



CUNY-COMMUNITY PARTNERSHIP FOR PUBLIC HEALTH

August 2009

Equity in health implies that ideally everyone should have a fair opportunity to attain their full potential and, more pragmatically, that no one should be disadvantaged from achieving this potential...

- World Health Organization, 1986

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CCP Announcements!

Save the date: Sept 25

First Leadership Workshop: *Envisioning Abundance* (A full day for EDs, Location TBA). If you would like to join the Leadership Curriculum Review Team, please email Stephanie at stspierre@stpierregr.org

New e-mails for staff:

With the launch of the CIHE website, some CCP staff have acquired new e-mails @cunyhealthequity.org (check the CCP directory on the last page)

TACKLING BOARD EFFECTIVENESS: CLARIFYING THE ROLE OF YOUR BOARD OF DIRECTORS



A strong Board of Directors is key to the success and progress of any organization. We have heard from several of you that you have encountered challenges developing your organization's Board, assessing its responsibilities & capabilities, and even establishing boundaries between their role and that of the Executive Leadership. We have identified a couple of FREE, useful resources and tools that may help you and your Boards initiate the thinking, dialogue, and planning for Board Development.

1



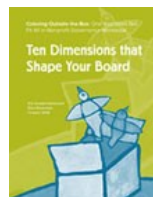
The first is a publication by The Management Assistance Group, which provide consulting services exclusively to social justice organizations. It is titled *Board's Matter: Board building tools for the busy social justice executive* and serves as a good starting point for EDs as it covers a range of fundamental topics & issues to consider in as-

sessing the development needs of your Board:

- ◆ Understanding how your Board has developed
- ◆ Core responsibilities of the Board
- ◆ How to foster a strong Board/ED Partnership
- ◆ Tips for strategically developing the composition of your Board
- ◆ Role of the Board Chair
- ◆ How to design Board meetings that matter
- ◆ Tips for creating Board Committees

You can access it at: <http://managementassistance.org/ht/display/ContentDetails/i/432/pid/515>

2



The second is a workbook developed by Fieldstone Alliance, titled *Ten Dimensions that Shape your Board*, which can be accessed at: http://www.fieldstonealliance.org/client/tools_you_can_use/02-04-09_board_dimensions.cfm

This workbook is meant to serve as a tool for Board discussion by guiding EDs and their Boards through a self-assessment process to:

1. Understand the cultural & developmental context of your organization
2. Recognize strengths and challenges related to how you work together
3. Consider alternative strategies that build on your strengths and guard against your challenges

This could be a great tool for your organization as it provides a framework that is (a) based on lessons learned from studying the experiences of 40 small, community-based nonprofits grappling with board effectiveness, (b) easy-to-follow with hands-on exercises (including a Board culture assessment worksheet), and (c) Board-directed so it allows Boards to take ownership of the process without placing burden on ED.



CBO SPOTLIGHT:

AFRICAN HOPE COMMITTEE

SUMMIT ON AFRICAN IMMIGRANTS FOR HEALTHCARE PROVIDERS

by Godfrey Echendu, Lehman Fellow

On June 29th, 2009 African Hope Committee Inc. (AHC) hosted a summit themed **"HIV/AIDS in the African Immigrant Community: Impact and Implications,"** which sought to educate healthcare providers on HIV/AIDS and other health issues affecting African immigrant communities. It was well attended with participants from different spheres of the healthcare profession who serve the African immigrant community.

The summit was divided into two sessions. The first session featured opening remarks and keynote speakers. In her opening remarks, the Executive Director of AHC, Clarisse Mefotso, urged participants to rub minds and offer solutions to improve the health of African immigrants. She pointed out the health risks that some immigrants are faced with due to lack of knowledge, cultural and linguistic barriers, and slow acculturation, noting the public health implications: "It is clear that there is a significant gap that exists in the healthcare system due to lack of sufficient understanding of the peculiar healthcare issues and needs of African immigrants by healthcare providers and policy makers in New York City. This gap can be bridged if little attention is paid to the needs of this emerging group."

The special guest of honor, Professor Marilyn Aguirre-Molina, Director of the CUNY Institute for Health Equity was represented by the Deputy Director of the Community-Capacity Building Core Program, Nancy Mejia. She spoke on the problems of the disparity in quality care, its impact on overall public health, and thanked the organizers of the summit for providing this opportunity for healthcare providers to

exchange views and experiences regarding the healthcare delivery to African immigrant groups.

The guest speaker, Mr. Thierry Amegnona Ekon from the Bureau of HIV/AIDS Prevention and Control, New York City Department of Health and Mental Hygiene, in his lecture on "HIV/AIDS Prevalence and its impact on African Immigrants", noted that recent studies have shown that foreign-born HIV/AIDS cases represent an increasing proportion of the total number of cases in NYC. Among immigrant groups, the Caribbean/West Indies group has the highest number of foreign-born HIV cases (40%), followed by immigrants of African origin (17%). Others such as Central American (17%), South America (16%), Asia (5%), Europe (4%), and Middle East (1%) follow in that sequence. The speaker enumerated that some socioeconomic issues that may be associated with HIV/AIDS among these groups include lack of knowledge, undocumented status, underemployment, unemployment, residential instability, and lack of insurance which results in limited accessibility to medical providers. He noted that the African HIV community research and mobilization project was set to address some of these issues, by providing a community forum to increase community's awareness on the needs, constraints and obstacles faced by African immigrants in utilization of HIV services and how to overcome them. The city has also provided certain laws such as mayor's executive order 41 and local Law 73 to protect immigrant rights. Other city services that exist to assist immigrant communities include multilingual staff at NYC health clinics, translation of most

medical materials in different languages, and the provision of health services regardless of the ability to pay or the immigration status of the patients.

The group discussion threw up other silent issues that constitute hindrance to the immigrant communities seeking healthcare. Group one identified lack of insurance, immigration status, language barriers, social and cultural beliefs and perceptions as some factors and barriers impacting healthcare utilization among African and other immigrant communities. They suggested availability of insurance for all citizens, sensitization and community mobilization to educate these communities. Group 2 shed light on traditional perceptions of HIV/AIDS infection as a taboo or curse in Africa, proposing that immigrants may still retain that notion, possibly resulting in denial, withdrawal, suspicion and lack of trust. They proposed a peer group education campaign at the community level and the routinization of the HIV test to reduce the stigma surrounding HIV/AIDS. Group 3 also noted the cultural and linguistic difference as a major barrier and suggested cultural and language sensitivity during dialogue between Health Care providers and African immigrant families so that they can earn their trust.

In her closing remarks, Terry Lyn Smith, Vice Chairperson of AHC thanked all for coming, exchanging information and creating a larger partnership in the fight against HIV/AIDS. She reminded all that "Communication and understanding is the key to this war"

In all, the summit was well organized; a lot of information was generated and shared, and the urgency for actions was emphasized. Therefore actions should be taken to complete the journey.

CIHE NEWS CORNER

Website Launch!

www.cunyhealthequity.org



The CUNY Institute for Health Equity will launch its new website at the end of August! It will feature links to each CBO's website as well as useful information about health inequities in NYC and public health, such as *The Health Information Tool for Empowerment*, The NYC Department of Health and Mental Hygiene Community Health Profiles, and *THRIVE: The Tool for Health Resilience in Vulnerable Environments*. If you would like to spotlight information or events hosted by your organization on the website or provide feedback & suggestions on how to improve the website please contact Marcy, our Assistant Director for Policy and Administration, at mlopez@cunyhealthequity.org or 718.960.2469. Thank you!



CIHE POLICY WATCH!

The CIHE is in support of H.R. 3090, the Health Equity and Accountability Act of 2009, introduced by lead sponsor Representative Donna M. Christensen. The Institute believes that the time is now to make necessary changes to our health care system that will bring health equity and justice for all. H.R. 3090 calls for improvements in health care services, including addressing existing language and cultural barriers and increasing the healthcare workforce diversity. The bill also demands for the improvement and strengthening of data collection on race, ethnicity and primary language, as well as, better evaluation and accountability protocol. For more information on the Institute's position and to show your support, contact Marcy Lopez at mlopez@cunyhealthequity.org.

* CCP Happenings *



CCP Capacity-Building Activities Timeline: July 2009 to June 2010

In the past month, our CUNY Faculty & staff have visited your CBOs to engage in Capacity Action Plan (CAP) meetings with your EDs (or senior staff). The goal of these meetings is to lay out a plan of the capacity-building activities that your organization will participate in with CUNY in the coming year (e.g., strategic planning, board development, etc). Following is a master timeline of CCP activities to come. Please note that the date of personalized activities may vary according to your organization's need and plan (e.g., strategic planning). If you have not yet scheduled your CAP meeting please contact Nancy to do so! For detail updates to this timeline, please visit the CIHE website!

July - August 2009

- Individual Capacity Action Plan Meetings
- Manhattan & Brooklyn Fellows matched, Bronx Fellows wrap-up

September 2009

- **Sept 25th:** 1st Leadership Workshop for EDs: *Envisioning Abundance* (full day, location TBA)
- Manhattan & Brooklyn Fellows begin projects
- FCs meet with individual Boards (or Board Chairs) to engage in Board Dev planning
- (thru Oct) Assessment/check-up of IT systems & purchase of hardware/software (per CBO)

October 2009

- First Partnership Coordinating Council Meeting (Details TBA)
- **Oct 29 & 30:** Leadership Workshops: *Proactive Management Techniques I*
- Team-Building sessions as needed (per CBO)

November 2009

- **Nov 19 & 20:** Leadership Workshops: *Proactive Management Techniques II*
- Fall Board Development Group Workshop for interested Board members (topic & location TBA)
- Fall Staff Development Group Workshop (topic & location TBA)

December 2009 - January 2010

- Strategic Planning Sessions (per CBO)
- **Jan 21:** Leadership Workshops: *Creative Balance in the Workplace I*
- **Jan 22:** Leadership Workshops: *Creative Balance in the Workplace II*

February 2010

- Financial systems planning as needed (per CBO)
- Winter Staff Development Group Workshop (topic & location TBA)

March - 2010

- Financial Literacy for Non-Profit s Group Workshop series (details to come)

April - May 2010

- Spring Board Development Group Workshop (topic & location TBA)
- Spring Staff Development Group Workshop (topic & location TBA)

June 2010

- Summer Staff Development Group Workshop (topic & location TBA)
- Fellows Symposium

Community Partner Announcements



COMMUNITY HEALTH FAIR IN BROOKLYN

Sunday, August 30th 10am to 2pm
St Rocco's Church (216 27th St)

- Will provide health screenings, educational material & medical referrals to low-cost clinics for Mexican immigrant community.
- Need volunteers who can measure blood pressure, take urinalyses tests, and administer glucose and cholesterol screenings. Please contact Patricia at 718.965.4795 for more info (invitation letter is attached).

AFTERSCHOOL PROGRAM: NEED TUTORS!

Looking for experienced Math and Science tutors. Requires a 2-hr commitment once a week (Tuesday thru Friday), 4:30PM-6:30PM beginning the week of September 22nd and lasting until the end of the academic year. Please send resume to Alina at apena@mixteca.org or fax to 718 965 4799.



COMMUNITY FUNDRAISING NIGHTS

Enjoy Senegalese food in Harlem while supporting AHC every Monday (5pm-9pm) at:

Keur Sokhna Restaurant Plus
2249 Adam Clayton Powell (7th Ave) at 132nd
A % of each meal purchased will go directly to support AHC Programs!



ANNOUNCING THE UPROSE HYBRID BUS!

The 20-passenger hybrid electric shuttle bus will be used to provide environmental justice tours in the Sunset Park community for community members, students, and local workers. Local youth will be engaged to design (by conducting research on environmental burdens & amenities in the community) and lead the tours. Email info@uprose.org if you want to get on the bus!



LOISAIDA HAS MOVED!

Loisaida's administrative offices have moved to 12 Ave D and their new phone # is 212-353-0272.

COMMUNITY PARTNERS

THE BRONX

	Mothers on the Move www.mothersonthemove.org/	Phone: 718-842-2224 Fax: 718-842-2665
	THE BRONX HEALTH LINK, INC. http://www.bronxhealthlink.org/	Phone: 718-590-2648 Fax: 718-590-3499
	Casa Atabex Aché www.casaatabexache.org/	Phone: 718-585-5540 Fax: 718-585-5980
	Bronx Community Pride Center http://bronxpride.org/	Phone: 718-292-4368 Fax: 718-292-4999

MANHATTAN

	African Hope Committee www.afriquehope.org/	Phone: 212-862-9010
	WASHINGTON HEIGHTS CORNER PROJECT www.cornerproject.org/	Phone: 212-923-7600
	Nitchen www.nitcheninc.org/	Phone: 212-694-2240
	Sakhi for South Asian Women www.sakhi.org/	Phone: 212-714-9153 Fax: 212-564-8745
	Loisaida http://loisaidainc.org	Phone: 212-353-0272 Fax: 212-473-5462

BROOKLYN

	United Community Centers www.ucceny.org/	Phone: 718-649-7979 Fax: 718-649-7256
	MIXTECA ORGANIZATION INC. http://www.mixteca.org/	Phone: 718-965-4795 Fax: 718-965-4795
	UPROSE www.uprose.org/	Phone: 718-492-9307 Fax: 718-492-9030
	IMANI House www.imanihouse.org/	Phone: 718-638-2059 Fax: 718-789-1094
	The Brooklyn Young Mothers' Collective http://www.bymcinc.org/	Phone: 718-596-7074

*For updates to this directory please e-mail Evelyne.

RESOURCE CENTER

Workshops for Non-profits

- * **Legal Services for Nonprofits** Sept 24. Free seminar by the Baruch College's Center for Nonprofit Strategy & Management. Call 646 660-6743 or email nonprofit.workshops@baruch.cuny.edu for more info.
- * **Capacity Building and Oversight PTI Courses** provided by the NYC Mayor's Office of Contract Services. Training sessions are offered at no cost to non-profit organizations that receive grants or contracts from a NYC agency. For questions or to reserve a seat, please contact Mauricio Benavides at (212) 788-9784 or mbenavides@cityhall.nyc.gov.
 - **September 24th, 9am-12pm: Board Development: Oversight & Effective Governance**
 - **October 8th, 9am to 12pm: New IRS Tax Form 990**

Free CUNY Events for NYC Community

- * **Citizenship Now! Application Assistance Day** August 22, 2009, 11:00 AM - 3:00 PM at 1744 Nostrand Ave Brooklyn, NY 11226 | The CUNY Citizenship and Immigration Project assists permanent residents with their citizenship applications. Events are open to anyone. For more information, visit <http://www.cuny.edu/citizenshipnow>
- * **Dental Hygiene Clinic** Sept 1 - Dec 14, 10am to 4pm. NYC College of Technology. 300 Jay Street, Brooklyn. Pearl Building, 2nd floor | Services provided include: Fluoride Treatment, Pit and Fissure Sealants, Radiographs, Scaling and Root Planning, Selective Polishing, Oral Cancer Examination, Screening for Periodontal Disease & Dental Caries, Periodontal Maintenance Therapy, Tooth Whitening.

CUNY STAFF CONTACT LIST



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Luisa

