BUILDING TRANSFORMATIONAL CHANGE THROUGH ARPA

STRATEGIZING NEED & IMPACT

August 3rd, 9am - 10:30am

Hosted by Nonprofit Association of the Midlands

Recording in Progress **This discussion is being recorded.**

**Please change your Zoom screen name and the organization you are representing.
This will help with small group breakouts.**

Agenda

- **Welcome** - Anne Hindery, CEO of Nonprofit Association of the Midlands

- **Review last meeting highlights -** small group facilitators

- **High Level Review of ARPA** - Renee Fry, CEO OpenSky Policy Institute

- **Setting the Stage** - Beth Morrissette, CEO of Parlay Consulting Firm

- **Small Group Brainstorming** - Identifying and Building Shared Understanding

- **Going Forward -** Anne Hindery

Nonprofit Association
of the Midlands
Serving Nebraska & Western Iowa

PARLAY
CONSULTING FIRM

Welcome (Anne Hindery)

Who is here today?

American Red Cross	First Lady of Nebraska	Nebraska Association of Behavioral Health Organizations	Council of Independent Nebraska Colleges Foundation
Autism Center of Nebraska	Food Bank for the Heartland	Nebraska Association of Local Health Directors	BECF
Ay Spivey	Food Bank of Lincoln, Inc.	Nebraska Chamber of Commerce & Industry	Project Harmony
Bethlehem House	Friendship Home of Lincoln	Nebraska Children & Family Foundation	Project Houseworks
BHECN	Douglas County Community Response	Nebraska Children's Home Society	Grand Island Area Habitat for Humanity
BKD	Goodwill Omaha	Center for People in Need	Saving Grace Perishable Food Rescue, Inc
Buffalo County Community Partners	City of Bellevue	Nebraska Early Childhood Collaborative	Senator Cavanaugh
Buffett Early Childhood Fund	Habitat for Humanity of Omaha and Lincoln	Nebraska Family Helpline	Senator Dorn
Center for Rural Affairs	Hall County Community Collaborative, Inc	Nebraska Family Planning	Senator DeBoer
CHI Health	Heartland Family Service	Nebraska Housing Developers Association	Prairie Loft Center
Children's Hospital & Medical Center	Heartland United Way	Nebraska Medical Association	Carpenters Union
Child Saving Institute	Houses of Hope of Nebraska, Inc.	Nebraska Medicine	Senator Jen Day
City Sprouts	Housing Foundation for Sarpy County	Nebraska Recycling Council	Omaha-Council Bluffs Metropolitan Area Planning Agency
CNEDD	Holland Children's Institute and Movement	Nebraska State AFL-CIO	Senator Wishart
Coalition for a Strong Nebraska	Institute for Public Leadership	Nebraska State Legislature	ACG, Inc.

Columbus Public Schools Community Foundation	J&J Real Estate Investment & Property Management Group	NeighborWorks Home Solutions	Sheltering Tree, Inc.
Community Alliance	Lincoln Littles	NEMA	Siena Francis House
CUES Fund	Learning Community Foundation of Douglas & Sarpy Counties	New Beginnings Transitional Living Homes, LLC	St. Monica's Home
Descendants of DeWitty, NE	Liberty Center Services	Nebraska Department of Education	American Communications Group, Inc.
DHHS	Center for People in Need	Nebraska Department of Health and Human Services	ThriVinci Consulting Group
enCourage Advocacy Center	Lift Up Sarpy County	Nebraska Alliance of Child Advocacy Centers	Together
Banister's Leadership Academy	Lincoln - Lancaster County Health Department	NOVA Treatment Community	Two Rivers Public Health Department
Center for Rural Affairs	Lisa Sock + Associates	Culxr House Omaha	University of Nebraska Lincoln
Education Rights Counsel	Lutheran Family Services	Omaha Community Foundation	Valentine Children & Families Coalition
Eastern Nebraska Community Action Partnership	CenterPointe	Multicultural Coalition	Veridian Credit Union
Epilepsy Foundation Nebraska	Millard Public Schools Foundation	Omaha Sports Commission	Voice Advocacy Center
Family Housing Advisory Services	Mutual of Omaha	Omaha STEM Ecosystem	Willard Community Center
First Five Nebraska	Greater Omaha Chamber	OpenSky Policy Institute	Women's Center for Advancement
Gothenburg Early Childhood Learning Coalition	Nebraska Appleseed	Panhandle Partnership	Western Organization of Resource Councils
Completely KIDS	Boys Town	Partnership 4 kids	Sparkpositivity
Fremont Family Coalition	Bryan Health	OHB	Scotts Bluff County
H3C	The Kim Foundation	Twin Cities Development Association, Inc.	ValiData Outcome Services

KVC Behavioral Health	Santa Monica, Inc	Omaha Children's Museum	Children's Hospital & Medical Center
Suzanne & Walter Scott Foundation	YMCA of Greater Omaha	Tender Loving Kindness	Voices for Children Nebraska
Nebraska Coalition for Lifesaving Cures	Youth Emergency Services, Inc.	Police Athletics for Community Engagement	Disability Rights Nebraska
YouTurn	Catholic Social Services of Southern Nebraska	Big Brothers Big Sisters of Central Nebraska	Dr. Susan La Flesche Picotte Center
Catholic Charities Omaha	Community Connections	Andrea Skolkin	Northeast Nemaha County Long-Term Recovery Group
Provider's Network, Inc.	First Responders Foundation	Omaha Municipal Land Bank	Restoring Dignity

Highlights from Roundtable #1

Each facilitator will provide highlights from their discussion to the large group

Early Childhood - Valerie Calderon
Food - Rosey Higgs
Health - Renee Fry
Housing - Kay Doyle
Workforce - Ashlei Spivey

High Level Review of ARPA (Renee Fry)

One time dollars - how best utilize these dollars that can be sustainable
Try not to duplicate CARES dollars and other ARPA dollars
Examples
- Housing - recommendation to build affordable housing and future rent could be put in affordable trust fund
- Telehealth - investing now and future fees could be used to sustain the network or other ideas
Legislature will look for out of the box ideas
Broadband - can not see any restriction
How much CARES has been spent - Hannah from NAM sent out an email with the information.

Setting the Stage (Beth Morrissette)

Session One - July 26th - Brainstorming Transformational Ideas

Session Two - TODAY - Reflection, clarifying, expanding

Session Three - August 11th, 11am - 12:30pm - Final narrowing / prioritizing ideas and identifying who would like to help share at legislative hearing in October the groups ideas.

Small Group Understanding

- Be fully present
- Participate with an open mind and a willingness to consider different perspectives
- Listen for understanding
- Be mindful of your airtime; make space for multiple voice
- Have grace for yourself and others
- Please keep your cameras on! Give grace if not on, there may be a great reason!

Brainstorming

The following are the notes from each small group. All small groups are still in the brainstorming part of ideation at the completion of this roundtable. Items listed on the following pages should be considered as BRAINSTORMING and sharing of ideas and possibilities.

Early Childhood

FACILITATOR | **Valerie Calderon** NOTETAKER | **Aubri Faustman**
SMALL GROUP PRESENTER(S) | **Nick Brotzel / Aubrey Mancuso**

ARPA Notes 7.26.21

Keeping in mind the problems created due to the pandemic for early childhood….
If you can make one transformational change, without thinking about money, that would change the outcomes for the next generation when it comes to Early Childhood, what would you do?

- Broadband technology issues; transformation for so many reasons to have equal services in rural/urban communities
- Recreational therapy supports and how we can strengthen the system, in person or telehealth
- Infrastructure, hardware, software, support/training on technology
- Involve employers to support needs
- Workplace flexibility on attendance and absences
- Share ideas w/city leaders and bring Early Childhood to the fore of conversation
- Data and data infrastructure/systems
- Increase subsidy to 200% of poverty level; eliminate co-pays
- Training and support for family child care educators

Based on what you know about ARPA and our conversation today, what ideas or suggestions do you have that we should consider for recommendations to local and/or state entities for Early Childhood?

- Expanding subsidy eligibility and Senator Day's LB 68 (program to pay providers based on enrollment instead of attendance)
- How will workforce and training opportunities flow together?
- How do we involve Higher Ed in prepping early childhood educators/expanding a more diverse provider workforce
- Ensure we invite participants whose voices should be heard to inform the ways funds are distributed
- Partner w/the Workforce workgroup
- Reflect/include the childcare needs of those with children w/special needs
- help those centers keep doors open;

1. Review last meeting's brainstorming (above)

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2. Any updates or clarification from any group members about ARPA and this topic?

- Are we to focus on the above ideas or can we bring up new ideas? Pull a few ideas from previous discussion and these will spark new/additional ideas to discuss as well
- One of our ideas last week was focused on subsidy and eligibility - are there other ARPA funds already addressing this? There was a bill passed this session that did increase eligibility temporarily through 2023. A

lot of us want that increase to be permanent. Gladys noted that one of the other positives from the legislation is the requirement of a study, so we can take those findings back to the legislature to state our case to make this increase permanent.

3. Any new addition for transformational ideas to be considered?	

- address childcare workforce; opportunities for increased learning and training; benefits and pay

Developing Early Childhood Recommendations
- As a team, you will select up to 9 possible recommendations based on the previous conversation and brainstorming.
- Complete one table per idea.

Idea #1	Childcare Workforce
What is the problem it is addressing? (who, what, where, when, how)	Opportunities for increased learning and training Benefits and pay Access to childcare A lot of training available, but the cost is a hurdle for providers Mental health of providers How do we entice people to join the workforce? Why are we having a drop off of in-home providers? Cost of insurance for providers
What is meaningful about addressing this problem?	Provide much needed service to Nebraska families and expand opportunities in our smaller communities
What are your concerns if it goes unaddressed?	We will continue to see more closures, both in-home and center-based providers. Not only will we not have enough spots for kids, but the quality of care will diminish
Recommendation Statement (be as specific as you can)	Keeping opportunities and access to resources as close to the providers as possible - take the opportunities to them Recruiting a diverse workforce and strive to include and involve family members in joining the workforce There is a need for bilingual providers in our communities

	Do a 2-year pilot with a diverse workforce to study what supports our diverse communities need
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	Mental health and workforce
Are there state policies that are critical to some part of this recommendation?	

Idea #2	involve Higher Ed in prepping early childhood educators/expanding a more diverse provider workforce
What is the problem it is addressing? (who, what, where, when, how)	Student debt and cost of training Barriers in accessing training due to distance Daytime training is not feasible for providers
What is meaningful about addressing this problem?	Providing training and educational opportunities that are accessible and affordable will help entice people to join the workforce and/or continue their education
What are your concerns if it goes unaddressed?	Again, continued closures and lack of childcare services will continue to be an issue
Recommendation Statement (be as specific as you can)	Eliminate the financial barriers of accessing additional training Ability to offer tuition reimbursement Training needs to be more accessible to providers
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	WNCC is starting a program with high school students interested in early childhood to provide educational resources and intern opportunities with local providers
Are there state policies that are critical to some part of this recommendation?	

Idea #3	I would offer that EC focus on strengthening families well-being, mental health, relationships, etc. is another avenue to approach. This would be where I would see a network of Children's Museums across the state could help to develop programs that serve the WHOLE family.
What is the problem it is addressing? (who, what, where, when, how)	As we come out of the pandemic, families and caregivers need more supports, as well as the children
What is meaningful about addressing this problem?	There is a unique opportunity to think in terms of the whole family. We serve not only the child, but the family.
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	Giving families more direct access to opportunities (children's museums, zoo) will provide families to spend quality family time together.
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Notes from Chat (Early Childhood)

- For the parents sending their children to childcare programs: access to childcare, which feeds into overall workforce participation
- Cost of the training but also the cost to attend training (as this has to be done outside of their work day)
- Better pay and benefits is essential for recruiting and attracting more folks into the early childhood workforce. Important to stress how child care workers are essential to parents being able to participate fully in the workforce.
- I think we need to take this recommendation ratio. Seriously and studying the impact of this huge amount of one time Funding. We have a responsibility to account for the impact of this funding. We are grateful for the one time funding we need to document how this funding mAde a difference and what has been accomplished as a result of the funding. This is also necessary to make a case of continuing to understand what has worked
- Nebraska created an entity to address workforce challenges in behavioral health. I wonder if there are relevant/lesson ideas for this conversation? https://www.unmc.edu/bhecn/about/index.html

- Is the EC discussion focusing solely on childcare centers/workers/providers? I would offer that EC focus on strengthening families well-being, mental health, relationships, etc. is another avenue to approach. This would be where I would see a network of Children's Museums across the state could help to develop programs that serve the WHOLE family.
- Absolutely this is open/necessary conversation.
- We also make step up to quality mandatory for some providers and not others based on the amount of state funding they receive. I think this needs to be revisited.
- We know that supporting parents of children from birth to age 8 positively impacts the children's success.
- Some parents will start dropping out of the overall workforce
- Data are showing that for US workforce.
- With a high turnover of workforce and challenges related to accessing training, I worry that the quality of care could decline.
- Step up to Quality to ensure access w/one-time funding.
- Translating documents is a one-time cost as well. We need this in child care licensing as well.
- For a time, Nebraska was willing to pay based on enrollment versus attendance during the "emergency time period". This brought in additional revenue. This has been discontinued. While Nebraska pays for up to 5 days of absences each month. If you have to close a classroom due to COVID, you must close for 10 days. That means 5 days of no income.
- This is becoming a big concern in Lincoln with the uptick of Covid in centers.
- Reimbursement for college courses.
- -with cost prohibitiveness of HE.
- Senator Jen Day has a bill (LB 68) that would make paying for the slot a permanent practice. This how most private pay clients are required to pay
- Nebraska has a scholarship that pays the majority of cost associated with higher ed for current EC workforce (TEACH). There are current recommendations to expand this program to make it more accessible with these funds.
- Several examples of business sponsored child care programs would be Gallup and First National in Omaha. In several smaller communities, businesses are contributing to the development of community child care.
- Classes in the evening, hybrid, online are also necessary. Flexibility on practicums and student teaching for current workforce is a must.
- I loved hearing that early childhood development is being introduced to high schoolers - future parents, not just early childhood providers.
- After school programs play a huge role in serving the whole family. More state funding to supplement Title XX and/or CLC funding (as well as changing some of the regulations for school-based programs) could be very beneficial. I would be willing to talk about the wrap around services that Completely KIDS provides (mental health, access to food, case management, etc) but obviously those aren't one time costs...
- Need to consider additional supports needed to partake in family well-being activities, i.e., transportation to and from.

Food

FACILITATOR **| Roesy Higgs** NOTETAKER **| Akia Sparkman**
SMALL GROUP PRESENTER(S) **| Zach Nelson / Chris Schroeder**
ARPA Notes 7.26.21

Keeping in mind the problems created due to the pandemic for Food.
If you can make one transformational change, without thinking about money, that would change the outcomes for the next generation when it comes to Food, what would you do?

- Switching the narrative, so that it can be about valuing food.
- More community farming/gardening in schools
- Importance of local food production. Larger urban farm presence

Based on what you know about ARPA and our conversation today, what ideas or suggestions do you have that we should consider for recommendations to local and/or state entities for Food?

- Find a balance between feeding the line and shortening it. What can we do to prevent people from showing up to the line? SNAP is helpful, cheaper and efficient to have funds go on a card.
- Education of families about utilizing food resources. Removing stigmas regarding using Free/Reduced lunch.

1. Review last meeting's brainstorming (above)

- Increase for need and cultural barriers
- Increase in food cost and fuel
- Ways to communicate that food is available
- Food systems in general. Paying staff a decent wage, so that they aren't in the lines

2. Any updates or clarification from any group members about ARPA and this topic?

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3. Any new addition for transformational ideas to be considered?

- Ways to communicate that food is available in the community
- transitioning from a food pantry into a food market, this allows participants to select the food items that they want. Thus in turn cutting down on food waste.
- Addressing food waste is needed
- the need to create a data infrastructure for SNAP
- Updating SNAP application process, making it more streamline
- the need to feed the current line. We need food right now. We need to address the here and now
- the need to track food business' food waste. Work towards eliminating food waste
- Establish ways to serve the rural communities

Developing Food Recommendations
- As a team, you will select up to 9 possible recommendations based on the previous conversation and brainstorming.
- Complete one table per idea.

Idea #1	Infrastructure & Data collection system. Streamlined way to connect people to resources. Clearinghouse of all information - Infrastructure and data collection - creating a system that everyone can access to locate resources - that we must work towards measuring impact. We have a lot of outdated information - that 211 information is not current. - a need to create a graceful way to collect that data, that won't embarrass those in need - we need data to help us make better decisions - Racial equity is needed - Need ways to connect information between nonprofits and state/local government - Clarity can be a blueprint to build reliable systems - Backbone organization to administer - Data driven decision making
What is the problem it is addressing? (who, what, where, when, how)	- it would allow for a timely sharing of resources, better understanding of the problem, etc - Looking at statewide impact. We also would need to communicate with Council Bluffs
What is meaningful about addressing this problem?	- Helps us evaluate if the resources are addressing the needs - What gets measured, gets managed - that we would have healthier communities and families - It will allow nonprofits to have consistent data, so that we can serve the right people - using a racial equity lens would help analyze systems in order to make informed and strategic decisions about how to interrupt & change inequitable patterns regarding food.
What are your concerns if it goes unaddressed?	- We won't know if we are serving the right people - It will help with not duplicating services, so that food is not wasted; as well as funds

Recommendation Statement (be as specific as you can)	- work with University of Nebraska to create data collection and sharing systems - that the need to establish a system that is both public and private systems, so that everyone can access it. Can we take something that is already existing and add to it? - **data collection and sharing platform to assist hunger relief organizations to inform clients of resources while also measuring impact of the work being done**
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	- Health - Workforce - Relationships & interactions w/ family & community
Are there state policies that are critical to some part of this recommendation?	- SNAP assistance is going to reach more families. Increased the poverty level. Raised it to 165% Sunsets - the need to address the LB396 bill- Farm to school - the need for an outreach plan - Immigration restrictions

Idea #2	Address Food Waste, Better use of food, address nutrition Incentivize business to donate food instead of discard - creating tax incentives to incentivize businesses Requires tracking Blocchain Chat - We serve a large population of Middle Eastern people, we need non-pork protein in a big way Chat - Also something about our responsibility to help our local farmers, growers, producers / protect Nebraska's agricultural identity Will require infrastructure if the food comes flowing Chat - Absolutely agree that addressing food deserts by redistributing food that may go to waste into new markets can be part of it.
What is the problem it is addressing? (who, what, where, when, how)	- Food waste - Equitable access to food - Nyomi stated the need to address food deserts by redistributing food that may go to waste into new markets can be part of it.
What is meaningful about addressing this problem?	

What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	- Increase equitable access to nutritional and healthy food by incentivizing business to limit food waste - our responsibility to help our local farmers, growers, producers / protect Nebraska's agricultural identity - **to provide incentives to the food industry to donate healthy food to reduce food waste while assisting Nebraskans struggling with food insecurity.** - We also need to have an infrastructure to hand it all
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #3	Address Food Deserts
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Health

FACILITATOR | **Renee Fry** NOTETAKER | **Anne Hajek**
SMALL GROUP PRESENTER(S) **| Annette Dubas / Jeremy Nordquist**

[ARPA Notes 7.26.21](#)

Keeping in mind the problems created due to the pandemic forHealth….

If you can make one transformational change, without thinking about money, that would change the outcomes for the next generation when it comes to Health, what would you do?

- Become the sixth state with a public option health insurance plan. Lack of money somewhere is the root cause of many issues.
- Create a truly integrated system to treat the whole person, all services in easily accessible format.
- Need more step-down residential programs for highly volatile children. More residential beds.
- Poverty prevention, look upstream at prevention efforts.
- Find ways to put money in people's hands, with stimulus-type payments, people can address their immediate problems. In the healthcare space, if people have the resources they need, they can better address their own healthcare challenges. How do we continue to address stigma around mental health, could we address mental health similarly, everyone goes for a checkup regularly, reimagine the system to address the stigma that prevents people from taking the first step.

Based on what you know about ARPA and our conversation today, what ideas or suggestions do you have that we should consider for recommendations to local and/or state entities for Health?

- Workforce shortages can be due to housing and transportation, need to pay them more
- None of the areas are truly separate, will be looking for cross-over themes.
- Look for incentives, scholarships to get people into the workforce

1.	**Review last meeting's brainstorming (above)**

- Healthcare access, technology, language barriers, no time off for healthcare, data, workforce, healthcare infrastructure is inconsistent, need well-thought-out continuum of care that is integrated.
- Solutions: public options, scholarships, incentives, mobile crisis teams, services in schools.
- New information:
  - First Responders - cultural competence

2.	**Any updates or clarification from any group members about ARPA and this topic?**

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3.	**Any new addition for transformational ideas to be considered?**

- Strategic use of one-time dollars so as not to create issues down the road; develop infrastructure by developing technology and training for evidence-based practices state-wide; ensure all have tools needed to deliver quality health-care in accessible way; IT development for better connectivity;

training of back-office management systems, same-day access, business development and training including understanding costs to fine-tune; utilize telehealth to supplement and help fill gaps, develop more robust system - mental health, substance use, and physical health.

- retention of workforce, building up a pipeline and recruiting.
- technology and workforce
- Improving access from consumer perspective to coverage, affordability, overcoming barriers
- addressing recidivism, staying in contact with folks after they have received services to make sure they can access those services if they need them again
- developing culturally sensitive resources for workforce
- workforce development in culturally appropriate services, helping staff access competent and qualified interpreters/translators and refine bilingual skills
- build in surveillance to monitor and to cut down costs through prevention
- robust and timely data collection for all areas of health to target prevention efforts in a timely way
- innovation and care delivery to reduce readmissions
- technology and workforce need to address social needs, forge connections with community
- Managed Care Contracts are expiring; participatory system of developing RFPs and contracts so that stakeholders have input and experts help develop to best serve people, providers, interests of the state

Developing Health Recommendations
- As a team, you will select up to 9 possible recommendations based on the previous conversation and brainstorming.
- Complete one table per idea.

Idea #1	suggested developing technology same-day access at primary care, mental health, and substance facilities to help people get care when they need it Targeted marketing campaign to make sure that folks know what is available and sure they have coverage; administrative efficiencies from public assistance side; targeted outreach campaigns (Improving consumer access to healthcare for the uninsured, under-insured); needs to be culturally sensitive to build relationships refined the problem into three categories: ● Rural access, telehealth ● Behavioral health access to services, particularly substance ● Consumer access, uninsured and under-insured ease of access
What is the problem it is addressing? (who, what, where, when, how)	● Uninsured and underinsured populations ● People don't have medicaid, are eligible but aren't enrolled

	● If there are language barriers, a targeted campaign could resolve communication issues
What is meaningful about addressing this problem?	● Addresses mistrust with the system and its failure to serve the community
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #2	Improving consumer access through technology, telehealth ● In underserved communities, not everyone has access to technology (computer, cell phone) - we may need to be creative to resolve these issues and ensure access to telehealth in all communities ● Look beyond non-profits to find partners (Walmart, pharmacies, mobile units, agencies on aging, churches) and build support, look for local opportunities ● Use funds to get people devices, enable them to have connectivity from home ● Technology and workforce are interdependent, without enough providers, we cannot provide services; need to diversify workforce so that it represents the community it serves ● Need home-based services to connect people ● Student-loan repayments to diversify workforce ● Marketing campaigns to people of color to ensure understanding of opportunities and all the different fields; Scholarships for students to get to those degrees ● Expand existing efforts to diversify workforce ● Recruiting/Retention of workforce: bonuses ● Technology development: keep track of people after they leave services; text out surveys, ask questions/followup about stable

	housing, food, transportation, identify needs/barriers; distribute devices to ensure accessibility, develop trust
What is the problem it is addressing? (who, what, where, when, how)	● Impacts access ● Reduces readmission
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

	Data sharing across services/systems ● Develop connections between non-profits, hospitals, social workers ● Cync Health is working on data interoperability, could be built upon
Idea #3	
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	

Are there state policies that are critical to some part of this recommendation?	

Notes from Chat (Health)

- Focus on access to health for uninsured and underinsured
- Those who aren't aware of their eligibility
- I wonder how we are going to provide opportunities to individuals who can't write or read and the Deaf community.
- Adding to the access and thinking of other health determinants, connecting with local domestic violence agencies and cultural centers and organizations may be beneficial and could work towards the mistrust barrier, too.
- Also, many LHD has Community Health Workers, who can provide a lot of input and assistance in delivering the message and helping in their communities.
- Check out Unite NE through CyncHealth- could use funds to support data interoperability

Housing

FACILITATOR | **Kay Doyle**   NOTETAKER | **Stephanie Wenz**
SMALL GROUP PRESENTER(S) | **Courtney Lyons**
[ARPA Notes 7.26.21](#)

Keeping in mind the problems created due to the pandemic for Housing….If you can make one transformational change, without thinking about money, that would change the outcomes for the next generation when it comes to Housing, what would you do?

- Subsidizing people's rent or home payments as a right for everyone
- Available funding that is constantly available
- Right to counsel in eviction court
- Low income homeowners are in need of more representation
- Laws in place that ensure housing instability
- Historically institutions got certain people into loans they couldn't afford, those loans they gave people are still an issue-fund correction for these people?
- Housing reparations
- Down payment assistance for first-time homebuyers with low-to-moderate income
- People need to make a livable wage then they can afford housing and able to fix these homes
- More of a commitment from the state and federal government for affordable housing in rural and urban communities
- Transportation-not appropriate transportation in these areas that are being developed
- Mandating affordability in new residential developments
- Persons' with disabilities need access as well
- Next generation of housing -think about the end in mind
- Banning Source of Income Discrimination
- When getting close to transitioning to housing-how do we help them find affordable housing (Universal Design / accessibility in design)
- Re-entry population housing should be a right
- What is the role that nonprofits play in affordable housing?
- Strengthen relationship with landlords, incentivizing landlords?
- Rehab and repair funds for homeowners but need assistance to upkeep
- Incentivizing employers? Tie into maybe hiring someone with a past record or disability?

Based on what you know about ARPA and our conversation today, what ideas or suggestions do you have that we should consider for recommendations to local and/or state entities for Housing?

- ==Mortgage assistance==
- ==Apply as many funds as possible toward affordable housing development==
- The number of people they are serving? Same organizations always getting funding vs others?
- ==Eviction Diversion and Right to Counsel programs==
- Difficulty of access to getting these funds. Can be slow distribution. They need to have few restrictions for allocation
- Right to counsel programs AND ordinance/legislation that supports it
- Preservation dollars allocated to communities we want to serve-help with gap funding to make these quality homes
- Code enforcement for it to be safe to live in
- Grant programs in rural areas they get more applications then they can award-make sure they have funding available
- Not for ARPA funding necessarily, but as top of mind that programs are potentially only as successful as policy exists to back it up
- Helping people with down payments-facilitate access to homeownership
- Making it easier for the applicant would make it easier to provide assistance vs. the provider
- ==Rehab funds available==
- State or locally funded voucher for mortgage/rental payments
- Undo some damage that was done during the pandemic
- Buy or forgive debts?

Other comments that were not discussed today:
- Investments with social services to help homeowners for long term success
- Geography of housing beyond city or zipcode-not same program or policy for each community

1. Review last meeting's brainstorming (above)
●
2. Any updates or clarification from any group members about ARPA and this topic?
● Neighborhood stabilization program (3 rounds)-not strings attached to get housing started
3. Any new addition for transformational ideas to be considered?
● Dispart Impact on communities of color and LGBTQ-take down barriers ● Program of dollar houses that were available for people to take ownership-Omaha did this years ago ● Education to people about eviction laws and rights ● Inclusion of larger units- 3-4 bedroom housing for more accommodation ● On time payments to creditors, get these people to better their credit ● And code enforcement (disparate impact)

Developing Early Childhood Recommendations
- As a team, you will select up to 9 possible recommendations based on the previous conversation and brainstorming.
- Complete one table per idea.

Idea #1	● Eviction Diversion and Right to Counsel programs
What is the problem it is addressing? (who, what, where, when, how)	Housing instability based on the inability to pay Affecting communities of colors-across the state Every eviction is a problem Not having enough resources
What is meaningful about addressing this problem?	Most cost effective way to address housing instability in our communities-helps stop an eviction in the first place Reduces trauma and the ability of people to move forward Disparate impact upon developmental disability community as well
What are your concerns if it goes unaddressed?	Multigenerational Cost attached-easier to fix a house rather than find a new Stress on family systems Will lead to more people experiencing homeless Affects our entire community
Recommendation Statement (be as specific as you can)	Operating support to groups like Legal Aid Funding, outreach, mediation programs to facilitate conversations between tenants and landlords Financial support to Legal Aid and others Outreach Education Money would support the rest The prevention component is very important to avoid evictions and help if someone is evicted Landlord Education/eviction mediation program? (include community wide education and outreach?)
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	Mental Health Physical Health Workforce Decreased need for social services
Are there state policies that are critical to some part of this recommendation?	

Idea #2	● Mortgage Assistance/ Down payment Assistance
What is the problem it is addressing? (who, what, where, when, how)	Housing stability Strength of the market-no one can access right now, getting people to access housing is critical Addressing past discrimination
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	Disparities continue Community impact for generations
Recommendation Statement (be as specific as you can)	Allocate funding for mortgage and rental assistance Set up e-wrap programs-need a separate fund that does the same thing Route through city or county Marketing campaign?-Already have a backlog of who needs assistance Outreach and education
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	Health Mental Health Workforce Early Childhood
Are there state policies that are critical to some part of this recommendation?	Too complicated of a process of who holds the mortgage to get paid?

Idea #3	● Apply as many funds as possible toward affordable housing development
What is the problem it is addressing? (who, what, where, when, how)	Serious shortage of safe and affordable housing in every area of Nebraska Funding should be available to acquisition, demolition and new construction
What is meaningful about addressing this problem?	Tackling a generational shortage of inventory Preventing homelessness Allows landlords to exploit tenants
What are your concerns if it goes unaddressed?	

Recommendation Statement (be as specific as you can)	Allocate funding to existing grant programs-3 different statewide funds currently
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	Lack of recognition as to why people can or can't afford housing Land shortage Environmental regulations National materials shortage Complicated processes Zoning, parking requirements It's not profitable

Idea #4	Make Rehabilitation Funds available for the maintenance of existing affordable housing-Keeping Housing up to code
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Notes from the Chat (housing)

- And code enforcement (disparate impact)
- Yes on mortgage assistance
- Affordable housing- apply many funds
- Yes!! I agree
- Code enforcement
- I think code enforcement goes with rehabilitation funds
- Or asking localities to use ARPA funds for housing inspection/title cleanup
- I like the idea of rent payments being linked to credit as a way to help build good credit.
- I would second the rent payment credit idea
- I would phrase #4 as "Make Rehabilitation Funds available for the maintenance of existing affordable housing"
- For Hannah's point: there should be an opportunity for those who do not qualify for ERAP funds for any reason to get rental assistance
- (citizenship reqs, documentation, lease problems, income)
- Disparate impact upon developmental disability community as well -
- So true Leslie, and the elderly
- And female heads of household
- and families
- No idea how or if they can fight it Lots of stories of trumped up reasons (e.g. pet damage - renter has no pet, never had a pet) - then eviction keeps them from renting another place - then living in a hotel for hundreds of dollars a week and rates going up every week Just one example of one of my employees
- People are being evicted for late fees in excess of 200%
- For anyone in Douglas County who is interested in the connection between mental health and evictions, the Douglas County Board is hosting a Mental Health Listening Session tonight at 6 pm via Zoom. Which will impact the spending of their ARPA funding (including a proposal for an eviction diversion program).
- Reach out if you have questions/want to join: efeichtinger@togetheromaha.org
- The prevention component is very important to avoid evictions and help if someone is evicted
- Yes, prevention dollars are important, linked to eviction court representation. We have a Tenant Assistance Project in Lincoln that is operating this way and connected to our Coordinated Entry System and prevention money.
- We have prevention money but not connected to Coordinated Entry
- 85%+ of evictions in Douglas County are for nonpayment
- I believe there is an eviction mediation program in Iowa, or at least in Polk County. I'm not sure how effective it is, as I was only involved in it a couple of times when I was practicing other there, but there may be something to model off of.
- I believe there are smaller property owners who would benefit from education
- all of them? :)
- Allows landlords to exploit tenants
- Zoning, parking requirements
- It's not profitable

Workforce

FACILITATOR **| Ashlei Spivey** NOTETAKER **| Craig / Laurel**
SMALL GROUP PRESENTER(S) **|**
ARPA Notes 7.26.21

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Keeping in mind the problems created due to the pandemic for the Workforce….

If you can make one transformational change, without thinking about money, that would change the outcomes for the next generation when it comes to Workforce what would you do?
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- Living wage; if money is not an object, that's what we need.
- Opportunity scholarships for first-generation students; legislature has allocated some money but a need still exists for low-income, first-generation students.
- More connections to trade schools in addition to 4-year institutions.
- Making connections early on; models out there but need to be expanded so students know what they're doing when they leave high school.
- Apprenticeship programs; getting information to high school students, not everyone can afford to go to college and not everyone wants to. Apprenticeship programs can help connect these students to good paying job opportunities.
- Quality child care that is accessible (affordable) for all. Can't have a workforce without it.
- Finding new ways to recognize the skills and experience of immigrants and refugees from other countries who struggle to do so after moving to the US.
- Workforce housing, affordable child care; having these available would be important for Senator Stinner's district.
- Workforce housing is entry-level housing ($250k range for metro areas; less in rural Nebraska); issue in rural areas is the jobs might be there but the adequate housing is not.
- Pathways to permanent residency or citizenship.
- Startup capital for entrepreneurs; make it easier to access for, for example, formerly incarcerated people and immigrants.
- Finding ways to get formerly-incarcerated people into the workforce; reduce stigma around their re-entry; provide incentives for companies hiring those workers.
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Based on what you know about ARPA and our conversation today, what ideas or suggestions do you have that we should consider for recommendations to local and/or state entities for Workforce?
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- Develop the capacity to host events like this one to ensure we are connecting people to the right programs (ensuring these programs are successful and sustainable)
- Infrastructure; how do we address root issues; the opportunity to address those root causes is here with this funding. Could mean researching, etc.
- Accessibility; make it simple for whomever applying; direct application should be accessible regardless of who/what
- The more barriers in place, the less accessible. Collaboration in rural areas?
- Affordable childcare; workforce housing: rural workforce housing fund (direct ARPA towards supply side -- to contractors building single-family homes and on demand side (Affordable Housing Trust Fund); Childcare -- make it easier for people to work in child care; will in the long
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term make it easier to access. Grants for parents to get their children into programs.
- Ensuring that everyday folks have the opportunity to weigh in; how can we be good stewards of these funds and ensure they reflect the needs of our communities (make this information available in different languages and forums; digestible).
- Senator Wayne's bill -- missing middle housing act (urban housing initiative); PPP loans helped employers keep people on payroll; some businesses have not recovered and so some sort of support or loan for those who haven't recovered.

Developing Workforce Recommendations
- As a team, you will select up to 9 possible recommendations based on the previous conversation and brainstorming.
- Complete one table per idea.

Idea #1	Focus on H3 careers: high wage, high demand, high skill (specifically for underrepresented communities) Including Non-traditional career paths within the medical field
What is the problem it is addressing? (who, what, where, when, how)	How do we build on what we already have in place? How do we create something that is robust and retains our talent in Nebraska? Mental health supports for individuals looking for employment.
What is meaningful about addressing this problem?	High demand jobs- there is a need in our market.
What are your concerns if it goes unaddressed?	Criteria for employment in those fields (healthcare, technology). Barriers in regards to criminal history, obtaining certifications (income barriers), etc. Need to provide supports for individuals with mental health concerns in order to obtain and retain jobs
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	Employment gives ability to live a better life- ripple effect- leads individuals to be better able to take care of themselves and their families

Are there state policies that are critical to some part of this recommendation?	Workforce innovations opportunity act- each state interprets guidelines differently. For example, there are not specific dollars for foster youth. But there could be. ==Employees with early childhood care centers- finger printing caused lag time in hiring staff. 3-6 months for finger printing processes. Needs to be addressed at state level.==

Idea #2	Funds for pilot program: Pool of money. Increasing career and technical education for non-traditional career pathways (non- 2 and 4 year degree pathways) AND Innovative bold ideas. AND Employer opportunities to access funds to invest in employees
What is the problem it is addressing? (who, what, where, when, how)	Reducing risk for employer- Allow employers to feel more comfortable taking a chance on workers that seem "risky" Where are the gaps? Existing underfunded strategies: How do we further develop these strategies and put money into it?
What is meaningful about addressing this problem?	Removes barriers to education and upskilling. Puts the proximity of the problem more locally and allows communities to create strategies specific to their workforce Puts individuals in our community better opportunities to provide for their family and themselves. Better able to create a different cycle for their family.
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	

Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #3	Entrepreneurship: could fit under #2
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #4	Policies and practices at a state-level to allow employers to support workers (taking a chance on re-entry, paid internships for students, incentives to employ individuals with mental and physical disabilities) savings-match program (similar to Opportunity Passport) that is available for entrepreneurship? Inclusive workforce

	Provide funding for employers to give incentives for coming on board for employment.
What is the problem it is addressing? (who, what, where, when, how)	Tax incentive for the workforce or barriers removed At state-level creating tax incentives or tax breaks to support workers
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #5	Funds to increase awareness regarding what is already available
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	

Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #6	Invest in social/cultural climate in the state.
What is the problem it is addressing? (who, what, where, when, how)	Educating the workforce in order to create safe and inclusive workplaces.
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #7	Paid family leave: Cavanaugh introduced trust fund to help small employers provide leave
What is the problem it is addressing? (who, what, where, when, how)	

What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #8	PSA campaign around diversity of career paths
What is the problem it is addressing? (who, what, where, when, how)	
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Idea #9	Education to workforce pipeline: Promote jobs that are open and available as a state.
What is the problem it is addressing? (who, what, where, when, how)	If we developed a talented workforce- they will stay. They can continue to grow and stay. How do we condense it down so that individuals can navigate that career path?
What is meaningful about addressing this problem?	
What are your concerns if it goes unaddressed?	
Recommendation Statement (be as specific as you can)	
Which additional Area Could this impact? (Food, Health, Housing, Workforce)	
Are there state policies that are critical to some part of this recommendation?	

Notes from the Chat (Workforce)

- Would love to see more workplace experience in schools, it seems to be almost absent in schools. Building relationships with industries in school classrooms.
- I think in addition to "create", it's also investing more in shovel-ready programs/strategies we have in NE that are focused on connecting people to H3 industries (such as JAG NE, WIOA programming, etc.)
- Existing programs are severely under-funded and/or restricted currently
- Yes - mental health and supports for incarcerated individuals is also key
- Tax incentives for hiring certain populations
- Could we have some funds for pilot programs with promise that would have access to a pot of funds to build some models that could be replicated?
- Extra points for pilot programs who have youth engaged in building the pilot
- TANF could be looked at as a policy that NE doesn't utilize to the greatest extent for parents/children/2Gen approach
- Workforce - the people in an area that are available to work
- "Workforce" (from my specific lens) = young people/early employees/first-time jobs/those with limited experience or ed. entering the workforce for the first time/well-trained and educated young employees entering the workforce for the first time

- Expand TANF benefits for young families by lengthening the period of Earned Income Disregards to age 24, which will incentivize young parents to complete a postsecondary degree or credential.
- I would recommend adding language that the pilot programs are aimed at increasing project-based career and technical education
- @Buffalo County/Kearney - we are identifying gaps that are voiced by our community around employment. Very broad strokes based on feedback from employers, workforce, education and youth.
- Could it be H3?
- Pilot should be big bold ideas - if we had a magic wand how would we want to build a successful cradle to career process in NE
- Would you define H3, again for me? New term for me.
- High wage. High demand. High skill.
- So maybe it doesn't need to be a pilot program. Pilot and existing?
- http://h3.ne.gov/
- I love that idea of funds available directly to people in the workforce to upskill
- What is meaningful - Removes barriers to education and upskilling.
- We provided laptops to help adults earn their GEDs. The laptops were provided through Mother Board in Omaha. Just a small element that makes a tremendous change for individuals. Flex funding to communities who have systems in place to identify gaps and help individuals would be excellent. When talking about funds direct to client, you would want to invest in already existing community response work most funded by Nebraska Children and Families Foundation across NE.
- Meaningful because it puts the proximity of the problem more locally and allows communities to create strategies specific to their workforce
- Provide funding for employers to give incentives for coming on board for employment.
- What about a savings-match program (similar to Opportunity Passport) that is available for entrepreneurship?
- Driver's licensing as a career credential

Going Forward (Anne Hindery)

Our next Roundtable is August 11th, 11am - 12:30pm. If you have not registered for it yet, please go to
https://www.nonprofitam.org/events/EventDetails.aspx?id=1534261&group=