

Nasjonal konferanse:

# SAMMEN FOR ET ALDERSVENNLIG NORGE 2024

A global perspective on Age-friendly



Thiago Hérick de Sá
Leder Globalt nettverket av aldersvennlig byer og
lokalsamfunn
Ver 'ans helseorganisasjon (WHO)

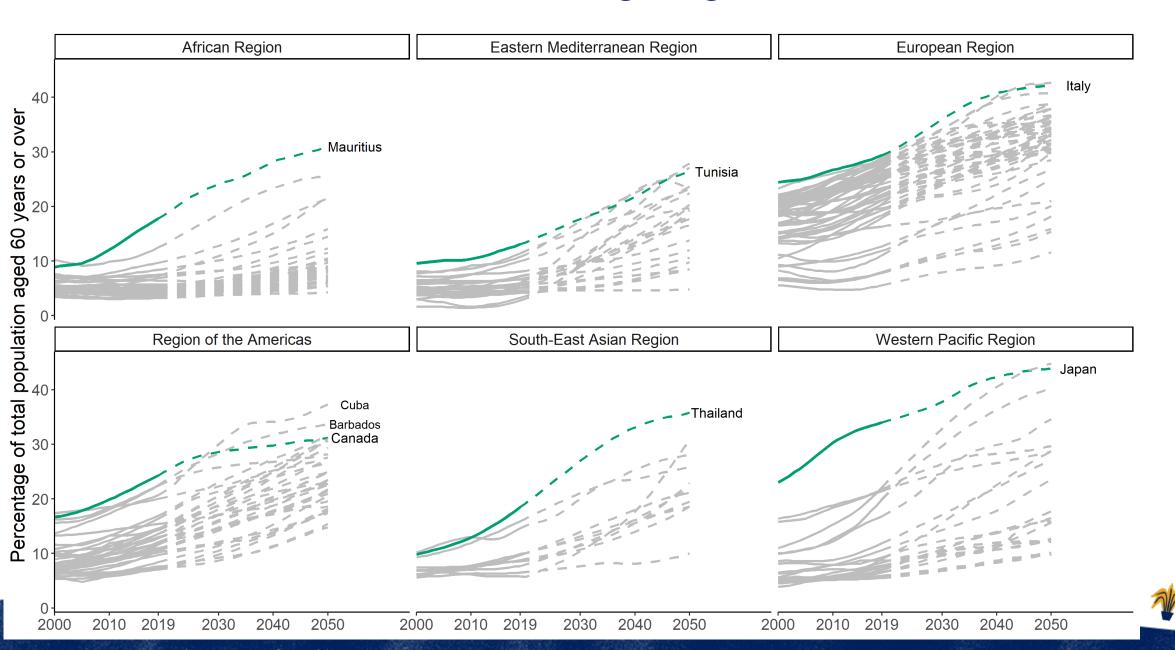
Age-friendly Environments and the WHO Global Network for Age-friendly Cities and Communities

Thiago Herick de Sa,
Technical Officer – Age-friendly environments
Demographic Change and Healthy Ageing
World Health Organization



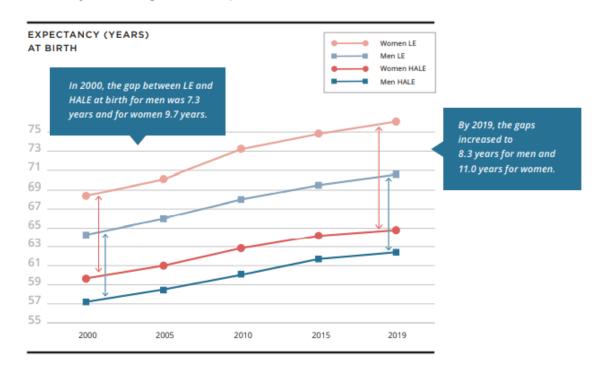


### We are living longer lives!

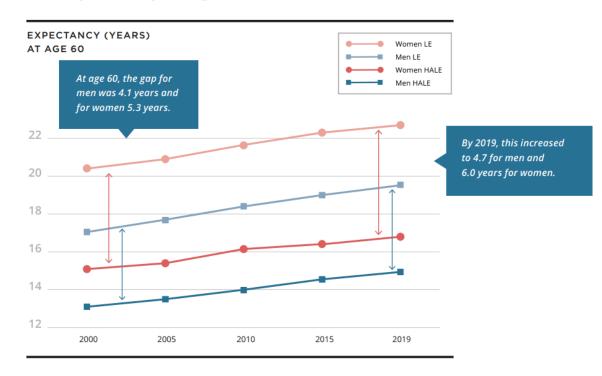


# We are living longer, but not (yet) healthier

Gap increases between life expectancy and healthy life expectancy at birth, 2000-2019<sup>147</sup>



Gap increases between life expectancy and healthy life expectancy at age 60, 2000-2019<sup>147</sup>







### Our environments are key to closing the gaps



Housing



Assistive technologies



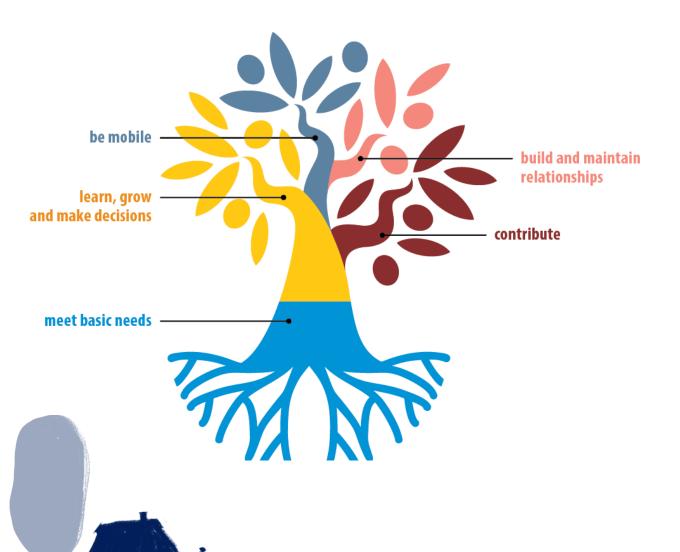
**Transport** 



Social facilities

Environments comprise all the factors in the outside world that form the context of an individual's life.

These include home, communities, and the broader society. Within these environments are a range of factors, including the built environment, people and their relationships, attitudes and values, health and social policies, the systems that support them, and the services that they implement.



# Age-friendly environments enable all people to:

- ✓ age well in a place that is right for them
- ✓ continue to develop personally
- ✓ be included
- ✓ contribute to their communities
- ✓ enjoy independence and good health



Age-friendly environments benefit all community members by removing physical and social barriers and fostering inclusiveness.

This not only benefits older people. It also improves accessibility, addresses gender inequities, and helps build the resilience of communities for emergencies.



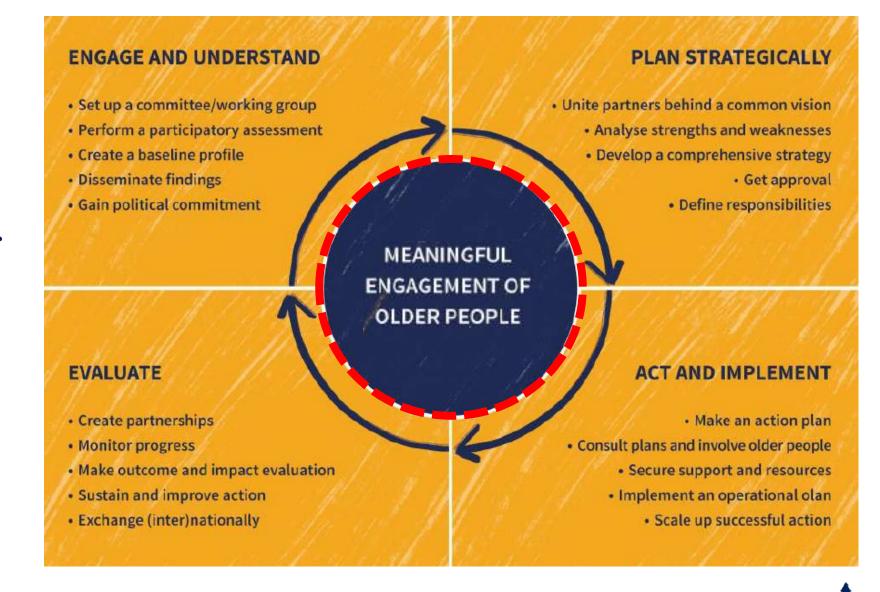
Developing age-friendly cities and communities is a proven way to create age-friendly environments.

Age-friendly cities and communities improve access to key services and enable people to be and do what they value through action across eight domains:





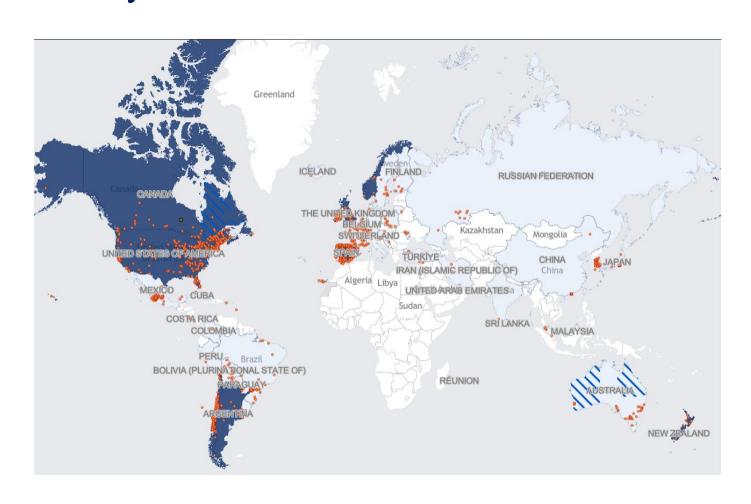
Age-friendly cities and communities follow a series of agefriendly cycles in their journey.







The benefits are demonstrated daily by the WHO Global Network for Age-friendly Cities and Communities, featuring over 1700 members across more than 53 countries all committed to becoming more age-friendly.



Learn more about the Global Network here:





### Verdens helseorganisasjons globale nettverk for aldersvennlige byer og kommuner



WHO:n maailmanlaajuinen ikäystävällisten kaupunkien ja yhteiskuntien verkosto

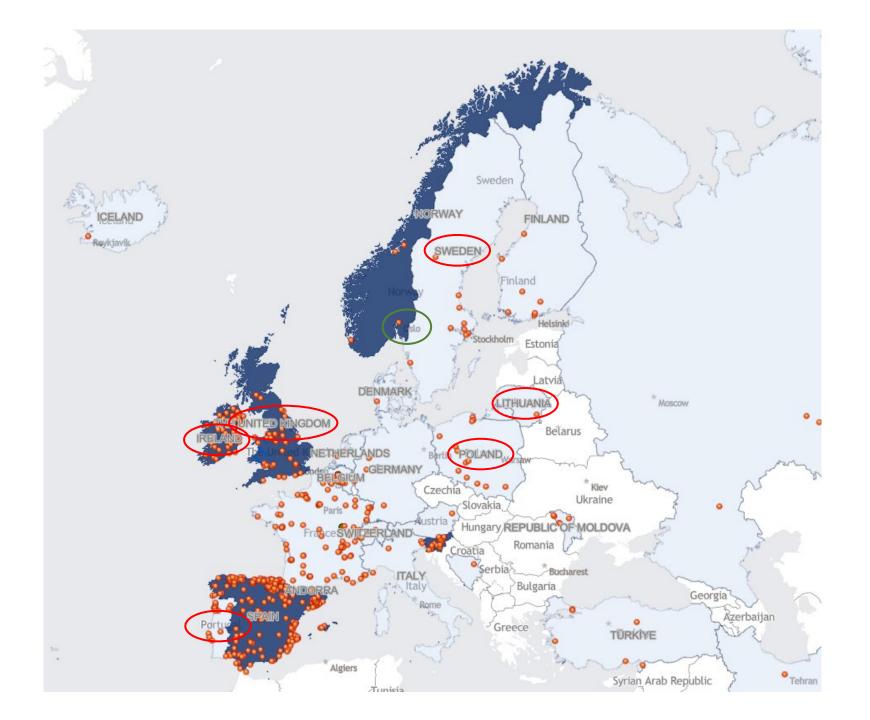


WHO:s globala nätverk för åldersvänliga städer och samhällen



Alþjóðaheilbrigðismálastofnun samstarfsnet um aldursvænar borgir og samfélög

- ✓ Created in 2010, demand from cities involved in the Age-friendly Cities guide (2007)
- ✓ Common vision: to make communities a great place to grow older in
- ✓ Mission: connect; inspire; support
- ✓ Steady growth, large uptake in both high and low- and middle-income countries in the last five years



Norway's journey in creating a national and global agefriendly community

Learn more about the Global Network here:



# Who can join the WHO Global Network for Age-friendly Cities and Communities?

- Any city, community or sub national level of government: WHO's 194 member state. Apply directly on Age-Friendly World (FR, SP, EN).
- https://extranet.who.int/agefriendlyworld/application-form/

### What does it take?

- Commitment from the highest political authority (e.g. Mayor)
- Use of a common methodology (engage, plan, implement and monitor)
- Sharing including submission of <u>one age-friendly practice</u> annually

# The Global Database of Age-friendly Practices features over 900 concrete activities implemented by Global Network members to make their communities better places to grow older.



## Age-friendly world



Hor

Abo

WHO Global Network

Age-Friendly in Practice

Resource Library

### Search Results



### Housing advisory service

We launched a new housing advisory service in 2022, which has proved very successful. We assist approximately 300 clients annually. Housing advisors assist all Vaasa residents or newcomers in need of housing advice. Many clients face challenging situations such as homelessness, rent arrears, or eviction. In the future, housing advisors will focus more on advising...

Read more

Started: 2022

Location: Vaasa, Finland

Desired outcome for older people: Meet their basic needs

Sectors: Housing



### Mappings of the accessibility of the outdoor environment



During both the summer of 2020 and 2021 extensive mappings of the accessibility of the outdoor environment were conducted on a large area in different parts of the city.

The focus of the mappings was specifically on streets and crosswalks, pedestrian and bicycle lanes, as well as entrances of crucial public buildings. The mapping of the...

Read more

Started: 2021

Location: Vaasa, Finland

Desired outcome for older people: Be mobile

Sectors: Health

### Search and Filter Agefriendly Practices

Search	
Search	
☐ Practices which have be	en
evaluated	
Filter by country	
Finland	~
Filter by city/community	
All communities 💙	
Filter by year started	
197: 🗸 . 202 🗸	
Population Size	
0 - 110,000,000	
Filter by proportion of populat	ion
0% - 100%	
0	
Filter by sector	
All sectors	
All Sectors	

Filter by desired outcome for older

people

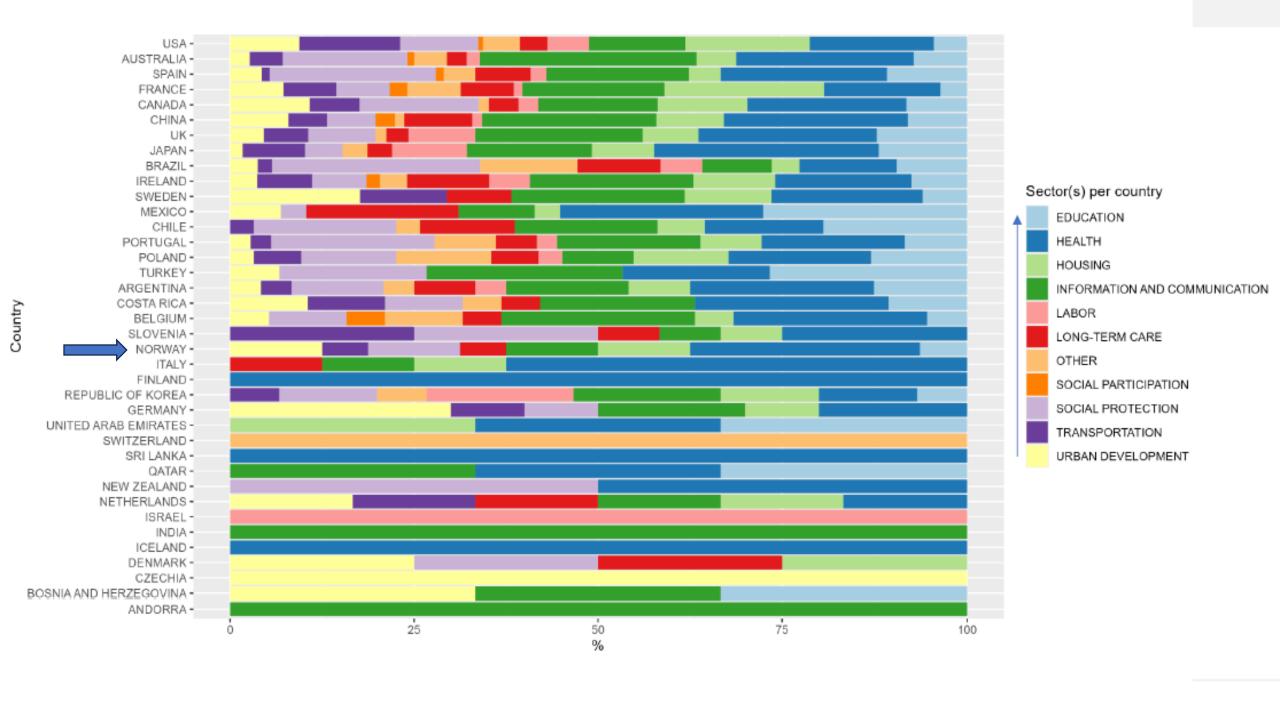
All outcomes

Filter by government level

Filter by issue

All Items

All levels



### **GLOBAL CAMPAIGN TO COMBAT**

# AGEISM

**Toolkit** 

### Resources

- Global report on ageism main report (EN)
- Global report on ageism executive summary (<u>EN</u>, <u>SPA</u>, <u>FR</u>)
- Q&A on ageism (<u>EN</u>, <u>SPA</u>, <u>FR</u>)
- Power point presentation on ageism (EN, SPA, FR)
- Conversation guide (<u>EN</u>, <u>SPA</u>, <u>FR</u>)
- All social media tiles (EN, SPA, FR)
- Full film (<u>EN</u>, <u>SPA</u>, <u>FR</u>)
- Short film (<u>EN</u>, <u>SPA</u>, <u>FR</u>)
- Campaigning to tackle ageism: current practices and suggestions for moving forward (EN)

### Project 60+Connected to the Digital World, Veranopolis city (Brazil)



The project provides digital inclusion courses for older people and the dissemination of digital content to stimulate self-care and health education practices that promote their autonomy and independence.

Older people are taught to use smartphones and tablets, starting with basic features (access to Wifi, volume and font adjustments, use of google, whatsapp, among others) and applications and websites specifically aimed at older people.

Biggest challenge was to motivate older people to join, many were afraid and even a little ashamed to perform their registrations, because they believed that they would not learn to use the new technologies because they are old. This was overcome with the support of older people, that is, the most motivated and participatory were encouraging those who were most afraid.

The Project had the support of the Municipal Council of Older People, the Municipal Secretariat of Social Development, Housing and Longevity, and the Vivo Foundation.



The Scenic Creations Workshop project has been running continuously since 2015, involving older adults who have a desire to express themselves through theater.

Driven by the Community Engagement department of the municipality, the workshop aims to contribute to the recreation of older adults with an inclusive proposal that puts them in the spotlight. They hold weekly rehearsals to prepare theatrical plays that are performed live twice a year.

Additionally, they complement their activities with a Radio Theater program, which they perform on the radio at the Correntinos de La Plata Center, where they also hold their rehearsals.

# The Scenic Creations Workshop project, La Plata (Argentina)





# Age-friendly Practice 6 - Melville Age Friendly Accessible Business (MAFAB)



The City of Melville is working with local businesses to provide a supportive, inclusive environment for all shoppers.

MAFAB Network is a City of Melville initiative working with local businesses to implement age-friendly and accessible initiatives to support the older population, including those living with dementia and people with disabilities, a demographic who make up a significant part of the Melville community.

The network was created to support businesses to meet the needs of this important group and is part of a wider strategy to ensure Melville is an accessible, inclusive and age-friendly city.

MAFAB provides opportunities for local business to share and showcase some of their age friendly and accessible innovations, training for staff, receive regular communications on MAFAB and Accessible Inclusive information about up-to-date research and attend and participate in networking events.

### MAFAB has already achieved:

- Dementia awareness training provided to members
- Participation at the City's Your Business Our Future Business Forum
- Reporting to Advocare on the potential for abuse of people in mobility devices at payment counters, as identified by a MAFAB member.

### Age-Friendly Employment - Age-Friendly Neighbourhoods Membership



Make yourself comfy! Starting soon...

### Being an Age-Friendly Employer





Image credit: Centre for Ageing Bett

A workshop held for employers across the West of England Combined Authority, to explain the pledges in WECA's Good Employment Charter in an age-friendly context.

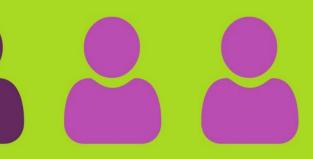
In February 2020, **Bristol – UK** launched their local Age-Friendly Neighbourhoods Network, which replicates the global network on a local scale. Similarly to the WHO network, this initiative offer community groups and organisations the chance to be recognised for their efforts towards becoming age-friendly and to share resources, action plans and practices with other members.

As candidates for this scheme are likely to have limited funding and resources, we simply ask that they complete a checklist that helps them to consider their neighbourhood's provision in the context of each domain, and an action plan with at least three objectives they are working towards to change their area.

Following submission of the membership pack, applicants receive a certificate to celebrate their membership of the network and the offer of one-to-one support to discuss their action plan.

### Social isolation and loneliness

Social isolation and loneliness among older people are widespread:



In some countries, up to

1 in 3 older people are lonely.











Social isolation and loneliness among older people are harmful:



They **shorten** older people's lives



They **damage**their physical and
mental health



They **reduce** their quality of life











# Martorell and the Good Neighborhood – Bon Veïnatge (GN-BV) project (Spain)



The Community Social Work Project (Good Neighborhood (Bon Veïnatge)) established in March 2018 and was incorporated into the Municipal Action Plan for older people.

The approach was to create a network of contact points with commercial shops, pharmacies, optical clinics, centers for older people, and other relevant associations that can support the provision of necessary services for older adults.

The two main objectives of the program are to 1) mobilize the community to reduce the number of people in isolation, or unwanted solitude, and 2) help older people who wish to stay at home as much as possible, by supporting improvements in their well-being.

The group also includes health social workers, mental health professionals, social services and other organizations.









Anumber of walkability audits were conducted with the Older Persons Council/Wheelchair users and persons with limited abilities to assess the existing streetscape and access to services from a safety and accessibility perspective.

Arising from these audits a strategy and action plan were devised and several measures were introduced, including:

- enhanced shared surface public realm
- drop kerbs
- additional pedestrian crossings
- age-friendly seating and parking
- accessibility enhancements to recreational areas
- age-friendly business accreditation
- and physical activity programmes for older persons.

### Walkability audits at Ennis Age-Friendly Town, Ireland





The Manchester-based research project – Urban Villages – has tested the potential of the Village model, using participatory approaches working with groups of older people in two inner-city environments in Manchester, both with significant levels of economic deprivation.

Residents were supported to develop and test in total seven age-friendly projects, all aimed at reducing social isolation and supporting ageing in place. The research aimed to involve marginalised individuals and groups in the co-design, leadership and implementation of projects to better support the goal of ageing in place.

Ensuring an age-friendly infrastructure through access to public spaces, mentoring support and encouragement was key to successful project delivery.

Community interventions to promote ageing in place through participatory approaches with older people,

Manchester, UK



The University of Manchester





The Mataró City Council initiated the exchange before the pandemic, with sessions held in Montcada i Reixac (2019) and Sabadell (2023).

The program includes two working days, one in each city, where older adults meet to share experiences on promoting healthy aging. Each day begins with a coffee meet-and-greet, followed by an institutional presentation, group discussions moderated with a set of questions, a physical activity session, and a shared lunch. Afternoons are dedicated to recreational activities, fostering collaboration and a broader perspective.

Facilitators gather afterward to review popular ideas and initiatives, aiming to highlight effective practices and ensure alignment in aging-friendly strategies across both cities. The meetings, open to residents over 60 and interested organizations, help build friendships and allow cities to share and adopt valuable practices.

### Exchange meetings between agefriendly communities, Mataro, Spain









# **TUSEN TAKK!**



Age Without Limits -England's first ever anti-ageism campaign



**Kiran Ramchandani**Director of Policy and Communications
Centre for Ageing Better





# The harms of a geism

Ageism causes significant harm to us all-as individuals, to the economy, to society

Work: older workers are seen as having lower levels of performance, and less ability to learn.

Housing: with a reluctance on the part of developers in recent years to build higher levels of accessibility into new homes.

Health and social care: a geing seen as an inevitable process of increasingly bad health.

Media and advertising: Skills seemingly become invalid at a certain age, and over 50s absent from the marketing of everyday products.

### **SEBASTIAN SHAKESPEARE: Anthea** Turner, 59, empties her wardrobe of age-inappropriate clothes after fearing she looked like 'mutton dressed as lamb'

By SEBASTIAN SHAKESPEARE FOR THE DAILY MAIL

















TV presenter Anthea Turner has had a major cull of all her skimpy clothes.

'It's a frightening thought but you need to ask "Is this mutton dressed as lamb?" the 59-year-old says.

'I think the best thing you can do is do what I did recently and have an age clear-out of your wardrobe.



This is quite unlikely to occur this time around. **Not to put too fine a point on it, from an entirely disinterested** economic perspective, the COVID-19 might even prove mildly beneficial in the long term by disproportionately culling elderly dependents."



### What not to wear if you are a man over 50

When self-confessed fashion hoarder Adrian Clark hit 50, he knew the camouflage trousers and Converse had to go. He shares his age-appropriate style tips for men





Old people are an increasing burden, but must our young be the ones to shoulder it? Phillip Inman

Incomes for retirees have risen by 60% in 12 years, but by just 36% for the rest. Maybe they should be made to share their good fortune



# Key facts and stats

- 1 in 5 employers believe that age discrimination occurs in their organisation.
- 1 in 5 older people live in poverty, yet the idea of the rich baby boomer remains common in the media.
- Just 1 in 4 TV ads feature characters aged 50 or older and 1 in 20 feature characters aged 70 or older.
- Older adults are the most likely to volunteer, vote and provide unpaid care.
- Just 2.5% of older people (aged 65 and over) live in care homes, yet the public thinks it's 25%.

# Effects of a geism

- 53% said interpersonal ageism made them feel "not valued"
- 47% said it made them feel "patronised"
- 45% said it made them feel "unimportant"
- 41% said it made them have "low self-confidence"
- 40% said it made them feel "angry"

"In a supermarket, a staff member took my mobile from my hand to show me how to use a coupon. I already knew how to do it, their Wi-Fi wasn't working!" Female 60-69

# Why a campaign to tackle ageism?



# Ageism affects everyone

Ageism is the most widespread form of discrimination—half of older people experience it



### Im pact on later lives

It a ffects all a ges
and its damaging
impact is felt
profoundly as we get
older



# Prevents people growing older with confidence

Age is m limits lives, he alth and wellbeing and leads to people being devalued and marginalised as they get older



# Consequences for wider society

It has damaging
consequences for
our economy and
wider society – and
ageing population
brings urgency

#### **CAMPAIGN STATEMENT**

# ARE YOU AGEST?

**#AREYOUAGEIST** 

#### **Anti-ageism campaign**













New anti-ageism campaign to tackle prejudice against those over 50s

Half of people aged over 50 say they have been treated with disrespect in last year because of their age.

By SARAH O'GRADY, Social Affairs, and Education Edit to 19, Nov. 2017; SIGN 1 UPSATED 1920, 9814, 38115, 2014





Ageism campaign: Sheffield woman tells of struggle to find work

<



| Parcially Surfaces | cald the found it surrounds of House to Fort a lab in her S



### Action day

#### See and be seen

- •Opportunity for everyone to take part and take ACTION
- •Direct engagement of over 2,850 people and interaction with at least another 1,000
- •Small m icrogrants program me (up to £500)
- •We received 146 applications from 39 different communities and funded 46 grants in 27 communities
- •42% said they would not have participated in the Action Day had they not received a grant

# 24%

of adults 18+saw at least one element of the campaign.

# 7 in 10 of those who recognised the campaign took action



48% of campaign recognisers agreed "it made me question whether Iam ageist or not"



90% of people
who took the
'Are you ageist?'
quiz completed
it
(22,364 comple
tions)



24% of campaign recognisers talked to friends, family and colleagues about ageism



Over 60
events marking
our 'See and Be
Seen' Action
Day were
hosted across
the country

### What did we ask people to do?

#### Four key actions



#### Re-evaluate the way they think

48% of campaign recognisers agreed "it made me question whether I am ageist or not



#### Take part in our quiz

22,855 quiz completions



#### Learn more about ageism

37,397 new visitors to the website



#### Take wider action

71% of campaign recognisers took action

5,310 Newsletter subscribers

#### Eva lu a tion

Three-year objectives

- 1. Increase public awareness and understanding of ageism 3% more people show awareness of ageism and its harms
- 2. Public attitudes and behaviours towards ageing improves 3% fewer people a gree with negative sentiments and stereotypes
- 3. Public attitudes and behaviours towards older people im prove 3% more people say they feel more respected; 3% fewer people experience discrimination in everyday settings such as the workplace
- 4. Fewer older people engage in self-lim iting behaviours due to internalised ageism 3% fewer people engage in self-lim iting behaviours due to internalised ageism

Let's change the way we think about ageing.



# Thank you

Inkluderende design, medvirkning og brukersentrert innovasjon



**Knut Bang**Seniorrådgiver design
Design og arkitektur Norge (DOGA)





Design og arkitektur Norge (DOGA)

# Inkluderende design, medvirkning og brukersentrert innovasjon

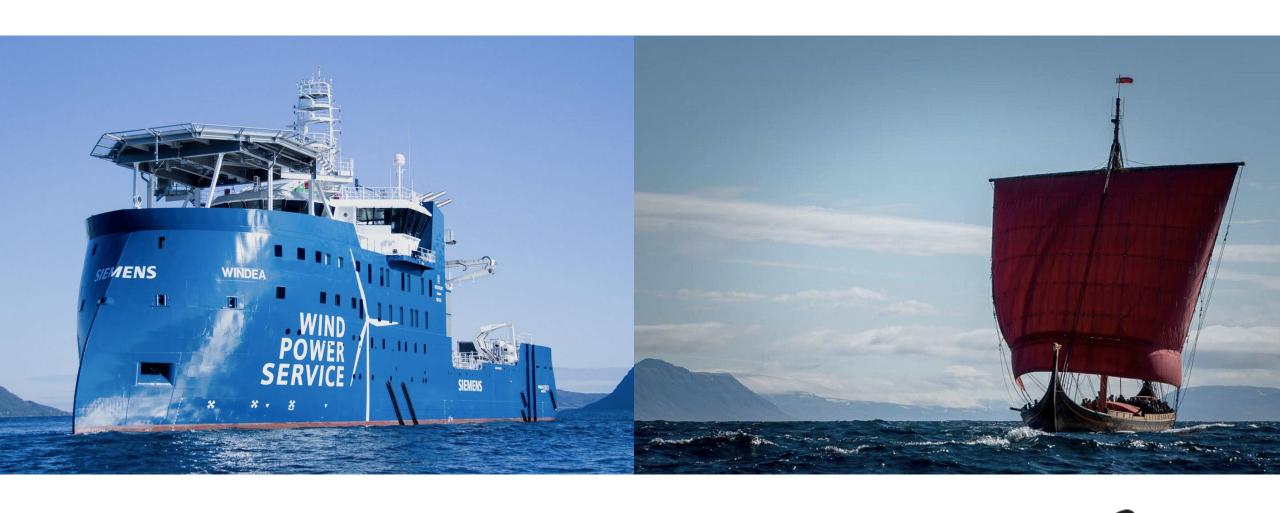
Knut Bang Senior designrådgiver Innovasjon for alle

www.doga.no inclusivedesign.no @doganorway



# HVA ER DESIGN?

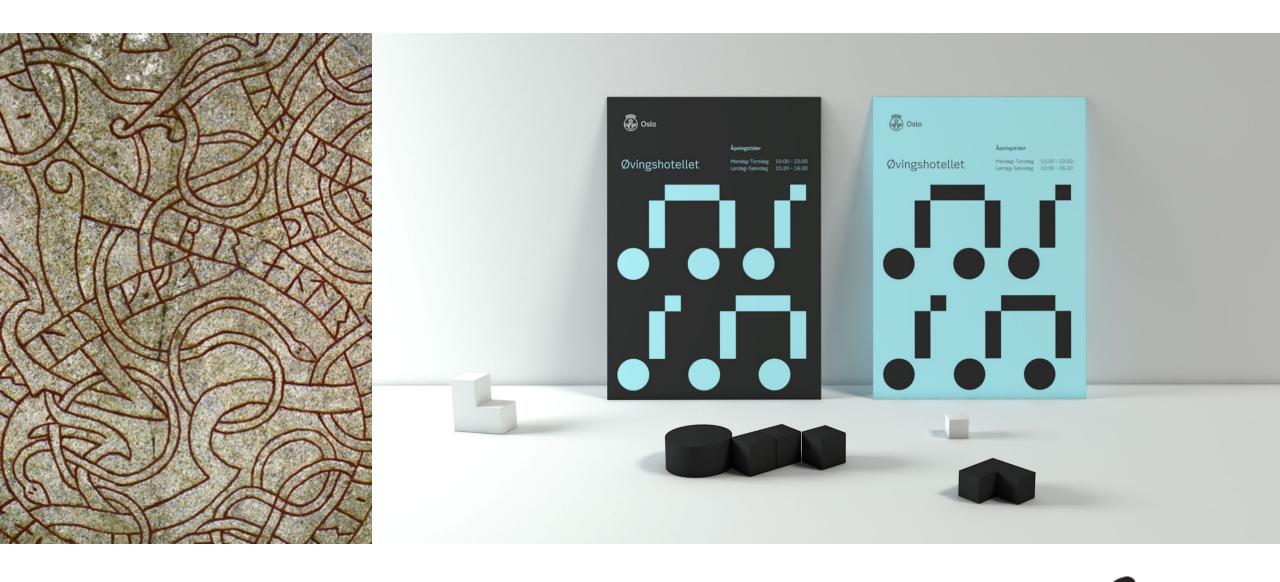




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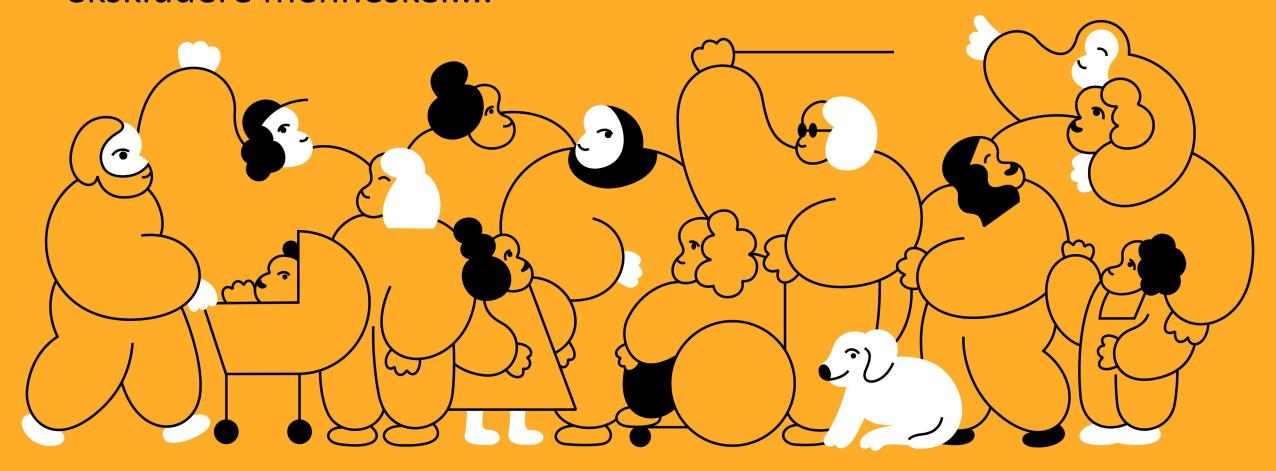
DGA



# INKLUDERENDE DESIGN

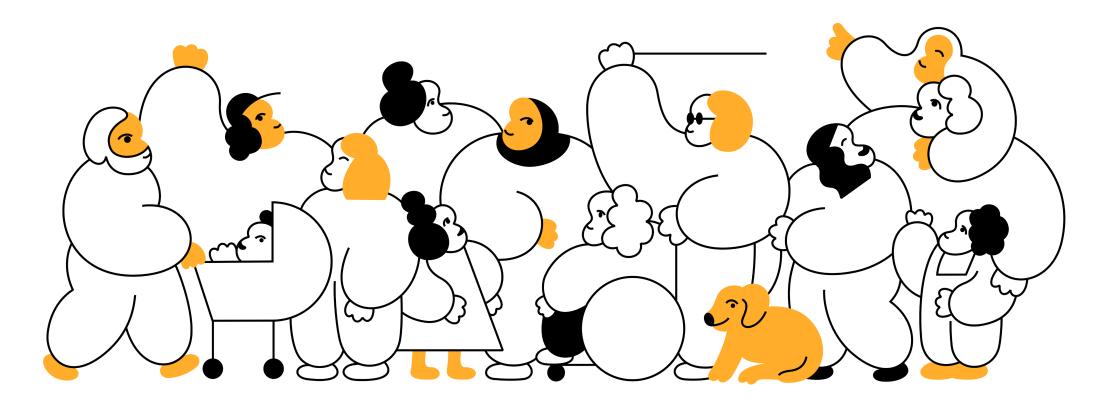


Enhver designbeslutning har potensiale til å inkludere eller ekskludere mennesker....





**Inkluderende design** er en empatisk og menneskesentrert prosess som gir verdi til enkeltindivider, virksomheter, merkevarer og samfunn.









#### Nettressurs – inkluderendedesign.no/inclusivedesign.no



# Støtte til inkluderende design

DOGA deler ut økonomisk støtte til inkluderende design i næringslivet. Designstøtten gis til både innsiktsfase og utvikling av mer brukervennlige og inkluderende produkter, tjenester, digitale løsninger og bygde omgivelser for et større mangfold av mennesker. Søknadsfristen i 2024 var 27. september.



Disse fikk inkluderende designstøtte i 2022



Disse fikk inkluderende designstøtte i 2021



Disse fikk inkluderende designstøtte i 2020



D G

# Innovasjonsprisen for inkluderende design

Innovasjonsprisen for inkluderende design hedrer virksomheter, designere og arkitekter for prosjekter som bidrar til et mer likestilt samfunn med fokus på mangfold, likeverd og universell utforming. Prisen deles ut hvert tredje år. Neste søknadsfrist er 2026.

#### Hvert tredje år

Innovasjonsprisen for inkluderende design deles ut hvert tredje år. I 2023 ble prisen delt ut for femte gang.

#### Mangfold av mennesker

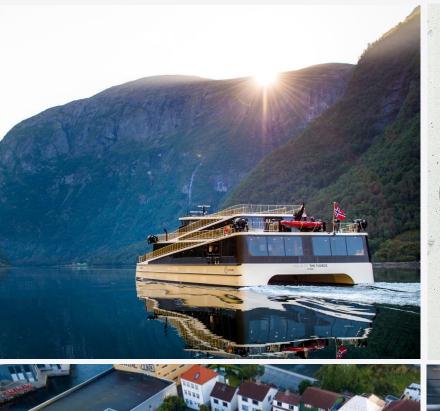
Prisen fremhever innovative, inkluderende og brukervennlige løsninger som begeistrer og kan tas i bruk av et mangfold av mennesker.

#### Bærekraft

Prisen hedrer produkter, tjenester, grafisk design, digitale løsninger og bygde omgivelser som bidrar til sosial, miljømessig og verdiskapende bærekraft.

#### Privat og offentlig

Prisen kan tildeles både virksomheter, designere og arkitekter inkludert studenter og nyutdannede innen design og arkitektur.















# Kommunikasjon eller informasjon?



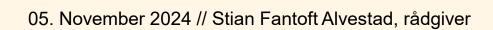
**Stian Fantoft Alvestad**Prosjektleder for aldersvennlig samfunn
Stavanger kommune





Sammen for et aldersvennlig Norge 2024

# Stavanger kommunes aldersvennlige reise



#### Kort om Stavanger kommune

- Fakta
  - 150.000 innbyggere
  - 16% av befolkningen er 65 år eller eldre
  - Variert geografi og demografi
- Aldersvennlighet i planverket
  - Gode hverdagsliv (for alle, hele livet)
    - Stavanger kommune ønsker driftige lokalmiljø
    - Stavanger vil ha aktive innbyggere som klarer seg best mulig gjennom hele livet
  - Fra service-kommune til samskapingskommune

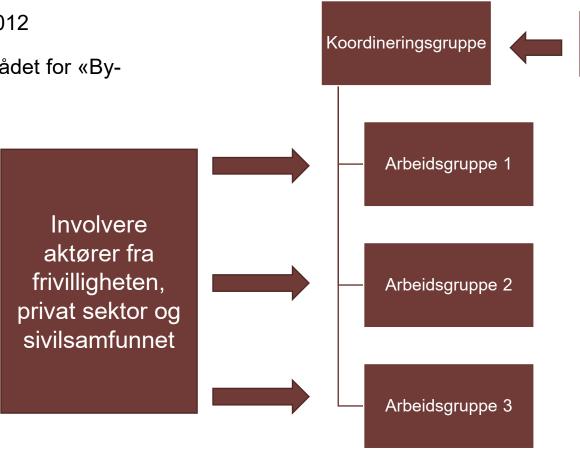
Regionmotoren

> Gode hverdagsliv

Grønn spydspiss

# Aldersvennlig Stavanger fra et fugleperspektiv

- Har vært jobbet med i kommunen siden 2012
- Koordineringsansvaret ligger i direktørområdet for «Byog samfunnsplanlegging»
- Medlem i fire nettverk:
  - Det globale
  - Det nordiske
  - Det nasjonale
  - Det regionale

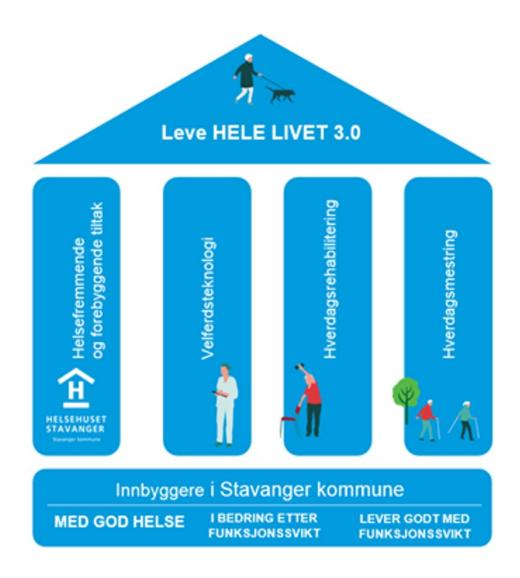


Kommunedirektørens lederteam

Referansegruppe

#### Den spede begynnelse

- Omstillingsprosjekt innen eldreomsorgen startet i 2012 kalt «leve hele livet»
  - Mål: Stavanger kommune har som mål at flest mulig har et aktivt liv og klarer seg selv lengt mulig
  - Opprinnelig rettet mot aldersgruppen 65+
- Ansvaret lå til daværende direktørområde: «levekår og helse»
- Nettverksarbeid lokalt og regionalt
- Eksplisitt fokus på aldersvennlig samfunn kom først i forbindelse med den nasjonale «leve hele livet»-reformen



#### Organisering av arbeidet med «Leve hele livet»-reformen

- Valgte innsatsområder:
  - Aktivitet og felleskap
  - Mat og måltider
  - Aldersvennlig samfunn
- Arbeidet ble først forankret i det kommunale eldrerådet.
- Deretter ble det opprettet to tverrfaglig arbeidsgrupper med representanter fra eldrerådet og funksjonshemmedes råd
- Mandat for medvirkningsarbeidet:
  - legge til rette for mest mulig innspill fra ulike grupper, fra de ulike kommunedelene
  - Rennesøy og Finnøy skulle ha egne innspillsamlinger



Meld. St. 15

(2017-2018)

Melding til Stortinget

Leve hele livet

En kvalitetsreform for eldre



## Gjennomføring av medvirkningsprosessen

- Eldrerådet hadde regien gjennom hele prosessen
- 6 Kafébord-dialoger med innbyggerne i ulike deler av kommunen.
  - Gikk igjennom satsingsområde for satsingsområde
  - Fikk først presentert utfordringsbildet for å få likt kunnskapsgrunnlag
  - Dialog rundt bordet hvor det ble brukt gule lapper for å først identifisere <u>utfordringer</u>, så <u>løsninger på utfordringene</u>
- Det ble også bedt om innspill på kommunens hjemmesider



#### Innspillene fra innbyggerne

- Innenfor satsingsområdet for <u>aldersvennlig samfunn</u> markerte disse behovene seg:
  - Mindre ensomhet og flere møteplasser
  - Bedre transportløsninger tilpasset eldre
  - Bedre digital kompetanse
  - Bedre informasjon om tjenester og tilbud
  - Bedre holdninger til eldre og deres muligheter til å påvirke
  - Flere boliger tilrettelagt for eldre med og uten behov for hjelp
- Basert på innspillene ble følgende innsatsområder innenfor aldersvennlig samfunn valgt:
  - Informasjon
  - Transport
  - Bolig
  - Medvirkning



### Hva har skjedd innenfor innsatsområdene

- Informasjon
  - Egen nettside for aldersvennlig samfunn i Stavanger
  - Informasjonstorg på biblioteket
  - Aktivitetsoversikt av frivillige, offentlige og private tilbud
  - Datahjelp i alle bydeler
  - Holdt stand og innlegg på ulike arrangementer
- Bolig
  - Arbeidsgruppe for flere aldersvennlige boliger med kommunal ledelse og utbyggere
  - Flere sniorboliger og omsorg+ boliger
  - Leder av koordineringsgruppen deltar i den kommunale boligrådgivingsgruppen



## Hva har skjedd innenfor innsatsområdene

- Transport
  - Utreder «rosa busser»/hent meg ordning
  - Forskningsprosjekt som undersøker mobilitetsbehov og preferanser for kommende eldre
- Medvirkning
  - Forskningsprosjekt som undersøker innbyggerpanel som medvirkningsarena for personer over 60 år
  - Representant for eldrerådet i koordineringsgruppen for et mer aldersvennlig samfunn



#### Erfaringer og tilbakemeldinger

#### Eldrerådet

- likte å være en del av utviklingsarbeid på denne måten
- opplevde å få bedre innsikt i kommunes arbeid

#### Deltakerne

- Generelt gode tilbakemeldinger
- Noen opplevde medvirkningstretthet

#### Egne erfaringer

- Gjennomføringen og resultatene var bra
- Alltid usikker på representativitet og om alle stemmene ble hørt
- Deltakerne har ofte mye på hjertet de ønsker å ta opp kommunen. Viktig å sette av tid til dette.



#### Veien videre

- Det skal lages en handlingsplan for et mer aldersvennlig Stavanger
  - Skal bygge på de fem nasjonale innsatsområdene for et mer aldersvennlig samfunn:
    - Bolig
    - Transport
    - Samfunnsdeltakelse
    - Medvirkning og kommunikasjon
    - Plan, uteområder og universell utforming
- Delta aktivt- og bidra inn i nettverkene
- Åpen for samarbeid med andre kommuner



#### Takk for meg!

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Nasjonal konferanse:

# SAMMEN FOR ET ALDERSVENNLIG NORGE 2024