

Key Insights – Part 1 March 24, 2022

BUILDING AN AGE-INCLUSIVE NYC: THE IMPERATIVE

“Where you are, I was, and where I am, you will be.”
Grandmother of Peter Kaldes, CEO, American Society on Aging

Benefits of age-inclusive strategies:

- **Mixed-age teams** lead to better organizational performance, more innovation and higher productivity.
- One way to **avoid litigation**.
- Eradicate the ‘triple jeopardy’: Age+Gender+Race.
- Build multigenerational teams leveraging a **diverse set of skills**.
- Increase **employee retention**.

Tips for DEI officers and hiring professionals:

- Eliminate ageist language in job descriptions such as: **tech-savvy, digital native, flexible, energetic, active**.
- Do not ignore applicants with a college graduation date of 20 years ago.
- Assess if you are rejecting applicants with an email address that ends in **aol.com** or some other uncommon domain.
- Do not ignore applicants with a resume longer than 3 pages.

What you want as resources to develop more holistic approaches on DEI efforts

