

Bridging the Gap: Effective Community Outreach for all Ages

Out & Equal Summit
03 OCT 2018

Interactive Session –
Please have your
phones out.

 Respond at [PollEv.com/laurelarkin872](https://www.poll-ev.com/laurelarkin872)

 Text **LAURELARKIN872** to **22333** once to join, then **A, B, C, or D**

RULES OF ENGAGEMENT (Ground Rules)

We want this to be an informative and helpful session for everyone.

Please do the following:

- Use mobile devices to participate in live polling!
- Silence your phones
- Limit side conversations
- Save shout out questions for the end.



Workshop Panel

- **Ernst & Young LLP**
 - Justin Shafer
- **Garden State Equality**
 - Bianca Mayes
- **GLSEN & SAGE**
 - Gordon Sauer
- **PROUD Business Resource Group (Robert Wood Johnson University Hospital – RWJBarnabas Health)**
 - Jackie Baras
- **Open & Out Employee Resource Group (Johnson & Johnson)**
 - Shane Lacy & Lynette Matson



Workshop Agenda

- Live Polls!
- Bridging the Gap - **REACH!** & **FLASH!** Introduction
- **REACH!** & **FLASH!** Organization Spotlight(s)
- Activation for **REACH!** & **FLASH!**
- Panel Q&A



Poll Question 1

How many LGBTQA Teens consider suicide due to bullying/harassment in school?

A = 1 in 6

B = 1 in 10

C = 1 in 100

D = 1 in 1000



How many LGBTQA Teens consider suicide due to bullying/harassment in school?

1 in 6
1 in 10
1 in 100
1 in 1000

Some Sobering Statistics!

1 out of 6 students nationwide (grades 9-12) seriously considered suicide in the past year.

CDC. (2016). Sexual Identity, Sex of Sexual Contacts, and Health-Risk Behaviors Among Students in Grades 9-12: Youth Risk Behavior Surveillance. Atlanta, GA: U.S. Department of Health and Human Services.



We Can Make a Difference!

The power of a few individuals uniting

Bridging the Gap for LGBTQ
Youth through **REACH!**

Bridging the Gap for LGBTQ
Seniors through **FLASH!**

- A Practical Guide:
 - How to be a community hero
 - Continue to excel in your “Day Job”
 - Maintain your Work/Life balance
- What do we mean by “Hero”?
 - Saving lives!



REACH!

Respect – GLSEN

Educate – Garden State Equality

Advocate – NJ GSAs

Career – Johnson & Johnson

Health – Robert Wood Johnson University Hospital

On-going “Bridging the Gap” events - designed to connect Local NJ community resources to support the journey of LGBT youth as they transition to become contributing adult community members.

The strategy focuses on 5 pillars with the acronym **REACH!**



FLASH!

Financial – Ernest & Young LLP

Legal – Garden State Equality

Advocate – SAGE

Support – Johnson & Johnson

Health – Robert Wood Johnson University Hospital

On-going “Bridging the Gap” events - designed to connect Local NJ community resources to support the journey of senior LGBT as they continue to be contributing community members.

The strategy focuses on 5 pillars with the acronym **FLASH!**



Poll Question 2

Select the correct response.

LGBT youth say their biggest problems in school are:

- a. Lack of family acceptance
- b. Bullying & fear of being out/open
- c. Class, exams and grades
- d. All of the above
- e. A & B

LGBT youth say their biggest problems in school are:

Lack of family acceptance

Bullying & fear of being out/open

Class, exams and grades

All of the above

A & B

Concerns for gender identity take priority in school

Over ¼ of LGBT youth say their biggest problems are not feeling accepted by their family, trouble at school/bullying, and a fear of being out/open while the same percentage of cis-youth say their biggest problems are trouble with class, exams, and grades.

R = RESPECT

A = ADVOCATE



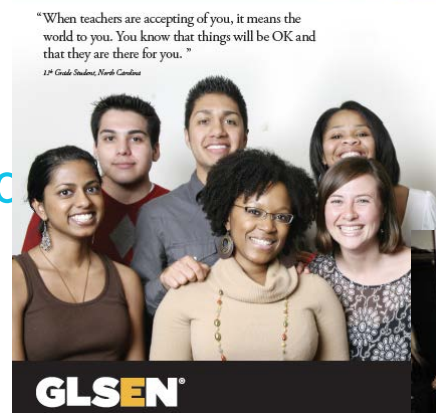
GLSEN[®]

sageSM

Services & Advocacy
for Gay, Lesbian, Bisexual
& Transgender Elders

GLSEN - Championing LGBTQ Issues in K-12 Schools Since 1990

- Conduct original research on the experiences of LGBTQ youth in school
- Effect change locally through 39 Chapters in 26 States
- Support 6,000 GSAs across the country
- Create SHINE Student Leadership Teams
- Organize Day of Silence and Ally Week
- Train thousands of educators every year
- Engage ERGs



GLSEN Central New Jersey

- New Jersey GSA Forum
- Trans Youth Forum
- Student Leadership team—SHINE Team
- Student honor awards
- Train hundreds of educators every year
- Statewide education partnerships
- Safe School Liaison Project



sageSM

Services & Advocacy
for Gay, Lesbian, Bisexual
& Transgender Elders



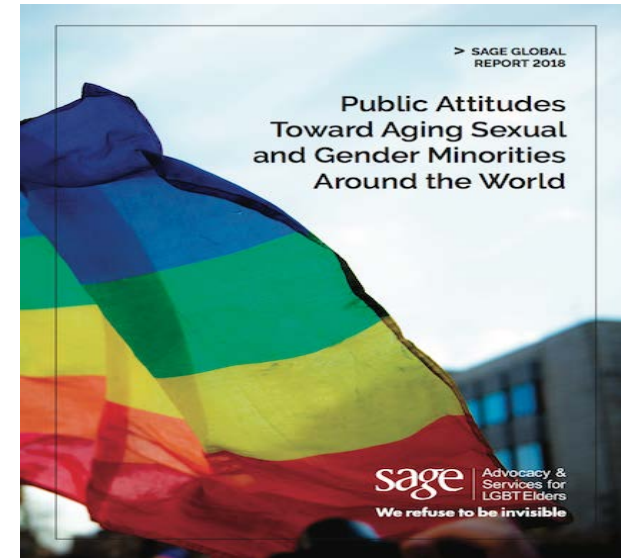
Supporting Lesbian, Gay, Bisexual, and Transgender Older Adults since 1979

© SAGE (Services and Advocacy for GLBT Elders) 2016



SAGE National Programs

- LGBT Senior Centers
- SAGE Works Job Development Programs
- Friendly Visitor Programs
- SAGECare
- LGBT Elder Hotline (1-888-234-SAGE)
- National Resource Center for LGBT Aging
www.lgbtagingcenter.org
- We Refuse to be Invisible : Advocacy by and for LGBT Older Adults
- Publications





FINANCIAL

Ernst & Young

Ernst & Young LLP (EY)

- At EY, we define financial wellness as the ability to make confident, well-informed money-related decisions resulting in financial security for both the short and long term.



FINANCIAL STABILITY AT RETIREMENT

- Seniors striving for financial security need to start with a stable foundation. That foundation serves as a cornerstone to plan and adjust as seniors move through career stages and life events.
- Financial wellness is a lifelong effort. The more guidance seniors receive, the more likely they are to learn and put financial constructs into action. Targeted education, access to personalized learning paths and support from trained financial professionals ultimately lead to seniors who are engaged in their financial lives.

When asked to indicate how they felt about their financial lives on a scale of 1-10 (extremely unwell - extremely well,) two-thirds of respondents rated themselves at 7 or lower.

E = EDUCATE

L = LEGAL



GARDEN STATE
EQUALITY

Garden State Equality – Youth Outreach

Our mission is to provide advocacy program and services that meet the needs of the LGBT community across New Jersey and promote equality for all. We have three initiatives:

Map & Expand, Teach & Affirm, and Pledge & Protect.



Visit our website: www.gsequality.org



Garden State Equality – Youth Outreach

Teach + Affirm Students in New Jersey



- Needs Assessment
- Student Advocacy Services
- Policy Assistance
- Professional Development Trainings
- Curriculum Workshops
- Other Speaking Engagements

Garden State Equality – Senior Legal Efforts

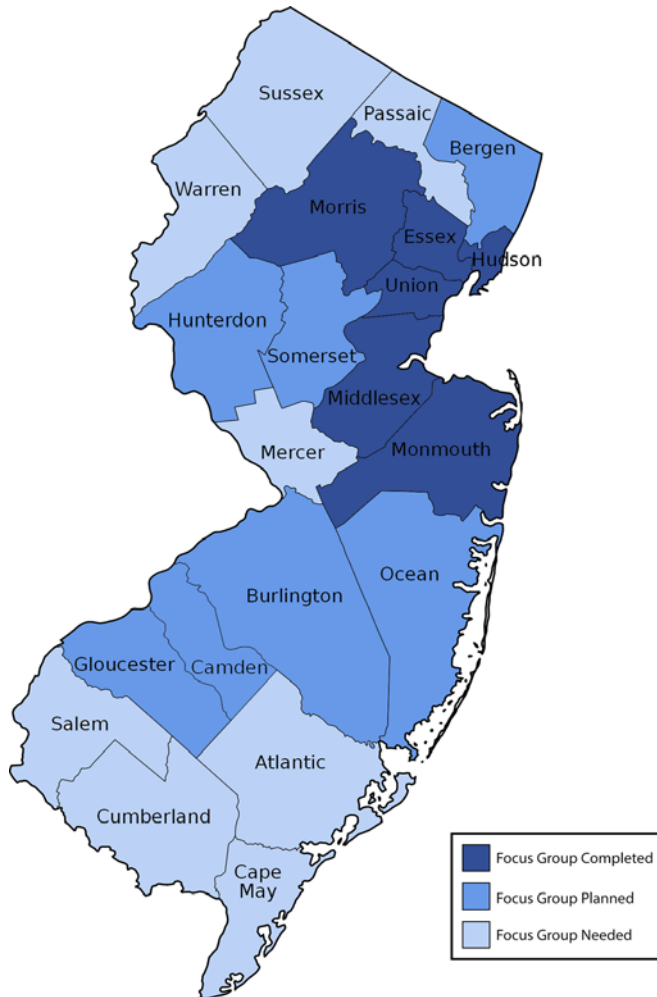
Pledge & Protect LGBT Older Adults

- Needs Assessment
- Focus Groups
- Policy Assistance
- Professional Development Trainings
- Assistance with Forms
- Know Your Rights Training
- Other Speaking Engagements



LGBT Older Adult Focus Groups

A qualitative exploratory study to identify the housing, healthcare and social service need of LGBT older adults.



Our goal is to use the results of the focus group to create a statewide LGBT older adult needs assessment that will be distributed in the near future.

We are hopeful that the results of the statewide needs assessment will aid Garden State Equality to propose a new bill to support sexual orientation, gender identity, and gender expression to the definition of elderly communities that will receive priority resources for our state's Department of Aging.

We are also hopeful to create an LGBT older adult task force.

Poll Question 3

Select the correct response.

There are _____ LGBT people over the age of 50 in the United States.

- a. 80,000
- b. 500,000
- c. 3 million
- d. 25 million

There are _____ LGBT people over the age of 50 in the United States.

80,000
500,000
3 million
25 million

Poll Question 3

There are 3 million lgbt people over the age of 50 in the United States.

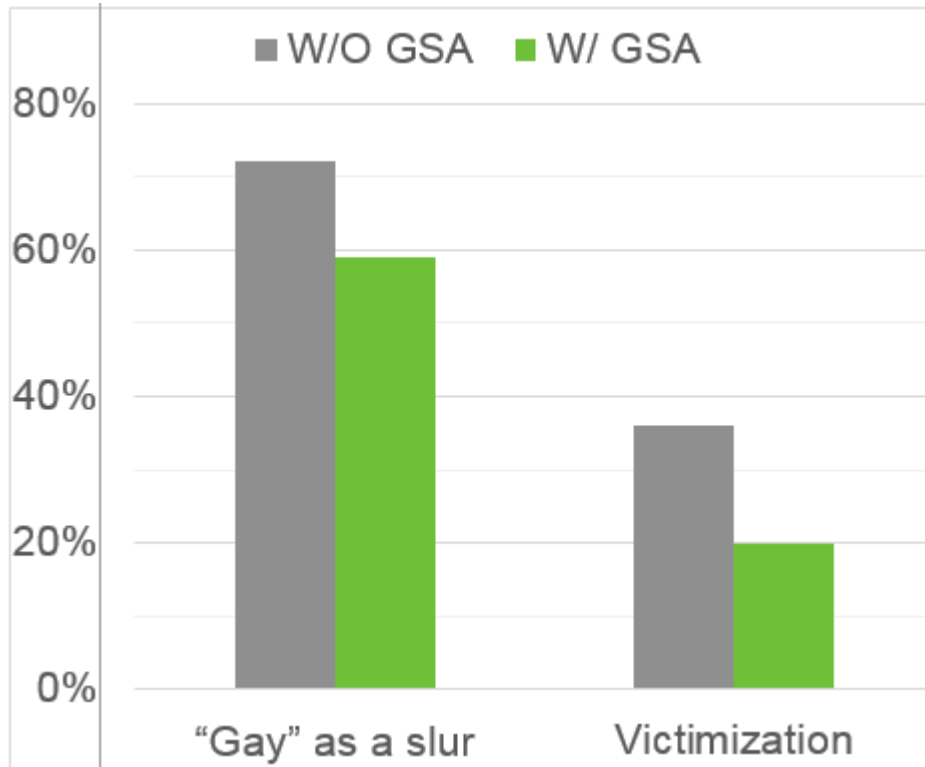


ADVOCATE

**Gay Straight Student
Alliance (GSA)
Faculty Advisors**



Importance of GSA's!



Student quote:

“GSAs are so so so so so important. Queer youth **NEED** to meet other queer youth and it is difficult to do that without a school-established GSA.

I wish there was more protection in creating and allowing a GSA to survive and not having to worry that it will be abolished.”

Kosciw, J. G., Greytak, E. A., Giga, N. M., Villenas, C. & Danischewski, D. J. (2016). The 2015 National School Climate Survey: The experiences of lesbian, gay, bisexual, transgender, and queer youth in our nation's schools. New York: GLSEN.

Our NJ GSA Events!



Poll Question 4

- What are the most common problems LGBT seniors face in hospital settings?
 - A. Fear of disclosing sexuality / relationships
 - B. Incompetent / lack of training among health care professionals
 - C. Inappropriate preventive care, screening and treatment
 - D. Lack of family support / rejection by family
 - E. All of the above



What are the most common problems LGBT seniors face in hospital settings?

Fear of disclosing sexuality / relationships

Incompetent / lack of training among health care professionals

Inappropriate preventive care, screening and treatment

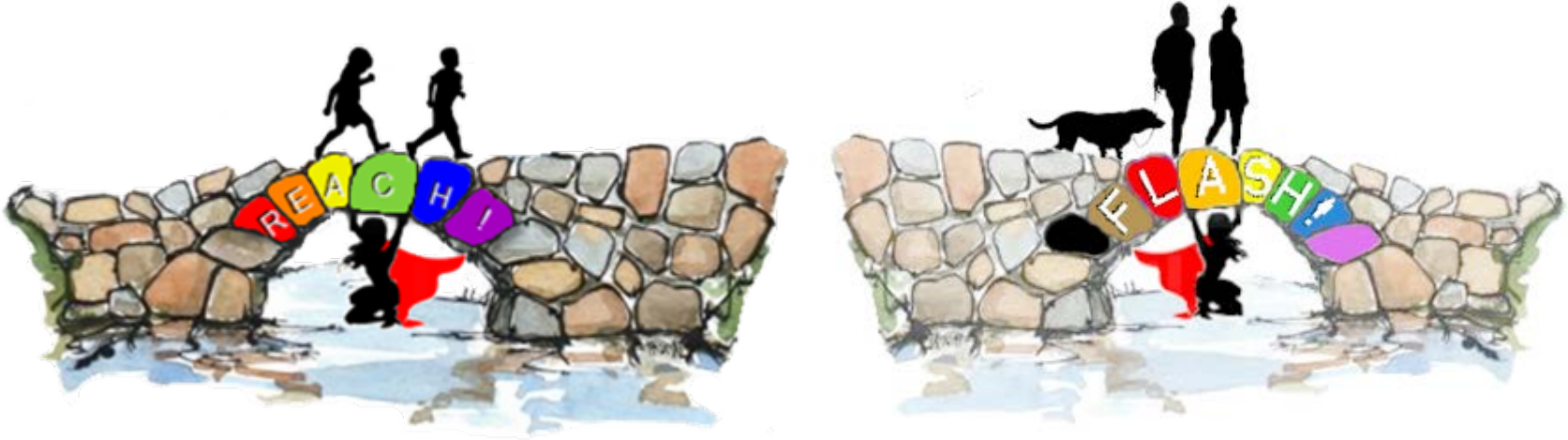
Lack of family support / rejection by family

All of the above

Poll Question 4

- All of the above are common problems LGBT seniors face during a hospital stay.

H = HEALTH



Robert Wood Johnson University Hospital

proud  PROMOTING
RESPECT, OUTREACH,
UNDERSTANDING, AND DIGNITY

RWJB – YOUTH HEALTH

Robert Wood Johnson | RWJBarnabas
University Hospital | HEALTH
New Brunswick & Somerset

proud PROMOTING
RESPECT, OUTREACH,
UNDERSTANDING, AND DIGNITY

**2017 Business Impact Winner
Diversity Best Practices, Network and Affinity
Leadership Congress (NALC)**

PROUD FAMILY HEALTH

Robert Wood Johnson University Hospital Somerset is the first hospital in New Jersey to offer specialized primary care services for the LGBTQIA community at our PROUD Family Health at RWJ Somerset Family Practice. We are committed to providing a safe and supportive environment where you can get the medical care you need at all stages of your life.

Our services include:

- Primary medical care for children and adults
 - Hormone therapy and monitoring
 - HIV care
 - Referrals for specialty services, such as behavioral health services
 - Health education and counseling
 - Support groups

Our office hours are Mondays from 6 to 9 p.m.
To schedule an appointment, please call
1-855-PROUD-FH (1-855-776-8334)

PROUD TRANSITIONS TRANSGENDER FAMILY SUPPORT GROUP



PROUD TRANSITIONS TRANSGENDER FAMILY SUPPORT GROUP

3rd Thursday of Each Month

7 - 9 p.m.

RWJB – SENIOR HEALTH

Robert Wood Johnson
University Hospital

New Brunswick

RWJBarnabas
HEALTH



New Jersey's largest academic healthcare system, providing treatment and services to more than three million patients each year. There are 7/11 Hospitals are designated as 2018 LGBTQ Healthcare Equality Leader by the Human Rights Campaign

proud

PROMOTING
RESPECT, OUTREACH,
UNDERSTANDING, AND DIGNITY



- PROUD Business Resource Group (BRG)
- PROUD Family Health- 1st LGBT Clinic in NJ
- PROUD Transitions- 1st Transgender Family Support Group
- PROUDLY ME- 1st Transgender Edu-port Program
- PROUD Community Advisory Panel
 - Policy and Procedure
 - Long Term Care Facilities
 - PROUD Transgender Surgical Program- November

C = CAREER

S = SUPPORT



Johnson & Johnson

Open & Out ERG

For colleagues
who are
open-minded
& **out** to make
a difference.





For over a century, Johnson & Johnson has been pioneering healthcare innovation in fields ranging from dental care to cutting-edge cancer treatments.

Our **O&O** Mission - Johnson & Johnson will be the employer of choice for LGBTQ persons by creating a respectful environment that supports all in feeling proud, integrated and secure.



Diversity Matters!



Johnson & Johnson

open&out

- Started 2003
- 1620+ members worldwide (LGBT and Allies)
- 50 Global Chapters



Total Chapters: 50

NA: 31

APAC: 7

LATAM: 2

EMEA: 10



JOHNSON & JOHNSON – CAREER & SUPPORT

- Host Site – Conference Setting, Audio/Visual Equipment, Food, Swag, Fun, Educational Materials
- Developed the program with Not for Profit Community Partners
- Recruit other community partners for **REACH!** & **FLASH!** pillars
- Assist Not for Profit Community Partners in obtaining high quality experts to lead discussions and provide resources for topics of concern
- Be passionate in our efforts to help!
 - Company site visits by High School students to experience careers 1st hand.
 - **“You can’t be what you can’t see!”**
 - Hosting Gen Silent or Love Wins Viewing Event
 - <https://www.theclowdergroup.com/gensilent>
 - <https://www.youtube.com/watch?v=r-tHPtRz-SQ>

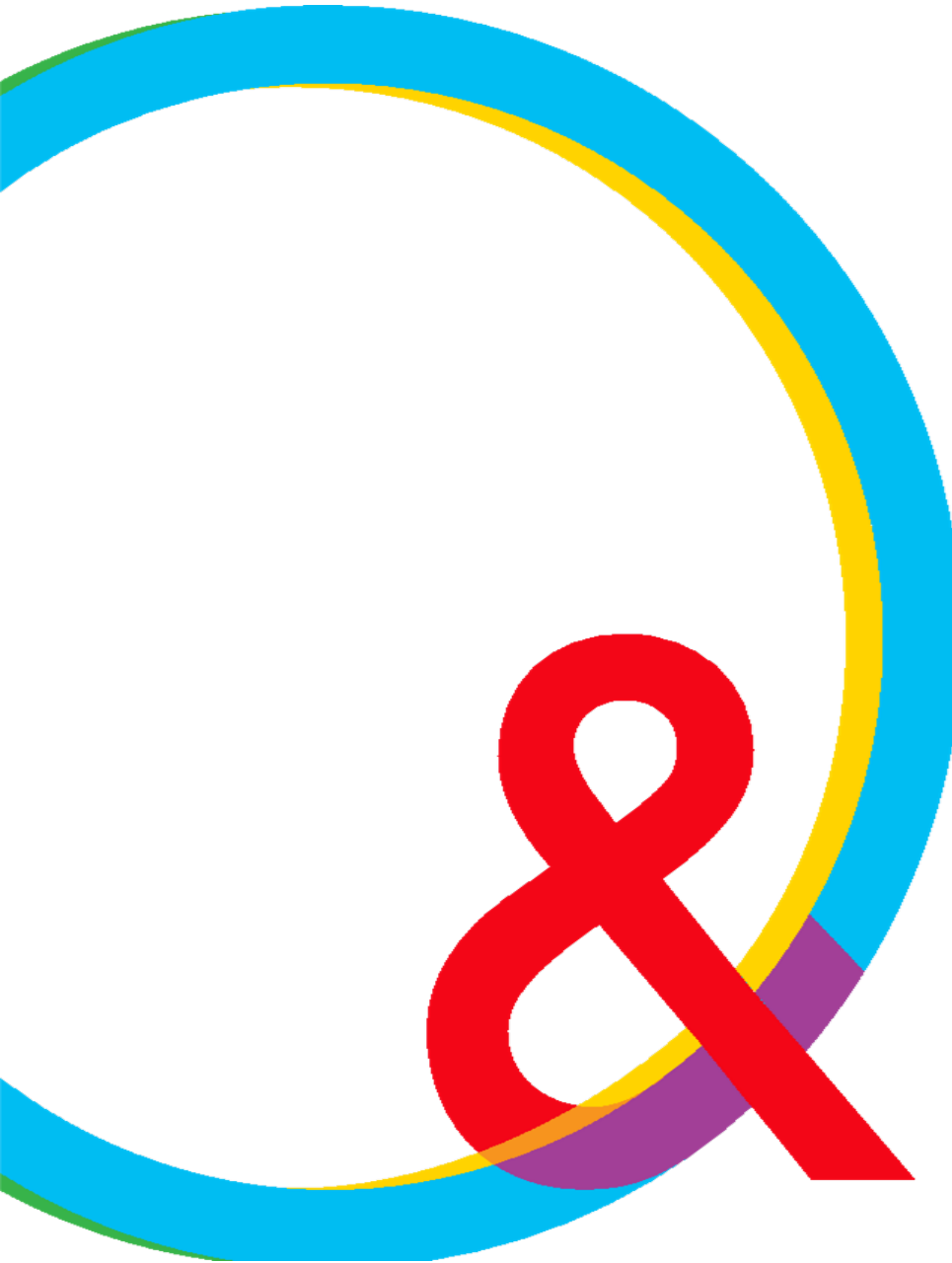


O&O CIRCLE of INFLUENCE for BtG REACH! & FLASH!

EVENTS	2013	2014	2015	2016	2017	2018
NJ GSA Forum	380 attendees	420 attendees	450 attendees	550 attendees	750 attendees	825 attendees
BtG REACH! Event	1 Event 5 advisors (20 students) = 100 students	1 Event 9 advisors (20 students) = 180 students	2 Events 30 advisors (20 students) = 600 students	2 Events 40 advisors (20 students) = 800 students	2 Events 45 advisors (20 students) = 900 students	2 Events 50 advisors (20 students) = 1000 students
BtG FLASH! Event	N/A	N/A	N/A	N/A	N/A	1 Event 30 LKOL* (20 seniors) = 640 seniors
GSA Site Visit	2 high schools (40 students)	3 high schools (60 students)	2 high schools (40 students)	2 schools (40 students)	1 school (20 students)	2 schools (40 students)
open&out Internal Summit	125 associates	150 associates	200 associates	150 associates	250 associates	300 associates
Additional open&out PR Events	40 people	85 people	115 people	140 people	175 people	250 people
YEAR TOTALS	645 people	810 people	1290 people	1540 people	2095 people	3055 people
TOTAL	~9435 LGBTQA Youth & Seniors within open&out Circle of Influence					

* = Local Key Opinion Leader





**ACTIVATION
THROUGH**

REACH!

Or

FLASH!



Making a Difference Together!

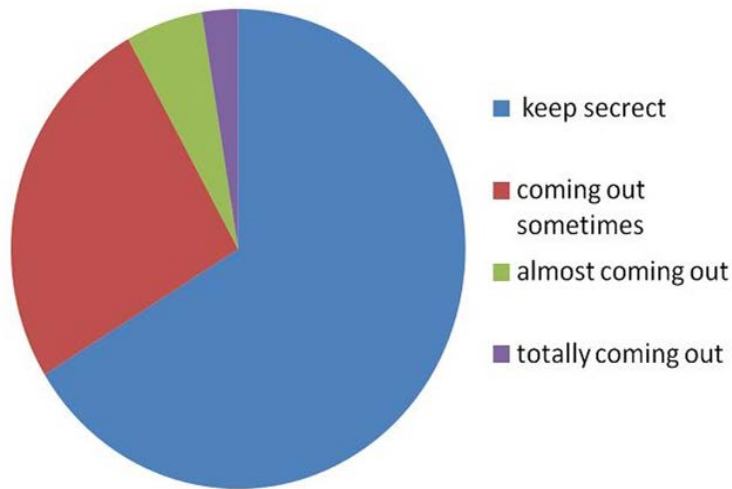
Partner with Not for Profit, ERG/BRG Organizations to support your local Youth and Seniors

Host a Community based Bridging the Gap – REACH and/or FLASH! Event at your site



Our Perception Comes from What We See!

If we have not visited a High School or Senior Living Center – what do we think is going on there?



Student Survey - Institute for Studies of Society, Economy and Environment (iSEE) 2009

The [National Resource Center on LGBTQ Aging](#) found that 8 of 10 respondents — felt that they couldn't be out in senior housing due to the risk of discrimination. 90% believed that staff would mistreat them if they knew about their LGBTQ status.

A [San Francisco's LGBT Aging Policy Task Force](#) study found that 15% of the surveyed seniors had “seriously considered” ending their lives within the past year.

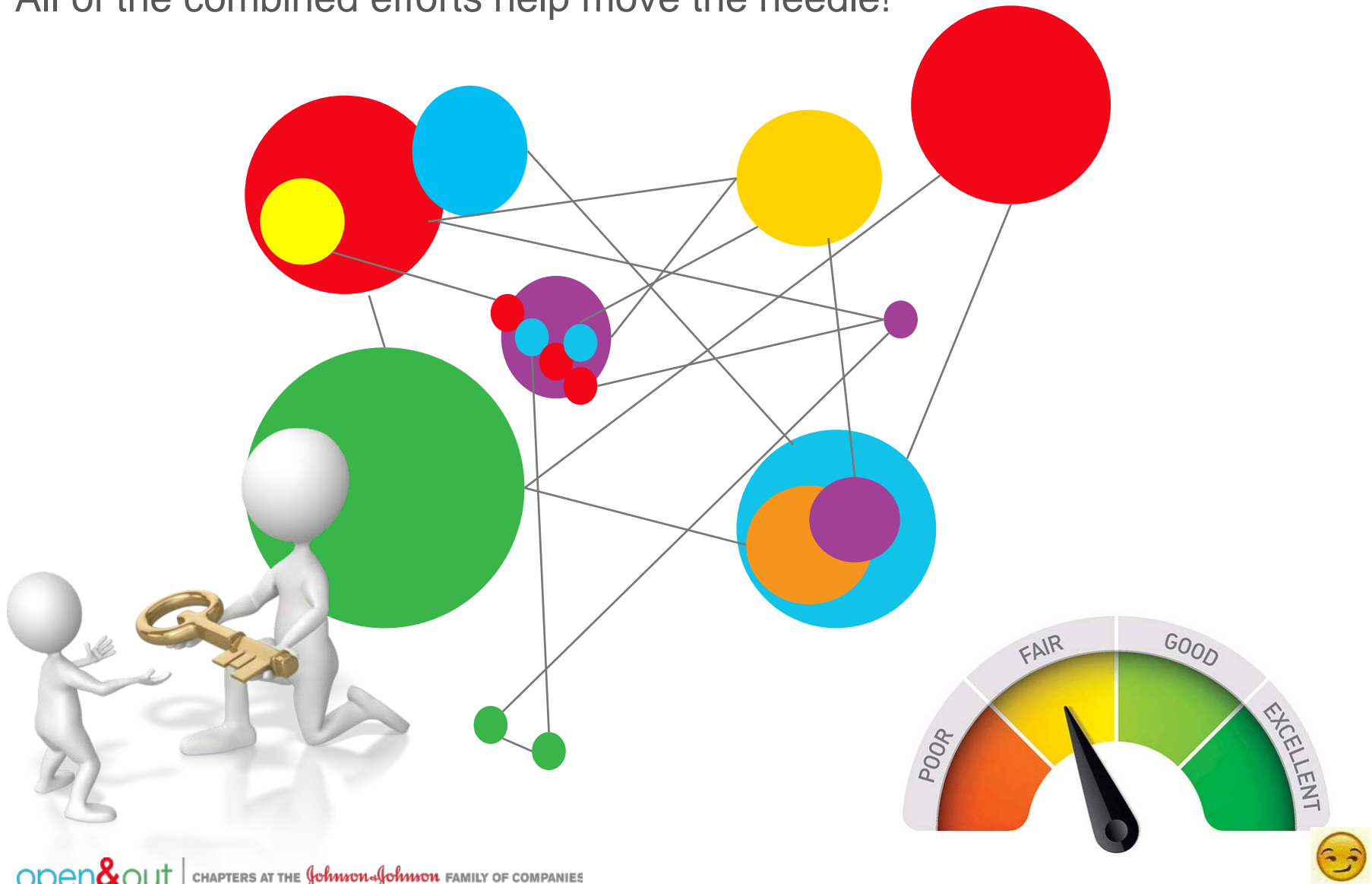


Horton hears a Who! By: Dr. Seuss

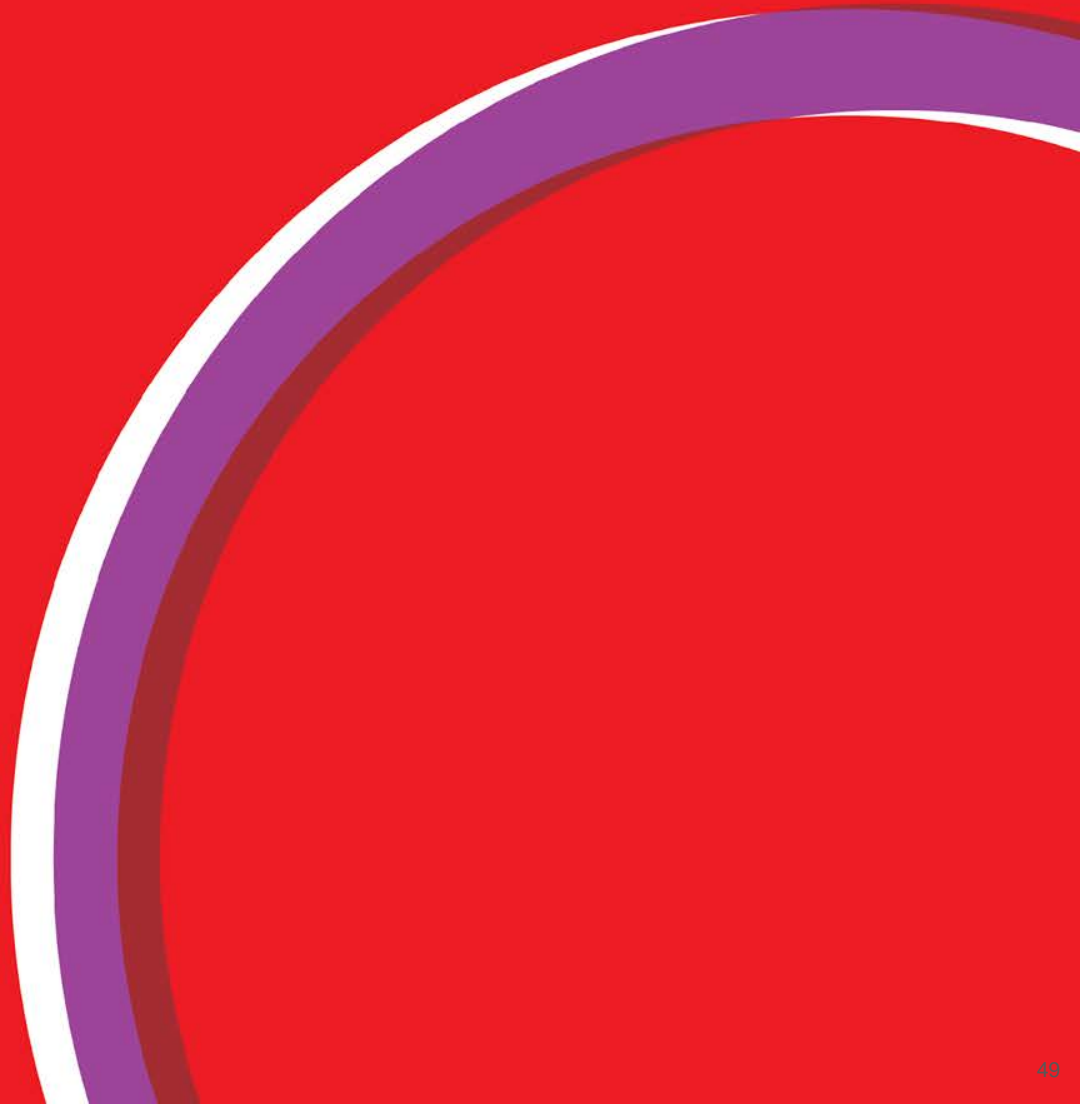


INTERSECTIONALITY IS THE KEY!

All of the combined efforts help move the needle!



**THANK
YOU!**



QUESTION & ANSWER PANEL



1st Level of Activation

(Adopting a High School GSA)

- Find your local GSA
 - Call the office of your local High School
 - Get a GSA contact list from an LGBTQA School Advocate (Ex. GLSEN)
- Ask the GSA how you can help.
- Attend community events as a volunteer or an attendee. (e.g. GLSEN NJ GSA Forum).



2nd Level of Activation

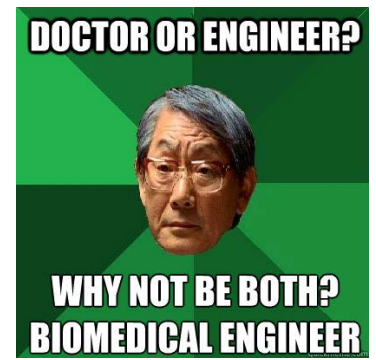
(GSA Community Engagement)

- **GSA Site Visits (Your's and Their's)**
 - Start with being your authentic selves! 1 slide
 - Bring food and drinks
 - Be open to questions – all of them no matter how far ranging (within professional propriety of course)
 - Arrange for site tours and shadowing programs
 - Set up a mentorship program





Shane Lacy



- Be who you are and say what you feel, because those who mind don't matter and those who matter don't mind.

Dr. Seuss



EVE





LAURE LARKIN

“REMEMBER, NO ONE CAN MAKE YOU FEEL INFERIOR WITHOUT YOUR CONSENT.” ~ELEANOR ROOSEVELT



3rd Level of Activation

(Bridging The Gap – REACH!)

- Host a community wide event at your site
- Representative speakers for each REACH pillar focused on GSA audience guided topics
- Provide community connection insights and activities to help GSA advisors

