



NEW MEXICO HEALTH EQUITY PARTNERSHIP

**New Mexico Health Equity Partnership at the Santa Fe Community Foundation
A Summary of Our Progress and Impact in 2017/2018**



“It is important that the stories are being shared with your families and communities – they are coming to life. The stories keep the fire going – the fire of awareness and love.”

HEP Gathering Participant



Thank you to Erica Bota for the amazing graphic illustrations and Mabel Gonzalez and Robert Yee for the beautiful photography displayed throughout the report.



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Project Summary

Network Sustainability: The New Mexico Health Equity Partnership (HEP), an initiative at the Santa Fe Community Foundation (SFCF), believes every New Mexican should have the opportunity to lead a healthy life, live in neighborhoods where children and families thrive, and have a say in the decisions that impact their lives. In 2017/2018 HEP consisted of **four** core partners, **90+** [network members](#), **eight** steering committee members, **four** Health Impact Assessment (HIA) technical assistance providers, and **three** staff. HEP members have their own networks, strengthening the collective power of HEP as a network of networks. HEP developed the relations needed for sustainability. We supported members with coaching, training, and funding ensuring grassroots organizations and community members are engaged in decision-making. This **model of community-driven leadership** means the work lives on long after a HEP activity ends.

Impact: In 2017/2018, HEP focused efforts on **capacity building** and **creating critical connections**. We invested in Doña Ana, McKinley, and San Juan counties and scaled targeted capacity building in rural, tribal, immigrant, and refugee communities. HEP provided resources and coaching which increased organizational and advocacy capacity of **three** HIA teams, **six** action-oriented groups, and **three** place-based teams. **Our impact includes:** relationships built across diverse communities and cultures; solidified alliances around a common goal; elevated community power; and strengthened leadership, knowledge, and advocacy skills.

Through HEP's HIA training and coaching, community members learned to utilize data and stories to inform policy and hold decision makers accountable on issues that matter to them.

- Overall, **85%** of HIA training participants “strongly agreed” and **15%** “agreed” that the content shared at their respective HIA trainings deepened their understanding of HIA.
- **Two** culturally/community-based HIA reports and accompanying visuals were produced and **one** is in process of being finished.
- Community recommendations for the **two** completed HIA reports have informed decision making. Further, HIA recommendations have been adopted and/or progress has been made for **three** HIA reports completed during 2015/2016.
- **Two-hundred and ten** organizations collaborated across sectors within the HEP network. HEP created critical connections among organizations and communities and strengthened relationships.

Place-based policy impact: Three place-based teams in Doña Ana, McKinley, and San Juan counties made progress towards their goals. Highlights of place-based policy impacts are below. Specific outcomes and case studies are outlined in the report body.

- Climate change/traffic safety/parks: In collaboration with the City of Las Cruces (CLC) Sustainability Officer, Doña Ana Communities United (DACU) has worked since 2017 to pilot community engagement strategies which deeply involve residents in planning infrastructure improvements. Planning projects have focused on the construction of vegetated chicanes to gather rainwater and slow traffic and tactical urbanism strategies to manage traffic and build a sense of community. **With DACU's encouragement, CLC is moving to purchase a large vacant lot where residents will make decisions about developing public spaces in neighborhoods.**
- Pedestrians and nonmotorized vehicles: Individual DACU members and the team provided input into all drafts of the City's Active Transportation Plan. As a result, **the final draft of the Las Cruces Active Transportation Plan prioritizes pedestrian safety and public transportation, including issues specific to people who utilize non-motorized forms of transit out of necessity (not choice) and issues specific to populations with varied abilities.** Moreover, two of DACU's members now serve on the City's Transit Advisory Board.
- Navajo Nation preliminary support for the HIA report on wage theft's recommendations: On January 29, 2018, Anna Rondon and Emerson Toledo of McKinley Collaborative for Health Equity (MCHE) and Chris Hudson of McKinley Community Health Alliance had an introductory meeting with the Navajo Nation Council's Health, Education, Human Services Committee where they shared findings from their HIA report on wage theft. **Chairperson, Jonathan Hale expressed support for the report and its recommendations to prevent wage theft and protect workers' rights in the thirteen border towns surrounding the Navajo Nation.**



“What was most important is learning that you must speak up. It is hard when people are not heard... I look up to the people I met. They are very strong to do what they love and cherish.”

HEP Gathering Participant

- **Public safety and human rights on fracking:** The MCHE provided education and technical assistance to the Diné Medicine Men and the Diné Hatalthlii Association on public safety and human rights concerns regarding “fracking” near sacred sites. The Navajo Nation Health Education Human Services Committee, Resources Committee and Navajo Council support the implementation of NMDOT public safety regulations to install reduced speed signs and lights to deter traffic accidents and save lives. **In response, the NMDOT will install “slow down” signage with lights near Nageezi and Huerfano Navajo Chapters.**
- **Community Emergency Management Plan-** In August of 2015 Navajo Communities were disproportionately impacted by the Gold King Mine Spill that released 3 million gallons of toxic waste into the Animas and the San Juan rivers. Dr. Karletta Chief developed a comprehensive community-led study to explore the impacts to Navajo communities. She worked with San Juan Collaborative for Health Equity (SJCHE) Diné Centered Research and Evaluation Team (DCRE) member Janene Yazzie, Duane "Chili" Yazzie and the late Dr. Larry Emerson. **Because of the study, it was determined that the development of a policy to establish a Community-led Emergency Management Plan and protocols would help alleviate the disparities, distrust, and confusion that exacerbated the trauma and perceptions of exposure risks experienced by impacted Navajo Communities.** Unique to this initiative is consideration of the reality of historical trauma and the cultural connections to the San Juan River that define the vulnerabilities and impacts experienced by Navajo communities in the wake of these traumatic events. The SJCHE-DCRE will continue to work with the University of Arizona research team to develop the final plan and protocols and establish necessary policy changes in the Navajo Nation's emergency management plan.

Positive impact on children: As acknowledged by the W.K. Kellogg Foundation, “*Children live in families, and families live in communities. Achieving strong outcomes for children happens by connecting what children, families and communities need – at home, at early childcare centers, at school, in their communities.*” In 2017/2018, HEP successfully provided resources, offered coaching and training, and created spaces that enabled families to strengthen relationships, form alliances around a common goal, discover their power, build their leadership skills, and educate decision makers about issues that matter to them and their communities. Through HEP’s activities, **343** parents of vulnerable children and **494** vulnerable children advocated for systems change.



When Native American and Latinx immigrant parents come together to address wage theft in a rural area, bring their children to community meetings, utilize their knowledge and skills to file wage theft complaints, and raise their voices, they ensure anti-wage theft laws are enforced and parents receive hard-earned wages to support their families.

When young men of color serve as leaders in the Westgate and International District neighborhoods of Albuquerque, they help adults better understand the importance of a free youth bus pass and demonstrate the connectivity between transportation, education, employment, recreational, and health outcomes. This deepened understanding leads to improved systems for all people.

When community members adopt a park in Las Cruces and work to ensure it is accessible for people with disabilities, has shade structures for children to play, and it is pesticides free, people have opportunities to gather in public spaces and devise solutions that work for all families.

When immigrant and refugee families imagine what accessibility in Albuquerque means and make recommendations for true language and cultural access, City level systems improve, so all children and families thrive.

When families in San Juan county engage in racial healing; utilize methodologies that are aligned with their histories, cultures, and traditional teachings; and parents and children restore and celebrate wellness and indigenous culture through community gardens, worldviews shift, thus changing what is possible.

Report organization: Through this report, we share qualitative and quantitative evidence to illustrate HEP’s strategies and positive impact on the health and well-being of communities, families, and children. HEP collected data via sign in sheets, evaluation forms at gatherings and trainings, partner dialogues, feedback surveys, grantee reporting forms, open feedback, and community members’ stories. The information in this report highlights the **outcomes** for our goals in the areas of community-driven research, critical connections, and place-based efforts.

Progress toward Goals & Outcomes

I. Fund and offer community-driven research training to utilize data to inform policy: In 2017/2018 HEP offered trainings and coaching for community groups to strengthen their leadership in conducting community-driven research, elevate their voices, discover their power, and be the drivers of change. One critical research tool that HEP provided is called Health Impact Assessment (HIA). HEP trained groups to identify an issue, collect data and narratives, and make recommendations to inform policy and hold decision makers accountable. Via a partnership with RISE Boys and Men of Color, HEP supplemented, reinforced, and advanced community-based HIA efforts by leveraging and investing **\$77,500** to build the capacity of **11** organizations, working to improve the lives of boys and men of color in Albuquerque and indigenous communities, to utilize data.



HIA Reports Produced: In 2017, HEP staff and technical assistance providers conducted outreach, coaching, and screening to select HIAs in rural, tribal, refugee, and immigrant communities with a lens towards vulnerable children. HEP funded and offered in-person training and ongoing coaching to **three** HIA teams (two in Bernalillo county and one in San Juan county) led by community members most directly impacted by health inequities (immigrants, refugees, and young men of color). In 2018, **two culturally rooted, community-based HIA reports were completed** and the third is in process. The delay to the third project was due to challenges coordinating with an academic partner, identifying a valid site for data collection, and a drawn-out IRB process.

- [1. Global 505, New Mexico Asian Family Center:](#) Examined the health impacts of language access policies in education, job training, and transportation on refugee and immigrant families and their children in Albuquerque.
- [2. Together for Brothers:](#) Examined the health impacts of free bus passes on young people (8-18) in the International District and Westgate and what that means for access to: 1) educational opportunities, 2) employment, 3) recreation, and 4) the promotion of healthy habits.
- [3. Familias Unidas por Justicia:](#) Examine the health impacts of the collaboration between local law enforcement agencies and immigration customs enforcement on the health and well-being of immigrant workers and their children in Farmington compared to Santa Fe.

The two teams (Together for Brothers and Global 505) which completed HIA reports also created [graphics](#) and [videos](#) to ensure the information was accessible to their respective communities.



Together for Brothers HIA Team



Global 505 HIA Team

Impact/Recommendations adopted: As with previous HIAs, outcomes for the HIA teams included: 1) relationships cultivated across communities and cultures; 2) solidified alliances on a common goal; 3) elevated community power; 4) strengthened leadership, knowledge, and advocacy skills; 5) evidence cited by other researchers, advocates, etc.; and 5) policy recommendations implemented. Together for Brothers and Global 505's HIA recommendations, designed to improve children's health, informed decision-making processes. Further, HIA recommendations were adopted and/or progress was made for three HIA reports completed during 2015/2016. Highlights are below and a comprehensive list of policy impacts can be viewed [here](#).

Free bus passes for youth: In 2017, Together for Brothers conducted an HIA to analyze the health impacts of free bus passes on young people in the International District and Westgate neighborhoods in Albuquerque. Young men of color developed and administered surveys in English, Dari, Persian, Spanish, Swahili, and Turkish to more than

300 individuals and collected qualitative narratives at community events. They presented research results and policy recommendations to city-level decision makers. Due to the young men's leadership, the **City of Albuquerque piloted a "free bus pass" for youth during summer 2018**. The young men were featured on [New Mexico In Focus](#) PBS due to their policy impact and Mayor Keller highlighted the summer bus pass program in his newsletter. More recently, the Albuquerque Transit Department **shifted the time of their Transit Advisory Board meeting** to ensure youth could participate. Additionally, the Albuquerque Transit Department hosted the **first Transit Equity Day** on February 4 in commemoration of Rosa Park's birthday and offered free bus passes. T4B also secured funding from the County and other funders because of the HIA efforts.

Language and cultural access policies – In 2017, the NMAFC, via Global 505, conducted a HIA focused on language and cultural access policies on a city-wide level to advance the success of immigrants and refugees in Albuquerque. Global 505 is working with the City of Albuquerque's Equity and Inclusion Office to implement the HIA recommendations. Already, the **City has done an internal audit of language access policies that exist within all City departments, and has moved to provide model policy development, implementation, and enforcement with support of Global 505 for those entities under city purview, including the ABQ Police Department**. The City recently contracted with Global 505 to identify and translate signs and forms. As a next step, the City plans to examine how access to education, transportation, and job training programs can be more inclusive and accessible for immigrant and refugee populations. Global 505 serves as the steering committee member that guides the City via the Office of Immigrant and Refugee Affairs and as the main steering partner to ABQ Public Schools regarding community engagement for the Newcomer program. Both leadership roles emerged because of the HIA effort.

Wage Theft: The HIA on wage theft has been instrumental in ensuring a victory for workers. In December 2017, **Somos Un Pueblo Unido and other workers' rights organizations announced an unprecedented agreement in a lawsuit against the NM Department of Workforce Solutions for failing to enforce the anti-wage theft law**. The agency must ensure that wage theft victims, especially those in rural communities, have access to a fair process for their complaints. Recently, the Indian Affairs Committee was educated about the Wage Theft HIA. The educational efforts have prompted NMDWS to retrain their workers, increase the number of investigators, and have a "pop up" site in Gallup for complaints.

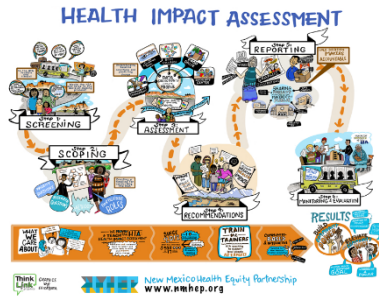
Radiation Exposure Compensation Act – The Tularosa Basin Downwinders Consortium conducted a HIA to examine the health outcomes associated with the Amendments to the Radiation Exposure Compensation Act to include the Downwinders of NM. The HIA report has been beneficial in providing information about the health needs of the Downwinders and how the Amendments would address those needs. **Through the sharing of the HIA report with the public and policy makers, a member of the TBDC Steering Committee, was invited to testify before the US Senate Judiciary Committee in summer 2018**.

Indian Health Services – The Santa Fe Indian Center conducted an HIA on the impacts of the IHS budget and budgeting decisions on urban Indians in Santa Fe. The report indicated that food insecurity was a serious issue, with 53% of respondents reporting the need to ration food or eat less in the last 30 days because they didn't have enough money for food. One of the HIA recommendations was to address food insecurity through the creation of a food bank and expansion of nutrition services to meet the needs of the Santa Fe Service Unit IHS Hospital community. **Through a partnership between IHS and MoGro, a non-profit mobile grocery project that delivers weekly shares of healthy foods to community sites, the recommendation regarding food security is being addressed**.

HIA training to strengthen advocacy: HEP staff and four HIA technical assistance providers in the **HIA Train the Trainer** program from Bernalillo, Doña Ana, San Miguel, and San Juan counties supported the HIA teams by offering bi-weekly coaching calls, webinars designed for peer learning, and in-person trainings to **increase knowledge and advocacy skills**. Additional HIA and data workshops were offered at the 2018 Statewide Gathering and other venues. HEP **tailored the HIA curriculum** to reflect HEP's voice, branding, and the culture and geographies of NM's communities. We incorporated hands-on interactive activities and art into the trainings to ensure they were accessible to families of all ages (children to elders) and people who spoke multiple languages. We translated the curriculum into Spanish and trainings were interpreted into other languages, such as Farsi and Swahili. HEP also worked with a graphic illustrator to [visually demonstrate](#) the HIA process. HEP staff's facilitation skills were strengthened by participating in the Native Healthy Communities Facilitation training, Racial Implicit Bias training, and Emerging Leaders program.

Overall, 85% of HIA training participants *strongly agreed* and 15% *agreed* that the content shared at their respective HIA trainings deepened their understanding of HIA and 79% *strongly agreed* and 21% *agreed* they will use the knowledge/skills in their work. – 2017 HIA Trainings

Increased knowledge and advocacy skills via HIA and data capacity building activities



HIA training in Albuquerque with **30 immigrants, refugees, and youth** from the International District and Westgate on June 28, 2017. The training was interpreted into Farsi, Spanish, and Swahili.

HIA training in Farmington with **20 Latino immigrants and Native Americans** on July 22, 2017.

HIA training and pre-proposal funding workshop in partnership with **Pew/Health Impact Project** in Albuquerque with **30 participants** on August 22, 2017. One proposal was funded with HEP's support.

Two-day HIA training in partnership with **Human Impact Partners** with **mothers and stakeholders** with Conservation Voters NM on July 28 and 29, 2018. The HIA examines the health impacts of diesel buses on NM's children, families, and communities of color.

HIA workshop with Conservation Voters NM with **35 people from three counties** in February 2019.

Five webinars were conducted in 2017 and **two webinars** in 2018. An **HIA communications workshop** was conducted with young men of color in 2018. Teams were supported with **bi-weekly coaching calls**.

11 organizations improving the lives of boys/men of color engaged in **data capacity building**.

At the HEP Statewide Gathering, DACU, Juntos, Global 505, MCHE, SJCHE, Somos, etc. led **workshops on engaging community in data collection, making data collection fun, art as data, mapping, etc.** with **120 participants** on October 19, 2018.

II. Create critical connections among organizations and communities: HEP created critical connections among organizations and communities via **convenings** and **communications platforms** to share emerging and best practices. In 2017/2018:

- **210** organizations collaborated across sectors.
- **1,334** community-based stakeholders actively engaged in HEP efforts.
- **343** parents of vulnerable children and **494** vulnerable children advocated for systems change.
- **93** decision makers at multiple levels, in various parts of the state, were engaged.

Individuals participating in HEP gatherings reported strengthened relationships and partnerships. Genuine relationships rooted in trust are a pre-requisite to effective organizing, sustainable change, and improved health. Partners shared and received feedback from one another, gained deeper understanding of each other's issues and strategies, learned from one another, leveraged resources, and promoted greater awareness.



Communications Platform: In 2018, we had **685** newsletter subscribers, **453** Facebook followers with a reach of **11,009** people (data is missing for two months), and the HEP website had **18,973** page views. We established an Instagram page and have **119** followers. HEP maintained an online forum for sharing of best/emerging practices. We learned that rather than use the online forum, partners are more likely to share practices and successes via our monthly newsletter and social media (Facebook and Instagram). Core partners and network members further elevate communications. For instance, DACU recently developed **seven video equity profiles** of residents which will be posted to a dashboard created with Policy Link and hosted a weekly **Just Community radio** highlighting the voices of residents experiencing inequities.

Gatherings: HEP created spaces for participants to feel connected, inspired, grounded, revived, and informed. HEP gatherings, as well as the ones we collaborated on and leveraged resources for are listed below. Our role as a convener demonstrates HEP's integral role as key health equity infrastructure in NM.

HEP strengthened relationships via the following gatherings

Convened the **2018 HEP Statewide Gathering, *Building Solidarity for Vibrant Communities and Families*** with **120 geographically, racially, and age diverse participants** in Española on October 19, 2018. The event was described as grounding, informative and enlightening.

Six grassroots organizations with HEP's support, hosted action-oriented small group gatherings designed to strengthen relationships, advance racial equity, and improve health in Bernalillo, Hidalgo, Rio Arriba, Santa Fe, Sierra, and Taos counties. For example, in April 2018, Tewa Women United convened 12 women to discuss healing and its role in justice movements in their lives. The full report describing the gathering, *Seeds of Hope* can be accessed [here](#).

Held **quarterly partner meetings with place-based teams** in 2017/2018. Opportunities to highlight community efforts and learning were enhanced as core partners hosted **site visits** in Doña Ana, McKinley, San Juan, and San Miguel counties in December 2017, June 2018, and September 2018.



Partnered with Chainbreaker to host a series of **four community conversations**, called *The Edge of Equity*, to educate the public on the roots of Santa Fe's housing and equity crisis during early 2018. This built on the organization's HIA focused on gentrification and development without displacement.

Co-hosted the **Health Care Reform Gathering** with the Con Alma Health Care Foundation in April 2018.

Co-facilitated a **Fathers Building Futures retreat and hike** with fathers in leadership roles in September 25, 2018.

Partnered with NM Women.org and Chainbreaker to co-host the **Grassroots Institute for Fundraising Training** with **150** participants the day after the HEP Statewide Gathering on October 20, 2018.

Partnered with Together for Brothers to co-host the **Boys and Men of Color Celebration** in January 2019.

Provided support to plan the **Environmental Public Health Network Conference** in December 2018.

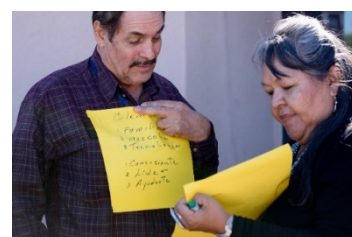
2018 Statewide Gathering Case Study

HEP's 2018 Statewide Gathering, *Building Solidarity for Vibrant Communities and Families* exemplified the **magnitude of its partnerships and deep web of trust**. The gathering was held on Friday, October 19th at Northern NM College in Española.

One-hundred and twenty (120) HEP partners, network members, and allies from across NM participated in the gathering. People traveled from frontier, rural, quasi urban, and urban communities to build relations across diverse communities and sustain a network to advance health equity and social justice. Geographic locations included, but were not limited to: Albuquerque, Aztec, Farmington, Gallup, Las Cruces, Las Vegas, Lordsburg, Mexican Springs, Santa Fe, Sheep Springs, Shiprock, Taos, Torreon, Zia Pueblo, etc. Racially and ethnically, participants identified as: Apache, Black, African, African Refugee, African American, Chicana, Indigenous, Native American, Latinx, Muslim, people of color, refugee, and white. Age groups ranged from youth to elders. People identifying as LGBTQ, low-income, and directly impacted by the criminal justice system attended. Participants also represented parents, artists, grassroots, non-profit staff, and people engaged in agriculture/food, environmental, and economic/social justice.

Based on the evaluation findings, **HEP created a space for participants to feel grounded, informed and enlightened**. Participants indicated their minds were expanded, and awareness grew. Participants felt connected, inspired, revived, and grateful. Eighty-four (**84%**) of participants "*strongly agreed*" and **16%** "*agreed*" that they made at least one **new connection** that will help them to advance health equity and social justice.

HEP **facilitated change** through peer sharing of community knowledge, organizing tools and techniques, and best and promising practices used to build community power. The gathering planning was informed and led by grassroots leaders and community members doing the work.



Sixty-seven (**67%**) of participants "*strongly agreed*" and **33%** "*agreed*" that they learned a new tool, strategy, or skill to help them advance health equity and social justice. Participants discovered new networks and connections; specific policy issues; the deep level of work taking place in Indigenous and people of color communities; mapping and planning tools; community engagement tools; how to utilize art; self-care tools; and new framing and fundraising strategies. Sixty-eight (**68%**) of participants "*strongly agreed*" and **28%** "*agreed*" that they will use the knowledge/skills acquired in their work to advance health equity and social justice. The knowledge will be utilized in future gatherings or classes with students; coalition building; organizing efforts; data collection; fundraising; and decolonizing efforts.

From HEP Gathering Participants

"I was able to connect with communities from rural New Mexico and other organizations that I did not know about. It was definitely a great event and great space to network."

"Lots! This was the most wonderful part. This is important to me because in New Mexico we are sprawled out geographically and resources are limited- the more we can work with a collective impact frame, the better. It takes building relationships and learning from each other."

"I connected with folks doing environmental justice work around Chaco Canyon. This work is extremely important to me because this is one of the most critical environmental fights currently taking place in New Mexico and it was helpful to hear about the movement from folks who have been involved in protecting that place for decades."

"When we work as one we are much more powerful. The conference was evidence of that. I picked up excellent info by the work being done by everyone."

"Reconnection with colleagues from other parts of New Mexico and making new partners and having an open mind to understand their views and to learn from the work that works for them, as they address issues within their communities."

III. Resources to increase the capacity of place-based teams: Place-based efforts in Doña Ana, McKinley, and San Juan counties focused on the priority areas relevant to their respective counties to improve family and child well-being. In 2017/2018, HEP convened quarterly meetings with place-based teams focused on peer learning, sharing best practices, and celebrating successes. As illustrated above, engaging site visits to highlight community actions and practices were incorporated. HEP also hosted monthly zoom calls, bi-weekly coaching and check in calls with coordinators, reflection/strategy session in May 2018, and weekly fundraising calls during the latter part of year.



Overall Place-Based Outcomes: Shared outcomes reported by the place-based teams included: 1) relationships built across diverse communities and cultures; 2) solidified alliances around a common goal; 3) elevated community power; 4) strengthened leadership, knowledge, and advocacy skills; 5) policy impact; and 6) organizational development. Specific outcomes for each place-based team and case studies are presented below.

Doña Ana Communities United

Outcomes: Doña Ana Communities United (DACU) aspires to a vibrant Doña Ana County where all human beings are valued, and everyone works together to realize their full potential for individual and collective wellbeing. In 2015, DACU released an HIA on **parks and trails** in which key recommendations were incorporated into the comprehensive plan. Building on this success, in 2017/2018 DACU engaged residents and unhoused community members in **social equity mapping and infrastructure improvements** in the Nevada neighborhood and at the Community of Hope. DACU also coordinated hOur Time, an **alternative economic model timebank** based on reciprocity where everyone’s time has equal value.

- **Nine** individuals formally participated in **social equity mapping projects** and **15** did as volunteers. Residents collected narratives and photos, painted intersection murals, and participated in the City’s Neighborhood Leadership Academy to build social cohesion, slow traffic, and engage decision makers. Participants increased civic engagement, gained understanding of the social determinants of health, acquired job/life skills, and increased engagement with diverse people.
- DACU worked with Doña Ana County to engage the community to inform development of a multi-use trail in Chaparral. The County implemented resident-driven projects, such as a caminata and an open house. The County planner is seeking funds to support future colonias projects in 2019.
- The City of Las Cruces adopted a **participatory method of public engagement** (held two more Neighborhood Leadership Academy sessions) and began to implement **three equitable policies** by: 1) negotiating to purchase a vacant lot in the Nevada neighborhood where residents will make decisions about public space; 2) formalizing a grant process for neighborhoods to conduct tactical urbanism; and 3) developing an Integrated Pest Management policy. DACU adopted a park to pilot management of City lands without pesticides.
- **Two** organizations invested in the **timebank’s operations**. DACU secured an Americorps Vista via the NM Coalition to End Homelessness to coordinate the timebank at half the cost and Amador Health Center became a member of the timebank, offering acudetox services to timebank members and referring clients to the timebank.
- Due to CYFD’s challenges in connecting parents to the timebank, DACU devoted its efforts to provide general support to the timebank. In 2018, **65** new members joined totaling **242** members. Over two years, residents made exchanges of free services totaling **2,856** hours.



Case Study: One of DACU’s key roles is to create welcoming spaces for community members, whose voices go unheard, to **discover and build their power**. The primary avenues for this are the DACU office itself, a large space that can be configured for many types of events, and the timebank. In 2018, after years of **developing genuine relationships** across race, ethnicity, class, and age, DACU community members initiated and led their own uplifting projects to **impact policy** and improve health. The first project included **adopting a neighborhood park** and **reducing pesticide** use by educating the City of Las Cruces to inform an Integrated Pest Management policy. For the second project, residents held a disability walk to **improve accessibility** for people with disabilities. Residents and decision makers (i.e. state representative) experienced how difficult it is to navigate the city streets in a wheelchair. DACU staff supported member-led projects, with technical assistance (i.e. facilitation and editing). DACU foresees new member-led projects emerging in 2019, possibly focused on criminal justice reform and behavioral health policy.

McKinley Collaborative for Health Equity

Outcomes: The McKinley Collaborative for Health Equity (MCHE)’s worked with Navajo and Latinx immigrant communities to raise awareness about wage theft, address the uranium legacy in the Red Water Pond Community, and respond to other issues impacting the health of indigenous people.

- McKinley Workers Justice Coalition hosted community forums/presentations on the 2017 HIA on wage theft. The infographic on wage theft is also being developed. **Participation and knowledge increased by 20%, and 8 workers filed complaints.**
- Building on the MCHE’s 2015 HIA report on uranium mining, the team elevated awareness about the health impacts of uranium mining by co-coordinating the International Uranium Film Festival and having uranium industry impacted community members share stories.
- The Red Water Pond families impacted by uranium mining have not moved back to Black Tree Mesa as previously anticipated. Clean up will not happen until 2022-2024 and no homes have been built. **Progress includes: road work, bridge replacement, and meetings on capping an old vent.** The U.S. Environmental Protection Agency is reviewing the amendments to the NRC license, which will take two years.
- The Native LGBTQ Intimate Partner Violence brochure was created; participation was increased in events; and the summit was successfully implemented.

Case Study: MCHE works with Navajo and Latinx immigrant communities to raise awareness about wage theft,

address the uranium legacy, and respond to other issues impacting the health of indigenous people. In April 2015, the MCHE released an HIA on uranium mining. Partners such as Conservation Voters of NM, Multicultural Alliance for a Safe Environment, and Red Water Pond Community Association have been using the HIA in their organizing efforts. Currently, the **McKinley County Commission is taking its first steps forward on a uranium task force**. The task force framework still needs to be crafted, but progress is being made. This will affect City and County policy changes in transportation, emergency management and public safety protections from radiation exposure risks. Central to the success of MCHE’s efforts is the **bridge building taking place across communities** and the implementation and resourcing of **family-centered community-driven meetings**. Meetings are designed to make families and children feel welcomed. Many community members and workers bring their children to meetings. Through the meetings and community organizing, **Navajo and Latinx immigrants have united** to find common ground to address wage theft. The unintended positive consequences of the unity between cultures and children’s attendance at meetings is **youth are now advocating for justice** and addressing bullying in schools.



San Juan Collaborative for Health Equity

Outcomes: The San Juan Collaborative for Health Equity (SJCHE) worked with its five strategic teams to bring about social and economic change by implementing a Diné centered methodology for research and evaluation, developing community-based solutions, and devising policy recommendations for better health outcomes. The methodology is based on the notion of living in harmony, balance, and compassion. SJCHE and its teams:

- Leveraged funding for the HIA on fracking, received NNHRRB approval, and built the capacity of **15** members working with **60** individuals in the Tri-Chapters facing cultural, spiritual, and health impacts due to fracking.
- **Strengthened relations of diverse people across cultures and geographies** by convening the Food Justice and Racial Justice Symposiums in December 2017 with **32** people and April 2018 with **85** people.
- **Strengthened the culture identity of Diné children** in Newcomb by integrating traditional knowledge into teachings about food. Co-hosted the 2018 Youth Leadership Conference with **150** students, Iina Baa Hozho Conference with **105** attendees, and Sisters in Circle Women’s Conference with **150** people.
- Supported indigenous workshops, community gardens, Aquaponic, and animal husbandry for **566** students at Newcomb Highschool. The Principal attested to **improvements in grades** and **decreases in behavioral issues**.
- **Educated decision makers and the public** on the Navajo Nation Genetics Research policy and informed the development of the Gold King Mine Spill Community Emergency Management Plan. See more info [here](#).

Case Study: In San Juan county, community members **built knowledge and skills** in accordance with the Diné world view. SCHE has been working with the Iina Baa Hozho (IBH) Committee to create sustainable growth learning opportunities at Newcomb and surrounding schools where participants **develop the skills, awareness, and abilities to strengthen their identity and culture**. The guiding principles support a long-term *vision to promote communication, collaboration, and learning*. The focus areas are mental health, suicide prevention, substance abuse, food and water security/food sovereignty. In Spring 2018, the SJCHE worked with Newcomb’s food security academic program to build a hoop house, learn about aquaponics, and share knowledge of how animals and plants co-exist. They also worked with the NM State University Agriculture program to offer opportunities to learn about wellness through food. The Principal attested to **improvements in students grades** and **decreases in behavioral issues**.



Organizational Development: At the end of 2017, all place-based teams were under the temporary fiscal sponsorship of the SFCF. In 2018, two place-based teams confirmed aligned organizations to serve as their institutional homes and advanced their internal organizational racial justice efforts. During mid-2018, SJCHE moved under Indian Country Grassroots Support. SJCHE is Indigenous led and is comprised of Indigenous people who utilize a Diné centered lens and decolonizing approach. At the end of 2018, DACU moved under SINC (Social Impact & Nonprofit Community). In 2018, DACU members completed a racial justice training put on by the ACLU and the Empowerment Congress. The MCHE, while still under fiscal management of the SFCF, has established a 501c3 called the NM Social Justice Equity Institute. The organization is Indigenous led and has a diverse board comprised of Indigenous people and people of color. Outcomes and case studies narrating specific place-based progress is below.

Sustainability

Financial sustainability: Over the past two years, HEP has grown our ability to diversify funds. We built relationships with new funders increasing foundation funding; engaged individual donors via place-based fundraising events and by participating in Giving Tuesday; and provided HIA and convening services which provide income. In 2018, HEP successfully brought in \$80,000 from the RISE Boys of Men of Color, University of Southern California to strengthen data capacity building for grassroots organizations working to improve the lives of boys and men of color in Albuquerque and surrounding indigenous communities. Other major funders during 2017/2018 included: Con Alma Health Foundation, Community Foundation of Southern NM, Max & Anna Levinson Foundation, McCune Charitable Trust, Partnership for Native Americans, and Partners for Places, to name a few. HEP is strongly committed to building the capacity of the network to fundraise.

Fundraising capacity building: In 2018, HEP partnered with NM Women.org and Chainbreakers brought the Grassroots Institute for Fundraising Training to Española in collaboration with the HEP Statewide Gathering. The HEP team, steering committee members, place-based partners and **150 participants built capacity in fundraising from a social justice perspective.** The skills developed will be valuable to future collective fundraising efforts.

Structures for project continuation: Beyond financial sustainability, HEP believes that **structuring efforts where community members most directly impacted by inequities to serve as leaders ensures long-term sustainability.** The relationships cultivated; alliances formed; power built; and advocacy skills and knowledge strengthened lives on long after a local community completes an HIA or engages in a HEP activity. For example, young men of color leaders identified their HIA on free bus passes as being a “turning point” for Together for Brothers to take their work to the next level. The HIA process resulted in more funding for projects to build youth leadership and create systems change. For example, Baruch Campos, a young leader, was onboarded to the International District Healthy Communities Coalition Board. Further, T4B secured Albuquerque Community Foundation funding enabling the organization to expand its cohorts to 7 schools and community sites. Through the circles, young men of color learn, mentor and network with each other to promote healthy habits and relationships.

To ensure sustainable community-driven efforts live on beyond the scope of this effort, it is **critical that HEP truly listen to community members and have them set the agenda and direction.** We must be **creative, adaptable and tailor tools** as we work with partners. Our partnership with T4B was an opportunity to explore how we support youth participating in seasonal T4B cohorts to conduct different steps of an HIA. We learned that since youth were out of school during summer that the summer cohort was an opportune time for youth to conduct data collection. Whereas youth who participated in a latter seasonal cohort could film and produce the videos highlighting community stories and recommendations. Youth strengthened skills to advance other equity efforts.

HEP knows **structures for engagement** that are **family-centered and culturally accessible** are needed to maintain momentum and continue efforts where community members serve as drivers of change. HEP is committed to creating processes that are **humanizing** and rooted in communities’ **cultures and languages.** As previously mentioned, SJCHE utilizes Diné centered methodology which is holistic and congruent in the Navajo tradition and language. DACU activities in Chaparral, are always conducted in Spanish unless individuals only speak English, in which case they are conducted in Spanish and English. DACU meets at times and places that are convenient to members (i.e. soup kitchen, residents carport) and helps participants with transportation. The timebank does not conduct background checks so formerly incarcerated residents and undocumented residents can participate. Further, DACU does not charge a membership fee, making it accessible for people with limited financial means. They also stress that no one needs to bring a dish to timebank potlucks. MCHE meetings provide welcoming spaces for children and youth. Elected officials are invited to the community meetings so they can learn first-hand from families. The three place-based teams have found radio to be an effective communications tool and air shows and promotions that are multi-lingual.



Global 505 conducting a workshop on utilizing body collages as a form of data collection at the 2018 HEP Statewide Gathering.

As part of its HIA on language access, Global 505 specifically engaged families from the Philippines, Vietnam, Tanzania, Syria, Afghanistan, Iraq, Iran, Mexico, Democratic Republic of Congo, South Africa, and Burundi in its HIA. The HIA utilized a culturally based approach to engagement and data collection by using art and food at gatherings. To gather data, Global 505 used drawings, body collages, movement, and games so everyone could participate regardless of age or native language. Additionally, they had Spanish, Swahili, and Farsi interpreters at every convening to support deeper conversations. Because they recognized a written report was not accessible to many immigrant and refugee communities, in addition to their written report, they worked with a local immigrant artist from Kuwait to translate the recommendations into four art pieces, which have been distributed to the communities. The **significance of art as data**, not only was key to the Global 505 HIA but to the T4B HIA with youth as they utilized zines and film. Art is as a key theme echoed in the men and boys of color organizations we supported to build data capacity, as well as the 2018 Statewide Gathering participants. The HEP network is excited about sharing and learning with each other to **decolonize engagement strategies**. These structures lead to effective practices and skills that HEP members are using in other efforts, thus leading to long-term sustainability. HEP staff have even begun to utilize these practices to facilitate SFCE retreats and meetings.



Recommendations

Important “lessons learned” and suggestions: HEP sits in unique role as both a grantee and funder. We also serve in the role of coordinator, convener, connector, coach, mentor, and mentee. HEP is rooted in a web of trust and relations where we are constantly learning from our relations with communities, organizations, and funders. We outline our lessons learned and recommendations in these areas.

General Recommendations

R1: Decolonize philanthropy, as well as our practices in convening, community-based research, etc. Edgar Villanueva’s book, *Decolonizing Wealth*, as well as the leadership of many New Mexicans can serve as a guide.

R2: Engage staff in **anti-racism training**, have **clear values** rooted in equity, and **integrate and operationalize** equity values into all aspects of an organization. **Listen, reflect, learn, revisit, and revise.**

R3: Build **transformational** (not transactional) **relationships** and **trust** with partners. This takes time, patience, and intentionality. At times relations may not work. It is okay to step out graciously.

R4: Recognize the strengths and assets of communities you are working with.

R5: Listen to community, be **flexible** and **tailor strategies** to reflect their cultural values, strengths, and needs.

R6: Truly invest in communities and support them to **employ diverse strategies over multiple years.**

Community-Driven Research and HIA Training

R7: Continuously assess processes, tools and approaches, **learn**, and **revise** as needed.

R8: Art is a powerful data collection tool (i.e. body collages, zines, spoken word, memes, and videos).

R9: Expand customized HIA services to specific communities (i.e. HIA webinars on the steps and mapping; peer learning focused on dialogue and learning; and more interactive and dynamic onsite sessions).

R10: Refine the **HIA curriculum to be culturally, age appropriate, and in more languages.** Create a HIA toolkit with an **indigenous lens** and one that is **youth-focused.**

R11: Engage HIA TA providers from project inception to ensure trust and understanding is built with teams.

R12: Offer **diverse of ways for community members to build their community- driven research skills** as TA providers based on their strengths and availability. In 2019, HEP will refine the HIA Train the Trainer Program to include multiple opportunities (i.e. ongoing TA and project based).

R13: Following the completion of an HIA, offer support for: 1) visual and creative dissemination of findings and results; 2) gathering spaces to educate decision makers and stakeholders about the issues and share recommendations, 3) updated data and maps; and 4) monitoring and evaluation, etc.

Convening and Creating Critical Connections

R14. Tailor gatherings to desired outcomes. Site visits at quarterly partner meetings are a great way to expose large groups of partners and peers to work that is taking place in a given community. However, smaller groups may be more appropriate for deeper relationship building. There are more logistics involved with larger groups and it may take more time for the group to complete the activities in the allotted time.

R15: Recognize the strengths and assets of communities. Ask prospective gathering participants, how they want to “feel” at a gathering, what they want to learn, and what their strengths and skills are.

R16: Art, food, and celebration are powerful tools for engaging families and people of different ages and native languages in dialogue.

R17. Engage youth as leaders to plan gatherings and lead workshops and compensate them for it. To enhance youth engagement, consider the timing of events, create forms so youth can be excused from school or get credit, properly compensate young people, and ensure activities are youth friendly.

R18. Understand how community organizing and convening looks different in rural communities and properly resource it. Community members must drive long distances. The roads can be dangerous in wintery weather. It can be difficult to provide handouts for meetings when there are no printing businesses nearby.

R19. Relationship building across communities is core to the success of action-oriented small group gatherings.

R20: Multilingual radio is an effective communication tool in rural communities.

Appendix A: Resources

HEP materials: In this section, we share links to HIA reports, visuals, and videos completed by Global 505 and the Together for Brothers, as well as our Policy Impact report.

Health Impact Assessments

HIA: The Health Impacts of Free Bus Passes on Young Men of Color in the International District and Westgate Neighborhoods in Albuquerque

- Policy Recommendations
- Access to Employment – Fact Sheet
- Access to Recreation – Fact Sheet
- Access to Education – Fact Sheet
- Promoting Healthy Habits – Fact Sheet
- Click here to view four (4) videos on T4B Health Impact Assessment determinants of health
- Click this link to view an interview on – New Mexico In Focus, a Production of KNME-TV

HIA: The Health Impacts of Language Access Policies on Refugees and Immigrants in Albuquerque

- <http://nmafc.org/publications/global-505-health-impact-assessment/>

Policy Impact Report

Since HEP's inception in 2012, collectively the HEP network has had a profound and positive impact to policies, plans, and programs in the following areas:

- Equitable Development, Built Environment, and Transportation
- Environmental
- Food and Agriculture
- Reintegration instead of Incarceration
- Employment
- Racial Justice

Please take the time to review a document highlighting a list of [HEP's Policy impacts](#) in these areas.

Appendix B: Summary of Outcomes

Evaluation: In 2017/2018, the HEP and place-based teams conducted an evaluation of our proposed activities. We hold the experience, capacity, and trust with community members to internally evaluate our efforts. Our data collection methods included sign-in sheets, open feedback, surveys, demographics, evaluation forms at trainings and gatherings, partner dialogues, grantee reporting forms, and community members’ stories. HEP engaged staff and partners in regular debriefs and reflective moments. In 2018, we surveyed the Health Impact Assessment (HIA) teams, held reflection meetings with the HIA technical assistance providers and the HEP steering committee, and held a full day session with the place-based coordinators to reflect on the past and inform the work moving forward. In 2018, we worked with HIA and place-based teams to draft a policy overview documenting HEP’s collective policy impacts.

Outcomes: In the table below, we summarized all projected goals and outcomes and provided quantifiable and qualitative evidence to demonstrate the fruitfulness of the partnership’s work.

<p>Fund and provide HIA training to strengthen advocacy</p> <p>Overall, 85% of HIA training participants “strongly agreed” and 15% “agreed” that the content shared at their respective HIA trainings deepened their understanding of HIA and 79% “strongly agreed” and 21% “agreed” they will use the knowledge/skills in their work. 343 parents of vulnerable children and 494 vulnerable children advocated for systems change to improve health.</p>
<p>Two culturally/community-based HIA reports and accompanying visuals were produced and one is in process.</p> <p>Community recommendations for the two completed HIA reports have informed decision making. Further, HIA recommendations have been adopted and/or progress has been made for three HIA reports completed during 2015/2016.</p>
<p>Create critical connections among organizations and communities</p> <p>HEP consisted of four core partners, over 90 <u>network members</u>, 8 steering committee members, 4 HIA TA providers, and 3 staff.</p> <p>161 organizations collaborated across sectors; 1,334 community-based stakeholders were actively engaged in core HEP efforts; and 93 decision makers at multiple levels, in various parts of the state, were engaged.</p> <p>Relationships were developed among HEP participants. For example, 83 young men of color (YMOC) and their allies participated in a summit on December 2, 2017. Based on a scale of “1” to “4”, with “1” being <i>needs work</i> and “4” being <i>totally nailed it</i>, on average participants felt the following goals were met: 1) Collaborate among and between YMOC and allies 3.82; 2) Connect YMOC and allies 3.59; 3) Build capacity of YMOC as leaders 3.41; and 4) Promote creativity of YMOC in our communities 3.81.</p>
<p>Provide resources to increase the organizational/advocacy capacity of place-based teams</p> <p>Doña Ana Communities United</p> <p>Nine individuals formally participated in social equity mapping and 15 did as volunteers. Participants increased civic engagement, gained understanding of the social determinants of health, acquired job/life skills, and increased engagement with diverse people.</p> <p>DACU worked with Doña Ana County to engage the community to inform development of a multi-use trail in Chaparral. The County implemented resident-driven engagement projects. The County planner is seeking funds for similar colonias projects in 2019.</p> <p>The City of Las Cruces adopted a participatory method of public engagement (held two more Neighborhood Leadership Academy sessions) and began to implement three equitable policies by: 1) negotiating the purchase of a vacant lot in the Nevada neighborhood where residents will make decisions about public space; 2) formalizing a grant process for neighborhoods to conduct tactical urbanism; and 3) developing an Integrated Pest Management policy. DACU adopted a park to pilot management of City lands without pesticides.</p> <p>Two organizations invested in the timebank’s operations. DACU secured an Americorps Vista via the NM Coalition to End Homelessness to coordinate the timebank at half the cost and Amador Health Center became a member of the timebank, offering acudetox services to timebank members and referring clients to the timebank.</p> <p>Due to CYFD’s challenges in connecting parents to the timebank, DACU provided general support to the timebank. In 2018, 65 new members joined totaling 242 members. Over two years, residents made exchanges of free services totaling 2,856 hours.</p>
<p>McKinley Collaborative for Health Equity</p> <p>McKinley Workers Justice Coalition hosted community forums and HIA presentations on wage theft. The infographic on wage theft is being developed. Participation/knowledge increased by 20% and 8 workers filed complaints.</p> <p>The Red Water Pond families impacted by uranium mining have not moved back to Black Tree Mesa as previously anticipated. Clean up will not happen until 2022-2024 and no homes have been built. Progress is: road work, bridge replacement, and meetings on capping an old vent. The U.S. Environmental Protection Agency is reviewing the amendments to the NRC license, which will take two years.</p>

<p>LGBTQ: The Native LGBTQ Intimate Partner Violence brochure was created; event participation was increased; and the summit was successfully implemented.</p>
<p>San Juan Collaborative for Health Equity</p>
<p>Established research tools using an Indigenous Lens / Evolving Dine Centered Research & Evaluation methodology process.</p>
<p>Leveraged funding for the Counselor HIA on fracking; received NNHRRB approval for the research; and built the capacity of 15 team members working with 60 individuals in the Tri-Chapters facing cultural, spiritual, and health impacts due to fracking.</p>
<p>Strengthened relations of diverse people across cultures and geographies by convening the Food Justice and Racial Justice Symposiums in December 2017 with 32 people and April 2018 with 85 people. Twenty-six organizations, including 10 Navajo groups were represented.</p>
<p>Strengthened the culture identity of Diné children in Newcomb by integrating traditional knowledge into teachings about food. Co-hosted the Restoring and Celebrating Wellness Youth Leadership Conference with 300 youth in June 2017 at Newcomb Highschool, 2018 Youth Leadership Conference with 150 students, Iina Baa Hozho Newcomb Schools Parents/Student/Teacher Conference with 105 attendees, and Sisters in Circle Women’s Conference with 150 people. Supported indigenous centered classes, community gardens, Aquaponic techniques, and animal husbandry for 566 students at Newcomb Highschool. The Principal attested to improvements in students grades and decreases in behavioral issues.</p>

Appendix C: Limitations

Expected results not achieved: HEP made great progress towards identified goals and outcomes. However, there are a few areas where HEP has had challenges meeting projected results. The third HIA being conducted by Familias Unidas por Justicia is in process of being finished. The delay to this project is due to challenges coordinating with an academic partner, identifying a valid site for data collection, and a drawn-out IRB process. In Doña Ana county, due to CYFD's challenges with connecting foster parents to the timebank, DACU devoted its efforts to provide general time bank support. Consequently, DACU didn't see improved outcomes among biological and foster parents. In McKinley county, the Red Water Pond families impacted by uranium mining have not moved back to Black Tree Mesa as anticipated. While progress has been made, clean-up will not happen until 2022-2024 and no homes have been built. Lastly, as SCJHE prioritized their 5 strategic areas, based on momentum and lessons learned, addressing homelessness is not be a major focus moving forward.