LGBTI and Dementia Care at Uniting
Members of LGBTI Communities

Click on each of the buttons below to learn what each letter means

L
- Lesbian
A woman whose primary emotional and physical attraction is towards other women.

G
- Gay
Men whose primary emotional and physical attraction is towards other men.

B
- Bisexual
Someone whose primary emotional and physical attraction is for people, regardless of gender.

T
- Transgender
Transgender- This is an umbrella term for people whose sense of gender is outside of the traditional idea of male or female. It can also be used to define someone who has gender dysphoria, a condition where the biological body does not match with their internal own sense of gender.

I
- Intersex
Intersex- A person who is born with bodily differences that can include a variance in reproductive organs (anatomy), hormones and/or sex chromosomes (DNA) that are not exclusively male or female.
Proud of Who I am
Timeline from LGBTI training course

1950's - Frank is in his 20's
- Conversion therapy or aversion therapy in the form of electric shocks commonly used to cure homosexuality.
- 1952 - First publicised person to have undergone a 'sex change' - male to female.

1960's - Frank is in his 30's
- 1969 - Stonewall riots New York
- 1969 - First homosexual right's group formed in Australia.

1970's - Frank is in his 40's
- 1973 - Homosexuality removed from mental disorders list
- 1976 - Rainbow Flag first used
- 1978 - First Gay and Lesbian Mardi Gras held as a protest march in Sydney - Frank attended

2010's - Frank is in his 80's
- 2012 - First LGBTI Ageing and Aged Care Strategy introduced.
- Significant reforms - The National Productivity Commission Inquiry into Caring for Older Australians considered the needs of older LGBTI people; the most significant response to the Report is the change to the Aged Care Act to recognise LGBTI people as a special needs group.
- June 2013 - Aged Care providers can no longer discriminate on the basis of sexual orientation.

1980's - Frank is in his 50's
- 1982 - First cases of AIDS deaths in USA and UK
- 1983 - First cases of AIDS deaths in Australia
- Throughout the 80's Frank loses a large group of friends due to HIV.

1990's - Frank is in his 60's
- 1992 - Gays and Lesbians allowed to serve openly in Military
- 1997 - Homosexuality finally decriminalised across whole country.

2000's - Frank is in his 70's
- 2006 - Civil unions pass in UK
- 2009 - Australia makes huge law reform to include LGBTI people and recognise family structures.

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Aged Care & LGBTI: Thoughts of respondents...

“All heterosexual carers should have an understanding of the feelings of lesbians/gays. Anti-homophobia institutions are needed” – a lesbian woman.

“As far as I am aware there is no specific LGBTI aged care network of facilities on the north coast.” – a gay man.

“as we can be less likely to have children or extended family support, services that recognises and respect LGBTI people are very important.” – a lesbian woman

“Better access to a useful information for retired LGBTI.” – a gay man

“There area a lot of good things happening re inclusion from a national level and it would be good to see some LGBTI programs at a grass roots level – i.e. training programs for staff who would deliver services to older LGBTI residents and activities/social programs for older LGBTI clientele.” a gay man

Uniting
“Concern for ourselves and others if we both or one of us need nursing home care and how will we be treated in a faith based facility or any facility for that matter. We are afraid of discrimination by nursing home staff who are homophobic.” – a gay man.

“Focus on the care needs of the individual. Their sexuality or gender identity is irrelevant.” – a transgender person.

“There are no services. This includes public hospitals that continue to exclude GLBTI partners into intensive care.” – a gay man.

“Just that any facility needs to be tolerant of the lifestyles of aged members of our community.” – an intersex person.
LGBTI Mental Health

Attempted Suicide:

- LGBTI young people aged 16-27 years are five times more likely to attempt suicide
- 35% of Transgender people over 18 years have attempted suicide in their lifetime
Issues faced by people living with dementia and their carers

- Identity
- Relationships
- Control
- Behaviour
- Privacy
Issues faced by people living with dementia and their carers

- Meaning
- Advocacy
- Respect from paid carers
- Past trauma
All older people live the lives they choose and are honoured for their wisdom and experience as valued members of our society.
Inspired Care
How- What- Why

The How

• Remember the person not the task.
• Value the person and the family.
• Treat the person as an Individual.
• Take the perspective of the person when planning care
• Ensure that a positive social environment exists in which the person can experience relative wellbeing.

The What

• What is your reason to get out of bed everyday.
• What is one goal you want to achieve personally.
• What don’t you want to be feeling or be doing in your life.
• What is one small step you could take that will make a difference in your life.
• What do you do that gives you back energy and recharges your batteries.
Changing Core Processes – Bathing without a battle©

- The program combines person-centred techniques with simple, practical approaches to make bathing safe and comfortable for the persons giving and receiving the care.

- Bathing Without a Battle also teaches methods for changing polices to promote and support person-centred care.

- This program is intended for all caregivers of persons with dementia as well as anyone committed to quality, person-centred care.
Disclosure of Sexual Orientation

Disclosure by another person about a client or resident WITHOUT capacity

“Jane was known as James and lived as a man until she was 50 years old. She identifies as a woman/female but did not ever have gender affirmation surgery, only hormone therapy. She wants to be referred to as ‘she’ and known as a woman/female.”
Disclosure of Sexual Orientation

Unintentional disclosure

By client/resident to staff

CLIENT DOES NOT HAVE COGNITIVE IMPAIRMENT

Client displaying behaviour or activity which discloses their gender identity/sexual orientation not previously disclosed to staff.

Ask the client (at an appropriate time) to decide if the information to remain confidential?

YES

NO – then the disclosure becomes "INTENTIONAL”. Refer to ‘Intentional disclosure’ flow chart.

NO

Change the subject if the discloser does not initiate further discussion.

Reassure the client that Uniting is an inclusive organisation and that privacy and confidentiality will be maintained.

CLIENT HAS COGNITIVE IMPAIRMENT

Displaying disinhibited behaviour suggestive of inadvertent disclosure of sexual orientation or gender identity.

Ensure the safety and dignity of the client and others present.

Respond calmly. Change the focus of the room to protect the client’s dignity. For example, implement diversional strategies.

Follow usual strategies for managing disinhibited behaviour. Implement diversional strategies at the time.
Rainbow Tick Accreditation
Australian Workplace Equality Index

Uniting was recognised by Pride in Diversity as Australia’s Top Not for Profit Employer for LGBTI people and one of the Top Ten Best Employers in Australia of LGBTI people. It is further recognition, in addition to the Rainbow Tick awarded to Uniting last November for its inclusive services, of Uniting's commitment to diversity and social justice. We are extremely proud of this achievement.
Robert

‘I’ve heard Uniting is very inclusive.’
Thank you