

# Generations for Garfield Leadership Project

The Harpour Group, LLC

January 12, 2024

Hackensack Meridian Health Wellness Center

**HG**

The Harpour Group



**enerations**

*for*

**arfield**

**A Community for All Ages**

*An Age-Friendly Initiative*

Welcome!

*True community-based work is only successfully accomplished through equal partnership & co-creation.*



# Outline

- What is age friendly?
- How can you, as community leaders, further the age-friendly mission?
- Implementation



What is age-friendly?

# WHO Age Friendly Values

“Age friendly” is more than *senior services*.

- Age- friendly cities and communities foster healthy and active ageing for residents of all ages.
- They enable older people to:
  - age safely in a place that is right for them;
  - be free from poverty;
  - continue to develop personally; and
  - to contribute to their communities while retaining autonomy and dignity.

# Principles Central to WHO Age- Friendly Communities

- **Respect** for diversity: Older people are a heterogeneous group with diverse capacities, resources, life-styles and preferences that should be respected
- **Equity**: Inequities between groups (including but not limited to age, gender, disability, sexual orientation, socioeconomic status, ethnicity, religion/ beliefs, rural/urban) should be identified and addressed.
- **Participation** of older people in all spheres of life and their contributions should be valued and fostered
- **Rights** of older people should be respected so that they may age and die with dignity

# WHO Global Network Mission Statement

*The mission is to stimulate and enable cities and communities around the world to become increasingly age-friendly.*

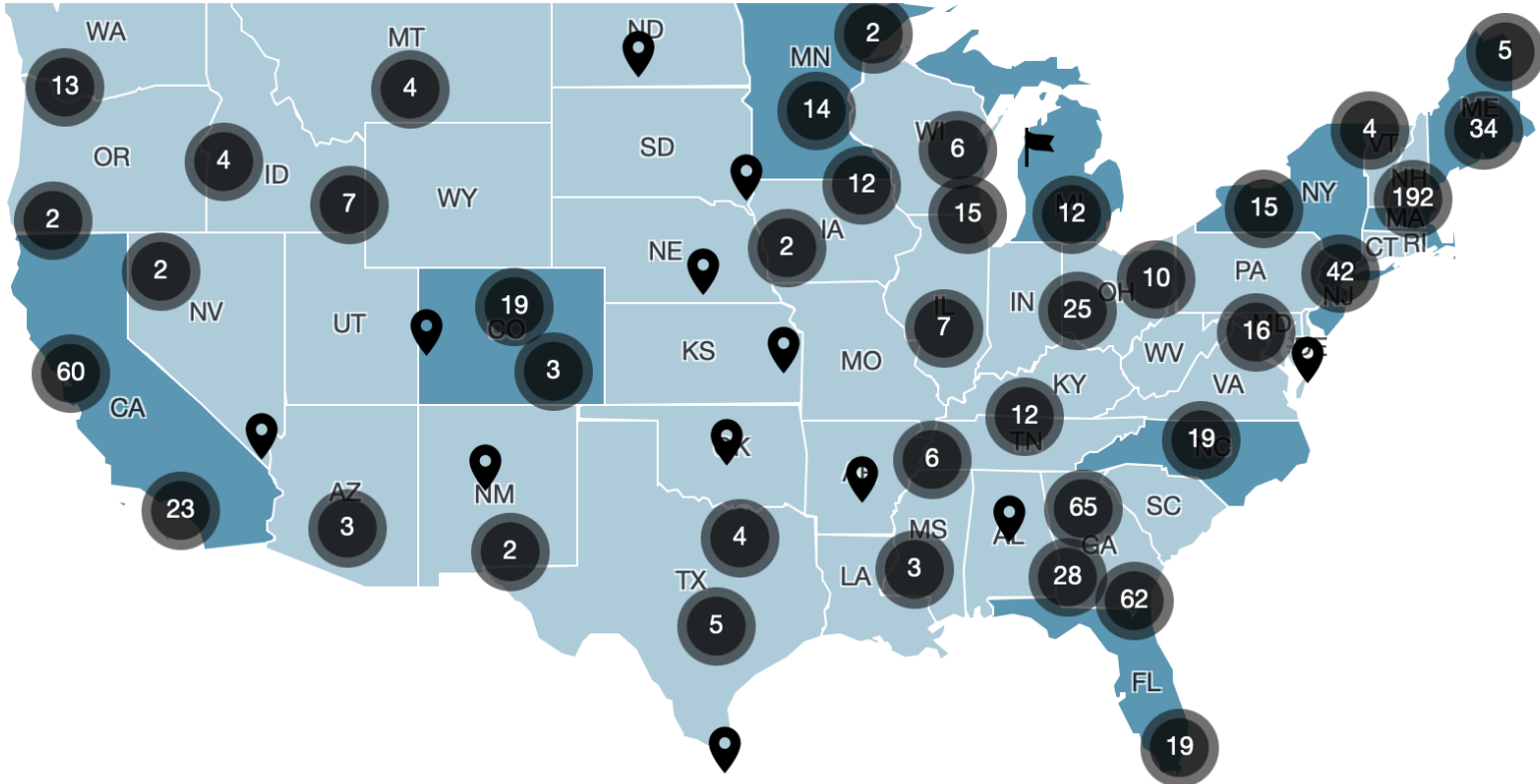
The Network seeks to do this by:

- **Inspiring change** by showing what can be done and how it can be done
- **Connecting cities** and communities worldwide to facilitate the exchange of information, knowledge and experience
- **Supporting cities** and communities to find appropriate innovative and evidence-based solutions



# AARP Network of Age Friendly Members

- Cities
- Counties
- States
- Universities
- Medical Centers





Westwood for All Ages



**BERGEN COUNTY MEMBERS OF THE NETWORK**

# We asked: *What could make your community more age-friendly?*



Great  
community  
partners



Improved  
transportation  
options



City-based  
coalition



Improved  
community  
connections



Social work  
outreach &  
resources



Youth  
volunteer  
corps

BC Age  
Friendly  
Leaders

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Janet Sharma, Age Friendly Englewood

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Lisa MacClements, Fair Lawn for All Ages

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Jeff Stewart, Generations for Garfield

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Beth Abbott, Age Friendly Ridgewood

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Janice Dorman, Age Friendly Teaneck

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Lisa Bontemps, Westwood for All Ages

# Generations for Garfield

- Collaborative community engagement
- Established in 2015 with planning grant & survey of 55+ Garfield residents
- Developed data-driven goals
- Focused on coalition building



# Community & Collaboration

*Supports age-friendly leaders who are doing the work of strengthening collaborations for meaningful and sustainable community impact.*

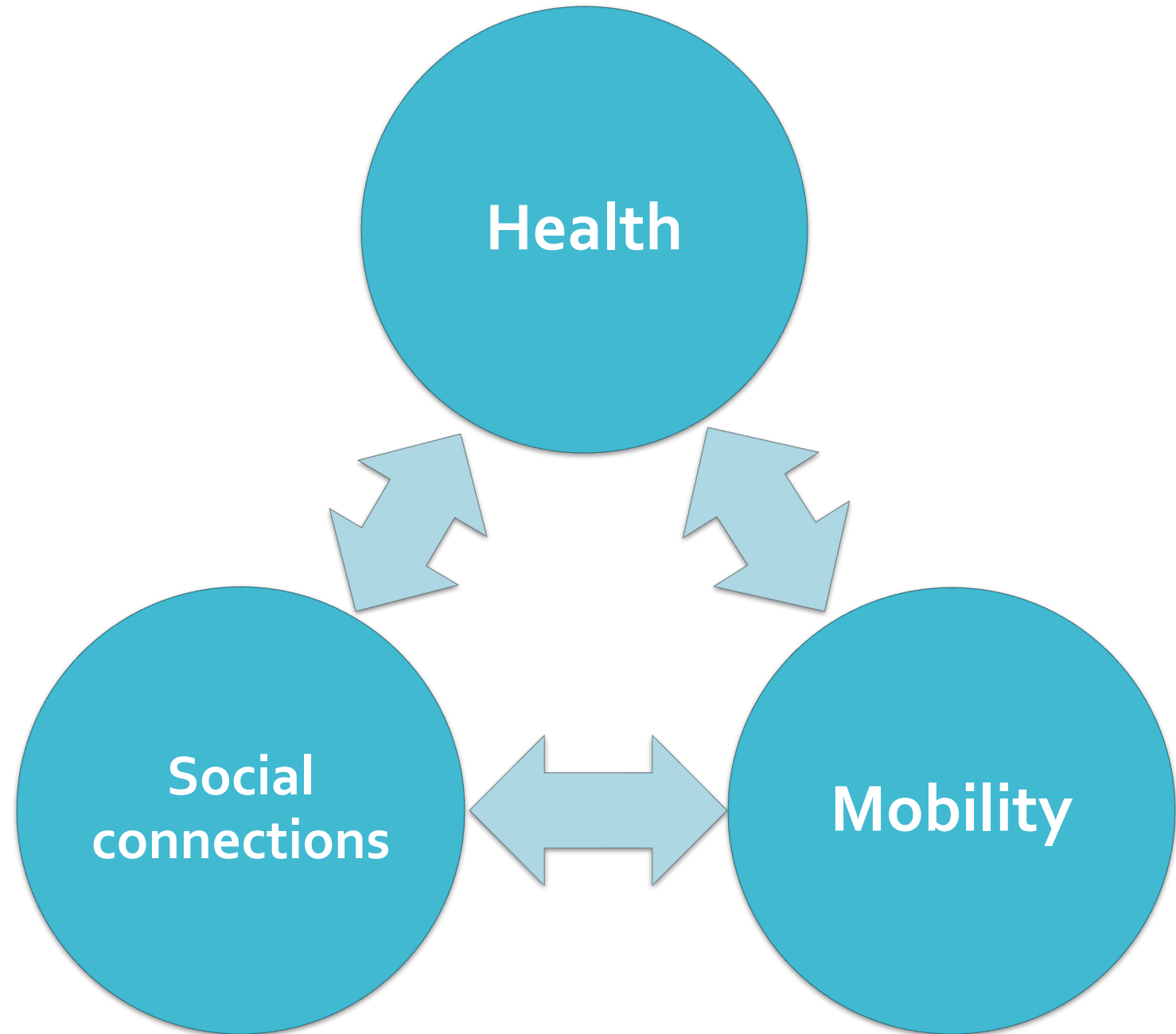
*We are led by local philanthropies and the Rutgers School of Social Work. Our alliance includes leaders from age-friendly community initiatives in Bergen, Essex, Morris, Somerset, Passaic, and Union counties in New Jersey.*



## Age-Friendly North Jersey

AN ALLIANCE OF LEADERS STRENGTHENING COMMUNITIES FOR ALL AGES

Public health  
is charged  
with seeing  
the ***ENTIRE***  
population



# 'Age-Friendly Public Health'

## Benefits for all ages

- No need to repeat programs/offerings
- Make them intergenerational if possible
- Internships
- Service to community or with older adults

## Youth Volunteer Corps.



Age-Friendly Teaneck

July 12 · 🌐

The interns are here! The 4 Teaneck High School students chosen for our 4-week "Exploring Careers in Aging" internship started Monday with an orientation and a tour of [Holy Name](#) plus a visit to its simulation lab. On Tuesday, they served as volunteers at [#CafeEuropa](#), a social program of [Jewish Family & Children's Services of Northern NJ](#) for Holocaust survivors and then made their first visit to Bright Side Manor. Today they are learning about PALS, an assisted living program ... [See more](#)








Coalition  
Building



Community  
Assessment



Goals,  
Implementation



Age Friendly is a unique  
opportunity for collaboration

**No Organization Can Do It Alone!**

**Community Coalitions are the best practice model for A  
community enhancement**

Critical first step is to engage the right partners



Symmetry

## Social Determinants of Health



Social Determinants of Health  
Copyright-free

Healthy People 2030

- Education Access and Quality**
- Health Care Access and Quality**
- Neighborhood and Built Environment**
- Social and Community Context**
- Economic Stability**



The 8 Domains of Livability

Strategize by  
culture and  
history of  
service, invite  
others

- **Cultural Considerations:**
  - Common aims and goals
  - Trust: Commitment to partnership
  - Knowledge of the community and changing influences
  - Capacity to commit resources
- **Invite:**
  - Law enforcement
  - Food insecurity support/Food banks
  - City Planning and Engineering/ Regional Planning Organizations
  - Senior Centers
  - YMCA or Parks and Recreation
  - Higher education organizations
  - Health care provider organization
  - Housing Authority
  - Faith community

# Garfield Model of Community Collaboration

## Generations for Garfield Partners



# Common Vision / Shared Purpose

## Governance Structure is Critical

Leadership by  
Dept of Public Health

- Who is going to do the organizing?
- Agree on time commitment/ mtg method
- Engage members to identify common purpose.
- Determine measurable goals
- Support team with documentation of plans and timeline





Be aware of  
the risks of  
intersectoral  
conflicts  
between  
participants

Difference in values and perspectives

Understand the organizational systems

Problems in COMMUNICATION;

Schedule regular meetings – summarize decisions

Can impede service delivery to internal and external customers

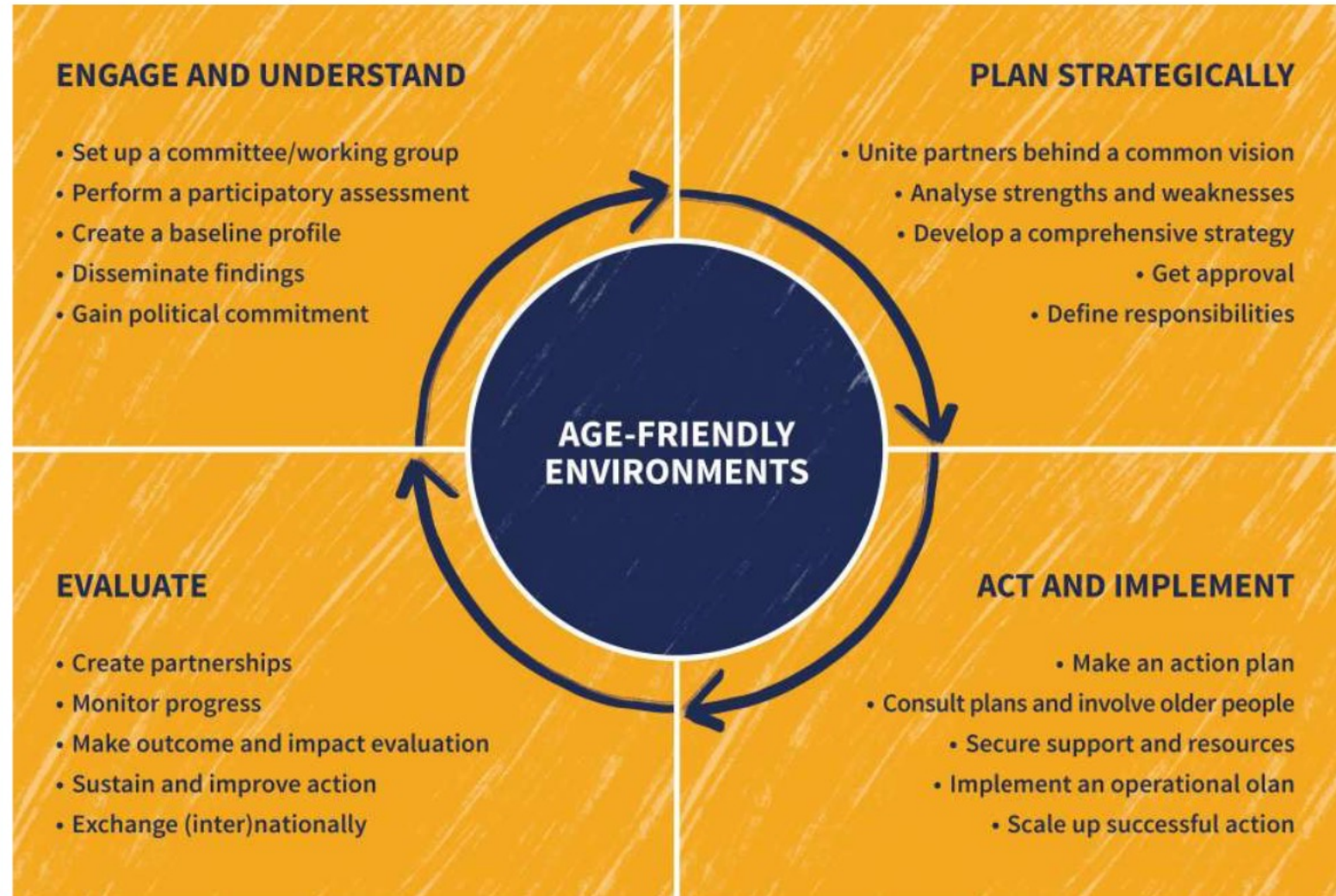
# Key Lessons of Successful Collaboration

- Set during the expectation that all partners will work to breakdown silos, which includes agency boundaries, work may be done differently in the future
- The Coalition Leadership commits to partners to complete tests of change, identify barriers, challenges and best practice innovations
- Partners can operate at a meaningful level of authority but with a supportive and consistent oversight by the Coalition for back up problem solving.
- All partners commit to measuring cross system process and outcome metrics, data collection is streamlined, and unintended outcomes are anticipated

Coalition Policy Efforts to Support Innovations	Partner Strategies
Commitment to shared mission, vision, values and later, the goals	Participate in data collection and designing response to community assessment data
Cross System Communication: Who needs to know?	Access to Thought Leaders and Collaborative Members to gain internal support
Ongoing Cross Training and Staff Development for partners and employees	Development of Plans for Change and Implementation
Planning for Sustainability: Will the implemented plan need ongoing funding	Communication
Measurement and Monitoring Outcomes – what, how, analysis, segmentation, communication	Monitoring and Community Response

## Critical Planning Steps for Coalition Building

The age-friendly journey requires cycles of improvement and partners can join at any time



# Outcome Indicators

The outcome indicators will mainly be related to issues of accessibility and inclusiveness as key facets of urban life.

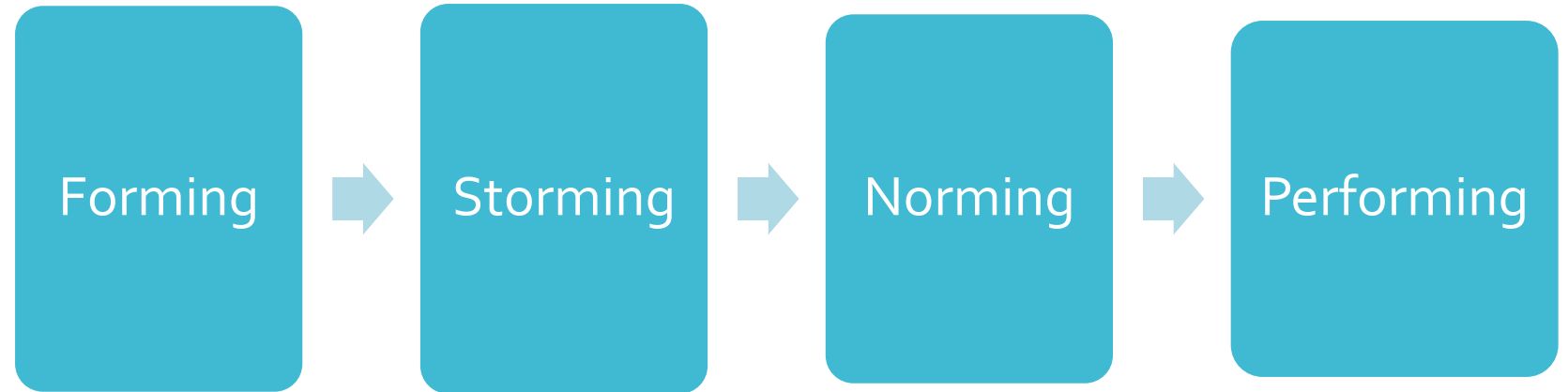
Physical accessibility of public facilities: health and social services, transportation, recreation facilities.

Affordability of housing,

Opportunities for social engagement, and accessibility of information

# Tuckers Scheme of Group Functioning

See handout





# Measuring and Monitoring Outcomes

- Create a subset of the coalition to focus on metrics and evaluation of efficiency
- They can acknowledge data already known and have access to administrative data baselines and demographics
- Develop collaborative outcome measures that measure baseline outcomes and consensus on intended improvements
- Design and regularly review a data dashboard to monitor outcomes

# Assessment tool

## AARP survey

- Validated
- Customizable
  - Politics
  - Topics/issues that are 'not applicable'
- Online or Paper
- Multiple sections, very comprehensive

### Transportation

Q16. How do you usually get around your community for things like shopping the doctor, running errands, or other things?

- |   | Yes                                   | No                                    |
|---|---------------------------------------|---------------------------------------|
| a. Walk .....   | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> |
| b. Drive yourself .....   | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> |
| c. Have others drive you .....  | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> |
| d. Take a taxi .....  | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> |
| e. Use a ride source company such as Uber or Lyft .....   | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> |
| f. Use a special transportation service, such as one for seniors or persons with disabilities ..... | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> |
| g. Use public transportation .....  | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> |
| h. Ride a bike .....  | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> |
| i. Some other way.....  | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> |
| j. I do not get out of the house .....  | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> |

### Your Home and Community

Q1. Are you a resident of [INSERT STATE, CITY, COUNTY, TOWN, OTHER AREA]?

- <sub>1</sub> Yes
- <sub>2</sub> No
- <sub>0</sub> Not sure

Q1a. What is the name of your community? For some people, this would mean the town or village in which they live, or it could be their neighborhood. For some people, it could be their subdivision or development.

Q2. How long have you lived in your community?

- <sub>6</sub> Less than 5 years
- <sub>5</sub> 5 years but less than 15 years
- <sub>4</sub> 15 years but less than 25 years
- <sub>3</sub> 25 years but less than 35 years
- <sub>2</sub> 35 years but less than 45 years
- <sub>1</sub> 45 years or more

Q3. How long have you lived in your current residence?



# Community assessment

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Sample size

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Population (only 55+)

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Timeline

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Analysis

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Data storage

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Goals

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# Ramapo College of NJ Nursing Program

Anne Marie Flatekval, DNP, RN

- Genuine Leadership is Supportive.
- People are most Important
- The Harpour Group will support each awarded community individually to implement your vision.



# Generations for Garfield Leadership Program

*Sponsored by the Henry and  
Marilyn Taub Foundation*

## Tentative meeting schedule:

- January 26<sup>th</sup> 1:1 via Zoom
- February 9<sup>th</sup> Group meeting
- March 8<sup>th</sup> 1:1 via Zoom
- April 12<sup>th</sup> 1:1 via Zoom
- May 3<sup>rd</sup> Group meeting





# Age-Friendly North Jersey

AN ALLIANCE OF LEADERS STRENGTHENING COMMUNITIES FOR ALL AGES

## AFNJ New Years Party

***Tuesday, January 23, 2024***

***9:30-11:30AM***

*Jewish Federation of Greater MetroWest NJ (901 Route 10, Whippany, NJ).*

***RSVP by January 17<sup>th</sup>***

- **Meeting agenda:**
- Delicious breakfast (9:30-10:00AM)
- Welcoming new members
- Roll out of AFNJ BINGO for enhanced networking
- Show-and-Tell Spotlight of our communities' accomplishments from 2023 with photos, stories, descriptions of new age friendly-related personnel, policy changes, new collaborations, and/or swag for sharing
- Announcements about future AFNJ programs
- Surprise AFNJ Swag

You're Invited!