



## Taking Care of Our LGBTQ Older Adults

### Program & Speakers' Bios



#### Tim Johnston

##### Senior Director of National Projects

Tim R. Johnston, PhD is the Senior Director of National Projects at SAGE. In that role he oversees the SAGECare cultural competency training program, the National Resource Center on LGBT Aging, key aspects of SAGE's housing initiative, SAGE's diversity and equity initiative, and national partnerships with other advocacy organizations.

Tim is the author of *Welcoming LGBT Residents: A Practical Guide for Senior Living Staff* which is the first comprehensive

book on how to create a positive and safer experience for LGBT older adults in senior living settings. In addition to facilitating LGBT cultural competency trainings, Tim is a frequent speaker at national and international conferences. He serves in several advisory and leadership roles, including on the governing board for the National Consumer Voice for Quality Long-Term Care, as a council member for the LGBT Aging Issues Network (LAIN) of the American Society on Aging, and he regularly represents SAGE as a subject matter expert on academic research teams. He is an Assistant Volunteer Ombudsman in Centre County Pennsylvania, and when he isn't working he is probably hanging out with his partner and pets, reading, or working in the garden.



#### Sydney Kopp-Richardson

##### Director of SAGE's National LGBT Elder Housing Initiative

Sydney Kopp-Richardson is working to reshape the housing landscape nationally and increase the availability of safer LGBT elder housing through policy advocacy, research, and housing development. Previously, Sydney worked in

Chicago, Los Angeles, and New York City in direct service, organizing and advocacy, and policy analysis around affordable housing development. Through an anti-racist framework, Sydney centers the needs of LGBTQ communities, people involved in the justice system, people living with mental health challenges, and others living in the margins. Sydney has developed anti-violence curriculum and policy recommendations for LGBTQ communities and infuses this into her work in housing development and sexual violence prevention in New York City nightlife venues. Sydney brings a

reverence for the expertise and legacies of LGBTQ elders in the formation of policies and programming developed to serve them in the fight for collective liberation, and she brings this to SAGE's national housing initiative.



## **Sam McClure**

**Executive Director of the LGBT Health Resource Center and a member of the Senior Executive Leadership team at Chase Brexton Health Care.**

She is a passionate champion of the advancement of LGBT health equity.

In her previous role as Senior Vice President of the National LGBT Chamber of Commerce (NGLCC), McClure led affiliate relations, external affairs, public policy and

advocacy, and supplier diversity teams, as well as serving as part of the organization's executive leadership team.

McClure is a nationally recognized keynote speaker, commentator, panelist, and a subject matter expert on LGBT Economic Development and Health Equity. An award-winning strategist, she created the LGBT Business Builder initiative (a collaboration between the NGLCC and the US Small Business Administration) and built local collaboration models in thirteen (13) cities. This program ultimately won a "Bright Idea Award" from Harvard University. In June of 2019, McClure was named one of 48 Legacy Leaders by BEQ Magazine in recognition of our impact in Non-Profit and Community Development.

McClure has a wealth of experience and expertise in the areas of: Team Leadership and Training, Resource Development, Program Planning and Development, Public Policy, Advanced Business Negotiation Skills, Organizational Development, and Entrepreneurship.

Sam is dedicated to leading the LGBT Health Resource Center's efforts to improve healthcare access and outcomes for all LGBT people in the Baltimore region and beyond.

## Monte Ephraim



### Manager of Psychosocial Services and Older Adult Programming in the LGBT Health Resource Center at Chase Brexton.

She grew up a resident in Baltimore City and continues to live there today. Monte is a Licensed Clinical Social Worker who graduated from the University of Maryland. She has worked in human service for over 30 years from children and adolescents to elder programming with an intergenerational focus. Her work spans from advocacy to direct support. Monte has been the initiating committee chair of Elder PRIDE for the past 4 years, one of the organizers for National Honor our LGBT Elder Day for the past 5 years, on the HIV Long Term Care Workgroup, is a Facilitator for the Alzheimer's' Association, participates on the Maryland Commission on Caregivers and Statewide Victim Services Elder Justice Council. She provides individual clinical services and facilitates a LGBTQ 50 plus LTS, long time survivor group where she encourages thriving beyond surviving.

Monte participates on the **LGBT Aging Issues Network (LAIN) Council with the American Society of Aging**. She has presented at ASA American Society on Aging, "Beyond Research and Medicine, working with LGBTQ 50 + HIV Survivors" Her focus in this presentation and the daily work she does advocates for all to know that survivors and those not yet diagnosed are "more than a statistic or a suppressed viral load, their shared experience provides a voice individually and/or in a group that promotes resiliency." and in 2019 "The Trauma of Social Isolation in the Elder LGBTQ Community."

In 2019 Monte was awarded a Hero Among Us by the Greater Baltimore HIV Health Services Planning Council. Monte has been pivotal in moving the LGBT LHRC Older Adult Program at Chase Brexton to the ELDERPRIDE Program it is today. She continues to speak to, present and train in areas of but not limited to aging, trauma and practical skills and competency that builds on skills and competencies. Her efforts and vision have expanded the program beyond lunch and learns to practical resources, strategies and interventions for a community that is often not considered.

