A summary of key informant interviews

2016
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# Table of Contents

Introduction  
Focus Area Ranking  
Top Five Health Issues  
General Themes  
Issue Summaries  
   Alcohol and Other Drug Use  
   Mental Health  
   Chronic Disease Prevention and Management  
   Access to Health Services  
   Nutrition  
   Tobacco Use and Exposure  
   Physical Activity  
   Healthy Growth and Development  
   Oral Health  
   Reproductive and Sexual Health  
   Injury and Violence Prevention  
   Environmental and Occupational Health  
   Communicable Disease Prevention and Control  
Appendix A
Introduction

This report presents a summary of public health priorities for Ozaukee County, as identified in 2016 by a range of providers, policy-makers, and other local experts and community members (“key informants”). These findings are a critical supplement to the Ozaukee County community health needs assessment (CHNA) survey conducted through a partnership between the Washington Ozaukee County Public Health Department, Aurora Health Care, Children's Hospital of Wisconsin, and Ascension Columbia St. Mary’s Hospital Ozaukee. The CHNA incorporates input from persons representing the broad community served by the hospitals, focusing on a range of public health issues relevant to the community at large.

Key informants in Ozaukee County were identified by the Washington Ozaukee County Public Health Department, Ascension Columbia St. Mary’s, Children’s Hospital of Wisconsin, and Aurora Health Care. Staff from the Washington Ozaukee County Public Health Department, Ascension Columbia St. Mary’s, and Aurora Health Care also invited the informants to participate and conducted the interviews. The interviewers used a standard interview script that included the following elements:

- Ranking of up to five public health issues, based on the focus areas presented in Wisconsin’s State Health Plan, that are the most important issues for the County; and

- For those five public health issues:
  - Existing strategies to address the issue
  - Barriers/challenges to addressing the issue
  - Additional strategies needed
  - Key groups in the community that hospitals should partner with to improve community health

All informants were made aware that participation was voluntary and that responses would be shared with the Center for Urban Population Health for analysis and reporting. This report presents the results of the 2016 CHNA key informant interviews for Ozaukee County, based on the summaries provided to the Center for Urban Population Health.

The report first presents a summary of the health issue rankings, including a list of the five issues which were ranked most frequently by respondents. The next section provides a summary of the strategies, barriers, and partners described by participants. Themes that crossed health topics are also presented.

Limitations: Seventeen key informant interviews were conducted in Ozaukee County. The report relies on the opinions and experiences of a limited number of experts identified as having the community’s pulse. However, responses may not be representative of the overall perception of community strengths and needs. It is possible that the results would have been substantially different if a different set of
informants had been interviewed. Results should be interpreted with caution and in conjunction with other Ozaukee County data (e.g., CHNA surveys and secondary data reports).

A. Focus Area Ranking

A total of 17 key informants were asked to rank the 5 major health-related issues in their county from a list of 13 focus areas identified in the State Health Plan. The table below presents the results, including a summary of the number of times an issue was mentioned as a top five health issue, and the number of times an informant ranked the issue as the most important health issue for the county. Importantly, not every informant ranked five issues.

<table>
<thead>
<tr>
<th>Health Focus Area</th>
<th>Key Informant Rankings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Top 5</td>
</tr>
<tr>
<td>Alcohol and Other Drug Use</td>
<td>17</td>
</tr>
<tr>
<td>Mental Health</td>
<td>16</td>
</tr>
<tr>
<td>Chronic Disease Prevention and Management</td>
<td>6</td>
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<td>Tobacco Use and Exposure</td>
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</tr>
<tr>
<td>Physical Activity</td>
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<tr>
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<td>Communicable Disease Prevention and Control</td>
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B. Top Five Health Issues

The five health issues ranked most consistently as a top five health issue for the County were:

1. Alcohol and Other Drug Use
2. Mental Health
3. Chronic Disease Prevention and Management
4. Access to Health Services
5. Nutrition

Summaries of themes for each issue are presented below in the order listed above. As a guide, issues ranked as the top five priorities for the County are marked with this thermometer symbol:

C. General Themes

Ozaukee County key informants ranked five of the thirteen major health-related issues as priorities for the County.

It is important to note that since the last release of this report in 2012, the report has changed slightly. Many more key informants were interviewed in 2016 than in 2012. The number one health issue for the county has remained Alcohol and Other Drug Use and Chronic Disease Prevention and Management has remained in the top five, but all of the other top five health issues have changed, with Healthy Growth and Development moving to one of the lower ranked priorities, and Environmental and Occupational Health and Communicable Disease Prevention and Control not receiving any rankings in 2016.

The health issues key informants indicated were priorities for Ozaukee County affect residents across the lifespan, requiring engagement across sectors to adequately address residents’ needs. Key informants identified a wide range of stakeholders and community partners engaged to improve the county’s health. The Washington Ozaukee County Public Health Department, Ozaukee County Human Services, hospitals and health systems, health care providers, non-profits, businesses, law enforcement, schools, places of worship, and government were all included in the discussion as playing an active role in the health priority areas.

Many of the challenges and barriers identified by key informants across issues have to do with lack of funding for necessary services and programs, or lack of access caused by insufficient means or insurance to pay for needed services. Other common barriers and challenges across issues are related to access: lack of transportation to programs, appointments, and services, and lack of familiarity with available health care and ancillary services. Another commonly cited barrier was lack
of awareness of resources or services that do exist and a lack of a centralized system or network of referrals to services.

Key informants identified strategies needed to improve the health of the county. For many issues discussed, more education and public awareness are important. Better collaboration among community organizations and across sectors was a commonly identified strategy. Other needs identified are related to health insurance payment for services, better systems of care that offer options for low-income patients, and integration of behavioral health into primary care. Across health issues, some key informants also named support for care-givers as a needed strategy.

D. Issue Summaries

Behavioral Health

Alcohol and Other Drug Use and Mental Health were the two issues receiving the most rankings in key informants’ top five health focus areas. All key informants discussed mental health or alcohol and drug use as top priority areas, with most discussing both. Alcohol and Other Drug Use received the most rankings as the number one health issue in the county. Key informants’ insights also suggest these topics overlap significantly with the issue of Access to Health Services, with the main barriers and challenges to addressing both Mental Health and Alcohol and Other Drug Use being a lack of providers and services, long wait lists to access providers and services, lack of transportation to services, and difficulty paying for services or lack of coverage by insurance for services or medication. There was also some overlap in key informants’ suggestions for what is needed to address these issues, with a focus on cross-sectoral partnerships and working together to leverage existing resources, as well as a desire to shift the focus to prevention and education about the underlying causes of substance abuse and mental illness.

Alcohol and Other Drug Use

All 17 key informants ranked Alcohol and Other Drug Use as a top five health issue for the county. Some informants specifically discussed heroin use, prescription drug abuse, and alcohol abuse, while others discussed substance abuse more broadly. Though not a theme of the interviews, one key informant specifically discussed suicide among first time drug users. The challenges, barriers, and strategies for this issue overlapped significantly with those related to Access to Health Services.

Existing Strategies: Key informants identified school-based prevention and awareness campaigns, Alcoholics Anonymous and Narcotics Anonymous groups that meet every night of the week, Al-Anon Family Groups meetings for families, family classes for dual diagnosis, the county’s outpatient program, jail programs, Vivitrol, sober housing, prescription drug monitoring programs, taxis and Ubers available for drivers who have consumed alcohol, community education about drug abuse,
training of teachers and school counselors, strong school policies, the anonymous tip app for the Ozaukee County Sheriff’s Office, coalitions, re-entry programs, task forces, and chambers of commerce advocacy for business communities as strategies currently in place to address substance abuse in the county.

Barriers and Challenges: One frequently mentioned challenge is the culture of drinking in Wisconsin that normalizes excessive alcohol consumption. Key informants expanded on this idea, explaining that drinking is too accepted, excessive alcohol consumption happens at community festivals, there are a large number of liquor licenses in the county, and this culture of acceptance around drinking can make it challenging for people to understand when their behaviors and the behaviors of those around them are problematic. A second frequently mentioned challenge the lack of services and support options once addiction comes to light. Key informants explained, the only outpatient treatment is available through the county, there is stigma associated with getting services from the county so residents may not want to access these services, there is a shortage of facilitators for group counseling, the fluctuation of need for services makes it difficult to sustain a sufficient level of staff and resources at all times, and insurance may not cover treatment options that do exist. Key informants identified other barriers and challenges to improving health related to Alcohol and Other Drug Use: people refuse treatment, currently there is not a large focus on older adults and substance abuse, the complications of mixing alcohol and prescription medications for older adults, alcohol is a strategy for coping with loneliness, crime in the county is often drug related, employees may not pass drug tests, alcohol and prescription drugs are gateways to heroin/opiate abuse, it can be difficult to control prescription drugs, and heroin is often cheaper than prescription medication.

Needed Strategies: Key informants identified a range of strategies needed to address this health issue area in the county, including bringing data to the community to resolve the issue; addressing the liability aspect of selling alcohol; maintaining the culture in festivals without alcohol; more evidence-based programming in the community; more treatment groups with facilitators to lead them; help for drug dependent babies; need more providers for Vivitrol prescriptions; more education for parents; making better use of the prescription drug monitoring program; Heroin, Opioid Prevention and Education (HOPE) Agenda legislation; greater support for families and caregivers; another sober house for women; more focus on the business sector; embedding behavioral health within primary care practices; aligning community and business efforts; better prescription management strategies; a prescription drop-off point for leftover medications; Screening, Brief Intervention, and Referral to Treatment (SBIRT) practice in clinics and schools; reaching kids from a younger age; and long term treatment (more than 1 year) with support systems while behaviors change.

Key Community Partners to Improve Health: Policy makers, the common council, service providers, treatment providers, support group members, organizations that provide and support recovery, sober living houses, the County Jail, parent groups, Ozaukee County Human Services, the INVESt coalition, schools, health care providers and pharmacists, emergency department staff, law enforcement, the Heroin Task Force, health departments, state and county government, funders,
and churches and faith communities were named as key partners to improve the health of the county related to Alcohol and Other Drug Use.

Mental Health

Sixteen respondents ranked Mental Health as a top five health issue for the county. Key informants’ responses indicated significant overlap between Mental Health and Access to Health Services. Key informants discussed Mental Health across the life span, with responses concerning the health of children, adolescents, adults, and older adults. One informant specifically focused on dementia in older adults.

Existing Strategies: Key informants were able to identify a number of strategies in place to address Mental Health and mental illness in the county, including services provided by Ozaukee County Human Services; crisis intervention with first responders; a 24 hour crisis team; counselors; Raise Your Voice; youth mental health first aid; existing outpatient clinics, therapists, and hospitals; the INVEST coalition’s mental health group; Character Counts; Ozaukee Family Services for the uninsured; memory screenings and Memory Cafes; training law enforcement on de-escalation; safety registry in the county; dementia-friendly organizations; school staff trained in mental health first aid; school psychologists; Crisis Intervention Team (CIT) training community initiative; Crisis Intervention Partners (CIP); and Starting Point.

Barriers and Challenges: Key informants named some barriers and challenges related to Accessing Health Services, such as lack of access to high quality health care, high costs of health care, there are certain hours patients cannot be transferred, a shortage of behavioral health care providers, a shortage of school staff to address behavioral health due to budget cuts, and a lack of services for people in crisis situations. The stigma of mental illness was named as another barrier to addressing Mental Health. People might be too ashamed or proudful to ask for help. Other challenges and barriers noted by key informants include a lack of affordable housing, a lack of education around medication, the current jail population is estimated to be 75% persons with addiction and/or mental illness, young people don’t know how to solve problems and cope and don’t understand the consequences of attempting suicide, and bullying in person and online have become common.

Needed Strategies: More education; efforts to decrease stigma; efforts to decrease stress among small business owners; more options for one-on-one treatment; mental health resources for employees; better interaction between mental health and law enforcement; taking people with mental illness more seriously; keeping kids in homes and schools so they have the support they need; increased collaboration and sharing of resources and awareness of resources that do exist in the community; telehealth options for treatment; truancy groups to help kids with other problems; help for parents who are struggling; civic groups like Rotary as a source of support in the community; increasing Emergency Department staff, intake personnel, and community outreach personnel trained in crisis intervention; a reduction in the amount of time police officers have to
stay to get a patient cleared; mental health screenings; and enhanced relationship between Starting Point and the schools; engagement of faith communities; addressing the homeless population; police force training through the National Alliance on Mental Illness (NAMI) Ozaukee; and more services to help veterans transition from active service to the civilian world were identified as the strategies needed to improve Mental Health in the county.

Key Community Partners to Improve Health: COPE Services, NAMI Ozaukee, private health care providers and providers of counseling and supportive services, Ozaukee Community Therapies, Comprehensive Counseling Services, behavioral analysts, non-profit organizations, schools, outpatient clinics, the YMCA, Boys and Girls Clubs, County Human Services, crisis hotlines, and the business community were all identified as the key partners to improve health in the county.

Chronic Disease Prevention and Management

Chronic Disease Prevention and Management was ranked as a top five health issue by six key informants. Responses from key informants revealed overlap with other key health issues for the county, specifically Nutrition, Physical Activity, and Access to Health Services.

Existing Strategies: The YMCA; health care systems, providers, and access to quality health care; the INVEST coalition; health and wellness programs offered by the county, insurance companies, and other organizations in the community; chronic disease management classes; Stepping On fall prevention program; a newsletter regarding chronic disease; an arthritis exercise program; a diabetes self-management program; the caregiver support Journey Series; meal sites for seniors; benefits specialists and disability specialists; and reduced cost and free clinics were examples of existing strategies to support Chronic Disease Prevention and Management in the county.

Barriers and Challenges: Some of the barriers and challenges discussed by key informants were related to issues of access. People living busy lives often have to choose quicker and easier options that include less healthy food options and less physical activity. Some programs can be very expensive for lower income or fixed income residents and it can be challenging to get to the program sites. It can be difficult to know what programs and resources are available. There are challenges to accessing health care and medication due to transportation and the expenses, and there are challenges to accessing health insurance through the Affordable Care Act. Another challenge named is the lack of awareness of chronic disease and importance of self-care. Another area of challenge is related to the business sector: it can be hard for businesses to see return on investment in wellness and insurance can be expensive for mid-sized businesses. Other challenges and barriers named include a lack of funding for education and prevention programs, a general lack of knowledge of resources available, and lack of follow up by providers on referrals to patients.
Needed Strategies: Changes to the environment and culture to make healthier choices easier and more embedded as a way of life, collaboration of available services and programs and helping one another know what is happening, transportation to programs, volunteers to organize community walks and other healthy activities, nurses to lead neighborhood programs, and incentives to walk and ride bikes to work were examples of strategies needed to address and prevent Chronic Disease in the county.

Key Community Partners to Improve Health: Local businesses, grocery stores, health systems and individual health care providers, schools, the INVEST coalition, builders and community planners, senior centers, the YMCA, the Aging and Disability Resource Center, and health educators were identified as the key partners needed to support Chronic Disease Prevention and Management in the county.

Access to Health Services

Access to Health Services was ranked as a top five health issue by five key informants. Responses for this issue indicated there are some areas overlap between this issue and Mental Health, Alcohol and Other Drug Use, Oral Health, Nutrition, and Chronic Disease Prevention and Management. The key issues discussed were the expense of services and transportation to appointments.

Existing Strategies: Transportation services, information, and resources were named as existing strategies to address Access. Other strategies include County assistance and resource guides.

Barriers and Challenges: Some of the county is rural and transportation to appointments can be a challenge, there aren’t many transportation options if you do not have a car or cannot drive, there is stigma around using transportation programs, and new users of transportation programs can be intimidated or unsure of how to access the programs. Medical care is very expensive and unaffordable for many people, sometimes people put off preventive health care to save money, there are often waiting lists for services, and there are challenges to accessing medication. It can be hard to know what resources are available in the county and Impact 2-1-1 doesn’t always have updated information or referrals, and there is a lack of an up-to-date manual for referrals or providers and resources.

Needed Strategies: Affordable health services, better systems of transportation, extending bus routes in the county, better communication and awareness strategies about the resources that do exist and how to access them, healthy donations to food pantries, an updated referral guide or central point for questions in serious situations, information and referral sources, more funding and resources, and more coalitions and fewer “turf wars” between service providers were named as strategies needed to improve Access to Health Services in the county.
Key Community Partners to Improve Health: Health care providers, medical systems, transportation providers from the community and county levels, Impact 2-1-1, and anyone providing services in the county were named as the key partners needed to improve Access to Health Services in the county. It was also noted that better partnerships between partners in the county is necessary to improve health related to this issue.

Nutrition

Four key informants ranked Nutrition among their top five health priorities for the county. Key informants identified some overlap between Nutrition and other health priority areas, such as Chronic Disease Prevention and Management and Physical Activity. One respondent specifically named obesity as a nutrition-related priority area.

Existing Strategies: The Ozaukee County Wellness Program provides incentives to be healthier; the INVEST coalition works to coordinate efforts; connections between local growers to school and health systems; health in schools’ curricula; healthy alternatives in food service at schools; taking soda machines out of schools; healthy people hired as role models in schools; education about label reading; the county’s excellent park system; the meal sites of Aging and Disability Resource Center; and a home delivery meal program were examples of strategies currently employed to improve Nutrition in the county.

Barriers and Challenges: Wisconsin’s culture of drinking and eating unhealthy foods (i.e. beer and sausage), faster and easier dining or cooking options that tend to be less healthy, the difficulty of changing eating habits, the expense of healthy foods, food marketing that often does not increase awareness of healthy options, lack of transportation as a barrier to accessing food, and changing routines to incorporate cooking were named by key informants as barriers and challenges to Nutrition.

Needed Strategies: Earlier nutrition education to help kids form good habits, rather than having to make more difficult changes later in life; making healthy choices the easier choices; making grocery aisles more consumer-friendly so it is easier to make better decisions at the store; adding more sidewalks and more walkable options; having more wellness programs for employees; and stock boxes delivering healthy foods were named as strategies needed to improve health.

Key Community Partners to Improve Health: Schools, businesses, grocery stores, health systems, the INVEST coalition, builders and developers, and churches were identified by respondents as the key partners to improve Nutrition in the county.
Tobacco Use and Exposure

Tobacco Use and Exposure was ranked as a top five health issue by four respondents.

Existing Strategies: Key informants shared the following strategies in place to reduce Tobacco Use and Exposure: Stigma around smoking has increased, smoking bans in business (i.e. bars and restaurants), tobacco cessation programs, smoke-free ordinances and smoke-free campuses, health issues related to tobacco use are discussed in health class, school board support of an electronic cigarette ban, the Wisconsin Wins campaign and compliance checks, and taxes on tobacco products.

Barriers and Challenges: Though tobacco use has diminished over time, it continues at a plateau level and electronic cigarettes are a new challenge. Key informants described the following challenges to addressing Tobacco Use and Exposure in the county: People smoke to cope with stress or when they are drinking alcohol, nicotine is addictive, vape shops that exist don’t want to lose business from smokers, there are co-morbid conditions associated with tobacco use that also need to be addressed, there is a lack of education on long-term effects of smoking, there exists a “right to smoke” attitude in the general community, and tobacco companies have money to spend on marketing.

Needed Strategies: Additional policy to manage the noise resulting when people have to smoke outside, education for businesses regarding laws and distances in regulations, additional laws to control vaping, additional education about problems associated with tobacco use, incentives to be tobacco free, tobacco cessation programs for people in the jail, and additional funding to address the issue were the strategies proposed by key informants to improve the health of the county related to this issue.

Key Community Partners to Improve Health: Local legislators, the County Jail, the State, local health departments, smoke-free coalitions, and hospitals were named by key informants as key partners to address this issue in the county.

Physical Activity

Three respondents specifically ranked Physical Activity as a top five health issue for the Ozaukee County. Other key informants discussed Physical Activity as it relates to other health priority areas, specifically Nutrition and Chronic Disease Prevention and Management.

Existing Strategies: Employers’ investments in the health of their employees, the Aging and Disability Resource Center’s programs, the YMCA coalition on nutrition and physical activity, community programs, and ample outdoor opportunities with trails, parks, and walking paths were named as strategies currently in place to address Physical Activity.
Barriers and Challenges: The lack of affordable options and lack of transportation to get to them, some limitations of physical ability due to chronic diseases, some parts of the county not being very walkable, the Wisconsin weather that makes it hard to get outside during some of the seasons, and the lack of time to devote to physical activity were noted as the key barriers and challenges to Physical Activity for the county.

Needed Strategies: Key informants offered the following insights about what strategies are needed to improve Physical Activity in the county: One-on-one training for elders and programs like Silver Sneakers need to be developed. Child care providers and school districts should go above and beyond what is required. Schools could offer before and after school programs. Employers should develop policies to promote activity, such as time to walk or participate in activities using break and lunch time, or being generally more flexible.

Key Community Partners to Improve Health: The stakeholders identified as being able to improve Physical Activity are county and local-level parks and recreation departments, school districts, and employers.

Healthy Growth and Development

Healthy Growth and Development was ranked as a top-five health issue by three respondents.

Existing Strategies: The Protect and Serve lunch program where police officers serve lunch and interact with children, the Ozaukee Christian School program where police officers meet and greet children on the first day of school, the Public Health Department’s Women, Infants, and Children (WIC) Program are examples of strategies in place to address Healthy Growth and Development.

Barriers and Challenges: Some key barriers and challenges noted by key informants include a lack of positive roles models for children, stigma around accessing county departments, and the separation between community organizations.

Needed Strategies: More affordable housing to address the high cost of living in Ozaukee County, locating the right programs for children, organizations such as hospitals and churches developing additional programming, more community development to include shops and entertainment, working with public schools to expand the community, promoting healthy relationships and behaviors, addressing trauma and its long-term effects, and partnership between medical and county sectors were named by key informants as strategies needed in the county to address Healthy Growth and Development.

Key Community Partners to Improve Health: The Ozaukee County Human Services Department, Ozaukee Family Services, the Washington Ozaukee Public Health Department, local health care providers, child development advocates, and public schools were identified as the key county partners needed to work toward Healthy Growth and Development.
Oral Health

Two key informants ranked Oral Health among their top five health issues for the county. The focus of their responses was mainly access to dental care, with responses sharing commonalities with the issue of Access to Health Services.

Existing Strategies: A traveling dental program can deliver some services for people who cannot make it to a provider’s office.

Barriers and Challenges: The challenges and barriers identified were primarily issues of access. Lack of free clinics or providers offering free services to those who can’t pay and lack of insurance coverage of dental services or low rates of reimbursement were highlighted barriers. Additional barriers and challenges named were lack of parent education, lack of central intake for patients or screening of patients, and patients delaying or skipping preventive services due to cost leading to more serious issues later.

Needed Strategies: More dental providers in the county, existing providers offering community days to see patients in need, recommendations from schools for young children, and screening offered by the county and incentives for participation to meet the needs of lower income residents were offered as strategies needed to improve Oral Health in the county.

Key Community Partners to Improve Health: Dentists and other health care providers, schools, the County, non-profit agencies, churches, food pantries, and anyone who can provide information about and referrals to oral health resources were identified as the key community partners to improve Oral Health.

Reproductive and Sexual Health

One key informant ranked Reproductive and Sexual Health among their top five health priority areas. This respondent focused their responses on youth and sexuality.

Existing Strategies: General awareness around the issue and reducing risk behaviors by applying the same tactics used for alcohol and drug use prevention were named as existing strategies addressing this issue in the county.

Barriers and Challenges: A society that is “overly sexual” and young adolescents becoming sexually active were named as barriers to Sexual and Reproductive Health in the county.

Needed Strategies: The need for parents to be leaders and help to give the right messaging to their children is a strategy needed to address this issue.

Key Community Partners to Improve Health: Partnerships and shared effort between parents and schools are needed to promote health within this focus area.
**Injury and Violence Prevention**

Injury and Violence Prevention was not ranked as one of the top health-related priority areas for the county. Neither existing strategies nor barriers were described.

**Environmental and Occupational Health**

Environmental and Occupational Health was not ranked as one of the top health-related priority areas for the county. Neither existing strategies nor barriers were described.

**Communicable Disease Prevention and Control**

Communicable Disease Prevention and Control was not ranked as one of the top health-related priority areas for the county. Neither existing strategies nor barriers were described.
Appendix A. Interview Participants for Ozaukee County

Key Informant Interview Participants
Input about our community’s most pressing health needs was provided by 17 individuals participating in key informant interviews. The organizations listed here include many that serve low-income, minority, and medically underserved populations. They represent an array of perspectives from communities that include, but are not limited to: racial and ethnic minorities, the elderly, youth, veterans, faith communities, individuals with disabilities, rural communities, survivors of domestic and sexual violence, and those living with mental illness and substance abuse.

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<th>Name</th>
<th>Title</th>
<th>Organization</th>
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<tr>
<td>Jennifer Andreas</td>
<td>Executive Director</td>
<td>Cedarburg Chamber of Commerce</td>
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<tr>
<td>Barbara Bates-Nelson</td>
<td>Executive Director</td>
<td>United Way of Northern Ozaukee County</td>
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<tr>
<td>Kathleen Cady Schilling</td>
<td>Executive Director</td>
<td>Ozaukee Economic Development Council</td>
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<tr>
<td>Sharon Chappy, PhD, RN, CNOR</td>
<td>Dean, School of Nursing</td>
<td>Concordia University Wisconsin</td>
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<td>Timothy J. Deppisch</td>
<td>Coroner</td>
<td>Ozaukee County</td>
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<tr>
<td>Liza Drake</td>
<td>Interim Director</td>
<td>Ozaukee County Health and Human Services</td>
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<tr>
<td>Shea Halula</td>
<td>Executive Director</td>
<td>Starting Point</td>
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<td>Lisa Holtebeck</td>
<td>Executive Director</td>
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<td>James Johnson</td>
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<td>Kevin Johnson</td>
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<td>Kirsten Johnson</td>
<td>Health Officer/ Director</td>
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<td>Mary Luzinski</td>
<td>President</td>
<td>National Alliance on Mental Illness Ozone</td>
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<td>Demond Means</td>
<td>Superintendent</td>
<td>Mequon-Thiensville School District</td>
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<td>Michelle Pike</td>
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<td>Aging and Disability Resource Center of Ozaukee County</td>
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<td>Aaron Schmidt</td>
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<td>Feith Family Ozaukee YMCA</td>
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<td>Michael Weber, PhD</td>
<td>Superintendent</td>
<td>Port Washington-Saukville School District</td>
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<td>Steven Zils, MD</td>
<td>Out of Hospital Medical</td>
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