

OSPN Inclusion Committee Terms of Reference



**OTTAWA
SENIOR
PRIDE
NETWORK**
Generations of Pride
**RÉSEAU
FIERTÉ
DES AÎNÉ(E)S
D'OTTAWA**
Génération de fierté

The Inclusion Committee is dedicated to moving toward health equity for our community by working for inclusive policy development and implementation. . It is well known that older LGBT adults, indeed all LGBT people of all ages, endure disparities in their health outcomes and often remain invisible in health and social care services. We work to ensure that these disparities and the special needs of our community are acknowledged and addressed by the providers of health services, social services, and long-term care facilities.

We undertake initiatives in a range of activities as follows:

- Advocating for the explicit inclusion of LGBT people and their particular needs in the development and implementation of health care policy and implementation at all government levels;
- Advocating for demographics that include sexual orientation and gender identity to provide evidence-based decision making on our health issues and gaps in the system;
- Establishing and maintaining positive working relationships with the Champlain Local Health Integration Network and other service providing organizations;
- Identifying specific health inequities and strategizing means of addressing them;
- Identifying emerging issues that might affect LGBT older people;
- Increasing visibility of our community by partnering and networking with service providers and other organizations that are compatible with our values;
- Raising awareness of the needs of LGBT older adults by speaking out on the issues, representing the Ottawa Senior Pride Network at the relevant planning tables, and ensuring that our voice is heard in consultations and decision making;
- Fostering research on the health and social services needs of older adult LGBT people; and
- Working to reduce barriers that prevent enable queer seniors to be both safe and visible in care facilities, by advocating for cultural competence and reducing systemic heterosexist attitudes and assumptions.

Membership: LGBT seniors (over 50), allies, and others who skills are required

Operations: The committee acts as a collective with shared leadership.

Meetings: Quarterly or more often as needed