

Inclusivity of LGBTQIA+ Community



CHAPEL HILL
COMMUNITY



Jerry Martin LPN, Director of Sales/Marketing
Chapel Hill Community: A United Church Homes

VISION/MISSION/VALUES



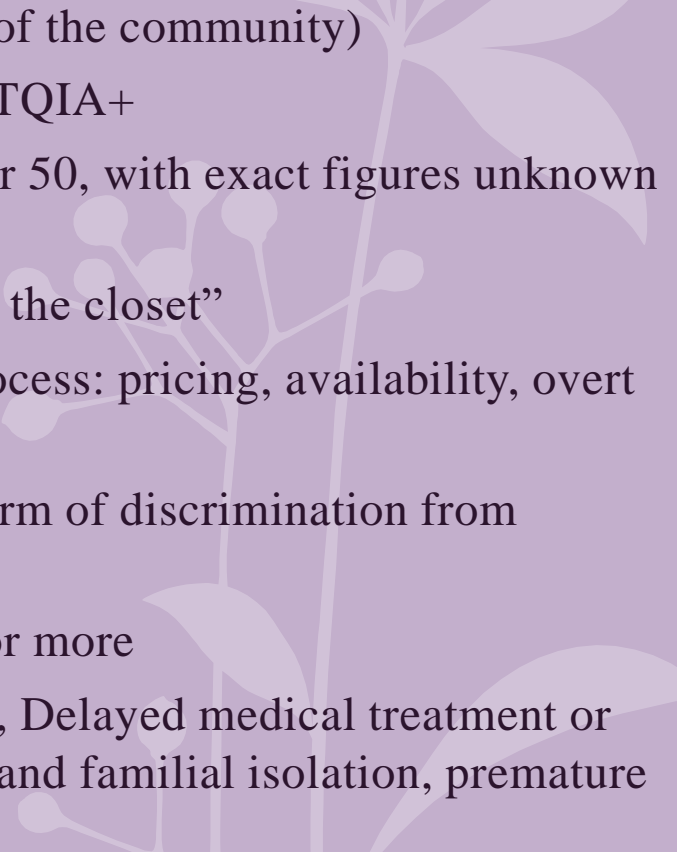
Hospitality: Welcome Everyone

We believe working to help all feel safe and at home builds a diverse community which we imagine to be radically open and inclusive to everyone.

Respect: Honor the Differences Among Us

We believe honoring the experience and perspective of others releases the richness of the gifts within our community

LGBTQIA+ Senior Statistics:

- 1.5 million over 65 identify as LGBTQIA+ (25% of the community)
 - By 2030 estimated 3 million will identify as LGBTQIA+
 - Hundreds of thousands of Transgender people over 50, with exact figures unknown at this time
 - 80% when entering a nursing home go back to “in the closet”
 - 50% undergo discrimination in the registration process: pricing, availability, overt discrimination by staff and administration
 - 50% of all LGBTQIA+ residents undergo some form of discrimination from improper pronoun use to sexual violence
 - 80% of all persons living with HIV/AIDS are 50 or more
 - Social Isolation, Chronic Illnesses, Poor Nutrition, Delayed medical treatment or mistreatment by medical professionals, Religious and familial isolation, premature mortality and overt discrimination
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LGBTQIA+ History in the US

1920-1930's

Homosexuality Considered a sex crime

Police Raids on Gay Bars

100,000 LGBTQIA murders in Nazi Germany

1940-1950's

Military Ban on LGBT service

Immigrant banning of psychopathic personality
which includes homosexuality

Homosexuality listed as a mental disorder

1960's

Christine Jorgeson underwent Gender Reassignment Surgery

NOW becomes increasingly hostile to lesbians

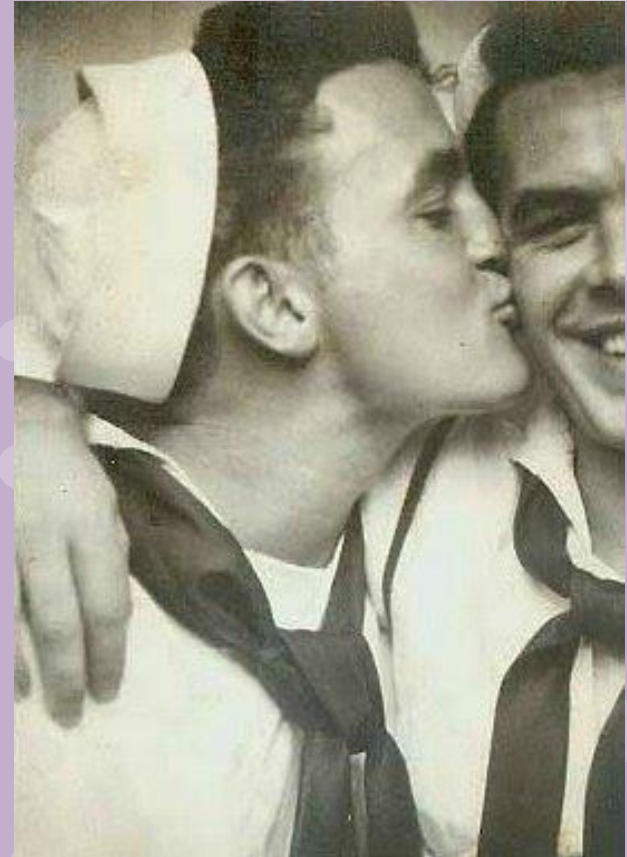
Stonewall Riots- NYC

1970's

Homosexuality no longer a mental disease

Transgender diagnosed as gender identity disorder

Harvey Milk first openly gay elected official and then murdered



LGBTQIA+ History in the US

- 1980's
 - First reported cases of HIV/AIDS
 - AIDS Coalition to Unleash Power (ACT UP) began
- 1990's
 - DOMA- Don't Ask Don't Tell
 - Boy's Don't Cry movie about Brandon Tenna about a trans youth
- 2000's
 - Massachusetts allows gay marriage
 - Massachusetts bans gay marriage
 - Sodomy laws struck down
- 2010
 - National Resource Center (NRC) launched
 - Don't Ask Don't Tell repealed
 - Gay marriage legalized








Don't presume anything!

We must be aware that we may already have LGBTQIA+ residents, and in order to provide safe and affirmative services we must be mindful that LGBTQIA+ older adults could be unintentionally excluded, due to assumptions. Everyone has unique needs and concerns, and should be treated accordingly. We must be mindful that some of the LGBTQIA+ older adults will not or do not wish to openly identify as such. That decision must be respected.

Upon admission to Skilled Nursing Facility we can and must ask all admissions about sexual orientation in a confidential manner, in an environment that makes them feel safe.

The coordinator will ask whom they would like to recognize and the significance of their relationship, as well as any power of attorney concerns. When asking this information it should be done in a professional and factual manner. If a resident looks uncomfortable, anxious or refuses to answer, we do not force an answer. Just move on. Ask how they would like to be addressed.

Birth Date:	<input type="text" value="8/31/1941"/>  (M/D/YYYY)	Original Admission Date:	<input type="text" value="1/6/2016"/> 
Discharge Date:	<input type="text" value="2/11/2016"/>	Initial Admission Date:	<input type="text" value="1/6/2016"/>
Estimated Discharge Date:	<input type="text"/> 	Deceased Date:	
Most Recent Admission (Re-entry):	<input type="text" value="1/6/2016"/> 	Birth Place:	<input type="text" value="Columbus, OH"/>
Citizenship:	<input type="text" value="USA"/> ▼	Sex:	<input type="text" value="Female"/> ▼
Marital Status:	<input type="text" value="Widowed"/> ▼		
Religion:	<input type="text" value="Protestant"/> ▼		
Race:	<input type="text" value="White,not of Hispanic origin"/>	Ethnicity:	<input type="text" value="White,not of Hispanic origin"/> ▼
Primary Language:	<input type="text" value="English"/> ▼	Secondary Language:	<input type="text"/> ▼
Interpreter Needed:	<input type="text"/> ▼	Occupations:	<input type="text" value="Ret. Homemaker"/>
Default Pharmacy:	<input type="text" value="Omnicare Pharmacy of Wadsworth"/> ▼	Education:	<input type="text" value="High School"/> ▼
Allergies:	<input type="text" value="No Known Allergies"/> *	No Known Allergies:	<input checked="" type="checkbox"/> 
Disposition:	<input type="text"/>		

Current admissions intake form

Recommended Additions: Inclusivity Project

Gender	Female	Transgender	Intersex	Sexual Orientation
Male	Breast Augmentation	Hormone Replacement	Gender Reassignment	Heterosexual
Female*	yes	Yes	Yes	Gay
Intersex *	no	No	No	Lesbian
Transgender *	Mastectomy	Gender Reassignment	Yes	Bisexual
	Yes	Yes	No	Transgender
	No	No		Queer
		Breast Augmentation		Questioning
		Yes		Intersex
		No		Ally
		Mastectomy		
		Yes		
		No		
		Female to Male		
		Male to Female		



Goals:

1. All staff to be SAGE trained.
 2. Proper pronoun use, awareness of LGBTQIA+ community.
 3. Nursing schools to include SAGE training in curriculum.
 4. Chapel Hill Community to host student nursing LGBTQIA+ training opportunities.
 5. Create and distribute marketing collateral promoting inclusivity.
 6. Attend Gay Pride events as vendors and parade participants: Cleveland, Akron, Columbus.
 7. Cleveland LGBT Community Center as well as Columbus LGBT Center presentation at UCH facilities in those communities.
 8. Presentations with congress persons, senators, legislators, President, National AIDS Update Conference, Ohio Board of Nursing.
 9. Encourage staff to identify their pronouns on their employee name tags.
 10. Offer all current residents SAGE training in the effort to increase awareness and honor the perspective of others.
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