



NEW MEXICO HEALTH EQUITY PARTNERSHIP

**New Mexico Health Equity Partnership
Reflection Sessions & Harvesting of Insights Summary
April 1, 2021**



Graphic by Anna Rondon, New Mexico Social Justice & Equity Institute

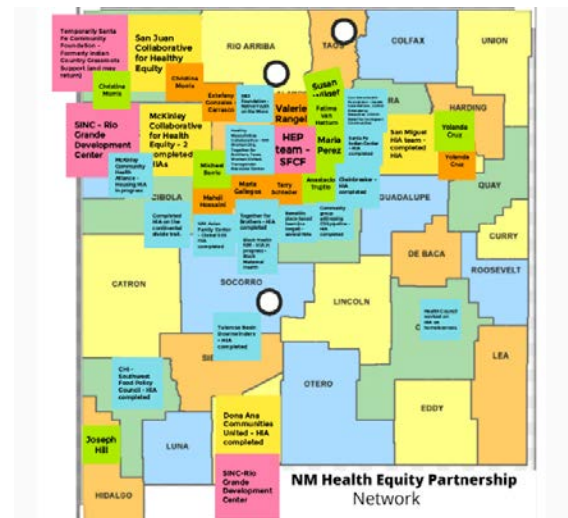
New Mexico Health Equity Partnership Overview

Purpose: The New Mexico Health Equity Partnership (HEP), an initiative at the Santa Fe Community Foundation, strengthens the capacity of communities to shift power relations and advocate for policy and systems changes to create healthy and just communities.

Shared Valued: 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 decisions that impact their communities and their lives.

Vision: Every New Mexican can succeed and live a healthy life that includes quality housing, education, nutrition, safety, transportation, cultural and language access, etc. The community is fully engaged in ensuring good living conditions and has a say in policy decisions that impact their day-to-day 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 every New Mexican can live a healthy life. HEP consists of two staff, 7 Technical Assistance Providers, a steering committee, 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 has been planting seeds, since 2012, utilizing the following strategies.



We Support Community Driven Research: HEP funds and trains community groups on how to make a more compelling case when engaging decision makers on issues. One critical tool that we provide and teach how to use is Health Impact Assessment. Through the HIA, advocates and residents learn how to collect and utilize data and community narratives to inform policy change and hold decision makers more accountable. Since 2013, HEP has provided funding and training for a total of [19 HIAs in New Mexico](#) in ten counties, which have examined the proposed impacts of policies focused on environmental justice, housing, language access, parks and trails, transportation, wage theft, etc. on the health of current and future generations and made policy recommendations.

We Create Critical Connections and Linkages: HEP creates spaces for critical connections and linkages. We facilitate relationships among organizations and communities throughout NM via convenings and communications platforms. Gatherings are opportunities for community leaders from diverse regions to foster relationships, leverage resources, and promote cross-community learning. Partners share promising practices and support each other's efforts to advance equity.

We Provide Resources to Increase Organizational and Advocacy Capacity: HEP funds community partners' efforts to move an issue forward and coaches them each step of the way. HEP offers resources, technical assistance, and moral support to increase the organizational and advocacy capacity of three place-based teams representing Indigenous communities, communities of color, immigrant communities, and low-income communities, in Doña Ana, McKinley, and San Juan counties. Over the past year, HEP has been partnering with the Con Alma Health Foundation to distribute COVID-19 response funding. HEP serves in the coordinator role for these efforts.



Graphic by Erica Bota

Reflections & Harvesting of Insights

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 staff hosted **20 virtual reflection sessions with 38 individuals** representing the HEP steering committee, HEP institutional knowledge holders, HEP staff, Health Impact Assessment Technical Assistance providers, six HIA teams, place-based teams, contractors, and peer funders. Seventeen sessions took place between January 13, 2021 and March 12, 2021, and 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. The questions asked were tailored to specific stakeholders with common questions asked across groups.

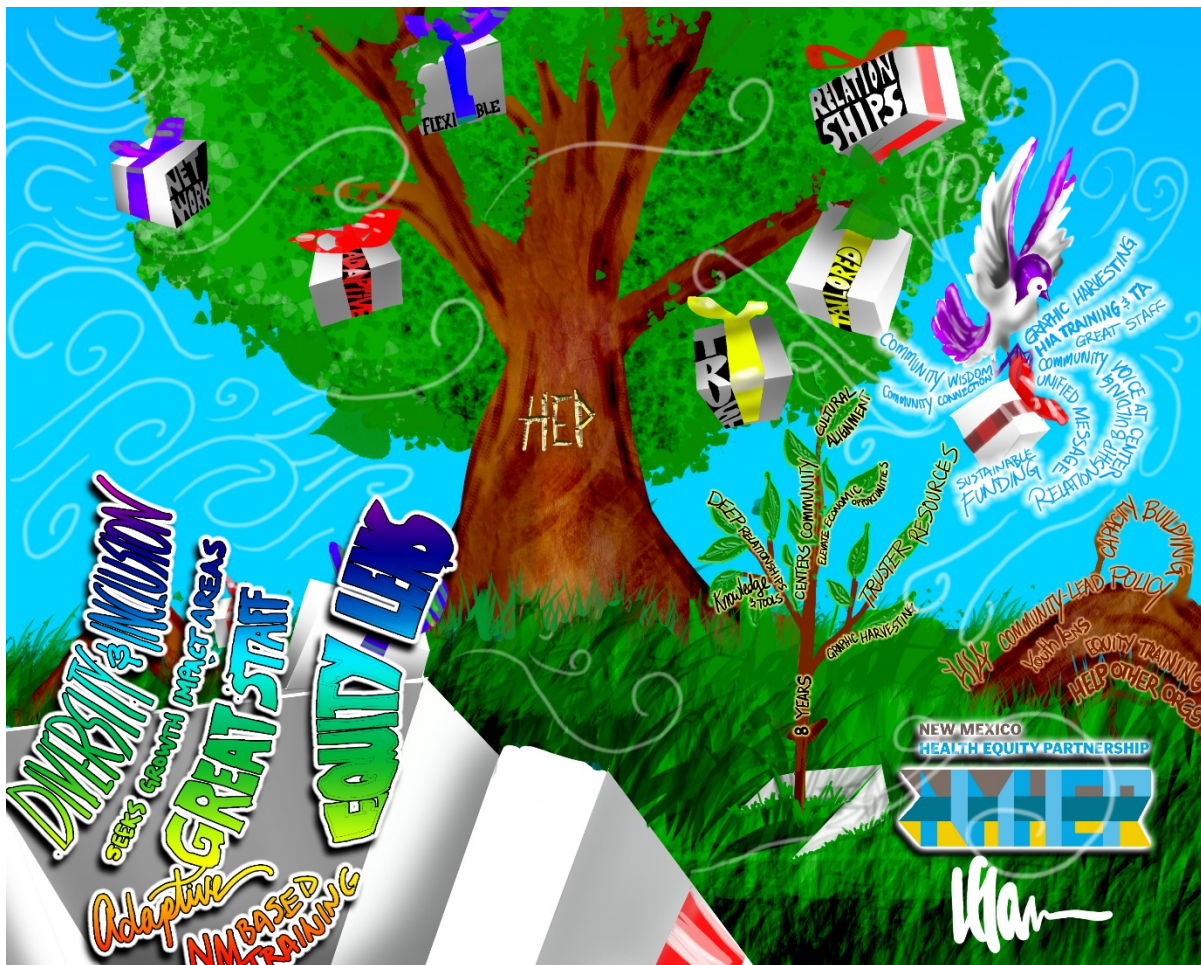
In the following sections of this report, we share common themes from the reflections with stakeholders. We summarized themes and present them in the following way:

- Part 1: Seeds planted; HEP's gifts, strengths, and assets; and HEP challenges.
- Part 2: Pride and lessons learned within the network, place-based teams, and community-driven research and storytelling to impact policy.
- Part 3: Future - Roots to take deeper and opportunities and possible homes.

Throughout the report, graphics representing the themes from various stakeholder groups and specific topic areas are presented. The graphics were made by courageous and creative individuals connected to HEP. We thank Anna, Baruch, Gina, Emily, Louie, and Taslim for making it possible for us to share back information in multiple formats.

SECTION 1

Planting seeds



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

In November 2012, the New Mexico Health Equity Partnership (NMHEP) team began intentionally planting seeds to actively practice equity and shape a culture which centered relationships and community. In this section, we outline, how partners and stakeholders view HEP, its approach, and the seeds planted.

HEP planted seeds to develop authentic and mutually beneficial relationships rooted in trust, honesty, humility, curiosity, integrity, humanity, love, and intentionality. We heard from partners about the friendships and strong working relationships and the sense of belonging. We were told that HEP demonstrates a worldview, values, openness, and understanding of the intersectionality of systems of oppression and structural issues. Partners let us know that as HEP has modeled how to lean into its values, this has planted seeds for other folks to do so as well.

Over the years, the HEP team and partners have planted seeds across New Mexico and weaved together a network rooted in relationships and trust and peer leadership and learning. The community is centered as experts. HEP elevates community voices and

community owns their own stories which feeds into the transformational nature of the work. HEP is viewed as a trusted resource for community engagement, connectivity, and bridge building. Partners highlight how the personal connections and bonds built across communities are critical to understanding various issues, diverse worldviews, and what health means in different cultures.

The HEP team planted seeds early on to establish three new place-based teams in Doña Ana, McKinley, and San Juan counties. Partners acknowledged Bernalillo County Place Matters, Jerry Montoya, and Jordon Johnson with the McKinley Collaborative for Health Equity for the seeds they planted. Overtime, HEP and the place-based teams brought tools, techniques, and built capacity. DACU launched and sustained initiatives that have lasted for years. MCHE transformed into a non-profit with board members. San Juan Collaborative for Health Equity now has its own approach with local people in Newcomb and Shiprock and is developing new partnerships, centered around grassroots. The place-based teams along with the San Miguel Health Impact Assessment team have served as core partners in the HEP network.

Over the years, HEP has facilitated the exchange of knowledge, tool creation, and documentation that is rooted and relevant to communities in the network. HEP has planted seeds for creative and culturally competent infrastructure for community-driven research and storytelling to inform policy and create system's change. Health Impact Assessment was named as a key tool being used to organize collectively, elevate community leadership, and voice, and inform policy making. Graphic harvesting was named as the cornerstone of HEP's storytelling tools.

A few key memorable events highlighted in the reflection sessions include:

- 2014 Health Council Gatherings in Las Cruces and Santa Rosa.
- 2015 Equity Summit in Los Angeles.
- 2015 HEP Statewide Gathering with art supplies.
- 2017 HIA Training co-facilitated in Spanish and English in Farmington with the San Juan Collaborative for Health Equity and Somos Un Pueblo Unido.
- 2018 HEP Statewide Gathering / Grassroots Institute for Fundraising Training in Española.

HEP Gifts, Strengths, and Assets

During the reflection sessions, partners acknowledged the HEP team's strengths. They spoke to staff members' personalities that complement each other; the sense of family, fun and laughter; and the team's consistent, calm, and re-assuring presence. We heard that HEP utilizes a human approach, is inclusive, creative, resourceful, transparent, and has deep respect for people and community. From an organizational and network perspective, partners identified HEP has having the following gifts:

- Strategic thinkers around statewide health equity with collaborative leadership.
- Strong internal communications, including clear roles and processes.
- Staff that are organized, prepared, reliable, responsive, creative, good listeners, and communicative making things run smoothly with an ability to identify opportunities as they emerge.
- Strong ability to adapt, be flexible, shift as needed, and go with the flow of each community, each being unique and moving at its own pace and rhythm.
- Because evaluation is part of HEP's process, the team engages in regular reflection, has self-awareness, and grows, and learns along with partners.

Partners also identified HEP's multi-dimensional role as a funder, connector, weaver, convenor, trainer, facilitator, technical assistance provider, mentor, curriculum developer, partner working alongside, and cheerleader as an asset. Strengths within these various roles are identified on the next page.



Reflections of HEP's "Gifts" - Graphic by Gina Montoya, New Mexico Women.ORG

- *Funder*: HEP team is a good starter funder that opens gates for people of color and small organizations. HEP has grown relationships with influencers and funders. HEP provides connections, encouragement, and mentoring to apply for funding.
- *Convenor*: HEP plays a significant role as a convenor across NM creating spaces for relationship building and cross-cultural learning with grassroots organizations, community champions, community members, and health leaders.
- *Connector*: HEP facilitates relationships with other networks, HIA teams, youth, funders, and people. This means more people working together. HEP makes connections for partners to both participate in and lead/facilitate sessions at gatherings, share resources, graphic record events, etc.
- *Capacity Building*: HEP offers NM based training and technical assistance with HIA teams. HEP staff offers 1-1 support to place-based teams and provides communications support. HEP offers creative ways to support teams and has a commitment to brainstorming and problem solving.
- *Partnerships*: HEP and partner organizations are with each other for the long-term. HEP shows up, supports, and stands side by side with community. There is trust with partners that ripples across communities.

HEP Challenges / Lessons Learned

During the reflection sessions, partners uplifted challenges and lessons learned. Broad challenges are highlighted here, and specific ones are noted in the subsequent section. The main challenges for HEP are staff capacity; institutional home alignment investment, and support; and financial resources and capital.

- *Staff Capacity*: To go deeper and do more, HEP needs to build out staffing across the partnership, including the place-based teams and HEP team.
- *Earned Income*: In 2016, HEP conducted a revenue generator assessment for earned income in which HIA, convening, and coordination services manifested. It has been challenging for staff to balance the ongoing HEP work, SFCF obligations, and added services.
- *Institutional Home Alignment & Support*: It is important for HEP to have alignment with its institutional home, shared values, and leadership who understands the HEP approach and work, elevates it, and invests in it.
- *Financial Resources /Capital*: The discontinuation of WKKF funds is a challenge for the place-based teams and HEP. HEP needs investment from its future home, support with development, and connections to national funders, donors, and capital.
- *HIA Resources*: There is a need for increased resources for community led data. We heard from partners that larger investments in HIA are needed as \$35,000 is not enough to support community centered HIAs and funds are needed for more communities to do HIAs.

Other challenges named include funding limitations to specific counties, territorialism, and people discrediting the work.

SECTION 2: What We are Proud of and Lessons Learned.

Network of Networks

Proud of: Partners identified HEP's relational networks, which include an abundance of organizations, community focused partners, community champions, and resources as a strength and something to be proud of. We heard about the breadth and depth of connections, which include people representing different racial and ethnic backgrounds and age groups with deep relationships and trust.

As previously mentioned, HEP plays a significant role as a convenor. HEP works with and learns from community partners to decolonize processes and create meaningful space for health equity from an intersectional perspective. HEP creates safe spaces for liberating thought and opportunities to share benefits and challenges. HEP weaves in different methodologies and ways of knowing and utilizes alternative storytelling to capture and elevate stories at gatherings. HEP makes connections for partners to both participate in and lead/facilitate sessions at gatherings, share resources, graphic record events, etc. Many partners, such as Together for Brothers and Global 505, have generously shared their knowledge, creative tools, and curriculum with network partners' creating transformational change in the way work is approached.

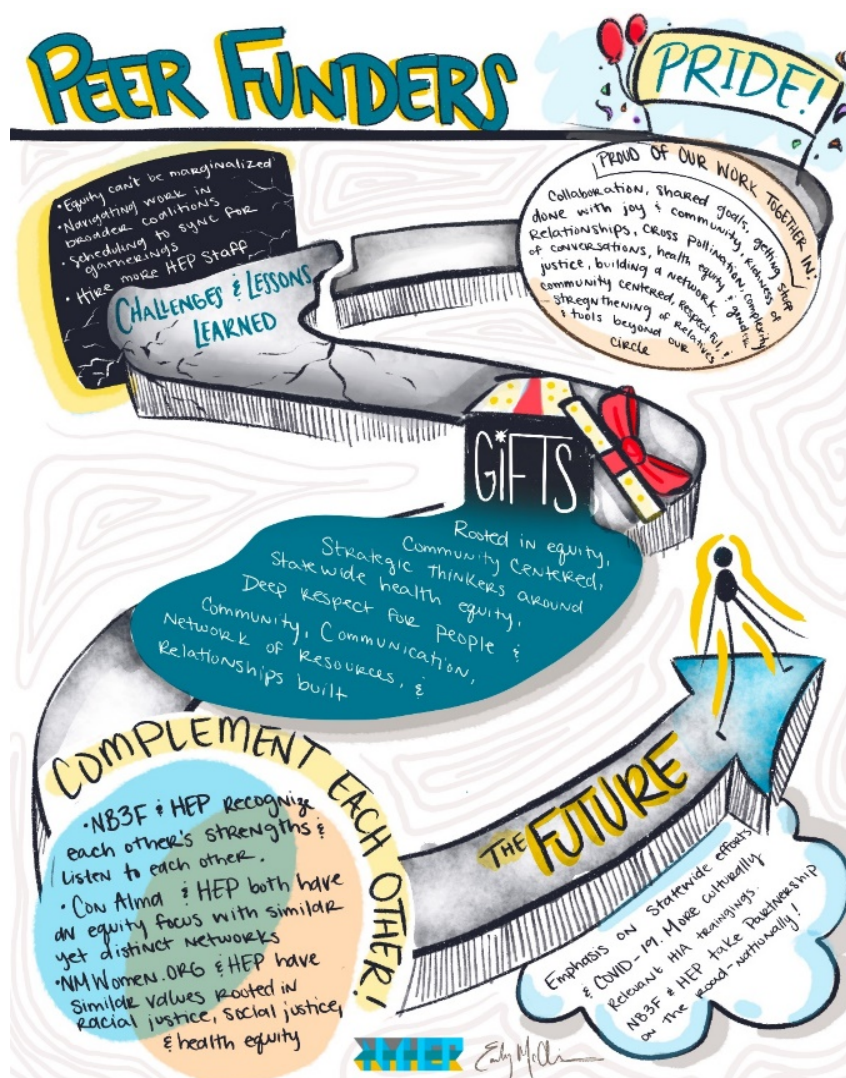
HEP also facilitates relationships with other networks. In recent years, HEP has strengthened its ability to create critical connections, bridge networks, offer trainings, and deploy resources to communities via intentional collaborations with peer funders such as the Con Alma Health Foundation, New Mexico Women.ORG, and the Notah Begay III Foundation.

HEP has partnered with the CAHF on a Health Care Reform effort, COVID-19 Emergency Response Fund (RWJF) and the COVID-19 Relief to Immigrant Communities Fund (WKKF). We heard from CAHF, that both CAHF and HEP have an equity focus with similar networks but not the same. The skills and services are distinct. CAHF does mostly grant making. Whereas, HEP is involved in advocacy, technical assistance, collaboration, convening. CAHF indicated they are proud of CAHF's and HEP's collaboration around shared goals. Each organization brings something to the table for more impact.

HEP has partnered with NM Women.ORG on many efforts over the years with community partners, including the 2018 HEP Statewide Gathering / Grassroots Institute for Fundraising Training, Healthy Masculinities Collaborative, and more. We heard from NMW.ORG, that NMW.ORG and HEP have similar values rooted in racial justice, social justice, and health equity. NMW.ORG shared that they are proud of the beautiful richness of working with HEP to get stuff done and doing it with joy and community. There is a richness of relationships, cross pollination, and the complexity of conversations focused on health equity and gender justice. There is also pride in serving as witnesses to each other.

Last year, HEP partnered with the Notah Begay III Foundation to conduct a series of gatherings with Native Youth on the Move. This was an opportunity for community champions from the HEP network to share their knowledge and skills and build bridges across communities. We heard from NB3F, that NB3F and HEP recognize each other's

strengths, listen to one another, learn from each other, and understand each other. NB3F indicated they are proud of the strong partnership, working together as a team, building the network together, and contributing to make a positive impact. They are also proud that the work together is community-centered, respectful, and has personal connection. The partnership has opened the development and the strengthening of tools beyond their circle.



Peer Funders Reflections - Graphic by Emily McClintock, former VISTA with Opportunity Santa Fe

Challenges and lessons learned: In collaboration with peer funders, learning is taking place in what it means to work with each other 1-1 and how when more organizations are brought into the fold, new practices and ways of working together must be collectively imagined and co-created. 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 times that work for everyone for convenings was noted as a challenge. Similarly, it was noted that it would be great for HEP to hire more staff so partners could accomplish more goals together.

Place-based Teams

Proud of: We would like to give a shout out to DACU, MCHE, and SJCHE as there is so much to be proud of in their work. What we heard is...

- DACU has launched and sustained social equity mapping, Just Community radio, and the timebank. They are 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. We acknowledge DACU's unique perspective from the borderlands and their inclusivity of zoom training video which other partners could learn from.
- MCHE has completed HIAs on uranium mining and wage theft with concrete outcomes and outgrowths. We acknowledge MCHA's collaborations with New Mexico First and ENDAM focused on health impacts of uranium mining. They are proud of how they have developed trust and credence, long-time relationships, and intergenerational connections. They are also proud of their creativity.
- SJCHE has worked to complete three HIAs. They are proud of the Dinè 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.

Challenges & Lessons Learned: With successes, come challenges, lessons learned, and an understanding of what needs to be composted. These are highlighted below.

- 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 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 reported challenges tied to clarity on roles and participation. They also posed the question, "*Where do Indigenous people get their justice?*". 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 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 and passion.

Community-Driven Research and Storytelling to Impact Policy

Health Impact Assessment

Proud of: We would like to give a shout out to all the teams who have completed HIAs and follow up efforts and the HEP HIA Technical Assistance Providers who have supported these journeys. There is so much to be proud when it comes to HIA.

What we heard is... HIA teams are proud of completing HIAs which led to policy wins and systemic change that impact BIPOC communities, youth, immigrants, and refugees. HIAs have rippled through organizations and agencies to inform vision, strategies, and approach to work. Due to community ownership and leadership, HIAs done years ago still live on and are used in organizing efforts. Teams are also proud of the shifts in relations of power and narrative change tied to their community organizing. While there are many HIA policy impacts to be proud of, and a few were named on the previous page, we uplift a some more here.

- Chainbreaker - Significant influence on how housing policy will be shaped in the covid recovery and beyond!
- Global 505 - Entire department review of language access in the City of Albuquerque and in the Albuquerque Police Department.
- San Miguel HIA Team -Reintegration center in Las Vegas.
- Together for Brothers - Permanent bus passes for youth in Albuquerque.

HIA teams are also 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 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. HIA TA providers who formerly completed HIAs 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.

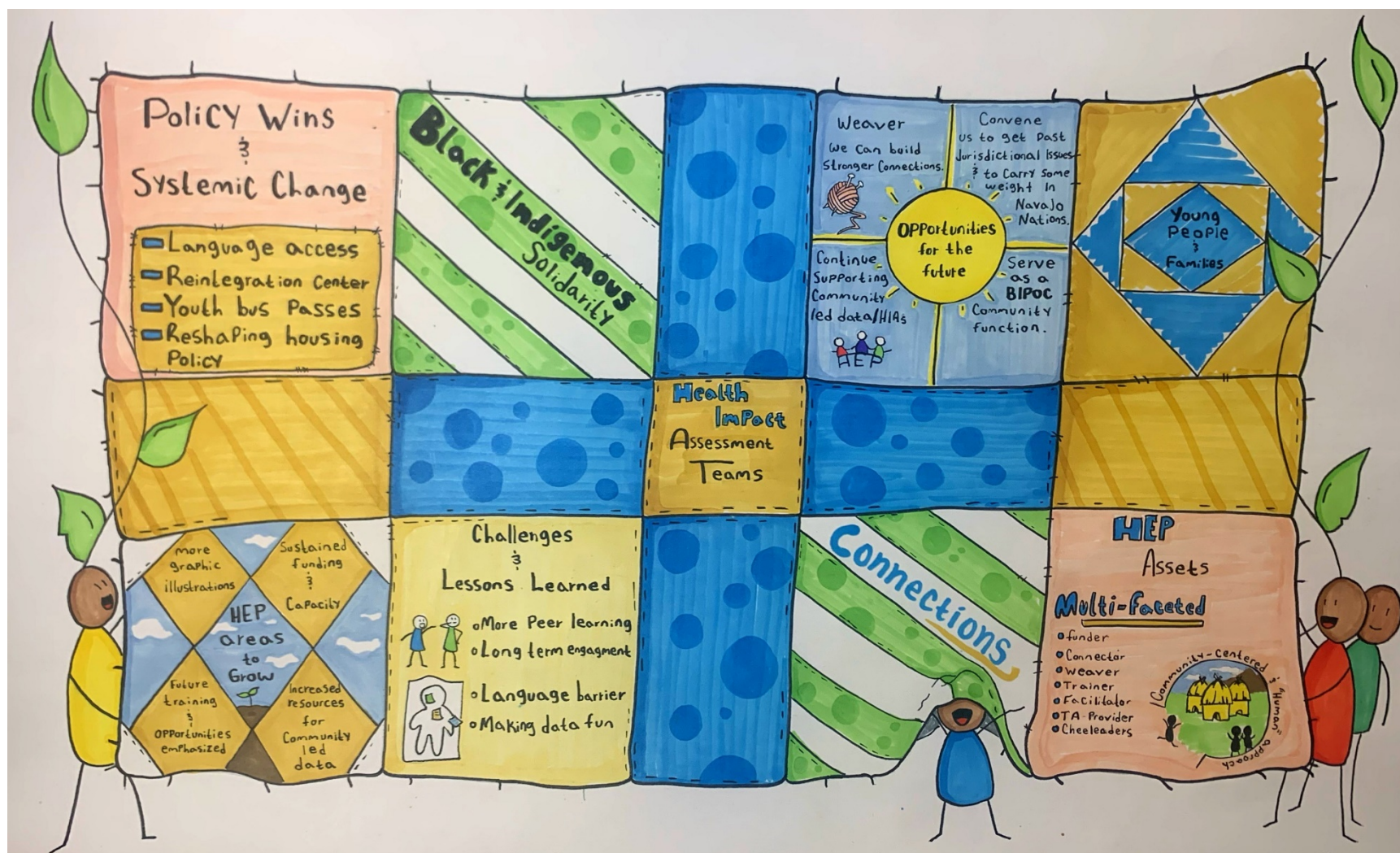
Key ingredients named for HIA success include trust, relationships, commitment, presence, and the people most impacted by the issues being the lead in organizing and communicating on the ground.

HIA Challenges & Lessons Learned: With successes, come challenges and lessons learned. Through our listening with HIA teams and HIA TA providers, we learned that HIA challenges have been focused on capacity, funding amounts, readiness at project initiation, engagement, conflict, and the pandemic. Participants expressed challenges with...

- HIA Readiness: Not having a clear HIA focus at the inception of the project and not having certain relationships in place ahead of time.
- 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.
- Funding amount: HEP's HIA funding amount of \$35,000 is not enough to support staff capacity and truly center community. Teams leveraged other funds, contributed staff time in-kind, and utilized creative solutions to make this work.
- Engagement: Relationship building, getting people interested, and keeping people engaged long-term. Language was also a barrier to engagement.
- Conflict: Competition within HIA teams and power dynamics between institutional fiscal sponsors and community.
- Pandemic: The pandemic has changed community engagement. It is difficult to not gather in person and zoom is hard to establish authentic relationships. The teams are not able to organize in communities in the same ways.

HIA teams and HIA TA providers highlighted the learnings from these challenges. For one they emphasized the importance of speaking up against racism and injustice and giving voice to community for meaningful change. This includes meeting people where they are at. For example, Together for Brothers used code-switching, referring to their literature review as, hunting and gathering. They also learned how to “make data fun” and to create unique and tailored end-products (video and 1 pagers) in lieu of a long report based on their audience. They highlighted the importance of compensating young people to tell their stories and providing them with resources, interpretation, translation, etc. One HIA TA provider suggested asking in future HIA applications whether teams need support with internet, language interpretation, and subtitles.

Another lesson learned is the importance of uplifting the assets and many talents of HIA teams, TA providers, and communities and the importance of being flexible and fluid. Peer learning across teams is important for exchanging ideas and learning from others in similar situations. Another lesson learned is the importance of asking the HEP team and HIA TA providers for help and being able to lean on HIA TA providers for technical support and self-care.



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

Storytelling via Photovoice and Graphic Harvesting

Proud of: We would like to give a shout out to the many partners who have engaged in creative storytelling over the past few years, as well as the trainers (Mabel Gonzalez with Mavel Photography, Visual Sisterhood, Taslim van Hattum, etc.), graphic artists, and partners willing to try on new creative practices who have made this possible. Graphics in this report were created by Anna Rondon, Baruch Campos, Emily McClintock, Gina Montoya, Louie Gamon, and Taslim van Hattum. There is so much to be proud of when it comes to photovoice and graphic harvesting. There is pride in participants' willingness to do creative work.



Graphic by Anna Rondon, NMSJEI

There is an increased awareness about photovoice and the number of individuals receiving the training has increased. Together for Brothers worked with Mavel Photography to utilize photovoice prior to their HIA, and as a follow up to their HIA on transit equity. Mavel Photography more recently worked with HEP to conduct photovoice trainings and

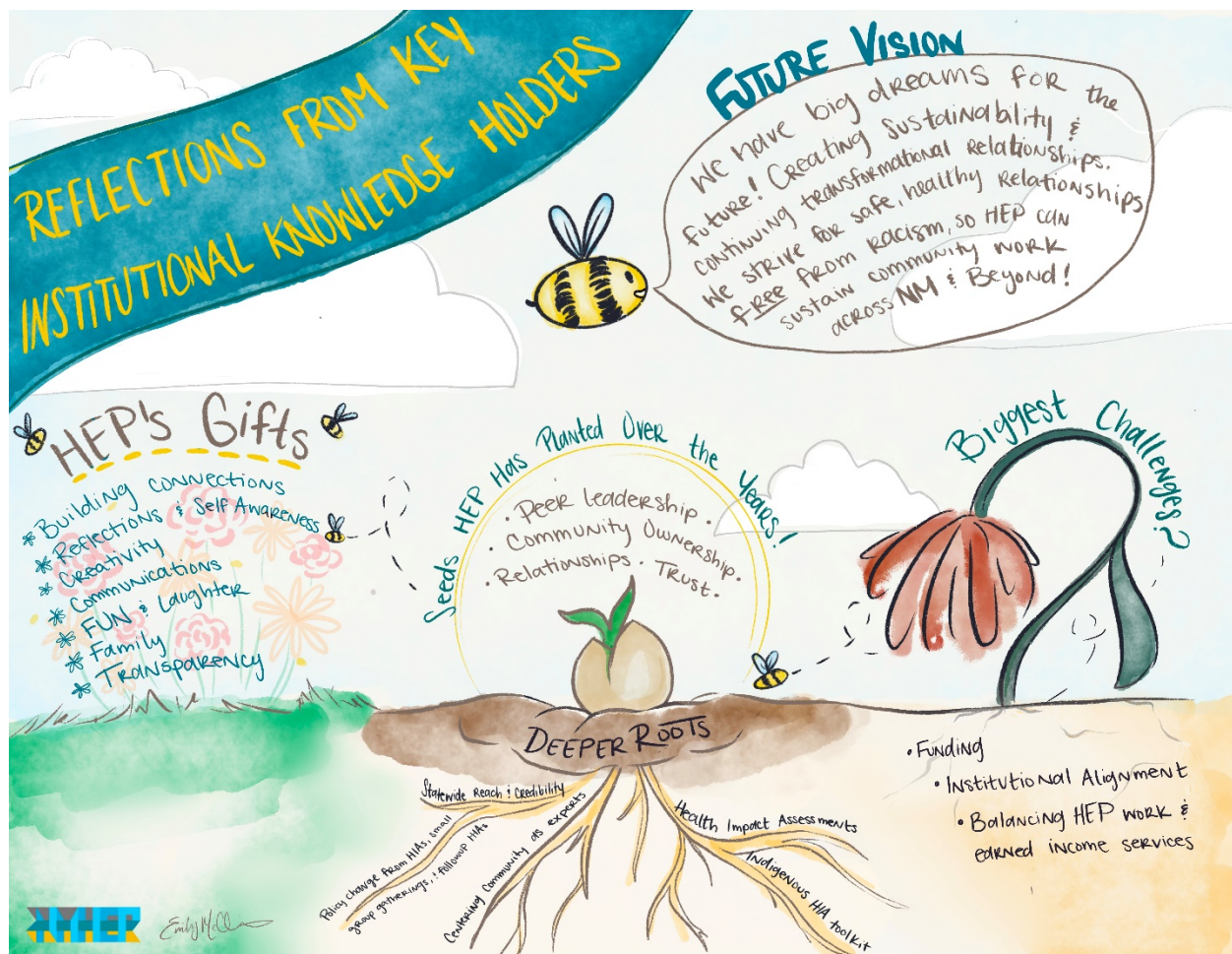
projects with NB3F & Native Youth on the Move, as well as the Santa Fe Indigenous Center. The photovoice trainings have created a network for people to connect and has provided a space for people to open up, talk, and heal for greater change. HEP and Mavel Photography also worked to educate funders at the Santa Fe Community Foundation about the importance of utilizing photos as part of communicating in grant applications and reporting. As a result of this, both the SFCF and Anchorum have created an option for photos/photovoice as part of their process.

There is pride that partners have built off the 2019 Graphic Harvesting Training with the Visual Sisterhood. We heard that the continued use of graphic harvesting in gatherings reminds folks that they can learn it and incorporate it into their community work. This helps to increase capacity for community partners to do 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. Participants feel heard when their voices are captured in a visual story.

Challenges & Lessons Learned: 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. Regarding photovoice, 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.

SECTION 3

What Roots are Important to take Deeper in the Future?



Institutional Knowledge Holders Reflections - Graphic by Emily McClintock, former VISTA Opportunity Santa Fe

In this section, we highlight partner recommendations for the future.

Approach: Partners recommend HEP maintaining a commitment to centering community leadership, wisdom, expertise, and voice. They suggest HEP continuing to focus on healthy, transformational relationships and change. HEP may deepen its social justice infrastructure lens.

Roles: HEP could continue to focus on the roles of convenor, connector, creative facilitator of ideas and processes, and sharing HIA expertise. HEP may continue to deepen capacity building and support grassroots and BIPOC organizations to grow. Regarding HEP's funder role, Con Alma hopes to continue to partner with HEP on efforts to address COVID-19 and go deeper into HEP's toolkit. Further, a few questions were posed for HEP.

- Can HEP become a more official intermediary to bring in national money for BIPOC communities since HEP is a trusted liaison?

- Could HEP be the health equity arm of the Santa Fe Community Foundation?

Network: HEP may continue to focus on its statewide reach, expanding and deepening networks, community connections, and relationships building within and across communities. Specific ideas and suggestions include:

- Conduct asset mapping of colliding networks.
- Convene HEP partners virtually across the state with different teams taking turns facilitating each month.
- Provide more support between groups with relationship building, sharing tools, etc.
- NB3F and HEP take partnership on the road - nationally! Organize national Indigenous events together to elevate the work.
- Deepen support to community around racial justice, as well as anti-racist and equity trainings.

Place-based teams: The place-based teams identified the following roots to take deeper for their respective teams, as well as collective opportunities for the future.

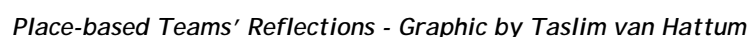
- DACU would like to change the way organization is led via a community-led model. They have started with the transformative leadership circles and solution circles to bring communities together to get unstuck. They are also interested how HEP, and the place-based teams can work together for sustainable funding streams for the partnership now that WKKF funding is coming to an end. One suggestion for the future, is for HEP to do an orientation with DACU's VISTAS so everyone has a deeper understanding of how to work together.
- MCHE would like to create a long-term strategic plan and is interested in deepening partnerships with the NM Public Health Association, NM First, HEP, Forward Together, and T4B. MCHE spoke to how is beautiful to see the alignment of folks statewide as organizations support each other at the legislature and policy is impacted. MCHE would also like to encourage people to run for office and educate on social justice and undoing racism. MCHE acknowledges their responsibility to expand more equitable living conditions with local folks, Navajo, Zuni, and immigrants. MCHE is committed to leaving behind a strong foundation with deep roots of multigenerational legacy building.
- SJCHE and DCRE are about to unveil a strategic plan and they currently have a grant writing committee, land committee, HIA committee, etc. in place to support their efforts. SJCHE and DCRE are also looking deeper at training tools and decolonizing ways of doing things. SJCHE would like to focus on addressing racism in border towns with a Dinè lens. SJCHE could use HEP's support with trainings and HEP could learn from traditional ways. SJCHE also needs support with technical writing, resources, and data.

- Open and consistent communication that is respectful of time and schedules.
- Partner calls every other week and 1-1 bi-weekly check ins with HEP staff. The coordinators highlighted HEP staff as resourceful, creative, and bringing thought partnership and perspective.
- Safe spaces to talk and share experiences, as well as the ability to be their real, challenged, and vulnerable selves and not put on a brave face. They also highlighted the shared laughter.
- The coordinators also uplifted the cross-cultural learning and the importance of visits to each other's communities. At the same time, they named the importance of balancing the size of the visits as they can become too huge with high costs. Right now, there is also opportunity to do this virtually with community members.

"Continue to grow and maintain. The pattern and structure works. The pace is excellent - we are doing a lot more - we made it work. This is what we pray about. Our work, skills, continue to grow, grow in a way to help me help people so they can get self-sufficient and see the difference of the work. I love it."

The benefits noted above were also identified as being key to collective success. In addition, coordinators highlighted the following as key ingredients.

- Who we touch, compassionate love, and the four directions.
- Celebrating narratives that focus on root causes, strengths of the community, rich in culture and roots and our own roots.
- The pattern, structure, pace, and skills that continue to grow to support the community.



Community-Driven Research and Storytelling to Impact Policy: Partners shared how the opportunities for the future lay in equity. They highlighted the importance of injecting health and equity policies for long-term recovery for the pandemic. It was noted that HEP may consider partnering with NM First to address policy and advance equity, as well as the Racial Justice Equity Commission. It was suggested HEP do more and deepen community lead policy work with a unified message and goals that build power and focus on sustained policy and systems changes.

HIA: Partners recommended HEP grow investments in HIAs so individual teams have sufficient funds for community centered efforts, and more communities can conduct HIAs. The importance of supporting pre-HIA work via small group gatherings, as well as follow up HIA work to ensure HEP's commitment to teams for the long-term was also noted. Teams expressed wanting to continue their partnership with HEP after their HIAs were completed to advance their policy efforts and build connections and allies around the state. Some team's named specific requests for tailored support.

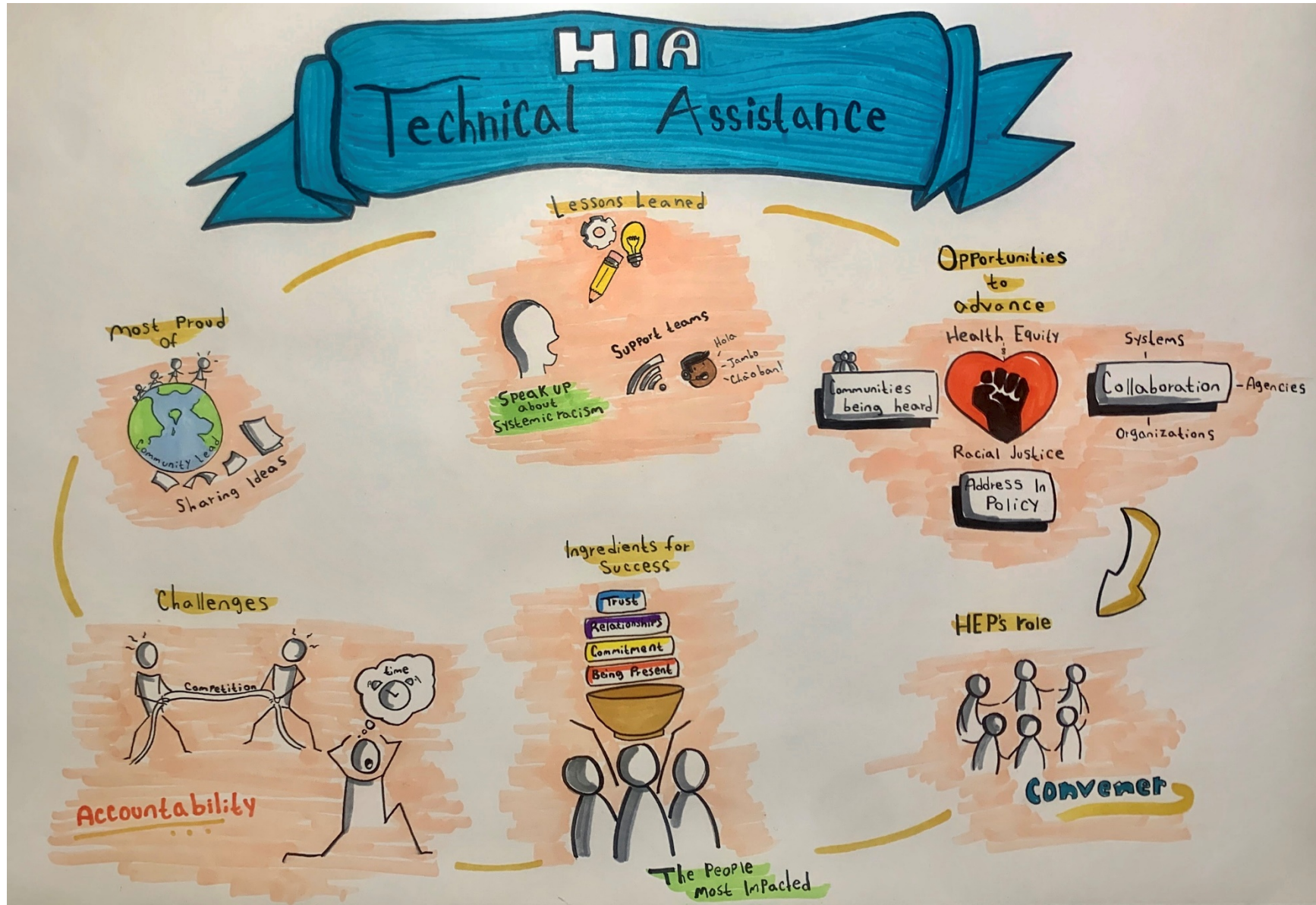
We also heard a desire for a deepening of culturally relevant HIA trainings and technical assistance utilizing the Indigenous HIA toolkit, Youth HIA toolkit, and trainings in Spanish relevant to the immigrant community and training to communities needing more equitable engagement. During the HIA process, partners highlighted that it could be helpful to have liaison support to policy makers and a list of facilitators for HIA teams. One HIA TA provider suggested asking in HIA applications whether teams need support with internet, language interpretation, and subtitles. It was also suggested to provide teams support with building skills to negotiate budgets.

Partners also identified state level recommendations in relation to HIA which are included below:

- Possible collaboration on a statewide Racial Equity, Economic, and Health Impact Assessment with the Deconstructing Racism NM.
- More statewide convenings across HIA teams with more community members to understand the overlap of policy issues and elevate community organizing of issues statewide.
- Continue supporting community led data/HIAs. There are opportunities to do this more in the environmental spaces, particularly in southeastern NM to ensure a just transition led by community.

Storytelling: Partners emphasized going deeper in utilizing creative tools such as photovoice, graphic harvesting, and other storytelling tools. for communities to tell their narratives and organize to make policy change. Opportunities to explore both in photovoice and graphic harvesting for the future include:

- Highlighting the photovoice work and collaborations across the state.
- Executing full photovoice projects in person.
- Conducting youth-led photovoice projects statewide.
- Participating in the train the trainers photovoice.
- Formalizing HEP's own pool of graphic recorders in the network.
- Utilizing more graphic illustrations within HIA processes and convenings.
- Creating universal images and graphic workbooks focused on health equity.



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

Possible Future Homes

During the reflection sessions, HEP staff shared that they have been at the Santa Fe Community Foundation for the past 8 years and acknowledged that their future may be elsewhere. They asked partners where they could imagine HEP thriving. HEP staff also asked partners if there is anything else like HEP and to name organizations which have similar values.

The organizations that were named more than once as possible future homes are listed below and highlighted in the graphic. Five individuals also recommended that HEP become a stand-alone organization as its own non-profit while two suggested a fiscal sponsorship model.

- Con Alma Health Foundation - 7
- Center for Health Innovation - Public Health Institute - 7
- New Mexico Association of Grantmakers - 3
- New Mexico Women.ORG - 3
- Santa Fe Community Foundation- 3
- Anchorum - 2
- New Mexico Foundation - 2
- New Mexico First - 2
- Presbyterian - 2
- Rio Grande Development Corporation (SINC) - 2



Graphic by Jessica Espinoza-Jensen, HEP Grants & Capacity Building Strategist

Organizations like HEP, which were identified, are below:

Nationally

- National Collaborative for Health Equity
- Praxis Project
- Human Impact Partners
- Health Equity with Xavier University in New Orleans funded by WKCF

New Mexico

- Collaboratives - NM Alliance of Health Councils, Indigenous Women's Resource Center, etc.
- New Mexico Association of Grantmakers
- SINC - Rio Grande Community Development Corporation

Many of the organizations which were identified as having shared values with HEP are partners.

Funding: HEP needs sustainable streams of funding to support this deep work across NM's communities. HEP should focus on partnerships, funding, and earned income opportunities that are aligned with HEP's values.

Acknowledgements

We extend deep gratitude to the following folks for informing this report with their reflections and insights.

- Place-based teams (Doña Ana Communities United, McKinley Collaborative for Health Equity, San Juan Collaborative for Healthy Equity)
- HIA teams (Black Health NM, Chainbreaker, Global 505, McKinley Community Health Alliance, San Miguel HIA team, Together for Brothers)
- HIA Technical Assistance Providers
- Peer funders (Con Alma Health Foundation, NM Women.ORG, Notah Begay III Foundation)
- Contractors (Mabel Gonzales and Taslim van Hattum)
- HEP Steering Committee
- HEP institutional knowledge holders and HEP team

Thank you to the graphic artists (Anna, Baruch, Gina, Emily, Louie and Taslim) who compiled themes into visuals.

Thank you to Roanhorse Consulting for their guidance and thought partnership.

* A recording which shares highlights from this report can be viewed [here](#).