

**AGING IN COMMUNITY COMMITTEE
OF THE
COMMISSION ON AGING**

October 8, 2019

9:30am-11:30 pm

7300 Calhoun Place, Room 6C Rockville, MD

In Attendance: Monica Schaeffer, Nanine Meiklejohn, Mary Sweeney, Richard Jourdenais, Marsha Weber, Miriam Kelty, Karon Phillips, Lyn Langbein

Staff: Pazit Aviv

Guests: Sara Fought (JCA)

Topic	Discussion Points	Decisions/Follow-up
1. Welcome and Introductions <ul style="list-style-type: none">• Approval of October 8th Minutes		
2. Announcements	Mary mentioned that the PHED committee did not discuss the ADU bill on September 23 at 9:30 am. Nanine reported on the newly formed work group of the DHCA addressing affordability in service-enriched senior living communities	. Nanine will report in November on the first meeting she attended.

<p>3. Discussion of the County’s pending Race Equity and Social Justice Bill</p>	<p>C. Marie Taylor, CEO and President of Leadership Montgomery gave us a deep dive into the Bill and her suggestions for where and how the COA might further investigate the origins of the Bill and potentially support the Bill.</p>	<p>The following suggestions reflect the discussion of the AIC committee for inclusion in a letter of support. It was decided that these points would be discussed with the Public Policy committee and Executive Committee for action steps, if any.</p> <ol style="list-style-type: none"> 1. A letter of general support from the COA should emphasize the extent to which older adults face racial disparities in area such as health care, housing, and employment. (We need supporting data.) 2. The bill should be modified to include employment in the list of areas in which disparities occur (wealth, housing, criminal justice, education, and health). There is data showing significant disparities for both African Americans and older adults. African American residents have a higher unemployment rate than all other racial and ethnic groups in the County (NOTE: Monica has employment data for this.) 3. There is some confusion about how the Hispanic community is categorized since, according to Karon, it is an ethnic group, but the bill seems to include ethnicity as category under race. 4. The letter should point out the need for an inclusionary process for affected groups. In connection with this, there was discussion in the AIC committee about the structure of the proposed Advisory Committee, which would consist of 6 County employees and 3 citizens, and whether it should be modified to allow more public members from the community, including older county adults. One idea was converting the county employees to ex-officio members to allow for more public members.
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	<p>Marie Taylor suggested that we invite 2 county staff to one of our COA meetings. This would provide an opportunity for the COA to learn more about the bill/county process and also to focus them on the relevance of senior concerns in areas such as housing, health services, and employment:</p> <ul style="list-style-type: none"> • Tiffany Ward, Racial Equity Program Manager, Office of the County Executive, <ul style="list-style-type: none"> ◦ Tiffany.Ward@montgomerycountymd.gov • Elaine Bonner Tompkins Senior Legislative Analyst, Office of Legislative Oversight Elaine.Bonner-Tompkins@montgomerycountymd.gov. Elaine wrote the Race Equity Lessons from the field <p>Finally, we discussed that we know that promoting diversity and inclusion is not only an overarching issue for the COA, but for the County’s initiatives as well. So we would like to have a general discussion of how an aging lens fits and contributes to addressing disparities in social justice. Who might we engage to further this conversation?</p>	<p>5. A question was raised in the AIC committee about how awareness of the Bill is being disseminated. The letter could raise this concern as well.</p>
<p>4. Discussion of senior employment</p>	<p>Using the focus sheet on senior employment that was introduced at the September AIC meeting, Monica opened up the discussion of</p>	<p>The committee agreed that the County government should be a model Age-Friendly employer, given the County’s</p>

	<p>senior employment and potential steps the committee would like to take to advocate/advise on promoting a multigenerational workforce in the County. In addition, it was noted by Anita Brady of OHR in her presentation in September that 43% of the County government workforce is 50+.</p>	<p>certification by the WHO/AARP as a “Community for a Lifetime.”</p> <p>First steps towards this end will be meeting with the new Director of the Office of Human Resources and conveying the benefits of job sharing and phased retirement to the new Director and to discuss the possibility of funding a project to determine the feasibility of these strategies for continuing to engage the 50+ workforce.</p>
<p>5. Next Meeting 11-12-19</p>		<p>Please RSVP to Nanine and Monica if you will attend.</p>