

7 steps to a super LGBTQ inclusive community



the qelders

**Senior Pride
Network**



Land acknowledgment

We would like to acknowledge this sacred land on which we gather today. This land is the territory of the Huron-Wendat and Petun First Nations, the Seneca, and most recently, the Mississaugas of the Credit River. The territory was the subject of the Dish with One Spoon Wampum Belt Covenant, an agreement between the Iroquois Confederacy and Confederacy of the Ojibwe and allied nations to peaceably share and care for the resources around the Great Lakes.

Today, the meeting place of Toronto is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work in the community, on this territory.

- Revised by the Elders Circle (Council of Aboriginal Initiatives) on November 6, 2014.

Why are we here?

- Create safer, respectful and more accepting communities for LGBTQ older adults
- 10% of whole population is LGBTQ
- 1 out of 16 seniors identify as LGBTQ

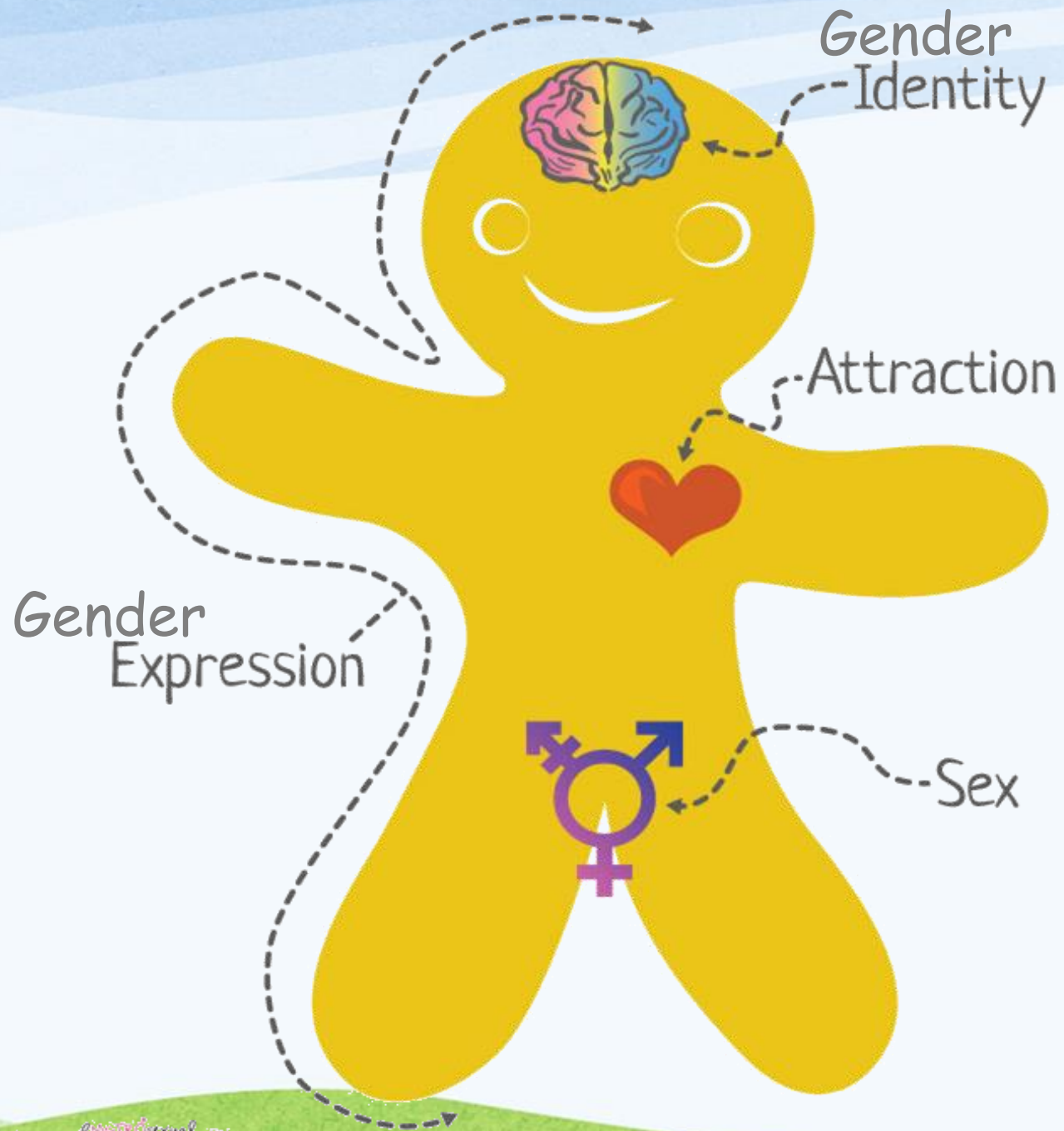
Suggested guidelines

- Kindness, respect and consideration
- Listen & participate
- One person talks at a time
- I-statements
- Confidentiality
- Phones/devices



LGBTQ

(LGBTTS2SSIQQA)



Gender Identity

Attraction

Gender Expression

Sex

Some issues affecting LGBTQ seniors

- Invisibility (fear, isolation, poverty, health, lack of support, etc)
- Multiple identities (intersectionality)
- Spouse/partner unification



Small group work:

How family councils demonstrate being inclusive of LGBTQ people?

(or how do you wish it did?)



Possible areas to focus on:

Special events

Policies

Training of staff

Visuals

Communication (language) with:

- Older LGBTQ adults
- Their relatives, partners, friends...
- Staff – appropriate use of language



Resources:

- Brochures and posters
- Some LGBTQQ2 Affirming Spaces for Older Adults (City of Toronto)
- Genderbread person
- Glossary of terms (the 519)
- The Qelders (martin.krajcik@gmail.com)

7 steps to LGBTQ inclusive agencies:

Respect
Equity
Stand-up
Privilege
Education
Caring
Togetherness





Thank you

www.seniorpridenetwork.com