

Providing Culturally Competent Services to Lesbian, Gay, Bisexual and Transgender Clients

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National Elder Rights Training Project for the National Legal Resource Center.
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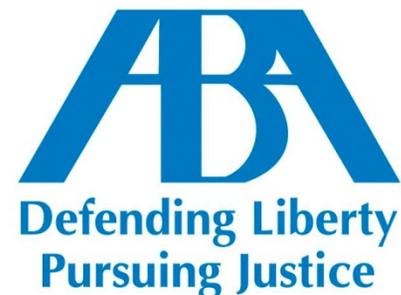
NLRC

Providing Legal Support to the
Aging Advocacy Network

- <http://www.nlrc.aoa.gov/>
- Collaboration developed by the Administration on Aging between the National Consumer Law Center, National Senior Citizens Law Center, American Bar Association Commission on Law and Aging, Center for Elder Rights Advocacy, and the Center for Social Gerontology
- See upcoming trainings, conferences, and webinars
- Request a training
- Request consulting
- Request technical assistance
- Access articles and resources

Moderator – David Godfrey

- Is a senior attorney at the ABA Commission on Law and Aging.
- He is responsible for the ABA's role in the Administration on Aging funded National Legal Resource Center.
- Prior to joining the Commission he was responsible for elder law programming at Access to Justice Foundation in Kentucky.



Presenter - Hilary Meyer



- Director of the National Resource Center on LGBT Aging, the country's only resource center focused on improving the quality of services and supports offered to lesbian, gay, bisexual and transgender older adults nationwide.
- Meyer provides leadership for the Center and the activities of its staff, advisory council and national partner organizations, guides content development and tools to ensure ongoing audience engagement with the Center, and lectures frequently on a number of issues related to LGBT aging.

Presenter - Sherrill Wayland



- Worked 12 years in the fields of disability advocacy and education.
- In 2004 Ms. Wayland became actively involved in LGBT equality issues which led to her desire to use her professional advocacy skills within the LGBT community.
- Upon graduation from her MSW degree, Ms. Wayland became the founder and current executive director of SAGE Metro St. Louis (Services & Advocacy for GLBT Elders) and co-authored the article, “Older gay, lesbian, and bisexual adults: Tools for age-competent and gay affirmative practice” which was published in the Journal of Gay and Lesbian Social Service.

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National Legal Resource Center webinar

May 22, 2012

Sherrill Wayland, SAGE Metro St. Louis

Hilary Meyer, SAGE USA



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Agenda

- I. Definitions & Scope
- II. Unique Needs
- III. Resources Available
- IV. Examples of Suggested Practices
- V. Outreach and Networking for LGBT older adults community
- VI. Addressing Bias staff and clients



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Definitions

LGBT (GLBT) =

Lesbian

Gay

Bisexual

Transgender



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Scope

- POLL: Are you currently in contact with an LGBT older adult?
 - Over 1.5 million LGBT older adults in US today
 - By 2030, over 3 million



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Stories From the Field

Key Findings

- Only 22% said they could be open with facility staff
- 89% predicted that staff would discriminate
- 43% reported 853 instances of mistreatment
- 93 respondents reported restrictions on visitors
- 24 reported denial of medical treatment



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LGBT Elders Face Unique Challenges to Successful Aging

1. Cumulative effects of a lifetime of stigma



2. Need to rely upon “families of choice” for care and support



3. Unequal treatment under laws and programs for older adults



LGBT Elders Face Unique Challenges to Successful Aging

1. Effects of stigma, past and present

- A 70-year old lesbian has seen her expressions of love labeled:
 - A psychiatric disorder (*until 1973*)
 - Criminal (*until 2003*)
 - Anti-family and immoral (still by many religious groups)
 - A threat to security and morale (as recently as last year by the U.S. military)



2. Need to rely upon “families of choice” for care and support



3. Unequal treatment under laws, programs and services for older adults



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- LGBT elders 2X more likely to be single, 4X less likely to have children
- Families and social networks are critical to successful aging
 - In US, family members provide 80% of long-term care
 - Social isolation linked to higher morbidity, infection, depression and cognitive decline
- Hostility (and closet) create distance from parents, siblings, relatives
- Rely on friends and partners

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3. Unequal treatment under laws, programs and services for older adults



- Design federal and state safety nets around marriage, excludes same-sex couples
- Fail to recognize families of choice
- Fail to address stigma and discrimination

Examples of Suggested Practices

- Request/download *“Inclusive Services for LGBT Older Adults: A Practical Guide to Creating Welcoming Agencies”* for complete information
- Practice areas:
 - A. Outreach
 - B. First Impressions
 - C. Staff Training
 - D. Confidentiality
 - E. Policies and Procedures
 - F. Programming
 - G. Forms



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Resources Available

National Resource Center on LGBT Aging

[AoA funded, led by Services & Advocacy for GLBT Elders (SAGE)]

1. Website → www.LGBTAgeingCenter.org
2. Cultural Competence training
3. Technical Assistance

SAGE Metro St. Louis

1. Website → www.SageMetroSTL.org
2. NRC Training Facilitator
3. LGBT Older Adult Services



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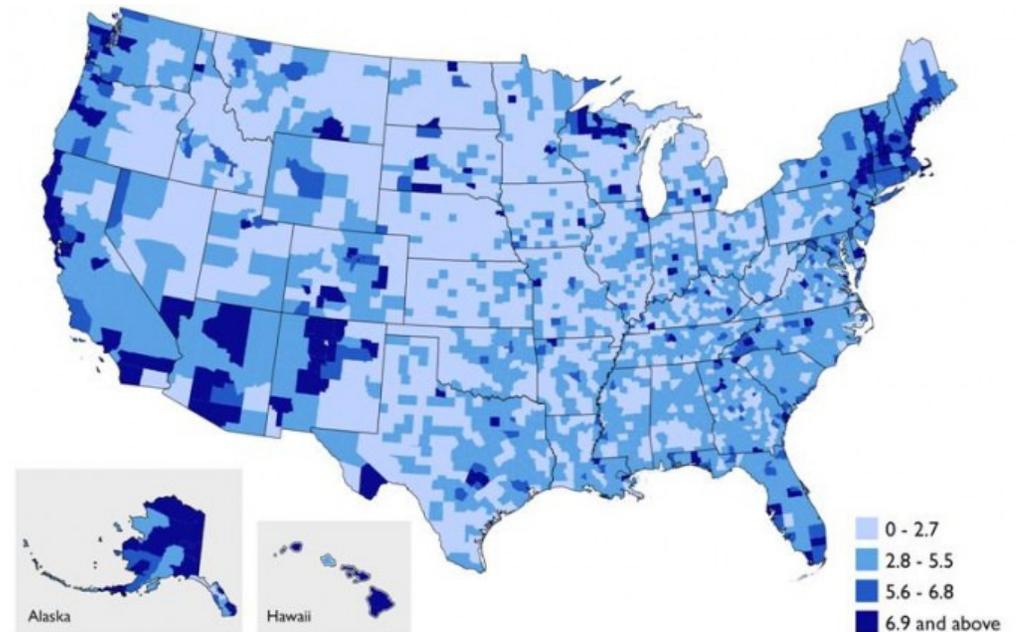
LGBT Aging In Your Community



Recent U.S. Census Data finds that nearly 650,000 self-identified same-sex couples reside in counties small to large across the U.S.

LGBT older adults should have access to the same services and supports as their neighbors.

Outreach between mainstream and LGBT organizations is key to successful aging of LGBT older adults.



<http://williamsinstitute.law.ucla.edu/research/census-lgbt-demographics-studies/us-census-snapshot-2010/>



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LGBT Community Outreach

SAGE Affiliates are located in the following States:

New York	Colorado
Louisiana	Utah
Florida	Massachusetts
Atlanta	Illinois
Missouri	Washington D.C.
Philadelphia	Oregon
New Jersey	Virginia
Oklahoma	Washington
California	

Listing of SAGE Affiliates Across the U.S.

<http://sageusa.org/about/sagenet.cfm>

Listing of LGBT Aging Resources by State:

National Resource Center

WWW.LGBTAGINGCENTER.ORG

LGBT Community Centers Across the U.S.

CenterLink

<http://www.lgbtcenters.org/Centers/find-a-center.aspx>



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What YOU can do to support the rights and dignity of LGBT older adults in long-term care?

- Recognize that State and Federal Elder Abuse and Neglect Laws are designed to protect ALL older adults.
- Denial of services, mistreatment and isolation are all signs of abuse and neglect against older adults.
- As advocates, ensure that LGBT older adults understand their right to be free from abuse and neglect and that you are a safe person for them to confide in.



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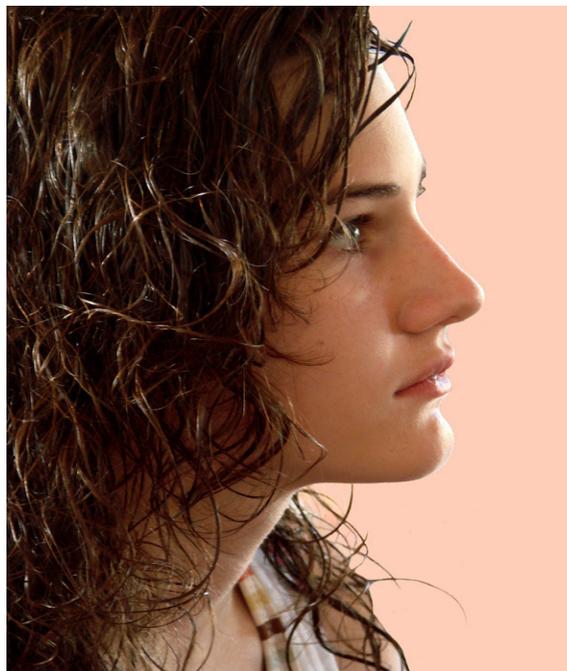
Nursing Home Reform Act – SAFE Aging for ALL not SOME

Inform LGBT older adult long-term care residents of their legal rights under the Nursing Home Reform Act (“NHRA”). Under the NHRA, LGBT Older Adults have a right to be treated with dignity and respect.



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What if staff, residents or families are uncomfortable with LGBT older adults?



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Implementing Best Practices to Model LGBT Inclusiveness for Staff, Residents & Families

- An LGBT inclusive nondiscrimination policy provides a signal that ALL are welcomed.
- Providing staff training on LGBT aging promotes learning and acceptance among staff.
- Following the Nursing Home Reform Act, harassment, abuse and neglect is not tolerated on the part of staff, residents or visitors to facilities.
- If after training and consultation, staff, residents, or visitors continue to create unsafe and unwelcoming environments, then it is advised that organizations pursue appropriate corrective plans for staff, residents and/or visitors.



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