

**Resiliency in Communities After Stress and Trauma (ReCAST)
End of Year Progress Report
TEMPLATE**

**Reporting Period:
September 30, 2019 – September 29, 2020**

**DUE to SAMHSA:
December 31, 2020**

**Mental Health Promotion Branch
Division of Prevention, Traumatic Stress and Special Programs
Center for Mental Health Services
Substance Abuse and Mental Health Services Administration
Department of Health and Human Services**

Resiliency in Communities After Stress and Trauma (ReCAST)

Annual Progress Report

Instructions

The purpose of the Annual Report is to for you to share information about how grant funds have been used to pursue your programmatic objectives, and to demonstrate program progress in meeting those objectives. This process should assist you in documenting the implementation of your grant, and will also help ReCAST program staff to inform the Substance Abuse and Mental Health Services Administration (SAMHSA), the Department of Health and Human Services (HHS) and Congress about the progress of the ReCAST program.

We appreciate the time you take to share your accomplishments and challenges with us, and look forward to providing assistance and guidance as needed. If you have any questions, please contact your Government Project Officer (GPO).

This report is due December 31st of each year and should be completed in Microsoft Word. Feel free to increase the space in any section if you need more room. Send an electronic copy to of your completed report to your GPO and to the grants management mailbox: DGMPProgressReports@samhsa.hhs.gov. (Do not send the report to the Grants Management Specialist directly). As always, be sure to include your grant number on all correspondence.

PLEASE NOTE:

Activities reported here are those conducted during the past 12 months of the grant unless otherwise noted in your Notice of Award.

EXECUTIVE SUMMARY

The executive summary should not exceed two pages and should address the overall progress of the program's goals and objectives.

At the beginning of Year 4 (November 2019), the City of Flint elected a new mayor. As a result, all ReCAST project staff members were replaced. Unfortunately, there was not a clean transition period between the two administrations, and ReCAST's program director moved out of the country. New program staff was hired in February 2020, and program implementation partner Greater Flint Health Coalition, joined the project in April. Activities with community partners continued through the transition, with many partners helping the transition by providing documentation that noted scope of work, timelines and more. They also were quite willing to provide feedback regarding unmet obligations of the city, which new program staff worked to correct within the first 90 days.

With the rebuilding of the Community Advisory Board to include participation from a broad range of community based organizations rather than solely academic and research partners. This act tremendously increased the community's participation in programming. Year 4 efforts continued to offer capacity building of community-based organizations in the Flint area to positively impact their consumers and clients using trauma-informed approaches, funding 11 community organizations, 68 community partnerships or collaborations shared resources, 142 parents and volunteers received trauma informed training, and 1,111 youth were engaged in resilience building and trauma informed activities. Flint ReCAST navigated supporting community programs and providing trauma informed training in the midst of the COVID-19 pandemic. Flint ReCAST also completed Community Resilience Model Training with the Community Advisory Board, and established several community partnerships to support the project goals. Additional funding support was provided for behavioral health programming, and youth activities including the City-Wide Sports program. Flint ReCAST participated in the North Flint Safety Forum, provided informative presentations at community meetings to reintroduce the project goals, and looks forward to working alongside Mayor Neeley's newly developed Flint Community Taskforce on Policing, which was formed in response to the protests following the death of George Floyd. Additionally, a child psychologist speaker at a trauma recovery webinar series, a program that provided mental health services to returning citizens, and a program that supported young women who were victims of sexual assault are just a few of the ways evidence-based mental health related services were provided over the course of the year.

The Flint Water Crisis is a slow disaster with a slow recovery. As reported in Year 3, the community has not yet moved into a post-disaster phase because there continue to be problematic events that extend the impacts of the Water Problems; this includes (1) the state decision to defund bottled water supply for Flint residents in May 2018; (2) pending litigation; (3) continued perceptions among Flint residents that the water is unsafe, though it meets current guidelines for safe consumption; and (4) ongoing concerns about educational quality, housing quality, and child health. The addition of a pandemic in 2020 further compounds these issues. The governor of Michigan instituted a state-wide "stay at home" order to help reduce virus spread. This order made it even more difficult for Flint residents to have access to resources needed for basic survival. Children and families lost access to nutritional foods needed to mitigate the effects of lead when schools closed and lines for food distributions grew long. Concerns about housing quality increased with families spending much more time at home. Flint was the first city in the state to allow free reconnection of water for residents who previously had water disconnected for non-payment to help ensure proper handwashing. In Flint residents continue to be burdened by the struggles of the present which serve as barriers to constructing long term strategies that benefit future generations.

Activities in Year 4 expanded on the activities initiated and ongoing from the first three years, and will be greatly improved as more financial resources are invested to ensure sustainable practices are being adopted to make the Flint community trauma-informed both in principle and continued practice. ReCAST looks to use all of the funding planned at the start of the Flint ReCAST to successfully help community organizations embed trauma-informed principles into their policies in order to facilitate the best long-term health and wellness outcomes for residents as individuals, parents, caregivers, and providers. The time required to make decision-making bodies and officials aware of the need for trauma-informed care is intensive, and progress has been made. Activities in the second half of year 4 provided the understanding that time and relationships are central to having organizational leaders and decision makers make meaningful investments in their staff and through their programs to use trauma-informed practices. The expansion of the Community Advisory Board was instrumental in this.

Other year 4 activities continued to engage both new and previous mini-grant participants as model providers using trauma-informed approaches. Supported organizations continue to serve as demonstration organizations and then look to award new mini-grants in year 5 that support the adoption of trauma-informed approaches in other area organizations, with a focus on meeting all of the goals and objectives outlined in the original grant and aligning resources to help the new mayoral administration meet the needs of Flint residents.

PROJECT IDENTIFICATION AND KEY CONTACTS

Project Identification Information

Please note the year that your grant was awarded.

September 2016

Grant Number: 1H79SM063521-01

Project Name: Flint ReCAST

Grantee Organization: City of Flint

Grantee Staff Contact Information

Provide a short narrative that identifies if any staff positions were filled, vacated, or changed within the reporting period.

Contact Project Director

Name/Title: Lottie Ferguson, Chief Resilience Officer, City of Flint

Email: lferguson@cityofflint.com

Year 4: Chay Linseman (.1 FTE) provided administrative program support to support health promotion training and events at the city of Flint.

Year 4: Afton Shavers, Project Manager, Greater Flint Health Coalition

Persons completing this form (if different from or in addition to the Project Director)

Name/Title: Lottie Ferguson, Project Director

Role (e.g. Program Manager): Project Director

Name/Title: Afton Shavers, Project Manager

Role: Project Manager

Goal 1: Build on strong local programs and partnerships to support at-risk youth and families in developing resilience, reducing violence, and developing a vibrant community in Year 1.

Briefly describe your approach to this goal and list specific objective(s) and activities related to this goal

Objective 1 (WD3, R1): Train 100 families with skills for psychological recovery by the end of Year 1, with at least 2 follow-up visits to offer psychoeducation to the families, and to facilitate familial concerns with the application of this program within their households.

Objective 2: Engage and secure memorandums of understanding from 25 Flint area organizations (including but not limited to organizations focused on health, arts, education, sports, faith-based, culture, and others) to use trauma-informed mental health promotion services and activities for Flint area families and youth.

Objective 3 (WD3, PC2): Engage 50 youth to serve as ReCAST program ambassadors, providing these youth (aged 11-21) with SPR training, and creating youth liaison training for these youth across the 25 Flint area organizations that commit to the project (as outlined in Aim 1 Objective 2 above).

Objective 4 (PC2): Disseminate 4 “common understanding” training to our community partners.

Objective 5: Create a once-monthly workshop series for Year 1 to diversify and inform the perspectives of our community advisory board (CAB), ReCAST project team, and Flint area agencies/ organizations/ residents of the various approaches currently in practice to promote resilience for Flint area family and youth at high risk for traumatic stress symptomatology

Objective 6: Using information gathered during the proposal and strategic planning meeting phases, engage a minimum of 10 youth and adult community members to comprise the Community Advisory Board (CAB).

Activity 1: Developed a strategic plan for the project in year 4 and 5
Activity 2: Via Genesee Health System (community behavioral health partner), provided psychological first aid training for families of youth in Flint
Activity 3: Increased awareness among community partners for opportunities to access trauma-informed mental and behavioral health services
Activity 4: Partnered with City Wide Sports and the Flint Community Education Initiative to engage youth and families within Flint Community Schools, Flint Charter Schools, and multiple community centers in activities that use trauma-informed mental health promotions and services
Activity 5: Implemented a mini-grant making program in Year 4 with a focus on building capacity of community-based organization (CBO) partners to provide youth trauma-informed mental health promotion services and activities
Activity 6: Established and convened a Community Advisory Board with 20 individuals who represent a wide variety of sectors
Activity 7: Delivered 2 trainings on use of the Community Resilience Model for community advisory board
Activity 8: Supported the implementation of trauma-informed, strengths-based, evidence-informed community programming
Activity 9: City Wide Sports and Community Education Initiative partnered with 5 locations plus the 14 school locations
Activity 10: Identified sustainability strategies with the organizations to maintain trauma-informed training into activity programming training (e.g. build grant writing capacity, etc.)
Activity 11: Based on the direction of the CAB, identified the priority areas for the project and key factors that contribute to trauma.

A. Major Activities and Accomplishments

As mentioned, Flint ReCAST had 100% turnover in program staff due to the election of a new mayor in November 2019. In late February, a new Program Director was named, and in April, a new implementation partner, the Greater Flint Health Coalition (GFHC) joined Flint ReCAST. The first priority for the City of Flint and GFHC was to establish and convene a Community Advisory Board. The purpose of the Flint ReCAST Community Advisory Board (CAB) is to guide, empower, and promote the work of the Flint ReCAST program in accordance with the specified five project goals, with an emphasis on the focused population of at-risk youth and families impacted by the Flint Water Emergency. The Flint ReCAST CAB and its members is a multi-sector representation of diverse perspectives and experience in regard to supporting the community at large and the project's focus area of at-risk youth. Individuals serving on the Flint ReCAST CAB, include representatives from Academia: the Healthy Flint Research Coordinating Center, Behavioral Health: Genesee Health Systems, Health Care: Hamilton Community Health Network, Public Safety: Michigan State Police, Residents: The Neighborhood Engagement Hub, Youth Serving Organizations: Boys and Girls Club and YMCA of Greater Flint, Education: Flint Community Schools, Workforce Development: Flint and Genesee Chamber of Commerce and Flint Job Corps, Non-profit: United Way of Genesee County, Community Based Organizations: R L Jones Community Outreach Center, and Philanthropy: Ruth Mott Foundation. Several members have experience in using trauma-informed approaches and have attended previous ReCAST activities (Resiliency Summit, workshops, etc.)

The Flint ReCAST CAB meets monthly and through the work of the Flint ReCAST CAB, priority areas for the project and key factors that contribute to trauma were identified which enabled the development of a strategic plan for project years 4 and 5. Additionally, Flint ReCAST CAB members engaged in 2 dynamic trainings on the Community Resiliency Model.

Flint ReCAST work continued to include capacity building support for local organizations providing various forms of human services to Flint area residents, including professionals within the context of self-care. In these efforts, funds were distributed to organizations through a community mini-grant program initiated in May 2020. Via mini grants the Citywide Sports program assembled 2000 sports kits to distribute to kids in the City of Flint. The kits included jump ropes, chalk, hula hoops, beach balls, basketballs, volleyballs, soccer and footballs, resistance bands and more.

ReCAST worked with community partners (Hamilton Community Health Network, MADE Institute, Healthy Flint Research Coordinated Center) to deliver a series of presentations as a part of the series of North Flint Safety Forums and Community Academic Engagement Seminars. A total of more than 100 unique community members attended the three sessions which were hosted virtually via zoom and streamed live via YouTube. The sessions connected individuals and community-based organizations to skills that will help them better serve Flint residents, support the incorporation of research components to continue to expand the foundation of evidence-based practices appropriate for communities facing complex stressors like Flint, as well as identify and address public safety concerns.

B. Challenges/Barriers

With the change in mayoral administration, program staff, and building a community advisory board, Flint ReCAST got off to a slow start. However, once solidified, Flint ReCAST was able to participate in some community forums, and connect to several Community Based Organizations to achieve the goal of establishing partnerships to share ReCAST content with Flint youth, and families who participate in the programming.

In the past, the project has struggled to connect with the Flint Community Schools. However, in year 4 relationships have been developed with educators including the Community Education Initiative Community School Directors and Flint Community Schools Parent Engagement Facilitators. Flint Community Schools once again has a new superintendent and the school district still faces significant financial and enrollment challenges, but has been actively involved with Flint ReCAST this year. Solidifying this relationship, Keiona Murphy, who serves as the Director State, Federal and Local Programs for the district, is a member of the Flint ReCAST CAB.

As all programs in the ReCAST cohort are certain to report, the COVID-19 pandemic was the biggest challenge. Early in the pandemic, Michigan was a hot spot for the virus, and the state has experienced several limited contact, reduced capacity, and even a six week stay at home order to manage the spread. This happened almost immediately after the new Program Director and implementation partner were named, temporarily halting all program activities.

C. Deviations from Project (please include a description of changes from your application or strategic plan and the reason(s) for change)

None.

D. Lessons Learned

Local organizations and youth programs need financial and organizational technical support to ensure their programs are operating with sustainable practices, including the use of trauma informed approaches. As the ability to fundraise has dwindled due to COVID concerns, staff has been lost, and technology costs have skyrocketed, organizations are in need of any and all assistance. Capacity building programming provided in summer 2019 served to meet community-wide needs and there will be continued effort in Year 5.

Flint ReCAST learned quickly the importance of cultivating and nurturing community partnerships. Due to relationships already built, the new program staff was able to rebuild the trust of community partners who had lost faith in the program because previous commitments had not been kept. The new program staff honored all commitments where agreements had been executed, listened to the needs of those partners, and used the feedback to make program improvements.

Evaluation partner, Michigan State University noted that there were no partnerships formed with community based organizations on the city's east side. Past evidence suggests that the neighborhoods currently not served directly by grantees are at highest risk for opioid overdose death (Sadler and Furr-Holden, 2019). There will be an intentional focus on the residents of this section of the city during Year 5.

E. Activities Planned and Anticipated for the next 12 Months

In year 5, Flint ReCAST will work to increase awareness among community partners for opportunities to access trauma-informed mental health / behavioral health services. Additionally, Flint ReCAST will prioritize vibrant communities by awarding funds to each of the nine city wards where block clubs and neighborhood associations will collectively create a plan for the funds.

Flint ReCAST will once again partner with Crim Fitness Foundation on a mindful city resiliency-themed event in late-spring. This event will take the place of the multi-day Resiliency Summit presented in previous years. Partnerships with organizations providing youth programming will continue to be a priority in Year 5.

Lastly, Flint ReCAST will develop Resilient Flint, a four-part workshop series to disseminate common understanding training for community partners and youth serving organizations. The four installments will focus on the following topics: 1) Building Organizational Resilience; 2) Understanding Toxic Stress; 3) Dismantling Racism; and 4) Promoting Equity. As a follow-up to the Resilient Flint workshop series, to create systematic change, Flint ReCAST will create and facilitate Citywide Race Equity Action Planning and publish organizational planning tools to promote the establishment and use of equity action plans in local organizations.

Goal 2: Use trauma-informed evidence-based programming to mitigate potential behavioral health impacts of the FWE on Flint youth and families. This aim will be focused on the Flint Water Emergency (FWE) as a community-wide traumatic stressor.

Briefly describe your approach to this goal and list specific objective(s) and activities related to this goal

Objective 1 (TR1, R1): Deliver family-strengthening, resilience, and mental health prevention workshops annually to reach 75 families.

Objective 2 (R1): Provide professional trauma-informed training and mentoring to equip 25 Flint area clinicians to deliver intensive, short-term trauma-focused treatment (e.g. Child and Family Traumatic Stress Intervention or Trauma-Focused Cognitive Behavioral Therapy) through individual and/or group therapy for Flint area youth and families.

Activity 1: Several family and youth mentoring activities were held that focused on building resilience, strengthening families, reaching more than 75 families.

Activity 2: Via Genesee Health System, offered trauma-informed training to Flint area mental health agencies to equip Flint area clinicians to deliver trauma-focused treatment.

A. Major Activities and Accomplishments

The Youth Workforce Mentoring Initiative program, with Big Brothers Big Sisters of Greater Flint, provided professionally supported one-to-one relationships to youth who reside in Flint. Youth participants were selected based on their school performance and behavioral reports, lack of developmental assets including lack of positive adult role models, positive identity, and positive peer influence. Trauma-informed approaches guided case managers as they supported youth, families and matches. Family engagement provided additional resources to families as they adjusted to the new landscape caused by the COVID-19 pandemic. Although in-person activities were restricted due to the pandemic, innovative approaches were deployed to deliver a Summer Learning Day and present the My Brother’s Keeper workshop.

In partnership with Pechkam, Mentor: Flint is a trauma-informed, career-based, targeted strategy intended to successfully transition at-risk youth with disabilities to adulthood. A trauma-informed model includes practices that promote a culture of safety, empowerment and healing. Mentor: Flint utilizes these practices in a collaborative approach between the youth/young adults, who bring their lived experiences; employers, who provide in-demand job opportunities and workplace support; and mentors, who are trusted figures upon whom the youth can rely. Program staff served as the bridge between the youth and employers and between the mentors and mentees, coordinating program elements and coaching the mentors in best practices, such as cognitive reframing, that have proven effective in developing resilience and recovery in youth overcoming childhood trauma. Youth that participated have reported through the Social Skills Survey improved social skills; improved relationships with peers, parents and guardians; and a more realistic sense of self-esteem rather than irrational, negative beliefs. This positive reinforcement facilitates youth development and resiliency, offering youth skills and support to increase physical and emotional safety and lay the foundation for healthy and productive lives.

Additionally, Genesee Health System as the behavioral health partner for Flint ReCAST has engaged in providing mental health resources by creating workshops (including virtual training videos) for partner organization staff and community residents.

B. Challenges/Barriers

ReCAST is working to create interesting forms of service delivery for mental health related services, in the midst of the ongoing pandemic. Understanding that communities of color are still shy to engage in mental health conversations broadly, we hope that out of the norm initiatives like Coffee & Conversation, planned for Year 5, can lend a comfortable environment for dialogue and support while providing skills and education in an unassuming manner. Additionally, in

providing virtual options like the recorded videos, Flint ReCAST hopes to remove barriers for participation across the community.

C. Deviations from Project (please include a description of changes from your application or strategic plan and the reason(s) for change)

None

D. Lessons Learned

In some cases, especially early in the pandemic, attendance at a couple of the virtual events held was low. Registration numbers were in sharp contrast to the numbers of attendees, despite multiple calls, emails, and text messages offering reminders. As families became more comfortable using technology to attend virtual events, attendance grew. There are still barriers to technology access among many families who do not have internet access or devices at home. With public spaces like the Flint Public Library, coffee shops and restaurants that offer free WiFi currently closed for public use, Flint ReCAST and community partners are noting a decline in attendance for those who need the most support.

E. Activities Planned and Anticipated for the next 12 Months

Flint ReCAST is still working on new ways to provide trauma-informed training for mental health programs and services for community programs and agencies not working closely with Genesee Health System. In year 5 a mini grant opportunity will provide funding to applicant organizations for the purpose of providing professional trauma-informed training and mentoring to equip area clinicians to deliver intensive, short-term, trauma focused treatment through individual and/or group therapy for Flint area youth and families. Additional goal 2 projects for year 5 include; providing capacity support for Genesee County Mental Health Court and continuing to offer trauma-informed training to Flint area mental health agencies to equip Flint area clinicians to deliver trauma-focused treatment.

Goal 3: Integrate evidence-based violence prevention programming to enhance ongoing community organization led activities to encourage youth at high risk for developing traumatic stress symptomatology toward empowerment and achievement pipelines rather than school to prison pipelines.

Briefly describe your approach to this goal and list specific objective(s) and activities related to this goal.

Objective 1 (PC2): Coordinate 5 cross-agency collaborations among at least 10 Flint area organizations that currently offer programming and activities that direct area youth toward goal-oriented and long-term achievements to extend the capacity of their programs across their youth populations.

Objective 2 (TR1): Engage 30 youth to serve as youth ReCAST ambassadors for 6-month periods to build mental health awareness, awareness of youth mental health promotion activities in the community, create leadership opportunities around mental health advocacy-impact will be measured by youth ambassadors logging the number and date of contacts made with other youth re: positive behavioral health messaging and/or mental health awareness, and to advise the ReCAST team with regard to preferred resilience programming preferences.

Activity 1: Supported capacity of the WOW Outreach Youth Ambassadors program to utilize the Substance Abuse and Mental Health Services Administration's (SAMHSA) six principles to support a framework for understanding trauma and develop a trauma-informed approach to expand the scope of the program.

Activity 2: Through mini grant support to the M.A.D.E. Institute, R.L. Jones Community Outreach Center, and St. Luke's N.E.W. Life Center individuals and families received basic needs assistance, employment training and family support which included a program that provided mental health services to returning citizens

Activity 3: Supported capacity to include trauma-informed components of three leadership-based evidence-informed efforts that use trauma-informed practices to positively reinforce goal-oriented decision making via mini grants.
Activity 4: Supported capacity to include trauma-informed components of three mentorship-based evidence-informed efforts that use trauma-informed practices to positively reinforce peer-support and community engagement via mini grants
Activity 5: Develop collective impact strategy for My Brother’s Keeper(MBK) Alliance

B. Major Activities and Accomplishments

Flint ReCAST is working to provide better collaboration around the My Brother’s Keeper(MBK) Alliance, an initiative that supports violence prevention efforts and promotion of health & wellness efforts to boys and men of color in the Flint community. Flint ReCAST is building a collective impact strategy around MBK Alliance with a common agenda, shared measurement systems, mutually reinforcing activities, continuous communication, where Flint ReCAST serves as the backbone support organization. As the Backbone Organization in this collective impact effort Flint ReCAST both helps maintain overall strategic coherence and coordinates and manages the day-to-day operations and implementation of work, including stakeholder engagement, communications, data collection and analysis, and other responsibilities.

Through a mini grant to WOW outreach, the youth ambassadors program provided sessions centered on various aspects of resiliency, and conducted “Real Talk” sessions to give participating youth an opportunity to talk about how they are feeling and coping with new pandemic realities in a peer-to-peer setting. Additionally, mini grant activities provided 104 People with employment training opportunities, 36 of which were newly employed following their employment training.

C. Challenges/Barriers

As noted, challenges continue to be a product and result of COVID-19 restrictions that altered recruitment activities and planned events.

C. Deviations from Project (please include a description of changes from your application or strategic plan and the reason(s) for change)

None

D. Lessons Learned

None

E. Activities Planned and Anticipated for the next 12 Months

Year 5 programming under goal area 3 will include program implementation on four initiatives. The first will be to support capacity of the City of Flint My Brother’s Keeper Alliance to coordinate cross-agency collaborations under the following program Milestones: Milestone 3 - Graduating from High School Ready for College and Career; Milestone 4 - Completing Postsecondary Education or Training; and Milestone 5 - Successfully Entering the Workforce.

The second initiative will be a series entitled “The New Clean Slate”. Last month, Michigan Governor Gretchen Whitmer signed MI House Bills 4980-4985 and 5120 reforming Michigan’s criminal justice system. These bills dubbed “the clean slate” bills now provide people the ability to get up to two felonies and four misdemeanors automatically cleared. This is a huge change and to ensure that community members understand what the new laws mean for them, Flint ReCAST will host

The New Clean Slate Expungement Fair and Workshops and also create/disseminate documents about the new clean slate laws.

Third, Flint ReCAST will establish “Return Ready” a Mental Health Services support project for Returning Citizens. Flint ReCAST will support capacity with Nation Outside and other organizations seeking to support returning citizens access to mental health services.

Lastly, Flint ReCAST will support the capacity of the North Flint Revitalization Initiative Illuminating Community Change Project of Hamilton Community Health Network to work with the North Flint Neighborhood Action Council and numerous community organizations to explore and support opportunities to develop safer and healthier neighborhoods.

Goal 4: Create a trauma-informed 1st responder community by providing trauma training to local police, first responders, corrections officers, etc.

Briefly describe your approach to this goal and list specific objective(s) and activities related to this goal

Objective 1 (TR1): Offer four 2-hour policy development workshops for a minimum of 5 first responder agencies and 5 youth serving agencies to integrate trauma-informed practices into regular agency orientations and trainings each year.

Objective 2 (TR1): Develop a pilot program workshop series for expansion of the Flint-area trauma-informed first responder community by 50 members per year through webinars, web conferences, and in-person trainings offered through ReCAST program technical assistance.

Objective 3 (WD3): Expand the trauma-informed first responder community by 50 members per year through peer-based information exchange (including web-conferences and in-person visits) programs that invite first responders from other communities affected by experiences of widespread trauma or civil unrest through technical assistance offerings of the ReCAST program.

Activity 1: Via Genesee Health System, developed a pilot project to integrate trauma-informed practices into regular agency orientations of first responder and youth serving agencies by providing training workshops (including Mental Health First Aid) to the Flint Police Department as well as to companies that employ security guards, as many of those individuals who have direct involvement with Flint youth and families.

Activity 2: Via a mini grant to the Crim Foundation, designed, developed, and implemented a trauma-informed, mindfulness based resiliency training pilot program for first responders in the greater Flint community.

Activity 3: Supported the work of the Flint Community Advisory Task Force on Policing in partnership with the Flint Mayor’s Administration and City of Flint Police Chief to create a dialogue between the Flint community and local law enforcement.

Activity 4: Developed a plan to partner with several Police departments in the Greater Flint area to provide Critical Incident Stress Management (CISM) training and certification.

Activity 5: Identified continuing education credit opportunities affiliated with trainings for formal first responders to incorporate in regular training

Activity 6: Via Genesee Health System, provided psychological first aid training for community first responders

D. Major Activities and Accomplishments

Via a mini grant, the Crim Fitness Foundation, our local leader in mindfulness practices, Designed, developed, and implemented a trauma-informed, mindfulness based resiliency training pilot program for first responders in the greater Flint community. Flint Fire Department Chief Raymond Barton and Deputy Chief Carrie Edwards-Clemons both dedicated a full day, plus an additional 6 weeks of follow up courses alongside their team of 5 fire fighters who participated in the course. Following the program, participants reported on changes in their current levels of mindfulness following completion of the training. 100% of respondents reported that they agreed or strongly agreed with the statement: “since taking part in this program, I notice when my attention has been pulled away, I can bring it back to the present moment.” Participants also reported improvements in their: ability to remain grounded during challenging situations (86%) and grow from setbacks (86%). With regard to job performance, 71% of participants stated that the program gave them greater clarity around the importance of their work. 71% stated they felt that this training allowed them to make a greater contribution to their team.

Also, Flint ReCAST supported the work of the Flint Community Advisory Task Force on Policing in partnership with the Flint Mayor’s Administration and City of Flint Police Chief to create a dialogue between the Flint community and local law enforcement.

B. Challenges/Barriers

The major challenge in the work of Goal 4 was in recruiting first responders to participate in training. Both the Flint Police Department and the Flint Fire Department are understaffed. Often, participants were on duty during the time of training sessions, and they had to be cut short or rescheduled to allow participants to respond to emergencies.

C. Deviations from Project (please include a description of changes from your application or strategic plan and the reason(s) for change)

None.

E. Lessons Learned

First responders are increasingly interested in stress management support in the wake of the pandemic. However, due to the nature of their schedules it is often difficult to provide them with the support required. Crim Fitness Foundation offered stipends for participation to those who attended while off-duty. This act increased participation and is now a model followed for other training opportunities for both the Flint Police Department and the Flint Fire Department.

The first group to participate in the training was the Fire Department. Using the firefighters, including the Fire Chief and Deputy Fire Chief as ambassadors for the

E. Activities Planned and Anticipated for the next 12 Months

In year 5, the highly successful trauma-informed, mindfulness based, resiliency training pilot program will be expanded and seek to train an additional 50 first responders in the community. Training will be offered via in-person visits or web-conferences.

Flint ReCAST, The Flint Police Department, and Crim Fitness Foundation will partner with Brown University for the Police and African American Community Engagement (PAACE) Project. Police officers and African American community members from Flint will be invited to participate in a mindfulness course designed to provide participants with intensive and systematic training in mindfulness meditation and movement practices. Both groups will experience a reduction in implicit bias. This work will be carried on through the Crim Fitness Foundation and the ReCAST, beyond the project itself with additional opportunities for classes and for the groups to come together and continue building communities.

Additionally, Flint ReCAST plans explore continuing education credit opportunities affiliated with training for first responders to incorporate trauma informed practices. Flint ReCAST will also seek to partner with several Police

departments in the Greater Flint area to provide Critical Incident Stress Management (CISM) training and certification, Critical Incident Response Use of Force and De-Escalation Seminar and organize and host a web conference to connect peers from Flint police department with ReCAST partner city police department.

Goal 5: Increase capacity for youth and families in the Flint community to support skill building and career opportunities to implement evidence based programs.

Briefly describe your approach to this goal and list specific objective(s) and activities related to this goal

Objective 1 (TR1): Deliver group-based family-oriented trauma-informed mindfulness skill building workshops in partnership with the Health Awareness Center and the CRIM Fitness Foundation.

Objective 2: Reach 300 youth each year through offering bi-monthly artistic (art, music, theatre, dance, etc.) resilience activities for Flint area youth and families, in collaboration with local arts-based organizations

Objective 3 (TR1): Provide leadership, policy, advocacy, and public mental health training for 50 Flint area youth (age 11-16) through the annual summer 2-week Youth Public Mental Health Leadership Academy. The academy will include introduction to careers as first responders including police, fire, ambulance, EMT, protective services, etc.

Activity 1: Collaborated with mindfulness and meditation practitioners in Flint
Activity 2: Plan and design arts based activities within each city ward at local community organizations
Activity 3: Plan and design arts based activities to underserved population subgroups (e.g. disabled, deaf, etc.)
Activity 4: Began development of plan to provide career (civil service, first responder, mental health clinician, community organizations, philanthropic organization, public health) shadowing opportunities for Flint youth
Activity 5: Via a mini grant to the Ennis Center Fostering Creativity therapeutic arts program for youth affected by foster care/out-of-home-placement capacity support was provided.
Activity 6: A mini grant to Voices for Children Flint Families Developing Resilient Communities project will developed a one-on-one leadership through mentorship model for Flint parents. This project was paired as a companion project with the Lead Expansion Access Program Parent Advisory, a local program for families with children impacted by the Flint Water Emergency. This community-based program supports high risk families and is working to build resilience and build positive community development
Activity 7: Mentor: Flint Embers, a trauma-informed skills and support program for court-involved girls who have experienced sexual trauma. Embers provided young women with therapeutic support services, music therapy, journaling, career exploration and assistance, yoga, and expressive art.
Activity 8: Develop plan to create opportunities to disseminate public health training for flint youth and invite these youth to serve as local mental health youth advocates in partnership with the Public Health Youth Academy

F. Major Activities and Accomplishments

Dr. Kent Key from Michigan State University College of Human Medicine and the Flint Youth Public Health Academy continue to partner with Flint ReCAST. The purpose of the Flint Youth Public Health Academy is to provide a platform for youth to learn about public health, medicine, and policy/advocacy using real life scenarios and also expose youth to public health and medical professionals as mentors and role models to impact career choice.

Flint youth received mentoring, social supports, and behavioral health activities via programs at Big Brothers Big Sisters, Ennis Center, Voices for Children, Peckham: Mentor Flint Program. Flint youth participated in learning programs focused on STEAM education and career exploration via programs with Sylvester Broom Empowerment Village and the YMCA. Even with the impacts of the COVID-19 pandemic, over 1,000 youth engaged and supported through Y4 Mini Grants to youth programs and 142 parents and volunteers received trauma informed training.

B. Challenges/Barriers

Connecting to Flint-area youth has been the primary challenge of Goal 5. As previously mentioned in this report, it has been difficult for youth severing programs and community organizations in the wake of COVID-19. There are many examples of innovative efforts to connect with families online, through social media and virtual meeting platforms, however, families without in-home access to technology remain the toughest group to connect with.

C. Deviations from Project (please include a description of changes from your application or strategic plan and the reason(s) for change)

None.

D. Lessons Learned

Youth and parents continue to feel disconnected from opportunities and programs that are available. Flint ReCAST will strive to support the capacity, availability and access to more youth programming. One-way better use of youth opportunities can be achieved is to include more partnerships across all nine wards of the city, as transportation continues to be a barrier. Additionally, building partnerships with arts organizations can increase the access of arts related programming to youth and families.

E. Activities Planned and Anticipated for the next 12 Months

Several activities are planned for year 5 including expand opportunities for leadership, policy, advocacy, and mental health training with students from the Flint Public Health Youth Academy. A Summer workshop series will include: An introduction to careers as first responders including police, fire, ambulance, EMT, protective services, etc. Students will have an opportunity to meet and interview professionals in each field and an internship program that will teach students how to perform research.

Additionally, Fli Kid Futures Initiative will create several opportunities to assist Flint youth in gaining career skills and planning for college. These include career (civil service, first responder, mental health clinician, community organizations, philanthropic organization, public health) shadowing options for Flint youth; Funding The Future: Youth Grant Writing Workshops that will teach kids 12-18 how to write grant proposals, and Funding the Future: Youth Mini Grant Awards where participants of the program will submit proposals and grants will be awarded to them enabling them to create summer projects.

Also, Speaking Resilient will be a Two Part Program that in part one; seeks to provide high school students an opportunity to compete in a spoken word and essay competition for a scholarship to be used towards a 2 year or 4-year college or university and in part two; will develop a Photo voice project for youth needs assessment possibly in collaboration with the Greater Flint Arts Council and the Flint Public Art Project.

Another plan is entitled Our City, Our Art (a play on our social media hashtag #OurFliCity). This initiative will seek to plan and design arts based activities within each of the nine city wards. Partnership possibly exists with the Flint Public Art Project and Flint ReCAST will provide funds for each event and for general support, marketing, supplies for the activities.

Lastly, year 5 a mini grant opportunity will provide funding to applicant organizations for the purpose of building capacity of community partners to provide artistic resilience events and activities (e.g. art, music, theatre, dance) for Flint area youth and families, in collaboration with local community-based organizations to advance healing and resilience.