Imagine Fox Cities Summit
October 2, 2019
Our Aim:

Advance the **Well-Being of Our People** and the **Well-Being of Our Place**—to support the flourishing for all who call this place home...now and *for generations to come.*
Today’s Goals

Get Smarter Together...

Discover Our Shared Vision & Values...

Solidify Our Path Forward...
Agenda

8:30  Welcome & Introductions
9:00  What We Heard
10:00 Break
10:30 Drivers of Well-Being
11:30 The Start of a Living Vision
  Lunch
12:45 How Imagine Fox Cities Can Influence Change
1:15  Opportunities to Benefit & Contribute to IFC– Panel
1:50  Legacies: Benefits and Contributions
2:30  Break & Post Legacies
3:00  Path Forward
3:30  Adjourn
Introductions...

1) Please share name, community, organization (or place volunteer)
   
a. What do you like to do to boost or maintain your well-being?

2) What brings you to this Summit (your interest or hope?)
Working Agreements

- Honor Time—Start/End on Time
- Share “Air Time”
- Test New Ideas—Take Risks
- Meet Your Needs
- Capture Our Assets
- Offer Big Ideas and Big Q’s
- ...
<table>
<thead>
<tr>
<th>Debate</th>
<th>Dialogue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assuming there is one right answer, and you have it</td>
<td>Assuming many people have pieces of the answer and together can craft new solutions.</td>
</tr>
<tr>
<td>Combative: participants attempt to prove the other side is wrong</td>
<td>Collaborative: participants work together toward common understanding and commitment</td>
</tr>
<tr>
<td>About winning</td>
<td>About exploring common ground</td>
</tr>
<tr>
<td>Listening to find flaws and making counter-arguments</td>
<td>Listening to understand, find meaning and agreement</td>
</tr>
<tr>
<td>Defending assumptions as truth</td>
<td>Revealing assumptions for re-evaluation</td>
</tr>
<tr>
<td>Reinforcing, restating same points</td>
<td>Balancing Advocacy &amp; Inquiry</td>
</tr>
</tbody>
</table>
What We Heard
Phase 1: Engaging and Discovering
Phase 2: Discerning Data

POSITIVES
What’s going well

PROBLEMS
Barriers to well being

BOLD IDEAS
We Have A Strong Sense of Community But Not All Are Feeling It
I feel that there are a large variety of businesses that support people’s interests. It makes people feel they belong when there are specialty stores that are akin to personal interests.”

“Not very open to outsiders or new people.”

“Many of the events are family-focused with narrow definition of what ‘family’ is: all related by blood, straight, with two kids.”
Interval Plot of How feel right now vs What is your race?

95% CI for the Mean

The pooled standard deviation is used to calculate the intervals.
Interval Plot of How feel right now vs What is your gender?

95% CI for the Mean

The pooled standard deviation is used to calculate the intervals.
We Prize Our Cultural & Natural Assets
We Prize Our Cultural & Natural Assets

“We are a small enough community to feel connected to one another and large enough to have amenities that improve life.”

“One of the better examples is Bazaar After Dark being moved from town to town within the community which promotes people to visit other towns that they may never had thought visiting.”

“The Fox Cities are a wealthy set of communities but the long-term planning for ecological sustainability is not there. We need more stringent regulations on industry in the area...that both have potential harmful effects to the water supplies...With the wealth we have we should be a national leader on sustainability.”

Bold Idea: Build a Multi-Cultural Community Center
What Supports Our Well-being?

community events

- fox valley
- community activities
- public schools
- community involvement
- friendly people
- job opportunities
- low cost
- bring people
- green space
- outdoor activities
- safe community
- farmers markets
- low crime
- town feel
- health care
- fox cities
- mental health
- farmers market
There is a Will—and We are Looking for Ways—to Ensure Meaningful Employment and Livable Wages
There is a Will—and We are Looking for Ways—to Ensure Meaningful Employment and Livable Wages

“We need better tax scenarios to attract business. Becoming an attractive community to lure more business and industry.”

“Employers not realizing how childcare cost and quality affects the workers mental health and productivity while at work.”

Bold Idea: Add a position at the middle schools/high schools for developing programs to teach the value of hard work and preparation for future.

“I worry about the brain drain leaving our community. Many of our young people go off to school and do not return.”
Education is a Critical Bridge to Our Shared Future
We need to improve the cultural sensitivity in our teachers. We have a general sense of multicultural incompetence.

Too much focus on the higher education 4-year option opposed to tech schools.

Bold Idea: “IEP (Individualized Education Plan) for every student (academic, social, emotional)”
Our Mental Health is Clearly on the Collective Radar
Our Mental Health is Clearly on the Collective Radar

“Everyone in the Fox Cities is ‘happy, happy, happy’. It’s such a great place to live. I would agree, we have a good community, but many feel they need to put on their ‘happy face’ and hide all mental health issues. There are a lot of stigmas that need to be broken and people need to feel ok to open up about how they are truly feeling. Mental health is a major concern.”

“Mental health access (appointments have a RIDICULOUS wait time!), actually being able to access the support that is needed in this area...”

NEW Mental Health Connection is helping to understand mental well-being at a system level
What Gets in the Way of Our Well-being?

- mental health
- affordable housing
- fox cities
- health care
- low income
- public transportation
- human trafficking
- lower income
- bike lanes
- community leaders
- middle class
- public transit
- mental illness
- fox river
- health services
- bus station
- paying jobs
The Future Will Require New Ways of Thinking, Learning and Working Together
The Future Will Require New Ways of Thinking, Learning and Working Together

“Continuous striving for well-thought-out growth, openness to new ideas, engaging young leaders, caring for the needs of all ages of residents, quality education, environmental preservation, seeking input from people of all ages, encouraging of healthy and active lifestyles, among other issues.”

“I hear many leaders in our community say “this is how we do things” or they say they want new blood, but still want things done their way. They don’t actually listen or make space for opportunities. The social capital of this community is one I’ve become less interested in being a part of.”
Data Analysis
### Accessing the Data

#### Average (Mean) Wellbeing by Demographic Group

<table>
<thead>
<tr>
<th>Gender</th>
<th>Age Group</th>
<th>Race</th>
<th>Responses</th>
<th>PersonalRating</th>
<th>PersonalFutureRating</th>
<th>PhysicalHealth</th>
<th>MentalHealth</th>
<th>PurposeScore</th>
<th>EmotionalHealth</th>
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<tbody>
<tr>
<td>Non-Binary</td>
<td>24-42 years old</td>
<td>White</td>
<td>4</td>
<td>2.62</td>
<td>3.50</td>
<td>3.00</td>
<td>2.50</td>
<td>3.50</td>
<td>2.25</td>
</tr>
<tr>
<td>Non-Binary</td>
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<td>White</td>
<td>3</td>
<td>3.67</td>
<td>3.83</td>
<td>3.67</td>
<td>3.00</td>
<td>4.33</td>
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<td>Male</td>
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<td>White</td>
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<td>3.28</td>
<td>3.85</td>
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<td>2.96</td>
<td>3.81</td>
<td>2.96</td>
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<tr>
<td>Male</td>
<td>24-42 years old</td>
<td>Asian/Pacific</td>
<td>4</td>
<td>2.12</td>
<td>3.75</td>
<td>3.00</td>
<td>3.25</td>
<td>3.50</td>
<td>2.00</td>
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<tr>
<td>Male</td>
<td>24-42 years old</td>
<td>Black or African</td>
<td>8</td>
<td>3.19</td>
<td>4.00</td>
<td>3.25</td>
<td>3.62</td>
<td>3.75</td>
<td>2.75</td>
</tr>
<tr>
<td>Male</td>
<td>24-42 years old</td>
<td>Choose not to</td>
<td>7</td>
<td>3.29</td>
<td>4.36</td>
<td>3.71</td>
<td>4.14</td>
<td>4.14</td>
<td>2.29</td>
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<tr>
<td>Male</td>
<td>24-42 years old</td>
<td>Multiple Races</td>
<td>8</td>
<td>3.50</td>
<td>4.12</td>
<td>3.25</td>
<td>3.38</td>
<td>3.50</td>
<td>2.75</td>
</tr>
<tr>
<td>Male</td>
<td>24-42 years old</td>
<td>White</td>
<td>222</td>
<td>3.50</td>
<td>4.07</td>
<td>3.45</td>
<td>3.60</td>
<td>3.94</td>
<td>3.23</td>
</tr>
<tr>
<td>Male</td>
<td>43-54 years old</td>
<td>Asian/Pacific</td>
<td>4</td>
<td>3.50</td>
<td>4.12</td>
<td>4.25</td>
<td>4.25</td>
<td>4.25</td>
<td>3.50</td>
</tr>
<tr>
<td>Male</td>
<td>43-54 years old</td>
<td>Choose not to</td>
<td>4</td>
<td>3.38</td>
<td>4.12</td>
<td>3.75</td>
<td>3.75</td>
<td>4.25</td>
<td>3.00</td>
</tr>
</tbody>
</table>
Well-Being Survey Responses

**Gender**
- Female: 67.3%
- Male: 28.8%
- Non Binary: 3.5%
- No Answer: 0.4%

**Age**
- 24-42: 51%
- 43-54: 27.6%
- 55-66: 21.7%
- 67-73: 3.9%
- 18-23: 2.6%
- No Answer: 36.8%
Well-Being Survey Responses

Pie Chart of In what community do you live?

<table>
<thead>
<tr>
<th>Community</th>
<th>2018 Population</th>
<th>% of Appleton TMA</th>
</tr>
</thead>
<tbody>
<tr>
<td>City of Appleton</td>
<td>76,883</td>
<td>30.6%</td>
</tr>
<tr>
<td>City of Neenah</td>
<td>26,363</td>
<td>10.6%</td>
</tr>
<tr>
<td>Town of Grand Chute</td>
<td>23,040</td>
<td>9.2%</td>
</tr>
<tr>
<td>Village of Fox Crossing</td>
<td>19,126</td>
<td>7.7%</td>
</tr>
<tr>
<td>City of Menasha</td>
<td>18,141</td>
<td>7.3%</td>
</tr>
<tr>
<td>City of Kaukauna</td>
<td>16,166</td>
<td>6.5%</td>
</tr>
<tr>
<td>Village of Harrison</td>
<td>11,500</td>
<td>4.6%</td>
</tr>
<tr>
<td>Town of Greenville</td>
<td>11,227</td>
<td>4.5%</td>
</tr>
<tr>
<td>Village of Little Chute</td>
<td>10,754</td>
<td>4.3%</td>
</tr>
<tr>
<td>Town of Buchanan</td>
<td>7,444</td>
<td>3.0%</td>
</tr>
<tr>
<td>Village of Kimberly</td>
<td>7,037</td>
<td>2.8%</td>
</tr>
<tr>
<td>Town of Neenah</td>
<td>3,407</td>
<td>1.4%</td>
</tr>
<tr>
<td>Town of Clayton</td>
<td>3,441</td>
<td>1.4%</td>
</tr>
<tr>
<td>Village of Combined Locks</td>
<td>3,398</td>
<td>1.4%</td>
</tr>
<tr>
<td>Village of Sherwood</td>
<td>3,010</td>
<td>1.2%</td>
</tr>
<tr>
<td>Town of Center</td>
<td>1,800</td>
<td>0.7%</td>
</tr>
<tr>
<td>Town of Vandenbroek</td>
<td>1,507</td>
<td>0.6%</td>
</tr>
<tr>
<td>Town of Freedom</td>
<td>1,461</td>
<td>0.6%</td>
</tr>
<tr>
<td>Town of Vinland</td>
<td>1,332</td>
<td>0.5%</td>
</tr>
<tr>
<td>Town of Kaukauna</td>
<td>1,156</td>
<td>0.5%</td>
</tr>
<tr>
<td>Town of Ellington</td>
<td>627</td>
<td>0.3%</td>
</tr>
<tr>
<td>Village of Wrightstown</td>
<td>210</td>
<td>0.1%</td>
</tr>
<tr>
<td>Town of Woodville</td>
<td>134</td>
<td>0.1%</td>
</tr>
</tbody>
</table>
Interval Plot of How feel right now vs Community 2
95% CI for the Mean

The pooled standard deviation is used to calculate the intervals.
Interval Plot of How feel right now vs Age

95% CI for the Mean

The pooled standard deviation is used to calculate the intervals.
What We Heard: Table Questions

1) Do these primary themes fit with your experience of the Fox Cities?
   a. What resonates most with you?
   b. Surprises?

2) What do you make of the majority seeing community well-being trending down?
   a. Thoughts on who is not thriving and why?

3) What big questions are coming up for you?
Break
Drivers of Well-Being
The Start of a Living Vision
Our Aim: Advance the **Well-Being of Our People** and the **Well-Being of Our Place**—to support the flourishing for all who call this place home...now and *for generations to come.*
We Commit...

- To sustain what makes this place special
- To foster innovation
- To be inclusive
- To measure what matters
- To build on and align efforts
- To offer gracious space
- To act with the next generations in mind
Living Vision: Table Questions

1) What words or concepts most inspire or motivate you?

2) Ideas for what might enhance it?

3) Is this a vision consistent with the values you would like to see guide future decisions, actions, and investments?
Lunch
How Imagine Fox Cities Can Influence Change
What Do We Know About Creating Deep & Long-Term Social Change?
Imagine Fox Cities: *Influencing Change*

**Our Aim**

Advance the Well-Being of Our People and the Well-Being of Our Place - to support the flourishing for all who call this place home... now and for generations to come!
Convening: 
*Around a Living Vision*

- Host Annual Summit
- Facilitate community engagement & dialogue
Connecting:
To Resources, Ideas & Opportunities

• Link people and organizations to resources and game changing ideas

• Spread opportunities to contribute
Measuring: **Progress and Tracking Trends**

- Track the well-being of our people and our regional community
- Provide actionable data to organizations and local communities
Influencing: Policy, Practice and Investment Strategies

• Educate and advocate for well-being policies and practices

• Help shape investment strategies that advance well-being
Identify areas for deeper learning and collective action

Support action learning processes that lead to innovations
Imagine Fox Cities: **Influencing Change**

**CONVENING**  
**Around a Living Vision**  
- Host annual Summit  
- Facilitate community engagement and dialogue

**CATALYZING**  
**Collaboration and Innovation**  
- Identify focus areas for deeper learning and collective action  
- Support action-learning processes that lead to innovations

**MEASURING**  
**Progress and Tracking Trends**  
- Track the well-being of our people and our regional community  
- Provide actionable data to organizations and local communities

**CONNECTING**  
**To Resources, Ideas, and Opportunities**  
- Link people and organizations to resources and game changing ideas  
- Spread opportunities to contribute

**INFLUENCING**  
**Policy, Practice, and Investment Strategies**  
- Educate and advocate for well-being policies and practices  
- Help shape investment strategies that advance well-being

**Our Aim**  
Advance the Well-Being of Our People and the Well-Being of Our Place - to support the flourishing for all who call this place home... now and for generations to come!
Opportunities to Benefit & Contribute
Imagine Fox Cities
Panel Conversation

Dr. Imran Andrabi
President & CEO
Thedacare

Dr. Kimberly Barrett
Vice President of Diversity + Inclusion and Associate Dean of the Faculty
Lawrence University

Mary Goggans
President
Encapsys

James Fenlon
Village Administrator
Little Chute

Greg Vandenburg
Director of Giving + Community Engagement
US Venture
Legacies: Benefits & Contributions
Write Your 6 Word Legacy
Legacies: Benefits & Contributions
Table Questions

1) Share your 6 word legacy?
   a. Themes or commonalities we’re hearing in our legacies?

2) Where do you see the value of IFC within your respective organization, neighborhood, network?
   a. Ways your organization, neighborhood, nor network could contribute to IFC?

3) What do you see as keys to moving from concepts to real action and results– short and long-term?
Break + Post Legacies
Path Forward
Path Forward (12 Mo.)
Build the Foundation for New Ways of Thinking, Learning & Working Together

- **Connecting**
  - Pull together the conversation content, well-being data, and Summit content to share with broader community
  - Start to build out our Fox Cities Well-Being Asset Map
  - Continue to lift up local and national resources and stories (grow website content)

- **Measuring**
  - Develop better ways of collecting, displaying community well-being data
  - Discover what types of data would be most useful to organizations, local communities
Path Forward

Build the Foundation for New Ways of Thinking, Learning & Working Together

- **Influencing**
  - Initiate the first wave of organizations in the ReThink “Portfolio Design Lab”
  - Explore ways to engage other interested organizations

- **Catalyzing**
  - Pursue a focus area for deeper learning and possible collective action

- **Convening**
  - Host a second Summit– with a stronger foundation for learning & action
Spread Leadership & Ownership of

We’re hoping you will commit to joining us to build this out together:

Share Your Commitment
Thank you for attending!