

Reflection Exercise

How does ageism show up within us (micro), between us (meso), and around us (macro)?

Micro level	Meso level	Macro level
• belief not to be able to learn new technologies, • imposter syndrome	• friends - we might be ageist when we choose friends, • how we socialise at work, • the media • Mother/daughter relationship • often biases towards older people's capabilities or lack of value in their contributions	• discrimination on the labour market, • discriminatory labels like „boomers“ • Age segmentation in social spaces. E.g., Sweden is very age segmented at unis – and in uni towns there is no mixing • Communities - need for more events for people to come together

What could we do to challenge it on each level?

	• keep learning. • Need to keep in mind special needs, etc. • age is a gold mine, maturity and wisdom. How do we tackle it: workshop, role models, community events • Highlighting the opportunity	• Match older and younger people • intergenerational exchange and dialogue
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General thoughts:

- **Difficult to de-couple overlapping stigmas that may coincide with age, bias or stigma based on perceived age stereotypes vs. how someone might feel about their age (e.g. subjective),**