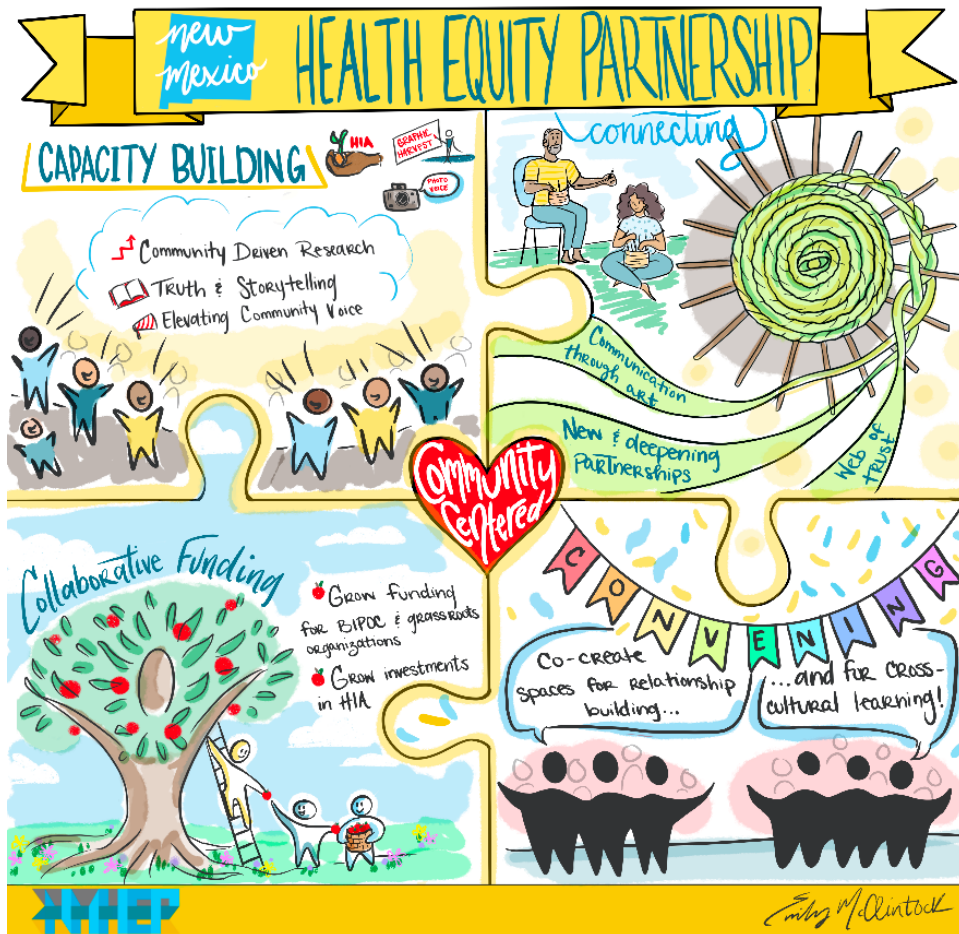


# New Mexico Health Equity Partnership Impact & Evaluation Report

March 1, 2021 – February 28, 2022



Graphic by Emily McClintock

Grant #: P0131770

**Disclaimer: WKKF funds were not used to support direct or grassroots lobbying.**

## EVALUATION BACKGROUND

**Evaluation Goal:** Starting in March 2019, the New Mexico Health Equity Partnership (NMHEP) team and place-based coordinators began conducting an evaluation of our proposed efforts funded by the W.K. Kellogg Foundation for a three-year grant (March 2019 – February 2022). During 2019, the NMHEP team and place-based coordinators collectively developed an evaluation plan and respective logic models (goals, objectives, inputs, activities, measures, outputs, outcomes, etc.), with support from the REAL evaluation team. These documents were reviewed and approved by Meriah Heredia-Griego and Alvin Warren. NMHEP’s evaluation goal was to conduct an outcome and process evaluation to determine:

- ✓ If the work contributed to short, medium, and long-term outcomes focused on: relationship building, leadership development, policies impacted/systems changed, and health outcomes to improve family and child well-being? We asked, what unintended outcomes (positive and negative) were produced? For purposes of this evaluation report, we uplift progress towards the expected results identified by Alvin Warren (former program officer) as requested in WKKF’s new reporting format, as well as broader results important to NMHEP.
- ✓ We sought to answer process questions to guide our practice on what we are proud of, learning, the challenges and opportunities, unique benefits of being part of the partnership, and the secret ingredients to our success.
- ✓ As part of this, we considered: How is the work being implemented in a transformative way that is culturally appropriate for specific communities? How satisfied are participants with workshops?

The overall purpose of the evaluation was to intentionally guide, inform, and protect our work. We wanted to view the whole picture and take a breath to understand where we are at, identify barriers, engage in ongoing learning, be clear on what we have achieved, and inform next steps. Being able to clearly communicate a narrative based on credible evidence will allow us to build momentum and attract stakeholders, including funders to the work. Our learnings will enable us to create more time and spaciousness to intentionally move forward with our efforts rather than repeating mistakes.

**Timing:** The W.K. Kellogg Foundation awarded NMHEP a three-year grant during March 2019 – February 2022. This evaluation report adds information for the period March 1, 2021 – February 29, 2022, while uplifting and building on outcomes from previous years to demonstrate how the work evolved. You can view evaluation reports for [March 2019 – February 2020](#) and [March 2020 – February 2021](#) for more in depth information on these respective periods.

**Evaluation Team:** The evaluation team reflected key individuals who held coordinating roles within NMHEP. Jessica Espinoza-Jensen, NMHEP served as the evaluation coordinator. Additional team members included David Gaussoin, NMHEP; Kari Bachman, Doña Ana Communities United; Anna Rondon, McKinley Collaborative for Health Equity; and Hazel James, San Juan Collaborative for Health Equity. This team held the experience, capacity, and trust with community members to internally evaluate our efforts.

**Methods:** NMHEP utilized a combination of methods to collect data. We recognize the importance of using numbers to communicate our outcomes to funders and decision makers. At the same time, we recognize that our families and communities have always conducted data collection (oral histories, going to the places, photos, film, songs, prayer, etc.) to record and pass information through generations. We deeply honor these traditional methods. For this reporting period specifically, we used data and stories from reporting forms submitted by place-based and Health Impact Assessment teams. The evaluation coordinator conducted 1-1 conversations with each place-based coordinator to reflect on the process questions outlined above. The NMHEP team also reflected on these same questions. NMHEP staff and place-based coordinators also engaged in a group session where we individually drew connections and impact from the years, shared with each other, and then this was graphically recorded by Taslim van Hattum and Israel Haros Lopez. Anna Rondon developed the idea for this creative evaluation process. The HIA technical assistance providers participated in a survey in November 2021 and a reflection

session in February 2022. The NMHEP team regularly conducted reflections at the end of workshops to gather what worked well, what could be improved, and lessons learned. NMHEP worked closely with graphic illustrators to document reflections and lessons learned. These are presented throughout this document. Additionally, NMHEP utilized secondary data from the [2020/2021 Evaluation report](#), [2020/2021 Impact & Progress report](#), [2021 Highlights summary](#), and [2021 Harvesting of Insights](#) report. NMHEP staff also collected communications data and community narratives from the website, social media, and newsletter. Other data collection methods included: sign in sheets, demographics, solutions circles, and drawings. Based on NMHEP's values, we strived to utilize culturally appropriate and visual methods that engage diverse people with varied learning styles and ways of knowing. NMHEP is committed to reflection, creative ways of learning, and liberating frameworks to make space to Indigenize the journey.



*Graphic by Israel Haros Lopez*

**Report Organization:** In this report, we highlight NMHEP's evaluation findings in four sections, which include: 1) overview; 2) accomplishments, challenges, lessons, and applications of learnings for three major goals; 3) sustainability process and funding sources; and 4) summary of expected results and changes. The report speaks to NMHEP's goals, objectives, and outcomes outlined in the logic model approved by W.K. Kellogg Foundation in 2019. We also speak to the expected results identified by Alvin Warren as requested in the W.K. Kellogg reporting format. These are highlighted in grey throughout the report and compiled in a table in at the end of this report.

## EVALUATION FINDINGS

### *General Overview*

**Purpose and Shared Value:** The New Mexico Health Equity Partnership (NMHEP) strengthens the capacity of communities to shift power relations and advocate for policy and systems changes to create healthy and just communities. NMHEP 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.

**Who we are:** During March 1, 2021 – February 29, 2022, NMHEP efforts were statewide, with focused place-based efforts in Bernalillo, Doña Ana, McKinley, and San Juan counties. Key place-based partners included Doña Ana Communities United (DACU), McKinley Collaborative for Health Equity (MCHE), and San Juan Collaborative for Health Equity (SJCHE). NMHEP consisted of **two staff, seven HIA technical assistance providers**, and a strong network of community-based organizations learning from one another and serving as a galvanizing force to offer creative solutions. NMHEP began the grant period with **eight steering committee members** and **four** core partners. However, with the emergence of NMHEP's new [Strategic Business Model](#), the four core partner leads joined the steering committee in November 2021 growing it to a committee of **eleven** due to one person transitioning off. Further, NMHEP shifted to a model of all network members with core partners' leadership and expertise becoming integrated into the steering committee. NMHEP members have their own networks, strengthening the collective power of NMHEP as a network of networks.

**What we did:** NMHEP invested in Black, Indigenous, and People of Color community-based leadership that holds the capacity and knowledge to change systems so New Mexicans can live a healthy life. NMHEP 1) trained 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) Created critical connections and convened partners to foster relationships, leverage resources, share tools and best practices, and imagine possibilities for healthy and just neighborhoods; and 3) Provided resources to three-placed based teams to support their organizational and advocacy capacity to advance health equity.

**Where we worked:** The NMHEP efforts supported by the W.K. Kellogg funding focused on Bernalillo, Doña Ana, McKinley, and San Juan counties. DACU worked with individuals who experienced homelessness, residents experiencing loneliness and isolation, young adults with developmental and intellectual disabilities, individuals with vision and hearing loss, and other underappreciated residents in Doña Ana County. MCHE worked with Navajo, Zuni, Immigrant, and unsheltered relatives in Gallup, McKinley County. SJCHE worked with the following communities: Newcomb, Shiprock, Hogback, Little water, Standing Rock, Torreon, Ojo Encino, Counselor, Pueblo Pintado, White Horse Lake, Crownpoint, Casamaro Lake, Smith Lake, Thoreau, Perwitt, Tohatchi, Mexican Springs, Twin Lakes. NMHEP's HIA and follow up efforts focused on BIPOC communities in Bernalillo, Doña Ana, and McKinley counties. Follow up HIA efforts, leveraged with other funds, supported Indigenous peoples, people of color, immigrants, low-income communities, youth, and formerly incarcerated folks in Santa Fe and San Miguel counties. Due to the pandemic and convening taking place on zoom, NMHEP gatherings and trainings included the diverse populations identified above in counties across NM. Similarly, NMHEP partnerships focused on COVID-19 have focused on BIPOC, immigrant, and low-income communities across NM.

**Who supported us financially:** During the reporting period, NMHEP and the place-based teams had a total of **16 philanthropic partners**. The total amount of funds leveraged/secured during the reporting period is **\$574,683.50**. Funding has been obtained from these funders based on current requests.

**Our strengths:** NMHEP holds the following strengths and gifts based on partner reflections documented in the [2021 Harvesting of Insights](#) report:

- ✓ Strategic thinkers around statewide health equity with collaborative leadership.
- ✓ Strong internal communicators with clear roles and processes.
- ✓ Staff that are organized, prepared, reliable, responsive, creative, good listeners, and communicative making things run smoothly with an ability to identify opportunities as they emerge.
- ✓ Strong ability to adapt, be flexible, shift as needed, and go with the flow of each community, each being unique and moving at its own pace and rhythm.
- ✓ Because evaluation is part of NMHEP's process, the team engages in regular reflection, has self-awareness, and grows and learns along with partners.
- ✓ Partners identified HEP's multi-dimensional role as a funder, connector, weaver, convenor, trainer, facilitator, technical assistance provider, mentor, curriculum developer, partner working alongside, and cheerleader as an asset.

**What we are proud of and what opportunities we see:** NMHEP staff is proud of the Indigenous Health Impact Assessment toolkit; teams who completed and adapted recent HIAs; new graphic illustrations created; the development of a new business model and staffing structure; and funds secured for 2022. NMHEP staff views the Co-Directorship as an opportunity for new energy and ideas. Another opportunity is to continue to deepen current relationships, as well as an openness to working with new people and organizations within the network. NMHEP staff is learning the importance of adapting to changing circumstances, people, and platforms. NMHEP staff views benefits of the partnership to be the “bigger brain”, as well as the ripples of ideas, learning and action that take place in the network. Key ingredients to success are relationships, trust, open communication and sharing, and an openness to different ways of doing things. We invite you to read the evaluation report to learn more about what partners are proud of, what they view as benefits of the partnership, secret ingredients to collective success, and what opportunities they see for the journey ahead.





Graphic by Taslim van Hattum

## **Goal 1: Build the capacity of communities to strengthen community-driven research skills utilizing Health Impact Assessment to educate decision makers and inform policy decisions.**

**Health Impact Assessment:** NMHEP has provided funding and training for a total of [19 HIAs in New Mexico](#) and supported at least 11 follow up HIA efforts in ~~ten~~ counties since our inception. 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 is implemented and provide recommendations based on community knowledge, stories, and quantitative data to inform and improve decision making processes. HIAs guard against impacts that disproportionately put people of color at risk for poor health. HIA have focused on housing, cultural and language access, free bus passes for youth, uranium mining, housing, parks and trails, and reintegration instead of incarceration, to name a few.

### ***Expected Results for the period March 2019 – February 2022:***

#### **✓ HIA toolkits produced that are indigenous-centered and youth-friendly**

- NMHEP 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, the NMHEP newsletter, and meetings with community partners.
- NMHEP worked closely with Roanhorse Consulting, Indigenous partners, and technical assistance providers to co-develop an [Indigenous HIA toolkit](#) rooted in Indigenous worldviews and values. The toolkit includes a graphic visual of the process, presentation of the curriculum, and appendices with descriptive supporting documents. NMHEP has utilized the toolkit in trainings for a more culturally grounded framework and disseminated the toolkit broadly in NM. You can watch an overview presentation of the toolkit [here](#), given by NMHEP technical assistance providers (Valerie Rangel and Christina Morris) for Deconstructing Racism NM.

#### **✓ Two community based HIA reports produced**

- NMHEP provided funding, training, and technical assistance to the NM Birth Equity Collaborative, an initiative of Black Health NM and McKinley Community Health Alliance (MCHA) to complete HIAs.
- In early 2021, due to challenges tied to the pandemic, NM Birth Equity Collaborative pivoted from completing the full HIA to best respond to community needs and focused its efforts on a Farm to Table project. In turn, they produced an [educational film and discussion guide](#) to educate about the program and promote dialogue around Black people's rich history with food and farming; the significance of food with dignity; the intersectional nature of social justice efforts; and the importance of funders investing in Black communities in NM.
- The McKinley Community Health Alliance conducted an HIA on Housing First policies in Gallup, NM, with a focus on Indigenous and Immigrant communities. The HIA focused on how access to safe and stable housing impacts the social determinants of health of economic stability, childhood education and safety. The team produced a draft report. NMHEP staff connected MCHA with a ghost writer, who they met with three times to create a plan for editing the report and ensuring it reads with one voice. Unfortunately, the ghost writer is no longer able to support due to other commitments so the team will finalize the report on their own.

#### **✓ Recommendations will be adopted for two policies to improve children's health within two years of HIA completion**

- NMHEP anticipates that over the next two years, NM Birth Equity Collaborative and McKinley Community Health Alliance's efforts will lead to systems and policy change.
- After four years of organizing [Together for Brothers](#) (T4B) is proud to announce that all ABQ Ride buses and SunVan are free for everyone. Beginning in 2017, T4B conducted a [HIA](#) to analyze the health impacts of free bus passes on young people in Albuquerque in the International

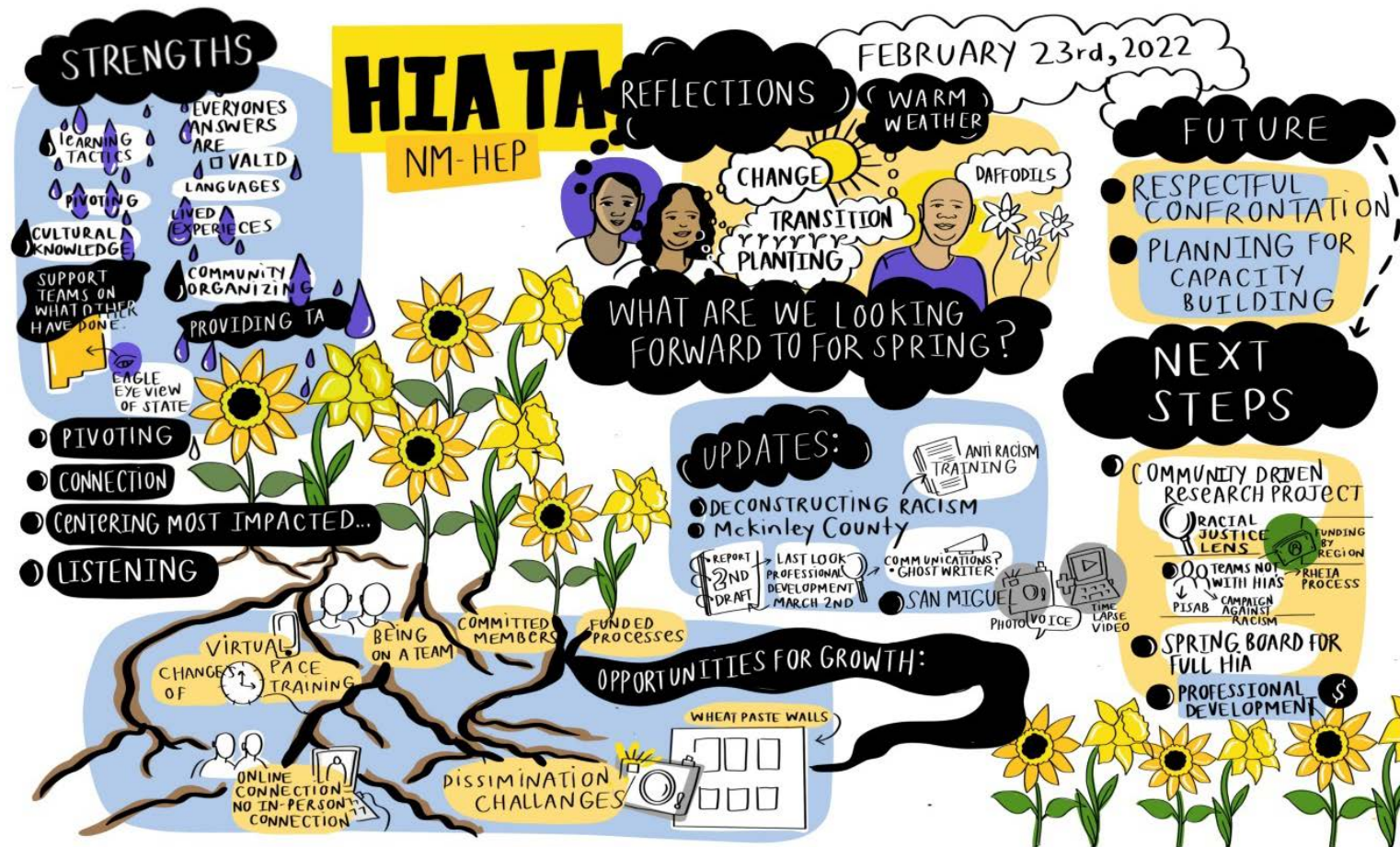
and Westgate districts and make policy recommendations. The young men developed and administered surveys in English, Dari, Persian, Spanish, Swahili, and Turkish to more than 300 individuals. They collected qualitative narratives via focus groups at videogame tournaments, pool parties and other community events. T4B used zines, photovoice, and videos to tell their stories and advocate for policy change. T4B presented their research results to city-level decision makers and organized with partners for years so that free bus passes for all could be realized.

**Objective 1 - HIA Train the Trainers Program:** NMHEP began supporting HIAs in 2013 under the guidance of Human Impact Partners. In 2016, NMHEP 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. **Seven** individuals officially completed the 2019 fall learning journey providing them with the skills and experience to offer HIA coaching and lead trainings. Four technical assistance (TA) providers provided support to HIA teams, whereas the other TA providers offered project support and expertise to special projects and trainings. During the 2021/2022 reporting period, NMHEP staff, TA providers, partners (Together for Brothers & San Juan Collaborative for Health Equity), and facilitators provided the following capacity building support to support HIA efforts.

- ✓ NMHEP TA providers and staff finalized the Indigenous HIA toolkit and used it in trainings and presentations.
- ✓ NMHEP staff, TA providers, and one photovoice consultant participated in **two** Creative Tension (non-violent communication, leading w/ curiosity) workshops, facilitated by Michelle Otero. The intent was to integrate this practice into future HIAs. Participants were offered 1-1 coaching.
- ✓ NMHEP staff and TA providers offered technical assistance to NM Birth Equity Collaborative (NMBEC) on their HIA prior to their pivot to the Farm to Table project.
- ✓ Together for Brothers engaged in **two** peer learning sessions with NMBEC.
- ✓ NMHEP staff offered thought partnership to NMBEC to co-design the film discussion guide.
- ✓ NMHEP TA providers and staff offered technical support to the McKinley Community Health Alliance (MCHA). This included: **four** intensive mini 1.5 - 2 hour trainings from the Indigenous HIA toolkit, **18** technical assistance sessions, **bi-weekly** check ins with the coordinator, and review and feedback on the draft HIA report.
- ✓ Michelle Otero facilitated **one** virtual Creative Tension workshop for MCHA.
- ✓ Together for Brothers facilitated **two** communications and **one** peer learning session for MCHA.
- ✓ San Juan Collaborative for Health Equity gave a presentation on their Indigenous HIA for MCHA.
- ✓ NMHEP staff co-hosted Racism, Health, and Economic Impact Analysis (RHEIA) monthly meetings with Deconstructing Racism NM to advance preliminary steps.
- ✓ NMHEP staff, TA providers, RHEIA coordinator, and Together for Brothers co-created and contributed to **two** capacity building sessions for Deconstructing Racism NM’s Statewide Racism, Health, and Economic Impact Analysis which focused on 1) anti-racism education; and 2) overview of the Indigenous HIA toolkit.

NMHEP TA providers identified their strengths as being able to pivot during tough times, cultural knowledge, connection, centering communities most impacted, and listening. Lessons learned and opportunities for growth include the importance of in person connection and having committed members, adapting the pace and training schedule for the virtual platform, and creative ways for disseminating information. Ideas for next steps are working with communities on smaller community driven research projects with a racial justice lens, such as mini reports, photovoice, graphic time lapse videos, and other creative storytelling methods. NMHEP initially gathered feedback from TA providers in a survey conducted in fall 2021. In February 2022, TA providers reviewed the themes and discussed them together. These reflections and learnings are documented in the graphic recording on the subsequent page.



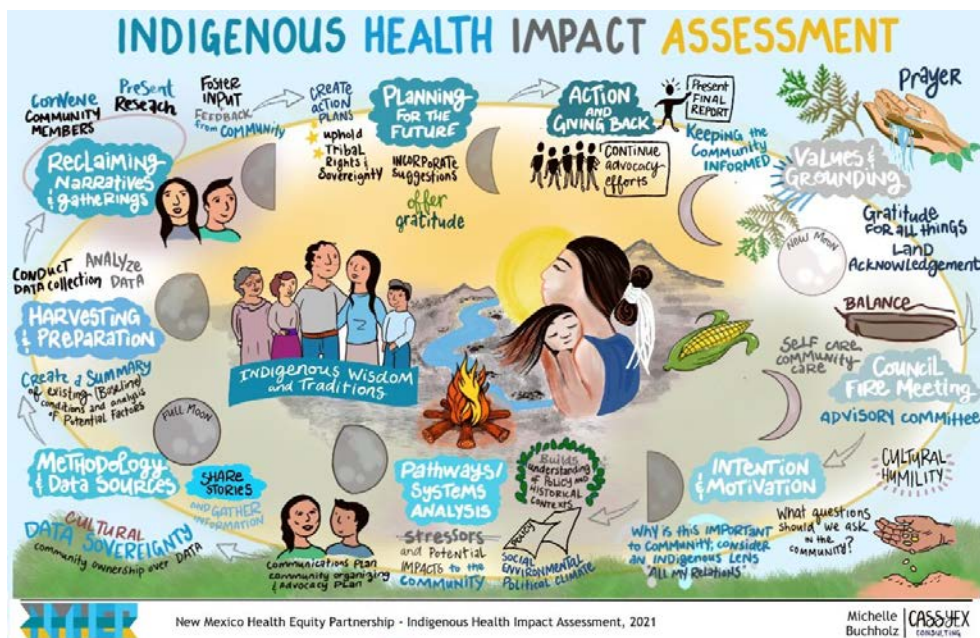


Graphic by Taslim van Hattum

### Objective 2/3 Indigenous and Youth Toolkits:

**Youth HIA Toolkit:** NMHEP contracted with T4B to develop a [Youth HIA toolkit](#) on making data collection fun, zine making, and videomaking. The toolkit has been widely disseminated via social media, the NMHEP's newsletter, and via meetings with community partners.

**Indigenous HIA Toolkit:** In June 2021, formally released the [Indigenous HIA toolkit](#) which supports communities to reclaim narratives and inform policy and systems change to ensure the health and well-being of current and future generations and mother earth. Too often, Indigenous communities must adapt their programs and policies to Western approaches. It is important for non-Native people who work with Indigenous communities to understand how Indigenous values and approaches are effective in improving health policies, alongside Native community leaders. Olivia Roanhorse and Roanhorse Consulting, NMHEP staff and HIA TA providers, and community partners co-designed the Indigenous HIA toolkit during 2019 – 2021. The toolkit is designed to acknowledge and uplift inherent Indigenous knowledge, strengths, and approaches; complement HIA processes and planning; and provide a powerful tool for Native communities to strengthen the health and wellbeing of future generations. The toolkit is grounded in Indigenous values and worldviews and is not meant to be prescriptive. Recognizing the great diversity of Indigenous communities, NMHEP invites communities to tailor and Indigenize the HIA process for their respective community based on their unique gifts, strengths, and traditions. The toolkit provides examples of Indigenous led HIAs and resources, as well as people of color led HIA efforts and resources in NM. The Indigenous HIA toolkit is for researchers, policymakers, community leaders, and the public who want to focus decision-makers on the impacts of policies, laws, and social interventions from Indigenous perspectives. Indigenous communities and HIA efforts are primary in this toolkit. NMHEP welcomes other communities to use or adapt this work for structural and systemic policy changes. In March 2022, HIA TA Valerie Rangel and Christina Morris gave an [overview of the Indigenous HIA toolkit](#) and how it can be used to Deconstructing NM statewide partners. Some of the outcomes of the workshop were: 1) strengthened healthy relationships and deepened connections; 2) shared understanding of HIA and how it can be guided with an Indigenous lens; and 3) deepened understanding of the tools that resonate with partners and which ones they are using in their respective communities for engagement.



Graphic by Michelle Buchholz



**Objective 4 – Follow Up HIA Funding:** NMHEP 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 conditions. In 2019, NMHEP supported four teams to conduct follow up HIA efforts. While DACU, NM Asian Family Center, and Together for Brothers completed their efforts in 2019, Tularosa Basin Downwinders Consortium’s work was completed in 2020. Via other leveraged funds (Community Health Funder Alliance) and partnerships, NMHEP collaborated on the following HIA follow up efforts and special projects in Santa Fe and San Miguel counties during the 2021/2022 reporting period.

- ✓ **Chainbreaker Graphic Timelapse Video:** Chainbreaker released a [graphic timelapse video on eviction protections](#) in English and Spanish as part of their broader organizing strategy. Taslim van Hattum designed the video in partnership with Chainbreaker. Images from the video are below.



- ✓ **San Miguel HIA Team Graphic Time Lapse Video:** NMHEP released a new graphic time lapse video called, “Living Strong, Living Amends – The Next Chapter – with Frances Lucero, Victoria Baca, and Pat Leahan”. The video was a partnership between the San Miguel Health Impact Assessment team, Las Vegas Peace & Justice Center, Taslim van Hattum – /graphic recorder, and NMHEP. The video highlights the San Miguel team’s journey to conduct an [HIA on a reintegration center in Las Vegas](#), shares community leaders’ stories and where they are today, and offers recommendations for a community centered reintegration center to ensure community wellbeing.



- ✓ **Youth Photovoice Project:** The Las Vegas Youth Commission (7 youth) participated in a **four**-part virtual photovoice training series, facilitated by Mabel Gonzalez, to illustrate what health means to young people in Las Vegas.

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**NM Birth Equity Collaborative (NMBEC):** NMBEC began their HIA process to advance policy and systems change on birth equity in May 2020. The process brought about many organizational development accomplishments. This is consistent with other HIA teams who have noted the HIA process has rippled through their organizations to inform vision, strategies, and approach. NMBEC created a powerful cross cultural leadership team for the HIA work. They hired two new highly skilled facilitators and the first man on the Black Health NM team. The hiring of new folks led to role changes and helped shift leadership from a facilitator/leadership role to an ED/convener role. The process led to new voices at the table while acknowledging and cherishing current NMBEC members. NMBEC brought in the first external partners since 2017. The HIA provided a learning curve to engage with new content and members (NMHEP team and facilitators) after being a purposely closed group for years that was focused on developing core values. The HIA lead NMBEC towards a discussion around data systems and policy change, helped support them in their growing edges, and re-experience their strengths. NMBEC also utilized graphic harvesting in their meetings to capture community voices and uplift stories.

In early 2021, due to challenges tied to the pandemic, NMBEC pivoted from the full HIA to best respond to community needs and focused on its Farm to Table project. In December 2021, NMBEC released an [educational film and discussion guide](#). The film is an opportunity to educate stakeholders how social justice issues are intersectional and impact community health. This is also an opportunity for narrative change, action, and accountability. Some connections between food with dignity and health outcomes are highlighted in the graphic to the right.



Graphic by Taslim van Hattum

NMBEC & BHNH uplift:

*“.... racism is not going away overnight, there are very few policies at the institutional, organizational, and bureaucratic levels that are going to make this happen. So, infusing our communities with goodness; including access to care, access to good food, and access to one another in a caring loving and accountable way is essential for our sustainability. And for Black people and people of color, for marginalized people in general, we understand that all of the issues that we face are intersectional. You can’t talk about taking care of moms and babies and not talk about the access that they have to good, nutritious food-not just food in general. At Black Health New Mexico, we understand that our issues are intersectional, and our solutions have to be.”*

~ Sunshine Muse (previously shared in the NMHEP newsletter)

NMHEP staff provided thought partnership to support the co-creation of the discussion guide for the film and attended the viewing party. NMHEP staff also shared the film with Santa Fe Community Foundation staff and facilitated a discussion using the guide. Both NMHEP and SFCF disseminated the film in their respective e-news. Other technical assistance from NMHEP was previously highlighted in the TA section of this evaluation report.

**McKinley Community Health Alliance (MCHA):** MCHA conducted an HIA on Housing First policies in Gallup with a focus on Indigenous and Immigrant communities. The HIA focused on how access to safe and stable housing impacts the social determinants of health of economic stability, childhood education and safety. The topic of housing stability and its relationship to health has been a central discussion for MCHA service providers and agency partners. Although assessments in the past had highlighted the need for affordable housing, the perspective of those being most affected and those with the greatest housing instability, was not actively addressed. MCHA's HIA focused on the communities most affected by housing instability. According to MCHA, **10** organizations collaborated across the HIA. MCHA engaged **80+** community-based stakeholders in the survey and **15+** in the focus groups. MCHA engaged **40 parents of vulnerable children** as part of the HIA process. Some youth came forward expressing housing instability. Throughout the process MCHA educated stakeholders on the HIA process including the six steps and Housing First. As of 2022, the team produced a draft report. NMHEP staff connected MCHA with a ghost writer, who they met with three times to create a plan for editing the report and ensuring it reads with one voice. Unfortunately, the ghost writer is no longer able to support due to other commitments so the team will finalize the report on their own. Technical assistance provided by NMHEP TA providers and staff, as well as peer learning facilitated by Together for Brothers and San Juan Collaborative for Health Equity is highlighted in the TA section of this report. The graphic uplifts key reflections from December 2021 and successes and challenges shared by MCHA are below.



Graphic by Taslim van Hattum

MCHA highlighted that a success to spring out of the HIA has been a project to address Native American families' economic security by focusing efforts to house them readily. MCHA has been awarded \$25K to start and \$200,000 in two years after planning to provide housing security to some of the most affect community members. MCHA's main challenge has been meaningfully engaging the community most affected. Exacerbated by the pandemic, MCHA miscalculated the ability for some community members to actively participate in the HIA through the whole six steps. Most of the families and individuals who had housing instability had their focus on obtaining housing immediately. What little time people had to give was to share their housing stories and recommendations. MCHA only wished they had some meaningful programs or contacts to direct them to in their search for services.

## Challenges, Lessons, and Applications of Learning

In summary, NMHEP highlights some key community driven research challenges, lessons, and applications of learnings from NMHEP's [2021 Harvesting of Insights](#) report. Teams are proud of completing HIAs which led to policy wins and systemic change that impact BIPOC communities, youth, immigrants, and refugees. HIAs have rippled through organizations and agencies to inform vision, strategies, and approach to work. Due to community ownership and leadership, HIAs done years ago still live on and are used in organizing efforts. Teams are also proud of the shifts in relations of power and narrative change tied to their community organizing. Through NMHEP's listening with HIA teams and HIA TA providers, we learned that HIA challenges are tied to capacity, funding amounts, readiness at project initiation, engagement, conflict, and the pandemic. Key highlights are below:

- ✓ *HIA Readiness*: Not having a clear HIA focus at the inception of the project and not having certain relationships in place ahead of time can hinder the process.
- ✓ *Capacity*: Limited capacity to conduct HIA and the importance of learning how to share capacity with others. Time management to work on HIA and other responsibilities, accountability, and not having awareness on how long certain parts of an HIA would take.
- ✓ *Engagement*: Relationship building, getting people interested, and keeping people engaged long-term. Language has also been a barrier to engagement.

The pandemic brought about new challenges and exacerbated others. The question has been raised of the efficacy of the full HIA process being replicated in virtual spaces where senses are limited. The virtual space also changed community engagement. Teams have shared that is difficult for them to not gather in person and it is hard to establish authentic relationships on zoom. Teams have expressed not being able to organize in communities in the same ways. On the technical assistance side, as a result of not being able to conduct full-day HIA in-person trainings, NMHEP staff and TA providers adapted trainings to the virtual space and combined multiple modes of support into the virtual format. HIA team capacity has also been a challenge. Frontline folks were overextended working to address systemic change prior to the pandemic and then COVID-19 response efforts were added to their already full plates. Additionally, team members have also experienced immense grief and loss in their own families and communities. One lesson learned is the importance of teams asking the NMHEP team and HIA TA providers for help and leaning on HIA TA providers for technical support and self-care. It is important to remember and uplift the assets and many talents of HIA teams, TA providers, and communities as none of us is alone in this work. It is important for everyone to be flexible and fluid.



**Goal 2: Facilitates critical connections for action among communities that traditionally have not worked together and fosters 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.**

***Expected Results for the period March 2019 – February 2022:***

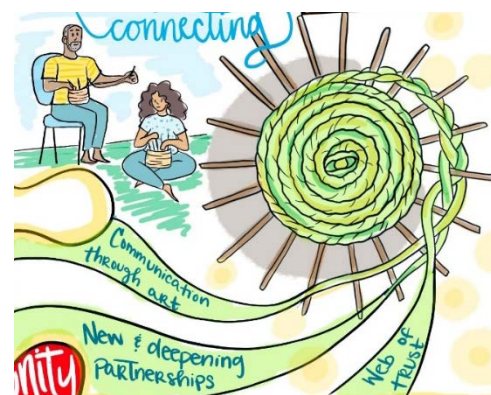
✓ **Multi-media resources to capture history and future planning**

- NMHEP conducted **20** sessions with **38** stakeholders to inform a [Harvesting of Insights](#) report with graphic illustrations documenting NMHEP's history and recommendations for the future.
- NMHEP created a [Strategic Business Model](#) with guidance from Roanhorse Consulting, and a graphic illustrator created a visual representing the model to document future planning.
- NMHEP compensated graphic illustrators to create **32** graphics since January 2021 for purposes of documenting convenings and reflection sessions, synthesizing information, representing connections, and illustrating a new business model in visual form.

**Objective 1 – Elevate Community Stories:** NMHEP elevated community stories and disseminated promising practices via communications platforms.

**Communications:** NMHEP shared **12** newsletters and **one** press release with **709** recipients. Via social media **566** posts were made on Facebook with **768** followers and **19** Instagram posts were made with **256** viewers. The NMHEP website had **8,366** page views.

**Graphic Harvesting:** NMHEP wove diverse methodologies (photovoice and graphic recording) and utilized alternative storytelling to document and elevate stories. Within the NMHEP network, there is pride that partners have built off the 2019 Graphic Harvesting training with the Visual Sisterhood. The continued use of graphic harvesting at NMHEP gatherings reminds folks that they can learn and integrate it into their community work. It increases capacity for partners to illustrate their own stories. There is joy in using graphic harvesting to tell stories in community processes, particularly as an added format in the virtual space. Participants feel heard when their voices are documented in a visual story. During the grant period, NMHEP invested in more visual forms of communication and worked with partners to uplift community narratives, reports, graphics, etc. in a generative way that is respectful of BIPOC communities and disrupts the tri-cultural myth. Since January 2021, **32** new graphics and **two** graphic videos were created!



*Graphic by Emily McClintock*

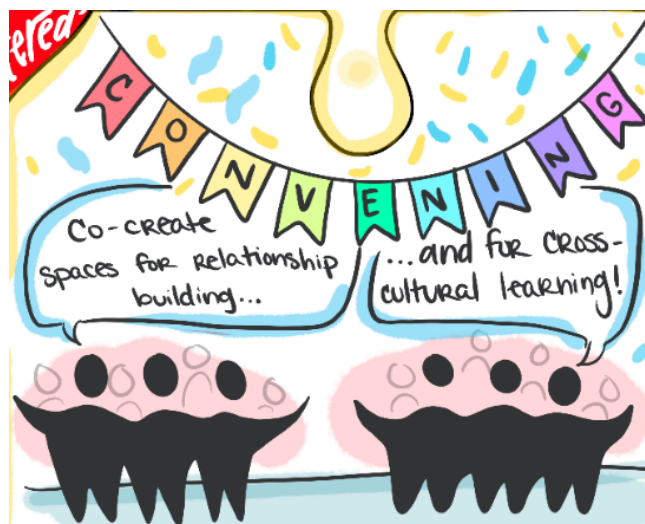
**Objective 2 – Critical Connections:** The NMHEP network includes an abundance of organizations, community partners, community champions, and resources. NMHEP facilitated a breadth and depth of connections, which includes people representing different racial and ethnic backgrounds and age groups with deep relationships and trust. NMHEP plays a significant role as a convenor creating spaces for critical connections and linkages.

**NMHEP Gatherings:** NMHEP began planning and collecting input from partners to inform the Statewide Gathering in summer 2021. However, due to the delta variant, NMHEP decided to postpone, once again, its Statewide Health Equity Gathering until 2022. The input collected can be used to inform future planning. NMHEP instead focused its summer and fall on racial equity and healing sessions for NMHEP leaders (staff, core partner leads, and steering committee members) who are all part of broader health equity and racial justice efforts within NM's non-profit ecosystem. Two core partners identified the training and coaching as a benefit of the partnership and a key ingredient to collective success.



- ✓ NMHEP staff and core partner leads participated in **four** racial equity and healing sessions (values, dismantling white supremacy culture, etc.), facilitated by Michelle Otero, in summer 2021. Each participant was invited to participate in 1-1 coaching with a coach of their choice.
- ✓ NMHEP staff and steering committee members participated in **four** racial equity and healing sessions (action bias, mapping stories, dismantling white supremacy culture), facilitated by Michelle Otero, in fall 2021. Each participant was invited to participate in 1-1 coaching with a coach of their choice.

**Convening Partnerships:** With other resources, NMHEP has fostered relationships with new networks via intentional collaborations with peers such as the Con Alma Health Foundation, NewMexicoWomen.Org, and the Notah Begay III Foundation. Through these partnerships, NMHEP has strengthened its ability to create critical connections, bridge networks, and co-design convenings and spaces for learning and action. NMHEP plays an interstitial role in NM's health equity ecosystem serving as a thought partner, coordinator, planner, co-creator, logistics and zoom manager, and facilitator in these collaborative efforts. These collaborations have led to new partnerships around common goals; strengthened relations and trust across diverse communities; and new skills and tools being utilized to build bridges across cultures and generations. Below are examples of collaborative convening from 2021/2022:



*Graphic by Emily McClintock*

- ✓ NMHEP in collaboration with the Notah Begay III Foundation facilitated new connections among Indigenous communities via **three** convenings focused on organizational wellness, inspiration and communications, and collective advocacy. NMHEP invited **five** graphic recorders to document the gatherings further uplifting this practice and form of storytelling to the NB3F network.
- ✓ NMHEP in its role as Assistant Director for the Vaccine Rollout & Community Rebuild in partnership with the Con Alma Health Foundation, worked to co-design and contribute to **18** Statewide Health Equity Committee gatherings with the NM Department of Health and NM Public Health Association. NMHEP recommended and facilitated linkages with community partners to uplift their work at the gatherings (e.g. Chainbreaker – vaccine equity and eviction protections). NMHEP staff also helped to make suggestions for possible presenters and graphic recorders for NMPHA's Vaccine Equity in Action conference in September 2021.
- ✓ NMHEP was honored to contribute to the **New Mexico Healthy Masculinities Toolkit**, a collection of readings, workshops, and exercises that engage communities in conversations and activities around the topic of masculinity. This *free* resource was created by NewMexicoWomen.Org, NMHEP, Tewa Women United, Together for Brothers, and the Transgender Resource Center of NM. NMHEP staff and steering committee members participated in the Healthy Masculinities Institute training and peer trainings led by TGRCNM and T4B to build capacity and inform the toolkit. We served on a planning team for a virtual retreat to inform toolkit that took place in September 2021. We also participated in monthly meetings, communications meetings, the toolkit launch, and dissemination.
- ✓ NMHEP collaborated and offered co-facilitation services for partner meetings to Expanding Opportunities for Young Families, an initiative at SFCF, working to improve the lives of young parents.

**Collaborative Funding Partnerships:** With other resources, NMHEP continued to partner with the Con Alma Health Foundation to distribute COVID-19 response, vaccine rollout, and community rebuild funding across NM. This built on COVID-19 response efforts Con Alma had partnered with NMHEP on for coordination in 2020/2021 with funds from the Robert Wood Johnson Foundation for emergency response and in 2020 with funds from the W.K. Kellogg Foundation for support for immigrant communities. In 2021, Con Alma and NMHEP partnered on the Families and Worker Fund and in 2021/2022 Vaccine Rollout and Community Rebuild funded by the W.K. Kellogg Foundation. NMHEP leveraged funds from the SFCF for both efforts. SFCF contributed \$30,000 to the Families and Workers Fund and \$50,000 to Community Rebuild.



*Graphic by Emily McClintock*

- ✓ NMHEP served as the Assistant Director for Con Alma's Vaccine Rollout and Community Rebuild effort to address the disproportionate impact COVID-19 has had on vulnerable populations in NM and to expand the capacity of existing networks to address service gaps, leverage resources, and focus on long-term policies and system-change strategies that address health disparities and advance health equity. Con Alma awarded **27** vaccine rollout grants totaling \$600,000, promoting the equitable allocation, distribution, delivery, and access to vaccines and **16** grants totaling \$1,204,100 for community rebuild.
- ✓ NMHEP provided coordination for Con Alma's Family and Workers fund. The project provided direct assistance to immigrants, families and communities impacted by the COVID-19 pandemic and created awareness about structural barriers to their well-being. Con Alma awarded **eleven** grants totaling \$110,000

### Challenges, Lessons, and Applications of Learning

In summary, challenges, lessons, and applications of learnings from NMHEP's [2021 Harvesting of Insights](#) report focused on creating critical connections via convenings and collaborative funding with peer funders are highlighted below.

- ✓ Collaboration around shared goals, means each organization brings something to the table for more impact.
- ✓ There is a beautiful richness of working together in relationship, via cross pollination, and a complexity of conversations to get stuff done and doing it with joy and community.
- ✓ It is key to recognize each partners' strengths, listen to one another, learn from each other, and understand each other. Aligned values focused on work together that is community-centered, respectful, and has personal connection is key.
- ✓ Partners are learning what it means to work with each other 1-1 and how when more organizations are brought into the fold, new practices, and ways of working together must be collectively imagined and co-created.
- ✓ Equity cannot be marginalized or serve as an add on; it needs to be in all policies and programs.
- ✓ Scheduling times that work for everyone for convenings has been a challenge.
- ✓ It would be great for HEP to hire more staff so partners could accomplish more goals together.

### **Goal 3 - Provide resources, coaching and moral support with the goal of increasing organizational/advocacy capacity of place-based teams. The mission of the place-based teams is to advance health equity.**

NMHEP funded community partners' efforts to move an issue forward and coached them along the way. NMHEP offered resources, technical assistance, and moral support to increase the organizational and advocacy capacity of three place-based partners. The teams included [Doña Ana Communities United \(DACU\)](#), [McKinley Collaborative for Health Equity \(MCHE\)](#), and [San Juan Collaborative for Health Equity \(SJCHE\)](#). NMHEP sub granted **\$167,933** in W.K Kellogg funds, during this period, 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. NMHEP held **bi-weekly check in calls** with coordinators and **bi-weekly partners zoom sessions**. NMHEP did not hold the four in-person quarterly partner meetings due to the COVID-19 pandemic. In lieu of this, each of the three place-based teams will host meetings based on their communities' needs and NMHEP hopes to support the coordinators to meet once in person in the near future. MCHE hired a facilitator and hosted virtual sessions for strategic planning. SJCHE hosted an in person strategic planning session for Dinè Centered Research and Evaluation. DACU anticipates hosting sessions for fundraising capacity building. NMHEP has utilized some funds to support graphic documentation at partner meetings and we have attempted and postponed a small in person celebration with the core partners. Lastly, NMHEP provided each team **\$3,000** of our own discretionary funds to support with operational funds for the transition to the future.

#### ***Expected Results for the period March 2019 – February 2022:***

##### **✓ Multi-media resources to capture history and future planning**

- DACU produced a new timebank orientation video utilizing graphics created by its VISTA (trained by NMHEP in graphic recording) and photos of timebank members conducting exchanges.
- DACU completed a series of seven Profile videos of Las Cruces residents who have experienced inequity in their lives. Each video is approximately ten minutes in length and was created from an extensive one-on-one interview and professional quality black-and-white photographs.
- MCHE, as part of strategic planning, engaged a graphic illustrator to document the organization's history and future planning.
- SJCHE developed a Dinè Centered Research and Evaluation strategic planning presentation utilizing visuals for planning from an Indigenous perspective.
- DACU, MCHE, and SJCHE participated in a session where they drew and reflected on their connections and impact as part of a broader network and two graphic illustrators representing different genders documented this history, which is visually presented in this section of the report.

##### **✓ Community driven strategies to ensure uranium waste is moved and sustainable housing is established**

- MCHE has strengthened long-term relationships with local, state, and national networks for cleanup of the uranium mines. To ensure sustainable housing, the Red Water Pond community would like to move to Black Tree Mesa; however, the money is not there. A lot of people have moved elsewhere with about 15-20 people still there. The people who have moved are faced with financial issues and depression because they can't go home. In 2021, MCHE stepped back from this and is addressing uranium mining through other strategies. MCHE is a great community connector. They have established a partnership with the NMPHA to move uranium issues to the forefront and have more advocacy actions for uranium cleanup and examine the human rights violations. They are connecting interns to community leaders and social justice strategy building.

##### **✓ Storytelling videos on wage theft for knowledge transfer of labor rights and worker justice**

- Due to the pandemic and a need to pivot, MCHE has not done the video. As part of the McKinley Mutual Aids efforts and the assessment supported by Roanhorse Consulting, MCHE worked with Somos Gallup to include questions on a current survey to gather information about how workers

have been treated during the pandemic (overtime, sick leave, PPE). Further, MCHE invited two folks from Somos Gallup to a March 2022 strategy session to clarify what they want to do and how to best support them.

✓ **A replicable HIA using indigenous measures**

- SJCHE and Diné Centered Research and Evaluation have developed a replicable HIA using indigenous measures to assess the impacts of extractive activities on the environmental, physical, spiritual/cultural and community well-being of surrounding areas and finalized the HIA report on impacts of fracking in Tri-chapter area. You can view the report [here](#).

✓ **Community Emergency Management Plan to address dangers of industrial extraction activities**

- SJCHE was in progress of working on 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”. The pandemic prevented SJCHE from moving forward with this process. SJCHE raised \$25,000 in resources from McCune for 2021-2022 to establish plans for a Community Emergency Management team structure in Northern NM to leverage previous efforts. See SJCHE’s section below for how resources from McCune were leveraged and used.

✓ **More workers filing wage-theft complaints to improve children wellbeing**

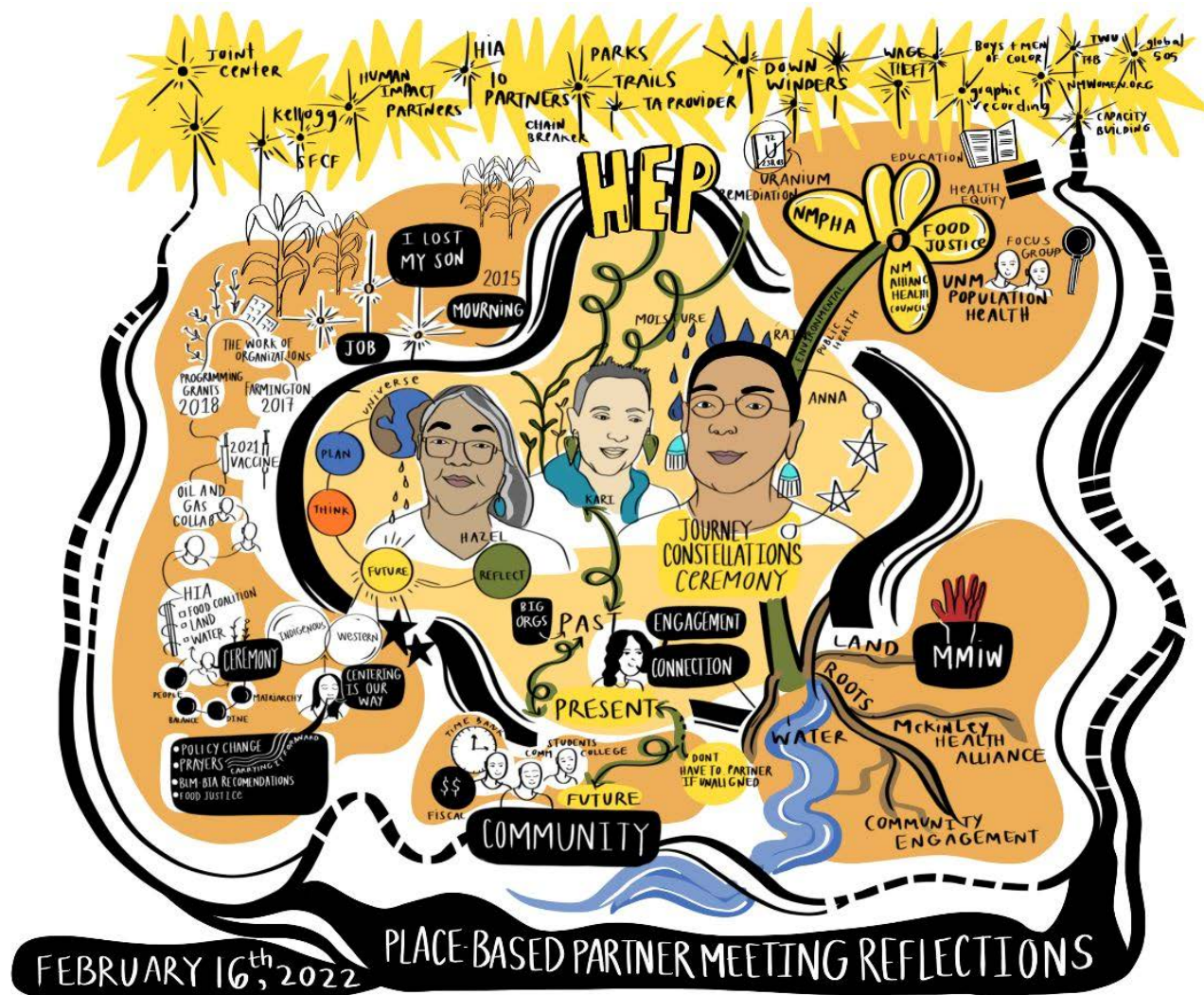
- Tied to MCHE’s collaborative efforts, they reported workers have gained back stolen wages in the amount of over \$300,000 to the complainants.

**Place-based Teams’ Connections:** In February 2022, the NMHEP team and place-based leaders with DACU, MCHE, and the SJCHE reflected on our constellation of relationships, the impact we’ve had on systems and policy change, and how it is blossoming into the future. The graphic on the subsequent page, recorded by Taslim van Hattum, visually represents these historical connections and community impact. Further, NMHEP recognizes the importance of intentionally collaborating with advocacy partners to ensure sustainability. NMHEP has gifts in capacity building and creating connections and acknowledges there are other organizations that are more knowledgeable in policy advocacy. Through partnerships with these organizations, we create stronger possibility for impact and change. Advocacy partners for the place-based teams are highlighted in the table below.

Team	Advocacy Partners
DACU	ACLU, Beloved Community, Democracy Beyond Elections, La Semilla Food Center, NM Coalition to End Homelessness, Participatory Budgeting Project, and Strong Families NM.
MCHE	Health Collaborative, Red Water Pond Road Association, 7 Indigenous Women Council, McKinley Uranium Coalition, McKinley Worker Justice Coalition, Gallup Somos, SW Women’s Law Center, Equality New Mexico, Multi-Cultural Alliance for a Safe Environment, Deconstructing Racism NM, Indigenous Lifeways, Bold Futures, Spirit Farm, and Zuni Pantry.
SJCHE	National Family to Family Voices – HRSA Grant Programs, Sixth World Solutions, Purpose Focus, Indian Country Grassroots Support, Dine’ Centered Research and Evaluation, Dine’ College – DPI, Tri-Chapter Alliance, UNM TREE Center, NN Community Health Representatives, Greater Chaco Coalition, Sierra Club, Dine’ Hatahliis Association, Navajo Hopi Families COVID-19 Relief Funds, and Four Corners Food Coalition.

During the full grant period of March 2019 – February 2022, DACU, MCHE, and SJCHE addressed health equity issues important to them and responded to the COVID-19 pandemic by fostering social connections, mutual aid efforts, and food sovereignty and food distribution in their respective communities. During the three years, there were shifts in the place-based teams’ work, innovations in how they did their work, and new efforts added to respond to the COVID-19 pandemic, vaccine equity, and community rebuild. Key accomplishments from the current period March 2021 – February 2022, as well as highlights from previous periods are uplifted for each place-based team on the pages after the graphic.





Graphic by Taslim van Hattum

***DACU Accomplishments, Challenges, and Lessons:*** 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. DACU worked with individuals who have experienced homelessness, residents experiencing loneliness and isolation, young adults with developmental and intellectual disabilities, and individuals with vision and hearing loss. As part of DACU's efforts, **15 parents and youth/children educated decision makers** on issues of importance to them. *DACU is proud of how they have been able to foster new processes and spaces where directly impacted communities take ownership and build social cohesion and advance health equity. This is at all levels of the socio-ecological models. They are also proud of the timebank and how during the pandemic community members have found ways to engage in connect safely.* Outcomes/outputs for core areas from 2021/2022, as well as COVID-19 response from the 2020/2021 reporting period are outlined below.

**Timebank:** DACU's timebank turned **6!** **42** new members joined during this reporting period, giving a total of **414** members, and **435** hours of services were exchanged. DACU continued to conduct monthly timebank orientations. It holds them completely on Zoom and in a participatory manner, utilizing Google Forms to enable participants to submit all necessary paperwork during the orientations. DACU reinstated monthly timebank get-togethers in summer 2021, holding them outdoors in a centrally located park.

**Just Community Radio:** DACU continued to interview community members who have direct experience of health inequities on its weekly one-hour radio show on KTAL-LP 101.5 FM and [lccommunityradio.org](http://lccommunityradio.org). DACU refined the protocol it developed last year for recording high-quality audio remotely. **Thirty-three (33)** new one-hour shows were created during the reporting period. A total of **52** episodes were broadcast, each two times, giving a total of **104** hours of airtime. DACU began developing its 4.5 years of Just Community archived episodes into a podcast.

**Transformative Leadership:** During the previous period, a timebank volunteer led **two** transformative leadership workshop series (**15** hours per series) on zoom. A total of **three** staff and **14** community members completed the series.

**Tactical Urbanism:** To ensure safety, tactical urbanism placemaking efforts did not take place because of COVID-19.

**Multi-Media:** During the previous period, DACU produced a completely new timebank orientation video utilizing graphics created by its VISTA (trained by NMHEP in graphic recording) and photos of timebank members conducting exchanges. DACU also completed a series of seven Profile videos of Las Cruces residents who have experienced inequity in their lives. Each video is approximately ten minutes in length and was created from an extensive one-on-one interview and professional quality black-and-white photographs.

**2020/2021 COVID-19 Response:** During the previous period, DACU engaged in the following activities to respond to the COVID-19 pandemic to maintain and improve social cohesion: United Friday, Cruces Contigo, DACU Coffee Hour.

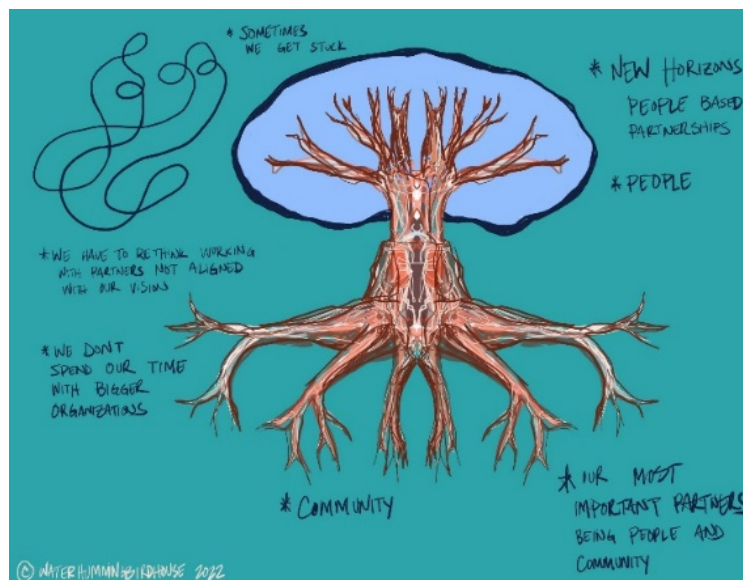
- ✓ ***United Friday:*** DACU conducted **42** United Friday sessions with **250** participants (duplicated) where timebank members shared a variety of skills with the broader community over zoom.
- ✓ ***Coffee Hour:*** DACU conducted **27** Coffee Hour sessions with **100** attendees (duplicated) where community members connected on issues of personal and importance over zoom.
- ✓ ***Cruces Contigo:*** With funds from the City of Las Cruces, DACU created Cruces Contigo, a program with personal and community importance designed to match residents who are isolated or lonely. As a result, one serious medical emergency was averted. There were roughly **40 pairs** with **75 residents** participating. The pairs stayed in contact with each other several times a week from June through December 2020 logging over **137** hours.

Additionally, DACU:

- ✓ Spearheaded a pandemic fundraiser in summer 2020. DACU utilized **\$1,855** in donations to purchase \$35 gift cards to the Mountain View Market Co+op, a local member-owned food cooperative, and distributed the gift cards to **53** frontline workers at two locally owned grocery stores and one cleaning business.
- ✓ Conducted telephone census outreach in Spanish and English with funds from the Con Alma Health Foundation, with the help of four contractors.
- ✓ Incorporated a land acknowledgment and sharing of gender pronouns into its events.

### Challenges, Lessons, Applications of Learnings, and Opportunities

DACU emphasized the importance of people and communities as partners. In looking back historically, DACU is spending less energy with bigger organizations not aligned with their vision. They are committed to people-based partnerships. DACU is learning how to do shared leadership. They are in the beginning stages with a four-member team and are working to explore this together rather than just the Director. The current DACU Director is trying to learn. She has been in conversation with timebank leaders from around the world to better understand whether they have traditional hierarchal models or models based on gifts. DACU is looking to apply this within their organization and Timebank, and with participatory budgeting. They will share learnings with other organizations that are interested.

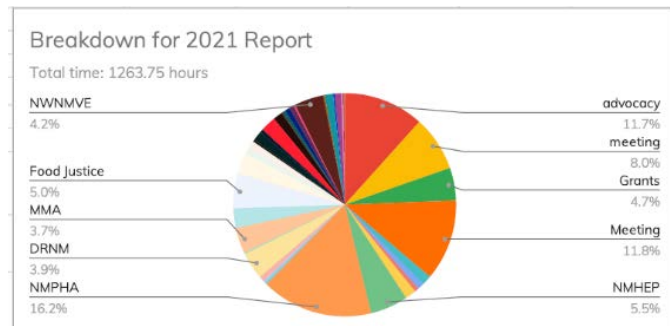


Graphic by Israel Haros Lopez

DACU's challenges are tied to the question: *How do we engage directly impacted community members authentically, especially when we do shared leadership?* This has been really challenging during pandemic, and still was challenging without it. It takes time and dedicated effort to keep a focus, rather than working with people that are easiest to work with. A second question is, *how do we document ongoing connections and successes without it being a burden to staff or to community members that feels extractive?* Similarly, DACU noted struggling on how to best communicate what they do to funders when other non-profits are doing direct services. One learning is the effectiveness in communication through visuals. DACU will apply this learning by creating a graphic with their four program areas illustrating what they are proud of. DACU views participatory budgeting as a huge potential opportunity not just for DACU but the state in general. DACU also views work with Ciudad Juarez, when things open more from the pandemic, as an opportunity to build community and understanding.



**MCHE Accomplishments, Challenges, and Lessons:** Using a health equity lens, 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. Projects include the McKinley Worker Justice Coalition, uranium and health outcomes, and access to healthy food, as well as COVID-19 response. MCHE worked with Navajo, Zuni, Immigrant, and unsheltered relatives in Gallup, McKinley county. As part of MCHE's efforts, **50 parents educated decision makers** on issues of importance to them. *MCHE is proud of getting more people involved in this work, hiring support staff, collaborations around vaccine equity, possibly creating community health councils in Eastern Navajo, transferring knowledge to the younger generation, weaving all this together to take to the next level, writing more grants to support, and charting out a roadmap for the next five years.* Over the past 12 months, MCHE has tracked **710** zoom meetings attended with **1,263** hours on collaborations. Outcomes/outputs for core areas in the 2021/2022 period, as well as COVID-19 response from the previous period are outlined below. The graphic above illustrates breakdown of time.



**McKinley Worker Justice Coalition:** MCHE and partners increased participation rates of workers by **10%** by nurturing relationships through zoom meetings and family centered events. Focus groups were held on how to recruit community volunteers in Gallup/McKinley. MCHE conducted outreach activities with Strong Families, Somos Gallup, MCHA, and MMA. **Twenty-six** community members participated in online workers' rights forums. During the previous grant period, MMA delivered food, water, cleaning, and hygiene supplies to mixed-status folks and provided boxes for **30** families. Due to the pandemic and a need to pivot, MCHE has not completed the storytelling videos on wage theft. As part of the McKinley Mutual Aids efforts and assessment supported by Roanhorse Consulting, MCHE worked with Somos Gallup to include questions on a survey to gather information about how workers have been treated during the pandemic. Further, MCHE invited Somos Gallup folks to a March 2022 strategy session to clarify what they want to do and how to best support them. Overall, workers and their families have gained a sense of independence and motivation.

**McKinley Uranium and Health Outcomes:** MCHE intended to work with the Red Water Pond Road Community to ensure preferences for volunteer housing relocation and uranium mining clean up processes are met by the US EPA and Navajo Nation. In 2019, MCHE provided environmental training to community members in Gallup/McKinley County on the Water Equity Climate Resilience Water Policy Framework. March 6, 2020, in Crownpoint was the last community meeting regarding uranium impact. Through the monthly zoom meetings, MCHE received updates from US Environmental Protection Agency, Navajo EPA, and Southwest Research and Information Center. MCHE has strengthened relationships with other local, state, and national networks for cleanup of the uranium mines. To ensure sustainable housing, the Red Water Pond community would like to move to Black Tree Mesa; however, the money is not there. A lot of people have moved elsewhere with about 15-20 people still there. The people who have moved are faced with financial issues and depression because they can't go home. In 2021, MCHE stepped back and is addressing uranium mining through other strategies. MCHE is a great community connector. They have established a partnership with the NMPHA to move uranium issues to the forefront and have more advocacy actions for uranium cleanup and examine the human rights violations. They have connected interns to community leaders and social justice strategy building.

**McKinley Access to Healthy Food:** Focus areas included pre-school gardens, healthy soil, community farms, and solar. MCHE is part of NM First's Community Town Hall Planning team, Food and Agriculture group, and Water group. They worked collaboratively with Spirit Farm and have conducted



six outreach activities with Indigenous Lifeways, Health Earth Summit, Strong Families, Somos Gallup, and MCHA for base building for healthy food access. MCHE has also strengthened long-term relationships with Shima Learning Center and Work in Beauty and Skeets Farm. They provided training to 20 families in Manuelito Chapter youth program and the work in beauty training.

**COVID-19 Response:** In March 2020, MCHE and MCHA organized a conference call with 20 participants, who were interested in creating a mutual aid. They asked [Indigenous Lifeways, Inc.](#), to serve as the fiscal agent and they agreed. Five organizations united and began distribution in April 2020. For the previous period, McKinley Mutual Aid accomplishments are below.

- ✓ 7,595 Navajo, Zuni, and mixed-status families fed throughout McKinley County.
- ✓ Over 4,000 volunteer hours.
- ✓ Procurement of food and established supply chain in the early stages of the pandemic.
- ✓ Provided educational materials on local 2020 Census, voting efforts, and housing rights.
- ✓ Masks and supplies donations made throughout the country.
- ✓ Featured in USA Today, MS Magazine, Gallup Independent, and Navajo Times.
- ✓ \$403,767.86 raised for food, gas, and recovery through grants, solidarity donations, and PayPal.
- ✓ \$25,000 for 4 homes without clean water systems from [Dig Deep](#).
- ✓ 8,000 First Aid Kits and 3,000 Gatorade.

For the period 2021/2022, MCHE helped with connecting folks to Water Warriors, McKinley Mutual Aid, community pantry and NMDOH. MCHE is on standby for any pandemic surges in 2022.

### Challenges, Lessons, Applications of Learnings, and Opportunities

Anna has been elected Co-President of NMPHA and has been working to promote MCHE's HIA on uranium mining via NMPHA. She has been sharing learnings with NMPHA regarding the work done with Strong Families and their approach to community organizing. MCHA will apply lessons learned from their work on small business mobility by folding in trainings on community based participatory research to create a framework. MCHE's challenges included still not being able to be face to face and the need to find more funding to keep the work going so that it is well invested. An earlier challenge was looking for a new fiscal agent, but MCHE found one and it will be the NM Foundation. MCHE's sees opportunities ahead. MCHE is meeting with folks in the community to get them under the environmental framework regarding helium and hydrogen. The work with Deconstructing Racism NM is another opportunity. The hope is to build more on the ground community change makers and navigators. It is important for there to be more access, so folks know this information and real history. MCHE is going to start training on legal terms, about the Doctrine of Discovery, and language of severalty as it relates to relocation. The opportunity is for this knowledge to be used for strength and medicine. A graphic from a recent MCHA/NM Social Justice & Equity Institute strategy session with is presented below.



*Graphic by Anna Rondon*

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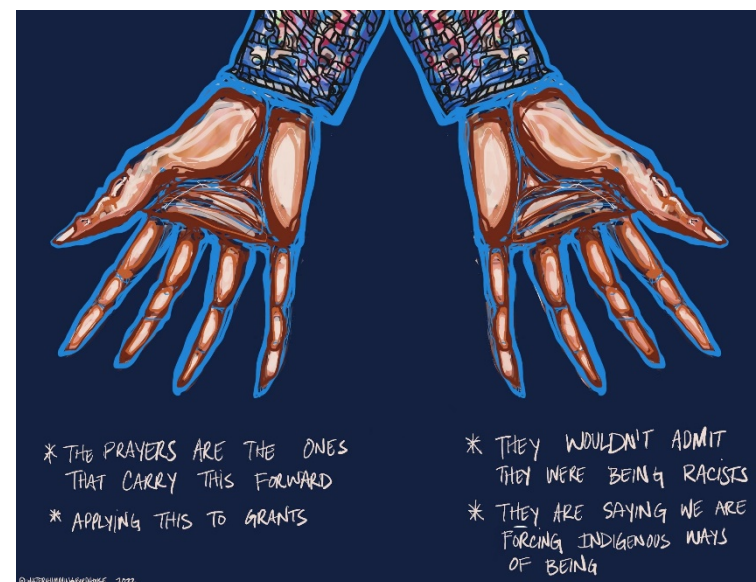
***SJCHE Accomplishments, Challenges, Lessons:*** In partnership with schools, farmers, and working families, SJCHE implements strategies that utilize decolonized methodologies to create equitable communities rooted in harmony, balance, and compassion. During the grant period, SJCHE worked with the following communities: Newcomb, Shiprock, Hogback, Littlewater, Standing Rock, Torreon, Ojo Encino, Counselor, Pueblo Pintado, White Horse Lake, Crownpoint, Casamaro Lake, Smith Lake, Thoreau, Perwitt, Tohatchi, Mexican Springs, and Twin Lakes. SJCHE's has engaged, **85 parents and 45 youth/children to educate decision makers** on issues of importance to them. *SJCHE is proud of producing the film documentary on their story preservation of sacred sites and preserving air and water of the future of the people. SJCHE is proud of the Diné Centered Research and Evaluation team, the Navajo doctorates and medicine people, and the new people on the advisory board as they shift to a non-profit. SJCHE is proud of going before the committees to educate about the Diné lens and teachings. SJCHE is proud of the 10 recommendations in the HIA that touches on all the elements and seasons.* Outcomes/outputs for key areas in the 2021/2022 period, as well as COVID-19 response from the previous period are outlined below.

***Sustained grassroots power relationships rooted in indigenous ways:*** SJCHE has worked with **35 partners**; six of them new. SJCHE increased collaboration via COVID-19 mutual aid work, vaccine rollout, and food and PPE distribution in collaboration with community chapters and community health representatives program of Eastern Navajo. between previously isolated groups and elders. Eighty-five **(85) %** 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, zoom meetings, phone conversations, planning updates, reporting to Navajo Nation Council committees on activities on the ground the needs).

***Cultural identity of Diné children and youth:*** SJCHE is committed to creating a replicable community engagement process with partners to restore beneficial cultural teachings for the mental, behavioral, and physical health of students in the community and strengthen the cultural identity, ancestral skills, and health of Diné children through increased knowledge of traditional foods and cultivation/harvesting skills. Due to COVID-19, it's been challenging to implement community engagement, however, from May 2021 to Oct. 22, 2021, SJCHE in collaboration with Shiprock Traditional Dine' Farmers, held SEED Ceremony and teachings to **13** family farmers/includes children and youth. In summer 2021, SJCHE worked with COOP Food Market to disburse fresh vegetables to Navajo food desert communities. In October 2021, the **13** families and others provided a culturally structured, ceremonial Harvest Celebration, with traditional foods and give aways. Children, youth, and young adults were the key helpers. They learned hands-on with these teachings and support.

***Assessments of communities impacted by industrial extraction:*** SJCHE and DCRE developed 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 and finalized the HIA report on impacts of fracking in Tri-chapter area. SJCHE, Dine' Centered Research and Evaluation and K'é Bee Hózhqogo Iná Silá Committee/Tri-Chapter Alliance Health Impact Assessment Committee, are honored to share that the Navajo Nation Research Review Board approved and accepted the [final report](#) of the "Survey of Cultural and Spiritual Impacts of Fracking in Counselor, Ojo Encino and Torreon", on July 20, 2021. In 2017, the SJCHE collaborated with partners in the Navajo Chapters of Counselor, Ojo Encino, and Torreon to begin development of HIA. The report examined the cultural impacts of fracking. The assessment, completed in June 2021, was developed with guidance from Diné Centered Research and Evaluation team utilizing a Diné traditional lens with a decolonized approach. The HIA and K'é Bee Hózhqogo Iná Silá report will help local Diné communities advocate for public health, environmental justice, and the protection of sacred sites throughout the Greater Chaco landscape, where oil and gas extraction is increasingly encroaching upon Chaco Culture National Historical Park and into Diné communities. The Tri-Chapter Alliance in collaboration with SJCHE and DCRE will use the results of the assessment to make health equity, environmental justice, and racial justice recommendations to state, federal, and tribal agencies,





Graphics by Israel Haros Lopez



**Community Emergency Management Plan:** SJCHE was in progress of working on 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”. The pandemic prevented SJCHE from moving forward with this process. SJCHE raised \$25,000 in resources from McCune for 2021-2022 to establish plans for a Community Emergency Management team structure in Northern NM to leverage previous efforts. The original intent was to use funds to purchase food, water, radios, PPE, and internet services for remote community support and establish a Roof Butte CERT Council to support the 4 CERTS on the reservation still in operation on the NM side of the Navajo Nation--Red Valley, Beclabito, Sanostee and Shiprock, all within San Juan County, NM on the Navajo Nation. Shiprock CERT is partially supported with Northern Diné COVID-19 Relief Effort funds handled by ICGS but the 3 other CERTs have no support and will disband shortly. CERTs have proven vital to find and meet isolated community needs, but cannot perform unless supported. The funds were ultimately used for food, water, radios, PPE, stipends for CERT members, gas cards for both volunteers and vulnerable families, and payment for vehicle expenses resulting from breakdowns.

**Reforming policies restrictive of community land use:** Progress had not been made on community land use policies due to other issues and priorities taking precedent. Commitment to the activity was re-evaluated by the SJCHE coordinator in partnership with DCRE team members and in conversation with Josey Foo of Indian Country Grassroots. To date, strategies for land reform and timelines were identified. There will be no more work until further notice from the working group.

**2020/2021 COVID-19 Response:** SJCHE, with funds leveraged from Molina Health Care and NM Foundation and in-kind from the Navajo Hopi Relief fund, provided food and supplies to elders, children, and families with high-risk individuals in their household. As a longer-term strategy, SJCHE knows that going back to a traditional relationship with the land will help the Diné people get through the pandemic.

### **Challenges, Lessons, Applications of Learnings, and Opportunities**

For SJCHE, the lessons learned is how all communities survive without oil and gas. The story is that it must go back to native Indigenous ways to survive off the land. SJCHE is learning about the newest technology in the extraction world. Also, the reclamation and other techniques they can do to clean up mining sites. SJCHE does not see it as the answer; the damage has already been done. It will take years to repair the earth. The way to do this in the Indigenous way, is the seasonal prayers and ceremony. Repair itself because the people need her. And give offerings to do this. The earth is working extra hard to keep up with climate change. SJCHE views the forethought of the minds of the people as a challenge. They advocate for taking people to the hogan level. If you teach from that level, they come out of the hogan respecting the four directions and elements and become more coherent and conscious. The challenge is getting everyone conscious. People need to be re-rooted. There is need for lot of centering. This takes years and must start somewhere. The challenge is to talk about different ways of being. The stories are the teachers. Another challenge is Covid which has brought about new ways to communicate through zoom and email. Almost everyone has a computer but not everyone has Internet. It can be expensive to have a hotspot. SJCHE sees community-based education as an opportunity. This includes developing advisory committees so people can survive, learn who their neighbors are, and have a cohesive group to look over each other. This is where the K'e system comes into play, as well as peace making.

### *Place-based Group Reflections:*

**Benefits of the partnership:** The three place-based leads highlighted benefits of the NMHEP partnership to maintain and deepen for the future.

- ✓ The sense of exploring future possibilities together and not on your own. For example, *what does shared leadership look like? What is important in a fiscal sponsor?* The 1-1 coaching made available both through NMHEP and DACU was also very helpful.
- ✓ Having the long-term community partnership that has been created over **9-10** years. It demonstrates that it takes a movement. It took **10** years to get to this level of policy change work. People are wanting to be part of the circle and help create these different spaces. It is very liberating to be part of NMHEP. NMHEP and Human Impact Partners had a lens of liberating and decolonizing from the beginning. This is totally different than being in a position where you are in a box. I was raised to work, be honest, be on time, (very industrial), this spilled over to me, and through this work I learned to soften up and to look more at quality than quantity. I wish more workspaces were as liberated as NMHEP. I think other NGO's and institutions can learn a lot from NMHEP.
- ✓ Just everything - keeping us focused and moving together. We have equity and our own feelings expressed. It's good to hear others and what they are doing and how things can work for the positive. We all have our own ways. Because of landscape of where we are at, things shift differently. It is important to support each other, give advice, and support. You are not out there by yourself. We are resourceful to each other and yourself. Also, the administration of work. We wouldn't be where we are without NMHEP - the back-office work. It was built in a good way. Everything was thought of and expressed and written. Even racial equity work with Deconstructing Racism NM and the Las Vegas team is moving forward. They got the help from NMHEP. Everything we strived for - it works. SJCHE and DCRE is amazing.

**Key ingredients to collective success:** The three place-based leads also uplifted key ingredients to collective success. They include:

- Relationship building at all the levels which takes effort and care over time, as well as boundary setting. The Director is not the one providing all the support and they are supporting others so they can support others. For the future, it will be important to develop systems of what each other is working on and what our priorities are.
- Liberated workspaces, being intentional about decolonizing the process, and training to us through Michelle Otero re: dismantling white supremacy culture. This is a powerful tool. I'm learning that we can't use it as a weapon. Some folks had a tendency, but I think they calmed down. We can cause more harm than there is. Realizing we all have privilege, we all have work to do, and no one is perfect.
- Respect. We as a community-based team, we are given the opportunity to be out with community. Because of COVID we have slowed with some of the project areas and pivoted to really support the community. The work continues and it is in a collective format. The Four Corners Collective – food justice and racial justice and other organizations, such as UNM Tree Center. Ophelia has also asked Hazel to join the anti-racism work and share her learnings from the past in the NW region.

## NMHEP Sustainability Post W.K. Kellogg Funding

With knowledge that funding from the W.K. Kellogg Foundation would come to an end in February 2022, NMHEP contracted with Roanhorse Consulting in 2021 to serve as a thought partner and offer guidance as NMHEP staff and steering committee members created a process and plan for sustainability.

### ***Expected Results for the period March 2019 – February 2022:***

- ✓ **Expansion of philanthropic partners from 7 to 13**
  - Including WKKF, NMHEP and the place-based teams have a total of **16** philanthropic partners. The total amount of new funds leveraged/secured during the reporting period is **\$574,683.50**.
- ✓ **Funding obtained from five funders based on current requests**
  - All the philanthropic partners noted above have committed funding based on the current requests. For the NMHEP team the funds are on hand from eight philanthropic partners. Additional funds that are paid monthly for a contract with Con Alma through the end of 2022 will come later.
- ✓ **Multi-media resources to capture history and future planning**
  - NMHEP conducted **20** sessions with **38** stakeholders to inform a [Harvesting of Insights](#) report with graphic illustrations documenting NMHEP's history and recommendations for the future.
  - NMHEP created a [Strategic Business Model](#) with guidance from Roanhorse Consulting, and a graphic illustrator created a visual representing the model to document future planning.

***Developing and acting on a sustainability process:*** In addition to the guidance from Roanhorse Consulting, NMHEP has a strong steering committee which provided strategic oversight, guidance, and active support through the process. During the period March 2021 – February 2022, the NMHEP steering committee grew from a committee of **eight** to **11** members with the inclusion of core partner leads. The steering committee convened **nine** times as a full group. **Five** meetings were specific to sustainability planning, which included providing feedback on the harvesting of insights report (April 2021), input on the strategic business model (August 2021), strategic questions and dialogue (November 2021), confirmation of the organizational structure (January 2022), confirmation of the new fiscal home (February 2022). Additionally, **four** meetings were held in fall 2021 for racial equity and healing education. The process and outcomes for the process are outlined below.

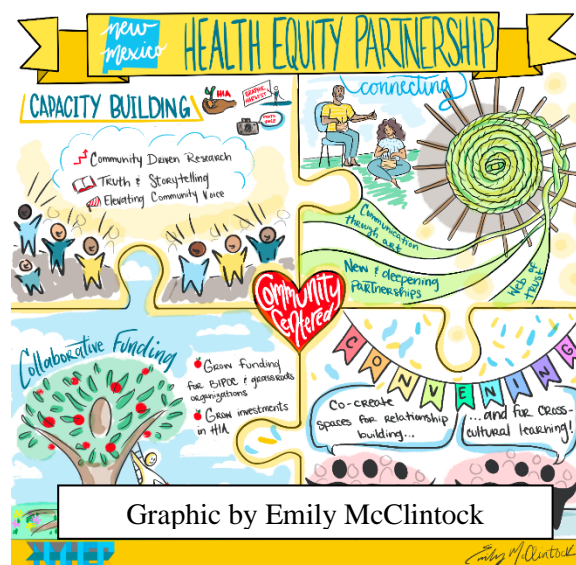
***Harvesting of Insights:*** NMHEP staff hosted **20** virtual reflection sessions with **38** individuals representing the NMHEP steering committee, institutional knowledge holders, staff, HIA TA providers, **six** HIA teams, place-based teams, contractors, and peer funders. Sessions were either 1-1 or in groups and took approximately one hour, except for two sessions that were incorporated into other meetings. The questions asked were tailored to specific stakeholders with common questions asked across groups. Throughout the report, graphics represent themes from stakeholder groups. The graphics were made by creative individuals connected to NMHEP who made it possible for staff to share back information in multiple formats at an April 2021 steering committee / partner meeting.

***Strategic Business Model:*** Following the completion of the Harvesting of Insights report, the NMHEP staff and place-based leads reflected on what brings them joy and confirmed community needs. This served as criteria for prioritizing the information collected. During summer 2021, NMHEP staff worked with guidance from Roanhorse Consulting to develop a strategic business model based on the information gathered from partners. In August 2021, NMHEP staff hosted **two** sessions with core partners and steering committee members for feedback and further input. In the new model, NMHEP remain committed to continuing to center community, as the heart of NMHEP, and deepen our roots by focusing on the following strategic areas and services.

- ✓ ***Capacity Building:*** Provide training and technical assistance to support grassroots organizations to conduct community driven research to make a more compelling case to decision makers on issues that affect the health and wellbeing of communities. Key tools include Health Impact Assessment, photovoice, and graphic harvesting.



- ✓ **Connecting:** Create critical connections by facilitating relationships and leadership opportunities across the network and distributes information and elevate stories via communications platforms to advance health equity.
- ✓ **Convening:** Serve as a convener and co-creates spaces for relationship building and cross-cultural learning to advance health equity. As a convener, NMHEP builds loving and beloved community to do work for social justice. NMHEP provides opportunities for people to connect across the state, bridge the rural and urban divide, and engage in mutually beneficial relationships and peer learning. NMHEP provide spaces for networking and for sharing different ideas, views, cultures, traditions, and perspectives.
- ✓ **Collaborative Funding:** In partnership with other funders, engage in collaborative grantmaking and provide connections, encouragement, and mentoring to increase access in funding for Black, Indigenous, and People of Color and grassroots organizations to advance health equity and racial justice. NMHEP is committed to growing investments in HIAs to ensure community centered efforts are adequately funded and so more communities can conduct HIAs. With additional resources raised in the future, there is a longer-term vision for NMHEP to play the role of a starter funder to bring national money into NM in service of BIPOC communities.



**Organizational Structure:** In December 2021, NMHEP conducted 1-1 interviews with **six** steering committee members to contribute to the development of a SWOT (strengths, weaknesses, opportunities, and threats) analysis for three organizational structures (fiscal sponsorship, 501c3, or initiative/integrated into a new organization) to support the new strategic business model. The SWOT analysis was presented to the full steering committee at the January 2022 meeting. Based on the presentation of the SWOT analysis and recent news that there was not a path forward at SFCF, the consensus was to move forward with fiscal sponsorship.

**Fiscal Sponsorship:** The NMHEP team, with support from Roanhorse Consulting, developed criteria rooted in values and needs for selecting a fiscal sponsor. They also took suggestions from steering committee members and partners for possible fiscal sponsors. The NMHEP team researched roughly **13** fiscal sponsorships locally and nationally and then discussed learnings against the criteria. From there the NMHEP staff had conversations with five organizations (three local and two national). Based on the conversations, they narrowed the pool down to two finalists (one local and one national). NMHEP staff and two steering committee members participated in finalist conversations and presented the information to the full steering committee at the February 2022 meeting. The consensus was to move forward with [Open Collective Foundation](#) after additional due diligence was conducted. The transition from the SFCF to OCF is taking place during March and April 2022.

**Staffing Structure:** In support of the new strategic business model and aligned with NMHEP's value of all staff have a voice, NMHEP will move forward with a Co-Directorship model. David Gaussoin who has been with NMHEP since 2014 became a Co-Director in March 2022 and is responsible for strategic leadership, as well as oversight and management of two key areas: capacity building and facilitating critical connections through network engagement and utilizing diverse communications platforms to uplift stories. Announcement of the other Co-Director position and hiring took place in February – March 2022. **Three** steering committee members and David served on the hiring committee to select the new Co-Director; reviewed and scored resumes; participated in first and second round interviews; and came to

consensus on a final decision. Alexandra Goldman became the second Co-Director in April 2022. She is responsible for fundraising and operations, as well as oversight and management for convening and collaborative funding. Jessi Espinoza-Jensen, who has been with NMHEP since its inception in 2012, will be moving on from her position at the end of April 2022. She announced this departure in November 2021 and committed to supporting with a six-month transition for NMHEP to move into its next phase.

**Transition Plan:** NMHEP staff developed and implemented a transition plan to guide the shift to the new business model and close out of current work; transition into the Co-Director staffing model with successful onboarding, exchange of information, and capacity building; and the move out of the SFCF and ensure transfer of technology, contracts, funds, etc. to OCF.

**Resource Development:** In recent years, the NMHEP team and place-based partners have diversified funds. In 2015/2016, NMHEP 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 2021/2022, NMHEP was contracted by the following organizations for collaborative partnership, coordination, facilitation, convening, and report writing services: Con Alma Health Foundation, Expanding Opportunities for Young Families, NewMexicoWomen.ORG, and Notah Begay III Foundation. NMHEP also secured funding from the Amalgamated Foundation, Community Health Funder Alliance (Anchorage, St. Vincent's Hospital, and Santa Fe Community Foundation), and McCune Charitable Foundation. Additionally, the Santa Fe Community Foundation provided resources to cover part of NMHEP staff salaries. The place-based partners have also worked diligently to diversify funding sources. Including WKKF, NMHEP and the place-based teams have a total of **16 philanthropic partners**. The total amount of new funds leveraged/secured during the reporting period is **\$574,683.50**.

Team	Diversified Funding and Earned Income Sources for 2021/2022
NMHEP	Amalgamated Foundation - \$77,000, Con Alma Health Foundation - \$82,171.50, Community Health Funders Alliance (Anchorage, St. Vincent's, Santa Fe Community Foundation) - \$15,000, Expanding Opportunities for Young Parents - \$240, McCune Charitable Foundation - \$20,000, Notah Begay III Foundation - \$10,634, NewMexicoWomen.Org - \$15,600, Santa Fe Community Foundation - \$49,964, and individual contributions - \$1,399. <b>Total = \$272,008.50</b> (funds posted during the period)
DACU	Con Alma Health Foundation - \$45,000, McCune Charitable Foundation - \$10,000, Participatory Budgeting Project - \$11,650, Individual Donors - \$1,025. <b>Total = \$67,675</b>
MCHE	Building Equity & Alignment Fund - \$60,000, Con Alma Health Foundation - \$25,000, McCune Charitable Foundation - \$25,000. <b>Total = \$110,000</b>
SCHE	McCune Charitable Foundation - \$25,000, Just Transition - \$25,000, Native American Relief Funds - NM Foundation \$20,000, NDN Collective - \$30,000, Tides Foundation - \$30,000, Tides/Life Comes from It - \$25,000. <b>Total = \$125,000</b>

*\* NMHEP also provided transition funds to each of the place-based teams. These funds are not included in the table above for the place-based teams since the incoming funding is counted in NMHEP's numbers.*

*\*\* Other organizations, in the previous period, who provided funding or paid for services included: ACF NM Counts, City of Las Cruces, City of Santa Fe, Community Foundation of Southern NM, Molina Health Care, Navajo Hopi Families COVID-19 Relief funds (in-kind), Opportunity Santa Fe, Thornburg Foundation, Flicker for First Aid Kits and Gatorade, and Western Sky.*

NMHEP staff acknowledges funding as a current and future challenge as we work to diversify funding sources (grants and earned income) and learn to be nimble to continue to get money to communities. Further, we are learning how to balance earned income opportunities with the capacity building work core to NMHEP. We also believe the new Co-Directorship will be supportive of the new business model.

## CLOSING

In closing, we present a summary of the expected results. The findings and learnings in this report may inform some of NMHEP's strategic and programmatic areas within the new business model for 2022 and beyond, as well as future fundraising. As NMHEP transitions into a new business model, this document also serves as an archive and history of programmatic work completed during March 2019 – February 2022, with more specific information for March 2021 – February 2022. It documents the ways that NMHEP staff and partners learned, adapted, and pivoted during a global pandemic. It also details the process NMHEP took to develop a new business model and outlines the steps taken for staff and organizational transitions. The learnings shared in this document are also applicable to other partnerships and organizations working to advance health equity and racial justice.

**Summary of Expected Results:** Progress and changes to the expected results, identified by Alvin Warren, as requested in the W.K. Kellogg's reporting format are highlighted in grey throughout the narrative report and compiled in the table below.

Expected Results	Progress made and anticipated changes
<b>Funding</b>	
Philanthropic partners - Expansion of NM NMHEP philanthropic partners from 7 to 13	Including WKKF, NMHEP and the place-based teams have a total of <b>16 philanthropic partners</b> .
Funds leveraged - Funding obtained from five funders based on current requests.	The total amount of new funds leveraged/secured during the reporting period is \$574,683.50.  All the philanthropic partners noted above have committed funding based on the current requests. For the NMHEP team the funds are on hand from eight philanthropic partners. Additional funds that are paid monthly for a contract with Con Alma through the end of 2022 will come later.
<b>Knowledge Products</b>	
HIA toolkits produced that are indigenous-centered and youth-friendly.	NMHEP contracted with T4B to develop a <a href="#">Youth HIA toolkit</a> focused on making data collection fun, zine making, and videomaking. The toolkit has been widely disseminated via social media, the NMHEP newsletter, and meetings with community partners.  NMHEP worked closely with Roanhorse Consulting, Indigenous partners, and technical assistance providers to co-develop an <a href="#">Indigenous HIA toolkit</a> rooted in Indigenous worldviews and values. The toolkit includes a graphic visual of the process, presentation of the curriculum, and appendices with descriptive supporting documents. NMHEP has utilized the toolkit in trainings for a more culturally grounded tool and disseminated it broadly in NM. You can watch an overview presentation of the toolkit <a href="#">here</a> , given by NMHEP TA providers (Valerie Rangel and Christina Morris) for Deconstructing Racism NM.
Two community-based HIA reports produced	NMHEP provided funding, training, and technical assistance to NM Birth Equity Collaborative an initiative of Black Health NM and McKinley Community Health Alliance (MCHA) to complete HIAs.  In early 2021, due to challenges tied to the pandemic, NM Birth Equity Collaborative pivoted from completing the full HIA to best respond to community needs and focused its efforts on a Farm to Table project. In turn, they produced an <a href="#">educational film and discussion guide</a> to educate about the program and promote dialogue around Black people's rich history with food and farming; the significance of food with dignity; the intersectional



	<p>nature of social justice efforts; and the importance of funders investing in Black communities in NM.</p> <p>The McKinley Community Health Alliance conducted an HIA on Housing First policies in Gallup, NM, with a focus on Indigenous and Immigrant communities. The HIA focuses on how access to safe and stable housing impacts the social determinants of health of economic stability, childhood education and safety. The team produced a draft report. NMHEP staff connected MCHA with a ghost writer, who they met with three times to create a plan for editing the report and ensuring it reads with one voice. Unfortunately, the ghost writer is no longer able to support due to other commitments so the team will finalize the report on their own.</p>
Multi-media resources to capture history and future planning	<p>NMHEP conducted <b>20</b> sessions with <b>38</b> stakeholders to inform a <a href="#">Harvesting of Insights</a> report with graphic illustrations documenting NMHEP's history and recommendations for the future.</p> <p>NMHEP created a <a href="#">Strategic Business Model</a> with guidance from Roanhorse Consulting, and a graphic illustrator created a visual representing the model to document future planning.</p> <p>NMHEP compensated graphic illustrators to create <b>32</b> graphics since January 2021 for purposes of documenting convenings and reflection sessions, synthesizing information, representing connections, and illustrating a new business model in visual form.</p> <p>DACU produced a new timebank orientation video utilizing graphics created by its VISTA (trained by NMHEP in graphic recording) and photos of timebank members conducting exchanges.</p> <p>DACU completed a series of <b>seven</b> profile videos of Las Cruces residents who have experienced inequity in their lives. Each video is approximately ten minutes in length and was created from an extensive one-on-one interview and professional quality black-and-white photographs.</p> <p>MCHE, as part of strategic planning, engaged a graphic illustrator to document the organization's history and future planning.</p> <p>SJCHE developed a Dinè Centered Research and Evaluation strategic planning presentation utilizing visuals for planning from an Indigenous perspective.</p> <p>DACU, MCHE, and SJCHE participated in a session where they drew and reflected on their connections and impact as part of a broader network and two graphic illustrators representing different genders documented this history, which is visually presented in this section of the report.</p>
Community driven strategies to ensure uranium waste is moved and sustainable housing is established	<p>MCHE has strengthened long-term relationships with local, state, and national networks for cleanup of the uranium mines. To ensure sustainable housing, the Red Water Pond community would like to move to Black Tree Mesa; however, the money is not there. A lot of people have moved elsewhere with about 15-20 people still there. The people who have moved are faced with financial issues and depression because they can't go home. In 2021, MCHE stepped back from this and is addressing uranium mining through other strategies. MCHE is a great community connector. They have established a partnership with the NMPHA to move uranium issues to the forefront and have more advocacy actions for uranium cleanup and examine the human rights violations. They are connecting interns to community leaders and social justice strategy building.</p>
Storytelling videos on wage theft to ensure knowledge transfer of labor rights and worker justice	<p>Due to the pandemic and a need to pivot, MCHE has not done the video. As part of the McKinley Mutual Aids efforts and the assessment supported by Roanhorse Consulting, MCHE worked with Somos Gallup to include questions on a current survey to gather information about how workers have been treated during the pandemic (overtime, sick leave, PPE). Further, MCHE invited two folks from Somos Gallup to a March 2022 strategy session to clarify what they want to do and how to best support them.</p>

A replicable HIA using indigenous measures	SJCHE and Dinè Centered Research and Evaluation have developed a replicable HIA using indigenous measures to assess the impacts of extractive activities on the environmental, physical, spiritual/cultural and community well-being of surrounding areas and finalized the HIA report on impacts of fracking in Tri-chapter area. You can view the report <a href="#">here</a> .
A Community Emergency Management Plan to address dangers of industrial extraction activities	SJCHE was in progress of working on 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”. The pandemic prevented SJCHE from moving forward with this process. SJCHE raised \$25,000 in resources from McCune for 2021-2022 to establish plans for a Community Emergency Management team structure in Northern NM to leverage previous efforts. See SJCHE’s section in this report for how resources from McCune were leveraged and used.
<b>Other</b>	
Recommendations will be adopted for two policies to improve children’s health within two years of HIA completion.	NMHEP anticipates that over the next two years, NM Birth Equity Collaborative and McKinley Community Health Alliance’s efforts will lead to systems and policy change. After four years of organizing <u>Together for Brothers</u> (T4B) is proud to announce that all ABQ Ride buses and SunVan are free for everyone. Beginning in 2017, T4B conducted a <u>HIA</u> to analyze the health impacts of free bus passes on young people in Albuquerque in the International and Westgate districts and make policy recommendations. The young men developed and administered surveys in English, Dari, Persian, Spanish, Swahili, and Turkish to more than 300 individuals. They collected qualitative narratives via focus groups at videogame tournaments, pool parties and other community events. T4B used zines, photovoice, and videos to tell their stories and advocate for policy change. T4B presented their research results to city-level decision makers and organized with community partners for years so that free bus passes for all could be realized.
At least 250 parents and 200 youth/children educating decision makers on the health impacts of issues important to them.	Within the place-based work and one HIA team, <b>235 parents and youth/children</b> educated decision makers on the health impacts of issues important to them.
More workers filing wage-theft complaints to improve children wellbeing.	Tied to MCHE’s collaborative efforts, they reported workers have gained back stolen wages in the amount of over <b>\$300,000</b> to the complainants.