



SYMPOSIUM 2.0 REPORT

RACE AND EQUITY IN NH SERIES:
BUILDING FOUNDATIONS FOR THE FUTURE

Photo Credit: David J. Murray, ClearEyePhoto.com



About the Race and Equity in NH Series

On April 29, 2019, the Endowment for Health and its community partners held Symposium 2.0, in Manchester, New Hampshire which builds on multi-year collaborative work funded by the Race & Equity in NH Series. The Symposium enabled participants to continue discussing how to make their communities welcoming and equitable places for all people choosing to live, learn, work and play in NH.

The Race & Equity in NH Series is guided by 3 goals:

1. To build relationships so we can partner together effectively.
2. To create shared understanding of current social, economic and political conditions impacting race and equity in NH.
3. To identify shared work for an inclusive and equitable NH.



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These goals, in addition to information and ideas from the previous 2017 Inaugural Symposium, were the foundation for activities of six sector workgroups that were convened: Civic Engagement, Economic Development, Education, Government, Health and Law Enforcement/ Criminal Justice.

The Inaugural Symposium motivated more than 100 NH residents to voluntarily participate in a 7-month action planning process. From October 2018 to April 2019, these volunteers participated in one of the six workgroups that created Draft Action Plans addressing issues related to race and equity in NH. The Draft Action Plans were further discussed and reviewed during Symposium 2.0.

A total of 358 people attended Symposium 2.0, including 87 workgroup volunteers who helped prepare the Draft Action Plans and helped to answer questions from Symposium 2.0 participants. The six Draft Action Plans, compiled into a book shared with participants, reflect progress in elucidating the Race and Equity in NH Series goals.

The Draft Action Plans gave Symposium 2.0 participants an understanding of the important highlights of each workgroup's process. They showed the progress each workgroup made in determining the questions to ask and proposed actions to take within each sector. Every sector is different, and each workgroup is unique. The Draft Action Plans provide information highlighting key workgroup observations and identified key priorities and strategies for each sector.

A main objective of Symposium 2.0 was to get participants' feedback on the Draft Action Plans. This feedback will be used to revise the plans, incorporating different perspectives and ideas that will make the plans more comprehensive, reflecting the diverse thoughts and ideas of NH residents, thereby enhancing them.

Each participant attended two breakout sessions for a specific sector workgroup. Sessions were led by the original sector workgroup facilitators and included many of the original workgroup members.

Participants reflected on three Guiding Key Questions:

- How can our institutions and organizations create relationships built on trust and an ability to see the effects of systemic racism?
- What more do we need to know about systemic racism to have an impact on ending it?
- How might we work together to move the needle in NH so that, as we diversify, we also unify around fairness and equity?

Plenary Session

The morning plenary session opened with a formal welcome to indigenous ancestral lands from the leaders of the Cowasuck Band of the Pennacook Abenaki People in Alton, NH. This formal welcome recognized the Indigenous People of NH and was used to gather all people together to begin the process of connecting with one another.

Multiple organizations in NH are working to address race and equity in the state. Representatives from three of these organizations gave short presentations about their work and goals.

The Diversity Workforce Coalition works throughout NH to address issues of diversity and inclusion in the workplace through education, training and by connecting people to resources.

One Greater Nashua is a multi-sector collective that addresses race and equity by welcoming new members, particularly immigrants, into the community.

Pittsfield Listens works with youth in rural communities to address issues and policies that directly affect their education and life.

These and other organizations are positively impacting race and equity in NH in their own unique ways by bringing communities together to talk and understand various perspectives.

“ WE MADE REALLY STRONG PROGRESS TOWARD A SHARED UNDERSTANDING OF EQUITY. WE ALSO ESTABLISHED WHY IT’S CRITICAL AND DISCUSSED SPECIFIC CHALLENGES IN NEW HAMPSHIRE. ”

Input and Feedback on Sector Workgroup Draft Action Plans

After the plenary session, participants spent a significant part of the day in breakout sessions. These sessions were a key component of Symposium 2.0, as participants reviewed the Draft Sector Action Plans, shared ideas and provided input. The next section of the report contains consolidated and synthesized feedback on the Draft Sector Action Plans.

Civic Engagement Workgroup



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Civic engagement means working to make a difference in the civic life of our communities and developing the combination of knowledge, skills, values and motivation to make that difference. It means promoting the quality of life in a community, through both political and non-political processes.

Civic Engagement Workgroup Draft Action Plan Priorities

- Deepen knowledge, skill and practices to enhance civic engagement with a race and equity lens in civic institutions and public life
- Educate and engage civic institutions regarding race and equity to build cultural and equitable competence
- Enhance understanding of civic engagement through a race and equity lens for all six sector workgroups

Civic Engagement Workgroup Draft Action Plan Recommendations

- Research and compile existing frameworks, best practices and other resources that address civic engagement

- Create civic engagement framework and best practices document
- Take baseline measures of civic engagement at the individual, institutional and cultural levels
- Identify barriers to engagement at each of these levels
- Create process to ensure diversity and inclusion when developing the documents
- Compile filterable list of organizations doing race and equity work as a resource for the other sector workgroups

Input from Symposium 2.0 Civic Engagement Workgroup Participants

Participants discussed the goals and recommendations in the civic engagement Draft Action Plan and gave the following input and feedback, which will contribute to the next steps considered by the workgroup.

- Create a thoughtful and sustained process to build trust with individuals and communities. This is critical to civic engagement, and well worth the time and energy
- Ensure that diverse community members direct the creation of the civic engagement framework and best practices document so that it reflects their cultures and needs
- Determine who will use the framework/best practices document. Create a flexible document that can be modified to suit various needs
- Agree on definitions and clarify terms and processes for the framework/best practices document. For example, What is civic engagement? What is a framework and best practices?
- Prepare and deliver training on the framework and best practices
- Research and leverage existing frameworks and best practices. Don't re-invent the wheel, but learn from others' successes and challenges
- Develop systems to ensure that framework and best practices documents are readily accessible and easy to use for all who want it
- Ensure that the framework and best practices documents remain viable and sustainable by determining who will maintain them
- Understand and accept that mistakes will be made, and patience is required. It may be messy, but the work will continue

“ THIS SYMPOSIUM HELPED ME SEE THAT THERE ARE FOLKS CONCERNED WITH MAKING THE STATE A BETTER PLACE FOR PEOPLE LIKE ME. ”

Economic Development Workgroup



Photo Credit: David J. Murray, ClearEyePhoto.com

Economic Development is a long-term endeavor to create conditions for economic growth and improved quality of life by expanding capacity of individuals, firms and communities to use talents and skills to support innovation, lower transaction costs, and responsibly produce and trade valuable goods and services.

The economic development workgroup defined the following three priority areas.

- Finance, Training, and Network Awareness: Increase access to business capital, business development training, technical assistance and business networks for people of color, immigrants and low-income entrepreneurs
- Digital Equity: Remove digital divide barriers to economic inclusion and self-determination for all New Hampshire residents
- Community Reinvestment Act (CRA): Push the implementation and enforcement of the CRA to better support low-income residents and people of color to access home ownership as an important path to build wealth. Work to build collaborations around CRA, join forces with existing agencies and assist with proactive compliance.

Economic Development Workgroup Draft Action Plan Priorities

- Increase awareness of organizations in the economic development arena about systemic and organizational barriers to economic development for the target communities
- Create an economic development ecosystem map, determine the gaps in it and how it connects with other sector workgroups
- Convene a state-wide conversation on digital equity
- Build a collaborative network to proactively implement the CRA

“ IT’S GOOD TO SEE HOW MANY PEOPLE IN NEW HAMPSHIRE ARE INTERESTED IN WORKING ON RACE & EQUITY ISSUES ACROSS SO MANY SECTORS. ”

Economic Development Workgroup Draft Action Plan Recommendations

- Design an implicit bias assessment to examine systemic policy barriers that exclude people of color
- Create process and training to support organizations to remove these barriers
- Document the major players in the economic development area in NH
- Determine how economic development connects/interfaces with housing, transportation, workforce development, and other key systems and areas
- Assess the policies, practices and cultural norms that lead to barriers and opportunities in the economic development area
- Determine how to increase entrepreneurship and employment for people of color, immigrants and low-income individuals
- Include diverse stakeholder voices in the design of future diversity and inclusion events
- Build alliances with local and state officials to develop systems that will create positive change and measurable impact on the targeted communities
- Determine the data needed to achieve the priorities
- Develop evaluation processes and collect data to measure outcomes

Input from Symposium 2.0 Economic Development Workgroup Participants

- Create a thoughtful and sustained process that builds trust among individuals and communities.

This is critical to enhancing economic development for people of color, immigrants and low-income individuals

- Involve diverse organizations and communities in ongoing economic development recommendations and activities to ensure their voices and cultural needs are incorporated
- Develop partnerships with appropriate business/economic, planning and community organizations for targeted populations
- Research and analyze economic development initiatives that use best practice models
- Provide training and technical assistance to people of color, immigrants and low-income individuals and entrepreneurs



Photo Credit: David J. Murray, ClearEyePhoto.com

“ IT IS INCREDIBLE TO BE IN A ROOM WITH OTHERS WHO ARE COMMITTED TO BUILDING A MORE EQUITABLE FUTURE FOR NEW HAMPSHIRE. THE WORK IS HARD AND MULTI-GENERATIONAL, BUT IT IS PRECISELY BECAUSE OF THIS THAT THE WORK IS SO MEANINGFUL AND CRITICAL. ”

Education Workgroup



Photo Credit: David J. Murray, ClearEyePhoto.com

Education is the process of teaching or learning and includes early learning, primary school, secondary school, college/university and apprenticeships. Education can take place in informal or formal settings and can occur across the lifespan.

Education Workgroup Draft Action Plan Priority

- Support implementation of equity literacy across New Hampshire’s educational sector to create systemic change

Education Workgroup Draft Action Plan Recommendations

- Support stakeholders to implement changes necessary to improve equity literacy
- Educate community about racial equity, power and privilege
- Implement policies and procedures that create equity in hiring and evaluating teachers/ educational staff
- Work with partners to implement equity literacy and cultural competency training as part of teacher training and professional development

“ WE CAN TAKE SMALL STEPS RIGHT NOW TO MAKE LASTING IMPACT IN OUR COMMUNITY. ”

Input from Symposium 2.0 Education Workgroup Participants

- Engage with all stakeholders to determine and implement the education workgroup recommendations so that their diverse voices and needs are incorporated
- Achieve goals by collaborating with teachers, parents, students, school administrators and staff, faith-based and private industry organizations, civic groups, education-related associations, all types of educational institutions, organizations and individuals in the community
- Expand teacher and other school staff education and training to enhance cultural competency and understanding of equity literacy
- Prepare communication strategy and plan that's targeted and relevant to each stakeholder group, and also educates them about racial equity
- Research and analyze educational initiatives using best practice models
- Develop and communicate clear definitions of equity literacy and other key terms
- Determine the data needed to achieve the priorities
- Develop evaluation processes and collect data to measure outcomes
- Gain buy-in for the recommended priorities from key stakeholders

Government Workgroup



Government is a group of people that sets and administers public policy and exercises executive, political and sovereign power through customs, institutions, and laws within a country, state, county or local city or town. Public sector organizations are owned and operated by the government and exist to provide services for its residents.

Government Workgroup Draft Action Plan Priorities

- Improve processes across NH government agencies to address institutional and systemic biases to eliminate access issues and outcome disparities for all constituents
- Conduct Equity Impact Reviews on all new and existing NH laws and policies to inform policy makers and public about potential negative impacts that perpetuate inequity

Government Workgroup Draft Action Plan Recommendations

- Address barriers and disparities in civic participation and constituent access
- Establish goals and outcomes for government services through a race and equity lens
- Define and implement best practices (e.g. improved information systems, resource allocation and training) to increase capacity of all state government agencies and sectors

- Use Equity Impact Reviews to educate and raise awareness of how NH laws and policies affect diverse populations
- Ensure that all state agencies comply with Federal civil rights laws around communication access including access to interpretation, translation and assistive technologies for people who need it

Input from Symposium 2.0 Government Workgroup Participants

- Clarity and use of terms is important. Should use the word equity instead of equality
- Create a thoughtful and sustained process that builds trust among government organizations, individuals and communities
- Maximize inclusion by involving diverse people and communities in ongoing government workgroup efforts and recommendations to ensure that many voices are heard, and cultural needs are incorporated
- Define equity, race, racial, and other key terms to create a common language. Hold government agencies accountable for collecting accurate data and for the completion and dissemination of Equity Impact Reviews
- Illuminate issues and concerns around access to government services by gathering stories and testimony from multiple constituencies
- Engage with various stakeholders to understand and mitigate concerns related to doing Equity Impact Reviews.
- Build flexible and dynamic processes to address stakeholder concerns and allow many different stakeholders to effectively use
- Complete research to measure and expand access to government services through a race and equity lens.
- Leverage existing frameworks and best practices; learn from their successes and challenges
- Define success and develop metrics to evaluate results

Health Workgroup



Photo Credit: David J. Murray, ClearEyePhoto.com

Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. Health is determined by the conditions in which people are born, grow, live, work and age.

Health Workgroup Draft Action Plan Priorities

- Improve the health outcomes of racial and ethnic minorities in New Hampshire
- Identify a high priority Social Determinants of Health (SDOH) issue and advance the implementation of evidence-based interventions
- Increase the inclusiveness, quality and effectiveness of NH's health care delivery system
- Advocate for community engagement and mobilization of administrative, regulatory and public policy changes that reduce disparities and advance health outcomes of racial and ethnic minorities in NH

Health Workgroup Draft Action Plan Recommendations

- Research and gather information to increase understanding of health disparities in NH

- Support collaborative efforts to implement health equity principles and practices such as:
 - » Training health system organizations on the Culturally Effective Organizations framework
 - » Advocating for continuous professional development of health systems staff on cultural competency and racial justice
 - Identify the infrastructure and capacity to support health equity initiatives
 - Ensure that the voices of NH's racial and ethnic individuals and communities are heard
 - Increase opportunities for diverse voices to actively participate in continuous improvement of health care systems
 - Identify benchmarks and metrics to evaluate priority outcomes
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“ THE SYMPOSIUM PROVIDED A MUCH NEEDED OUTLET FOR DISCUSSING OUR COMMUNITIES’ INEQUITIES. ”

Input from Symposium 2.0 Health Workgroup Participants

- Define a common language for all health stakeholders and 6 workgroups to use
- Provide consistent definitions for terms like health equity, cultural competence, equity literacy, linguistics learning, etc.
- Ensure agreement on the key stakeholders and their roles. For example, define role of existing health equity programs, policy makers, healthcare professional associations, and other stakeholders
- Ensure that people of color are actively engaged to define health system issues/gaps, their needs and how to meet them. Consider barriers that prevent engagement for people of color, such as transportation and work hours. Implement solutions to minimize these barriers
- Identify and gather data to understand health disparities and other information necessary to achieve recommendations
- Determine the next steps/phases and a timeline to plan and implement them
- Address how health intersects with the other sector workgroups like education, economic development, etc. Examine and integrate priorities and recommendations into a cohesive plan.
- Acknowledge the unique needs of each community when prioritizing Social Determinants of Health.
- Address structural/systematic race and equity concerns, not just individual concerns

Law Enforcement/Criminal Justice Workgroup



Photo Credit: David J. Murray, ClearEyePhoto.com

Criminal Justice is a system of institutions and practices aimed at upholding social order, deterring, investigating and mitigating crime, and/or sanctioning those who violate laws with criminal penalties or rehabilitation efforts. In the U.S. there are numerous justice systems that differ by jurisdiction.

The Law Enforcement/Criminal Justice workgroup was challenged to draft an action plan that bridged members' deeply differing perspectives on issues of race and equity. The concerns and dynamics that arose within this workgroup reflect the reality of systemic racism and the way it evokes profound sentiments for all involved. The Law Enforcement/Criminal Justice workgroup's Draft Action Plan highlights several topics and possible priorities as starting points for Symposium 2.0 participants to consider.

Law Enforcement/Criminal Justice Workgroup Draft Action Plan Topics

- Consider a holistic view of how race and equity impacts all stakeholders when creating the action plan. Law enforcement includes the police, prosecutors/public defenders, judges, policy makers, advocates, those affected by crime and incarcerated people
- Quantitative data is critical to understanding and making good law enforcement/criminal justice decisions, but data alone does not tell the full story

- Qualitative data and narratives that amplify all voices, perspectives and lived experiences are necessary to tell the full story

Law Enforcement/Criminal Justice Draft Action Plan Potential Priorities

- Agree on accountability of Law Enforcement/Criminal Justice system, individuals and institutions and the public
- Procure and analyze qualitative and quantitative New Hampshire data that gives a holistic picture of law enforcement/criminal justice system and practices
- Evaluate disproportionate penalties and consequences based on racial profiling; i.e. school-to-prison pipeline, police traffic stops, etc.
- Increase professional development, training and coaching for all stakeholders
- Explore long-term reintegration services for the formerly incarcerated such as housing, workforce development, education, etc.
- Change social perceptions of law enforcement/criminal justice constituencies by researching and sharing success stories
- Connect stakeholders to existing resources to address race and equity concerns such as organizations, research, statistics, frameworks, conferences, workshops and other professional development opportunities

Input from Symposium 2.0 Law Enforcement/Criminal Justice Workgroup Participants

- Leverage process to create trust among law enforcement/criminal justice workgroup members to enable agreement on common problems and goals
- Ensure that all participants within the law enforcement/criminal justice spectrum, including incarcerated people, have a voice in preparing the action plan
- Determine and provide participants with necessary data to create an effective action plan
- Ensure that all stakeholders have implicit/racial bias training
- Action plan should address how to rebalance the power dynamics between the law enforcement/criminal justice system and incarcerated people
- Assess and incorporate areas that often intersect with race, such as socio-economic class, sexual orientation, gender, disability, etc.
- Research and evaluate the role of restorative justice in the action plan
- Engage community and law enforcement/criminal justice stakeholders in conversation about race and equity in NH

Common Themes Across Workgroups

Common processes, activities and tools could be developed to support the workgroups to better define, manage and implement these themes.

1. To do the work and achieve outcomes, it's critical to first build trust with key stakeholders.
2. Greater participation of diverse voices in the process is needed, including those most affected by race and equity issues.
3. Clear and concise definitions of terminology and outcomes are important to ensuring that all stakeholders are on the same page and stay aligned and focused.
4. Existing best practice models specific to each workgroup's priorities should be researched, modified and used.
5. Identify and collect data necessary to leverage existing or completed work, and to measure outcomes.
6. Additional training for people in all sectors is necessary to better understand issues related to equity, inclusion, diversity and race in NH.

“ I FEEL INSPIRED AND I FEEL LIKE I'M PART OF A COMMUNITY THAT IS MOVING FORWARD TOGETHER WITH A SHARED PURPOSE FOR JUSTICE. ”

Conclusion and Next Steps



Photo Credit: David J. Murray, ClearEyePhoto.com

“ AS A RESULT OF ATTENDING SYMPOSIUM 2.0, I AM MORE COMMITTED TO ENGAGING IN EFFORTS TO MAKE NEW HAMPSHIRE MORE INCLUSIVE AND EQUITABLE. ”

Many participants left Symposium 2.0 on Race & Equity in NH feeling exhilarated and eager to continue building movement towards addressing race and equity in NH. The Endowment for Health and its community partners understand that this work requires long-term commitment and will continue to mobilize a large group of allies to take the next steps towards ensuring that NH becomes a welcoming and inclusive state that values every person.

While the six race and equity sector workgroups met to create their Draft Action Plans, the Governor's Advisory Council on Diversity and Inclusion, a panel of state leaders and officials, held numerous listening sessions across the state and made policy, budgetary and legislative recommendations.

Tangible progress was made as evidenced by the law Governor Chris Sununu signed in July 2019 “to create state-level anti-discrimination protections in public schools, a sweeping change that would allow anti-discrimination lawsuits against school districts in New Hampshire courts. This law was one of the principal recommendations of the Governor’s Advisory Council on Diversity and Inclusion.”¹

The Civil Rights Unit within the NH Attorney General’s Office works to enforce this new and existing anti-discrimination and civil rights laws. The Unit also educates the public about rights and responsibilities under these laws and develops training for local officials.

The Race & Equity in NH Series will work in tandem with the Governor’s Advisory Council on Diversity and Inclusion and the Civil Rights Unit to advance the conversation and progress the agenda. In the next phase of its work, The Race & Equity in NH Series will reconstitute the six sector workgroups, finalize the Draft Sector Action Plans, and implement prioritized action steps.

By continuing to collaborate with diverse communities, individuals and organizations, the Endowment for Health seeks to propel the race and equity movement in New Hampshire.



¹ As reported in article written by Ethan DeWitt published on 7/18/19 in the Concord Monitor newspaper

