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**Keynote – Generational Shifts in the Movement: Ageism, Discord, and
Supporting New Leaders**

With Lynn Rosenthal

January 18, 2017

Hello everyone. Thank you for joining today. We can get started with today's presentation. Thank you.

Good afternoon or good morning for those of you who are in time away time so.

Would like to welcome everyone in our classes. M end and oh. Quarterly webinar feature thinkers, researchers, that Titian is an activist. From both inside and outside of our movement. The keynote lectures are designed to a dress a variety of issues and topics that intersect with our social change advocacy. Today's topic is certainly one of those generational shifts in the movement, ageism, discord and supporting new leaders. The movement is experiencing generational and leadership shifts reflecting trends another social justice movements and society as a whole. Younger actors bringing new ideas and analysis that may diverge from, even see Matt odds with the feminist roots of the movement. Older advocates may feel that their history and contributions are being erased. Women of color and other activist on the margins also experiencing discrimination, across generations and may experience generational ships in different ways. Today the speaker will explore these topics. And consider several questions. How do we honor both the roots of the movement, and new ideas and emergent ways of thinking? How can we create space will we can't learn from one another? How do we take a social justice-based approach to this generational shift? And in all forms? And how do they affect survivors that we work with? What ships made for programs? A lot to talk

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about over the next 90 minutes. Let's start out with a few technology reminders from Liz.

Thank you Diane. Great to be with you today. A few quick reminders. We encourage you to pass your questions and comments along to Lynn, the present or today. You can do that at any port during the conversation. Your comments will be routed to us as presenters Diane will do her best to integrate you're thinking can questions into the presentation.

You are also able to adjust the text size and color with the icon on the far right of the Q&A box. If you are connected by voice over, and the sound becomes unstable, login – excuse me dialing by telephone. Once the connection has been made, turn your speakers off. If you happen to have any sort of technology issues, feel free to send the comments in the Q&A box, to me specifically, to our TA posts Patricia, or you can email me after the session is done, for further technology guidance.

Day and, I will turn the session over to you.

Thank you so much. The speakers that we have as a part of the keynote webinar series are selected to augment the advocacy learning course, based on diverse experiences and various perspectives on creating social change. As I mentioned, these include keynote speakers from both inside and outside our movement. Today We are happy to welcome, along time worker in our movement to end gender-based violence, Lynn Rosenthal. As the first ever White House advisor against violence and women. From 20-of 2009 two 2015. As a senior advisor, learning new initiatives to address violence, homicide, and

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improve the work as sponsor to violence against women. She culture the White House task force to protect students from such cool – sexual assault. He advisor on its recommendations. Lynn represented the buys present on the White House Council on women and girls, and kosher the federal interagency working group on HIV AIDS and violence against women. After her service at the White House, Lynn served as a vice Pres. for strategic partnerships at the national domestic violence Hotline for 18 months. Before working at the White House, executive director of the national network to end domestic violence where she represented state coalitions and Congress, and worked closely with corporate leaders, to develop funding initiatives addressing violence against women. Her work has also included survey as executive director, state the mystic violence coalitions, and Florida and in New Mexico. A consultant in Florida working to improve housing options confident mystic violence survivors. Back in the day, she began her work at the grassroots level serving as the director of local domestic violence shelter and rape crisis center. She spent 10 years advocating for women's healthcare. Currently, she is a consultant working to end gender-based violence. Also, in a move to end violence Cold War as is our colleague, Sandy Davidson here at Praxis . As a part of the move to end violence that she will a blog post on this topic, core to our I am make us want to hear more. And thought it would be of interest, as we have learned from our survey responses, those able to sponsor the survey on the topic. It is of interest to many of you, in the AL C. Excited and pleased to welcome Lynn Rosenthal. Thank you for being with us.

Thank you so much Diane big I want to thank the participants who have joined today. I particularly want to thank you for your very thoughtful feedback and question, that we have everything we needed. When I saw your response. I am very happy to be a part of this conversation. And particularly cause as we move toward your comments and feedback I am excited to hear from you. I feel like

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we are a will room full of experts on this topic. I appreciate being here. I want to talk about what we will do today.

We will look at several different pieces of this question around age and discord and conflict. I am very aware that these different pockets will not necessarily tie together. We will do a bunch of stuff. At once I should say. We will look at the big picture of age discrimination and ageism. We will look at different generations within the work place, who they are and what they care about. Then we will look at us specifically, as noted in the introduction. This is, question being raised in social movements across the board, not only us. The civil rights movement, food security movement, food sustainability and prop and see movement. Everywhere we see social justice taking place, see questions about generational change. We will turn to what it means to us and where we see tension and conflict. And engagement emerge in our movement to end gender-based violence. I use the word conflict, but I changed several times. I had tension, engagement, excitement and interest. Because I am quite optimistic, even though this is hard stuff sometimes. I think that is really bringing in new energy to our work, as we think about this cross generational engagement, will find new answers to challenging questions.

We will finish by moving toward action across generations and some of the steps we can take within our organization. To address this issue. I will tell you I would like to start a little bit about how issues of ageism in the work twice came to my attention. Like many people who are older, as I am 58 years old now. Many people who are older, I always thought of myself as young or as a young person. I always thought of myself as one of the younger people in the room, even though I know longer am one of the younger people. I distinctly remember when I was 24 years old, going to advocacy meetings and focus on women's healthcare. I was sitting toward the front of the room, watching these

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women in their 40s and 50s present. I was thinking they are smart and very effect. But a part of me thought that surely I knew more about the world today than they did. That I have something to contribute that wasn't being addressed. Not long after, I was out to present one of these meetings. Some of the older, women to me at the time, women my age now, sitting in the front row. Listening to my presentation. I remember feeling that I wondered whether or not they respected my contributions. I presented with a lot of passion and excitement. But I was actually lecturing them about things they had missed. That I was studying. I noted some time I felt on their faces, they were curious about why was bringing this to them in the way I was. Those were my experiences as a young woman in my early 20s.

I said about working again learning and getting more experience. I next became aware of age in the work is when I was a state coalition direct or in my late 30s I could not have been more than 38 years old. Supervising a group of people in their 20s. I thought everything was going fine. One day they came to me and presented me with a book popular at the time, called man during generation acts. – It was my first inkling that there was something different between us, this group of people 10 years younger than me. Not only did they present it with the book, but they had highlighted certain sections of it. To draw my attention to what it was I was not managing in a way that was important to them, I should say. I was a most 38 years old. That was 20 years ago. I say generation challenges have always existed in the movement, from the beginning. They are very pressing for us now, because of a number of demographic trends. There are many of what we call the millennial's. And I will talk about them in one moment. In the work lace now, and a generation moving behind and up behind the millennial's. There are a lot of these folks. At the same time, a lot of people coming into the work lace with new ideas and new ways of thinking. Because of technology, and the newest generation coming behind the millennial, we are the first generation to have completely grown up

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with technology. Cell phones, early childhood, to be immersed in technology in a way that those of us, that are older add learned as we went. We see as because of technology, entirely new ways of doing things. That I think has brought some of this generational conflict. As I said in the beginning, I am very optimistic that we will come out of all of this as a much stronger movement.

We will walk through these pieces as I said, I will try to do a lot of things at one time. We will do the generation of ageism, generational complex and what we can do about it.

In every step of the way we are applying and analysis. Noted data specifically around particular burden that a woman of color ^ -- carry. Triple burdened by gender and age. As we move through, although some of the data we will look at develop with dominant culture in mind. We can, ourselves have been analysis to the information.

We will jump right in. This is an overview of age discrimination. And in employment. We note intersection allergy. And an open question how survivors are affected by the data I will present. I think you can think about it as you will see it, you won't know what. This is not about only what is happening within movement, people we serve. House of fibers are affected by ageism, is a separate webinar itself. There is a lot of folks that have been doing strong work within the area. And that is something we may want to consider exploring.

Lets take a look at what's we mean when we talk about ageism. This term was coined by Dr. Robert Butler in 1969. A time when society was looking to develop stronger understanding of discrimination, generally, race and class,

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gender. You will see that, we all will be young, and that define power, we will be old. It is a little bit different when we think about age discrimination and ageism. And how commonalities with gender and race dissemination, also different. We move through these different categories. We all age. But our legal scheme is actually based on thinking about discrimination in the same way that we believe we do, and some ways. We've raised gender. Age discrimination and employment act of 19 and employment act of 1967 text people fight age and hiring and other conditions within the work place. It does differ from other simple rights legislation. It's a very difficult standard to meet, further narrowed by the court. I will not spend a lot of time, as this is a legal training in it of its self. Age discrimination and the employment act, for thinking guy about age discrimination and employment. It is never fulfilled its promise, never provided protection to the most vulnerable in fact the majority of people of successful cases under this law are in managerial positions. It is not a source of double burden carried by women of color. Very few cases are successful. In general, whites man.

I could never pass the opportunity to grow – quote. She envisioned the concept of ageism a little bit different. She actually saw it as something that affected adults on the older spectrum and younger spectrum. It was an opportunity for older and younger adults to bond over common concerns. In fact, we see that in some of the data. Some of that same trends within the work guys are affecting the very young and older. The difference, the younger folks have more of an opportunity to recover. When they experience age discrimination within employment, then older folks moving toward the end of careers and retirement. Certainly, while younger folks experience prejudice, misconception, sometimes lack of opportunity within the work lace. In general, they don't expense the long-term institutional discrimination that we see in older age. And that is a lot to talk about. What I would like to ask you to do for a moment, I will ask you to think about the next question. Multiple studies have found that

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stereotypes of older people are widespread and intractable. What I would like to do is possible moment, ask you to think about that for a moment. And maybe jot down perhaps one or three things that you can think about stereotypes of older people. You may be an older person. And have internalized these as well. Let's think together. I will be quiet for a moment, and ask you to think about stereotypes of older people that we see in our popular culture?

I have two guests that you came up with some. And sitting with coworkers. Lend themselves to humor, but also can [Indiscernible] to older people.

Research them in straight's that employees are hesitant to hire older workers because they believe them to be difficult to train, resistant to change and less flexible than younger workers.

I want to tell you about an experience I had recently. A couple of months ago, where some of these stereotypes and perceptions of older people were brought to me. I went to an LGBT Q series the unions. That Obama administration having for current and former administration officials across cohort groups. I have been a part of that series. I went to this day long session on career development and next steps as Obama transition out of the work lace. -- Workplace. Most people were younger than me a 20 years. Thinking about career development. Also a number of folks that were my age, more senior officials in the administration. A very prominent executive coach invited to present. Very well-known. He was presenting gone a cycle of career development, and how sometimes you become unhappy with the job you are in. Or car you may be laid off. Trying to figure out what you will do next. A cycle to that where you feel depressed, you don't know what to do, you don't understand what you should be doing. Then, you might start explore new

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options. Something might excite and engage you. And then you might explore that. And you might seek a position that falls in that area. And you made dance in the field. And he was describing the cycle. It can take several years. I asked and I raised my hand, what if you are later in your career and work on your only have so many of these cycles left? How should do treat it?

His answer to me as an older woman, sometimes you should not make a move, you should they were you are. And I did not have a job at the time as I had left the administration said stay where you are, think of ways that are satisfying for you within your current workplace. In other words, do not be too ambitious is what he was saying to me.

I was a bit stunned by the response as he could not see me as a senior official, contributed to a law and a lot to offer. And he could see me at all. A few minutes later, one of my colleagues within the White House, a few years younger than me, looked a bit younger. She asked a similar question. He said something about how you search when you are later within your career, a senior person? How to conduct a job search? The coaches answer was very different. He said, do not rush, do not worry, do not stay at a place where you are unhappy. Someone is looking for you. There will be many opportunities ahead of you, it may take you longer to find the right one.

His answer to me, we will both white and I don't know how he might have answered with a person of color. Certainly, to me, he said stay where you are and do not be too ambitious. And to the man, he said it will be great. You will still be able to contribute and find what you need.

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Ever thought the point to me, that we see differences in agent based on gender. Aging. Later in the day, I went to a session without recruiter from a big recruitment firm. He was talking about what's employees are looking for, and how he approaches including people coming out of administration. Or other high-level positions. He mentioned how tough it is for seasons people. And he said I will not get into it now as I don't want anyone to sue me. Afterward I went up to him and I asked, since you raise the question of age, I do want to understand what it is? He said, when I leave the field of recruitment I will write a tell-all book on how tough it is for older people within the work place. He said it is the untold story. It is three things. It is – how they look, what you do or don't know about technology, and the feeling that you will not be around for very long. Or in organization does not want to invest in you.

I will leave that there. This is a make recruiter. How employers look at age. Let's look at the data. And here is some code words. Over qualified, seasoned. An experience.

What does this have to do with our work? I am trying to set the table for why it is, older folks, and this movement, Mayfield like they cannot leave and go find something else to do. Let's look at the data.

I will put this up and give you a moment to take a look at the slide. I want you to absorb it. I will be quiet for a moment and let you take a look. This is what happens within hiring for older folks versus younger folks, disparities and discrimination.

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As you can see, it is very difficult for older workers to receive favorable responses. Younger workers or 40% more likely to be called back than older counterpart. Disparities are the ticka literally difficult for people who have been laid off or trying to work from a retirement of another job. Older workers who have been laid off or the hardest hit. We will not walk through all of this but I want to do to take a look at it. And looking at the impact of the great recession. We have moved past to some extent. It is still important. We still – C in 2009, unemployment rates for adults 55+ increase by 106% compared to 70% of the population at large. Younger workers, were we employed at higher rates than older workers. Over age 65. This is what I mentioned before, certainly younger workers experience prejudice, stereotyping within the work place, more easily able to recover. Finally, we see that data on the long-term unemployed.

Here we come to our analysis. Data familiar age, race and gender. In 2003 that median net worth of household headed by white people age 65 over, 255,000 was almost 5 times that of the medium net worth of households headed by older black people.

We know about poverty rates differ by age and sex among the older population older women are more likely than older men to live in poverty.

We see the burden carried by women of color, 21% of older black women color pink in poverty as compared to 10% of white women. These are federal poverty guidelines.

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53% of African-American women report good health and midlife as compared to 67% of white women. Health disparities as well. Again, older women of color face a triple burden.

What does this mean and what is it about? These are generational categories we will not spend a lot of time. These are pieces that I have noted. Based on dominant culture categories, we may want to think about within. These are all people still working. I want to draw your attention.

This is based on research and training Center. Actually as study commissioned by the centers on Medicaid and Medicare. Folks from the US government wondering about the question of generation within the work place. We see the traditionalist. Retired but not all. We have folks in their 70s working within the program. Serve on the board, and volunteers. These folks are influenced by the great depression and world war two. Certainly, discrimination across lifetime, carried slavery. We know that and think about it in the different way. Certainly for indigenous folks, all of this looks very different. And you know that. We have a B boomers within the work lays, folks influenced by the 19 influenced by the 1960s, civil rights movement, Vietnam War. We have the generation ask, financial insecurity. – X. The rise of technology. All things that begin to happen during this period. Then we have the Jen Y, millennial. Very by sources. Different researchers have put up this dates and categories of generations. We hear so much about the millennial's, highly influenced by technology, changes in family structure, changes in society, globalization. And we have the Jen Z, coming into the work place. Younger workers. We do not know as much about them.

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These categories exist. These folks have different views of what they want within a work pace. The older worker, want to experience – they want people to say yes. They want more ways to their opinion. And they do not like continuous feedback. This is all generalization. People are individuals noted in the survey data. The younger workers want to be listened to, held in esteem and giving feedback. You can see, people have different needs based on generational categories.

These are what the folks themselves identified elements of success within the work place.

Take a look and know where you see similarities. And when you see differences. You will see that these are not on as they were two new for this research.

This is Diane. Could you say a little bit more about the categories mean, perceived elements of success. Is these that different generations, feeling it is important for success at the work ways?

This is what the folks said was important for success within the work place. Perceived to be important.

Okay.

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Take a look, and see what you notice. One thing that I notice a lot of similarities across the categories. One thing we see with our Gen Y/Millennial . Instead, noted multi tasking, and some other issues. It is very consistent as to what I have seen in some blogging about cross generational dialogue. Particularly, noting a blog I read, a younger worker asking when do you have faith one-on-one meeting, versus communicate by text or email? How do go about doing get and how do you set up a one-on-one meeting? And how do you give feedback? You can see, the influence of technology in the survey data.

These were, the preferred leadership attributes. What generations want within their reader within the work place. I will give you a moment to take a look at this as well.

As you can see, there are a lot of similarities, credibility important to older and younger folks. You will know for younger workers, what they are most interested is someone who listens well, dependable and dedicated. They are not as concerned about credentials and credibility as someone who is supportive and stable and devoted to their work. This is something worth noting.

Now we come to what it means to us. I want to ask if you would like to weigh in Diane. Talking about salaries and how they come into play.

Entry-level position.

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That is a question that came in from one of the participants. Jenny was asking, to one of the slides. Talking about ageism within the work place. And who gets hired or who does not get hired, how many interviews they had to do. She asked about how do salary expert Haitians come into play in the area? If the clinician is entry level and salary low does that exclude more experienced workers?

Yes. Certainly it can. One of the things that was noted by the folks who do research in this area, is that, generally speculate and make decisions about what someone would want without asking. An older worker may be seen as to experience, or they will not be happy with pay or quickly move on as they are not making enough money. And do not ask of the worker, or the applicant Wrather, what are you interested in. And they may hear if they ask. They may hear I wants to do something that I care a lot about. I have thought about the work I do, and this is what I find most satisfying. Salary is not the driving force, it is what it is that I feel where I am contributing. There is often speculation in some of that discriminatory behavior, rather than questioning what people are looking for and what they want. And what they find satisfying, Carlos of age.

Regardless of age.

We will move on. I presented this so people would understand trends that we see, and sometimes feel frustrating to us within our work and generational workers experiencing, demographic trends within society. And as experienced in society more generally. We will move on. We will talk about -- raise more questions than answers. This is where some of you and your feedback, raise some important ideas about what is happening. This is where we see, conflict

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or tension. In our movement in particular what does it mean to work across generations to end gender-based violence?

I would like to talk for a moment, and I will ask Diane to jump in as well. About the early analytical work off the battered women's movement. This is a history, and some way have – has got lost. And maybe people on this call can provide. Foundational work within the beginning, and I know you are studying in the advocacy Institute. Some foundational work. Not being transmitted from generation to generation. Because foundation is not being provided, misunderstandings about what work is about from the beginning. The early battered women movement, that's the language at the time. It served data language, sometimes. A part of the generational change. The early activist, really saw that violence against women, was an outcome of the oppression of women. Mail violence was logical representation of patriarchal control. The work on rape and battering crew on women's liberation. Women gathering and talking about their lives. Identifying battering and rape as something that affected all of them. These women were black women, very sexual to early feminist thinking. Much of the work was also very centered, white, middle-class activists involved in other social movements. I had an incredible opportunity to hear low rider loss from the women's health and anti-rape movement, speak about her early work with DC rape crisis. She described what happened, active in the black panther, black nationalist movement. Some of the women involved in black nationalist movement, in the early 1970s, also involved in the anti-rape movement. Said Colorado, you need to come over to DC rape crisis to see what we are doing it we need do, you have a contribution to make as a black salmon as. – Feminist. She talked about how white women at the time, sorted as a social justice movement. Social change. And racism was a critical issue having to be a dress. Oppression connected. The language used before the war – term –. The early mission statement against state coalitions and domestic violence. Racism, sexism, –. Essential to and oppressions to end violence

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against women. This history has got lost. The contribution that black feminist activists, invisible. Going back to the archives of the early organizations, to see the critical role that black feminist played in the development. I say this, this is a history. We can build upon. It has not been transmitted with some of the generational change, that we are experiencing. I would like to read you something from a beautiful paper called a house divided by a researcher.

I would like to cited for you as it's a great piece about changing movement. A house divided. By Kristen MIC CIO. It is a great piece. She says this, battered women's moment – movement, challenged [Indiscernible]conceptions and analyze individual power of patriarchs supported and legitimized by the state. That was our early work. We know that from that early work, a lot of things happen, about battered women's activist. Accountability critical. Define funding. Changes within the way the work was done as a result of funding. We also know that the systems work, engage with criminal Justice and legal system, became all-consuming. I had an opportunity about 10 years ago, to interview Debbie Tucker, who was the founder of the Texas Council and Hotline. Early battered women activists. I asked Debbie Collwood has happened from these incredibly powerful roots and overthrown patriarch into advocates placed in data attorney's office? What happened?

She said we knew we had to address the criminal legal system in some way, because there were no accountability for the response to domestic violence. We knew we had to do something. We thought we could engage a little bit and do some training, and built some capacity. And then move on and go back to do our community work. That was so central and important to us. And we would continue to organize and move forward. And she said, we underestimated the difficulties within the system. And how we would become immersed in trying to fix it. Certainly, how women of color raise these concerns from the beginning.

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Sounded the alarm bell that you cannot respond to violence that contributes to violence. Well-known in the area and very important. She has been writing about this for 20 years. Today, this conflict is becoming very front and center. Because of youth activism about incarceration. Anti-violence movement. Antiracism work and looking get criminal legal response, working around the issues about incarceration. A tremendous amount of dialogue working about here. I see a clash of generations within the work lays. This is a place where I will raise more questions than answers. I know many of you have thoughts about it. You are talking about it and thinking about it. It is a clash of generations, but it is also – black feminist becoming invisible. Youth activists and workers raising profile shoes. – Issues.

I do not have answers, I have questions about how we as a movement, or going to create multi generational dialogue, so we can talk about what is next within our movement. One thing as I travel, I speak and meet with groups around the country, young folks come into this work, assuming that we can create in alternative to the criminal legal system. Having thought about the start of justice and other options. – Restorative. And connecting that with their thinking about over from those nation. – Over criminalization. I raise as a critical point of generational conflict.

We also see some generational conflict occurring in discussion of feminism and moving beyond the binary. The younger folks who have a different analysis about gender. And what are meant – women and men? People live their lives long. And do not think about the binary of male and female, so much as the full experience of being a human being. What does it mean to our analysis? Work I described? About early analytical work and think about patriarchy and –? And how we are challenged as a result of this where these experiences that younger activists are bringing about, think about the binary? Because I am all

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cohort to end violence, which is very cross generational, have the opportunity to interact with a lot of younger activists got thinking about it. Have been helpful and helping me to understand what it means, and we can have an analysis big enough for all about. Critical questions that we see generational conflict. And then we talked about learning styles and leadership differences across generations. A backdrop. We talked about economic pressures on both older and younger workers. And why people cannot just move on, even if they may want to. Also economic pressures on both older and younger workers, to stay in jobs with a feel there is not opportunities.

They may have high housing costs, a sense that younger folks are often discourage that they will not be able to afford things that they may want in their lives to take care of their families. That is a piece – a foundational piece as well.

As I said, we are raising important questions.

Lane, can I jump in? There are so many questions under each of these questions. We have heard back from some participants on perspectives. We will bring that in. As well. One thing, as you describe and describe kind of the perspective of different generations, and how it plays out within the work place. Challenges for us, not stereotyping, the entire groups of people in this case, this case generation of people and recognizing that there are all sorts of differences within generations. You have described many terms of race and class and ethnicity. It is also the case in terms of few points. – Viewpoint. And how we navigate that reality of – I imagine within ALC participants, some young folks out here thinking, that is the how wife feel. I could see my peers believe that but that is not what I believe. For older folks as well, saying, I am a part of

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baby boomers, or Gen X, but that does not really describe my perspective or ways I move through the world.

Yes, it is important for us to listen to each other and create opportunities for people to talk these things through. While VCM present them is generational conflict, more multi- [Laughter]. People come from somebody different perspectives. And may not at all feel the same as some peers. And that is what is important that we listen to one another and ask questions. One of the best things I have heard recently about how to navigate when you feel you are coming into conflict. Is to engage in the experience of wonder. I wonder why they feel that way? I wonder where they are coming from, not assuming that they have a certain view, the way we approach our work, because of their age, but rather providing them an opportunity to flush out there thinking and to talk about their thinking. To engage in a dialogue. About how they feel and see the work. Absolutely, we don't mean to present all of this as you fit in this book and how you see the world and our work, so much as to provide a little bit of the useful guide, as to what kind of trends people may have experienced within their lifetime that have formed their thinking.

And for us to be aware of that generational perspective, as another way of looking get things. In part, I think I am reacting, because I was involved in student activism, during the 1980s, when campers – campuses were concerned that – conservative. Your poor Reagan. No, not me. – Pro Reagan. And being with that thought Rush. I see it sometimes in work laces I have been in more recently, an expectation that young people will be the ones who take on an organization's social media. Because they are connected with that. Being around young people. I am not on twitter and I do not have that knowledge can't two ways we assume based on generational differences that someone has. Either skills are interested in doing something, because of their age.

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Yes. That deep relationship building within the workplace is important. So we can bring our whole substantive work and we do not have a one-dimensional, or called a single story of someone based on age. But more opportunities we create within the organization to bring our wholesale and, women of color who are leading on this. Bring in your full South. -- Self. Letting people know you and having curiosity about other people, understanding communication. Emotional intelligence. All of these trends we see within the movement, or healthy. Because they get us out of the box of seeing someone only in a certain way, because of their generation. And you raise the question about -- because of the smaller cohort. Not talked about as much. Generation of people who led pressure on the US government around apartheid. Globally about change. We have so many. Each generation has had a strong activists core. Gives us so much to build on. Also questions people have about continuum they would like to work. Some people feel they are more suited to work in the mainstream environment. And they can translate movement. Serve a critical role. Others feel I am a community organizer, working with Mike community to bring voices powered. That is another way to -- where people's hearts need them to work. That might not have anything to do with their generation.

Yes, I appreciate that perspective and reminder. I worked on campus for a long time. And navigating that. Education push. Okay, we want one -- young people to talk to one another and research that said young people are actually saying they taken messages coming from perceived experts. They were not precedent fair peers as experts. So that was challenging my Pro educator thinking. Thinking about younger people, as you describe, their heart not talking to a group of students or a big group in front of a room, interconnecting more individually. Recognizing that as well. I want to draw attention to a question or comment to a chat. To the last point on the slide regarding economic pressure. Elizabeth says I find many older workers and nonprofits do not make adequate

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rages to successfully retired. – Wages. People are staying in the workforce later or longer.

I read about this in the violence law, you mentioned. It is true, organizations do not have retirement plans. Many of us did not have health insurance. Many were survivors who suffered long-term chronic health as a result. Only in recent, funding structures have changed. Where organizations started building some of these benefits. I know the trend as well. Question being asked, what about it? What if, older workers did not make enough wages to say for retirement? And that is certainly happening. Some data I did not include about the changes in the way people feel their abilities to retire. What it means, and people cannot retire. Even though – they may not see as a positive move to retire. They need to work financially. But they may be forced out of the organization. Or their health may not be able to continue to work full time and find they do not have a place. This, younger workers, feel like I will never get anywhere. I will never be able to move out. In leadership, because these people ahead of me will be around for a very long time, as they have to be around. I noted in my blog, I overheard so many times, people say, these older people need to get out of the way. And go somewhere. Because there is not money to retire or a place to go. And that is why I presented the data around discrimination older workers face. Where someone cannot say I will leave, maybe my time this movement is coming to an end and I will do something else. They may not be able to. To do a financially. There are some funders looking at this question. The grant makers for effective organizations have done some writing in the area. Talking about the need to raise and educate funders about creating other opportunities. For example, long-term executive directors could move out of their organization, their role as an executive director. There senior advisor position or development position. Or project manager. Not stay so that, younger leadership can't emerge. So folks who have been in the work is for some time, have a place to go. That is interesting to me

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the idea of creating alternative spirit I have seen it happen a couple of places in the movement. But, I would also like to note as we move toward our dialogue, in the comments, was noted our movement should be able to create structures that make room for everyone. If we had less hierarchy and less investment in a traditional executive world and have more structure, there would be a place for everyone. And there would not be a sense that – people at the top of the organization, people that are older. Younger leadership stifled if we had different types of organizations, we would find ourselves being able to keep everyone. And I thought that is a very important comment.

Yes, absolutely would like to go back, if I may, to the economic pressure. You just as it affects older workers, but I think of in terms of how it affects younger workers. And perhaps generational differences. I will say one thing that I've heard, within the movement, younger people saying we need to make more money. This is low-paid work. And we see that advocates – talking about community based advocacy programs generally. And advocates moving toward places that pay better or pay a living wage. Sometimes, it means, we know that military see programs often better. Sometimes campus. Sometimes system based and that is what I hear sometimes from older advocates. We did it for free. We lived on little as we are committed to the work. And how it plays out. Any thoughts?

Times have changed in the ability to live on little. Housing costs are so high, student debt is so high. Younger workers, the youngest, have a better opportunity to believe themselves up student It changes by the Obama demonstration. The Gen Y/Millennial not included in the program , are carrying high levels of student debt, carrying through the time they go on Social Security.

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The pressure is across all of these categories. I am not sure we do ourselves any favor bison Justin that we could live on so little. And that we can care for families on so little. We see it in our inability to retire. We are asking people's color patient – facing discrimination across the board to continue to live on lower wages than they need. I do not think we have helped the situation by suggesting that we'd did it right. Of course, all of our hearts are in the work, and we also need to be paid so we can do the work and live. And that is my view. Older workers who have more financial stability, can leave the work place and continue as well as volunteers. They can contribute as they have financial resources to do so. Different ways, to think about that question.

A lot of different ways and we appreciate your perspective on it. I think that challenging ourselves to recognize, that we are not – asking for adequate pay, pay that meets our needs, is not a reflection on a lack of passion or commitment to the work. As well.

I think of some things that we can do in a more systemic way. I don't remember if you have anyone from Kansas on the line. I remember what Sandy Barnett did as a director. I did not think it was going to be successful. she went to the state legislator and said this is what people are making, they qualify for public benefit. We cannot keep people at these salaries. People are struggling so much. She said she would go to the legislator and ask for more money. I thought they will never give you more money. But she was successful as she made such a great case for how it would help defector and help people we serve, if advocates were not living on such low wages. I mean, frankly, we are facing now, as we see changes and potential changes in social security, as we see rolling back on Medicaid benefits. As we see potential changes in Medicare. As we see changes in the affordable care act, we are talking about not continuing to build on progress, but potentially going backward. All of those

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financial pressures that I mentioned older folks facing, will become extreme, if we see cuts in Medicare. And, already, we know what's happening in states where Medicaid has become less available. I remember Colin we think about the people we serve, when we think about survivors, and their lives and how they navigate the financial environment, I think about [Indiscernible]. And the work she did in Missouri. Our legislation, Medicaid for dental care. She said, yes I can provide someone shelter or come to our support group, but they cannot afford to get there teeth fixed. How my helping? So, we see how it all ties together. I don't want to say safety net, with the ability to level playing field economic important. I did not mention in the beginning, age discrimination against older folks had an economic base. It came about, when we moved to in industrialized workforce. And what is valued by the captain of industry, younger people working a lot of hours and doing a lot of heavy, physical labor. And that is the beginnings of older folks being pushed out of the workforce. It was about profit over people without question. It is a political issue. We looked at these generational categories and it's fun and interesting to think about, how different generation see the work place. We cannot lose sight of the fact that who we are and how we work is very much of political issue across age, race, class.

Let's talk a little bit as we would like to have a chance to hear from people. How we are moving toward action and what can be done.

We talked about this already. I see organization facilitating healthy for us generational dial up on critical topics. Creating a structured way to discuss these issues. If we want to talk about criminalization, what it means, and how communities of color experience at, and the role in a, the future hold, and

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younger activists thinking about solutions to ending violence? It is hard to do that in staff meetings, we have 1 million things to do. Sometimes conflict fasters underneath the surface. If we can build time into the organization to have discussions about this, so it is not just younger folks going gal after work, talking about their passion and what they care about. Feeling like they can, cannot for example discuss this in the work place. Rather having structure ways to have dialogue, and building into staff meetings, so we can take time for strategic issue discussion. Using a facilitator. Skilled people within the organization. Having a multi-generational dialogue. It is critically important. This is an assignment as I mentioned in the big inning. Talking about a lot of things, and the beginning. What people do some of those. One way to do and I'll large organization is to have a planning committee on strategic conversation. Multi generational. Within a small planning group together to build relationship, discuss things we want to talk about together. These discussions do not have to the toward any action, it's really about deepening relationships, getting to know each other. And thinking about how we see things together. Building multi generational teams. This is something organizations can be intentional about. What does my team look like, is a multi-generational, or their opportunities for hoax to engage together? Exploring emerging models of longtime executive directors transitioning to new roles within their organization/movement.

Maybe folks who remember [Indiscernible] long time [Indiscernible] at the local program in Minneapolis. A national technical provider. And still today. It's been almost 10 years now. I remember him telling me how she was doing this very intentionally. A first director talk about. She said I would transition out of my mall. -- Role. I will mentor these new folks into leadership roles. I will still be involved. I cannot remember what she called herself, policy person. Day-to-day management will sit with other people. She was so visionary, to offer. So forward leaning about community work. The idea for having more time to

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spend, was very exciting to all of us. Unfortunately we lost her too soon. This is something Marie Fortune have done. I know less about how she came to this decision, but transition to her role at a executive director. Working on faith issues. I noted in the report I had mentioned from grantmakers, Billy Avery, who you may remember. A leader of the national housing project. Very inspirational. When she transitioned out of her role she was given an expense account to continue to go to conferences and meeting to serve as an ambassador of the organization. Other folks moving up to leadership roles. Another example, the executive director became the director of upcoming Told gain, as he had those funding relationships. The board put them on a contract. To manage the Told campaign. And longtime deputy director became the executive director sometimes these directors get first aid as they do not see how they will ever move up in leadership. Sometimes, executive directors could identify roles within organizations. They want to play that might not be a director role but not recommended. I will hear them say, what I would really like to do is eat of finance direct your. – Direct your.

Another model we see is executive directors moving into other roles and organizations within the community. A lot of things to think about. Most important, people have intention. Transitioning plans. And how we cross train and transfer knowledge. I think about stories that are untold. And how to transmit knowledge and cross training. Long time advocates and program managers, organizations can become much more intangible about knowledge. How many organizations do that? Let's sit in the circle and have all longtime advocate tell us a story about how the organization started? What was hard in the beginning? And what has changed throughout the years? And have younger workers talk about why they came and what they cared about. And how my work is reflecting it. Of course, mentoring and supporting leaders. And how we can create these relationships. Taking the comment we focus on hierarchy, but

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yet much more happening within the organization. We need to be intentional about mentoring and supporting younger leaders.

I think we wanted to have time for questions.

Yes, we still have several minutes. I will move us back to the previous slide. So people can continue to see it. I would like to talk about them. I would like to mention, you said we have so many interesting comments from participants in the survey. Thank you to everyone able to respond. And as a reminder, if you have any questions for then, within 10 minutes. You can type those into the Q&A pod and we can pose them to her.

I want to share some comments from the survey as it reflects what you have in the slide. And I think, many advocates and managers, executive directors, and cross generational advocates are hungry for. This from a young advocate it I think is a young woman I struggle with the sense of the imposter syndrome. When I am in a room with activist God doing this work for decades, it is hard to see how I would my experience in age, fit within the conversation. Often times I feel like I do not have anything to contribute.

The same person saying, we're losing sight the amazing work of the advocates and women before us. And it terrifies me as those women new so much, including how to get things done, in a way that might generation can learn from.

I think we need that unity and Dowling of women more than ever.

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-- Value of women.

Let me share this one. This one says, I think there is a gap in wisdom and understanding of the history of movement. She says I also think people from my generation, struggle with the millennial issues and forget all strains that millennial spring to the table.

That is what I was going to suggest. The appreciation needs to go both ways. We, older leaders, need to learn and hear from younger leaders. We need to understand how people see issues today, and what it means today. What do we hear in schools and communities? We have to acknowledge and appreciate the incredible dedication and passion younger workers bring to the work lace. And the intensity of thought. So refreshing to set within a group of younger activists have thinking creatively about how we can move the dialogue forward. We need to appreciate and respect the intention and intensity and creativity. From younger workers. That is where intentional, type generational dialogue is important. That we make time in our organization. We can do it by pulling Critical questions we raise and have discussion. Also to take time to get to know one another. It is so hard in local programs where you are so busy. The intentional time to build relationships, will make the organization healthcare across the board.

And valuing one another's voices is what we bring to the conversation. Is what we listen to. Creating that space. That came up again and again and ALC participant responses to those survey questions. About wanting to have an exchange of ideas in a safe space. The concept of mentoring came out. I know you talked about that, how it can be intentional about information sharing and knowledge sharing. Something I have heard more recently, I wonder if it is

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something that you have looked into. And I have heard the term refers mentoring, in terms of what it is that older advocates, more generally within a work place, can learn from younger folk.

I think sometimes that falls in the area of technology. As you said it's not always the case that younger folks are using technology are able to teach it, but many are. The the first what sometimes the first across mentoring across training, is intentionally transferring knowledge, not just one way. From older to younger the other way around as well. What type of training can younger folks offer, and how to be more productive and move more quickly? And had to get things done in a different type of way. These older women knew how to get his Don called – get things done. I can create something to make it happen. I have heard it called the first mentoring. Sharing together.

There is something very hierarchical about the notion. The person with knowledge. That is this one way street. I would like a different word from mentoring altogether. I need to get over my mentoring resistance, but not to my notion. At the same time I think about what it looks like day today. Busy advocacy programs. That is certainly the case. I think about meetings I have a name, and sometimes the younger person in the meeting, and sometimes older. I become one of the people doing the work for a long time. Younger person, generally would suggest something already tried. People around the table or around the circle, we have attempted that, and here is how it did not work. And how we can move through – do need to try it again? Only open to different and new ideas? At the same time, recognizing that history, that is real. We do not want to ignore the fact that we have try things that cannot work. The thoughts?

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Yes. I think, we can ask people to turn to wonder. If someone raises something that they would like to try, and someone says it has been done and does not work. Both sides wondering. For the younger person or the person with a different idea, raising a question. They may say, what has happened? Don't just say it did not work. What happened? What were the barriers? And the reasons it did not work? Or the conditions that caused it not to work, but it the same today? Or has it changed? Really great questions people can train themselves to ask. And for the person, the longtime worker, to say what is driving your interest in that today? Rather than say we did that and it did not work, what sparks your interest? Where other ways you have thought about to adjust whatever it is that sparks your interest? How can we work together? And what is it, that and be useful today in thinking about it? Rather than shutting people down, opening up dialogue.

Great. Great insight. I am trying to take notes as I listen. Thank you so much. Something else that participants said, echoes what you shared. With us today about conveying and documenting our history. And the history of the movement. And a part of what you say, designates with me, in being brought up in this work and movement. Is how connected the anti-racism and anti-classism and enables him, were. And our to ending violence against women and gender-based violence. As you described it often being erased. That means erasing the work of women of color, native women, women with disabilities, central to the early movement. And ways we can work toward bringing back that history and making get central to what we do now as well. And I think of the power, making sure people on board of organizations, no it. -- Know it. And central to work as well. And to inform our partnership and inform community advocacy. It will direct and set us on a path toward social change, that is to sectional.

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I think you have just answered the question. As we bring back history, recognizing its limitations, recognizing what happens next, next part of the story. Predominately, white women took the work in a direction, women of color were questioned from the beginning. The work went in a particular direction, because of something. And because of lost history. Today the work is seen as so individualized. Someone raise that comments. Someone said, because history has not been transmitted, some younger workers coming in who are not activist, not marching or a part of the anti-criminalization movement. Coming into the work, and critical history not transmitted in any way. They see the work as 121. What can I do to help this person? Not as as what I need to do to participate in creating better structural change in society. The article I mentioned, the beautiful piece I mentioned on how –. The author writes about how in communities, shelters, such a critical need in the work and the thinking. And the activism. [Indiscernible] More clinical and focus and focused on individual solutions to violence. Shelters were informed place, once gone, was gone in the community. As a result, the work became less political overtime. I thought that was very interesting. The work sits in a lot of places. Women of color. Shelters, activist groups. Crisis and hotline centers. Pacheco lead of color. – Particularly of color. [Indiscernible] We are coming to the end of our time. And the charge as the results. How we come together across generations, to bring back important moods, and move forward into a new time together?

Thank you so much Lynne for this perspective and information and insight, questions to leave us with, as we continue to wrestle and engage in dialogue. We are grateful for you taking time to spend this afternoon with us. This very important topic. A reminder, to you in class and – can download the PowerPoint, PDF for this keynote the material by. It has come back up on your screen. You should also see a link to the evaluation for the session. We appreciate your feedback. A couple of reminders, you have your the scheduled strategy session on January on January 24 we will be back together. And then

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back with class and -- end. Sadly and celebrate as we say goodbye to class and graduation on January 31. We will be back together with both classes until March both classes until March 4 next -- and next keynote in April. Thank you to everyone for joining us, special rank you to you then for joining today.

Thank you for joining.

Goodbye.

>> [Event Concluded]