



Vignette 1: **JORDAN**

Jordan was born in 1935. He identifies as a closeted, black, same-gender loving (SGL) man. Jordan was married to Betty for 48 years and is now a widower with grown children. He is secretly in a relationship with another man having never shared his sexual orientation with his family, co-workers, and church friends. A stroke has left him in need of home care to be able to continue living in his house. His church friends are trying to organize in-home support for him. Jordan lives with the knowledge that his church and community have strong judgments about gay people and that he might face rejection and shaming were he to be honest about his relationship.

HANDOUT: **Best Practices Vignettes**

Adapted from, *Improving the Quality of Services and Supports Offered to LGBT Older Adults for Aging Providers*, National Resource Center on LGBT Aging, SAGE, PHI, NY, NY.

1. What best practices would ensure that Jordan would feel safe and accepted by your home care organization?
2. What might be the benefit of bringing these best practices into your organization (if you don't already do them)?
3. What could be the challenges of bringing these best practices into your organization (if you don't already do them)?



Vignette 4: ADELA

Adela was born in 1940. She was assigned male at birth and named Neo, by Cuban immigrant parents in Miami, Florida. She identifies as a transgender, Cuban-American woman. She clearly remembers that when Castro came to power, many of her gay and lesbian friends, couldn't leave the country and were placed in labor camps for homosexuals. She has been on hormone therapy for over 20 years and has not undergone other medical interventions. She is accepted as female without question by others publically.

Her rheumatoid arthritis makes it increasingly difficult for her to do things on her own like cleaning, cooking, and shopping for food. Her "family of choice" tries to help, but they too are aging. She's beginning to wonder how long she can continue to live independently and is terrified that she may need to move into a supportive living facility in the near future. She struggles with her awareness that until this stage of life, she has felt able to control the knowledge that social service providers have about her "stealth" status. However, she is fearful that in a new senior residence or in an intimate health care setting, she will be "outed" and exposed to demands that she change her transgender identity.

HANDOUT:

Best Practices Vignettes

Adapted from, *Improving the Quality of Services and Supports Offered to LGBT Older Adults for Aging Providers*, National Resource Center on LGBT Aging, SAGE, PHI, NY, NY.

1. What best practices would ensure that Adela would feel safe and accepted by your senior residence?
2. What might be the benefit of bringing these best practices into your organization (if you don't already do them)?
3. What could be the challenges of bringing these best practices into your organization (if you don't already do them)?

