



# AGE AND ANTI-AGEISM WORKSHOP

## BACKGROUND

Ageism is something that can affect us throughout life. It exists in different institutions, our relationships and even our relationship with ourselves. However, it can be particularly challenging to notice and navigate it if it happens subtly, or, is embedded into existing structures.

In the workplace, ageism can present itself in many different forms and can seriously impact individual wellbeing and company culture. Prejudice against age groups can exist if a company only offers training opportunities to younger employees, there is a pattern of only hiring people of a certain age or colleagues make age-related comments or “jokes”.

Although age is included in the Employment Equality Regulations Act 2006 and the Equality Act 2010, there is still a long way to go for many companies to become age-inclusive. For example, did you know that 53% of global executives **do not** include age in their diversity and inclusion policy?<sup>1</sup>

This is shocking considering that promoting an age-inclusive workforce can create:

- Increased productivity
- Multi-skilled teams
- A stronger talent pipeline
- Better retention of experience and know-how
- Greater diversity of skills and outlook

So, there really is a compelling business case for companies to become age-inclusive.

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<sup>1</sup>Figure from AARP International, OECD and World Economic Forum, Living, Learning & Earning Longer Project

## OUTCOMES AND LEARNING OBJECTIVES

Attending the workshop will help companies learn about ageism, explain how it affects them individually and the people they work with, and describe how the workplace can become more age-inclusive. Insights will be shared to understand the topic, common situations at work when ageism can arise, specific examples that bring the topic to life and the emotional impact ageist comments have and practical solutions to tackle it.

### The outcomes will be:

- The ability to define ageism and articulate how it happens in every day work situations, often unconsciously
- A greater understanding of how ageism affects the individual and others around them
- A stronger understanding and connection between managers and employees
- An action plan to create a more age-inclusive workplace where everyone can thrive.
- Policies and processes about ageism that everyone at work can refer to ensure that change takes place.

## FORMAT AND GROUP SIZE

We have created a 90-minute online workshop for up to 30 participants that can be tailored to your organisation. The workshop will be interactive and include breakout sessions where participants can share their experience and start working on an action plan to make your organisation more age-inclusive.



## TARGET AUDIENCE

- HR professionals
- Line managers
- Staff
- Diversity, Equity and Inclusion professionals