



Old School

Hub

IMPACT

REPORT

2025

Message from Co Founders and Executive Director

A statement from Old School's co-founders

In 2018, Kyrié Carpenter, Ryan Backer, and Ashton Applewhite met for the first time in a back yard in Berkeley. We'd searched the web for ageism-related material, figured out how to share the best of it, and came together to launch the Old School Clearinghouse. We thought we were setting up a small side hustle: updating a website once or twice a year. We weren't sure anyone else would notice its debut. We were so wrong. It was immediately obvious that we'd embarked on a major undertaking and that Old School was meeting an important need for the emerging age-equity movement.

Eight years later this remains very much the case. But we couldn't have envisioned how the movement would grow, nor how Old School's role would evolve to meet it, becoming the Old School Hub for Equity and Ageism Awareness. The three of us did a lot with a little. Four of us are now doing more with more, as you'll see from this Impact Report. Crucially, last year the organization hired its Executive Director, Alessandro "Ale" Negrete, who brings grassroots organizing experience, fundraising skills, and a bold vision to the table. Stay tuned for the strategic plan we just co-created in Mexico City. You'll see why we couldn't be more excited about Old School's future.

-Ashton, Ryan, and Kyrie

A New Chapter of Momentum at Oldschool Hub

Six months ago, I stepped into my role at Oldschool Hub with a deep respect for our history and a clear-eyed vision for our future. My first half-year has been a journey of listening—immersing myself in the unique culture and vibrant energy that makes this organization a vital part of our community. To ensure our vision doesn't just stay steady but grows, we have spent these months fortifying our internal "bones." By strengthening our organizational infrastructure and revitalizing our fundraising strategy, we are building a platform capable of sustaining long-term change. We are no longer just participating in the movement ecosystem; we are integrating into it with a new sense of purpose.

I am thrilled to share that, bolstered by a recently awarded planning grant, Oldschool Hub is stepping into a new role as a movement leader. We are providing the space where the conversation happens serving as a high-value convener for the changemakers who need it most. You can follow our progress and deep-dive into our mission at oldschool.info.

-Alessandro Negrete, Executive Director



ABOUT THE ORGANIZATION

History

Ashton Applewhite, a leading voice in the emerging anti-ageism movement, first envisioned a central repository of free resources in 2008. That vision gained shape in 2017, when she recruited Kyrié Carpenter and Ryan Backer to compile a list and design a basic website. The following year the Old School Clearinghouse was born. Since then, the Old School team has continuously improved the site and expanded its offerings. The organization began creating resources, hosting gatherings, giving trainings and workshops, and collaborating with a variety of partners. In 2024 the organization transitioned into the Old School Hub for Age Equity and Ageism Awareness. Kyrié stepped back, and David Wilson stepped up. In 2025 the organization hired its first Executive Director, Hector Alessandro “Ale” Negrete. The organization met for a Strategic Planning Summit in Mexico City in December, where Ale and the team charted an ambitious one-, three- and five- year plan to increase Old School's reach and impact.

Mission

Old School works to end ageism by convening people of all ages, backgrounds, and identities who share this goal. We are particularly committed to fostering an inclusive space for historically marginalized groups, and supporting their paths to age advocacy. We create, curate, and widely disseminate free educational material about ageism and how to undo it. Through community dialogue and innovative collaborations, we raise individual awareness of ageism and inspire collective action to dismantle it in every sphere of life.

Vision

Old School is advancing a world where aging is no longer a privilege, and everyone has the opportunity to move through life with purpose and dignity. We believe in the power of the collective, and show up for other social justice movements, ensuring our advocacy centers the lived experience of Black, Indigenous, and People of Color (BIPOC), immigrants, and other marginalized groups. Our work is grounded in powerful truths that demand elevation: everyone is aging, and everyone experiences being treated unfairly because of their age. This makes ageism a gateway to understanding the intersectional nature of all oppression, and of all activism. This paves the way for genuine equity and collective liberation.

FY25 PROGRAMS & IMPACT

Old School's impact flows through three interconnected programs:

Office Hours – anti-ageism entry point & community space

Hubsters – incubator for anti-ageism projects

The Library – the definitive collection of anti-ageism tools, with contributions from around the world

Together, these programs form a movement-building ecosystem that blends knowledge, conversation, creativity, and action.

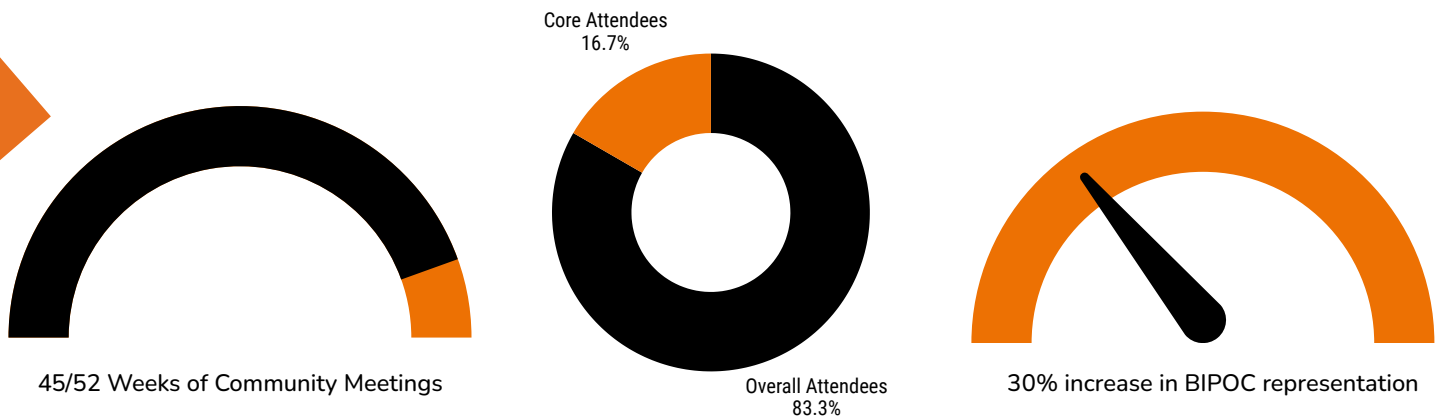


In 2025

OFFICE HOURS: WEEKLY MOVEMENT SPACE & COMMUNITY ENTRY POINT

Office Hours is a weekly global community where participants from across the world bring an expansive range of topics to the table—from personal reflections on 'aging gracefully' to the systemic impact of ageism on justice and culture.

Community Growth



As Old School's next strategic plan evolves, Office Hours will become a clearer on-ramp for movement participation, preparing people to step into deeper learning, collaboration, and leadership roles.

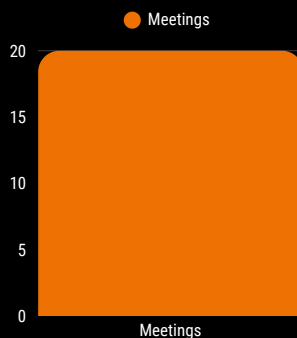
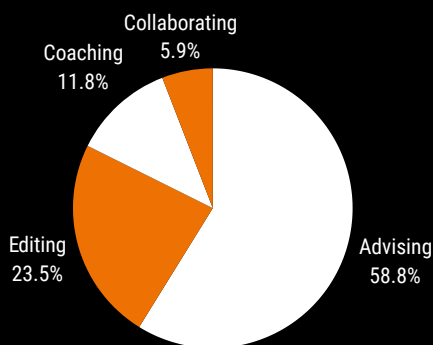
Participant voice:

"When I first joined Office Hours because Ale engaged with me at a community meeting, I didn't know what to expect. I always thought ageism was about old people. I have now been part of Office Hours for almost two months and learn so much every time. It is a welcoming space with so much to offer for beginners. I am looking forward to the 2026 strategic plan."

— Erick Mayorga, healthcare professional

HUBSTERS: A GLOBAL IDEA INCUBATOR FOR ANTI-AGEIST INNOVATION

Hubsters is Old School's idea incubator, a volunteer working group where everyday people turn lived experience and creative insight into projects to challenge ageism. Participants receive staff mentorship, peer input, troubleshooting support, and, when possible, funding and amplification.



\$300 in Direct Funding



Approved over 10 Projects from
North America and Europe

Participant voice:

"My conference could not have happened without all the support and time from the Old School Team."

— Hilary Siebens, Siebens Patient Care LLC

Hubsters demonstrates that people closest to the problem often have the most powerful, relevant solutions—and that movements flourish when they invest in everyday innovators.

THE LIBRARY: A GLOBAL, OPEN-SOURCE KNOWLEDGE HUB

The Library is a curated collection of materials on ageism, aging, and age advocacy. It is one of the largest and most trusted repositories of anti-ageism material in the world. We continuously review, update, and improve the contents.



- Added 41 new resources to our over 300+ resources, including videos, podcasts, reports, articles, and tools
- Ensured the library remained open, accessible, and globally sourced
- Connected practitioners and the public to new research, cultural analysis, and practical tools via Old School's social media and newsletter

Originally Old School's sole offering, the Library remains foundational to our movement-building mission: a space where learning fuels organizing, and where accessible knowledge builds collective power.

FY25 HIGHLIGHTS AT A GLANCE

- 45 Office Hours sessions held
- 300+ participants engaged
- 15+ consistent weekly core participants
- 30% increase in BIPOC representation at Office Hours
- 20+ Hubsters meetings
- 10+ anti-ageism projects supported
- \$300+ in direct funding awarded
- 200+ staff hours dedicated to project incubation
- 41+ new ageism-related resources in our Library
- 20+ new partnership conversations initiated for 2026
- Increased global impact, including participants and projects from the U.S. and Europe
- Strengthened Old School's role as a movement hub for learning, connection, and innovation
- Hired inaugural Executive Director
- Partnered with Virginia Commonwealth University on Expanding Age Advocacy report
- Increase in activation of Grassroots Fundraising Campaigns from 2021 to 2025 by 83.41%



LOOKING AHEAD

In 2026

- Launch a Guest Speaker Series featuring movement leaders, researchers, and culture shifters
- Engage in the development of an Advisory Board
- Plan the organization's biennial Anti-Ageism UnConference
- Continue to co-design and refine AgEd, our forthcoming academy on aging and ageism
- Strengthen hyper-local relationships to connect global movement work with local community needs
- Use the 10+ partnerships established in 2025 to expand our network.
- Develop Office Hours into a more explicit movement-building pipeline
- Continue to improve the Library and solicit contributions from across the world
- Establish feedback loops to make sure our programs reflect and uplift the communities we serve
- Build toward a strategic plan centered on equity, diversity, and collective action

Alessandro Negrete
Executive Director
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WE THANK YOU
FOR YOUR CONTINUED
SUPPORT OF
OUR ORGANIZATION