



LHNC MEETING NOTES: AUGUST 20, 2019

Live Healthy Napa County (LHNC) seeks to promote and protect the health and wellbeing of every member of the community by bringing together diverse partners to:

- Develop a shared vision of a healthier Napa County with a focus on health equity and social determinants of health.
- Create an action agenda to realize that vision

In May, we completed an asset mapping activity and identified associations in our county for outreach. The Respect & Social Inclusion logic model was shared, and LHNC partners were asked to provide feedback. Partners signed up to complete learning conversations with identified associations. Notes from this meeting can be found here:

http://www.livehealthynapacounty.org/uploads/5/1/4/4/51449431/lhnc_5-7-19_meeting_notes.pdf

August's convening focused on sharing the content from completed learning conversations and identifying Respect & Social Inclusion activities/outputs and measures for the Community Health Improvement Plan.

After reviewing the learning conversation content, partners used Open Space Technology to identify populations or topics, and discuss how Respect & Social Inclusion could be improved for that group or topic. The identified groups were:

- **Residents with physical disabilities**
- **Immigrant Community**
- **LGBTQ residents and families**
- **Mental Health issues/Homelessness and Mental Health**
- **Historical miseducation**
- **Youth**
- **Older Adults/Caregivers**
- **New Parents/Pregnant Moms**

Partners were asked to answer two questions about their group or topic; content generated from each group is below.

- What activities are we doing, or could we do, together that will increase Respect & Social Inclusion in Napa County?
- What do we want to measure and how?

RESIDENTS WITH PHYSICAL DISABILITIES:

Summary:

Residents with disabilities are not often included in program or policy design. As a community, we need to work on decreasing barriers for residents with physical disabilities and increasing their voice in systems.

What is needed-any next steps?:

- Increase resources for youth and other people with disabilities (differing and unique needs of each person should be recognized- this is a diverse group!)
- Improve physical access to buildings and compliance with ADA standards.
- The feedback of people with disabilities should be incorporated in the City of Napa's General Plan Update, and other Napa County cities' general plan updates.
- Create more educational opportunities and work opportunities for people with physical disabilities.

Takeaways for the group:

There are groups working to improve quality of life and services for people with disabilities in Napa County, but their presence, needs, and voice need to be more centered in all city and educational planning.

LGBTQ RESIDENTS & FAMILIES:

Summary:

Need things that appeal to different segments of LGBTQ population and allies- families, youth, elders, etc.

Do not want events/meetings spaces to be alcohol-focused

Current county events supporting LGBTQ residents and allies include:

- LGBTQ Seniors walk, Rainbow play dates, support groups, LGBTQ connections trainings

What is needed-any next steps?:

- Recognize gay-friendly businesses with stickers or window clings
- Op-ed in local papers about national actions, gay rights, intersectionality of the community, violence against the community, etc.
- More central pride activities:
 - Napa Pride parade
 - Alcohol-free gay café dates
 - GSAs at schools
 - Parent cafés focusing on diversity, inclusion, knowledge, intent, support
 - Posters celebrating ally status
 - Healthcare rainbow stickers
 - More LGBTQ connections training at schools, preschools, agencies and organizations
 - Rainbow kits (diversity and inclusion for ECE providers)
 - County commission on Human Rights
 - Flag policy for City of Napa

Takeaways for the group:

We need:

- Survey to measure connection to community
- Opportunities to show visible support for LGBTQ community
- Diverse offerings and events that recognize the unique needs of LGBTQ residents

IMMIGRANT COMMUNITY:

Summary:

Overall areas of interest were:

- Improving communication (and reducing isolation)

- Acknowledging the diversity of cultures/dialect within the Latinx community and include other cultures and languages (Filipino/Tagalog, African American, etc.)
- Coordinating activities among/within organizations so that there is a consistent message and no duplication of efforts
- Ensuring that members of this community contribute to the development of the selected activities (listed below) using human-centered design and other related strategies

The group identified three key activity areas:

A. Develop Language Access Plan

- 1) Create a network of trusted messengers/ambassadors to help review and develop the plan's content for cities/county government
- 2) Consider the diversity of cultures/dialect
- 3) Look to other counties for best practices, including ally initiatives and circles program

Possible Measurements:

- Developed and adopted language access plans by governments/CBOs
- Active membership in Network (number of frequency of participation)

Possible Partners: Government, First 5, CAD, CLC, CLS, CHI, CAPC

B. Cultural Appreciation Campaign and Activities

- 1) Develop "allies" / key champions from diverse backgrounds including: 1) Employers from different sectors, 2) Individuals, 3) Community groups, etc. For example: DreamTime
- 2) Engage "new" leadership / expand beyond the usual suspects involved in these activities
 - a. Examples: Promotoras, Parent University, Youth
- 3) Engage employers, wineries and government
 - a. For example, holiday activities with corporate sponsorship

Possible Measurements:

- Number of volunteers working in this area at CBOs (identify baseline)
- "Allies" reflect who is in the community
- Number of advocacy efforts (public comment)
- Track attendance and composition at events
- Track corporate sponsors for event

Possible Partners: Government, First 5, CAD, CLC, CLS, CHI, CAPC

C. Revisit Immigration Proclamation from 2017 (it has already been vetted)

- a. Develop Speakers Bureau of Diverse Presenters (NVCF report details)
 - i. Could be topic specific, such as youth and mental health
 - ii. Develop talking points for children
- b. Call to action/operationalize the proclamation
 - i. Arts and Culture
 - ii. Resource sharing (of how to connect to services/networks)
 - iii. Action could be something symbolic like raising the rainbow flag
- c. Use Human-Centered Design
 - i. Ask Immigrant community what does this proclamation mean to you? What would it look like for this proclamation to be true in your day-to-day life?
- d. Involve the non-minority population.
 - i. Increase involvement. Ask them what it means to live in a community that is not inclusive.

Possible Measurements:

- Number of listening sessions
- Number of strategies identified for testing
- Number of presentations
- Number of people and diversity of speakers bureaus
- Level of knowledge of immigrant contribution from NVCF report

Possible Partners: Government, first 5, CAD, CLC, CLS, CHI, CAPC (same as activity 1)

What is needed-any next steps?:

Identify the lead to coordinate these efforts:

- Develop Language Access Plan
- Cultural Appreciation Campaign and Activities
- Revisit Immigration Proclamation from 2017 (it has already been vetted)

Takeaways for the group:

Apply human-centered design to the process

Acknowledge and address the diverse group of immigrant populations

Enlist new allies and leaders from the community

MENTAL HEALTH ISSUES/HOMELESSNESS AND MENTAL HEALTH:Summary:

The pain and isolation from mental health issues is not exclusive to the individual experiencing them, but also impacts their friends and family. This isolation can lead to substance use, homelessness, and an exponential feeling that they are disconnected from the rest of the community.

Too often, agencies consider their work with an individual done once they have been handed off to another agency. We need to shift that “hot potato” way of thinking to a mindset that says “We’re in this together, I’m not walking away from this person or my partner agencies until this issue is resolved”.

Stereotypes and misinformation about mental health are a barrier to inclusion. This is a community issue, and we can empower neighborhoods to act with compassion. Silo-reduction feels key to moving the needle on this issue.

What is needed-any next steps?:

- Stigma-reduction activities
- More public bathrooms and showers
- Community education
 - Human-centered story-telling campaign about how or why people end up without housing
 - Human-centered story-telling campaign about how it feels when mental health issues isolate you from your family/friends
- Opportunities for community mental health care providers and school mental health care providers to collaborate, get clear on differing roles/priorities/focus
- Support for Filipino Youth in American Canyon (new data around isolation/depression)

Takeaways for the group:

Good work is underway in many places, including but not limited to Mental Health Board Info meetings, Innovations projects, Teens Connect, and among our various agencies. In order to better serve this population, we need to reduce silos, and recognize the diverse, multi-cultural and multi-generational needs of these community members. We are serving people who grew up in Napa/school system, and

also residents who have just arrived. We need to engage the community so they recognize the issue as one that they can positively impact, and we need FUNDING.

HISTORICAL MISEDUCATION

Summary:

- Last fifty years, no matter which age group/racial group you're talking about, there is miseducation. Perception of who people are/history can lead to real impacts.
- The previous NVUSD Superintendent, Patrick Sweeney, supported the decision, along with the School Board, to remove the Indian as the school mascot. This decision resulted in very contentious debates and demonstrated that intense hatred is still present.
- College was the first time some of us received accurate education about our history.
- Desire to adopt curriculum that is supplemental to what is currently being taught. It would also be great to be able to review curriculum at K-14 level to see if it promotes Respect and Social Inclusion.
- A question also came up about how we develop curriculum that is developmentally appropriate and accurate. There are some resources through the Southern Poverty Law Center.
- Suscol Intertribal Council has developed curriculum for mental health professionals that may be adapted for K-14, or used as a starting point.
- The miseducation of our history has also affected relationships between people of color by what is known as internalized racism.
- Teaching tolerance is also important.
- Social media – teaching appropriate responses to instances of intolerance that don't perpetuate hatred/intolerance.
- MLK Day – opportunity to go back to roots and meaning of MLK Day.

What is needed-any next steps?

- Start developing relationships with Superintendent and instructional team as a multi-cultural united group and start asking for these changes (potentially start with NVUSD or select a District to start with).
- Explore what is being done now (what mandatory training do teachers receive related to cultural humility/competence/implicit bias/race and cultural equity, institutionalized history, etc. and what type of curriculum children are being taught) and explore how to fill gaps.
- Work with existing allies and gain support from new allies in educational system and community.

Takeaways for the group:

- Why is this important? We need to heal as individuals and as a community. We can't heal if we don't talk about things that are hard and address some of the issues that continue to negatively impact our community today.
- Working with youth is important because teaching tolerance from a young age can help heal and make a better community for all.
- Importance of youth seeing themselves in history books accurately and for teachers to have the skills to have these conversations in a developmentally appropriate and effective way. Need for teachers to be trained to have these conversations.

YOUTH & YOUNG ADULTS/BULLYING:

Summary:

- Gender and equity should be included in Respect and Social Inclusion work. Cultural competency needs to be the foundation before we talk about Respect and Social Inclusion.
- NEWS is working with Napa Valley College and coaches to unpack how boys and men are interacted with. Need to address the role of men in domestic violence and mass shootings.
- The role of mental health and substance use in domestic violence needs to also be addressed.
- Teens Connect is designing a website that will be hosted on Mentis' website.
- Camile Creek provides support for court via community school.

What is needed-any next steps?:

A series of Teen Summits, with an intersection of teen representatives from diverse geographic and ethnic backgrounds. Teens would co-design the summits with adults and then present their findings/takeaways/asks to adults (teachers, parents, etc.). Groups represented could include:

- Teens Connect, Teen Advisory Board (Library), Legacy Youth Project, School Leadership clubs, LGBTQ teens, 4H, Girls on the Run, Psychology classes, Sports programs, Girls Scouts, and Boy Scouts

Takeaways for the group:

- Teen Summits!
- We can measure number of summits, geographic representation, pre/post surveys (e.g. bullying), protective factors, intended behavior change
- Teens Connect has data from pre/post surveys about mental health support at wellness cafes. NEWS has logic models for domestic violence and teen programs
- Other outcomes to measure might include rates or change in: social connectedness, trusted adults in times of need, knowledge of development bullying in schools, feeling safe in school, mental health issues, or substance use

OLDER ADULTS/CAREGIVERS:

Summary:

Barriers

- Difficult to hear from isolated older adults and it's always more complex than we think
- Lack of trust—takes time to build relationships
- Feel in the middle—don't want to go to senior center but don't fit in other places
- Ageism
 - Explicit: e.g. kicked out of boot camp fitness class (told "you don't belong here" after requesting the volume of music be turned down)
 - Implicit: restaurants too loud, too dark to see menu/find bathroom
- Caregivers may not realize they are doing caregiving activities and don't have much free time for support activities
- Traditional social supports no longer there: e.g. neighborhood changes mean people no longer know their neighbors, church-attendance much lower, even everyday interactions like banking, grocery shopping, getting prescriptions call all be done online and bypass human interaction
- Stigma and bullying within older adult population
- Previous attempts at senior centers without walls or call-in events have had low participation
- Social media may be contributing to people not feeling safe

Opportunities

- Older adult ambassadors (similar to Promotoras program) to build trust and increase awareness of activities
- Engage people around common interests

- Allows for intergenerational interactions
- May increase participation
- e.g. art, meaningful conversations, shopping/volunteering at Community Projects Thrift Store
- Wording of questions matters: previous experience showed that caregivers may not call themselves that but will still identify that they are doing caregiving activities
- Senior employment: reach out to temp agencies and promote employment of older adults among local businesses
- Example of change: new management at Napa Valley Mobile Home Park has turned the community around (mentioned monthly potlucks)
- Engage family caregivers: around 350 family consultations by Collabria Care already this year
 - How to provide support that isn't just one more thing on their to-do lists?
- Use existing online activities that isolated older adults may already be doing (like gaming) to create local communities/opportunities for interaction
- DCNC- Dementia Capable Napa County grant
- Homelessness among Older Adults Summit

What is needed-any next steps?:

- “We need to include ourselves”
 - Change stigma around senior centers as being a government program for low-income older adults
 - Be mindful of demographics and plan activities around topics population already enjoys
 - E.g. shopping & volunteering at Community Projects Thrift Store, trips to wineries/casino, meal and dance in Suisun is very popular
- Work with local businesses to make them more age-friendly
 - Talk to Rotary
 - Olive Tree as example of age-friendly restaurant
 - Quieter music, brighter lights, large-print menu, affordable, etc.
- Senior employment
 - Reach out to temp agencies
 - Docent-like roles at wineries
- “Say Whaaat?” hearing loss/hearing aid campaign
- Use existing apps (like NextDoor, online banking) to identify isolated older adults and connect people

Takeaways for the group:

- Neighborhoods as units for organization: already have geography as a common interest, already intergenerational, can work with local businesses, leverage relationships during emergencies, first day of spring is county “Neighborhood Block Party day”, etc.
- Local businesses as places for change: work with local businesses to be more age-friendly and more local-friendly and to hire older adults, especially for part-time positions that may be hard to fill
- Common interests as unifying factor: instead of organizing people around demographics (such as age), plan activities/events around common interests and make those age-friendly and inclusive (e.g. art, advocacy, meaningful conversations)

NEW PARENTS/PREGNANT MOMS:

Summary:

There is a great deal of isolation when you are a new parent. Childcare is difficult-hard to balance time and financial resources. There is a lack of communication about these issues. Learning Conversations with the “Mom Squad” focused on mental health needs, outreach and connecting to series. There is still stigma surrounding working moms, and pressure from work (lack of parental leave). It can feel like families, especially families of color, are not a priority. We tend to focus on the visible diagnosis of pregnancy, and not the mother’s mental health.

- Kaiser (Vallejo) is piloting a program where they screen mom for ACEs in order to provide referrals/services and empower mothers. This includes centering pregnancy groups and pre-natal care as priorities. They are measuring the rate of ACEs on pregnant mothers.
- There are more resources for women/children in Napa, and room for partnership with other cities in the county. Ole Health/COPE can reach many people together, build a survey to determine the needs and existing knowledge base. More funding is needed for public health campaigns, and training for ACEs screening, mental health and mood disorders.

What is needed-any next steps?:

- Continuing to build relationships with UpValley Family Centers and Community organizations
- Funders to create small grants for partners to provide health screenings, presentations, and community/parent education
- Meet with Ole Health/CEOs (training for doctors)
- More information about 4th trimester (4th quarter?) for parents and baby
 - Hospitals
 - Community organizations & Parents
 - Ole Health
 - Public Health
 - Doula and Postnatal workers
- Destigmatizing/Normalizing the postpartum experience
 - Public Health Campaign about symptoms, awareness, depression, anxiety, mood disorders, etc.

Takeaways for the group:

- We should develop “4th Trimester” education/information campaign
- Encourage/Engage health leaders (Dr. Relucio, etc.) to meet with Hospital and Clinic CEOs about the needs of new and pregnant moms
- Build connections with more organizations to determine what and how we measure (how many people served, surveys with new moms, Kaiser ACEs data)

Next steps for LHNC partners:

- Please review the Open Space content above and reach out if you have any edits, omissions, or additions. We will be reaching out to members in each group to determine next steps.
- LHNC Partners are engaging in Learning Conversations with identified community associations. If you would like to have a Learning Conversation, please use the contacts below. A full list of associations and members who have signed up is available here: [LHNC Associations & Learning Conversations](#). **Please complete and turn in notes for your Learning Conversation by October 25.**
- Send dates and info for any meetings, outreach events, etc. to Erin so we can populate our LHNC calendar

- **SAVE THE DATE! Our next LHNC meeting is Tuesday, November 12 from 1:30-4:30 pm.** As we get closer to the date, LHNC partners will receive a meeting agenda and a link to RSVP via Eventbrite.

- **CONTACT INFORMATION:**
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