



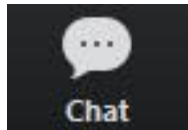
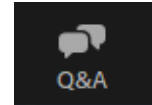
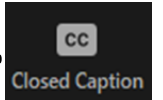
Transportation Diversity, Equity & Inclusion Lunch and Learn Webinar Series

May 31, 2023



Instructions for Zoom Webinar Participation

- All participants are muted.
- The session is being recorded. All materials including the recording will be put on the [NADTC](#) website.
- Closed captioning is available. You can turn captioning/subtitles on or off by clicking on the cc button.
- Please put your questions in the Q & A button.
- Chat is open and can be used for general comments, or technical assistance.



NADTC Overview

- *Melissa Gray, Assistant Director of Transportation USAging, NADTC*

Today's Presenters

- *Sherrill Wayland, Senior Director of Special Initiatives and Partnerships, SAGE*
- *Katie Kutcher, Assistant Aging Programs Director, Centralina Area Agency on Aging*

Q&A

National Aging & Disability Transportation Center

Our Mission:

To promote the availability of accessible transportation options that serve the needs of Older Adults, People with Disabilities, Caregivers and Communities.

National Aging & Disability Transportation Center

What We Provide:

- Technical Assistance & Training
- Publications & Resources
- Partnership Coordination
- Community Grants and Coalitions

Why a Transportation Diversity, Equity and Inclusion Initiative?

- As the number of older Americans in the U.S. increases, the aging population is becoming more racially and ethnically diverse.
- Based on a supplemental analysis of NADTC's 2017 poll, we found that African Americans, Hispanic Americans and whites differ in how they use alternative forms of transportation.



NADTC's Transportation Diversity, Equity and Inclusion Initiative

NADTC's focus on DEI began in 2020 and includes:

- Information collection to identify transportation needs and experiences of diverse older adults, younger adults with disabilities and caregivers
- Identification of promising practices – Workable solutions that may be adapted to better meet the transportation for diverse older adults, people with disabilities and caregivers
- Education, guidance and support for communities and providers



Key Action Steps for 2023 and Beyond

Going forward, we will focus our work to do the following:

- Gather information
- Share what we learn
- Create learning opportunities
- Provide technical assistance and support to communities, providers and stakeholders



National Aging & Disability Transportation Center

Where to Find Us:

- Website
- Monthly eNews
- Social Media
 - Linked in
 - Facebook
 - Twitter
 - YouTube

Join our Mailing List!





Call toll-free: 866.983.3222

Email: contact@nadtc.org

Web: <http://www.nadtc.org>

Find us on Facebook, Twitter, YouTube & LinkedIn



LGBTQ+ Aging Resources



sage | Advocacy &
Services for
LGBTQ+ Elders
**National Resource Center
on LGBTQ+ Aging**

Presented by
Sherrill Wayland (she/they), MSW
SAGE, Senior Director of Special Initiatives

National Resource Center on LGBT Aging

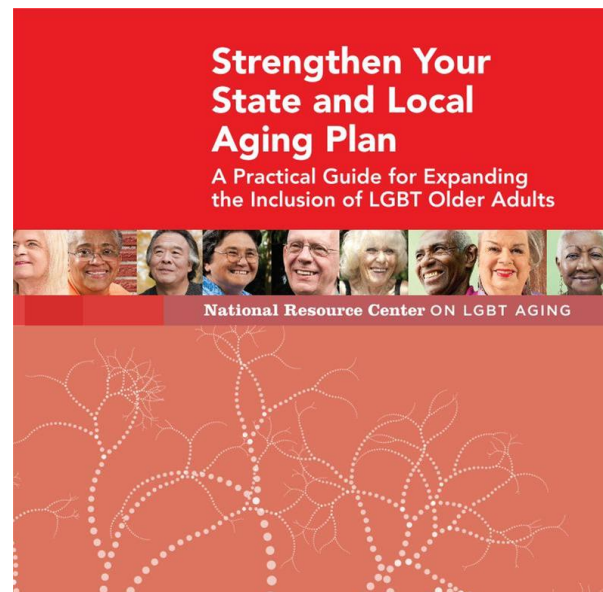
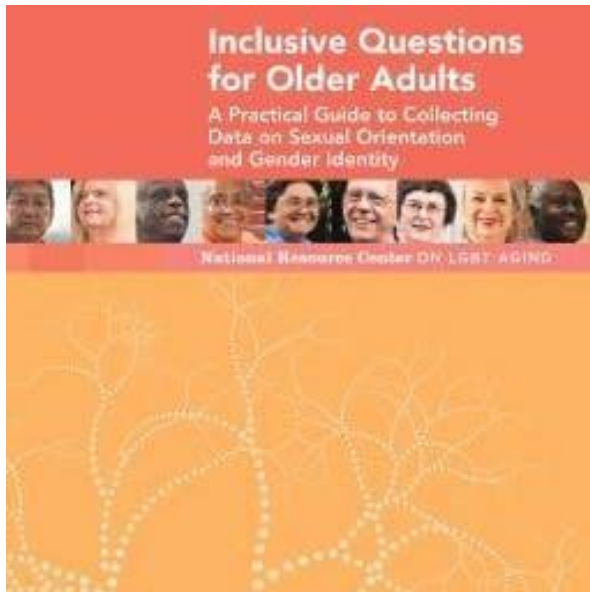
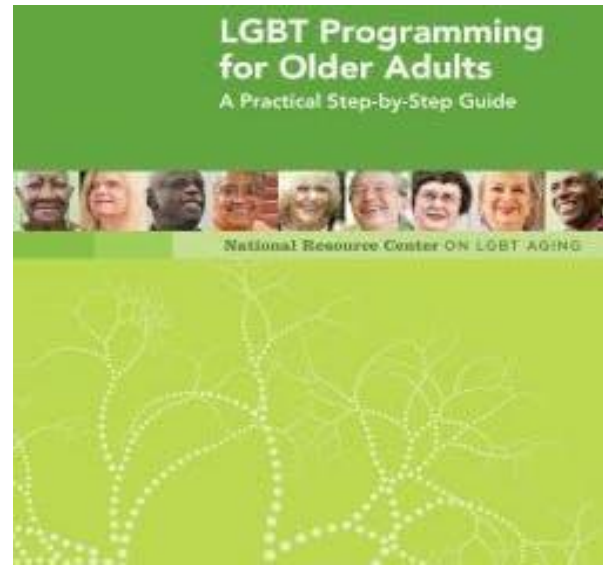
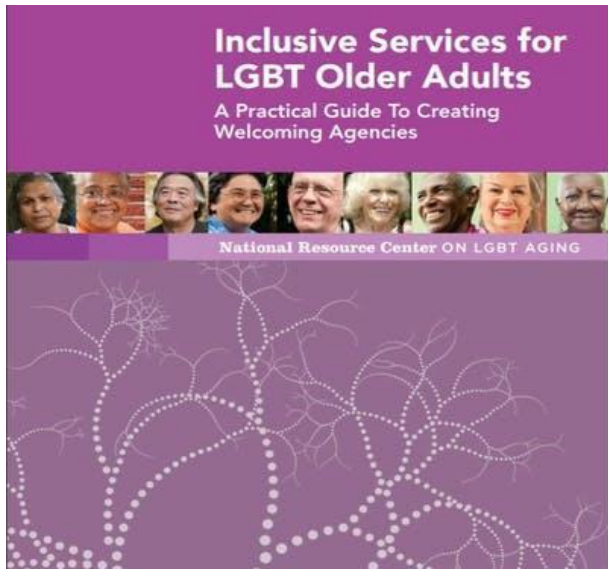
A program of SAGE national, our mission is to provide ongoing and sustainable resource development, technical assistance, education, and training that supports the Aging and Disability Networks in providing culturally competent services to LGBTQ older adults and their caregivers.

LGBTQ+ Older Adults Across the Country

- 20% of LGBTQ+ people avoid medical care due to fear of discrimination.
- 41% of LGBTQ+ older adults report living with a disability.
- Many fear having to re-closet as they age to access services.
- LGBTQ+ older adults twice as likely to live alone as they age and less likely to have children.
- SAGE study found 60% of LGBTQ+ older adults report lacking companionship and 50% feel isolated.



Current estimates indicate LGBTQ+ people age 55+ growing to 7 million by 2030.



National Resource Center Guides

- Practical with guidance, examples from the field, and best practices developed by experts in the field

LGBTAgeingCenter.org



Training & Credentialing Program

Receive SAGECare training and join a growing network over 600 providers nationwide. www.sageusa.care

SAGE Connect



Phone/Video Call Support Program

sageusa.org

SAGE Cents

sage CENTS

COVID-19 is impacting us all, but it doesn't need to impact your finances.

SAGECents is a digital wellness platform made specifically for LGBT elders to increase financial stability and reduce stress due to COVID-19.



Sign up today! sageusa.org/SAGECents

sageusa.org

LGBTQ+ Elder Hotline



DID YOU KNOW?

With SAGE's LGBTQ+ Elder Hotline, you can talk and be heard 24/7. We connect LGBTQ+ older people who want to talk with friendly responders who are ready to listen.



sage | Advocacy &
Services for
LGBTQ+ Elders
We refuse to be invisible®

877-360-LGBT(5428)



SAGECollab partners:

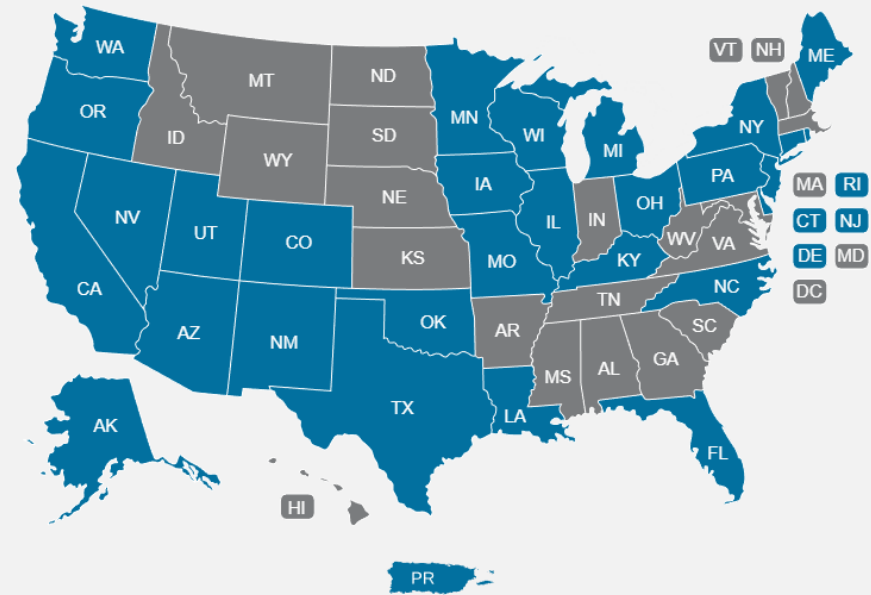
- Advocate with and on behalf of LGBTQ+ elders on a local level
- Receive ongoing assistance, training, and leadership development from SAGE and its staff
- Frequently access SAGE's national programs
- Mobilize our national network to action

Non-profit groups and organizations that serve or advocate with older LGBTQ+ people are welcome to contact us to schedule an initial meeting.

www.sageusa.care

Find a SAGECollab partner where you live

Locate a SAGECollab partner near you to connect with like-minded people in your community.



Stay Connected



Sherrill Wayland, MSW
Senior Director, SAGE
swayland@sageusa.org

sage | Advocacy &
Services for
LGBTQ+ Elders
**National Resource Center
on LGBTQ+ Aging**



CENTRALINA

Area Agency on Aging



Pride in 
CARE North Carolina



Transportation

Transportation is important to all of us-- it links individuals to social connections, religious activities, medical appointments, groceries, pharmacies, and much more.

“According to the American Journal of Public Health, individuals on average can expect to live between 6 to 10 years retired from driving.”



LGBT+ & PUBLIC TRANSPORTATION

- LGBT individuals may have additional safety concerns about utilizing public transportation options
- A 2019 University of Minnesota study found “gender minorities experience frequent harassment while engaging with the public transit system.” and found that “discrimination and violence experienced by transgender and gender-nonconforming riders restricts their mobility or freedom of movement.”



FTA Considerations:

“Note Title VI and 49 CFR Part 21 prohibit discrimination based on race, color, and national origin and Federal Transit Laws (49 U.S.C. § 5332) includes protections on the basis of religion, sex, disability, and age. In this context, the term ‘sex’ includes pregnancy, childbirth, or related medical conditions; gender identity; and sexual orientation”- FTA C 4704.1A

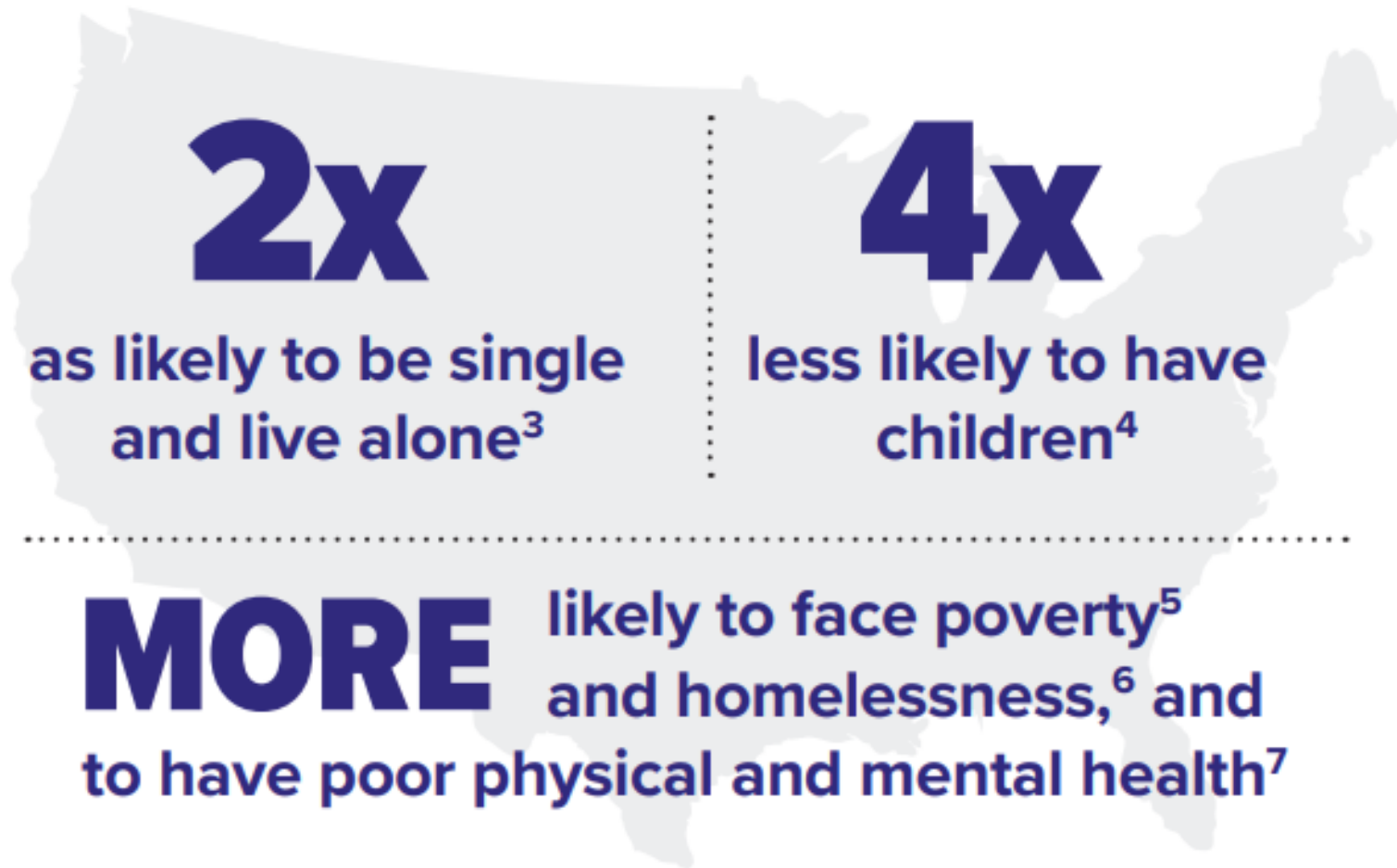


ACL & Older Americans Act

“ACL encourages states and AAAs to take a broad approach to ensuring services are reaching older adults in greatest social need in line with recent Executive Orders. These populations include: individuals who are Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders, and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; and persons who live in rural areas.” - State Unit on Aging Directors Letter #01-2021 August 5, 2021



LGBT older people face unique challenges as we age. LGBT elders are...



SAGE, 2021



Best Practices:

Conduct a self-audit:

- Policies & Procedures
- Marketing materials
- Symbols, images on site
- Training



Best Practices: Inclusive Policies & Procedures



- Develop or Review and Revise Non-Discrimination Policy to make sure it includes protections for sexual orientation and gender identity
- Require all staff, & volunteers to sign the Non-Discrimination Policy
- Share non-discrimination policy on the website and marketing materials
- Consider an Anti-Bullying/ Code of Conduct Policy for passengers/participants
- Cover these items and have them signed at intake for participants and during orientation for staff and volunteers



Making Your Agency Welcoming to LGBT Clients:

Representation is important:

- Photographs, Posters, Brochures, Website, other promotional materials
- On site; Photographs, Posters, Books Magazines, Rainbow flag, Safe Zone signs in public areas or intake office





Best Practices: SOGI Questions

Sexual Orientation & Gender Identity Questions

- Include SOGI Questions on intake forms
- Staff Trained
- Everyone is being asked
- Answering questions is optional
- Why?



Best Practices: SOGI Questions

- Ask people how they want to be addressed (name and pronouns)
- Add sexual orientation and gender identity questions to intake paperwork
- SAGE has wonderful resources to help!



Best Practices: Training



- Training is important for ALL staff
- Training should occur at orientation
- Ongoing training (consider quarterly or annually)
- Involve LGBT individuals in training if/when possible
- SAGECare is an outstanding resource!





MORE THAN EIGHT OF TEN RESPONDENTS say they feel more comfortable with providers who are specifically trained in LGBTQ residents' needs.

Use of advertising to highlight LGBTQ-friendly services **WAS NOTED AS FAVORABLE BY 86 PERCENT OF RESPONDENTS.**



Having staff members who happen to be LGBTQ **WAS SEEN AS PREFERABLE BY 85 PERCENT OF RESPONDENTS.**

Displaying LGBTQ-welcoming signs or symbols in facilities and online **WAS NOTED AS IMPORTANT TO 82 PERCENT OF RESPONDENTS.**

(Houghton, 2018)





CENTRALINA
Area Agency on Aging

Thank you!

Katie Kutcher

Centralina Area Agency on Aging

Assistant Aging Director

kkutcher@centralina.org

