

LGBT AGING RESOURCES

PENNSYLVANIA RESOURCES

Equality PA (advocacy)
www.equalitypa.org

PA Youth Congress Directory (list of Pride Festivals, Social Groups, etc.)
payouthcongress.org/resources/pa-lgbtq-resource-directory

Community & Health Centers

Also search directory at CenterLink: The Community of LGBT Centers, www.lgbtcenters.org

Alder Health Services (Harrisburg, Lancaster)
www.alderhealth.org

NEPA Rainbow Alliance
www.gaynepa.com

Bradbury-Sullivan LGBT Community Center
(Allentown)
www.bradburysullivancenter.org

Persad Center (Pittsburgh)
www.persadcenter.org

LGBT Center of Central PA
www.centralpalgbtcenter.org

Upper Delaware GLBT Center
www.udglbt.org

Mazzoni Center (Philadelphia)
www.mazzonicenter.org

William Way LGBT Community Center
(Philadelphia)
www.waygay.org

NATIONAL RESOURCES

AARP Pride
www.aarp.org/relationships/friends-family/aarp-pride

Movement Advancement Project
www.lgbtmap.org

AIDS Institute: HIV/AIDS and Aging Awareness
www.theaidsinstitute.org

National Center for Lesbian Rights: Elder Law
www.nclrights.org/

American Society on Aging's LGBT Aging
Issues Network
www.asaging.org/lain

National Center for Transgender Equality
www.transequality.org/issues/aging

Fenway Health's LGBT Aging Project
www.fenwayhealth.org/the-fenway-institute/lgbt-aging-project

National LGBTQ Task Force: Aging
www.thetaskforce.org/issues/aging

FORGE's Transgender Aging Network
www.forge-forward.org/aging

National Resource Center on LGBT Aging
www.lgbtagingcenter.org

Lambda Legal: Seniors
www.lambdalegal.org/issues/seniors

SAGE (Services and Advocacy for GLBT Elders)
www.sageusa.org

Transgender Law Center
www.transgenderlawcenter.org

Creating an LGBT-Inclusive Agency – Recommendations

POLICY, INFRASTRUCTURE, & TRAINING

- Policies and procedures for clients are LGBT-inclusive.
- Forms do not reflect assumptions about gender identity or sexual orientation. For example, use inclusive language like “partner” alongside “married” and “single” or simply ask, “Do you have a primary relationship?”
- Human Resource policies include an LGBT non-discrimination policy for hiring and acknowledging partners.
- Case conferences and records have open-ended and LGBT-inclusive questions.
- Staff members and volunteers are trained in LGBT cultural competency.
- Have LGBT-friendly referrals available.

A WELCOMING ENVIRONMENT

- Post a non-discrimination policy in your waiting room or office that includes sexual orientation and gender identity.
- Include magazines, brochures, and resource guides of interest to LGBT people in your lobby and waiting area.
- Treat guests accompanying an LGBT client with the same respect given to a spouse.
- Explain why you need certain sensitive information before asking for it.
- Continually educate yourself and staff on LGBT issues by reading, attending conferences, lectures, or LGBT-related events, and by inviting guest speakers, etc.

GENDER-NEUTRAL LANGUAGE IN INTERPERSONAL COMMUNICATION

- “Is there someone you would like to have involved in your care?”
- “Tell me about your living situation. With whom do you share your household?”
- “Are you currently in a relationship? Tell me about that.”
- “Where do you get your support? Who do you turn to in time of need?”
- “What people are important to you? Who do you consider to be family?”
- Follow the client’s lead if they are using gender-neutral language.
- Do not make assumptions about gender identity or sexual orientation, even if you know about a client’s past relationships.