

Personal Development Resources

Sexual orientation and gender identity

Activity





Sexual orientation and gender identity

The acronym LGBT* stands for lesbian, gay, bi-sexual and transgender. This activity encourages you to consider the barriers that some LGBT people might experience when accessing care or health services. The video that accompanies this activity you're about to watch includes interviews with ambassadors (older people with real lived experience) and staff from Opening Doors London, a charity providing information and support services for older LGBT people, as well as being a Skills for Care endorsed training provider. We asked them about how it might feel to access care and support if an organisation wasn't demonstrating that they were inclusive for all.



Remember

You may see this written as LGBTQIA or LGBT+ in some places which indicates the many different ways in which people can define their sexuality, sexual orientation or gender identity. The letters LGBTQIA refer to lesbian, gay, bisexual, transgender, queer or questioning, intersex, and asexual or allied.

Now watch the video 'Film 2 Sexual orientation and gender identity'

<https://www.skillsforcare.org.uk/Learning-development/ongoing-learning-and-development/equality-and-diversity/Confident-with-difference.aspx>



Activity

Now self-reflect on your knowledge and understanding of the subject in each box below.

Why do you think it is important that we know about the sexual orientation of the people we support?

Why do you think some LGBT people might not feel confident in being open about their sexual orientation and/or gender identity when accessing care services?

If you feel nervous/uncomfortable about saying the wrong thing to people from the LGBT community, what could you do to change that?

What can you do to make yourself and your organisation more inclusive and welcoming? (Some examples could include using the rainbow on marketing materials, changing questions on care or support plans, hosting a PRIDE event)



Remember

The questions are there to help you think and not restrict your thinking and don't have to be strictly adhered to.

Once you have completed the activity ensure that you discuss your thinking and how this will result in changes in your behaviour with your t2 Personal Development Manager during your next monthly Teaching and Learning Review.