Acknowledgement of LGBTI Elders
National LGBTI Health Alliance

• Founded in 2007; 14 staff
• 90 organisational and 129 individual members from all states/territories (and counting!)
• National peak health organisation in Australia for organisations and individuals that provide health-related programs, services and research focused on lesbian, gay, bisexual, transgender, and intersex people (LGBTI) and other sexuality, gender, and bodily diverse people and communities.
We recognise that people’s genders, bodies, relationships, and sexualities affect their health and wellbeing in every domain of their life.
The Gender Unicorn

Gender Identity
- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression/Presentation
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other/Intersex

Sexually Attracted To
- Women
- Men
- Other Gender(s)

Romantically/Emotionally Attracted To
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan
Who are ‘LGBTI’ people?

ALL THE SAME

IDENTITY OR LABEL

MEMBERS OF A COMMUNITY

GAY LESBIAN BISEXUAL PANSEXUAL HETEROSEXUAL

THE WAY THEY LOOK
Sexualities & Relationships

• 13.5% women, 6.5% men have had same-gender sexual experience (Grulich et al., 2014)

• Although over 95% identified as heterosexual, 19% women, 9% men had prior same-gender attraction and/or experience (Richters et al., 2014)

• 53% of gay men, 76% lesbians had prior mixed-gender (woman/man) sexual experience (Richters et al., 2014)
Transgender/Gender Diverse

• Umbrella term for those whose gender identity does not match the sex they were assigned at birth

• Gender Queer – those who do not identify within the gender binary (male/female)

• Nationally representative NZ high school students: 1.2% identified as “transgender” + 2.5% unsure = 3.7% trans or questioning. (Clark et al., 2014)
“So how many genders are there?”
Aboriginal and Torres Strait Islander

• Brotherboys and Sistergirls – how a person feels, their “heart and spirit”
• Have roles and responsibilities within community
People with Intersex Characteristics

• Intersex is an umbrella term for people whose physical characteristics don’t fit the medical norms for female or male bodies

• Sexualities, relationships and genders are diverse

• No firm figures; an estimated 1.7% of people though some est. 4% (Blackless et al., 2000; Fausto-Sterling)
LGBTI Elders

- 1949: Homosexuality downgraded from punishable by death to 20 years imprisonment
- 1950s – 1980s: Aversion therapies in the form of electric shocks used to ‘cure’ people of ‘homosexuality’
- 1972: South Australian police kill a gay academic
- 1973: American Psychiatric Association removes ‘homosexuality’ from its manual of mental disorders
- 2009: Same-gender sexual activity finally decriminalised across the whole of Australia
- 2012 – National LGBTI Ageing and Aged Care Strategy
THE LESBIAN, GAY AND BISEXUAL MAP OF WORLD LAWS

ILGA, THE INTERNATIONAL LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION

MAY 2015
WWW.ILGA.ORG

PERSECUTION
DEATH PENALTY
6 countries and parts of Nigeria and Somalia

IMPRISONMENT
75 countries and 3 entities

RECOGNITION
RECOGNITION OF SAME-SEX UNIONS
24 countries and 65 entities

JOINT ADOPTION
17 countries and 26 entities

MARRIAGE
Equal (almost equal) substitute to marriage

PROTECTION
ANTI-DISCRIMINATION LAWS
69 countries and 85 entities

NO SPECIFIC LEGISLATION
Re specific legislation

These laws are aimed at lesbians, gay men and bisexuals and at same-sex activities and relationships. At times, they also apply to trans and intersex people. This edition of the world map (May 2015) was contributed by Ivanne Saavedra and Méndez Valencia (ILGA). Design: Eduardo Evarist, Data: represented in this map is based on "Gay-Sponsored Homophobia" World Survey of Law; criminalisation, protection and recognition of same-sex law - ILGA and ILGA report by Design: Evarist & Leon Paul Nationality, available in various languages on www.ilga.org.

*Anti-propaganda law restricting freedom of expression and association

*prior to 14 years

*Anti-propaganda law without other legislation persecuting on the basis of sexual orientation

*Anti-propaganda law without other legislation persecuting on the basis of sexual orientation

*Countries which introduced laws prohibiting discrimination on the grounds of sexual orientation
80% of gender diverse respondents and 39% of sexually diverse respondents expect to be discriminated against by aged, disability, mental health and carer support services.

(Walking the Yellow Brick Road – Carer’s Queensland, 2017)
Mental Health

• 60% of intersex people have thought about suicide, 19% have attempted – the Australian average is less than 3% (Dr Tiffany Jones, 2016)

• 19.2% LGBT, 60 - 89, diagnosed or treated for a mental disorder (5.9% - 13.6% general population)

• 19.4% of transgender and gender diverse people over 50 have a major depressive syndrome (1.8% - 4.2% general population an affective disorder)
What We Know

• Unintentional disclosure or “coming out”
• Wanting to transition/forgetting the extent of their transition
• Becoming defined by their “sexuality”
• Isolation or abuse from other residents or their families
• Isolation from their partners and families of choice
• Fear of:
  – exposure
  – being trapped at a particularly tough time
  – reliving ‘abuse’
  – being a ‘novelty’
  – Disclosure to others without consent
  – Not having identity maintained
  – Not having necessary medications continued
  – Biological family intervening
  – Health needs not being met, especially transgender and intersex
“The children were only early teens at the time [of Edna’s transition], and they’re having problems adjusting – still.

The reason why this gentleman, Harvey, is living as a male here is because the son said, ‘If you don’t – if you embarrass us and you don’t dress like a man, you won’t see any grandchildren’.

(‘We are still gay’, Barrett, Crameri, Lambourne and Latham, 2015)
What You Can Do

• Use the correct language and pronouns
  – Ask people how they describe themselves e.g. he, she, they, Morgan
  – Do not mis-gender
  – Do not describe sexuality as a “choice” or “preference”
  – Be careful about heterosexual and cisgender assumptions in your language – how is your husband – or on your forms
  – Ask the person how they describe their relationship
What You Can Do

• Have policies that address the right to privacy, sexual expression, and relationships
• Recognition of family
• Ongoing Training and Staff Development
• Champions – people that can ensure LGBTI inclusivity is practiced within your service
• Visual and cultural practices – celebration of diversity
• Inform and educate others – code of conduct for staff and other residents – staff have a responsibility as well to ensure inclusion
And ....

- Privacy and Confidentiality
  - If someone comes out to you don’t presume they’re happy for everyone else to know
  - Respecting people’s bodies, don’t ask someone about their genitals
- Don’t guess who someone is by how they look, speak, act, dress etc
- Multiple Diversities – be informed about the impacts
“If the staff fail to show understanding and sensitivity I will stop going there, even if they fly 100 rainbow flags”

(Follow the Yellow Brick Road, Carers Queensland, 2017)
We love that you love being YOU.
Welcoming and celebrating DIVERSITY.
Changing Dementia and Aged Care

**EQUALITY VERSUS EQUITY**

In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.

In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.

In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.
• Mid-2012: Aged Care Principles ACT 1997 amended to include people in the LGBTI community as a special needs group

• In 2013 the *Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Act 2013 (Cth)* was implemented. All aged care providers are required to comply with this legislation.

• Mid-2013 the Alliance is funded to deliver LGBTI AAC awareness training and to implement parts of the National LGBTI AAC Strategy

• August 2014 – 2nd National LGBTI AAC Roundtable
National LGBTI AAC Strategy
INCLUSION
EMPOWERMENT
ACCESS & EQUITY
QUALITY
CAPACITY

SILVER RAINBOW
LGBTI-INCLUSIVE AGEING & AGED CARE

SILVER RAINBOW

LGBTI National LGBTI Health Alliance
• At start of workshop 48% said they had a good understanding of LGBTI diversity, 37% neutral and 15% did not have a good understanding. By the end of the workshop 98% felt they had a good understanding.

• At start of workshop 47% said the LGBTI elders had different needs and care requirements and 53% said they didn’t. By the end 75% said it is true they have different needs and 25% said they didn’t.

• Following the completion of the workshop, 96 per cent of participants reported that they feel more confident in providing inclusive care to LGBTI clients.
Genders, Bodies and Relationships Passport

- Tool to support communication between people and providers on issues related to the person’s gender, body or relationships
- Help people get quality care and for providers to achieve inclusive practice
- Free for Individuals and small cost for providers
Self Assessment and Planning Tool

The SAP can be used when starting out on your LGBTI inclusive practice journey, to monitor your progress, to evaluate outcomes and help guide policy development.

Rainbow Tick

The Rainbow Tick supports organisations to understand and implement LGBTI inclusive service delivery and reassures LGBTI consumers and staff that Rainbow Tick organisations will be aware of, and responsive to their needs.

Gay and Lesbian Health Victoria

Quality Innovation Performance
EMBRACING DIVERSITY

We’re committed to ensuring that the needs of people from the LGBTI community are met.

2ND NATIONAL LGBTI AGEING AND AGED CARE CONFERENCE
OCTOBER 26TH AND 27TH (2015)
AMTS CENTRE MELBOURNE

Small Acts of Love: A National Symposium on Dementia & Love

We are still gay...

AN EVIDENCE BASED RESOURCE EXPLORING THE EXPERIENCES AND NEEDS OF LESBIAN, GAY, BISEXUAL AND TRANS AUSTRALIANS LIVING WITH DEMENTIA
Aged Care Accreditation Standards

• Australian Aged Care Quality Agency
  – Presentations at each Better Practice Conference in Australia on LGBTI inclusiveness
  – Role out of LGBTI training to over 218 AACQA assessors and reviewers in June 2015
  – AACQA now including resources we created on assessing inclusion under the Standards and LGBTI training within their core induction training material
  – Actively ask providers how they are being LGBTI inclusive

• Department of Health
  – Engaged closely with consolidation of standards and how LGBTI will be included
Candidates must be able to demonstrate essential knowledge required to effectively complete tasks. In key areas of diversity and their characteristics, including:

- culture, race, ethnicity
- disability
- religious or spiritual beliefs
- gender, including transgender
- intersex
- generational
- sexual orientation/sexual identity - lesbian, gay, bisexual, heterosexual
Why Did We Get Change?

• Commitment by Government
• Commitment and passion of ageing and aged care sector and LGBTI sector
• Strategy and legislative change
• RELATIONSHIPS
• Linking policy change back to the Strategy and Legislation
• Hard Work
There’s a moment when a person decides to share their life or hide it ... this will determine the rest of their life.
My Contact Details

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www.lgbtihealth.org.au/ageing
Thank you!

Brenda Appleton, Transgender Victoria