

Inclusion, Diversity, Equity, and Access Mission & Values

The Nutrition and Aging Resource Center recognizes services are not one size fits all, therefore we celebrate the diversity of the older adult population by respecting the needs for those various life experiences.

At the Nutrition and Aging Resource Center, we are dedicated to Inclusion, Diversity, Equity, and Access (IDEA). As public health advocates, all forms of IDEA are essential to our service. We experience many social issues in the aging network, including ageism, ableism, racism, sexism, classism, sizeism, anti-LGBTQIA+, and more. The Nutrition and Aging Resource Center will continue to prioritize our work to address these inequities and celebrate diversity, equity, and inclusiveness.

We aim to provide guidance and resources through the lens of IDEA to achieve the goals of the Older Americans Act Nutrition Services Program (NSP), which focuses on older adults with the greatest social and economic needs. Our work supporting the Aging Network in serving their neighbors is becoming increasingly important due to the rise in need and complexity of care among older adults.

If you would like to provide feedback on how we are addressing Inclusion, Diversity, Equity, and Access for all, please use this link. Feedback will be monitored quarterly.



► OUR VALUES IN ACTION

CURRENTLY, WE:

- Provide resources that are 508 compliant. We design for user dignity. Our resources are accessible to and usable for individuals of all abilities.
- Provide resources in multiple languages. Spanish was identified as the second-largest primary language of NSP participants.
- Utilize person-first language in resources. We recognize people as individuals before describing a part of them.
- Supply FREE resources and connections for the Aging Network. Our resources and social media are freely available to all.
- Maintain curiosity about those we serve and work with. We will never be competent in all cultures and recognize that not all are the same within one culture, but our search to understand will never end.
- Receive feedback on how we can improve. We strive to fit the demands and needs of the Aging Network and hope you all will share those with us when we are not.
- Encourage NRCNA staff to complete and reflect on their results of the Cultural Competence Self-Assessment.
- Educate our staff and partners to better recognize and minimize microaggressions (commonplace daily verbal, behavioral or environmental slights) toward stigmatized or culturally marginalized groups.
- Continue to learn how we can anti-racist, anti-ageist, anti-ableist, pro-LGBTQIA+ and support equity for all.
- Utilize the [Reframing Aging Initiative](#) to ensure the language we use and messages we share are age-inclusive and bias-free.