

Supporting Quality of Life

Future Trends + Promising Approaches

Supporting LGBTQ2S+ Older Adults in Care

BC Care Providers Association Conference May 27, 2019

Unceded traditional territories of the Lil'wat Nation and Squamish Nation

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Disclosure

I am considered by some a gay, white privileged male.

I am only speaking from my context – lived experience + learning.

I don't represent any group(s) identified in this presentation. I represent me.

I am not speaking for anyone other than myself.

You will have experiences and learnings that are different than mine. Share them.

You may not agree with something I say. I love discussion and diverse experiences.



Inclusive Language

L = Lesbian

G = Gay

B = Bisexual

T = Trans

Q = Queer

2S = Two Spirited

+ = Inclusive of all who may not identify above



Some things to think about

The average resident in care was born in 1934 and is 85.

At 35 (1969)	Canada decriminalizes homosexual acts for consenting adults over 21.
At 39 (1973)	American Psychiatric Association removes homosexuality from its Diagnostic and Statistical Manual of Mental Disorders.
At 43 (1977)	Quebec becomes the first major jurisdiction in the world to prohibit discrimination based on sexual orientation.
At 52 (1986)	Ontario becomes the second province to include sexual orientation as a protected class under the Human Rights Code.
At 58 (1992)	Canada lifts ban on homosexuals in the Canadian Forces.
At 71 (2005)	Canada becomes the fourth country to officially sanction same-sex marriage.
At 82 (2016)	49 people were shot and killed in an Orlando night club solely because they were gay or perceived to be.



What are we often asked about LGBTQ2S+ people in care?

- **How many gay and lesbian people are in your home?**
 - “None.”
 - “I don’t know.”
- **How do you know?**
 - “I don’t but, I know the social worker knows.”
- **If you have someone living in your home that has identified as gay, lesbian, transgender how do you ensure they are getting the care they need?**
 - “All of our residents receive the same care and respect.”



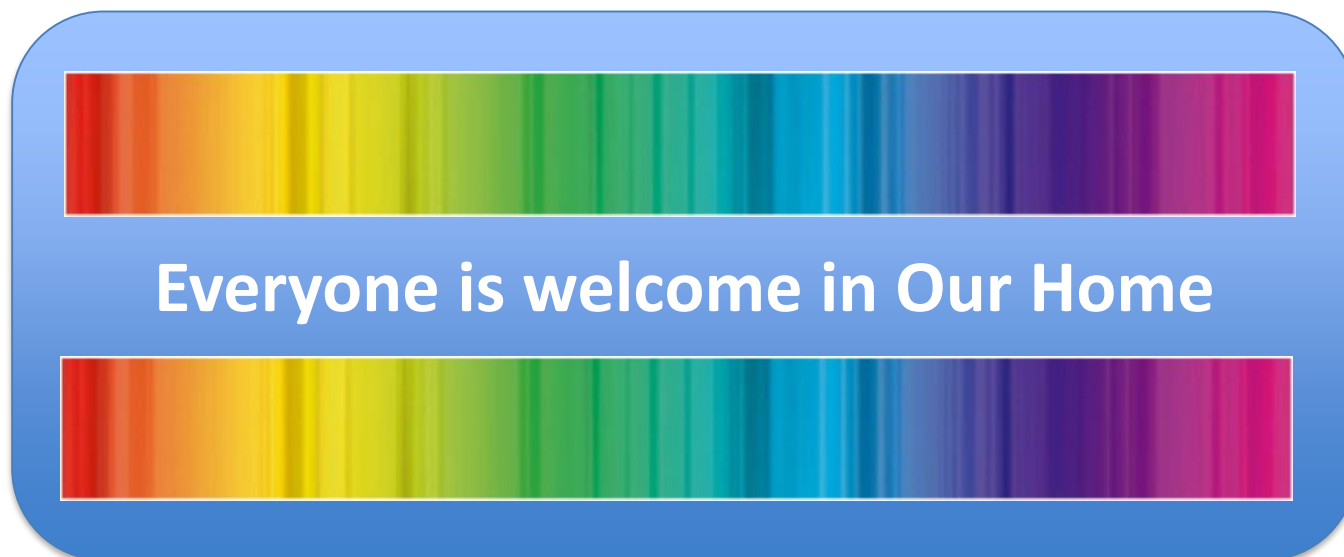
Why Treating Everyone the Same isn't enough

- LGBTQ people have long been pathologized and gate-kept in health care. Many avoid or defer needed care, or do not disclose important information to their provider.
- LGBTQ competent care is not always geographically or socially accessible.
- HIV/AIDS and several other STIs continue to have high prevalence among gay men.
- High rates of smoking, alcohol and drug use among LGBTQ populations.
- LGBTQ people report elevated prevalence of mood disorders and lifetime suicidality.



How to make our homes more welcoming

Display symbols of LGBTQ inclusion: rainbow stickers, pamphlets on LGBTQ health, visual representations of LGBTQ folk in home marketing materials. This will signal to potential residents, families, volunteers and staff that they can expect to be supported in your home.



How to make our homes more welcoming

On admission, provide forms and ask questions that **allow for self-identification**. Gender: Male/Female can exclude people, but “Gender: _____” allows clients to self-identify.

- Challenging given many of the forms we need to complete are generated by third party and government departments.
- Requires queer competent staff who are comfortable “asking the question” and creating “safe space” for disclosure.

Ask: “When people are talking about me I prefer them to use (your preferred pronouns). We like to ask all our residents so we can be sure to be respectful; how would you like to be addressed?”



How to make our homes more welcoming

Queer Competency Training



[Qmunity.ca](https://qmunity.ca)

Experiential workshops to help you understand diversity and make your organization more inclusive for queer, trans, and Two-Spirit residents and staff.



How to make our homes more welcoming

Provide **Gender Inclusive Washrooms** in shared resident, family & public spaces.



Access to washrooms is a basic physical need at the core of human dignity for everyone.

Up to 70% of trans people have experienced some sort of negative reaction when accessing a public bathroom.

Harassment, fear of harassment, and the physical discomfort of not using the toilet when needed, can all disrupt an employee's work and impact the feeling of safety for our residents in their home.



How to make our homes more welcoming

De-gender all policies, review pronouns

	Subject	Object	Pronoun	Pronunciation
Gender Binary	she	her	hers	as it looks
	he	him	his	as it looks
Gender Neutral	they*	them*	their*	as it looks
	ze	hir	hirs	zhee, here, heres
	ze	zir	zirs	zhee, zhere, zheres
	xe	xem	xyr	zhee, zhem, zhere

**used as singular*



How to make our homes more welcoming

Create LGBTQ2S+ focused programming, groups, activities



Queens & Cocktails

Monday, July 30th at 3:00pm – Main Lounge
Cocktails with Vancouver's top two premier drag queens!

Love One, Love All!

Tuesday, July 31st – Sunday August 5th
Come and share your thoughts about what Pride means to you. See the large whiteboard located in the main lounge.

“Older Than What?”

Wednesday, August 1st at 1:30pm – TV Lounge
Featured documentary - Short, quippy, honest, surprising, bold and heartfelt film about being older and LGBTQ, in the voices of older LGBTQs themselves. It has the power to make invisible people visible.



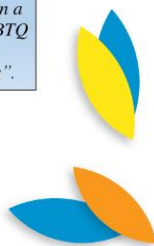
Pride Panel: “Remember When? LGBTQ Then & Now”

Thursday, August 2nd at 1:30pm – Main Lounge
Special guests from the Vancouver LGBTQ Community participate in a panel discussion about being LGBTQ then & now. Hosted by Barb Snelgrove of “megamouthmedia”.

Rainbow Ice Cream Social

Sunday, August 5th at 3:00pm – Main Lounge
Enjoy a sweet treat with Kemble as we celebrate our Pride Sunday!

Residents, families, friends, staff and volunteers are welcomed and encouraged to participate in all of our pride events – Love one, Love all!



How to make our homes more welcoming

LEAD

Build it and they will come



Thank you