

VT Schweitzer Fellows Program Session

December 5, 2022

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2022

Session Outline (60 mins)

- Introductions
- Overview - fellowship program impact – Karen
- CHNA overview and orientation – Molly
- CHNA emerging health priorities reflected in work of community partners – Karen
- Community Relations - why and what – Karen
- Discussion - Molly and Karen (20 mins)

What role do community partners play in having a positive impact on health?

- Direct Service providers know their program participants and the struggles they face – invaluable expertise.
- Our best co-conspirators for:
 - Moving the dial on social determinants of health
 - Meeting the needs of those who are typically under-served in health-care.
- The more we see one another as partners the deeper and more meaningful our impact.

What service means to us:

- We believe deeply in the power of community and being in service to it.
- Its inspires action, advocacy and ‘paying it forward’ –
- Personally we both have deeply valued service and our careers have been shaped by work we did as young professionals and those are values we still hold.
- An enriching experience with strong community partners will lead to empowered fellows and GOOD OUTCOMES!

A quick trip down memory lane!



2022 CHNA Process

Key Considerations & Investments

- Recruited diverse, cross-sector steering committee, work groups and advisors
- Health and wellbeing broadly defined
- Centered the experiences of structurally marginalized communities
- Designed accessible engagement opportunities
- Piloted community member compensation

Community Health Needs Assessment
Chittenden and Grand Isle Counties, Vermont

Help improve the health of your community.
Take the survey and enter to win a \$50 gift card.
See rules online.*

ساعد في تحسين صحة مجتمعك
شارك في الاستبيان وشارك في الفوز بمطابقة هدايا بقيمة 50 دولاراً.
راجع قواعد المسابقة على الإنترنت.*

Aidez à améliorer la santé de votre communauté.
Répondez à l'enquête et tentez de gagner une carte-cadeau de 50 \$.
Consultez les règlements en ligne.*

သင့်လွယ်သည့်ကံစမ်းစီး ကျန်းမာရေးကို တိုးမြှင့်လိုက်ပါ။
စစ်ဆေးမှုမှတ်တမ်း \$50 ကတ်စားတစ်ကတ် ရယူ ဖတ်လိုက်ပါ။
စည်းကမ်းချက်များကို အွန်လိုင်းတွင် ကြည့်ပါ။*

आपको समुदायको स्वास्थ्य सुधार गर्न होस्।
सर्वेक्षण सहभागी हुनुहोस् र \$50 को गिफ्ट कार्ड जिता सकेका पाउनुहोस्।
अवसरहरूमा कन्टेन्टरका नियमहरू हेर्नुहोस्।*

Fasha mu guteza imbere amagara y'abantu mu kibano.
Uzuma inyuma y'ibibano hama wemerze uje mu bazosoma amashuri 50 y'ikaruta y'agashimwe.
Raba ku mubera amashuri agashimwe y'ibigamba.*

Ku caawi wanaajanta caafimaadka bulshadaada.
Qado sabana oo gel ku guuleysiga kaarka hadyada \$50.
Fari dhanjirada tartanka onlineka.*

Ayude a mejorar la salud de su comunidad.
Participe en la encuesta y regístrate para ganar una tarjeta de regalo de \$50.
Ver reglas en línea.*

Saidia katika kuboresha afya ya jamii yako.
Fanya utafiti na upate nafasi ya kushinda kadi ya zawadi ya \$ 50.
Tazama kanuni za mabadilano mtandao.*

Giúp cải thiện sức khỏe của cộng đồng quý vị.
Tham dự khảo sát và đăng ký rút thăm trúng thưởng một thẻ quà tặng trị giá 50 USD!
Xem các quy định của cuộc thi trên trang.*



 vmmmed.hn/chna2022

Community Health Priorities

Accessible and
Coordinated
Care

Cultural Humility
and Inclusive
Health Care

Food Access
and Security

Housing

Mental Health
and Wellbeing

Workforce
Development

Populations of Focus

- Those in our community experiencing the greatest inequities and disparities in health, many as a result of the social drivers of health:
 - ✓ Black, Native American, and People of Color
 - ✓ People who are non-binary, genderqueer, fluid, and transgender
 - ✓ People with Limited English Proficiency (LEP)
 - ✓ People with disabilities
 - ✓ People who are LGBTQ+
 - ✓ Older adults over 65 years of age
 - ✓ Refugees and newly immigrated individuals
 - ✓ People experiencing poverty or lower socioeconomic status
 - ✓ Youth

Cultural Humility and Inclusive Health Care



2022

Cultural Humility and Inclusive Health Care

Key Findings:

- Lack of language access services
- Lack of diversity within healthcare workforce
- Lack of culturally humble care



"A healthy community is one where all people have access to quality health care – where they have the information they need to make informed choices. They have access to experts who provide clear info to whomever is asking the questions – where information is communicated in language that is digestible and accessible to everyone."

-COMMUNITY LEADER

Cultural Humility and Inclusive Health Care

RESPONDENTS FEELING
THAT HEALTH CARE
PROVIDERS RESPECT MY
CULTURAL IDENTITY BY
SEXUAL ORIENTATION

PERCENT OF RESPONDENTS
WHO STRONGLY AGREED

73.9%

Heterosexual

52.9%

Bisexual

45.5%

Pansexual

44.0%

Gay and Lesbian

39.8%

Asexual

34.1%

Queer

69.2%

All Respondents

RESPONDENTS FEELING
THAT HEALTH CARE
PROVIDERS RESPECT MY
CULTURAL IDENTITY BY
GENDER IDENTITY

PERCENT OF RESPONDENTS
WHO STRONGLY AGREED

73.0%

Cisgender Female

54.5%

Cisgender Male

38.1%

Genderqueer, Non-binary, or Fluid

24.4%

Transgender Female

43.8%

Transgender Male

65.4%

All Respondents



Housing



2022

Housing


Key Findings:

- Concerns: affordability, availability, quality and safety
- Gap between wages and Fair Market Rent:
 - VT minimum wage in 2022: \$11.75/hour
 - 1-bedroom rental: \$22.37/hour
 - 2-bedroom rental: \$28.85

COST BURDENED RENTER AND HOMEOWNER HOUSEHOLDS

● CHITTENDEN & GRAND ISLE COUNTIES | ● VERMONT

YEARS (4 YEAR)	COST BURDENED RENTER HOUSEHOLDS		COST BURDENED HOMEOWNER HOUSEHOLDS	
	CHITTENDEN & GRAND ISLE COUNTIES	VERMONT	CHITTENDEN & GRAND ISLE COUNTIES	VERMONT
2015—2019	45.3%	40.7%	19.0%	25.0%
2009—2013	44.8%	41.5%	25.0%	27.3%

 SOURCE: Secondary Data¹⁸

Local Disparities in Home Ownership

AMERICAN INDIAN AND ALASKA NATIVE



ASIAN



BLACK OR AFRICAN AMERICAN



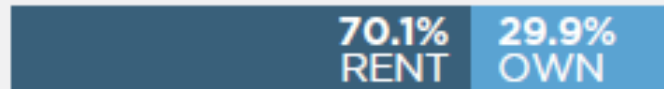
HISPANIC OR LATINO ORIGIN



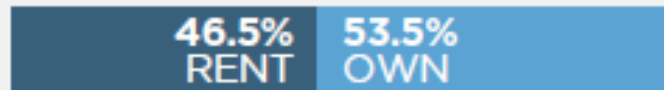
NATIVE HAWAIIAN AND OTHER PACIFIC ISLANDER



SOME OTHER RACE



TWO OR MORE RACES



WHITE ALONE, NOT HISPANIC OR LATINO



Housing

- **1 in 6 households** experience "severe housing problems"
 - Overcrowding
 - Having incomplete plumbing or kitchen facilities
 - Paying more than 50% of their income for their housing costs

"Housing is an integral part of health. I know of cases where 2-bedroom apartments have 10-person families living there."

-COMMUNITY LEADER

Mental Health and Wellbeing



2022

Mental Health and Wellbeing

Key Findings:

- Importance of building community and social connections
- Supporting youth around mental health conversations
- Importance of shared culture
- Addressing social isolation

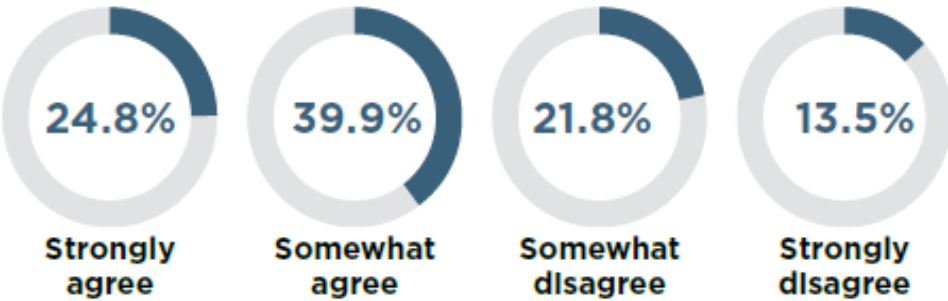


Mental Health and Wellbeing

65%

of community survey respondents prioritized increasing mental health services as one way to strengthen health in their community.

COMMUNITY SURVEY RESPONDENTS' LEVEL OF AGREEMENT WITH: "MENTAL HEALTH RESOURCES ARE AVAILABLE IN MY COMMUNITY"



Moving from Assessment to Action



2022

Creating Community-Driven Solutions

- Developed Year 1 of the Community Health Improvement Plan (CY23-25):
 - Build on CHNA findings and community-informed strategies
 - Creation of 3 Health Priority Teams
- Guide investments
 - \$1 million (annually) Community Health Investment Fund

“It would be to our benefit to approach this work from a racial equity perspective because there can be no health equity or equity more broadly without racial equity.”

-COMMUNITY LEADER

Top Community-Identified Strategies

Cultural Humility and Inclusive Health Care

- Increase provider competencies to better serve diverse patients
- Establish trusting relationships with historically marginalized communities
- Invest in language access services, including medically trained interpreters

Housing

- Expand wrap around services for people in transitional housing
- Promote cultural humility trainings for housing service providers
- Decrease the gap in livable wages and housing affordability

Mental Health and Wellbeing

- Support cultural centers and community gathering spaces
- Engage with youth to understand their needs and increase resources available for them
- Integrate mental health services into all pediatric and primary care clinics

Discussion

- What questions or reflections do you have related to the CHNA findings?

Emerging Health Priorities Reflected in the Work of Our Community Partners



2022

Observations from the 'field' – the tough news first

- The pandemic has both shown a spotlight on and amplified racial, social and health inequity.
- Many community partners are concerned about housing, food access and mental health.
- Staff turnover and burnout are significant barriers for organizations.
- Community partners, especially those serving unhoused community members, immigrants and refugees have been asked to shoulder public health work.

Observations from the 'field' – encouraging news

- Our community is resilient.
- Partner organizations have found creative ways to collaborate and offer additional support to service users.
- Equity, especially systemic, is more deeply understood now than ever before.
- The response to the CHNA is incredibly encouraging – our community is VERY engaged.

What will make for a successful partnership?

INTEREST & ENTHUSIASM

+

COMMITMENT (Of Resources/Mentor)

+

ONGOING ASSESSMENT

SUCCESSFUL/IMPACTFUL PROJECT

Pre-work: Dialogue to assess strong partnership potential

- How does my project idea resonate with your organization's values and identified community need?
- The pandemic has been a huge challenge for all, how is your organization fairing? (How is your work-force?)
- Getting started will entail up-front capital – how would you suggest we together approach the first couple of weeks?
- Who would be able to serve as a mentor? What is their bandwidth?
- How do you envision regular communication about the project?

Thank you!

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2022

Appendix



2022

Community Engagement & Data Gathering

Key Informant Interviews

- 32 interviews with community leaders and champions

Secondary Data

- 70+ community health indicators
- Sourced from: local organizations, state agencies, federal agencies

Community Survey

- Online survey (available in 12 languages) yielded 3,700+ complete responses

Focus Groups

- 5 groups: Abenaki Community Members, Families and Caregivers of Youth Experiencing Mental Health Challenges, Older Adults in Senior Housing, Residents of an Affordable Housing Community, Youth Ages 16-18

Community Priorities Sessions

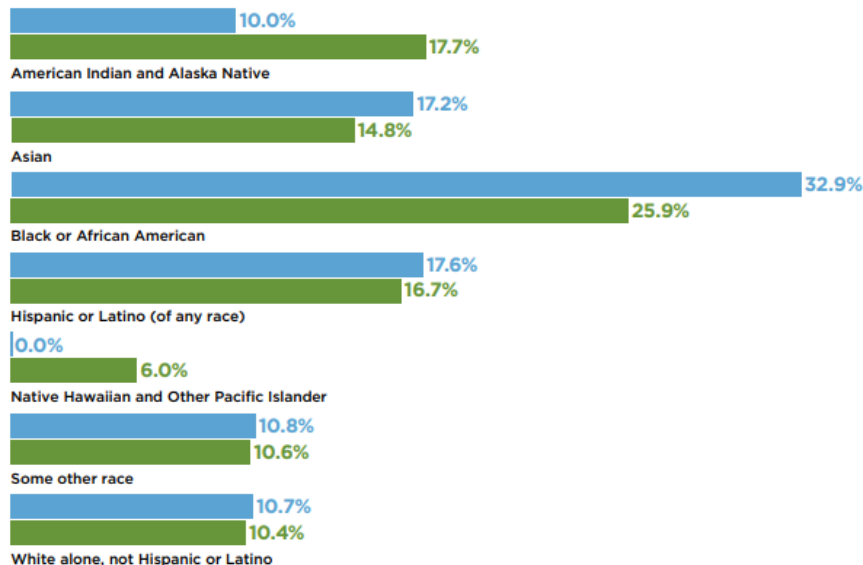
- Criteria for rating the six priorities: Equity, Impact, Community Readiness

Population Demographic Key Findings

- The Health Service Area is growing faster than the state as a whole
- Chittenden County is the largest by population size and is the most racially and ethnically diverse county
- 1 in 8 Health Service Area residents are below the federal poverty level
 - 1 in 3 Black or African American Households
- Income and education disparities exist by race and ethnicity

FEDERAL POVERTY STATUS BY HOUSEHOLD RACE AND ETHNICITY, 2015-2019

● CHITTENDEN & GRAND ISLE COUNTIES | ● VERMONT



SOURCE: Secondary Data⁵

UVM Medical Center Community Relations



2022

Why?

UVM Medical Center has a long commitment to being a good steward for the community for many of the same reasons as your interest/motivation to be a Schweitzer fellow:

- Deep community impact
- Compassionate care and access
- Making everyone healthier.

What?

- Representing UVM Medical Center at problem-solving tables with community players working at the intersection of health and need such as:
 - Housing, Older Vermonters, Opioid Crisis,
 - Advocacy and advancement of social justice and equity
- Responding to the concerns of neighbors residing close to the hospital and out-patient facilities.
- Liaison to municipalities
- Sponsorship