

ageism, specifically interventions that target students in an intergenerational program and staff members of senior living communities. Results from these evaluations point to an increase in positive attitudes among students and a reduction in ageist behaviors among staff members. All presenters will discuss policy, practice and research implications of their studies.

AGEISM AND ITS IMPACT ON OLDER PERSONS' HEALTH

Becca Levy, *Yale School of Public Health, Woodbridge, Connecticut, United States*

Ageism has been called a silent epidemic. The extent to which ageism impacts the health of older persons in different countries was not well understood. In this presentation we will focus on the reach of ageism including negative age beliefs, on older individuals' health. In an exhaustive systematic review, we found that ageism influenced older individuals in 45 countries and 11 health domains, with the prevalence of significant findings increasing over time ($p < .001$). In this presentation, we will also explore the mechanism by which this impact occurs and steps that can be taken to address this epidemic.

DISCRIMINATION AND PROTECTIVE FACTORS TO COGNITIVE HEALTH: TESTING NIA'S HEALTH DISPARITIES FRAMEWORK

Ernest Gonzales,¹ Cliff Whetung,² Jane Lee,³ and Yi Wang,⁴ 1. *New York University, New York, New York, United States*, 2. *New York University, New York, New York, United States*, 3. *University of Hawai'i, Myron B. Thompson School of Social Work, Honolulu, Hawaii, United States*, 4. *University of Iowa, Iowa City, Iowa, United States*

Cognitive impairment is a worldwide epidemic. Informed by NIA's Health Disparities Framework, this study investigated interpersonal, behavioral, and sociocultural risk and protective factors associated with cognitive health trajectories. Mixed models examined factors associated with cognitive health with data from the Health and Retirement Study among Whites, Blacks, and Hispanics (2008-2014, N=4,511). A majority of respondents who experienced everyday discrimination attributed it to ageism among this racially and ethnically diverse sample. Stratified mixed models of everyday discrimination by attribution (racism or ageism) revealed worse cognitive functioning. Major lifetime discrimination was not statistically associated with cognitive functioning. Economic factors (education, income, assets) and religious activity protected cognitive functioning and were particularly salient for Blacks and Hispanics. Strategies that bolster individual resilience as well as social policies that address discrimination and structural inequities will likely reduce health disparities and improve population health.

PERCEPTIONS OF WORKPLACE FAIRNESS IN THE CONTEXT OF AGE AND INTERSECTIONALITY

Cal Halvorsen,¹ Marcie Pitt-Catsouphes,² and Indrani Saran,² 1. *Boston College, Chestnut Hill, Massachusetts, United States*, 2. *Boston College School of Social Work, Chestnut Hill, Massachusetts, United States*

While scholars have focused on workplace fairness (often called organizational justice) for quite some time, the context of diversity—in its many forms—has rarely been included in this conversation. This presentation will review concepts related to workplace fairness, describing how the context of diversity may influence perceptions of it. We then will present the results of a recent survey of 609 respondents aged 18 to 70 with a focus on how holding diverse attributes (e.g., age, gender, and their intersectionality) may shape perceptions of workplace fairness and diversity. Overall, we found that the perceptions of workplace fairness and diversity are similar by age and gender, with a few notable differences (e.g., older respondents value interpersonal justice the most, such as their opinions being considered, and younger respondents see workplace diversity the most positively). These results can inform scholarship and discussions on human resource practices and environmental change in organizations.

APPROACHES TO ANTI-AGEISM INTERVENTIONS

Tracey Gendron, and Jennifer Inker, *Virginia Commonwealth University, Richmond, Virginia, United States*

Ageism, a multidimensional construct, is also understood as a relational process whereby perceptions and behaviors toward older individuals by younger individuals not only damage the self-esteem of elders, but also create a hostile environment for their own future social interactions and their own future self-development as elders. Anti-ageism interventions have the hefty task of improving attitudes and behaviors toward aging within all of these contexts. This presentation will discuss findings from two different anti-ageism interventions both designed to mitigate the negative impacts of ageism. Results from a study on an intergenerational arts-based program found that after participation students demonstrated a positive change in their attitudes toward older adults. Findings from a video-based ageism intervention among a sample of 265 staff members in 15 senior living communities demonstrated decreased internalized aging anxiety as well as decreased ageist behaviors directly after the training and at three month post follow-up. Given the complex and systemic nature of ageism, diversity is necessary in scope and type of intervention in order to reach the broadest audience.

SESSION 6030 (SYMPOSIUM)

AN INTERNATIONAL PERSPECTIVE: THE ROLE OF TRANSPORTATION IN SUPPORTING COMMUNITY MOBILITY NEEDS OF OLDER ADULTS

Chair: Anne Dickerson

Discussant: Brenda Vrkljan

This international symposium brings together leading scholars in occupational therapy research whose shared aim is to support community mobility in older adulthood. In this session, five groups of researchers will share their collective and individual research outcomes supporting continued community mobility of older adults, especially when driving is no longer an option. The first presentation will be their collective international, cross sectional study of 247 older adults from seven countries. This study compared community