

## **AGING & COMMUNITIES OF COLOR/DIVERSITY**

This small group discussion considered the following questions:

1. Aging often exacerbates inequities and economic instability for communities of color or ethnic/language minorities. Envision an age-friendly community that is relevant for all. What does it look like?
2. How can age-friendly policies be developed with cultural humility and input from communities of color and ethnic minorities?
3. How can inequities best be addressed?

**Here are the insights and ideas that the group produced:**

- We can draw from the 8 domains from WHO
  - Transportation
  - Housing - affordable
  - Social - intergenerational participation
    - IE. West Oakland Youth Center is understaffed because no youth attend. Seniors are waiting to attend.
  - Isolation - visiting program
  - Intergenerational / Intercultural celebrations to increase awareness
- Focus groups starting with each ethnic group alone
  - Then have focus groups together → this will uncover the real needs and interests
  - RFPs are great but the focus groups are the one group and there is no follow-through to integrate more groups, more input
  - Need more providers' meetings (and with different types of providers)
  - Policy Development needs to be more accessible
- Example: There is a great Native American "restoration" group (community restoration)
  - When there is an issue, they sit together and talk about it (like talking stick) to confirm what the issue really is (ask the question)
    - There is community involvement in the solution
    - This creates community buy-in/ownership
- Lead with values
- Invest in social supports (shelters, health etc)
- Incentivize models (co-living, neighborhood connectivity)
  - ie. "Last-time Home" buyers
- Utilize technology to improve accessibility for all services
- Housing policy (set-asides, cost controls etc.) that reflect true affordability
- Increase control for decision-making communities