



**Generations
Working
Together**



A CELEBRATION OF WOMEN IN INTERGENERATIONAL PRACTICE



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Foreword

We're here today to celebrate all things intergenerational. And, quite fittingly, it's essential that today we recognise the invaluable efforts of hard-working and inspiring women, who dominate this field, and lead the way in the global intergenerational agenda. From educators to researchers, from care providers to policymakers, women have been at the forefront of intergenerational practice, driving its development and shaping its future. Without strong, decisive and passionate women in this field, intergenerational practice wouldn't be having the monumental impact on the lives of so many that it is having today. So we are delighted to share our conference with this day of celebration, and are excited to share here, some stories from women working in the field.

#GWT23



LOU TAYLOR

Project Manager - Studio FV

StudioFV focuses on creating employment opportunities in the creative media industry for individuals across the board, who may face barriers to work due to lack of experience, long-term health conditions, or other obstacles. We believe that anyone, regardless of age, gender, or background, should have the chance to pursue a creative career. Our organisation offers our participants professional training, cascade/peer training, and the opportunity to work on live creative, client based, projects with professional outputs. Working in the third sector can be challenging, especially with funding issues and the impact of COVID-19. As a female Creative Director in a male-dominated media profession, I have faced my share of difficulties. However, seeing the positive impact that our work has on people's lives, no matter what age it comes at, makes it all worthwhile.

At StudioFV, two-thirds of our management team are female who thrive working with intergenerational practices and people. We have worked hard to create an open, exciting, and welcoming environment for all. We are proud to deliver practical skills to those who need them most, and I am grateful to be a part of such a passionate and dedicated team.



SOPHIE MCCARTNEY

Project Manager- Studio FV

As the Project Manager for StudioFV, I've had the privilege of working on some incredible projects and implementing intergenerational practices. As I'm part of a small, age-diverse team, this intergenerational practice often exists in my day-to-day work as it involves coordinating the efforts of a team spanning multiple generations. This can sometimes prove challenging as it can involve navigating different communication styles and work preferences of team members. However, it has always been important for me to be able to be flexible and adaptable in my approach to communication and to create a space where all team members feel equally heard and valued.

Despite any challenges I've faced, I have found that working in intergenerational practice has been incredibly rewarding. These practices have allowed me to learn from team members with a wide range of experiences and perspectives, and to create solutions that are more inclusive and representative of the diverse communities we serve. As a young woman working in the creative industry, I'm proud to be a part of this work and excited for the future of intergenerational collaboration.

#GWT23



PROF. ANNEKE FITZGERALD

Griffith University

As a mother, grandmother, sister, daughter, nurse, professor of health services management, mentor, colleague, friend crossing many generations, my personal identity takes diverse forms in different situations. When I am with older people I may act older, when I am with young people, I may act (and feel) younger and when I am with colleagues, I feel professional.

Nowhere else but in the intergenerational space do all my different identities melt together into one. We are all intergenerational beings, we are living it, to one extent or another. I am very happy to have discovered that in my life, intergenerational practice is the norm, not an "extra", not a task, not something to attend, not a program, and not something that may finish one day. I am very privileged to be in the midst of all these socially integrated (inter)generational groups in my life. Therefore, while I am "on my own", I do not consider myself lonely and isolated like many others in my situation and who are not as privileged as I am surrounded by different generations; familial, and non-familial.

It is my vision for all people to have access to intergenerational interactions and engagements. This drives me to undertake the research and support the practices of others in the quest for reducing social isolation, loneliness, associated physical decline and frailty, reduce delinquency, as well as harnessing the experiences of older people and transfer their wisdom generationally, to (re) create and sustain an integrated society.



LAURA DRYBURGH

The Bairns Group - Magic Moments

In short, Magic Moments is a baby class that takes place in care homes around Fife, Scotland. But it is so much more than your average baby class. We sing, we talk, we play but the connections are so powerful it is difficult to put into words.

I started these sessions around five years ago, when a group of families would pile into the local care home without ever thinking of how high our temperatures were or if someone had coughed on the way there. The first time when we went in the residents were sat around the lounge, we all walked in with our babies in our arms and their eyes lit up, they came to life. They wanted to hold the babies and talk to them. I cried, it was deeply moving knowing how important it was. But I think we took for granted back then what impact this was having. It was often hard to keep the numbers of parents who wanted to come. Soon after lockdown we decided to try again, this time with only three parents, three babies and myself to keep everyone safe and keeping inline with covid guidelines.

Residents were brought to us for the first time. They hadn't had much contact with anyone because of lockdown. But again the magic was instant. There were residents who were having conversations with babies that were generally non-verbal. There were quiet residents who were now singing songs unaided, retelling tales of their own children, or just holding a little baby for comfort.

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#GWT23

LAURA DRYBURGH

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This is when I knew we had to continue to create these moments. I now go around different care homes every few weeks with families who can spare some time. Staff have recorded that some residents eat, sleep and feel better after Magic Moments visit. Gemma, the activity coordinator from Craighead Care Home in Newport had this to say:

"The positive enrichment your group has brought to our residents lives is one of the most loved and cherished monthly visits! It brings engagement, socialisation love and fulfilment to many! The carers have witnessed remarkable change to individuals who usually would not interact especially within a social group setting however with this group it brings visible emotional change and enjoyment to many!"

Parents talk about how much better they feel after a visit knowing they have also been part of something that has brought joy to everyone. It is wonderful when there might be an unknown connection between the parent and resident. It supports residents to share stories of the past and for the parents to learn a little bit more from where their own grandparents etc grew up.

The babies are experiencing being around an age group they might not be familiar with, they are allowed to explore areas freely and supporting them to be curious about walking aids, wheelchairs etc as well as seeing and interacting with others is great for their social skills.

I am extremely proud of what I have created, I went on to achieve my International Intergenerational Practice Certificate with GWT, which was a fantastic course to be part of and hear and share others stories and ideas. At the end of the day, people need people and I will never stop helping others find these connections.



Engage at Every Age Intergenerational Project-Ottawa, Canada

To celebrate International Women's Day, we acknowledge our team of enthusiastic and passionate women (and one man who is equally dedicated to our work) collaborating to make intergenerational connections a priority in our community.

Over the next four-years we are developing demonstration sites of new and best practices for intergenerational programming as a part of licensed early learning and care in three unique settings: on-campus beside an age-in-place residence, neighbourhood based in collaboration with a Trinity Anglican Church congregation and co-located at Perley Health as part of a new model providing opportunities for children and seniors to connect naturally through caring, responsive interactions as part of their daily routines.

Networking is our Number One asset in realizing this project. This collective of committed partners and collaborators each bring their own unique strengths; we are learning from each other and together.

We are full of gratitude knowing children, grandfriends, staff, family and friends enjoy their time together inspiring conversations that are happening across Canada.

#GWT23

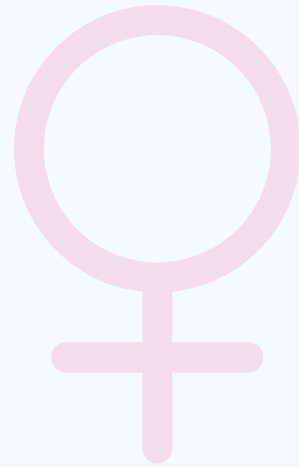


JULIANA MOHAMED

University of Nottingham

When I was in my final year of my Bachelor Degree more than 20 years ago, Abah (what I call my dad) had a stroke. He was bedridden and was very low in spirit. Despite being a nurse and having the experience of taking care of thousands of patients, my mum was not able to bring his spirits back – like he used to be. But a miracle happened – my sister gave birth to a baby boy. I could witness the joy in my late dad's eyes, seeing the new addition to our family. The interactions that Abah had with my nephew somehow has helped him to recover back from his illness and eventually heighten his fighting spirits. Abah would spend his time with my nephew (of course with me tagging along) daily, going almost everywhere!

Seeing that wonder relationship blossom between them has somehow ignited my interest in intergenerational activities, of which back then, I knew nothing about. My interest grew deeper when I had to take care of my late mother-in-law years later. This time around, I could witness the relationship between my mother-in-law and my own kids. When people of different ages come together, they bring with them different life experiences, values, and viewpoints. Even when my mother-in-law was just sitting on her bed, she would tell stories to my children when they surrounded her bed.



They also spent time doing crafts or simply did colouring. Again, the priceless experience seeing this 'activities' deepened my interest in learning more about intergenerational activities. Just a few months before the horrible Covid-19 pandemic spread, the government of Malaysia offered a scholarship to the government officials to pursue PhD. One of the areas offered was Gerontology. That was when I took the opportunity to apply for it, specifically focusing on the area of intergenerational activities. I made the right decision choosing this area, since Malaysia is becoming an aged nation by the year 2030. My focus on food-based intergenerational activities and how this would have impacts on the well-being of older people is an area that not many have delved into. I hope to draw comparisons between what Malaysia and UK are doing – and take the best of two worlds so that I can help in the drafting of policies related to gerontology management in Malaysia and eventually find a valuable way to build relationships, learn from others, and create a more inclusive and connected community in 'my' Malaysia.

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KIRSTEEN CAMPBELL

Development Officer -
LGOWIT

I was first introduced to intergenerational practice back in 2016, it is an honour and incredibly special to watch intergenerational relationships build and grown. Benefits are huge for everyone involved. I have been lucky enough to work on a couple of different projects using intergenerational practice. I am very excited to lead a new project in my hometown around digital wellbeing. This project is in very early stages now, with work beginning with the younger people first to gain trust and build a relationship of trust. Life is the greatest learning journey and to take different ages together to learn new skills will be hugely beneficial for everyone involved. Intergenerational practice is life changing. Often people do not realise the benefits and intergenerational practice helps to eliminate stereotypes we often find with young and older people's misconceptions of each other.



CHELSEA MASON

Director of External
Relations - The Eisner
Foundation

I am so fortunate to amplify the work of intergenerational programs across the United States as the Director of External Relations of The Eisner Foundation. During my time with the foundation, I have been so inspired by the power of intergenerational connections – and have made many of my own! These organizations have encouraged me to find intergenerational opportunities in all aspects of my life. I will always be excited to get to know people older and younger than me. I'll always find the value in the experiences of my younger and older colleagues. As I grow older myself, I look forward to seeking out the chance to make a difference in the lives of youth. And one day, I hope to live in one of the growing number of intergenerational communities on college campuses!

#GWT23



KEERTHANA

GenLab Collective

I am Keerthana from Singapore and I am 28 years old. I started my own non-profit ground-up movement and initiative, called GenLab Collective in 2021. GenLab Collective started off as a side passion project and thanks to the support of my volunteers and partners, I have been able to carry this initiative forward and look at scaling up our programmes and activities. GenLab Collective aims to empower seniors through intergenerational efforts and skills-sharing. We work with educational institutions and community partners to design and facilitate intergenerational programmes and activities. Being a full-time working adult and running this as a side hustle has been challenging as I need to develop my time management skills and ensure that I remain focused and committed, as there are many distractions and competing priorities to attend to. Further running a ground-up initiative has its own mix of challenges as there is a need to always look at how we can remain sustainable in the longer-term and also form effective and impactful partnerships. I am thankful for the support from my team, who comprise of other full time working adults and students, and also by the community partners for acknowledging the work that I have been doing with GenLab Collective. Some of our pilot programmes that we ran recently have been successful and moving forward, we will be looking at how we can scale up these programmes and work out a sustainable model.



BELLA KERR

Development Officer - Generations Working Together

My own intergenerational experiences as a women and celebrating International Women's Day are with my working life and in my personal life. So, there are two strands to my intergenerational relationships one being that I work with people to assist and support them to form intentional intergenerational relationships in our communities across Scotland. I do this by sharing information and resources and offering training on intergenerational work and the difference that it can make when bringing young and older people together. In my personal life I am a mother, a grandmother and a great grandmother and in this role I have a tapestry of relationships that have formed with younger people throughout my life with my children and their friends. I recall that we have a lot in common through music and we share similar thoughts on our local and global environment and working towards an environmentally friendly future for future generations. It shows that we have intergenerational solidarity in families that trickles into our communities and we can make a difference as one person who can spread the word and join the dots. On international women's day I would like to think that we are all connected and raise awareness that intergenerational relationships join us together as women and as people to connect and share with other generations which makes for a more meaningful connection to our complete life cycle.

#GWT23



BETTY GOOD

LINKages Society of Alberta

It was almost eight years ago when I first learned about the field of IG (intergenerational), when I was asked to join the team at LINKages Society of Alberta (Canada). Previously I had worked lots with children, adults and seniors, but only with one generation at a time. When I started facilitating IG programs, I naively thought that it was just the youth doing a really nice thing for the seniors. It didn't take me long to realize the mutual benefits for both the youth and the seniors! I called it 'magic'. I fell in love and haven't left the field since.

Our societies need help and I believe that the most help we can offer is in creating healthy communities where both youth and older adults thrive in their friendships. The benefits are huge. I would like to tell you how my own children benefited from having other older adults in their lives. As they were growing up, I watched them go to their older friends for fun and for advice. Because of these relationships, they made good choices and basically "stayed out of trouble". The respect they received from their older friends had more impact on them than the opinions of their peers.



Wouldn't it be great if every young person had a senior friend who valued and appreciated them, and helped them navigate their lives in a positive way? By the same token, I feel it's equally important for seniors to have friends of the younger generation. Personally, I have always had friends of other generations, both older and younger. My younger friends help me to have different perspectives on various topics. As a result, my life is rich and full. My older friends serve as mentors and role models, which we all need.

So, when you ask me why I do what I do, I will tell you about my own life with friends of different generations, including my grandchildren. I will also tell you what countless seniors in our IG programs have said to me about how excited they are when the youth in the programs come to spend time with them. I've been told that they have a renewed purpose and have gotten their lives back.

The value that youth and seniors bring to their communities are invaluable. Intergenerational friendships are irreplaceable! The reciprocal benefits are beyond measure! I will be an advocate for IG friendships for the rest of my life.

#GWT23



MIRAIN LLWD ROBERTS

Age Friendly Co-ordinator

I'm Mirain Llwyd Roberts, from Wales, and I have been involved in the intergenerational field since 2018 where I conducted research at Bangor University with Dr Catrin Hedd Jones. My interest in intergenerational work goes back to when I was younger and my childhood was full of intergenerational experiences that I cherish to this day. I am now working as an Age Friendly Co-ordinator where I make sure that intergenerational work is still at the heart of as many community led projects as I possibly can! I have worked on various projects over the past few years but some of my favourite include an intergenerational choir and a pen-pals scheme over Covid to continue creating those special intergenerational bonds! Currently I love working on skill sharing between the generations and challenging ageism by showing how age has no limit for friendship! I have just finished a fictional book which cherishes the importance of a relationship that shows how someone's age doesn't define who their friends should be – The Hundred Year Life of Lenni and Margot. Give it a read!



LOUISA TURNER

Development Officer - Generations Working Together

In my present role, I look around the office and witness strong inspirational women in action. Women who have had varied backgrounds and walked different paths from me but all who stand tall in my eyes. I have led a privileged life, growing up with strong older women. My formative years and into adult hood and beyond have been shaped by my life in the church. Growing up in a multigenerational environment has inspired and challenged me at times, but along the way, I learnt how to talk with the older generation along with many skills from reading in front of an audience to setting a tea table the correct way!

I have also been shaped by my many years with Girlguiding. Moulding me along my life journey. I honed many skills replicating strong women in leadership who week by week demonstrated being exceptional role models. Affording me the opportunity to express myself and in turn do likewise to others.

Today, the women who are shaping me, are members of the Fife Women's Tent. Women supporting women of all ages and from all backgrounds. Nurturing each other enabling intergenerational relationships to develop and deepen. Organising events and meet ups together, sharing contacts, skills, and talents.

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#GWT23

LOUISA TURNER

Continued

Meeting up to go to the theatre or for lunch or for a walk or just a moan on the phone out with the prescribed groups activities. Relationships are valued. Connections and opportunities to expand one's own network of friendships is there for the taking.

Women are reinvigorated after being in each other's company and have a ready pull of other women to ask advice or direction from. We have active women in their eighties who enjoy lunch dates with women much younger. It is not a befriending group but a women's friendship group where there is mutual reciprocal admiration, love, and respect. Stimulated by the contemporary conversations and sharing their present life experiences. For instance – new bus timetables how this really impacts the older non driving population in the neighbourhood to hear from a person thirty years younger that they had never thought of the impact on the older person in that light that no bus service meant that they do not see their neighbours at the bus stop (don't know if their neighbours are still alive), the banter from their lives has almost disappeared along with the vital community connection as its too far to walk to the new bus stop to visit the town. Explaining that the bus stop is akin to what the old post office was to older people, required more explanation to the younger person. The last place to bump into each other and catch up was taken away when the bus stop was moved. This conversation was happening during a lunch date with multi generations. A thirty-year-old woman Contributed to the conversation with details of a new online council transport survey. A phone was produced and the older woman with the help of the younger woman, contributed to the online survey. To me that is what International Women's Day is all about – celebrating the everyday of powerful women helping one another to feel empowered.



LORRAINE GEORGE

Learning and Development Officer - Generations Working Together

I think it's important in celebrating International Women's Day to highlight the contribution of women within the field of intergenerational work and to encourage women to continue to invest in its richness and diversity. Intergenerational practice is extraordinary in that it crosses so many disciplines, and the knowledge comes from fields such as social sciences, humanities and the arts. As a newly emerging field it's refreshing to find that women tend to outnumber men at all levels, from academics to grassroots practitioners, and people have their own individual stories to tell as to how they ended up working in an intergenerational capacity. I started within early years, initially as a practitioner, then worked for a local authority as a development worker and trainer, which led me to write an early years intergenerational activities book. Then in 2017 I was awarded a Churchill Fellowship which enabled me to travel to the U.S. to explore the concept of intergenerational co-location (shared sites). My observations and learning from the U.S. led me to prioritise fulfilment from work, and I made a decision to start a new career working full-time within the field of intergenerational learning, as the Learning & Development Officer for GWT. It has been the best decision I ever made! It is so important to recognise that although we all have different starting points in terms of careers, intergenerational learning brings women together as supportive colleagues who share research, evaluation, good practice, case studies and stories. These collectively enable us all to highlight the importance of intergenerational learning and its benefits to our communities.

#GWT23



CHRISTINE MATHIESON

Welly Walkers Wednesday Singalong

My name is Christine Mathieson I am self-employed Childminder and a Partner provider with Aberdeenshire Council delivering ELC funded hours for eligible 2s 3 and 4 yr olds. I have worked closely with one of the local residential care homes in my village Durnhythe Residential Home. I started childminding when my first child turned 1. I did look into childcare at the time to return back to work however the village I lived at at the time had no Childminders or private Nurseries and with no family on my doorstep the decision was vert easy this was now where my focus and career was going to lead. A balance of working but also being there for my own family as my husband works offshore I felt it was important that I was home for our children. My background and training lay in visual display and exhibition design but here in the North east of Scotland there wasn't much calling for that skills however these skills have been transformable into becoming a creative Childminder.



I believe all expressive arts be that music, dance, movement and art are crucial to the early years and beyond. That's when Singing with the residents at Durnhythe with the young children and a small group of mothers with their young children you can see the joy it brings to all. That includes the staff aswell the movement of the residents has greatly enhanced we have been told by staff and can see ourselves as we attend weekly. The relationship between the children have grown too interacting with each other and even dancing with each other at Shell be coming round the mountain.

This has to be one of my favourite afternoons we are all looking forward to warmer days so we can sing outside in their garden and hope to plant herbs and bulbs with the residents too. This I would like to do. My business is called Welly Walkers Childminding Family so as you can tell by the name, we are up for being outdoors and perhaps use to being a tad muddy at times.

The interaction across the generations works for everyone and also for the staff and myself supporting this to happen. It is simply pure joy.

#GWT23



JUDE CURRIE

Social Worker

My name is Jude. I've been a social worker for nearly 15 years but my love of working alongside other people started with my experience of living intergenerationally with a group of women in 2008 when I was 21. As seven women of all different backgrounds and ages (spanning 21-61 years) we worked and lived for an intensive year together in Washington DC as part of a community volunteer programme. We have kept in touch and been in each others lives every year since then - sharing our families and our ups and downs in whatever way we could. So I'd like to toast these women and the lifelong value of intergenerational connections this International Women's Day 2023.



JUDITH ISH-HOROWICZ

Co -Founder and Director - Apples and Honey Knightingale

It was fortunate to grow up in a forward looking home where our parents insisted myself and my sisters had a profession and could be self-reliant, not so common in the 1950s. I trained as a teacher, working in inner-city secondary schools and this gave me enormous opportunities to mix with a diverse variety of families, cultures and socio-economic groups. However, I never had grandparents and when I married into a multi-generational family, I realised just how much I had missed not being able to learn from the wisdom and experiences of the older generations and not being truly comfortable in their company either. I changed direction, moved into early years education and developed an intergenerational programme that meant that the children in my care could enjoy the company and attention of their grandfriends who, in turn, found new purpose and value interacting with their new little friends. It's been amazing and the engagements I have seen have motivated me to look at further ways of developing the Intergenerational field and validating the fantastic work our educators, carers and volunteers do in creating cohesion and healing our fractures society.

#GWT23



LOIS PEACH

**Research Associate -
University of Bristol**

International Women's Day is all about celebrating and valuing our diverse differences, progressing towards a more equitable world 'free of bias, stereotypes, and discrimination'. This seems to me strongly aligned with intergenerational practice and why I became involved with it. My first experience of an intergenerational programme was in 2018 when I was conducting some research with the preschool who had been involved in the popular Channel 4 programme 'Old people's Home for 4 year olds'. Since taking part in the show, the preschool had set up a new initiative with a local care home. Children visited people living with dementia on a weekly basis and I tagged along to evaluate what benefits this might have for the children. Not really fully appreciating the energy such encounters can produce, I became enlivened by these sessions, fascinated by how the relations between these children and older adults challenged my preconceived assumptions. Observing these moments revealed understanding, playful and caring relations between 'young', 'old' and those in-between.



Following this, and with the support of experienced academic supervisors and mentors, impressive women in their own right, I am now studying a PhD in Social Policy at the University of Bristol, specifically researching intergenerational programmes. As part of this, I have been involved in researching/evaluating various intergenerational programmes such as the 'Rebuilding Bridges Intergenerational Music programme' in Torbay, Devon and the national 'Care Home Friends and Neighbours Intergenerational Linking project' which took place across England, representing the largest coordinated effort to link schools and care homes in the country to date. These experiences have enabled me to think in different and creative ways about intergenerational programme research/evaluation and my aim is to open up new ways of understanding intergenerational relations in education and social care contexts. Along the way I have been emboldened by numerous women in this space – too many to name but they know who they are – who have inspired me with their power, passion, determination, wisdom and kindness. Thank you. Age, like gender, is often a form of exclusion or discrimination, I feel very lucky to be part of something promoting spaces where differences are celebrated and assumptions are challenged.

#GWT23



ALI SOMERS

Co-Founder - Apples and Honey Knightingale and Director of Arts, Culture, and Education, David Posnack JCC

I started my journey into intergenerational work in 2015, when planning an early childhood setting within the grounds of a care home for older people. Launching Apples and Honey Nightingale was the beginning of an adventure that has allowed me to support and work with others all over the world.

I have been a practitioner, social entrepreneur, researcher, trainer, and academic all under the heading of intergenerational advocate. Now based in the US, I am beginning a new chapter in intergenerational programming as a member of staff of a large and established community center that also houses an early childhood center.

Intergenerational engagement remains a creative, meaningful and high impact way of bringing people together for the benefit of everyone who takes part. From the vantage point of 2023, I don't think I will ever tire of the joy intergenerational programs bring to everyone around them.



NANCY LINDEMAN

Faculty Member - University of Wisconsin

My name is Nancy Lindeman and I live in the mountains of Northern Utah in the US. I began my IG journey as a teen in Tulsa, Oklahoma. I've worked in the field of Montessori education where I've been a teacher, private school administrator and public charter school principal for 40+ years. Throughout my career, I've involved my students in intergenerational experiences. My dream is to build a residential facility that includes older adults, adults with cognitive disabilities and a Montessori preschool program. I currently am an adjunct faculty member at the University of Wisconsin, River Falls where I teach a course entitled: "Inclusion in the Montessori Classroom". I'm also in the first cohort of the Montessori Studies Ed.D. at UWRF where I'm pursuing a doctorate. My research emphasis is focused on: Intergenerational Montessori Settings and Their Effect on Ageism.

#GWT23



FEY COLE

Early-Years Lecturer - South West College, NI

My intergenerational journey started in Further Education, when working with a team of Early Years students. Reflecting on our collective values, we considered how we could create a learning environment that celebrated community and encouraged us to follow our creative thinking. From this, we developed an intergenerational cafe, where generations joined together to learn and build on connections across our society. When the lockdown came, this was tough for us all. The activities we had organised had to be cancelled but we paused, reviewing how we could maintain relationships, moving to online sessions for continuation. This reflection also brought time for me to consider my own next steps and I realised that I had time to further evaluate the intergenerational learning that we had embedded. I also wanted to find a way to share with a wider audience so that others could incorporate intergenerational learning into curriculums in an easeful and beneficial way.



This was when I decided to submit a book proposal to Routledge Publishers. I was delighted when this was accepted and I was able to go ahead with writing the book. I was able to speak with many organisations and individuals who have adopted intergenerational practice across different educational systems and share their experiences in my work. This also turned out to be an intergenerational project, with my children's opinions valued and my Mother not only providing kindness but also supporting me with proof-reading. I am proud that I have been able to celebrate those in the field who are making ripples of change in their day-to-day practice. There were many women who inspired me, across all generations, and the main reason for this was in the way they lifted one another up. Intergenerational practitioners are incredible at supporting one another to try something new.

#GWT23



JENNY LESTER

Learning and Development Officer - Play Scotland

As the Learning & Development Officer for Play Scotland, I am responsible for creating resources to support a child's right to play. This includes training, podcasts, and working on projects that lead and support play practice for anyone who works with children or who works to create places and spaces. The project we ran with Generations Working Together was a really good match for us, as children and older people in care homes have a lot in common - they don't have a lot of independence and autonomy, and sadly their need for play and enjoyment is not always seen as important and are not always met. Collaborating on the Intergenerational Play and Storytelling project was an important piece of work for us as it helped share the message of the power of play to a new audience of practitioners and bring the joy of everyday play to older people.



As it is International Women's Day, I do think it is important to point out another similarity between these groups. The practitioners who work with children and older people in care homes have a lot in common. They are often underpaid for difficult, skilled work during unsociable hours. They tend to be women, and they tend to be migrant women, and women from working-class backgrounds. They put so much effort into supporting the people they are working with (whether they are young or old). As such, there is a high staff turnover in both sectors. This means that skilled practitioners are leaving the industry. If we are serious about ending the gender pay gap and ensuring that all people receive a high standard of care where their rights are respected, then we have a lot of work to do in terms of gender balancing the profession, and increasing the respect, support, and benefits that staff receive.

#GWT23



EMILY SQUADRONI

Teacher - Soaring Wings International Montessori School

Emily Squadroni has been working in Montessori education for the past eleven years. She lives in Utah where they are known for the “best snow on earth.” Throughout Utah, Emily has been a teacher, an administrator, school founder and adult educator. She has recently accepted the position of Conference Coordinator for the Utah Montessori Council which brings together Montessori schools throughout the western states.

Growing up, her parents worked hard, long hours, giving her the gift of live-in grandparents to help raise her and her siblings. She has only known this life of intergenerational living and has first-hand experienced its magic.

As she continues her education in Intergenerational Montessori Settings and completes her doctorate in education at University of Wisconsin, River Falls, she will continue the growth of her senior living project, MTNHEIM Intergenerational Montessori Village.



MTNHEIM is connecting with Soaring Wings International Montessori school for a co-generational village making both sites Montessori-based and focusing on environments that encourage independence, support quality of life, and respect for self, others and the world.

Soaring Wings International Montessori school opened in 1987 and has been a staple in this project. They have invited MTNHEIM to join their community; making a connected property where children and elders can come together not just during occasional visits, but in a meaningful manner on a permanent basis within the property. Soaring Wings is dedicated to the basic tenet, established by Dr. Maria Montessori over a century ago, that the child learns best within an environment that support each individual's unique process of development. They start their school at infancy and go up through junior high. MTNHEIM will be exposed to all ages.

#GWT23



ANNE MUNRO

Manager - Pilmeny Development Project

I have been working with Pilmeny Development Project (PDP), a community based voluntary organisation since 1979. The main purpose of PDP is to work with young people and older people – which has enabled us to gain extensive experience of Intergenerational work with younger and older people in Leith. We do this to:

- Increase connections and understanding between the generations, which make a difference to the quality of life for both age ranges
- To address issues around social isolation, loneliness, health and wellbeing
- To develop models of good practice re intergenerational work
- To provide rewarding opportunities for the generations to come together and most importantly - have fun!

I love the intergenerational work we do. It is extremely rewarding to see such lovely relationships and lasting friendships which have developed between older and younger people, with whom we work. It sometimes seems like a never ending challenge to find and sustain funding to support this work – but it is worth the effort to hear the laughter and see the enjoyment this work brings to old and young alike. I am incredibly privileged to be able to be part of and be witness to the amazing power of Intergenerational working!



JULIANNE (AGE: 15)

A young woman's experience of intergenerational practice

Intergenerational programmes are important because they help older people who may live alone, or in a home feel loved, especially as they may not get to see their family a lot or may not even have a family. For the child or young person, it helps build a bond, which is really important if a child doesn't trust adults or have much adult support. Bringing older people and children and young people together creates precious relationships that can be treasured for the rest of their lives.

When I travelled with my Mum, as part of her Churchill Fellowship, I visited lots of programmes across the world. The two things they had in common were smiles and how well the kids respected the older people. Wherever we were in the world, it was so lovely to see the smile on little children's faces when the older people played with them. Just seeing a smile makes every second worth it and if you were an old person seeing that, it gives you the energy you need to keep going for a little longer. The kids just love playing games with older people. The adults can teach kids things that they may not know and the kids give the adults that boost of energy they need and help them when they find things difficult.

#GWT23

JULIANNE

Continued

For example, in one nursery, they did bingo and the children helped the adults to see the numbers on the cards and worked together as a team.

When I was in Japan the adults were teaching the kids how to cook and the kids were teaching the adults origami. The kids were definitely better at the origami and the adults better at cooking. The older people also helped the children with their homework – they praised them and told them off – just like my grandma! I think it is an amazing thing that we need more of because it helps both adults and kids feel loved and happy. This is a great idea that needs to be spread around the world and the happiness needs to be shared with everyone.

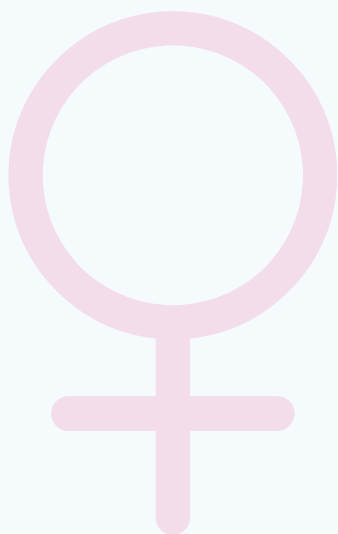


AMY LOCK

Primary Advisory Teacher - Intergenerational Linking: The Linking Network

I started my career as a primary school teacher and within this have always been passionate about being creative within the curriculum and developing children's skills and talents. Schools can and should be hubs within their community and intergenerational practice is one way of reaching out into the community. When the chance to work on a national intergenerational project with The Linking Network and My Home Life England arose, I knew it was an opportunity I didn't want to miss. I'd seen some of the benefits that intergenerational practice could bring in school and wanted to develop this further. Our Intergenerational Linking work has been joyful and has had a huge impact on all generations. Older people are funny and fascinating; as are children. So creating experiences for young and older to share and learn together is hugely rewarding and a privilege to be part of.

At The Linking Network, we're excited to continue developing Intergenerational Linking to create long-term sustainable connects between schools and older people's settings so that mutually beneficial relationships can develop between generations.





**Generations
Working
Together**

Thanks!

We hope that this document has inspired you to recognise and celebrate the important role that women have played in advancing intergenerational practice. Through their leadership, innovation, and dedication, women have helped to build more inclusive, supportive, and connected communities for people of all ages.

As we mark International Women's Day 2023, we want to extend our gratitude to all the women who have contributed an entry to this publication. There are some amazing stories and the diverse range of responses are testament to the creative and caring attitudes of women of all ages who have been pivotal in progressing the intergenerational agenda across the globe. We truly admire your ongoing commitment to creating a better world for all generations; present and future.

Thank you for taking the time to read through this publication. We hope that you are inspired by these amazing stories and will join us in celebrating the contributions of women to this field, and beyond.

If you would like to get in contact with any of the women featured here, please contact ruairidh@gwt.scot.