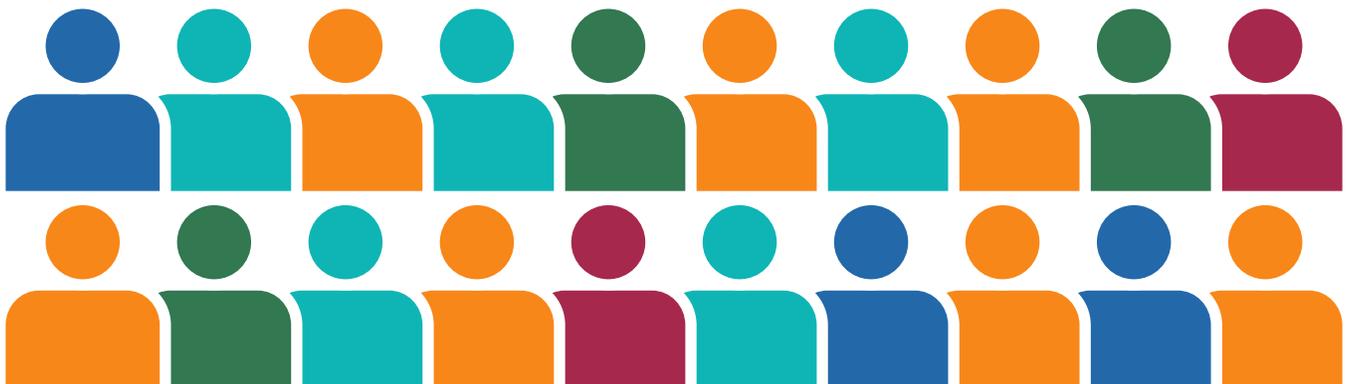


Aging in community: a focus on older LGBTQ2S+ Canadians

Dr. Kimberley Wilson, Associate Professor, University of Guelph
Dr. Arne Stinchcombe, Assistant Professor, University of Ottawa
Emma Lipinski, Research Assistant, University of Guelph
Emma Whitehouse, Research Assistant, University of Guelph

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Ethics Approval

The study was approved by University of Guelph Research Ethics Board (REB #20-05-006) and Brock University¹ (REB#20-027).

¹ Note: during the data collection phase of this research Dr. Stinchcombe was located at Brock University. His current affiliation is at the University of Ottawa.

Table of Contents

List of Figures	4
List of Tables	4
List of Appendices	4
Introduction	5
Background	7
Rationale and Research Questions	11
Methods	12
Data Analysis	14
Findings from Enviromental Scan	15
Survey	15
Findings From Key Informant Interviews	24
Inclusion of LGBTQ2S+ older adult in new and existing age-friendly initiatives.	24
Consideration of local histories and community dynamics: Diverse origins of organizations.	25
Ongoing funding and lack of capacity for programs and organizations focused on supporting LGBTQ2S+ older adults.	27
Promote information sharing among organizations and initiatives supporting LGBTQ2S+ older adults.	27
Discussion	29
Limitations and Next Steps	31
Conclusion	32
Summary of Recommendations and Considerations for age and LGBTQ2S+ Friendly Initiatives	33
References	34
Appendix	36

List of Figures

Figure 1: WHO's age friendly domains	7
Figure 2: Pan-Canadian Age-Friendly Community Milestones	8
Figure 3: Data collection process	12
Figure 4: Gender of survey participants	15
Figure 5: Participants' involvement in age-friendly initiatives	17
Figure 6: LGBTQ2S+ inclusiveness of age-friendly initiatives	17
Figure 7: Knowledge of local champions and leaders for age and LGBTQ2S+ friendliness	18
Figure 8: Map of locations of identified organizations	19
Figure 9: Overview of the core components of an age and LGBTQ2S+ friendly community	21

List of Tables

Table 1: Sexual orientation of survey participants	16
Table 2: Locations of identified organizations	19

List of Appendices

Appendix A: Environmental Scan Survey	36
Appendix B: Spotlight Communities	43
Appendix C: Semi-structured Interview Guide	50
Appendix D: REB Approvals	51
Appendix E: Organizations From Environmental Scan	52

Introduction

The Age-Friendly Communities initiative has gained traction in Canada and internationally, with many North American communities making commitments to becoming age-friendly (Plouffe & Kalache, 2011). While this is a positive movement for aging populations around the world, research has called for more consideration and inclusion of diverse older adults in these initiatives (e.g. Buffel & Phillipson, 2018; Espinoza, 2016; Greenfield, 2018; Herman et al., 2021; Keating et al., 2013; Menec et al., 2011). This includes Lesbian, Gay, Bisexual, Trans, Queer or Questioning, and Two-Spirit (LGBTQ2S+) older adults, whose social histories and contexts are often left out of the conversation around age-friendly communities (Espinoza, 2016; Herman et al., 2021). Within North America, little work has been done to explore and promote both age- and LGBTQ2S+ friendly communities. Thus, the goal of this project was to identify existing communities that are both age and LGBTQ2S+ friendly. Further, we explore what it means to be age- and LGBTQ2S+ friendly with a goal of providing considerations and recommendations for increasing inclusion and diversity within age-friendly communities.

KEYPOINT

Within North America, little work has been done to explore and promote both age- and LGBTQ2S+ friendly communities.

Why LGBTQ2S+ Older Adults?

Many older folks within LGBTQ2S+ populations matured into adulthood prior to the gay liberation movement, which began in the 1960s in North America (Brotman et al., 2003). During this time, much of greater society had more hostile views towards non-cis and heterosexual identities, and LGBTQ2S+ older adults experienced systemic, institutional, and interpersonal discrimination (Brotman et al., 2003; Fredriksen-Goldsen et al., 2014). These experiences, including violence, exclusion, criminalization, medicalization, and loss of employment, have impacted the health and well-being of LGBTQ2S+ individuals into later life, and influence how they age in their communities (Boulé et al., 2020; The 519, 2017). Internalized homophobia, biphobia, transphobia, and fears of prejudice and discrimination often cause LGBTQ2S+ older adults to conceal their sexual and gender identities in varying social and health care settings (Boulé et al., 2020; Brotman et al., 2003). It has also resulted in the erasure and exclusion of LGBTQ2S+ older adults from services and programming for aging populations, including the conversations about age-friendly frameworks (Brotman et al., 2003; Herman et al., 2021; The 519, 2017). Over the past decades, much progress has been made for LGBTQ2S+ rights, achieved through the activism, perseverance, and resilience of LGBTQ2S+ communities (The 519, 2017). However, the progress has not always ensured safe and inclusive services and environments for older LGBTQ2S+ individuals, and there continues to be a need for age-friendly initiatives that are both age and LGBTQ2S+ friendly (Espinoza, 2016; Herman et al., 2021; The 519, 2017).

Background

The age-friendly movement gained popularity through the work the World Health Organization (WHO) conducted on age-friendly cities to promote active aging among the global aging population (Buffel & Phillipson, 2018; World Health Organization, 2007). The WHO (2007) describes active aging as “the process of optimizing opportunities for health, participation, and security in order to enhance quality of life as people age” (p.5). Hearing from older adults, caregivers, service providers, and communities members from cities around the world, the WHO developed a guide which highlights key domains of age-friendly communities that can facilitate or hinder active aging (World Health Organization, 2007). These domains are (1) outdoor spaces and buildings, (2) transportation, (3) housing, (4) social participation, (5) respect and social inclusion, (6) civic participation and employment, (7) communication and information, and (8) community support and health services (Southeastern Minnesota Area Agency on Aging, n.d. (SEMAAA); World Health Organization, 2007).

Within each of these domains, the WHO provides a checklist that cities and communities can reference to evaluate and improve their age-friendliness (World Health Organization, 2007). This guide is one of the most used tools for building, assessing, and identifying age-friendly communities around the world (Plouffe et al., 2016).

Figure 1: WHO’s age friendly domains



Source: SEMAAA, n.d

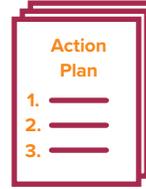
KEYPOINT

Active aging is “the process of optimizing opportunities for health, participation, and security in order to enhance quality of life as people age.”

World Health Organization, 2007

In addition to this guide, the WHO created the Global Network of Age-Friendly Cities and Communities (GNAFCC). This network brings together cities and communities who are recognized for their commitment and action to age-friendliness (World Health Organization, n.d.). In line with the WHO and the GNAFCC, the Public Health Agency of Canada developed the Pan-Canadian Age-Friendly Community Milestones to help communities through the process of becoming designated as age-friendly (Government of Canada, 2016). These milestones include establishing an advisory committee engaging older adults, securing a local municipal council resolution, establishing concrete plans of action, publicly sharing these action plans, and measuring, reviewing, and reporting outcomes from age-friendly actions (Government of Canada, 2016). To become designated as age-friendly in Canada, a community must meet at least three of these milestones. Provinces and territories can also seek additional recognition and designation from the Public Health Agency of Canada and the WHO (Government of Canada, 2016).

Figure 2: Pan-Canadian Age-Friendly Community Milestones

Advisory Committee 	Council Resolution 	Action Plan 	Commitment to Action 	Measure / Report 
1 Establish an advisory committee that includes the active engagement of older adults	2 Secure a local municipal council resolution to actively support, promote and work towards becoming age-friendly	3 Establish a robust and concrete plan of action that responds to the needs identified by older adults in the community	4 Demonstrate commitment to action by publicly posting the action plan	5 Commit to measuring activities, reviewing action plan outcomes and reporting on them publicly

Adapted from the Public Health Agency of Canada website (Government of Canada, 2016)

What does it mean to be a community?

The age-friendly communities initiatives, which gained popularity from the WHO, often conceptualize a community from a geographical standpoint, encompassing municipalities, towns, and cities (Liddle et al., 2014; Menec et al., 2011; World Health Organization, n.d.). However, researchers Liddle and colleagues (2014) highlighted that the meaning of ‘community’ is contextual and can be interpreted differently across social, environmental and cultural settings. With this recognition, the idea of a community can be expanded beyond the limits of geography and include organizations, retirement communities, communities of shared interests or backgrounds, or virtual communities (Liddle et al., 2014). Within our work, we employ this broader conceptualization of community and this is reflected in the questions in the survey and interviews to encompass participants’ interpretations of what it means to be a community.

These domains and milestones are helpful to operationalize what it means for a community to be age friendly. However, previous research has critiqued the common conceptualization of age-friendly communities, as despite the engagement of older adults in these initiatives, diverse aging populations such as racialized and LGBTQ2S+ older adults are often overlooked (Buffel & Phillipson, 2018). In response, researchers have identified areas to expand on age-friendly initiatives to enhance their inclusivity and accessibility. For example, Menec et al., (2011) highlighted the need to go beyond the current conceptualization of age-friendly communities and consider the interplay between interpersonal factors and the WHO domains. In their manifesto for the age-friendly movement, Buffel and Phillipson (2018) proposed expanding age-friendly initiatives to “challenge social inequity, widen participation, coproduce and codesign age-friendly communities, encourage multisectoral and multidisciplinary collaboration, and integrate research with policy” (p. 174). Similarly, Keating et al., (2013) highlight that age-friendly frameworks should take into account not only the diversity of aging populations, but also the diversity of the communities in which they reside, including the complexities and dynamics of the relationship between the individual and their community and how this changes over time. Other research has highlighted the need to focus on the importance of social capital and social inclusion in age-friendly communities, as it can foster a sense of belongingness in all older adults and contribute to healthy aging (Herman et al., 2021; Parekh et al., 2018; Scharlach & Lehning, 2013).

Without considering diverse aging experiences in age-friendly frameworks, some older adults may not be benefiting from age-friendly initiatives as much as others (Smith et al., 2013). The domains identified by the WHO are areas of the community which can facilitate or act as barriers to the well-being of all older adults. However, the social and historical contexts of LGBTQ2S+ older adults can impact the way they navigate these areas of community and can contribute to additional barriers in many of the age-friendly domains (Herman et al., 2021). For example, while LGBTQ2S+ older adults face barriers using health care services common to majority peers (e.g., wait times, costs or accessibility of the services, etc.), they also face additional barriers caused

by past and present instances of institutional and systemic discrimination, such as the pathologization of homosexuality (Herman et al., 2021). Another example relates to the housing domain, where many LGBTQ2S+ older adults have described experiencing discrimination when looking for housing, or face fears of discrimination when entering long-term care because of their sexual and/or gender identity (Espinoza, 2016; Herman et al., 2021). A fear of prejudice and discrimination has also impacted LGBTQ2S+ older adults in age-friendly domains such as social participation, social inclusion and community support, which can instill concern and reserve when participating in age-friendly initiatives (Espinoza, 2016; Herman et al., 2021). In terms of recreation, this fear has also resulted in the landscape of recreational activities to be created and maintained by LGBTQ2S+ communities themselves (Herman et al., 2021). However, LGBTQ2S+ aging communities have organized, rallied, and supported one another to thrive and combat the institutional, social and systemic barriers they have and continue to face. Thus, when designing this research project, it was important to focus on community and learn from LGBTQ2S+ older adults, and existing LGBTQ2S+-inclusive age friendly communities of what has been done well to inform and improve current and future age-friendly initiatives.

KEYPOINT

When designing this research project, it was important to focus on community and learn from LGBTQ2S+ older adults, and existing LGBTQ2S+-inclusive age friendly communities.

Rationale and Research Questions

Existing literature has highlighted the need for research on age-friendliness, and LGBTQ2S+ populations (Espinoza, 2016). Particularly, there is a need for qualitative studies to explore age-friendly initiatives and diverse communities (Menec et al., 2014). Given the previously discussed areas that age-friendly initiatives could be expanded, and to address these gaps and the need for inclusion of LGBTQ2S+ older adults in age-friendly frameworks, this project examines models of age and LGBTQ2S+ friendly communities across North America. More specifically, this study explores the following research questions:

1. How do the existing Age-Friendly Communities Initiative and existing Canadian age-friendly communities ensure inclusion of Lesbian, Gay, Bi-sexual, Trans, Queer and Two-Spirit (LGBTQ2S+) older adults?
2. How does a community become both age and LGBTQ2S+ friendly?

This study employs an environmental scan and key-informant interviews to identify age-friendly initiatives that are LGBTQ2S+ inclusive and the characteristics of an age and LGBTQ2S+ friendly community. From these findings, we have developed recommendations and considerations that can inform policy, practice and adjust or create age-friendly initiatives that are also LGBTQ2S+ inclusive.

KEYPOINT

We have developed recommendations and considerations that can inform policy, practice and adjust or create age-friendly initiatives that are also LGBTQ2S+ inclusive.

Methods

Data for this project were collected through multiple avenues, including an environmental scan and a survey to identify age- and LGBTQ2S+ friendly initiatives and organizations, and follow-up key informant interviews.

The environmental scan was conducted to gain an understanding of what initiatives, organizations or programs were currently in place across North America. The primary method of data collection for the environmental scan was an electronic survey conducted through the online platform Qualtrics (see Appendix A). The survey was open to the general public, however, the recruitment strategy targeted individuals who were part of age friendly or LGBTQ2S+ inclusive initiatives. Participants were recruited through social media and by contacting known seniors' organizations, engaging connections and networks of the research team, and utilizing snowball sampling. The survey was designed to help identify potential communities that are both age-and LGBTQ2S+ friendly, and to explore what communities are doing to support older adults, and more specifically, LGBTQ2S+ older adults. It consisted of 21 researcher-created questions, including Likert-type and open-feedback questions. The survey gathered demographic information, including the age, sexual orientation and gender identity of participants. It also gathered information on the participants' knowledge and involvement with communities and organizations that are both age- and LGBTQ2S+ friendly. This information included whether they played a role in any initiatives or organizations, and what that role was. Those participants who expressed that they were a part of age-friendly initiatives were further asked to indicate to what extent they believed these initiatives were also LGBTQ2S+-inclusive. All participants were asked to describe what it means to them for a community to be both age- and LGBTQ2S+-friendly. Lastly, they were also asked to identify these organizations and initiatives, and if they felt comfortable providing names and/or contact information of said organizations and initiatives.

Figure 3: Data collection process



In addition to the survey, the environmental scan also included an online search, referrals, and initiatives and organizations which were known by members of the research team and their networks. After the survey was closed, the research team began to explore the websites and public-facing information of the initiatives and organizations identified through the environmental scan and reach out to members of the communities. This stage was to gain more information on the initiatives and to determine their eligibility to be the focus of follow-up interviews and to be highlighted as ‘spotlight communities.’ Those that were selected as spotlight communities focused specifically on LGBTQ2S+ older adults or offered programming specific for this population (see appendix B).

What is a spotlight community?

Spotlight communities in this report were identified via the environmental scan and are highlighted for their age and LGBTQ2S+ friendliness. The spotlight communities are those from the environmental scan who had an individual involved agree to have their community profiled and further researched for insights on what it means to be age and LGBTQ2S+ friendly, how these initiatives came to be, and their challenges and successes in their communities. The goal of highlighting these spotlight communities is to learn of promising practices from existing communities, which can be used as a model for current and future age-friendly initiatives to ensure the inclusion of LGBTQ2S+ older adults.

Leaders within the spotlight communities (e.g., Executive Director or board of directors) were invited to participate in a one-hour follow-up interview. The option to designate an interviewee from their organization was also offered. Once spotlight communities or organizations were identified, the research team booked and completed key informant interviews using Microsoft Teams. The interviews were conducted virtually instead of in-person within the communities to ensure the safety of the participants and follow public health guidelines amidst the Covid-19 pandemic. The semi-structured interviews included questions that delved deeper into the organizations or communities’ activities and factors that contribute to age and LGBTQ2S+ friendliness (see Appendix C). Interviewees were also asked what they believe contributes to age-friendliness and LGBTQ2S+ friendliness more broadly to contribute to developing a promising practices model.

Before initiating data collection for this research study, REB ethics approval was obtained from the University of Guelph and Brock University to conduct both the online survey and follow-up key informant interviews (REB #20-05-006 and REB#20-027) (Appendix D).

Data Analysis

Descriptive statistics were used to analyze quantitative data from the survey. The survey contained one open-feedback question, which read “*How would you describe a community that is both age-friendly and LGBTQ2S+ inclusive?*” To analyze the responses for this question and the interviews with spotlight community members, an inductive content analysis approach was used.

Chinn and Kramer (1999) suggest that an inductive approach to content analysis should be used when the specifics of the data are gathered or combined into a larger whole or more general themes. The analysis was executed following the steps outlined by Hsieh and Shannon (2005). The first step in the analysis was reading and re-reading the survey and interview responses to gain familiarity with the data. Following the familiarization, the data were coded, and then sorted into categories and subcategories based on their commonalities. These categories were further groups together to generate overarching themes.

Findings from Enviromental Scan

Survey

A total of 141 survey responses were recorded, 70 of which were removed as they contained either no response following the consent process (n=67) or were incomplete (n=3). The remaining 71 completed surveys were analyzed and included in the environmental scan.

Demographics

The average age of those who completed the survey was 55 years old (minimum 22 years; maximum 77 years). Participants were asked to identify their gender; figure 4 reports the gender of the 64 responses received for this question. Over half of participants identified as a woman (55%, n=35), and 33% identified as a man (n=21), and 12% identified as non-binary (n=8). Non-binary can represent a number of identities, including gender-fluid, gender queer, bigender, among others.

71 surveys analyzed

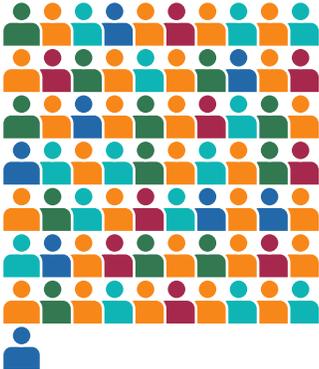
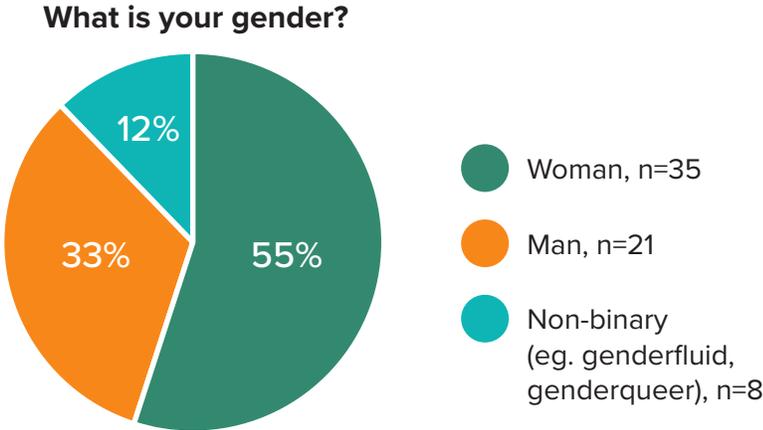


Figure 4: Gender of survey participants



Participants were further asked about their gender identity, where the majority of participants identified as cisgender (89%, n=58), 6% of participants identified as transgender (n=4); 3% of participants did not know if they identified as transgender (n=2), and 2% of participants chose not to answer (n=1).

Participants were also asked to indicate their sexual orientation. The most-reported sexual orientations were gay (24.69%, n=20), heterosexual (22.27%, n=18), queer (17.28%, n=14) and lesbian (13.58%, n=11). Table 1 provides a

summary of all the responses. Please note that participants could select more than one option if it applied to them.

Table 1: Sexual orientation of survey participants

Which of these sexual orientations is the best fit for you?			
Answer	%	Count	
Asexual	1.23%	1	
Bisexual	7.41%	6	
Gay	24.69%	20	
Heterosexual (straight)	22.22%	18	
Identity not listed: please specify	2.47%	2	
Lesbian	13.58%	11	
Pansexual	6.17%	5	
Prefer not to disclose	1.23%	1	
Queer	17.28%	14	
Questioning/unsure	2.47%	2	
Same-gender loving	1.23%	1	
Total	100%	81	

Age and LGBTQ2S+- inclusive Initiatives

Following the demographic questions, participants were asked about age and LGBTQ2S+ initiatives. First, the survey asked, “*Are you currently involved in any age-friendly initiatives?*” in which 69% of participants indicated that they were (n=49), and 31% of participants indicated they were not involved in an age-friendly initiative (n=22) (see Figure 5). Those participants that indicated that they were involved in an age-friendly initiative were then asked to what extent they believed the initiative was also LGBTQ2S+ inclusive. Figure 6 shows that the majority of respondents believed the age-friendly initiative they were involved with was extremely inclusive for LGBTQ2S+ older adults (57%, n=28). All other participants indicated the initiatives were either very inclusive (22%, n=11) or moderately inclusive (16%, n=8), two participants did not provide an answer. No participants indicated the initiatives were only slightly or not LGBTQ2S+ inclusive.

Figure 5: Participants' involvement in age-friendly initiatives

Are you currently involved in any age-friendly initiatives?

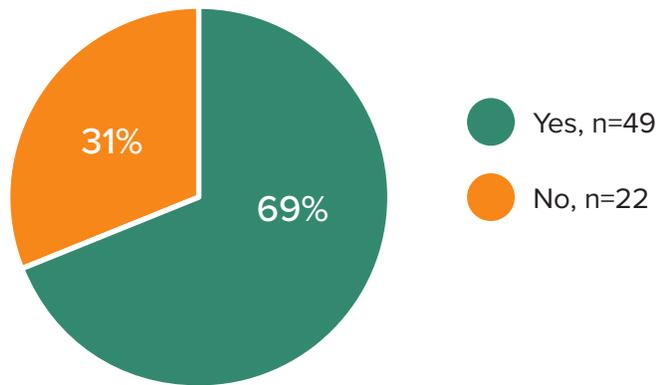
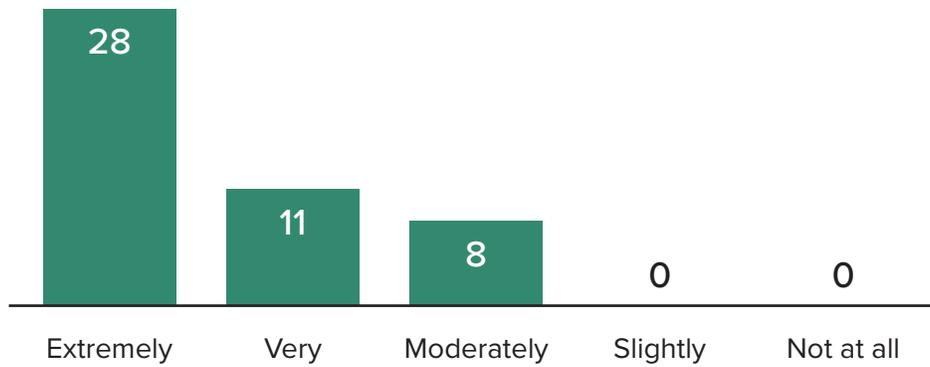


Figure 6: LGBTQ2S+ inclusiveness of age-friendly initiatives

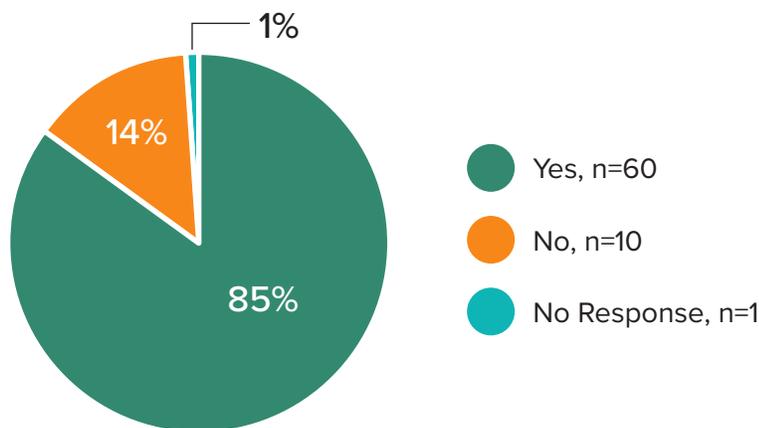
To what extent do you think this age-friendly initiative is also LGBTQ2+ inclusive?



Survey participants were also asked about their knowledge of local leaders or initiatives that promote both age and/or LGBTQ2S+ friendliness, with 85% (n=60) indicating they were familiar with additional initiatives other than those in which they were involved (see figure 7). This finding indicates a high degree of connectivity among those involved in these initiatives. This finding was also consistent in the interviews.

Figure 7: Knowledge of local champions and leaders for age and LGBTQ2S+ friendliness

Do you know any local champions or local leaders that promote age and/or LGBTQ2S+ friendliness?



A total of 77 initiatives were identified in the survey and environmental scan. These initiatives were then reviewed for their relation to either older adults, LGBTQ2S+ communities, or both. After this review, 70 initiatives were selected to be included in this report. A summary table of the identified initiatives can be found in Appendix E. These initiatives were screened for their relevancy to age- and LGBTQ2S+ friendliness, and while they are included in this report, they are not endorsed by the research team. Links for additional information are included in the summary table (see Appendix E).

As previously mentioned, the survey questions were left broad to be able to encompass the full range of conceptualizations of ‘community’ and age and LGBTQ2S+ friendliness. In turn, the initiatives that were identified by survey participants were diverse. Communities identified were located across North America (see Table 2). While most of the communities were within Canada, initiatives from four major U.S. cities (New York City, San Francisco, Los Angeles and Palm Springs) were also submitted. Figure 8 shows the location of the identified organizations and communities on a map of North America. The locations of these communities’ ranges from major cities to rural counties.

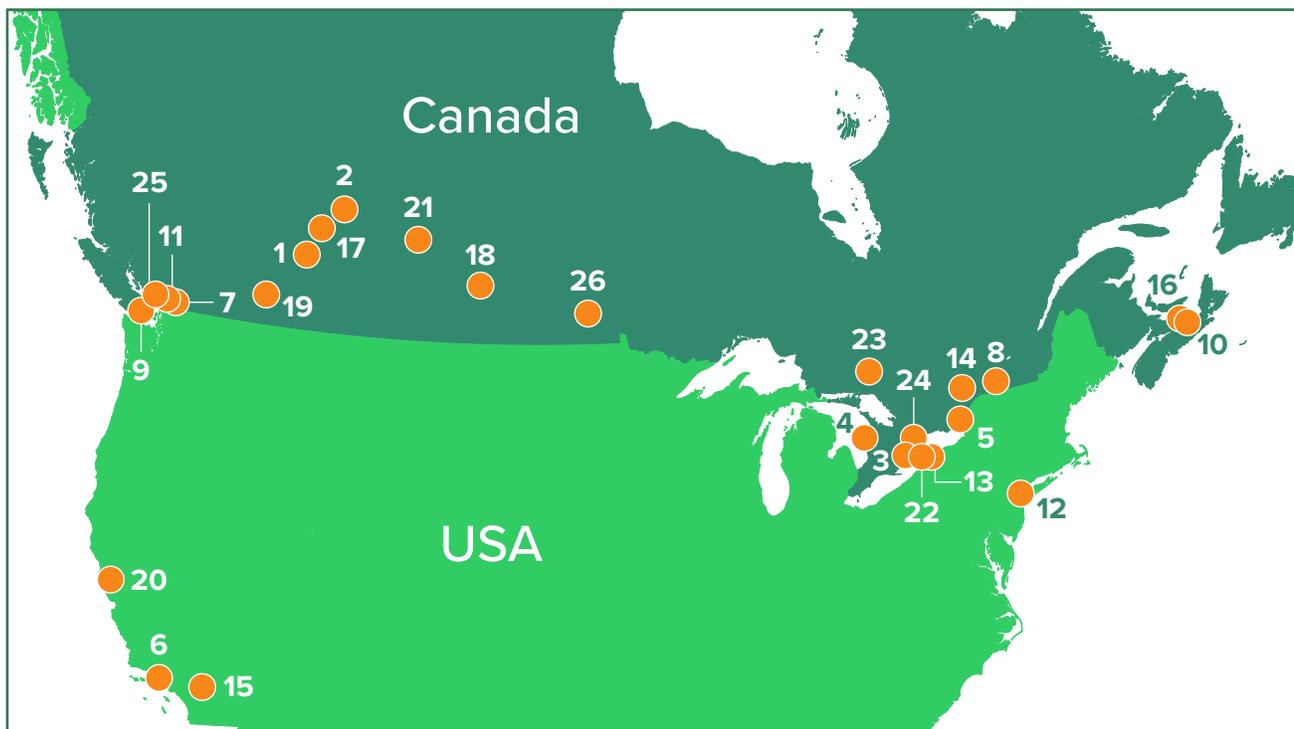
KEYPOINT

70 initiatives were selected to be included in this report.

Table 2: Locations of identified organizations

1	Calgary Alberta	10	New Glasgow Nova Scotia	19	Riondel British Columbia
2	Camrose British Columbia	11	New Westminster British Columbia	20	San Francisco California
3	Hamilton Ontario	12	New York New York	21	Saskatoon Saskatchewan
4	Kincardine Ontario	13	Niagara Ontario	22	St. Catharines Ontario
5	Kingston Ontario	14	Ottawa Ontario	23	Sudbury Ontario
6	Los Angeles California	15	Palm Springs California	24	Toronto Ontario
7	Lower Mainland British Columbia	16	Pictou Nova Scotia	25	Vancouver British Columbia
8	Montréal Quebec	17	Red Deer Alberta	26	Winnipeg Manitoba
9	Nanaimo British Columbia	18	Regina Saskatchewan		

Figure 8: Map of locations of identified organizations

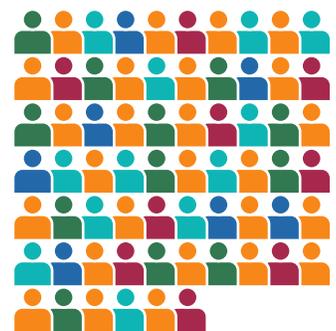


Very few of the initiatives identified were formal age-friendly initiatives as recognized by the WHO or the Public Health Agency of Canada. In this sense, many of the initiatives were not necessarily geographic communities, but instead social communities such as organizations, programs, and social groups. The identified initiatives varied in their locations and the services and supports they offered. For example, some were Pride organizations that offered programs or events for LGBTQ2S+ older adults (e.g. The 519, Rainbow Resource Center). Some were organizations for all older adults that offered programs or events of LGBTQ2S+ communities specifically (e.g. West End Seniors Network, The Good Companions). Others were organizations that were for the general population in which inclusion and diversity were of focus which offered programs, services or events for older adults and/or LGBTQ2S+ aging individuals (e.g. Sunshine House, Society of Equity, Inclusion and Advocacy). There were also initiatives that were residential, multigenerational living communities and age-friendly city plans (e.g. Stonewall Gardens, Pacific Gardens Cohousing Community). Lastly, there were organizations and social groups that were specifically for LGBTQ2S+ older adults (e.g., Primetimers, Seniors Pride Networks). All of the initiatives that are identified as spotlight communities focus specifically on the needs of LGBTQ2S+ older adults or offer programming and events specific for this population. These spotlight communities are endorsed by the research team as models for age and LGBTQ2S+ friendliness, with support from community members. It should also be noted that the spotlight communities identified in the environmental scan are a snapshot of age and/or friendly communities and do not encompass or represent all age and LGBTQ2S+ friendly initiatives across North America.

How would you describe a community that is both age- and LGBTQ2S+ friendly?

Those who completed the survey were also asked to reflect on how they would describe a community that is both age friendly and LGBTQ2S+ inclusive. This question was an open-ended question, allowing the opportunity for participants to share their perspectives. From this question, 66 responses were recorded and analyzed using inductive content analysis, as previously described. Responses to this question included many specific and in-depth descriptions of what it means for a community to be both age- and LGBTQ2S+-friendly. Through the analysis, we identified five core components of communities that are both age- and LGBTQ2S+ friendly.

66 responses
analyzed

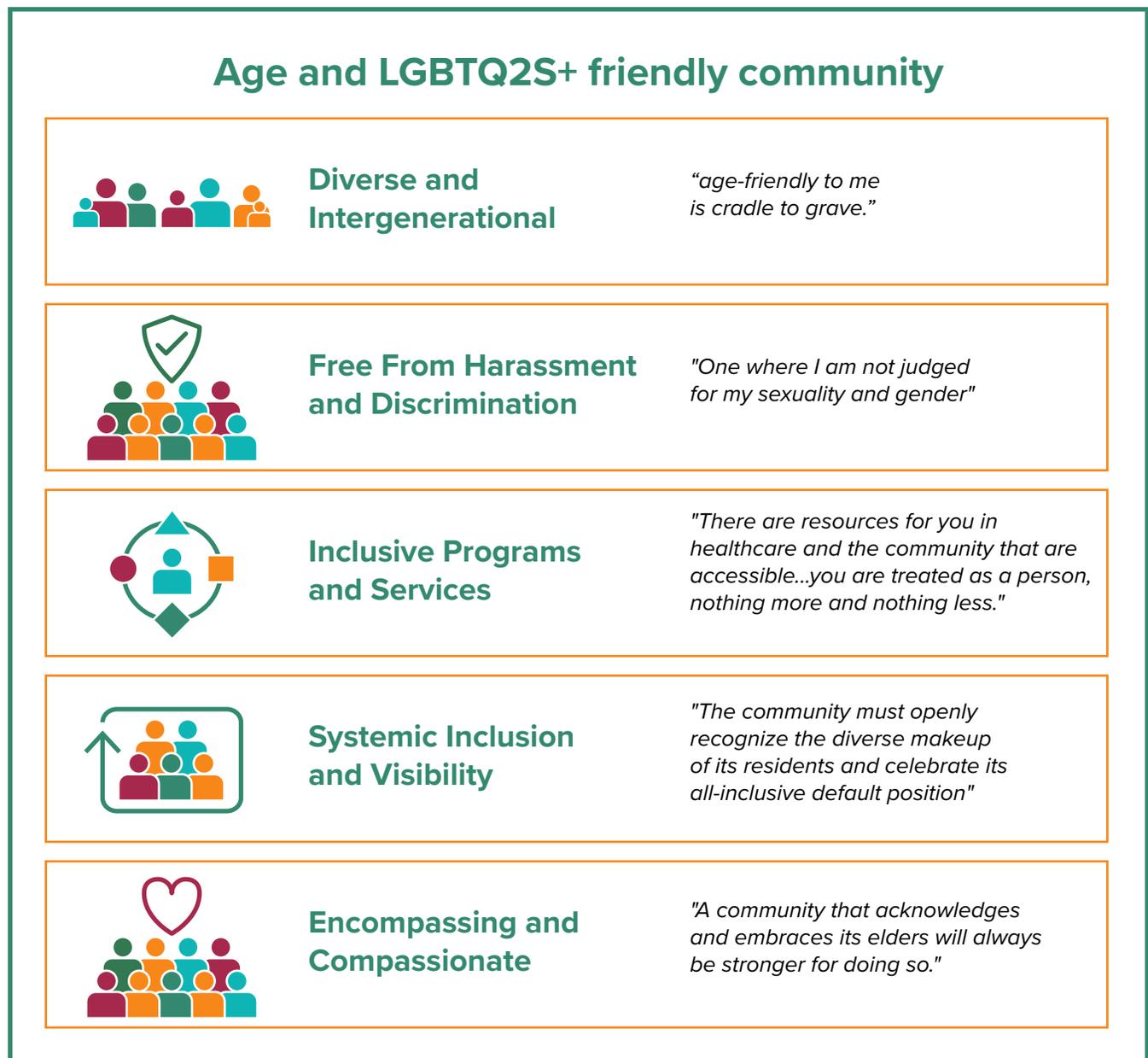


Age- and LGBTQ2S+-friendly communities are:

1. diverse and intergenerational;
2. free from harassment and discrimination;
3. offer inclusive programs and services;
4. are systemically inclusive; and
5. are encompassing and compassionate.

These core components will be discussed in further detail in the following sections. An overview can also be found in Figure 9.

Figure 9: Overview of the core components of an age and LGBTQ2S+ friendly community



Diverse and intergenerational

To be age- and LGBTQ2S+ friendly, communities must be diverse and intergenerational. This was highlighted by participants and includes the notion that these communities involve, and are friendly for all generations, emphasizing a need for an intergenerational approach. For example, as one participant put it, “*age-friendly to me is cradle to grave.*” Considering intersectionality and other social locations was also highlighted. This includes the importance of considering historical and socio-cultural contexts around aging as part of LGBTQ2S+ communities. One participant captured this idea when they wrote:

In order to be age-friendly and LGBTQ2+ inclusive, there would need to be a broader social-cultural context wherein people are aware of how people who are part of the LGBTQ2S+ community experience identity, health, ageing generally, chronic and advanced illness, caregiving, need/interdependence, end of life and grief. This requires that there is a strong understanding of the impact of homophobia/heterosexism, of direct and explicit persecution across multiple contexts [healthcare, illness (HIV/AIDS), employment, policies (same sex rights, marriage, common-law, pensions)] in addition to the direct and indirect oppression that many LGBTQ2S+ experienced (and continue to experience) in familial, social-cultural, religious, political contexts.

Inclusive programs and services

Participants noted the need for accessible and culturally competent support for LGBTQ2S+ older adults, including health services, housing and community programs. Specific to the provision of health services, one participant wrote, “*Where HCPs [health care providers] don’t try to influence people about their own worldviews and leave judgment at home,*” and another who said, “*There are resources for you in health care and the community that are easily accessible, and again, you are treated as a person, nothing more and nothing less.*” This core component also includes the need for supportive and inclusive housing. For example, one participant shared, “*housing for our community, so we can continue being with our gay+ friends, our extended family...or it may be condos, apartments, special care...*” And another participant noted, “*Service providers and policy makers should be trained in LGBTQ+ aging sensitivity as well.*” In general, the need for service providers to consider the unique needs of the LGBTQ2S+ seniors’ population was evident, often with the recommendation for additional training and education for service and health care providers.

Free from harassment and discrimination

While most of the core components focused on the addition of supports or considerations for the LGBTQ2S+ older adult population, several respondents explicitly indicated that a community that is both age and LGBTQ2S+ friendly is one that is free from discrimination and harassment. For example, participants wrote, “*one where I am not judged for my sexuality and gender,*” and “*one in which one does not have to worry about being known as lesbian.*” These responses were quite specific in simply allowing individuals to live without fear of discrimination or judgement.

Systemic Inclusion and Visibility

This core component highlights the need for broad inclusion of LGBTQ2S+ older adults within the community. Some respondents indicated the desire for their identity to be normalized, with one participant saying, *“Hopefully one day just a normal community,”* and another who said, *“One where you can walk down the street and you are just a person.”* Another individual expressed a similar sentiment when they said, *“a community that is age-friendly and LGBTQ2S+ inclusive should just look like a community that allows everyone to be a part of it.”*

Others expressed the hope for more visible inclusion of LGBTQ2S+ older adults such as, *“where LGBTQ2S+ run businesses and contribute to the community. Where our Seniors Centre is open and supports diversity.”* Another individual noted, *“The community must openly recognize the diverse makeup of its residents and celebrate its all-inclusive default position.”* Many expressed that for a community to be both age and LGBTQ2S+ friendly, the identity of those who are LGBTQ2S+ would be considered and celebrated, specifically within the aging community.

Encompassing and Compassionate

This final core component was identified through succinct yet meaningful responses that reflected the impact of both age and LGBTQ2S+ friendly communities or comments about the impact of age-friendly and LGBTQ2S+ initiatives. Those were:

- *“Heaven!”*
- *“Respectful,”*
- *“Very friendly,”*
- *“All encompassing and compassionate,”*

And finally, *“A community that acknowledges and embraces its elders will always be stronger for doing so.”*

Findings From Key Informant Interviews

Of the 77-organization identified, 18 individuals from 14 organizations took part in follow-up key informant interviews. These 14 organizations are included in this research project as spotlight communities. All the organizations identified as spotlight communities focused explicitly on the needs of LGBTQ2S+ older adults or offered programs specifically for these populations. The following section outlines the findings from these key informant interviews and the goals and activities of the 14 organizations included as spotlight communities.

Key informant interviews were completed with individuals in varying roles within each organization or community. Participants included executive directors, board members, program leads, local leaders, volunteers, and program participants.

The semi-structured interviews explored topics related to age and LGBTQ2S+ friendliness and asked interviewees to reflect on the successes and challenges faced by their affiliated organization or community (Appendix C). Based on the findings from these interviews, the following recommendations for government and policymakers should be considered to help bolster initiatives that are both age and LGBTQ2S+ friendly:

Inclusion of LGBTQ2S+ older adult in new and existing age-friendly initiatives.

Research has indicated the importance of including groups that may have varying levels of social advantage and disadvantage when assessing the age-friendliness of a community. Beyond simply noting the need to include diverse populations of older adults when developing age-friendly initiatives, a specific focus on the LGBTQ2S+ community is needed. The completed interviews shed light on community organizations and programs across Canada, many of which focus specifically on LGBTQ2S+ older adults. However, in most cases, the organizations had no formal connection to age-friendly initiatives in their region. Many interview participants indicated an interest in collaboration between their programs and more formal age friendly initiatives, as many of the organizations who took part already operate in partnership with other local initiatives, seniors' centres, or programs in their region.

One interviewee acknowledged the lack of connection between their work and age-friendly initiatives but noted the benefit that would come from collaborating

18 individuals



**from 14 organizations
took part in follow-
up key informant
interviews**

with local age-friendly initiatives and even with a small staff said the following:

I think this is an area of growth for us because we only now have a full-time program staff person. I would like to see us be more aligned with age- friendly initiatives as well as just other older adult resource centre.

-Participant (Paid Leadership)

Issues around inclusivity of age-friendly and seniors focused initiatives were noted and can be captured well in the following excerpt:

The main challenge is that it's a lot of work to solicit and convince seniors services, because it is an industry in crisis especially now a-days [...] most of the environments are kind of reluctant to answer to us because they are afraid to be accused of being homophobic or transphobic or they're really in denial of the existence of the LGBTQ+ communities or they don't have time for that.

-Participant (Paid Employee)

When asked about what makes a community age-friendly and LGBTQ2S+ friendly, one participant shared the following, which points to the need for inclusion of diverse populations when developing age-friendly initiatives:

We think of it as older adults, and I think a real age-friendly community is amenable to young mothers, children, teens and all...age friendly is all ages feeling comfortable and welcome and have a voice in what's going on [...] and policies that are developed, they are developed with various populations in mind and they develop programs and services [...] geared to those various communities.

- Participant (Program Organizer)

Another participant described the important role of community programs and services in helping them determine the level of inclusivity and, in some cases, safety in their city, which points to the need for inclusive services for LGBTQ2S+ older adults and to increase visibility and access to such services:

We were talking about our seniors in the community especially, and whether we are being accepted or not being accepted or should we hide or things like that [...] we didn't need to hide as much because we were teaching [crafts] and joined [a social club], we belonged to the seniors community hall and that's when I began to see other LGBT, hidden that I didn't know about and so we began to meet them and began to realize that we do have a community here.

– Participant (Volunteer)

Consideration of local histories and community dynamics: Diverse origins of organizations.

Interview participants were asked to describe the origins of their organization or initiative to better understand how these programs specific to the LGBTQ2S+ older adult population came to be. Differences in the communities and organizations included in the study were reflected in the origins of the programs. For example,

differences seemed to exist in the development of said initiatives when comparing more populous regions to smaller cities or towns. For one longer-standing organization in a larger city, the development of their program and inclusion of LGBTQ2S+ older adults were built organically over time. The interviewee explained the program began as a pride group within the local University, sharing, “*We are coming up on our 50th anniversary, so those radical 20-year old’s that were in university are now 70-year old’s*” (Participant, Paid Employee).

Other initiatives were developed based on the need for specific programs for LGBTQ2S+ older adults, with the organizer of a more recently formed group sharing, “*not one senior’s centre in the whole of the region offers anything for our population*” (Participant, Program Organizer). Several programs were developed through partnerships or offshoots from existing seniors’ organizations, pride organizations or health centres. One organizer shared:

The [local] health centre had a job creation grant and the person who was in that position kind of spear headed the shoot off of [our organization], because the [local] health centre was kind of our go to, but there was a need to be independent from that as well, so this was kind of our step into independence

-Participant (Initiative Chair)

Exploration of local histories and context within specific communities should be considered in developing and expanding initiatives for LGBTQ2S+ older adults. The interviews conducted shed light on the various push and pull factors in communities that can either facilitate or act as barriers to inclusion. One participant acknowledged the role of local demographics and a general sense of inclusion within their community as contributing positively to the provision of healthcare and social services in their area. They shared:

There are things specific to our community that make a world of difference particularly as we age and around healthcare, around being able to be open and honest with who you are, but it is unbelievably important that you have somebody you can talk to. And who wants to hear your stories, and that’s just humanity and that connects all of us.

- Participant (Paid Leadership)

However, the opposite phenomenon was also shared, including barriers to policy change, entrenched political and social views of community members and, in some cases, explicit discrimination against members of LGBTQ2S+ communities. One interviewee shared this notion when they said:

We have had our fair share of situations where less than sensitive statements have been publicly made or people may feel not and comfortable as they should in our spaces, because of statements that individuals have made [...] that do not necessarily reflect the positions and priorities of our organization

– Participant (Paid Leadership)

They went on to note that this happens despite a generally inclusive and diverse neighbourhood and the ways this may affect other regions sharing, “*if we, in the nature of our neighbourhood, see these challenges, I can just imagine how much harder that might be in some communities.*” (Participant, Paid Leadership)

Ongoing funding and lack of capacity for programs and organizations focused on supporting LGBTQ2S+ older adults.

Some of the spotlight communities highlighted in this project received ongoing funding. However, most operated with short-term funding, often relying on grants or the hard work of dedicated volunteers. Most notably in smaller communities, the initiatives that exist may benefit from additional and sustained funding.

Several of the initiatives highlighted in this project shared new projects underway, which were made possible due to grant funding; however, a small group of members often executed the projects. One participant shared, “*There are four of us doing all of the education [...] you know you feel you’re spread kind of thin. We did have a couple of organizations who were paying their staff to be on the committee, but that has fallen by the wayside*” (Participant, Volunteer). Another noted the limitations they face as an organization despite being in a larger city centre. They shared, “*we’re in a big city but we have no physical location. We have very little funding in the bank and we’re all volunteers[...] and no staff*”. (Participant, Program Organizer).

In one case of a partnership between a larger organization and a smaller volunteer-run organization, the leadership commended the work of the volunteers saying:

I cannot believe the dedication of the volunteers at [the organization], it’s everything from taking minutes to writing funding application after funding application after funding application, and then going out and doing training and revitalizing the training and all of the advocacy [...] we need to find a way to truly make sure that these programs can continue.

– Participant (Paid Leadership)

Participants indicated the need for additional funding for program advertising, additional staff, physical space for their organization or programs and to expand and build on their existing programs and initiatives.

Promote information sharing among organizations and initiatives supporting LGBTQ2S+ older adults.

Among the organizations highlighted at this phase of the project, most fell into one of a few main subcategories based on the initiative’s services and goals. First were organizations that focused on training staff and volunteers on how to provide better, more inclusive care and services for LGBTQ2S+ older adults. Second were organizations that focused on advocacy for LGBTQ2S+ older adults, particularly relating to housing, accessibility and other topics. Lastly, other organizations focused mainly on recreation and social activities for LGBTQ2S+ older adults. No matter organization’s focus, a vast majority of interviewees noted the importance of collaborating and interfacing with other seniors’ or pride groups in their region. However, more could be done to expedite the process of developing and initiating new programs or projects by drawing on the experiences and learning from other organizations focused specifically on LGBTQ2S+ older adults.

One participant acknowledged the tendency, sometimes unnecessary, to create new programs from the ground up when there may be more efficient ways. They explained:

Something I think is important [...] we hear of a new project somewhere focusing on LGBTQ2S+ seniors [...] but sometimes when the project is new the problem is that they tend to make the same mistakes that everyone makes [...].

– Participant (Paid Employee)

They went on to explain how they mitigate this trend, sharing:

People reach out to us because they want to have a look at how we do things and that's great and so we always encourage new project to work in partnership with us [...] it's great to have people using the same template.

– Participant (Paid Employee)

Another interview participant noted a similar sentiment when presented the opportunity to develop a new program within their organization:

We didn't want them to develop the program in isolation. We had a lot of experience, but we also knew the importance of having structure and staff available [...] having as many perspectives you know to develop new programs, new ideas those sorts of things is so important.

– Participant (Paid Leadership)

Additionally, funding research that collates these organizations' work is key to better understanding the impact of LGBTQ2S+ initiatives and quantifying the reach and work of said groups. Interview participants indicated they were excited that research on this subject area is being conducted as a means of to share information with other groups, with most participants indicating interest in receiving the outputs from this project.

Many were optimistic about the focus of research on the needs of LGBTQ2S+ older adults, with one participant sharing:

I am just thrilled that you are doing the project, because I think that it's a sign of that generational shift [...] and that questions are being asked about how we are going to address an aging LGBTQ population.

– Participant (Program participant)

Discussion

Through the environmental scan and key-informant interviews, this study explored how existing age-friendly communities ensure the inclusion of LGBTQ2S+ older adults and how a community can become both age and LGBTQ2S+ friendly. The survey and interview participants were diverse. Those who completed the survey ranged in age, gender, sexual orientation and gender identity, and roles in age-friendly initiatives. Interviewees included older adults, volunteers, leaders, staff, among others who were part of age- and LGBTQ2S+ friendly spotlight communities.

By learning from existing age and LGBTQ2S+ friendly communities, age-friendly initiatives can ensure the inclusion of LGBTQ2S+ older adults by offering inclusive programs and services, including health and community services, housing, and providing training and education for providers of these services. These communities also include and celebrate diversity, taking on an intergenerational approach, where communities are friendly for all age groups. Age-friendly initiatives must also consider intersectionality, as age does not exist in a vacuum but intersects with gender and sexual identities, socio-economic status, race, culture, and other social locations. On the same note, cis- and heteronormative assumptions must be challenged to ensure that LGBTQ2S+ older adults are visible and included in large systems. Further, to ensure the inclusion of LGBTQ2S+ older adults in age-friendly initiatives, communities must be free from harassment and discrimination, where LGBTQ2S+ aging populations are included, respected, and can be their authentic selves.

When asked about age-friendly communities and initiatives, the conceptualization of community was left broad. Therefore, the survey responses identifying age-friendly community initiatives were also broad and varied in location, the services they provide, size and focus. Interestingly, most of the identified age-friendly initiatives were not cities, municipalities, or geographical communities as outlined by the WHO's GNACC or the Pan-Canadian age-friendly milestones. Instead, they were initiatives, programs and organizations that may not be designated or officially recognized as 'age-friendly' but contributed to making the community it resides more age, and specifically LGBTQ2S+-friendly. This identification highlights the importance that organizations and programs have for participants in building a sense of community, promoting social inclusion and belongingness, and adding to the safety and inclusivity of communities in which older adults reside. These findings are consistent with previous research,

KEYPOINT

Most of the identified age-friendly initiatives were not cities, municipalities, or geographical communities. Instead, they were initiatives, programs and organizations that may not be designated or officially recognized as 'age-friendly'.

which emphasizes the role of organizations in communities and how they can fill gaps in networks and services for aging populations with unique needs (Menec et al., 2011). Identifying community initiatives and organizations and recognizing them for their contributions to age and LGBTQ2S+ friendliness can help them garner more attention and inclusion in the conversation around age-friendly frameworks. Governmental and non-governmental support is essential to promote and support community-based services for older adults that help reduce social isolation and increase social integration and access to services and support (Scharlach & Lehning, 2013). Recognition of these organizations and their benefits for older adults in the community can promote support, attention, and increased funding, which is a significant barrier found in this study and others on age-friendly initiatives (Greenfield, 2018; Menec et al., 2014).

There are several recommendations and considerations that can be made for a community to become both age and LGBTQ2S+ friendly. The first is that LGBTQ2S+ older adults should be included and consulted in new and existing age-friendly initiatives. Members of aging LGBTQ2S+ communities are often the driving force behind age- and LGBTQ2S+ organizations, events and programming (Herman et al., 2021). Thus, these champions of the community should be supported and are needed within age and LGBTQ2S+ friendly initiatives moving forward. Keating et al. (2013) stressed the need for policymakers to consider community contexts and existing resources, such as social, cultural, environmental resources, to meet the needs of diverse older adults. The findings of this study confirm and add to this notion, where including LGBTQ2S+ older adults in age-friendly initiatives and considering the community's history and dynamics were identified as important steps for a community to become both age and LGBTQ2S+ friendly. The study's findings are also consistent with those of Boulé et al., (2020) who found that the intersecting social locations of an individual and the geographic location and values of the community which they reside all interact to impact the individuals' perceived level of inclusion within their community.

Further, our findings suggest that there are opportunities for government, policy and decision-makers to learn from existing initiatives and organizations when creating, modifying, or assessing age-friendly initiatives. There are also opportunities to build partnerships with, or build upon, existing initiatives instead of creating new programs from the ground up. These partnerships with local LGBTQ2S+ organizations can ensure that sexual and gender minority aging needs and experiences are embedded within age-friendly community initiatives. Further steps that can be taken include needs assessment and resource allocation for existing initiatives and organizations to respond to their identified

KEYPOINTS

LGBTQ2S+ older adults should be included and consulted in new and existing age-friendly initiatives.

There are opportunities for government, policy and decision-makers to learn from and partner with existing initiatives and organizations when creating, modifying, or assessing age-friendly initiatives.

needs. Lastly, for a community to become both age and LGBTQ2S+ friendly, it is essential that leaders, decision-makers and implementers of age-friendly initiatives are genuine and follow through with the steps taken to become more inclusive of diverse aging populations and that these steps are done in a safely and authentically.

Limitations and Next Steps

Due to Covid-19 and the subsequent travel and public health restrictions, the research team could not visit the spotlight communities highlighted in this study in-person. However, visiting the communities in addition to the key-informant interviews could have strengthened the research and further contributed to our understanding of the physical and social environments of age and LGBTQ2S+ friendly communities.

The organizations, programs and initiatives included in this study are only a snapshot of the age and LGBTQ2S+ friendly initiatives in North America. Further, the findings of this study should be interpreted with the nature of the study and the captured initiatives in mind. Those who are willing to participate in a study about age and LGBTQ2S+ friendly initiative may be more likely to be part of an initiative that is inclusive of LGBTQ2S+ older adults and may be more likely to be well-connected to their community. Future work could expand on this study, widening the number of communities explored and focusing on other areas of diversity and community characteristics (e.g. rural and urban communities). Future work could also focus more specifically on age-friendly initiatives of cities, towns, communities, and other geographic regions that are designated as age-friendly through the Public Health Agency of Canada's milestones, which are part of the WHO's GNAFCC, and who have age-friendly action plans in place. Lastly, future studies could explore outcomes of age and LGBTQ2S+ friendly initiatives and their impact on the community and LGBTQ2S+ older adults.

KEYPOINT

The organizations, programs and initiatives included in this study are only a snapshot of the age and LGBTQ2S+ friendly initiatives in North America.

Conclusion

With the ongoing development of programming and community initiatives for the aging population across Canada, it is becoming increasingly important to ensure the inclusion of diverse older adults in age-friendly initiatives. The findings of this study can inform current and future age-friendly initiatives of steps that can be taken to be more inclusive of LGBTQ2S+ older adults and provide accessible, culturally competent health, social, and community support for LGBTQ2S+ aging communities. Hearing from community members and those involved in existing age and LGBTQ2S+ friendly initiatives, a greater understanding of promising practices and areas where more support and improvement is needed can be achieved. This understanding also has the potential to avoid redundancies in the development and modification of age-friendly initiatives and programming. By identifying, supporting, and building upon existing age and LGBTQ2S+ friendly initiatives, the potential for long-term and sustainable initiatives is increased. These initiatives can, in turn, improve outcomes and social participation of LGBTQ2S+ older adults and contribute to creating communities that are friendly and welcoming for all populations.

KEYPOINT

The findings of this study can inform current and future age-friendly initiatives to be more inclusive of LGBTQ2S+ older adults and provide accessible, culturally competent health, social, and community support for LGBTQ2S+ aging communities.

Summary of Recommendations and Considerations for age and LGBTQ2S+ Friendly Initiatives

This 'one-pager' provides a summary of recommendations and considerations which can be referenced for current and future work related to the development of age-friendly initiatives which includes and supports LGBTQ2S+ communities.



Ensure LGBTQ2S+ older adults are consulted with and included in the planning and implementation of age-friendly initiatives, amplifying LGBTQ2S+ voices in the conversation around age-friendliness.



Every community is unique. A local community's history, context, and dynamics matter and should be considered when developing and implementing inclusive age-friendly frameworks.



Champions from the community should be supported as they are often the driving force of initiatives and are essential to their success.



Needs assessment of existing initiatives and organizations may be required in addition to resource allocation to respond to identified needs.



Targeted and long-term funding is needed to support the sustainability of age and LGBTQ2S+ friendly programming and initiatives.



Build upon, create partnerships with, or learn from existing age and LGBTQ2S+ inclusive programs, organizations, and initiatives to ensure that LGBTQ2S+ aging experiences and needs are embedded with age-friendly initiatives.



Steps must be taken to ensure communities are inclusive for all older adults. Age-friendly communities should be free from harassment and discrimination, where LGBTQ2S+ identities are visible and LGBTQ2S+ older adults feel safe and included.



Information sharing should be facilitated between communities and initiatives.



It is important that policy and decision makers, leaders and implementers of age-friendly initiatives are committed and follow through with the steps to be inclusive of all older adults, including LGBTQ2S+ older adults.

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Appendix

Appendix A- Environmental Scan Survey

ESDC STAKEHOLDER - July 13 2020

Information Letter

Title:

Aging in community: A focus on older LGBTQ2+ Canadians

You are invited to participate in a survey for a research project led by Dr. Kim Wilson (University of Guelph) and Dr. Arne Stinchcombe (Brock University). This research is funded by a grant from the Pan-Canadian New Horizons for Seniors Program through Employment and Social Development Canada (ESDC).

Purpose of the Study

Age-friendly initiatives have gained traction in Canada and internationally, with many Canadian communities making commitments to becoming age-friendly. Aging lesbian, gay, bisexual, queer, and two-spirit (LGBTQ2+) Canadians are a diverse subpopulation whose social histories and contexts may not have been considered in such initiatives.

This pan-Canadian project will examine models of age-friendly communities that have a particular focus on the inclusion of diverse aging communities. Our work will include exploring the following questions: How do the existing Age-Friendly Communities (AFC) initiative and existing Canadian age-friendly communities ensure inclusion of LGBTQ2+ older adults? How does a community become both age-friendly and LGBTQ2+ friendly?

By conducting an environmental scan and producing a “promising practices” model, we hope to increase awareness of LGBTQ2+ issues within Canadian communities and promising approaches, increase the social inclusion and social participation among LGBTQ2+ Canadians and enhance rationale for communities to adopt age-friendly community approaches.

Procedures

This survey is designed to help us identify potential communities that are both age and LGBTQ2+ friendly. We are interested in learning about what you and/or your community are doing to support seniors and, more specifically, LGBTQ2+ seniors. If you choose to participate in this survey, the questionnaire will begin immediately following your consent. The survey will take approximately 20 minutes to complete, but please take as long as you need. Please note that the survey should be completed in one sitting. This means, you would not be able to start the survey at one time and come back to finish the questions at a later time. Following the survey, our project team will not contact you for any reason unless you are the contact person for the identified spotlight community and you have left your contact information for follow up.

Participation & Confidentiality

Your participation is completely voluntary. You may choose to skip any questions by selecting the next arrow. Should you choose to stop participating simply close your internet browser and any/all data will be erased. To assist with identification of potential communities and community activities, we will ask you for your contact information so we can follow up with you; however you can choose not to answer. Please note only those who have provided their name and contact information will have the option to have their responses withdrawn from the project. If you would like to have your information withdrawn, this must be done within four weeks of completing the survey. Please note that confidentiality cannot be guaranteed while data are in transit over the internet.

Every effort will be made to make sure that all data collected is held securely. We will never share your personal information with anyone else.

All collected data will be stored indefinitely on a password-protected, encrypted laptop that is stored in a secure location. Findings from this survey will be compiled for presentation in a final report. Information gathered from this phase of the study will be shared and may be used for additional education and publication purposes in a manner that will protect your identity.

Potential Risks

The risk to participating in this survey is very low. You may choose to skip any questions you would prefer not to answer or stop participating in the study at any time.

Potential Benefits

Although there is no direct benefit to you for participating in this study, your input will help us to understand what it takes for communities to become both age and LGBTQ2+ friendly. Findings from this study can lead to improved advocacy efforts, policy, and practice. If you are interested in receiving a summary of the findings, please contact the study researchers. We would be happy to share the findings with you. We expect that a final report will be publicly available on the Egale website in April 2021.

Ethics & Contact Information

This project has been reviewed by the Research Ethics Board for compliance with federal guidelines for research involving human participants. If you have any questions regarding your rights and welfare as a research participant in this study (REB # 20-05-006), please contact: Manager, Research Ethics; University of Guelph; reb@uoguelph.ca; 519-824-4120 ext. 56606.

You do not waive any legal rights by agreeing to take part in this study.

Should you wish to receive a copy of the final report for this study please contact Dr. Kim Wilson (info below) or visit www.dearcollab.ca in Spring 2021. If you have any questions after the completion of the study, you may contact by Dr. Kim Wilson or Dr. Arne Stinchcombe. Please save and print a copy of this information letter to keep for your records. Thank you for your participation.

Dr. Kim Wilson
Associate Professor
Dept. of Family Relations & Applied Nutrition
University of Guelph
Guelph, ON N1G 2W1
kim.wilson@uoguelph.ca
519-824-4120 ext. 53003

Dr. Arne Stinchcombe
Assistant Professor
Dept. of Recreation & Leisure
Brock University
St. Catherines, ON L2S 3A1
astinchcombe@brocku.ca
905 688 5550 x5387

Q24 Clicking on ‘Yes, I consent to participate’ at the bottom of this page indicates that I understand the information provided and agree to participate in this research.

- Yes, I consent to participate
 No, I do not consent to participate

Q26 Please download and print a copy of the information letter for your record

Section 1- Community

Q22 Part one of this survey is about age-friendly/LGBTQ2+ friendly communities. Community could mean your city or region or something more local like a particular health agency or long-term care home. You may feel that your community is a great example and/or you may know of other communities that you think are both age- and LGBTQ2+ friendly.

Q1 Are you currently involved in any age-friendly initiatives?

- Yes
 No

Q2 Please tell us more about the project:

What are the main goals/activities?

Q3 What is your role?

Q4 City:

Q5 Organization (if applicable):

Q18 To what extent do you think this age-friendly initiative is also LGBTQ2+ inclusive?

1 - Not at all

2

3 - Neutral

4

5 - Very Much

Q20 Do you know any local champions or local leaders that promote age and/ or LGBTQ2+ friendliness?

Yes

No

Q19 Yes- Please Elaborate

Q16 How would you describe a community that is both age-friendly and LGBTQ2+ inclusive?

Q23 Do you know of any examples of communities that are both age and LGBTQ2+ friendly?

These could be cities, regions, even institutions (eg. long term care home or particular health agency)

Yes

No

Q21 Yes- Please Elaborate

Q21 Part two of this survey is about you. It offers a chance for you to share information about yourself.

Q9 Age:

Q10 Which of the following best describes you? Please check as many as apply.

- Senior - individual over the age of 65
- Caregiver to a family member or friend who is a senior
- Service provider
- Representative of governmental organization
- Representative of non-governmental organization
- Representative of municipal government
- Business person/Merchant
- Other- Please Describe _____

Q12 What is your gender identity?

- Man
- Woman
- Non-binary (eg. genderfluid, genderqueer)
- A gender
- Do not know
- Choose not to answer
- Business person/Merchant
- Not listed: Please specify _____

Q13 Do you consider yourself to be transgender?

“Transgender” describes people whose birth identity or expression is different, at least part of the time, from the sex assigned to them at birth.

- Yes
- No
- Do not know
- Choose not to answer

Q14 Which of these sexual orientations fit for you? (choose all that apply)

Sexual orientation is in relation to which gender one is attracted to.

- Asexual
- Bisexual
- Heterosexual (straight)
- Gay
- Lesbian
- Pansexual
- Queer
- Questioning/unsure
- Same-gender loving
- Not listed: Please specify _____
- Prefer not to disclose

Q28 For the next stage of this project, we are looking to conduct follow up interviews in communities that encapsulate age friendliness and LGBTQ2+ friendliness. If you would like to be contacted to participate further, please leave your name and contact below. If you would not like to be contacted, please skip the questions on this page.

Q30 Would you like to leave your name and contact information to further participate in this research project?

- Yes
- No

Q27 Your name or the name of your community

Q29 Please leave your preferred method of contact below if you would like to be contacted to further participate in this project.

Email _____

Phone number _____

Q18 Please use the space below to clarify any your responses on the questionnaire or if you have further comments you'd like to share.

Appendix B- Spotlight Communities

Spotlight Communities

Disclaimer: All information provided in this appendix is taken directly from the spotlight community's website, to ensure that the information is accurate and best represents the organization.

Aging with Pride - Waterloo Region, Ontario, Canada

Website: <https://www.ourspectrum.com/services/aging-with-pride/>

Information taken directly from Aging with Pride's website.

Aging with Pride (AWP) is a committee of SPECTRUM, Waterloo Region's Rainbow Community Space. AWP is committed to creating events, supports and providing education in response to the needs of their community. AWP works with local senior-serving organizations to make them aware of the needs of LGBTQ2+ older adults. In addition, they advocate and collaborate with stakeholders to ensure that new and existing supports or services are inclusive and responsive.

AWP aims to highlight and tackle systemic barriers that the LGBTQ2+ aging population face by:

- Increasing opportunities for social interaction, especially for those without partners or without many friends;
- Increasing access to personal advocates in legal and health matters.
- Increasing understanding and sensitivity on the part of the staff in hospitals, care facilities and support services.

Vision:

Waterloo-Wellington are communities in which LGBTQ2+ older adults live healthy, meaningful, and fulfilling lives, free of stigma.

AWP prepares and delivers LGBTQ+ Cultural Awareness training sessions to staff and administrators at senior-serving institutions such as community centres with a significant senior population, retirement homes, home-care services, long-term-care facilities and hospices. To facilitate social interaction, AWP developed a Facebook group and discussion forum and initiated an in person social and support group, called SPECTRUM Prime.

Centre for Sexuality Calgary – Calgary, Alberta, Canada

Website: <https://www.centreforsexuality.ca/>

Information taken directly from Centre for Sexuality Calgary's website.

Centre for Sexuality is a nationally recognized, community-based organization delivering programs and services that work to normalize sexuality and sexual health across the lifespan. They have been leading the way in the areas

of sexuality, healthy relationships, human rights, gender identity, sexual orientation, equality and consent for more than 40 years in the Calgary community.

Mission:

The Centre for Sexuality aims to normalize sexual health in Alberta by providing evidence-informed, non-judgmental sexual and reproductive health programs and services.

Older Adults and Seniors Programs:

The Centre for Sexuality offers workshops for:

- Older Adults and Seniors
- Professionals
- Post-Secondary Institutions

Dignity Seniors Society - Vancouver, British Columbia, Canada

Website: <https://www.dignityseniors.org/>

Dignity Seniors Society was originally the Dignity House Advisory Committee (DHAC) which was founded as a Master of Social Work project of Alex Sangha in September 2012. In 2018 the DHAC applied for, and secured, society status under the BC Society Act forming Dignity Seniors Society. The Board of the Society worked through 2017/18 to develop a strategic plan that would be effective over the short-term, and target the long-term goals of the organization, such as developing GSD senior's housing projects.

Mission:

DSS strives to provide unique, tailored advocacy and information on health, housing and social supports for seniors in our gender and sexually diverse (GSD) communities that meet their financial, social and security needs by offering multiple opportunities.

Vision:

All LGBTQ2S+ Seniors (in BC) enjoy fulfilling later years and a dignified end to life

The strategic focus of the DSS is threefold:

1. **Advocacy** for individuals and our communities – develop position papers on housing/ finance/ health which highlight the unique needs and qualities of GSD seniors.
2. Disseminate **information** for gender and sexually diverse seniors and allies on housing/ finance/ health and end of life planning. Leverage exiting platforms and build collaborative provincial and national networks.
3. Build **collaborative** links between organizations serving seniors, advocating for the inclusion of gender and sexually diverse seniors - work closely with existing services for gender and sexually diverse seniors such as QMUNITY, WESN, HIM etc. Advocate for gender and sexually diversity training in all organizations serving seniors.

Elderberries - Halifax, Nova Scotia, Canada

Website: <https://nsrap.ca/community/elderberries>

Information taken directly from website.

Elderberries is a social group for LGBTs aged 50+. Elderberries meet monthly, usually on Sunday, in a wheelchair-accessible location. Social, educational, and recreational programs so far have included:

- cultural events like a visit to a gallery featuring a gay artist, a poetry writing workshop, and music/poetry performances by Elderberry members
- community history shown in photos of the LGBT past
- lectures on legal and medical topics
- discussions on memories of coming out, on long-term care, and on being an older LGBT single.

A social follows each program, with a potluck provided by the members, featuring a mix of home-made or store-bought main dishes, snacks, or sweets. Coffee and tea are provided. Meetings are alcohol-free, scent-free, and pet-free. Assistance dogs are welcome. With COVID, Elderberries has moved online and has been able to increase the reach of the program.

Fondation Émergence- Montreal, Quebec, Canada

Website: <https://en.fondationemergence.org/>

Information taken directly from website.

Fondation Émergence is a non-profit organization which fights against homophobia and transphobia through a range of actions. Core activities include:

- International Day Against Homophobia and Transphobia
- Aging Gayfully, raising awareness for our senior citizens.
- ProAlly, raising awareness in the workplace
- Chosen Family, supporting family caregivers

Mission:

Fondation Emergence works to educate, inform and sensitize the population to the lived experiences of people within a broad range of sexual orientations, gender identities and gender expressions. This includes but is not limited to those who identify as lesbian, gay, bisexual, trans, queer, intersex and two-spirit (2S).

The foundation works to improve the lives of LGBTQ+ people in Quebec, Canada and internationally by:

- Promoting their inclusion in society
- Countering homophobia, transphobia, discrimination and prejudice against them
- Promoting their equality within legal and social contexts and ensuring their rights are respected

- Contributing to their well-being and development, as well as that of their loved ones, throughout every stage of their lives
- Identifying emerging issues and needs within the community so they can be effectively addressed

For more than 12 years, Aging Gayfully has defended the rights of LGBTQ+ seniors, offering tools and training to those who support them.

This program includes training and awareness tools in both English and French.

Gay Men’s Dinner Club Kingston- Kingston, Ontario, Canada

The Gay Men’s Dinner Club is a social group of gay men in Kingston Ontario. Led by a member of the community, this group meets once a month for dinner at various locations.

Ottawa Senior Pride Network- Ottawa, Ontario, Canada

Website: <http://ospn-rfao.ca/en/home-page/>

Information taken directly from website.

Ottawa Senior Pride Network (OSPN) is a volunteer-run network of LGBT seniors (50+) and allies, which was formed in 2008. Centertown Community Health Centre has been an active partner since its inception and has received United Way funding to help in the work as well as some community funding through the annual ‘Swirl & Twirl’ LGBT wine and food tasting event.

This group includes a number of LGBT seniors who have a history of decades of activism and community development work. Membership continues to grow steadily; by the end of 2018, OSPN had over 850 members. Members stay connected with each other, and with the network, through an email distribution system and a Facebook group.

Mission:

Through a network of LGBT community members and allies they work to create:

1. A strong, connected, visible senior queer community, and
2. LGBT culturally-appropriate and safe senior services and residential environments

The Ottawa Seniors Pride Network provides workshops and professional development for the staff, volunteers, members, and clients of seniors’ centres and service agencies, palliative care services, residential care facilities, and homecare agencies.

Palm Springs - Palm Springs, California, USA

Palm springs is well known for being inclusive of LGBTQ2S+ seniors. In 2019 Expedia listed Palm Springs as the top LGBT-Friendly Places for Gay Senior Travel and Retirement (Expedia, 2019). Palm Springs was the first city to elect a transgender person in California for a non-judicial position in November 2017 as a member of the Palm Springs city council. She [Lisa Middleton] serves on the Riverside County Transportation Commission, the Sunline Board of Directors and the Coachella Valley Mountains Conservancy as well as on the Coachella Valley Association of Governments Committees for Transportation, Energy & Environment, and Conservation. Palm Springs also has several community organizations which serve and support LGBT2S+ older adults, such as the Mizell Centre (<https://mizell.org/>), The LGBTQ Community Centre in the Desert (The Centre, <https://thecenterps.org/>), the DAP Health Centre(<https://www.daphealth.org/>), and Stonewall Gardens (<http://www.stonewallgardens.com/index.php>)

Pictou County Rainbow Community - Pictou County, Nova Scotia, Canada

Website: <https://www.pcrainbowcommunity.ca/>

The Pictou County Rainbow Community Association is a non-profit organization that aims to provide social support network and advocacy for the local Rainbow (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex, Asexual, other gender identities and sexual/romantic orientations) community. PCRC is committed to working with community partners and government in advocating for resources, policy and social change.

PCRC has a number of support groups, including the Elderberries group for LGBTQ2S+ older adults, in addition to programs, events, and workshops for LGBTQ2S+ populations.

Rainbow Resource Centre - Winnipeg, Manitoba, Canada

Website: <https://rainbowresourcecentre.org/>

Information taken directly from website.

Rainbow Resource Centre (RRC) offers support to the 2SLGBTQ+ community in the form of counselling, education, and programming for individuals ranging from children through to 55±. It also supports families, friends, and employers of 2SLGBTQ+ individuals.

RCC has special projects and social and support groups available to 55+ members of the 2SLBTQ+ community. Special projects include *Finding Rainbows*, which offers a space that allows community members to connect, share their experiences and express their needs. They also include *Positive Spaces*, a project to create affirming, affordable housing for 2SLGBTQ+ seniors that authentically engages and enriches; to provide a beacon of unity and pride through collaboration and self-determination; and to invest in our diversity and collective experience to perfect this place and steward it on behalf of future generations.

Seniors Pride Network of Niagara - St. Catharines, Ontario, Canada

Website: <https://niagaraknowledgeexchange.com/partners-projects/senior-pride-network-niagara/>

Information taken directly from website.

The newly formed Senior Pride Network Niagara was developed in response to a Niagara-wide environmental scan (Spring-2016) that documented a dearth of programs and services aimed at older LGBT citizens and a need for training of service providers. The group aims to improve on and expand the programs and services for and with older LGBT people in the region. Network meetings will take place quarterly.

Stonewall Gardens- Palm Springs, California, USA

Website: <http://www.stonewallgardens.com/index.php>

Information taken directly from website.

Stonewall Gardens is a welcoming, supportive, and respectful environment, where a diverse group of LGBT seniors and friends can live, relax, and be well. Their goal is to provide a beautiful, secure, social, and dynamic community for LGBT seniors where they will be cared for with the dignity and respect they deserve.

Residents using Stonewall Gardens' assisted living program enjoy the benefits of community life and an amenity-rich lifestyle. Safety is their utmost concern at Stonewall Gardens. They provide around the clock care givers to make sure residents needs are met.

The Good Companions - Ottawa, Ontario, Canada

Website: <https://thegoodcompanions.ca/>

The Good Companions, a non-profit multi-service seniors' centre, provides opportunities for individuals to participate in social, recreational, educational and volunteer activities and benefit from social and health services. Their mission is to promote and support the well-being, independence and zest for living of seniors and adults with physical disabilities in the greater Ottawa area through providing a congenial, stimulating, visible, accessible, safe and supportive centre, physical facilities and programs, and through providing services to seniors in their own homes.

The Good Companions offers two programs specifically for 2SLGBTQ+ (2 spirit, lesbian, gay, bisexual, transgender, and queer) Seniors:

Rainbow Coffee Club

The Rainbow Coffee Club provides an opportunity for older 2SLGBTQ+ individuals to get together to socialize and make connections in a respectful, inclusive environment. It is a safer space to share the challenges and joys of being older and 2SLGBTQ+ and to increase awareness about available community and health resources.

Wellbeing Check-in Program

The Wellbeing Check-in program provides 2SLGBTQ+ seniors with regular check-ins from 2SLGBTQ+ volunteers. Volunteers contact seniors over phone or social media to check on a client's well-being and provide a predetermined response if the exchange is not answered. The Wellbeing Check-in Program is open to any 2SLGBTQ+ senior (55+) or adult with disabilities living in the Champlain Region.

This program is aimed primarily at people who are living alone. You may be healthy and active and still appreciate a check-in to remain connected and safe, or you may be more isolated, homebound and at risk. The Wellbeing Check-in Program was created in Partnership with Ottawa Senior Pride Network.

West End Seniors Network - Vancouver, British Columbia, Canada

Website: <http://wesn.ca/>

Mission:

To enhance the quality of life of older adults by providing social, recreational, educational and supportive programs and services that foster connection and inclusion in the broader community West End Seniors' Network became an incorporated society in BC in October 1982, and has been a registered charity since July 1984. Currently, there are over 950 members of the Network, 15 paid staff members and more than 250 active volunteers who contribute over 20,000 hours a year

Aging With Pride:

The West End Seniors' Network hosted in conjunction with 411 Seniors Centre Society, Gordon Neighbourhood House, Qmunity, South Granville Seniors Centre, and Vancouver Pride Society the annual Aging with Pride event. It is an opportunity for queer older adults and allies to celebrate pride.

Appendix C- Semi-Structured Interview Guide

Section 1: Introduction to Participant and Community

1. To start, will you tell us a bit about yourself? Your name, your age and your connection to the community we are discussing today?
2. Community could mean your city or region or something more local like a particular health agency or long-term care home, please tell me a bit about your community that we are discussing today.
 - a. What are the main activities within this community?

Section 2: Age Friendly Communities

3. In your opinion, what does it mean for a community to be age-friendly?
 - a. What does this look like within your community?
4. Are there any formal age-friendly initiatives are currently underway in your community?
 - a. What does this look like in your community?

Section 3: LGBTQ2+ Communities

5. Are these age-friendly initiatives also LGBTQ2+ friendly?
 - a. In what way?
6. In your opinion, what does it mean for a community to be both age friendly and LGBTQ2+ friendly?
7. If you had the chance to create a community which was completely age and LGBTQ2+ friendly, what would it include?
 - a. What would it remove or replace?

Section 4: Wrap Up

8. Is there anything else you would like us to know, about yourself or your community today?

Appendix D – REB Approvals



RESEARCH ETHICS BOARDS

*Certification of Ethical Acceptability of Research
Involving Human Participants*

APPROVAL PERIOD: July 28, 2020
EXPIRY DATE: July 27, 2021
REB: G
REB NUMBER: 20-05-006
TYPE OF REVIEW: Delegated
PRINCIPAL INVESTIGATOR: Wilson, Kimberley (kwilso01@uoguelph.ca)
DEPARTMENT: Family Relations & Applied Nutrition
SPONSOR(S): Employment and Social Development Canada
TITLE OF PROJECT: Aging in community: A focus on older LGBTQ2+ Canadians

The members of the University of Guelph Research Ethics Board have examined the protocol which describes the participation of the human participants in the above-named research project and considers the procedures, as described by the applicant, to conform to the University's ethical standards and the Tri-Council Policy Statement, 2nd Edition.

The REB requires that researchers:

- Adhere to the protocol as last reviewed and **approved** by the REB.
- Receive approval from the REB for any **modifications** before they can be implemented.
- Report any **change in the source of funding**.
- Report **unexpected events or incidental findings** to the REB as soon as possible with an indication of how these events affect, in the view of the Principal Investigator, the safety of the participants, and the continuation of the protocol.
- Are responsible for **ascertaining and complying with all applicable legal and regulatory requirements** with respect to consent and the protection of privacy of participants in the jurisdiction of the research project.

The Principal Investigator must:

- Ensure that the ethical guidelines and approvals of facilities or institutions involved in the research are obtained and filed with the REB prior to the initiation of any research protocols.
- Submit an **Annual Renewal** to the REB upon completion of the project. If the research is a multi-year project, a status report must be submitted annually prior to the expiry date. Failure to submit an annual status report will lead to your study being suspended and potentially terminated.

The approval for this protocol terminates on the **EXPIRY DATE**, or the term of your appointment or employment at the University of Guelph whichever comes first.

Signature:

Date: July 28, 2020

Stephen P. Lewis
Chair, Research Ethics Board-General

Appendix E- Organizations from Environmental Scan

No.	Name of Organization	Name of Program or Project Within Organization	Location	URL
1	Calgary Outlink	N/A	Calgary, Alberta, Canada	https://www.calgaryoutlink.ca/
2	C.A.R.P. Calgary	N/A	Calgary, Alberta, Canada	https://www.carp.ca/chapter/calgary/
3	Centre for Sexuality	Seniors a GoGo Project	Calgary, Alberta, Canada	https://www.centreforsexuality.ca/
4	Rainbow Elders Calgary	N/A	Calgary, Alberta, Canada	http://rainbowelderscalgary.ca/
5	The SHARP Foundation	Aging in the LGBTQ2S+ Community	Calgary, Alberta, Canada	http://www.thesharpfoundation.com/aging-in-the-lgbtq2s-community.html
6	Camrose & District Senior Centre Society	N/A	Camrose, Alberta, Canada	http://camroseseniorcentre.com/
7	Camrose Seniors Coalition	N/A	Camrose, Alberta, Canada	https://camrosefcss.ca/resources/seniors-coalition/
8	Camrose Pride Community	N/A	Camrose, Alberta, Canada	https://www.camrosepride.ca/
9	Edmonton Pride Seniors Group	The Shared Mic, Intergenerational Conversations	Edmonton, Alberta, Canada	https://www.epsg.ca/
10	The Ashbourne Residence	N/A	Edmonton, Alberta, Canada	https://www.theashbourne.ca/
11	Pride Centre of Edmonton	Seniors Programming and Events, Aging with Pride	Edmonton, Alberta, Canada	https://pridecentreofedmonton.ca/programs/seniors-programming-and-events/
12	49th Street Community Health Centre	N/A	Red Deer, Alberta, Canada	https://www.albertahealthservices.ca/findhealth/facility.aspx?id=1025052

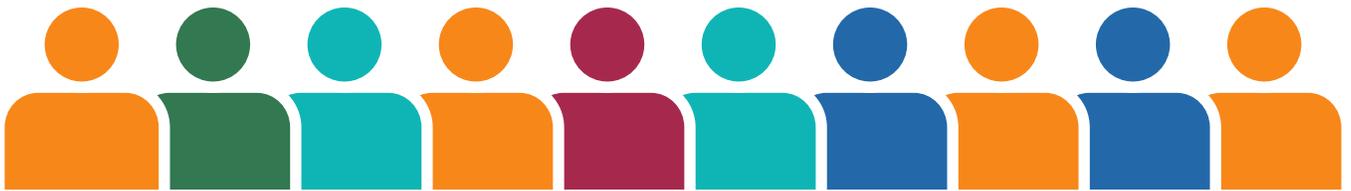
No.	Name of Organization	Name of Program or Project Within Organization	Location	URL
13	Brechin United Church	Affirming Ministry Designation & Action plan	Nanaimo, British Columbia, Canada	https://www.brechinunited.ca/ministries/affirming-ministry-designation
14	Pacific Gardens Cohousing Community	N/A	Nanaimo, British Columbia, Canada	https://pacificgardens.ca/
15	Prime Timers Nanaimo	N/A	Nanaimo, British Columbia, Canada	http://www.primetimersnanaimo.org/
16	Society of Equity, Inclusion and Advocacy	N/A	Nanaimo, British Columbia, Canada	https://www.seia.ca/
17	Century House Association	Seniors Gay Straight Alliance	New Westminister, British Columbia, Canada	https://www.centuryhouseassociation.com/?page_id=6040
18	Riondel Senior Citizens Association	N/A	Riondel, British Columbia, Canada	N/A
19	Dignity Seniors Society	Elders Project	Vancouver, British Columbia, Canada	https://www.dignityseniors.org/
20	Health Initiative for Men (HIM)	Men 55+ Group (Online and In-Person), Grey and Golden	Vancouver, British Columbia, Canada	https://checkhimout.ca/
21	West End Seniors Network	Ageing with Pride (in conjunction with other organizations)	Vancouver, British Columbia, Canada	http://wesn.ca/
22	Living OUT Visibly and Engaged Community Response Network	N/A	Vancouver Island and Lower Mainland, British Columbia, Canada	https://www.lovecrn.ca/

No.	Name of Organization	Name of Program or Project Within Organization	Location	URL
23	Victoria Lesbian Seniors Care Society	N/A	Victoria, British Columbia, Canada	https://vlscs.ca/
24	BC Association of Community Response Networks	N/A	Provincial, British Columbia, Canada	https://bccrns.ca/
25	Rainbow Resource Centre	Special projects and social groups for those aged 55+ in LGBTQ2S+ communities	Winnipeg, Manitoba	https://rainbowresourcecentre.org/for/55
26	Sunshine House	Like That Drop-in for 2SLGBTQ+ communities	Winnipeg, Manitoba	https://www.sunshinehousewpg.org/
27	NL Grey Gays	N/A	Newfoundland, Canada	Facebook Group
28	Nova Scotia Rainbow Action Project	Elderberries Social Group	Halifax, Nova Scotia, Canada	https://nsrap.ca/community/elderberries
29	Age Well Together Coalitions	N/A	Pictou-Anitgonish, Nova Scotia, Canada (and other locations across Nova Scotia)	https://nscommunitylinks.ca/aging-well-together-coalitions/ http://www.parl.ns.ca/projects/healthroom/seniors.php
30	Pictou County Rainbow Community	Elderberries Social Group	Pictou County, Nova Scotia, Canada	https://www.pcrainbowcommunity.ca/home
31	Gilbert Center	Older 2S-LGBTQ+ Adults Program Older & Bolder Coffee & Chats	Barrie, Ontario, Canada	https://gilbertcentre.ca/new-horizons/
32	Compass Community Health	2SLGBTQ+ Intergenerational Dinner	Hamilton, Ontario, Canada	https://redbook.hpl.ca/node/16651
33	Kyle's Place	N/A	Hamilton, Ontario, Canada	https://hamiltontranshealth.ca/kyles-place/

No.	Name of Organization	Name of Program or Project Within Organization	Location	URL
34	Gay Men's' Dinner Club	N/A	Kingston, Ontario, Canada	N/A
35	Age Friendly Niagara	N/A	Niagara, Ontario, Canada	https://www.agefriendlyniagara.com/
36	Seniors Pride Network Niagara	N/A	Niagara, Ontario, Canada	https://www.outniagara.org/project/senior-pride-network-of-niagara/ Facebook group
37	AIDS Committee of Ottawa	Socials and Groups 50+ group Gay men's social	Ottawa, Ontario, Canada	http://aco-cso.ca/
38	Centre Town Community Health Centre	See URL for specific programs for LGBTQ2S+ communities	Ottawa, Ontario, Canada	https://www.centretownchc.org/programs-services/lgbtq-trans-health-program/
39	City of Ottawa	Older Adult Action Plan	Ottawa, Ontario, Canada	https://ottawa.ca/en/older-adult-plan
40	Compassionate Ottawa	N/A	Ottawa, Ontario, Canada	https://compassionateottawa.ca/
41	Good Companions Senior's Center	Rainbow Coffee Club, Wellbeing Check-in Program	Ottawa, Ontario, Canada	https://thegoodcompanions.ca/community-support-services/lgbtq2-seniors/
42	Ottawa Seniors Pride Network	N/A	Ottawa, Ontario, Canada	https://ospn-rfao.ca/en/home-page/
43	The Council on Aging of Ottawa	N/A	Ottawa, Ontario, Canada	https://coaottawa.ca/
44	Council on Aging Grey Bruce	N/A	Owen Sound, Ontario, Canada	https://coagb.com/
45	OUT Niagara	N/A	St. Catharines, Ontario, Canada	https://www.outniagara.org/
46	Réseau ACCESS Network	2S-LGBTQ+ Seniors Program	Sudbury, Ontario, Canada	https://www.reseauaccessnetwork.com/2s-lgbtq-older-adults/

No.	Name of Organization	Name of Program or Project Within Organization	Location	URL
47	Seniors Advisory Panel	N/A	Sudbury, Ontario, Canada	https://www.greatersudbury.ca/city-hall/get-involved/join-a-local-board-committee-or-advisory-panel/advisory-panels/seniors-advisory-panel/
48	The 519	Offers several programs and events for older LGBTQ2S individuals	Toronto, Ontario, Canada	https://www.the519.org/programs/category/older-lgbtq2s
49	SPECTRUM Waterloo Region	Aging with Pride, SPECTRUM Prime	Waterloo Region, Ontario, Canada	https://www.ourspectrum.com/services/aging-with-pride/
50	Trans Wellness	N/A	Windsor, Ontario, Canada	https://www.transwellness.ca/
51	West Island LGBTQ2S+ Centre	Seniors dinner, From isolation to community outreach initiative	Beaconsfield, Quebec, Ontario	http://www.lgbtq2centre.com/adult-and-senior-programs.html
52	Aide aux Trans du Quebec	ATQ – Wednesday Chats 50+ Transgenerational Memories	Montreal, Quebec, Canada	https://atq1980.org/en/
53	Fondation Émergence	Aging Gayfully	Montreal, Quebec, Canada	https://en.fondationemergence.org/pourquevieillirsoitgai
54	Gay and Grey Montreal	N/A	Montreal, Quebec, Canada	https://gayandgreymontreal.com/
55	OUT Saskatoon	Coffee Row, Vintage Movers and Shakers, Bridge City Chorus	Saskatoon, Saskatchewan, Canada	https://www.outsaskatoon.ca/older_adults
56	Saskatoon Pride	N/A	Saskatoon, Saskatchewan, Canada	https://saskatoonpride.ca/
57	Queer Seniors of Saskatchewan	N/A	Saskatchewan, Canada	Facebook group
58	Trans Pulse Canada	N/A	National, Canada	https://transpulsecanada.ca/

No.	Name of Organization	Name of Program or Project Within Organization	Location	URL
59	Austin Primetimers	N/A	Austin, Texas, USA	https://chapters.theprimetimersww.com/austin/
60	Los Angeles LGBT Center	A variety of programs and events offered by the Seniors Services department	Los Angeles, California, USA	https://lalgbtcenter.org/social-service-and-housing/senior/senior-services-overview
61	DAP Health Center	N/A	Palm Springs, California, USA	https://www.daphealth.org/
62	Mizell Senior Center	N/A	Palm Springs, California, USA	https://mizell.org/
63	PALS (Planning Ahead for LGBTQ Seniors)	N/A	Palm Springs, California, USA	https://palsinthedesert.com/
64	Prime Timers of the Desert	N/A	Palm Springs, California, USA	https://ptod.us/wp/?sfw=pass1633541145
65	Stonewall Gardens	LGBT Seniors Residence	Palm Springs, California, USA	http://www.stonewallgardens.com/index.php
66	The LGBTQ Community Center of the Desert	N/A	Palm Springs, California, USA	https://www.thecenterps.org/
67	On Lok	On Lok + Openhouse Community Day Services	San Francisco, California, USA	https://onlok.org/lgbtq-senior-care
68	Openhouse	A variety of programs and events for LGBTQ2S+ seniors	San Francisco, California, USA	https://www.openhousesf.org/
69	Age-Friendly New York	N/A	New York, New York, USA	https://extranet.who.int/agefriendlyworld/network/new-york-city/ https://www.nyam.org/center-healthy-aging/
70	SAGE Advocacy and Services for LGBT Elders	N/A	National, USA	https://www.sageusa.org/



Aging in community: a focus on older LGBTQ2S+ Canadians



For further information, please contact Dr. Kim Wilson at kim.wilson@uoguelph.ca