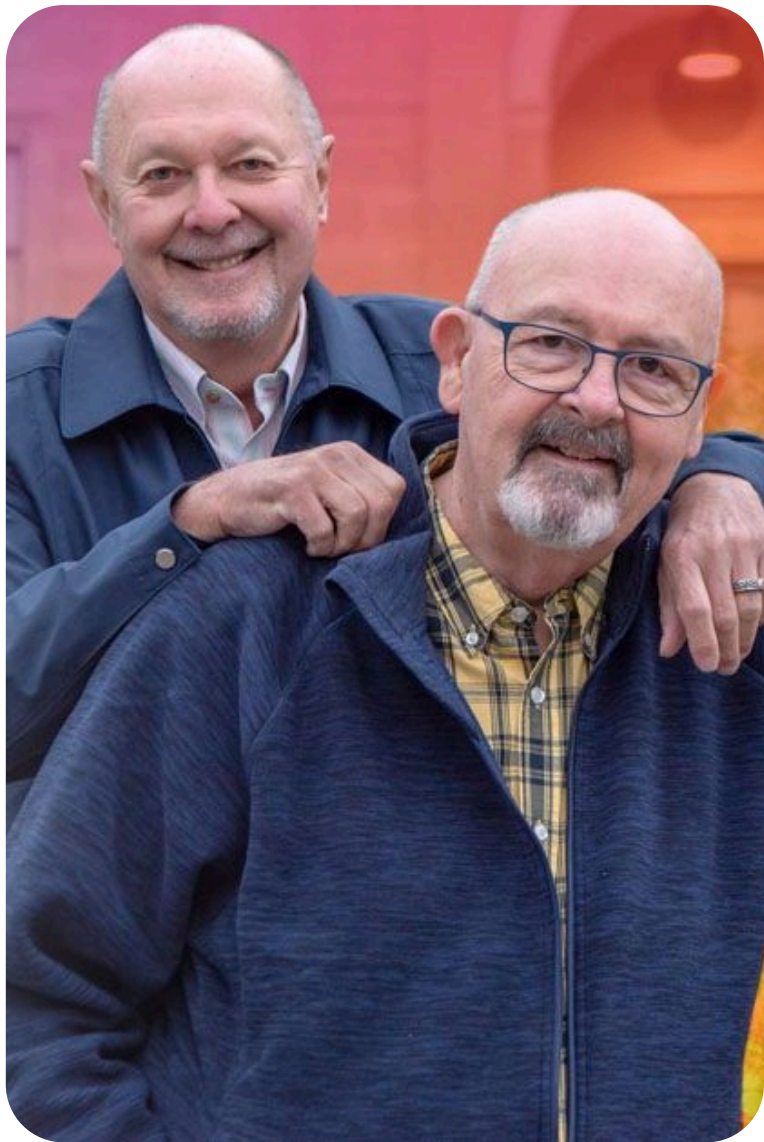


# DISCUSSING LGBTQ+ INCLUSION WITH RESIDENTS

## INFORMATION AND RESOURCES



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After completing a SAGECare training, many people ask us about discussing LGBTQ+ inclusion with their residents or older adult constituents. These conversations are essential, and trusted staff members best lead them. The following are resources to help generate discussion.

## Informational Resources

- **Supporting Your LGBTQ+ Grandchild:** This guide is written for older adults, specifically grandparents, with LGBTQ+ family members. It is the perfect resource to introduce LGBTQ+ terms and concepts to people unfamiliar with the LGBTQ+ community. (Español)
- **Inclusive Services for LGBT Older Adults:** A Practical Guide to Creating Welcoming Agencies: Our most comprehensive guide to creating services that are LGBTQ+ inclusive. It is most appropriate for staff members but contains information that may interest residents. (Español)
- **Facts on LGBT Aging:** A comprehensive factsheet on statistics, information, and research on LGBTQ+ aging. The data is divided by topics for easy reference and can be a good resource for deeper conversations or to help answer questions about LGBTQ+ aging. (Español)
- **Programming and Media LGBT Programming for Older Adults:** A Practical Step-by-Step Guide: This is a step-by-step guide for planning a movie discussion event based on films with LGBTQ+ themes. This guide is intended for activities and programming professionals.
- **THE OUTWORDS ARCHIVE:** This archive has short and extended interviews with LGBTQ+ older people. These videos are a terrific way to hear from LGBTQ+ people about their lives, experiences, joys, and fears – great to “put a face” to the topic of LGBTQ+ inclusion.

## Definitions

- **Lesbian:** A woman whose primary physical, romantic, and/or emotional attraction is to other women. Some lesbians may prefer to identify as gay (adj.) or as gay women.
- **Gay:** A word used to describe anyone, mainly men, who have primary physical, romantic, and/or emotional attraction to someone of the same sex, e.g., gay man, gay people.
- **Bisexual, Bi:** An individual who is physically, romantically, and/or emotionally attracted to both men and women. “Bisexual” does not suggest having equal sexual experience with both men and women. Some people who call themselves “bisexual” have not had any sexual experience at all.
- **Transgender:** An umbrella term for people whose gender identity and/or gender expression differs from the sex they were assigned at birth. Transgender people may identify as female-to-male (FTM) or male-to-female (MTF). It is essential to use the descriptive term (transgender, transsexual, cross-dresser, FTM or MTF) preferred by the individual. Transgender people may or may not decide to alter their bodies hormonally and/or surgically.
- **Queer:** Historically a negative term, it is now being used by some LGBTQ+ people—mostly younger ones and as a broader term—to describe themselves. However, it is not universally accepted even within the LGBTQ+ community and should be avoided unless quoting or describing someone who self-identifies that way.
- **Family of Choice:** Diverse family structures usually created by LGBT people, immigrants, and racial or ethnic minorities that include but are not limited to life partners, close friends and other loved ones not biologically related or legally recognized by who are the source of social and caregiving support.

## **Answers to Common Questions (continued)**

### **“Why do you have the words “he/him” on your nametag?”**

- Sample response, “Because I want people to know how to refer to me. More and more of us are sharing our pronouns these days; it helps us make sure we’re being respectful to one another.”

### **“What other people do in the bedroom is none of my business, and I think it’s inappropriate to have discussion groups about sexuality.”**

- Being LGBTQ+ is about much more than sexual activity – it is about a person’s identity as well as their significant relationships, friends, family, and community. By talking about LGBTQ+ topics like any other diversity topic, we’re making it clear that people do not need to hide who they are in our community.

### **“Which bathroom or locker room should transgender people use?”**

- Transgender people should always have access to bathrooms or other gender-segregated facilities based on their self-identified gender, regardless of whether it accords with their physical appearance, legal sex, surgical or medical history, or sex assigned at birth. Any complaints should be handled like all other complaints by a staff member who has received transgender cultural competency training.



## Answers to Common Questions (continued)

**“I don’t have a problem with any of this, but I know other people here do have a problem with LGBTQ+ people.”**

- Sample response, “I’m glad to hear that you do not have any concerns yourself, and thank you for letting me know that some other residents feel negatively about LGBTQ+ topics. Remember, this is a community where we want everyone to feel welcome, so I appreciate you telling me.”

**“LGBTQ+ inclusion is against my political / religious beliefs.”**

- Sample response, “Learning about LGBTQ+ people is not meant to change your deeply held beliefs, it is intended to help us all treat LGBTQ+ people with understanding and respect. Many LGBTQ+ people are also deeply religious or otherwise socially conservative, too. It is important to remember that everyone deserves respect and dignity.”



# Carla's Personal Timeline

## Meet Carla

It can be helpful to learn more about LGBTQ+ history. This timeline matches the life events of a lesbian woman named Carla, now in her 80s, with key moments in LGBTQ+ history in the United States. Think about how old Carla was when each of these events happened, and how they impacted her feeling of safety as an LGBTQ+ woman.

### 1920s

- U.S. sex laws include homosexuality on a list of other sex crimes like rape and child molestation.

### 1930-40s

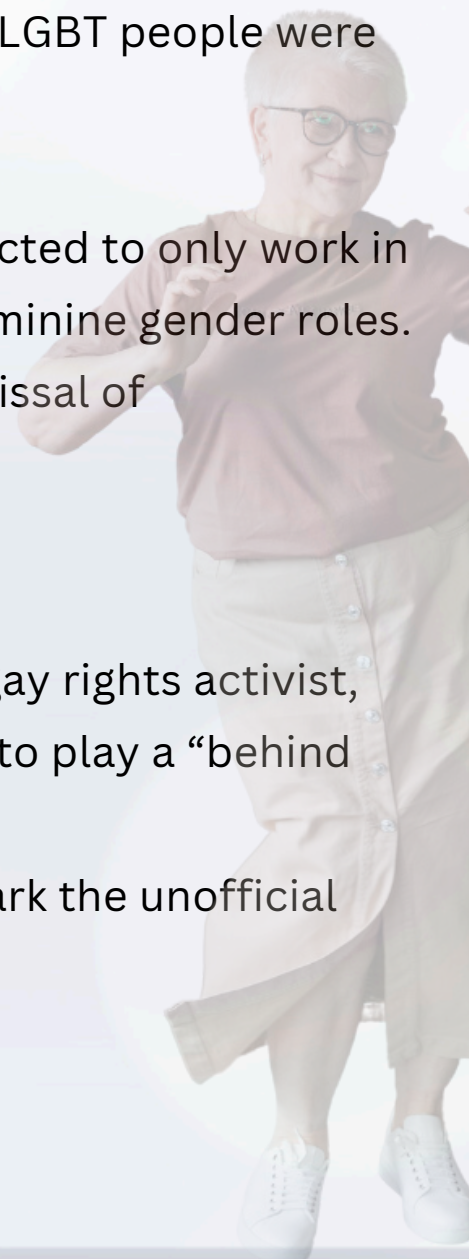
- Carla is born in 1942
- It is revealed that between 10,000 and 15,000 LGBT people were killed in Nazi concentration camps.

### 1950s

- After World War II women are increasingly expected to only work in the home, raise children, and adhere to rigid feminine gender roles.
- In 1953 President Eisenhower calls for the dismissal of homosexuals from government service.
- Carla is 16 years old.

### 1960s

- In 1963 Bayard Rustin, notable civil rights and gay rights activist, organizes a march on Washington but is forced to play a “behind the scenes” role due to his sexual orientation.
- In 1969 the Stonewall Riots in New York City mark the unofficial beginning of the LGBT rights movement.
- Carla is 32 years old.



## 1970s

- In 1973 American Psychiatric Association declares homosexuality is not a mental disorder. Today, transgender people continue to be diagnosed with Gender Dysphoria.
- In 1979, the first National March on Washington for Gay and Lesbian rights is organized. That same year the Gay and Lesbian Asian Alliance is formed.
- Carla is 36 years old.

## 1980s

- The Immigration and Naturalization Service passes a rule excluding LGB individuals from immigration. Those that hid their sexual orientation and were later discovered were deported on perjury charges.
- First reported cases of HIV/AIDS. In 1987 the AIDS Coalition to Unleash Power (ACT-UP) starts public demonstrations to push for AIDS research and education.
- Carla is 50 years old.

## 1990s

- In 1992 Immigrants with HIV are banned from entering the US, a policy which was not changed until 2009.
- Gay and Lesbian individuals are finally allowed to apply for asylum in 1994.
- In 1996, Congress passed the DOMA (Defense of Marriage Act), prohibiting the federal government from recognizing same-sex marriages.
- Carla is 59 years old.



## 2000s

- In 2003 Lawrence v. Texas strikes down Texas's laws prohibiting consensual same-sex sexual acts. That same year, Massachusetts begins allowing same-sex marriage.
- Carla is 66 years old.

## 2010s

- In 2011 the Repeal of "Don't Ask Don't Tell"
- In 2015 United States Supreme Court extends marriage equality to all 50 states.
- In 2015 voters in Houston repeal non-discrimination legislation that included protections for LGBT people.
- • Carla is 78 years old.

*For Resources on LGBTQ+ Older Adults Visit:*

*[www.lgbtagingcenter.org](http://www.lgbtagingcenter.org)*

*[www.sageusa.org](http://www.sageusa.org)*

*[www.sageusa.care](http://www.sageusa.care)*

*LGBTQ+ Older Adult Hotline Number: 877-360-LGBT (5428)*

