

CFA LGBT is a non-profit that serves as a catalyst to improve and protect the quality of life of older LGBT adults in North Texas through coordination and collaborations in the areas of health, housing, advocacy, financial security and social services. We were conceived in 2011 to fill a gap in services that was not being filled by existing, mostly HIV-focused, LGBT non-profits. In 2015, the organization held its initial Summit on LGBT Aging at bequest of President Barack Obama, who requested that original founder and prominent LGBT community figure, Cannon Flowers, help to raise awareness and support in the area of aging in the LGBT community. This resulted in convening partners, brainstorming solutions, and creating coordination and programming to serve those in need. In 2016, The Coalition officially formed a 501(c)3.

We have worked alongside community partners, such as The Senior Source, Equality Texas, and the Resource Center to serve older adults in the four largest counties of North Texas; Dallas, Tarrant, Collin, and Denton, providing resources and refuge for vulnerable seniors who may otherwise have limited options or knowledge of quality care.

We recognize that success is multiplied with the help of volunteers. We had 141 active volunteers volunteering a total of 14,569 hours last year, which until recently, were the sole drivers of programming. We have over 100 community partners, seniors, and volunteers who participated in our last annual Summit in November 2017. Additionally, 70 seniors and volunteers engaged in an organizational awareness-raising Open House to help raise money as well as be more informed on current issues. Additionally, 24 community outreach and tabling events were conducted along with 45 volunteer recruitment activities, engaging the senior community and offering valuable services to help improve the lives of LGBT seniors.

- Number of individuals served by your organization? 528 unduplicated individuals
- Please describe how funds awarded will be used: The LGBT Friendly Senior Housing and Social Engagement initiatives address the critical lack of affordable and culturally competent housing for sexually-minority seniors. Texas senior living communities rank in quality and care near the bottom, 46th, in the nation, and our older LGBTQI+ populations are estimated to increase by at least 40% by 2030. Our program offers a three-pronged approach to the issue: assess senior living facilities and publish an annual guide of LGBT friendly housing, provide diversity training to these communities, and host safe-space social engagement events onsite.

We work in partnership to serve the growing aging LGBT population of the 4-county area of North Texas. The primary program goals are to increase LGBT competency and inclusivity within retirement communities as well as decrease feelings of social isolation of LGBT seniors living in facilities. Future phase 2 of programming includes moving beyond retirement communities into the home healthcare sector, where so many of our vulnerable seniors reside. Key program elements include:

-“Guide to LGBT Friendly Senior Housing in North Texas”: December 2018 marked the release of North Texas’ first comprehensive consumer guide for senior living communities specifically supporting the LGBT population. The guide includes senior facilities that meet basic competencies of care for LGBT older adults and are committed to diversity. The guide is continually updated every 12-18 months. There are currently 9 base retirement communities listed in The Guide which covered 19 facilities in the four-county area.

-LGBT Competency Training: As part of each facility’s individualized plan, the Housing Initiative leads diversity and sensitivity training aimed to educate and equip staff with best practices and practical skills in working with LGBT seniors. 97 retirement community staff members were trained last year.

-Social Engagement Programming: Comprised of a variety of community events that serve to alleviate the issue of social isolation, especially prevalent within the aging LGBT population. In 2017,

819 LGBT seniors were served, and in 2018, 828 were served (includes some attending multiple programs).

528 unduplicated seniors and staff were served in 2019 across these programs. The current budget for both programs is \$112,362 (FY July 19 - Jun 20) and next year's budget is set at \$125,000.

With generous funds from Dallas Pride in 2019, we were able to support the hiring of 2 part-time contractors to partially support our housing and social engagement programs. With a grant in 2020 we hope to expand support to include a full time admin/housing coordinator, in addition to the existing 2 part-time personnel. This would provide full-time housing support, and part-time administration and social engagement support that will help coordination of more retirement community sites and more social engagement activities.