



Enhancing the Equity and Inclusiveness of Age-Friendly Initiatives

SAPGA Meeting - June 14, 2021

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National Civic League



Discussion: How are we engaging older adults of color in Colorado?

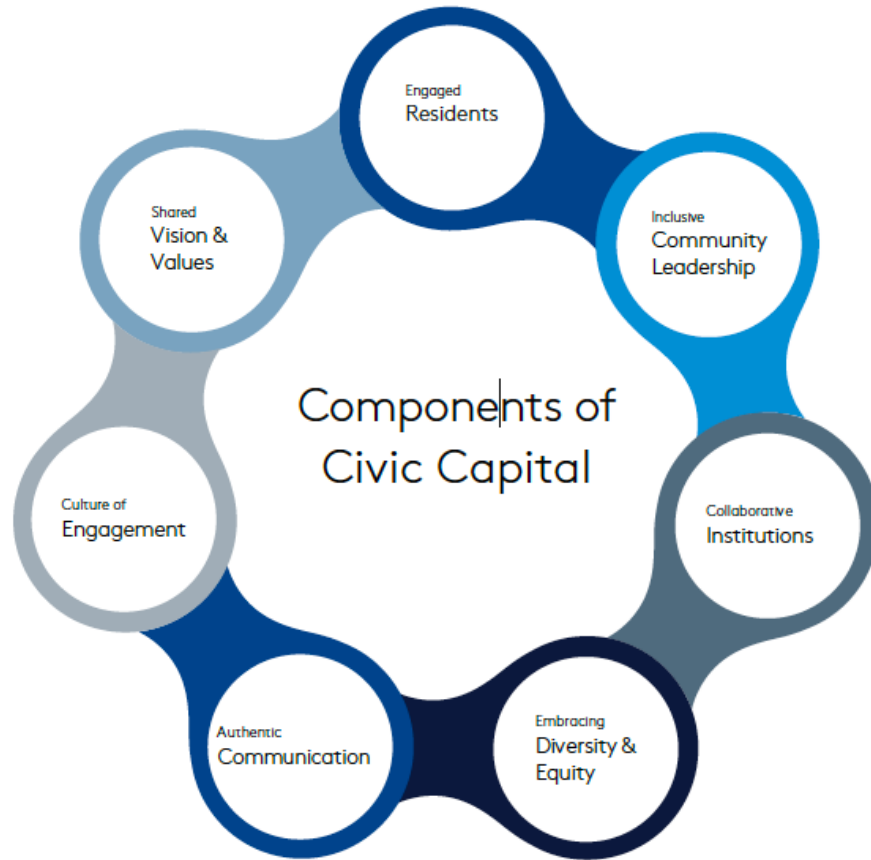
- What have SAPGA and its members done to engage with older adults of color?
- Who is missing from usual engagement efforts?
- What are the challenges/barriers to full community participation?

10 min small group break out; 10 min report out

Civic Capital

“A common thread in successful communities is the ongoing struggle through formal and informal processes to identify common goals and meet individual and community needs and aspirations.”

-Former National Civic League President John Parr



The *Civic Index* provides a framework for discussing and measuring a community's civic capital. It can be used...

- As a framing exercise or tool for strategic planning/visioning efforts
- In program evaluations to measure how a key program helps build civic capital
- To create a common language or set of goals around civic capital

The *Better Aging Civic Index* (BACI) provides a framework for discussing and measuring a community's aging civic capital – the capacity of communities to collaboratively solve the social, political, economic, or physical challenges related to aging...and to recognize, celebrate, and capitalize on opportunities.

The Better Aging Civic Index....

- Combats ageism
- Fights loneliness or isolation among older adults (and others)
- Encourages intergenerational collaboration
- Infuses an equity lens into aging work

Better Aging Civic

Index: [linked here](#)

BACI Evaluation Rubric & Score Card

- A tool to evaluate an Age-friendly Action Plan or community-wide planning effort
- Can also be used to formally evaluate (or come up with an Aging Civic Capital “score”) for your community

Better Aging Civic Index Evaluation Rubric: [linked here](#)

Better Aging Civic Index Score Card: [linked here](#)

- “0” = Below Standard
- “1” = Meets Standard
- “2” = Above Standard

Inclusive Community Leadership

<p>Measure #3: Governments and institutions encourage and support older adult leaders of diverse backgrounds.</p>	<p>Does not state the importance of supporting older adult leaders from diverse backgrounds; Does not include any policies or practices that support diverse older adult leadership.</p>	<p>Does not state that older adults should be recognized for their strengths or contributions; Includes policies or programs that utilize the strengths and skills of older adults.</p>	<p>States a commitment to supporting older adult leaders from diverse backgrounds; Includes multiple policies and practices that support diverse older adult leadership.</p>
<p>Measure #4: Communities offer many opportunities for leadership roles and development for older adults, including positions on boards, commissions, and other community positions.</p>	<p>Does not state the importance of fostering older adult leadership; Does not include any leadership roles or leadership development opportunities for older adults.</p>	<p>Does not state the importance of fostering older adult leadership; Includes one leadership role or development opportunity for older adults.</p>	<p>States the importance of fostering older adult leadership; Includes multiple leadership roles and leadership development opportunities for older adults.</p>

ENGAGED RESIDENTS

Older adults play an active role in shaping decisions and civic affairs.

- ✓ Leadership of older adults is encouraged and their input is valued.
- ✓ Older adults are recognized for their contributions and strengths rather than their weaknesses.

INCLUSIVE COMMUNITY LEADERSHIP

The community actively cultivates and supports older adult leaders from diverse backgrounds and with diverse perspectives.

- ✓ Governments and institutions encourage and support older adult leaders of diverse backgrounds, including but not limited to race or ethnicity, income or socioeconomic status, language or country of origin, LGBTQ status, gender, physical or cognitive disability, and age sub-group.
- ✓ Communities offer many leadership opportunities for older adults, including positions on boards, commissions, and other community positions.

COLLABORATIVE INSTITUTIONS

There is regular collaboration among age-friendly organizations in the government, business, nonprofit and other sectors, as well as structures in place that facilitate such collaboration.

- ✓ Programs, policies, and practices around aging include collaboration from government, business, nonprofit, and other sectors.

EMBRACING DIVERSITY AND EQUITY

The community recognizes and celebrates the diversity among older adults and strives for equity in services, support, and engagement.

- ✓ Services and opportunities are provided equitably to all older adults and take into account differences in identity, background, physical ability, and socioeconomic status.
- ✓ Local governments and organizations consider how identity or economic circumstances intersect with age to create barriers to participation or engagement.

INCLUSION

Focus Area

Age-friendly Champaign Urbana
Action Plan 2019-2022

We are committed to fighting ageism by working with, rather than for, older adults, to acknowledging the value older residents bring to our community, and to focusing on meeting the special needs of diverse populations. We will work to increase the availability of people who can be reached for help when needed, assuring the overall feeling of safety for older adults.

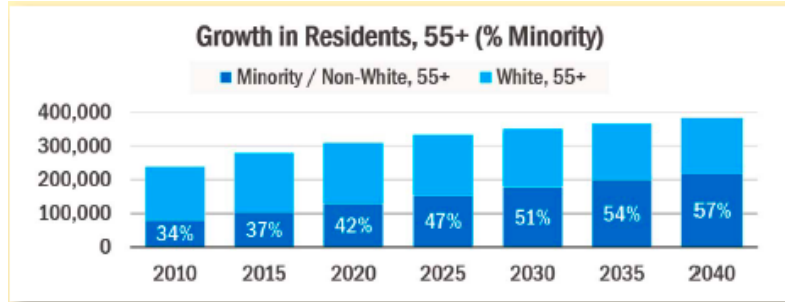


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INCLUSION
YEAR 1

Year 1 Goal or Outcome

Develop a list of and build connections and/or partnerships with underrepresented groups in the community

A Profile of Montgomery County Seniors



Age-friendly Action Plan
Montgomery County, MD

- **Poverty.** Six and a half percent of the county's seniors live in poverty, with an additional 5.4 of seniors living between 100 and 150 percent of the poverty line. While these rates are low relative to Maryland and national averages, the county is nevertheless home to almost 9,000 residents age 65+ who live in poverty. Rates also differ significantly by race and ethnicity, with 4.9 percent of White Non-Hispanic seniors living in poverty versus 17.4 percent of Hispanic seniors, 13.1 percent of Asian seniors and 9.9 percent of African American seniors.
- **Disabilities.** Although life expectancy is increasing, old age can be fraught with health problems such as dementia, diabetes and cardiovascular disease. Diverse populations are at greater risk for disabilities than the general population. Almost thirty percent of all residents 65+ have a disability—a rate that rises to 37 percent among senior residents living in poverty. Moreover, the number of seniors with dementia is expected to nearly double between 2000 and 2030, from 14,000 in 2010 to 22,600 in 2030.¹
- **Housing burdened.** Twenty seven percent of Montgomery County senior homeowners and 61 percent of senior renters are housing burdened (defined as spending more than 30 percent of income on housing).

(Source: US Census ACS 2013, 2014, 2015 for current estimates; State of MD for population projections)

AUTHENTIC COMMUNICATION

The community has credible civic-minded sources of information presented in a way that older residents can use.

- ✓ Communities use various communication strategies to reach older adults, such as print, television, and targeted community events.
- ✓ Local governments and organizations make a concerted effort to reach older adults at risk of social isolation.
- ✓ Information is presented in ways that meets older residents' needs (e.g. larger text, different languages, culturally appropriate presentation).

CULTURE OF ENGAGEMENT

Involvement by older residents in every aspect of civic affairs is part of the local culture-an expectation, not an afterthought.

- ✓ Engagement of older adults is more than presenting information or having people respond to a survey. Instead, communities listen to, and learn from, older residents in ongoing conversations and leverage those insights to shape the way programs are designed, administered, and executed.
- ✓ Local governments and organizations make an extra effort to ensure that older adults from traditionally underrepresented groups are engaged and part of decision-making. Whenever possible, older adults that are most affected by problems are engaged in crafting solutions.

SHARED VISION AND VALUES

Older adults are viewed as valuable members of the community and contribute to the community's shared vision and values.

- ✓ Older adults contribute to and are included in the community's shared vision.