

The Conference Board Special Webcasts

Let's Talk About Age: Including Age as Part of Your Diversity and Inclusion Strategy
July 12, 2018



Today we're "talking about age" with two experts from AARP. Some questions we'll be addressing:

- How do each of us carry our own implicit biases or preconceived notions about people of different ages?
- How does that affect how we interact and work together?
- How have some companies incorporated *age* as a dimension of their own diversity & inclusion strategies?
- What lessons and best practices can you bring to your own organization to become more inclusive to workers of *all* ages in terms of recruitment, retention, and employee engagement?



Earn Credits

- Stay online for the entire webcast
- Credit available for participation in the live webcast only

HRCI

- ✓ Type your full name, email address, and specify “HRCI” in the space provided

SHRM

- ✓ Type your full name, email address, and specify “SHRM” in the space provided

CPE (NASBA)

- ✓ Type your full name, email address, and specify “CPE” in the space provided
- ✓ Click ‘ok’ for 3 popups that occur during the program



Today's Presenters



Diane Lim
Principal Economist
The Conference Board



Lori Trawinski, Ph.D.
Age Diversity Thought
Leader
*AARP Public Policy
Institute*



Kamili Wilson
Vice President,
Enterprise Initiatives
AARP



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Disrupt Aging
Real Possibilities from **AARP**



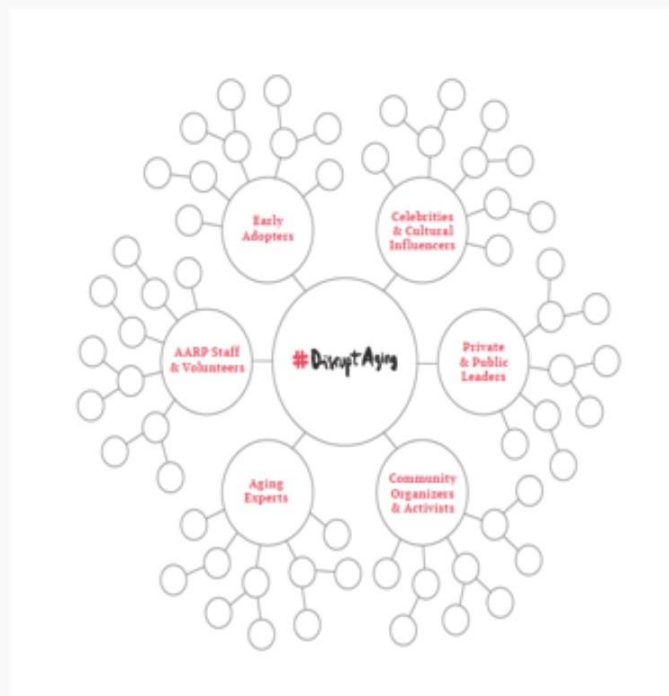
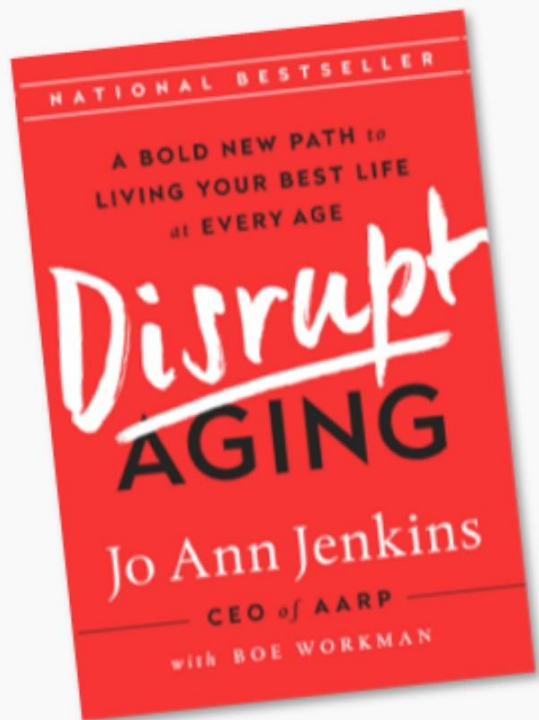
Audience Poll Question #1

What is the first word you think of when you hear the word aging?



Video – “What is Old?”

**The way people
are aging is changing.**



#DisruptAging



www.aarp.org/agediversityprofiles

#DisruptAging



Video – Multigenerational Workforce



Audience Poll Question #2

Does your organization include age as part of its diversity and inclusion strategy?



“By creating awareness, people all of a sudden see themselves, which leads to better understanding and the ability to leverage our strengths.”

Amanda Vallejo

Manager of Diversity and Inclusion
Ingalls Shipbuilding

#DisruptAging



“Open your eyes and see the possibilities, see how you can make a difference.”

Marsha Jones
Executive Vice President
Chief Diversity Officer



centrica

“We are focusing our efforts on recruiting and retaining diverse talent – there is a business case for that.”

Alison Hughes

Group Head of Diversity and Inclusion

#DisruptAging



“With diversity and inclusion comes greater innovation and success.”

Avalyn Jackson
Lead Manager of Diversity



UNITEDHEALTH GROUP®

**“We want the demographic
of our workforce to
represent the members we
serve.”**

Chris Coleman
Senior Vice President
Human Capital

#DisruptAging

Promising Practices

- 1** Talent recruitment across all ages
- 2** Apprenticeship programs open to people of all ages
- 3** Special programs designed to help people reenter the workforce following an extended absence
- 4** Raising awareness of intergenerational differences through videos, training programs, events, and employee resource groups
- 5** Employee resource groups increase employee engagement and often house mentoring programs:
 - Use of employee *business* resource groups to help solve business problems
 - Use of employee groups as a path for leadership development
- 6** Cross-generational mentoring programs facilitate knowledge transfer



Video – Food Truck



Audience Poll Question #3

How did the video make you feel?

Audience Poll Question #4

Have you experienced age discrimination (either older or younger) yourself or seen someone you know face it in the workplace?

Ways Employers Can Attract Talent of All Ages

- Make changes to talent acquisition to develop a bias-free application process:
 - Do not require dates of education
 - Do not require extended career history
 - Do not collect applicant photos if applicant applies from their LinkedIn account
 - Do not make gender, ethnicity and disability data visible to the recruiter
 - Do not request compensation history
 - Collect age data only after an offer is accepted
 - Use age-neutral language in job descriptions
 - Train hiring managers and interview panelists in structured interview techniques

Benefit Programs Can Help Retain Talent

- Offer benefit programs that appeal to employees throughout the life/career course:
 - Offer paid leave for caregiving for a family member in addition to sick and vacation leave
 - Provide wellness tools and resources, including financial wellness tools
 - Offer a sabbatical, i.e., additional weeks of paid leave, once an employee reaches a certain number of years of service to help the employee recharge
 - Offer flexible work hours, compressed work weeks, and telecommuting options
 - Offer a phased retirement program to help employees who want to phase out of work prior to full retirement while providing the opportunity for knowledge transfer

AARP Resources for employers and jobseekers



To help experienced workers and job seekers get to where they want to be, AARP offers effective resources and innovative tools, spotlights employers that value experienced workers and confronts age discrimination in the workplace. www.aarp.org/work



The AARP Employer Pledge Program is a national effort to help employers solve their current and future staffing challenges and direct job seekers to employers that value and are hiring experienced workers. www.aarp.org/employerpledge

Disrupt Aging
Real Possibilities from **AARP**

Related Resources from TCB



Publications

[Reviving Professional Development: A New Approach for Millennials](#)



[Dysfunctional, Abusive Behavior in the Workplace: What organizations, boards, and senior leaders can do](#)



Webcast

[Advancing Gender Parity - New Strategies to Develop Organizational Change Leaders](#)

July 24, 2018



Conference

[The 2018 West Coast Diversity & Inclusion Conference](#)

December 10-11, 2018

