

## FACILITATOR GUIDE

Welcome to the **Ageism** facilitator guide. This guide is provided to assist facilitators in delivering this module to students.

This module can be completed online independently by students or alternatively, you can assign part of this module for students to complete independently and then use the facilitator guide to direct small and large group discussion or debrief sessions. The module has been designed to be flexible so you may use it online or within the classroom to best meet your purposes.

The information below will outline each component of the module with suggestions on how to present the facilitator led classroom components.

***Any recommendations for including online sections in your classroom delivery will be bolded & italicized.***

### INTRODUCTION TO THE AGEISM MODULE

The purpose of this module is to provide an opportunity to reflect on your current knowledge of ageism and to discover how ageism can impact patient's and the health care system.

By the end of this module, you will be able to:

1. Identify the many forms of ageism
2. Identify the impact of ageism on patient care outcomes
3. Describe how health care providers can address ageism in their workplace

### PART I - PRE-LEARNING ACTIVITY

The following questions can be used to access prior knowledge about ageism.

Have students take a few minutes to reflect on the following questions.

1. How do you define ageism?
2. What are examples of everyday ageism that you see in society?
3. What is the impact of ageism?

***The online module will have them write a written response to these reflective questions, watch a video, and then re-write their responses based on the new information they have learned. You have the option to have them write their responses in the online module.***

Alternatively, the facilitator can open these questions up to the group for discussion.

The facilitator should then have the students watch a video that summarizes answers to these 3 questions: <https://www.youtube.com/watch?v=6j25TYvgoFo>

After the video, students should review their original answers and rewrite their responses based on any new information they learned. They may share this with the class.

## PART II – VIDEO WITH DEBRIEF QUESTIONS

Have students watch this video from the World Health Organization.

<https://www.youtube.com/watch?v=5vIrl7fiNgw>

You can facilitate a video debrief with your students using the questions below.

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### DEBRIEF QUESTIONS

1. Do you recall noticing ageist messages prior to watching this video?
2. Did you recognize them as ageism?
3. Where have you noticed ageism in your life or work?
4. Did anything in the video surprise you?
5. Did anything in the video make you uncomfortable? Why?
6. Identify 5 messages from the video that you identify with ageism
7. Identify any messages that you relate to
8. How would those ageist messages make you feel if they were directed towards you?

***Alternatively the students can complete these questions online. In the online module, questions 6-8 have options listed that the students can pick from. If facilitating in class, have the students recall what they remember from the video.***

## PART III – THEORY PRESENTATION

This presentation will introduce you to the concept of ageism and the impact it can have on individuals and society. You will also learn about how ageism affects patients' overall health and well-being. Finally, the presentation will review the influence ageism has on the health outcomes, and what health care providers can do to address ageism within the workplace.

***It is recommended that students complete the theory presentations online.***

The theory content is divided into 4 sections and has 4 main objectives.

1. Define ageism in its many forms
2. Examine the impact of everyday ageist messages
3. Discuss ageism and its impact on physical and mental health outcomes

#### 4. Review interventions to address ageism in health care

Two summary videos are provided after the second and fourth sections of the presentation to reinforce the content.

After each section, students will test their knowledge by answering True/False questions. Students need to achieve 80% to pass each quiz. Students will need to successfully complete the True/False questions before moving onto the next section.

### PART IV – CASE STUDIES

In this section, students will have an opportunity to review 3 different case studies related to ageism. These case studies reinforce that ageism exists across the age spectrum and in many different health care settings.

If facilitating in class, it is recommended that students are divided into 3 groups and review one case study / group. They can answer the questions embedded within the online module, or additional questions are provided below for a facilitator led debrief.

Each group should be required to share with the larger group what their case study was about and their responses to the questions provided below.

Case #1 – Jasmine & Ashley

Case #2 – Shayna & Dr. James

Case #3 – John & Ingrid

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#### QUESTIONS FOR FACILITATOR LED DEBRIEF:

1. How does this case study fit the definition of ageism?
2. How did ageism influence the practitioners' interactions with patients?  
Colleagues?
3. How might ageism put the patient at risk in this scenario? How might the patient experience a negative health outcome?
4. Why is it important in your role as a health care provider to address ageism in the workplace?
5. What can you do to combat ageism in your clinical setting?

***If students are completing the case studies online, then it is recommended that they be required to complete ALL 3 case studies. This will provide them with broad examples of ageism in healthcare and across the age spectrum.***

## PART V - INFOGRAPHIC

In this summary activity, students will have an opportunity to demonstrate what they have learned in this module by reviewing an infographic and completing a quiz.

Students will be instructed to:

- Click on the references and download “Infographic #1.” This infographic has inaccurate information on it.
- Review the infographic (#1) and make note of any errors you find.
- Return to the module and complete the quiz questions

Once they have completed the quiz, they should review the 2<sup>nd</sup> infographic provided, which contains the correct information.

Students will be instructed to:

- Click on the reference tab and download “Infographic #2”.
- Review the correct information in the infographic

***It is recommended that this section be completed online.***

Alternatively, if you would like to review the correct infographic with the students as a large group, you may download “Infographic #2” from the reference tab and review it together.

## AGEISM MODULE COMPLETION

The students have now completed the Ageism module.

## REFERENCES

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