Older Hispanic American Workers: Current Status and Future Prospects
Room: Addison
An aging workforce means U.S. businesses are running out of time to prevent labor shortages, talent wars and knowledge loss, even in a tough economy. Between 2006 and 2016, the age 55 plus workforce will grow five times faster than the overall labor force. If the massive Baby Boom generation retires at historical rates, companies may scramble to find enough qualified younger workers to fill empty slots. Hispanic workers represent one of the fastest growing segments of the older population, and thus could be an important segment for employers to understand in their efforts to recruit and retain mature workers.

What are the implications for employers as diversity and aging come together in the 21st century? AARP, The Tomas Rivera Policy Institute, and the Urban Institute present a comprehensive report on the current status and future prospects of Hispanic older workers.

Moderator:
• Deb Russell, Director, Workforce Issues, AARP, Washington, DC

Panelists:
• Elba Aranda-Suh, Executive Director, National Latino Education Institute, Chicago, IL
• Paul Cerpa, Executive Director, Hispanic American Construction Industry
• Chicago, IL
• Omar Duque, President/CEO, Illinois Hispanic Chamber of Commerce, Chicago, IL
• Richard W. Johnson, Senior Fellow, The Urban Institute, Washington, DC
The current economic crisis and the increased cost of daily necessities challenge the welfare of the average American household and further marginalize individuals 50+ who silently sit on the knife’s edge of economic stress. The precarious situation of these individuals is due to lack of retirement income and/or employment opportunities, inadequate assets and financial management tools, limited health insurance coverage and access to benefits, levels of disability and poor health. Furthermore, these harsh circumstances disproportionately impact women, communities of color and persons living alone. Yet with this disturbing overall portrait, potential sources of strength, hope and financial improvement can be discerned.

The AARP Foundation presents a report on the poverty situation among older adults, providing a clearer picture of those living in poverty and those at risk for falling into poverty and strategies to combat what seems like an intractable problem. Led by AARP Foundation leaders, this special program will include experts in poverty, aging and financial issues to discuss the strategies required to make a durable difference in the lives of older Americans.

**Moderator:**
- Joyce Payne, Chair, AARP Foundation, Washington, DC

**Panelists:**
- George Gaberlavage, Director, Consumer and State Affairs, Public Policy Institute, AARP, Washington, DC
- Dory Rand, President, Woodstock Institute, Chicago, IL
- Jennifer Tescher, Director, Center for Financial Services Innovation, Chicago, IL
June 9, 2009 Daily Activities

7:00 a.m. – 7:00 p.m. Conference Registration – 7th Floor

7:30 a.m. Continental Breakfast

8:00 – 10:00 a.m. Opening Session

Welcoming Remarks
- Percil Stanford, Senior Vice President and Chief Diversity Officer, AARP, Washington, DC
- Jennie Chin Hansen, President, AARP, Washington, DC

Plenary Session
Diversity and the Evolution of Language: The Power of Words
Room: Grand Ballroom

“Sticks and stones may break my bones, but words will never hurt me” is an adage used mostly by children. In the past, words like Kyke, Oriental, crippled, queer, wetbacks and colored were used to describe certain ethnic groups and other populations who were considered different and “less than.” Some of these words have almost disappeared from the diversity lexicon, and others have replaced them. Words like minority and majority have taken on new meanings and connotations, as well as generational and geographic nuances as our world becomes more diverse.

Join the leaders of seven organizations that serve people from diverse backgrounds and experiences as they ponder the power of words to divide, to hurt, to heal and to bring us together.

Moderator:
- E. Percil Stanford, Senior Vice President and Chief Diversity Officer, AARP, Washington, DC

Panelists:
- Michael Adams, Executive Director, SAGE (Services and Advocacy for GLBT Elders), New York, NY
- Randella Bluehouse, Executive Director, National Indian Council on Aging, Albuquerque, NM
- Cori DiBiase, National Director, Start on Success Project, National Organization on Disability, Washington, DC
• Yanira Cruz, President and CEO, National Hispanic Council on Aging, Washington, DC
• Karyne Jones, President and CEO, National Center and Caucus on Black Aged, Washington, DC
• Carmela Lacayo, President and CEO, Asociacion Nacional Pro Personas Mayores, Pasadena, CA
• Donna Yee, CEO, Asian Community Center, Sacramento, CA

10:00 – 10:30 a.m. Break

10:30 a.m. – 12 noon Feature Sessions (Choose One)

Leadership Lessons from the Field and Building for the Future: Four Women Leaders of Diversity
Room: Clark
This session will feature a dialogue among women of diversity who have advanced to visible leadership roles. Discussion will cover what key sentinel experiences have shaped their growth, how they addressed vulnerabilities and what they would like to gift as lessons learned and most importantly identify what “new work and how to work” in the 21st century is called for by emerging leaders of diversity.

Panelists:
• Jennie Chin Hansen, President, AARP, Washington, DC
• Madeleine Moore Burrell, Co-Founder, 21st Century Women’s Leadership Center, New York and Past President, AARP New York
• Yanira Cruz, President and CEO, National Hispanic Council on Aging, Washington, DC
• Traci McClellan, President, McClellan – Sorell Consulting, Inc., Rio Rancho, NM

Navigating Healthcare in America
Room: Belmont
By 2050, it is estimated that 40 percent of the U.S. population will be older than 50, placing an even greater strain on the health care system. The health of Americans failed to improve in 2008 for the fourth consecutive year and the U.S. currently falls behind 27 other countries in terms of life expectancy. Without action, the health of our nation will continue to lag behind.
How can the U.S. create a health care system that is high quality, cost-effective, affordable and provides the best possible care not only for the aging population, but for children and for the millions of Americans who lack health insurance?

Dr. Reed Tuckson will address how individuals, government leaders and institutions can join forces to modernize the health care system, improve access and health outcomes and help meet the diverse needs of all Americans.

**Moderator:**
- George Rowan, Board Member, AARP, Washington, DC

**Presenter:**
- Reed Tuckson, Executive Vice President and Chief of Medical Affairs, UnitedHealth Group, Minnetonka, MN

**Successful Financial Innovations**
Room: Addison
Contrary to popular belief even low to moderate income Americans have the capacity to save. Innovation is required to fill the gap in helping to reduce the financial, procedural and psychological barriers. This session introduces participants to a new way of thinking about asset building and helping low to moderate income Americans achieve financial security. Join a panel of financial experts to discuss current approaches, learn new concepts and understand policy implications required to fill the gap.

**Moderator:**
- Vivian Vasallo, Senior Director, Target Communities and Financial Innovations, AARP Foundation, Washington, DC

**Panelists:**
- Denise Gabel, Chief Innovation Officer, Filene Research Institute, Madison, WI
- Christina Hachikian, Innovation Manager, Center for Financial Services Innovation, Chicago, IL
- David Marzahl, Executive Director, Center for Economic Progress, Chicago, IL

**New Dimensions in 21st Century Diversity: Legal and Ethical Issues Serving Elders**
Room: Armitage
A panel of attorneys representing a broad range of diverse expertise and experiences in public and private legal services as well as policy settings both
nationally and regionally will cover aspects of the comprehensive subject areas being presented throughout the Diversity Conference – race and ethnicity representing African American, Asian, Hispanic/Latina, Euro, Native American and LGBT perspectives will be included in this open-ended discussion, with a Q & A period.

Moderator:
• Joyce Pierson, Elder Law Project Coordinator, National Center for Lesbian Rights, San Francisco, CA

Presenters:
• Natalie Chin, Esq., Staff Attorney, Lambda Legal, New York, NY
• Alfred J. Chiplin, Esq., Managing Attorney, Center for Medicare Advocacy, Inc., Washington, DC
• Lisa Cisneros, Esq., Pride Fellow, California Rural Legal Assistance and National Center for Lesbian Rights, San Francisco, CA
• Gerald McIntyre, Esq., Legal Director, National Senior Citizens Law Center, Los Angeles, CA
• Shannon Minter, Esq., Legal Director, National Center for Lesbian Rights, San Francisco, CA

12 noon – 2:00 p.m.  
Box Luncheon with Poster Sessions and Roundtable Discussion Sessions
Box Lunches sponsored by UnitedHealth Group
(Pick up box lunches in Waveland)

Poster Sessions
Room: Halsted
1. How Can We Encourage Diversity in Clinical Trials?
Only approximately 1% of older adults participate in clinical research trials, yet they are the overwhelming majority users of medication and are the most likely first users of new medications. When we break that 1% down and examine it by race, gender and ethnicity, the numbers become very small indeed. This session will examine why diversity in medication trials is important, the past and present barriers to participation, and share one program that is trying to address this problem.

Presenter:
• Paula Wiener, Community Outreach Manager, Parkinson’s Disease Foundation, Chicago, IL
2. NIA Resource Centers for Minority Aging Research
The Resource Centers for Minority Aging Research (RCMAR) are a cross-cutting national initiative and model program that work to build a research infrastructure for minority aging research. The RCMAR National Coordinating Center has developed a searchable database of supported health disparities research publications. Participants will gain an understanding of the RCMAR programs, their emphases in research content, the underrepresented/minority populations the Centers work with; the structure of each center; the resources available on the website.

Presenter:
- Janet Frank, Assistant Director for Academic Programs, Multipurpose Programs in Geriatric Medicine, University of California, Los Angeles, CA

3. Aging Well in an Intentional Intergenerational Community
Older adults at Hope Meadows seem to be defying a degenerative model of aging. We are focusing on a new initiative that will not only include physical wellness, but also social, emotional, intellectual, spiritual and vocational well-being. We hope it will be a positive and inclusive model that strives to be diverse and culturally sensitive, as well as intergenerational.

Presenter:
- Carolyn Casteel, Director, Generations of Hope, Rantoul, IL

4. Fostering Greater Inclusiveness in Senior Housing Communities
Fair housing laws prevent discrimination based on a wide range of factors including sexual orientation in Illinois. While one can move into senior housing, there is no protection for an individual who is considered different from being marginalized by other residents. This program will look at ways one can foster greater understanding and acceptance of different populations, including GLBT seniors.

Presenter:
- Patrick Gourley, Service Coordinator, CJE SeniorLife, Chicago, IL

5. Senior Transportation: Meeting Challenges and Leveraging Opportunities for Elders of Color
This session will showcase the work of the National Center on Senior Transportation in addressing transportation challenges for elders of color across the nation. Whether it’s the vast distances across rural or frontier America and
commuter-focused systems in urban and suburban areas, the increasing diversity in culture and language, or the financial hardships resulting from an economic downturn, communities are rising to the challenge and leveraging opportunities to meet older adult transportation needs through innovative ways.

**Presenter:**
- Traci McClellan, President, McClellan-Sorell Consulting, Inc., Rio Rancho, NM

6. *Imprisoned at Home: How Power Mobility Can Set You Free*
Think power wheelchairs and scooters are a boondoggle for lazy fat people? Think again! One in three people aged 65+ fall annually. The CDC reports tens of thousands of fall-related deaths each year. Power mobility, provided to people who truly need it, is life-affirming and life changing. This session separates the facts from the fictions. What is power mobility? Who needs it? Who pays for it?

**Presenter:**
- Donna Laux, Director of Marketing –Healthcare, The SCOOTER Store, New Braunfels, TX

7. *The Seniors Emergency Center: Creating a Continuum of Care*
Holy Cross Hospital Seniors Emergency Center has developed an innovative eight-bed dedicated unit. The implementation of a dedicated Senior Care Team to provide emergency care to older adults and promote a continuum of care that starts in the hospital and continues in the community ensures patient safety, improves clinical outcomes and ultimately enhances the quality of life for older adults and their families.

**Presenter:**
- Bonnie Mahon, Senior Director, Medicine and Seniors, Holy Cross Hospital, Silver Spring, MD

8. *Gatekeeper Identification of At-Risk Older Adults Saves American Health Care Dollars*
This session will focus on an innovative program which identifies at-risk older adults living in the community. It has provided assistance to over 1600 older adults and saved almost 14 million American health care dollars. In addition to the significant cost savings and statistically significant outcomes, this program can also be replicated across the nation.
Presenters:
- Donna Barrett, Coordinator, Gatekeeper and Geriatric Services, Southwest General Health Center, Middleburg Heights, OH
- Debbie Borowske, Director of Community Health, Geriatrics and Hospice, Southwest General Health Center, Middleburg Heights, OH

9. Lifelong Learning as a Vehicle for Activism and Community-Building among LGBT Elders
In 2007, Stonewall Communities launched the world’s first Lifelong Learning Institute for older LGBT people, using a model that has been tested in mainstream communities for decades.

Presenters:
- Michael Connolly, Director, Stonewall Communities. Boston, MA
- Alice Fisher, Board Member, Stonewall Communities, Boston, MA

10. An Empirical Examination of a Measure of Well-Being with Older Lesbians
The purpose of this project is to increase awareness of older lesbian women’s well-being. It is designed to increase understanding of the conceptualization of well-being for older lesbians as measured by a widely used measure of this construct. From this information, insight into the true nature of well-being can be gained by exploring well-being in an under-studied population.

Presenter:
- Amanda Ross, Graduate Student, The University of Akron, Cuyahoga Falls, OH

11. Elder Care and the Older Lesbian; The Significance of Non-Family Supports
Lesbian, gay, bisexual and transgender (LGBT) baby boomers worry about who will take care of them in old age and fear mistreatment in elder care. This session focuses on the results of a qualitative study of 10 older lesbians (>55) committed to living in a continuous care retirement center specializing in LGBT specific care.

Presenter:
- Marcena Gabrielson, Assistant Professor, Illinois State University, Normal, IL

12. How Are Korean American Older Adults Surviving?
Having faced the major stress of immigrating to a different country late in their lives, elderly Korean men and women suffer from economic, language, cultural and social barriers. The purpose of this session is to discover the changing socio-economic status of Korea American seniors, to check their physical and mental health, and to understand the barriers to living in the U.S. in order to prepare supportive services culturally and linguistically appropriate to immigrant populations.

**Presenter:**
- Kyeongmo Kim, Director of Suburban Office, Hanul Family Alliance, Mount Prospect, IL

13. Aging is Happening: Healthy Aging through Lifelong Learning for African Americans
The session will provide an overview of Elderhostel’s research into lifelong learning in the African American community as well as outside research into the challenges of successful aging. It will give an understanding of the underscored importance of staying physically active, mentally engaged and socially connected and that there are efficient options to encompass all three such as experiential learning and educational travel.

**Presenter:**
- Kathy Taylor, Associate Vice President, Community Development, Elderhostel/Road Scholar, Boston, MA

14. The Role of Mental Health Service Structure for Puerto Rican Older Adults in Community Senior Centers
This study examined how the structure of mental health services influences understanding and utilization of those services by Puerto Rican older adults in community senior centers. This session presents innovative research on using community services to reduce mental health service disparities. Having exposure and access to mental health services in community contexts may lead Puerto Rican and other Latino older adults who use community-based services to lesser stigma toward mental health services and increased service use.

**Presenter:**
- Daniel Velez Ortiz, PhD Candidate, University of Illinois, Urbana-Champaign, IL

15. Where Everyday is an Adventure: Life at the Most Diverse Senior Center in Chicago
Senior centers are a hub of constant activity. The Northeast (Levy) Senior Center, located on the northeast side of Chicago is no exception. This session will describe how the Center’s programming helps to break down barriers between the culturally diverse population that comes for assistance.

**Presenter:**
- Paula Basta, Regional Director, Northeast (Levy) Senior Center, Area Agency on Aging, Chicago Department of Family and Support Services, Chicago, IL

16. *Caregivers’ Adaptation to Multiple Caregiving Roles: As a Spouse and a Parent*
This study explores the effects of spousal disability on the wellbeing of caregivers who already have an adult child with chronic disability. The study examines caregivers trapped in multiple stressful caregiving roles. Our findings sensitize us to a group of caregivers who are among the most vulnerable and in need of support services from providers.

**Presenter:**
- Subharati Ghosh, PhD Student, Waisman Center, University of Wisconsin – Madison, WI

17. *Grandparents as Subsidized Child Care Providers: Motivations, Problems and Resource Needs*
The establishment of child care subsidy programs has resulted in public payments for many grandparents providing child care to their grandchildren. Implications will be offered for strengthening public supports for these grandparent caregivers.

**Presenter:**
- Meirong Liu, PhD Candidate, School of Social Work, University of Illinois, Urbana Champaign, IL

18. *Impacts of Aging and Diversity on Memory Performance in Older Adults*
This session will discuss the types of memory that are impaired by aging (e.g. working memory, episodic memory), improved with aging (e.g. verbal memory), and how external factors (e.g. ethnic diversity, socioeconomic status, education level) impact memory performance. The session will conclude with tips to prevent memory loss.

**Presenter:**
Opening the Window to the World: Teaching Aging from a Global Perspective
The aging of populations globally affects all aspects of life. The study of aging in a global society guides students and trainees through the cultural, social and historical roles of the elderly; examines the current status of aging in various societies around the world; and explores the analysis of future developments to advance the well-being of older persons.

Presenter:
- Tamara Wolske, Academic Program Director and Instructor in Gerontology, Center for Aging and Community, University of Indianapolis, Indianapolis, IN

Roundtable Discussions
Room: Addison for Roundtables 1-7
1. Campaigning for Diversity: Meeting the Needs of Clients, Staff and Community
Programs for active aging need to be multifaceted and individualized. There are inexpensive ways to meet the needs of our clients that can develop pride and ownership with all involved, by creating unique quality programs that are inclusive to all cultures, ethnic backgrounds, interests, ages and disabilities. This session will enhance educational opportunities by giving participants fresh ideas on diversity programming for the aging population. Award winning ideas will be shared.

Presenter:
- Rita Lopienski, Community Life Manager, Victory Center of Bartlett, Pathway Senior Living, Bartlett, IL

2. Latinization: Latino Heritage as an Asset
This session will empower and inform management and employees develop leadership skills, and highlight the importance of Latino cultural values.

Presenter:
- Christina Benitez, Lazos Latinos, Chicago, IL
- Richard Carlson, Vividian Advisors, Chicago, IL

Mature workers don’t want to stop working necessarily (especially given the state of their 401Ks). They need to reinvent and gain more control over the way they work. Flexible ways of working -- less than full time, from home, on project basis, etc. – are one solution. But employers and employees need the right tools to make it work. Learn about this new way of working as a way to support an inclusive work environment that manages people as individuals. It allows people to redefine what a career and/or job “looks” like and how it fits into your life and your company.

**Presenter:**
- Karol Rose, Chief Knowledge Officer, Flexpath, Edgartown, MA

4. **Homesharing: Consciously Creating Diverse Communities, Affordable Housing, Independence for Older Adults**
Homesharing is a program which matches older homeowners who need additional income or services in order to remain in their homes with working persons who need affordable housing. Matches are inter-generational, inter-racial, economically diverse, multicultural. This housing program promotes diversity on all levels.

**Presenter:**
- Jacqueline Grossmann, Homesharing Coordinator, Interfaith Housing Center of the Northern Suburbs, Winnetka, IL

5. **Identifying Strategies to Prepare Older Adults of Color for an Emergency or Disaster**
Older adults have been identified as a vulnerable population when a disaster strikes, but what has often been ignored is that race and socioeconomic status are factors in how prepared populations are for disasters and their ability to recover from them. In this presentation we identify the impact that disasters have on older adults of color and the disparities that exist in disaster preparedness for this population.

**Presenters:**
- Cate O’Brien, Director of Workforce Research, Mather LifeWays, Evanston, IL
- Saher Selod, Senior Research Assistant, Mather LifeWays, Evanston, IL

6. **Diversity in the Suburbs: Planning and Responding to the Demographics**
Organizations of all types need to plan for and respond to demographic changes by establishing new relationships with agencies. Participants will learn about
how to identify and approach potential partner agencies and how to find ways to work together to meet the needs of older adults. This session will provide the unique perspectives of three different organizations: AgeOptions, Xilin Asian Community Center and the Progress Center for Independent Living and how they have approached partnering with other agencies to provide the services that their clients need.

**Presenters:**
- John Jansa, Program Director, Progress Center for Independent Living, Forest Park, IL
- Anne Posner, Director of Program and Community Support, AgeOptions, Oak Park, IL
- Linda Yang, Executive Director, Xilin Asian Community Center, Naperville, IL

7. A Consideration of Potential Communities for Diverse Populations
Lesbians and gay men need to start planning their retirement community options. This session will examine legal and ethical concerns related to establishing livable communities of like-minded persons. The aging lesbian and gay population experiences discrimination in their families and in corporate nursing facility settings. This necessitates developing alternate care strategies. This session will examine what works and why. We will provide easily replicated generic healthcare documents. We will explore the variety of legal structures available that serve the best interests of aging persons who desire to live in community.

**Presenters:**
- Andrea Bozarth, Associate State Director – Community Outreach, AARP Kansas, Topeka, KS
- Susanna Coxe, Attorney and United Methodist Minister, Topeka, KS

Room: Clark for Roundtables 8-15

8. Community Colleges: Educating Plus 50 Learners
The American Association of Community Colleges’ Plus 50 Initiative supports community colleges that are creating and expanding programs and services to engage the 50+ population in learning; training or re-training programs; and volunteerism. The presentation will discuss how community colleges are uniquely positioned to respond to the growing demands among plus 50 adults, non-profits, and businesses for job retraining and career development programs.
Presenter:
- Katya Nekrasova, Senior Program Associate, American Association of Community Colleges, Washington, DC

This session will provide best practices in marketing and fundraising during a recession. Specific content areas will include relationships with donors, organizational branding, online giving and researching sponsors with a diversity message.

Presenter:
- Barrie Atkin, President, Atkin Associates, LLC, Waltham, MA

10. Barriers to Service for LGBT Seniors: Is It on the Public Agenda?
What are the issues faced by LGBT seniors in the Chicagoland area? Are the issues that LGBT seniors face recognized as social problems and are they on the public agenda? Findings from an exploratory study to understand how social issues, LGBT aging issues, become defined as a social problem and are elevated to a public agenda are presented.

Presenter:
- Mona Noriega, PhD Student, University of Illinois at Chicago, Chicago, IL

11. Aging among Blacks: Lessons from the Developed and Developing Worlds
This session will discuss the experiences of elderly Blacks in the U.S. and in Africa and explore areas of mutual benefit, as the world is becoming more interconnected and interdependent. It looks at opportunities for collaboration among people of shared heritage in the developed and developing worlds.

Presenter:
- Frank Eyetsemitan, Associate Dean and Professor of Psychology, Roger Williams University, Bristol, NJ

12. How to Identify Preferred Activities for People with Alzheimer’s Disease and Related Dementias
Staying active and engaging in activities has been shown to aid in the treatment of Alzheimer’s disease and other related dementia. One way to increase the probability of remaining active is to individualize the activities for the person. This can be done by performing preference assessments. During this session, we
will discuss why preference assessments are important, the different ways one can perform an assessment, and what researchers have found to be the most successful way to evaluate preferences in adults with dementia.

**Presenters:**
- Amanda Ryan, Masters Student, Southern Illinois University, Carbondale, IL
- Maranda Trahan, PhD Student, Southern Illinois University, Carbondale, IL

13. *Images of Aging in Retirement Transition*
This session is designed to educate boomers, pre-retirees, and post retirees and professionals in the healthcare arena on tips for adjusting a traditional retirement mentality to a holistic approach to a quality living in later years that prevent negative impacts of health such as chronic disease and depression.

**Presenters:**
- Barbara Atkins, Transition Life Style Coach, Penna Group, LLC, Goodyear, AZ
- Damita Zweikback, Public Health Consultant, Michigan Department of Community Health, Lansing, MI

14. *Urban American Indian Issues*
This session will address the important values of engaging in cross-generational programming and interaction in the Native community. Our “Elders” are our teachers of tradition and community values – a piece of history struggling in today’s society. The discussion encourages all cultures and ages to engage and share perspectives.

**Presenters:**
- Megan Bang, Director of Education, American Indian Center, Chicago, IL
- Terry Strauss, Retired Professor, University of Chicago, Chicago, IL

15. *Youth as Elder Advocates: Young People Speak Out for the Stewards of Their Families*
Young people describe the importance of elders in holding together their families and communities, and how youth can reciprocate by becoming champions of elder issues -- in the process confounding efforts to pit elder interests against those of youth.
Moderator:
- Nell Bernstein, New America Media, San Francisco, CA

Presenters:
- Adrian Avila, New America Media, San Francisco, CA
- Janet Lagto, New America Media, San Francisco, CA
- Cheyanne Torres, Project WHAT, Berkeley, CA
- Anna Wong, Director, Project WHAT, Berkeley, CA
- Kiara Lanier, Chicago Young Authors, Chicago, IL

2:00 – 3:30 p.m. Workshops, Lectures/Mini-Workshops (Choose One)

**Workshops**

**Know the 10 Signs of Alzheimer’s: Early Detection and Diagnosis in Diverse Communities**
Room: Clark
Recognizing that diversity requires an inclusive concept of considerations such as race, age, ethnicity, gender, sexual orientation, socioeconomic status, among others, the workshop will share strategies for reaching diverse audiences, the importance of knowing the ten warning signs and receiving an early diagnosis for an improved quality of life.

**Presenters:**
- Valeisha Butterfield, Director, Diversity, Alzheimer’s Association, Chicago, IL
- Doris Kraemer, Chief Operations Leader, Care Advocacy, CareScout, Waltham, MA

**A Dialogue on Sexuality: Diversity and Inclusion**
Room: Belmont
Why aren’t we talking more about sexuality within the fields of diversity and aging? What is at stake by remaining silent and what might be possible in terms of how we understand “inclusivity” if productive dialogue and action were to begin? This workshop addresses issues of identity and oppression within older gay men and lesbians while also examining sexuality issues of all older adults living in long-term care settings. Participants will obtain new resources, knowledge, skills and a shared network to greater enable them to pursue addressing healthy sexuality within their work and community settings.

**Presenters:**
• Gayle Doll, Director, Center on Aging, Kansas State University, Lawrence, KS
• Brian deVries, Professor of Gerontology, San Francisco State University, San Francisco, CA
• Joy O’Donnell, Director of Outreach, National Sexuality Resource Center, San Francisco, CA

Age is No Barrier: Challenges and Opportunities in Addressing HIV/AIDS in Older Adults
Room: Indiana/Iowa
As of 2007, 34% of all people with AIDS in the US were over the age of 50. Within ten years, it is expected that half of all those living with HIV/AIDS in the U.S. will be 50 or older. Practitioners must be prepared to meet the challenges of a changing HIV landscape. This session will be an interactive opportunity for providers to experience implementation techniques for integrating HIV services in their organizations and or settings. We will conduct hands-on exercises based on the ACRIA (AIDS Community Research Initiative of America) training modules.

Presenters:
• Hope Barrett, Director of Community Initiatives, Howard Brown Health Center, Chicago, IL
• Doreen Bermudez, Trainer, SAGE (Services and Advocacy for LGBT Elders), New York, NY
• Carmen Sanchez, Aging Services Program Specialist, DHHS, Administration on Aging, New York, NY
• Edward Shaw, Chairman, New York Association of HIV over 50, New York, NY

Aging in Prisons: Hidden Challenges to Serving a Diverse Aging Community
Room: Armitage
The prison inmate population is aging rapidly, but prisons have not adapted to the physical, health and mental healthcare needs of geriatric prisoners and communities are unprepared to address the multiple needs of ex-offenders upon their release. Elder ex-offenders returning to communities are faced with huge, geriatric-specific obstacles including emotional problems integrating into mainstream culture. This session will present new and innovative models for care for this population.

Presenter:
• Jessica Pupovac, Soros Justice Media Fellow, Chicago, IL
• Heidi Stupp, Advocacy Coordinator, Legal Services for Prisoners with Children, San Francisco, CA
• Cheyanne Torres, Project WHAT, Berkeley, CA
• Anna Wong, Program and Policy Director, Project WHAT, Berkeley, CA

**Practice-Based Evidence: How We Do It at CLESE (Coalition of Limited English Speaking Elders)**

Room: Great America
Learn how fifty ethnic, community-based service agencies, who serve elders from 30 cultural and language groups, have formed a coalition to overcome barriers to service utilization by Limited English Proficiency (LEP) elders in northeastern Illinois. This coalition facilitates the delivery of public services and special programs to LEP elders. Speakers will address the benefits and challenges of working across cultures on behalf of LEP elders and share insights on how this unique coalition can be replicated in other culturally diverse communities.

**Presenters:**
- Elizabeth Cagan, Executive Director, White Crane Wellness Center, Chicago, IL
- Angel Kindo, Executive Director, Urahi Community Service Center, Chicago, IL
- Marta Pereyra, Executive Director, CLESE, Chicago, IL
- Liliana Popovic, Director, Mental Health Center, World Relief DuPage, Wheaton, IL

**Lectures/Mini-Workshops**
1. Room Addison
**A – Diversity and Family Caregiving: The Personal Experiences of Human Service Professionals**
This presentation uses examples from a diversity of perspectives to delineate the challenges faced and strengths that emerge in family caregiving. It demonstrates the need to redefine the very concepts of “caregiving” and “family” and provides a conceptual model to understand the unique characteristics of caregiving in diverse families.

**Presenters:**
- Joyce Beckett, Professor Emerita, Virginia Community University, Richmond, VA
B – Findings from Eden-At-Home Trainings: Caregiver or Care Partner?
Participants in this session will become familiar with the philosophy and principles of Eden Alternative and how caring or elders who need care may be approached in mutually beneficial ways. Sample activities will be conducted to illustrate how concepts are used in practice settings.

Presenter:
• Michael Cheang, Assistant Professor, Family and Consumer Services, University of Hawaii, Honolulu, HI

2. Room: Northwestern/OH State
A – Disability in the Workplace
Approximately 15% of the U.S. workforce is either someone who has a disability or who has a child or other dependent with special needs; however, mostly due to a lack of awareness and understanding, 43% of working age Americans with a disability are unemployed and approximately 18,000 ADA related charges were filed with the EEOC in 2007. This session will include best practices in the workplace covering initiatives such as recruiting, absence management, training, accommodations, emergency preparedness, information and resources, affinity groups, celebratory events, among others.

Presenter:
• Nadine Vogel, President, Springboard Consulting, LLC, Mendham, NJ

B – Disability Doesn’t Mean Retirement!: Employment Viability Through Workplace Modifications and Accommodations
With retirement savings and home values ravaged due to the economy, older workers may need to stay on the job longer or re-emerge from retirement to enter the workforce. Many older workers who develop disabilities while working believe they must retire or will be forced into retirement. Learn how the Americans with Disabilities Act, 1990 and ADA Amendment Act, 2008 protect impacted workers so that older workers may stay on the job. Learn about modifications and accommodations in the workplace that will workers to remain the most productive and valuable assets to their employers.

Presenters:
Selima Ani, Managing Director, Chicagoland Business Leadership Network, Disabilityworks, Chicagoland Chamber of Commerce, Chicago, IL
Karen McCulloh, Executive Director, Disabilityworks, Chicagoland Chamber of Commerce, Chicago, IL

3. Room: Purdue/Wisconsin
A – LGBT Cultural Competency for Mainstream Aging Services Providers
How do you know if your organization is ready to serve lesbian, gay, bisexual and transgender elders and caregivers? The mainstream aging service system has limited knowledge of the psychosocial, cultural, political and economic issues facing LGBT seniors. The LGBT Aging Project’s Open Door Task Force is a cultural competency training program to help mainstream aging service organizations institutionalize their efforts to understand LGBT elders, reduce barriers to equal services, and create inclusive environments and programs.

Presenter:
• Lisa Krinsky, Director, LGBT Aging Project, Boston, MA

B – Transgender Elders: What Providers Need (And Don’t Need) to Know
They may be totally invisible or jarringly obvious, but transgender elders are or will be part of your constituency. This interactive session will present the tools and concepts you need to appropriately and respectfully serve transgender elders.

Presenter:
• Loree Cook-Daniels, Founding Executive Director, Transgender Aging Network, Glendale, WI

4. Room: Lincolnshire
A – The Oh Happy Day Depression Intervention (OHDDI) Supporting Older African American Women
In an effort to improve depression care for older African American women, interventions need to be culturally congruent with the needs, preferences, and cultural learning styles of this underserved and under-researched population. This session will provide an overview of an innovative, community-based intervention focused on addressing the mental health needs of African American women over the age of 60 and exemplifies the very intersection of the fields of aging and diversity.
Presenters:
- Doriane Besson, Research Assistant/PhD Student, University of Wisconsin, Madison, WI
- Earlise Ward, Assistant Professor of Nursing, School of Nursing, University of Wisconsin, Madison, WI

B – *Prime Time Sister Circles: An Effective Health Intervention for Mid-Life African American Women*
African American women are at increased risk for poor health and negative health outcomes because they have the highest prevalence of major risk factors that contribute to morbidity and mortality. Yet, African American women demonstrate the lowest risk factor awareness of any racial or ethnic group. Prime Time Sister Circle™ (PTSC) was developed to facilitate, motivate, and empower women to move beyond knowledge into sustained action for positive health change and focuses specifically on physical activity, nutrition, and stress management.

Presenters:
- Marilyn Gaston, President, Gaston and Porter Health Improvement Center, Potomac, MD
- Randi Klebanoff, Wellness Initiatives Manager, Mather LifeWays, Chicago, IL
- Gayle Porter, Vice-President, Gaston and Porter Health Improvement Center, Potomac, MD
- Sharon Smith, Fitness Coordinator, Mather LifeWays, Chicago, IL

3:30 – 4:00 p.m. Break

4:00 – 5:30 p.m. Symposia, Workshops, Lectures/Mini-Workshops

**Symposium**
**News From the Frontlines: Perspectives of Diverse Family Caregivers - What Can We Learn From Chicago?**
Room: Addison
Family caregivers make it possible for people of all ages, ethnic backgrounds, and disabilities to remain in the community. Service providers are challenged to respect the family network and the cultural norms, beliefs, and practices. This session will explore ways to better support family caregivers in diverse situations from the perspective of both policy and practice.
Moderator:
- Joseph Podlasek, Executive Director, American Indian Center, Chicago, IL

Panelists:
- Dennis Beauchamp, Clinical Manager of Community Counseling, CJE SeniorLife, Chicago, IL
- Alan Factor, Research Assistant Professor, Department of Disability and Human Development, University of Illinois, Chicago, IL
- Nora Lloyd, Ojibwe LCO Reservation, Elder Care Volunteer, American Indian Center, Chicago, IL
- Karen Lowe-Graham, Director, Multicultural Community Outreach, Rush Alzheimer's Disease Center, Chicago, IL
- Itedal Shalabi, Executive Director, Arab American Family Services, Chicago, IL
- Oli Soto, Program Manager, Adult Wellness Center at Casa Central, Chicago, IL

Workshops
Aging with a Developmental Disability: Challenges and Solutions for Community-Based Services
Room: Clark
Aging and disability services are increasingly being combined in policy and program domains. This trend presents opportunities for cross-disciplinary synergies, but it also can pose challenges for designing consumer-centered services. This session will involve a panel of experts who will utilize lecture, case study examples, discussion, and a live telecare technology demonstration. Discussions will highlight how aging with a developmental disability differs from other aging experiences, with the goal of recognizing key elements useful for designing appropriate and cost-effective services.

Presenters:
- Deborah Newquist, Director of Geriatric Services, ResCare, Costa Mesa, CA
- Barbara Winters, Senior Vice President of Customer Relations, ResCare, Costa Mesa, CA
- Dustin Wright, General Manager, Rest Assured, LLC, Lafayette, IN

Health Literacy and Access for Immigrants and Refugees
Room: Great America
For an elderly refugee, the multiple challenges of a new land, language and even what is meant by the notion of "health" can be overwhelming. Accessing quality
health care requires much more than insurance and basic language skills. The consequences of not fully addressing the health communication needs of the older immigrant and refugee population include lower quality of life for this population, health complications due to delayed care, significant stress on the health care system, including the need to provide more resources for emergency care. This workshop presents original research that documents the specific problems immigrant elders encounter and reports on the complex health literacy skills needed to navigate the health system.

**Presenters:**
- Patience Lehrman, Director, Project Shine, Center for Intergenerational Learning, Temple University, Philadelphia, PA
- Lilian Wu, Assistant Director, Project Shine, Center for Intergenerational Learning, Temple University, Philadelphia, PA

**Embrace Positive Aging: Live Meaningful and Inspirational Lives on Our Own Terms**
Room: Armitage
Ageism is real but the definitions of aging are evolving. The panel will examine this phenomenon, focusing on its impact on women. The panel’s diverse group of experts will enable the attendees to gain a broad perspective on the realities of ageism and the multiple avenues available for embracing positive aging. The session will focus primarily on the ethical and social issues that surround age prejudices and how best to move beyond these barriers in real life.

**Presenters:**
- Elinor Greenberg, Project Manager, Silver Ambassadors Program for Rose Community Foundation Grant, Centennial, CO
- Faith Ireland, Owner, “Just Results” Mediation and Consulting, Seattle, WA
- Karen Klein, General Counsel, Silver Planet, LLC, Colorado Springs, CO
- Sara Myers, Managing Director, National Adult Day Services Association, Seattle, WA

**Theory and Practice in Advocacy for Lesbian, Gay, Bisexual and Transgender (LGBT) Seniors**
Room: Belmont
Today’s seniors grew up in a time when they could be fired, arrested, or worse if they came out as lesbian, gay, bisexual or transgender (LGBT). LGBT seniors do not access the services they need because they fear judgment, rejection or
compromised care if they come out. Successful advocacy for new policies at the legislative or organizational level does not necessarily translate into change in practice without support and training. Through presentation and discussion, this session will cover the intersection between advocacy for LGBT seniors at the systemic level and the ongoing support necessary to implement change “on the ground.”

**Presenters:**
- Michael Adams, Executive Director, SAGE (Services and Advocacy for LGBT Elders), New York, NY
- Seth Kilbourn, Executive Director, openhouse, San Francisco, CA

**Lectures/Mini-Workshops**
1. Room: Indiana/Iowa
   **A - Multicultural Perspectives in Dementia Caregiving**
   This session will foster a sense of cultural competence among workshop participants while exploring the impact of diversity on the dementia caregiving experience. Strategies for use with diverse caregiving populations will be offered as will an examination of some of the challenges attendant to employing those strategies.
   **Presenter:**
   - Beverly Kimmons, Manager, Education and Outreach, Alzheimer’s Association, Greater Illinois Chapter, Chicago, IL

   **B - Hispanics May Be at Greater Risk to Develop Dementia Than Non-Hispanics**
   More research is needed to provide aid by educating family members and caregivers suffering with Alzheimer disease in the Latino community. This session will enhance educational opportunities by recognizing the factors that obstruct Hispanics/Latinos to detect early stages of memory loss determined by cultural issues, low education levels, and the increase of the elderly population.
   **Presenter:**
   - Constantina Mizis, President/CEO, The Latino Alzheimer’s and Memory Disorders Alliance, Chicago, IL

   **C - El Portal Northwest: Opening the Gate to Dementia Education Resources for Latinos**
   Higher risk for type II diabetes and vascular disease give Latinos a greater predisposition to Alzheimer’s and related dementias. El Portal NW was established to educate Latino families about dementia using a bicultural are
consultant and materials in Spanish to enable caregivers to better cope with the challenges they face. The session will highlight how a culturally and linguistically sensitive approach can be highly effective in disseminating support services for effective caregiving.

**Presenter:**
- Janet Ceballos, Care Consultant, El Portal NW, Alzheimer’s Association Western and Central Washington State Chapter, Seattle, WA

2. Room: Northwestern/Ohio State

A – Cultural Competence and Undoing Oppression: A Roadmap to Serving Diverse Older Adults
This session will outline key strategies for (a) improving the cultural competence of your organization and (b) undoing the legacy of unfair disadvantage and unearned advantage that affects the quality of service that older adults receive.

**Presenters:**
- Negin Almassi, Cultural Competence Manager, Senior Services, Seattle, WA
- Denise Klein, Executive Director, Senior Services, Seattle, WA

B – Long-Term Care: Aging Gracefully in America
This session will focus on the concepts of the GRACE model (Geriatric Competence, Respecting Beliefs, Autonomous and Active Decision Making, Comprehensive Services and Efficient Care) and its relationship to cultural competence within the long-term care environment.

**Presenters:**
- Jason Goldwater, Principal, SRA International, Rockville, MD
- Darci Graves, Senior Instructional Designer, SRA International, Rockville, MD

3. Room: Purdue/Wisconsin

A – American Indian Elders: Struggles and Strengths
American Indian elders are a population that reflects considerable diversity with over 560 tribal nations represented in the U.S. This session unveils an educational website designed to enhance services to American Indian elders. The website addresses culture, health, mental health, spirituality, traditional values of elders and service systems. It will impart knowledge about a cultural group that is often under-represented in educational and research endeavors.
Presenters:
- Lisa Byers, Assistant Professor, School of Social Work, University of Oklahoma, Tulsa, OK
- Julie Miller-Cribbs, Assistant Director, School of Social Work, University of Oklahoma, Tulsa, OK
- David Moxley, Professor, School of Social Work, University of Oklahoma, Norman, OK

B – Addressing American Indian Elder Health Disparities with Evidence-Based Disease Prevention Grant
Learn the depth of health disparities in American Indian elders and how the Oneida Tribe is addressing these disparities with an Evidence Based Disease Prevention Program. The Administration on Aging will provide a presentation on their Evidence Based Disease Prevention Grants Program which uses the application of scientific reasoning, behavior change theory, and program planning that are proven effective in reducing the risk of disease, disability, and injury among the elderly in all ethnic groups.

Presenters:
- Sam Gabuzzi, Aging Program Services Specialist, Administration on Aging, Chicago, IL
- Bethany O’Reilly, Wellness Supervisor, American Indian Center, Chicago, IL
- Kat Strangeman, Circle of Care Project Director, American Indian Center, Chicago, IL
- Sally Wagoner, Director of Wellness, American Indian Center, Chicago, IL

4. Lincolnshire
A – Community Partners for Parkinson’s: A Model for Reaching and Educating Diverse Communities
Members of diverse communities are often unaware of the symptoms of Parkinson’s disease, under-diagnosed, and clinically underserved. Community Partners for Parkinson’s (CPP) is a successful outreach program designed to help people get the information, support, and care they need. With a focus on Parkinson’s disease, the Chicago CPP model illustrates outreach in specific diverse communities: African American, Hispanic, Russian, rural, and inner city.

Presenters:
• Toby Benas, Spanish Educator, Northwestern Parkinson’s Disease and Movement Disorders Center, National Parkinson Foundation Center of Excellence, Chicago, IL
• Diane Breslow, Center Coordinator, Northwestern Parkinson’s Disease and Movement Disorders Center, National Parkinson Foundation Center of Excellence, Chicago, IL
• Kim Nichols, Social Work Intern, Northwestern Parkinson’s Disease and Movement Disorders Center, National Parkinson Foundation Center of Excellence, Chicago, IL

B – Public Policy Momentum: Practical Programmatic Partnerships Across Diverse Communities
A Connecticut public policy advocate and a program leader will describe the journey from segregated eldercare/disability care towards a comprehensive integrated approach to service delivery for persons living with multiple sclerosis. The session will review the unique challenges experienced by consumers and pull from traditionally “siloed” programmatic and advocacy approaches from across the lifespan. This programmatic and advocacy based partnership led to a successful legislated public policy change in Connecticut.

Presenters:
• Nan O’Brien, Care Manager, Connecticut Community Care, Inc. Bristol, CT
• Susan Raimondo, Senior Director, Advocacy and Programs, National Multiple Sclerosis Society, Connecticut Chapter, Hartford, CT

5. Room: Kane/McHenry
A – Technology, Ethics and Inclusion: A Global Perspective
Global Security Intelligence, a research consultancy with offices in the UK, is part of the Senior Consortium studying the ethical and social inclusion impacts of technology on the elderly. This session will address technology trends, key ethical, legal and inclusion issues, and best practices, driven by research efforts.

Presenter:
• Jennifer Mroczek, Business Analyst, Global Security Intelligence, Westfield, NJ

B – Ergonomic Support for Daily Tasks
This session will outline current research and designs intended to support daily tasks in the home environment for persons with a wide range of abilities.
Attendees will learn how to evaluate their environment, themselves and the products they use.

**Presenter:**
- David Feathers, Assistant Professor, Cornell University, Ithaca, NY

7:00 – 10:00 p.m. **Celebrate Chicago!**
Room: Grand Ballroom
Welcoming Remarks
- **Bob Gallo**, Senior State Director, AARP Illinois, Chicago, IL

Join us as we experience the tastes, sounds and the excitement of Chicago’s diverse communities.

**Mistress of Ceremonies:**
- Luisa Echevarria, Community Relations Director, Univision and TeleFutura Chicago, Chicago, IL
June 10, 2009 Daily Activities

7:00 a.m. – 2:30 p.m.  Conference Registration – 7th Floor

7:30 a.m.  Continental Breakfast

8:00 – 10:00 a.m.  Opening Plenary Session
Room: Grand Ballroom
Welcoming Remarks
  •  Ralph Yaniz, Regional Vice President, AARP, Chicago, IL

Ordinary Women, Extraordinary Lives
Listen and join in a conversation with five ordinary women, who through their commitment to social justice and civil rights have accomplished extraordinary goals that have benefited their communities and society at large. What is their vision of an aging society growing more diverse in the 21st Century?

Moderator:
  •  Merri Dee, State President, AARP Illinois and Retired Anchor and Director of Community Relations, WGN TV, Chicago, IL

Panelists:
  •  Reverend Willie T. Barrow, “The Little Warrior”, Co-Chairperson, Rainbow – PUSH Coalition, Chicago, IL
  •  Dolores Huerta, President, Dolores Huerta Foundation, Secretary-Treasurer Emeritus, United Farm Workers of America, Bakersfield, CA
  •  Wilma Mankiller, First Female Chief, Cherokee Nation, Tahlequah, OK
  •  Angela Oh, Executive Director, Western Justice Foundation, Advisory Board Member, President Clinton’s Initiative on Race, Pasadena, CA

10:00 – 10:30 a.m.  Break

10:30 a.m. – 12 noon  Symposia, Workshops, Lectures/Mini-Workshops
(Choose One)

Symposia
50+ Market Boom: Re-Shaping Images and Perceptions of Aging
Room: Addison
According to the U.S. Census Bureau, the population of 65 years and older is expected to double within 25 years. By 2030, 72 million people will be 65 year or older. If you add the 50+ population, the numbers increase dramatically. How are advertising an marketing agencies portraying and reaching diverse populations? What is their role in shaping the perceptions of aging? Will the face of 50+ diverse America become more visible? A panel of experts in multicultural outreach and marketing will share best practices and lessons learned about their experiences in developing strategies to reach an increasingly diverse boomer population.

**Moderator:**
- Shereen Remez, Group Executive Officer for Member Value, AARP, Washington, DC

**Panelists:**
- Bill Imada, Chairman/CEO, IW Group, West Hollywood, CA
- Arthur Korant, Co-Founder/Partner, Double Platinum, New York, NY
- Bob McNeil, Jr, President, Images USA, Atlanta, GA
- Carlos Santiago, President/CEO, Santiago Solutions Group, Encino, CA

Racialized Disparities Among Older Adults: Our Unfinished Business in the 21st Century
Room: Belmont
After electing our first African-American President, how does our nation grapple with our persistent racial inequalities? Gara LaMarche, CEO of Atlantic Philanthropies, recently observed that an Asian American woman living in a wealthy New Jersey suburb can expect to live to 91, while a black man in a Rust Belt city can only expect to live to be 58, and described that 33-year gap as “an incalculable loss of human capacity.” This panel will examine new ways to talk about and analyze race as we advocate for effective public policies to support our increasingly diverse and aging society.

**Moderator:**
- Tony Sarmiento, Executive Director, Senior Service America Inc., Silver Spring, MD

**Presenter:**
- John A. Powell, Executive Director, Kirwan Institute for the Study of Race and Ethnicity, The Ohio State University, Columbus, OH

**Respondents:**
- Donna Yee, CEO, Asian Community Center, Sacramento, CA
Workshops

Innovative LGBT Elder Community Partnerships
Room: Clark
This session will explore a partnership model of care featuring collaborations between community based service and medical organizations that work together to address the often complex bio-psychosocial, medical and economic needs and social isolation that many LGBT older adults experience. It will describe a model that engages grassroots community groups that help staff and house the initiative’s LGBT elder outreach teams within their organizations and neighborhoods.

Presenters:
- Hope Barrett, Deputy Director of Elder and LBTI Women’s Services, Howard Brown Health Center, Chicago, IL
- Dennis Beauchamp, Clinical Supervisor, CJE SeniorLife, Chicago, IL
- John Dinauer, Program Director, HIV/AIDS Programs, Heartland Human Care Services, Chicago, IL
- Magda Houlberg, Geriatrician, Howard Brown Health Center/Rush University Medical Center, Chicago, IL

Heart and Soul: Promoting Advanced Healthcare Decisions in Diverse Communities
Room: Armitage
This session features practical and proven methods of promoting advance care planning with a focus on values and beliefs, using resources in 23 languages. It highlights a current national initiative aimed at improving healthcare for those who speak languages other than English, summarizes the efforts of more than 15,000 partner organizations – including hundreds that have specifically targeted diverse communities – and provides a local model of success.

Presenters:
- Pat Ahern, President/CEO, Rainbow Hospice and Palliative Care, Park Ridge, IL
- Mark Leenay, Senior Vice President, Clinical Affairs, Ovations, UnitedHealth Group, Minnetonka, MN
- Paul Malley, President, Aging with Dignity, Tallahassee, FL
• Sandra Rowe, Community Relations Coordinator, Rainbow Hospice and Palliative Care, Park Ridge, IL

Lectures/Mini-Workshops
1. Room: Indiana/Iowa
A – Spiritual Enrichment for Non-Traditionalist Elders
As the senior population continues to increase so will the number of elders whose spiritual beliefs diverge from the mainstream religions in our country. There will be more pagans, Wiccans, Native American spiritualists, Buddhists, Taoists, Humanists, Unitarians, agnostics, and walkers of other non-traditional paths. This session will show and teach ways to successfully uplift non-traditionalist elders mentally, emotionally, and spiritually. It will also help others who care for our elders find additional ways to connect spiritually with them using a broader scope as the teachings passed on will transcend the mainstream religious teachings. These teachings can benefit the non-traditionalist elder and the traditionalist elder as well!

Presenter:
• Christopher Sutton, Field Operations Specialist, Area Agency on Aging, Southwestern Illinois, Belleville, IL

B – Intergenerational Conversations on Aging and Diversity: Mennonite Perspectives
This session analyzes intergenerational conversation groups required in writing, sociology, and religion courses at Hesston College, a Mennonite liberal arts college in Kansas, and hosted at Schowalter Villa, a retirement community adjacent to the campus. Mennonites represent a unique ethnic group that emphasizes service to humanity, a strong sense of community, and pacifism, but the course activities discussed resonate as models for nurturing intergenerational diversity and positive aging within a variety of settings and relationships.

Presenters:
• Karen LeVan, Chair, English Department, Hesston College, Hesston, KS
• Dwight Roth, Chair, Social Services Division, Hesston College, Hesston, KS

2. Room: Michigan/Michigan State
A – Advocating for Language Access: Identifying Effective Strategies
Although public benefit programs serving the aging community generally recognize their duty to serve limited English proficient clients in their preferred
language, most fall woefully short in implementation. In this session, speakers will share strategies that advocates have used successfully to get improvements in language access in particular programs and the challenges they encountered. An emphasis will be placed on health benefits, but strategies will be applicable to other benefit programs.

**Presenters:**
- Georgia Burke, Directing Attorney, National Senior Citizens Law Center, Oakland, CA
- Deena Jang, Policy Director, Asian and Pacific Islander American Health Forum, Washington, DC

**B – Recognizing and Leveraging the Assets of Immigrant Elders**

This session will present the results of research to examine older immigrant patterns of community engagement. It will highlight the promising practices that foster engagement of immigrant elders to consider the contributions and potential that immigrant and refugee communities bring as well as strategies for engaging this diverse population. This session represents a paradigmatic shift in the approach to this population because it is asset-based rather than need-based.

**Presenters:**
- Patience Lehrman, Program Director, Project Shine, Center for Intergenerational Learning, Temple University, Philadelphia, PA
- Lilian Wu, Assistant Director, Project Shine, Center for Intergenerational Learning, Temple University, Philadelphia, PA

3. Room: Northwestern/Ohio State

**A – Where Do Entitlements Fit in an Era of Scarcity**

Many have fought hard to gain entitlements based on group membership (age, gender, racial/cultural category, ability, sexual orientation). We have defined these policies as advancing the inclusion of previously-disadvantaged groups. In this era of economic crisis and societal change, how should we think of the entitlements we have gained? What ethical, legal, and political realities should guide us as we confront difficult decisions about resource allocation in the next decade?

**Presenters:**
- Margaret Huyck, Professor, Illinois Institute of Technology, Chicago, IL
- Linette Kinchen, Executive Director, GrandFamilies Chicago, Chicago, IL
B – Financial Fitness for Women: Stretching Your Dollars in Today’s Economy
This session will begin with an overview of the financial challenges facing seniors, especially women, and cover the fundamentals of money management: goal-setting; developing a spending plan; and monitoring and adjusting that plan. It will also cover practical ways seniors can stretch their dollars and provide information on debt management, especially credit card debt.

Presenters:
- Barbara Chalko, Manager, Division of Financial Education, Illinois State Treasurer, Chicago, IL
- Martha Rohlfing, Financial Education Coordinator, Illinois State Treasurer, Chicago, IL

C – Baby Boomer Women in Transition: A Community Collaboration in Ohio and Metropolitan Chicago
Baby Boomer Women in Transition helped women explore their options and prepare for the next stage of their lives. It connected women with the skills training necessary to ensure a successful transition to new careers, education, and entrepreneurship. Working with various partners in Ohio and the Chicago metro area, the Women’s Bureau developed services, resources, and training opportunities for local baby boomer women. An outcome of working in collaboration on these projects has been leveraged resources and balanced reciprocity to enhance the end results.

Presenters:
- Nancy Chen, Regional Administrator, Women’s Bureau, U.S. Department of Labor, Chicago, IL
- Maria Malayter, Director, Center for Positive Aging, National Louis University, Chicago, IL

4. Room: Purdue/Wisconsin
A – Racial/Ethnic Diversity and End-of-Life Services
With increased diversity among older Americans, meeting the desires and needs at the end of life poses many challenges. These challenges include varied attitudes towards death and dying, variations in the desire to have formal as well as informal assistance and preferences for whom should provide this assistance. This session will explore differences among three major groups on these topics.
and attempt to develop approaches to meeting the end-of-life preferences and needs of these and other racial and ethnic groups.

**Presenters:**
- Donald Gelfand, Faculty Associate, Arizona State University, Scottsdale, AZ
- Henry Haskie, Student, Arizona State University, Indian Wells, AZ
- Gulab Shah, Associate Radiologist, Good Samaritan Medical Center, Phoenix, AZ

**B – Diversity Within the Older Hispanic Community: Caregiving at End of Life**

Due to cultural and language barriers, older adults within the Hispanic population often do not utilize mainstream medical services. This session will clearly and comprehensively deal with the unique challenges and opportunities facing healthcare providers and caregivers serving the Hispanic individuals at end of life. It will provide insights, tools and skills when working with the growing older Hispanic community.

**Presenter:**
- Iraida Carrion, Assistant Professor, University of South Florida, Tampa, FL

**12:15 – 1:45 p.m. Luncheon Plenary Session**

**MicroInequities: The Power of Small**

As a new paradigm for diversity and leadership, this program is designed to drive rapid behavior change and raise business diversity performance. It focuses on one of the most hidden barriers to success: the subtle, usually subconscious messages we all send that devalue, discourage and ultimately impair performance in the workplace, at all levels in an organization. Conversely, well-crafted and constructive micromessages have an equally powerful positive effect that promotes loyalty and heightened performance.

**Presenter:**
- Stephen Young, Co-founder and Senior Partner, Insight Education Systems, Montclair, NJ
Symposium
Multiple Jeopardy: To Be Old, Gay and a Person of Color
Room: Belmont
There is a tendency to discuss sexual orientation separate from other parts of a person’s identity. Unfortunately, in doing so, critical defining elements of a person are ignored. The intent of this panel is to discuss the multiple jeopardy of being an older gay person of color. Additional elements that may be considered are disability and gender. The compounding effect of belonging to various groups that are subject to discrimination will be the focus of this session. Special attention will be given to the historical effect on the cohort. Policy implications, as well as implications for practice with these populations, will be discussed.

Moderator:
• James Miner, Hartford Geriatric Leadership Fellow, University of Chicago, Chicago, IL

Presenters:
• Hope Barrett, Deputy Director, Elder and LBTI Women, Howard Brown Health Center, Chicago, IL
• Glen Michael Francis, Executive Director, The Griot Circle, Brooklyn, NY
• Alejandro Garcia, Professor, School of Social Work, Syracuse University, Syracuse, NY, Member, National Policy Council, AARP, Washington, DC

Workshops
Translating Diversity: Developing and Implementing Evidence-Based Interventions in Diverse Older Adult Communities
Room: Armitage
This session will showcase two evidence-based health promotion/disease prevention interventions that are currently being disseminated in diverse communities in Illinois: Take Charge of Your Health and Fit and Strong. Presenters will address aspects of program dissemination across diverse older adult communities and share successful cultural program adaptations, best practices in marketing, recruitment and other programmatic and infrastructure strategies.

Presenters:
• Elizabeth Cagan, Executive Director, White Crane Wellness Center, Chicago, IL
• Pankaja Desai, Research Specialist, Center for Research on Health and Aging, University of Illinois, Chicago, IL
• Susan Hughes, Professor and Co-Director, Center for Research on Health and Aging, University of Illinois, Chicago, IL
• Prem Mehta-Kohli, Coordinator, South Asian Seniors House of Peace, Abna Ghar, Chicago, IL
• Yick Lun Mo, Adult Day Service Coordinator, Chinese American Service League, Chicago, IL
• Maria Oquendo-Scharneck, Health and Diversity Coordinator, AgeOptions, Oak Park, IL
• Joan Park, Coordinator, Benefit Assistance Program, Hanul Family Alliance, Mt. Prospect, IL

Exploring Spirituality through an Inclusive Lens: Challenges and Opportunities
Room: Purdue/Wisconsin
There is great diversity in religious and spiritual beliefs among older adults and those that care for and about them. Not only does the "spiritual or religious group" affect how one provides support and services, each person's perceptions of their beliefs are key to understanding their world view. This session will focus on ways to respectfully ask important spiritual questions that deal with such challenges as caresharing, end-of-life decisions and mental health decisions across different groups.

Presenter:
• Marty Richards, Social Worker, Richards and Richards, Port Townsend, WA

Aging in a Flat World: Why Baby Boomers must Embrace the Digital Revolution
Room: Indiana/Iowa
In the early 21st Century, the digital revolution is redefining the way we work, communicate and live. It is breaking down geographic boundaries and truly exemplifying what it means to live in a “global village”. This session will explore the social, cultural and practical applications of the digital revolution and why aging baby boomers should welcome this innovation as something that will benefit them in terms of four major areas: work, livable communities, healthcare and the importance of bridging a multigenerational divide.

Presenter:
• Jonathan Kaufman, President, DisabilityWorks, New York, NY

Lectures/Mini-Workshops
1. Room: Michigan/Michigan State
   In 1961, a group of Nisei organized Keiro Senior Healthcare, a not-for-profit organization, to provide compassionate, culturally-sensitive long-term care through residential/assisted living facilities and nursing homes. In 2006, Keiro launched the Institute for Healthy Aging at Keiro (IHA) to provide education and resources to caregivers and aging Boomers, while adapting the residential facilities to respond to the changing culture.

   Presenters:
   • Dianne Belli, Chief Administrative Officer, Keiro Senior Healthcare, Los Angeles, CA
   • Shawn Miyake, President/CEO, Keiro Senior Healthcare, Los Angeles, CA

   B – La Crosse’s Approach to a Special Hmong Elderly Population
   The workshop gives an overview of La Crosse’s approach to working with Hmong elders, a minority group with special needs. Most of these elders’ lives have been impacted by war and the refugee experience in addition to being separated from their peers with little opportunities to socialize in America due to many barriers. Our program is designed to promote health and wellness and empower these elders, reducing isolation and depression.

   Presenters:
   • Ana Schaper, Nursing Research Program Manager, Gundersen Lutheran Medical Foundation, La Crosse, WI
   • Va Thao, Special Project Coordinator, La Crosse County Aging Unit, La Crosse, WI

   C – Needs of Arab American Older Adults
   The term Arab American is used to designate an immigrant or descendant from any of 22 Arabic speaking countries. Emigration from Arabic speaking countries to the United States has increased substantially since the 1960s. This presentation examines the needs of an understudied group – older Arab American immigrants. Participants will gain knowledge of how university/community agency partnerships may be formed to further understanding of ethnic minority older adults.
Presenters:

• Najma Adam, Associate Professor, Department of Social Work, Governors State University, University Park, IL
• Elizabeth Essex, Associate Professor, Department of Social Work, Governors State University, University Park, IL
• Itedal Shalabi, Executive Director, Arab American Family Services, Chicago, IL

2. Room: Northwestern/Ohio State
A – Sexuality of Elderly in a Post-Modern World: Reflections and Considerations;
This session will provide an opportunity to discuss several questions pertaining to the sexuality of elderly and to discover some unexpected facts and information in regards to this topic. It will address the current perception of the sexuality of elderly in Western society. Participants will be exposed to a comparative analysis of senior sexuality in different countries (USA, Belgium, and Russia).

Presenters:

• Tommie V. Boyd, Chair, Department of Family Therapy, Nova Southeastern University, Fort Lauderdale, FL
• Yulia Watters, Social Worker/Family Therapist, Douglas Gardens Hospice, Miami, FL

B – Addressing Sexuality of Elders in Mental Health Practice
An informational workshop for mental health and healthcare providers interested in learning about normal sexual expression in a racially, ethnically and spiritually diverse population of older adults. Session participants will learn about the most recent research in this area; have an opportunity to explore their own attitudes, biases, and skills; and will gain knowledge that can be used to improve clinical practice and expand the current body of research.

Presenters:

• Lonnie Duncan, Associate Professor and Co-Training Director, Department of Counselor Education and Counseling Psychology, Western Michigan University, Kalamazoo, MI
• Alyssa Ford, PhD Student, Department of Counselor Education and Counseling Psychology, Western Michigan University, Kalamazoo, MI

3:30 – 3:45 p.m. Break
3:45 – 5:00 p.m.  
Closing Plenary Session
Room: Grand Ballroom
Closing Remarks
  • Thomas C. Nelson, Chief Operating Officer, AARP, Washington, DC

Performance by Josh Blue
Josh Blue is a diverse and triumphant individual - hilarious stand-up comedian, stand-out guest star on television, talented artist, and stellar U.S. Paralympic Soccer player – refusing to bow to any of the challenges that come from living with Cerebral Palsy. He uses his incredible sense of humor and versatile persona to defy stereotypes and encourage others to overcome their preconceived notions about people who are considered “disabled.” Denver, CO