

# Health Disparities of LGBTQ+ Older Adults

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## Research Team: Science to Impact





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## Presentation Overview



- Historical trends
- Health disparities
- Subgroup differences
- Risk and protective factors
- What next?
- Resources

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## Sexuality and Gender Identity: Don't Ask

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- Little information about older adults' sexuality or gender
- Why?
  - Did not ask older adults about sexuality or gender identity
  - Myth: Older adults will not understand or respond to such questions
  - Myths: Questions are "too sensitive"

Fredriksen-Goldsen, K. I., & Kim, H.-J. (2015). Count Me In – Response to Sexual Orientation Measures Among Older Adults. *Research on Aging*, 37(5), 464-480

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## Response to Sexual Identity Measures

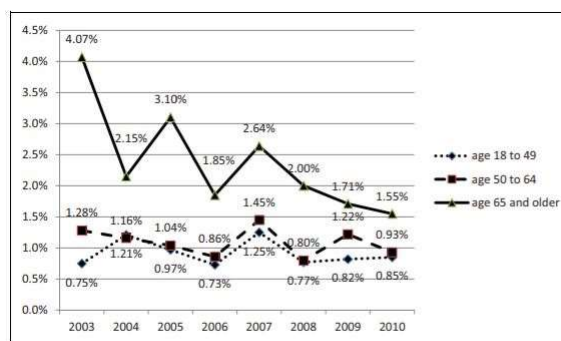
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- Nonresponse rates among older adults (65+) decreased significantly over an 8-year period
  - May reflect the rapid social change occurring in our society (nondiscrimination legislation, changes in attitudes toward LGBTQ+ individuals)

Fredriksen-Goldsen, K. I., & Kim, H.-J. (2015). Count Me In – Response to Sexual Orientation Measures Among Older Adults. *Research on Aging*, 37(5), 464-480

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## Response to Sexual Identity Measures



**Figure 2.** Time trends in rates of "refuse to answer" on sexual orientation by age: Washington state behavioral risk factor surveillance system, 2003–2010 (unweighted  $n = 172,628$ ).

Fredriksen-Goldsen, K. I., & Kim, H.-J. (2015). Count Me In – Response to Sexual Orientation Measures Among Older Adults. *Research on Aging*, 37(5), 464–480

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## Response to Sexual Identity Questions by Race/Ethnicity

- Black/African Americans, Asian Americans, and Hispanics/Latinos more likely "not sure/don't know"
- Asian Americans and Hispanics/Latinos more likely refuse to answer
- Native Americans/Alaska Natives and Non-Hispanic Whites had similar odds of non-response

Kim, H.-J. & Fredriksen-Goldsen, K. I. (2013). Nonresponse to a question on self-identified sexual orientation in a public health survey and its relationship to race and ethnicity. *American Journal of Public Health*, 103(3), 67–9. doi: 10.2105/AJPH.2012.300835

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## What next? Sexual and Gender Identity Questions

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- Inclusion of sexual orientation and related measures for all ages, including older adults
- Assessment of multiple dimensions of sexuality
- Inclusion of gender identity measures
- Investigation of nonresponse patterns
- Consideration of cultural sensitivity of SOGI questions

Fredriksen-Goldsen, K. I., & Kim, H.-J. (2015). Count Me In – Response to Sexual Orientation Measures Among Older Adults. *Research on Aging*, 37(5), 464-480  
Kim, H.-J., & Fredriksen-Goldsen, K. I. (2013). Nonresponse to a question on self-identified sexual orientation in a public health survey and its relationship to race and ethnicity. *American Journal of Public Health*, 103(1), 67-9. doi: 10.2105/AJPH.2012.300835

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## Health Disparities

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- Aging with Pride: National Health, Aging, and Sexuality/Gender Study
- Examine population-based data
- What are health disparities?
- “Differences in health outcomes, encountered systematic obstacles to health as a result of social, economic, and environmental disadvantage”

Fredriksen-Goldsen, K. I., & Emlert, C. A. (2012). Health disparities among LGBT older adults living with HIV. *Aging Today Online*. Retrieved from <http://www.asaging.org/blog/research-note-health-disparities-among-lgbt-older-adults-living-hiv>  
Disparities. [HealthyPeople.gov](http://www.healthypeople.gov). Available at: <http://www.healthypeople.gov/2020/about/disparitiesAbout.aspx#six>. Accessed October 26, 2011

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## Demographic Differences: LGB Older Adults

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- LGB older adults higher levels of education
- LGB older adults much less likely married but more likely partnered
- Older lesbians and bisexual women higher likelihood of employment
- Older gay and bisexual men less children in the household and more likely live alone

Fredriksen-Goldsen K. I., Kim, H.-J., Barkan, S. E., Muraco, A., & Hoy-Ellis, C. P. (2013). Health Disparities Among Lesbian, Gay, and Bisexual Older Adults: Results from a Population-Based Study. *American Journal of Public Health, 103*(10), 1802-1809. doi:10.2107/AJPH.2012.301110

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## LGB Older Adults: Chronic Conditions

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- Older lesbians and bisexual women:
  - Greater likelihood stroke, heart attack, asthma, arthritis, low back/neck pain, weakened immune system, higher number of chronic conditions
  - Lower likelihood diabetes
- Older lesbians more likely than older bisexual women stroke, heart attack, arthritis

Fredriksen-Goldsen, K. I., Kim, H.-J., Shiu, C., & Bryan, A. E. B. (2017). Chronic health conditions and key health indicators among lesbian, gay, and bisexual older US adults, 2013 – 2014. *American Journal of Public Health, 107*(8), 1332-1338.

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## Chronic Health Conditions

- Compared to older heterosexual men, older gay and bisexual men:
  - More likely angina pectoris, low back/neck pain, cancer, weakened immune system
  - Less likely obese
- Likelihood of weakened immune system, obesity higher among older gay men than older bisexual men
- Low back/neck pain higher among older bisexual men

Fredriksen-Goldsen, K. I., Kim, H.-J., Shiu, C., & Bryan, A. E. B. (2017). Chronic health conditions and key health indicators among lesbian, gay, and bisexual older US adults, 2013 – 2014. *American Journal of Public Health, 107*(8), 1332-1338.

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## Key Health Indicators

- Older lesbians and bisexual women:
  - Greater likelihood poor general health, disability, mental distress
  - Lower likelihood limitations in ADL
- Older lesbians more likely than older bisexual women poor general health and disability
- Older bisexual women more likely ADL limitations

Fredriksen-Goldsen, K. I., Kim, H.-J., Shiu, C., & Bryan, A. E. B. (2017). Chronic health conditions and key health indicators among lesbian, gay, and bisexual older US adults, 2013 – 2014. *American Journal of Public Health, 107*(8), 1332-1338.

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## Key Health Indicators

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- Compared to older heterosexual men, older gay and bisexual men:
  - More likely disability, ADL and instrumental ADL limitations, mental distress
- Older gay men more likely than older bisexual men ADL limitations
- Older bisexual men more likely mental distress

Fredriksen-Goldsen, K. I., Kim, H.-J., Shiu, C., & Bryan, A. E. B. (2017). Chronic health conditions and key health indicators among lesbian, gay, and bisexual older US adults, 2013 – 2014. *American Journal of Public Health, 107*(8), 1332-1338.

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## Behavioral Health Disparities

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- Older lesbians and bisexual women:
  - More likely excessive drinking, sleep problems, former drinkers and smokers
  - More likely insurance coverage, blood pressure screening, HIV test
- Older lesbians more likely than older bisexual women former drinkers

Fredriksen-Goldsen, K. I., Kim, H.-J., Shiu, C., & Bryan, A. E. B. (2017). Chronic health conditions and key health indicators among lesbian, gay, and bisexual older US adults, 2013 – 2014. *American Journal of Public Health, 107*(8), 1332-1338.

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## Behavioral Health Disparities

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- Compared to older heterosexual men, older gay and bisexual men:
  - More likely current smokers, drink excessively
  - More likely flu shot, HIV test
- Older bisexual men more likely than older gay men current smokers
- Older gay men more likely HIV test

Fredriksen-Goldsen, K. I., Kim, H.-J., Shiu, C., & Bryan, A. E. B. (2017). Chronic health conditions and key health indicators among lesbian, gay, and bisexual older US adults, 2013 – 2014. *American Journal of Public Health, 107*(8), 1332-1338.

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## Implications

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- It is critical that groups at elevated risk for chronic health conditions be identified and targeted for prevention efforts
- Targeted prevention and intervention programs are needed to identify sexual minority older adults at greatest health risk

Fredriksen-Goldsen, K. I., Kim, H.-J., Shiu, C., & Bryan, A. E. B. (2017). Chronic health conditions and key health indicators among lesbian, gay, and bisexual older US adults, 2013 – 2014. *American Journal of Public Health, 107*(8), 1332-1338.

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## Subgroup Differences

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Imperative to understand the health needs of older sexual and gender minorities in general as well as those specific to subgroups in this population to develop effective preventive interventions and services tailored to their unique needs.

Fredriksen-Goldsen K. I., Kim, H.-J., Barkan, S. E., Muraco, A., & Hoy-Ellis, C. P. (2013). Health Disparities Among Lesbian, Gay, and Bisexual Older Adults: Results from a Population-Based Study. *American Journal of Public Health, 103*(10), 1802-1809. doi:10.2105/AJPH.2012.301110

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## Health Disparities: Hispanic Lesbians and Bisexual Women

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- Compared to Hispanic heterosexual women, Hispanic lesbians and bisexual women at increased risk for:
  - Smoking, lifetime asthma, disability
  - Hispanic bisexual women: arthritis, acute drinking, frequent mental distress, poor general health

Kim, H.-J., & Fredriksen-Goldsen, K. I. (2012). Hispanic lesbians and bisexual women at heightened risk of health disparities. *American Journal of Public Health, 102*(1), 9-15. doi:10.2105/AJPH.2011.300378

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## Health Disparities: Hispanic Lesbians and Bisexual Women

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- Most health indicators for Hispanic lesbians and bisexual women similar to non-Hispanic White lesbians and bisexual women, except:
  - Hispanic bisexual women more likely frequent mental distress
  - Hispanic lesbians more likely lifetime asthma

Kim, H.-J., & Fredriksen-Goldsen, K. I. (2012). Hispanic lesbians and bisexual women at heightened risk of health disparities. *American Journal of Public Health, 102*(1), 9-15. doi: 10.2105/AJPH.2011.300378

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## Health Disparities: Hispanic Lesbians and Bisexual Women

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- High prevalence of smoking, obesity, and mental distress in Hispanic lesbians may explain cumulative risks of lifetime asthma
- Among Hispanic bisexual women, cumulative risk related to multiple marginalized statuses appears to lead to greater mental distress

Kim, H.-J., & Fredriksen-Goldsen, K. I. (2012). Hispanic lesbians and bisexual women at heightened risk of health disparities. *American Journal of Public Health, 102*(1), 9-15. doi: 10.2105/AJPH.2011.300378

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## Physical and Mental Health: Subgroup Differences

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- Community based survey
- Risk and protective factors
- Compared to older gay and bisexual men, older lesbian and bisexual women:
  - Elevated risk disability, obesity, lack routine checkups
  - Lower rates smoking, excessive drinking
  - Lower rates lifetime victimization, internalized stigma
  - More social support, larger social networks

Fredriksen-Goldsen, K. I., Emlert, C. A., Kim, H.-J., Muraco, A., Erosheva, E. A., Goldsen, J., & Hoy-Ellis, C. P. (2013). Physical and Mental Health of Lesbian, Gay Male, and Bisexual (LGB) Older Adults – The Role of Key Health Indicators and Risk and Protective Factors. *The Gerontologist*, 53(4), 664-675. Editors' Choice. doi: 10.1093/geront/gns123

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## Physical and Mental Health: Subgroup Differences

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- Compared to older gay men and lesbians, older bisexual men and women:
  - Higher levels internalized stigma, sexual identity concealment
  - Lower levels social support

Fredriksen-Goldsen, K. I., Emlert, C. A., Kim, H.-J., Muraco, A., Erosheva, E. A., Goldsen, J., & Hoy-Ellis, C. P. (2013). Physical and Mental Health of Lesbian, Gay Male, and Bisexual (LGB) Older Adults – The Role of Key Health Indicators and Risk and Protective Factors. *The Gerontologist*, 53(4), 664-675. Editors' Choice. doi: 10.1093/geront/gns123

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## Predictors of Health Outcomes: LGB Older Adults

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### Poor general health:

- Financial barriers to health care, smoking, obesity  
increase odds
- Annual routine checkup, engaging in physical activity  
decrease odds
- Risk factors: lifetime victimization
- Protective factors: increased social support, network size

Fredriksen-Goldsen, K. I., Emlert, C. A., Kim, H.-J., Muraco, A., Erosheva, E. A., Goldsen, J., & Hoy-Ellis, C. P. (2013). Physical and Mental Health of Lesbian, Gay Male, and Bisexual (LGB) Older Adults – The Role of Key Health Indicators and Risk and Protective Factors. *The Gerontologist*, 53(4), 664-675. Editors' Choice. doi: 10.1093/geront/gns123

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## Predictors of Health Outcomes: LGB Older Adults

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### Disability:

- Older sexual minority women more likely disabled
- Financial barriers to health care, smoking, obesity  
increase odds
- Engaging in physical activity decreases odds
- Risk factors: lifetime victimization, internalized stigma
- Protective factors: increased social support, network size

Fredriksen-Goldsen, K. I., Emlert, C. A., Kim, H.-J., Muraco, A., Erosheva, E. A., Goldsen, J., & Hoy-Ellis, C. P. (2013). Physical and Mental Health of Lesbian, Gay Male, and Bisexual (LGB) Older Adults – The Role of Key Health Indicators and Risk and Protective Factors. *The Gerontologist*, 53(4), 664-675. Editors' Choice. doi: 10.1093/geront/gns123

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## Predictors of Health Outcomes: LGB Older Adults

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### Depression:

- Financial barriers to health care, obesity increase odds
- Engaging in physical activity decreases odds
- Risk factors: lifetime victimization, internalized stigma
- Protective factors: increased social support, network size

Fredriksen-Goldsen, K. I., Emlert, C. A., Kim, H.-J., Muraco, A., Erosheva, E. A., Goldsen, J., & Hoy-Ellis, C. P. (2013). Physical and Mental Health of Lesbian, Gay Male, and Bisexual (LGB) Older Adults – The Role of Key Health Indicators and Risk and Protective Factors. *The Gerontologist*, 53(4), 664-675. Editors' Choice. doi: 10.1093/geront/gns123

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## LGBTQ+ Older Adults: Living with HIV

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- Of 2,560 LGBTQ+ older adults, 9% living with HIV, including 14% of gay men, 21% of bisexual men
- Black/African American and Hispanic participants more likely HIV than White participants
- Likelihood of HIV decreases with age among LGBTQ+ older adults

Fredriksen-Goldsen, K. I., & Emlert, C. A. (2012). Health disparities among LGBT older adults living with HIV. *Aging Today Online*. Retrieved from <http://www.asaging.org/blog/research-note-health-disparities-among-lgbt-older-adults-living-hiv>

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## Living with HIV

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- Older adults living with HIV more likely:
  - Poverty, lower levels education
  - Disability, poor general health, cardiovascular disease, cancer, hepatitis
  - Poorer mental health, depression, anxiety
  - Live alone, experience higher levels of loneliness
  - Experienced the death of a partner
  - Less social support, lower likelihood partnered or children

Fredriksen-Goldsen, K. I., & Emlert, C. A. (2012). Health disparities among LGBT older adults living with HIV. Aging Today Online. Retrieved from <http://www.asaging.org/blog/research-note-health-disparities-among-lgbt-older-adults-living-hiv>

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## Living with HIV

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- Older adults living with HIV more likely:
  - Experienced victimization, employment discrimination
  - Denied healthcare, provided with inferior care, used emergency room services
  - Engaged in at least one HIV risk behavior
  - Smoke, use non-prescribed drugs

Fredriksen-Goldsen, K. I., & Emlert, C. A. (2012). Health disparities among LGBT older adults living with HIV. Aging Today Online. Retrieved from <http://www.asaging.org/blog/research-note-health-disparities-among-lgbt-older-adults-living-hiv>

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## Health, Economic, and Social Disparities: Trans Adults

- Compared to cisgender adults, transgender women:
  - Greater likelihood socioeconomic risks, lower income, less education
  - More likely live alone, fewer children
  - More likely poor mental and general health, higher odds disability

Fredriksen-Goldsen, K. I., Romanelli, M., Hoy-Ellis, C. P., & Jung, H. (2021). Health, Economic and Social Disparities among Transgender Women, Transgender Men and Transgender Nonbinary Adults: Results from a Population-Based Study

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## Disparities: Trans Adults

- Compared to cisgender adults, transgender men:
  - Younger, more likely single
  - Lower income, less education
  - Increased risk of more chronic conditions
  - More likely poor mental health

Fredriksen-Goldsen, K. I., Romanelli, M., Hoy-Ellis, C. P., & Jung, H. (2021). Health, Economic and Social Disparities among Transgender Women, Transgender Men and Transgender Nonbinary Adults: Results from a Population-Based Study.

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## Disparities: Nonbinary Adults

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- Compared to cisgender adults, transgender nonbinary adults:
  - Younger, more likely single
  - Increased risk poor mental health, poor physical health, disability

Fredriksen-Goldsen, K. I., Romanelli, M., Hoy-Ellis, C. P., & Jung, H. (2021). Health, Economic and Social Disparities among Transgender Women, Transgender Men and Transgender Nonbinary Adults: Results from a Population-Based Study.

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## Physical and Mental Health of Transgender Older Adults

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- Compared to LGB older adults, transgender older adults:
  - Higher lifetime victimization, internalized stigma
  - More likely conceal gender identity
  - Higher rate of financial barriers to health services
  - Fear accessing health services outside the LGBTQ+ community at higher rate (40% of trans adults)

Fredriksen-Goldsen, K. I., Cook-Daniels, L., Kim, H.-J., Erosheva, E. A., Emlert, C. A., Hoy-Ellis, C. P., Goldsen, J., & Muraco, A. (2013). Physical and mental health of transgender older adults – An at-risk and underserved population. *The Gerontologist*, 54(3), 488-500. doi:10.1093/geront/qnt021

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## Physical and Mental Health of Transgender Older Adults

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- Compared to LGB older adults, transgender older adults:
  - Lower levels social support, community belonging
  - More likely children, larger social networks, less likely live alone
  - More likely served in military
  - Poorer physical health, greater likelihood disability, depressive symptomology, perceived stress
  - Higher rates obesity, lack of physical activity

Fredriksen-Goldsen, K. I., Cook-Daniels, L., Kim, H.-J., Erosheva, E. A., Emlert, C. A., Hoy-Ellis, C. P., Goldsen, J., & Muraco, A. (2013). Physical and mental health of transgender older adults – An at-risk and underserved population. *The Gerontologist*, 54(3), 488-500. doi:10.1093/geront/qnt021

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## Physical and Mental Health of Transgender Older Adults

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- Explaining the relationship between gender identity and health outcomes:
  - Risk factors (especially internalized stigma, victimization)
  - Fear accessing health services
  - Lower levels of physical activities

Fredriksen-Goldsen, K. I., Cook-Daniels, L., Kim, H.-J., Erosheva, E. A., Emlert, C. A., Hoy-Ellis, C. P., Goldsen, J., & Muraco, A. (2013). Physical and mental health of transgender older adults – An at-risk and underserved population. *The Gerontologist*, 54(3), 488-500. doi:10.1093/geront/qnt021

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## Physical and Mental Health of Transgender Older Adults

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- Relationship between gender identity and health outcomes:
  - Obesity
  - Concealment of gender identity
  - Lower levels social support, community belonging

Fredriksen-Goldsen, K. I., Cook-Daniels, L., Kim, H.-J., Erosheva, E. A., Emllet, C. A., Hoy-Ellis, C. P., Goldsen, J., & Muraco, A. (2013). Physical and mental health of transgender older adults—An at-risk and underserved population. *The Gerontologist*, 54(3), 488-500. doi:10.1093/geront/qnt021

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## Physical and Mental Health of LGBTQ+ Older Adults: Implications

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To develop effective interventions, it is important to understand strengths in these communities and address common health risks faced by older adults in general, as well as unique risk and protective factors affecting LGBTQ+ older adults, including elevated rates of lifetime victimization, increased stigma, and distinct social support networks.

Fredriksen-Goldsen, K. I., Emllet, C. A., Kim, H.-J., Muraco, A., Erosheva, E. A., Goldsen, J., & Hoy-Ellis, C. P. (2013). Physical and Mental Health of Lesbian, Gay Male, and Bisexual (LGB) Older Adults—The Role of Key Health Indicators and Risk and Protective Factors. *The Gerontologist*, 53(4), 664-675. Editors' Choice. doi: 10.1093/geront/gns123

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## LGBTQ+ Older Adults: Aging Well

- LGBTQ+ older adults display remarkable resilience
- Most LGBTQ+ older adults satisfied with their lives, aging successfully with strong personal and social ties
- Nearly 90% of participants feel good about belonging to their communities and have at least moderate levels of social support

Fredriksen-Goldsen, K. I. Despite disparities, most LGBT elders are aging well. (2014). Aging Today, 35(3), 1-3. Retrieved from <http://www.asaging.org/blog/despite-disparities-most-lgbt-elders-are-aging-well>

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## LGBTQ+ Older Adults Aging Well

- More than 90% involved in leisure activities
- 8/10 engage in moderate physical activities
- 38% regularly involved in spiritual or religious activities
  - Transgender and bisexual men highest involvement
- Caregiving rates high for men and women, LGBTQ+ older adults rely heavily on partners and friends

Fredriksen-Goldsen, K. I. Despite disparities, most LGBT elders are aging well. (2014). Aging Today, 35(3), 1-3. Retrieved from <http://www.asaging.org/blog/despite-disparities-most-lgbt-elders-are-aging-well>

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## LGBTQ+ Older Adults Aging Well

- LGBTQ+ adults 65+ came of age when homosexuality was stigmatized and criminalized
- Most likely to experience pervasive silence about their identity
- Subjected to institutionalization, castration, lobotomies
- Pathologized homosexuality (and now gender dysphoria)

Fredriksen-Goldsen, K. I. Despite disparities, most LGBT elders are aging well. (2014). *Aging Today*, 35(3), 1-3. Retrieved from <http://www.asaging.org/blog/despite-disparities-most-lgbt-elders-are-aging-well>

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## LGBTQ+ Older Adults Aging Well

- LGBTQ+ adults 50-64 came of age during tremendous social change
- More visible socially, politically, more likely to disclose identity

Fredriksen-Goldsen, K. I. Despite disparities, most LGBT elders are aging well. (2014). *Aging Today*, 35(3), 1-3. Retrieved from <http://www.asaging.org/blog/despite-disparities-most-lgbt-elders-are-aging-well>

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## LGBTQ+ Older Adults Aging Well

- Adults aged 50-64 higher rates of:
  - Sexual and gender identity disclosure
  - Social support
  - Victimization, discrimination
- As age increases, rates of disclosure decrease
- Victimization, discrimination linked to poor physical and mental health

Fredriksen-Goldsen, K. I. Despite disparities, most LGBT elders are aging well. (2014). Aging Today, 35(3), 1-3. Retrieved from <http://www.asaging.org/blog/despite-disparities-most-lgbt-elders-are-aging-well>

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## Context and Access to Care

- Many LGBTQ+ older adults spent most of their lives concealing sexual orientation and gender identity
- Although LGBTQ+ older adults are a population “at risk”, there is also resilience within the community
  - 82% victimized at least once
  - 89% feel positive about belonging to LGBTQ+ communities

Foglia, M. B., & Fredriksen-Goldsen, K. I. (2014). Health Disparities among LGBT Older Adults and the Role of Nonconscious Bias. Hastings Center Report, 44, 540-544. doi: 10.1002/hast.369

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## Context and Access to Care

- Discrimination, internalized heterosexism associated with poor mental and physical health, disability
- 4/10 LGBTQ+ older adults experienced thoughts of suicide
- LGBTQ+ older adults encounter nonconscious bias related to sexual and gender identity and age

Foglia, M. B., & Fredriksen-Goldsen, K. I. (2014). Health Disparities among LGBT Older Adults and the Role of Nonconscious Bias. *Hastings Center Report*, 44, 540–544. doi: 10.1002/hast.369

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## Nonconscious Bias

- Negative experiences during treatment or when attempting to access health care likely influences subsequent interactions with health care
- 15% LGBTQ+ older adults fearful about accessing health care services outside of the LGBTQ+ community

Foglia, M. B., & Fredriksen-Goldsen, K. I. (2014). Health Disparities among LGBT Older Adults and the Role of Nonconscious Bias. *Hastings Center Report*, 44, 540–544. doi: 10.1002/hast.369

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## Nonconscious Bias

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- 13% LGBTQ+ older adults denied health care services/provided inferior care
- 25% have not revealed their identities to care providers, which can have adverse health consequences
  - LGBTQ+ older adults aged 80+ more likely not to disclose their identity to physician

Foglia, M. B., & Fredriksen-Goldsen, K. I. (2014). Health Disparities among LGBT Older Adults and the Role of Nonconscious Bias. *Hastings Center Report*, 44, 540–544. doi: 10.1002/hast.369

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## Nonconscious Bias

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- Important to acknowledge nonconscious stereotyping persists in health care delivery and contributes to disparities
- Unaddressed biases result in acts of victimization, discrimination, microaggressions
- We are all prone to nonconscious bias

Foglia, M. B., & Fredriksen-Goldsen, K. I. (2014). Health Disparities among LGBT Older Adults and the Role of Nonconscious Bias. *Hastings Center Report*, 44, 540–544. doi: 10.1002/hast.369

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## Key Competencies for Practice with LGBTQ+ Older Adults: Overview

- Practitioners have ethical mandates to be knowledgeable in working with diverse populations
- Content relevant to lives of LGBTQ+ older adults largely absent in training programs
- Standardized, comprehensive competencies address needs and challenges and support resilience and resources within older adult LGBTQ+ communities

## Key Competencies for Practice with LGBTQ+ Older Adults

1. Critically analyze personal and professional attitudes toward sexual orientation, gender identity, and age, and understand how factors such as culture, religion, media, and health and human service systems influence attitudes and ethical decision-making
2. Understand and articulate the ways that larger social and cultural contexts may have negatively impacted LGBTQ+ older adults as a historically disadvantaged population

## Key Competencies for Practice with LGBTQ+ Older Adults

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3. Distinguish similarities and differences within the subgroups of LGBTQ+ older adults, as well as their intersecting identities (such as age, gender, race, and health status) to develop tailored and responsive health strategies
4. Apply theories of aging and social and health perspectives and the most up-to-date knowledge available to engage in culturally competent practice with LGBTQ+ older adults

Fredriksen-Goldsen, K. I., Hoy-Ellis, C. P., Goldsen, J., Emlert, C. A., & Hooyman, N. R. (2014).  
Creating-a-Vision-for-the-Future-Key-Competencies. *Journal of Gerontological Social Work*, 57, 80-  
107. doi: 10.1080/01634372.2014.890690

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## Key Competencies for Practice with LGBTQ+ Older Adults

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5. When conducting a comprehensive biopsychosocial assessment, attend to the ways that the larger social context and structural and environmental risks and resources may impact LGBTQ+ older adults
6. When using empathy and sensitive interviewing skills during assessment and intervention, ensure the use of language is appropriate for working with LGBTQ+ older adults to establish and build rapport

Fredriksen-Goldsen, K. I., Hoy-Ellis, C. P., Goldsen, J., Emlert, C. A., & Hooyman, N. R. (2014).  
Creating-a-Vision-for-the-Future-Key-Competencies. *Journal of Gerontological Social Work*, 57, 80-  
107. doi: 10.1080/01634372.2014.890690

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## Key Competencies for Practice with LGBTQ+ Older Adults

7. Understand and articulate the ways in which agency, program, and service policies do or do not marginalize and discriminate against LGBTQ+ older adults
8. Understand and articulate the ways that local, state, and federal laws negatively and positively impact LGBTQ+ older adults, to advocate on their behalf

Fredriksen-Goldsen, K. I., Hoy-Ellis, C. P., Goldsen, J., Emlert, C. A., & Hooyman, N. R. (2014). Creating-a-Vision-for-the-Future-Key-Competencies. *Journal of Gerontological Social Work*, 57, 80-107. doi: 10.1080/01634372.2014.890690

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## Key Competencies for Practice with LGBTQ+ Older Adults

9. Provide sensitive and appropriate outreach to LGBTQ+ older adults, their families, caregivers and other supports to identify and address service gaps, fragmentation, and barriers that impact LGBTQ+ older adults
10. Enhance the capacity of LGBTQ+ older adults and their families, caregivers, and other supports to navigate aging, social, and health services

Fredriksen-Goldsen, K. I., Hoy-Ellis, C. P., Goldsen, J., Emlert, C. A., & Hooyman, N. R. (2014). Creating-a-Vision-for-the-Future-Key-Competencies. *Journal of Gerontological Social Work*, 57, 80-107. doi: 10.1080/01634372.2014.890690

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## Moving Forward

Attention to disparities among non-binary and gender and sexual diverse older adult populations

- Ensure environmental and structural safety
- Promote privacy, e.g., access to bathrooms
- Development of upstream interventions

Fredriksen-Goldsen, K. I., Hoy-Ellis, C. P., Goldsen, J., Emlert, C. A., & Hooyman, N. R. (2014).  
Creating-a-Vision-for-the-Future-Key-Competencies. Journal of Gerontological Social Work, 57, 80-  
107. doi: 10.1080/01634372.2014.890690

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## Next steps

Intervention development

- IDEA: Innovations in Dementia Empowerment and Action
- Translational IDEA
- Pilot testing IDEA Café for those living alone with dementia (no care partner)
- Pilot testing IDEA Café for care partners
- Community collaborators

Practice, education and training

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# Fact Sheets and Resources

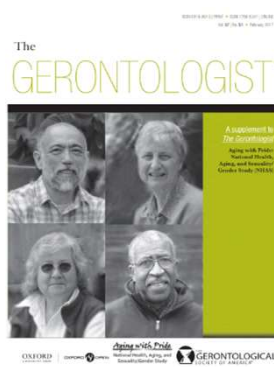


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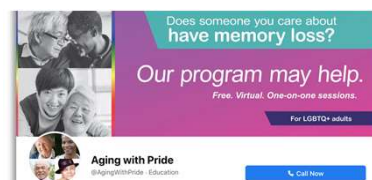
# Publications



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[goldseninstitute.org/agingwithpride](https://goldseninstitute.org/agingwithpride)



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## For More Information

[www.goldseninstitute.org](https://www.goldseninstitute.org)

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