



New Hampshire Health & Equity Partnership

April 2017 Newsletter

Director's Message: Partnership Update

Dear Partners,

The NH Health & Equity Partnership (H&EP) continues to charge ahead with ensuring action to advance our vision "everyone in New Hampshire has a fair opportunity to live a long, healthy life." Participants have been working to identify the goals, strategies and activities towards achieving the Partnership's vision, for each of the priority work groups:

- **Race, Ethnicity and Language Data (REaL Data) Priority Work Group** is jointly facilitated by Borja Alvarez de Toledo, Jaime Hoebeke, and Sarah Vanderhoof. Meetings are held the 1st Tuesday of each month from 9 to 11 am. [Contact Nathalie](#) for location details.
- **Work Force Diversity (WD) Priority Work Group** is jointly facilitated by Bobbie Bagley and Jude Ward. Meetings are held the 1st Wednesday of each month from 1 to 3 pm at the Foundation for Healthy Communities, 125 Airport Road in Concord.
- **Culturally Effective Organizations (CEOrgs) Priority Work Group** is facilitated by Dr. Trinidad Tellez. Meetings are the 4th Tuesday of each month from 1 to 3 pm at the City of Manchester Health Department, 1528 Elm Street in Manchester.

We welcome your participation at any of the work group meetings. If you'd like to get involved, contact [Nathalie Ahyi](#), H&EP Program Director, for more information, or learn more at www.equitynh.org or www.facebook.com/equitynh.

Meeting Challenges by Recognizing Mutual Opportunity



Easter Seals program graduates with their instructors

Easterseals NH developed an innovative vocational-ESOL (English for Speakers of Other Languages) employer based training program, in partnership with **Welcoming Manchester**, to fill critical gaps in their residential care workforce with new Americans.

In New Hampshire, a low statewide unemployment rate of 2.7% has made it difficult for employers, including Easterseals NH, to recruit and retain qualified staff. Refugees and immigrants face barriers to obtaining meaningful employment. The pilot training program in Residential Education turned Granite State challenges into mutual opportunity.

Foreign born workers can face challenges securing documentation of their education and employment experience, may have insufficient English language skills, or lack a driver's license, all of which are barriers to participating in skilled professions. These challenges can prevent upward mobility and full participation within their new home community. Additionally, traditional ways of recruiting workers may not effectively engage the talent of these workers. Vocational-ESOL is an established best practice for meeting some of these challenges.

Working together with ethnic community leaders, including Arnold Mikolo of the Congolese Community, Easterseals NH created a 7.5 week training program designed to eliminate barriers to meaningful employment. In addition to job-specific skills training, the program provides English language instruction, cultural orientation to the American workplace training, and guaranteed employment with Easterseals NH. While typical residential instructor training is two weeks in duration, participants of this innovative program receive an additional 5.5 weeks of training to accommodate the language instruction and cultural competency components. While in training, program participants receive an hourly wage of \$10/hour and then receive approximately \$14/hour in their new roles as residential instructors.

The training pilot prepared and placed nine residential instructors in the Neurobehavioral Residential/Educational Treatment Program at the Zachary Road facility for youth with pervasive developmental disorders, nonverbal learning disabilities, traumatic brain injuries, and other neurological disorders. Six months later, all nine of the initial program graduates are still working at Zachary Road. A second training class is now underway.

For more information about the program please **email Tina Sharby**, Chief Human Resources Officer for Easterseals, or call 603-621-3417.

Ms. Sandra Hicks: A Respected Mentor and Inspiration to All!



Sandra Hicks was the first recipient of the Martin Luther King Coalition's award in 1987. *Credit Emily Corwin / [NHPR](#)*

Sandra Toryeanea (Lee) Hicks describes herself as a longtime community advocate and activist, a Mom, Grandmother, and Great-Grandmother. Known to all as Ms. Sandy, she believes in the oneness of humanity, and derives great pleasure when she sees people find their voice.

A native of Boston, Massachusetts, she, her Air Force military husband, and their children, lived in California, Maine and then California, again, before settling permanently in Manchester over 50 years ago. After her husband's death she remained in Manchester because it had become home and she felt she could do good work here. Ms. Sandy has been delighted by the increasing population diversity in NH over the years, which she believes results in a richer community for all humanity.

Her early interest was working with children and families in education, and then she changed direction to domestic violence (DV) and social type of work. Ms. Sandy studied psychology at Notre Dame College and then worked as mental health therapist at The Mental Health Center of Greater Manchester. She held different kinds of work positions in a variety of sectors, including local and state government, as well as private industry.

However, the community work is what really “lit her fire”. She would connect with YWCA, NAACP, and DV advocacy work wherever she lived. And once in NH, she joined the state Domestic Violence and Sexual Assault Board, and represented state of NH at the national level. In 1991 she served as President of the **Manchester NAACP Chapter #2069**. For many years she was involved in the Manchester Multicultural Festival, which then became People-Fest (more recently the African-Caribbean and Latino Festival have merged into the We Are One Festival) – these festivals provide an important venue for community members from across the state to come together in unity to raise their voices and to share their culture. She has also been a passionate

member of the Greater Manchester Black Scholarship Foundation for at least 40 years.

Her concerns about health, education and DV drew her to be involved as a founding board-member when the Manchester Community Health Center was first established to serve the underserved. However she felt there was a whole part of the population that had barriers to accessing healthcare. Mary Ellen Durso, then Director of MCHC, offered her a meeting space in the basement, and the NH Minority Health Coalition (NHMHC) was born in 1991, with the support and involvement of Bill Walker (founding director of the Office of Minority Health), Reverend Bertha Perkins (of the New Fellowship Baptist Church in Nashua), NAACP peers, community representatives, and people from the Parent Information Center. Ms. Sandy prioritized raising the voice of community members who hesitated to do so themselves.

The Coalition would identify populations with barriers and advocate for adequate and appropriate services. Jazmin Miranda was hired as the first executive director in 1996, and eventually the Coalition grew to be able to hire staff. Programming included teaching people how to navigate systems, and working to educate and empower community members to become active participants in their own health. The Coalition also identified the need for language access and offered interpretation and translation services to healthcare providers. At its height, NHMHC employed 35 full and part-time people, and managed grants and funding totaling \$3 million dollars in direct and community partnered programming.

Recognizing that a lot of people had skills to be leaders but didn't know how to advocate well for themselves or use their educational abilities to become part of the decision making process, she worked with Bill Walker and other folks to start the **Emerging Leaders in Communities of Color (ELCC)** leadership development program in 2003, with seed money and staff support from the Office of Minority Health. Over the years ELCC has continued to thrive as an important program for community members, securing funding from many sources, and supported by a diverse committed board on which Ms. Sandy still serves actively. "It's been really joyful to see people come in who may not see themselves as a leader initially – to stand straight, speak clearly and see their thoughts are important. "

An additional way she has supported others in finding their voice is as longtime TV show host of "The Inside Story", a talk show covering a variety of topics of interest to the local community especially around health and education, on Manchester Local Access Public TV, Channel 23. The program broadcasts live every first and fourth Wednesday from 3-4pm, and also recorded and replayed at different times during the following week. She also sits on the **UNH Institute on Disability's Consumer Advisory Council** and is treasurer of the **Manchester Regional Area Committee on Aging**.

Ms. Sandy grew up in Boston, marched during the Civil Rights movement, and has spent many years advocating for equity. She stays very active and civically engaged, encouraging people to raise their voices by exercising their vote. What keeps Ms. Sandy going, despite major health problems, is her strong faith and connection to

community. She credits her Native American and African descendant Grandmothers for teaching her to be spiritually connected, to be grateful, to share what she had, and be interested in other people. “Community work has given me the opportunity to meet very many wonderful people – has been enriching, makes one grateful, and understanding of the kinds of situations other people go through.”

Ms. Sandy’s numerous contributions earned her the NH *Martin Luther King Coalition*’s first MLK Award in 1987. She has continued to be an important advocate for the many years since then. Let’s remember to recognize and honor her for tireless efforts to make NH the more inclusive and equitable place it is today!

Partner Profile: Meet the New Leadership Program Coordinators

Both Emerging Leaders in Communities of Color (ELCC) and Equity Leaders Fellowship (ELF) Program are pleased to introduce their new program coordinators. Stay tuned for application materials for next year’s classes for both programs!



Edgar Caceres is the new coordinator for *Emerging Leaders in Communities of Color (ELCC)*. Edgar, who is employed full-time with a youth organization in Lawrence, MA, has always been captivated with the process of guiding individuals towards the path of their choosing. By building the power of community residents, Edgar affirms that they can not only solve community issues but sustain them as well; he believes his part-time position with ELCC will afford him the opportunity to do just that. Edgar will be graduating with a Master’s of Education in Community Engagement from Merrimack College this spring. ELCC’s application period will open in May and close in mid-July for next year’s class (beginning in October). For more information, contact *Edgar*.



Danelis Alejo, MA, is the new coordinator for the *Equity Leaders Fellowship (ELF)* where she carries out the day to day activities and project management functions of the fellowship. She has a Master's Degree in Sociology with a focus on education from Syracuse University, as well as training as a Community Health Worker, and certification as a Healthcare and Community Spanish Interpreter. She brings experience as an academic advisor at UNH assisting students with their academics and post-graduation plans. Danelis is passionate about education for historically under-resourced communities, and loves now helping to prepare future leaders of color with the skills necessary to make change in the state. ELF's participant application will become available in May, with a July 14th deadline for next year's cohort (beginning in October). For further information email *Danelis* or call 603-244-7359.

Legislative Advocacy: Why & How to Contact Your State Legislators



Legislators are here to serve The People - that's you! It is their job to listen to you and address your concerns. As a citizen, you have many opportunities to impact the legislative process, including testifying at hearings, emailing or calling your Legislators, or working with organizations to create awareness of the impact of a piece of legislation.

New Hampshire's "citizen legislature" is a great source of state pride. State Representatives and Senators welcome emails and phone calls. When contacting your Legislator here are a few tips.

Be a Source of Truthful Information: Legislators are not always fully-informed on every single issue. You can be the information source for the issues that matter the most to you – but be truthful. The fastest way to lose credibility is to give false or misleading information.

Know your Allies & Opposition & Disclose Personal Connections: Show legislators that groups, citizens, state agencies, and other legislators are on your side. Anticipate the people and groups that could oppose you. Inform the Legislator of their likely arguments and provide rebuttals. If you and the Legislator have any contacts in common, mention it.

You Can Admit When You Are Uninformed: If a legislator asks you for information you cannot provide, offer to provide that information for the legislator as a follow-up.

Be Specific: Directly ask for the outcome you seek - a vote, information, or answers.

Follow-Up & End on a Positive Note: Research and find out if your Legislator did what they said they would. Then follow-up with a thank you or ask for an explanation of their decision. If you are disappointed with the results, make sure you are respectful.

Contact your Legislator by calling the House Clerk's office 603-271-2548 or the Senate Clerk's office 603-271-3420 or visit the [New Hampshire General Court website](#).

ACLU-NH: How You Can Take Action in April and May



Every day the ACLU-NH defends all the freedoms guaranteed in the Constitution and the Bill of Rights. It is an important time for freedom-loving people to support the ACLU-NH.

Here are actions you may take in April and May on Voting Rights and Immigrants' Rights.

Voting Rights: Participate in patch-through phone banks to key legislators Tuesday and Wednesday nights from 4:30pm – 7:30pm. As a member-organization to the NH Campaign for Voting Rights, we are working with organization like America Votes to advocate for equity of voting rights for all eligible NH voters. [Sign-up for shifts online](#)

here. Share this link widely, we must find at least 10 people each night to power the phone banks. You may also email Zach Jonas or call 617-650-9224.

Immigrants' Rights: Contribute to the protection of immigrant communities in the Granite State and learn how to give Know-Your-Rights (KYR) presentations for immigrants. The ACLU-NH, AFSC, Catholic Charities NH, and Abramson IMMIGRATION+ SOLUTIONS are sponsoring a KYR Train-the-Trainer presentation on Thursday, May 4TH from 6pm – 8:30pm at UNH Law School, Concord. This training will provide you with the tools to educate service providers, institutions, and community members on the rights of immigrants and how invoking those rights can help keep immigrants and their families safe.

You will learn what steps individuals without a documented immigration status can take to protect themselves, their families and their property; what rights do individuals have when ICE agents come to their home; when questioned or searched at the airport; when stopped by police; and recent developments in federal and local immigration enforcement.

All individuals committed to taking action to support immigrant communities in our state are welcome to attend. Attorneys and others with legal or language expertise are particularly encouraged to participate. A light dinner will be provided. To sign-up and learn more click HERE.

Resilient Communities: The Prevention Connection



On Tuesday, March 28, nearly 300 participants gathered for NH Children's Trust's Strengthening Families Summit: "Resilient Communities: The Prevention Connection." The summit sought to inspire action that strengthens policies, culture and behaviors that prevent child abuse and neglect and promote health and well-being.

“Children raised in strong families and resilient communities have better opportunities to thrive,” Keryn Bernard-Kriegel, Executive Director of NH Children’s Trust said. “As parents, practitioners and community members, we all have a role to play in making this a reality.”

Educators, community and economic planners and leaders, health and human services providers, parents and community members interested in building resilient communities traveled locally, nationally and even internationally to learn about the intersection of current prevention strategies and community norms that lead to caring communities, strong families and thriving children; become familiar with state resources that promote resilience; and explore theoretical frameworks that improve community health and well-being.

“It was amazing learning about the numerous resources that are out there,” said Crystal Caron, a Manchester parent. “I will be educating others and guiding them to apply what I have learned by applying this to my life and leading by example.”



Anna J. Thomas, MPH, Deputy Public Health Director, Manchester Health Department presents Building a Resilient Community by Using a Public Health Problem Solving Framework at the NH Children’s Trust’s Strengthening Families Summit

Attendees chose from 15 workshops, panels and film discussions led by some of the field’s most knowledgeable professionals. Seventeen participants from Wales attended the summit to learn about the Adverse Childhood Experiences Response Team (ACERT), a response team that can be deployed to serve children who have been exposed to trauma.

“The Summit helped rejuvenate me and validate my reasons for working in human services,” said Amber Royea, a Pre-K teacher at The Learning Center at Concord Hospital. “I wish the day was longer!”

Find information about the 2017 Summit presentations [HERE](#).

International Women's Day Celebrations a Success!

Welcoming Manchester Panel



Welcoming Manchester International Women's Day panelists, from left to right: Rashida Mohamed, Manasi Kakade, Debora Naciff, Maria Cristina Rojas, Munise Ulker, and Tika Siwakoti Photo by: Field Work Photos

In celebration of International Women's Day on March 8th, six NH women from Sudan, India, Brazil, Colombia, Turkey and Bhutan shared their personal stories and perspectives as international women and highlighted the universality of women across the globe. Galina Szakacs (Moldova) opened the event and Cathy Chesley (USA) facilitated the discussion.

Welcoming Manchester organized and hosted this event with refreshments donated by local businesses and partners (Stonyfield, Starbucks, Fred's Bakery, Catholic Charities).



Munise Ulker (Turkey) and Tika Siwakoti (Bhutan)

NH Congolese Community, Welcoming Concord, and Victory Women of Vision Celebration



Members of multiple communities, mainly Congolese and Albanian, wrapping up a fantastic time together.

On Saturday March 11th, Reverend Mary Georges from Victory Women of Vision, Joan Gilmore from Welcoming Concord, and the NH Congolese community sponsored and hosted a lunch together to celebrate International Women's Day in Concord.

A Concord Police Officer shared her experience in the military and the police force, Franklyn Rosario from New York Life Insurance gave advice about personal finance, and participants learned about ways the Manchester knitting club is helping Concord start a similar group. Food and refreshments were donated by sponsors and partners like Take Porter.

Upcoming Events

April 9 - April 29: 21-Day Racial Equity Habit Building Challenge

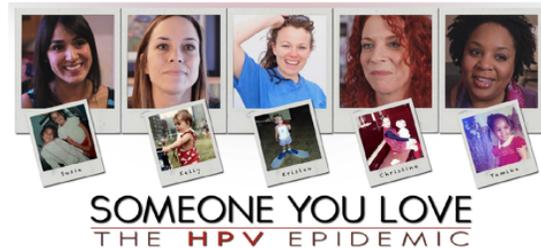
Join Food Solutions New England (FSNE) for the 2017 [21-Day Racial Equity Habit Building Challenge](#)

April 27 and May 2: "Someone You Love - The HPV Epidemic"

Free film screening and discussion. Come learn about ways you can protect yourself, your family, and your kids (both boys and girls) from HPV and cancer.

Two dates/locations available:

- Monday, April 27, 5:30-8pm, Keene High School, 43 Arch Street, Keene, NH.
Register [HERE](#)
- Tuesday, May 2, 5:30-8pm, Rialto Theater, 80 Main Street, Lancaster NH.
Register [HERE](#)



May 1: Faith, Diversity and Peace

[Interfaith Women of NH](#) 's next event will take place at St. George Greek Orthodox Cathedral, 650 Hanover Street, Manchester, NH. Check-in and cathedral tour begins at 6:15pm, presentation begins at 7pm with: Nancy Frankel, Kids for Peace NH board member; Barbara Miles, Archivist for the Roman Catholic Diocese of Manchester; Sarah Jane Knoy, Director of the Granite State Organizing Project. RSVP by [email](#) or online [HERE](#) .

May 3: Film Screening and Panel Discussion of “Shadows Fall North”

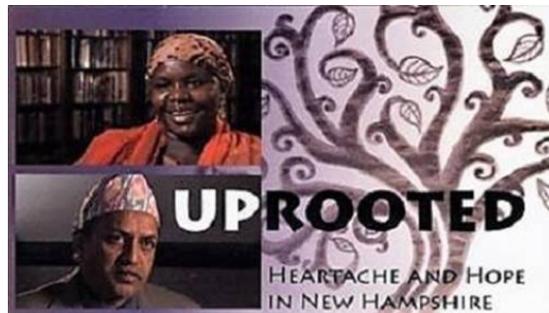
Wednesday, May 3, 2017 from 6:00 PM to 8:30 PM at the Red River Theatres, 11 South Main Street, Concord NH. Join a free viewing of this documentary which explores how our state of New Hampshire, with the motto, “Live Free or Die” and its celebrated history of abolitionism confronts and understands its participation in slavery, segregation and neglect. The film, which premiered in 2016, centers around Portsmouth, and addresses the forgotten struggles of African-Americans throughout New Hampshire. Watch the film’s preview [HERE](#) . Register for the screening [HERE](#) .

Shadows Fall North
Film Screening & Panel Discussion
May 3, 2017 – Red River Theatres – 6-8:30pm



May 4, 2017: Screening of “UPROOTED”

Free film screening and discussion on Thursday, May 4th at 5:00 pm at The Medallion Opera House in Gorham, NH. Dr. Sara Withers, producer of the film, from UNH, will lead the post film discussion with audience members. Uprooted is a 30-minute documentary based on interviews collected during the New Hampshire Humanities Fences & Neighbors initiative on immigration. It tells the story of five refugees who escaped from war-torn countries to resettle in New Hampshire. The film explores what it means to be a refugee and how it feels to make a new life in a strange place, often without English language skills, family, a job, or community contacts.



May 6: [Free Health Fair for the Latino/Hispanic Community](#)

Saturday, May 6th from 9 am to 12 noon at St. Joseph Hospital in the Carl Amelio Rooms (Ground Floor), 172 Kinsley Street, Nashua. Come learn about the many medical services available. Free Health screenings and vendor booths. Bilingual staff and Spanish interpreters on site. Raffle opportunities and light refreshments. Hablamos Español. Contact Diana DeFilippis, Spanish Interpreter, at 603-882-3000 x63891, or Rosemary Ford, Program Administrator x63863.



Sabado, 6 de Mayo de 2017
de 9:00 am a 12:00 del mediodia

Resources

What's the Community's Role in Prevention and Health Equity? Get Tools to Improve Neighborhood and Community Health! [Learn More about Prevention Institute](#)

Passionate About Supporting People with Disabilities? Develop Your Advocacy and Leadership Skills to Support Full Inclusion! [Learn More about the NH Leadership Series](#). [Apply](#) before the May 15th deadline.

**I WANT TO
ACT**

You can make
a difference.
Get Involved.
Make your
voice heard.

[Learn More](#)

**I'D LIKE TO
LEARN**

Resource materials on
health & equity, the social
determinants of health,
and other related topics.

[Learn More](#)

About Us

The New Hampshire Health and Equity Partnership is a public-private collaborative effort of philanthropic organizations, public health agencies, community based organizations, advocates and others concerned with health equity. The Partnership is guided in its work by the Plan to Address Health Disparities and Promote Health Equity in New Hampshire. The goal of the plan is to define statewide priorities and prepare recommendations to advance health equity for NH's racial, ethnic, and linguistic minority communities.

The New Hampshire Health and Equity Partnership is an initiative of the [Foundation for Healthy Communities](#).

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