

# CA Master Plan for Aging

## Equity in Aging Advisory Committee

*January 12, 2023*

*10:00 a.m. – 12:00 p.m.*



# Meeting Logistics

## Webinar or Telephone only - *No in-person meeting*

- Live captioning and ASL interpreting streamed through webinar (Zoom)
- Meeting slides, transcript, and recording will be posted to CalHHS' Master Plan for Aging webpage.

# Public Comment



Attendees joining by **phone**, press \*9 on your dial pad to join line. The moderator will announce the last 4 digits of your phone number and will unmute your line.



Attendees joining by **webinar (Zoom)**, click the raise hand button to join line. The moderator will announce your name or your last 4 digits of your phone number and will unmute your line

*For additional public comment, email [Engage@aging.ca.gov](mailto:Engage@aging.ca.gov)*

# Equity in Aging Advisory Committee Members, Cont.

- ***Marcy Adelman***, CA Commission on Aging
- ***Donna Benton***, USC Leonard Davis School of Gerontology
- ***Catherine Blakemore***, Disability Rights CA (ret.)
- ***Cheryl Brown***, Advocate & Former Assembly Member
- ***Betsy Butler***, CA Women's Law Center/ Los Angeles Probation Commission
- ***Elvira Castillo***, Advocate
- ***Denny Chan***, Justice in Aging
- ***Le Ondra Clark Harvey***, CA Council of Community Behavioral Health Agencies
- ***Vincent Crisostomo***, San Francisco AIDS Foundation
- ***David "Jax" Kelly***, Let's Kick ASS (AIDS Survivor Syndrome)
- ***Marielle Kriesel***, Disability Community Resource Center

# Equity in Aging Advisory Committee Members, Cont.

- *Darrick Lam*, Aging & Equity Advocate
- *Marty Lynch*, LifeLong Medical (ret.)
- *Diana Murray*, Advocate, HICAP
- *Michael Murray*, AARP California
- *Berenice Nuñez Constant*, AltaMed
- *Gail Orum*, Keck Graduate Institute
- *Kiara Pruitt*, Sistahs Aging with Grace & Elegance
- *Rigo Saborio*, The SCAN Foundation
- *Valentine Villa*, CA State University, Los Angeles
- *Julia Yarbough*, Keeping it REAL Caregiving
- *Edie Yau*, Alzheimer's Association

# Opening Remarks and Agenda Review

---

**Susan DeMarois**

*California Department of Aging*

---

# Committee Purpose

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

# Meeting Agenda

- **10:00 – 10:05: Opening Remarks & Agenda Review**  
- *Susan DeMarois, Director, California Department of Aging (CDA)*
- **10:05 – 10:15: CDA & Master Plan for Aging Updates**  
- *Amanda Lawrence, Project Director, Master Plan for Aging, CDA*
- **10:15 – 10:35: The Governor’s Executive Order on Equity Overview & Discussion**  
- *Gina DaSilva, Chief Deputy Cabinet Secretary, Office of Governor Gavin Newsom*
- **10:35 – 11:00: 2023 Equity in Aging Advisory Committee Goals & Priorities Discussion**  
- *Marina Castillo-Augusto, Chief Equity Officer, CDA*
- **11:00 – 11:25: CA Aging & Disability Research Partnership Presentation & Discussion**  
- *David Lindeman, Faculty, UC-Berkeley & Zia Agha, Chief Medical Officer, West Health Institute*
- **11:25 – 11:45: Aging & Disability LGBTQ+ Research Project Presentation & Discussion**  
- *Kathleen Sullivan, Executive Director, Openhouse*
- **11:45 – 11:55: Public Comment**
- **11:55 – 12:00: Closing and Next Steps**  
- *Susan DeMarois, Director & Sarah Steenhausen, Deputy Director, CDA*



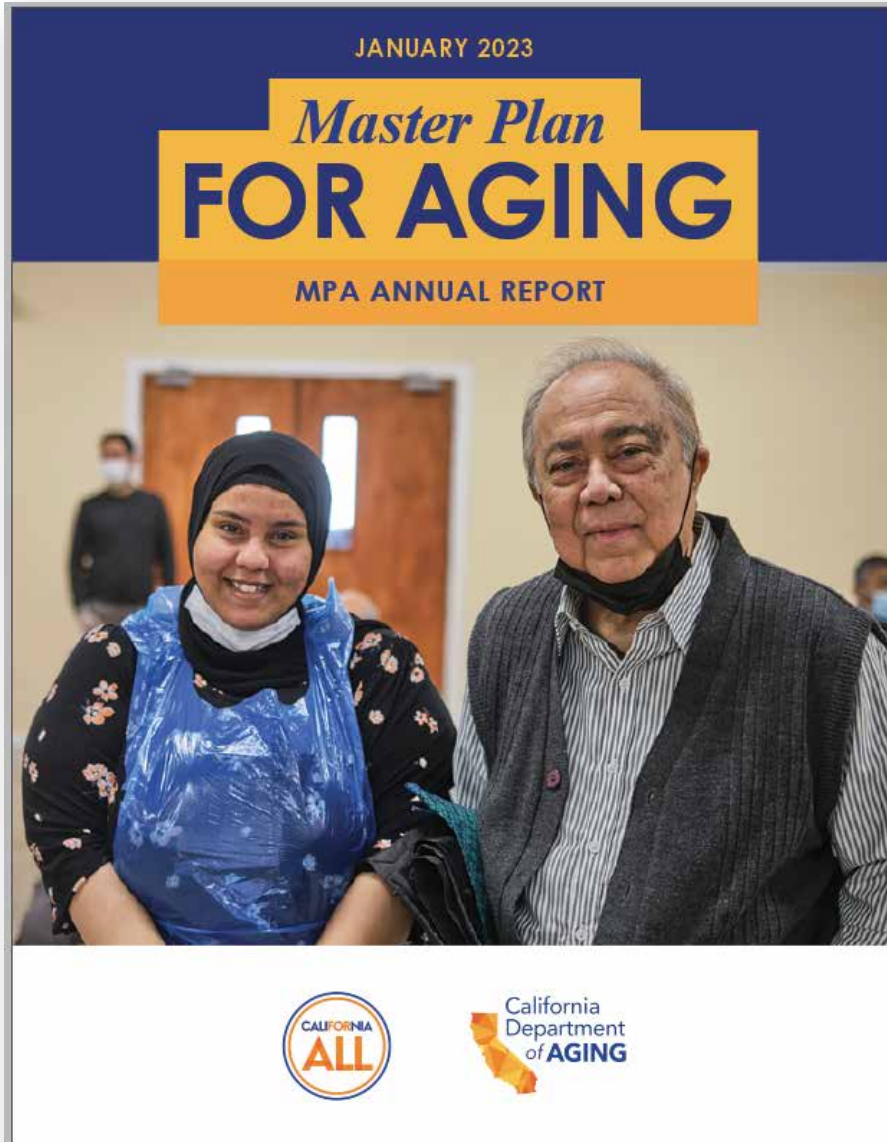
# CA Master Plan for Aging Updates

---

**Amanda Lawrence**  
*CA Department of Aging*

---

# MPA Annual Report and 2023-24 Initiatives



**Friday, January 20, 2023**

Join the 2023 MPA Kick Off (virtual)  
9AM - 10AM

Public Release of 2<sup>nd</sup> Annual MPA Progress Report  
and 2023-24 Initiatives

# NEW! MPA Implementation Tracker

State of California  
**Master Plan for Aging**  
Implementation Tracker



The **Master Plan for Aging** (MPA) is comprised of Five Bold Goals, twenty-three strategies, and over 200 initiatives to drive action across California in the pursuit of building the most age- and disability-friendly state in the nation.



The MPA Implementation Tracker is a publicly available resource for monitoring the implementation activities of the Master Plan. You are invited to search for progress updates on each of the MPA initiatives using the Search Box or Filters below. If you would like to download a copy of your search results, click "Download" from the options in the upper right corner.

**Publicly accessible resource to monitor the MPA's progress**

Search MPA Initiatives & Updates by Goal, Strategy, Topic, Agency/Dept and more

Developed in partnership with West Health Institute

Launch Date: January 20th

# Stakeholder Advisory Winter 2023 Meetings

## January:

Equity in Aging Advisory Committee: January 12th, 10am - 12pm

CA Aging & Disability Research Partnership, January 20<sup>th</sup>, 10am - 1pm

IMPACT Stakeholder Committee: January 24th, 1pm - 3pm

## February:

Alzheimer's Disease & Related Disorders Advisory Committee, February 2<sup>nd</sup>, 10am - 2pm

Disability & Aging Community Living Advisory Committee: February 8<sup>th</sup>, 10am - 1pm

Elder & Disability Justice Coordinating Council: February 14<sup>th</sup>, 1pm - 3pm

# Local Aging & Disability Action Planning Grant Program

§ [\\$4.5 million](#) to provide competitive grants to support local communities in developing aging- and disability-friendly action plans.

§ Grant Program Priorities

- Equity, cultural competency, and community engagement principles and practices.
- Support communities and populations that have been historically under-resourced and under-served.



§ Hosted a virtual **Listening Session** and administered a survey to solicit input from partners and stakeholders to inform the development of the grant program.

[Recording](#) | [Slides](#) | [Transcript](#) | [Chat Log Summary](#) [Grant Program Webpage](#)

§ Anticipated Request for Applications (RFA) Release: Mid-February

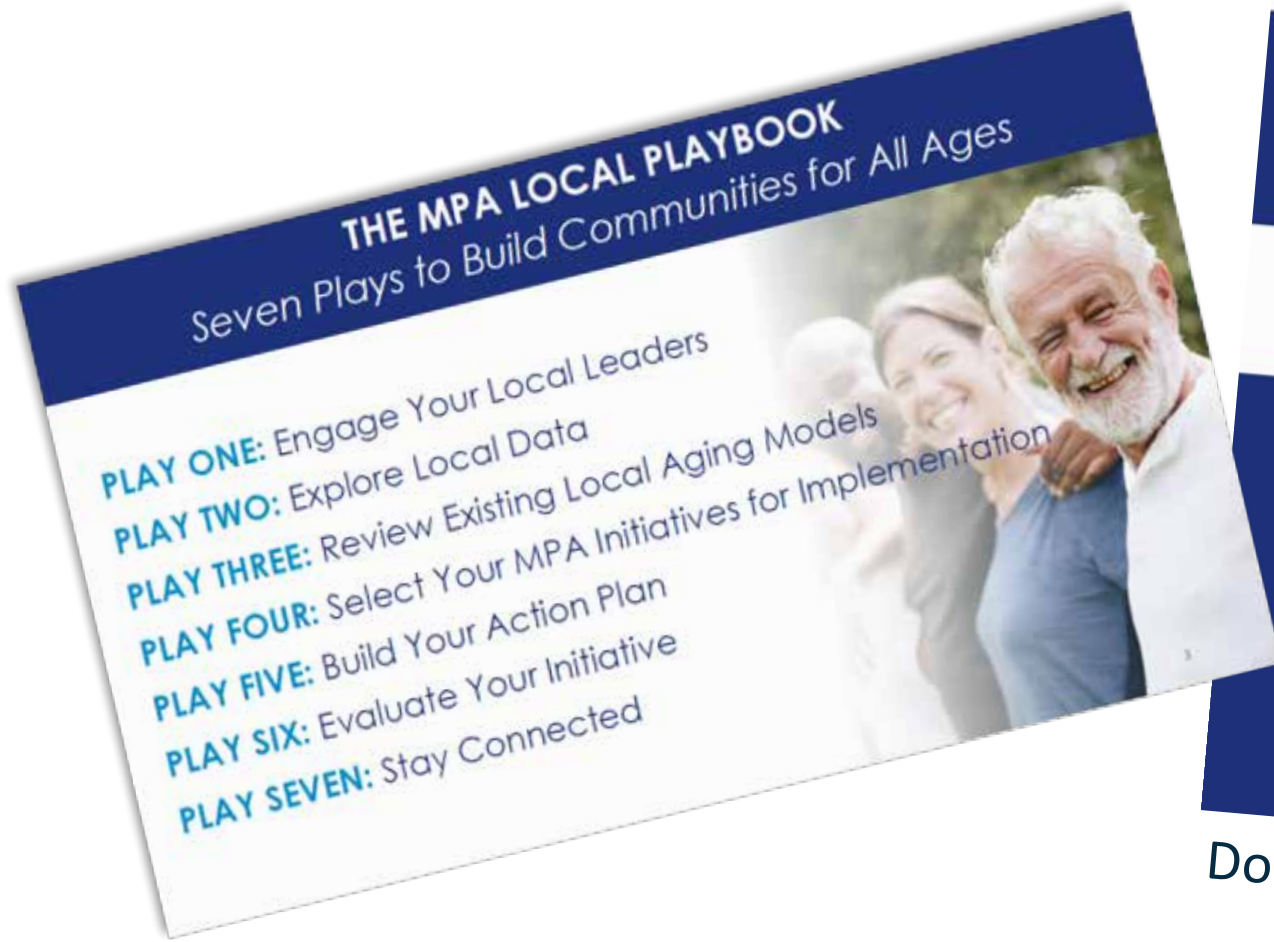
# Embedding Equity in the Grant Program

## **We Heard and Learned:**

- § Combating ageism and ableism should be at the forefront of this work.
- § Need trusted community partnerships.
- § Need to understand the unique needs of diverse population groups.
- § Need specific community engagement strategies to reach diverse populations.
- § Need experience working on projects and initiatives that center on equity.
- § Need staff actively engaged in DEI and cultural humility training; diverse staff.
- § Support and prioritize:
  - § Rural, frontier, and Tribal communities.
  - § Communities that do not have an existing Plan.
  - § Applying agencies that represent and serve historically marginalized regions, or populations.

**Additional Input? Email Us: [EngAGE@aging.ca.gov](mailto:EngAGE@aging.ca.gov)**

# Looking Ahead: MPA Local Playbook Refresh



Download a PDF copy of the [MPA Local Playbook](#)

Refresh will include additional equity-focused and disability inclusion resources and tools

# Brian Carter

*CA Department of Aging*

---



# CDA Digital inclusion Programs and Initiatives

## **Connections, Health Aging and Technology (CHAT) Program**

- 2,225 iPads distributed / 900 digital literacy trainees

## **Access to Technology (ATT) Program**

- 42 opt-in counties / 15 fully executed

## **Digital Connections (DC) Program**

- 16,000 iPads / Digital Literacy Training

## **State Digital Equity Planning Program**

- CDT/CPUC/CDA other state and local partners

# Gina DaSilva

*Chief Deputy Cabinet Secretary, Office of Governor Gavin Newsom*

---



# California for All

Executive Order N-16-22

Embedding Equity in State Government

January 2023

# Agenda

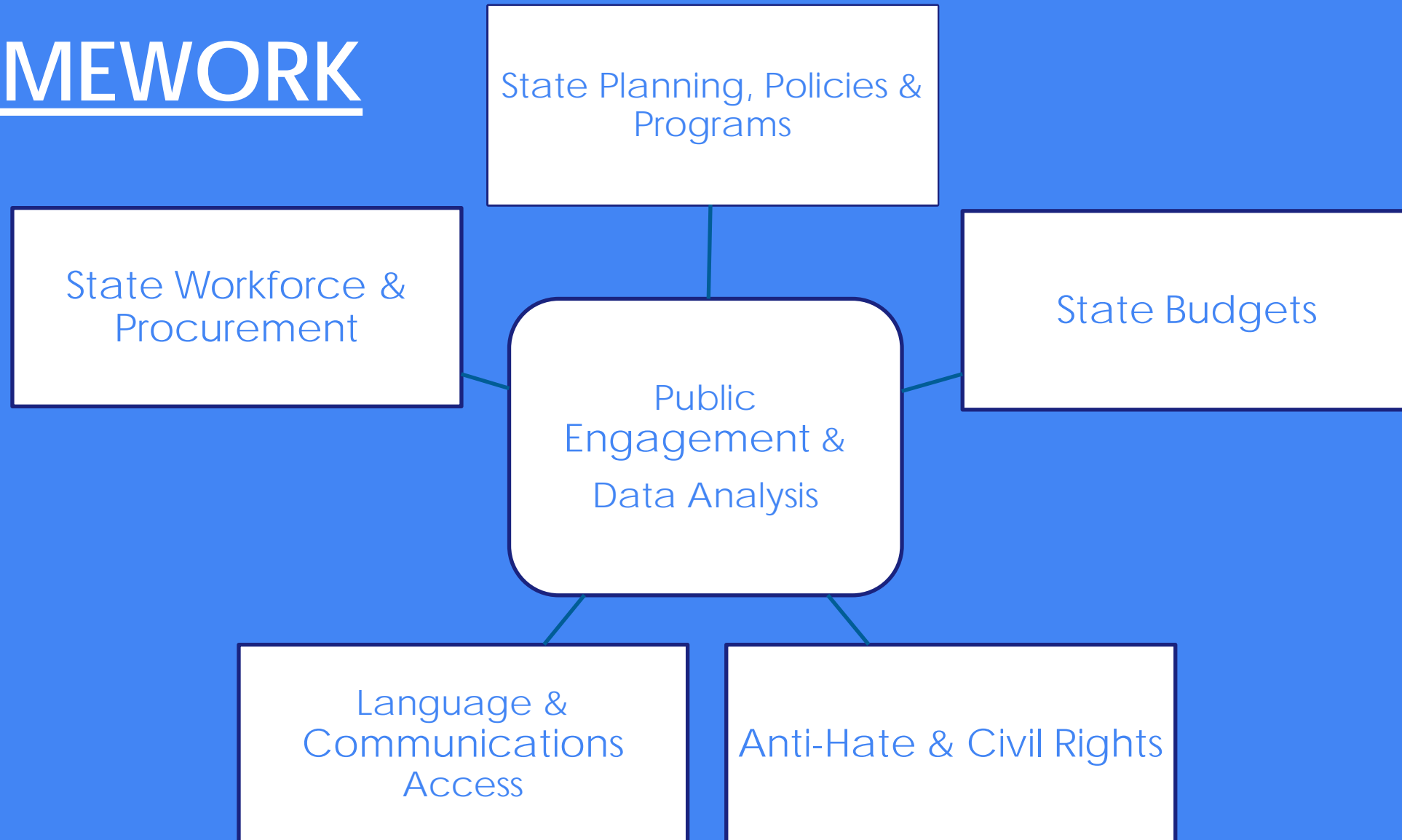
- Background
- Framework & Actions to Embed Equity
- Executive Order
- Next Steps and Discussion

# California for All

- Most diverse state
- Civil Rights and addressing historical wrongs
- Renewing the California Dream every generation
- Progress across policies
- Disparities persist
- Role & Opportunity of Government



# THE FRAMEWORK



# Embedding Equity - Actions

## July-Sept 2022

- **9/13 EO:** Seven directives across the administration
- **Racial Equity Commission:** Office of Planning and Research (OPR)
- **State Budget Process:** Department of Finance
- **Appointments:** [Commission on State of Hate](#); 1st State Chief Equity Officer
- **Legislation:** [Seven bills signed](#)

## EO - Detail (1 of 4)

### **Strategic Plans** - All Agencies and Departments to:

- Analyze **data gaps** in access or outcomes
- **Engage communities** impacted by the gaps and plans
- Update **mission, goals, policies, and practices** to address gaps and increase opportunity and outcomes for all
- Make strategic plans **public**



## EO - Detail (2 of 4)

**State Workforce:** GovOps CalHR - Expand workforce data equity analysis, develop an anonymous hiring system, create new pathways

**Federal Infrastructure:** Plans to support funding opportunities for small and disadvantaged businesses, Tribal governments, and community orgs.

**State Procurement:** GovOps DGS – Dept training for contracting processes to target jobs/growth in economically distressed areas

## EO - Detail (3 of 4)

**Civil Rights:** CA Civil Rights Department - increase dispute resolution services for discrimination; implement anti-hate strategy; update as needed non-discrimination protection in state programs; expand pay equity analysis

**Data Standards:** Office of Data and Innovation - develop statewide data and service standards

**Language Access:** CA Health & Human Services & GovOps - recommend improvements in language and communications access

## EO - Detail (4 of 4)

### **Racial Equity Commission:** Office of Planning & Research

- 11 appointed members
- Racial Equity Framework
- TA to agencies, upon request
- Stakeholder engagement
- Develop resources, best practices, tools and recommendations to advance racial equity

# Next Steps and Discussion

# Marina Castillo-Augusto

*Chief Equity Officer, CA Department of Aging*

---

# My Background & Who I am



# Chief Equity Officer's Role & Responsibilities

- ü advises and assists the DAPRE Director and CDA management in the **formulation, implementation, and administration of policies related to embedding equity**
- ü provides expertise, advice, and guidance on equity to the **Equity in Aging Advisory Committee (EAAC)**
- ü oversees the development of the department's **Racial Equity Action Plan (REAP)**
- ü **monitoring and evaluating** progress towards improving equity in aging, disability, and caregiving programs
- ü oversees the work of the department's **Tribal Affairs Liaison**





# Current Equity Efforts

- Justice Equity Diversity & Inclusion Committee
- Language Access Policy
- Racial Equity Action Plan
- CalGROWS
- LGBTQ+ Study
- Digital Inclusion (health work group)
- Tribal Affairs Liaison

## Master Plan For Aging



Goal 1:  
Housing for All Ages  
and Stages



Goal 2:  
Health Reimagined



Goal 3:  
Inclusion and Equity,  
Not Isolation



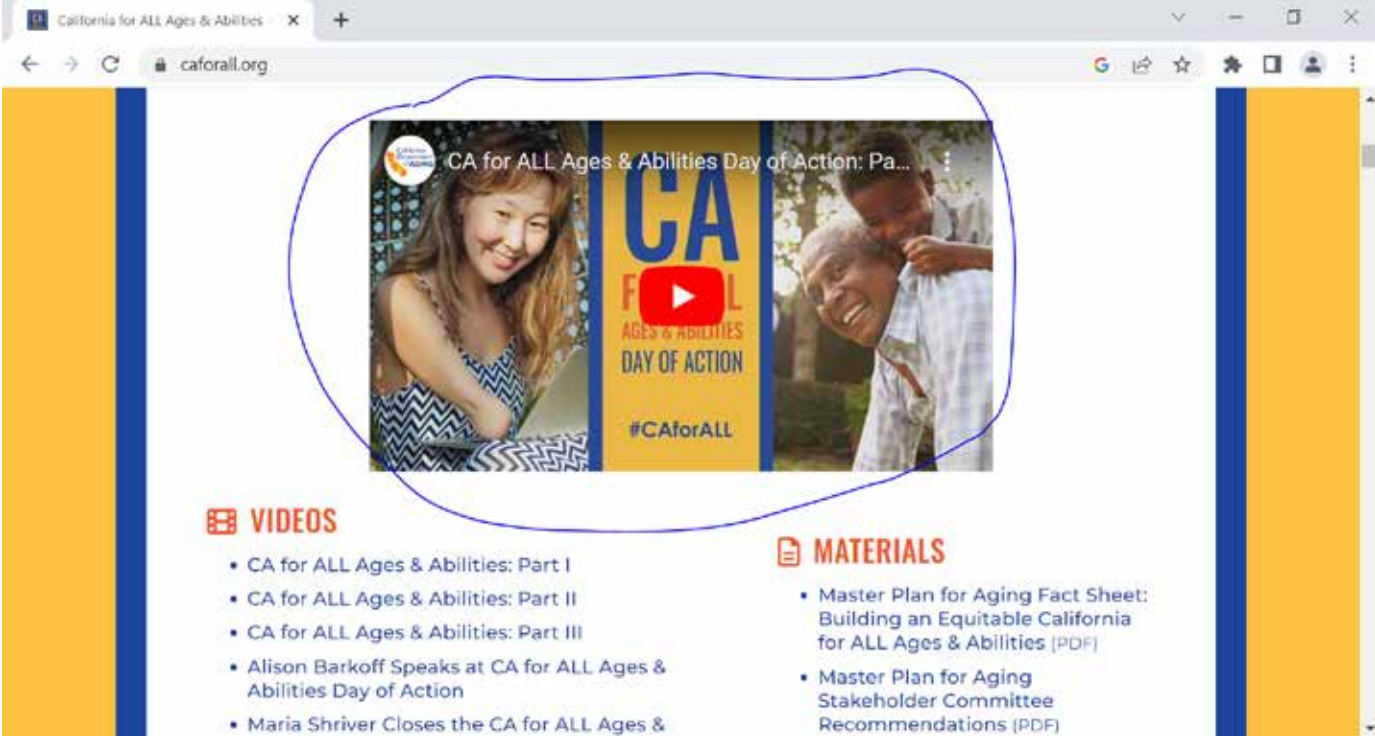
Goal 4:  
Caregiving that Works



Goal 5:  
Affording Aging



# Our Work Together



The screenshot shows a web browser window with the URL [caforall.org](http://caforall.org). The main content area features a video player with a thumbnail image of a woman and a man. The video title is "CA for ALL Ages & Abilities Day of Action: Pa...". The video player includes a play button and the text "CA FOR ALL AGES & ABILITIES DAY OF ACTION" and "#CAforALL". Below the video player, there are two columns of resources:

- VIDEOS**
  - CA for ALL Ages & Abilities: Part I
  - CA for ALL Ages & Abilities: Part II
  - CA for ALL Ages & Abilities: Part III
  - Alison Barkoff Speaks at CA for ALL Ages & Abilities Day of Action
  - Maria Shriver Closes the CA for ALL Ages &
- MATERIALS**
  - Master Plan for Aging Fact Sheet: Building an Equitable California for ALL Ages & Abilities (PDF)
  - Master Plan for Aging Stakeholder Committee Recommendations (PDF)

**David Lindeman, Faculty, UC-Berkeley &  
Zia Agha, Chief Medical Officer, West Health Institute**

---



# Equity in Aging Advisory Committee Meeting: CADRP

January 12, 2023

**Zia Agha, MD**  
Chief Medical Officer & Executive  
Vice President, West Health

**David Lindeman, PhD, MSW**  
Executive Director, CITRIS Health  
University of California, Berkeley

# CADRP

## California Aging & Disability Research Partnership

### Recommendations

#1 Identify beacons and associated drivers that offer optimal opportunities for achieving the goals of the MPA and monitoring progress toward those goals

#2 Establish a research consortium and provide seed funding to catalyze collaborative research efforts (qualitative and quantitative) to improve the evidence base for achieving the goals of the MPA

# CADRP

## California Aging & Disability Research Partnership

### Recommendations (continued)

#3 Identify data priorities and reduce barriers to appropriate access to data to inform and enable monitoring of progress on the beacons and to enhance research opportunities

#4 Continue to support development of state research and data functions and ensure that emerging state data assets are designed to enable whole-person data capture and exchange.

# CADRP

## California Aging & Disability Research Partnership

### Next Steps for 2023

- [Continue to build on recommendations](#) presented at Sep 20th Day of Action in Sacramento by building consensus on beacons and associated drivers, metrics, and data
- In partnership with stakeholders, [identify data sources](#) and gain access to data sources for evaluating progress toward 2-3 beacons
- In partnership with stakeholders, [identify and launch 2-3 research projects](#) (with associated beacons) to lay a foundation for a research consortium
- [Host an initial working meeting](#) to convene experts and leaders in aging & disability research to establish a research consortium work plan

# Key Outcomes:

## Example Topic Areas from Day of Action

MPA Goal(s)	Stakeholder Group (s)	Summary of Priority Recommendation
1	DACLAC	Improve accessible <u>transportation</u> systems to allow all people throughout their lifespan to get where they need to go when they need to get there
1 & 5	IMPACT, CCoA, DACLAC	Prevent and end <u>homelessness</u> for older adults and adults with disabilities.
2 & 4	IMPACT, DACLAC, EAAC	Ensure access to culturally-appropriate <u>in-home care</u> that older adults, adults with disabilities, and their families can afford.
2 & 3 & 4	ADRD, CCoA, EDJCC	Reduce <u>social isolation</u> and improve behavioral health and adult protective services.
2 & 4	ADRD, EAAC, CCoA	Expand capacity of paid and unpaid <u>caregivers</u> (including family & friend caregivers) to better serve diverse older adults and adults with disabilities.



# Key Questions for Defining Key Outcomes & Drivers

Parameter	Key Outcomes	Driver(s)
Goal	What is the desired policy <u>outcome</u> ?	
Indicator	What quantifiable metric will we use to measure progress toward the goal?	
Factors	What co-variants, risk factors, and/or predictors should be considered?	
Target	What data point for the indicator will we aim to achieve by 2030?	
Data Source	What data source will we use to calculate the indicator?	
Data Gap	What data is needed to achieve the optimal indicator?	
Research Gap		

NOTE: Equity is core to all MPA goals. When identifying indicators, targets, and data sources, consider how to ensure that equity can be measured and promoted. Equity is a key factor in data and research gaps.

# Housing & Homeless Beacon (discussion draft)

Parameter	Key Outcome	Driver
Goal	Prevent and end homelessness for older adults and adults with disabilities.	Increase rental assistance targeted to severely rent-burdened and other precariously housed older adults and persons with disabilities
Indicator	#/% of adults age 50+ and adults with disabilities who are homeless (sheltered & unsheltered) at a point in time during the year	\$/% of total rental assistance delivered to adults age 50+ and adults with disabilities AND/OR #/% of adults age 50+ and adults with disabilities who are severely housing cost burdened
Factors	<p><u>Core</u>: age, race, ethnicity, language, citizenship status, sex, SOGI, family status, disability, dementia/cognitive status, income, geography (preferably county level)</p> <p><u>Unique</u>: home ownership status (rental v. owned – with/out mortgage)</p>	
Target	X% reduction by 2030	X% reduction by 2030
Data Source	<a href="#">Annual PIT count</a>	For housing cost burden: American Community Survey (see <a href="#">DDA</a> )
Data Gap	Demographics of unsheltered; geographic data	Demographics (beyond race) of the severely housing cost burdened
Research Gap	TBD	TBD

# Indicator Evaluation Criteria

## Let's Get Healthy CA (LGHC) Model

### Subjective Criteria:

- Does the indicator accurately represent the intent of the goal/objective?
- Does the data source for the indicator accurately track the indicator?

### Objective Criteria:

- Does it follow a state or national standard that can provide a benchmark?
- Is it easily understood by the public?
- Does the data source statistically capture the entire population of interest (demographics, spatial, and temporal granularity)?
- Is the data timely and sustainable over the next decade?



# MPA and Data Dashboard for Aging

## Released January 6, 2021



Home + 5 Bold Goals ▾ **MPA Progress ▾** Take Action ▾ MPA Background ▾



Local MPA Playbook



+ Tools to take action in your own community

Data Dashboard



+ Learn about California's older adult population and track Master Plan progress

How We Got Here



+ Learn about our stakeholder and public engagement process

[mpa.aging.ca.gov](http://mpa.aging.ca.gov)

# Key Data Dashboard Components

- Landing page for the Data Dashboard for Aging within Let's Get Healthy California, with cross references to/from MPA home page
- 5 Goal pages, housing data visualizations relating to each strategy within each goal
- Indicator progress dashboard, highlighting statewide trends on key indicators
- Demographic dashboard, providing a profile of the older adult population in California at the state and county levels

# CADRP Committee Members

- **Leonard Abbeduto**  
UC-Davis MIND Institute
- **Zia Agha**  
West Health
- **Donna Benton**  
USC Leonard Davis School of Gerontology
- **Isabella Chu**  
Stanford Center for Population Health Sciences
- **Ryan Easterly**  
WITH Foundation
- **Steve Hornberger**  
SDSU Social Policy Institute
- **Kathryn Kietzman**  
UCLA Center for Health Policy Research
- **Margot Kushel**  
UCSF Benioff Homelessness and Housing Initiative
- **Jasmine Lacsamana**  
Archstone Foundation
- **David Lindeman**  
CITRIS Health
- **Nari Rhee**  
UCB Labor Center
- **Kathleen Wilber**  
USC Leonard Davis School of Gerontology
- **Heather Young**  
Betty Irene Moore School of Nursing at UC Davis
- **Rigo Saborio**  
SCAN Foundation

# CADRP Subcommittees

## Housing/Homeless/Transportation (MPA Goals 1 & 5)

- Bella Chu ([itaylor@stanford.edu](mailto:itaylor@stanford.edu)) - *Lead*
- Nari Rhee ([nari@berkeley.edu](mailto:nari@berkeley.edu))
- Margot Kushel ([margot.kushel@ucsf.edu](mailto:margot.kushel@ucsf.edu))

## Behavioral Health / Isolation (MPA Goals 2, 3 & 4)

- Zia Agha ([zagha@westhealth.org](mailto:zagha@westhealth.org)) - *Lead*
- Kathryn Kietzman ([kietzman@ucla.edu](mailto:kietzman@ucla.edu))
- Len Abbeduto ([LJabbeduto@ucdavis.edu](mailto:LJabbeduto@ucdavis.edu))
- Kate Wilber ([wilber@usc.edu](mailto:wilber@usc.edu))

## Paid and Unpaid Caregiving (MPA Goals 2 & 4)

- David Lindeman ([dlindeman@citris-uc.org](mailto:dlindeman@citris-uc.org)) - *Lead*
- Heather Young ([hmyoung@ucdavis.edu](mailto:hmyoung@ucdavis.edu))
- Steve Hornberger ([shornberger@sdsu.edu](mailto:shornberger@sdsu.edu))
- Nari Rhee ([nari@berkeley.edu](mailto:nari@berkeley.edu))
- Darci Delgado ([darci.delgado@chhs.ca.gov](mailto:darci.delgado@chhs.ca.gov))

# Thank You!





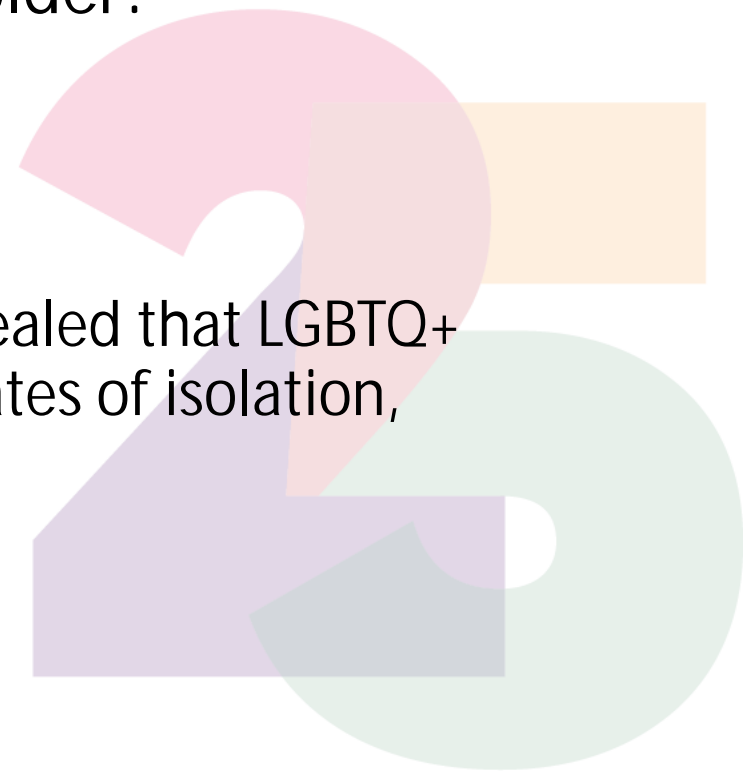
# Kathleen Sullivan

*Executive Director, Openhouse*

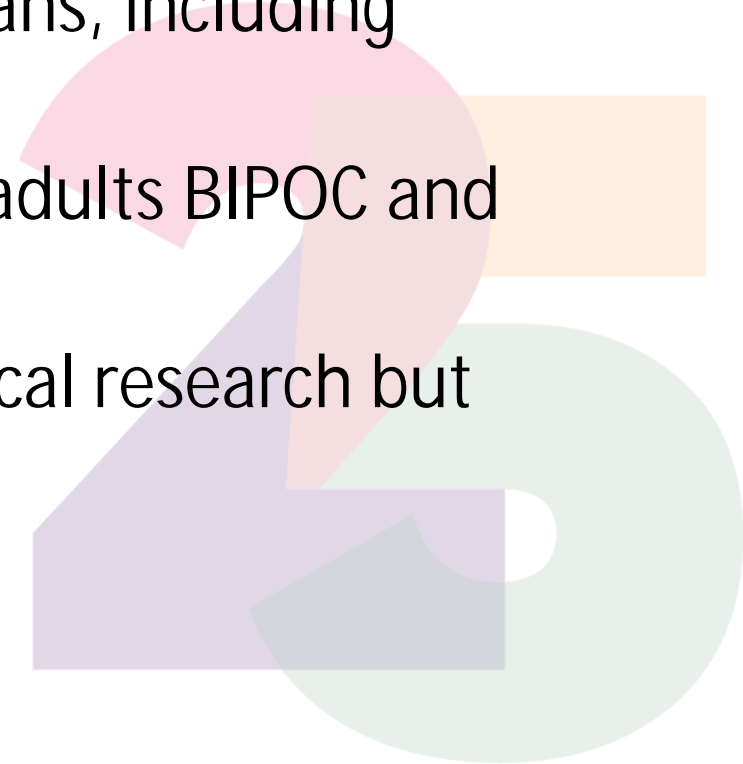
---

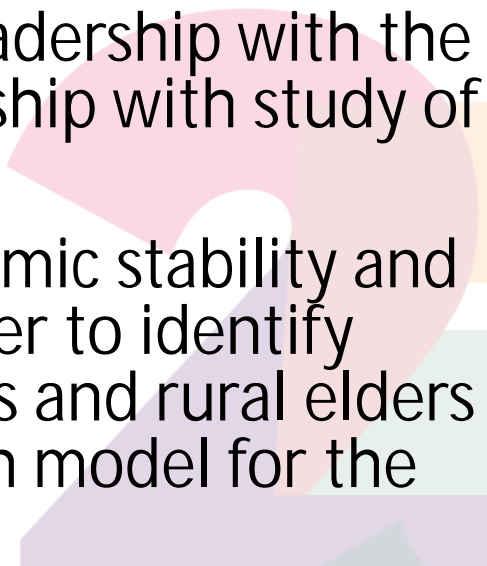


- Estimates of the population vary. The Household PULSE Survey, of the US Census, found that California is home to 2.7 million LGBTQ people.
  - 9.1% of adults in California identity as LGBT
- Data nationally shows that LGBTQ adults age 50 or older:
  - More likely to live alone
  - 2/3 report not disclosing sexual orientation in LTC
  - Self-report higher rates of disability
  - A study during the height of the COVID-19 pandemic revealed that LGBTQ+ mid-life and old adults in San Francisco suffered higher rates of isolation, depression and suicide ideation than pre-COVID-19.



- As of yet, no statewide survey has been done to provide baseline data on aging experience of LGBTQ Californians.
- No data statewide on aging of long-term survivors of HIV/AIDS
- No data statewide on aging of transgender Californians, including access to or barriers to care and services.
- No data on impact of COVID-19 on mid-life and old adults BIPOC and API LGBTQ Californians.
- We do have anecdotal, AAA planning surveys and local research but no statewide data.



- A model was developed in Oregon that included leveraging the resources of the community and the state (Oregon Department of Human Services) to do a statewide study to understand the needs, barriers to care and resiliency of LGBT Oregonians age 50 and older.
  - California Department of Aging has provided national leadership with the Master Plan on Aging and is again demonstrating leadership with study of aging experience for LGBTQ elders.
  - Goal: develop baseline information on the health, economic stability and well-being of older LGBTQ+ residents of California in order to identify service gaps, understand challenges for BIPOC, API elders and rural elders and highlight priorities for service and provide a research model for the Department moving forward.
- 
- A decorative graphic on the right side of the slide, consisting of several overlapping, semi-transparent shapes in various colors: a large pink circle, an orange rectangle, a light green circle, and a purple rectangle.

# Key components of this project

- A statewide coalition of service providers, LGBTQ Centers, and local and state agencies that will help with survey design and roll out. Potential participants include: California Department of Aging, C4A, Openhouse, Leading Age California, CRDP Hub, CenterLink (LGBTQ Community Centers throughout the state), Dementia Care Network of the Alzheimer's Association, AARP, local LGBTQ service providers and University of California Berkeley.
- Open-source data
- Survey informed by the LGBTQ+ Advisory Committee made up of service providers and older adults who will provide feedback to the research team who will then incorporate the ideas and contributions into the survey process.
- Survey in the field via online or paper (in Oregon 1,400 completed the survey all but one did so online).
- Presentations and report outs to local communities with results.

# Sample of Policy/Program Implications

Expand training across health care and aging networks to better reach the older LGBTQ+ community and improve access for older adults to LGBTQ+ affirming medical and social service providers including from minority populations, rural areas, and addressing culturally specific needs

Recommendations for priority public and private programs and interventions that can reduce barriers for older LGBTQ+ persons as well as be customized for regional variations (e.g., suicide prevention training, joint call/help lines, behavioral health services, etc.)

Development of an open-source data base and data registry that can contribute to the CDA Dashboard, provide research opportunities for California researchers, and standardize data collection for the LGBTQ+ older adult population

Policy working group that works across sexual orientation, gender identity, race and ethnicity to develop policy interventions that lead to better care and develop a study model to use for other underserved communities.

## Contact Information

Kathleen M. Sullivan

[ksullivan@openhousesf.org](mailto:ksullivan@openhousesf.org)

415-728-0197





# Public Comment



Attendees joining by **phone**, press \*9 on your dial pad to join line. The moderator will announce the last 4 digits of your phone number and will unmute your line.



Attendees joining by **webinar (Zoom)**, click the raise hand button to join line. The moderator will announce your name or your last 4 digits of your phone number and will unmute your line

*For additional public comment, email [Engage@aging.ca.gov](mailto:Engage@aging.ca.gov)*

# Closing & Next Steps

---

**Susan DeMarois**

*CA Department of Aging*

---



Learn more about the MPA at [MPA.aging.ca.gov](https://MPA.aging.ca.gov)

Contact: [engage@aging.ca.gov](mailto:engage@aging.ca.gov)

Learn more about CDA at [www.aging.ca.gov](https://www.aging.ca.gov)



@CaliforniaAging



@CaIAging



@CaIAging