BCAAA LGBTQ+ Programs and Services

THE GENDER TREE

GENDER EXPRESSION
(WHAT THE TREE BEARS)
A person's outward presentation of gender, through a combination of dress, demeanor, social behavior, speech patterns, mannerisms, interactions, and other factors. Gender expression can vary for an individual from day to day or in different situations, and most people have a range of expression that makes them feel most comfortable and/or safe.

OUR FLUIDITY AND HISTORY
(THE RINGS OF THE TRUNK)
All aspects of our holistic identity (gender expression, gender identity, sexual orientation, relationship orientation, and all other identities) can change over time and in different situations.

GENDER IDENTITY
(THE TRUNK)
An individual's deeply-felt sense of gender that may include man, woman, genderqueer, agender, and other endless possibilities and combinations. A person's gender identity(ies) may or may not align with others' perceptions of their gender. The only way to know a person's gender identity is to ask them.

ASSIGNMENT AT BIRTH
(THE ROOTS)
What the doctor "labels" a baby when they are born (generally labeled male or female).

SEXUAL ORIENTATION/IDENTITY
(OUR ENVIRONMENTAL ATTRACTIONS)
A person's self-identity related to who they are attracted to sexually, romantically, and/ or emotionally. Such identities may include: lesbian, gay, bisexual, pansexual, queer, questioning, heterosexual, straight, asexual, unlabeled, etc.

RELATIONSHIP ORIENTATION
OR STRUCTURE
(HOW WE ENGAGE IN MEANINGFUL RELATIONSHIPS WITH OTHERS)
An individual's deeply-felt sense of intimate connection with others through a relationship structure(s) with individuals, couples, or networks. Can include polyamory, monogamy, friends-with-benefits, sexual relationships, non-sexual relationships and many more.

Relationship orientation may be different from relationship behavior because it refers to feelings and self-concept. Persons may or may not express their relationship orientation in their behaviors.

SOCIETAL INFLUENCE
(THE SOIL)
We are surrounded by social, cultural, and institutional influences. As we learn and grow as a gendered individual, we are constantly given different messages and feedback about ranges of accepted practices, appearances, and behaviors.

DEVELOPED BY: Boulder County Allies For Inclusion (BCAFI) Training Sub-Committee
J.P. Butler (Safe Shelter of St. Vrain Valley), Sara Connell (Out Boulder), Katie Dobbins (Safehouse Progressive Alliance for Nonviolence), and Jen Spolnik (Out Boulder).

The Acronym: LGBTQ+
Gender Identity and Sexual Orientation

LGBTQQIPAAA2S+

Queer

Prevalence

- The LGBTQ+ community are diverse, come from all walks of life, and include racial and ethnic minorities, and people from all socioeconomic statuses

- An estimated 2.4 million adults age 65 and older self-identify as LGBT in the U.S.

- Six percent of older adults report their sexual orientation as lesbian, gay, or bisexual.

- 4.6% of Coloradans identify as LGBT

- Older LGBTQ+ adults are at significantly higher risk of being lower income, facing discrimination and stigma, poor health, experiencing social isolation, and premature death.

Obstacles

- Older LGBTQ+ adults experience challenges accessing inclusive, gender-affirming health and social care.

- LGBTQ+ people are, on average, poorer and have fewer financial resources than their heterosexual counterparts.

- LGBTQ+ caregivers may face limits in their ability to provide care over the long-term, especially if decision-making is required for the care recipient.

- Social isolation is more prevalent for LGBTQ+ older adults than for the general older adult population.

Why?

Our LGBTQ+ programs and services were created to address the disparities that exist for LGBTQ+ older adults

Our programs and services are able to respond to community needs

Response

Project Visibility-Creating Inclusive Communities for LGBTQ+ Older Adults

- **Live, Online, Train-the-Trainer, Documentary**

Rainbow Elders-Community Education and Social Support

- **Newsletter, Facebook, Website**

- **Supper Club/Teatime, Writing Group, Pride, Lavender Gala**

Rainbow Connections-Volunteer Program

- **Email, Text, Phone, Video, and In-Person**

History

Pride Month

- Stonewall Riots

- Inequity and Exclusion

Our Local Story

- Rainbow Elders

- Project Visibility

- Lavender Gala

- Documentary

- Rainbow Connections

Events and Activities

- **June 1 – Rainbows Over Boulder County**
- **June 3 – Pride Night at the Rockies**
- **June 4 – Broomfield Pride**
- **June 5 – Garden Party**
- **June 8 – 50+ Mixer**
- **June 11 – Longmont Pride**
- **June 12 – Boulder Pride**
- **June 25 & 26 – Denver Pride**

Stay Connected

Newsletter-bit.ly/RainbowNewsSignup
Facebook Pages-fb.com/LGBTEldersBoCo
Webpage-https://www.bouldercounty.org/families/seniors/services/lgbt/
Volunteer-infoLGBTelders@bouldercounty.org or 303-441-4518

Racial Equity at Boulder County and the BCAAA

Equity and Equality

Equality means each individual or group of people is given the same resources or opportunities.

Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Racial Equity Vision

Boulder County is a fully inclusive, Anti-Racist, Multicultural Organization in a Transformed Society.

SOUL
BELIEVING
MORAL
HEAD
THINKING
INTELLECTUAL

COURAGEOUS CONVERSATION

EMOTIONAL
FEELING
HEART
RELATIONAL
ACTING
HANDS & FEET

PACIFIC **EDUCATIONAL** GROUP

Four Agreements

- Stay ENGAGED
- Experience DISCOMFORT
- Speak your TRUTH
- Expect / Accept NON-CLOSURE

Six Conditions

1. Focus on PERSONAL, local and immediate
2. ISOLATE race
3. Normalize SOCIAL CONSTRUCTION & multiple perspectives
4. Monitor agreements, conditions and ESTABLISH PARAMETERS
5. Use a "WORKING DEFINITION" for race
6. Examine the presence and role of "WHITENESS"

Courageous Conversation is utilizing the four agreements, six conditions, and compass in order to engage, sustain, deepen interracial dialogue about race!

20 YEARS

PACIFIC EDUCATIONAL GROUP

FOUR AGREEMENTS

1 Stay engaged.

**2** Speak your truth.

3 Experience discomfort.

4 Expect and accept non-closure.

SIX CONDITIONS

1. Focus on personal, local, and immediate.
2. Isolate race.
3. Normalize social construction and multiple perspectives.
4. Monitor agreements, conditions and establish parameters.
5. Use a working definition of race.
6. Examine the presence and role of whiteness.

The Courageous Conversation Compass
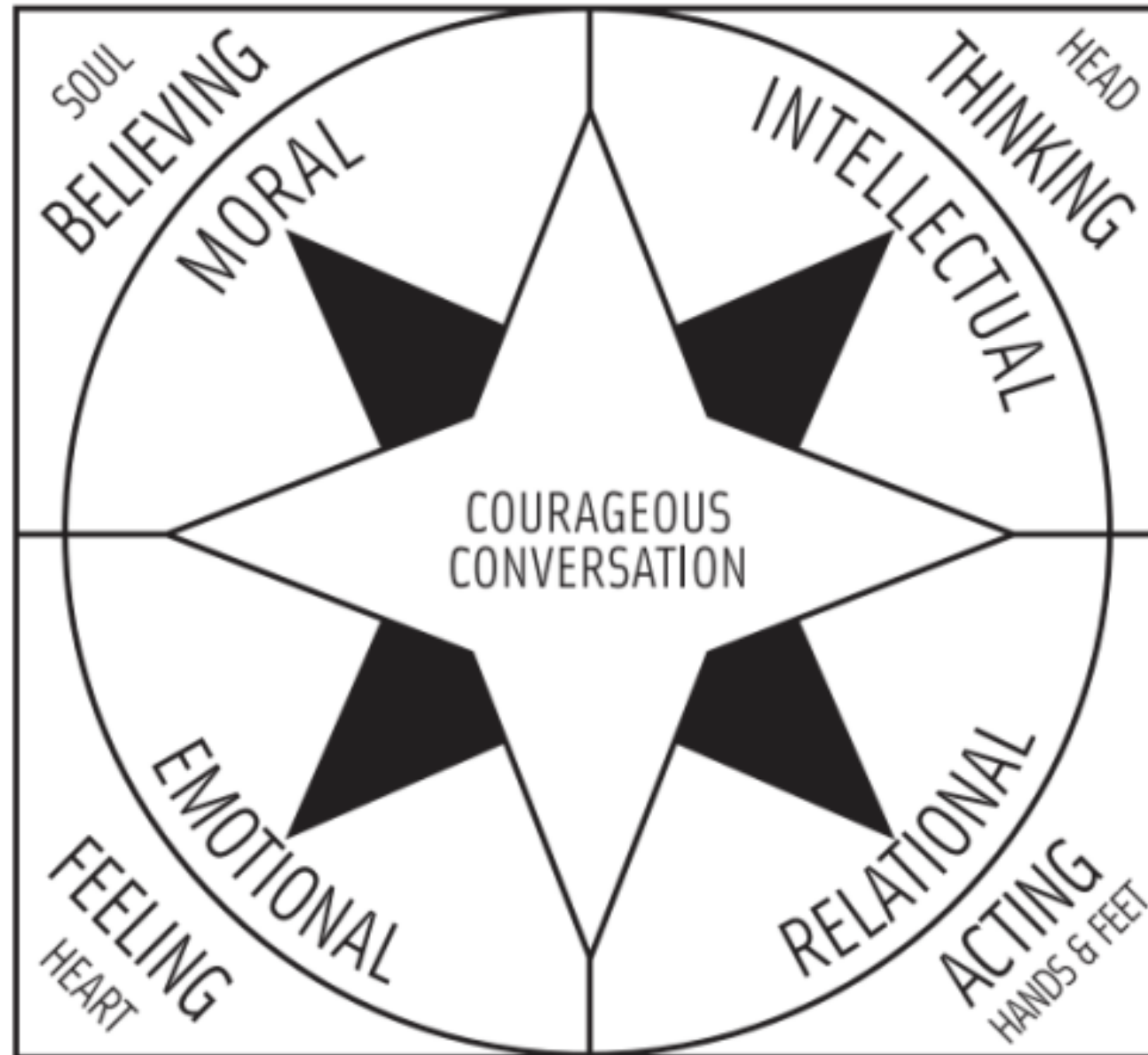
White Supremacy Culture

- Perfectionism
- Sense of Urgency
- Defensiveness
- Quantity Over Quality
- Worship of the Written Word
- Paternalism
- Either/Or Thinking
- Power Hoarding
- Fear of Open Conflict
- Individualism
- Progress is Bigger, More
- Objectivity
- Right to Comfort

Cultural Responsiveness & Inclusion Committee (CRIAC)

- Survey re: diversity and diversity trainings at the county
- Committee formed - 2013
- Road Map – May 31, 2016
  - Create vision
  - Tangle goals
  - Implementation
  - Measures for accountability
  - Keep initiative alive

Commissioner Strategic Priorities

Affordable Living

Climate Action

Equity & Justice

Land & Water Stewardship

Organizational & Financial Stewardship
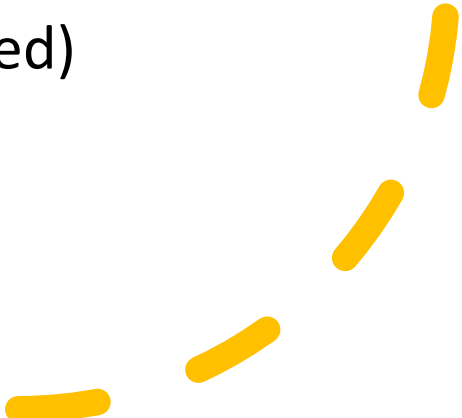

BOARD OF COUNTY COMMISSIONERS

Boulder County

2019-2023
STRATEGIC PRIORITIES

Adopted Dec. 11, 2018

Office of Racial Equity

- "The initial focus of this team will be to help Boulder County support strategy, tools and curriculum to advance racial equity internally."

- Positions
  - Director (In Process)
  - Policy Analyst (On Hold)
  - Teaching and Learning Analyst (Filled)

Government Alliance on Race and Equity (GARE)

Member – Jan. 16, 2019

National network of governments working to achieve racial equity and advance opportunities for all

Trainings and resources

Community Services Cultural Responsiveness & Inclusion (CS CRI)

Meet monthly

Action teams

- Policy
- Affinity Spaces
- Learning Team

Shared leadership

Internal communication

Culturally & Linguistically Appropriate Services (CLAS)

Provide culturally and linguistically appropriate information and services to all member of the community.

Ensure all members of the community have an opportunity to participate and/or receive necessary services and resources available to them.

Provide information and training to BCAAA staff, volunteers, and community.
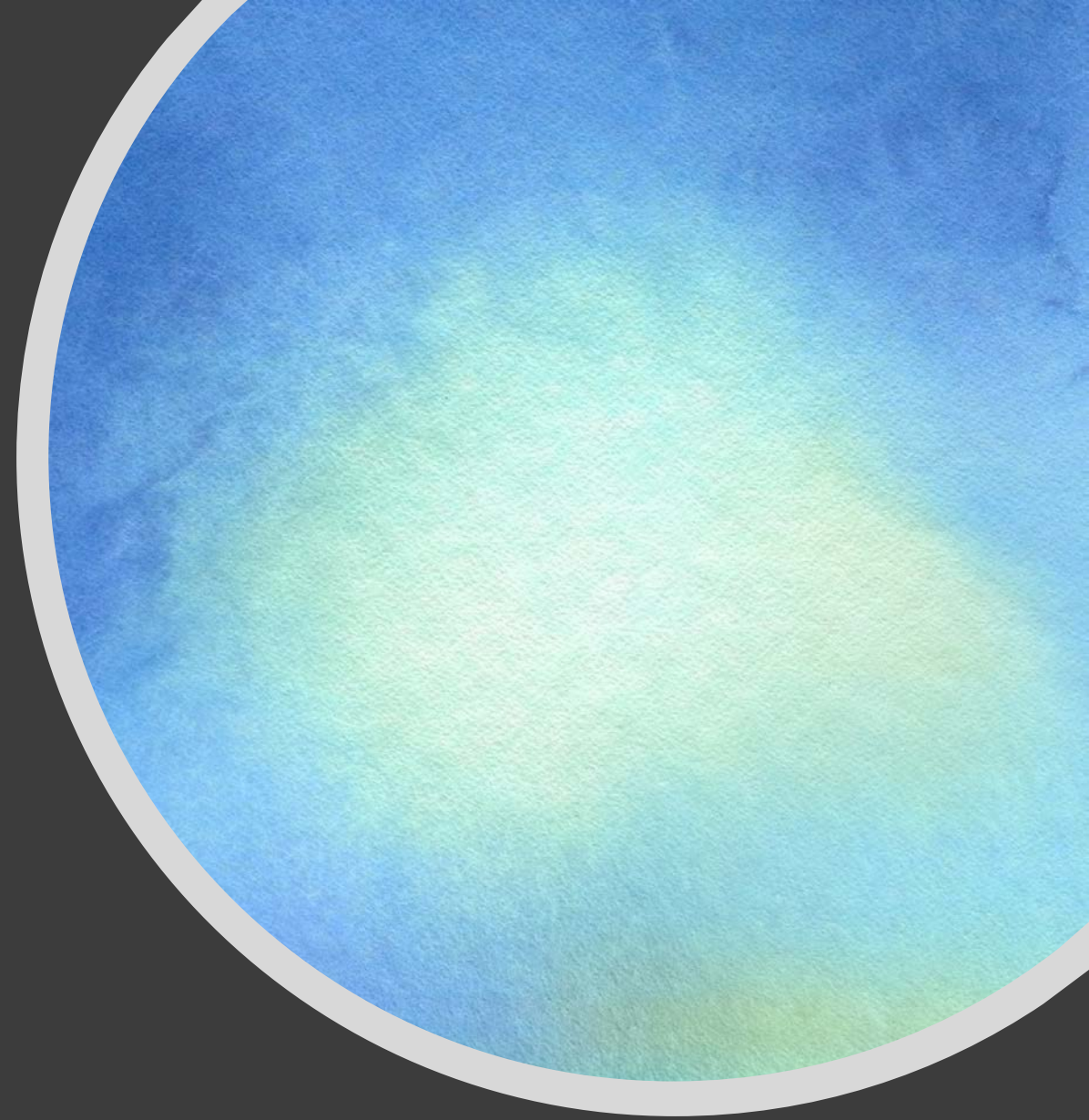
CLAS COMMITTEE AREAS OF FOCUS 2022

Gendered Language/Pronoun Usage

Racial Equity Tool

Courageous Conversations About Race

White Supremacy Culture

Racial Equity Toolkit

- What is your problem statement or problem of practice?

- What is the decision (solution) under consideration?

- Who will benefit from this decision?

- Who will be burdened by this decision?

- Are there strategies to mitigate any unintended consequences of this decision?