

	Family Caregiver Support	FINANCIAL SECURITY	HOUSING, TRANSPORTATION, AND COMMUNITY DESIGN	OPTIMAL HEALTH AND WELLBEING	SOCIAL CONNECTION AND ENGAGEMENT
City Staffing Support		Provide dedicated staffing support, that fills the role of an Older Worker Ombudsperson to coordinate the efforts of the Aging Council, provide direct service to employees, and work with partners to advance opportunities for training, education, and resources for older workers of all backgrounds.	Expand City staffing functions in key city departments (e.g., CEDO, Planning, DPW, Parks, Recreation & Waterfront) to explicitly address the needs of older adults in the city. Build Age-Friendly criteria into job descriptions and performance reviews and provide staff with adequate training and upskilling to succeed in this effort.	Provide staffing support for a reinigorated Burlington Aging Council to promote optimal health and wellbeing for older adults in Burlington, supported by a rigorous effort at education, information access, partner coordination, advocacy at the state level for adequate program resources, and targeted investments at the local level.	Support a Social Connection and Engagement function across city departments and the coalition of local service organizations to:
Proclamation & Special Events	Family Caregiver Awareness Campaign – Beginning in November 2024 (Family Caregiver Month). Provide a Proclamation with press release (see 2024 proclamation).	National Employ Older Workers Week – September - https://www.dol.gov/agencies/eta/seniors/national-employ-older-workers-week – Mayoral Proclamation		Provide a clear public resolution declaring Ageism and Ableism as public health threats, and committing Burlington to actively fighting ageism and ableism through policy and programs, providing resources and attention needed to enable all community members to enjoy a full and fruitful life, contributing to the greater good, and receiving support as it is needed.	Create baseline data on key indicators of successful social connection and engagement.
Official City Resource	City Staff working with the BAC on Age-Friendly City efforts will compile a list of family caregiver resources on an age-friendly webpage on the City of Burlington website. The webpage will serve as a clearinghouse with links to local and state resources. Lists and links will be checked and updated as needed monthly. Print and translated alternatives with monthly updates will also be available with provision in accessible locations.			Provide adequate funding to ensure that essential information, resources, and updates are available in multiple languages (in print and on a dedicated Age-Friendly website).	Create greater efficiency and increase resources available across city departments that provide programs and infrastructure for social connection and engagement (create a single point of information access on the city website).
POLICY	Review of City Human Resource policies that affect accommodation for employees of the city who are family caregivers and report to the Burlington Aging Council with recommendations and a timeline for what modifications and enhancements can be made to flexibly meet the needs of the city and the employee. The recommended changes and how the changes support family caregivers will be reported out and shared with employees in the city to encourage them to develop similar flexible policies. The definition of family caregivers will be all-encompassing to include the diversity in familial structures and living situations across all cultures.	Through the Library, Burlington Parks & Rec, and other partners (e.g., high school, colleges, senior centers, AALV), expand investment in digital literacy resources specific to the needs of older community members. Include alternatives that are culturally appropriate and translated into a variety of languages.	Increase opportunities for Home Share programming in Burlington. Review the previous pilot incentive program approved by Council in 2022. Determine new financial and other incentives that are best able to work to increase this housing option. Review strategies such as municipal tax breaks for Home Share homeowners and include provisions for how this applies to multi-generational living situations among diverse cultural groups.	Direct DPW and BPW to coordinate planning efforts to increase sidewalk safety year round to encourage outdoor activity and mobility, and to put in place other supportive physical amenities to make Burlington a year round accessible active city providing opportunity for activity in support of health in line with the WHO's Active Aging Policy Framework.	
			Require all new construction to adhere to Universal Design Standards.		Update PlanBTV: Burlington's Comprehensive Plan (2019) www.burlingtonvt.gov/plansbtr with a focus explicitly including the growing older population.
			Require PlanBTV to incorporate a comprehensive strategy to prioritize the needs of older adults in elements of community design, including sidewalks, winter maintenance, etc.		Build a Policy/Program/Resource Framework to address the specific needs of older adults in the event of another emergency (e.g., pandemic) and to meet the challenge of the ongoing climate emergency as it specifically impacts older adults.
			Assess the current status and future need for expanded staffing capacity and funding of efforts needed to expand age friendly infrastructure and design efforts across all city departments.		
Program	Evaluate and provide additional funding to continue and expand the CEO/Age Well pilot to train / develop PCAs to increase workforce for in-home supports/Personal and Home Health Aides to increase this critical and skilled workforce in providing services in home and institutional settings.	City departments that make use of national service programs (e.g., AmeriCorps) will also make use of national service programs for older adults (e.g., AmeriCorps Senior). Determine if these programs can also fulfill some of the functions required to support the future work of the Aging Council.	Provide incentives to fill the gaps with volunteer and assisted ride programs.	Expand the 50+ Programming of Burlington Parks, Recreation, and Waterfront Department to ensure that all older adults can access a variety of affordable opportunities for exercise within an inclusive environment. Align planning with the state's comprehensive physical activity plan, called for in Age Strong Vermont, to decrease isolation, increase social engagement, and provide evidence-based physical activity and strength training programs to promote positive health outcomes.	
				Build on the success of the CORE Adult Center (run by Burlington Parks, Recreation, and Waterfront Department) and engage partners to support the development of a part-time care facility in Burlington to assist older adults with higher intensity care needs (Adult daycare) and provide respite to family caregivers.	
				Expand funding for and promotion of the Housing Access Modifications program at CEDO, including home assessments for fall prevention and other safety upgrades for older adults living in apartments or houses in concert with community partner programs.	
Outreach & Engagement	Allocate funding to support the education of the BPOC and New American advocates and associations on family caregiving practices and supports . Develop multilingual resources for Burlington residents, and support training and education for service providers to better understand and support the variety of cultures of caregiving in our community, fostering understanding and respect for practices and values that may be different from the dominant culture.	Provide funding (city and/or partners) for a Marketing Campaign to highlight older worker experiences and employer success stories and narratives. Align campaign with build up to National Employ Older Workers Week (September - https://www.dol.gov/agencies/eta/seniors/national-employ-older-workers-week – with Mayoral Proclamation and events to acknowledge and celebrate).	Work with GMT to increase usage of public transportation, with special attention to the needs of older adults.		Conduct a comprehensive Needs Assessment, with targeted emphasis on understanding the needs of the older adults, including BPOC and New American communities, addressing technology access, affordability, and supports focused on infrastructure, capabilities, training/education, path to GC.
Partnering & Collaboration			Work with GMT, DPW, and other relevant agencies on processes and funding needed to support a standardized bus stop amenity plan that addresses winter maintenance. Apply a similar process to handicapped parking spaces.	Direct City Departments, such as the Police Department to pursue partnerships with community organizations (e.g., UVHMC Emergency Department) to identify older individuals at risk of experiencing homelessness (or experiencing homelessness) so that they can more effectively connected with resources.	Collaborate with and include diverse social and cultural groups to ensure inclusion of all older residents.
			Support GMT staffing and resource needs to accomplish this. Work with GMT to ensure that the fare structure is transparent and understandable to riders, and that it considers the needs of older riders in terms of access, comfort, and AFFORDABILITY.		Build a Technology for Connection Initiative for older adults, based on a community needs assessment. Identify and secure funding for technology infrastructure and access. Collaborate with partner groups to expand and standardize the use of in-home technology to help older adults age in place (https://www.ia-nrh.gov/news/ia-initiative-tests-home-technology-help-older-adults-age-place) to support health, safety, and caregiving.
			Promote the newly adopted BTV Neighborhood Code to increase opportunities for middle housing. Collaborate with residents and small-scale developers to include community input in the implementation and development of zoning policy that supports middle housing with an emphasis on accessibility and affordability for older adults.		Increase collaboration between city departments (e.g., Fletcher Free Library and Parks and Recreation) to collaborate with community partners to expand the accessibility to and participation in volunteer programs, especially those that offer additional support and assistance to help older adults stay in their homes. Provide focus on outreach to local BPOC, New American, LGBTQ+, and other groups to promote volunteer information and opportunities within these groups.
			Support the expansion of existing Burlington programs that work to connect housing, health care, and social supports for aging residents, with an emphasis on broadening the provision of diverse types of housing options/situations depending on level of independence.		
			Expand the supply of affordable age-specific housing options. Work with housing organizations to increase affordable and accessible assisted living opportunities. Collaborate with developers and partners to create opportunities to provide affordable dementia-focused housing.		