

# Advancing Equity for Older Adults

RESOURCE GUIDE • October 2021

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The following resources, focused on equity for older adults, were curated by Justice in Aging through the National Center on Law and Elder Rights. This list is designed as a starting point to access some of the key resources most relevant to equity and systemic discrimination for older adults, but it is in no way intended to be all-inclusive. The guide is organized into sections, starting from general resources on equity and racial justice to examples of state and local-level resources. NCLER is available for one-on-one technical assistance consultations for programs seeking to center their work with older adults on equity. Please reach out to us at [ConsultNCLER@acl.hhs.gov](mailto:ConsultNCLER@acl.hhs.gov) if you'd like more information or to request a consultation.

## General Resources on Equity and Racial Justice

- [American Society on Aging: Diversity, Equity & Inclusion Principles](#)  
*Guiding principles for advancing equity, including definitions and objectives.*
- [Government Alliance on Race and Equity: Racial Equity Tools](#)  
*Collection of webinar materials, issue papers, and examples on creating and implementing racial equity plans in the policies, programs, and budgets in local and regional government.*
- [JustLead Washington: Systems Thinking and the Iceberg Model](#) (adapted by the Shriver Center on Poverty Law)  
*Model approach for both unpacking events involving inequity and goals for achieving a system that advances equity.*
- [Justice in Aging: Strategic Initiative to Advance Equity Framework](#)  
*Framework for incorporating and implementing programming that advances equity for older adults who are people of color, women, people with disabilities, limited English proficient, immigrants, and/or part of the LGBTQ+ community.*
- [Opportunity Agenda: 10 Tips for Putting Intersectionality Into Practice](#)  
*Tips for putting intersectionality into practice to help individuals and communities who face multiple and intersecting forms of discrimination.*
- [Race Forward: What is Race Equity?](#)  
*Definitions, comparisons, and examples of race equity, race-related terminology, and diversity and inclusion concepts.*

## Thought Leadership on Equity and Older Adults

- [American Society on Aging: More Than Ever, COVID-19 Needs a Racial Justice Response](#)  
*Ten principles to incorporate racial equity into pandemic and post-pandemic strategies.*
- [Generations: Navigating the Patchwork of Civil Rights Protections for Older Adults](#)  
*Overview of U.S. civil rights laws and their applicability to older adults.*
- [Generations: The Intersections of Inequity in Aging](#)  
*Information on intersectionality, particularly race and gender inequities, and ideas for systemic change.*
- [Generations: What Might It Mean for the United States to Achieve Equity for Older Adults of Color?](#)  
*Summary of the interplay of racial inequities in the workforce and barriers in Social Security benefits.*
- [JAMDA: Addressing Systemic Racism in Nursing Homes: A Time for Action](#)  
*Analysis of racial disparities in access, programming, and health outcomes in long-term care services.*
- [KHN: Why Black Aging Matters, Too](#)  
*Data on intersectionality of age and race in COVID rates, and the structures that contribute to COVID inequities.*

## Implementing Equity in Practice

- [American Society on Aging: Tips for Enhancing Access to Legal Help for Tribal Elders](#)  
*Resources on collaborating with legal services programs that serve Native American elders and principles for developing partnerships.*
- [Community Catalyst: Best Practices for White-Led Organizations to Promote Health Equity and Racial Justice in Health Advocacy](#)  
*Toolkit containing best practices and examples for consumer health advocates looking to include and respond to racial disparities in their agendas, coalition work, stakeholder engagement, and communications.*
- [National Center on Elder Abuse: Population-Specific Guides on Elder Mistreatment](#)  
*Research briefs on understanding cultural issues for older adults who have experienced mistreatment, such as communicating with limited English proficient adults, health care and elder abuse in various racial groups, and more.*
- [NCLER: Tips for Advocates of Limited English Proficient Older Adults](#)  
*Information on language access rights in health law and its importance to cultural competency.*
- [NCLER Elder Justice Toolkit: Cultural Competence](#)  
*Overview of cultural competence and implicit and explicit bias.*
- [NCLER Elder Justice Toolkit: Trauma-Informed Lawyering](#)  
*Outline of the value of trauma-informed care and strategies for lawyers.*
- [Older Adults Equity Collaborative: Resource Library](#)  
*Includes resources for the aging services network, providers serving diverse communities and populations, and diverse older adults and family caregivers themselves.*

- [SAGE: Age-Friendly Inclusive Services: A Practical Guide to Creating Welcoming LGBT Organizations](#)  
*Profile of LGBT challenges for older adults and best practices for including LGBT older adults in programming.*
- [Shriver Center on Poverty Law: An Antiracist Approach to Trauma-Informed Lawyering](#)  
*Four-Step model for practicing trauma-informed lawyering and incorporate systemic and structural racism in at all levels.*

## Examples of Local and State-Level Resources on Aging & Equity

- California: [Master Plan for Aging Equity Work Group Equity Tool](#)
- Illinois: [AARP Illinois Disrupting Disparities: Challenges & Solutions for 50+ Illinoisans of Color](#)
- Indiana: [Equity in Aging](#)
- Maine: [Equity & Healthy Aging Initiative](#)
- Massachusetts: [Equity in Aging Initiative](#)
- Minnesota: [Community Forum on Racial Equity in Services for Older Adults](#)
- New York: [AARP NY Disrupt Disparities Kinship Care in Crisis](#)
- Pennsylvania: [Separate and Unconscionable Report on Racial and Ethnic Disparities in Pennsylvania's Nursing Homes with Recommendations for Immediate Action](#)

## National Groups Focused on Equity & Aging

- [Diverse Elders Coalition](#)
- [Justice in Aging](#)
- [MHP Salud](#)
- [National Asian Pacific Center on Aging](#)
- [National Caucus and Center on Black Aging, Inc.](#)
- [National Hispanic Council on Aging](#)
- [National Indian Council on Aging, Inc.](#)
- [SAGE & National Resource Center on LGBT Aging](#)
- [Shriver Center on Poverty Law Racial Justice Institute](#)
- [Southeast Asia Resource Action Center](#)

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