**GSA Age Directors Meeting**

**Wednesday October 20th, 1pm-2pm Eastern Daylight Time**

**Meeting conducted via the Zoom online platform**

<https://us02web.zoom.us/w/83111044418?tk=W4Qcl3Uqpwlaw9NrcA5SRBrauxV-Bl0yMkQA6gTlfYo.DQMAAAATWc3lQhYxb1JSQVVyZVN5aWE1TzMyYUswd093AAAAAAAAAAAAAAAAAAAAAAAAAAAAAA&pwd=QTBhYTg2UjVYVlF0UjNsRUo4RGQ3QT09>

On the meeting (28 participants): Neil Charness, Bill Edmonds, Pamela Teaster, Michelle Porter, Patricia Heyn, Peter Lichtenberg, Ken Ferraro, Suzanne Kunkel, Rotislav Andel, James Appleby, Karen Fingerman, Erin Emery-Tiburcio, Sara Qualls, Casandra Barragan, Molly Maxfield, Ross Andel, Miles Taylor, Lenard Kaye, Esme Fuller-Thomson, Wendy Rogers, Nicole Fowler, Joann Montepare, Gena Schoen, Molly Maxfield, Diane Martin, John Schumacher, Diane Martin, Nicole Fowler, Dave Burdick, Patricia D’Antonio, Pamela Saunders, Maiya Martin Burbank, Robyn Golden; one unidentified participant.

DISCUSSIONS

* Leadership Institute Training update — Patricia Heyn led the discussion. Subcommittee is developing a potential grant proposal to be submitted through GSA. One key area — what are the skill sets of leaders of gerontology? Considering as part of the grant proposal visits to gerontology centers with focus on Leadership/Mentorship/Internship. To get a sense of potential internship visit opportunities, we will be gathering data from our group by generating an online document where each Director can describe their aging center and its mission.
* How Gero programs are or are not inserting themselves into University DEI (Diversity, Equity & Inclusion) initiatives — Pamela Teaster led the discussion. Teaster noted that age discrimination is seldom a focus of DEI administrators. Discussion of creation of a directory. James Appleby noted that ageism is seldom an element of diversity considerations. Joann Montepare offered that involvement with the Age Friendly University initiative can be a gateway to participation in a university’s DEI decision-making; also, stress consideration of all campus stakeholders, including faculty and staff, not just traditional students. Karen Fingerman recommended putting a document of all the centers that have had success getting ageism included in DEI decisions. Erin Emery-Tiburcio related an experience in a required DEI required session when the trainer, explaining layers of intersectionality, declined to share her age, which indicated a problem with age as a layer if it can't be talked about even in a DEI training setting. Cassandra Barragan said she had joined the Senate DEI committee to specifically make sure that AFU and older students are a part of the conversation.
* Lessons learned from COVID-19 — Neil Charness led the discussion. Charness said we are tentatively moving toward more normal times. What strategies have centers used to remain on an even keel? Erin Emery-Tiburcio noted that Zoom and hybrid activities have allowed for greater participation, despite COVID, and we will continue in this fashion in future. Charness said that at FSU, we’ve seen greater participation, thanks to Zoom use. Pamela Saunders also spoke of the appeal and accessibility of the hybrid approach. Ken Ferraro noted that online meetings brought in audiences with different makeups than usual. Ross Andel noted that some individuals have suffered isolation, despite the online opportunities. Patricia Heyn said online platforms allowed for global participation. James Appleby said that online meetings allowed interest groups to easily meet more often and to bring in national voices. Miles Taylor noted pluses and minuses, such as a “big hit” to community participation in FSU’s Osher Lifelong Learning Institute but also a new and popular study program. One downside, Charness noted, is the problem of time zones, when people across the nation, and globe, are trying to participate in the same online meeting. Ken Ferraro pointed out that Zoom online meetings now show speakers’ names, which is helpful, and asked that it be done in GSA’s online meetings.
* GSA to honor Ken Ferraro with the Robert W. Kleemeier Award, given annually to a member in recognition for outstanding research in the field of gerontology.
* Current Practices for Hiring — Carolyn Aldwin was unable to attend the meeting because of a family emergency so could not lead the discussion.
* We plan to schedule a mid-year meeting in 2022, and hopefully, an in-person meeting at the next GSA conference.