

How Inclusive Are You? LGBTI Seniors – The New Priority Population

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Context

- 2012 Mark Butler introduced the first Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Ageing and Aged Care Strategy.
- It will inform how the Government supports the Aged Care Sector to deliver inclusive and sensitive care to LGBTI people and their families
- Part of the implementation of the “Living Longer Living Better” reform package.

Quick definitions

Lesbian
Gay
Bisexual
Transgender
Intersex



What's the fuss about? I treat everyone the same! Why a need to be inclusive?

Initiatives have been put in place that recognise:

- Decades of inequitable treatment for LGBTI people
- Many have suffered stigma, family rejection and social isolation
- Many have had a life experience of fear of rejection and persecution coupled with the impact of potential or actual discrimination.

Challenges

- Invisibility
- Fear/ perception of discrimination
- Past experience of poor service/ treatment
- Sexuality/ sexual expression/ taboo
- NOT changing personal beliefs/ values – focus on professional practice at work
- CALD sector workforce

Brian and Norm:

A Love Story

Five Principles of the Strategy

Inclusion - rights and needs included in policies and programs

Empowerment - people and families supported with knowledge and confidence to maximise use of services

Access and Equity - all areas of service understand and deliver inclusive service

Quality - provide quality services that are assessed accordingly

Capacity Building - LGBTI communities have capacity to articulate care needs and be involved in development of services

Goals and outcomes to be achieved by 2017

- LGBTI people will experience equitable access to appropriate ageing and aged care services
- The aged care and LGBTI sectors will be supported and resources to proactively address the needs of older LGBTI people
- Ageing and aged care services will be supported to deliver LGBTI – inclusive services

Goals continued

- LGBTI –inclusive ageing and aged care services will be delivered by a skilled and competent paid and volunteer workforce
- LGBTI communities will be actively engaged in the planning , delivery and evaluation of ageing and aged care policies, programs and services
- LGBTI people and their families and carers will be a priority for ageing and aged care research

Legislative and policy changes supporting inclusive practice

Changes in legislation in 4 main areas:

- 2009 sweeping changes to 89 pieces of legislation to include LGBTI families
- National Disability Insurance Scheme
- Anti Discrimination Act Amendment
- National Ageing Strategy – “Living Longer, Living Better”.

How is this being implemented in NSW?

- LGBTI Training for the Aged Care Sector - National roll out happening now until June 2016
- National Accreditation system – GLHV’s “Rainbow Tick” available
- Community engagement – ACON’s LOVE Project
- Other supports:
ACON LGBTI CVS, TARS, Healthy Ageing programs locally, other ACON services

Practical steps to consider

- Consistent, sensitive terminology/ images
- Review all forms/ brochures/ online content
- Consider “Rainbow Tick” accreditation
- Attend sector workforce LGBTI awareness training
- Participate in National LGBTI Health Conference (August 2015)
- Participate in National LGBTI Ageing & Aged Care Conference (October 2015)
- Create environment to promote trust and confidence for any eventual self-disclosure

So the question remains..

How Inclusive Are You?

Questions?

For more training information/ registration:

www.acon.org.au/training

The LOVE Project:

www.loveproject.org.au

ACON LGBTI Community Visitors Scheme:

www.acon.org.au/ageing/community-visitors-scheme

Val's Café:

www.valscafe.org.au/

Thank you!

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