



**IMPLEMENTING THE MASTER PLAN FOR AGING IN CA TOGETHER (IMPACT)
STAKEHOLDER COMMITTEE MEETING
JULY 25, 2024, 10AM-12PM
MEETING TRANSCRIPT**

0:03

okay good morning good morning and welcome to the

0:11

impact stakeholder advisory committee the implementing the master plan for

0:18

Aging in California together or impact IM P act stakeholder advisory committee

0:26

my name is Carroll DeAndreis and I am the MPA stakeholder engagement manager and
I

0:32

am pleased to be with you today on Thursday July 25th

0:38

2024 and this is the committee's third and final General meeting for

0:43

2024 so we welcome you and we thank you for being here I'm going to go over a

0:49

few Logistics we have live captioning close captioning available through

0:55

the zoom webinar functions also we have Asl so thank you Naomi for being

1:01

here with us we have meeting slides transcripts

1:07

and the recording will be posted to the California Health and Human Services or

1:13

Cal HHS agency master plan for aging webpage following this webinar give us a

1:20

few days to get that all together and get that up for you and committee members and
invited guests if you

1:28

haven't already please update your name display in Zoom by right clicking on the upper
right hand corner of your video

1:35

and selecting rename so we know who has joined us right now it just says
1:40
impact Committee Member or impact panelist actually next
1:45
slide so we welcome you to this virtual meeting here are a few
1:52
meeting operation notes please the chat function is enabled for committee
1:58
members California Department of Aging or CDA staff to share meeting related
2:03
resources and information and the public will be able to view the content shared in the
chat during the meeting the chat
2:11
and the question and answer functions are not enabled for comments and questions
from public attendees but we
2:16
do invite the public to provide comments during the public comment period which is
towards the end of the
2:23
agenda we ask that you hold your comments Until the End to that
2:29
public designated public comment period and but do note you may send your
2:35
public comments at any time to our engage email box which is engage E N G A G E
2:44
At aging dot C A dot Gov next slide so for the public comment
2:50
period attendees joining by phone please press star 9 on your dial pad that
2:55
will indicate you wish to speak and we'll unmute your line and attendees
3:00
joining by the webinar the zoom functions there is a raised hand
3:06
button so please click that and we will unmute your line and please note
3:11
that public comments will have public commenters we ask for two minutes
3:18
so that we're sure to get everyone who would like to leave a comment and
3:24
again I remind you can send your comments at any time to our engage email
3:30
box at engage E N G A G E At aging dot C A dot Gov
3:39

Next slide the IMPACT committee purpose the purpose of the implementing the mpa in California

3:45

together or impact stakeholder committee is to advise the California Health and

3:51

Human Services Agency on the implementation of the master plan for aging or the mpa focusing on

3:59

accountability outcomes and continuous Improvement towards the plan's five bold goals for

4:06

2023 next slide and of course we couldn't do this without our esteemed

4:12

committee members and we do thank you so much for your time and your talent as

4:18

you see we have academics we have Advocates we have subject matter experts

4:27

we are very very appreciative of your time and your talent your

4:33

lived experience to advance the master plan for aging to truly make this a

4:38

great state a California for all so at this

4:43

time I would like to turn it over to our

4:49

director Susan demarois to give us a welcome good morning Susan thank you

4:56

Carroll thanks so much good morning everybody good to see your faces today it seems that it's been a long

5:03

while since we were last together but it's the ordinary length of time it

5:09

just feels like extraordinary times with all that has happened since we

5:14

were last together especially in recent weeks so thank you all for

5:20

being here I know we're missing a few of our impact committee members today who have the get to enjoy vacation and a

5:28

respite from work and also just want to acknowledge our Sharon NEVIN

5:35

our impact Committee Member is on bereavement leave and my heart goes out to Sharon for the loss of her

5:42

both her sister and her husband in recent months I hope you're all staying relatively cool and safe from

5:50

wildfires when I check the CalFire app I just can't believe how many fires are

5:56

occurring simultaneously in our state today so just hope everyone stays

6:04

safe in the workplace and in your personal lives I have just a couple of

6:09

updates today that I wanted to share with the group Carroll did we have any

6:14

slides or shall I just we do have slides okay great if you move the slides

6:21

and meanwhile I'll thank all of our participants joining us from the public thank you for spending your time with

6:27

us today to learn more about the master plan for aging and to hear from our impact committee members and other

6:35

guests the first before I get into the response I wanted to acknowledge

6:41

since we last met we've concluded our Statewide LGBTQIA+ survey with over

6:50

4700 respondents and we are so excited to be reviewing the results and

6:58

analyzing and finalizing the report to be released later this

7:04

summer I want to especially acknowledge Kathleen Sullivan here today and others David Lindeman who many of

7:13

you know and our partners at UCSF who did the bulk of the work but most of all I want to acknowledge the 4700 people

7:20

who took the time to complete and submit the survey so that we have their

7:26

results to work with and we're eager to share that widely and publicly this

7:31

fall and to incorporate it into our day of action I also wanted to acknowledge the budget has passed and we're now in our

7:38

new state fiscal year and I want to thank every one of you for your advocacy

7:45

when I looked back at our notes from last July the budget update to this group was quite lengthy there were

7:53

lots of new initiatives new funding augmentations to report out and spent

7:59

quite a bit of time preparing the documents to share with you a year ago

8:05

and what is noticeable this year is what you know what didn't happen and I

8:12

just want to acknowledge in a very difficult fiscal

8:18

climate and a tough deficit budget year how well overall health and human

8:24

services and housing fared in this budget and I commend all of you

8:29

organizations especially the Coalition work that many of you were part of protecting

8:35

IHSS protecting senior nutrition and the list goes on also noting that

8:42

we have new budget new legislative leaders both our speaker and our

8:49

Pro-tem as well as our budget committee chairs and so I thank our Network our

8:55

aging and disability Network for really building and cultivating those relationships and communicating and

9:01

articulating the needs of older adults people with disabilities and family caregivers so well during the budget

9:08

cycle so now we will move to the slides that Carroll has here on the screen

9:15

we're now in our this is the third year where the impact committee has

9:23

reviewed the mpa annual report that we issue every January I want to thank you

9:29

for taking the time and thought and Care each winter to review and analyze the

9:36

annual report and then to provide to the administration your thoughts in a

9:41

summary document that you presented to us at the April impact meeting and we're

9:46

going to try something different here today you know we're learning as we go this is only the third

9:53

time we've done it rather than produce a written document that is a

9:59

rebuttal to your response to the report we're just going to highlight from
10:04
our perspective the response to your letter and assure you that it was widely
10:11
circulated we're already starting to work on the next annual report and it
10:17
will be incorporated there and what we didn't what we wanted to avoid was
10:24
getting in a situation where we were recapturing the annual report we
10:29
really want to direct people to the implementation tracker where our
10:34
current work is underway and to the annual report which captures the priority
10:42
initiatives across all of the agencies so next slide please Carroll thank
10:50
you so first and foremost I want all of you to hear this and pass it on to those
10:55
who can't be here today and to the public we really appreciate the focused
11:02
real-time feedback that you provide by taking a look at the annual report
11:08
looking at it as a group and providing us with a critique it
11:13
really models the bidirectional communication that we want to see in all
11:19
of our stakeholder committees where there's more of a dialogue and a back and forth
and just credit to you
11:26
three years ago that you had that thought to respond to the first annual report and that
you've continued
11:32
to do that now for three years we hope you keep that practice up want
11:38
to recognize it takes a lot of time and energy on your part and we do appreciate very
much the focus and the real-time
11:47
feedback next slide what we saw and read in your
11:55
critique and your feedback was very consistent with what we've heard in the prior year
as well as at the day of
12:03
action and it really helps as we work across departments and across agencies
12:10

to be very consistent in how we frame the current and emerging issues

12:17

the biggest emerging issues related to the master plan for aging so

12:23

what we heard loud and clear were that there are three priorities the first is to elevate equity

12:29

and we have examples where that is happening we won't go into all of

12:35

them today you know most of them are contained in initiatives on the mpa initiative tracker but the lgbtqia plus

12:42

survey would be one example all of the departments in the Health and Human Services Agency as of June 1 have

12:51

adopted and posted a language access policy on their websites that's been in

12:57

development over the last year you'll hear later in the agenda about our lived experience Advisory Board and there are

13:04

other examples you know I think we can point to the budget too as an example

13:10

where cuts that didn't happen you know especially the medical

13:17

expansions to the undocumented population that

13:24

there were no cuts that the expansions held so other examples too the second

13:30

priority that we saw and heard clearly was building a homecare system that works for all

13:37

Californians and we'll be hearing a bit today about some of our work around

13:42

long-term services and supports financing and what we're trying to do to close the gap for the missing middle

13:49

population who are not eligible for medical but who are cost costed

13:55

priced out of Home Care housing so we'll touch on that a bit today also

14:02

our HCBS Home and Community Based Services Gap analysis and road map that we're doing in collaboration with the

14:08

Department of Health Care Services is another example and certainly the work that

14:14
we're doing around our no wrong door system as well as strengthening the AAA
14:20
Network area agencies on Aging with legislation pending now and the third
14:27
area is preventing and ending older adult homelessness we've made some
14:32
progress on this front small and large progress I want to thank our
14:37
foundation Partners we have a housing specialist an expert working now with
14:43
the Department of Aging to help us with some subject matter expertise we
14:49
are updating on the California inter agency Council on homelessness their action plan is
in the process now of
14:56
being updated and I can tell you the older adult population is much
15:03
more of a focus as we're updating it for the next four years part of every
15:11
discussion at the meetings some of the budget items that were retained
15:17
and were not cut also point to you know the continued commitment of this
15:22
Administration on preventing an ending older adult homelessness while we also wait to
hear from CMS about
15:29
the proposal to expand short-term rental assistance for
15:35
medical beneficiaries California's really pushing the envelope there and there are other
examples we'll move to
15:41
the next slide Carroll so just so you know what happens after you take all the time and
15:47
you work together to arrive at consensus and share with us your feedback
15:54
we widely distribute your letter to all members of the administration to
16:01
Cabinet secretaries to the governor's office Department directors all of
16:07
our partners inside of government we developed a grid that cross walked your
16:14
recommendations in your feedback document against initiatives that are
16:19

underway and you know to help people understand and connect the dots
16:25
and there are a handful that were assessing the feasibility on as we
16:31
as the road Narrows as we enter year five of the master plan for aging we
16:37
know that it's heavier lifts and bigger ticket items that will Foster system change and so
we are having
16:45
internal discussions about you know how we can incorporate your recommendations in
our work and
16:52
you'll hear more about that at the day of action next slide and then overwhelmingly we're
16:59
on the same page because a significant number of your recommendations are in
progress or under development or they
17:07
may be working their way through the legislative process the regulatory process or as I
mentioned the CMS
17:16
waiver approval process around the short-term rental assistance and next
17:22
slide all right and then last this is how it informs the work going
17:28
forward and this is my final plug for you to please do this again next year
17:33
it absolutely you know your words were very helpful in defending against
17:40
budget cuts internally and with the legislature we heard and we saw you
17:46
we heard you and we heard your words reflected in legislative hearings bill analyses it
continues to
17:54
influence our current initiatives the work plans and work groups we have and it's further
informing our
18:01
implementation tracker you'll hear about the lived experience Advisory Board that's one
18:09
offshoot of your feedback letter and it absolutely shaped the agenda for
18:17
our October 8th day of action and has been a Guiding Light for how we design
18:23
that day and the speakers that we invite and the time we devote to different topics
18:29

and we're already working actively on the 25-26 MPA initiative cycle and for
18:36
those recommendations that you put forward that are not currently
18:42
reflected in the MPA implementation tracker we're now building out the skeleton of the
next round of
18:49
initiatives so that that those recommendations carry
18:54
forward next slide all right so thank you please keep
19:00
it up we appreciate it many eyes are on your recommendations and your
19:07
feedback and I also will say that when you take the time to put a letter like that together
it has a shelf
19:14
life that's longer than April when it's released so it continues to be circulated and we
thank you very much
19:21
for your feedback and your continued partnership this is the end of my segment in the
opening remarks I'm happy
19:28
to take any questions or comments and then I'm going to turn it over to Sarah
steenhausen
19:35
great thank you so much Susan it's wonderful to be here and great to see you all today I
am so happy to be
19:42
able to introduce you all to Abby snay who is our colleague deputy secretary
19:49
at the California labor and Workforce Development agency we have been fortunate to
work with the labor and
19:57
Workforce Development Agency on an emerging initiative under the master plan for
aging focusing on
20:04
the employment of older adults and really seeking to understand the landscape what
are the barriers to
20:11
what are some opportunities and how can we really think about developing policies that
support older workers in
20:17
the workplace so Abby is here to talk a bit about our initiative and why
20:23

this is so critical and really how this could be a very powerful tool to helping
20:29
ensure that older adults not only have access to meaningful opportunities to engage in
community but also as
20:37
an important tool to fight poverty so with that I am so happy to turn it over to Abby I
don't see her right now hoping
20:46
she is on Sarah this is Jackie Tompkins I
20:53
don't think she is on she had a meeting right up until 10:30 so she's going to be joining
us at 10:30 so I didn't know if there
20:59
was any opportunity for committee discussion on what Susan shared or Q&A until Abby
is able to join
21:08
us great that's an idea another thought
21:13
is we could switch to the lived experience Advisory board so however you
21:19
want to do it Susan I'll ask you yeah let's just see if there were
21:24
any questions you know in particular about the budget we do have a colleague here
Brooke thank you for
21:30
joining us from Department of health care services anybody have did anybody
21:36
have question Kevin yeah thanks for
21:41
a thorough report thanks for reflecting back what you heard from us
21:48
in our report and taking some time to address that we agree that there's a lot of
alignment in where the
21:55
priorities are and we certainly appreciate the efforts that have been made particularly
on the Itss expansion
22:02
and as you know and as we know that you feel as well we just are ready for more we
think there's just a tremendous
22:08
need right now you talked about that Gap that there's just too many Californians that
cannot afford the cost of long-term
22:15
care and that's having dramatic impacts on their economic security their health care

22:22

their willingness and ability just to support each other and their families and communities so we need Collective

22:27

action from all of us certainly from government from families from

22:33

Advocates we've got to be working to build that Itss system that we need now we're going to need even more and

22:39

that's lacking so so we share the commitment there and we're going to continue to push you we know that you've

22:44

got forces that you're pushing on as well and we're going to get there together I did also want to talk

22:50

about the budget and certainly appreciate that many of the cuts that were proposed didn't end up

22:57

happening and so we're really grateful for that at Justice and aging we're particularly grateful that

23:02

the cuts to IHSS for undocumented people were restored that would have

23:07

certainly taken us backwards both on equity and on access to Itss so we're really happy to see that I do want to

23:15

address homelessness because just before our meeting today we saw I think

23:20

we probably all saw the news that the governor has called for cities to clear encampments we appreciate that

23:27

homelessness has been a priority for this Governor we appreciate that homelessness is a really difficult

23:34

situation to work through in our communities but we at Justice in aging are

23:39

concerned about the clearing of encampments that the data just does not support that clearing

23:44

encampments does lead to people finding permanent housing finding Supportive

23:49

Housing and we're particularly worried about whether those you know from the reporting there's guidance being

23:56

developed to cities and counties on how they should go about clearing encampments and I sure hope that that

24:02

guidance is accounting for the fact that so many of the homeless people live in encampments are older people but I

24:09

would have to say that based on how we've seen homelessness handled by the state thus far I don't have a great

24:15

degree of confidence that the unique needs of older people are being considered in how we're thinking about

24:21

the needs of people living in encampments so we're not happy to see

24:27

the governor announcement today and we're but we are

24:34

how should I say this we're and we're concerned about how older adults needs are going to be thought of

24:42

provided for and we'd like to see that guidance because we're really

24:49

concerned about how older people are going to be treated in this

24:54

effort Kevin thank you for sharing your thoughts that's something I will need to follow up on it's a late

25:01

breaking development I just learned of it too just before the meeting so fair questions we'll be sure we you

25:09

know absolutely be sure to follow up with this group it has been heartening to be part of the inter

25:16

agency Council on homelessness and to be joined by our new Secretary of

25:21

Business consumer services and housing secretary Moss who was

25:28

formerly a member of that body we also just had Dr Margot Kushel join

25:36

as a member of Cal I C H and this group knows her work her

25:41

groundbreaking work you know I single-handedly credit her with

25:47

putting a spotlight on older adult homelessness and she's been much in

25:52

demand in National circles State you know she's so generous with her time
25:57
and it's incumbent on all of us to as you're doing right now to really lift up the population
of 50 plus fastest
26:05
growing demographic of unhoused members in our state it's not always known
26:12
by everyone and you know the more we participate especially in the
26:18
Cal I C H meetings providing public comment letters to that group and to
26:24
our continuums of care the 44 housing continuums of care around the
26:31
state so we're actively working I commend Department of Rehabilitation for
26:36
doing a lot of technical assistance and Outreach really trying to bridge
26:44
housing Health and Social Services with not public and private agencies that
26:50
aren't accustomed to working together and it has to happen at the state level
26:56
at the county level at the local level and as you're noting this morning at the
27:02
street level so thank you know thank you and I will take that
27:12
back and it looks like abby has joined us too right on time Abby thank you and welcome
to
27:17
you yes thank you so much Abby for joining us and before you arrived I did a little bit of
an introduction into you
27:25
just expressing our appreciation for the partnership that we have with the labor and
Workforce
27:31
Development agency you and your team have been incredible Partners on so many
different initiatives and now as we
27:37
begin our work to really look at the issue of older adult employment where the
opportunities are where the
27:43
challenges and barriers are and what we can do as a state to ensure that older adults
have meaningful access to
27:50
meaningful job opportunities and also you know this is really a way for us

27:56

to think of this as a strategy to help combat you know poverty among our

28:01

older adult population and encourage engagement in the community finally before I pass it over to you Abby I

28:09

think this is also an example of how the mpa can really provide very meaningful opportunities not only for cross agency

28:16

partnership but for public private partnership so again we're so happy to have you here and appreciate your

28:22

giving an overview of this initiative so that we can answer any questions that you all have thank you sure thanks so

28:29

much Sarah and I'm happy to pick up from there and just as a framing context

28:35

there's not an initiative yet I think there's a lot of enthusiasm and interest

28:40

in learning about older workers and how they Fair in California's economy and

28:45

what we can do to improve the Financial Security of older workers but at this

28:52

point and I can give you a little background this is an idea that's very

28:57

much into development and in fact you know just to underline what Sarah

29:03

was saying really started with a very informal discussion we were having at the labor agency around older workers

29:10

particularly around the impact that periods of unemployment and long periods

29:17

of unemployment have on retirement earnings retirement security which found

29:25

its way into the master plan on Aging which when about five or six months ago

29:30

we got an email asking for an update on our progress you know hadn't really

29:36

launched a research project on this so that happened at the same time I

29:42

think somewhat serendipitously when we were contacted by some friends former

29:53

friends from the US Department of Labor now at AARP Foundation who were just

29:58

really interested in a research partnership with the labor agency with the Department of Aging to really

30:06

understand more about how older workers are fairing in the economy and what we can do better to help them and so

30:13

tomorrow is really the launch of this work and we have an all-day session

30:19

with AARP with you know colleagues from the Department of Aging we have

30:26

presentations from EDD's labor market information division economists at the

30:31

Department of Finance the California policy lab the Chancellor's office

30:37

EDD's Workforce Services Branch to help us understand the current state of older

30:43

workers in the economy in the public Workforce system in the unemployment system in the community colleges in

30:50

California as well as getting some context of national Trends from AARP so

30:57

I can share with you some of the starting questions we have that we like to address and you know want to be

31:03

respectful of your time here but would love to hear any additional questions you may want answered in this process

31:10

but you know just really globally what do we know about older workers in California how many are employed

31:17

unemployed what role does gig economy work play for older workers in

31:22

California what percentages of small businesses are owned or managed by older

31:27

workers how do older workers invest or not invest in their own skill development

31:35

how do they engage with the community colleges with other formal education systems want to really dig into

31:42

earnings how do the earnings of older workers compare to younger workers what

31:47

are differences you know according to gender race ethnicity region and what

31:54

do we know this is so important about how earnings compared to cost of living

32:00

in different parts of the state really want to learn about retirement benefits that California workers tap

32:07

what they've saved how this has changed over time how this varies by gender race ethnicity

32:16

occupation location how wage gaps affect retirement benefits and

32:22

retirement security and then what is needed now for older workers to succeed

32:28

in the workplace what best practices do we have you know where is there evidence

32:33

both in the state and across the country on effective practices in Workforce

32:39

Development for older workers and you know what are we already doing to

32:45

support older workers and their employers and how can we do better in

32:50

the public Workforce system and the UI system and the safety net system and then I think an analysis really undergirding

32:58

Each of these questions is how we disaggregate older workers because I

33:04

think it's really misguided and not a good idea to lump older workers together

33:10

in one large clump because they're just so many of us and you know there are so many differences by you know race

33:19

ethnicity gender you know work experience educational levels you know

33:24

are we still working or you know have we chosen or been forced into retirement so the disaggregation really

33:32

important I can share with you and you know Susan let me know how we're

33:37

doing for timing just some of the early Trends we're going to be talking

33:43

about tomorrow and these are just a few again starting very high level but we

33:49

know and you all probably know this far better than I that over a third or

33:54

37% of adults in California are 55 years or older and that's more than 11 million

34:01

people and I think another way of looking at that is that nearly a third
34:07
of the total state population is 55 and older and one in five workers or 21% is
34:14
older 55 we know that the share of older workers in the labor force is
34:22
growing just driven primarily by the Aging of the baby boomer generation
34:28
despite what seems like a post covid movement out of the labor market for
34:34
many older workers we also know that older workers often
34:41
experience longer durations of unemployment and face age discrimination
34:47
and getting back to work however UI data indicates that despite these
34:54
challenges 70% of older UI Claimants return to the workforce often going back
35:01
to their previous employers what we also know and you know is certainly concerning is
that
35:08
wioa which is the workforce Innovation and Opportunity Act I'm sure you know many of
you know is the primary Federal
35:16
program for Workforce that brings about \$400 million into California the
35:22
uptake of weoa Services of apprenticeship participation and of
35:28
other training under the labor agency is very low and there's much more work to
35:34
be done to increase the participation of older adults in these programs that will
35:39
take much more intentional and effective strategies for outreach for Service
35:46
delivery for program development on the part of state and local agencies we also
35:51
know that key sectors that employ older workers include healthcare and
36:00
I'm guessing that the Direct Care Workforce is an important component of
36:05
that manufacturing Educational Services retail trade and Professional Services
36:13
and that rural counties tend to have a higher percentage of older workers compared to
Urban counties so again this

36:20
work is really just getting started you know we have many more questions
36:25
than answers but I think we'll have really Rich data presentations and
36:31
discussion tomorrow that will help guide a research agenda you know and I would love
to come back to this group and
36:38
talk about progress do we have time to would just what else should we be
36:54
asking yes so Abby has opened the floor to the impact committee members asking
36:59
there you go Sarita and Fernando wonderful Abby we'll let you field these
37:05
questions and I'm sorry are they going into the chat we'll start
37:10
with okay go ahead Sarah we'll start with Dr Sarita Mohanty who is president
37:15
and CEO of the scan Foundation which we are also pleased will be present at the
meeting tomorrow oh fantastic yes thank
37:23
you Abby thank you for the presentation this is a really important topic so I was very
excited that this
37:29
was on the agenda you know our foundation has been working and part of
37:34
the reason we'll be attending tomorrow is really interested in looking at solutions that
really work to
37:40
strengthen older adults Financial Security to age in place and we think you know
Workforce is that important
37:47
piece and for many folks particularly more historically marginalized communities lower
income older
37:53
adults what are you seeing as really some of the barriers
37:59
that you the Department of Labor Andor the California Department of Aging you know
what are you seeing that
38:05
are that are preventing you know particularly these lower income historically
marginalized older adults
38:10
from staying in the workforce I'm going to take that as a

38:16

question to be addressed rather than a question to answer now I certainly have

38:22

some hunches you know sometimes there 's just dislocation in the workforce

38:31

that isn't you know directly targeting older workers but affect

38:37

sectors of the economy that have a large predominance of older workers so some

38:42

manufacturing you know when factories closed they're more older workers there so think of those sectors you know some

38:48

of the layoffs that we've had in in Tech and in Information Services you know

38:54

have hit you know some of the older folks probably largely guys in I T

39:00

more so I think you know that's a great call that we want to dig

39:05

into you know and then I'm sure we we'll get into just some of the you know

39:11

prejudices against older workers and challenges in

39:17

you know for management for organizations in truly supporting a

39:24

multigenerational workplace yeah appreciate that thank you I look forward to hearing more and you know the

39:30

statistics you offered if there's ways to share I imagine you'll share those tomorrow and you know hopefully oh God

39:36

we have like four hours of presentations what I got you know shared with you is just Know top of The line headlines

39:44

yeah much more to be shared thank you very sure to follow up and just appreciate the partnership of the scan

39:50

foundation on this so we have question from Dr Fernando Torres-Gil then Kathleen and then I also want to speak to a

39:56

question that Nancy has in the chat unless Nancy you want to ask it yourself but Fernando yes thank you Abby I really

40:04

appreciate your report and your assessments and if I understood right

40:09

did you say that a larger proportion at least of older workers baby boomers
40:14
are going back to work did I hear that no not necessarily well we don't know I
40:21
mean that may be true but what I was saying is that they I think what
40:27
you heard is after when they're on unemployment insurance the 70% do get back to
work
40:35
okay that's what I thought it heard and then just a thought and maybe you
40:41
have any feedback but anecdotally and through observation and talking to
40:46
folks I do hear from employers that they in fact are begin that some are
40:52
beginning to recognize the value of older workers especially that boomer
40:57
generation which at least on the surface appears to have some of the old school values
of showing up being dependable
41:06
and that's just opposed with the Superficial assessment that younger
41:11
workers gen-z Millennials don't quite have those values and then kind of
41:19
Apropos of that I think we all see more and more older workers even in Fast Food
Industries of course \$20 hour is
41:28
now kind of an enticement so I guess I'm wondering is there do you have any data or
your thoughts on is there a
41:34
observable cohort differences and how employers value different Generations
41:40
you know I think what you're raising Fernando is a great line of questioning and research
you know and as we lay out
41:46
this research plan we should be going directly to employers and asking some of those
questions and I think it's hard to
41:52
to generalize you know because responses are going to vary by industry by side of
41:57
business probably by the age of the employers themselves but I think it's a really great
line of questioning
42:04
right than and I think you know that could even get us into you know of you

42:11

everything you were just bringing up raises stereotypes you know and perhaps

42:16

the need for an information campaign you know do we just slow down as we age or

42:21

you know are there certain you know cognitive functions that actually are stronger you know when we get older

42:30

that you know really can be productive in the workplace processing wisdom

42:36

you know decision making yeah all great points and appreciate these great

42:41

questions that you all are elevating Kathleen hi thank you Abby this is so

42:48

fantastic thank you so much for this information you know I work at an

42:53

organization and the ages in our organization range from 23 to 81 so we

42:59

have a very multigenerational Workforce and I think that one thing we have found

43:04

and I'm just curious and you've alluded to it a little bit is just the

43:10

internal workings of an organization and providing the support particularly around technical

43:15

skills and ensuring that people understand that these skills are learnable you know I think that

43:21

sometimes we in this age we mystify you know technology and it's just

43:28

another skill for people to learn and oftentimes what we have found is that

43:34

the building of relationships which is very important for the organization where I work is better done by older

43:41

workers and that they are able to Mentor our younger staff in how to develop

43:48

strong relationships and doing simple things like dialing a telephone and actually having a conversation with

43:53

someone and how that creates deeper relationships I'm also just really

43:58

interested in and I don't know if you have information on this or if there's research on this or perhaps it's

44:05

part of the research plan about doing or creating internal trainings

44:12

about agism and how language is so important and creating that sense of belonging in the workplace for older

44:18

workers I think is really vital to keeping people in the workforce and feeling like they have as much

44:26

ownership of over the work experience as their younger counterparts so thanks

44:31

again for all your work oh I love what you're saying and what you're suggesting around mentoring around internal

44:38

education and you know probably many of us or some of us have experienced

44:44

younger people grabbing our phones and let me just do that for you you know and you know these skills are definitely

44:50

learnable and Nancy just to answer your question yeah I thought that report was amazing and really see it as

44:59

something we can learn from and build from in this study and I think you really were addressing some of those

45:05

workplace Dynamics and ways of overcoming them so thank you for that comment and just for the audience

45:11

we're referring to the recent release from the LA City Workforce board that put out a report called Advantage La a

45:18

blueprint for employing retaining and advancing older workers across Los

45:24

Angeles so this was great timing to see that report released kind of a consideration for how we might think of

45:31

a similar type of product at the state level and will be interesting to see you know how they move their for

45:38

their findings and recommendations forward as well so Nancy anything you want to add on to

45:44

that no just really appreciate it we were very heartened we have a member of

45:50

our team has been participating in that but to see a Workforce board really
45:57
spend the last couple of years thinking this through doing their own
46:02
research and coming up with a report like that that I think other Workforce boards at the
county and City level can
46:08
emulate is very encouraging you know what's also great about that report is
46:13
the focus on employment in the city I mean what we have right now is you
46:20
know employment gaps in public service at the state and local levels and you
46:26
know those could just be good Workforce strategies sector strategies absolutely
46:31
and then lastly I know Sarita has an important comment in the chat that
46:37
she'll be interested to see how we Elevate the voice of older adults who are actually
working
46:43
right now hearing from them to help inform our analyses so I think that's a really
important Point kind of uplift
46:50
this issue of lived experience great so great on that note if there are no other
46:55
questions that's a perfect segway into our next conversation and I want to thank you
Abby for your partnership
47:01
and Leadership at the labor and Workforce Development agency it's been this is just one
of several
47:08
initiatives that we've been working on with you all so appreciate your time and look
forward to seeing you tomorrow yeah
47:13
thank you so much for having me I will sign off and I will see a few of you tomorrow and
look forward to coming back
47:19
here as this work progresses thank you Abby wonderful so just to kind of tag
47:25
on to what Sarita just mentioned about the importance of elevating lived experience in
the work we do whether
47:32
it's policy or program development I think the impact committee has been really
intentional about as you

47:41

all know focusing on the importance of uplifting Equity throughout the master plan for aging a very key component of

47:48

that is in ensuring that we have the voice of the person front and center in all we do it's not enough to just say oh

47:56

we have six different stakeholder advisory committees on all these different issues so we got that covered

48:01

no hearing from advisory committees is extremely important but we need to hear from people who are either end users of

48:07

services or people who aren't using Services we need to hear from all the different populations that we are trying

48:13

to Target that are currently not being reflected in policy or program development so with that we were

48:22

working with our equity and aging Equity aging Equity advisory

48:29

committee on Aging and Disability to think about how we can further uplift lived experience throughout the mpa so

48:36

I'm really pleased to be joined today by my colleague Marina Castillo Augusto who is cda's first Equity officer and has

48:45

really been leading this whole area of work I'm going to start by giving a little bit of a context for this effort

48:52

and then Marina's going to talk about what our next steps are and then we really want to hear from you your input

48:57

and your thoughts as we are moving forward with this next slide

49:03

please so the concept of the lived experience Advisory Board the goal as I

49:08

noted is really to embed the voice of the person the older adult the person with disability the caregiver in all we

49:15

do across the five bold goals of the mpa and the purpose will be to develop a

49:22

structure for this meaningful engagement working in partnership with our stakeholder advisory committees

49:28

particularly our equity and aging advisory committee as well as our other Partners whether it be across

49:36

the state or in the public and private sector next slide

49:41

please so just a little bit of a background on how we're anticipating

49:47

this process working we see that the equity and aging the Aging and

49:54

Disability lived experience advisor board this is what we're going to call AD Leab approximately 15 to 20

50:03

members and representing the target populations that we are really trying to

50:09

ensure that we hear from under represented communities black tribal

50:14

Latino Asian-pacific Islander lgbtq

50:20

caregivers rural areas all of the different populations that we want to

50:26

make sure are uplifted in all Equity issues in the mpa the lived

50:32

experience Advisory Board will be work very closely with our Equity advisory

50:37

committee on Aging and Disability which has been in operation since before the mpa was launched and these are

50:44

stakeholders that really help put an equity lens to our MPA work but they're going to help develop the framework and

50:51

the parameters for the what you know kind of advising us on how to stand up

50:58

this aging and disability lived experience Advisory Board just at a very

51:03

high level generally speaking what we're planning on doing is taking the learnings from this lived experience

51:09

Advisory Board and informing our stakeholders on these Committees of what we are learning and what questions they

51:16

want to see elevated to our lived experience Advisory board so that then they can hear the input from the ad Leab

51:24

and then make recommendations to the state on what are the policy and program implications

51:31

of what we're learning and how can we really advance and Elevate that throughout the mpa and of course impact

51:38

will be a primary audience of all of this work as well so we've been really fortunate to have some support

51:45

critical support from our MPA Foundation partners and Marina's going to talk a bit about what we have done to move this

51:52

body of work forward so welcome Marina

51:58

thank you and it's good to be with you all here today I'm not sure if this is my first impact meeting or not but it

52:04

feels like it is but thank you for the time on the agenda I want to move to the next slide so for those of you who

52:12

don't know me yes I have been at CDA for I think a year and a half now and we are

52:19

doing some good internal work and I'm hoping to be more engaged with the

52:24

committees as we move forward first and foremost I just want to thank the mpa Foundation partners

52:31

for making this happen it's you know oftentimes we have initiatives and we're

52:36

we're grappling as to how we can lift them and so I'm very excited to be at

52:42

this endeavor with all of you supporting this effort and as Sarah mentioned having an advisory body

52:50

with lived experience to not only continue to talk about how we can do

52:56

better and identifying barriers but hearing that narrative the story that

53:01

really that really matters to the work that we do in terms of grounding us and staying person-centered and also just

53:08

highlighting what Susan mentioned as well that that space to have

53:14

bidirectional conversation and so I'm happy to report that Mandala change group under

53:21
the leadership of Maya Thornell-Sandifor is going to supporting be supporting us
53:27
and leading this effort they are currently working on a framework
53:33
that you know we will be just talking through and working with some of our
53:40
Equity advisory committee members on Aging and Disability and hoping to
53:46
have this woven through all our committees as we you know specific
53:51
issues concerns come up that we have this this body who will really support
53:56
Us in hearing that narrative and how we can be Innovative and just think
54:05
reimagine how we move forward as it as it relates to inequities and
54:10
disparities so the equity advisory committee on Aging and Disability
54:16
will be supporting a lot of the efforts when it comes to Recruitment and when it comes
to the charter but
54:25
obviously you know working with and across the Committees will be something that
we'll be mindful of and really want
54:33
that partnership moving forward our anticipated launch timeline will be winter of 2025
there's a lot of work
54:41
that needs to happen in between time and I'm really hoping to work in Partnership
54:46
together and looking forward to the day of action where you all can hear
54:52
from Maya directly and just for those of you who aren't familiar with
54:57
the Mandala change group so Maya has worked with the Metta Fund for over I
55:04
believe it's two years bringing racial Equity into programming and Grant
55:09
making strategies but in addition to that she lives in Oakland she's a
55:15
caregiver to three older adult parents one with disabilities she has over 25
55:21
years supporting organizations and leaders aligning their efforts as far
55:26

as equity and inclusion and belonging and she's a certified
55:33
diversity professional and Coach with a masters in organizational development so thank
you for your time and I look
55:39
forward to our continued partnership on this thank you thank you Marina we are
55:45
now importantly would love to hear from you what are your thoughts as we embark on
this work as we engage our
55:51
partners and think through the framework of how to meaningfully engage people with
live experience in the
55:57
work we're doing throughout the master plan for aging so any questions comments
56:02
At this
56:08
time Sarita yeah thank you so much Marina great I'm really excited about this
56:15
endeavor I was curious how are you seeing the ad leab
56:22
interacting with other stakeholders groups that you know how do you see that or
Envision
56:28
that it's a really important question Sarita I mean first and foremost we're thinking of our
six stakeholder advisory
56:34
committees that are part connected with the mpa one of the questions we have is
exactly that like how is that engagement
56:41
going to work we are very mindful of wanting to provide really in-depth
56:48
support to all members on the advisory committee including you know
56:53
reimbursing them for their time affiliated with it so we're going to think through a
process with our Equity
57:00
advisory committee about how we solicit input from the other stakeholder
57:05
advisory committee members and what the interface between the Committees will look
like so it's a it's a to be determined
57:12
and a great question so we have some great models to look at California interagency
Council on homelessness has a

57:19

really effective model that they've stood up for their lived experience Advisory Board
dhcs recently pulled

57:25

together a consumer Advisory Board as well that's another wonderful model to consider
as well as other departments

57:31

as well so we'll be gathering info and then working in partnership with our Equity
committee to Think Through

57:38

the structure any other questions I don't

57:44

see any oh Marina yes yeah I would just like to add that thank you for raising that Sarita
because I think it's

57:51

going to be important when we re recruit members and select them for the ad

57:57

Leab that there is a question or that we dig a Little Deeper so that

58:03

there is that connection to community so that either they are representing

58:09

a group of individuals from geographically isolated areas that bring a whole other
perspective maybe a

58:16

representative of those who aren't accessing services and so how we kind of

58:22

lean into that we at some of our meet and greets have met with

58:28

communities that want to learn more about what the Department of Aging does and
also where to access services so

58:36

oftentimes you know we're assuming that folks know about us know about where to go
to get

58:43

resources but there are populations that still don't have you know that

58:49

information or messaging so thank you for raising that all right terrific well thank you so

58:57

much Marina and thank you for the questions we will keep you updated as we launch
this effort at this time

59:05

I am so pleased to be joined for this committee to hear from Victor Duron who

59:12

is the chief deputy director at the Department of Rehabilitation who then

59:18

was his skills and expertise have been provided to the Department of

59:24

Developmental services and he is occupying the role for the next year as

59:29

Project Director for the master plan for developmental disabilities and we've been so pleased to have the opportunity

59:35

to work with Victor in the many roles he's playing for the state right now and is doing an incredible job with the

59:42

master plan for developmental services and I'm happy to turn it over to you Victor welcome thank you Sarah thank you

59:47

for that warm welcome it's so good to be here I see a lot of familiar faces and I'm just really excited to share about

59:54

the work that we're doing for the master plan for developmental Services next slide

1:00:01

please so I'll start by laying out a little bit about what this is and what we're trying to do you know we

1:00:07

started this past March and Our intention is to wrap up this coming March so it's a very ambitious

1:00:13

timeline here and you our intention is to create a master plan for the

1:00:19

future of the developmental Services systems plural right recognizing that

1:00:24

certainly while DDS at the regional center play a core and Central role that

1:00:31

we know there are many systems that engage and work together to provide services to Californians with

1:00:37

developmental disabilities and their families and so our goal is to create a plan that will support Equitable

1:00:43

consistent and accessible services to all Californians with developmental disabilities and we're really anchoring

1:00:49

ourselves in the voices of lived experience as we do this work we I'll talk a little bit more about our Process but

1:00:56

you'll hear me emphasize over and over again that lived experience and hearing the voices of

1:01:03

lived experience is really Central to how we're carrying out this work with

1:01:08

the goal that by the time we finish this process we will have a master plan that has bold goals specific recommendations

1:01:17

measurable milestones for how we're going to modernize the system and support quality and Equity across all

1:01:24

stages of Life next slide please so a little bit about our process

1:01:31

so this effort is actually being led at the Health and Human Services Agency level so while DDS is certainly a core

1:01:38

and integral partner and just like we could not do this without their support and their leadership this is really a

1:01:44

a cross departmental cross systems effort and the role that the state is

1:01:50

playing here is we are providing resources we are providing space we are providing facilitation but Our

1:01:56

intention is that the leadership and the wisdom of how we are carrying this out is really coming from our diverse

1:02:03

stakeholders the families The Advocates the service providers and most

1:02:09

importantly the individuals with lived experience who are themselves receiving services from the systems their voices

1:02:14

are the ones that are driving this we are just creating the space and the resources to make that happen and so to

1:02:20

that end we have established a committee a 37 member committee with diverse

1:02:27

representation across the state and across different stakeholder groups and we're going to work together to develop

1:02:33

this state plan by March of 2025 next slide

1:02:38

please one of the core and Central themes throughout this is equity and so I always want to pause and share a

1:02:45

little bit about some of the work we've been doing with respect to equity but I always like to begin with sharing an

1:02:51

anecdote that Dr Ghaly has shared in some of his engagements on this effort I think many of you are aware that

1:02:57

Dr Ghaly our secretary for California's Health and Human Services Agency he's a pediatrician by trade and he has

1:03:04

spoken with such incredible compassion and authenticity about

1:03:11

his own lived experience and how as a pediatrician in Los Angeles he would see

1:03:17

that when he would refer babies and children with developmental

1:03:23

disabilities to the various systems that there would be differences in the outcomes and in the access for black

1:03:31

and brown babies and Children and Families from lower income households versus what he would see when you know

1:03:37

white and more affluent households pursued services and so we really just recognize that Equity is at the core of

1:03:44

what we're doing and that's part of why we are centering the voices of lived experience where we have established an

1:03:51

equity team of experts we have an equity lead across the different Committee Member work groups and we're

1:03:56

developing a suite of strategies to ensure that Equity is a through line in all of the work that we're doing next

1:04:02

slide please so a little bit about our work so

1:04:07

far as I shared we began this past March and in that time we've already

1:04:14

met four times to do a number of foundational pieces you know

1:04:19

articulate our vision for what this master plan will achieve describe our

1:04:25

shared values and how we are going to work together as a committee within ourselves and with other stakeholders

1:04:32

we've spent a lot of time thinking about Equity what does equity mean to us how has it shown up in this space and

1:04:39

most recently we've established five work groups which I'll describe in in just a moment here that in each of

1:04:46

those work groups that's really where the meat of this is going to happen so the work groups which will launch

1:04:52

their first set of meetings in the next few weeks here they will each be responsible for a different kind of

1:04:58

overarching area in the master plan and under those work groups we will

1:05:05

create priorities under those priorities we will develop specific

1:05:10

recommendations and those recommendations will have both measurable Milestones right and

1:05:18

impacts that we're looking to next slide please so let me talk a little bit about

1:05:24

the five work groups we have work group one and I'll read

1:05:30

what it says here but I'll describe really what we mean here so group one individuals and families experience person centered systems they trust so

1:05:36

work group one is really about the experience of the person of the person of the family that is engaging with

1:05:43

these systems how do they experience that Journey right and how do we make sure that the way that they experience

1:05:50

that journey is one that feels like they are in the driver's seat where they are

1:05:55

engaging with people who they trust and who care about them who have their best interest at heart group two

1:06:00

individuals receive timely inclusive and seamless Services across all service systems so where group one is about the

1:06:08

person the family the individual group two is about those systems that have a

1:06:13

responsibility for serving the family and how can we do a better job of having

1:06:18
those systems work together how can we take some of the burden for navigating
1:06:23
through those different systems off of the family and onto us the
1:06:29
administrators of the different systems and you know we actually had a really Rich
conversation as we were
1:06:35
developing group two about doors and you know we were talking about well we need
like you know one door a
1:06:41
universal door and then we talked about how well no we need no wrong door and every
door and finally what we said is
1:06:46
you know what let's throw out the doors no doors because why do people build doors
people build entryways to let you
1:06:53
in people build doors to keep you out so no doors group three individuals and
1:07:01
their families receive services from high quality stable and person-centered workforces
so we recognize that we
1:07:09
could have the best designed system in the world with the best policies and all the
funding in the world but if you
1:07:16
don't have a Workforce to deliver on those it doesn't matter right and we know that
especially in some of our
1:07:22
rural communities and some of our very high cost of living communities recruiting and
retaining highly
1:07:29
qualified workforces is a real challenge you know the way that one family described it to
me was it's sort of like
1:07:36
the regional center says you see you go to the regional center and you say I want to see
a movie and the regional center says okay we can do that for you
1:07:44
every month we're going to give you two free movie tickets right but if there's no movie
theaters in your county or in
1:07:50
all of the county surrounding your county those movie tickets don't do you a whole lot of
good right and so how do
1:07:56
we make sure that we have a Workforce and a system of providers that are

1:08:03

available to everyone regardless of where you live group four individuals and their families experience consistent

1:08:10

transparent accountable and data driven systems that focus on outcomes so we all

1:08:16

know that in across these different programs we just collect buckets and buckets of data but what are we doing

1:08:23

with that data how can we do a better job of leveraging that data both so that the families and the consumers feel like

1:08:30

they're in the driver's seat it's their data after all but the so that we the state the administration are using that

1:08:36

data to support accountability and high quality and enforce when that

1:08:41

high quality isn't there and then group five individuals are entitled to lifelong services with

1:08:48

adequate resources we know that there are more

1:08:53

things that we could be doing we know in fact there was a really fantastic conversation we've been having that I

1:08:58

think will resonate with many of you about how we've done a really great job I think in the last number of years

1:09:04

talking about the transition from you know childhood to adulthood and what does that look like transitioning from

1:09:11

the K-12 system to Adult Services we've done a less good job about talking about

1:09:17

discussing what is the transition from adulthood to older adulthood look like right people are living longer you

1:09:23

know with the phase out of sub-minimum wage a lot of people who were in the workforce have decided maybe they don't want to what does it look like for a

1:09:30

person with a developmental disability to enjoy their Golden Years the way that anyone else gets to and also looking

1:09:37

at what are the resources that we are leaving on the table can we be more Innovative more creative in leveraging

1:09:44

other federal dollars and looking at some of the innovative things that other systems are doing so those are

1:09:51

big big topics that the five work groups have to tackle and they're going to develop priorities under those big

1:09:58

buckets and under those priorities will be the recommendations next slide please so a little bit about what's next

1:10:05

and this is the last slide recognizing you know we're a little short on time here so

1:10:10

additional work group members we are in the home stretch of appointing additional work group members we

1:10:17

recognize that we need more voices and we need to you know really walk the walk on our commitment to centering

1:10:23

this in the voice of lived experience so we opened up the work groups not just to the 37 committee members but adding

1:10:29

additional folks from the public we received over 850 applications to join

1:10:34

these work groups I mean the outpouring of passion and interest in this work is just incredible and we are really really

1:10:41

EXCited and you know at our public meetings it is not uncommon for us to have upwards of 200 300 members from the

1:10:47

public join and stay and give public comment through the very end so we know there's a lot of energy here and we're

1:10:53

really excited we finalizing our suite of equity tools that we will be previewing at the next set of meetings

1:11:00

the work group meetings will launch in the coming weeks and in fact our website which is on this slide here has the

1:11:06

dates of the first set of work group meetings and our next full committee meeting will be on August 21st from

1:11:13

10:00 a.m. to 3:30 p.m. it will be a virtual and a physical location here in Sacramento so I want to just thank you

1:11:19

all so much for giving me a moment to share a little bit of what we're doing and if time permits I'd love to hear if

1:11:25

there's any questions or feedback from folks yeah absolutely Victor I just want to say we've been messaging in our

1:11:31

little chat here about how impressed we are with this I love the framing of your

1:11:36

Five Focus areas it's very person centered it's very positive and

1:11:42

congratulations to you on pulling together a really meaningful process and I'm also really pleased to see the focus

1:11:48

on the lifelong you know your area of focus number five the lifelong experience and this is something

1:11:55

that you know CDA has been so pleased to have the opportunity to work closely with the Department of Developmental

1:12:01

services to really look at the issue of people who are aging with developmental disabilities as well as the caregivers

1:12:09

of people the family members of people with developmental disabilities who are aging so we have you know we're

1:12:15

participating in this kind of State action team collaborative that's a

1:12:20

kind of multi-state initiative to develop communities of practice so that we're aligning our aging network with

1:12:28

the regional center system and ensuring that again these systems don't operate in silos we need to make sure that all

1:12:34

these resources are available and that we understand the needs of the population so appreciate the

1:12:40

partnership there and a lot of great work that you have underway so with that

1:12:45

questions or comments from any of the committee members

1:12:57

okay well thank you again for your time keep up the amazing work please let us know how we can be supportive thank you so much and I will actually so

1:13:05

you asked and I will make an ask so we are in addition to everything I describe we really trying to get as

1:13:13

much community and diverse stakeholder input as possible and if folks here have any ideas thoughts if there's a

1:13:20

community that you want us to speak to I mean I would love to hear have a more

1:13:25

targeted conversation and get the perspective of older adults in this space I think that that would be great so really I just welcome all of you to

1:13:32

reach out to me if you have Community convenings or opportunities for us to hear from your community about how

1:13:39

we can better carry out this work again centering those voices of lived experience Sarah thank you so much

1:13:45

Susan I just really appreciate both of your time and since he's here I have to just like give a shout out to Marko

1:13:51

who's my hero and who has just like his commitment and his support has

1:13:57

just been invaluable to the work that we're doing so thank you so much we couldn't agree more absolutely

1:14:05

and we're so excited that in a few minutes we get to hear from Marko and again thank you Victor we'll be sure

1:14:11

to send any thoughts your way and along the lines of lived experience and hearing from people and helping our

1:14:18

stakeholders and consumers inform the direction of the master plan for aging we are super excited to be planning for

1:14:25

our second day of action this October and it wouldn't be happening if we didn't have a rock star of an MPA

1:14:31

Project Director in Jackie Tompkins who's been leading all of this and she's going to give an update and answer any

1:14:38

questions you have before we hear from Marko so thank you go ahead Jackie thank you Sarah before I get

1:14:45

started just want to make sure that my audio is coming through clearly it's sounding

1:14:50

great okay fantastic thank you Carroll hi everyone Jackie Tompkins Project Director

1:14:55

for the master plan for aging here at the California Department of aging I'm pleased to join today's impact committee meeting to give

1:15:03

you an update with regards to our Cal for all ages and abilities 2024 MPA day

1:15:09

of action so this should all look familiar to all of you I shared some

1:15:15

information back at the last meeting and we've had some subsequent Communications but I want to ensure that all of our

1:15:21

impact committee members are registered for the event that is happening this fall Tuesday October 8th at the Safe

1:15:28

Credit Union Convention Center right now we're still working on the agenda but really do plan for a full day

1:15:35

event enjoyed with us and I do want to thank also our MPA philanthropic

1:15:41

partners for supporting this event and allowing it to take shape and allow

1:15:46

us to pull together diverse Partners stakeholders as well as our committee members to this event I just got some

1:15:53

registration numbers yesterday afternoon and it's very exciting right now we have

1:16:00

635 people registered for this event we're looking at right now

1:16:06

375 joining us in person and then 260 individuals joining us virtually

1:16:14

so we suspect with your continuous support and Outreach throughout your network those numbers will increase

1:16:21

and we're looking to bring at least about 500 people to Sacramento and hundreds more online so going to the

1:16:29

next slide I'm just sharing a little bit about the aims of California for all

1:16:37

ages and abilities day of action some of you were able to join the 2022 event

1:16:42

there's going to be aspects of that that look very similar the primary goals of Hosting this event is really to

1:16:49

ensure that California's master plan for aging remains responsive to changing information

1:16:55

changing needs and also being able to hear directly from stakeholders about

1:17:00

the priorities that are impacting older adults people with disabilities and their caregivers we're really going to

1:17:07

Center our day on hearing from those with lived experience that seems to be a

1:17:13

theme that has been woven throughout today's discussion and we're also going to be able to talk

1:17:19

about some of the progress to date that we've made on California's master plan for aging we're really at that midyear

1:17:26

point of our 10-year blueprint so it's critically important that we have the opportunity to reflect upon the success

1:17:32

that the master plan for aging has brought but also to acknowledge that the work is not done and we need to not only

1:17:39

sustain our commitment to California's master plan but reinvigorate reaffirm that commitment to the master

1:17:46

plan as well and then also again an opportunity to not only support this

1:17:52

as a whole of government approach but also see this as a whole of community whole of society approach by again

1:17:58

bringing together our MPA stakeholder committees members of the public administrative leaders lative leaders

1:18:05

and also looking at national leaders we want to at this day hear directly from

1:18:11

our MPA stakeholder committees on the priority recommendations that they want to advance through the mpa for the next

1:18:19

two years so going on to the next slide I want to just provide you just a

1:18:24

little bit of an overview of the day we're looking to get a little bit of a blueprint or skeleton agenda posted onto

1:18:31

the website shortly so you can plan your day accordingly but we are looking to
1:18:37
start our day by hearing from consumers hearing from people with lived experience
people who are consumers of
1:18:44
our Home and Community Based Services this really helps us ground our day our
1:18:50
thought processes and our priorities on why we do this work so looking to pull together
a panel of older adults
1:18:58
people with disabilities and their caregivers to help shape that day and again this is also
a day that we want to
1:19:04
elevate the work and the focus of six MPA stakeholder committees so there is
1:19:09
going to be time dedicated on the agenda that each MPA stakeholder committee can
1:19:15
share out their recommendations for the master plan for aging which will then in
1:19:20
turn help to inform the 2025 26 initiatives so that will be a place
1:19:28
that you're able to highlight your recommendations and likely the three areas that you
also described in your
1:19:35
annual report feedback to CDA and the administration this is also an
1:19:41
opportunity where we'll be able to engage State leaders on those topics that address
California's master
1:19:47
plan for AGing and the five bold goals looking to bring in state leaders on
1:19:53
housing transportation Social Services healthcare services to provide some
1:20:01
insights on again progress that has been made through the master plan for aging
1:20:07
but also to discuss items that are in the works or are planned priority
1:20:12
areas for their respective department or agency and then we're looking to round
1:20:18
out the day by having a conversation with policy and budget staff to talk about how do
we continue to advance
1:20:24
systems changed through California's master plan for aging there's going to be several
networking

1:20:31

opportunities embedded throughout the day and I also wanted to highlight after the formal program agenda we are

1:20:38

going to have post event networking reception that I hope all of you are able to join us as well so that is a

1:20:45

look at the day that we have planned ahead definitely have taken the input

1:20:51

that impact committee members had via that annual report feedback where you talked about embedding Equity Home

1:20:58

and Community Based Services for all and really looking to have those items top of Mind as we build out the agenda for

1:21:06

the day of action this fall so here's my last plug make sure committee members you are registered we hope to see you

1:21:13

there and I will leave it open to any questions that you all might have and then we'll turn it over to

1:21:20

Marko hi Nancy hey thank you so much for this it sounds really exciting and good

1:21:27

to see the registration number so far you know one thing that's emerged since we submitted our report it might

1:21:34

be interesting to consider the new effort at the national level to create a

1:21:39

federal master plan for aging and to get a briefing from some of the folks doing

1:21:46

work there to their they say they're building it on the efforts in the states

1:21:52

so we might be able to provide some input and at least hear what's happening at that

1:22:00

level thank you Nancy for that feedback yes we're looking to invite some of our federal Partners to join us at this

1:22:06

event as well Fernando yes thank you I'm so happy

1:22:13

to hear we'll be coming together again I think the 2022 was such a success for

1:22:19

many good reasons one suggestion and then a constructive critique from 2022

1:22:26

first the suggestion is to what extent can we maximize media social

1:22:33
media news visibility I know that with our master plan on Aging committee we've
1:22:40
talked on and off about you know how do we get beyond our constituency group so
1:22:45
that we get wider acknowledgement from a broader public about the important work
1:22:51
we do so the question is you know to what extent can we magnify the
1:22:56
visibility of the of that conference in 2022 so no need for an answer to that
1:23:02
but attention can be given the second thing just a little constructive
1:23:07
criticism I think you mentioned it will be in the same Convention Center as two years
ago
1:23:14
correct yes it's in the same convention center but a different part of the convention
center okay what one of the
1:23:21
critiques I noted and as you know I have a physical disability but a number of
1:23:27
older persons with disabilities and with assisted devices crutches wheelchairs
1:23:33
Walkers had a real difficult time finding their way around that big
1:23:39
Convention Center the signage and the lack of folks to guide them caused some
1:23:45
of them to walk long distances which was very difficult so if special
1:23:51
attention can be given to ensuring that those with physical Mobility limitations
1:23:57
can easily know where they're going and get to wherever the rooms might
1:24:03
be absolutely thank you Fernando I can answer just the first part of your question we do
recognize the value of
1:24:09
media related to this event we're working with our Communications team here within
CDA to build out a full
1:24:17
media strategy to elevate this this event so we can reach beyond our
1:24:23
traditional Partners those who are aware of the event and the activities and then also
yes absolutely agree with you
1:24:30

I will also share your feedback with our logistical Partners regarding signage having staff on site to help direct

1:24:37

people as needed at various points of the convention center so appreciate that feedback

1:24:44

Fernando and I hope everyone's registered if not you'll get a ping from me

1:24:52

again any other question questions that I can answer at this time otherwise I'll turn it over to

1:25:00

Susan thank you all thank you thank you so much Jackie you should see the spreadsheet she's got going on this

1:25:07

this event and I love the numbers getting the updates on the numbers that we're sitting in July and there's

1:25:12

already such great interest for October it is now my pleasure to reintroduce

1:25:19

all of you to our dear colleague fearless leader of the master plan

1:25:25

for aging the California Health and Human Services Agency under secretary

1:25:32

Marko Mijic and I'm Going to take just a moment Marko this is

1:25:37

especially well timed as we approach the midpoint of the master plan for aging and for those who don't know the history

1:25:44

Marko's one of the people the few people who you know probably sat

1:25:50

around a table with a piece of paper and a pen and a whiteboard and conceived

1:25:56

this whole concept of a state master plan for aging that is now as you just

1:26:02

heard from Nancy's comment a national model I was on a national call this week

1:26:08

with the team at the administration for Community Living who are leading the master plan for aging the national

1:26:15

strategy for aging and they name checked California five times in their

1:26:21

presentation to all 50 states so Marko deserves

1:26:26

tremendous credit for his creativity his forcefulness his Drive

1:26:35
being a champion before there was even a master plan for Aging in every
1:26:40
single step of the way with our master plan I had the privilege of first meeting Marko
nine and a half years ago
1:26:47
when he joined the Health and Human Services Agency as then an assistant
1:26:52
secretary and he staffed the Alzheimer's advisory committee that I'd served on
1:26:58
for many years and I thought whoa who is this guy he's gonna make things
1:27:04
happen just in his first meeting supporting secretary dooley at the time and he did he
made things happen with
1:27:12
the Alzheimer's advisory committee during his time there as our staff Liaison to the
agency and since then he's
1:27:20
done you know somewhere between 500,000 and 750,000 other things notably
1:27:27
his work on Covid you know what he's done certainly you know for all
1:27:34
of the departments in the Health and Human Services Agency and at his farewell party
earlier this week you
1:27:39
know we got to see representatives from other agencies who deeply
1:27:46
respect Marko from housing from labor you know he works so well across all of
1:27:52
government governor's office and the like so for those who haven't heard Marko is
leaving our agency next
1:27:59
month and we thought we'd take this time to hear his Reflections on
1:28:05
our journey to today and to thank him for his extraordinary leadership and I'm really
excited
1:28:13
for the next chapter for Marko for rebalancing his life after meeting
1:28:19
him nine and a half years ago he has since been married and had two children and built
up a full and rich
1:28:26
life outside of work that I hope he gets to enjoy more when he takes
1:28:32

leave from the Health and Human Services Agency next month so Marko we turn it over to you now welcome back to impact

1:28:39

thank you Susan that's very kind of you well it is a real privilege to

1:28:45

be able to close out my time and have an opportunity to talk to all of you I

1:28:51

was trying to reflect the other day on how this all started and at the end of

1:29:00

2018 early 2019 I was fortunate enough to lead the transition team going

1:29:06

from brown to governor newsom and I was on the brown side leading the transition

1:29:11

on the HHS side the governor's transition team gave me a binder that

1:29:16

was given to them by a few of our philanthropic Partners who had

1:29:22

convinced the governor during the campaign to sign a pledge to do a

1:29:27

master plan for aging and I vividly remember the transition team handing me

1:29:32

the binder and saying you have 48 hours to come up with a game plan on how you

1:29:37

what you would present to the governor of how you would want to implement this idea of the master plan and there was

1:29:45

three of us that sat around a little table with a whiteboard and mocked

1:29:51

up a presentation for the governor that we gave to him in the office literally 48 hours later around what we

1:29:58

thought we could do on the master plan for aging we came up with the cheesy

1:30:03

idea of together we engage which started off this whole kickoff thing and I am I will

1:30:12

forever be grateful to first it started off with the scan Foundation West

1:30:18

health and Archstone and they said Well we'd love to give you money but we don't know

1:30:25

how and I said well we can figure that out and so we drafted an mou Sarah was there we drafted an mou and the

1:30:33

rest really is history in terms of where we are today in this work I

1:30:40

have had a moment to just reflect on the work that we've collectively been
1:30:45
able to do and I think that I am most proud of the way in which
1:30:54
folks have come together in this effort but also that it has taken
1:31:00
kind of more than just government to do this what's beautiful about this model
1:31:05
is that it is dependent on philanthropy on private sector on Advocates on
1:31:10
Academia to be able to really begin to think about what this looks like and my
1:31:15
commitment to the governor at the very beginning was that I did not want this to be a
document that sat on a Shelf
1:31:24
with all due respect I was trying to avoid the Alzheimer's plan which was this beautiful
thing that Susan had a
1:31:30
part in writing a while back and it just sat on a shelf and we really didn't do much with it
and so I thought it was
1:31:39
going to be important for us to think about how do we create something that lived and
was iterative and changed with
1:31:46
the times and looked to really guide us collectively in that direction and
1:31:53
I'm really proud of what we've been able to achieve together but I think that there's so
much more work ahead of us so
1:31:59
I hope that each of you and your organizations continue to double down
1:32:05
and continue to prioritize this work because I think it's really important I might be
leaving government but I'm
1:32:12
not leaving this issue area you will definitely hear from me hopefully
1:32:17
soon about how I plan to kind of engage in some of these issues as a
1:32:23
public Citizen and in my private life but I think that as I reflect
1:32:30
on things we have done a few different things one I look at the Department of Aging
today versus five
1:32:39
years ago and it's a totally different Department of Aging and I am really

1:32:45
proud of Susan and Mark Beckley and Sarah and everybody who works there
1:32:51
who stepped up in profound ways to really seize the moment and I think
1:32:58
that it perhaps is one of the more action oriented organizations within
1:33:03
Cal HHS and I'm extraordinarily proud of what we've been able to do
1:33:09
there I also look at how we've been able to include aging at every table we
1:33:15
have really expanded how we think about aging and disability within the
1:33:20
conversations that we have and we're much more intentional about how we think about
that and so I
1:33:27
am very proud of the fact that this is not just aging from the perspective of
1:33:32
the Department of Aging but when we talk about Medicaid when we talk about
1:33:37
when we talk about IHSS at Social Services when we think about Workforce when we
look at all of the other
1:33:44
cross-sector issues aging has a prominent role at the table and they did
1:33:49
not have that before and so I think that our policies and thinking related to
1:33:55
that I think looks very different today than it did before that has taken a lot of work and a
lot of culture change
1:34:01
internally for people to understand and see how we ultimately think about
1:34:07
this work more broadly I also am proud of kind of the Investments that we've made we
could
1:34:13
do much more I know you all want us to do more and I want to do more but as I think
about five years ago when I took
1:34:20
over as the budget lead you know we were \$160 billion
1:34:26
operation and as I depart the organization next week we are a
1:34:33
\$261 billion organization so we have grown by roughly 60% with regards to our
1:34:41

overall budget that is our total funds that's our special fund all of our federal funds and our general fund but

1:34:48

when I look at the general fund allocation to HHS more Broadly we were

1:34:55

at \$42 billion 5 years ago and we are roughly at \$72 billion in general fund

1:35:02

contribution to our programs that is roughly about a 70% increase over

1:35:08

that time period and this isn't any one individual that had a role to play this is your advocacy our work with

1:35:16

the governor's office to articulate the importance of some of these activities

1:35:21

our partnership with the co-equal branch of government the legislature and them prioritizing this work and so

1:35:28

I'm deeply proud of what that all has looked like and as I think about

1:35:33

what is ahead I think that there are a few things that are top of my mind that I

1:35:40

think would be really important to continue to think about I strongly

1:35:47

believe that the stigma around age and agism is well and alive and despite the

1:35:54

fact that we have a master plan for aging and we are thinking about the

1:35:59

mechanics of the various programs that serve older people I think when you look in society more broadly I think we still

1:36:08

have a pretty significant society that does not believe the value of an

1:36:14

older or a disabled person and to Fernando's Point earlier I think we've

1:36:20

got to figure out how we tell the story we need to better storytellers around

1:36:26

the implications and the value of older people and people with disabilities and

1:36:31

so I think it's going to be imperative on upon all of us to really begin to think about how do we reshape The

1:36:39

Narrative particularly in this next generation of individuals to think about what does

1:36:45

agism really look like in California and in America more broadly and so it is

1:36:51
my hope that we all work together to think about what that really looks like
1:36:57
second I think that I'm deeply worried and I've talked to many of you
1:37:03
about this and I'm sure we'll be talking more about this in the years to come I am deeply
worried about the state
1:37:10
of our long-term services and support system for older adults and I think
1:37:16
that we have hit a little bit of a roadblock in terms of how we think about
1:37:22
that partly because from my personal belief I think that during the
1:37:28
work around the Affordable Care Act and the Class Act in particular I think that
1:37:33
people just think that this is something really expensive that we should not do and I
strongly believe
1:37:40
that if we take that mentality or attitude towards this that we really
1:37:45
are going to be in a situation in a couple of years where this is going
1:37:51
to be an imperative not only for old adults but for the economy more broadly
1:37:57
because people like myself and my wife who have older parents who we're having
1:38:02
to navigate with they are going to be dependent on Social Security and Medicare and
they do not have the safety
1:38:10
net to be able to fall in and we can't afford to be able to support them in that way and I
deeply think about how
1:38:17
many more people are in that boat alike and so I do think we collectively have
1:38:23
to think about what role does Medicare play what role does Medicaid play how do
1:38:28
we think about these services and supports in a different way how do we talk about
them what is the value
1:38:36
proposition from the perspective of both the economy as well as the individual and I
think that we really have
1:38:44
got to reinvigorate that conversation in a different way both locally but

1:38:51

also nationally in order for us to think about what that looks like so I am I

1:38:56

think I am increasingly more worried about what that all looks like

1:39:01

and I think we have to have urgency and haste to think about what does HCBS

1:39:06

look like and what does the compliment of Itss look like moving forward and I think we've got some ideas that we've

1:39:12

been working on with our partners at CMS but I think that there is more to be done in the space in the coming weeks

1:39:19

months and years that is going to be really really important think about and

1:39:25

then I think the last two pieces of reflection is that we can't think

1:39:31

about aging and isolation it's not a system on its own it's a system that is utterly connected to other things and

1:39:39

I think what we do a really poor job of is really trying to think about how we connect the dots between the various

1:39:45

things that's easy said than done so in theory that like oh yeah it makes sense to be saying like how does cal aim and

1:39:51

proposition one think about the work that Susan and folks are doing on HCBS it is much harder to get our

1:40:00

local Partners to begin to think about the blending and braiding of these resources in service of that person and

1:40:07

so I think we collectively have got to think about not just like what are we

1:40:12

doing for people who are older but what are we doing as part of the Continuum in terms of thinking about ways in which we

1:40:19

leverage opportunities so for me I think there's a lot of opportunity under

1:40:24

Cal aim to think about what role older adults play I think that there's a lot of opportunity to think about

1:40:30

proposition one and what more we can do on behavioral health for older adults I think it's a crisis in our country in

1:40:37

terms of the isolation and the lack of belonging that some older adults feel in the society and I think that

1:40:45

we've got to really think about kind of how do we think about Workforce from the perspective of older adults I think

1:40:52

that there are a lot folks who may even want to come back for a second career they might not want to work full-time

1:40:58

but they want to have a different sense of purpose and so how do we think about reinvigorating them so that they can

1:41:06

retire at 55 for example but they can continue to use their minds till they're 90 by contributing back to society and I

1:41:13

think we've got to think through a little bit about what that looks like and how we tap into that

1:41:21

capacity because we the reality is we don't have enough people to do the things that we need to do and even our

1:41:29

Workforce is not equipped to deal with some of the Aging issues that we're dealing with so thinking about how we

1:41:35

don't need everyone to be a geriatrician but we need every medical student to know and understand what it means to age

1:41:42

and how what you know the implications of Alzheimer's and loneliness and all that looks like

1:41:47

from that point of view and then lastly I think we

1:41:53

we are underestimating the use of data and technology in the space and I

1:41:59

strongly believe that the AI and generative Ai and as we have two

1:42:05

pilots going right now with four different firms looking at how we deploy

1:42:11

Ai and gen AI in two particular use cases one is around language access how

1:42:16

do we make our materials translated much quicker and with more

1:42:22

efficiency with a human being at the center and then we have another one that is focused around our licensing

1:42:29

capability so when a surveyor goes into a skill Nursing Facility or a hospital that we have the ability to

1:42:37

have them be accompanied by an AI tool that does a note taking and then the generative AI tool basically looks at

1:42:43

all of the rules and regulations and overlays what they see and makes recommendations around what citations to

1:42:50

have and there is some strong promise around what that looks like those are just two examples but

1:42:56

from a person perspective many people do have access to cell phones and many people do have access to smartphones and

1:43:04

I think that there's an opportunity for us to think about what role technology plays in further connecting older adults

1:43:11

and thinking about what service Provisions look like in that context more broadly and so I think that we

1:43:18

need to enable the use of data and the use of technology in a different way than we have had today is

1:43:24

ultimately one of the things just in closing I when I started here

1:43:31

nine years ago I was 28 I had no gray hair I was not married I did not have

1:43:37

kids my life personally looks very different I have learned a lot and I

1:43:42

learned a lot from all of you in pretty profound ways I am will be

1:43:49

forever grateful to this community for allowing me to be a small part of it

1:43:55

and enabling me to do my job and do the job that you all have asked us to

1:44:01

do we didn't agree all the time but I what I appreciate about this group is

1:44:06

that we always had respect for each other and I think that mattered in

1:44:12

our work and so from the bottom of my heart I do express my thanks and

1:44:17
gratitude for allowing me to grow with you I started as a little kid in
1:44:23
this work and now I'm in adulthood and I couldn't be here had it not
1:44:29
been for all of you and this issue area amongst all of the things that I
1:44:34
deal with on a daily basis is perhaps most dear to my heart and I think
1:44:39
Susan knows that and Sarah knows that and in the way and I engage on this
1:44:45
but to the philanthropic Partners I we owe you a great of thanks and gratitude and
history will only judge
1:44:52
what we been able to do together to the various advocacy organizations that are
1:44:57
part of this movement you've played a tremendous role and coming together in a
1:45:03
way that I could have never imagined and you know your role and responsibility is
1:45:08
to push the envelope and sometimes for us that's very uncomfortable but I think it's
important you play an important
1:45:13
role in in that work and then to our academic Partners you've opened the world to us in
ways of for us to think
1:45:21
about how we do this work so I will be cheering Susan and the rest of the team
1:45:27
on as a private citizen starting next Friday my wife is very excited to
1:45:32
throw my phone into the garbage can because she's sick of my phone and
1:45:38
my kids I think are excited to have me more present and at home and so with
1:45:43
that I just again want to both call on you to do more and to think differently
1:45:49
about this work and to express my heartfelt gratitude and thanks for allowing me to be a
very small part of a
1:45:56
movement that I think is beginning to shape the way we do this work but will be
profoundly impactful moving forward
1:46:03
so Susan thank you thank you thank you Marko thank you clapping silent
1:46:09

clapping thank you very much and we will do everything we can to
1:46:17
make you proud to continue to make you proud as you follow our progress
1:46:23
thank you for joining us today and truly for the Legacy that you leave that is the master
plan for aging and thank
1:46:30
goodness it's not a report that sits on a shelf because you coin that term and
1:46:35
and we're all committed to that and it continues to iterate and evolve just as you
envisioned lots of really nice
1:46:42
comments in the chat to you we wish you all we all wish you the very best
1:46:49
very best and we know we'll see you again we know we'll see you again you can come to
the day of
1:46:55
action thank you Marko and I think I turn it over now to Carroll for public
1:47:01
comment the comments are still coming in for you right on time something else we
1:47:08
appreciate thank you
1:47:18
Marko hi Carroll you are muted oh my gosh I was so moved by that whole
1:47:25
presentation forgot my job thank you so much for sticking with us this
1:47:32
is the public comment time and if you would like to make a public comment
1:47:39
please press star nine if you're calling in by phone if you are on the webinar
1:47:45
you can click on that raised hand icon and we will unmute your line so feel
1:47:52
free to do that now of course at any time you may send a email public comment
1:48:00
a public comment by email to our engage email box e N G a g e
1:48:06
at aging dot
1:48:17
C a dot gov give it a couple more beats again if anybody has any comments
1:48:24
we're happy to take them now but of course you can email them at any time
1:48:29
engage E N G A G AT aging DOT c a DOT gov we monitor that email box all the

1:48:44

time okay

1:48:51

Susan turn it back over to you thank you all right great thank you Carroll so at

1:48:58

this point we can we can end the meeting early or if there were any

1:49:03

comments from any of our impact members who didn't get a chance to share their thoughts today while we're

1:49:09

together we have a few minutes for that thank you for sharing please

1:49:15

register for the day of action if you haven't yet and scanning the screen did

1:49:21

anybody want to offer any anything up for the group or shall we adjourn our meeting until we meet again on October

1:49:28

8th in Sacramento okay I don't see any thank

1:49:35

you to the CDA staff for all the Logistics and leg work to make this a successful meeting to our impact members

1:49:41

and Marko again our thanks to you for your incredible leadership and your example everybody have a great rest

1:49:48

of your day thank you