# AGENDA ITEM or FINAL CONTRACT REVIEW SUBMITTAL FORM

**Agenda Item:** Ratification of County Manager's Approval to Submi

**Action Requested:** Motion

**Parties to the Agreement:** Gunnison County and Colorado Health Foundation

**Term Begins:** **Term Ends:** **Grant Contract #:**

**Summary:**

approval to submit grant application

**Fiscal Impact:**

**Submitted by:** Kari Commerford **Submitter's Email Address:** kcommerford@gunnisoncounty.org

**Finance Review:** (●) Required ( ) Not Required

Comments:
This would be new funding and will need to be added via a budget amendment request if granted. no concerns, ln.

Reviewed by: GUNCOUNTY1\lNienhueser Discharge Date: 5/31/2019

**County Attorney Review:** (●) Required ( ) Not Required

Comments:
I see no legal issues. MRH

Reveiwed by: Discharge Date: 5/30/2019 Certificate of Insurance Required

Yes ( ) No (●)

**County Manager Review:**

Comments:

Reveiwed by: GUNCOUNTY1\mbirnie Discharge Date: 6/3/2019

(●) Consent Agenda ( ) Regular Agenda ( ) Worksession Time Allotted: 0

Agenda Date: 6/18/2019

*Revised April 2015*

Project Title:

Raising awareness and understanding of sexual orientation and gender identity and the needs of our youth LGBTQ? Population in order to support the social emotional needs of our youth and promote resiliency.

Proposal Summary (A one-to-two-sentence description of your proposal. 500 Characters, approx. 50 Words):

This grant will be used to provide education to youth serving organizations, schools and parents about the difference between sexual orientation and gender identity and how to support youth. Concurrently we will conduct focus group with our local schools with assistance from Western Colorado University's Spectrum Club to understand the specific needs of our LGBTQ? youth and how to best meet those needs. We will secure a unique, accessible space and hold a one night a week safe space for youth.

Type of Support: please select one:

General Operating

Organizational / Project Budget

For *general operating* requests, enter your total organizational budget for **Total Project Budget**. If using a fiscal sponsor, please enter the **Total Organization Budget** for the sponsored organization/project (not the fiscal sponsor).

Total Organization Budget:

$0

Total Project Budget:

$125,000

Total Amount Requested:

$100,000

Funding Term (Months):

24

## Geographic Area and Age Group

Geographical Area Served - Click on the '+" button to add at least one of the counties the proposed work will specifically serve, or select 'Colorado Statewide' from the list, as applicable.

- Gunnison (100%)

Age Group - Please select the primary age group(s) targeted by your proposal. Please select at least one. If you do not know what percentage of the age groups are targeted, press the "X" to close the window that appears.

- Children (6-12) (10%)
- Adults (21-54) (25%)
- Youth (13-20) (65%)

Organization Information
This section should include:

- Your organization's mission statement and a brief history.
- A brief overview of your organization's current programs, activities and strategic plan.
- A description of the qualifications and track record of the individuals who will be managing and performing the activities proposed.
- A description of your Board's role in fundraising, governance and strategic planning.
- A description of your key partners.

Current Mission Statement and Background Summary:

Organization Information (5000 Characters, approx. 500 Words):

The mission of Gunnison County Substance Abuse Prevention Project (GCSAPP) is to utilize evidence-based strategies and community mobilization to reduce risk factors and increase protective factors so youth can become healthy, stable and productively involved in their

communities. GCSAPP has been a active coalition since 2006 and has become a household name in our community. GCSAPP partners with multiple youth-serving and behavioral health organizations and parents in order to support youth. GCSAPP believes that youth are the experts and that we do nothing for youth without youth voice; following the positive youth development framework. GCSAPP's current efforts include the implementation of the Communities That Care strategic framework to our coalition, integrating the social development strategy and positive youth development framework through our Choice Pass program, supporting the Sources of Strength program and providing resiliency education in the school, educational efforts to create an understand of Toxic Stress and the impact on health to raise support for family friendly business practices and reduce substance abuse and suicidality, and working to address our community norms favorable towards substance use. In order to implement these efforts over the past 13 years we have received 10 years of Drug Free Communities Funding, Daniel's Fund support, the Communities that Care grant, funding from CDOT and local contributions for ongoing support with prevention efforts. GCSAPP uses data to inform our work and we have seen a reduction in past 30-day alcohol use rates in the past 7 years from 38% in 2010 to 29% in 2017 (HKCS). Additionally, the number of youth who reported riding in a car with someone who was drinking decreased from 25% in 2010 to 16% in 2015 (HKCS). GCSAPP has been able to successfully grow the community coalition, create and maintain youth partnership and voice with paid positions and collaboration with existing councils, educate over 350 parents annually on "difficult" topics and maintain community partnerships with key stakeholders. Key staff on this grant will include the Program Director (10%), Kari Commerford, Youth Programming Coordinator (30%), Emily Mirza, and the Prevention Education Specialist (30%), Betty Sue Gurk. Kari has a Master in Clinical Psychology and has been the Director of GCSAPP since 2014. Ms. Commerford will be responsible for overseeing all grant work and ensuring integration of efforts into our strategic plan and sustainability efforts. Emily has a BS in Community Health and has been with Gunnison County working on prevention efforts since 2015. Emily will coordinate project services, activities, including training, communication and information dissemination and assist with the safe space and focus group efforts as needed. Betty Sue has a Masters in Social Work and is licensed as a Clinical Social Worker, she has worked for Gunnison County in prevention and early intervention teaching social emotional and resiliency based programs and skill based groups. Betty Sue will facilitate the focus groups with youth, work with WCU's Spectrum group, secure and run the weekly safe space. The GCSAPP coalition has representation from all 12 sectors that participate on our community board (the larger coalition of 40 members), as well as the following sub-groups; executive committee, data and evaluation, funding and sustainability, youth

and community outreach. The data and evaluation subgroup complies and presents community related data and reports on our risk and protective factors and seeks input from the coalition and our key stakeholders. The GCSAPP coalition makes decisions in coalition meetings and those decisions are confirmed by the Executive Committee before moving forward with implementing strategies. The funding and sustainability subgroup work to increase support and funding locally, state and federally and help with budget over site. The youth and community subgroup help with messaging and ensuring we are using language that is culturally competent in regards to our community. GCSAPP's key partners include the RE1-J school district, Gunnison Valley Mentors, Western Colorado University, Gunnison County Department of Health and Human Services, and local law enforcement at both ends of the valley.

**Proposed Activities**

If applying through a funding opportunity, please continue to refer to and clearly demonstrate within the application how you meet the criteria listed in the funding opportunity that you are applying under. Individual criteria for each funding opportunity can be found at coloradohealth.org.

This section should answer the following questions:

- Describe what you will do and how you will do it.
- What programs and services will you offer?
- Are you using a strategy that has been proven effective by research?
- Describe the populations served by the proposed work - how many people are expected to benefit from the activities?
- What are the risks of the proposed work?

Proposed Activities (10000 Characters, approx. 1000 Words):

The goals of this grant are to increase understanding and education about the difference between sexual orientation and gender identity in our community in order to help support our LGBTQ? youth and assess what needs and gaps this population has in regards to mental health and feelings of connectedness. In order to address these goals we will provide multiple educational events for the school district, youth serving professionals and organizations, mental health and health providers, parents and policy makers. This is an environmental strategy to provide community-wide education and information dissemination. In order to address these goals we will utilize youth focus groups in order to start the ongoing process of engaging youth and ensuring this program is informed and driven by youth voice. This goal follows the positive youth development framework and will allow us to engage youth across the age range of 12-25. An additional part of this project is to identify and secure a safe space off of school grounds for youth to connect and have an opportunity to be

supported by trusted adults who help them meet their social-emotional needs and develop skills. During the first 12 months of this grant we will be listening and learning from youth in order to select skill-based curriculum or programming that will help improve resiliency and enhance their social-emotional skills. The first year will be focused on educating, creating safe affirming space and helping to foster positive relationships with trusting and caring adults as well as their peers. The second year will be implementing more resiliency and social-emotional skills and other mental-health skills as identified by the youth.

The target population is Gunnison County, which is a frontier county located in the south central Colorado mountains, 200 miles from Denver and over 100 miles from any city with a population of over 25,000 people. Gunnison County is in the state's Region 10, a group of undeserved western Colorado counties with higher rates of youth substance abuse, minimal prevention resources, and limited access to intervention and treatment options. According to state and national data trends, LGBTQ? youth experience higher than average substance use, self-harm and suicidal rates. Gunnison County currently has no consistent services for the LGBTQ? population outside of Western Colorado University, whose Spectrum group runs as a club with no sustainable funding. According to the 2017 Healthy Kids Colorado Survey, there are just under 10% of high school youth who identify as LGBTQ? or questioning. The question is not asked to middle school youth, however this past academic school year there was a group of 12 middle school youth who helped create a GSA in April. The GSA was not supported by the whole student body and many of their posters were ripped off the wall. The youth continued to reach out to adults for help and were able to carryout a day of silence as their first effort. The efforts of this project will impact the RE1-J school district youth in 6th -12th grade (900 youth), Western Colorado University (2,000 youth) and the larger Gunnison County community residents (population 16,939 - US Census Data, 2017).
Being a rural and underserved community we have some unique challenges to face in addition to the challenges LGBTQ? population already face in their development. As we have seen through the Gunnison Middle School GSA there are challenges from youth and community members being uneducated and fearful of providing education and supportive services for LGBTQ? youth. Gunnison County is a eclectic community that consists of individuals and families from a strong rural ranching community, low socioeconomic status who experience and generational poverty, middle class struggling to afford housing and often two parents working one or more jobs, transient young adult population, university students, high income individuals and families, second homeowners and tourists who often come here to recreate, vacation and party. These characteristics of our community contribute to our

community risk factors of community norms favorable towards substance use,  high availability of substance use, and toxic stress. Additionally, our HKCS data indicates that we have an increasing number of youth who are experiencing sexual violence and/or forced sexual intercourse and an upward trend of youth reporting poor mental health "sad and anxious". According to community data including school risk assessments and hospital reports we have an increasing number of youth experiencing self-harm and suicidal gestures. As part of this project we will work to help identify clinicians and mental health providers that are able to support the treatment and therapeutic needs of our youth and help identify training's for professionals to feel competent in treating our LGBTQ? youth. We will also help to encourage ongoing support for families.  The risks of not addressing the needs of this population and working on the efforts is greater than any of the risks that may arise from the proposed project.

Year one we will be learning from our young people through focus groups conducted with youth age 12-25. We will partner the Gunnison Watershed RE1J school district to connect with youth to participate in the focus groups. GCSAPP staff and university students in Spectrum will facilitate focus groups for middle and high school aged youth. In addition, GCSAPP staff will conduct focus groups with university students. Through listening to the youth we will identify their needs and gaps in the community, determine a safe space outside of school, inform community trainings, and utilize youth voice to select an evidenced-based  curriculum or program to build social-emotional skills and enhance resiliency. Mid year, we will begin to provide a safe and affirming after school space for youth age 12-18 to come one day a week with the support of university students who participate in Spectrum.

In conjunction with learning from our young people, we will begin to educate youth serving agencies and professionals, mental health professionals, school staff, GCSAPP coalition members, parents, and community members through identified trainings, workshops, and subject matter experts. The education will enhance understanding of preferred language, sensitivity, data, and challenges and barriers our LGBTQ? Youth face. In addition, it will help educate adults how to be everyday trusted adults and skills on how have challenging conversations with young people.

GCSAPP staff and selected youth will travel to attend a training, conference, workshop and/or visit other communities who support LGBTQ youth. This will be an opportunity to build skills in leadership and self-confidence and to connect with other peers and trusted adults throughout the state.

Year two we will continue community education and trainings, providing the safe after school space with support of Spectrum students, and attending a training, workshop, or conference with youth. In addition, will begin implementing the evidenced-based youth informed curriculum to enhance resiliency and social-emotional skills on an additional evening unitizing the safe after school space. GCSAPP will build partnerships with community members who identify as LGBTQ? and work to connect the youth to these positive trusted mentors to foster connectedness and support.

GCSAPP is concurrently working on Positive Youth Development (PYD) as a strategy under the Communities That Care model. One of the PYD strategy activities will be the development of tool for youth serving agencies that clarifies youth language used today in order support youth in a culturally appropriate and equitable way. We will engage youth from a variety of backgrounds including our LGBTQ youth to ensure youth voice informs the process and tool development. It will be an opportunity for youth to learn skills in self-confidence, advocacy, communication, and leadership.

Youth with the support of GCSAPP staff and Spectrum students will collaborate to create two community events or campaigns throughout the year. The process will be youth driven and respect boundaries and concerns of our young people in regards to building community awareness and support.

**Intermediate Milestones**
This section should answer the following questions:

- What is the timeline for the work and what are the expected milestones that will ultimately lead to your desired results?
- What evidence will you have to show that the activities took place as described and that the milestones were reached?

Intermediate Milestones (5000 Characters, approx. 500 Words):

Year 1

By February 2020, we will conduct three focus groups (middle school, high school, and university youth) with a minimum of 8 youth at each group. Focus group data will be complied and analyzed.

By March 2020, we will identify and begin utilization of a safe after school space one day a week. We will track youth attendance of the safe after school space.

By May 2020, we will host two parent education dinners about LGBTQ youth and how to have trusted adult conversations with up to 60 parents in attendance at each event. Evaluations will be collected for participants.

By May 2020, we will host two community training or workshops will enhance understanding of preferred language, sensitivity, data, and challenges and barriers our LGBTQ? youth face with up to 30 community members in attendance at each event. Evaluations will be collected for participants and community agency participation will be documented including identification of target populations served by the agency.

By June 2020, we will identify an evidenced-based curriculum or program to enhance resiliency and foster skill building.

By September 2020, two GCSAPP staff and three youth will attend one training, workshop, or conference. GCSAPP staff will share with the coalition what was learned, youth will be invited to share as well.

Year 2

By November 2020, we will begin implementing an evidenced-based curriculum or program to enhance resiliency and foster skill building on day a week in the safe after school space. We will track youth attendance and evaluation of skills built.

By May 2021, we will host two parent education dinners about LGBTQ youth and how to have trusted adult conversations with up to 60 parents in attendance at each event. Evaluations will be collected for participants.

By May 2021, we will host two community training or workshops will enhance understanding of preferred language, sensitivity, data, and challenges and barriers our LGBTQ? Youth face with up to 30 community members in attendance at each event. Evaluations will be collected for participants and community agency participation will be documented including identification of target populations served by the agency.

By May 2021, LGBTQ youth will inform the development of tool for youth serving agencies that clarifies youth language used today in order support youth in a culturally appropriate and equitable way.

By September 2021, LGBTQ youth will develop and host two events or campaigns with the support of Spectrum students.

In addition to the above elevation tools, we will use HKCS data to track impact specifically looking at XXXXX questions. Youth who utilize the after school safe space and participate in the evidenced-based curriculum will be asked if they feel more connected to peers, trusted adults, and resources in their community.

**Method for Tracking and Calculating Your Impact:**

This section should answer the following questions:

- What do you expect to be the ultimate result(s) of your grant activities?
- If your program provides direct services, how many unique individuals do you expect to serve?
- How will you use your evaluation data and what you learn from this grant to improve or refine your organization, program or strategies?

Method for Tracking and Evaluating Impact (5000 Characters, approx. 500 Words):

The ultimate goals of the grant activities include building a sense of connectedness for youth with peers and trusted adults. This sense of connection and having trusted adults is a strong protective factor for youth. Opportunities for leadership, skill building, and enhancing resiliency for university students and middle/high school students and understanding our LGBTQ youth's social and emotional needs. The identification and utilization of a safe after school space for youth. Building a culture of support, increasing community education, and stigma reduction through community training.

Ultimately, we are starting from the very beginning with almost no services for LGBTQ youth and very little community understanding therefore we have a lot to learn through this grant. To begin we will be able to learn from our youth but allowing them to drive the work and express their needs. Through that we will work to meet those needs which will be a dynamic and ongoing process. We will use youth voice to continuously inform the work of the GCSAPP coalition.

Through the community education we can learn more about specific agency needs and gage community understanding and support. In reviewing evaluations from the training/workshops we can tailor our approach and continue to offer specific education to meet the community's needs.

Review of HKCS longitudinal data for identification of trusted adults, access to prosocial activities, substance use, suicide attempts, days feeling sad or lonely will help inform areas where we are making a change and areas where we need to focus more capacity.

## Year 1

### Personnel

| Staff | Hourly | Fringe | Total |
|---|---|---|---|
| Youth Programming Coordinator – Emily Mirza | $24 @ 8hrs/wk = $9,984 | $8/hr @ 8hrs/wk = $3,328 | $13,312 |
| Education Specialist – Betty Sue Gurk | $24 @ 8hrs/wk = $9,984 | $8/hr @ 8hrs/wk = $3,328 | $13,312 |
| **TOTAL** | | | **$26,624** |

### Programming/Project Costs

| Item | Cost | Total |
|---|---|---|
| Training fee for GCSAPP Staff/Youth | $2,000 | $2,000 |
| Food Community Trainings | 2 x $500 = $1,000 | $1,000 |
| Food for Parent Education | 2 x $500 = $1,000 | $1,000 |
| Branding for Space and Group (stickers, t-shirts, etc.) | $1,000 | $1,000 |
| Monthly Budget for Focus Groups and Youth Activities | $200 x 12 months = $2,400 | $2,400 |
| Space Rental | $1,000 x 8 months = $8,000 | $8,000 |
| **TOTAL** | | **$15,400** |

### Travel

| Item | Cost | Total |
|---|---|---|
| Lodging (2 GCSAPP staff and 3 youth) | $150 per/night x 10 nights = $1,500 | $1,500 |
| Meals (2 GCSAPP staff and 3 youth) | $62 per/day x 3 days x 5 people = $930 | $930 |
| Mileage | .57 per/mile x 500 miles = $285 | $285 |
| **TOTAL** | | **$2,715** |

### Consultants

| Item | Cost | Total |
|---|---|---|
| Training Contractors | 2 contractors x $1,500 | $3,000 |
| Western Colorado University Spectrum Club | $500 x 10 months | $5,000 |
| **TOTAL** | | **$8,000** |

| | |
|---|---|
| **TOTAL** | **$52,739** |

## Year 2

### Personnel

| Staff | Hourly | Fringe | Total |
|---|---|---|---|
| Youth Programming Coordinator – Emily Mirza | $24 @ 8hrs/wk = $9,984 | $8/hr @ 8hrs/wk = $3,328 | $13,312 |
| Education Specialist – Betty Sue Gurk | $24 @ 8hrs/wk = $9,984 | $8/hr @ 8hrs/wk = $3,328 | $13,312 |
| **TOTAL** | | | **$26,624** |

### Programming/Project Costs

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| Branding for Space and Group (stickers, t-shirts, etc.) | $1,000 | $1,000 |
| Monthly Budget for Focus Groups and Youth Activities | $200 x 12 months = $2,400 | $2,400 |
| Space Rental | $1,000 x 12 months = $8,000 | $12,000 |
| Youth Lead Events or Campaigns | $1,000 x 2 events = $2,000 | $2,000 |
| **TOTAL** | | **$21,400** |

### Travel

| Item | Cost | Total |
|---|---|---|
| Lodging (2 GCSAPP staff and 3 youth) | $150 per/night x 10 nights = $1,500 | $1,500 |
| Meals (2 GCSAPP staff and 3 youth) | $62 per/day x 3 days x 5 people = $930 | $930 |
| Mileage | .57 per/mile x 500 miles = $285 | $285 |
| **TOTAL** | | **$2,715** |

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| Training Contractors | 2 contractors x $1,500 | $3,000 |
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| | |
|---|---|
| **TOTAL** | **$57,739** |