

Community Wellbeing Deliverables and Next Steps

November 2021

Request to Selectboard

1. Select one of the three options to establish Community Wellbeing Initiative capacity for 1 year.
2. Budget request for \$5,000 to support this work in FY22 with consideration for larger multi-town contributions in following years based on outcomes of the program in areas of community wellbeing, equity and inclusion. (Bolton \$500, Huntington \$1000)
3. Outcomes at One Year:
 - a. Community Wellbeing Coordinator is hired and trained
 - b. Community Advisory Board in place for oversight and support
 - c. Community Information Exchange is implemented that enables data about resources, people, and activities to be shared among a diversity of organizations and information systems in standardized ways. Will be connected to all 3 town websites and any community organizations interested.
 - d. Use validated Quality of Life and Wellbeing Community indicators to assess baseline of communities and create implementation strategy with community partners.
 - e. Determine plan for long term, sustainable funding based on assessment and metrics.

What

Community Wellbeing Coordinator

- Leads the Community Wellbeing Initiative by aligning community resources for the Chittenden East region, anchored by the Tri-Town area of Richmond, Bolton, and Huntington
- Plans programs and community engagement events to support wellbeing, focusing on the intergenerational strengths of the towns with the goal to:
 - o enhance social connection,
 - o create an equitable and inclusive community for marginalized populations
 - o mitigate unhealthy/risky behaviors
 - o identifying opportunities for collaboration across town committee and local organization efforts
- Serves as liaison to schools, businesses, towns, and community organizations. Identifies collaboration opportunities to support community members and alleviate burden on staff.
- Coordinates and cultivates a network of wellbeing champions; participates in a network of peer towns.
- Maintains the online resource directory and updates the events calendar on the town web page.
- Applies for grants as appropriate and markets programs and events in an equitable way, ensuring that the voices of marginalized groups are included in policy decisions and program investments.

Why

*A wellbeing coordinator position based in Richmond would act as a **collaborative liaison**; the work is about getting strategic, and not duplicative.*

- For any of the options listed in the “How” section below, this position would
 - **Build capacity for action**, coordination of activities, and organization and linkages.
 - **Provide leadership** needed for guidance, support, and a network of actors who have the mindsets and skills to carry the work in order to meet the Towns vision statements.
 - Bring Chittenden East communities to the center of the prevention conversation via participation in the Chittenden Prevention Network. Currently, Chittenden East participation is lacking. A wellbeing coordinator would **fill the gap in representation and services** for those in need.
- Wellbeing as a framework **aligns with the Town plans**, as well as with the direction of the **Chittenden County Regional Planning Commission, state, and federal dollars toward wellbeing and equity metrics**.
 - *Note: The [International Society for Quality of Life Studies \(ISQOLS\)](#) will host their 2022 in person conference in Burlington, VT. This is a great upcoming, nearby opportunity to showcase the Tri-Town area’s leadership and exploration of wellbeing action and measurement.*
- Funding for collaborative work is an identified need across systems (on youth prevention efforts like CPN, on regional planning work like CCRPC, at the University level, and at the programmatic level). This position will help meet that need by intentionally being built as a **collaborator across systems**.

How

Three Options for Community Wellbeing Coordinator Position and Cost

1. **Town of Richmond as hiring authority:** In order to build on local control, the Town of Richmond would act on behalf of the region and hire the position. This would enable the town to use its authority, integrate resources, and support the existing Town plans, vision, and priorities which are well-aligned with community wellbeing. (Contractor option possible)
 - a. A Community Advisory Board will be established to provide guidance and oversight to the Community Wellbeing Initiative and work of the contracted position. This board will incorporate authentic community engagement which includes historically marginalized groups.
 - b. This Wellbeing Coordinator will report to the Richmond, Bolton and Huntington selectboards quarterly on progress and updates.
2. **Town of Richmond as Co-Hiring Entity:** This model would include external supervision and incorporate a shared budget. Potential considerations:
 - a. **Community Organization:** Explore potential of a combined position to move the towns forward in wellbeing, equity and inclusion for a resilient community. Smaller organizations may have limited hiring capacity.
 - b. **United Way:** United Way of Northwest Vermont’s commitment to improving health and wellbeing outcomes for the region makes it a highly aligned fit for co-hiring and supervision

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of this position, based out of Richmond. Fits within the mission of the Prevention Center of Excellence Work and 2-1-1 enhancement with the CIE.

- c. **Chittenden County Regional Planning Commission:** In a similar model of a traditional town planner position, this position could serve as a health or wellbeing planner, based out of Richmond. Since this is a regional position, the CCRPC as hiring entity is well positioned to hire for the 3 towns and provide supervision according to the [ECoS Plan](#). Additionally, the at the federal level, CDC leadership selected seven "place-related" goals reflecting the importance of reintegration health and urban planning. (<http://www.cdc.gov/healthyplaces>). Providing safe and healthy places in which to live, work, and play is more likely to succeed if urban planning and public health work together. Future integration of and collaborations between the disciplines can serve as a cornerstone for the immediate and long-term success of the Healthy Places goals.
- i. Wellbeing Coordinator would be physically located in Richmond which is central to the three towns.
 - ii. Wellbeing Coordinator will be a resident of one of the three towns.
- d. **UVM or VT Public Health Association**

3. **External Organization** hires & supervises. Considerations would be towards what kind of authority the coordinator would have within the towns and community to effect change and implement programming if they are not officially part of the town.

Salary Range

- **FTE Position Annual Cost Range (Salary + Benefits) or equivalent for contractor:** Estimate, sent to Town Manager and Selectboard Chair, reflects competitive local pay rates, and assumes the position at a Community Wellbeing Coordinator level, hired by the Town of Richmond.

Funding Opportunities

- **Community Health Investment Fund:** Submitted on behalf of Town of Richmond. \$50,000
- **CDC Health Disparities Grant:** National Initiative to Address COVID-19 Health Disparities Among Populations at High-Risk and Underserved, Including Racial and Ethnic Minority Populations and Rural Communities. Vermont received \$28,498,810 (includes rural carveout amount=\$21,420,291)
- **Community Organizations:** High level of support and interest from Chittenden County service organizations to see success and sustainable support in this gap area of Chittenden County. Potential for financial and training, technical assistance, supervision support:
 - o Howard Center,
 - o United Way
 - o CCPRC
 - o MMUUSD,
 - o Richmond Racial Equity,
 - o UVM Extension,
 - o Vermont Department of Health

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- Burlington District Office provides grant technical assistance and public health expertise to communities and can actively support the position through collaboration with the Community Wellbeing Coordinator on efforts such as community assessments, strategic planning, data presentations, networking, and overall help building readiness for change in the community. VDH will also play a role during onboarding to ensure a firm foundation in public health approaches and an understanding of the VDH resources that are available to support them.
- **Town of Richmond:** Among the possible hiring options, if the Town of Richmond is not the hiring organization, would still expect some level of financial contribution to this effort. E.g., portion of ARPA funds, Opioid funds, other reserve or surplus from unfilled vacancies, recreation dollars, etc. (These funds could be also used to aid in hiring dollars). Provision of office space and equipment is an additional financial contribution.

Funding We are Missing Out On

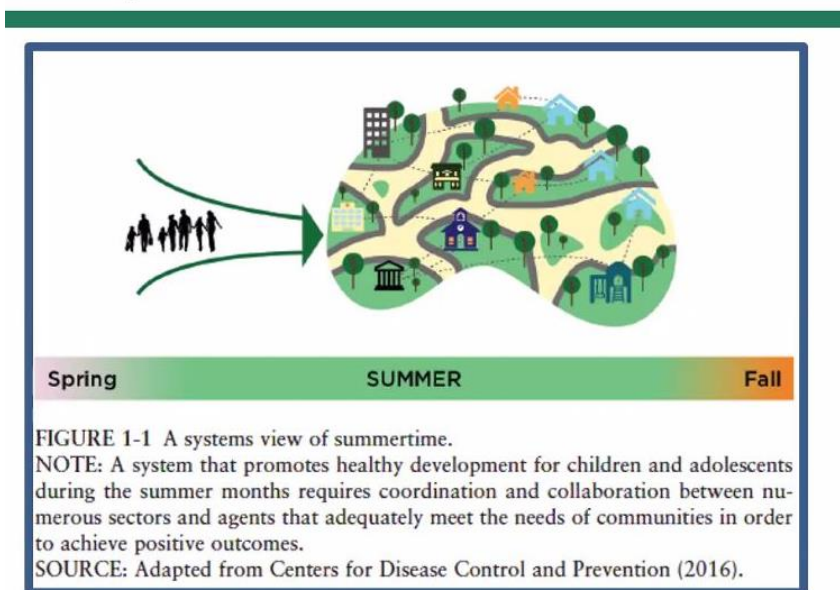
- **Youth Council Grants:** \$5,000: **With** the support of a statewide Vermont Youth Council, Vermont Afterschool designed the grant program with the goal of inspiring youth-initiated projects that will benefit Vermont's young people, families & communities. We could not apply this year because we do not have a recreation or community activity program for after school that is coordinated, even though there is desire and need in the town.
- **Vermont Community Foundation and Vermont After School Community Building Grants:** Several different funding sources available for community well-being, equity and inclusion, focus on socio-economic disparity reduction and other factors that complement the work of other town committees to create a health, vibrant and resilient community. Need is for a person with the capacity to apply for the grants.
- And much, much more...

Deliverable Highlights

- **Training and Outreach:** Renowned trainer and program specialist Cathy Hockaday of Iowa State University is coming to Vermont to train more leaders in the **"Strengthening Families Program"** (part of the State Health Improvement Plan)- specifically for the Chittenden East towns. Our waitlist is overflowing with families who want to do this program.
- **Data and Connection:** Community Wellbeing project (through the town) was awarded a fellowship for a data tool to enable community resource and referrals making current and future resources more accessible to all. **Findhelp** integrate social care into the community's existing workflows, making it easy to refer people to local resources and programs, track outcomes, and measure need in their communities. \$5,400 value. (Integrates with new town website and any other community websites or organizations desired).
- **Collaborative Data and Support:** Recent data collection projects show that our towns indicate a high youth incidence of substance use and mental health distress with proportionally low municipal resources to support prevention efforts.

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- As some of the most rural towns in the county, these towns have significant income inequalities that are obscured within traditional town and county statistical data. This can lead to under-resourced schools or towns.
- The largest neighborhoods in Bolton and Richmond are mobile home parks that lack safe routes to school or ready access to healthy food.
- Local businesses, community organizations, and the school district are committed and ready to collaborate to better support all youth and families in these towns.



the National Academies of
 ENGINEERING • MEDICINE

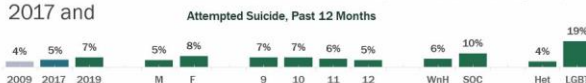
Source: National Academies of Sciences, Engineering, and Medicine. 2019. *Shaping Summertime Experiences: Opportunities to Promote Healthy Development and Well-Being for Children and Youth.*

Attempted Suicide

During the past 12 months, 7% of students attempted suicide.

Suicide attempts nearly doubling over the past ten years and significantly increased between 2017 and 2019.

- Female students are significantly more likely than male students to have attempted suicide during the past year.
- Younger students are significantly more likely than older students to have attempted suicide during the past year.
- Students of color are significantly more likely than white, non-Hispanic students to have attempted suicide during the past year.
- LGBT students are five times as likely as heterosexual/cisgender students to have attempted suicide during the past year.



NH/VT Public Health Association; Team Up Take Action Meeting 11/5/2021, Mark Levine, MD