

End-of-Life Care and the LGBTQ Community



Today's Overview

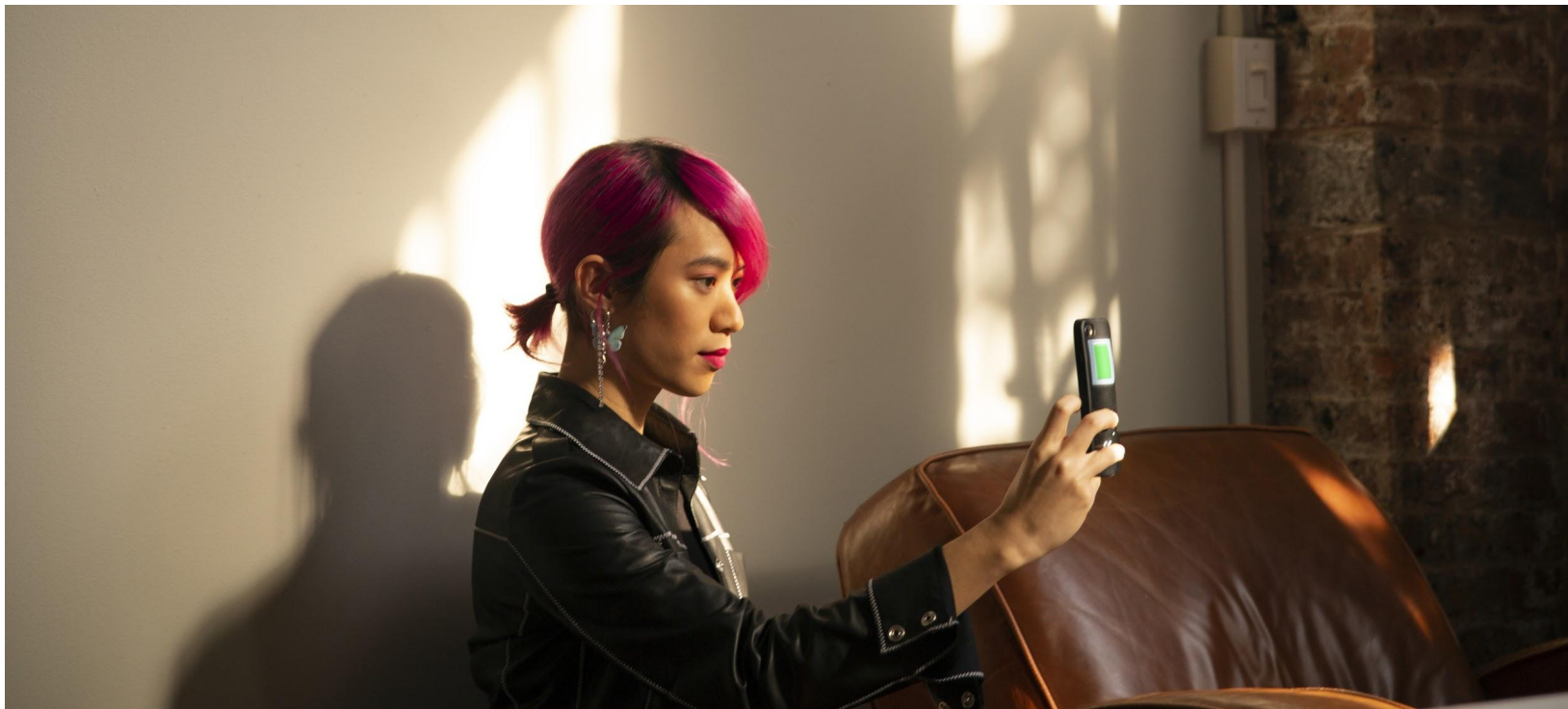


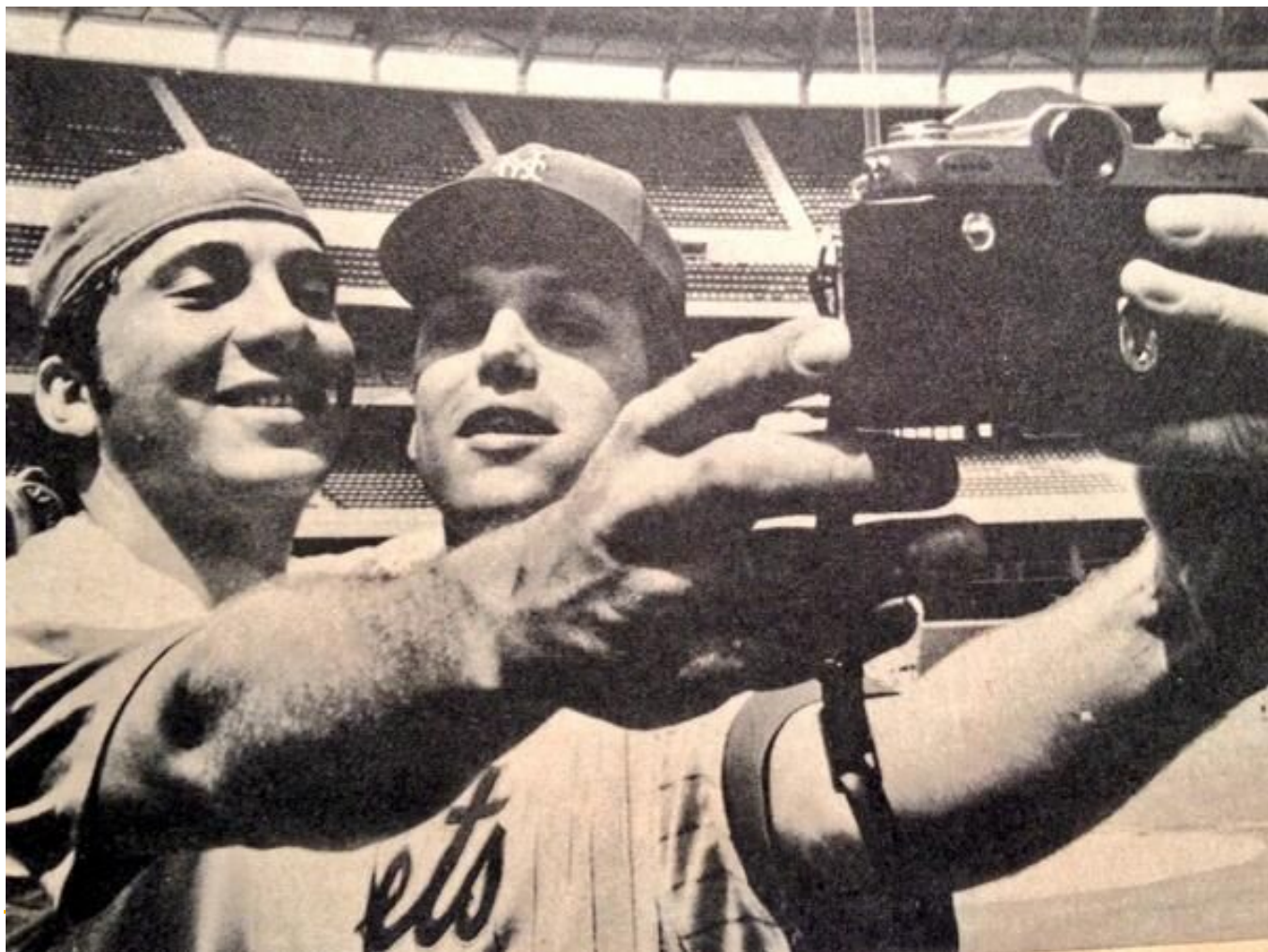
- Language
- Understanding Context/Barriers
- Laws and Policies
- Discrimination & its Impact
- Key Concerns
- Best Practices

1

Language

Opening the door to communication





**Sexual
Orientation**

Sex

**Gender
*Identity
*Expression**

Definition: SEXUAL ORIENTATION

Your primary **physical, romantic,**
and/or **emotional attraction** to other
people

Straight

Lesbian

Gay

Bisexual

Queer





Definition: **SEX**

Biological differences among **male, female, and intersex people**

Examples: hormones, secondary sex characteristics (e.g. facial hair), reproductive anatomy

Definition: Gender Identity

- the gender a **person knows themselves to be**
- Can be different than sex assigned at birth

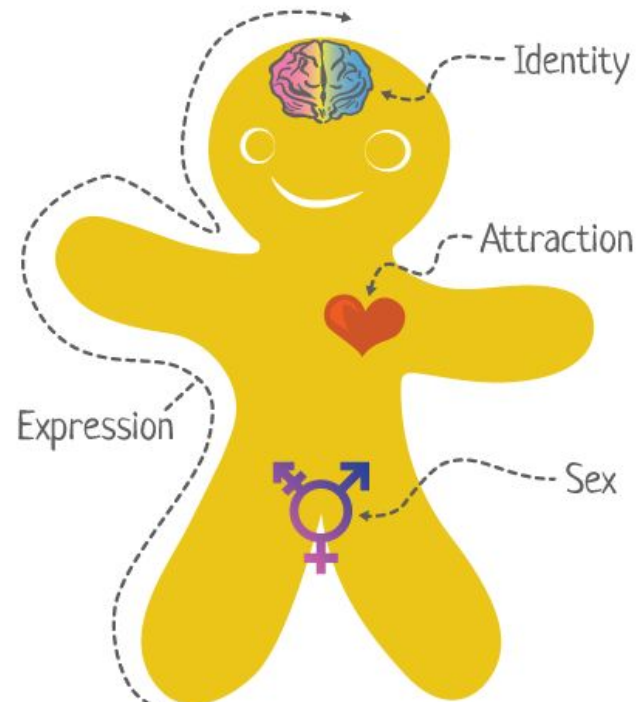


Definition

- **Gender expression** - how we show our identity to others



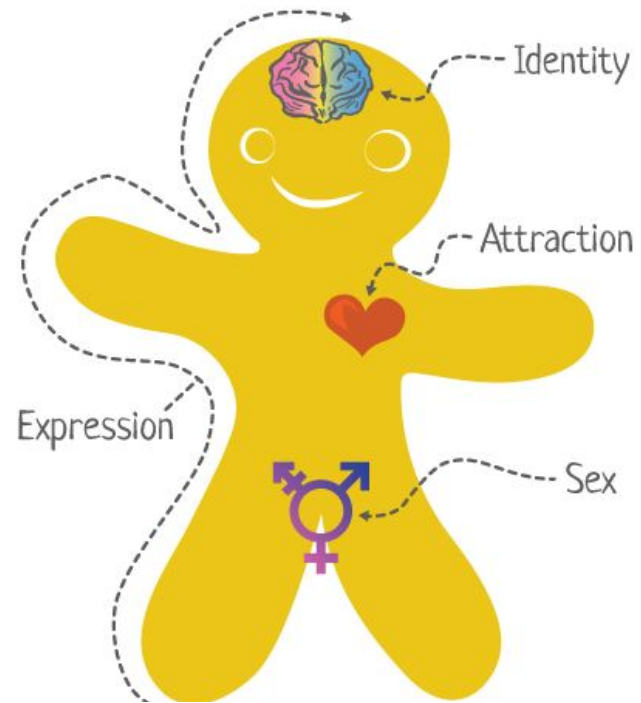
Ellen Degeneres
TV Personality





Definition: **CIS-GENDER**

- **gender identity matches their sex** assigned at birth
- **Cisgender** is a **complementary concept** to “transgender” and is used instead of “non-transgender”



Definition: **TRANSGENDER**



- Words to avoid:
Transgendered A transgender The Trans
Transvestite Tranny Transgenders

Definition: **TRANSGENDER**



- **Transgender Man**: assigned female at birth, **identifies as male**
- **Transgender Woman**: assigned male at birth, **identifies as female**



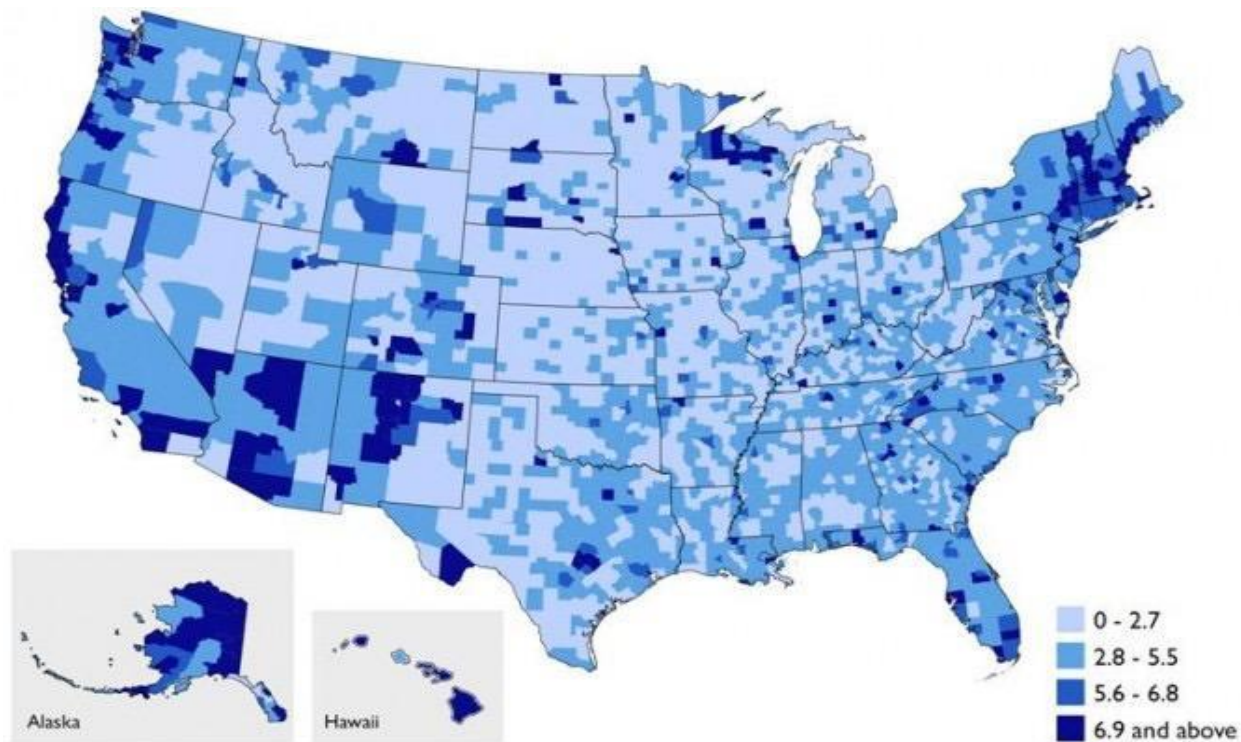
Gender Fluidity

- **Gender Non-Conforming (adj)** – someone whose gender presentation does not align with gender-based expectations
- **Non-Binary (adj.)** – does not fit the male or female binary



Context

Why an LGBTQ focus?



~10 million
LGBTQ
Americans

2.9-3.8 million
in rural
communities

Over 240,000
of Missourians

Gates, (2011) The Williams Institute

Prevalence of Transgender People

1.4 million

self-identified as
transgender

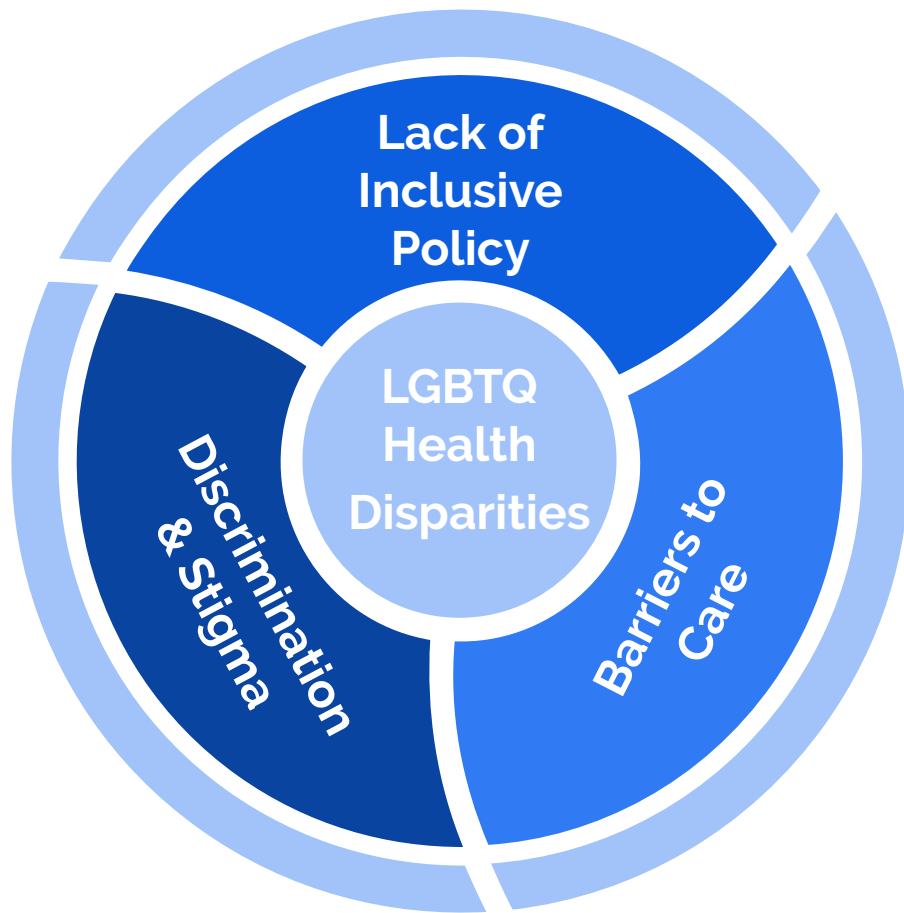
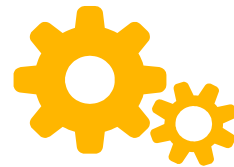
Estimated
150,00 youth
(13-17) identify
as transgender

Over **25,000** in
Missouri



Flores, et al. (2016) The Williams institute





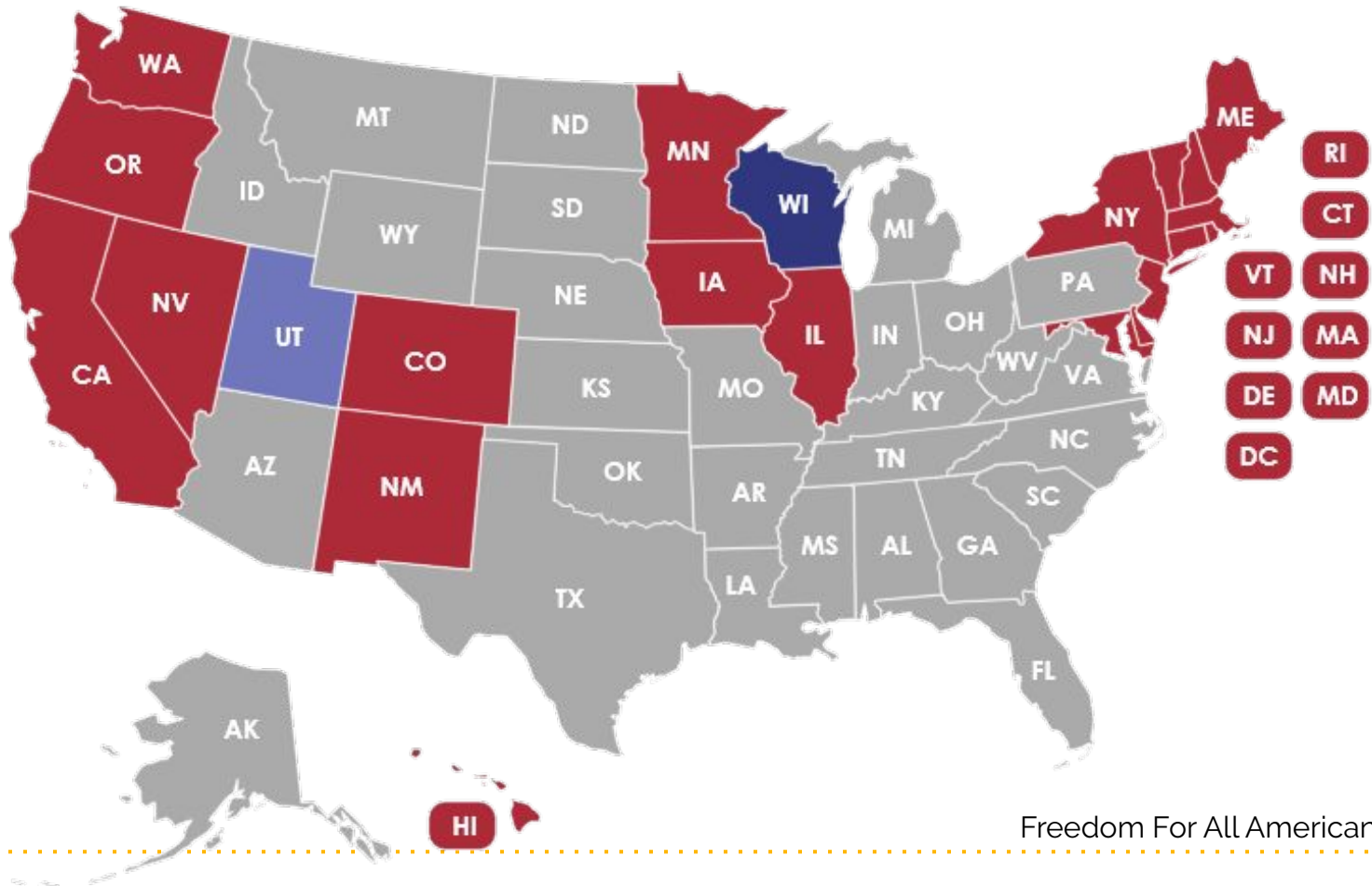
Policy and its Impact



Federal

- Obergefell v. Hodges, 2015
- **No federal protections**
- Proposed legislation
 - Equality Act
 - Consistent & explicit
 - Amends civil rights laws
- Threats and roll backs





Freedom For All Americans, 2018



Missouri

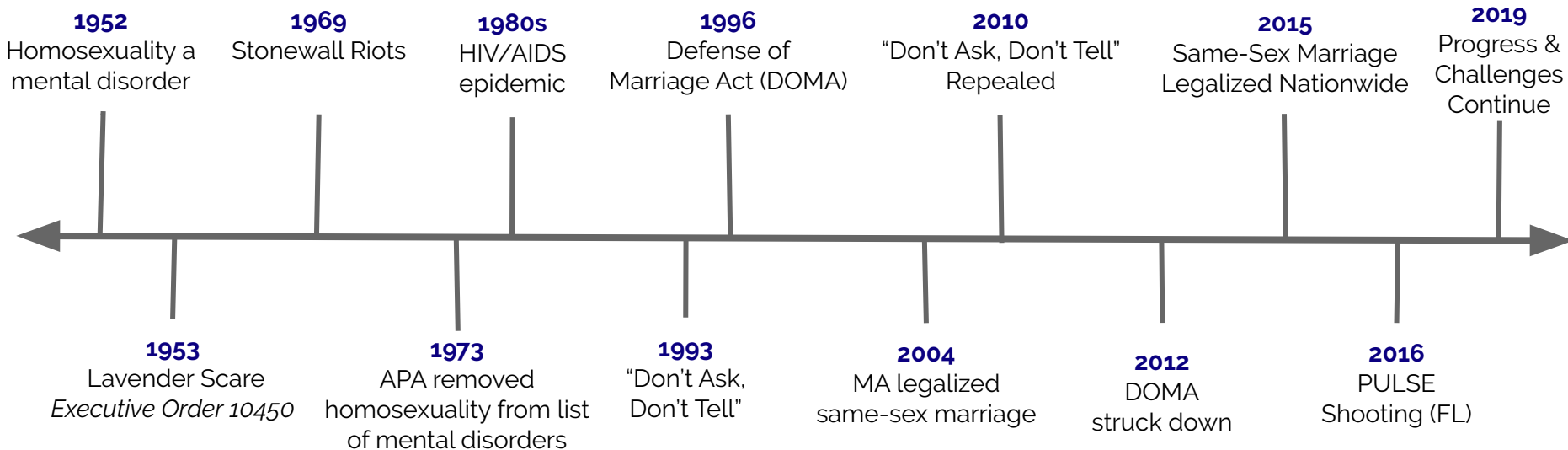
Missouri Human Rights Act (MRHA)

- **Sexual orientation and gender identity not protected categories**
- 15 municipalities have inclusive non-discrimination ordinances
- MONA - 22nd Year

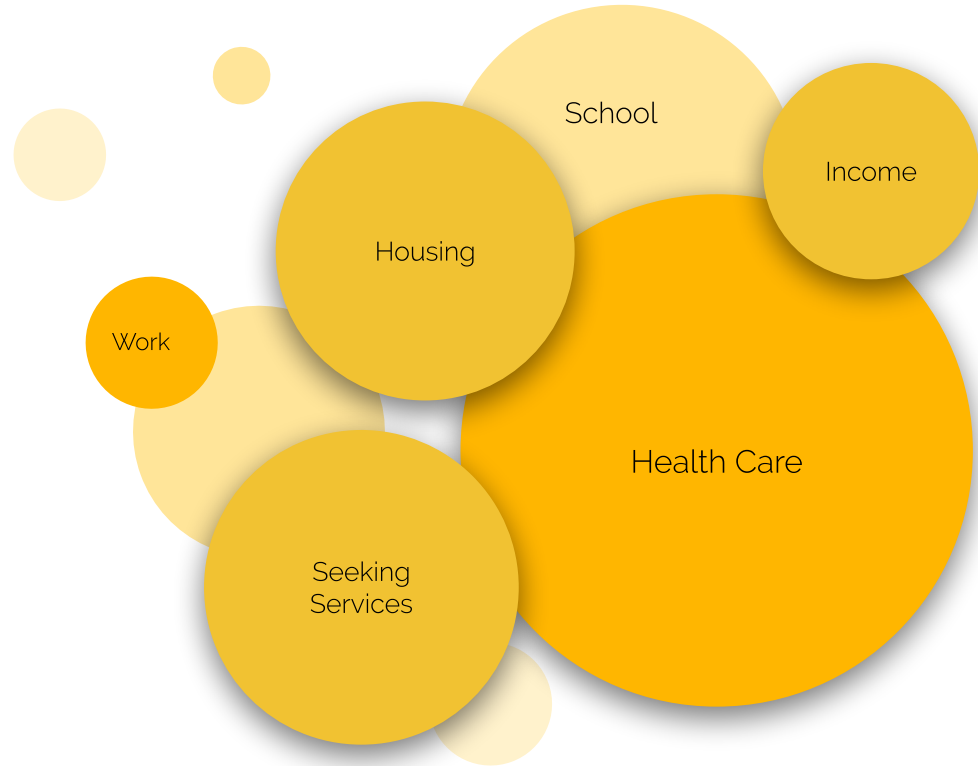


Discrimination & Barriers to Care

History of Stigma and Discrimination



Discrimination Occurs in all Areas of Life



Missouri State Report, NCTE, 2017

Barriers to Services and Care

- Risk of **poverty, homelessness, underemployment**
- **Negative experiences** in healthcare settings
- **Lack of provider information** and knowledge
- Lack of LGBTQ-specific **research, policies and procedures**



Key Concerns



Health

- Underutilization of **preventive services** (i.e. pap smear)
- Nearly 5x more likely to contract **HIV**
- High rates of mental health dx and **suicide**
- Higher risk for **isolation** for older adults.
- Highest rates of **tobacco, alcohol and other drug use** among LGBT populations.
- Insurance **exclusions** for gender affirming care.

Basic Healthcare



- **Less likely to have health insurance coverage**
- More likely to delay or not seek medical care
 - **40% not out**
- **Less likely to receive preventative care**
- 41% have a disability

Social Isolation

- **40%** of LGBT older adults say their **social networks have become smaller**
 - 27% for non-LGBT
- Negative impact on health and mental health
 - Increase in mortality



Caregiving

- Less likely to have family of origin support
 - **2x more likely to be single**
 - **4x less likely to have children**
- Legal **recognition of partnership**
 - Family Medical Leave Act
- Social recognition of partnership
- Peer-to-Peer caregiving





Financial Insecurity

- **less financially secure**
- **Poverty Rates:**
 - Lesbian identified: 9.1 %
 - Gay identified: 4.9%
- **Risk denial of same-sex retiremer benefits**
- **Impact on ability to pay** for Long Term Care



Special Topic: Long Term Care

LGBT Concerns About Long Term Care



67%

neglect



61%

limited access to services



60%

verbal or physical
harassment



52%

52% will be forced to
hide/deny identity

Best Practices & Policies

What we can do.



Recognizing LGBTQ Clients

- Decrease health risks
- Improve health outcomes
 - Acknowledge support systems
 - Improve access to healthcare
 - Promote treatment adherence
- Increase trust with medical providers



Awareness of Community

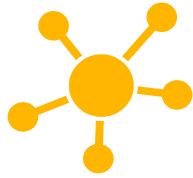
- Be aware of psychosocial challenges
- Be aware of vulnerability to self-blame and guilt
- Be aware of the experience of prejudice of LGBT populations through spiritual, religious, or cultural beliefs
 - LGBT ≠ automatically non-religious

Advocate for Clients in Care

- Person-center/identity validating care plans
- Advocate importance of advance directives
- “The Right of Sepulcher”
 - the right to choose and control the burial, cremation, or other final disposition of a dead human body
 - Used to rely on traditional family hierarchy
 - Now based on lawyer and power of attorney

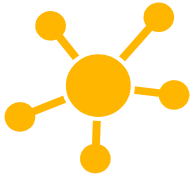
Supporting the Bereaved

- Relationships and bereavement may not be recognized by others
 - Risk of perceived “lesser” loss than heterosexual peers
- Societal emphasis of family of origin versus family of choice
- Risk for complicated grief
 - Social validation and acceptance of relationship?
 - Community support?
 - Culturally competent services?
 - Support of family of origin?



Individual-Level Changes

- 1. **CHANGE** your language
 - Use non-gendered language; Say, "... **your partner, spouse, they...**"
 - Allow the opportunity to select their own pronouns
 - **Mirror the language** people use for themselves, their partners and their body parts.
- 2. **SHOW** your openness
 - Try not to react if someone comes out to you
 - **Ensure confidentiality**
 - **Promote Inclusive policy for staff and clients**
 - Examine/update **intake forms** to be **LGBT-inclusive**
 - Ally as Action → Identity validation



Individual-Level Changes

- 3. **LEARN** more
 - **Read** more about the LGBT community
 - **Learn** about LGBT patients and health risks
 - Form an LGBT **study** group in your department





How to Welcome Trans Clients

- **People who are transgender:**
 - Can **transition** when **younger or older**
 - *May or may not change* their name and/or preferred gender pronouns
 - *May or may not transition* using hormones and/or surgery
- **To be more welcoming...**
 - Avoid invasive, unnecessary questions
 - Ask people their preferred **name, pronouns, and names for body parts**
 - Use intake forms to ask



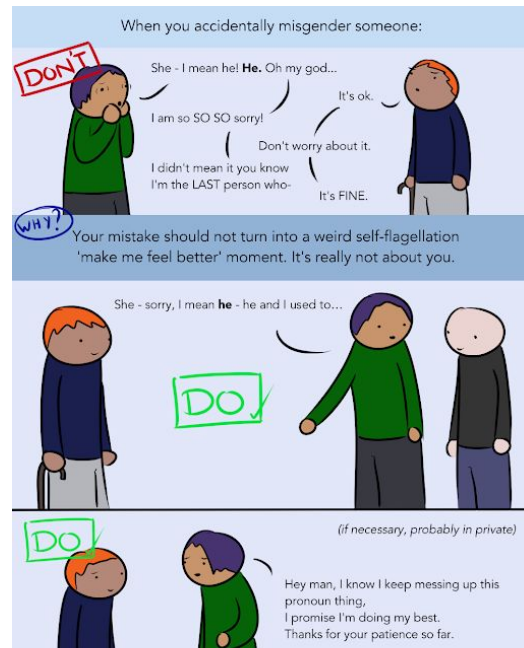
It's Okay to Ask...Respectfully

- Approach and purpose is key
- It is okay to ask questions about partners, gender, preferred pronouns, and language used for body parts
- It is okay to feel awkward as you learn to ask

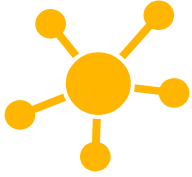
Pronouns



- **Don't know? It's okay to ask?**
 - In-person or on forms
- **Mistakes will happen, *continue to try***
- If you don't have the opportunity to ask – it's **okay to use singular They/Them**
- **Model for others**
 - In person
 - In email signature



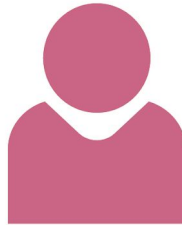
Pronouns



GENDER-SPECIFIC PRONOUNS



GENDER-NEUTRAL PRONOUN



I saw Lauren come to work today and **they** seemed really happy. I wonder if it has anything to do with **their** weekend. I hope I see **them** soon to hear all about it!

Pronouns

ASK



You cannot tell someone's name or pronoun just by looking at them.

RESPECT



If someone takes the time to let you know their name and pronoun, use and respect it. It's not up to you to decide someone else's identity.

PRACTICE



If you have difficulty using someone's pronoun and name, practice. Ask co-workers, peers, and friends to point out when you've made a mistake.



“I treat people how they want to be treated”

- Ask with respect
- Model language
- Use neutral language
- Don't assume
- Inclusivity

Q & A



THANK YOU!

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To request a Training:

<https://promoonline.org/campaigns/lgbt-training-programs/>