DECONSTRUCTING DIVERSITY: FOCUS ON LGBTQ INCLUSION

Coalition For Compassionate Care in California
8th Annual Summit
May 12th, 2016

Tim Vincent, MS
Diversity and Palliative Care
Health status

gender

physical-mental ability

race

sexual orientation

age

generation in U.S.

ethnicity

geography

class

spirituality/religion
Building a Foundation
Important Terms

- LGBTQ
- LESBIAN
- GAY
- BISEXUAL
- TRANSGENDER
- QUEER
- SEXUAL ORIENTATION
- GENDER IDENTITY
Important Terms

SEXUAL ORIENTATION

[Images of people]
SEXUAL ORIENTATION

Includes:
- Attraction
- Behavior
- Sexual Identity

Does NOT include gender identity or gender expression
Important Terms

Sexual Orientation  Gender Identity
**Gender Identity:**
Internal sense of gender.

**Gender Expression:**
Outward expression of gender through gestures, behaviors, dress, etc.
Important Terms

- Cross-dresser
- Transsexual
- Gender non-conforming

FTM

Transgender Man

MTF

Transgender Woman
On These Shoulders We Stand
History Matters:

LGBT Historical Timeline 2010 - present

- National HIV/AIDS Strategy (NHAS) includes MSM and Transgender People
- CDC collects data for gender identity and sex assigned at birth
- Obama Admin will no longer defend against DOMA
- SF first US city to cover cost of sex reassignment surgeries for uninsured transgender residents
- APA changes “gender identity disorder” to “gender dysphoria”
- CA enacts America’s first law protecting transgender students
- Medicare removes longstanding exclusion for gender reassignment procedures
- US Gallup poll found 63% of respondents believed same-sex couples should have the legal right to adopt a child. 37% believe that they should not.
- 37 states & Washington DC have full marriage equality.
- NHAS strategy updated in 2020 includes language on the significance of addressing homophobia and transphobia to improve health outcomes

2010
- Employment protections extended to transgender federal employees
- Senate vote repeals Don’t Ask, Don’t Tell
- 63% of the roughly 2 million children being raised by LGBT families live in the South
- EEOC declares transgender employees protected
- The US Supreme Court ruled in Windsor v. United States that Section 3 of the Defense of Marriage Act (DOMA) is unconstitutional
- Laverne Cox - first Trans woman on the cover of Time magazine
- Alabama allows for same sex marriage but a judge tries to stop it, and results in different counties having different rules
- Same sex couples sue state of Florida to have both parents names on birth certificates

The U.S. Supreme Court rules in favor of Marriage Equality (5-4)
<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
<th>Age</th>
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<tbody>
<tr>
<td>2015</td>
<td>Supreme Court Decision 5-4 to provide marriage equality for same sex partnerships</td>
<td>85 years old</td>
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<td>2013</td>
<td>Section 3 of Defense of Marriage Act declared unconstitutional, paving the way for marriage of same sex couples to be recognized in individual states</td>
<td>83 years old</td>
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<td>2003</td>
<td>Lawrence vs. Texas strikes down the remaining laws criminalizing same sex sexual conduct</td>
<td>73 years old</td>
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<td>1994</td>
<td>Don’t Ask Don’t Tell is passed</td>
<td>64 years old</td>
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<td>1983</td>
<td>The beginning of the AIDS epidemic</td>
<td>53 years old</td>
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<td>1973</td>
<td>The American Psychiatric Association removes Homosexuality for its list of mental disorders</td>
<td>43 years old</td>
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<td>1969</td>
<td>Stonewall Riots take place in New York City- attributed to the birth of gay civil rights movement</td>
<td>39 years old</td>
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<td>1952-1954</td>
<td>McCarthyism- targets “homosexuals” causing thousands of government employees to lose their jobs and potential employability.</td>
<td>22-24 years old</td>
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“We don’t serve or know of any LGBT older adults…” Or do you?

San Francisco is home to 20,000 LGBT seniors age 60+.

STATISTICS ON LGBT AGING

- **2006**: 3 million 55+
- **2030**: 7 million 55+
By 2015, 50% of persons living with HIV will be 50+.
LGBT Older Adults: Diversity in the Community

- LGBT Older People of Color
- Transgender Older People
- Older People with HIV/AIDS
- LGBT Baby Boomers
- LGBT Older People and Families
“Every question should not be based on assumptions of ‘oh you’re heterosexual.’ Even if I circled married I have to be very specific in saying husband because they are going to assume I’m married to a woman.”

Harold K., Age 76
STATISTICS ON LGBT AGING

• LGBT seniors are 5x less likely to access health and social services, many of which are offered through their local senior center.
What issues do you believe residents would face?

Possible Issues Affecting LGBT Older Adults

- Total number of respondents: 649
- Abuse and/or neglect by staff: 346
- Isolation from other residents: 500
- Discrimination by residents: 526
- Discrimination by staff: 578
Challenges:

<table>
<thead>
<tr>
<th>Experiences Related to Resident’s Real or Perceived Sexual Orientation and/or Gender Identity</th>
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<tbody>
<tr>
<td>Verbal or Physical Harassment From Other Residents</td>
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<tr>
<td>Refused Admission or Re-admission, Attempted or Abrupt Discharge</td>
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<tr>
<td>Verbal or Physical Harassment From Staff</td>
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<tr>
<td>Staff Refused to Accept Medical Power of Attorney from Resident’s Spouse or Partner</td>
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<td>Restriction of Visitors</td>
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<tr>
<td>Staff Refused to Refer to Transgender Resident by Preferred Name or Pronoun</td>
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<tr>
<td>Staff Refused to Provide Basic Services or Care</td>
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<td>Staff Denied Medical Treatment</td>
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Relationship to End of Life Care

- Life Review
- Care Goals and Assuring Your Rights
- A Good Death
Common Assumptions Made:
Addressing Common Questions and Misperceptions:

1. We don’t have any LGBT residents
2. I can identify the LGBT people in my service population
3. It is illegal to ask a person about their sexual orientation or gender identity
4. Our clients will resist answering questions related to sexual orientation and gender identity
5. We treat everyone as equals, so we don’t need to ask our residents about sexual orientation or gender identity
6. We have regulated forms that do not ask about sexual orientation or gender identity. What are we supposed to do?
Assumptions Made in Health and Social Services…

• By not asking about sexual orientation or gender identity, healthcare and social service providers believe they are ensuring that their organization does not discriminate against LGBT people.

When working with LGBT older adults, the best care is tailored person centered care.
Stories from the Field
A gay couple moved into my mother’s facility. The residents kept talking about: “Which one is the man and which one is the woman?” They moved out in a couple of months.”

My lesbian friend, whose given name is “Hazel,” has gone by the name “Rusty” her entire adult life (she is in her 80s). The staff in the skilled nursing facility insists on calling her “Hazel.” Mentally, she is very astute, but it is rare that other residents or staff interact or make conversation with her. I feel that she has been excluded or isolated often. My friend has been transferred from place to place several times.

My partner was in the long-term skilled nursing facility for 30 days— it was a difficult time for both of us, but particularly because of some staff who seemed to “resent” our relationship and my advocacy on his behalf.
Supporting Inclusion and Patient Centered-Care:
“What would you do?”

HANDOUT: Scenarios for Supporting Diversity in Patient Centered Care

- One scenario is assigned to each group.
- What are your concerns?
- What are some of your suggested strategies to respond to the concern.
Creating Organizational Change to Support Diversity in Person-Centered Care
Suggestions for Staff

• Discuss in private
• Set parameters at the beginning of interviews
• Do not force people to answer questions
• Use gender neutral language
• Ask open-ended questions
• Don’t make assumptions about an LGBT person’s life history
• Ask for clarification re: unfamiliar terminology
• Do not assume openness re: sexuality or gender identity
• Be supportive of their willingness to be honest
• Restate preferred identification/pronoun
• Focus on the whole person
RESOURCES

Publications from National Resource Center:
• Inclusive Questions for Older Adults
• Age-Friendly Inclusive Services
• LGBT Older Adults in Long Term Care Facilities: Stories from the Field

• http://www.lgbtagingcenter.org

• Open House San Francisco
  http://openhouse-sf.org/
  Special Thanks to Michelle Alcedo, Program Director

• Advancing Effective Communication, Cultural Competence, and Patient and Family-Centered Care for the LGBT Community: A Field Guide:
  www.jointcommission.org/assets/1/18/LGBTFieldGuide.pdf
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