



**Housing** - Rising to the  
Dementia Challenge

# Dementia And Diversity

Tuesday 24 September 15.30-17.15



**Housing LIN**

*Connecting people, ideas and resources*

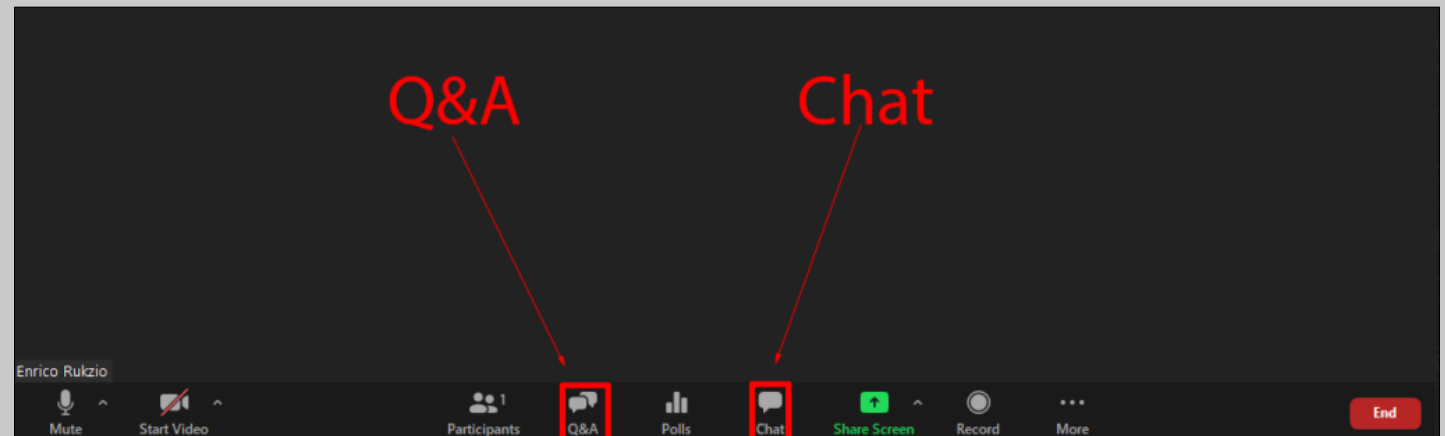


Information | Insight | Influence



## Housekeeping

- Please type questions in the Q&A box - upvote or comment on other delegates' questions
- Use the chat box to talk to each other, make comments or share resources
- If you have any technical problems, use the chat box to send us a direct message
- Please complete the short survey at the end of this session
- This webinar is being recorded and will be made available to those who have signed up
- Presenters - Please say “next slide” when you are ready to move on





# Agenda



- 15.30 **Professor Vic Rayner** – Chair’s opening remarks
- 15.35 **Dathi Clayton** – Member of the DHWG and living with dementia
- 15.45 **Andrew Gilliver** – LGBT Foundation
- 15.55 **David Truswell** – Dementia and ethnicity
- 16.05 **Ronald Amanze** – Being Creative
- 16.15 **Adam Preston / Amy Davies** – Manchester LGBT scheme
- 16.25 **Cecilia Toole** – Sight and Mind
- 16.35 **Mohammed Akhlak Rauf** – Meri Yaadain, CIC
- 16.45 **Wendy Wells & John Simmons** – Dementia resources
- 16.50 Q&A panel
- 17.15 End



# A Safe Space – Kent Surrey Sussex Academic Health Science Network

- We respect people's pronouns
- We do not allow any homo-phobic, bi-phobic, or trans-phobic comments
- We believe people are who they say they are and do not question their (gender/sexual) identity.
- We treat each other with kindness, respect, and consideration
- We encourage curiosity and a willingness to learn. Please ask questions. It's ok to make mistakes, as long as you are well-intentioned.



## **Vic Rayner OBE**

Chief Executive, National Care Forum  
Chair's opening remarks



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More than 944,000 people in the UK have dementia.

1 in 11 people over the age of 65 have dementia.

Most people affected by dementia live in their own homes and a third live on their own

#### Five key messages from the Dementia Friends initiative

- 1 – Dementia is not a natural part of ageing
- 2 – It is caused by diseases of the brain
- 3 – It is not just about memory loss
- 4 - It is possible to live well with dementia
- 5 – There is more to the person than the dementia



**Dathi Clayton**

## LGBTQI+ Inclusive Housing for People with Dementia



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# LGBTQI+ Inclusive Housing for People with Dementia

- Creating Safe and Supportive Environments
- Dathi Clayton
- Aalter, Belgium



# Introduction

- Topic Overview: The importance of inclusive housing for LGBTQI+ people with dementia.
- Statistics: LGBTQI+ older adults are at a higher risk of dementia and face unique challenges.



# Challenges Faced by LGBTQI+ People with Dementia

- Discrimination and Stigma: Historical and ongoing discrimination affects care.
- Isolation: Social isolation worsens mental health and accelerates dementia progression.
- Healthcare Barriers: LGBTQI+ individuals often face barriers in accessing dementia care.



# Importance of Inclusive Housing

- Safety and Comfort: Safe spaces are essential for the well-being of LGBTQI+ residents.
- Cultural Competence: Trained staff can better support LGBTQI+ residents.
- Community and Belonging: Inclusive housing fosters a sense of community.



# Best Practices for Inclusive Housing

- Inclusive Policies: Non-discrimination policies ensure inclusivity.
- Staff Training: Ongoing training on LGBTQI+ issues and dementia care.
- Design Considerations: Physical spaces should support inclusivity (e.g., private rooms).



# Case Studies

- Rainbow House, Stockholm: A pioneering initiative in LGBTQI+ inclusive housing for older adults, offering tailored services and a community-focused environment.
- Fundacion 26 de Diciembre, Madrid: A community organization providing housing and support for LGBTQI+ seniors, emphasizing dignity and respect.



# Recommendations

- Policy Changes: Advocate for policies supporting LGBTQI+ inclusive housing.
- Community Engagement: Encourage community involvement in creating inclusive environments.
- Collaboration: Partner with LGBTQI+ organizations and dementia care providers.



# Conclusion

- Summary: LGBTQI+ inclusive housing is crucial for the well-being of people with dementia.
- Call to Action: Advocate and support the development of inclusive housing.
- Q&A: Open for questions.



# References

- **SAGE (USA)** – SAGE is a leading organization in the U.S. dedicated to improving the lives of older LGBTQ+ people. Their programs include affordable housing projects in New York and South Florida, and they provide resources through the **National Resource Center on LGBTQ+ Aging**. Their **Long-Term Care Equality Index** (LEI) also lists over 200 long-term care communities committed to LGBTQ+ inclusivity across the U.S. ([SAGE USA](#))([HRC](#)).
- **Stonewall Housing (UK)** – This UK-based organization focuses on providing safe and supportive housing for LGBTQ+ people, including older individuals. They work to address housing needs and challenges specific to LGBTQ+ communities, particularly those experiencing discrimination or isolation.
- **LGBTQ+ Senior Housing Inc. (USA)** – Based in Philadelphia, this initiative creates affordable, supportive, and inclusive housing for LGBTQ+ seniors. They are working on a community project called **John C. Anderson Apartments**, specifically designed for LGBTQ+ older adults.
- **Village Montréal (Canada)** – In Quebec, Village Montréal offers an LGBTQ+ inclusive living environment for seniors. They provide a unique residential model with tailored services and a community spirit aimed at older LGBTQ+ residents.
- **Humanitas (Netherlands)** – In Rotterdam, Humanitas offers intergenerational housing options, welcoming LGBTQ+ seniors into a supportive and inclusive living environment. This community model also includes programming for residents to combat social isolation and promote well-being.



# Thank You!

- Contact Information: [litchidc@gmail.com](mailto:litchidc@gmail.com)
- For further inquiries, feel free to reach out.



# Andrew Gilliver

## LGBT Foundation



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# **Learning from Greater Manchester Dementia LGBTQ+ Support & Training**

Andrew Gilliver (he/him) - Pride in Practice Coordinator, LGBT Foundation

[andrew.gilliver@lgbt.foundation](mailto:andrew.gilliver@lgbt.foundation)

[pip@lgbt.foundation](mailto:pip@lgbt.foundation)



A series of 10 training sessions were commissioned from LGBT Foundation by Dementia United following feedback from the Greater Manchester Online Dementia Support Group Evaluation Report.

Report can be found here: [GREATER MANCHESTER LGBTQ+ ONLINE DEMENTIA SUPPORT GROUP - Dementia United \(dementia-united.org.uk\)](https://dementia-united.org.uk/greater-manchester-lgbtq-online-dementia-support-group)

## Feedback

Services supporting people affected by dementia would benefit from specific Dementia LGBTQ+ awareness training including shared experiences from members of the group.

## Objectives

To raise awareness across health and social care staff in Greater Manchester focusing on;

- Why LGBTQ+ people living with dementia may need additional support
- Improving services and care, being more confident to support LGBTQ+ people living with dementia





# Online LGBTQ+ Dementia Support Group -Evaluation



The evaluation asked people who use the service -facilitators, the LGBTQ+ Dementia Co-Ordinator and all stakeholders their views on the group:

*‘It is a very valuable lifeline, especially for older LGBTQI+ people dealing with ageing brain issues’.*

*“The support has been good. I got a background from the Teams meetings and what issues LGBTQ+ people face.”*

*“I do feel more confident supporting someone from the LGBTQ+ community”*

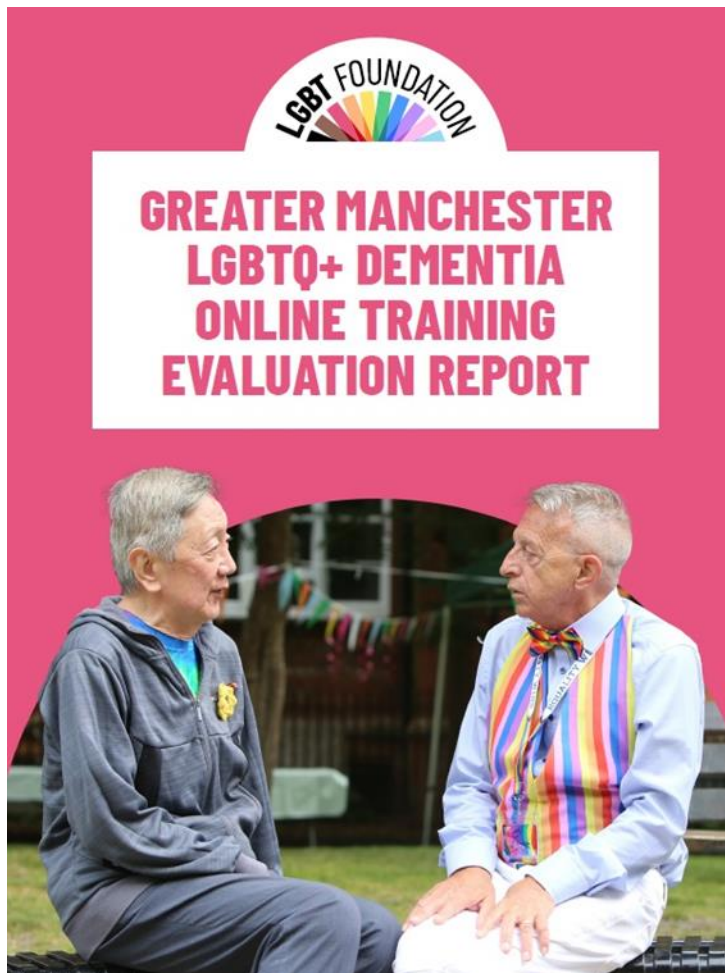
*‘I am able to connect every month with people I can relate to and with organisations that support us’*

## Themes from Evaluation - Successes

Facilitation of the online monthly meeting required support from a care coordination role.

- Continued Support and commitment from all 10 localities across Greater Manchester.
- Wider connections being made with GM Dementia programme/events/national groups.-Excellent peer support from the group Improved knowledge of LGBT+ issues
- Ongoing connections with wider organisations.
- Main goal –improved access to services for LGBTQ+ people affected by dementia.





The training was co-produced from those involved in the Greater Manchester LGBTQ+ Online Dementia Support Group

### Subjects covered in the training;

- An introduction to LGBTQ+ Health Inequalities
- Information on why LGBTQ+ people affected by dementia may need additional support
- Input from those involved in the Greater Manchester LGBTQ+ Online Dementia Support Group
- Suggestions on improving services and care, being more confident to support LGBTQ+ people living with dementia.

The training was designed so that all attendees could ask questions or raise any points throughout the session as well as at the end of the training.

The training was delivered over 1.5 hours via MS Teams



# Qualitative Feedback Themes



- That there is a gap in knowledge of LGBTQ+ people's experiences - particularly around dementia and other long-term conditions.
- The importance of LGBTQ+ visibility in care services.
- Support for organisations to be more LGBTQ+ inclusive in general.
- How monitoring of sexual orientation, gender identity and trans status can make a difference to the LGBTQ+ community if done appropriately – with full staff understanding and support.
- The need for ongoing support including Dementia LGBTQ+ training for staff in care homes.

Link to Training Evaluation Report: <https://dementia-united.org.uk/wp-content/uploads/sites/4/2024/04/Greater-Manchester-LGBTQ-dementia-online-training-evaluation-report.pdf>



## Learning

- Working together with those providing the training, attendees were able to look at how they begin to make their organisations more LGBTQ+ inclusive along with furthering their own learning in support of their colleagues and service users.
- There has been an increased demand for information from health and social care staff across GM and new members joining the online support group, following the successful delivery of the training by LGBT Foundation.

## Recommendation

- Further Dementia LGBTQ+ awareness and inclusion training, particularly among those working in the care sector.
- Targeting Dementia LGBTQ+ training for care homes is needed

Training is available via LGBT Foundation's Training Academy which is available for anyone wanting to gain knowledge and confidence in LGBTQ+ inclusion within a safe space <https://lgbt.foundation/help/our-training-academy/>

OR

Pride in Practice training and support which can be tailored towards health and care professionals.

<https://lgbt.foundation/pride-in-practice-for-healthcare-professionals/>



# Useful Contacts /Resources



- **LGBT Foundation** - A full list of services can be found at [www.lgbt.foundation](http://www.lgbt.foundation)
- **Dementia United** - Working to make Greater Manchester the best place to live if you have dementia or are caring for someone who does. <https://dementia-united.org.uk/>
- **Dementia UK** - Newly created Consultant Admiral Nurse service for the LGBTQ+ community. <https://www.dementiauk.org/news/specialist-dementia-support-lgbtq-community/>
- **LGBTQ+ Advisory Group** - a group of individuals who are passionate about improving the lives of all LGBTQ+ people affected by dementia. <https://lgbtqdementia.org/>
- **Skills for Care LGBTQ+ learning framework** - knowledge, skills and values for working affirmatively with LGBTQ+ people in later life. <https://www.skillsforcare.org.uk/Developing-your-workforce/Care-topics/Equality-diversity-and-inclusivity/LGBTQ-learning-framework.aspx>



# David Truswell

## Dementia and Ethnicity



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# Dementia and Cultural Diversity

David Truswell

September 2024





# **Common cultural issues in accessing services for Black, Asian and minority ethnic communities**

- **An anxiety about stigma in their own community group regarding dementia that leads people living with dementia to withdraw from their community**
- **A feeling of community isolation by carers**
- **A fear of experiencing discrimination or lack of understanding from mainstream dementia services that makes people reluctant to seek help**
- **A lack of information on dementia that feels relevant for people's own personal circumstances**
- **A belief that dementia is a natural part of ageing and nothing can be done**
- **Language and cultural practices that impact on day to day care and support**
- **Anxieties about loss of independence after a lifetime of self-reliance and resilience**



## ***Common services barriers***

- Staff assume families will 'look after their own'
- Diagnostic materials not appropriate
- Lack of appropriate reminiscence materials and materials for social interventions
- Staff unfamiliar with working with family group rather than just an individual
- Staff unfamiliar with working with an interpreter
- Lack of information on local and national community resources
- Pharmacology and ethnicity interactions unknown
- Pharmacology and traditional medicine interactions unknown
- Dying matters



# Improve Engagement through Creativity, Reminiscence and Telling Cultural Stories

Photography

Imagery

Film

Music

Dance

Games

Maps

Storytellers – audio, video records





# Recommendations

1. A national repository of information and resources should be created.
2. Resource and funding investment must be targeted at information about dementia for the demographically higher risk BAME groups.
3. Better support for BAME carers
4. It should be a requirement that for funding UK research organisations must show how they will actively work to include BAME and other underserved communities in their research.
5. Co-production & social prescribing– Generating Solutions by involving communities, people living with dementia and their carers has far more potential to encourage engagement of BAME



Edited by David Truswell

# Supporting People Living with Dementia in Black, Asian and Minority Ethnic Communities

Key Issues and Strategies for Change

Foreword by Professor Mark Johnson

ANY QUESTIONS?









# Ronald Amanze

## Being Creative



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# Championing diversity through, music, creativity and the arts



- I use creative and music compositions as a means to share my thought and express my self,
- Creativity /music in my life as enabled me to build relationships and have conversation where there was no or little cultural inclusion or understand of the beauty and value of diversity, or alternative conversations.
- Through creativity and the arts it as not only provided me an outlet and voice were I was not being heard.
- But also served as a bridge for others to perhaps understand me and the value of the arts as a language we can **ALL** embrace under the umbrella of the beautiful of diversity.
- Listening between the lines of my poem which was written as a dementia diary
- Its is about not being seen nor being heard in a space that so often advocates diversity and inclusion.
- Diversity through the arts have enabled me to build so many wonderful relationships even with health related social services ( SMILE)



# Adam Preston / Amy Davies

## Manchester LGBT Extra Care scheme



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# Russell Road:

## Manchester's LGBTQ+ Majority Extra Care Scheme

Adam Preston (he/him)

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# What is Russell Road?



- Extra Care: social rent, 80 one- and two-bed apartments
  - Partnership between **LGBT Foundation**, **Great Places Housing Group** and **Manchester City Council**
  - LGBTQ+ majority (at least 51%)
  - Co-produced alongside a Community Steering Group
- 





# Vision



- Reduce social isolation
  - Improve the health and wellbeing of residents
  - Provide affirming and inclusive care in a safe environment
  - Become a Centre of Excellence / wider influence
  - **Enable LGBTQ+ older people to age happily, securely and with Pride!**
- 





# Why do we need LGBTQ+ affirming care?



**Historical  
context**

**Conversion /  
aversion  
“therapy”**

**Lived experience  
of prejudice and  
discrimination**

**Social isolation  
and loneliness**

**Chosen / Logical  
families**

**Lack of training  
and awareness  
of LGBTQ+  
identities**

**Going back in the  
closet**

**Mistreatment  
and physical  
abuse**



The LGBT people forced 'back in the closet' when they enter residential care

**BBC NEWS**

Gay man abused by staff in Croydon care home

15 August 2023

**METRO**

I couldn't imagine getting old until I visited an LGBT+ care home

2 Aug 2023



**News**

LGBTQ+ abuse in care homes revealed

LGBTQ elders struggle with health care, housing and isolation

 **NBC NEWS**

'I find myself once again living a lie' - older LGBT people need safe housing



# Housing, Ageing and Care



**74%**

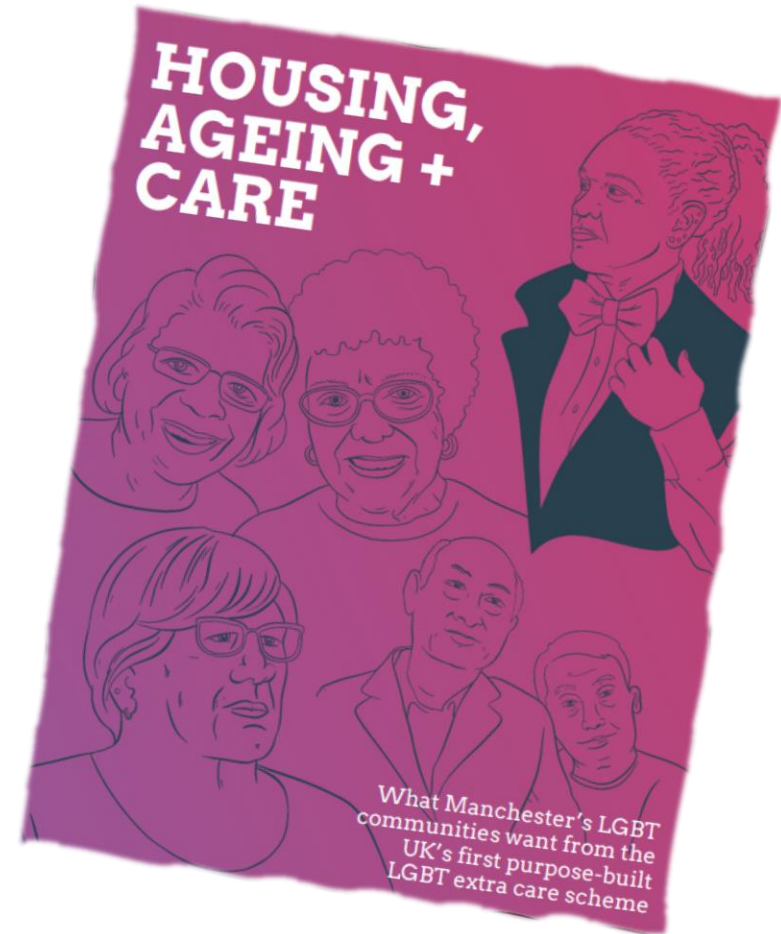
interested in moving  
into an LGBTQ+ scheme  
in the future

**67%**

Of over 75s would be  
uncomfortable in a non-  
LGBTQ+ care setting

**89%**

Agreed there should be more  
supported housing options  
for older LGBTQ+ people



- [Housing, Ageing and Care](#) report (2020)



# Co-production



- Community Steering Group
- The value of lived experience
- Over **20** CSG events since March 2023
- Visits to other schemes;  
walkabouts; design meetings;  
local Prides; public consultations





# Steering Group influence



- Internal apartment layouts
- Interior design spec
- Co-production of care tender questions
- Services and facilities
- Community engagement

Workstream	Sub groups	Workstream Sponsor	Tasks	CSG Membership	Frequency	Location	Time	Timeline
CSG coordination Workstream	CSG Meetings	Adam Preston	Workstream Updates and discussions	All CSG	Quarterly	Online/in person	Evening	Ongoing/to handover
	Co-Production Meetings	Adam Preston/Amy Davies	Specific Co-production tasks for wider CSG participation/partner updates/workstream updates	All CSG	Monthly	Online/in person	Evening	Current/ongoing handover
Communications Workstream	Comms Group	Amy Davies	Comms Group Meetings Providing quotes Proof reading of comms Scheme Marketing	Co-Chairs and/or nominated CSG member	Monthly (additional)	Online	Working day	Current/ongoing handover
	Branding and marketing	Comms Business Partner	Scheme marketing (naming/branding/Shared Ownership block marketing as appropriate) Design Co Production meetings	TBC 3 members	Monthly (additional)	Online/in person	TBC	September 202 to handover
Design Standards Workstream	Pre-planning design	Chris Baldwin	Interior Design project (Agree brief/Mini tender/Assign Interior Designer/Meet with Interior Designer)	All CSG	Monthly CSG meeting	Online/in person	Evening	July 2023 to September 202
	Post-planning design	Chris Baldwin/TBC	Updates to CSG Dementia Design Psychological Safety TEC Procurement	TBC - 3 members	Monthly (additional)	Online/in person	Evening	September 202 to September 2025 (TBC)
Governance	Amy Davies/Louise Towers	Amy Davies/Adam Preston/MCC	Co production of housing operations design (housing support offer/recruitment/standards/Pride in Practice)	TBC - 3 members	Monthly (additional)	Online/in person	Evening	January 2026 to handover
			Scheme objectives/outcomes/measures/Allocations Policy/Resident Involvement/accreditation	TBC - Chairs plus other members	Monthly (additional)	Online/in person	Evening	April 2025 to handover
								September 202 to handover
								January 2025 to handover



# Facilities



- **Communal spaces** – Residents lounge
  - Treatment Rooms
  - Roof terrace / garden
- **Public spaces**
  - Meeting rooms
  - Café / pop-up Village venues
  - Multi-purpose spaces
- **Activities**
  - Pride in Ageing events
  - LGBT Foundation services
  - Film Nights / socials etc





# Next Steps



- Planning decision expected this week
- Work on site commences Autumn
- Co-production continues
- Training and Education
- Approx 2.5 year construction period

**...Opening 2027!**





# Cecilia Toole

## Sight and Mind



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# Mohammed Akhlak Rauf MBE

## Meri Yaadain, CIC



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# Dementia, Housing and minoritised ethnic communities

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**Mohammed Akhlak Rauf MBE PhD**



@BME\_Dementia  
@MeriYaadainCiC



info@meriyaadain.co.uk







# How do the other half live?



Extended families



Close-knit communities

Everything on your door step

Owner occupied housing



Homes for life







## How do the other half **NOT** live?



Extended families

Close-knit communities



Everything on your door step

Owner occupied housing



Homes for life







## Experts

Nothing without us:

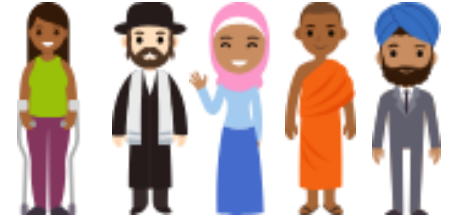
As dementia increases what  
are our coping strategies



## Research

Tackle your bias and prejudice:

Is there a need for different  
types of housing as well as  
differing amenities and  
services



## Cultural humility

Your worldview may not be the  
only worldview:

Faith, language, social norms,  
cultural expectations





## Location

- Easy access to cultural and social needs - food, place of worship, access to people from ones own community.
- Partnership with community organisations.

## Building

- Similarities and differences - environment, privacy, shower, prayer facilities, etc.

## Consultations

- Speak with minoritised ethnic communities - especially older people and whilst reminding them of issues such as dementia and its impact.
- Training for staff.



# Wendy Wells & John Simmonds

## Dementia Resources



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## Housing & Dementia | Go to information resource



Created a **hub** for all of the best information, advice & support for people with dementia, their families & carers as well as policy makers, practitioners & academics

- ✓ Adaptations
- ✓ Charities
- ✓ House design
- ✓ Research
- ✓ Housing options
- ✓ Financial support
- ✓ Care

- ✓ Communication tools
- ✓ Post diagnostic support
- ✓ Support groups
- ✓ Feedback
- ✓ Commercial providers
- ✓ Technology
- ✓ Board dementia champions
- ✓ Integrated care systems / partnerships



[dementia information  
hub \(padlet.com\)](https://dementiainformationhub.padlet.com)



# Housing & Dementia | Go to information resource



## Why we created it?

So much **information** but all dispersed and hard to find

Hosted on **Housing LIN** website

## What do we need?

Populate with **links, files, reports**

Spread the word

Use it...full of **good practice**





# Dementia and Diversity

What guidance is out there?





# Panel discussion



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# Planning is underway for our next webinars

10 Dec 24

- Dementia friendly technology

Mar 25

- Faith and dementia

We hope to see you again