



Needham Board of Health



AGENDA

**Friday May 14, 2021
9:00 a.m. to 10:30 a.m.**

Zoom Meeting ID: 899-0092-0507

Passcode: 416958

Under Governor Charlie Baker's emergency "Order Suspending Certain Provisions of the Open Meeting Law G.L. c. 30A, S20", issued March 12, 2020 and in effect until termination of the emergency, meetings of public bodies may be conducted virtually provided that adequate access is provided to the public. The Needham Board of Health will hold this meeting virtually on November 12, 2020 at 9:00 a.m. No public participation is anticipated for this meeting.

To listen and view this virtual meeting on a phone, computer, laptop, or tablet, download the "Zoom Cloud Meeting" app in any app store or at www.zoom.us. At the above date and time, click on "Join a Meeting" and enter the meeting ID 899-0092-0507 or click the link below to register:

<https://us02web.zoom.us/j/89900920507?pwd=OWtEaFZXbGtDTm0vWTdlbDJXcVhmdz09>

- **9:00 to 9:05 – Welcome & Review of Minutes (April 16th)**
- **9:05 to 9:25 – Staff Reports (April)**
- **9:25 to 9:45 – COVID-19 Update and Discussion**
- **9:45 to 10:15 – Continue Discussion on topics from last BOH meeting:**
 - **HHS Department's Draft Policy on Racial and Health Equity**
 - **Needham Unites Against Racism Initiative (NUARI) Vision Statement, Guiding Principles, and Intentional Practices**
 - **Community Health Needs as part of MA DPH DoN Process**
 - **Public Health Division's Regulatory Update Policy**
- **10:15 to 10:20 – Norfolk County Mosquito Control Updates**
- **10:20 to 10:25 – Cares Act Funding**
- **10:25 to 10:30 – Discussion on returning to one meeting per month**
- **Other Items**
- **Next BOH meetings**
 - **COVID-focused Meeting** **5/27/2021** **9:00 – 10:00 a.m.**
- **Adjournment**

(Please note that all times are approximate)



NEEDHAM PUBLIC HEALTH DIVISION



Board of Health Meeting Minutes Regular Meeting DRAFT

Date: April 16, 2021

Location: Remote via Zoom per Governor Charles Baker's COVID-19 Executive Order 3/12/2020

Members: Kathleen Ward Brown, ScD, Chair
Edward Cosgrove, PhD, Member
Stephen Epstein, MD, MPP, Member
Christina S. Mathews, MPH, Member
Robert A. Partridge, MD, MPH, Vice Chair

Staff Present: Timothy M. McDonald, Director of Needham Department of Health and Human Services; Tara Gurge, Assistant Director of the Public Health Division; Tiffany Zike, Assistant Director of Public Health; Mary Fountaine; Hannah Burnett, Hannah Whitehead, Karen Shannon; Lynn Schoeff; Carol Read; Diana Acosta; and Taleb Abdelrahim

Guest: Stephen Corcoran

Call to Order

Dr. Brown called the meeting to order at 9:00AM and initiated roll call. Present were Dr. Brown-Y, Dr. Cosgrove-Y, Dr. Epstein-Y, Ms. Mathews-Y (arrived late) and Dr. Partridge-Y.

The meeting is being conducted remotely using Zoom consistent with Governor Baker's March 12th order regarding COVID-19. The materials for this meeting were circulated previously and are available on the Town website. All votes will be voice votes by roll call.

Approval of Minutes – March 11 and March 26, 2021

Upon motion duly made by Dr. Epstein and seconded by Ms. Mathews, it was unanimously voted to approve above sets of minutes. Dr. Brown-Y, Dr. Cosgrove-Y, Dr. Epstein-Y, Ms. Mathews-Y and Dr. Partridge-Y. Motion passed 5-0.

Staff Reports

Emergency Management Report – Taleb Abdelrahim

Mr. Abdelrahim reported that the team had assisted in the vaccination clinics with a combination of 30% medical, 43% non-medical and 27% town staff. The transition to the Mass response system has been completed. Of the 160 remaining MRC volunteers, 123 have been accepted at the MA Respond clinics and 37 are awaiting background checks. The ongoing task is to organize supplies to be ready for future operations.



NEEDHAM PUBLIC HEALTH DIVISION



Public Health Nursing – Hannah Burnett

Ms. Burnett reported that the Nursing unit continues to work on COVID-19 disease investigation. Approximately 7,000 doses of vaccine have been administered. Ms. Fountaine has trained three staff to assist her in contact tracing efforts, and she continues to have weekly meetings with the local liaison on the Community Tracing Collaborative. An email was sent out with regard to summer camp applications containing information for programs and camps about the health and safety requirements for summer 2021. Applications are due at the end of the month. Reports of others communicable diseases: there were three Babesiosis related to food consumption and 4 Lyme disease. Originally 6 tuberculosis cases were reported, however, only one case is attributable to Needham. Ms. Burnett is working with the state to correct.

Ms. Burnett continues to give B12 injections monthly and the Gift of Warmth program has a total of 20 new households due to the economic impact of the pandemic.

Ms. Burnett also reported she has been involved with Domestic Violence Action Committee (DVAC) educational events with Representative Garlick and working on fund raising events to raise awareness and to help residents in need. A Mother's Day drive is planned with REACH, a domestic violence program in Waltham, to provide thirty mothers with essential needs donations. Ms. Burnett has reported an increase (over 5 and less than 10 in February) in calls from concerned residents on domestic abuse.

Mr. McDonald noted that the DVAC is funded by a donation made by two deceased sisters, residents of Needham. The trust yields around \$5,000 per year and there is a current balance of \$15-17,000. Efforts are made to stay within the yearly allotment with use of balance of funds for larger initiatives. Ms. Mathews suggested fund raising efforts within the community would produce favorable results.

Substance Abuse Prevention Collaborative (SAPC) - Carol Read

Ms. Read expressed gratitude to be able to assist in the operation of the COVID vaccine clinics. She is also working with the new law enforcement officer shared with Dedham to enable better communication with social workers from the Aging Services Division and public health in Needham to respond to resident calls.

Substance Prevention Alliance of Needham (SPAN) – Karen Shannon

Ms. Shannon reported that SPAN had co-sponsored a community educational event with Natick 180 (the equivalent substance prevention program in Natick) hosted by Dr. Safdar Medina: *Cannabis and the Teen Brain*. 70 persons attended and 22 favorable feedback surveys were received. The vaping cessation program is underway at the high school with a dedicated group of health professionals onsite. Because of hybrid learning, however, the program has not been as active as had been anticipated. The platform will be promoted to the end of the school year with an anticipated boost in the fall.

A four-year Substance Abuse and Mental Health Service Administration (SAMHSA) STOP grant (Sober Truth on Preventing Underage Drinking) commencing in May had been obtained to prevent underage access and use of alcohol. Data was collected last month from two student focus groups conducted in an NHS wellness class, and two parent focus groups are scheduled for April. Twenty-



NEEDHAM PUBLIC HEALTH DIVISION



nine teen participated in virtual SALSA meetings (Students Advocating for Life without Substance Abuse) and six students attended an advocacy meeting on developing youth presentation skills for peer-to-peer communication.

Dr. Partridge, as an emergency room physician treating adolescents, emphasized the need for education on cannabis and the teen brain, and Dr. Cosgrove congratulated Ms. Shannon on the acquisition of the grant.

Environmental Health – Tara Gurge

Ms. Gurge reported she is continuing to work on reviewing and tweaking the well permit regulations with Ms. Schoeff. A draft will be on the agenda for next meeting.

Ms. Gurge also reported continuing work with the St. Mary Street property owner in complying with removal of items on his property. A trip to the property every other week is keeping this owner motivated and making progress.

Although calls from homebound residents have dramatically decreased, Ms. Gurge is continuing to gather names for a master list once vaccination protocols have been met.

Ms. Acosta reported that online permit applications continue to be generated on ViewPoint. State COVID protocols are printed out, read and signed by applicants indicating compliance with 50% capacity and mask wearing on deck for public and semi-public pools.

In response to Ms. Mathew's inquiry on the property on Central Ave. being converted to a daycare center, Ms. Gurge summarized some of the concerns she received regarding permitting for food on the property, and the previous use of the property for car repair and its potential impact on the environmental. Mr. McDonald noted that the Planning Board submits all building activity to the Board of Health. If demolition is involved, there is an asbestos and pest check. Additionally, assurances are made that the property is not causing a hazard to neighboring properties with stormwater runoff, etc. In this instance where the property was being converted to a daycare center, and the site had been used for car repair, soils and metals test would be completed.

Travelling Meals Program – Maryanne Dinell

In Ms. Dinell's absence, Ms. Gurge reported that the numbers of meals delivered continues to increase. Ms. Dinell recently honored the volunteers with a "cookie" surprise in appreciation of their efforts. Summer positions have been posted.

Mr. McDonald reported the program is not an elder-only program but is need-based. Referrals made by Aging Services sometimes do not meet the criteria for need. As long as the person is unable to cook for themselves due to temporary or permanent disability, he or she qualifies to receive meals. Although that criteria does not generally include entire families, an instance where it may would be the grandparent taking care of small children and unable to provide regular cooked meals. As the pandemic recedes, Aging Services will restart the in-person lunch program onsite, and this will have a direct impact to the travelling meals program.



NEEDHAM PUBLIC HEALTH DIVISION



Mr. McDonald also noted that the program is supported by volunteers, except during the summer, when four paid staff are added. During the year, seventy volunteers deliver all meals over several short routes. In the case of inclement weather, some volunteers may not be available. Mr. McDonald reported the need to redesign the program so that it is not solely dependent on volunteers. In this way Ms. Dinell will be assured of adequate support when it is needed, as well as backup for her to take earned personal and vacation time.

Board of Health Job Descriptions

Mr. McDonald reported that he is working on job descriptions for each of the three boards under the Needham Health and Human Services Department, including the Board of Health, Council on Aging and Youth Commission. This will inform new board members about what the expectation is on time commitment, type of issues worked on, etc. in order that the new member can be better involved from the first meeting. The Board of Health presently has an orientation folder that defines the regulations in place, town policies and responsibilities of members. The job descriptions would have a similar focus.

Dr. Cosgrove, having informed the Board of Health at the beginning of the meeting, left early.

COVID-19 Update

Community Risk Levels

Ms. Whitehead presented the report on COVID-19 data as of March 21st. See attached PowerPoint Presentation for detailed information on the following data:

- a) Clusters by household, social gatherings, daycare, congregate care, schools, businesses and sports
- b) Congregate care clusters
- c) Household clusters by cluster size and age distribution
- d) Household clusters over a period of time
- e) Cluster case study

Ms. Whitehead then presented data on vaccinations as of April 8th. See attached PowerPoint presentation for detailed information on the following data:

- f) Needham vaccines administered by Needham Public Health January - March
- g) People vaccinated by town
- h) People vaccinated by age and gender
- i) People vaccinated by race and ethnicity
- j) Vaccine coverage rate
- k) Vaccine coverage by age
- l) Fully vaccinated residents by race and ethnicity
- m) Percentage fully vaccinated by town

Discussion ensued on sharing the data on the town website and social media. Mr. McDonald noted that of the 700 first doses administered 97% received their second shots at the Needham clinic.



NEEDHAM PUBLIC HEALTH DIVISION



Draft Policy on Racial and Health Equity – Lynn Schoeff

Ms. Schoeff presented the draft of the above document to shape development of policies and practices (see attached document.) Discussion ensued including members' suggestions for inclusion and presentation of data. Also discussed was the utilization of interpreters at public events and the costs associated with translation and interpretation. Mr. McDonald noted he had discussed with the Assistant Town Manager the formation of a central town fund to manage such costs. He suggested that members further review the draft document for discussion at the next meeting.

Needham Unite Against Racism Initiative (NUARI) – Timothy McDonald

Mr. McDonald noted that the Select Board developed a vision statement, guiding principles and intentional practices (see attached document.) The Select Board is suggesting that Boards will also choose to adopt the statement and adapt to its own policies and practices. It was noted that Public Health was not included in the group. Discussion ensued on the engagement and time commitment of the Board in this initiative. This item will be on the agenda for the next meeting for further discussion.

Community Events and Business Guidance – Timothy McDonald

Ms. Acosta noted that the Blue on Highland Restaurant was seeking to reopen. She introduced Mr. Stephen Corcoran, Operations Manager, who presented the reopening plan as compliant with health and safety regulations for staff and patrons (see attached document.) In addition to table distancing, staff and patrons are required to wear masks and have temperatures taken. Three HVAC systems have been installed on the roof with air purifying filter systems. Discussion ensued on the type of air filtration and number of air exchanges per hour. Also discussed was the use of open windows at the front of the restaurant during good weather. The proper plexiglass height and distance between tables throughout the restaurant was discussed.

Mr. Corcoran was asked to report back to the Board on the actual number of air exchanges of the filtration system. There is currently not enough data on the effectiveness of plexiglass in deterring airborne viruses. The Board agreed to allow the use of plexiglass dividers between the tables that are not required 6 feet apart per the state, but will still look forward to receiving the information back from Mr. Corcoran on the requested data regarding the number of air exchanges and filtration information.

Community Health Needs as Part of MA DPH DoN Process – Timothy McDonald

Mr. McDonald reported that Boston Children's Hospital had been approved in 2020 to build an outpatient surgical and sports medicine facility in Needham. In connection with this approval, the state requires the hospital to dedicate a portion of the total cost of construction toward the addressing the health needs in the service area based on a common health needs assessment. Children's Hospital met with Ms. Zike, Ms. Gurge, Ms. Sara Shine, and himself to discuss best ways to serve the health needs of the community (see attached document.) Mr. McDonald reported that discussed needs are mental health, food security, nutrition, exercise and overall wellness. Some other suggestions were diet and exercise, safe community building and injury prevention.

Discussion ensued on the specific services to be addressed by the hospital so as not to compete with existing pediatric practitioners in town.



NEEDHAM PUBLIC HEALTH DIVISION



Mr. McDonald will forward the needs assessment data to the Board and will put the item on the agenda for next meeting.

HHS Department Annual Report

Mr. McDonald referenced the attached draft report that will be finalized and be available in the Town Meeting packet (see attached document.)

Norfolk County Mosquito Control District Spring Activities

Mr. McDonald reported that he has received notification that aerial larval control application will be conducted anytime between April 12 - April 30, 2021 (see attached letter.)

Regulation Update Policy

Mr. McDonald referenced the attached draft of a policy to review regulations to reflect up-to-date scientific data (see attached document.)

Town Meeting

Mr. McDonald reminded the Board of Health about the upcoming Annual and Special Town Meetings and highlighted some of the important items on the warrant for those meetings including special financial warrant article that would fund contracted subject matter experts for needed public health projects, a shared law-enforcement embedded social worker split between the Needham and Dedham Police Departments, and the Town's Public Information Officer (PIO). Mr. McDonald emphasized to the Board that the Public Health Division has benefitted greatly from the support and assistance of Ms. Gonzales, Needham's PIO, both in the context of the COVID-19 pandemic and in consideration of communication plans, press releases, social media and website enhancement for other Public Health (and Health & Human Services) programs.

Election of Chair

Upon motion duly made by Dr. Epstein and seconded by Ms. Mathews, it was unanimously voted to elect Dr. Partridge as Chair of the Board of Health. Dr. Brown-Y, Dr. Dr. Epstein-Y, Ms. Matthews-Y and Dr. Partridge-Y. Motion passed 4-0. The meeting adjourned at 10:35AM.

Vice-Chair will be elected at next meeting.

Meeting Schedule

Wednesday, April 28 – COVID focused meeting – 6:00-7:00PM

Friday, May 14 – Regular meeting – 9:00-10:30AM

Thursday, May 27 – COVID focused meeting – 9:00-10:00AM



NEEDHAM PUBLIC HEALTH DIVISION



Adjournment

Upon motion duly made by Dr. Partridge and seconded by Ms. Mathews, it was unanimously voted to adjourn. Dr. Brown-Y, Dr. Dr. Epstein-Y, Ms. Matthews-Y and Dr. Partridge-Y. Motion passed 4-0. The meeting adjourned at 10:35AM.

Respectfully submitted,

Christine Martin Barraford

*Attachments:
April 16th Meeting Packet*

DRAFT



Needham Public Health Division

April 2021

Assist. Health Director - Tara Gurge

Health Agents - Diana Acosta and Monica Pancare



Unit: Environmental Health

Date: 5/14/2021

Staff members: Tara Gurge, Diana Acosta and Monica Pancare

Activities and Accomplishments

Activity	Notes
Town Online Permitting System	Diana and Tara are continuing to work with Terry Wolfson from IT Department in developing additional online permit applications on ViewPoint Cloud. Currently working on Septic Trench, Septic Construction and Well permit applications. Diana, Tara, and Dawn continue to take part in bimonthly zoom permit meetings with IT.
Revised Well Regulation Review	In the process of revising our Well Permit regulations. Lynn Schoeff is assisting us on revising those regulations to bring them up to date and adding the Ground Source Heat Pump geothermal wells to our regulation, since we are receiving more requests for permits to drill those types of wells. We are also working with our Water and Sewer Division in adding a section on well pre-operation inspection requirements that their Division assists us with and checks to make sure there is no risk of cross-connections to the municipal water supply. (Will discuss next month since we are still continuing to work on the suggested edits from Water and Sewer Div.)
Status of Student Intern 4 (Food Regulatory Program Analyst) Job Posting	Our Env. Team paid student intern job posting closed on April 30 th . In process of reviewing job applications and resumes and we will see if we have any potential candidates to hire in the coming weeks.
Food Consulting	Berger Food Safety completed a training and inspection with Needham House of Pizza. Berger Food Safety recommended one additional inspection be completed at this location. In May, Masala Art and The Farmhouse were identified as two more establishments to train with Berger Food Safety.
Met with Park and Rec Dept. RE: Swimming Pools and Splash Pad	Conducted a Zoom meeting call with the Director of Park and Rec. to discuss the upcoming Town pool season, which they are looking to open in mid-June. Reviewed current COVID-19 outdoor pool guidance, along with updates received from the state on splash pads, and agreed to keep everyone in the loop on any updated state or federal guidance that we receive. Guidance on water slides from the state is still pending.
Temp. Events COVID protocols	With spring quickly approaching, we are working closely with our local organizations on both public and private temporary events, including our seasonal temporary food events. We've started to receive inquiries for Mobile Food Trucks, and will be working with them on proper COVID-19 protocols for ensuring compliance with masks and gathering limits, along with food safety requirements.
Outdoor Seating Proposal Reviews	Continuing to work with food establishments on newly proposed outdoor seating proposals to ensure compliance with proper 6 foot spacing and sufficient clearance on the sidewalks.
COVID hotline staffing update	Throughout the month of April, we continued to field COVID-19 call inquire, including home vaccination requests, left on the hotline voicemail from call staff and forwarded them to public health nurses for follow-up. We wrapped up our additional part-time call staff help on May 1 st , due to the decline in incoming calls. Our admin. office staff will continue to field these calls and we will continue to monitor any upcoming changes with influx in calls.
New State COVID Guidance Released	Effective on April 30: Face Coverings Order will be relaxed for some outdoor settings. Effective on May 10, Massachusetts will reopen some outdoor Phase 4, Step 2 industries:

	• Large venues such as indoor and outdoor stadiums, arenas and ballparks currently open as part of Phase 4, Step 1 at 12% will be permitted to increase capacity to 25%. • The Commonwealth will reopen some outdoor Phase 4, Step 2 industries including amusement parks, theme parks and outdoor water parks that will be permitted to operate at a 50% capacity after submitting safety plans to the Department of Public Health. • Road races and other large, outdoor organized amateur or professional group athletic events will be permitted to take place with staggered starts after submitting safety plans to a local board of health or the DPH. • Youth and adult amateur sports tournaments will be allowed for moderate and high risk sports. • Singing will also be permitted indoors with strict distancing requirements at performance venues, restaurants, event venues and other businesses. Effective on May 29, Subject to public health and vaccination data: • Gathering limits will increase to 200 people indoors and 250 people outdoors for event venues, public settings and private settings. • Additional Phase 4, Step 2 industries will be permitted to open including a. Street festivals, parades and agricultural festivals, at 50% of their previous capacity and after submitting safety plans to the local board of health. b. Bars, beer gardens, breweries, wineries and distilleries, will be subject to restaurant rules with seated service only, a 90 minute limit and no dance floors. • The restaurant guidance will be updated to eliminate the requirement that food be served with alcohol and to increase the maximum table size to 10. Effective on August 1: Subject to public health and vaccination data, remaining industries will be permitted to open including dance clubs, and nightclubs, saunas, hot-tubs, steam rooms at fitness centers, health clubs and other facilities, indoor water parks and ball pits. All industry restrictions will be lifted at that time, and capacity will increase to 100% for all industries, with businesses encouraged to continue following best practices. The gathering limit will be rescinded. <i>Depending on vaccine distribution and public health data, the Administration may consider re-evaluating the August 1 date.</i>
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Other Public Health Division activities this month: (See report below.)

Activities

Activity	Notes
Body Art inquiry	Still in Process - The owner of Just Be – The Beauty Room has inquired about offering microblading services. She has provided the technician's training. Still waiting for a statement from the MA Board of Cosmetology confirming no variance is needed to offer this service and that separate entrances are no longer required. Owner needs to submit a layout of the salon as well. (On-going.)
COVID -19 Complaints/Follow-ups	2/2 – Complaints/follow-ups received for: - <u>Kosta's</u> – Continued complaints received for multiple staff members not wearing masks. - <u>Mighty Subs</u> – Resident called to report one of their workers had his mask pulled down while he was making sandwiches. Diana spoke with the owner of the establishment and reminded them of mask requirements.

Demo Reviews/ Approvals	10 - Demolition signoffs: – 21 Hill St – 130 South St – 36 Dell Ave – 55 Country Way – 33 Fenton Rd – 203 Country Way – 89 Deerfield Rd – 58 Crescent Rd – 138 Richardson Dr – 71 Lindbergh Ave
Farmer's Market	2 – Permits Issued: - Fundamentally Nuts - Native Colombian Food LLC
Food – New Food Permit (Updates)	1 – Food Establishment pending pre-operation inspection process: - <u>Thai Story Restaurant (formerly known as Eat Well)</u> – Still in process. 1 – Plan Review Items/inquiries received from- - <u>Cookie Monstah</u> – Awaiting to begin pre-operation inspection (On-going) 2 – Mobile Food Permit Issued - Superstar Ice Cream - Sweet Sixteen Ice
Food Complaints	1 /1 – Food Complaints/Follow-ups: - <u>Panera</u> – Customer called to report they found a piece of plastic baked into a blueberry muffin. The customer also followed up with Panera management. Diana spoke with the General Manager about the incident. Any muffins from that day had already been removed. The manager reported the batter that was used that day would also be discarded immediately and they would speak to the overnight baker to prevent a future incident. It was unclear if the foreign object came with the batter, as it is prepared off site, or if it fell into the batter while the baker was making the muffins.
Housing Complaints/ Follow-ups –	3/5 – Housing Complaints/Follow-ups conducted at: - <u>Stephen Palmer Building (1/1)</u> – Resident called to report the building is not being sanitized or vacuumed adequately. Diana conducted a site visit with the resident and found some debris on the carpet, many books on a bench under the mailboxes, and a large tub of sand underneath the bench. It seemed that the books were left by residents for others to take. Diana spoke with two members of management about the issues. A sign was requested to discourage residents from leaving out items, the box of sand was removed, and the carpets were vacuumed. – <u>St. Mary's St. (0/2)</u> – Continued site visits with Sandy Cincotta of the Town Manager's office and Building Commissioner, David Roche. Have witnessed overall improvement of exterior of property. Owner is actively removing excess debris off their property. Will continue to meet with resident every other week to check on his progress. – <u>Union St. (1/1)</u> - Received an on-going concern from an occupant about an active rodent problem in her unit, which is in a multifamily rental home. She has reported this activity to her landlord and reports they are not working with her to solve this concern. Spoke to landlord and received copies of her pest control reports, but after looking over the reports, it seems that the pest control service is not addressing this concern. We requested that the landlord look at bringing in a separate certified pest control company to assess the basement area and to check for any holes or gaps of where these pests may be accessing the foundation or building envelope. (Report pending.) – <u>The Kendrick (1/1)</u> - Report received from occupant RE: unsanitary conditions in the refuse room. Also report of odors being present. Diana followed up with management. Trash rooms are cleaned daily and they were aware of the complaint. They reported cleaning up additional bags as the resident reported them.

Nuisance – Complaints/ Follow-ups	6/6 – Nuisance Complaints/Follow-ups: - <u>Mellen Street (1/1)</u> – Resident reported rodent activity on his property which is near the shared dumpsters used by CVS, Trader Joe’s, and Vinodivino. Sent this latest concern received to the property manager in charge of maintaining this shared dumpster area and also confirmed that the cleaning of the dumpster area was increased since our last reported complaint. Copies of weekly pest control reports are showing improvement. Property manager was also encouraged to meet with the abutter in order to come up with a plan going forward to ensure a coordinated pest control plan can be followed. (Will continue to monitor.) - <u>St. Mary’s St. (1/1)</u> - Abutting property owner called to complain about lots of unused debris and equipment being stored on their property, specifically on the side and back yard of their property. Got permission from owner, who was currently on the Cape, and conducted a site visit with the Building Commissioner and the complainant to verify the concerns. Spoke to property owner about a plan and a timeframe on removing the items. (In process.) - <u>Cutler Park (1/1)</u> – Report from resident that she got ill after using the porta-potty hand washing station. Diana followed up with DCR, who did not respond, as well as the 140 Kendrick Street project manager. The project manager reported their porta-potties are cleaned out twice a week. Complaint was called in about a week after the resident used the porta-potty station. - <u>Melrose Ave (1/1)</u>– Resident concerned with dust management at a demolition site. Tara followed up with the contractor with this concern. - <u>Eliot Road (1/1)</u> – Resident concerned with the state of the neighbors backyard. Diana conducted an onsite visit and witnessed a high amount of leaf litter and branches. A garage located on the back of the property appeared open. Diana contacted the landlord of the home in question and discussed the concern of pests getting into the building. The landlord will be boarding up the barn in the back and has had a company cut down trees on the property. - <u>Greendale Street (1/1)</u>- Resident concerned about excessive junk on a property on Greendale Street. Diana conducted an onsite visit and determined the amount of items present did not violate the Junk By Law in town.
Planning Board special permit reviews	2– Planning Board reviews conducted for: • <u>Project Site Plan Special Permit proposal at 32 Chestnut St.</u> - Comments sent. • <u>Project Site Plan Special Permit proposal at 1688 Central Avenue</u> – Additional comment sent.
Septic – Plan Reviews	1– Septic Plan reviews conducted for: - <u>39 Brookside Road</u> - <u>11 Gatewood</u> – Reviewed excerpt of house layout plans for septic upgrade.
Septic - Repairs	1– D-box Replacement conducted at: - 70 Pine Street
Septic – Soil Testing/Perc Test	0 – Soil Testing conducted at:
Waste Hauler Renewals	2 - Waste Hauler Renewal: - JC Timmerman - Casella Waste 1 - Medical Waste Hauler Renewal: - United Medical Waste
Well Applications/Follow-ups/Permits issued	2 - Irrigation Well Permit Follow-ups: – <u>#272 Charles River St.</u> – Received final well pre-operation approval from Water and Sewer Dept. Well permit issued to allow the well to open for use. – <u>#10 Hutter Ridge Rd.</u> - Received Well completion report. (Sent another follow-up final inspection request to Water and Sewer. Inspection results pending.)

Zoning Board of Appeals plan reviews	0– Zoning Board of Appeals plan reviews conducted.
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FY 21 Priority FBI Risk Violations Chart (By Date)

Restaurant	Insp. Date	Priority Violation	Description
Kosta's Pizza and Seafood	4/9/21	Corrected On Site: 3-501.16 (A)(2) (B) Proper Cold Holding Temps. <i>Code: Except during preparation, cooking, or cooling, or when time is used as the public health control as specified under section 3-501.19, and except as specified under paragraph (B) and in paragraph (C) of this section, TCS food shall be maintained at 41°F or less. Eggs that have not been treated to destroy all viable Salmonellae shall be stored in refrigerated equipment that maintains an ambient air temperature of 45°F or less.</i>	The temperature of the Cooked eggplant in the Salad Case was 45 degrees. Eggplant was reported by staff to have been prepared yesterday. Voluntarily discarded
Fuji Steakhouse	4/10/21	3-304.11 Food Contact with Soiled Items <i>Code: Food shall only contact surfaces of: equipment and utensils that are cleaned and sanitized; single-service and single-use articles; or linens, such as cloth napkins that are used to line a container for the service of foods AND are replaced each time the container is refilled for a new consumer.</i> 3-304.11 Food Contact with Soiled Items - Sushi bar -Code: Food shall only contact surfaces of: equipment and utensils that are cleaned and sanitized; single-service and single use articles; or linens, such as cloth napkins that are used to line a container for the service of foods AND are replaced each time the container is refilled for a new consumer.	Sushi bowl is soiled/ appears black mold inside crevices/ cracks. Replace or resurface wooden bowl immediately as it is not in good repair. Radish slicing machine stored in cabinet not clean.
Gyro and Kebab House	4/10/21	Corrected On Site 3-501.19 (B)(1)(3)(4) Time as a Public Health Control - 4 Hours - Kitchen -Code: If time rather than temperature is used as the public health control up to a maximum of 4 hours: the food shall have an initial temperature of 41°F or less when removed from cold holding temperature control, or 135°F or greater when removed from hot holding temperature control; the food shall be cooked and served, served at any temperature if RTE, or discarded, within 4 hours from the point in time when the food is removed from temperature control; and the food in unmarked containers or packages, or marked to exceed a 4-hour limit shall be discarded.	Upon arrival red cabbage salad was in a container at room temp. PIC stated it as out of temp control for approx 1/2 hour. Product removed to refrigeration and discussion on time as public health control and variance would be required.

Category	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	FY'21	FY '20	FY' 19	FY' 18	FY' 17
Biotech registrations	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	2
Bodywork Estab. Insp.	0	0	0	0	0	5	1	0	0	0	0	0	6	7	14	11	6
Bodywork Estab. Permits	0	0	0	1	4	5	3	0	0	0	0	0	13	9	9	6	4
Bodywork Pract. Permits	0	0	0	0	5	7	0	0	0	0	0	0	12	23	21	22	13
COVID 19 Complaints	17	20	16	17	27	6	5	2	7	2	0	0	119	0	0	0	0
COVID 19 Follow Ups	17	20	19	15	26	5	5	2	7	2	0	0	118	0	0	0	0
Demo reviews	8	6	2	5	13	5	4	5	9	10	0	0	67	73	104	105	112
Domestic Animal permits	6	8	1	1	1	0	0	0	0	0	0	0	17	1	21	19	17
Domestic Animal Inspections	3	0	0	0	0	0	0	0	0	2	0	0	5	3	22	3	16
Food Service Routine insp.	5	10	10	14	11	7	9	15	16	15	0	0	112	149	200	225	198
Food Service Pre-oper. Insp.	3	2	0	1	3	0	0	1	1	2	0	0	13	48	12	32	37
Retail Food Routine insp. Or 6 month check in	0	0	2	1	0	1	2	1	2	0	0	0	9	33	46	60	69
Residential Kitchen Routine insp.	0	0	0	0	0	1	0	0	1	0	0	0	2	3	6	8	7
Mobile Routine insp.	1	0	0	0	0	0	0	0	1	2	0	0	4	4	17	13	15
Food Service Re-insp.	1	0	0	1	1	0	0	1	1	0	0	0	5	21	28	53	51
Food Establishment Annual/Seasonal Permits	1	1	0	0	33	89	9	0	1	0	0	0	134	155	140	171	177
Temp. food permits	0	0	1	0	2	1	0	0	0	0	0	0	4	67	134	163	158
Temp. food inspections	0	0	1	0	0	0	0	0	0	0	0	0	1	10	37	29	62
Farmers Market permits	1	1	1	0	0	0	0	1	2	2	0	0	8	14	14	14	7
Farmers Market insp.	19	23	28	30	0	0	0	0	0	0	0	0	100	158	229	127	33
Food Complaints	1	0	1	0	0	0	1	1	2	1	0	0	7	49	18	20	13
Follow-ups food complaints	1	0	1	0	0	0	1	1	3	1	0	0	8	48	21	21	17
Food Service Plan Reviews	3	1	0	1	1	2	1	0	0	1	0	0	10	14	20	42	33
Food Service Admin. Hearings	0	0	1	0	0	0	0	0	0	0	0	0	1	3	0	0	0
Grease/ Septage Hauler Permits	0	0	0	0	13	0	0	0	0	0	0	0	13	20	21	24	24
Housing (Chap II Housing) Annual routine inspection	0	0	0	7	0	0	0	0	0	0	0	0	7	7	0	14	14
Housing Follow-up insp.	0	0	0	0	0	0	1	0	1	0	0	0	2	0	0	5	4
Housing New Complaint	3	6	4	3	0	1	8	5	2	3	0	0	35	41	22	22	7
Housing Follow-ups	4	5	5	7	0	1	10	9	5	5	0	0	51	56	28	24	11
Hotel Annual inspection	0	0	0	0	0	2	0	0	0	0	0	0	2	3	3	3	3
Hotel Follow-ups	0	0	0	0	0	0	0	0	0	0	0	0	0	15	0	0	0
Nuisance Complaints	9	4	1	2	2	2	2	0	4	6	0	0	32	34	55	42	30
Nuisance Follow-ups	10	7	2	3	5	2	2	0	5	6	0	0	42	55	69	42	45
Pool inspections	3	0	0	0	0	6	0	0	0	0	0	0	9	13	20	12	13
Pool Follow up inspections	1	0	0	0	0	0	0	0	0	0	0	0	1	3	12	7	8
Pool permits	4	0	0	0	0	6	0	0	0	0	0	0	10	11	19	12	9
Pool plan reviews	0	0	0	1	1	1	1	1	0	0	0	0	5	0	3	44	19
Pool variances	0	0	0	0	0	0	0	0	0	0	0	0	0	6	5	7	6
Septic Abandonment	1	2	1	1	1	2	0	1	0	1	0	0	10	21	9	5	18
Addition to a home on a septic plan rev/approval	0	0	0	0	1	1	3	0	0	0	0	0	5	5	2	2	5
Septic Install. Insp.	0	2	0	3	0	0	0	0	1	0	0	0	6	13	21	28	43
Septic COC for repairs	0	1	0	0	0	0	0	0	1	0	0	0	2	5	3	1	0
Septic COC for complete septic system	0	0	0	0	1	0	0	0	0	0	0	0	1	3	4	3	3
Septic Info. requests	10	7	6	8	6	7	8	6	6	5	0	0	69	61	62	51	62
Septic Soil/Perc Test.	0	0	1	0	0	1	2	0	3	0	0	0	7	1	1	2	6
Septic Const. permits	0	1	1	0	0	0	0	0	1	1	0	0	4	6	6	5	8
Septic Installer permits	0	1	2	0	3	0	1	0	1	0	0	0	8	6	8	9	11
Septic Installer Tests	0	1	0	0	0	0	1	0	1	0	0	0	3	2	5	3	6
Septic Deed Restrict.	0	0	1	0	0	1	1	0	0	0	0	0	3	1	1	3	7
Septic Plan reviews	1	2	0	0	1	1	2	2	2	2	0	0	13	8	9	23	14
Disposal of Sharps permits	0	0	0	0	2	5	0	0	0	0	0	0	7	7	7	9	9
Disposal of Sharps Inspections	0	0	0	0	2	5	0	0	0	0	0	0	7	7	7	7	
Planning Board Subdivision Sp Permit																	
Plan reviews/Insp. of lots	2	0	3	1	3	0	1	2	3	2	0	0	17	4	1	1	0
Subdivision Bond Releases	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	0	1
Special Permit/Zoning	1	1	2	0	5	1	2	1	3	0	0	0	16	17	34	15	12
Tobacco permits	0	0	0	0	4	1	2	0	0	0	0	0	7	10	10	11	12
Tobacco Routine insp	0	0	0	1	3	1	1	0	0	0	0	0	6	8	14	18	25
Tobacco Follow-up insp.	0	0	0	1	0	0	0	0	0	0	0	0	1	8	3	3	6
Tobacco Compliance checks	0	0	0	0	0	0	0	0	0	0	0	0	0	30	30	41	34
Tobacco complaints	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	4	2
Tobacco Compl. follow-ups	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4	2
Trash Hauler permits	0	0	0	0	0	1	0	2	11	2	0	0	16	15	17	14	26
Medical Waste Hauler permits	0	0	0	0	0	1	0	0	0	1	0	0	2	2	2	1	2
Well - Plan Reviews, Permission to drill letters, Insp.	0	0	4	0	1	1	1	2	0	2	0	0	11	2	6	2	7
Well Permits	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1	0	3



NEEDHAM PUBLIC HEALTH DIVISION



Unit: Public Health Nursing

Month: April 2021

Staff member: Tiffany Zike, Hanna Burnett, Mary Fountaine

Activities and Accomplishments

Activity	Notes
COVID-19 Communicable disease investigation	Primary and Secondary disease investigation and contact tracing.
Homebound Vaccine Distribution	Began homebound vaccine distribution after the changes from the FDA and CDC with Janssen vaccine
Summer Camp Applications	Working with camp applicants to make sure all documents are provided.
COVID-19 Vaccine Survey	Distributed a vaccine survey to multiple community partners, both in person and virtually.
DVAC Mother's Day Drive	Performed a Mother's Day Gift Basket Drive with REACH Beyond Domestic Violence.

Summary overview for the month:

Needham Public Health nursing has been involved in continual monitoring of the COVID-19 emergency. We continue to participate in bi-weekly MDPH meetings. Our team continues to sit on weekly MAVEN education meetings and continues to complete contact tracing for all confirmed COVID-19 cases in Needham. Hanna Burnett has been engaged with DVAC's Mother's Day Gift Basket drive for survivors of domestic violence and reviewing summer camp applications. Mary Fountaine heads our contact tracing team and has been working on a Narcan program for Needham Public Health. We continue to work on blood pressure clinics, educational events and efforts, and working with town departments on COVID-19 protocols.



NEEDHAM PUBLIC HEALTH DIVISION



COMMUNICABLE DISEASES:	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	Apr	MAY	JUN	T21	T20	T19
Amebiasis				1									1	1	0
Chickungunya													0	1	0
BABESIOSIS	2	1											3	4	4
CAMPYLOBACTER	2	1	2		1	1			3	1			11	15	6
COVID 19 Confirmed	33	9	23	44	127	321	363	187	183	103			1393	327	0
Confirmed Adjusted	34	10	27	44	133	317	359	187					1111	331	
COVID Probable	13	5	1	8	8	26	20	8	17	8			114	37	0
Probable Adjusted	23	9	1	1	7	24	16	8					89		
COVID Contacts	16	27	34	73	247	264	104	53	130	48			996	242	0
COVID Suspect	1	8	5	18	5	9							46	15	0
CRYPTOSPORIDIUM	0					1							1	0	0
Cyclosporiasis	0												0	5	0
HGA	1	1											2	6	4
Enterovirus	0												0	1	0
GIARDIASIS													0	4	2
Haemophilus Influenza						1							1	0	0
HEPATITIS B	2			1		1	2			2			8	3	9
HEPATITIS C					1	2							3	8	11
HGA	1	1											2	6	4
Influenza						1							1	51	98
Invasive Bacterial Infection				1									1	1	0
Legionellosis													0	2	0
Listeriosis													0	0	0
LYME	4	9	5	8	1	1	1	1	4	1			35	38	46
MEASLES													0	0	0
MENINGITIS													0	1	0
Meningitis(Aseptic)													0	0	0
Mumps													0	2	1
Noro Virus							1						1	2	5
PERTUSSIS													0	2	3
RMSF(Rocky Mt Spotted Fever)													0	1	0
SALMONELLA					1		1						2	1	3
SHIGA TOXIN													0	0	1
SHIGELLOSIS	1												1	0	3
STREP Group B		1								1			2	2	0
STREP (GAS)													0	3	2
STREP PNEUMONIAE													0	0	3
TUBERCULOSIS	0	0											0	0	0
Latent TB								1	6				7	0	1
Varicella									1				1	4	6
Vibrio													0	0	1
West Nile virus													0	0	0
TOTAL DISEASES													3832	522	209
Revoked/Suspect Diseases Investigated					1			2					3	6	5



NEEDHAM PUBLIC HEALTH DIVISION



ANIMAL TO HUMAN BITES	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	Apr	MA Y	JU N	T21	T20	T19
DOG	1	5	1	1	0	0	0	0	0	0			8	8	23
CAT								0	0	0			0	1	0
BAT	1	1	1					0	0	0			3	4	0
SKUNK								0	0	0			0	0	1
RACCOON		1											1	0	0
other													1	0	0
TOTAL BITES													13	13	24

IMMUNIZATIONS	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	FY21	FY20	FY19
B12			1	1	1	1	0	2	2	2			10	14	24
Flu (Seasonal)			288	877	45	11	4	0	0	0			1225	787	712
Hep B													0	0	2
Polio													0	0	4
TDap													0	10	6
Varicella													0	1	0
COVID-19							362	4482	1942	116			6902	---	---

ASSISTANCE PROGRAMS	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	FY21	FY20	FY19
Food Pantry													0	10	14
Friends													0	10	0
Gift of Warmth				(1) 316.60	(3) \$2,435	(10) \$4,874	(2) \$476	0	(4) \$3068	(3) \$1784			\$12,956	8(\$2114)	20(\$5817)
Good Neighbor													0	1	2
Park & Rec													0	3	2
Self Help								2					2	15	26

Donations:
\$495.00 First Parish Unitarian Universalist;
\$8,000 Community Council

Prepared by: Taleb Abdelrahim

This monthly report is to provide an update on what I have been doing under supervision of Tiffany Zike.

Summary of work:

Tasks completed and being worked on:

- EDS Trailer Reorg.



- Per the Needham Board of Health and Public Health Division's goals for 2021 and 2022 under Emergency Management/ Emergency Preparedness section, we are working on 6 months plan of training and events to help us keep connect with our MRC volunteers and keep them engage with our program.
- Continue working to reorg. PH's Hillside Conference Room and Basement Storage.



NEEDHAM PUBLIC HEALTH DIVISION



Unit: Traveling Meals Program

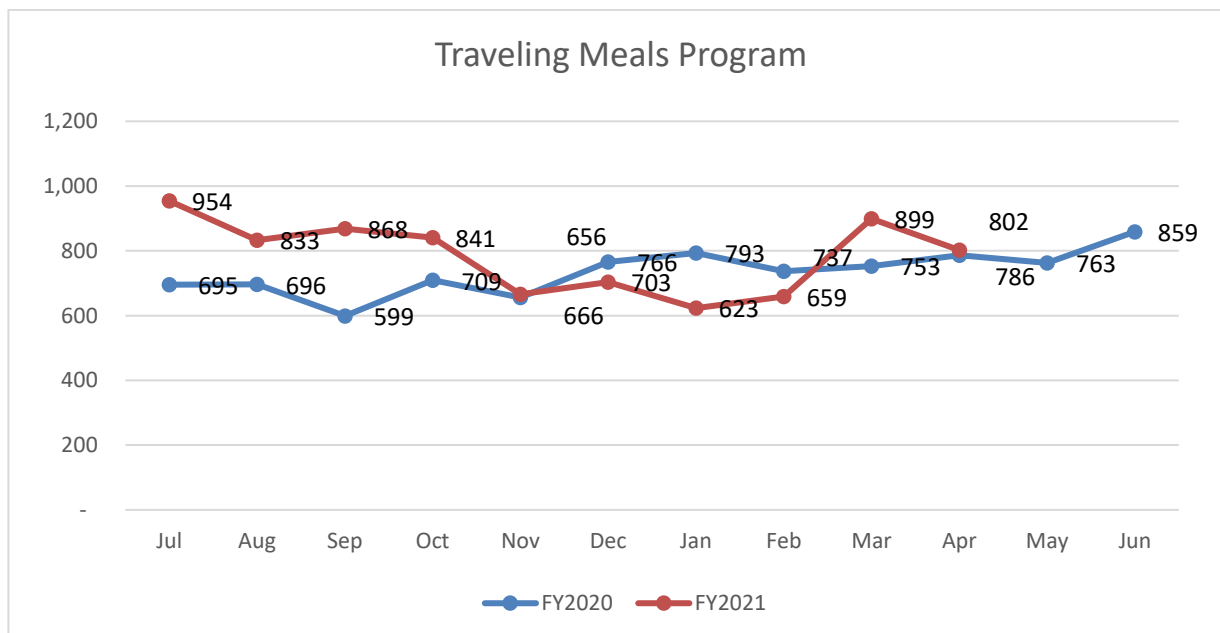
Monthly Report for April, 2021

Staff member: *Maryanne Dinell, Program Coordinator*

Activities

Activity	Notes
<i>COVID 19 –precautions continue by summer staff as they deliver meals to homebound Needham residents in need of food.</i>	<i>Meal delivery for month completed by 30 volunteers</i>
<i>802 Meals delivered in April, 2021. 45 Consumers currently enrolled for the month. 31 Springwell 14 Private Pay 2 enrollments for April 2 Springwell consumers no longer on Program 3 Private Pay no longer on Program</i>	<i>No issues or incidents 1 first time on Program 1 re-enrollment-unable to be on own 1 Consumer prefers to be on own 1 Consumer into Rehab 1 Passed Away, 2 moved out of Needham</i>

Summary overview for the month: **Graph of Meal Deliveries for the month of April 2021**





NEEDHAM PUBLIC HEALTH DIVISION



Unit: Substance Use Prevention

Date: April 2021

Staff: Karen Shannon, Karen Mullen, and Monica De Winter

Activities and Accomplishments

Activity	Notes
Vaping Grant	Promotion of the Vaping Cessation Program continues with promotional PSAs being developed by SALSA students, and the TV production department at NHS. Updates to the Vaping Diversion Program were completed and submitted to Keith Ford, Asst. Principal at NHS.
SPAN meetings	Youth Action Team Mtg. – 4/12 and 4/26 Community Action Team working group – 4/1 Steering Committee – 4/6
SPAN Events	<i>The Tipping Point: When Youth Use Becomes Addiction</i>, 4/6, in partnership with Natick 180 and the Natick Public Health Dept. Approx. 55 people attended this panel event featuring 3 presenters: Michelle Lipinski, Principal of NorthShore Recovery High School, Maureen Cavanaugh, author and parent advocate for children navigating addiction, and Cody Desmond, graduate of NS Recovery HS. <i>DEA Prescription Drug Take Back Day</i>, 4/24/, in partnership with Needham Police Department. Four SALSA students volunteered at event. 99lbs collected at event, 280 lbs over 6 month period. <i>Introduction to the Science of the Positive and Positive Community Norms</i>, presented by The Montana Institute, 4/29, attended by 11 SPAN members, 4 coalition cohort members (Natick, Dedham, Cohasset)
STOP Act grant	SAMHSA grant: STOPing Underage Access and Use of Alcohol: Codifying Youth, Parent and Retailer Education and Compliance in Needham, MA” a four-year grant starting 4/30/21. Began work on post award amendment for submission to SAMHSA and finalized job description for part time grant coordinator position.
SALSA	• Youth Advocacy for Flavored Tobacco Ban with Rep. Jake Auchincloss’ office • Norfolk County DA’s Team Rivel Challenge promotion to NHS students (Vaping, Distracted & Drugged Driving, Prescription Drug Awareness challenges) • Approx. 60 Pollard 8th graders participated in SALSA virtual presentations and Q&A events during Wellness classes. • 28 Needham High School teens engaged in SALSA meetings, activities and training during April for a total of 100 service hours • A total of 1,288 prevention service hours have been completed by SALSA youth advocates during this school year • Dover Youth 2 Youth Training, “Media Messaging,” 1-hour webinar, 4/13, 9 SALSA youth participated.



NEEDHAM PUBLIC HEALTH DIVISION



Social Media	SPAN FB page: • Reached 406 for Vaping Cessation Program promotion • Reached 2,749 for Prescription Drug Take Back Day event • Reached 1,102 for Parent Focus Group promotion
Focus Groups	On April 7 parent focus group was conducted with 11 parents of NHS students. The parent focus group scheduled for April 5 was cancelled due to low attendance (2 attendees). Social Science Research and Evaluation, Inc. has been contracted for facilitating the sessions and providing a summary report.
Mental Health First Aid for Youth	10 people registered for course scheduled for 4/9. Cancellation of 6 participants forced cancellation as min. of 5 required to hold instructor-led, 5-hour course. Next course scheduled for 5/13.
HHS Racial Equity Committee	Meeting held on 4/15/21. The group is reflecting on goals and mission to determine next steps.
Parent Al-anon group	Meetings held every Monday evening. Attendance remains steady averaging 6-8 people each week.
Trainings and Conferences	• Women Leading Government webinar, 4/1, Karen S. • Norfolk County D.A. Prevention Coalition mtg, 4/1, Karen S. and Karen M. • Biden-Harris Administration's First Year Drug Policy Priorities presented by Acting Director Regina LaBelle, 4/1, Monica, Karen S. • Clear the Vapor webinar, 4/7, Angela MacDonnell, Karen S. • Supporting Survivors Everyday, BILH, 4/22 • How to Talk Prevention w/Teens leaving high school, FCD, 4/23, Karen M., Karen S. • An Exploration of Substance Use Fundamentals & Youth Perspective on the Impacts of COVID-19, Nat'l Council for Behavioral Health, 4/29, Karen M., Karen S.

Summary for Month of April 2021: Focus this month has included planning and promotion for parent focus groups, coalition and community education events, and the vaping cessation program. Events included "The Tipping Point: When Youth Use Becomes Addiction"(partnership with Natick 180 and Natick Public Health Dept.) and Introduction to the Science of the Positive and Positive Community Norms, customized training session for SPAN members.



NEEDHAM PUBLIC HEALTH DIVISION



Date: April 2021

Staff: Lynn Schoeff

Activities and Accomplishments

Activity	Notes
Research and writing	Wells regulation Policy on reviewing BOH regulations Board of Health job description (also Council on Aging and Youth Commission job descriptions) Racial and health equity policy – final draft Public health accreditation summary

Other Public Health Division activities this month:

SAPC Dedham- Needham- Norwood- Westwood prevention programs and activities:

BSAS- SAPC grant: Programmatic quarterly report Q3 FY2, online submission, April 30th Programs, activities and outputs January- February- March. Grant compliance programmatic Dedham, Needham, Norwood and Westwood public health departments and/or prevention coalitions. Scott Formica, PhD., SSRE, BSAS prevention program evaluator.

Prevention funding capacity: Application component review, preparation for re-submission MassCALL3 Part B. Substance Abuse Block Grant (SABG) MDPH- BSAS procurement. Prevention procurement, re-opened COMMBUYS due May 12, 2021. Dedham- Needham- Walpole – Westwood collaborative application. Communications with SAPC Leadership Team- Public Health, Prevention and Chiefs of Police Dedham- Needham- Westwood, Walpole Public Health and Chief of Police.

Norfolk County Prevention: April 5th Zoom DA Michael Morrissey- Jennifer Rowe, JD. Norfolk County prevention focus: *mental health and behavioral health concerns. Programs, school professional development, grant opportunities school based mental health support, access to mental health resources and support for individuals in crisis.* Agenda: | Play2Prevent, Lynn Fiellin | | County Resource Map project, interactive map <https://www.nfkda.com> substance use support, youth and family program resources including financial, housing, food and employment | Mental health awareness and access to clinical care Funding: Community Mental Health Support Grant \$5,000.00 Interface William James College - Safe Celebration Grant \$500.00 alcohol free post-prom after-graduation | TEAM RIVAL *update* High School Challenge Virtual Launch April 1st | Statewide MA Youth Task Force, youth led policy and advocacy initiative, April 14th Zoom | Fall school parent events, Jen Rowe presentations.

Impact Norwood - Norwood Public Health Department: April 8th Zoom Coalition discussion community norms- policy opportunities | Coalition capacity building post COVID-19 shift | MassCALL3 grant award Stoughton lead | Youth engagement | Norwood Public Health *Minds Matter* initiative Aubrey Ciol, DFC Program Manager Sigalle Reiss, MPH, Public Health Director.

Addiction Forum: April 6th Zoom *The Tipping Point: When Youth Use Becomes Addiction* Presented by: Needham Public Health SPAN coalition - The Natick 180. Agenda: Michelle D. Lipinski, M.Ed., Director- Principal North Shore Recovery High School Founder: The icanhelp program (www.icanhelp.me) non-profit, Potential Connections, *which connects students with essential support services, and the PASS (Positive Alternatives to School Suspension) program which offers anon-punitive approach to student discipline.* Maureen Cavanagh, CCAR recovery coach and trainer, family recovery coach, interventionist, President of Magnolia Recovery and Consulting Services- Founder, Magnolia New Beginnings, *online support groups for anyone struggling with a loved one's addiction and provides access to recovery housing in Massachusetts.* Author "If you love me: A mother's journey through her daughter's opioid addiction." Cody Desmond, Program Director/Accreditation Specialist, Aftermath, outpatient treatment center- North Shore Recovery High School Grad. 6:30pm-8:00pm

BSAS Prevention: April 16th *Webinar* Virtual Grantee Coordinator's Meeting Race and Health Equity* Peer-Sharing *Building and fostering relationships with partners who represent populations experiencing health inequities*. Facilitated by: Debra Morris, MPA-MCHES and Ben Spooner, Center for Strategic Prevention Services (CSPS) Agenda: Ana Javier, Lawrence SAPC coordinator and Cherry Sullivan, Northampton MOAPC coordinator- presentations experiences/successes addressing health inequities and building relationships and engagement with underrepresented populations. Coordinator sharing, experiences with diverse partner engagement. Jose Morales, Director of Prevention, Fernando Perfas, Assist. Director of Prevention, Andy Robinson, Prevention Manager, Amal Marks- Tonya Fernandes, Prevention Program Coordinators. *December 2020 conference follow-up *Acknowledging the Impact of Racism on Community Health and Prevention: Making Our Work More Restorative*. Gisela Rots, MS, Project Director, CSPS, Ben Spooner, CPS, Associate Project Director Ivy Jones- Turner, MPA, CSPS Technical Assistance (TA) EDC. 10:30am-12:00pm

Prevention Partners Racial Equity: April 16th *Zoom* Peer Sharing, racial equity in prevention strategies, successes and barriers. Liz Parsons, Melrose- Wakefield Public Health Department, SAPC Program Manager, Dishon Laing, BPHC, Krissy King, MPH, Dedham Public Health, DOSA coalition, Aubrey Ciol, Norwood Public Health, IMPACT Norwood and Steph Patton, MPH, Stoughton OASIS coalition. 1:00pm

Needham Health & Human Services Department- Public Health Division

NPHD program support, project research and resource responses:

- (1) NPHD March monthly report (2) Interface William James FY21 program scope -cost increase review (3) American Rescue Plan federal stimulus allocation, Rep. Denise Garlick 13th Norfolk, MA House distribution options local public health capacity, COVID-19 response and health equity (4) Prevention partner advocacy, MA House FY22 budget amendment (\$23.4M from \$850K) local public health services funding, Chairwoman Rep. Denise Garlick (5) Good Samaritan law and Narcan access points- CCIT Public Health community awareness strategies and protocols.

SAMHSA STOP Act: April 2nd *Zoom* Scott Formica SSRE. Review and discussion of evaluation services: process consultation, data tracking, STOP program survey designs and annual progress report summary. Karen Shannon, CPS, SPAN Director.

William James Interface project: April 13th *Call* Margaret Hannah, M.Ed. Director Interface project. Review: FY21 cost increase, scope of services provided (Licensed staff PsyD- LICSW) 12-month annual contract option and sustainability.

Needham Board of Health: April 16th *Zoom* Tim McDonald, Director Health & Human Services Agenda: Staff Reports | COVID-19 Update and Discussion | HHS Department's Draft Policy on Racial and Health Equity | Needham Unites Against Racism Initiative (NUARI) Vision, Statement, Guiding Principles, and Intentional Practices | Community Events and Business Guidance | Community Health Needs as part of MA DPH DoN Process | HHS Department Annual Report | Norfolk County Mosquito Control District Spring Activities | Public Health Division's Regulatory Update Policy. Next meeting: May 14th

Needham resident support: April 12th *in person* Kim Kidders- Montoya, LICSW Law Enforcement Review CCIT program and town stakeholder outreach and connections.

NPDH prevention: April 13th *Zoom* Rachel Massar, MPH- Karen Shannon, CPS. Sober Truth on Preventing Underage Drinking (STOP Act) Prevent and reduce alcohol use among youth ages 12-20. \$50,000 annual funding. Post award amendment filing requirements. Agenda: 2019 application review: - Budget and Project Narratives, Notice of Award SAMHSA and 2019 SAMHSA Funding Opportunity Announcement.

Needham Public Health – HHS supervision: April 14th & 23rd *TEAMS* Tiffany Zike, MPH, Assistant Public Health Director, Tim McDonald, Health & Human Services Director. Agendas: CCIT scope and protocols (social worker- police- public health) SAPC FY21 budget YTD goal: Allan Downing, Alcohol poster content talking to youth – alcohol- graphics and distribution Dedham- Needham- Norwood- Westwood. William James Interface funding - Norfolk DA \$5,000.00- BIDN- NCC \$21,000.00 (balance \$9,000.00) Town staff support- COVID-19 related workplace protocols.

Needham CCIT protocols: April 20th *Call* Jessica Moss, LICSW Acute and chronic crisis support residents 21 years and older. Collaboration with Kim- Kidders Montoya, LICSW Law Enforcement DMH social worker- Resident support, access to EMR- inpatient beds detox, treatment and CSS/TSS. Needham- Dedham police departments.

DA Marian Ryan Opioid Task Force: April 28th *Zoom* Nora Mann, JD Agenda: Middlesex county data sharing| Anticipated funding Behavioral Health- American Rescue Plan SABG \$2.5B total- MA \$16.5M Behavioral Health- \$37.3M SUD TX | Bob Cox, Director The Bridge Club of Greater Lowell, sobriety, recovery support and resources (in person and virtual) | Congresswoman Lori Trahan, presentation: The MATE Act H. R 4974 The MATE Act would standardize substance use disorder training to ensure that all prescribers of controlled medications possess baseline knowledge in evidence-based addiction prevention and treatment. Prescriber training- DEA controlled substances prescribers training: treatment, and patient management opioid and other SUD – PA- NP graduate, medical school and residency mandated addiction curriculum.

Town of Needham IT Department: April 15th Laptop evaluation and replacement. Jim Donovan.

Greater Boston Addiction-Recovery Center: April 12th *On site meeting*. Introduction to Needham outpatient substance use disorder treatment program- Partial Hospital Program (PHP) Intensive Outpatient (IOP) Dave Forte, Needham Police Department and Kim Kidders Montoya, LICSW, Needham Law Enforcement Clinical Support (LECS) program, emergency services social worker. James Bradley, Director - Courtney Flood, Admissions.

Needham CCIT: April 20th *Zoom* Core Team. Support for residents navigating acute and chronic substance use disorders and/or mental health conditions. Lt. Chris Baker- Dave Forte, Needham Police Department, Tiffany Zike, RN, MPH, Kristen Lindley- Jessica Moss, LICSW CATH, Sara Shine, Director, Needham Youth & Family Services, Amanda Rutherford, Director

Riverside Emergency Services. Kim Kidders Montoya, LICSW Dedham- Needham Law Enforcement Clinical Support (LECS) program, emergency services social worker -Riverside Emergency Crisis Supervisor.

SAPC FY21 budget: April 26th *Zoom* Review FY21 expenses year to date and projected spending through June 30th. Sixth (6) BSAS funding year, final. Dawn Stiller, Needham Public Health Division Office Administrator- Tim McDonald, Director Health & Human Services.

Needham Board of Health: April 28th *Zoom* COVID-19 focused meeting. Tim McDonald, Director Health & Human Services - Tiffany Zike, RN, MPH Assistant Public Health Director. Agenda: Needham COVID-19 case data, vaccination administration data Community Risk Levels – Operations/Inspections | Coordination with Schools | Contact Tracing| Tiffany Zike, RN, MPH Assistant Public Health Director- Mary Fountaine, RN Public Health Nurse.

Interagency - Local Boards of Health COVID-19 response: *Webinars:* Tuesdays 9:00am April 6th 13th 20th 27th | Fridays 3:00pm April 2nd 9th 16th 23rd & 30th Jana Ferguson, Assistant Commissioner Department of Public Health, Ron O'Connor, MPH, Director, Office of Local & Regional Health, Dr. Catherine Brown, State Epidemiologist, Bureau of Infectious Disease and Laboratory Sciences. Adam Kinney and Michael Flanagan, Department of Labor Standards (DLS) Anne Gilligan- Helene Bettencourt, DESE, Gerben Scherpier, EOE, Chief Ed. Dunne, President, MCOPA, Jeff Farnsworth, EOPSS, Donna Quinn and Mary Clark, Office of Preparedness and Emergency Management, DPH and Cheryl Sbarra, Attorney, Executive Director MAHB. LBOH scope of responsibilities and protocol related to infectious disease surveillance, case contact, isolation guidance, contact tracing and reporting- COVID-19 case data (variant genome sequencing MA samples) DPH guidance and orders for community level responses related to essential business operations and 4 phase re-opening, non-essential business. Vaccination program capacity updates, Mass Vaccination sites, 20 regional sites, Community Health Centers, federal pharmacy program and health care provider capacity. Vaccination access: Homebound resident program overview- Low income and senior housing on site vaccination program. FEMA resources Community Tracing Collaborative (CTC) Dr. John Welch, Director of Operations and Partnerships, Partners in Health.

Town of Needham staff support: Return to work. Four (4) staff COVID-19 illness. Review health status, workplace protocols leave timeline confirmation. Human Resources and department supervisor communications. Supervised by Tiffany Zike, RN, MPH- Assistant Public Health Director. Three (4) Staff health status updates- return to work email: Chuck Murphy-Romboletti, Assistant Director of Human Resources. Hanna Burnett, NPHD Public Health nurse, consultation Emergency Responder COVID-19 exposure protocol.

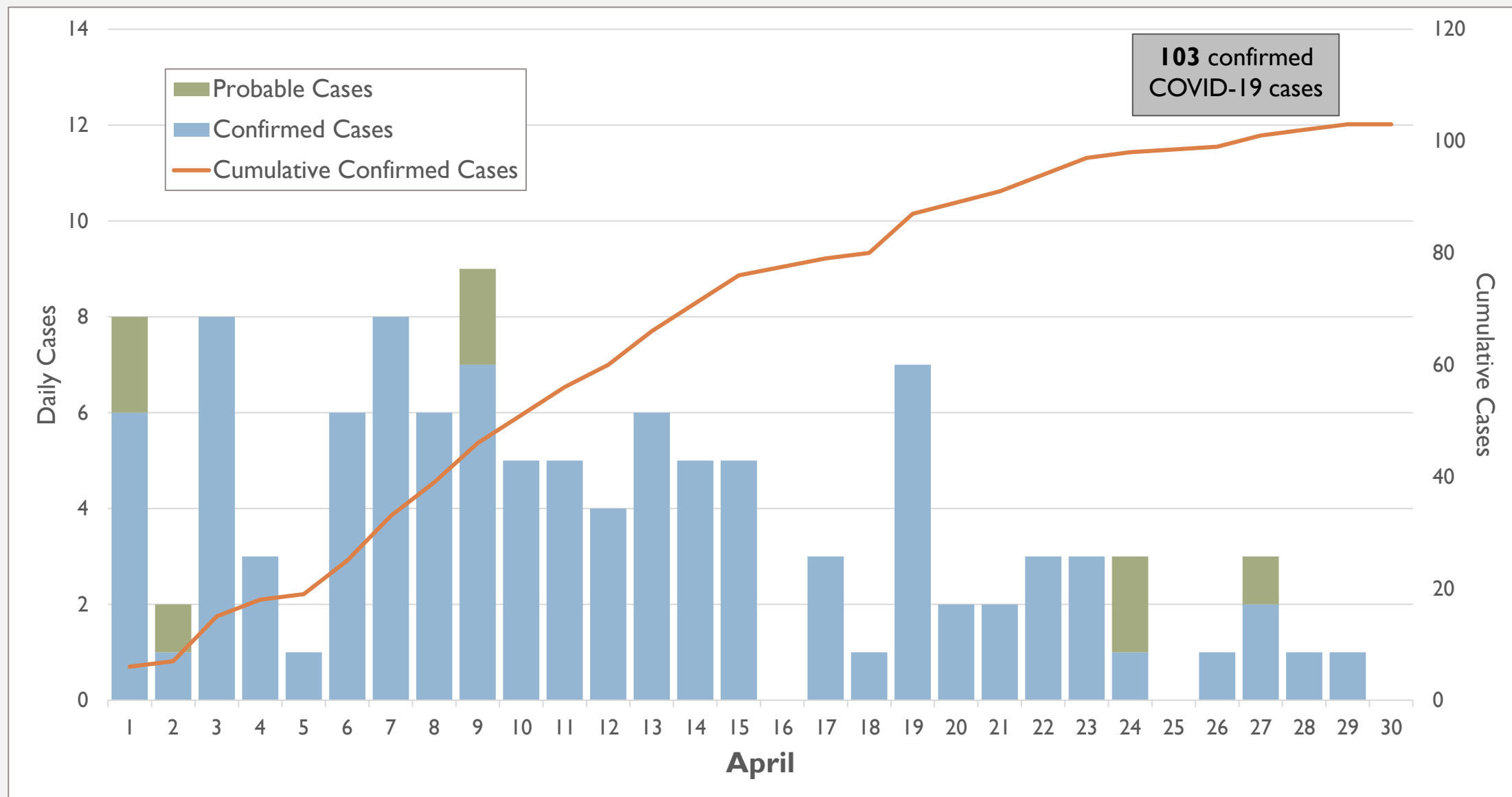
Resident support requests: F 62yrs. Care giver support resources in support of F 89yrs. In home -homebound services medical, Springwell- Traveling Meals, referral Jessica Moss, LICSW. M 40yrs. SUD detox – homeless resources review- Shared with Needham CCIT

Town holiday: Patriots Day April 19th Medical: April 15th 4 hours Respectfully submitted: Carol Read May 11, 2021

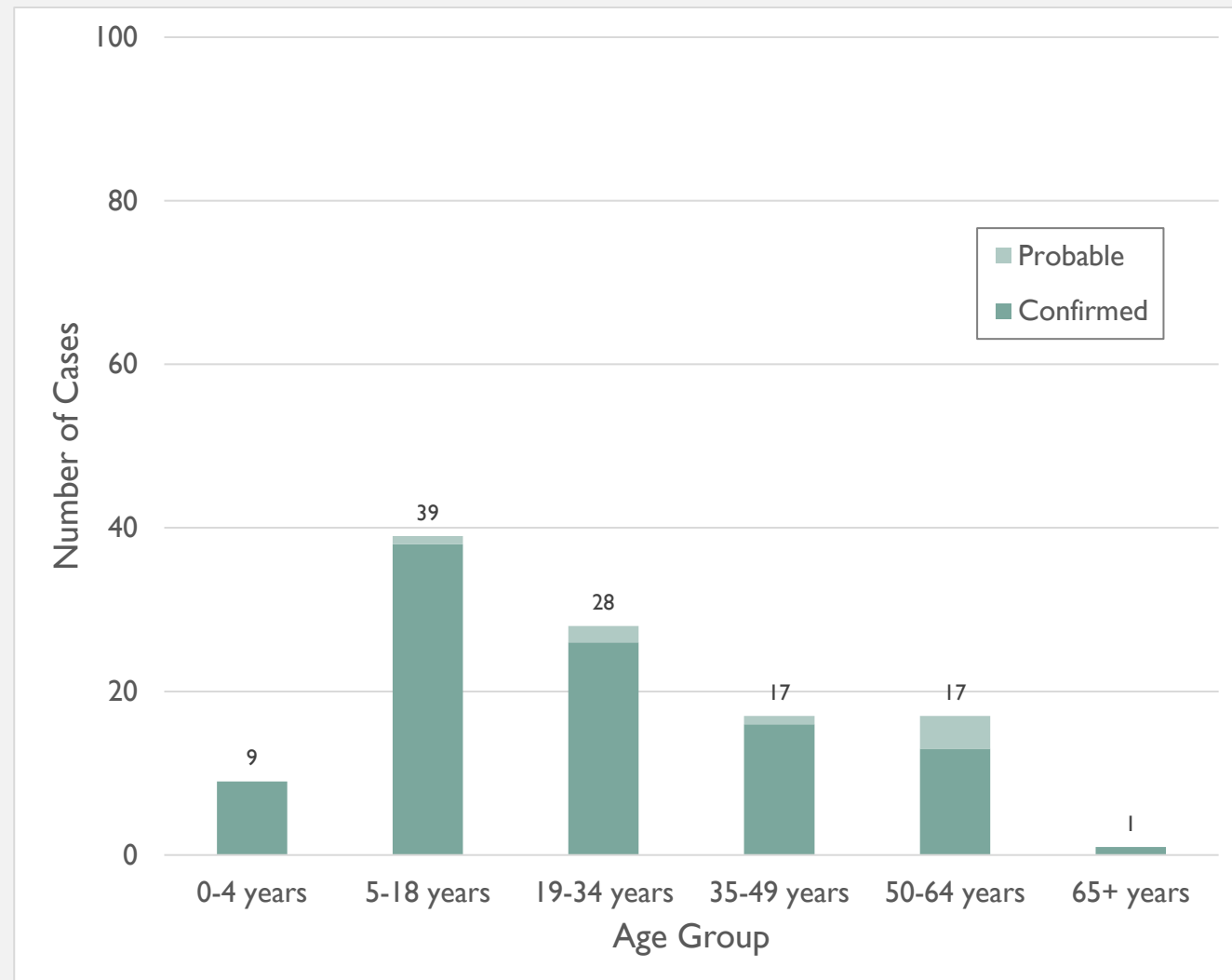
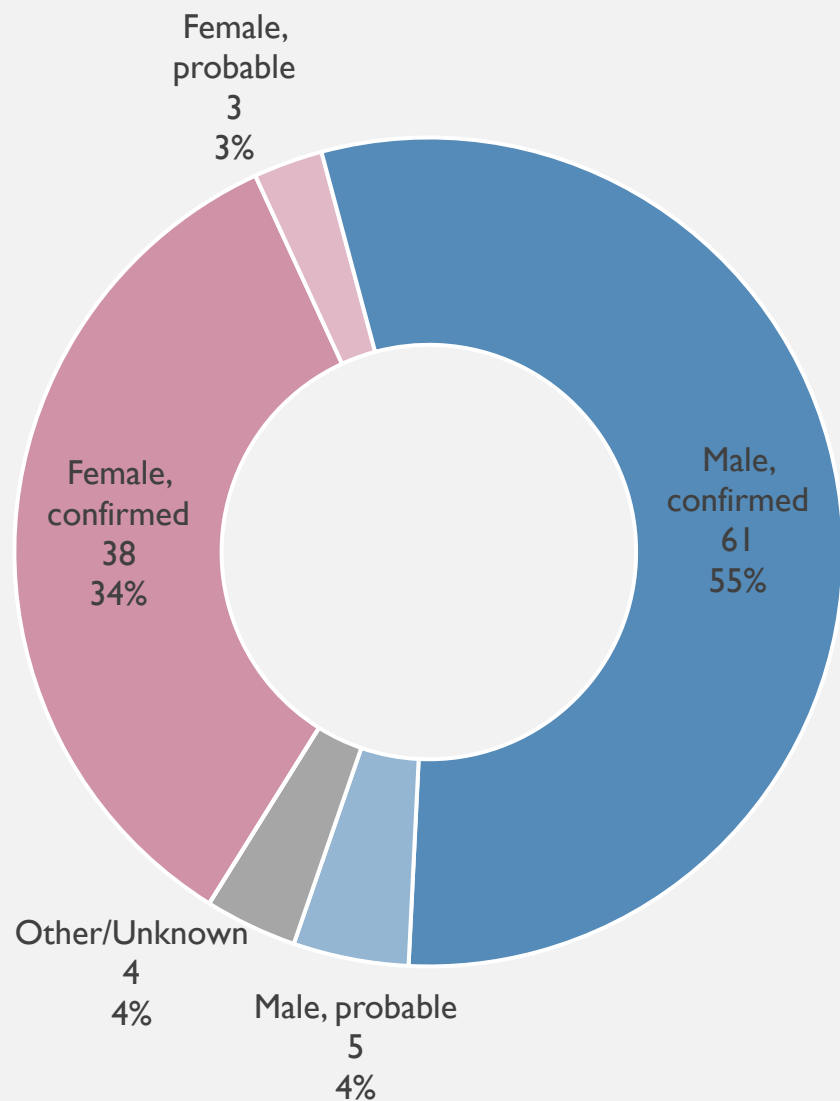
COVID-19 Monthly Report: April 2021

Needham Public Health Division

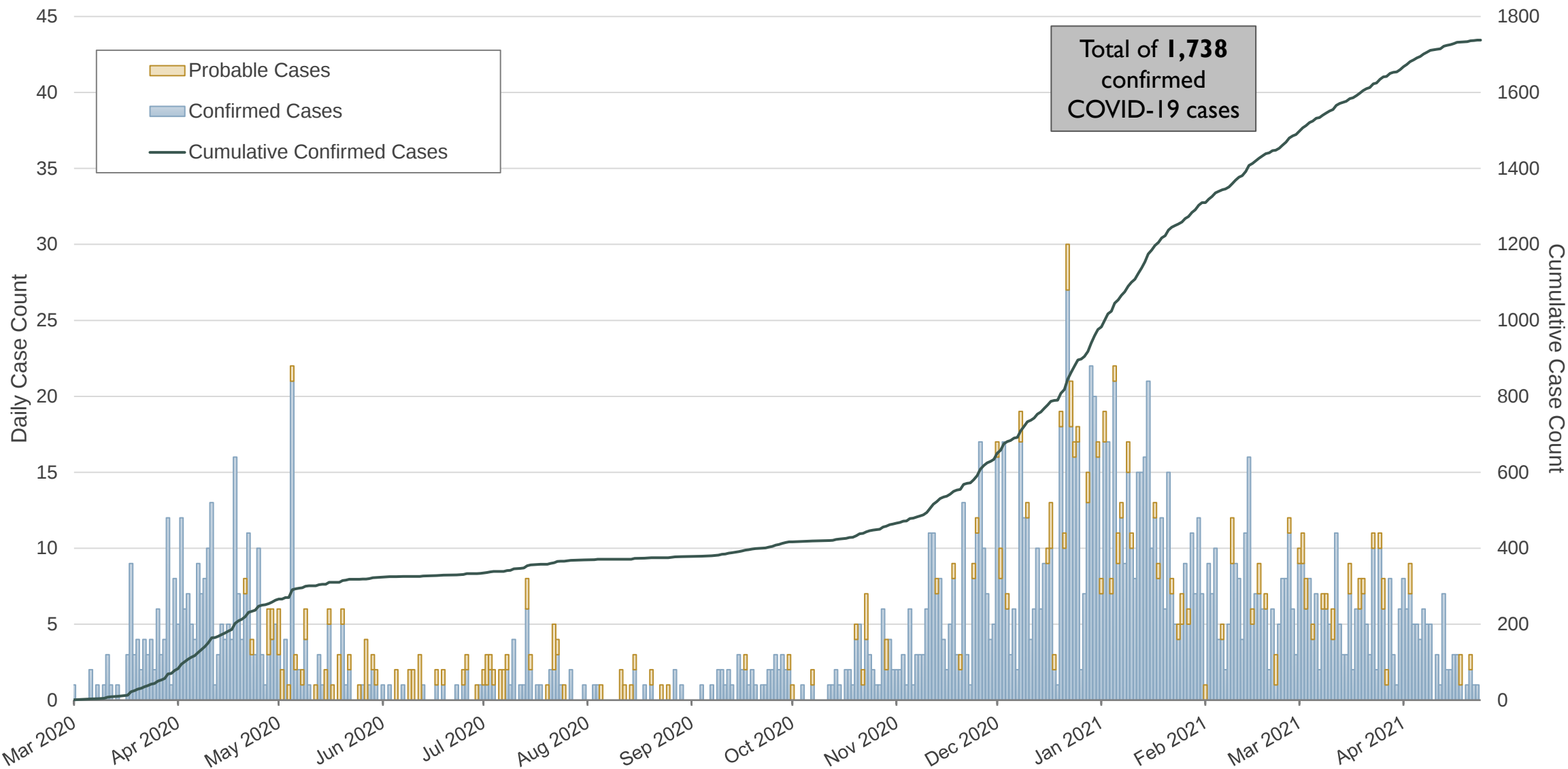
APRIL CASES



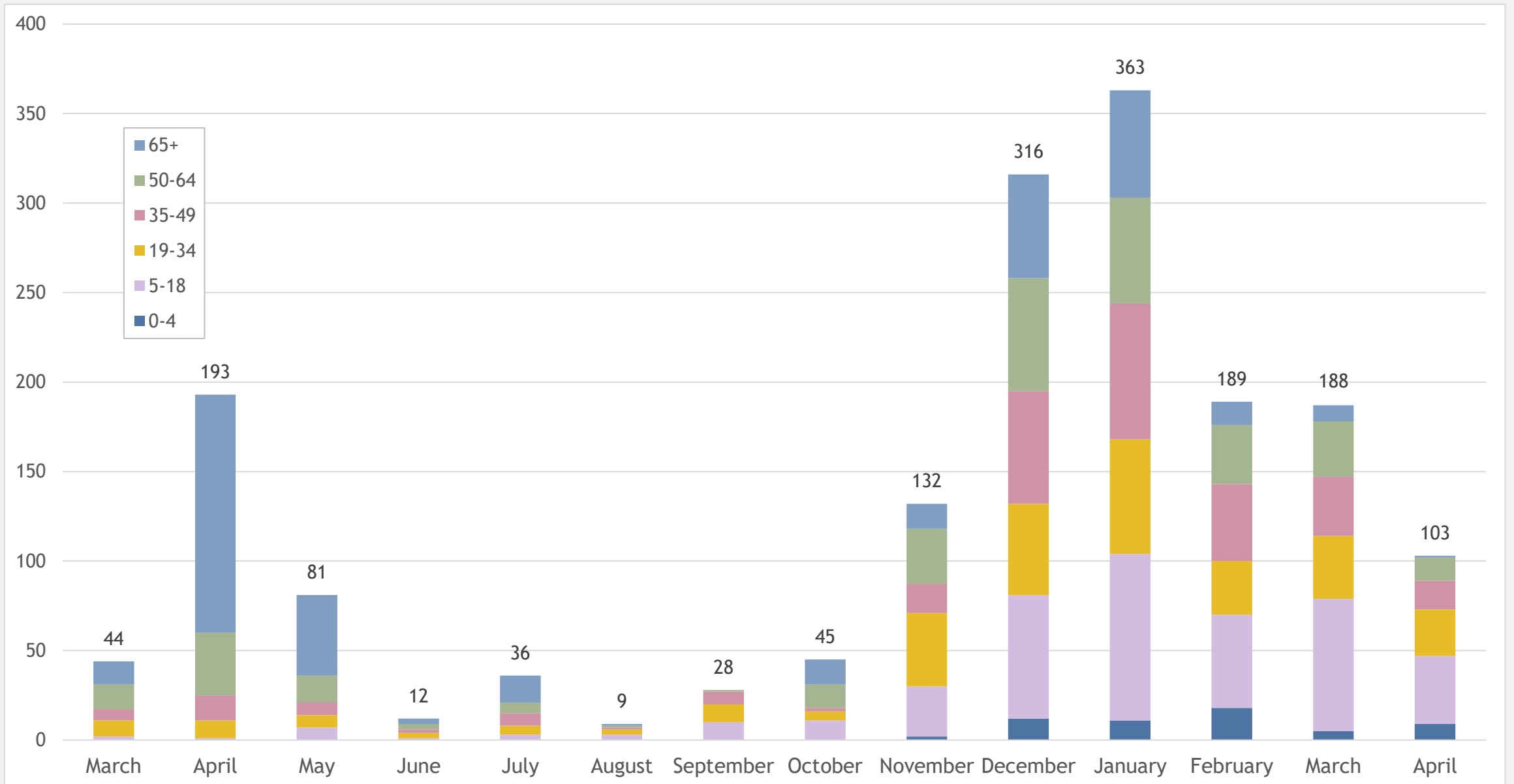
AGE & GENDER OF APRIL CASES



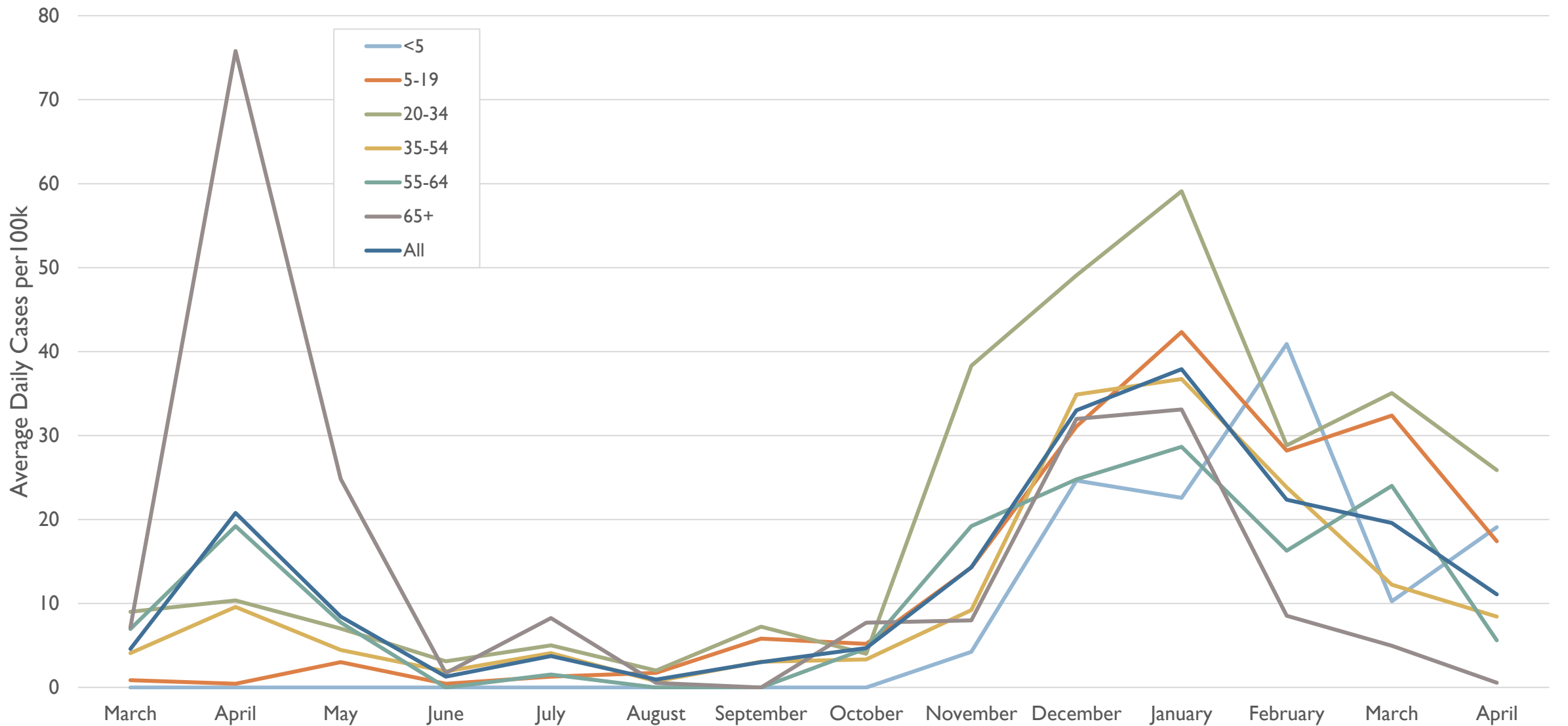
EPIDEMIC CURVE



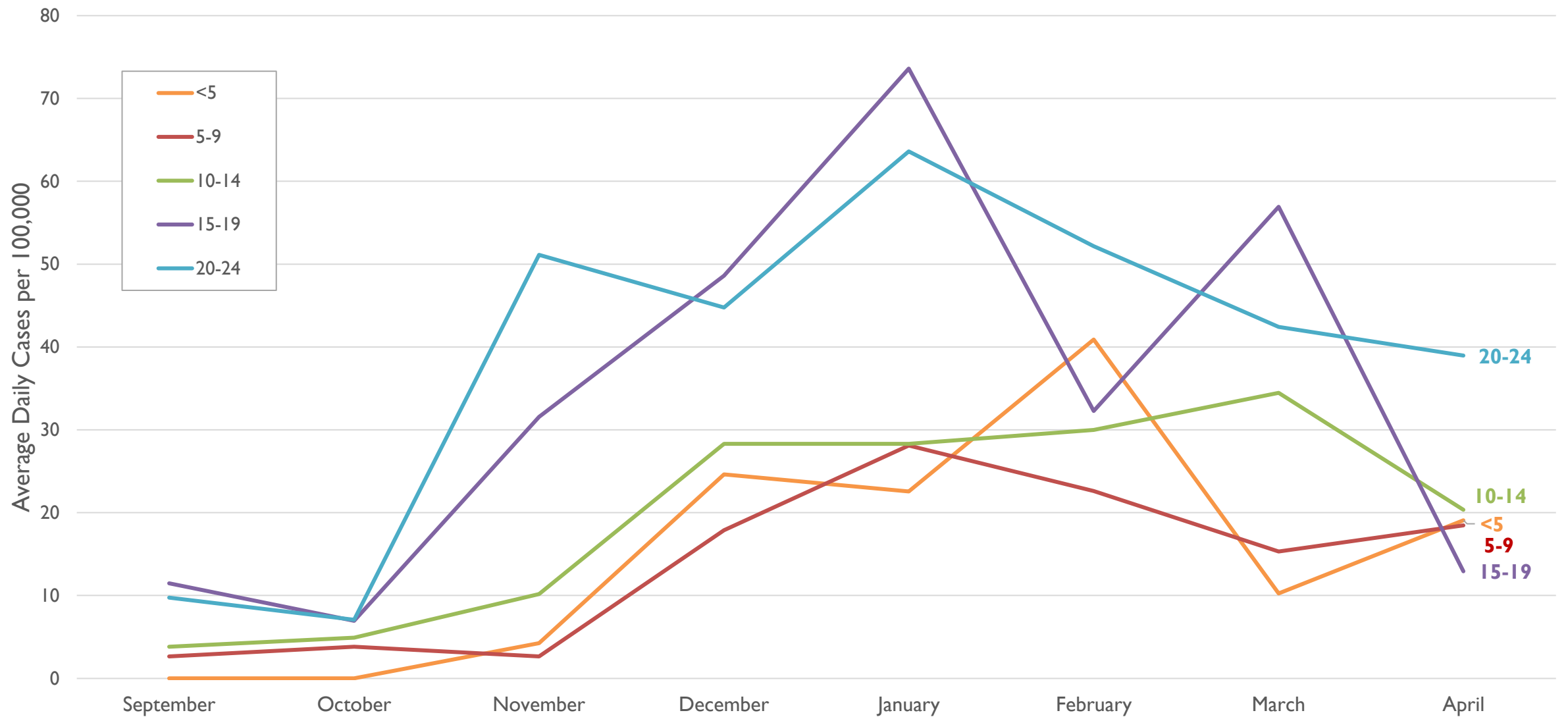
CASES BY AGE



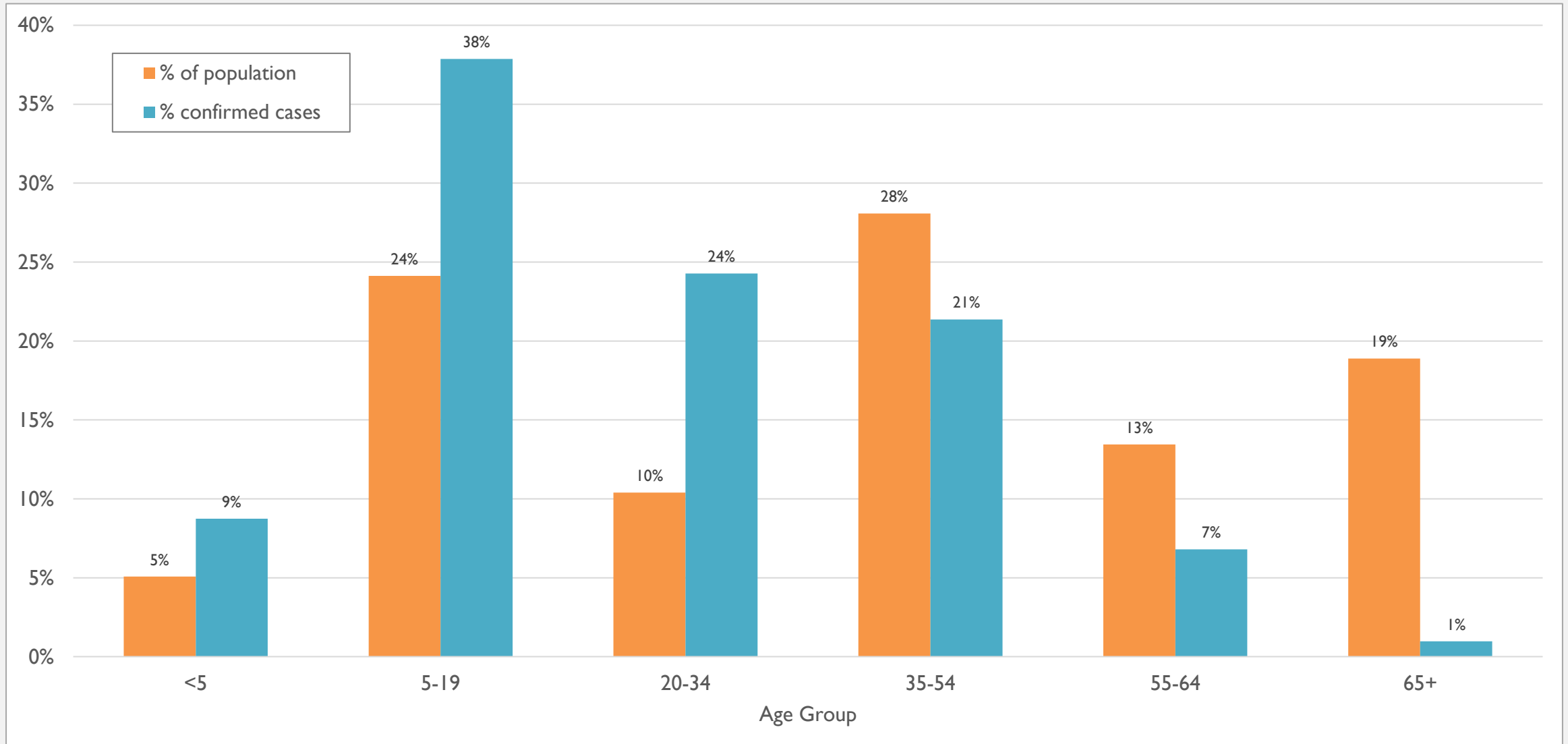
MONTHLY INCIDENCE



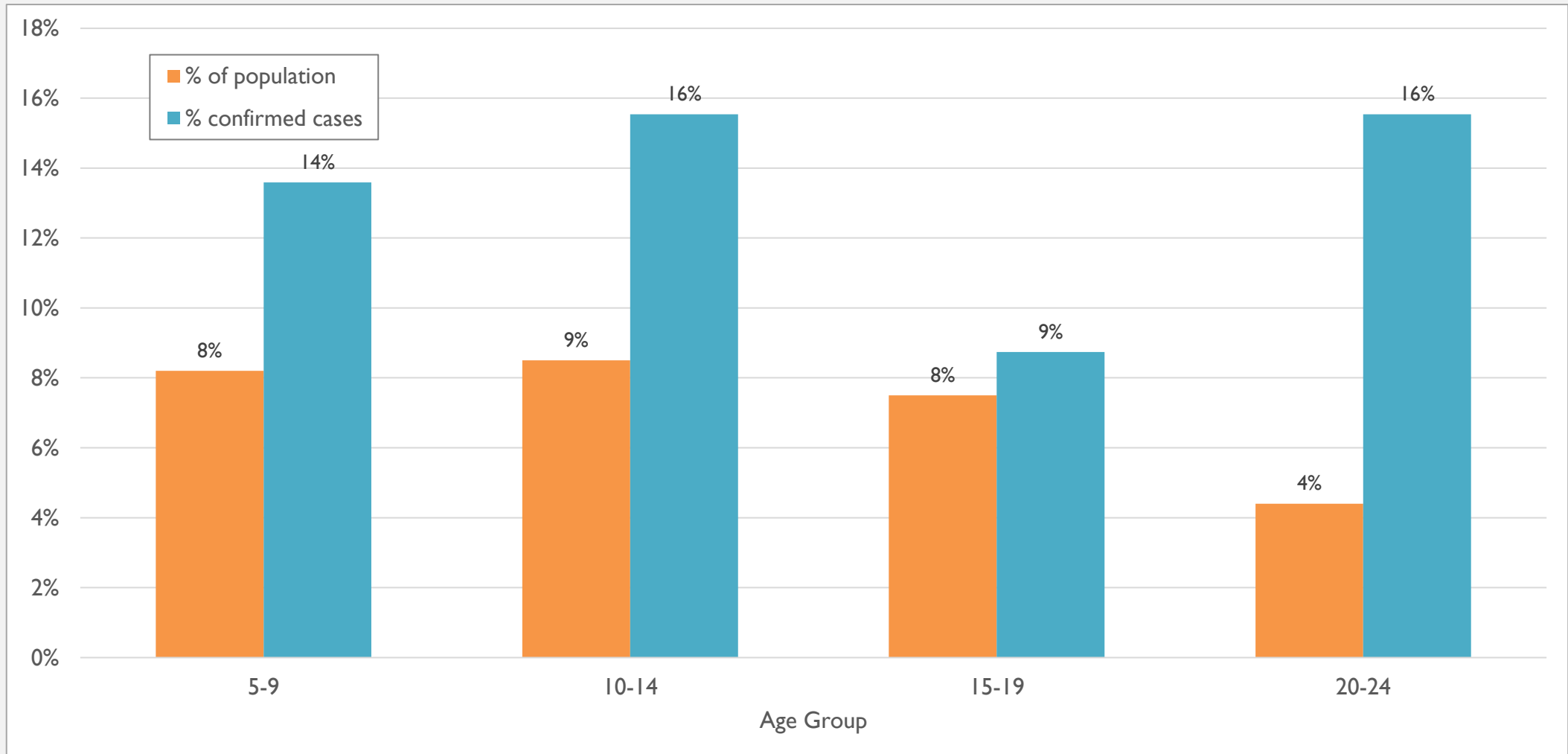
INCIDENCE IN CHILDREN & YOUNG ADULTS



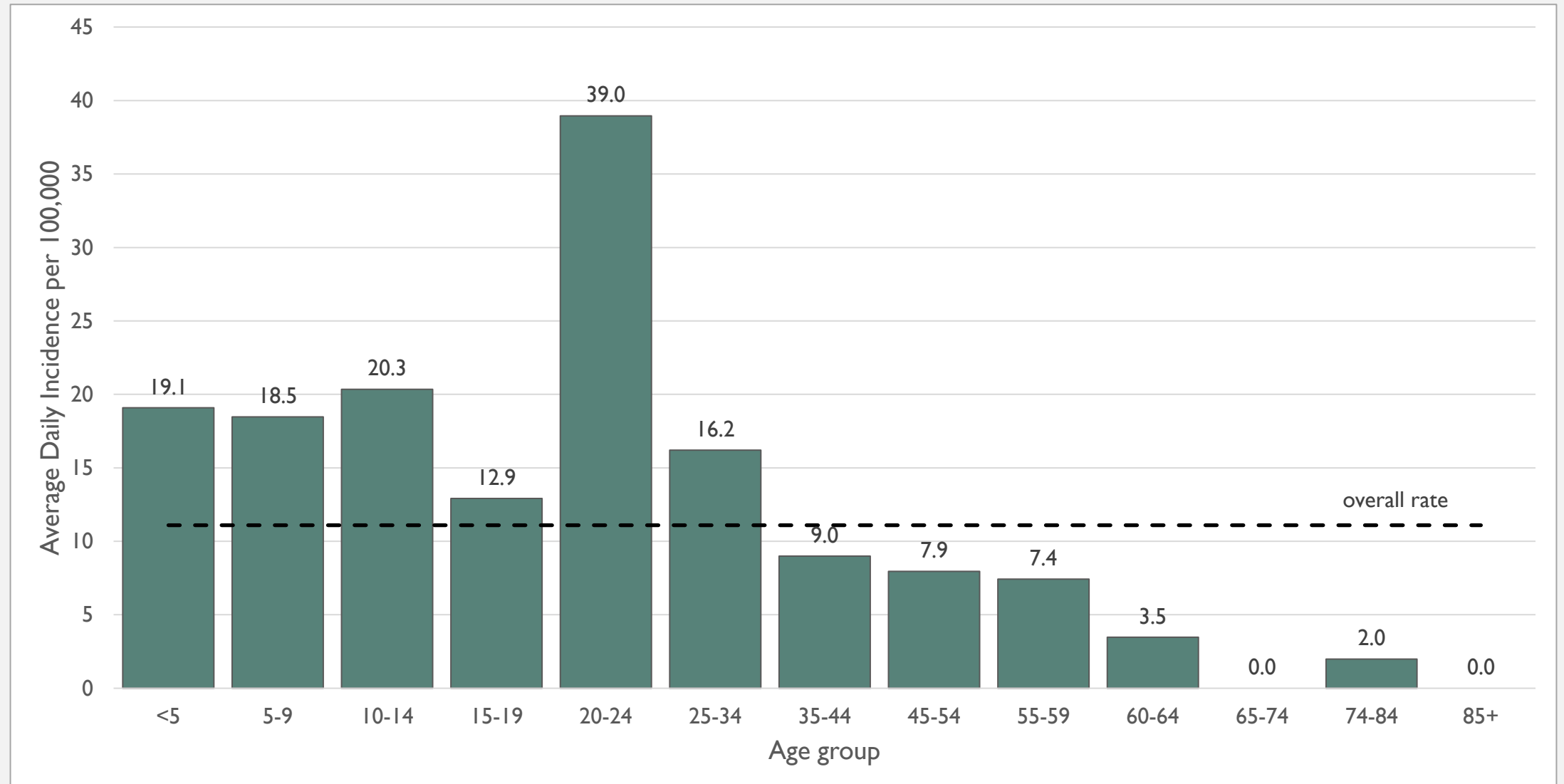
APRIL CASES VS. POPULATION STRUCTURE



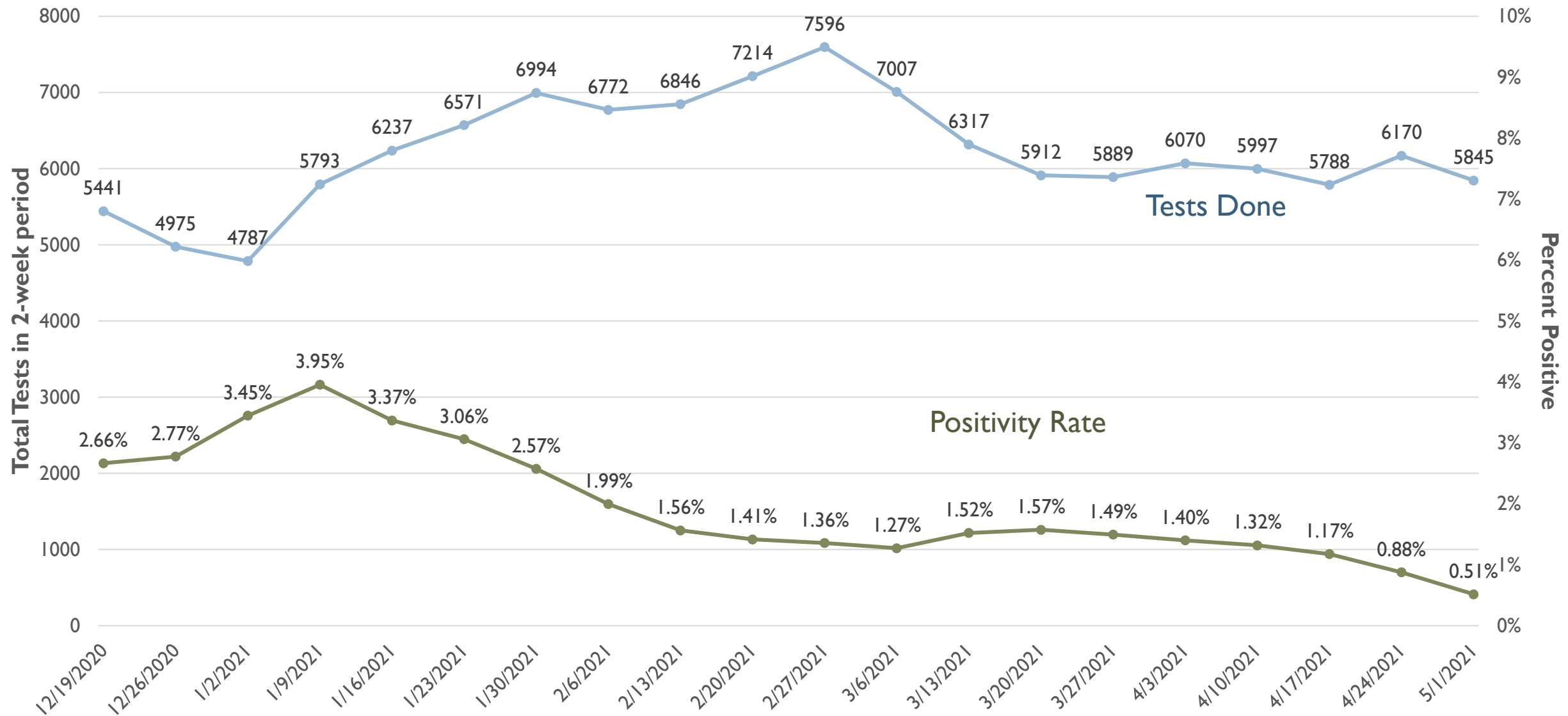
APRIL CASES VS. POPULATION STRUCTURE



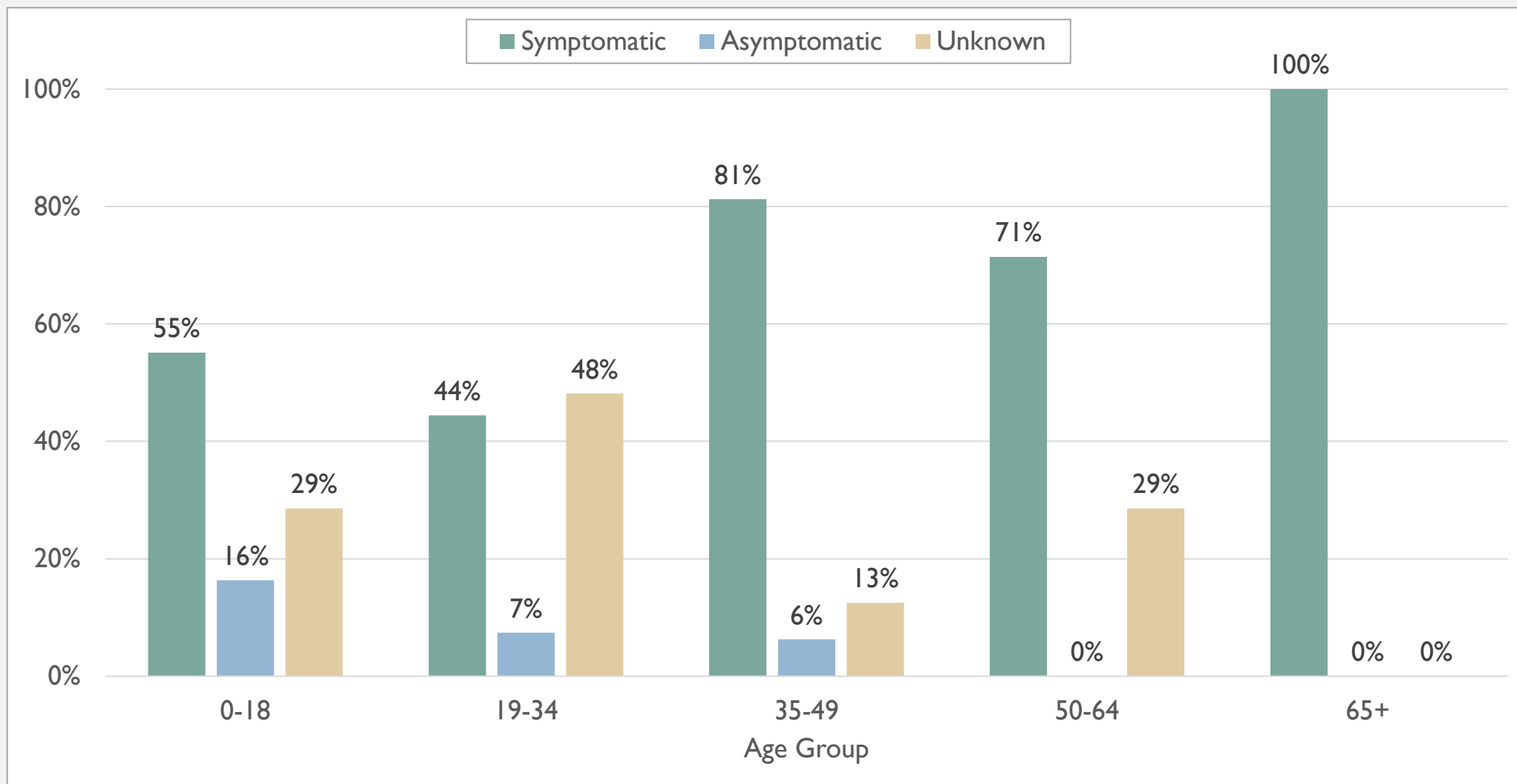
INCIDENCE BY AGE GROUP IN APRIL



COVID-19 TESTING



APRIL SYMPTOMATIC CASES



VARIANTS, REINFECTIONS, AND BREAKTHROUGH INFECTIONS

- 5 cases identified as variants of concern to date (B.1.1.7 and P.1)
- 11 re-infections
 - On average, about 5 months between infections
 - Range: 100-212 days
- 3 breakthrough infections in April (more than 14 days after fully vaccinated)

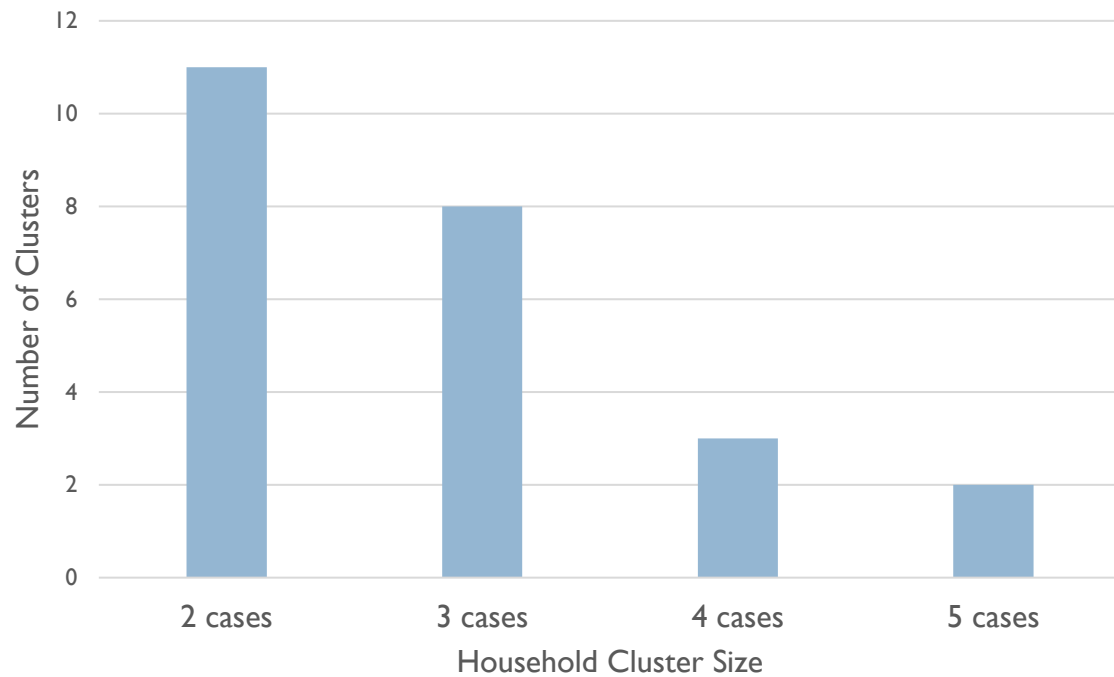
APRIL CLUSTERS

Cluster Type	Number of Clusters	Number of Needham Cases*	% of Needham Cases*
Household	24	68	61%
Day Cares	2	1	0.9%
Congregate Care	1	0	0%
Schools & Universities	1	1	0.9%

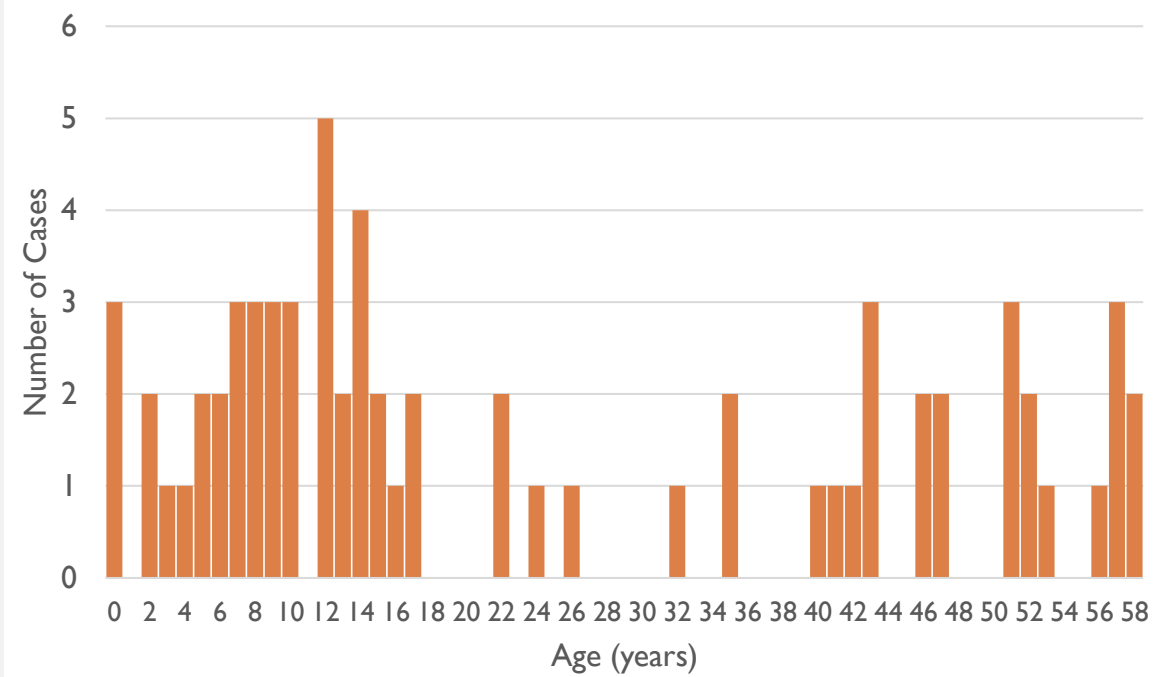
* Includes confirmed and probable cases

APRIL HOUSEHOLD CLUSTERS

CLUSTER SIZE



AGE DISTRIBUTION



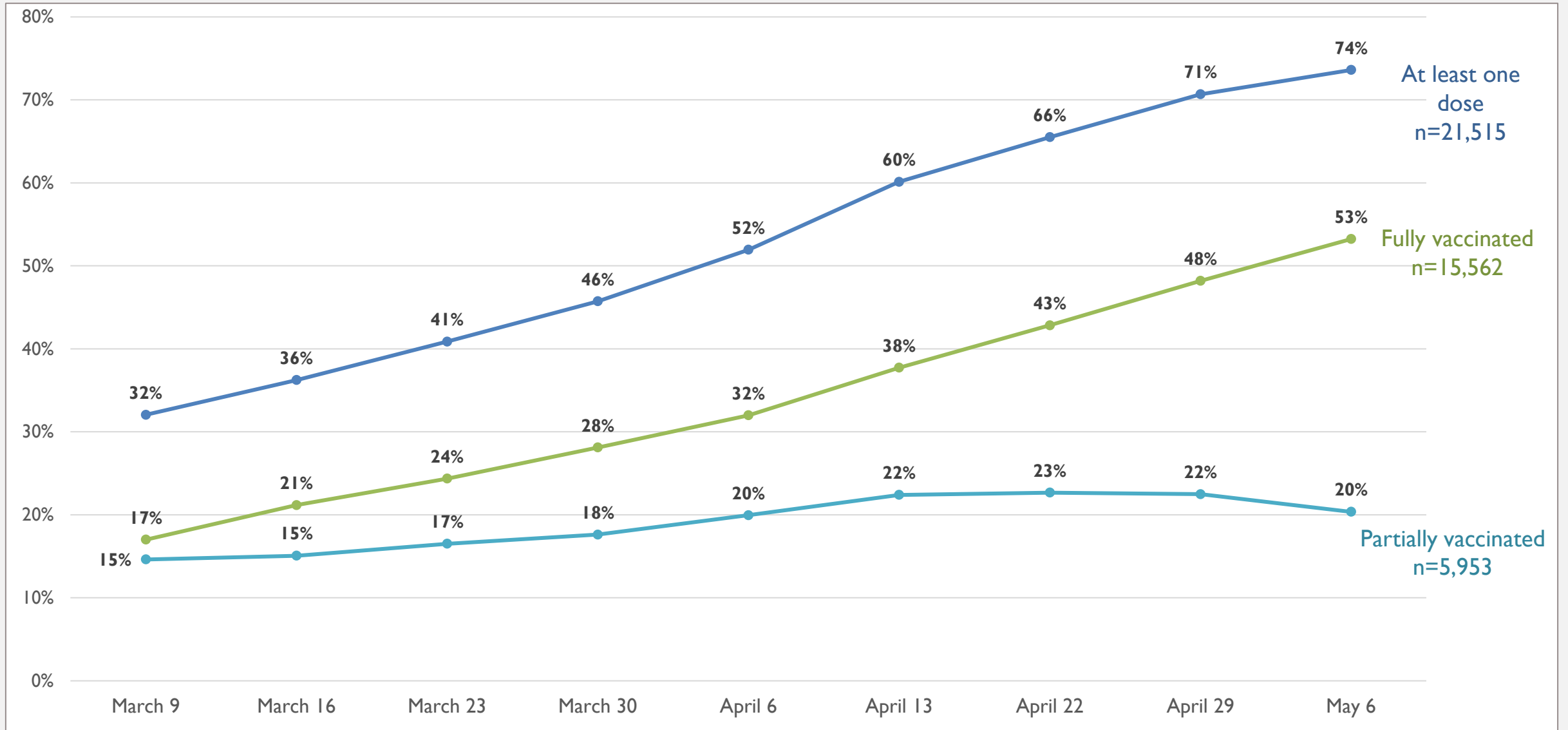
Average of 2.8 cases per household cluster (Range: 2-5)

APRIL CONTACTS

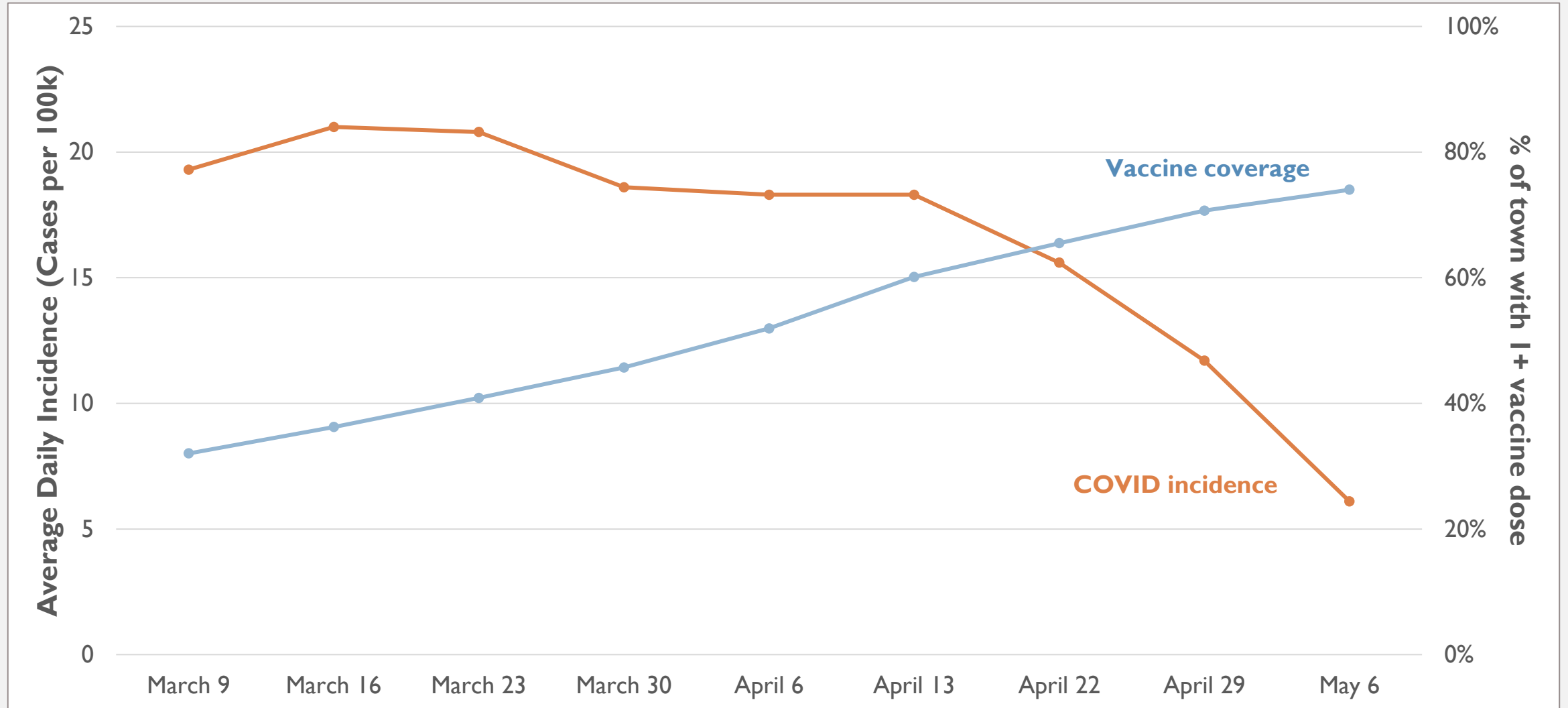
Source	Number
MAVEN	55
Needham Public Schools	84

COVID-19 Vaccine Coverage in Needham

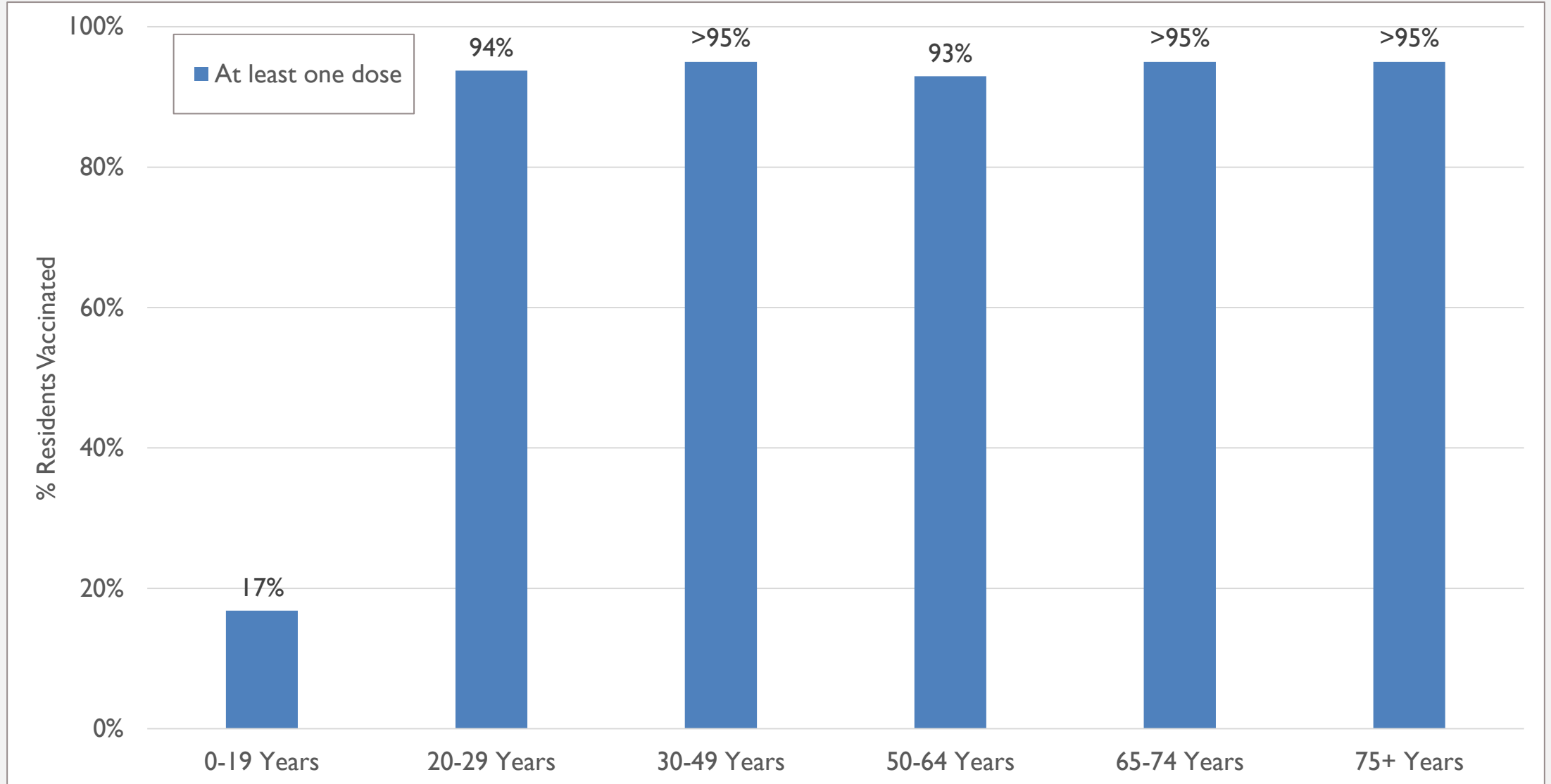
VACCINE COVERAGE RATE



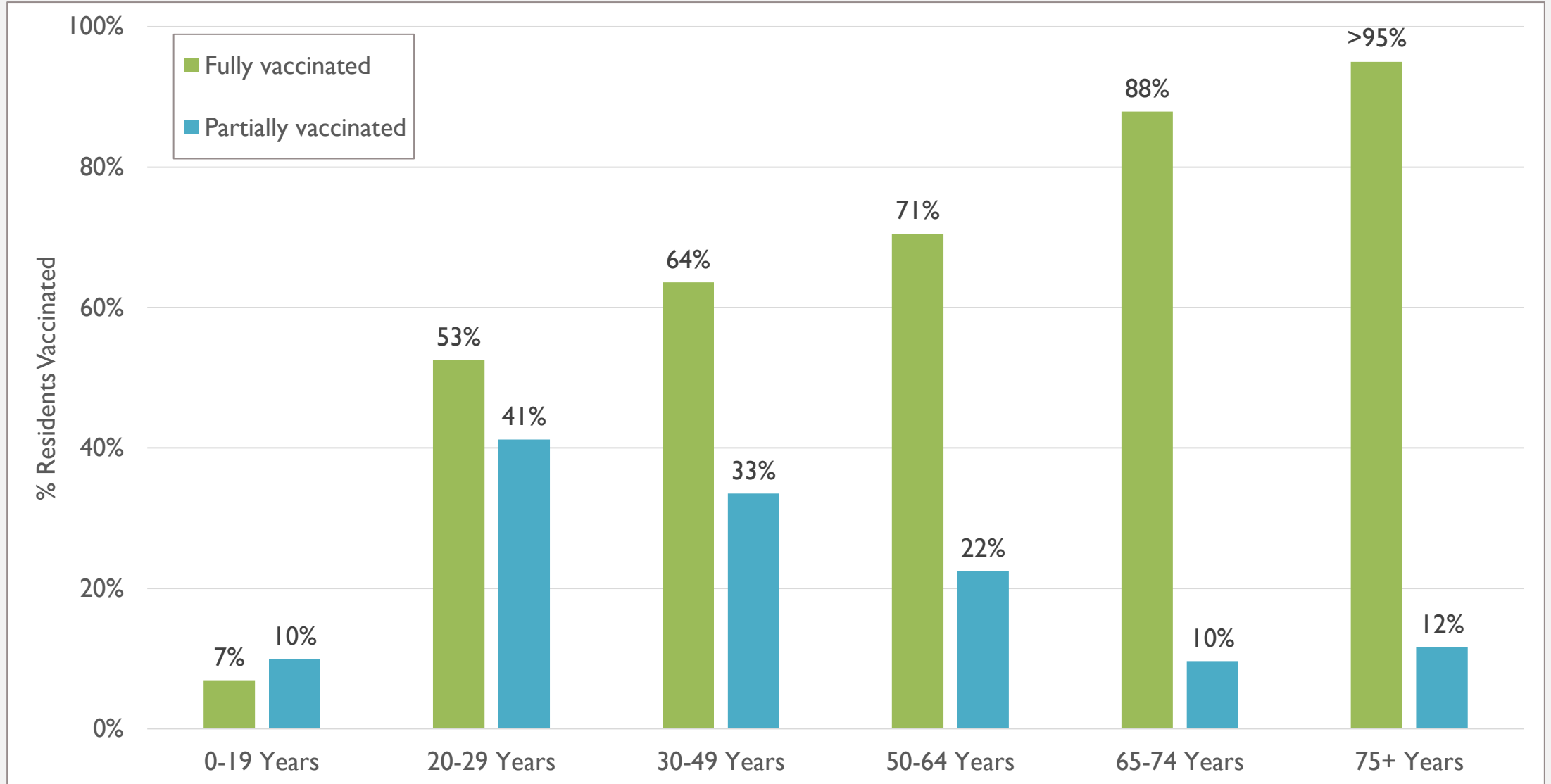
VACCINE COVERAGE & COVID INCIDENCE



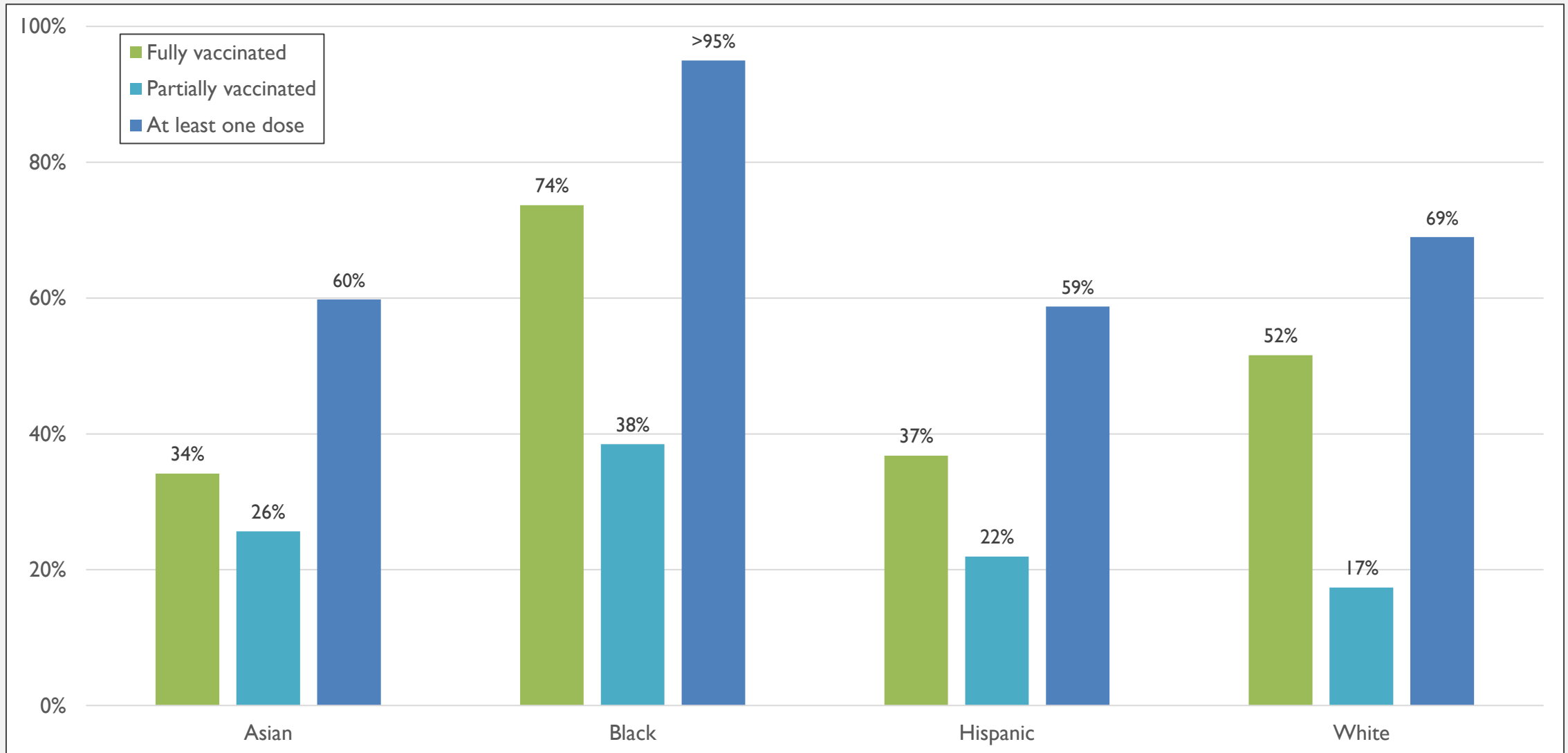
VACCINE COVERAGE BY AGE



VACCINE COVERAGE BY AGE

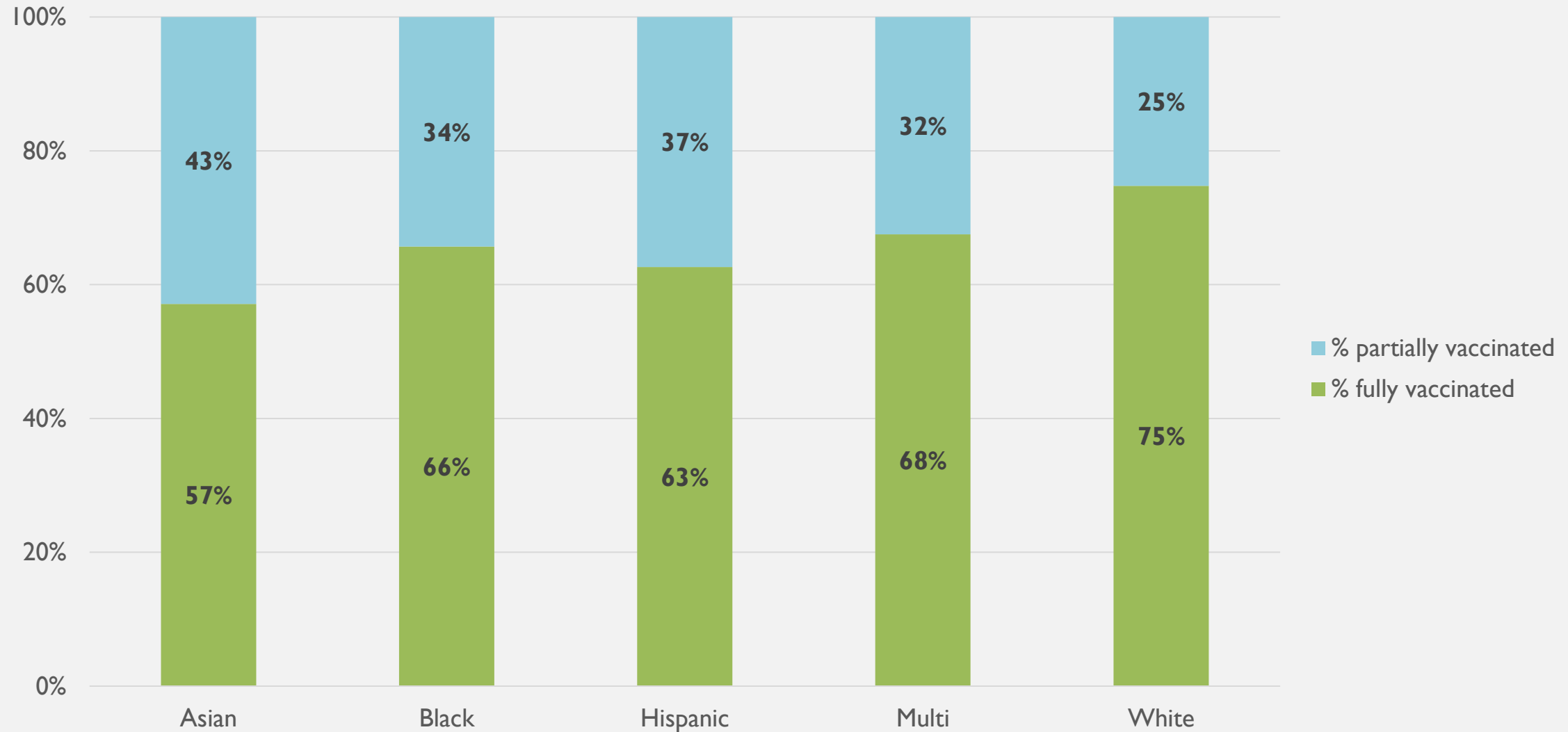


VACCINATION COVERAGE BY RACE/ETHNICITY

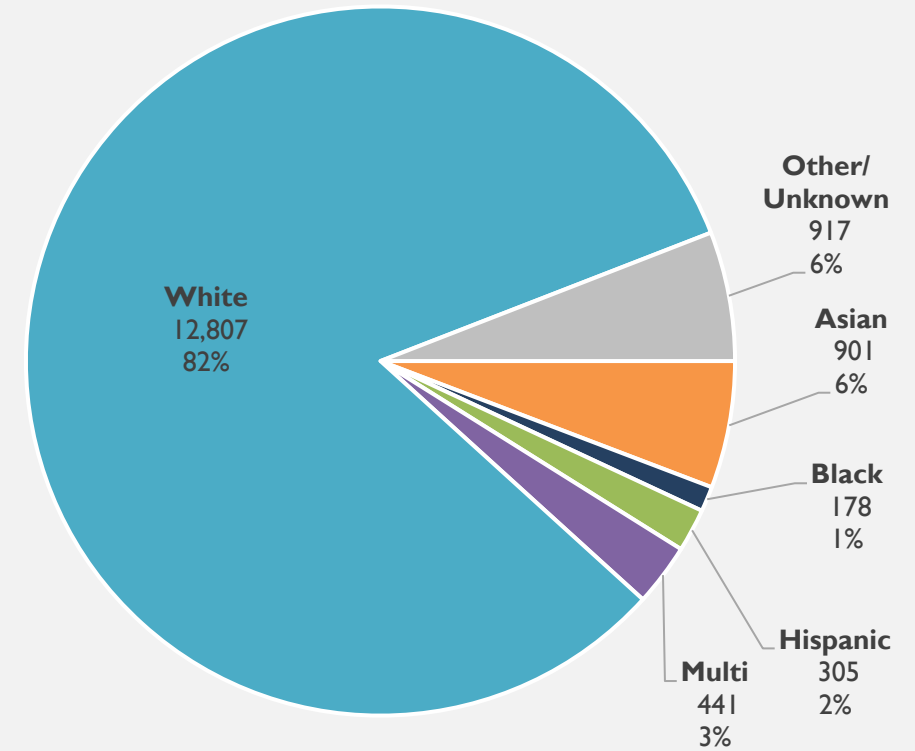
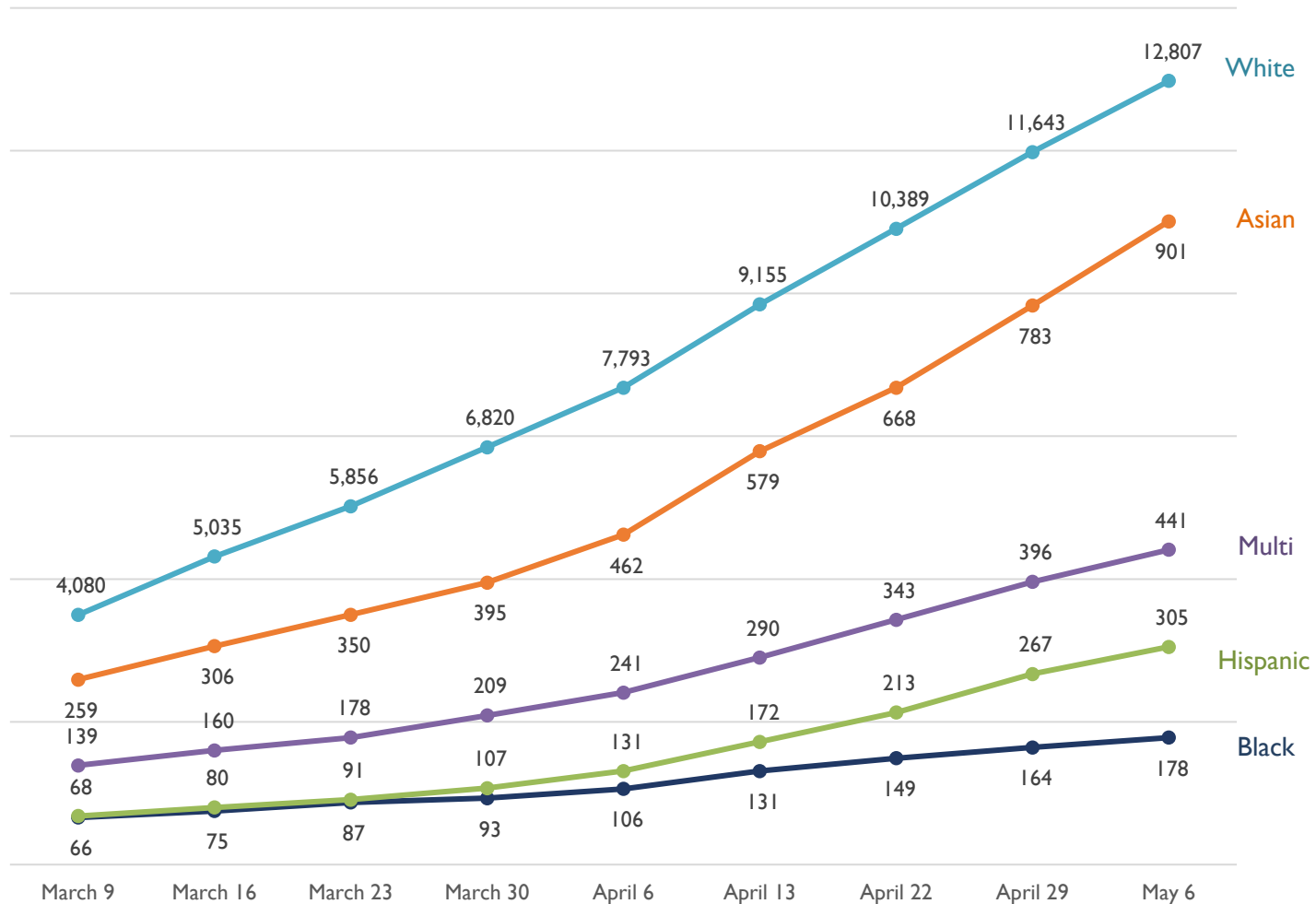


VACCINATION STATUS BY RACE & ETHNICITY

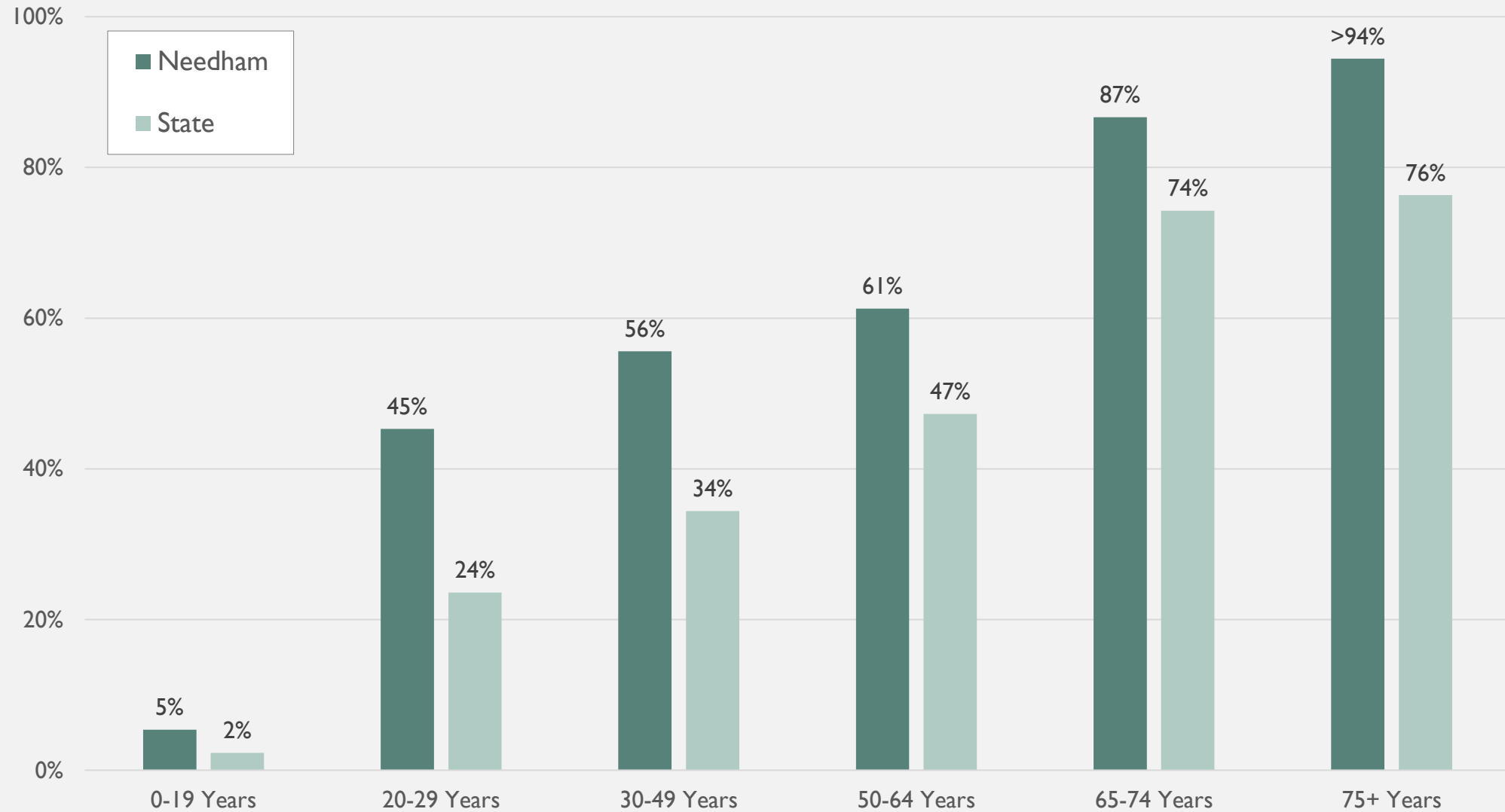
AMONG THOSE WHO HAVE RECEIVED 1+ DOSE



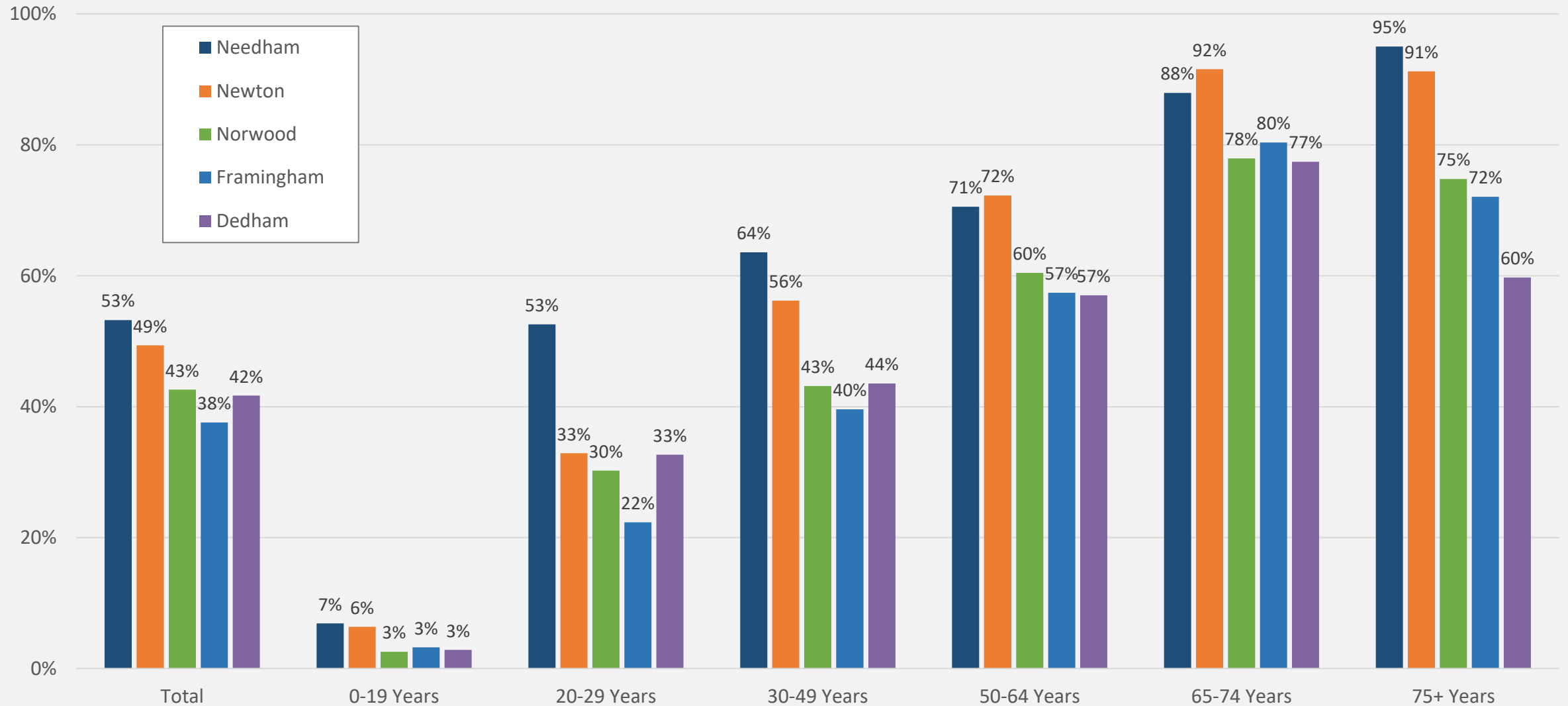
FULLY VACCINATED RESIDENTS BY RACE/ETHNICITY



% FULLY VACCINATED: NEEDHAM VS MA



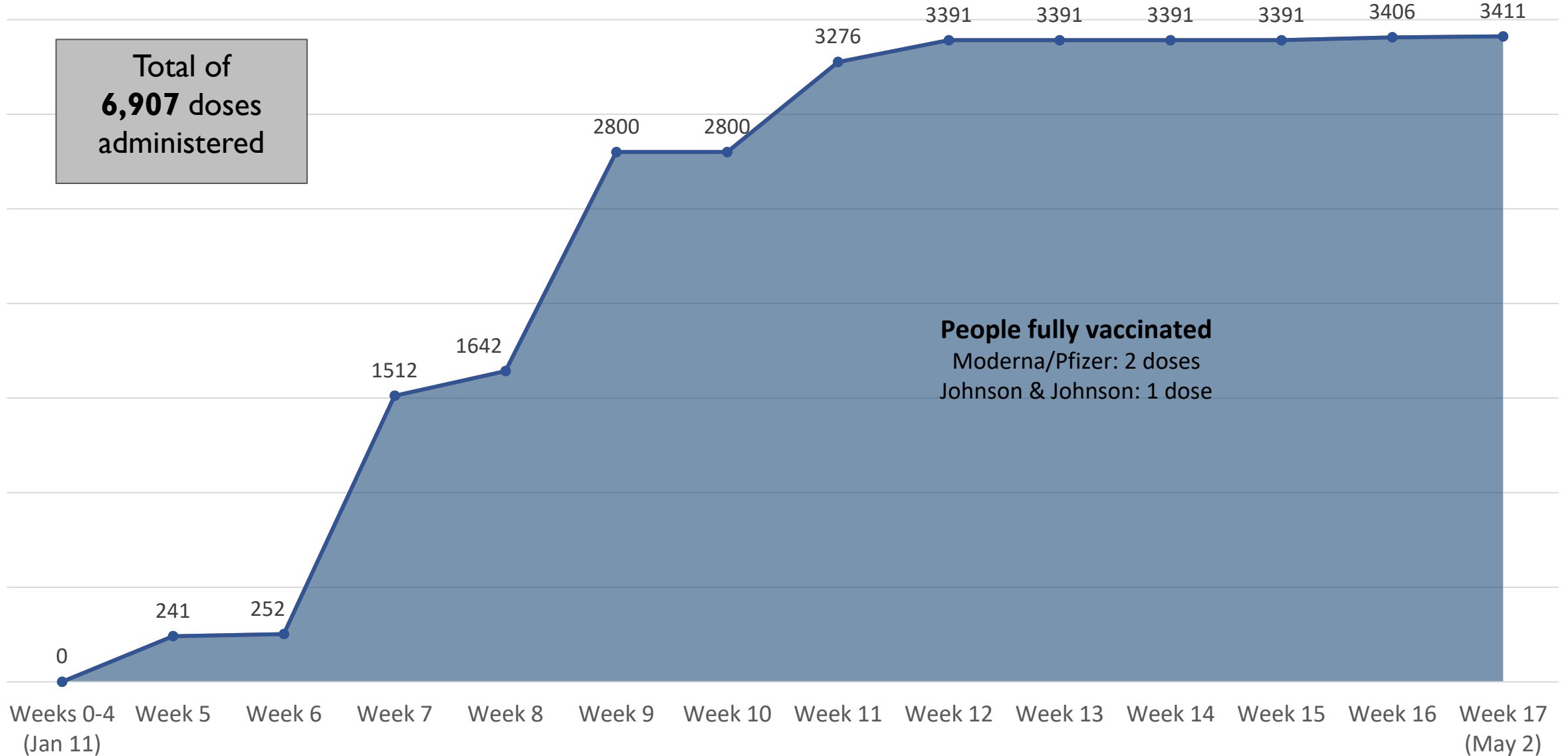
% FULLY VACCINATED BY TOWN



Vaccines Administered by Needham Public Health

PEOPLE VACCINATED

Total of
6,907 doses
administered





**Board of Health
TOWN OF NEEDHAM
AGENDA FACT SHEET**



MEETING DATE: 05/14/2021

Agenda Item	Continued Discussion Items
Presenter(s)	Tara Gurge & Tiffany Zike

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
	1. Racial and Health Equity Policy - Need to discuss and make edits for final version 2. NUARI Vision Statement - Discussion on supporting statement 3. Community Health Need - Determine Priorities 4. Regulatory Policy Update - Discussion and edits for final version
2.	VOTE REQUIRED BY BOARD
	No vote required.
3.	BACK UP INFORMATION ATTACHED See enclosed summary documents: - Health Equity Policy Draft 3.9.21 - NUARI Packet - Combined Children's Hospital Packet - Reviewing and Updating Regulations



NEEDHAM DEPARTMENT OF HEALTH AND HUMAN SERVICES

POLICY or PROCEDURE TITLE: **Racial and Health Equity DRAFT**

Number:

Policy Type: ADM

Effective Date:

Date Reviewed or Revised: **3-9-21**

PURPOSE:

Racism is a pervasive condition that causes health disparities and has been recognized by health and mental health professionals for many years as a serious public health crisis. The high-profile events of 2020, especially those of police recklessness^{ness} and violent overreaction which led to the deaths many Black people, has reinvigorated public commitment to combatting racism. Other factors contributing to health disparities are poverty, immigration status, gender, disabilities, and ethnicity. This crisis clearly demands that public health and social services strive toward overcoming these disparities through policies, programs, actions, and self-reflection. The Department of Health and Human Services is obligated and committed to tackle racial and health inequities in all its work.

Institutional racism and other social conditions are systemic, cultural, and interpersonal threats to public health. While public health organizations have recognized the problems of health inequity and racial injustice, policies have lagged behind statements and thus have failed to institutionalize efforts to promote health equity and racial justice. It is also imperative for the Department of Health and Human Services to combat inequality and biases that are based on gender, sexual orientation, ability, age, and immigration status.ⁱ

The purpose of this policy is to allow and expect all staff members to be intentional in addressing all forms of health inequities, with particular emphasis on racism. This is a challenge, and yet that much more critical, in this predominantly White affluent town.

POLICY: All Needham Health and Human Services divisions will design and provide outreach and programs to benefit groups of people who are marginalized by race, class, poverty, immigration status, disability, and gender.

PROCEDURE: The department will engage staff, colleagues, and residents in conversations and actions to promote equitable and inclusive practices and programs,ⁱⁱ to ensure equal access to services.

1. Staff members will be intentional in addressing all forms and causes of health inequities, with special emphasis on racial inequities as needing more focus and explicit intention.

2. Division directors will ensure that staff use a racial equity assessment approach to evaluate new policies for the potential positive and negative impacts on equity (see addendum).
3. Directors will review their division's mission and vision and will review existing policies and procedures through a lens of equity and inclusion and revise where necessary.
4. Given that the most common languages other than English spoken in Needham homes are Mandarin and Russian; and given that the most common languages other than English spoken in the homes of Needham school children are Spanish and Portuguese; all educational material and reports published by Needham Health and Human Services programs will be translated into the languages of the community or the schools and interpreters will be engaged for community presentations.

References:

[The Massachusetts Public Health Association Health Equity Policy Framework](#)
[Government Alliance on Race and Equity Toolkit](#) (GARE)
[Race Forward Racial Equity Impact Assessment Kit](#)
[Needham Public Schools REAL Coalition](#)

Addendum: Equity assessment questions.

Prepared by:

Approved by:			
Director of Health and Human Services	Date	Program Director	Date

ⁱ from GARE

Addendum

Key assessment questions:

1. What is the policy under consideration?
 - a. Desired results and outcomes



NEEDHAM DEPARTMENT OF HEALTH AND HUMAN SERVICES

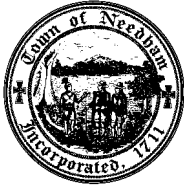
- b. How the proposed policy will change existing racial & other inequities
 - c. How it will address historic or contemporary inequities
2. What are the racial and other equity impacts of this decision?
 - a. Who is most impacted?
3. Who will benefit from or be burdened by the decision?
 - a. Which racial or ethnic groups may be most affected by and concerned with the issues related to this proposal?
 - b. Are there potential negative impacts or unintended consequences?
 - c. Are there strategies to mitigate the unintended consequences?
4. Have affected community members or leaders been engaged in the development or vetting of the proposal?
5. Can the policy be successfully implemented and evaluated for impact?

Abbreviated tool suggested by GARE:

- What are the racial equity impacts of this particular decision?
- Who will benefit from or be burdened by the particular decision?
- Are there strategies to mitigate the unintended consequences?

For more detailed assessment tools, see the references cited in the policy.

ⁱⁱ From Needham REAL Coalition



Office of the
SELECT BOARD

TOWN OF NEEDHAM

TOWN HALL
Needham, MA 02492-2669

TEL: (781) 455-7500

FAX: (781) 449-4569

TO: Boards, Committees, Commissions
FROM: Select Board
CC: Kate Fitzpatrick Town Manager, Katie King, Assistant Town
Manager/Director of Operations, David Davison, Assistant Town
Manger/Director of Finance, Department and Division Managers
DATE: April 1, 2021
RE: A Racial Equity Statement for the Town of Needham

In July 2020, the Select Board began the Needham Unite Against Racism Initiative to foster a dialogue about racism in Needham, and to produce actionable strategies to ensure that Needham is a welcoming and inclusive community.

During the past six months, the NUARI Working Group has developed a Racial Equity Statement for the Town of Needham, along with Guiding Principles and a set of Intentional Practices to help Needham realize the vision for racial equity.

The Select Board has voted to adopt these recommendations and will seek approval of NUARI's work in a non-binding resolution at Town Meeting this Spring.

The Select Board asks that your Board, Committee or Commission consider adopting the vision and principles, and integrating these concepts in your work plans, programs, and goals. We are interested in your perspectives and input going forward and would appreciate your letting us know what approaches and actions you plan to take.

The Select Board expects to host periodic summits to assess progress in this work and asks for the help of all the Town's elected and appointed policy makers. It is important that we work together to identify barriers to racial equity, and solutions, opportunities, and resources, to overcome them.

The support of all Boards, Committees, and Commissions, and that of the broader community, is required to assure that the Town of Needham is a welcoming and inclusive place.

NUARI Vision Statement, Guiding Principles, and Intentional Practices
Created & Approved by the NUARI Working Group, March 22, 2021
Adopted by the Needham Select Board, March 23, 2021

A RACIAL EQUITY STATEMENT FOR THE TOWN OF NEEDHAM...

Needham will be a community free of racism, racial bias, prejudice and discrimination. Our residents, schools, businesses, organizations and government will work together to identify barriers to racial equity and create solutions, opportunities, resources and support for removing them.

- We will work collaboratively and democratically toward a just, equitable, antiracist community.
- We will work to identify and change current policies, procedures, practices, and cultural norms in Needham that prevent meaningful access to opportunities because of race.
- We will create opportunities for the community to confront unpleasant truths and seek solutions that always amplify values of racial equity.
- We will intentionally create spaces for respectful dialogue and difficult conversations toward racial amity.
- We will actively engage with those who feel the impact of racism most directly, seeking their input, guidance, and honoring the wisdom of their experience.
- We will commit as individuals to be intentional in our efforts to learn and practice anti-bias and antiracism, transforming our thinking, attitudes and behaviors.

NUARI Vision Statement, Guiding Principles, and Intentional Practices
Created & Approved by the NUARI Working Group, March 22, 2021
Adopted by the Needham Select Board, March 23, 2021

GUIDING PRINCIPLES...

1. Racial equity in Needham means that the experiences of people of color are the same as those of the white majority – from day to day interactions, housing opportunities, interactions with the police and other first responders, employment, and educational opportunities, etc. On the path to racial equity...
 - a. People of color will see others of color in leadership roles in government, business, the school system, and civic groups.
 - b. Our community will have opportunities to learn a more complete version of American history and its relevance to today's challenges.
 - c. Students in schools will experience equity with regard to all aspects of their education (e.g. placement, acknowledgement, recognition, engagement, discipline, curriculum and co-curricular involvement).
 - d. People of color will feel safe, validated and treated equitably with respect to public safety (e.g. arrests, use of force, motor vehicle stops, traffic infractions, handcuffing, and criminal applications).
 - e. People of color will feel safe, validated, included and treated equitably in all Town-related activities (e.g. town meeting/government, services and events).
 - f. In the decision making process, the voices and experiences of people of color will be honored and respected as valid (e.g. equity in hiring, engagement and promotion, programs and events are inclusive and equity minded, intentional anti-bias efforts are employed in all considerations).
 - g. All races will want to live here – Needham will be a desirable community for everyone. The town will take proactive measures to support a more racially and economically diverse and inclusive population (e.g. housing access, mixed income and diversity of housing stock).
2. A healthy and equitable community recognizes the harm created by implicit bias, intolerance and racism and strives to embrace diversity and inclusion by using a racial equity lens to promote anti-racist behaviors and attitudes in all aspects of civic and inter-personal living.
3. We value lifelong/ongoing self and group learning and critical social analysis to acknowledge and to further understand the dominance of white culture and privilege throughout US history, and the importance of disrupting racial structures that perpetuate it.
4. Becoming anti-racist means that we must tackle our own implicit bias, intolerance and discriminatory lenses - thus, bringing about restorative justice, healing and reconciliation to truly bring together the community we live in.
5. All members of the community commit to engaging with good will and respect in order to repair and build healthy relationships.

NUARI Vision Statement, Guiding Principles, and Intentional Practices
Created & Approved by the NUARI Working Group, March 22, 2021
Adopted by the Needham Select Board, March 23, 2021

**SUPPORTING THE FOLLOWING INTENTIONAL PRACTICES WILL
HELP NEEDHAM REALIZE THE VISION FOR RACIAL EQUITY...**

- Seek to increase interactions and create/cultivate friendships across and among the various groups
- Commit to self-education to have a better understanding of and be more informed about race, racism, racial equity, race amity, and race relations.
- Foster safe environments for, and listen to residents who are, directly affected by racism and racial inequities.
- Engage in meaningful and productive conversations on racial issues with town/community members.
- Support those services, materials, expertise, scholarships, and organizations that advocate for racial equity.
- Stand up, speak out, and act against racism and racial injustice.
- Encourage vision, transformation and advocacy anchored in democratic action.
- Encourage and build public understanding of the need to eliminate racial injustice.

**Needham Unite Against Racism Initiative
Interim Report for Town Meeting
May 2021**

BACKGROUND

Launch of NUARI

In July 2020, the Select Board launched the [Needham Unite Against Racism Initiative](#) (NUARI) to foster a dialogue about racism in Needham and produce actionable strategies to ensure Needham is a welcoming and inclusive community. This included a listening session for community members who wished to share with Town officials their personal experiences with racism in Needham, their concerns, and suggestions for improvement.

This initiative is intended to be an ongoing effort so that together, Town leadership and residents can craft effective solutions to identified challenges. The Town is committed to ensuring that all residents of Needham are safe and free from racism, discrimination, and hate.

In September, the Select Board finalized the charge of the NUARI Working Group and appointed its founding members. In October, Town Meeting Members adopted a resolution (Special Town Meeting Warrant [Article 17](#)) requesting that the Select Board “conduct a review of the effects of systemic racism in Needham and, if warranted, present to the 2021 Annual Town Meeting and subsequent Annual and Special Town Meetings specific warrant articles aimed at improvement.” The Needham Unite Against Racism Initiative is driven by a shared understanding, as reflected in both the NUARI Charge and Article 17, that proactive dialogue and actions are needed to achieve racial equity in Needham. This report aims to provide Town Meeting and the broader Needham community with an overview of NUARI’s progress to date, initial recommendations, and the work that remains ahead.

Working Group Members

Members:

- Ramin Abrishamian, Needham Clergy Association, Needham Diversity Initiative
- Matthew Borrelli, Select Board Vice Chair
- Marianne Cooley, Select Board Member, NUARI Chair
- Natasha Espada, Resident
- Dr. Olutoyin Fayemi, Resident
- Vivian Hsu, Resident
- Jen Howard, Needham Human Rights Committee
- Sue Neckes, School Committee
- Marcus Nelson, Needham Human Rights Committee
- Jay Spencer, owner, French Press
- Oluwatoni Ajayi, student (stepped down)
- Dennis Zhang, Resident (stepped down)

Staff:

- Kate Fitzpatrick, Town Manager
- Katie King, Assistant Town Manager/Director of Operations

NUARI Working Group Charge

1. Articulating a recommended vision for racial equity in Needham and guiding principles that will inform future actions.
2. Establishing protocols and practices for getting community feedback, with a specific focus on engaging Black, Indigenous, and people of color (BIPOC), and others who have been marginalized due to their race or ethnicity. Strategies should be identified to keep Needham's racial equity work informed by BIPOC input but owned by Town leadership and the broader community.
3. Setting up communication structures to ensure the sustainability and accountability of the Initiative.
4. Discussing and prioritizing other recommendations that have been submitted to the Select Board.
5. Making recommendations to the Select Board about future action.

WORK TO DATE

The NUARI Working Group has met 2 - 3 times per month since convening in October 2020. Members dedicated a significant amount of time to completing the first item of their charge: "Articulating a recommended vision for racial equity in Needham and guiding principles that will inform future actions." (see page 4 and Appendix A)

NUARI members were also asked to identify key areas of focus, which they ranked in this priority order:

- Policing
- Schools
- Housing
- Diversity on Town Boards and Committees
- Neighbor Interaction
- Interaction with Local Businesses
- Diversity of Town Staff

These priority areas informed subsequent meeting agendas, presentations, and discussion topics. Content experts from Town departments and the Needham Public Schools presented to the NUARI Working Group to provide foundational knowledge about their work and existing diversity, equity, and inclusion (DEI) initiatives. The NUARI Working Group was provided with relevant documents, resources and links to existing studies including the Needham Public Schools Equity Audit, Attorney Natasha Tidwell's Investigative Report of the Needham Police Department, and the Town of Needham's Housing and Zoning Analysis (see Resources, page 8). These meetings launched the start of ongoing dialogues between NUARI members and municipal leaders about additional actions that may be needed to achieve our vision for racial equity. Those conversations have informed the recommendations included in this report and will serve as the basis for future discussions over the next year.

Beyond the concrete deliverables outlined in this report, the members of the NUARI Working Group have committed themselves to building relationships with one another and fostering an environment

where members can openly and productively grapple with the real impacts racism has had on individual members of the Needham community and on the Town, as a whole. NUARI Members have shared personal experiences, asked questions to better understand different perspectives, and modeled how to meaningfully engage in this uncomfortable but necessary dialogue. The hallmark of NUARI's work has been the candor, respect, and appreciation members have shown one another throughout this process.

Meetings

NUARI Working Group members were asked to identify priority areas of focus, which informed the meeting agendas, presentations, and discussion topics:

- [10/20/2020](#): Overview of NUARI and the Working Group; Discussion of Operational Questions
- [11/09/2020](#): Survey Results for Priority Areas of Interest; Discussion of Facilitator for Vision Planning
- [11/16/2020](#): Vision Setting Session 1 with Lisa Smith-McQueenie, facilitator
- [12/07/2020](#): Vision Setting Session 2
- [12/21/2020](#): NPS REAL Coalition presentation with Dan Gutekanst, Superintendent of Schools, Mary Lammi, Assistant Superintendent for Student Support Services, and Joanne Allen-Willoughby, Needham METCO Director.
- [01/04/2021](#): Vision Setting Session 3
- [01/11/2021](#): Law Enforcement Session 1: Discussion with Police Chief John Schlittler; Vision Setting Session 4
- [01/25/2021](#): Public Listening Session 1
- [02/08/2021](#): Vision Setting Session 5; Final vote on Vision Statement
- [02/22/2021](#): Discussion of Guiding Principles; Zoning and Housing Session, Lee Newman, Director of Planning and Community Development, and Karen Sunnarborg, Community Housing Specialist
- [03/08/2021](#): Town of Needham & Needham Public Schools Staff Diversity, Equity and Inclusion Efforts with Rachel Glisper, Town of Needham Director of Human Resources, and Alexandra Montes McNeil, NPS Assistant Superintendent for Human Resources; Discussion on Diversity of Town Boards and Committees.
- [03/22/2021](#): Final Vote on Guiding Principles; Law Enforcement Session 2: Discussion on Attorney Natasha Tidwell Report with Chief John Schlittler and Lt. Chris Baker
- [03/29/2021](#): Discussion of Draft Town Meeting Report; Planning for Public Listening Session

- 04/12/2021: Public Listening Session 2
- 04/26/2021: Final Vote on Town Meeting Report
- May and June 2021: Mapping Next Steps

Vision Setting Process

The Town partnered with Lisa M. Smith-McQueenie, an independent consultant who specializes in community culture, diversity, equity, and inclusion work, to facilitate NUARI's vision setting process. Ms. Smith-McQueenie is an experienced trainer, facilitator, and practiced leader oriented to integrating theory and practice. She holds a Master of Arts in Experimental Psychology from Northeastern University and has held numerous roles at Simmons University including Assistant Vice President, Organizational Culture, Inclusion, & Equity and Associate Dean for Student Life. She facilitated more than 10 hours of discussion, resulting in NUARI's recommended vision statement, guiding principles and intentional practices.

Members of NUARI agreed that a vision statement and guiding principles on racial equity are intended to help make decisions and align goals and actions with the community's values. It should be heavily informed by communities of color who have been impacted by institutional and structural racism. After discussion, NUARI agreed the shared vision statement should include the following characteristics:

- it is where you want to be (as a community)
- it is aspirational and inspirational
- it describes an outcome that is meaningful, believable, and relevant.

The visioning process included electronic communication and in-person sessions via Zoom.

- Sending a pre-survey completed by NUARI working group members individually
- Facilitating sessions which included the following:
 - Confirming working group agreements.
 - Distinguishing among vision, mission, strategy, and goals/objectives.
 - Establishing a shared language bank, vocabulary, or glossary of terms.
 - Discussing emerging themes and identifying focus areas.
 - Reviewing and analyzing sample statements, drafts, and formats.
 - considering values and guiding principles.
- Hosting a public listening session on 1/25/2021.
- Reviewing public feedback received from session, emails, and previously published survey.
- Making edits and revisions.

The final vision statement, guiding principles, and intentional practices were adopted by the NUARI Working Group on March 22, 2021 and by the Select Board on March 23, 2021. **See Appendix A.**

KEY TAKE-AWAYS & RECOMMENDATIONS

General

Recommendations

- The Select Board should submit a resolution requesting that Town Meeting adopt Needham's vision statement for racial equity at the May 2021 Special Town Meeting.
- The Select Board should forward the vision statement and guiding principles to all Needham Boards and Committees for their consideration and integration into their goals.
- The Town should encourage Needham non-profit organizations, civic groups, and businesses to adopt the vision statement.
- In its bi-annual Town survey, the Town should include a question to gauge residents' perceptions of how welcoming and inclusive the Needham community is.
- NUARI will continue their work over the next year to recommend initial strategies, goals, and objectives as well as institutional owners for each area of prioritized work.

Boards and Committees

Key Take-Aways

- Town Board and Committee members volunteer their time and skills to solve complex issues and recommend policy that helps to shape the Needham community.
- The Town Charter details which Board and Committee members are to be elected or appointed and who has appointment authority. Many appointed positions are under the authority of the Select Board or the Town Moderator.
- While the Town has not collected uniform demographic data to date, historically the majority of elected and appointed members have been White. The proportion of representation by gender varies by Committee.

Recommendations

- The Town should make intentional efforts and identify creative ideas for community outreach to diversify the candidate pool for all appointed Boards and Committees.
- The Town should identify strategies and partners to encourage diverse candidates to run for elected office.
- The Town should take steps to measure efforts and progress on efforts to make Boards and Committees more diverse.

The Community

Key Take-Aways

- There are several formal and informal affinity groups in Needham that bring together people with shared identities or interests, but not all identities (e.g. culture, race, ethnicity, religion) have an existing affinity group.
- Needham has many community-based organizations and initiatives that are focused on diversity, equity, and inclusion broadly, and racial equity specifically.

- The Town of Needham has a vital role in advancing our shared vision for racial equity, but cannot be successful alone. Achieving this vision will require the engagement of Needham residents, businesses, and organizations in partnership with our schools and government.

Recommendations

- The Town should work with stakeholders to develop a discrimination complaint process and provide forums where individuals feel comfortable discussing their concerns related to diversity, equity, and/or inclusion.
- The Town should identify opportunities and partners to provide educational opportunities and community dialogues on the history of racism in America and other topics on equity.
- The Town should partner with stakeholders to create a framework for how community members can effectively engage in conversations around race, diversity, equity, and inclusion, to build relationships and a stronger understanding of different perspectives and lived experiences.
- The Town should identify opportunities and partners to host and promote cultural events and celebrations to be welcoming and inclusive of all cultures and backgrounds.
- The Town should explore ways to increase, encourage and assist minority-owned businesses.
- The Town should work with stakeholders to provide education to local businesses about the negative experiences of Black, Indigenous and people of color (BIPOC) individuals in local businesses and ways to improve.
- The Town should identify and engage partners in this work including but not limited to the faith community, the business community, hospitals, colleges, civic and community organizations, and neighboring municipalities.

Housing

Key Take-Aways

- The Town of Needham faces increasing housing demand and rising costs due in part to Needham's location as an inner suburb of Boston with four commuter rail stations, an excellent school system, and limited available land. Despite intense market pressures, the Town has made progress in promoting greater diversity and affordability of its housing stock including:
- *Increasing supply of affordable housing* -- The Town's supply of affordable housing has increased markedly over the years and has surpassed the 10% affordability threshold under Chapter 40B, now at 12.7%.
- *Further diversifying the housing stock with more rental housing* – While single-family homes have predominated Needham's housing market, almost one thousand units of new rental housing has been built in the recent past with one-quarter being affordable.
- *New funding to help existing owners and renters* – The Town has launched the Small Repair Grant Program for qualifying homeowners in making important health and safety improvements and the Emergency Rental Assistance Program to assist tenants who have lost income due to COVID-19 in covering part of their rent and avoid eviction.
- *Less restrictive zoning* – Almost half of the Town's land area is zoned for 10,000 square foot lots, relatively rare in other suburbs where large-lot zoning predominates.
- *Promotion of mixed-use, mixed-income and multi-family housing* – The Town has established special overlay districts to encourage the development of mixed residential and commercial

uses at a denser scale in appropriate locations. These districts mandate the inclusion of affordable housing.

Recommendations

- The Town should create pathways for racially and economically diverse neighbors to buy and rent homes in Needham.
- Now that Needham has surpassed the 10% threshold under MGL Chapter 40B, The Town should set new goals related to affordable housing, and identify strategies to achieve them.
- The Town should evaluate and prioritize policies and programs for encouraging the development of housing for individuals and families across all affordability levels, with a particular focus on those earning less than 80% of the Area Median Income.
- The Town should identify and address any barriers to fair housing in Needham.

Policing & Law Enforcement

Key Take-Aways

- The Needham Police Department places a significant focus on ongoing training to improve themselves, the department, and to ensure everyone's safety. Every officer goes through a 26-week Recruit Academy Training followed by an internal 12-week field training program. This includes reviewing Standard Operating Procedures and being shadowed by a plain clothes officer to monitor how the recruit operates in the field. An additional 40-hours of professional development is required each year by the Commonwealth. Some of these trainings include de-escalation, defensive tactics, use of force, implicit bias, firearms, active shooter, and taser training. The Police Chief and Lieutenants collect and monitor data relative to officer actions, and can require supplemental training to address areas of concern.
- Hiring and promotions within NPD are dictated by Civil Service. The Town has asked the Civil Service Bureau for lists of diverse candidates in the past, but have been denied. It remains a Town priority to leave the Civil Service system to increase the ability to diversify the Police Department.
- NPD aims to be a community partner, not solely an enforcement agency. They have forged strong partnerships with the Needham Public Schools, the Needham Housing Authority, the Needham Department of Health and Human Services and others. NPD officers serve on the Domestic Violence Action Committee, the Human Rights Committee, the Coalition for Suicide Prevention, and the Community Crisis Intervention Team.
- The Needham Police Department identified building trust, legitimacy, and communication with the community as a priority. The Chief identified areas for improvement including working with community members so they have a better understanding of the "why" behind certain police actions and creating opportunities to hear from community members about their personal experiences interacting with law enforcement and the impact it has had on them.

Recommendations

- The NPD should meet regularly with stakeholder groups and communities of color to build mutual trust and respect.

- The Town should work with stakeholders to sponsor a series of conversations between the public and police officers, including especially BIPOC individuals, to build relationships and a stronger understanding of different perspectives and lived experiences.
- The NPD should find ways to educate the public on the role of police officers, such as through a Citizen Academy.
- The NPD should emphasize training on mental health issues, threshold inquiries, de-escalation techniques and the impact of implicit bias on policing. Further de-escalation training in non-life-threatening conditions should also be considered.
- The Town should prioritize leaving Civil Service to gain greater flexibility within the hiring and promotional process to achieve a more diverse department which reflects our broader community.
- The NPD should implement all local components of the new state police reform law once additional guidance is made available. Following that, the Select Board should identify if any local policies or practices warrant additional review or changes or whether additional reforms should be made.
- NPD should review the Use of Force Policy after the POST Commission issues the model policy and determine whether NPD's policy should include a stronger focus on de-escalation.
- The Select Board should serve as the oversight body of the Needham Police Department until the POST Commission role is defined.
- The NPD should regularly report and make publicly available key enforcement data, broken down by race, gender and residency, to identify potential disparities and monitor trends over time.
- The Town should support funding for a regional collaboration with the Needham Police Department, Dedham Police Department, and Riverside Community Care to provide clinical support services for individuals with mental illness, co-occurring substance use disorders and trauma histories who might otherwise become incarcerated (see May 2021 Special Town Meeting Warrant Article 15).

Schools

Key Take-Aways

- The Needham Public Schools' Race, Equity, Access, Leadership (REAL) Coalition provides leadership and guidance on eliminating barriers to racial equity and supporting the advancement of all learners in the Needham Public Schools. The coalition was formed in 2018 and includes district leaders, school leaders, teachers, parents, community members, and students. REAL focuses on (1) policies and practices, (2) curriculum & instruction, (3) professional learning, (4) hiring and employment practices, (5) culture and climate, and (6) communications and community engagement.
- Recent equity accomplishments across the Needham Public Schools includes an Elementary Racial Literacy Task Force, Middle School Social Justice League & Launching Scholars Program, High School Castle Scholars Program, Portrait of a Needham Graduate and Courageous Conversations on Race, a full-year NHS course where juniors and seniors apply what they learn about how racism operates on a systemic level, both in our society and in the schools.

- NPS has a written protocol for how to respond to an act of bias or hate in the schools. The District includes clear race equity goals in school improvement plans that are presented to the School Committee. The District's evaluation system also assesses teachers, principals, and superintendents on their progress in being culturally responsive.

Recommendations

- The Town and the Needham Public Schools (NPS) should collaborate to determine how NUARI and the REAL Coalition can be complementary partners, including ongoing communication and coordination strategies.
- The NPS should continue to support the develop of curriculum and programs that further promote diversity, equity, and inclusion at all grade levels.
- The NPS should continue to use the Portrait of a Needham Graduate Strategic Framework to guide decision making and planning around DEI program development, budgets, staffing, data collection, and accountability.
- The Town and NPS should identify what community-based equity work is needed to better support the school district.
- The Town and NPS should explore opportunities for ongoing community engagement including but not limited to Voices in Unity, a regular convening of equity-focused groups in Needham hosted by the school district.
- The Town and NPS should identify opportunities for collaboration and communication with private and parochial schools regarding diversity, equity, and inclusion initiatives.

Staffing

Key Take-Aways

- The Human Resources Departments for both the Town of Needham and the Needham Public Schools are making concerted efforts to hire and retain diverse talent. The Town has purchased applicant tracking software that can hide personally identifiable information from applications, eliminating bias early in the hiring process. The School Department has explored new and creative ways to get job postings to a wider audience, including utilizing Handshake, a job posting software used extensively by colleges and universities to recruit recent graduates.
- There are robust efforts to provide professional development opportunities for all staff around cultural competency, workplace inclusion, and reducing implicit bias. NPS is identifying the skills and competencies required to achieve the strategic vision set forth in The Portrait of a Needham Graduate and aligning this with professional development opportunities and staff evaluations.
- The Town and Schools have partnered to launch Stronger Together, the first joint Employee Resource Group, created for BIPOC employees to have a safe place to share experiences in Town and to discuss ways to drive change towards equity. The Park & Recreation Department has also partnered with the METCO Program to promote hiring at the Pools at Rosemary and summer programs.

Recommendations

- The Town and NPS should identify and implement strategies to hire, support and retain diverse staff at every level of the organization.

- The Town and NPS should take steps to measure their efforts to recruit and retain BIPOC individuals and provide annual updates on progress.
- The Town and NPS should continue to provide professional development opportunities for all staff geared towards deepening understanding and becoming culturally responsive, anti-racist, and anti-biased members of the Needham community.
- The Town and NPS should analyze the pilot year of the METCO/Park & Recreation summer jobs partnership to identify opportunities for improvement and expansion.

NEXT STEPS

NUARI members have articulated a vision statement for racial equity (charge #1) and have begun making recommendations for future action (charge #4 and #5). The Working Group is intended to be temporary in nature. However, the work to achieve racial equity is long term and will only be successful if recommended actions are integrated throughout the Town's structures of governance and broadly embraced by the community. In the coming months, NUARI members will explore how to meaningfully engage and incorporate the input of those who have been marginalized due to their race or ethnicity (charge #2) and how to set up structures to ensure the sustainability and accountability of this initiative (charge #3). The NUARI Working Group will produce a second report upon the completion of this work.

Status of Charge

1. Articulating a recommended vision for racial equity in Needham and guiding principles that will inform future actions. **(COMPLETED)**
2. Establishing protocols and practices for getting community feedback, with a specific focus on engaging Black, Indigenous, and people of color (BIPOC), and others who have been marginalized due to their race or ethnicity. Strategies should be identified to keep Needham's racial equity work informed by BIPOC input but owned by Town leadership and the broader community. **(NOT STARTED)**
3. Setting up communication structures to ensure the sustainability and accountability of the Initiative. **(NOT STARTED)**
4. Discussing and prioritizing other recommendations that have been submitted to the Select Board. **(IN PROCESS)**
5. Making recommendation to the Select Board about future action. **(IN PROCESS)**

RESOURCES

General

- [NUARI Webpage](#)
- E-mail address: NUARI@needhamma.gov
- [YouTube Recordings of NUARI Meetings](#)
- [Needham Human Rights Committee](#)
- [Select Board FY2021-FY2022 Goals](#)
- Adopters of Vision Statement

Housing

- [Town of Needham Housing and Zoning Analysis, Feb. 2021](#)

Policing

- [2018-2020 Needham Police Department Enforcement Data](#)
- [Police Policies, Procedures, and Information of Interest](#)
- [Attorney Tidwell Investigative Report](#)

Schools

- [NPS REAL Coalition](#)
- [NPS Diversity, Equity, and Inclusion website](#)
- [Needham Public Schools Equity Audit](#)

APPENDIX A

A RACIAL EQUITY STATEMENT FOR THE TOWN OF NEEDHAM...

Needham will be a community free of racism, racial bias, prejudice, and discrimination. Our residents, schools, businesses, organizations, and government will work together to identify barriers to racial equity and create solutions, opportunities, resources, and support for removing them.

1. We will work collaboratively and democratically toward a just, equitable, antiracist community.
2. We will work to identify and change current policies, procedures, practices, and cultural norms in Needham that prevent meaningful access to opportunities because of race.
3. We will create opportunities for the community to confront unpleasant truths and seek solutions that always amplify values of racial equity.
4. We will intentionally create spaces for respectful dialogue and difficult conversations toward racial amity.
5. We will actively engage with those who feel the impact of racism most directly, seeking their input, guidance, and honoring the wisdom of their experience.
6. We will commit as individuals to be intentional in our efforts to learn and practice anti-bias and antiracism, transforming our thinking, attitudes, and behaviors.

GUIDING PRINCIPLES...

1. Racial equity in Needham means that the experiences of people of color are the same as those of the white majority – from day to day interactions, housing opportunities, interactions with the police and other first responders, employment, and educational opportunities, etc. On the path to racial equity...
 - a. People of color will see others of color in leadership roles in government, business, the school system, and civic groups.
 - b. Our community will have opportunities to learn a more complete version of American history and its relevance to today's challenges.
 - c. Students in schools will experience equity with regard to all aspects of their education (e.g. placement, acknowledgement, recognition, engagement, discipline, curriculum, and co-curricular involvement).
 - d. People of color will feel safe, validated, and treated equitably with respect to public safety (e.g. arrests, use of force, motor vehicle stops, traffic infractions, handcuffing, and criminal applications).
 - e. People of color will feel safe, validated, included, and treated equitably in all Town-related activities (e.g. town meeting/government, services, and events).
 - f. In the decision making process, the voices and experiences of people of color will be honored and respected as valid (e.g. equity in hiring, engagement and promotion, programs and events are inclusive and equity minded, intentional anti-bias efforts are employed in all considerations).
 - g. All races will want to live here – Needham will be a desirable community for everyone. The town will take proactive measures to support a more racially and economically

diverse and inclusive population (e.g. housing access, mixed income, and diversity of housing stock).

2. A healthy and equitable community recognizes the harm created by implicit bias, intolerance and racism and strives to embrace diversity and inclusion by using a racial equity lens to promote anti-racist behaviors and attitudes in all aspects of civic and inter-personal living.
3. We value lifelong/ongoing self and group learning and critical social analysis to acknowledge and to further understand the dominance of white culture and privilege throughout US history, and the importance of disrupting racial structures that perpetuate it.
4. Becoming anti-racist means that we must tackle our own implicit bias, intolerance, and discriminatory lenses - thus, bringing about restorative justice, healing, and reconciliation to truly bring together the community we live in.
5. All members of the community commit to engaging with good will and respect in order to repair and build healthy relationships.

**SUPPORTING THE FOLLOWING INTENTIONAL PRACTICES WILL HELP NEEDHAM
REALIZE THE VISION FOR RACIAL EQUITY...**

1. Seek to increase interactions and create/cultivate friendships across and among the various groups
2. Commit to self-education to have a better understanding of and be more informed about race, racism, racial equity, race amity, and race relations.
3. Foster safe environments for, and listen to residents who are, directly affected by racism and racial inequities.
4. Engage in meaningful and productive conversations on racial issues with town/community members.
5. Support those services, materials, expertise, scholarships, and organizations that advocate for racial equity.
6. Stand up, speak out, and act against racism and racial injustice.
7. Encourage vision, transformation and advocacy anchored in democratic action.
8. Encourage and build public understanding of the need to eliminate racial injustice.

Boston Children's Hospital Transforming Tomorrow: Investing in Children, Families and Communities

Meeting with Town of Needham Health Department
March 10, 2021



Our commitment

- We are the only comprehensive pediatric care system in the state, and we are committed to improving the health and well-being of children in communities throughout Massachusetts.
- We will provide access to all children, regardless of:
 - Where they live
 - Their racial and ethnic background
 - Who pays for their care
- We will serve patients with special health needs:
 - Medically complex children
 - Children in need of surgical and medical-surgical care
 - Children with behavioral health conditions
- We will innovate:
 - New models of care
 - Better integrated care
 - Care that contributes to the health and well-being of children



In our developing our proposal, we have emphasized

- Our ongoing commitment to improving the health and well-being of children throughout MA
- Our continuing efforts to provide access to a full range of integrated pediatric care services
- Our facilities must benefit patients, families and communities
- Our desire to meet the steadily growing need for our services now and in the future
- We must be prepared to continue to meet the unique needs of children



Our questions for you

Public health needs

- How might access to specialized pediatric care outside of Boston/closer to home support families in Needham? How will that access impact overall health and quality of life in Needham?
- What impact might access to specialized patient care here have on neighboring communities?
- Are there additional health related services that you think Needham needs at this time?

Community based health initiatives

- What are the primary challenges in Needham and neighboring communities related to children's health?
- What programs are valuable resources in your community to support children and families?

Are there family-serving organizations or anyone else in your area that you would recommend Boston Children's reach out to about these proposed projects?



Tara Gurge

Subject: FW: Boston Children's Hosp. request

Suggestions from Aging and Youth and Family Services - -

From: Sara Shine <sshine@needhamma.gov>
Sent: Monday, April 5, 2021 3:31 PM
To: Tara Gurge <TGurge@needhamma.gov>
Subject: RE: Boston Children's Hosp. request

Hi Tara,

Our top priorities include:

- Building wrap around mental health services for youth and families in need. It would be helpful for these to include intensive outpatient treatment (ind, family and group treatment), family advocacy/case management support and resources, opportunity for home based supports
- There have been some difficulties with residents who don't have the means to access services so transportation would be beneficial
- We have seen a significant increase in crisis mental health calls and substance use related struggles so crisis response and substance use treatment would be beneficial.
- We think that training community partners to help support the increase in mental health needs would be beneficial (for example: training clinical staff on how to best support families in crisis, PTSD specialty work)
- There has already been an increase in suicide rates so any prevention work
- There have been many families who have been impacted by COVID medically so supports around these medical concerns and helping families manage the change in life expectations.

You have already included the stakeholders in your list and I agree with Latanya that the Needham Clergy Association would be very beneficial. One more thought, I'm assuming Needham Public Schools will be involved and it may be beneficial to include the private schools – Walker, St. Johns and St. Sebastian's.

Thanks,

Sara Shine | Director of Youth and Family Services

Town of Needham
781-455-7500 ext. 265 | (fax) 781-453-2522

From: Latanya Steele <lsteale@needhamma.gov>
Sent: Tuesday, March 23, 2021 4:42 PM
To: Tara Gurge <TGurge@needhamma.gov>
Subject: RE: Boston Children's Hosp. request

Hi Tara,

I am sorry for the delay. I hope this information is helpful.

Could we including the Needham Interfaith Clergy Association as a stakeholder?

The health disparities among the elderly would include Mental Illness(Hoarding, Depression, Anxiety disorders, cognitive impairment, and Alzheimer's disease.

Thank you,

LaTanya

From: Tara Gurge <TGurge@needhamma.gov>
Sent: Thursday, March 11, 2021 4:58 PM
To: Latanya Steele <lsteale@needhamma.gov>
Subject: Boston Children's Hosp. request

Latanya –

Just wanted to get you in the loop – The Health Division received a recent inquiry from Boston Children's hospital. They are looking forward to coming to Needham in the near future, and they have contacted us looking for ways to help serve the community, and work in conjunction with us on Needham's top health disparities for children and families. We have also reached out to Sara Shine, from Youth and Family Services, re: her top most health needs that she is aware of. We also wanted to check in with you on that as well. I know transportation has always been a challenge for the older population. And food insecurity has also been at the top of our list, especially with this pandemic!

What other health needs would you say are a top priority for families in Needham? Sara is going to put this on her Board's agenda for her next months meeting, and the Health Division is planning to also put this on our BOH meeting agenda for next month, just to get our Board's thoughts on those top health needs. (We are thinking that we will get a list of top health disparities from each Division, and share them all with Boston Children's sometime next month.)

Boston Children's is also interested in getting a list of community stakeholders that our Divisions routinely work with, so any thoughts you may have on those would also be great. (We brainstormed quite a few already, like: Needham Community Council, Needham Pediatrics, Needham Police/Fire, Needham Housing Authority, BID Needham Hospital, REACH, SPAN, Springwell, Riverside, etc...).

Please let me know your thoughts on that.

Thanks,



TARA E. GURGE, R.S., C.E.H.T., M.S.
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Reviewing and updating Board of Health regulations

April 1, 2021

PURPOSE:

To assure that Board of Health regulations reflect current science, laws, and population trends through regular review and revision.

BACKGROUND:

Local boards of health serve as local arms of the Massachusetts Department of Public Health and the Massachusetts Department of Environmental Protection. Under Massachusetts General Laws, these local boards are responsible for disease prevention and control, health and environmental protection; and promoting a healthy community. Boards of health have the authority to adopt and enforce “reasonable health regulations” under [M.G.L. c.111, §.31](#).

As most state regulations set the minimum standards for public health, local boards of health are authorized to create regulations that are more restrictive as long as they do not conflict with state and federal regulations and are not specifically preempted.

The Needham Board of Health, through the Needham Public Health Division, develops, implements, and enforces health policies and regulations; conducts inspections to maintain standards for sanitation in housing and food service; and assures that basic health needs of the community are being met.

POLICY:

The Needham Board of Health and the Director of Health and Human Services will review public health regulations and consider updates or revisions every three years on a rotating schedule.

PROCEDURES:

1. Public Health Division staff defines the problem to be addressed and researches the issue.
2. Public Health staff drafts the proposed regulation.
3. The Director or Assistant Director seeks consultation from the Town Counsel and the Massachusetts Association of Health Boards.
4. The Director submits the draft regulation to the Board of Health and makes it available to the public.
5. The Board of Health reviews the proposed regulation, seeks public comment, and may hold a public hearing to allow residents and business to comment.
6. The Board of Health votes on whether to adopt the new or revised regulation.
7. The Director, or his or her designee, will establish a multi-year schedule and determine which regulations will be reviewed each year.

REFERENCES:

[Massachusetts General Law, Chapter 111, Section 31.](#)

[Manual of Laws and Regulations Relating to Boards of Health](#), MA Exec Office of Health and Human Services, Dept of Public Health. January 2010

[Guidebook for Massachusetts Boards of Health](#), MAHB, 1997, chapter 2, “Legal Authority and Procedures”

ATTACHMENTS:

- Guidelines for Drafting and Promulgating Regulations
- Needham Public Health Division State Regulatory Functions

Guidelines for Drafting and Promulgating Regulations

(from the Guidebook for Massachusetts Boards of Health)

I. RATIONALE AND CONSENSUS OF BOARD

- A. define problem
- B. demonstrate need for regulation
- C. get “go ahead” from the entire board prior to drafting
- D. hold public meeting or hearing on the problem if desired or required by general laws regulating the overall activity (e.g. assignment of sanitary landfill site)

II. CONTENT

- A. Title and table of contents of regulation
- B. Define terms
- C. Designate individual or agency responsible for enforcement
- D. Establish standards
- E. Describe duties and procedures
- F. Describe enforcement and sanctions
 - nature of sanctions
 - conditions warranting sanctions
 - process for applying sanctions
- G. Indicate the specific sections of the general laws under which the regulations are adopted
- H. Specify by what authority the regulations are adopted (M.G.L. c. 111 §31 and other relevant sections of the general laws)
- I. Indicate the effective date of the regulations
- J. Indicate the relationship of the new regulation to any relevant existing regulations, including specific provision for regulation to be repealed by acceptance of the new regulation

III. STYLE and FORMAT

- A. Be brief
- B. Follow conventional numbering system for regulation, as defined by general laws or local regulations
- C. Express regulations in the present tense
- D. Use active voice
- E. Use third person singular to the extent possible
- F. Follow accepted punctuation form
 - the meaning of the regulations should not depend solely on the punctuation
 - if a minor change in punctuation changes the meaning of the regulations, they should be rewritten

IV. PROMULGATION

- A. For Title V (septic system) regulations, hold a public hearing on regulations, with notice of hearing published twice and the first notice published 14 days prior to the hearing. For other regulations, a public hearing is not required.
- B. Approve regulations by a majority vote of the board
- C. Publish a summary of the regulations in the newspaper
- D. File attested copies of all regulations with DEP

V. LANGUAGE: Use clear and consistent definitions that are substantially consistent with traditional meaning.

Needham Public Health Division State Regulatory Functions

- Animal Bites - Massachusetts General Laws (M.G.L.) – Chapter 129, Sections 20, 21, 22, 24
- Burial Permits - Massachusetts General Laws (M.G.L.) – Chapter 114, Section 45
- Camps – 105 CMR 430.000
- Day Care – 102 CMR 7.00
- Demolition of Buildings - Massachusetts General Laws (M.G.L.) – Chapter 111, Section 128A
- Domestic Animal/License of Stables - Massachusetts General Laws (M.G.L.) – Chapter 111, Section 155
- Food – The 1999 Food Code/105 CMR 590.00
- Funeral Director's License - Massachusetts General Laws (M.G.L.) – Chapter 114, Section 49
- Hospice House - Massachusetts General Laws (M.G.L.) – Chapter 111, Section 57 D
- Housing - 105 CMR 400.00 – State Sanitary Code I: General Administrative Procedures
105 CMR 410.00 – State Sanitary Code II: Minimum Standards of Fitness for Human Habitation
- Infectious Disease Control – 105 CMR 300.000
- Lead Poisoning Prevention and Control – 105 CMR 460.000
- Massage – Massachusetts General Laws (M.G.L.) – Chapter 140, Sections 51 and 53
- Massachusetts Clean Indoor Air Law – Chapter 270, Section 22
- Nuisance Complaints - Massachusetts General Laws (M.G.L.) – Chapter 111, Section 122
- Septage Haulers - Massachusetts General Laws (M.G.L.) – Chapter 111, Section 31A
- Septic Installers - Massachusetts General Laws (M.G.L.) – Chapter 111, Section 26G
- Septic System - Massachusetts General Laws (M.G.L.) – Chapter 111, Section 31E
- Septic/Title V – 310 CMR 15.000
- Subdivisions - Massachusetts General Laws (M.G.L.) – Chapter 41, Section 81K – 81GG
- Swimming Pools – 105 CMR 435.00
- Tanning – 105 CMR 123.000
- Tobacco - Massachusetts General Laws (M.G.L.) – Chapter 270, Sections 6 and 7
- Wellhead Protection and Title 5 – 310 CMR 15.000



**Board of Health
TOWN OF NEEDHAM
AGENDA FACT SHEET**



MEETING DATE: 05/14/2021

Agenda Item	Norfolk County Mosquito Control Update
Presenter(s)	Tara Gurge

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
Discuss updates noted in Norfolk County Mosquito Control document. BOH can have a discussion if they want to continue to opt in or make a change and opt out of mosquito control spraying, including aerial or other conducted by the State Reclamation and Mosquito Control Board (SRMCB). If Needham is satisfied with the current operational system, we do not need take any actions at this time. NCMCD will continue to operate as they have. If an EEE emergency occurs, the state will consider and possibly conduct aerial spray applications in response. (The likelihood of an EEE emergency quite low this summer.)	
2.	VOTE REQUIRED BY BOARD
No vote required.	
3.	BACK UP INFORMATION ATTACHED
- See enclosed summary document from Norfolk Cty. Mosquito Control	



THE COMMONWEALTH OF MASSACHUSETTS
The State Reclamation and Mosquito Control Board
NORFOLK COUNTY MOSQUITO CONTROL DISTRICT
144 Production Road, Suite C, Walpole, MA 02081
(781) 762-3681 fax: (781) 769-6436
www.norfolkcountymosquito.org



ROBIN L. CHAPPELL NORMAN P. JACQUES MAUREEN P. MACEachern LINDA R. SHEA RICHARD J. POLLACK, PhD
Commissioners

DAVID A. LAWSON
Director

CAROLINE E. HAVILAND
Field Operations Manager

May 4, 2021

To: Municipal Boards of Health and other municipal boards:

I'm taking this opportunity to let you all know of some current 'goings on' in the state in regard to Organized Mosquito Control. I will cover two current issues of concern.

First off, in July 2020, Governor Baker signed into law legislation entitled An Act to Mitigate Arbovirus in the Commonwealth (M.G.L. Chapter 252, Section 2A). Part of this legislation requires the Executive Office of Energy and Environmental Affairs (EEA) to develop a process for the State Reclamation and Mosquito Control Board (SRMCB) to permit municipalities to opt out of mosquito control spraying, including aerial or other conducted by the SRMCB.

Recently, the state promulgated regulations from this legislation and municipalities have recently received notice of the option to opt out of spraying conducted by the SRMCB. I want to make it clear, that this does not apply to any work conducted by the Organized Mosquito Control Districts or Projects in the State, including the Norfolk County Mosquito Control District. It applies only to applications conducted under a declared public health emergency in response to an Eastern Equine Encephalitis (EEE) outbreak. The Mosquito Control Districts *do not* conduct the **aerial** spray applications during EEE public health emergencies. We do conduct **truck-mounted** ULV applications in support of the aerial efforts.

If your town is satisfied with the current operational system, you do not need take any actions at this time. NCMCD will continue to operate as we have. If an EEE emergency occurs, the state will consider and possibly conduct aerial spray applications in response. I personally consider the likelihood of an EEE emergency quite low this summer.

This legislation passed last year also created a Mosquito Control for the 21st Century Task Force which has been meeting since August of 2020.

The Mosquito Control for the 21st Century Task Force is tasked with hiring an independent contractor to review mosquito control operations in the state. This contractor will report back to the task force after following a defined research process. The task force is then required to make recommendations to the legislature. (Currently required by Oct 31st, 2021). They have hired Eastern Research Group to conduct this review.

It seems clear to me that many folks on the task force, who are aligned in a critical position against organized mosquito control in the state, at a minimum would like to see what is sometimes called “nuisance control” spraying eliminated in the state. We, along with many other MCD’s in the state, conduct spraying in response to resident requests for spraying when the numbers of biting mosquitos are high. We, of course also spray in response to findings of disease carrying mosquitoes in our surveillance traps. We continue to contend that so called “nuisance” spraying cannot completely be separated from disease control. One never really knows if a ‘nuisance’ mosquito today will carry a disease tomorrow.

We continue to utilize extremely low toxicity products that pose infinitesimal risks to the environment and public health, contrary to how they are often falsely portrayed to the public. We also apply in such a way that pollinators are not being impacted in any demonstrable way. Scientific data backs this up.

The second issue of concern regards the finding of Per- and polyfluoroalkyl substances (PFAS) in mosquito control products. PFAS are becoming a widespread concern as these chemicals are being used in many product containers and seemingly are pervasive in our lives, including even in food containers.

At the end of last year, testing of products that the state used in aerial applications was found to have PFAS in them. Since then the state has been conducting testing of mosquito control products to get a picture of where these PFAS chemicals are and are not. Please reach out to the state for further details on this testing process if you have questions. At this time the best evidence suggests that PFAS is entering these products from the containers they are stored in and not directly from ingredients in the products themselves.

I will say that at this time, The NCMCD is not using any products that are known to have PFAS at any levels of concern. Some of our products have been tested and shown to not have PFAS. Some are not able to be tested at this time, but are reasonably expected to not have PFAS due to the type of containers they are stored in.

This is an evolving issue, but rest assured, that we will work with the Commonwealth to make sure we are applying products that do not contain PFAS at any level of concern.

Please reach out to me with any questions. At this time the Norfolk County Mosquito Control District will continue to operate as we have for years, with a comprehensive Integrated Mosquito Management plan in place utilizing all the best tools at our disposal to reduce nuisance and disease risk to the residents of our District communities, while avoiding undue risk to people and the environment.

Respectfully,

David Lawson
Director
Norfolk County Mosquito Control District



**Board of Health
TOWN OF NEEDHAM
AGENDA FACT SHEET**



MEETING DATE: 05/14/2021

Agenda Item	Cares Act Funding
Presenter(s)	Tiffany Zike

1.	BRIEF DESCRIPTION OF TOPIC TO BE DISCUSSED
	Discussion of Cares Act and advocating for public Health funding.
2.	VOTE REQUIRED BY BOARD
	No vote required.
3.	BACK UP INFORMATION ATTACHED
	- See enclosed summary document from MAHB



MASSACHUSETTS ASSOCIATION OF HEALTH BOARDS

COVID–19

Permissible Board of Health Funding Under the CARES Act

July 6, 2020

Public health professionals, especially local health departments and boards of health, are facing many questions from local public officials, residents, parents, health care providers, and others about COVID–19. MAHB’s series of documents are meant to provide answers and guidance to health departments and boards of health. **This document is provided *for educational purposes only* and is not to be construed as legal advice. For legal advice, please contact your city or town attorney.**

QUESTION: What types of funding are available and permissible to local boards of health under the CARES Act?

RESPONSE:

As the Commonwealth distributes the \$2,672,641,383 in Coronavirus Aid, Relief, and Economic Security Act (CARES Act) funding,¹ boards of health and health departments have asked whether funding is available to them. Initially, 25% of the funds distributed to Massachusetts from the Coronavirus Relief Fund, less amounts earmarked for Boston and Plymouth County municipalities, will be allocated directly to cities and towns based on a per capita formula.²

CARES Act funds can be used for the following:

1. Necessary expenditures incurred because of the COVID–19 pandemic;

¹ U.S. DEPARTMENT OF THE TREASURY, Data Sources and the Distribution Methodology for Units of Local Government, available at <https://home.treasury.gov/system/files/136/Census-Data-and-Methodology-Final.pdf> (last visited July 3, 2020).

² OFFICE OF THE GOVERNOR, COMMONWEALTH OF MASSACHUSETTS, Baker-Polito Administration to Distribute \$502 Million from the Federal Coronavirus Relief Fund to Local Cities and Towns (May 14, 2020), available at <https://www.mass.gov/news/baker-polito-administration-to-distribute-502-million-from-the-federal-coronavirus-relief-fund>; see 42 U.S.C. § 801(c)(5) (providing distribution formula). The Coronavirus Relief Fund was added to the Social Security Act. Coronavirus Aid, Relief, and Economic Security Act, Pub. L. No. 116-136, § 5001, 134 Stat. 281, 501-04 (2020).

2. Expenditures not budgeted for as of March 27, 2020 (the date of the enactment of the CARES Act); and
3. Expenses incurred from March 1, 2020 until December 30, 2020.³

1. Necessary expenditures because of the COVID-19 pandemic:

The expenditures must be reasonably related to responding to COVID-19. These expenditures may be used to directly respond to the pandemic or for “second-order effects” such as providing economic support to those “suffering from employment or business interruptions due to COVID-19-related business closures.”⁴

2. Expenditures not budgeted for as of March 27, 2020:

The effective budget for your city or town as of March 27, 2020 must have not anticipated the effects of the COVID-19 pandemic, and must have not contained adequate provisions for such an event. If a municipality’s budget included a “pandemic” reserve line item, the amount of that line item must be spent down. To the best of MAHB’s knowledge, no city or town has such a line item.

Many municipalities maintain budgetary stabilization tools such as rainy-day funds or general reserve accounts. The Coronavirus Relief Fund is designed to assure that these reserve accounts are not disturbed by spending tied to COVID-19 response.

3. Expenses incurred from March 1, 2020 until December 30, 2020:

According to the provisions of the CARES Act, the date that the municipality actually spends the money on the COVID-19 related expense is considered the date the cost is incurred. The date that the cost is incurred must be between March 1, 2020 and December 30, 2020.⁵

What types of health department expenditures are covered by the Coronavirus Relief Fund?

The following is a non-exhaustive list of permissible expenditures based on various Massachusetts and Federal guidance:

- Communication and enforcement of public health orders related to COVID-19;
- Where not otherwise addressed by other municipal departments, acquisition and distribution of medical and protective supplies, including sanitizing products and

³ 42 U.S.C. 801(d).

⁴ DEPARTMENT OF THE TREASURY, Coronavirus Relief Fund Guidance for State, Territorial, Local, and Tribal Governments (Updated June 30, 2020), [available at](https://home.treasury.gov/system/files/136/Coronavirus-Relief-Fund-Guidance-for-State-Territorial-Local-and-Tribal-Governments.pdf) <https://home.treasury.gov/system/files/136/Coronavirus-Relief-Fund-Guidance-for-State-Territorial-Local-and-Tribal-Governments.pdf>.

⁵ 42 U.S.C. 801(d)(3).

personal protective equipment, for medical personnel, police officers, social workers, child protection services and child welfare officers, direct service providers for older adults and individuals with disabilities in community settings, and other public health or safety workers in connection with the COVID-19 public health emergency;⁶

- Travel expenses for COVID-19 resource distribution;
- Disinfection of public areas and other facilities maintained by a board of health, in response to the COVID-19 public health emergency;
- Technical assistance to local authorities or other entities on mitigation of COVID-19-related threats to public health and safety;
- Public safety measures undertaken in response to COVID-19;
- Isolation and quarantining of individuals;
- Transportation of residents to COVID-19-related medical and testing appointments;
- COVID-19 related signage and translation costs;
- COVID-19-related expenses of immunization clinics and similar facilities;
- Educational materials related to COVID-19;
- COVID-19 related testing, including serological testing if performed by a board of health;
- Payroll expenses for public health employees whose services are substantially dedicated to mitigating or responding to COVID- 19;
- Food delivery to residents, including but not limited to, senior citizens and other vulnerable populations, if the local board of health participates in this effort;
- Paid sick leave and paid family and medical leave for board of health employees to comply with COVID-19 public health precautions;
- COVID-19-related public health precautions undertaken by the board of health to care for homeless populations because of the effect of COVID-19;
- Board of health staffing needs, if not addressed with non-COVID-19-related funding; and
- any other COVID-19-related expenses reasonably necessary to the public health function of government that satisfy the Coronavirus Relief Fund's eligibility criteria.

Whether the expense is eligible for the Coronavirus Relief Fund is left to the interpretation of the board of health and its agents' judgement in a given situation, so long as there are not appropriated local funds already in place in the budget and it is reasonably related to the COVID-19 pandemic.

⁶ Please note that if police departments, fire departments, and/or first responders are using money from the Coronavirus Relief Fund to provide these supplies to their own departments, then health departments should not use funds for the same purpose.

SALSA representatives attend 84 Movement event

Recently, young people from SALSA (Students Advocating Life Without Substance Abuse) from Needham Youth and Family Services attended Kick Butts Day: Youth Day of Action, a virtual event hosted by The 84 Movement, a statewide movement of youth fighting against the tobacco and vaping industries in Massachusetts. The 318 youth and adults who attended Kick Butts Day from around

the Commonwealth work to educate and mobilize young people in their communities about tobacco and vaping industry targeting. Kick Butts Day took place at the Massachusetts State House in Boston before the pandemic; now The 84 Movement still offers a safe way to celebrate the annual event.

MOVEMENT EVENT
continued on page 3



Pictured from left to right, top to bottom: Aide to Senator Rush, Ashley Powers, Luca Mancino, Boyoung Paik, Izzy Currie, Madison Boudreau, Rachel Kuzmin, Senator Michael Rush, and Adult Advisor Karen Mullen.

MOVEMENT EVENT
continued from front page

During the event, young people participated in a workshop to prepare them for meeting with their legislators later in the day. As part of the workshop, Luca Mancino, a senior at Needham High School, participated in a panel discussion with Senator John Keenan, introducing the teens to what legislators do and questioning Senator Keenan about his experience. During the workshop, the young people learned how youth can educate legislators and impact their work; they also received some tips to guide their meetings with legislators. Most importantly, they

learned that when young people speak about issues that matter to them, legislators listen.

Later during the Kick Butts Day event, The 84 Club SALSA met virtually with Senator Rush and thanked him for removing flavored tobacco products, including menthol, from Massachusetts stores last year. They also discussed what the youth were seeing in their community surrounding youth mental health, vaping, cannabis, and impaired driving. In addition, they talked about their involvement with SALSA's core activities this year including education, advocacy, and skill building. The students plan to stay in touch with Senator Rush and

invite him to their future events in Needham.

The 84 Movement is a program of the Massachusetts Department of Public Health Tobacco Cessation and Prevention Program, developed and managed in partnership with Health Resources in Action. The 84 represents the 84 percent of Massachusetts youth who did not smoke cigarettes when the movement was created in 2007. Now, 93.4 percent of Massachusetts youth do not smoke.

For more information, visit www.The84.org, mass.gov/vaping and www.makesmokinghistory.org.

Needham students advocate for flavored tobacco product ban

COURTESY OF KAREN MULLEN

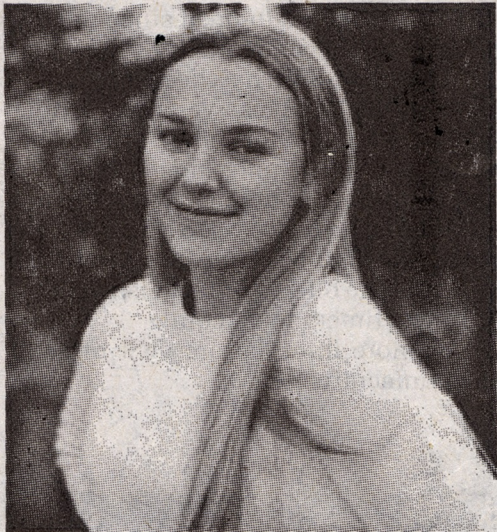
Youth representatives from the Substance Prevention Alliance of Needham met with U.S. Representative Jake Auchincloss' office April 21 to advocate for a federal ban on flavored tobacco products.

Needham High School students Izzy Currie and Sophia Posada expressed concern about teen use of flavored tobacco products and asked Rep. Auchincloss to support legislation that ends the sale of all flavored tobacco products including menthol cigarettes.

"Youth e-cigarette use is a serious public health concern," said Izzy Currie, Needham High School 10th grader and member of Students Advocating for Life without Substance Abuse. "The FDA doesn't regulate these products, and this has led to thousands of flavors flooding the market, many of which deliver high levels of nicotine. Flavors and nicotine addiction have led to an e-cigarette epidemic among youth that threatens to undo decades of progress in reducing youth tobacco use. One in five high school students now use e-cigarettes."

"Flavored tobacco products and menthol products are illegal in Massachusetts, but youth are still able to find vapes online or from other states," said Sophia Posada, Needham High School 11th grader and prevention advocate. "Banning flavors and menthol in Massachusetts was a positive step to help protect youth from the harms of smoking and vaping. I believe there should be a federal policy that will affect all states."

The teens told personal stories about why teen vaping and e-cigarette use concerns them and what they are doing to address the epidemic. Posada explained that she and her peers gather data on youth vaping to inform their work in Needham and plan events to educate peers about the issue such as Vaping Awareness Week at Needham High School. Currie, Posada and other SALSA members educate younger middle school students about the dangers of vaping and promote awareness about the new Vaping Cessation program of Needham High School nurses



Youth representatives from the Substance Prevention Alliance of Needham met with U.S. Representative Jake Auchincloss' office April 21 to advocate for a federal ban on flavored tobacco products. Pictured is Izzy Currie, Needham High School 10th grader and member of Students Advocating for Life without Substance Abuse. COURTESY



Youth representatives from the Substance Prevention Alliance of Needham met with U.S. Representative Jake Auchincloss' office April 21 to advocate for a federal ban on flavored tobacco products. Pictured is Sophia Posada, Needham High School 11th grader and prevention advocate. COURTESY

Needham suspends homebound resident vaccinations

Trevor Ballantyne

Wicked Local
USA TODAY NETWORK

Last week, Needham's public health department suspended efforts to vaccinate homebound residents after the U.S. Food and Drug Administration, FDA, recommended pausing the use of the COVID-19 vaccine developed by Johnson & Johnson.

According to a statement posted on the town's COVID-19 resource website, Needham public health nurses "had planned to offer [the Johnson and Johnson vaccine] to homebound residents who met the state's qualifications."

The FDA recommended pausing the use of the Johnson & Johnson vaccine last week, "out of an abundance of caution" due to reports of a rare combination of blood clots and low platelet counts in six of the more than 7 million people reported having received the shot.

One additional person experienced a similar side effect in J&J clinical trials, and an eighth case is under investigation, USA Today reported.

Including second doses, Johnson & Johnson vaccines made up 12.8% of the new doses reported administered the week ending April 14.

Usage of the J&J vaccine was increasing when the FDA and CDC recommended pausing its use. J&J vaccines were authorized about three months after the Moderna and Pfizer vaccines though, and make up a relatively small share of the doses that have been administered since the vaccine rollout began.

As of April 16, the Town of Needham reported administering or scheduling 6,887 doses of the COVID-19 vaccine; but Needham Public Health does not have vaccines and is not offering vacci-



Needham Public Health Nurse Hanna Burnett drew up more COVID-19 vaccines at the Rosemary Recreation Complex in Needham, Jan. 11. WICKED LOCAL STAFF PHOTO/ANN RINGWOOD

nations to the public at this time, according to the town's website.

State expands vaccine eligibility

Starting Monday, April 19, residents of Massachusetts ages 16 and over are eligible to receive the COVID-19 vaccine.

The state is still about 43,000 short of hitting 2 million adults fully vaccinated, which Gov. Charlie Baker said should happen by the end of this week, the State House News Service reported Friday.

Crossing that threshold would mark roughly the halfway point to the administration's baseline immunity goal.

Residents can pre-register using the

state's website:
<https://vaccinesignup.mass.gov/#/>

Needham COVID Update: Week of April 15

Needham added 41 newly confirmed COVID cases last week, bringing the town's cumulative total to 1,688, according to data released April 15 by the state's Department of Public Health.

DPH reported Needham's 14-day average daily incidence rate, calculated per 100,000 residents, at 18.3 as of April 15 down from 20.8 reported two weeks prior.

DPH reported Needham's 14-day percent positivity rate, calculated per

100,000 residents, at 1.32 as of April 15 – down from 1.57 reported two weeks prior.

As of April 8, a total of 139 Needham residents have died as a result of COVID-19; an increase of 18 deaths from the town's March 25 fatality total that is based on a review of death certificates performed every two weeks by the town's clerk.

Needham remains in the "Yellow" risk category for COVID-19. Statewide, 59 communities were in the "Red," or at high risk of COVID-19, in the DPH report released last Thursday; down from 77 communities the week before.

Reporting from the State House News Service contributed to this article

Community Council boosts Gift of Warmth

The Needham Department of Public Health was able to help keep Needham residents warm during the winter months of the COVID-19 pandemic, thanks to the generosity of the Needham community through the Needham Community Council.

The Council recently doubled its annual contribution to the Town's Gift of Warmth Program, which

provides assistance to Needham residents with overdue utility bills or those at risk of having a utility shut off. The Council has seen a surge in demand for its food pantry during the pandemic and conducted a needs assessment among clients to determine what other forms of aid they needed.

"There has been a significant increase in the number of residents

who are in need of community support during these challenging times," said Needham Community Council Executive Director Sandra Robinson. "The Needham Health and Human Services Department has been a partner of ours for a long time, and we are glad that we could continue that partnership in a way that really addresses the basic needs people

have right now."

Thanks in large part to the Council's support, Needham Public Health has been able to help 19 residents, 16 of whom received assistance for the first time. The Gift of Warmth has also received \$1,250 in donations from residents and other organizations since November 2020.

"We're incredibly grateful to the Community Council for helping us meet the need that exists in Needham," said Tiffany Zike, assistant director of Public Health. "This pandemic has been tough on so many families and we're glad that, working together, we can help people stay healthy and safe in their homes."

COVID Update: 32 new cases in Needham

Household clusters driving case increases

Trevor Ballentine

Wicked Local
USA TODAY NETWORK

The total count of confirmed COVID cases increased by 32 to 1,647 over the past week, according to state health data released Tuesday by the Commonwealth of Massachusetts.

A total of 39 Needham residents have died as a result of the coronavirus as of April 9, according to the town's data, the fatalities increased from 123 reported on March 15.

Under the state Department of Public Health threat assessment categorization, Needham is listed in the "yellow category." State health officials classify municipalities as green, yellow, red, or gray based on the city or town's daily incidence rate, calculated from local population.

Wicked Local reporter WJCH-5 reported last week that analysis of recent coronavirus cases in the state show most spread is occurring inside households.

According to the report, "The most recent state report released on April 8 shows 9,022 cases linked to household clusters, followed by 348 cases linked to child care facilities and 230 to organized sports."

Needhamers in Needham

Needham Public Health has estimates as of April 8, accumulated 6,097 vaccine doses in the town, according to the state's Department of Public Health data, 13,366 Needham residents have received at least one COVID vaccine dose, with 6,827 residents declared "fully vaccinated."

Vaccinations in Needham

Needham Public Health has estimates as of April 8, accumulated 6,097 vaccine doses in the town, according to the state's Department of Public Health data, 13,366 Needham residents have received at least one COVID vaccine dose, with 6,827 residents declared "fully vaccinated."

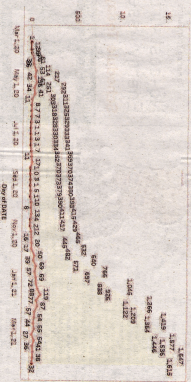
According to the state's current vaccination rollout plan, adults in the state over the age of 16 will be eligible to receive a vaccination starting on April 19.

Adults aged 19 and over the age of 16 are individuals with one of those categories: a health care worker, a long-term care facility employee, a grocery store employee, and other critical infrastructure workers, and teachers and school staff, and early education workers, and health care workers, first responders, and other occupations accompanying other residents to receive their shots.

The following information provided by the Town of Needham:

Statewide data: Two regional sites to pre-

Confirmed COVID-19 Cases in Needham



Data collected from the Mass DPH and Town of Needham. Reported changes to weekly cases starting at 10:00 AM on April 15, 2021. WICKED LOCAL (GRAPH)

Registration System Beginning this week, those who pre-register for a vaccine through the state's pre-registration website will also have access to regional outdoor sites to receive their shots.

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According to the state's Department of Public Health data, 13,366 Needham residents have received at least one COVID vaccine dose, with 6,827 residents declared "fully vaccinated."

Concerns about the virus's spread remain elevated amid progress on the vaccination front, particularly given the rising presence of more infectious variants. Cape Cod officials said Thursday that an outbreak in the region is still a "deep and urgent worry."

The Department of Public Health reported 1,298 new cases Thursday, April 8, from 12,410 cases, pushing the seven-day average positive test rate down from 2.46 percent to 2.20 percent.

Over the past week, approximately 725 patients in hospital with COVID-19, a decrease of 20 from Wednesday's report.

Democratic legislative leaders confirmed plans Thursday to reject Gov. Charlie Baker's proposed change to a COVID-19 emergency leave bill, saying they would vote to keep medical employees covered under the emergency leave program set to be considered later than a year into the pandemic.

Reporting from the State House News Service contributed to this article.