



# New Hampshire Racial and Health Equity Assessment Project

## Landscape Analysis and Mapping Report

Prepared for:

*The Health Workgroup of the Race & Equity Series of New Hampshire*

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# Background

This Race and Health Equity Landscape Assessment seeks to expand the ability to coordinate and align health and racial equity work in New Hampshire across existing and emerging organizations, collaborations, coalitions and individuals. The project consists of the following components:

1. Engaging in an equity-centered, community-led process to identify and formalize a set of criteria for inclusion into the landscape assessment data set.
2. Collecting quantitative and qualitative data to identify a statewide listing of service agencies, individuals, collaboratives, coalitions and other entities engaging in race and equity work in New Hampshire.
3. Engaging in a data analysis process to further stratify the dataset by population, geographic location, sector, current work focus and other characteristics of interest..
4. Developing a map of services and efforts in New Hampshire.

Based on these components, this report includes a data analysis of each survey question stratified by type of entity when appropriate as well as a set of live, interactive maps, showing service type and location, and engagement related to racism is a public health crisis. Key findings are noted when appropriate and next steps and recommendations are highlighted at the end of the report. A description of the Methodology and Data Limitations can be found in Appendix I.

*This project was commissioned by the Health Workgroup of the Race & Equity Series of New Hampshire, a program of Health Strategies of New Hampshire, the Endowment for Health, and now the NH Center for Justice and Equity and is being carried out by the NH Equity Collective ([www.equitynh.org](http://www.equitynh.org)), a center of learning and exploration, and community of practice, where people of color and white people in ally-ship model and practice equity together by: centering, lifting up, nurturing and honoring the wisdom and knowledge that comes from the lived experience of people of color and other historically excluded persons; working together to establish relationships built on trust; and, seeking to model and embody the practice of equity in all that we do.*

# 1.1 Who is Represented in this Assessment

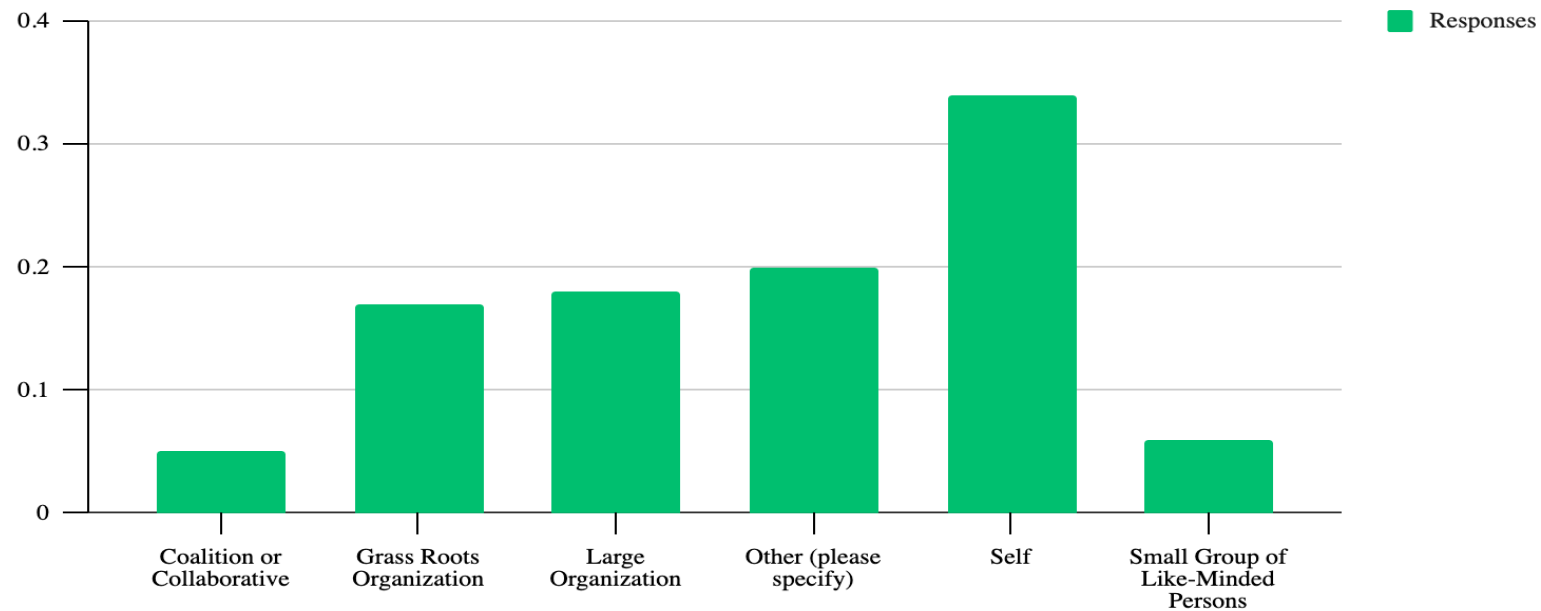
## Q1.1 Describe the Entity You Are Representing in this Survey

Answer Choices	Responses	
Coalition or Collaborative	5.00%	5
Grass Roots Organization	17.00%	17
Large Organization	18.00%	18
Other (please specify)	20.00%	20
Self	34.00%	34
Small Group of Like-Minded Persons	6.00%	6
	<b>TOTAL</b>	<b>100</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>

### Other responses:

- Arts Nonprofit Organization
- Community Center
- Cooperative
- federally funded state agency
- Manchester NAACP Health Committee
- My business Nicole Sublette Counseling LLC
- Nonprofit
- Non-profit, Inclusion and Equity Committee of the New Hampshire Psychological Association
- Not sure how to indicate a local branch of a national organization.
- Organization for Refugee and Immigrant Success (ORIS) / New American Africans (NAA)
- Philanthropy - Endowment for Health
- Self & DEI Directive
- self as volunteer and business owner
- small nonprofit
- small nonprofit, multi-ethnic-community based organization
- small organization
- State Government Program, NH Coastal Program
- State Government:NH Public Health

Describe the entity you are representing in this survey.



## Key Findings

- A large percentage (34%) of respondents identify as “self” - highlighting the large number of non-affiliated persons/ consultants working in New Hampshire on issues of Racial and Health Equity

## 1.2 Who is Engaging in Race and/or Health Equity Work in NH

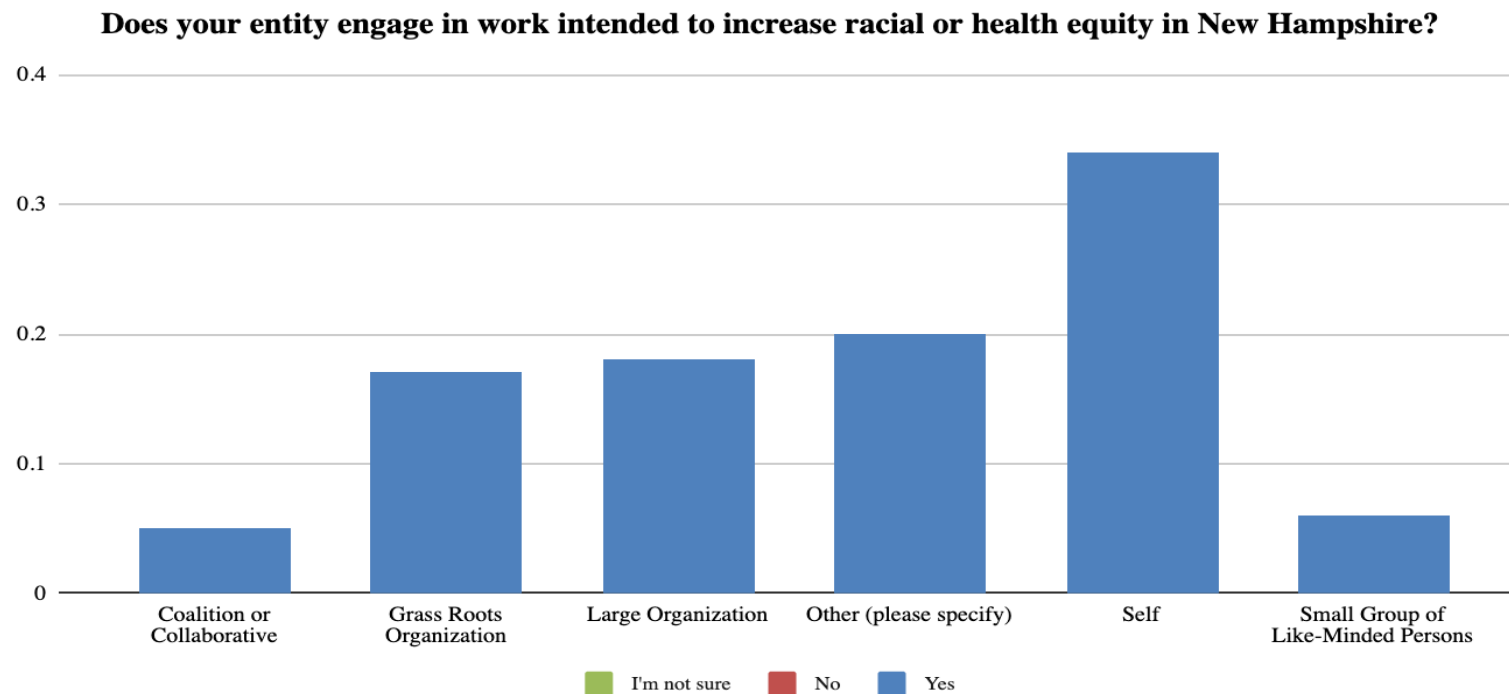
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Q1.2 Does your entity engage in work intended to increase racial or health equity in NH?

Answer Choices	Responses	
Yes	100.00%	99
No	0.00%	0
I'm not sure	0.00%	0
	<b>TOTAL</b>	<b>99</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>

### By Type of Entity

	Yes	No	I'm not sure		Yes	No	I'm not sure
Coalition or Collaborative	5%	0%	0%		5	0	0
Grass Roots Organization	17%	0%	0%		17	0	0
Large Organization	18%	0%	0%		18	0	0
Other (please specify)	20%	0%	0%		20	0	0
Self	34%	0%	0%		34	0	0
Small Group of Like-Minded Persons	6%	0%	0%		6	0	0
Total	100%	0%	0%		100		



## Key Findings

- 100% of respondents identified their entity as engaging in work intended to increase racial or health equity in New Hampshire.

## 1.3 Entity Represented

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### Q1.3 What is the Name of Your Entity?

\* Please note those representing themselves as INDIVIDUALS were asked to identify as “self”

- American Friends Service Committee
- Amoskeag Health
- Anna Adachi-Mejia
- Amanda Martinez. Consulting
- Arlington Street Community Center
- Black Heritage Trail of New Hampshire
- BLM Seacoast
- Building Community in New Hampshire
- Business Alliance for People of Color
- Centro Latino de New Hampshire
- Chewlin Group
- City of Manchester Health Department
- City of Nashua Division of Public Health and Community Services
- City Year New Hampshire
- Community Health Institute/JSI
- Community Resilience & Social Equity Lab
- Conservation Law Foundation, CLF
- Cowasuck Band of the Pennacook Abenaki
- Cultivate 501c3
- Dartmouth Geisel School of Medicine
- DEI Directive
- Deo Mwano Consultancy
- Early childhood equity movement
- Endowment for Health
- Equity Leaders Fellowship
- Exeter Hospital / Core Physicians
- FieldWork Photos
- Foundation for Healthy Communities
- Greater Manchester NAACP
- [Health] Equity Strategies, LLC
- Home Health & Hospice Care
- Hospice Help Foundation
- Inclusion and Equity Committee
- Lamprey Health Care - Health Equity task force
- Littleton Food Cooperative
- Manchester Community Action Coalition, MCAC
- Manchester NAACP Health Committee
- MedRizon Consulting LLC
- NAACP Nashua
- NASW
- New England Grassroots Environment Fund, Inc.
- New Neighbor Connections



- NH Alliance for Healthy Aging
- NH Black Women Health Project
- NH CDFA
- NH Council on Developmental Disabilities
- NH Department of Environmental Services Coastal Program
- NH Equity Collective
- NH Food Alliance
- NH Hunger Solutions
- NH Immunization Program, Bureau of Infectious Disease
- NH Millennials of Color
- NH Oral Health Coalition
- Nicole Sublette Counseling LLC
- ORIS
- Overcomers Refugee Services
- Palabras Consulting LLC
- Physically Speaking LLC - Personal Training Service
- Plymouth State University
- Positive Street Art
- Project AIM - SNHU
- Reproductive Freedom Fund of New Hampshire

- Rights & Democracy
- Seacoast NAACP
- Self x 18
- Self - involvement in a few organizations doing equity work
- Self (Semra Aytur) and New Hampshire Healthcare Workers for Climate Action (Climate Justice Working Group)
- Semra Aytur
- Senior Helpers of Southern New Hampshire
- Southern NH AHEC
- Spark the Dream
- T. L. Hill Group
- The Lighthouse NH
- UNH Cooperative Extension
- UNH Extension
- UNH Food Solutions New England
- Victory Women Of Vision
- Waypoint
- Welcoming NH
- Women of Color Connections
- YWCA New Hampshire

## 1.4 History of Racial and Health Equity Work

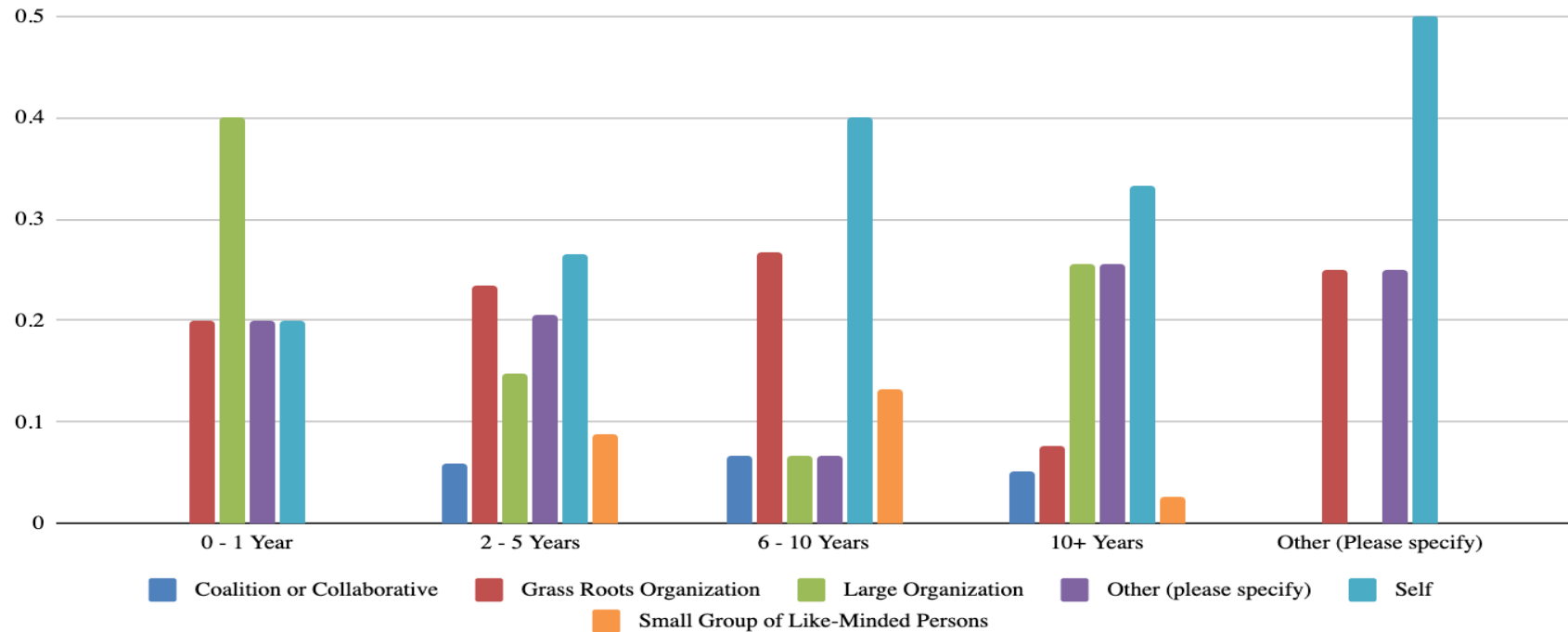
1.4 How long has your entity been working on promoting and catalyzing racial and health equity?

Answer Choices	Responses	
0 - 1 year	5.15%	5
2 - 5 years	35.05%	34
6 - 10 years	15.46%	15
10+ years	40.21%	39
Other (please specify)	4.12%	4
	<b>TOTAL</b>	<b>97</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>

Length of Time Entities have been working on Racial and Health Equity by Type of Entity

	0 - 1 Year	2 - 5 Years	6 - 10 Years	10+ Years	Other (Please specify)		0 - 1 Year	2 - 5 Years	6 - 10 Years	10+ Years	Other (Please specify)
Coalition or Collaborative	0%	6%	7%	5%	0%		0	2	1	2	0
Grass Roots Organization	20%	24%	27%	8%	25%		1	8	4	3	1
Large Organization	40%	15%	7%	26%	0%		2	5	1	10	0
Other (please specify)	20%	21%	7%	26%	25%		1	7	1	10	1
Self	20%	26%	40%	33%	50%		1	9	6	13	2
Small Group of Like-Minded Persons	0%	9%	13%	3%	0%		0	3	2	1	0
Total	100%	100%	100%	100%	100%		5	34	15	39	4

### How long has your entity been working on promoting and catalyzing racial and health equity?



### Key Findings

- Responses indicate that New Hampshire has long standing engagement in Equity work - leading to substantial historical knowledge and expertise
- Individuals (Self) were most likely to have a longer history of Race and Health Equity work in NH - with many indicating staying committed for 10+ years. With two individuals specifying 30 years and 44 years (noted under other category).

## 1.5 Social Media and Website Information

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Q1.5 Please provide any website and social media presence for your entity.

- ❖ Please see **Appendix II: Entities and their Online Presence**

## 1.6 How Entities Stay Informed

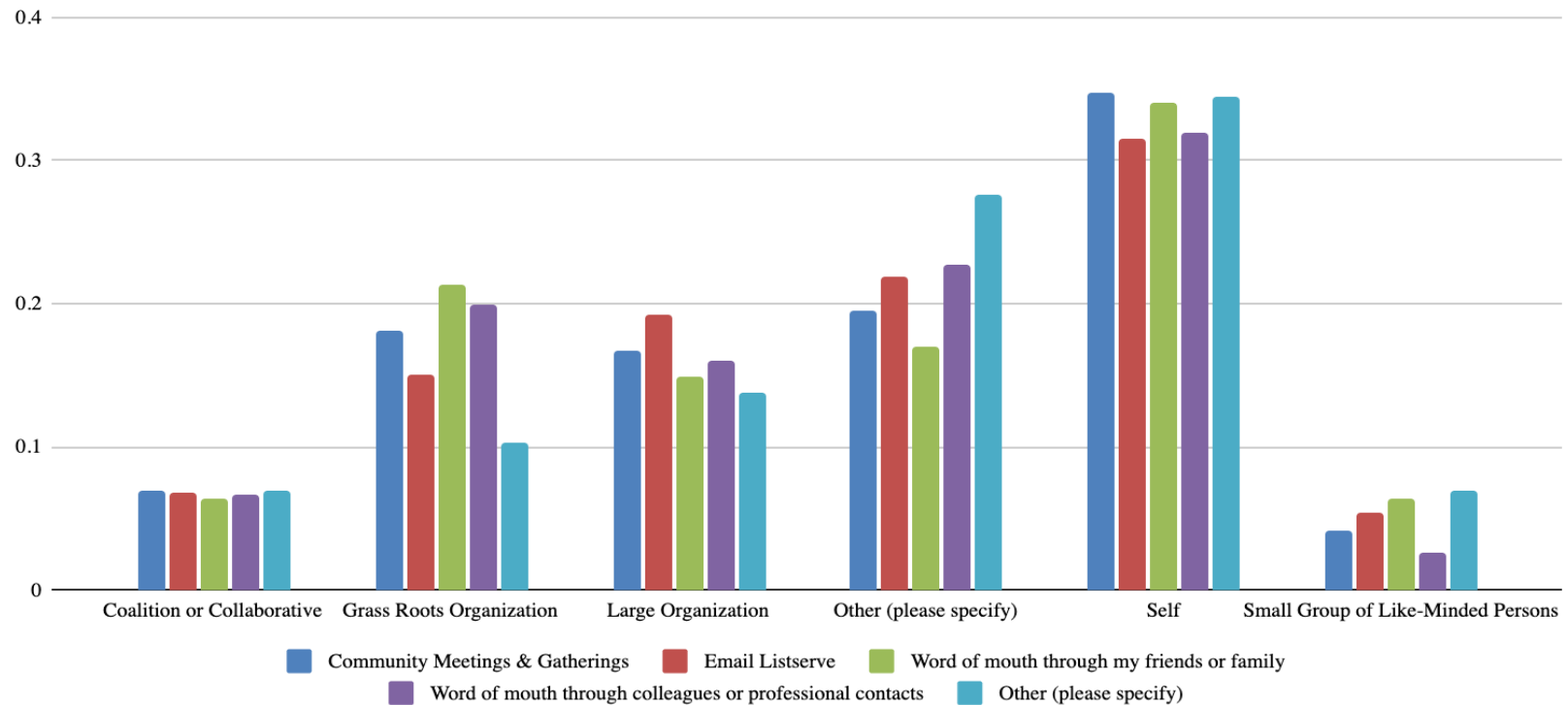
Q1.6 How do you get most of your information about work that is happening in New Hampshire centered on racial and health equity?

Answer Choices	Responses	
Community Meetings & Gatherings (such as NH Equity Task Force or the NH Race and Equity Series)	76.60%	72
Email Listserv (such as the EquityNH listserv which can be found at <a href="http://www.equitynh.org">www.equitynh.org</a> )	77.66%	73
Word of mouth through my friends or family	50.00%	47
Word of mouth through colleagues or professional contacts	79.79%	75
Other (please specify)	30.85%	29
	<b>TOTAL</b>	<b>94</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>

## Other responses:

- Panelists, advertisement, publications, website, social media, submitting RFPs
- e-newsletters, NHPR, LinkedIn, Facebook
- Work colleagues
- BAPOC
- working with grassroots groups and relationships with community members
- Social media
- I am a non-Caucasian foreign who have suffered discrimination
- GNANAACP@gmail.com
- 603 Diversity
- NH Food Alliance Racial Equity Action Team
- National coalition meetings & briefings & Intra-organizational networks
- Facebook
- Research/Trainings from the CareQuest Institute for Oral Health Advancement; OPEN Oral Health Progress and Equity Network
- Our work with Dr. Tellez
- National events, webinars and journals
- Concord Monitor, other news sources
- Outreach to minority business leaders for funding opps, funding opps for targeted underserved health populations, i.e., community centers, recovery housing, affordable housing, climate justice
- From immigrant friends
- Social media
- Going into the communities speaking directly to families and case workers
- Columinate offers non-NH (but sometimes applicable) information about cooperative-centered DEI work & advancement
- Weekly Newsletter
- NH funders forum DEI subgroup
- NH Equity Collective
- Emails
- Through Endowment sponsored research, activities and initiatives
- By working in the community; the reports I get from my staff members' work.

How do you get most of your information about work that is happening in New Hampshire centered on racial and health equity?  
(select all that apply)



## Key Findings

- The majority of respondents indicated that they rely on word of mouth or community meetings to share or receive information about equity work in New Hampshire.
- Other respondents specifically identified relying on national networks/resources, social media, other NH groups, and direct work in communities for information sharing.

## 1.7 Sector of Focus

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Q1.7 What Sector or Sectors is Your Work Focused On?

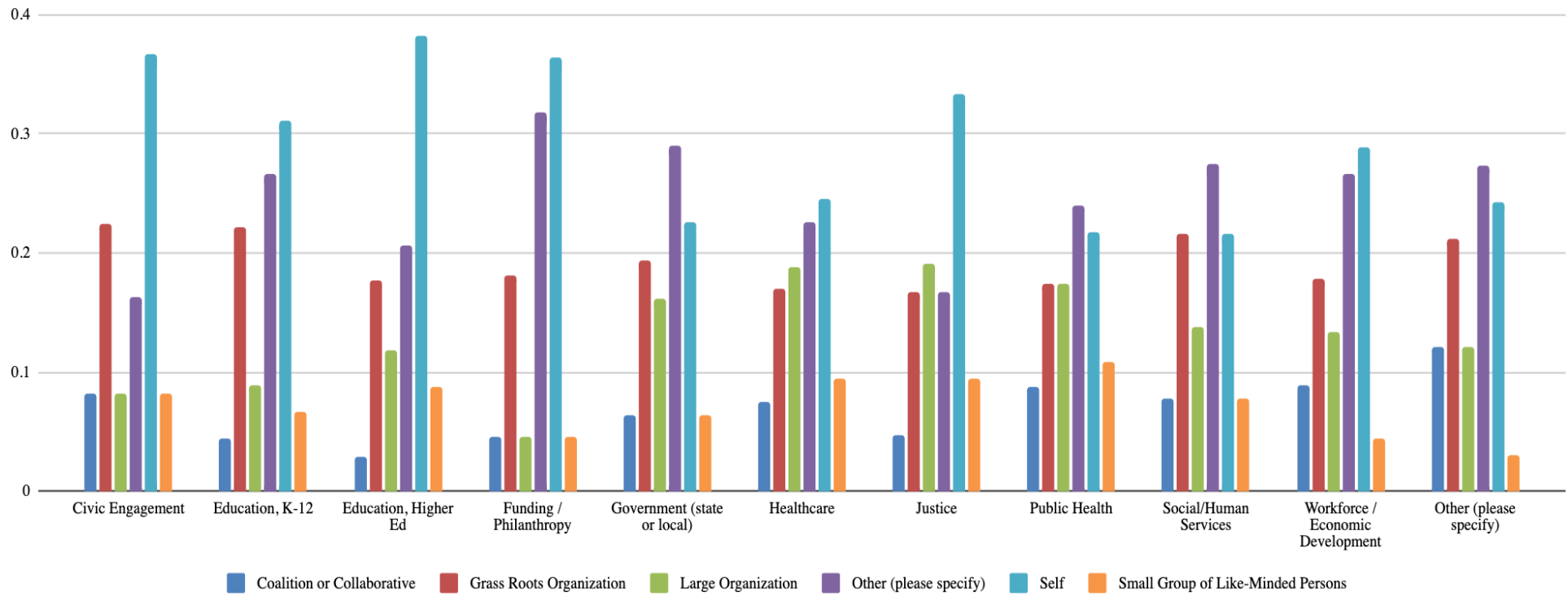
Answer Choices	Responses	
Civic Engagement	52.69%	49
Education, K-12	48.39%	45
Education, Higher Ed	36.56%	34
Funding / Philanthropy	23.66%	22
Government (state or local)	33.33%	31
Healthcare	56.99%	53
Justice	45.16%	42
Public Health	49.46%	46
Social/Human Services	54.84%	51
Workforce / Economic Development	48.39%	45
Other (please specify)	35.48%	33
	<b>TOTAL</b>	<b>93</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>



## Other sectors identified:

- Advocacy & lobbying
- Aging and Adult Human and Social Services organizations and learning programs, Medicaid/Low Income/Low Resource
- Agriculture
- All aspects of the SDOH - Those covered by the sectors above and those which are less evident, such as Environmental Justice / the Built and Physical Environment, which could fall under a number of the sectors listed but is also often omitted.
- Arts
- BIPOC Business Owner Advocacy
- Climate, housing, voting rights, and more
- Climate Justice
- Climate Justice and syndemic stress (intersection of structural racism, climate change, and health disparities)
- Communication Access
- Community organizing, Advocacy, Leadership development, education & awareness building
- Community owned business
- Conversations on race and justice
- Environmental issues, social justice, religious services, cultural services
- Environmental Justice
- Environmental Justice, Criminal Justice, Economic Justice
- Environmental protection, climate change impacts/resilience
- Equity, Anti-racism, and Leadership Development
- Equity, Storytelling, Diversity & Cultural Competence, Organizational Cultural Effectiveness
- Farm/food/nutrition
- Food systems, food access
- Grassroots Environmental Justice
- Immigrant resettlement
- Immigration
- Language Access
- Nutrition Access
- Putting Equity, Diversity and Inclusion into practice in people-serving organizations / DEI Consultation
- Refugee resettlement
- Youth Development, Nonprofit Organizational Development

What is the sector/s your entity focuses their work in? (select all that apply)



## Key Findings

- Respondents indicated a high level of involvement in civic engagement, education funding/philanthropy, justice and workforce/economic development.
- Responses indicate that grassroots efforts are higher than large organizations in all sectors except healthcare and justice, and equal in public health.

## 1.8 Geographic Regions Represented \*

Q1.8 Please select the answer that best represents your geographic area of focus.

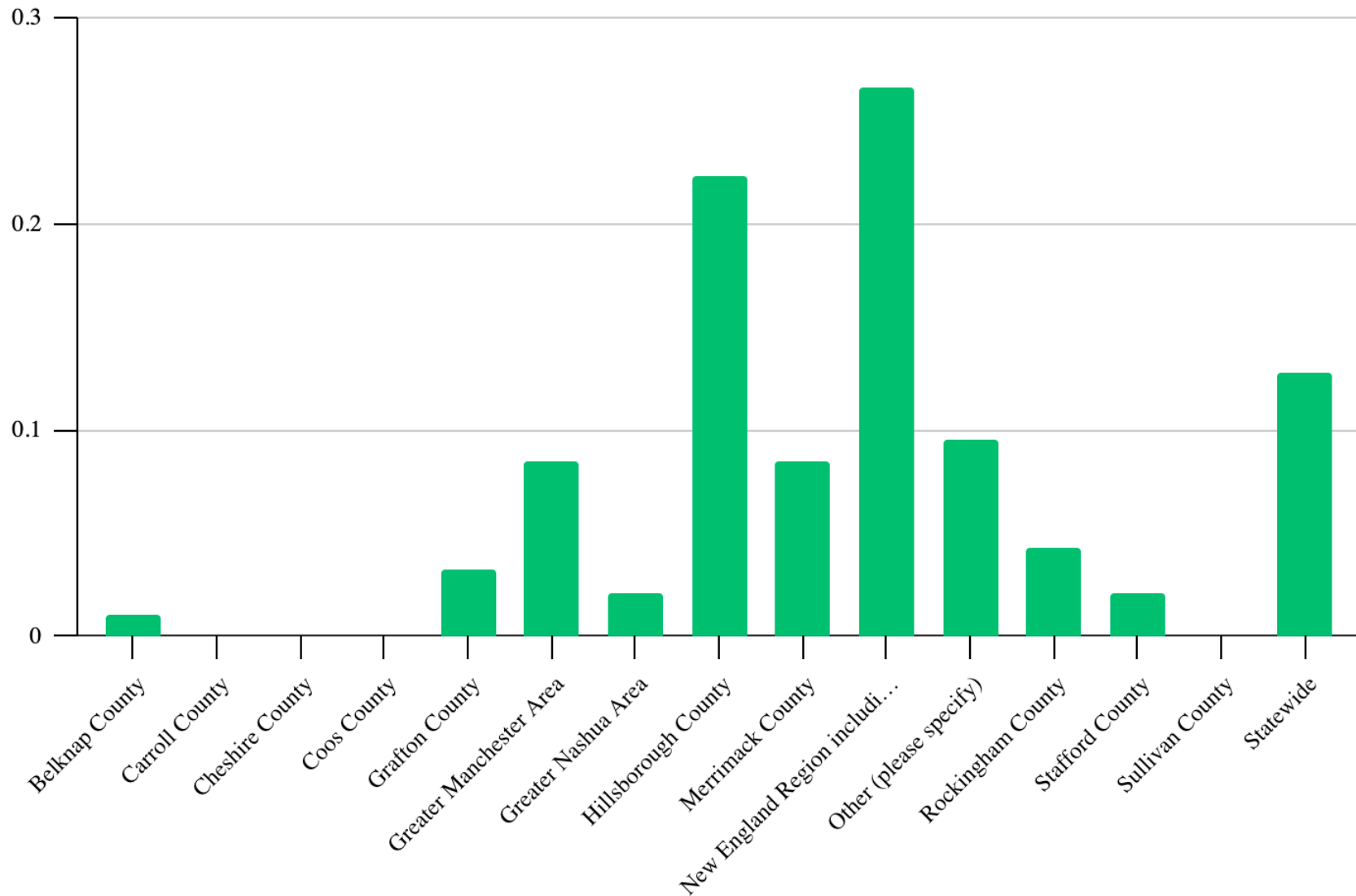
Answer Choices	Responses	
Belknap County	1.06%	1
Carroll County	0.00%	0
Cheshire County	0.00%	0
Coos County	0.00%	0
Grafton County	3.19%	3
Greater Manchester Area	8.51%	8
Greater Nashua Area	2.13%	2
Hillsborough County	22.34%	21
Merrimack County	8.51%	8
New England Region including New Hampshire	26.60%	25
Other (please specify)	9.57%	9
Rockingham County	4.26%	4
Stafford County	2.13%	2
Sullivan County	0.00%	0
Statewide	12.77%	12
	<b>TOTAL</b>	<b>94</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>

Other regions identified:

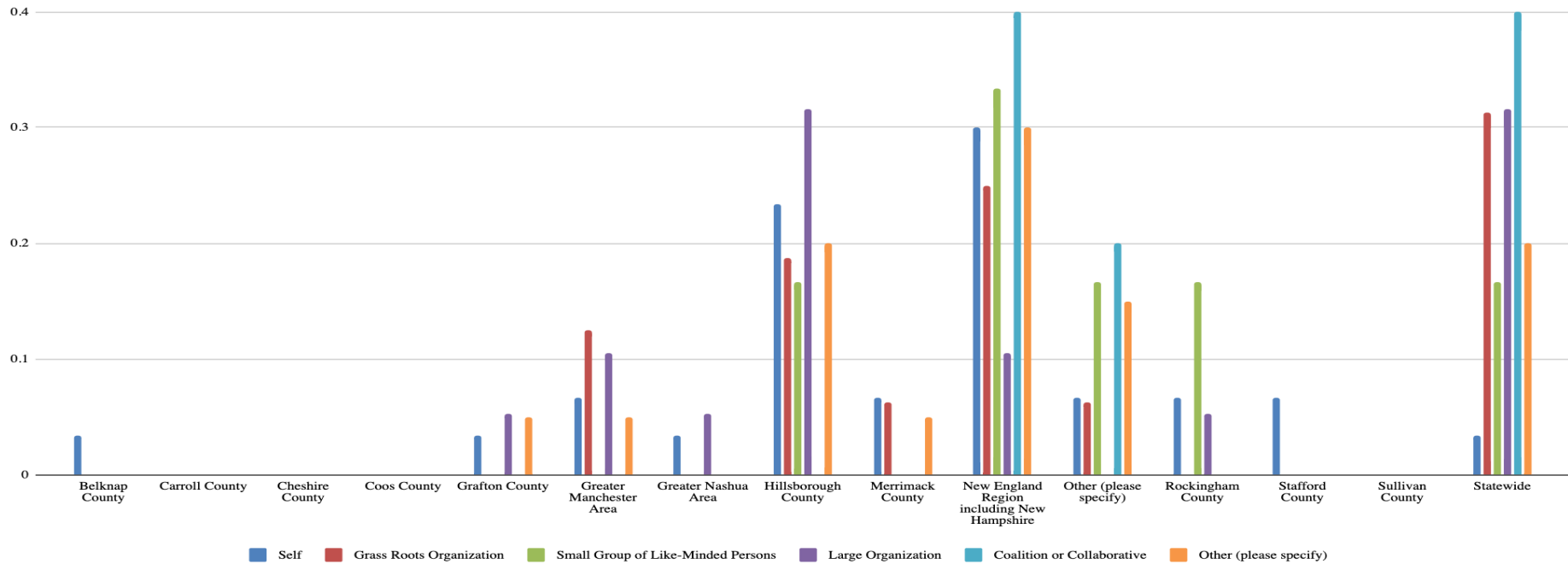
- City of Nashua
- Coastal New Hampshire, Rockingham and Strafford Counties
- Focused primarily on cities of Manchester, Nashua and Concord with statewide representation from Native American community
- International/National and regional
- Manchester (city)
- Manchester NH
- New Hampshire and nation
- Southern NH
- Statewide across New Hampshire, but we also fund patients around the country

❖ **Please see Map 1 (Geographic Area of Focus) for additional information**

Please select the answer that best represents your geographic area of focus.



Please select the answer that best represents your geographic area of focus.



## Key Findings

- Over one quarter of respondents identify themselves and their entity as doing work that is regional across New England and inclusive of NH but not NH specific or exclusive.
- After regional, the largest number of respondents focus on Hillsborough County. Additionally, 56% of respondents under the other category mentioned a focus of work within Hillsborough County in their narrative response.
- Of note, there were 0-2 respondents identifying work focused from the counties of Belknap, Carroll, Cheshire, Coos, Stafford and Sullivan.

## 1.9 Populations of Focus

Q1.9 Which population/s does your entity focus work on? (select all that apply)

Answer Choices	Responses	
Aging / Elders	49.46%	46
Black, Indigenous and other People of Color (BIPOC)	82.80%	77
Families	51.61%	48
Housing Insecure / Houseless	32.26%	30
Immigrants and Refugees	56.99%	53
LGBTQIA+	44.09%	41
Muslims and other Religious minorities	29.03%	27
People with Disabilities	43.01%	40
People who have been in the Foster Care System	20.43%	19
People who have been Incarcerated	27.96%	26
People who need Language Assistance and Communication Access accommodations	41.94%	39
Veterans	29.03%	27
Youth	60.22%	56
Other (please specify)	24.73%	23
	<b>TOTAL</b>	<b>93</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>

## Other populations identified:

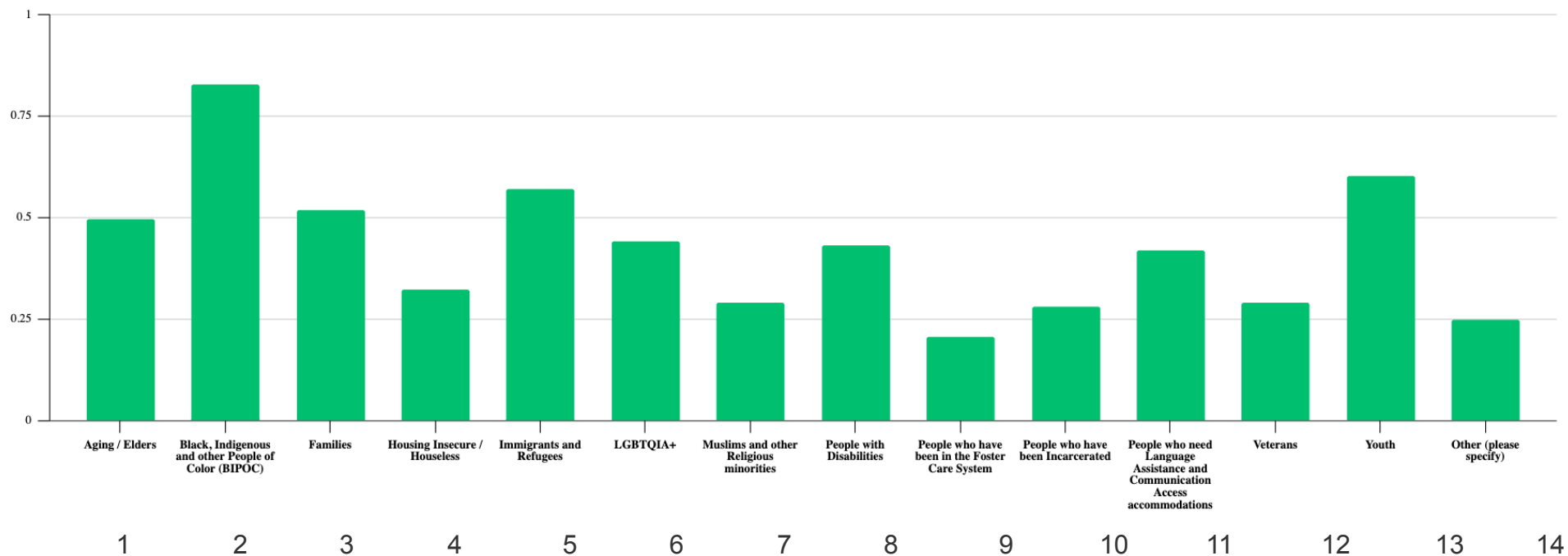
- African refugee and immigrants homeless young people
- All of these populations are relevant to our work in supporting grassroots Env. Justice efforts as all of these populations are impacted
- BIPOC Youth
- Business Owners
- Farmers and Farmworkers
- General Population
- Indigenous Affairs
- Limited Income
- Medicaid covered, low income and low resourced individuals and families. Economically disadvantaged.
- Our entity has a focus on anti-Black racism, and we use that lens to speak to the inclusion and intersectionality of all identities
- people of all ages and backgrounds who are on hospice.
- Persons experiencing syndemic stress (intersection of Climate Change, Racism, and Health Disparities)
- Persons with Eco-Anxiety and persons experiencing syndemic stress; people experiencing chronic pain
- survivors of domestic and sexual assault and trafficking
- We also work to provide resources and education related to those impacted by addiction. There are many organizations which we fundraise for and promote, as well as our own internal education pieces, so this is not comprehensive
- We have historically focused on serving coastal community members broadly, so the focus is quite broad, with

increasing recognition that we should focus more on specific subset populations within the communities that may have historically received less prioritization when it comes to access to and benefits from healthy coastal natural resources.

- We intend to reach all of these groups with our work. However, we still have lots of work to do to really connect with each of these groups.
- We support youth and families (immigrant and refugee through our programs)
- While I am able to bring particular attention to the populations indicated because of my own lived experience, I support others to operationalize equity by building capacity to provide high quality services to, and create inclusive work settings for, ALL people no matter what dimensions of identity or lived experience they bring, so really ALL people/groups, with special attention to those who have been historically marginalized and excluded.
- While I didn't select 3 Groups because the Endowment doesn't focus specifically on these groups, People who have been in the Foster Care System, People who have been Incarcerated and Veterans, these groups of people may have been recipients of past Endowment grants.
- Women
- Women
- Workforce, education:k12, higher education, community base nonprofit working with historically marginalized group



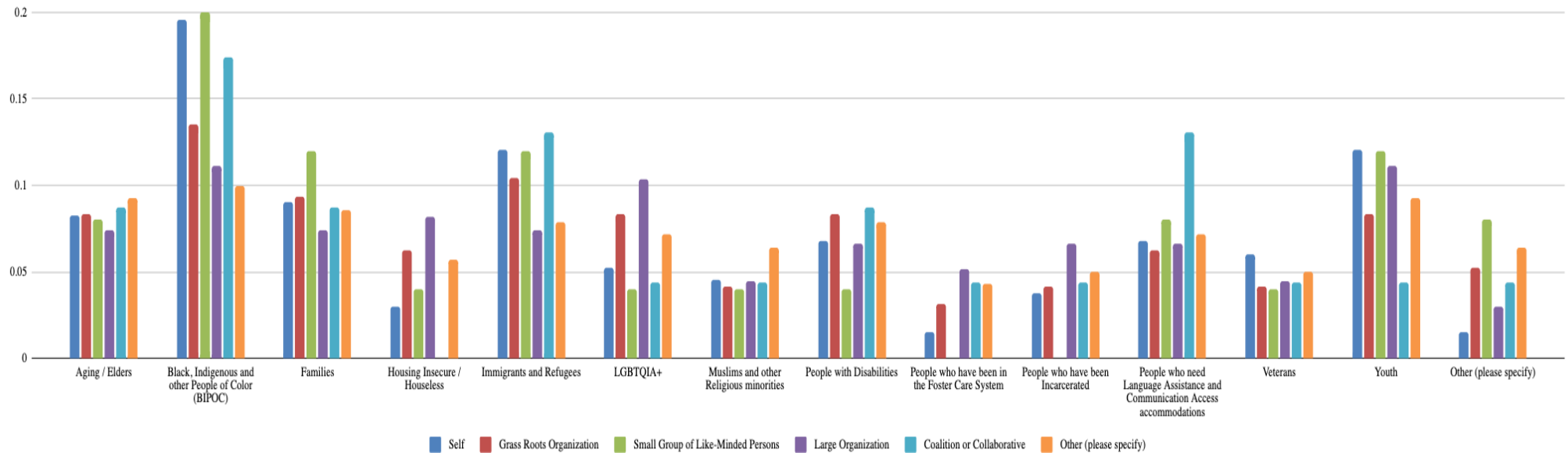
Which population/s does your entity focus work on? (select all that apply)



#### Category Labels

- |  |   |
|--|---|
| 1. Aging / Elders                                      | 8. People with Disabilities   |
| 2. Black, Indigenous and other People of Color (BIPOC) | 9. People who have been in the Foster Care System                               |
| 3. Families  | 10. People who have been Incarcerated   |
| 4. Housing Insecure / Houseless                        | 11. People who need Language Assistance and Communication Access accommodations |
| 5. Immigrants and Refugees                             | 12. Veterans  |
| 6. LGBTQIA+  | 13. Youth   |
| 7. Muslims and other Religious minorities              | 14. Other   |

Which population/s does your entity focus work on? (select all that apply)



## Key Findings

- Respondents indicated a significant focus on BIPOC populations regardless of type of entity, with this work most likely to be engaged in by “Small Group of Like-Minded Persons”, individuals/”Self”, and “Coalition or Collaborative”.
- After BIPOC, other populations of focus indicated by respondents include youth, immigrants and refugees, families, and aging/elders.

## 1.10 Type of Race and Health Equity Engagement (Internal)

Q1.10 Does your Entity or Organization do any of the following on a regular basis? (select all that apply)

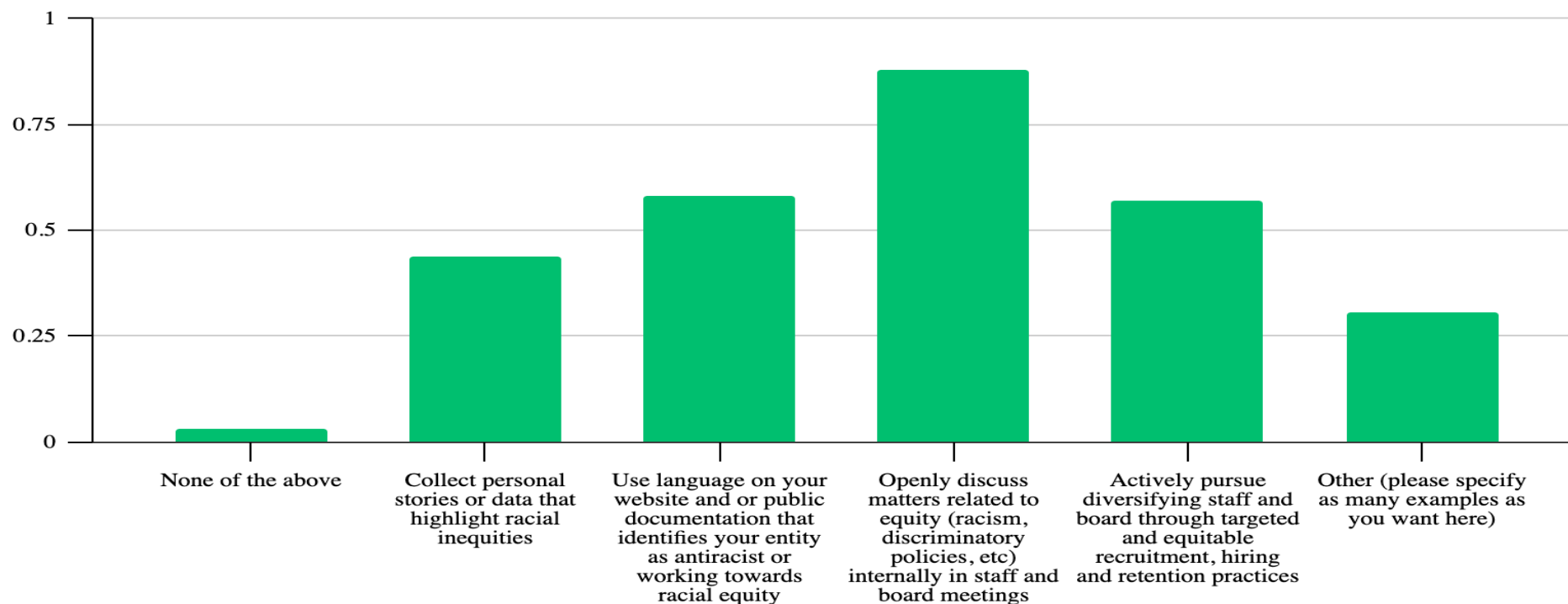
Answer Choices	Responses	
None of the above	3.30%	3
Collect personal stories or data that highlight racial inequities	43.96%	40
Use language on your website and or public documentation that identifies your entity as antiracist or working towards racial equity	58.24%	53
Openly discuss matters related to equity (racism, discriminatory policies, etc) internally in staff and board meetings	87.91%	80
Actively pursue diversifying staff and board through targeted and equitable recruitment, hiring and retention practices	57.14%	52
Other (please specify as many examples as you want here)	30.77%	28
	<b>TOTAL</b>	<b>91</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>

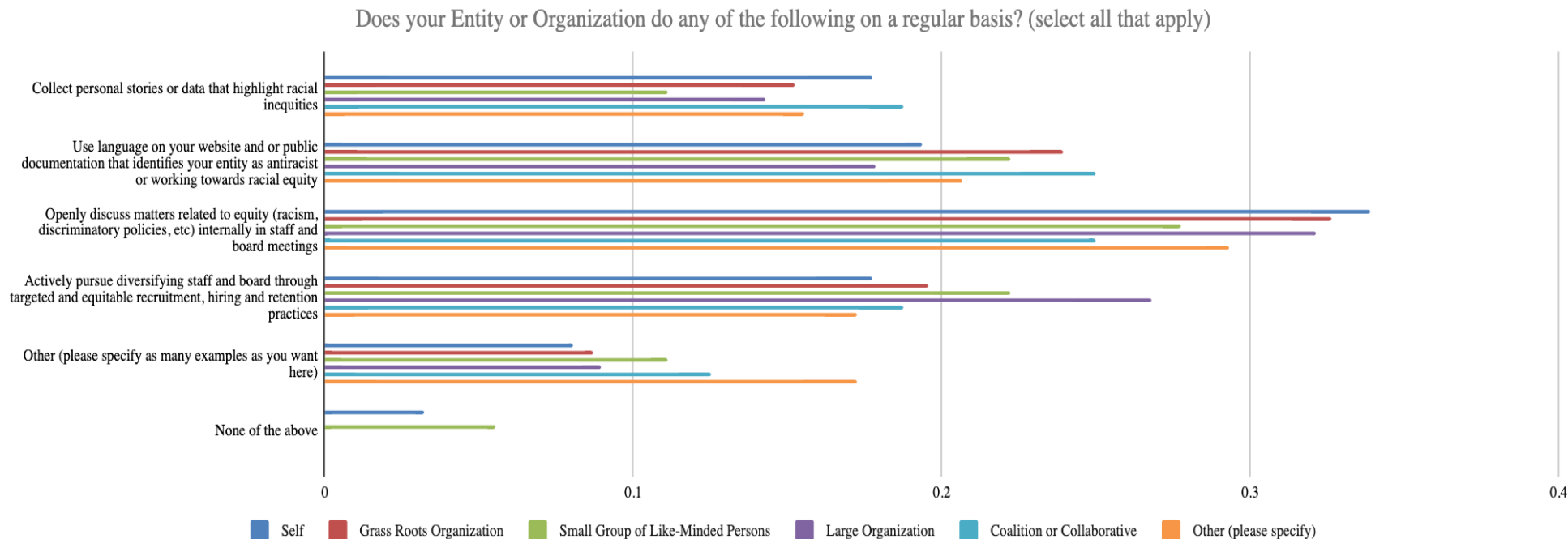
## Other responses:

- Actively address identifying and addressing disparities due to economic, health, age, gender, sexual orientation, face, race, language, or ethnicity. We are aware that the biggest barriers to access to oral health and dental service are economics, actual or perceived disability, and rurality.
- Actively pursue diversifying staff and board through targeted and equitable recruitment, hiring and retention practices in other organizations
- Actively recruit a diverse physician workforce.
- Added emphasis on grassroots racial justice action in recent coastal resilience grant funding opportunity
- All our job applications will say we are an equal opportunity employer.
- Collaboration with organizations working with underserved community members to ensure that we are reaching these populations
- Collect personal stories informally
- Create resources and curriculum and support organizational development for trauma informed capacity building. Host conferences and convening to support network capacity and expertise.
- Currently working on reframing our language of our work to be viewed through racial and social justice lens
- "Decolonialize"
- ELF is all about having a space created by people of color for people of color. ELF creates a supportive environment to grow the relationship networks of leaders of color.
- Engage in programs to address structural racism, equity and inclusion in healthcare settings / community policy settings
- My project specifically works to address inequity in agriculture and access to programs at the system level, across organizations. The organization I work for does many other things related to this work as well.
- Offer trainings on cultural competency, cultural effectiveness, anti racism
- Our work happens both at the project/client/community level and at an internally-focused organizational level. Racial equity work is being done to different degrees and through different means at each level. We have a strong commitment from our team to engage in continued learning, reflection, and demonstrating our commitment to reducing inequities. We aim to do this by strengthening our capacity to disrupt systemic injustices and leveraging our position as a statewide partner to amplify the expertise of communities across the state steeped in this work.
- Presentations to churches and other venues
- Promote systemic solutions, and policy, system and environmental change that centers equity.

- Provide support for other organizations in NH who are working to address racial and health equity and justice.
- Provide Culturally Responsive Trauma Informed Care, anti-racist, and race-based traumatic stress training to organizations throughout the state of NH and speaking at conference engagements.
- Receive and respond to complaints of discrimination. Monthly meetings open to the public with speakers on various equity related topics. Collaborate with other organizations in the state toward equity. Educational programs for youth.
- Regularly engage our partners on operationalizing the Culturally Effective Organizations (CEOrgs) framework to advance nutrition equity in NH.
- Train our members about forms of oppression and develop an inclusive and equitable organization within our organization
- Utilize participatory grantmaking that prioritizes lived experiences of those most impacted, including open calls for readers, shifting decision-making to grantmaking committees, shared gifting circle cohort models.
- We help kids and the youth to understand their identity and the culture of their motherland
- Working as part of a national CDC-funded team to improve the equity lens in the CDC's "Building Resilience Against Climate Effects" (BRACE) framework; Hosted a Project ECHO (Extension for Community Health Outcomes) telementoring series focused on Climate Justice and Mental Health in 2022; presented Keynotes pertaining to health equity at the NH Public Health Association Annual Meeting (2022) and the NH Environmental Conference (2022); presented nationally at the American Public Health Association annual conference (2022); won the APHA Climate Change and Health Equity Leadership Award (2022); presented workshop sessions at the NH Social Work JEDI Conference (2022) and the Dartmouth Co-Op Conference (2023); presenting on Syndemic stress at the 2023 Active Living Conference in Bethesda, MD (March 14-16, 2023); Mentoring several McNair Scholars at UNH (Manchester Tree Equity Project); mentoring UNH Sustainability Dual Major students focused on equity and the U.N. Sustainable Development Goals; Conducted Photovoice Project with Dr. Anna Adachi-Mejia with older adults of color; working on telehealth interventions for persons with disabilities; member of the national Physical Activity Policy Research and Evaluation Network focusing on diversity equity, inclusion, and belonging; partnering with NH Indigenous Collaborative Collective (NHICC) to help support their work.
- Working on including #2
- Working toward actions that address community challenges identified through community participatory research for families with young children

Does your Entity or Organization do any of the following on a regular basis? (select all that apply)





## Key Findings

- Respondents across all entity types indicated a willingness to openly discuss matters related to equity internally in staff and board meetings
- While respondents indicated equal engagement related to equity focused website language and workforce diversity overall, coalitions/collaboratives and grass roots organizations were more likely to report the use of equity focused website language, and large organizations were more likely to report engagement related to workforce diversification.
- Many (9 of 28) of the respondents supplying narrative responses under the other category identified engagement related to *external* equity activities rather than internal activities.

## 1.11 Evidence of Recent Race and Health Equity Engagement (External)

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Q1.11 Has your entity engaged in any of the following types of work in the past four years in New Hampshire? (select all that apply)

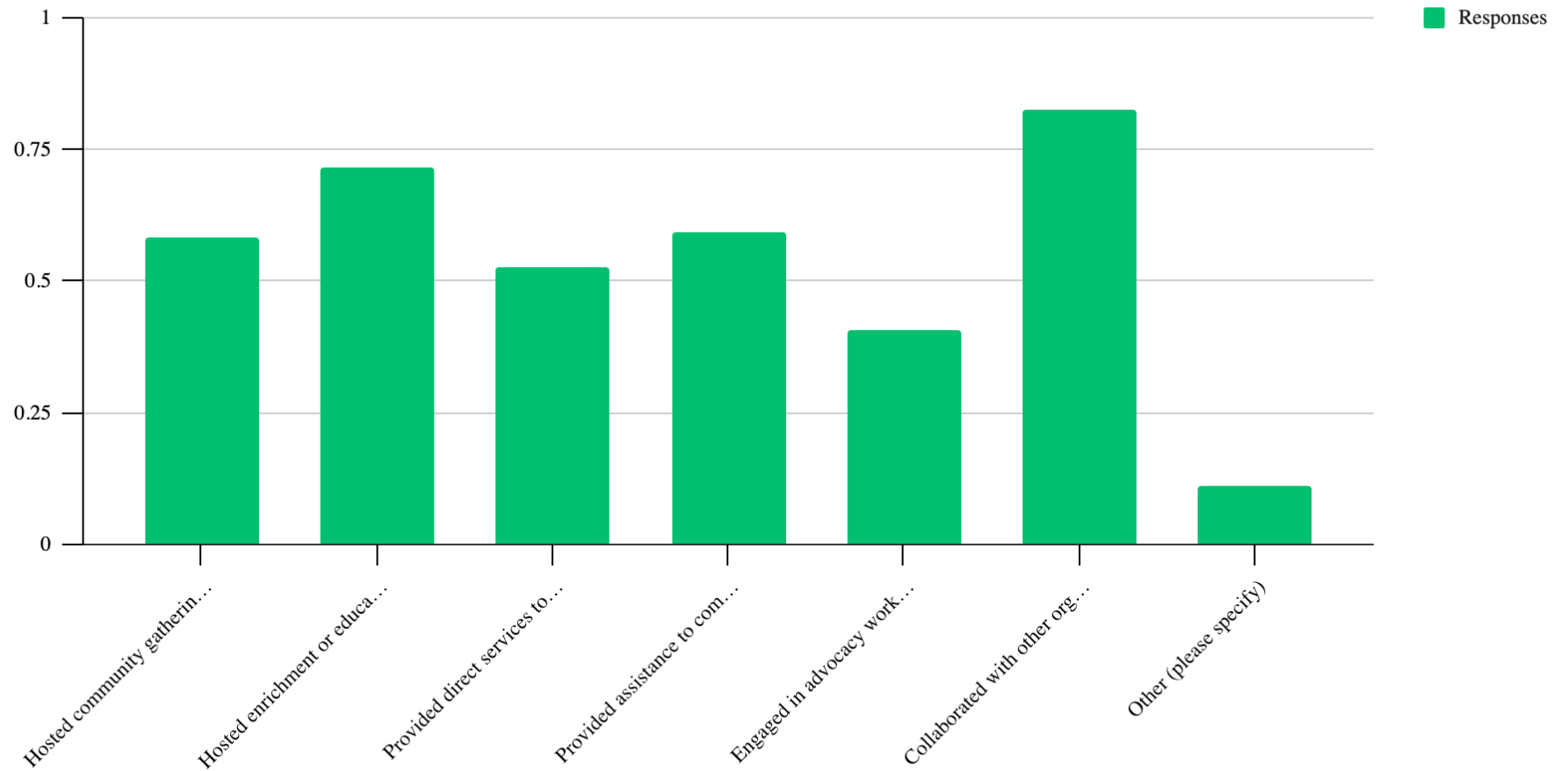
Hosted community gatherings for support or socializing for community members from Marginalized or Historically Excluded Populations	58.24%	53
Hosted enrichment or educational programs and/or speakers about Equity, Health Equity or Racism	71.43%	65
Provided direct services to community members from Marginalized or Historically Excluded Populations	52.75%	48
Provided assistance to community members from Marginalized or Historically Excluded Populations with accessing and navigating services such as healthcare, education, etc	59.34%	54
Engaged in advocacy work such as testifying at Legislative Sessions in order to further Equity in New Hampshire	40.66%	37
Collaborated with other organizations or groups to do any of the above	82.42%	75
Other (please specify)	10.99%	10
	<b>TOTAL</b>	<b>91</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>



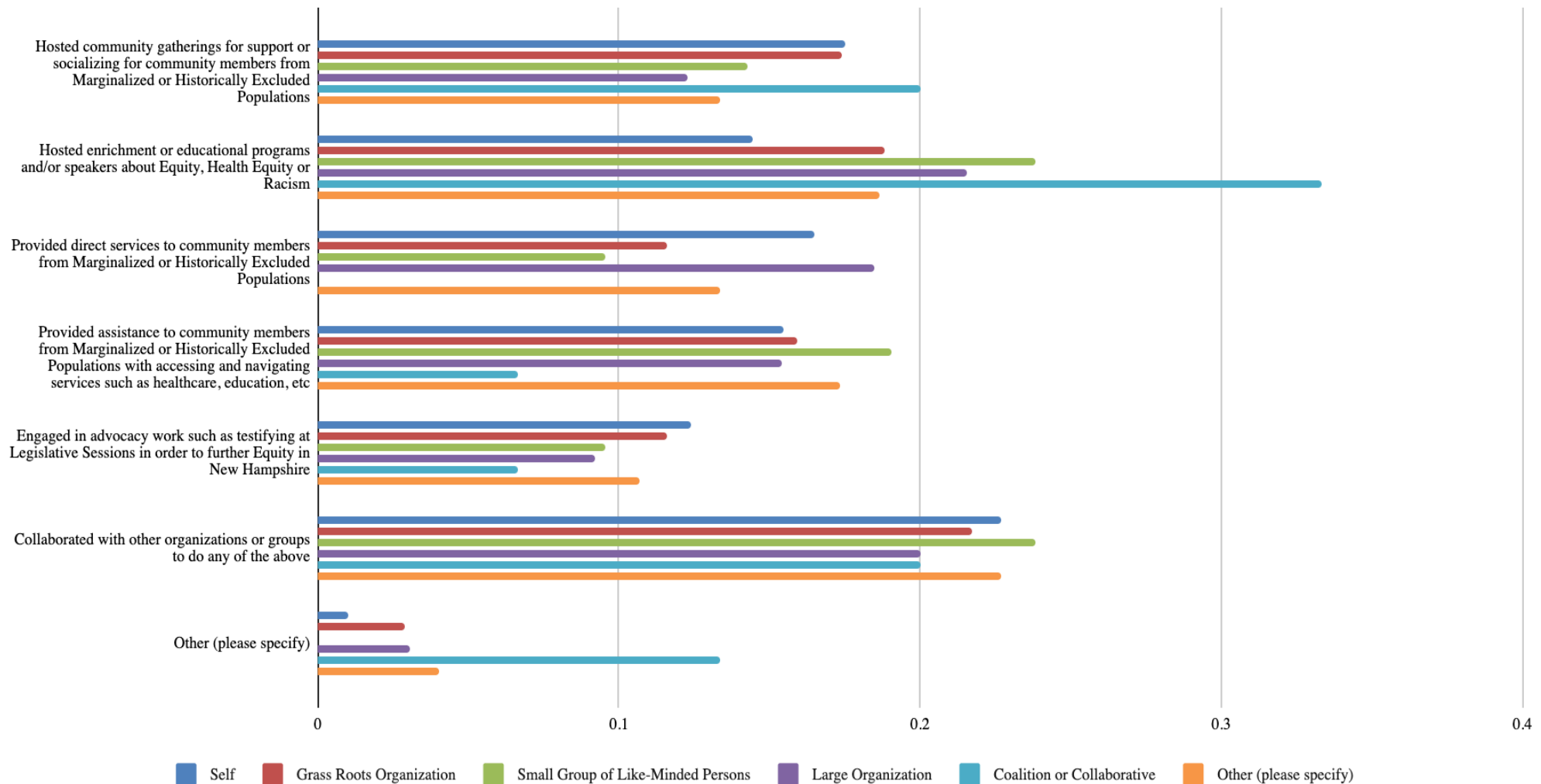
## Other responses:

- Culture and arts programming
- New American Africans (NAA) merged with the Organisation for Refugee and Immigrant Success (ORIS) to become one organization. This combination of resources of similar organizations has given us leverage and advantage to serve the community better.
- Organizing, activating, engaging BIPOC to build an EJ movement Provided awareness and education on the barriers to accessing oral health and dental services.
- Provided funding to support some equity and justice work in coastal communities
- Some of this work is virtual and NE wide and not specific to NH
- To date have primarily focused on completing research and supporting skill building of NH based community co-researchers but are prioritizing parent leadership and increasing access to services and supports for BIPOC families
- We grow the pipeline of leaders from communities of color to take leadership positions on community committees, boards of directors, and other state & local civic engagement opportunities - including running for office.
- While the Endowment does not directly engage in advocacy work or provide funding for direct services, grantees of the Endowment support organizations that undertake these activities and provide these services (such as New Futures, Welcoming NH, Building Communities in NH, ORIS, Safari Youth Club, Black Women's Health Project, etc.)
- Worked within the race and NH race and equity series to address issues of structural racism, community empowerment and inclusion

Has your entity engaged in any of the following types of work in the past four years in New Hampshire?  
(select all that apply)



Has your entity engaged in any of the following types of work in the past four years in New Hampshire? (select all that apply)





## Key Findings

- A majority of respondents indicated engagement in collaboration with other entities, as well as education, navigation, convening, or direct service activities; the lowest engagement was in advocacy and legislative action.
- Responses indicated that coalitions or collaboratives are most likely to host enrichment or education programs and/or speakers about equity, health equity or racism.

## 1.12 Barriers to Race and Health Equity Engagement in NH

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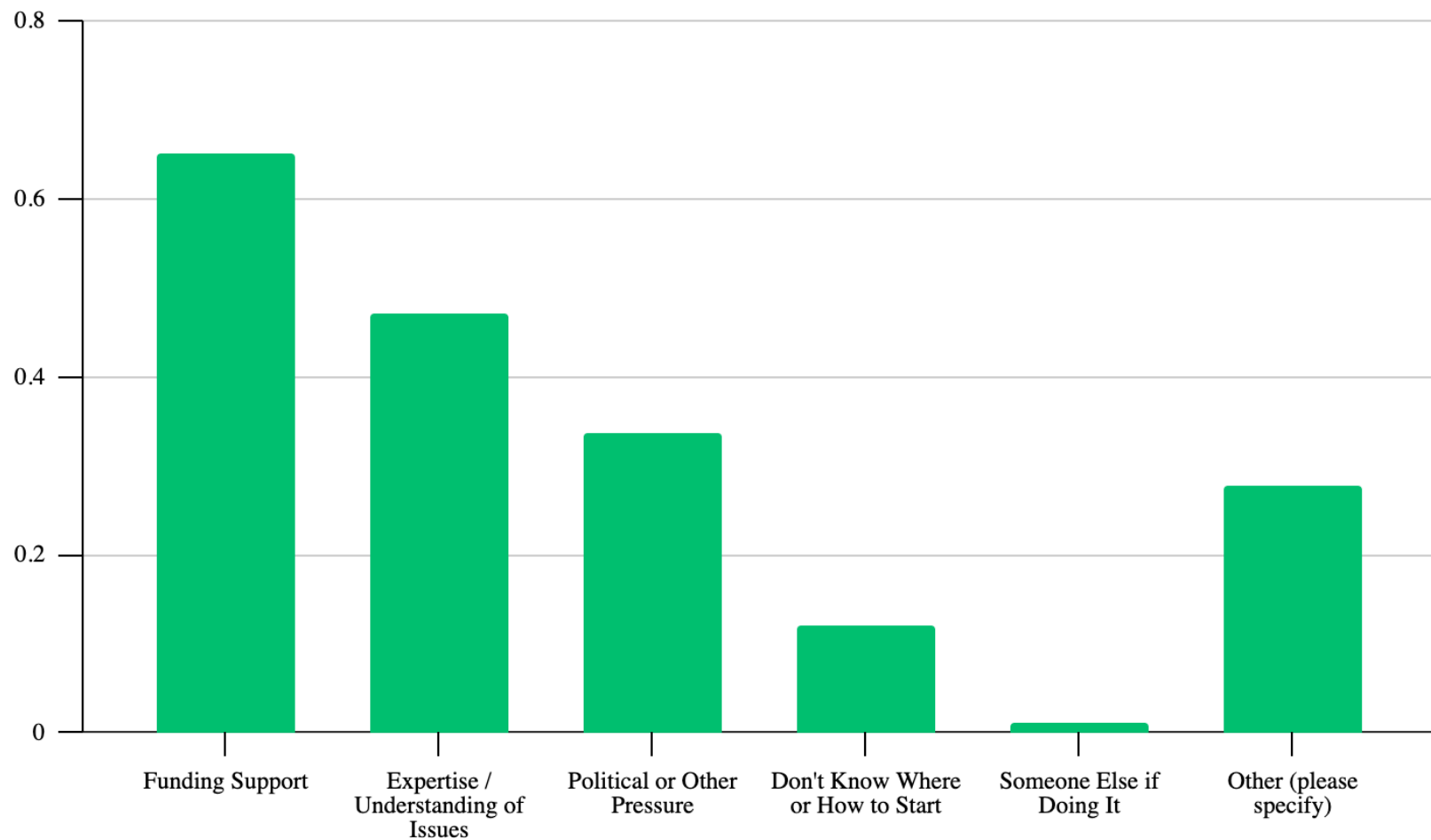
Q1.12 What barrier/s has your entity encountered when promoting racial and health equity in New Hampshire? (select all that apply)

Answer Choices	Responses	
Funding Support	65.06%	54
Expertise / Understanding of Issues	46.99%	39
Political or Other Pressure	33.73%	28
Don't Know Where or How to Start	12.05%	10
Someone Else if Doing It	1.20%	1
Other (please specify)	27.71%	23
	<b>TOTAL</b>	<b>83</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>

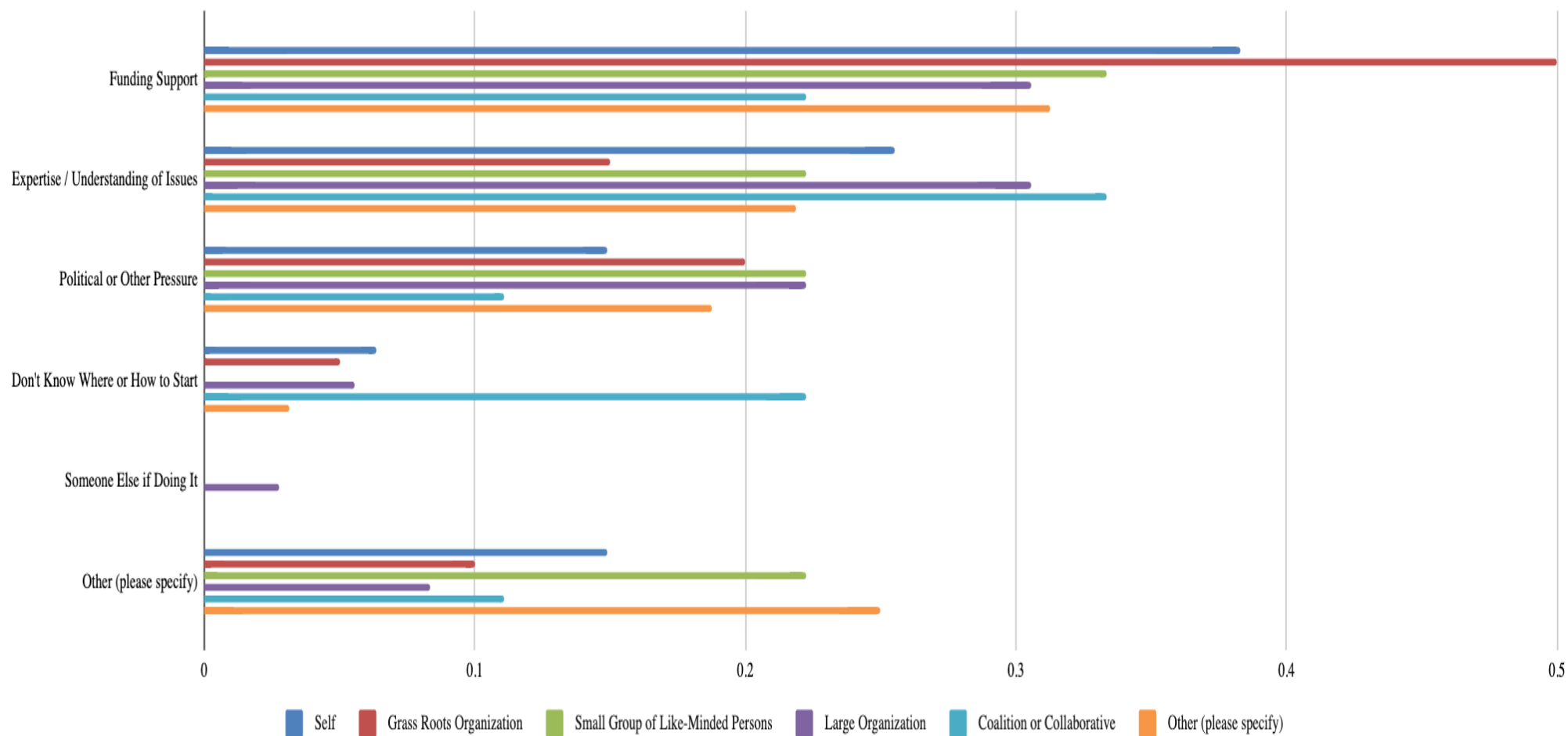
#### Other barriers identified:

- As self
- BCNH has received support from many individuals, organizations, and state governments.
- Challenged to better connect environmental/natural resource protection to racial justice and health equity; haven't been able to connect with many others thinking about that nexus, yet
- Consistent external support
- Dealing with legislators, public officials, etc., who have no idea that a problem exists or openly denying it in the face of clear evidence.
- Entrenched attitudes, institutional structures and white privilege
- Facilitation skills and development of a program that can be scaled for use
- Finances
- Greater community support
- Lack of infrastructure to support equity & justice movements in NH. Lack of framing and understanding of justice movement organizing.
- Lack of people willing to volunteer to do the work.
- Lack of understanding that disability must be included in racial and health equity discussions
- Majority racial group making decisions without consulting with those community members that are being served
- Need others to help run the programming
- Not sure
- People and organizations serve as proxies for impacted people rather than lifting up and resourcing those with impacted experience to create systems change. Old ways of working and doing things and not open to new approaches.
- Prioritizing it
- Receiving community is resistant to valuing the life experience of BIPOC. Their words are always seen as more important than ours.
- Sometimes the families we serve face many barriers which are a challenge to achieving their goals such as language barrier.
- The Endowment is not legally allowed to engage in advocacy for specific legislation.
- Time and patience? We want to do this work so that it is not just a one-off education session. We want to create a foundation of equity in all the work we do so that we are building it into the system of food and nutrition supports from here forward. We see this work moving forward, slowly, but intently. We are working to meet our partners where they are at too.
- Unsure of how to move the organization forward
- Willingness of dental providers to enroll in and provide service to those that are Medicaid covered, low income, or low resources. Limited provider knowledge on treating those with physical, cognitive, or sensory disabilities of all ages.

What barriers has your entity encountered when promoting racial and health equity in New Hampshire? Please select all that apply



What barriers has your entity encountered when promoting racial and health equity in New Hampshire? Please select all that apply





## Key Findings

- While a significant majority of respondents identified funding support as a clear barrier to moving equity work forward, a smaller but equally critical percentage identified a lack of experience or expertise as a barrier. Additional concerns were noted in the “other” category, with many of these related to structural barriers such as *“Entrenched attitudes, institutional structures and white privilege”*.
- Notably, amongst respondents identifying as large organizations, a lack of expertise or understanding was identified as a key barrier, however, these respondents were not likely to identify not knowing where/how to start as a barrier.
- Respondents who identified their entity as grass roots organizations were most likely to identify funding as a barrier, however, these respondents were least likely to identify expertise/understanding as a barrier, and less likely to identify not knowing where/how to start as a barrier.
- Respondents who identified their entity as self/individual were highly likely to identify funding as a barrier.
- Respondents identifying as coalitions/collaborative were most likely to note a lack of expertise or understanding as well as not knowing where/how to start as a key barrier.

## 1.13 Leadership

Q1.13 Please describe your entity's leadership. We seek to understand whether, and how much, it is led by members of the historically marginalized groups the group centers in its work.

	BIPOC Owner, ED, Director, or Self	BIPOC Leadership	BIPOC ED & Board	Significant BIPOC Board of Directors Representation	Some BIPOC Board members	ED / Director from Other historically marginalized group	Leadership has other historically marginalized group members	Board has other historically marginalized group members	No historically marginalized leadership identified	No answer provided to leadership question	Total
BIPOC led Entities**	30	4	14	2		2	1				53
Non-BIPOC led Entities				1	1	3	6	1	20		32
Entities w/ Unknown Leadership										14	14

\*\* Includes 8 BIPOC-Self/Individuals, 12 BIPOC-Owners/Solopreneurs, 23 BIPOC-EDs/CEOs/Directors, 4 sets of BIPOC-Co-Leaders, 4 BIPOC-Leadership Teams and numerous BIPOC-board members.

## Key Findings

- Some respondents identified their entities as being women-led, or having women in leadership. In these cases, entities were identified under “other historically marginalized group” categories.
- Several respondents indicated that diversity may exist within their organization in a very specific structure such as a DEI focused committee or unit, although the larger organization may not fully reflect a diverse leadership.
- Responses from a substantial number (37%) of non-BIPOC-led organizations indicate some potential level of discomfort or confusion with leadership-focused questions, specifically, respondents often indicated DEI-related training and intentions to diversify leadership in the future rather than reflecting on current diversity of leadership roles (ED/Director, Board, etc.).
- Responses indicate an impressive growth in BIPOC leadership capacity in New Hampshire in the form of 8 BIPOC-Self/Individuals, 12 BIPOC-Owners/Solopreneurs, 23 BIPOC-EDs/CEOs/Directors, 4 sets of BIPOC-Co-Leaders, 4 BIPOC-Leadership Teams and numerous BIPOC-board members.

## 2.1 Racism is a Public Health Crisis - Awareness

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Q2.1 Are you familiar with the phrase "Racism is a Public Health Crisis"?

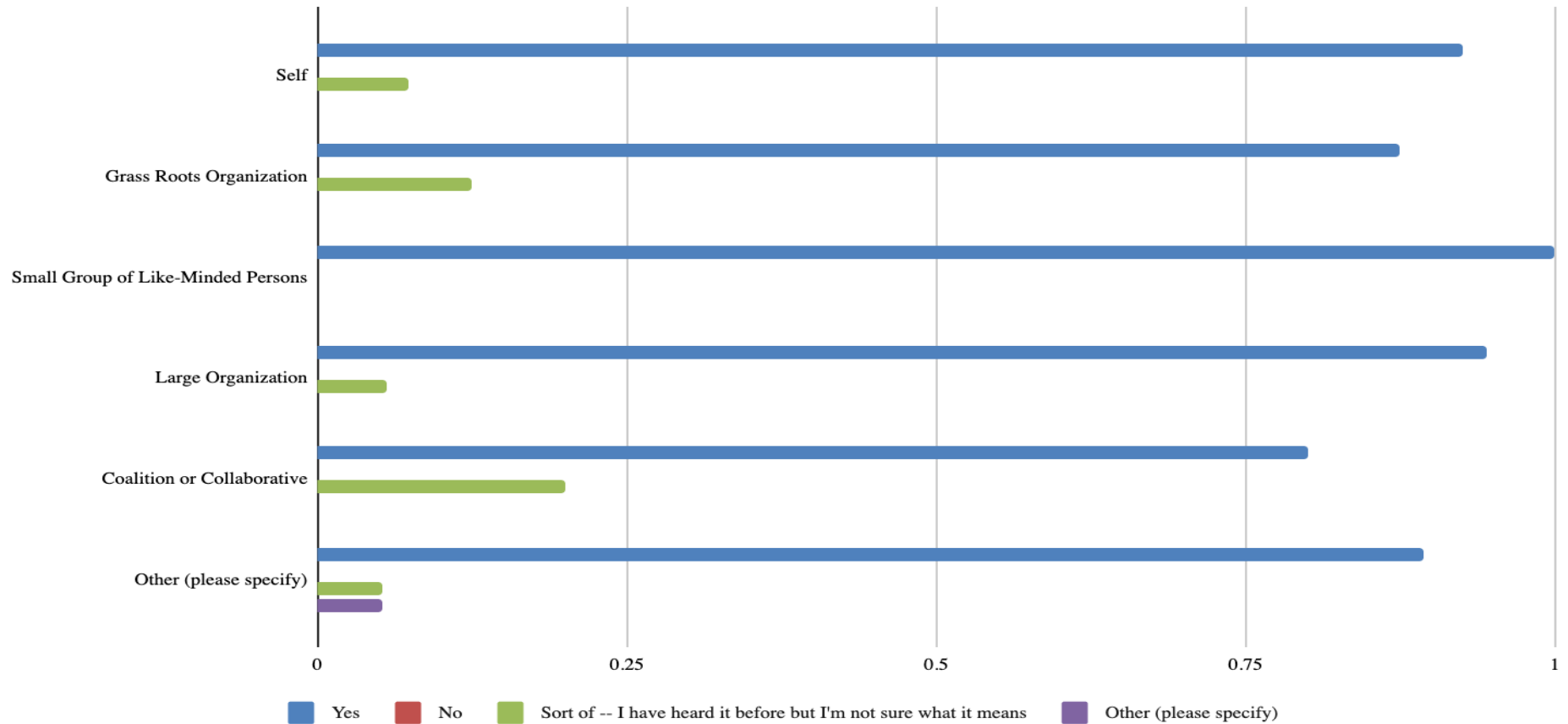
(please visit <https://www.apha.org/topics-and-issues/health-equity/racism-and-health/racism-declarations> for more information)

Answer Choices	Responses	
Yes	91.11%	82
No	0.00%	0
Sort of -- I have heard it before but I'm not sure what it means	7.78%	7
Other (please specify)	1.11%	1
	<b>TOTAL</b>	<b>90</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>

Other response:

- Thank you for sharing the link. This has assisted me to understand the term better.

Are you familiar with the phrase "Racism is a Public Health Crisis"?



## 2.2 Racism is a Public Health Crisis - Past Activism

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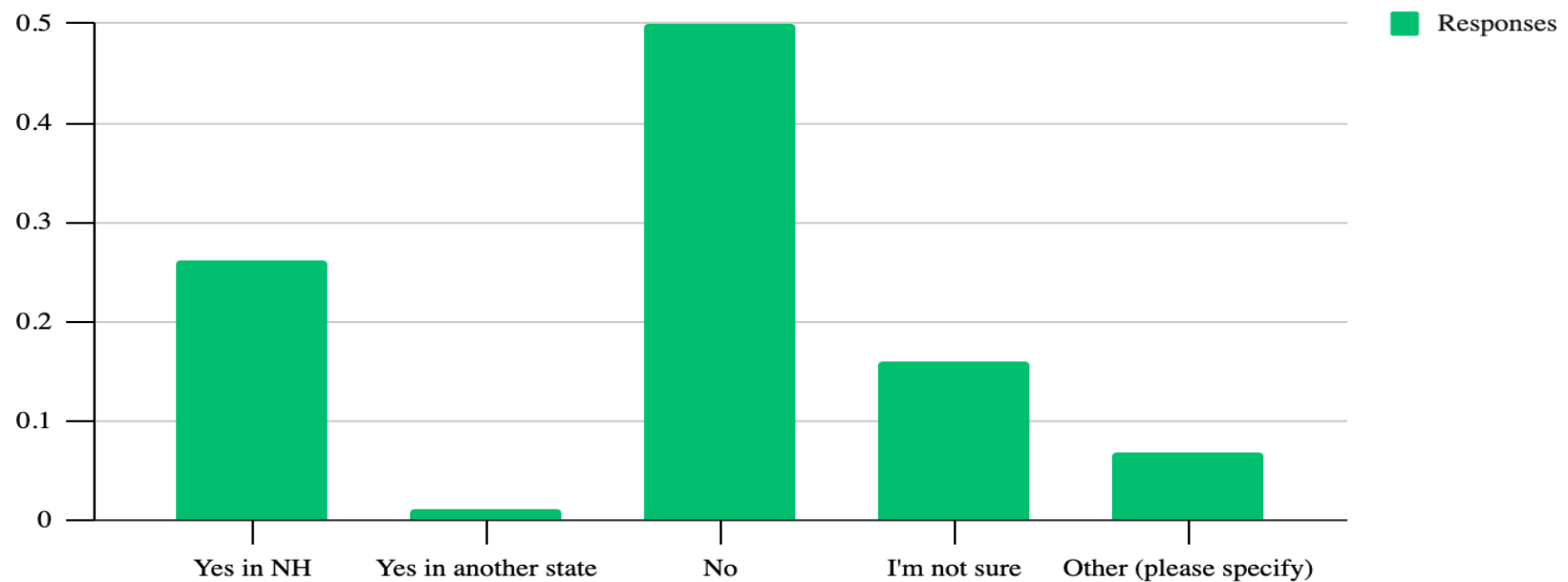
Q2.2 Have you or your entity ever been involved in writing or supporting "Racism is a Public Health Crisis" declarations here in NH or elsewhere?

Answer Choices	Responses	
Yes in NH	26.14%	23
Yes in another state	1.14%	1
No	50.00%	44
I'm not sure	15.91%	14
Other (please specify)	6.82%	6
	<b>TOTAL</b>	<b>88</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>

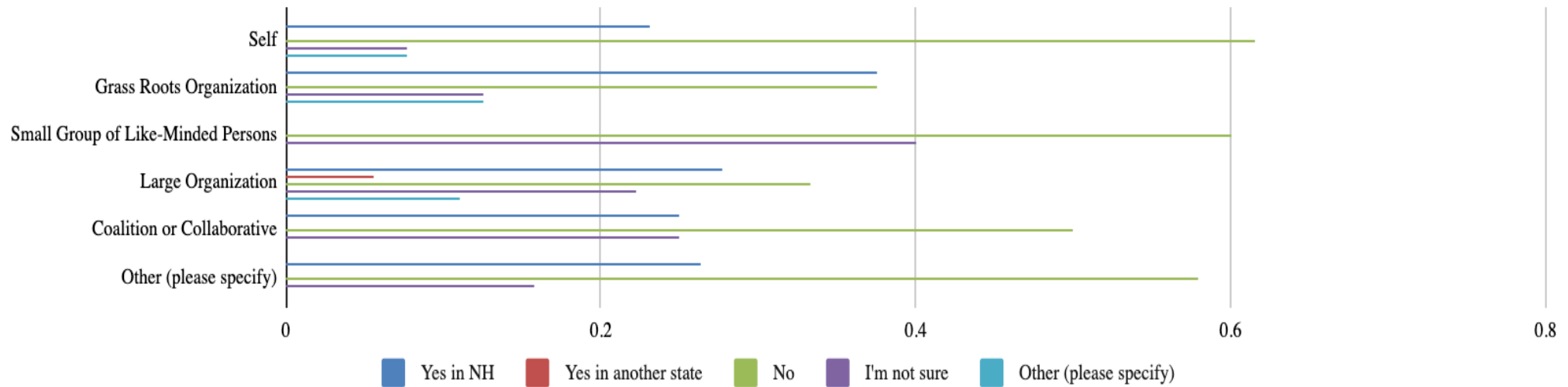
Other responses:

- Yes, with National affiliates
- Yes, marginally, in NH
- Yes, but I do it through a Planetary Health lens (combining the APHA position statements on racism, climate change, and syndemic stress)
- We talk about it in community meetings
- Not quite in those terms, but yes conceptually
- Not under this framing. Our work has been more focused on shifting philanthropic practices to equity/justice.

Have you or your group ever been involved in writing or supporting "Racism is a Public Health Crisis" declarations here in NH or elsewhere?



Have you or your group ever been involved in writing or supporting "Racism is a Public Health Crisis" declarations here in NH or elsewhere?





## 2.3 Racism is a Public Health Crisis - Advocacy Willingness

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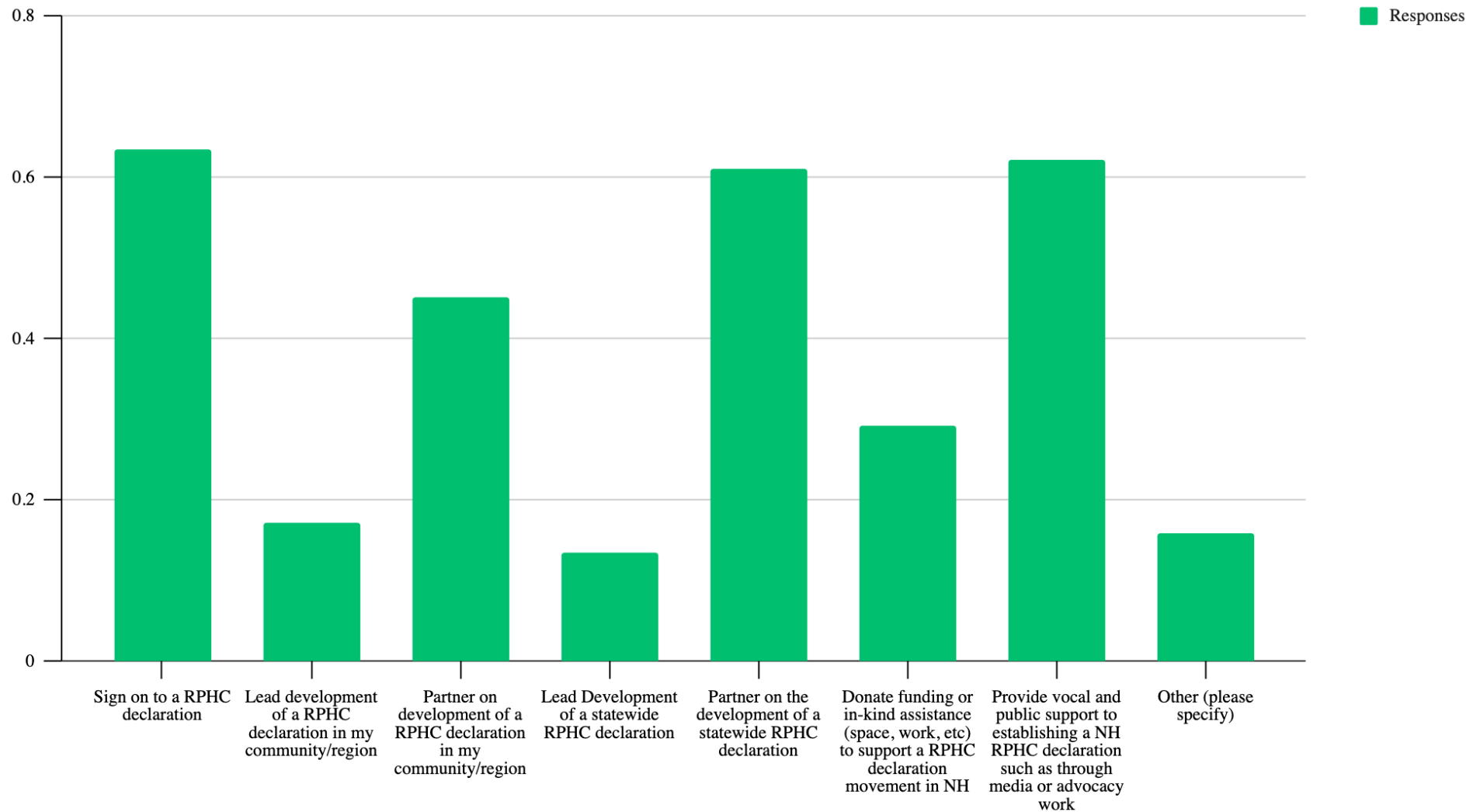
Q2.3 Would you or your group do any of the following to support a Racism is a Public Health Crisis (RPHC) declaration in our region or town or statewide? (select all that apply)

Answer Choices	Responses	
Sign on to a RPHC declaration	63.41%	52
Lead development of a RPHC declaration in my community/region	17.07%	14
Partner on development of a RPHC declaration in my community/region	45.12%	37
Lead Development of a statewide RPHC declaration	13.41%	11
Partner on the development of a statewide RPHC declaration	60.98%	50
Donate funding or in-kind assistance (space, work, etc) to support a RPHC declaration movement in NH	29.27%	24
Provide vocal and public support to establishing a NH RPHC declaration such as through media or advocacy work	62.20%	51
Other (please specify)	15.85%	13
	<b>TOTAL</b>	<b>82</b>
	<b>TOTAL + SKIPPED</b>	<b>105</b>

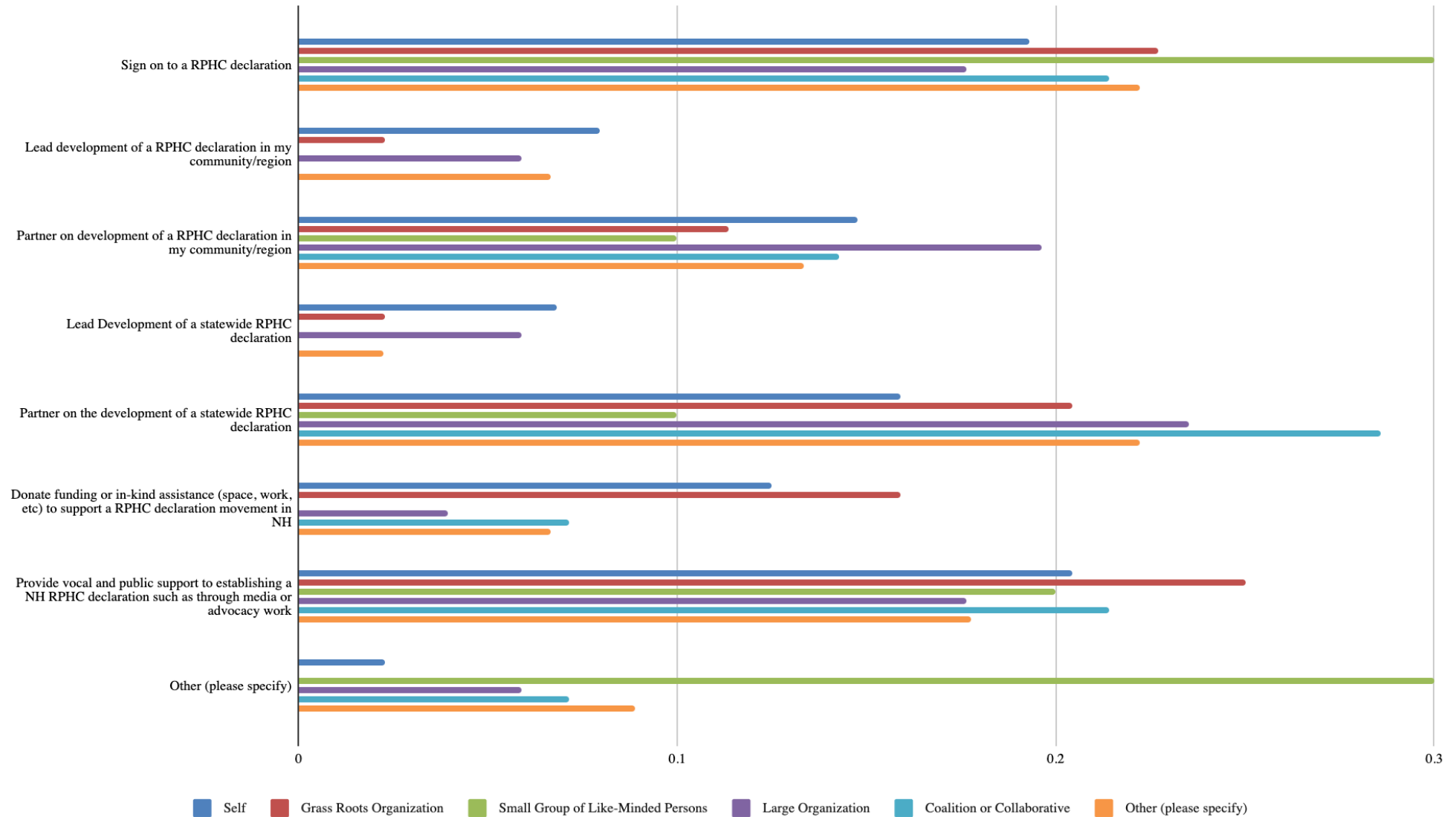
## Other responses:

- Help identify partners throughout NH to support a RFPC declaration
- I don't understand how this would be used to create meaningful change
- My position prevents me from advocating for policy change, but there may be some way in which my organization or I could participate.
- Need more information on this
- Not sure
- Perhaps if the connection to climate change and/or environmental health was explicit. It may not be our program that signs on, but it could be the larger NH Department of Environmental Services.
- Refer to others within the agency but I assume that we would support many of the above.
- The Endowment recognizes the importance of recognizing racism as a public health crisis but I can not guarantee via this survey that the Endowment would donate funding or lead the development of this work.
- We would be glad to support this important discussion
- Will be interested in learning more about it
- Would engage colleagues to dev. more social media campaigns to support Racism is a Public Health issue
- Would need to go to co-directors & board for consideration.

Would you or your group do any of the following to support a Racism is a Public Health Crisis (RPHC) declaration in our region or town or statewide? (select all that apply)



Would you or your group do any of the following to support a Racism is a Public Health Crisis (RPHC) declaration in our region or town or statewide? (select all that apply)









## Key Findings: Racism is a Public Health Crisis (Q2.1-2.3)

- Nearly all respondents had familiarity with the concept of Racism is a Public Health Crisis (RIPHC) and RIPHC declarations.
- Half of all respondents have not ever been involved in writing or supporting "Racism is a Public Health Crisis" declarations here in NH or elsewhere.
- Groups of like-minded persons and Grass-Roots Organizations were most likely to have had past experience or engagement in RIPHC declarations or work,
- 100% of small groups of like minded persons were willing to sign on to a RPHC declaration. Large organizations were least willing to sign on to RPHC declarations - perhaps a reflection of fear or concern of political, funding or other pressures.
- While 90 entities responded regarding Awareness, 88 responded regarding Past Activism, and only 82 responded regarding Advocacy Willingness. This may indicate a level of unease of committing without a clearer understanding of potential ramifications.

## 3.1 Mapping

### Key Information and How to Use

Each map represents a separate area of focus based on the survey results. For all maps, entities were assigned symbols based on the type of organization they stated they represented (ie. self, coalition or collaborative, grass roots organization, large organization, small group of like-minded persons, other). Please see the key below for what each symbol represents.

Symbol	Type of Entity
	Grass Roots Organization
	Large Organization
	Individual / Self
	Coalition or Collaborative
	Small Group of Like-Minded Persons
	Other

Each entity was then mapped based on the geographic area of focus they identified in the survey. Placement of the symbols on the map represents the entity's area of focus, not where the entity is physically located. Entities were slotted into the highest geographical location they stated they focused on. For example, if an entity stated they worked Statewide, you will find that entity by selecting the Statewide layer. Entities that did not provide an area of focus or whose area of focus did not align with the categories, were not mapped. Unless an entity identified as an individual, entities that did not identify the name of their entity were not mapped.

To select the geographic area of focus, simply select the checkbox of the county, state, or region of interest. The county, state, or region will highlight on the map and show you a list and map of the entities who identified that area to be their focus. Based on the responses, there were four counties without an identified entity dedicated to their region. These were mapped to Counties with No Identified Entities. However, there are several Statewide and New England Region entities.

Information and links for each of the maps can be found below.

1. **Geographic Area of Focus:** This map represents the geographic area of focus for each entity.  
LINK: <https://www.google.com/maps/d/u/0/edit?mid=1CVYmj7J18pqLaeQ9gSYZqYdC1YSyBV4&usp=sharing>
2. **Entities willing to Sign on to a RPHC Declaration:** This map best represents the entities that stated they personally or their group would support a Racism is a Public Health Crisis (RPHC) declaration in our region/town/State, by signing onto a RPHC declaration.  
LINK: <https://www.google.com/maps/d/u/0/edit?mid=1BSRaquMF8SxB2PczHq5GLmNUyIAKjAs&usp=sharing>
3. **Lead Development of a RPHC Declaration (Region/Community):** This map best represents the entities that stated they personally or their group would be willing to lead the development of a RPHC declaration in their community/region.  
LINK: <https://www.google.com/maps/d/u/0/edit?mid=1aran-9dwruS79p4Kv37s1Yw0RHMG8N8&usp=sharing>

4. **Partner on Development of a RPHC Declaration (Region/Community):** This map best represents the entities that stated they personally or their group would be willing to partner on the development of an RPHC declaration in their community/region.  
LINK: [https://www.google.com/maps/d/u/0/edit?mid=17o\\_TLZf31aaF0oAmBuCu5\\_jUzyw9Qel&usp=sharing](https://www.google.com/maps/d/u/0/edit?mid=17o_TLZf31aaF0oAmBuCu5_jUzyw9Qel&usp=sharing)
5. **Lead Development of a RPHC Declaration (State):** This map best represents the entities that stated they personally or their group would be willing to lead the development of a statewide RPHC declaration.  
LINK: [https://www.google.com/maps/d/u/0/edit?mid=17p7ldRQ1CdjoWR--PP0biwsFO-q\\_-5l&usp=sharing](https://www.google.com/maps/d/u/0/edit?mid=17p7ldRQ1CdjoWR--PP0biwsFO-q_-5l&usp=sharing)
6. **Partner on Development of a RPHC Declaration (State):** This map best represents the entities that stated they personally or their group would be willing to partner on the development of a statewide RPHC declaration.  
LINK: <https://www.google.com/maps/d/u/0/edit?mid=1mbc34jPwU1IMqvNTm6CXtFw0Ud1giKg&usp=sharing>
7. **Donate Funding or In-Kind Assistance to Support RPHC Declaration Movement in NH:**  
This map best represents the entities that stated they personally or their group would donate funding or in-kind assistance to support RPHC declaration movement in NH.  
LINK: <https://www.google.com/maps/d/u/0/edit?mid=15VURTFjZj9X04skRqPUWd1yUfaR2eLo&usp=sharing>
8. **Provide Vocal and Public Support to Establishing a NH RPHC Declaration such as through Media or Advocacy Work:** This map best represents the entities that stated they personally or their group would provide vocal and public support to establishing a NH RPHC declaration such as through media or advocacy work.  
LINK: [https://www.google.com/maps/d/u/0/edit?mid=1AtX\\_2Q30wAQOYAzzyskElbdfJ0ad\\_zM&usp=sharing](https://www.google.com/maps/d/u/0/edit?mid=1AtX_2Q30wAQOYAzzyskElbdfJ0ad_zM&usp=sharing)



## 4.1 Assessment Key Findings

- New Hampshire is a small state - both geographically and socially, and it often shares similarities across regions and borders. Based on respondents' answers, equity work in NH is often performed regionally rather than targeted to only one community and is often cross-sector in expertise.
- Also related to New Hampshire's small geographic and social size, respondents' answers indicated close contact to each other through social or work networks was key to sharing and spreading information - in other words, in a state like NH, word of mouth matters.
- Responses indicate that New Hampshire has longstanding engagement in equity work - leading to expertise that can be leveraged for considerable impact. Specifically, NH has long term dedicated advocates and champions, with many indicating over ten years and some with several decades of equity focused work, supplying New Hampshire with a significant and robust historical knowledge base. Significantly, this assessment has identified a large number of independent BIPOC businesses, mostly solopreneurs working in New Hampshire.
- While equity work is cross-sector and often cross-region, there were notable gaps of service identified in this assessment. Of note, there were 0-2 respondents identifying work focused from the counties of Belknap, Carroll, Cheshire, Coos, Stafford and Sullivan.
- Related to current equity work and engagement in NH - a majority of respondents indicated engagement in collaboration with other entities, as well as education, navigation, convening, or direct service activities; the lowest engagement was in advocacy and legislative action. Engagement in equity work in New Hampshire did not appear to be tied to entities with the largest resources (large organizations) but was present across all sizes of entities and often most significant in collective or coalition type structures, perhaps signifying that the ability to engage in equity work was tied to less tangible resources - such as dedication, personal commitment and/or collective encouragement.

- Significant barriers exist and while the majority identified lack of funding as the primary barrier - other key barriers were noted such as “not knowing where to start”. Respondents who identified their entity as grass roots organizations were most likely to identify funding as a barrier, however, these respondents were least likely to identify expertise/understanding as a barrier, and less likely to identify not knowing where/how to start as a barrier.
- Notably, amongst respondents identifying as large organizations, a lack of expertise or understanding was identified as a key barrier, however, these respondents were not likely to identify not knowing where/how to start as a barrier.
- Responses from a substantial number (37%) of non-BIPOC-led organizations indicate some potential level of discomfort or confusion with leadership-focused questions, specifically, respondents often indicated DEI-related training and intentions to diversify leadership in the future rather than reflecting on current diversity of leadership roles (ED/Director, Board, etc.).
- Responses indicate an impressive growth in BIPOC leadership capacity in New Hampshire in the form of 8 BIPOC-Self/Individuals, 12 BIPOC-Owners/Solopreneurs, 23 BIPOC-EDs/CEOs/Directors, 4 sets of BIPOC-Co-Leaders, 4 BIPOC-Leadership Teams and numerous BIPOC-board members.
- Movement in the Racism is a Public Health Crisis (RPHC) realm may be prone to experience the common set-backs of collective action - specifically, the desire to be included and participate, but not to lead action
- While 90 entities responded regarding Awareness of RPHC, 88 responded regarding Past Activism, and only 82 responded regarding Advocacy Willingness. This may indicate a level of unease of committing without a clearer understanding of potential ramifications.

*Thank you for the opportunity to engage in this work on behalf of New Hampshire communities. We are pleased to note the progress that New Hampshire entities have made towards advancing race and health equity. We hope this assessment will help to highlight areas of work that continue to need attention, support and resources.*

## Appendix I: Methodology & Data Notes

The questions were developed after consultation with a meeting of advisers from BIPOC communities who produced guidance on focus and timeframe of assessment.

The survey was fielded between February 2, 2023 through March 17, 2023 via both public dissemination as well as individual follow-up through April 2, 2023. Dissemination was conducted via multiple listservs as well as direct outreach and snowball methodology.

Quantitative and qualitative responses were collected and are reflected in the findings that follow.

### Analysis Plan:

- **Total responses:** 101
- **Completion Rate:** 84%
- **Typical Time Spent:** 10m:59s
- **First Response:** Received 2/2/2023
- **Survey Ran:** 2/2/2023 – 3/17/2023

### Prior To Deduplication (101 Responses)

>80%	81 respondents responded to 15 or more questions
70-79%	3 respondents responded to 14 questions
60-69%	4 respondents responded to 11-12 questions
50-59%	1 respondents responded to 9 questions
<50%	12 respondents responded to 1 - 8 questions

## Process:

1. Download data set
2. Assign response numbers
3. Calculate individual response rate out of 18 questions
4. Deduplicate by entity name
  - a. Find responses with same entity name
    - i. Determine if same person responded more than once
      1. If yes, combine and create a new response. delete once combined.
        - a. building community in new hampshire – created new response #102
      2. If no, take the response with the higher response rate when one of the response rates is lower than 50%
      3. If no and response rate is higher than 50%, then combine answers.
      4. If no name is available, take the response with the higher response rate.
5. There were no duplicates by self, name

## After Deduplication (96 Responses)

>80%	79 respondents responded to 15 or more questions
70-79%	3 respondents responded to 14 questions
60-69%	4 respondents responded to 11-12 questions
50-59%	1 respondents responded to 9 questions
<50%	9 respondents responded to 1 - 8 questions

## Data Notes

- This survey was disseminated through networks with additional snowball sampling which produced some limitations of note:
  - Not all entities that were outreached to responded
  - Not all entities chose to share their entity name
  - Not all entities responded to each question

- Analysis for certain questions was based on survey responses, targeted outreach and publicly available information.
- Upon analysis it was noted that the categories we supplied for respondents to describe their type of entity were perceived as being more in alignment and familiar to those in the human services, non-profit sector and less so for respondents operating in the for-profit or government realms. This led to multiple entities selecting “Other” rather than the provided answer categories.
- While four key entities did not submit survey responses, a choice was made to include them due to their critical role in the equity field and their public presence.
- Respondents did not always avail themselves of the opportunity to reply multiple times on behalf of all their affiliations. This may have made the data set less robust than expected.
- It is clear that the “other” response was often treated as an “additional comment” narrative response option. This use may have impacted the quantitative closed response analysis.

## Appendix II: Entities & their Online Presence

<b>Name of Entity</b> Organization, Collaboration, Coalition or Individual	<b>Website, Social Media Site(s), Other</b>
Amanda Martinez Consulting	<a href="http://www.Linkedin.com/in/amanda-martinez-diversity">www.Linkedin.com/in/amanda-martinez-diversity</a> martinez.diversity@gmail.com
American Friends Service Committee (AFSC)	<a href="https://afsc.org/programs/new-hampshire">https://afsc.org/programs/new-hampshire</a> <a href="https://www.facebook.com/AFSCNHProgram">https://www.facebook.com/AFSCNHProgram</a> <a href="https://twitter.com/afscnh">https://twitter.com/afscnh</a> <a href="https://www.instagram.com/afscnh/">https://www.instagram.com/afscnh/</a>
Amoskeag Health	<a href="http://www.amoskeaghealth.org">www.amoskeaghealth.org</a> <a href="https://www.facebook.com/amoskeaghealth">https://www.facebook.com/amoskeaghealth</a> <a href="https://www.linkedin.com/company/manchester-community-health-center/">https://www.linkedin.com/company/manchester-community-health-center/</a> <a href="https://twitter.com/AmoskeagHealth">https://twitter.com/AmoskeagHealth</a>
Andres Mejia / self	
Anna Adachi-Mejia	<a href="http://www.annaadachimejia.com">www.annaadachimejia.com</a>
Arlington Street Community Center	<a href="https://www.asccnashua.com/">https://www.asccnashua.com/</a>
Ascentria Care Alliance & The Language Bank	<a href="http://www.ascentria.org">www.ascentria.org</a> <a href="http://www.thelanguagebank.org">www.thelanguagebank.org</a>
Black Heritage Trail of New Hampshire	<a href="http://www.blackheritagetrailnh.org">www.blackheritagetrailnh.org</a>

BLM (Black Lives Matter) Seacoast	<a href="http://www.blmseacoast.org">www.blmseacoast.org</a> <a href="#">@blmseacoast</a>
Building Community in New Hampshire	<a href="http://www.bcinnh.org">www.bcinnh.org</a>
Business Alliance for People of Color (BAPOC)	<a href="http://www.bapocnh.org">www.bapocnh.org</a>
Centro Latino de New Hampshire	<a href="http://www.centrolatinonh.org">www.centrolatinonh.org</a>
Change for Concord	<a href="https://linktr.ee/changeforconcord">https://linktr.ee/changeforconcord</a> <a href="https://www.facebook.com/changeforconcord/">https://www.facebook.com/changeforconcord/</a> <a href="https://www.instagram.com/changeforconcord/">https://www.instagram.com/changeforconcord/</a> <a href="https://www.tiktok.com/@changeforconcord">https://www.tiktok.com/@changeforconcord</a>
Chewlin Group	<a href="http://www.Chewlingroup.com">www.Chewlingroup.com</a> Discovering_community_NH <a href="http://www.Linkedin.com/jennicechewlin">www.Linkedin.com/jennicechewlin</a>
Ciera Hunter / self	
City of Manchester Health Department	<a href="https://www.manchesternh.gov/departments/health">https://www.manchesternh.gov/departments/health</a>
City of Nashua Division of Public Health and Community Services	<a href="http://www.nashuanh.gov">www.nashuanh.gov</a> <a href="https://www.facebook.com/NashuaDPHCS">https://www.facebook.com/NashuaDPHCS</a> <a href="https://twitter.com/NashuaPHealth">https://twitter.com/NashuaPHealth</a> <a href="https://www.youtube.com/channel/UCwnBkMZIDIsC8jWLKHgLDw">https://www.youtube.com/channel/UCwnBkMZIDIsC8jWLKHgLDw</a>
City Year New Hampshire	<a href="https://www.cityyear.org/new-hampshire/">https://www.cityyear.org/new-hampshire/</a>
Community Health Institute / JSI	<a href="http://www.JSI.com/newhampshire">www.JSI.com/newhampshire</a>

Community Resilience & Social Equity Lab	<a href="http://www.Anselm.edu/crse">www.Anselm.edu/crse</a>
Conservation Law Foundation	<a href="http://www.CLF.org">www.CLF.org</a> Facebook/clf Twitter/clf LinkedIn/clf
Cowasuck Band of the Pennacook Abenaki	<a href="http://www.cowasuck.org">www.cowasuck.org</a> OR <a href="http://www.indigenoussnh.com">www.indigenoussnh.com</a> facebook for both instagram for IndigenousNH
Cultivate 501c3	<a href="http://www.newenglandbipocfest.com">www.newenglandbipocfest.com</a> @nebipocfest
Dartmouth Geisel School of Medicine, Office of Diversity, Inclusion & Community Engagement (DICE)	<a href="https://geiselmed.dartmouth.edu/dice/">https://geiselmed.dartmouth.edu/dice/</a>
Deborah Opramolla / self	
DEI Directive	<a href="http://www.deidirective.com">www.deidirective.com</a> <a href="https://www.linkedin.com/in/nonboringlawyer">www.Linkedin.com/in/nonboringlawyer</a> <a href="https://www.linkedin.com/company/dei-directive/">www.Linkedin.com/company/dei-directive/</a>
Deo Mwano Consultancy	<a href="https://Deomwanoconsultancy.com">https://Deomwanoconsultancy.com</a> <a href="https://www.facebook.com/DeoMwanoConsultancy">https://www.facebook.com/DeoMwanoConsultancy</a> <a href="https://www.instagram.com/deomwanoconsultancy/?hl=en">https://www.instagram.com/deomwanoconsultancy/?hl=en</a> <a href="https://www.linkedin.com/company/deo-mwano-consultancy/">https://www.linkedin.com/company/deo-mwano-consultancy/</a> <a href="https://on.soundcloud.com/TnUA1aMKKJF2j5FJ7">https://on.soundcloud.com/TnUA1aMKKJF2j5FJ7</a>
Derek Haddad / self	



Early Childhood Equity Movement	<a href="https://endowmentforhealth.org/early-childhood-equity-movement">https://endowmentforhealth.org/early-childhood-equity-movement</a>
Endowment for Health	<a href="https://endowmentforhealth.org/target-initiatives/health-equity">https://endowmentforhealth.org/target-initiatives/health-equity</a> <a href="https://www.facebook.com/EndowmentforHealth/">https://www.facebook.com/EndowmentforHealth/</a> Endowment for Health YouTube Channel
Equity Leaders Fellowship	<a href="https://www.snhahc.org/equity-leaders-fellowship.html">https://www.snhahc.org/equity-leaders-fellowship.html</a> <a href="https://www.linkedin.com/company/nh-elf/">https://www.linkedin.com/company/nh-elf/</a> <a href="https://instagram.com/equity.leaders.fellowship?igshid=MmJiY2I4NDBkZg==">https://instagram.com/equity.leaders.fellowship?igshid=MmJiY2I4NDBkZg==</a> <a href="https://www.facebook.com/equityleadersfellowshipnh">https://www.facebook.com/equityleadersfellowshipnh</a>
Exeter Hospital / Core Physicians	<a href="http://www.exeterhospital.com">www.exeterhospital.com</a>
FieldWork Photos	<a href="http://www.DifferentRootsnh.com">www.DifferentRootsnh.com</a> <a href="https://www.facebook.com/DifferentRootsNH">https://www.facebook.com/DifferentRootsNH</a>
Foundation for Healthy Communities	<a href="http://www.healthynh.org">www.healthynh.org</a> @healthynh
Greater Manchester NAACP & Manchester NAACP Health Committee	<a href="https://naacpmanchesternh.com">https://naacpmanchesternh.com</a> <a href="https://facebook.com/166897110037560">https://facebook.com/166897110037560</a> <a href="https://instagram.com/naacpmanchesternh">https://instagram.com/naacpmanchesternh</a> <a href="https://www.youtube.com/@naacpmht">https://www.youtube.com/@naacpmht</a>
[Health] Equity Strategies, LLC	<a href="https://healthequitystrategiesllc.com">https://healthequitystrategiesllc.com</a>
Home Health & Hospice Care	<a href="http://www.hhhc.org">www.hhhc.org</a>
Hospice Help Foundation	<a href="http://www.hhelpfoundation.org">www.hhelpfoundation.org</a>

Inclusion and Equity Committee of the New Hampshire Psychological Association	<a href="https://www.nhpsychology.org/Inclusion-&amp;-Equity-Committee/">https://www.nhpsychology.org/Inclusion-&amp;-Equity-Committee/</a>
Lamprey Health Care-Health Equity Task Force	
Linda Gathright / self	GNANAACP <a href="https://www.nashuanaacp.org">https://www.nashuanaacp.org</a> SNHOBUS <a href="http://www.snhobu.com">www.snhobu.com</a> New Fellowship Baptist Church NFBC <a href="http://www.nfbconline.org">www.nfbconline.org</a> NHBWHP <a href="https://www.facebook.com/profile.php?id=100054297637490">https://www.facebook.com/profile.php?id=100054297637490</a> Nashua Community Conversation on Race and Justice
Littleton Food Cooperative	<a href="https://littletoncoop.com/">https://littletoncoop.com/</a> <a href="https://www.instagram.com/littleton_coop/">https://www.instagram.com/littleton_coop/</a> <a href="https://www.facebook.com/Littleton.Food.Coop/">https://www.facebook.com/Littleton.Food.Coop/</a>
Luchy Hidalgo / self	
Manchester Community Action Coalition, MCAC	<a href="https://www.facebook.com/mcacnh?mibextid=LQQJ4d">https://www.facebook.com/mcacnh?mibextid=LQQJ4d</a>
MedRizon Consulting LLC	<a href="http://www.MedRizonConsulting.com">www.MedRizonConsulting.com</a> <a href="https://www.facebook.com/drmramas?mibextid=LQQJ4d">https://www.facebook.com/drmramas?mibextid=LQQJ4d</a>
Michael Cohen / self	
NAACP Nashua	<a href="https://www.nashuanaacp.org">https://www.nashuanaacp.org</a> <a href="https://www.facebook.com/GNANashuaNAACP/">https://www.facebook.com/GNANashuaNAACP/</a>
NASW	<a href="http://www.nhnasw.org/">http://www.nhnasw.org/</a> <a href="https://www.facebook.com/nhnasw">https://www.facebook.com/nhnasw</a>

New England Grassroots Environment Fund, Inc.	<a href="https://grassrootsfund.org">https://grassrootsfund.org</a> <a href="https://www.facebook.com/TheGrassrootsFund/">https://www.facebook.com/TheGrassrootsFund/</a> <a href="https://twitter.com/GrassrootsFund">https://twitter.com/GrassrootsFund</a> <a href="https://www.linkedin.com/company/11554205/admin/">https://www.linkedin.com/company/11554205/admin/</a> <a href="https://groups.google.com/a/grassrootsfund.org/g/grassroots-fund-network/about">https://groups.google.com/a/grassrootsfund.org/g/grassroots-fund-network/about</a>
New Hampshire Healthcare Workers for Climate Action (Climate Justice Working Group)	<a href="https://www.nhclimatehealth.org/climate-justice">https://www.nhclimatehealth.org/climate-justice</a>
New Neighbor Connections	<a href="http://www.NewNeighborConnections.com">www.NewNeighborConnections.com</a>
NH Alliance for Healthy Aging	<a href="http://www.nhaha.info">www.nhaha.info</a> <a href="https://www.facebook.com/NHAHA603/">https://www.facebook.com/NHAHA603/</a> <a href="https://twitter.com/NHAHA603">https://twitter.com/NHAHA603</a>
NH Black Women Health Project	<a href="https://www.facebook.com/profile.php?id=100054297637490">https://www.facebook.com/profile.php?id=100054297637490</a>
NH CDFA	<a href="https://nhcdfa.org">https://nhcdfa.org</a> <a href="https://www.linkedin.com/company/565623/">https://www.linkedin.com/company/565623/</a> <a href="https://www.youtube.com/user/NHCDFA">https://www.youtube.com/user/NHCDFA</a> <a href="https://twitter.com/NHCDFA">https://twitter.com/NHCDFA</a> <a href="https://www.facebook.com/NHCDFA">https://www.facebook.com/NHCDFA</a>
NH Council on Developmental Disabilities	<a href="http://www.nhcdd.nh.gov">www.nhcdd.nh.gov</a> <a href="https://www.facebook.com/NHCDD/">https://www.facebook.com/NHCDD/</a> <a href="https://www.youtube.com/channel/UCpQ89AZNbGGL13T-XOvIEWQ">https://www.youtube.com/channel/UCpQ89AZNbGGL13T-XOvIEWQ</a> <a href="https://www.instagram.com/nhcddcouncil/">https://www.instagram.com/nhcddcouncil/</a> <a href="https://twitter.com/NHCDD">https://twitter.com/NHCDD</a>

NH Department of Environmental Services Coastal Program	<a href="https://www.des.nh.gov/water/coastal-waters">https://www.des.nh.gov/water/coastal-waters</a> <a href="https://www.nhcaw.org/">https://www.nhcaw.org/</a> <a href="https://www.des.nh.gov/business-and-community/loans-and-grants/coastal-resilience-grants">https://www.des.nh.gov/business-and-community/loans-and-grants/coastal-resilience-grants</a>
NH Equity Collective	<a href="http://www.equitynh.org">www.equitynh.org</a>
NH Food Alliance	<a href="http://www.nhfoodalliance.org">www.nhfoodalliance.org</a> <a href="https://www.instagram.com/nhfoodalliance/">https://www.instagram.com/nhfoodalliance/</a> <a href="https://www.facebook.com/nhfoodalliance">https://www.facebook.com/nhfoodalliance</a>
NH Hunger Solutions	<a href="http://www.nhhungersolutions.org">www.nhhungersolutions.org</a> <a href="https://www.facebook.com/EndHungerNH">https://www.facebook.com/EndHungerNH</a> <a href="https://www.instagram.com/nhhungersolutions/">https://www.instagram.com/nhhungersolutions/</a> <a href="https://twitter.com/EndHungerNh">https://twitter.com/EndHungerNh</a> <a href="https://www.youtube.com/channel/UCSNpCBZWmS2FDaYCADKjuqg">https://www.youtube.com/channel/UCSNpCBZWmS2FDaYCADKjuqg</a>
NH Immunization Program, Bureau of Infectious Disease	DHHS DPHS
NH Millennials of Color	Private Facebook Group for individuals who identify as BIPOC in NH
NH Oral Health Coalition	<a href="http://www.nhoralhealth.org">www.nhoralhealth.org</a> FB Page - NH Oral Health Coalition
Nicole Sublette Counseling LLC	<a href="http://www.nicolesublettecounseling.com">www.nicolesublettecounseling.com</a> LinkedIn Nicole Sublette MA, LCMHC, CH, CMHIMP IG @nicolesublette

ORIS (Organization for Refugee and Immigrant Success)	<a href="https://www.refugeesuccess.org">https://www.refugeesuccess.org</a> <a href="https://www.freshstartfarmsnh.com">https://www.freshstartfarmsnh.com</a>
Overcomers Refugee Services	<a href="http://www.overcomersnh.org">www.overcomersnh.org</a> <a href="https://www.facebook.com/OvercomersRefugeeServices">https://www.facebook.com/OvercomersRefugeeServices</a>
Palabras Consulting LLC	<a href="https://palabrasconsulting.wixsite.com/palabrasconsultingco">https://palabrasconsulting.wixsite.com/palabrasconsultingco</a> <a href="https://www.facebook.com/palabrasconsultingLLC">https://www.facebook.com/palabrasconsultingLLC</a> <a href="https://www.instagram.com/p/CU2XufKgIyi/?utm_medium=copy_link">https://www.instagram.com/p/CU2XufKgIyi/?utm_medium=copy_link</a>
Physically Speaking LLC - Personal Training Service	<a href="http://www.physically-speaking.com">www.physically-speaking.com</a>
Plymouth State University	<a href="https://www.plymouth.edu/centers/center-for-diversity-equity-and-social-justice/">https://www.plymouth.edu/centers/center-for-diversity-equity-and-social-justice/</a>
Positive Street Art	<a href="http://www.positivestreetart.org">www.positivestreetart.org</a> <a href="https://www.facebook.com/Positivestreetart">www.facebook.com/Positivestreetart</a> <a href="https://www.instagram.com/Positivestreetart">www.instagram.com/Positivestreetart</a> <a href="https://www.linkedin.com/in/positivestreetart">https://www.linkedin.com/in/positivestreetart</a>
Project AIM (Achieving Independence and Mobility) - SNHU	projectaim@snhu.edu
Project S.T.O.R.Y. (Supporting Talents of Rising Youth)*	<a href="http://www.projectstorynh.com">www.projectstorynh.com</a>
Reproductive Freedom Fund of New Hampshire	<a href="http://www.reprofund.org">www.reprofund.org</a> <a href="https://www.facebook.com/ReproFundNH">https://www.facebook.com/ReproFundNH</a> <a href="https://twitter.com/ReproFundNH">https://twitter.com/ReproFundNH</a> <a href="https://instagram.com/ReproFundNH">https://instagram.com/ReproFundNH</a>

Rights & Democracy	<a href="https://radmovement.org/">https://radmovement.org/</a> <a href="https://instagram.com/rightsanddemocracynh?igshid=YmMyMTA2M2Y=">https://instagram.com/rightsanddemocracynh?igshid=YmMyMTA2M2Y=</a> <a href="https://instagram.com/rightsanddemocracyinstitute?igshid=YmMyMTA2M2Y=">https://instagram.com/rightsanddemocracyinstitute?igshid=YmMyMTA2M2Y=</a> <a href="https://www.facebook.com/RightsNH?mibextid=ZbWKwL">https://www.facebook.com/RightsNH?mibextid=ZbWKwL</a> <a href="https://www.facebook.com/RADInstitute/?mibextid=ZbWKwL">https://www.facebook.com/RADInstitute/?mibextid=ZbWKwL</a> <a href="https://mobile.twitter.com/RightsNH">https://mobile.twitter.com/RightsNH</a>
Seacoast NAACP	<a href="https://www.seacoastnaacp.com">https://www.seacoastnaacp.com</a>
Self (unidentified) x 10	
Semra Aytur / self	
Senior Helpers of Southern New Hampshire	<a href="http://www.seniorhelpers.com/nh/se-new-hampshire">www.seniorhelpers.com/nh/se-new-hampshire</a>
Shalimar Encarnacion / self	Facebook - Shalimar E-Diaz
Southern NH AHEC	<a href="https://www.snhahec.org/center-for-cultural-effectiveness.html">https://www.snhahec.org/center-for-cultural-effectiveness.html</a>
Spark the Dream	
Sue Corby / self	FB
Tj Wheeler / self	<a href="http://www.tjwheeler.net">www.tjwheeler.net</a> FB
T. L. Hill Group	<a href="https://www.tlhillgroup.org">https://www.tlhillgroup.org</a>
The Lighthouse NH	<a href="https://www.facebook.com/thelighthousenh?mibextid=LQQJ4d">https://www.facebook.com/thelighthousenh?mibextid=LQQJ4d</a>
UNH Cooperative Extension	<a href="https://extension.unh.edu/resource/nh-farm-network">https://extension.unh.edu/resource/nh-farm-network</a>

UNH Extension	<a href="https://extension.unh.edu/health">https://extension.unh.edu/health</a> <a href="https://www.instagram.com/unhce_nutritionconnections/">https://www.instagram.com/unhce_nutritionconnections/</a> <a href="https://www.facebook.com/unhce.nutritionconnections">https://www.facebook.com/unhce.nutritionconnections</a> <a href="https://twitter.com/NutritionUNHce">https://twitter.com/NutritionUNHce</a>
UNH Food Solutions New England	<a href="https://foodsolutionsne.org/21-day-racial-equity-habit-building-challenge/">https://foodsolutionsne.org/21-day-racial-equity-habit-building-challenge/</a> <a href="https://twitter.com/FoodSolutionsNE">https://twitter.com/FoodSolutionsNE</a> <a href="https://www.facebook.com/foodsolutionsne/?ref=ts">https://www.facebook.com/foodsolutionsne/?ref=ts</a> <a href="https://www.instagram.com/foodsolutionsne/">https://www.instagram.com/foodsolutionsne/</a> <a href="https://www.youtube.com/channel/UCIpgdYBMQVDcWcExc8WluTA">https://www.youtube.com/channel/UCIpgdYBMQVDcWcExc8WluTA</a> <a href="https://www.linkedin.com/company/foodsolutionsne">https://www.linkedin.com/company/foodsolutionsne</a>
Victoria Carrington / self	Instagram / wildandlee
Victory Women of Vision	<a href="http://www.victorywomenofvision.org">www.victorywomenofvision.org</a> facebook: victory women of Vision
Waypoint	<a href="http://www.Waypointnh.org">www.Waypointnh.org</a>
Welcoming NH	<a href="http://www.WelcomingNH.org">www.WelcomingNH.org</a>
Women of Color Connections	
Woullard Lett / self	
YWCA New Hampshire	<a href="https://ywcanh.org">https://ywcanh.org</a>