

# Building Strong Communities



United Way  
of Greater Nashua

## Community Leaders Identify Need to Bring Community Together...





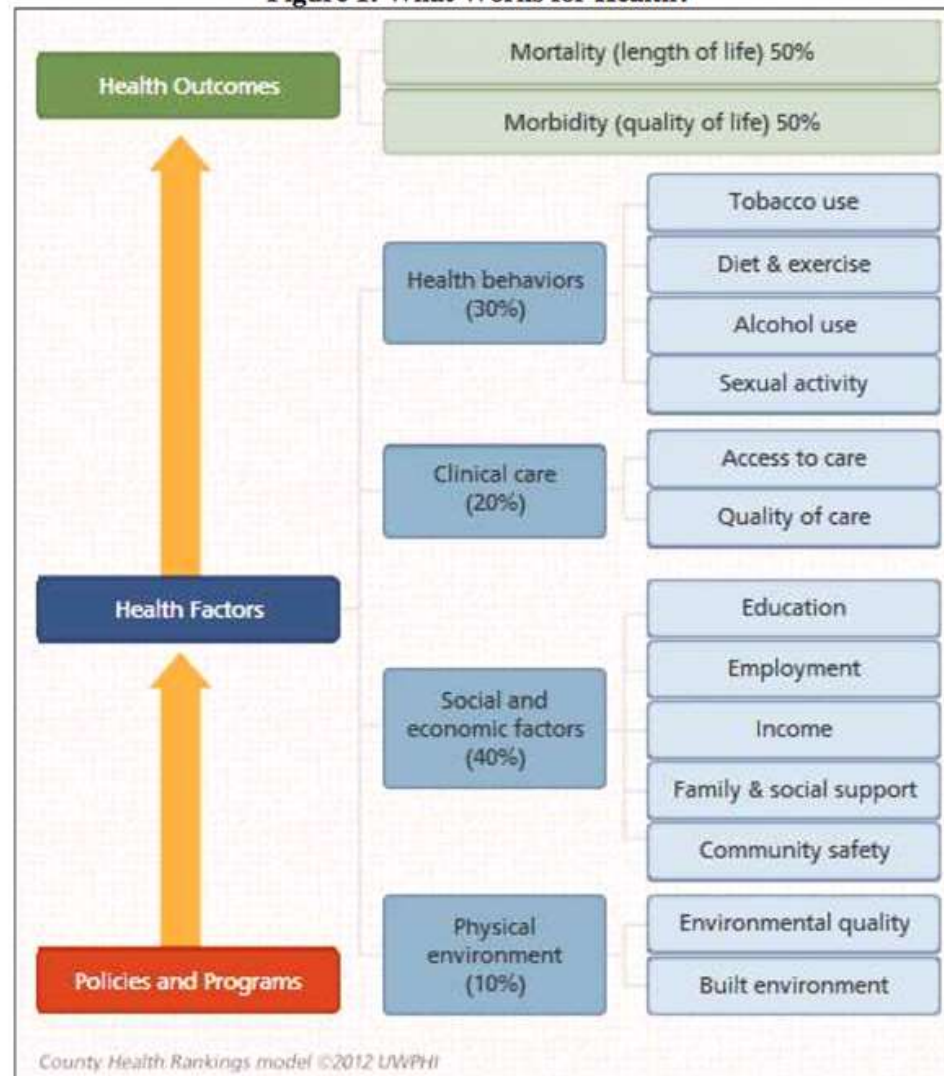
## Immigrant Integration Initiative



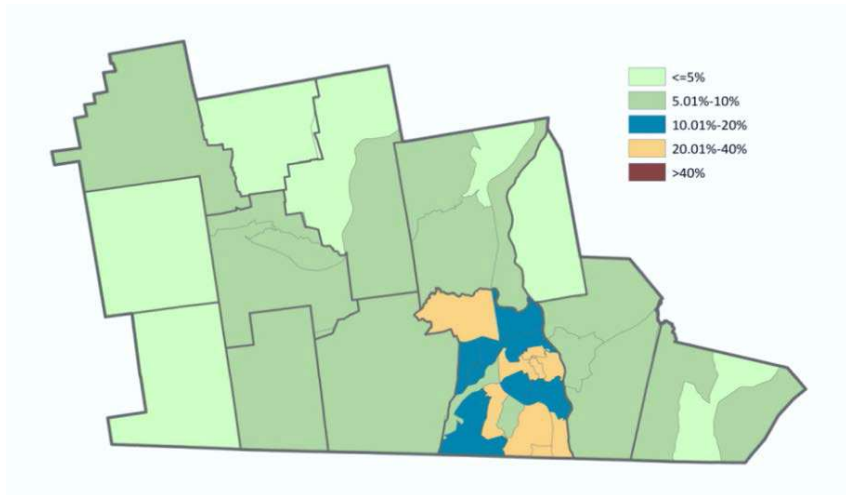
- 4 Communities
- Social Barriers to Health
- 3 years of Implementation Support
- Best Practices from Welcoming NH

## Why Social Inclusion & Integration?

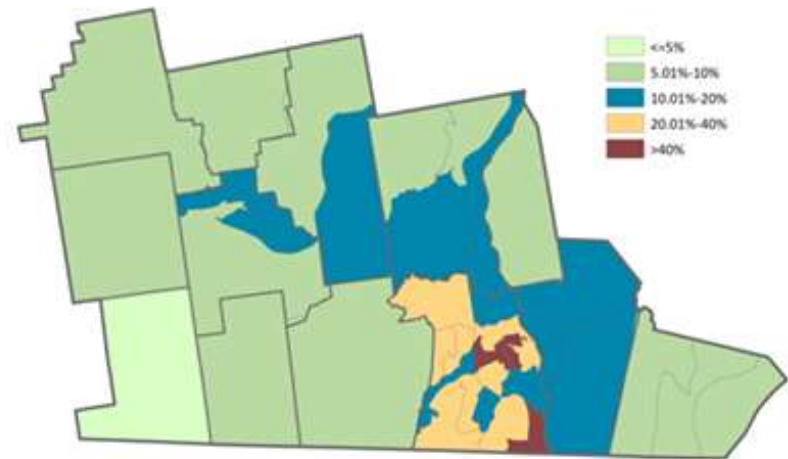
**Figure 1: What Works for Health?<sup>6</sup>**



## Snap Shot of greater Nashua's Growing Diversity



**Adults that are minorities\* as a % of Population**



**Children that are minorities\* as a % of Population.**

**\*Minority includes everyone with the exception of those classified by US census as non-Hispanic white.**

**Source: 2010 U.S. Census Map Source NRPC**

Summary Health and Equity Index											
2006-2010 American Community Survey											
Across indicators, Black and African American residents experience the most significant inequity, followed by Hispanic and Latino residents.											
Over Crowding is the biggest predictor of inequity among all variables studied.											
	Job Quality	Unemployment	Family Income	Poverty	Single Mother Household	High School Degree	Home Ownership	Food Stamps	Business Ownership	Over Crowding	Average Index by Race
White, non-Hispanic	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Asian	0.8	0.0	0.9	0.0	0.7	1.1	1.6	0.5	0.8	4.3	1.1
American Indian	1.3	0.0	1.6	2.2	0.0	2.4	1.9	2.9	0.0	0.0	1.2
Two or More Races	1.0	1.7	1.2	1.7	1.7	1.3	1.5	2.4	0.0	3.5	1.6
Hispanic or Latino	1.5	1.9	1.4	2.2	2.2	2.3	2.1	2.9	4.2	6.7	2.7
Black or African American	1.6	1.6	1.5	3.3	2.5	1.5	2.2	3.3	8.5	6.1	3.2
Average Index by Factor	1.2	1.2	1.3	1.6	1.6	1.7	1.9	2.2	3.0	5.2	
1.0 or less = No Disparity											
1.1-1.4 = Small Disparity											
1.5 - 2.1 =Moderate Disparity											
2.2 or greater = Significant Disparity											

Data Source: NH Center for Public Policy 2013 Health and Equity Report Card

# A Coalition of Neighbors



one **greater** nashua  
stronger **together**

We Value Our Growing  
Diversity

We Work Together for

- ✓ Economic Vitality
- ✓ Community Engagement
- ✓ Leadership Capacity
- ✓ Improved Health Outcomes

In Partnership with





# Three-Pronged Approach Focused on Sustainability





GATEWAYS AND  
NAVIGATORS



BUSINESS & CIVIC  
ENGAGEMENT



YOUTH  
LEADERSHIP

# Business & Civic Leadership



- ✓ Increased Diversity in LGN
- ✓ Cultural Events & Celebrations
- ✓ Nashua Listens
- ✓ Economic Opportunity Presentation
- ✓ OGN Business Awards
- ✓ Culturally Effective Employers

Engaging diverse leaders

Branding Nashua as a culturally rich community

*Creating economic vitality and opportunity for all*



# Business & Civic Leadership



Vision And Sustainability

- ✓ Stakeholder Presentations Advocacy on Economic Opportunity of Workforce
- ✓ Engaging Immigrant Owned Businesses in OGN
- ✓ Continuing Microloan Fund Efforts

## Successes

- ✓ 15 OGN Sponsors LGN graduates
- ✓ Chamber Adopts OGN Goals
- ✓ LGN Develops Job Shadowing Connections for School
- ✓ Workforce Dialogues between Employers and Job Seekers
- ✓ Increased Celebration of Culture
- ✓ Microloan Planning Team
- ✓ Welcoming City Advocacy
- ✓ Pearl Marketing Welcoming to Our City Red Carpet Campaign



# Youth Leadership



- ✓ Middle-High school focus
- ✓ Cross-cultural awareness
- ✓ Community connections
- ✓ Academic success
- ✓ Closing opportunity gaps

Youth leadership  
Community service  
Family engagement





# Youth Leadership

## Successes

- ✓ Ell Summer School
- ✓ Family Engagement
- ✓ Youth Leader COP
- ✓ Teen Summit
- ✓ LHIFA

## Future/Sustainability

- Supporting Schools in Securing Nellie Mae Grant with NH Listens
- Continue engaging youth through the Immigrant Communities of Nashua
  - Latino
  - African
  - Rohingya



## Key Gateways & Navigators

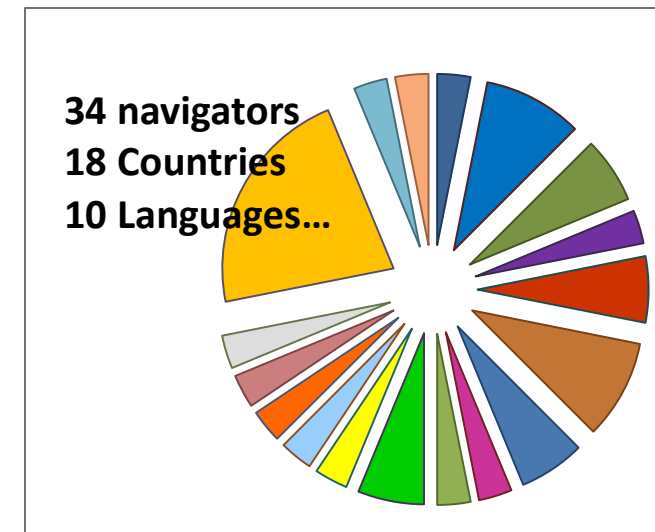


- ✓ Coffee & Conversations build mutual understanding, trust and relationships. Newcomers adapt in their civic, social, and economic life.
- ✓ Navigators Training helps participants to bridge the racial and cultural divides and build strong community connections
- ✓ Empowered Council Leaders step into leadership roles

**The community and city will be strongest when everyone enjoys good health, economic opportunity and a sense of belonging.**

- Build a stronger civic engagement among diverse communities in Nashua.
- In return, engaged community members build a commitment to the wellbeing of the city and the common good.

1.





## Coffee & Conversations: Newcomers and Host Community

- Understand each other and build relationships.
- Inclusive dialogue on selected topics helps to adapt to new life.

Month	Topics
September, 2017	<i>Music as International Language</i>
October, 2017	<i>My Community</i>
November, 2017	<i>Gratitude</i>
December, 2017	<i>Gifts and Giving</i>
January, 2018	<i>New Year Goals and Resolution</i>
February, 2018	<i>Economy, Banking and Tax Literacy...</i>

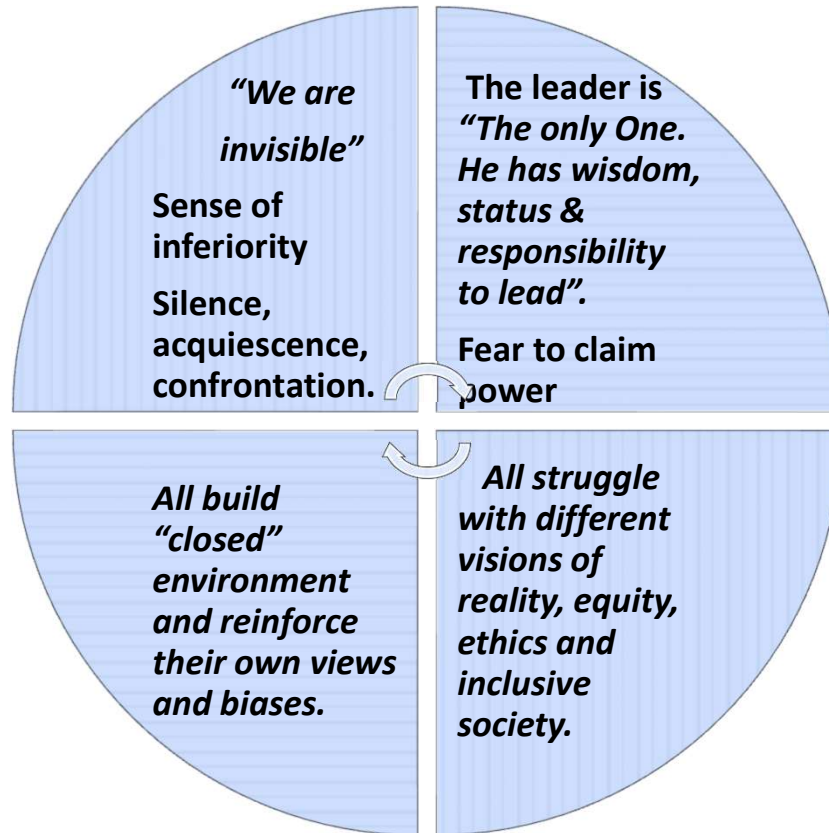


# Key Gateways & Navigators

## Nashua Navigators

### Newcomers Challenges

### Vision & Sustainability



#### 1. Navigators Training

(Diverse setting, up to 20 cohort, 1-2 annually)

Help newcomers to overcome anxiety of difference, adapt to new norms, and build new relationships.

#### 2. Navigators Council

(from Nashua diverse cultures, stipend)

- Strategize and facilitate dialogues
- Build relationships with key organizations of Nashua.

#### 3. Navigators Leadership Training

Council (emerging leaders) develop skills needed to step into leadership roles and build on the city's inclusive and welcoming strengths:

- Ability to build vision and advocate
- Courage to claim power
- Lead inclusive dialogue across race & culture.
- Support city decision-making discussions with input from diverse Nashua Community

#### 4. Identify and building alliance with anchor organizations

# Coalition Vision

The Vision and Value of Our Work Is Clear  
Sustainability Plan is a Work In Progress



- monthly coalition meetings
- Engage, Engage, Engage
- Anchor Organization Commitments
- Welcoming City Standards (Advocacy)
- Connecting with Municipality (schools, mayors office, public-facing dept. directors)
- Independent Initiatives with Shared Value
  - ✓ Cultural Connections Committee
  - ✓ Nashua Listens
  - ✓ Rohingya Preservation Society
  - ✓ African Community of Nashua
  - ✓ International Futbol Association (youth and adult)
  - ✓ Brazilfest
  - ✓ GrowNashua
  - ✓ Brazil Council