

THE MAGAZINE OF SERVICES & ADVOCACY FOR GLBT ELDERS

sage<sup>SM</sup>

# Matters

FALL 2013

**SAGEWORKS**  
A LIFELINE FOR LGBT  
OLDER WORKERS

**SAGE FACES**  
DAVID CANTER  
ON BOARD SERVICE

JEWISH HOME LIFECARE  
COMMITTS TO LGBT  
OLDER PEOPLE

AN ENCHANTED EVENING  
AT THE SAGE AWARDS



*SAGEMatters* is the triannual magazine of Services & Advocacy for GLBT Elders (SAGE), the country's largest and oldest nonprofit agency dedicated to serving LGBT older people. Our mission is to take the lead in addressing issues related to lesbian, gay, bisexual and transgender (LGBT) aging. In partnership with its constituents and allies, SAGE works to achieve a high quality of life for LGBT older adults, supports and advocates for their rights, fosters a greater understanding of aging in all communities, and promotes positive images of LGBT life in later years.

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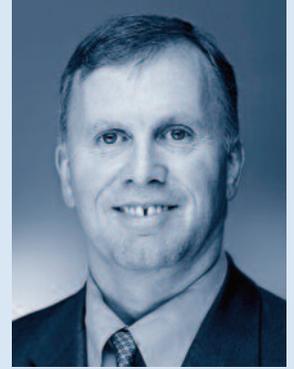
### PHOTOS

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Dave Sanders: p. 2  
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### GRAPHIC DESIGN

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## MESSAGE FROM THE EXECUTIVE DIRECTOR



It's the final *SAGEMatters* of the year, and as I look back, I am in awe of 2013 and the dynamic changes that have taken place for LGBT people across the local and national landscape. Thanks to your continued generosity and support, SAGE took a number of critically important steps forward for LGBT older people in the past year. You can read about some of these key accomplishments in this issue, including:

- SAGEWorks, our training program for LGBT older people who are out of work, expanded dramatically over the past year and is helping hundreds of program participants across the country assess and sharpen their career and employment skills, access training programs, and get job coaching and placement assistance. In addition, we've worked with employers across the country to educate and inform them about the many benefits of hiring LGBT older workers.
- In 2013, SAGE's National Resource Center on LGBT Aging equipped more than 1,600 aging service providers across the country with the information they need to provide LGBT older people with support in a welcoming environment. We also provided educational resources to thousands of LGBT elders to give them the information they need to plan for their future. Think about what it would be worth to know that when you grow older and may need help, completely accepting and caring resources will be there for you. SAGE's path-breaking work in 2013 helped to ensure that future for us all.
- SAGE is playing a leading role in making sure LGBT older Americans—many of whom become uninsured before they hit 65 and become Medicare-eligible—get the health insurance they need through the Affordable Care Act ("Obamacare"). That's why in 2013 SAGE enlisted as an official "Champion of Coverage," and launched an online Health Insurance Action Center specifically designed for LGBT older people. And we've equipped our SAGE affiliates in 26 cities across the country to make sure they help get their LGBT older constituents who don't have Medicare enrolled for health insurance.

The close of 2013 is helping to highlight the exciting work of the year ahead, as we are catapulted ahead by SAGE's new Strategic Plan. In our last issue, we highlighted the successful completion of our last five-year plan. In September, we unveiled *The Road Ahead*, a new three-year plan to guide the next chapter of SAGE's work. The overarching theme of *The Road Ahead* is to powerfully expand the impact of SAGE's work on behalf of LGBT older people during this next chapter. The plan is divided into two pillars—maximizing SAGE's impact as a model service provider and advocate for LGBT older people across the country, and ensuring that our work rests on the strongest possible organizational foundation.

As you can see, there have been no shortage of success stories at SAGE this year, and with your help, we have every reason to expect another year of breakthrough achievement at the local, regional, and national levels—and in the lives of LGBT elders across America! On behalf of all of us here at SAGE, I thank you for your sustained support of this life-changing—and history-making—work. You help us propel our momentum ever forward.

Michael Adams, *Executive Director*

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“I am not exaggerating when I say SAGE saved my life. At this time last year, I had been unemployed for nearly two years and felt discouraged and depressed. But I was in the SAGEWorks unemployment support group, which was the only thing that got me out of bed...And it was through SAGEWorks that I got the call offering me a job.”

— CHARLES, AGE 64

🔗 Did you know you can give online? Visit [sageusa.org/donate](https://sageusa.org/donate)

If you have inquiries, feedback or comments, please email us at [info@sageusa.org](mailto:info@sageusa.org)

Please help SAGE Go Green and let us know if you'd prefer to receive *SAGEMatters* electronically. Email us at [development@sageusa.org](mailto:development@sageusa.org)

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**On cover:** Charles, 64,  
*SAGEWorks* participant

# SAGEWORKS

## A Lifeline for LGBT Older Workers.

Bill was laid off in 2010—a time when the country was in the throes of an economic downturn. At 56 years old, he was having trouble finding a regular job. But then he came to a turning point: “I was out of work and feeling blue when I saw a flyer for SAGEWorks,” he said. Bill attended a SAGEWorks orientation; within an hour, like the other new participants, he was immediately registered and sitting at a computer being led through AARP Foundation’s premier WorkSearch system (provided free of charge to all SAGEWorks participants).

The orientation had an immediate positive effect on Bill’s point-of-view. He said, “I went to the SAGEWorks orientation and spoke with the staff who

run the program. They told me about various resources, classes and other steps I could take that might help me find employment. But even more important than the information they gave me was the way they took an interest in my plight—which is really nice, considering mine is just one of many plights they deal with every day.”

Bill enrolled in a computer class at SAGE Harlem, offered by SAGEWorks and taught by staff from OATS (Older Adults Technology Services). He learned Microsoft Excel and other computer programs necessary for office jobs in today’s market—and then landed a job as a receptionist.

## A GROWING NEED

By 2010, it had become clear to SAGE that LGBT older people were particularly hard hit by the stagnant economy. Even as the economy improved, older people continued to have trouble finding jobs. Research shows that employers have a bias toward hiring younger workers because they assume these workers will be more efficient and learn faster—even though this perception continues to be proven incorrect.

For LGBT people age 40 and older, ageism in the workplace is compounded by discrimination based on sexual orientation and gender identity, leading to increasing financial insecurity as they age. The economic and personal impact of this discrimination can accumulate

over a lifetime and impact earnings, savings and Social Security benefits.

SAGE brought these challenges to national attention at a diversity and aging panel organized by AARP for Walmart management. As a result, SAGE received a grant from Walmart Foundation to seed SAGEWorks in New York City. The program was an immediate hit, and unemployed—and underemployed—LGBT older workers were able to find the help they needed in a safe and understanding environment.

## THE SAGEWORKS ADVANTAGE

Now in its fourth year, SAGEWorks has expanded to six sites across the country, serving members in and around New York City, South Florida, Philadelphia, Denver, Chicago and Palm Springs,

California. Because age discrimination in the workplace begins at 40, the program is geared to LGBT people age 40 and older. SAGEWorks expands participants' job hunting skills and career options through a variety of no-cost, high-quality workshops taught by top-notch corporate coaches, instructors, human resource managers and computer experts who donate their time to SAGE. SAGEWorks participants can choose to update their skills through computer courses, one-on-one career counseling, resume building sessions, networking opportunities, and more. To date, SAGEWorks has served thousands of LGBT older people and helped hundreds find employment.

The advantage for employers is clear. Older workers score high in rankings on

**“CVS Caremark is pleased to partner with SAGEWorks to identify diverse and excellent employees. We share a passion for building outstanding teams.”**

— LISA DOWD, NYC REGIONAL LEARNING CENTER  
COORDINATOR, CVS CAREMARK

“Due to SAGEWorks, I was able to find a part-time position. The skills I learned at the computer classes have helped me on a daily basis. I return letters, make travel arrangements using the internet, and sum up the itinerary I created on a nicely formatted Word document. I started putting together spreadsheets to help my employer organize events. She actually asked ME to show her how to use Excel!”

—CAROL, AGE 57

## The Calamus Foundation Expands SAGE’s National Impact

This fall, The Calamus Foundation awarded SAGE a \$250,000 matching grant to deepen the impact of its national programs on the lives of LGBT older people nationwide. The Calamus Foundation’s support will sustain and strengthen SAGENet, SAGE’s network of 26 affiliates in 19 states and the District of Columbia, as well as expand the capacity and effectiveness of SAGEWorks, the country’s only work readiness program for LGBT older adults.

The Calamus Foundation, a longtime supporter of the LGBT elder community, previously awarded SAGE a path-breaking four-year matching grant of \$1 million that catalyzed the growth of SAGE’s services in New York City. The

Calamus Foundation also contributed a \$500,000 capital grant, making it possible for SAGE to purchase space to house The SAGE Center, the country’s first full-time LGBT senior center. The current matching grant will expand SAGE’s national work, and will double the impact of incoming donations, enhancing our ability to reach out to new supporters—ensuring that SAGE will be there to help future generations of LGBT older people. Thank you to The Calamus Foundation for its generous support!

To learn more about The Calamus Foundation, visit [calamusfoundation.org](http://calamusfoundation.org).

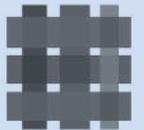
leadership, organization and writing skills, being detail-oriented, listening, and problem solving—qualities in high demand in today’s job market. For employers and businesses who value a diverse workforce, SAGEWorks provides access to a robust pool of high-caliber candidates with updated skills, talent, and drive..

As for Bill, he reports that his new employer is happy to have hired him—a feeling that is mutual. He stated, “I’m answering phones, greeting people, talking to people with various needs, problems, and requests, and it makes me feel good to be productive. It makes feel good to be of use in some small way. So thank you, SAGE, for helping me (and all the people like me) and for being such a brilliant, caring bunch!”

 To learn more about SAGEWorks, or to register for the program, visit [sageusa.org/sageworks](http://sageusa.org/sageworks)

# CULTURAL COMPETENCY TRAINING

FROM SAGE'S NATIONAL RESOURCE  
CENTER ON LGBT AGING

**National  
Resource  
Center**   
ON LGBT AGING

- Trainings have occurred in 26 states, and have reached trainees from virtually every contiguous state in the US, as providers who were trained at conferences bring their new knowledge home.

With a new round of funding from the federal Administration on Community Living, SAGE's National Resource Center plans to build on the success of the training program. In 2014, the National Resource Center will continue to expand the highly successful in-person trainings, while introducing new, shorter training webinars. These webinars, designed to reach even more providers who would otherwise not have access to the in-person trainings, will be topic-specific, and the first one will focus on basic LGBT aging knowledge and competencies.

In addition, early in 2014, SAGE will unveil the National Resource Center Education Ambassadors, a corps of interested individuals who will be equipped with the tools to educate their communities on the needs of LGBT older adults. The National Resource Center's website will also soon have a streamlined training request form, and ways to help professionals in the aging and LGBT fields find agencies, organizations, and care providers that have taken our trainings.

🔗 Visit [lgbtagingcenter.org](http://lgbtagingcenter.org) to learn more about our training options.



In March 2011, SAGE's National Resource Center on LGBT Aging began offering different trainings, two 4-hour trainings for the mainstream aging network, and two 4-hour trainings for the LGBT network. From the start, the trainings were in demand. In the first two years of the training program:

- 176 trainings have been completed, totaling 704 hours of training
- More than 2,500 providers have been trained
- 2 popular *Inclusive Services* guides have been released, one on making agencies more LGBT-friendly and one on collecting data on sexual orientation and gender identity.

# SAGE'S NEW FACE OF LGBT CULTURAL COMPETENCY TRAINING: TIM JOHNSTON



**SAGE's National Resource Center on LGBT Aging, our training and technical assistance arm, will soon roll out a number of new training options for aging providers and LGBT organizations. Tim Johnston, SAGE's recently hired Manager of Education and Training, tells *SAGEMatters* what to expect.**

#### **TIM'S ROLE:**

I am responsible for coordinating nationwide trainings about the needs of LGBT older adults for aging providers and LGBT organizations, developing training curricula, and tracking training outcomes and evaluations.

#### **ON WHAT DREW HIM TO SAGE:**

I first learned about SAGE's National Resource Center on LGBT Aging while doing dissertation research on LGBT competency and sensitivity training.

I came to a volunteer orientation and was bowled over by both the breadth of SAGE's work and the amazing resources and trainings provided by the National Resource Center. I'm thrilled to be working with SAGE to help all kinds of organizations become affirming and sensitive to LGBT older adults.

#### **WHAT HE HOPES TO ACCOMPLISH:**

In addition to our current in-person trainings, we will begin offering webinars as shorter, topic-specific presentations.

In early 2014, we're launching the National Resource Center Education Ambassadors Program, which will provide advocates at the grassroots level with tools to educate their communities on the needs of LGBT older adults. It's a very exciting time for SAGE's National Resource Center on LGBT Aging and I hope to continue expanding our ability to reach out to as many organizations as possible.



# Supporting LGBT Elders

THE STORY OF HOW I BECAME THE FIRST GEN X CHAIR OF A NATIONAL LGBT AGING ORGANIZATION **By David Canter**

In our youth-obsessed culture, aging is sometimes viewed with apprehension, even fear. For me, however, the act of growing older has always been a normal part of my life. My mother was a geriatric nurse and often provided specialized home care for people of limited means. I saw firsthand how the difficulties of aging are compounded by poor health and financial insecurity. But as a teenager attending Pride parades in New York City,

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**Top photo:** David Canter (right) marches in the 2013 Pride Parade in New York City with Michael Adams, SAGE Executive Director, and Mayor Michael Bloomberg.

I was also exposed to a more joyous aging future: the trolley for SAGE (Services and Advocacy for GLBT Elders), moving down the parade route filled with lesbian, gay, bisexual and transgender (LGBT) older people who were celebrating their lives and their history.

I knew even then that my older peers had paved the way for me to be able to live as an open gay man in both my personal and professional life. Today's LGBT elders, the Stonewall generation and older, had it hard. If they had not already done the difficult work to win the civil rights we have now, I would never have had the

courage on my first day at JP Morgan to openly identify as gay. The fact that I could be myself at work meant that the energy I would have spent hiding could instead go to excelling at my career, a benefit to my employer.

Years later I learned that aging while LGBT can be fraught with difficulty. LGBT older people are less financially secure than American elders as a whole. They are skilled at building families of choice and other support networks, but are still twice as likely to be single and to live alone, and three to four times as likely to be childless. They also face discrimination in health

care settings, senior centers, and other places intended to support older people.

I discovered these facts at a time when I was looking to take my volunteer work to a whole new level. I had just been promoted to a leadership position at Deutsche Bank, leaving me more time to invest in personal projects—and that's when I was introduced to SAGE. I made one connection at Creating Change (an annual conference for LGBT advocates) that led to me becoming the youngest ever board member in SAGE's history, and four years later, the youngest ever board co-chair.

At the time, I had no prior board experience, no real fundraising experience and no idea of the difference I could make. I was a baby board member. SAGE was seeking to build connections on Wall Street, which I had. My fellow board members took me under their collective wing. Judith Turkel and Frank Stark, co-chairs during several of my early years on the board, were great mentors. Together with the board members and SAGE staff, I began to understand the capacity that I had to make change—a capacity that each of us holds.

When I joined SAGE, we were a New York City agency that did really amazing work on a \$2 million annual budget. The board and staff worked together to create a 5-year strategic plan for the organization with some lofty goals, including making SAGE a national organization and the go-to resource on LGBT aging issues. We met, and exceeded, all of our goals. Along the way, I was able to bring in the support of my employers, first Deutsche Bank, and now Macquarie (support garnered within my first two weeks on the job). I was also able to reach out into my networks and bring in corporate funding from a number of other companies.

Along the way, I learned something that applies to anyone who is thinking about joining a board, but might think it's out of their league. The power of personal networks is greater than you think. Most people want to make a difference, but do not always know how to do it—and this applies to many corporations as well. Most people are not aware that their employers are ready and eager to assist once they know about the causes and

**“Together with the board members and SAGE staff, I began to understand the capacity that I had to make change—a capacity that each of us holds.”**

organizations that interest their employees. I found that the firms I worked for had values that aligned with my own, and from there I was able to find ways for my firms to support my causes. Acting as an ambassador for an organization like SAGE makes an immense impact. For anyone thinking about board service and fundraising, I say, be outspoken about your passions, and the opportunities will come to you.

After six amazing years, SAGE's bylaws require me to step down from the board. The rewards of board service have exceeded all of my expectations. Whenever I meet constituents and hear how SAGE helped them, or when I see Edie Windsor at the SAGE Awards and give her a hug, I feel lucky to have in some

small way supported this organization. It reinforces the meaning of community for me.

The work of every SAGE board member touches on the lives of thousands of LGBT older people across the country in ways we cannot fully understand. I am proud of my accomplishments as a board member, but I also know it was done in partnership with my fellow board members, staff and an amazing executive director, and our many foundation and corporate partners. Together, the efforts toward change we have put into the world via SAGE have multiplied into an immeasurable impact for current and future generations of LGBT elders.

*David Canter is an Associate Director with Macquarie Group. He is currently deciding what his next nonprofit board adventure will be.*



# JEWISH HOME LIFECARE

“Each person has infinite value.”

For 165 years, Jewish Home Lifecare has been a leader in the nonprofit elder care sector. As the largest health care system in New York, Jewish Home provides a range of services and programs throughout the Bronx, Manhattan and Westchester. These services include skilled nursing, short term rehabilitation, senior living and assisted living, community home care and more. They also operate the Research Institute on Aging, which brings evidence-based best practices to the geriatric field by linking applied research to clinical care and academic training.



Above all, Jewish Home’s work is guided by an innovative person-centered approach—meaning that the care they provide addresses each person’s needs, goals, preferences, cultural traditions, family situation and values. This approach has led Jewish Home to assess the needs of their community and develop unique initiatives such as palliative care for patients with dementia and programs for elders with substance abuse issues.

Now Jewish Home is aiming to make their facilities welcoming to LGBT older people. They are working with SAGE, which will conduct LGBT cultural competency training for Jewish Home’s managerial team, followed by training for the rest of their 3,500-person staff. SAGE also will offer a review of their policies, procedures

and materials to ensure that LGBT people are well represented.

*SAGEMatters* recently spoke with three key members of Jewish Home’s staff about the values that drive their work, the importance of creating LGBT-affirming services and their planned landmark long-term skilled nursing and rehabilitative care facility—which will be the first in New York to include a residence specifically for LGBT older people. Audrey Weiner is President and CEO of Jewish Home, Deirdre Downes is Corporate Director of Social Work Initiatives, and Jonathan Malamy is Director of Religious Life.

## Why did Jewish Home Lifecare decide to expand health care services and support to LGBT older people?

**Audrey:** I think about a meeting with our board of directors where Jonathan—an early advocate of Jewish Home’s work with LGBT elders—spoke about Jewish values and how all of our history really supports this work. There’s a Hebrew expression, *tsellim elohim*, which means “in the image of God.” Each person is created in the image of God, which means each person has infinite value. If we believe that, and we are guided by that, then the only answer to whether we should work with LGBT elders is: “But of course.”

## How does LGBT cultural competency work align with Jewish Home’s work in

## terms of client care?

**Audrey:** Our belief is that all the work that we do with our elders for long-term care or short-term rehabilitation, or for care in the community, should be person-centered. When working with individuals, we ask: Who is this person? What are their life experiences? What are their strengths? And what do they need? Who a person is includes their sexual orientation. So the only way we can truly achieve person-centered care is by embracing who the person is and how they have led their life, and how that contributes to the social network that they have—or don’t have—and the strength that that brings, or doesn’t bring.

## Can you tell our readers more about your Green House?

**Audrey:** We as administrators, as we’ve gotten older, have had to confront the fact that the organizations that we’ve run, while they have provided excellent care, may not have been the perfect places to live. And so we decided to build our new nursing home according to the Green House model supported by the Robert Wood Johnson Foundation. A Green House is a cluster of rooms in an apartment with a separate entrance for up to 12 residents, each of whom have private bedrooms and bathrooms, all built around the core of the home, typically a kitchen and shared living and dining rooms. This model is based on three notions. The first is that one’s environment

really can enhance care. Second, warm relationships between elders and staff can be very special and should be encouraged. Third, the staff, who are the caregivers, should be empowered to take charge of the work that they do and of the life in the household.

In our new building, which will break ground a year from now, there will be 22 Green Houses, 2 per floor. One of them will be dedicated to people who self-identify as LGBT and want to live with others who also identify as LGBT. No one will be required to live in the dedicated apartment, but the option will exist for those who wish it.

### You already have plans for an LGBT Green House and for manager training. Why did Jewish Home make a decision to extend LGBT cultural competency training to your entire system?

**Deirdre:** So much of the Green House is focused on relationships, but we're not waiting until the Green House is built to focus on building relationships with the people for whom we provide care today. We have relationships developing every day in our community between the certified nursing assistants and the people who they care for, so how much better will it be if there's an openness and comfort to be able to say who you are and how you identify yourself without any fear?

We are going to begin by providing LGBT cultural competence training to our management staff because they have leadership responsibilities and serve as role models; then we will move to doing an education training all of our staff. There are LGBT people throughout our system—in home care, day centers, in our housing. To be inclusive throughout the entire system, all of our staff need to be involved and trained. Other pieces of this work that SAGE is helping with are

looking at our policies and procedures, our literature, our signage, whether we appear welcoming and inclusive. I think this has begun to open up some wonderful conversations, and is already informing the work we're doing today.

### What do you envision as the short- and long-term effects of this work?

**Jonathan:** In the short term, there will be proactive messaging going on that we are affirmatively welcoming and encouraging people to reveal their sexual orientation and gender identity, when otherwise they may have felt it was unsafe. In the long-term, I hope that will translate to a larger culture of appreciation of diversity that includes and transcends LGBT issues. Our staff will have an increased set of skills to understand and talk about the ways that we are different, rather than paper over our differences because they make us uncomfortable. There is always a challenge in people living together communally, so I think we will strengthen our community overall by addressing LGBT issues.

### What, in your view, is the value of working with an organization like SAGE

### to ensure that your materials, policies and staff are culturally competent?

**Deirdre:** As we became increasingly aware of the needs of LGBT older people and where we need to grow and develop to address those needs, SAGE was the natural choice to help guide us. SAGE has a reputation as a national leader on understanding the needs of this population, and we've already had many positive interactions working with your organization.

**Jonathan:** I think there are always a lot of anxieties and projections when we address issues around which there is a charged political environment, differences of opinions, and conflicts of values. So, we need help doing this in a professional way, and having an external partner with sophisticated expertise can help us navigate any challenges and identify ways we can move forward.

 For more information on Jewish Home Lifecare and their new Green House, slated to open in New York City in 2017, visit [jewishhome.org](http://jewishhome.org).

## WHAT IS A “GREEN HOUSE”?

The Green House model was created by Dr. Bill Thomas, a geriatrician who was seeking an alternative to traditional institutional nursing homes. A Green House is a community for a small number of residents that is designed to look and feel like a home, with private bedrooms, communal living and dining spaces, and a hearth. Every detail of the home, from décor to ensuring that residents have access to green outdoor spaces and natural light, is designed to support older people's health and well-being. Residents do not have strict schedules and are encouraged to form close bonds with staff. Direct care providers, which will be called *Adirim* in the Jewish Home model, provide personal care, cook meals, and more; they are supported by nurses and clinical staff. This is in contrast to hierarchical nursing home staffing where each person has a strict role. Research indicates that the result is elders who are happier and healthier. According to the Robert Wood Johnson Foundation, a supporter of the Green House® Project, there are currently more than 260 Green House homes in 32 states.

# SAGE SERVICES & PROGRAMS

SAGE offers dozens of activities, groups and programs that encourage LGBT older adults to stay connected with each other and the community. With program spaces in Manhattan and Brooklyn, we provide an array of English and Spanish-speaking programs, including:

## SUPPORT GROUPS

Bereavement  
Breaking Anxiety & Depression  
Coming Out Later in Life  
From Isolation to Socialization  
Intimacy  
Maintaining Sobriety  
Men's Coming Out  
Multiple Sclerosis  
Women Our Evolving Lives  
Women's Relationship Group

## SAGE POSITIVE

Case Management  
Men's HIV Support Group  
HIV+ Latino Men  
HIV Prevention/Education  
New Beginnings Harlem  
Men's HIV Group

## THE SAGE CENTER

### HOT DINNER

**M-F 5:00-6:30 PM**

\$2 suggested donation  
for 60 yrs and older;  
\$4 for others

### SOCIAL SERVICE CASE ASSISTANCE

By appointment:

**M-F 3:30-6:30 PM**

Drop-in: M, W, F

**2:00-3:00 PM**

### HEALTH, WELLNESS AND FITNESS PROGRAMS

Beth Israel Nurse Services  
Wellness Groups  
Health and Wellness  
Presentations  
Male Cancer Survivor Group  
McBurney YMCA Voucher  
Program

Senior Splash at  
Tony Dapolito Pool  
SAGE Walking Club  
Yoga  
Zumba  
SAGErcize  
Health Fair  
Wii Bowling and Boxing  
Meditation  
Tai Chi and Qi Gong  
Billiards  
Ping Pong

### ARTS AND CULTURE PROGRAMS

Booklovers Discussion  
Theatre Desk  
Morning at the Opera  
Walks/Outings to Cultural  
Institutions  
Knitting Group  
Creative Writing Workshops  
Art Classes  
Musical Theater Writing  
Workshop  
SAGE Singers  
Singing Out!  
SAGE Center Library  
Musical Performances and  
Concerts

### CAREGIVERS

Support Groups  
(afternoons and evenings)  
Respite Support Group  
Financial Help  
Friendly Visiting  
Home Care  
Lend-A-Hand

### SAGECAP— CARING AND PREPARING INITIATIVE

## DISCUSSION GROUPS

Conscious Creative Aging  
Life Issues Beyond Retirement  
Thursday Men's  
Discussion Group  
Men's 50+ Discussion Group  
75+ Senior Elders Group  
Women's Discussion Group  
Gay Widowers

## SOCIAL

Bridge  
Mah Jong  
Brunch  
Bus Trips  
Memorial Service  
Daily Drop-In at LGBT Center  
SAGE Center Cafe  
Dating and Relationship  
Programs  
Gay Pride Celebrations  
History and Heritage Programs  
Holiday Parties  
Intergenerational Programs  
Uptown Neighbors Group  
SAGE Socials  
Women's Dances  
Women's Programs

## INFORMATION PROGRAMS

Drop-in Community Meetings  
Health Information Clinic  
Legal Clinic  
Money and Finance Programs  
Volunteer Orientation  
Outreach and Tabling

## LIFELONG LEARNING

Creative Writing Classes  
Foreign Language Classes  
Intergenerational Theater  
Workshop  
Art Class

Genealogy  
Film Viewing and Discussion  
Elder Spirit

## SAGEWORKS

Orientations  
Skills Building Seminars  
Computer Classes  
Job Coaching Sessions  
Resume Assistance  
Cyber Center Walk-in

## HARLEM

Visiting Nurse Services  
Health & Wellness  
Presentations  
Arts + Craft for Healing  
Buddy-2-Buddy  
Computer Classes  
Women's Support Group  
Cultural & Social Programs  
Men's Support Group  
New Beginnings Men's HIV  
Support Group  
Latino Men's Support Group  
(Spanish)  
HEAT (Harlem Elders Aging  
Together) Meetings  
Meditation Comes to Harlem  
(AA Meeting)

## SOCIAL SERVICES

Information and Referrals  
Case Management  
Benefits and Entitlement  
Assistance  
Friendly Visiting  
Brief one-on-one counseling  
Group therapy

 For a full listing of SAGE activities, including a calendar of events, please visit us at [sageusa.org](http://sageusa.org).

In the past several months, SAGE led several initiatives to advance LGBT aging issues at the national level. Here are the highlights. For more photos of our work, visit [flickr.com/sageusa](http://flickr.com/sageusa).

**SAGE RECEIVES AWARD FROM WHITMAN-WALKER** In May, Whitman-Walker, a Washington, DC-based nonprofit community health center specializing in HIV/AIDS and LGBT-affirming health care, presented SAGE with a 2013 Joel A. Toubin Memorial Award, for our work on behalf of LGBT older people. We were honored alongside the National Center for Transgender Equality, and the Honorable Chai R. Feldblum, Commissioner of the U.S. Equal Employment Opportunity Commission. Don Blanchon, Executive Director of Whitman-Walker, said of SAGE, “For 35 years, they have worked to improve the lives of LGBT elders, who face different challenges in aging than heterosexual elders. As their mission says, ‘SAGE works to achieve a high quality of life for LGBT older adults, supports and advocates for their rights, fosters a greater understanding of aging in all communities, and promotes positive images of LGBT life in later years.’”

**SAGE RECEIVES FEDERAL FUNDING TO INCREASE LGBT AGING RESOURCES** This fall, SAGE was honored to receive two grants from the Administration from Community Living (ACL), the federal agency responsible for increasing access to community supports, while focusing attention and resources on the unique needs of older Americans and people with disabilities across the lifespan. The first was a two-year renewal grant to fund SAGE’s National Resource Center on LGBT Aging; with this support, the National Resource Center will expand its LGBT cultural competency training options as well as the cutting-edge resources offered through its online clearinghouse. The second grant is the Senior Medicare Patrol (SMP) Integration Grant, which supports the development of Medicare outreach and education strategies aimed at integrating traditionally hard-to-reach populations. SAGE will develop education and outreach tools to expand the reach of the SMP program to more effectively serve LGBT Medicare beneficiaries, ensuring that SMP fraud prevention messages reach them and their loved ones.

**SAGE INTRODUCES THE STRATEGIC PLAN 2013-15** This fall, SAGE introduced our new strategic plan, *The Road Ahead*, a visionary Strategic Framework that will guide the next phase of our work. Over the next 3 years, SAGE intends to deepen its federal policy work and its affiliate reach to achieve true national impact for the LGBT aging field. SAGE’s efforts will continually



emphasize inclusion of all LGBT older adults—regardless of where they live, and especially for those LGBT elders who have been most marginalized and are most in need of support. We will deepen our commitment to model service provision for LGBT older adults by adapting our services so that they are responsive to health and long-term care trends, evaluating and pinpointing which services are most effective, and using the resulting data to help replicate those services through our affiliate network. As the country’s largest repository of expertise on LGBT aging, SAGE will focus on knowledge-sharing by bolstering our one-of-a-kind National Resource Center on LGBT Aging to continue training aging providers around the country and by providing LGBT older people with the information they need to plan for the future. And having catalyzed a fast-growing LGBT aging field in recent years, SAGE will now focus on sustaining that growth by

encouraging and supporting the work of our partners, leveraging strategic alliances, harnessing trends in health care and other sectors to build self-supporting LGBT aging work, and strengthening SAGE's own infrastructure and support. Visit [sageusa.org](http://sageusa.org) to read the new plan. For a rundown of SAGE's accomplishments resulting from our prior 5-year plan, see the Summer 2013 *SAGEMatters*, also available at SAGE's website.

**NATIONAL HIV/AIDS AND AGING AWARENESS DAY** On September 18, 2013, the Senate Special Committee on Aging—along with SAGE and our partners ACRIA, GMHC, HRC, and NHCOA—helped bring a series of events to Capitol Hill to mark National HIV/AIDS and Aging Awareness Day. From a morning briefing, to a hearing in the afternoon, there were a number of strong and compelling voices who spoke of the challenges the aging network, medical field, and research community face with the graying of AIDS. Michael Adams, SAGE Executive Director, moderated the morning briefing, a panel featuring Henry Pacheco, MD, Director of Medicine and Public Health, National Hispanic Council on Aging; Lisa Fitzpatrick, MD, Medical Director, Infectious Diseases Care Center, United Medical Center; Nelson Vergel, Director, Program for Wellness Restoration; and Courtney Williams, Community Planner, DC Office on Aging. At the congressional hearing, the first on this topic in several years, policymakers such as Senator Elizabeth Warren (D-MA) and Senator Tammy Baldwin (D-WI) explored topics from prevention and treatment, to the emotional toll of the disease. To read a recap of the day's event and view the hearing, visit the SAGE Blog at [blog.sageusa.org](http://blog.sageusa.org) and search the HIV & Aging category.

**HEALTH INSURANCE ACTION CENTER** Open enrollment in the health law's online marketplaces, also known as exchanges, began on October 1. SAGE joined the federal Champions for Coverage initiative to get the word out on the marketplaces, because LGBT older people stand to benefit greatly from health coverage expansions under the Affordable Care Act (ACA). SAGE now offers an online Health Insurance Action Center featuring a fact sheet on how and why to enroll in the marketplace, and several resources to answer questions LGBT people age 50-64 may have about the new insurance plans. And there's something for people over 65—in addition to the marketplaces, ACA expansions include new benefits for elders 65+ on Medicare, the Medicaid expansion, and a range of protections that make health care more accessible for LGBT older people. Open enrollment in the marketplaces ends on March 31, 2014, so LGBT people ages 50-64 still have time to consider their options. Visit [sageusa.org/ACA](http://sageusa.org/ACA) for more information.

**WHY NEW HEALTH COVERAGE OPTIONS MATTER TO ME**

**Health Insurance in 3 Easy Steps**

Beginning October 1, the new Health Insurance Marketplace has made it possible for you to shop for health coverage and choose the best plan. Here are three steps to guide that process:

- Decide what kind of coverage you need.**

If you do not have insurance through your employer, Medicare or Medicaid, for example, you can choose a health plan that fits your budget through the Marketplace. Figure out how much you can afford to pay each month, and if there are any specific doctors, services or medications you will want covered.
- Gather the required information for enrolling.**

To apply for coverage, you will need to provide your date of birth, current income, employer's name and address and current insurance information, if applicable. In some instances, you'll need to provide info for other household members. You'll also need a Social Security number or an immigration document number and type.
- Get covered!**

Coverage begins January 1, 2014. To see your options and to enroll, visit [healthcare.gov](http://healthcare.gov) to get quick answers, chat live online or find local in-person assistance. Call 1-800-318-2596 for help—available 24/7 in 150 languages.

**How does the Marketplace affect older people age 50+?**

- For older people under age 65 and uninsured, the Marketplace provides a variety of insurance plans to make health care affordable for you and your family. The Marketplace Open Enrollment period is October 1, 2013 to March 31, 2014.
- For older people age 65+ and already on Medicare, the Marketplace does not affect you. However, between October 15 and December 7, 2013, you have the opportunity to review your current health and drug prescription coverage. Visit [medicare.gov](http://medicare.gov) or call 1-800-Medicare for information on Medicare Open Enrollment.

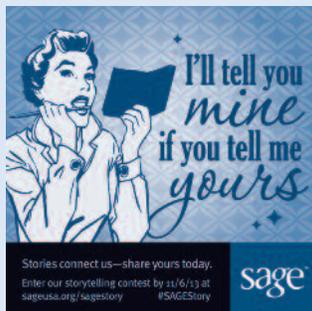
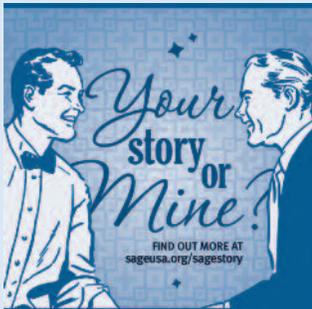
For more information on the Health Insurance Marketplace, visit the Health Insurance Action Center at [sageusa.org/ACA](http://sageusa.org/ACA)

**LGBT-INCLUSIVE QUESTIONS ADDED TO NYS MEDICAID ASSESSMENT TOOL** SAGE applauds the New York State Department of Health (NYS DOH) for integrating questions on sexual orientation and gender identity into its new Uniform Assessment System for New York (UAS-NY), which will be used throughout the state's network of Medicaid community based long-term care services and programs. The New York State Department of Health included these questions in the UAS-NY based on guidance from SAGE. This assessment system will now collect data on LGBT older people who navigate this system for the first time in the state's history—and will serve as a model for patient care and statewide data collection on the health of LGBT older people. The NYSDOH is the latest state agency to address the health concerns of LGBT older people; the New York State Office for the Aging (NYSOFA) also began collecting data on sexual orientation and gender identity to address health disparities among LGBT elders in its network. Additionally, SAGE's National Resource Center on LGBT Aging partnered with NYSOFA and the NYS DOH to create and host two webinars, "How to ask questions pertaining to sexual orientation and gender identity." More than 500 health professionals attended the webinars, and SAGE plans to explore creating more webinars to include more professionals.

**SAGE STARTS HEALTHY WEIGHT INITIATIVE FOR OLDER LESBIANS**

With federal funding from the Office for Women’s Health, SAGE has launched SHE (Strong, Healthy, Energized), a new program to help older lesbians and bisexual women achieve healthy weights. Data shows that older lesbian and bisexual women are at high risk for obesity, which correlates to multiple health problems. This 18-month initiative, which SAGE hopes to replicate at other sites across the country after the pilot program at The SAGE Center in New York City, is part of a national demonstration project.

**SAGE STORY NATIONAL CONTEST** On October 10, in recognition of National Coming Out Day and LGBT History Month, SAGE Story launched a nationwide contest to gather stories that relate to how LGBT older people combat and conquer isolation, building the support systems we all need to age well. We asked participants to tell us: What does “community” mean to you? How do you stay connected to the people who matter most to you? The contest is over, and SAGE received many inspiring entries from across the country. Visit SAGE Story at [sageusa.org/sagestory](http://sageusa.org/sagestory) to read these moving stories. Thank you to AARP Foundation and The Ford Foundation, whose support makes SAGE Story possible.



**THE SAGE CENTER COMPETES IN VIRTUAL BOWLING CONTEST**

On October 24, The SAGE Center competed against another Innovative Senior Center, Selfhelp in Queens, NY, in the first-ever Xbox Bowling Competition. Sponsored by the NYC



*The SAGE Center Bowling Team does a pre-game chant before taking on another senior center in the Xbox Bowling Competition.*

Department for the Aging (DFTA), the NYC Department of Information Technology & Telecommunications (DoITT), and Microsoft, this virtual bowling match is part of the Exergamers program, which provides interactive opportunities for older adults to engage with technology while enhancing their physical and mental well-being. The Kinect for Xbox allows teams from all over New York City, and across the country, to compete in an online space that replicates the experience of being in a bowling alley. Teams can then discuss and celebrate their achievements together over Skype. While Selfhelp won this round, SAGE is gearing up to win the next tournament!

**SAGE DISCUSSES LGBT AGING ISSUES AT SENATE COMMITTEE MEETING**

On November 6, several leaders in the aging field met with the Senate Democratic Steering and Outreach Committee to discuss programs that are critical to the health and economic security of older Americans. SAGE Executive Director Michael Adams, one of the speakers at this meeting, highlighted the unique needs of LGBT older people and how federal programs can support healthy aging for all elders. The Senate Democratic Steering and Outreach Committee is dedicated to fostering dialogue between Senate Democrats and leaders from across the nation. Each year, the Steering Committee hosts numerous meetings with advocates, policy experts, and elected officials to discuss key priorities. The Steering Committee is chaired by Senator Mark Begich (D-AK) and vice chaired by Senator Jeanne Shaheen (D-NH). Fifteen senators participated in the November 6 meeting, including Harry Reid (D-NV), Chuck Schumer (D-NY), Tom Harkin (D-IA), Bernie Sanders (I-VT) and Jeff Merkley (D-OR), lead sponsor of ENDA.

# THE SAGE AWARDS AND GALA

On October 21, SAGE held our annual Awards and Gala, honoring individuals, corporations and organizations who share our mission of improving the lives of LGBT older adults across the country. This year, we were proud to honor **ROBERTA KAPLAN**, civil rights lawyer who successfully argued to overturn Section 3 of the Defense of Marriage Act in the Supreme Court case *United States vs. Windsor*; **JAY LESIGER**, owner of Chelsea Pines Inn and staunch advocate for The SAGE Center, the country's first municipally funded LGBT senior center; and **CHRIS KANN**, top real estate agent, philanthropist and co-host of the popular annual Toys Party. SAGE also honored **JEWISH HOME LIFECARE**, one of the largest not-for-profit providers of eldercare in New York State and developer of the first skilled nursing facility in New York City to include an LGBT wing. We also were thrilled to feature master of ceremonies **JONATHAN CAPEHART**, a Washington Post editorial board member and MSNBC contributor. The Board, staff and constituents of SAGE extend a heartfelt thank you and congratulations to the honorees and supporters of the 18th Annual SAGE Awards & Gala. With your support, we were able to exceed our goal of \$500,000!





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1. David Canter, outgoing SAGE Board Co-Chair; Roz Richter, SAGE Board Co-Chair; and Jonathan Capehart
2. Roberta Kaplan
3. Michael Adams, SAGE Executive Director, and Chris Kann
4. Jonathan Capehart
5. Jay Lesiger
6. Suzanne Goldberg and Edie Windsor co-presented Roberta Kaplan's award.
7. Brian McComak, an auctioneer from Christie's, helped raise money from generous donors during the ceremony.
8. Edie Windsor and Audrey Weiner
9. Terrence McNally, playwright, and Tom Kirdahy, community activist and producer, introducing Jay Lesiger.
10. Audrey Weiner, Jewish Home CEO; Elizabeth Grayer, Jewish Home Chairman; and Pat Wiley, SAGE Board Member.
11. Dr. Charles Middleton, SAGE Board Treasurer, chats with attendees.
12. An attendee checks out the silent auction items.
13. Tracy Welsh, SAGE Senior Director for Finance, Operations and Planning, and Patricia Tradd
14. Chris Kann with his proud mother.



# THE ANNUAL SAGENET GATHERING

In November, leaders from SAGENet affiliates from around the country met in Denver, Colorado for the Annual SAGENet Affiliate Meeting. Each year, new and more seasoned affiliates gather to connect with each other and learn more about the policy issues that affect LGBT older adults.

SAGENet affiliates work in local

communities across the country to reduce isolation, improve financial security and enhance the quality of life for LGBT older adults—and many of them are the only ones in their communities doing this important work. The annual meeting is a way for SAGENet leaders to share ideas and best practices, study emerging policy issues, gain practical skills, and network. This year, attendees discussed topics such as the intersection of aging and racial disparities; elder law;

the Affordable Care Act; and the importance of storytelling in advocacy work. Thank you to our local co-hosts SAGE of the Rockies and The GLBT Center of Colorado, and supporters AARP Colorado and the Gill Foundation, who helped us organize another successful and informative meeting!

📌 To learn more about SAGENet, visit [sageusa.org/sagenet](https://sageusa.org/sagenet)



*Dr. Nita Mosby Henry kicked off the gathering with an inspiring keynote speech.*



# SAGENet MEMBERS

## NORTHEAST REGION

**SAGE of the  
Genesee Valley**  
gayalliance.org

**SAGE Hudson County**  
hudsonpride.org

**SAGE Hudson Valley**  
lgbtqcenter.org

**SAGE Long Island**  
sageli.org

**SAGE Maine**  
sagemaine.org

**SAGE Philadelphia**  
waygay.org

**SAGE Rhode Island**  
sageriinfo@gmail.com

**SAGE Upstate**  
sageupstate.org

**SAGE Western Pennsylvania**  
persadcenter.org

## MIDWEST REGION

**SAGE Center on Halsted**  
centeronhalsted.org

**SAGE Metro St. Louis**  
sagemetrostl.org

**SAGE Milwaukee**  
sagemilwaukee.org

## SOUTH REGION

**SAGE Atlanta**  
sagecenla.org

**SAGE Central Virginia**  
gayrichmond.com

**SAGE Metro DC**  
sagemetrodc1@gmail.com

**SAGE Raleigh**  
lgbtcenterofraleigh.com

**SAGE South Florida**  
sagewebsite.org

**SAGE Tulsa**  
okeq.org

**SAGE Wilmington of the  
Cape Fear Coast**  
thefrankharrfoundation.com/sage

## WEST REGION

**SAGE Albuquerque**  
newmexicogbtqcenters.org

**SAGE of the Desert**  
thecenterps.org

**SAGE Las Cruces**  
newmexicogbtqcenters.org

**SAGE Metro Portland**  
friendlyhouseinc.org/programs/  
gay-and-grey

**SAGE Olympia**  
sageolympia.org

**SAGE of the Rockies**  
gltbcolorado.org

**SAGE Utah**  
utahpridecenter.org

 To learn more about SAGENet, including how to become a SAGE affiliate, email us at [sworthington@sageusa.org](mailto:sworthington@sageusa.org).



1. SAGENet leaders gathered in Denver for our annual meeting.
2. John Madigan, SAGE Tulsa, and Bonnie Nemeth, SAGE Central Virginia
3. (l-r) Ed Miller, SAGE Philadelphia; Sally Ann Hay, SAGE Rhode Island; Kelly Nichols (standing), SAGE of the Rockies; James Miller, SAGE Atlanta; Les Miller, SAGE Raleigh
4. James Miller, SAGE Raleigh, and John Hennessy, SAGE Maine
5. Dr. Imani Woody, SAGE Metro DC, and Reynaldo Mireles, SAGE of the Rockies

**sage**<sup>SM</sup>

Services & Advocacy  
for Gay, Lesbian, Bisexual  
& Transgender Elders

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[sageusa.org](http://sageusa.org)

[facebook.com/sageusa](https://facebook.com/sageusa)

[twitter.com/sageusa](https://twitter.com/sageusa)

[youtube.com/sageusa](https://youtube.com/sageusa)

## **NATIONAL OFFICES**

**NEW YORK**

**CHICAGO**

**WASHINGTON DC**

## **NEW YORK OFFICES**

### **THE SAGE CENTER & DAVID BOHNETT CYBERCENTER**

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