

Diversity in Care Environments (DICE) study

Promoting social inclusion in housing with
care and support for older people.

Dr. Paul Willis, School for Policy Studies,
University of Bristol

The research team:

Paul Willis (PI), Ailsa Cameron, Jill Powell, Alex Vickery, Randall Smith, Ellie Johnson, School for Policy Studies, University of Bristol

Brian Beach, Institute of Epidemiology & Health, UCL

Jeremy Porteus, Housing LIN.

Twitter: [@TheDICEProject1](https://twitter.com/TheDICEProject1)



DIVERSITY IN CARE ENVIRONMENTS



FUNDED BY THE ECONOMIC AND SOCIAL RESEARCH
COUNCIL, 2019-2022.

Background

- Ageing population - the number of older people living in housing with care and support (HCS) schemes is growing and expected to continue to rise.
- DICE study - examining and identifying how housing providers promote inclusive environments within different types of schemes (inc. extra care, independent living, supported living etc.)
- Exploring the social inclusion of residents in HCS schemes in England and Wales - including residents from social minority groups.
 - Social minority = older people (60+ years of age) who identify with social characteristics that are sometimes marginalised or subject to discrimination, including:
 - People with physical and learning disabilities
 - People with lesbian, gay and bisexual (LGB) sexual identities and trans identities
 - People identifying with black and minority ethnic group
 - Members of minority religious groups.

How did we do the research?

Methods	Who were the participants?
1. Hardcopy questionnaire	Self-completed by residents across Wales and England 741 questionnaires received from 95 schemes (23.6% response rate from schemes responding)
2. Semi-structured interviews (adapted to remote interviews May 2020)	Staff at 8 housing schemes (n=21) Residents at 8 housing schemes (n=51, including 12 follow-up) Stakeholders – involved in commissioning, policy and advocacy work for older people (n=23)
3. Longitudinal interviews (adapted to remote interviews May 2020)	Series of interviews over 18 months with residents from minority groups (black and ethnic minority, LGBT, minority faith, disabled). 21 residents took part in at least 1 interview, 4 interviewed twice and 14 took part in all 3 interviews.

Some key findings 1

- Agreement that schemes offer positive social opportunities, but some scope to improve and make it less challenging or uncomfortable to participate.
- Housing with care residents appear to have lower average scores for loneliness compared to older adults living in the community (ELSA wave 9 comparison).
- Residents as active contributors to their communities - notable during pandemic lockdowns.
- Pockets of isolation among residents identifying with social minority groups

Is housing with care inclusive for minorities?

Most residents from social minorities feel valued and included, but many anticipate or have experienced discrimination.

“I got rather annoyed with a couple of people who actually were very homophobic... I was very disappointed with some of the people's attitudes.”

Some key findings 2

- Residents from minority groups feeling more isolated and looking more outward for social connections.
- Boundary setting within schemes – based on sexuality, gender identity, ethnicity.
- ‘Othering’ of residents with dementia and learning disabilities – intersection of ageism and disablism/ cogniticism.
- Social significance of external spaces for facilitating regular interaction and connection – balconies and garden patios; green spaces.

DICE podcasts 1

Podcasts

A series of six podcasts about social inclusion, housing and the experiences of older people from socially diverse backgrounds.

Includes a summary of each podcast contributor and key questions to consider for each podcast.



A short trailer to whet your appetite:



- Five residents 60+ years currently living in housing with care
- Reflecting differences across sexuality, gender and gender identity, disability and ethnic background
- Intersections of disability and ageing.
- Sixth 'about the study' podcast

DICE podcasts 2



Episode 4: Sasha's story...

- Lesbian in her late 60s
- Lives alone; identifies as Jewish
- Views herself as a minority amongst other residents – disability *and* sexuality
- Stopped attending scheme outdoor activities due to racist views expressed by other residents

DICE learning resource 1

- Aimed at scheme managers and housing staff and accompanies podcasts
- Includes short vignettes used in the DICE study
- Aims to...
 1. To **increase awareness** of social difference and diversity amongst older residents.
 2. To illustrate **forms of discrimination** and inequality experienced by residents on the basis of social minority identities.
 3. To facilitate critical and practical thinking about the ways in which **staff and managers can promote socially inclusive environments** at individual and scheme-based levels.

- [Listen to the podcast](#)



- [Download the transcript](#)

Questions to consider:

- How can staff support residents to maintain their individuality and sense of self when their life is restricted by poor health or disability?
- What role does digital technology play in supporting residents to maintain their independence?
- How does your organisation celebrate the different cultural, spiritual and social beliefs of residents?

DICE learning resource 2

Per podcast contributor...

- Key discussion questions
- Key legislation highlighted
- Key learning points

May be used in the following ways

- Staff recruitment activities
- Training on diversity and equality – small group discussions
- Conversation starter with residents – how can we all support a more inclusive neighbourhood?



Learn more about the study

Visit the Housing LIN website:

<https://www.housinglin.org.uk/Topics/browse/loneliness-and-isolation/DICE/>

View short 'About the DICE study' film

Read our recent blog – Housing LIN

Visit twitter: [@TheDICEProject1](https://twitter.com/TheDICEProject1)

Email Paul: paul.willis@bristol.ac.uk

