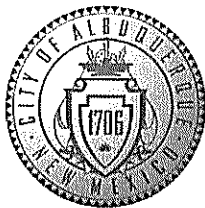


EC-21-444




City of Albuquerque  
Office of the Mayor

Timothy M. Keller, Mayor

**Interoffice Memorandum**

August 26, 2021

**To:** Cynthia D. Borrego, President, City Council  
**From:** Timothy M. Keller, Mayor   
**Subject:** FY/21 Goal #1 Priority Objective #6 – Aging Population Study

**Priority Objective #6:** *“Complete a study on how the City is preparing and planning to provide services for a growing aging population. As the population of the City continues to get older, the City should have a long-term plan on how it plans to prioritize programs and services to provide for this segment of the population.”*

For your review, attached, please find the FY/21 Goal #1 Priority Objective #6 Status Report forwarded to City Council for approval.

FY/21 Goal #1 Priority Objective #6 – Status Report  
Aging Population Study

DS  
RR

Approved as to Legal Form:

DocuSigned by:  
Esteban A. Aguilar, Jr 9/1/2021 | 3:46 PM MDT  
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Esteban A. Aguilar Jr.      Date  
City Attorney

Recommended:

DocuSigned by:  
Anna M. Sanchez      9/1/2021 | 2:31 PM PDT  
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Anna M. Sanchez      Date  
Director, Department of Senior Affairs

## Cover Analysis

**1. What is it?**

A study of the Albuquerque aging population, as requested by City Council, on how the City is preparing and planning to provide services for a growing aging population. As the population of the City continues to get older, the City should have a long-term plan on how it plans to prioritize programs and services to provide for this segment of the population.

**2. What will this piece of legislation do?**

This study will make recommendations and strategies to help support Albuquerque's aging population.

**3. Why is this project needed?**

As required by Council to produce a study, the attached Aging Population Study provides recommendations and strategies to help support Albuquerque's aging population. By 2030, New Mexico will have the third largest percentage of the population of 65+ in the nation and Bernalillo County's older adults will make up over 40% of the County's population.

**4. How much will it cost and what is the funding source?**

None, as this study has already been funded.

**5. Is there a revenue source associated with this Plan? If so, what level of income is projected?**

n/a

# Aging Population Study for the City of Albuquerque.

**Department of Senior Affairs**  
**City Council Priority Objective**  
*June 2021*

## Executive Summary

This study provides recommendations and strategies to help support Albuquerque's aging population and urges City leaders to make aging a topic of priority for the community and engage younger generations in preparing for longer lives.

Our populations are aging because the percentage of older adults in our communities is increasing at a higher rate compared to that of younger age groups. Decreased population growth means there are fewer younger people contributing to the economy and social systems that support dependent populations, including older adults. Another contributing factor to population aging is our ability to manage diseases through medical treatment and interventions.

By 2030, New Mexico will have the third largest percentage of the population that is 65+ years old in the nation (26.5%), and Bernalillo County's older adults will make up over 40% of the County's population in 2030 (Human Services Department of New Mexico, 2021). It is important to note that Boomers, Generation X (Gen X'ers) and Millennials will be those aging into older adulthood in 2030, 2050, and beyond. Most people who will read this report are members of one of these generations. When statistics and reports talk about the growing older adult population, they are talking about us. **We are aging.**

The poor health and economic instability of emerging older adult cohorts is negatively impacting how we are aging as a society. It is a common misconception that we are aging healthier. New Mexico older adults have the second highest rates of food insecurity among seniors in the United States where New Mexico has the second worst rates of poverty in the country. Ageism and workplace discrimination also negatively impact our aging experiences and reduce our ability to earn and save for retirement.

One of the most important ways cities can prepare for the growing older adult population is to adopt an age-friendly initiative. Age-friendly cities are those communities that develop and implement strategies that improve the quality of life for people of all ages and support healthy aging for current and future older adult cohorts. The City of Albuquerque began an age-friendly initiative and developed an age-friendly action plan through a community engaged needs assessment. In early 2021, the City of Albuquerque was designated an Age-Friendly City. A key characteristic of Albuquerque's age-friendly plan is that it allows the City to augment and improve existing programs, while developing new programs and initiatives to keep Albuquerque a competitive and thriving City in an aging nation.

The City of Albuquerque has an opportunity to expand the age-friendly initiative into a progressive and comprehensive plan for population aging that has a clear vision for older adults, younger generations, and older adult generations to come. The frameworks of *Age-Forward Cities* from the Milken Institute on the Future of Aging and *The Longevity Agenda* from the Stanford Longevity Institute provide cities practical and accomplishable strategies to prepare cities and residents for the aging demographic shift and a competitive and comprehensive plan for population aging.

*Age-Forward Cities* is a framework of strategies that urges cities to make population aging a top priority and avoid the "age-segregation default" where the needs of an aging population are relegated to departments of aging and seen as separate from other city and community functions. This framework recommends cities incorporate aging programming into all areas of urban, civic, and community growth. *The Longevity Agenda* is a lifespan perspective on

aging that builds better communities and resources for older adults now and prepares younger generations for longer lives. These frameworks are excellent guides to expand and grow the One-Albuquerque Age-Friendly Action Plan.

The recommendations in this report provide strategies to help the City of Albuquerque grow the One Albuquerque Age-Friendly Initiative and Action Plan and build strong intergenerational programming for older and younger generations alike.

**Recommendation One: The City Council of Albuquerque should officially recognize and support Albuquerque’s Age-Friendly Initiative to ensure the Age-Friendly Action Plan thrives with future City administrations.**

Strategy One: City Council should resolve to officially adopt the One-Albuquerque Age-Friendly Action Plan.

Strategy Two: Encourage City departments to partner with Senior Affairs to lead future Action Plan strategy cycles.

Strategy Three: Ensure future Action Plan cycles focus on *Age-Forward City* strategies to expand economic and urban development, and healthcare and community services.

**Recommendation Two: The Department of Senior Affairs should build out community-wide advocacy and engagement programming to increase the community’s awareness of the needs of an aging society.**

Strategy One: Senior Affairs should build out an advocacy and engagement team to facilitate increased outreach and manage specific age-friendly projects.

Strategy Two: Senior Affairs should create initiatives with community partners to fight ageism and promote a longevity approach to aging.

Strategy Three: Senior Affairs should create programming to engage younger age cohorts with intergenerational and age-forward programming.

The strategies provided in this report implore the City make aging a top priority and include the needs of an aging population in the City’s plans for economic growth, urban development, and the expansion of health and community services. These strategies also advocate for a longevity approach to aging that engage younger generations to prepare for longer lives. Age-friendly cities must remain committed to develop and implement strategies that improve the quality of life for people of all ages and support healthy aging for current and future older adult cohorts.

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## Introduction

As the world's population ages, it is vital cities prepare for the opportunities and challenges this demographic shift brings. Cities are “ground zero” for population aging (Survart & Super, 2019) where 8 out of 10 older adults in the United States live in metropolitan areas (Werner, 2011). Cities must create and support comprehensive plans that support older adults today and in the future. The City of Albuquerque recently developed a comprehensive plan to address the rapidly aging population, the One Albuquerque Age-Friendly Action Plan. This plan is a partnership between City departments and community-based organizations that provides goals and strategies to enable older adults and people of all ages in Albuquerque to age well.

This report provides recommendations and strategies to help grow Albuquerque's Age-Friendly Action Plan. As populations in the United States age, cities that want to remain competitive and thrive must address aging in all aspects of city growth. Competitive strategies are provided in this report that encourage the City to make aging a top priority and include the needs of an aging population in the City's plans for economic growth, urban development, and the expansion of health and community services. These strategies also advocate for a longevity approach to aging that engage younger generations to prepare for longer lives. It is vital city leaders understand the growing number of older adults as a complex population issue that has health and economic impacts both on a personal and city level.

## Population Aging

Population aging is more than the increased number of older adults. Population aging means the percentage of older adults in our communities is increasing at a higher rate compared to that of younger age groups. Two important factors that contribute to this shift are

- a decrease in the national birthrate and
- our ability to manage multiple diseases in later life.

Stagnate or decreased population growth means there are fewer younger people contributing to systems that support dependent populations, including older adults.

According to preliminary results from the 2020 census, the United States experienced the lowest annual population growth rate since 1900 with -35% growth (Frey, 2021). The declining birthrate over the years is causing stagnate population growth. Stagnate population growth after the significant population booms of the Boomers and Millennials increased this imbalance between older and younger populations. Population aging is not just about growing older. The behaviors of younger generations (decreased number of children) impact population aging. Stagnate or decreased population growth means there are fewer younger people contributing to social systems that support dependent populations, including older adults.

Another contributing factor to population aging is our ability to manage diseases through medical treatment and interventions. In the past, cardiovascular, metabolic, and pulmonary diseases shortened our life span. Pharmaceuticals and medical treatments allow us to live longer and successfully manage diseases well into later life. For example, the Boomers are currently experiencing a decrease in deaths but an increase in disease (Johnson, 2015).

These are important factors to consider because they demonstrate how our behaviors of many generations impact the aging experiences of current and future older adults. Greater



awareness to the ways in which younger generations contribute to population aging can encourage us to come together as a community and see that we all play a part in population aging, regardless of our chronological age.

### Who is the Aging Population?

All the projections about the growing older adult population reference the number of older adults in the years 2030, 2050, and beyond. In 2030, there will be more people over 60 years of age than children under the age of 10 (United Nations Department of Economics and Social Affairs, 2015). By 2050 those 65 years of age and older will make up over 20% of the US population. In 2060, the number of older adults 65 years of age and older will nearly double

By 2030, New Mexico will have the third largest percentage of the population that is 65+ years old in the nation (26.5%), and Bernalillo County's older adults will make up over 40% of the County's population in 2030.

from ~46 million to ~98 million (Mather, et al, 2015). For New Mexico, this demographic shift is more pronounced. By 2030, New Mexico will have the third largest percentage of the population that is 65+ years old in the nation (26.5%), and Bernalillo County's older adults will make up over 40% of the County's population in 2030 (Human Services Department of New Mexico, 2021).

It is important to note that Boomers, Generation X (Gen X'ers) and Millennials will be the

those aging into older adulthood in 2030, 2050, and beyond. Another way to consider this, most people who will read this report are members of one of these generations. When statistics and reports talk about the growing older adult population, they are talking about us. **We are aging.** This awareness as to who is aging is an important shift in the way cities need to plan for population aging.

### Healthy Aging?

Since cities must prepare for the Boomer, Gen X'er and Millennial generations, it's important we consider how these generations are aging. The health of our populations in younger years impacts how our cities age, and our ability to earn and save money is important to support healthy aging. Also, the economic crisis caused by the COVID-19 pandemic negatively impacted many generations' ability to earn and save for a healthy retirement. Ageism also negatively impacts middle-aged and older adults' ability to prepare for longer years in retirement.

**Health.** The poor health of emerging older adult cohorts is negatively impacting how we are aging as a society. It is a common misconception that we are aging healthier. Members of the Boomer generation typically identify as aging more active and healthier than previous generations, though research shows Boomers are no healthier than their parents (Henchoz, et al 2019). Though they are less likely to smoke, Boomers have more chronic disease and disability (Population Reference Bureau, 2018) and higher instances of heart disease, obesity, and high blood pressure than previous generations at similar ages (PRB, 2015). Millennials aren't faring much better. According to a recent study conducted by Blue Cross Blue Shield (2019), millennials are experiencing greater physical and mental health declines than previous generations. Millennials are the unhealthiest generation in the workforce (Stahl, 2019) where rates of almost

every health condition that negatively impact young adults increased between 2014 and 2017 (Ducharme, 2019). Another study that investigated health trends among birth cohorts of the last century found a steady decline in physical and mental health starting with the Boomers (Zheng & Echave, 2021). These researchers also found that Gen Xer's and Millennials had worse ratings of blood pressure, cholesterol, excess belly fat, and inflammation than their parents.

Poor health status for Boomers, Gen X'ers and Millennials means increased health care costs **and** decreased workplace productivity (BCBS, 2019). These negative health trends in emerging older adult cohorts will mean increased cost and demand for health and community services for years to come.

**Wealth and Employment.** Another important metric to track successful aging is our ability to earn and save money, financially support our families, and finance longer lives in retirement. Similar to the data on health, our ability to earn and save for older age is declining. Almost 40% of middle-class older adults will either fall or come close to poverty when they reach 65 years of age (Ghiarducci et al, 2019). Also, based on the supplemental poverty measure used by the US

New Mexico older adults have the second highest rates of food insecurity among seniors in the United States where New Mexico has the second worst rates of poverty in the country.

Census Bureau, which deducts prescription drug costs from income, 15% of older adults 65 years and older live below the poverty threshold and over 40% live below 200% the poverty threshold (Cubanski, et al, 2018). Poverty and food insecurity are directly related. New Mexico older adults have the second highest rates of food insecurity among seniors in the United States where New Mexico has the second worst rates of poverty in the country (Zilak & Gundersen, 2020).

Generation X is experiencing greater problems regarding their ability to work and save compared to those experienced by Boomers. Gen X'ers have increased burden with caregiving for older parents and children, more debt than other generations, and unstable job markets (Eisenberg, 2020). In 2018, Generation X had the highest ratio of debt to assets that offset that debt, in comparison to Boomers (Currier, 2018). Millennials and Gen X'ers will likely retire worse off than Boomers since they experience greater burdens of inequality, poverty, and retirement replacement rate, the percentage of annual income that is replaced by retirement income (Butrica, 2019).

**Ageism and Workplace Age Discrimination.** Ageism and workplace discrimination negatively impact our ability to earn and save for retirement. The supply of experienced older adults is much larger than their opportunities and ageist attitudes and practices prevent older adults from meaningful employment and positively impacting the economy (Farrell, 2019).

Though 80% of employers support employees working longer, almost 75% of Americans have either experienced or observed age-discrimination in the workplace. Women

between 50 and 64 years of age experience more age discrimination

As of January 2021, the first millennials born in 1981 will be protected from age discrimination and age bias by the Age Discrimination in Employment Act (ADEA)

than any other group, minorities believe age discrimination thwarts re-entry into the workforce,

and lower income workers are the most likely to feel trapped in a current position because of this discrimination (AARP, 2020). Age-based discrimination does not only impact older adults. The United States Equal Employment Opportunity Commission reported age discrimination cases for people 40-54 years of age made up 37% of all age-discrimination complaints in 2017 (USEEOC, 2018). Women report experiencing age discrimination starting in the mid 40's (AARP, 2020) and as of January 2021, the first millennials born in 1981 will be protected from age discrimination and age bias by the federal Age Discrimination in Employment Act (ADEA) (Terrell, 2021). Though both middle-aged and older applicants experience discrimination relative to younger adults, the older adults nearing retirement ages experience more age discrimination (Neumark, Burn & Button, 2017).

Ageism does not only hurt individuals and households. Ageism is bad for the economy. AARP (2020) found that in 2018 alone, ageism, measured by involuntary retirement, underemployment, and unemployment, cost the U.S. economy \$850 billion. Kogovsek and Kogovsek (2013) argue age discrimination is creating a shortage of knowledge intensive skills which only hurt business' bottom line and competitive advantage. Stereotypes of slow and digitally illiterate older adults are costing companies money and these assumptions go unchallenged in the workplace (Newsom & Vogt, 2016).

**Ageism and the COVID-19 Pandemic.** The negative impact of age discrimination is often amplified after economic downturns (Meyer, 2020). After the great recession of the 2000's, there was an uptick in age discrimination claims made in the U.S. (USEEOC, 2018) and the same is expected in a post COVID-19 economy where employers may consider older adults a liability as a high-risk population susceptible to COVID-19 (Meyers, 2020). A column in the Financial Times titled *Will Ageism Get Worse in the Post-Pandemic Workplace?* argues companies will try to cut labor costs and older adults are easy targets since protectionist attitudes toward older adults in the workplace can easily be a cover for ageism and discriminatory practices (Skapinker, 2020).

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Cities must prepare for the health and economic impacts of population aging. One of the most important ways cities can prepare for the growing older adult population is to adopt an age-friendly initiative.

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### **One Albuquerque Age-Friendly Initiative and Action Plan**

The World Health Organization (WHO) established the age-friendly movement to prepare governments and communities for the rapidly increasing older adult population across the world (WHO, 2007). Age-friendly cities are those communities that develop and implement strategies that improve the quality of life for people of all ages and support healthy aging for current and future older adult cohorts. The strength of age-friendly initiatives is that they can build strong partnerships among government, businesses, and community-based organizations. Through these partnerships, social and civic services, private industry, and non-profit programs work together to build a strong network of services and programs that improve the quality of life for people of all ages. Age-friendly initiatives also help cities develop age-friendly strategies within City operations. Age-friendly cities are characterized by their commitment to grow along 8 domains of livability designated by the WHO as essential for a city that is strong and healthy for all.

To encourage cities to adopt these livability standards, the WHO started a Global Network of Age-Friendly Cities that recognizes communities for developing age-friendly action plans along these age-friendly domains of livability:

<b>Outdoor Spaces and Buildings</b>	<b>Respect and Social Inclusion</b>
<b>Transportation</b>	<b>Work and Civic Engagement</b>
<b>Housing</b>	<b>Communication and Information</b>
<b>Social Participation</b>	<b>Community and Health Services</b>

The designation process requires communities to enroll and be accepted into the age-friendly network, conduct a community needs assessment, develop an action plan to grow along the 8 domains of livability, and implement and evaluate the action plan in 3-5-year cycles.

The City of Albuquerque began an age-friendly initiative in 2013. As part of the initiative, The Department of Senior Affairs developed an age-friendly action plan. This plan entailed a needs assessment with input from community advisors, survey for residents, and signed commitments from departments from City departments and community-based partners. In early 2021, the City of Albuquerque was designated an Age-Friendly City and is a member of the Global Network of Age-Friendly Cities.

A key characteristic of Albuquerque’s age-friendly plan is that it allows the city to augment and improve existing programs, while developing new programs and initiatives to keep Albuquerque a competitive and thriving City in an aging nation.

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The City of Albuquerque has an opportunity to expand the age-friendly initiative into a progressive and comprehensive plan for population aging that has a clear vision for older adults, younger generations, and older adult generations to come.

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### **Competitive Strategies to Grow Albuquerque’s Age-Friendly Action Plan**

The frameworks of *Age-Forward Cities* from the Milken Institute on the Future of Aging (Survart & Super, 2019) and *The Longevity Agenda* from the Stanford Longevity Institute (Barry, Carstensen, Scott, & Wong, 2019) provide cities practical and accomplishable strategies to prepare cities and residents for the aging demographic shift and a competitive and comprehensive plan for population aging.

*Age-Forward Cities* is a framework of strategies that urges cities to make population aging a top priority and avoid the “age-segregation default” where the needs of an aging population are relegated to departments of aging and seen as separate from other city and community functions. This framework recommends cities incorporate aging programming into all areas of urban, civic, and community growth:

- Age-Forward Economic Development “How we grow”
  - Job creation and age-friendly workforce development opportunities to keep older adults in the workforce longer and support older adult entrepreneurship
- Age-inclusive City Design “How we build”
  - Urban features and transportation systems that allow people of all ages and abilities to live well and stay connected to their communities

- Resilient Networks for Healthy Aging “How we care”
  - Interconnected and cross-sector collaborations between civic and community partners that promote healthy aging and increase access to care and health resources through strong community partnerships.

This framework implores cities to see economic opportunity, urban growth, and healthcare central to building successful cities for an aging population.

The Longevity Agenda is a lifespan perspective on aging that builds better communities and resources for older adults now and prepares younger generations for longer lives. This agenda promotes strategies to change social norms and create new behaviors that influence how “the current young will be the future old.” A longevity agenda considers younger generations into aging policy, so our aging service strategies include health and economic resources that support older adults and younger people to live better now, for healthier and more successful aging in the future. The longevity approach advocates for health aging programming in early life (Graham, 2020). Key Principles of the Longevity Agenda are:

- Increases in life span demand attention to the entire life course, not just old age.
- Policies need to be assessed for their impact at all ages.
- Aging policies can have a substantial future effect and are best tackled ahead of time.

These frameworks are excellent guides to expand and grow the One-Albuquerque Age-Friendly Action Plan. They encourage cities to incorporate aging programming into every aspect of the City’s growth and encourage intergenerational involvement tackling issues around aging. The Longevity Agenda recommends cities include the economic and social needs of younger generations into programming around aging. Both provide the City of Albuquerque excellent strategies to continue and grow the One Albuquerque Age-Friendly Action Plan.

The following recommendations provide strategies to help the City of Albuquerque grow the One Albuquerque Age-Friendly Initiative and Action Plan and build strong intergenerational programming for older and younger generations alike.

### Recommendation One

**The City Council of Albuquerque should officially recognize and support Albuquerque’s Age-Friendly Initiative to ensure the Age-Friendly Action Plan thrives with future City administrations.**

Official recognition of the age-friendly initiative by City Council would provide a structure of accountability to the age-friendly action plan, encourage City-wide participation, and sustain the initiative for City administrations to come.

### Strategy One: City Council should resolve to officially adopt the One-Albuquerque Age-Friendly Action Plan.

A City Council resolution to officially adopt the Age-Friendly Albuquerque Action Plan would allow City Council to inform polices that emanate from the action plan and set guidelines as to how the action plan may be implemented. Many city councils around the nation have age-friendly action plan resolutions, including Tucson and Phoenix Arizona, and Seattle Washington. The

resolution could request quarterly action plan updates from Senior Affairs. Annual age-friendly updates to the Council provide an opportunity to keep the City current on population aging issues.

This resolution would also ensure the age-friendly initiative continues in future administrations. City Council should encourage future administrations to adopt the age-friendly action plan and adapt the age-friendly initiative into their own administrations' plans. With the current administration, the age-friendly action plan was an integral part of the One Albuquerque Initiative, *One Albuquerque Age-Friendly*. This inclusion in the administration's initiative connected this age-friendly work seamlessly with other City programs. City Council can encourage future mayors to make future age-friendly initiatives their own and make it an important part of their legacy.

A resolution could also encourage greater inclusion of other City departments and divisions in age-friendly programming. Age-friendly cities require significant participation with other city departments like economic development, planning, parks and recreation, family and community services, and the area agency on aging. The existing programs of all City departments can significantly contribute to the age-friendly initiative and under the guidance of City Council, these contributions can enhance the age-friendliness of the City.

The resolution could also include a mandate for Senior Affairs to sustain and grow key elements of the action plan; the age-friendly asset inventory and community partner age-friendly commitment statements. The age-friendly asset inventory provides the City a comprehensive list of age-friendly programs and services from private, public and non-profit and partners. The inventory is created from community partners and City department commitment statements. With these statements, community partners sign a commitment supporting an age-friendly Albuquerque and list their age-friendly resources, services, and programs. This inventory can grow to become an important database of City and community-based aging resources and can assist Albuquerque's aging network, including the Bernalillo County Area Agency on Aging, in growing alternative points of service for older adults.

#### Strategy Two: Encourage City departments to partner with Senior Affairs to lead future Action Plan strategy cycles.

The One Albuquerque Age-Friendly Action Plan is renewed in 3-5 years cycles to ensure continued progress toward new age-friendly strategies and to adapt the plan to the changing needs of the community. Since age-friendly action plans include many different programs from various city departments, City Council should encourage one or two different City departments to partner with Senior Affairs in leading each future action plan cycles. Through these partnerships, under the guidance of Senior Affairs, these partnering departments can promote their own programs within the plan and grow them with an age-friendly lens. These other departments can also help Senior Affairs grow age-friendly practices within the specialties of these other departments, like economic development, city planning, and cultural services. These partnered action plans can build strong city-wide age-friendly programming and capitalize on the strengths and contributions of each City department.

#### Strategy Three: Ensure future Action Plan cycles focus on Age-Forward City strategies to expand economic and urban development, and healthcare and community services.

To keep Albuquerque a competitive city in an aging nation, City Council should encourage future 3–5-year age-friendly action plan cycles focus on the three key areas of Age-Forward Cities:

- Age-Forward Economic Development
- Age-Inclusive City Design and
- Resilient Networks for Healthy Aging.

Though the action plan is a comprehensive strategy that involves multiple and diverse City departments and community partners, each action plan cycle can have a specific focus for that cycle. Future cycles should adopt one of these key strategies for each subsequent action plan. City Council should encourage the Age-Friendly Albuquerque Initiative to plan out future action plan renewal cycles to address each of these *Age-Forward* foci in plans to come.

### **Recommendation Two:**

**The Department of Senior Affairs should build out community-wide advocacy and engagement programming to increase the community’s awareness of the needs of an aging society.**

Aging service agencies like the Department of Senior Affairs need to create new age-forward programming that advocates for older adults and builds strong community-based partnerships to expand economic and health resources and opportunities for current and future older adult age-cohorts. These strategies support many goals of the One Albuquerque Age-Friendly Action Plan.

**Strategy One: Senior Affairs should build out an advocacy and engagement team to facilitate increased outreach and manage specific age-friendly projects.**

The creation of an advocacy and engagement team at Senior Affairs ensures that the department can grow to address the pressing needs of an aging society without taking efforts away from the essential nutrition, health, and socialization resources the department currently provides. This new team can focus their efforts on building strong relationships among community businesses, organizations, and other City departments to raise awareness of aging issues. Outreach and engagement with businesses and organizations should promote age-friendly practices that ensure products and services are accessible to older adults and positively contribute to an aging society.

This new advocacy and engagement team can also manage and expand special programming for the Age-Friendly Albuquerque Initiative, specifically, the community engagement, data collection, and program evaluation for the Age-Friendly Action Plan. The action plan entails partnerships from multiple community stakeholders and extensive engagement with residents. A dedicated team tasked with the age-friendly initiative ensures the initiative thrives and grows for future generations.

This team can also assist other City departments to develop age-friendly strategies within their own programs and initiatives. Age-Friendly cities require significant inter-department contributions. This new team can ensure age-friendly programs and policies grow throughout the City while allowing other City departments to maintain their focus on their respective programs. These inter-department relationships will ensure that age-friendly contributions from all City departments are included in the Albuquerque Age-Friendly Initiative.

### Strategy Two: Senior Affairs should create initiatives with community partners to fight ageism and promote a longevity approach to aging.

Age-bias awareness programs and initiatives should be implemented to educate the City, community partners, and residents on ways to identify and eradicate age-bias. These programs should emphasize how the increasing numbers of older adults is not an “older adult” problem but a population issue, like climate change, that impacts many aspects of our social lives. These initiatives should work to increase economic and engagement opportunities for older adults, provide communication tools and organizational strategies that promote age-inclusivity, and alert our communities on the negative impact ageism has on our economy. AARP New Mexico and Senior Affairs are currently in conversation on how to partner on age-bias awareness programming.

Age-bias awareness programs should be promoted as beneficial for people of all ages. These trainings have the potential to change social norms around aging and create policies and practices that will support productive and healthy lives of younger generations and provide them economic opportunities and social supports as they age.

### Strategy Three: Senior Affairs should create programming to engage younger age cohorts with intergenerational and age-forward programming.

The intergenerational programming should focus on diverse generations actively learning from each other and working together to solve our common community problems. Though many intergenerational programs focus on children and older adults, more programs with younger and middle-aged adults are needed and can be very effective to build civic engagement and job training skills.

Senior Affairs should also investigate partnerships with programs from The University of New Mexico and Central New Mexico Community College. These partnerships could develop “think tanks” between students and older adults to address important issues facing the growing older adult population for Albuquerque. These programs should adopt a longevity approach that encourages young people to think of their own aging experiences and work to build the resources and opportunities they will need for a long life. These partnerships could also help build entrepreneurial endeavors for people of all ages, including older adults.

## Summary

Cities must create and sustain comprehensive plans that support older adults today and in the future. The City of Albuquerque’s One Albuquerque Age-Friendly Action Plan is a comprehensive plan designed to prepare the City for a rapidly aging population. This plan is a partnership between City departments and community-based organizations that provides goals and strategies to enable older adults and people of all ages in Albuquerque to age well.

This report provided recommendations and strategies to help grow Albuquerque’s Age-Friendly Action Plan. Competitive Strategies were provided in this report that implore the City to make aging a top priority and include the needs of an aging population in the City’s plans for economic growth, urban development, and the expansion of health and community services. These strategies also advocated for a longevity approach to aging that engage younger generations to prepare for longer lives. Age-friendly cities offer people of all ages the opportunity to live well



and stay connected with their communities. Age-friendly cities must remain committed to develop and implement strategies that improve the quality of life for people of all ages and support healthy aging for current and future older adults.

## References

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