


Building Respect and Dignity for LGBT Older Americans


Administration for Community Living
& the National Resource Center on LGBT Aging



Purpose of this Training

- ▶ Highlight HHS/ACL activities to support the LGBT community
 - ▶ Provide an overview of the AoA-funded National Resource Center for LGBT Aging (NRC)
 - ▶ Introduce a new educational tool designed to broaden your understanding of the many challenges faced by lesbian, gay, bisexual and transgender older adults.
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HHS LGBT Issues Coordinating Committee

- ▶ Established in April 2010
 - ▶ Co-chaired by the Assistant Secretary for Health and the Assistant Secretary for Aging, Kathy Greenlee
 - ▶ Identify steps the Department can take to improve the health and wellbeing of LGBT individuals and families
 - ▶ Coordinates department wide efforts in a variety of areas
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HHS LGBT Issues Coordinating Committee

- ▶ Departmental implementation of the Supreme Court's Windsor Decision
- ▶ Health Insurance Marketplace outreach and enrollment
- ▶ Research and data collection
 - BRFSS gender identity questions
 - ACL's National Survey
- ▶ Guidance and technical assistance on a range of topics
 - SAMHSA and ACF
 - ACL/AoA's National Resource Center for LGBT Aging



National Resource Center ON LGBT AGING

The National Resource Center on LGBT Aging is the country's first and only technical assistance resource center aimed at improving the quality of services and supports offered to lesbian, gay, bisexual, and transgender (LGBT) older adults.

The NRC offers both in-person and online webinar trainings meant to assist you in learning the best ways to create an inclusive, safe, and welcoming environment for your LGBT older adult population.

www.lgbtagingcenter.org

Message from Kathy Greenlee U.S. Assistant Secretary for Aging




Kathy Greenlee

Asst. Secretary for Aging, U.S. Dept. Health & Human Services

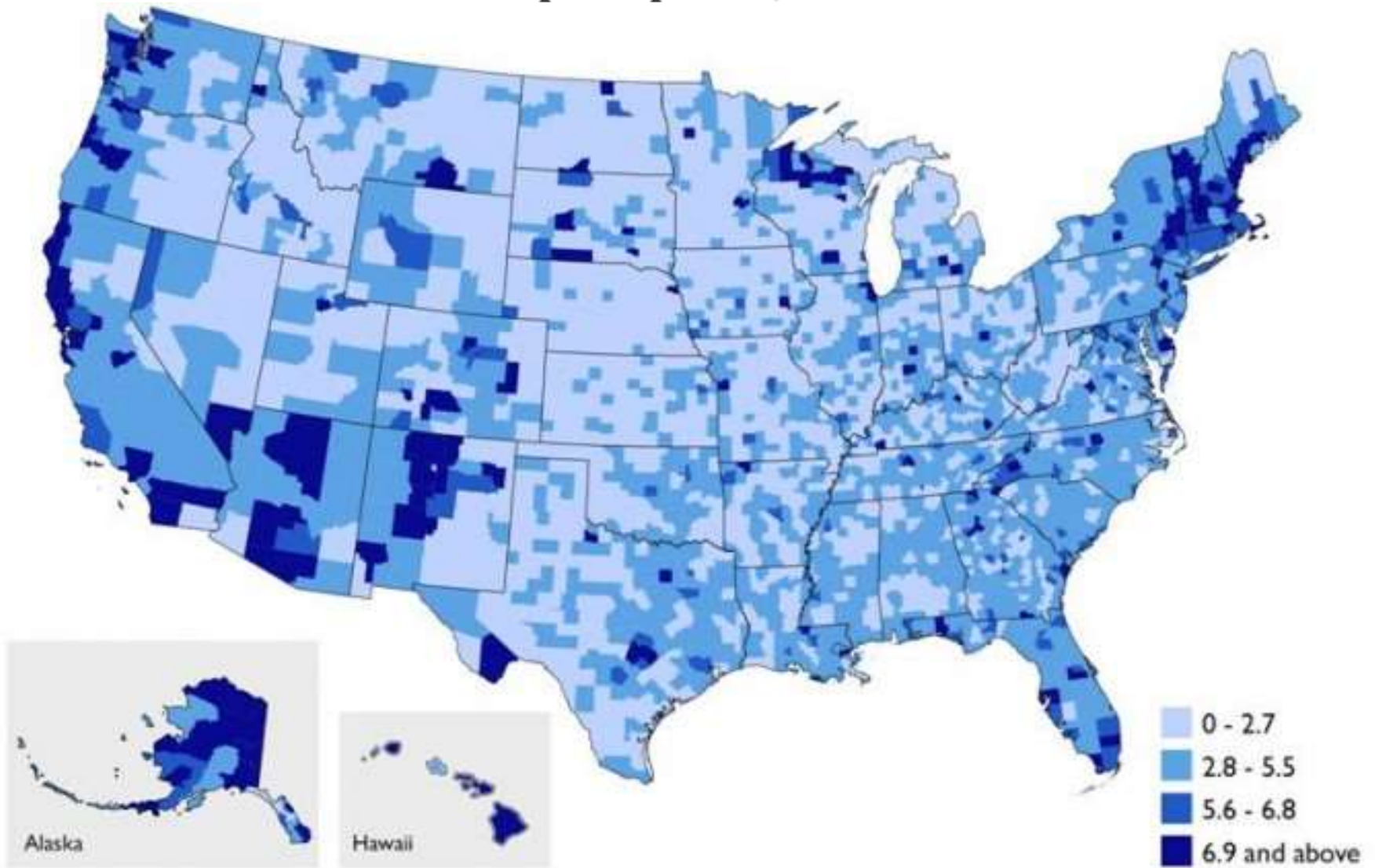
Important Terms

- ▶ LGBT
 - ▶ Lesbian
 - ▶ Gay
 - ▶ Bisexual
 - ▶ Transgender
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The Number of LGBT Seniors is Growing

- Today, it is estimated 1.5 million adults over age 65
 - By 2030, the number is expected to increase to approximately 3 to 4 million
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Same-sex couples per 1,000 households



Perspectives from LGBT older adults in Long-Term Care


- Not possible to be open or “out” about LGBT identity
 - Fearful of providers
 - Subjected to verbal and physical harassment
 - Being labeled as having a mental disorder
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True or False

LGBT older adults are more likely than heterosexual and non-transgender older adults to:

- Abuse drugs
- Abuse alcohol
- Be overweight
- Suffer from poor nutrition
- All of the above

Common Assumptions

- Service providers assume that they can identify any LGBT adult.
 - By not asking about sexual orientation or gender identity, providers believe that they are avoiding discrimination.
 - Since older people are not interested in sex, what difference does it make if they are LGBT?
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Edith Windsor

Born in 1930

In **1954** the McCarthy Trials target “sexual perverts” for harassment and termination from government jobs.

Edith is 24

In **1969** the Stonewall Riots begin the gay rights movement.

Edith is 39

In **1973** the American Psychiatric Association removes homosexuality from its list of mental disorders.

Edith is 43



Edith Windsor

In 1997 **Ellen DeGeneres** comes out publicly as a lesbian.

Edith is 67

In 2007 Edith **marries** Thea Spyer, her partner of 43 years, in Ontario Canada.


Edith is 77

In 2013 *United States v. Windsor* struck down section three of the **Defense of Marriage Act**.

Edith is 83



Creating A Welcoming Environment

- Visual Cues
 - Forms and Paperwork
 - Intake Process
 - Keep Information Confidential
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Do We Have LGBT Residents?

Scenario 1

A group of residents were watching a news show that discussed a Supreme Court Decision about marriage between same-sex couples. You overhear one of the residents saying loudly, “I can’t believe those fags can get married now.”

What should you do?



Do We Have LGBT Residents?

Scenario 2

You have recently developed a good relationship with Ray, an African American resident. Ray enjoys talking to you about a number of parts of his life, including his time living on Mississippi working as a volunteer for the NAACP during the 1960's; his wife Judy who passed away 22 years ago; and his male companion Jerry, with whom he is now in a monogamous, intimate relationship.

When talking to Ray you should?



What Pronoun do I use?

Scenario 3


You have a transgender patient who was born a biological male, but now identifies as a female. The name the patient prefers using is Ashley.

You always remember to refer to Ashley as “she” or “her” when you are with Ashley and Ashley’s family, but sometimes you forget when you are with your co-workers and you refer to Ashley using “he” and “him”.


Are you following best practice?



Rights and Resources

- Right to Be Free from Abuse
 - Right to Privacy
 - Right to Receive Visitors
 - Right to Participate in Activities
 - Right to Be Treated with Respect
 - Right to Participate in Your Care
 - Right to be Fully Informed
 - Right to Choice
 - Right to Remain in the Home
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Rights and Resources

- The Long-term Care Ombudsman
 - Services & Advocacy for LGBT Elders
 - Lambda Legal
 - The HHS Office of Civil Rights
 - Other legal resources such as state or local bar associations
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Making a Difference

