likely to live in poverty** as heterosexual older adults.

23

Nursing Home Ad



www.lgbtmap.org/nursing-home-ad

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Slide 24

- 8 Will this video be shown here?
Karen Hyder, 9/18/2020
- 8 We talked about that. Ideally, yes. However, she knows the technical challenges and we are going to have you add the link to chat for them to watch later in case there are issues.
Sarah Mercier, 9/18/2020

Michigan Law

Elliott-Larsen Civil Rights Act 453 of 1976

Prohibits discrimination on the basis of "religion, race, color, national origin, age, sex, height, weight, familial status, or marital status."

- ✓housing
- ✓access to public accommodations

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Tools for Becoming Inclusive

1. Language
2. Visuals
3. Forms and interview checklist/confidentiality
4. Advocacy Opportunities

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26

Slide 26

- 10** Why all caps?
Karen Hyder, 9/18/2020
- 10** Unintentional. I'll revise for her.
Sarah Mercier, 9/18/2020

Tool #1. Language

- Older adults vs. old, senior, elderly, or aging
- Language to avoid 11
- Respect language used by the older adult
 - homosexual
 - lifestyle
 - sexual preference
- Reflecting back language

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Tool #2. Visuals

- Photos (singles, couples, different races and ethnicities)
- Hang inclusive pictures, quotes, symbols in highly visible spaces 12
- Place information in orientation packets, community rooms, offices
- Put a rainbow sticker in your office
- Inclusive speakers/presentations

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Slide 27

- 11** Is there an opportunity to brainstorm a list or two? Maybe a scenario? He says X. You respond... (type in chat)
Karen Hyder, 9/18/2020

Slide 28

- 12** Might this be an opportunity to brainstorm?
Karen Hyder, 9/18/2020

Tool #3. Forms & Interviews

- Clearly defined confidentiality statement
- Option of refusing to answer a question in writing
- Invite help from LGBT older adults to create a process
- Open-ended and universal questions
- Language

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Tool #3. Forms & Interviews

- How do you self-identify?
- Importance of disclosing self-identifying information to ensure appropriate services
- Define “safe space.” Pay attention to clues.
- “Relationship status” vs. “marital status”
- Include additional options (e.g. “other” with a blank line).

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Slide 30

13 Spacing is double on this slide and single on others.

Karen Hyder, 9/18/2020

11 I'll revise.

Sarah Mercier, 9/18/2020

Tool #4. Advocacy Opportunities

- Support issues and public policies that matter to all older adults.
- Include LGBT component to policy discussions.
- Organize panels and presentations. 14
- Co-sponsor events with local advocacy groups.

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Poll

1. I know how to intervene when I overhear someone making a homophobic or transphobic remark.
2. I know of heterosexual people who do not fit traditional gender roles in society.
3. I feel heterosexual allies are important in the fight against homophobia and transphobia.

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Slide 31

- 14** Could also ask first and show this slide after.
Karen Hyder, 9/18/2020

Ways to Be Visible



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What is one thing you learned today that you will do immediately?

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