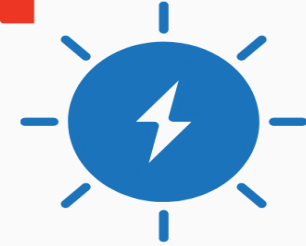




POWER IN AGING

BUILDING AN
AGE-POSITIVE
MAINE THROUGH
CONVERSATION &
ACTION



Advancing Diversity, Equity, and Inclusion in
Older Adult Health Care

TAKE THE
ANTI-AGEISM
PLEDGE



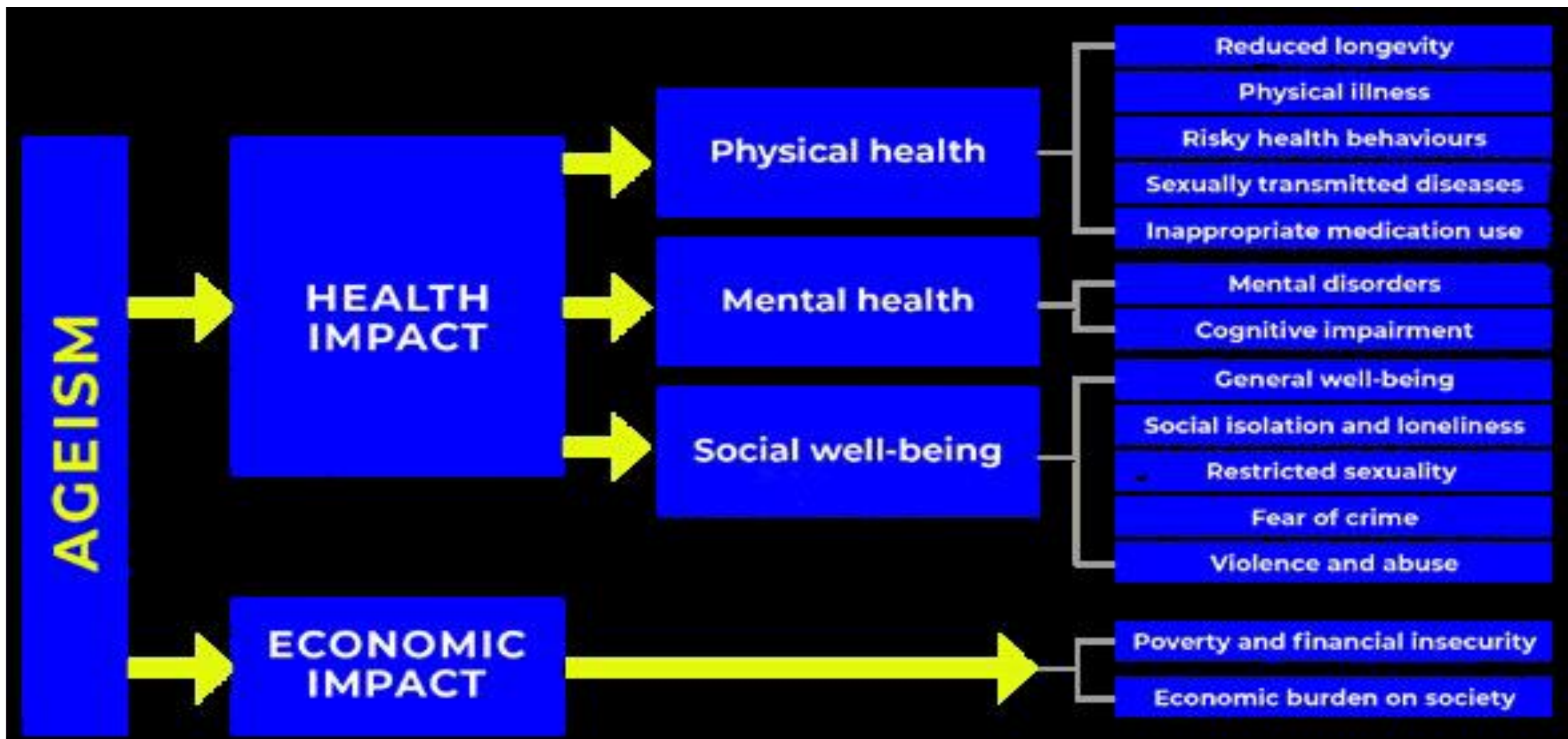
JESS MAURER, EXECUTIVE DIRECTOR, MCOA

A Global View on Ageism

“Ageism pervades many institutions and sectors of society, including those providing health and social care, the workplace, the media and the legal system.”

“Ageism...is associated with a shorter lifespan, poorer physical and mental health, slower recovery from disability and cognitive decline.”

WHO Global Report on Ageism, March 2021

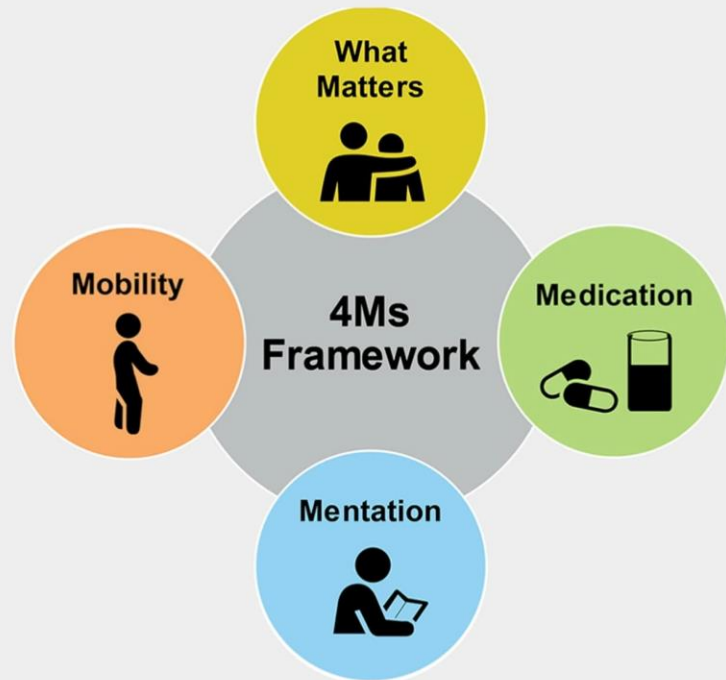


Power in Aging Project

Ending ***ageism*** through conversation and action. The formula is simple:

$$\begin{array}{l} 1 \text{ Ageism is} \\ \text{bad for us} \\ \text{and bad for} \\ \text{systemic} \\ \text{change} \end{array} + \begin{array}{l} 1 \text{ Awareness} \\ \text{of age-bias} \\ \text{reduces acts} \\ \text{of ageism} \end{array} = \begin{array}{l} 2 \text{ Conversations that help} \\ \text{people become aware of} \\ \text{age-bias will lead to a} \\ \text{more age-positive Maine} \\ \text{and support for change!} \end{array}$$

Disrupting Ageism in Health Care



- Be intentional – acknowledge ageism is in your practice
- Include age in all equity discussions
- Examine your culture
- Identify ageist beliefs and practices
- Use the 4M framework to disrupt stereotypes about older patients

The Lightning Panel: Promising DEI Practices in Maine Organizations

*Advancing Diversity, Equity & Inclusion in the Delivery of Age
Friendly Health Care*

Panelist: Noël Bonam, Maine State Director, AARP,
Portland, ME

Three Lessons: Organizational Equity Assessments

UMaine Geriatrics Colloquium
October 25, 2021

Jake Grindle
Senior Program Officer
jgrindle@mehaf.org

Mehaf

MAINE HEALTH ACCESS FOUNDATION

The Maine Health Access Foundation:

Our Story, in Short

Lesson 1:

Be explicit (not exclusive) about race

Lesson 2:

Get some external help to examine your programs, governance, and public voice

Lesson 3:

No Closure...

Embracing a Culture of Diversity, Equity, and Inclusion

Marwa Hassanien, MS, M.Ed.
System Director of DEI

10/28/2021



Tim Dentry's Vision



- **Tim's Vision**

- Systemwide plan to eliminate racism and all forms of discrimination, promote a strong future for social and medical justice
- Identify all explicit and implicit bias within NLH and embrace those ideals of social/medical justice
- Difficult discussion is a productive one and should leave us with hope for what is to come (not sadness for past)
- We should speak the words that are reflective of a supportive and affirming culture for all

- **System work**

- System DEI Council and DEI Director
- Review of policies, trainings, mandatory educational sessions, forums, disciplinary actions that back up vision of social/medical justice
- TimTalk podcasts
- Trans policy/changing Cerner EMR
- Press Ganey survey to gauge staff and patient attitude and satisfaction on DEI issues (were needs based on culture, race, ethnicity, sexual orientation, and gender identity respected?)

Laying the groundwork...



- Maine is not a racially or ethnically diverse state
 - 96% of the population is white
- Celebrate diversity by creating organizational principles (no 'color-blind' approach)
 - Culturally literate and respectful of differences
 - Understanding DEI terms. Knowledge is power!
- What can you do as a leader? Self-reflection and awakening to the struggles of marginalized groups
 - Good start, more needs to be done for systemic change
 - Equity of care for all people is at the core of what you believe in as nurses
- Building empathy and having courage to do the internal work
 - Address difficult, uncomfortable issues rather than tip toe around them

Each of us play a role ...

- To be effective allies, leaders, mentors, and colleagues
 - Examine your own internal biases that inform your thoughts and actions
 - Interrupt bias and pushback on microaggressions
 - Understand how privilege and inequities create barriers
 - Breakdown barriers, confront challenges head on
 - Make sure everyone is seen, heard, and empowered
- Concept of cultural humility
 - Diversity means difference—different views, understandings, and values; when conflicts arise, think about your inclusiveness
 - Become more aware of and support colleagues who are experiencing marginalization
 - Essential to build trust among colleagues within organization
 - Sustains a culture of belonging and respect for all
 - Create an environment that is supportive of collegial collaboration



Each of us play a role ...

- All employees must be empowered
 - Horizontal violence is prevalent in workplaces today
 - Keep an eye on low self-esteem and self-hatred with internalization
 - Skills, knowledge, and resources necessary to take action against oppression
 - This can affect recruitment, retention, and also patient outcomes
- Solutions:
 - Acknowledging that a problem exists
 - Distress tolerance (feeling uncomfortable having these discussions is normal!)
 - Embed good practices and have accountability; call out culture
 - Not only do you welcome difference, but truly value it through adapting leadership style accordingly (rather than sticking to a one-size-fits-all model)

