

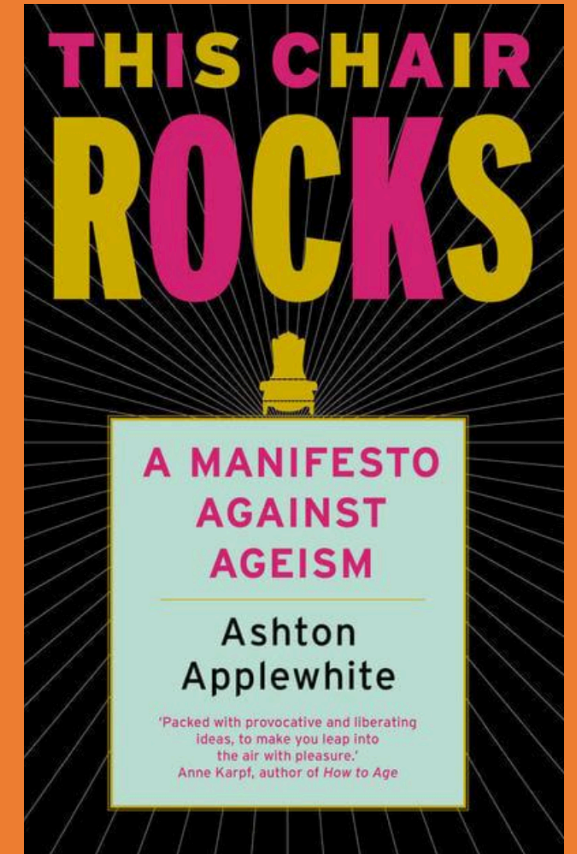
Wendy McGuinness

Tackling Ageism



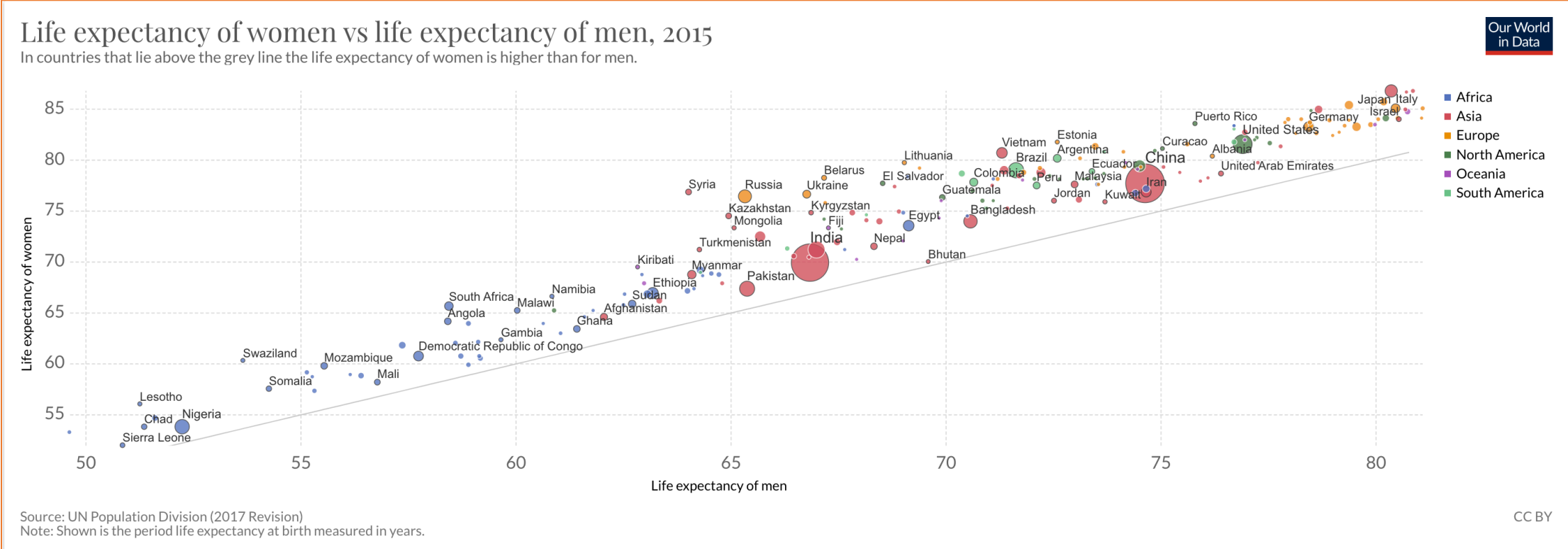
1. What is ageism?

- a. 'The term "ageism" was coined in 1969 by Robert N. Butler.'
- b. 'All "isms" – ageism, racism, sexism – are socially constructed ideas' ... 'Like racism and sexism, ageism is not about how we look. It's about what people in power want our appearance to mean.'
- c. 'Discriminating and stereotyping on the basis of a person's age.'
- d. 'Ageism legitimizes and sustains inequalities between groups, in this case between young and those that are no longer young.'
- e. 'Everyone is ageing. Ending ageism benefits us all.'



(Source: Ashton Applewhite)

2. What is longevity?

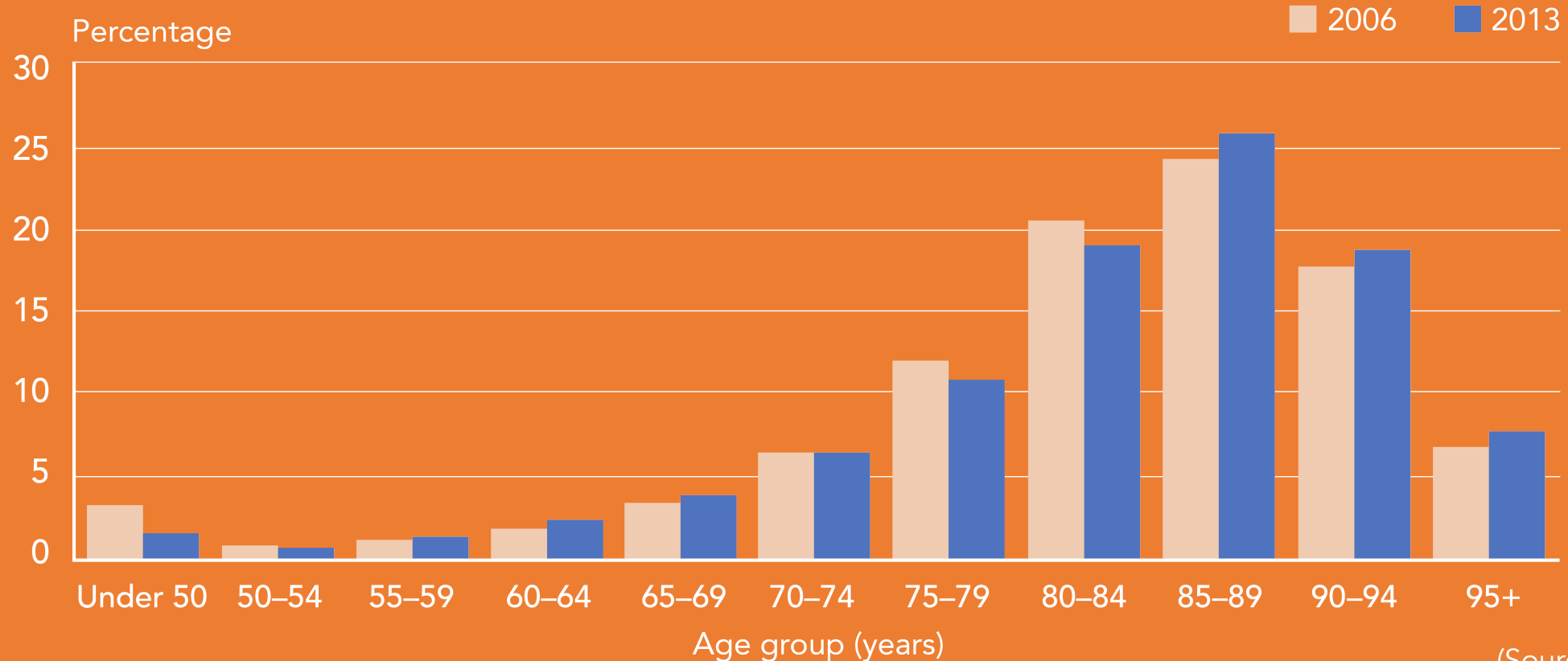


(Source: Our World In Data)

3. Percentage of total population in residential care?

In 2013, 31899 people lived in residential care (27966 in 2006) – an increase of 14.1%.

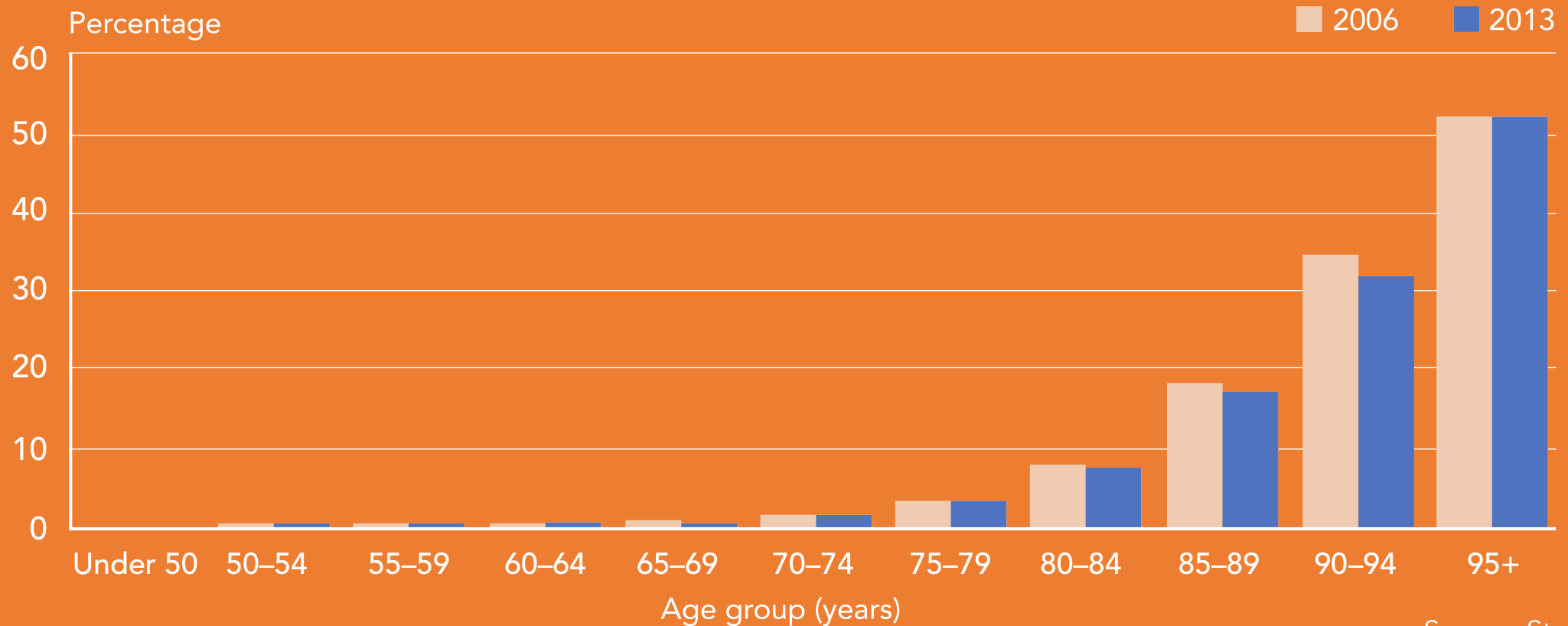
Age group of people in residential care for older people
2006 and 2013 censuses



(Source: Statistics NZ)

4. Number of people in residential care?

Percentage of total population, by age group, in residential care for older people
2006 and 2013 censuses



5. What is the size of the investment?

1899



CROWN EXPENDITURE

Exercise 1: Longevity revolution

Where do those extra 30 years fit?

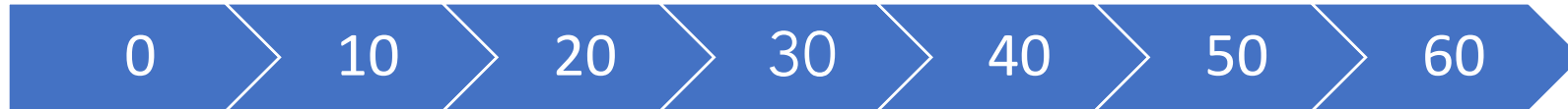
1900

Average life expectancy for females was 63 years (if born in 1900)

2020

Average life expectancy for females is 93 years (if born in 2020)

6. Where do those extra 30 years fit?



OK Boomer!

VS

Millennial Snowflakes

20–40 years



- Travel beckons/live overseas
- No children to care for
- Attracted to the city and no lawn
- Friends from school
- No pressure to purchase a house or car (but might buy an apartment)
- What to do?

OK Boomer!

50–80 years



- Travel beckons/live overseas
- No children to care for
- Attracted to the city and no lawn
- Friends from school/work
- No pressure to purchase a house or car (but might buy an apartment)
- What to do?

Millennial Snowflake

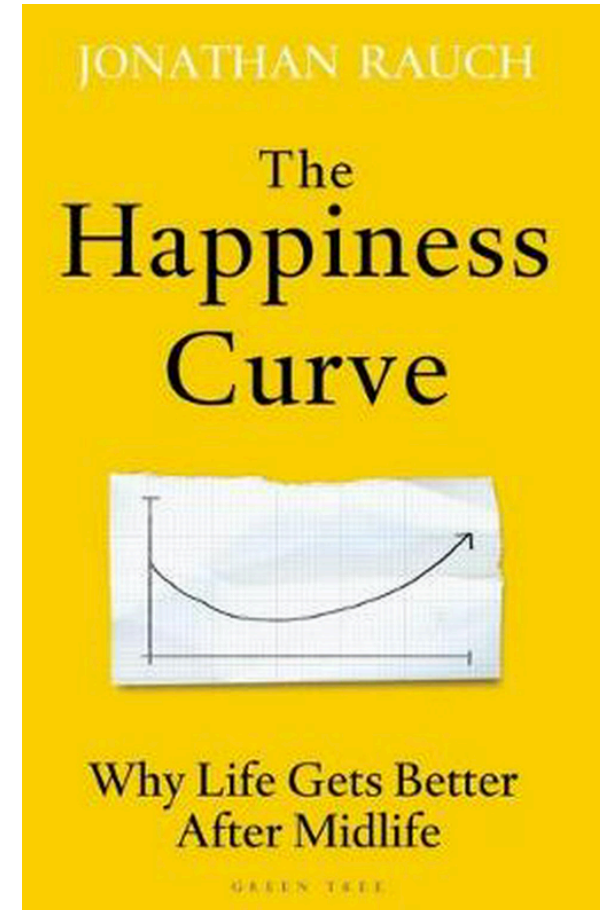
U-curve of Happiness

'Academics have found increasing evidence that happiness through adulthood is U-shaped – life satisfaction falls in our 20s and 30s, then hits a trough in our late 40s before increasing until our 80s.'

(Source: Rock, 2018)

'Even as age strips us of things we cherished – physical strength, beloved friends, toned flesh – we grow more content'

(Source: Ashton Applewhite, *This Chair Rocks*, p. xv)



0

10

20

30

40

50

60

70

80

90

7. Two questions that drive philosophy

- (a) What exists?
- (b) What matters?



(Sources: N.S. Gill; Getty Images)

5 (a): What exists?

Exercise 2: Memorise the following words:

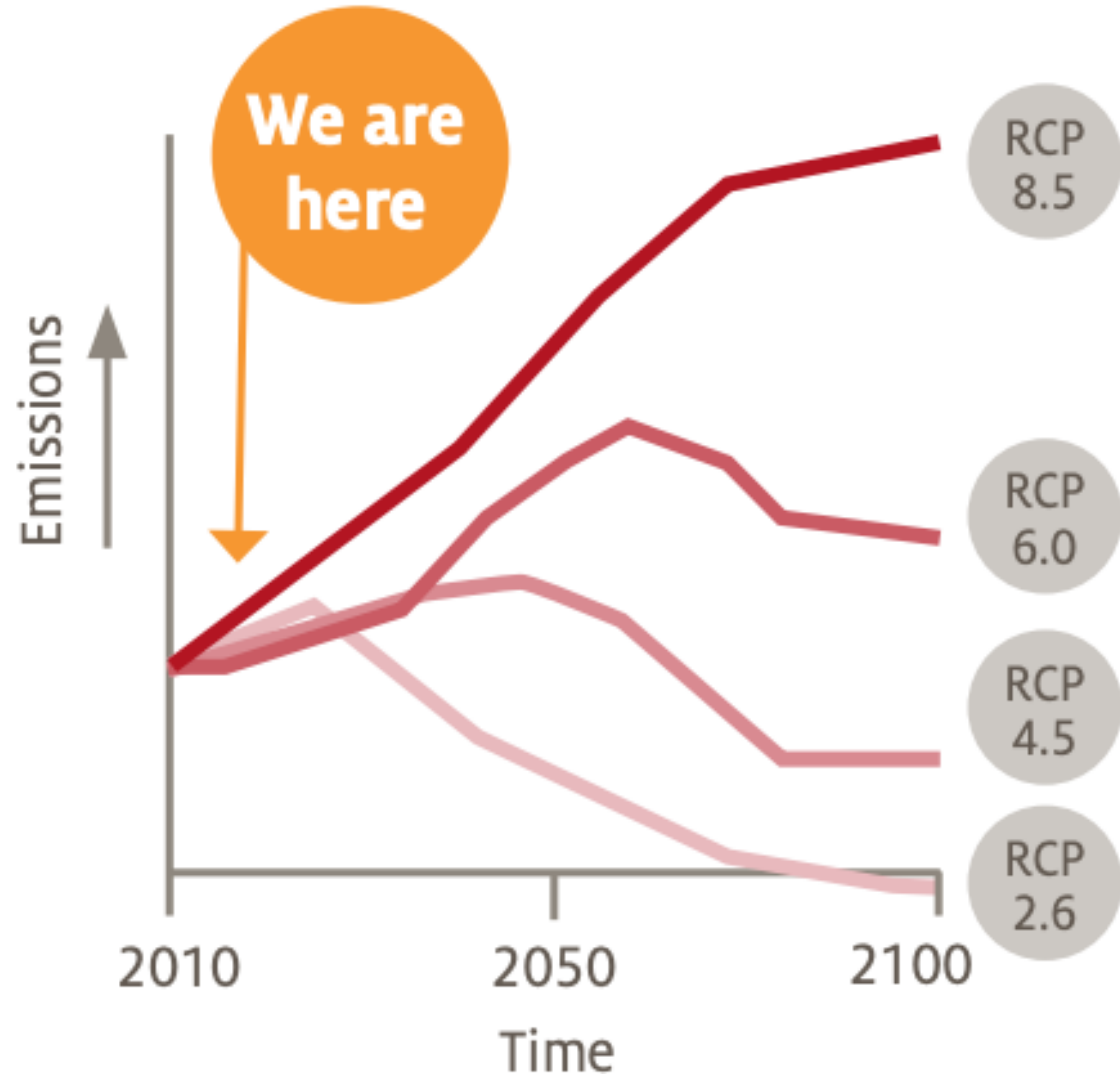
Slumber	Nap	Pillow
Darkness	Blanket	Bed
Silence	Snooze	Dark
Sheets	Pajamas	Dream
Bedroom	Quiet	Rest
Warm	Star	Mattress

5 (b): What matters?

	Culture of Blame	Culture of Accountability
Believes	People are the problem Problems are headaches Admitting weakness is career limiting	People are problem solvers Problems are learning opportunities We are all still learning
Focused on	Who is wrong The individual Fault-finding The past Assigning punishment	What is wrong The process Fact-finding The future Improving future results
Results in	Making assumptions Hoarding decision-making authority Hiding problems Finger-pointing and CYA behaviour Distrust Turf wars Risk adverse Wait until told Lack of innovation	Considering alternatives Delegating decision-making authority Surfacing problems and solutions Learning from mistakes Trust Cross-functional cooperation Calculated risk taking Taking initiative Innovation

(Source: Avail Leadership)

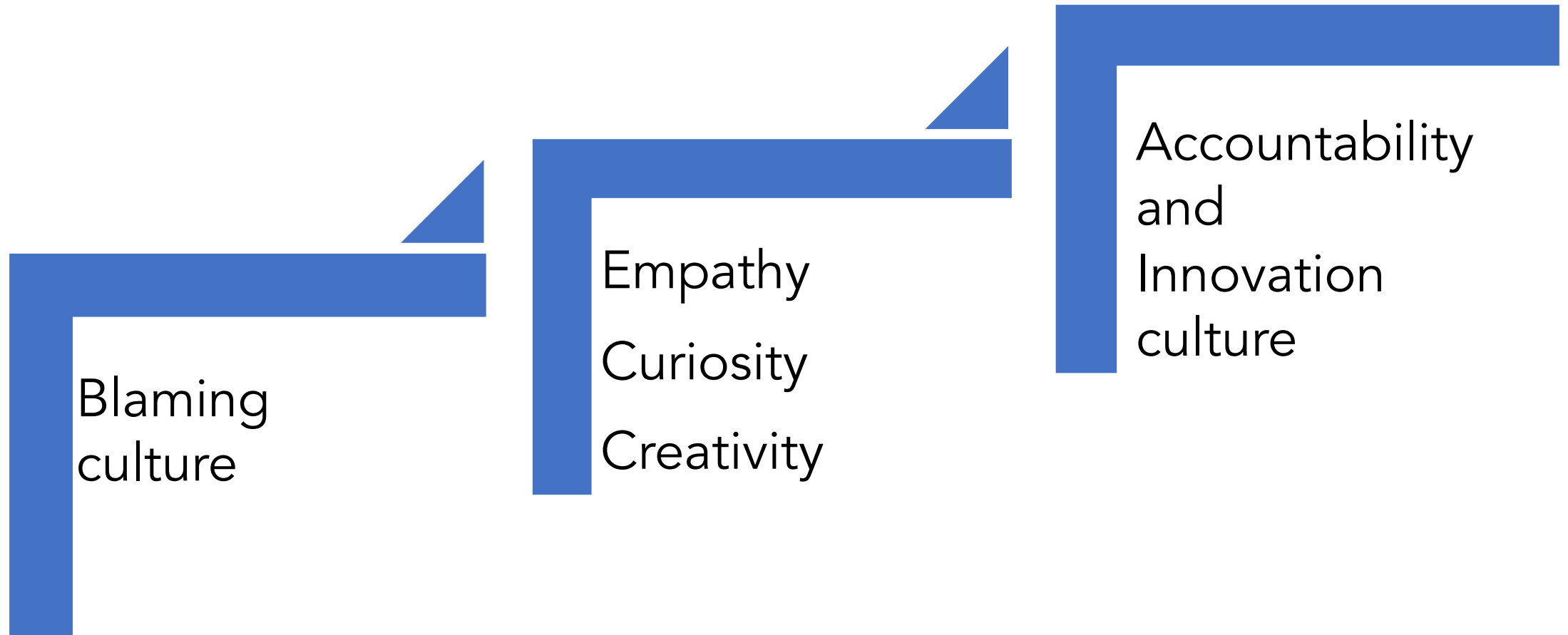
5 (b): Example



(Source: McGuinness Institute)



5 (b): Moving from one culture to another



(Sources: Drawn from Marilyn Paul and Avail Leadership)

5 (b): How to become more empathetic?

1. Are you being curious about other people's lives that are dissimilar to your own?

Jodi Halpern, a psychiatrist and bioethics professor at the University of California, Berkeley, who studies empathy. 'It's what is another person's life actually like in its particulars?'

2. Are you acting or thinking in a biased and privileged manner?

'Bias puts certain groups of people at a disadvantage in our society, while privilege puts other groups at an advantage.'

3. Other ways to become more empathetic.

- Practice active listening
- Share in other people's joy
- Look for commonalities with others
- Read fiction
- Pay attention to faces

(Source: Claire Cain Miller)

6: Tapping into the value and knowledge of more experienced workers and a mixed age workforce



Better filter from data (as has much more data to sort from memory)



Better recall from past experiences



Ability to use both left and right brain simultaneously

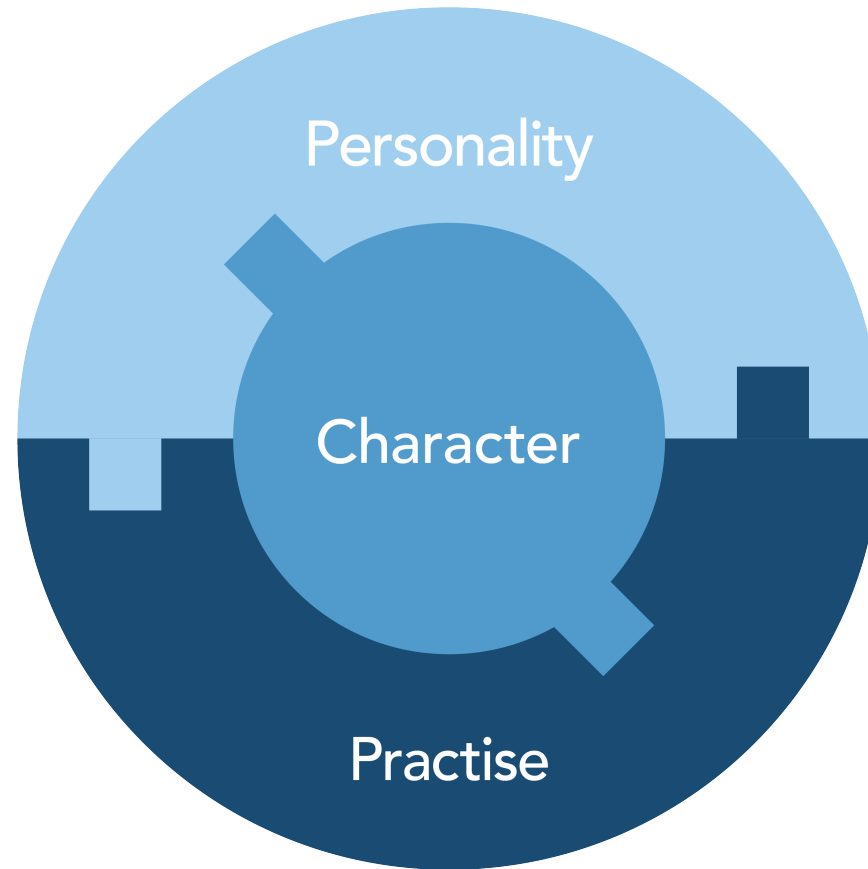


Less anxious



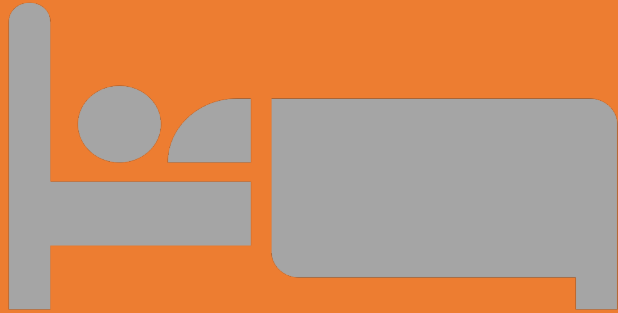
Happier

7: Retraining and retaining the best possible people regardless of age



(Source: McGuinness Institute)

8. Two questions that shape my actions

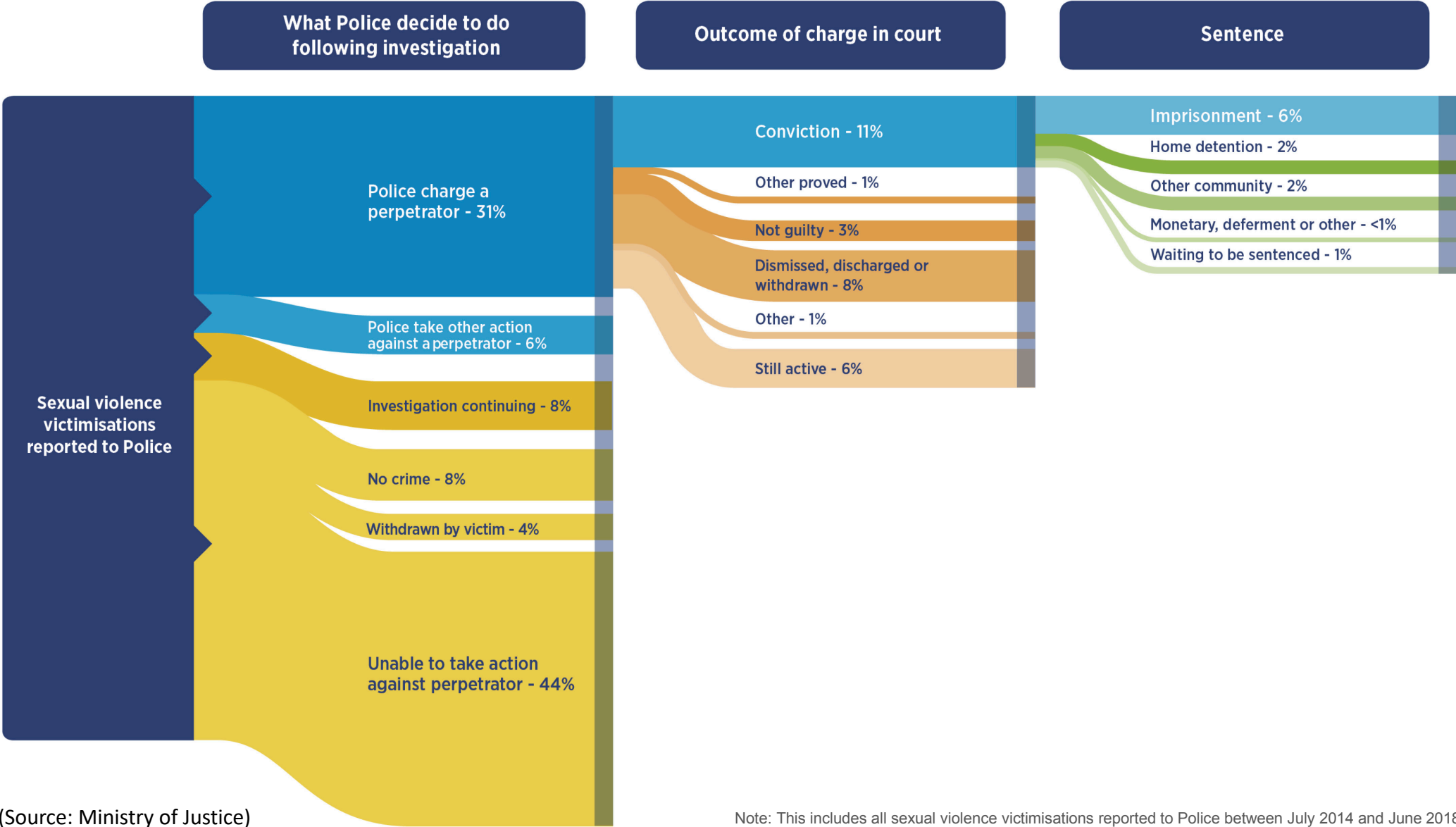


What keeps me awake at night?



How do I feel out of 10?

Points of attrition and progression for sexual violence victimisations in the criminal justice system



(Source: Ministry of Justice)

Note: This includes all sexual violence victimisations reported to Police between July 2014 and June 2018.

Over time people
either turn into wine
or vinegar...

I want to be
champagne!



‘To live each day as
though it were our last and,
at the same time,
to live as though
we will live forever.’

– Sir Paul Callaghan

Thank you



MCGUINNESS INSTITUTE
TE HONONGA WAKA

References (1/2)

Slide 2

See Ashton Applewhite's *The Chair Rocks*

- a. 'The term "ageism" was coined in 1969 by Robert N. Butler.' (p. 3)
- b. 'All "isms" – ageism, racism, sexism – are socially constructed ideas' ... 'Like racism and sexism, ageism is not about how we look. It's about what people in power want our appearance to mean' (p. xviii)
- c. 'Discriminating and stereotyping on the basis of a person's age.' (p. xvii)
- d. 'Ageism legitimizes and sustains inequalities between groups, in this case between young and those that are no longer young.' (p. xviii)
- e. 'Everyone is ageing. Ending ageism benefits us all.' (p. xxi)

Slide 3

See Our World in Data at <https://ourworldindata.org/grapher/life-expectancy-of-women-vs-life-expectancy-of-women>

Slides 4 and 5

See Statistics NZ at <http://archive.stats.govt.nz/Census/2013-census/profile-and-summary-reports/outside-norm/residential-old.aspx>

Slide 6

Pie charts prepared by McGuinness Institute using data from Statistics NZ. See pie charts at <https://youtu.be/ECgyx1p29sM>

Slide 7

See 'How Long Will I Live' calculator from Statistics NZ at <https://www.stats.govt.nz/tools/how-long-will-i-live>

Slide 11

See Lucy Rock at <https://www.theguardian.com/lifeandstyle/2018/may/05/happiness-curve-life-gets-better-after-50-jonathan-rauch>

See Ashton Applewhite's *The Chair Rocks* (p. xv)

Slide 12

See image from MatiasEnElMundo / Getty Images at <https://www.thoughtco.com/the-allegory-of-the-cave-120330>

The two questions are summarised from the discussion on pages 65–71 of AC Grayling's *The History of Philosophy*

Slide 13

Exercise from Yaël Eisenstat at *CISRO D61+Live*

Slide 14

See Avail Leadership at <https://availleadership.com/culture-of-accountability/>

References (2/2)

Slide 15

See McGuinness Institute TCFD 'Strategy' Exercise at <http://www.mcguinnessinstitute.org/worksheets/>

Slide 16

Developed from a number of readings including Marilyn Paul (<https://availleadership.com/culture-of-accountability/>) and Avail Leadership (<https://thesystemsthinker.com/moving-from-blame-to-accountability>)

Slide 17

See <https://www.nytimes.com/guides/year-of-living-better/how-to-be-more-empathetic>. The last list is from other readings on the topic, esp from Berkeley.

Slide 18

Summarised from Ashton Applewhite's *The Chair Rocks*, especially chapters 2 and 3.

Slide 19

See McGuinness Institute's *TalentNZ Journal* (p. 90) at <http://www.mcguinnessinstitute.org/books-and-journals>.

Slide 20

The late Lloyd Morrison used these questions frequently to check in with people

Slide 21

See Ministry of Justice at <https://www.justice.govt.nz/assets/Documents/Publications/sf79dq-Sexual-violence-victimisations-attribution-and-progression-report-v1.0.pdf>.