



FIT FOR LIFE

Building a framework to expand and sustain a
Culture of Health & Wellness at RTH

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Leaders in Health
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Roxbury Tenants of Harvard (RTH)

Summary

Grew out of efforts in the late 1960's by residents of Mission Hill and students at Harvard University to preserve the unique character of the neighborhood by moderating the expansion of local institutions into their community.

- 1110 Units of mixed income housing Located in the Mission Hill Neighborhood/LMA
- Racially, ethnically, and culturally diverse
- Average household income approximately \$20,000
- Thriving, self-governing community of 2,196 people
- Noted for its strong community participation and high quality of life

Age		Household Language
27%	Children and Youth (0–20yrs)	English
38%	Adults 21–54 yrs.	Cantonese
		Spanish
		Russian
35%	Seniors 55+yrs	Other (Somali, Swahili, Arabic, Haitian Creole, Mandarin)

Project Background

THE NEED:

RTH is a densely packed community surrounded on all sides by large buildings and loud congested streets and airways that present real dangers and obstacles to healthy living and sense of wellness.

- Few places for kids to play, especially in bad weather
- Indoor active recreation program space and staff to focus on getting and staying “Healthy was severely limited
- Issues impacting residents: Poverty, Fragile Families, Isolation, Racism, Unemployment, Literacy, Chronic Disease, Drugs, Disability, Crime, Mental health issues–depression, fear, anxiety, stress, Health Barriers

1977	Community wanted a gym
2013	Health & Wellness identified as an organizational strategic focus priority.
2014	RTH opened a state of the art \$12M Community Center to complement our inground pool.
2015–2017	Strengthened our commitment to Health & Wellness by increasing our staff and expanding our program offerings to provide a large variety of Health & Wellness options for residents of all ages and abilities.

Build it and they will come...

Project:

FIT FOR LIFE is a 3 year call to action designed to build a framework to expand and sustain a culture of Health & Wellness for RTH residents

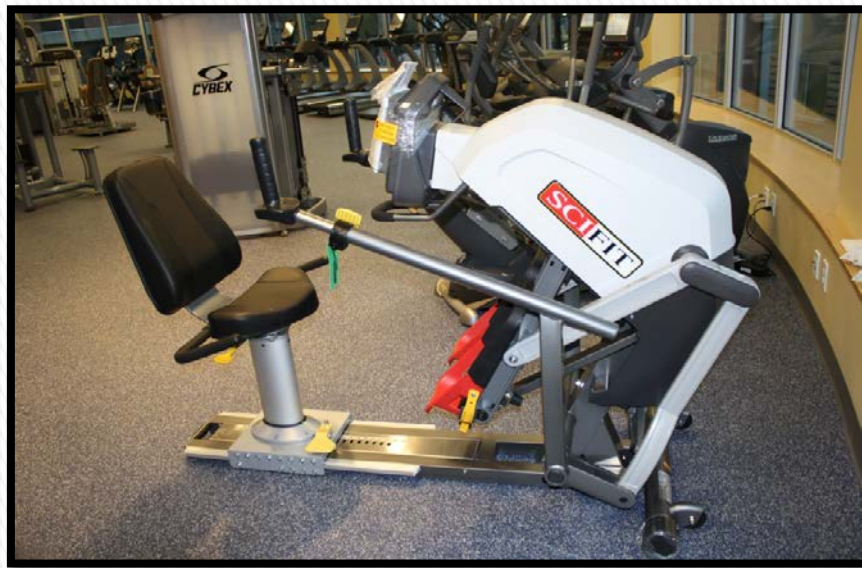
Timeline	RTH Resident Participation Goal
Year 1	25%
Year 2	40%
Year 3	50%



RTH Community Center

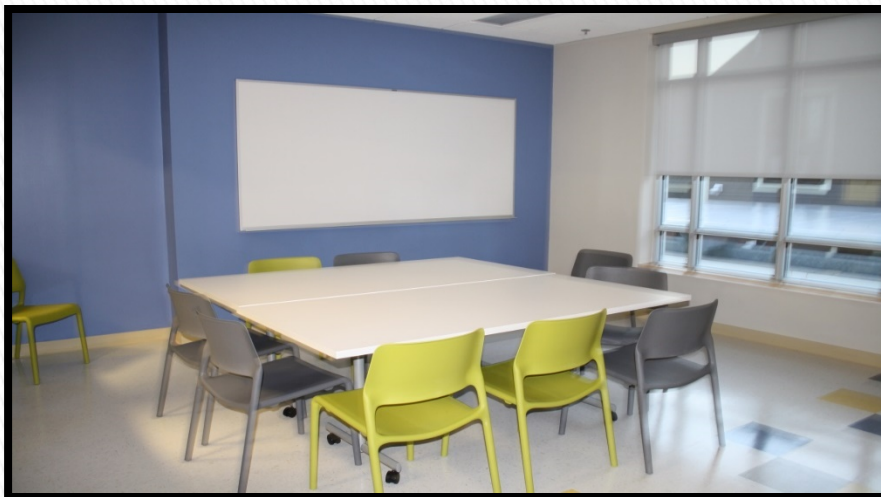


Welcome Center



Wellness Center

Access for people with disabilities



Youth and Teen Development Center

Hanging out and Learning



Aims

Implement a multicultural, multilingual, health promotion/wellness model, which focuses on increasing awareness, health education, lifestyle enhancement programs, exercise, and creating cultural change opportunities within the RTH community to improve health and wellness levels of residents of all ages and abilities.

Improvement in RTH resident Health & Wellness measures: BP, HR, BMI, Strength, Endurance and Flexibility.

Increased consistently of resident participation in Health & Wellness activities.

Improved Quality of Life and decrease of preventable disease or feelings of “unwellness.”

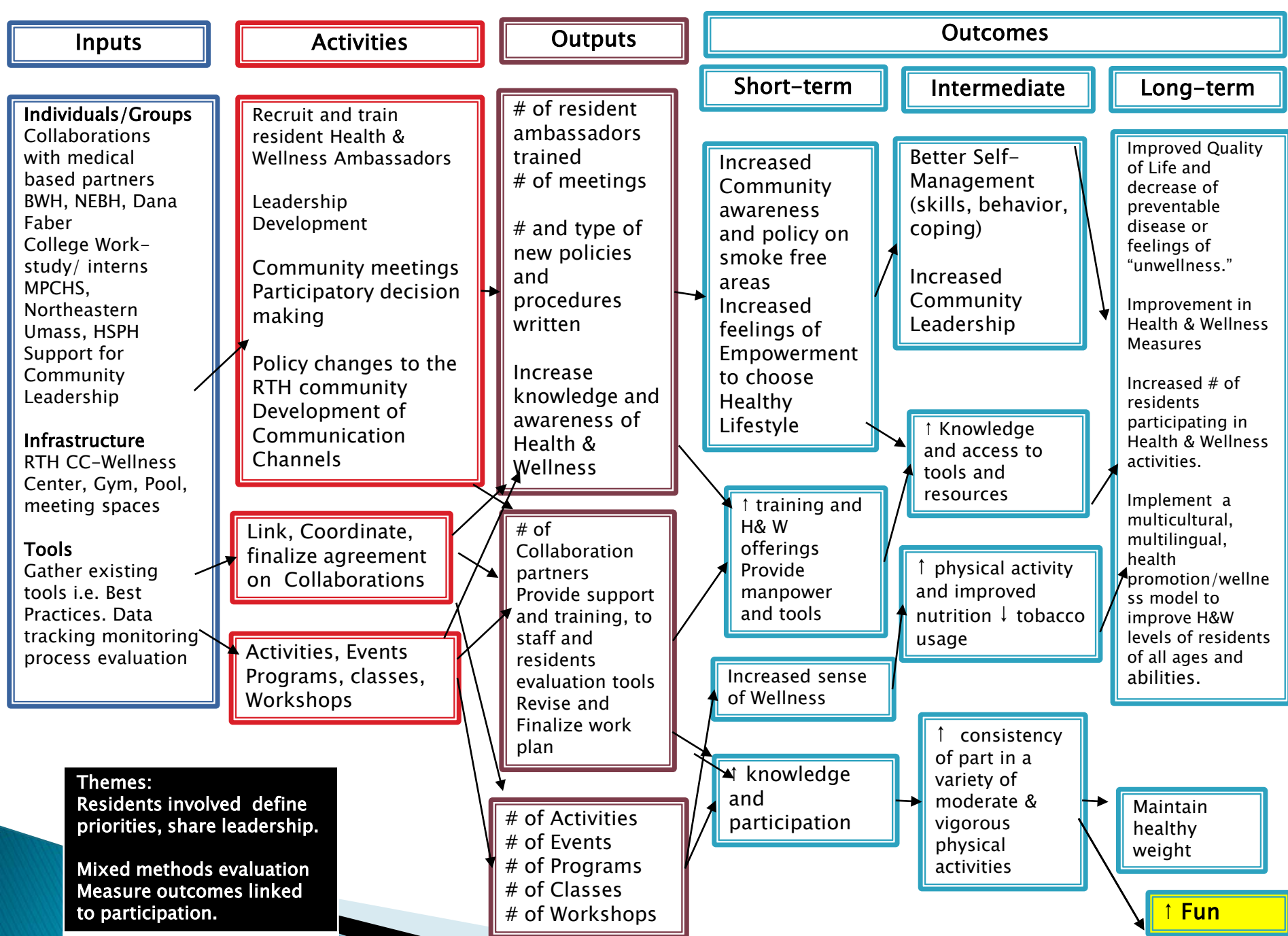


Key activities & outcomes

Key Steps	Outcomes	Activities
Staff and ambassadors serve as Role Models of healthy living and well being	Builds Trust and credibility Seen as fulfilling our mission Recognition for volunteers Increased utilization of programs available now	Communicate participant's involvement in the program in the Community newsletter and at Community meetings Social marketing campaign.
Create a Culture of Health & Wellness	Strategic Priority Improving resident Health & Wellness is more than implementing individual programs	Collaborate with other like minded agencies Boston Food Bank, colleges, hospitals. Celebrate success ie graduations Healthy foods at events
Provide a variety of program offerings with positive incentives	Builds excitement and decreases boredom. Increases participation and improves outcome	Health Fair, cooking classes, Group exercise, Seasonal fitness challenges, Walking groups, screenings, smoking cessation, stress management, Monthly themes on bulletin boards, Gift cards, t-shirts, sneakers
Track Participation and Outcomes	Validate successes. Track success of Fit for Life Culture by first measuring and increasing participation and then build system to track outcomes	Select Data collection software. Helps in securing funding Pre/Post surveys
Measure ROI	Leads to Commitment to Effectiveness and Efficiency	Satisfaction surveys and focus groups
Focus on Stability	Residents motivated over time improving sustainability	Strategic priority and ensures H&W programs have dedicated resources

RTH Programs address 4 categories





Initiative 1

- ▶ Recruit and train 10–12 diverse Health & Wellness Ambassadors to partner with staff to champion the “Fit for Life” Culture
 - Create job description stressing community ownership of H&W culture
 - Serve as role Model of health and wellbeing
 - Schedule monthly meetings beginning in January 2018
 - Provide training, review available data, best practices
 - Develop Chart of work with SMART goals
 - Assess and define the problem, gather data, planning, implementing and evaluating the solution
 - Conduct survey, resident interviews, focus group, review pre and post test data
 - Communicate results to the entire community
 - Recommend programs that would help transform residents’ attitudes toward H&W
 - Champion resident participation

Outcome: Increased community buy in and sustainability– RTH residents would be partners in creating the culture, for they can tell you what, how, and why programming should be done.

Approach: Education & Communication

Participation & Involvement

Facilitation & Support

LIH Concept = CBPR

Conclusion

RTH MISSION

“RTH seeks to develop, preserve and maintain safe and affordable housing for low and moderate income people of diverse backgrounds in the RTH/Mission Hill neighborhood and to **improve the quality of life** for its residents. We achieve this through property management, construction and rehabilitation of properties, provision of social and educational services, workforce development, and community activism. As one of the oldest grassroots, tenant organizations, we dedicate ourselves to defending the rights to quality, affordable housing for people of all races and cultures as well as promoting tenant empowerment through active tenant participation in leadership and development.”

LIH program helped me:

Embrace a more Integrated, comprehensive approach to building a framework to expand and sustain a culture of Health & Wellness at RTH. A cultural shift that will take time, determination, and above all, the input of many.

Necessary key elements include:

- Leadership and Commitment
- A comprehensive set of Programs
- Ongoing promotion and communication
- Participation and outcome metrics
- Make it Fun

