

## Empowering Older Adults and Cultivating Generativity • Generations United Conference • July 27, 2023

*Key points:*

- Identify for all generations what they can give and what they can receive from their participation (table below).
- Make this part of your organizational culture (Post it visibly? Include in meeting agendas and program evaluations? Incorporate into your mission/vision/values?)
- State explicitly and regularly in participant trainings and debriefs.

*Sample analysis for ETA's Connections (School Readiness) program:*

<b>Generational group participating:</b>	<b>What they can bring</b>	<b>What they can receive</b>	<b>Ideas to Promote Empowerment &amp; Emphasize Mutual Benefit</b>
<b>Senior Volunteers</b>	<ul style="list-style-type: none"> <li>● Professional skills</li> <li>● Personal expertise</li> <li>● Life experience</li> <li>● Creativity</li> <li>● Flexibility</li> <li>● Time ...</li> </ul>	<ul style="list-style-type: none"> <li>● Fulfillment from making a contribution to child, family, and larger community</li> <li>● Connection to peer group with shared interests</li> <li>● Gaining firsthand awareness of issues facing young families and public schools in high-poverty areas</li> <li>● Extensive training and coaching</li> <li>● Sense of value to the program and the community</li> <li>● Decreased isolation ...</li> </ul>	<ul style="list-style-type: none"> <li>● Assess volunteers' interests, strengths, and skills, both formally (at intake) and informally (ongoing)</li> <li>● Offer opportunities to lead trainings for peers or new volunteers</li> <li>● Offer opportunities for programmatic feedback and consultation</li> <li>● Offer opportunities for social connection to volunteer peers</li> <li>● Coach senior volunteers to recognize and build on children's strengths</li> <li>● Coach senior volunteers to recognize and build on parents' strengths ...</li> </ul>
<b>Parents</b>		<i>(not completed for purposes of this sample – in practice, this table should be completed in full for ALL generations participating)</i>	
<b>Pre-K/K Children</b>		<i>(not completed for purposes of this sample – in practice, this table should be completed in full for ALL generations participating)</i>	

**WORKSHEET/NOTES:** Analyze your intergenerational programming through the lens of empowerment & mutual benefit.  
Remember, in practice this table should be completed in full for ALL generations participating.

<b>Generational group</b>	<b>What they can bring</b>	<b>What they can receive</b>	<b>Ideas to Promote Empowerment &amp; Emphasize Mutual Benefit</b>