

# LGBT Affirming Intake:

Asking Questions about Sexual  
Orientation and Gender Identity

Presentation Handouts



## HANDOUT 1: SAGEcare



**SAGECare** provides an opportunity to expand, transform and elevate the person-directed services that your agency already provides. We partner with your agency to deliver the tools needed to create an even greater culture of dignity and respect for all clients, including those who are LGBT.

We provide your agency with the added benefit of a **national credential** – a symbol that will help you convey that you are welcoming, inclusive and prepared to work with LGBT consumers, LGBT family members and friends who provide caregiving to your non-LGBT consumers and even your own LGBT staff.

An agency wanting to earn a credential will need to work with **SAGECare** staff to execute the following, on an annual basis:

	Bronze	Silver	Gold	Platinum
<b>1 Hour of LGBT Aging Training (in-person or digitally)</b>	25% of Employees	40% of Employees	60% of Employees	80% of Employees
		and	and	and
<b>4 Hours of LGBT Aging Training (in-person)/ or 4 Hours of <i>State of the Agency</i> consulting (in-person)</b>	None	40% of Exec./ Administration	60% of Exec./ Administration	80% of Exec./ Administration

For more information please visit:

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

## HANDOUT 2: 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. In fact, 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. The term may include but is not limited to transsexuals and cross-dressers. Transgender people may identify as female-to-male (FTM) or male-to-female (MTF). It is important 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.

### **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.

### **SOFFA:**

An acronym that stands for "Significant Others, Friends, Family, and Allies." SOFFA's often make up the support system for Transgender individuals.

## HANDOUT 3: Sample Questions

### Asking these questions:

Sexual orientation and gender identity questions should always be optional unless otherwise stated by a state or federal agency. These questions should generally be asked in the intake process at the same time that they are asked other demographic questions. The following questions are the ones you will see in your California intake paperwork.

### Sex and Gender Identity

Many individuals make the assumption that if someone's gender identity did/does not match their sex assigned at birth then it will be obvious to see. This is a false assumption, and one that has led to many issues in the LGBT community. Instead of relying on guesses, gender identity should be something that is discussed with everyone.

What is your gender? (Check Only One)

- a. Male
- b. Female
- c. Transgender Female to Male
- d. Transgender Male to Female
- e. Genderqueer/Gender Non-binary
- f. Not listed, please specify: \_\_\_\_\_
- g. Declined/not stated
- h. Missing Data (**Not on the Form**)

What was your sex at birth? (Check only on)

- a. Male
- b. Female
- c. Declined/not stated
- d. Missing Data (**Not on the Form**)

### Sexual Orientation

Sexual orientation is rarely discussed in intake interviews, but is an important conversation to have and can shed light on how best to provide care. This will also open the conversation to families of choice and other support networks.

How do you describe your sexual orientation or sexual identity? (Check only one)

- a. Straight/Heterosexual
- b. Bisexual
- c. Gay/Lesbian/Same-Gender Loving
- d. Questioning/Unsure
- e. Not Listed. Please specify: \_\_\_\_\_
- f. Declined/not stated
- g. Missing Data (**Not on the Form**)

## HANDOUT 3: Sample Questions (Cont...

When discussing sexual orientation do not forget bisexuality. If an individual is in a heterosexual relationship, it does not mean they identify as heterosexual. Many LGBT people have children or grandchildren and many LGBT people are or have been married to someone of the opposite sex.

### Explain why you are asking these questions

- "If you are uncomfortable with the question, please feel free to skip it or come back to it later, these questions are not mandatory"
- "We ask everyone these questions, they help us collect important data, and makes sure we have the best information about all of our constituents."
- "We know that a lot of different people use our services, so these questions help us treat everybody fairly and distribute resources to those in need."

### AB 959 Introduction Script

The funding received to provide Older Americans Act programs requires that we ask certain information from individuals receiving these services. **Your responses to these questions are voluntary and not required. Your responses do not have any impact on your eligibility for these services.**

However, your responses to these socio-demographic questions will help us continue to assess how well we are doing and where we need to improve in providing outreach, information and assistance, and welcoming services to the many diverse communities in our service area or county or counties we serve. California law prohibits the public disclosure of personally identifying information, so your personal information will be kept confidential.

Thank you for telling us a little more about yourself so we can better serve everyone in need of these services.

## HANDOUT 4: Resources



### For resources on LGBT older adults visit:

- [www.lgbtagingcenter.org](http://www.lgbtagingcenter.org)
- [www.sageusa.org](http://www.sageusa.org)

### For more information on training visit:

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

### For our National LGBT Older Adults housing portal visit:

- <http://sageusa.org/lgbthousingresources/>

### LGBT Older Adult Hotline number: 1-888-234-SAGE

- More info on the hotline:  
<http://www.sageusa.org/programs/hotline.cfm>