

DANE COUNTY AREA AGENCY ON AGING LEGISLATIVE/ADVOCACY COMMITTEE Diversity Work Group Goals 2022

The general purpose of Area Agency on Aging (AAA) Board of Directors is to enhance the well-being of older residents of Dane County and to promote the independence and involvement of older persons in their community. The three standing committees and Diversity Work Group are:

- The Access Committee establishes procedures and guidelines on issues such as guardianship, elder abuse and neglect, case management, diversity and inclusion of marginalized older adults, transportation, benefits counselling, volunteers and caregivers.
- The Legislative/Advocacy Committee researches adult issues, develops priorities and positions, communicating with public officials, and offering educational opportunities for potential candidate for public office.
- The Nutrition/Wellness Committee oversees the delivery of nutrition and nutrition supportive services to older adults including transportation issues and prevent more costly health issues.
- The Diversity Work Group was established by the Legislative/Advocacy Committee to:
 - I - Increase awareness for the need to have minority and other disadvantage individuals serving on AAA board and its standing committees including the Diversity Work Group.
 - II - Recruit minority individuals to serve on Diversity Work Group, AAA Board and its standing committees.
 - III – Establish a relationship with community partners from minority churches and organizations.
 - IV - Disseminate Dane County Aging Plans to community partners, minority churches and organizations.

The last two years has changed us, as people, businesses, and institutions to be more resilient, more conscious, more purposeful, and more adaptable in the future.

General Goals for the Diversity Work Group for 2022:

- Establish Community Partners with African Americans, Latinos, LGBTQIA+, Asian, Native Americans, churches, synagogues, and Dane County Equity and Inclusion Director, Wesley Sparkman, and Diversity Recruitment Specialist, Rodrigo Valdivia.
Goal: 4 Community Partners and 2 virtual meetings.
- Request Dane County Equity and Inclusion Department to serve as an Advisor to the Diversity Work Group.
- Recruit minority and disadvantage individuals to serve on AAA Board, Committees, and Diversity Work Group.
Goal: 8 individuals.
- Coordinate with AAA and Focal Points to Celebrate Ethnic Group Months/Days such as:
 - I-African American Month, February.
 - II-National Women's History Month, March.

III-Caribbean American Heritage Month, July.

IV-Hispanic Heritage Month, September.

V-LGBTQIA+ History Month, October.

VI- Indigenous People's Day, October 10.

VII- National Native American Heritage Month, November.

VIII- Native American Heritage Day, November 25.

- Increase Diversity Work Group membership:
Goal: 2 from indigenous community.
- Diversity Work Group meets virtually/in-person with AAA Manager:
Goal: 11/year
- Diversity Work Group submits progress reports to Legislative/Advocacy Committee:
Goal: 11/year.
- Diversity Work Group receives guidance and assistance including clerical from AAA Manager.

Specific Goals for the Diversity Work Group Member assignment:

- Sign on one Community Partner
- Recruit two members from minority and disadvantage individuals.
- Coordinate and promote the celebration of Ethnic Group Months/Days. Two for each member.
- Contribute to Legislative/Advocacy Report. 11/year.
- Attend virtual/in-person meetings with AAA Manager. 11/year as needed.

AAA Manager Assistance:

- Include the Diversity Work Group goals and performances in the workings of the 2022-2024 Dane County Aging Plan.
- Announce the goal and performance of the Diversity Work Group in Training sessions.
- Forward to AAA Board Diversity Work Group Reports.