

# LEADING & LEARNING WITH PRIDE

A REVITALIZED TOOL KIT ON SUPPORTING  
2SLGBTQI+ SENIORS

SOUTHEAST KNOWLEDGE EXCHANGE NETWORK

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 **TORONTO** Seniors Services and Long-Term Care

# AGENDA



- 1 Where to Access the New Tool Kit
- 2 Context & History
- 3 Overview of the Tool Kit
- 4 Next Steps

# TOOL KIT NOW AVAILABLE!



<https://www.toronto.ca/community-people/housing-shelter/rental-housing-tenant-information/finding-housing/long-term-care-homes/all-homes/?accordion=leading-and-learning-with-pride>



# TOOL KIT LAUNCH EVENTS





TOOL KIT  
CONTEXT &  
HISTORY



“

Difference is that raw and powerful connection from which our personal power is forged...Without community there is no liberation...But community must not mean a shedding of our differences, nor the pathetic pretense that these differences do not exist

Audre Lorde





# Tool Kit Engagement Model

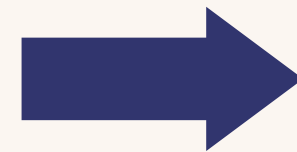


## Tool Kit Working Group

8 Lived Experience Advisors  
(Angel Gonsalves, Rick Gourlie,  
Heather Hay, leZlie lee kam,  
Shoshana Pellman, Nicole  
Tanguay, Tom Warner, Mary  
Beth Wighton )

External Stakeholders (The 519,  
Reka i Centres, EAPO, RHO, RFF)

SSLTC Stakeholders (Head  
Office, LTC Homes, Community  
Programs)

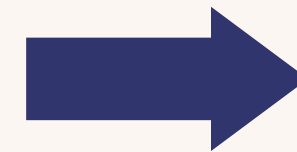


## Internal Consultations

SSLTC staff

Residents

Family members



## Review Panel

SSLTC

Egale Canada

National Institute on  
Ageing

Ontario CLRI

EAPO

RFF





# CONTEXT

# HISTORY





TSS 2.0 Recommendation 22 proposes that the City work with 519, SPN to launch awareness campaign that addresses homophobia, biphobia, & transphobia



# TOOL KIT OVERVIEW



## LEADING & LEARNING WITH PRIDE

A Revitalized Tool Kit on Supporting  
2SLGBTQI+ Seniors



WHO IS THE TOOL KIT FOR?

# GUIDING VALUES

1

**RESPECT**

2

**INCLUSION**

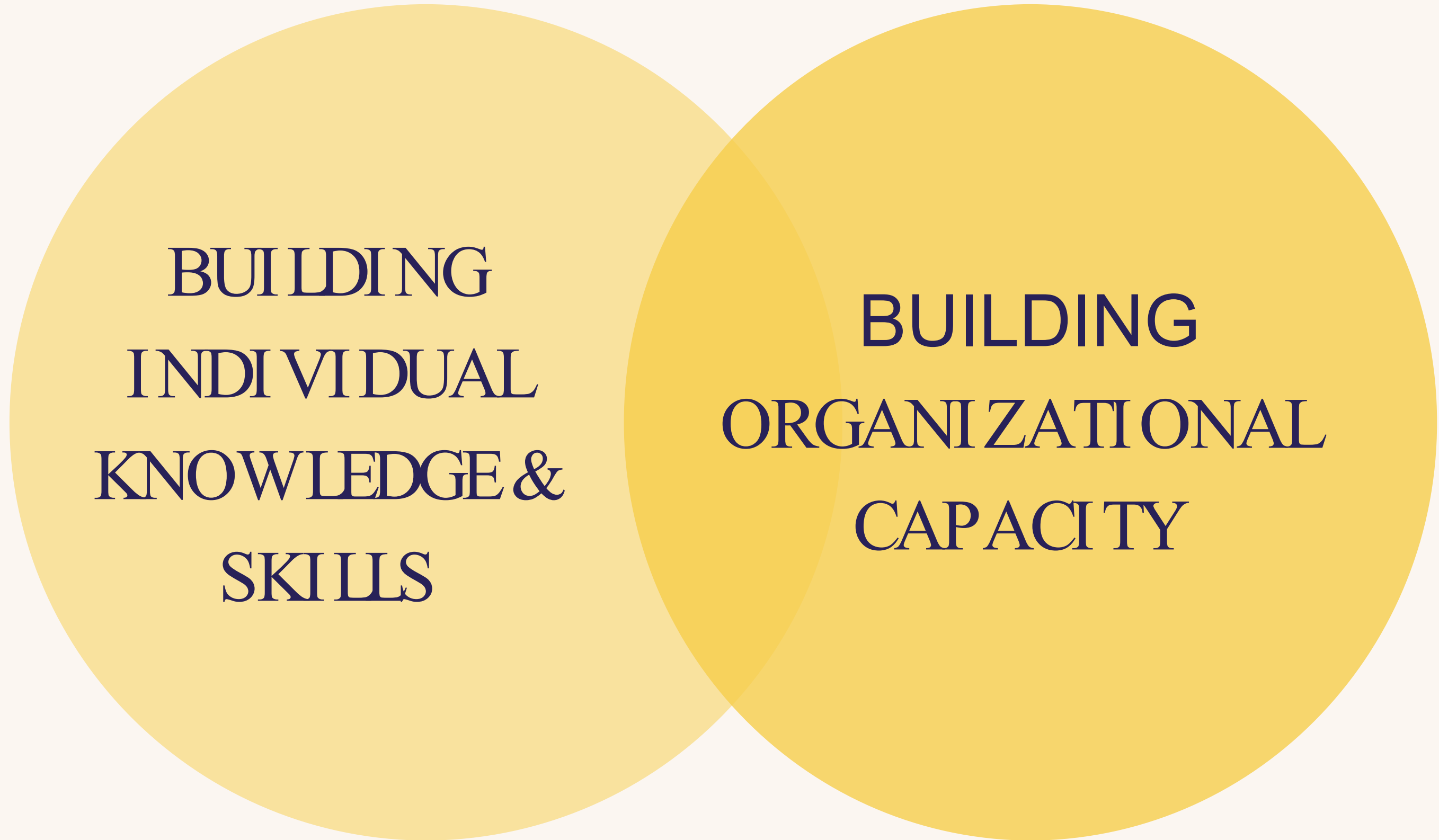
3

**AFFIRMATION**



# WHAT DOES CARE LOOK LIKE?





# Our Approach

# Section I: Building Individual Knowledge & Skills

1

Important  
language and  
terminology

2

Current research  
with 2SLGBTQI+  
Seniors

3

Allyship





# A Note on Terminology- The Rainbow Umbrella

2S L G B T Q I +



2S = Two Spirit

L = Lesbian

G = Gay

B = Bisexual

T = Transgender (trans)

Q = Queer

I = Intersex

+ = Additional gender & sexual minorities (e.g., pansexual, asexual)

# Current research with 2SLGBTQI+ Seniors - Memory Loss and Cognitive Disability



## Resource

[Coming Out and Coming In to Living with Dementia: Enhancing Support for 2SLGBTQI People Living with Dementia and their Primary Unpaid Carers](#), by Dr. Ashley Flanagan (National Institute on Ageing) and Dr. Celeste Pang (Egale Canada). This is to date the most thorough investigation on the unique needs and experiences of 2SLGBTQI+ Canadians living with dementia and their unpaid carers. This report also includes four high-impact recommendations to improve programming, policy, advocacy, and research.



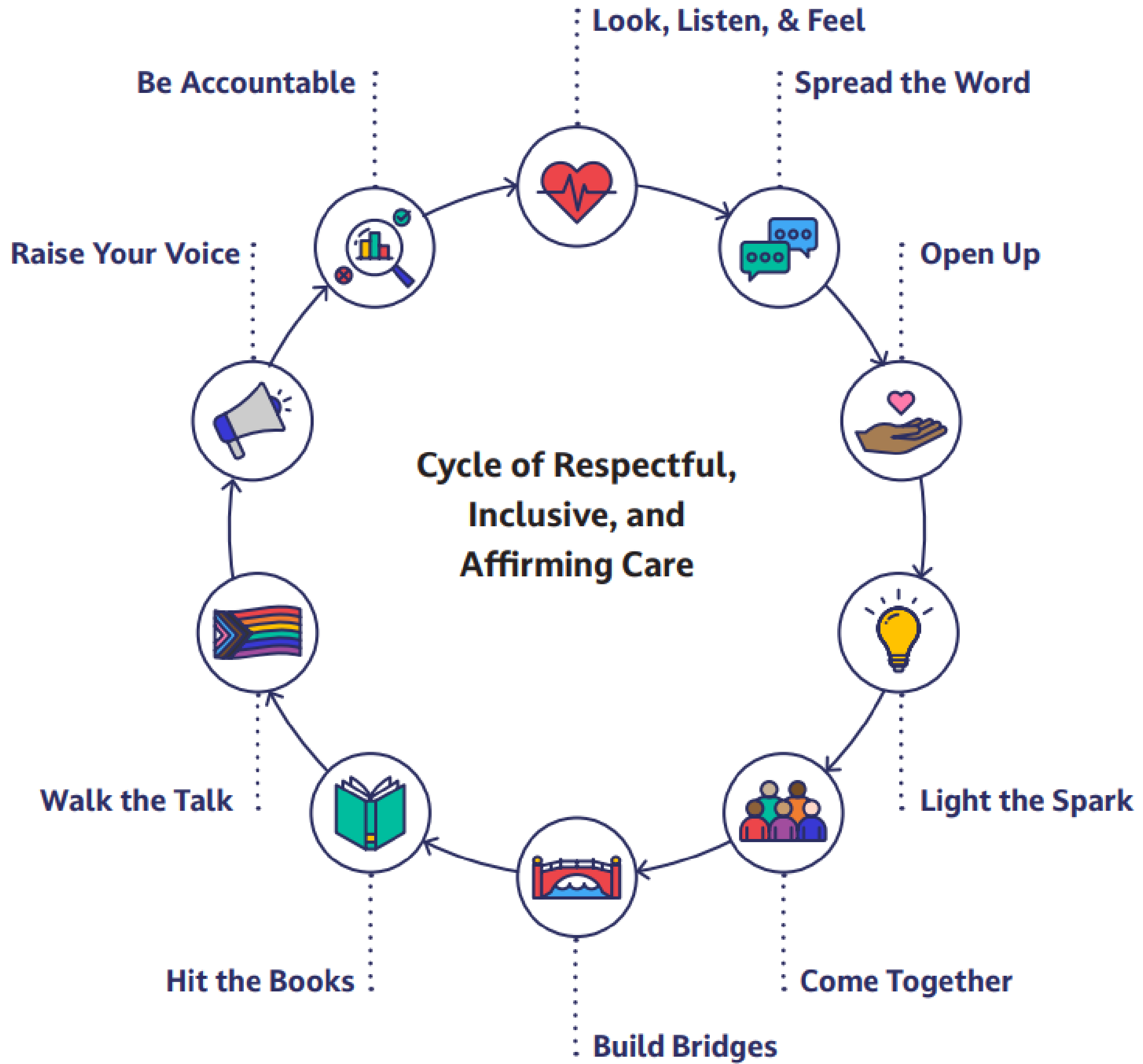
## Working Group Guidance

Always include sexual orientation, gender identity, and/or gender expression in conversations about advanced care planning with 2SLGBTQI+ Seniors. This might include asking them about members of their chosen family, the name and pronouns they use, and decisions related to their appearance (e.g., clothing, grooming, makeup routines). When a 2SLGBTQI+ senior is experiencing memory loss or cognitive impairment, it is critical that you **respect, uphold, and honour** these considerations. For more information, consult [Section II: Open Up – Create Welcoming Policies, Procedures, and Environments](#).

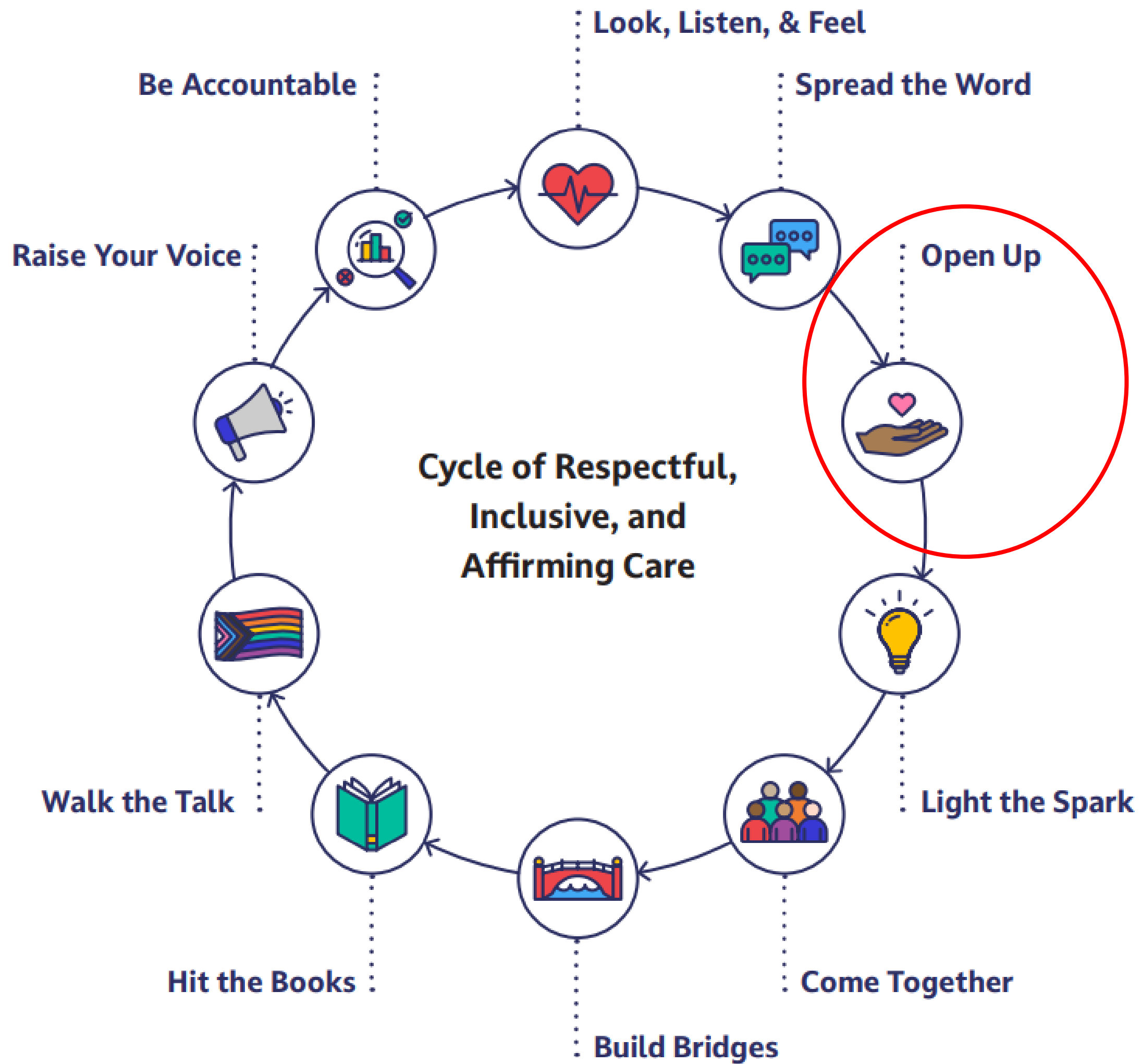
# Section II: Building Organizational Capacity

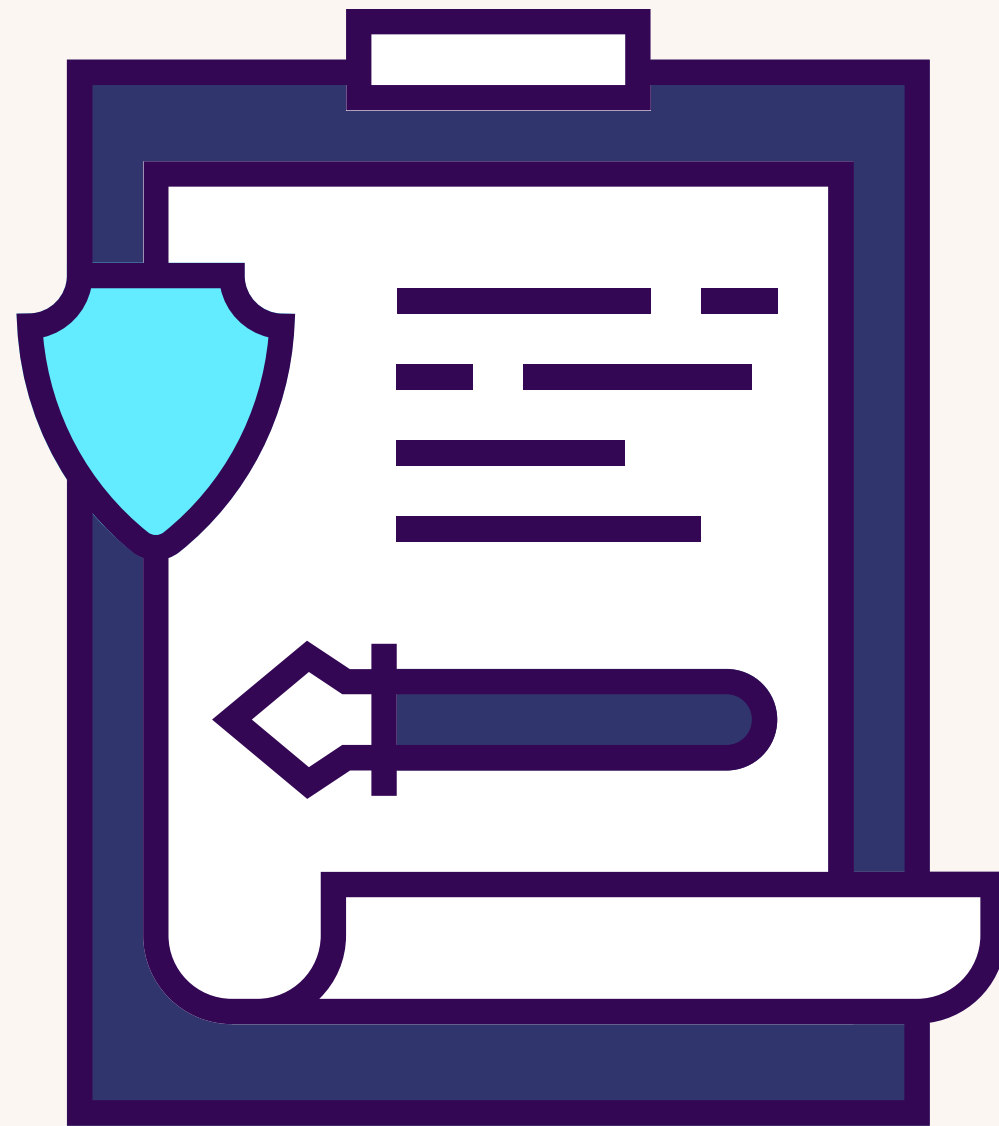
10 recommendations for creating  
respectful, inclusive, and affirming  
organizations

Empower staff to lead or support  
organizational change







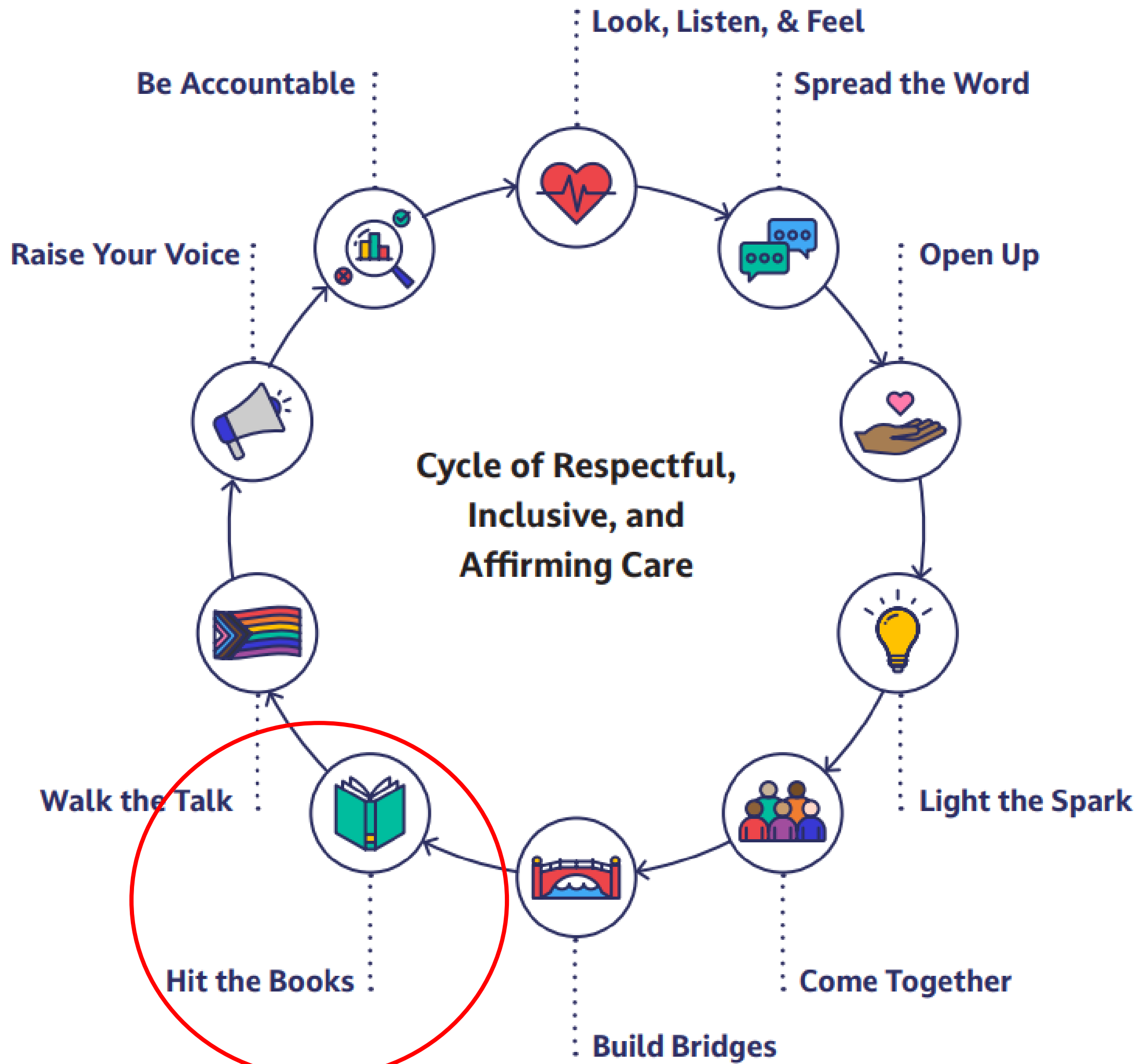


## Example Policies

- Anti-violence, harassment, and discrimination policies
- Human resources and staffing policies
- Living Environments and Rooming Policies
- Visiting Policies

## Example Procedures

- Intake & Assessment
- Power of Attorney and advance care planning



# Appendix 3.

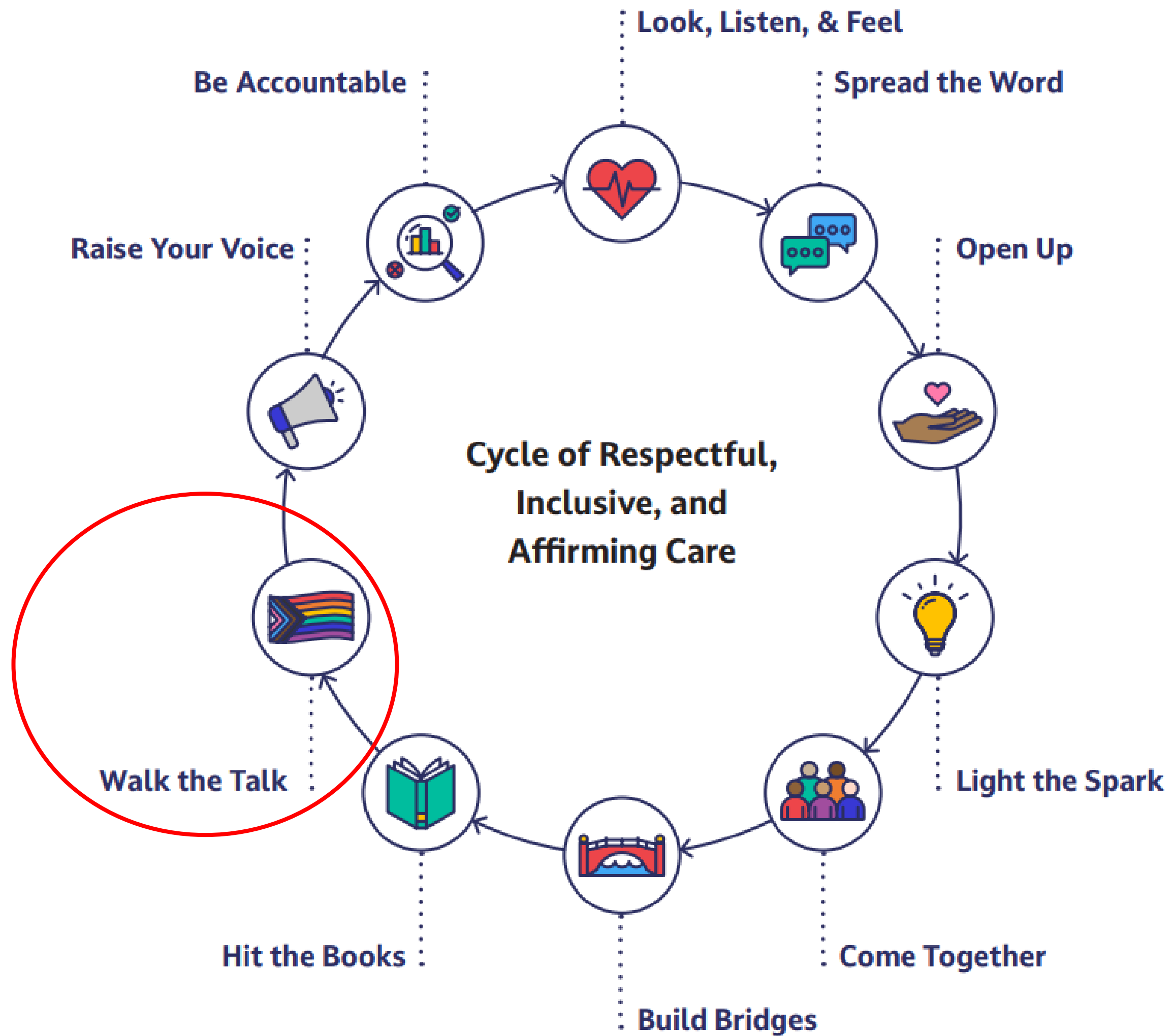
## 2SLGBTQI+

### Training

### Options

| Name  | Type  | Tool Kit Topic Area | URL   | Purpose / Description   | Notes   |
|---|---|---------------------|---|---|---|
| The 519   | Custom curricula – At cost  | Various             | <a href="http://www.the519.org/education-training">http://www.the519.org/education-training</a>   | Training on various topics related to creating inclusive environments and authentic spaces for 2SLGBTQI+ communities  |   |
| Centre for Research and Expertise in Social Gerontology                                 | Video modules (French only) + Tip Sheet (French and English) - Free | Various             | <a href="https://www.creges.ca/intervenir-personnes-aines-lgbtq-aide-memoire-et-formation/">https://www.creges.ca/intervenir-personnes-aines-lgbtq-aide-memoire-et-formation/</a> | Video modules of various length to that build awareness on the needs and realities of 2SLGBTQI+ seniors, including helpful tips for providing care  | Account Required; Offered exclusively to healthcare and social services staff in Quebec |
| Ontario Centres for Learning, Research, and Innovation in Long-Term Care                | Resource Hub - Free   | Various             | <a href="https://clri-ltc.ca/lgbtq/">https://clri-ltc.ca/lgbtq/</a>   | Ontario CLRI's Supporting Diversity & Inclusion in Long-Term Care Advisory Group has created and compiled resources for Ontario long-term care homes to provide enhanced support to 2SLGBTQI+ seniors |   |
| VHA Home Healthcare: Out at Home: Optimizing Quality of Care for Older LGBTQI2S Persons | Video – Free  | Various             | <a href="https://www.vha.ca/research/better-care/out-at-home/">https://www.vha.ca/research/better-care/out-at-home/</a>   | Educational video developed based on research conducted with LGBTQI2S seniors, including a few dramatized scenarios to show examples of what inclusive home care interactions can look like           | Some takeaways could also be applied in LTC and retirement settings                     |







# Example: Youth/ Elders Project

## SECTION II: BUILDING ORGANIZATIONAL CAPACITY



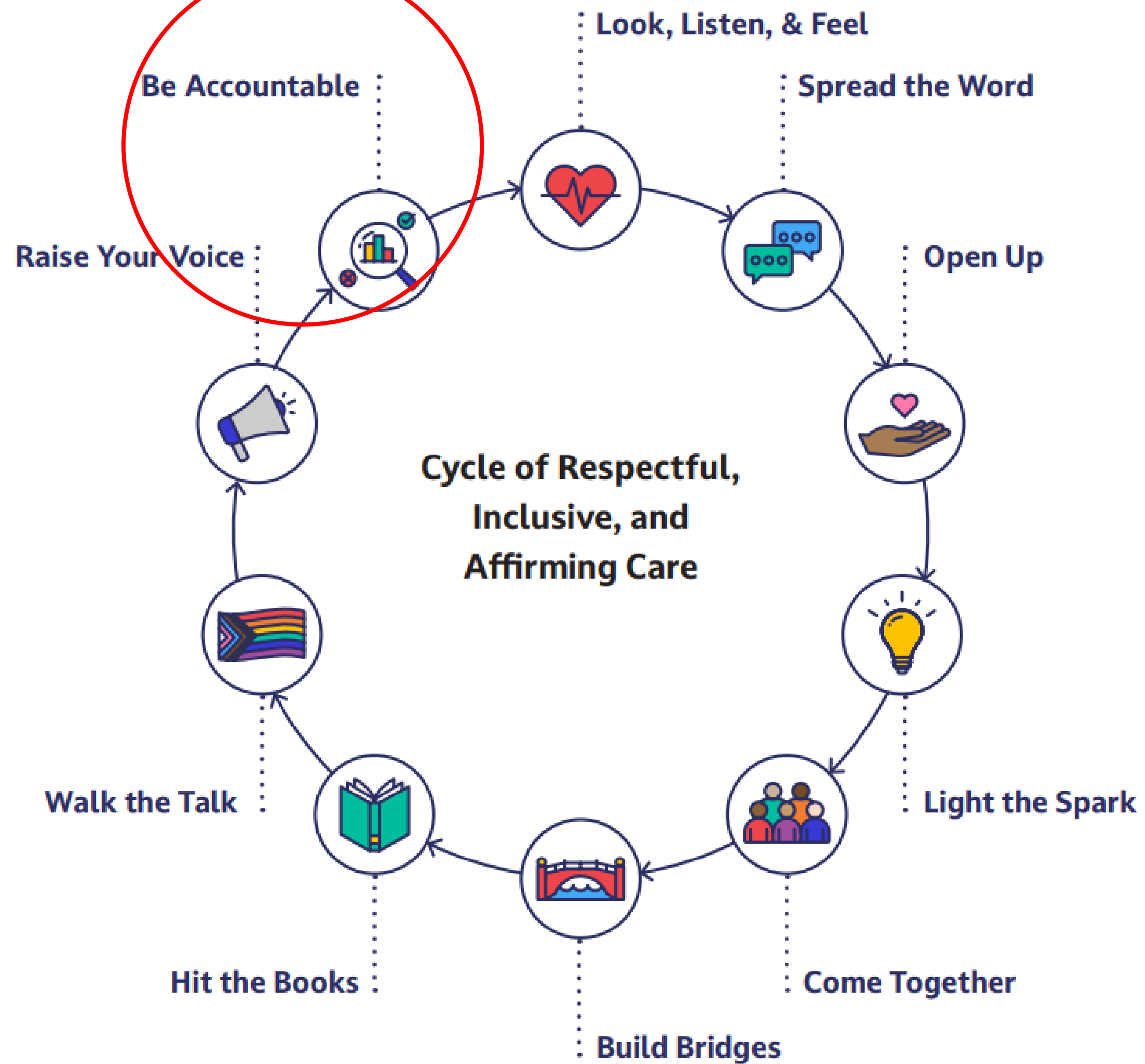
**Example**  
Buddies in Bad Times Theatre -  
The Youth/Elders Project



### **buddies** IN BAD TIMES THEATRE

Buddies in Bad Times Theatre, located in Toronto's Gay Village, is the world's largest and longest-running Queer Theatre. Buddies in Bad Times produces plays, performances, and programming that centre on 2SLGBTQI+ issues and experiences. In 2016 Buddies launched The Youth/Elders Project, an intergenerational program that brought 2SLGBTQI+ youth and seniors together in a series





# Appendix 7. How to Complete the Respectful, Inclusive, and Affirming Care Evaluation Framework

| Evaluation Area  | Indicators OR Examples<br>How do we know we are making progress?  | Status<br>Complete, In-progress, Pending, Not Applicable | 2SLGBTQI+ Action Planning<br>What are our concrete next steps?  |
|--|---|--|---|
| <b>ORGANIZATIONAL CAPACITY</b>   |   |  |   |
| Organization offers social support and recreation activities that cater to 2SLGBTQI+ seniors (e.g., movie nights, book clubs, support groups, outings to 2SLGBTQI+ events) | <p><i>Our organization has a Gender-Sexuality Alliance that meets monthly to plan programs and events with 2SLGBTQI+ focus</i></p> <p><i>Programs change month-to-month; past examples have included movie nights, Pride BBQs, field trips to see live theater in the Gay village, and drag performers coming into the home</i></p> | <p><i>Complete</i></p>                                   | <p><i>Maintain funding and staff support for the GSA</i></p> <p><i>Explore ongoing opportunities for community partnership to support GSA programming</i></p> |



# How to use the Tool Kit?

Working  
Group  
Guidance

Resources

Insights

Examples



# LOOKING AHEAD

- 'UNDERSTANDING GENDER & SEXUAL ORIENTATION' ELI MODULE
- TOOLKIT INFO SESSIONS
- NEW HORIZONS PILOT WORKSHOPS
- ONGOING COMMUNITY ENGAGEMENT
- FUTURE TOOLKIT REVISIONS

# THANK YOU!

Questions??

