“Creating Welcoming Environments for our LGBT Residents - HUD Guidelines & Best Practices”
2015 LEADING AGE FL ANNUAL CONVENTION

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Creating Welcoming Environments
For Our LGBT Residents
~
HUD Guidelines & Best Practices

Agenda for today’s discussion
1. Have you ever thought about?
2. Our LGBT Residents
3. Inclusive Housing Environments
4. Your Tool Kit

Q&A
You have Questions
We have Answers

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Have you ever thought about it?

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How Long Have You Been a Heterosexual?
(Nothing to be ashamed of) QUIZ!

1. What caused your heterosexuality?
2. How and when did you first decide you were a heterosexual?
3. Is it possible your heterosexuality is just a phase you may grow out of?
4. Does your heterosexuality stem from a neurotic fear of others of your own sex?
5. Heterosexuals usually have histories of failed gay relationships. Do you think you may have turned to heterosexuality out of fear of rejection?
6. If you've never slept with a person of the same sex, how do you know you wouldn't prefer that?
7. Isn't it possible that all you need is a good gay lover?
8. To whom have you disclosed your heterosexuality?

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How Long Have You Been a Heterosexual?
(Nothing to be ashamed of) QUIZ! - CONT'D

9. Why do you insist on making a public spectacle of your heterosexuality?
10. If you nurture children, would you want them to be heterosexual, knowing the problems they will face?
11. Why do heterosexuals feel compelled to seduce others into heterosexual behavior?
12. Why are heterosexuals so promiscuous?
13. Heterosexuals are noted for assigning themselves and each other to narrow, restrictive, stereotyped sex roles. Why do you cling to such unhealthy role-playing?
14. Why do heterosexuals place so much emphasis on sex?
15. Despite all the support that marriage receives from society, the divorce rate is spiraling. Why are there so few stable relationships amongst heterosexuals?

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Our LGBT older adults face different challenges.

38% of LGBT elders attend spiritual or religious activities at least once a month.

Our LGBT elders

Who are they and What they want

12% have been denied healthcare or provided with inferior healthcare.

Our LGBT Elders

Fear
Stigma
Isolation
Rejection
Prejudices
Lack of Financial Support

35% of the caregivers are providing care to a partner or spouse, 33% to a friend.

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Our LGBT Elders

F________
S________
P________
G_____________
L___________________

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DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
24 CFR Parts 5, 200, 203, 236, 400, 570, 574, 882, 889, and 962
[Docket No. FR 5359-F-02]
RIN 2501-AD49
Equal Access to Housing in HUD Programs - Regardless of Sexual Orientation or Gender Identity
AGENCY: Office of the Secretary, HUD.
ACTION: Final rule.

1. Perceived, as well as actual, sexual orientation, gender identity, and marital status cannot be factors for determining eligibility.
2. May not inquire about the sexual orientation, gender identity of an applicant for, or occupant of, a HUD-assisted dwelling.
3. "Family" broadly includes that one or more members of the family may be LGBT or perceived to be LGBT and eligible for the voucher program.
4. FHA lender may not take into consideration in determining the adequacy of a mortgagor's income the characteristics of sexual orientation and gender identity.

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ENDGING HOUSING DISCRIMINATION AGAINST
LESBIAN, GAY, BISEXUAL, AND TRANSGENDER INDIVIDUALS,
AND THEIR FAMILIES

Enriching and Strengthening
Our Nation

Federal Register/ Vol. 77, No. 23 / Friday, February 3, 2012 / Rules and Regulations
Effective March 5, 2012.
Applies to:
• Owners and Operators of HUD-Assisted housing
• Owners and Operators HUD/FHA-insured housing

Two loving couples....

15% fear accessing healthcare outside the LGBT community

and “life” differences....
In case we missed it…

 Roughly 4.1% of Americans are LGBT, giving us an estimated 1.5 million LGB elders today, a figure expected to grow to nearly 3 million by 2030.

Lesbian, gay, bisexual and transgender (LGBT) older adults are not eligible for Social Security spousal benefits, survivor benefits or death benefits.

The Housing Professional’s Role

41% of both bisexual men and transgender older adults served in the military.
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Safe, Clean, Respectful Communities
Aging-In-Place “Belief”
Quiet, Peace & Enjoyment
Engaging Communities
41% of both bisexual men and transgender older adults served in the military

Supportive Environments - Doing our part
1. See every resident with **dignity** and **respect**
2. Know that your community will have LGBT residents.
3. Sexual orientation & gender identity are **only two aspects** your residents.
4. Don’t make any assumptions about who is LGBT and how they look or act.
5. Emphasize that **everyone is special** but not treated the same.

22% of transgender older adults need to see a doctor but cannot due to cost.

• Language
• Invitations
• Educating
• Collaborations
• Make no assumptions
• Continue the conversation

The Defense of Marriage Act (DOMA) bars same-sex couples from accessing federal benefits (e.g., Social Security survivor benefits, federal tax benefits and employee health and retirement benefits).
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Housing Forms & Programming
- Family
- Gender
- Inclusivity
- Marital status
- Confidentiality
- A simple rainbow
- Emergency Contact Form

A LGBT elder hopes they will be allowed to stay past visiting hours and not be forced to leave, if their partner is recovering from a procedure or is hospitalized.

Your Toolkit & Resources
- Aging in Equity: LGBT Elders in America (2004), SAGE.
- Friendlyhouseinc.org
- Gay & Grey program to enhance the lives of LGBT
- LGBTagingcenter.org
- National Resource Center on LGBTAGING
- SAGE.org
- Services and Advocacy for GLBT Elders

Sources:
- How Long Have You Been a Heterosexual? (It’s nothing to be ashamed of)
  Retrieved from www.pcc.edu/.../heterosexual-quiz-lgbtq-oppression-
  exercise.pdf.
- Lisa Bennett and Gary J. Gates, “The Cost of Marriage Inequality to Gay, Lesbian
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For additional support, talk with your residents or learning sessions with your team...

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