

Celebrating and Embracing LGBTQ+

Older Adults in the Aging Services Network

Thursday, December 10, 2020
2:35 PM - 3:35 PM Eastern Time



Introductions

Lisa Gurgone, MS, Executive Director
Mass Home Care, Pronouns | She, Her, Hers

Lisa Krinsky, LICSW,
Director of the LGBT Aging Project,
Fenway Institute, Pronouns | She, Her, Hers

Lynn C. Vidler, BSW, MBA,
Director of Home and Community Programs,
Executive Office of Elder Affairs,
Pronouns | She, Her, Hers

Agenda

Learning Objectives

- Why LGBTQ Older Adults?
- What has Massachusetts done for LGBTQ Older Adults?
 - Legislative
 - Policy
 - Programs
- What can you implement in your community for LGBTQ Older Adults?
 - Replicate
 - Where to start?

How Many LGBT Older Adults?

Today: 1.4 to 3.8 million in U.S (Harley & Teaster, 2016)

2030 estimate: 3.6 to 7.2 million in U.S. (Harley & Teaster, 2016)

Massachusetts estimate: 65,000 LGBT Older Adults

Three Generations: Invisible -- the oldest old
Silenced -- greatest generation
Proud – baby boomers and beyond

What's So Different?

Elder Issues

- Healthcare
- Housing
- Medication Costs
- Social Network: Family, Friends
- Income
- Retirement / Work
- Social / Recreational Activities

LGBT Elder Issues

- Healthcare
- Housing
- Medication Costs
- Social Network: Family, Friends
- Income
- Retirement / Work
- Social / Recreational Activities

Aging Supports



Spouse
Partner



Children
& Grand



Family
Of Origin



Faith
Community



Local
Community



Social
Community



Social
Services

LGBT Aging Supports



Spouse
Partner

Children
& Grand

Family
Of Origin

Faith
Community

Local
Community

Social
Community

Social
Services

LGBT Aging

Supports: Boomers & Millennials



Spouse
Partner



Children
& Grand



Family
Of Origin



Faith
Community



Local
Community



Social
Community



Social
Services

Mainstream Supports



Public
Safety

Entrapment,
Harassment



Health
Care

Mental Illness
(until 1973)
Institutionalization



Military
Service

Dishonorable
Discharge



Faith
Community

Sin
Immoral



Housing

Eviction
Harassment











Anna

Sarah

Born:	1930	1950
McCarthy Trials (1954)	24	4
Stonewall (1969)	39	19
APA/DSM (1973)	43	23
Harvey Milk Elected (1977)	47	27
Reagan Mentions AIDS (1987)	57	37
“Ellen” Comes Out on TV (1997)	67	47
Marriage Equality in MA (2004)	74	54
Don’t Ask Don’t Tell Repealed (2011)	81	61
DOMA Repealed (2013)	83	63
SCOTUS: Marriage Equality (2015)	85	65
November 2016 ongoing.....Today	90	70

Massachusetts Brief History of Collaborations

- 2003  LGBT Caregiver Outreach/Support (AAA funding)
- 2004  Café Emmanuel (AAA meal site funding)
LGBT Cultural Competency Training ASAPs (Grant funded)
- 2006  EOEA Funded for LGBT Cultural Competency Training & technical assistance
- 2011  PHCAST Training Direct Care Workers
- 2012  Population of Greatest Social Need
- 2014  LGBT Aging Commission
- 2018  LGBT Awareness Training for Aging Service Providers
- 2019  Release of LGBT Aging Awareness Learning Module in MA

SPECIAL
LEGISLATIVE
COMMISSION ON
LESBIAN, GAY,
BISEXUAL AND
TRANSGENDER
AGING

2013 Legislation:

established to examine the impact of state policies and regulations on LGBT older adults making recommendations ensuring equality of access to treatment, care, and benefits; increasing provider awareness of the needs of LGBT older adults and caregivers; enhancing programming and services for LGBT older adults; examining best practices (in MA and other states) for improving quality of life for LGBT seniors; preventing premature admission of LGBT elders to institutional care; ensuring access to affordable and culturally appropriate community based care options; developing a plan for statewide training curricula to improve delivery of health care, housing, and long term support services to LGBT older adults and caregivers; and considering outreach protocols to reduce apprehension of LGBT elders and caregivers.

Commission is convened by the Chairs of the Joint Committee on Elder Affairs; Commission includes the following Members or designee:

House Chair of Joint Committee on Elder Affairs
Senate Chair of Joint Committee on Elder Affairs
Executive Office of Elder Affairs
MA Department of Housing and Community Development
MA Department of Public Health
LGBT Aging Project
Fenway Health
Gay and Lesbian Advocates and Defenders
New England Association of HIV Over Fifty
MassEquality
Mass Home Care
AARP MA
Massachusetts Association of Councils on Aging
Massachusetts Senior Care Association
Home Care Aide Council

Appointed by Governor:

LGBT Public Policy Expert
LGBT Law Expert
Transgender Older Adult
LGBT Older Adult representing Cape Cod
LGBT Older Adult representing W MA



<https://fenwayhealth.org/wp-content/uploads/2016/01/MA-LGBT-Aging-Commission-Report-2015-FINAL-1.pdf>

Massachusetts Executive Office of Elder Affairs (EOEA) -State Unit on Aging

- EOEA promotes the independence, empowerment, and well-being of older adults, individuals with disabilities, and their caregivers.
- EOEA develops policy, funds, oversees, administers various programs & initiatives
- Aging Network:
 - Area Agency on Aging (AAA)
 - 350 Councils on Aging (COA)
 - 25 Aging Services Access Points (ASAPs)

Massachusetts AAA/ASAP Network



- | | | | |
|--|--|--|---|
|  | Baypath Elder Services, Inc. |  | Highland Valley Elder Services, Inc. |
|  | Boston Senior Home Care |  | LifePath, Inc. |
|  | Bristol Elder Services, Inc. |  | Minuteman Senior Services |
|  | Central Boston Elder Services |  | Montachusett Home Care Corporation |
|  | Coastline Elderly Services, Inc. |  | Mystic Valley Elder Services, Inc. |
|  | Elder Services of Berkshire County, Inc. |  | Old Colony Elder Services, Inc. |
|  | Elder Services of Cape Cod and the Islands, Inc. |  | SeniorCare, Inc. |
|  | Elder Services of Merrimack Valley and North Shore, Inc. |  | Somerville/Cambridge Elder Services, Inc. |
|  | Elder Services of Worcester Area, Inc. |  | South Shore Elder Services, Inc. |
|  | Ethos |  | Springwell, Inc. |
|  | Greater Lynn Senior Services, Inc. |  | Tri-Valley, Inc. |
|  | Greater Springfield Senior Services, Inc. |  | WestMass ElderCare, Inc. |
|  | HESSCO Elder Services | | |



Stand-alone AAAs: Age Strong Commission, Central MA Agency on Aging, and Old Colony Planning Council

Services Provided Through the Massachusetts AAA/ASAP Network

Home Care Program & Services

Group Adult Foster Care (GAFC)

Adult Foster Care (AFC)

Personal Care Attendant Program (PCA)

Geriatric Support Services

Coordinator for Senior Care Options (SCO) enrollees

Family Caregiver Support Program

Chronic Disease Self Management Programs

Options Counseling

Elder Protective Services

Long Term Care Ombudsman Program

Supportive and Congregate Housing

Elder Nutrition

Money Management Programs

Senior Community Service

Employment Program (SCSEP)

Serving the Health Information Needs of Elders (SHINE)

Information & Referral

Elder Mental Health

EOEA, ASAPs & Home Care

- Sexual Orientation & Gender Identity (SOGI) questions:
 - Mid -2016 added in assessments
 - I & R and Home Care (4 total)
 - The Fenway Institute staff trained EOEA and ASAP staff
 - Recorded webinar in how to ask SOGI questions
 - Collect these data elements
- Ongoing access to the recorded training for ASAP utilization for current/new staff
- EOEA through its ASAP contract included requirements related to LGBTQ diversity in two key areas:
 - 1) ensuring access to services for consumers through LGBTQ awareness training
 - 2) staff training on LGBTQ awareness

SOGL Assessment Questions

BB Gender

a. What was your sex at birth?

- 0 - Male
 - 1 - Female
-

b. What is your current gender identity? (select one)

- Male
 - Female
 - Male-to-female (MTF)/transgender female/trans woman
 - Female-to-male (FTM)/transgender male/trans man
 - Genderqueer, neither exclusively male nor female
 - Other gender category
 - Did Not Answer
 - Unable to ask during visit
-

c. Sexual Orientation: Do you think of yourself as:

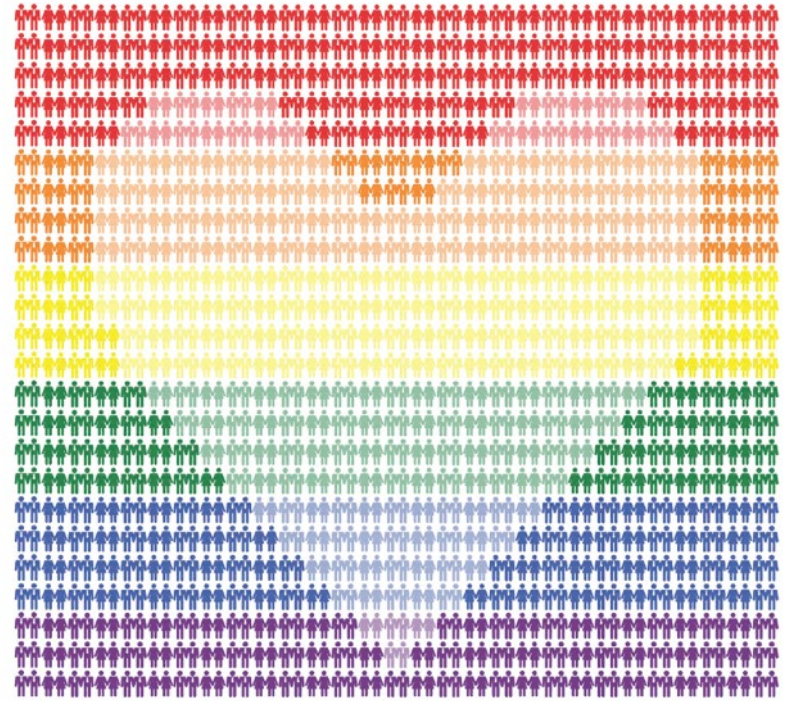
- Heterosexual or Straight
 - Lesbian, Gay or Homosexual
 - Bisexual
 - Not Sure
 - Other Sexual Orientation
 - Did Not Answer
 - Unable to ask during visit
-

Information and Referral Resources for LGBT Older Adults & Caregivers



**LGBTQ Aging Resources
provide programs, services, & vital info
to the LGBTQ community
in & around Boston**

LGBT ELDERS RESOURCE GUIDE



ETHOS
555 Amory Street
Jamaica Plain, MA 02130
T: 617.522.6700
F: 617.524.2899
www.ethocare.org



Staffing & Community Training & Education

PHCAST Continuing Education Module: LGBT AGING

PHCAST Continuing Education Module: LGBT AGING

Handouts

Activity 1. Introduction/Goals/Agenda

Handout 1
LGBT Aging Training Goals

Handout 2
Group Agreements: How Will We Work Together?

Handout 3
LGBT Aging Training Agenda

Activity 2. LGBT Aging Terms and Definitions/Differences

Handout 4
Quick Terms and Definitions

Handout 5
Terms and Definitions for LGBT Aging and Caregiving

Activity 3: Beliefs and Attitudes About People Who Are LGBT

Handout 6
LGBT Symbols

PHCAST Continuing Education Module: LGBT AGING

Handout 7
Brainteaser: Beliefs and Attitudes about People Who Are LGBT

Handout 8
Answer Sheet: Beliefs and Attitudes about People Who Are LGBT
(Distributed by Instructor – Not Included in Participant Workbook)

Activity 4: What Do You Say?

Handout 9
“What Do You Say?” Scenarios

Activity 5: What Will You Do?

No Handouts

Activity 6: Lessons Learned

No Handouts



**LGBT ELDERS
IN AN EVER CHANGING WORLD
8TH ANNUAL CONFERENCE**

Friday, March 15, 2019
8:30 AM - 4:00 PM
Salem State University - Salem, MA

Click Here To Register

Select from over 12 distinct workshops

**Featuring Keynote Speaker
Karen Fredriksen-Goldsen, Ph.D.**
*Principal Investigator, Aging with Pride: National Health, Aging and Sexuality/Gender Study
Professor and Director of the Healthy Generations Hartford Center of Excellence at the University of Washington*

**Registration Is Now Open At:
www.lgbteldersconference.org**

For more information about the conference please email: lgbtelders2019@gmail.com

- CEUs -
Program meets the requirements of the Massachusetts Board of Registration in Nursing at 244 CMR 5.00 for 5 contact hours.
Applications for social work and certified case management continuing education credits have been submitted.
Please contact Care Dimensions at 888.283.1722 for the status of CE accreditation.

General Registration - \$125 (Includes CEUs)
Seniors/Students - \$60 (Does not include CEUs)



Friendly Volunteers & Peer Mentors



LGBT FRIENDLY
VOLUNTEER COMPANION



FRIENDLY VISITOR

Find companionship, relieve loneliness, and share common interests with an LGBT Friendly Volunteer Companion who will visit you in your home one hour each week, for a minimum of six months.

What can an Ethos Volunteer Companion do?

- Visit with you in your home and provide weekly companionship
- Escort you to medical appointments, if pre-arranged with Volunteer Coordinator
- Read your mail, books, newspapers, magazines
- Prepare a light meal or snack
- Accompany you on a walk or to a social activity
- Share a hobby such as knitting, stamp collecting, etc.
- Play cards or other games with you

To learn more, or to be matched with an LGBT Friendly Volunteer Companion, please contact:
Miriam Michelson, Volunteer Coordinator
617-522-6700 x540
mmichelson@ethocare.org

ETHOS IS A BOSTON BASED NOT-FOR-PROFIT AGENCY that has served the elderly and disabled since 1973. We help elders stay at home as long as possible by ensuring that they— and their caregivers— have access to continuum of life-enhancing support services. Each service we provide makes a real difference in the every day lives of our clients.



ETHOS | 555 Amory Street | Jamaica Plain, MA 0213 0-2672 | T: 617.522.6700 | www.ethocare.org

Become a *Friend of the Rainbow Elders!*

We invite you to become a *Friend of the Rainbow Elders* today!

Help the Rainbow Elders, a program of LifePath, continue to:

- Nourish vibrant, safe communities of LGBTIQ+ elders plus their straight & younger allies by hosting regular events.
- Provide vital education to senior centers, retirement communities, and other agencies regarding the elder LGBTIQ+ experience and needs.
- Advocate for the rights of LGBTIQ+ elders.



[Click here to learn more about becoming a Friend of the Rainbow Elders.](#)

Community Meals & Supper Clubs

WLEN invites LGBT seniors* to supper

Rainbow Supper Club



First Tuesday of each month
6:00-8:00pm

Unitarian Universalist
Church of Worcester
90 Holden Street, Worcester

All are Welcome!
* 50 years old and older;
younger partners, friends, allies

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Meeting House Supper Club 1st Monday 4:00 PM Medfield	Out4Supper 1st Tuesday 6:00 PM Jamaica Plain Rainbow Supper Club 1st Tuesday 6:00 PM Worcester	Rainbow Supper Club of Holyoke 1st Wednesday 5:00 PM Holyoke	Café Emmanuel Every Thursday 11:00 AM Boston		Out2Brunch 1st Saturday 11:00 AM Roslindale
	Over The Rainbow Supper Club 2nd Tuesday 5:00 PM Salem	Rainbow Lunch Club 2nd Wednesday 11:00 AM, Worcester Café Pride 2nd Wednesday 5:00 PM, Boston	Café Emmanuel Every Thursday 11:00 AM Boston		
Lakeside Café 3rd Monday 11:00 AM Sharon	Rainbow Seniors Potluck 3rd Tuesday 12:00 PM Williamstown Mystic Tea 3rd Tuesday 4:00 PM Malden	LGBTQ Monthly Lunch 3rd Wednesday 11:30 AM Somerville Fall River LGBTQ Lunch Group 3rd Wednesday 1:00 PM Call for location	Café Emmanuel Every Thursday 11:00 AM, Boston Rainbow Elders Luncheon Club 3rd Thursday 12:00 PM South Deerfield LGBT Senior Social Gathering 3rd Thursday 6:30 PM, Merrimac		Out2Brunch 3rd Saturday 11:00 AM Brookline
Friends Café Last Monday 6:00 PM Chelmsford	LGBTQ Elder Café 4th Tuesday 6:00 PM Newton	Rainbow Lunch Club 4th Wednesday 11:00 AM, Worcester Kate's Café @ S&S 4th Wednesday 5:00 PM, Cambridge South Coast LGBT Seniors 4th Wednesday 5:00 PM, Fairhaven	Café Emmanuel Every Thursday 11:00 AM Boston	Lower Cape LGBT Seniors 4th Friday 6:00 PM Orleans	South Shore LGBT Brunch 4th Saturday 11:00 AM Braintree

The LGBT Aging Project at The Fenway Institute provides support and technical assistance to elder service organizations who are interested in starting a Community Meal Program for older lesbian, gay, bisexual and transgender (LGBT) adults in their area. To learn more about starting one in your area, please call 857-313-6578.



LGBT FRIENDLY
COMMUNITY CAFES



CAFES

Out4Supper

1st Tuesday of each month 5:30-8:30p
Mount Pleasant Home, 301 S. Huntington Ave.
Jamaica Plain, MA 02130

Out2Brunch for Women & Friends

First Saturday, 11:00-1:00p
Roslindale House, 120 Poplar Street
Roslindale, MA 02131

Third Saturday, 11:00-1:00p
Goddard House, 165 Chestnut Street
Brookline, MA 02445

Café Emmanuel

Every Thursday, 11:00-1:00p
Emmanuel Episcopal Church, 15 Newbury Street
Boston, MA 02116

Ethos is proud to announce the opening of **Café Pride**, a monthly supper club for older LGBT people of color and their friends!

When: The 2nd Wednesday of each month, 5pm to 7 pm, with a social time from 4 to 5 pm

Where: Whittier Street Health Center, 1290 Tremont St, Roxbury, MA 02120

For more information about LGBT Friendly Cafes to RSVP for any Café please contact the Ethos Nutrition Department : 617-522-6700 x306

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LGBT FRIENDLY HEALTHY IDEAS

Identifying Depression, Empowering Activities for Seniors



HEALTHY IDEAS

Ethos has a new, **FREE** program that can help you feel happier! If you have felt down, low, or blue in the past few weeks or months, we want to help!

Healthy IDEAS is an evidence-based program that offers face-to-face, in-home counseling services to elders. An Ethos staff member will work with you to find meaningful and positive activities to enhance your mood.

Each Ethos staff member is trained by the LGBT Aging Project in Lesbian, Gay, Bisexual, Transgender cultural competency.

Program benefits:

- Fewer symptoms of depressive symptoms
- Decreased physical pain
- Better ability to recognize and self-treat symptoms
- Improved well-being through achievement of personal goals

If you are interested in learning more about the Healthy IDEAS Program or have a friend who may benefit, please contact:

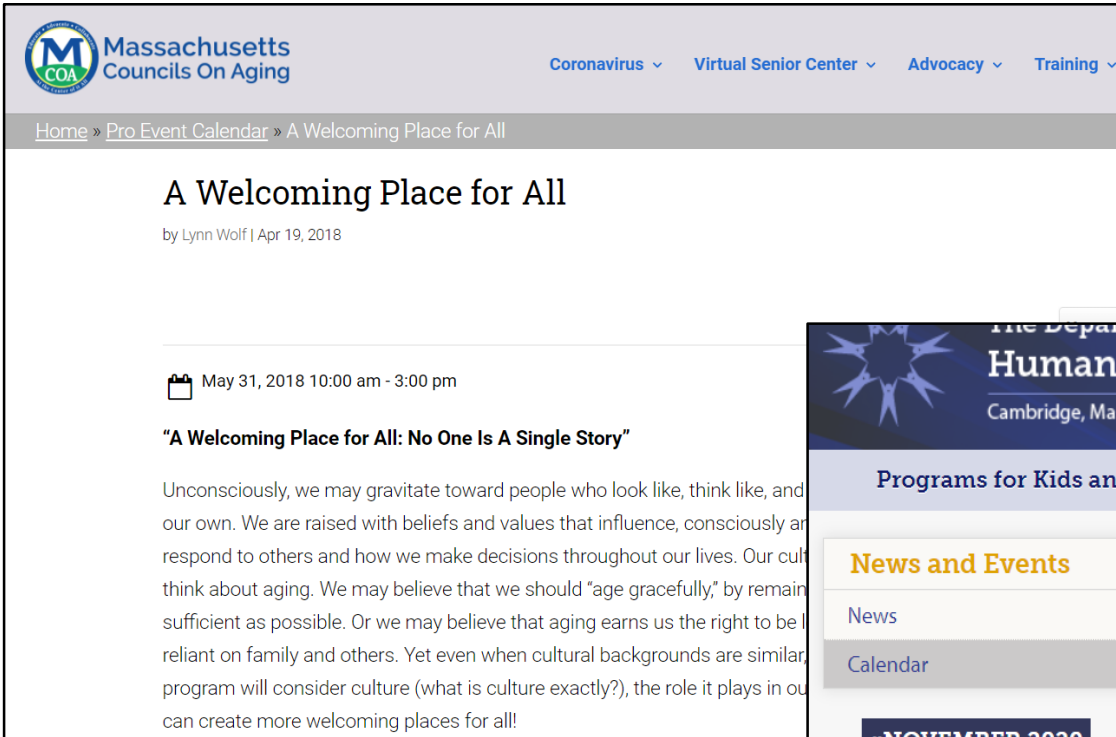
Claribette Del Rosario, Mental Health Services Program Manager
617-522-6700 x344
cdelrosario@ethocare.org
www.ethocare.org

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Healthy Living Evidence Based Programs

Councils on Aging & Senior Centers



Massachusetts Councils On Aging

Coronavirus ▾ Virtual Senior Center ▾ Advocacy ▾ Training ▾

Home » Pro Event Calendar » A Welcoming Place for All

A Welcoming Place for All

by Lynn Wolf | Apr 19, 2018

May 31, 2018 10:00 am - 3:00 pm

"A Welcoming Place for All: No One Is A Single Story"

Unconsciously, we may gravitate toward people who look like, think like, and act like us. We are raised with beliefs and values that influence, consciously and unconsciously, how we respond to others and how we make decisions throughout our lives. Our cultural beliefs shape how we think about aging. We may believe that we should "age gracefully," by remaining independent as sufficient as possible. Or we may believe that aging earns us the right to be dependent on family and others. Yet even when cultural backgrounds are similar, a program will consider culture (what is culture exactly?), the role it plays in our lives, and how we can create more welcoming places for all!



The Department of Human Service Programs
Cambridge, Massachusetts

Programs for Kids and Youth Programs for Adults Programs for Families All

DHSP > News and Events > Calendar > LGBT+ & Friends Conversation & Dinner

LGBT+ & Friends Conversation & Dinner

4:30 PM - 6:30 PM Monday, January 27, 2020

Location:
Citywide Senior Center
806 Massachusetts Ave.
Cambridge

Contact:
Vincent McCarthy, vmccarthy@cambridgema.gov, 617.349.6220

LGBT+ & Friends Conversation & Dinner

The Council on Aging's monthly LGBT+ social event.
Pre-registration is required. Cost \$10.00

For Seniors 60+

«NOVEMBER 2020»

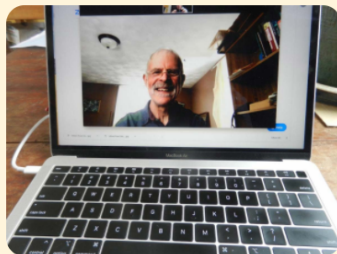
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

Virtual Programming During COVID19



Surviving & Thriving Through These Times: Virtual Rainbow Elders Gatherings

Friends - we hope you are adapting well to the many changes required in these days of pandemic. In lieu of the in-person gatherings we had to cancel, we now plan to offer the opportunity to share with other LGBTIQ+ elders, friends, and providers in a virtual fashion.



Every Thursday, we chat, share support and resources, reflect upon our LGBTIQ+ experience, and connect with friends we have made or yet wish to make. We encourage you to [register to receive weekly meeting announcements and other periodic mailings](#). When you do, you will receive instructions for how to attend each week's Virtual Gathering, which utilizes the Zoom platform. You may participate by computer (with a microphone/webcam), smartphone, or telephone. Please note that meeting announcements are currently sent out weekly on Tuesday evenings.

We gather at 12:30 each Thursday to offer technical support, begin sharing time at 1 p.m., and continue until 2:30 p.m.

If you have any questions regarding the meetings, including if you require any technical support in advance, please contact the Rainbow Elders at 413-773-5555 X1242 or 978-544-2259 X1242, or by emailing us at rainbowelders@lifepathma.org.

If you or elders you know are experiencing challenges with daily living due to the onset of this pandemic or for any other reason, please feel free to reach out to LifePath's Information and Caregiver Resource Center at 800-732-4636 X1230, 413-773-5555 X1230, or 978-544-2259 X1230.



THE RAINBOW SUPPER CLUB IS MEETING VIRTUALLY DUE TO COVID-19.

Due to COVID-19, we have suspended our monthly in-person dinners and shifted to weekly virtual gatherings. We appreciate your understanding.

Meetings/events take place on Wednesdays from 5-6pm

Interested individuals can participate from a phone or computer/iPad/tablet.

[Event Series Information](#)

[Meet Up Page](#)

An Act Relative to LGBT Awareness Training for Aging Service Providers

Legislation passed 2018

SECTION 13. Chapter 19A of the General Laws is hereby amended by inserting after 130 section 42 the following section:- Section 43. The department shall develop a curriculum and training program on the prevention and elimination of discrimination based on sexual orientation and gender identity and expression and on improving access to services for lesbian, gay, bisexual and transgender elders and caregivers. The training program shall be completed by all providers of services who contract with or receive funding from the department, aging services access points or the MassHealth's office of long term care or whose services are certified by the department. Within 12 months after commencing employment, providers shall complete the training program.

<https://malegislature.gov/Laws/GeneralLaws/PartI/TitleII/Chapter19A/Section43>

LGBT Aging Training

- 2019 - EOEA & the LGBT Aging Project contracted
- to develop and deliver an LGBT Cultural Competency Training curriculum on:
 - (1) the prevention & elimination of discrimination based on sexual orientation & gender identity & expression, &
 - (2) improving access to services for LGBT elders by providing relevant training to their caregivers in furtherance of creating a welcoming/affirming environment for LGBT older adults engaged with EOEA & its contracted providers



LGBT Aging Training

Scope & Content

Terms and Definitions | Massachusetts Resources

Coming Out, Social Isolation, & LGBT-Friendly Programming



What do you think Carol should do in this situation?

Let's look at 2 different ways Carol could respond to Sandy.

Click continue to watch the first possible response.

Continue

Participants are asked to consider how someone could respond to a situation.

- Approximately 1 hour in length
- SOGI/expression
 - Definitions of common terminology
 - Practical skills about addressing with older adults, caregivers and other professionals
- Historical, cultural, institutional forms of discrimination many LGBT older adults have and continue to face
- Impact of discrimination on current engagement with health care, social services, community resources, friends & family
- Attention to transgender older people's unique experiences with mainstream institutions & individuals
- Distinction between personal beliefs & professional responsibilities if/when they are in conflict
- Best practices -working with LGBT older adults/caregivers
 - for individuals
 - for organizations
 - Scenarios that model best practices

LGBT Aging Training

Audience: (200,000 +people)

Assisted Living Facilities
Nursing Facilities
Adult Day Health Providers
ASAPs
COAs
AAA
Senior Care Organizations
In Home Providers
Certified Home Health Providers
& Many others . . .



Implementation: Multi-faceted Roll-out

The Executive Office of Elder Affairs (EOEA) is committed to ensuring that all individuals receiving services are treated with respect and compassion regardless of race, creed, gender identity, or whom they love.

- Curriculum was completed amid COVID-19
- EOEA announced the launch of the online training September 2020
- Free, available to organizations for adding to their own LMS

What Supports Resilience?



Ability to be authentic
LGBT inclusive and affordable health care
Safe and affordable housing
Social network and community
Meaningful engagement
Livable income

Thank you!

Lisa Gurgone, MS

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Lisa Krinsky, MSW, LICSW

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Lynn Vidler, BSW, MBA

Lynn.vidler@mass.gov