

# AGE-FRIENDLY SUMMIT 2023: DEFYING AGEISM



Often regarded as the last socially acceptable “ism,” AGEISM permeates modern society and affects people of all ages. Under the Age-Friendly Albuquerque initiative, the Department of Senior Affairs (DSA) convened the Age-Friendly Summit to empower the community to challenge ageist attitudes, foster community discussion and understanding across generations, and serve as a catalyst for change.

## WHAT IS AGEISM?



- Ageism encompasses stereotypes, prejudices, and discrimination based on age, affecting young people and older adults alike.
- Different types of ageism include internalized, institutional, benevolent, and ideological ageism.
- Ageist attitudes persist across various fields, impacting individuals’ experiences and social interactions.

## IMPACTS OF AGEISM



- Ageism negatively affects physical and mental health, longevity, economic security, and workforce participation.
- Healthcare disparities, workplace discrimination, and social misconceptions contribute to the spread of ageist attitudes and beliefs.
- The negative impacts of ageism are exacerbated when combined with other discriminatory attitudes such as racism, sexism, and ableism.

## AGEISM IN HEALTHCARE



**When a person harbors negative beliefs about aging, their lifespan is shorter by 7.5 years on average.**

*(Levy, Breaking the Aging Code, 2022)*



**\$63 billion in healthcare costs per year are estimated to be due to ageism.** *(Levy, Breaking the Aging Code, 2022)*

## AGEISM IN BUSINESS



**By 2028, there will be 43 million people age 55 and older in the workforce.** *(Zimmerman, What 'Retirement' Means Now, 2019)*



**Hiring older employees may improve a company’s bottom line by as much as 19%.** *(Encore Network, 2020)*

*Did you know? Over 10,000 Americans turn 65 every day (AARP, 2023)*

## SUMMIT RECOMMENDATIONS

### Key actions to address ageism include:

- Adopting the ABCs of Combatting Ageism (Attitude, Behavior, Communication) and advocating for policy changes. *(Vanderburg, Changing the Narrative, 2023)*
- Promoting age-inclusive practices, engaging intergenerationally, and amplifying voices against ageism are crucial steps towards defying ageist perspectives.