



## Equity in Aging Advisory Committee

### **Background:**

**The Equity in Aging Advisory Committee** advises both California Department on Aging and the Master Plan for Aging to ensure that equity is baked into the planning and implementation of activities, service delivery, and policies impacting older adults, adults with disabilities, and family caregivers, specifically those from Black, Indigenous, Latino, Asian-American, Pacific Islander, Latino, and LGBTQ+ communities. The Committee will build upon the work of the [MPA Equity Work Group](#).

**The Master Plan for Aging:** Recognizing that California's over-65 population is projected to grow to 8.6 million by 2030 and for the first-time surpass the 18 and under population, Governor Gavin Newsom issued an [executive order](#) calling for the creation of a Master Plan for Aging. The losses and lessons of COVID-19, and the disparities for BIPOC older adults and families, further accelerated this work.

The Master Plan, which launched January 6, 2021, serves as a blueprint that can be used by state government, local communities, private organizations and philanthropy to build environments that promote an age-friendly California.

The plan outlines five bold goals centered on equity: 1) Housing for All Ages & Stages; 2) Health Reimagined; 3) Equity & Inclusion, Not Isolation; 4) Caregiving That Works; and 5) Affording Aging. Each goal includes strategies to build a California for All Ages over the course of ten years. Each goal also includes a target rooted in equity: for example, Goal 2's target is "close the equity gaps and increase life expectancy" and Goal 5's target is "close the equity gaps and increase elder economic sufficiency."

The first two years of the Master Plan will be powered by 132 action-ready initiatives backed by commitments from each Agency across the Governor's Cabinet. It also includes a [Data Dashboard for Aging](#) to monitor progress across the ten years, with existing and increasing equity indicators, as well as a [Local Playbook](#) to guide local age-friendly planning across the state including diverse community voices.

**The California Department of Aging (CDA)** administers programs that serve older adults, adults with disabilities, family caregivers, and residents in long-term care

facilities throughout the State. These programs are funded through the federal Older Americans Act, the Older Californians Act, and through the Medi-Cal program. The Department contracts with the network of 33 Area Agencies on Aging (AAA) throughout the state, who directly manage a wide array of federal and state-funded services, 38 agencies that operate the Multipurpose Senior Services Program (MSSP) and certifies approximately 242 Adult Day Health Care Centers for participation in the Medi-Cal Community Based Adult Services (CBAS) Program.

Much of Goal Three of the MPA, [Equity & Inclusion, Not Isolation](#), will be implemented with CDA as the lead state department, along with partnerships across the Cabinet and with diverse stakeholders. Additionally, CDA strives to continually improve and expand the cultural responsiveness of its programs and services, as well as build and promote an inclusive work environment and a staff that is reflective of California's diversity.

The Equity in Aging Advisory Committee is an advisory body that will build on the work of the Master Plan for Aging's [Stakeholder Advisory Committee's](#) (SAC) [Equity Work Group](#) (EWG). From February – December 2020, the EWG advised the SAC on the development of its recommendations to the Administration, providing the [MPA Equity Tool and Glossary](#) as guidance for ensuring that the MPA would serve as a tool to advance equity for historically marginalized, oppressed, and underrepresented communities.

**Purpose:**

The purpose of the Equity in Aging Advisory Committee (EAAC) is to advise the Administration on the implementation of the MPA and CDA on the planning and implementation of aging and disability policies, plans, programs, services, data collection, and staff development.

The objectives of the EAAC Committee:

1. Advise CDA and the Cabinet-level Workgroup on Aging on the implementation of the 132 Master Plan for Aging initiatives for 2021-2022 and other related deliverables to achieve equity targets and outcomes for a California for all ages.
2. Assist in executing components of the Master Plan initiatives with equity focus or elements, including policy, program, and service delivery recommendations; best practice resources; relevant and timely research; and data indicators.

3. Advise CDA on planning and implementation of its services and programs to achieve equitable outcomes for older adults, adults with disabilities, and families, including policy, program, and service delivery recommendations; best practice resources; relevant and timely research; and data indicators.

### **Membership:**

- Members of the EEAC are appointed by CDA.
- Members are selected to serve a two-year term, advising on the MPA's first two-years of implementation.
- The Committee will be comprised of no more than 25 members. Membership will reflect a broad array of Californians with interest and expertise in building age-friendly, dementia-friendly, and disability-friendly environments and systems.
- Membership will include representatives from local government, healthcare providers, health plans, employers, community-based organizations, foundations, academic researchers, and organized labor.
- Membership will reflect the diversity of all Californians, ensuring representation from Black, Indigenous, Latino, Asian and Pacific Islander, Latino, LGBTQ+, and Disability communities.
- The EEAC is facilitated by CDA and led by its members.

### **Operations:**

- The Committee plans to convene four times per year beginning in March 2021.
- All meetings of the Committee shall be open to the public.
- Meeting agendas will be prepared and posted online in advance of a meeting. Committee members are encouraged to suggest agenda items.
- Meeting recordings, presentations, and other materials will be posted within 3 business days following the meeting.
- Meetings will be accessible for virtual and/or (once COVID-19 protocols allow) in person participation.
- American Sign Language interpretation and Closed Captioning will be provided.
- Meetings will aim to adhere to principles of inclusion, collaboration, and effectiveness, including:
  - Meetings seek to provide a collegial environment to allow for the expression of diverse and innovative points-of-view from all members.
  - Meetings aim to support open communication and active collaboration between Committee members and CDA.

- Members' consistent attendance at the meetings and active participation in Committee work before, during, and after meetings is encouraged.
- A person-centered, data-driven, and equity-lens approach is encouraged as reflected in CHHS Agency's [Guiding Principles](#).
- The State is not able to pay per diem or compensate members for expenses, including travel and related costs to attend meetings. Meetings initially are fully remote, and remote participation options will continue at least through the 2021-2022 cycle.