



New Hampshire Health & Equity Partnership

February 2017 Newsletter

Director's Message: Partnership Update

Dear Partners,

We've had great participation in our three priority work groups to date:

- Work Force Diversity
- Race, Ethnicity and Language (REaL) Data, and
- Culturally Effective Organizations (CEOrgs)

The groups are each working with our Antioch partners to facilitate our determining and refining shared goals and strategies. And if you missed any of the group kickoff events, the [slides are available on our website](#).

You are welcome to join any group that is of interest. Please contact [Nathalie Ahyi](#), or [Christa Krideras](#), for further information.

National Equity Leader, Rinku Sen, Urges “Embrace the Wounds”



Rinku Sen, President and executive director of Race Forward: The Center for Racial Justice Innovation

On the night of February 8th Keene State College Office of Diversity and Multiculturalism hosted Rinku Sen, the president and executive director of **Race Forward: The Center for Racial Justice Innovation**. She is also the publisher of the award-winning news site **Colorlines** and the author of **Stir It Up** and **Accidental American**. Ms. Sen delivered a lecture titled The Big Picture: Structural Racism, Equity and Intersectionality to students, faculty, and the public. She is a visionary and pragmatist, and one of the leading voices in the racial justice movement.

Ms. Sen spoke passionately about the multicultural, pluralistic society we all live in. She reviewed many of the executive orders that Mr. Trump has issued during his first 19 days in office and stated, “We have more to lose now because of our civil rights infrastructure we have built.” Throughout her lecture she asked us to focus on three points when working for racial justice.

1. Be explicit about our racial equity work. “We can’t solve what we can’t explain. We need to gather Race and Ethnicity data to understand how people are being treated. We can use this data to generate stories.” Outcomes are different from opportunities. We have great opportunities in this country, and most of the time these are equal opportunities. However, the outcomes that are produced are not equal or equitable. If we convinced investors to invest in a company based on its opportunity to turn a profit but that business did not provide a profitable outcome, we would be upset. We would examine what was wrong with the business. How can it improve? Yet when our schools and health care system produce poor outcomes for people of color we fail to examine them with a race equity lens.
2. Focus on impact rather than intention. It’s hard to pin down someone’s intention. “Is Trump racist? He didn’t intend that.” Focus on the impact of policies and procedures. Who is being impacted by these policies? What is the impact? Utilize Race Forward’s **Racial Equity Impact Assessments** to analyze the effects of policies.

3. Make equity our goal. Diversity is NOT a big enough goal; equity is our goal! Diversity gets different people in the room - that's all. Equity is about power. If the people in the room aren't given the power to make change, they will eventually leave. Let's not have 'Diversity Task Forces'; let's have 'EQUITY Task Forces'.



Rinku Sen answers questions from those gathered to hear her speak.

Ms. Sen ended her lecture by asking all of us to engage in our local community. “Local action. Local engagement. Local activity. These are all more important than marches and protests. Even if it is the largest march to ever take place.” It’s time to organize locally and be explicit about race and equity. “We are here. We are ready. And anything is possible!”

She concluded by sharing a quote from Jalaluddin Rumi: “The wound is the place where the Light enters you.” Rinku Sen reminded us - The wound is painful though and we might want to escape (turn off TV, block news stories, etc.). Don't flee the hurt-allow it in so the light can come in. It allows you to connect to humanity. Embrace those wounds, feel them, allow the light and try to reflect it back out.

Partner Profile: Yemi Mahoney's Lifelong Commitment to Education and Diversity has made NH a Better Place!

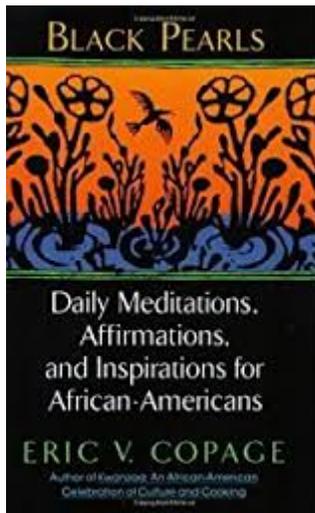


Yemi Mahoney

Yemi Mahoney came to New Hampshire to challenge herself, share her love of education, and support diversity on a college campus. A first-generation college student, she comes from a family that placed a strong emphasis on education, even though her parents didn't attend college themselves. Her mother was raised in a small town in Mississippi, the oldest of 10 children. Her father dropped out of high school because he hated it and thought it wasn't "cool". However, when he realized that people with high school diplomas were getting better factory jobs, he went back to school and obtained his GED. Her parents instilled in young Yemi the value of education and the expectation that she would definitely be going to college. Yemi's graduation from Northwestern University in 1993 was a very proud moment for her entire family. However, Yemi didn't stop there; she continued her studies and completed a Masters of Arts degree in Higher Education Administration from the University of Dayton.

"I never really envisioned working in the education field," says Yemi, "but now that I'm here, it makes perfect sense. I was conditioned to value education. A large part of my identity was shaped during my undergraduate career and....I made lifelong friends and have many great memories."

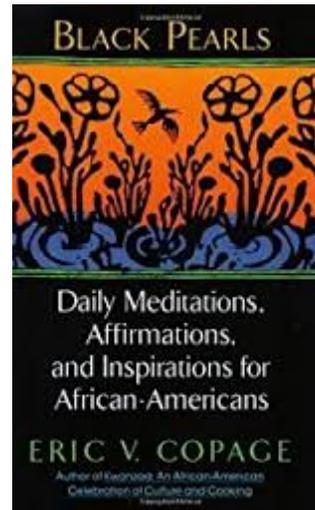
Yemi shared her love of learning for more than seven years with students at St. Anselm College in Manchester, NH, as director of the College's ***Multicultural Center***. "I was attracted to St. Anselm because I saw it as a challenge. It was located in one of the whitest states in the country. The diversity in the student body and among the faculty and staff was very low. And it was a fairly conservative campus. But I also saw an institution that cared about students and that worked hard to educate them in and out of the classroom."



In addition to her work at St. Anselm College, Yemi also filled numerous roles over the years for the ***Emerging Leaders in Communities of Color (ELCC)*** leadership training program, participating as a Fellow, Board Member, and Program Coordinator. “I was attracted to the program because it provided me with the opportunity to network with other professionals of color while building my leadership skills...I got so much out of the Program I wanted to stay involved with it,” said Mahoney. A special memory from her time with ELCC, which she continues today in her work with Wright State University students, is readings from *Black Pearls*, a book of positive affirmations by Eric V. Copage. Ms. Sandra Hicks, a longstanding community leader and co-founder of ELCC, set the tone for each ELCC session with a reading from the book and Yemi sees her readings today as a way of honoring her wonderful experiences with the Leadership Program.

Born in Dayton, Ohio, and the mother of two young adult children, Yemi decided to return to Ohio late last year, and now serves as the Associate Director of the Bolinga Black Cultural Resources Center at Wright State University. Although Yemi’s attention is currently focused on her students in Ohio, she welcomes correspondence from former colleagues, students and friends in NH and encourages everyone to connect with her via Facebook or LinkedIn. We wish her well and send sincere thanks for her many years of commitment to education and diversity in New Hampshire!

"It is imperative that we see ourselves as worthy and deserving of a good life. There may be rejections; it may take us a while; but as long as we stay in the game, there's every chance we'll score. On the sidelines, we can only watch as others do the work and the winning."



Excerpt from January 1 from *Black Pearls* by Eric V. Copage.

Paying Tribute to a Great Community Leader, Nabil Migalli



Eva Castillo and the late Nabil Migalli in the studio for an episode of the Girard at Large Manchester radio program in 2016

New Hampshire said goodbye to a great community leader with the passing of Nabil Migalli on December 6th of last year. The Egyptian-born social worker and community organizer had lived in New Hampshire for the past 35 years.

Nabil's work centered on Arab-American matters as well as outreach to immigrant and refugee groups in New Hampshire. In this role, Nabil saw first-hand the barriers that newcomers face.

He became involved with nearly ten community groups in the Manchester area and across New Hampshire. Some of his most passionate work was done on behalf of the Arab-American community. Nabil co-founded the New Hampshire American-Arab Anti-Discrimination Committee as well as the Arab-American Forum, and a NH non-profit organization "Educating for Justice".

"Nabil was a friend and a mentor to me," said fellow community organizer Eva Castillo. "We spent many hours together collaborating on projects. Nabil was a bridge builder between cultures and a great communicator. He knew how to present the most

controversial subjects in a way that made people think.” Nabil spent the last few years coordinating the Manchester Police Youth Leadership Academy, which was very close to his heart. “He was always looking to train a new generation of leaders,” Eva added. Nabil’s words live on from an interview he gave several years ago.

“I would like to emphasize that it is impossible to lump 300 million Arabs or 1.2 million Muslims into one basket and label them all a threat to U.S. security. It is an issue of stereotyping,” Nabil said. “We live in a world of hyphens. You can be Irish-American, African-American, Arab-American, Italian-American. It can be a proud part of your identity but it can also be something that limits you. We should all strive to be simply American with no hyphens to qualify.”

The words of a great American: Nabil Migalli. We thank him for his legacy. It lives on.

The NH Comprehensive Cancer Collaboration’s Equity Task Force: Using an Innovative Approach to Advance Equity in Cancer Screening

WHEN IT COMES TO
BREAST & CERVICAL CANCER:
Be your own advocate...it could save your life.

What we tell ourselves...
"It won't happen to me."

THE REALITY...

Among women, breast cancer is the second leading cause of death.

THE GOOD NEWS...

Breast & cervical cancer *screening saves lives.*
Cancer screenings can find cancer earlier when it is easier to treat.

1 in 8 women will be diagnosed with breast cancer

FREE screenings available!
free pap tests & mammograms.
Go to www.getscreenednh.com to find out where to go for free screenings!

IT'S FREE! AND NEAR YOU!

Cervical cancer is the most common cancer in women under 35.

Screenings offered near you.
31 locations in NH

To schedule your free screening, call: **603.271.4886**

Let's Women Overlook
Department of Health and Human Services
Division of Public Health Services
State of New Hampshire
Date: 08/20/2024 10:00 AM
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*Free pap tests to women 21-64 and free mammograms to women 55-64. Free screening cover women with no insurance, underinsured, and need free income credits. Talk with your provider about when you should begin getting screened for breast or cervical cancer.

The **NH Comprehensive Cancer Collaboration** is a partnership of individuals and organizations working together to eliminate cancer, the leading cause of death in the state. The Cancer Collaboration’s **Equity Task Force** recently released a report, **Examining Preventive Cancer Screening Rates Among Vulnerable Adults in New Hampshire**, which found a correlation between social determinants of health and lower cancer screening rates within vulnerable populations in our state.

The Equity Task Force sought to identify vulnerable populations less likely to be screened for cancers, such as breast and cervical. Nationally there are known to be disparities in cancer screening rates by race and ethnicity; however, NH has limited reliable data about cancer screening by race and ethnicity as the sample sizes are very small. So the group used an innovative approach and worked with partners at the Division of Public Health Services to look at screening rates by industry and occupation. The analysis showed that workers in the restaurant industry were less likely to receive recommended cancer screenings. Thirty nine percent of restaurant workers reported not being “up to date” on breast cancer screening, compared to the state rate of 21% not being “up to date”. The Task Force selected employment as a key social determinant of health and, using industry and occupation data, compared cancer screening rates to identify workplaces where there could be opportunities to reach vulnerable populations. The Task Force selected the restaurant and food service industry to conduct a targeted media campaign about free breast and cervical cancer screening because of the demonstrated disparities in screening rates, relatively high prevalence of social diversity, and feasibility of being able to connect with small business owners and managers of restaurants.

A series of focus groups/interviews were conducted with restaurant owners and managers “to better understand how to improve screening rates in the restaurant industry”. Because cost was identified as a major barrier to employees getting screened, the Task Force narrowed the focus to breast and cervical cancer screening due to the statewide free screening program, **Let No Woman Be Overlooked Breast and Cervical Cancer Program**. Access to breast cancer screening is critical, as breast cancer is the most commonly diagnosed cancer and the second leading cause of cancer deaths among NH females. An **infographic** in both English and Spanish, highlighting breast and cervical cancer screening messages and the availability of FREE screenings was developed by the **NH Breast and Cervical Cancer Program**. The infographic was distributed in October 2016 to 1,501 restaurants statewide, asking employers to display the posters in a location where employees would be most likely to view it. The individuals who call in response to the posters are connected with free services. It is hoped that these outreach efforts will result in increased screening of restaurant workers and better health outcomes for this underserved group.

Record Breaking Crowd at the NH Women's Day of Action & Unity



Crowd at the January 21st, 2017 NH Women's Day of Action and Unity in Concord, NH.

On Saturday, January 21, 2017, the **American Civil Liberties Union of New Hampshire (ACLU-NH)**, along with nearly 30 local, state and national social justice organizations, organized the NH Women's Day of Action & Unity, in solidarity with the **Women's March on Washington, DC**. This inclusive day-of-action focused on empowering people to take both individual action, and to work together to build diverse coalitions, in the defense of the most marginalized among us. All who stand for religious freedom, human rights, climate justice, racial justice, economic justice, and reproductive justice came in droves to the steps of the NH State House in downtown Concord, NH. A record number of 5 thousand people showed-up – the largest public gathering in the history of the City of Concord.

This day-of-action included a rally for action in the morning; a drum circle; children's activities; and two activist trainings. ACLU-NH and Planned Parenthood of NH Action Fund co-hosted one of the afternoon activist trainings. Nearly 200 people attended the activist training to learn how they can fight for the social justice issues that are most important to them. They learned how to harness the power of the media; the basics of organizing; lobby the NH way; and how to tell their story – all important information and skills to know and have as social justice advocates.



Three generations of a New Hampshire family speak at the morning rally. From left to right, N.H. State Representative Caroletta Alicéa from Boscawen, her grandson **Samuel Alicéa**, and daughter, Stephanie Alicéa.

According to ACLU-NH, the NH Women's Day of Action & Unity's aim was to send a bold message to elected officials in New Hampshire and Washington, DC: "We will stand together to protect the progress we've made. We won't go back!"

The Day of Action & Unity was a collaboration of organizations including: ACLU of NH; American Friends Service Committee Program of NH; Equality Health Center; Every Child Matters in NH; Granite State Progress; Greater Manchester NAACP; Joan G. Lovering Health Center; League of Conservation Voters; League of Women Voters New Hampshire; Moms Clean Air Force; Moms Demand Action; MomsRising; NASW-NH; New Futures; NH AFL-CIO; NH Campaign for a Family Friendly Economy; NH Citizens Alliance for Action; NH Council of Churches; NH Public Health Association; NH Sierra Club; NH Unites; NH Women's Foundation; NH Young Democrats; People for the American Way; Planned Parenthood NH Action Fund; Rights & Democracy – NH; The Multicultural Center at Saint Anselm College; The Waysmeet Center of Durham; the YWCA of New Hampshire; and the Zonta Club of Concord.



Dr. Dottie Morris, Associate Vice President and Chief Officer for Diversity and Multiculturalism at Keene State College and member of the H&EP Steering Committee, emceeds the morning Rally. Image by [Adam Urquhart](#) via [The Equinox](#)

TRANSforming NH Healthcare Summit: The First Statewide Transgender Health Conference



Mara Keisling, founding Executive Director of the National Center for Transgender Equality (NCTE)

When it comes to healthcare, transgender people face unique and specific barriers. From navigating insurance plans, to finding compassionate, experienced providers, to coping with transition-related health issues—transgender patients must hurdle a range of obstacles that other people rarely have to think about.

That's why in September 2016, **American Civil Liberties Union of New Hampshire (ACLU-NH)** and **Freedom New Hampshire** partnered with leaders in health, legal experts, school administrators, and community advocates to host **TRANSforming NH Healthcare Summit**—a one-of-a-kind 5-session event which was dedicated to discussing transgender specific health issues and to ensure health professionals and schools administrators have the tools they need to provide compassionate care.

This was the Granite State's first-ever statewide healthcare gathering dedicated solely to the issues and challenges facing New Hampshire's transgender community.



Nearly 200 people attended the conference at UNH Law School. This premier convening of transgender Granite Staters and leaders in the fields of health, law, advocacy and education was designed to provide attendees with a safer space to ask questions, and get answers; and to share information about improving access, transparency and cooperation around the healthcare practice and policies affecting transgender people.

The day-long event was broken down into sessions which included: Assessing Trans-Friendly Healthcare; Building Respectful NH Schools; a “Know Your Rights” workshop sponsored by **GLAD**; Navigating Coverage, focused on health insurance; and

story-sharing workshops for sharing transgender and gender-nonconforming healthcare experiences.

The keynote speaker was Mara Keisling, founding Executive Director of the **National Center for Transgender Equality (NCTE)**, a national social justice advocacy organization that has won life-saving change for transgender people. Since founding the NCTE in 2003, Keisling has led efforts advancing transgender equality, including the inclusion of gender identity in the Employment Non-Discrimination Act and the scheduling of the first-ever Congressional hearing on transgender issues.

Training Active Bystanders to Speak Up: Knowing What to Do



Activist training session

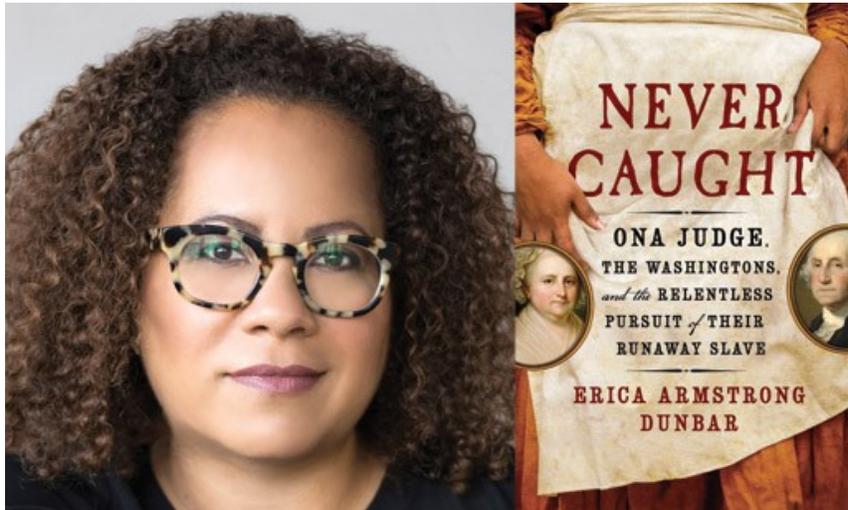
On Tuesday, February 7, the **Granite State Organizing Project (GSOP)** hosted a two hour **Active Bystander Training** from **Quabbin Mediation** at the Manchester Unitarian Universalist Church.

Participants explored their own experiences with harmful situations as both targets and bystanders, discussed the types of harmful situations that they may encounter, and participated in active and reflective exercises to try out various approaches to deescalating a situation and supporting the person who was the target. Participants left with specific skills and an approach to being an effective active bystander. There is also a **program for students and teachers** to learn how to interrupt harmful situations with a variety of safe intervention techniques.

February is Black History Month... Join the Conversation

Mark your calendars for the 2017 **Elinor Williams Hooker Tea Talks** participatory lecture series that will tackle politics, history, religion, and more for six consecutive Sunday afternoons from February 5th to March 12th. Presented by the **Portsmouth Black Heritage Trail** in collaboration with the **Seacoast African American Cultural Center**, these Sunday afternoon talks will be held at Discover Portsmouth, 10 Middle St., Portsmouth, New Hampshire from 2- 4 pm.

All talks are free and open to the public. In case of inclement weather, cancelled Tea Talks will be rescheduled for Sunday, March 19 and/or Sunday, March 26. Please call 603-436-8433 or email [JerriAnne Boggis](mailto:JerriAnne.Boggis) for more information.



Week 5 of the Tea Talks (March 5th) features an author presentation of "Never Caught: The Washington's Relentless Pursuit of Their Runaway Slave, Ona Judge".

**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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