



A Compendium of Issues & Recommendations for Age Friendly Seattle

Age Friendly Seattle and community partners presented “Aging the LGBTQ Way: A Forum on Equity, Respect & Inclusion” on Saturday, June 3, 2017 at Seattle City Hall.

Among many actions, the event was requested by Mayor Ed Murray and the Seattle City Council via Age Friendly Seattle Resolution [31739](#). Data that will inform development of the Age Friendly Seattle Action Plan for 2018–2021 was received in multiple ways, including presentations by experts and community leaders; breakout session notes, verbal reports, and posters; and personal response cards.

Following is a compendium of all input for Age Friendly Seattle. Comments may be e-mailed to agefriendly@seattle.gov.

Presentations

Mayor Ed Murray welcomed forum participants, and spoke at the end of the day. The opening presentations and breakout session reports were videotaped by The Seattle Channel (view at www.seattlechannel.org/videos?videoid=x77873):

- “Equity: A Powerful Force in the Future of LGBTQ Aging,” by Dr. Karen Fredriksen-Goldsen, Aging with Pride: National Health, Aging, Sexuality and Gender Study, University of Washington School of Social Work
- “LGBTQ Intersectionality,” by Patricia Carrasco Lally, Seattle Office for Civil Rights
- Community leader Marsha Botzer, Ingersoll Gender Center

Issue Input

Data from two lunchtime discussion groups and four afternoon breakout sessions is provided below in the order listed in the forum program. Each breakout session was repeated one time, making it possible for community members to participate in two topical discussions. Five groups reported out later in the afternoon.

1. **Equity, Respect & Inclusion: Transgender and Gender Nonconforming Communities**

Main Issues:

- Lack of knowledgeable health & service providers
- Feeling safe & comfortable enough as one ages to continue being out
- Impact of patchworked policies/services

City's Role: Set the example by providing increase employment rates of trans individuals (decreasing un- and under-employment).

Recommendations:

- Building partnerships between the Office of Economic Development & others to increase employment rates of trans individuals
- Provide bystander trainings to the public so individuals know how to react when they see anti-trans, anti-queer, ageist, ableist, racist encounters
- Educate healthcare & service providers to become competent in serving aging trans people (stop the reduction of gender & healthcare to genitals or a gender marker)
- Have a dedicated staff person in each department in the City to be knowledgeable on trans issues & resources → trans individuals can offer nuanced perspectives

Impact:

- Allow trans individuals to thrive as members of society
- Increase feelings of safety & community → increase well-being
- Move towards trans health equity
- Ensure City services & policies are working for trans safety & equity

Discussion: What has your experience been, aging as a trans person in Seattle? What challenges do you see?

- People in power are not informed, there is a need for education and training
- Many negative consequences of gender being reduced to one's current gender marker or one's genitals (ex: a trans man being given a catheter for someone with a penis)
- Responses to problem are often temporary
- In housing and other environments, even if someone hasn't been personally attacked, they may not feel safe & comfortable enough to be as out as they would like
- Nursing care workers have no experience with trans people
- How to ensure services aren't withheld?
- Building a world that dismantles transphobia while providing services trans people need to feel safe
- Aging people may have mismatched ID documents & be outed by them
- Medicare doesn't track changes in gender or what biology/organs one has—some men need Pap smears, bone density checks; some women need prostate exams
- Patchworked policies, services & systems that don't talk to one another

Discussion: How the City can help

- Changes that outlast administrations
- Bystander intervention trainings for public
- Hire trans people! Trans people have the nuanced understanding of trans issues necessary to help trans populations age and live safely & to thrive (ex: pros/cons of legally recognizing NB genders)
- Trans inclusive general education & sex education in schools
- Need to back the informed consent model for medical transitions
- Consequences for businesses that discriminate (in hiring/serving) against trans people
- More events like this one that are trans specific (City Hall may not feel like a safe/comfy space for trans people)
- Educate businesses so they hire more trans people and provide better services
- In City staff, designate one person per department to specialize in trans issues & resources

2. LGBTQ Housing

Report included with #4 Economic Security & Housing, below.

3. LGBTQ Equity, Respect & Inclusion

Main Issues:

- Privileges: white, economically secure
- Ally vs. advocacy: Would be helpful to know ahead of time if services just “put up with” or tolerate LGBTQ elders
- Lack of inclusion at exempt service providers (e.g., Union Gospel Mission)
- Lack of accessibility in the built environment: transportation (life is not just 9–5 like bus service) and government spaces (e.g., Commission meetings)
- Lack of equitable outreach: centrally focused on youth (and now elders), little is available for ages in between
- Lack of social opportunity: due to factors known & unknown (about 70% lack opportunity)

City’s Role:

- Audit contracts to check adherence to City’s commitment to RSJI mission/goals/City values; if not in compliance, then retraining and sting operations to ensure compliance.
- Review existing areas of transportation and social/civic participation, and improve on any areas that lack full integration of the elder LGBTQ community

Recommendations:

- Survey inclusivity and rate each contracted service.
- Update Seattle.gov site for LGBTQ Commission: needs comprehensive resources for elder services that are Q-friendly.
- Rotate board and commission meetings among community centers
- Support dementia-friendly activities (e.g., at Parks) and partner with the Momentia program
- SOCR should expand discrimination audits & rectify violators (trainings for front-line staff)
- Create an app or work with the LGBTQ Chamber of Commerce to provide an approval rating of business that are inclusive of the LGBTQ community—like the restaurant rating emojis.

- Include a “LGBTQ friendly” stamp that is included in the business licensing process.
- Create a transportation app that allows bus passengers to report discriminating behaviors to the Office of Civil Rights. OCR collects data and sends to SDOT/Metro/Sounder identifying violators and then provide training to identified drivers.
- Need an audit of funding to organizations that say they are practicing RSJI. Need to ensure that they are.
- Create an Ombudsman program to advocate for LGBTQ
- LGBTQ Commission meetings: Use Skype capability for those who have transportation or mobility limitations to participate from home.
- LGBTQ anti-bias training.
- Increase awareness of existing programs

Impact:

- Elders build new communities and stay longer in services.
- Commission can point to resources; would see a commitment to the needs of LGBTQ elders.
- Bring boards and commissions to the elder community to increase their civic participation.
- Competent care providers become aware of potential ways of discrimination, a first step towards respectful, equitable, and welcoming spaces for everyone.
- Bring more outdoor spaces and buildings into ADA compliance

Discussion: In What Ways Do Equity, Respect and Inclusion Affect Your Life in Seattle?

- Defined equity, respect, and inclusion. Equity: Have I been treated fairly; Respect: You know it when it doesn't happen; Inclusion: Are you welcomed in
- Yes, feel included in the Seattle school system as a gay male, married, with daughter in Seattle public schools.
- As a white lesbian female—feels included and respected as a white person, but be aware that people of color don't receive this.
- Continuously include “inclusivity language” in documents from organizations/services to let them know they are inclusive of the LGBTQ community.
- Actions speak louder than words—documents could have this inclusive language, but actions may not follow in support of it.
- Trans-woman overall treated well.
- Senior living facilities are not inclusive.
- Transgenders age at home as long as they can.
- The bullies they encountered in middle school have aged as well and are in the senior centers.
- Transportation issues prevent participation as City gets denser.
- Provide technology to community centers so they can participate in LGBTQ Commission meetings when transportation is limited/unavailable. Reach out to the community vs. making community come to you.
- How do we connect with older adults who don't use current technology?
- Need volunteers (20-30-year-olds). Create a student loan forgiveness program when the volunteer to help the LGBTQ community. Current loan forgiveness programs may be going away—call public officials to advocate to keep it.
- Go back to paper newsletters to communicate to older adults and others who are disenfranchised. Current publications include: Gay News—weekly, GSPA
- Seattle disabled parking inclusive

- Inequity affects us daily; it is diminishing and the work is hard. LGBTQ people were put here with special powers, we can choose to lead efforts. Think of the work as a joy, not a burden.
- Change long-term care.
- Increase difficulty when aging with chronic conditions and memory loss. Then add LGBTQ + race to it and it increases substantially more.
- Engage dementia individuals and provide activities to reach the LGBTQ community.
- Create resource list of LGBTQ friendly organizations and put it on the City website.
- Residential care facilities—train staff on LGBTQ community
- Often LGBTQ are asked to “dial down” their LGBTQ. Need to find out how to disrupt this and let us all be who we are.

Discussion: How do you think that will change as you age?

- By law, retirement homes must accept gay/lesbians.
- As an older adult, I am sitting in a good spot vs. years ago.
- We live in a privilege position in Seattle. Friends relocating to Seattle find that it’s not inclusive. It’s cliquy and hard to break into. Over all attitude of Seattle is that it is not welcoming. “Seattle Freeze”.
- Momentia is reaching LGBTQ community. Want to know how dementia affects LGBTQ community as they age.
- Transportation: Older adults don’t use UBER. They can’t get to events or there is no parking therefore they don’t get out and become isolated.
- How do we find a community center that is inclusive of LGBTQ and people of color? Create an evaluation/measurement tool as a resource that provides reviews (e.g., Yelp). Create an app.

4. Economic Security & Housing

Recommendations:

- LGBTQ seniors are explicitly included in all conversations on housing.
- Support be given to create more co-housing options.
- Ensure senior care facilities that receive funds from the City are trained in the specific needs of LGBTQ seniors and are held accountable to creating a welcoming and safe environment for LGBTQ seniors.

Discussion:

- Limits of fixed income
- Endless loop of trying to find stable housing
- Prioritizing agendas/economics over needs
- Emotional toll of isolation / feeling disposable
Who can you trust to represent needs? LGBTQ organizations
- Access to transit
- Being priced out of apartments
- Access to healthcare to age in place
- City in danger of losing diversity in its neighborhoods
- Preserve diversity of incomes
- Tearing down serviceable buildings —Economic waste?
- Issue of senior housing needs to be moved up on legislative agenda
- Nursing homes not LGBTQ friendly

- Funding keeps going to same people
- No family / children for support
- Lack of specification in addressing homelessness for LGBTQ, disabled, and senior populations
- Increased visibility / evidence
- Training for homecare/assisted living/senior living staff
- Enriched/accessible senior living in community—Village style (e.g. Netherlands model)
- Co-living model/renting out rooms
- MIL apartments added to homes—subsidized rent
- Match making service between seniors and landlords/property owners
- Rating/reporting method for discriminatory senior living facilities
- GAP has started training and self-reported LGBTQ friendly environment—work with NW LGBTQ Senior Provider Network
- Make funds available to property owners who want to build/remodel units for LGBTQ seniors.
- Specifying you intend housing to serve one group means no federal funds, but can affirmatively market—has not been done for LGBTQ seniors.
- Include needs of LGBTQ senior community in all conversations about housing solutions
- Do codes allow for intentional community living spaces (Oxford-style)?
- Must rent to first qualified applicant. Could pose a challenge in wanting to house specific groups. Targeted/affirmative marketing to those groups allowed. Need to train landlords on how.
- Training for front-end staff on class, LGBTQ, disabled (invisible)/equity—safety/trust. Native American.
- Not an age-friendly city without affordable housing.
- No shelters friendly to seniors/LGBTQ
- Intersection between aging and “senior”—some people don’t live to 60.
- Nursing homes targeted to straight/Christian
- Incomes go up for some, rent goes up for all
- Becomes choice between housing and healthcare. Access to healthcare is life or death.
- Queer Housing Exchange on Facebook is vastly young people.
- Intergenerational house-sharing. Affordable housing option for young people. Home support/community for seniors.
- Nothing about us without us.
- Community owned/association owned housing run by and for people with disabilities.
- Previous home-sharing groups in Seattle have ended because of lack of funding
- Shifts in dynamic—young homeowners, older renters
- Do advocacy /education with landlord associations around not raising rents too high. Well-organized/have money—tenants don’t.
- Extension of multi-family tax exemption to provide tax incentive for providing housing
- What’s in it for property owners?
- Redefine family to be less heteronormative
- No targeted marketing means people don’t know about the few options that are there.
- Pair LGBTQ landlords with LGBTQ tenants
- Doesn’t have to be quid-pro-quo—people just want to provide solutions.
- Use SGN/LGBTQ outlets to spread the word.
- Disabled people can’t always sleep on mats on the floor. Need space to keep healthcare equipment.

- Time limits on showers/physical accessibility
- Interventional programs to prevent homelessness. Green houses in TX—ADA accessible community living.
- Need angel investors, no ROI with Medicaid. Property is the investment
- Support needed to rent extra rooms to people with varying abilities to care for self. Sound Generations provides free caregiver support.

5. Social & Civic Engagement

Recommendations:

- Utilizing existing spaces for LGBTQ programming (e.g. Senior Centers). City could help identify and maintain local programming. Create a centralized community center for LGBTQ resources / programming.
- Create a repository / clearing house/ website for LGBTQ aging resources.
- Use a LGBTQ specific equity tool to inform City of Seattle programming/policies to ensure cultural competencies and humility.

Discussion: What could the City of Seattle do to increase Social and Civic engagement?

- Utilizing existing website space for LGBTQ programming (City of Seattle could assist with identifying/location). Examples of existing resources: www.gapseattle.org, www.gaycity.org, SASG-Seattle Area Support Groups www.sasg.org, West Seattle Senior Center, GSBA book of resources, Seattle Park & Rec dept. – Community Centers.
- City of Seattle could keep info updated and accessible and disseminate.
- More fostering of intergenerational programming opportunities (e.g. internships, ambassadors, etc.)
- Improve transportation
- Create a centralized location for LGBTQ resources/programs, “a one-stop shop” within each Seattle neighborhood; one main hub with Satellite locations.
- Viewing Age-Friendly Seattle planning through the lens of social justice/equity—especially marginalized communities.
- Everyone has a voice. View the equity tool thru the lens of LGBTQ social just/equity.
- A repository for LBGTQ resources—a virtual space.
- LGBTQ friendly long term care facilities and training for staff.
- Cultural competence and humility training for everyone so that everyone is treated equally.
- Prevention is important and more messaging and programming could be provided throughout the city/county. “Help us stay healthy...”
- Make more support groups/LGBTQ programming at all senior centers.
- Note, not all programming has to be offered from 9am-5pm.
- SHAG housing needs to create opportunities for divers seniors to come together—including intergenerational opportunities.
- New comers/residents to Seattle have a hard time socializing. “Seattle anti-freeze”
- Arts organizations could provide free tickets to performances. Need more partnerships to connect people; provide transportation.
- City of Seattle should recognize that one size does not fit all—cultural appropriateness is important.
- Collaboration is needed—but without re-creating the wheel.
- LGBTQ specific services are needed—build off existing resources/previous investments; not recreating the wheel.

- Create a hug/umbrella org. that can bring all the LGBTQ services together.
- Integrating services for LGBTQ throughout Seattle (race economics, language, etc.)
- Create a visiting service volunteer program.

Parking Lot:

- Discrimination vs. favoritism is a fine line. A lot of funding targeted at certain communities, which means others do not receive needed support. Lumping together groups (i.e., POC) does not capture specific needs. Perception of being better off means less funding.

6. Aging, Health & Community Services

Recommendations- report out:

- Research how LGBTQ elders can be better served in city spaces such as community centers and senior centers. Each community center, family center and senior center needs relevant programming and (then) materials.
- Build on existing investments and successful models like Generations Aging with Pride to build capacity for needs assessments, training for health and human services professionals, and LGBTQ specific information (approximately .5M to expand – Generations Aging with Pride)
- Provide leadership for and model single payor health care via partnership with the County and/or WA state.
- Survey preferred methods for individuals to receive information and add funding for public announcements, outreach and information hubs like Community Living Connections.

Recommendations – attendee written feedback

- Provide/require training of aging, health, and human services professionals.
- The United Way abruptly pulled funding for aging service programs (as part of the Western Washington Agenda). 501c3 nonprofits face an enormous and measurable budget impact and shortfall. A lot of nonprofit dollars are being focused into revenue generation instead of service delivery.
- Use Health and Human Services, Office of Minority Health Culturally and Linguistically Appropriate Services “CLAS” standards as guideline for City’s services.

Discussion: How easy is it to find information?

- Accessibility to information is limited.
- “Patchworking” needed as is.
- Getting information from media /TV
- Need center of information and assistance
- Finding shelter for adults/older adults, resources youth based.
- Representation in resources
- Central website for older LGBTQ; increase awareness of existing websites
- LGBTQ specific information access.
- Word of mouth
- “Formal” vs. “informal” supports.
- LGBTQ programming
- Leveraging existing space (e.g. community centers) for shelter and services.

Discussion: What are the best sources of information?

- Lifelong and Chicken Soup brigade
- Flyers
- Inclusivity of services and resources—there are layers of expertise (e.g. HIV facing services, LGBTQ facing services)
- Generations Aging with Pride
- Experts in aging and HIV working together
- Newsletters/newspapers (in housing and other sources). Utilize Seattle Gay news.
- Technology gap
- Centralize resource site. Linked to other sites
- Existing funds/resources/ funder (City role)
- Social workers in senior centers—people where access is happening.
- City funding for information hub-centers
- Public announcements (City role to fund)
- Technology such as texting.
- Accessibility of 2-1-1
- Youth with aging division in LGBTQ community
- Survey to identify preferred access methods (City role)
- Public health priorities
- Health insurance access information
- Health and disease prevention funding
- Coverage for home health care / personal care
- Training for in-home care and LTC facility providers and caregivers
- LGBTQ friendly caregiver information
- Advocacy empowerment—coaching
- Long-term care that is culturally relevant—LGBTQ friendly endorsements (City role)
- Country doctor
- Materials need to be culturally relevant
- Each community center, family center and senior center needs relevant programming and then materials. (City role)
- WA Single payor
- Vision accessibility of materials and sites.

Discussion: What concerns or gaps do you see / have regarding access?

- Retaining existing services and resources and finding new.
- Awareness of where to find info and resources (City role).
- Low barriers access to existing services
- City-wide resource list/ mailing
- Burden on individuals to find information.
- “Dead-ends before answers”
- Services, assistance, and programming
- Locations where services are available in-person: assistance & accessibility (City role)
- Cultural competency of providers—skills, knowledge for all identities.
- Tailoring existing services for LGBTQ seniors. Use successful programs for seniors as models.
- Need Mini City Hall offices for getting information out with in-person assistance
- Funding for existing services to build capacity (City role; Generations Aging with Pride)

- Gentrification of Capitol Hill is particularly hard on aging folks—leads to isolation due to dispersion of community.
- Acknowledgement and research into how this community can be served in community centers and senior centers. (City role)
- Specific queer and senior outreach through Department of Neighborhoods, housing programs, and other City departments
- Collaborate / advocate with other entities/philanthropy.
- Intersections of race and other identities.
- Calling out age, gender, sexuality, disability as part of social justice.
- Build on existing investments like generations with pride successful models (approximately .5M to expand – Generations Aging with Pride)
- “LGBTQ Yelp”
- Pooling resources, not duplicating
- Research into turnover of front line staff
- Utilize all methods (e.g. web, in-person, phone); increase efficiency
- Training of aging-related issues and needs; How to work with seniors to caregiver agencies and other providers.
- Awareness of gold card discount program and flash card.
- The system creates dependency, does not encourage self-sufficiency
- Holistic approach needed –intersection of needs—underlying issues

Personal Response Cards

Cards were available on every table in the main forum room on which participants could provide personal input. The reverse side of the card requested demographic information, providing further context for the comments.

<i>When I think of aging and growing older in Seattle, I feel ...</i>	<i>Here are ways I think the City of Seattle could support optimal aging ...</i>	<i>By ...</i>
Priced out. I won't be able to move closer to services.	More diverse housing, safer transportation.	64-year-old white, English-speaking bi-female from upper Rainier Beach (98178). Community member and DSHS rep to Governor's Council on Health Disparities.
Rather nervous and disheartened about being able to afford to stay in this beautiful city. Seattle was a refuge to me and became my home in 1972. I have lived here modestly since then, but the cost is becoming too high.	N/A	66-year-old mixed race, English-speaking transgender queer from Fremont (98103). Community member.
N/A	Have more available bathroom facilities. As I age I have more need for restroom and none are available. Better more on time public transit. As I get older standing waiting for late running buses gets more and	66-year-old white, English-speaking, gay male from First Hill (98101). Community member.

<i>When I think of aging and growing older in Seattle, I feel ...</i>	<i>Here are ways I think the City of Seattle could support optimal aging ...</i>	<i>By ...</i>
	more difficult and then I need to use a restroom again and there is no place to. Create a specific gay senior center to offer social opportunities, resources, activities - feeding those that are hungry - June night life - all in one place!	
N/A	Housing issues and creative ways to support LGBT elders in healthcare. Supporting intergenerational events and connections.	62-year-old white and Native American, English-speaking, gay male from Capitol Hill (98102). Community member.
Afraid of becoming homeless, broke, incarcerated. But I've lived here since 1986, so I don't know where else I'd go.	Make low-income housing, more public transportation.	59-year-old white, English-speaking gay male from U-District (98105). Community member.
Invisible and/or marginalized and/or disrespected. Vulnerable (financially / housing). Isolated (and even more so amongst age-peers because I'm queer, non-Xtian, disabled, etc.)	Recognize other intersections: aging and queer aging and non-Xtian (I'm surrounded by Bible-thumpers in my senior housing), aging and poor. Outreach to places and events and programs that serve or are of interest to seniors (food banks, Senior Centers, AARP events) about services, events, advocacy opportunities. Recognize and ask whether people want to "age in place"! Low income seniors and/or LGBTQ folks stuck in SHA, CCS, etc. Subsidized housing <u>does not</u> necessarily want to stay there with younger or homophobic folks and <u>do</u> want to be with people like them - senior, queer, ethnic race, disable, etc.	N/A
Worried will my partner and I ever be able to afford a home? As we move further away from community and community services I wonder where or if we'll be able to build a family and stay connected to queer and trans communities in Seattle	Meaningful housing affordability policies. Work with SPD beyond the "safe place" program. Involve more health care providers in getting training and support to become trans competent healthcare providers. Support community organizations	26-year-old white, English-speaking non-binary trans masculine queer from CID (98104). Community member.

<i>When I think of aging and growing older in Seattle, I feel ...</i>	<i>Here are ways I think the City of Seattle could support optimal aging ...</i>	<i>By ...</i>
	providing connections and support.	
Glad about my community with a small c. Frightened about nursing homes for non-private pay.	LGBT friendly programming at every community center. LGBT/disabled informed nursing homes. More innovative housing ideas form the disability activist community	54-year-old white, Ashkenazi Jewish (mixed race), English-speaking GNC pan/poly from Beacon Hill (98144). Community member. Disability activist.
Conflicted. Great ideas = hope. Poor implementation / lack of access = concern	Solutions for aging in place—seniors are more likely to be negatively affected by a move, more likely to NEED to move due to finance, bereavement, inability to manage home upkeep, etc. All public buildings should be ADA accessible-Lake City Community Center is not.	32-year-old, white, English-speaking cis-gendered woman panromantic demi sexual from Bitter Lake (98133). Community member.
Invisible. Opinion does not matter, that others (powers that be) know what I need and disposable.	Listen!	63-year-old, white, English-speaking trans-female gay from (98109). Community member.
Challenged to not be limited in my options. I also am concerned about my independence the older I get.	Low-cost housing options- exploring city sponsored land trust. Housing for LGBTQ mixed generation (so not just senior citizens, but a mix of ages).	65-year-old, American Indian, English-speaking male two spirit from Wallingford (98105). Community member.
Social isolated and scared about the lack of low-income LGBTQ friendly housing.	Partner with low-income developers, in conjunction with LGBTQ community based organizations working on LGBTQ senior housing that affirmatively markets to LGBTQ seniors and provides wrap around LGBTQ culturally competent services.	47-year-old, white, English-speaking femme queer from Olympic Hills (98125). Community member. Community organizer.
Older, pushed out, alone, forgotten, overworked	Events like this. 50+ social events – movies, bowling, etc. Couples events, dinners. Mental health issues. Support for housing, retirement, LGBTQ aid. Agency meetings.	56-year-old, white, English-speaking gay male from Seward Park/Lakewood (98118). Community member.
N/A	Inclusive zoning requirements. More affordable housing. Data on housing discrimination. Link healthcare to growth.	57-year-old, white, English-speaking straight male from Columbia City (98118). Community member. Service provider.

<i>When I think of aging and growing older in Seattle, I feel ...</i>	<i>Here are ways I think the City of Seattle could support optimal aging ...</i>	<i>By ...</i>
Relatively comfortable. I am legally blind and do not operate any vehicle. I find the public transport (Metro) to be easy to access, although some bus drivers are not courteous to handicapped persons.	The gold card is a welcomed privilege.	77-year-old, white, English-speaking bisexual male from Georgetown (98108). Learner.
I may not be able to afford living here. I am “middle class,” but rents are surging so much faster than income or retirement accounts. Subsidized housing in this new Seattle will need to address not only lower-income people, but middle class folks as well.	Work in partnership with federal/state governments, philanthropies, and others to increase affordable housing to mixed demographics—older, young, retirees, students and families; people of differing ethnic groups and different social-economic status: mixed market-rate housing with subsidized housing. Add specific LGBTQ information and programming at Parks dept. facilities, community centers and mini City Halls.	63-year-old, Japanese, English-speaking gay male from Central District (98122). Community member.
Things are getting better, but there is a way to go to where the resources for LGBTQ are available including: health care, housing, availability to connect and socialize with other LGBTQ seniors	Be a resource for connecting with the above issues. Help finance a LBGTQ center—many cities finance LGBTQ centers—Seattle needs one.	78-year-old, white, English-speaking gay male from West Seattle (98106). Community member and member of senior advocate groups.
It is easier for me who as a white male with financial resources than it is for others.	Programs such as offered by Lifelong Recreation for all seniors and add more items of special interest to LGBT individuals.	62-year-old, white, English-speaking gay male from Capitol Hill (98122). Community member.
Hopeful, but concerned.	Promote “one-step” information/referral through Generations Aging with Pride. Rate services as to LGBTQ “friendliness”. Provide an LGBTQ targeted senior center on Capitol Hill.	73-year-old, Euro-American, English-speaking female lesbian from Capitol Hill (98102). Community member.
Hopeful because of Generations Aging with Pride. Finally, we have services designed and delivered for LGBTQ seniors. They are doing great and we have to help	Provide more financial resources to allow the development of more services designed for LGBTQ seniors. More dollars and support needed for GAP—we need to support their work.	N/A

<i>When I think of aging and growing older in Seattle, I feel ...</i>	<i>Here are ways I think the City of Seattle could support optimal aging ...</i>	<i>By ...</i>
them and get the programs more support.		
Excited and apprehensive. The costs really scare me. Can we keep our house and age in place? I will need to keep working as long as possible as my retirement savings is very thin.	Please fund a LGBTQ elders/senior center. Generations Aging with Pride is who we want to develop this place. Also, thank you! This was a great event!	62-year-old, white, English-speaking bisexual female from NewHolly (98108). Community and service member.
That Seattle caters to able-bodied people who can afford the impacts of a growing city. I feel like suburbs have been less talked about on how we can partner to expand services outward.	Make downtown accessible to people with disabilities!! Do something about the hills! Make buildings with elevators accessible without retaliation against people who are elderly and have a disability. City can expand temporary parking zones to accommodate vehicles with ramps to properly drop-off and pick-up people who want to visit the City.	25-year-old, Hispanic, English/Spanish-speaking gay male from Roosevelt (98115). Community member, local government and presenter.
Hopeful if strategies such as HALA, Age-Friendly Seattle, minimum wage, and gender equality are realized.	Support Parks & Rec programs for older adults! Support renovation of older buildings where older adults live instead or tear down for fancy, new condos.	N/A
Excited to do intergenerational work. Worried about healthcare costs and retirement support. Hopeful we will keep up with housing demand for a variety of populations, including LGBTQ folks.	Rezone single family zones to allow folks to age in place while welcoming a new family to their property. Public bank for loans for multiple community ownership (helps with loneliness, plus affordability!)	41-year-old, Hispanic, English-speaking pansexual-female from U District (98105). Community member.
This is not the place for me. As the “young” old, I already feel the population increasing and growing younger. The multitudes, the cars, the bike lanes, etc. are not conducive for my slowing down movements.	Senior housing for LGBT community <u>only</u> . Yet encourage with generational activities. Also, the elderly, by their work and life experience have much to share. Find avenues to facilitate that (e.g. in the school system).	73-year-old, white, English-speaking female lesbian from First Hill (98104). Community member.
Like my native home, will be no longer.	N/A	61-year-old, English-speaking gay/lesbian/trans (F-M) from CD (98122). Community member.

<i>When I think of aging and growing older in Seattle, I feel ...</i>	<i>Here are ways I think the City of Seattle could support optimal aging ...</i>	<i>By ...</i>
Glad that I might be able to stay (live, work, recreate) in this city, but afraid that the city is growing too expensive for me to be able to live and one day retire in.	Support information. Outreach campaigns regarding existing services and resources. Affordability – not sure what to do here, but economic insecurity underlies other needs.	N/A
That there is not enough affordable housing for seniors. “Quiet Crisis” report expressed the need and it has gotten worse. Not a quiet crisis-it is an emergency.	Focus on affordable housing. Seattle can do this and not become another San Francisco—completely devoid of older people, POC, LGBTQ and service workers. A city for all.	N/A
Curious	Affordable senior housing, accessible healthcare.	54-year-old white, English-speaking lesbian from the Central District. Community member.
So good to see programming and support for Generations Aging with Pride. This was first I learned out City is supporting our elders. Let’s keep growing these services. Let’s help them and work together to do it.	Put LGBT aging in the budget. Let our elders get what they need. Have young people help them. How can we support this work? Need policy to build a strong, coherent agenda to meet the needs of the LBGT elders.	68-year-old Hispanic, English-speaking gay from Ballard (98115). Community member.
N/A	N/A	65-year-old Caribbean, English-speaking gay male from Federal Way. Community member.
It might be a good decision.	Build luxury condos a s apartments with financial help or subsidy for rent near downtown or Greenlake (ha-ha best wish).	75-year-old white, English-speaking gay male from Seward Park (98118). Community member.
Despair. Having lost a secondary job (~ 1½ years ago) upon my employer discovering my orientation, and experiencing some ostracizing from family members (my children) it is difficult to foresee my “twilight” years as a safe/comfortable time for me. As a woman, my income has not lent itself to preparation for retirement— simply keeping the bills paid is	I would love to see LGBTQ specific assisted-living kinds of facilities, retirement communities, and activity centers, both within Seattle and in the surrounding less-urban neighborhoods. Because Seattle is becoming impossible to afford to live in, my elder years are very unlikely to be spent in this city unless affordable options can be made available.	55-year-old white, English-speaking gay male from the Columbia City (98118). Community member.

<i>When I think of aging and growing older in Seattle, I feel ...</i>	<i>Here are ways I think the City of Seattle could support optimal aging ...</i>	<i>By ...</i>
<p>a big enough challenge! Seattle is a mecca for so many in the community, but the grand majority of services, opportunities, and focus has been for those 40 and younger.</p>		
<p>Isolation, and lack of access to community!</p>	<p>I am happy that drop-in fees are waived in the community centers! However, the fitness rooms with the exercise bikes, weights, and various Nautilus and Precor equipment are very tiny and the equipment is all very close together, making it impossible for people who are mobility-impaired (using walkers/wheelchairs) to navigate the room and use the equipment!</p> <p>Please hire LGBTQ caseworkers for Aging and Disability Services!</p>	<p>62-year-old white, English-speaking queer (she/her pronouns) from North Rainier Valley (98144). Community member.</p>
<p>The city is on the right track, but information on concerns could be centralized and available in community centers.</p>	<p>Provide affordable housing, not just for the LGBTQ community, but for all.</p>	<p>66-year-old white, English-speaking, gay male from Lynnwood (96036). Community member.</p>
<p>As if somethings are missing (cohesiveness of LGBTQ community and Government). But then the City's progressiveness is apparent in so many ways (e.g. gay Mayor). It's the mixture that makes Seattle what it is.</p>	<p>Create a panel so that what Seattle is supposed to do will be done. Use professionals and community members that work well together.</p>	<p>55-year-old black/Hispanic, English-speaking gay male from SeaTac / Tukwila. Community member.</p>
<p>As a person with mobility changes (I use a walker) and drive my own care, disability parking, or any parking is getting harder to find on the street and parking lots are often too far away from my destination for me to walk. I am spoiled by living in Redmond where there is much</p>	<p>Provide disability parking spaces every few blocks, then enforce law against cheats.</p>	<p>69-year-old, white, English-speaking transgender-lesbian woman from Downtown Redmond (98052). Community member and GAP board member.</p>

<i>When I think of aging and growing older in Seattle, I feel ...</i>	<i>Here are ways I think the City of Seattle could support optimal aging ...</i>	<i>By ...</i>
more parking close to where I shop, bank, visit community spaces and friends.		
Scared about rising housing costs and the cost of healthcare.	Supporting home health aides. Supporting individuals and families who need assistance from home health aides. Medicare only covers home health aides in pretty limited cases—usually just a certain amount of time after a hospital stay. Many folks could benefit greatly from home healthcare assistance for a much longer time than that. In some cases, starting come health can prevent hospital stays! It's very cost prohibitive for many sections of the population.	34-year-old white, English-speaking gender queer/fluid lesbian woman from Kingsgate (98034). Community member and service provider as a nursing assistant at an assisted living facility.
N/A	More access to health and wellness programs that are affordable for low-income older adults. Dementia friendly programs. Programs in more languages (and info). Requiring culturally competent training for home health aides.	23-year-old, white, English-speaking cis-female from Tacoma (98422). Community member and service provider.
I don't live in Seattle but I want to grow older as an active, engaged, vibrant community member doing meaningful things.	Use Culturally & Linguistically Appropriate Services (CLAS) standards as blueprint to assess services. Free online training on CLAS standards at Governor's Interagency Council on Health Disparities. Collect SOGI data.	60-year-old white Euro-American, English-speaking cisgender female heterosexual from Thurston County (98501). DSHS Aging and Long-Term Services Administration.

Evaluation

On June 7, Age Friendly Seattle e-mailed a link to a Survey Monkey evaluation to everyone who registered to attend the June 3 forum. As of June 16, 2017, 52 total responses were received (48 who attended). Among those who attended, 69% attended most or all of the day, 24% attended the morning presentations only, and 6% attended only during the afternoon. Following are the evaluation survey responses:

What was the most meaningful part of the forum for you, and why?

- I particularly enjoyed Karen's presentation. I found the breakout sessions informative and engaging. Participants had some great ideas, although it was difficult to keep the focus on

developing solutions vs. airing complaints. The moderators were adept and redirecting the conversations in positive directions.

- I enjoyed the speakers and the Social & Civic Engagement session
- The group sessions
- Hearing stats from Dr. Karen
- The most meaningful part of the forum for me was to connect with others concerned with the same specific issues concerning LGBTQ aging.
- The longitudinal research project
- Seeing it so well attended, and issues covered.
- City of Seattle official participation in many ways demonstrated their commitment to supporting LGBTQ Seniors.
- The chance to hear from others in the community. Plus, the food was the bomb!!
- The most meaningful part of the forum was hearing from members of the community themselves express what tools have been helpful and what has been a challenge when accessing services.
- The breakout sessions as we got to talking about aspects of aging that were most relevant to our individual lives.
- I liked the afternoon discussion groups the best. They were a great source of information.
- Data from Karen.
- Hearing the mayor and his support of making Seattle "Age-Friendly "
- The morning session.
- Beginning to understand the challenges that face the aging LGBTQ community in Seattle.
- Hearing about challenges other LGBTQ elders face and how they overcome them
- Connecting with others and sharing resources
- Engaging in dialogue with community
- I had to click "YES" to attending, although I didn't, because I drove down to City Hall in the afternoon, drove for blocks around the area in an attempt to find parking and was unsuccessful. This was horribly disappointing and I am hoping there may be a synopsis of the event, online maybe with photos and videos of the event. Please let me know. Thanks. Please reply to <e-mail address deleted for privacy—Age Friendly Seattle responded by e-mail on 6/16/17>.
- As a vendor - meeting and talking with several interested people - making connections.
- Housing for when we get older, how to access the best possible housing at an affordable cost and live out our lives in 'belongingness'.
- Hearing the mayor speak, because he is one of us.
- The acknowledgement that for those of us who lived through it the AIDS crisis and Reagan attrition measures had lasting traumatic effects, and the Imani Sims performance.
- Got in a discussion with a city administrator.
- Finally addressing queer aging & being together with queer elders (& soon-to-be's). Hearing our voices. Other people (like Seattle HSD) hearing our voices.
- Connecting with the groups working on aging and LGBTQ issues at the resource fair and through individuals there.
- Being able to voice my concerns.
- Break out groups - chance to hear and respond to people about specific needs as
- Hearing from some of the men who spoke about trauma as survivors. Appreciated all the speakers.
- Seeing a variety of folks, including trans. speaking freely about issues for all.
- Hearing from Mayor Ed Murray, Marsha Botzer and Dr. Karen Fredriksen-Goldsen, as well as seeing all the resource booths.

- N/A
- Karen's presentation of the state of LGBTQ aging from her study.
- The discussion groups were very meaningful - identifying problems and ways to address them.
- Hearing inspiring words from Marsha Botzer.
- Break outs/ Interacting with others. I don't get to see folks doing this work often. I am 56 I do my little part to make the lives of others meaningful. I am noticing a disconnect from my own community and find it alarming. I have attended every event so far. Just so I can keep abreast of what's happening so that I can be informed, because I do interact with my LGBTQ elders and some are very lonely and isolated.
- The number of people who participated was great.
- Just the people getting together as part of the older LGBTQ community.
- The speakers and information presented was very informative and useful. The most meaningful for me though was connecting with other participants/other aging LGBTQ folks.
- Breaking out in small groups because it offered the opportunity to focus more on specific needs and ideas

In your opinion, what was the most important issue discussed at the forum, and why?

- Affordable housing and exploration of housing options. Everyone needs a place to age in place and services that support that model. But when that is no longer an option, we need a strong, easy way to connect to safety network that offers optimal services to the elderly, both straight and, in particular, LGBTQ seniors.
- The economic viability & practicality of aging in Seattle
- Creating safe / friendly spaces
- Increasing lack of affordability of LGBTQ housing.
- Housing to me seems the most important issue, because through housing many issues can be addressed. Adequately addressing issues of housing could simultaneously help in solving the issues of isolation and loneliness, mobility and transportation, daily living assistance, cross generational connection, and inadequate income.
- Economic and housing security.
- Housing for seniors, because I, a 70-year-old who receives only Social Security retirement benefit it is almost impossible to find affordable housing.
- Housing affordability. LGBTQ Seniors are getting squeezed out of Capitol Hill and the entire City. We have less money than other seniors, as shown by Karen Fredriksen-Goldsen's data, and therefore more susceptible to displacement.
- Funding Generations Aging with Pride!! And housing...
- The most important issue that was discussed to me was healthcare. I think it is important for health care professionals to know how to treat clients that are in the LGBTQ community and what the differences in services are. I think it also important that healthcare settings are inclusive.
- How to keep people connected--where to go for information, scheduled events and other opportunities. How to reduce isolation.
- Housing for LGBTQ Seniors.
- Too many - very scattered
- Action plan processes that supports the cities directive to support aging in the city
- Civic and social participation
- Housing; our city is becoming increasingly challenging for low income residents. The challenges seem greater for the LGBTQ community and other minority communities.

- Affordability of housing X1000!
- Housing affordability and social/cultural support
- See Question & Response #3
- Wasn't able to attend most of the discussions. Housing conversation with Debbie Carlson was useful.
- Affordable housing
- Affordable Housing!!!!If you live in this town, you'll KNOW why.
- Having the city gear programming in existing structures for LGBTQ folks. that and monitoring nursing homes.
- Social issues, isolation, the need for community information and gathering spaces.
- The vulnerability and needs of the low-income queer senior, including housing needs and social isolation/closeted.
- Seniors are, I think, most concerned about ongoing housing and care and the costs forcing us out of Seattle, plus the need to avoid being forced into the closet again when we are receiving care. There is little to reassure us that we'll be elderly and receiving needed care from people who understand LGBTQ people and respect us.
- Housing
- Need for affordable housing - a very basic concern.
- I appreciated hearing about the research from the keynote speaker. Very interesting and enlightening.
- They were all important in their own way. Wasn't big on trans...
- LGBTQ Housing - not enough available
- N/A
- Housing affordability. I personally feel that I won't be able to afford an apartment in Seattle after I retire.
- Housing - it is a HUGE issue in Seattle and not having stable housing can impact almost every other aspect of a person's life.
- Being there just for the morning, I thought it was particularly interesting and important that thorough research into LGBT aging issues is being conducted. This is the foundation to identifying resources that will have impact.
- Social & Civic Engagement this is very critical so myself and others in my peer group do not slide into loneliness, isolation and that we keep ourselves in the forefront and engage fully so that increase visibility.
- Lack of adequately trained service providers, and insufficient community info about current resources.
- LGBTQ equity, respect & social inclusion.
- Housing seemed to be very important and especially in the city. Folks are concerned with being displaced from the community from which they have lived. Especially having to move into areas without any or very little services focused on LGBTQ folks or living in fear of homophobia.
- How to integrate Senior gays socially.

If you have thought of additional ways in which the City of Seattle can help members of the LGBTQ community with optimal aging, please comment below.

- There was considerable, necessary focus on an information clearinghouse that not only seniors could access, but would also be a common resource for service providers. One of the ideas I learned about and have had follow up conversations with another attendee is home-sharing. This has possibilities across the senior community, but probably needs a professional matching service to support it and leverage all the empty bedrooms available

across King County (I think the figure is 30 percent of homes have one or more empty bedrooms).

- create a repository website for LGBTQ resources. 2. Fully funding and supporting the ideas and programs that have been requested...put your money where your mouth is
- I would be particularly interested in seeing a working group formed around the idea of home/house sharing.
- Quite impressed with how well-organized and congruent the entire event was. Bravo!
- Truly, making more city funding available for the orgs that support our community.
- Creating and promoting opportunities to keep all involved and active: physical, social and educational.
- I would like to see cultural competency training and would also like to see LGBTQ Caseworkers in the Aging and Disability Services.
- Use all community centers
- Reaching out to networking groups like NW LGBT Senior Care Providers, that would be a valuable player in the LGBT senior community
- There needs to be more representation from members of the lower socioeconomic and racial minorities.
- Yes, legal issues on how the court systems treat gay divorce scenarios, especially palimony anomalies compared to hetero divorce proceedings and outcomes.
- Providing low/no cost places around the city to have gatherings, providing signs for organizations and institutions that indicate welcoming status for LGBTQ folks as well as other targeted groups.
- The downtown library needs to have single stall, accessible gender free bathrooms. If we can't pee there, we cannot use the facility. and single payer health insurance.
- Places and events for people to come together.
- Consider the possibility of "affinity" shelters, transitional, and permanent housing for homeless and at-risk/low income queer seniors. Promote inclusion and diversity training/cultural competency at Senior Centers and other places that serve seniors, especially with govt money.
- It would be good to develop a database of Seattle seniors interested in staying in Seattle for life, detailing what they have done to build the City and its progressive traditions, their economic standing, and thus have a notion of how many people need future support and how many "affordable" homes need to be reserved for long-time resident and activist seniors.
- Make more affordable housing accessible for those who desperately need it.
- Open a senior center on or near Capitol Hill that would also house LGBTQ organizations.
- Continue to focus on housing, issues of economic inequality and advocate for health care. What supports vulnerable communities helps all.
- Maybe this should be a semi-annual event. or smaller quarterly events. Gatherings for lunch or dinner.
- Continue to bridge the community across all ages
- A panel of third world people to discuss the concerns in the LGBTQ as a minority and class
- Provide much more subsidized housing--not only for LGBTQ seniors, but all demographics suffering the effects of unaffordable housing. Increasing "Aging in Place" programs will help keep seniors out of expensive nursing homes.
- I have no specific suggestions. I feel blessed to live in a city that is giving so much attention to its population of older citizens and specific the LGBT elements of that citizenship.
- Be attentive to how technology might in fact be a barrier. I was alarmed when I and others in our breakout session did not see our input in the "Report Out." Ironically, we felt our voices were being erased in discussion of Equity and Inclusion.

- Help Generations Aging with Pride build capacity to become the clearinghouse for LGBTQ information and referrals
- Maybe a monthly meeting.
- We've got to really look at long term care options that are culturally relevant to LGBTQ folks. Having to go back in the closet to receive services is tragic. One participant suggested a Peer Care model that I thought was brilliant.

How can the City of Seattle reach out to people in the LGBTQ community most effectively in the future, to invite participation in events or provide information about programs and services?

- That's a good question. Social media only reaches a particular demographic, but it can also be used to engage and increase intergenerational awareness. There already exists a loose network of LGBTQ senior groups, and I assume those were contacted about this event and future events. I support leveraging existing resources and channels of communication. SEO optimization of the city and county web sites so that LGBTQ resources are easily found should someone look there - even if it points outward to Generations Aging with Pride (which seems to me should be the repository of information and resources). There is a lot of duplication of effort by LGBTQ organizations, who no doubt could better utilize limited resources by focusing on their specific niche missions rather than trying to be a catch all for the community. Think Pink. Pink Pages!
- Social media, community/neighborhood websites, LGBT media sources
- schedule speakers at community centers and senior centers
- Make sure private developers, financial folks like me are there so how to finance housing outside of government is discussed.
- As we become more disparate in our geography and social and political affiliations, there needs to be a central online presence for members and allies of the LGBTQ communities to access available resources. If this were based within the City's web space, that would double as a way to inform these communities of events such as last Saturday's. Too, when the city (and/or county) does outreach to any marginalized or at-risk segment of our geographic boundaries, information specific to the multiple constituencies of these segments should be readily available and those providing services should be well-versed across departmental lines and the lines of governmental hierarchy, of what can be accessed and how to access it.
- LGBTQ equity, respect, and social inclusion; economic and housing security; social civic engagement.
- I really don't know.
- Via existing orgs
- Clearly advertising that it is an open forum and telling other health professionals to pass it on to their colleagues and clients.
- Easy to navigate, clear, up-to-date and comprehensive website for LGBTQ issues and the opportunity to sign up for customized email alerts.
- Use all methods ... e-mail, Facebook, etc.
- Run ads in gay media—get a real outreach budget ... then have some goals
- GSBA, NW LGBT Senior Care Providers Network
- Use emails collected on the sign-in sheet; social media; partnering with LGBTQ organization; sponsoring a similar event annually or bi-annually.
- The LGBTQ community members who are currently aging into the senior strata remember well the discrimination that was prevalent until very recently. By creating services that acknowledge that past and support the members in the present, trust can be built to help achieve mutually beneficial goals.
- Invest more in grassroots outreach

- I think the City has made a good start with the resource fairs done through Parks and Rec and this forum. I think having events periodically throughout the year rather than clustered over the space of two month might reach more people.
- Send out through health care organizations and public health list serves to get to direct service providers
- PARKING - See Question & Response #3
- I didn't see anyone from Entre Hermanos—though I saw their name on some of the original info re the gathering. Providing a gathering for LGBTQ folks of color, disability, etc., to discuss their particular issues.
- Provide solutions to housing issues for aging LGBTQ community.
- Seattle Gay News; signs on the bus
- Do a forum at Country Doc, at the south end community center, and at the central area community center.
- SGN, Stranger, Radio, TV, local papers
- Use Senior Center newsletters, PrimeTimeNW (monthly paper), meal programs that serve primarily seniors, bingo events, etc. if trying to reach queer seniors + the usual LGBTQ publications and venues. Also, NPR (KUOW, others). Note: PLEASE do not assume that making Trans* front & center covers the rest of the queer spectrum—gender expression is NOT the same as sexuality and since Trans people are only .1-.3% vs LGB at around 10%, for every 1000 LGBTQ Seattleites, 1-3 will be Trans, but 997-999 will be LGB! Programs, funding, etc. should recognize and respect that. Also, be aware of socio-economic class & “outness.” Differences/privilege within the queer community—between gay men vs lesbians, whites vs People of Color, *within* People of Color (all others vs Native Americans, for instance), youth vs seniors, able vs disabled, etc. Stop calling programs "family" if individuals and couples without children qualify. “Family” services (as a descriptor) feels exclusionary and implies heterosexual focus.
- Through social media, SGN, general media (including mainline TV and news), offers of assistance and services drawing attention to City online assets and help, etc. There needs to be an ongoing plan for publicizing events, programs, services, and opportunities for Seattle seniors who are LGBTQ.
- Advertise within the aging community.
- Generations Aging with Pride website calendar, SGN, Seattle Lesbian
- By contacting ALL the groups already formed for LGBTQ, such as Mature Friends, etc. Speak at their gatherings to invited them to help.
- GSBA would be happy to help promote the events
- Advanced advertisement from 6 months to a year.
- Publicity in the Seattle Gay News, Seattle Times weekend calendar, community centers.
- Beyond the outreach resources used for the June 3 event, I have no specific suggestions. I hope and believe that just the word-of-mouth from the June 3 event will raise awareness and people will pay more attention to announcements of similar future events.
- Use identifiable peer leaders in community to get the word out. So many of my peers did not know it was even happening. "Peer Networks"
- Newsletters or other forms of media.
- my ideas are Facebook, The Stranger, SGN, and advertising in bars, and possibly local doctor's offices such as the Country Doctor.
- Have a gay senior center strategically located that is easy to get to where all manner of social can happen and access to information is all in one place

Acknowledgements

Many thanks to everyone who contributed time and talent to planning and/or implementing the Aging the LGBTQ Way forum, including:

- Lark Ballinger, Gay City
- Autry Bell, POCAAN
- Karter Booher, Ingersoll Gender Center
- Marsha Botzer, Ingersoll Gender Center
- Debbie Carlson, LGBTQ Allyship
- Althea Cudaback, Seattle Finance and Administrative Services (facility)
- Regine Dynasty (performer)
- Elizabeth Esborn, Seattle Parks and Recreation
- Dr. Karen Fredriksen-Goldsen, University of Washington School of Social Work, Aging with Pride—National Health, Aging, Sexuality and Gender Study
- Steve Garrett, CarePatrol
- Vern Harner, PhD(c), University of Washington School of Social Work
- Monika Hawkinson
- Sarah Jen, MSW, PhD(c), University of Washington School of Social Work
- Patricia Lally, Seattle Office for Civil Rights
- Rebecca Lane, Generations Aging with Pride
- Steve Lee, Office of the Mayor
- Terry Ann Lee, Human Services Department Aging and Disability Services
- Maureen Linehan, Human Services Department Aging and Disability Services
- Bam Mendiola, Home Care Referral Registry
- Hon. Ed Murray, Mayor of Seattle
- Loren Othon, Seattle Office for Civil Rights
- Erika Pablo, Seattle Office for Civil Rights
- Julia Ricciardi, Seattle LGBTQ Commission
- Root Table (catering)
- Diamond St. James (performer)
- Steven Sawyer, POCAAN
- The Seattle Channel (video)
- Imani Sims (performer)
- Dominique Stephens, Office of the Mayor
- Irene Stewart, Human Services Department, Age Friendly Seattle
- Betsy Strewler, University of Washington School of Social Work
- Manuel Venegas, Seattle LGBTQ Commission
- Randy Wiger, Seattle Parks and Recreation
- Karen Winston, Human Services Department Aging and Disability Services

Age Friendly Seattle appreciates the promotional support provided by the following organizations:

- Aging and Disability Services—the Area Agency on Aging for Seattle-King County
- Entre Hermanos
- Gay City: Seattle’s LGBTQ Center
- Generations Aging with Pride
- Ingersoll Gender Center
- LGBTQ Allyship
- Office of Seattle Mayor Ed Murray
- POCAAN
- Seattle Department of Neighborhoods
- Seattle Human Services Department
- Seattle LGBTQ Commission
- Seattle Office for Civil Rights
- Seattle Parks and Recreation
- University of Washington Aging with Pride

Age Friendly Seattle

For more information about Age Friendly Seattle, visit www.seattle.gov/agefriendly or e-mail agefriendly@seattle.gov. Follow us on Facebook ([/AgeFriendlySeattle](https://www.facebook.com/AgeFriendlySeattle)) and Twitter ([@agefriendlySEA](https://twitter.com/agefriendlySEA)).