



# LGBTQ+ Friendly Aging Network

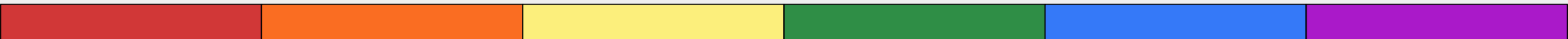
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DRAFT

**sage** | Advocacy &  
Services for  
LGBTQ+ Elders  
**National Resource Center  
on LGBTQ+ Aging**

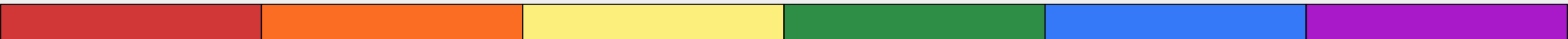
Toolkit and Resources

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# What is an LGBTQ+ Friendly Aging Network (FAN)?

The LGBTQ+ Friendly Aging Network (LGBTQ+ FAN) consists of organizations and groups that provide LGBTQ+ welcoming and inclusive aging services. This network can serve as a referral network for older LGBTQ+ people, family caregivers, and professionals seeking LGBTQ+ and HIV+ inclusive services and supports in their communities.



## Purpose of an LGBTQ+ FAN

- Connect Aging/Disability Networks at local/state levels interested in supporting LGBTQ+ communities;
- Strengthen engagement with LGBTQ+ communities;
- Address LGBTQ+ Aging concerns including social isolation, family caregiving supports, health/aging disparities, and structural inequalities.



## Who can start an LGBTQ+ FAN

Any organization or group of organizations interested in supporting older LGBTQ+ people and their caregivers in accessing services in your community.





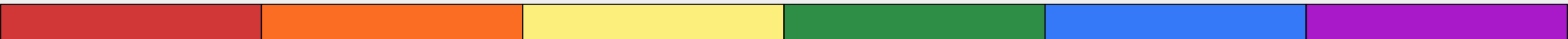
## Getting Started in Your Community

Organizations, advocates, caregivers, service providers, service users, and more can use this community toolkit to identify organizations and groups that provide LGBTQ+ welcoming and inclusive aging and disability services in their community.



## Getting Started in Your Community

Welcoming and inclusive services might look different depending on the type of service offered; however, this toolkit provides resources for how to identify and reach out to organizations and groups that may be beneficial partners in your work to build an LGBTQ+ FAN .



## 5 Phases for Building LGBTQ+ FAN

1. Identifying key partners
2. Assessing needs and resources in your community
3. Planning – develop a road map for creating an LGBTQ+ Age-friendly community network
4. Acting – put plan into action
5. Evaluating – what is working, what needs to change – how do we keep efforts going



## Phase 1 – Identify Key Partners

This section is designed to support you in brainstorming the types organizations who would be interested in joining an LGBTQ+ FAN and the benefits of joining.



## Phase 1 – Identify Key Partners

### Criteria to consider for LGBTQ+ FAN Membership

- Organizations, social groups, faith-based communities, and/or businesses committed to LGBTQ+ inclusivity.
- Member organizations have LGBTQ+ and HIV+ nondiscrimination policies for services and employment; and other criteria organizers consider important and reflective of their community.
- Ongoing commitment to best practices and cultural competency education & training.



## Phase 1 – Identify Key Partners

### Membership benefits

- Supports mission-based work of serving ALL members of ones community.
- Networking with LGBTQ+ and HIV+ welcoming organizations, increased visibility, engagements, and collaboration opportunities.
- Connected to resources at the national level as well as [SAGECollab](#) partners and LGBTQ+ FANs across the country.



*Safety in social environments is key to making an LGBTQ+ Friendly Aging Community. Organizations that promote safety provide services or resources that help individuals feel safe to be their authentic selves; be seen - not having to hide LGBTQ+ identities; be fully included; and have ALL their intersecting identities recognized.*



Are Age-Friendly Communities “Friendly” for All? Perspective from LGBTQ2S+ Community, Journal of Aging and Policy. <https://pubmed.ncbi.nlm.nih.gov/37348557/>



## Phase 1 – Identify Key Partners

The next few slides provide two Case Scenarios, brainstorming questions and a Community Mapping Framework designed to help you think about the needs of LGBTQ+ older adults and the types of organizations to invite to be a part of the LGBTQ+ FAN.





## Case Scenario #1

The family of Kathy, a 67-year-old LGBTQ+ woman, visits your office for a care consultation with concern about Kathy's dementia. Her family indicated that there has been gradual memory decline for the past four years. Now, Kathy quickly forgets conversations, she misplaces items which results in her thinking that other people must have moved or taken the items, she occasionally forgets to go to doctor appointments, & she has gotten lost while driving her car in a familiar location. Kathy's family also reported that her memory for long-term information seems a bit fuzzy. For example, it was stated that she remembers going to church in the past but becomes upset because she no longer attends church. Kathy's partner states that they do not attend church anymore due to discrimination, but she expresses interest in finding new supportive spaces where their LGBTQ+ identities would be respected.



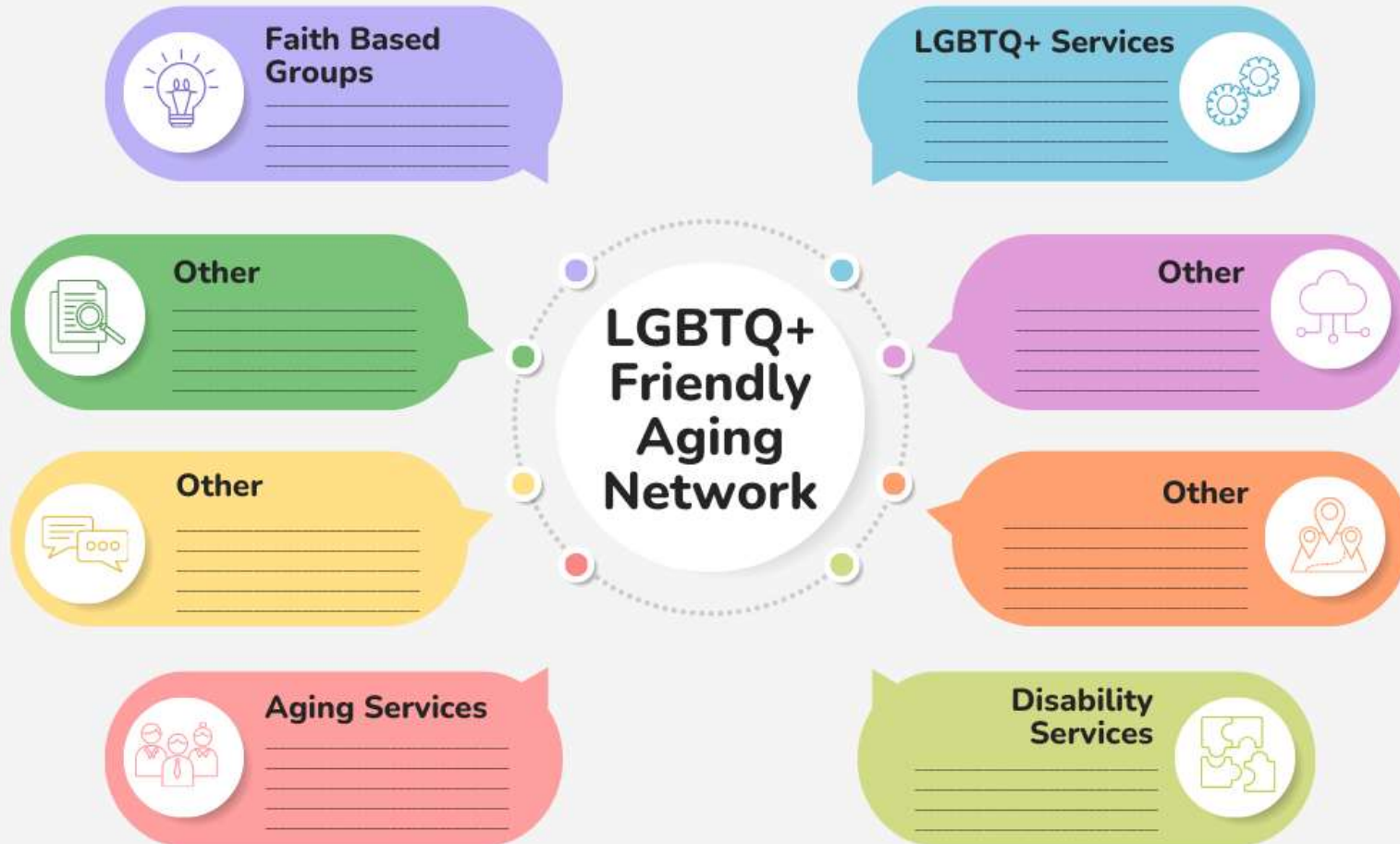
## Case Scenario Reflections

- What resources or organizations might you suggest to Kathy's family today?
- What resources or organizations might you suggest anticipating future needs?
- Use the Community Mapping framework on the next slide to identify potential partner organizations to invite to join the LGBTQ+ Fan.





# COMMUNITY MAPPING



## Case Scenario #2

An 81-year-old man named Rick was referred for an evaluation. He had previously been diagnosed with Alzheimer's dementia, & he has been living at home with assistance from his partner. He is now unable to learn most any new information & long-term memories are also weak (sometimes forgetting who his partner is). He is sometimes hard to understand due to slurring of words, & he appears to see people who are not in the room.

Rick needs help with bathing, dressing, cutting his own food, & using the toilet. Due to falls, he is usually transported to appointments in a wheelchair. During the conversation, he was unable to state his age, the current month, the current year, or the city where he was located. He was read a list of 3 words but could not remember any of them after just 1 minute. His partner noted that they were struggling to provide care to him, & they asked what resources might be helpful to Rick that will help to address his needs while also respecting his LGBTQ+ identity.



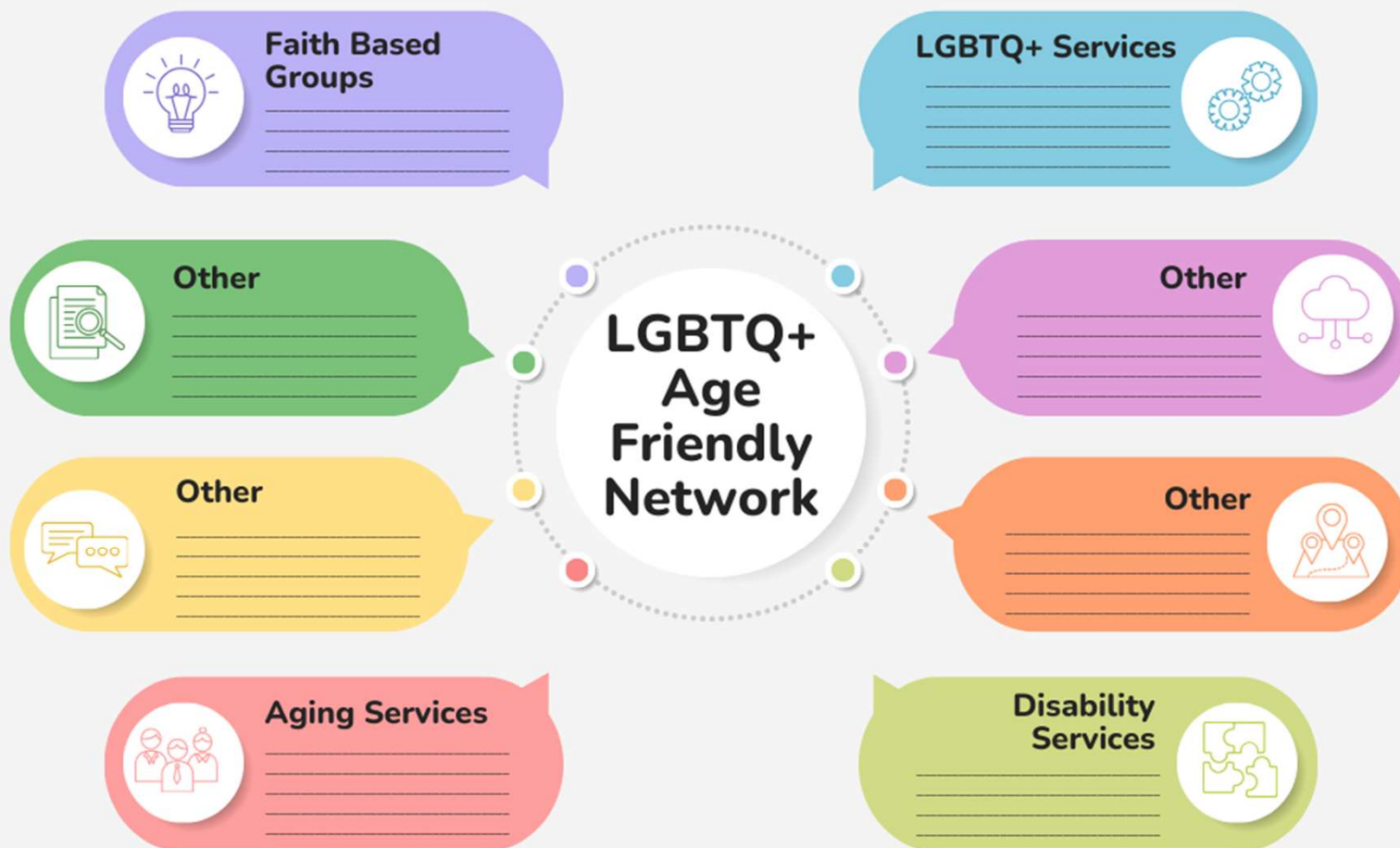
## Case Scenario Reflections

- What resources or organizations might you suggest to Rick and his partner?
- What resources or organizations might you suggest anticipating future needs?
- Use the Community Mapping framework on the next slide to identify potential partner organizations to invite to join the LGBTQ+ Fan.





# COMMUNITY MAPPING



## Phase 1 – Identify Key Partners

The Community Mapping exercise can be continued on a regular basis as your LGBTQ+ FAN grows and learns more about the needs of older LGBTQ+ people in your community.



Organizations to consider for LGBTQ+ FANs include: Area Agencies on Aging, Alzheimer's Association and Dementia focused organizations, Long-term Care Communities, Home Care Companies, LGBTQ+ organizations, HIV service organizations, LGBTQ+ welcoming Faith-based communities, Elder Care and Estate Attorney's – the list is endless...

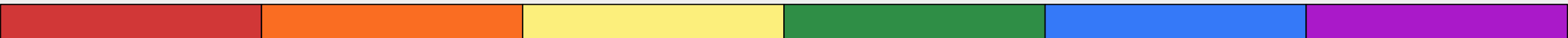




# Phase 2



Assessing needs and  
resources in your  
community





## Phase 2 - Assessing Needs and Resources

Phase 2 consists of reviewing community needs and resources to help build an LGBTQ+ Friendly Aging/Disability Network (LGBTQ+ FAN).



## Phase 2 - Assessing Needs and Resources

### Determine Community Readiness

- Key community leaders and organizations including LGBTQ+ older adults and disabled individuals should be involved in determining the community's readiness for building an LGBTQ+ Friendly Aging/Disability Network.
- Caregivers, loved ones, and representatives from the public, private, and nonprofit sectors will also have unique contributions to determining community readiness.
- The team of organizers hoping to build an LGBTQ+ Friendly Aging/Disability Network should also assess what capacity the community will have to evaluate efforts and implement changes as needed.



## Phase 2 - Assessing Needs and Resources

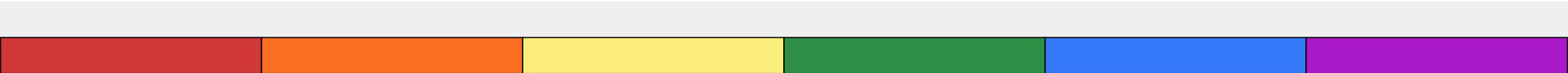
- Considerations for long-term network sustainability might include reflecting on effective means of promotion, communication, collaboration, and evaluation.
- Sustainability of the network is key to creating lasting impacts in the community.
- Identifying strengths and gaps in your community's LGBTQ+ inclusivity will involve community feedback as well as tapping into existing surveys, reports, research, or needs assessments.
- Depending on your community, you may want to organize a team to perform a new community needs assessment.



## Phase 2 – Helpful Resources

- Guidelines for Conducting a Focus Group – [resource](#)
- Designing and Conducting Focus Group Interviews – [resource](#)
- Example Needs Assessment – [resource](#)
- Sample Focus Group Questions – Attachment A
- Community Needs Survey Example – Attachment B

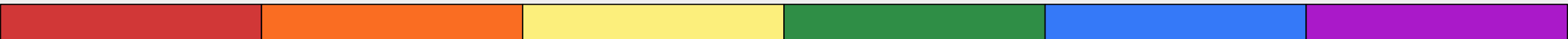




# Phase 3



Planning



## Phase 3 – Planning

The planning phase consists of developing a road map for creating an LGBTQ+ FAN.

Each community's plan for building their network will look unique and be reflective of their community's environment. For example, communities may focus on building an LGBTQ+ FAN Community Resource Guide, host and LGBTQ+ FAN website for information & referrals, or offer support groups to connect LGBTQ+ older adults and their loved ones with needed resources.

Upon review of your community assessment and after determining your community's readiness, setting goals for your LGBTQ+ FAN is key.



## Phase 3 – Planning

### Outreach to Potential Members

- With goals and engagement criteria in mind, reach out to community organizations and groups who might be interested in joining the LGBTQ+ FAN.
- Invite potential partners to join you for a Zoom or in-person gathering to learn more about the goals and potential for a LGBTQ+ FAN (refer to your Community Map for key partners to contact).
- Assess interest in the initiative. 1:1 conversations might be helpful before inviting potential partners to join a group gathering.
- Connect with a [SAGECollab partner](#) or [LGBTQ+ Community Center](#) in your area for help with outreach and planning a group gathering to learn more about the LGBTQ+ Friendly Aging/Disability Network.



## Phase 3 – Planning

### Establishing a Plan

Once you have identified goals and have met with potential partners, consider forming an LGBTQ+ FAN committee with key partners. The committee can begin to establish a plan for what this network will look like in your community. The plan might include:

- establishing membership criteria and development of an LGBTQ+ FAN Membership Charter
- plans for promoting your LGBTQ+ FAN
- ideas for evaluating success of the initiative



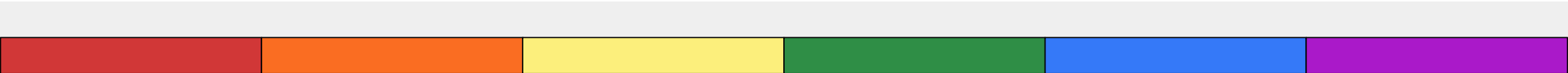


## Phase 3 – Resources

The tools below can be used to support you in your outreach efforts.

- Workplan/Timeline Template – Attachment C
- Sample Email Invitation – Attachment D
- Network Charter – Attachment E
- Sample Language for Engagement – Attachment F
- Sample Presentation Template – Attachment G





# Phase 4



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Planning to Action

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## Phase 4 – Planning to Action

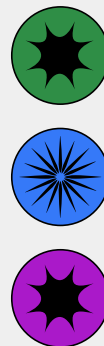
Phase 4 consists of putting your plan into action to build and promote an LGBTQ+ Friendly Aging/Disability Network (LGBTQ+ FAN). Sharing news of new members and celebrating connections and collaborations in your community are important parts of the network building process.



## Phase 4 – Planning to Action

### Promotion

- Disseminate information about your LGBTQ+ FAN to inform community members, caregivers, and other organizations of its existence.
- Promotion of the network also encourages other organizations or potential partners to get involved.
- While communities might prioritize a few partners in the beginning of their network building, other organizations might hear about the LGBTQ+ FAN and want to get involved. Establishing a process for new partners to become members will be important.
- Organizations who want to get involved but may not meet membership criteria set by your LGBTQ+ FAN can be connected to trainings such as [SAGECare](#).

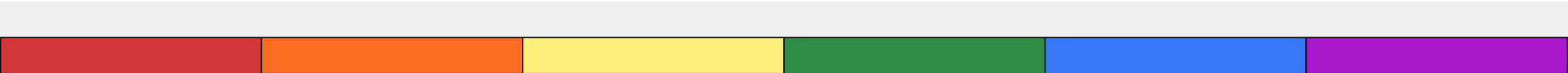


## Phase 4 – Resources

Reflect on the connections and resources your network organization have in order to help promote the LGBTQ+ Friendly Aging/Disability Network. Consider ways to promote the network using marketing tools and digital/social media.

- [Developing a Plan for Communications – tools and resources link](#)





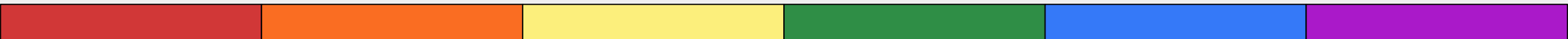
# Phase 5



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Evaluation

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## Phase 5 – Evaluation

Phase 5 consists of reviewing what is working and what needs to be changed in order to sustain an LGBTQ+ FAN.

A question at the core of Phase 5 is “How do we keep efforts going to support LGBTQ+ older adults in our community?”

It may be helpful to create an evaluation team, to identify a measurement or assessment tool, and plan for addressing and sharing their findings from the evaluation.



## Phase 5 – Evaluation

Measuring common outcomes in your community is essential to evaluating the impact that your LGBTQ+ FAN can have. By collecting evidence on how individuals are using the network for referrals, communities can:

- Use this data to help promote the network
- Motivate other potential partners to become involved
- Serve as a model and inspiration for other communities
- Celebrate success stories
- Adjust when gaps exist
- Communicate what you learn about the needs of LGBTQ+ older adults and disabled individuals





## Phase 5 – Resource

The following tools can be helpful when considering how to evaluate your network's outcomes.

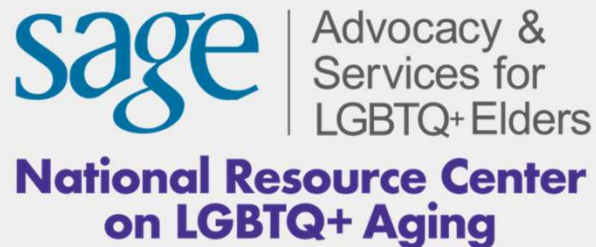
- [A Framework for Program Evaluation – Community Toolbox](#)
- Sample LGBTQ+ FAN Member Evaluation – Attachment H



# Are You Ready to Build an LGBTQ+ FAN in your community?

## Contact

Sherrill Wayland, Senior Director at SAGE  
for next steps!  
[swayland@sageusa.org](mailto:swayland@sageusa.org)



## Attachments

- Sample Focus Group Questions – Attachment A
- Community Needs Survey Example – Attachment G
- Workplan/Timeline Template – Attachment C
- Sample Email Invitation – Attachment D
- Network Charter – Attachment E
- Sample Language for Engagement – Attachment F
- Sample Presentation Template – Attachment G
- Sample LGBTQ+ FAN Member Evaluation – Attachment H



## **Attachment A**

### **Possible Focus Group Questions for older LGBTQ+ people and people aging with HIV**

All of you have identified yourself as being both an older adult and either gay, lesbian, bisexual, transgender or queer identified (LGBTQ+) and/or a person aging with HIV. As a way to get started, let's talk about being an older LGBTQ+ person and/or a person aging with HIV.

1. What are your primary concerns about aging?
2. What are your primary concerns about being an older LGBTQ+ person and/or aging HIV?
3. Do you utilize existing programs and services that are available for older adults?
4. How satisfied are you with the services and programs that are available for older adults?
5. How has your sexual orientation and/or gender identity and/or HIV status affected the types of governmental assistance that you are either eligible for or are presently receiving?
6. Have you faced discrimination as an older adult because of your sexual orientation and/or gender identity and/or HIV status?
7. Is there additional information you would like to share with us about your needs or concerns?

adapted from:

Nancy A.OrelPhD, LPC (2004) Gay, Lesbian, and Bisexual Elders, Journal of Gerontological Social Work, 43:2-3, 57-77, DOI: 10.1300/J083v43n02\_0

## Attachment B

### LGBTQ Community Needs Survey Sample

1. Please list the zip code in which you live? \_\_\_\_\_

2. What is your age?

- a. 60 – 69
- b. 70 – 79
- c. 80 – 89
- d. 90 years and older
- e. Under 60 with a disability

3. Which of the following best represents how you think of yourself? [Select ONE]:

- ☐ Lesbian or gay
- ☐ Straight, that is, not gay or lesbian
- ☐ Bisexual
- ☐ Two-Spirit
- ☐ I use a different term [free-text]

4. What is your current gender? [Select ONE]

- ☐ Man
- ☐ Woman
- ☐ Non-binary
- ☐ Two-Spirit
- ☐ I use a different term [free-text]

Q2: Do you consider yourself to be transgender?

- ☐ Yes
- ☐ No
- 6. What is your living situation?

- a. Live alone
- b. Live with spouse/partner
- c. Live with adult children
- d. Live with other family/relatives
- e. Live with non-relatives
- f. Other:

7. How much do you agree or disagree with the following statement? It is important to have LGBTQ+ welcoming and inclusive aging service providers.

Strongly Agree      Agree      Disagree      Strongly Disagree

8. Do you usually have enough money to pay for your regular expenses?

Yes      No

9. Please check all the items that a concern for you:

- a. Planning for my future care needs
- b. A serious fall
- c. Loneliness/Depression
- d. Finding services/benefits to help me
- e. Having enough food to eat
- f. Getting medical care that I need
- g. Understanding my health care options
- h. Paying for medications
- i. Paying doctor/hospital bills
- j. Getting legal help
- k. Ability to continue driving safely
- l. Being taken advantage of or abused

- m. Getting transportation
- n. Paying energy/utility bill
- o. Paying for housing/ finding affordable & safe housing
- p. Dealing with Alzheimer's or dementia-related disease
- q. Staying socially active
- r. Finding a job
- s. Caring for spouse/partner/adult relative
- t. Finding a reliable person to do in home care
- u. Other\_\_\_\_\_

10. If there is a service listed above that you need but did not receive, please share any comments here:

Transportation:

Received      Need      Do Not Need

Home-Delivered Meals:

Received      Need      Do Not Need

Meals at a Senior Centers:

Received      Need      Do Not Need

Personal Care Assistance: (help with taking a bath, getting dressed, eating, using the toilet, etc)

Received      Need      Do Not Need

Homemaker Assistance: (Housekeeping, light meal preparation, etc)

Received      Need      Do Not Need

Residential Repair: (Minor home repairs or modifications that are essential for health and safety)

Received      Need      Do Not Need

Adult Day Services:

Received      Need      Do Not Need

Health Maintenance: (Assistance with the purchase of medications, nutritional supplements, glasses, dentures, hearing aids or health-related goods and services)

Received      Need      Do Not Need

Caregiver Respite: (Temporary relief for family caregivers who are caring for someone 60 and older)

Received      Need      Do Not Need

Evidence Based Programs: (Educational programs that are provided to assist older adults improve their health and wellbeing. Examples include: A Matter of Balance Program, Chronic Disease Self-Management program, Diabetes Self-Management program)

Received      Need      Do Not Need

Legal Assistance: (Information and support that protects older adults from challenges with independence, choice and financial security)

Received      Need      Do Not Need

Information, Referral, and Assistance: (Information on various programs and services available to older adults and family caregivers)

Received      Need      Do Not Need

11. Overall, did the services you received meet your needs?

Yes

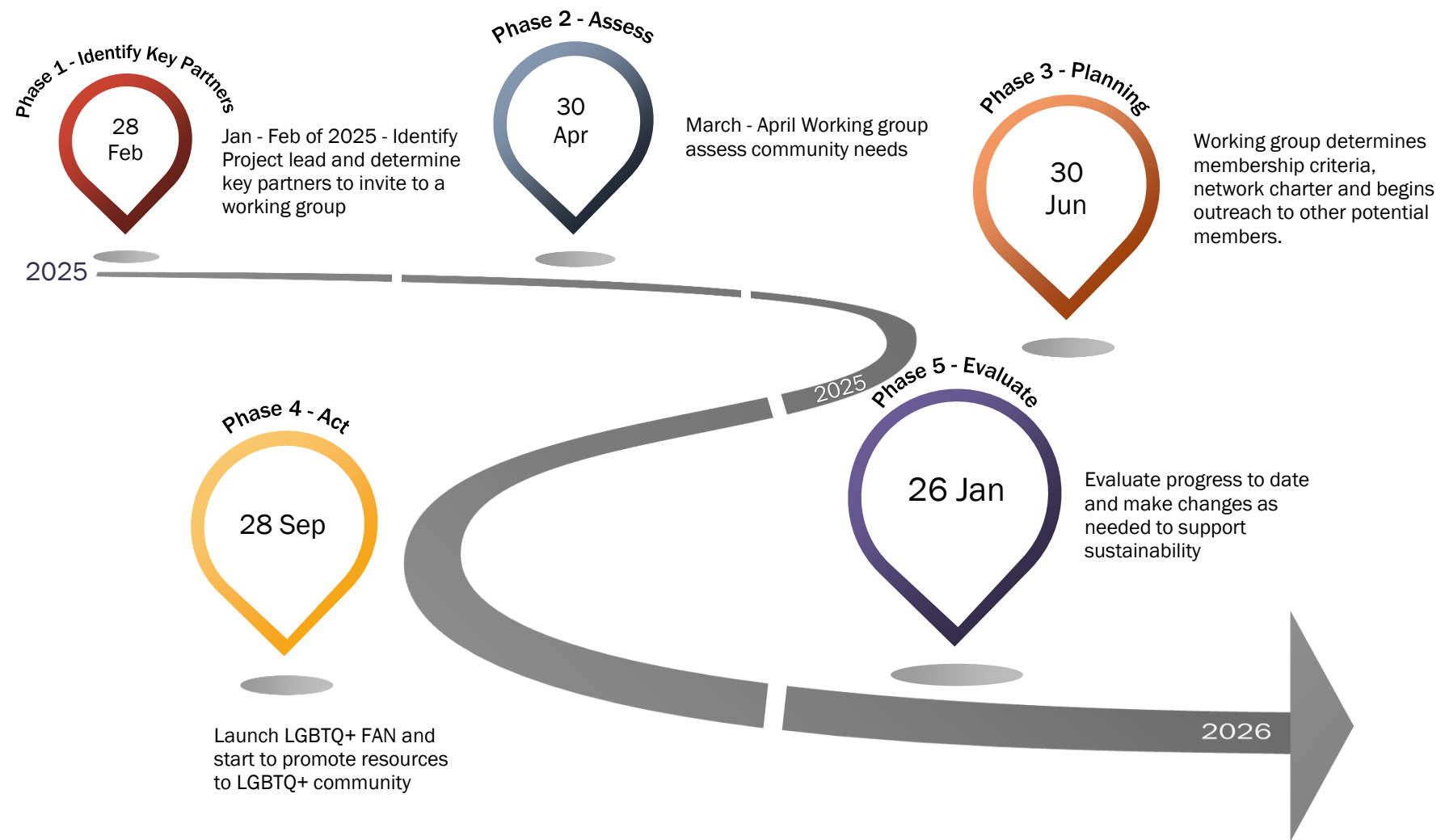
No

12. Are there any other comments you would like to share with us?

Thank you again for participating in this important survey. If you indicated you have a need related to any of the above services, please contact us either by calling {insert phone number}, email {insert email} .



Attachment C



## Attachment D

### Sample Email Invitation

**Subject:** Invitation to Help Build LGBTQ+ Friendly Aging Network

Dear [Organization Name],

I hope this email finds you well. I am reaching out on behalf of the {insert organization name} as we work to create an LGBTQ+ Friendly Aging Network (LGBTQ+ FAN) in our community. As we bring together organizations across the aging and disability sector to build this diverse network of support at the local level, we want to invite you to help us begin the brainstorming process alongside other community leaders.

Our aim is to bring together organizations from various sectors to collectively address the unique challenges faced by LGBTQ+ older adults and their caregivers. By joining forces, we are hoping to convene leaders in our community to create a more comprehensive and inclusive network of support.

If your organization is interested in contributing to this important initiative, we invite you to attend an upcoming meeting with a small group of community leaders. During this meeting, we will spend time connecting with one another and brainstorming what an LGBTQ+ FAN might look like in our community.

We suggest the following dates for this introductory meeting:

- Date/Time
- Date/Time
- Date/Time

*Please let me know your interest in participating and if the above times work for your schedule by [Date].*

We believe that by working together, we can create a more supportive and inclusive environment for LGBTQ+ older adults and their caregivers in our community. Your organization's involvement would be a true asset to the creation of this network, and we look forward to the positive impact we could make together.

Thank you for your consideration, and we hope to see your organization represented at the upcoming meeting.

Best regards,

[Your Name]

[Your Title]

[Your Organization]

[Your Contact Information]

## **Attachment E**

### **LGBTQ+ Friendly Aging Network Charter**

#### **Purpose, Membership Criteria, and Benefits**

The LGBTQ+ Friendly Aging/Disability Network (LGBTQ+ FAN) consists of organizations and groups that provide LGBTQ+ welcoming and inclusive aging and disability services. The Network will serve as a referral network for older LGBTQ+ people, family caregivers, and professionals seeking LGBTQ+ and HIV+ inclusive services and supports. The Network serves the following area(s): \_\_\_\_\_

#### **Purpose**

- Connecting Aging/Disability Networks at local/state levels interested in supporting LGBTQ+ and HIV+ communities
- Strengthen engagement with aging LGBTQ+ and HIV+ communities
- Address LGBTQ+ and HIV+ Aging concerns including: social isolation, family caregiving supports, health/aging disparities, and structural inequalities

#### **Membership Criteria**

- Organizations, social groups, faith-based communities, businesses committed to LGBTQ+ inclusivity
- Have LGBTQ+ and HIV+ nondiscrimination policies for services and employment
- Commitment to ongoing LGBTQ+ and HIV cultural awareness education and training
- Attend LGBTQ+ FAN networking meetings
- Maintain an up-to-date organizational contact for Information and Referral
- {Add other criteria as determined by LGBTQ+ FAN coordinating members}

#### **Membership Benefits**

- Networking with LGBTQ+ and HIV+ welcoming organizations
- Increased visibility, engagements, and collaboration opportunities
- Connection to LGBTQ+ resources at national level including the SAGE National Resource Center on LGBTQ+ Aging
- {Add other benefits as determined by LGBTQ+ FAN coordinating members}

## **Sample Language for Engagement in a LGBTQ+ Friendly Aging Network (LGBTQ+ FAN)**

The following examples are provided for use with outreach to key partners and for developing commitment pledge and/or commitment forms for key partners interested in joining the LGBTQ+ FAN>

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### **General Language for outreach to key partners - “Readiness and Recognition Criteria”**

LGBTQ+ Friendly Aging Networks (LGBTQ+ FAN) are organizations and groups equipped to support LGBTQ+ older adults, their care partners, and their loved ones at the local level. As a member of a LGBTQ+ Age Friendly Network, your organization or group commits to the ongoing work of practicing cultural humility and becoming more supportive of LGBTQ+ older adults. Organizations or groups involved in a local LGBTQ+ FAN pledge that their efforts include or strive to include the following factors:

- Inclusion and leadership of LGBTQ+ older adults and their caregivers to shape community support efforts;
- A willingness to collaborate and connect across sectors in order to provide support for LGBTQ+ older adults, their loved ones, and their caregivers;
- Adopting sector-specific LGBTQ+ friendly practices across the organization or group;
- And prioritizing the needs of LGBTQ+ older adults when developing action plans to ensure support for older adults.

The LGBTQ+ Age Friendly Network is an interdisciplinary team of organizations and groups that crosses multiple sectors to provide support for LGBTQ+ older adults at the local level and raises awareness of the specific needs that LGBTQ+ older adults.

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### **“Commitment Pledge” for inclusion on LGBTQ+ FAN to engage potential partners**

Our organization or group pledges to take action and commit to supporting LGBTQ+ older adults by creating an inclusive, welcoming and culturally competent and responsive environment, free from discrimination. With this pledge, our organization is committing to practicing cultural humility and taking intentional steps toward adopting policies and practices that foster, cultivate and preserve a culture of diversity, inclusion, fairness and equality for all of our residents and staff, including those who identify as LGBTQ+.

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### **“LGBTQ+ Age-Friendly Network Commitment Form” Language to be signed by key partners joining the LGBTQ+ FAN**

We, the undersigned organization, are committed to fostering an inclusive and age-friendly environment that welcomes and supports LGBTQ+ older adults. We recognize the importance of promoting dignity, respect, and equality for all older adults, regardless of their sexual orientation, gender identity, or gender expression.

As a part of the Age-Friendly Network, we pledge to uphold the following commitments in our efforts to provide comprehensive support to LGBTQ+ older adults:

1. **Inclusive Policies and Practices:** We commit to developing and implementing inclusive policies and practices that prioritize the needs and rights of LGBTQ+ older adults. These policies could encompass areas such as employment, service provision, and organizational culture.
2. **Training and Education:** We will provide training and education for our staff, volunteers, and stakeholders to increase awareness and sensitivity to LGBTQ+ issues. This training will aim to create a safe and welcoming environment for LGBTQ+ older adults within our organization.
3. **Cultural Humility:** We pledge to demonstrate cultural humility by actively seeking to understand the unique challenges and needs of LGBTQ+ older adults. This includes respecting their pronouns, acknowledging their chosen names, and celebrating LGBTQ+ history and heritage.
4. **Accessible Services:** We will work to ensure that our services and facilities are accessible to LGBTQ+ older adults. This includes providing gender-neutral restrooms, promoting LGBTQ+ cultural events, and making information and resources readily available.
5. **Advocacy and Community Engagement:** We commit to advocating for the rights and well-being of LGBTQ+ older adults in our community. This includes participating in local LGBTQ+ events, supporting LGBTQ+ advocacy organizations, and actively engaging with LGBTQ+ older adults to better understand their unique needs.
6. **Confidentiality and Privacy:** We will maintain strict confidentiality and privacy practices to protect the personal information and privacy of LGBTQ+ older adults who seek our services or support. We understand the importance of creating a safe and secure space. We will prioritize confidentiality and client's self-determination when connecting with other organizations or groups providing support to LGBTQ+ older adults.
7. **Collaboration and Partnerships:** We will actively seek opportunities to collaborate with other organizations and entities that share our commitment to supporting LGBTQ+ older adults, fostering a strong LGBTQ+ Age-Friendly Network of support and resources.
8. **Ongoing Evaluation and Improvement:** We will continually assess and improve our efforts to support LGBTQ+ older adults. Regular feedback from LGBTQ+ individuals will be integral to this process, and we will adapt and evolve our practices as necessary.

By signing this commitment form, we affirm our dedication to creating an age-friendly network that is inclusive, respectful, and supportive of LGBTQ+ older adults. We recognize that diversity and inclusion are essential to building a strong and thriving community for all.

Signed on behalf of [Organization Name]:

[Signature] \_\_\_\_\_ [Date]

[Printed Name of Signatory]

[Title of Signatory]

Please return a signed copy of this form to [Contact Information] to formalize your commitment to the LGBTQ+ Age-Friendly Network. Together, we can make a meaningful impact and create a more inclusive, welcoming community for all.



## References

**Sample language was inspired by and adapted from the following sources:**

Dementia Friendly America. (n.d.). Fostering dementia friendliness. *Dementia Friendly America*.

Retrieved November 7, 2023, from <https://www.dfamerica.org/how-to-join>

OpenAI. (2023). LGBTQ+ commitment pledge. *ChatGPT* (3.5 version). [Large language model]. Retrieved

November 7, 2023, from <https://chat.openai.com/share/366d8b98-d3da-4f89-b631-6140ed9ca833>

SAGE, & Human Rights Campaign Foundation. (n.d.). *LEI commitment to caring pledge*.

Form.jotform.com. Retrieved November 7, 2023, from

<https://form.jotform.com/203285356118152>

SAGE NRC Equity Assessment Checklist: <https://lgbtagencycenter.org/resources/resource.cfm?r=2113>

# LGBTQ+ Friendly Aging Network Kick-off Mtg

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Insert Speakers Name  
email

**sage** | Advocacy &  
Services for  
LGBTQ+ Elders  
**National Resource Center  
on LGBTQ+ Aging**

Insert Organization  
Logo



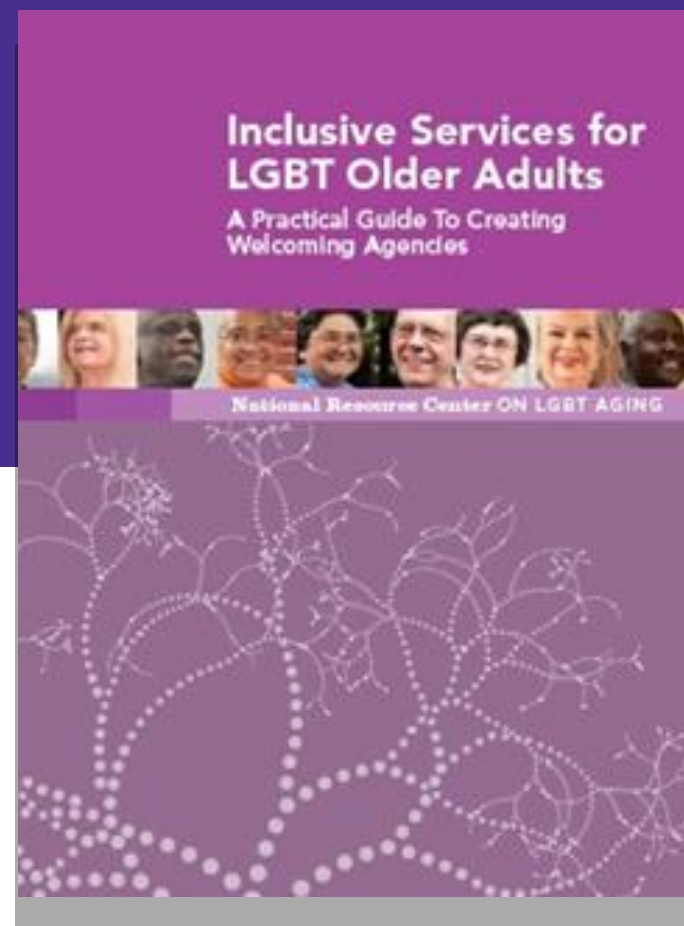


# Agenda

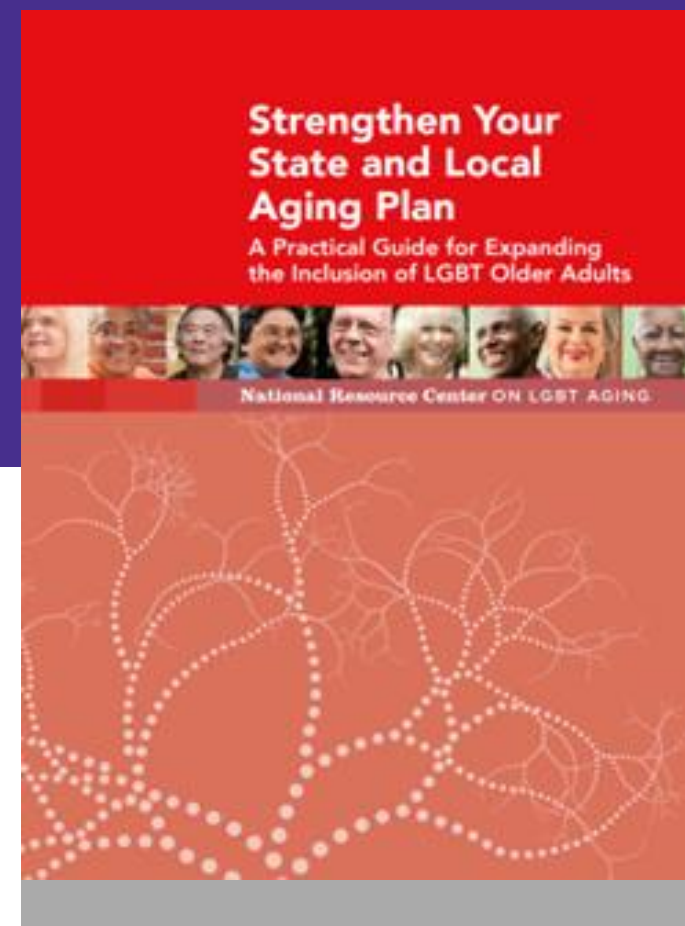
- Introductions – name, pronouns (if you want to share), org/state, title
- Brief SAGE National Resource Center Overview
- LGBTQ+ Age Friendly Community Network Project Overview
- Questions/Group Discussion

**The National Resource Center (NRC) on LGBTQ+ Aging is the country's first and only technical assistance resource center focused on improving the quality of services and supports offered to older LGBTQ+ people, people aging with HIV, and family caregivers.**

**The NRC is beginning the 15th year of work funded by the federal, Health and Human Services, Administration for Community Living.**



**2012/2020**



**2016**



**2023**



**2013/2016/2023**

# Organization Overview

Since 2010 the SAGE National Resource Center has been providing LGBTQ+ education and best practices to the aging network. Increasingly the aging network is asking:

“What’s next? How do we take all that we have learned and put LGBTQ+ inclusivity and equity into action?”



*January 17, 2023, SAGE NRC webinar, From Planning to Action: LGBTQ+ Inclusive Area Agencies on Aging*



# What's Next?





# Build LGBTQ+ Friendly Aging Networks (FAN) Across the Country







LGBTQ+ Friendly Aging Networks (LGBTQ+ FAN) are organizations and groups equipped to support LGBTQ+ older adults, their care partners, and their loved ones at the local level.

As a member of a LGBTQ+ FAN, your organization or group commits to the ongoing work of practicing cultural humility and becoming more supportive of LGBTQ+ older adults.



Organizations or groups involved in a local LGBTQ+ FAN pledge that their efforts include or strive to include the following factors:

- Inclusion and leadership of LGBTQ+ older adults and their caregivers to shape community support efforts
- A willingness to collaborate and connect across sectors in order to provide support for LGBTQ+ older adults, their loved ones, and their caregivers
- Adopting sector-specific LGBTQ+ friendly practices across the organization or group
- Prioritizing the needs of LGBTQ+ older adults when developing action plans to ensure support for older adults

The LGBTQ+ FAN is an interdisciplinary team of organizations and groups that crosses multiple sectors to provide support for LGBTQ+ older adults at the local level and raises awareness of the specific needs that LGBTQ+ older adults.





## Purpose of LGBTQ+ FAN

- Connecting Aging/Disability Networks at local/state levels interested in supporting LGBTQ+ communities
- Strengthen engagement with LGBTQ+ communities
- Address LGBTQ+ Aging concerns including: social isolation, family caregiving supports, health/aging disparities, and structural inequalities





**What makes an  
aging/disability network  
LGBTQ+ friendly?**





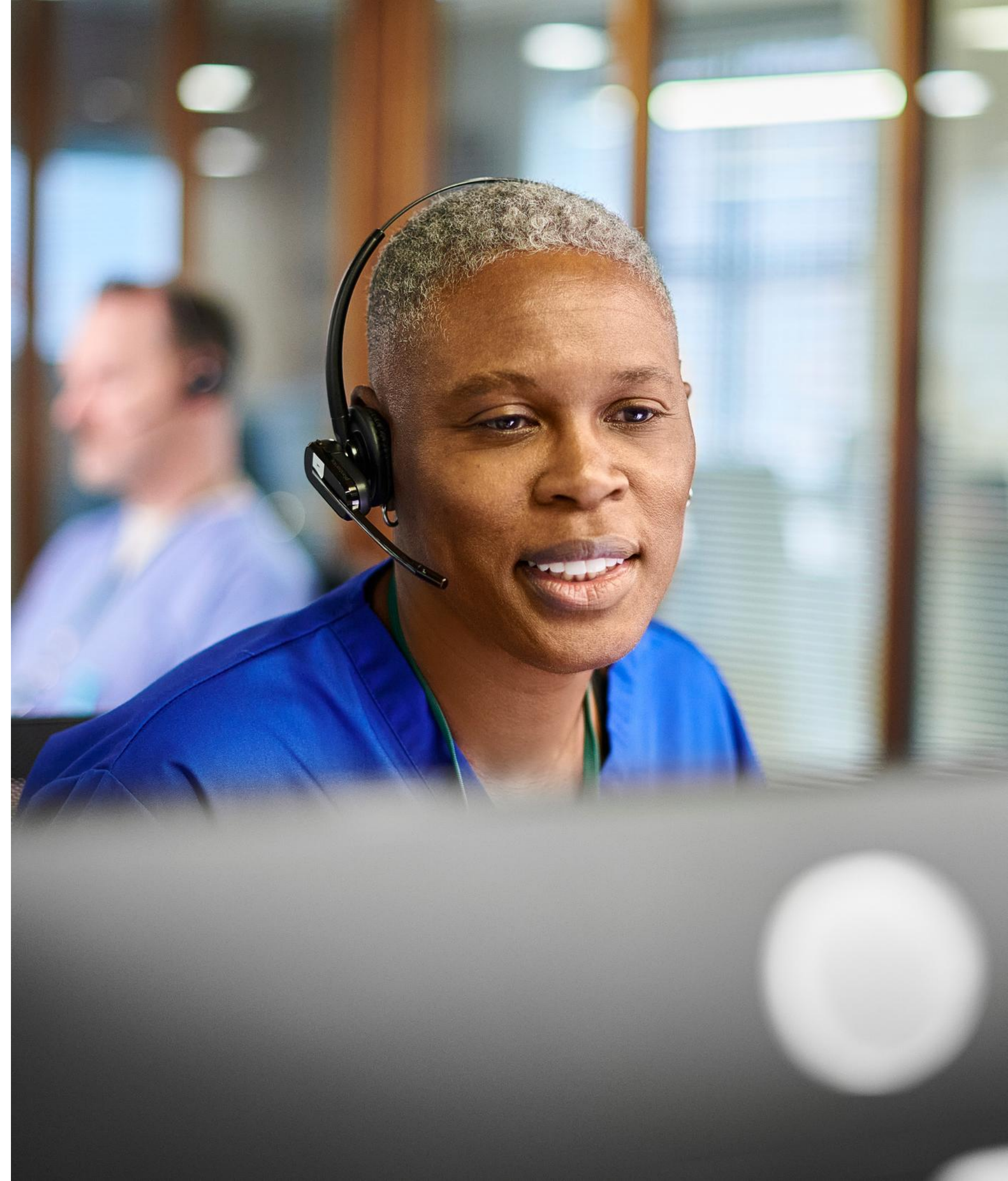
# LGBTQ+ Perspective

What makes an LGBTQ+ Age  
Friendly Community?

Safety in Social Environments is Key

- Feeling safe to:
  - ✓ Be their authentic selves
  - ✓ Being seen - not having to hide LGBTQ+ identities
  - ✓ Being fully included and ALL intersecting identities recognized

[Emma Lipinski, Aren Stinchcombe & Kimberly Wilson \(2023\): Are Age-Friendly Communities “Friendly” for All? Perspective from LGBTQ2S+ Community, Journal of Aging and Policy](#)





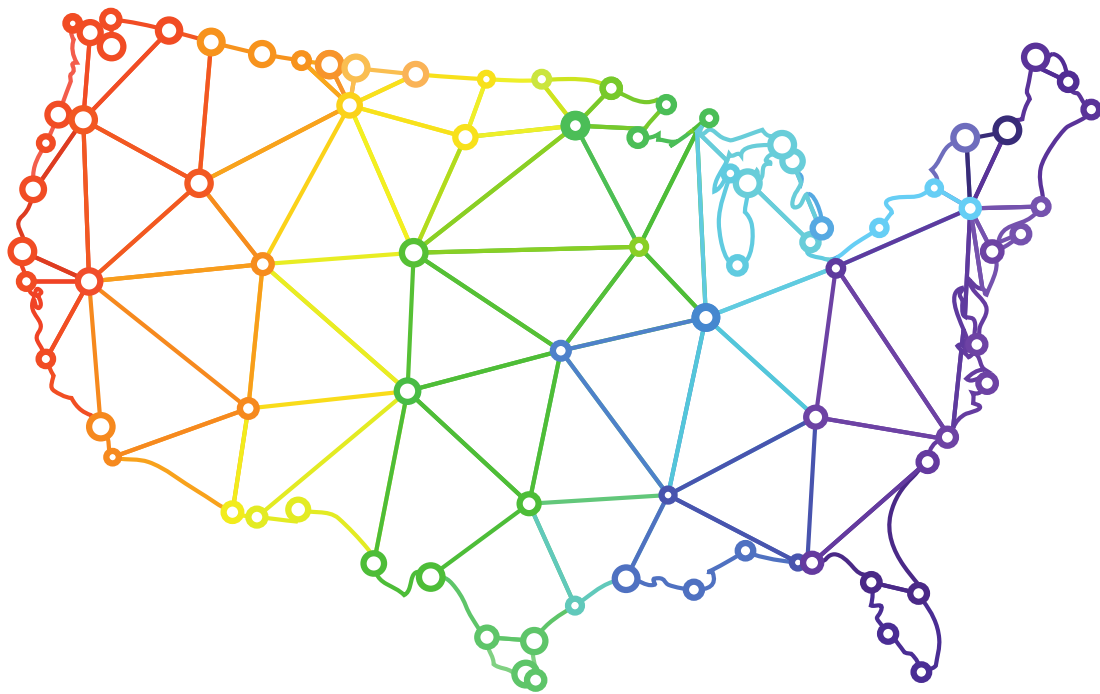
“An Inclusive community is one where anyone, regardless of age, sexual orientation or physical ability, can and feels comfortable participating in any activity or event available.”

“Where people feel free to be who they are without judgement or discrimination.”





# You are invited to join our LGBTQ+ FAN to:



- Identify and Invite Key Partners to form working group
- Assess needs and resources in your community
- Plan – develop road map for creating an LGBTQ+ FAN and inviting more members
- Act – put plan into action and start promoting LGBTQ+ FAN to community
- Evaluate – what is working, what needs to change
- Sustain – makes changes, continue to promote, seek funding

# LGBTQ+ FAN

## Commitment Pledge

Our organization or group pledges to take action and commit to supporting LGBTQ+ older adults by creating an inclusive, welcoming and culturally competent and responsive environment, free from discrimination.

With this pledge, our organization is committing to practicing cultural humility and taking intentional steps toward adopting policies and practices that foster, cultivate and preserve a culture of diversity, inclusion, fairness and equality for all of our residents and staff, including those who identify as LGBTQ+.





# LGBTQ+ FAN

## Benefits

- Supports organizations mission-based work of serving ALL members of ones community.
- Networking with LGBTQ+ and HIV+ welcoming organizations, increased visibility, engagements, and collaboration opportunities.
- Connected to resources at the national level as well as SAGE and [SAGECollab](#) partners and other LGBTQ+ FANs across the country.
- LGBTQ+ FANs will have opportunity for listing your FAN on the SAGE National Resource Center webpage.



# Thank you!

Learn more about  
LGBTQ+ Best  
Practices [www.lgbtagingcenter.org](http://www.lgbtagingcenter.org)

**sage** | Advocacy &  
Services for  
LGBTQ+ Elders  
**National Resource Center  
on LGBTQ+ Aging**

Insert Lead Contact Name  
Title



Insert Lead Contact Email



Insert website



SAMPLE LGBTQ+ FAN Member Evaluation

1. Are you finding your work to build an LGBTQ+ Friendly Aging Network (LGBTQ+ FAN) beneficial?

- ☐ Extremely useful
- ☐ Very useful
- ☐ Somewhat useful
- ☐ Not so useful
- ☐ Not at all useful

Comment:

2. Have you built new connections with Aging/Disability Networks at local/state levels interested in supporting LGBTQ+ communities?

- ☐ Yes
- ☐ No

Comment:

3. Have you increased engagement with LGBTQ+ people and communities?

- ☐ A great deal
- ☐ A lot
- ☐ A moderate amount
- ☐ A little
- ☐ None at all

Comment:

4. Do you feel that LGBTQ+ Aging concerns including social isolation, family caregiving supports, health/aging disparities, and structural inequalities can be addressed by this work?

- ☐ Strongly agree
- ☐ Agree
- ☐ Neither agree nor disagree
- ☐ Disagree
- ☐ Strongly disagree

Comment:

5. As a part of this project, which of the following have you been working on?

- Identified key partners and invited them to be a part of the LGBTQ+ FAN
- Assessing needs and resources to support LGBTQ+ communities
- Planning - developing road map for creating an LGBTQ+ FAN
- Acting - putting plan into action
- Evaluating - what is working, what needs to change
- Sustainability - how do we keep efforts going

Comments:

6. Which tasks have been difficult to engage with in your community?

Identifying and Inviting Key Partners to join this work:

- Assessing needs and resources in your community
- Planning – develop road map for creating an LGBTQ+ Age-friendly community network
- Acting – put plan into action
- Evaluating – what is working, what needs to change
- Sustaining– how do we keep efforts going

Comments:

7. What additional tools or resources would be helpful to you?

8. What suggestions do you have to improve the LGBTQ+ FAN?

9. Please share any additional thoughts or comments regarding this project: