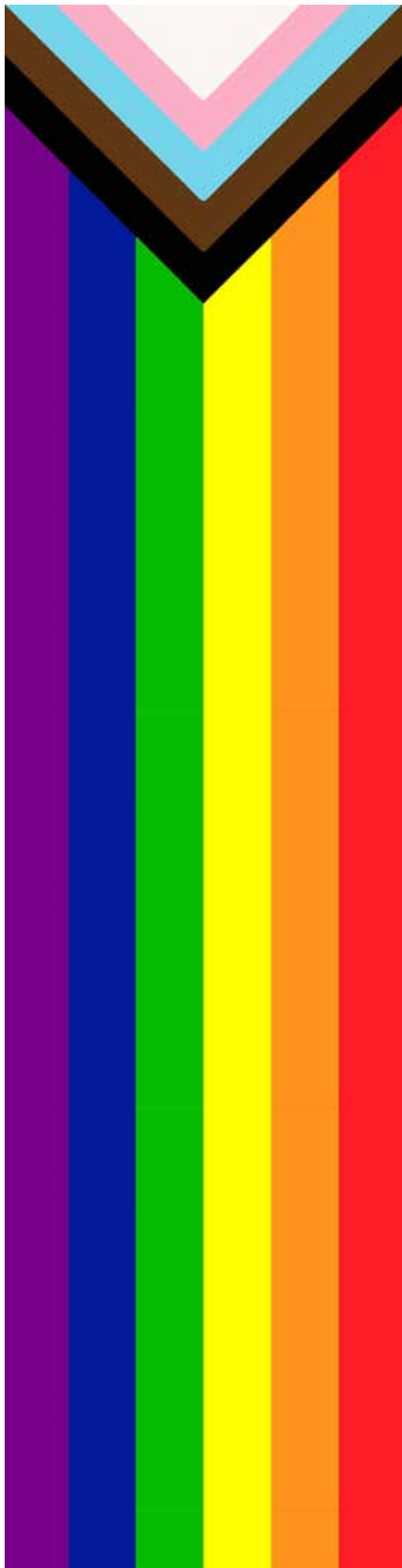


SAGE METRO DETROIT
PRESENTS
2020-2021
RAINBOW
RESOURCE GUIDE
FOR
LGBTQ OLDER
ADULTS

RESOURCE



GUIDE

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203 S. Zeeb Rd. Suite #207 • Ann Arbor, MI

SAGE Metro Detroit is proud to present our 2020-2021 Rainbow Resource Guide, your source of information and referrals featuring organizations and local businesses that have committed to serving LGBTQ older adults in metro Detroit without discrimination.

SAGE Metro Detroit works to build awareness and promote change so that LGBTQ older adults may age with dignity and authenticity. Our work focuses on four key areas: programming, information, training, and advocacy.

While many resource guides provide listings of services and businesses, our comprehensive Rainbow Resource guide is curated to help you decide which businesses or organizations may be right for you, with a particular lens on LGBTQ aging. We required all businesses and organizations in our Guide to sign a written statement of commitment not to discriminate against LGBTQ clients or customers.

We also asked each business or organization to indicate the following:

-  whether they have an inclusive written nondiscrimination employment policy that includes sexual orientation;
-  whether they have an inclusive written nondiscrimination employment policy that includes gender identity and/or expression;
-  whether they have a statement of care or service policy that explicitly states they will not discriminate against customers or clients based on sexual orientation and gender identity;
-  whether they have provided training to staff for acceptance, inclusion, and sensitivity to LGBT employees, customers, clients, or guests; and
-  whether they have provided diversity, equity, and inclusion (DEI) training to staff for acceptance, inclusion, and sensitivity to LGBTQ employees/clients/guests/customers in the past two years.

Many obstacles remain for LGBTQ older adults. Our laws fail to provide clear coverage; funding often eludes our communities and fighting discrimination is an ongoing battle. Too often, the community resources and policy makers we turn to for help often lack understanding and training. This Rainbow Resource Guide serves to provide a tool to promote awareness, share information, and deter discrimination.

If you are interested in learning more about SAGE Metro Detroit, obtaining an in-person or online training, developing a non-discrimination policy, or providing support in other ways, please contact us at info@sagemetrodetroit.org or call 734-681-0854.

We look forward to growing with you in building awareness and promoting change so that LGBTQ older adults may age with dignity and authenticity.

All the best,

Angela Perone

Angela (Angie) Perone
Executive Director



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1725 Chester Road, Royal Oak, MI 48073
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Dr. Paul Benson's

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Dr. Paul Benson (second from left), mascot Baxter, and part of our Be Well Medical team.

Your well-being is our priority.

Our medical team, with AAHIV-S specialists, provides compassionate and sensitive care to all lifestyles. We're a private practice small enough to know you and large enough to manage all your Primary Care Needs.

We celebrate and embrace diversity and are non-discriminatory.

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 Michigan Chapter
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www.alz.org/gmc

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ICON DIRECTORY

The icon directory explains what each icon means. We asked each business or organization to check a box next to each of the following statements. We then placed the appropriate icon next to each business or organization.



We have an inclusive written nondiscrimination employment policy that addresses sexual orientation.



We have an inclusive written nondiscrimination employment policy that addresses gender identity.



We have a statement of care or service policy that explicitly states we will not discriminate against customers or clients based on sexual orientation and gender identity.



We have provided training to staff for acceptance, inclusion, and sensitivity to LGBT employees, clients, guests and/or customers.



We have provided diversity, equity, and inclusion training to our staff for acceptance, inclusion, and sensitivity to LGBTQ employees/clients/guests/customers in the past 2 years.

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Lakeshore is a not-for-profit law firm providing a wide range of **free civil legal services** to seniors, low-income people, survivors of domestic violence and sexual assault.

Legal Matters We Handle

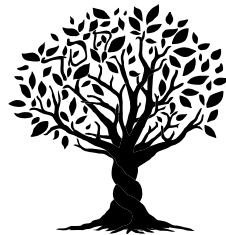
- ✓ Bankruptcy
- ✓ Debt Collection Defense
- ✓ Divorce, Custody, Paternity
- ✓ Driver's License Restoration
- ✓ Education: Expulsions and Suspensions
- ✓ Eviction Prevention
- ✓ Expungement
- ✓ Guardianship/ Conservatorship
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To speak confidentially with an attorney, call our Counsel & Advocacy Law Line:

CALL toll-free (888) 783-8190

Visit www.lakeshorelegalaid.org for offices throughout southeast Michigan.

We are unable to help with criminal law or traffic-related issues.



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OF METROPOLITAN DETROIT

The Brown Program is nonsectarian. Services are available regardless of race, color, religion, sex, sexual orientation, gender identity, national origin or disabling condition.

Community Centers

Affirmations LGBTQ+ Community Center

290 W. Nine Mile Road
Ferndale, MI 48220

(248) 398-7105

info@goaffirmations.org

www.goaffirmations.org

See our ad on page 26



Ann Arbor YMCA

400 W. Washington St.

Ann Arbor, MI 48103

(734) 661-8059

Toni Kayumi

tkayumi@annarborymca.org

www.annarborymca.org



Chelsea Senior Center

512 E. Washington S. WSEC

Chelsea, MI 48118

(734) 475-9242

connected@chelseaseniors.org

www.chelseaseniors.org



Hannan Center

4750 Woodward Ave.

Detroit, MI 48201

(313) 833-1300

www.hannan.org



Jewish Community Center of Greater Ann Arbor

2935 Birch Hollow Dr.

Ann Arbor, MI 48108

(734) 971-0990

www.jccannarbor.org

Jim Toy Community Center

319 Braun Ct.

Ann Arbor, MI 48104

(734) 274-9551

www.jimtoycenter.org

LGBT Detroit

20025 Greenfield Rd.

Detroit, MI 48235

(313) 397-2127

www.lgbtdetroit.org

Ypsilanti Senior Citizens Center

Recreation Park

1015 N. Congress St.

Ypsilanti, MI 48197

(734) 483-5014

www.ypsiseniorcenter.org/

Home Health Care/Hospice

A Place At Home

30800 Van Dyke #206

Warren, MI 48093

(586) 250-3545

melissa.shevela@aplaceathome.com

www.aplaceathomemacomb.com



Hospice of Michigan

2366 Oak Valley Dr.

Ann Arbor, MI 48103

(888) 247-5703

www.hom.org



Michigan Community

Visiting Nurses Association

30800 Telegraph Rd. #1728

Bingham Farms, MI 48025

(248) 967-1440

www.vna.org

See our ad on page 25



Seasons Hospice and Palliative Care

27355 John R Rd.

Madison Heights, MI 48071

(800) 370-8592

hdudek@seasons.org

www.seasons.org

See our ad on page 18





Information, Resources and Programs for LGBT Older Adults

Whether you're looking for help for yourself, a partner, a friend or a chosen family member, the Area Agency on Aging 1-B can help. We are a nonprofit that's focused on helping older adults live safely and independently in whatever setting they call home.

A Safe and Welcoming Place to Call

Our staff is specially trained to recognize and address the unique needs of LGBT older adults. Things we can help with include:

- ▲ Information and Referral to Local Resources
- ▲ Meals on Wheels
- ▲ Help Finding Housing
- ▲ Help Finding Transportation
- ▲ Care Coordination and Care Services
- ▲ Help with Medicare and Medicaid

Serving Livingston, Macomb, Monroe, Oakland, St. Clair and Washtenaw counties.

**For more information,
call 800-852-7795
or visit AAA1B.org today.**



DETROIT AREA AGENCY ON AGING THE SENIOR SOLUTION



The Detroit Area Agency on Aging (DAAA) is a non-profit organization that provides services and programs to seniors, adults with disabilities and caregivers living in the communities of Detroit, Hamtramck, Harper Woods, Highland Park and the five Grosse Pointes.

Detroit Area Agency on Aging (DAAA)

1333 Brewery Park Blvd., Suite 200, Detroit, MI 48207

313.446.4444 (office), 313.446.4445 (fax), www.DetroitSeniorSolution.org

Legal and Financial Services

Bassett Law

2045 Hogback Rd.
Ann Arbor, MI 48105
(734) 930-9200
Jbassett@bassettlaw.com
www.bassettlaw.com

See our ad on page 12



Galloway and Collens

26075 Woodward Ave., Ste. 200
Huntington Woods, MI 48322
(248) 545-2500
Allie Hoover
allie@gallowaycollens.com
www.gallowaycollens.com

See our ad on page 18



Great Lakes Legal Mediation

27350 Southfield Rd.
Lathrup Village, MI 48076
(888) 478-5253
admin@gllegalgroup.com
www.gr8lakeslegal.com

Lakeshore Legal Aid

Warren Office Administrative Headquarters
30500 Van Dyke, Ste. 601
Warren, MI 48093
Counseling & Advocacy Law Line
(888) 783-8190
michiganlegalhelp.org
www.lakeshorelegalaid.org

See our ad on page 6

Neighborhood Legal Services

7310 Woodward Ave. #301
Detroit, MI 48202
(313) 964-1975
www.nlsmichigan.org



Neighborhood Legal Services

Elder Law Division
12121 Hemingway
Redford, MI 48239
(313) 937-8291
www.nlsmichigan.org

Shelton and Deon Law Group

612 E 4th St.
Royal Oak, MI 48067
(248) 494-7444
www.sheltondeonlaw.com



Speir Financial Services

17515 W. Nine Mile Rd. #440
Southfield, MI 48075
(248) 423-2700
www.speirfinancial.com

See our ad on page 18



Mental Health and Medical

Anew Life Prosthetics and Orthotics

6438 Woodward Ave.
Detroit, MI 48202
(313) 870-9610
Chris Casteel, MSOP, BOCO, BOCIP
www.detroitprosthetics.com
info@anewlifepando.com

See our ad on page 22



Be Well Medical Center (Primary Care)

1964 W. 11 Mile Rd.
Berkley, MI 48072
(248) 544-9300
Dr. Paul Benson
drpaulbenson@doctorbewell.com
www.doctorbewell.com

See our ad on page 4



CNS Healthcare

24230 Karim Blvd.
Novi, MI 48375
(248) 745-4900
Cara Johnson,
Communication and Engagement Supervisor
cjohnson@cnshealthcare.org
www.cnshealthcare.org

See our ad on page 12



Corktown Health Center

1726 Howard St.
Detroit, MI 48216
(313) 832-3300
info@corktownhealth.org
www.corktownhealth.org
See our ad on page 22



The Guidance Center

13101 Allen Rd.
Southgate, MI 48195
(734) 785-7700
www.guidance-center.org

James Karagon, LMSW

29900 Franklin Rd. #107
Southfield, MI 48034
(313) 720-6577
jkaragon@hotmail.com



Medical Care Alert

(Personal Emergency Response System)

43334 7 mile Rd., Ste. 400
Northville, MI 48167
(248) 946-8172
customerservice@medicalcarealert.com
www.medicalcarealert.com

See our ad on page 26



Michigan Medicine Geriatrics Center

4260 Plymouth Rd.
Ann Arbor, MI 48109
(734) 936-4177
Regina Abney
rabney@med.umich.edu
<https://medicine.umich.edu/dept/geriatrics-center/community-programs>



O'Connor Hearing

203 S. Zeeb Rd. #207
Ann Arbor, MI 48103
(734) 994-8300
www.oconnorhearing.com
See our ad on page 2



Transcendence Behavioral Health

618 E. Eleven Mile Rd.
Royal Oak, MI 48067
(248) 259-1991
Stephanie Williams, Ph.D.,
Licensed Psychologist
stephanie@tbhpsychologists.com
www.tbhpsychologists.com



Restaurants, Entertainment

Ann Arbor District Library

343 South Fifth Ave.
Ann Arbor, MI 48104
Marisa Houston
outreach@aadl.org
www.aadl.org



Weber's Restaurant and Hotel

3050 Jackson Rd.
Ann Arbor, MI 48103
(734) 794-2274
Michael Weber
mweber@webersannarbor.com
www.webersannarbor.com



Senior Housing

Absolute Eldercare

3541 Ridgeview Ct.
Bloomfield Hills, MI 48302
(248) 757-2459
Elena Papova
popvae12@gmail.com
www.absolute-eldercare.org
See our ad on page 13



Assisted Living Locators

6632 Telegraph Rd., #149
Bloomfield Hills, MI 48301
(248) 702-1492
Carolyn Marengere
carolynm@assistedlivinglocators.com
www.assistedlivinglocators.com/metrodetroit



Chester Street Residence

1725 Chester Rd.
Royal Oak, MI 48073
(248) 439-6800
www.chesterstreetresidence.com

See our ad on page 4



Henry Ford Village

15101 Ford Rd.
Dearborn, MI 48126
(877) 653-6647
www.henryfordvillage.com

See our ad on back cover



Jewish Senior Life

6760 West Maple Rd.
West Bloomfield, MI 48322
(248) 661-1836
www.jslmi.org



Parents Changing Spaces

145 S Livernois Rd.
Campus Corners Shopping Center
Rochester Hills, MI 48307
844.4.PARENT (844-472-7368)
www.parentschangingspaces.com

See our ad on page 22



PVM Village of East Harbor

33875 Kiely Dr.
Chesterfield, MI 48047
(586) 725-6030
www.pvm.org

See our ad on page 27

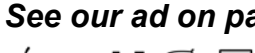


Services, Resources, and Advocacy

ACLU of Michigan's LGBT Project

2966 Woodward Ave.
Detroit, MI 48201
(313) 578-6812
kaplan@aclumich.org
www.aclumich.org

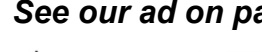
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Alzheimer's Association - Michigan Chapter

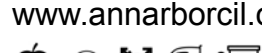
25200 Telegraph Rd. Ste. 100
Southfield, MI 48033
(800) 272-3900
helplinegmc@alz.org
www.alz.org/gmc

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Ann Arbor Center for Independent Living

3941 Research Park Dr.
Ann Arbor, MI 48108
(734) 971-0277
info@aacil.org
www.annarborcil.org



Ann Arbor Meals on Wheels at Michigan Medicine

2025 Traverwood Dr., Ste. F
Ann Arbor, MI 48105
(734) 998-6686
med.umich.edu/aamealsonwheels/index.html
aamealsonwheels@umich.edu



Area Agency on Aging 1-B

Serves Livingston, Macomb, Monroe, Oakland,
St. Clair, and Washtenaw Counties
29100 Northwestern Hwy., Suite 400
Southfield, MI 48034
(800) 852-7795
www.aaa1b.org

See our ad on page 8



Dorothy and Peter Brown

Jewish Community Adult Day Program

29699 Southfield Rd.
Southfield, MI 48076
(248) 233-4000
www.jvsdet.org

See our ad on page 6





HISTORY IN THE MAKING

When Aimee Stephens told her boss that she is a transgender woman, she was fired. Now, Aimee Stephens and the ACLU are fighting to end LGBTQ discrimination at the Supreme Court.

Visit aclumich.org or call (313) 578-6812 to join the civil rights movement.

ACLU Michigan



Proud to serve the LGBTQI community ...

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- ✓ Probate
- ✓ Trust Administration
- ✓ Nursing Home
- ✓ Care Management
- ✓ Fiduciary Services

2045 Hogback Road
Ann Arbor, MI 48105
Tel: 734-930-9200

Bassettlaw.com

Legal Services For Life's Changes



Mental Health Services Available For Everyone!

Take Care of Your Brain

CNS Healthcare is a SAGE trained organization providing mental health and substance use services to children (7–17 years) and Adults (18 years and up) regardless of insurance status or ability to pay.* Services may include therapy, psychiatry, case management, medication assisted treatment, peer support, nursing services and more. CNS Healthcare also accepts Medicaid, Medicare and most private insurances.

Locations

We are proud to serve the LBGTQIA+ community of Metro Detroit! Our locations include Novi, Southfield, Waterford, Pontiac, and Detroit.

*Persons served may have a fee assessed for the services they receive based on an established Sliding Fee Scale, the person's insurance (if applicable) and/or income verification. The Sliding Fee Scale is determined by the cost to provide services.



**For more information
please call
877-211-8611
or visit**

@CNSMichigan www.cnshealthcare.org

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248-757-2459
absolute-eldercare.org



SAGE METRO DETROIT
**FRIENDLY
CALLER
PROGRAM**

SUPPORT

Callers must be at least 18 years old and are allies or members of the LGBTQ community. Each week, Friendly Caller Program participants engage in peer or intergenerational connections through at least 45 minutes of conversation.

CONNECTION

The Friendly Caller Program focuses on increasing social connectedness and support for LGBTQ older adults. The program matches older LGBTQ adults with volunteer callers who engage in conversation and check in with them by phone regularly.

CONTACT

To connect with the Friendly Caller Program, contact SAGE Metro Detroit

info@sagemetrodetroit.org
or call 734-681-0854



Advocacy &
Services for
LGBT Elders

www.sagemetrodetroit.org

sage

METRO DETROIT



Helping Hands Always
Welcome!

BECOME SOMEONE'S HERO.

Join SAGE Metro Detroit in serving the LGBTQ older adult community! Our goal is to provide support for LGBTQ older adults while building connections and community. We are looking for volunteers in Macomb, Oakland, Washtenaw and Wayne counties to deliver food and provide virtual tech assistance.

**TO RECEIVE A LIST OF PROGRAMS, SERVICES AND
EVENTS WHERE VOLUNTEERS ARE NEEDED:
CONTACT INFO@SAGEMETRODETROIT.ORG OR
CALL **734-681-0854**.**



METRO DETROIT

BY THE NUMBERS

People reached with five published informational resource guides, community events, outreach, newsletters and sagemetrodetroit.org.

INFORMATION

20,000

ADVOCACY

50

 Organizations, in working with SAGE Metro Detroit, have updated their internal agency policies to be more LGBT-welcoming for older adults.

Through five state and national advocacy days, we met with local, state and national policymakers to champion stronger anti-discrimination laws, better health care and affordable, inclusive housing.



TRAININGS

150

Conducted trainings with more than 3,000 service providers and individuals throughout Michigan

EDUCATION

12

Created novel ARC (Actions, Reflections, Commitments) online training curriculum with 12 e-learning modules

CONTACT US

info@sagemetrodetroit.org

734-681-0854 or visit sagemetrodetroit.org

Organized 9 annual LGBT Older Adult Summits, attracting over 1,000 people, more than 50 community partners, provided support for over 75 discussion and focus groups, served over 200 people through five multigenerational SAGE Table dinners, served over 50 people through our Friendly Caller Program to address social isolation among LGBT older adults

PROGRAMS & SERVICES



**Catholic Social Services
of Washtenaw County**

4925 Packard St.
Ann Arbor, MI 48108
(734) 971-9781 Fax: (734) 971-2730
csswashtenaw.org/contact/hours-locations/



**Cregger Mechanical Systems
(Plumbing, Heating and Cooling)**

2305 Goodrich St.,
Ferndale, MI 48220
(248) 543-8887
www.creggerplumbing.com

See our ad on page 4



Detroit Area Agency on Aging

1333 Brewery Park Blvd, Ste. 200
Detroit, MI 48207
(313) 446-4444
www.detroit seniorsolution.org

See our ad on page 8



**Disability Network of Oakland
and Macomb/DNOM**

1709 John R Rd.
Troy, MI 48083
(586) 268-4160
www.dnom.org

**Housing Bureau for Seniors
at Michigan Medicine**

2401 Plymouth Rd., Ste. C
Ann Arbor, MI 48105
(734) 998-9339
www.med.umich.edu/seniors



Huron Valley PACE

2940 Ellsworth Road
Ypsilanti, MI 48197
(734) 572-5777
www.huronvalleypace.org

See our ad on page 22



**Jewish Family Service
of Metropolitan Detroit/JFS**

6555 W. Maple Rd.
West Bloomfield, MI 48322
(248) 592-2313
resourcecenter@jfsdetroit.org
www.ifsdetroit.org



**Jewish Family Services
of Washtenaw County**

Mckinley Executive Centre
2245 S. State St.
Ann Arbor, MI 48104
(734) 769-0209
www.jfsann Arbor.org/

JVS Human Services

29699 Southfield Rd.
Southfield, MI. 48076
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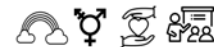
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Additional Resources

The list below includes additional non-profits, and governmental organizations and hotline services that may be able to provide assistance through services and information. Please note, although important resources, these organizations have not been formally vetted like other listings.

Hotlines

The Alzheimer's Association's 24/7 Helpline
(800) 272-3900 TDD: (866) 403-3073

GBLT National Hotline
(888) 843-4564 (888) 234-7243 (for seniors)
Mon-Fri 1 - 9 p.m.; Sat 9 a.m. - 2 p.m.

HIV Nightline
(800) 628-9240 Available 24/7
www.sfsuicide.org/our-programs/hiv-nightlines

Michigan HIV/STD Hotline
(800) 872-2437
Weekdays 9 a.m. - 5 p.m.
www.miunified.org/get-help/services/statewidehiv-sti-hotline

National Suicide Prevention Lifeline
(800) 273-8255 Available 24/7
www.suicidepreventionlifeline.org

SAGE LGBT Elder Hotline
(877) 360-LGBT (5428) Available 24/7
sage@glbthotline.org
www.sageusa.org/programs/hotline.cfm

Trans Lifeline
Hotline: (877) 565-8860 Available 24/7 with
guaranteed 10 a.m.- 4 a.m.
www.translifeline.org

Transgender Michigan Helpline
(855) 345-TGMI (8464)
www.transgendermichigan.org/help-line.html

State Resources

Medicare Medicaid Assistance Program
Works through each Area Agency on Aging
(800) 803-7174
www.mmapinc.org

Michigan Adult Protective Services
(855) 444-3911

Michigan Aging & Adult Services Agency
Lansing, MI
(517) 373-8230
Email: AASInfo@michigan.gov
www.michigan.gov/osa

Michigan Department of Civil Rights
Service Center in Detroit, MI
(313) 456-3700
TTY: (877) 878-8464
mdcrservicecenter@michigan.gov
www.michigan.gov/mdcr

Michigan Department of Health & Human Services
Offices in every county
(517) 373-3740
Weekdays 8 a.m. - 5 p.m.
www.michigan.gov/mdhhs

Michigan Long-Term Care Ombudsman Program
(866) 485-9393

National Resources

GLMA: Health Professionals Advancing LGBT Equality

Washington, DC
(202) 600-8037
info@glma.org
www.glma.org

Human Rights Campaign (HRC)

Washington, DC (800) 777-4723
TTY: (202) 216-1572
www.hrc.org

Immigration Equality

New York, NY
In Detention: (917) 654-9696 M-Th 9:30-5:30
Legal Emergency Hotline: (212) 714-2904
Monday 1:00-4:00
info@immigrationequality.org
www.immigrationequality.org

Justice in Aging

Offices in Washington, DC,
Los Angeles, CA and Oakland, CA
Washington, DC: (202) 289-6976
Los Angeles, CA: (213) 639-0930
Oakland, CA: (510) 663-1055
www.justiceinaging.org

The LGBT Aging Project

Boston, MA
(857) 313-6590
information@fenwayhealth.org
www.fenwayhealth.org/lgbt-aging-project

National Center for Lesbian Rights

Offices in San Francisco, CA
and Washington, DC
San Francisco, CA: (415) 392-6257
Washington, DC: (202) 734-3545
Legal Rights Helpline: (800) 528-6257
info@nclrights.org
www.nclrights.org

National Council on Aging (NCOA)

Arlington, VA
(571) 527-3900
www.ncoa.org

National LGBTQ Task Force

Offices in Cambridge, MA, Miami, FL,
Minneapolis, MN, New York, NY,
and Washington, DC.
Washington, DC: (202) 393-5177
New York, NY: (212) 604-9830
Miami, FL: (305) 571-1924
www.thetaskforce.org

National Resource Center on LGBT Aging

New York, NY
(212) 741-2247
info@lgbtagingcenter.org
www.lgbtagingcenter.org

SAGE (Services and Advocacy for Gay, Lesbian, Bisexual & Transgender Elders)

New York, NY
(212) 741-2247
info@sageusa.org
www.sageusa.org

Transgender Law Center

Oakland, CA
(510) 587-9696
www.transgenderlawcenter.org



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Glossary of LGBT-Related Terms

The following word list is designed to provide basic definitions of words and phrases commonly used in discussions about lesbian, gay, bisexual and transgender people and related issues. All language is constantly evolving; new terms are introduced, while others fade from use or change their meaning over time. This remains true for the following terms and definitions.

For terms that refer to people's identities, people must self-identify in order for these terms to be appropriately used to describe them.

Ally: A member of the majority or dominant group who works to end oppression by supporting or advocating for the oppressed population. For example, any non-LGBT person who supports and stands up for the equality of LGBT (LGBTQ) people. (Sometimes referred to as a "straight ally.")

Androgynous: Having the characteristics or nature of both maleness and femaleness; neither specifically feminine nor masculine.

Asexual: The lack of a sexual attraction or desire for other people.

Biphobia: A fear of or aversion to bisexuality or bisexual people.

Bisexual: A sexual orientation and/or identity of a person who is sexually and emotionally attracted to some males and some females.

Coming Out: Declaring one's identity, specifically, being lesbian, gay, bisexual or transgender, whether to a person in private or a group of people. To be "in the closet" means to hide one's identity.

Drag: Wearing the clothing typically associated with another gender, often involving the presentation of exaggerated, stereotypical gender characteristics. Individuals may identify as drag kings (in drag presenting as male) or drag queens (in drag presenting as female) when performing gender as parody, art or entertainment.

FTM or F2M (female-to-male): An identity of a person who was assigned female at birth, and who identifies as male, lives as a male or identifies as masculine.

Other related terms include: transgender male, transman and affirmed male. Some members of the LGBTQ community find the term MTF offensive, while others still freely use it to self-identify.

Gay: A sexual orientation and/or identity of a person who is sexually and/or emotionally attracted to some members of the same sex. Although gay can refer to both males and females, many prefer the term "lesbian" for females. Gay is sometimes used as an umbrella term to refer to all lesbian, gay and bisexual people, but some prefer the more inclusive term "LGBT" or "LGBTQ."

Gender: A social construct based on a group of emotional, behavioral and cultural characteristics attached to a person's assigned biological sex. The gender construct then classifies an individual as feminine, masculine, androgynous or other. Gender can be understood to have several components, including gender identity, gender expression and gender role.

Gender Binary: The concept that everyone is of two genders: male or female. It also describes the system which society divides people into male and female roles, identities and attributes.

Gender Expression: An individual's physical characteristics, behaviors and presentation that are linked, traditionally, to either masculinity or femininity, such as: appearance, dress or manner.

Gender Identity: How we identify ourselves in terms of our gender. Identities may include male, female, androgynous, transgender, among others.

Gender-Neutral Pronoun: A pronoun that does not associate a gender with the person being discussed. Two of the most common gender-neutral pronouns are “zie” replacing she and he, and “hir” replacing her and him.

Gender Non-Conforming or Gender Variant: An identity of a person who has gender characteristics and/or behaviors that do not conform to traditional or societal binary gender expectations.

Gender Orientation: An individual’s internal sense of their gender (e.g., feeling male, female or neither). Gender orientation doesn’t necessarily align with the sex assigned at birth.

Gender Role: The social expectations of how an individual should act, think and/or feel based upon one’s assigned biological sex. A set of traditional and stereotypical roles, traits, dress, characteristics, qualities, mannerisms and behaviors that are associated with societal norms of what is male and what is female.

Genderism: The systematic belief that people need to conform to the gender role assigned to them based on a gender binary system which allows only female and male.

Genderqueer: An identity of a person who identifies as and/or express themselves as somewhere in the continuum between maleness/masculinity and femaleness/femininity or outside of the gender binary system. Genderqueer people may or may not identify as LGBT.

Heterosexism: Applies to attitudes, bias and discrimination in favor of heterosexual sexuality and relationships. It includes the presumption that everyone is heterosexual or that male/female attractions and relationships are the norm and therefore superior. It is the belief that everyone is or should be straight.

Heterosexual: A sexual orientation and/or identity of a person who is sexually and/or emotionally attracted to some members of another sex (specifically, a male who is attracted to some females or a female who is attracted to some males). Often referred to as “straight.”

Homophobia: A fear or aversion to homosexuality or lesbian, gay or bisexual people.

Homosexual: An identity of a person who is sexually and/or emotionally attracted to some members of their own sex; originated in the medical and psychological professions. Currently, many prefer the term lesbian or gay.

Intersex: A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female or male. Intersex conditions can affect the genitals, the chromosomes and/or secondary sex characteristics.

Lesbian: A sexual orientation and/or identity of a person who is female-identified and who is sexually and/or emotionally attracted to some other females.

LGBTQ: An umbrella term referring collectively to people who identify as lesbian, gay, bisexual, transgender and/or queer or questioning. Sometimes the acronym is written as LGBT, LGBTQ+, or LGBTQIA (to include intersex, ally or asexual). In the past, “gay” was used as a general, overarching term, but currently, the more inclusive acronyms are regularly used and preferred by many LGBTQ people and allies.

MTF or M2F (male-to-female): An identity of a person who was assigned male at birth, and who identifies as female, lives as a female or identifies as feminine. Other related terms include: transgender female, transwoman, affirmed female. Some members of the LGBTQ community find the term FTM offensive, while others still freely use it to self-identify.

Pansexual: Describes someone who has the potential for emotional, romantic or sexual attraction to people of any gender though not necessarily simultaneously, in the same way or to the same degree.

Queer: An umbrella term used to describe a sexual orientation, gender identity, or gender expression that does not conform to heteronormative, cisgender society. While it is used as a neutral, or even positive term among many LGBTQ people, some older adults do not use it, given that it historically was used as a derogatory term. However, the word “queer” is more commonly used among some transgender older adults.

Questioning: An identity of a person who is uncertain of their sexual orientation/identity and/or their gender orientation/identity.

Same Gender Loving: a term sometimes used among African Americans that refers to same sex physical and/or emotional attraction.

Sex: This can be considered our “packaging” and is often associated with chromosomes (e.g. XX or XY), hormones, and internal/external genitalia. Typically, we are assigned sex of male or female at birth. Because sex and gender are complex and determined by a variety of factors, avoid referring to someone’s history as “biological sex.”

Sexual Behavior: What we do sexually and with whom.

Sexual Identity: What we call ourselves in terms of our sexuality. Such labels include “lesbian,” “gay,” “bisexual,” “queer,” “heterosexual,” “straight,” and many more.

Sexual Orientation: The inner feelings of who we are attracted or oriented to sexually and emotionally.

Transgender: An identity of a person whose gender identity is not aligned with their sex assigned at birth and/or whose gender expression is non-conforming. Avoid the term “transgenderism” and using transgender as a verb (“transgendered”) or a noun (“trans-genders”). Instead, use “transgender” as an adjective (e.g. a transgender person, a transgender woman.)

Transition: The myriad of actions a person may take to move from one gender identity to another. These may include social, psychological and/or medical processes. Transitioning is a complex process that occurs over a long period of time, it is not a one-time event.

Transphobia: The fear or aversion to transgender people or of those who are perceived to break or blur societal norms regarding gender identity or gender expression.

Transsexual: A term originated in the medical and psychological communities that historically referred to people whose gender identity was not aligned with their sex assigned at birth. While this term is considered outdated by many, some older adults still prefer this term to self-identify.

Two-Spirit (also Two Spirit or Twospirit): Used in many Native Americans to refer to people who are lesbian, gay, bisexual, transgender or gender non-conforming. The term usually implies a masculine spirit and a feminine spirit living in the same body and has been adopted by some contemporary lesbian, gay, bisexual and transgender Native Americans to describe themselves.



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