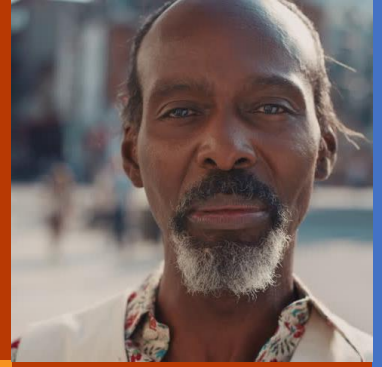

Incorporating Age into Diversity, Equity, and Inclusion (DEI) Initiatives:

A Dialogue about Intersecting Identities in Later Life

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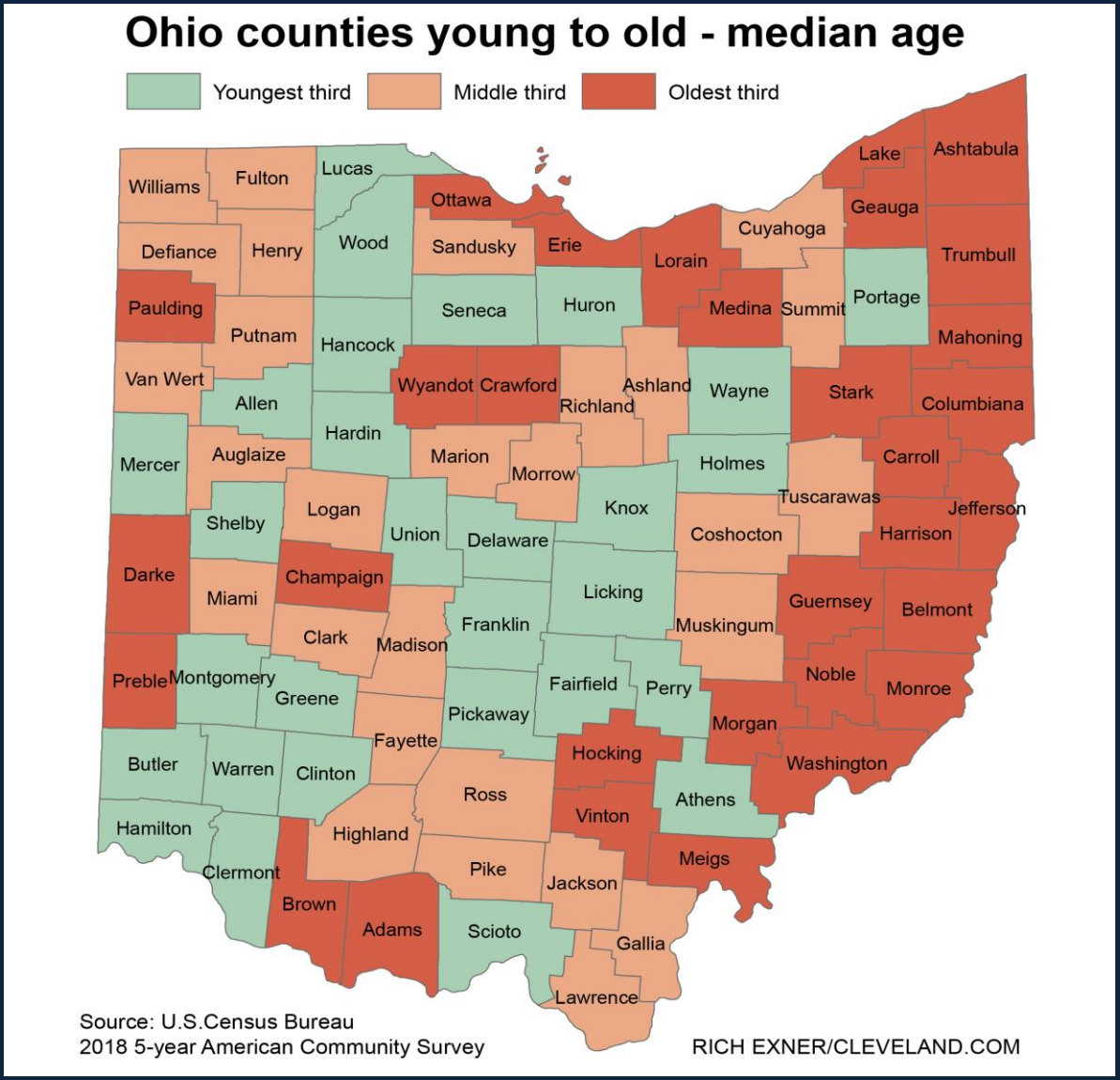
Workshop Overview

Background and Key Concepts

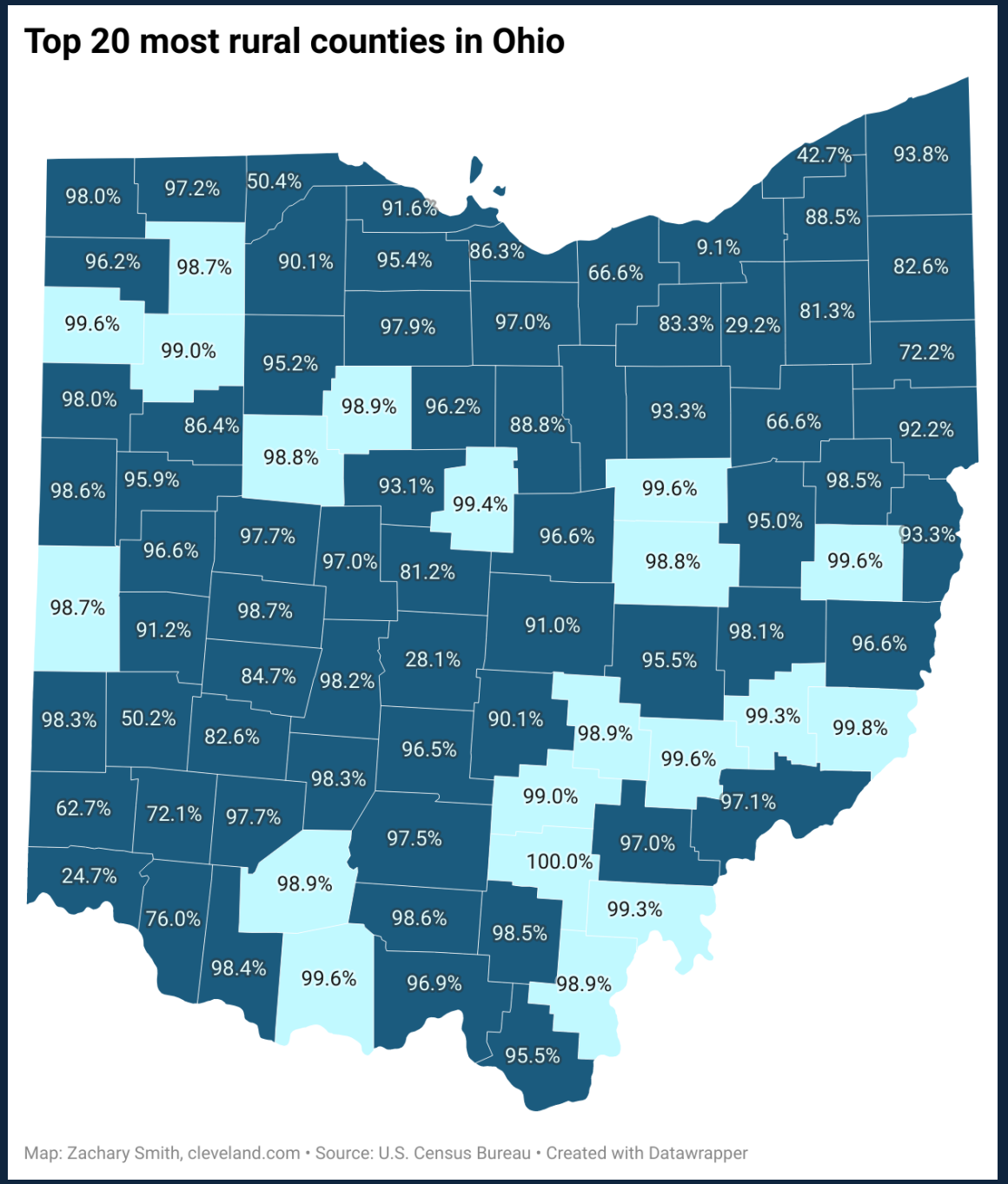


Ohio's Median Ages

- The median age in Ohio is 39 years old.
- However, in some towns, the median age is 50 years old or above.

Ohio's Rural Populations

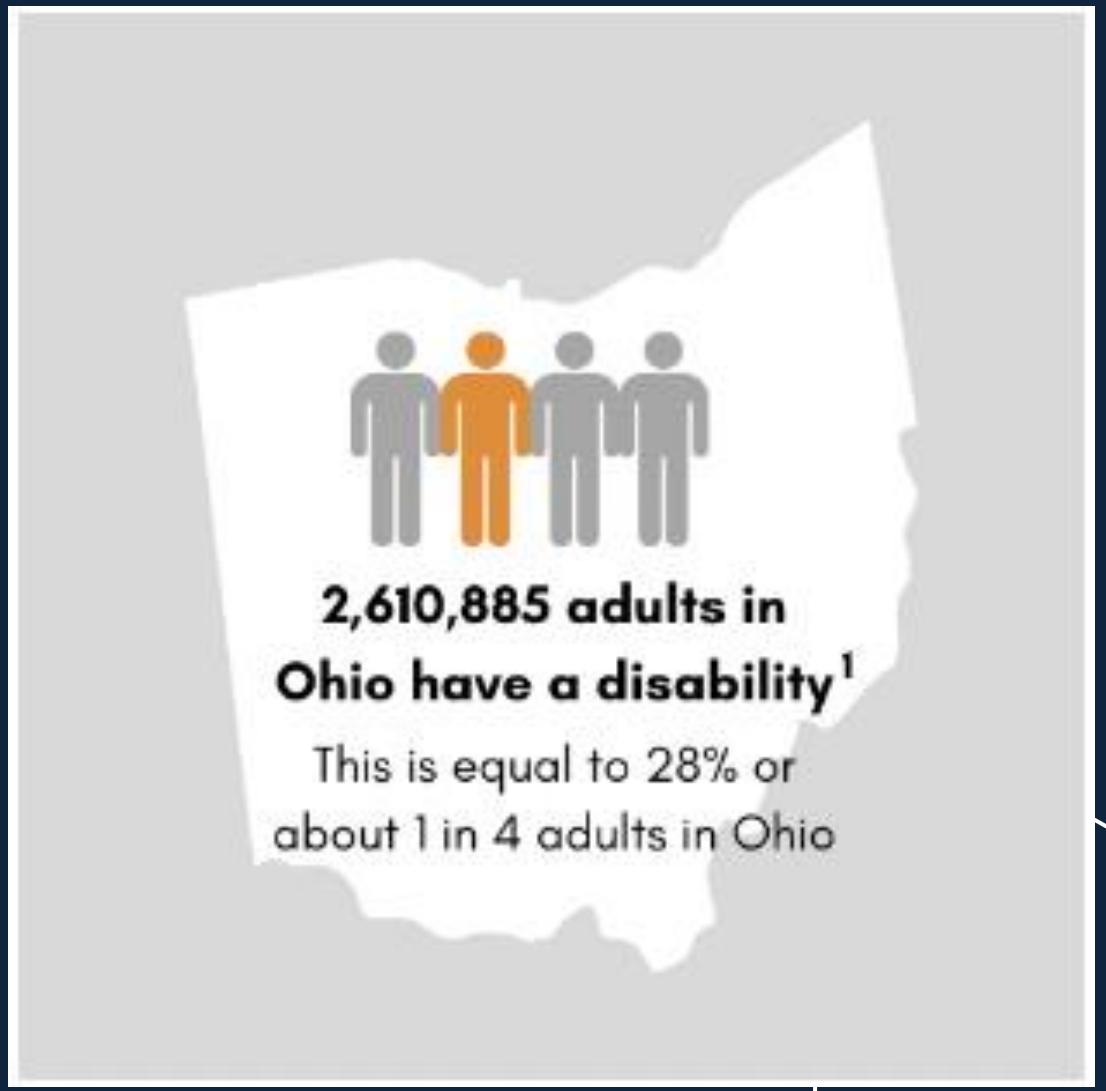
- Much of Ohio is rural
- The only county in Ohio with less than 20% rural area is **Cuyahoga County**
- Most rural area in Ohio is **Vinton County** at 100% rural
  - No. 8 is Morrow County at 99.4% rural
  - No. 20 is Henry County at 98.7% rural



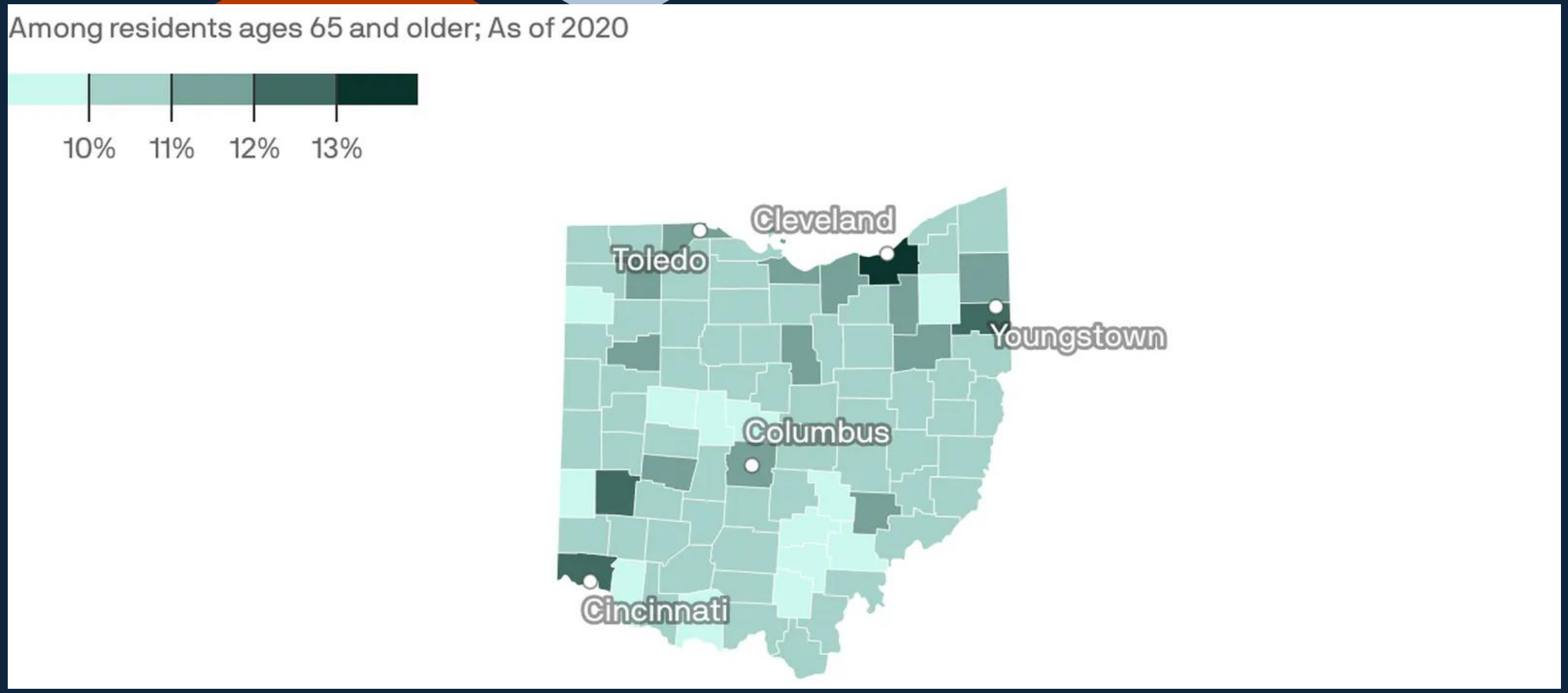
Ohioans Experiencing Disabilities

Disability can include

- Difficulty with Mobility
- Difficulty with Cognition
- Challenges with Independent Living
- Low Hearing
- Low Vision
- Challenges with self-care (i.e., bathing)



Ohioans Living with Dementia



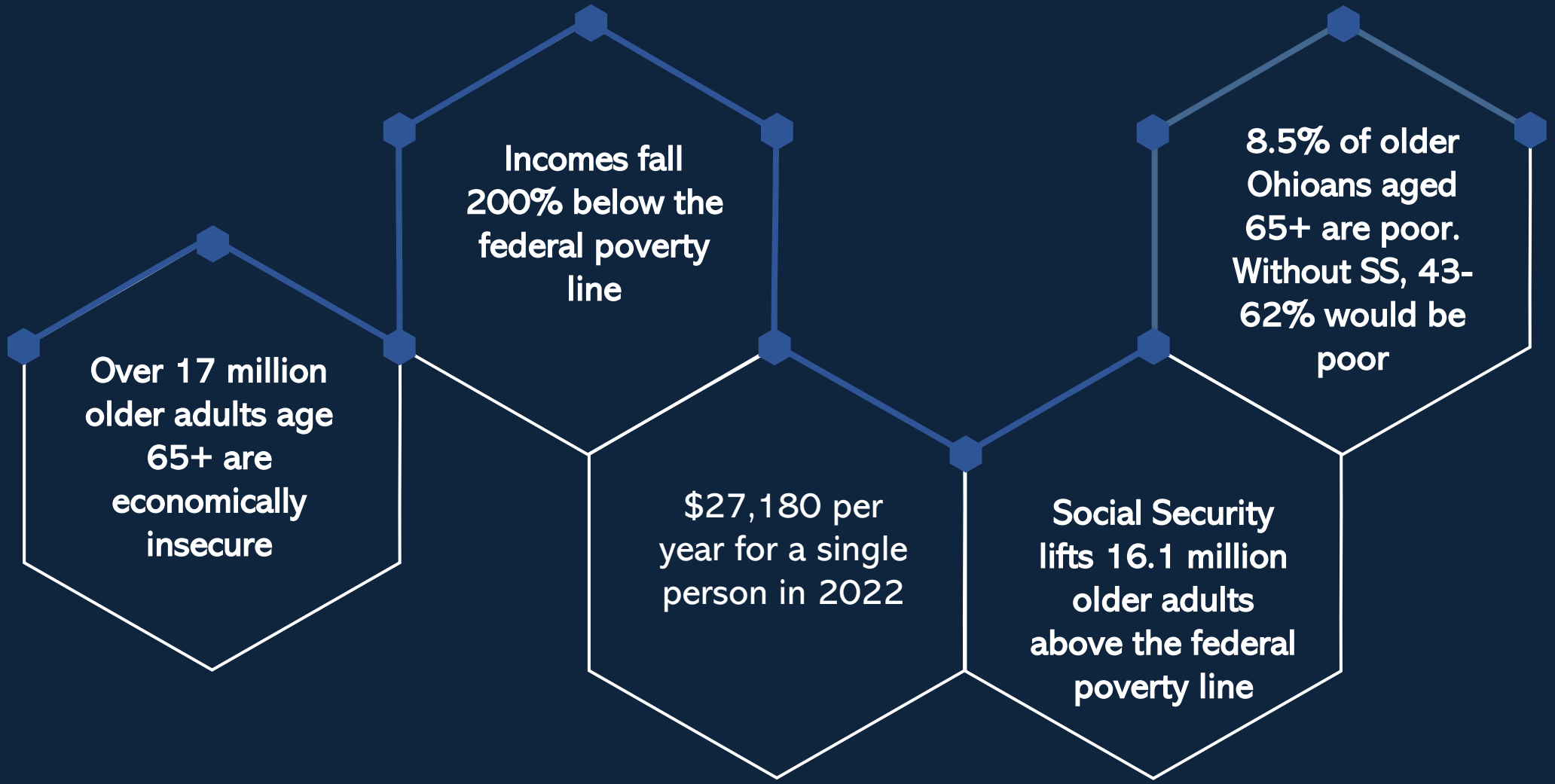
Racial and Ethnic Identity of Ohioans 65+

Race	Total	Male	Female
Asian	28,917	12,694	16,223
African American Alone	192,412	79,734	112,678
White, Non-Hispanic	1,800,589	769,555	1,031,034
Hispanic	36,216	17,264	18,952

LGBTQIA+

- By 2030, there will be 7 million LGBTQ+ adults aged 65+
- There will be LBGTQ+ individuals in every community!

Poverty


Over 17 million older adults age 65+ are economically insecure
Incomes fall 200% below the federal poverty line
$27,180 per year for a single person in 2022
Social Security lifts 16.1 million older adults above the federal poverty line
8.5% of older Ohioans aged 65+ are poor. Without SS, 43-62% would be poor

Intersectionality

The roots of the term lie within the black feminist movement

Intersectionality – An Essential Framework

Social systems are complicated	Many forms of oppression (various "-isms") may be present and active at the same time in a person's life	Helps to unpack issues surrounding privilege and power	Intersectionality is about understanding and addressing ALL potential roadblocks to an individual or groups well-being	Not simple – intersectionality addresses the combination and compounding of oppression

- Kimberlé Crenshaw - legal scholar
- Felt that antiracist and feminist movements were BOTH overlooking the unique experiences of black women

Activity – Social Identities

Step 1

Complete the University of Michigan Social Identity Wheel Worksheet

For each social category (identity) indicate:

1. the identities you are most comfortable with
2. the identities you think about least often
3. your own identities you would like to learn more about
4. identities that have the strongest effect on how you view yourself and
5. identities that have the strongest effect on how others perceive you

Activity – Social Identities

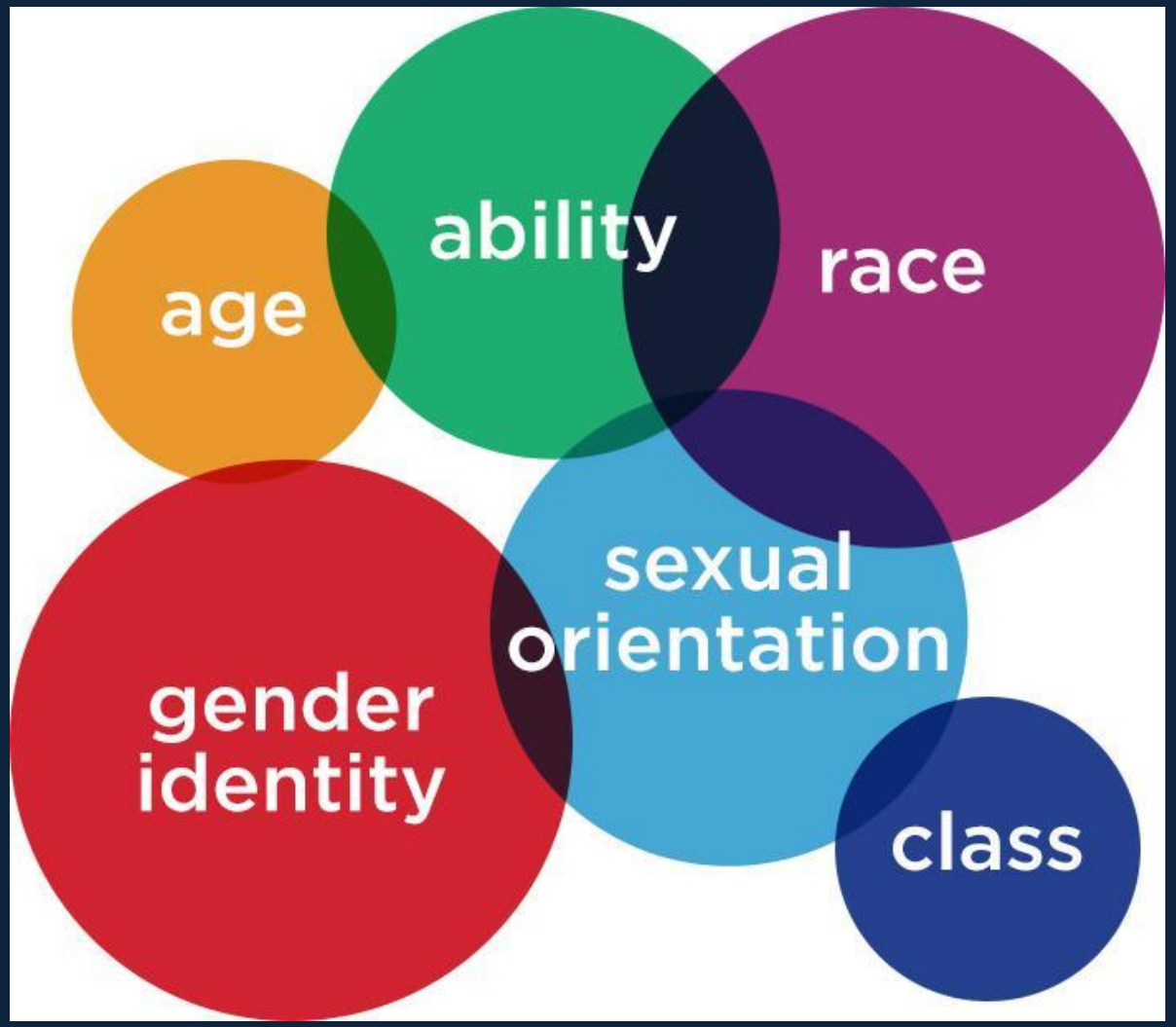
Step 2

1. What part of your identity do you think people first notice about you?
2. What part of your identity are you most/least comfortable sharing with other people?
3. What part of your identity are you most proud of?
4. What part of other people's identity do you notice first?
5. For what part of your identity do you feel you face oppression/receive privilege most often?
6. What part of your identity do you see as having the most effect on your interactions with others?

Activity – Social Identities

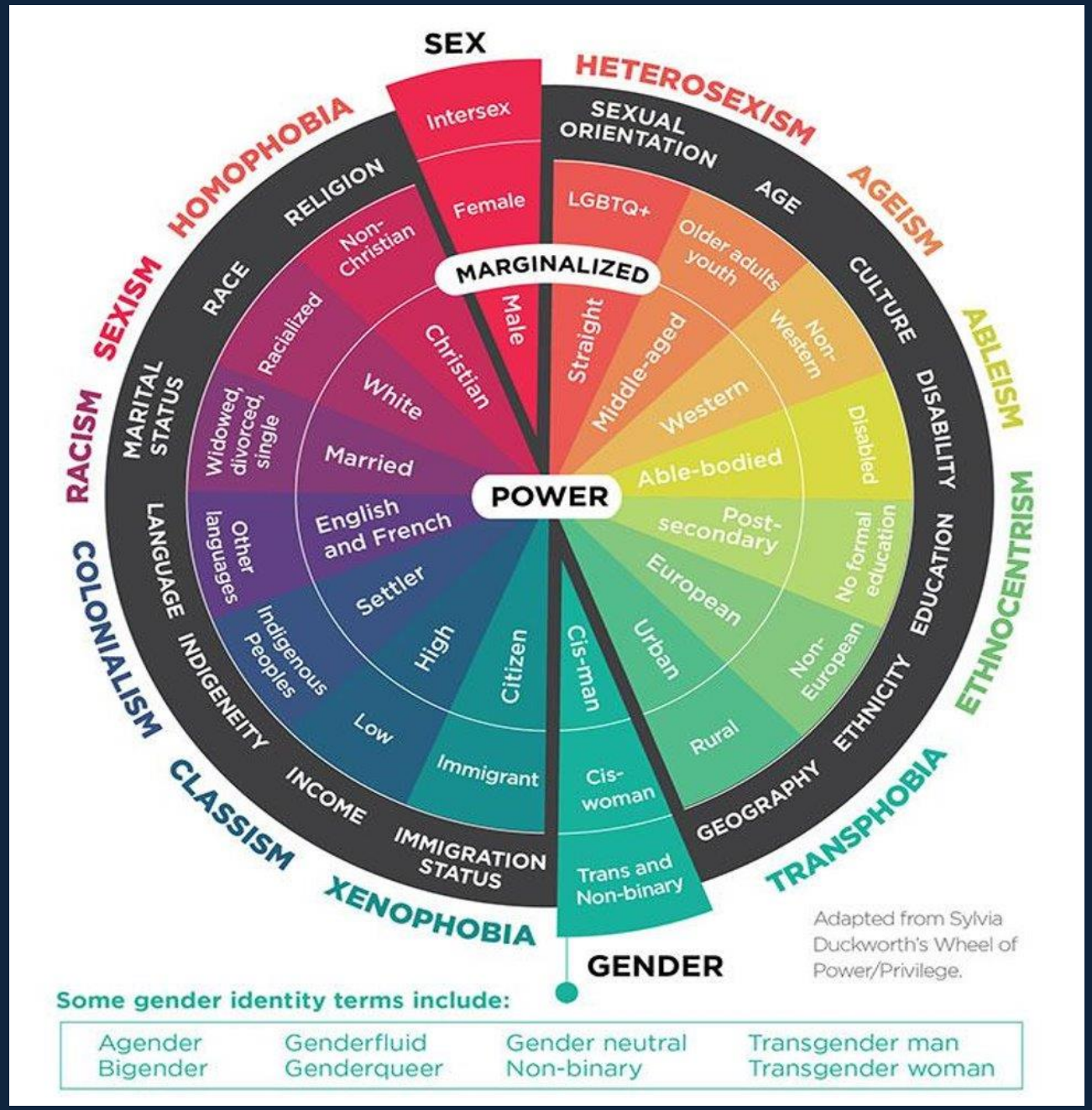
Debrief

1. Why is it important to reflect on our identities?
2. Why is it important to know about peers' identities?
3. What commonalities did you find with your peers?
4. Was there a particular identity you went to most? Least? Why do you think that is the case?
5. Why is this type of activity important? What is the value of this type of activity?



Intersecting Identities Example

To completely understand the impact of **one social identity** on a person, we must do so in relationship to their other social identities



Intersectionality & Positionality

How the differences in social position & power shape identities & access in society

Case Study

Case Study

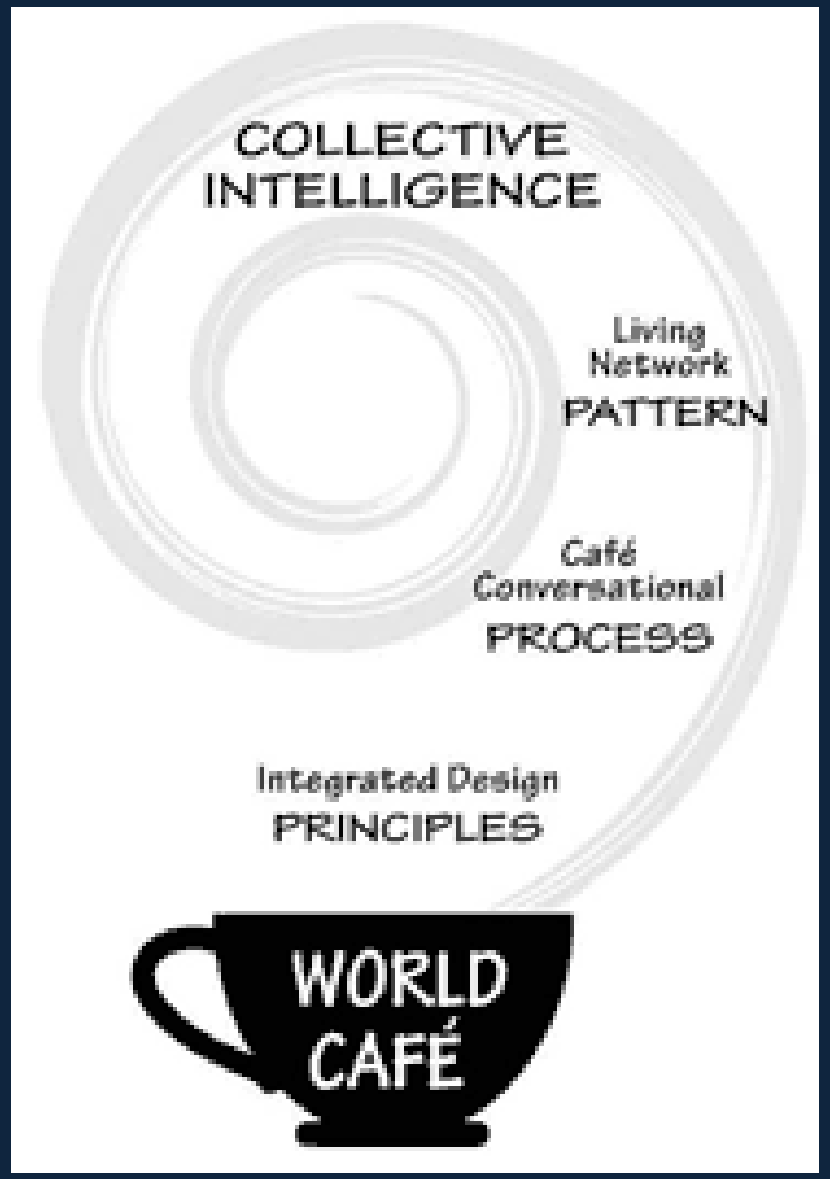
Your client is a 66-year-old lady who is being cared for by her 78-year-old husband. Both spouses have formal education. Early in the interview, Mr. R explains that his wife is experiencing delirium, confusion, and erratic behavior because of her Western medication that was “too strong” for her. She has also tried a variety of Eastern medications and herbal formulas, but her condition has not improved. She is currently seeing a psychiatrist and her primary care physician. The day before your interview, Mr. R had taken his wife to the Buddhist Goddess of Mercy to heal her. In the ceremony, there were elements of Buddhism and folk religion. Mr. R says that to cure his wife, he must first pray, appeal to Buddha, believe in Buddha, and follow a protocol of fasting/abstaining from meat, controlling one’s temperament, and following Buddha.

Case Study – Mr. R

Questions to Consider

1. How might Mr. R and Mrs. R's health beliefs and lifestyle practices influence their access to and utilization of health services?
2. What are some strategies to improve the cultural sensitivity and cultural competence of our senior services for older adults who do not follow traditional Western medicine?
3. What might be some key issues to consider when using assessment tools to evaluate older adults like Mr. and Mrs. R?

World Café



What is the World Café?

"The World Café is a methodology for hosting conversations about questions that matter. These conversations link and build on each other as people move between groups…and discover new insights into the questions or issues."

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World Café Ground Rules

- Everyone should participate in the conversation
- Everyone should try as best they can to share their own perspective
- Everyone should listen to what others have to say and look for patterns in what they are hearing

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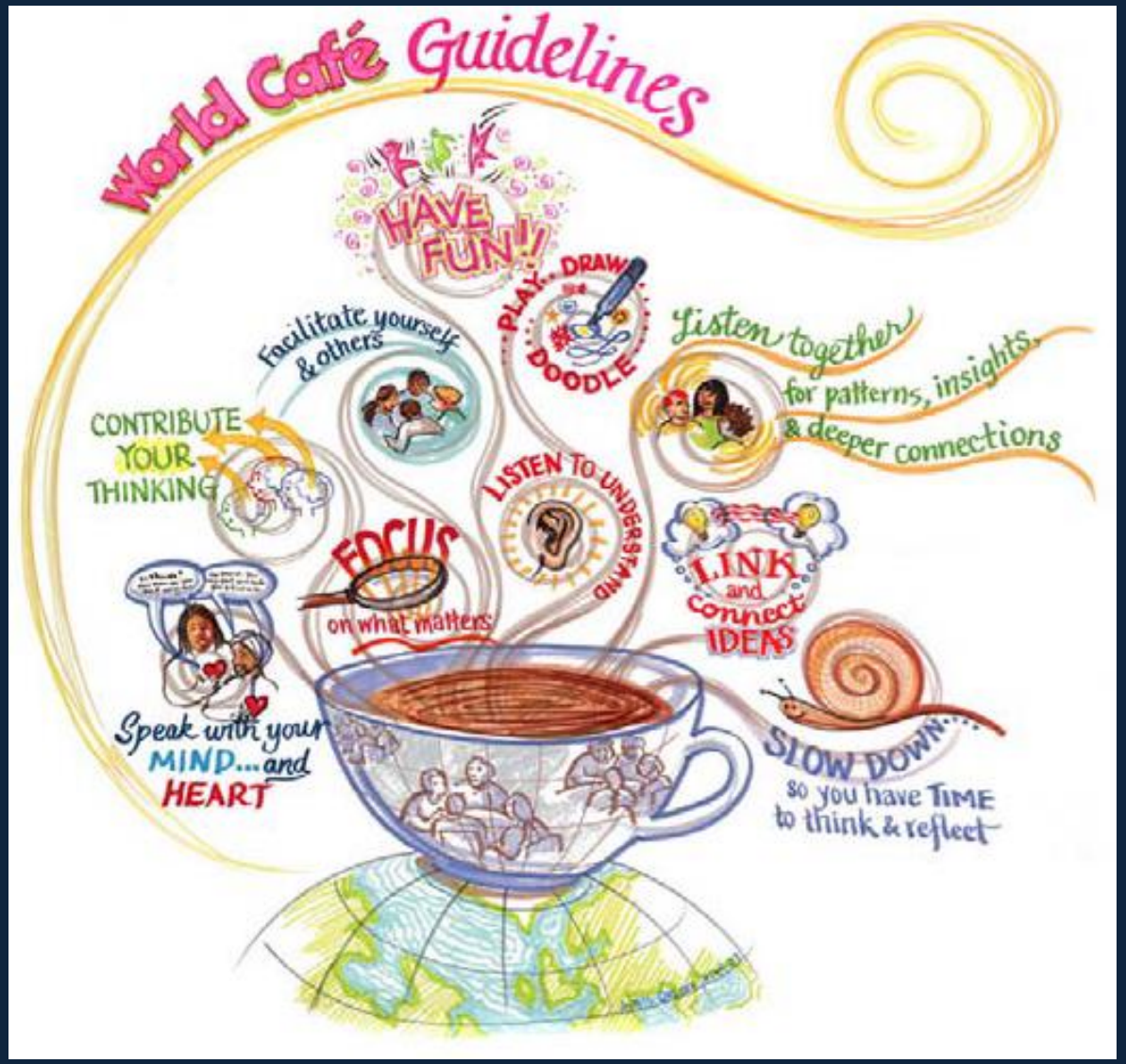

World Café Guidelines

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How does World Café Work?

Divide into groups of 4-6 people (one person per group be recorder)

Spend 10 minutes talking about the leading question – recorder will take notes

After 10 minutes, the recorder and one person "stay put;" everyone else moves to a different group

Repeat several times

As a group, discuss what you have learned; identify the "take home messages" and action steps

Discussion Question

- What do you wish your co-workers knew about gerontology?
- What are ways to increase the gerontological knowledge among our staff?
  - Give specific examples and game plans to help.

Discussion Question

- What are ways in which we can be more inclusive in the development and implementation of our area plans?

Discussion Question

- What are examples of ageist assumptions in programs and policies at your agency?
  - What can we do to revise the policy and programs to reduce ageism and age-ist attitudes/beliefs?
  - Identify specific examples and game plans.

Discussion Question

What are some successful programs that have improved DEI in your workplace?

What advice do you have for others who would like to implement DEI initiatives in their workplace?

Debrief

- What happened?
- What did you learn?
- Now what?
- What's next?

Save the Date!

2024 OAGE

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