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Let's

#DisruptAgeism

Together



VCU

Gerontology

School of Allied Health Professions

Ageism is a Public Health Crisis

Negative attitudes about one's own aging have been correlated with harmful health outcomes for self and others, including:

Increased risk for chronic disease

Allen, 2016

Increased dependency

Coudin & Alexopolous, 2010

Perceived ill health

Ramirez and Palacios-Espinosa, 2016

Reduced recovery from illness

Levy, Slade, May & Caracciolo, 2006

Alzheimer's disease biomarkers

Levy, Ferrucci, Zonderman, Slade, Troncoso & Resnick, 2016



Even more shockingly, studies have found that **negative age stereotypes can result in decreased longevity.**

Levy & Myers, 2005; Levy, Slade, Kunkel, & Kasel, 2002

Ageism is

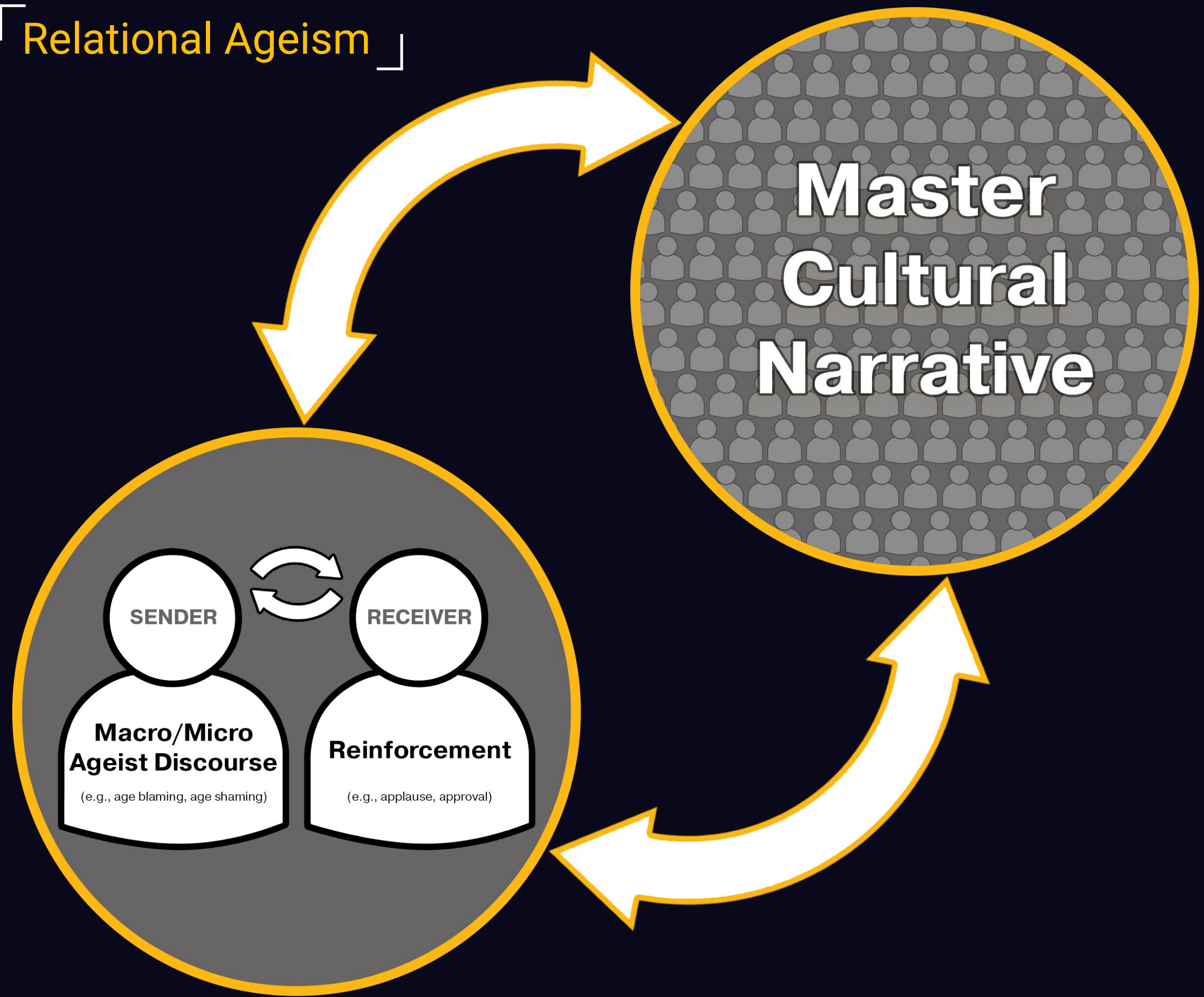
Contagious

- Invisible
- It makes you feel ill
- Anyone can have it
- It's spread unintentionally

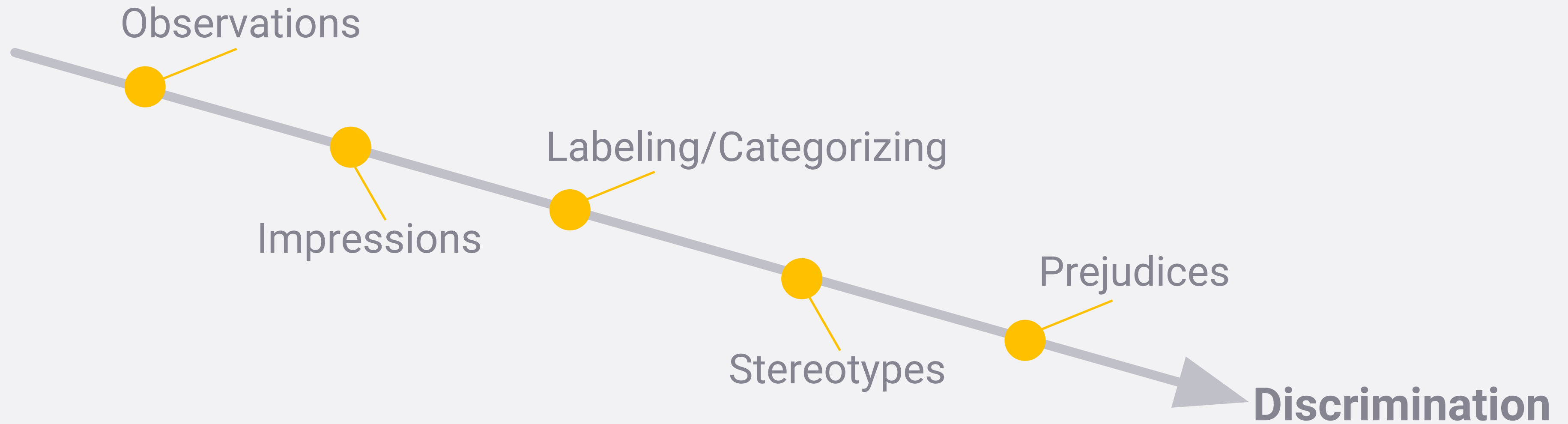




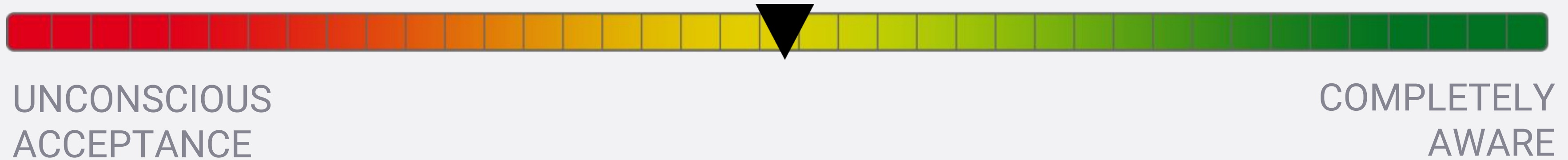
「 Relational Ageism 」



The Pathway To Ageism



| Ageism Awareness Exists on a Sliding Scale



| Why Ageism Matters



| Why Ageism Matters



Where does our knowledge about aging come from?

- All of us have unconscious biases that may prevent us from making equitable, inclusive decisions.
- Our brains rely on past cultural experiences to provide data that “fills in the blanks” between the things that we see (or don’t see).

| Let's Test Our Awareness





「 Describe This. 」

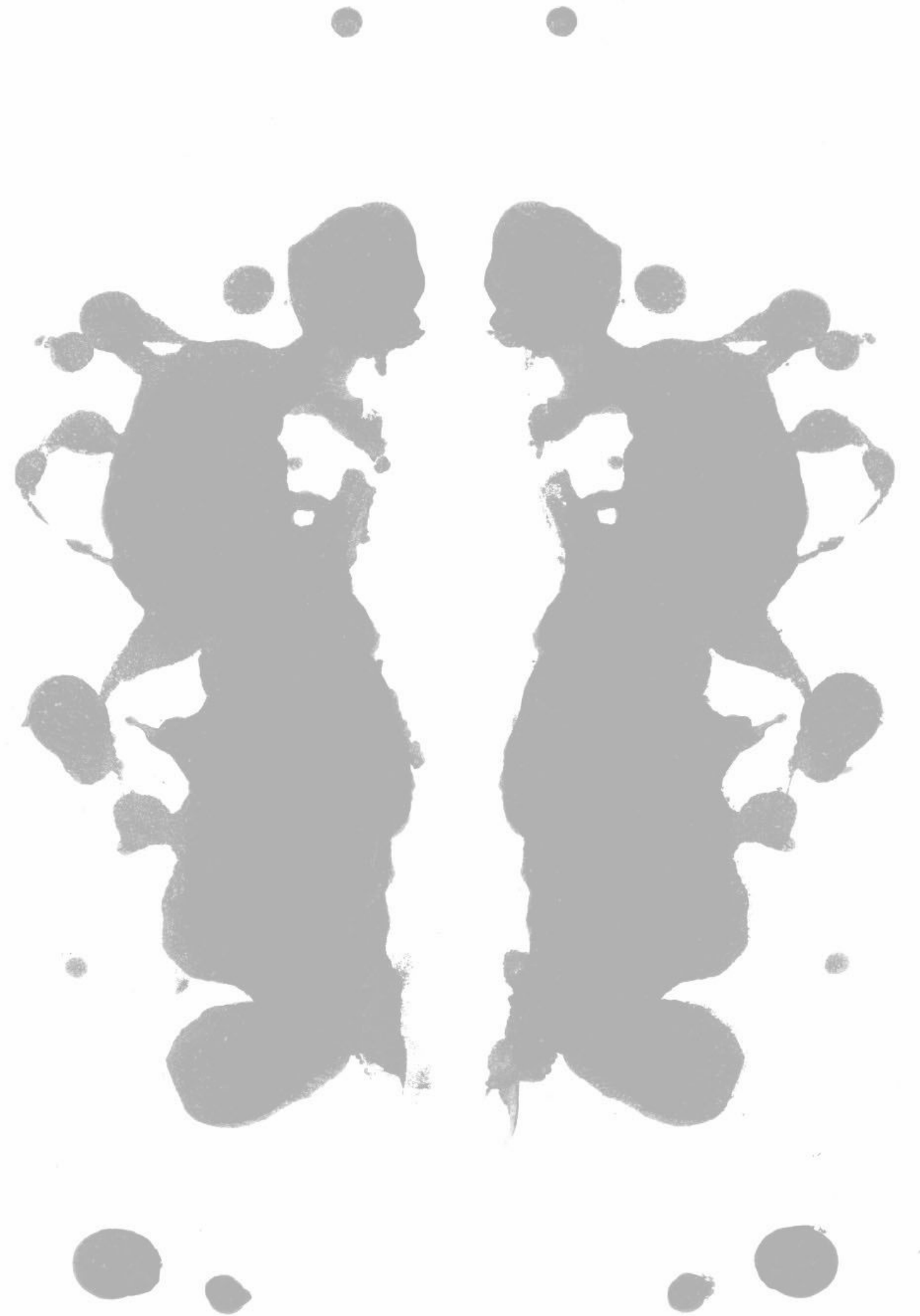
Unconscious Bias

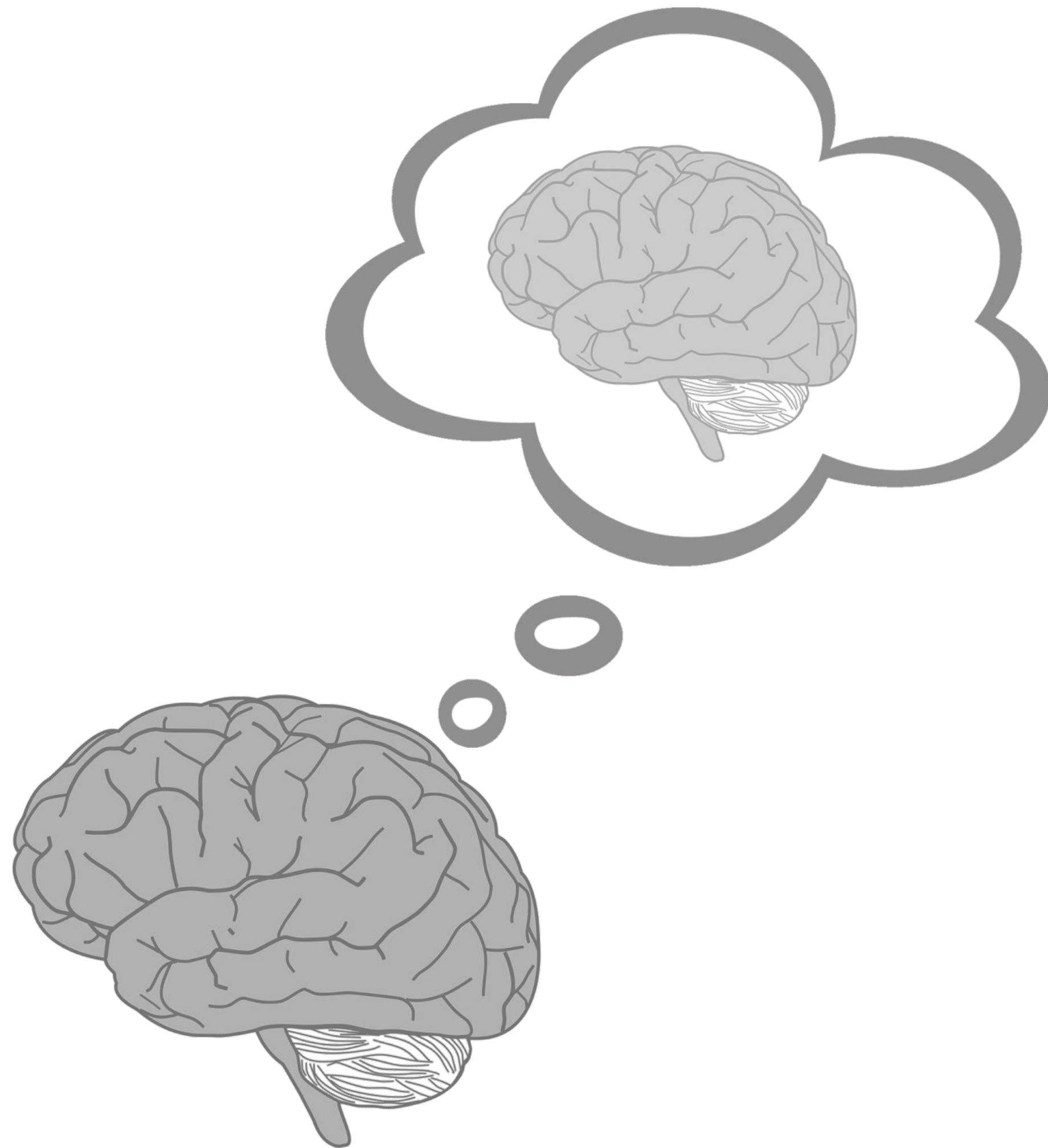


| Unconscious Bias

Bias is a fundamental survival mechanism

Biases won't go away but they can shift by improving our **metacognition**





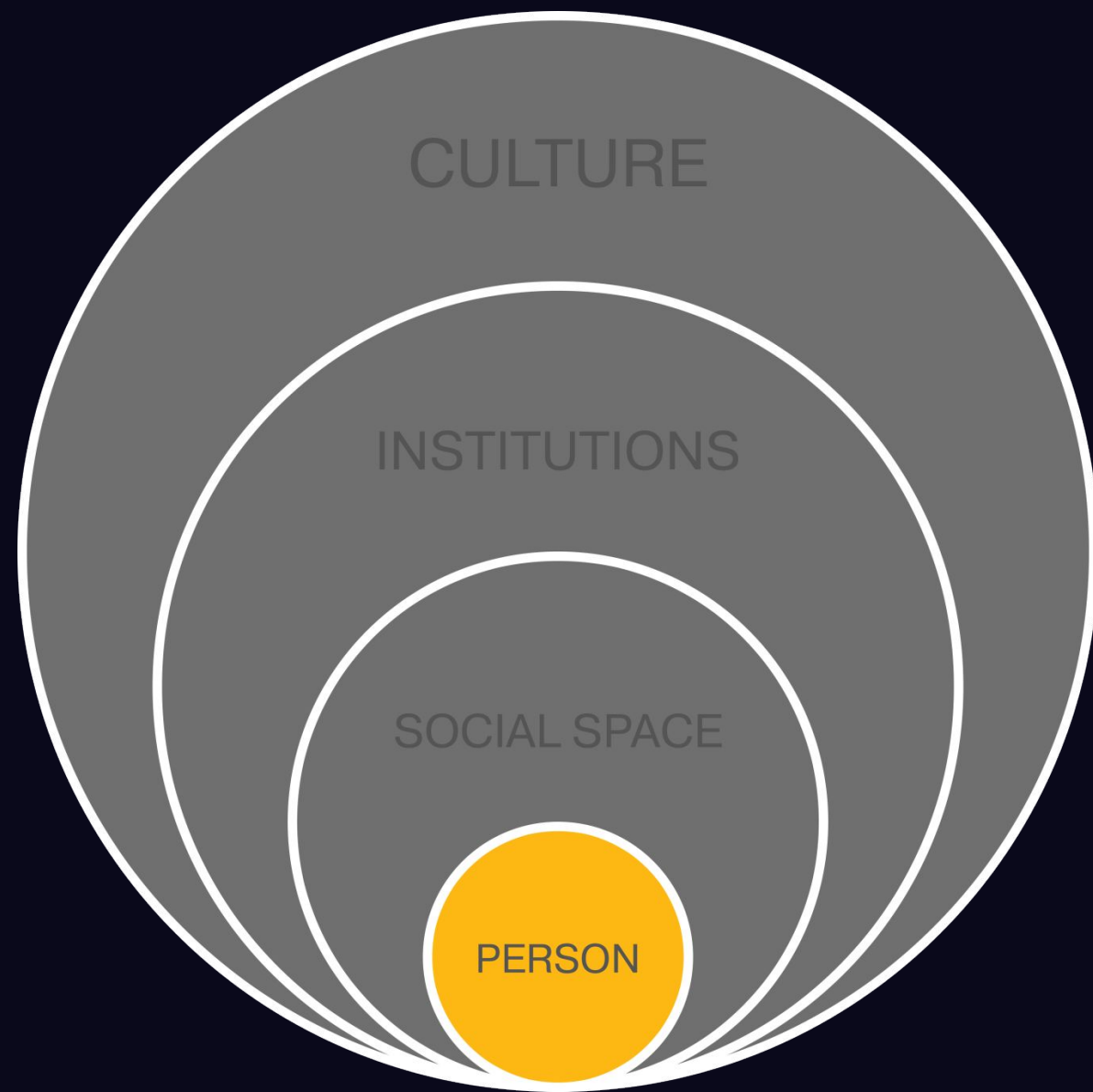
「Metacognition」

- Thinking about one's own thinking.
- Knowing about one's own knowledge.
- Understanding one's own understanding.

Ageism is everywhere
and in everything.



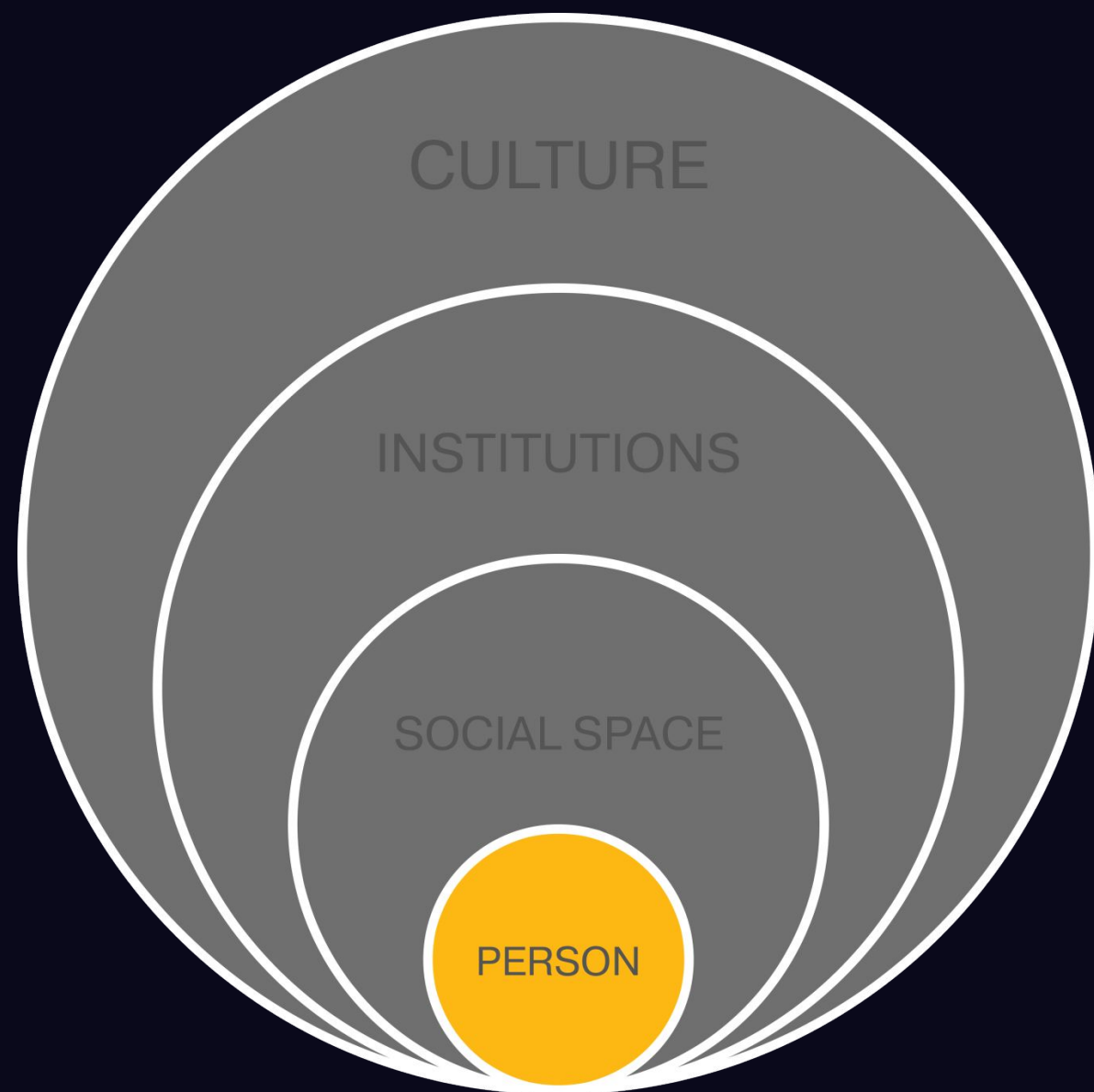
Ageism is everywhere
and in everything.



“I’m not old...I’m just more mature!”

“It bothers me to see how my looks
have changed with age.”

Ageism is everywhere
and in everything.

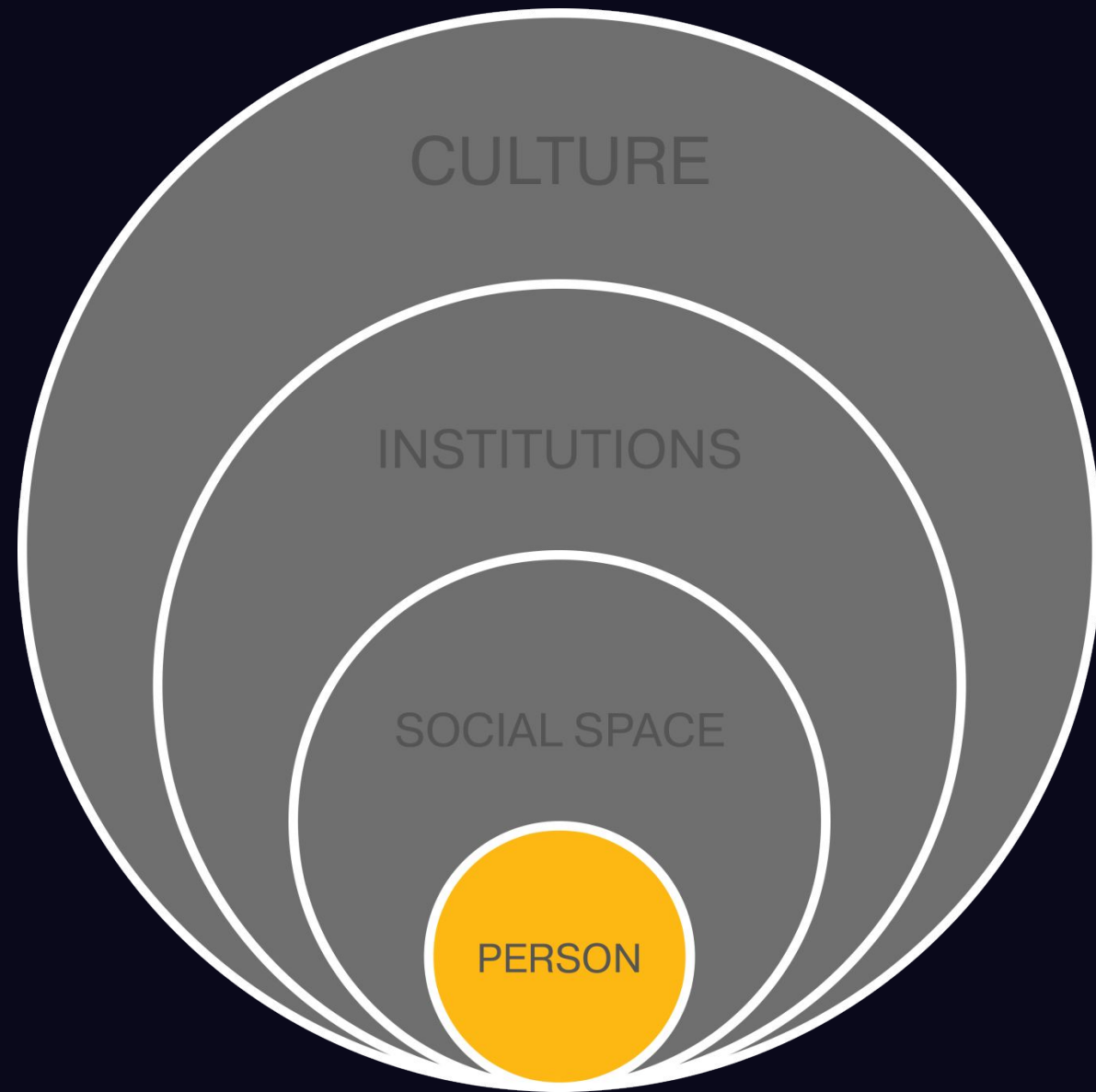


Health is for the young,
when you are my age you
do the best you can.

There is still so
much to learn,
even at my age!

***Internalized
Ageism***

Ageism is everywhere
and in everything.

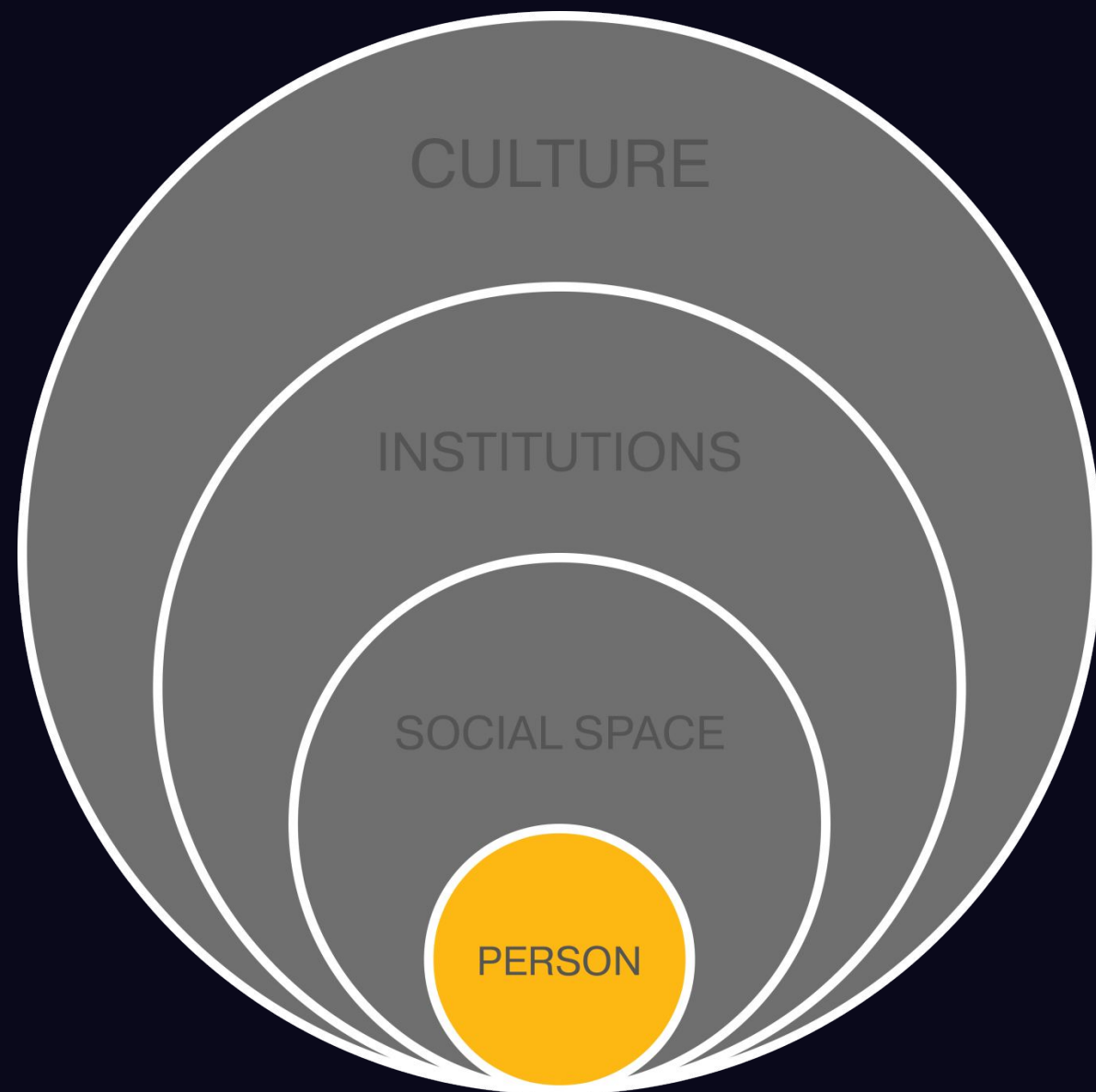


The older I get, the
more I worry about
my health.

I don't want
to get old.

Aging Anxiety

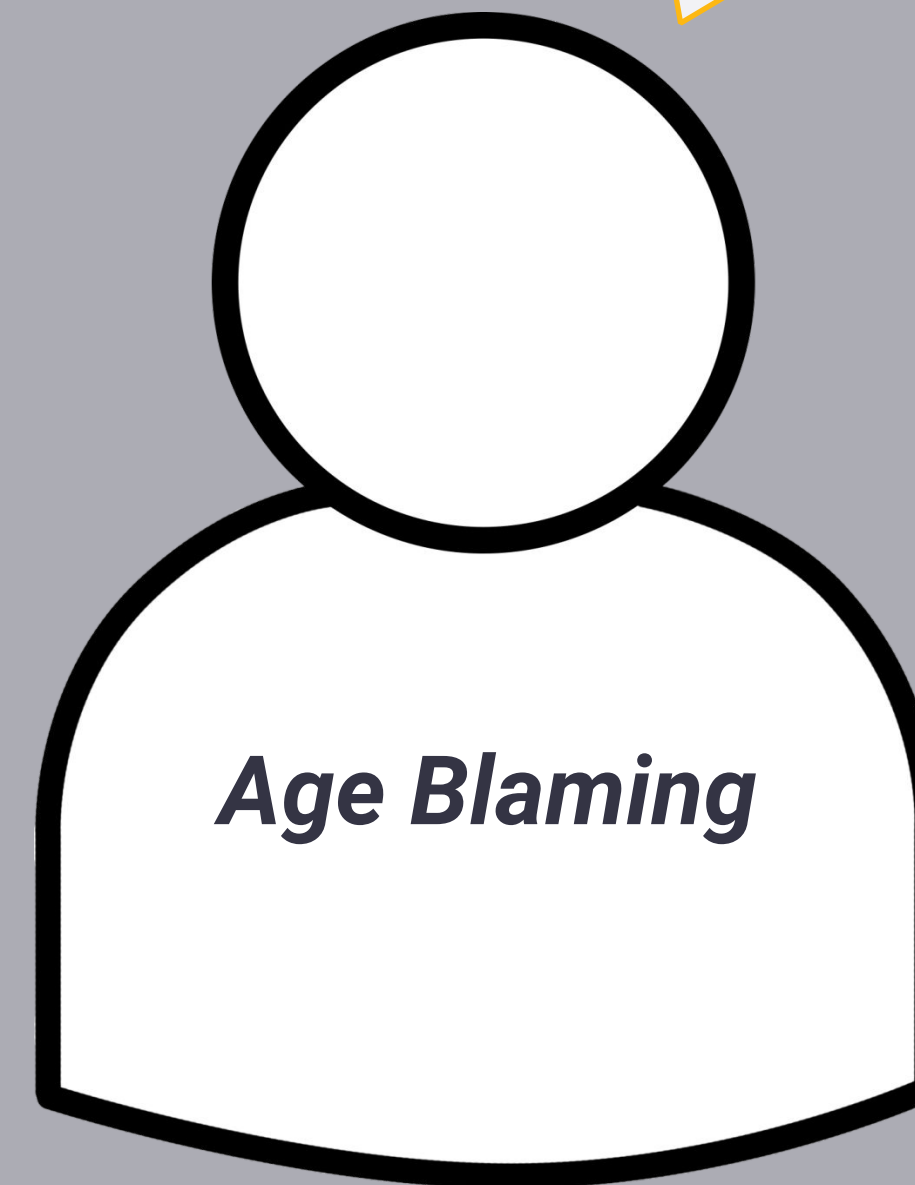
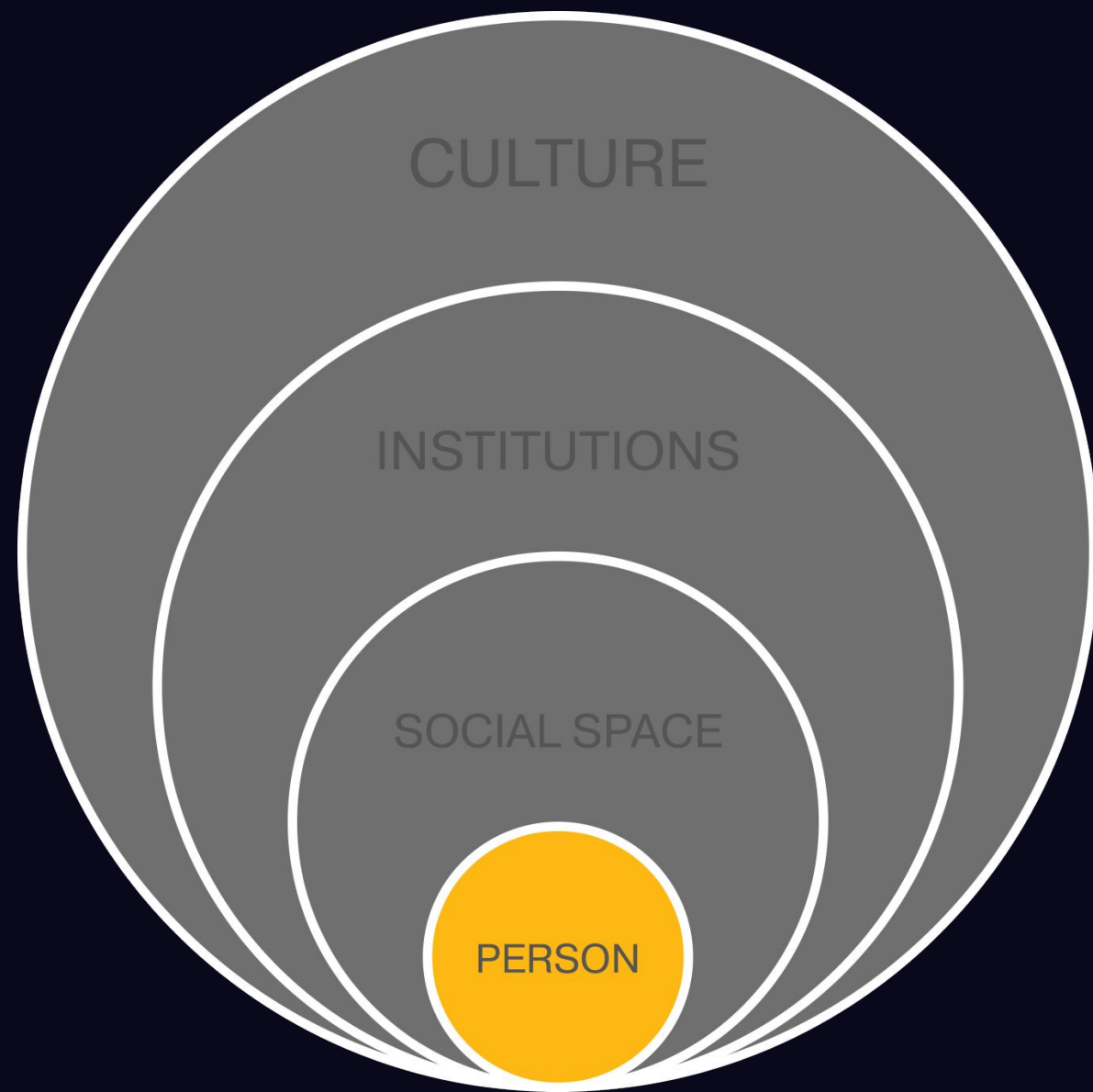
Ageism is everywhere
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“My spouse will be upset for saying that they are 65 years old on national television.”

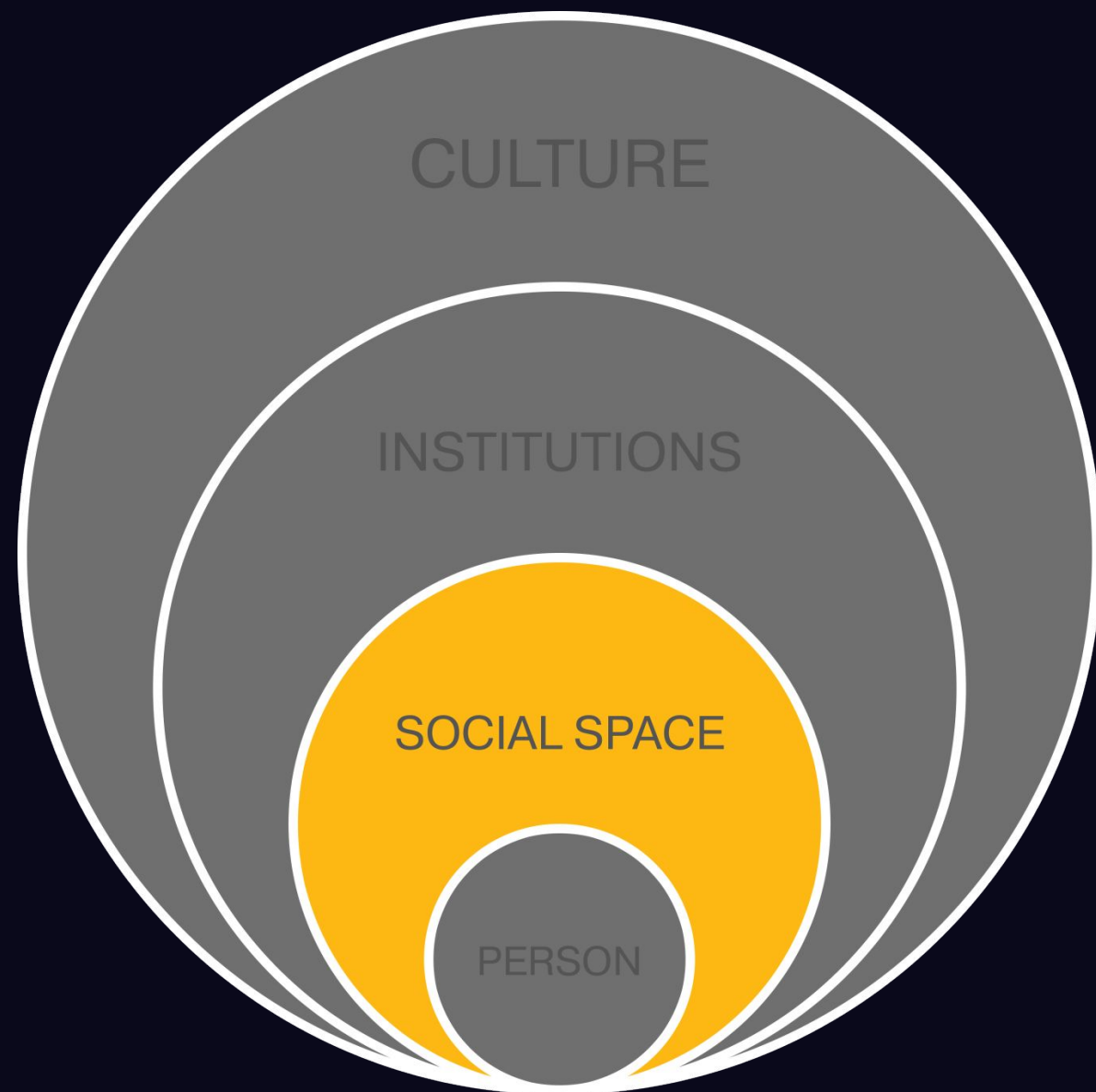


Ageism is everywhere
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"I am old so forgive me
because I need glasses
to read my notes"

Ageism is everywhere
and in everything.



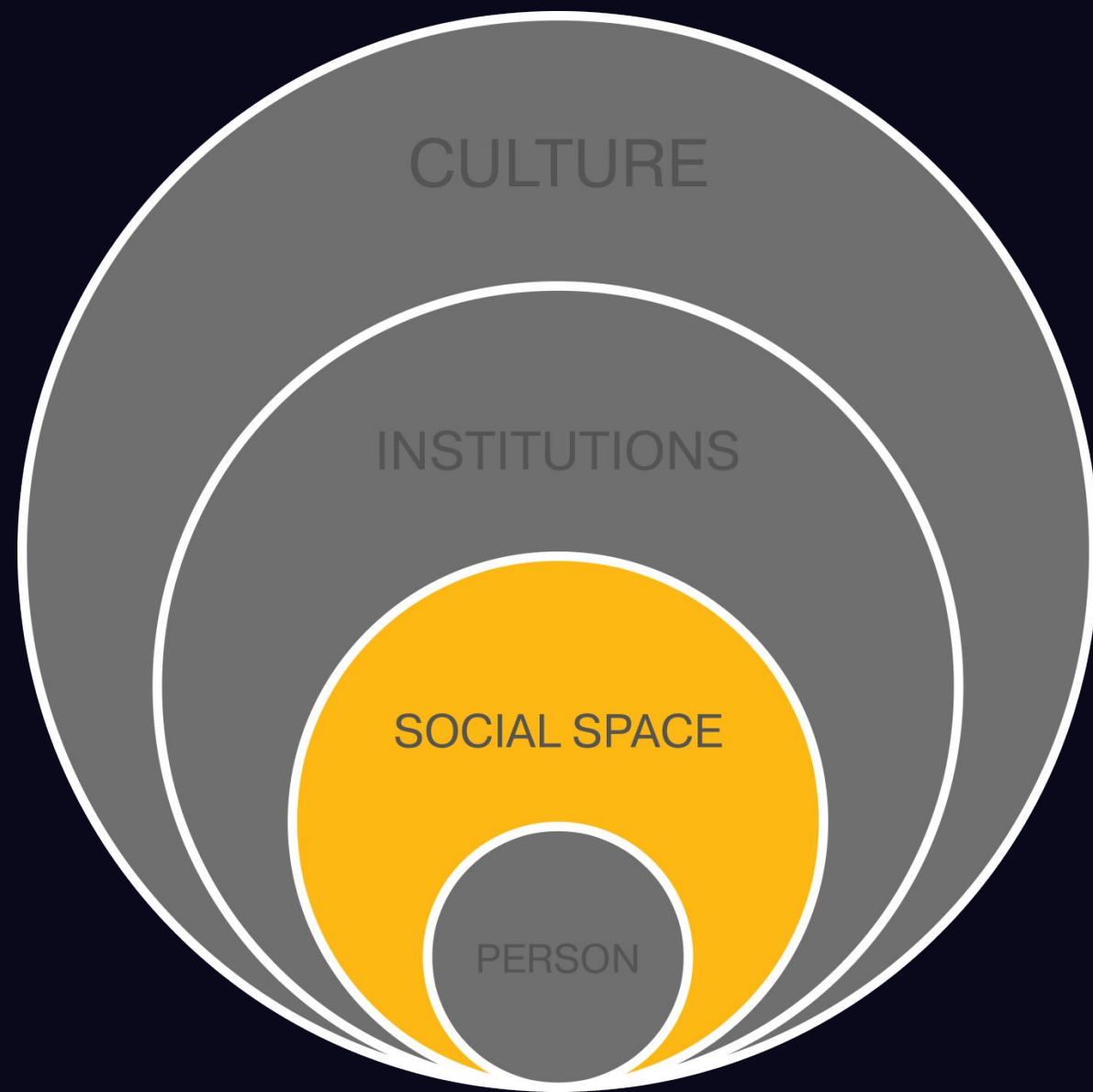
“You don’t look old!”



“Happy 29th birthday...again!”



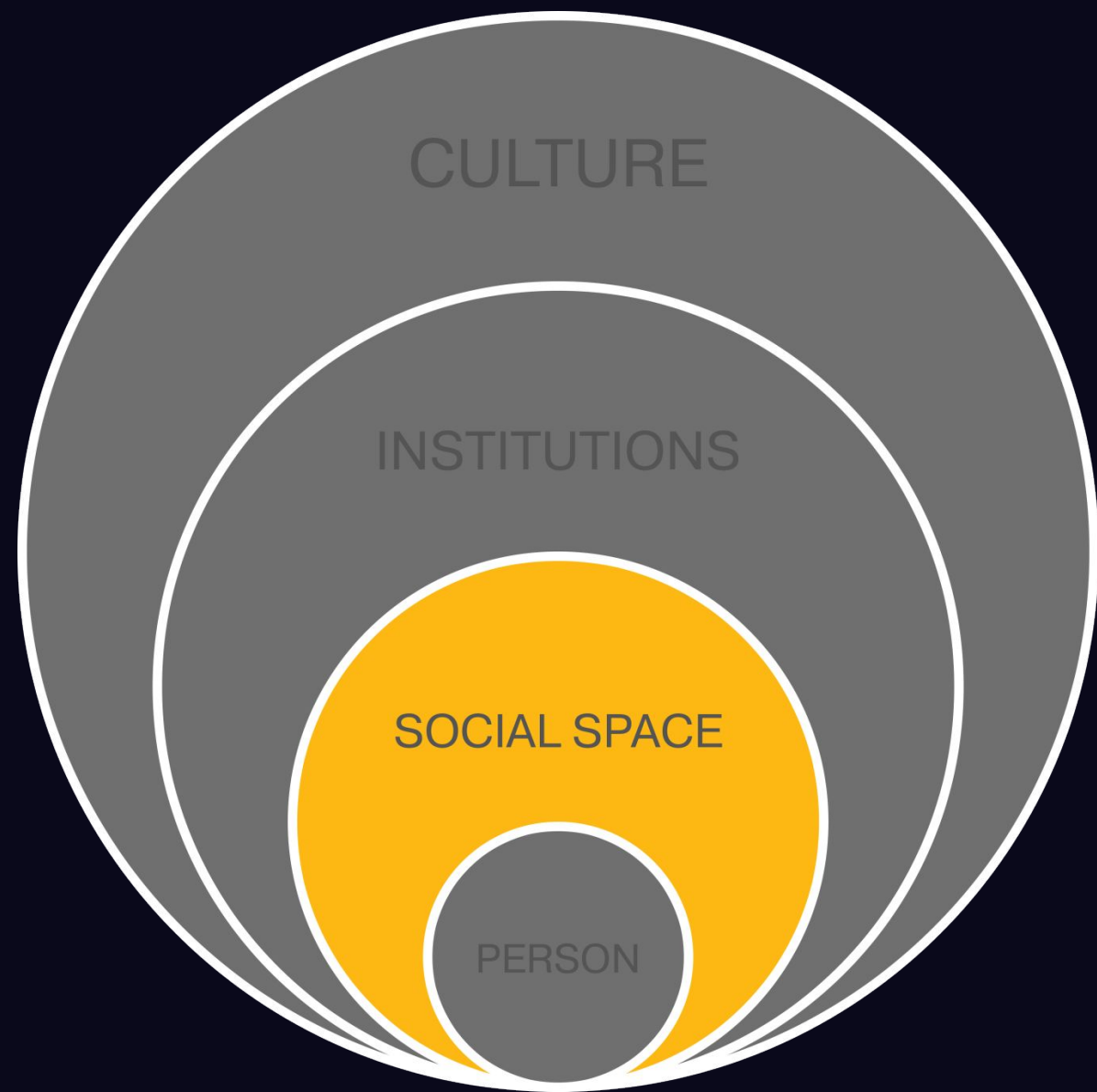
Ageism is everywhere
and in everything.



SCENARIO:

You enter into a room and greet an older woman by saying “Good morning, young lady!”

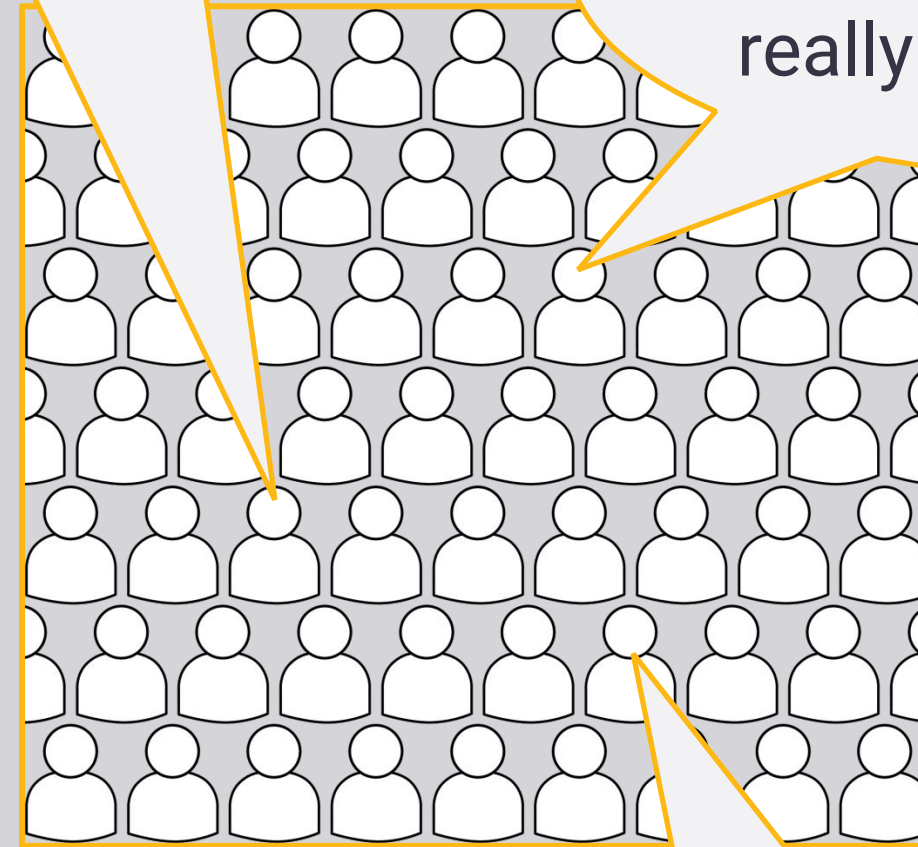
Ageism is everywhere
and in everything.



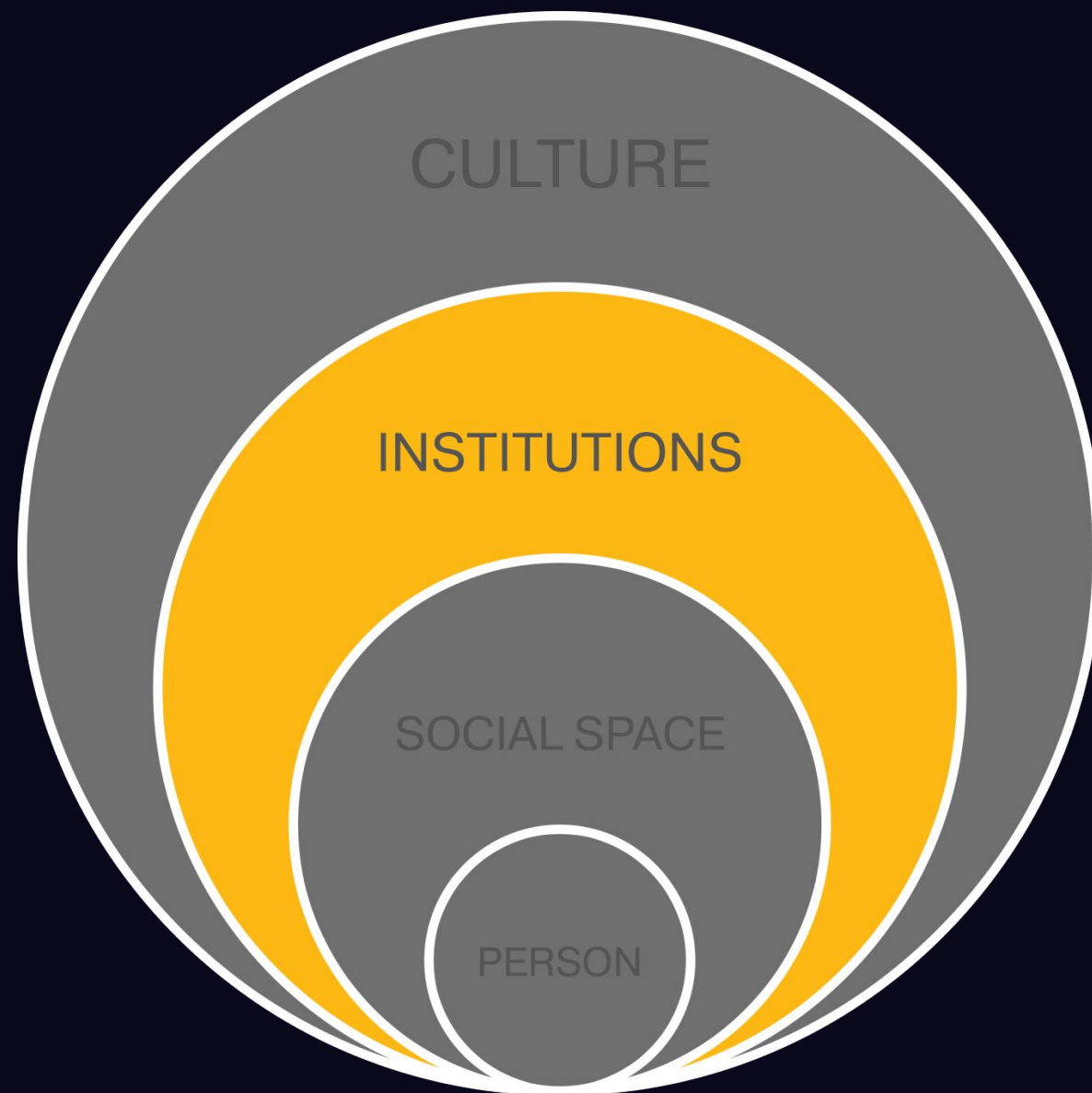
Oh, let me get that for you!
You don't need to concern
yourself with that.

Older people are so
vulnerable, they
really need our help.

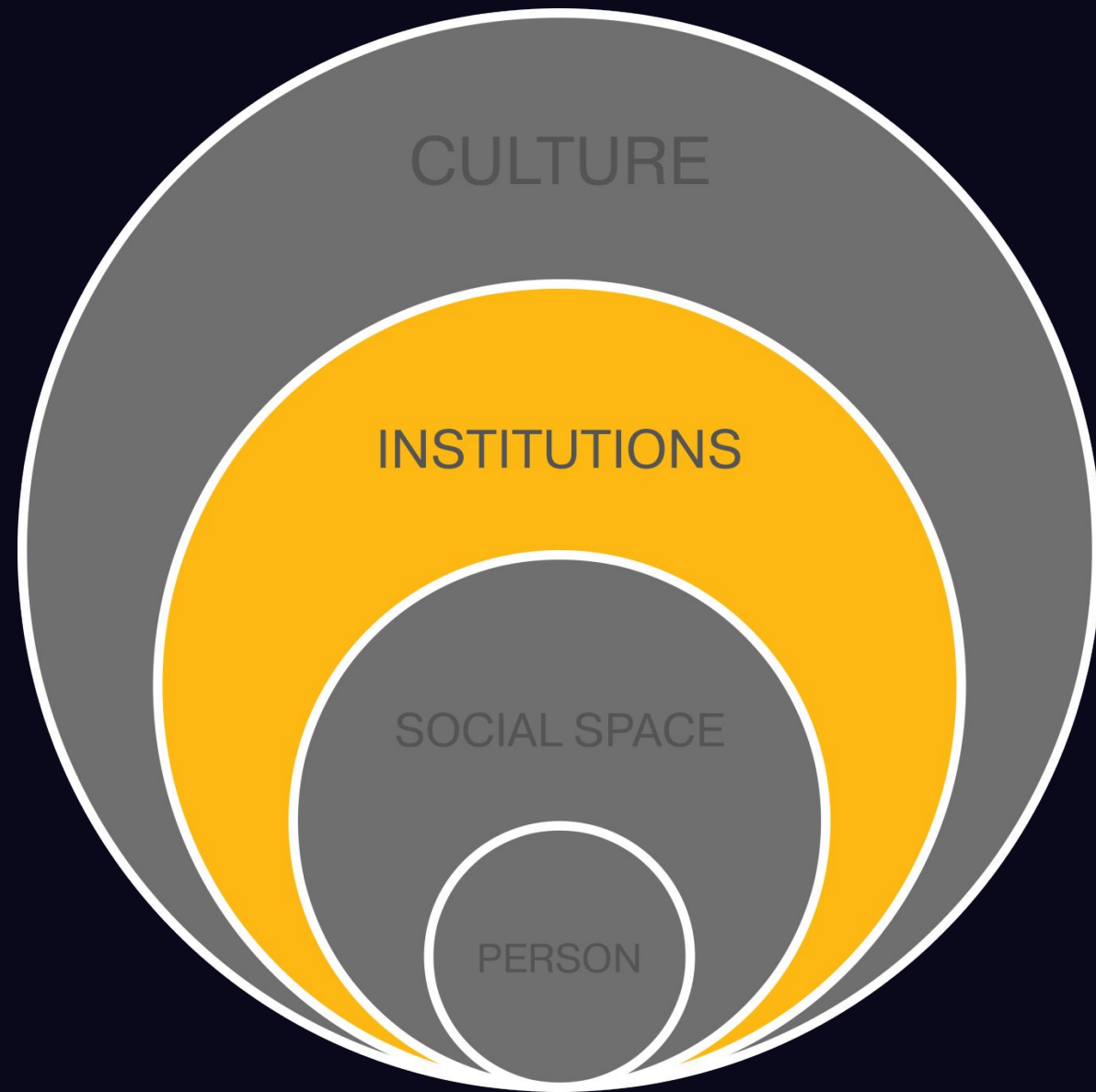
You poor Dear.



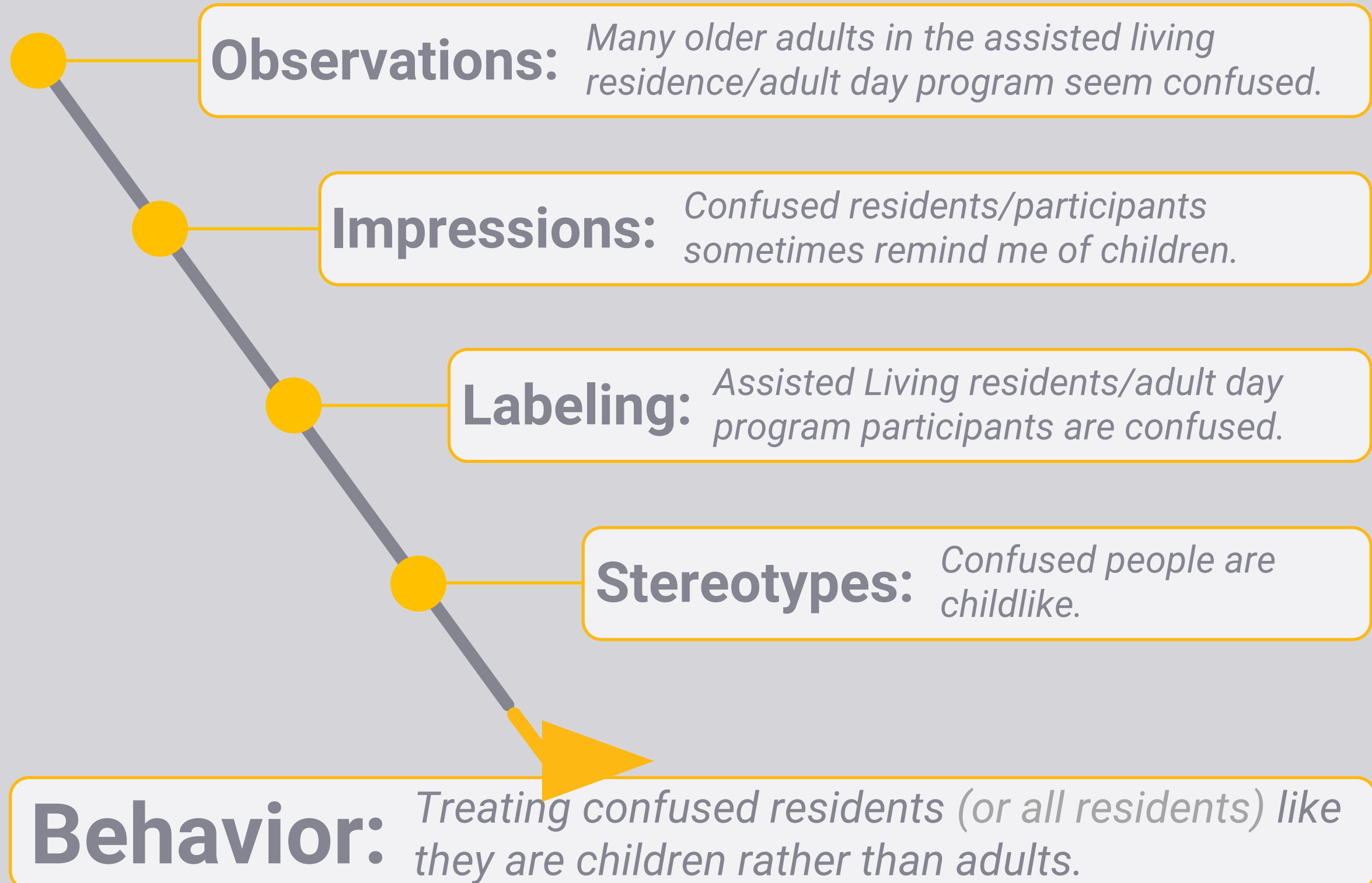
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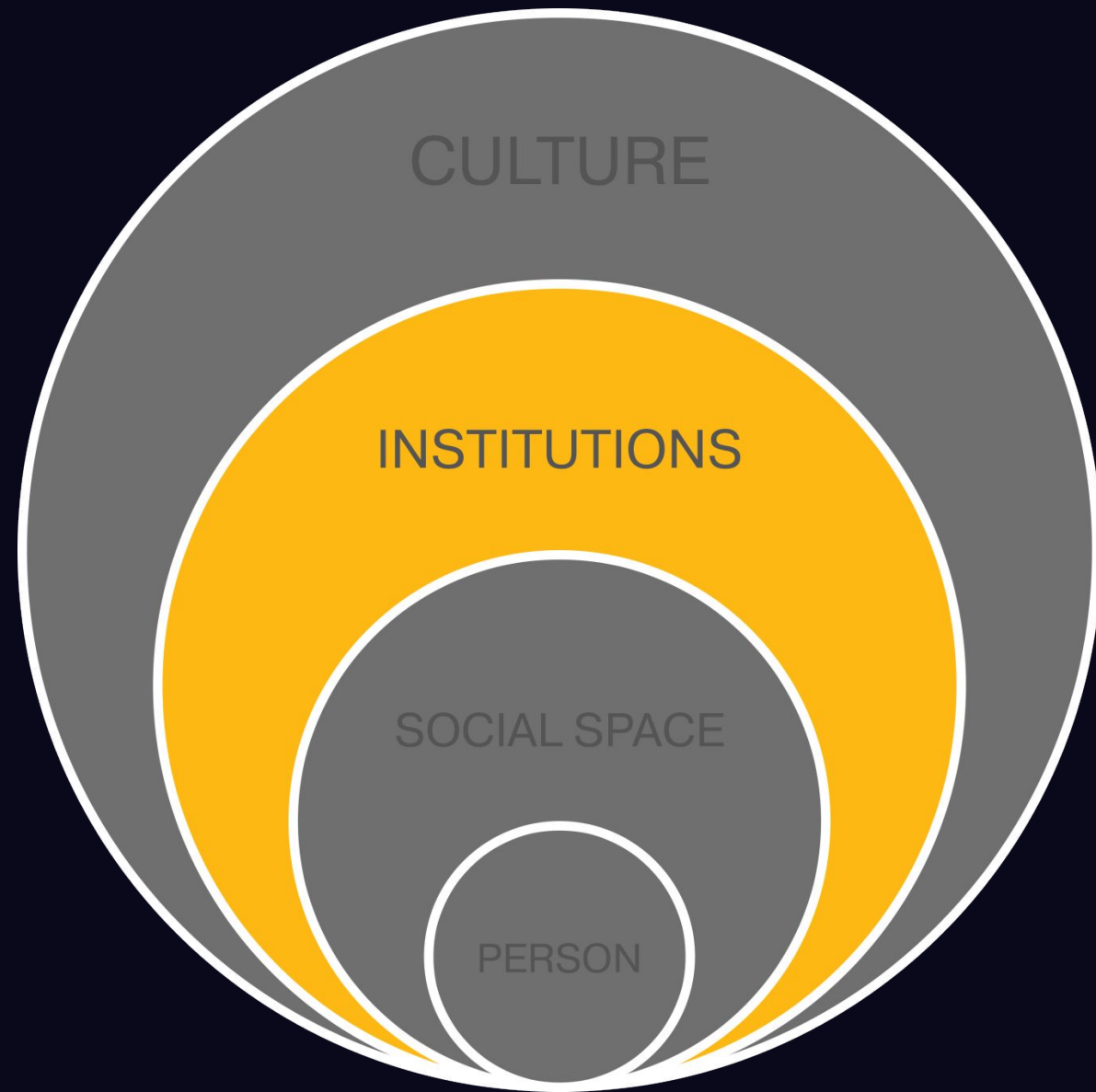
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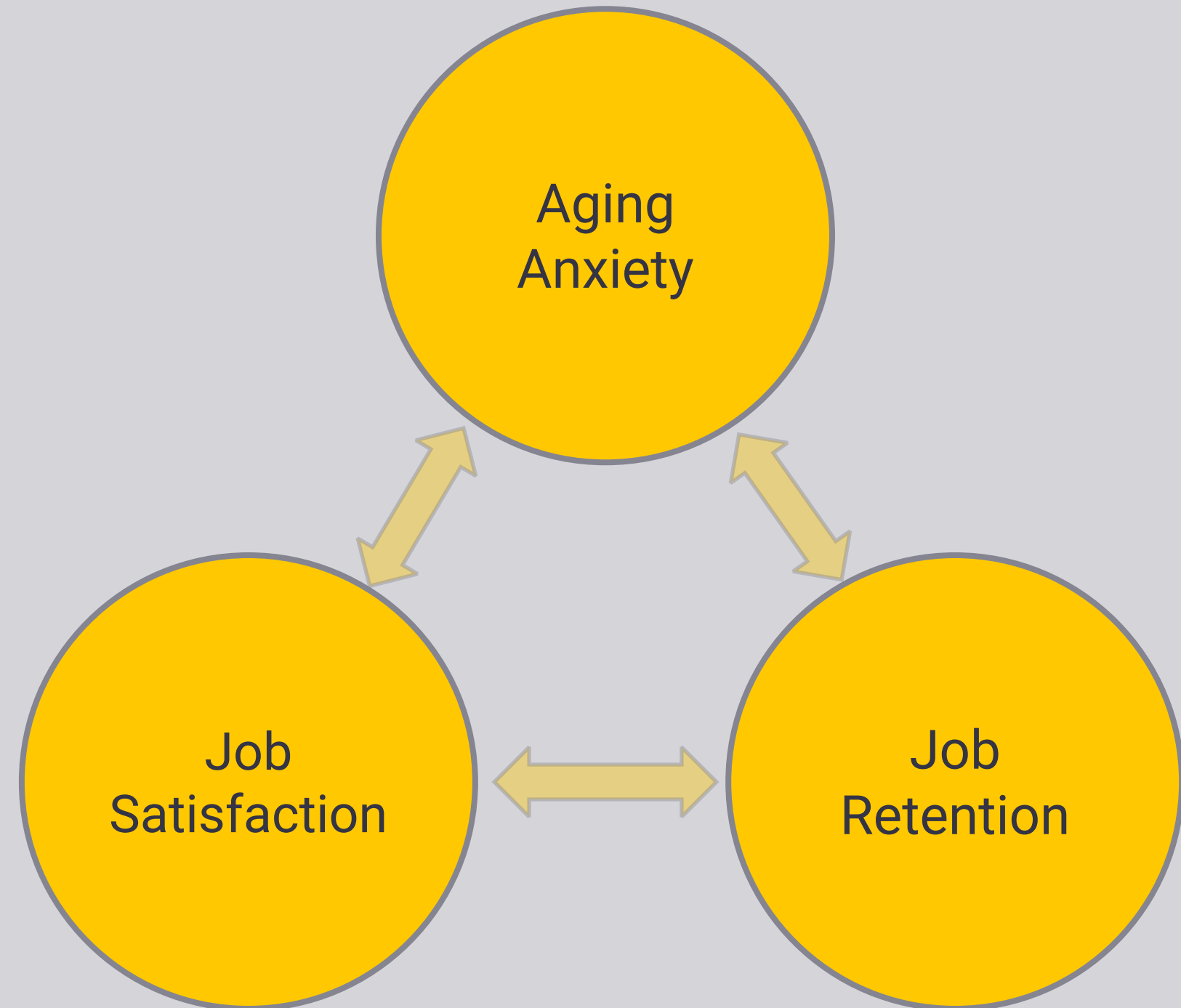
What if **YOU** work with elders?



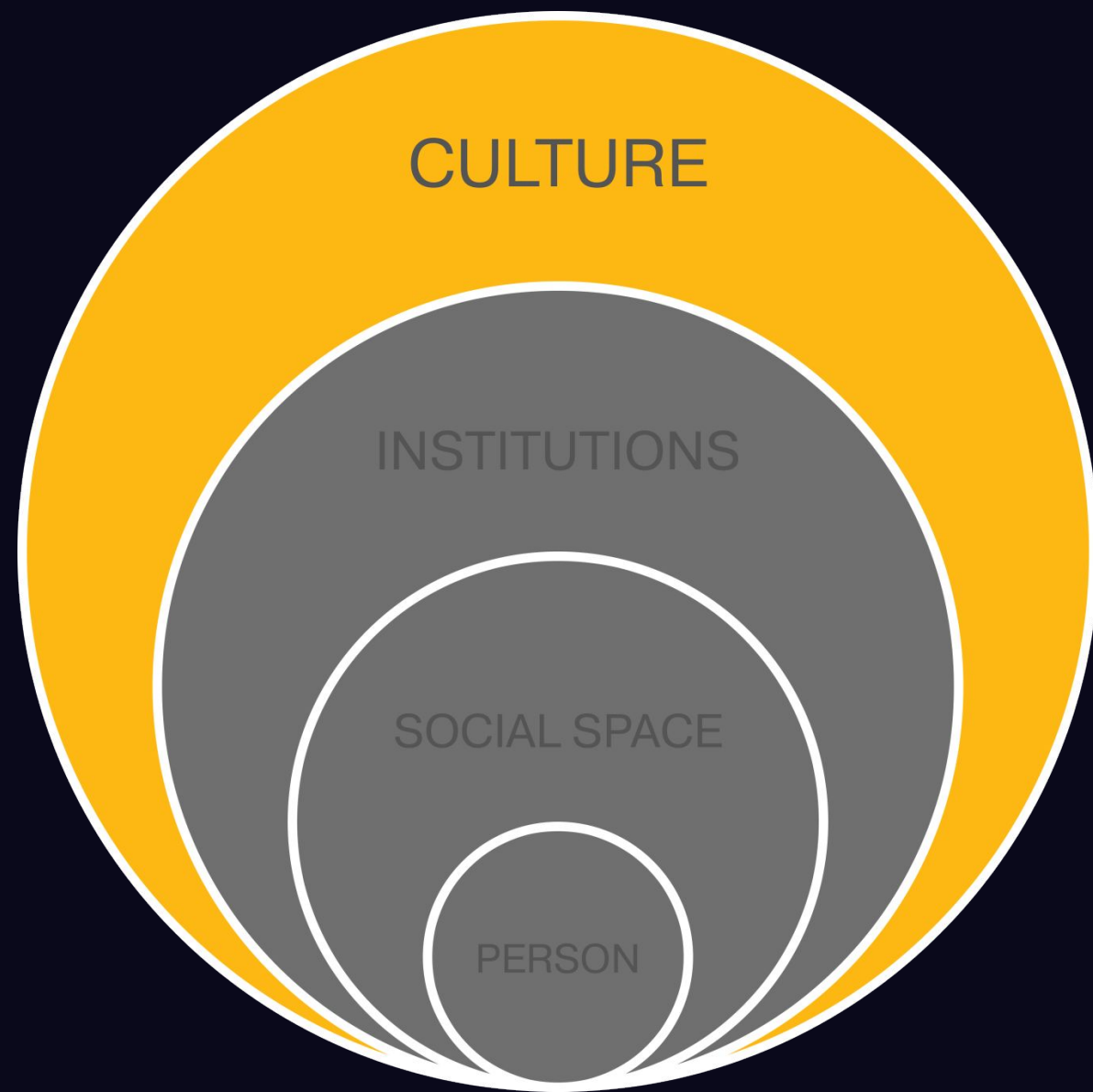
Ageism is everywhere
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The **Cost** of Ageism



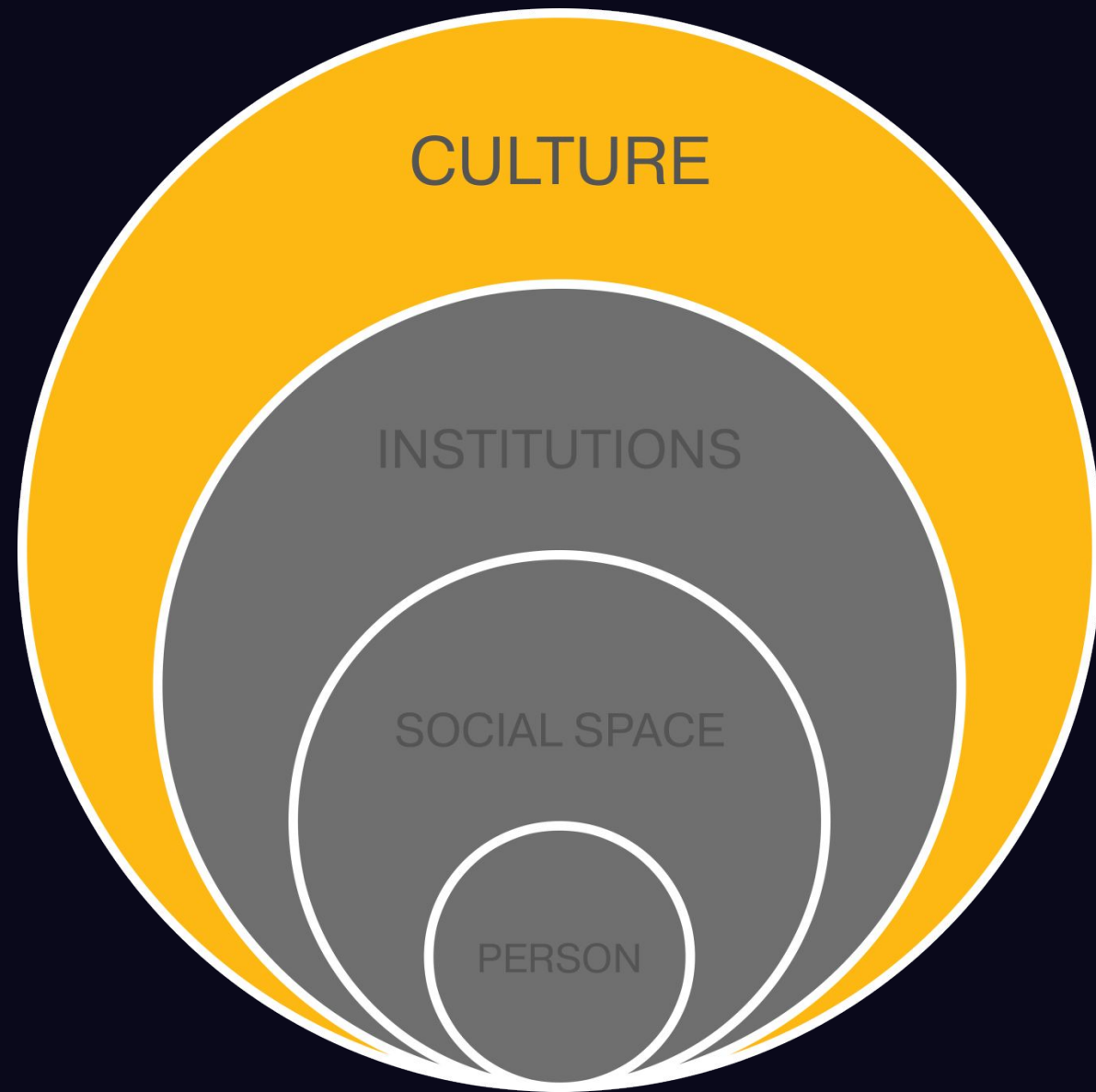
Ageism is everywhere
and in everything.



The crisis of the aging population

'Anti-aging' industry

Ageism is everywhere
and in everything.



What we say

Aging Crisis or
Silver Tsunami

"I feel so old."

"She looks so
good for her
age."

Senior Moment

What we mean

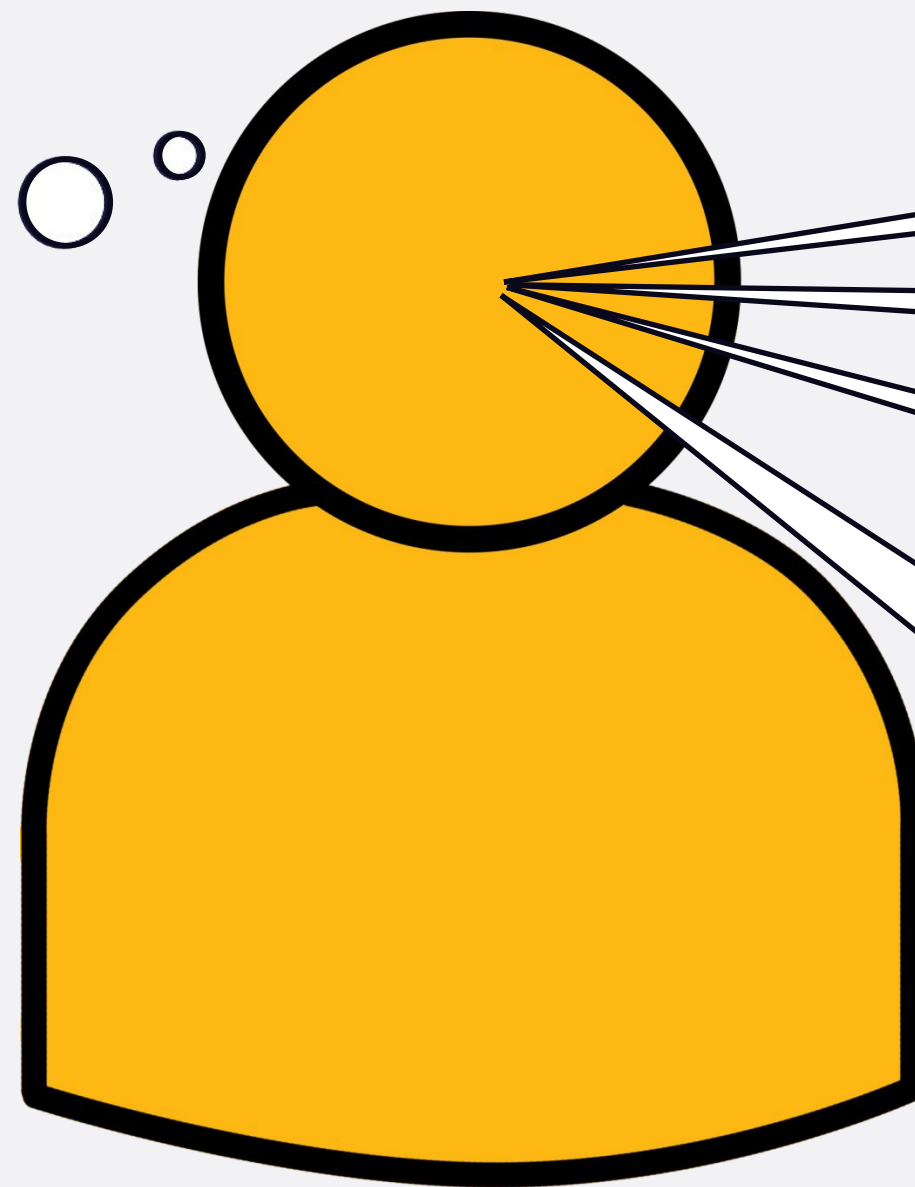
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Developing **Our** Toolkit



You look younger every time I see you!

How old are you?

You haven't aged a bit.

Thank you, young lady.

| **So What Do We Do About it?**

DISRUPT

| #DisruptSelf

? | How much do you know about the WHOLE experience of aging?

🧠 | How do you feel about yourself as an aging person?

🧰 | Do you feel comfortable challenging ageism?

☠️ | Are you on board? Are you ready to liberate yourself from ageism?

| #DisruptAgeis in your Organization

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Examine your organizational culture.



Provide training and education on whole aging.



Successful aging is community success – not individual.



Create opportunities for reciprocity.



Develop inventive solutions to capitalize on Elderhood.

|The Antidote to ageism is **Elderhood**

What is Elderhood?

Describe your ideal Elderhood

What We Think Becomes Our Reality

? | What is Ageism?

 | What does it do to us?

 | What is the alternative?



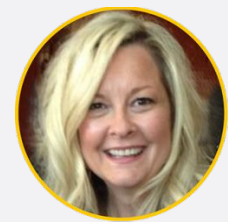
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Want to know more about disrupting ageism in your organization or community?

Contact us!



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