



The 360|Report

Carver County Public Health *A Healthy Welcome*

IZI Facilitated by MTI, Hosted at Waconia Middle School in Waconia, MN

Date: Thursday, November 29th 2018 | 6:00-9:00 p.m.

**Report Generated on December 17, 2018
Lead Evaluator: Elexis Trinity, Research & Projects Director**

The 360 | Table of Contents

Event Overview.....	2
Demographics.....	2
Summary.....	3
Mindstorm.....	4
Instructions Sheet Facsimile.....	4
Themes & Analysis.....	5
Raw Response Aggregate.....	12
Oral Report Notes.....	16
Circle Share-in.....	18



The 360 Report | Event Overview

The 360 | Demographics¹

Total Guests of Event | Approx. 48

Indigenous or Other People of Color | Approx. 17 (35%)
Youth/Under 24 | Approx. 8 (17%)

Generational Breakdown | 48 total participants

Silent Generation | 2 (~ 4% of activity participants)
Baby Boomers | 10 (~ 21% of activity participants)
Generation X (“Gen X”) | 21 (~ 44% of activity participants)
Millenials | 8 (~ 17% of activity participants)
Generation Z (“Gen Tech”) | 7 (~ 15% of activity participants)

Continuum | Percentages below reflect approximate ranges of participants who said they identified or agreed with the following categories (first percentage) and those who disagreed (last percentage) or fell in the middle (middle percentage).

Introvert/extrovert | 40% / 20% / 40%
Winter/summer | 25% / 25% / 50%
Morning/night person | 25% / 75%
Spicy/mild | 75% / 25%
Speaks more than one language | 25% / 75%
Lived outside country of birth for more than one year | 75% / 25%
Likes Footwear | 60% / 40%

Met one new person | 85%
Felt welcomed | 90%
Finds it important to feel that one “belongs” in one’s community | 90%

Human Survey | 37 total participants | **We asked:** How did you come to be in the room?

Phone | 4 (11% of activity participants)
Email | 10 (27% of activity participants)

¹ **Note:** Percentages above have been rounded up to the nearest whole percent and are therefore approximations.

Flyer | 1 (3% of activity participants)
In-person Outreach | 19 (54% of activity participants)
Social Media | 3 (9% of activity participants)

Do You Live in Carver County? For How Long? 35 total participants of this activity

Less than one year | 4 (11% of activity participants)

1-9 years | 10 (29% of activity participants)

10+ years | 21 (60% of activity participants)

The 360 | Summary, Overview

On Thursday, November 29th 2018, approximately 48 community members gathered together at Waconia Middle School in Waconia, Minnesota to discuss healthcare and community health needs. The engagement event was hosted by the Carver County Public Health and facilitated by Marnita of Marnita's Table in the model of Intentional Social Interaction (IZI). Project coordination, outreach and facilitation support provided by project director Sammie Ardito Rivera and outreach manager Blanca Martinez.

Activities and tools during the event made use of Sticky Stats (to inform the conversation with relevant factual information), an interactive demographics review (Human Survey), playful Continuum activity session, and a Mindstorm small-group focused conversation session to elicit community feedback and personal stories about health care needs and experiences in Carver County.

This event was open to the community and centered upon a feast appropriate for all dietary needs from vegan to carnivore, provided by Community Table. We concluded the gathering with a collective Circle Share-in session in which participants were asked to share one thing for which they are grateful and one word to summing up their experiences during the evening. The following report consists of data collected from the above activities and the categorization of their results as conducted by the Marnita's Table research team.



Carver County Public Health
A Healthy Welcome!
Thursday, October 4th 2018

Mindstorm Instructions

Directions: Find a group of people that has the fewest number of people you know in it. Form into groups of 4-6 people (two groups per table). Remember to listen and give everyone a chance to speak. Don't speak for others. Always imagine what feels best, when you felt most welcomed. You belong in this conversation and your voice is equal to any other at the Table. Please remember that this is a two-way street and listening is as important as sharing your feelings.

Identify one person to take notes about the conversation. Read all the questions out loud and discuss briefly which questions you as a group think are the most important to answer. Answer the questions that you have chosen in order from most-to-least important. Be as specific as possible.

Scribes, please write legibly and be prepared to turn in your notes to a team member at the end of the event.

Questions for Discussion | Choose any 3-4 topics to discuss, approximately 15 minutes per question:

1. **Are you able to get the things that you need to live and be healthy in Carver County?** How do basic needs like food, housing, transportation, and childcare impact your health needs? Have you ever had problems getting what you need to live or be healthy? What would have helped you get what you needed? Are there any cultural, spiritual, or social practices that help you stay healthy? What are they?
2. **Do you have a source of information about health and healthcare?** How comfortable are you with getting health care information from this source? What concerns do you have about receiving information from this source? What would make it better? Where else would you like to get your health care information? How can service providers (doctors, nurses, insurance companies, etc.) communicate with you better?
3. **What makes a community welcoming to you?** Are there specific words, actions, or behaviors that make you feel more safe and welcome? How can Carver County be more welcoming?
4. **What else should we know?** Is there anything we didn't ask that we should have? If so, please share both the question(s) you have identified and your group's response(s)



The 360 Report | Mindstorm Themes & Analysis

Overview | Methodology

This Mindstorm was undertaken on Thursday, November 29th 2018, by approximately 48 participants in 6 self-selecting groups. The following is an overview of the emergent themes resulting from these discussions as recorded by participants on the notes sheet included with the questions. These responses have been transcribed, aggregated and made anonymous in a document following this analysis. Parenthetical numerical entries within the question-by-question breakdown indicate the number of times a discrete response appeared in the aggregated data output. Asterisks indicate the highest traction questions (queries that received the greatest number of responses) and therefore are a loose measurement of important themes and concepts emerging from the small-group focused conversations.

Question One

We asked: *Are you able to get the things that you need to live and be healthy in Carver County? How do basic needs like food, housing, transportation, and childcare impact your health needs? Have you ever had problems getting what you need to live or be healthy? What would have helped you get what you needed? Are there any cultural, spiritual, or social practices that help you stay healthy? What are they?* **(4 groups responding, 32 responses)**

This question received a total of 32 discrete responses from 4 of 6 total response groups, making it the second highest-traction question of this Mindstorm session. Themes emerging from the responses in this section focus on the barriers and challenges facing local immigrant communities and English language learners and the need for holistic, inclusive and culturally-responsive alternative care options.

Another major area of focus in this section concerns the need for more engagement opportunities, community activities and services for youth, families and elders and the centrality of being able to meet basic needs to supporting community health. A range of health-promoting activities valued by community members is also provided in the discussion notes submitted by groups electing to answer this question. Themes and comments from the notes are outlined below in Table I.

Table I | Community Comments on Basic Needs

Theme	Examples from Participant Notes
Flexible, affordable, inclusive and adaptable care options; barriers for English language learners	<ul style="list-style-type: none">▪ Need advocacy groups to represent those who can't speak [the] language▪ Driver's licenses/transportation barrier to work for foreign speaking English speakers

	<ul style="list-style-type: none"> ▪ Forms with questions not easily translated or understood location of appointments [is a challenge] ▪ Need more community mobile clinics ▪ Hennepin County has more affordable programs and information, immunization clinics for other languages, women's health ▪ Limited ethnicity of specialists ▪ Hospitals also need insurance for immigrating people
Affordable housing, transportation, childcare and challenges meeting basic needs	<ul style="list-style-type: none"> ▪ Affordable housing ▪ Transportation – to food shelves, county government and building, medical appointment <ul style="list-style-type: none"> ○ [There is a] dad who drops off [his] child on [a] bike ▪ No transportation <ul style="list-style-type: none"> ○ Custodian for school walks home ○ Walking: tough in the country / don't feel safe ▪ Affordable childcare – none in Waconia ▪ No Head Start ▪ Waconia food shelf – doing very well
Access to holistic, integrative, spiritual and other alternative and culturally-responsive modalities of healthcare	<ul style="list-style-type: none"> ▪ Henna tattoo [spiritual practice that helps you stay healthy] ▪ Would like greater access to alternative modes of healthcare > primary affordability through insurance coverage ▪ Need greater access to culturally relevant healthcare ▪ Mental health
More community connections, engagement and services for youth, elders and families	<ul style="list-style-type: none"> ▪ Not welcoming to senior citizens – no place to gather ▪ More free services for kids ▪ Community centers, sports programs for kids ▪ Parents could coach but tough if no time
Health-promoting activities valued by community participants	<ul style="list-style-type: none"> ▪ Healthy practices: <ul style="list-style-type: none"> ○ Community bands ○ Events ○ Church – parish nurse – free shots ○ Community center ○ Physical exercise, walking paths ○ Free track at CCC

Question Two

We asked: *Do you have a source of information about health and healthcare? How comfortable are you with getting health care information from this source? What concerns do you have about receiving information from this source? What would make it better? Where else would you like to get your health care information? How can service providers (doctors, nurses, insurance companies, etc.) communicate with you better?* **(2 groups responding, 20 responses)**

This question garnered a total of 20 responses submitted by the 2 discussion groups electing to submit notes for this section. Responses indicate interest in more and more effective communications with healthcare providers, during doctors' visits, and more choices and connection with alternative and preventive care providers and services. Themes and comments from the notes are outlined below in Table 2.

Table 2 | Community Comments on Information Access & Communications

Theme	Examples from Participant Notes ²
Sources of information on health and wellness issues, resources and services	<ul style="list-style-type: none"> Quality/verified resources Ex. Journals Emails/messages from providers Nurse line on insurance card Where else → Drop-in clinic (no appointments needed) Mackenthuns has dietician
Experiences communicating with providers, concerns about health-related communications patterns and issues	<ul style="list-style-type: none"> Communicate better → more time at office visits Generic recommendations – don't feel heard Insurance nurse line and clinic nurse line – different agendas Concern about info health plan has
Documents, signage and language issues	<ul style="list-style-type: none"> Doctor visit – speak in English, papers printed in English and Spanish (they [do] not do Somali) <ul style="list-style-type: none"> Have to wait for interpreting for doctor's appointment Need longer time scheduled too Interpreters for different services
Preventive and holistic/alternative care connections	<ul style="list-style-type: none"> Prevention in health More options – holistic practitioner coverage (by insurance) Over focus on interventions rather than prevention

² Examples in this column have been copied verbatim from the raw aggregated transcription document containing all discussion group comments submitted organized by question (see page [#] for full transcript). Please note that responses may not appear in the same order in this document since they have been regrouped according to thematic categories. Keywords are bolded for emphasis. Brackets in the text indicate notes added by the evaluator.

	<ul style="list-style-type: none"> ▪ Homeopath doctor and acupuncturist ▪ Be open-minded – holistic, alternative medicine has place for many
--	--

Question Three

We asked: *What makes a community welcoming to you? Are there specific words, actions, or behaviors that make you feel more safe and welcome? How can Carver County be more welcoming? (6 groups responding, 63 responses)*

This question collectively received 63 responses from 6 of 6 total response groups, making it the highest-traction question of this Mindstorm session. Responses in this section articulate a range of accessibility and inclusion issues community participants have identified as barriers to the creation of an inclusive and welcoming community, while also highlighting a number of actions, behaviors, community factors, institutions and spaces deemed welcoming and successful in making Carver County warm and inclusive.

Additional themes emerging in this section include the centrality of diversity and planning for a diverse community and future in creating a sense of welcome and the social and communal factors which contribute to a sense of wellbeing and belonging. Themes and comments from the notes are outlined below in Table 3.

Table 3 | Community Comments on Building a Welcoming Community

Theme	Examples from Participant Notes
Social and communal factors contributing to a sense of welcome, belonging	<ul style="list-style-type: none"> ▪ My kids wanted to be here/stay here after moving here ▪ Welcoming schools, great schools – genuine ▪ Lots of community activities ▪ Book clubs, cooking clubs ▪ People were friendly and helpful ▪ Time – a slower pace, enjoying taking things slow ▪ Front porches are welcoming – no one has that anymore
Centrality of diversity and connection across differences	<ul style="list-style-type: none"> ▪ Recognizing all of our differences, rather than assuming that we are all the same and one thing will work for everyone ▪ Plan for a changing community ▪ Surprised by amount of Christmas décor everywhere <ul style="list-style-type: none"> ○ How do people who don't celebrate Christmas feel about that? ▪ More diversity → more/higher comfort level ▪ Community is more diverse than people want to believe

	<ul style="list-style-type: none"> ▪ Welcome across differences, providing resource information
Actions and behaviors of authentic welcome	<ul style="list-style-type: none"> ▪ Welcoming people – smile, [are] friendly, chat, invite to events ▪ Introduce with first names ▪ Food available ▪ Smile ▪ Warmth ▪ Police not asking for papers makes Hispanics feel safe ▪ 90% police in Chaska speak Spanish, want to try to understand language and reach across – even small effort
Welcoming institutions, events and spaces in Carver County	<ul style="list-style-type: none"> ▪ [Welcoming] institutions/feature: bank, hospital, church, businesses, library ▪ “Refrigerator nights” ▪ Booths at River City Days ▪ Being in the parks or other events / e.g. River City Days? <ul style="list-style-type: none"> ○ Lots of people go to these ▪ Nickle Dickle Day <ul style="list-style-type: none"> ○ Diverse crowd, feel welcome ▪ Ribbon cuttings for businesses
Ways to make Carver County more welcoming, barriers and challenges	<ul style="list-style-type: none"> ▪ Ideas [to make Western Carver County more welcoming]: <ul style="list-style-type: none"> ○ Local swap and shop ○ Waconia Patriot event page ○ Community ed. Brochure ○ Libraries, churches, Chaska Community Center ○ Mocha Monkey, large employers (Elkay), Ridgeview ▪ How do we make a stronger sense of community? <ul style="list-style-type: none"> ○ Is it your community? ○ Wants to make a change ○ Activities where people go to, if there is a parade everyone goes/should go ○ Farmers’ market ○ Classic cars day ▪ Potluck, use the parks
Accessibility needs and inclusive accommodations for a welcoming community	<ul style="list-style-type: none"> ▪ Access to information ▪ Transportation options ▪ Multiple languages ▪ Accommodations for those with disabilities ▪ Need to find more ways to distribute information to families <ul style="list-style-type: none"> ○ Need flyers in Spanish

	<ul style="list-style-type: none"> ▪ School distributes info only in English (school closing [announcements] only in English) ▪ Give information [on] how to access all different kind[s] of government support programs and their rights ▪ Have more advocacy groups through communities that help through publications to inform ▪ Unsafe and unsanitary housing ▪ Shakopee trailer park/mobile houses in 169 are not taking care of: ▪ No plowing ▪ Some houses pay \$2,000+ for gas or electricity because installations are inappropriate
--	---

Question Four

We asked: *What else should we know? Is there anything we didn't ask, that we should have? If so, please share both the question(s) you have identified and your group's response(s).* **(3 groups responding, 29 responses)**

In this free-form section, participants are offered the opportunity to submit unstructured comments not mentioned elsewhere in this Mindstorm. Three of 6 total discussion groups elected to submit notes for this section, generating a total of 29 discrete responses among them. Responses in this section address a range of issues and concerns, but largely consist of high-level priorities emerging from the conversations as identified by discussion group participants along with some additional considerations on equity, accessibility and inclusion. Themes and examples from the notes are outlined below in Table 4.

Table 4 | Additional Community Comments, Unstructured

Theme	Examples from Participant Notes
High-level discussion group priorities, main “takeaways” from discussions	<ul style="list-style-type: none"> ▪ One to two things all should know: <ul style="list-style-type: none"> ○ Transportation ○ Access/language barriers ○ 90% of Chaska police speak Spanish and [do] not ask for papers ▪ One or two things everyone should know: <ul style="list-style-type: none"> ○ Low cost/close to home/other places – Minneapolis ○ Community activities being free (more opportunities) <ul style="list-style-type: none"> ▪ Community centers/parade ▪ And more diversity with those

	<ul style="list-style-type: none"> ○ Not able to get things to be healthy
Equity, access, and inclusivity	<ul style="list-style-type: none"> ▪ Need to plan emergencies and disasters that is inclusive of everyone's unique needs ▪ Special dietary needs, access needs, etc. ▪ What would need to be in place to utilize healthcare? <ul style="list-style-type: none"> ○ If undocumented, can't get insurance → therefore, need low-cost insurance ○ Services for them ○ Kids can get care ○ People might have to travel for/going to Minneapolis <ul style="list-style-type: none"> ▪ Adds extra costs ▪ Work: need permission to go ○ Snowballing ○ How comfortable with providers/etc.? <ul style="list-style-type: none"> ▪ More Spanish-speaking/translators ▪ Able to provide more information ▪ Dentist, etc. – sometimes offer services for fee or small co-pay ▪ Free community services (in Georgia) ▪ Is there unity in Carver County → e.g., one church or multiple, cross lines <ul style="list-style-type: none"> ○ Hard to say ○ Hiring people? <ul style="list-style-type: none"> ▪ Hiring by personality? ▪ One or two things everyone should know: <ul style="list-style-type: none"> ○ Low cost/close to home/other places – Minneapolis ○ Community activities being free (more opportunities) <ul style="list-style-type: none"> ▪ Community centers/parade ▪ And more diversity with those ○ Not able to get things to be healthy

Mindstorm Notes | Raw Aggregate

Note: 6 total discussion groups submitting notes.

Question 1: Are you able to get the things that you need to live and be healthy in Carver County? How do basic needs like food, housing, transportation, and childcare impact your health needs? Have you ever had problems getting what you need to live or be healthy? What would have helped you get what you needed? Are there any cultural, spiritual, or social practices that help you stay healthy? What are they? **(4 groups, 32 responses)**

- Would like greater access to alternative modes of healthcare > primary affordability through insurance coverage
- Need greater access to culturally relevant healthcare
- More free services for kids
 - Community centers, sports programs for kids
- Parents could coach but tough if no time
- Walking: tough in the country / don't feel safe
- Affordable housing
- Need advocacy groups to represent those who can't speak [the] language
- Transportation – to food shelves, county government and building, medical appointment
 - Dad who drops off child on bike
- Not welcoming to senior citizens – no place to gather
- No transportation
- Custodian for school walks home
- Mental health
- Affordable childcare – none in Waconia
- No Head Start
- Waconia food shelf – doing very well
- Yes [have had problems getting what you need to live or be healthy]
- Henna tattoo [spiritual practice that helps you stay healthy]
- Driver's licenses/transportation barrier to work for foreign speaking English speakers
- Forms with questions not easily translated or understood location of appointments
- Need more community mobile clinics
 - Hennepin County has more affordable programs and information, immunization clinics for other languages, women's health
 - Limited ethnicity of specialists
- Hospitals also need insurance for immigrating people
- Healthy practices:
 - Community bands
 - Events
 - Church – parish nurse – free shots
 - Community center
 - Physical exercise, walking paths
 - Free track at CCC

Question 2: Do you have a source of information about health and healthcare? How comfortable are you with getting health care information from this source? What concerns do you have about receiving information from this source? What would make it better? Where else would you like to get your

health care information? How can service providers (doctors, nurses, insurance companies, etc.) communicate with you better? **(2 groups, 20 responses)**

- Sources
 - Quality/verified resources
 - Ex. Journals
 - Emails/messages from providers
 - Nurse line on insurance card
 - Homeopath doctor and acupuncturist
 - Insurance nurse line and clinic nurse line – different agendas
 - Concern about info health plan has
 - Where else → Drop-in clinic (no appointments needed)
 - Machenthuns has dietician
 - Prevention in health
 - More options – holistic practitioner coverage (by insurance)
 - Communicate better → more time at office visits
 - Over focus on interventions rather than prevention
 - Generic recommendations – don't feel heard
 - Be open-minded – holistic, alternative medicine has place for many
- Doctor visit – speak in English, papers printed in English and Spanish (they [do] not do Somali)
- Have to wait for interpreting for doctor's appointment
 - Need longer time scheduled too
 - Interpreters for different services

Question 3: What makes a community welcoming to you? Are there specific words, actions, or behaviors that make you feel more safe and welcome? How can Carver County be more welcoming? **(6 groups, 63 responses)**

- My kids wanted to be here/stay here after moving here
 - Welcoming schools, great schools – genuine
 - Lots of community activities
 - Book clubs, cooking clubs
 - People were friendly and helpful
 - Recognizing all of our differences, rather than assuming that we are all the same and one thing will work for everyone
 - Access to information
 - Transportation options
 - Multiple languages
 - Accommodations for those with disabilities
 - Having a local newspaper
 - Plan for a changing community
-
- Introduce with first names
 - Food available
 - Smile
 - Warmth
 - Surprised by amount of Christmas décor everywhere
 - How do people who don't celebrate Christmas feel about that?
 - Ribbon cuttings for businesses
 - Time – a slower pace, enjoying taking things slow

- Front porches are welcoming – no one has that anymore
- “Refrigerator nights”
- More diversity → more/higher comfort level
- More places to go
- Being in the parks or other events / e.g. River City Days?
 - Lots of people go to these
- How do we make a stronger sense of community?
 - Is it your community?
 - Wants to make a change
 - Activities where people go to, if there is a parade everyone goes/should go
 - Farmers’ market
 - Classic cars day
- Potluck, use the parks
- Booths at River City Days
- Meeting in Spanish
- Community events – enable to connect
 - Need more in the county
- Nickle Dickle Day
 - Diverse crowd, feel welcome
- Movies in the park, not well attended
- Need to find more ways to distribute information to families
 - Need flyers in Spanish
 - School distributes info only in English (school closing [announcements] only in English)
- Ideas:
 - Local swap and shop
 - Waconia Patriot event page
 - Community ed. Brochure
 - Libraries, churches, Chaska Community Center
 - Mocha monkey, large employers (Elkay), Ridgeview
- Community is more diverse than people want to believe
- Chaska PD – many speak Spanish
- Won’t ask for papers (will do that in BER)
- Give information [on] how to access all different kind[s] of government support programs and their rights
- Have more advocacy groups through communities that help through publications to inform
- Unsafe and unsanitary housing
- Shakopee trailer park/mobile houses in 169 are not taking care of:
 - No plowing
 - Some houses pay \$2,000+ for gas or electricity because installations are inappropriate
- City hall
- Welcoming people – smile, friendly, chat, invite to events
 - Institutions/feature: bank, hospital, church, businesses, library
 - Welcome across differences, providing resource information
- Police not asking for papers makes Hispanics feel safe
- 90% police in Chaska speak Spanish, want to try to understand language and reach across – even small effort

What else should we know? *Is there anything we didn't ask, that we should have? If so, please share both the question(s) you have identified and your group's response(s).* **(3 groups, 29 responses)**

- Need to plan emergencies and disasters that is inclusive of everyone's unique needs
- Special dietary needs, access needs, etc.
- What would need to be in place to utilize healthcare?
 - If undocumented, can't get insurance → therefore, need low-cost insurance
 - Services for them
 - Kids can get care
 - People might have to travel for/going to Minneapolis
 - Adds extra costs
 - Work: need permission to go
 - Snowballing
 - How comfortable with providers/etc.?
 - More Spanish-speaking/translators
 - Able to provide more information
 - Dentist, etc. – sometimes offer services for fee or small co-pay
 - Free community services (in Georgia)
- Is there unity in Carver County → e.g., one church or multiple, cross lines
 - Hard to say
 - Hiring people?
 - Hiring by personality?
- One or two things everyone should know:
 - Low cost/close to home/other places – Minneapolis
 - Community activities being free (more opportunities)
 - Community centers/parade
 - And more diversity with those
 - Not able to get things to be healthy
- One to two things all should know:
 - Transportation
 - Access/language barriers
 - 90% of Chaska police speak Spanish and [do] not ask for papers



The 360 Report | Oral Report Notes

Mindstorm Oral Report Notes

Group 1 | My table talked about how to be more welcoming and different paths for medicine that aren't Western. Obviously, there are others that are new, and one thing that could be more welcoming is transportation. Not everyone can just drive, how do we get the information about different events? Our town newspaper has a lot of things that are going on. And with healthcare, how do we get the things not covered by normal healthcare covered by healthcare?

Group 2 | We had a pretty similar conversation, we talked a lot about being open-minded to different types of care, nutrition, chiropractor, acupuncture. We talked a lot about feeling welcome and having a welcome wagon that builds that connection and it's important to have that connection that has been lost. And people slowing down and not being rushed all the time.

Group 3 | We mostly talked about safety and transportation. We don't have free or reduced-cost ways to get to the hospital year-round. And all these places are in Minneapolis and St. Paul, and we don't have ways to get there. In this weather, how we can travel? Another question, we talked about safety roles, people live in Chaska, we feel safe because the police in Chaska are very welcomed, and we feel welcomed. Not in other cities, we know a lot of people that don't drive in Bloomington and Richfield, because they ask for papers. Chaska police, 90% don't ask [for citizenship status documentation]. My doctor speaks English, and she brings my papers in English and Spanish, and having that information is really helpful.

Group 4 | The issues that came up had to do with housing and living in housing that is unsafe. The problem was that nobody would listen to their complaints, there was a language issue, and they didn't find someone to listen to them. The doctors didn't always have a good translator. If your landlord is mistreating you, who do you go to if you don't speak the language. One of the things communities need are groups that advocate for them, if they are poor, if they don't speak English. So, they don't feel left out and ignored by the legal community. Most of the people at the table had never thought about these issues until they heard it.

Group 5 | If you are in a position to have healthcare or if you have the money for insurance, the people without money should have the ability to have insurance. What is one thing you can do to take care of yourself, healthy eating and mental health will keep you happy, and your emotions affect what you do every day.

Group 6 | We feel a lot of people in our community feel the way we feel right now. People live like that every day. We can really feel what it's like in our community every day, they're trying to get healthcare, get education, and they can't get that because they don't speak the same language. Really the people that most need our help, the actual need than the percentage [of those who don't require additional support].

Group 7 | We talked about how we can be healthy or lack thereof *[sic]*. Looking for more low-cost, close to home, and having providers speaking different languages. And going into Minneapolis to find the services they needed and having those options available here. And what made us feel welcome in our community and having more diversity in our community activities and having more diversity in our opportunities.



Circle Share-in

One Sentence: *Please say to your neighbor in the circle one positive thing you have always wanted to hear said about yourself.*

- You belong, I'm so happy you're here
- I'm happy to see you
- I'm so pleased you're here
- [Giggling too hard]
- Thank you for having us
- You are loved, you are smart, you have value
- You are valued and loved
- You are a valued member of this community
- You are good enough just the way you are
- Thank you very much for being here
- You feel deeply
- You are open and welcoming
- Your opinions matter
- You are kind to others
- You are good at connecting with others
- You make a big difference in people's lives
- You are kind and inclusive
- You care about everyone
- I'm glad you came
- You're making a positive impact

- Thank you for coming
- You make me feel welcome
- I appreciate you
- Your opinion counts
- Your opinion counts
- Thanks for coming
- You put effort into everything you do
- You're passionate
- You make such a difference
- You can change the lives of many people
- You are a loving and compassionate friend
- You are an important part of this community
- You make the world a better place
- You're funny, and I'm happy to meet you
- You're kind and welcome
- You uplift people
- You are loved and never left alone