

sage

Advocacy &  
Services for  
LGBT Elders

**We refuse to be invisible**

# Context

**SAGE, founded in 1978, is the oldest and largest organization dedicated to improving the lives of LGBT older adults.**

**By 2020 there will be approximately 7 million LGBT older adults in the US.**



**We refuse to be invisible**



# Guiding Thought

**What is one word that symbolizes “home” to you?**

# National LGBT Elder Housing Initiative



- Building Housing
- Training Providers
- Changing Policy
- Educating Consumers
- Expanding Services

**What is “LGBT-affirming”?**

# What is “LGBT-affirming”?

**Housing that provides a welcoming environment of community, peers, and allies, often including voluntary culturally competent services, with affordability taken into account.**

# National LGBT Elder Housing Initiative

**Assist communities in developing LGBT-welcoming housing**

- 1. Provides Culturally competent services**
- 2. Creates a welcoming community of peers and allies**
- 3. Affordability is taken into consideration**

**Aging-in-place best practices provide alternatives for communities unable to galvanize political will or that do not have economies of scale.**

**Cultural Competency training for staff of all affordable housing, assisted living/nursing homes serving LGBT elders.**



**SAGE has opened New York's first LGBT-affirming affordable housing residence in Brooklyn: Stonewall House.**



***Homes should be our havens, safe enough to be ourselves as LGBTQ people—especially as we age.***

# Challenges

Economic  
Insecurity

Housing  
Discrimination

Lack of  
Legal  
Protections

Racial &  
Gender  
Disparities

# The Facts



48% of same-sex  
older adults say  
they have  
experienced  
**housing  
discrimination**

*Out and Visible: The Experiences and Attitudes of Lesbian, Gay, Bisexual  
and Transgender Older Adults, Ages 45-75. <http://www.sageusa.org/>*

# The Facts

1 in 4 transgender  
older adults reports  
**discrimination** when  
seeking housing.



*Out and Visible: The Experiences and Attitudes of Lesbian, Gay, Bisexual  
and Transgender Older Adults, Ages 45-75. <http://www.sageusa.org/>*

# Equity and Inclusion: Anti-Oppression Framework

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**What are some more barriers  
LGBT elders may face?**

# What are some more barriers LGBT elders may face?

**Family of origin rejection**

**Isolation, exploitation**

**Discrimination**

- **Housing protections**
- **Economic marginalization**
- **Health care**
- **Landlords**
- **Intimate partner violence, elder abuse**
- **Shelter access and safety**

# Impact of COVID-19



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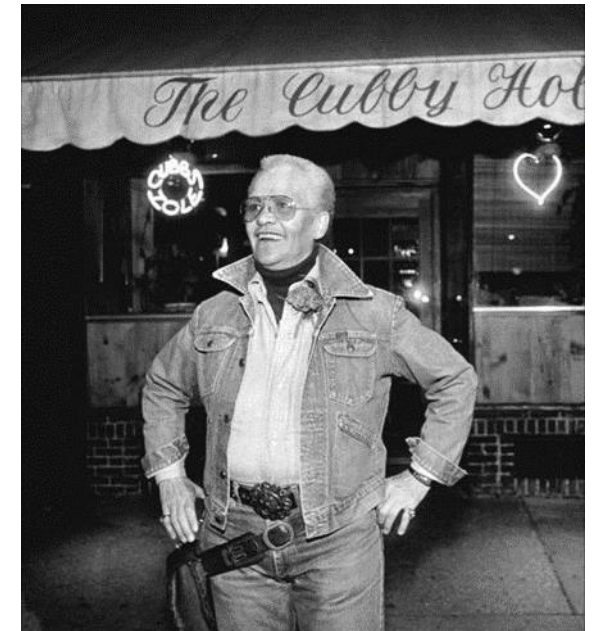
**COVID-19 has exacerbated barriers and vulnerability due to health/immunity challenges, compounded by systemic discrimination and barriers we just discussed.**

- **Further social isolation**
- **Mental and cognitive health decline**
- **Food insecurity**
- **Generalized fear and anxiety**



# Pride Means Knowing Our History

The Stonewall Rebellion was a riot led by predominantly trans people, LGBTQ people of color, and folks struggling with housing, poverty, and police violence.



# Role of Advocates: A Few Steps

- **Protect and fight for policy protections that help ensure safety at the Federal and local levels—but current focus needs to be local amidst federal climate!**
- **Amend Fair Housing Act to include LGBTQ protections**
- **Pass the Equality Act, with consideration for housing protections**
- **Trans and gender non-conforming protections are needed in this climate, with a note on deepest vulnerability and housing specific to the needs of transgender communities**

# How SAGECare Works



**Technical  
Assistance**



**Online Training**



**Ongoing  
Support**

A 2018 AARP survey of LGBT seniors found 88% of respondents would be more comfortable if providers were specifically trained on LGBT inclusion.

# Common Questions

## Questions like:

- How can we help residents feel safe enough to come out?
- How can we support a resident or staff person who starts transitioning?
- What if I see other residents bullying an LGBT resident?
- How will families react to an LGBT-inclusion initiative?
- What kinds of LGBT programming have been successful in other communities?

## How we help:

- Intensive staff training (online, live-webinar and in-person)
- Interactive Management training (in-person or self-study w/virtual training)
- Consulting and Auditing
- Executive Coaching and Technical Assistance

Confident you  
are engaging  
with trained  
staff at a  
welcoming  
agency.



# Assessing Providers

- ✓ **Inclusive Nondiscrimination**
- ✓ **LGBT-affirming Images**
- ✓ **LGBT Programming and Staff Training**
- ✓ **“Do you have LGBT residents?”**
- ✓ **[www.sageusa.care](http://www.sageusa.care)**

# Contact Us

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