Building Strong Communities
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?6

- Health Outcomes
  - Mortality (length of life) 50%
  - Morbidity (quality of life) 50%

- Health Factors
  - Health behaviors (30%)
  - Clinical care (20%)
  - Social and economic factors (40%)

- Policies and Programs
  - Tobacco use
  - Diet & exercise
  - Alcohol use
  - Sexual activity
  - Access to care
  - Quality of care
  - Education
  - Employment
  - Income
  - Family & social support
  - Community safety
  - Environmental quality
  - Built environment
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.

<table>
<thead>
<tr>
<th></th>
<th>White, non-Hispanic</th>
<th>Asian</th>
<th>American Indian</th>
<th>Two or More Races</th>
<th>Hispanic or Latino</th>
<th>Black or African American</th>
<th>Average Index by Race</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Quality</td>
<td>1.0</td>
<td>0.8</td>
<td>1.3</td>
<td>1.0</td>
<td>1.5</td>
<td>1.6</td>
<td>1.2</td>
</tr>
<tr>
<td>Unemployment</td>
<td>1.0</td>
<td>0.0</td>
<td>0.9</td>
<td>1.7</td>
<td>1.9</td>
<td>1.6</td>
<td>1.2</td>
</tr>
<tr>
<td>Family Income</td>
<td>1.0</td>
<td>0.0</td>
<td>1.6</td>
<td>0.7</td>
<td>2.4</td>
<td>1.6</td>
<td>1.3</td>
</tr>
<tr>
<td>Poverty</td>
<td>1.0</td>
<td>2.2</td>
<td>2.2</td>
<td>1.7</td>
<td>2.3</td>
<td>1.5</td>
<td>1.6</td>
</tr>
<tr>
<td>Single Mother Household</td>
<td>1.0</td>
<td>0.0</td>
<td>2.4</td>
<td>1.7</td>
<td>2.3</td>
<td>1.5</td>
<td>1.7</td>
</tr>
<tr>
<td>High School Degree</td>
<td>1.0</td>
<td>2.2</td>
<td>2.3</td>
<td>1.3</td>
<td>2.1</td>
<td>1.5</td>
<td>1.9</td>
</tr>
<tr>
<td>Home Ownership</td>
<td>1.0</td>
<td>1.7</td>
<td>1.9</td>
<td>1.5</td>
<td>2.9</td>
<td>3.3</td>
<td>8.5</td>
</tr>
<tr>
<td>Food Stamps</td>
<td>1.0</td>
<td>1.6</td>
<td>0.0</td>
<td>0.0</td>
<td>4.0</td>
<td>3.3</td>
<td>6.1</td>
</tr>
<tr>
<td>Business Ownership</td>
<td>1.0</td>
<td>1.5</td>
<td>0.8</td>
<td>0.0</td>
<td>4.3</td>
<td>8.5</td>
<td>4.3</td>
</tr>
<tr>
<td>Over Crowding</td>
<td>1.0</td>
<td>0.0</td>
<td>4.3</td>
<td>3.5</td>
<td>6.7</td>
<td>6.1</td>
<td>1.1</td>
</tr>
</tbody>
</table>

1.0 or less = No Disparity  
1.1-1.4 = Small Disparity  
1.5 - 2.1 = Moderate Disparity  
2.2 or greater = Significant Disparity
A Coalition of Neighbors

We Value Our Growing Diversity

We Work Together for

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

In Partnership with

United Way of Greater Nashua

ENDOWMENT for Health

New Hampshire Charitable Foundation
Three-Pronged Approach
Focused on Sustainability
GATEWAYS AND NAVIGATORS

BUSINESS & CIVIC ENGAGEMENT

YOUTH LEADERSHIP
Engaging diverse leaders

Branding Nashua as a culturally rich community

Creating economic vitality and opportunity for all

- Increased Diversity in LGN
- Cultural Events & Celebrations
- Nashua Listens
- Economic Opportunity Presentation
- OGN Business Awards
- Culturally Effective Employers
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
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
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 build mutual understanding, trust and relationships. Newcomers adapt in their civic, social, and economic life.
2. Navigators Training helps participants to bridge the racial and cultural divides and build strong community connections
3. Empowered Council Leaders step into leadership roles
**Coffee & Conversations:** Newcomers and Host Community

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

<table>
<thead>
<tr>
<th>Month</th>
<th>Topics</th>
</tr>
</thead>
<tbody>
<tr>
<td>September, 2017</td>
<td>Music as International Language</td>
</tr>
<tr>
<td>October, 2017</td>
<td>My Community</td>
</tr>
<tr>
<td>November, 2017</td>
<td>Gratitude</td>
</tr>
<tr>
<td>December, 2017</td>
<td>Gifts and Giving</td>
</tr>
<tr>
<td>January, 2018</td>
<td>New Year Goals and Resolution</td>
</tr>
<tr>
<td>February, 2018</td>
<td>Economy, Banking and Tax Literacy...</td>
</tr>
</tbody>
</table>
Nashua Navigators

Newcomers Challenges

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

Vision & Sustainability

"We are invisible"
Sense of inferiority
Silence, acquiescence, confrontation.

The leader is "The only One. He has wisdom, status & responsibility to lead".
Fear to claim power

All build "closed" environment and reinforce their own views and biases.

All struggle with different visions of reality, equity, ethics and inclusive society.
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