

Community Resiliency Symposium - Note-taking Template

Rotation One: Likely and Impactful Issues (use Post It Notes)

Rotation Two: Likely and Impactful Issues (use Post It Notes)

Rotation Three: Gaps, Challenges, Vulnerabilities, and Opportunities in our community, organization, home life?

- Costs are prohibitive – solutions cost money – Government funding. Return on investments.
- Communication/Education – Being prepared for emergencies with training with the general public specifically. Need to partner with the community and organizations within the community to communicate emergency plans.
- Power plant – distributed generation – suppliers are challenged because people want to be connected to the grid for free. Opportunity here is to work with customers to come up with win/win solutions
- Communicating and understanding what resiliency is. The issues go beyond environmental. Social and economic are also part of this. All pieces need to work together.
- How do you get food to people who need food? In emergencies planning/procedure...who needs to know and how do you get that information to them.
- Collaborating and communicating more. Power back to the local people.
- Agriculture – where is food coming from...what is that farmer getting paid for the work he is doing
- Everyone sides with convenience over more important things
- Civic engagement – the more people are engaged, the more they understand
- Civil infrastructure has many vulnerabilities – under-funded roads and bridges – waste water treatment plants need to be replaced – water treatment plants and roadways are aging – roads in poor repair. More difficult to travel, the more cost it is to get products to business, and so on...domino effect.
- Dairyland Power spoke about when they had a problem getting coal transported to Alma...they wouldn't haul the coal because they made more money hauling oil at the time and the railroad were willing to go to court with Dairyland because they made more money hauling oil...even though they were breaking contract...
- More people are becoming concerned about issues – this is a good thing – more conversation on food – both source and quality...more awareness of issues
- Consumers need to know how much power they have in where they spend their dollar.
- More awareness on how to use and conserve energy.
- Coulee Partners hold discussion courses – at Coop, churches, people's homes and businesses...these are about food and the food industry...close to 600 people taking these classes to educate themselves on food issues. Awareness is on the rise.
- Energy efficiency opportunities – spreading awareness about this.

Rotation Four: What did they hear in the last rotation regarding gaps, challenges, vulnerabilities, and opportunities in our community, organization, home life?

- Infrastructure – both in road system and waste water/water treatment systems – outdated and poor condition. Poor road conditions are rough on vehicles...result in higher transportation costs, which carries on to the vendors, etc.
- Need for us to look at low unemployment rate – how to transition people to jobs and get them to the next level. Need to raise minimum raise for the entry worker
- Economics – cost of repairs to infrastructure
- We are lacking leadership/ownership of initiatives – to manage people who facilitate solutions
- Livable wage – need to have educational offerings that are conducive to those who are already working.
- Prep/guidance for non-traditional students who want education and are working...
- Offer citizenship classes – towards the diversity initiative
- Business and educational institution partnerships

- Collaboration
- Education on what is going on in the community
- Practice/Prep mass casualty/emergency drills
- Leadership training
- Dam in West Salem in need of repair...

Rotation Five: What are the strengths and solutions for the Most Likely and Most Impactful?

- **Neighborhood associations might be a resource that is under-utilized**
- **As the greater La Crosse community, we are more progressive than other communities.**
- **La Crosse is made up of groups/organizations that are willing to have these conversations and continue these conversations with the organizations that may are not talking about this yet.**
- **Invitations to get other organizations to come together for discussion and bring awareness.**
- **Food system – There is a lot of dedication and focus on local food in our area. Do these people convene ever to create a bigger impact?**
- **Break down silos – also has to do with funding qualifications can be constrictive**
- **La Crosse is rich in human resources**
- **There are many facilities here to care for the aging population as long as people are made aware.**
- **Caring for the aging population starts when a person is born.**
- **Need more opportunity for the organizations who have an interest in sustainability/resiliency to regularly convene. Need a “hub” ...so that all these resources can be coordinated in an effective way – likely coordinated/managed by a paid staff whose job it is.**
- **These coordinators who know how to delegate needs to the proper resources are right within the communities they serve.**
- **Citizen Action Corp – look for 200 people who are willing to pay a person they hire to champion the initiatives/issues of the people who have hired them.**
- **Several good sized institutions that could begin the process of creating this type of group. The group would not be tied to a political affiliation.**

Rotation Six: What did they hear in the last rotation regarding strengths and solutions for the most likely and most impactful?

- **We do need the government to assist – they can help resolve issues and move resources. If local people and state government join together with government, more can be done. Regulation needs to happen...good will of people can be disorganized and only go so far.**
- **The number of organic farmers are the most in Vernon are more than any other in the US. We need to get the word out about how successful this model is. This can be done in other places.**
- **Communication/Education – people in the community to come together to discuss these issues**
- **Ecology of education – Any organization/individual that educates, either formally or informally. La Crosse has many people/organizations who do this. We have a robust system to get the word out – but how do you pull all of them together.**
- **Need someone to “steer the boat” of the collaborative group of resources.**
- **Medical Health Care system – care of aging population – raising wages of healthcare workers who would provide assistance in caring for the aging population**
- **Change behavior – then attitudes changes follow**
- **Casey Meehan - Attitude change comes from reframing things to be an opportunity– Climate change tends to become “doom and gloom” – share a vision instead of how good it could be instead of the doom and gloom...show people how they can be a part of the solution. Lead with the carrot, and not the stick.**
- **We also need to remember the keep connecting the dots...the main big pieces that all the other issues are based on.**

- **Conversations on infrastructure and economic resiliency were powerful...though we need different people/different perspectives on these issues. We need a bigger audience.**
- **People need to get out of their safe zones. People need to be courageous in speaking the truth that was spoken here instead of becoming comfortable and inactive.**
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Note any stories, examples, highlights and the name of the person.

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- We have pockets of good thinking but not the but network for the good thinking
- If the grid went down, we could use renewable energy but not a good way to network that
- We need to have more communication. Gaps in communication causes challenges
- lacrosse infrastructure is old and costly to fix.
- Who is going to pay for the gaps?
- So much so focus on and not get anything done.
- How to follow thru on such a complex issue.
- Weakness" vulnerabilities of this area is the river
- This just started and the needs are large.
- The rural communities have a mix of people. Would the communities come together even if they are from different backgrounds? I.e. Hispanic and white families
- Mental gap from different ages
- Where can we make the biggest impact
- Gathering data to help us identify needs, assets
- What do we need to solve?
- Meeting people creates awareness and education
- Weakness that could be an opportunity. We don't have anyone that is taking ownership of an issue

Rotation Four: What did they hear in the last rotation regarding gaps, challenges, vulnerabilities, and opportunities in our community, organization, home life?

- Sam Van Riper (Trane) will be our speaker
- Economic Resiliencies Example is lightbulbs. Cheaper ones are more appealing but may not be the best idea for a payback of LED bulbs cost more but last much longer which in turn is saving.
- Education the public. Gundersen Hospital has a plan but no one knows about it.
- Create a system of coordinated efforts with the right people and have collaboration.
- Coordinating a leadership structure.
- Talking to each other about the needs
- Public transportation is a problem if there was any major disaster.
- Oil spills, Business leaves town
- La Crosse does not do a good job of planning ahead for potential problems.
- Our biggest take away: communication, education, engagement, sharing of resources
- "Communication and Education that would drive collaboration"
- Many People don't know what resiliency is.
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Rotation Five: What are the strengths and solutions for the Most Likely and Most Impactful?

Just having a workshop like this today.

We have a variety of campus here, which is an opportunity to utilize this brainpower!

Driftless Area still has many great land resources that we can learn from.

Solar arrays are being placed/built in this area and the energy is flowing.

Schools utilize the solar arrays as a learning tool.

Organize our ideas with people

Organic farming in the region may help with health of the people in the community.

“Transition Towns”

“Natural Step”

“Renting Bees” is a real thing! Bee go south for the winter is a real thing.

Mostly Likely

- Disruption of Utilities. Utilities are updating the infrastructure in the aging area.
- Economic Uncertainty
- Flooding
- Food/Water Sustainability
- Caring for Aging- Natural Medicine that are available.

Most Impactful

- Power Grid Failure Dairyland Power has built in redundancy
- Train Derailment
- Flooding - Keeping beavers in the natural environment. Learn about the nature that we have already.
- Climate Change
- Equity/Diversity
- Energy Challenges
- Lack of Biodiversity Minnesota has special requirements that go along with biodiversity.

Rotation Six: What did they hear in the last rotation regarding strengths and solutions for the most likely and most impactful?

- Flooding was the biggest issue: marsh preservation, address the watershed, soil conservation
- How to address these issues: La Crosse County seems to be progressive. How to bring the conversation together with our communities? The problem is we do not have a group that can be neutral and bring the groups together.
- “Resiliency taskforce” create a monthly meeting of members with a topic to discuss and take action.
- Education might have to go to the level of examples to show people how this works and can work.
- Method of education “Mock Drill”
- Do not be afraid to talk about these issues.
- Some people refuse to get on board.
- Inclusion
- We want to share that the time is right to start talking about resiliency.

Collaboration-Coordination- Education more diversity or participation. By doing this in a compelling, urgent, visceral way to engage as many people in the community or the workplace as possible.

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- Not in my back yard
- Miseducation being very truthful about that
- Path dependency path of technology and helps to be aware that it exists and build any (we know that we do roads and cars... do it differently)
- National wave and lack of responsibility of the way we live (example and go for walk around the block with their dogs and know that a household of one has 6 lights on.)
- If only a small percentage of people vote and ridiculous number of voters
- Not my problem I didn't vote and a risk of collapsing a democracy because we don't vote
- Press and ground truth it and (if it is on the internet makes it true)
- Lack of respect of scientific principle and if we don't believe the scientist
- Media and owned by large corporations and few people stepping out and press wasn't there to stop Hitler from happening
- Basic fundamental foundations are at risk at this point and are at risk of history repeating itself
- Flooding and not as much of a risk as people see it now as an area goes and has a structure that we can handle
- Food security and ground swell and Hillview urban ag and different things
- Social justice Powell-Poage-Hamilton lack of access to fresh nutrient food connected to obesity and don't have parent at home to facilitate healthy food and has impaired metal growth
- Food desert
- Welcome any suggestions and food coop is not designated as a grocery store
- Competing with Wal-Mart and Aldi's and cheaper but Food coop would like to reach those resources and have programs for people to get healthy foods for less.
- Coop extension and ran by students. Get some younger kids involved to get with the food. Get young people engaged with their food
- More schools brining and getting food growing their own food and getting youth involved and pull various groups pull together and use fresh ideas and integrate the group
- Digging up a potato and kid asked what is that
- Nick Nichols wrote a book I am hungry I am hungry too.
- Perception is that it is too expensive to got to the food coop and help people go to that
- Give a EBT card and can buy none food soda candy and chips
 - Handing out cheese peanut butter
- Why am I buying your food that is not even food like soda chips and candy?
- Institutes and higher and education and so many good things in this area and when we look at other areas and see how far ahead. We are so much farther ahead and community
- Transportation and opportunity and north south and straight shot and Holmen and Onalaska excellent opportunity

Rotation Four: What did they hear in the last rotation regarding gaps, challenges, vulnerabilities, and opportunities in our community, organization, home life?

- Mental illness and was existed and was not tied into anything else
 - Lack of environmental sustainability
 - War mentality

- Very narrow focus and find something that a lot of people feel connected to
- To influence and met Nick through sustainability and brought out at the table and networking and coordination of ideas a
- Communication and one topic
- Not to find a single focus on one
- Gundersen could lead on specific part and Nick won't work on that community and work on alternative energy and could accomplish more by dividing and concurring
- Look at what we got going on here and not a lot of headlines and doing fantastic things here and what are our shortcomings how do we know what we have
- All these ideas and collaborate and try to fix and make them better how do we make this better and we need to reinforced and what if I lose my momentum and rub off on them and let's make that change and impact and how do we get the right people at the table
- What happens after today?
- Great way to connect and partner and collaborate with others in the community
- Common themes
- Room in the center of the room with no windows and nature disconnectedness and if you're not aware then you cannot be connected. Stronger connection to nature it will spill over.
- Little ecological reconnection area every square mile an oasis
 - Need edible plants around the nature
- Generation gaps and boomers and millennials and staring at their phones
- Education system and collaborating and partnering with k-12
- Trempealeau and moved the small town Cahokia's and making trails and where we were and where we are
- Vulnerability
 - Poorly educated rednecks and how do we get them to change their thought process
 - Change human behavior
- Market to the non-tree hugging minded people
 - Key to communicating in their language
 - What are their values what is their belief system (have to find a way to communicate with them) Budweiser to speak their language grid resiliency? If we don't have grid resiliency we won't have cold beer.
 - Switch to an electric truck it will be easier to sneak up on deer
- Ecological Amnesia

Rotation Five: What are the strengths and solutions for the Most Likely and Most Impactful?

- Reaching out to the companies and organizations
 - What is their plan in place and if the power grid fail?
 - Reach out to the experts
- Sustainability institute could bring together companies government and engage with to continue the discussion
- Education goal (we are the choir in this room) how do we get this out to others
- We need to move past the denial phase and what are we going to do about this now
- Where do we think our education is as a community are we still in the denial phase?
- Very rural community Hayward and not talking about mitigation effects of resiliency
- Crisis brings a community together and after sitting through so many of these conferences but then you go to other groups and it falls on deaf ears
- Talk about it as a resiliency issue vs a sustainability issue and could frame it in a more appealing way.
- Good start and key it down to 2 to 3 and figure it out and what works best for and how to act on what we define.
- Nature connection deficiency?

- Culturally things have changed like
- Parents are more watchful and won't let them be in the backyard
- Gundersen tries to relate with trash with what you through away safety first
 - This is Joe and you are endangering him he could be your friend vs this is against the rules
- Connect it to the cost avoidance and have it connected to their salary and cost of the tuition
- Gundersen is doing and conservation is the first thing that they did and educating people
- How we frame up language? Keep changing the words just to keep everyone involved and have to do something that they don't keep pushing it off? Think of a lot of different ways to discuss Resiliency sustainability
- Might lost coffee because of global warming and might lose that too. Make it personal! To disconnected and don't realize that certain things are interconnected.

Rotation Six: What did they hear in the last rotation regarding strengths and solutions for the most likely and most impactful?

- Moving toward self-renewing systems vs linear systems
- Local food sourcing and strong area of interest and on the issues that surfaced up there and power grid failure and have all kinds of contingency plans but nothing for a grid failure or cyber attack
- Meeting with other employers and the risk of cyber-attack
- 62 year plan to get the city out of the flood plain and we should elevate that discussion
 - Be clear not critiquing the City at all just may need to bring it higher up on the list
- Reach out to subject experts
- Grid made both sides of the list
- Natural environment looking for ways to heal people bio mimicry and how does their structure work together
- Biodiversity and pollinator gardens habitat conservation
- Leverage
 - Revise estimates and used to be 400 million beavers used to slow the water not channel the water
 - Not really try to reinvent the wheel these have been done for so many years naturally
 - Learn from nature and not reinvent the wheel
- Do not have to wait for a politician to act on these items
- Flooding
 - We have swamps for a reason
 - If we didn't have swamps Gays mills would have washed away years ago
 - In Ontario it floods for 6 hours and in Steuben it floods for days
 - Put wet lands back in
- Aging population issue
 - Elder population is more vulnerable need to study, understand and address
- Contingency plans at Gundersen
 - If energy isn't on 96-hour scale
 - Will cut power to certain wing
 - 96 hours for meals
 - Chemical spill they have on stock and know how big of people
 - Work with fire departments and DOT know what to expect
 - Blast radius and how to route those patience thorough the area
- Bring those into and capitalize it on

Note any stories, examples, highlights and the name of the person.

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Rotation Three: Gaps, Challenges, Vulnerabilities, and Opportunities in our community, organization, home life?

- Take notes here....
- Needs to be sustainable change within community, but there is resistance to change. People say, "Why should we change our ways? You are an outsider telling me what to do?"
- Relative to equity issue: In La Crosse, we have very low minority population, which won't change rapidly. It will take a while for us to grow more culturally diverse. That becomes a challenge – how do we make this a comfortable place for people of all backgrounds.
- Franklin school was diverse: 1/3 Hmong, 1/3 African American, 1/3 white. Really liked that. The rest of La Crosse isn't like that, but he thinks we do work hard to make this a welcoming place for all.
- Hard conversation to have with a lot of people. Asking them to question the status quo. Have that initial conversation, and have people authentically engage. Political polarization right now makes civic discourse almost impossible.
- We don't often have time and space to collaborate together like we are doing today.
- Don't see clear messages or visions. Need leadership. Focus on one thing people can agree on and start there. Take advantage of small thing and go on from there.
- Opportunity: In neighborhood associations, you can relate to people on a different level. Let's take better advantage of neighborhood groups.
- Food and agriculture: What is the exact thing that would make it a problem, but in a diverse way, there is a huge problem? There are so many things that impact everything up on the boards.
- State and federal policy – loss of local control. Example: When state started income tax program, funding was for municipalities, but that funding went away. Therefore, municipalities cannot deal with the aging infrastructure. Another example: City floodplain conundrum. Legislation passed after Hurricane Katrina. Impacts La Crosse, and many people are in economic calamity. Losing local control is a threat.
- Concern about trains, impact of derailment. Identified as high impact problem but how do you deal with it at a local level?
- Climate – lost a huge tree three months ago, neighbors lost trees, community lost trees. We are good at managing crisis, but we need to think ahead about the next crisis (tornado, storm), etc.
- What about the changing climate? We need to be thinking about it going ahead.
- How do we get the right indicators to respond in time? Example: Food issues, water concerns. We need to have things to warn us of coming problems. It's a gap: How do we find more natural ways to indicate to us we need action early enough. Example: Health care system. If there were this system of prevention in place, this person would never have to come in for that injection.
- We hear about 50 year floods, but they've been happening more often. We need data showing us trends, and then can we figure out what next? We don't want short term fixes; we need long term fixes for things like water quality. We need data to warn us.
- Casey pointed out that there are two databases on climate change and global warming. One is state and one is federal. Science says there are really good ways of predicting these things.
- People are resistant to hear about problems if they don't think they affect them directly.
- Issues don't become issues until they become financial issue. Money talks.
- Different policy frameworks – Progressive vs. Reactive. Example: Aging population. We've known for a long time it's coming but we're nowhere near solving it. We've known the employment gap was coming for a long time but we still can't handle that.
- Also for aging: Immobility, Isolation, Lack of Healthcare. We should have had policies in place.

- Oklahoma City: They had terrible crime, vacancies, and it took the Morrow building bombing to make the public realize they had to change.
- Put out a narrow version first and then have people jump on board.
- There is a leadership gap. We either don't want to talk about the issues, or we want to talk about it without offending anyone.

Rotation Four: What did they hear in the last rotation regarding gaps, challenges, vulnerabilities, and opportunities in our community, organization, home life?

- Take notes here...
- Number of small store fronts that are empty in different neighborhoods
- Opportunity for those small store fronts to be used for food stores, health care spots. A lot of people don't have transportation.
- Opportunity: Our community is automobile based. What we don't have is a reasonable, green system which allows multiple people to travel across town and into satellite communities. If we could get single people in cars out of those cars, they would find it useful to be a passenger and use the time for something else.
- Bus system could be a lot better.
- Gaps, challenges: A lot of groups in community and greater community that are doing different things that are preparing for disaster, resiliency. Healthcare has to be able to operate for four days in case of a disaster. We should have more collaboration in the community and better communications. Opportunity: Education and awareness.
- Gap: Apathy. Voter apathy, lack of empathy. "I care, but how much do I need to care to actually take action?" We are overloaded with information and maybe think "someone else will take care of it." People don't care until something affects them personally and financially.
- How can we mitigate flooding? Netherlands built the sea wall and doors.
- Could we generate power from the floods? An opportunity. Hydropower.
- Restore the wetlands via beavers.
- Gap: Urban area – poorly developed and integrated infrastructure. When it rains hard in La Crosse, the water doesn't drain. How do we pay for this?
- Gap: Attitudinal gap: Example: We wouldn't pour gas with water or milk into the car tank. Now switch to the human body. We don't treat our bodies as well as our car. Eat food purely to keep us healthy, for energy. The price of your food is based on a long series of food production, science, - how do we make it cheaper, how do we keep it fresher longer? So if you just eat healthy food that doesn't have preservatives. Attitude gap: We have become conditioned to expecting cheap food. Buy pure healthy food. That would reduce our health care costs.
- We need to make courageous decisions to be resilient as a community.
- Example: We allow people to use EBT cards to buy junk food and we are getting fatter and less healthy.
- Sustainability in health care: If we waited for legislators to make the right decisions, it's not going to happen. It's an excuse to use legislation as an out. We need to do the right things, and then teach the legislature about these things. We can't look for government to solve these problems or answering the questions. We as citizens need to do these things.
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Rotation Five: What are the strengths and solutions for the Most Likely and Most Impactful?

Solution in Crawford County: Rotation grazing, holistic grazing. Increases carbon in soil, still produce milk and meat, but don't have the negative consequences of industrial animal operations. Especially appropriate in the Driftless Area.

Food: Teach people how to garden, prepare food that's grown locally. Hillview partners with Western and Mayo; hoping to be a model for other communities.

Inventory: Get an idea of where we are and where we want to get to. We don't know exactly what we already have here that is already resilient. Example: We have our own grid system, and energy plant here. What can we do to increase our grid so we can still function?

Strength: our community has a solid tradition of collaboration, and that's not the case in other areas. If we get a good plan in place, we can do more work

Gap: What would happen if there was a cyber-attack that put out the grid? We don't have any plan in place for grid failure. Maybe we should figure out as a community what resources we could share in case something like that happened.

Flooding: We continue to allow people to build in areas that we know will flood; we continue to allow people to build on the bluffs where there are mudslides. We need to be smarter with zoning.

Areas built up around our main communities. All kinds of infrastructure that needs to be built to get there. Those homes don't pay for those resources – the main city dwellers pay for it. The community is paying for those homes' infrastructure. Then the people who live out there drive back and forth and are emitting pollution. So go ahead and live there, but you have to pay for the infrastructure.

Solution: Make the people who are actually requiring the services pay for those services. Services that are going outside the norm. County surcharge.

This could be expanded to a lot of things where the true costs are being ignored or subsidized.

We are not taking into account damage to the environment. Good solution: Pay \$10 for a battery and then get \$10 back when you bring it back to be disposed of. Another example: In UK, you have to pay .30 for a plastic bag, so plastic bag usage went down by 78%.

Money talks. People don't care about an issue until it hits them in the pocket book.

Energy challenges: Tie into power grid failures. Trane has the challenge of educated buyers. Western is an educated buyer. They will buy the more energy efficient model rather than the cheaper model. However, not everyone will pay a little extra for the more efficient item. How do we educate people to make the better decision? We need to be able to justify the choice to the buyer. Example: Use a chiller to make ice at night, then during the day, run a 40 HP pump to circulate water through the tank. Costs a little more on the front end but it's better in the long run. "Are you in or out?" The solutions are there.

For Western, it's important to present the case on that from both ends. We're reducing the cost and we're using less energy. At Western, our cost per square inch goes down significantly as well.

Other partners: Xcel Energy and Dairyland Power could hold seminars for the public where they could inform people about energy efficient choices.

Plant a tree.

Educating people about things is very important.

Trane works with the DNR during Green Week. DNR gives them 400-500 saplings for free that they can give to their employees.

Rotation Six: What did they hear in the last rotation regarding strengths and solutions for the most likely and most impactful?

La Crosse is a great community and we have a lot of good resources. If we all put our heads together, we could really make things happen. We have good energy; let's keep the ball rolling.

La Crosse 130 years ago was known for its healthy water. We sold our water as a health water, and people could get benefits of drinking the water here. Long history of getting it right in La Crosse. Has a dream of “La Crosse is the place that has the courage to be healthy again.” Let’s go back to being healthy again. If we can get healthy as people, our ecosystem will get healthy as well.

There are a lot of good things going on in La Crosse, but we don’t have a master plan or a coordinated effort. If we could develop some way to bring people together (like something that happened in Dubuque) even better things could happen than are happening right now. Everyone here is generous and willing to help each other out. We could go a long way.

It’s interesting because we come together, are jazzed up, and then go back to our jobs and are burned down by the grind. So if all of us could just go back and share with just one other person or group, that would really light the fire.

The capacity is there; we just need to create the connections.

Foster the environment.

Cindy from Mayo actually moved here because it is such a healthy area.

Mike would like to see a partnership between health and the food providers (People’s food co-op). One of the vendors who grows tomatoes for them knew there would be heavy rain. Therefore, they grow all their tomatoes in hoop houses, so they can roll up and down the sides and contain the rain. That’s a resilient business model. Accept the climate change and make an adjustment. The whole city needs to do that. We need to get ahead of all the things that will impact us eventually.

Know there’s going to be climate change, and how do you use it? Create hydropower and harness the power of the floods.

How many things can we go back to doing with waterpower? Grinding flour with mill for example.

Mike thinks Western should figure out a way to utilize food waste in a small space.

We have very hungry people who have limited access to food, or have access to only bad food. How do we really get healthy food into the mouths of people? Not at a price where people can’t afford it? How do we make food low cost? Backyard gardens?

Glen has 8 raised 4 x 4 gardens in his yard, and he says it’s amazing how much food they get out of the garden. Creates memories too, and family time. It’s a nice thing to have.

Mike starts his garden in February under LED lights developed by NASA. Plants don’t care about white light. They want red light and blue light. That could be part of a program where we underwrite the cost of small grow domes. 90% of people who want a garden never get it because they don’t think they have the room, etc.

Educate people. If people knew how much better they’d feel if they ate healthy food, they would start eating healthy food.

Hillview does a program where people come in and learn how to cook in a crockpot, and then they get to take the crockpot home.

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- There are a lot of dams that are under-utilized and maintained. There are opportunities to utilize the dams for electricity as well as flood mitigation.
- Let beavers proliferate to build the dams! Water is cleaner after going over dam and they provide habitats for other animals.
- Swedish-style flood walls.
- EWG.org – environmental working group. This site helps you find out who is getting money for what. Many times people are being paid for not planting. Many people do not plant in areas where they know they aren't going to produce anything – they get insurance money.
- Who's going to pay for things and how are they going to pay for it? Transportation, infrastructure.
- Trauma – intergenerational trauma and the exploitation of people and land. All people and things have alright. How do we as a society change? How do we tie it into healthy ecology? And free time.
- How do we find the underlying cause of mental illness? US has the highest number of mental illness
- Homeless town – 100-300 people live there right now. We need a skills incubator for people to build skills and become employed.
- Large employers could pool together to provide housing education, and medication – in return you get a valuable citizen that is willing to give back.
- Mental Health – how to best approach substance abuse, substance,
- Train derailments

Rotation Four: What did they hear in the last rotation regarding gaps, challenges, vulnerabilities, and opportunities in our community, organization, home life?

- Local government and involvement. It's the most democratic part of our government where you can make the biggest impact. People need to focus their energies on local government.
- Local food sourcing. How do we reach the people in the food desert? Perhaps students could be a part of the efforts to reach out to transfer knowledge and food. We can also fill the food gap by raising our own food in some way.
- Media – we don't have fact-checking. Now we are entitled to our own facts in addition to our own opinions.
- Policy – national policies need to support communities that desire to change to become more energy efficient. Legislation is important for local change.
- Small community vs national. Don't divide yourself with big issues. Come together and small stuff and the larger issues will follow.
- Aging population – it's an issue today. We need a clear stage to come together to share ideas. Need some sort of community to share best practices.
- Crisis management plan – Gaps – we would have major issues
- If one big thing happen – the grid goes out – we'd be devastated.
- Hopefully we can come together and share ideas locally so that we can take a fresh look at what we're doing for various crises management.
- Communication and information sharing is imperative – especially at a local level
- Consolidated centralized systems are less efficient – diversity makes things more secure and spreads out the risks.
- Decentralized model challenge is that communication piece. Technology is an asset and a challenge. Models could start at a base model – perhaps it is just interpersonal communication.

Rotation Five: What are the strengths and solutions for the Most Likely and Most Impactful?

- Look at environment around us and own it. We are at the edge of a lot of really great things, but it will take courage.
- Spend money now to avoid catastrophic devastations.
- We have a lot of local food that we can source.
- Plant management for flooding mitigation
- Education of unhealthy food/environment on chronic illnesses. Numbers to build a case for the educational platforms.
- Organic valley in our backyard
- We are not as at-risk of flooding as other cities....
- Wetlands preservation
- Hospitals
- Building blocks of a resilient community is all here so there is one thing that will take us from good to great.
- Reaching out into more rural communities to help/teach = find solutions collaboratively.
- Relentless social media to influence policy. It is great equalizer. It is a very influential tool and one that can be used to influence progressive policies.
- Incentive/regulatory/profit based investments - we need to stop funding things this way to companies that are not towing the line. Stop giving them money.
- Keep retirees engaged. Employers might need to offer more part time jobs
- The way governments are set up are all parochial. We need to break silos to talk about the great good and not just our township/city/county ect.
-

Rotation Six: What did they hear in the last rotation regarding strengths and solutions for the most likely and most impactful?

Note any stories, examples, highlights and the name of the person.

Community Resiliency Symposium - Note-taking Template

Rotation One: Likely and Impactful Issues (use Post It Notes)

Rotation Two: Likely and Impactful Issues (use Post It Notes)

Rotation Three: Gaps, Challenges, Vulnerabilities, and Opportunities in our community, organization, home life?

- There are a lot of dams that are under-utilized and maintained. There are opportunities to utilize the dams for electricity as well as flood mitigation.
- Let beavers proliferate to build the dams! Water is cleaner after going over dam and they provide habitats for other animals.
- Swedish-style flood walls.
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Community Resiliency Symposium - Note-taking Template

Rotation One: Likely and Impactful Issues (use Post It Notes)

Rotation Two: Likely and Impactful Issues (use Post It Notes)

Rotation Three: Gaps, Challenges, Vulnerabilities, and Opportunities in our community, organization, home life?

- Gaps
 - Infrastructure- existing structures are outdated and irrelevant
 - Better mass transit ways for people to get around
 - Decreasing use of fossil fuels
 - Shortage of workforce
 - Drug use cannot pass drug test
 - On disability and cannot work
 - Utilities- energy
 - Need a diverse energy portfolio
 - Residential and commercial
 - Need political motivation and motivation from utility companies
 - Decentralization of power systems
 - Use distributed energy grids
 - Food system
 - Centralized
 - Corn subsidy
 - Energy conservation
 - Old homes are losing energy
 - Transportation-bus station
 - Mass transit
 - Health issues
 - Obesity, diabetes, drug usage
 - We should have the technical ability to address
 - Transportation
 - Rural areas have zero public transport systems
 - DNR is not doing what they are responsible for in Non-Profit businesses
 - No one watching what the Non Profits are doing
 - Rules and regulations are not being enforced
- Vulnerability
 - Reliance on technology
 - Tractors run by GIS systems
 - Dependence on smart phones
 - Disaster volunteers rely on technology
- Opportunities
 - Create some redundancy systems
 - Job growth
 - Social upheaval vs community cohesion
 - In times of disaster
 - DNR to monitor high capacity wells and water quality issues
 - Address pollution sources
 - Elect public officials that value resiliency practices
 - Local government is a big opportunity that is disregarded

- Don't know who town chairman is or county board chairman
- Get involved with them to get policy changes implemented
 - Become a known participator to create a huge impact
- Creating livable communities
 - Adding value, good infrastructure, green spaces, affordable housing
- Outdoor Recreation of area

Rotation Four: What did they hear in the last rotation regarding gaps, challenges, vulnerabilities, and opportunities in our community, organization, home life?

- Gap: lack of awareness/communication throughout communities
 - Need to go out to communities that will not make it to events like these to communicate issues
 - Go to people in communities of all different socio-economic statuses
 - Why is this impacting to the communities? – Ask community members this
- Gap: resources haven't been put behind projects to make these great changes (i.e.-Dubuque)
- Challenge: keeping streams, rivers clean and finding a way to manage runoff
- Challenge: mental health impact family relations, jobs, etc. - suicide, homelessness
 - No one knows how to approach it or deal with it
 - Socio-economic disparity that is caused by mental illness
- Gap: connection to nature is very small
 - Consequence: we don't necessarily see the changes happening because we are less connected
- Gap: Communication/education- how do we teach people about climate change and how to respond to it
 - Much more systematic thinking

Rotation Five: What are the strengths and solutions for the Most Likely and Most Impactful?

- Strengths
 - Gundersen is already building some redundancy for the healthcare
 - Power failure
 - Build in redundancy for 4 days in health systems (Gundersen Lutheran)
 - Must be able to run own power, have enough food, suppliers, and housing rooms for 4 days
 - Sharing with others to lessen stress on their resources
 - Emergency management
 - Train derailments, floods, etc.
 - Memos of understanding with vendors in the community
 - Connectivity within smaller communities
 - Big cities: everyone for themselves
 - Lose out on family connections or community connections
 - Both formal and informal
 - Well diversified
 - Good education systems
- Solutions
 - Create better creativity
 - Emergency management
 - Sustainability institute
 - Connectivity

Rotation Six: What did they hear in the last rotation regarding strengths and solutions for the most likely and most impactful?

- Soil rotation
 - Nature's way of putting these back into the soil
 - Every blade of grass is a solar panel
- More connection and communication with other communities
 - Solution: realizing that the connection doesn't exist and to make infrastructure to go along with this
 - Build better infrastructure
 - If you don't agree with a possible solution, then give a different solution you have
- Fast forward economy
 - Don't give ourselves enough credit
 - Ahead of the curve compared to a lot of other communities
 - But...how do we go from Good to Great
 - Nimbyism (not in my back yard)
- Attachment to environment needs to be stronger
 - Otherwise you begin to lose the idea of how those systems work and how to help those systems
 - Solution: education and awareness
 - Excel and Dairyland probably have good practices for households
 - Basic things that can help
- Policies
 - Letting people build to the end of our bluffs
 - Mudslides
 - Frack sands
 - Be mindful of policies

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Community Resiliency Symposium - Note-taking Template

Rotation One: Likely and Impactful Issues (use Post It Notes)

Rotation Two: Likely and Impactful Issues (use Post It Notes)

Rotation Three: Gaps, Challenges, Vulnerabilities, and Opportunities in our community, organization, home life?

- We are stretched in our own duties to be able work in the community to focus on sustainability.
- We need coordination in our local community to bring together peoples strengths to positively impact our change
- One gap is we should engage in the multi-cultural community while it should be an opportunity. We could get new responses, solutions, and ideas that engage people with solutions who might actually have the answers to our real life issues. We need to include all races to get our community to adequately reflect our needs and desires.
- The voice of as many people from as many backgrounds is impactful.
- Challenge with our funding to do these great sustainable and resilient projects.
- Challenge with our poverty population-they are feeling the effects of environmental issues. Lower income people are closer to areas with pollution. The gap in the more equitable distribution of resources.
- Gap in political will.
- Racism, capitalism, and patriarchy are challenges to change.
- Focusing on our youth so that they can develop into healthy adults that will create opportunity in our community.
- Challenge in getting environmental information out there across the diverse variety of schools; faith based, economic based
- Challenge to think about how to incorporate ways to have a resilient aging community.
- When the environmental impact isn't disastrous our huge, people have a tendency to feel less inspired to bring about change. The challenge is endowed by extreme high power by the federal government. It would take huge political lobbying for change.
- Getting resources and support behind these specialized groups to help fill gaps.
- Chronic diseases related to climate change and limited access to good, healthy foods.

Rotation Four: What did they hear in the last rotation regarding gaps, challenges, vulnerabilities, and opportunities in our community, organization, home life?

- Gaps, seems like we always wait for the crisis to do something, but we know its coming. Now is the time to bring the leadership forward from any level. From elected leaders, unofficial leaders, people with influences, charismatic leaders would be nice!
- The need for communities to come together to make public change
- Technology infrastructure to create opportunity
- Scenario planning. Have or could we all sit down and talk about different scenario's. Can we keep these inspired conversation and momentum going?
- Workforce-we don't have a lot in the labor pool to pull from. Gap is the shortage in quality workers.
- From marginal worker problems, we could see this through a lens of opportunity for marginal works to be invested in when we have to?
- Biodiversity in natural resource management-invasive species-these would impact the outdoor recreation that this community taps into.
- Bike users and their positive financial impact.
- Vulnerability-terrorism in our smaller communities to create a reason why we should create infrastructure to protect ourselves from it. "Terrorists won't get us; they will go for the big cities." That's a vulnerability
- Population diversity-are we working together to create resiliency in challenging situations?

- Ex. Coop power outage and how it stopped productivity, loss of wages, loss of food. “What would happen if we didn’t get our California oranges.”
- Knowing what is good for us, and not actually doing what’s good for us.

Rotation Five: What are the strengths and solutions for the Most Likely and Most Impactful?

Solution: Awareness of these issues would solve or be a start for the solution of these problems!

Communication and interaction in the community so that we can make our opportunities and potential exponentially powerful. Bringing in elected officials so that they can support us and help our productivity on a large scale. Bringing awareness around the scientifically proven fact of climate change.

Disruption of utilities: Solution- putting solar, hydro, on the grid in many locations. Cutting down on emissions and making our grid more viable, resilient.

-opportunities for people who use renewable energy to be able to make money-to have other economic opportunities!

Solution to community collaboration: condensing coordination and talking time so that people keep conversation and inspiration going.

Aging population: buy a plot of land so that we can help each other on that land. Building elderly communities focused around nature. Smaller homes, less vehicles.

Tiny homes could be a solution too homelessness. Not high end housing, and lots of energy consumption, focusing on minimalist principles to help ease homelessness.

Finding people to care for homeless population. Creating bigger pay for the less desirable jobs. One idea is to have one medical professional to help multiple families in a small tiny home community of elderly.

Rotation Six: What did they hear in the last rotation regarding strengths and solutions for the most likely and most impactful?

Solutions lie in community collaboration. People become so displaced in these issues that they might forget the impact of the issues. Getting the right, educated, inspired, people to the table to help ease the issues. Shaping policy from the people perspective.

Resiliency hubs: sort of like world-café’s. Inviting the community to get together often to talk about what they would do in a disastrous situation.

Building relationships with elected officials so that they care about you when problems arise!

Awareness about the issues can help inspire people’s change

The size of the city of La Crosse is in itself a strength. But the problem is how can we create a proactive movement from that.

The Sustainability Institute sort of community can be a solution to how we know who is willing to put in the time and work to make opportunities available and carry them out.

Diversifying the power grid. How do we connect secondary power alternatives to the grid so that more people can benefit from it?

Have a plan in place for who to help first in disaster situations. The people who are at the table usually have the power, so broadening the community conversation.

Urban gardening! Incorporate more ways to grow food locally, collecting water, storm water runoff! Sharing our new opportunities to reach all levels of the community. Creating a space for people to go to garden and learn about those niches.

-Note any stories, examples, highlights and the name of the person.

Community Resiliency Symposium - Note-taking Template

Rotation One: Likely and Impactful Issues (use Post It Notes)

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Rotation Three: Gaps, Challenges, Vulnerabilities, and Opportunities in our community, organization, home life?

- Large gap in how we deal with and approach/prepare for climate change and the affects it has on our infrastructure.
- As a society we are fractured (politically, racially, economically). We have too many gaps in discussions between different diverse groups.
- Gap in redundancy to our energy infrastructure.
- Gap in gathering solutions from diverse crowd.
- Gap in ability to deal with train derailment issues due to Federal regulations while being told locally there isn't much we can do.
- Lack of local control over wetlands and shorelines, currently coming from Madison.
- Lack of recognition of the difference in transportation needs both urban and rural environments.
- Funding issues to pay to prepare for and fix issues in a timely manner.
- Low unemployment rate, high job need in local area without enough skilled personnel to fill positions.
- Opportunity to offer more education in an advantageous way for adults in a time that fits into schedules of a working adult.
- Increase in diverse populations with lower education level is a challenge and an opportunity.
- Gap in socioeconomic status due to minimum wage and low income. People aren't making a living wage let alone enough to go back to school.
- Lack of policy in Wisconsin that attracts outside individuals to move to the area to increase workforce.
- Gap in bringing in the diverse workforce into the discussion on how to better the situations in our area.
- Opportunity for businesses to lead the way without legislation guiding them to increase wages.
- Lack of knowledge on how to bring in more diversity to the area and to the planning table. How do we align goals locally with the diverse force that is out there?
- Increased financial support for transportation infrastructure.

Rotation Four: What did they hear in the last rotation regarding gaps, challenges, vulnerabilities, and opportunities in our community, organization, home life?

- Chronic health conditions by environmental issues
- Opportunity for more progressive policy as opposed to reactive policy
- Incorporating more diverse backgrounds to inform policy and discussion
- Gap in DNR ability to enforce current policy due to lack of personnel.
- Gap in manufacturing positions being able to be filled by educated personnel.
- Challenge with Wealth making the decisions for the population.
- Aging population causing less available people in the workforce.
- Smaller household sizes, lack of migration, retiring population, average age getting older.
- Gap in health quality for seniors
- Racial disparity between diverse populations and not being represented in discussion of progression
- Opportunity to incorporate networking for elderly population. Build a collective where elderly can help each other.
- Opportunity for transportation improvements for helping those who are unable to transport themselves.
- Opportunity to utilize social media for disseminating news to the younger population.
- Gap in engaged individuals that want to assist with bettering local communities.

- Challenge in how the education system is functioning in regards to public versus privatizing education.
- Opportunity to discuss issues within the community about things such as drug use in communities.

Rotation Five: What are the strengths and solutions for the Most Likely and Most Impactful?

Strengths –

- Organizations that can champion the cause for resiliency and be a go to for the community.
- Need to be more proactive as opposed to reactive.

Solutions –

- Disruption of utilities – Build in redundancy across the utility systems
- Resiliency hub – creating networks for responding to issues across multiple locations. Training exercises.
- Determine a lead organization/central hub that can assist in overseeing resiliency across the local area.
- Invest in secondary systems for redundancy, i.e. sustainable energy
- Invest in alternative fuel sources to reduce the amount of harmful chemicals being transported on rail lines.
- Improve family dynamics and cohesiveness for caring for the elderly.
- Building senior living communities where they can assist with each other.

Rotation Six: What did they hear in the last rotation regarding strengths and solutions for the most likely and most impactful?

Strengths –

- Education and awareness spreading throughout the community
- Discussion of the issues is a strength. The fact that we are talking about it shows that the community knows it is an issue and are starting to take the steps to fix issues.
- Healthcare has power, food, and supplies for 4 days in the case of a disaster. Locally, we have a better system set up for this than many larger cities. Networking throughout our community to solve issues.
- Growth in sustainability throughout our local education system and our region.

Solutions -

- Continue spreading the awareness to the community and disseminating the information where it needs to be to bring people together for solutions to community issues.
- Better education on energy and why it is more effective to use things like LED bulbs instead of standard light bulbs.
- Renewable energy investment and being diverse throughout the overall system with redundancy.

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Rotation Three: Gaps, Challenges, Vulnerabilities, and Opportunities in our community, organization, home life?

- Start generally. Challenge to being more resilient – we each live in our own box. Friends that we're comfortable with, live in our own addictions. Occurs in communities. When an emergency occurs, we don't have connections to the people to react to it. Challenge to communities. Addiction issue – tobacco, fossil fuels
- Taking other people's perspectives. Getting a *common will* among our diversity. Educating people.
- It's hard to change systems at the individual level. Hard to do in political environment, different values. Is there a robust voice in our communities? Where are the commons?
- Build on those boxes we live in. Walk one TV station that reflects our values. Targeted Facebook ads. Makes us not want to leave our bubble and we don't have to. Direct fear of leaving the bubble and engaging conversations, broadening horizons. How do we get people to leave the bubble? And feel safe?
- People don't know how to have those conversations and attack very easily. Lack of civility in politics. Lack of role modeling for the next generation. If you don't believe what I believe, you are wrong. Act of compromise is so important. Agreed outcome in all of these – we might get there differently. Heading down the same road in different lanes is okay.
- Resources – new ones we haven't attained yet or reallocating resources – taking resources from other areas and the impact of that. We focus on one and ignore the impact which ends up growing and becoming a bigger issue.
- Needing a spoken common goal.
- Looking at the board – cost seems daunting. "we don't have the money for it." Not true, we don't have importance for it. The money is there, but it hasn't been determined to reallocate the money.
- Let people who have wealth make decisions. Example – UWL has students who can't pay for tuition, but a donor can spend \$1 mil on a football stadium
- Critical conversations to address this without offending anyone.
- Money is power. Power is decision making. Football gets money so we associate football with his name and fame. How do we promote the idea that the community needs equity and the health of the community is more important than a football stadium?
- Let's look more specifically – Resiliency means there's never a point of failure. Example – if you have one road out of town, and it floods, and now you can't get food, that's not a resilient system. Where's an area we can build resiliency?
- Had an opportunity to see FEMA's mockup of a train explosion on the Southside of La Crosse. Wrote 100-page report afterward. We aren't really well equipped for that example. Where is the report? Should've been made public to everyone here. **Communication on planning. Transparency of government.**
- Good way to prepare – do a mock drill on how to react to a train explosion. Having a drill for any natural or man-made disaster is a good first step.
- Another likely disaster - How often the main arterials flood. Shocking. Major infrastructure issue. Floods main routes out of time.
- Translate road issues to food. Aquaponics – can provide another food source for La Crosse. Can complete in La Crosse because community will pay a premium. What can we do to build the systems for communities to support local sources of food? What happens when those communities can't get the cheap food from Mexico? Can they buy from local? Are the systems in place?

Rotation Four: What did they hear in the last rotation regarding gaps, challenges, vulnerabilities, and opportunities in our community, organization, home life?

- Resiliency has lots of backups. What were some of the real gaps in general and talked specifically in some specific natural disaster areas. What are themes that came up?
- Two major things – economic resiliency and factors into that. And idea of incentives for decision making. Lightbulb as example – cost up front vs. long term incentives. Other part was transportation and the challenges the community has on road placement and infrastructure
- Talked about the ability to talk and listen as a community and bring the stakeholders to the table. How to accept a lot of Hispanic migrants (or not accept) in northern communities and the effect that has on communities. Realization – can talk about education and opportunities for people without education – I’m not there. I’m stumped for answers. I’ve never been there, so I don’t know how to react. I have to listen and learn to know more.
- Single point of resiliency – how to prevent that and build resiliency in your system.
- Concept of the common good. Gotten a bad rep – liberal, pejorative, etc. but it’s still important. Why do we pay our taxes? Why is it smart for companies to pay higher wages? Need to protect our environment or else we won’t grow the crops we need. How do we pay our share? Roads don’t get repaired out of thin air. Gas tax- is there a better way to share that cost to maintain our roads? Need to focus on the common more.
- Local engagement – not always taking state and fed decisions as the word. Sit down on the local level, see what we need, and really advocating for it. Grassroots that gets big has more weight. How do we wrap our arms around all of this?
- Health crisis – either on us or coming – current gap. The only way I can be most effective in any resiliency plan is if I’m healthy so I can take care of myself and those around me. Resources to provide overall health and wellness are there but access is still an issue – transport wise as well as the mental barriers.
- Noticed the dots – some on overall theme and some on specifics within a theme. I did both – the theme seemed the impact. Others, the post-it were more focused and more likely. There’s been a lot of discussion about the flood because one just happened recently. But why is the power grid issue so salient? Table Answer – the power lines that have been going up. The French Island Excel plant – is it safe or not? Also, if the power goes out, the internet is gone and businesses halt. Another example – a solar storm that brings down the electricity grid. What happens if we don’t have power for a month? Catastrophe.
- How do we maintain the power grids when the traditional energy companies are making less money due to the rise in alternative energy sources?
- Whole host of political issues when the feds and the state are saying two different things.

Rotation Five: What are the strengths and solutions for the Most Likely and Most Impactful?

- Most places, some of these things will be addressed internally, but not on a larger community base. We have a lot of experts in the community; we should take advantage of that knowledge to address the resiliency issues.
- The flooding issue – I was surprised at the scope we took flooding, how many things it impacts. It’s an opportunity for us to use expertise in the community to address the impact of flooding.
- Is flooding a natural disaster or manmade or both? Flooding all over the world is impacted by human activity. It’s more than just a natural disaster.
- Strengths in the community – example -- Food Co-op and the connections it has to the farmers in the community. First part of their mission statement is to build community. Build and strengthen connections in a variety of ways, and how to communicate effectively with those who aren’t here and are disproportionately impacted by the issues.
- Part of that being a resource – finding people who can reach the marginalized voices to make sure their voices are heard and the community knows what the *entire* community needs in the face of resiliency issues.

- Equity and diversity piece – How that looks at Western. We're an open educational institution, but there's more than we can do to truly embrace equity and diversity. What are the services we can provide to the high barrired populations? If we don't do it well, we don't want to say anything because it's viewed as a failure. We need to upend that view so we can grow.
- Food Co-op Question rep: Overlap in the sustainability community in La Crosse? Can we have a meeting of the minds to coalesce a resiliency plan? What other already identified resources are there? Economic development organizations, CouleeCap, 7 Rivers Economic Development, MPower, the Sustainability Institute, 7 Rivers Alliance, GRUW. Making a catalog of all those that exist would be a beneficial resource.
- Communities – Small communities tend to support their citizens regardless of individual political leanings. Members will support each other for the sake of the community.
- A lot of conversation around the common good. That might not be possible, but it shouldn't be a barrier. We don't all have to agree, but we all need to work toward basic human values – safety, clean water, etc.
- Sometimes common sense doesn't prevail in the way of profits.
- The right people haven't felt the right stress to feel uncomfortable enough to make system changes.

Rotation Six: What did they hear in the last rotation regarding strengths and solutions for the most likely and most impactful?

- Themes from the previous round
- Nick – Inventory of what we have, where we are, this is ours. Identify weaknesses and work with experts to address them. Know where we're starting from.
- Rosalie – Expand on that, Local energy systems and how we can improve upon them. Talked about things like digesters and convert energy. Key to all of these – get a group of like-minded people who care about resiliency to create a basis to help keep the conversation going. Local food source is critical.
- Tim Hyma – Prioritizing the issues and addressing each one separately. Talked about infrastructure and utilities. Who has the generators and what is critical for their use? Most disastrous – power grid failure
- Larry – Where's the clearinghouse of the inventory and what the results of the meetings like today? Nick nominates Larry
- Linda – Also talked about the clearinghouse. Something would help with a lot would be removing the profit motive from chemical agriculture. Subsidize small farmers the same way larger farms are subsidized. Give bigger tax incentives for buying electric cars. Example – train derailment over the summer wouldn't have happened if they hadn't sent the train out in the rain. Dismantle capitalism. Choices were made to bring us here.
- Shannon – measurement, ownership, what made Dubuque effective was the ownership model. Not just the government or one person, there were committees, but the mayor was a driver. Flooding – talked about water sheds. How many people who aren't in environmental careers even know about water sheds anymore? Educational awareness and impacts.
- Rosalie – add to that about elected officials. They have to be part of the solution so they can make policies that make a difference. Get them to buy into the ramifications of climate change, the policies and where the money goes is how we effect change on a larger scale. We can do things locally, but we need to think the 10,000 feet level. Need to start movements. Local food sourcing and all the things that lead to healthier communities. Need to educate the press and change the way the conversation goes.

Dig a little deeper into the specific issues. Things we can specifically do to help impact the issues.

- Tim – TJ hit on the economics of a diverse workforce. Would like more opportunity to bring and create jobs with technical call centers. Sparta has a Gigabyte park (?) but we're only using a 1/10 of it.
- Linda – With the disruption of utilities – why wouldn't we be doing everything we can to build and strengthen alternative technologies?

- Nick – this is where that inventory comes in. Excel energy plant – burns waste and provides energy to 10,000 homes. Significant energy asset in our community. Otherwise we're importing coal from IL and IN. Need to understand what we have and how to take advantage of that.
- Shannon – crash course in learning – OV is very into renewable energies and fair farm prices. Helping farmers to generate own biofuel, solar energy. Bridging that info to employees too. Do that within organizations and leverage the best practices available out there for energy. Important to be sharing
- Larry – Personal/family wellbeing. Eating well, things you can do yourself and your family will impact healthcare at all levels. Good preventative medicine, how much money could we save by taking care of ourselves? Need personal accountability.

Note any stories, examples, highlights and the name of the person.

Community Resiliency Symposium - Note-taking Template

Rotation One: Likely and Impactful Issues (use Post It Notes)

Rotation Two: Likely and Impactful Issues (use Post It Notes)

Rotation Three: Gaps, Challenges, Vulnerabilities, and Opportunities in our community, organization, home life?

- Economic resiliency – i.e. LED light bulb cost vs. filament light bulb thinking about money and life of the bulb; buying on first time cost, not the life of the equipment, energy use of the life of the equipment – how do we change the thinking – choosing efficiency –
- Using incentives for people to use sustainable products
- Networking opportunities, like this one, keeping them meaningful and taking them to the next level.
- We need to look at the region, not just La Crosse or a smaller community.
- Collaborating to solve issues
- Disaster does bring people together
- Concentrated cost, but diffused benefits
- People should not be building where there could be disaster – do better planning
- Think forward not for the now.
- Leadership gaps
- Transportation is a gap (La Crosse and surrounding areas)
- Infrastructure-maintaining.
- Creating opportunities for those with transportation issues to be involved.

Rotation Four: What did they hear in the last rotation regarding gaps, challenges, vulnerabilities, and opportunities in our community, organization, home life?

- Disaster preparedness – doing mock drills and sharing what is learned with the public (gap and opportunities)
- Cultural reality – living in our own philosophical bubble... it is difficult to break out of that bubble and the fear that goes along with that. How do we get out of the bubble and how do we go about having the conversations to get out of the bubbles?
- Do decision makers really work, listen and take into consideration the views of everyone, not just those in their circle. How inclusive are we really?
- Political forum, sometimes the one that is the loudest is the only one being heard. We need to have civil conversations, focusing on the issues not the people. Common good – working together.
- We can't ignore the problems anymore; we are going to have to come together to fix the problems.
- How do we not wait for disasters to bring us together?
- Disasters can change communities (i.e. Oklahoma City)
- Are our addictions stopping us from making changes? Being aware of ourselves and the things that we do that are effecting others.

Common Theme – Shout Out

How do we stay civil, how do we be transparent, how do you include everyone – inclusive, transparent and civil.

Rotation Five: What are the strengths and solutions for the Most Likely and Most Impactful?

- Flooding – we need to preserve the marsh. The city has plans to raise buildings in the flood plain.
- Flooding of the smaller streams and river prevention. The damage to the crop land and the streams; how the ravines changes. Farming styles have changed in the new form of agriculture and the water doesn't have any place to go, how do we change things

- Watershed protection planning – model ordinance or ordinance to do an assessment of the issues and discuss the solutions.
- Incentives to have new structures to keep the water – organic farming, helping traditional and conventional farmers know the benefits of organic farming.
- What are we farming – food or just corn and soybeans.
- Benefits of organic models – having animals out at pasture, helps to keep the carpet of the land.
- Making sure that people understand and are aware what watersheds are.
- Train derailment - they are not just federal or state issues. Infrastructure, where trains are parked, evaluation of the railways
- Demand that Madison help us mitigate the issues with a train derailment – public right to know and right to insurance.
- Disruption of Utilities and power grid failure – what other forms of energy could we use?
- How do local communities get the power that they need without large build-up of power lines?
- What can households do to reduce energy?
 - More incentives for residential energy users
- Caring for an aging population – it is a good thing that the clinics have satellite offices and facilities but the wage of the workers is not well.
- How we care for those aging people in our own families and keeping them in their homes and out of hospitals and nursing homes. Giving the aging population a reason to still be involved and feel like they are a part of society
- Incentives to allow more people to take care and support their aging family members.
- Higher paying jobs for entry level jobs.

Rotation Six: What did they hear in the last rotation regarding strengths and solutions for the most likely and most impactful?

- More grassroots efforts of policy making – social media using those tools
- Public support for private initiatives –
- Aging population – keep them engaged – keep them working a day or two a week, helping them mentor younger people.
- Regionalism issues not just down to the very local level.
- Citizen action cooperative – citizens choose what to work on locally and working through things with views from people throughout the community. Working together not just working in our silos to better use resources
- People need to talk to and listen to each other – social media – get good data out there.
- We need to design a platform that allows us to have honest conversation online.
- It is better to get together with people in person.
- Understanding what populations are subscribing or using to get the information they are looking for.
- Using technology so that people can collaborate.
- Sharing the knowledge to engage college students in conversations about sustainability.
- Giving children and young adults education without lecture and or a screen – in place learning
- Economic uncertainty – entrepreneurship opportunities, mentorships, apprenticeships, work-study, opportunities even for those in the elementary schools.
- Inclusive economic strategies improving neighborhoods. Have a more robust toolbox to work on the issues.

Note any stories, examples, highlights and the name of the person.