VCU College of Health Professions
Gerontology

DISRUPT AGEISM

FACILITATOR GUIDE

V4.0

LeadingAge®

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Disrupt Ageism: Facilitator Guide

Resources

Visit the VCU Gerontology website to find the Disrupt Ageism videos and training resources.

Session Time

60-minutes (Session time can vary based on group discussion)

Objectives

• Be able to recognize ageist language, thoughts and actions

• Understand the effects ageism can have on you and the people around you

• Develop techniques to disrupt ageism

• Understand Elderhood and its significance in disrupting ageism

Instructions

1. Introduction and Opening Statement (approx.10 minutes)

2. Watch 'Part 01: Recognizing'. (approx. 4 minutes)

3. Proceed to part 01 Discussion Guide. (approx.10 minutes)

4. Watch 'Part 02: Understanding'. (approx. 3 minutes)

5. Proceed to part 02 Discussion Guide. (approx. 10 minutes)

6. Watch 'Part 03: Disrupting'. (approx. 3 minutes)

7. Proceed to part 03 Discussion Guide (approx. 10minutes)

8. Proceed to Final Wrap up and Activity (approx. 10 minutes)

Opening Statement

"This training session will address common perceptions and stereotypes about aging and older adults. The session will take approximately one hour. We will watch an 8½ minute video in three segments and will have discussion and reflection after each segment.

Your workbook has pages for each video as well as a final activity. Each page has some key takeaways from the video and space to take notes. We'll take a few minutes to discuss each video as we watch them."

Discussion Guide

PART 01: RECOGNIZING

After watching, ask your audience to share reflections.

Discussion Prompts:

- What stood out as surprising or important?
- What is something you might not have thought about before watching?
- Where do you see ageism in your daily life, or in the workplace?
- Have you witnessed someone being discriminated against because of their age?
- How can you reframe your own view of aging?

If your audience only mentions the negative things that come with aging, remind them: "*Aging is a combination of growth, maintenance and decline, and it's good to keep all of those in perspective.*"

PART 02: UNDERSTANDING

After watching, ask your audience to share reflections.

Discussion Prompts:

- What stood out as surprising or important?
- What is something you might not have thought about before watching?
- Throughout your life, how have you learned about what it is like to be an older person?
- Ask about influential television shows, movies or books
- Describe a significant relationship with an older person
- Perhaps you learned from people in your family or through friends or through advertising

PART 03: DISRUPTING

After watching, ask your audience to share reflections.

Discussion Prompts:

- What stood out as surprising or important?
- How are you better than a younger version of you in your social relationships?
- What do you enjoy now more than you were younger?
- Think back ten years, would you like to go back to that version of you?

Enrichment Activity

"As we wrap up, we're going to do a writing activity called Start, Stop, Continue. Think about what we have learned about ageism and elderhood. In your workbook, write down one thing you will start doing, one thing you will stop doing and one thing you will continue doing to disrupt ageism and develop elderhood. Take ten minutes to complete this exercise."