Aging-in-Community/DEI Links & Connections

DEI Working Group -- August 11, 2023

Metropolitan Mayors Caucus

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Planning/Aging

Brief Agenda

- Aging in a Changing Region program context
- What does Aging-in-Community mean?
- What is Ageism & how does it link with DEI?
- Let’s discuss

Aging in a Changing Region *(AiaCR)*

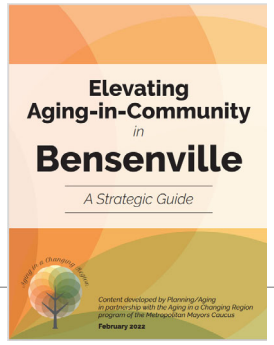
- The RRF Foundation for Aging has funded AiaCR from 2021 through 2023

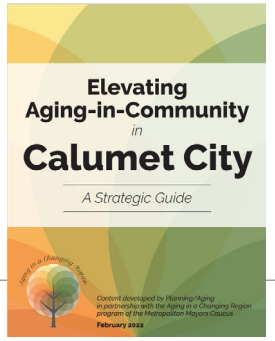
- AiaCR is a partnership between a regional agency & a small consultancy:
  - Metropolitan Mayors Caucus
  - Planning/Aging – my consultancy focusing on the intersection of community planning & aging communities

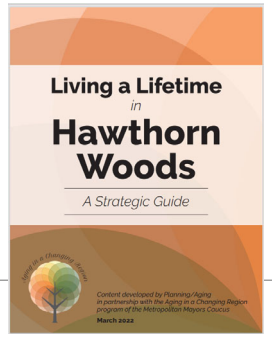
- Resident & Stakeholder engagement is a key element of AiaCR, and we conduct two Public Workshops in each community

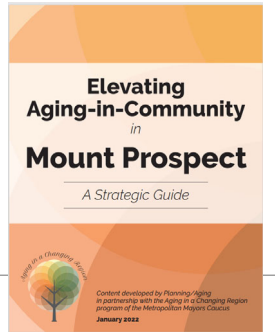
- The AiaCR program – provided at no cost to selected municipalities -- recommends specific strategies to help them elevate their support of Aging-in-Community

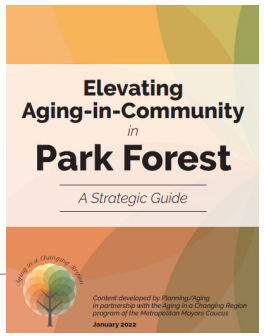
2021 Cohort



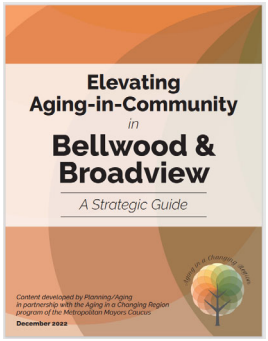


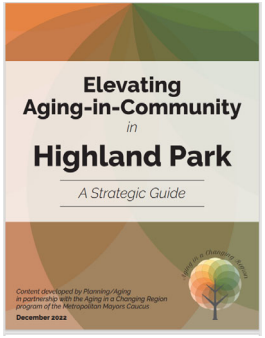


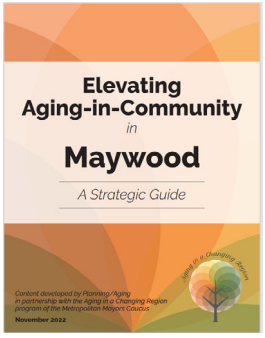


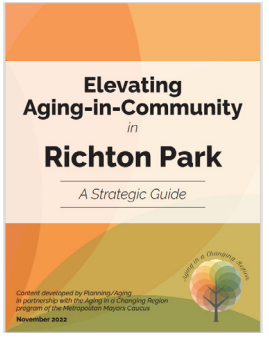


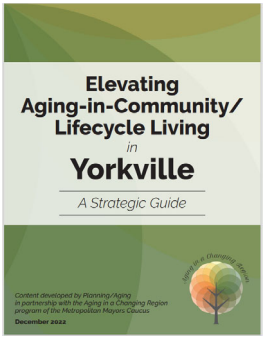
2022 Cohort











2023 Cohort

Aurora	Carol Stream	Schiller Park	South Elgin	South Holland

What does Aging-in-Community mean?

- Promotes whole-of-community/whole-of-government strategies
- Multi-sectoral – involves physical, social & emotional environment actors
- Multi-age – what benefits one community age group likely benefits most
- Consistent with a “Livable Community for All Ages” approach
- Broader than an “Aging-in-Place” lens
- Assertively takes an anti-ageist approach

What is Ageism & how does it link with DEI?

- Ageism is one more ism – add it to the list with racism, sexism, ableism, etc.
- Ageism is discrimination against individuals or groups on the basis of their age
- Interpersonal ageism & Internalized ageism
- Ageism is one of the more insidious isms – it is so engrained in society

What is Ageism & how does it link with DEI?

- Communities often practice ageism in ways that range from micro-aggressions to blatant
- Examples can include:
  - Not giving older adults agency or a voice
  - Considering older adults solely from a needs-based perspective
  - Focusing community discussions on other sectors *(families, school children, etc.)*
  - Marginalization of older residents

Are Ageism & DEI linked in your community?

Is your community anti-ageist?