

Aging and Adult Dependent Care Committee (AADCC)

February 21, 2023

WebEx

2:00 PM to 4:00 PM

Attendees:

Sandra Scarbrough	Cooper McLendon	Melissa Porter
Louie Brennan	Chris Gaines	Mark Rubert
Maggie Fletcher	Martina Lavrisha	Leon Reynolds
Jill Bartholomew	Debbie Henken	Dan Xi
Jessica Mack	Michael Lindquist	Jose Guerrier

I. Welcome and Introductions

A. Welcome to the new AADCC Committee members in attendance

- i. Ms. Jessica Mack, NINDS
- ii. Michael Lindquist, Ph.D., NCI
- iii. Jose Guerrier, PhD, CSR

II. December Minutes Approval

A. Jill Bartholomew approved the minutes. Mark Rubert second. Minutes approved.

III. Susan Borst, Acting Program Manager, Child & Family Programs

A. LifeWork Resource & Referral Services 2022 Data -Susan

- i. Susan provided the statistics on the various LifeWork Strategies resource and referral services for all four quarters of 2022. Top 3 topics for elder care calls were home care, elder housing and general education materials. Top 3 topics for Adult Dependent/ Elder Care coaching were care planning, caregiving and difficult behaviors in the second half of 2022 since elder coaching services were started. Top 3 topics in 2018 data were child care, legal and elder care and in 2022, the child care predominated, followed by elder care and legal. The Resource & Referral services are receiving more calls overall and the number of calls for elder care have increased in the past 4 years. There has been a 24% increase in use of the Resource & Referral Services by fellows when compared to 2018 data and from 2 quarters of 2022 data provided, 53% of calls are from federal employees, 41% by fellows, 5% by other feds, and 2% of calls are coming from contractors.
- ii. Challenges include communication deficiencies as no longer can send out global emails and system changes in the distribution of the calendar of events. The AADCC has used the listserv and social media to post events and promote services. Typically, fourth quarter services requests drop in the LifeWork data. The data provided today reinforces a wide range of information on services are being provided. Also, important to encourage registration so that even if one cannot attend they can still receive the recording and accompanying slides.
- iii. 2018 Resource and Referral Calls 2018 & 2022. We see numbers increasing which is an indication of service needs and childcare has gone through a significant

transformation because of COVID. Primarily driven by individuals looking at childcare outside of NIH.

- iv. Type of Users Resource and Referral. Other feds defined as individuals who are eligible for NIH Child Care, i.e. White House Walter Reed can only be considered after all other categories of employees are exhausted. Susan is happy to see the fellows are utilizing services. If there is any feedback positive or negative, please refer to Susan who will refer to the resource and referral company.

IV. Chris: NIH Wellness updates

A. American Heart Month Activities Feb 3 and Feb 17. Exercise with Dr. Gibbons and Dr. Goff on Feb 17, “Know our Hearts with CDC and NHLBI”, both events can be found at <https://videocast.nih.gov/>

B. NIH Wellness@NIH newsletter is now live as of late last week Feb 16th

C. Wellbeing Ambassadors meeting on March 28. All Stakeholder groups invited.

V. ORS Strategic Plan: Tammie

A. ORS strategic plan 2021-2026 staff that works toward a living product that develops milestones that incrementally will be updated. Look forward to providing update into final products in the future. AADCC goals are modeled after the ORS strategic plan. Martina will send out ORS Strategic plan to the three new AADCC members.

VI. Social Media – Chris, Tammie, Melissa, Martina

A. MS Teams was discussed in the goals for 2023 section listed below.

VII. AADCC Letter to Dr. Johnson- Martina & Melissa

A. We provided a copy of the annual letter to Dr. Johnson, DDM with today’s agenda and requested any comments or updates. A comment is we write our accomplishments but are there any resources that we might want to consider asking for. The AADCC has shuffled from being under Child and Family Programs to Wellness. Wellness is covering many programs and discussed with Tammie and Rusty the need for additional resources for updating AADCC website and other tasks. The resource to support AADCC comes from DATS but may need to reevaluate where AADCC falls under, i.e. instead of Wellness, perhaps returning to Child and Family Programs where it’s a more natural fit. If there are any comments received by the end of this week, we will forward the final letter to Chris to put on the official letterhead.

VIII. Goals for 2023– Martina & Melissa

A. Partnering with other stakeholder groups

- i. Continuing to partner with Wellness Ambassadors, Health and Wellness Council

B. Service Evaluation – Senior Services Project

- ii. Senior staff input how long and why have they stayed at NIH for so long what is the continued motivation for staying at NIH. Reached out to Drs. Fauci & Grady and did not receive a response. Promote existing services with Amenities to get the word out through RW and NIH Director bulletin boards. Look to get the EAP and Resource and Referral 800 number on the digital boards. Add additional goal to review data on FEVS survey and how it can benefit the community.

C. AADCC Organization – use of MS Teams for meetings, document filing, and correspondence.

- iii. Using MS Teams for AADCC files etc. Cory Stevens, CC IT, is willing to present on better ways to use MS Teams to support AADCC. Focus of the talk would be to increase the functionality of MS Teams to help the AADCC. Reps seems to like Teams even as a substitute to the NIH Calendar of Events. While there are some shortcomings overall MS Teams has gotten positive reviews. Could put the Adult Care Support Listserv on the AADCC MS Teams site as a separate channel to reduce general email volume. Might have some obstacles to getting individuals outside of NIH to get on teams. Let Martina know by **May 2023** if you want to have subjects covered for the June presentation.

IX. AADCC Project Listing – status and updates

A. Stakeholder Engagement & Benchmarking- Chris

- i. No new updates.

B. Flight accommodations- Debbie & Melissa

- i. Discussed at the last meeting. Letter will be disseminated to AADCC after meeting. Request is to review the current travel options for NIH employees >65 years of age as COVID risk is increased based on age alone. While there are accommodations for individuals with disabilities there are no accommodations for those older employees traveling long distances. According to Labor Department, age is not a consideration for an accommodation. Direct flights can minimize COVID exposure but are not approved due to cost issues (tickets costs > \$100). Unsure of what flexibilities NIH might have on this issue as federal guideline. Goal would be to raise the issue to start a conversation as may limit retention. Unsure who to address the letter to as not a NIH policy. People age heterogeneously and do not want to create a class of citizens that would be negatively viewed. Issue relates to the focus of the disability of aging, how would this endanger an employee's life and specify under what conditions this would be considered. Create a project team to determine who would be the right group to send out. Looking for volunteers to work on the project. Mark Rubert volunteered. Discussion tabled for now. Will discuss at next meeting to see if AADCC wants to move forward.

C. Adult Care Support List Serv- Martina

- i. Calendar for 2023 postings is on the AADCC MS Teams site under Adult Care Support Listserv Postings – thanks for everyone's posts!

D. Senior Project – Dan, Martina, Melissa

- i. Service evaluation to senior staff inquiring what keeps you at NIH and what services you find valuable. Senior staff suggested are: Dr. Doug Lowey, Principal Deputy Director from NCI, Dr. Paulette Gray, Director, Division of Extramural Activities, Dr. Richard Hodes, Director NIA, and Dr. Marie Bernard, Chief of Workforce Diversity. Maybe look to go through public affairs as opposed to direct communication to individuals. Maybe put on website to get volunteers to get perspective. Initial outreach NIH leaders then possibly do outreach via various vehicles to get volunteers. Article on Scientific Workforce Diversity by Dr. Bernard was referenced. Co-sponsoring a webinar on scientific diversity.

E. Webinars/Speaker Management- Dan

- i. Article on Scientific Workforce Diversity by Dr. Bernard was referenced. Co-sponsoring a webinar on scientific diversity. Webinar on 4/20 with Child and Family Programs on School aged kids with disabilities and IEPs

F. Newsletter- Melissa & Martina

- i. Article submitted on heart healthy year with emphasis on the positive effects of volunteering on the heart.

G. FEVS Data- Debbie

- i. Is there specific data we are interested in once FEVS data comes back such as what is the average NIH employee age and has the age of individuals changed over the last five years? Committee will need to look at FEVS data to determine what questions are relevant. New data is out so two sets will be available to compare the five or six questions and look at data over the past 5 or 6 years. Civility data and Worklife@NIH survey are other data sets to consider reviewing. Engage OHR and others to request data information. Tonya Lee had questions added in the past. Melissa will reach out to her.

H. Membership

The minimum is 9 for the committee. The group endorsed rolling membership going forward.

The next meeting will be 6/20/2023 at 2PM.