

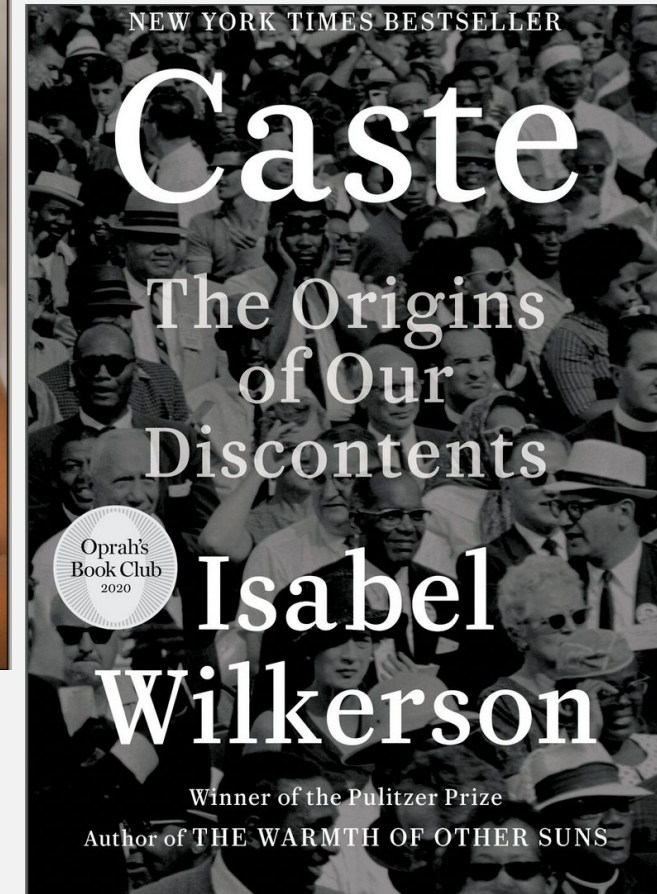
***Dimensions of
Age Bias in the Visual
Arts Workplace and
Beyond***

Jennifer L. Riddell

Image: Rachel Whiteread. *Untitled
(Domestic)*, 2002. Cast plaster on various
armatures, 676 x 583.88 x 245.11 cm,
weight: 8493 lb., Collection Albright-Knox
Gallery, Buffalo, NY.



“Even the most privileged of humans in the Western world will join a tragically disfavored caste if they live long enough. They will belong to **the last caste of the human cycle, that of old age**, people who are among the most demeaned of all citizens in the Western world, where youth is worshipped to forestall thoughts of death. A caste system spares no one.”



Ageism is everywhere, yet it is the most socially ‘normalized’ of any prejudice and is not widely challenged, like racism or sexism.”

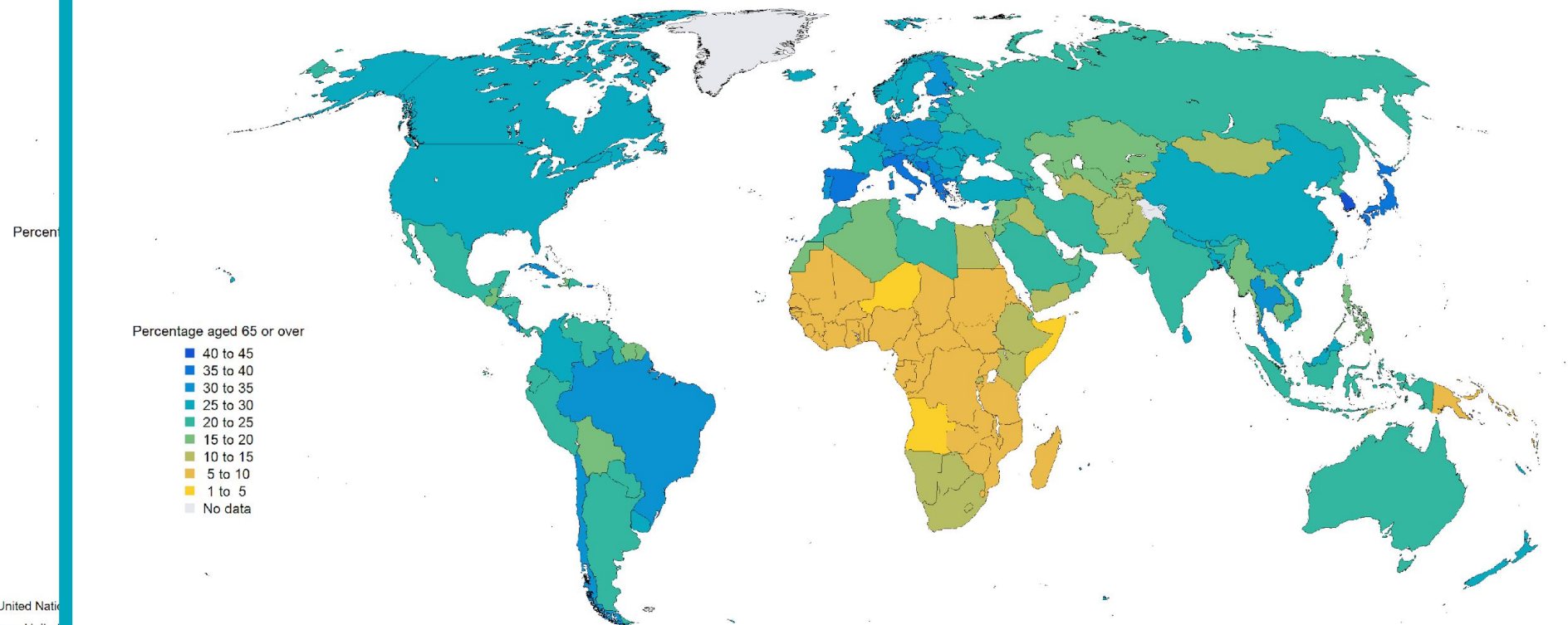
–World Health Organization (2018)

AN AGING WORLD

Percentage of population aged 65 or over, 1970

Percentage of population aged 65 or over, 2020

Percentage of population aged 65 or over, 2070 (medium-variant projection)



© 2019 United Nations
Data source: United Nations, DESA, Population Division, *World Population Prospects 2019*. <http://population.un.org/wpp/>
The designations employed and the presentation of material on this map do not imply the expression of any opinion whatsoever on the part of the Secretariat of the United Nations concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. Dotted line represents approximately the Line of Control in Jammu and Kashmir agreed upon by India and Pakistan. The final status of Jammu and Kashmir has not yet been agreed upon by the parties. Final boundary between the Republic of Sudan and the Republic of South Sudan has not yet been determined. A dispute exists between the Governments of Argentina and the United Kingdom of Great Britain and Northern Ireland concerning sovereignty over the Falkland Islands (Malvinas).

© 2019 United Nations. DESA, Population Division. Licensed under Creative Commons license CC BY 3.0 IGO.

Data source: United Nations, DESA, Population Division. *World Population Prospects 2019*. <http://population.un.org/wpp/>

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UN Decade of Healthy Ageing

2021-2030

The Decade's development ▾

How to get involved in the Decade ▾

Decade of Healthy Ageing Connection Series

What is the UN Decade of Healthy Ageing?

The United Nations Decade of Healthy Ageing (2021-2030) is a global collaboration, aligned with the last ten years of the Sustainable Development Goals, that brings together governments, civil society, international agencies, professionals, academia, the media, and the private sector to improve the lives of older people, their families, and the communities in which they live.

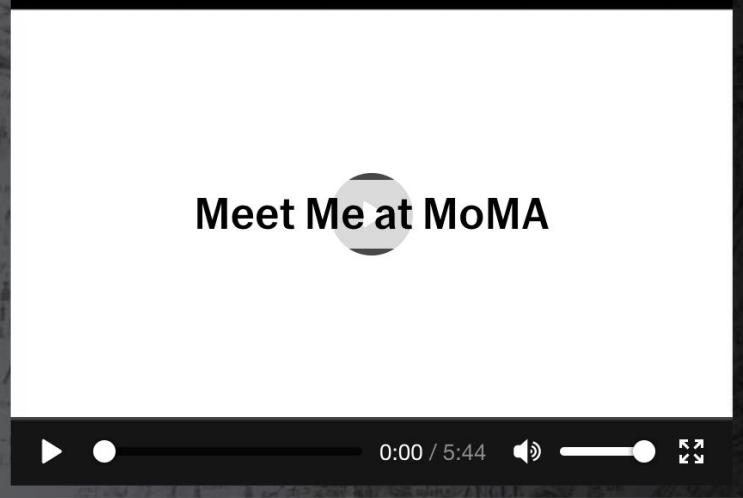
Populations around the world are ageing at a faster pace than in the past and this demographic transition will have an impact on almost all aspects of society. Already, there are more than 1 billion people aged 60 years or older.





meetme

The MoMA Alzheimer's Project:
Making Art Accessible to People
with Dementia



Meet Me at MoMA

0:00 / 5:44

- Perspectives
- Practice
- Art Modules
- Artwork
- Research
- Events
- About
- En español



Design your program

Practice >
Guías en español >



Research the Project

Resources >
Recursos en español >



Share the experience

Perspectives >
Comparta la experiencia



Explore topics in art

Art Modules >
Módulos de arte



Creative Aging Programs

An offering of programs for adults to engage in creative lifelong learning. Programs explore the rich potential of aging and offer opportunities to impact the community's health and wellbeing.



ALZHEIMER'S CAFÉ AT THE FRYE

Enjoy companionship, good food, music, and relaxing fun at the Frye's Café Frieda, preceded by a Gallery Discussion.



BRIDGES

Home-based creative arts experiences for adults living with dementia.



HERE:NOW – ARTS ENGAGEMENT FOR ADULTS LIVING WITH DEMENTIA

here:now is an arts-engagement program of the Frye Art Museum for adults living with dementia and their care partners to enjoy a creative and relaxing afternoon together.

SPECIAL EXHIBITION

[Art on the Mind: Ten Years of Creative Aging](#)

DIGITAL RESOURCES

Explore virtual art discussions, activities, and more on the Frye From Home blog.

WATCH

[An introduction to Creative Aging Programs](#)

READ

[Creative Aging \(2016\) illustrated publication](#)

MORE INFORMATION

[History and Research Study](#)
[Press Coverage](#)

GET INVOLVED

[Volunteer for the Creative Aging Programs](#)

Minneapolis Institute of Art

Creative Aging Programs

TALKS

FILMS AND MUSIC

CLASSES

THIRD THURSDAY

SELF-CARE WITH MIA

Coda: Creative Aging Programs at Mia

RETURN TO PROGRAMS

MIA HOME



Coda: Creative Aging Programs at Mia

Mia is deeply committed to serving diverse audiences and to fostering lifelong learning through engaging arts experiences. We recognize there is a growing need in the community for visual arts programs for older adults that inspire, delight, and foster social-connectedness.

This is especially important as the aging population is growing and has its own unique needs and interests. Research has shown that learning new skills is vital for cognitive function, that self-reflection is critical to adult learning and growth, and that social interaction is strongly correlated with the well-being of older adults. We plan to innovate existing

MUSEUMS AND AGING

Rebuilding Pathways: How DEAI and Creative Aging Intersect at the Speed Art Museum

Posted on Dec 14, 2020



Age is not always part of the conversation with DEAI, but as the Speed Art Museum's creative aging program shows, it should be. Photo credit: Speed Art Museum



Toya Northington, in conversation with Marjorie Schwarzer

As museums work to become more diverse, equitable, accessible, and inclusive, one community is often left out of the discourse: people over the age of fifty-five. This may be because they already appear to be well-represented. After all, many of our visitors, volunteers, and board members *are* older people. So, museum professionals might be thinking, shouldn't we focus on listening to voices and viewpoints that *aren't* typically heard within our institutions?

The answer, it turns out, is trickier than we might imagine. Older people, whether visible in museums or not, are still subject to ageism—society's tendency to exclude, negate, and discount their potential. The World Health Organization has [identified this](#) as an urgent public health and social issue, with impacts including job discrimination, economic hardship, and mental and physical health decline that can lead

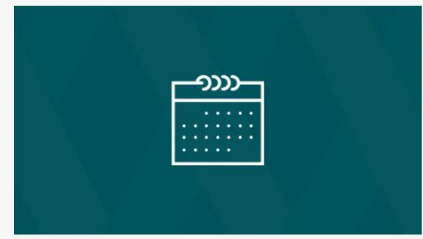
Upcoming Events



MONDAY, APRIL 26, 2021

Audience Engagement: Preparing for the Virtual Long Game

Presented by:
Association of Midwest Museums, IUPUI Museum Studies Program, and Wisconsin Historical Society



WEDNESDAY, APRIL 28, 2021

NAME Mid-Atlantic Coffee Break

Presented by:
AAM's National Association for Museum Exhibition (NAME) Professional Network

DEAI POLICIES

As the Getty Trustees have stated, “racism has stained all of our institutions, including museums and Getty, and must be confronted and eliminated.” Getty must move urgently to address these issues within our own organization, a focus that is overdue.

–Getty DEAI Plan (January 2021)

LEGAL PROTECTIONS AGAINST
DISCRIMINATION
AND DEAI

LEGALLY-PROTECTED EMPLOYMENT STATUSES:

1. Race
2. National origin (later redefined as ethnicity)
3. Religion
4. Sex (later redefined as sexual or gender identification, pregnancy/childbirth)
5. Disability
6. Genetic/medical status/information
7. Age (40+)

AGE DISCRIMINATION AND CIVIL RIGHTS

“DURING my 4 years in the Presidency, I have fought discrimination in employment in all of its ugly forms with every power of my office.

In 1963, Congress passed the Equal Pay Act, prohibiting wage discrimination on the basis of sex for workers covered by Federal minimum wage standards.

A year later, the Civil Rights Act of 1964 outlawed job discrimination because of race, color, religion, sex, or national origin.

That historic act also directed the Secretary of Labor to study another problem of employment discrimination--one which had long been ignored, and about which little was known. It was the noxious practice of discrimination because of age.”

–President Lyndon Johnson

FINDINGS OF DEPT. OF LABOR STUDY ON
AGE DISCRIMINATION
AND NEED FOR PROTECTED STATUS

- *Half of all private sector jobs explicitly barred applicants over 55, and a quarter barred those over 45;*
- *At the time, workers over 45 comprised 27% of the unemployed and 40% of long-term unemployed*

AGE PROTECTIONS SIGNED INTO LAW

Age Discrimination in Employment Act (ADEA) of 1967

"[h]undreds of thousands not yet old, not yet voluntarily retired, find themselves jobless because of arbitrary age discrimination."

-President Lyndon Johnson

“AGEISM”

“**Ageism**” coined by Robert Butler in 1969 to describe:

- Discrimination based on age, especially prejudice against the elderly.
- Discrimination against middle-aged people.
- The treating of a person or people differently from others based on assumptions or stereotypes relating to their age.

“**Visual Ageism**” coined in 2018 by Loos and Ivan

- "the social practice of visually underrepresenting older people or misrepresenting them in a prejudiced way".

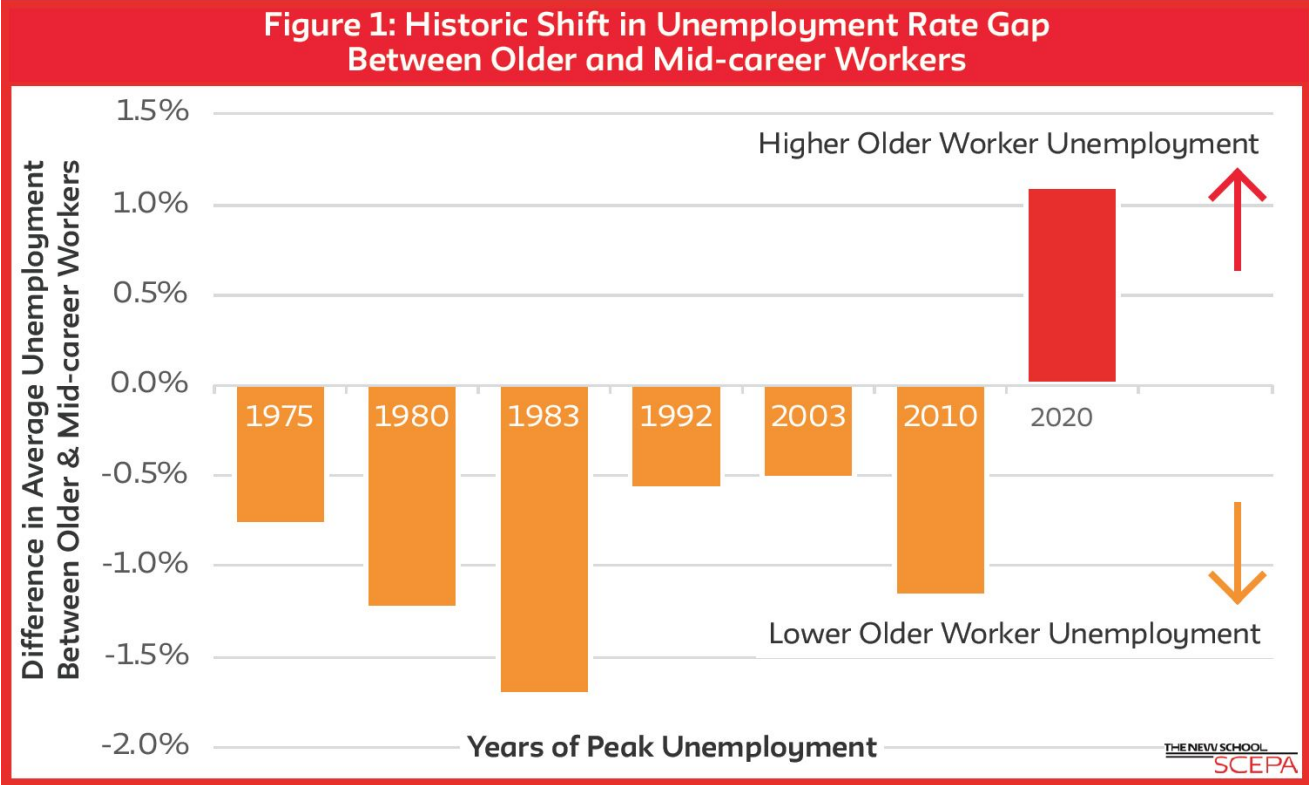
EEOC ADVICE ON AGE DISCRIMINATION AND HARASSMENT IN 2021

“Harassment can include, for example, offensive or derogatory remarks about a person's age. Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that aren't very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision.”

- <https://www.eeoc.gov/age-discrimination>

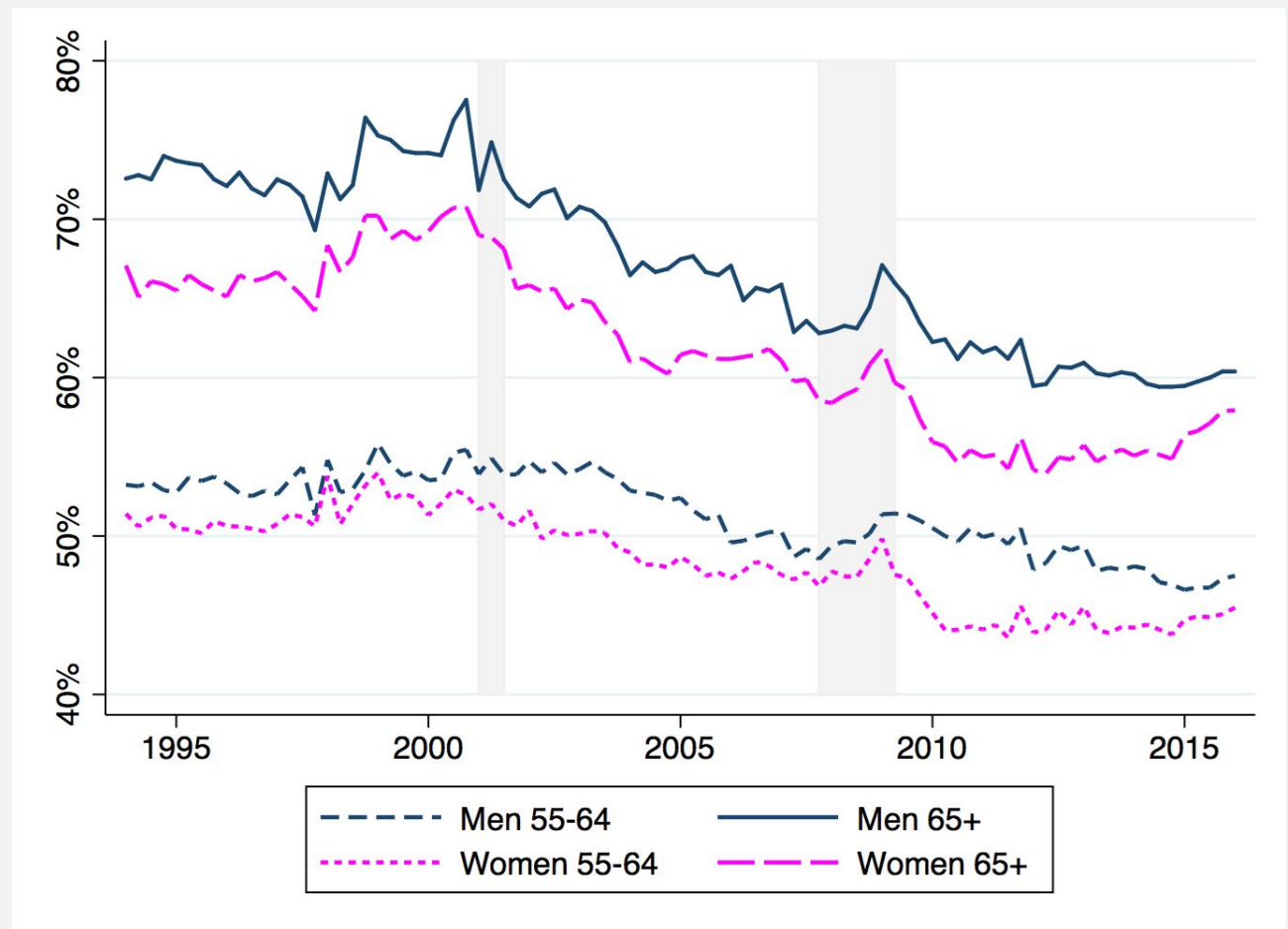
LARGER EFFECTS ON EMPLOYMENT IN
MUSEUMS, CULTURAL INSTITUTIONS AND
ELSEWHERE

EMPLOYMENT SHIFTS



Source: SCEPA calculations based on Current Population Survey (CPS) data.
Notes: Unemployment gap shows the difference in the six-month moving average of unemployment rates between older (age 55+) and mid-career (35-54) workers. Dates selected are six months after the peak of unemployment following each recession since 1973.

DECREASED
HIRING OF OLDER
WORKERS



Source: EEOC and Census data

**POSITIVE SIGNS
(AND NEEDED ACTIONS)**

2020 SUPREME COURT EMPLOYMENT
DISCRIMINATION DECISION
BABB V. WILKIE

"This case is basically about what it takes for an employee who's been a victim of employment discrimination by the federal government to prove a valid discrimination claim in court. Our case specifically involves the age discrimination statute, but the exact same language applies to claims of racial, religious or gender discrimination."

-Attorney for the plaintiff, Noris Babb in *Newsweek*, 1/14/2020

TALKING POINTS

- The benefits experienced workers bring are real and documented—committed, diverse, with knowledge, wisdom, and life experience
- Information, intention and awareness of age bias and intersectionality can support acceptance of multigenerational work, exchange, and collaboration
- DEAI can move toward creating a caring and empathetic workplace. Define what Diversity, Equity, Access, and Inclusion mean in your institution and seek out where exclusions still exist.
- Release the cultural obsession with naming and policing generational boundaries
- Age is an inseparable part of our shared humanity

Resources

Ashton Applewhite, *This Chair Rocks: A Manifesto Against Ageism*. (New York, 2016: Celadon Books).

Robert N. Butler, MD. "Age-ism: Another Form of Bigotry," *The Gerontologist*, 1969. Winter; 9 (4):243-246.

L. Trawinski, *Disrupting Aging in the Workplace: Profiles in Intergenerational Diversity Leadership 3* (AARP Pub. Policy Inst., Oct. 2016), available at

http://www.aarp.org/content/dam/aarp/ppi/2016-11/213719%20Disrupt%20Aging%20in%20the%20Workforce%20Report_FINAL_links.pdf

Meetings of the EEOC Meeting of June 14, 2017 - The ADEA @ 50 - More Relevant Than Ever Written Testimony of Laurie McCann, Senior Attorney, AARP Foundation Litigation

UN Decade of Healthy Aging (2021-2030)

<https://www.decadeofhealthyageing.org/about-the-decade>

Lyndon B. Johnson, Statement by the President After Signing the Age Discrimination in Employment Act of 1967. Online by Gerhard Peters and John T. Woolley, The American Presidency Project

<https://www.presidency.ucsb.edu/node/237868>

More Resources

What Wednesday's Supreme Court Case Could Mean For Age Discrimination in the Workplace

<https://www.newsweek.com/what-wednesdays-supreme-court-case-could-mean-age-discrimination-workplace-1480157>

Global report on ageism. Geneva: World Health Organization; 2021. Licence: CC BY-NC-SA 3.0 IGO.

Old School—Learn about all things age and ageism in this digest of resources offered by Ashton Applewhite

www.oldschool.info