



Testimony in support of HB 2938 – Task Force on Age Discrimination

March 15, 2021

House Committee on Business & Labor

O4AD, the Oregon Association of Area Agencies on Aging & Disabilities, is pleased to offer our testimony in support of HB 2938 as introduced. O4AD supports this task force and work to help our state continue on the goals of equity and inclusion. Ageism can often be an overlooked in the conversation on how to enhance access to the workforce but to those who are subjected to this type of discrimination, it is very real.

As reported by AARP, 76 percent of older workers see age discrimination as a barrier to the workforce. With unemployment as a real and present reality for many due to the pandemic, our collective efforts to help others gain access to employment must include those individuals who are over age 50 and have vast experience to contribute. Algorithms often screen older adults out when they apply online for new positions, older adults have an increasingly difficult time obtaining employment if they lose a job, and women suffer from age discrimination at an even higher rate than their male counterparts.

The Task Force on Age Discrimination will allow a thoughtful and relevant conversation to determine recommendations to deter age discrimination in the workforce and promote opportunities for access by all ages. We support this work as we support the independence, dignity and choice of older adults in our state. We urge your passage of HB 2938.

Thank you for your consideration.

For more information, please contact Nicole Palmateer Hazelbaker. nicole@braviocommunications.com