



COMMUNITY HEALTH NEEDS ASSESSMENT

FY 2023-2025

Essentia Health – Fargo



Essentia Health

Essentia Health - Fargo

3200 32nd Ave S, Fargo, ND 58103

Service Area Population: 121,889



1,088 people completed the survey



80 people participated in listening sessions



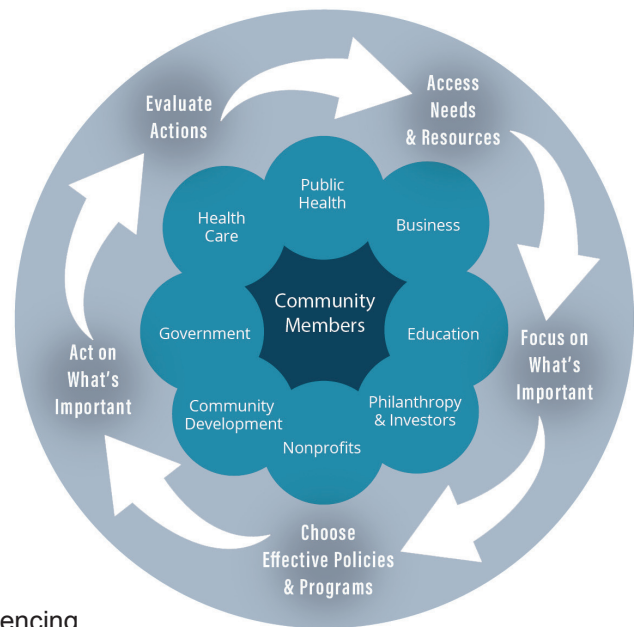
7 community listening sessions were held

GUIDING PRINCIPLES

1. Collaborate towards solutions with multiple stakeholders (e.g. schools, worksites, medical centers, public health) to improve community health.
2. Build trust through collaboration with community members experiencing health disparities.
3. Prioritize sustainable evidence-based efforts around the greatest community good.
4. Create clear, specific, realistic, and action-oriented goals to improve priority health indicators.
5. Prioritize strategies that advance health equity, address structural barriers, or reduce health disparities

PROCESS

Work Together



Communicate

Health Equity

Increase outreach in New American communities.

Increase education and training opportunities to support diversity, equity, and inclusion in the workplace.

Mobilize a career ladder/career leveling map to navigate employment opportunities throughout the system.

Develop a new multi-cultural childcare center in Moorhead.



Mental Health

Invest in and support school staff education and training with a focus on LBGTQIA2S+ and BIPOC student needs.

Utilize the Sources of Strength evidence-based curriculum with ALC students.

Implement programs and support activities that facilitate pro-social activities and aid in student's ability to build healthy relationships with trusted adults.



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ACKNOWLEDGEMENTS

This report is based on a collaborative process with leadership from the following community members and organizations. Essentia Health would like to express our gratitude to the many individuals who contributed to planning, development and analysis of community health needs. We would like to thank these partners for offering their time and valuable insights to analyze and prioritize data, develop implementation plans and provide knowledge and expertise during this process.

Cass/Clay Community Wellness Collaborative Members:

- Chandler Esslinger, Community Health Specialist, Essentia Health
- Karen Pifher, Community Health Program Manager, Essentia Health
- Andy Wiese, Market Insight Director, Sanford Health
- John Rudrud, Strategic Planning Advisor, Sanford Health
- Julie Sorby, Development Coordinator, Family HealthCare
- Justin Bohrer, Public Health Analyst, Fargo Cass Public Health
- Kathy McKay, Public Health Administrator, Clay County Public Health
- Leslie Witte, Program Manager, Clay County Public Health

Community health needs assessment and implementation plan approved and adopted by the West Market board of directors on May 4, 2022.

INTRODUCTION

Essentia Health Description

Essentia Health is a nonprofit, integrated health system caring for patients in Minnesota, Wisconsin and North Dakota. Essentia Health is called to make a healthy difference in people's lives. To fulfill that mission, we seek opportunities to both enhance the care that we provide and improve health within our communities.

Community Health Needs Assessment Overview

Every three years, each Essentia Health hospital conducts a community health needs assessment (CHNA) to systematically identify, analyze and prioritize community health needs. The process is conducted in collaboration with many community partners including other health care systems, local public health departments and organizations or individuals that represent the broad interests in the community, including members of the medically underserved, low-income and higher health risk populations. Once the priority health needs are identified, Essentia Health works with partners to design an implementation strategy to leverage existing community strengths and resources available to improve community health.

Essentia Health is called to make a healthy difference in people's lives.

Caring for Our Community

Our commitment to our community's health and wellness goes well beyond the work of the community health needs assessments. Through contributions of over \$1.5 million annually to numerous community organizations, we're working together with our communities to improve the health and vitality of our neighborhoods. In addition, we're proud to say our employees donated more than 10,000 hours of their time and talents to a variety of programs and outreach efforts during the last year. Our community investments are designed to promote better health, help reduce inequities in our communities and improve access to health care.

HOSPITAL DESCRIPTION AND SERVICE AREA

Essentia Health-Fargo is a 155-bed hospital that opened Nov. 1, 2000, and primarily serves southeastern North Dakota and western Minnesota including the Essentia Health clinics in Jamestown, Valley City, Wahpeton, Lisbon, Casselton, West Fargo and Fargo in North Dakota and Moorhead, Minnesota. It also serves as the tertiary care center for the other four Essentia Health hospitals in the Essentia Health West Market – Detroit Lakes, Ada, Fosston, and Graceville.

Essentia Health at a Glance



Essentia Health-Fargo is a Level II Trauma Center, Comprehensive Stroke Center, Baby-Friendly designated birthplace and Breast Imaging Center of Excellence. It offers 24-hour emergency care, birthing center and neonatal intensive care. The hospital is collocated with the Essentia Health-32nd Avenue Clinic to offer a wide range of outpatient specialty care services including Heart and Vascular Center and orthopedics walk-in.

For the purposes of this assessment, “community” is defined as the Essentia Health-Fargo planning area combined with the ZIP codes where 80 percent of inpatients resided for fiscal year 2018. Essentia Health-Fargo largely serves the Fargo-Moorhead metropolitan statistical area with 63% of hospital patients residing in Cass County, North Dakota, and Clay County, Minnesota. Other regional communities making up the lesser portion of the 80th percentile for the Essentia Health-Fargo hospital service area include Detroit Lakes (3.3%), Park Rapids (2.3%), Frazee (1.0%), Ada (0.8%), Pelican Rapids (0.8%), Menahga (0.7%), Fergus Falls (0.7%) and Breckenridge (0.7%) in west-central Minnesota and Jamestown (1.8%), Lisbon (1.5%), Wahpeton (1.4%), Valley City (1.3%) and Hankinson (0.7%) in southeastern North Dakota. The community was defined based on the hospital’s ability to have the greatest impact with the available resources. The hospital is committed to building and sustaining partnerships with area organizations to extend its reach to all areas within this region.

DEMOGRAPHICS & SOCIOECONOMIC FACTORS

Table A. Overall Demographics (2018-2019)

Total Population	Cass County	Fargo	North Dakota
Population	181,516 166,852	125,040 115,950	756,717 736,162
Population under 5 years	7.1% 7.2%	6.7% 6.8%	7.0% 7.0%
Population under 18 years	22.4% 24.1%	20.0% 20.4%	23.2% 24.0%
Population 65 years and over	11.6% 10.7%	11.9% 10.9%	14.9% 14.2%
Population Characteristics			
Veterans	6.5% 6.6%	6.6% 6.8%	8.0% 8.0%
Speak a language other than English	7.9% 2.3%	9.2% 2.9%	6.0% 3.6%
With health insurance coverage	94.2% 94.3%	93.5% 93.3%	92.6% 93.1%
Poverty			
Median household income	\$64,482 \$54,926	\$55,551 \$48,060	\$64,894 \$59,114
People of all ages living in poverty	10.7% 11.8%	13.2% 14.6%	10.7% 11.2%
People under 18 years living in poverty	10.1% 11.9%	12.8% 14.9%	11.4% 13.0%
Employment Status			
Unemployment rate	2.0% 2.2%	2.4% 2.7%	1.9% 1.9%
Educational Attainment			
Population ages 25+ with high school graduation or higher	94.8% 94.3%	94.3% 93.8%	92.6% 92.3%
Population ages 25+ with bachelor's degree or higher	40.2% 37.4%	40.0% 38.2%	30.0% 28.2%
Housing			
Percent of owner-occupied homes	52.1% 51.8%	43.6% 43.1%	62.4% 63.5%
Population spending more than 30% of income on rent	56.10% 52.1%	47.5% 48.8%	38.7% 38.6%
Transportation			
Households with no motor vehicle available	5.73% 6.8%	6.9% 8.2%	5.0% 5.2%
<i>Source: U.S. Census Bureau American Community Survey</i>			
BLACK = 2019 ACS 5-Year Estimates data GRAY = 2018 ACS 5-Year Estimates data			

Table B. Race/Ethnicity Distribution (2018-2019)

Race Distribution		
Race	Fargo, ND	Percent
Total population	121,889 120,209	100% 100%
One race	118,062 116,587	96.9% 97.0%
White	103,152 102,521	84.6% 85.3%
Black or African American	8,587 7,391	7.0% 6.1%
American Indian and Alaska Native	1,507 1,405	1.2% 1.2%
Asian	4,219 4,571	3.5% 3.8%
Native Hawaiian/Pacific Islander	26 32	0.0% 0.0%
Other race	572 667	0.6% 0.6%
Two or more races	3,826 3,622	3.1% 3.0%
Hispanic or Latino	3,612 3,404	3.0% 2.8%

Source: U.S. Census Bureau 2018-2019, American Community Survey
 BLACK = 2019 ACS 5-Year Estimates data | GRAY = 2018 ACS 5-Year Estimates data

Cass County is in the southeast quadrant of North Dakota. The county has a total population of 181,516 residents, a sizeable increase from 2018. The median household income for Cass County was \$64,482, almost the same as the state average. The percentage of residents aged 25+ who have a high school degree increased in 2019. Cass County has experienced an increase in owner-occupied homes. Fargo has a predominantly white population (84.6%). The percentage of Black or African American residents increased in 2019 to 7.0%. The New American population has been steadily increasing with an estimate of 7.4% of the population, according to the U.S. Census Bureau in 2021.

Table A. Overall Demographics (2018-2019)

Total Population	Clay County	Moorhead	Minnesota
Population	63,446 58,999	42,939 41,321	5,639,632 5,611,179
Population under 5 years	7.1% 6.9%	6.8% 7.0%	6.2% 6.5%
Population under 18 years	24.4% 24.4%	22.9% 21.2%	23.1% 23.9%
Population 65 years and over	12.9% 7.74%	12.1% 11.8%	16.3% 14.4%
Population Characteristics			
Veterans	6.7% 6.9%	6.0% 6.2%	6.4% 6.8%
Speak a language other than English	6.9% 5.7%	8.6% 7.0%	12.3% 12.2%
With health insurance coverage	95.9% 94.7%	95.7% 94.1%	95.1% 95.6%
Poverty			
Median household income	\$64,269 \$59,614	\$60,315 \$55,343	\$74,593 \$70,315
People of all ages living in poverty	12.3% 11.9%	15.6% 14.9%	9.0% 9.6%
People under 18 years living in poverty	13.7% 11.9%	17.8% 15.4%	11.2% 11.7%
Employment Status			
Unemployment rate	2.0% 2.2%	2.3% 3.4%	3.2% 3.4%
Educational Attainment			
Population ages 25+ with high school graduation or higher	94.9% 94.4%	94.7% 94.7%	93.6% 93.4%
Population ages 25+ with bachelor's degree or higher	34.2% 33.0%	37.7% 37.2%	37.3% 36.7%
Housing			
Percent of owner-occupied homes	67.5% 69.8%	60.2% 63.2%	71.9% 71.5%
Population spending more than 30% of income on rent	55.4% 55.6%	57.9% 57.7%	44.0% 46.2%
Transportation			
Households with no motor vehicle available	6.9% 6.3%	8.2% 7.4%	6.6% 6.8%
<i>Source: U.S. Census Bureau American Community Survey</i>			
BLACK = 2019 ACS 5-Year Estimates data GRAY = 2018 ACS 5-Year Estimates data			

Table B. Race/Ethnicity Distribution (2018-2019)

Race Distribution		
Race	Moorhead, MN	Percent
Total population	42,939 42,395	100% 100%
One race	41,934 41,069	97.7% 97.0%
White	38,020 37,815	84.6% 85.3%
Black or African American	2,218 1,807	7.0% 6.1%
American Indian and Alaska Native	690 641	1.2% 1.2%
Asian	734 560	3.5% 3.8%
Native Hawaiian/Pacific Islander	51 3	0.0% 0.0%
Other race	221 243	0.6% 0.6%
Two or more races	1,005 1,326	3.1% 3.0%
Hispanic or Latino	1,938 2,014	3.0% 2.8%
<i>Source: U.S. Census Bureau 2018-2019, American Community Survey</i>		
BLACK = 2019 ACS 5-Year Estimates data GRAY = 2018 ACS 5-Year Estimates data		

Clay County is in the west-central area of Minnesota with Moorhead being the county seat. The county has a total population of 63,446 residents, a sizeable increase from 2018. The median household income for Clay County was \$64,269, which is similar to the border community of Cass County in North Dakota. The median age for Clay County residents is 32.6 years. People under the age of 18 experience poverty at a rate 6.4% higher than the state of Minnesota. Moorhead has a predominantly white population (84.6%). The percentage of Black or African American residents increased in 2019 to 7.0%. The New American population has been steadily increasing with an estimate of 4.8% of the population, according to the U.S. Census Bureau in 2021.

EVALUATION OF 2020-2022 IMPLEMENTATION PLAN

Don't Blow It: Anti-Vaping Campaign

Essentia Health and the American Lung Association developed a video and toolkit for use by teachers and community groups to educate students and the public about the dangers of vaping. The 10-minute video utilizes a peer-to-peer education model by featuring only youth voices. The video has been viewed more than 8,000 times since Oct. 1, 2020. To evaluate impact of the campaign, pre- and post-surveys were completed by 748 high school students. The survey shows a decrease in the percent of students who would be likely to try an e-cigarette after completing the program. The video and toolkit have been used in eighth to 12th grade classrooms across all Essentia Health markets. The materials are publicly available on Essentia Health's website: www.essentiahealth.org/dontblowitteacherguide/.

Mental Health First Aid

Essentia Health transitioned to offering Mental Health First Aid (MHFA) virtually to both Essentia Health colleagues and community members in 2020. Just as CPR teaches people how to assist an individual having a heart attack, MHFA teaches people to assist someone experiencing a crisis related to mental health or substance use until professional health is obtained. Since June 2019, 557 people have attended the eight-hour training program, including 142 Essentia Health colleagues. After the training, 99% of participants reported feeling confident that they could reach out to someone who may be experiencing a mental health crisis.

Resourceful

In April 2020, Essentia Health expanded a pilot to identify and connect patients with health-related social needs to community resources. All primary care and pediatric patients are given the option to complete a screening for social needs including food insecurity, transportation and financial strain. Over 2,000 patients have been connected to more than 80 different community partner organizations. We launched a new partnership with FindHelp.org to create a community resource guide and referral network (www.WeAreResourceful.org). The goal of this project is to create a more connected community with improved coordination between and among health and social service providers.

EVALUATION OF 2020-2022 IMPLEMENTATION PLAN: HOSPITAL SPECIFIC

Mental Health

Essentia Health invested \$25,000 to support First Link's Caring Contract program to improve mental health and improve access to community resources in 2019-2021. During this time period, the program received over 1,098 calls with 104 direct referrals to mental health resources. Essentia Health also provided \$10,000 to Wellness in the Woods for the Peer Support Specialist in the New America community in 2021 to address unmet mental health needs. In partnership with Badges of Unity, Essentia Health donated \$5,000 to support a youth suicide prevention project that was launched at West Fargo High School. The video included personal stories and information about resources. It has been viewed more than 5,000 times. Lastly, Essentia Health participated in the Clay County Suicide Prevention project with the Moorhead Alternative Learning School.

Substance Use

In 2019, Essentia Health worked with the West Fargo schools to support tobacco prevention classes. Essentia Health led the development of an opioid response collaboration in Cass and Clay counties in 2021. The collaboration developed a substance use resource map for navigators and community members, developed a framework for a new Recovery Community Organization in Moorhead and increased access to opioid overdose crisis response services. Finally, Essentia Health and Soul Solutions (a recovery center in Fargo) improved access to medication for opioid use disorder services.

Social Determinants of Health

Social determinants of health (SDoH) are the conditions in the environments where people are born, live, learn, work, play and age that affect a wide range of health functioning, and quality of life outcomes and risks. Essentia Health invested in SDoH initiatives that could impact both priority areas, including providing \$25,000 to organizations that support access to affordable housing and \$44,500 to food access initiatives in the Fargo-Moorhead community.

PROCESS AND TIMELINE

Process

Essentia Health utilized the County Health Rankings and Roadmaps action cycle as a pathway for conducting the assessment. This systematic process involved assessing needs and resources, focusing on what's important, choosing effective policies and programs, acting on what's important and evaluating actions. Community members were at the center of each step, with a focus on working together and communicating across sectors.

To develop the implementation plan, we utilized a Results Based Accountability (RBA) framework. RBA uses a data-driven, decision-making process to help communities and organizations get beyond talking about problems to taking action to solve problems.

Community members and partners were actively involved, not just in setting priorities, but also in designing solutions.



Guiding Principles



Collaborate towards solutions with multiple stakeholders (examples: schools, worksites, medical centers and public health) to improve community health.



Build trust through collaboration with community members.



Prioritize sustainable, evidence-based efforts around the greatest community good.



Create clear, specific, realistic and action-oriented goals to improve health outcomes.



Prioritize strategies that advance health equity, address structural barriers or reduce health disparities.

Timeline

From March 2021 to November 2021, Essentia Health and partners completed the community health needs assessment. The implementation plan was developed December 2021 to April 2022.

DATA COLLECTION AND ANALYSIS

The Cass-Clay Community Wellness Collaborative met from March 2021 to September 2021 to develop a survey distribution plan, identify key participants and host community listening sessions. The team also analyzed survey data and identified trends over time. A community stakeholder survey was developed in partnership with Sanford and Public Health for the Essentia Health West Market based on best practices around understanding root causes and SDoH. The survey was distributed by the Wellness Collaborative between May 2021 and June 2021 and received 1,088 responses. Additional data sources used in the assessment include:

Data Source	Years	Geography
County Health Rankings & Roadmaps	2019-2021	Cass and Clay Counties
North Dakota LGBTQ+ School Climate Report	2021	North Dakota

In July 2021, the CHNA Steering Committee conducted virtual community listening sessions with individuals representing cultural groups, businesses, and organizations. 80 individuals representing 41 different organizations participated in the listening sessions and discussed top priorities, local assets and resources available to improve health. Two of the focus groups were conducted with the New American population.



7 community listening sessions



80 individuals participated in community listening sessions.



1,088 individuals completed the community health survey.

PRIORITIZATION PROCESS

After reviewing the secondary data and community input data, the CHNA Steering Committee members developed the following criteria to prioritize key health needs:

- Size or scope of the issue
- Seriousness of the issue
- Equity impact
- Feasibility

The CHNA Steering Committee identified two final priorities for action:

**Health Equity with New
American Community**

Youth Mental Health

Needs Not Addressed in the CHNA

Many community residents and stakeholders identified housing and transportation as important health issues, but they were not included in the top priorities because feasibility was ranked “low.” Housing and transportation will be addressed as possible through other community initiatives.

Community Input on Prioritized Needs

As part of the community listening sessions, community members were asked to identify what resources were available and strategies to address the identified needs. Facilitators recorded and analyzed the information for use in both the prioritization process and the community health improvement planning process.

KEY FINDINGS: HEALTH EQUITY

Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments and health care.

- 33% of Black or African American survey participants ranked access to economic or employment opportunities as “fair” or “poor” compared to 12% of white participants, according to the 2021 Essentia Health West Community Health Survey.
- 30% of Black or African American survey participants ranked access to childcare as fair or poor compared to 15% of white participants, the 2021 Essentia Health West Community Health Survey found.

Community Strengths and Resources Available:

- Fargo Cass and Clay County Public Health
- Moorhead Resiliency Project
- Ethnic Self-Help Alliance for Refugee Assistance (ESHARA)
- Afro American Development Association (AADA)
- United Way of Cass Clay
- Cultural Diversity Resources (CDR)
- South Sudanese Foundation
- Kondial Kel International
- New American Consortium for Wellness and Empowerment
- North Dakota Health Equity Office
- Fargo Workforce Center

Community Input:

“Diversity, equity and inclusion needs to be a main focus for improving health.”

“Populations of color, and especially the New American community, need access to higher paying jobs with benefits.”

“One barrier to receiving higher paying jobs with benefits is a lack of childcare options in the community.”

“There is a need for culturally responsive and competent childcare services for New Americans.”

KEY FINDINGS: YOUTH MENTAL HEALTH

The lesbian, gay, bisexual, transgender, queer and/or questioning, intersex, asexual and two-spirit (LGBTQIA2S+) community represents a diverse range of identities and expressions of gender and sexual orientation.

According to the 2021 North Dakota LGBTQ+ Climate Report, queer youth in North Dakota are:

- 222% more likely to consider attempting suicide than their heterosexual peers.
- 270% more likely to plan suicide attempts than their heterosexual peers.
- 354% more likely to attempt suicide than their heterosexual peers.

Community Strengths and Resources Available:

- School districts
- Public Health (Clay and Cass)
- Clay County Suicide Prevention Committee
- Community Uplift Program
- Pride Collaborative
- Moorhead Alternative Learning Center
- PartnerShip 4 Health
- Family HealthCare
- Essentia Health
- Sanford
- Harbor Health
- Canopy Medica Clinic

Community Input:

“At the Sheriff’s Office, we are seeing major addition and mental health issues and lack of access of mental health services and assistance.”

“LGBTQ+ youth face increased disparity in terms of mental well-being.”

Seven out of the seven community listening sessions identified mental health as a top priority.

CHNA 2023-2025 IMPLEMENTATION PLAN

Essentia Health worked with internal stakeholders and community partners in the Essentia Health-Fargo service area to design strategies that address each of the priority community health needs identified in the CHNA. The strategies outline actions that will be taken to respond to the identified needs.

The resulting implementation plan is a three-year plan to address priority needs in the community and will be reviewed annually, with progress shared with hospital leadership and the board of directors on an annual basis. During the fiscal years 2023-2025 CHNA implementation cycle, some activities are led by the individual hospitals/markets, while others are coordinated across the health system. The Essentia Health system has outlined an allocation of resources available to each hospital as a percentage of net revenue to address the priorities set forth in the community health needs assessments. This strategy helps Essentia Health make the greatest impact with available resources. Any comments received during the most recent CHNA implementation cycle inform development of the next implementation plan. No written comments were received from the fiscal years 2020-2022 CHNA for the Fargo/Moorhead area.

Desired Results and Data Indicators

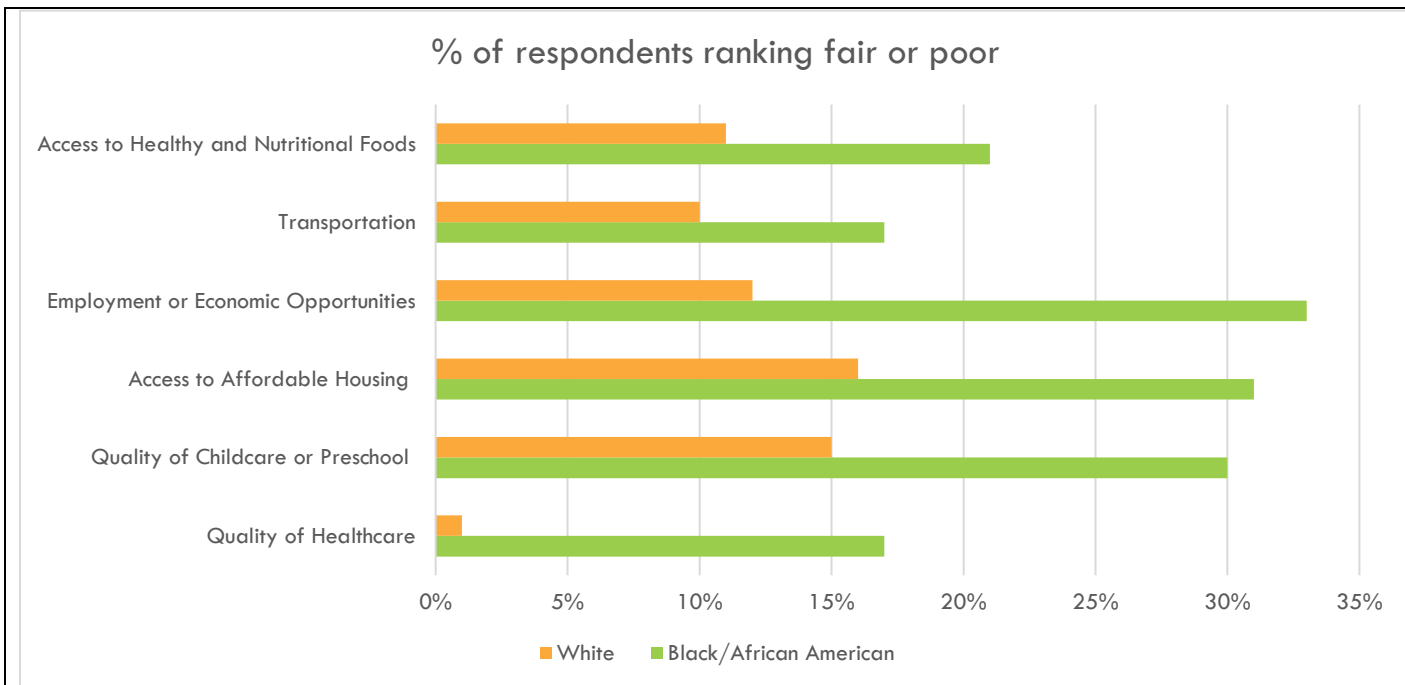
Responding to community health needs identified in the CHNA, the results and indicators listed below outline the desired results of community action and data points to help indicate progress. Essentia Health uses Results-Based Accountability, which is a disciplined way of thinking and acting to improve entrenched and complex social problems, to frame and implement this plan.

- Desired result: Immigrants and refugees in Cass/Clay counties experience positive well-being.
 - Essentia Health West Community Health Survey data indicator: Percentage of respondents ranking community health issues as fair or poor
- Desired result: Students in the Moorhead Alternative Learning Center (ALC) experience positive mental well-being.
 - Minnesota Student Survey data indicator: Percentage of students feeling down, depressed or hopeless for several days or more than half the days in the last two weeks

Strategies: Health Equity

Result: Immigrants and refugees in Cass/Clay counties experience positive well-being.

Baseline: What is the history and forecast of the issue?



Source: 2021 Essentia Health West Community Health Survey

Story behind the baseline: What are root causes of the issue?

What is currently pushing these numbers down?

- Community organizations have prioritized working with New Americans as a priority population of focus
- Strong presence of New American organizations in the community working together to improve well-being and willing to partner
- Local, regional, state, and national dollars are available to address racial equity
- Essentia Health has prioritized diversity, equity and inclusion

What is currently pushing these numbers up?

- Language barriers
- Lack of access to quality job opportunities with benefits and opportunities for growth
- Lack of mutual cultural understanding
- Lack of culturally responsive and appropriate child care

Partners: Who are the partners who have a role to play?

- Ethnic Self-Help Alliance for Refugee Assistance (ESHARA)
- Afro American Development Agency (AADA)
- United Way of Cass Clay
- Jasmin Child Care
- Cultural diversity resources
- Lutheran Immigration and Refugee Services (LIRS)
- Fargo Workforce Center
- Rural Minnesota Concentrated Employment Program (RMCEP)
- Internal Essentia Health leaders

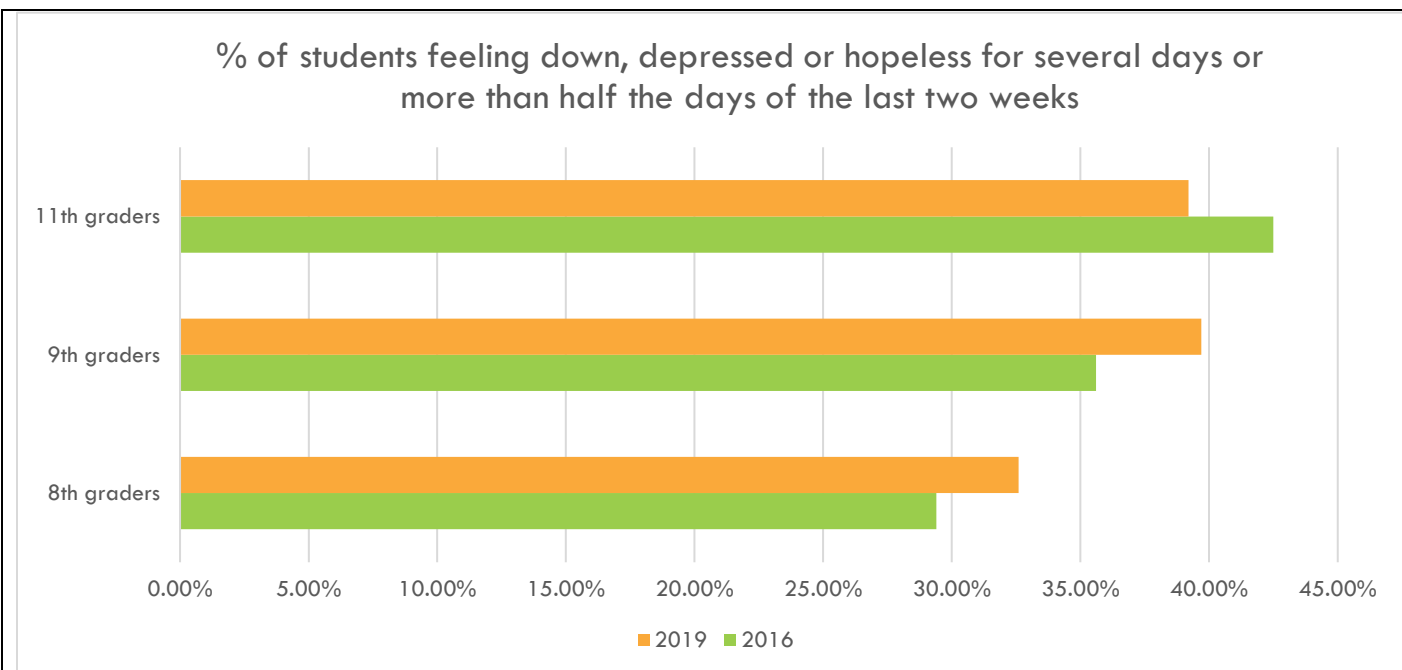
Strategies: What works to do better?

- Strategy #1: Increase outreach in New American communities.
- Strategy #2: Increase education and training opportunities to support diversity, equity and inclusion in the workplace.
- Strategy #3: Mobilize a career ladder/career-leveling map to navigate employment opportunities throughout the system.
- Strategy #4: Develop new multicultural childcare center in Moorhead.

Strategies: Mental Health

Result: Students in the Moorhead Alternative Learning Center (ALC) experience positive mental well-being.

Baseline: What is the history and forecast of the issue?



Source: 2016 and 2019 Minnesota Student Survey

Story behind the baseline: What are root causes of the issue?

What is currently pushing these numbers down?

- Invested teachers and staff in Moorhead ALC
- Community organizations have prioritized suicide prevention as a priority area of focus
- State-of-the-art ALC building

What is currently pushing these numbers up?

- Students need more access to mental health professionals
- Lack of LGBTQIA2S+ specific support in school
- Adverse conditions in community environment

Partners: Who are the partners who have a role to play?

- Essentia Health
- Clay County Public Health
- Fargo Cass Public Health
- Clay County Suicide Prevention Committee
- PartnerSHIP 4 Health
- Moorhead ALC administration and staff
- Students and parents

Strategies – What works to do better?

- Strategy #1: Invest in and support staff education and training with focus on LGBTQIA2S+ and BIPOC student needs.
- Strategy #2: Utilization of Source of Strength evidence-based curriculum with ALC students.
- Strategy #3: Implement programs and support activities that facilitate pro-social activities and aid in students' ability to build healthy relationships with trusted adults.

Conclusion

As a nonprofit health system, Essentia Health is called to make a healthy difference in people's lives. This CHNA illustrates the importance of collaboration between our hospitals and community partners. By working collaboratively, we can have a positive impact on the identified health needs in our community in fiscal years 2023-2025. For questions or comments about the community health needs assessment, please contact: chna.comments@essentiahealth.org. Copies of this plan can be downloaded from our website: <https://www.essentiahealth.org/about/chna/>.

APPENDIX A: CHNA PARTNER INVENTORY

Organization	Representing medically underserved, low income, or minority community	Representing state, local, tribal or governmental public health	Advisory Committee Member	Focus group participant
Afro American Development Association	x			x
Blue Cross Blue Shield	x			x
Cass and Clay County Economic Development				x
Cass Clay Community Land Trust	x			x
Cass Clay Hunger Coalition	x			x
Cass Clay Social Services	x			x
Cass Clay United Way	x		x	x
Clay County Public Health Department	x	x	x	x
Clay County Social Services	x			x
Community Uplift	x			x
Concordia College				x
Cultural Diversity Resources	x			x
Ethnic Self Help Alliance for Refugee Assistance	x			x
Family Healthcare Center	x	x	x	x
Fargo Cass Public Health Department	x	x	x	x
FirstLink	x			x
FM Homeless Coalition	x			x

Great Plains Food Bank	x		x	x
Jeremiah Project	x			x
Kondial Kel International	x			x
Lakes and Prairies Community Action Partnership	x			x
Minnesota State University Moorhead				x
Moorhead and Fargo City Council				x
Moorhead Resiliency Project	x			x
MState Community and Technical College				x
ND State Health Equity Department	x	x	x	
North Dakota State University				x
Sanford Health	x		x	x
School Districts (Moorhead, Fargo, West Fargo)				x
Soul Solutions	x			x
South Sudanese Foundation	x			x
The Lotus Center	x			x



Essentia Health

[EssentiaHealth.org](https://www.essentialhealth.org)