

VISION

To create a community where the presence and contributions of LGBT people are celebrated, where intolerance is challenged and defeated, where justice prevails, and where civil rights of all people are valued and respected.

NON-DISCRIMINATION POLICY

OutReach does not discriminate on the basis of race, color, national origin, age, religion, disability, sex, sexual orientation, gender identity, political affiliation, military service, or marital or parental status.

STATEMENT OF CONFIDENTIALITY

OutReach volunteers and staff keep personal information regarding people and groups who use OutReach services strictly confidential.

WE NEED YOU!

Join more than 70 active volunteers in our community-building efforts. Call OutReach at (608) 255-8582 to learn more! Volunteers are always welcome, especially if you're a senior.

Become a Peer Counselor, Group Facilitator, or Speaker! Serve on one of our many Committees! (Committees include Special Events, Programming, Development, Diversity, and Senior Alliance.)

STRENGTHEN OUR COMMUNITY BY MAKING A DONATION OF TIME OR MONEY.

Accommodations available

If you need an interpreter, translator, materials in alternate format(s) or other accommodations to access OutReach, please call 711 at least three business days before utilizing OutReach's programs.

OUTREACH IS SUPPORTED BY



2701 International Lane,
Suite 101

Madison, WI, 53704

Office hours: 12 noon – 7PM
Monday through Friday

*Metro bus stop
#20 is located right
outside our
building.*

CONTACT INFORMATION

Ticia Kelsey

Phone: (608) 255-8582

Fax: (608) 255-0018

Email ticiak@lgbtoutreach.org

Senior Advocate office hours:

12 noon – 7PM or by appointment

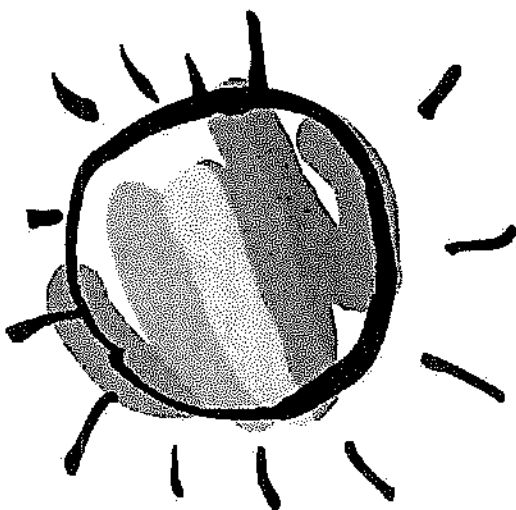
Web: www.lgbtseniors.org

www.outreachmadisonlgbt.org

Directory & Calendar Website:

www.lgbtdirectory.org

LGBT Senior Advocacy



OutReach

LGBT COMMUNITY CENTER

*Proudly serving Madison
since 1973.*

Our Mission:

Our mission is a commitment to equity and quality of life for all LGBTQ+ people through community building, health and human services, and economic, social, and racial justice advocacy.

The Senior Advocate's Role

Provider Education. Since 2010, OutReach has worked with agencies and organizations that serve seniors throughout Dane County. The LGBT Senior Advocate provides training and education, designed to enable agencies to become more Senior LGBTQ+ inclusive and culturally competent, and to understand concerns unique to the LGBTQ+ community. The groups the Senior Advocate works with include providers of senior housing, medical care, case management, faith communities and more, to increase awareness of LGBT lives, with a focus on our elders' strengths and needs. The "Am I Welcome Here? Project" does focused outreach and training to senior housing and care facilities, with the goal of building LGBTQ+-welcoming and informed care environments throughout Dane County.

Individual Outreach and Service Referral

The Senior Advocate seeks out and meets with LGBT seniors who would benefit from support services, and who have not yet connected with the help to which they are entitled. Since many LGBT seniors do not feel safe coming out to providers, the Senior Advocate offers support, referral, and linkage to providers who understand these concerns.

One-on-one Consultation is available upon request, focusing on providing an LGBTQ+ affirming approaches to service provision issues.

Social and Educational Events.

In partnership with the Madison Senior Center, the Senior Alliance has presented regular social and educational programs and events for LGBT seniors since 2000.

Information and Referral Services

Residents of Dane County age 50+, and their caregivers, can get information on any Senior LGBTQ+-related topic of concern to them. Referrals are made to professional resources.

Contact the Senior Advocate

Ticia Kelsey

(608) 255-8582

ticiak@lgbtoutreach.org

Senior LGBT Cultural Competency Training

Trainings are available to senior-serving agencies in the City of Madison and Dane County. They can be adapted to the interest and length of time determined by the requestor. Topics include, but are not limited to:

- Bullying In Senior Environments
- Creating a Welcoming Service Environment for LGBTQ Elders
- How and Why to Be An Ally
- Unique Challenges of Aging for LGBTQ+ Elders
- LGBT Terminology and Culture

A panel presentation by LGBTQ seniors is offered as part of some trainings.

Informational materials can be provided. The presentation includes information on OutReach and its services.

For more information, or to arrange a training for your organization, please contact Ticia Kelsey directly at ticiak@lgbtoutreach.org or call (608)255-8582. A voluntary honorarium to cover expenses is always welcomed.

OutReach's Seniors' Groups and Events

In partnership with the Madison Senior Center, OutReach offers groups and events throughout the year. These include:

- **Gay, Gray and Beyond Discussion Group** meets the second and fourth Thursdays of the month from 1-3pm at the Madison Senior Center, 330 W. Mifflin St., Madison. Friendly, informal open conversations based on topics chosen by participants.
- **The Exploring Spirituality Group** meets the first and third Thursdays of the month from 1-3pm at OutReach. Participants discuss their spiritual/religious journeys and explore the world's religions.
- **Quarterly Dinners** are held at the Madison Senior Center, at a nominal cost. After dinner, there is a music concert, topical presentation, or other event.
- **Coffee Meetups** meet at various coffee shops around the Madison area. Email Karen at karenlkane13@gmail.com for more information.
- **Monthly Programs** have included workshops on marriage equality, tax preparation, historic tours in Wisconsin, health and wellness classes, and more. For current event details, call us, visit www.lgbtseniors.org, or pick up a newsletter at the OutReach office or the Madison Senior Center!

Office Hours

This position is part time. The Senior Advocate's hours are on week days between 12 – 7PM.

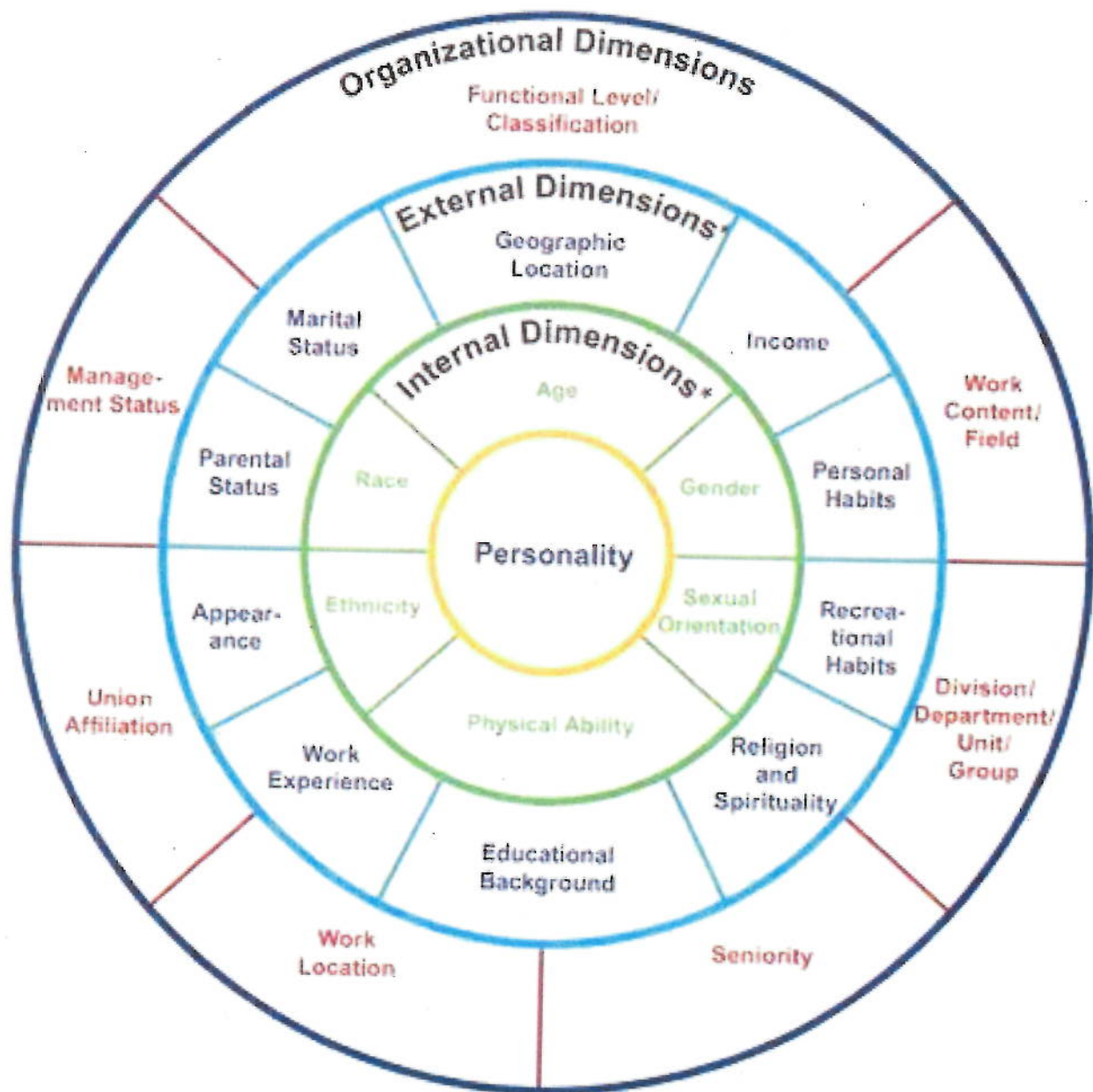
The LGBT Senior Advocate is a part-time position of OutReach, funded by grants from the City of Madison and Dane County.

Sex Assigned at Birth	Gender Identity	Gender Expression	Attraction/Sexual Orientation	Pronouns
Male	Cisgender	Feminine	Pansexual	They, them, their, themselves.
Female	Man	Masculine	Same gender-loving	He, him, his, himself.
Intersex	Women	Androgynous	Asexual	She, her, hers, herself.
	Transgender	Butch	Bisexual	Ze, Hir, hers, herself.
	Genderqueer	Femme	Queer	Xe, sex, xys, xyrs, xyself.
	Non Binary	Femme queen	Straight	
	Agender	Aggressive	Lesbian	
	Bigender		Gay	
	Gender Non-conforming			
Assigned to each of us at birth based on external and internal physical genitalia.	Internal private sense of our gender	External expression of gender and how we interact with the world	Our emotional, physical, intellectual, sexual, sensual, aesthetic attraction or connection with other people	The pronoun a person uses for themselves.

Am I Welcome Here, LGBTQ+ Representation program

Criteria for LGBTQ+ Serving Communities.

- LGBTQ+ Training from an OutReach Staff.
- Have LGBTQ+ reading material & OutReach Material available for seniors and staff.
- A method where seniors and staff can anonymously report anti-LGBTQ+ behavior.
- Explicit and publicly posted inclusive LGBTQ+ anti-discrimination policies.
- *(Work towards)* Inclusive intake forms and assessment processes.
- Increasing exposure of LGBTQ+ people and their unique issues to staff.
- A process where harassment and bullying are mediated.
- Periodic confirmation that these procedures are in place by a volunteer or OutReach staff.
- Work on acquiring an All Gender restroom.



Glossary:

Ally | A person who is not LGBTQ but shows support for LGBTQ people and promotes equality in a variety of ways.

Androgynous | Identifying and/or presenting as neither distinguishably masculine nor feminine.

Asexual | A person with no sexual attraction or desire to another person.

Assigned Sex at Birth | At birth, infants are assigned a sex (male or female) base on the appearance of their external anatomy.

Biphobia | Prejudice, fear or hatred directed toward bisexual people.

Bisexual | A person emotionally, romantically or sexually attracted to two different sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.

Cisgender | A term used to describe a person whose gender identity aligns with those typically associated with the sex assigned to them at birth.

Closeted | Describes an LGBTQ person who has not disclosed their sexual orientation or gender identity.

Coming out | The process in which a person first acknowledges, accepts and appreciates their sexual orientation or gender identity and begins to share that with others.

Gay | A person who is emotionally, romantically or sexually attracted to members of the same gender.

Gender | "Gender" refers to attitudes, feelings, and behaviors that a culture associates with either males or females

Gender dysphoria | Clinically significant distress caused when a person's assigned birth gender is not the same as the one with which they identify. According to the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM), the term - which replaces Gender Identity Disorder - "is intended to better characterize the experiences of affected children, adolescents, and adults."

Gender-expansive | Conveys a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system.

Gender expression | External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

Gender-fluid | According to the Oxford English Dictionary, a person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity.

Gender identity | One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

Gender non-conforming | A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.

Genderqueer | Genderqueer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as "genderqueer" may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

Gender Affirmation/transition | The process by which some people strive to more closely align their internal knowledge of gender with its outward appearance. Some people socially transition, whereby they might begin dressing, using names and pronouns and/or be socially recognized as another gender.

Gender-affirming Procedures | Hormonal, surgical and other medical procedures that are used to help to affirm an individual's gender identity.

Homophobia | The fear and hatred of or discomfort with people who are attracted to members of the same sex.

Intersex | An umbrella term used to describe a wide range of natural bodily variations. In some cases, these traits are visible at birth, and in others, they are not apparent until puberty. Some chromosomal variations of this type may not be physically apparent at all.

Lesbian | A woman who is emotionally, romantically or sexually attracted to other women.

LGBTQ | An acronym for "lesbian, gay, bisexual, transgender and queer."

Living openly | A state in which LGBTQ people are comfortably out about their sexual orientation or gender identity – where and when it feels appropriate to them.

Non-binary | An adjective describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as being both a man and a woman, somewhere in between, or as falling completely outside these categories. While many also identify as transgender, not all non-binary people do.

Outing | Exposing someone's lesbian, gay, bisexual or transgender identity to others without their permission. Outing someone can have serious repercussions on employment, economic stability, personal safety or religious or family situations.

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

Queer | A term people often use to express fluid identities and orientations. Often used interchangeably with "LGBTQ."

Questioning | A term used to describe people who are in the process of exploring their sexual orientation or gender identity.

Same-gender loving | A term some prefer to use instead of lesbian, gay or bisexual to express attraction to and love of people of the same gender.

Sex assigned at birth | The sex (male or female) given to a child at birth, most often based on the child's external anatomy. This is also referred to as "assigned sex at birth."

Sexual orientation | An inherent or immutable enduring emotional, romantic or sexual attraction to other people.

Transgender | An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

Transphobia | The fear and hatred of, or discomfort with, transgender people.