



Summary Results of the 'Forces of Change' Assessment

The following results table includes a list of all of the forces of change and associated threats and opportunities identified at the September 5, 2008 *Forces of Change Regional Brainstorming Session* by over 140 diverse representatives from Herkimer, Madison and Oneida Counties (*See page 8 for a listing of agencies*). This Session was a collaborative community health assessment initiative of the Madison and Oneida County MAPP (Mobilizing for Action through Planning and Partnerships) Teams; these community planning teams are responsible for guiding and implementing the activities of each county's Community Health Assessment.

Both counties' planning teams are using the MAPP process to develop their health assessments. The Forces of Change Assessment is one of four assessments in the MAPP process; its purpose is to convene a broad cross-section of stakeholders to identify major forces, or trends, factors and events that are currently affecting or will affect the health of the community and/or the public health system. The results will be merged and reviewed with the Community Vision Statement and the results of the other assessments of MAPP, specifically health status data, community input, and public health system performance, to determine and address priority health issues.

*The following is a brief explanation of the layout and development of the attached **Forces of Change Results Table**:*

- *All of the identified forces are organized into common themes that are placed into major groupings such as social, political, environmental, etc. However, it should be noted that these categories and themes were used mainly for the purposes of organizing the data; many of these will fall into more than one theme or category. Common forces identified include (*See attached table for details*):*
 - SOCIAL CLIMATE
 - ATTITUDE/MORALE ABOUT REGION
 - AGING POPULATION
 - YOUTH OUT-MIGRATION
 - DIVERSITY
 - ECONOMIC CONDITIONS
 - ACCESS TO HEALTHCARE
 - WORKFORCE SHORTAGES
 - GEOGRAPHY
 - LACK OF COORDINATION OF SERVICES
 - POLITICAL ISSUES
 - REGULATIONS
 - ENVIRONMENTAL ISSUES
 - AGING INFRASTRUCTURE
 - INCREASE IN OBESITY
 - PREVENTION/HEALTH EDUCATION RESOURCES
 - EDUCATION ISSUES
 - TECHNOLOGY
 - EMERGENCY RESPONSE & PREPAREDNESS PLANNING
- *Each of the forces identified include a bulleted list that “defines” the force based on the comments and input of the participants; note that these listings include both positive and negative forces. Each county's planning team will need to determine how the force applies to their community.*
- *For some of the forces threats and opportunities were identified, however, time did not allow for the identification of threats and opportunities for all of the forces. Each county's planning team may need to further discuss these to identify relevant threats and opportunities.*
- *All of the information in the table was captured from flip charts, expressions, and participant's written comments. Many of these comments were referenced multiple times, however for the purpose of the compiling a concise report from a multitude of comments, these were only listed once.*

Results of 'Forces of Change' Regional Assessment

September 5, 2008- Dibble's Inn, Vernon, NY

SOCIAL

Force:	Description:	Threats:	Opportunities:
SOCIAL CLIMATE	<ul style="list-style-type: none"> ▪ Lack of engagement/inclusion ▪ <u>Morals/Values & Personal Responsibility:</u> ▪ Moral decline ▪ Personal behavioral issues, take ownership of self ▪ Strengthen families especially during the first five years ▪ <u>Youth Issues:</u> ▪ Childhood disorders ▪ Pregnancy ▪ Teen pregnancy rates ▪ Child abuse, adverse childhood experiences ▪ <u>Crime, Violence, Substance Abuse:</u> ▪ Increase of crime ▪ Drug and alcohol abuse ▪ Drugs, increase of alcohol abuse ▪ Increase if problem solving courts, looking at drug use, crime 	<ul style="list-style-type: none"> ▪ Programs restricted to certain youth only ▪ "Feed on themselves" i.e, Drug/alcohol ▪ Cost to society ▪ Stress on courts ▪ DWIs, arsons, violence ▪ Single parents 	<ul style="list-style-type: none"> ▪ Programs available for single mothers, alcohol, drug abuse ▪ Treatment vs. punishment ▪ Programs to help with parenting and better birth outcomes
ATTITUDE/ MORALE ABOUT REGION	<ul style="list-style-type: none"> ▪ Power of positive thinking and how it effects our health ▪ Morale of community ▪ Continue to sell area short on positives ▪ The need to focus on positive issues in our area ▪ Beautiful geography ▪ Bio-facility (back to local areas) 	<ul style="list-style-type: none"> ▪ Lack of interest in voting ▪ Losing farmland ▪ Availability of technology infrastructure opportunities ▪ Metropolitan areas using our resources ▪ Lack of political representation ▪ Redistricting changes representation ▪ Educational programs awarded less in rural areas (i.e, sports) ▪ Technology less available in rural areas (i.e, computers in schools) ▪ Local vs. state/county – different agenda ▪ Climate/Wintertime – lack of physical activity ▪ Problems with starting small business in New York State. 	<ul style="list-style-type: none"> ▪ Media plays role in positive perception of area ▪ Agriculture and wind farms ▪ Buy local ▪ Space, clean air and water ▪ Tourism, outdoor sports, natural resources. ▪ Rural areas may be more able to be self-sufficient ▪ Safe areas to live and raise families and work ▪ Increase in technology ▪ Increase in recreation ▪ Economy of scale ▪ Consolidation ▪ Affordable property ▪ Physical activity ▪ Generate taxes for homeowners/income/sales /real estate ▪ Local land that could be used for recreation

AGING POPULATION

- Aging populations
- Aging workforce
- Increase of life expectancy
- Retrain individuals from out of retirement
- Lack of resources for aged to stay in homes when sick
- Low morale
- Lack of research
- Need for more healthcare staff/shortage of residential care facilities
- Aging population less able to be in workforce
- Resistance to change
- Cost of nursing homes
- Elder abuse/victimization
- Negative image of elderly in society
- Blocked voting
- Socially isolated, refusal to connect
- Forced to leave homes and into nursing homes
- Lack of family support
- Less attraction to youth
- Loss of independence
- Increased health problems
- Fixed income - "Sandwich generation"
- Resistance to change
- Existing systems overload
- Potential for social security to bankrupt
- Increase burden on government programs
- Medicaid, Medicare, Social Security costs
- Children cannot take care of parents
- Living wills, end of life issues
- Added stress on families
- Isolated during storms, outages
- Educate employees
- Funding for gerontology
- Senior Network Health assist aging population to stay in their home
- Go back to workforce
- Skills, Work ethic, Wisdom
- Preserve and share heritage
- Aging population holds families and communities together
- Volunteer base
- Develop mentor culture
- Support environmental issues
- Support education issues
- Opportunity to develop residential care
- Collaboration of agencies to develop "model community" for aging pop.
- Qualify for increased funding
- Increased need for healthcare workers
- Social retirement training
- Opportunity to influence governmental decision-making because of numbers
- Networking, AARP, Time for Volunteering
- Opportunity for dialogue
- Caring for grandchildren
- Respect/family history/examples

YOUTH OUT – MIGRATION

- Our education locally is excellent, but youth continue to leave our area
- Exodus of young people
- Graduates leaving, no job after education
- Lack of educated and skilled youth workforce
- Economic impact
- Workers/volunteers
- Lack of social opportunities
- Lack of new tax-base to support aging population
- Lack of new businesses
- No ability to incubate new ideas
- Lack of family ties
- Voter turn-out (aging)
- Lack of entrepreneurs
- Few youth in political office
- Contributes to "depressed" attitude because of our cultural value of youth
- Explore opportunities for youth
- Trades/entrepreneurship
- PR that this is a good area to settle down.
- Possibility of creating a foundation if a few young people get together to create opportunities
- Great education

DIVERSITY	<ul style="list-style-type: none"> ▪ Refugee population – lack of interpreter training (would like to see standards) ▪ Language cultural issues ▪ Cultural diversity ▪ Racial issues and different backgrounds ▪ Amish, Mennonites, and farm workers ▪ Re-entry of veterans (housing, mental health issues) ▪ Re-entry of prisoners ▪ Oneida Indian Nation ▪ Influx of immigration and refugees ▪ College population has increased (positive issue) ▪ Seasonal population shifts 	<ul style="list-style-type: none"> ▪ Cultural isolation ▪ Threatening ▪ Lack of preparation to provide services (ESL) ▪ Stealing jobs ▪ Cultural barriers ▪ Economic development ▪ Costs factor to administer services ▪ Lack of interpretation ▪ Area has major resettlement efforts ▪ Rural schools challenged – difference in quality ▪ Lack of awareness of services ▪ Lack of understanding of individual cultures 	<ul style="list-style-type: none"> ▪ “Variety is the spice of life” ▪ Small business growth ▪ Job and economic development ▪ Investment and involvement in neighborhoods ▪ Open mindedness ▪ Job skills ▪ Family values ▪ Good workforce, work ethic ▪ Rebuilding old communities/neighborhood ▪ Enriching ▪ Learning new language, cultures ▪ Diverse employees ▪ Provide information on available services ▪ Assimilation ▪ More people to contribute to workforce and cultural education
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ECONOMIC

Force:	Description:	Threats:	Opportunities:
DECLINING ECONOMIC CONDITIONS	<ul style="list-style-type: none"> ▪ Economic decline, stressors ▪ Financial crisis ▪ High taxes ▪ Cost of living ▪ Loss of smaller business ▪ High level of poverty ▪ Working poor ▪ Increase energy costs ▪ Declining budgets ▪ Softness of economy and infrastructure ▪ Outsource of good jobs ▪ Education costs ▪ Funding services ▪ Oneida Land Claim/revenue 	<ul style="list-style-type: none"> ▪ Eroding tax base ▪ Half of jail is drug and alcohol and violence-related ▪ Infrastructure deteriorates ▪ Stress on families ▪ Negative impact on hospitals – rise in bad debt/charity care because people who have lost jobs/insurance can't afford to pay for care ▪ Children going to school hungry 	<ul style="list-style-type: none"> ▪ Vocational emphasis
ACCESS TO HEALTHCARE	<ul style="list-style-type: none"> ▪ Lack of transportation and/or public transportation ▪ Health care costs, underinsured, non-insured ▪ Access to services ▪ Health insurance ▪ Lack of mental health 	<ul style="list-style-type: none"> ▪ Level of services available ▪ Social and economic status changes ▪ Lack of public transportation to healthcare ▪ High cost of gas ▪ Unhealthy workforce ▪ Lack of services for mental health behavior issues 	<ul style="list-style-type: none"> ▪ During a political season – opportunity to increase access to services ▪ Collaboration: agency to agency and agency to community ▪ Development of services ▪ One stop shopping – all services in one location.

	<ul style="list-style-type: none"> care Lack of affordable healthcare High childhood tooth decay Reduction of personal contact in drug field 	<ul style="list-style-type: none"> Parochial – agencies don't want to give up services Perpetuating outmigration Need better transportation for handicapped 	<ul style="list-style-type: none"> Outreach
WORKFORCE SHORTAGES	<ul style="list-style-type: none"> Lack of nurses Lack/shortage of health care professionals Access to healthcare professionals Recruitment of providers 	<ul style="list-style-type: none"> Impacting hospital's ability to provide care. Hard to recruit physicians to provide basic services because of small community. Call schedules, earning potential, etc. 	<ul style="list-style-type: none"> Free nursing education available at certain hospitals and can guarantee a job Use the capabilities of the retired workforce
GEOGRAPHICAL BARRIERS	<ul style="list-style-type: none"> Rural population Geography – Transportation Lack of services 	<ul style="list-style-type: none"> Isolation Rural vs. urban – availability of services Transportation and access to services in rural communities in the event of a disaster Centralized healthcare Support workforce and overall economy Workforce shortages Lack of transportation High energy costs Focus on more urban development/clustered populations 	<ul style="list-style-type: none"> Increase transportation Grant funding/collaboration Education Top grant sources focused on delivery of care to rural populations Collaboration Development of clinics in rural communities

POLITICAL

Force:	Description:	Threats:	Opportunities:
POLITICAL ISSUES	<ul style="list-style-type: none"> Elections Trust of government War 	<ul style="list-style-type: none"> Getting overlooked Lack of power Centralized government 	<ul style="list-style-type: none"> "Squeaky wheel" qualify for increased funding and programs Access to local politicians
REGULATIONS	<ul style="list-style-type: none"> Regulatory issues Governmental regulations, restrictions Red tape 	<ul style="list-style-type: none"> Regulation overload Funding cuts Mandates Changes based on who is in power 	<ul style="list-style-type: none"> Changes based on who is in power Requires administration of services
LACK OF COORDINATION OF SERVICES	<ul style="list-style-type: none"> Duplication of services Agencies competing for same funding Fragmentation of healthcare system Competition rather than collaboration Coordination of healthcare Recent Community Health Assessment Activities – positive 	<ul style="list-style-type: none"> Collaboration is not real Reimbursement drives decisions Rationing Each county has programs that are offered across lines Some services are not available because they don't pay as well (i.e., heart surgery vs. Mental health care) Chasing money Mission creep 	<ul style="list-style-type: none"> Strength to coordinate (technology, economic issues) Opportunity to increase collaboration and coordination with public, private Collective voice Funding through priority If each county looks at how the other manages a program – effectiveness

	force for change and strength	<ul style="list-style-type: none"> ▪ Fear of collaboration ▪ Reimbursement drives services rather than need ▪ Competitive grants ▪ Services are not reimbursed equally ▪ Diverse population not served correctly ▪ Too many separate HIS throughout the Region. 	<p>from successful programs can be utilized.</p> <ul style="list-style-type: none"> ▪ Choices of reimbursement (funding priority) ▪ Become diverse ▪ Develop a unified, regional HIS system that includes
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ENVIRONMENTAL

Force:	Description:	Threats:	Opportunities:
ENVIRONMENTAL FACTORS	<ul style="list-style-type: none"> ▪ Climate (both positive and negative) ▪ Not utilizing natural environment for children ▪ Environmental issues – NYRI ▪ Strong agricultural base ▪ Environmental challenges ▪ Safe housing ▪ Loose to larger metropolitan areas 	<ul style="list-style-type: none"> ▪ Power lines ▪ Raping environment ▪ Winter fuel costs ▪ Mining of natural gas and possible health effects ▪ Environmental impact 	<ul style="list-style-type: none"> ▪ Mining of natural gas - Potential for economic growth if done right ▪ Alternate energy ▪ Clean air and water
AGING INFRASTRUCTURE	<ul style="list-style-type: none"> ▪ Repair roads, sidewalks ▪ Housing (old housing, crime) ▪ Basic infrastructure – roads, water, sewers 		
INCREASE IN OBESITY	<ul style="list-style-type: none"> ▪ Obesity ▪ Physical education and poor nutrition 		

EDUCATION

Force:	Description:	Threats:	Opportunities:
PREVENTION/ HEALTH EDUCATION RESOURCES	<ul style="list-style-type: none"> ▪ Lack of knowledge of available services ▪ Lack of education of health prevention 	<ul style="list-style-type: none"> ▪ Transportation costs 	

EDUCATION	<ul style="list-style-type: none"> ▪ Need for more vocational education ▪ Mix of higher education (positive issue) 	<ul style="list-style-type: none"> ▪ Few opportunities to use education ▪ Increasing taxes to support education ▪ Transportation eating away at budgets because we are all so spread out ▪ Schools dealing with social poverty issues ▪ Declining enrollments 	<ul style="list-style-type: none"> ▪ Variety of higher education ▪ Quality schools and teachers
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TECHNOLOGY

Force:	Description:	Threats:	Opportunities:
TECHNOLOGY	<ul style="list-style-type: none"> ▪ Lack of technology ▪ Technology – this is a positive issue (efficiency) ▪ Negative impact technology can have on children 	<ul style="list-style-type: none"> ▪ High cost to keep pace ▪ Infrastructure to use technology ▪ Breakthroughs impinged ▪ Slower to adapt 	<ul style="list-style-type: none"> ▪ Do not have to go to where the jobs are – telecommute ▪ Higher quality of services ▪ Better outcomes ▪ Recruitment ▪ Web-based healthcare ▪ If available, increase access to services ▪ Increase nanotechnology

EMERGENCY PREPAREDNESS

Force:	Description:	Threats:	Opportunities:
EMERGENCY RESPONSE & PREPAREDNESS PLANNING	<ul style="list-style-type: none"> ▪ Communicable disease, food borne illness ▪ Pandemic flu 	<ul style="list-style-type: none"> ▪ Lack of collaboration impeded emergency response ▪ Lack of communication due to competitiveness ▪ Hard to keep momentum of collaboration after a disaster ▪ Difficult to keep volunteers engaged throughout disaster ▪ Diversion of resources ▪ If affected, less services/help available ▪ High aging population – need assistance at home or to get out of home 	<ul style="list-style-type: none"> ▪ Improved communication and collaboration ▪ Rural areas may have less transmission or exposure to outbreaks (Avian flu) due to isolation

Participating Organizations:

*AIDS Community Resources
American Cancer Society
American Red Cross – Rome
American Red Cross of the Mohawk Valley
The Arc, Oneida-Lewis Chapter, NYSARC
Bassett Healthcare
Boilermaker
BRiDGES/Madison County's Promise
CA for the Blind & Visually Impaired
CareNet Pregnancy Center
Catholic Charities
Central New York Labor Agency
Chittenango CSD
Chittenango Middle School
Church of Christ
City of Rome
City of Utica Courts
Community Action Program for Madison County
Community Memorial Hospital
Community Recovery Center
Cornell Cooperative Extension of Madison County
Earlville United Methodist Church
Excellus BlueCross BlueShield
Faxton-St. Luke's Healthcare
The Genesis Group
Herkimer County Administrator's Office
Herkimer County Health Department
Herkimer County HealthNet, Inc.
Herkimer-Oneida Counties Comp. Planning
Insight House
Kids Oneida, Inc.
Kirkland Ventures
Leadership Mohawk Valley
Legal Aid Society of Mid-New York
Lutheran Disaster Response
Madison County Planning
Madison County Board of Health
Madison County Health Department
Madison County Department of Social Services
Madison County Office for the Aging
Madison - Oneida BOCES
Medical Societies
Mid-York Child Care Coordinating Council*

*Mid-York Library System
Mohawk Valley Community College
Mohawk Valley Council on Alcoholism/Addictions Inc.
Mohawk Valley Leadership
Mohawk Valley Network
Mohawk Valley Perinatal Network
Morrisville State College
Multicultural Association Of Medical Interpreters
New York State Police
New York State VESID
New York State Dept of Health
New York State SID Center
Oneida County Board of Legislators
Oneida County Child Advocacy Center
Oneida County Department of Social Services
Oneida County Executive's Office
Oneida County Health Department
Oneida County Mental Health
Oneida County Probation
Oneida County STOP DWI Program
Oneida County Water Pollution Control
Oneida Healthcare Center
Oneida Nation Health Department
Onondaga –Cortland – Madison BOCES
Parkway Senior Center
Planned Parenthood
Resource Center for Independent Living
Rome City School District
Rome Memorial Hospital
St. Elizabeth's Medical Center
SUNY Institute of Technology
Syracuse University
Town of Boonville
UNHS NeighborWorks HOC
United Way
Upstate Cerebral Palsy
Utica City School District
Utica College
Utica Safe Schools
Vernon-Verona-Sherrill CSD
VNA of Utica and Oneida County, Inc.
Workforce Investment Board
Young Scholars Liberty Partnerships Program
YWCA of the Mohawk Valley*