



# Long-Term Care Equality Index 2025

## EXECUTIVE SUMMARY

Promoting Equitable and Inclusive Long-Term Care and Senior Housing Communities for Lesbian, Gay, Bisexual, Transgender and Queer Residents and their Families





*“All 274 participating communities deserve our deepest gratitude for their leadership. Their work sends a powerful message: LGBTQ+ people deserve to age with dignity, safety, and pride in communities that see and understand who they are. The best care is found in communities that embrace our full humanity and lived experiences, from residents to staff and visitors. In these challenging times, our priority is the safety and continued progress in these communities. A vibrant, proud queer community would not exist today without our LGBTQ+ elders. That’s why we refuse to let political hostility undermine the care and dignity LGBTQ+ older adults deserve.”*

**Kelley Robinson**

President, Human Rights Campaign Foundation

## Executive Summary

The LEI 2025 represents the second validated survey on LGBTQ+ inclusion in residential long-term care and senior housing communities. The Human Rights Campaign Foundation and SAGE are excited to present this report on the **274 communities from 33 states** that actively participated in the LEI 2025 survey. This represents a significant growth of 37% in the number of communities that voluntarily completed the LEI survey.

All 274 participating communities deserve to be commended for their commitment to LGBTQ+ inclusion and their efforts to adopt the policies and practices that will make their LGBTQ+ residents, visitors, and employees feel safe and welcomed. Foremost among these policies and practices are the foundational non-discrimination policies found in Criteria 1 of the LEI, which calls for an LGBTQ+ inclusive Resident Non-Discrimination, Equal Visitation, and LGBTQ+ inclusive Employment Non-Discrimination Policy.

Of the communities that participated in the LEI 2025, **99%** demonstrated that they have updated their resident and employee non-discrimination policies to include protections based on sexual orientation and gender identity. This contrasts sharply with what we found when we researched these policies in long-term care communities for our LEI 2021 report. In that report, only 18% of the communities we researched

published an enumerated resident non-discrimination policy that included both “sexual orientation” and “gender identity” in the policy, and only 36% had an enumerated employee non-discrimination policy that included these terms.

Beyond the foundational policies found in Criteria 1, many LEI 2025 participants demonstrated that they are also making progress in the remaining criteria sections, which include Resident Services and Support, Employee Benefits and Policies, and Resident and Community Engagement. **27% of participating communities earned either the High Performer or Leader designation**, indicating that they are going beyond the basics and have adopted at least some of the policies and practices outlined in each criteria section.

While we celebrate these 274 communities and the progress that they have made on LGBTQ+ inclusion, we must acknowledge that we are releasing this

report during an incredibly challenging time for the LGBTQ+ community. The hard work and dedication needed to ensure inclusive senior housing communities pushes forward in a sobering political climate. Increased, baseless attacks on diversity, equity, and inclusion efforts have resulted in a greater need to protect participating communities from being unfairly targeted. Therefore, the HRC Foundation and SAGE decided not to release individual scorecards in this year’s report.

During these challenging times, we encourage long-term care and senior housing communities to continue to use this unique and invaluable resource to enhance LGBTQ+ care and solidify their commitment to LGBTQ+ equity and inclusion. The HRC Foundation and SAGE look forward to welcoming them to the LEI in future years — and helping them extend a warm welcome to LGBTQ+ older people.



11%

20%



# By the Numbers

LEI 2025 Participants  
at a Glance

## 274 Communities

31 LGBTQ+ Long-Term Care Equality Leaders

44 LGBTQ+ Long-Term Care Equality High Performers

145 LGBTQ+ Long-Term Care Equality Builders

54 Participants (No Tier)



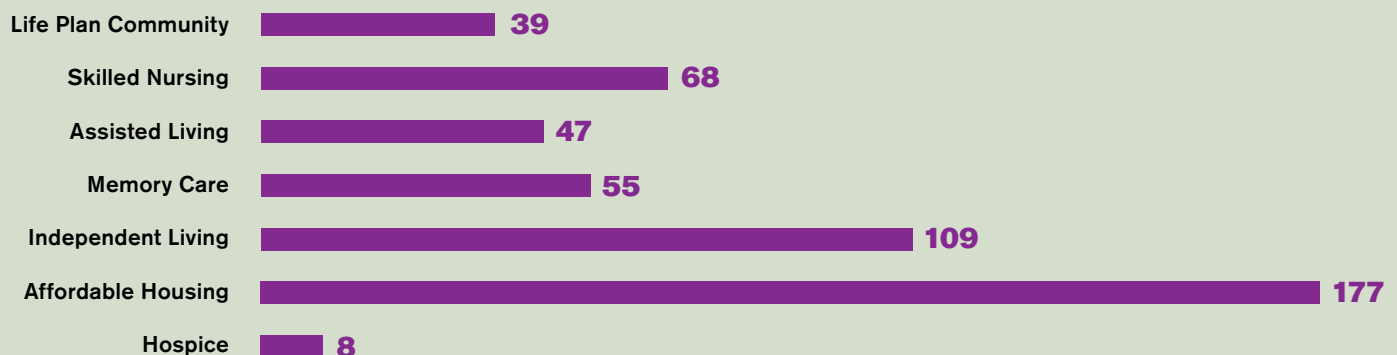
16%

53%



## 29,000+ Residents / 18,000+ Employees

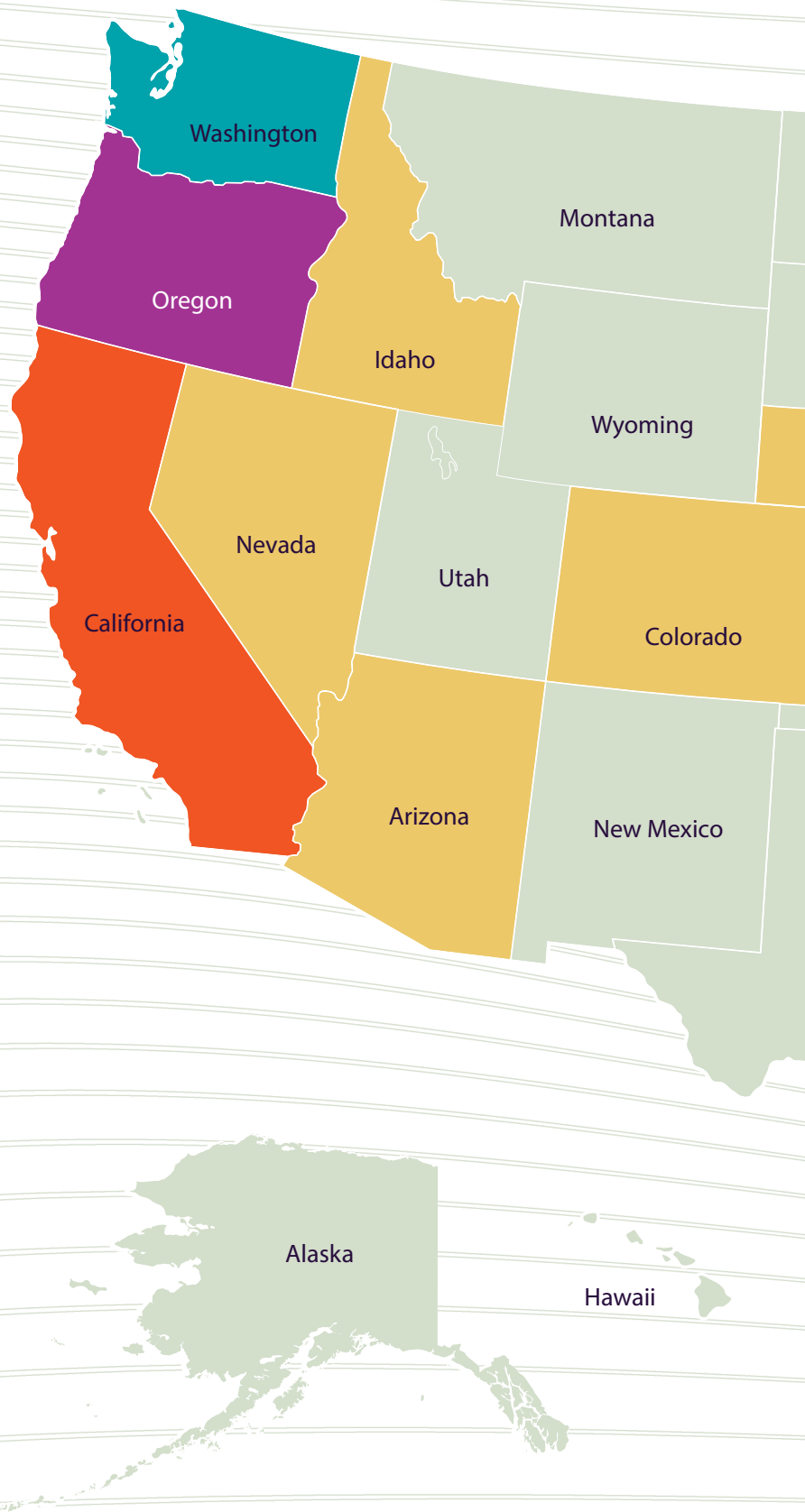
### Number of Communities by Level of Care

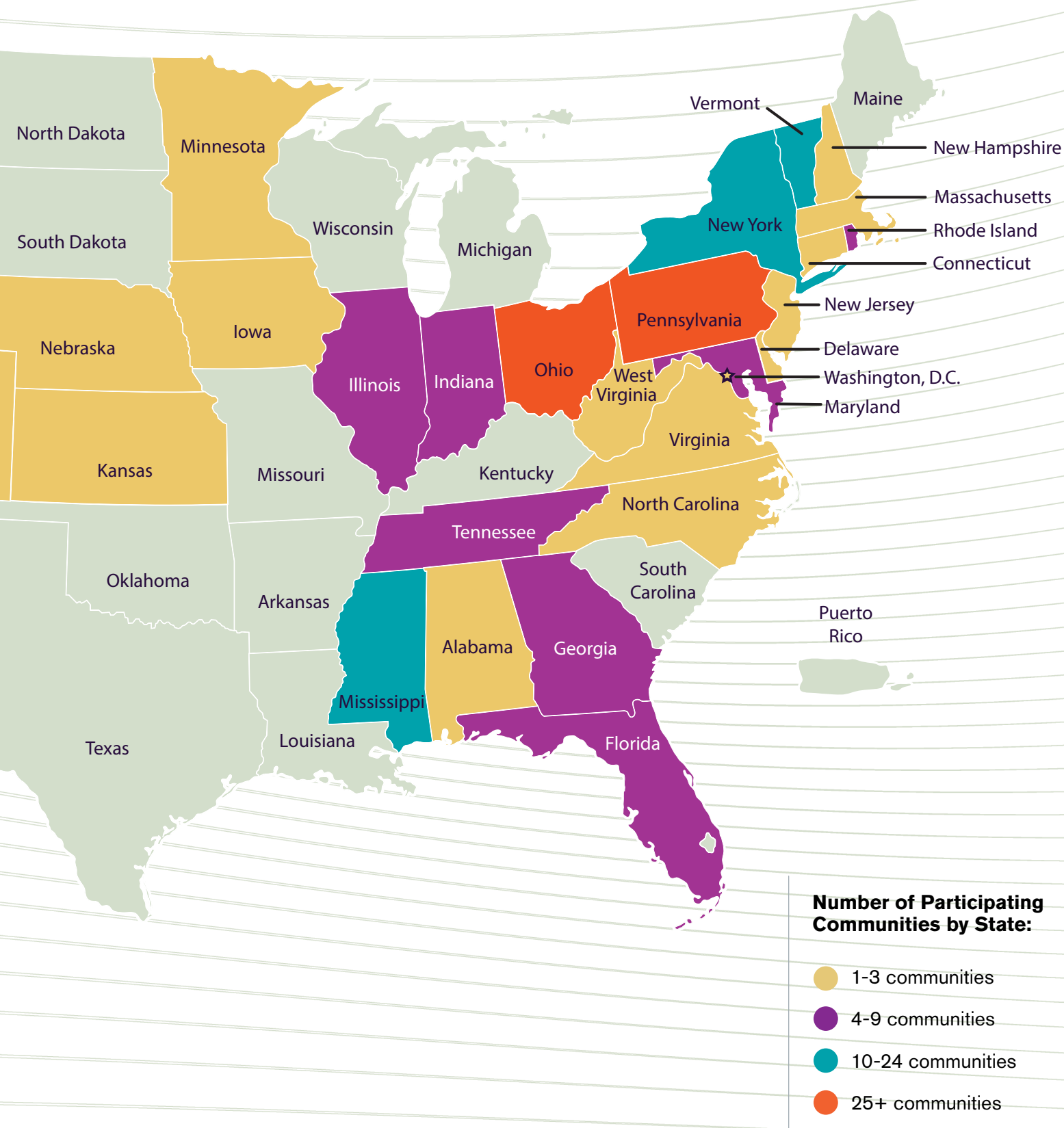




# Number of LEI 2025 Participants by State

In its second year, the Long-Term Care Equality Index includes **274 communities from 33 states** that actively participated in the LEI 2025 survey. These communities include a range of residential senior housing options ranging from independent living and affordable housing options to communities with increased levels of care such as assisted living, skilled nursing, and memory care communities.





# Key Findings

On the following pages you will find data points for some of the key findings from the LEI 2025.



## Non-Discrimination and Staff Training



**99%** of LEI 2025 communities documented that they include both “sexual orientation” and “gender identity” in their resident non-discrimination policy.

**90%** of LEI 2023 communities documented that they include both “sexual orientation” and “gender identity” in their resident non-discrimination policy.

**18%** of the communities we researched for our 2021 report that published an enumerated resident non-discrimination policy included both “sexual orientation” and “gender identity” in the policy.



of the LEI communities for which this question was applicable documented that they have written equal visitation policies in place.



of LEI communities met the training requirement.



**99%** of LEI 2025 communities documented that they include both “sexual orientation” and “gender identity” in their employment non-discrimination policy.

**90%** of LEI 2023 communities documented that they include both “sexual orientation” and “gender identity” in their employment non-discrimination policy.

**36%** of the communities we researched for our 2021 report that published an enumerated employment non-discrimination policy included both “sexual orientation” and “gender identity” in the policy.





## Resident Services and Support

The LEI communities demonstrated progress towards numerous policies and practices that promote and support the inclusion of LGBTQ+ residents



have a rooming policy that is inclusive of same-sex couples.

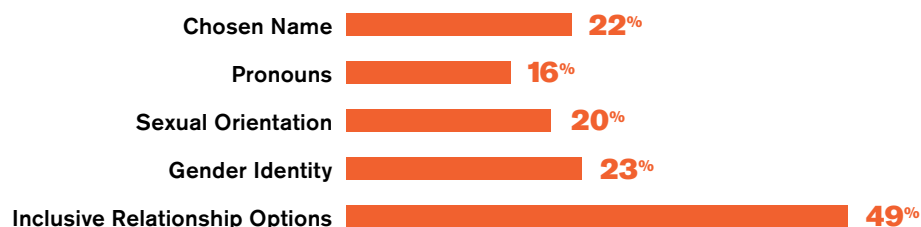


celebrate an LGBTQ+ day of significance with residents.

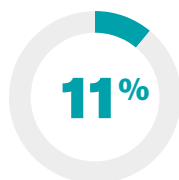


have an LGBTQ+ inclusive sexual expression policy.

Percentage of LEI communities that provide inclusive intake forms that collect the following data.



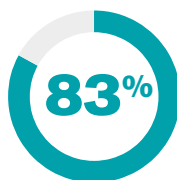
## Employee Benefits and Policies



offer medical and comprehensive health benefits for domestic partners of benefits-eligible employees.



offer bereavement leave that allows employees to take time off following the death of a same-sex domestic partner or their immediate family.



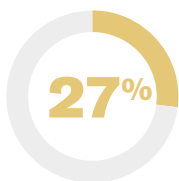
offer transgender-inclusive healthcare benefits.



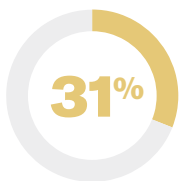
have written gender transition guidelines.



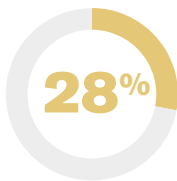
## Resident and Community Engagement



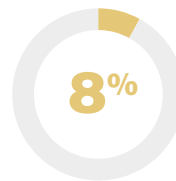
work with external LGBTQ+ organizations or community members to assess and address LGBTQ+ needs or concerns.



recognized the LGBTQ+ community on social media at least twice.



took part in or supported one or more LGBTQ+ related events or initiatives in their service area.



engaged in LGBTQ+ inclusive marketing or advertising.

## Why the LEI?

### To help LGBTQ+ residents find LGBTQ+ friendly long-term care.

**The Long-Term Care Equality Index (LEI) is the first national benchmarking tool for LGBTQ+ inclusion in senior housing and long-term care communities.** With free resources, technical assistance and a biennial survey, the LEI helps communities implement, strengthen, and innovate their LGBTQ+ inclusion efforts.

## Why Participate?

- ✓ **Learn best practices for LGBTQ+ equity and inclusion**
- ✓ **Obtain access to quality training, education, and resource**
- ✓ **Gain assistance with meeting state and federal regulatory requirements**
- ✓ **Improve ability to develop culturally appropriate marketing for future clients, staff, and funders**
- ✓ **Achieve public recognition as a leading provider of LGBTQ+ welcoming services**

## How to Participate

The LEI is intended for **skilled nursing communities, assisted living communities, independent living communities, life plan/continuing care retirement communities, memory care communities, free-standing hospice communities, and affordable senior housing communities.** Senior living organizations with multiple locations are eligible to participate. Leadership at interested communities can register at [thelei.org/commitment-to-caring-pledge](https://thelei.org/commitment-to-caring-pledge)

The Survey period for the LEI 2027 will open in Summer 2026.

**Contact us:** [lei@hrc.org](mailto:lei@hrc.org)



*“Right now, it’s paramount that we step up and ensure our elders can age on their own terms. Our community is facing increasing uncertainty when it comes to our future — including a menacing federal government, cuts to crucial public services, and a tumultuous economy threatening older adults on fixed incomes. All older Americans, including those who are LGBTQ+, deserve to age safely and securely, and one of the best ways to do so is to find welcoming and inclusive places to live and receive care. Today, there are 274 long-term care communities nationwide — across 33 states — who are demonstrating their commitment to LGBTQ+ elders with their pledge to the Long-Term Care Equality Index. The LEI is a trusted tool that helps ensure that LGBTQ+ elders can find respectful and inclusive care. This index is designed to support all LGBTQ+ older people with an emphasis on LGBTQ+ elders of color, transgender older people, and LGBTQ+ elders living in rural areas who often face even greater challenges. SAGE is proud to work with the Human Rights Campaign Foundation on this important initiative so that LGBTQ+ elders can age with the dignity and respect they deserve.”*

**Michael Adams**

Chief Executive Officer, SAGE