



**Office for
the Aging**

Aging in Families of Choice

Stories of the Supportive Networks of LGBTQ+ Caregiving and Receiving

Raise the Bar for Respite - The National Lifespan Respite Conference

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Agenda

- Welcome
- Family Structures in the LGBTQ+ Community
- Navigating Systems
- Practical Steps
- Creating a personal To-Do List

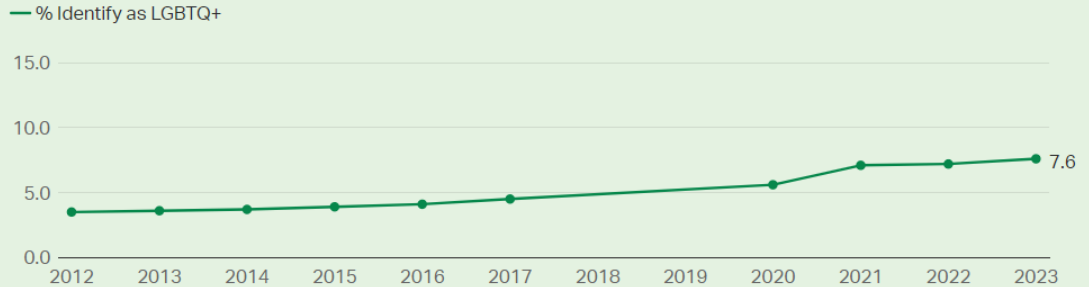
Learning Objectives

1. Learner will be able to identify at least 2 unique care concerns and aging challenges facing LGBTQ+ older adults and caregivers.
2. Learner will be able to identify at least one way that LGBTQ+ and non-LGBTQ+ caregivers differ regarding their caregiving experiences.
3. Learner will develop a personalized “to-do list” of action items that will improve their cultural competency when serving the LGBTQ+ community.

LGBTQ+ Identification in U.S.

Americans' Self-Identification as Lesbian, Gay, Bisexual, Transgender, or Something Other Than Heterosexual, 2012-2023

Which of the following do you consider yourself to be? You can select as many as apply. Straight or heterosexual; Lesbian; Gay; Bisexual; Transgender



Respondents who volunteer another identity (e.g., queer; same-gender-loving; pansexual) are recorded as "Other LGBTQ+" by interviewers. These responses are included in the LGBTQ+ estimate.
Data were not collected in 2018 and 2019.
2012-2013 wording: Do you, personally, identify as lesbian, gay, bisexual or transgender?

[Get the data](#) • [Download image](#)

GALLUP

- 7.6% of U.S. adults now identifying as lesbian, gay, bisexual, transgender, queer or some other sexual orientation besides heterosexual.

Source: [LGBTQ+ Identification in U.S. Now at 7.6%, Gallup](#)

LGBTQ+ Aging

x2

Single or Live
Alone

x4

Less Likely to
have Children



Discrimination
Social Stigma
Prejudice



Physical and
Mental Health
Challenges



Source: [The facts on LGBT aging, Sage](#)

Families of Choice

Family structures in the LGBTQ+ community may look different than heteronormative families.



Compared to their non-LGBTQ+ peers, LGBTQ+ people are-

- 1.2 times more likely to be primary caregivers
- 3.5 times more likely to provide care for friends and chosen family

Source: [Caregiving in the U.S., AARP](#)

Family of Choice and Navigating Systems

- LGBT older adults are five times less likely to seek medical care or social services than the general public.

Source: [Aging In Equity](#), Funders for LGBTQ Issues

- Be explicit around what you will share with external providers

- Can you be an advocate for the caregiver in other settings?

- Remain sensitive to the process of completing forms and documents

Who is
doing the
work?



Visibility Management

- Visibility management affects decisions around disclosure and can impact the mental health of LGBTQ+ individuals.
- LGBTQ+ people manage the degree to which their sexual orientation, gender identity, and/or gender expression is known to others.
- Add in intersecting identities

Practical Steps for Inclusive Practice

This is where YOU develop a To-Do List

THREE things in the...

1. Next week
2. Next month
3. Next year



How can you increase the likelihood people feel comfortable?

Caregivers will feel more comfortable answering questions openly if they know:

- The questions come from a place of concern
- Confidence that any data will serve a positive and valuable purpose
- Their or their loved ones care will not be negatively affected
- They do not feel forced to provide the information

Increasing the Safety of your Organization

LGBTQ Inclusion Best Practices

- First Impressions
- Program Design and Evolution
- Approach to Outreach
- Resources and Referrals
- Feedback and Learning
- Training and Culture Change

Shifting Culture through Public Policy



Thank you!

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