

Friends Foundation for the Aging

Year-end Report & Reapplication Proposal Form

(limit 3 pages)

Date: March 12, 2024

Organization: Center for Modern Aging Princeton (previously PSRC)

TIN & Formal organization name: 22-2228083 Center for Modern Aging Princeton

Contact name, phone, email: Barbara Prince, Grants Officer, 609-751-9699 ext. 107

Amount requested: \$6,830

Project title: Aging Gaily & Promoting Greater LGBTQ+ Social Awareness: Continuation of D.E.I. expansion and growth in LGBTQ+ programming.

(Please answer the following questions clearly and concisely:)

1. What is the problem you identified? Has it changed?

While New Jersey has made strides in LGBTQ rights and protections, older LGBTQ individuals may still face challenges in accessing healthcare, housing, and social services that are affirming and sensitive to their needs. We have recognized that this lack of access can further isolate older members of the gay community from essential support networks. Many individuals in the LGBTQ community are reverting to hiding their identities due to the lack of welcoming and inclusive environments in certain facilities or programs. According to Gallup Daily Tracking Survey 4.1% of New Jersey residents identify as LGBTQ, and of that 9% are aged 65 and older. Although a small percentage of the overall population, the older adult LGBTQ community deserves our unwavering support and advocacy. We recognize that members of the community often face discrimination, prejudice, and exclusion in various settings. To combat this problem, CMAP is determined to create inclusive environments where individuals can express their identities without fear of judgement or harm.

2. What actions did you take to address the problem?

With funding assistance from the Friends Foundation for the Aging our Aging Gaily group has melded into an engaging and committed group. For just over a year CMAP has worked to allay some of these barriers by proactively addressing these concerns within our new and active Aging Gaily support group.

In doing so, Aging Gaily holds twice monthly meetings with over 20+ participants. One meeting focusing on social activities and the alternate meeting hosting a topical discussion with guest speakers. As participants have become more engaged with CMAP some individuals have sought out additional support and resources from our social services team.

Guest speakers in finance, investing, and legal matters have presented on current regulations that affect non-traditional partnerships. Additional programs already scheduled include estate planning, and comprehensive sessions on healthcare/ HIPPA rules, long-term care options, and Medicare/ Medicare regulations all to increase participants access to resources and programs.

To increase outreach and engagement in the Aging Gaily group CMAP has promoted the group's activities through our website and newsletter, social media, and local media outlets. The group has also partnered with the Bayard Rustin Center for Social Justice to expand our reach as well as learn best practices and engage with their programs. CMAP's Aging Gaily group participated at Princeton's Community Pride Picnic celebration, setting up a dedicated table; three new members joined as a result. Our continued presence at the Pride Picnic serves as a platform to showcase the vibrancy of our LGBTQ+ senior community, encouraging inclusivity and visibility.

CMAP applied to become a SAGECollab partner; membership is pending approval from SAGE. This collaboration would result in CMAP staff being included in monthly meetings regarding policy actions, regional support, and ways to include and engage with the aging BIPOC LGBTQ+ community.

3. What did you learn? Will you make any changes in the coming year?

Ageism exists within LGBTQ communities, where there is greater focus on youth culture and a lack of inclusion or recognition of the needs of older LGBTQ individuals. We have found this can lead to older adults feeling marginalized within their own communities, contributing to their isolation. To ensure that our whole staff is better prepared and more sensitive to recognizing these prevailing cultural patterns, CMAP has instituted SAGE Cares online diversity training as part of our employee onboarding process.

To further our progress in diversity, equity, and inclusion (D.E.I.) we are looking to provide additional training for our social service and leadership members to further illuminate specific topics such as asking inclusive demographic questions, and educating the staff and community about HIV and aging, transgender issues in aging, etc. The cost of training is included in this proposal.

- a. SAGE Cares is a four-hour interactive training program for team members that paints a nuanced picture of the needs, concerns, and culture of LGBTQ+ older adults and provides actionable resources for organizational improvement. Participants leave with an understanding of why LGBTQ+ older adults are less likely to access sufficient health and social services and obtain best practices and procedures for helping them feel more included in an organization's community. (excerpt from SAGE Diversity website).

4. How have you engaged any partners/collaborators in implementation or funding? Have you considered how to sustain the program?

The CMAP Aging Gaily program coordinator frequently monitors and engages with the Bayard Rustin Center in Princeton to share program information and engagement when they align with the interests expressed by members of our group.

Last summer, CMAP submitted a proposal to the Leonard-Litz Foundation and received partial funding towards this initiative in November 2023. This funding, along with funds from the Friends Foundation for the Aging, provides valuable support covering both staff time and group activities. CMAP believes that this is an important and crucial initiative and plans to continue to promote and expand our outreach to the LGBTQ+ community. We will continue to submit grant applications toward securing additional funding for this, and other opportunities, that promote increased diversity among our community to ensure a vibrant and inclusive center.

5. How do you know your actions had an impact? Please describe those who participated, outputs and outcomes. Stories or photos are welcome.

As the group continues to take shape, more individuals are sharing their experiences, forging connection, and receiving mutual support. Members of the older LGBTQ+ community are finding a safe and affirming space at CMAP; already the group has doubled from its initial start with 10 members. Facilitated by a variety of trained professionals, the group focuses on addressing the unique challenges faced by older LGBTQ+ individuals, including issues related to aging, health, and social connections.

“I am so glad I found this group. Being new to the area, this group helped lead me to new friends and meet neighbors!” -Jack

In addition, CMAP's commitment to community development extends to our social service staff, who are actively guiding three MSW interns through their in-service assignments. This initiative not only strengthens our internal capabilities but also contributes to the overall well-being of the LGBTQ+ community by nurturing the next generation of professionals dedicated to providing inclusive and compassionate support.

6. Is there anything else you would like FFA to know about this project?

In planning the coming year's activities our Aging Gaily group has placed a number of activities on the calendar – some items are with the intention of publicizing the groups existence with the goal of engaging new members:

- Group outing to see The Drag at ActorsNet in Morrisville, PA (May 2024)
- Hire Bill Singer, gay attorney, to present to wider community about LGBTQ+ legal concerns and estate planning.
- CMAP subscription to OutNJ magazine, at least 10 issues per distribution cycle to add to our library
- CMAP Aging Gaily branded materials for distribution at Pride Picnic, CMAP Pride events, and Bayard Rustin Center for Social Justice
- Group would like to have similar event as last year- hire an ice cream truck, have snacks, show a LGBTQ film.

7. Feedback on your interaction with FFA would be helpful. Are there ways we can help beyond the grant?

The Friend's Foundation's commitment in funding and providing collaborative suggestions for addressing unique challenges faced by older individuals is recognized and appreciated. Recognizing and supporting our mentorship opportunities for interns- specifically in the expanse of LGBTQ+ issues, reflects a dedication to long-term community well-being and resilience in this area.

8. Include a simple program budget/actual with income and expenses (eg. staff, program supplies, travel, etc.) for both last year and next.

3/2024 CMAP Request to: Friends Foundation for the Aging. Aging Gaily & Promoting Greater LGBTQ+ Social Awareness	
Expenses	2024 Request
CMAP-social services for LGBTQ group guidance (including intern mentorship/supervision)	\$3,560
SAGE Diversity Advanced Training (per person \$259 x 6 employees	\$1,555
Guest Speaker honorarium	\$300
OutNJ Magazine subscriptions 10 - (3 print +7 online)	\$165
LGBTQ presentation materials - movie rentals, pamphlets, & Aging Gaily branded materials for distribution	\$450
Marketing - social media & local news publications	\$475
Pride event held at CMAP - social events refreshments, decorations, misc.	\$325
Total Project Budget	\$6,830

Prior Year Budget Request:

3/2023 PSRC REQUEST: Aging Gaily - Social Support Group Letter of Interest to the Friends Foundation for the Aging		
2023 Requested Budget from Friends Foundation \$4,790/ Awarded \$2,500	2023 Funds Awarded \$2,500	2023 Proposed Budget Request
PSRC-social services for LGBTQ @ .03% + benefits	\$1,600	\$3,115
LGBTQ presentation materials on from outside sources -movie rentals, pamphlets, guest speakers.	\$375	\$550
Marketing - social media & local publications	\$225	\$800
Pride event held at PSRC - refreshments, decorations, misc.	\$300	\$325
Total Project Budget	\$2,500	\$4,790

4/15/23 - funded Aging Gaily - \$2,500

9. Has your 501c3 status changed? No

CMAP – Aging Gaily photos:

