



# Workplace Age Equity Is Everyone's Business

## Post Event Resource Package

Creating a diverse, age-equitable workplace requires ongoing, proactive management. The links below can help inform your next steps. While most of these messages and resources are geared toward HR and DEI practitioners, many of them can also be used to build awareness and understanding of the implications of age bias across the organization.

### Suggestions for how to use this package:

- 1) Include in leadership training. It's important that those responsible for shaping and role-modeling a diverse, equitable, and inclusive organization can first understand how age bias, stereotypes, assumptions, and discrimination show upon the workplace, across the age spectrum.
- 2) Post on your intranet for company-wide sharing. Include a question for the reader to consider along with a call to action.
- 3) Share with employee resource groups (ERGs) because age bias has the potential to impact employees across all dimensions of diversity. ERGs can send articles in advance of a planned meeting date and include on the agenda as a discussion prompt. Consider the implications of ageism in your organization and how your ERG can actively create positive change.
- 4) Use these articles as part of team building and training. It's important to create a space for everyone's perspective to know best next steps.

### Short Videos

**AGE EQUITY ALLIANCE HOSTS MORE THAN 100 TRAINING AND EDUCATION VIDEOS ON THEIR YOUTUBE CHANNEL. SUBSCRIBE TO RECEIVE UPDATES.**

#### **Seven Steps to Workplace Age Equity (2:01 minutes)**

Day 5 - An age-inclusive workplace requires consistent monitoring of every business system, plus employee input. (Evidence: All other protected classes require monitoring, to assure everyone is treated equitably.)

**The 60-Year Work-life Reality (1:34 minutes)**

A 60-year working adulthood is a reality for young people entering the workforce. (Evidence: People are needing and wanting to work longer.)

**A First But Often Missed Step for Companies To Demonstrate Age Inclusion (1:22 minutes)**

Make certain "age" is included in the company's EEOC statement. (Evidence: Frequently, age is not mentioned among the other protected classes.)

**What is Implicit Age Bias / Ageism? (2:09 minutes)**

Believing ageist stereotypes and myths can lead to implicit bias. (Evidence: Employees across the age spectrum are denied equitable development training and career opportunities.)

**Is A College Degree A Necessary Job Requirement? (1:16 minutes)**

Requiring a college degree for an entry-level position often results in losing good talent. (Evidence: Candidates acquire skills and abilities through life experiences, as well as a variety of educational venues.)

**A Message for Diversity, Equity, & Inclusion Practitioners (2:19 minutes)**

Culture change takes time and patience. DEI practitioners cannot change the way people think and feel. Their job is to relentlessly educate, facilitate, and influence. (Evidence: Unlike race and gender issues, which have received increased attention, age discrimination is still widely accepted.)

**How Systemic Age Bias Blocks Access to Paid Work (1:22 minutes)**

What will it take to "reprogram" society so being young doesn't imply "not committed enough" and being older doesn't imply "having nothing significant to offer?" What will it take to unite people of all ages to address the social "ism" most likely to impact everyone's future? (Evidence: Aging impacts every generation. We ALL age.)

**Employee Resource Groups for "Age Equity" Improve Workplace Culture (1:31 minutes)**

ERGs are an excellent venue for educating employees and leadership on challenges related to their respective mission and vision. Whether encouraging mutual mentoring across the generations or collaborating on guest speakers, their efforts impacted employee culture as well as external reputation.

**Crowdsourcing Challenge Exemplifies Power of Age Diversity (3:24 minutes)**

In this particular crowdsourcing challenge, gamers of all ages (from middle school to self-described grandmothers) participated in a scientific challenge to configure ways to fold proteins – and later RNA.

## Online Articles and Studies

### **World Health Organization ‘Global Report On Ageism’ Outlines Framework For Action**

In collaboration with the United Nations, the World Health Organization released its “Global Report on Ageism” and issued a call-to-action for all ages. The 200-page report defines a myriad of ways ageism manifests in both younger and older people. It summarizes the most effective strategies known to reduce ageism and concludes with three recommendations for action.

### **Many Recruiters See Younger Candidates as the Best Fit, Hurting Mid-Career Workers**

Just when they should be reaching the age when their experience helps them earn more money, many mid-career workers are hurt by age bias in the hiring process, according to a new survey of employers and workers around the world.

### **Am I Old Enough to Be Taken Seriously?**

Young adults are more likely to report experiencing ageism at work than their middle-aged and older counterparts. So what if you are facing this situation? Start or join a working group for young professionals.

### **Generational Differences At Work Are Small. Thinking They’re Big Affects Our Behavior**

There’s very little evidence that people of different generations behave markedly different at work, or want markedly different things. And yet because we have stereotypes about people of different ages — and because we have stereotypes about what we think people of different ages believe about us — our ability to collaborate and learn is negatively affected.

### **The Most Needed Workplace Disruption Requires This Key Strategy To Ensure Competitive Edge**

At both ends of the age spectrum, employees are expressing frustration with the lack of development opportunities. Younger employees hear they need more experience. On the other, older workers are deemed out-of-touch. In both scenarios, ageism is preventing organizations from fully leveraging their most valuable investment—talent.

### **Leaders Addressing Workplace Equity Need More Than Emotional Intelligence**

In today's divided landscape, leaders who understand the challenges and power of organizational equity will come out on top. Demographics shape the workforce, and the data is obvious—the talent pool is not only becoming increasingly diverse, it's also becoming older.