



Advisory Council on Aging and Disability Services

Advocating for local, state, and national programs that promote quality of life for older adults and people with disabilities in partnership with Seattle Human Services and King County.

To: ADS Advisory Council Members and interested others
From: Joe Hailey, Chair, Aging and Disability Services Advisory Council
Subject: ADS Advisory Council January Meeting Agenda
Contact: Michael Adusah <Michael.adusah@seattle.gov>

Agenda and Announcement for the
Aging and Disability Services Advisory Council Meeting

Friday, January 12, 2024 - VIRTUAL MEETING

Join us on [Zoom](#).

Agenda / Schedule	
10:00 - 11:30 am	Advocacy Committee (see attached agenda)
12:00 – 12:55 pm	Presentation: On Artificial Intelligence by Dr. Clara Berridge
12:55 - 1:10 pm	Race and Social Justice (RSJ) Moment Please watch this 7-minute video to prepare for our conversation: Using your voice is a political choice
1:10 - 1:50 pm	Advisory Council Business I. Approval of December Minutes II. Reports from Committees and Councils (20 min) <ul style="list-style-type: none">○ Advocacy Committee – Barb Williams○ Planning & Allocations Committee - Lorna Stone○ VSHSL Board Seniors Committee - Cindy Snyder○ NW Universal Design Council - Tom Minty○ Mayor’s Council on African American Elders - Karen Winston○ Age-Friendly Seattle - Dinah Stephens III. Reports / Action Items from AAA Partners (10 min) <ul style="list-style-type: none">○ King County, Department of Community and Human Services○ Public Health Seattle-King County○ Sound Cities Association IV. Approval of new officers V. ADS Director’s Report, Mary Mitchell (10 min)

Office:
Seattle Municipal Tower
700 5th Avenue, 51st Floor
Seattle, WA 98124

Mailing:
Aging and Disability Services
PO Box 34125
Seattle, WA 98124

Telephone: (206) 684-0660
TTY: (206) 684-0274
FAX: (206) 684-0689
ADSAdvisoryCouncil.org

In partnership with:



1:50 - 1:55 pm	Other Announcements
1:55 - 2:10 pm	Executive Committee

Upcoming Advisory Council Meetings and Other Advocacy Events

Please contact Michael Adusah with questions or to request accommodations:
(206) 471-2229 or michael.adusah@seattle.gov

ADS Advisory Council Advocacy Committee Meeting

January 12, 2024 - 10:00 to 11:30 AM

Join us on [Zoom](#).

AGENDA

Item	Presenter	Time
1. Welcome and Approval of December Meeting Minutes	Committee Chair	5 min
2. Advisory Council Check-in Share information on recent advocacy and partnership activities and emerging issues. As a result, members will have a better understanding of the committee's collective work and identify connections that support their advocacy priorities.	All	40 min
3. Advocacy Issues Federal, state, and local updates.	ADS Staff	30 min
4. Closing <ul style="list-style-type: none">Review of Action Items	Michael	1 min



Advisory Council on Aging and Disability Services

Advocating for local, state, and national programs that promote quality of life for older adults and people with disabilities in partnership with Seattle Human Services and King County.

Advisory Council Meeting Minutes December 8, 2023

Present: Patricia Schnepf; Maria Langlais; Joe Hailey; Michael Adusah; Karen Winston; Alex O'Reilly; Irene Stewart; Diana Thompson; Meg Woolf; Joel Domingo; Zelda Foxall; Waing Waing; Edna Daigre; Lorna Stone; Dinah Stephens; Cindy Snyder; Tom Minty; Andie Parnell

WELCOME

The Chair confirms that there is a quorum of voting members present at the start of this meeting.

ANTI-AGEISM TRAINING: Age Friendly Seattle (Dinah Stephens and Meg Woolf)

- Age Friendly Seattle housed within ADS, is a citywide initiative tasked with making Seattle a great place to grow up and grow old. This version of training is aimed at City of Seattle Employees, and we want to create a version for the public and other community partners.
- Councilmembers discussed the Anti-Ageism Training Modules.
Module 1: <http://module1-anti-ageism-training.s3-website-us-west-2.amazonaws.com/story.html>
Module 2: <http://module2-voices-of-older-adults.s3-website-us-west-2.amazonaws.com/story.html>
Module 3: <http://module3-solutions-for-approaching-ageism.s3-website-us-west-2.amazonaws.com/story.html>
- We want to celebrate the beauty of aging and dispel some of the myths but also don't want to ignore the realities and challenges that come with aging. I think we can revisit the balance to really be mindful of representing people.
- In the next iteration for the public, we perhaps incorporate voices of younger people sharing how older adults have made positive contributions to their lives, whether as mentors in the workplace or as a community advocacy leader who's sparked change.
- We're putting together a more formal way for people to add their input for what should be included in a public-facing version and making it more accessible timewise is a point well taken.
- We'd like to partner with you to encourage your colleagues around the city, and people who serve on boards and commissions to take this training and to ask for your help being peer-ambassadors and leading a debrief conversation afterwards. Engaging with content goes a lot further than just watching a training.

Office:
Seattle Municipal Tower
700 5th Avenue, 51st Floor
Seattle, WA 98124

Mailing:
Aging and Disability Services
PO Box 34125
Seattle, WA 98124

Telephone: (206) 684-0660
TTY: (206) 684-0274
FAX: (206) 684-0689
ADSAdvisoryCouncil.org

In partnership with:



- Thank you everyone, and a shout out to Meg Woolf, who led the development and execution of this training, and to our predecessors who launched Age Friendly. The idea didn't originate with us, it's been a long time in the making so thank you Maria Langlais, Andrea Yip, Irene Stewart, and others who contributed to the idea. It was an honor to bring it over the finish line.

Please see the attached presentation for more details.

ADVISORY COUNCIL BUSINESS

I. ACCEPTANCE OF PRIOR MEETING MINUTES (Joe Hailey)

MOTION: A vote was taken to approve minutes from the meeting held November 3, 2023. The minutes were accepted as written, without added comment.

Move to Accept: Lorna Stone

Seconded: Barb Williams

Outcome: Approved minutes will be distributed as written.

I. REPORTS FROM COMMITTEES AND COUNCILS

Advocacy Committee (Barb Williams)

- King County has yet to designate their priorities for 2024. They are looking at a budget shortfall, less so for 2024, more significantly for 2025. If the shortfall is not sustainably addressed, they will need to make significant cuts which would result in the closure of community health clinics. They will be going to the legislature and asking for additional revenue. They do not want stop-gap funding, they want sustainable, ongoing revenue source. The only way to get this is to increase taxes (most likely, property tax). We propose to this body that ADS Council as a body, is in favor of all taking of appropriate actions that support the priorities that will be designated by King County Public Health. Appropriate actions may mean letters to the elected or in meetings with legislators you could bring up the priority unveiled in the future.

MOTION: That the ADS Council, as a body, is in favor of and approves the taking of all appropriate actions in support of King County Public Health Funding for 2024 and beyond.

Move to Accept: Alex O'Reilly

Seconded: Diana Thompson

Outcome: Members approved this motion in favor of supporting funding for Public Health.

- Zelda Foxall wrote a letter on Long-Term Care which will appear in the Seattle Times on December 9, 2023.
- An effort to increase the Age Friendly Gold Card Members (reduction for services and companies that provide them on the east side) is being pursued by Diana Thompson.
- When meeting with elected officials, be prepared for questions; think through the things they might ask and be prepared with numbers.
- A Letter in support of the advocacy issue discussed in November was sent to officials.

- The W4A has yet to pick a date or a week for Lobby Day or determine if it will be in-person or virtual. We are supportive of an in-person meeting.

Planning and Allocations Committee (Lorna Stone)

- There are no updates to report this month.

VSHSL Board Seniors Committee (Cindy Snyder)

- There will be a one-time support offered to seniors for transportation. Some centers did creative things with the unspent money such as decluttering services for seniors and buying heat pumps or portable air conditioning.
- Attended a presentation on the introduction of the Implementation Plan Levy.
- Out Guiding Principles: Responding to the need of the people in King County, trying to continue to fund at the full cost of programming, increasing access services and building networks.

NW Universal Design Council (Tom Minty)

- We took part in a Universal Design Policy and Code Updates Roundtable with City of Redmond on November 16, 2023, which went well.

Mayor's Council on African American Elders (Karen Winston)

- The SHA gave a presentation at the November 8, 2023, meeting where they talked about different types of housing and populations for low-income older adults and people with disabilities. Housing remains a top priority for the MCAAE.
- The December 2023 meeting will be an in-person holiday gathering at the Douglas Truth Library on December 15, 2023. There will be team building activities, and a presentation given by Michael Adusah on Advocacy. Light food will be provided, and the meeting is open to the public.

Age-Friendly Seattle (Dinah Stephens)

- We're working now on planning for the year ahead.

II. REPORTS FROM AAA PARTNERS

King County Department of Community and Human Services (Traci Adair)

- No updates were available this month.

Public Health Seattle-King County

- No updates were available this month.

Sound Cities Association (Andie Parnell)

- We're working on nomination for all our regional committees and legislative agenda. Council members Kim-Khanh Van and Marli Larrimer will continue serving on Aging and Disability Services.

III. ADS DIRECTOR'S REPORT (Mary Mitchell)

- We're gearing up for the Legislative session.
- The ADS Planning Team has recently hired two new Planners: Caren Goldenberg and Waing Waing.

OTHER ANNOUNCEMENTS

Michael Adusah

- Officer Recruitment Questionnaires were recently sent out to assess interest in becoming an Advisory Council Officer in 2024. Those who responded 'ye' will be scheduled for a follow-up meeting to talk further on what being an officer means and to discuss the capacity they have for being an officer. There is still time to respond 'yes', even if you previously responded 'no'. Michael is putting together a list now so that the council knows how we will be moving forward in January 2024.

Alex O'Reilly

- The King County Mobility Coalition Access to Healthcare sub-committee are looking at people (who are not older adults, as well as older adults and people with disabilities) who need transportation access. When people go in for a procedure, are under sedation and not staying the night at the facility, it's difficult; hospitals won't release you unless you have a responsible adult driving you home and staying with you 24 hours. It was identified that transportation organizations providing transportation have in their policies that it's a liability to drive anyone under sedation back to their home, and the drivers are not allowed to stay with people until the anesthesia wears off. Though transportation isn't one of our primary issues, it comes up when we talk about access to healthcare, social support, and food etc., so maybe we want to keep track of some of the solutions coming from this workgroup.

Diana Thompson

- Bellevue had an Alzheimer's Café, open once a month for people with Dementia and their caregivers. The café was closed during COVID-19 and we've now found a place in South Center, which is scheduled to open in January 2024. If you're interested in more information, contact Diana.

Meeting Adjourned



Advisory Council on Aging and Disability Services

Advocating for local, state, and national programs that promote quality of life for older adults and people with disabilities in partnership with Seattle Human Services and King County.

Advocacy Committee Meeting Minutes December 8, 2023

Present: Joe Hailey; Barb Williams; Zelda Foxall; Michael Adusah; Diana Thompson; Maria Langlais; Dolores Wiens; JJ Wong

The Chair confirms that there is a quorum of voting members present at the start of this meeting.

1. ACCEPTANCE OF PRIOR MEETING MINUTES (Joe Hailey)

MOTION: A vote was taken to approve minutes from the meeting held November 3, 2023. The minutes were accepted with comments: *The bullets on page three relating to the W4A Conference and the Continuing Care Retirement Communities are two separate items.*

Move to Accept: Barb Williams

Seconded: Diana Thompson

Outcome: The November 3, 2023, minutes will be changed with the word recommended changes prior to distribution.

2. ADVISORY COUNCIL CHECK-IN

Zelda Foxall

- Took advantage of the email urging us to thank the mayor and city council for passing bills that we're interested in.
- Wrote a Letter to the Editor about the article on Long-Term Care Insurance and it will appear in the Seattle Times tomorrow. I will write letters (for publication) on the Child Tax Credit.

Diana Thompson

- King County is concerned they don't have the funds for the 10-12 health clinics they run. It's in the 2024 budget (but not 2025). In April 2022, a bill was introduced to remove the 1% which will cover more than just the King County Health Clinics.
- The Seattle Humane Society in Bellevue (non-profit) does not give the Age Friendly Seattle Discounts for Seniors; it's the Seattle of City Animal Control that gives the 50% discount.

Office:
Seattle Municipal Tower
700 5th Avenue, 51st Floor
Seattle, WA 98124

Mailing:
Aging and Disability Services
PO Box 34125
Seattle, WA 98124

Telephone: (206) 684-0660
TTY: (206) 684-0274
FAX: (206) 684-0689
ADSAdvisoryCouncil.org

In partnership with:



ACTION: Maria Langlais will ask the Age Friendly Team to look at the Gold Card Member Organizations gap related to the Seattle and Bellevue Humane Societies.

- The Dementia Action Collaborative put together a new Alzheimer's and Dementia Plan. There is no requirement for approval of the plan by legislature, though it will be introduced early January 2024.
- I mentioned requirements to have service providers more aware of hearing issues at the Senior Caucus Q&A.
- I wrote to the head of Audiology for the Seattle Area about the difficulty of a recent visit where the provider was asked to speak louder because her back was turned, and the head of Audiology said she would send a letter.

ACTION: Maria Langlais will ask the Geriatric Enhancement Workforce Coordinator in ADS Age Friendly to flag the issue of Hearing Awareness and Best Practices.

- Starting January 2024, Medicare will pay for people with mental problems. There are a lot of categories of people that work in this area, and they've expanded the people they'll reimburse.

Joe Hailey

- Met in person with Representative Steve Bergquist at an advocacy meeting last month to talk about our priorities, caseload reduction, funding for case managers and nutrition funding.
- Met virtually with Senator Joe Nguyens' staff to promote our priorities for nutrition funding and caseload reduction funding. They committed to taking our message to the senator.
- I responded to several calls from the Low-Income Housing Institute who are sending letters to legislators concerning state funding for homeless prevention. They sent an email to legislators yesterday on LEHI priorities: rent stabilization, permanent funds for the Housing Trust Fund, housing for persons with disabilities; plugging a gap in funding for homeless services and investing in front-line workers at nonprofits that are fighting homelessness.
- I responded to calls from the Seattle Human Services Coalition who sent emails to council members addressing budget amendment to support Human Services Workers Wage and Services shortfalls, and an amendment to shore up the meals' programs.
- I sat in a Healthcare Workforce Challenges call, where administrators shared their challenges and the ways they're trying to ameliorate those.
- I sat through the Age Friendly Trainings. Excellent! We should figure out a way to leverage that.
- Attended Medicare Basics seminar through Health and Human Services Administration for Community Living. It was a great refresher and good training.

Barb Williams

- Would like to recommend a film called Crip Camp (2020) which was shown at Town Hall. It was celebrating the passage of the ADA in 1990.
- Attended presentation by Britney Daniels discussing her book, *Journal of a Black Queer Nurse*.
- I watched a presentation on a book called Fat Talk, which explored how our culture is very thin-centric.

- I was not able to attend the December 6, 2023, meeting of JLEC on Planning for ADS Issues. We should consider making it known when the JLEC meets as it's the latest and greatest on advice to our state government. Note: They are public meetings, and someone from W4A is always present. You can individually subscribe to receive notification of the meetings.

3. **ADVOCACY ISSUES**

Federal

- Movement on the Federal Budget is still in a holding pattern.

State

- No updates were provided.

Local

King County Budget and Priorities

- We met with King County about the Public Health budget and the overall King County budget and are still waiting for their legislative priorities.
- The public health system is looking at systemic health falls due to limitations on where they can generate revenue. They will be actively engaging in the legislature this session to see if they can make movement on the 1% limit that resulted from the Eyman Initiative (2024 is laying the foundation and 2025 is when they expect movement).
- They may be able to get stop-gap funding for 2024, but it's not the path they want to pursue. They're looking for ongoing revenue and the system needs to be changed so they can generate that revenue. Once we get those priorities from King County, we will share them with you. It's up to the Advisory Council if that's something they want to advocate for as individuals or take up as a body.
- Michael Adusah sent out letters that were voted on the last time around and has heard back from most. I reached out to the Governor's Office to help support the priorities we have listed and I've yet to hear back from them.

Building on 8th Avenue and Elder Safety

- A building in Seattle, (on the block between eighth and ninth – Columbia, and Cherry) has all the higher-level services in that block which includes assisted living, memory care and skilled nursing.
- The proposal for a bridge (above eighth allowing passage from one building to the other) was turned down as the City of Seattle considers 8th Ave and the airspace above as part of their territory.
- The building is open and residents there want to avail themselves of the facilities in the building across 8th Avenue, which has become a point of speeding traffic headed south to get onto I5, so there are concerns that seniors will end up in a serious accident.
- Harborview has a crossover, but it's considered important to the delivery of medical care.

- They looked at every possibility; tunneling (there are too many utilities), trying to get a stoplight etc.
- There is a pedestrian-crosswalk, but in Seattle, a lot of construction has gone on in Madison because there's a Rapid Ride project that will go from Coleman Dock (on the west) to MLK (on the east) and it's the only bus that will go down to the waterfront. Currently there are none, if you want to get to the waterfront, you walk; there is no public transport.

Lobby Day in Olympia

- The W4A is planning to do another organization Lobby Day in Olympia. The last couple of years (virtual world) they've shifted it to a week in terms of people's ability to make meeting appointments in a focused period instead of everyone extending on Olympia in one day, which is how it was done historically.
- If we can coordinate bringing folks to Olympia (carpooling etc..), we may not have all the bells-and-whistles in terms of those other activities; it would be extremely focused but would still be more fun.
- The last time we were able to go down to Olympia, we had offered Representative Amy Walen the opportunity to go with some of our Case Managers and she sounded interested in doing so, but COVID came along, and this didn't happen. They had several meetings planned and scheduled, and it was handed over to the Care Coordination Team to arrange the visit; I think it got cancelled after the third attempt at rescheduling.
ACTION: Maria Langlais to follow up with our Care Coordinator Director on this.
- We will let W4A know we've got folks that would like to go to Olympia. Knowing there's interest, we would try to make it as a robust day as possible and so we'll get started on that.

Advocacy Roles 2024

- We are joined by JJ Wong, who is interested in what we're doing and apologizes for not joining the committee or council.
- Michael Adusah is working closely with our Legislative Affairs Team, the Mayor's Office, and the City Council to identify who the council representative for the Advisory Council will be. Part of our Interlocal Agreement is that there is a City of Seattle Council member on our board. Historically that's been the Chair of the Human Services Committee. A couple of administration ago, that switched, and when it switched, we had council members appointed to the Advisory Council who've not been consistently engaged. We've had a few step in for a few months but then thereafter, not consistently present or active, so we're trying to get ahead of that in terms of how can we queue up someone who really does want to be here and is committed to this, even if it's not them, are their staff able to come and represent.

- Michael Adusah reached out to everyone asking to see who would be interested in possibly being an officer for 2024 and received responses from several persons indicating they had interest.
- According to the bylaws we have a nominating committee that does this work so we're not full onboard regarding the bylaws, but we're getting the job done.
- The next step will be to put together a proposed leadership structure. Michael Adusah reached out to individuals who said yes to do one-on-ones to talk to them next week if they have the bandwidth for that, and we move from there. Hopefully, we get to vote on it in January.
- If you said no in an email or you're changing your mind, please reach out to Michael Adusah.
- The offices needing to be filled are the At-Large, the Chair, the Vice Chair, and the Secretary. The Advocacy Chair doesn't have to be an officer but if it is, we would like that person to come to the Executive Committee Meetings or at least come up with some way to ensure the Executive Committee is informed of what the Advocacy Committee is doing.

King County Public Health Priority

- We don't know what their formal Public Health Priority is, but we've raised awareness about that, and it could be something you all chose to include in your messages or communications when you meet with legislators.
- Our process in the past, any council member can bring an issue to us. We would normally have a discussion of the issue and agree as a body whether we want the body to get behind the issue. So, we would build our advocacy list, it's a dynamic thing, as these various causes are presented to us. We decide as a group are we going to get behind it or not and that's how we decide what we're going to advocate for.
- Michael Adusah and Maria Langlais did meet with Public Health. We don't want to advocate things they're not saying are their primary focus. We don't want to presume that we can represent other organizations' issues if they do not deem it a priority, we're not going to.
- The Public Health priority will have some specific language with some specific asks. It's fine to support the general idea of investing in Public Health infrastructure in a sustainable and long-term way.
- We are in general supportive of the sustainable funding for King County Public Health and we will support via email, once those priorities have been made.
- The deadline would be after our next meeting January 12th, 2024. That's the week the legislative session starts. It's a short session that ends at the end of February.
- Barb made a proposal to draft a letter to members who were attending our ADS General Meeting at noon, that we support authorizing an action to support sustainable public health funding for King County. We are supporting the approval of the ADS Advisory Council to send a letter supporting sustainable funding or systemic funding for King County Public Health to send a letter supporting this to the appropriate elected.

- If you support the issue as the AC supports the issue and agrees, then communications can be broader than it a letter. It could be a letter is what's considered most effective, or it could be these are messages shared in one-on-one meeting with legislators, and/or both.
- Barb is prepared to give the council the necessary background before the vote today to convince the body at large to approve this letter. Let's change the word to "appropriate action". We are taking a formal stance to support systemic funding for King County Public Health. Appropriate action.
- The most significant impact is the closure, on the real, one the ground impact that people can see is clinic closures, but it's all sorts of staffing, all the preventive work that Public Health does, so it really is investing in the public health system.

MOTION: Approval for supporting the Advocacy Committee bringing the issue of supporting systemic funding for King County Public Health to the full body later today.

Move to Accept: Joe Hailey

Seconded: Barb Williams

Outcome: Barb Williams will present the issue to the Advisory Council later today.

4. CLOSING

Review of Action Items:

- The Advisory Committee is defending the above recommendations.
- Kathy Knight is sending the Older American's Act letter early next week on behalf of the W4As.

Meeting Adjourned



ADS Advisory Council

Anti-Ageism

12.8.2023

Do you consider yourself "old"?

When did that happen?

Who is considered “old”?

No universal definition

Many arbitrary dates:

- Age 65 for Medicare
- Age 62-67 for Social Security
- Age 40 to be in a protected class
- Age 55 to benefit from King County VSHL funds
- Age 60 to receive Age Friendly Seattle discount Gold Card

These can act as cues to us, telling us when we become members of the “old” group



Where have you seen examples of ageism?

"Join me in the battle
against ageing!"

I feel very proud to be a part of the brand that has made millions of women feel younger. They told effects carries everything that you would need for your complete skin care regimen, and adds to that I agree of not ageing both to your skin, the hair and your smile. From maintaining to skin protection, they told effects has everything that will make your skin glow and give it a youthful appearance. So why not try they told effects and join me in the battle against ageing!

THE NEW
ANTI-AGEING
BREAKTHROUGH

YOU LOOK
GOOD...
**FOR
YOUR AGE**

Happy Birthday
Oh No! You Are Old!



THE OLDER
I GET
THE BETTER
I USED
TO BE



**KEEP
CALM
JUST
LIE ABOUT
YOUR AGE**

What channel is



The Netflix



Stereotype Embodiment Theory (SET)

“Stereotypes are embodied when their assimilation from the surrounding culture leads to self-definitions that, in turn, influence functioning and health.” (Levy 2009)

- Internalized across the life span
- Can operate unconsciously
- Gain salience from self-relevance
- Utilize multiple pathways: psychological, behavioral, physiological

We absorb stereotypes:

- top-down (society to individual)
- over time (from childhood to old age)

Ageism Defined

WHO definition: Ageism refers to the **stereotypes** (how we think), **prejudice** (how we feel) and **discrimination** (how we act) towards others or oneself based on age ([WHO 2023](#))

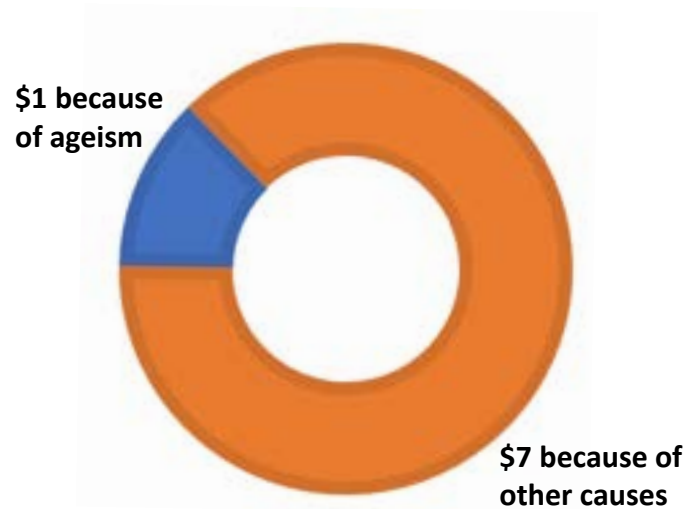
Three variables of ageism adversely impacting health (Levy 2009):

1. Detrimental treatment of older adults (discrimination)
2. Older adults' negative beliefs about older adults (stereotypes)
3. Negative perception of one's own aging (prejudice)



What's so bad about ageism?

Ageism cost \$63 billion in health care spending in 1 year



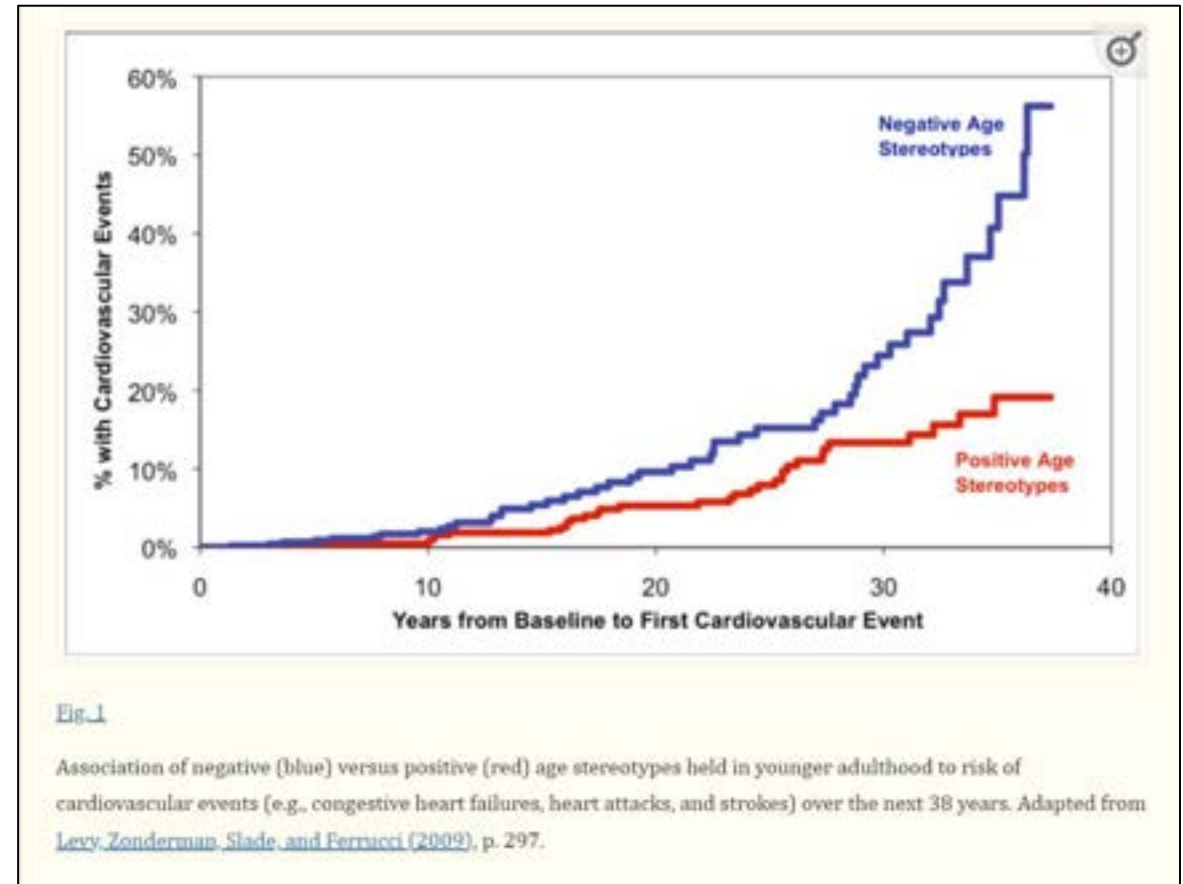
People with more positive views on aging live 7.5 years longer



Robbs our ability to look forward to aging and deprives people of intergenerational communities.

Health effects of ageism

Decreased memory and cognitive functions
Decreased likelihood to engage in healthy behaviors
Higher likelihood of cardiovascular disease
Worsened balance
Poorer psychological health (depression, anxiety, stress, loneliness, morale)
Will to live
Longevity



How does ageism effect health?

Awareness of belonging to “old” group and the related stereotypes (even if you don’t agree!)

Psychological pathways: Age-Based Stereotype Threats → creates worry about confirming a negative stereotype, and consequently leads to underperformance

Behavioral pathways: negative attitudes about aging → less likely to engage in healthy activities

Physiological pathways: negative attitudes correlated with brain deterioration

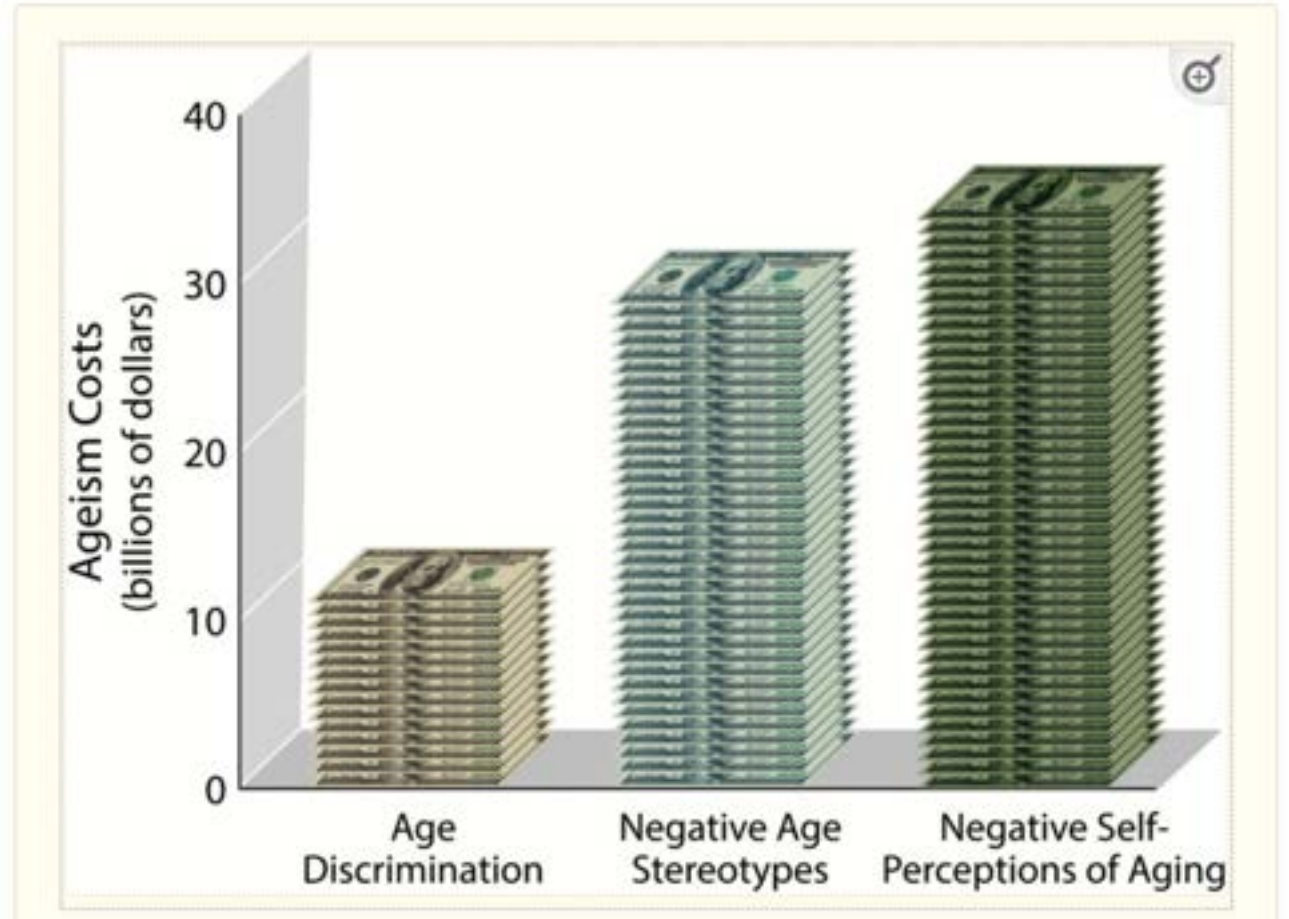


Effects of Ageism Variables

Health care cost highest for:

1. Negative self-perceptions of aging
2. Negative age stereotypes
3. Age discrimination

Our own feelings can do the most harm



Ageism and Other “Isms”

Injustices compound over a lifetime:

- Economic inequities
- Primary disease prevention
- Structural barriers
- Chronic disease management
- Stress

Examples of inequities in older adults:

- Black OAs experience higher rates of disabilities and dementias
- Older women more likely to be low-income and rent-burdened
- LGBTQ OAs more likely to be socially isolated
- Older immigrants less likely to have health insurance



Can Anyone Experience Ageism?



Good News!

**Ageism can be undone!
(or at least impacts mitigated)**

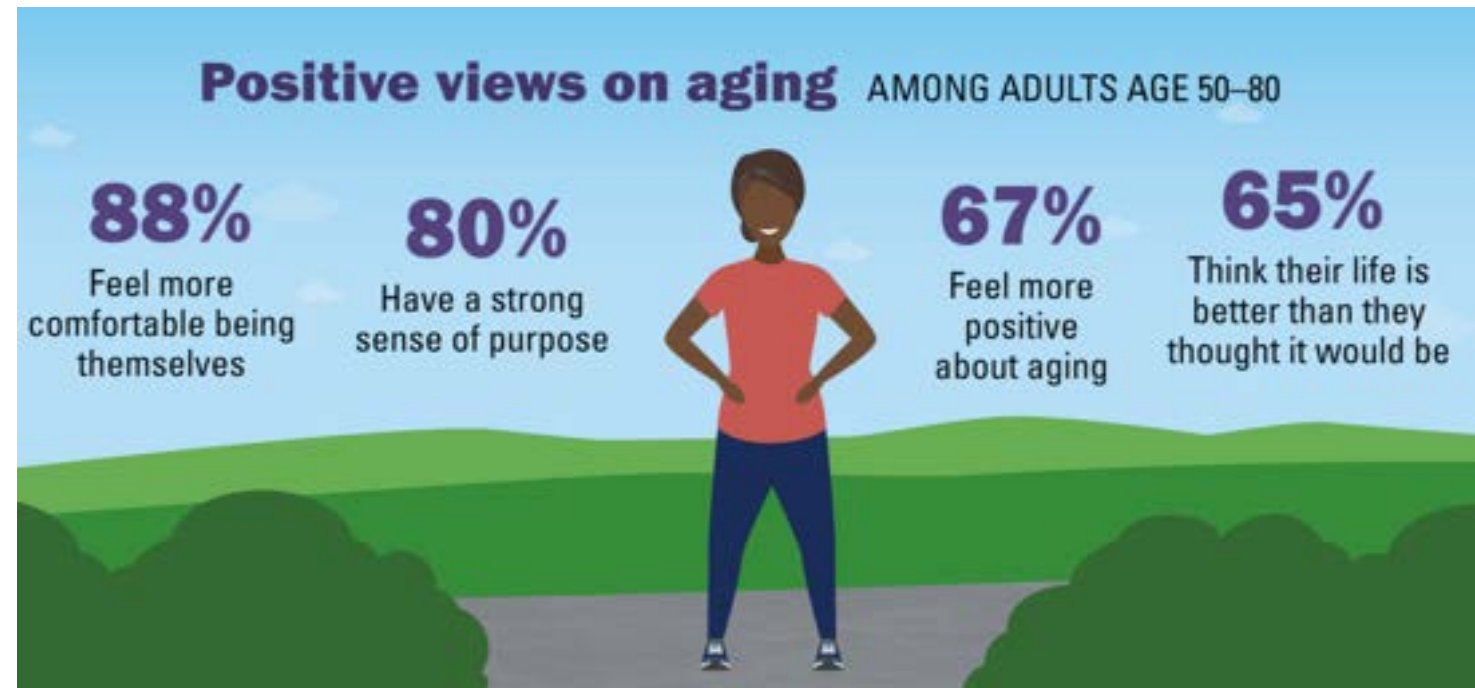
Strategies for older people:

- Pride in age group membership
- Positive views of the future
- Body confidence

Strategies for younger people:

- Education to shift attitudes
- Intergenerational contact

Many older adults already have positive views on aging
(University of Michigan, National Poll on Healthy Aging, 2020)

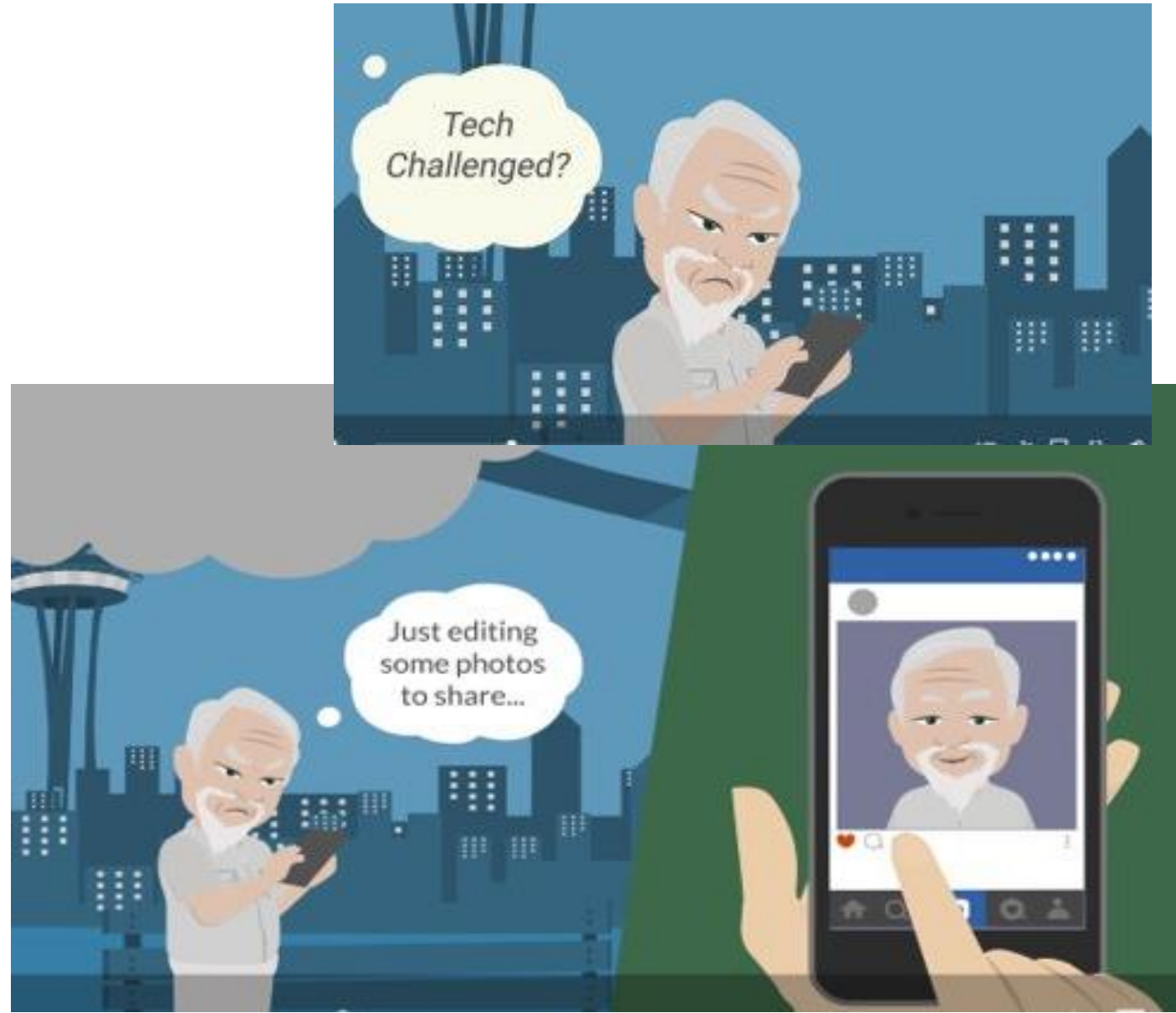


Age Friendly Seattle's Anti-Ageism Training



Content

- ✓ Exploration of biases
- ✓ Intersectionality of ageism + other “isms”
- ✓ Personal stories (from CoS colleagues!)
- ✓ Tips for being anti-ageist
- ✓ Resource bank



Real Stories from Seattle...



Let's Practice!

What are some things you LOVE about being "old" and aging?



Thank you!

Dinah.Stephens@seattle.gov

Myths & stereotypes about aging...

Ava's Story:

[Click Here
to Launch
Video](#)

