



CITY OF ALBUQUERQUE

Age-Friendly Action Plan

2025-2027 AARP Update

A progress update on initiatives to enhance community livability for all ages.

W. cabq.gov/seniors

P. 505-764-6400

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Above: Mayor Tim Keller listens attentively to a participant's questions.
Left: Views of Albuquerque.

our Albuquerque/Bernalillo County (ABC) Comprehensive Plan, we have taken tangible steps to ensure our city remains welcoming and supportive for all.

We've created a stronger foundation for addressing our city's evolving needs while fostering partnerships that champion livability for everyone. These actions underscore our dedication to building a brighter future for our families; while ensuring that folks of all generations can thrive here today.

I invite you to explore this report and join us in the momentum we're achieving in making Albuquerque the best place to live, work, and grow, no matter your age or stage of life.

Sincerely,

TIMOTHY M. KELLER, MAYOR,
CITY OF ALBUQUERQUE

From the Mayor

A quick message from Mayor Tim Keller.

Dear Albuquerque,

This latest update to our Age-Friendly Action Plan reflects our city's deep commitment to inclusivity, innovation, and safety for residents of all ages. This progress report demonstrates the incredible work we've achieved together since 2021, from creating age-friendly housing solutions to enhancing mobility and civic engagement opportunities.

Through initiatives like expanding access to meal programs for older adults, implementing a Zero Fare transit system, and integrating age-friendly principles into



The City of Albuquerque's Department of Senior Affairs launched the Age-Friendly Albuquerque initiative during the COVID-19 pandemic, which brought both challenges and opportunities. Virtual meetings increased participation in planning sessions and focus groups. Additionally, changes in meal delivery allowed staff to hand-deliver surveys, resulting in over 1,300 responses.

Our needs assessment revealed that Albuquerque has many age-friendly practices and resources, and we have worked across departments to share our vision and enhance awareness.

Age-Friendly Albuquerque unites various departments, organizations, and individuals to build a community for every stage of life. Increased visibility and collaboration have

About Us

Mission Statement

Age-Friendly Albuquerque is committed to making our city an inclusive, innovative, and safe place for people of all ages. Through conversations and commitments from community members, local organizations, businesses, and government, we develop and support practices and policies that enable people of all ages to engage with and stay connected to their communities.

Reflection and Summary

Albuquerque is dedicated to making our city more inclusive, innovative, and safe for everyone. We are focused on reducing isolation, increasing community engagement, and preparing for changing demographics. Since launching the One Albuquerque Age-Friendly initiative, our efforts have grown significantly. On November 21, 2017, AARP enrolled Albuquerque in the Network of Age-Friendly Communities, making us the 189th member. Membership in this network provided us with valuable metrics and guidance, helping us build on our existing strengths.



driven the accomplishments highlighted in this report.

The most significant achievements include developing a robust infrastructure to support the plan, with an active Age-Friendly committee and dedicated staff. The plan's integration into City structures ensures its continuity. The Age-Friendly Action Plan, publicly vetted and authorized by City Council, has been incorporated into Albuquerque's Comprehensive Plan.

City Council Resolution R-21-221 mandates quarterly progress reports to the Council, creating a sustainable foundation for the plan.

While our plan initially addressed all eight domains of livability, our implementation experience leads us to focus on three key areas: Housing, Transportation, and Civic Participation & Employment over the next three years. This strategic focus leverages our momentum while benefiting

all domains of livability.

The One Albuquerque Age-Friendly Action Plan update reflects the importance of supporting sustainable housing options, improved mobility, and opportunities for community engagement and employment.

This commitment reflects Albuquerque's promise to be the best city for families of all incomes, ages, and life stages.

AARP Livability Index

Albuquerque is in the top half of communities in the United States. A comparison of the AARP Livability index score from 2017 to the AARP Livability Index score in 2023 shows that Albuquerque’s overall score improved by 2 points from 52 to 54. Albuquerque saw an increase in its transportation, environment, opportunity, engagement, and housing scores.

CHART 01
LIVABILITY INDEX

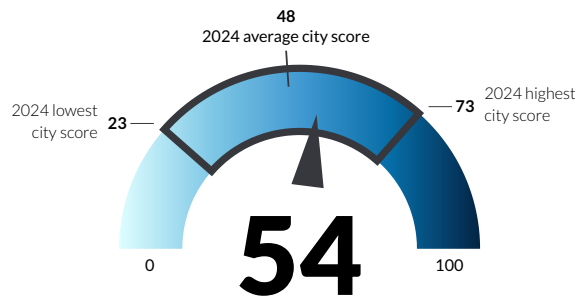


Albuquerque, New Mexico

: City

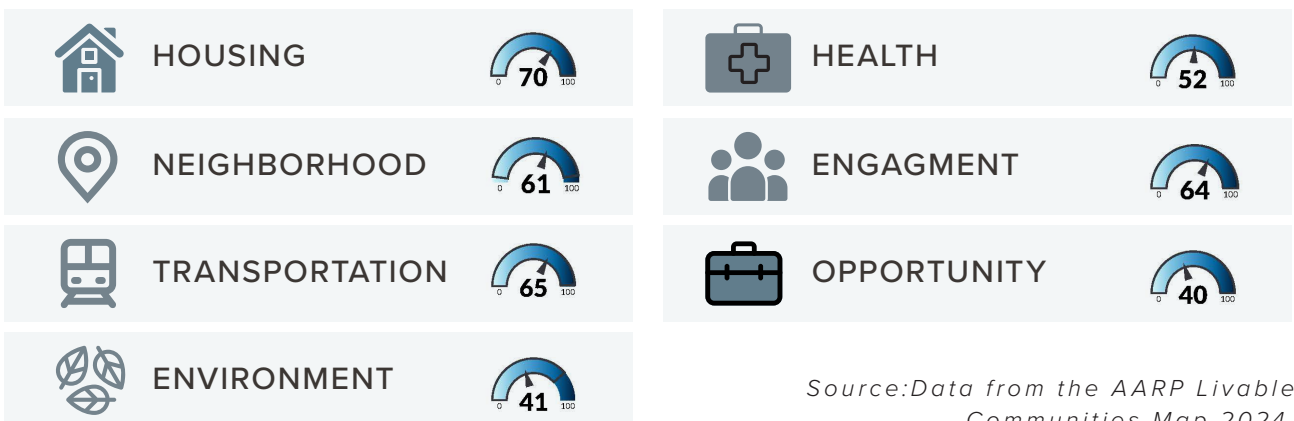
Location: [New Mexico](#) > [Bernalillo County](#)

Population: 562,551



The overall livability index score for **Albuquerque, New Mexico** is **54**.

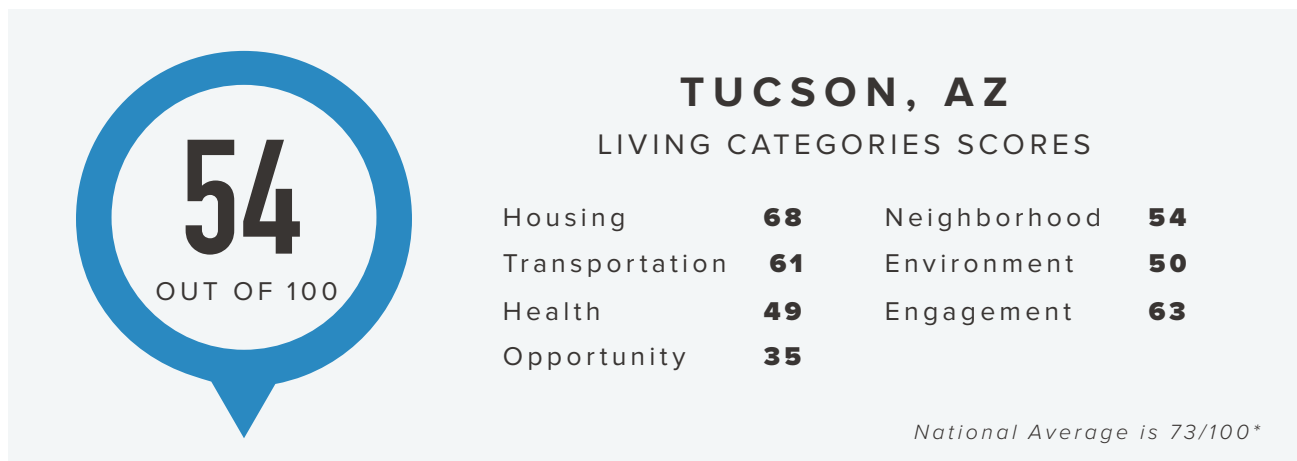
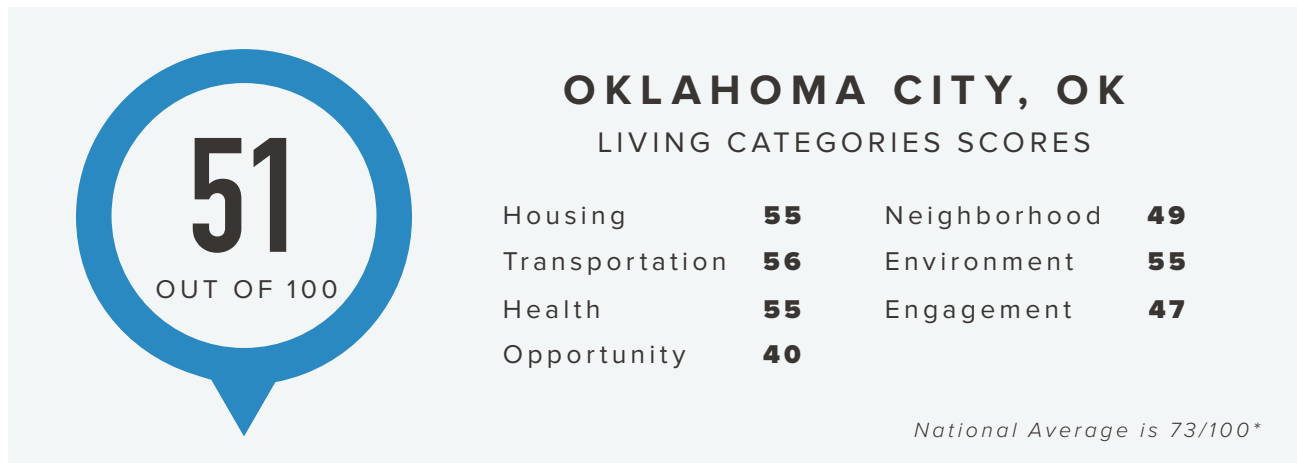
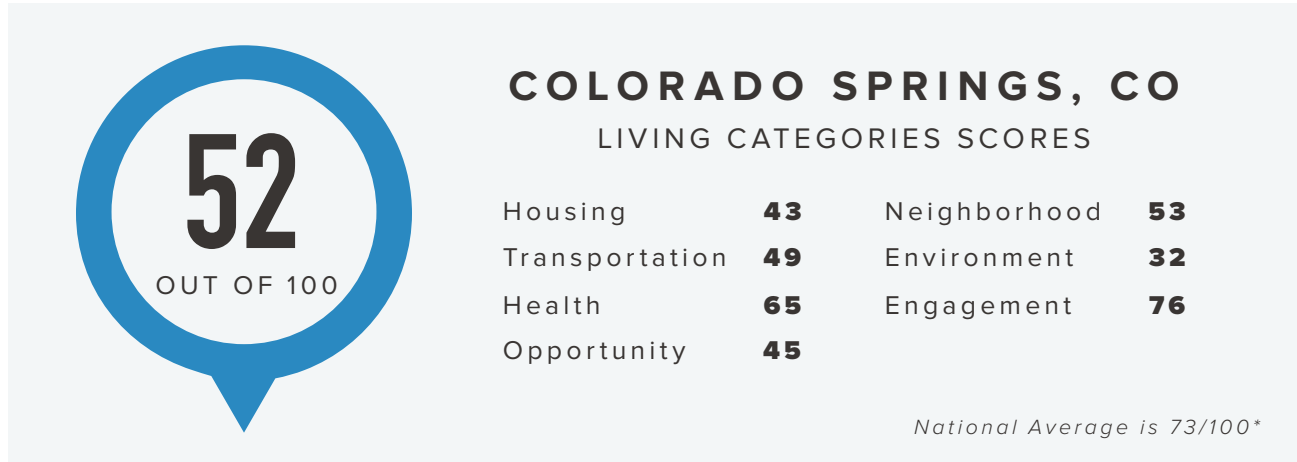
This is in the **top half** of **communities** in the U.S.

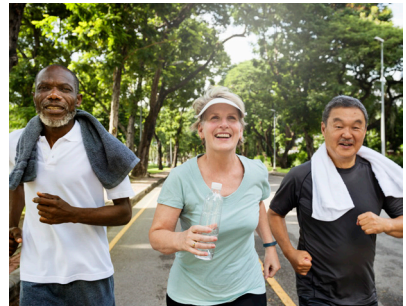


Source: Data from the AARP Livable Communities Map 2024.

CHART 02
HOW WE COMPARE TO OTHER REGIONAL CITIES

Albuquerque’s livability score ranks higher than peer cities of Colorado Springs, Colorado, and Oklahoma City, Oklahoma. It is on par with Tucson, Arizona.





Progress Achieved

YEAR ONE

Age Friendly Action Committee Activated

An 18-member Age Friendly Action Committee comprised of community members and DSA staff has been established. This Committee, led by the Strategic Program Manager, meets monthly with members representing various organizations, including the University of New Mexico Retirees Association, NM New Elder World (NM-NEW), Senior One, The Medicare Corner, AARP New Mexico, Older Rainbow Community of Albuquerque (formerly SAGE ABQ), Area Agency on Aging (AAA), and Albuquerque Police Department (APD). It also includes small business owners, non-profit leaders and retired professionals. Committee members share age-friendly priorities with community networks and establish connections to advance plan initiatives.

Creating Robust Network for Healthy Aging

Fifty-four community partnerships were established. The committee informs partners and other ambassadors about the progress of the Age-Friendly Action Plan and equips them with targeted information to enhance their advocacy efforts in making Albuquerque age Friendly.

Study Shines Light on Aging Population

Study initiated by City Councilor Klarissa Peña provides recommendations and strategies to help support Albuquerque's aging population and urges City leaders to make aging a priority for the community and to engage younger generations in preparing for longer lives.

Community Planning Area Assessments with City of Albuquerque Planning Department

Community Planning Areas (CPAs) are the City's new long range planning approach. The Age-Friendly initiative connects older adults to the CPA



process by involving them in walk audits and tabling sessions at the DSA senior and multigenerational centers in each of the city's 12 CPAs.

This ongoing cycle helps identify and recommend changes to policies, regulations, and implementation projects.

Promoting Older Adult Socialization through the City's ABQ311 app

City of Albuquerque's Department of Technology & Innovation created easy access navigation links to Senior Affairs informational web pages to promote cross-collaboration between programs ensuring that individuals can find the information and services they need without facing barriers or confusion.

City Council approves Council Bill R-21-221

Introduced by City Councilor Klarissa Pena in November 2021, Bill R-21-221 was passed unanimously by City Council on January 19, 2024. This resolution approved the One Albuquerque Age-Friendly Action Plan and directed DSA to use the

Aging Population study to implement the plan.

This established a reporting structure to ensure progress on the Age-Friendly Action Plan is reported to the city's governing body on a quarterly basis, ensuring the plan's continuity through future administrations.

YEAR TWO

Investment in Sustainable Infrastructure to Support Age-Friendly Action Plan

DSA created the Strategic Program Manager position, and realigned the supervision structure to include the Data Analyst II position, and newly created Outreach Coordinator positions.

These changes support the Department's work related to Resolution No. R-21-221 and specifically facilitate the implementation of the One Albuquerque Age-Friendly Action Plan.

Innovative Employment Project Launch

A pilot "return-ship" program tested at Manzano Mesa Multigenerational Center was designed to replicate

traditional internship. However, this back-to-work pilot program presented an alternative opportunity for an older adult returning to the workforce to update and build on their existing skills.

Promoting Older Adult Employment

In partnership with the New Mexico Department of Workforce Solutions, Veterans Affairs, and the City of Albuquerque's Human Resources Department, DSA collaborated on recruitment efforts, education on the City's hiring process and emphasizing the need to employ older adults.

Two job fairs were held at DSA senior centers with over 25 businesses and organizations participating along with the City's mobile human resources unit providing on-site applications and information.

Economic Development through Older Adult Entrepreneurship

In collaboration with the City's Economic Development Department, DSA launched initiatives to support Albuquerque's local economy by empowering older adults with the skills and knowledge to make a significant economic impact. Building on the success of the inaugural Senior Artisan Fair, DSA offered a series of free workshops for older adult entrepreneurs.

These workshops covered topics such as starting a business, securing start-up financing, navigating the digital marketplace, resume writing, and exploring ways to continue earning in the later stages of life.

Expanding DSA's capacity to Serve Older Adults and People with Disabilities

The DSA Outreach Coordinator formalized community partnerships to enhance DSA's capacity and resources and address issues affecting older adults, such as isolation. Memorandums of



Understanding (MOUs) were established with various organizations including Mandy’s Farm, a local non-profit focused on expanding job training for disabled individuals, and the OneABQ Fund.

These agreements enable DSA to seek sponsorship support for events like the Ageless Artisan Craft Fair, Tech Fair, and Age-Friendly Summit.

Committee connecting with State and Local Advisory Councils

The Age-Friendly Action Committee engaged with various City committees including the ADA Advisory Council, Older American’s Act Advisory Council, Senior Affairs Advisory Council, Mayor’s Youth Advisory Council and Para Transit Advisory Board.

Additionally, the committee expanded its network to include a member of the New Mexico Aging and Long-Term Services Department Policy Advisory Council, the Downtown Echo Project and Community Policing groups to

advocate for the well-being and safety of older adults in the community.

Age-Friendly Leadership Academy

DSA participated into the inaugural cohort of the National Age-Friendly Leadership Academy which brought together leaders from across the country to share ideas and innovations within a national network of Age-Friendly Communities.

Additionally, DSA, along with City of Albuquerque Youth and Family Services Department - Area Agency on Aging and Planning department staff, developed an online caregiver survey. This survey is designed to inform the Area Agency on Aging’s Area Plan, Planning’s CPAs and DSA’s program planning efforts.

Age-Friendly Action Plan embedded in DSA Strategic Plan

DSA developed a Strategic Plan to evaluate and enhance operations aiming to provide the highest level of customer service for the growing

number and most vulnerable older adults in the community.

The Department will focus on the following five goals:

- 01.** Deliver Critical Services Efficiently
- 02.** Meet Evolving Demand for Services
- 03.** Become a Data-Driven Organization
- 04.** Build Internal Capacity
- 05.** Be the Trusted Voice for Older Adults in the Community

Expanding access to Healthcare-Medicare Fairs

DSA launched four coordinated events at Senior/Multigenerational Centers during the Medicare open enrollment period. By bringing Medicare brokers together to provide critical and timely information, the initiative effectively increased access

to healthcare options for the public. The inaugural event saw participation from 1,000 older adults. This successful, easy access approach has become an annual event for DSA during Medicare open enrollment.

Improving access to Technology

Since the onset of the COVID pandemic, DSA has provided technology-based services to nearly 1,000 older adults. This includes loaning 21 smart tablets, conducting 289 classes, generating 256 YouTube technical video views and offering 420 one-on-one coaching and helpline services.

DSA also participated in the first annual Internet Resource Fair coordinated by the City of Albuquerque Broadband Program Manager.

To further enhance technology access for older adults in Bernalillo County, DSA continues to expand its efforts through the Laptop Loaner program, additional classes and hands-on instruction, and upgrades to computer labs in the centers.

National Accreditation of DSA Centers

As part of a 5-year cycle, four DSA centers: Manzano Mesa Multigenerational Center, North Valley Senior Center, Palo Duro Senior Center and Los Volcanes Senior Center were re-accredited by the National Council on Aging, National Institute of Senior Centers (NISC).

With over 11,000 senior centers in the U.S., fewer than 200 are accredited, representing less than 2% highlighting the exceptional quality and commitment of these DSA centers.

Albuquerque Housing Forward Initiative-ADUs allowed by code throughout the city

DSA actively advocated for sustainable affordable housing, missing middle housing and for the needs of older adults through the Housing Forward initiative. This advocacy included



supporting the recommendation for Accessory Dwelling Unit (ADU) changes to the Integrated Development Ordinance (IDO) which were adopted by City Council.

The Age-Friendly Action Committee continues to engage on the City's Housing Forward initiative and is now focusing on policy areas crucial to older adults, such as the affordability of property taxes and utilities.

View the full Housing Forward report from the most recent year, cabq.gov/housing-forward-abq.

YEAR THREE

Expanding access to Nutrition-Expanding Meals Program

DSA partnered with the Area Agency on Aging to expand the 60+ donation/free lunch program, while still continuing low-cost, à la carte options.

This expansion included three

additional centers, aiming to reduce food insecurity and address the rising foods costs experienced by older adults.

Reaching Multigenerational Caregivers

DSA developed and launched a series of caregiver workshops at senior and multigenerational centers to address the needs of diverse family caregivers.

The workshops include:

- **Caregivers Toolbox:** A series of classes covering Caregiver Self-Care, Community Resources, Managing Difficult Behaviors, Dementia, and Advance Planning.
- **Caregiving for an LGBT Person:** Offered by the Older Rainbow Community of Albuquerque (formerly



SAGE ABQ), this workshop helps participants understand the needs of the LGBTQIA+ community and provides guidance on best practices for caregiving.

- **Powerful Tools for Caregivers:** An evidence-based education series offered by the Family Caregiver Center of NM, a new Albuquerque-based nonprofit.

This six-session course empowers caregivers with tools to manage stress, improve communication, and enhance overall well-being while caring for their loved ones.

Age-Friendly Action Plan goals embedded into CABQ Comprehensive Plan

DSA collaborated with Council Services to integrate the Age-Friendly Action Plan into the CABQ Comprehensive Plan update, ensuring that its elements are enshrined in the City’s Rank 1 planning document.

The included elements focused on planning, land use, and zoning.

Leveraging the Age-Friendly Network

DSA received two technical assistance grants from AARP to advance the City’s Age Friendly initiatives. The first grant allowed DSA to work with ECONorthwest on developing a housing equity workshop, involving the Office of Equity and Inclusion (OEI) and the Planning Department in the project.

The second grant supported DSA’s collaboration with Smart Growth America/Transportation for America on a policy research project related to transportation, which will inform the update of the Age-Friendly Action Plan update.

Expanding Access to Healthcare-Vaccine Uptake

DSA was awarded a \$100,000 grant from the National Council on Aging to boost COVID-19 and Influenza vaccine uptake.

This was awarded for a proposal that utilized a unique approach to expand outreach and share credible information about the benefits of vaccinations. The goal was to increase vaccine uptake and access to other healthcare services for underserved older adults and people with disabilities.

By engaging health ambassadors like

Community Health Workers, and staff, DSA and its partners administered over 1,500 vaccines and reached nearly 400 individuals through outreach and education.

Affordable Housing Mapped

DSA collaborated with the City’s Department of Health, Housing and Homelessness (HHH), and the Planning Department to develop an interactive map of affordable housing units in Bernalillo County.

This map displays all known affordable housing units and serves as a valuable resource for diverse groups, including the DSA Information and Assistance team, City planners, and city-wide program staff.

Housing Choices for Albuquerque’s Older Adults report published

Technical assistance provided by AARP NM State Office supported DSA’s efforts on Mayor Keller’s Strategic Housing Initiative workgroup, which focused on housing considerations for Albuquerque’s growing older adult population. DSA collaborated with RL Mace Universe Design Institute to produce the report, Housing Choices for Albuquerque’s Older Adults.

Volunteers in Action (VIA) Program launched

DSA launched the Volunteers in Action (VIA) program in 2022 to offer meaningful volunteer opportunities to people of all ages.

As part of the DSA Strategic Plan, this robust volunteer program is crucial for expanding access to essential services.

While our AmeriCorps Seniors programs (Foster Grandparent Program, Senior Companion Program and Retired and Senior Volunteer Program) continue to rebound from the COVID-19 pandemic, focusing on younger volunteers has



proven highly effective. Notable intergenerational projects included a 10-week intergenerational project at the Barelmas Senior Center community garden with ACE Leadership High School and the assembly of 2,500 Vial of Life Kits by 56 volunteers. These kits, developed in partnership with Albuquerque Fire Rescue, contain lifesaving information that first responders can access quickly during emergencies.

New Mexico Grown: Award-winning innovation in Nutrition

DSA's Nutrition program received the Sprout Award for its achievements with the New Mexico Grown program. This grant supports meal programs in purchasing locally grown fruits, vegetables, and meats. The award recognizes efforts to enhance internal capacity for using local produce and meats in meals served at DSA centers, meal sites, and through home deliveries.

This initiative promotes fresh food options, supports the local economy and agriculture, and reduces DSA's carbon footprint.

Expanding Access to Healthcare-Dental Health Education

DSA partnered with New Mexico Department of Health (NMDOH)

to pilot a dental health education program at four DSA centers. The project involved NMDOH dental practitioners providing education and guidance regarding the importance of proper dental hygiene to members of the centers.

Age-Friendly Summit: Defying Ageism

DSA hosted the first Age-Friendly Summit: Defying Ageism. The event, which attracted over 80 participants, featured a thoughtfully planned afternoon and evening focused on ageism – often considered the last socially acceptable “ism.” The summit explored the impact of ageism on employment, healthcare, and interactions between younger people and older people.

Improving Digital Literacy

DSA partnered with Teeniors, a group of tech-savvy teens who provide one-on-one technology coaching to older adults, along with other technology groups to emphasize the importance of technology training and digital literacy for older adults. A total of 72 one-hour workshops were conducted, covering a range of topics including phone tech support, Android and iPhone basics, checking voicemail, using the internet, working with apps, Windows Laptop,

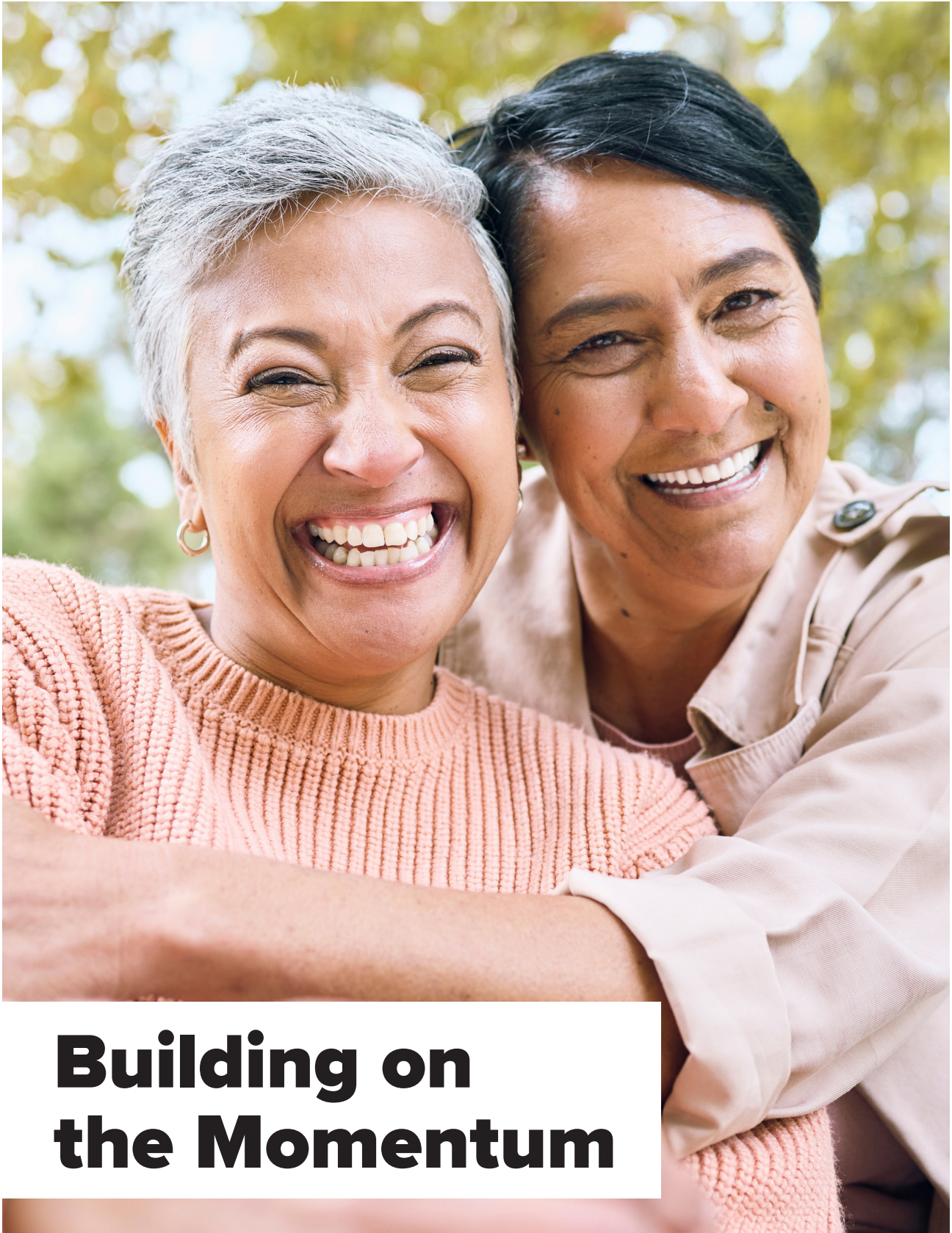
MacBook, and Chromebook basics, transferring information between devices, smartwatch basics, and working with Zoom. Initially funded through COVID/ARPA funds, DSA has continued to fund these partnerships using operational dollars to ensure ongoing access to digital literacy for older adults.

National Council on Aging Programs of Excellence Award

DSA's virtual technology program and services for older adults, along with the annual Senior Tech Fair, received a Programs of Excellence Award from the National Council on Aging's National Institute of Senior Centers. This recognition was featured on the national stage during the Annual National Council on Aging Conference on February 14, 2024. The Senior Tech Fair offers a range of technology classes, demonstrations, and information booths covering topics ranging from smartphone basics, social media, telehealth, online shopping, and more. To provide a diverse array of resources for older adults, the department partnered with over two dozen local businesses and organizations, including student volunteers who assisted with many of the tech classes.

ABQ Ride Free Fares

After a nearly two years of a pilot program, numerous data reports, and community feedback, the City Council approved an ordinance making all services provided by ABQ RIDE fare-free. Albuquerque is now one of the largest U.S. cities to implement a Zero Fare transit program, following Kansas City, Missouri which introduced a similar program in 2020. ABQ RIDE serves an average of 23,800 riders daily, 88% of whom live in households with an annual income of less than \$35,000. By eliminating bus fares, the City of Albuquerque is ensuring all transit-dependent riders have access to this essential service.



Building on the Momentum



Although all domains of livability are important, the One Albuquerque Age-Friendly Action plan will focus on three domains over the next few years: Housing, Transportation, and Civic Participation & Employment. Other domains of livability will be integrated where possible through strategies within these three focus areas. The plan will use the Respect and Inclusion and Communication and Information domains as guiding principles.

Respect and Inclusion Guiding Principles

In the initial One Albuquerque Age-Friendly Action Plan the goal in the Respect and Inclusion domain aims to create a responsible and inclusive community that recognizes the contributions of people of all ages and abilities. Therefore, whenever possible:

- Use Inclusive Language: Incorporate the phrase “all ages and abilities” in communication. This language demonstrates a commitment to Age-Friendly planning and implementation.
- Avoid Ageist Language: Ageist language should be

actively avoided and addressed when it occurs. Ageism is pervasive; we can model anti-ageist behavior, and raise awareness through advocacy and education.

Communication and Information Guiding Principles

The initial One Albuquerque Age-Friendly Action Plan goal in the Communication and Information domain is to keep people informed and connected with their communities through easily accessible and understandable information. Therefore, whenever possible:

- Use ‘all of the above approach’: Dissemination of information should be planned and executed by using an “all of the above” approach—including print materials, despite the prevailing belief that “everything is done online.” Not everyone has access to computers, internet, and/or digital literacy training.
- Use City’s Safe Harbor languages: Information should be communicated in the City’s safe harbor languages, and should be accessible to all citizens. with valuable metrics



HOUSING DOMAIN

HOUSING DOMAIN VALUE STATEMENT

People of all ages should be able to stay in their current home and community. Homes should be designed or modified for aging in place. Our community should have suitable housing options for people of all incomes, ages and life stages.

HOUSING DOMAIN GOAL

To provide resources and policies that allow for safe and accessible dwelling for people of all ages and abilities.

ONE ALBUQUERQUE STRATEGIES

- 01.** Advance policy and rulemaking that provides housing accessibility for people of all ages and stages of life

INITIATIVES

- a.** Support the advancement of the City of Albuquerque Housing Forward Initiative
- b.** Update information on universal design brochure and website as directed by City’s comprehensive plan
- c.** Explore legislation directing universal design for inclusion in the Integrated Development Ordinance
- d.** Promote updates to the Integrated Development Ordinance that incentivize affordable housing

developments as directed by the City’s comprehensive plan

- e.** Increase public awareness of City Planning and Community Assessment meetings as directed by City’s comprehensive plan

- 02.** Increase awareness of housing opportunities among city departments/divisions as directed by City’s comprehensive plan

INITIATIVES

- a.** Expand the utilization of the City’s internal affordable housing map
 - i.** Overlay transit maps; schools–community schools; walking school bus projects
- b.** Complete an inventory of housing options available in Bernalillo County for older adults
- c.** Engage partners in the development and delivery of a housing equity workshop

- 03.** Support programs that promote aging safely and securely in place



INITIATIVES

- a. Connect volunteer driven, aid organizations with neighborhood associations in order to reach neighbors in need (Villages) as directed by City’s comprehensive plan
- b. Promote city services and non-profit agencies that are providing home modification or retrofit, falls prevention
- c. Promote City services and non-profit agencies that are providing anti-eviction services
- d. Promote wrap-around services that keep people sustainably housed

04. Expand diverse housing options

INITIATIVES

- a. Promote regulatory updates that would allow for innovative and flexible housing, such as cottage developments as directed by City’s comprehensive plan
- b. Explore shared housing programs models
- c. Explore strategies to address older adults downsizing to smaller homes as directed by City’s comprehensive plan

TRANSPORTATION DOMAIN

TRANSPORTATION DOMAIN VALUE STATEMENT

Driving isn’t the only way to get around. Pedestrians should have access to walkable sidewalks and safe, crossable streets. Dedicated bicycle lanes benefit nondrivers and drivers. Public transit options should range from large-scale to small-scale and be affordable and accessible for all.



TRANSPORTATION DOMAIN GOAL

To improve mobility options and resources for residents of all ages and abilities.

ONE ALBUQUERQUE STRATEGIES

- 01.** Advance policy and rulemaking that improves all modes of transportation

INITIATIVES

- a. Increase awareness of sidewalk repair rules, regulations and reporting as directed by the City’s comprehensive plan
- b. Examine the feasibility of City funded sidewalk repair program.
- c. Support Vision Zero/Complete streets
- d. Support ABQ Ride Forward

- 02.** Increase awareness of transportation improvement efforts by and among COA department divisions

INITIATIVES

- a. Increase public awareness of City Planning and Community Assessment meetings as directed by City’s comprehensive plan
- b. Support City’s ADA Transition plan
- c. Support DSA efforts to modernize transportation scheduling for efficiency

03. Pursue programming that is innovative or best practices for improving mobility options

INITIATIVES

- a.** Support policy change allowing DSA transportation to travel outside Albuquerque city limits to medical facilities more convenient for patrons living on the edge of city limits and explore similar options for SunVan as directed by the City’s comprehensive plan
- b.** Support the development of the Rail Trail by the City’s Metropolitan Redevelopment Agency (MRA)



CIVIC PARTICIPATION & EMPLOYMENT DOMAIN

CIVIC PARTICIPATION & EMPLOYMENT DOMAIN VALUE STATEMENT

People of all ages should feel encouraged to be actively engaged in community life and have opportunities to work for pay or volunteer their skills.

CIVIC PARTICIPATION & EMPLOYMENT GOAL

To increase opportunities for people of all ages to get involved in the community in ways that are meaningful to them.

ONE ALBUQUERQUE STRATEGIES

01. Improve access to employment for younger and older adults through collaboration with economic development, universities, employment programs and non-profits

INITIATIVES

- a.** Elevate the work of employment groups working to support older adults in the work force such as SCSEP programs
- b.** Partner with the CNM Ingenuity, New Mexico - New Elder World (NM-NEW), and Job Training Albuquerque (JTA) programs at Central New Mexico Community College to adopt age-friendly practices to eliminate barriers that may prevent any age group from participating
- c.** Provide digital literacy and technology training to older adults or those wishing to participate in reskilling opportunities
- d.** Promote digital equity through support of City Broadband Office High Speed Fiber Internet Expansion
- e.** Develop a model “Returnship” program at

Department of Senior Affairs and other City departments

f. Investigate ways that the City can increase employment and entrepreneurship opportunities for people of all ages, in particular older adults (such as “second act” careers for people 40-50+ years old)

02. Promote the adoption of Age-Friendly employment practices in government and private industries

INITIATIVES

- a.** Develop and implement an Age-Friendly Employer Pledge Program
- b.** Sponsor age-inclusive and age-friendly trainings and workshops for City departments and/or businesses

03. Evaluate City hiring practices

INITIATIVES

a. Partner with Office of Equity and Inclusion (OEI) on including ageism as priority of culture change

04. Promote intentional intergenerational programming in City departments

05. Explore Age-Friendly University designation with UNM/CNM or others

06. Elevate what other universities are doing in the aging including mapping intersections regarding inclusion efforts

07. Develop and implement DSA’s EngAGE marketing and outreach campaign to encourage active participation in the many services DSA offers





We celebrate with our City Parks and Recreation department as more and more Burqueños find themselves within a 10-minute walk to a park and support our Vision Zero plan promoting safe, accessible, and equitable mobility to make Albuquerque's streets safer.

The momentum created over the first three years of the One Albuquerque Age Friendly Action Plan led to many accomplishments, and perhaps more importantly, to many opportunities to connect and work, not only internally across City departments but also regionally and nationally. From free fares on public transportation to Albuquerque Housing Forward, the City of Albuquerque is leading the way in New Mexico in adopting an Age Friendly framework to address the challenges we face as a community. As we celebrate these successes, we look to a future where all who call Albuquerque home can enjoy an ever-improving quality of life- at all stages of their lives.

A Vision for the Future

The City of Albuquerque is excited about our Age Friendly work. Our community embraced the One Albuquerque spirit and joined in the effort to make Albuquerque a community for a lifetime.

The Age Friendly Action Committee worked to build a strong infrastructure from which to pursue the goals of the One Albuquerque Action Plan. Embedding elements of the plan into the City's Comprehensive Plan and the Department of Senior Affairs Strategic Plan ensure the work will continue. Engaging with City Departments to address the housing crisis facing our city, we made accessory dwelling units permissible by code throughout the city, and provided ready to use plans, free of charge, to expedite the construction of casitas.



CITY OF ALBUQUERQUE

Age-Friendly Report: 2025 Update

P: 505-764-6400 (Senior Information Line)

W: cabq.gov/seniors

E: seniorinformation@cabq.gov