



New Mexico Health Equity Partnership at the Santa Fe Community Foundation
A Summary of Progress and Accomplishments: March 1, 2020 – February 29, 2021



Graphic by Gina Montoya with New Mexico Women.ORG

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Summary

The New Mexico Health Equity Partnership (HEP), an initiative at the Santa Fe Community Foundation (SFCF), strengthens the capacity of communities to shift power relations and advocate for policy and systems changes to create healthy and just communities. HEP believes every New Mexican should have the opportunity to lead a healthy life, live in neighborhoods where children and families thrive, and have a say in the decisions that impact their lives. HEP efforts are statewide, with focused place-based efforts in Bernalillo, Doña Ana, McKinley, and San Juan counties. HEP invests 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. Between March 1, 2020 – February 29, 2021, HEP consisted of [two staff](#), [eight steering committee members](#), [seven HIA technical assistance providers](#), [four](#) core partners and a strong network of community-based organizations learning from one another and serving as a galvanizing force to offer creative solutions. HEP 1) trains groups to strengthen their skills in community-driven research using tools such as, Health Impact Assessment (HIA) to educate decision makers on issues that impact health; 2) Convenes partners to foster relationships, leverage resources, share tools and best practices, and imagine possibilities for healthy and just neighborhoods; and 3) Provides resources to three-placed based teams to support their organizational and advocacy capacity to advance health equity. HEP members have their own networks, strengthening the collective power of HEP as a network of networks.

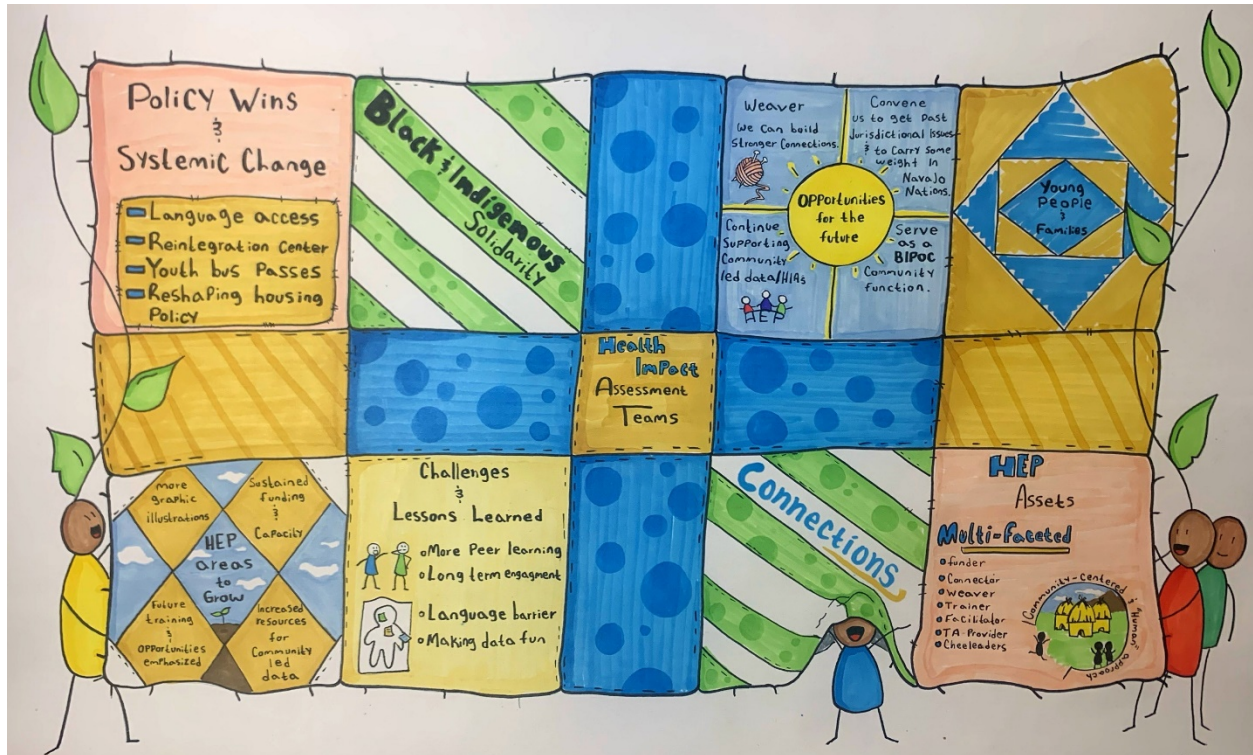
In this report within the framework of HEP's goals, we highlight the HEP networks' 1) accomplishments, challenges, lessons; and applications of learnings; 2) funding sources; and 3) expected results and changes. The report speaks to HEP's goals, objectives, and outcomes outlined in the logic model approved by WKCF in 2019. We also speak to the expected results identified by Alvin Warren as requested in the new reporting format. These are highlighted in grey throughout the report and compiled in a table in section 3.

HEP Goals (Accomplishments, Challenges, Lessons, Applications)

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

Advancing racial and health equity is a political act that requires actions that build community power. HEP funds and trains community groups on how to make a more compelling case when engaging decision makers on issues important to them. One critical tool that HEP provides and teaches how to use is Health Impact Assessment. Through the HIA, advocates and residents learn how to identify research questions, collect, and utilize data and community narratives to inform policy change and hold decision makers accountable. HEP has provided funding and training for a total of [19 HIAs in New Mexico](#) in ten counties. 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. In NM, HIAs have focused on cultural and language access, free bus passes for youth, uranium mining, fracking, housing, parks and trails, and reintegration instead of incarceration, to name a few.

Accomplishments: Based on conversations with community partners, *HIA teams are proud of completing HIAs which have 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. HIA teams are proud of the young people, families, and communities who have been at the center of their HIAs and told their stories. Relationships, unity, and solidarity were frequently named with significance by teams. Teams highlighted the importance of coming together around a common goal, relationships carrying on at a deep level over the years, as well as unity amongst immigrants and refugees and Black and Indigenous solidarity.*



HIA Teams' Reflections - Graphic by Baruch Campos, Together for Brothers

Accomplishments tied to each of HEP's identified HIA objectives are below.

Objective 1 - HIA Train the Trainers Program:

HEP began supporting HIAs in 2013 under the guidance of Human Impact Partners. In 2016, HEP and Human Impact Partners implemented a "Home Grown" HIA train the trainers program to build the capacity of New Mexicans who had previously completed an HIA to serve as technical assistance providers. Therefore, ensuring local people, who previously received HIA training, hold leadership roles to continue to share HIA knowledge. Seven individuals officially completed the 2019 fall learning journey providing them with the skills and experience to offer HIA coaching and lead trainings. Four TA providers provide full support to two HIA teams, whereas the other TA providers offer project support and expertise to special projects and trainings. During the 20/21 reporting period, HIA TA providers and HEP staff:

- ✓ Facilitated and participated in feedback sessions with community partners to offer feedback to the Indigenous HIA toolkit.
- ✓ Drafted, tested, and refined the Indigenous HIA toolkit presentation.
- ✓ Participated in an Indigenous HIA toolkit training orientation in October 2020.
- ✓ Provided technical assistance to the Tularosa Basin Downwinders Consortium.
- ✓ Provided technical assistance to NM Birth Equity Collaborative, including HIA 101 education and participated in a four NMBEC partner sessions, three HIA leadership team planning meetings, and two community-based research webinars. HEP (TA provider & staff) have also checked in with the coordinator as needed.
- ✓ Provided technical support to the McKinley Community Health Alliance including HIA 101 education and twice a month TA virtual session beginning in July 2020 (~ 11). HEP staff also does bi-weekly check ins with the coordinator.
- ✓ Facilitated one peer learning virtual session with BHNM and the MCHA in January 2021.
- ✓ Led a photovoice session at Santa Fe Community Foundation mid-week meet up with staff and VISTAs in summer 2021.

HEP's HIA TA providers are proud of community led HIAs, strong relationships over the years, and sharing HIA with others. They have worked with teams to develop and implement HIA processes. They have stayed the course through the pandemic and used new tech tools. Some of the HIA TA Providers formerly completed HIAs and are proud of the HIAs they completed, and policies their teams passed. They are also proud of the co-development of the Indigenous HIA toolkit.

Objective 2/3 Indigenous and Youth Toolkits: HEP 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 HEP newsletter, and meetings with community partners. During the grant period, HEP (2 staff and one TA provider) worked closely with Roanhorse Consulting to co-create an **Indigenous HIA toolkit** rooted in Indigenous worldviews and values. Roanhorse Consulting interviewed eight Indigenous leaders to inform the process and draft a document. Roanhorse Consulting and HEP conducted two sessions in April, one session in June, and one session in July with HIA TA providers and Indigenous leaders for feedback. Based on the feedback, HEP (one TA Provider and 2 staff), put the information into a presentation format with visuals in PowerPoint to be used as training curriculum. The written document drafted by Roanhorse Consulting with contributions from HEP serves as a detailed appendix (A-M) to the presentation. In October 2020, HEP conducted an Indigenous HIA toolkit orientation with TA providers. HEP TA providers have tested aspects of the PowerPoint with the current HIA teams and continue to refine. During winter 2021, one TA provider edited and polished the document. HEP also hired an Indigenous Graphic Recorder to illustrate the HIA process in a graphic format. TA Providers will meet in April 2021 to offer final feedback on the graphic. HEP anticipates publicly releasing the toolkit and posting on the HEP website by June 30, 2021.

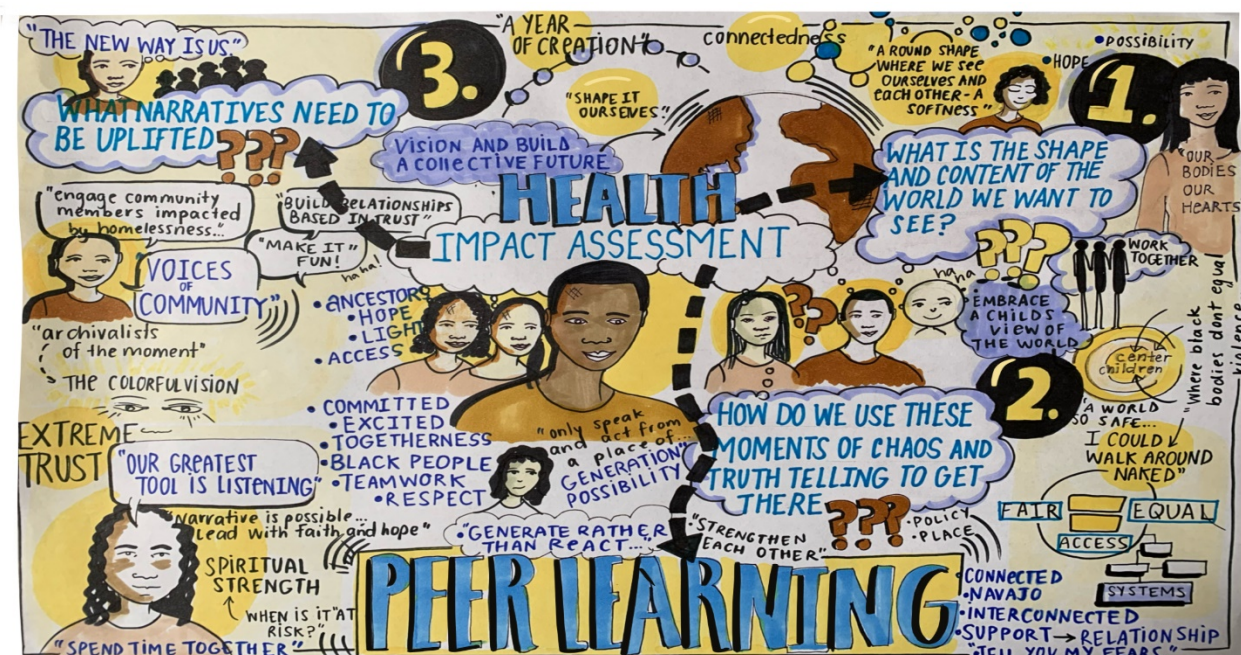
Objective 4 – Follow Up HIA Funding: HEP is committed to partners for the long-term after their HIA research is complete. Community partners have shared with us that following the completion of their HIAs, there is a need to support teams to conduct follow up data collection, monitor and evaluate their policy recommendations, and advance their organizing efforts and communications campaigns to ensure healthy conditions. In 2019, HEP supported four teams to conduct follow up HIA efforts. While DACU, NM Asian Family Center, and Together for Brothers completed their efforts in 2019 which we reported on, Tularosa Basin Downwinders Consortium's work was completed in 2020. Prior to the pandemic, TBDC had intended to educate via townhalls and collect additional data in Doña Ana county to supplement the data in their [HIA](#) on the health effects of the Radiation Exposure Compensation Act (RECA). Due to COVID-19, they produced a [video for the 75th Anniversary of the Trinity test](#) to memorialize the people who have lost their lives because of the overexposure to radiation from Trinity. Additionally, [Chainbreaker](#) released a research brief on [Health, Healing, and Housing in Santa Fe](#) in partnership with [Human Impact Partners](#) and HEP. This was as a follow up to their HIA on Equitable Development and Risk of Displacement. Via other leveraged funds (City of Santa Fe and the Community Health Funder Alliance) and partnerships, HEP collaborated on the following HIA follow efforts and special projects in Santa Fe and San Miguel counties.

- ✓ Chainbreaker and Human Impact Partners published the first in a series of research briefs titled: [Evictions in the COVID-19 era: A threat to family and community health in Santa Fe](#). The virtual webinar report release in collaboration with HEP, UNM Law School, and the City of Santa Fe can be viewed [here](#). The second and third research briefs will be released in April 2021.
 - ✓ Chainbreaker and HEP are working with a graphic recorder to create graphic time-lapse videos to uplift community narratives and educate folks about the eviction crisis which has been exacerbated by the pandemic.
 - ✓ HEP staff compiled a literature review on the health impacts of gentrification and synthesized community narratives collected by Little Globe which informed a report to the City of Santa Fe's Historic Preservation Department and complemented a video created by Little Globe.
 - ✓ HEP staff served on the Santa Fe Action Housing Coalition advisory committee and outreach committee. The Coalition recently released a new report, [Fund the Trust Fund](#) outlining Santa Fe's path to creating robust and sustainable funding for Santa Fe's Housing Trust Fund.
 - ✓ HEP is working with San Miguel HIA team and a graphic recorder to create a graphic time-lapse video that illustrates the ripples from their HIA on the reintegration center in Las Vegas, uplifts the personal narratives
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of women who were formerly incarcerated, and offers recommendations on a community-based reintegration center.

- ✓ HEP and Mavel Photography partnered with the Santa Fe Indigenous Center to support 13 individuals (young people to elders) from the Native American community in Santa Fe to complete a photovoice project. The SFIC and HEP hosted three virtual trainings, facilitated by Mabel Gonzalez with Mavel Photography, to guide the group through the process. At the conclusion of the project, everyone shared their photos and narratives and answered the question: “What does health mean to me?”. A [report](#) was developed by Emily Haozous to summarize the information. This effort was a follow up to the SFIC’s HIA on the underfunding of the Indian Health Services budget.

Objective 5 – Two new HIAs: In January 2020, HEP staff and HIA TA selected **two new HIAs (NM Birth Equity Collaborative & McKinley Community Health Alliance)** to fund and provide technical assistance and training. The two new HIA teams center Black women and Indigenous peoples, respectively to conduct community driven research to improve policies that impact community health in NM. At the beginning of the pandemic, thanks to WKCF’s communication and flexibility with grantees, HEP provided both HIA teams the opportunity to use their funds for COVID related purposes to respond to community needs and/or alter course as needed. Both teams chose to move forward with the HIA process in the virtual format.



NMBEC & MCHA HIA Peer Learning Virtual Event - Graphic by Taslim van Hattum

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, as well as 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 (HEP 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 January 2021, NMBEC decided to pivot away from the full HIA. The challenges, lessons learned and decision to pivot are described below.

During the reporting period, HEP provided funding and technical support to NMBEC to include HIA 101 education. HEP (TA and staff) participated in four NMBEC partner sessions, three HIA leadership team planning meetings, and two community-based research webinars. HEP (TA provider & staff) also checked in with the coordinator as needed and co-facilitated a peer learning opportunity with the MCHA HIA team in January 2020. NMBEC emphasized the importance of HEP's mentorship and relationship building. HEP was an early investor to NMBEC which led to additional funding. NMBEC has spoken to the importance of HEP's style of funding (application and mentorship) which is truly centered in community.

MCHA's HIA is focused on Housing First policies and the impacts of housing on Indigenous and Spanish speaking immigrants' health in Gallup. Due to the pandemic, the team paused their work and officially set up their agreement with HEP and started the HIA process in August 2020. The HIA team completed the screening process, developed a 1-page case study description of their efforts, compiled a community workplan with team roles, onboarded three interns to support the research and engagement process, and completed an HIA communications plan. The team is working on beginning the research process. During the reporting period, HEP provide technical support to the McKinley Community Health Alliance including HIA 101 education and twice a month, TA virtual sessions (~ 11). HEP staff also had bi-weekly check ins with the coordinator.

Challenges, Lessons, and Applications of Learning

With accomplishments, come challenges, lessons and new applications for working together. Through HEP'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, HEP staff and TA providers adapted trainings to the virtual space, and combined multiple modes of support (TA calls, in person trainings, webinars) into the virtual format. The grant period held so much change which was hard for teams to adjust. For NMBEC, in addition to the pandemic, the HIA process was introduced as well as a new facilitator. 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 (mutual aid, food distribution, etc.) 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 HEP 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. HEP is meeting with NMBEC in April and they will meet with their broader team in May to determine how they would like to pivot their HIA to an effort that effectively serves their capacity, vision, and community needs based on the circumstances. HEP will update WKKF once this is confirmed. HEP has extended the HIA timeline with MCHA to the end of 2021. In addition to TA calls twice a month, HEP has scheduled 5 two-hour intensive HIA trainings with MCHA to support deeper education with each stage of the HIA process. Another lesson learned and application is that peer learning across teams is key for exchanging ideas and learning from others. In January 2021, HEP hosted peer learning for MCHA and NMBEC. In March and April, MCHA and Together for Brothers learned from one another via two communications sessions led by T4B. Similarly, NMBEC and T4B will meet in May.

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.

Accomplishments

Objective 1 – Elevate Community Stories: HEP elevated community stories and disseminated promising practices via our communications platforms. HEP shared **12** newsletters (one monthly) and **three** press releases with **737** recipients. Via social media **550** posts were made on Facebook with **706** followers and **60** Instagram posts were made with **225** viewers. The HEP website had **8,250** page views.

Objective 2 – Critical Connections: The HEP network includes an abundance of organizations, community partners, community champions, and resources. HEP facilitated a breadth and depth of connections, which includes people representing different racial and ethnic backgrounds and age groups with deep relationships and trust. HEP plays a significant role as a convenor creating spaces for critical connections and linkages. While HEP decided to postpone its 2020 Statewide Health Equity Gathering due to COVID-19, HEP staff learned from community partners to decolonize processes and co-create **50 meaningful, fun, and engaging virtual spaces for health equity** from an intersectional perspective. Additional gatherings were led by place-based teams. HEP invested in place-based partners to acquire virtual tools and to participate in trainings focused on racial equity, design of meaningful online experiences, and the International Forum of Visual Practitioners summer series.

HEP also fostered relationships with other networks. During the grant period, HEP strengthened its ability to create critical connections, bridge networks, offer trainings, and leverage and deploy resources to communities via intentional collaborations with peer funders such as the Con Alma Health Foundation, NM Women.ORG, and the Notah Begay III Foundation. Additionally, HEP collaborated and offered services to Expanding Opportunities for Young Families and Opportunity Santa Fe, both initiatives at the Santa Fe Community Foundation. HEP plays an interstitial role in NM's health equity ecosystem serving as a coordinator, planner, co-creator, logistics and zoom manager, facilitator, writer, and communicator in these collaborative efforts. These collaborations have led to new collaborations around common goals; strengthened relations and trust across diverse communities; and new skills and tools being utilized to build bridges across cultures and generations.



HEP Reflections
Graphic by Anna Rondon, NMSJEI

- ✓ HEP partnered with the [Con Alma Health Foundation](#) to distribute COVID-19 response funding across NM. With HEP serving in the coordinator role and as part of the grants committee, Con Alma Health Foundation deployed over 1 million dollars in (WKKF & RWJF) funds via two COVID-19 relief efforts to rural, immigrant, and communities of color. HEP coordinated with SFCF to provide funds to 7 applicants in the NE region that CAHF was not able to fund. Additionally, CAHF and HEP convened an Immigrant-led Advisory Committee to address structural issues tied to the pandemic and uplift the importance of philanthropy deploying cash assistance.
- ✓ [New Mexico Women.ORG](#), [Santa Fe Community Foundation – HUB](#), and HEP co-hosted AT THE HEART: Gender Justice and the Philanthropic Response to COVID-19. You can view the session [here](#). HEP was also honored to be a contributor to the *Gender Justice at the Heart of New Mexico's Recovery* [report](#).
- ✓ HEP continued to work on Healthy Masculinities as part of a statewide collaborative with [Tewa Women United](#), [Together for Brothers](#), [Transgender Resource Center of New Mexico](#), and [New Mexico Women.ORG](#).

- ✓ HEP in partnership with the [Notah Begay III Foundation](#) conducted five gatherings with [Native Youth on the Move](#) where HEP partners facilitated sessions and offered tools (photovoice, storytelling, graphic harvesting) designed to reclaim narratives and inform policy change.
- ✓ HEP staff served on the SFCF COVID-19 committee and made funding recommendations regarding the relief fund which included deploying resources for cash assistance. Additionally, staff worked to get SFCF Empty Pantry Gift cards out to partner organizations (Black Health NM) to distribute to community members.
- ✓ HEP staff co-facilitated a visioning process with Expanding Opportunity for Young Parents (EOYP) partners and engagement sessions with young parents. The information collected informed the development of an education pathway and leadership development program for EOYP.
- ✓ HEP staff co-facilitated sessions for Opportunity Santa Fe to develop draft values/goals rooted in equity.
- ✓ HEP staff co-created a COVID-19 [resource website](#) in English and Spanish in partnership with Opportunity Santa Fe and Expanding Opportunities for Young Parents.
- ✓ HEP staff served on the SFCF RFP committee to select a racial equity consultant team to work with SFCF staff to conduct a racial equity assessment training, trainings, and racial healing sessions in 2021. HEP staff also served on a three-person planning team to lead SFCF staff and board to develop organizational values which were finalized in February 2021.

Beyond HIAs, HEP facilitated connections for community partners, HIA teams, and HIA TA providers to share knowledge, expertise, and skills around community-driven research and storytelling. HEP intentionally provided opportunities for partners to both participate in and lead/facilitate sessions at gatherings, share resources, graphic record events, etc. For example:

- ✓ Representatives from Doña Ana Communities United, McKinley Collaborative for Health Equity, Opportunity Santa Fe, and Together for Brothers facilitated, presented, and shared storytelling tools at the second to last Native Youth on the Move gathering.
- ✓ HEP staff co-created and coordinated mid-week meet ups with Santa Fe Community Foundation peers to build community, learn new tools, and better understand critical issues in the community. Twenty-six sessions were held and representatives from partner organizations such as Chainbreaker, Doña Ana Communities United, etc. facilitated or presented at sessions.

As a convenor, HEP created safe spaces for liberating thoughts and opportunities for partners to share benefits and challenges. Within virtual spaces, HEP wove diverse methodologies (photovoice and graphic recording) and different ways of knowing and utilized alternative storytelling to capture and elevate stories.

- ✓ HEP connected the SFCF HUB to HEP partners to facilitate sessions with an equity lens. In December, Mabel Gonzales and HEP staff co-facilitated a session titled, *Utilizing Photovoice for Grant Writing and Reporting*. HEP partners and TA providers attended. You can view the session [here](#).
- ✓ At the SFCF mid-week meet up, HEP and Mavel Photography facilitated a session with staff to increase awareness about photovoice and educate funders about the importance of utilizing photos as part of communicating in grant applications and reporting. SFCF and Anchorum have created options for photos/photovoice as part of their processes.
- ✓ There is an increased awareness about photovoice and the number of individuals receiving the training has increased. Native Youth on the Move and the Santa Fe Indigenous Center, respectively both completed virtual photovoice projects under the guidance of Mavel Photography and HEP. At the virtual celebration for each group, Taslim van Hattum graphically captured the events. SFIC's time-lapse video can be viewed [here](#). SFIC participants received graphic posters as "certificates" and stickers. The photovoice trainings have created a network for people to connect and has provided a space for people to open up, talk, and heal for greater change.

Within the HEP 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 HEP gatherings reminds folks that they can learn and integrate it into their community work. This helps to increase capacity for community partners to illustrate their own stories and simultaneously builds off the graphic workshop. There is pride in using graphic

harvesting to tell stories in community processes in a different way, particularly as an added format in the virtual space. Participants feel heard when their voices are captured in a visual story.

- ✓ HEP in collaboration with Opportunity Santa Fe co-hosted an in-person graphic harvesting training in March with staff and key partners. Emily with OSF created a [graphic workbook](#) for participants.
- ✓ HEP, as part of midweek meet up, with Opportunity Santa Fe and other invited community partners co-hosted three virtual graphic trainings (templates, listening, lettering), as well as other sessions focused on cartooning, photovoice, and zines.
- ✓ HEP provided an opportunity at the final Native Youth on the Move virtual gathering for three graphic artists representing Doña Ana Communities United, McKinley Collaborative for Health Equity, and Opportunity Santa Fe to present, practice and be compensated for their talents.
- ✓ Four emerging graphic artists with Doña Ana Communities United, McKinley Collaborative for Health Equity, Opportunity Santa Fe and Tewa Women United were interviewed and featured in the HEP summer newsletter series.



Santa Fe Indigenous Center Photovoice Project - Graphic by Taslim van Hattum

Challenges, Lessons, and Applications of Learnings

With success comes challenges and lessons learned. The pandemic has motivated HEP and Mavel Photography to adapt and be flexible when it comes to photovoice. For coordinators and trainers, this means having to learn new ways to present the training online. For participants, this has meant using past images rather than creating new images. Another lesson learned is recognizing cultural differences when going through the photovoice process, and collectively learning to give and receive constructive feedback. When using graphic recording at the culmination of a photovoice event, we learned that it is important to show more about the graphic harvesting process. This means having the graphic artist explain how to integrate art and storytelling into health equity and showing the time lapse video.

In collaboration with peer funders, HEP is learning what it means to work with each other in partnership and how it may be different in broader coalition. Another lesson learned is that equity cannot be marginalized or serve as an add on; it needs to be in all policies and programs. Tied to capacity, scheduling to identify times that work for everyone for convenings was noted as a challenge for peer funders. Similarly, it was noted that it would be great for HEP to hire more staff so partners could accomplish more goals together. HEP is considering all these lessons learned and determining how to apply them as part of its sustainability plan.

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.

HEP funds community partners' efforts to move an issue forward and coaches them along the way. HEP offers resources, technical assistance, and moral support to increase the organizational and advocacy capacity of three place-based partners representing Indigenous communities, communities of color, immigrant communities, and low-income communities in Doña Ana, McKinley, and San Juan counties. HEP subgranted a total of **\$209,916** 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, training opportunities, virtual support (CANVA, Zoom), and virtual spaces for peer learning. HEP held **bi-weekly check ins** with coordinators and **bi-weekly partners calls** via zoom and phone. HEP did not hold the four in-person quarterly partner meetings due to the COVID-19 pandemic. In lieu of this, in 2021 each team will host virtual trainings with their respective teams based on their community's needs (fundraising, board development, etc.) for their respective teams. Additionally, stipends were provided to place-based teams when they were invited to facilitate and share their talents with other communities in the virtual space.

[Doña Ana Communities United](#), [McKinley Collaborative for Health Equity](#), and [San Juan Collaborative for Health Equity](#) 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 grant period, 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. Key accomplishments from their work are highlighted in the graphic and presented below.



Place-based Teams' Reflections

Graphic by Louie Gamon, former VISTA with Doña Ana Communities United / Smile Hard Multimedia

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. During the grant period, 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, **10 parents and youth/children educated decision makers** on issues of importance to them. *DACU is proud of the relationships they have fostered, their growth both personally and as a community, and how they have elevated community voice. Individual team members are proud of how their assets of graphic recording have been acknowledged and utilized.* Outcomes/outputs are below.



*DACU Team Meeting
Graphic by Louie Gamon, DACU VISTA*

COVID-19 Response: 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.

Timebank: DACU's timebank turned **5!** It continued to grow its **369** member Mesilla Valley timebank with **45 new members** joining the timebank, During the reporting period, **1188 hours of services exchanged.** DACU moved the timebank orientations completely online. The timebank steering committee is currently developing a member survey to share learnings in the future.

Just Community Radio: DACU developed a protocol for recording high-quality audio at home for their radio show. DACU continued to host weekly Just Community radio shows on KTAL-LP FM featuring voices of community members who experience health inequities. **Nineteen new one-hour** shows were created, and 52 shows were broadcasted (19 new and 33 re-broadcast). The shows are archived and can be viewed [here](#). DACU did not hold in-person facilitated discussion circles due to the pandemic.

Transformative Leadership: 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. DACU has

continued weekly conversations, where participants discuss dilemmas they face in their community work, and support each other in determining and implementing individual, interpersonal, and systemic solutions.

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

Multi-Media: Doña Ana Communities United produced a completely new timebank orientation video utilizing graphics created by its VISTA (trained by HEP 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. DACU will post the Profile videos on their website along with discussion questions, and utilize them in online discussions to explore systemic inequities and the roles local government, institutions, and community members can take to reverse them.

DACU identified challenges tied to communication and technology platforms during the pandemic, as well as staff and fiscal home transitions over the years. VISTAs learned that the DACU approach is about supporting community to lead and do for themselves. DACU is learning to combine and balance patience, being reflective, and action. DACU's lessons learned also focus on developing distributive leadership and having communities lead as full partners. DACU is committed to coming together with partners rather than engaging in turf wars and asking hard questions, such as "does our organization need to exist?" DACU would like to forgo colonized ways of going after funding.

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. Project efforts include the McKinley Worker Justice Coalition, uranium and health outcomes, and access to healthy food, as well as COVID-19 response. During the grant period, MCHE worked with Navajo, Zuni, Immigrant, and unsheltered relatives in Gallup, McKinley county. As part of MCHE's efforts, **40 parents and youth/children educated decision makers** on issues of importance to them. *MCHE is proud of how they have developed trust and credence, long-time relationships, and intergenerational connections in community, as well as their creativity and effectiveness as a connector.*

COVID-19 Response: On March 28, MCHE and MCHA organized a conference call with 20 participants, who were interested in creating a mutual aid, to assess interest. They asked [Indigenous Lifeways, Inc.](#), to serve as the fiscal agent and they agreed. Five organizations united and began distribution in April 2020. McKinley Mutual Aid (MMA) 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 efforts through grants, solidarity donations, and PayPal.



MCHE Reflections
Graphic by Anna Rondon, NMSJEI

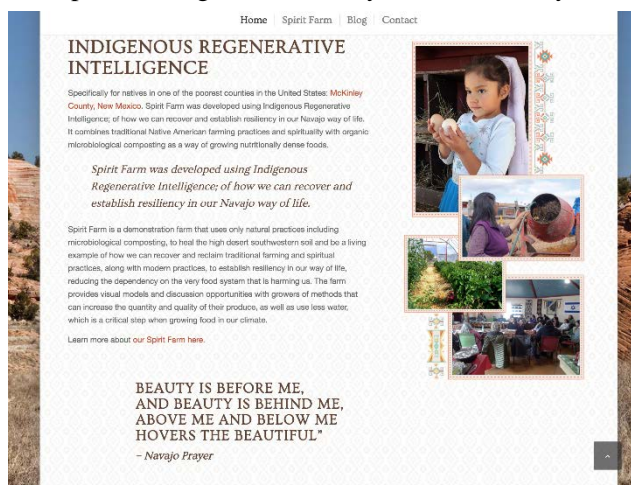
- ✓ \$25,000 for 4 homes without clean water systems from [Dig Deep](#).
- ✓ 8,000 First Aid Kits and 3,000 Gatorade.

McKinley is a great community connector! MCHE connected Robert F. Kennedy III to McKinley Mutual Aid and provided guidance on what funders to request rapid response funding. MCHE also connected Representative Deb Haaland to the Nuclear Free Futures Award where she received and provided an acceptance speech. MCHE also connected Strengthening Nations to Navajo Hopi Relief fund which is now helping with distribution in Gallup and services the surrounding areas.

McKinley Worker Justice Coalition: MCHE increased participation rates of workers by 20% by nurturing relationship building through events with NM First, NM Public Health Association Legislative Forum, NM Food and Agriculture Working Group, and the NM Public Health Association Annual Conference. Four focus groups were held on how to recruit community volunteers in Gallup/McKinley. MCHE conducted outreach activities with Strong Families, Somos Gallup, and MCHA as part of McKinley Mutual Aid. Thirty-three community members participated in two workers' rights forums (Gallup library & zoom). Somos Gallup hosted minimum wage forums virtually and MMA delivered food, water, cleaning, and hygiene supplies to mixed-status folks and provided boxes for the 30 families. As part of the MMA's efforts and current assessment supported by Roanhorse Consulting, MCHE is working with Somos Gallup to include questions on a survey to gather information about how workers have been treated during the pandemic (overtime, sick leave, PPE). The intention is to video tape stories which will be shared. Overall, more local organizations and individuals are coalescing and networking due through McKinley Mutual Aid.

McKinley Uranium and Health Outcomes: Last March 6, 2020, in Crownpoint NM, 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 which share information on metal studies and project updates from the Native American Superfund Center. MCHE has strengthened long-term relationships with other local, state, and national networks for cleanup of the uranium mines. The strategy is for the Red Water Pond Community and four chapter houses to provide an official position statement for the waste to be moved off the reservation. Here is [statement](#) from the Navajo Nation President regarding the disposal of the mine waste. To ensure sustainable housing, the community would like to be moved to Black Tree Mesa. During the reporting period, MCHE provided environmental literacy and training to 50 community members in Gallup/McKinley County on the Water Equity Climate Resilience Water Policy Framework. Fifteen families have increased their confidence and attitudes towards advocacy processes. MCHE raised \$6,000 for Red Water Pond and influenced NM First to hold a zoom webinar with a panel to discuss the impacts of uranium mining. This sparked interest in a statewide network to address policy issues.

McKinley Access to Healthy Food: Focus areas include 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 work collaboratively with Spirit Farm and have conducted outreach activities with Indigenous Lifeways, Health Earth Summit, Strong Families, Somos Gallup, and MCHA base building for healthy food access as a health promotions community outreach and food delivery. MCHE has also strengthened long-term relationships with Shima Learning Center and Work in Beauty and Skeets Farm. Seven community members participated in healthy soil virtual workshops and ancestral healthy foods and ten families have increased knowledge and life skills through virtual workshops and Facebook Live events with Shima Learning Center.



MCHE reported challenges tied to clarity on roles and participation with partner organizations. They also posed the question, “Where do Indigenous people get their justice?”. MCHE identified a lack of adequate or abundance of financial and resources needed to actuate "change." Long-term investments in communities are needed for at least 20 to 30 years. There is a lack of understanding from the philanthropic sector regarding real-life community living conditions. Geographically, MCHE resides within the region of the 1979 "Church Rock Tailings Spill," the second-largest uranium-related accident in the United States. These effects are still felt by the community. MCHE acknowledges their rich culture and wants to switch the poverty lens narrative towards bold, fierce, and Indigenous-led narratives and efforts in their region. MCHE shared that they are learning we can do more together. The importance of trust, being fair and honest can make the difference – mutual respect.

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, Twin Lakes. As part of SJCHE’s efforts with DCRE and Navajo Family Voices, **85 parents and youth/children educated decision makers** on issues of importance to them. *SJCHE is proud of the Diné Centered Research and Evaluation team - their great group of people, intelligent medicine keepers, scholars, etc. They are also proud of implementing traditional educational curriculum and youth leadership. SJCHE has brought in horses, planting, and gardening for a comfort of love. They have witnessed positive changes in middle school students’ grades.* Outcomes and outputs are below.

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.

Sustained grassroots power relationships rooted in indigenous ways: SJCHE has worked with **26 partners**; nine of them new. SJCHE increased collaboration via COVID-19 mutual aid programs and food distribution programs between previously isolated groups and elders. **Seventy-five (75) % 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, and planning updates).

Cultural identity of Diné children and youth: SJCHE is 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. SJCHE held zoom presentations on Navajo/Diné’ Universe Stories with Sanders School District. Elementary, Middle School Students and Parents, Teachers & Staff, to include Tohatchi Elementary School.

Assessments of communities impacted by industrial extraction: SJCHE and DCRE has 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 is in progress of identifying key policy actions and developing model process and protocols for replication.

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.

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 are in progress.

SJCHE identified challenges and lessons learned with the Navajo Nation Research Review Board process. SJCHE shared that they are learning leadership and ways of doing. They are learning what it means to be in harmony and respect and love. They want to leave behind colonization, lateral violence, and internalized racism. They acknowledge the harms of westernization and commit to working with people with compassion.

Funding Sources & HEP Sustainability

Sustainability Plan Post 2021: As funding from the W.K. Kellogg Foundation comes to an end in February 2022 and HEP embarks on the next steps in its journey, HEP has contracted with Roanhorse Consulting to serve as a thought partner and offer guidance as HEP creates a sustainability plan. The sustainability process is highlighted in the graphic to the right.

To date, HEP has completed its harvesting of insights. Staff hosted 20 virtual reflection sessions with 38 individuals representing the HEP steering committee, HEP institutional knowledge holders, HEP staff, HIA TA providers, six HIA teams, place-based teams, contractors, and peer funders. While most sessions took place between January 13, 2021 and March 12, 2021, three sessions took place during fall 2020. Sessions were either 1-1 or in groups and took approximately one hour, except for two sessions that were incorporated into other meetings. Sessions were led by the HEP team and were multi-purpose tied to the HEP evaluation and sustainability process. The questions asked were tailored to specific stakeholders with common questions asked across groups. The report can be viewed [here](#). Throughout the report, graphics representing themes from various stakeholder groups and specific topic areas are presented. The graphics were made by courageous and creative individuals connected to HEP who made it possible for staff to share back information in multiple formats at an April 1st meeting where HEP convened partners to share back the findings and engage in dialogue about the specific roles and services HEP should focus in on moving forward.

Resources: In recent years, the HEP team and place-based partners have grown our ability to diversify funds. HEP has a strong steering committee which convenes quarterly and supports with strategic oversight, fundraising, and connections to earned income opportunities. The steering committee met three times during the grant period. In 2015/2016, HEP conducted a **revenue generator** assessment where coordinating culturally accessible community gatherings and HIA training/coaching were identified as possible earned income streams. Income streams from these services came to fruition in 2017/2018 and opportunities continued to grow. In 2020 - 21, HEP was contracted by the following organizations for coordination, facilitation, convening, communications, and report writing services: City of Santa Fe, Con Alma Health Foundation, Expanding Opportunities for Young Families, NM Women.ORG, Opportunity Santa Fe, and Notah Begay III Foundation. HEP also secured funding from the Community Health Funder Alliance (Anchorum, St. Vincent's Hospital, and Santa Fe Community Foundation) to support follow up HIA efforts in the NE region, and Santa



JAN - MAR 2021:
HARVESTING
INSIGHTS



JUNE - SEPT 2021:
CONFIRM
STRUCTURE &
HOME

ONGOING:
WEAVING OF RESOURCES

SUPPORT FROM ROANHORSE CONSULTING

Fe Community Foundation to cover part of HEP staff salaries. The place-based partners have also worked diligently to diversify funding sources. Including WKKF, HEP and the place-based teams have a total of **18 philanthropic partners**. The total amount of funds leveraged for the reporting period is **\$413,309**.

Team	Diversified Funding and Earned Income Sources
HEP	City of Santa Fe, Con Alma Health Foundation, Community Health Funder Alliance - Anchorum, St. Vincent's Hospital, Santa Fe Community Foundation, Expanding Opportunities for Young Families, New Mexico Women.ORG, Notah Begay III Foundation, Opportunity Santa Fe, Santa Fe Community Foundation, individual donors = \$143,468.
DACU	City of Las Cruces, Con Alma Foundation, Community Foundation of Southern NM, Western Sky, McCune Foundation, ACF NM Counts, earned income, individual donors = \$99,341.
MCHE	Con Alma Health Foundation, NM Foundation, Thornburg, Flicker for First Aid Kits and Gatorade = \$66,500.
SCHE	McCune Foundation, Molina Health Care, Navajo Hopi Families COVID-19 Relief funds (in-kind), NM Foundation – Native American Relief Funds, other = \$104,000.

Expected Results (progress and changes anticipated)

Progress and changes to the expected results, identified by Alvin Warren, as requested in the new reporting format are highlighted in grey throughout the narrative report and compiled in the table below.

Expected Results	Progress made and anticipated changes
Funding	
Philanthropic partners - Expansion of NM HEP philanthropic partners from 7 to 13	Including WKKF, HEP and the place-based teams have a total of 18 philanthropic partners .
Funds leveraged - Funding obtained from five funders based on current requests.	The total amount of funds leveraged for the reporting period is \$413,309 .
Knowledge Products	
HIA toolkits produced that are indigenous-centered and youth-friendly.	HEP contracted with Together for Brothers to develop a <u>Youth HIA toolkit</u> focused on making data collection fun, zine making, and videomaking. The toolkit has been widely disseminated via social media, the HEP newsletter, and meetings with community partners. For the past year and a half HEP has worked closely with Roanhorse Consulting, Indigenous partners, and technical assistance providers to co-create 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 support documents. HEP anticipates publicly releasing the toolkit and posting on the HEP website by June 30, 2021.
Two community-based HIA reports produced	HEP is meeting with the NM Birth Equity Collaborative leadership team in April and they will meet with their broader team in May to determine how they would like to pivot their HIA to an effort that effectively serves their capacity, vision, and community needs based on the circumstance. HEP will update WKKF once this is confirmed. HEP has extended the HIA timeline with McKinley Community Health Alliance to the end of 2021, which is when the community-based report is anticipated. Utilizing other leveraged funds, additional community-based reports have been completed by Chainbreaker and the Santa Fe Indigenous Center.

	<p><u>Chainbreaker</u> released a research brief on <i>Health, Healing, and Housing in Santa Fe</i> in partnership with <u>Human Impact Partners</u> and HEP.</p> <p>Chainbreaker and Human Impact Partners published the first in a series of research briefs titled: <i>Evictions in the COVID-19 era: A threat to family and community health in Santa Fe.</i></p> <p>The Santa Fe Indigenous Center <u>report</u> developed by Emily Haozous summarized the information from their photovoice project which was a follow up to their HIA.</p>
Multi-media resources to capture history and future planning	<p>HEP summarized information from its 20 reflection sessions to capture seeds planted over HEP's history and future recommendations from partners. The document is in written format and includes graphics illustrating common themes from stakeholder groups. Graphic recorders who contributed visuals were trained by HEP and/or are part of the network. The graphics are also included in this narrative report and the HEP evaluation report.</p> <p>DACU produced a completely new timebank orientation video utilizing graphics created by its VISTA (trained by HEP 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. DACU will post the Profiles videos on their website along with discussion questions and utilize them in online discussions to explore systemic inequities and the roles local government, institutions, and community members can take to reverse them.</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. The strategy is for the Red Water Pond Community and four chapter houses to provide an official position statement for the waste to be moved off the reservation. To ensure sustainable housing the community would like to be moved to Black Tree Mesa.</p>
Storytelling videos on wage theft to ensure knowledge transfer of labor rights and worker justice	<p>As part of the McKinley Mutual Aids efforts and current assessment supported by Roanhorse Consulting, MCHE is working 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). The intention is to video tape stories which will be shared.</p>
A replicable HIA using indigenous measures	<p>SJCHE and DCRE has 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 is in progress of identifying key policy actions and developing model process and protocols for replication.</p>
A Community Emergency Management Plan to address dangers of industrial extraction activities	<p>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 New Mexico to leverage previous efforts.</p>
Other	
Recommendations will be adopted for two policies to improve children's health within two years	<p>This is anticipated for the MCHA and a modified expectation will be outlined for NMBEC once we confirm how the organization will pivot their effort.</p> <p>Chainbreaker also anticipates influencing housing policy tied to evictions because of their research briefs and partnership and education with the City of Santa Fe.</p> <p>Additionally, the City of Albuquerque permanently passed free bus passes for youth because of Together for Brother's HIA on transit equity and their ongoing organizing and education of decision makers.</p>

of HIA completion.	The City of Albuquerque also announced posters to report discrimination in seven languages which was a recommendation from Global 505's HIA report.
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 alone, 135 parents and youth/children have educated decision makers on the health impacts of issues important to them. We anticipate this number will reach the expected outcomes once HIAs are completed and data is collected from them.
More workers filing wage-theft complaints to improve children wellbeing.	MCHE reported workers have gained back stolen wages in the amount of over \$300,000 to the complainants. Those wins are huge and have given more hope to other workers to file complaints.