

How to Better Serve LGB and T Older Adults: Is Your Practice LGBT Welcoming?

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What We'll Cover

- Key Terms
- Facts and Figures
- LGBT History
- Best Practices
- Training & Resources





Key Terms

- LGBT
- Lesbian
- Gay
- Bisexual
- Transgender



Transgender

- People whose gender identity differs from the gender assigned at birth.

Transwoman
Born Male,
Live as Female

Transman
Born Female,
Live as Male

- Cisgender



Terms to Avoid

- Homosexual
- Queer
- Lifestyle
- Sexual Preference



How many LGBT 60+?



Services & Housing



- Most LGBT seniors prefer fully integrated services and housing
- Increasing number of LGBT seniors living openly, many with spouses and partners
- Handful of residential communities cater to older LGBT adults



Edith Windsor, b. 1930

- 1954. McCarthy Trials target “sexual perverts” for harassment and termination from government jobs. **Edith is 24**
- 1969. Stonewall Riots begin the gay rights movement. **Edith is 39**
- 1973. APA removes homosexuality from its list of mental disorders. **Edith is 43**

Adapted from
SAGE



Edith Windsor

- 1997. Ellen DeGeneres comes out publicly as a lesbian. **Edith is 67**
- 2007. Edith marries Thea Spyer, her partner of 43 years, in Ontario Canada. **Edith is 77**
- 2013. United States v. Windsor struck down section three of the Defense of Marriage Act. **Edith is 83**

Adapted from
SAGE



Impact of LGBT History

- Hesitant or fearful to disclose LGBT id
- Afraid of abuse or substandard care
- Rely on families of choice/friends for care

Vertical Caregiving



Horizontal Caregiving





Isolation

- Live Alone (1.5X)
- No Children (4X)
- No Caregiver (2X)



Beliefs About Long Term Care

- 89% staff would discriminate
- 81% peers would discriminate
- 77% peers would isolate
- 53% staff would abuse

LGBT Older Adults in Long-Term Care Facilities: Stories from the Field



Reluctance to Access Services

- LGBT elders are 5 times less likely to access social services than larger population
- Tend to wait for crises
- Feel need to return to closet
- Assume straight & cis gendered

Scenarios





- Merrilee Weathers is a short-term resident at the convalescent center you manage. She is a male-to-female transgendered person who has not had sex reassignment surgery. What do you tell the staff members who will be assisting her with baths and other personal hygiene activities? And at the moment, all your single rooms are taken, so she will need to share a room with another resident. Will you place her with a male or female roommate? And what, if anything, do you tell her roommate?



- A lesbian is convalescing at the care center that you manage. Her partner comes to visit regularly. They are openly affectionate with each other. The staff, the other residents, and their guests complain about their behavior. What do you do?



Bullying in the dining room?



What Can You Do?



What Can You Do?

We do not discriminate on the basis of:

- Age
- Race
- Sex
- Religion
- National Origin
- Language
- Education
- Marital Status
- Sexual Orientation**
- Gender Identity**
- HIV Status or
- Disability





Best Practices

- Incorporate questions related to gender id and sexual orientation into your resident/client/participant orientation process
- Include pictures of LGBT older adults in advertising materials and on your web site.





Best Practices

- Provide and honor active inclusion programs and events, and holidays within your organizations, not just for your residents/clients/participants, but also for your staff.



SAFE ZONE



This space

RESPECTS

All aspects of people including race, ethnicity, gender expression, sexual orientation, socio-economic background, age, religion, body shape, size and ability.

Adapted from Boulder County, CO Public Health



10 Things You Can Do

- Include articles on LGBT topics or clients in your newsletter
- Make LGBT resources such as the *LGBT Aging Resource Guide* available to your clients and families
- Update assessments and forms to include LGBT welcoming language relating to sexual orientation and gender identity
- Include visible anti-discrimination statements on materials or in your office
- Train staff on LGBT aging sensitivity



10 Things You Can Do (cont.)

- Use same-sex couples or transgender clients in marketing materials

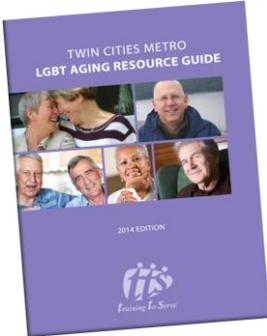




10 Things You Can Do (cont.)

- Use same-sex couples or transgender clients in marketing materials
- Advertise or list your organization in publications used by the LGBT community – this includes employee recruitment
- Create materials from your organization specifically for LGBT clients and families
- Hang rainbow or inclusive/safe space signs in public areas
- Sponsor LGBT community events to increase visibility within the LGBT community

Are you in the Guide?



• <http://www.trainingtoserve.org/lgbt-aging-resources-guide/>



Contact Information

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