

Adult Day Self-Care Newsletter

June 2023

Aging With Pride

In a 2022 [documentary aired on PBS](#), older adults who identify as LGBTQ+ describe their experiences as they age. They describe cultural changes in their lifetime, personal losses, loneliness, and healthcare challenges. These challenges include the fears and realities of discrimination, including refusal of care, which can result in delayed care and worse outcomes. One study of this problem found over 40% of LGBTQ+ individuals reported discrimination in healthcare, while some reported no discrimination because they allowed providers to assume they were heterosexual.¹ In many areas, elder services, residences, and long-term care facilities are not LGBTQ-friendly, leaving older adults with few or no options. Even in welcoming care environments, there may be no other people who are LGBTQ+ in the program or facility, which adds to the sense of loneliness and isolation. Research on cognitive impairment in aging, dementia care, and caregivers of people with dementia often do not include people who identify as LGBTQ+ or do not report demographics on gender and sexual identities of the research population.² This limits what we know and is a barrier to identifying best practices. Even so, practice guidelines and training are available to support effort to improve available services.

Training Providers is a Priority Need³

Personnel at every level must help ensure that the agency's culture, mission, and vision is inclusive and welcoming. Reinforce your commitment to diversity by continually training current staff about welcoming **everyone**, regardless of their sexual orientation, gender identity, race, ethnicity, or other aspects of their culture and identity. Use new employee orientation to detail your commitment to LGBTQ+ inclusion. Train every person involved in service provision on how to confront bias. Remind staff and volunteers that, while they are entitled to their own beliefs, discriminatory language or behaviors will not be tolerated at your program.

¹Reported in Balik et al. (2022). A systematic review of the discrimination against sexual and gender minority in health care settings. *International Journal of Health Services*, 50(1), 44-61.

²Goodbole et al. (2022). Assessing equitable inclusion of under-represented older adults in Alzheimer's Disease, related cognitive disorders, and aging-related research: A scoping review. *The Gerontologist*. Advance online publication.

³Adapted from *Inclusive services for LGBT older Adults: A practical guide to creating welcoming agencies*, available from the National Resource Center on LGBT Aging (2020, page 19)



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NJ Bill of Rights for LGBTQI Residents

New Jersey offers legal protection for people who identify as LGBTQI+ and/or have HIV. Since 2021, a [Bill of Rights](#) makes it illegal for long-term care facilities to discriminate against residents based on their sexual orientation, gender identity, intersex status, or HIV status. The law also requires training for staff and identifies the minimum standards for training content.

Language Guidelines

One way to help people feel safe and welcome in your program is to use sensitive language. These resources can help you understand different terms so you can use them accurately.

A short reference guide from the [Center of Excellence for LGBTQ+ Behavioral Health Equity](#) lists updated terms, with explanations for why they matter. They also have a more general glossary of terms in their library.

The [National Resource Center on LGBTQ+ Aging](#) also has a list of common terms and definitions, as well as a fact sheet on pronouns.

The [American Psychological Association](#) also has a pronoun fact sheet available, as well as a series of other fact sheets—some are available in large print. These include understanding non-binary genders, conversion therapy, and consensual non-monogamy.

[PFLAG](#) provides a glossary as well as topical materials, such as supporting an LGBTQ+ grandchild and “Faith in Our Families.”

Additional resources on transgender inclusive communication have been compiled by [Mathematica](#), a policy research company.

LGBTQ+ History

Today’s older adults lived through a time when people in the LGBTQ+ community were ignored, isolated, pathologized, and even criminalized. To better understand the experiences in the “pre-Stonewall” era, you can check out the many resources on [LGBTQ history](#) compiled by GLSEN. They also recommend (and link to) the [Story Corps](#) project for touching personal stories, where you can search for LGBTQ or other topics. You can find one of our favorites [here](#) (with John Banvard and Jerry Nadeau).

For More Information

NJ resources: The NJ Department of Aging Service offer a [list of links](#) for LGBTQ+ supports.

National Resource Center on LGBTQ+ Aging: Browse the online library (English and Spanish) or reach out for information, education, and technical assistance. Share information about this [organization](#) and the 24/7 LGBTQ+ Elder Hotline (toll-free 877-360-5428).

Care2Caregivers Website

You can find the [Adult Day Resources pages](#) on our website through the drop-down menu in the Professional Resources section.

Visit our [LGBTQIA+ Resources page](#).

As always, you can access the Self-Care resources on our website for free. Use our NEW link:

Self-Care for Professional Caregivers
<https://care2caregivers.com/professional-resources/self-care/>

Upcoming Caregiver Education 2023

Understanding Caregiver Grief & Loss
June 6, 2023 1:00pm
Click [HERE](#) to register

Managing Your Day with Activities
July 20, 2023 1:00pm
Click [HERE](#) to register

For more info email Mary Catherine:
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or call Care2Caregivers at 890-424-2494



visit our website www.care2caregivers.com for information on caregiver support groups

1-800-424-2494