



NEW HAMPSHIRE CHARITABLE FOUNDATION

New Hampshire Charitable Foundation Non-Profit Research Synthesis

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Overview

The New Hampshire Charitable Foundation contracted with Anthony Poore to develop and perform a literature review and synthesis of existing state and national data sources (needs assessments, policy briefs, articles, etc.) assessing the needs and obstacles to opportunity experienced by New Hampshire's BIPOC communities and the strategies and promising practices to address the identified needs and obstacles.

The review & synthesis focused on **six (6) Domains** identified by New Hampshire Charitable Foundation staff that included **twenty-two (22) Sub-Domains**. The six domains are [Basic Needs & Vulnerable Populations](#), [Economic Development](#), [Education](#), [Community Development & Engagement](#), [Environment & Natural Resources](#), and [Criminal Justice](#).

Certain sub-domains like *Senior Services*, *Substance Abuse Disorders*, and New Hampshire's *BIPOC Labor Force* lack data on the intersectionality of race and ethnicity. This includes state specific recommendations and strategies to eliminate the needs and/or barriers to opportunity. This is not entirely surprising given the State's and non-profit community's limited monitoring & evaluation capacity and ability to report data by race, ethnicity, and language across domains and sub-domains. All national and state data (needs assessments, policy briefs, articles, etc.) are organized by domain including the list of New Hampshire organizations (public & private) who provided the source data. This information is available as an appendix.

Through the course of the literature review and synthesis a number of cross cutting themes became apparent. These themes were/are consistent across all domains and sub-domains, arguably having contributed to the longstanding inequities across race and ethnicity in New Hampshire. These themes are mutually reinforcing and require a multiplicity of coordinated and collaborative systems, organizational, and community-level interventions.

Themes Across Domains

- Many factors have contributed to longstanding inequities in incomes and resources available to racial and ethnic minority populations.
- Systemic and persistent inequities contribute to a lack of access to opportunity for Granite Staters identifying with racial and ethnic minority groups across sectors.
- The negative impact(s) of systemic and persistent inequities are greater for New Hampshire's BIPOC communities than the majority population.
- While New Hampshire's BIPOC communities are impacted by the same factors that negatively impact New Hampshire's majority population, New Hampshire's majority population is not always impacted by the same factors that impact New Hampshire's BIPOC communities.
- The perception that New Hampshire is ethnically and racially homogenous is a barrier, and increasingly a distortion of New Hampshire's true demographic profile.
- Public and private sector allies need to respect the voice of those most affected by issues of race and equity by centering their voices, respecting their goals for their communities, and stepping aside and allowing them to serve as spokespeople for their own causes.
- People of color often feel dismissed or unwelcomed when attempting to participate in public meetings, processes, and events.
- Funders and other community-based organizations need to build trust with stakeholders and reflect the communities they serve.
- The ability to break down and report data by race, ethnicity, and language is lacking across domains and sub-domains and should be strengthened.
- Clear and concise definitions of terminology and outcomes are important to ensuring that all stakeholders across sectors are aligned and focused.
- Organizations across sectors need to examine and change internal practices and procedures that serve as barriers to those who need access to our services.
- Existing best practice models across domains should be researched, modified, and used.
- Additional training for people in all sectors is necessary to better understand issues related to equity, inclusion, diversity, and race in New Hampshire.
- New Hampshire needs culturally and linguistically competent services for all.

Basic Needs & Vulnerable Populations

FOOD SYSTEMS/FOOD INSECURITY

Key Assumptions & Findings

- Farmland is vanishing across the country.
- White landowners currently control between 95-98percent of the farmland in the United States and nearly 100percent in the Northeast.
- Access to land is the number one barrier for people of color to feed the communities healthy, fresh food.
- Food insecurity levels are higher among households in poverty, households headed by single parents, and black and brown households.
- Structural changes in employment opportunities, limited income growth for low-income earners, and differing state and federal policies have affected food insecurity.

Recommendations & Strategies

- Honor indigenous sovereignty
- Land acquisition and linking
- Farmer resources & training
- Develop supportive policies and advocacy opportunity.
- Increase the maximum allotment of SNAP benefits.
- Increase the minimum allotment of SNAP benefits.
- Increase SNAP eligibility
- Innovations in the food industry and food production systems
 - Urban and vertical agriculture
 - Improve sustainability, reduce waste.
- Focus on regional food systems.

AFFORDABLE HOUSING

Key Assumptions & Findings

- Continued lack of supply of affordable home ownership and rental opportunities.
- Significant impediments continue to impact housing choice for protected class members in New Hampshire.
- The lack of quantitative data on the prevalence of housing discrimination in the state is a recurring impediment.
- Income inequality is compounded by income-based housing segregation resulting in vast inequalities in neighborhoods' social, economic, educational, and political resources.
- Income-based segregation perpetuates generational poverty and disadvantage.

- Land use controls, such as local zoning ordinances, are a key factor in the creation or suppression of economically diverse communities.
- Municipalities' use of high acreage minimum lot size, low density requirements, and other overly restrictive zoning ordinances to control growth, act to limit affordable housing development.
- People of color concentrated in the poorest neighborhoods faced conditions and access to opportunity far below the state average. In addition, one census tract in Manchester now meets HUD's definitions of racially/ethnically concentrated areas of poverty.
- Housing problems, including high costs and incomplete facilities, have disproportionate impacts on certain groups in New Hampshire.

Recommendations & Strategies

- Increase supply of affordable rental and home ownership opportunities.
- Homebuyer counseling and education programs are one of the most effective vehicles to increase prospective new homebuyers' access to the most favorable lending programs.
- Create a Fair Housing and Equity Panel to review progress on impediments.
- Increase institutional cultural competency.
- Create a Five-Year Equity Education and Training Plan.
- Continue work and messaging on land use controls and affordable housing.
- Renew efforts to prohibit source-of-income discrimination.
- Continue to collaborate on and enhance fair housing training and informational programs.

HOMELESSNESS

Key Assumptions & Findings

- Discriminatory housing policies throughout our country's history have prevented people of color from building wealth and have resulted in disproportionate rates of poverty and homelessness. Disparities are often interrelated and compounding.
- Black/African American people are slightly more prevalent in New Hampshire's homeless population compared to the national population.
- Hispanic/Latino descent are considerably over-represented among New Hampshire's homeless population.
- While the Native Hawaiian/Pacific Islander population makes up the smallest percentage of people in New Hampshire, the rate of homelessness among this population is the largest.

Recommendations & Strategies

- All housing and homeless policy recommendations and program initiatives need to be assessed and developed through a racial equity lens.

BEHAVIORIAL HEALTH

Key Assumptions & Findings

- Equity was the lowest scoring domain from the 2020 Children’s Behavioral Health Assessment, as it was in 2017.
- Within that domain, Inclusive Participation (the degree to which diverse groups/individuals are involved in decision making), the development of Culturally and Linguistically Competent Programming, and the availability and use of Equity-Related Data are least developed.
- The ability to break down and report data by race, ethnicity, and language is lacking in the Children’s Behavioral Health field.
- Research studies often do not include people of color or even a breakdown of findings based on race. As a result, findings often lack vital information necessary to understand the impact on these groups.
- Equity-related resources are hard to come by, and implementation is perceived as lacking in quality, especially beyond more racially diverse (i.e. urban) areas of the state.
- The perception that New Hampshire is ethnically and racially homogenous is a barrier, and increasingly a distortion of our true demographic profile (particularly for children, who demonstrate the greatest diversity of any population segment).
- BIPOC mental health statistics indicate a need for mental healthcare reform to adequately address the inequities experienced by people of color and their communities.
- BIPOC communities are more susceptible to mental health problems and less likely to utilize available services.
- BIPOC youth are more likely to end up in the criminal justice system when they have a mental illness.
- Indigenous Americans report the highest rates of PTSD, alcohol abuse, and mental illnesses overall.
- Those who identify as two or more races report more mental illnesses.
- Cultural differences and misunderstandings with health care providers seem to contribute to diagnostic problems for BIPOC patients.
- Black adults are more likely to report persistent symptoms of emotional distress than white adults. Yet only one in three black Americans who needs support gets it.
- An important factor contributing to greater mental illness among people of color is the trauma they experience from encounters with prejudice and discrimination.
- Research suggests that stress related to daily discrimination negatively impacts minority mental health, and this leads to worse physical health, as well.

- BIPOC communities are also more likely to be treated differently when it comes to mental health problems. Such disparities range from misdiagnosis to disproportionate and even inappropriate consequences for behaviors related to mental health conditions.
- The stigma around mental health and illness is often a barrier to treatment for BIPOC communities.
- BIPOC communities are more reluctant to acknowledge mental health issues and less willing to seek out related services.
- Discomfort discussing racism with white therapists can be a deterrent to treatment.
- Racial and ethnic minorities experience a variety of mental healthcare access barriers.
- Stigma, racism, and discrimination can pose significant challenges to equity in mental health access and outcomes.
- Refugee populations often leave their host countries under traumatic stress and experience harrowing and dangerous journeys in route to the U.S.
- Stressful resettlement experiences, resulting in frequent trauma, depression, anxiety, and adjustment disorders, especially in refugee children, are all-too-common occurrences.

Recommendations & Strategies

- Stakeholders believe New Hampshire needs equal access, and culturally and linguistically competent services for all.
- Increase the availability of BIPOC mental health professionals.
- Enhance the cultural competency of the mental health workforce.
- Increase use of mental health treatment in place of punitive approaches for BIPOC communities in the legal system (e.g., “problem-solving courts”)
- Include race and discrimination in mental health research.
- Screening and use of culturally appropriate, evidence-based treatments for refugee populations (e.g., trauma systems therapy for refugees), tailored to individual needs, are vital parts of community wellbeing.

DISABILITY SERVICES

Key Assumptions & Findings

- The economic disparities between people with disabilities and people without disabilities are significant. The poverty rate for people with disabilities is 19.6 percent, compared to 5.8 percent for people without disabilities.
- Significant challenges for racial justice in the disability community.

- Black people and people of color with disabilities are doubly at risk, facing layers of discrimination.
- Almost 40 percent of African Americans with disabilities live in poverty, compared with 24 percent of Non-Hispanic Whites, 29 percent of Latinos and 19 percent of Asians. People of color with disabilities seem to face double marginalization, discrimination and stigma that lead to poor socioeconomic outcomes.
- Nationally, two-thirds (67 percent) of African American families with a disability were unbanked or underbanked, compared with 40 percent of Non-Hispanic White households, 54 percent of Latinos and 40 percent of Asians.
- People with disabilities reported higher rates of foreclosure and debt collection issues than people without disabilities.

Recommendations & Strategies

- Examine & change internal practices and procedures that serve as barriers to those who need access to our services.
- Integrate financial capabilities training into social and human service delivery.
- Engage the Communities of People with Disabilities and People of Color
- Organizations should reflect the communities they serve and implement practices that ensure employees from all backgrounds have the opportunity to contribute, advance, and thrive.
- Recruitment networks can be broadened to include non-English publications and other media, as well as outreach to community churches and organizations that serve specific ethnic groups.
- New Hampshire’s disability services agencies must work with immigrant and refugee communities to ensure members in these communities who have disabilities are getting the services and supports that they need.

SENIOR SERVICES

Key Assumptions & Findings

- **NO** available data on the intersection of race and the provision of senior services.

Recommendations & Strategies

- Unable to locate state specific sub-domain recommendations & strategies.

ADVOCACY/REPRESENTATION FOR MOST VULNERABLE

Key Assumptions & Findings

- Immigrants often do not understand the openness of our culture, and their legal rights, causing them to “keep their heads down” with respect to landlords and public authorities, for fear of potential retribution if they raise concerns.

- Language can be a significant barrier to effectively communicating information to the public, as well as to public engagement.
- Feelings of not being welcomed may be playing a role. One stakeholder expressed the view that people of color in Manchester almost universally feel dismissed and unwelcomed when trying to participate in public processes.
- There is a greater need for resources at the community-organizing level, and for statewide organizations to coordinate more closely with local community groups and citizens.
- The New Hampshire ACLU states a nationwide attempt to censor discussions of race in the classroom is underway.

Recommendations & Strategies

- Improved systems of care
- School discipline reform
- 10-year Mental Health Plan, ensuring that children have access to comprehensive home and community-based supports and services
- Complement Multi-Tiered System of supports for Behavioral Health and Wellness (MTSS-B).

Healthcare Access

Key Assumptions & Findings

- People of color experience more barriers in their access to health care, and consequently suffer from many chronic health issues at higher levels.
- From higher infant-mortality rates to more frequent cases of obesity, heart disease, and lung disease, people of color suffer disproportionately, often due to having a harder time receiving care.
- Health insurance beyond the initial eight-month period is currently unavailable to African refugee families.
- Access to interpreter services, and ethnically matched professionals and paraprofessionals is available but still limited.
- There is a need for primary care and prevention that extends beyond refugee health screening.
- There is a need for the identification and treatment of emerging chronic illness including diabetes.
- There is a need for cultural competence training in health communication for families.
- There is a need for refugee family health literacy.

Recommendations & Strategies

- 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 New Hampshire'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.
- Update the language on websites and forms to be more inclusive.
- Re-formatting medical records to better support our transgender and gender non-conforming patients.
- Providing staff training on LGBT+ inclusivity and cultural competency.

Substance Abuse Disorder

Key Assumptions & Findings

- Blacks and Latinos have limited access to prevention, treatment, and recovery services for substance use disorders.
- While Blacks & Latinos have similar rates of opioid misuse as the general population, in recent years Blacks have experienced the greatest increase in rate for overdose deaths from non-methadone synthetic opioids.
- Among women who reported using alcohol, being African American and less educated were associated with binge drinking, but race/ethnicity and educational level were not associated with binge drinking in men who reported using alcohol.
- Among Asian Americans, chronic liver disease is a leading cause of death. While the cause is not always known, some cases can be initiated by conditions such as chronic alcoholism, obesity, and exposure to hepatitis B and C viruses.
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Recommendations & Strategies

- Unable to locate state specific sub-domain recommendations & strategies.

Family & Youth Supports

Key Assumptions & Findings

- Issues of equity and quality and access to early care, health care, information, and other resources — especially for rural and vulnerable families — as needing attention.
- Socioeconomic and political contexts (e.g., social policies about housing and education) lead to individuals' socioeconomic position (e.g., education, income, or occupation), which then impacts their resources and living conditions, greatly reducing some children's opportunities to thrive.
- Social policies and structural factors limit resources and supports that directly impact children's outcomes, especially for low-income and racially and ethnically underrepresented children and their families.
- Statewide, about 10 percent of children were in poverty, while the child poverty rate for Nashua was 14 percent and for Manchester was 22 percent.
- Children in Manchester and Nashua, which are more racially and ethnically diverse cities than the state as a whole, are more likely to face financial hardship at home.
- Many children in New Hampshire who identify as a racial or ethnic minority live in communities where the resources available to friends and neighbors may also be limited, decreasing their abilities to provide support to one another in times of need.

Recommendations & Strategies

- Expand access and equity and improve transitions for children and their families across the span of early childhood supports, services, and educational environments.
- Ensure equity of opportunity in access to and implementation of programs, services, supports, and policies affecting children and families whether they are offered in or out of homes, by parents, or by professionals.
- Provide culturally and linguistically appropriate information about supports and services in formats that are accessible to families.
- At the state level, bring together medical and dental professional organizations to address systems-level barriers to pediatric oral health preventive services delivery.
- Develop state-level policies and funding to address the barriers to preventive pediatric oral health.
- Addressing early childhood development inequities and disparities requires a deep examination of systems that invisibly maintain and perpetuate inequities.

Economic Development

Workforce

Key Assumptions & Findings

- Between 2007-2012 minority owned businesses in New Hampshire grew by 26.3 percent.
- Immigrants are 6percent of the state’s population, 7 percent of the workforce and 8 percent of entrepreneurs.
- New Hampshire has the highest median income in the country, but it varies greatly, with white Granite Staters making \$11,500 to \$19,000 more than those of other racial and ethnic backgrounds.
- Black, Asian, and Latino men and women have significantly less overall earnings than their White counterparts, according to 2000 Census estimates.
- The poverty rate for individuals identifying as Black or African American was estimated to be 19.8 percent, or roughly one in five individuals living with incomes below poverty levels, nearly three times the poverty rate of non-Hispanic white individuals.
- Those who were Asian, identifying with two or more races, or born outside the United States also experienced higher poverty rates than the state as a whole.
- Households with Black or African American householders had an estimated median income that was statistically indistinguishable from the median incomes for Hispanic households or those with householders identifying as two or more races, the estimate for these households of \$51,630 was 69 cents per every dollar in a non-Hispanic white household’s median income.

Recommendations & Strategies

- 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.
- Build a collaborative network to proactively implement the Community Reinvestment Act (CRA).
- Design an implicit bias assessment to examine systemic policy barriers that exclude people of color.
- 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.
- Support efforts to promote diversity, equity, and inclusion in the workplace.
- Support efforts to recruit, hire, support and retain qualified employees with diverse backgrounds and experience.

Labor Force

Key Assumptions & Findings

- Regional differences between the ten counties of the state are profound.
- Hillsborough, Grafton, Merrimack, Rockingham, and Strafford have seen increases in their average labor force sizes over time.
- The population increases in children from racial and ethnic minority groups in the state, suggest New Hampshire and its workforce are likely to become more racially and ethnically diverse over time.

Recommendations & Strategies

Unable to locate state specific sub-domain recommendations & strategies.

Living Wage

Key Assumptions & Findings

- New Hampshire Fiscal Policy Institute, suggests those experiencing job loss as a result of minimum wage increases would be likely to move to other employment opportunities and reap the benefits of higher wages.
- Workers of racial and diverse backgrounds and other marginalized groups who are over-represented among low-wage workers would be the most positively impacted by increases to minimum wages.
- New Hampshire's lowest paid workers would benefit from wage increases, improving their potential for upward economic mobility.
- Helping ensure the wage floor is higher will get more Granite Staters closer to meeting the costs of living, help make ends meet, and save for the future.

Recommendations & Strategies

- Unable to locate state specific sub-domain recommendations & strategies.

Broadband Digital Equity

Key Assumptions & Findings

- A Hispanic Heritage survey reported that 50 percent of Hispanic students were most likely to not complete an assignment due to lack of access.
- 42 percent of students say they received a lower grade on an assignment because they did not have access to the internet.
- The challenge to complete homework in safe, predictable, and productive environments can have lifelong impacts on their ability to achieve their full potential.

- Lower income parents often have less access, experience, and skill in use of e-learning tools; lower educational attainment levels; and less confidence helping their child become an effective remote learner.

Recommendations & Strategies

- Continue to convene state-wide conversations on digital equity.
- School systems, especially those in low- and moderate-income (LMI) communities, need to strengthen their capacity to recognize and address systemically all essential dimensions of the digital divide.
- Education on the use of broadband and computers for learning opportunities.
- Equitable access to tech support, hidden web resources (i.e., access to not just that which is Googleable).
- Media literacy and cyber safety skills training.

Innovation & Entrepreneurship

Key Assumptions & Findings

- Black business and community leaders think New Hampshire can be more intentional about fostering diversity.

Recommendations & Strategies

- Unable to locate state specific sub-domain recommendations & strategies.

Jobs for the Future/Green Jobs

Key Assumptions & Findings

- The clean energy economy workforce is older, dominated by male workers, and lacks racial diversity when compared to all occupations nationally.
- Efforts to reach underrepresented workers and students will be essential to capture a broader pool of talent for this sector, and ultimately forge a stronger economic connection with the communities that utilities and other employers serve.

Recommendations & Strategies

- Develop stronger recruitment and referral systems for engagement programs.
- Create “pre-apprenticeship” feeder programs to bridge divides.
- Enhance the availability of support, such as mentors, to improve completion rates of apprenticeships and other programs.
- Focused attention on making apprenticeships and experiential learning in the clean energy sector deliver on inclusion as the nation grows more diverse.

Education

Early Education

- There is no one singular system of care designated to deliver early childhood and family mental health services in New Hampshire.
- Early childhood and family mental health services were described as disjointed, siloed, and, in some cases, non-existent.
- Limited workforce capacity in the fields of mental health, early childhood education and development, and family support arose as a major challenge across the state.
- The high cost of evidence-based models prevented them from wide-spread implementation across the state.
- There is tremendous variability across New Hampshire communities in the extent to which the state's youngest children and their families face various risks and stressors that can compromise healthy child development.
- Access to district preschool programs is not aligned with the districts where children are most at risk of poor academic performance because of high rates of poverty and other disadvantages.

K-12 Public Private

- 31 percent of Hispanic and 26 percent of black students were proficient in math by 4th grade compared to 57 percent of white students.
- Hispanic students are 3 times as likely to miss school because they feel unsafe than white students; black students are almost twice as likely.
- 20.2 percent, 21.8 percent and 13.6 percent of Hispanic, American Indian, and black students respectively lack a high school degree compared to 8.9 percent white students.
- The relationship between student proficiency scores and individual family income was stronger than the relationship between student proficiency scores and the community's median household income.
- The percentage of students living in poverty has increased, even as the overall student population has decreased 12 percent since 2008.
- Students with disabilities are often underrepresented in work-based learning programs.
- Students of color are underrepresented in gifted and advanced programs, regardless of whether they have achieved high standardized test scores.
- Unpaid internships and volunteer work in high school may not be accessible for students who are navigating poverty.
- Manchester's test scores indicate growing achievement gaps, both in terms of performance relative to the state (where the math and English Language Arts gaps are widening) and across student sub-groups within the district.

- A 2016 report from the Carsey School of Public Policy found significantly higher rates of suspension and expulsion among New Hampshire’s urban schools, particularly for students of color.

Post-Secondary Education

- Low-income students are dropping out of college in alarming rates. This was true before the pandemic.

Why:

- Financial strain from economic loss
- Fear of COVID infection
- Reticence about online learning
 - Limited access to technology, poor internet connectivity and competing family obligations.
- Summer and Fall enrollments show outsized decreases among black and rural white students.
 - Blacks: 8 percent drop in overall undergraduate program enrollments, 11percent decrease in community college enrollments
- Decreases in tuition deposits among students at all middle-and lower-income levels, particularly among students with an Expected Family Contribution (EFC) below \$10K.
- FAFSA completion is down 4 percent annually, with a 6 percent decline in FAFSA completion among students graduating from Title I high schools, which serve high poverty communities.
- 2017-2018 was the first time that white students no longer constitute a majority of undergraduates in U.S. public colleges.
 - Overall declines in Black Students.
 - Rose slightly at public 4-year colleges, drop of more than 12percent at 2 year colleges.
 - Growth in Latinx students
 - Realized gains at 4-year and 2-year colleges.
 - Decline in white students
 - 48 states plus DC reported a decline in their white undergraduate enrollments.
 - 2-year colleges generally saw greater declines in white student enrollments than 4-year colleges.
 - New Hampshire: Changes in white students were fewer than 400 in either direction.
- Many of the systems, policies, and practices in higher education were built for wealthier white consumers.

Recommendations & Strategies

- Support implementation of equity literacy across New Hampshire’s educational sector by working with partners to implement equity literacy and cultural competency training as part of teacher training and professional development.
- 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.
- Develop and communicate clear definitions of equity literacy and other key terms.
- Determine the data needed to achieve the priorities and evaluation processes to measure outcomes.
- Develop comprehensive, inclusive, and sustainable institutional policies that affect individual and collective behaviors.
 - These changes in behavior help support and create the change in institutional culture required to be successful.

Community Development/Community Enrichment

Arts, Culture and the Humanities

Key Assumptions & Findings

- Blacks are underrepresented in most academic humanities programs.
- Black Americans were somewhat more likely than Whites to strongly agree that the humanities help Americans appreciate cultural diversity.
- Blacks, joined by Hispanic Americans, were also more likely to embrace the notion that the humanities help Americans work more creatively and effectively.
- A larger share of Hispanics than White Americans strongly agreed that the humanities make the economy stronger.
- Blacks were more likely than Whites to agree with negative statement regarding the Humanities.
- On the statements about humanities activities costing too much or the field undermining one's values, Hispanics joined Blacks in being likelier than Whites—and Asian Americans—to strongly agree.
- A key difference between Blacks and Hispanics is that the former group was more likely to believe that the field attracted elitist and pretentious people.
- Black and Hispanic Americans were somewhat likelier than Whites to react very favorably to both humanities and arts, and women were more likely than men to have a very favorable reaction to the terms.
- Although black and minority artists are enjoying greater representation, it remains white people who predominantly sell—and buy—their work.
- Artists say African Americans are absent from historical art collections in some of the world's largest museums, galleries and major auctions.
- People of Color have been excluded from the ranks of fine artists in America and viewed only as "objects of observation."

Community Engagement

- Unable to locate state specific sub-sector key assumptions, recommendations & strategies.

Journalism

- Intersectionality largely missing from journalism & scholarship.
- This type of coverage flattens the consequences of bias rather than multiplying them and portrays one facet of identity as more significant than another.
- Mass media scholarship has largely not attended to intersectional identities and has tended to focus one aspect of identity such as race, gender, class, or sexual orientation.
- When it comes to reporting on bigotry, journalism has a well-studied history of ignoring it or producing narratives that question it or reinforce stereotypes by overrepresenting African Americans as perpetrators in crime stories.
- A longitudinal body of work has documented substantial differences in news coverage of political candidates from marginalized groups, but most of these studies have focused on a single dimension of identity.

Recommendations & Strategies

- 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.
- Recognize that there are multiple forms of systemic discrimination that block people from realizing equal opportunity in the United States.
- Appreciate that forms of systemic discrimination intersect with each other and present unique challenges for affected individuals and communities.
- Respect the voice of those most affected by issues by centering their voices, respecting their goals for their communities, and stepping aside and allowing them to serve as spokespeople for their own causes.
- Be inclusive and incorporate different perspectives when talking about issues.
- Acknowledge that individuals with intersectional identities may face unique challenges in how their families are perceived and in building and sustaining their families.
- Ensure that data collection does not overlook the experiences of individuals with intersectional identities.
- Be open to thinking creatively about social justice issues, assessing how issues connect with seemingly unrelated topics, and considering how they may have unintended consequences for other areas.
- Strive to collaborate with people and/or provide resources for people from different communities, issue areas, and sectors to promote transformative change.

Environment & Natural Resources

Key Assumptions & Findings

- Substandard housing associated with an aging housing stock was identified as a significant, overarching problem.
- As housing stock falls into disrepair, it attracts people who cannot afford better, safer housing, thereby disproportionately exposing poor people to the various dangers.
- The central urban areas of Manchester and Nashua contain old housing stock with attendant problems (such as lead paint & asthma).
- Refugees are resettled into, or after initial resettlement move into, substandard housing, exposing them to associated risks such as lead poisoning.
- The most impoverished people, often with high concentration of minorities, are living in the oldest housing stock.
- A recent survey of immigrant workers found that significant percentages of survey respondents “always” and “sometimes” experienced work conditions involving dangerous chemicals, as well as conditions involving tiring or painful positions and repetitive hand, arm or shoulder movement.
- An environmental / community epidemiologist, to assess and analyze determinants of poor health, was identified as an ongoing resource need.
- An independent assessment of the spatial relationships between industrial land uses and residences would be valuable.
- There is a perception that citizen participation, and New Hampshire Department of Environmental Services’ Environmental Equity Policy will not influence the outcome of permitting decisions.

Recommendations & Strategies

- The problem of lead poisoning remains significant and was frequently identified as a major, ongoing concern.
- Build and enhance the existing environmental justice community for collective impact and as a catalyst for change.
- Embed environmental justice in current work.
- Advocate for needed data and resources.
- Eliminate harmful household toxic exposures.
- Assess the extent to which existing laws are not being properly implemented or enforced.
- Update and enhance the state’s Environmental Equity Policy and permitting processes.

Criminal Justice

Key Assumptions & Findings

- Minorities face greater arrest rates than whites and the punishments they face in court can be disproportionately heavy.
- The same high incarceration rates for people of color – especially Black people – seen across the country exist here in New Hampshire.
- The rate of incarceration for Black people in New Hampshire is more than four times higher than their demographic.
- Black people make up 1.7 percent of New Hampshire’s population but hold 7 percent of the prison and jail population.
- Hispanic people make up 4 percent of the population and hold 7 percent of the prison and jail population.
- White people, on the other hand, make up 92.4 percent of the population, and only 84 percent of the prison and jail population.
- The disproportionate contact with the judicial system means that Black youths are unequally targeted from a young age.
- Black boys and girls comprise something like 14 percent of all youths under 18 nationwide. But they are between 30 and 45 percent of kids in the criminal justice system.

Recommendations & Strategies

- 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.
- Systematic racism needs to be addressed at all levels of government.
- Law firms, universities, courts, the public defender’s office, and the attorney general’s office must increase Black representation within the criminal justice system in N.H. and the nation.



**NEW HAMPSHIRE
CHARITABLE FOUNDATION**

New Hampshire Charitable Foundation Non-Profit Research Synthesis
Source Data by Domain (National & State)

Food Systems/Food Insecurity	<ul style="list-style-type: none"> • <u>Famers of Color Land Trust</u> • <u>Food Insecurity and Economic Conditions During the Great Recession and COVID-19 Crisis</u> • <u>Food and Housing Insecurity in the Wake of COVID-19 Old Problems, New Opportunities? (National Data Source)</u>
Affordable Housing	<ul style="list-style-type: none"> • <u>Housing Market Snapshot, Spring 2021)</u> • <u>2020-Analysis-Impediments-Fair-Housing-ChoiceNH</u> • <u>NIMBYism and misguided zoning: Despite need and demand, roadblocks remain</u>
Homelessness	<ul style="list-style-type: none"> • <u>2020-State-of-Homelessness-in-NH-Report</u>
Behavioral Health	<ul style="list-style-type: none"> • <u>NH Children’s Behavioral Health Field Assessment: 3-Year Follow-Up</u> • <u>10 Year Mental Health Plan</u> • <u>Exploratory study of the social adjustment and well-being of Latino and African immigrant and refugee families in NH</u> • <u>African Refugee Needs Assessment Final Report</u>
Disability Services	<ul style="list-style-type: none"> • <u>Disability Rights Center – NH</u> • <u>Financial Inequality: Disability, Race and Poverty in America (National Data Source)</u> • <u>NH Supreme Court Access to Justice Civil Needs Assessment</u>
Senior Services	<ul style="list-style-type: none"> • <u>NH Alliance for Healthy Aging: 2021 Advocacy Priorities</u>
Advocacy/Representation for Most Vulnerable	<ul style="list-style-type: none"> • <u>New Future 2020 Policy Positions</u>
Healthcare Access	<ul style="list-style-type: none"> • <u>Endowment for Health: Race & Equity Series 2.0</u> • <u>Greater Seacoast Community Health</u> • <u>Race & Equity Series Healthcare Fact Sheet</u>
Substance Use Disorder	<ul style="list-style-type: none"> • <u>Substance Abuse & Mental Health Services Administration (National Data Source)</u> • <u>Office of Minority Health</u> • <u>New Hampshire State Health Improvement Plan (2013 – 2020)</u>
Family & Youth Supports	<ul style="list-style-type: none"> • <u>New Hampshire: Strategic Plan for Early Childhood</u> • <u>Getting it Right: Using implementation research to improve outcomes in early care and education. (National Data Source)</u>

Economic Development	<ul style="list-style-type: none"> • Inequities Between New Hampshire Racial and Ethnic Groups Impact Opportunities to Thrive • Race & Equity Economic Development Fact Sheet
Labor Force	<ul style="list-style-type: none"> • New Hampshire’s Workforce, Wages, and Economic Opportunity • Inequities Between New Hampshire Racial and Ethnic Groups Impact Opportunities to Thrive
Living Wage	<ul style="list-style-type: none"> • Seacoast Online: NH's minimum wage stands out as lowest in New England • Many New Hampshire Jobs Do Not Pay a Livable Wage
Broadband Digital Equity	<ul style="list-style-type: none"> • On Systemic Digital Equity, Systemic Inclusion, and the Teacher Librarian in the Pandemic Era, Part 1
Innovation & Entrepreneurship	<ul style="list-style-type: none"> • Black Granite Staters call for more inclusive New Hampshire
Jobs for the Future/Green Jobs	<ul style="list-style-type: none"> • Advancing inclusion through Clean Energy Jobs (National Data Source)
Education	<ul style="list-style-type: none"> • Race & Equity Education Fact Sheet • Working Towards a System that Supports Early Childhood, Infant, and Family Mental Health: An Assessment of New Hampshire’s Early Childhood and Family Mental Health Workforce • The Whole Picture of Public Education in NH • Manchester School District Data Profile • Our Community’s Plan for Manchester’s Future of Learning • National Student Clearing House Research Center (National Data Source) • Center for American Progress (National Data Source)
Community Development/Community Enrichment	<ul style="list-style-type: none"> • How Americans View the Humanities (National Data Source) • Art so white: Black artists want representation (beyond slavery) in the Met, National Gallery (National Data Source) • One of the Whitest States in America Wants More Minorities (National Data Source) • 2020 NH Civic Health Index • Send her back: News narratives, intersectionality, and the rise of politically powerful women of color (National Data Source) • Ten Tips for Putting Intersectionality into Practice (National Data Source)
Environment & Natural Resources	<ul style="list-style-type: none"> • Environmental Justice in New Hampshire An Assessment of Issues and Needs
Criminal Justice	<ul style="list-style-type: none"> • Data: Blacks imprisoned at higher rate in N.H.



NEW HAMPSHIRE
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New Hampshire Organizational Data Sources

NH Access to Justice Commission	NH Alliance for Healthy Aging
NH Business Review	NH Coalition to End Homelessness
NH Department of Health & Human Services	NH Housing Finance Authority
NH Fiscal Policy Institute	NH Office of Minority Health/Health Equity
NH Listens	Farmers of Color Land Trust
Endowment for Health	Disabilities Right Center
Keene State College	University of New Hampshire
Greater Seacoast Community Health	New Futures
Manchester Ink Link	Concord Monitor
Seacoast Online	Reaching Higher NH
Manchester School District	Manchester Proud