

Welcome Home: LGBT Older Adults and Housing

Presentation Handouts



HANDOUT 1



SAGECare provides an opportunity to expand, transform and elevate the person-directed services that your agency already provides. We partner with your agency to deliver the tools needed to create an even greater culture of dignity and respect for all clients, including those who are LGBT.

We provide your agency with the added benefit of a **national credential** – a symbol that will help you convey that you are welcoming, inclusive and prepared to work with LGBT consumers, LGBT family members and friends who provide caregiving to your non-LGBT consumers and even your own LGBT staff.

An agency wanting to earn a credential will need to work with **SAGECare** staff to execute the following, on an annual basis:

	Bronze	Silver	Gold	Platinum
1 Hour of LGBT Aging Training (in-person or digitally)	25% of Employees	40% of Employees	60% of Employees	80% of Employees
		and	and	and
4 Hours of LGBT Aging Training (in-person)	None	40% of Exec./ Administration	60% of Exec./ Administration	80% of Exec./ Administration

For more information please visit:

www.sageusa.care

HANDOUT 2: Terminology

Lesbian:

A woman whose primary physical, romantic, and or/emotional attraction is to other women. Some lesbians may prefer to identify as gay (adj.) or as gay women.

Gay:

A word used to describe anyone, mainly men, who have primary physical, romantic, and/or emotional attraction to someone of the same sex, e.g., gay man, gay people

Bisexual, Bi:

An individual who is physically, romantically, and/or emotionally attracted to both men and women. "Bisexual" does not suggest having equal sexual experience with both men and women. In fact, some people who call themselves "bisexual" have not had any sexual experience at all.

Transgender:

An umbrella term for people whose gender identity and/or gender expression differs from the sex they were assigned at birth. The term may include but is not limited to transsexuals and cross-dressers. Transgender people may identify as female-to-male (FTM) or male-to-female (MTF). It is important to use the descriptive term (transgender, transsexual, cross-dresser, FTM or MTF) preferred by the individual. Transgender people may or may not decide to alter their bodies hormonally and/or surgically.

Family of Choice:

Diverse family structures usually created by LGBT people, immigrants, and racial or ethnic minorities, that include but are not limited to life partners, close friends and other loved ones not biologically related or legally recognized by who are the source of social and caregiving support.

HANDOUT 3: HISTORICAL TIMELINE

1920S

- U.S. sex laws include homosexuality on a list of other sex crimes like rape and child molestation.

1930-40S

- **Carla is born in 1937**
- It is revealed that between 10,000 and 15,000 LGBT people were killed in Nazi concentration camps.

1950S

- After World War II women are increasingly expected to only work in the home, raise children, and adhere to rigid feminine gender roles.
- In 1953 President Eisenhower calls for the dismissal of homosexuals from government service. **Carla is 16 years old.**

1960S

- In 1963 Bayard Rustin, notable civil rights and gay rights activist, organizes a march on Washington but is forced to play a “behind the scenes” role due to his sexual orientation.
- In 1969 the Stonewall Riots in New York City mark the unofficial beginning of the LGBT rights movement. **Carla is 32 years old.**

1970S

- In 1973 American Psychiatric Association declares homosexuality is not a mental disorder. **Carla is 36 years old.** Today, transgender people continue to be diagnosed with Gender Dysphoria.
- In 1979, the first National March on Washington for Gay and Lesbian rights is organized. That same year the Gay and Lesbian Asian Alliance is formed.

HANDOUT 3: HISTORICAL TIMELINE, CONT...

1980s

- The Immigration and Naturalization Service passes a rule excluding LGB individuals from immigration. Those that hid their sexual orientation and were later discovered were deported on perjury charges.
- First reported cases of HIV/AIDS. In 1987 the AIDS Coalition to Unleash Power (ACT-UP) starts public demonstrations to push for AIDS research and education. **Carla is 50 years old.**

1990s

- In 1992 Immigrants with HIV are banned from entering the US, a policy which was not changed until 2009.
- Gay and Lesbian individuals are finally allowed to apply for asylum in 1994.
- In 1996 Congress passes DOMA (Defense of Marriage Act), prohibiting the federal government from recognizing same-sex marriages. **Carla is 59 years old.**

2000S

- In 2003 *Lawrence v. Texas* strikes down Texas's laws prohibiting consensual same-sex sexual acts. That same year, Massachusetts begins allowing same-sex marriage.
- **Carla is 66 years old.**

2010S

- In 2011 the Repeal of "Don't Ask Don't Tell"
- In 2015 United States Supreme Court extends marriage equality to all 50 states.
- In 2015 voters in Houston repeal non-discrimination legislation that included protections for LGBT people.
- **Carla is 78 years old.**

HANDOUT 4: Federal and Local Laws

Fair Housing basics:

- **Protected Classes** – those individuals that are Federally or Locally protected from discrimination by law
- **Prohibited Activities** – actions that constitute discrimination under federal or local law
- **Accessibility** – rules for physical and social access to housing and dwellings for individuals with disabilities.

Federally Protected Classes:

- Familial Status
- Race
- Sex
- Disability
- Color
- Religion
- National Origin



Locally Protected Classes that apply to LGBT individuals:

- Sexual Orientation
- Gender Identity
- Gender Expression
- Marital Status

Important Federal Rules:

- HUD Equal Access Rule – protects individuals from discrimination based on Marital Status, Gender Identity, Gender Expression, and Sexual Orientation. Applies to any company, organization, or project that receives federal funding.
- Nursing Home Reform Act – requires nursing homes to “protect and promote the rights of each resident.”

HANDOUT 5: Best Practices and Resources

Best Practices When Responding to Bias

- Emphasize the behavior, not the person.
- Move the focus from individual responsibility to everyone's role in creating an environment in which everyone feels respected.
- Both initiator and target should receive individual attention soon after the incident.

Non-Discrimination Policy

- Openly display a nondiscrimination policy that includes language about providing fair housing to all individuals.
- Create clear feedback and reporting.
- Make sure reporting can be done anonymously, as many LGBT people fear retaliation.

Creating Welcoming Spaces

- Ensure that staff always use preferred names and pronouns.
- Once your staff complete LGBT sensitivity training and you are confident that your facility is welcoming, use visual cues to convey that inclusion (such as rainbows or ally stickers).

For resources on LGBT older adults visit:

- www.lgbtaging.org
- www.sageusa.org

For more information on training visit:

- www.sageusa.care

For our National LGBT Older Adults housing portal visit:

- <http://sageusa.org/lgbthousingresources/>

LGBT Older Adult Hotline number: 1-888-234-SAGE

- More info on the hotline: <http://www.sageusa.org/programs/hotline.cfm>

ⁱ Fair housing information gathered from the Department of Housing website:
https://portal.hud.gov/hudportal/HUD?src=/program_offices/fair_housing_equal_opp/FHLaws