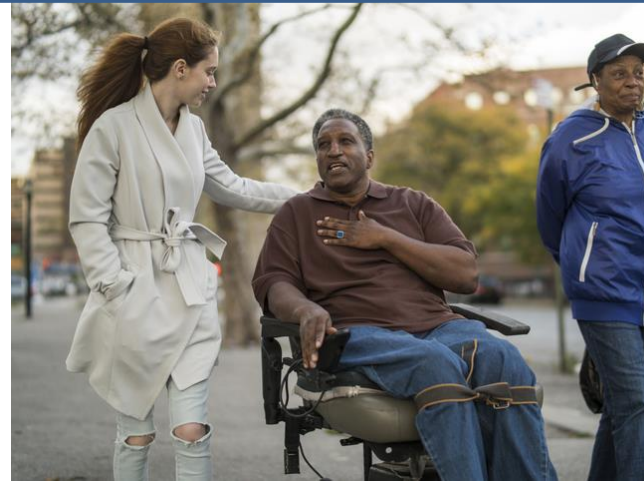


*California Master Plan for Aging*

# Equity Advisory Committee on Aging & Disability (EACAD)

*July 11, 2024  
10:00 a.m. - 12:00 p.m.*



**Carroll De Andreis**  
*California Department of Aging*

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# Meeting Logistics

## **Webinar or Telephone only**

- Live captioning and American Sign Language (ASL) interpreting streamed through webinar (Zoom)
- Meeting slides, transcript, and recording will be posted to [California Health and Human Services \(CalHHS\) Master Plan for Aging](#) webpage.
- Committee members - please update your name display in Zoom by right clicking the upper right corner of your video and selecting "rename."

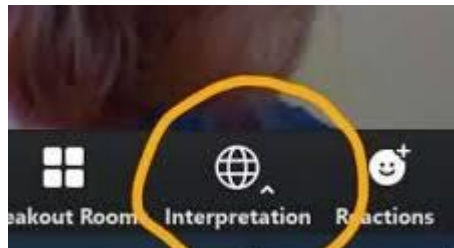
# Virtual Meeting Operations

- The chat function is only enabled for Committee Members and California Department of Aging (CDA) staff and state staff, and invited guests to share meeting-related resources and information. The public will be able to view content shared in the chat during the meeting.
- The chat and the Question/Answer functions are not enabled for comments and questions from public attendees.
- We invite the public to provide comments. Please hold comments until the end of the meeting during the designated Public Comment period.
- Additional public comments and questions can be directed to [EngAGE@aging.ca.gov](mailto:EngAGE@aging.ca.gov).



# Virtual Meeting Operations – Interpretación al Español

- Spanish language interpretation is available today through the Zoom webinar functions
- La interpretación en español está disponible hoy a través de las funciones del seminario web de Zoom
  - Click on the Interpretation icon through your Zoom tool bar
  - Haga clic en el ícono de Interpretación a través de la barra de herramientas de Zoom



- **Note:** The Interpretation function is not available to participants telephone dial-in participants
- **Nota:** La función de interpretación no está disponible para los participantes que acceden por teléfono.
- *Messaged translated by Google Translate*



Attendees joining by **phone**, press \*9 on your dial pad to join line. The moderator will announce the last 4 digits of your phone number and will unmute your line.



Attendees joining by **webinar (Zoom)**, click the raise hand button to join line. The moderator will announce your name or your last 4 digits of your phone number and will unmute your line.

**Note:** Public commentators will have 2 minutes.

*For additional public comment, email [EngAGE@aging.ca.gov](mailto:EngAGE@aging.ca.gov)*

# Committee Purpose

The purpose of the Equity Advisory Committee on Aging and Disability (EACAD) is to advise the Administration on the implementation of the Master Plan for Aging (MPA). The CA Department of Aging is the principal state partner in the MPA.

# Equity Advisory Committee on Aging & Disability

## Members – 2024-2025



- **Cheryl Brown**, Commissioner & Former Assembly Member
- **Betsy Butler**, CA Women's Law Center/ Los Angeles Probation Commission
- **Elvira Castillo**, Advocate
- **Denny Chan**, Justice in Aging
- **Le Ondra Clark Harvey**, CA Council of Community Behavioral Health Agencies
- **Vincent Crisostomo**, San Francisco AIDS Foundation
- **Michelle Fonseca**, Mental Health Clinician
- **Lynn Fritz**, Licensed Marriage Family Therapist
- **Ephraim Getahun**, Advocate



# Equity Advisory Committee on Aging & Disability

## Members – 2024-2025, Cont.



- ***Sherri (Kiara) Harris-Pruitt***, Sistahs Aging with Grace & Elegance
- ***David "Jax" Kelly***, Let's Kick ASS (AIDS Survivor Syndrome)
- ***Marielle Kriesel***, California Foundation for Independent Living Centers (CFILC)
- ***Marty Lynch***, LifeLong Medical (ret.)
- ***Rigo Saborio***, The SCAN Foundation
- ***Dani Soto***, Openhouse LGBTQ Senior Center
- ***David Miguel Villarino***, Farmworkers Institute of Education and Leadership Development (FIELD)
- ***Julia Yarbough***, Keeping it REAL Caregiving

**Consuelo Gambino**  
*California Department of Aging*

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**Marina Castillo Augusto**

*California Department of Aging*

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# Meeting Agenda

**10:00 a.m. | Welcome & Logistics Review & Land Acknowledgement**

**10:10 a.m. | Agenda Review & Welcome New EACAD Members**

**10:15 a.m. | State Updates**

**10:20 a.m. | LGBTQIA+ Study Updates**

**10:25 a.m. | EACAD and the Aging & Disability Lived Experience Advisory Board**

**11:25 a.m. | CA for ALL Ages & Abilities: 2024 MPA Day of Action Recommendations**

**11:45 a.m. | Public Comment**

**11:55 a.m. | Closing and Next Steps**

**12:00 p.m. | Adjourn**

**Susan DeMarois**

*California Department of Aging*

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**Ross Lallian**

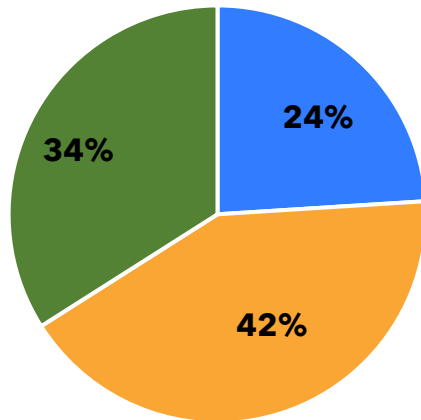
*California Department of Aging*

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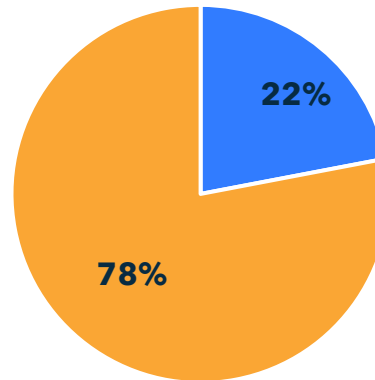
# Characteristics of Survey Respondents

Age of Survey Respondents



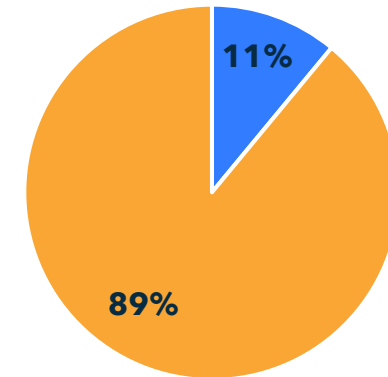
■ 50-59 ■ 60-69 ■ 70+

Percent People of Color and White Respondents



■ People of Color ■ White Only

Percent Transgender/Gender Expansive and Cisgender Respondents



■ Transgender/gender expansive ■ Cisgender

# Quality of Life

- High quality of life reported by most respondents (**86%**).
  - Among people of color: **18%** reported fair or poor quality of life.
  - Among transgender/gender expansive: **22%** reported fair or poor quality of life.
- Example of how across survey domains, challenges are greater for LGBTQIA+ people of color and transgender / gender expansive populations.

# Physical, Cognitive, and Mental Health

- **Physical Health:**

- 23% reported physical health as fair or poor.
- 17% are living with HIV.

- **Mental Health:**

- 49% experienced a traumatic event in their lifetime.
- 24% had symptoms consistent with Post Traumatic Stress Disorder.
- 11% reported serious thoughts of suicide in past year.
  - Higher among transgender/gender expansive (16%).

- **Financial status and vulnerability:**
  - 26% reported financial insecurity or concerns.
- **Food security:** One in five respondents worried about having enough money for nutritious meals.
- **Working past age 67:**
  - 21% cisgender
  - 26% transgender/gender expansive
  - 39% Middle Eastern/North African
  - 32% Black/African-American

- **Widespread discomfort with reporting and disclosures:**
  - 79% did not report to authorities.
  - 30% transgender/gender expansive respondents reported discomfort with first responders knowing gender identity and sex assigned at birth.
- **Persistent discrimination:**
  - 27% reported being treated unfairly or discriminated against in the past 12 months.
    - Higher among people of color: 41%
    - Higher among transgender/gender expansive: 49%

# Initial Recommendations

- Improve access, inclusivity, and safety of services for LGBTQIA+ older adults to promote healthy aging.
- Increase social and economic support for LGBTQIA+ older adults.
- Understand and address disparities among transgender and gender expansive older adults and older adults of color.
- Measure policy outcomes and improve data collection among LGBTQIA+ older adult communities.



# Lessons Learned

- Effective community engagement is critical.
- Collecting detailed and representative data requires careful planning and execution.
- Designing an inclusive survey that reflects the diversity of the LGBTQIA+ community is essential.
- Significant disparities exist within the LGBTQIA+ older adult community, particularly among People of Color and transgender/gender expansive individuals.

# Conclusion and Next Steps

- California's LGBTQIA+ communities cannot achieve their potential for healthy aging unless specific disparities and discrimination are addressed across an array of services.
- This initial survey documented areas of need – important to conduct survey on a periodic basis going forward.
- Data collection should continue and be more robust.
- Study team is working on finalizing outputs for distribution
  - Focus groups are beginning this month.

## **Marina Castillo Augusto**

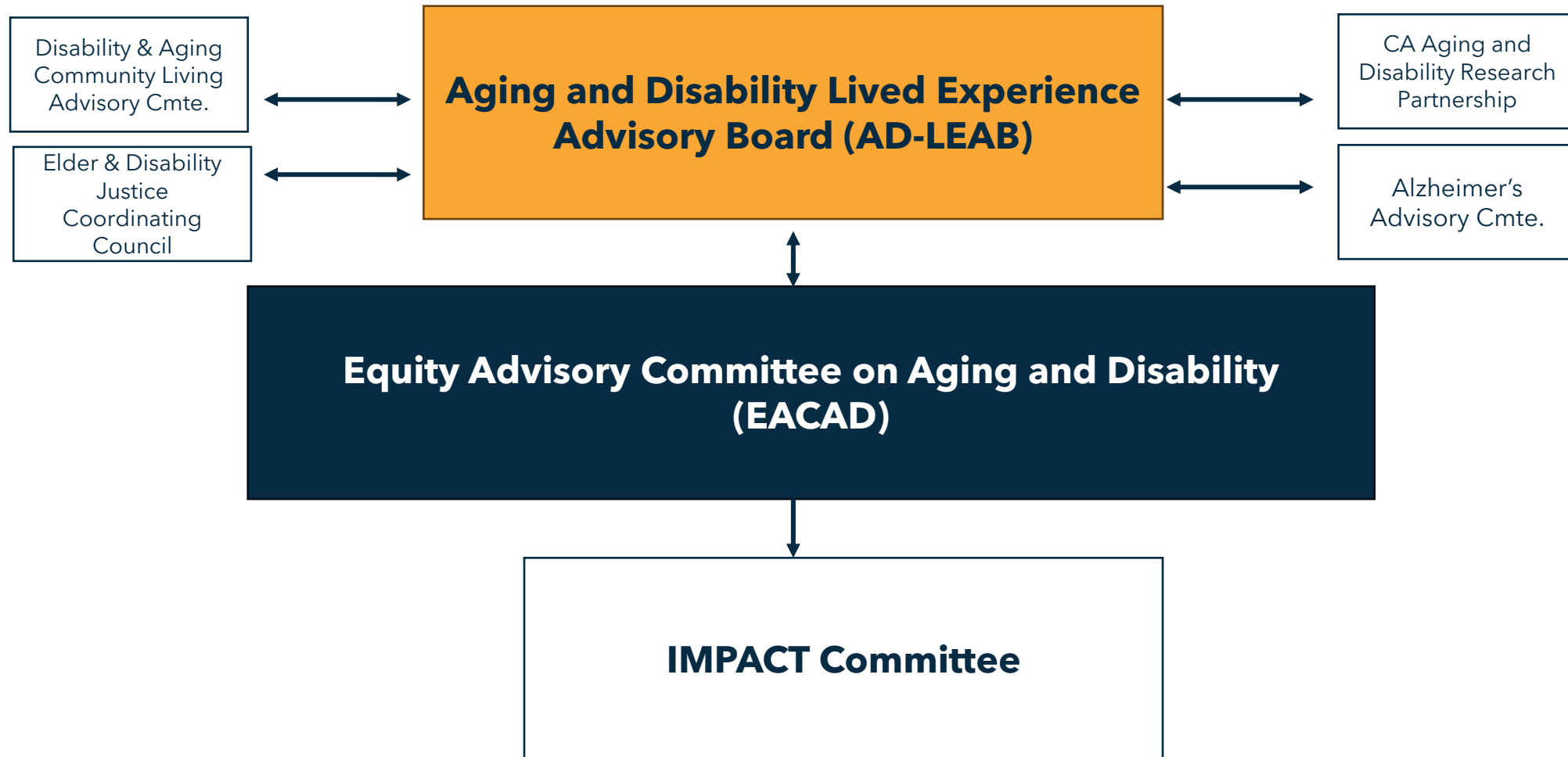
*California Department of Aging*

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- Purpose
- Value Proposition
- Working Partnership: EACAD & Aging & Disability Lived Experience Advisory Board (AD-LEAB)
- Goal: Embed Equity within MPA and through Advisory Committees

# EACAD and the Aging and Disability Lived Experience Advisory Board

## *Embedding Equity in the Master Plan for Aging*



# Proposal to MPA Partners for Consideration



- Reviewed multiple Lived Experience Advisory Board concepts
- Met with other organizations and departments for guidance
- Selected Mandala Change Group, Maya Thornell-Sandifor - Principal Consultant
- CDA submitted AD-LEAB proposal to MPA Philanthropic Partners for their review and consideration



## **Maya Thornell-Sandifor**

*Project Director*  
*Mandala Change Group*

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## Principal and CEO

- Maya Thornell-Sandifor



- Lives in Oakland, CA - caregiver to three older adult parents one with disabilities.
- 25 years supporting organizations and leaders in their efforts to align their organization's practices, policies, and cultures to values-based missions and visions.
- Maya is a certified diversity professional and coach with a Master's in Organizational Development.



## Project Assistant and Administration

- Rani Haigler
  - Provides administrative support to this project including scheduling and operations.

- AD-LEAB creates an opportunity to learn directly from the most impacted older adults, people with disabilities, and caregivers about their ability to access services that allow them to age and live with dignity.
- Older adults who are aging at the intersection of multiple identities: race, ethnicity, disability, mental health, gender identity, sexual orientation, language access, low-economic status, and rural or isolated communities are particularly vulnerable because they experience compounded inequities that lead to disparities.
- The AD-LEAB will center the experiences and expertise of the most underserved and underrepresented older adults, adults with disabilities, and caregivers to better inform MPA solutions to address the gaps in systems, programs, and services that further exacerbate inequities for this population.

## Framework – Part 1

Goals	Deliverables	Tactics
<ul style="list-style-type: none"><li>• Embed community input through an equity-informed approach with representatives of older adults, people with disabilities and caregivers from underserved and underrepresented communities.</li><li>• Deepen understanding of what programs, services, and support systems older adults, people with disabilities and caregivers identify as contributing to living with dignity and care.</li></ul>	<ul style="list-style-type: none"><li>• Outreach and recruitment of AD-LEAB members</li><li>• Design and facilitation of AD-LEAB meetings [at least 3 virtual meetings]</li><li>• Facilitate feedback loop and information exchange between AD-LEAB and EACAD and other standing committees of the MPA</li></ul>	<ul style="list-style-type: none"><li>• Learning and reflection on future design and implementation</li><li>• Stipends for participation</li><li>• Translation and Interpretation</li><li>• Caregiver and aid support</li><li>• Engage older adult serving programs/agencies to support and nominate</li></ul>

## Framework – Part 1 (continued)

Goals	Deliverables	Tactics
<ul style="list-style-type: none"><li>Identify the barriers named by older adults, people with disabilities and caregivers in systems, programs, and services that further exacerbate inequities they experience.</li></ul>	<ul style="list-style-type: none"><li>Capture and document learning &amp; evaluation culminating in a final report</li></ul>	<ul style="list-style-type: none"><li>Transparency on information shared with participants, stakeholder committees and agencies</li></ul>



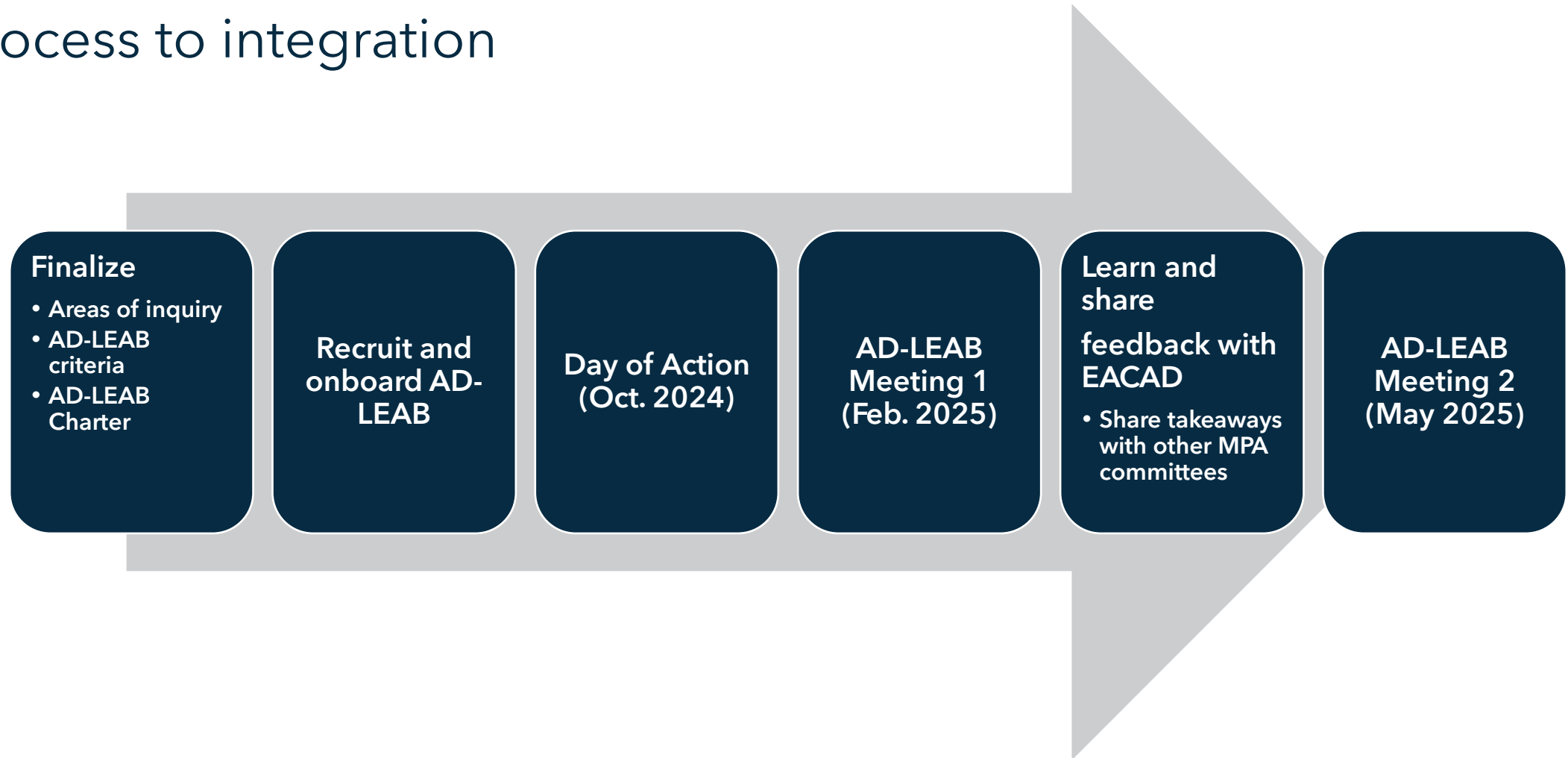
- Framework – Part 2

Problem Statement	Focus of Change	Strategies
Existing MPA stakeholder committees, while diverse, do not currently engage older adults, people with disabilities and caregivers with intersectional identities that reflect the populations in CA experiencing the most challenges to accessing long-term services and support	Older adults, adults with disabilities and caregivers in CA who disproportionately experience barriers to navigation, access, financing, and workforce resulting in inequities and disparities.	<b>Convene</b> - Create an accessible and safe space for underserved and highly impacted older adults, adults with disabilities and caregivers to share their experiences and provide feedback on suggested solutions in the MPA <b>Person Centered</b> - The AD-LEAB puts in action the commitment to the MPA being a “person centered” approach to solutions and systems

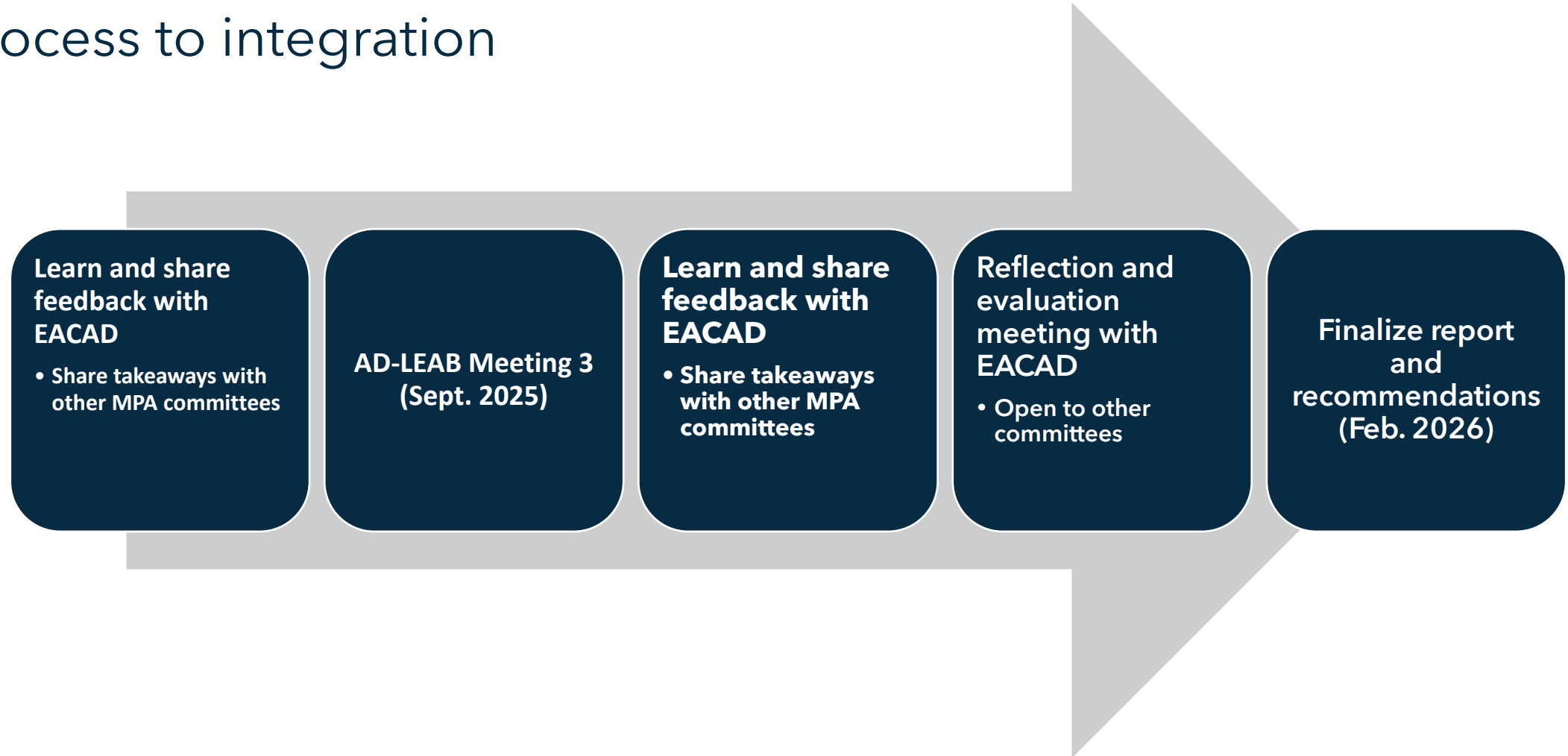
- Framework – Part 2 continued

Strategies	Outcomes
<p><b>Listen, Reflect, Advise -</b> Listen to the experience of older adults, people with disabilities and caregivers; reflect on the learning and advise with equitable solutions</p>	<ul style="list-style-type: none"><li>• <b>Qualitative data</b> from lived experience on <b>what’s working</b> and where there are <b>gaps</b> in the ecosystem for older adults, people with disabilities and caregivers in CA.</li><li>• AD-LEAB informed <b>practices</b> to address gaps and opportunities in the MPA <b>that facilitate equity</b> for disproportionately impacted older and disabled adults.</li><li>• MPA solutions and experiences reflect the real experiences and needs of older adults, people with disabilities and caregivers who experience the intersection of compounded inequities that lead to disparities.</li></ul>

- Process to integration



- Process to integration



- Priority Recruitment Criteria for AD-LEAB Members
  - Individuals at the intersection of identities including:
    - 60+
    - Persons of Color
    - Adults with Disabilities
    - Unpaid family and/or friend caregiver
    - LGBTQ+
    - Residents of rural parts of CA
    - Persons with very low income

- Process for recruitment
  - Nominations from MPA Stakeholder Committees
  - Nominations from older adult serving agencies/programs in priority counties
  - Mandala Change Group interviews nominees that meet criteria
  - EACAD members and CDA will play a role in selection process
  - Mandala Change Group brings proposal of members to EACAD and CDA for approval

**Jackie Tompkins & Marina Castillo Augusto**

*California Department of Aging*

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# CA for ALL Ages & Abilities: 2024 MPA Day of Action



## [Register Today!](#)

**Date:** Tuesday, October 8, 2024

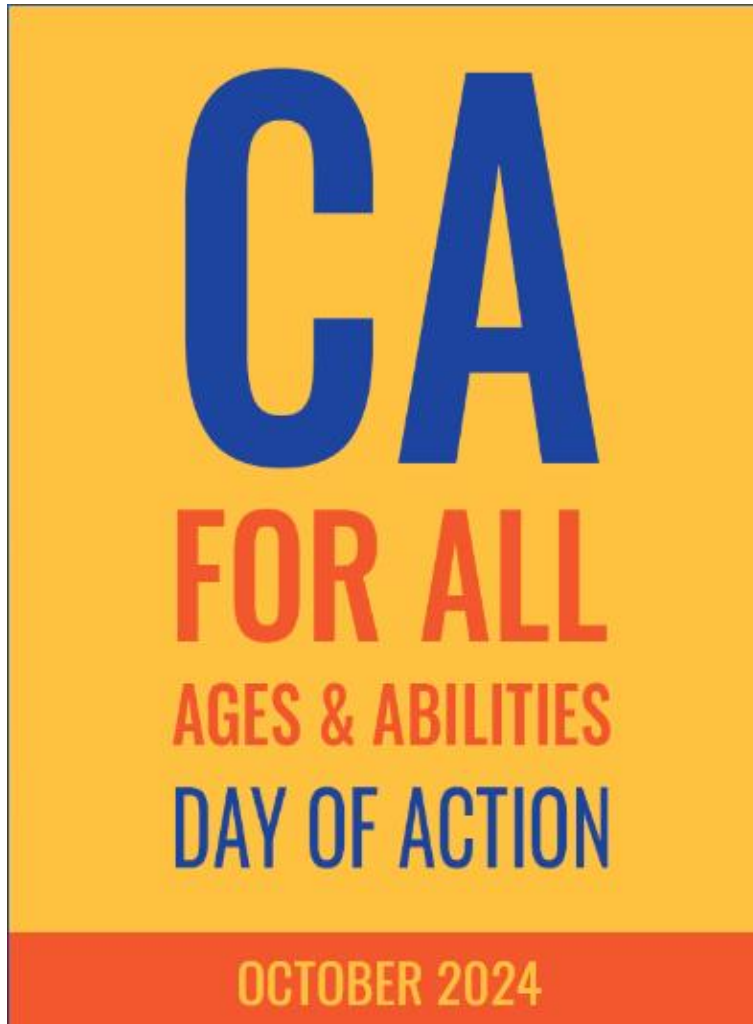
**Location:** SAFE Credit Union Convention Center  
Sacramento, CA

**Time:** Full-Day Event

**Website:** <https://www.caforall.org/>



Thank you to the MPA's philanthropic partners for supporting this event.



Metta Fund

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GILBERT FOUNDATION



MAY & STANLEY SMITH  
CHARITABLE TRUST



## **Focus future work on the highest priority issues facing Californians today & center future MPA planning on equity and lived experience.**

- Gather priority recommendations from the Master Plan for Aging (MPA) Stakeholder Committees to inform the development of the MPA Initiatives for the next two years (2025-26).

## **Highlight progress to-date and renew our shared commitment to the MPA**

- Sustain and re-invigorate diverse partners and stakeholders on California's commitment to achieve the MPA's Five Bold Goals.

## **Engage Diverse Partners in the "Whole of Government Approach"**

- Be a model by convening state and national leaders to advance equity, collaboration, and integration among sectors in charting a path forward to prepare for the nation's aging population.

# Agenda Development: Goals of the Day

- **Hear from the Community**
- **Elevate the Work and Focus of the MPA Stakeholder Committees**
- **Share MPA Stakeholder Committee Priorities and Recommendations**
  - EACAD: Age & Disability Lived Experience Advisory Board (AD-LEAB); Person-Centered & Priority Populations.
- **Engage with State Leaders on the MPA's Progress, Priorities, and Recommendations**
- **Converse with Policy and Budget Staff on Advancing Systems Change**



1. Elevating and centering the voice of underserved and underrepresented populations
2. Being intentional about weaving in an equity lens and framework in all things MPA
3. Having a mechanism and strategy to measure what progress is being made in advancing equity

# EACAD's Recommendations for 2024 MPA Day of Action

- Recommendations based on EACAD Survey
- How will you prioritize your recommendations?
- What are the expected outcomes/outputs?
- How do the recommendations advance equity in aging, disability and caregiving?
- How do the recommendations align with MPA goals and initiatives?





Attendees joining by **phone**, press \*9 on your dial pad to join line. The moderator will announce the last 4 digits of your phone number and will unmute your line.



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❖ **All meeting materials, transcript and recording are posted after this meeting on:**

➤ [EACAD webpage on CalHHS MPA website](#)

❖ **CA for ALL Ages & Abilities: 2024 Master Plan for Aging Day of Action**

➤ Tuesday, October 8, 2024

➤ See [CAforAll](#) for registration information



Learn more about the MPA at [MPA.aging.ca.gov](https://MPA.aging.ca.gov)

Contact: [EngAGE@aging.ca.gov](mailto:EngAGE@aging.ca.gov)

Learn more about CDA at [www.aging.ca.gov](https://www.aging.ca.gov)



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