

Q&A from webinar Coast to Coast and Everywhere In Between: Inclusive State Plans
April 4, 2023



NOTE: As mentioned by Deputy Alice Kelsey, ACL has posted a state plan equity compliment to support additional resourcing for the network and provides guidance on requirements and recommendations for continued inclusion and to advance support around equity work in state plans. You can find the document on ACL's website [here](#) as well as attached. Please share with your networks as it fits.

1) Where can we find sample language for the LGBTQ+ inclusive Area Agency on Aging (AAA) and State Unit on Aging (SUA) plans?

Following are three fact sheets/guides developed to support AAA/SUAs with LGBTQ+ Inclusive planning:

Making your State Plans on Aging LGBTQ+ and HIV+ Inclusive: Goals, Objectives, Strategies and Outcomes <https://lgbtagingcenter.org/resources/resource.cfm?r=2132>

Making your State Plan on Aging LGBTQ+ and HIV+ Inclusive: New Older Americans Act & ACL Guidelines <https://lgbtagingcenter.org/resources/resource.cfm?r=2108>

Strengthen Your State and Local Aging Plan: A Practical Guide for Expanding the Inclusion of LGBT Older Adults <https://lgbtagingcenter.org/resources/resource.cfm?r=865>

2) Our staff is feeling insecure about asking transgender/gender non-conforming and sexual orientation questions now required by the State. Any advice about how to ask questions?

The SAGE National Resource Center on LGBTQ+ Aging has several resources to help with education on Asking Inclusive Intake Questions. Following are resource links available for download and sharing:

Inclusive Questions for Older Adults: A Practical Guide to Collecting Data on Sexual Orientation and Gender Identity <https://lgbtagingcenter.org/resources/resource.cfm?r=601>

Questions About Sexual Orientation and Gender Identity in Aging Services <https://lgbtagingcenter.org/resources/resource.cfm?r=956>

Role Play: Asking Questions About Sexual Orientation and Gender Identity <https://lgbtagingcenter.org/resources/resource.cfm?r=949>

SAGECare also provides a training on Asking Inclusive Intake Questions along with a number of other topics that support LGBTQ+ cultural awareness. State Units on Aging, Area Agencies on Aging, Aging and Disability Resource Centers, Long Term Care Ombudsman Offices and Center for Independent

Living may qualify for a free of charge training offering. You can learn more at <https://www.sageusa.care>

3) How can nonprofits serving LGBTQ+ older adults connect with SAGE?

Non-profit organizations and groups that serve or advocate with LGBTQ+ elders will benefit from becoming a part of SAGECollab. Together, we exchange ideas, explore public policy changes, and inspire each other to better support and empower LGBTQ+ elders everywhere. Our SAGECollab Circles provide members with meetings, webinars, chances to interact and learn from national experts and their peers, and much more. Learn more about SAGECollab at [SAGECollab – SAGE \(sageusa.org\)](https://www.sageusa.org)

4) What resources are available for people looking for LGBTQ+ welcoming senior housing?

Do you have suggested language for an Assessment/Consumer Registration Form in order to know whether you're serving folks who fit within the LGBTQ+ community? We were able to modify our "gender" question a bit but it's certainly not inclusive to identify who we are serving.

The SAGE National Resource Center has a best practice guide on asking Sexual Orientation and Gender Identity Questions. <https://lgbtagingcenter.org/resources/resource.cfm?r=601>

SAGECare also provides a training on Asking Inclusive Intake questions. You can learn more about the training at: <https://www.sageusa.care>

5) Can you address your experience with the intersectionality LGBTQ+ and disability community?

See the fact sheet, [Person Directed Services and LGBTQ People with Disabilities](#) as a primer. Ableism is another ism with strong roots of stigma and discrimination. Aging and LGBTQ+ organizations are encouraged to seek out opportunities to work with and alongside organizations and community members with disabilities.

6) I am a Property Manager for HUD 202 sites. We are a Non-Profit. How may properties be open to welcoming older adults from this community begin to be interested in our federally subsidized low income apartments for older adults that are 62+ ?

The SAGE National Housing Initiative has a series of toolkits and trainings that may be of benefit to Affordable Housing Communities working to strengthen their LGBTQ+ inclusivity. You can learn more at [National LGBTQ+ Housing Initiative – SAGE \(sageusa.org\)](https://www.sageusa.org)

7) Are the LGBTQ+ national searches available via zip code:

There are a number of searchable databases available to help identify LGBTQ+ welcoming and supportive services. Following are some SAGE finds most useful:

[SAGECare](#) – national database of organizations who have completed LGBTQ+ Cultural Competency Training.

[SAGE National Housing Initiative](#) – Listing of LGBTQ+ Welcoming Affordable Housing in communities across the country.

[SAGECollab](#) – Listing of nonprofits and groups supporting LGBTQ+ older adults through services, community engagement and advocacy.

[Long-Term Care Equality Index \(LEI\)](#) – growing list of long-term care communities (retirement, assisted living, skilled nursing and senior apartments) who are actively adopting policies and best practices that provide culturally competent and responsive care to LGBTQ+ older adults.

[Center Link](#) – Listing of LGBTQ+ Community Centers across the country.

*This list is not exhaustive, but a good starting point for organizations looking to engage at the local level.

8) Where can we find more information about Two-Spirit Communities?

Indian Health Service, The Federal Health Program for American Indians and Alaska Natives has a section on their website dedicated to Two-Spirit. [Two-Spirit | Health Resources \(ihs.gov\)](#)

The National Resource Center on LGBTQ+ Aging provide additional resources of interest including:

[LGBTAggingCenter.org - A Spotlight on Two Spirit Elders and Elder Justice Facts](#)

[LGBTAggingCenter.org - Reclaiming Our Two-Spirit Bodies: Working Towards Community Healing and Wellness in St. Louis](#)

9) How are you reaching our Seasoned LGBTQ+ Black and other POC communities to ensure Diversity and Inclusion?

SAGE's strategic plan includes working to reach and support many more LGBTQ+ elders, especially those who are historically marginalized, such as Black, Indigenous, or People of Color (BIPOC), transgender, non-binary, and rural LGBTQ+ elders. Nonprofits and groups serving BIPOC, transgender, non-binary and rural LGBTQ+ elders are encouraged to participate in [SAGECollab](#) as we strengthen our collective partnerships.

SAGE and members of the ACL Older Adults Equity Collaborative also produced the following guide to support inclusion of diverse older adult communities:

[LGBTAggingCenter.org - Serving Diverse Elders: Strategies for Meaningful Inclusion in Service Planning and Delivery](#)

Resources shared during webinar:

Oregon LGBTQ+ Older Adult Survey: <https://www.oregon.gov/dhs/SENIORS-DISABILITIES/Pages/data.aspx>

Good Nutrition Ideas, creating inclusive supports and programs for older adults_ www.goodnutritionideas.org

Black Pride St. Louis - www.blackpridestl.org

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