

NURTURE NJ

RESOURCE GUIDE

Last edited 5/6/2021

I. **Definitional and Communication Tools:**

Language to better understand Nurture New Jersey Strategic Plan components and recommendations, and to describe to others.

- See NNJ Strategic Plan Glossary (included)
- https://www.racialequitytools.org/resourcefiles/RET_Glossary_Updated_October_2019_.pdf

II. **Community Engagement and Participation Learning Tools:**

This set of tools supports the ability to navigate new initiative development, planning and implementation for the Strategic Plan in partnership with others including Community (engagement typology and process steps, facilitating power sharing, training, multisector partners (process for working across sectors), Leadership (conducting crucial conversations).

- An Introduction to Asset Based Community Development Principles and Techniques.
 - <https://www.slideshare.net/PACF/intro-to-asset-based-community-development>
- Leadership and Large-Scale Change
 - <http://leadershiplearning.org/leadership-resources/resources-and-publications>
- Adler, R.P. & Goggin, J. (2005). “What do we mean by “civic engagement?” Journal of Transformative Education, 3 (3), pgs. 236-253.
 - <https://journals.sagepub.com/doi/abs/10.1177/1541344605276792>
- Bang the Table: 100 Ideas To Engage Your Community Online
 - <https://www.bangthetable.com/100-ideas-to-engage-your-community-online/>
- Building Movement Project.
 - <https://buildingmovement.org/>
- Borrup, T. 2011. The Creative Community Builders’ Handbook: how to transform communities using local assets, art, and culture. New York, NY: Turner Publishing Company. ISBN-13 978-0-940069-47-3.
- Clear Impact.
 - <https://clearimpact.com/solutions/asset-based-community-development/>
- Community Toolbox. Center for Community Health and Development at the University of Kansas
 - <https://ctb.ku.edu/en/about> Chapters 1 – 9.
- Facilitating Power: The Spectrum of Community Engagement To Ownership.
 - <https://movementstrategy.org/b/wp-content/uploads/2019/09/Spectrum-2-1-1.pdf>
- Facilitating Power
 - <https://www.facilitatingpower.com/>

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- International Association for Public Participation.
 - <https://www.iap2.org/page/resources>
- Kania, John, and Kramer, Mark. Collective Impact: Stanford Social Innovation Review. 2011.
 - https://ssir.org/articles/entry/collective_impact
- King, Christine, and Cruickshank, Margaret. Building Capacity to Engage: Community Engagement or Government Engagement? Community Development Journal: Oxford University Press. Vol. 47, No. 1 (January 2012): pgs. 5-28.
 - <https://www.jstor.org/stable/26166004?seq=1>
- Kretzman, J., and McKnight, J. Building Communities from the Inside Out: A Path Toward Finding and Mobilizing a Community's Assets. Chicago: ACTAP Publications, 1993
- Lavery, Smith, Esparza, et al., The Community Action Model: A Community-Driven Model Designed to Address Disparities in Health. American Journal of Public Health. April 2005, Vol. 95, No. 4
 - http://www.acphd.org/media/95146/sfphd_community_action_model.pdf
- Milton, B., Attree, P., et al., The Impact of Community Engagement on Health and Social Outcomes: A Systematic Review. Community Development Journal, Vol. 47, No. 3 (July 2012), pgs. 316-334.
 - <https://academic.oup.com/cdj/article-abstract/47/3/316/262723?redirectedFrom=fulltext>
- National Institute of Health: No. 11-7782. Principles of Community Engagement: 2nd Edition (2006).
 - https://www.atsdr.cdc.gov/communityengagement/pdf/PCE_Report_508_FINAL.pdf
- Rothman, J (ed). Fawcett, S., Reflections on Community Organization: Enduring themes and critical issues. Itasca, IL F.E. Peacock Publishers (1999). "Some Lessons on Community Organization and Change." Pgs. 314-334.
- Vargas, Roberto. Family Activism: Empowering Your Community Beginning with Friends and Family. San Francisco: Berrett-Koehler Publishers, Inc. 2008.
 - <https://epdf.pub/family-activism-empowering-your-community-beginning-with-family-and-friends.html>

Anti-Racism Trainings:

- Bourke Christopher John, Marrie Henrietta, Marrie Adrian (2018) Transforming institutional racism at an Australian hospital. *Australian Health Review* **43**, 611-618.
- Came H, Griffith D. Tackling racism as a "wicked" public health problem: Enabling allies in anti-racism praxis. *Soc Sci Med.* 2018;199:181-188
- Griffith DM, Mason M, Yonas M, et al. Dismantling institutional racism: theory and action. *Am J Community Psychol.* 2007;39(3-4):381-392.
- Griffith DM, Childs EL, Eng E, Jeffries V. Racism in organizations: the case of a county public health department. *J Community Psychol.* 2007;35(3):287-302.

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- Marrie A, Marrie H. A matrix for identifying, measuring and monitoring institutional racism within public hospitals and health services. Gordonvale: Bukal Consultancy Services; 2014.
- Seattle Human Services Coalition. Identifying institutional racism folio: tools to assist human service organizations identify and eliminate institutional racism in their organization. 2005.
 - <https://www.shscoalition.org/identifying-institutional-racism>;

III. Assessment Tools:

Tools to assist in assessing levels of readiness for transformative action. Checklists for, key equity components (R4P); Determine organizational competency to promote equity in policies (BET); readiness of teams and individuals for planning and implementing authentic equity frame (SAMREC).

- **Individual Level Implicit Association Test (IAT)** –

The IAT asks respondents to report their attitudes or beliefs about topics and provide some general information about themselves. The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report.

- **Intercultural Development Inventory - IDI** - <https://idiinventory.com/>

The Intercultural Development Inventory® (IDI®) assesses intercultural competence – the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. Intercultural competence has been identified as a critical capability in a number of studies focusing on overseas effectiveness of international sojourners, international business adaptation and job performance, international student adjustment, international transfer of technology and information, international study abroad and inter-ethnic relations within nations. The Intercultural Development Inventory is a 50-item questionnaire available online that can be completed in 15–20 minutes.

- **Race Matters Toolkit** - http://www.viablefuturescenter.org/VFC_Site/RacialProducts.html

The Race Matters Toolkit resources are designed to help organizations get better results in their work by providing equitable opportunities for everyone. The tools can be used individually or collectively to analyze issues and develop strategies that lead to effective, measurable impact.

- **Systems Change with an Equity Lens** - Building Movement Project

<http://buildingmovement.org/blog/systems-change-with-an-equity-lens>

- **Perinatal Quality Improvement:** <https://www.perinatalqi.org/default.aspx>

- **Self-Assessed Measure of Racial Equity Capacity (SAMREC)** (included in document)

- **R4P Equity Bundle** (included)

- **Brooks Equity Typology**

IV. Policy, Procedures and Structural Change Tools:

- APHA – Declarations of Racism as a Public Health Issue

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- <https://www.apha.org/topics-and-issues/health-equity/racism-and-health/racism-declarations>
- Pew Report:
 - <https://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2020/06/15/racism-is-a-public-health-crisis-say-cities-and-counties>
- Racial Conciliation & Healing Project – Brigham & Women’s Hospital:
 - <https://www.brighamandwomens.org/medicine/general-internal-medicine-and-primary-care/southern-jamaica-plain-health-center/racial-social-justice-and-health-equity-work>
- Local & Regional Government Alliance on Race & Equity - Boston
 - <https://www.racialequityalliance.org/jurisdictions/boston-massachusetts/>
 - <https://bphc.org/whatwedo/racialjusticeandthequity/Documents/OHE%20Statement.pdf>
- Briefing on Truth, Reconciliation and Healing – Helsinki Commission
 - <https://drgailchristopher.com/commission-on-security-and-cooperation-in-europe-helsinki-commission/>
- **TRHT - Healing Circles Process** –
 - [file:///C:/Users/Luz/Downloads/Restoring%20to%20Wholeness%20WKKF%20Racial%20Healing%20Publication%20\(3\).pdf](file:///C:/Users/Luz/Downloads/Restoring%20to%20Wholeness%20WKKF%20Racial%20Healing%20Publication%20(3).pdf)
- Policy Guidance Related to Pregnancy Discrimination
 - <https://www.eeoc.gov/policy-guidance-related-pregnancy-discrimination>
- African Americans in the American Workforce
 - <https://www.eeoc.gov/special-report/african-americans-american-workforce>
- Diversity in the Media:
 - https://www.eeoc.gov/sites/default/files/migrated_files/eeoc/statistics/reports/media/media.pdf
 - Note: important element for disseminating new narratives – mindset shifts
- US State Policies, Politics, and Life Expectancy
 - <https://onlinelibrary.wiley.com/doi/full/10.1111/1468-0009.12469>
- The Impact of Medicaid 2.0
 - <https://www.njhcqi.org/the-impact-of-medicaid-2-0-a-blueprint-for-the-future/>

V. **Guides to Recommended Multisector Initiatives: Starting Racial Equity and Healing:**

Initiatives; Developing Community Engagement Structures and Relationships; Planning and Implementing Place-based Models. Supporting mindset shifts/new narratives.

- Generative Conversations:
 - <https://change-fusion.com/wp-content/uploads/2015/12/GenerativeConversations.pdf>
- Generative Conversations: Mark Holmgren
 - <https://markholmgren.files.wordpress.com/2014/05/generative-conversations-overview.pdf>

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- List of Racial Healing Practitioners: (see attached directory)
- Racial Equity, Healing, and TRHT (Truth, Racial Healing & Transformation) Trainings:
- NTIANU Center for Healing and Nature.
 - <https://ntianugarden.com/>
 - <https://drgailchristopher.com/ntianu-garden-center-for-healing-and-nature-to-host-two-programs/>
- Building the We:
 - <https://www.raceforward.org/system/files/pdf/reports/BuildingTheWe.pdf>
- Healing Practitioners Network (actively organizing):
 - <https://www.nationalcompadresnetwork.org/>
- America Healing - Racial Equity Resource Guide:
https://www.racialequitytools.org/resourcefiles/Racial_Equity_Resource_Guide.pdf
- A list of several RE tools and resources from different sectors:
<https://www.racialequitytools.org/fundamentals/resource-lists/book-and-film-lists>
- A corporate example of transformative and sustainable racial equity values and goals – “linked prosperity”. Read in HuffPost: https://apple.news/AqVz5_yCsSkauafVUj-V7YA
- TRHT Implementation Guidebook – National Model
<https://healourcommunities.org/wp-content/uploads/2018/02/TRHTImplementationGuide.pdf>
- TRHT at Association of American Colleges & Universities:
<https://aacu.org/trht-campus-centers>
 - How the Chamber of Commerce in LA applied a RE lens internally:
<https://static1.squarespace.com/static/5a331e1e49fc2bbd843d2d25/t/5a57abac71c10b996479b238/1515695020673/NDORH+-+5+Things.pdf>
- TRHT Woods Fund, Chicago:
 - <https://www.woodsfund.org/news/truth-racial-healing-and-transformation-thrt>
- TRHT Dallas:
 - <https://dallastrht.org/>
- TRHT of Kalamazoo County
 - <https://www.kalfound.org/About/TRHTKalamazoo#1836382-virtual-healing-project>
- An example of what RE looks like in an economic plan: TRHT of Greater Buffalo
 - <https://cfgb.org/wp-content/uploads/2018/08/racial-equity-dividend-report-2018.pdf>
- The Moral Determinants of Health:
 - <https://jamanetwork.com/journals/jama/fullarticle/2767353>
- Structural Racism, Historical Redlining, and Risk of Preterm Birth in New York City, 2013–2017
 - <https://ajph.aphapublications.org/doi/pdf/10.2105/AJPH.2020.305656>
- Racial Disparities and COVID:

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- <https://www.nytimes.com/2020/04/29/magazine/racial-disparities-covid-19.html>
- [Cory Booker || Collateral Consequences Resource Center](#)
- COVID-19 and Health Equity—A New Kind of “Herd Immunity”
 - <https://jamanetwork.com/journals/jama/fullarticle/2766096>
- Advancement Project (narrative change experts):
 - <https://advancementproject.org/home/>
- Color of Change (narrative change experts):
 - <https://colorofchange.org/>

VI. **Evaluation Tools:**

Guide to equity evaluation as well as sample measures to evaluate key strategic plan components; Equity Evaluation Guide; Sample Evaluation Measures for Key Strategic Plan components

- **A PARTICIPATORY MODEL FOR EVALUATING SOCIAL PROGRAMS**
 - https://www.racialequitytools.org/resourcefiles/Eval_Social.pdf
- **REFRAMING EVALUATION: Defining an Indigenous Evaluation Framework:**
 - <https://evaluationcanada.ca/secure/23-2-013.pdf>
- **Transforming Organizational Culture Assessment Tool (TOCA)**
 - http://www.mpassociates.us/uploads/3/7/1/0/37103967/toca_toolpotapchuk_.pdf
- **How to Apply Appreciative Inquiry: A Visual Guide**
 - <https://positivepsychology.com/appreciative-inquiry-process/>

VII. **Additional Resources and Technical Assistance:**

- Racial Equity Library – 2,500 resources that can help you create change
 - <https://www.racialequitytools.org/home>
- Exploring African American’s High Maternal and Infant Deaths
 - <https://www.americanprogress.org/issues/early-childhood/reports/2018/02/01/445576/exploring-african-americans-high-maternal-infant-death-rates/>
- Transforming White Privilege Project Resource List
 - https://www.racialequitytools.org/resourcefiles/Resource_List_.pdf
- Community Change Processes and Progress in Addressing Racial Inequities
 - <https://www.racialequitytools.org/resourcefiles/potapchuk3.pdf>
- Business Case for Racial Equity
 - https://www.racialequitytools.org/resourcefiles/The_Business_Case_for_Racial_Equity_FINAL.pdf

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- Building The Power of Communities of Color to Challenge Structural Racism
 - <https://www.racialequitytools.org/resourcefiles/akonadi1.pdf>
- Tools for Diversity, Equity & Inclusion
 - <https://www.racialequitytools.org/resourcefiles/caseyann.pdf>
- Unnatural Causes: When the Bough Breaks. Documentary research on maternal and Infant Mortality, African American Women
 - https://unnaturalcauses.org/assets/uploads/file/UC_Transcript_2.pdf
- Center on the Developing Child, Harvard University
 - www.developingchild.harvard.edu
- Working Paper 8: Maternal Depression Can Undermine the Development of Young Children (2009)
- Working Paper 13: Supportive Relationships and Active Skill-Building Strengthen the Foundations of Resilience (2015).
- National Partnership for Women and Families Issue Brief. Black Women’s Maternal Health: A Multifaceted Approach to Addressing Persistent and Dire Health Disparities: April 2018.
 - <https://www.nationalpartnership.org/our-work/health/reports/black-womens-maternal-health.html>
- With Launch of Nurture NJ Strategic Plan, NJ Focuses on Achieving Equity in Maternal and Infant Health
 - <https://thenicholsonfoundation.org/news-and-resources/launch-nurture-nj-strategic-plan-nj-focuses-achieving-equity-maternal-and-infant-health>
- Jane Elliott – Talking to Whites About Racism:
 - https://www.youtube.com/watch?v=fF9s0as_d_4&feature=youtu.be

Data Resources

- Civil Rights Data Collection – Wide-Ranging Education Access and Equity Data Collected from the Nation’s Public Schools
 - <https://ocrdata.ed.gov/>
- Diversity Data Kids - Tracts rapidly changing demographics of children and families in the U.S.
 - <http://www.diversitydatakids.org/>
- Kids Count Data Center
 - <https://datacenter.kidscount.org/>
- A project of the Annie E. Casey Foundation, KIDS COUNT is the premier source for data on child and family well-being in the United States.
- Women’s voices/Black Health Disparity:
 - <http://inthesetimes.com/article/22642/healthcare-bias-racism-discrimination-black-health-disparity>

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VIII. Potential Funding Sources:

- Health Resources Service Administration (HRSA)
 - <https://www.hrsa.gov/grants/find-funding>
- National Institutes of Health (NIH)
 - <https://www.nih.gov/grants-funding>
- Centers for Disease Control and Prevention (CDC)
 - <https://www.cdc.gov/grants/>
- Merck for Mothers
 - <https://reports.merckformothers.com/us/>
- Aetna Foundation Healthiest Cities
 - <https://www.aetna-foundation.org/grants-partnerships/healthiest-cities-counties-challenge.html>
- Robert Wood Johnson Foundation (RWJF)
 - <https://www.rwjf.org/en/how-we-work/grants-explorer/funding-opportunities.html>
- WK Kellogg Foundation
 - <https://www.wkkf.org/grantseekers>
- de Beaumont Foundation
 - <https://www.debeaumont.org/programs/> (does not accept unsolicited grants applications, focuses on specific initiatives)
- Kresge Foundation
 - <https://kresge.org/how-we-fund>
- Ford Foundation
 - <https://www.fordfoundation.org/work/our-grants/>
- Community Foundation of New Jersey
 - <https://cfnj.org/nonprofit-sustainability/grant-guidelines/>
- Association of State and Territorial Health Officers. (ASTHO)
 - <https://www.astho.org/> (periodically recruits state health departments and partners to participate in specific initiatives)
- CityMatch
 - <https://www.citymatch.org/> (periodically recruits state health departments and partners to participate in specific initiatives)