



DIVERSITY LEADERSHIP ALLIANCE AUGUST WORKSHOP: DISMANTLING AGEISM IN THE WORKPLACE: THE OFTEN OVERLOOKED PART OF DEI STRATEGIES

Curated Post Event Resources

Academic Research: Age & Race

[“There’s the Black Woman Thing, and There’s the Age Thing”: Professional Black Women on the Downsides of “Black Don’t Crack” and Strategies for Confronting Ageism at Work](#)

[Race, ageism and the slide from privileged occupations](#)

Why is employment for elders so important? Besides providing economic impact, it improves health!

[Employment impacts health of older black women: "Social Roles in the Lives of Middle-Aged and Older Black Women" \(BTW, studies show this is true for ALL older people who desire employment, regardless of diverse characteristics. Employment is empowerment!\)](#)

Additional resources from Sheila Callaham’s Forbes collection:

[Age Race and Gender A Triple Threat for Workplace Bias](#)

Age bias, myths and stereotypes may amplify the impact of bias across other dimensions of diversity, such as race, gender, sexual orientation or ability.

[3 Urgent Reasons Why Employers Need to Pivot to a Longevity Mindset](#)

Some employers resist hiring, developing and retaining older workers. Here are three reasons why that could sink them.

[Pew Research Center: New Stance on Generational Labels](#)

Pew Research Center recently published 3 articles on how they will treat generational labels moving forward.

[Five Short Videos to Launch a Workplace Discussion on Ageism](#)

Once leaders make it clear that employees are valued for their skills, abilities and potential, regardless of age or any other dimension of diversity, then change has a chance. Here are five first steps for addressing the problem.

(Short videos also available on [AEA's Youtube page](#))

[New Research Shows Job Ads Deter Applicants Age 40 And Older](#)

A study created and randomly posted a bank of job ads for administrative assistant, retail sales and security guard using language representative of workplace age bias showed that even subtly ageist job-ad language reduces applicants age 40 and older.

[12 To-Dos to Address Workplace Ageism \(And Other 'Isms'\)](#)

In an online survey of 800 hiring managers, 38% admitted to viewing resumes with bias against younger and older candidates. Imagine what that percentage would be if employees openly admitted discriminatory actions. Here are 12 actions that companies should take to reduce age bias (and other isms).

[Working in Tech At Any Age—This Engineer Tells You How](#)

The tech space has a reputation for being less friendly to older workers. But Mike McNatt, now in his fifth decade in the industry, knows how to keep the work coming.

[How Competitive Job Seekers 50+ Are Upping Their Game](#)

If you are 50+ and actively job shopping, read these tips for how to lessen potential age bias. Five career coaches highlight the pitfalls in online presence, resume writing and mindset.

Let's Connect!

[On LinkedIn](#)

[Age Equity Alliance on LinkedIn provides curated resources several times weekly](#)

[Age Equity Alliance website](#)

[Age Equity Alliance on Youtube](#)

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