



## New Hampshire Health & Equity Partnership

### January 2016 Newsletter

Welcome to the second edition of the NH Health and Equity Partnership newsletter. The Partnership congratulates our director, Nathalie Ahyi, on the new addition to her family. We hope she is enjoying her family time and we are eager to welcome her back to work later this month.

In the meantime we are excited to report on the many activities happening throughout the state by partnership members. Read on to learn more about some of the great work happening in our juvenile justice system, in community health, and across sectors on workforce diversity.

Don't forget to mark your calendar and register for our next convening happening January 27. We hope you are inspired by the work happening to advance health and equity in New Hampshire and find opportunities to get more involved. If you have an idea for something that should be featured in a future newsletter please reach out and let us know by emailing [nahyi@healthynh.com](mailto:nahyi@healthynh.com)

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# Help Chart the Future Course of the H&EP: Attend the January 27th Convening!



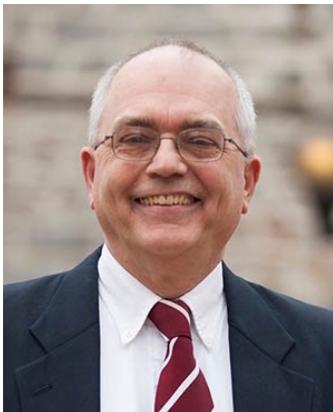
The NH Health & Equity Partnership needs YOUR participation in helping determine our shared priorities and creating our common agenda to focus our efforts the next two years!

In November we came together to share, discover and celebrate all the great work being done collectively. From that event we are producing a compilation of partner activities for the last few years, which we are proud to share soon – and we will need your valuable input to assure we don't miss or misrepresent anyone's important work.

However, it's now time to focus our efforts and determine a common agenda that will keep us all moving forward towards the same goal. YOUR voice is needed to determine our collective priorities that are critical for the wellbeing of our communities.

If you agree that "Everyone in New Hampshire has a fair opportunity to live a long, healthy life," please be sure to attend! [\*\*\*Register here\*\*\*](#) now!

## The Legacy of Dennis Delay



On December 18, the New Hampshire Health and Equity Partnership lost our friend and partner, Dennis Delay.

Who would have thought that the economist for the NH Center for Public Policy Studies would be a key partner in advancing health equity in New Hampshire? But that is exactly what Dennis was.

Dennis was the researcher and primary author behind the groundbreaking *Health and Equity in NH: 2013 Report Card*. For the first time with this report, health equity advocates had documented proof that disparities exist by race in NH. Dennis also played a major role in the Center's work to document *Disproportionate Minority Contact in the juvenile justice system in NH*. And in an environment, where many voices were raising to say NH "can't take" any more refugees or immigrants, Dennis noted the positive economic impact of immigration in our state in the Center's May 2015 report *Policy Notes: An Overview of New Hampshire's Foreign Born Population*.

But more than being an accomplished economist, who many say knew NH's economy better than anyone; Dennis was a kind and humble man with a wry sense of humor. He will be missed greatly by those of us who had the privilege of working with him and his legacy will live on in the change we advocate for with the tools he has provided for us.

## **Important Equity Advancing Accomplishments in Health Coverage – Now at Risk!**

In the twenty-first century, health equity continues to be one of the biggest challenges to our health care system. The Affordable Care Act (ACA) ushered in new opportunities and reforms meant to increase health care access and reduce racial health disparities, but national data clearly shows that minority populations are still disproportionately uninsured.

One of the programs the ACA implemented was Medicaid Expansion. In New Hampshire, expanded Medicaid is called the NH Health Protection Program (NHHPP), and it was implemented in August of 2014. The NHHPP has enabled over 44,000 Granite Staters to access quality, affordable health care – many, for the first time in years! The NHHPP helps low income adults (at or below 138% of the federal poverty level, which is \$33,465 for a family of four) have access to quality, affordable health insurance. Nationwide, 53% of the people who are eligible for the Medicaid Expansion program are individuals from racial or ethnic minority groups. The Medicaid Expansion program is a big step towards breaking down barriers to care to get better health outcomes for minorities, who have a much higher likelihood of being diagnosed with diabetes, cancer, and a plethora of other chronic illnesses.

A significant problem for the people of New Hampshire is that the NH Health Protection Program is set to end at the end of 2016, meaning these 44,000 people will once again be left with no viable option for health coverage! One such enrollee of the program is Damber Acharya, a 23-year-old woman who was raised in a refugee camp in Nepal. She and her family settled in Manchester, years ago, and Damber began to pursue a career in nursing. But one

thing was in her way – her training program required health insurance coverage, and she could not afford it:

“The cheapest insurance I found was still too expensive for me. I was so worried and so afraid of losing my dream just because I couldn’t afford health insurance. At that time we didn’t have Medicaid Expansion. Now we do and I don’t have those worries. I am working hard to achieve my goals, and I wouldn’t be able to without Medicaid Expansion.”

We must continue the strides we have made here in the Granite State towards health equity, and ensure that quality, affordable health care is something that everyone, no matter what their race, ethnicity, or language, has equal access to! NH Voices for Health is part of a statewide coalition working to make sure the NH Health Protection Program continues, to help people like Damber. If you are interested in being involved or would like more information, please [email Mariann White](#) at NH Voices for Health.

Meanwhile, the chance to enroll in health insurance coverage through a Marketplace plan ends January 31st. And this year there will be no special enrollment period for those who do not sign up before January 31st. After that date, the only way to enroll or switch you coverage is with a qualifying life event (if you get a new job, have a baby, get married, etc.)

For more information or questions about Open Enrollment, please [email Barbara Costa](#) at NH Voices for Health. You can also access the HealthCare.gov (or CuidadodeSalud.gov) website or call 1-800-318-2596; or for NH-based assistance, check out the comprehensive list and map of where to [Get Help](#).

## Promoting Racial/Ethnic Fairness in Juvenile Justice in NH



*Andrew Smith, State DMC Coordinator, and a member of the NH Health and Equity Partnership Steering Committee.*

All across the United States, young people of color are more likely to have contact with the juvenile justice system than white youth. This holds true in NH, as well, where [the rate of](#)

**arrests of black/African American youth was more than three times higher than that for white non-Hispanic youth.**

**These startling disparities can be the result of biases in decision-making, social or economic differences correlated with race and ethnicity, or more complex structural factors.** Whatever the cause, they are not acceptable in a democratic society.

How do we ensure fair and equal treatment by law enforcement, no matter what someone's background is? How do we decrease Disproportionate Minority Contact (DMC), the term that refers to the overrepresentation of racial and ethnic minority youth in the juvenile justice system, when **youth of color do not have a higher inherent propensity towards delinquency and violence**? These are key questions that Andrew Smith, the lead staff for reducing DMC in New Hampshire, has addressed through his work as the State DMC Coordinator for NH since 2011.

As DMC Coordinator, Andrew has facilitated the state-level DMC Compliance Plans, supported the development of delinquency prevention activities and systems in local communities, and supported the establishment of Local DMC Committees in the communities of Manchester, Nashua, and Rochester. With leadership from local police chiefs, and the participation of individuals, educators, school personnel, business owners, law enforcement officers, law makers, and other community members, committee members work in partnership to address DMC in their communities. Andrew is working to facilitate the development of more Local DMC Committees in additional communities across NH.

One accomplishment that Andrew is particularly proud of is NH's distinction as the only state in the nation that experienced a consecutive year, downward trend of disproportionality for its largest minority group in its most diverse county, Hillsborough County. Andrew credits the commitment of local law enforcement, the leadership of police Chiefs David Mara and Eddie Edwards who co-chair the New Hampshire Disproportionate Minority Contact Sub-Committee of the State Advisory Group on Juvenile Justice, and the day to day work of the State's Juvenile Justice Specialist, Pamela Sullivan. In January of 2014, the State Advisory Group on Juvenile Justice gave DMC Leadership Awards to recognize the significant contributions of people to their local DMC Committees (pictured below).



*Chief Edwards pictured with DMC Leadership Awards recipients in January 2014: Lt. Camacho of Nashua, Chief Mara of Manchester, and Sheriff Dubois of Rochester.*

Chief David Mara, retired from Manchester Police Department in 2015 and now serving as the interim Chief of Portsmouth Police Department, notes the importance of Andrew's work

because in NH, a lot of people don't recognize the issues of race. He credits Andrew for sending "a positive message, not accusatory -- and that's why it resonates."

"When you say, Black Lives Matter, it doesn't mean others don't," says Andrew. However, it is clear that there are issues regarding "rapport, respect and communication between police departments and minority communities, in particular with black males." He describes DMC as a system and institutional challenge.

Through Andrew's leadership, more than 25 law enforcement officers in NH have been trained as trainers to co-facilitate Effective Police Interactions with Youth, the core training program to address DMC. More than 200 of NH's officers have experienced the six-hour training which is specifically designed to help officers understand youth development and juvenile behavior, as well as the increasing diversity of New Hampshire. Ultimately the program aims to minimize harm for both youth and officers who are involved in encounters between youth and law enforcement. Andrew also teaches four classes at the Police Academy on Diversity, DMC, Social Media Implications, and the Role of Leadership for Law Enforcement Today.

While working with the officers, Andrew heard them express that they felt they were being blamed for disproportionate contact, and nothing was being done to educate youth on what they can do to avoid conflict with police officers. Additionally, Andrew had found that youth often didn't understand why police officers do certain things, like ask youth to show them their hands. In response, Andrew designed a training specifically for youth that "mirrors" the training for officers. Called The Mirror Project, this is a one hour training for youth to help them better understand what they can expect in the event they find themselves in an encounter with a police officer.

The Mirror Project training is delivered with police officers. It provides youth the opportunity to play the role of police and gives them five minutes to peacefully "move the kids along". Video is used to demonstrate what happens when this goes well and what can happen when it goes badly. This Spring, the training will be piloted with Manchester School District. By June 2016, every eighth grader, boys and girls of every background, will have the opportunity to participate through groups of approximately 20 youth. If the program is successful, Andrew and Chief Mara want to take it to other communities.

For more information about DMC in NH, see the Issue Brief, ***A Positive Platform for Change: Understanding and Addressing DMC in New Hampshire*** on the H&EP website, and the ***full reports on DMC Identification and DMC Assessment on the NH Center for Public Policy Study's website***.

For information on how to get involved in a Local DMC Committee, ***contact Andrew Smith by email*** or by phone at (603) 419-0242.

# Oct 24th Wake Up. Learn. Reflect. Teach. Act. A Teach-In to Promote Dialogue and Inspire Change



On October 24, 2015 over one-hundred New Hampshire people of color and their allies gathered at Rivier University to answer a call.

Their goal was to help create a movement that would explore the impact of race on the quality of life for everyone (especially people of color) and transition into actions that would facilitate change.

They examined, discussed and addressed the current state of affairs around race and race-relations in the United States and in New Hampshire specifically.



*Selina Taylor, Senior Academic / Student Support Assistant and Diversity Network Program (DNP) Coordinator at UNH-Durham, and Board member of the NH Coalition to Abolish the Death Penalty, sets the stage for the day's program.*

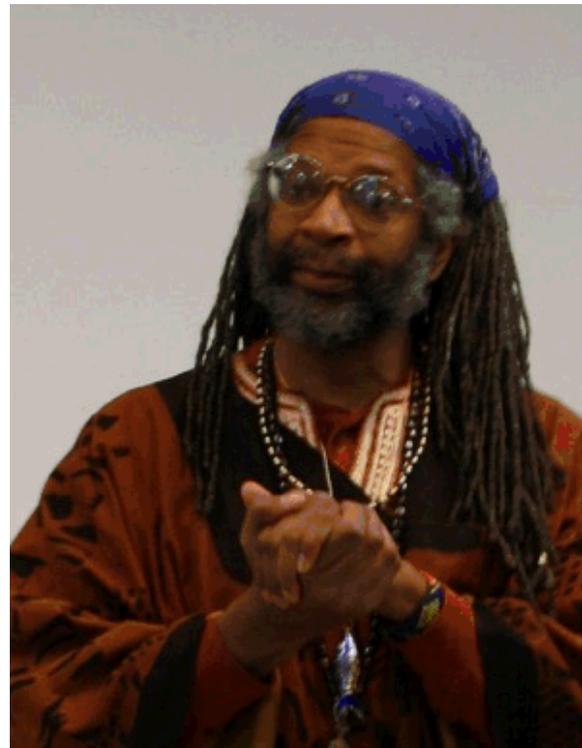
The program included an inspiring keynote by Curtiss Reed, Jr., Executive Director of the Vermont Partnership for Fairness and Diversity. Reed has a long history of social justice work. In his current role he provides expert training and coaching on inclusion, bias, and equity to state agency, municipal, institutional and business clients as well as community organizations.

Several plenary sessions were held that addressed Education, Juvenile Criminal Justice: The Womb to Prison Pipeline, and Political Action & Civic Engagement.

Participants reported that they enjoyed the variety of topics, presenters, and perspectives; the interactive discussions about real life scenarios; and the opportunity to network, learn and engage. Future events will be planned to keep the initiative moving forward.



*Education Session Panelists (left to right), Dr. Trinidad Tellez, Director of the NH-DHHS Office of Minority Health & Refugee Affairs, Curtiss Reed, Jr., Executive Director of the Vermont Partnership for Fairness and Diversity, Luanda Simwerayi, Manchester Central High School Graduate, Kathy Staub, Manchester School District Board of School Committee At-Large Member, and Moderator, Sean McGhee, Director of the UNH Office of Multicultural Student Affairs.*



*Mr. Ukumbwa Sauti provided an opening and closing ritual to the day's program*

## **New Hampshire Community Health Worker Coalition Launched!**



*Manchester Community Health Center participants in the Community Health Worker Coalition Meeting*

On Wednesday, November 18th, 2015 the first New Hampshire Community Health Worker (CHW) Coalition meeting was convened with participants at both the Manchester Community Health Center and the North Country Health Consortium sites linked via video conference. The purpose of the meeting was to review nationally recognized CHW guiding principles and the

definition of a CHW, and to get feedback from stakeholders as to the role and scope of CHWs in NH. Community Health Workers were well represented and were supported by other stakeholders including staff of community health centers, insurers, mental health practices, and state program administrators.

After reviewing CHW definitions, the group decided to adopt the American Public Health Association (APHA) definition: “A community health worker is a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served. This trusting relationship enables the worker to serve as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery. A community health worker also builds individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.”



*North Country Health Consortium participants in the Community Health Worker Coalition Meeting*

Ramona Castillo-Moreno, CHW in Manchester, NH, exemplifies the CHW role well when she describes: “In years working as a community health worker for the Manchester Community Health Center my main role has been to reach out and educate patients about the importance of breast, cervical and colorectal cancer screenings. As a bilingual community health worker, I am able to effectively communicate with our Spanish speaking patients. Ensuring language is not a barrier to accessing health care helps to promote health equity for my patients.”

Paula Smith, MBA, Executive Director with the Southern NH Area Health Education Center (SNHAHEC) stated “The NH CHW Coalition is important in organizing the voice of community health workers to facilitate education and advocacy opportunities in support of this crucial member of the health care team.” To learn more about how you can become involved in the NH CHW coalition, please visit the SNHAHEC’s [CHW webpage](#), the [NCHC website](#), or the [CHW Section](#) of the American Public Health Association for information on national CHW efforts.

# Nov 18th Workforce Diversity Roundtable

On November 18th Brandeis University researchers from the Institute on Assets and Social Policy (IASP) facilitated a roundtable discussion on next steps for workforce diversity in health care. This was a follow-up to the previously reported [September 25th Quality Workforce = Quality Healthcare Research and Policy Forum](#), as well as a final public event associated with the federally-funded Healthcare Employer Research Initiative, in partnership with the Office of Minority Health and Refugee Affairs' Health Profession Opportunity Project (HPOP). Attendees included representatives from healthcare provider organizations, community colleges, government, philanthropy, social services, non-profits, and healthcare professionals.

The discussion focused on leveraging resources from existing initiatives to ensure the continued recruitment, retention, and advancement of diverse professionals in the health field. The group agreed that this is a key strategy for growing and retaining a strong workforce and filling critical jobs in New Hampshire. The two biggest "take-away" questions identified from the research, the HPOP program, and this meeting were:

- How can we foster two-way learning, collaboration, and growth in the pursuit of diversity and inclusion? (for example: the need to develop a skilled workforce and the simultaneous development of culturally effective workplaces)
- How can we develop a more person-centered approach and continue to offer critical workforce supports to healthcare professionals before, during, and after training?

A final publication will be released by the IASP in January highlighting the key findings from the various products that resulted from this important employment and economic inclusion effort and will be accessible at the [NH Healthcare Employer Research Initiative](#) webpage.

The group identified a need for a multi-sector partnership moving forward and multiple organizations stepped forward to continue this work. For further information contact [Dr. Trinidad Tellez](#) at the Office of Minority Health and Refugee Affairs.

## Several NH Groups Bring Trainings Exploring Classism to New Hampshire in December



*NH&EP Steering Committee Members: (middle left) Maria Doyle, Marie Mulroy and Shawn LaFrance are pictured with Class Action Trainers Denise Moorehead (far left) and Adj Marshall.*

Class Action is a Massachusetts based organization committed to creating “safe spaces for people from across the class spectrum to explore class and to identify and begin to dismantle ***classism***.” Several organizations in New Hampshire joined forces to hold Class Action workshops around the state.

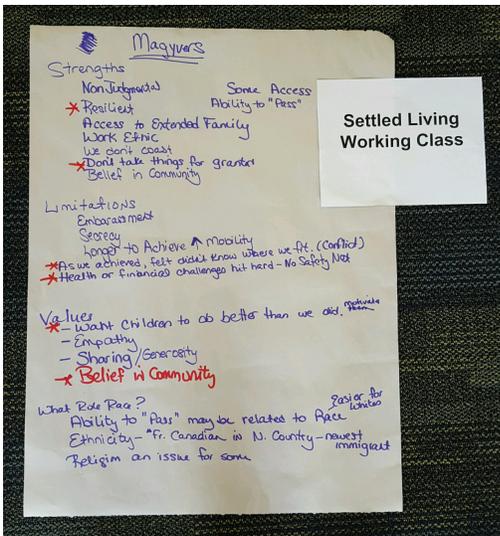
Three members of the NH Health and Equity Partnership Steering Committee attended the workshop held on December 11th in Manchester. This workshop was co-sponsored by the New Hampshire Citizen’s Alliance, Investing in Communities Initiative and New Futures.

In the first half of the workshop, participants did an activity to identify the class in which they were raised by some defining characteristics in the areas of housing, education, and income. Each class group was then asked to reflect on strengths, challenges and limitations that each class’ experience held. Later in the day, participants working in mixed-class groups were asked to examine local policies that might be a result of the particular level of power a particular class might hold.



*Participants are invited to reflect on the workshop experience in writing, mid-day*

The December 11 workshop was the 3rd of four events with one being held on December 3rd in Berlin, December 4 in Claremont and December 12 in Pittsfield. Organizations in NH who sponsored at least one of the workshops include: American Friends Service Committee, Investing in Communities Initiative, New Hampshire Listens, Pittsfield Listens, North Country Listens, Women’s Rural Entrepreneurial Network, United Valley Interfaith Project, Rethink Health, New Hampshire Citizens Alliance, New Futures, and an anonymous donor advised fund of the New Hampshire Charitable Foundation. With so many partners, it is hoped that this workshop series is only the beginning of ongoing dialogue about class and classism in our communities.



*Participants worked in groups with others who identified as being raised in the same class to identify aspects of that experience. This group named themselves the Magyvers because of their experience of finding a way to get things done with few resources.*

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## Upcoming Events

### March 21st: Endowment for Health Annual Meeting

March 21, 2016, 3:00 to 5:30 p.m.  
Grappone Conference Center  
Concord, NH

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### April 1st: Tri-State Roundtable on Aging: Age Friendly Communities

Mark your calendar for April 1st for the Tri-State Summit on Aging at the Grappone Conference Center in Concord. The day will focus on "Building An Age Friendly Northern New England". Sponsored by the Tri-State Learning Collaborative on Aging, the Summit is open to all who live or work in New Hampshire, Vermont, and Maine and care about creating communities that support people as they age.

Pre-registration for the Summit is now open [here](#)! Pre-register to stay updated! More details are coming soon! Learn about the [Tri-State Learning Collaborative on Aging](#), join for free, and access webinars and other learning tools.

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### April 4th: NH Children's Trust sponsors 5th Annual Strengthening Families Summit!

The conference, "Part Natural, Part Learned" brings parents and providers together to foster partnerships for the best child outcomes. The conference is intended for anyone who works with children and families and for the first time workshops designed specifically for parents will be offered.

Each Summit focuses on one of the five Protective Factors identified in the [Strengthening Families Framework](#). In 2016, workshop leaders will use the Protective Factor, Knowledge of Parenting and Child Development as the theme and explore its role in building parent-provider relationships. To learn more, including how to register click [here](#).



## April 6th: Comprehensive Cancer Collaboration Annual Meeting

*Cancer Care in New Hampshire: Understanding the Patient Experience*, the 11th Annual NH Comprehensive Cancer Collaboration Annual Meeting will be held on Wednesday, April 6th, 2016 from 8am-4pm at the Grappone Conference Center in Concord, NH.

The conference will feature keynote speaker Neil Maniar, PhD, MPH, Vice President of Health Systems at the American Cancer Society, with breakout sessions on Patient Engagement, Shared Decision Making, Legislative Policy, and Immunotherapy.

The [Save-the-Date](#) information is posted. Registration will open mid-January and more information is coming soon to [www.nhcancerplan.org](http://www.nhcancerplan.org).



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LEARN**

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Resource materials health & equity, the determinants of health and other related to

## 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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