



NEW MEXICO HEALTH EQUITY PARTNERSHIP

New Mexico Health Equity Partnership at the Santa Fe Community Foundation

Evaluation: March 1, 2019 – February 29, 2020



Evaluation Team

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NMHEP - Evaluation

March 1, 2019 – February 29, 2020

Evaluation Background

Evaluation Goal: Between March 1, 2019 – February 29, 2020, the New Mexico Health Equity Partnership (HEP) team and place-based coordinators conducted an evaluation of our proposed efforts. We collectively developed an evaluation plan and our respective logic models (goals, objectives, inputs, activities, measures, outputs, outcomes, etc.), with support from the REAL evaluation team. These documents were reviewed and approved by Meriah Heredia-Griego and Alvin Warren. HEP’s evaluation goal is to conduct an outcome and process evaluation to determine:

- If the work is contributing to the short, medium and long-term outcomes focused on: relationship building, leadership development, policies impacted/systems changed, and health outcomes to improve family and child well-being? We also ask, what unintended outcomes (positive and negative) were produced?
- We seek to answer process questions to guide our practice on what we are proud of, what we are learning, what the challenges and opportunities are, what the unique benefits are of being part of the partnership, and what are the secret ingredients to our success?
- As part of this, we consider: How is the work being implemented in a transformative way that is culturally appropriate for specific communities? How satisfied are participants with trainings and workshops?

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

Evaluation Team: The evaluation team reflects key individuals who hold coordinating roles within HEP. Jessica Espinoza-Jensen, HEP Grants & Capacity Building Strategist served as the Evaluation Coordinator. Additional team members include David Gaussoin, HEP Communications & Marketing Associate; Kari Bachman, Doña Ana Communities United Coordinator; Anna Rondon, McKinley Collaborative for Health Equity Coordinator; and Hazel James, San Juan Collaborative for Health Equity Coordinator. We hold the experience, capacity, and trust with community members to internally evaluate our efforts.



At the HEP November 2020 partner meeting, we created the posters above that reflected our names, a place we call home, a symbol that is meaningful to us, and a person in our community who inspires us to do the work we do. Sacred Indigenous symbols were represented, as well as others representing love and nature. People who inspired us are our grandmas, moms, elders, children, grandchildren, friends, and other folks we were with in community etc. We learned this activity from Healthy Native Community Partnership.

Methods: HEP utilizes a combination of methods to collect data. We recognize the importance of using numbers to communicate our outcomes to funders and decision makers. At the same time, we recognize that our families and communities have always done data collection (i.e. oral histories, going to the places, photos, film, songs, prayer, etc.) to record and pass information through generations. We deeply honor these traditional methods. Our data collection methods included: sign in sheets, demographics, evaluation forms, regular reflection sessions following major activities and gatherings, wall of wonder (learned from NB3F and Healthy Native Community Partnership), traffic observations, solutions circles, drawing, asset mapping, grantee reporting, community narratives, and graphic recordings. Based on our values, we strive to utilize culturally appropriate and visual methods that engage diverse people with varied learning styles and ways of knowing in the evaluation process.



Evaluation Findings

Overview: HEP has four core partners and over 90 network members. Key place-based partners include Doña Ana Communities United (DACU), McKinley Collaborative for Health Equity (MCHE), and San Juan Collaborative for Health Equity (SJCHE). HEP strengthens the capacity of communities to shift power relations and advocate for policy and systems changes. We believe every New Mexican should have the opportunity to lead a healthy life, to live in neighborhoods where our children and families thrive and have a say in the decisions that impact their communities and their lives. Based on a November 2019 asset mapping activity facilitated at our fall partner meeting, key values guiding the way for us are love and honesty. Additional values are highlighted in the visual below.

Geography / Populations: The HEP efforts supported by the current W.K. Kellogg funding focus on Bernalillo, Doña Ana, McKinley, and San Juan counties. During the past year, DACU worked with diverse community members in Las Cruces (Nevada Neighborhood, Community of Hope campus), Doña Ana, and Chaparral. MCHE worked with Indigenous populations, Hispanic people, and children of working families in McKinley county. SJCHE served, collaborated and communicated with community governance, educators, grassroots organizations and community stakeholders throughout the Navajo Nation in San Juan county. The populations SJCHE worked with have been predominately Diné people ranging from youth to elders but has also included non-native policymakers, partners and organizations when dealing with racial equity issues, or public policy matters that extend off the boundaries of the Navajo Nation. HEP’s HIA follow up efforts focused on supporting young men of color, people living in the colonias, Indigenous peoples, people of color, refugees, immigrants, and low-income people in Bernalillo and Doña Ana counties. Gatherings and trainings have included the diverse populations identified above from Bernalillo, Doña Ana, McKinley, Rio Arriba, Sandoval, San Miguel, San Juan, and Santa Fe counties.



The information shared in this evaluation report illustrates progress towards goals, outputs and outcomes, as well as learnings from our process. The HEP team’s learnings are weaved into the output and outcome section of this report. Whereas the place-based team’s learnings their own section. Because we are only completing the first year of this grant, much of the work is still in process. Further, some data has only started to be collected.



*Mairiad, DACU AmeriCorps VISTA highlighting the Wall of Wonder
2019 November Partner Meeting*

Outputs and Outcomes

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

- **Seven individuals** completed the fall learning journey as part of HEP’s **Health Impact Assessment Train the Trainers’ program**. The graduating cohort of seven individuals includes 3 Latina women (1 immigrant), 2 Native American women, 1 refugee youth, and 1 white man from Bernalillo, Santa Fe, San Miguel, and San Juan counties. Based on previous learning, HEP engaged HIA TA providers from the beginning of the formal screening process to ensure trust and understanding is built between TA providers and teams. In 2019, HEP also offered multiple ways for TA providers to build their skills based on their strengths and availability by refining the Train the Trainer Program to include multiple opportunities (ongoing TA and project based). This year, HEP learned that it was helpful to have the Train the Trainer’s cohort as part of HIA decision making. The TA Providers came with many gifts and brought a diverse array of perspectives and lived experiences to inform the decision-making process. It has also been effective to pair TA Providers with local teams based on their strengths and availability.
- HEP held **three HIA workshops** and **one HIA 101 webinar** with **66 participants total** who were introduced to HIA and creative qualitative data collection approaches. Participants included Native Americans and Latinx immigrant community members, non-profit, community partners, HIA TA providers, and social work students. This past year, we continued to learn, as we share tools and approaches across the network, it is key to be mindful of who we are working with. Because we work with Indigenous communities and many communities of color, what works for one community, may

not resonate in the same way for another community. In 2019, we were excited to lead a workshop where we shared a body collage process developed by Global 505, a coalition of immigrant and refugee families. Based on feedback from participants, we learned new ways to do this activity that would be more culturally appropriate for Indigenous groups. It is important to always continue to learn and grow, as well as adapt and tailor processes..

- HEP is committed to refining the **HIA curriculum to be culturally, age appropriate, and in more languages**. To this end, T4B developed a [Youth HIA toolkit](#) focused on making data collection fun, zine making, and videomaking. The toolkit has been widely disseminated via social media and the HEP newsletter. Roanhorse Consulting and HEP have co-created a **draft Indigenous HIA toolkit**.
- In 2019, HEP provided **funding (\$10,500 total)** and **coaching to four groups** in Doña Ana and Bernalillo counties who worked with people of color, immigrants, refugees, youth, border, and rural communities, on issues impacting health (education, transit, parks and trails, and radiation exposure). As with previous HIAs, **outcomes** for the follow up efforts included: 1) solidified alliances on a common issue; 2) cultivated relationships across communities; 3) strengthened advocacy skills and new tools utilized; and 4) the general public and policy makers were educated on important issues tied to community health. HEP continues to learn that having visuals and creativity as part of qualitative data collection is essential. For example, having youth tell their story using a photo was very effective method.
- In January 2020, HEP finalized the decision-making process to **select two HIAs** (Black Health New Mexico and McKinley Community Health Alliance) to receive funding of **\$35,000** each and customized training and coaching. HEP is learning that beyond, HIA funding, we need to support data collection and creative engagement more broadly. Not everyone fits into the “HIA box” yet they have meaningful data collection and organizing ideas that could positively impact policies, advance equity, and improve health.



HIA Train the Trainers Program – Orientation

Goal 2: Facilitate critical connections for action among communities that traditionally have not worked together. Foster relations, leverage resources, and promote cross-community learning among community leaders from diverse regions by sharing best practices and supporting each other's efforts to advance equity.

- HEP shared **12** newsletters (one monthly) and **two** press releases with **688** recipients. Via social media **192** posts were made on Facebook with **573** followers and **60** Instagram posts were made with **184** viewers. The HEP website had **8,643** page views.
- The HEP team has always focused on the importance of relationships and building trust. This past year - 2019, led to the fruition of **many new formal partnerships** (NB3 Foundation, Healthy Masculinities coalition, etc.) that we had been developing for years. These new partnerships continue to highlight the importance of **sharing our values** upfront and understanding the values of our partners, as well as regular **communication** and intentional time for **co-reflection and co-planning**.
- Similarly, 2019, also led to several opportunities for HEP, to not only partner, but to be **paid for our coordination, facilitation, and logistics management services**. This has also created opportunities for HEP partners to serve as facilitators in family friendly spaces and be paid.
- HEP facilitated critical connections for action among communities via **14 gatherings**. These gatherings have led to new collaborations around common goals (i.e. Healthy Masculinities); strengthened relations and trust across diverse communities; and new skills and tools being utilized to build bridges across cultures and generations (i.e. zines, photos, graphic harvesting, etc.).
- HEP is extremely proud of the two-day intensive **Graphic Harvesting workshop** which took place in November 2019 with 24 diverse participants. In June 2016, Erica Bota and New Stories attended HEP's statewide gathering and graphically recorded it. Since then we have turned the graphic illustration into stickers, utilized them on our website and newsletter, made banners, etc. We also worked with Erica to make visuals to help us explain what we do and the HIA process. Since 2016, HEP partners have dreamed of building local capacity in graphic harvesting. In 2019, we collectively brought this to fruition. **82%** of individuals who participated in the Graphic Harvesting workshop indicated it was **excellent** and **18%** reported it was **good**. Following the Graphic Harvesting workshop, participants indicated the creative process brought healing and offered new ways of engaging with communities and families. Some participants reported that it built their confidence to lead other creative workshops and catalyzed entrepreneurial endeavors.



Two-Day Graphic Harvesting Workshop

Goal 3: Provide coaching and moral support with the goal of increasing organizational/advocacy capacity of place-based teams.

- HEP subgranted a total of **\$251,899** to three place-based teams representing Indigenous communities, communities of color, immigrant communities, and low-income communities, in Doña Ana, McKinley, and San Juan counties.
- During the past year, HEP held **bi-weekly check ins** with coordinators, and **bi-weekly partners calls**, and **four quarterly partner meetings** in May 2019, August 2019, November 2019, and February 2020. The intentional time together to build relationships and have authentic communications amongst place-based partners has been noted as one of the **key ingredients** to our collective success. This past year we tailored the Las Cruces meeting to focus on smaller sessions designed for deeper relationship building. This was based on previous learnings.

DACU outputs and outcomes: DACU creates welcoming spaces for all people, especially those whose voices and stories go unheard. DACU builds genuine relationships, carries out uplifting projects, and engages with local government. DACU aspires to a vibrant Doña Ana County where all human beings are valued and everyone works together as equals to realize their full potential for individual and collective wellbeing. Project efforts focus on social equity mapping/tactical urbanism, Mesilla Valley Timebank, and the Just Community Radio show. DACU has engaged **30** parents and youth/children educating decision makers on issues of importance to them. Outputs and outcomes for year 1 are below.

Social Equity Mapping/Tactical Urbanism to identify health inequities and community assets and to develop solutions that advance the health of communities.

- **Gathered community input** regarding the County's plan to build a **multi-use trail** in the colonia of Doña Ana. DACU mappers held a caminata (walk) and open house, as well as conducted door-to-door visits.
- Residents in two forgotten neighborhoods created **four tactical urbanism projects**. After observing streets, they painted two wall murals in the Nevada neighborhood and two street murals at Community of Hope, to build pride, slow traffic, and complement the City's planned green corridor to combat climate change.
- **2 issues of the neighborhood newspaper** were printed and distributed at areas stores to neighbors and at meetings.
- **Streets are less dangerous.** Street traffic at the tactical urbanism sites slowed by 42% based on residents' pre and post intervention observations. 2018 observations showed 31% of cars went too fast before the Community of Hope street mural was painted. 18% went too fast after the mural was painted. This represents a drop-in speeding of 42% [(31-18)/31]. DACU did not collect data for the new murals painted in 2019.



Mesilla Valley Timebank, an alternative economic practice, where residents from all walks of life build social cohesion.

- Continued to grow its **300+ member timebank** with **91 new members** joining the timebank.
- **775 hours of services** were exchanged.

- **Raised \$6,000 to launch Human Kind United**, which links Timebank participants with incarcerated people through a pen pal program and a newsletter written by a timebank member who did time.

Just Community Radio Show, Story Sharing, and Data Dashboard

- Continued to host weekly Just Community radio shows on KTAL-LP FM featuring voices of community members who experience health inequities. **Forty-three new one-hour shows were created and 104 shows were broadcasted.**
- Piloted the **Say Your Piece workshop series**, hosting a **story slam** where members shared powerful personal narratives related to equity. DACU continued to hold **monthly story circles** where community members process and share their experiences.
- **Filmed 6 community members' stories for a future data dashboard** with PolicyLink and the City of Las Cruces that will educate the public and policymakers about health inequities, including racism, and government's role in perpetuating them.

MCHE outputs and outcomes: Using a health equity lens, the MCHE seeks to change systems that perpetuate environmental health disparities related to the impacts of institutional racism and multi-generational trauma, by empowering participating communities within the county to impact equitable policy change. Project efforts include the McKinley Worker Justice Coalition, uranium and health outcomes, and access to healthy food. Overall, MCHE engaged **600** parents and youth/children in educating decision makers on issues of importance to them. Outputs and outcomes for year 1 are below.

McKinley Worker Justice Coalition builds upon a previous [HIA](#), which examined the health impacts of wage theft on Native Americans and Latinx immigrants in partnership with Somos Un Pueblo Unidos.

- In process of **strengthening long-term relationships with Somos Gallup** members via increased frequency of meetings, storytelling, and co-planning of events.
- **5 focus groups** were held on how to recruit more volunteers from communities in Gallup/McKinley.
- **24 outreach activities** with Strong Families, Somos Gallup, and the McKinley Health Alliance for base building took place.
- **400 community members** participated in workers' rights forums.
- **Participation increased by 10%** by nurturing relationship building through **15 family-centered events.**
- Provided financial literacy training to **12 workers.**
- In process of **increasing knowledge and understanding on labor laws.** More community members are being recruited. The number has increased to **10 more** Somos Gallup members who are active.



NM Social Justice and Equity Institute, McKinley Collaborative for Health Equity, Somos Gallup, families and children.

McKinley uranium and health outcomes efforts build upon a previous [HIA](#), which examined the health impacts of uranium mining.

- **4 focus groups** were held on how recruit more volunteers from communities in Gallup/McKinley.
- **24 outreach activities** were held with Conservation Voters of NM, Strong Families, Somos Gallup, McKinley Health Council for base building.
- Provided **environmental literacy training to 24 community members** in Gallup and McKinley County on the Water Equity Climate Resilience; Water Policy framework.
- **800 community members** participated in public and uranium forums.
- Held the 40th Commemoration of the Uranium Spill at Church Rock and film festival. Sponsored the Nuclear Hot Seat Pod Cast host Libbe LeHarve to expand public information on uranium and the nuclear industrial complex. This is part of health promotion and disease prevention from the HIA: Looking Within-Uranium Exposure and Health Outcomes.
- **Participation increased by 10 %** as a result of nurturing relationship building through **18 family-centered events**.
- Held a leadership role in Policy Link's paper on: Water Equity and Climate Resilience: A Policy Agenda to Deliver on the Human Right to Water. Policy Link **added uranium cleanup** to their policy agenda.

McKinley Access to Healthy Food

- **4 focus groups** held on how to recruit more volunteers from communities we work with in Gallup/McKinley
- **6 outreach activities** held with Indigenous Life ways, Health Earth Summit, Strong Families, Somos Gallup, McKinley Health Council for base building for healthy food access as a health promotions community outreach.
- Provided food literacy training to **30 families**.
- **120 community members** participated in healthy soil workshops and ancestral healthy foods.
- **Increased participation by 5%** by nurturing relationship building through family and healthy food centered events.
- **5 families** have increased health food knowledge and individual life skills. The families now have gardens and farmers markets in Chapter house areas.
- **12 families** have gained a sense of independence and motivation through attending training sessions and K'e' Diné clan relationship building. More families are attending training sessions who have gained more understanding of traditional relationship building. There are also more introductions in clanship and more request for traditional ceremonies with planting.

SJCHE outputs and outcomes: In partnership with schools, farmers, and working families, SJCHE implements 5 strategies that utilize decolonized methodologies to create equitable communities rooted in

harmony, balance, and compassion. This includes: 1) strengthening the cultural identity of Diné children via food; 2) examining the physical, cultural, and spiritual impacts of hydraulic fracking; 3) finalizing a Community Emergency Management Plan to alleviate distrust experienced by people impacted by the Gold King Mine Spill; 4) reforming policies restrictive of community land use; and 5) sustained grassroots relationships rooted in Indigenous ways. These efforts are designed to improve health and create the conditions for land-based economic vitality rooted in indigenous ways. Overall, SJCHE engaged **470** parents and **425** youth/children in



educating decision makers on issues of importance to them. Outputs and outcomes for year 1 are below.

Strengthening the cultural identity of Diné children and youth via food.

- Is in process of developing a replicable community engagement process with a multi-faceted partnership to restore beneficial cultural teachings for the mental, behavioral, and physical health of students in the community. Diné Centered Research and Evaluation (DCRE), Navajo Family Voices, and Restoring Celebration Family Wellness collaborated to conduct **23 workshops**, hands-on training, and **three conferences** with teachers, counselors, parents, grandparents, students, youth, and health providers with a total of **1,601 participants**. Each program is implemented on monthly and seasonal basis, the planning meetings, workshops, have program flyers, agendas, sign in sheets, and evaluations.
- Has observed **strengthened cultural identity, ancestral skills, and health of Diné children** through increased knowledge of traditional foods and cultivation/harvesting skills. The outputs reflected knowing and doing of Diné wellness teachings, storytelling, language revitalization, and preserving the teachings of earth and environments. Elements include becoming a responsible person for a future development and healthy wellbeing.

Assessments of communities impacted by industrial extraction.

- **Finalized HIA report** on impacts of fracking in Tri-chapter area.
- **Is developing a replicable HIA using indigenous measures** to better assess the impacts of extractive activities on the environmental, physical, spiritual/cultural and community well-being of surrounding areas.
- In collaboration with the SJCHE, Diné Centered Research and Evaluation professional team, are instrumental in the three Tri-Chapter HIAs; and in progress towards finalizations, with oversight of NN IRB processes/protocol for final approval with HIA extension approvals: Counselor HIA study is the first part of a two-part evaluation of 1) Community health impacts from local oil drilling operations, and 2) A Diné-centered assessment and decision process that looks at how community members view impacts of natural resource development from a traditional perspective. The combined studies will provide decision-makers with a more comprehensive understanding of local gas and oil well emission fluctuations, particulate matter concentrations, peak exposures, related health symptoms and local cultural, spiritual, and social impacts confronting Navajo residents in Counselor and the adjacent chapters of Torreon-Star Lake and Ojo Encino. Community recommendations and mitigation actions are summarized at the end of the assessment and reflect the consensus of the participating members in each of the study groups.
- UNM TREE Center; UNM Health Sciences: “Developing Community Partnerships Through Research to Define Community Well-Being from a Dine’-centered Perspective with Three (Diné) Navajo communities in New Mexico.

Finalizing a Community Emergency Management Plan

- The SJCHE - DCRE team is in progress with the “Gold King Mine Spill, Dine’ Exposure Project, a Navajo Emergency Response Executive Session II: Social and Cultural Impacts of the Gold King Mine Spill.

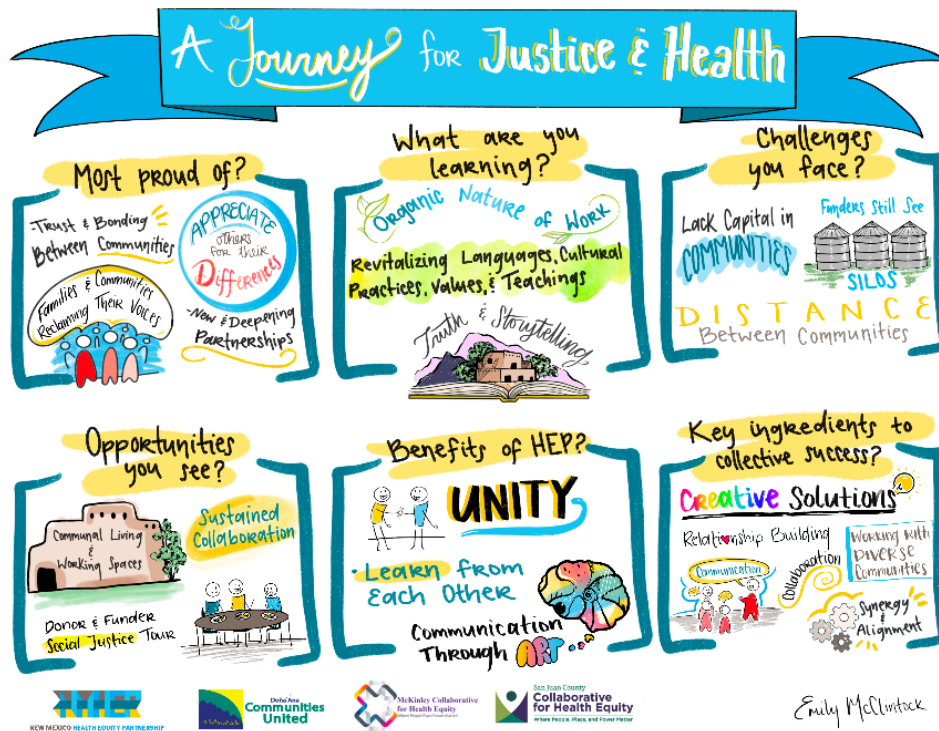
Reforming policies restrictive of community land use.

- This activity is led by Indian Country Grassroots, the institutional home for SJCHE, and is an activity adopted for action by DCRE. Progress has not been made due to other issues and priorities taking precedent. As such, commitment to those activity will be re-evaluated by SJCHE coordinator in partnership with DCRE team members and in conversation with Josey Foo of Indian Country Grassroots.

Sustained grassroots power relationships rooted in indigenous ways.

- 80% of collaborative relationships have been maintained for long-term through development of shared strategies, roles, and partnership agreements done in culturally appropriate manner (i.e. ceremony).

Process Evaluation



In 2020, the place-based teams reflected on the process questions posed in the image above. The coordinators wrote written responses to the questions which we collectively discussed. Emily McClintock, an AmeriCorps VISTA, who participated in the 2019 Graphic Harvesting workshop, distilled the responses into the graphic image above. The place-based coordinators presented their responses to these question to W.K. Kellogg Foundation representatives in February 2020. Since the presentation, responses to the questions have been tweaked and elaborated on.

What are you most proud of in your work?

- **DACU:** The generative, organic nature of the work: all three DACU initiatives have been designed to provide structure but be very responsive to community members’ interests and needs while enabling community members to take more ownership over time.

- **MCHE:** Individuals and families, collectively with the community are reclaiming and growing their voices. The younger generations within Red Water Pond Road Community Association have been building a dynamic family and community movement through art with the youth. The elders of the community have been grooming young parents and youth to begin speaking out at public events. The young parents have attended training on uranium cleanup and participated on the technical team of US EPA Region IV from San Francisco, CA. Communities are developing their ability to engage in reflection and finding their own solutions in dealing with issues. Through our partners, we have seen organic personal growth and natural bonding between the Diné and Latino communities. We have more Diné now regularly attending the Somos Gallup meetings and events. Through public events that we helped sponsor the past two years, we have recruited more non-natives. We have

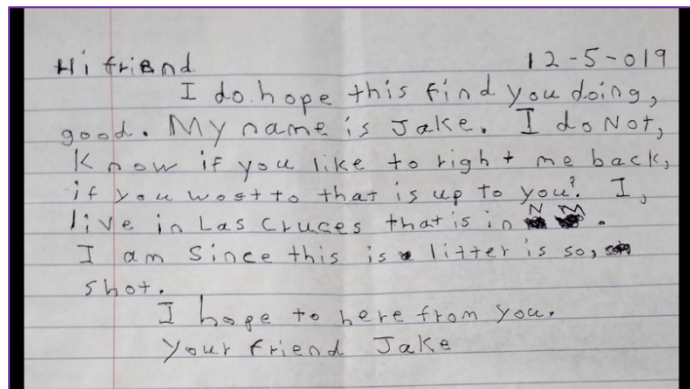


increased our ally-ship with interfaith groups, environmental organizations and at the national level with PolicyLink on Water Equity and Climate Resilience Caucus, in which we serve on the advisory group. Defining and exploring strategies with community members leading the way is the most impactful. It is necessary to create safe spaces for controversial topics. The most critical piece in organizing for change on Indigenous lands is ensuring we have blessing way and protection prayers for our board members and the organization. We have been serving as a resource for accessing traditional Indigenous healers and chanters of Diné and Pueblo Nations.

- **SJCHE:** As Coordinator for the San Juan Collaborative for Health Equity, I'm most proud of the resiliency of the partnerships and teams that have come together around key SJCHE and Diné Centered Research and Evaluation (DCRE) activities. Despite having a hard time last year due to family-health related issues, activities important for the health and well-being of our communities continued through the shared responsibility among SJCHE stakeholders. As a coordinator, the greatest proof of the effectiveness of partnerships and collaborative efforts is the resiliency which allows them to continue in the wake of personal and external hardship. The issues we are committed to addressing are pervasive and complicated. Adopting a Diné centered methodology and culturally-appropriate responses not only has allowed us to have a meaningful impact on participants in our presentations and workshops, but has also served as the glue that has helped our team navigate the very-challenging landscape for the pursuit of justice and equity for our communities. Examples of this include a commitment to host meetings using traditional medicines and practices and adjusting meeting times and locations so that I could continue with my work while still being able to care for my partner. There is nothing that speaks to the beauty of our cultural knowledge and wisdom than seeing it in practice to ensure collective partnership and collaboration rooted in deep values of kinship or K'e. For these reasons I've remained committed, hopeful, and deeply moved about what can be accomplished when culturally appropriate methodologies are used for individual and collective capacity building to deal with complex health equity issues while still honoring the lived realities of the people most impacted by these injustices.

What are you learning?

DACU: Everyone has something to teach/share with others and everyone has something to learn from/receive from others. The traditional categories of service provider/service recipient and direct service/advocacy do not describe what we do. Health is not just individual: we need to build health of a group of people over time. Health is not just human: we need to look at huge issues such as climate change.



MCHE: In NM especially, there needs to be more conversations on the moral and ethical truths of how this state and country reaped the souls of the land, people and wildlife. Consistent and frequent messaging by truth telling in art form can transcend messages that can subliminally deliver tones of social justice melodies that can lead towards effective change through awareness. Discovering how essential “indigenizing” versus “decolonizing” is more useful for the population we work with. Recognizing that the system was not built for Indigenous peoples or the people of color. Also, learning that it is important for folks to be reminded of the bigger picture. In meeting so many different people, a question came to my mind, “how does it feel for a people that came here 537 years ago, and do not have a strong culture”. How do they navigate this country knowing they are not originally from here? I recommend that we create a “locally focused toolkits” to teach competency for respectful dialogues on racial and social justice and/or communication skills. There is a **need** for more

awareness on how **words matter** as we build community at all levels of organizing for change. Having the same definition of what is power, what is the quality life and what is social justice from their personal lens is so important to capture early in the process. Furthermore, the need to train on measuring social justice impacts and can check the community comfort levels. Knowing your community and sharing our stories breaks down the prejudice and opens up the human aspect in building trust.

SJCHE: I have learned about the value and importance of using kinship as a foundation for how to develop collaborative partnerships to help our communities address systemic injustices. By using K'e as the foundation for these partnerships we can magnify our outreach and education efforts, as well as our learning, overcoming the challenge of limited resources through knowledge-sharing across our partners and stakeholders. This is an important lesson to keep building on as it's a key ingredient for resiliency and sustainability of grassroots movements for social justice and racial equity across our environmental, educational and public policy issues.

What challenges do you face?

- **DACU:** Building relationships and resiliency takes years. Western institutions, including funders, compartmentalize issues and people. We must change the *processes* through which we engage with each other.
- **MCHE:** McKinley needs **social justice circuit riders** that engage with our community members. Being that 75 % of county is Indigenous land base and is considered “frontier rural”, we can do better by having more staff that speaks Diné, Zuni and Spanish that can increase the number of community members and families so we may **reach the people** we need to hear from. Traveling to have “face to face” meetings is the preference of our Diné and Hispanic community members. For engaging, we need to be honest about the way we travel along with the impediments by vehicles over muddy roads, long distances and the safety of folks driving at night. Funding for fuel is a major need for community members to actively be participating in training and conversations that lead towards effecting community social justice change. We need more social investments in worker-owned cooperatives and more investment from the state and federal government for building an inclusive economy through purchasing land, buildings and businesses in Gallup and McKinley community.
- **SJCHE:** There are still many challenges in exercising our autonomy in carrying out identified activities due to the continued lack of appreciation and value for traditional knowledge practices and protocols. Other challenges include the lived reality of our key community advocates who are just as impacted as our community stakeholders from the systemic injustices we face. Much of the work completed by DCRE and SJCHE partners has been volunteer, with SJCHE providing mileage and honorariums as much as possible. This speaks to the heart and commitment of key partners, but it is not sustainable in the long-term. As such, SJCHE is seeking non-profit status to conduct fundraising efforts that can improve the sustainability of the activities identified in this report and to continue to build off the outcomes resulting from these activities.



What opportunities do you see?

- **DACU:** Group timebank exchanges are a powerful way for members to build capacity and community. Place and space could be a way for our community of DACU members to address loneliness. Potential projects include:
 - o Co-create a sustainable, self-built center in the infill district.

- Get a mobile unit so staff can spend time with residents in the colonias.
 - Start a landscaping worker cooperative.
- **MCHE:** Working with Gallup McKinley School District to incorporate social justice education, which could help spark the conversation of real Indigenous history to be taught. There exists an immense potential for introducing curriculum in Indigenous history of NM. There is also a fantastic opportunity for Donors and Funders Social Equity Tours, which is crucial for building relationships in rural communities. We are discovering that tours of place-based teams can expand to other audiences. What better way for our NM non-profit sector to connect, learn and invest with the people most directly impacted by the social determinants of health and inequities of the daily living conditions. Additionally, another opportunity is funding strategies with SINC (institutional home) to help with staffing, website design, and online learning platforms for community organizing to continue to grow and nurture cohorts in wage theft, justice workers and uranium cleanup advocacy, and youth health equity workers. This is intergenerational movement building and families are passing on critical knowledge to their sons, daughters, granddaughters, aunts and uncles. Finally, we acknowledge and build upon ancient ways of passing on lived experiences through art and storytelling. We find that when we tap in on the original peoples' ways of life, the organic movement building and the families of networks flourish.
 - **SJCHE:** Despite the challenges we face, there is a growing recognition of the expertise of SJCHE partners and DCRE members and the value of culturally appropriate responses to systemic issues. As such, there are so many opportunities to share Diné centered approaches to research and evaluation, across a variety of community issues and at different levels of stakeholder engagement, from the grassroots to government. As SJCHE seeks non-profit status, we will also work with the DCRE team members to develop other forms of self-sustainable practices to increase our involvement in key policy issues and public health responses to endemic challenges. In doing so, we will continue to build strong partnerships with local and state colleges and universities, research institutes, governmental bodies and representatives, educators and school administrators, and racial, social and food justice advocates.



What benefits do you experience being part of HEP and working with the other place-based teams?

- **DACU:** Knowing we are part of a larger movement gives us strength to continue. Our DACU community members build relationships across the state.
- **MCHE:** 1) Having a “social justice infrastructure lens” helps with guidance, assists with building the powerbase; 2) Learning from our experience; and 3) Creating news ways of communication through art and videos which has cultivated trust among our partners.

- **SJCHE:** Systemic issues do not recognize geographical or tribal boundaries, nor are they limited to impacting only one marginalized group. Being a part of HEP and working with other place-based teams allows us to co-learn and share knowledge across our different activities and geographies. This is an enormous benefit in not only sharing and receiving helpful feedback and support from other place-based teams, but in hearing from and learning from their efforts. Another benefit is the encouragement that comes from this partnership. These issues we are addressing can be overwhelming but to know we are not doing this alone and that it's okay to make and learn from mistakes unites us through the shared experience of dedicating ourselves to fighting for equality and justice. This makes me feel like I'm part of a strong network that will be successful in achieving systemic change our communities need.



What have been the key ingredients to our collective success?

- **DACU:** HEP shares out lessons from other partners in twice a month phone calls with DACU. We are real with each other in twice a month phone calls with the core partners. Core partners all commit to hold our time together as sacred and intentional.
- **MCHE:** 1) Communication with biweekly, monthly and quarterly meetings among our teams and HEP support that includes guidance, funding leads, training and creative management skills. 2) Creative collaborations on **leveraging our funds** with other advocacy groups and organizations have been very successful. This has enabled us to reach more community members and decision-makers. 3) Creating Safe Place Convening's has allowed us to build trust among our stakeholders. Relationship building is the heart of building movements. The culmination of many processes leads towards strategies rooted in a shared vision for justice at all dimensions and levels.
- **SJCHE:** 1) Building trusted community relationships by ensuring that all activities are culturally appropriate, place-based, and informed by community priorities. 2) Providing resources and opportunities for capacity building and community education. 3) Strong partnerships across tribal, community and organizational stakeholders for comprehensive approaches to identified priorities. Commitment to Diné traditional knowledge systems and practices to ensure strong values and protocols inform our collective work- informing a systems-approach for systems-change by assessing and evaluating priorities from a spiritual, physical/mental, communal and environmental lens.

