

'Living Longer, Living Better?' – Queering the Heteronormative and Cisnormative Space of Aged Care in Australia

Sujay Kentlyn

Outrageous Ageing LGBTI Elders' Wellbeing Project

sujay@outrageousageing.org.au

Introduction

1. *Living Longer, Living Better* 2012 Reform of Australia's Aged Care sector
2. The 'space' of aged care in Australia
3. Queering the space – including/acknowledging LGBTI
 - Legislation and policy
 - Service Provision
 - Outreach: 'Outrageous Ageing'

1. 'Living Longer, Living Better'



May 2012 Aged Care Reform Package

\$3.7 billion over five years

\$192 million to support older Australians
from diverse backgrounds

LGBTI – 'We are predicting a large increase in the
demand for aged care by this group'.



Australian Government

Department of Health and Ageing

Caring for Older Australians

Australian Productivity Commission

- ◆ 'Silver Tsunami' – TOR: 'meet the challenges of an older and increasingly diverse population'
- ◆ Increasing numbers and expectations of older people
- ◆ Relative fall in number of informal carers
- ◆ Need for more workers



2. The (heteronormative and cisnormative) space of aged care in Australia



Aged Care Service Providers

The Federal government regulates aged care services by allocating places to approved service providers.

Residential places: 78%

Community (services that come into the client's home): 22%

For-Profit providers: 29%

Not-For-Profit providers: 71%

Based on Department of Health and Ageing figures at 30 June 2010

<http://www.health.gov.au/internet/main/publishing.nsf/content/ageing-rescare-servlist-providers-services.htm#ap01>

NFP Service Providers - Religious

Governments have increasingly moved out of direct service provision into outsourcing.

Religious organisations figure prominently in service provision, especially to lower income and marginalised groups.

Religious organisations have been allocated:
30% of Commonwealth places overall
42% of Commonwealth places allocated to the NFP sector.

Faith-based organisations have exemption from both state and federal Anti-Discrimination legislation.



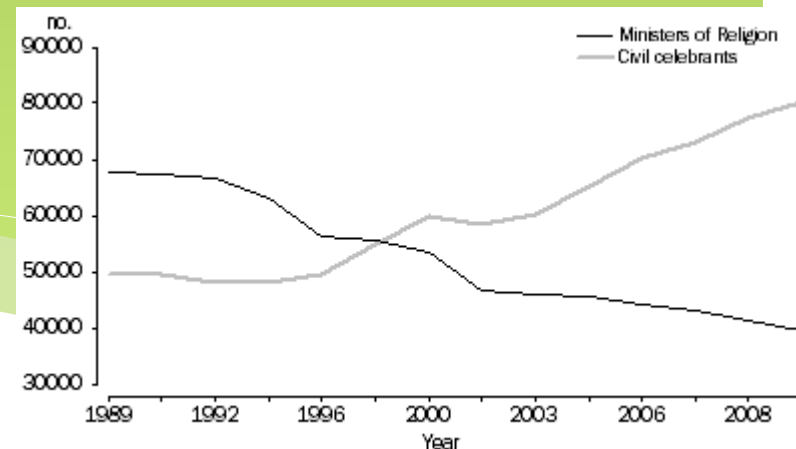
NFP Service Providers - Religious

Australia is a largely secular nation

Self-reported weekly church attendance (2001) 8.8%
(and falling)

US self-reported weekly church attendance (2010)
43.1% (and rising)

Australia 2009 66.9% marriages performed by civil
celebrants



The Aged Care Workforce

(direct care)



- ◆ Predominantly female (male 10% and increasing)
- ◆ Older than national workforce, and ageing; median age 48 res care, 50 community care
- ◆ Large proportion born overseas; NESB 80% res care, 50% community care
- ◆ 85% post-secondary qualification; 80% training in previous year
- ◆ Stable; committed to the sector; high job satisfaction (except pay); most permanent part-time
- ◆ Skill shortages, vacancies (esp. RNs) – agency staff
- ◆ Men and NESB – discrimination from colleagues, supervisors and clients

Implications for LGBTI clients

2005 study 'Mapping Homophobia in Australia'

- ◆ Urban / Rural
- ◆ State/Territory
- ◆ Gender
- ◆ Age
- ◆ Level of education
- ◆ Religious affiliation

My training experience

'What's in a Name?' exercise



The areas in Australia where people agree with the statement 'I believe Homosexuality is Immoral'

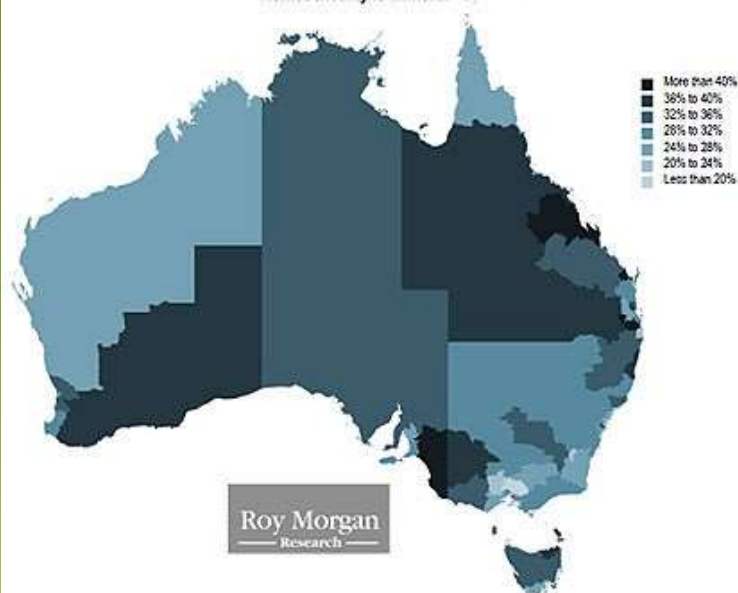
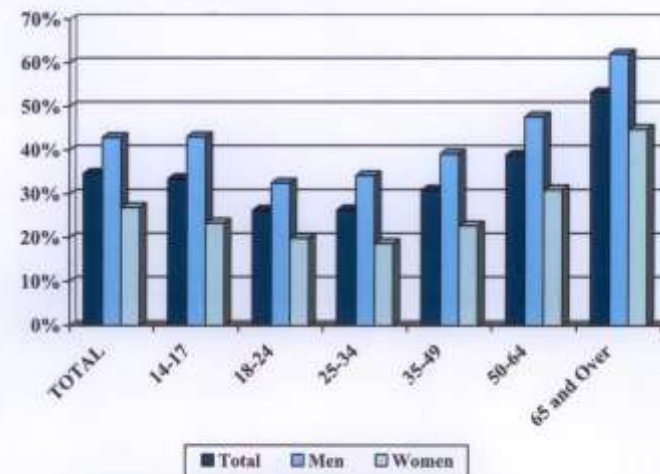


Figure 8 Percent who consider homosexuality to be immoral, by gender and age



Source: Roy Morgan Research, October 2003-September 2004

Flood, Michael and Hamilton, Clive (2005) *Mapping Homophobia In Australia*. Australia Institute Webpaper. http://www.gihv.org.au/files/aust_inst_homophobia_paper.pdf

3. Queering the space of aged care in Australia

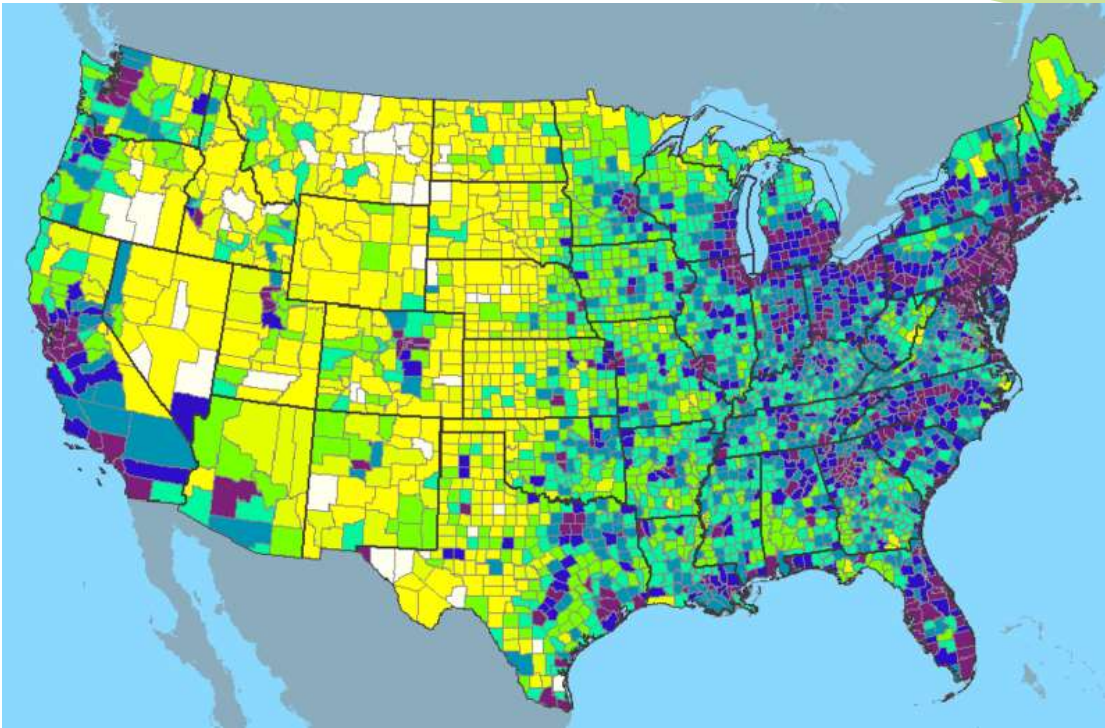


NATIONAL LESBIAN, GAY, BISEXUAL,
TRANSGENDER AND INTERSEX & S&T
AGING AND Aged CARE STRATEGY



Population Density Comparison

United States



Map: 2000 Population density in persons per square mile, lower 48 states only.

Area continental US:
3,119,885 square miles

2010 population
continental US:

306,675,006

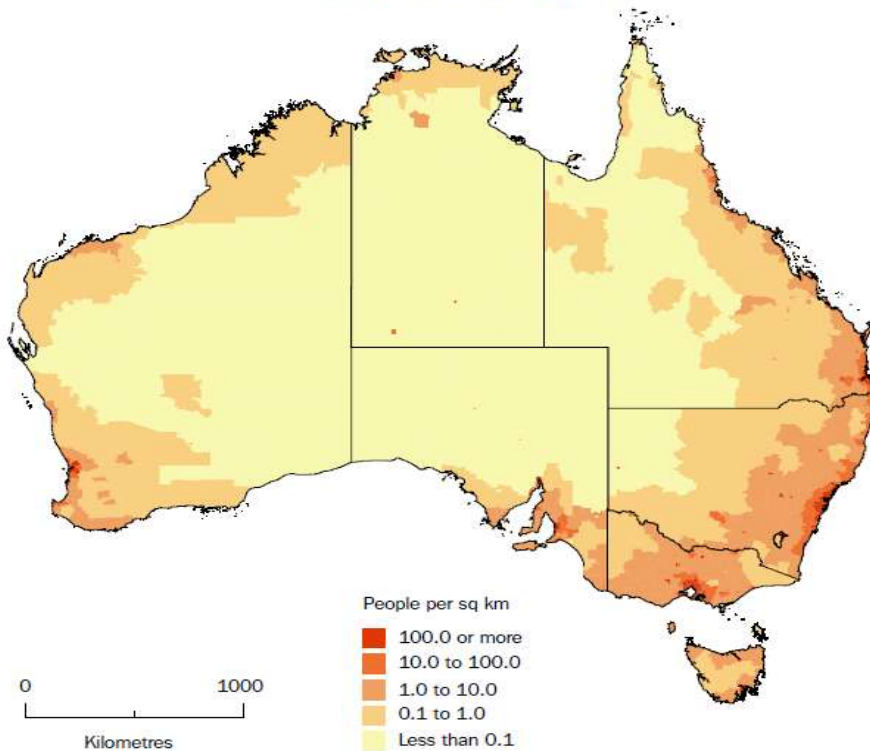
Density: 98.3 persons
per square mile.

Map Source: National Atlas of the United States
<http://www.nationalatlas.gov/mld/ce2000t.html> [Accessed 30/03/2013]

Population Density Comparison

Australia

7.14 POPULATION DENSITY—June 2010



Source: *Regional Population Growth, Australia (3218.0)*.

Map Source: Australian Bureau of Statistics.

<http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/1301.0~2012~Main%20Features~Geographic%20distribution%20of%20the%20population~49> [Accessed 30/03/2013]

Map: 2010 Population density in persons per square kilometre.

Area Australia:

2,967,909 square miles (only about 152,000 mi² smaller)

2010 population

Australia: 22,342,000

Density: 7.5 persons per square mile.

Implications for LGBTI clients

- ◆ Fewer LGBTI people overall
- ◆ Fewer L, G, B, T, I people
- ◆ Fewer LGBTI older people
- ◆ No critical mass to justify dedicated services
- ◆ Only funded services: HIV, Youth
- ◆ Service provision by mainstream providers
- ◆ Inclusion under the 'diversity' umbrella



'Living Longer, Living Better'

- ◆ \$2.5 million over 5 years for training of direct care workers
- ◆ Inclusion of LGBTI older people as a 'Special Needs' group under the Aged Care Act 1997
- ◆ Development of a National LGBTI Ageing and Aged Care Strategy



'Special Needs' Groups

- ◆ Indigenous people;
- ◆ people from Culturally and Linguistically Diverse (CALD) backgrounds;
- ◆ people who live in rural and remote areas;
- ◆ people who are financially and/or socially disadvantaged;
- ◆ people who are homeless;
- ◆ veterans and their widow/ers;
- ◆ care leavers - people brought up in care away from their family as state wards or raised in children's homes, orphanages or other institutions, or in foster care.

What this means in practice is that when the Commonwealth is allocating funding for aged care services, they take into account the capacity of service providers to meet the needs of these groups.

The National LGBTI Ageing and Aged Care Strategy

- Goal 1: LGBTI people will experience equitable access to appropriate ageing and aged care services
- Goal 2: The aged care and LGBTI sectors will be supported and resourced to proactively address the needs of LGBTI older people
- Goal 3: Ageing and aged care services will be supported to deliver LGBTI-inclusive services
- Goal 4: LGBTI-inclusive ageing and aged care services will be delivered by a skilled and competent paid and volunteer workforce
- Goal 5: LGBTI communities, including older LGBTI people, will be actively engaged in the planning, delivery and evaluation of ageing and aged care policies, programs and services
- Goal 6: LGBTI people, their families and carers will be a priority for ageing and aged care research

Outrageous Ageing LGBTI Elders' Wellbeing Project

Funded under DoHA ACSIHAG

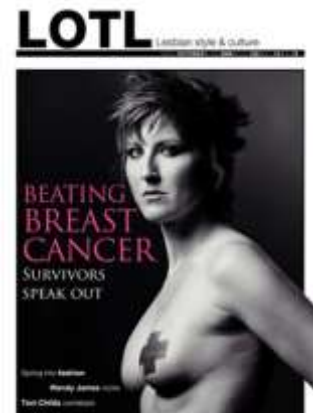
Key objectives:

- ◆ Improve the health and wellbeing outcomes of LGBTI elders
- ◆ Sustain independent, active and healthy lives
- ◆ Improve the skills and awareness of aged care providers



Outrageous Ageing LGBTI Elders' Wellbeing Project

- ◆ Survey (with Southern Cross University)
- ◆ Collaborations with LGBTI and mainstream organisations
- ◆ Outreach:
 - LGBTI and mainstream media (esp. regional)
 - Website, facebook
- ◆ Health promotion resources and activities



linking community



Accreditation

GLHV: GLBTI inclusive practice – a set of national standards

- ◆ Beyond: 'we treat everyone the same'.

A report on the 2010-2011 program: How² create a gay, lesbian, bisexual, transgender and intersex inclusive service.

- ◆ GLBTI Inclusive Practice in Rural Communities
- ◆ Inclusive Practice Audit Tool
- ◆ Rainbow Tick Prospectus and Standards
- ◆ CAC pack – community aged care



LGBTI older people and their carers as empowered consumers and advocates

- ◆ Aged Care sector reform 'Conversations' with the Minister
- ◆ National LGBTI Ageing and Aged Care Roundtable
- ◆ Advocacy Groups (e.g. CarersNSW, COTA consumer reference groups)
- ◆ Community Visitors Scheme

