

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



# RESOURCE GUIDE FOR OLDER ADULTS Published Spring, 2017



# Hear Better. Live Happier.

**NEW** Hearing Aid Technology!



**Hearing Testing and Hearing Aids** 





Thomas E. O'Connor, M.A., CCC-A Claudia B. Williams, B.S. Private Practice Owners



#### 203 S. Zeeb Rd. Ste 207, Ann Arbor, MI 48103



Dear SAGE Supporters:

SAGE Metro Detroit aims to build awareness and promote change so that LGBT older adults may age with dignity and authenticity. We have identified four pillars to focus our attention: programming, information, training, and advocacy. We are thrilled to introduce our new Rainbow Resource Guide to serve as a source of information and referrals about organizations and businesses that have committed to serving LGBT older adults free from discrimination.

While many resource guides provide a comprehensive listing of services and businesses, our guide is smaller but provides a bit more information to help you decide which businesses or organizations may be right for you. We required all businesses and organizations in our Guide to express a commitment not to discriminate against LGBT clients or customers.

Specifically, we asked each business or organization: (1) whether they have an inclusive written nondiscrimination employment policy that addresses sexual orientation and gender identity, (2) 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 or gender identity, and (3) whether they have provided training to staff for acceptance, inclusion, and sensitivity to LGBT employees, customers, clients, or guests. We have included icons in the Guide that reflect that the organizations and businesses indicated that they meet the above criteria. Please see more about the icons in the Icon Directory below.

Many obstacles remain for LGBT older adults. Our laws fail to provide clear coverage. For example, Michigan's Elliott-Larsen Civil Rights Act prohibits sex discrimination but remains silent about sexual orientation and gender identity. Funding often eludes our communities. Discrimination continues. The community resources and policy makers we turn to for help frequently lack understanding and training. We hope that this Rainbow Resource Guide will provide a tool to promote awareness, share information, and deter discrimination. If you are interested in learning more about SAGE Metro Detroit, obtaining a training, developing a nondiscrimination policy, or supporting SAGE, please contact us at info@sagemetrodetroit.org. Our national SAGE organization also provides a national LGBT aging cultural competency credential through SAGECare that you learn more about at www.sageusa.care.

We look forward to growing with you to build awareness and promote change so that LGBT older adults may age with dignity and authenticity.

All the best

angela Porore

Angela (Angie) Perone Director

#### 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.

#### = The village of east harbor =

Your Trusted Senior Living Community and Health Care Leader for over 38 Years...

We are an inclusive community celebrating you.

# ...Is now getting even better!

#### **New Construction and Renovations:**

- New One bedroom Assisted Living Apartments
- New Bistro and lounge
- Renovated Restaurant Style Dining Room
- Remodeled Main Building and Activity Area

#### **Our Life Plan Community**

- Planned programming and social engagements
- On site Doctors
- Beauty Salon and Barber shop
- Fitness Center and Exercise classes

- Private nursing rehabilitation rooms
- New Larger Rehabilitation gym and Occupational Therapy
- Snoezelen Room and program for Alzheimer's and memory loss residents
- Full time driver and transportation
- Full time Chaplain and beautiful Chapel
- Restaurant Style Dining
- Five Star Nursing and Rehabilitation Health Care Center

What sets us apart and makes us different? Our trusted not for profit Senior Living Community offering over 71 years of experience dedicated to innovative Senior Care and Living as part of Presbyterian Villages of MI. We offer you an entire Village spread out on a 44 acre tree lined campus close to beautiful Lake St. Clair, shopping, and entertainment.

#### We offer you a place where you can call it home.

#### Independent Living • Assisted Living • Alzheimer's Care • Skilled Nursing • Rehabilitation



Scan to see us http:///online!



# For more information call **586.725.6030**

33875 Kiely Drive Chesterfield, Michigan 48047-3604 **WWW.DVM.Org** 

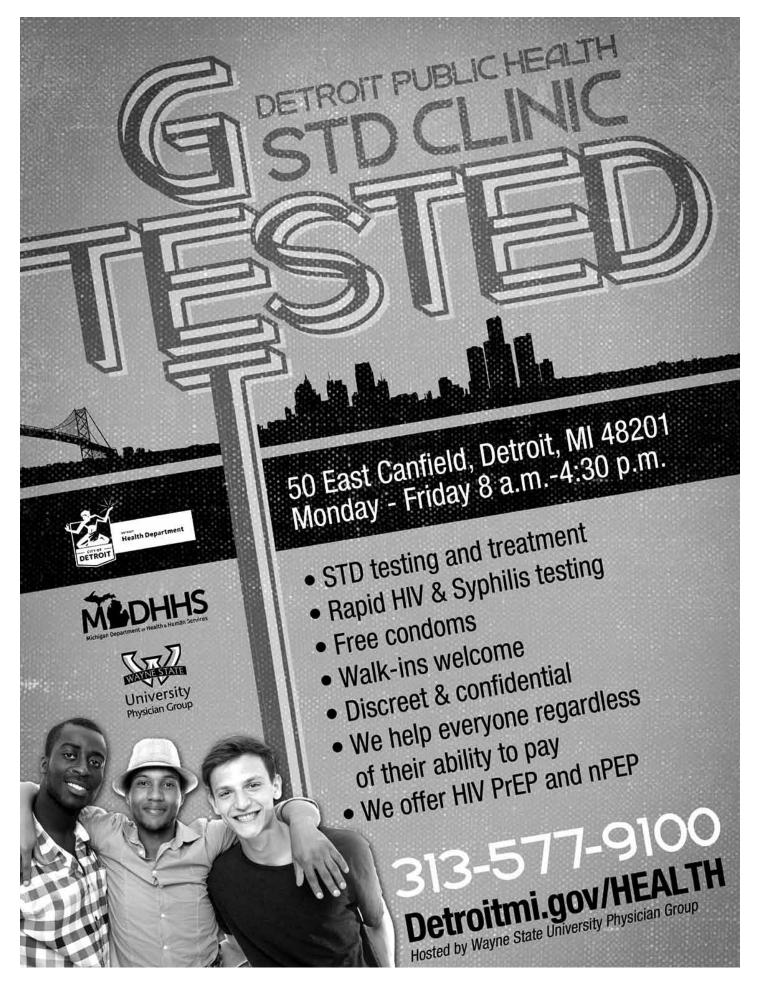
# 

# Contents

#### SERVICES:

ACLU of Michigan7
Affirmations Community Center7
Aleardi's Lilac Inn
All Valley Home Care7
Alzheimer's Association9
Ann Arbor Meals on Wheels
Area Agency on Aging 1-B
Assured Home Nursing7
Bassett Law9
Birmingham Maple Clinic9
Brown Adult Day Program13
Catholic Social Services of Washtenaw County
Center for Transforming Health9
ComForCare7
Comfort Keepers7
Christ Church Cranbrook 15
Congregation Shir Tikvah
Corktown Health Center9
Deaf and Hearing Impaired Services Inc
Detroit Area Agency on Aging13
Detroit Public Health STD Clinic9
Disability Network Oakland & Macomb13
Elder Law of Michigan Inc9
Equality Michigan13
Excellacare7
Health Emergencies Lifeline Programs (HELP)9

Henry Ford Village11
Interfaith Volunteer Caregivers
James Karagon, LMSW11
Jewish Family Services of Metropolitan Detroit15
Jewish Senior Life
Kadima Mental Health Services
Kosher Meals on Wheels
LaJoy Group Home Health Care7
LGBT Detroit
Lockwood of Waterford 11
Luella Hannan Memorial Foundation7
Neighborhood Legal Services Michigan9
O'Connor Hearing Center
Optimal Care Inc
Presbyterian Villages of Michigan
SameAddress15
The Senior Alliance: Area Agency on Aging 1-C15
Shelton & Deon Law Group9
Simplify It, LLC
University of Michigan Geriatrics Center Clinics11
Village in the Woods11
Village of East Harbor
ADDITIONAL RESOURCES



#### **Community Centers**

#### **Affirmations Community Center**

290 W. 9 Mile Rd Ferndale, MI 48220 (248) 398-7105 info@goaffirmations.org www.goaffirmations.org

Please see our ad on page 18



# Luella Hannan Memorial Foundation 4750 Woodward Ave

Detroit, MI 48201 (313) 833-1300 www.hannan.org *Please see our ad on page 18* 



#### **Home Health Care**

#### All Valley Home Care

275 E. Big Beaver Rd, Ste 109 Troy, MI 48083 (248) 601-0777 andrew.green@vidaseniorresource.com www.allvalleyrochester.com



#### **Assured Home Nursing**

725 S. Adams Rd, Ste 258 Birmingham, MI 48009 (248) 593-8134 assuredhomenurse@aol.com www.assuredhomenursing.com



#### ComForCare

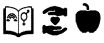
2520 S. Telegraph Rd, Ste 201 Bloomfield Hills, MI 48302 (800) 886-4044 jcadovich@comforcare.com www.comforcare.com

Please see our ad on page 12



#### **Comfort Keepers**

Serves Oakland and Wayne counties (248) 957-9717 farmingtonmi@comfortkeepers.com www.comfortcarepartners.com



Excellacare Serves the Metro Detroit area (248) 476-9091 vanessa@excellacare.com www.excellacare.com



#### LaJoy Group Home Health Care

Serves Wayne, Macomb, Oakland, and Washtenaw counties (734) 259-7626 mkalish@lajoygroup.com www.lajoygrouphhc.com



#### **Optimal Care Inc.** 30600 Telegraph Rd #3275 Bingham Farms, MI 48025 (248) 723-9613 kbartz@optimalcareinc.com www.optimalcareinc.com *Please see our ad on page 10*

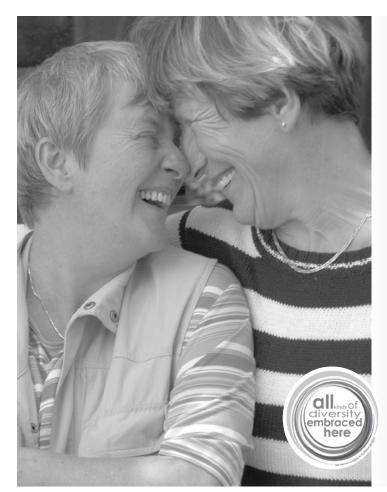


#### **Legal and Financial Services**

#### ACLU of Michigan

2966 Woodward Ave Detroit, MI 48201 (313) 578-6802 bbove@aclumich.org www.aclumich.org





# 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

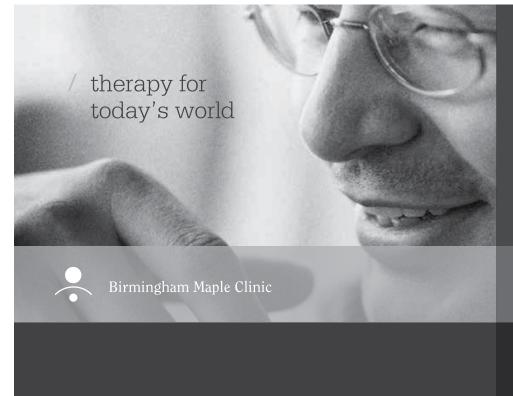
Our staff is specially trained to recognize and address the unique needs of LGBT older adults. Things we can help with include:

- ▲ 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.





2075 West Big Beaver Road / Suite 520 / Troy Michigan 48084 / Somerset Corridor / 248 646 6659 / www.birminghammaple.com Abuse and Neglect / Addiction / ADHD / Adjustment Disorders / Adjustment to Medical Illness / Adoption Issues / Anger, Aggression Problems, Explosive Disorders / Anxiety / Asperger's Disorder / Attachment Disorders / Autism / Behavior Problems / Bipolar Depression / Chronic Illness / Complication of Chronic Pain and Fibromyalgia / Cultural Adjustment / Depression / Dissociative Disorders / Domestic Violence / Early Childhood Disorders / Eating Disorders / Family Conflicts / Gambling Problems / Geriatrics / Grief, Loss, Mourning / Impulse Control Disorders / Kleptomania / Marriage, Pre-Marriage, Couples Counseling / Minority Issues / Mood / Oppositional Defiant Disorder, Anti-Social Problems / Personality Disorders / Phobias / Post-Partum Depression / Post-Traumatic Stress Disorder / Pregnancy, Fertility Problems / Psychotic Disorders Relationship Problems Schizophrenia / Sexual Dysfunction / Sexual/Gender Issues / Stress / Substance Abuse / Suicidal and Homicidal Issues / Transgender Issues / Trichotillomania / Victims of Violent Crimes



#### **Bassett Law**

2045 Hogback Rd Ann Arbor, MI 48105 (734) 930-9200 reception@bassettlaw.com www.bassettlaw.com *Please see our ad on page 10* 



#### Elder Law of Michigan Inc.

3815 West St. Joseph, Ste C-200 Lansing, MI 48917 (866) 400-9164 info@elderlawofmi.org www.elderlawofmi.org



#### Neighborhood Legal Services Michigan

7310 Woodward Ave, Ste 301 Detroit, MI 48202 (313) 874-5820 (Main Number) (313) 874-5820 Ext. 2214 Ilindsay@wcnls.org www.nlsmichigan.org



#### Shelton & Deon Law Group 612 E. 4th St Royal Oak, MI 48067 mkd@sheltondeonlaw.com www.sheltondeonlaw.com *Please see our ad on page 14*



#### **Mental Health and Medical**

#### Alzheimer's Association

25200 Telegraph Road, Ste 100 Southfield, MI 48033 (800) 272-3900 helplinegmc@alz.org www.alz.org/gmc *Please see our ad on page 14* 



#### **Birmingham Maple Clinic**

2075 W. Big Beaver Rd, Ste 520 Troy, MI 48084 (248) 646-6659 Iedelson@birminghammaple.com www.birminghammaple.com *Please see our ad on page 8* 



#### **Center for Transforming Health**

2111 Cass Lake Rd, Ste 101 Keego Harbor, MI 48320 (248) 481-7287 cth2111@gmail.com www.ctrtransformhealth.org *Please see our ad on page 14* 



#### **Corktown Health Center**

1726 Howard St Detroit, MI 48216 (313) 832-3300 www.corktownhealth.org *Please see our ad on page 18* 



#### Detroit Public Health STD Clinic 50 E. Canfield St Detroit, MI 48201 (313) 577- 9100 detroitstd@wayne.edu

www.detroitmi.gov/health Please see our ad on page #6



#### Health Emergencies Lifeline Programs (HELP) 1726 Howard St Detroit, MI 48216 (313) 832-3300 www.helpoffice.org





## Legal Services for Life's Changes



Elder law – Veterans' Benefits **Fiduciary Services** LGB & Transgender Law Estate Planning – Probate **Assisted Reproduction Law - Adoptions** 

www.bassettlaw.com 734-930-9200





#### James Karagon, LMSW

555 Brush St, #2406 Detroit, MI 48226 (313) 962-4075



Kadima Mental Health Services 15999 W. 12 Mile Rd Southfield, MI 48076 (248) 559-8235 info@kadimacenter.org www.kadimacenter.org



#### O'Connor Hearing Center 203 S. Zeeb Rd, Ste 207 Ann Arbor, MI 48103 (734) 994-8300 cwilliams@oconnorhearing.com www.oconnorhearing.com *Please see our ad on page 2*



University of Michigan Geriatrics Center Clinics 4260 Plymouth Rd Ann Arbor, MI 48109 (734) 764-6831 www.uofmhealth.org/conditions-treatments/ elderly-care-geriatrics



#### **Senior Housing**

#### Aleardi's Lilac Inn

34206 W. 13 Mile Rd Farmington Hills, MI 48331 (734) 788-3000 denisealeardi@yahoo.com www.aleardisplace.com



Henry Ford Village

15101 Ford Rd Dearborn, MI 48126 (313) 584-5200 www.henryfordvillage.com *Please see our ad on the back cover* 



Jewish Senior Life With locations in Oak Park and West Bloomfield (248) 661-1836 tproghovnick@jslmi.org www.jslmi.org Please see our ad on page 18



Lockwood of Waterford 1407 Skipper Dr Waterford, MI 48327 (248) 618-0777 waterford@lockwoodgrp.com www.lockwoodseniorliving.com *Please see our ad on page 12* 



Presbyterian Villages of Michigan

26200 Lahser Rd, Ste 300 Southfield, MI 48033 (248) 281-2025 afrye@pvm.org www.pvm.org *Please see our ad on page 23* 



Village in the Woods 15000 W 10 Mile Rd Oak Park, MI 48237 (248) 592-5041 slsmith@jslmi.org www.villageinthewoods.org





New Baltimore | St. Clair Shores | Sterling Heights | Bloomfield Hills | Farmington Hills Plymouth | Monroe | Flint | Bay City | Saginaw | Stanton | Gaylord | Kalamazoo

Providing you with companionship, housekeeping, meal preparation and personal care services as you age in your home Call today for your **FREE** in-home assessment or visit us online to learn more about home care.

# 1-800-886-4044

# www.ComForCare.com

© 2016 ComForCare Health Care Holdings, Inc. Each office is independently owned and operated. ComForCare Home Care is an equal opportunity employer.





#### The Village of East Harbor

33875 Kiely Dr Chesterfield, MI 48047 (586) 725-6030 cmartin@pvm.org www.pvm.org/locations/east-harbor *Please see our ad on page 4* 



#### Services, Resources, and Advocacy

Ann Arbor Meals on Wheels Serves Ann Arbor (734) 998-6686 aamealsonwheels@umich.edu www.med.umich.edu/aamealsonwheels



#### Area Agency on Aging 1-B

Serves Livingston, Macomb, Monroe, Oakland, St. Clair, and Washtenaw counties (800) 852-7795 www.aaa1b.org *Please see our ad on page 8* 



#### Brown Adult Day Program

(Two locations) 29699 Southfield Rd Southfield, MI 48076 (248) 233-4000 dyamstein@jvsdet.org www.jvsdet.org/who-we-serve/seniors.html

6720 W. Maple Rd West Bloomfield, MI 48322 (248) 661-6390 dyamstein@jvsdet.org www.jslmi.org/services/ brown-day-care-program

Please see our ad on page 18



#### Catholic Social Services of

Washtenaw County Serves Washtenaw County (734) 712-7774 dkeskitalo@csswashtenaw.org www.csswashtenaw.org



#### Deaf and Hearing Impaired Services Inc.

Serves Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne counties (248) 473-1888 www.dhisonline.org



#### **Detroit Area Agency on Aging**

Serves Detroit, Hamtramck, Harper Woods, Highland Park and the five Grosse Pointes (313) 446-4444 www.detroitseniorsolution.com



#### **Disability Network Oakland & Macomb**

16645 15 Mile Rd Clinton Township, MI 48035 (800) 284-2457 info@dnom.org www.dnom.org *Please see our ad on page 14* 



#### Equality Michigan Department of Victim Services Serves the greater Detroit communities, Grand Rapids and Traverse City (313) 537-7000 sjohnson@equalitymi.org www.equalitymi.org





#### Center for Transforming Health

REACHING YOUR HIGHEST HEALTH AND WELLNESS

Center for Transforming Health is dedicated to education and service, which enhances whole-person care. Our mission is EMPOWERING individuals to embrace their "response-ability" for health and wellbeing. CTH is a practice that is:

- Integrative internal medicine.
- Fee for service and cash based
- Knowledgeable and provides:
  - hormone therapy
  - o nutritional support
  - o chronic medical conditions
  - injury or illness

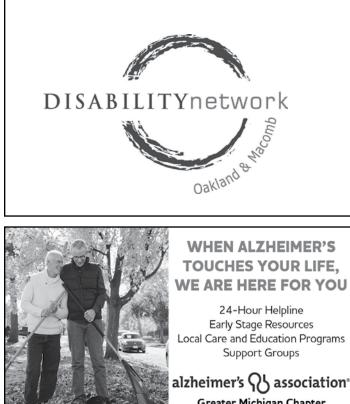
2111 Cass Lake Rd Suite 101 Keego Harbor, MI 48320 (248) 481-7287 • cth2111@gmail.com http://ctrtransformhealth.org Worship and Fellowship<br/>atCHRIST CHURCH CRANBROOKA welcoming, affirming and inclusive communitySaturdayHoly Eucharist at 5:00 PMSundayHoly Eucharist at 8:00 AM and<br/>10:00 AM<br/>Evensong at 6:00 PMMonday, Tuesday, Thursday and Friday<br/>Morning Prayer at 8:30 AMWednesdayHoly Eucharist at 8:00 PM ~ A Brief<br/>Evening Program of Worship and

Join us for

Evening Program of Worship and Community Bible Study followed by a light supper



470 Church Road Bloomfield Hills, MI 48304 christchurchcranbrook.org 248.644.5210



Greater Michigan Chapter 800.272.3900 www.alz.org/gmc



A full service law firm for businesses, families and individual LGBT people Your same-sex divorce and custody specialists

**The Shelton & Deon Law Group** provides clients the quality and depth of experience that is expected of a large firm with the flexibility and individual attention only a small law firm can offer.

612 East 4th Street, Royal Oak, MI 48067 248-494-7444 | www.sheltondeonlaw.com



#### Interfaith Volunteer Caregivers

8075 Ritter St Center Line, MI 48015 (586) 757-5551 mailbox@ivcinfo.org www.ivcinfo.org

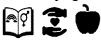


#### Jewish Family Services of Metropolitan Detroit

Serves Oakland, Macomb, and Wayne counties (248) 592-2313 resourcecenter@jfsdetroit.org www.jfsdetroit.org



#### Kosher Meals on Wheels National Council of Jewish Women Greater Detroit Section Serves the Metro Detroit area (248) 523-2313 mail@ncjwgds.org www.ncjwgds.org



#### LGBT Detroit 20025 Greenfield Rd Detroit, MI 48235 (313) 397-2127 www.lgbtdetroit.org



#### SameAddress

Serves Livingston, Macomb, Monroe, Oakland, St. Clair, and Washtenaw counties (248) 262-9999 customercare@sameaddress.com www.sameaddress.com



The Senior Alliance: Area Agency on Aging 1-C Serves the communities of Western & Southern Wayne County (734) 722-2830

info@tsalink.org www.aaa1c.org



Simplify It, LLC Serves the Metro Detroit area (248) 417-4312 theresa@simplifyitllc.com www.simplifyitllc.com

#### Spirituality

#### Christ Church Cranbrook

470 Church Rd Bloomfield Hills, MI 48304 (248) 644-5210 www.christchurchcranbrook.org *Please see our ad on page 14* 

#### **Congregation Shir Tikvah**

3900 Northfield Parkway Troy, MI 48084 (248) 649-4418 Ext. 1 info@shirtikvah.org www.shirtikvah.org





#### **Additional Resources**

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

#### Hotlines

The Alzheimer's Association's 24/7 Helpline (800) 272-3900 www.alz.org/we\_can\_help\_24\_7\_helpline.asp

**GBLT National Hotline** (888) 843-4564 www.glbthotline.org

#### **HIV Nightline**

(800) 628-9240 www.sfsuicide.org/our-programs/hiv-nightlines

Michigan HIV/STD Hotline (800) 872-2437 www.miunified.org/get-help/services/statewidehiv-sti-hotline

## National Suicide Prevention Lifeline

(800) 273-8255 www.suicidepreventionlifeline.org

#### SAGE LGBT Elder Hotline

(888) 234-SAGE (7243) sage@glbthotline.org www.sageusa.org/programs/hotline.cfm

Trans Lifeline

Hotline: (877) 565-8860 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 osainfo@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 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 (202) 628-4160 TTY: (202) 216-1572 www.hrc.org

#### **Immigration Equality**

New York, NY Legal Emergency Hotline: (212) 714-2904 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 Cambridge, MA: (617) 492-6393 Miami, FL: (305) 571-1924 Minneapolis, MN: (612) 821-4397 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



# Dorothy & Peter Brown Jewish Community Adult Day Program

### Care. Compassion. Connection. Support for families touched by dementia

Engaging programming - Caregiver raspite & support Sale, warm environment - Nutritious meals

Por more information or in schedule a tour, plans call Southfield: 248-233-4392 • West Elecenfield: 248-592-5032

> The Deves Program is according to American an Anthlia regarding of race, color, religion, and, record actorizion, guader identity, contant origin or disability condition.







#### (313) 832-3300 • www.corktownhealth.org

Opening in early 2017 - Metro Detroit's first health center dedicated to serving the needs of LGBTQ patients and families.

- Primary Care focused on all stages of life including the needs of LBGTQ elders
- Integrated Behavioral Health with individual and group therapy



#### **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 people. (Sometimes referred to as a "straight ally")

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

**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.

**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."

**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, 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 genderneutral 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.

# Aging With ATTITUDE



Building awareness and advocating change for LGBT older adults



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

SAGEMETRODETROIT.ORG

**LGBT**: An umbrella term referring collectively to people who identify as lesbian, gay, bisexual and/or transgender. Sometimes the acronym is written as LGBTQ, with the "Q" referring to those who identify as questioning and/or queer. In the past "gay" was used as a general, overarching term, but currently the more inclusive terms LGBT and LGBTQ are regularly used and preferred by many LGBT 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.

**Queer**: An umbrella term used to describe a sexual orientation, gender identity or gender expression that does not conform to heteronormative society. While it is used as a neutral, or even a positive term among many LGBT people today, historically it has been used negatively and is still considered derogatory by many.

**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 or Biological Sex**: This can be considered our "packaging" and is determined by our chromosomes (such as XX or XY), our hormones and our internal and external genitalia. Typically, we are assigned the sex of male or female at birth.

**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.

**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.

**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.

# **Embrace the possibilities**

Call a village near you to schedule a tour!

#### www.pvm.org | (248) 281-2020

PVM Programs and Partners include:



*The Village of St. Martha's* 313.582.8088

*The Village of Woodbridge Manor* 313.494.9000

Flint McFarlan Villages 810.235.3077

**Gibraltar** *The Village of Gibraltar Manor* 734.676.4802

Holly The Village of Holly Woodlands 248.634.0592

Pontiac The Village of Oakland Woods 248.334.4379 **Redford** *The Villa at Redford* 313.541.6000

*The Cottages at Redford* 313.541.6300

**St. Clair Shores** *Lakeshore Senior Living* 586.218.6228

Southfield The Park at Trowbridge 248.236.5060

Westland The Village of Our Saviour's Manor 734.595.4663

*The Village of Westland* 734.728.5222



SERVING SENIORS & COMMUNITIES





Scan to see us online!

Detroit

313.259.9000 *The Village of* 

Bethany Manor 313.894.0430

The Village of Brush Park Manor Paradise Valley 313.832.9922

**Delta Manor** 313.259.5140

*The Village of Harmony Manor* 313.934.4000

*Hartford Village* 248.281.2024

The Village of Oakman Manor 313.957.0210

# THIS IS SENIOR LIVING.

Henry Ford Village is a vibrant, thriving, active lifestyle launch pad for people who have worked hard and are looking to get the most out of life by living a maintenancefree lifestyle. This is the place to get into when you want to get out and do the things you love to do. This isn't senior living. This is really living. See how Henry Ford Village works for you and visit henryfordvillage.com or call 1-877-653-6647 to schedule a personal tour today.

# HENRY FORD VILLAGE

Independent Living | Assisted Living | Health & Rehabilitation



15101 Ford Road, Dearborn, MI 48126 | www.henryfordvillage.com | 1-877-653-6647 |