



# Gay and Gray: Ethics in Serving LGBT Older Adults

# *GAY AND GRAY: ETHICS IN SERVING LGBT OLDER ADULTS*

2019 Minnesota Gerontological Society

43<sup>rd</sup> Annual Conference

Friday, April 12 10:00-11:15 a.m.

Session 1A

# PRESENTERS

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Development

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Rajeon Moone, Ph.D.

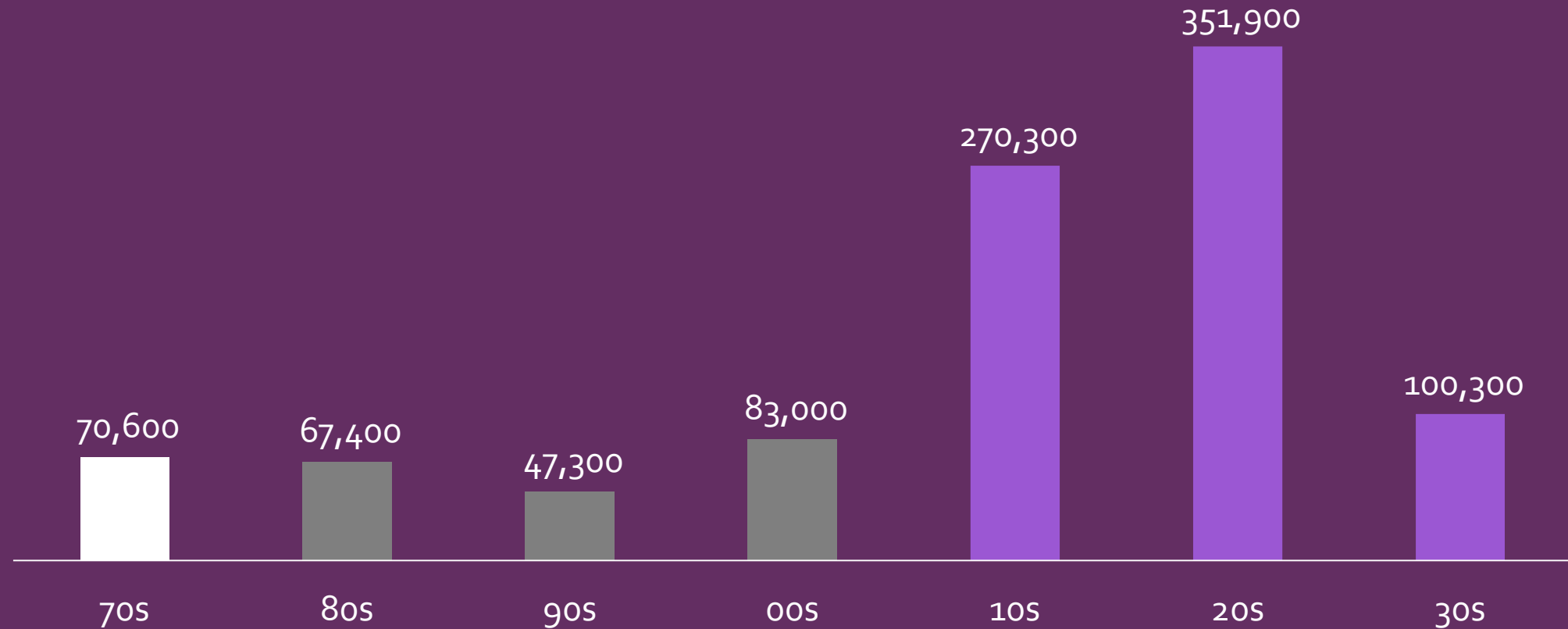
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# THE AGE WAVE

# 65+ ADDED TO MN EACH YEAR



# AGING + LGBT

# DYNAMIC FRAMEWORK

Biological Sex

Female

Intersex

Male

Sexual Orientation

Attracted to  
men

Attracted  
to both

Attracted  
to women

Gender Identity

Woman

Genderqueer

Man

Gender Expression

Feminine

Androgynous

Masculine

# TWIN CITIES LGBT AGING NEEDS ASSESSMENT (2012)

Nearly 2x as likely to  
be a caregiver

Less likely to have a  
caregiver

Half as likely to have  
children

More likely to live  
alone

Less than 1:5 believe  
they would receive  
sensitive care if LGBT  
identity were known



# FACTORS TO CONSIDER

- Applicable Regulations and Laws
- Settings
  - NH/SNF
  - AL/HWS
  - IL
  - HC in the community
  - Adult Day
- Decision Makers
  - What is your role?
- General Internal Tools

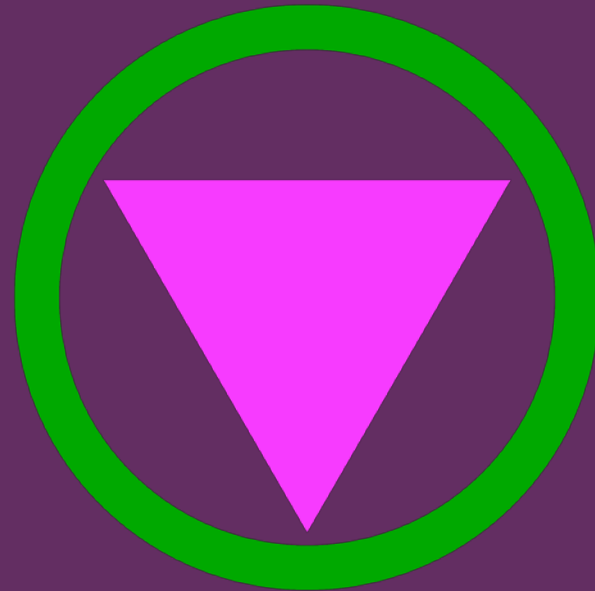
# CORE VALUES OF SOCIAL WORK

- Dignity
- Integrity
- Competence
- Mission
- Mitigation of risk
- Dual responsibility to client and broader society



# SCENARIOS

# WHAT ARE OPPORTUNITIES FOR CHANGE IN YOUR ORGANIZATION?



# RECOMMENDATIONS



## Validate

Acknowledge  
important  
relationships and  
people



## Person

User person  
centered  
approaches



## Welcome

Support a  
welcoming  
environment



# RECOMENDATIONS

- Provide education
- Promote welcoming and inclusive environment
- Review forms, assessments, and marketing and promotional materials
- Review Human Resource policies

**QUESTIONS?**