

Ready to Serve: Meeting the Needs of LGBT Older Adults

Sharing the Experience
Honoring Choices MN

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Objectives

**At the end of this session,
learners will be able to:**

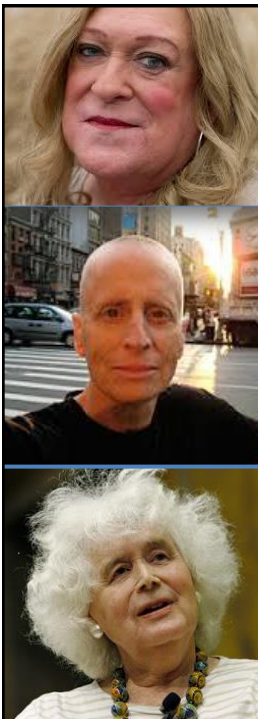
- Explain the difference between sexual orientation and gender identity and recall the most appropriate language to use when working with LGBT older adults
- Explain the significant risks that LGBT elders face as they seek formal social services
- List resources to support older LGBT persons



Key Terms

L G B T

- 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



Adapted from
SAGE

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



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



• Older Adult

• Adult Child

• Grandchildren

Horizontal Caregiving



Peers

Peers

Peers



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 has recently moved to the skilled nursing center you manage for hospice care. She is a male-to-female transgendered person who has not had sex confirmation surgery. What do you tell the staff members who will be assisting her with baths and other personal hygiene activities? 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 receiving hospice care at the memory care unit where you work. 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?



You are meeting a new hospice client at his home for the first time. You are greeted by another older man who takes you to meet your client. Both men participate in the intake process and seem very comfortable and familiar with each other. You notice many photographs around the room that seem to be the 2 men in younger years. You wonder if they are a gay couple. You are not comfortable with their relationship because of your religious beliefs. What do you do?



Best Practices

- Update assessments and forms to include LGBT welcoming language relating to sexual orientation and gender identity
- Include pictures of LGBT older adults in marketing materials and on your web site



Best Practices

- Provide and honor active inclusion programs and events, and holidays within your organization for your residents/clients/participants, and staff.





Best Practices

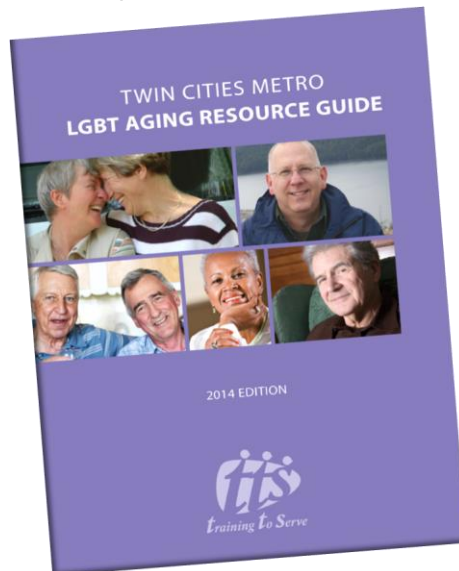
- Post anti-discrimination statements in your office or include them in your materials including staff recruitment materials
- Train staff on LGBT issues and sensitivity
- Hang rainbows or inclusive signs in public areas





Best Practices

- Advertise or list your organization in publications known to the LGBT community
- Include articles about LGBT topics or clients in newsletters and on your website

Are you in the *Guide*?



 	<h2>References</h2> <p>Center for Disease Control and Prevention. (2015). HIV among people age 50 and older. Obtained from http://www.cdc.gov/hiv/risk/age/olderamericans/</p> <p>Cook-Daniels, L. (2002). <i>Transgender elders and SOFFAs: A primer for service providers and advocates</i>. Transgender Aging Network: Glendale, WI.</p> <p>Institute of Medicine. (2011). <i>The Health of Lesbian, Gay, Bisexual, and Transgender People: Building a Foundation for Better Understanding</i>. Washington, DC: Author.</p> <p>Fredriksen-Goldsen, K. I., Kim, H.-J., Emlert, C. A., Muraco, A., Erashova, E. A., Hoy-Ellis, C. P., Goldsen, J., & Petry, H. (2011). <i>Aging and health report: Disparities and resilience among lesbian, gay, bisexual, and transgender older adults</i>. Seattle: Institute for Multigenerational Health.</p> <p>Gates, G.J. (2011, April). <i>How many people are lesbian, gay, sexual and transgender?</i> Los Angeles: The Williams Institute.</p> <p>Grant, J.M. (2010). <i>Outing Age 2010: Public policy issues affecting lesbian, gay, bisexual and transgender elders</i>. Washington, DC: National Gay and Lesbian Task Force.</p> <p>MetLife. (2010). <i>Still out, still aging: The MetLife study of lesbian, gay, bisexual and transgender baby boomers</i>. Westport CT: MetLife Mature Market Institute.</p> <p>Out for Health. (2010). <i>Healthy people 2020 bisexual health fact sheet</i>. Ithaca, NY: Author.</p>
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