



**Strategic Action Planning Group on Aging Meeting
October 11, 2021**

Agenda

- 12:00 pm: Welcome & Roll Call
- Approve Agenda and September Meeting Minutes
 - Introduce SAPGA new member applicants
 - Approve SAPGA new member applicants:
 - o *Diana Connor Reed, (Consumer vacancy)*
 - o *Gail Meehan, (Public & Community Based Health Care vacancy)*
 - o *David Corder-Green, (State & Local Fiscal and Budget Knowledge vacancy)*
- 12:10 pm: Member & Staff Announcements; Public Comment
- 12:15 pm: SAPGA Executive Committee Membership 2022
- Continued service of current members
 - New member nominations
- 12:25 pm: Updates from Jarett Hughes, Governor's Senior Advisor on Aging
- Updates on timeline for revisions to OCA
 - Updates on process and next steps in stakeholder input
- 12:35 pm: Refine and vote on SAPGA 2021 Recommendations:
- Disparities Task Force
 - Workforce Development Subcommittee
 - Stimulus Funding
- 1:20 pm: Update from SAPGA Executive Committee on Older Coloradans Act
- 1:30 pm: Break
- 1:40 pm: Presentations & Q&A: Discussion of California Master Plan for Aging Equity Tool, *Michael Murray, AARP California; Co-Chair of the California Master Plan on Aging Equity Work Group*
- 2:10 pm: Breakout Group Discussion - How to integrate Aging Equity Tool into your work
- 2:40 pm: Report Back
- 2:50 pm: Public Comment
- 2:55 pm: Chair offers closing comments
- 3:00 pm: Adjourn Meeting
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Meeting Minutes

SAPGA Members: Ed Leary, Christian Itin, Dave Norman, Karin Stewart, Tara Trujillo, Steve Child, Tony Tapia, John Emerson, Kelly Ostoff, Andrea Kuwik, John Zabawa, Jean Nofles, Jayla Sanchez Warren, Claire Cruse, Diana Connor Reed, David Corder-Green,

Public Participants: Bob Epstein, Pat Cook, Phil Cernanec, Coral Cosway, Ronica Rooks, Diana McFail, Leslie Kalechman, Carol Cross, Kari Degerness, Sharon Courtney, Janine Vandeburg, Laura Kinder, Tara Allgood, Jarett Hughes, JS Warren, Leigh Hull, Michael Murray, Steve Graeber, Karen Brown, Amber Minogue, Andrea Wilkins

Meeting Minutes:

- Meeting was called to order by SAPGA Chair Ed Leary at 12:02. Andrea Wilkins confirmed the presence of a quorum.
- Group approved the October meeting agenda (motion by John Zabawa, second by Karin Stewart); approved September meeting minutes (motion by Tony Tapia, second by John Zabawa).

Announcements & Public Comment:

- Ed Leary recognized Indigenous People's Day & Columbus Day

SAPGA New Member Introduction & Formal Vote:

Ed introduced and recommended the new member candidates following a vetting by a subcommittee of the Executive Committee.

- ❖ *Diana Connor Reed, (Consumer vacancy)*
- ❖ *Gail Meehan, (Public & Community Based Health Care vacancy)*
- ❖ *David Corder-Green, (State & Local Fiscal and Budget Knowledge vacancy)*
- A motion to appoint was made by Christian Itin, second by Tony Tapia.
- A voice vote unanimously approved all 3 appointments.
- Christian noted that 2 vacancies remain

SAPGA Executive Committee Membership 2022:

- Four (4) members of the current membership have committed to staying for 2022 leaving one vacancy.
- Members are welcome to nominate self or others

Jarett Hughes, Governor's Senior Advisor on Aging:

Slides from Jarett's presentation can be [found here](#)

Modernizing the Older Coloradans Act:

3 parts:

- Amend Part 1 & Part 2 - Colorado Commission on Aging, State Office on Aging
 - Change CCOA to Lifelong Colorado Commission
 - Align the duties of the State Office on Aging with the mission of the state agency on aging as laid out in the Older Americans Act with a goal of moving beyond the administration of core services and adopting the strategic direction laid out in the Strategic Framework for Action;
- Add Part 2 - Strategic Action Plan on Aging & Lifelong Colorado

- Establish and define the Lifelong Colorado initiative in statute and give ownership of coordination, collaboration, and implementation of the Strategic Action Plan on Aging to the Office of Aging, Adult, and Disability Services.

Timeline:

- 10/8/21 SAPGA an CCOA feedback
- 10/25/21 JH shares revised draft with full SAPGA and CCOA members
- 11/8/21 Discussion and review with SAPGA membership and public participants
- Hoping to introduce legislation in January of 2022 (earlier than March)

Modifications to AAA Grant Program

- removes repeal date and expands eligibility
- expands grant functions
- increases flexibility for what will be funded

Discussion and Vote for SAPGA 2021 Recommendations: Disparities Task Force, Workforce Development Subcommittee, & Stimulus Funding

Disparities Task Force - Jean Nofles - [recommendations](#)

Racism is a public health crisis: The Colorado Governor should declare that racism is a public health crisis. It is a public health crisis that is particularly devastating to older People of Color. They shall make a long-term commitment to improve and resolve racism and will hire at a minimum, an Advisor on Aging, Diversity, Equity, and Inclusion.

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Advisor (or Persons) on Aging, Diversity, Equity, and Inclusion (ADEI): Colorado, through stimulus and/or state funding, should fill an Advisor on Aging, Diversity, Equity, and Inclusion position focused on the intersection of aging with diversity, equity, and inclusion. The position could have support staff; all would do a systemic evaluation of existing programs and services with an aging and DEI lens to improve delivery and reach. An advisory committee would be formed mirroring the populations who need to be heard from and are currently underrepresented.

Discussion:

- COVID centered racism with a disproportionate impact on older people of color.
- It will be important to add a statement or additional provision about the need for a focus on implementation.
- It can be difficult with many barriers when relying on agency folks for that implementation. It is less about the people who implement and more about how an anti-racist approach to program and policy design. Best not to be centered in one person, rather to be centered in all. Need people and infrastructure to ensure implementation happens.
 - ✓ Move for a vote to approve all 3 recommendations with the understanding a 4th recommendation will be created to capture the implementation discussion
 - A motion to approve was made by Jeana Nofles, second by John Emerson.
 - Voice vote approved unanimously.

Workforce Development Subcommittee — Tony Tapia & Karen Brown - [recommendations](#)

Support Informal and Formal Direct Care Workforce (caring for older adults): The state should fund two robust pilots of [TCARE](#) in Colorado including both formal and informal caregivers – cost range of \$250K - \$5,000,000 depending on the scope of the projects. TCare is an evidence-based platform with solutions to support the direct care population.

Increase Medical Providers for Older Adults: The state should make the program outlined in [SB21-158](#) an annual budget line item. SAPGA further recommends the state expand this program through the fiscal year 2025-2026 with additional funding of \$1,200,000 training around six people annually.

Support Mechanisms to Increase Pay for Direct Care Workers: The state should increase Medicaid reimbursement rates with ongoing, sustainable funding. The state should create a long-term funding source to ensure sustainable funding. In the interim, stimulus funds should be used to temporarily increase Medicaid reimbursement rates. Additionally, to ensure higher compensation for direct care workers, increased reimbursement rates should be accompanied by either: a wage floor for workers or a requirement that a certain percentage of increased funds be used for worker wages and benefits.

Universal Job Descriptions/Stackable Credentials: The state and its varying departments should continue working together to create industry standards for the different job titles/occupations with a goal to have the final standardization done by January 1, 2023. The state should also create stackable credentials that allow workers to move up and across career ladders, and thus see wage increases commensurate with their increased expertise.

Technology and Direct Care Workforce (Formal/Informal): The State should create a Technology and Direct Care Workforce Task Force to investigate the role of technology in supporting the direct care workforce, older adults and their families, and employers. Given the extensive shortages of direct care workers today and into the future, the state should explore how to improve lives, reduce costs and potential number of direct care workers needed. A part of this task force would include ensuring ways to increase the digital literacy of the existing and current workforce, the organizations they work for, as well as families and older adults seeking support.

Discussion

- State has increased the direct care workers recently, will these provisions impact that effort? We should ensure they don't before we put forward.
- HCPF needs to align medicare reimbursement rates so that smaller businesses can afford to pay workers and people do not needlessly go without care.
- Governor working on pass through payment that starts in 2022 (increase rates to providers by 2%), and is committed to not have this a temporary solution.
 - Add some language to include increase of medical payment for smaller facilities to withstand and compete.
 - A motion to approve was made by John Zabawa, second by Jayla Sanchez-Warren.
 - Voice vote approved unanimously.

Stimulus Funding — Christian Itin - [recommendations](#)

Lifelong Colorado: Building age-friendly, livable, equitable, and healthy communities in Colorado - \$5,000,000 funding recommended.

Senior Policy Advisor on Aging: Full time position with continued focus on aging – bridging the funding gap from NextFifty Initiative funding to eventual full state funding - \$250,000 funding recommended.

Statewide Broadband Access, including Technology, Training, and Education: Focus on technology access, training, and education of older adults - \$2,000,000 funding recommended.

Age-Friendly Public Health Initiative (AFPHI): Fund positions/work efforts to create the AFPHI which focuses on health maintenance and prevention of disease in aging adults - \$1,000,000 funding recommended.

Transportation Infrastructure Designed in an Age-friendly Manner: A pilot focused on incentivizing the private sector to contribute and/or fund dialysis transportation for older adults - \$2,000,000 funding recommended.

Colorado Secure Savings Education and Outreach: Empower the Secure Savings Commission to connect with and educate aging Coloradans about how to save with retirement security as a goal - \$2,000,000 funding recommended.

- These recommendation were sent to the Governor following a vetting by SAPGA in August, however this process will ratify what has already been done.
 - A motion to approve was made by Pat Cook, second by Tony Tapia.
 - Voice vote approved unanimously.

Presentations & Q&A: Discussion of California Master Plan for Aging Equity Tool, *Michael Murray*

SAPGA Draft Equity Tool can be [reviewed here](#).

- Onset of COVID, and racial violence that ensued during the beginning of the pandemic motivated the state to convene a California Equity and Aging Advisory Committee this year to address equity and racial justice. Working to embed and operationalize anti-racist approach.
- Developed the Equity Tool to help layout a shared understanding and vision for developing anti-racist policy.
- The Master Plan included over 100 initiatives, tool is applied to these
- Includes a data dashboard that can monitor and measure progress and outcomes. Intersectionality is emphasized and when there is a data gap, committee works to identify ways to answer those data gaps.
- AAA by nature must target funds to low-income, frail, minority but are not as inclusive as they could/should be. How do we engage the AAA in this process. This needs to come down from Jarett Hughes and the Office on Aging because that is where the direction comes from.
- Jean Nofles notes that this tool is what Disparities Task Force ‘adapted and then adopted’, first adding definitions of People of Color (POC) and Black, Indigenous, People of Color (BIPOC), and ‘redlining’
 - A motion to approve the Equity Tool was made by Jean Nofles, second by Tony Tapia.
 - Voice vote approved unanimously.