



New Hampshire Health & Equity Partnership

March 2016 Newsletter

“The Health & Equity Partnership reminds me of those individuals and organizations that helped me become the person that I am today. The habits I learned on how best to take care of myself started from good parenting and, yes, the services that community based organizations provided illustrating the differences between living and living a healthier life.

I chose to attend the winter convening because I want other residents of NH to understand the importance and positive impact that reducing health disparities has on quality living.”

- Gerardo Zayas, with the New England Center for Professional Development and Training, LLC

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New Hampshire Health & Equity Partnership Begins Work on New Priorities

On Wednesday, January 27th, 2016 more than 70 stakeholders from all over New Hampshire attended the Winter Convening of the NH Health & Equity Partnership (H&EP) at the Manchester Health Department. This interactive session kicked off our process to create our common agenda to focus our collective efforts the next two years.

The meeting began with a recap of the Partnership’s work and priorities since its inception, as depicted in the Key Steps graphic (below), and the recognition that the ***Plan to Address Health Disparities and Promote Health Equity in New Hampshire*** has 25 priorities for action. While all of us have collectively done a lot of really great work these last four years, the overwhelming challenge is that we’ve been trying to do too much – and, thus, it’s been difficult to

demonstrate significant progress. We want to be more effective in advancing our vision of **“Everyone in New Hampshire has a fair opportunity to live a long, healthy life”**.

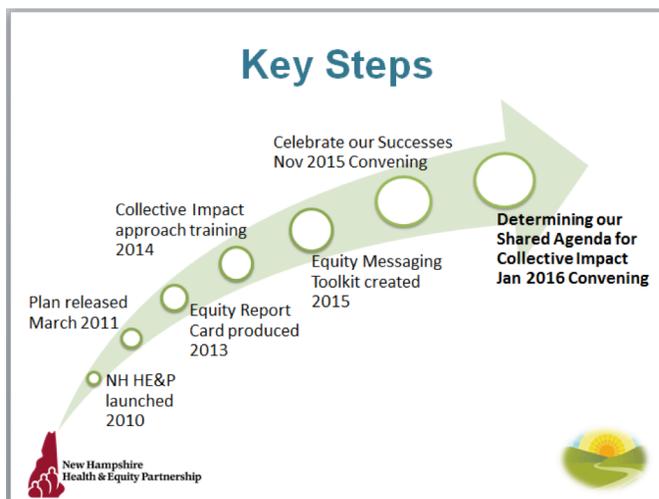
It was a priority to assure that all Partnership members have an opportunity to have a voice in the process of choosing where the Partnership should focus our efforts during the next two years to advance our vision. Participants were invited to reflect individually, engage in group discussion, hear from others, and then vote on which ideas should be prioritized. There was an enormous amount of energy and enthusiasm in the room.

Since the role of the steering committee is to carry out the work between full Partnership convenings, the steering committee will be carrying out the next steps. This includes determining the top resulting priorities using criteria which is weighted using input from the convening participants. Consideration will be given to the resources needed for each of the top priorities and our collective capacity – meaning if something is really big, we may only choose to focus on one thing for the next two years.

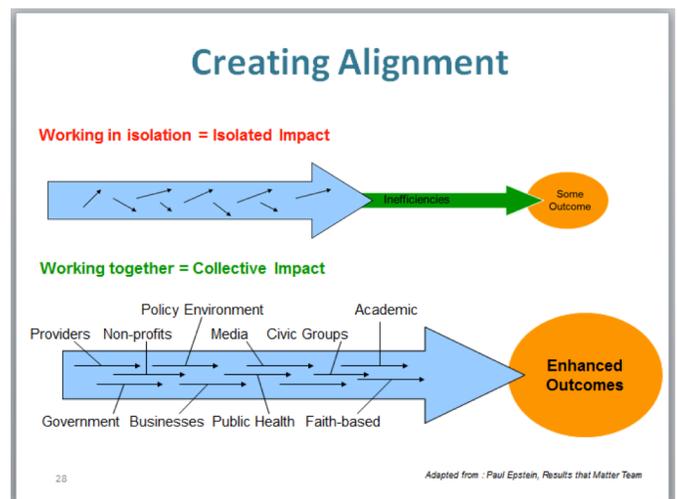
It’s important to remember: once the priorities for action have been identified, we will come together again as a full partnership to decide WHAT we’re actually going to do, AND agree on common measures.

Everyone is welcome to participate at every stage and be included fully in the process going forward. Feel free to contact **Nathalie Ahji**, H&EP Program Director, to learn more.

To become involved with the H&EP, please sign up for the Partnership’s electronic mailing list on the Partnership’s website at **www.equitynh.org**



Significant milestones in the Health & Equity Partnership’s development are depicted, culminating in our current efforts to create a common agenda for our work together going forward.



When we align our efforts – recognizing that we all have important and differentiated roles – we have an integrated system – with mutually reinforcing activities. This leads to a greater chance of hitting our targets and enhancing outcomes for producing equity in NH.



“We need to begin with the end in mind, we need to identify policies that will have an effect on our systems,” said Woullard Lett, Health and Equity Partnership Steering Committee Member.



Rebecca Sky and Gerardo Zayas during the table discussions.

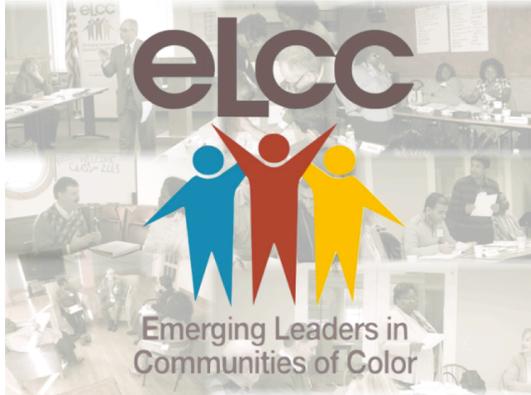


Dr. Dottie Morris, Chief Officer for Diversity and Multiculturalism at Keene State College, reporting the priorities determined at her table as critical for the H&EP to work on over the next 2 years.



H&EP partners use sticky-dots to vote on the different priorities suggested by each of the 11 tables.

Opportunities for Developing Leaders of Color in New Hampshire: Emerging Leaders in Communities of Color (ELCC) and Equity Leaders Fellowship (ELF)



Developing greater capacity for leadership is a critical strategy for advancing health equity in New Hampshire and realizing the shared vision of the New Hampshire Health and Equity Partnership. In order to ensure a lasting leadership pipeline, leaders of color have come together over time to support both newly emerging leaders of color, and more recently a secondary leadership program for more experienced leaders of color. This month, we profile NH's two leadership development opportunities for individuals of color who aim to learn skills, increase understanding, and apply their knowledge to make a difference.

Emerging Leaders in Communities of Color (ELCC)



ELCC Class of 2014, board members, and staff, back row (left to right): Isabelle Valmont, Karen Emis Williams, Perry Spearman, Kyra Leonard, Chari Henry-Wilson, Rhonda Kuchinski, Yemi Mahoney; front row (left to right): Mate Bampakariyo, Jerri Anne Boggis, Kristela Hernandez, Ashley Gutierrez, Sandy Hicks.

Mary Ngwanda Georges, a native of the Democratic Republic of Congo, was recently elected to the Manchester Board of School Committee, representing Ward 3. She is the first African immigrant elected to municipal office in the state of New Hampshire. Mary is also a community activist, founder of Victory Women of Vision nonprofit, and a graduate of the Emerging Leaders in Communities of Color (ELCC) program. Mary is just one example that illustrates the success of ELCC whose graduates are actively applying their skills to enhance, strengthen, and support their own communities.

Emerging Leaders in Communities of Color (ELCC) is a nonprofit, nine-month leadership program that was founded in 2003 in response to changing demographics and the recognition that more minority leaders are needed in the state of New Hampshire. Its mission is to aid, support and empower our emerging minority leaders by increasing their skills, resources, and opportunities, and to engage community leaders in the process of cultivating future leaders. Since its first cohort, the Class of 2005, more than 70 leaders have benefitted from this program and have gone on to contribute to their communities in various ways.

Part of what makes ELCC a unique and effective program is its engaging and comprehensive curriculum, and diverse and culturally appropriate faculty. Strategic planning, public speaking and conflict resolution are some of the critical areas that are addressed in monthly one-day sessions that are hosted by community partners throughout the state.



Members of the ELCC Class of 2015 working on a strategic planning exercise, (left to right): Subash Acharya, Shannon Davis, Eltiona Shkempi (not so visible), and Mary Georges.

People from all racial backgrounds are encouraged to apply for ELCC. Each cohort brings together participants from a wide range of backgrounds, cultures, professional skills, interests, geographic locations and ages. Candidates are expected to demonstrate a desire for leadership

skill development, a commitment to helping New Hampshire's diverse communities, and the time to devote to session days. There is no cost to participate in the program.

For more information visit the [ELCC Website](#) and/or contact Yemi Mahoney, ELCC Coordinator, at 603-722-0267 or Emerging.LeadersCC@yahoo.com.

Equity Leaders Fellowship (ELF)

The Equity Leaders Fellowship seeks to prepare motivated leaders from communities of color to serve on community committees, nonprofit boards of directors, and other state and local civic engagement opportunities. The program draws on the expertise of New Hampshire leaders of color to train cohorts of community leaders to make a positive impact on important community issues.



Jazmin Miranda (far right), ELF leadership team member, facilitates a group discussion during a Learning Session on Communication, with participants Denese Reid (left) and Christine Kindeke (center) pictured.

The Equity Leaders Fellowship is comprised of three components: a series of eight interactive learning sessions over six months to develop concrete leadership skills and a deep understanding of an equity framework; one-on-one mentoring with experienced leaders of color who share knowledge, offer experience and guidance, and support individual participants throughout the program; and a board or committee exposure experience in which each Fellow is matched with a local or state board or committee that agrees to allow the Fellow to participate in meetings as a non-voting member for six months.

In addition to developing necessary leadership skills for effective and active community board service, the small group of up to 15 Fellows will work with faculty to explore the challenges in working for community change, presented by race equity and social justice issues. The Equity Leaders Fellowship proactively augments and supports existing New Hampshire leadership

development programs by focusing on leaders of color as they navigate the myriad of structural race equity and social justice issues inherent in their community service work.

The program is always looking for potential participants, mentors, and boards – and Cohort 3 is anticipated to run beginning in the fall. There is no cost for participating in the program and all program materials are provided to participants. For further information [contact Kile Adumene](#), ELF Program Coordinator.



Equity Leaders Fellowship participants, leadership team members and guest faculty present at Learning Session 3, January, 15, 2016. Seated (front row, left to right): Paula Smith, Christy Olorunfemi, Francois Nyamikita, Christine Kindeke, Maurice Musoni; Standing (back row, left to right): Trinidad Tellez, Brenda Lett, Jazmin Miranda, Clement Kigugu, Kile Adumene, Selma Tarahija, Denese Reid, Woullard Lett, Laurielee Roy. Photo by Geoff Forester

The New Hampshire Health Protection Plan Legislation (Medicaid Expansion)

HB1696, Expanding The New Hampshire Health Protection Program (Medicaid Expansion) triumphed over another hurdle on Thursday March 4th when by a vote 18-8 the New Hampshire Health Protection Plan passed out of the Finance Committee with an “Ought to Pass” recommendation and will be going for its final floor vote in the House on March 9th.

From there it passes over to the Senate for further deliberation.

What is at stake is health care coverage for 47,000 or more adults in New Hampshire who make less than 138 percent of the federal poverty limit, or about \$15,900 a year.

These individuals stand the chance of being uninsured once again if New Hampshire’s legislature does not extend the program beyond December 31, 2016.

For many, the New Hampshire Health Protection Program finally eliminated many of the financial barriers to receiving services crucial to living a full, healthy life. To 7,000 of our

neighbors, the Program has thrown a lifeline to recovery by making substance use treatment and other mental health services available. To many of the new enrollees who are working in sectors critical to New Hampshire's economy – hospitality, food service, home health care, and construction – the program maintains a healthy workforce.

Without the continuation of New Hampshire Health Protection Program, that safety net is taken out from under those most in need, and they would fall again into what is termed the "coverage gap." Where their income is too low to qualify for subsidies on the New Hampshire Health Care Exchange and health insurance would once again be placed beyond their reach.

The major point of dissension has been how New Hampshire pays for its portion of the cost of Medicaid Expansion. The federal government has picked up 100% of the cost of Medicaid to date and their 100% contribution comes to an end on December 31st of this year. New Hampshire will then be expected to pick up a portion of the cost until it levels off at 10% of the cost in 2020. Those in opposition do not want the state to pay for the difference. So since its introduction in December the work has been to make the bill palatable to those who want to see it funded without a state contribution and those who want to make sure that it is not financed on the backs of those who are insured.

What follows are some of the major provisions in the bill:

- Extends Medicaid Expansion for two years (to 2018) and would either sunset or be reauthorized
- Creates a Commission to evaluate the effectiveness of the program
- Requires a \$25 co-pay for non-emergency use of the emergency room
- Provides an "actively seeking work requirement for all "childless adults"
 1. Exempts enrollees who are unable to work due to illness or incapacity as certified by a licensed physician, an advanced practice registered nurse (APRN), a licensed behavioral health professional, a licensed physician assistant, or a board-certified psychologist;
 2. Exempts enrollees participating in a state-certified drug program, as certified by the administrative office of the Superior Court; and
 3. Exempts enrollees who are caretakers of a family member that is ill, disabled, or incapacitated, provided the need for care is certified by a licensed health care professional.
- Prohibit providers from giving enrollees' information to a federal system that is used to determine whether prospective buyers are able to legally purchase firearms unless they are compelled by a court to provide the information.
- Funding for the State required match will be coming from:
 1. Health insurance carriers - health insurance premium tax revenues that are attributable to Medicaid Expansion enrollment;
 2. Funds from NH's former high risk pool; and
 3. Hospitals MET Tax
 4. Hospitals and Insurers will pay for DHHS share of administrative expenses

The one issue that is important and that did not get resolved in the Finance Committee was the issue of severability. Severability in legal terms says that if any portion of the legislation is deemed to be unenforceable, it does not affect the validity of the rest of the legislation. Severability is necessary because it protects the New Hampshire Health Protection Plan if any of the requirements and provisions of the bill do not meet with Federal approval and are disallowed. If the Severability clause does not get back into this piece of legislation it could jeopardize the entire bill.

We will keep you informed as the bill progresses through the State House.

Building Capacity for Cultural Competence Training Throughout NH



Working hard? Or hardly working? NH's newest Diversity & Cultural Competence Trainers during their 40 hour training program.

The **New Hampshire Children's Behavioral Health Collaborative** and the **New Hampshire Health & Equity Partnership** joined forces to offer a 40 hour Diversity & Cultural Competence Train the Trainer program.

From January 7th through January 13th our partners from **FAST Forward**, **Safe Schools/Healthy Students**, **Project Aware**, **Project LAUNCH**, and the **Bureau of Developmental Services (Family Centered Early Supports and Services)** participated in this interactive training.

Participants began by engaging in discussions and activities designed to educate about culture and diversity. They quickly moved into the core of the program:

- Adult Learning Principles
- Facilitative Training Model
- Learning Styles
- Experiential Learning Cycle

Participants learned some tips and tricks for handling:

- complex content
- challenging situations
- difficult participants
- uncomfortable discussions

Lastly, all participants had the opportunity to deliver two Skill Practices. Each attendee facilitated a 10 minute segment of the training as well as a 30 minute segment and then received feedback from colleagues. All 23 participants received a Certificate of Completion and are ready to begin training within their domain. Some already have training scheduled!



Health & Equity Partnership's new Master Trainers

This collaboration between the Children's Behavioral Health Collaborative and the Health & Equity Partnership also allowed six experienced trainers to be trained as Master Trainers. Now the New Hampshire Health & Equity Partnership has the ability to continue to train new Diversity & Cultural Competence trainers in various settings and professions throughout the state!

If you are interested in learning more about this training please contact **Amy Parece-Grogan**, Behavioral Health Cultural and Linguistic Competence Coordinator, and facilitator of the **Behavioral Health Equity Work Group**.



NH's newest Diversity & Cultural Competence Trainers

NH Events Commemorate Martin Luther King Jr. Day



Keynote speaker, Rev. Dr. Arthur Hilson, left, with MLK Award Recipient, Paul Doolittle.

This year's two longstanding annual events both featured social justice activist, Rev. Dr. Arthur Hilson, Pastor of New Hope Baptist Church in Portsmouth, NH as the keynote speaker for the Martin Luther King Jr. Day celebrations on Monday, January 18, 2016.

Southern New Hampshire Outreach for Black Unity (OBU) celebrated its 32nd Annual Rev. Dr. Martin Luther King Jr. Breakfast. The room was filled with the buzz of approximately 75 community members catching up since the last dinner.

As usual the dais was filled with dignitaries including the President of OBU, the Mayor of Nashua, and the Governor of the State of New Hampshire. The audience was part prayer meeting, part political rally, and part celebration that we have survived another year in a hostile environment. The program was kicked off by comments from local politicians and dignitaries.

The Mayor of Nashua and other local elected officials brought greetings and shared their support of Dr. King's dream. Gov. Maggie Hassan addressed the assembled throng with a moving meditation on the role of civil rights in her personal life and in her professional career.

Rev. Dr. Arthur Hilson delivered a passionate address that resonated with the event theme, "Our world, his dream: Freedom – Make it happen!" His comments ranged from observations about local activities to their connection with national events. This year's event spoke to the theme of freedom. Rev. Hilson calls us all to make it happen.

Later that day in Manchester, the **Martin Luther King Coalition** hosted its annual community observance of the national Rev. Dr. Martin Luther King Jr. holiday. This free public event included a potluck meal and live music performed by the Central High School Jazz Band.

Awards were presented to winners of the student arts and writing competition. The audience was comprised of young and old all eager to hear the speaker's message. Dr. Hilson reflected on the long road travelled to the MLK holiday in New Hampshire and the journey milestones along the way. Many in the audience had travelled that road with him while others were hearing the story for the first time.

This year's MLK Award recipient was Paul Doolittle. He was honored for his work with refugee communities in New Hampshire. He shared his vision of a future for New Hampshire where we all engage in an activity called "Significant Pursuit" because there is nothing trivial about the choices we make every day. A special award was given to the Bhutanese Community of New Hampshire.

Concord Community Conversations



Concord community members share their experiences in small groups. Photo courtesy of Becky Fields

Just like friends and families, communities need opportunities to keep learning about each other and chances to create shared ideas for the future amidst a changing world. In February, the Concord community came together for three dialogues to get people talking together and shaping solutions as things grow and change.

More than 250 people who live, learn, work, play and pray in Concord participated in conversations over Saturday breakfast at the IBEW Local 490 Hall, a weekday lunch at Temple Beth Jacob, and a pizza dinner at Concord High School. The series was facilitated by NH Listens and organized through the collaboration of We Are Concord, a coalition of numerous organizations who are committed to making Concord a place that welcomes all people.

Participants reflected the vast diversity of the Concord community, including faith leaders, city officials, advocates, business owners, high school students, retirees, and immigrants and refugees from Bhutan, Congo and other African countries. They gathered in small groups, some conversing through interpreters, to discuss experiences, share stories and suggest ways to make Concord more welcoming. Overall, thoughts were expressed in more than half a dozen languages.

“I think the very strong attendance reflects that people are eager to make human connections, share their own ideas and listen to others,” said Maggie Fogarty, of the American Friends Service Committee and board member of New American Africans.



Photo courtesy of Becky Fields

Bhagirath Khatiwada of the Bhutanese Community of New Hampshire said that the series “created an excellent platform for people of diverse communities to come together and share their stories.” These connections were especially important for newcomers. “It was good to hear from the large community that many of them were second generation of immigrants who came here and began from scratch like refugees,” said Honore Murenzi of New American Africans, “This gave hope and strengthened refugees in their daily struggle.”

Top among the themes heard in the dialogues, was the desire for more opportunities to connect with each other, to learn about people’s experiences and cultures, and to build relationships. In short, people expressed an interest in simple events for sharing stories and sharing food.

“These conversations demonstrated for all of us, a process for exploring our similarities and differences,” said Joan Gilmore Welcoming Concord Coordinator. “My hope is that this process will inspire participants to continue to engage in Concord’s dialogue and problem solving.”

The conversations were the first step, but a critical step. “Many of us often say we are tired of talk, we want action,” noted Michele Holt-Shannon of NH Listens. “But when building understanding and strengthening relationships – talk IS action.”

NH Listens will summarize the themes and action steps from the events and small group conversations. The next step is engaging the community in an action forum where people can make commitments to continuing the work in their spheres of influence – be it family, school, work, faith community, business, government, etc.

“I am looking forward to a facilitated action forum,” said Maggie Fogarty, “so that the standing capacity in Concord – including the immigrant-led organizations, the Interfaith Council, the Taskforce Against Racism and Intolerance, Welcoming Concord, police, schools, and others can reflect together on what we heard at these events and be inspired to take up the work that is suggested by the community.”

The conversations were highlighted in a February 13th Concord Monitor article, ***Getting together for a conversation can be easy (even if you don’t speak the same language)***.

NH Fiscal Policy Institute's "Making Ends Meet" Conference Explores Solutions to Enhance Economic Stability for New Hampshire Families



Judy Solomon (speaking, center) along with panelists Helen Blank (L) and Elissa Margolin (R)

. "New Hampshire has one of the higher costs of living in the nation, leaving many working families to face a substantial gap between what they earn and what they must spend on essentials – from housing and groceries to health care and child care," said *New Hampshire Fiscal Policy Institute (NHFPI)* Executive Director Jeff McLynch, as he kicked off the annual policy conference. "New Hampshire should pursue a comprehensive strategy that addresses both sides of the equation, boosting stagnant incomes and bringing the cost of basic necessities within closer reach."

On February 19th Making Ends Meet: Enhancing Economic Security, Fostering Shared Prosperity brought together in Concord more than 140 policymakers, advocates, business leaders and concerned citizens to examine a range of policy solutions that can help to ease the struggles New Hampshire's working families face.

In his opening comments New Hampshire native, David Cooper, now a senior analyst with the Washington, DC-based Economic Policy Institute, noted the high cost of an "adequate" standard of living in NH, comparing the costs of living in Manchester with those of Chicago. "For most regions of New Hampshire, costs for housing and child care alone exceed what many low wage workers bring in," he said.

The first panel discussion examined low wages and workplace policies that make it difficult to care for family needs. Panelists outlined an array of strategies that can boost wages and incomes, from increasing the minimum wage and ensuring access to paid leave to creating an Earned Income Tax Credit (EITC) and increasing financial assets. Panelists included Holden Weisman, State and Local Policy Manager, *CFED*; Ben Zipperer, Research

Economist, **Washington Center for Equitable Growth**; and Jeffrey Hayes, Program Director, Job Security and Income Quality, **Institute for Women's Policy Research**.

Key takeaways from the panel: raising the minimum wage does not lead to significant employment effects and supporting paid family leave is a critical tool to keep people in the workforce despite life's challenges. New Hampshire is distinguished by having the lowest minimum wage in New England. Ben Zipperer noted that a raise in the minimum wage has been shown to boost wages for other low wage earners.

A second panel of state and national policy experts examined New Hampshire's high cost of child care, housing and health care and discussed policy changes that can make these basic necessities more affordable. Panelists included Helen Blank, Director of Child Care and Early Learning, **National Women's Law Center**; Judith Solomon, Vice President for Health Policy, **Center on Budget and Policy Priorities**; and Elissa Margolin, Director, **Housing Action New Hampshire**.

Helen Blank discussed the increasing burden of child care costs for family, as center-based care is often on par or more expensive than a college education. In NH, center-based care for an infant is on average, \$11,810 a year. Yet, while child care costs are high, child care workers' wages are low. Low wage child care workers are holding up the child care system for the rest of us, noted Blank.

Housing Action New Hampshire's Director, Elissa Margolin described the state's housing mismatch and a lack of affordable housing choices, in particular rental options. In fact, **NH's Housing Wage, what a worker needs to earn in order to avoid paying more than 30% of their earnings on housing (for a 2-bedroom unit) is \$20.50 an hour**. The state's gap in rental housing affordability is the 7th highest in the nation.

Praising New Hampshire for a successful Medicaid expansion effort, Judith Solomon stated, "access to affordable health care is essential for families to achieve economic stability. The reauthorization of New Hampshire's Health Protection Program would ensure individuals have the ability to address health concerns before they become serious conditions and increase the chances that individuals can remain in the workforce."

The event concluded with remarks by Dr. Katherine S. Newman, provost of the University of Massachusetts, Amherst, distinguished researcher and author of more than a dozen books, including *The Missing Class: Portraits of the Near Poor in America* and *Chutes and Ladders: Navigating the Low Wage Labor Market*. "For far too many families across this country, the economic downturn accelerated the steady erosion of their economic security and sent them into a downward spiral toward poverty," said Dr. Newman. "There is no single solution to reverse this trend. We should take a systems approach to addressing their challenges, so that working families have the ability to provide a solid foundation for their children and increase their access to economic opportunity."

The **New Hampshire Fiscal Policy Institute** is an independent, non-profit, non-partisan organization dedicated to exploring, developing, and promoting public policies that foster

economic opportunity and prosperity for all New Hampshire residents, with an emphasis on low- and moderate-income families and individuals. Links to the speaker's presentations are available on the NHFPI [*Policy Conference 2016 webpage*](#).

Women's Economic Summit

On January 12th, the Restaurant Opportunity Centers United (ROC United), along with allies Family Values @Work, National Organization for Women (NOW), New Hampshire Citizens' Alliance, Granite State Progress, and others, hosted a Women's Economic Roundtable Discussion at the Puritan Backroom Restaurant in Manchester, New Hampshire.

Executive Councilor Chris Pappas opened the 2016 Women's Economic Roundtable Discussion and introduced guest speaker NH Representative Jackie Cilley, prime sponsor of HB 1346 relative to minimum wage for tipped employees. The event also included comments from presidential candidate campaigns about key issues facing women workers.

Real working women, restaurant owners, elected officials, experts and advocates participated in a facilitated discussion that shone a light on the particular challenges facing millions of women working in the restaurant industry including: the exclusion of tipped workers from standard minimum wage laws, and lack of access to paid family leave, earned sick time or affordable child-care.

Representative Mary Jane Wallner served as an expert panelist on the issue of affordable child care for restaurant workers during the round table discussion. For Executive Councilor Pappas, also owner of The Puritan Restaurant and Conference Center in Manchester NH, it was "exciting to be part of an event that brings together restaurant owners, restaurant employees and the community for this kind of discussion about how we all work together to make sure women in this industry can have a fair shot in the economy."

The issue of tipped workers is a huge health and equity issue in NH and nationwide. Tipped workers hold a uniquely vulnerable position in our nation's employment landscape. Federal law allows for pay discrimination between tipped and non-tipped workers, permitting employers to pay tipped workers as little as \$2.13 per hour.

The issue of tipped workers is an equality issue for all women, most especially for women of color. Nearly 70% of tipped restaurant workers are women, 40% of whom are mothers. The sub-minimum wage for tipped workers is in effect legislated pay inequity for a predominately female workforce, perpetuating the gender pay gap. Female servers- a tipped classification- earn just 68% of what their male counterparts earn (\$17,000 vs. \$25,000 annually). For African American female servers the disparity is even greater, they earn only 60% of what male servers overall are paid, costing them more than \$400,000 over a lifetime.

Furthermore, the restaurant industry is the single largest source of sexual harassment claims in the U.S. Tipped workers earning a sub-minimum wage are dependent on the generosity of customers for their income, rather than their employers. As a result, they must often tolerate

inappropriate behavior from customers, and are vulnerable to sexual harassment from coworkers and managers.

The issue of tipped workers is an economic issue for women and families as well. Tipped workers in states with a sub-minimum wage are twice as likely to live in poverty and rely on food stamps than the rest of the U.S. workforce. Because tipped workers are predominately female, this poverty burden falls disproportionately on women.

In the seven states that have eliminated the tipped minimum wage, the poverty rate among tipped workers is lower by one third, 14% compared to 20%. The reduction in poverty is even more significant for workers of color – a full 25% of workers of color in states with a sub-minimum wage live in poverty, compared to just 14% in states without a sub-minimum wage.

The current system of tipped workers doesn't work. Under federal wage rules, when tips are not enough to bring a worker's average wage up to the full minimum wage, the employer is supposed to make up the difference by "topping up" the employee. But this complex system requires extensive tracking and accounting of tip flows, leaving tipped workers vulnerable to abuse and inaccuracy. While employers are legally required to "top-off" a tipped worker's pay when it falls short, the complicated system enables employers to routinely violate wage and hour laws with minimal repercussion. From 2010-2012, the Wage and Hour Division of the US Department of Labor conducted nearly 9,000 investigations in the full service sector of the restaurant industry, and found an 84% non-compliance rate. \$56.8 million was recovered in back wages for nearly 82,000 workers and \$2.5 million was assessed in civil money penalties.

The issue of tipped workers is a bipartisan issue. 71% of Americans – Democrats, Independents and Republicans – support a proposal to increase the minimum wage for tipped workers. A recent national poll conducted by the National Employment Law Project shows that 71% of Americans favor the proposal to increase the minimum wage for tipped workers to match the regular minimum wage.

The issue of tipped workers is one we can fix. The seven states, including the entire West Coast, that have already eliminated the sub-minimum wage account for over one million tipped workers and boast flourishing restaurant industries. These states have higher restaurant sales per capita and higher average employment growth for tipped workers. States that require employers to directly pay the full minimum wage to tipped workers are expected to have greater restaurant job growth than states with a sub minimum wage for tipped workers in the next decade – in most cases, much greater. Equal minimum wage rates for tipped and non-tipped workers result in smaller wage gaps for women overall and lower poverty rates for tipped workers.

Upcoming Events

March 21st: Endowment for Health Annual Meeting: Creating Inclusive and Equitable Communities

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

Please join us on March 21 to *Listen, Learn and Engage* in dialogue with local and regional leaders. The keynote speaker, Curtiss Reed, Jr. serves as Executive Director of the [Vermont Partnership for Fairness and Diversity](#), a statewide organization working to build inclusive, equitable and sustainable communities in Vermont.

Based in Brattleboro, the Vermont Partnership is a non-partisan research, educational and advocacy organization that works to increase the number of agencies, institutions, businesses, and communities that utilize more inclusive and equitable business practices.

- Hear from a panel of NH Leaders: Lucy Hodder, Director of Health Law and Policy Programs, University of New Hampshire; Woullard Lett, Lett Consulting; and Steve Reno, Leadership NH.
- Learn about effective advocacy strategies for inclusion, diversity and equity.
- Engage in conversation about creating equitable, inclusive and sustainable communities for all in NH.

Connect with our partners and gain resources from key social change collaboratives during the networking period and immediately following the meeting.

The event will take place on Monday, March 21, 2016 from 3:00 pm to 5:30 pm



Photo Credit: Mim Adkins

Keynote Speaker: Curtiss Reed, Jr., Executive Director, Vermont Partnership for Fairness and Diversity.

at the Grappone Conference Center in Concord.

[Register here](#) or contact [Cheryl Dempsey at the Endowment for Health](#), phone 603-228-2448, Ext. 311.

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

Join hundreds of policy, business, research, advocacy and community leaders from Maine, New Hampshire and Vermont for the Tri-State Summit on Aging on April 1, 2016 at the Grappone Conference Center in Concord, New Hampshire.

Communities all across our region are collaborating with an array of partners to help older adults live well in their homes and communities. The Tri-State Summit on Aging will bring leaders from these community initiatives together to share successes, ask questions and learn from each other and from experts working on issues like housing, transportation, technology and health care. Frameworks will share cutting-edge national research on reframing the conversation about aging at the Summit.

[Check out the agenda and register today!](#)

Learn about the [Tri-State Learning Collaborative on Aging](#), join for free, and access webinars and other learning tool

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

Please plan to attend [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.

This year's keynote presentation will be "Improving Outcomes in Cancer Prevention and Cancer Care: The Role of Health Equity" by Neil Maniar, PhD, MPH, the Vice President for Health Systems at the American Cancer Society. Breakout sessions will focus on Patient Engagement, Shared Decision Making, Legislative Policy, and Immunotherapy.

[Download the Conference Brochure Here and Register Today!](#)



New Hampshire
C O M P R E H E N S I V E
C A N C E R
C O L L A B O R A T I O N

Together-Eliminating Cancer



Keynote Speaker: Neil Maniar, PhD, MPH
Vice President for Health Systems, American Cancer Society

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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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