



Siemens-Healthineers: Unlocking the Potential

Post Event Resource Package

Creating a diverse, age-equitable workplace requires ongoing, proactive management. The links below have been selected specifically for all employees. They can help inform next steps and continue to build awareness and understanding for the implications of workplace ageism.

Subscribe for quarterly updates on research and curated articles on workplace age and aging.

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) 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.

[Employee Survey Questions to Measure Age Inclusion](#)

[How an All Aged Workplace Benefits Business](#)

[Myth Busting the Generational Wars](#)

[Multigenerational Success Depends on Understanding the Individual](#)

[Aging is a Spectrum And We All Do It Differently](#)

[Generational References Perpetuate Workplace Bias and Discrimination](#)

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.

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