

AGEISM: A DIVERSITY EQUITY INCLUSION AND BELONGING APPROACH INAUGURAL FORUM | NOVEMBER 15 2021

KEY INSIGHTS



Department for
the Aging



TOP NOTES



INCLUDE age in DEI Frameworks

DEVELOP the multi-generational workforce = 5 Generations

REDESIGN retirement protocols eliminating age restrictions

ADOPT tools to help change mindsets/shape new perceptions

CO-CREATE solutions across sectors

SET BUSINESS STANDARDS



IMPLEMENT structural and systemic change

INFLUENCE business exchanges on DEI & reporting goals

ELIMINATE ageist practices

PARTNER responsibly

BE a role model for others



ADVERTISING STRATEGIES

BE responsible stewards to shape a new culture

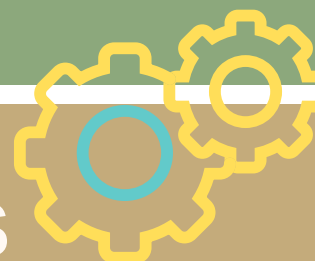
AIM to shift the ageism narrative with ethical content

ILLUSTRATE older adults as central to the workplace

EMBED DEI standards through an editorial lens

CONVEY messages of WIN-WIN; social impact = monetary gain

DEVELOPMENT STRATEGIES



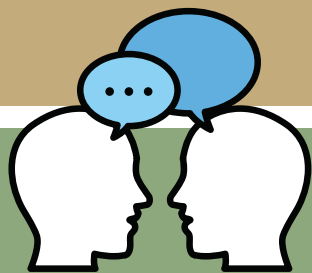
CONDUCT an intergenerational workforce study & determine drivers

SET inclusive hiring and performance management practices

DEVELOP reverse mentoring experiences

BE intentional on designing inclusive and fruitful conversations.

ARM older employees with resources to foster growth & productivity



FORWARD THINKING

Paradigm Shifts can be agile, move to eradicate Ageism now

Older Adults will be in demand; the job market is ripe

Public-Private Partnerships will make a collective impact
resulting in economic freedom, wealth generation, and career
mobility for all generations

Connect with us at PublicPrivatePartnerships@aging.nyc.gov