

What Are We Talking About?

Lesbian: women attracted to other women

Gay: men attracted to other men

Bisexual: attracted to both men and women

Transgender: refers to gender identity

LGBT Symbols:



HRC Logo




Pink
Triangle



Rainbow
Flag



The Problem:

- 2011 study *LGBT Older Adults in Long-Term Care Facilities: Stories from the Field*
 - Of the total respondents, 328 people reported 853 instances of abuse, including:
 - Harassment by residents and staff
 - Refusal by staff to accept a medical power of attorney
 - (cont. . .)
- 

The Problem (cont.)

- Refusal by staff to use preferred name/ pronoun
- Refusal to provide care
- Wrongful transfer or discharge

See more at:

<http://www.lgbtagingcenter.org/resources/resource.cfm?r=64#sthash.6DtogUNF.dpuf>



Perceptions of Respondents

- Nearly nine in 10 respondents said they thought long-term care staff would discriminate against someone who came out in a facility;
- eight in 10 responded that they would expect mistreatment or bullying from nursing home residents;

“I have been haunted for years by what happened to two lesbian friends of mine. They had been ‘married’ for more than 50 years, when they both fell ill. Their families sent them to separate nursing facilities despite all protests. They each shortly passed away. It was heartbreaking!”

—Vicky Esperanza, wife of a minister,
Metropolitan Community Church, Des Moines, IA

Film part one

3. LGBT older adults have an increased risk of untreated serious illnesses.

True

False

3. LGBT older adults have an increased risk of untreated serious illnesses.





Health Disparities


- Transgender elders' long-term hormone use
- “crisis competence”
- Long-term effects of stigma, discrimination, violence
- Higher average alcohol/tobacco use



Health disparities

- Less likely to have caregivers
 - - fewer with children
 - - some disowned by family

Important to be aware of
'family of choice'



5. Gay, lesbian, bisexual, and transgender individuals are protected from workplace discrimination in the United States.

True


False

Workplace discrimination

- Changing area of law
- Local protection - weak
- Statewide protection – absent
- Federal protection – improving!
 - Recent advance with EEOC Rulings
 - Equality Act



Other Discrimination

- Not all discrimination is in the past:
 - Various state legislatures passed a law allowing anyone citing religious objections to deny goods, services, facilities, employment, and social services to GLBT people
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Rapidly Evolving Area

- Obergefell case extended marriage availability to same-sex couples
- Social Security benefits – question as to retroactivity
 - 9 month marriage requirement for widow/widower benefits
 - 10 year marriage requirement for divorced spouse benefits

8. Most older LGBT people have partners or spouses they can rely on for help

True

False

8. Most older LGBT people have partners or spouses they can rely on for help



False



**LGBT
OLDER
ADULTS**

**OLDER
ADULTS IN
GENERAL
POPULATION**

Live Alone

75%

33%

Have No Children

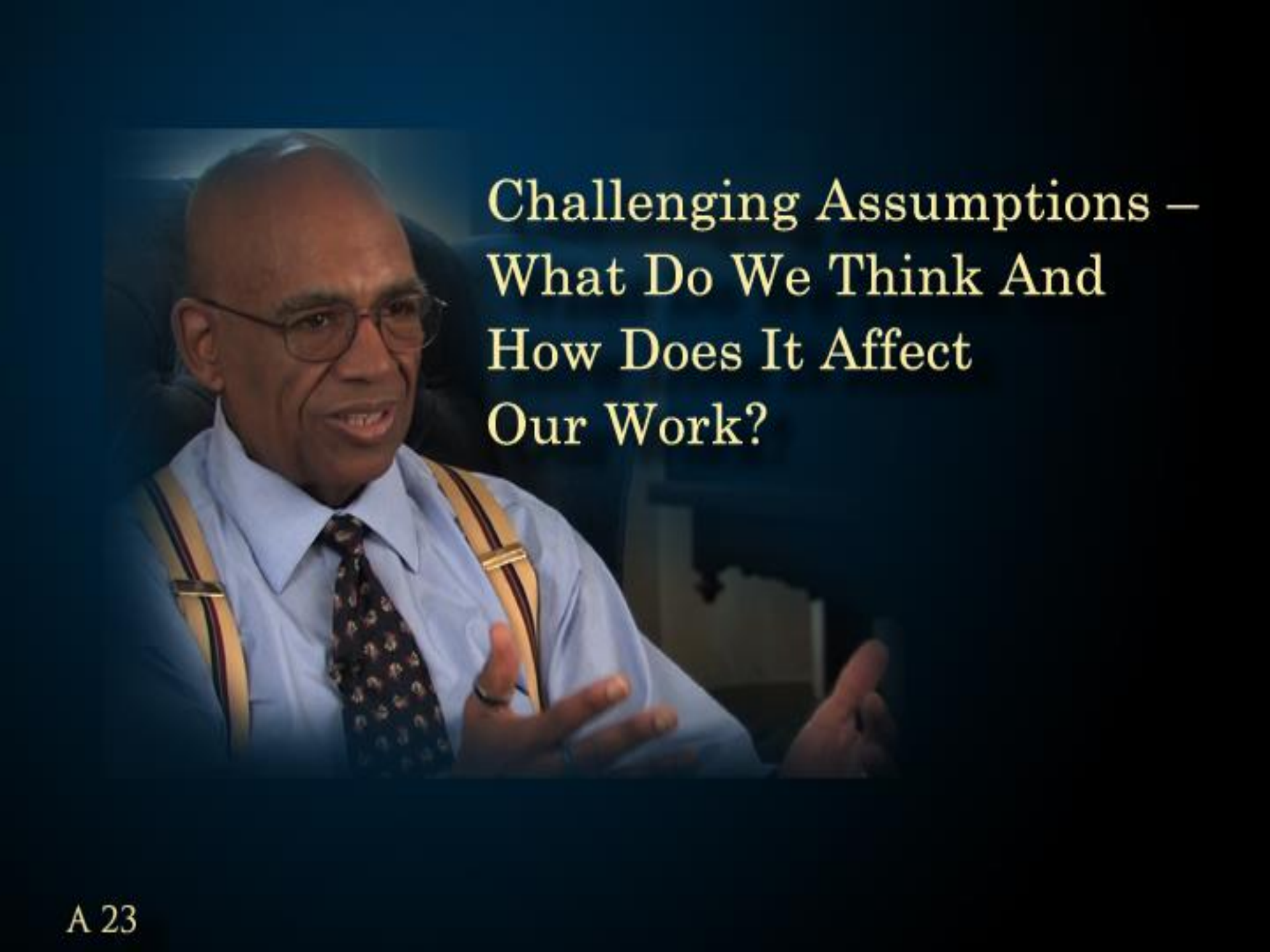
90%

20%

Are Single

80%

40%

A man with glasses, wearing a light blue dress shirt, a patterned tie, and yellow suspenders, is shown from the chest up. He is gesturing with his hands as if speaking. The background is dark and out of focus.

Challenging Assumptions –
What Do We Think And
How Does It Affect
Our Work?





Next steps

Make it clear your facility is accepting of GLBT people



- Facility operators raise staff awareness and conduct self-assessments of their facility's culture and quality of care regarding LGBT residents.
- Specifically advertise your facility as welcoming gay, lesbian, bisexual, and transgendered residents



- Include images of same-sex couples in facility and in advertising/webpage
- Make available LGBT literature in lobby areas and library

A group of people, likely at a Pride event, wearing red and green costumes. Some are wearing red hats with green accents and glasses. The background is blurred, showing more people in similar attire. The text is overlaid on the image in white.

welcome local GLBT organizations

- concert by Cincinnati Mens Chorus?
- trip to GLBT-themed play?
- presentation by Greater Cincinnati Primetimers?
- trip to Pride Day events?
- reach out to GLBT organizations for volunteers?

- written forms and assessments do not assume heterosexuality as the norm, i.e., the use of “partner” instead of “husband/wife”
- Staff and volunteers are knowledgeable and comfortable in the use of inclusive language, which is reflected in their language in day-to-day discussions

- LGBT residents and their families and friend's identity is acknowledged, affirmed and respected;
- Provision of a safe/private space for residents, their partners and families who are self-identified and may be fearful of disclosing their identity as gay, lesbian, bisexual or transgendered;
- Education of broader long-term care community about sexual orientation, gender identity and other LGBT-related issues;

- process and forms for admission and assessment provide an option for self-identification in all categories of gender identity, sexual orientation, marital/partnership and family status, providing individuals with the opportunity for written explanation, if desired.
- staff use and comfort with GLBT-accepting language can be a significant indicator as to whether this is an inclusive and welcoming environment.



... one more complication,
since this is a bit too easy

- “Out” means different things
 - Out to everyone
 - Out to everyone except family of origin (or some members of that family)
 - Out to staff members
 - Out to some other residents
- Ask resident for clarification as to how/whether/to whom information may be shared

Human Resources involvement

- advertise management jobs in the LGBT media and/or post opportunities in LGBT agencies
- include at least one question related to LGBT sensitivity at the time of interview for front-line staff
 - Some people will have negative personal feelings about GLBT issues, but as with other forms of personal beliefs, it can't be allowed to affect patient care

Resources

- http://www1.toronto.ca/city_of_toronto/longterm_care_homes_services/files/pdf/lgbt_toolkit_2008.pdf “LGBT Toolkit for Creating LGBT Culturally Competent Care at Toronto Long-Term Care Homes and Services
- http://www.lambdalegal.org/sites/default/files/publications/downloads/ext_nslc_stories-from-the-field.pdf “LGBT Older Adults in Long-Term Care Facilities: Stories from the Field”

