



Older Adults'
Equity Collaborative

Equity in Aging Services: Looking 3 Years Back & 30 Years Forward

*February 16th, 2023
3:00 – 4:15p.m. ET*



THE
NEW YORK
ACADEMY
OF MEDICINE

AGENDA

3:00 – WELCOME ADDRESS

3:05 – OVERVIEW OF OAEC

3:15 – MEETING THE TARCS (TECHNICAL ASSISTANCE RESOURCE CENTERS)

3:35 – OPEN DIALOGUE & BREAKOUT GROUPS

4:10 – CLOSING ADDRESS

WELCOME ADDRESS



EDWIN L. WALKER

*DEPUTY ASSISTANT SECRETARY ON AGING
ADMINISTRATION FOR COMMUNITY LIVING*

OVERVIEW OF OAEC

Older Adults' Equity Collaborative

NICOA

National Indian Council on Aging, Inc.



NATIONAL ASIAN PACIFIC
CENTER ON AGING



National Caucus for Black Aging

THE
NEW YORK
ACADEMY
OF MEDICINE

sage

Advocacy &
Services for
LGBTQ+ Elders

National Resource Center
on LGBTQ+ Aging



- Enhance access and reduce or eliminate health disparities among racial, ethnic, and other minority older individuals.
- Provide information that is culturally and linguistically appropriate.
- Provide targeted technical assistance and training to the aging services network and other relevant stakeholders and consumers.
- Promote collaboration and cross-program efforts among minority aging organizations and other ACL-funded resource centers.

OVERVIEW OF OAEC

2022 National Strategy to Support Family Caregivers



Developed by:

The Recognize, Assist, Include, Support, and Engage (RAISE) Act
Family Caregiving Advisory Council

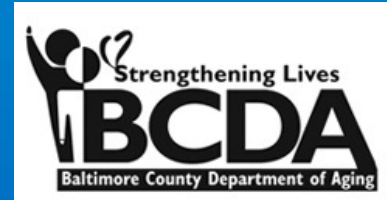
&

The Advisory Council to Support Grandparents Raising Grandchildren



Technical assistance provided by the Administration for Community Living | September 21, 2022

Presentations



OVERVIEW OF OAEC: RESOURCE LIBRARY

[OAEC Resource Library](#)

OAEC Resource Library

NYAM serves as the Coordinating Center for the **Older Adults' Equity Collaborative (OAEC)**, funded by the Administration for Community Living (ACL). NYAM facilitates the design and development of the OAEC Resource Library, which is a digital resource that includes materials from each member organization of the OAEC to provide resources for the aging services network, providers serving diverse communities and populations, and diverse older adults and family caregivers themselves.

Select Language ▾



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ALZHEIMER'S /
DEMENTIA

National Plan to Address
Alzheimer's Disease: 2021
Update

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Pandemic - Dealing with Grief,
Challenging Behaviors, and
Difficult Emotions

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COVID-19
GUIDANCE Resources

National Resource Center for
Refugees, Immigrants, and
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COMPETENCY

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HEALTH

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Equity Assessment of Access to
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OVERVIEW OF OAEC: RESOURCE LIBRARY

CULTURAL COMPETENCY

Cultural Competency is the awareness, understanding, and respect of distinct cultures and traditions and how they impact the lives of older adults and their communities.

[Main](#) > [CULTURAL COMPETENCY](#)

[Resources](#)

[Black And Aging In America 2021](#)

Date: February 19, 2022 | By: user | Categories: [CULTURAL COMPETENCY](#)

Black and Aging in America® presents summaries, statistics, and perspective on the status of Older African Americans. By examining social, economic, health and other indicators, in comparison to other racial and ethnic groups, this report illustrates progress as well as the many challenges that remain. Some organizations, academic studies, and government agencies consulted for this report define seniors as over age 55. However, unless otherwise noted, this report reflects information on the 65-and-older cohort. Black and Aging in America® condenses this broad spectrum of information into one simplified presentation—a readily accessible portrait of the status of Older African Americans.

[Read More](#) →

[Interview With Dr. Donna Benton On Supporting Black Caregivers and Older Adults](#)

Date: February 19, 2022 | By: user | Categories: [CAREGIVING](#), [CULTURAL COMPETENCY](#)

To celebrate Black History Month and National Caregivers Day (February 18th), National Center on Law and Elder Rights (NCLER) interviewed Dr. Donna Benton of the University of Southern California's Leonard Davis School of Gerontology. In this brief video interview, Dr. Benton discusses her work supporting Black caregivers, the importance of caregiving in the Black community, and strategies for advocates who wish to better support their Black older adult clients. She also talks about the need for legal assistance in advance planning and addressing issues involving housing scams in the Black community.

[Read More](#) →

[How To Be An Ally To Transgender Older Adults](#)

Date: July 28, 2021 | By: user | Categories: [CULTURAL COMPETENCY](#)

Have you ever wondered how you can better support older Transgender people in your community? The National Resource Center on LGBT Aging and FORGE are thrilled to share the new toolkit How to Be an Ally to Transgender Older Adults. This toolkit provides education, resources, and practical tips for being an Ally. We encourage you to share this toolkit with others interested in being an Ally in support of older Transgender family, friends and community members

[NAPCA Launches a National COVID-19 Vaccine Resource Map and In-Language Support to Book Vaccination Appointments](#)

Date: May 12, 2021 | By: user |

Categories: [COVID-19 GUIDANCE](#), [CULTURAL COMPETENCY](#), [EMERGENCY PLANNING](#)

[Resources](#)

Seattle, WA, February 17, 2021 — NAPCA is excited to announce the launch of a multilingual COVID-19 Vaccine Resource Map (accessible in 10+ languages through the website's translation bar). The map and supplementary in-language resources are intended to be used in conjunction with the NAPCA multilingual Helpline for older adults and caregivers. Helpline counselors can help navigate English resources and state public health information, as well as set up vaccine appointments for eligible older adults.

[Read More](#) →

[Vaccine Hesitancy and Older Hispanic Adults: Truths and Myths about the COVID-19 Vaccine](#)

Date: May 12, 2021 | By: user | Categories: [COVID-19 GUIDANCE](#), [CULTURAL COMPETENCY](#)

Older adults have been identified as a group that should receive vaccines as soon as possible. As has been widely reported in the media, the risk of death and severe illness from COVID-19 increases with age. In fact, older adults are more likely to experience severe illness from the disease, and roughly 8 out of every 10 COVID-19 deaths in the U.S. occur among this age group.

[Read More](#) →

[Inclusive Services and Questions for LGBT Older Adults](#)

Date: February 8, 2021 | By: user | Categories: [CULTURAL COMPETENCY](#)

The vast majority of lesbian, gay, bisexual and transgender (LGBT) older adults have lived through discrimination, social stigma, and the effects of prejudice both past and present, including a history of being labeled as criminals, sinners, and mentally ill. For some, this fear and social stigma has disrupted their lives, their connections with their families of origin, their lifetime earnings and their opportunities to save for retirement. It has also made many of them apprehensive of health care professionals and aging service providers. Aging service providers should be aware that the effects of a lifetime of stigma, discrimination, rejection, ridicule, and victimization put LGBT older adults at greater risk for physical and mental illnesses and other issues.

[Read More](#) →

OVERVIEW OF OAEC: EQUITY CHECKLIST

Older Adults'
Equity Collaborative

EQUITY ASSESSMENT CHECKLIST

This equity self-assessment aims to help agencies determine how effectively they are supporting communities of greatest social need. It also aims to aid in identifying areas of growth. To get started, mark the boxes next to the actions your agency or team is taking to be more inclusive to this range of service recipients.

Communities of Greatest Social Need (GSN) include:

Black; Latino; Indigenous and Native American; Asian American and Pacific Islander; other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; and persons who live in rural areas

REPRESENTATION DOES YOUR ORGANIZATION HAVE DIVERSE REPRESENTATION?

- Our agency's pamphlets & materials include pictures of diverse individuals including LGBTQ+ older adults, older adults of color, & older adults with a range of abilities.
- Our agency displays various GSN symbols, logos, posters, celebratory flags/banners, etc. of the diverse communities served to show solidarity & support with GSN communities.
- Our agency strives to hire, support, & maintain a diverse staff representing the makeup of the community served.

POLICIES & PRACTICES HAS YOUR ORGANIZATION ADOPTED INCLUSIVE POLICIES & PRACTICES?

- Even if our agency currently does not have clients representing all GSN communities, service providers will still work from the assumption that we have such clients.
- Our agency has a non-discrimination policy that includes providing services regardless of immigration status, sexual orientation, and gender identity as protected identities.
- Our agency has a gender-neutral restroom or informs staff and clients that anyone can use the bathroom of their choice based on their gender identity.
- Our staff knows and uses the preferred name and pronouns for clients, other staff members, and stakeholders.

DATA COLLECTION DOES YOUR ORGANIZATION COLLECT & USE DATA TO INFORM SERVICE PROVISION?

- When collecting general demographic information, our agency asks clients about their sexual orientation and gender identity in a respectful and confidential way and includes a space for clients to write in their gender identity and preferred pronouns.
- When collecting information, our agency never forces clients to answer questions about their sexual orientation, gender identity, immigration status, and social security number.
- Our service providers discuss confidentiality with clients and are honest with who does and does not have access to their information.
- Our agency utilizes program evaluations for clients and staff who participate in our GSN-specific or modified programs.

- Our agency distributes workforce surveys to agency staff to understand how prepared they are to serve our GSN communities.
- The data we collect from evaluations is also utilized to create a plan to further our efforts to be more inclusive to the GSN communities.

INCLUSION & OUTREACH DOES YOUR ORGANIZATION INCLUDE DIVERSE COMMUNITIES IN PLANNING AND OUTREACH ACTIVITIES?

- Our agency has members from various GSN communities on our advisory committee or other planning committees/boards.
- Our agency has partnerships with local organizations and advocacy groups representing the various GSN populations in our community.
- Our agency prominently displays our partnerships with GSN-serving organizations and community events in our pamphlets, website, and other agency materials.

LANGUAGE ACCESS DOES YOUR ORGANIZATION PROVIDE LANGUAGE ACCESS FOR THE DIVERSE COMMUNITIES YOU SERVE?

- Our organization provides all our services and materials in the various preferred languages that our community members speak.
- Our organization reviews our materials regularly to ensure that any written information is at an appropriate reading level for our clients.
- Our service providers do not automatically assume that our clients are able to read and write and offer to assist clients with completing documents.
- Our forms have been updated to include options such as "partner" or "significant other" when asked about relationship status and expanded family relationships to include extended families and families of choice.

CULTURAL COMPETENCY DOES YOUR ORGANIZATION PROVIDE ONGOING CULTURAL AWARENESS/HUMILITY AND COMPETENCY TRAINING REGARDING DIVERSE COMMUNITIES?

- Our organization requires ongoing participation in cultural competency training for staff on how to address the needs of GSN older adults and how to be inclusive to the diverse populations within our community.
- Our agency maintains relationships with GSN community-based organizations to support ongoing cultural competency training.

For technical assistance or questions regarding the Equity Checklist please contact healthvaging@nyam.org



This project was supported by the Administration for Community Living (ACL), U.S. Departments of Health and Human Services (HHS) as part of a financial assistance award totaling \$90,000 with 75 percentage funded by ACL/HHS and \$40,373 amount and 25 percentage funded by non-governmental source(s).

A large, stylized arrow graphic pointing to the right, composed of several overlapping arrow shapes in shades of blue and purple. The central text is white and bold.

MEETING THE TARCS

MEETING THE TARCS: MHP SALUD



- The Hispanic/Latinx Population is diverse! Among the 50.5 million Hispanics counted in the 2010 census, 31.8 million were Mexican-origin Hispanics, 4.6 million Puerto Rican Origin Hispanics, 1.8 million Cubans, 1.6 million Salvadorans and 1.4 million Dominicans.¹
- In 2021, we supported over 1000 organizations with CHW related activities across 48 states and 2 U.S. territories.
- MHP Salud CHWs provide nearly 1000 resource referrals per year to program participants for services such as food assistance, medical services, mental health services, and more.
- Individuals who received health education and support from CHWs doubled the amount of daily physical activity, consumption of fruits and vegetables; and significantly decreased consumption of saturated fats and sodium.
- In Texas, which holds the highest uninsured rate in the nation, over 5000 individuals, as of 2017, have been enrolled in a Qualified Health Plan through our Navigator program.

“We serve communities by embracing the strengths and experiences of individuals and families, engaging them to achieve health and well-being.”

Featured Resource



CULTURAL COMPETENCY

Cultural Norms & Caregiving



What Are Cultural Norms and Values?

Cultural norms are expectations of how to act and think based on a system of shared beliefs within a specific cultural group.

A common norm for Hispanics/Latinos is for the oldest female sibling to be the primary caregiver of her parents as they age.

Cultural values are core principles and beliefs that are considered important within a cultural group.

A common cultural value in the Hispanic/Latino community is *familismo*. This value describes a person's dedication to the family. People who value *familismo* often do things like put the family's needs before their own needs.

Cultural norms and values influence the way we think, the decisions we make, and the way we act every day. However, even if two people are from the same culture, they might think about cultural norms and values differently. Because of this, your own experience is unique.

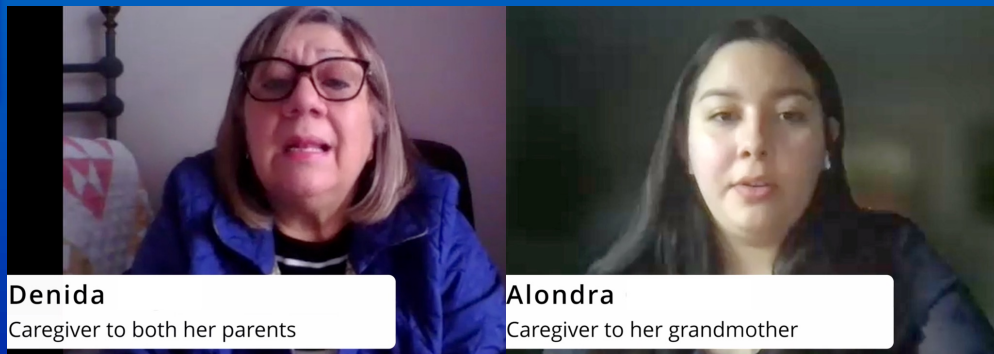
There are no right or wrong answers. Reflecting on how cultural norms and values influence your caregiving journey can increase your awareness of your own situation. This can help you use your cultural norms and values as a source of strength.

How Do Cultural Norms Impact You?

Take a moment to write down how cultural norms and values influence your experience as a caregiver.



If you need help getting started, you can use these prompts:



Denida
Caregiver to both her parents

Alondra
Caregiver to her grandmother

[Click Here to View the Cultural Norms Website](#)

MEETING THE TARCS: NAPCA

- 70% AANHPI elders speak a language other than English at home
- 50% do not speak English well
- 30% have no one in the household who speaks English well
- In-language & culturally competent (cultural humility) resources
 - Community Resources Helpline for Older Adults & Caregivers
- Technical assistance for healthcare professionals & service providers
 - National Resource Center on AAPI Aging
- Advocating for the unique needs of AAPI family caregivers & diverse AAPI representation in research
 - Diverse Elders Coalition (www.diverseelders.org)
 - CARE Project (www.careregistry.ucsf.edu)



NATIONAL ASIAN PACIFIC
CENTER ON AGING

“We envision a society in which all Asian Americans and Pacific Islanders age with dignity and well-being.”

Featured Resource



CULTURAL COMPETENCY



National Asian Pacific Center on Aging (NAPCA) is a national non-profit organization devoted to promote the dignity, well-being, and quality of life of Asian American and Native Hawaiian/Pacific Islander (AANHPI) elders.

The NAPCA Senior Assistance Center was set up specifically to help AANHPI elders access health benefits. Since 2004, 250,000 elders have called the NAPCA Senior Assistance Center and received free enrollment assistance.

WE ARE HERE TO HELP.

We assist the AANHPI community in enrolling in Medicare, Medicaid, and ACA

- **Enrollment Assistance**
Assist you to enroll in Medicare, Medicaid, ACA, etc.
- **Plan-selection Assistance**
Help review your current health plan and pick the best one for you
- **In-language Assistance**
Please leave a message to our multilingual helpline and we will call you back soon

Call us for FREE health benefits consultation

English 800-336-2722	Mandarin 普通话 800-683-7427	Cantonese 廣東話 800-582-4218	Korean 한국어 800-582-4259	Vietnamese Tiếng Việt 800-582-4336
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Senior Assistance Center

- Ask NAPCA column
- Events in the community
- Earned media coverage drives calls to NAPCA's Senior Assistance Center (NAPSAC)

MEETING THE TARCS: NCBA



“NCBA believes older adults — regardless of race, ethnicity or status — are the fabric of our country and have earned the right to enjoy their golden years without fear or lack of resources.”

- African Americans and Blacks are the second-largest minority group—totaling 46.8 million in 2019.
- In 2018, 23% of persons aged 65 and older were members of racial or ethnic minority populations—9% were African American.
- By 2060, African Americans aged 65 and older are projected to account for 13% of the racial or ethnic minority population.
- Black & Aging in America Report (2021)

Featured Resource



RETIREMENT INCOME AND SECURITY



GET YOUR HOUSE IN ORDER

The pandemic has had a profound impact on every aspect of our lives: Personal stories of families unable to be with loved ones in the hospital while suffering from Covid-19 were heartbreaking. Not being able to say goodbye was devastating and compounded the feeling of grief. Many were not prepared emotionally or financially, leaving loved ones to sort out final wishes. This infographic is intended to be a quick guide to assist families in advance to prepare for loss and provide clarity during difficult times. Get Your House in Order and provide your family the gift of clarity.

- EASE THE BURDEN**
You can ease the burden and decrease stress by making a plan and sharing it with your family, this will take the guesswork out of what decisions they should make.
In the event of a life threatening illness...
- PLAN AHEAD**
Planning your own funeral means that the ceremony and burial will go according to **YOUR WISHES**. You can dictate the size of your headstone and its inscription, the location of your interment, and...
...to ensure you get to tell your life story.
- HAVE IT YOUR WAY**
Plan what happens to your money, possessions and property after you die:
DID YOU KNOW? All these things together are called your estate. If you don't leave a will, the law decides...

MEETING THE TARC_s: NICOA

- There are 574 federally recognized tribes in 2020.²
- There are 9.7 million American Indian and Alaska Natives alone or in combination with other race groups in 2019.³
- There are 142,972 single race AI/AN veterans of the US Armed Forces in 2019.⁴
- 60% of AI/ANs live in 11 states.
 - CA, OK, AZ, TX, NM, WA, NY, NC, FL, AK, MI⁵
- The number of Americans aged 65 and over who reported they were American Indian and Alaska Native in combination with one or more races was 568,611 in 2017.⁶



National Indian Council on Aging, Inc.

“To advocate for improved comprehensive health, social services and economic wellbeing for American Indian and Alaska Native Elders”

Featured Resource



CULTURAL
COMPETENCY

Caring for Native Elders

BEST PRACTICES



Caring for Our Wisdom Keepers

SUPPORTING
NATIVE ELDERS



Caring for Native Elders

HISTORY & CULTURAL
TRADITIONS



MEETING THE TARC_s: SAGE

sage

Advocacy &
Services for
LGBTQ+ Elders

**National Resource Center
on LGBTQ+ Aging**

In partnership with its constituents and allies, SAGE works to achieve a high quality of life for LGBT older people, supports and advocates for their rights, fosters a greater understanding of aging in all communities, and promotes positive images of LGBT life in later years.

- 20% of LGBTQ+ people avoid medical care due to fear of discrimination.
- 41% of LGBTQ+ older adults report living with a disability.
- Many LGBTQ+ older adults fear having to re-closet as they age to access services.
- LGBTQ+ older adults twice as likely to live alone as they age and less likely to have children.
- SAGE study found 60% of LGBTQ+ older adults report lacking companionship and 50% feeling isolated.
- Current estimates indicate upwards of 3 million LGBTQ+ people age 55+ growing to 7 million by 2030.⁷

Featured Resource



CULTURAL
COMPETENCY

Person-centered, Trauma-informed Care of Transgender Older Adults



FORGE

sage | Advocacy &
Services for
LGBTQ+ Elders

**National Resource Center
on LGBTQ+ Aging**

**OPEN DIALOGUE
&
BREAKOUT GROUPS**


Guiding Question:

“What are the untapped areas of opportunity for growth & enhanced capacity in cultural competency in aging services?”

Research

Policy

Practice



**Older Adults'
Equity Collaborative**

Thank you!

- Visit the OAEC Resource Library!
 - <https://www.nyam.org/center-healthy-aging/advising/oaec-resource-library/>
- For questions or follow-up on today's material:
 - mrubano@nyam.org



@AgeFriendlyNYC

REFERENCES

1. Profile of Hispanic Americans Aged 65 and Over: 2018, Administration for Community Living, U.S. Department of Health and Human Services
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3. <https://www.census.gov/library/stories/2021/08/improved-race-ethnicity-measures-reveal-united-states-population-much-more-multiracial.html>
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6. https://acl.gov/sites/default/files/Aging%20and%20Disability%20in%20America/2018AIAN_OAProfile.pdf
7. <https://www.sageusa.org/resource-posts/the-facts-on-lgbt-aging/>