

# DSS Instructor Orientation: August 2017

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Panel:

**Jennifer Pryor**, VCU, Training Coordinator, CEU Contact

**Annette Kelley**, VDSS, Division of Licensing Programs

**Dr. E. Ayn Welleford**, VCU, Department of Gerontology Chair; Curriculum Development Contact

# Agenda

- Roll Call & Welcome Back!
- Spring/Summer 2017
- Fall 2017
- Reminders
- Disrupt Ageism

# Welcome Returning and New Instructors!

- Sonya Barsness
- Tara Beatty
- Mary Beth Boyes
- Diana Bright
- Annette Clark
- Tyler Corson
- Kathy Dial
- Lori Hasty
- Carolyn Merriman
- Toy Newcomb
- Brittany Schramm
- Nakia Speller

# Welcome, Alexa!



- Alexa van Aartrijk is a brand new MS Gerontology student
- Alexa will be serving in the coordination role for the DSS training program
- Jen Pryor will continue to manage this program 😊

Email: [vanaartrijkam@mymail.vcu.edu](mailto:vanaartrijkam@mymail.vcu.edu)

# Spring/Summer 2017: Attendance

## February

- ISP: 231/255 attended (91%)

## March

- Ethical Decision Making: 96/132 attended (73%)

## April

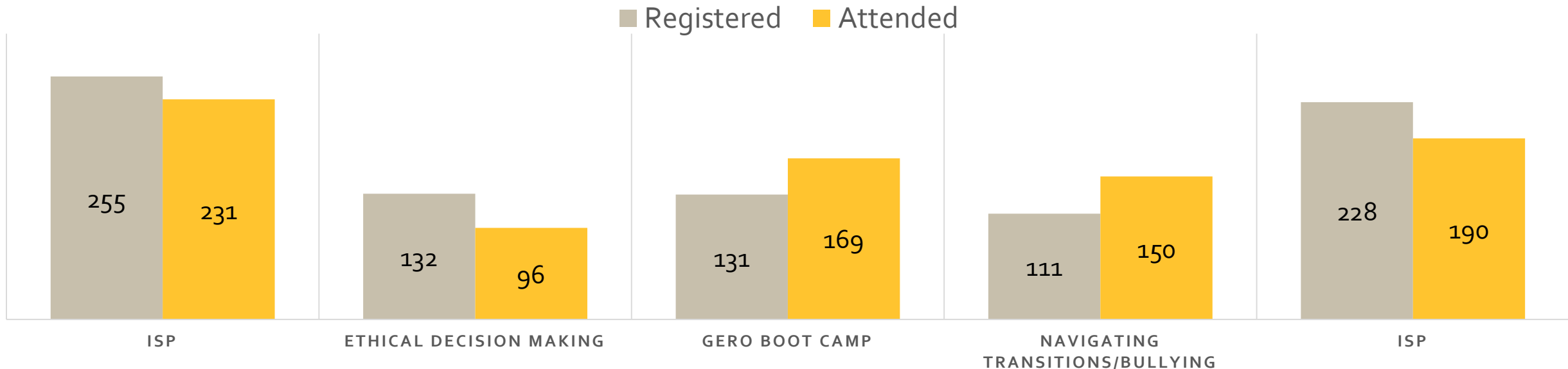
- Gero Boot Camp: 131/169 attended (78%);
- Abingdon cancelled ☹️

## May

- Navigating Transitions/Bullying: 111/150 attended (74%);
- Abingdon cancelled ☹️

## June

- ISP: 190/228 attended (83%);
- no Abingdon training scheduled



# NEW! ADCC Webinar Series

April 25<sup>th</sup> kicked off the  
**Dementia: It's Not Just  
Alzheimer's**

four-part webinar series

- As of 4<sup>th</sup> Quarter Report  
(ending 7/31): 107 individuals  
registered representing 19  
centers!!

August 25<sup>th</sup> will kick off  
the Gerontology Boot  
Camp 4 part webinar  
series

Fall series will be in  
November.  
Topic/Date is TBA.

**[tinyurl.com/vcugerontology](http://tinyurl.com/vcugerontology)**

# Discussion

Any questions/comments/concerns from the spring or summer semesters?

# Fall 2017

## September

- ISP
- NEW: UAI training is now available with open access from the DSS Website

## October

- Mental Health and Aging: A Practical Approach to Working with Older Adults

## November

- Nutritional Needs and Medication Safety

# Discussion

- What are you most looking forward to in this new semester?
- Is there anything that we can do to better support you as instructors?

# Contractors and Contracts

## Contracts

What do we do now?  
Submit Substitute W-9 to Jen  
Sign & Return Contract  
Work & Get Paid!

No more New Hire Packets  
No more transcripts & Resumes  
New process resulted from  
changes at the university HR-  
level.

## New Hire Packets, Transcripts and Resumes

No more New Hire Packets  
No more transcripts & resumes  
*New process resulted from  
changes at the university HR-level.*

## Vendor Status

You will now be classified as a  
Vendor with VCU.

Payments will be processed via  
invoices initiated by Jen!

You should receive payment  
within 2-3 weeks of your  
training date.

You will receive a tax statement  
at the end of the year.



**Jenny Inker**, MSG, LALFA  
Instructor & Joint Program Director

# Let's be #DisruptAgeism role models



# LEARNING OBJECTIVES



**At the end of this segment, you will be able to:**

1. Recall the harms of ageism
2. Identify how ageism is transmitted
3. Recognize ageist language
4. Understand your responsibilities as a role model
5. Model ageism disruption to others



# THE HARMS OF AGEISM



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# Ageism is a Public Health Crisis

Negative attitudes about one's own aging have been correlated with harmful health outcomes for self and others, including:

**Increased risk for chronic disease**

*Allen, 2016*

**Increased dependency**

*Coudin & Alexopolous, 2010*

**Perceived ill health**

*Ramirez and Palacios-Espinosa, 2016*

**Reduced recovery from illness**

*Levy, Slade, May & Caracciolo, 2006*

**Alzheimer's disease biomarkers**

*Levy, Ferrucci, Zonderman, Slade, Troncoso & Resnick, 2016*



Even more shockingly, studies have found that **negative age stereotypes** can result in decreased longevity.

Levy & Myers, 2005; Levy, Slade, Kunkel, & Kasel, 2002

# THE TRANSMISSION OF AGEISM

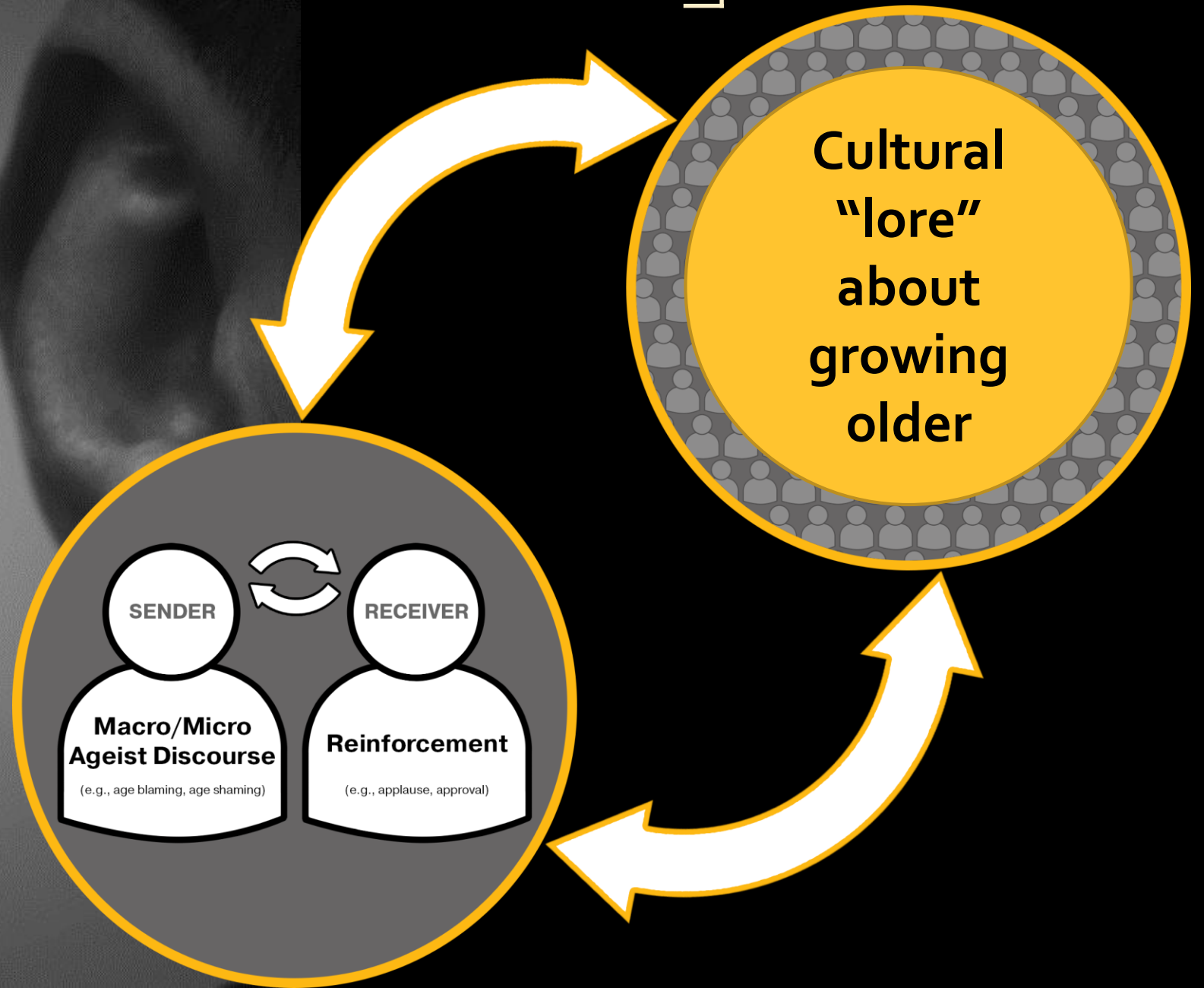


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# Relational Ageism



*Ageism is*

**Contagious!**

It's invisible

It makes you  
feel ill

Anyone can  
have it

It's spread  
unintentionally



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# Ageism Awareness **Exists** on a **Sliding Scale**

**MYTHS & STEREOTYPES ABOUT GROWING OLDER**



**UNCONSCIOUS  
ACCEPTANCE**

**COMPLETELY  
AWARE**

# AGEIST LANGUAGE

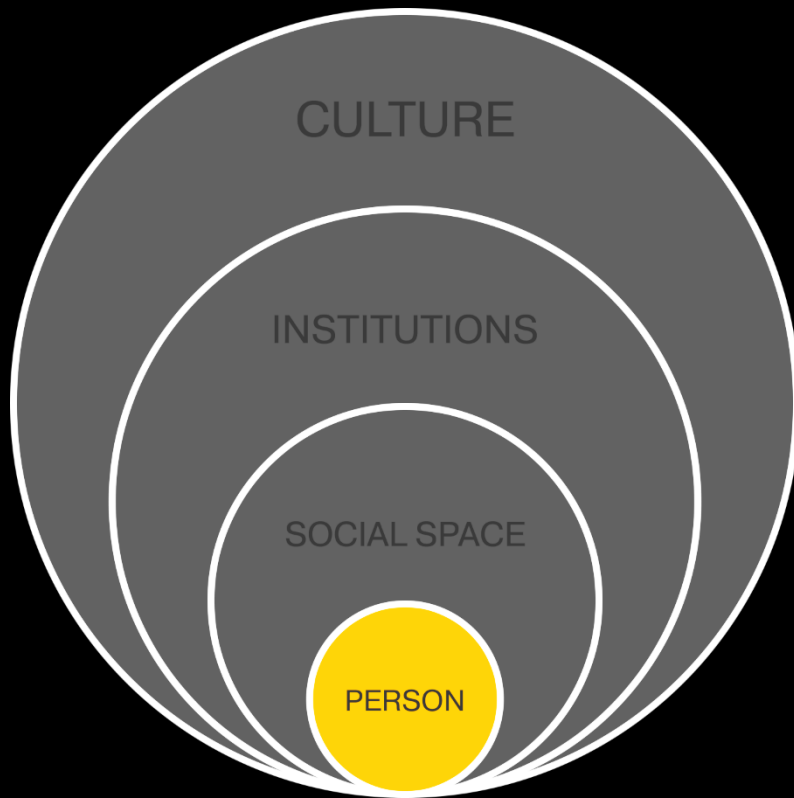


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**Ageism** is everywhere  
and in everything.



"Health is for the young.  
When you are my age you  
do the best you can."

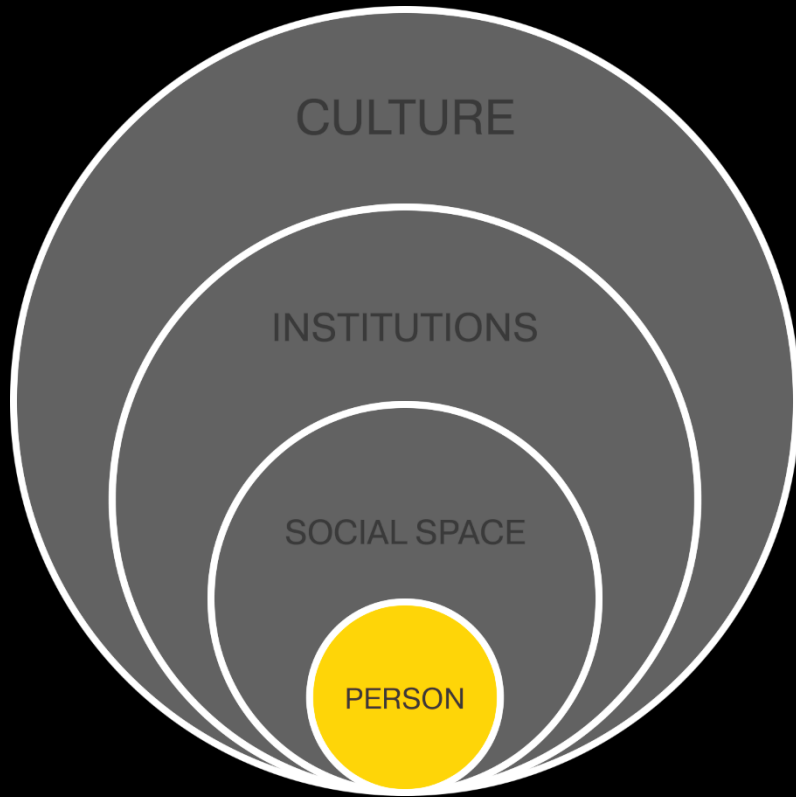
"At least I'm  
not old yet!"

"We'll just have to  
face it. We are ALL  
getting older."

"There is still so  
much to learn,  
even at my age!"

*Internalized Ageism & Aging Anxiety*

**Ageism** is everywhere  
and in everything.

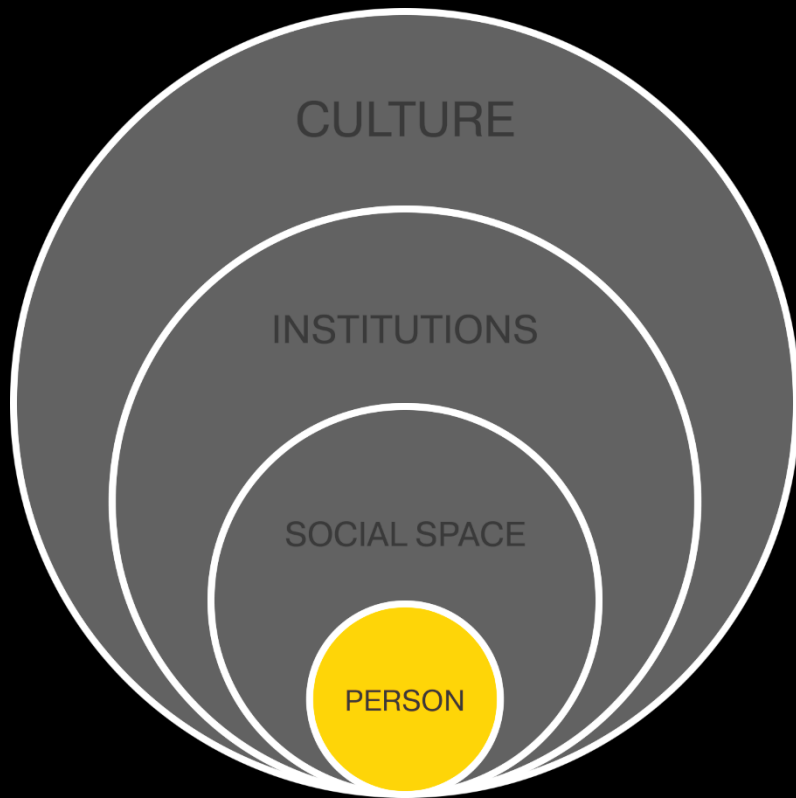


"Older drivers represent an  
issue trapped between humor  
and horror."

"I don't want  
you to know  
how old I am."

*Age Shaming*

**Ageism** is everywhere  
and in everything.

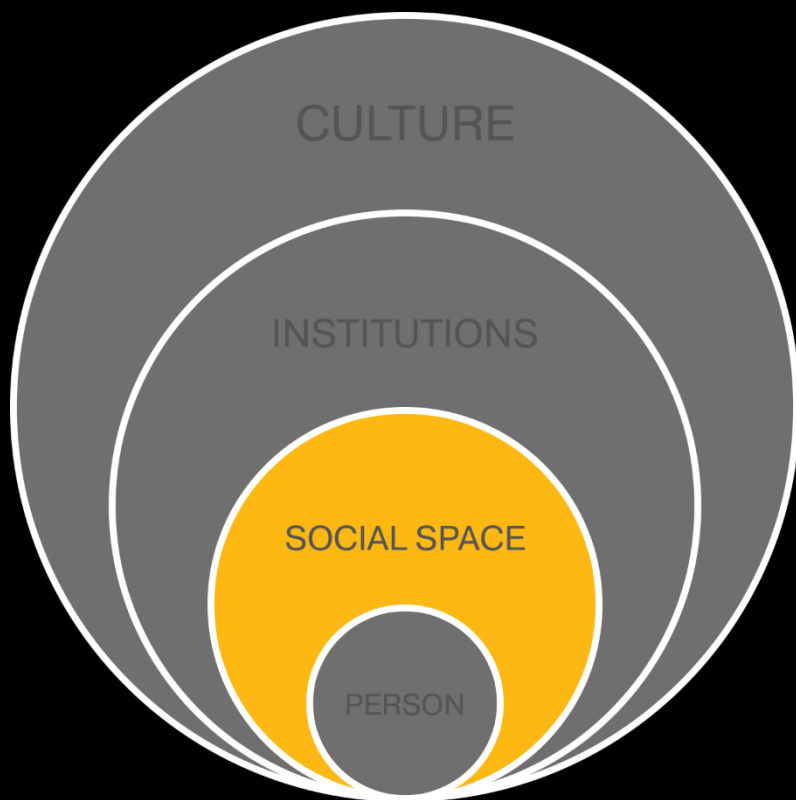


"The growing population  
of old people will be a  
burden for our society."

"I am old so forgive me  
because I need glasses to  
read my notes."

***Age Blaming***

Ageism is everywhere  
and in everything.



"You don't look old!"

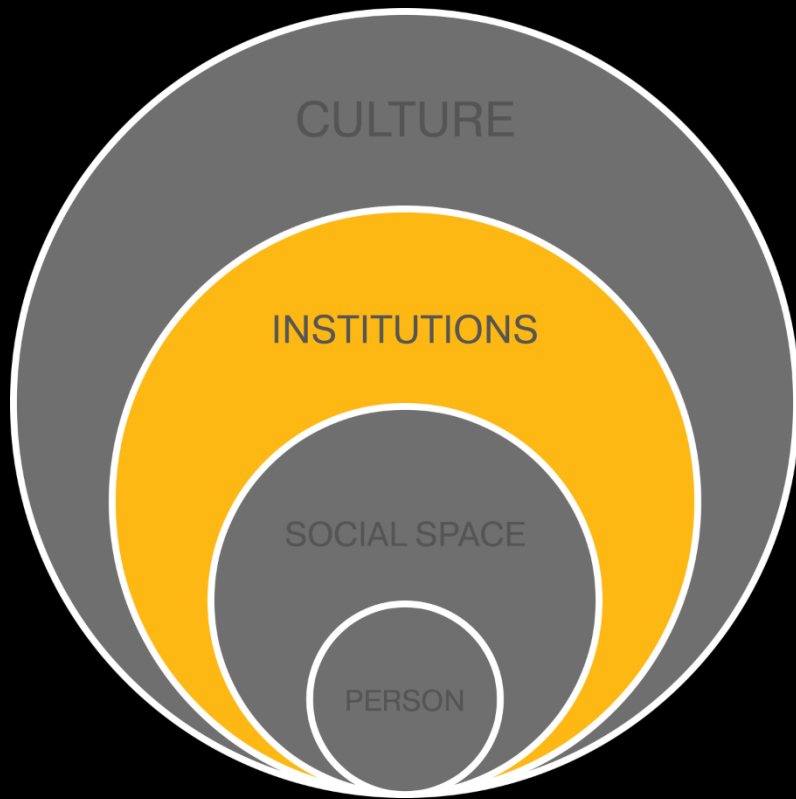
"Happy 29<sup>th</sup>  
birthday...again."

"How do you do it?  
You seem to get  
younger every time  
I see you!"

*On greeting an older  
woman:*  
"Good morning,  
young lady!"

***Social Space***

Ageism is everywhere  
and in everything.

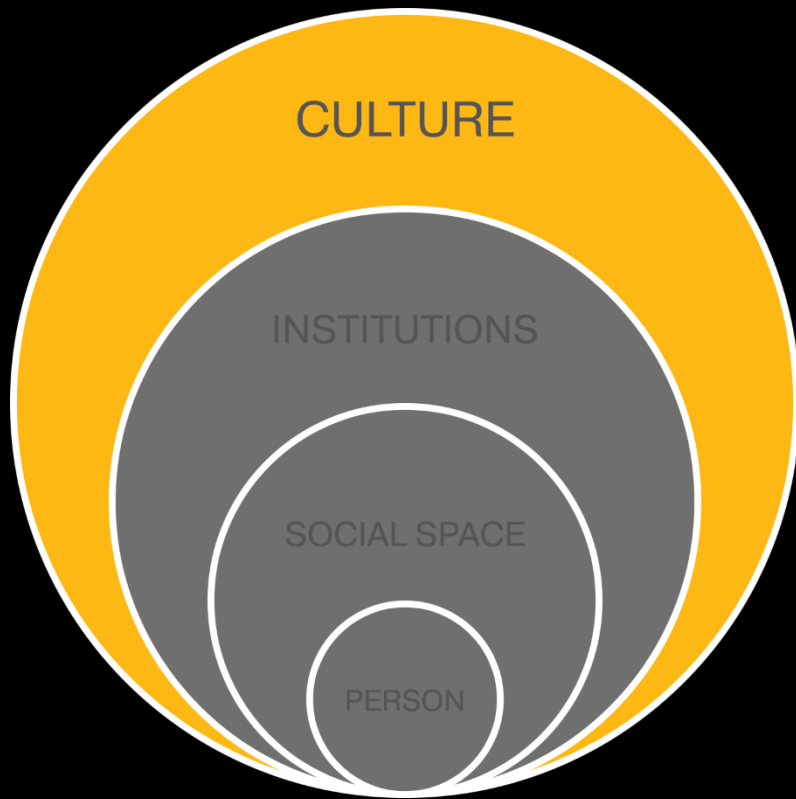


- Residents
- Independence

- Individuals
- Interdependence

Surplus safety

**Ageism** is everywhere  
and in everything.



The “crisis” of the aging population



The “anti-aging” industry

# YOUR RESPONSIBILITIES AS A ROLE MODEL



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1. Develop a practice of **questioning**. Respond to questions with questions.



2. Think about your own **thinking**.



3. Don't be a **bystander**.



4. Remember that ageism is **contagious**. Words have power.



5. Develop your **toolkit of responses**.

# MODELING AGEISM DISRUPTION



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# #DisruptAgeism

| *Practice makes perfect...* but there is no need to be perfect!

So when you catch yourself... use that as a teachable moment!



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Words have  
power!

What we  
say

Aging Crisis  
or Silver  
Tsunami

"I feel so  
old."

"She looks  
so good for  
her age!"

Senior  
Moment

What we  
mean

?

?

?

?

# THANK YOU FOR ALL THAT YOU DO!

Questions/Comments/Concerns not addressed?

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**Department of Social Services**

[www.dss.virginia.gov/](http://www.dss.virginia.gov/)





# VCU

## Gerontology

### School of Allied Health Professions

**Want to know more about disrupting ageism in your organization or community?**

**Contact us!**



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