Advancing Diversity: Shaping Tomorrow’s Person Centered Access to Information and Supports

Demographic Trends
Changing Environment
Preparing for Conversation

Bernice Hutchinson
National Aging I&R Support Center
National Association of State Units on Aging

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Overview

- The 60+ population is growing
- The older population is living longer
- The oldest old population in each state will grow
- The older population will be more racially and ethnically diverse
- Some states will have larger proportions of older minorities/foreign born residents
- Migration patterns will affect some states more than others
- Accommodations will be needed for non-English speaking older populations
Older adults represent the fastest growing segment of America’s population.

In 2003, nearly 36 million Americans were age 65 and older. By 2050, that number will grow to almost 87 million.

The oldest segment of the population (85+) grew from just 100,000 in 1900 to 4.2 million in 2000.

The 85+ segment of the population is projected to grow from 4.2 million in 2000 to nearly 21 million in 2050.
Gender

- Women make up 58% of the population age 65 and over and 69% of the population age 85 and over.
- A majority of older men are veterans.
- In 2003, older men were much more likely than older women to be married. Over three-quarters (78%) of men age 65-74 were married, compared with over half (56%) of women in the same age group.
- In 2003, women age 65 and over were three times as likely as men of the same age to be widowed.
In 2003, 28% of the older population had not completed high school.

Despite overall increases in educational attainment among older Americans, substantial differences exist among racial and ethnic groups.

Comparatively, in 2003 only 48% of older African Americans and 64% of older Hispanics had not completed high school.
Living Arrangements

- There are significant correlations between living arrangements of older adults and income, health status and the availability of caregivers.
- Older adults who live alone are much more likely than older adults who live with spouses to be in poverty.
- In 2003, older women (40%) were twice as likely as older men to live alone (19%).
Older Americans who survive to age 65 can expect to live an average of nearly 18 more years.

Prevalence of chronic conditions differs by sex.

In 2002, close to one-half of older men and one-third of older women reported trouble hearing.

Vision trouble affects 18% of the older population. Those age 85 and older have about 33% reporting trouble seeing.

Prevalence of moderate to severe memory impairment increases significantly with age.
As our older population grows, it will also become more diverse in its racial and ethnic composition. In 2003, non-Hispanic whites accounted for nearly 83 percent of the older population, African Americans made up 8 percent, Hispanics accounted for nearly 6 percent and Asians made up 3 percent. By 2050, the composition will change to 61% for non-Hispanic whites, 18% for Hispanics and 12% for African Americans, and 8% for Asians.
Diversity in Aging

- Language
- Immigration
- Mental and Physical Disability
- Gender
- Sexual Orientation
- Caregiving
- Abuse
- New Community Residents
- Income
- Geographic Location
- Education
- Health Status

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Conversations with the Aging Network

- How is diversity changing access to information about aging services and supports?
- What would you like to accomplish when communicating with diverse populations?
- How can issues and programs be described in a way that invites interest of diverse populations?
- What are some broad and specific goals for awareness and community education?
- Who should be involved?
- Who is already working on these issues?
Aging Network Responses
Core Principles

- Involve everyone
- Embrace diversity
- Share knowledge, resources, power and decision making
- Build connections
- Extend services to people/groups not previously served
- Apply new knowledge and work experience
- Connect deliberative dialogue to social, systems and policy change
Implications for Change

- Know Demographic Statistics and Trends
- Monitor News Stories
- Engage in Diversity Dialogue
- Establish New Partnerships
- Learn about emerging resources
- Collect, Analyze and Share Experiences
Communicating with Diverse Groups

- Communication Styles
- Attitudes Toward Conflict
- Approaches Toward Completing Tasks
- Decision Making Styles
- Approaches to Knowing
Communicating with Diverse Groups
Challenges and Opportunities

- Clarity/Confusion
- Hope/Fear
- Proactive/Passive
- Calm/Stress
- Pride/Indifference
- Guilt/Innocence
- Anxiety/Assurance
Communication Challenges

- Vision
- Hearing
- Speech
- Mobility
- Coordination
- Concentration
Conversations with the Aging Network

- How is diversity changing the way in which you provide information, referral, follow-up and advocacy?
- Are you using new conversational techniques?
- How might you modify approaches to make these processes more effective?
- What affect is diversity having on your information and referral resource database development, training, outreach and promotion, staffing, data collection?
- What are some broad and specific goals information and referral should aim to achieve?
- Who should be engaged in developing your information and referral system?
Getting Prepared with Resources

- Aging I&R Communication Tip Sheets
- America’s Diversity: On Line Resource Study Guide

National Association of State Units on Aging
National Aging I&R/A Support Center
1201 15th Street, N.W., Suite 350
Washington, DC 20005
202-898-2578
bhutchinson@nasua.org
www.nasua.org/informationandreferral/
Getting Prepared: Designing the Consumer Experience

- Prepare for Conversation
- Expand Definition of Diversity
- Know Emerging Trends
- Review Diversity Resources
- Incorporate New Communication Strategies, Techniques and Styles