



What is Ageism by Healthcare Practitioners?

- Discrimination against others based on actual perceived chronological age
- Prejudice is part of a larger human experience, those caring for others are held to a higher standard.
 - Prejudice against people who live a long time
 - Ageism is viewed as socially acceptable when compared to other “isms”.
 - Common perception is that an elder person is a result of being frail, at extreme risk, or vulnerable or incapable

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Words have the power to “elevate or destroy.” Remain patient-centered

- Use Language That Is Strengths Based, Respectful, and Inclusive and Imparts Hope
- Use Language That Is Free From Stigma
- Use Language That Fosters Collaboration Between Patients and Providers (add: team members (diabetes educators, et. al.)
- Use Language That Is Neutral, Nonjudgmental, and Based on Facts, Actions, or Physiology/Biology

Taken from Dickinson, J., & Guzman, S. (2017).

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Learning Objectives

- Identifying age bias by healthcare professionals
- Understanding the behavioral change fears associated with aging
- How these perceptions influence the language of diabetes educators and their teams

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Why is This Important?: Aging Trends

- Standards of Medical Care in Diabetes (ADA, 2018)
- Medicare Diabetes Prevention Program (MDPP)



Why is This Important?: Aging Trends

- National Standards for Diabetes Self-Management Education and Support:
 - Standard 2 – Stakeholder Input
 - Population Aging



How do you handle ageism on your team?

“Older people commonly endure feelings of depersonalization and devaluation, hearing discriminatory language, and are subjected to overtly and covertly ageist acts”

- “She’s so cute?”
- Speaking loudly
- Speaking slowly
- Speaking as if they are not standing there
 - How old is she?
 - Does he know how to check his glucose?

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Language cannot be separated from thought or experience.

In our culture:

- Perceived compliment: Why Mrs. Smith, you look young for 75!
- Youth & beauty are considered synonymous
- Is it complimentary to an older adult to say how young they look?
- Suggestion: “Mrs. Smith, you look good!”



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Behavioral Change Tool #1: (SDR)

- Stop, Drop and Roll!
 - Stop what you’re doing and breathe
 - Drop the negative message and adopt a more generous, compassionate one
 - Roll forward with your new approach

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The Language of Aging: “For people with diabetes, language has an impact on motivation, behaviors, and outcomes”

COOL

- Older
- Experienced
- Seasoned
- Ageless
- Mature
- Vintage

NOT COOL

- Young (used playfully)
- Of a Certain Age
- Adorable
- Spry
- Elderly
- Feisty

Taken from AARP Magazine: Duarte, A. & Albo, M. (2018)

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Behavioral Change Tool #2: (LEAP)

- LEAP
 - Listen
 - Empathize
 - Affirm
 - Positively reframe

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12 Ways to Age Well with Diabetes and Prediabetes

“A conversation about “control” that omits mention of a patient’s effort/intent puts the focus solely on the effect or expected outcomes of diabetes care”

- Stay physically active
- Prepare for aging
- Stay connected
- Keep up with health care
- Get more sleep
- Beware of depression

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References

- Daily Word. (2018). *Ageless*. Unity Village: Unity.
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- Lewis, S. C. (1983). *Providing for the Older Adult: A Gerontological Handbook*. Thorofare: Slack, Inc.
- Roszler, J.; Rapaport, W. (2015). *Approaches to Behavior: Changing the dynamic between patients and professionals in diabetes care and education*. Alexandria: American Diabetes Association.

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12 Ways to Age Well with Diabetes and Prediabetes (cont'd)

- Stay mentally active
- Be safe
- Reach out for assistance
- Practice spirituality
- Do things that make you happy
- Monitor your glucose

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Disclosure to Participants

- Notice of Requirements For Successful Completion
 - Please refer to learning goals and objectives
 - Learners must attend the full activity and complete the evaluation in order to claim continuing education credit/hours
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Ending Meditation Used with my Program Participants Daily Word (3/4/2018) = Ageless

- I expend time and energy needlessly when I fret about changes that are an inevitable part of the aging process, and
- I do not try to prevent or deny the changes; neither do I try to surrender to the changes as a new or negative reality.
- I lovingly deny power to any negative thoughts I may hold about the condition or appearance of my physical form.
- I joyfully affirm “I am a radiant expression of my ageless, eternal self.”

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