



Gray Hairs and Rocking Chairs: Exploring Our Own Age-Related Biases

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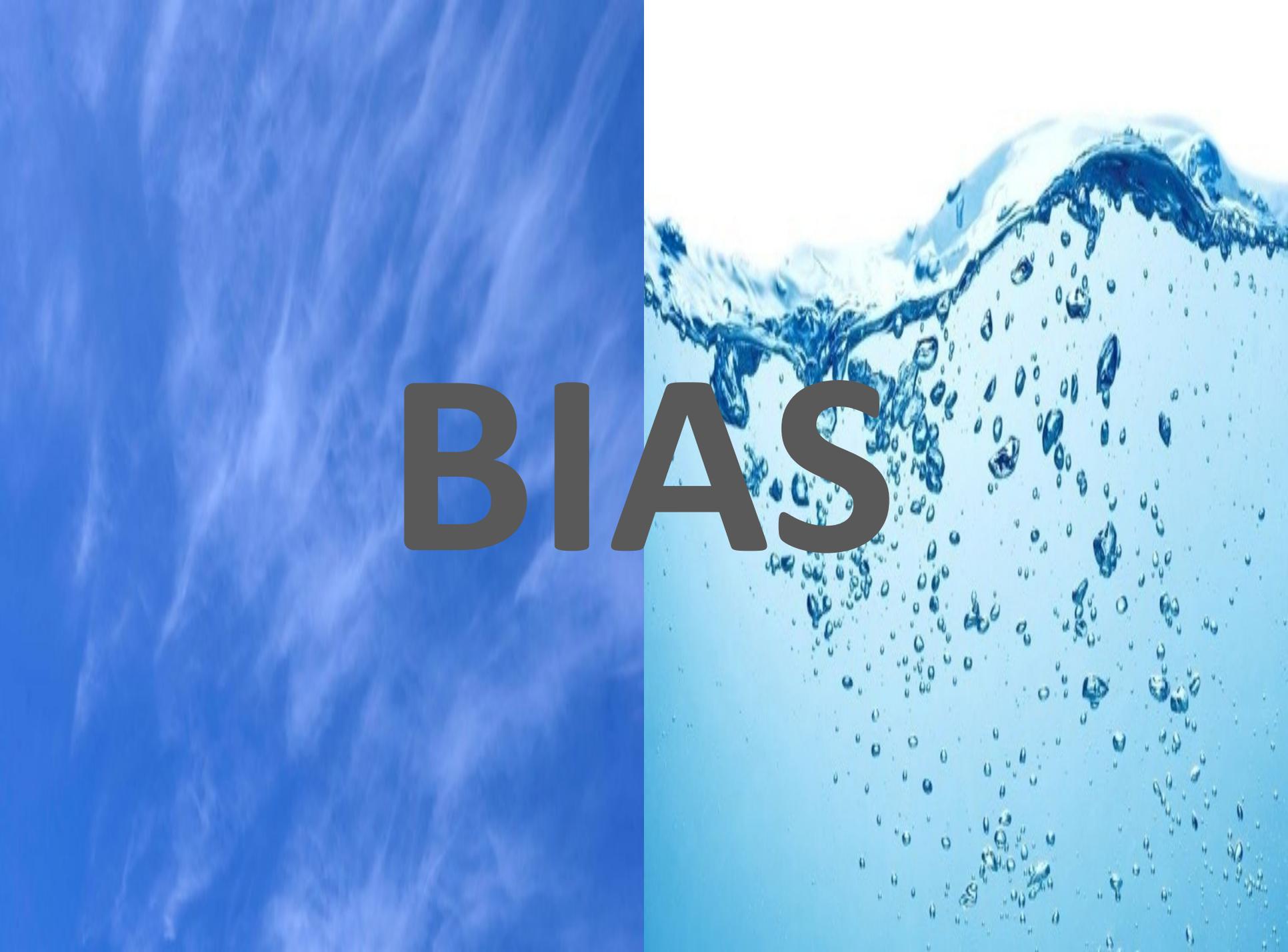
What words come to mind when you think about 'age, aging, or old'?

This Afternoon's Roadmap

- What are unconscious biases?
- How do they influence us?
- Where do you stand?
- Explore how you can grow

Unconscious/Implicit Biases

- **Unconscious biases** are social stereotypes that occur outside of your own conscious awareness



BIAS





BLACK MEN

ISLAMIC

FAT

POOR

DIFFERENTLY ABLED

OLD

VIOLENT

TERRORIST

LAZY

WELFARE

INCAPABLE/WEAK

?

Unconscious/Implicit Biases Continued

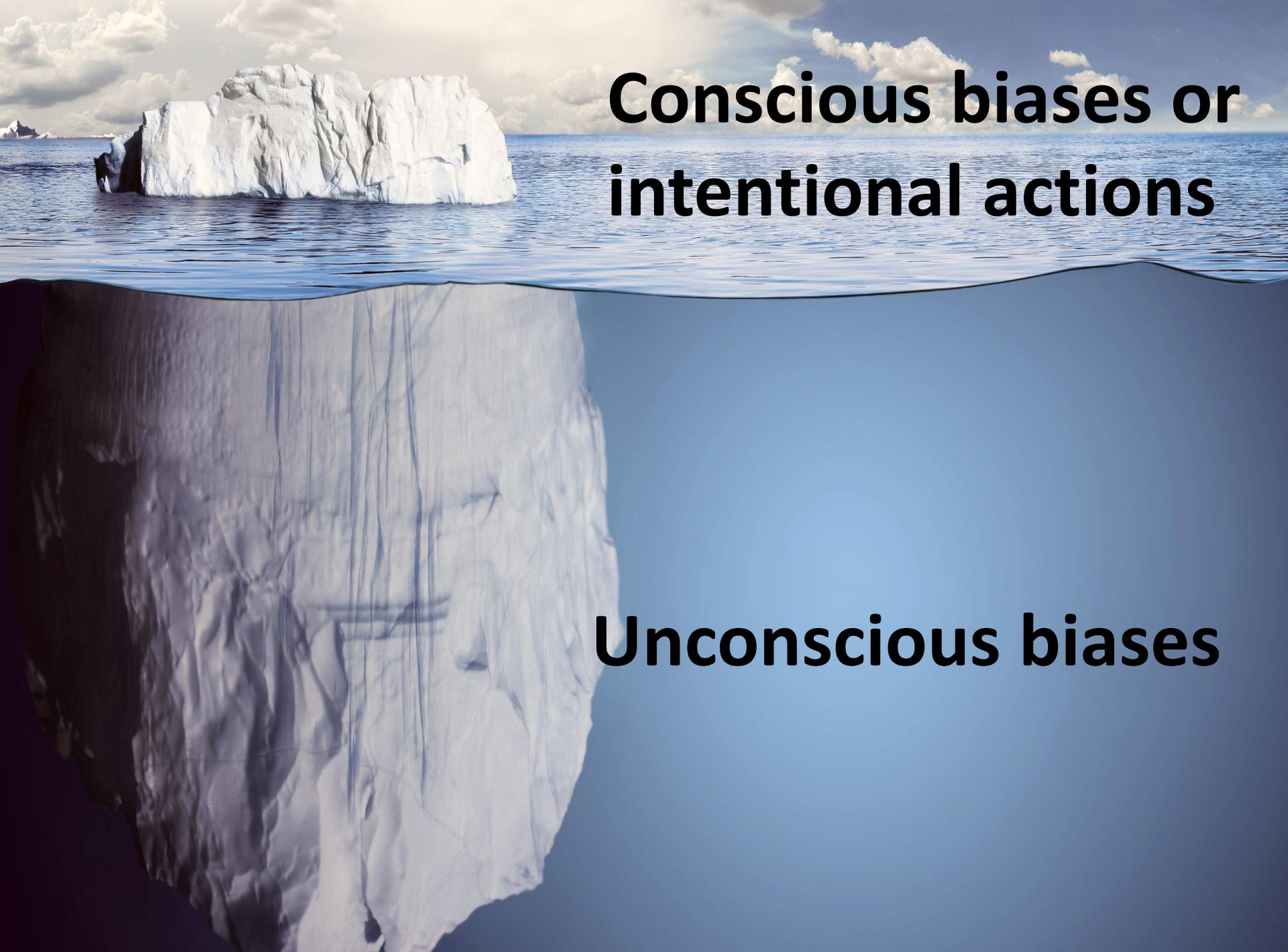
- **Unconscious biases** are social stereotypes that occur outside of your own conscious awareness
- Everyone holds unconscious beliefs

BLIND SPOT

BIAS

Unconscious/Implicit Biases Continued 2

- **Unconscious biases** are social stereotypes that occur outside of your own conscious awareness
- Everyone holds unconscious beliefs
- **Unconscious biases > Conscious biases**

An iceberg floating in the ocean. The tip of the iceberg is visible above the water surface, while the much larger, submerged part is visible below. The sky is blue with white clouds. The text "Conscious biases or intentional actions" is overlaid on the top right, and "Unconscious biases" is overlaid on the bottom right.

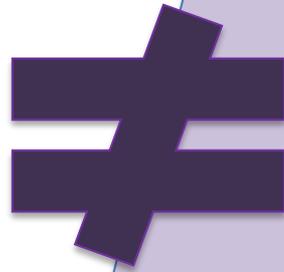
**Conscious biases or
intentional actions**

Unconscious biases

Unconscious/Implicit Biases Continued 3

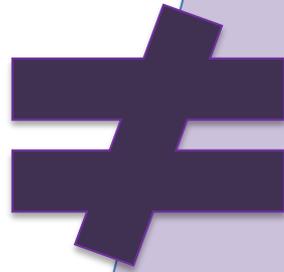
- **Unconscious biases** are social stereotypes that occur outside of your own conscious awareness
- Everyone holds unconscious beliefs
- Unconscious biases > Conscious biases
- Often incompatible with conscious values

IMPLICIT BIAS



OUTWARD ACTIONS

BIAS



BAD

INTERNALIZED
AGEISM



“I’m too old for that.”

“Take me out back and
shoot me!”

“I don’t want to live in a nursing
home. That’s for old people!”

“I’m too old to have sex!”

“I’m going to die anyways,
might as well smoke my
cigarettes!”

“I’m not going to senior center
with all of those old people!”

INTERNALIZED
AGEISM



Lower life expectancy

High blood pressure

Reduced self-esteem

Reduced motivation

Unconscious/Implicit Biases Continued 4

- **Unconscious biases** are social stereotypes that occur outside of your own conscious awareness
- Everyone holds unconscious beliefs
- Unconscious biases > Conscious biases
- Often incompatible with conscious values

So, what's the next step?

Addressing Your Biases

- Spy on yourself
 - What I did vs. what I wanted to do – call yourself out!
 - Triggers
 - Slow down!

Addressing Your Biases Continued

- Spy on yourself
 - What I did vs. what I wanted to do – call yourself out!
 - Triggers
 - Slow down!
- Be purposeful and get uncomfortable

Addressing Your Biases Continued 2

- Spy on yourself
 - What I did vs. what I wanted to do – call yourself out!
 - Triggers
 - Slow down!
- Be purposeful and get uncomfortable
- **Develop a vision**
 - What would the world look like without ageism?
 - Practice that vision

Addressing Your Biases Continued 3

- Spy on yourself
 - What I did vs. what I wanted to do – call yourself out!
 - Triggers
 - Slow down!
- Be purposeful and get uncomfortable
- Develop a vision
 - What would the world look like without ageism?
 - Practice that vision
- **It's okay to mess up!**



How will you move forward?

Thank You



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