

LGBTQ ELDER CULTURAL RESPONSIVENESS TRAINING

2-50-120 Purpose and intent.

The purpose of this Article III is to ensure that: (1) the Department provides mandatory cultural responsiveness training to employees of its Senior Services Division; (2) programs administered by the Senior Services Division are culturally responsive to the experiences, needs and concerns of LGBTQ elders; (3) LGBTQ elders feel safe and comfortable accessing services provided by the Senior Services Division; and (4) LGBTQ elders do not experience discrimination or invalidation when accessing such services.

2-50-130 Definitions.

As used in this Article III:

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"Commissioner" means the Commissioner of Family and Support Services or the Commissioner's designee.

"Cultural responsiveness training" means a comprehensive training program that focuses on: (1) the unique experiences, needs and concerns of LGBTQ elders; (2) preventing or eliminating: (i) discrimination against LGBTQ elders based on sexual orientation or gender identity, and (ii) invalidation of LGBTQ elders' expressed thoughts, opinions, feelings or concerns pertaining to sexual orientation or gender identity; and (3) improving access to services for LGBTQ elders and their caregivers.

"Department" means the Department of Family and Support Services established under this Chapter.

"Employee" means any person hired or otherwise retained by the Department to work in the Senior Services Division, whose job responsibilities require such person to interact with or provide services to LGBTQ elders.

"Existing employee" means an employee as of the effective date of this Article.

"Invalidation" means rejecting, ignoring, dismissing, devaluing or judging a LGBTQ elder's expressed thoughts, feelings, opinions or concerns.

"LGBTQ elder" means any person 50 years of age or older who self-identifies as lesbian, gay, bisexual, transgender, gender non-conforming, non-binary or queer, or who otherwise describes their sexuality or gender identity in a manner that places them in a minority when compared to the sexuality or gender identity of the general population.

"New employee" means an employee on or after the effective date of this Article.

"Senior Services Division" or "Division" means the Senior Services Division of the Department or

its successor division.

2-50-140 Training - Required.

All employees in the Senior Services Division shall be required, at least once every two years, to complete cultural responsiveness training in the manner, and on a timetable, prescribed by the Commissioner. The initial training of existing employees shall commence no later than 90 days after the effective date of this Article. If practicable, as determined by the Commissioner, new employees shall receive cultural responsiveness training prior to commencing employment in the Senior Services Division or, if not practicable, as soon as reasonably possible after commencing employment in the Division.

2-50-150 Program - Guidelines.

The Commissioner may either: (1) establish an in-house cultural responsiveness training program administered by the Department for employees of the Senior Service Division, or (2) enter into an agreement, in accordance with subsection (q) of Section 2-50-040, with a public entity, private entity or individual qualified to provide cultural responsiveness training to employees of the Senior Services Division. Provided, however, that if the Commissioner opts to establish an in-house cultural responsiveness training program, the Commissioner shall: (i) consult with the head of the Senior Services Division to identify an appropriate public entity, private organization or individual that advocates for LGBTQ Elders; and (ii) consult with such entity, organization or individual to develop the Department's in-house cultural responsiveness training program. Provided further, that if the Commissioner opts to establish an in-house training program, but fails to develop and implement such program within 90 days of the effective date of this Article, the Commissioner shall enter into an agreement, in accordance with subsection (q) of Section 2-50-040, with a public entity, private entity or individual qualified to provide cultural responsiveness training until such time that the Department's in-house training program is developed and implemented.

SECTION 3. This ordinance shall not be construed to create a private right of action.

SECTION 4. This ordinance shall take full force and effect upon its passage and