



DATE: July 15, 2022

TO: Alfred C. Johnson, Ph.D., Deputy Director for Management, NIH

FROM: Jill Bartholomew and Cooper McLendon, Co-Chairs, NIH Aging and Adult Dependent Committee

Dr. Johnson:

The committee made significant research contributions and promoted services and supports for NIH employees, trainees, and contractors faced with caregiving and adult dependent care responsibilities. We are again submitting a summary of the AADCC's accomplishments and goals in lieu of a 2021 Annual Report due to the pandemic's impact on the committee and its members.

In 2021 the committee has continued to look at ways to support the population with challenging caregiving responsibilities as well as concerns pertaining to aging. The lack of awareness of the many programs and services available to staff continues to be the greatest challenge the committee faces.

Accordingly, the AADCC focused on increasing awareness of available resources for NIH Federal employees, trainees, and contractors. We worked closely with ORS, Division of Amenities and Transportation Services (DATS), to promote existing services and programs through virtual outreach events such as Work and Family month, webinars, and NIH-wide emails on aging and adult dependent care topics. We designed an online visual, "Resources to Help You Thrive at NIH" to quickly connect employees to available resources, e.g., leave bank, EAP, etc., which was recently uploaded to the AADCC website. The committee developed a standardized slide deck presentation about the AADCC and its efforts to increase awareness and disseminate information about NIH services and programs.

The AADCC values the synergies and benefits of partnerships for cross-promotion of activities and services. We initiated outreach with key stakeholders including the Well Being Ambassadors and the newly formed Health and Wellness Council (HWC) co-chairs. Our goal was to increase collaboration and establish relationships among key stakeholders. Examples of these efforts include:

- Partnered with and participated in ORS' Work-Life@NIH Branding and Marketing Concepts review committee. Provided feedback to ensure tie-ins to the AADCC.
- Partnered with NIH Health & Wellness Council on "Join the Keep It Moving Challenge!!"

- Brainstormed with Child Care Board to identify possible overlap, synergies, and lessons learned in the era of reduced resources during COVID.
- Worked with OCPL to provide input on and promote “Our Healthiest Self,” a series of toolkits on Emotional Wellness, Environmental Wellness, Physical Wellness, Social Wellness, and Disease Prevention. The toolkits highlight evidence-based tips for living well and improving your health.

Five virtual committee meetings were held in 2021. For each meeting, we coordinated outside speakers to educate and inform committee members and other partners who were invited to participate, such as Well Being Ambassadors and the Health and Wellness Council. Presentations and follow-on discussions were as follows:

- “NIH Sponsored Research Related to Exercise/Physical Activity and Aging” - Dr. Lyndon Johnson, NIA
- “Connection with Alzheimer’s and Dementia” - Dr. Derek McLean, NIA
- “Nutrition Considerations in Aging.” - Sarah Henke, RD LD CNSC, Clinical Research Dietitian at the NIH
- “Aducanumab: post-approval debates, dilemmas, and decisions” - Madhav Thambisetty, MD, Ph.D., Senior Investigator and Chief, Clinical and Translational Neuroscience Section, Laboratory of Behavioral Neuroscience, NIA
- “Planning for Retirement” – Hunter Rich, The Foundation for Financial Education (F3E), a 501 C3 nonprofit organization dedicated to spreading financial literacy

Highlights of committee initiatives include:

- Worked with the NIH EDI data analytics team to review and pull FEVS data points from the survey as it pertains to the goals of the AADCC. Searched for data regarding the average current age of the NIH population and whether it has trended up or down from 10 years ago. This can help steer decision-making with the committee to better serve the aging workforce.
- Coordinated and conducted an NIH-wide webinar in March about COVID-19 Vaccination Hesitancy. Dr. Chou, NCI, presented her research; Using Evidence-Informed Communication Strategies to Address COVID-19 Vaccination Hesitancy. The webinar was among the most highly attended for the AADCC with more than 350 attendees.
- Provided articles for Wellness@NIH Quarterly Wellness News –February and July 2021 –on the Aging and Adult Dependent Care Committee and Membership.
- Continued working closely with ORS’ Website Redesign initiative to improve navigation, make the AADCC page prominent and easy to locate, and update content. The AADCC obtained approval from the NIA to access their Flickr account with photos for the AADCC to use for the website redesign.
- Presented about caregiving and aging resources and services to the Fogarty International Center (FIC) Fit Executive Virtual Wellness Activity meeting on September 14.

- Collaborated with the Office of Equity, Diversity, and Inclusion to ensure that the AADCC represents and cross-promotes disability resources.
- The AADCC was responsible for the last week of Work and Family Month. The AADCC contributed to weekly Work and Family Month meetings from July 29 to November 4. The committee suggested ideas for content and programming, as well as coordinated activities and applied resources related to the Work and Family Month theme. These activities included an NIH-wide webinar on the nutritional needs of our aging workforce. Week four also featured prerecorded webinars. This helped push traffic to the website and available aging, caregiving, and eldercare resources.
- Initiated and tracked weekly posts on the 400-member Adult Care Support Listserv. Sought feedback from participants to identify areas of interest and need among employees. This resulted in increased participation and dialogue among listserv members. Examples of the topics and conversations included:
  - Sleep and mental health in older adults
  - Family caregivers and the coronavirus vaccine
  - Consolidated list of resources for Older Americans Month
  - Positive mood in older adults suggests better brain function
  - Staying connected and engaged while working from home
  - Dealing with anxiety
  - COVID vaccine scheduling for aging family members
  - Tips for choosing a nursing home
  - Tips for reducing distress associated with vaccination
  - How to locate a health aid for a parent with dementia
  - Strengthening the Direct Care Workforce: Scaling Up and Sustaining Strategies That Work
  - Importance of oral health for older adults
  - NIH Resources to Keep in Mind, especially during Older Americans Month
  - Need to Provide Support for Women in the Workforce Who are Caregivers
  - Healthy Vision
  - Older Adults and Extreme Heat

This past past year we revised the AADCC committee structure, merging the research and communications work groups into 14 project areas of interest and need. We also recruited and renewed membership for 2022 and beyond, including new co-chairs.

We sincerely believe the AADCC has made important contributions that support the workforce, even during challenging times when members could not meet in person during the pandemic. The committee hopes to continue to have a positive, meaningful impact and welcomes interaction with leadership to better understand priorities as we transition into a return to the workplace.

We welcome your recommendations about whom to contact and how to elevate aging and adult dependent care services among other NIH partners and the community at large. We also welcome your attendance at any meeting of the AADCC to meet the new co-chairs and engage in a discussion about how this committee can assist with pertinent aging and caregiving issues.

Last, we wish to inform you that the new co-chairs of the AADCC beginning in 2022 are Martina Lavrisha, CC, and Melissa Porter, NCI. We have been honored to have served as co-chairs for the past four years and look forward to continuing to serve as AADCC members.

Sincerely,

Ms. Jill Bartholomew  
Co-Chair, AADCC

Ms. Cooper McLendon  
Co-Chair, AADCC

cc:

Ms. Tammie Edwards, Director, DATS, ORS

Mr. Timothy Tosten, Associate Director, PES, ORS

Ms. Colleen McGowan, Director, ORS