

## AAA DIVERSITY WORK GROUP

### STATUS REPORT

The following findings represent the activities of the AAA Diversity Work Group and the discussion of the Legislative and Advocacy Committee meeting in August 2021:

- 1- The availability of minorities (blacks, Latinx, LGBTQIA+, Asian Indians) in Dane County who are willing to volunteer their services to participate in the activities of the Area Agency on Aging is very small and limited;
- 2- The demand for minorities to serve on profit and non-profit organizations is very high demand in Dane County;
- 3- It has been suggested that a limited number of minorities may positively respond to receiving an honorarium; The case of the honorarium is solved. Dane County pays \$30 per meeting (virtual or in-person) and mileage;
- 4- Telephone contacts, mail, emails, and telephone messages which were addressed to the leadership of organizations, associations, City department, State and Madison City Representatives have failed to return calls.

Here are some recommendations to energize the recruitment of minorities and to maintain

Contacts with the Community partners:

- 1- Enlarge the number of the AAA Diversity Work Group from 2 to 6 members from the AAA Legislative and Advocacy Committee;
- 2- Establish community partners with organizations of people of color, Latinx, LGBTQIA+ and Asian Indians;
- 3- Coordinate with Dane County Office of the Executive, Department of Human Services, AAA Board, Focal Point Directors and community partners to celebrate special occasions such as the National Senior Citizens Day, Hispanic National Month and other relevant occasions;
- 4- Include in 2022-2024 Dane County Aging Plan, Draft Goals and Strategies.

Para 1 **Advocacy** and **Community Engagement** Goal – Training and Representation:

Strategies:

- Offer 12 – 16 hours of Senior Advocacy Training ..... **ADD** including the role of Senior Minority representations on the AAA Board and Committees.
- Legislative /Advocacy Committee.....**ADD** and the recruitment of minorities (POC, LGBTQIA+ AND Older Adults) to serve on the AAA Board and Committees.

Para 8 Local Priority and Community Engagement Goal (POC, LGBTQIA+ and Older Adults)

Strategies:

- Support department level efforts to expand the reach of marking about aging services

.....**ADD** recruitment of POC, LGBTQIA+ and OLDER Adults to serve on the AA Board and Committees and programs beyond Senior Focal Points.

- 5- At the last month meeting of the Legislative and Advocacy Committee, the recruitment of minorities and the activities of the AAA Diversity Work Group were discussed. Some good suggestions were presented that need to be captured and considered.
- 6- The AAA Diversity Work Group is open to receive ideas that will enhance recruitment of minorities.

This is a great opportunity to push the envelope further out.

I trust this report will be discussed at the Legislative/Advocacy meeting of September 29, 2021.

Prepared By:

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