

Governor's Master Plan for Aging Equity Work Group: Meeting #1

February 13, 2020 | 1 p.m. – 4 p.m.



Welcome, Introductions, and Overview

Kim McCoy Wade

California Department of Aging

Rigo Saborio

St. Barnabas Senior Services

MPA SAC Member & EWG Co-Facilitator

Carmen L. Gibbs

California Department of Aging

Kevin Prindiville

Justice in Aging

MPA SAC Member & EWG Co-Facilitator

Carmelita Tursi

AARP National Office (Retired)

EWG Member & EWG Co-Facilitator



Master Plan for Aging Equity Work Group

- **Marcy Adelman**, California Commission on Aging
- **Silvia Austerlic**, Senti-Pensante Connections
- **Donna Benton**, PhD, University of Southern California (USC), *SAC Member, LTSS & Research Subcommittees*
- **Catherine Blakemore**, JD, Disability Rights California, *SAC Member, LTSS Subcommittee*
- **Cheryl Brown**, Advocate and Former Assembly Member, *SAC Member*
- **Betsy Butler**, California Commission on Aging
- **Le Ondra Clark Harvey**, California Council of Community Behavioral Health Agencies, *SAC Member*
- **Kiara Harris**, Sistahs Aging with Grace & Elegance
- **Darrick Lam**, ACC Senior Services, *SAC Member*
- **Karen D. Lincoln**, PhD, USC, *Research Subcommittee*
- **Marty Lynch**, LifeLong MediCal Care (Retired), *SAC Member*
- **Berenice Nuñez Constant**, Altamed, *SAC Member*
- **Kevin Prindiville**, Justice in Aging, *SAC Member*
- **Jeffrey Reynoso**, Latino Coalition for a Healthy California
- **Rigo Saborio**, St. Barnabas Senior Services, *SAC Member*
- **Rita Saenz**, AARP California
- **Linda Tenerowicz**, California Pan-Ethnic Health Network
- **Carmelita Tursi**, AARP National Office (Retired)
- **Valentine M. Villa**, PhD, CSULA/UCLA
- **Edie Yau**, Alzheimer's Association

Additional members representing Tribal communities and people with disabilities are being considered.



Meeting Logistics

- The meeting materials are posted online here.
- Attend in-person or by computer, tablet, or smart phone:
Click the link below to join the webinar:
<https://zoom.us/j/134701720>
Or join by phone: 888-788-0099 Webinar ID: 134 701 720
- For public comment and meeting feedback, go to:
<https://www.surveymonkey.com/r/MPAComment>
- To submit detailed recommendations for MPA, go to:
<https://www.surveymonkey.com/r/MasterPlanRecommendations>
- Accommodations:
 - Simultaneous captioning is available in the room
 - Live telephone access with two-way communication for public comment



Meeting Agenda

1. Welcome, Introductions, and Overview
2. Equity Work Group: Purpose
3. Master Plan for Aging (MPA): Overview of Framework, Deliverables & Calendar
4. Reviewing Key Terms and Developing an MPA Equity Tool
5. Reviewing MPA Deliverable: DRAFT Long-Term Services and Supports Stakeholder Report
6. Break
7. Equity Work Group: Planning Next Steps
8. Public Comment
9. Summary, Action Steps, & Closing Reflections



AARP CALIFORNIA Meeting Guidelines

1. Start and end on time.
2. One person speaks at a time.
3. Be fully present. Fully disengage from electronic devices.
4. Use respectful language and tone.
5. Assume good intentions.

Equity Work Group: Purpose

Kim McCoy Wade and Carmen Gibbs
California Department of Aging

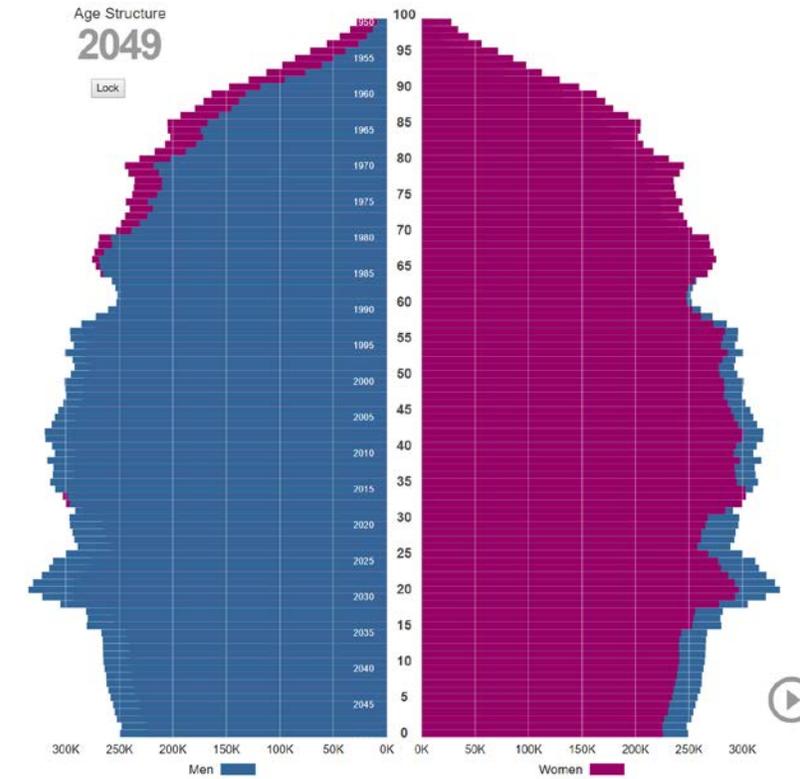
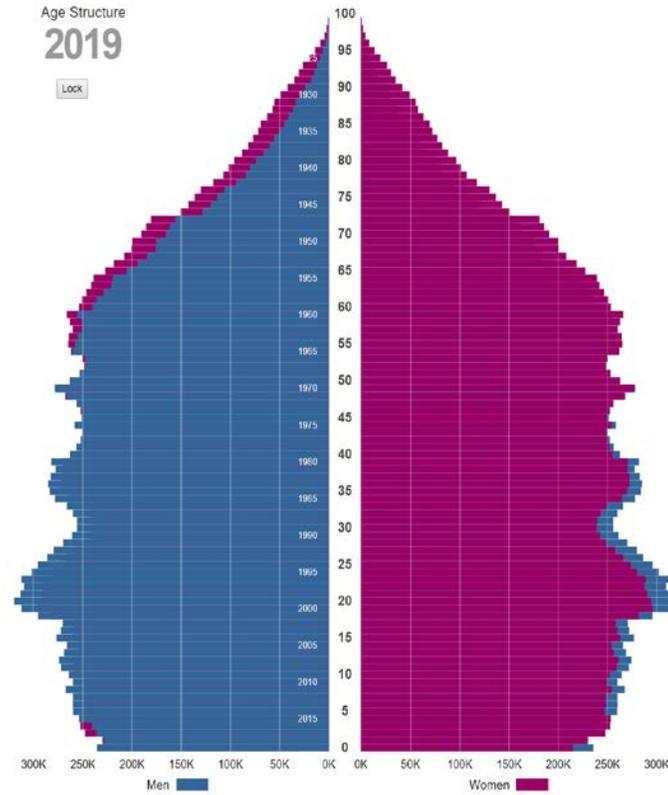
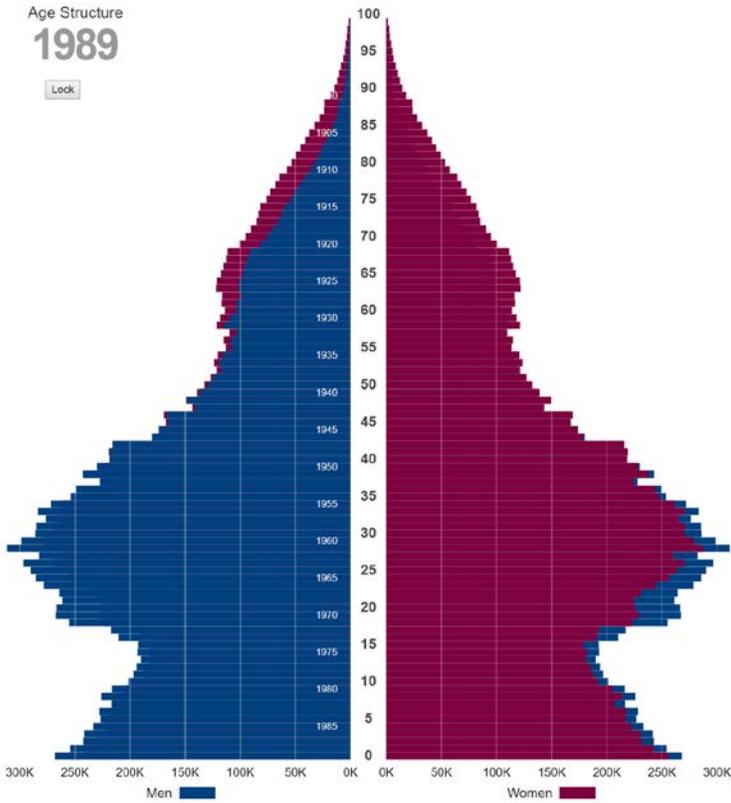


Equity Work Group: Purpose

The purpose of the Equity Work Group is to apply an equity lens to development, implementation, and evaluation stages of the Master Plan for Aging. The work group includes MPA Stakeholder Advisory Committee members, MPA subcommittee members, and community members. Its task is to thoughtfully consider the perspective of groups that have been historically underrepresented. The Equity Work Group will advise the MPA Stakeholder Advisory Committee to ensure resulting work products acknowledge bias and actively identify and address resulting disparities.



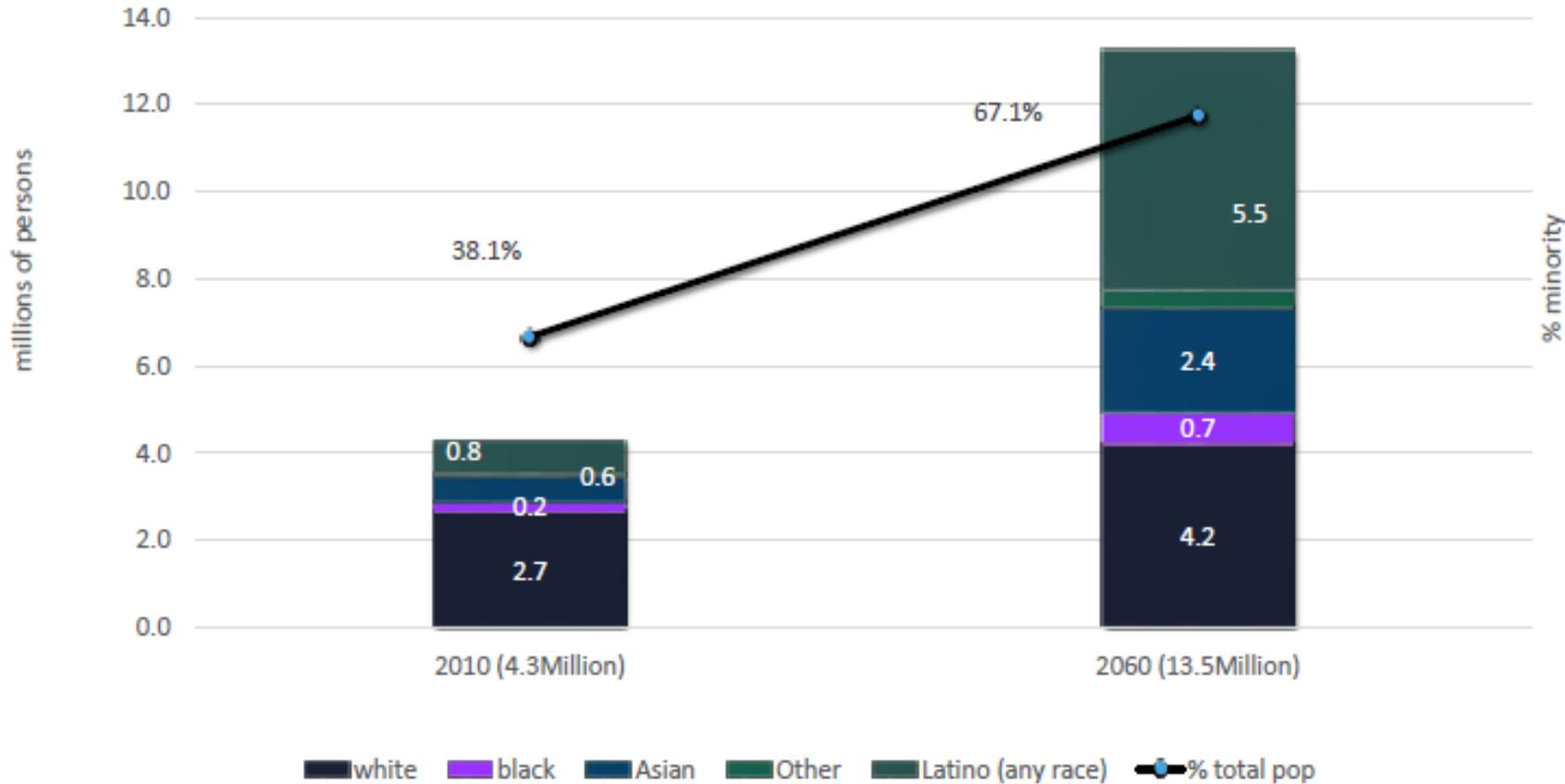
CALIFORNIA IS AGING



MASTER PLAN FOR AGING



FASTEST GROWTH, ELDERS OF COLOR



Source:
California
Department of
Finance, 2016,
P-3 database
<http://www.dof.ca.gov/Forecasting/Demographics/Projections/>

Dr. Steven
Wallace,
UCLA



Together We
ENGAGE
Master Plan for Aging

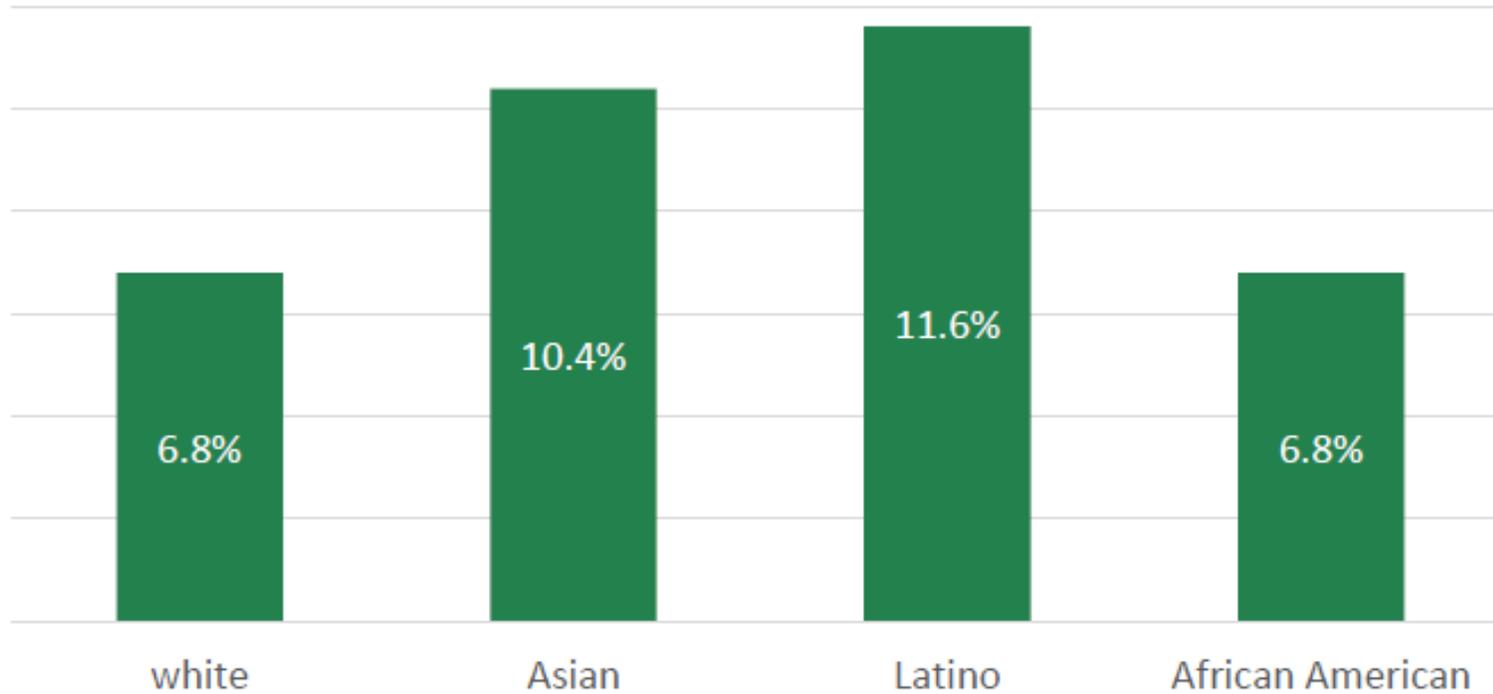


Diversity & Aging

- Cultural Resources
- Cross-Cultural Competency
- Language Access
- Disparities
- Resources: for example: <https://acl.gov/programs/strengthening-aging-and-disability-networks/diversity-and-cultural-competency>

DISABILITY INEQUITIES, AGE 65+, CA, 2016

Has Difficulty Dressing, Bathing, Getting Around



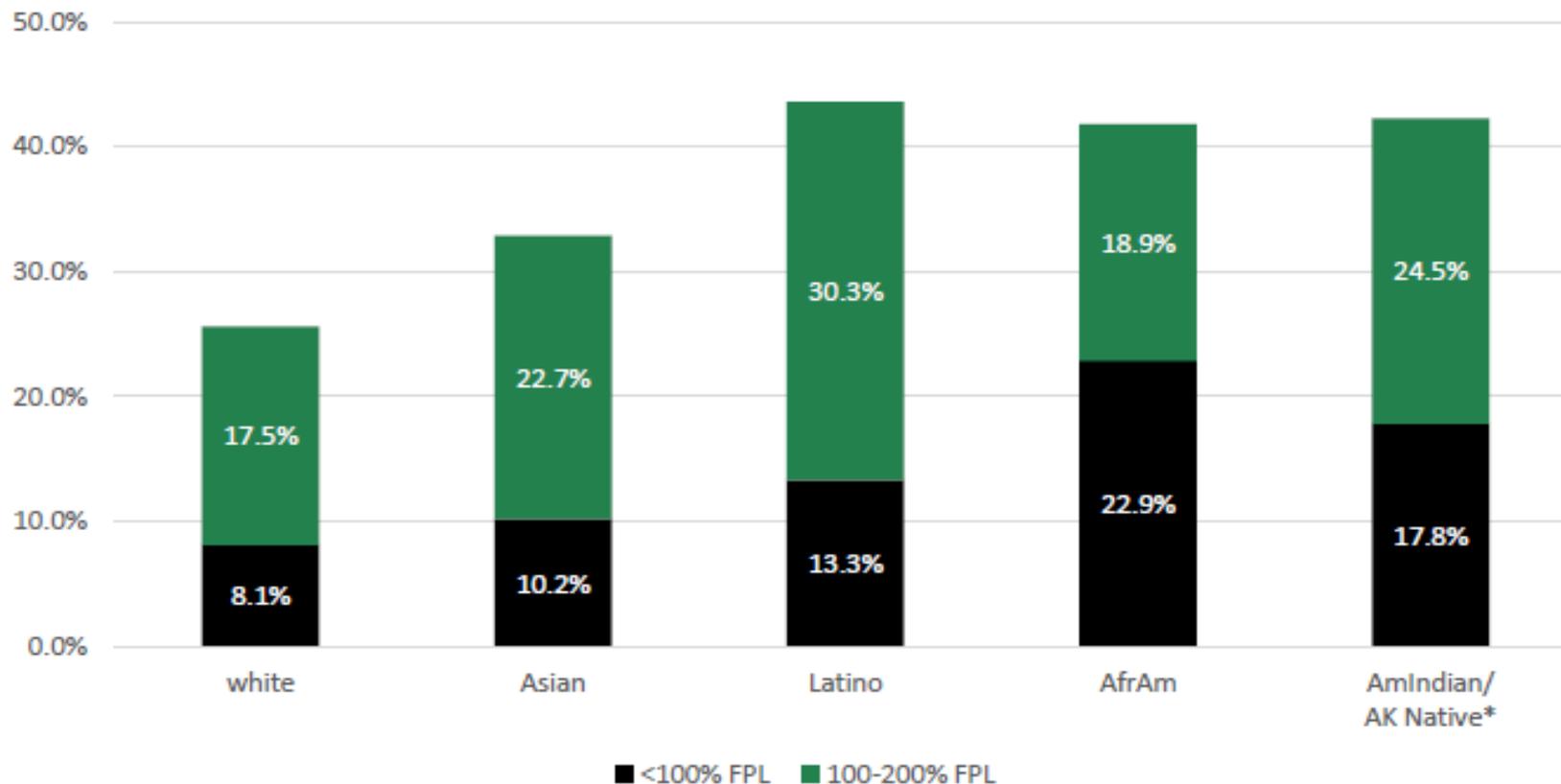
Note: white, Asian & black are non-Latino; Latino is any race.

Source:

<http://healthpolicy.ucla.edu/programs/health-disparities/elder-health/Pages/eidd.aspx>

Dr. Steven Wallace,
UCLA

POOR & NEAR POOR, AGE 65+, CA, 2018



Note: white, Asian & black are nonLatino; Latino is any race; AIAN includes multiple race/ethnicity.

Source: Current Population Survey 2018
<http://www.census.gov/cps/data/cpstablescreator.html>

Dr. Steven Wallace,
UCLA

Master Plan for Aging (MPA): Overview of Framework, Deliverables, & Calendar

Kim McCoy Wade

California Department of Aging





Governor Gavin Newsom Calls for Creation of a Master Plan for Aging

Executive Order N-14-19, June 2019

Governor's Executive Order calls for the Secretary of the Health and Human Services (HHS) Agency to convene a cabinet-level Workgroup for Aging to advise the Secretary in developing and issuing the Master Plan.

The order also directs HHS to convene a Master Plan for Aging Stakeholder Advisory Committee, which will include a Research Subcommittee and a Long-Term Care Subcommittee with an interest in building an age-friendly California.



Master Plan for Aging Vision and Values

Vision: California for all across the life span.

Values:

- Choices – access, quality, and autonomy
- Equity – eliminating health and social disparities due to age, disability, geography, income, race, ethnicity, immigration status, language, religion/faith, sex, gender identity, sexual orientation, and family status
- Dignity and disruption of age-bias, able-ism, and discrimination
- Inclusion and accessibility for all older adults and people with disabilities
- Innovation and evidence-informed practice
- Partnerships among local, state, and federal governments, philanthropy, and private sectors

Master Plan for Aging Goals

Goal 1: Services & Supports. We will live where we choose as we age and have the help we and our families need to do so.

Goal 2: Livable Communities & Purpose. We will live in and be engaged in communities that are age-friendly, dementia-friendly, and disability-friendly.

Goal 3: Health & Well-being. We will live in communities and have access to services and care that optimize health and quality of life.

Goal 4: Economic Security and Safety. We will have economic security and be safe from abuse, neglect, exploitation, and natural disasters and emergencies throughout our lives.

MPA Deliverables



- State Master Plan
- Local Blueprint
- Data Dashboard of State & Local Data
- Best Practice Toolkit for Local Planning (All by October 2020)
- Recommendations for Long-Term Supports & Services (March 2020)

Master Plan for Aging



June 2019
Governor Newsom issues Executive Order N-14-19 calling for Master Plan for Aging

Fall 2019 and Winter 2020
Master Plan Framework in Development. Analysis of policy and program options and expansion of cross sector engagement

March 2020 Report due to the Governor from the Long-Term Care Subcommittee with recommendations on stabilizing long-term services and supports

Summer 2020
Adoption of stakeholder and public feedback into Master Plans, submission to Cabinet workgroup for review

October 2020
Master Plan Issued by the Governor



Together We Engage Campaign (Began August 2019 – ongoing)

1. EngageCA.org website
 - a) Accessible in Spanish and Chinese
2. Webinar Wednesdays
3. Statewide Event on June 17 (TBD)



Together We EngAGE Campaign

ENGAGECA.org

EL PLAN MAESTRO PARTICIPAR PARA LAS PARTES INTERESADAS COMPARTIR SU VOZ

Juntos
PARTICIPAMOS
Plan Maestro para el Envejecimiento

Bienvenido a Juntos Participamos, el hogar del Plan Maestro para el Envejecimiento de California. Desde ahora hasta octubre de 2020, una selección variada de partes interesadas estarán trabajando para elaborar una estrategia a largo plazo para construir una California más inclusiva, respetuosa y accesible para las personas de la tercera edad y personas con discapacidad. ¡Y necesitamos su ayuda!

PARTICIPE EN EL PLAN MAESTRO

ENGAGECA.org

這個規劃 參與起來 歡迎所有相關者 分享您的聲音

我們一起
參與
老龄化總體規劃

歡迎請我們共同參與！加州老龄化總體規劃主頁，從現在到2020年10月，來自各個領域的利益相關者正在努力製定一個長期戰略，以建立一個更加包容、年齡友好和殘障友好的加州，我們需要您的幫助！

參與總體規劃

ENGAGECA.org

THE MASTER PLAN GET ENGAGED FOR STAKEHOLDERS SHARE YOUR VOICE

Together We
ENGAGE
Master Plan for Aging

Welcome to Together We EngAGE, the home of California's Master Plan for Aging. Between now and October 2020, a diverse array of stakeholders is working to craft a long-term strategy to build a more inclusive, age- and disability-friendly California, and we need your help!

GET ENGAGED WITH THE MASTER PLAN

ENGAGECA.org

Together We
ENGAGE
Master Plan for Aging

Webinar Wednesdays



Livable Communities & Purpose

- **Housing** (January 29 — [YouTube](#) | [Presentation](#) | [Transcript](#))
- **Transportation** (February 5 — [YouTube](#) | [Presentation](#))
- **Isolation, Inclusion, and Respect** (February 26)
- **Civic and Social Engagement** (March 4)
- **Parks and Community Spaces**
- **Leadership by and with Older Adults and People with Disabilities**



Health & Well-Being

- **Healthy Aging** (January 15 — [YouTube](#) | [Presentation](#) | [Transcript](#))
- **Geriatric Medicine Workforce**
- **Integration and Coordination of Health and Long-Term Services and Supports**
- **Palliative Care and Hospice: Planning for Serious Illness**



Economic Security & Safety

- **Work Opportunity** (January 22 — [YouTube](#) | [Presentation](#) | [Transcript](#))
- **Poverty, Hunger, and Homelessness** (February 12)
- **Emergency and Disaster Preparedness and Response** (February 19)
- **Retirement Security**
- **Preventing and Responding to Abuse, Neglect, and Exploitation**

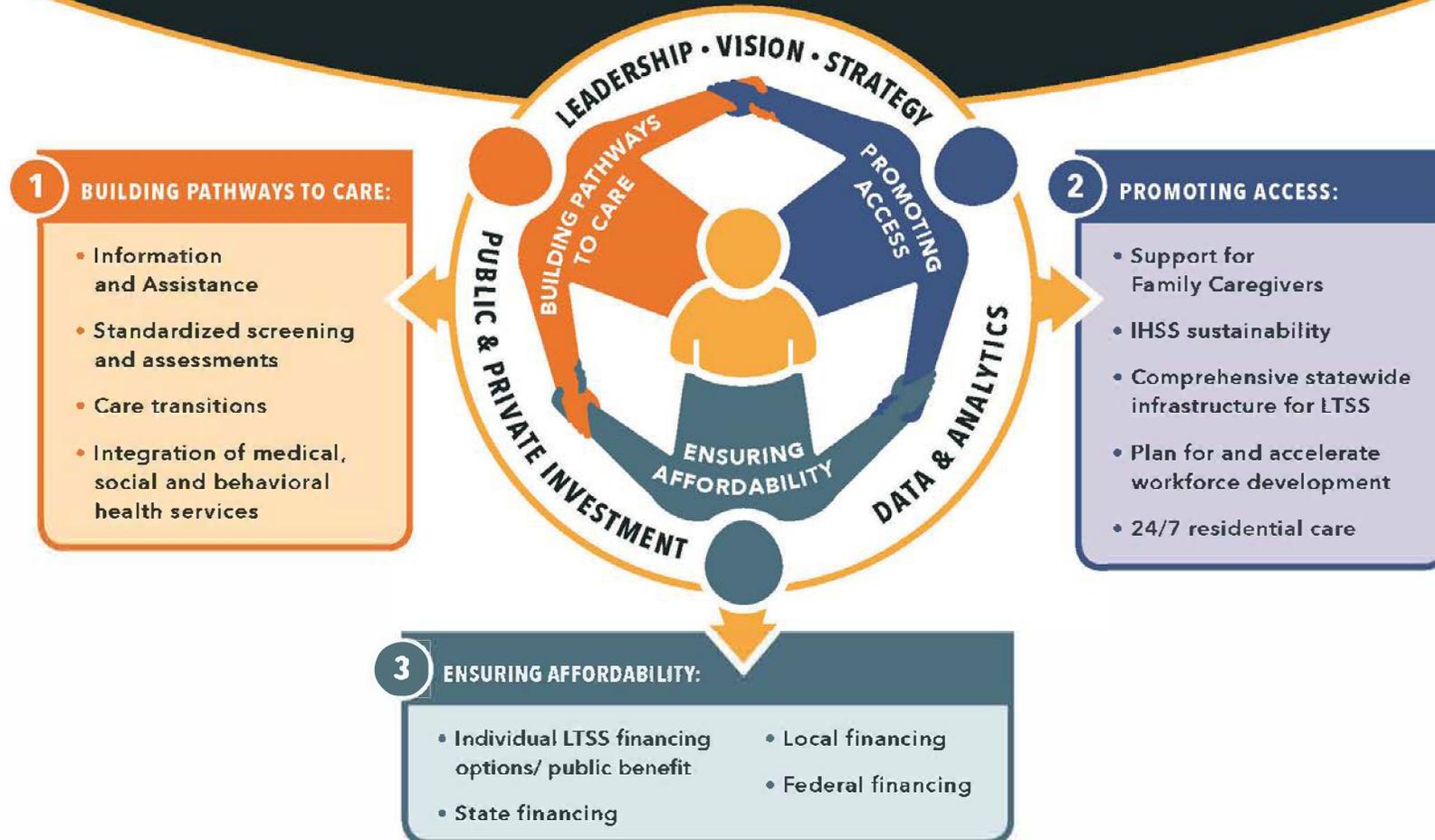
Long-Term Services and Supports Stakeholder Report (March 2020)



A NEW LONG-TERM SERVICES AND SUPPORTS FRAMEWORK FOR ALL CALIFORNIANS: A DECADE TO DESIGN, DEVELOP & DELIVER

The LTSS Subcommittee report positions the state, over the next ten years, to meet the needs of older adults, people with disabilities and caregivers through an approach addressing:

- 1 PATHWAYS TO CARE — 2 ACCESS — 3 AFFORDABILITY



Master Plan for Aging (October 2020)



Reviewing Key Terms and Developing an MPA Equity Tool

Carmelita Tursi

AARP National Office, Retired

Kevin Prindiville

Justice In Aging

Rigo Saborio

St. Barnabas Senior Services



Equality and Equity

Equality Versus Equity



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Equality and Equity

- Moving from equality to equity is a process.
- Equity is an approach that ensures everyone has access to the same opportunities.
- The MPA must strive for equity.
- Equity is the foundation upon which the MPA is built. It's not an add-on, it's not just a nice to thing to do.
- It's an integral part of the plans we will be reviewing. It's structural.

Implicit Bias

What Is Implicit Bias?

- Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions and decisions in an unconscious manner.
- Implicit biases are activated involuntarily and without an individual's awareness or intentional control.
- Implicit biases are pervasive. Everyone possesses them, even people with avowed commitments to impartiality.

Examples of Implicit Bias

- 1998 winter Olympics: Tara Lipinski and Michelle Kwan were on the American women's ice skating team. When Lipinski won the gold medal, headlines in various newspapers read "American beats Kwan."
- Hurricane Katrina: In photos, black families wading through waist deep water were identified as looters, while white families were described as survivors.

Developing an Equity Tool

Carmelita Tursi
AARP National Office (Retired)

Kevin Prindiville
Justice in Aging



Developing an Equity Tool

- What are the most significant challenges facing communities of color, immigrant communities, LGBTQ+ communities, and women in accessing quality LTSS today? **How are these challenges addressed in the report?**
- What disparities exist in access to and quality of LTSS for communities of color, immigrant communities, LGBTQ+ communities, and women? **How are these disparities addressed?**
- What are the systemic inequities that have created these disparities? **Are the proposed recommendations responsive to these disparities and inequities? How? Referring to the Equality/Equity graphic, are we at full equity or do we still need to get there?**
- If they are not, how would the recommendations need be changed and/or added to be responsive?



Developing an Equity Tool (continued)

- Do the proposed recommendations create any new or exacerbate existing inequities and disparities?
- How, if at all, are the unique needs of communities of color, immigrant communities, LGBTQ+ communities, and women addressed in the recommendations?

Reviewing MPA Deliverable: DRAFT Long-Term Services and Supports Stakeholder Report

Presented by:

- *LTSS Subcommittee Members*
- *Carrie Graham, MPA Consultant/UC Berkeley*



A NEW LONG-TERM SERVICES AND SUPPORTS FRAMEWORK FOR ALL CALIFORNIANS: A DECADE TO DESIGN, DEVELOP & DELIVER

The LTSS Subcommittee report positions the state, over the next ten years, to meet the needs of older adults, people with disabilities and caregivers through an approach addressing:

1

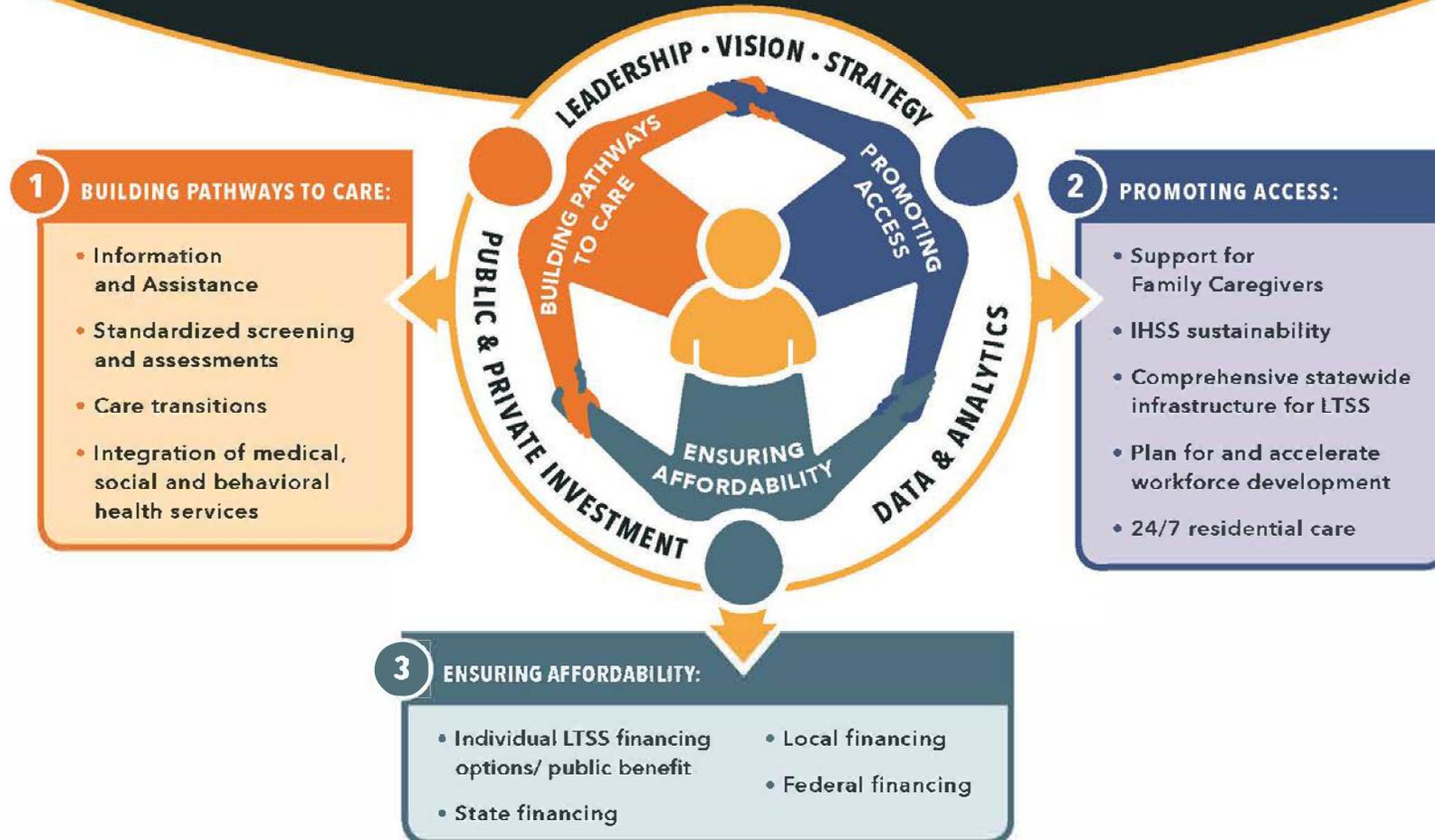
PATHWAYS TO CARE

2

ACCESS

3

AFFORDABILITY



Goal Areas:

- **Goal 1: Long-Term Services and Supports (LTSS).** We will live where we choose as we age and have the help we and our families need to do so
- **Goal 2: Livable Communities and Purpose.** We will live in and be engaged in communities that are age-friendly, dementia-friendly, and disability-friendly
- **Goal 3: Health and Well-Being.** We will live in communities and have access to services and care that optimize health and quality of life
- **Goal 4: Economic Security and Safety.** We will have economic security and be safe from abuse, neglect, exploitation, and natural disasters and emergencies throughout our life



Our Charge:

The Executive Order calls on the subcommittee to report to the Governor by March 2020 on, but not limited to, the following:

1. The growth and sustainability of state long-term care programs and infrastructure, including In-Home Supportive Services.
2. An examination of access to long-term care, financing for long-term care services and the quality of long-term care provided in a variety of settings.
3. An examination of the impact of program instability and other factors on labor supply and retention of the workforce providing long-term care services and supports.
4. Recommendations to stabilize long-term care services, including IHSS, as a foundation for implementing the Master Plan.



Adopting Master Plan for Aging Values

- Choices – access, quality, and autonomy
- Equity – eliminating health and social disparities due to age, disability, geography, income, race, ethnicity, immigration status, language, religion/faith, sex, gender identity, sexual orientation, and family status
- Dignity and disruption of age-bias, able-ism, and discrimination
- Inclusion and accessibility for all older adults and people with disabilities
- Innovation and evidence-informed practice
- Partnerships among local, state, and federal governments, philanthropy, and private sectors



A Process That's Producing Results

- October 2019: LTSS Subcommittee formed
- Eight "Deep Dive" meetings
- Hundreds of stakeholder comments/recommendations
- Public comment
- Initial Framework adopted: Cross-cutting, Pathways to Care, Access to Care, LTSS Affordability (since revised)
- Subcommittee members self-identified as writing team captains
- Every recommendation reviewed, assigned, and considered
- Each team (4) produced a draft – 100% of writing by subcommittee
- Consolidated initial draft report produced January 27



What we hope for!

- Accurate
- Actionable
- Ambitious
- Bold
- Equitable
- Personal and person-centered
- Provocative
- Reflective



Setting Expectations for Final Stakeholder Report

Is:

- Focused squarely on LTSS
- High-level
- The “what” not the “how”
- Our best attempt to date to catalogue, organize and prioritize
- Intended for multiple audiences

Is Not:

- The Master Plan for Aging
- Consensus document
- An inventory of state programs
- A public benefit primer
- Granular



Where we are today

DOMAINS

- Leadership
- Equity
- Navigation
- Access to Care
- Workforce
- Financing

BIG IDEAS

1. Focused leadership
2. A system that makes sense
3. Universal LTSS benefit
4. Best system in the nation
5. 1 million quality jobs

LTSS Stakeholder Report: Status

- 46 recommendations as of February 11, 2020
- About 40 pages long
- 4-page Executive Summary in development
- Acknowledges broader context but avoids encroaching on other MPA goal areas
- Commitment to include but not resolve areas of disagreement
- Recognize 10-year horizon and sense of urgency
- Welcome advice and input from Equity Work Group – embrace equity lens



Next Steps for LTSS Subcommittee

- February 19 – LTSS Subcommittee will meet to review draft report
- Subcommittee will finalize draft report to share in advance with Stakeholder Advisory Committee
- February 26 – Webinar to walk SAC through draft report
- March 2 – Subcommittee will present draft report to Stakeholder Advisory Committee
- March 10 – Public meeting/webinar to unveil the report



Questions?



Equity Work Group: Planning Next Steps



Determining Meeting Schedule to Inform/Advise Master Plan for Aging

Kim McCoy Wade

California Department of Aging

Carmen Gibbs

California Department of Aging



Equity Work Group Meetings

March 2020

- **March 2 Report to SAC**
- *Data Dashboard*
- *June 17 Statewide Event*

April 2020

- *Livable Communities and Purpose*
- *Health and Well-being*
- *Economic Security and Safety*

May 2020

- **May 18 and 28 Report to SAC**

June 2020

- *All Recommendations*

August 2020

- **August 11 Report to SAC**

Public Comment

- *To submit additional public comment and meeting feedback, go to:*
<https://www.surveymonkey.com/r/MPAComment>
- *To submit detailed recommendations for MPA, go to:*
<https://www.surveymonkey.com/r/MasterPlanRecommendations>

Summary, Action Steps, & Closing Reflections

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All

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THANK YOU!

Send questions to EngAGE@aging.ca.gov

Learn more about the Master Plan for Aging here:

 **ENGAGE**CA.org

