PROJECT visibility

Providing person-centered LGBTQ+ culturally-responsive care

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Area Agency on Aging, Boulder CO
A Division of Community Services

Boulder County
AREA AGENCY ON AGING
Community Services Department

Michael Chifalo (he, him, his)

LGBTQ+ Program Specialist

- Project Visibility (General, Customized, Train-the-Trainer, Online)
- Rainbow Elders (Coffee Klatch, Supper Club, Pridefest Mixers, Lavender Gala, eNewsletter, Facebook Pages, Silver Lining Directory)
- Rainbow Connections

Boulder County Area Agency on Aging

Healthy Aging, Community Living, Elder Rights and Business Results

- Wellness, Nutrition, and Medicare,
- ADRC, Caregiver, Veterans, Project HOPE,
- RCVP, LTC Ombudsman and LGBTQ+ programs and services
- Compliance, Contracts, Fundraising, ASF, Policy Planning and Advocacy, AAC

https://www.youtube.com/watch?v=IkPJxQorieo

- America's population is aging: by 2050, the number of people over the age of 65 will double to 83.7 million.

- While the public perception of LGBTQ+ people is largely one of a young, affluent community, there are more than 2.7 million LGBTQ+ adults ages 50 or older living in communities across the country.

The Importance of Pronouns

- https://www.youtube.com/watch?v=N_yBGQqg7kM

- He, Him, His
- She, Her, Hers
- They, Them, Theirs

THE GENDER TREE

GENDER EXPRESSION
(WHAT THE TREE BEARS)

A person's outward presentation of gender, through a combination of dress, demeanor, social behavior, speech patterns, mannerisms, interactions, and other factors. Gender expression can vary for an individual from day to day or in different situations, and most people have a range of expression that makes them feel most comfortable and/or safe.

OUR FLUIDITY AND HISTORY
(THE RINGS OF THE TRUNK)

All aspects of our holistic identity (gender expression, gender identity, sexual orientation, relationship orientation, and all other identities) can change over time and in different situations.

GENDER IDENTITY
(THE TRUNK)

An individual's deeply-felt sense of gender that may include man, woman, genderqueer, agender, and other endless possibilities and combinations. A person's gender identity(ies) may or may not align with others' perceptions of their gender. The only way to know a person's gender identity is to ask them.

ASSIGNMENT AT BIRTH
(THE ROOTS)

What the doctor "labels" a baby when they are born (generally labeled male or female).

SEXUAL ORIENTATION/IDENTITY
(OUR ENVIRONMENTAL ATTRACTIONS)

A person's self-identity related to who they are attracted to sexually, romantically, and/or emotionally. Such identities may include: lesbian, gay, bisexual, pansexual, queer, questioning, heterosexual, straight, asexual, unlabeled, etc.

RELATIONSHIP ORIENTATION OR STRUCTURE
(HOW WE ENGAGE IN MEANINGFUL RELATIONSHIPS WITH OTHERS)

An individual's deeply-felt sense of intimate connection with others through a relationship structure(s) with individuals, couples, or networks. Can include polyamory, monogamy, friends-with-benefits, sexual relationships, non-sexual relationships and many more.

Relationship orientation may be different from relationship behavior because it refers to feelings and self-concept. Persons may or may not express their relationship orientation in their behaviors.

SOCIETAL INFLUENCE
(THE SOIL)

We are surrounded by social, cultural, and institutional influences. As we learn and grow as a gendered individual, we are constantly given different messages and feedback about ranges of accepted practices, appearances, and behaviors.

DEVELOPED BY: Boulder County Allies For Inclusion (BCAFI) Training Sub-Committee
J.P. Butler (Safe Shelter of St. Vrain Valley), Sara Connell (Out Boulder), Katie Dobbins (Safehouse Progressive Alliance for Nonviolence), and Jen Spolnik (Out Boulder).

Terminology

- The Acronym (LGBTQQIPAAA2S+)
- Queer
- Power, Privilege and Oppression
- Intersectionality (Race, Age, Class, Gender, Sexual Orientation, Ability, Religion, Language, Nationality, Geography)

Discrimination and Stigma

- Homophobia (externalized and internalized)
- Heterosexism/ Heterosexual Privilege
- Transphobia
- Cisgender Privilege

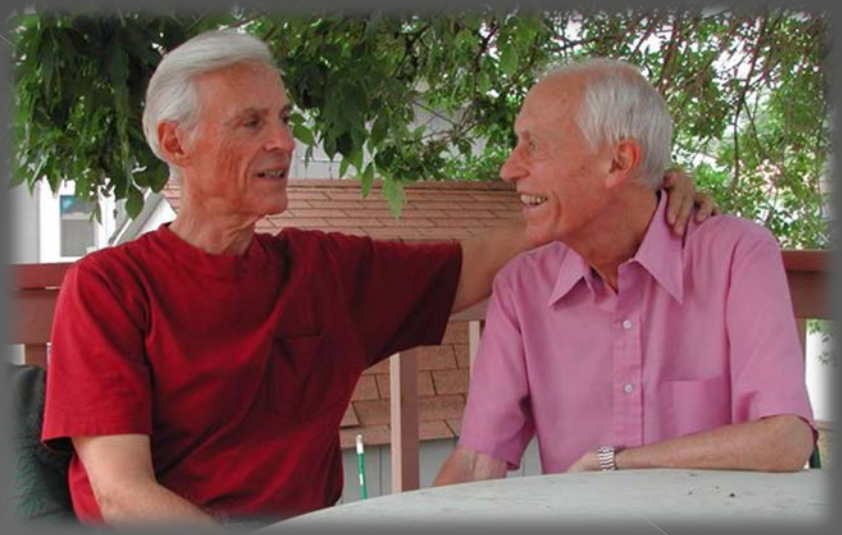
Effects of Discrimination and Stigma

- Social Isolation
- Depression & Anxiety
- Poor Health & Nutrition
- Substance Use
- Neglect
- Greater Need for Care
- Reluctance to Access Care
- Premature death

LGBT Elder Strengths

- Individual Histories
- Innovation Choosing and Creating Families of Choice
- Resilience, Strength, and Coping Skills

What LGBTQ+ older adults need



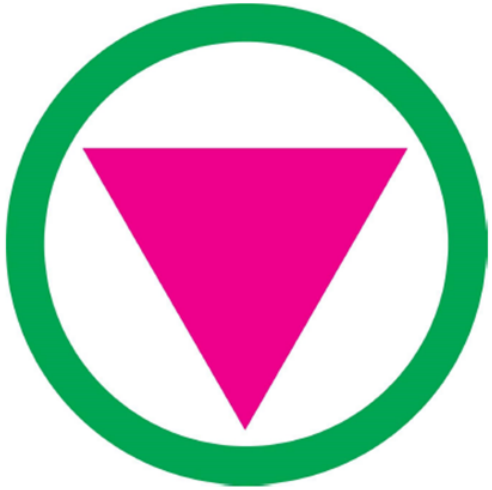
- Safe and welcoming communities
- Knowledgeable and caring staff
- Dignified and respectful treatment

On Being an Ally

https://www.youtube.com/watch?v=_dg86g-QlM0

What will you do in your work or life that will help support LGBTQ+ Older Adults?

Inclusive Space



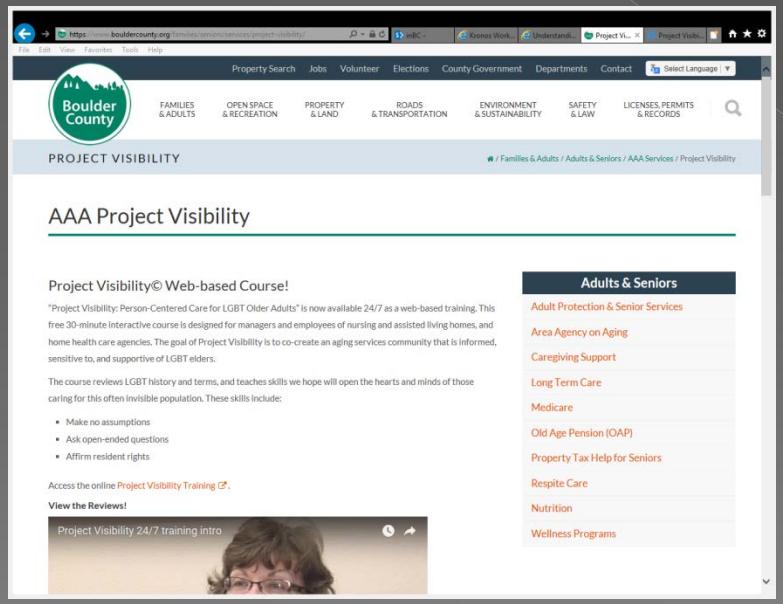
This space
RESPECTS
all aspects of people
including age, race, ethnicity, gender,
religion, national origin, language,
education, marital status, sexual orientation,
gender identity/expression or variance,
physical and mental ability, social-economic status,
genetic information and HIV status.

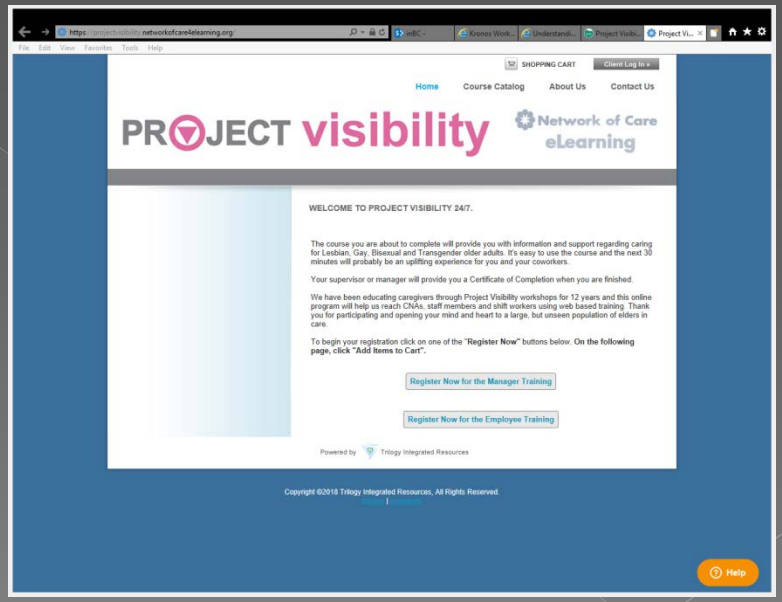
Boulder County AREA AGENCY ON AGING
Community Services Department

This Inclusive Space poster was originally created by Boulder County Public Health.
To request more posters, please call Boulder County Area Agency on Aging, 303-441-3583.

Project Visibility On-line Training

- *projectvisibility.org*





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www.projectvisibility.org

https://www.facebook.com/projectvisibilityboulder/