

Wisconsin Public Psychiatry Network Teleconference (WPPNT)

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WPPNT Reminders

How to join the Zoom webinar

- **Online:** <https://dhs.wi.zoomgov.com/j/1606358142>
- **Phone:** 669-254-5252
- Enter the Webinar ID: 160 635 8142#.
 - Press # again to join. (There is no participant ID)

Reminders for participants

- Join online or by phone by 11 a.m. Central and wait for the host to start the webinar. Your camera and audio/microphone are disabled.
- The evaluation survey opens at 11:59 a.m. the day of the presentation. A link to the evaluation survey is posted when the materials are posted.
- Ask questions to the presenter(s) in the Zoom Q&A window. Each presenter will decide when to address questions. People who join by phone cannot ask questions.
- Use Zoom chat to communicate with the WPPNT coordinator or to share information related to the presentation.
- [Participate live to earn continuing education hours](#) (CEHs). Complete the evaluation survey within two weeks of the live presentation and confirmation of your CEH will be returned by email.
- A link to the video recording of the presentation is posted within four business days of the presentation.
- Presentation materials, evaluations, and video recordings are on the WPPNT webpage: <https://www.dhs.wisconsin.gov/wppnt/2025.htm>

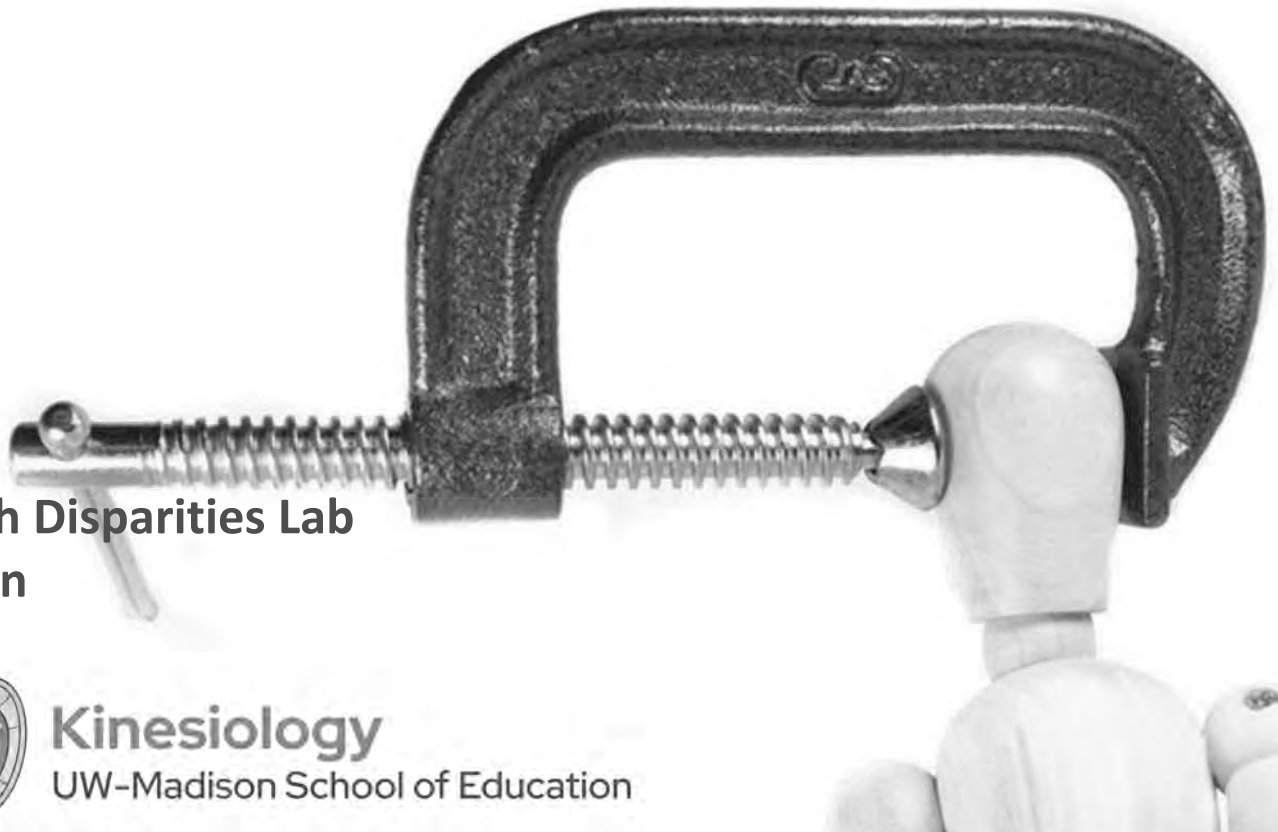
Preventing Health Harms Related to Age-Based Discrimination and Stereotypes

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Kinesiology

UW-Madison School of Education



How old is old?



Ageism

Ageism refers to stereotypes, prejudice, and discrimination related to old age, aging processes, and older adults.



KIDS PAINT

AN OLDER PERSON AND A YOUNGER PERSON

Girl 5th grade



Girl 3rd grade



Boy 3rd grade



Girl 3rd grade



Donorfio, L.M. (1991), Using Drawings to explore children's attitudes toward the elderly, Annual Gerontological Society conference, NY

Ageism

Perhaps the most common, socially-acceptable, and institutionalized form of discrimination

Relatively understudied



Allen et al., 2023a

Ageism & Poor Health

Ageism associated with:

- ↓ health promoting behaviors, ↑ health risk behaviors
- ↓ cognitive health
- ↓ mental health
- ↑ functional limitations
- ↑ chronic pain & chronic conditions
- ↑ hospitalizations & costs
- ↓ recovery
- ↓ will to live, ↓ lifespan



Allen, 2025; Allen & Sikora, 2023; Allen et al., 2022b;
Chang et al., 2020; Hu et al., 2020; Warmoth et al., 2016

Everyday Ageism

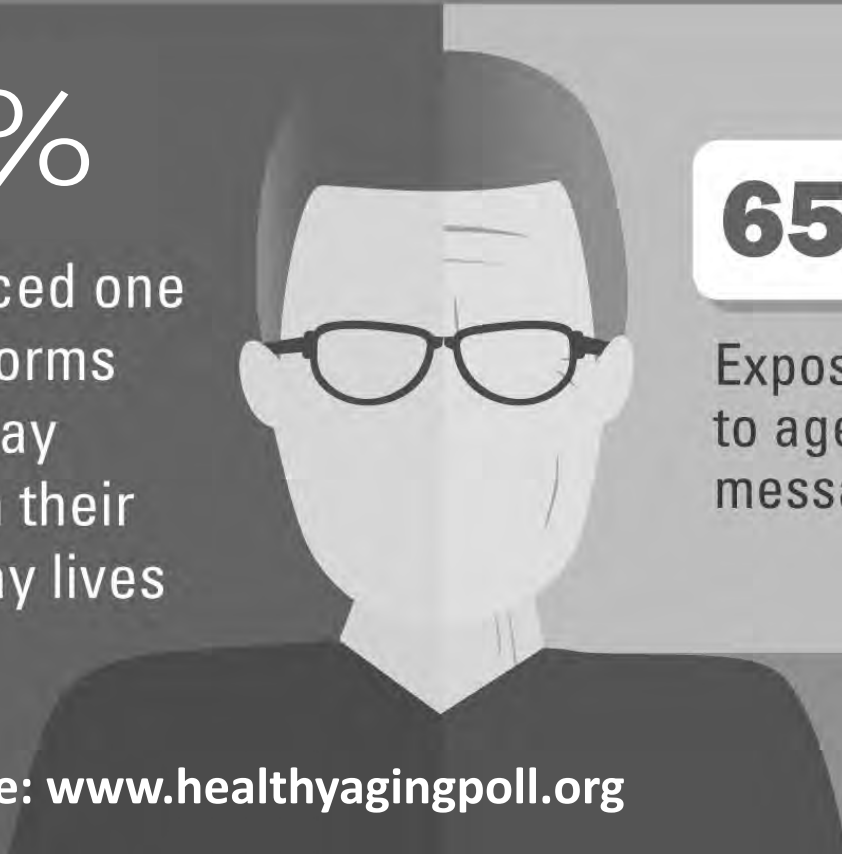
Routinely encountered brief verbal, nonverbal, & environmental indignities conveying hostility, lack of value, or stereotypes of aging & older adults.

Experiences with everyday ageism

AMONG ADULTS AGE 50-80

93%

Experienced one
or more forms
of everyday
ageism in their
day-to-day lives



65%

Exposure
to ageist
messages

45%

Ageism in
interpersonal
interactions

81%

Internalized
ageism

NPHA website: www.healthyagingpoll.org

*Note: Percentages reflect responses of either often/
sometimes or strongly agree/agree to forms of ageism.

Allen et al., 2022b

Experiences with everyday ageism

AMONG ADULTS AGE 50-80



Ages 50-64

92%

Ages 65-80

96%

NPHA website: www.healthyagingpoll.org

*Note: Percentages reflect responses of either often/sometimes or strongly agree/agree to forms of ageism.

Allen et al., 2020

Who Experiences More Ageism?



- At older ages (e.g., 65+ vs. 50-64)
- Look relatively older
- With less education & income
- Living in rural areas
- Spending more time viewing media

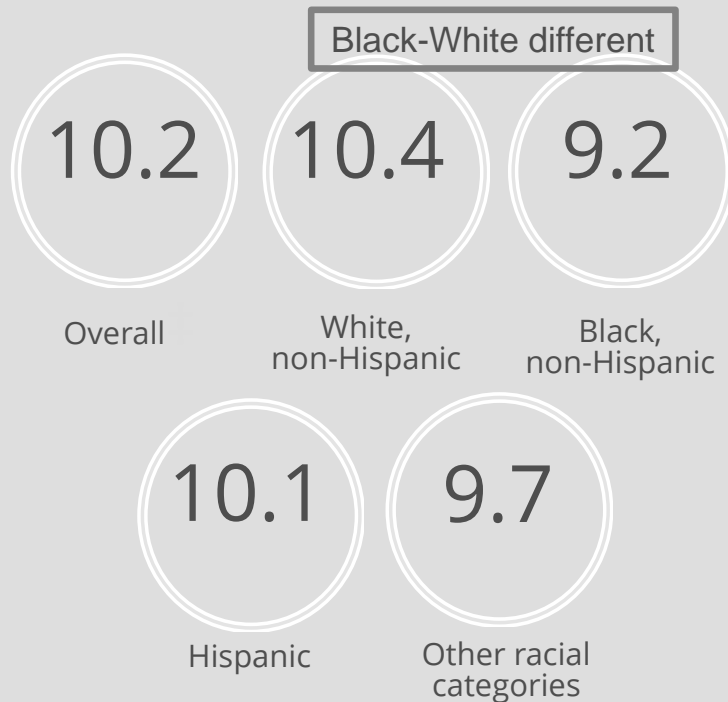
Mixed findings by race/ethnicity

No differences by sex

Everyday Ageism Scores

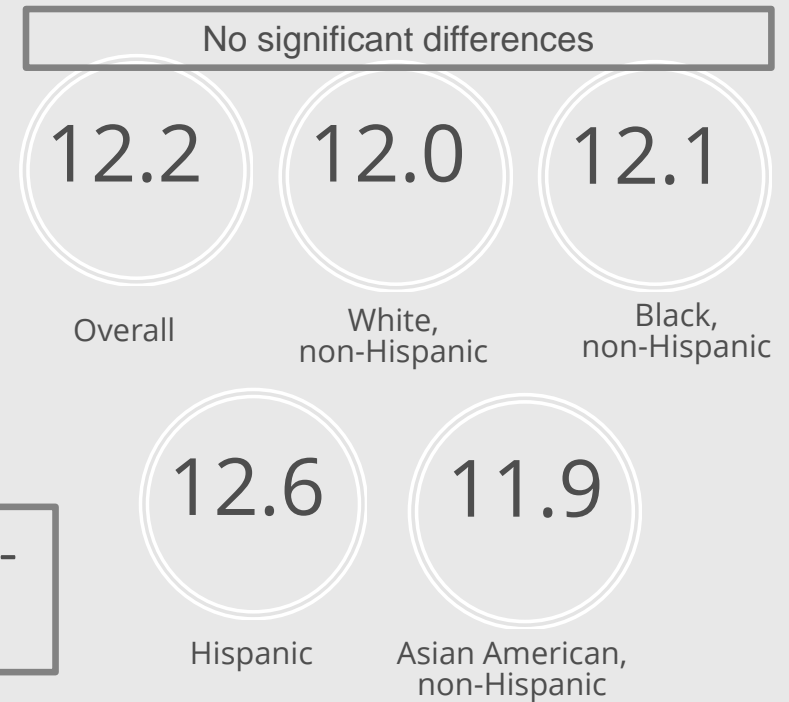
Possible range 0-30, higher = worse

Nationally Representative Sample, ages 50-80 2019



Allen et al., 2022b

Multiracial/Ethnic Sample, ages 50+ 2021-2023



Higher post-
COVID

Allen et al., 2023b; 2024a; 2025

Everyday ageism and health

AMONG DIVERSE OLDER POPULATIONS

Increased risk:

- Poor quality of life
- Fair/poor physical and mental health
- Frailty
- Multiple chronic health conditions
- Loneliness
- Mental health disorder or depression symptoms



How Can Ageism Affect Health?

- Source of chronic stress

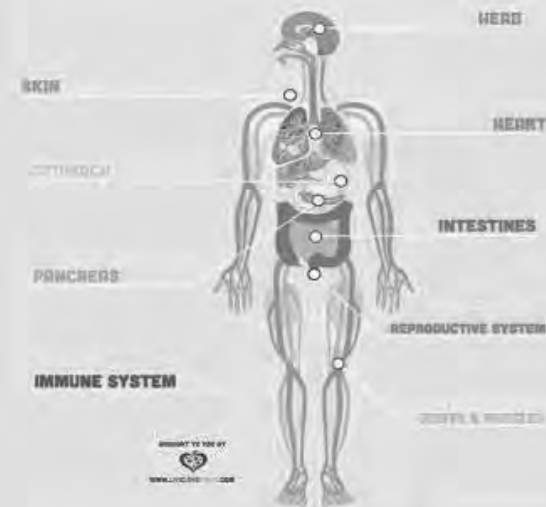
More everyday ageism associated with:

Fight-or-flight response

Coping behaviors

Self-conscious about aging

How **STRESS** Affects The **BODY**



Allen, 2016; Allen et al., 2023b; under review

COPING WITH AGEISM

When faced with negative experiences related to aging & ageism



Talking to close friends & family
(75%)



Using electronics-
TV, internet, social media (76%)



Prayer (58%)



Exercise/physical activity (62%)



Distraction
(58%)



Meditation
(50%)



Avoiding
people/places with bad experiences (45%)



Eating junk food (42%)

How Can Ageism Affect Health?

- Source of chronic stress
- Self-fulfilling prophecy



Levy, 2009; Levy & Leifheit-Limson, 2009

How Can Ageism Affect Health?

- Source of chronic stress
- Self-fulfilling prophecy
- Avoid healthcare due to bad experiences



How Can Ageism Affect Health?

- Source of chronic stress
- Self-fulfilling prophesy
- Avoid healthcare due to bad experiences
- Receive poorer quality healthcare

“Since you’re XXX years old, I recommend...”

- **nothing, live with it...**
- **extra meds, procedures, \$\$...**
(e.g., not best practices...)

How Can Ageism Affect Health?

- Source of chronic stress
- Self-fulfilling prophecy
- Avoid healthcare due to bad experiences
- Receive poorer quality healthcare
- Age discrimination in employment, housing, etc., has implications for health



How Can Ageism Affect Health?

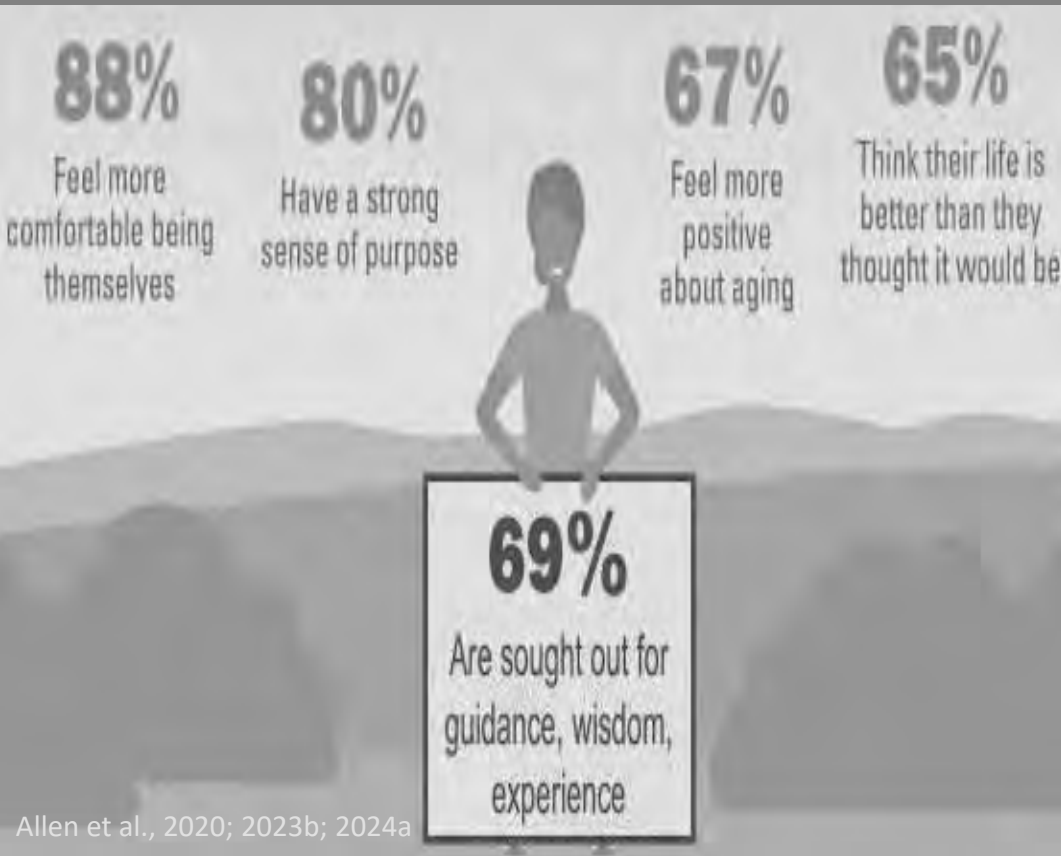
- Source of chronic stress
- Self-fulfilling prophecy
- Avoid healthcare due to bad experiences
- Receive poorer quality healthcare
- Age discrimination in employment, housing, etc., has implications for health
- Exacerbate other social disadvantages

Positive Experiences of Aging

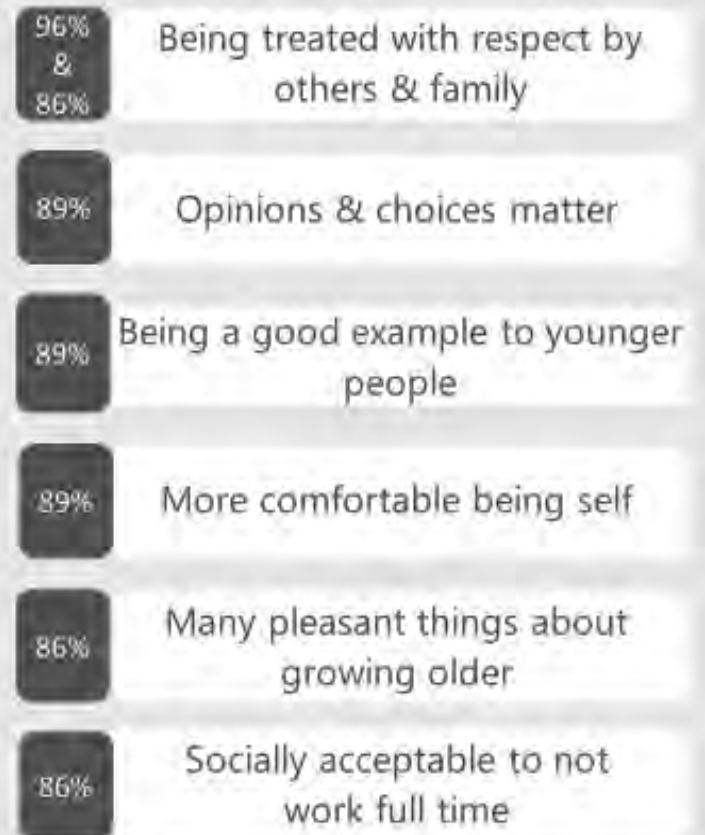


Better Positive experiences of aging and health

AMONG ADULTS AGE 50+



Out of 23



Combating Ageism & Promoting Health

- 1 Increased awareness of ageism & its harms
- 2 Change ageist behaviors, practices, & policies
- 3 Break down stereotypes
 - in greater society
 - in healthcare
 - among older adults, themselves
- 4 Reframe aging
- 5 Promote positive experiences of aging



Summary

- Ageism in common
- Seemingly minor comments and assumptions about aging may be more harmful to health than generally recognized
- While all groups experience ageism, some at increased risk
- Positive experiences of aging may buffer against ageism
- Health problems attributed to chronological aging & unalterable biological processes may be caused or exacerbated by social attitudes about aging and, therefore, preventable

To learn more about...

Everyday ageism, positive experiences of aging, & linkages to health

- Everyday Ageism and Health 2020 report <https://www.healthyagingpoll.org/report/everyday-ageism-and-health>
- Experiences of Aging in Society 2023 & 2024 reports. <https://hdl.handle.net/11244/338894> & <https://hdl.handle.net/11244/340562>
- CBS Sunday Morning feature on ageism: www.cbsnews.com/video/fighting-back-against-ageism/
- Research on positive attitudes about aging: <https://www.sciencenews.org/article/positive-attitudes-about-aging-may-pay-better-health>

Your own biases

- Examine your implicit attitudes -Implicit Association Test (IAT) for AGE: <https://implicit.harvard.edu/implicit/takeatest.html>
- Measure your experiences with everyday ageism: <https://ou.edu/content/dam/cas/hes/docs/the-everyday-ageism-scale.pdf>
- Assess your knowledge with Facts on Aging Quiz: <https://ogg.osu.edu/media/documents/sage/Facts-on-Aging-Quiz-2015.pdf>

Resources

- Reframe Aging & Disability in Wisconsin (DHS): <https://www.dhs.wisconsin.gov/wltcac/wltcac-presentations-20250909.pdf>
 - **Free webinars 1/15/26 & 2/11/26**
- For mental health providers: <https://www.mentalhealthandaging.com/the-hidden-impact-of-ageism-on-older-adults-mental-health/>
- National Center to Reframe Aging (esp. inclusive language): <https://www.reframingaging.org/>
- World Health Organization Global Campaign to Combat Ageism: <https://www.who.int/teams/social-determinants-of-health/demographic-change-and-healthy-ageing/combating-ageism>
- Old School Anti-Ageism Clearinghouse: <https://oldschool.info/>
- AARP search “ageism” “disrupt aging” or “stereotypes”: <https://www.aarp.org/>
- Employment: Equal Employment Opportunity Commission (<https://publicportal.eeoc.gov/Portal/Login.aspx>) & Job Accommodation Network (<https://askjan.org/info-by-role.cfm#for-individuals>)

Stress & Health Disparities Lab



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Stress & Health Disparities Lab
<https://go.wisc.edu/shdlab>



www.cbsnews.com/video/fighting-back-against-ageism/



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University of Oklahoma Vice President for Research and Partnership: FY21 & FY23 JFFs



Michigan Integrative Well-Being and Inequality (MIWI) Training Program: NIH R25MH136652



Michigan Center for Urban African American Aging Research: NIH P30 AG015281; ResearchMatch: NIH Clinical Translational Science Award



University of Michigan National Poll on Healthy Aging: AARP, Michigan Medicine, NIH T32-AG000221

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