

# Governor's Master Plan for Aging Equity Work Group: Meeting #3

August 19th, 2020 | 10 a.m. – 12 p.m.



# Meeting Logistics

**Telephone or webinar (Zoom) only - *No in-person meeting***

**Telephone: Join by phone: 888-788-0099**

**Webinar: [Join by smart phone, tablet, or computer](#)**

**Meeting ID: 939 8787 3744    Password: 582**

**Live captioning streamed through webinar (Zoom)**

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# Welcome, Introductions, and Overview

*Kim McCoy Wade*

California Department of Aging

- *Rigo Saborio,*  
St. Barnabas Senior Services
- *Carmelita Tursi,*  
AARP National Office (Retired)



# Meeting Agenda

**10:00 - 10:05: Introductions & Welcome**

*Kim McCoy Wade*

**10:05 - 10:20: MPA Updates**

*Updates - Timeline, Disability: Kim McCoy Wade*

*EWG Overview & Updates: Rigo Saborio*

*Equity Tool Updates: Carmelita Tursi*

**10:20 - 11:30: EWG Recommendations Discussion**

*Rigo Saborio, Edie Yau, Karen Lincoln*

**11:30 - 11:45: Equity Glossary Discussion**

*Cheryl Brown*

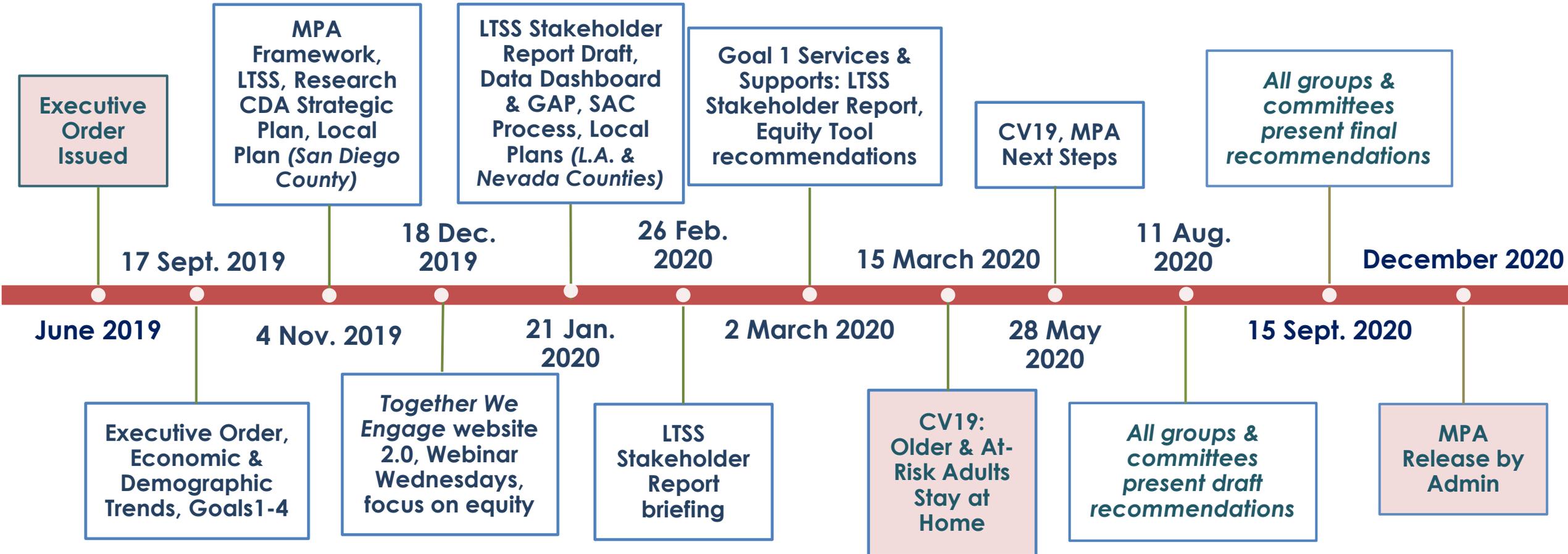
**11:45 - 11:55: Public Comment**

**11:55 - 12:00: Closing & Next Steps**

*Kim McCoy Wade*



# Updated SAC Timeline



# Disability & the Master Plan for Aging



# EWG: Accomplishments to Date

- Formed in February and developed Purpose of MPA Equity Work Group
- Developed “Equity Tool Questions” to Frame all MPA Recommendations
- Provided Recommendations to LTSS Subcommittee - [Incorporated into the final report equity-focused events/activities submitted by SAC to Administration 5/28](#)
- Advising on COVID-19 Response
- Presented EWG draft recommendations to SAC on 8/11



# EWG: Tasks Ahead

- **Provide Final Equity Recommendations**  
*Provide by August 31, present at SAC Meeting (September 15)*
- **Provide EWG Glossary of Equity Definitions**  
*Provide by August 31, present at SAC Meeting (September 15)*
- **SAC Meeting Follow-Up (TBD)**
- **Consult with CDA on Upcoming Equity-Focused Events/Activities**

# Equity Tool Update

**Question #2:** How were the basic needs, gaps, and/or organizational barriers to equity determined when designing the recommendations? (i.e. primary research, secondary research, key informant interviews, subject matter expertise).

- *Who was involved in determining the recommendations?*
- *Were stakeholder groups with membership directly impacted by the policy included? If so, which ones engaged and how.*
- *Did you ensure that their recommendations/considerations were included in your recommendations?*

# Discussion: EWG Equity Recommendations to SAC

# Equity Recommendations to SAC

- **Structures & Systems** – *Rigo Saborio*
- **Program** – *Edie Yau*
- **Evaluation & Assessment**- *Karen Lincoln*

# Equity Work Group Recommendations

## Structures & Systems

- **The Administration:** should commit to developing a Master Plan for Equity across state government for All Californians, building off the work of the Master Plan for Aging.
- **The Master Plan for Aging (MPA)** must adopt as a primary goal addressing systemic inequities in how we age that result from systemic racism, and other forms of discrimination and bias
- **The Master Plan for Aging (MPA)** implementation plan should include: 1) a permanent Equity Advisory Committee comprised of stakeholders to advise and monitor implementation; and 2) continued use of the Equity Tool to design and refine programs.

# Equity Work Group Recommendations

## Structures & Systems

- **The California Department of Aging (CDA):** should create a Director of Equity position that is responsible for and empowered to ensure that CDA's programs are advancing equity; and require Diversity, Equity and Inclusion training for all staff that is tied to specific outcome measures and data with clear intent about the purpose and goals of the training. Other state agencies should do the same.
- **Aging and disability service providers, advocacy organizations and foundations** in California should develop their own Diversity, Equity and Inclusion plans.



## Equity Work Group Recommendations

# Program Development through an Equity Lens

- ❑ **Know your audience** - Use existing data such as the healthy places index to know your demographics
- ❑ **Partner with the community** - that may be in the form of a community strengths and needs assessment or focus groups
- ❑ **Include the community in the planning process and throughout** – *“Nothing about us without us”*
- ❑ **Advance equity through planning, delivery, outreach**

### Diversity, Equity, Inclusion Considerations:

- Linguistic, cultural nuances
- People of color
- LGBTQ
- Disabilities
- Immigration status
- Women
- Digital divide

# Equity Work Group Recommendations

## Evaluation & Assessment

- ❑ Develop an inclusive assessment and evaluation plan to identify gaps in data, priority problems, select appropriate outcome indicators, set targets, and measure results.
- ❑ In recognition that there is a paucity of data on the experience of diverse older adults and their families, identify available tools and frameworks to identify local factors that determine inequity in community conditions (Such as CA Healthy Places Index, CA Health Interview Survey, Elder Economic Security Standard)

# Equity Work Group Recommendations

## Evaluation & Assessment

- ❑ Prioritize the development and use of reliable disparities-sensitive and equity measures to assess the MPA
- ❑ Report performance data stratified by race, ethnicity, language, socioeconomic status, age, sex, gender identity, sexual orientation, disability, and other demographic factors



## Equity Work Group Recommendations

# Developing a Shared Language

The Equity Work Group is creating a glossary of terms that will be used to create enhanced literacy and transparency as we seek to address equity through the Master Plan for Aging. The glossary will include the following terms:

- Ableism
- Ageism
- Bias & Unconscious Bias/Implicit Bias
- Cultural Competence
- Cultural Responsiveness
- Disability
- Discrimination (Historic)
- Disparities (Health, Health Care)
- Diversity
- Equality
- Equity
- Health Equity
- Inclusion
- Intersectionality
- LGBTQ+
- Lifespan
- Nativism
- Racism (implied systemic, institutional, and historical)
- Redlining



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# Next Steps

*Kim McCoy Wade*



# THANK YOU!

Send questions to [EngAGE@aging.ca.gov](mailto:EngAGE@aging.ca.gov)

Learn more about the Master Plan for Aging at [EngageCA.org](http://EngageCA.org)

