

Making Long Term Care Safe and Friendly for LGBTTT Communities

A Tool Kit

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The 519 Church Street Community
Centre
Toronto, Ontario

History of Involvement with Lon Term Care

- 2002 Community Sounding Exercise
- 2002 Visit to Fudger House following Community Soundings
- 2004 Basic LGBTTT Awareness Training planned and implemented for managers and staff

October 2006

LGBT Diversity Initiative

- Initiative launched to provide safe, positive environments for LGBT residents, their partners and families
- High profile, heavy hitter Steering Committee
- Clear objectives

Heavy Hitter Steering Committee

- **Internal Folk**

- Coordinator of Staff Education
- Home Administrators
- Director of Nursing o
- Director of Resident Services,
- Manager of Programs and Services
- Coord. of Religious/Spiritual Care
- Manager of Volunteers,
- Administrators,
- General Manager
- Resident-client Advocate
- Gay partner of gay resident

- **External Folk**

- Compliance Officer, MOH LTC
- Manager, LGBT Program, CHC
- The 519 Community Centre
- CCAC placement manager
- Lawyer , ACE
- City Legal Dept
- City HR Dept
- CCAC, Placement Manager
- LHIN
- Residents Council of Ontario
- Assoc of Family Committees
- Concerned Friends

- **Provide leadership, support and encouragement in implementing gay positive services**
- **Create environment where it is safe to be “out”.**
- **Plan, develop, coordinate and implement care and service protocols that respect LGBTTT culture, traditions and social networks.**
- **Research, develop and provide staff training contributing to cultural competence**
- **Develop indicators to evaluate LGBTTT services.**

Work Groups

| | |
|-----------------------|--------------------------|
| Welcoming Environment | Administrative Practices |
| Programming | Health Care |
| Human Resources | Community Engagement |

Welcoming Environment

- Develop a brochure for families talking about LGBT Diversity Initiative
- Initiate Pride Events in Homes
- Judicious use of rainbow stickers
- Feature images of LGBT people in décor and in promotion and publicity material

Administrative Practice

Review and change all forms ensuring appropriate language re sexual orientation and gender identity

Programming

Review recreational, dining, social activities and social support programs, spiritual and religious care and support groups to accommodate LGBT residents

Health Care

Human Resources

Community Engagement

Contact and collaborate with LGBT groups organizations and agencies in the community

Develop and maintain residents' linkages with such groups

Involve internal stakeholders in initiative

Involve LGBT residents as buddies and leaders

Involve LGBT family members and families of LGBT residents as leaders

Promotion and Use of Tool Kit