

Ageism Bibliography

1. **Anderson, K. A., Richardson, V. E., Fields, N. L., & Harootyan, R. (2013). Inclusion or exclusion? Exploring barriers to employment for low-income older adults. *Journal of Gerontological Social Work, 56*(4), 318-334.**

Economic uncertainty and declining retirement security have made older adults remain in, or return to, the workforce in recent years. Unfortunately, the effects of ageism may be one reason that job-seeking older adults spend a longer time unemployed compared to younger counterparts. There is also evidence that age discrimination in employment has increased in recent years. This review focused on low-income older adults and examined factors that inhibit and support their employment opportunities. The authors concluded that social workers have an important role to play and facilitate low-income older adults' inclusion in the workplace such as to better understand low-income older adults' cumulative disadvantages, move aging issues to the forefront, form strong coalitions, and find champions to advance the issue.

2. **Averett, P., Yoon, I., & Jenkins, C. L. (2013). Older lesbian experiences of homophobia and ageism. *Journal of Social Service Research, 39*(1), 3-15.**

Four hundred fifty-six lesbians age 51 and older were surveyed and examined regarding their perceived discrimination experiences in respect to ageism and homophobia in a variety of relationships and social settings. The older lesbians perceived homophobia in both formal and informal settings and intolerance in institutions such as their employment, families, federal and state governments, and daily lives. Experiences of ageism were less frequent; however, as this population continues to age, ageism also occurs within the lesbian community. Older lesbians are a population at risk for oppression, marginalization, and discrimination. In order to better serve this growing population, researchers and social workers must become strong advocates to meet their needs.

3. **Berger, E. D. (2009). Managing age discrimination: An examination of the techniques used when seeking employment. *The Gerontologist, 49*(3), 317-332.**

This article examines older workers' perceptions of employers' attitudes toward them (i.e., age discrimination in the job search process) and their management of these attitudes. Data are drawn from 30 interviews with individuals aged 45–65 years. Findings reveal that participants develop “counteraction” and “concealment” techniques to manage perceived age discrimination. For example, participants counteract employers' ageist stereotypes by maintaining their skills and changing their work-related expectations and conceal age by altering their résumés, physical appearance, and language. The current societal norms of favoring youth have created structural barriers for older workers in search of reemployment. This study reveals that participants actively negotiate age-related strategies in the job search process; however, there is a need to reexamine hiring practices and to improve legislation in relation to their accountability.

4. **Binstock, R. H. (2010). From compassionate ageism to intergenerational conflict? *The Gerontologist, 50*(5), 574-585.**

Despite different birth cohorts, during the past five decades, the political behavior of older individuals has remained largely the same. However, the politics of aging policies such as organized interest and advocacy

groups, the public discourse about older people as beneficiaries, and national political agendas regarding public old-age benefits, have undergone substantial changes. Due to the aging of the baby boomers as well as concerns about reducing large federal fiscal deficits, the politics of U.S. aging policies may change even further. The author questions whether there will be a future intergenerational political conflict and if so, how we can prevent and mitigate it. The author states that a major challenge is reframing and articulating these emerging issues. The U.S. public needs to understand what significant cutbacks in old-age policies could mean for family obligations and social institutions and for the daily lives of citizens across all ages. If more older people become financially dependent on their families and local institutions, we will see more multi-generational households forming out of financial need. Effective dissemination of government programs could be key to moderating potential intergenerational conflict caused by cost constraints.

5. Cherry, K. E., & Palmore, E. (2008). Relating to older people evaluation (ROPE): A measure of self-reported ageism. *Educational Gerontology, 34*(10), 849-861.

The authors implemented the Relating to Older People Evaluation (ROPE), a 20-item questionnaire that measures people's positive and negative ageist behaviors, and reported their initial psychometric findings on the instrument. Respondents (N=314) were college students (n=147), community-dwelling older adults (n=120), and persons affiliated with a university community (n=47). Results indicate that most people of all ages endorsed positive ageist behaviors. Younger and older adults appeared to participate in ageist behavior equally whereas women endorsed the positive ageism items more often compared to men. It is crucial to increase peoples' awareness of ageist behaviors in order to reduce ageism as a pervasive social phenomenon.

6. Dobbs, D., Eckert, J. K., Rubinstein, B., Keimig, L., Clark, L., Frankowski, A. C., & Zimmerman, S. (2008). An ethnographic study of stigma and ageism in residential care or assisted living. *The Gerontologist, 48*(4), 517-52.

Using semi-structured interviews and observations of 309 participants (residents, family, and staff), this study explored stigmatization of older adults who live in residential care or assisted living (RC-AL). The study highlighted four salient themes: 1) ageism in long-term care, 2) stigma as related to disease and illness, 3) sociocultural aspects of stigma, and 4) RC-AL as a stigmatizing setting. In order to minimize stigma in RC-AL settings, the authors suggest family member advocacy on behalf of stigmatized residents (e.g., residents with dementia), assertion of resident autonomy, and administrator/staff awareness of resident preferences and strengths.

7. Doron, I. (2012). A judicial Rashomon: On ageism and narrative justice. *Journal of Cross-Cultural Gerontology, 27*(1), 17-28.

This paper explores the relationships between judicial narratives and ageism. Using an Israeli case study, the author attempts to answer understudied questions: how older people are treated in courts, how judges construct older age, and to what extent judicial decisions about older people reflect ageist attitudes. Despite common perceptions that legal decisions are made objectively, in reality, judges often construct a socio-judicial narrative with their personal biases and prejudices about old age.

8. Grefe, D. (2011). Combating ageism with narrative and intergroup contact: Possibilities of intergenerational connections. *Pastoral Psychology, 60*(1), 99-105.

The author examines two fundamental causes of ageism: 1) institutional separation of age groups reinforcing stereotypes of older adults, and 2) fear of death and its consequential losses associated with aging causing social avoidance and emotional distance from older people. The author proposes remedies for these causes. Using narratives such as autobiography in age-heterogeneous groups can help multiple generations of participants identify with each other, help younger people face their fears of aging,

disconfirm prejudices toward older adults, and develop intergenerational connections. The author believes that religious communities with members across the life span have the potential to overcome these barriers.

9. Helmes, E., & Campbell, A. (2010). Differential sensitivity to administration format of measures of attitudes toward older adults. *The Gerontologist*, 50(1), 60-65.

The purpose of this article was to increase our knowledge about the way in which the method of measurement of attitudes toward older people impacts the results. The authors compared the responses of 60 university undergraduates' attitudes toward older adults using traditional paper-and-pencil or computerized questionnaires. Results showed more negative attitudes were revealed using the computer-based questionnaire. Researchers conducting surveys regarding attitudes toward older people should be aware that results are dependent not only on the particular scale but also on the format of administration.

10. Iweins, C., Desmette, D., Yzerbyt, V., & Stinglhamber, F. (2013). Ageism at work: The impact of intergenerational contact and organizational multi-age perspective. *European Journal of Work and Organizational Psychology*, 22(3), 331-346. Special Issue: Age in the workplace: Challenges and opportunities.

Building upon intergroup contact and multiculturalism research, the authors examine how intergenerational contact and organizational multi-age perspectives may contribute toward mitigating ageism and improving work attitudes. The results show promise for both the employees and the organization. In addition, social categorization processes and perceived procedural justice have been shown to be important mediational mechanisms. Findings from this study may provide all people in organizations with effective strategies for improving workplace diversity and tolerance.

11. Jönson, H. (2013). We will be different! Ageism and the temporal construction of old age. *The Gerontologist*, 53(2), 198-204.

The author argues that a temporal construction of old age and older people makes it possible for young people to consider older people as "the other" and their own future selves as "essentially different" from older people of the present (the out-group paradox of ageism). This paradox has persisted over time. However, a cohort of "new old," as represented in the baby boomer generation, has been described as active and self-conscious compared to the images of older people in the past. Although intended to improve images of older people, these images have also served to form identities as "older people" which justify younger people's ageist arguments and behaviors. Since ageism has a tendency to lead to the construction of old age as a problem, we need to shift a focus on the production and use of knowledge of older people. In terms of the out-group thinking, it has historically been present and central to ageism. Thus, it should be challenged through a greater awareness of the temporal construction of old age.

12. Powell, M. (2010). Ageism and abuse in the workplace: A new frontier. *Journal of Gerontological Social Work*, 53(7), 654-658.

Due to the U.S. economic crisis, the media has more frequently covered older workers being laid-off, forced into retirement, and their increased labor force participation. Concurrently, more stories on ageism and workplace abuse have been reported. The author posits that social workers should consider ageism and workplace abuse as possible co-occurring issues and effectively implement policy and organizational change. This means that ageism and abuse in the workplace serve as a way to deny basic human rights.

13. Roberts, J. R. (2008). The Parameters of Prejudice: Knowledge of Ethics and Age Bias. *Journal of Gerontological Social Work*, 50(3-4), 65-79.

This paper examines the issues of professional ethics and age bias among 367 practicing social workers. The results revealed that knowledge of ethics is neither a predictor of age bias nor a result of age bias;

however, age bias was found to exist among even gerontological social workers. Social workers should continually be aware of biased attitudes and reduce age bias by disconfirming stereotypes by individual experience with elders, self-examination of prejudicial attitudes, or educational opportunities to become better prepared for aging matters. Social work education has been appropriately targeted to promote gerontological social work competence. Continuing education offered by professional organizations, gerontology organizations, and conferences are good opportunities for practitioners to reduce ageism and enhance their competence. In addition, this study demonstrated that ongoing, post-graduate education is important to maintain social workers' competent practice.

14. Stahl, S. T., & Metzger, A. (2013). College students' ageist behavior: The role of aging knowledge and perceived vulnerability to disease. *Gerontology & Geriatrics Education, 34*(2), 197-211.

The authors examined the associations among perceived vulnerability to disease, aging knowledge, and positive and negative ageism among 649 undergraduate students. The results showed that perceived vulnerability to disease and aging knowledge were associated with self-reported ageist behaviors. Younger male students tended to report more negative ageism whereas female students were more likely to report positive ageism. The authors recommend that further research is needed to determine the specific aging knowledge (e.g., cognitive, biological, or social aging knowledge) to predict ageism.

15. Unson, C., & Richardson, M. (2013). Insights into the experiences of older workers and change: Through the lens of selection, optimization, and compensation. *The Gerontologist, 53*(3), 484-494.

Using the Selection, Optimization, and Compensation (SOC) model of successful aging, or adaptive competence, the authors interviewed a total of 30 older workers and examined their experiences and the strategies they employed to manage change in the workplace. The participants revealed that being positive about change and being part of a supportive work environment were key contributors to adaptive competence—the ability to age positively and make an ongoing contribution to the economy and society.

16. Yilmaz, D., Kisa, S., & Zeyneloğlu, S. (2012). University students' views and practices of ageism. *Ageing International, 37*(2), 143-154.

Ageism involves negative beliefs and discriminative actions toward older people, especially among young people. The authors surveyed 378 university students to identify their views on ageism and ageism practices. The results revealed that students considered statements related to ageism as discrimination, many of them presented ageist behavior. The authors suggest that identifying young people's views on ageism and their practices of ageism will be key for future direction, aim to develop positive views about older people and help them develop their own ideas, behavior, and attitudes.

17. Yon, Y., Anderson, L., Lymburner, J., Marasigan, J., Savage, R., Campo, M., McCloskey, R., & Mandville-Anstey, S. A. (2010). Is ageism in university students associated with elder abuse? *Journal of Intergenerational Relationships, 8*(4), 386-402.

A total of 206 university students were surveyed on attitudes toward older adults and their proclivity toward elder abuse. Results indicate that student attitudes are correlated with elder abuse, particularly psychological abuse. The authors recommend that younger generations learn how to handle a multitude of aging issues. Resources should be allocated to existing services, raising awareness of the aging population, and encouraging intergenerational dialogue.