

SAGECare Goals & Objectives for Your Organization

As an organization dedicated to LGBTQ+ person-centered care, we know what it takes to deliver high-quality affirming care to LGBTQ+ older adults. We also know that part of successful services is having inclusive processes, policies, training and communication.

SAGECare's Goal

SAGECare is proud to support your organization in advancing affirming care for transgender and non-binary individuals.

Our goal is to ensure that your commitment to respect, inclusion, and advocacy is woven into every aspect of your organization, from your intake forms and staff training to each client/patient interaction and every policy and procedure in between. Affirming care is not a one-time action, it is a sustained, intentional practice that reflects your values at every level

Understanding Gender Identity

- **Sex:** The biological characteristics that are assigned at birth based on anatomy, chromosomes, and/or hormones. Typically, Male, Female or Intersex.
- **Gender Identity vs. Gender Expression:** Gender Identity is a deeply felt sense of self (man, woman, both, neither, or another identity). Expression is how that identity is outwardly shown through name, pronouns, appearance, and behavior.
- **Transition Means Different Things:** Transition can be social (name/pronoun change, clothing), medical (hormones, surgery), legal (documents), any combination of these, or none of these. There are as many ways to be transgender as there are transgender people in the world.
- **Respecting Names & Pronouns:** Using the correct name and pronouns is one of the simplest, most powerful affirmations of respect and care.

Challenges in Healthcare

- **Barriers to Access:** Transgender people often face providers who lack knowledge, exhibit bias, or deny care.
- **Minority Stress:** Experiences of stigma, discrimination, and rejection impact both physical and mental health.
- **Relationship Nuances:** Family, partners, and community relationships may shift during transition, this is where support networks are critical.

Best Practices for Affirming Care

- **Listen First:** Allow individuals to share their story and how they identify without making assumptions.
- **Validate Choices:** Affirm each person's decisions about their body, name, pronouns, and transition journey.
- **Create Inclusive Environments:** Use gender-neutral language, inclusive forms and welcoming spaces.
- **Ongoing Learning:** Terminology and best practices evolve, commit to continual growth.

Next Steps

Reflect & Apply

- Practice introducing yourself with your pronouns.
- Review your workplace/client forms and note where gender inclusivity can be improved.
- Commit to change in your daily practice that increases affirming care

Engage with Community

- Connect with local LGBTQ+ organizations to expand your referral network.
- Advocate for healthcare coverage that includes gender-affirming care.
- Share your learning with colleagues and professional networks.

Continue Learning (sagecare.org)

Suggested Resources:

- National Resource Center for Transgender Equality (transequality.org)
- World Professional Association for Transgender Health (WPATH)
- GLMA: Health Professionals Advancing LGBTQ+ Equality
- Local LGBTQ+ community centers and advocacy groups.
- SAGE (sageusa.org)
- National Resource Center for LGBTQ+ Aging (lgbtagingcenter.org)

