

PART ONE: RECOGNIZING

Key Takeaways:

- We are all aging.
- Aging is about growth, maintenance and decline.
- People with positive perceptions of aging live 7 ½ years longer than people with a negative perception of aging.

Notes:

PART TWO: UNDERSTANDING

Key Takeaways:

- Language matters. Think about compliments like:
 - "You look great for your age."
 - "Good morning, young lady."
 - "You haven't aged a bit!"
- Conversations do change.
- Young and old are neutral words. American culture has ascribed a judgment.
- Aging is a lifelong process.
- Ageism can affect anyone at any age.

Notes:

PART THREE: DISRUPTING

Key Takeaways:

- Elderhood is a distinct stage of psychological, social and emotional development that can include:
 - Experience-based problem-solving.
 - Improved ability to regulate emotion.
 - Accumulation of new knowledge and understanding of yourself, others and the world around you.
- Successful aging is as individual as you are.

Notes:

ENRICHMENT ACTIVITY

- 1) Taking all you have learned today about disrupting ageism, what will you:

START doing?

STOP doing?

CONTINUE doing?

ENRICHMENT ACTIVITY

- 2) Picture your Elderhood. What do you want it to look like? To reach your goal, what will you:

START doing?

STOP doing?

CONTINUE doing?

(OPTIONAL) EXPLORING IDENTITY AND INTERSECTIONALITY

We can't consider the impact of ageism and ableism, without considering the concept of intersectionality. From intersectionality we learn that isms have a compounding effect. So, to truly be an age and ability-inclusive community, we must also acknowledge and disrupt the other forms of oppression and discrimination an individual may encounter.

Intersectionality is defined as a way of looking at the overlap and intersections of an individual's social group identities (e.g. race, gender, class, gender identity, religion, sexual orientation, ability, etc.). Some forms of identity evolve and change over the course of a lifetime (especially in relation to age and physicality).

Identity is also layered and a change in one form of identity may impact other forms of identity. We may be fully aware of some aspects of our identity and not as aware of others. Some are more prominent at some times or settings than others. As well, identity can fall on a continuum and is not always expressed as a binary identity (e.g., male/female).

Draw a circle on a piece of paper. Create your social identity pie by indicating your social group memberships: (Race, Ethnicity, Gender, Gender Identity/Expression, Religion, Class, Ability, Age, Sexual Orientation, First Language, National Origin, and Other*). Make the identity a "slice", a size that reflects your awareness of that social group membership, in the wheel. Memberships that you are more aware of will be a bigger slice than those you are less aware of.

*other categories you might explore could include: size/appearance, geography, military status, political affiliation, family status, caregiver status...

Questions for discussion or reflection:

1. Which identities do you think about most and least often? Why?
2. How does context affect which identities you are most and least aware of?
3. What are some ways your social identities impact your perspectives and behaviors?
4. How does your age identity intersect with other aspects of your identity?
5. How does your ability identity intersect with other aspects of your identity?
6. How do other aspects of your identity shape the way you experience aging?
... ability?