

**Webinar:**

# **How to Support Healthy Aging for LGBTQ2+ Seniors**

**August 11th , 2020**



*Healthy Aging by United Way  
acknowledges the  
traditional, ancestral, and  
unceded territories of the  
First Nations of British Columbia,  
on which we gratefully  
work and gather.*



# Webinar Instructions

- Everyone will **remain muted** and **cameras will be off**
- You may be prompted to reflect and provide feedback throughout the presentation – please look out for “**Polls**” throughout the webinar
- There will be a **10-minute question period** at the end – use the “**Q&A**” feature to ask questions at any time, and the question will be posed to presenters during the questions period
- Webinar is recorded and posted on [Healthy Aging CORE](#) – slides will also be made available

# Webinar Goals

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- explore the historical context of LGBTQ2+ seniors
- offer some ideas on how to provide inclusive and affirming care to LGBTQ2+ seniors who access your services and programs

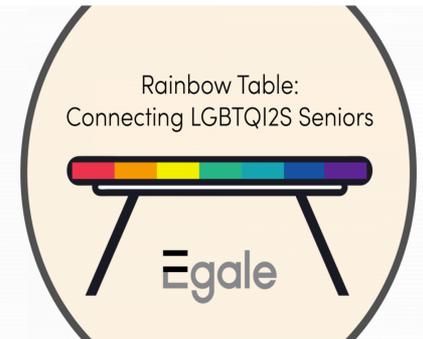


LGBT END-OF-LIFE CONVERSATIONS



Aging Out:

Moving towards queer and trans\* competent care for seniors



Exploring the concerns of  
**LGBTQ2+ Seniors**  
living on the Sunshine Coast

## Presenters:

**Nicole Tremblay** - Clinical Social Work Educator with Seniors Health, Island Health

**Jane Osbourne** - Regional Mentor, Central & North Vancouver Island, BC Community Response Networks Volunteer Facilitator, Restorative Justice Victoria

# LGBTQ2+ Seniors

## Improving Care

Nicole Tremblay, MSW, MPA

# Acknowledgements



# Learning Objectives

- Increase your awareness of the lived experiences of LGBTQ2+ seniors
- Be able to use terminology accurately to describe a range of people in LGBTQ2+ communities
- Reflect on your own assumptions about LGBTQ2+ folks
- Be better equipped to provide inclusive and affirming care for LGBTQ2+ seniors

# Why this education?

- Gay and Grey - CBC
- Improving the Lives of LGBT Older Adults
- Stories from the Field
- Aging and Health Report
- Inclusive Services

IMPROVING THE LIVES OF LGBT OLDER ADULTS

CBC RADIO ONE PRESENTS

## GAY & GREY:

Tell Us Your Concerns About Being Gay and Getting Old

LONELINESS  
BACKING  
AIDS & AGING  
THE CLOSET  
COMING OUT LATE IN LIFE



Moderated by  
Stephen Quinn from  
On The Coast for broadcast  
on CBC Radio One.

**FREE FORUM**  
**March 12, 2014 at 6:30 pm**  
**The Fountainhead Pub**  
**1025 Davie Street**

#gayandgrey  
VancouverCBC  
@CBCVancouver | @CBCStephenQuinn  
@CBCVancouver | @CBCStephenQuinn

CBC 88.1FM  
radio one 690

# Terminology

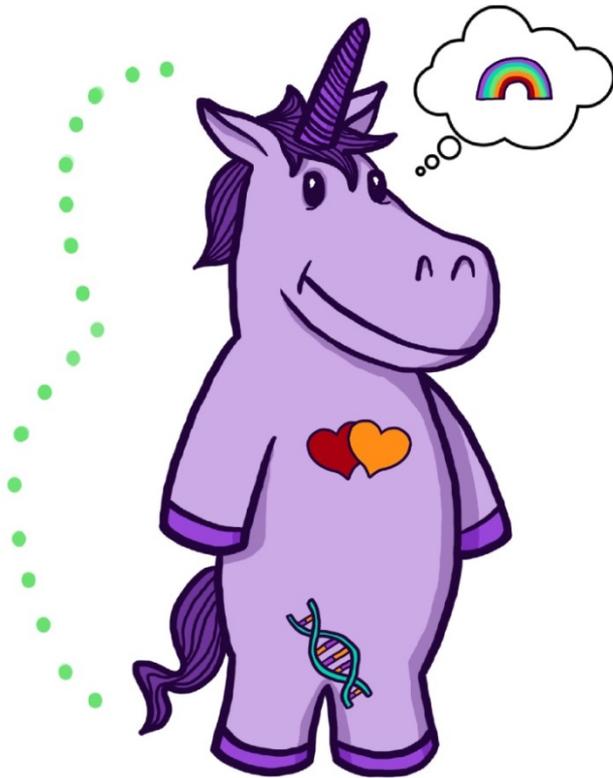
- Lesbian/Gay/Bi
- Transgender
- Cisgender
- Queer
- Two spirit
- Intersex
- Genderqueer/gender variant/gender creative



*Photo credit: Peter Hershey*

# The Gender Unicorn

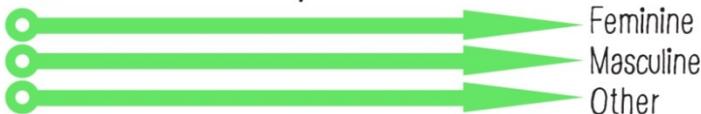
Graphic by:  
**TSER**  
Trans Student Educational Resources



## Gender Identity



## Gender Expression



## Sex Assigned at Birth



## Physically Attracted to



## Emotionally Attracted to

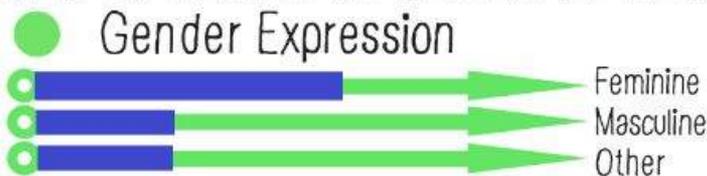
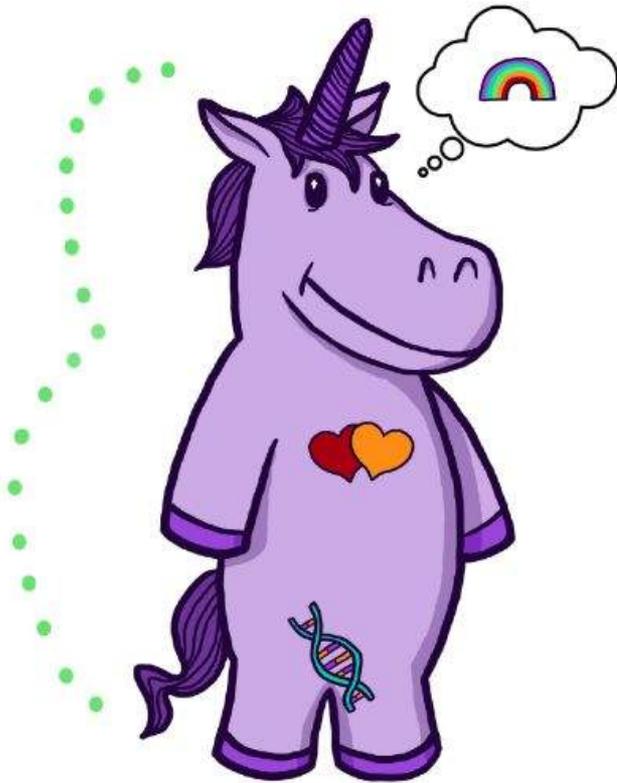


To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



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Design by Landyn Pan and Anna Moore

# During their lifetimes...

- Mentally ill
- Criminal
- Immoral/Perverted
- National security risk
- Threat to “the family”



**INTENTION**

A vibrant watercolor splash in shades of purple, red, orange, and yellow, with some blue and green accents on the left side, serving as a background for the word IMPACT.

**IMPACT**

- **CBC news special: *Canada's LGBT seniors fear discrimination in elder care*** (June 2018)



# Visibility

- Many LGBTQ2+ seniors have found “safety” in **invisibility**.
- Results of QMMUNITY research: “No *LGBTQ seniors here...*”



# Fact or Fiction?

1. Since seniors don't have sex anymore, so their sexual orientation isn't important to their care.

# Seniors Sexuality

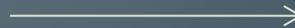


1. Desire for intimacy can remain
2. Sexual orientation and sexual behaviour are not the same thing!

# Fact or Fiction?

- LGBTQ2s seniors have the same needs as other patients/clients/residents

X-Ray of  
Transgender  
elbow



# What is Person-Centered Care?



- Photo by Cristian Newman

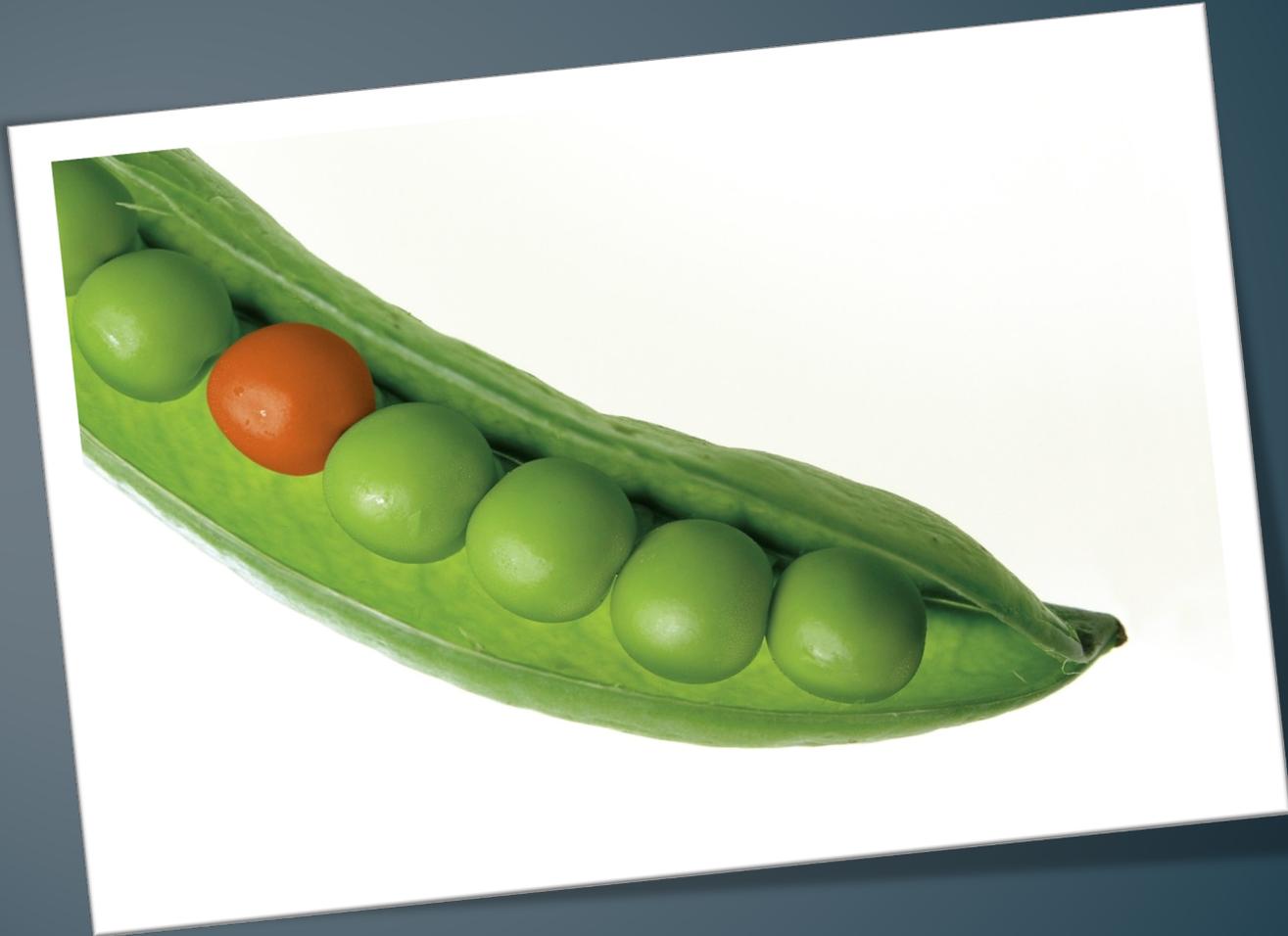
# Person Centered care

1. Patient-centred care actively involves people and/or family in the decision-making process when planning care and treatment.



2. Patient-centred care is about knowing and respecting individual preferences and diversity.

# Belonging



*Photo by Magnascan on Pixabay*

# Insider/Outsider



- “Isolation is a stressful state for both your body and brain, especially when you sense that you’re being rejected or judged; your body reads it as a dangerous situation...At these times, your body doesn’t have the interest in or energy for building new synaptic connections for learning. It’s simply busy saving itself.”

- — Amy Banks, *Wired to Connect*

# PAIN

**Social  
Pain**

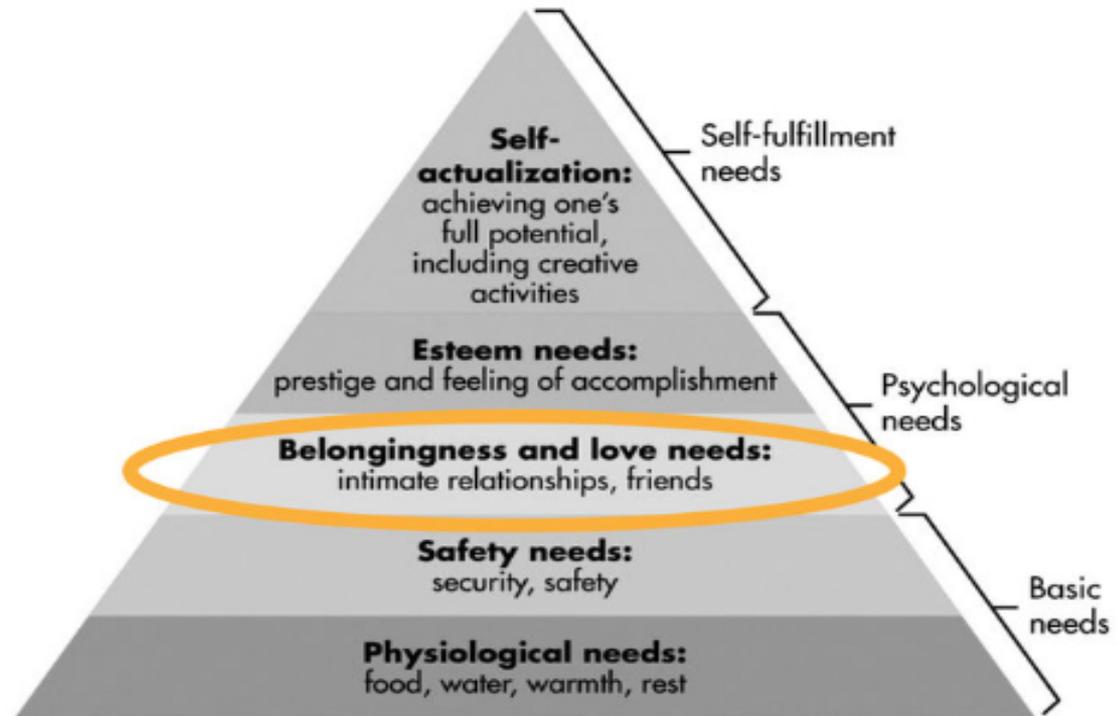


**Physical  
Pain**



# Human needs

## Maslow's Hierarchy of Needs



**Actual  
survival  
needs...**

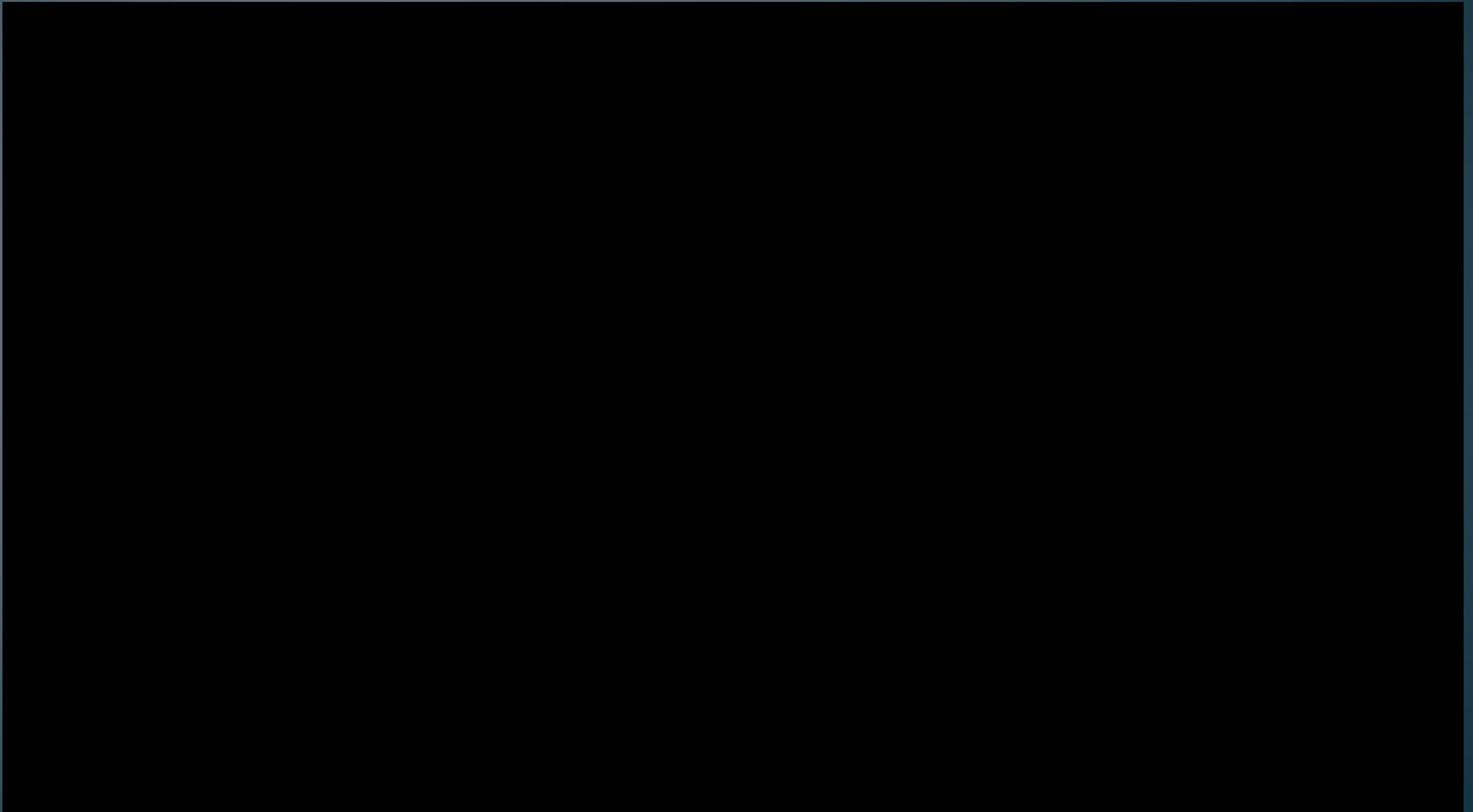


# How do we enable belonging?



Visibility + Acceptance = Belonging

# What does Inclusive Care look like?



## Why isn't it enough to say:

- *“I don't even notice the colour of your skin”*

Or

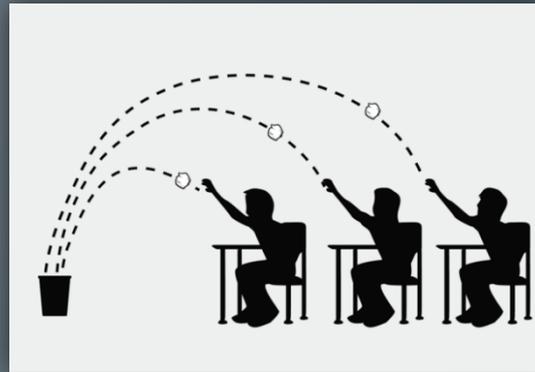
- *“I treat everyone the same – your sexual orientation or gender identity is none of my business”*





# Privilege

Privilege: a set of unearned benefits given to people who fit into a specific social group



- What does it mean to have privilege?

# So what do I do?

## Four negative ways of engaging with privilege

1. Denial/Invisibility
2. Guilt/Shame
3. Defensiveness
4. Entitlement

## Four positive ways of engaging with privilege

1. Own the privilege
2. Learn about privilege
3. Be open to feedback
4. Steward privilege for the benefit of all

Privilege is more structural than individual, it has nothing to do with whether you are “nice person”.

# Special Considerations

- LGBT Q2+older adults are both resilient and at-risk
- LGBTQ2+ seniors have higher rates of disability, cardiovascular disease, depression and social isolation
- Financial insecurity - LGBTQ2+ elders are more likely to live in poverty
- Increased risk of elder abuse

# How do we provide good care to LGBTQ2+ seniors?

- Don't assume everyone is heterosexual and cisgender!
- Use neutral language to “make room” for everyone (And if you don't know – ASK!)
- Engage in reflective practice and explore assumptions.
- Learn about health disparities and health care needs in LGBTQ2 communities.
- Challenge homophobia and transphobia when you see it/hear it. Become an ally!

# Where I'm at



## LGBT2S+ Seniors module

### Handout: "Where I'm At"

*Respond to the following statements with True or False.*

1. I am comfortable around queer people, unless they flaunt it.
2. I would feel uncomfortable if I found out that my adult son feels he is actually a woman.
3. LGBTQ2 teachers shouldn't be 'out' to their students at school.
4. It would disturb me to find out that my doctor is a lesbian/gay man.
5. I would feel uncomfortable knowing that my son's male teacher is gay.
6. I would feel uncomfortable to see a person I assumed to be trans in the same public washroom I was in.
7. I am surprised to meet LGBTQ2 couples that have been together a long time.
8. I would be disturbed if I found out that my sister's husband likes to dress in women's clothing.
9. I would be insulted if someone mistook me for a gay, bisexual or lesbian person.
10. I would be surprised to meet a Muslim lesbian wearing hijab.
11. I'm okay with same-sex marriage, but it bothers me that LGBTQ2 couples are allowed to adopt.
12. I would be confused if I saw a trans acquaintance of mine with a heterosexual partner.
13. I would be very upset if I saw my child's daycare worker kissing their same sex partner before work.
14. I would feel uncomfortable seeing two lesbians/gay men holding hands at my gym.
15. I feel annoyed that Sexual Reassignment Surgery is covered by MSIP.
16. I would be upset if my child told me that they were lesbian, gay or bisexual.
17. I would feel offended if someone mistook me for a trans person.
18. I feel uncomfortable if my co-worker divulges information about his same-sex relationship.
19. I would feel surprised if a colleague invited me to go the Pride parade with them and their LGBTQ2 friends.
20. I would be surprised to meet a Black trans person or lesbian.
21. One would expect a child raised by LGBTQ2 parents to be queer also.
22. I would be upset to find out that my child is learning about LGBTQ2 identities/communities/families as part of school curriculum.
23. I would be uncomfortable if I learned that my church, temple or other religious group was welcoming to people with LGBTQ2 identities.
24. I would be upset if my child brought home an openly gay/lesbian/bisexual friend.

# What can we do for Zayda?



- Two friends of mine, Vera and Zayda, had been together for 58 years. When Vera's Alzheimer's became too much, Zayda moved her to an assisted living facility. Zayda could barely trust family or neighbors with the truth, let alone strangers, so she and Vera became "sisters." Much later, after Vera's death, Zayda needed to move into an assisted living facility herself. She had many, many photos of the love of her life, but dared not display them in her new home. The other residents would talk about husbands, children and grandchildren, but she felt too vulnerable to tell the truth. Zayda was in hiding and terribly isolated.
  - \*Participant story from 'Stories from the Field'

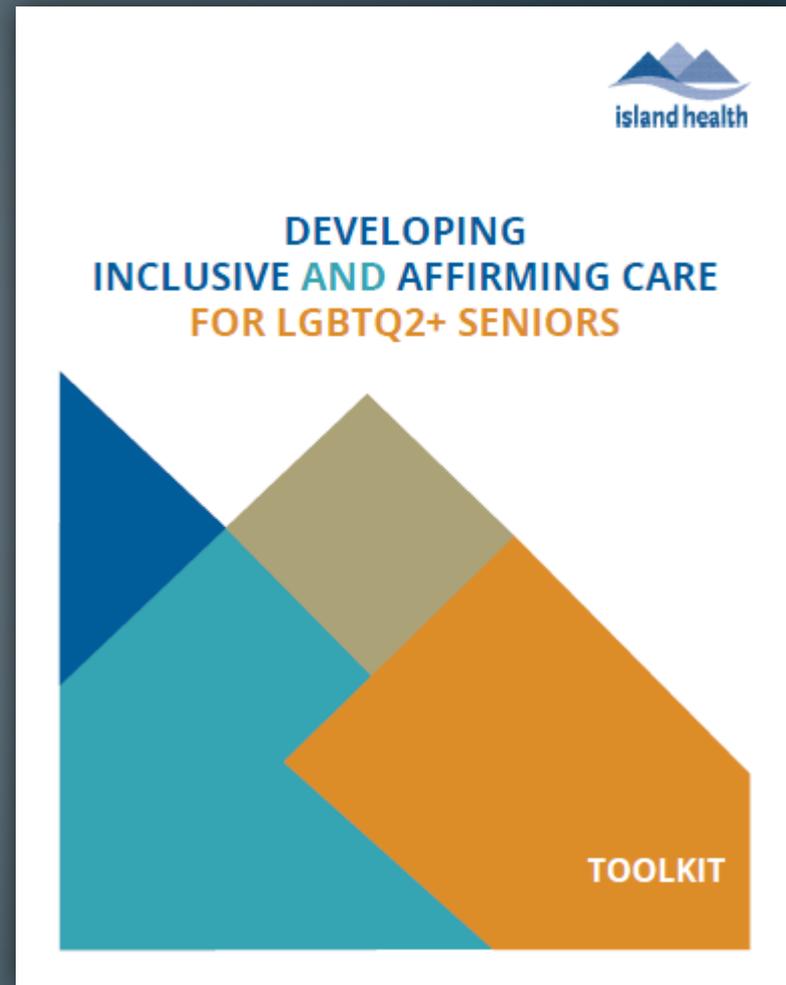
## Ageing with Pride - BCCPA



- ✓ Foundational and on-going training and education on working with older adults who identify as LGBTQ2+. This should include education which is built into the organization's on-boarding process.
- ✓ A system in place to review forms, policies and procedures and address any overt or covert discrimination or marginalization (e.g., binary gender options).
- ✓ Hiring and employment efforts to ensure that the organization's staff reflect the diversity of the community being served.
- ✓ A visible statement of support for the LGBTQ2+ community. This can include a mandate, a client rights statement or anti-discrimination policy.
- ✓ An accessible mechanism for input from LGBTQ2+ clients, including programming, quality etc.
- ✓ A system in place which allows the organization to proactively address incidents or experiences of discrimination or marginalization should they occur.

# Toolkit

1. Education
2. Governance
3. Physical Facility and Environmental Design
4. Workforce/HR
5. Programs and Services/
6. Care Provision



# Q&A



# Questions?

HEALTHY AGING

**CORE**

Collaborative Online  
Resources & Education

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The knowledge hub for Community Based  
Seniors' Services organizations and allied  
agencies and individuals in British Columbia

Are you an older British Columbian looking for information or assistance?  
Visit [www.bc211.ca](http://www.bc211.ca)

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LGBT

APPLY

CATEGORIES

Choose

SUBJECT AREA

- Information, Referral, & Advocacy
- Social Connectedness
- Wellness & Mental Health
- Caregiving
- Safety, Security & Personal Planning
- Ageism
- Home Support
- Organizational Development
- Volunteer Management
- Education, Recreation, & Arts
- Housing



LGBT END-OF-LIFE CONVERSATIONS WEBSITE

LGBT END-OF-LIFE CONVERSATIONS WEBSITE



WEBSITE



National Resource Center ON LGBT AGING

The National Resource Center on LGBT Aging (US)

The National Resource Center on LGBT Aging



WEBSITE



THE NATIONAL SENIORS COUNCIL

LE CONSEIL NATIONAL DES AÎNÉS

Who's at Risk and What Can Be Done About It? A Review of the Literature on the Social Isolation of Different Groups of Seniors

National Seniors Council



DOCUMENT



Rainbow Table: Connecting LGBTQ2S Seniors

Egale



WEBSITE



QMUNITY

OLDER ADULT SERVICES

Programs and resources for LGBTQ/2S+ older adults

QMUNITY



MULTIMEDIA



Aging Out: Moving towards queer and trans' competent care for seniors

Aging Out: Moving towards queer and trans' competent care for seniors

Qcommunity



DOCUMENT



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- Search by Category or Subject Area
- Type in "webinar" to locate this and all webinars
- Visit websites of relevant partner organizations