



New Hampshire Health & Equity Partnership

June 2018 Newsletter

Director's Message: Partnership Update

Let's Get Together to reflect on our work so far, celebrate our successes, deepen our understanding of current challenges and possibilities, and continue to chart our path forward!

- Our consultants from Conditioning Leaders will lead a series of exercises designed to get us talking, sharing and speaking meaningfully about what matters most.
- The Steering Committee will share updates on some administrative changes coming that will influence how we manage our fiscal responsibilities.
- We will learn what each of the work groups have been doing.

Please register or just show up on Wednesday June 6, 1-4pm at the Manchester Health Department! For any questions, please contact me by ***email*** or by phone at 603-415-4272.

This year we were pleased to have a Digital Media Intern, Kelsey Danahy, who worked with the Partnership from February to May. Her role was to help grow the Partnership's social media presence, and to create a social media toolkit for the Partnership. This toolkit will help Partners learn about social media and its uses, the different platforms, best practices, and how to manage the platforms that the Partnership currently uses. The toolkit will be a great resource for Partners to refer back to at any time in regards to all things social media. The new Social Media Toolkit will be accessible on the new H&EP website which will launch before the end of June.

Kelsey also created a "how-to" video for Partnership leaders to visually understand how to run our social media pages. The video includes all of the important information needed to keep the pages running consistently and efficiently. Before leaving, Kelsey shared "My time at the Partnership has been enjoyable, as well as rewarding, and I look forward to seeing the different

updates in the Partnership’s social media presence moving forward!” We are grateful for her contributions and wish her the best!

Yours in partnership as we seek a fair opportunity to live a long, healthy life,

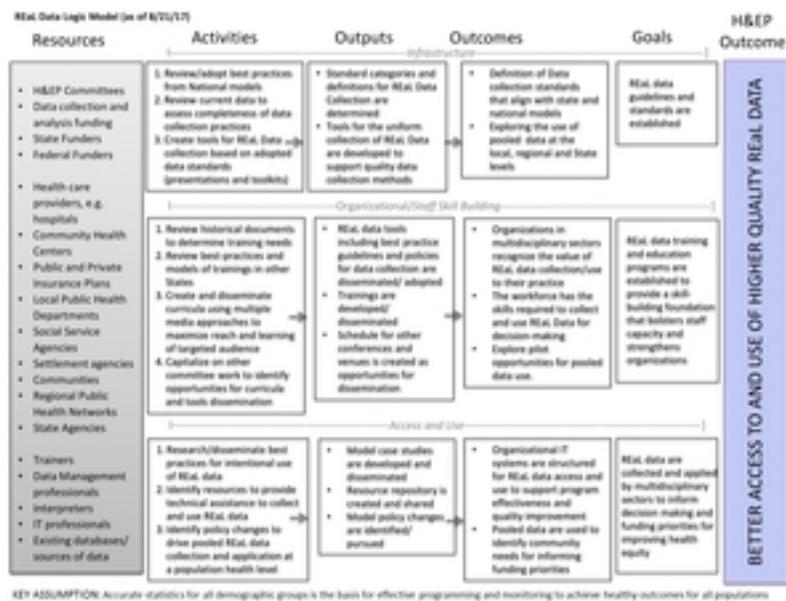
Nathalie Ahyi-Amendah

Director, NH Health & Equity Partnership

www.equitynh.org

www.facebook.com/equitynh

H&EP Work Group Update: REaL Data



The REaL Data Work Group strives to increase the capacity in NH for the collection of high quality **Race, Ethnicity and Language (REaL) data** across all systems at the state and local level to identify disparities and promote utilization of data **to inform improvements, policies and procedures.**

Even before we had an entity called the “Health and Equity Partnership”, partners have been working to raise awareness of the importance of accurate REaL data collection.

Our predecessor Medical Interpretation Advisory Board (MIAB) data group began working on this in 2005. Since 2011, our H&EP Data Subcommittee continued these efforts under the leadership of Kris McCracken from the Manchester Community Health Center. Thus, it was no surprise that at the H&EP’s last full Partnership convening in 2016, participants identified REaL data collection as a priority, leading to the creation of the work group that continues work on this issue.

This last year, our H&EP REaL Data Work Group's efforts have focused on finalizing the work group's *logic model* and reviewing existing resources to inform development of training materials. Members determined it would be helpful to compile and/or create materials around the following three topics:

- The importance of REaL data collection and use;
- Existing guidelines and standards for the collection of high quality data; and
- Best practices for training staff for accurate data collection.

The REaL Data Work Group meets on the first Tuesday of the month at the Manchester Health Department from 9-11am. For further information contact either of the work group co-chairs, *Borja Alvarez de Toledo*, *Jaime Hoebeke* or *Sarah Vanderhoof*.

Social Media Toolkit



NHH&EP Social Media Guide 2018

This toolkit is designed to help the members of the Partnership learn about social media and its uses, the different platforms, best practices, and how to manage the platforms that the Partnership currently uses.

Download the Social Media Guide

Please reference back to it at any time in regards to all things social media.

Partner Profile: Arnie Alpert, Sharing Light and Love in NH for over 35 Years!



Arnie Alpert, recipient of a ACLU of NH Bill of Rights Award, October 4, 2015. (photo credit: NH ACLU, from <https://www.afsc.org/story/arnie-alpert-gets-award-nh-aclu>)

In the midst of a blizzard in January 1983, Arnie Alpert walked down the stairs and took a step into the parish hall at Brookside Congregational Church in Manchester. As he recounted in a story for *True Tales Live* in Portsmouth, it was a step that changed his life.

The event was Manchester's first celebration of Martin Luther King Day, organized by the Manchester NAACP, the Greater Manchester Black Scholarship Foundation, and the Manchester YWCA. It was there, Arnie recalls, that he met Lionel Johnson, Sandy Hicks, Inez Bishop, Bruce Bynum, people who would have had a lasting impact on him. And it was there that he began the work that would occupy much of his time until 1999, coordinating a campaign for the state of New Hampshire to recognize Dr. King's birthday with an official holiday.

The story demonstrates beautifully how change is "about persistence, not about patience," in his words. He credits many other people, including Valerie Cunningham, Algene Bailey, and

Juanita Bell, for finding ways that they could stand up for dignity and civil rights in New Hampshire, even when it was far from popular to do so.

Mr. Alpert has served as Co-director of the **American Friends Service Committee (AFSC) NH Program** since 1981. The **New Hampshire ACLU** presented him with one of its Bill of Rights Awards on October 4, 2015. In a NH Union Leader **story** about the award, he is quoted describing how the “AFSC takes ‘a long view’ of social change. ‘So we know that in the long run, real change depends on effective social movements, not on the outcome of elections or even the passage of legislation.’” He also described how “Quakers believe that ‘everybody has got a spark of divinity within... And therefore every person needs to be treated with respect and with dignity and with love. And it also means that every person is capable of acting from that place.’”

A prolific writer, he publishes a blog, **In Zane Times**, as well as the AFSC weekly newsletter called **State House Watch** (sign up for various lists “To hear about important peace issues and ways to take action in the New Hampshire area” on the topics of NH-Economic Justice, NH-Peace Mobilization, NH-Fair Trade, NH-Immigration, and Governing Under the Influence – NH), and cohosts a weekly radio show, **“State House Watch,” on WNHN-FM**. And every year, he compiles a very helpful list of observances of **Martin Luther King Day in NH**.

The “type of wisdom that he [Martin Luther King, Jr.] was able to bring forward in a way that still is with us and still speaks to the conditions we face now is one of the reasons why Dr. King and his holiday are so important,” Arnie said in the True Tales story, where he also noted a quote from Dr. King: “Darkness cannot drive out darkness; only light can do that. Hate cannot drive out hate; only love can do that.”

“Go back and read the letter from the Birmingham jail ... it is the best ever description of... how a non-violent campaign develops ... with the aim in the end being the creation of the beloved community, not the defeat of your enemy. This is the stuff that we need right now. Think about – we don’t know what we’re going to be facing over the next few years – but if we’ve got Dr. King and others like him as prophets for activism, prophets for love, prophets for nonviolence, prophets for a world free of war, free of racism, free of what Dr. King referred to as the triple evils of racism, poverty and war – we’ll be able to get somewhere. And then we can let freedom ring from the prodigious hilltops of NH.”

The Fate of DACA in Limbo

If you have been watching the news this past year, you have probably heard about something called DACA, or Deferred Actions for Childhood Arrivals. The DACA program, created by President Obama in 2012, protects eligible immigrant youth who came to the United States as young children from deportation and has served nearly 800,000 people to date.

DACA has had an incredible impact on young immigrants across the country. According to one DACA recipient, also known as a “dreamer,” currently living in New Hampshire, the program

“saved [his] life,” while another says that the program has “given [her] opportunities to pursue an education.”

However, contrary to popular belief, living as a DACA recipient is not easy. The program simply allows recipients to legally remain in the United States, granting them work permits and the ability to obtain drivers’ licenses. While recipients do pay taxes, they are not eligible for federal financial aid, Medicare, health insurance through “Obamacare”, welfare, SNAP (formerly known as food stamps), nor the Housing Choice Voucher Program.

Currently, the DACA program is still accepting renewals, although it is no longer accepting any first-time applicants as ruled in multiple courts. On April 25, a federal judge ruled that, if no action is taken on DACA within 90 days, new applicants must be accepted. To combat this, Alabama, Arkansas, Louisiana, Nebraska, South Carolina, Texas, and West Virginia have filed a suit against DACA, claiming that “the federal executive branch lacks the power to unilaterally grant unlawfully present aliens lawful presence and work authorization.” With the fate of the DACA program still to be determined, dreamers remain looking ahead to an uncertain future.

Please stay attuned to this important issue. For further information contact ***Mattison Howard***, ACLU-NH Organizing Intern, or ***Christina Gibson*** or ***Daniel Pontoh*** at the ACLU of NH.

Introducing the Governor’s Advisory Council on Diversity and Inclusion



Governor Sununu provides opening remarks and welcomes the members of the Advisory Council on Diversity and Inclusion at the first meeting on February 8, 2018 in the Governor & Executive Council Chambers.

On March 21, 2018, the newly-formed Governor’s Advisory Council on Diversity and Inclusion held its first Community Listening Session in Durham at the University of New Hampshire.

Listening sessions have since also been conducted in Portsmouth on April 9, and in Claremont on May 3.

The goal of the listening sessions planned around the state in 2018 is to gather public input and suggestions on issues within the council's charge.

The Council's charge, outlined in the **December 14, 2017 Executive Order** signed by Governor Sununu, includes the following:

- Review and analyze New Hampshire laws, regulations, and agency policies and procedures, and recommend changes or amendments, where necessary, to further combat discrimination and advance the ends of diversity and inclusion;
- Identify and recommend ways in which the State can support local and community efforts, through educational programs or otherwise, to combat discrimination and advance diversity and inclusion;
- Identify and recommend ways in which the State can partner with non-governmental organizations to combat discrimination and advance diversity and inclusion; and
- Identify and recommend revisions to **RSA 354-A** and the scope of the duties of the Commission for Human Rights to combat discrimination and advance diversity and inclusion.

At the Community Listening Session in Durham, attended by nearly 100 people, issues addressed included making people of color feel comfortable in NH, transgender rights, mental health services and white privilege. Rogers Johnson, Chair of the Advisory Council, who is also President of the Seacoast NAACP and a former state representative from Stratham, welcomed session participants. The welcome was followed by small group conversations and a large group discussion. Dr. Dottie Morris, Advisory Council Member, served as moderator.

Following this first listening session, Chair Rogers Johnson stated, "Through these listening sessions, we're [the Advisory Council] looking to obtain information about diversity and inclusion in our state, we're not looking for solutions at this point. We're going to listen and then determine what the issues are across the State. We will then focus on the issues that seem to be statewide and craft solutions for the entire State, and focus on what can be done, not necessarily what some people would like to see done. The key is to provide advice to the Governor as to how we can change policy to promote diversity and inclusion around the State."

In addition to Chair Rogers Johnson, the Advisory Council is comprised of **17 members**, including Elizabeth Lahey, Assistant Attorney General and Director of the new Civil Rights Unit at the Attorney General's Office; and NH H&EP Steering Committee Members: Dr. Dottie Morris, Associate Vice President for Institutional Diversity and Equity at Keene State College, and Andrew Smith, NH Disproportionate Minority Contact Coordinator.

Andrew Smith stated, "My greatest hope is that the people who were selected to be on the Advisory Council use the same equitable skills that made them successful [to] contribute to the needs of the group. It would be easy to do the minimum or send [a] substitute when you get

very busy. Some may just focus on one area of diversity or inclusion and minimize other crucial divisions that are important to our state.”

For now the group is focusing on the preliminary report to the Governor due June 1, 2018. Council members will then turn their attention to planning future listening sessions by working with local stakeholders in communities around the State. The Advisory Council is hoping that NH residents will attend and actively participate in upcoming listening sessions when they come to their communities.

All meetings of the Council are public and all members of the public are invited to attend. If you are interested in learning more about the Council's work please visit the [Council's website](#) or contact [Rogers Johnson](#), Council Chair.

Partnering to Advance and Celebrate Workforce Diversity!

Diversity Workforce Coalition (DWC)'s Second Annual Diversity Workforce Splash Event on April 12th at the Puritan Room in Manchester gathered close to 80 participants around the theme of Building Inclusion.



Kris McCracken and Dr. Trinidad Tellez presenting at the 2018 Diversity Workforce Coalition Conference.

It was a great opportunity for Dr. Trinidad Tellez to present “Workforce Diversity Resources: Utilizing the [Culturally Effective Organizations Online ToolKit](#)” with Kris McCracken, CEO of the Manchester Community Health Center, who shared her organization’s journey towards Cultural Effectiveness.

The event closed with an award to Hutchinson Sealing Systems of Newfields NH in recognition of their activities to recruit, retain, and train individuals who increase the organization's diversity. The H&EP Workforce Diversity Work Group partnered in the planning of this event.



Manchester City Mayor, Joyce Craig, presents the Workforce Diversity & Inclusion Award to Shelley Lake from Hutchinson Sealing Systems of Newfields, NH. They are flanked by Tina Sharby on the left and Nathalie Ahyi-Amendah H&EP Director, on the right.

Etched From Granite: Digital Stories of HIV in New Hampshire



Etched from Granite: Digital Stories of HIV in New Hampshire screening and discussion at the Red River Theatre in Concord, NH.

The New Hampshire Division of Public Health Services and the New Hampshire HIV Planning Group in conjunction with **StoryCenter** of Berkeley, CA, brought *Etched from Granite: Digital Stories of HIV in New Hampshire* to the Red River Theatre in Concord, NH in December of 2018.

Digital Storytelling is a form of first person narrative that incorporates multimedia visual and audio tools with a deeply personal narrative to develop a short form movie. When shared with an audience and coupled with facilitated discussion, digital storytelling can become a means to both share information, increase knowledge and propel movements forward. The use of narrative and storytelling within social movements is not new, but it has not been widely used in the world of public health until recently.

For this project, six New Hampshire residents came together to learn about digital storytelling and to develop their own stories. These stories included tales of personal struggles and triumph, of family and friendship, of tragedy and reckoning. In this project all stories shared one more theme in common - HIV. Storytellers also worked with project staff to develop accompanying discussion guides that can be shared with anyone interested in hosting a screening. These guides are meant to move an audience from examining what happened to contemplating what can be done next.

Since its premiere in Concord in December, *Etched From Granite* has been shown at the Dartmouth Hitchcock Medical Center, Southern New Hampshire University, The NH Division of Public Health Services, and in multiple other venues across the state.

For more information about the *Etched From Granite* project, including how to access the stories or the discussion guide or to hear more about how to bring Digital Storytelling to your organization, please contact **Kirsten Durzy or Sarah McPhee**.

New Hampshire Early Childhood Workforce Impact Project

In 2016, New Hampshire was selected as one of nine states to receive intensive technical assistance and support over the course of four years from the U.S. Department of Health and Human Services Administration for Children and Families, Office of Child Care Early Childhood Training and Technical Assistance System, Child Care State Capacity Building Center.

NH's project is designed to address three key workforce issues to expand opportunities for developing a stable, qualified, diverse and well-compensated early childhood education workforce:

1. recruitment and retention (i.e., new/expanded incentives to attract and retain qualified teachers and expand workforce diversity);
2. alternative pathways for training and education; and
3. compensation (wages and benefits).

The desired outcome is to increase the quality and availability of early childhood programs in New Hampshire.

NH's Impact Project Team is led by Maureen Burke, NH DHHS Bureau of Child Development and Head Start Collaboration CCDF Program Specialist, and Jackie Cowell, Executive Director Early Learning NH, and a leadership team that includes representatives from NH DHHS/DCYF, the state legislature, higher education and the following organizations: State Early Learning Alliance (SELA), White Birch Center, NH Community Loan Fund, Child Care Aware of NH, and the Spark NH Workforce and Professional Development Committee.

Implementation of key strategies is beginning this spring, and anyone interested in participating may contact [Tessa McDonnell](#), Leadership Team.

NH H&EP's Diversity & Cultural Competence Workshop Training Capacity Continues to Grow!



Meet our newest Diversity and Cultural Competence workshop trainers!

Seated, left to right: Anela Kruščica (master trainer), Kile Adumene, Lynn Clowes.
Standing, left to right: Jennifer Cheney, Eileen Meaney, Katie Robert, Amy Parece-Grogan (master trainer), Ellen Macneil, Linda Brewer, Michelle Rosenthal.

Upcoming Events

June 6, 2018: Full Partnership Convening

Let's Get Together to reflect on our work so far, celebrate our successes, deepen our understanding of current challenges and possibilities, and continue to chart our path forward!

Just show up tomorrow, Wednesday June 6, 1-4pm at the Manchester Health Department! For any questions, please contact Nathalie by [email](#) or by phone at 603-415-4272.

June 14 & 21, 2018: Bring Strengthening Families Framework to your community!

[NH Children's Trust](#) is looking for organizations who wish to bring training in the [Strengthening Families Framework](#) to their communities. Up to 5 will be chosen to act as [host partners](#).

This training is for any professional whose work touches parents and equips participants with tools to promote characteristics that make families strong! For more information contact [Maria Doyle](#).



Please consider attending the [upcoming training](#) at the [Upper Room Family Resource Center](#) in Derry, June 14 & 21.

June 21 - 27, 2018: Training Opportunity for Diversity & Cultural Competence Workshop

The H&EP Diversity & Cultural Competence Workshop **Training of Trainers** takes place over 5 weekdays – Thursday through Wednesday, June 21-27, 2018 (commitment to the full 40 hours required).

This training is for motivated professionals who want to: start or enhance cultural competency initiatives in their organizations, include proven cultural competency training as part of their curriculum, and understand how to design and deliver a quality cultural competency program. Additionally, participants will enhance their facilitation skills for potentially difficult conversations, and join a statewide network of cultural competency trainers.

Contact [Nathalie Ahyi](#) or [Amy Parece-Grogan](#) for more information.

Resources / Opportunities

Racial Equity Challenge

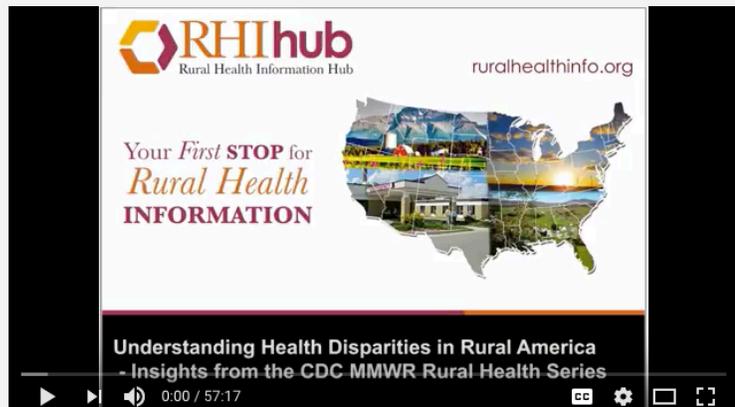
Check out the excellent [Racial Equity Challenge Resources](#) list from [Food Solutions New England](#) !



WEBINAR: [Understanding Health Disparities in Rural America - Insights from the CDC MMWR Rural Health Series](#)

Did you know rural racial and ethnic minorities are less likely to have a usual source of care? These and other unique health challenges experienced by rural racial and ethnic populations are often overlooked in conversations on rural health.

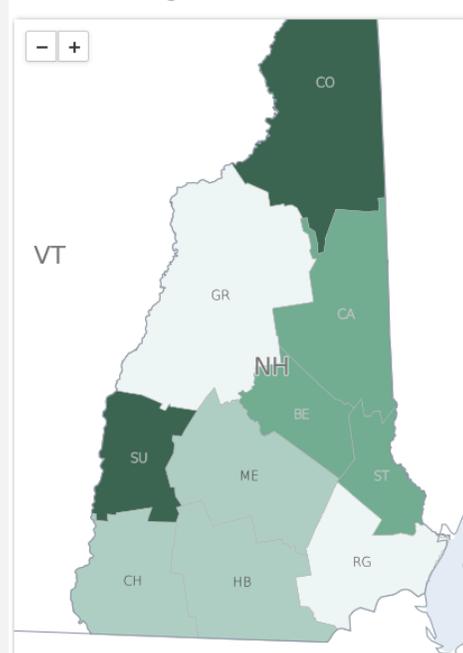
The recent MMWR report, [Racial/Ethnic Health Disparities Among Rural Adults](#) – United States, 2012-2015 looked at health disparities among rural racial and ethnic groups.



[2018 County Health Rankings Website](#)

Read the [Key Findings Report](#) , [explore the interactive website](#) to see “How healthy is your community?”, or review the [2018 New Hampshire State Report](#) to see the differences in health outcomes within our state by place and racial/ethnic group.

Overall Rankings in Health Outcomes ⓘ



Articles

[Power: The Most Fundamental Cause of Health Inequity?](#)

[Use of Community Health Workers and Patient Navigators to Improve Cancer Outcomes Among Patients Served by Federally Qualified Health Centers: A Systematic Literature Review](#)

[Poverty and Breastfeeding: Comparing Determinants of Early Breastfeeding Cessation Incidence in Socioeconomically Marginalized and Privileged Populations in the FiNaL Study](#)

[Measuring Medical Students' Preparedness and Skills to Provide Cross-Cultural Care](#)

[Social Determinants of Health, Violent Radicalization, and Terrorism: A Public Health Perspective](#)

[Perspectives on Barriers to Eating Healthy Among Food Pantry Clients](#)

Job Postings

[New Hampshire Charitable Foundation Director of Education and Career Initiatives in the Community Impact department](#)

**I WANT TO
ACT**

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

[Learn More](#)

**I'D LIKE TO
LEARN**

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

[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](#).

[Subscribe to our newsletter!](#)

