

Public Health Council of the Upper Valley

Partner Meeting

Friday, August 21, 2020, 9 to 11 am, via Zoom

Attendees (If you missed your name, please excuse. Recorded from faces logged into Zoom as best we could): Alice Ely, Lauren Chambers, Carolyn Stone, Gabrielle Lucke, Rudy Fedrizzi, Andrea Smith, Angie Leduc, Barbara Farnsworth, Cherry Sullivan, Elizabeth Craib, Mary Stevens, Hilary Schuler, Holly Gaspar, Jacqui Baker, James Esdon, Jeana Newbern, Laurie Harding, Liz, Mariah Davis, Matthew McKenney, Michael Redmond, Nenia Corcoran, Pedro Altagarcia, Peter Mason, Ryan Fowler, Stacey Chiocchio, Stephanie Slayton, Wendi Garmain, Pam Butler

General Updates from Attendees:

Mary Stevens: new to Good Neighbor, care manager and nurse practitioner will be joining the meetings going forward. Welcome!

Rudy Fedrizzi:

- State of VT Health Dept offering weekly COVID pop-up testing sites through at least the end of September, Thursdays 9am-3pm. Limited to 100 tests per week so [registration](#) is required. You must be asymptomatic. While these are not walk-in sites and registration is strongly recommended to secure a test, some sites might have spare tests left closer to closing times (after 2pm).
- A lot of effort trying to give clear and consistent guidance to colleges opening - guidance next week will be very clear on what to do when X, Y, Z situation happens. Stay tuned!
- The Outbreak Prevention and Response Team at the WRJ District Office of VDH for organizations that have a positive case in their VT facility/staff can be reached at 802-295-8820 for support and guidance on what steps to take.

Barbara Farnsworth: The community testing sites that were stood up in NH are now transitioning to hospital-based testing clinics. These are free tests, not billed to insurance, and you do not have to be asymptomatic. Claremont Middle School site is now closed, and community members can go to Valley Regional Hospital. Lebanon has set up a temporary testing site at the Armory (hours right now are Mon-Fri 1-5pm, and Sat 8am-12pm). To schedule a test call 603-271-5980 or register online [here](#).

Phone # and website

Creating an Inclusive Workplace Culture with Carolyn Stone and Gabrielle Lucke, both of Hypertherm.

We all play an essential role in creating and maintaining an inclusive workplace culture. In this workshop, participants will learn elements to consider when creating an inclusive workplace. This session will also allow you to examine the steps in your hiring process and how you can create a more diverse team through understanding and valuing different backgrounds and experiences. In addition to reviewing best practices for recruiting and hiring diverse talent, we will also explore some of the more common hiring biases to prepare your team better to make thoughtful and informed hiring decisions.

- Also attached with notes:
 - Training Slides
 - Recording of Meeting

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Important definitions:

- *Affinity bias – The tendency to warm up to people like ourselves.*
- *Halo bias - The tendency to think everything about a person is good because you like that person.*
- *Perception bias - The tendency to form stereotypes and assumptions about certain groups that make it almost impossible to make an objective judgement about members of those groups.*
- *Confirmation bias - The tendency for people to seek information that confirms pre-existing beliefs or assumptions.*
- *Group think - This bias occurs when people try too hard to fit into a particular group by mimicking others or holding back thoughts and opinions. This causes them to lose part of their identities and cause organizations to lose out on creativity and innovation.*

Actions to address bias & diversify hiring:

1. Recognize you have biases
2. Identify what they are and when they show up
3. Expand your reach outside of typical networks and look for transferable skills
4. Structured, consistent evaluation of all candidates
5. Consider “adds to” vs. “fits in”
6. Make addressing biases and inclusion/diversity a priority

Questions & discussion:

Question about compensating volunteers for their time, as we work to include people with lived experience in our planning and programming?

- Matt McKenney shared: [Fact Sheet #71: Internship Programs Under The Fair Labor Standards Act](#)
- Suggestions included reaching out to the NH Center for Nonprofits
- We can look at this issue in terms of policies, rates, and issues of fairness.
- Some places will pay expenses associated with volunteer participation (or a stipend to cover expenses).

Angie Leduc wonders if we should revisit what is actually being asked of a "volunteer" - ex: when we hold focus groups to get information from people with lived experience we provide monetary incentives. Understanding how we are defining volunteer (and how the person recruited defines volunteer) and really understanding what is being asked of a person might help clarify whether or not paying is what is necessary or not.

Stacey Chicocchio suggest it may really be like hiring someone to be a speaker vs. asking them to volunteer to be a speaker. Matt pointed out that even a gas card can go a long way.

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Relative to what other training we can support:

Michael Redmond shared that most of the nonprofits are limited in their HR resources. They don't have dedicated HR professionals and so have more experience than training. Practical skills that use the recommendations for best practices that were presented here would be valuable.

- Also matching HR professionals in the larger corporations as resources for the nonprofits could be interesting.

Question about how to and where to expand outreach?

Carolyn & Gabrielle recommended we share job postings broadly and ask others to share, [glassdoor.com](https://www.glassdoor.com), and think what events are we sponsoring, where are we present/visible? Use non-traditional outlets

New Futures Campaign Priorities

Pedro Altagarcia shared that the 2021 policy priority survey is still open. Right now New Futures is focused on strategic planning and will be hosting a series of listening sessions for 2021 policy priorities. NF will present the summary findings from the survey results, and then want to dig deeper into the key priorities with constituents representing all regions of NH. Looking to co-host sessions with a partner organization in UV/GSC (currently working with Angela at LISTEN to set one up, open to offering more sessions in UV/GSC). Once the Save the Dates are available, Pedro will share and we can distribute widely within our networks. Pedro will also share the NF upcoming trainings flyer.

Rudy Fedrizzi shared that VT is 6th from the bottom and NH is about 25th in their populations' responses to the Census. Seems we should be trying to encourage a better census return rate since federal funding is tied to it.

Upper Valley Strong Updates

Barbara Farnsworth: [Upper Valley Strong](#) was formed as a result of Hurricane Irene as a partnership of several community organizations. UVS has been activated a few times since then, and most recently with the COVID-19 pandemic. UVS is made up of several subcommittees focusing on specific health concerns. UVS fundraising efforts have been able to award 24 grants (\$149,370) to community organizations to support their clients in a time of increased need (7 to family support & childcare, 8 to food access, 7 to maintaining older adult health, 2 to other social drivers of health). Funding aims to go out to people who are underserved and organizations that support those vulnerable populations. Funding requests can be made on the website and should go through the subcommittee most closely associated with the need.

2020 Flu Vaccine Clinic Planning

More important than ever to make sure people who want to be vaccinated for the flu can do so. Alice working with group from DH and nursing associations to re-invent the flu clinic process. More details to come as they are still being worked out, but the clinics will largely be drive-thru. Will focus on

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bringing clinics to areas where vulnerable people are located (nursing home, assisted living, etc.). PHC planning to do the larger community clinics always done in the past (possibly 5-6 of these) and they will be drive-thru as well. Public clinic vaccines not available until at least October 1st. Will be again working with students from Geisel School of Medicine to help out.

Barbara Farnsworth added that school-based flu clinics will be regional drive-thrus, one clinic per district totalling 10 across the 2 regions. Hoping to vaccinate more students of all ages this way. Clinics will be on the weekends (Saturdays & Sundays) and will be open to any student of any community/state 4-19 years old. More information to be shared once available.

Rudy Fedrizzi added that VT is supporting local practice providers to host some kind of school-based flu clinics for students, dates/locations TBD. The Health Dept in White River Junction can provide free immunizations of any kind to VT residents if cost/insurance is a barrier - just call to make an appointment.

Other announcements:

- Lebanon now has a Mask Ordinance. They join Hanover and Enfield, along with the State of Vermont in requiring facial coverings in public places. Other towns may be considering ordinances or ways to encourage use.
- Upper Valley Project Launch is hosting a series of interactive, web-based learning and consultation models specifically aimed to support teachers and school staff preparing for the return to school. The series begins this week and is focused on children's mental health as we prepare to go back to school. Details on this series can be found in the attached flyer. This first event will be held on August 19th.
- Childhood lead poisoning work - conducted training with 20+ contractors to use safe lead practices when working with older homes. Two contractors have also taken advantage of a 50/50 scholarship match to obtain their EPA Firm certification. More work coming around community education and possibly some exploration of policies similar to Claremont (proof of lead screening for children).
- The Haven food pantry is open on Sunday now. Spread the word.