New Mexico Health Equity Partnership at the Santa Fe Community Foundation
A Summary of Progress and Impact: March 1, 2019 – February 29, 2020

“Being a part of HEP and working with other place-based teams allows us to co-learn and share knowledge across our different activities and geographies. This is an enormous benefit in not only sharing and receiving helpful feedback and support from other place-based teams, but in hearing from and learning from their efforts. Another benefit is the encouragement that comes from this partnership. These issues we are addressing can be overwhelming but to know we are not doing this alone and that it’s okay to make and learn from mistakes unites us through the shared experience of dedicating ourselves to fighting for equality and justice. This makes me feel like I’m part of a strong network that will be successful in achieving systemic change our communities need.”
- Hazel James, SJCHE Coordinator

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The New Mexico Health Equity Partnership (HEP), an initiative at the Santa Fe Community Foundation (SFCF), believes every New Mexican should have the opportunity to lead a healthy life, live in neighborhoods where children and families thrive, and have a say in the decisions that impact their lives. HEP 1) trains groups to strengthen their skills in community-driven research using tools such as, Health Impact Assessment (HIA) to educate decision makers on issues that impact health; 2) Convenes partners to foster relationships, leverage resources, share tools and best practices, and imagine possibilities for healthy and just neighborhoods; and 3) Provides resources to three-placed based teams to support their organizational and advocacy capacity to advance health equity. Between March 1, 2019 – February 29, 2020, HEP consisted of four core partners, over 90 network members, seven steering committee members, seven HIA technical assistance providers, and two staff. HEP members have their own networks, strengthening the collective power of HEP as a network of networks. Below we provide a brief summary of the strategies we have undertaken to achieve HEP’s three major goals.

**Goal 1:** Build the capacity of communities to strengthen their skills in community-driven research utilizing tools such as, Health Impact Assessment (HIA) to educate decision makers and inform policy decisions.

- Seven individuals (3 seasoned and 4 new) completed the fall learning journey as part of HEP’s HIA Train the Trainers’ program.
- HEP held three HIA qualitative data workshops and one HIA 101 webinar with 66 participants total who were introduced to HIA and creative qualitative data collection approaches.
- Together for Brothers developed a Youth HIA toolkit focused on making data collection fun, zine making, and videomaking. Roanhorse Consulting and HEP have co-created a draft Indigenous HIA toolkit.
- In 2019, HEP provided funding ($10,500 total) and coaching to four groups in Doña Ana and Bernalillo counties who worked with people of color, immigrants, refugees, youth, border, and rural communities, on issues impacting health (education, transit, parks and trails, and radiation exposure).
- In January 2020, HEP finalized decision-making to select two new HIAs (Black Health NM and McKinley Community Health Alliance) to receive funding of $35,000 each and customized training and coaching.

**Goal 2:** Facilitate critical connections for action among communities that traditionally have not worked together. Foster relations, leverage resources, and promote cross-community learning among community leaders from diverse regions by sharing best practices and supporting each other’s efforts to advance equity.

- HEP shared stories and disseminated best practices via 12 newsletters and two press releases with 688 recipients. 192 posts were made on Facebook with 573 followers and 60 Instagram posts were made with 184 viewers. The HEP website had 8,643 page views.
- HEP facilitated critical connections for action among communities via 14 gatherings. These gatherings have led to new collaborations around common goals (i.e. Healthy Masculinities); strengthened relations and trust across diverse communities; and developed new skills and shared innovative tools to build bridges across cultures and generations (i.e. zines, photos, graphic harvesting, etc.).

**Goal 3:** Provide coaching and moral support with the goal of increasing organizational/advocacy capacity of place-based teams.

- HEP subgranted a total of $251,899 to three place-based teams representing Indigenous communities, communities of color, immigrant communities, and low-income communities in Doña Ana, McKinley, and San Juan counties and coordinated four in-person partner meetings.

**DACU outputs and outcomes:** DACU aspires to a vibrant Doña Ana County where all human beings are valued and everyone works together as equals to realize their full potential for individual and collective wellbeing. Project efforts focus on social equity mapping/tactical urbanism, Mesilla Valley Timebank, and the Just Community Radio show.

- Residents in two forgotten neighborhoods created four tactical urbanism projects. After observing streets, they painted two wall murals in the Nevada neighborhood and two street murals at Community of Hope, to build pride, slow traffic, and complement the City’s planned green corridor to combat climate change. Streets are less dangerous. Street traffic at the tactical urbanism sites slowed by 42% based on residents’ pre and post
intervention observations. 2018 observations showed 31% of cars went too fast before the Community of Hope street mural was painted. 18% went too fast after the mural was painted. This represents a drop-in speeding of 42% [(31-18)/31]. DACU did not collect data for the new murals painted in 2019.

- **Gathered community input**, with HIA follow up funds, regarding the County’s plan to build a multi-use trail in the colonia of Doña Ana. DACU mappers held a caminata (walk) and open house, as well as conducted door-to-door visits.

- Continued to grow its 300+ member Mesilla Valley timebank with 91 new members joining the timebank and 775 hours of services exchanged.

- Continued to host weekly Just Community radio shows on KTAL-LP FM featuring voices of community members who experience health inequities. 43 new one-hour shows were created, and 104 shows were broadcasted.

**MCHE outputs and outcomes:** Using a health equity lens, the MCHE seeks to change systems that perpetuate environmental health disparities related to the impacts of institutional racism and multi-generational trauma, by empowering participating communities within the county to impact equitable policy change. Project efforts include the McKinley Worker Justice Coalition, uranium and health outcomes, and access to healthy food.

- **400 community members** participated in workers’ rights forums. Financial literacy training was provided to 12 workers. Participation increased by 10% by nurturing relationship building through 15 family-centered events.

- Provided **environmental literacy training to 24 community members** in Gallup and McKinley County on the Water Equity Climate Resilience; Water Policy framework. **800 community members** participated in public and uranium forums.

- Provided **food literacy training to 30 families. 120 community members** participated in healthy soil workshops and ancestral healthy foods. **5 families** have increased health food knowledge and individual life skills. The families now have gardens and farmers markets in Chapter house areas. **12 families** have gained a sense of independence and motivation through attending training sessions and K’e’ Diné clan relationship building. There are more families attending training sessions who have gained understanding of traditional relationship building. There are also more introductions in clanship and more request for traditional ceremonies with planting.

**SJCHE outputs and outcomes:** In partnership with schools, farmers, and working families, SJCHE implements 5 strategies that utilize decolonized methodologies to create equitable communities rooted in harmony, balance, and compassion.

- Conducted **23 workshops**, hands-on training, and **three conferences** with teachers, counselors, parents, grandparents, students, youth, and health providers with a total of **1,601 participants**. Participants reflect knowing and doing of Diné wellness teachings, storytelling, language revitalization, and preserving the teachings of earth and environments. Elements include becoming a responsible person for a future development and healthy wellbeing.

- **Finalized HIA report** on impacts of fracking in Tri-chapter area and is developing a replicable HIA using indigenous measures to better assess the impacts of extractive activities on the environmental, physical, spiritual/cultural and community well-being of surrounding areas.

- In progress with the “Gold King Mine Spill, Diné Exposure Project, a Navajo Emergency Response Executive Session II: Social and Cultural Impacts of the Gold King Mine Spill.

- Progress has not been made on community land use policies due to other issues and priorities taking precedent. As such, commitment to those activity will be re-evaluated by SJCHE coordinator in partnership with DCRE team members and in conversation with Josey Foo of Indian Country Grassroots.

- **80% of collaborative relationships** have been maintained for long-term through development of shared strategies, roles, and partnership agreements done in culturally appropriate manner (i.e. ceremony).
Progress toward Goals & Outcomes

Goal 1: Build the capacity of communities to strengthen their skills in community-driven research utilizing tools such as, Health Impact Assessment to educate decision makers and inform policy decisions. Advancing racial and health equity is a political act that requires actions that build community power. Through the HIA process, advocates and community members learn how to identify research questions, collect and utilize data that can inform policy change, and hold decision makers more accountable. In NM, HIA has served an effective means for bringing racial equity and health into policy conversations. It has also created a process for building community power and elevating community members' voices. HEP has provided training and coaching to support community partners to conduct 18 HIAs since 2013. Community partners have utilized the HIA process to take into consideration the current health status of a community, predict how this would change if a proposed policy or plan was implemented and provide recommendations based on community knowledge, stories, and quantitative data to inform and improve decision making processes. This helps to guard against impacts that disproportionally put people of color at risk for poor health. HIAs, in NM, have focused on cultural and language access, free bus passes for youth, uranium mining, fracking, housing, parks and trails, and reintegration instead of incarceration, to name a few.

Objective 1 - HIA Train the Trainers Program: HEP began supporting HIAs in 2013 under the guidance of Human Impact Partners. In 2016, HEP and Human Impact Partners implemented a “Home Grown” HIA Train the Trainers Program to build the capacity of New Mexicans who had previously completed an HIA to serve as technical assistance providers. Therefore, ensuring local people, who previously received HIA training, hold leadership roles to continue to share HIA knowledge. In summer 2019, ten New Mexicans representing diverse cultural backgrounds, ages, and strengths from four counties (Bernalillo, Santa Fe, San Miguel, and San Juan) were accepted into HEP’s Train the Trainer Program – nine individuals officially started the program. Three of these individuals had previously served as HIA TA providers and the rest were new. Seven individuals officially completed the fall learning journey providing them with the skills and experience to offer HIA coaching and lead trainings. The cohort of seven includes 3 Latina women (1 immigrant), 2 Native American women, 1 refugee youth, and 1 white man. As part of the fall learning journey, these individuals completed an HIA orientation, participated in the HIA 101 webinar, applied their practice by providing technical support to a HIA team receiving follow up funding or assisted with the development of a toolkit, and screened and selected two new HIAs for funding in 2020. The HEP team and TA providers further honed their skills by leading the following workshops where participants were introduced to HIA and new qualitative data collection techniques:

- Two HIA TA providers and one HEP staff facilitated the HEP HIA workshop w/ Conservation Voters NM for 25 Native American and Latinx immigrant community members to move forward an HIA on electric school buses utilizing creative qualitative methods.
- Two HIA TA providers and HEP staff led the HEP HIA 101 webinar for 13 community partners, TA providers, and potential applicants to increase awareness of HIA.
- HEP staff and one TA Provider, who is with Opportunity Santa Fe, co-facilitated a Data Collection via Art workshop for 17 individuals to share creative knowledge-building methods.
- HEP staff led a making research fun class at Highlands University with 11 social work students to practice creative qualitative data methods.
Objective 2/3 Toolkits: HEP contracted with T4B to develop a Youth HIA toolkit focused on making data collection fun, zine making, and videomaking. The toolkit has been widely disseminated via social media and the HEP newsletter with community partners. A young leader with T4B co-led a zine workshop with leaders from Tewa Women United/Imprints for the Native Youth on the Move cohort in November 2019. The gathering was co-designed by the NB3 Foundation and HEP. HEP (staff and one TA provider) have been working closely with Roanhorse Consulting to co-create an Indigenous HIA toolkit rooted in Indigenous worldviews and values. To date, eight Indigenous leaders have been interviewed to inform the process and a draft document has been developed. MCHE and SJCHE participated in phone interviews to share ideas to inform this process. In April 2020, the draft will be shared with HIA TA providers and Indigenous leaders for feedback. The HEP staff and HIA TA providers will incorporate the toolkit into the training curriculum and test the toolkit with the HIA teams in 2020.

Objective 4 – Follow Up HIA Funding: HEP is committed to partners for the long-term after their HIA research is complete. Community partners have shared with us that following the completion of their HIAs, there is a need to support teams to conduct follow up data collection, monitor and evaluate their policy recommendations, and advance their organizing efforts and communications campaigns to ensure healthy neighborhood conditions. In 2019, HEP’s steering committee reviewed 7 applications from community partners who had previously completed HIAs and selected four groups in Doña Ana and Bernalillo counties to receive follow up funding ($10,500 total)/coaching. These teams worked with people of color, immigrants, refugees, youth, border, and rural communities, on issues impacting health (education, transit, parks and trails, and radiation exposure). As with their previous HIAs, outcomes for the follow up efforts included: 1) solidified alliances on a common issue; 2) cultivated relationships across communities; 3) strengthened advocacy skills and the utilization of engaging tools; and 4) the general public and policy makers were educated on important issues tied to community health.

Highlights illustrating the impact of the community partners work is below.

Doña Ana Communities United utilized its HIA follow-up funding to engage residents of the small town of Doña Ana. The goal was to collect input related to the County’s plan to build a multi-use trail there. Two residents went door-to-door, visited with community members outside stores, held an open house at the community center, and put on a caminata (walk) along the site of the proposed trail. Residents expressed that they were overwhelmingly in favor of the proposed trail and shared innovative ideas about where the trail should be extended in the future. The project was a collaboration with the Doña Ana County Community Development department, with whom DACU had worked on a similar outreach project in the community of Chaparral. Both projects stemmed from the Doña Ana County HIA DACU completed in 2015, which made the case that multi-use trails can positively impact health outcomes and that they are desired by residents who are most impacted by health inequities.

NM Asian Family Center with Global 505’s HIA examined the health impacts of language and cultural access. They used their follow-up funding to think through how to formally collect information needed from immigrant and refugee families to better understand the barriers towards engagement within their children’s schools as connected to wellbeing. Through the learnings of their HIA, Global 505 realized the richest sources of information came when they gave individuals an ability to process questions and provide answers in various formats - through dialogue, writing, and drawing. Because of this, they created a survey in partnership with local artist, Zahra Marwan. The survey has been translated into the English, Spanish, Arabic, Vietnamese, Chinese, and Farsi. In 2020, Global 505 partners will distribute the survey to families, community partners, and schools, and collect and analyze the data to create policy change within the ABQ School District.

Together for Brothers (T4B) previously conducted an HIA which examined the health impacts of free bus passes on youth. In summer 2019, T4B implemented a photovoice project with Mavel Photography. According to T4B, photovoice was an amazing tool to engage the brothers and the community in critical dialogues about transit equity, the process of people who are most transit dependent getting what they need, and transit sovereignty, the process of people who are most transit dependent being able to make decisions over their own transportation. The process was a transformational learning experience for T4B. It lifted up and brought back the HIA work and added to the learning of transit equity and transit sovereignty. The young people shifted from theory to practice by documenting
and sharing their own stories about how transit inequity affects those most impacted in the city. They came to many realizations on their own and added important points to the conversation. Photovoice was a great tool because it helped young people tell their stories and communicate in a more authentic way. They were able to choose, caption and display their photographs. It was a well-received participatory research method in the community. The people who see the photos and read the captions "get it" and the message is received.

Together for Brothers and Mavel Photography – photo voice project

Tularosa Basin Downwinders Consortium is utilizing their follow up funding to educate via townhalls and collect additional data in Doña Ana county to supplement the data in their HIA on the health effects of the Radiation Exposure Compensation Act (RECA). The work is still in progress and will be completed in 2020.

Objective 5 – Two new HIAs: Between August 2019 and January 2020, HEP staff and HIA TA providers developed a request for proposals, conducted outreach, hosted a HIA 101 webinar, provided guidance to teams as they completed applications, conducted five interviews, and selected two new HIAs. The two new HIA teams center Black women and Indigenous peoples, respectively to conduct community driven research to improve policies that impact community health in NM. In 2020, HEP will provide customized in person HIA training; a webinar series for peer learning; regular coaching calls; and disburse the full payments of $35,000 each. Projects include:

Black Health NM is committed to leading and growing an interdisciplinary response to address the high infant mortality and prematurity rates of African Americans in NM, while creating greater health equity for moms. In collaboration with non-black medical providers and black childbearing persons, birth equity advocates and birth-workers, Black Health NM will collect data to identify recommendations and language for improved health literacy. The HIA process and findings will inform policy decisions and the implementation of education and training that is led by black women and child-bearing persons in hospitals and clinics.

The McKinley Community Health Alliance will work closely with Indigenous families and community members to collect, analyze and summarize data; and develop policy recommendations in order to inform decision making processes on housing in Gallup. The HIA will examine the connection between a Housing First policy and household income/economic stability; childhood education; safety and broader health outcomes. The HIA will specifically examine inequities experienced by Indigenous peoples and Spanish speaking immigrants.

Goal 2: Facilitates critical connections for action among communities that traditionally have not worked together. Foster relations, leverage resources, and promote cross-community learning among community leaders from diverse regions by sharing best practices and supporting each other’s efforts to advance equity.

Objective 1 – Elevate Community Stories: HEP elevated community stories and disseminated promising practices via our communications platforms. HEP shared 12 newsletters (one monthly) and two press releases with 688 recipients. Via social media 192 posts were made on Facebook with 573 followers and 60 Instagram posts were made with 184 viewers. The HEP website had 8,643 page views.
Objective 2 – Critical Connections: HEP convenes partners to foster relationships, leverage resources, share tools and best practices, and imagine possibilities for healthy and just neighborhoods. HEP facilitated critical connections for action among communities via 14 gatherings. HEP partnered with aligned organizations on gatherings (funded by other sources) to advance equity, justice, and healing with Indigenous peoples, people of color, immigrants, etc. Several of these gatherings have become earned income streams for HEP staff as we serve fundamental roles, including logistics management, facilitation, coordination, etc. These gatherings have led to new collaborations around common goals; strengthened relations and trust across diverse communities; and new skills and tools being utilized to build bridges across cultures and generations. Additionally, HEP’s community building practice of creativity via art, visuals, and play, which has been intentionally present at all these gatherings, has activated partners senses, brought healing, and offered new ways of engaging with communities and families. Some participants have reported that, engaging in creativity has built confidence and catalyzed entrepreneurial endeavors. Research shows that expressing creativity is connected to health, wellness, and healing. “…It can reduce stress and anxiety and improve your mood… It can also give us a stronger sense of agency - the ability to solve problems by imagining possible solutions” (Gharib 2020). Gatherings are highlighted below.

- During March – July 2019, HEP conducted five dialogues with community partners and in August 2019 co-coordinated a statewide convening with Con Alma Health Foundation with 58 diverse stakeholders to mobilize for Health Care reform. MCHE participated in dialogues and attended the statewide convening. MCHE, NM PBS, and HEP also hosted a film screening of “The Providers” and panel discussion in Gallup.
- In May 2019, HEP co-designed and facilitated a retreat for Opportunity Santa Fe utilizing the river or life. HEP also facilitated two follow up gatherings in January and February 2020 focused on strategic goals, values, and a youth equity led agenda.
- During fall 2019, NM Women.org, Tewa Women United, T4B, and HEP co-created a retreat for 27 individuals to inform a community of practice on healthy masculinities. HEP managed logistics for the gathering. T4B drafted a literature review and inventory. Collectively, with guidance from Taslim van Hattum, representatives from the coalition along with participants from Enlace Comunitario, La Plazita Institute, and the Native American Community Academy established a set of values which are: love, courage, K’e, Seegi Ma Vi Yi, Comadrazga, and presence. Participants shared narratives of healthy and unhealthy masculinities.
- NB3F and HEP co-created three gatherings in October 2019, November 2019, and February 2020 for the Native Youth on the Move cohort to identify assets, plant seeds, learn new skills for action, and connect movements. HEP staff and community partners have organized and led the teaching sessions (i.e. asset mapping, zines, and photovoice) at each gathering.
- In November 2019, HEP and the place-based teams co-hosted a two-day intensive Graphic Harvesting workshop with 24 participants, representing youth and elders from the teams, NM Asian Family Center, Opportunity Santa Fe, Rez Condom Tour, Southwest Organizing Project, Tewa Women United, and T4B. The training was facilitated by the Visual Sisterhood who planted new seeds as participants learned about graphic recording, drew portraits, created a graphic dictionary, practiced lettering, and designed visual templates for the future. They nourished the amazing talent and dedication to social justice in the room, creating a space where courage, creativity, inspiration, and confidence thrived. Partners have been utilizing their graphic skills to build inter-generational and cultural bridges for healthy, just communities.
Goal 3 - Provide resources, coaching and moral support with the goal of increasing organizational/advocacy capacity of place-based teams: HEP subgranted a total of **$251,899** to three place-based teams representing Indigenous communities, communities of color, immigrant communities, and low-income communities, in Doña Ana, McKinley, and San Juan counties. During the past year, HEP held **bi-weekly check ins** with coordinators, and **four quarterly partner meetings** for relationship building, peer learning, asset mapping, reflections, and development of the evaluation plan and logic models. Three in person meetings were held in Albuquerque and DACU hosted one in Las Cruces. HEP staff and place-based coordinators met in small groups with DACU partners and community members to learn more about their various efforts. We also participated in an energizing TimeBank potluck with 40 members exploring the meaning of timebank values. Project outcomes / outputs for place-based teams are shared in the summary of this report. Here we highlight outcomes as well as learnings and opportunities.

**DACU** builds genuine relationships, carries out uplifting projects, and engages with local government. DACU aspires to a vibrant Doña Ana County where all human beings are valued and everyone works together as equals to realize their full potential for individual and collective wellbeing. Project efforts focus on social equity mapping/tactical urbanism, Mesilla Valley Timebank, and the Just Community Radio show. Residents in two forgotten neighborhoods created **four tactical urbanism projects**. DACU also continued to grow **its 300+ member Mesilla Valley timebank** with **91 new members** joining the timebank and **775 hours of services** exchanged. DACU continued to host weekly Just Community radio shows on KTAL-LP FM featuring voices of community members who experience health inequities. **Forty-three new one-hour shows were created** and **104 shows were broadcasted**. DACU is **learning** that **Everyone has something to teach/share with others and everyone has something to learn from/receive from others. The traditional categories of service provider/service recipient and direct service/advocacy do not describe what we do. Health is not just individual: we need to build health of a group of people over time. Health is not just human: we need to look at huge issues such as climate change.**

**MCHE**: Using a health equity lens, the MCHE seeks to change systems that perpetuate environmental health disparities related to the impacts of institutional racism and multi-generational trauma, by empowering participating communities within the county to impact equitable policy change. MCHE is most **proud of individuals and families, who collectively with the community, are reclaiming and growing their voices.** MCHE has provided **environmental literacy training to 24 community members** in Gallup and McKinley County on the Water Equity Climate Resilience; Water Policy framework. **800 community members** participated in public and uranium forums. The younger generations within Red Water Pond Road Community Association have been building a dynamic family and community movement through art with youth. The elders of the community have been grooming young parents and youth to begin speaking out at public events. The young parents have attended training on uranium cleanup and participated on the technical team of US EPA Region IV from San Francisco, CA. Communities are developing their ability to engage in reflection and finding their own solutions in dealing with issues.

**SJCHE**: In partnership with schools, farmers, and working families, SJCHE implements 5 strategies that utilize decolonized methodologies to create equitable communities rooted in harmony, balance, and compassion. SJCHE and partners conducted **23 workshops**, hands-on training, and **three conferences** with teachers, counselors, parents, grandparents, students, youth, and health providers with a total of **1,601 participants**. Participants reflect knowing and doing of Diné wellness teachings, storytelling, language revitalization, and preserving the teachings of earth and environments. Elements include becoming a responsible person for a future development and healthy wellbeing. SJCHE views an **opportunity as the growing recognition of the expertise of SJCHE partners and DCRE members and the value of culturally appropriate responses to systemic issues. As such, there are so many opportunities to share Diné centered approaches to research and evaluation, across a variety of community issues and at different levels of stakeholder engagement, from the grassroots to government. As SJCHE seeks non-profit status, we will also work with the DCRE team members to develop other forms of self-sustainable practices to increase our involvement in key policy issues and public health responses to endemic challenges. In doing so, we will continue to build strong partnerships with local and state colleges and universities, research institutes, governmental bodies and representatives, educators and school administrators, and racial, social and food justice advocates.**
Future Plans – Sustainability

Project and Evaluation Plans: The extensive list of project and evaluation activities HEP and the place-based partners intend to pursue during the next reporting period are outlined in detail in HEP’s evaluation plan and logic models.

Self-sustaining: In recent years, the HEP team and place-based partners have grown our ability to diversify funds. HEP has a strong and effective steering committee which convenes quarterly and supports with strategic oversight, fundraising, and connections to earned income opportunities. We will work with the HEP steering committee and the place-based teams in 2020 to develop a sustainability plan post 2021. Year one of this grant has focused on filling the gaps in the current budget. Progress towards this has been done through grants, individual donors, and earned income streams. In 2015/2016, HEP conducted a revenue generator assessment where coordinating culturally accessible community gatherings and HIA training/coaching were identified as possible earned income streams. Income streams from these services came to fruition in 2017/2018 and opportunities continued to grow in 2019/2020. In 2019, HEP finished up coordination work for the Con Alma Health Foundation Health Care Reform project, which included facilitating dialogues with community partners. HEP provided training HIA services for Conservation Voters NM. We also co-created and facilitated a retreat for Opportunity Santa Fe and was hired by NM Women.org to manage logistics for the Healthy Masculinities retreat. HEP was also contracted by the Notah Begay III Foundation to co-create 8 gatherings for the Native Youth on the Move cohort and to work with community partners to lead teaching sessions to plant seeds for future action. In 2020, HEP continued facilitation services with Opportunity Santa Fe and logistics management with NM Women.org. Additionally, HEP was hired by Expanding Opportunity for Young Parents to co-create and facilitate a session with young parents. HEP is currently in conversation with the City of Santa Fe on potentially providing qualitative and quantitative data services with an equity lens to inform a report on Historic Preservation. During 2019, HEP also secured funding from the Santa Fe Community Foundation to cover the gap in HEP salaries for March 1, 2020 – February 29, 2022, as well as funding from the Community Foundation of Southern NM to host the fall 2019 Graphic Harvesting Training. The place-based partners have also worked diligently to diversify sources, which are highlighted in the table below.

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<thead>
<tr>
<th>Team</th>
<th>Diversified Funding Sources</th>
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<tbody>
<tr>
<td>DACU</td>
<td>McCune Charitable Foundation; Peace Development Fund; Ben and Jerry’s; Con Alma Health Foundation; Community Foundation of Southern NM; Funders’ Network; AmeriCorps VISTA; and Individual donors.</td>
</tr>
<tr>
<td>MCHE</td>
<td>Anna and Max Levinson Foundation; McCune Charitable Foundation; 7th Generation Fund; Partnership for Native Americans; Grant Collective; and Rio Grande Community Development Corporation/SINC.</td>
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<tr>
<td>SCHE</td>
<td>Peoples Action; Con Alma Health Foundation; Western Mining Action Network; Honor the Earth; McCune Charitable Foundation; Navajo Family Voices; New Mexico Department of Health; and University of New Mexico - TREE Center.</td>
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Structures for project continuation: Beyond financial sustainability, HEP believes that structuring efforts where community members most impacted serve as leaders ensures long-term sustainability. The relationships cultivated, alliances formed, power built, and advocacy skills and knowledge strengthened lives on long after a local community completes an HIA or engages in a specific process. In addition to providing grant funding to groups that center communities most impacted, we are excited to have engaged young leaders to design tools and facilitate workshops and pay them for it. As previously mentioned, HEP contracted with T4B to develop a HIA Youth Toolkit. One young leader, a high school senior that worked on the T4B HIA, completed the HIA Train the Trainer’s fall learning journey and serves as a project-based HIA TA provider. In 2019, this individual provided technical support to Global 505. A second young leader, through his role with T4B, participated in the Graphic Harvesting workshop and co-led a zine workshop for the Native Youth on the Move cohort. A third young leader, formerly with T4B, worked with HEP to lead several community dialogues on health care reform with young men of color and served as facilitator at the Health Care Reform statewide gathering in partnership with Con Alma Health Foundation. HEP is grateful to these leaders who have brought so much intention, creativity, and community building practices to the HEP efforts.

To ensure sustainable community-driven efforts live on beyond the scope of this effort, it is critical that HEP truly listen to community members and have them set the agenda and direction. HEP knows structures for engagement that are family-centered and culturally accessible are needed to maintain momentum and continue efforts where community members serve as drivers of change. As indicated by DACU, building relationships and resiliency takes years. Western institutions, including funders, compartmentalize issues and people. We must change the processes through which we engage with each other. HEP is committed to creating processes that are humanizing and rooted in communities’ cultures and languages. SJCHE is in process of developing a replicable community engagement process with a multi-faceted partnership to restore beneficial cultural teachings for the
mental, behavioral, and physical health of students in the community. As a result of their workshops, SJCHE has observed **strengthened cultural identity, ancestral skills, and health of Diné children** through increased knowledge of traditional foods and cultivation/harvesting skills. The young people reflect knowing and doing of Diné wellness teachings, storytelling, language revitalization, and preserving the teachings of earth.

**Art and creativity** is a HEP value and is key to sustainability. Art is useful in increasing engagement of communities and communicating complex information in simple formats that may not be conveyed or utilized if done only in writing. During the past year, Global 505 utilized visuals as part of their survey and T4B used photos as a way of telling their own narratives tied to transit sovereignty. HEP and community partners led teaching sessions for the Native Youth on the Move cohort focused on zine making and photovoice. The Graphic Harvesting workshop fostered creativity on multiple levels. Following the session, MCHE held **four mini graphic recording trainings** with various community partners and family. They developed a graphic poster (see below) to capture community conversations with community members at the Strong Families Legislative roundtable in Gallup. Somos Gallup and Red Water Pond Road Community Association attend as well. These creative practices and skills that HEP members are using are part of sustainability. For some folks this has led to increased confidence in facilitating workshops, new entrepreneurial endeavors, and has built bridges between generations and cultures.

Finally, it is essential that HEP intentionally collaborate with **advocacy partners** to ensure sustainability. We recognize that HEP has certain gifts in capacity building and creating critical connections and that there are other organizations that have a stronger knowledgebase in policy advocacy. Through partnerships with these organization we have a stronger impact. Advocacy partners for the place-based teams are identified in the table below.

<table>
<thead>
<tr>
<th>Team</th>
<th>Advocacy Partners</th>
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<tbody>
<tr>
<td>DACU</td>
<td>ACLU, City of Las Cruces staff and councilors; NM Coalition to End Homelessness; Strong Families NM; Policy Link; Empowerment Congress, La Semilla Food Center; Beyond Pesticides; Doña Ana County staff and commissioners; =; and NM state elected officials.</td>
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<tr>
<td>MCHE</td>
<td>McKinley Community Health Alliance; Red Water Pond Road Community Association; Indigenous Life Ways, Inc.; Social Innovation and Non-Profit Community; Somos Gallup; Multi-Cultural Alliance for a Safe Environment; Strong Families McKinley; Forward Together; New Mexico First; Hozho Center; Behavioral Health Collaborative; New Energy Economy; PolicyLink; Indigenous Peoples Commission-City of Gallup; McKinley Early Childhood Coalition; KNIZ 90.1; Anti-Racism Training Institute; Catalyst Cooperatives; NM Indigenous Women Resource Council; We Own It, Equity in Electric Cooperatives; Navajo Birth Cohort Study; UNM CEPH; Major Market, Zuni; and Octavia Felin Public Library.</td>
</tr>
<tr>
<td>SCHE</td>
<td>Indian Country Grassroots Support; Navajo Family Voices; Diné Care; Tri-Chapter Alliance; Greater Chaco Coalition; San Juan Citizen’s Alliance; Diné Hatalie Association; UNM-TREE Center; International Indian Treaty Council; Navajo Ranchers and Farmers Congress; Newcomb Schools; Central Consolidated School District; Navajo Gardening Success; Indigenous Education Institute; Diné No Nukes; Shiprock – Dine’ Introspective; Shiprock Boys and Girls Club; Northern Navajo Medical Center -Restoring Celebration for Family Wellness; Sierra Club Navajo Nation Uranium Remediation Commission; Diné Medicine Mens Association; University of Arizona; Northern Arizona University; Navajo Nation Genetics Policy Working Group- Traditional and Cultural Values Subcommittee; and 14 Navajo Chapters in Northern and Eastern Navajo.</td>
</tr>
</tbody>
</table>

**Project adoption:** Community-driven research, culturally appropriate gatherings, social equity mapping, art-based engagement, and Indigenous centered methodology are effective strategies that can be used by other organizations to organize around issues that impact health. It is important that strategies are tailored to specific communities so they can reach their goals in a manner that it is culturally relevant. Staff should also participate in racial justice training to ensure they are critically questioning their own privilege and processes as they implement the work.