

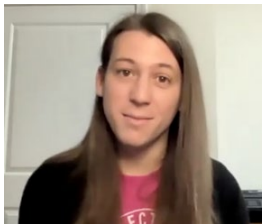
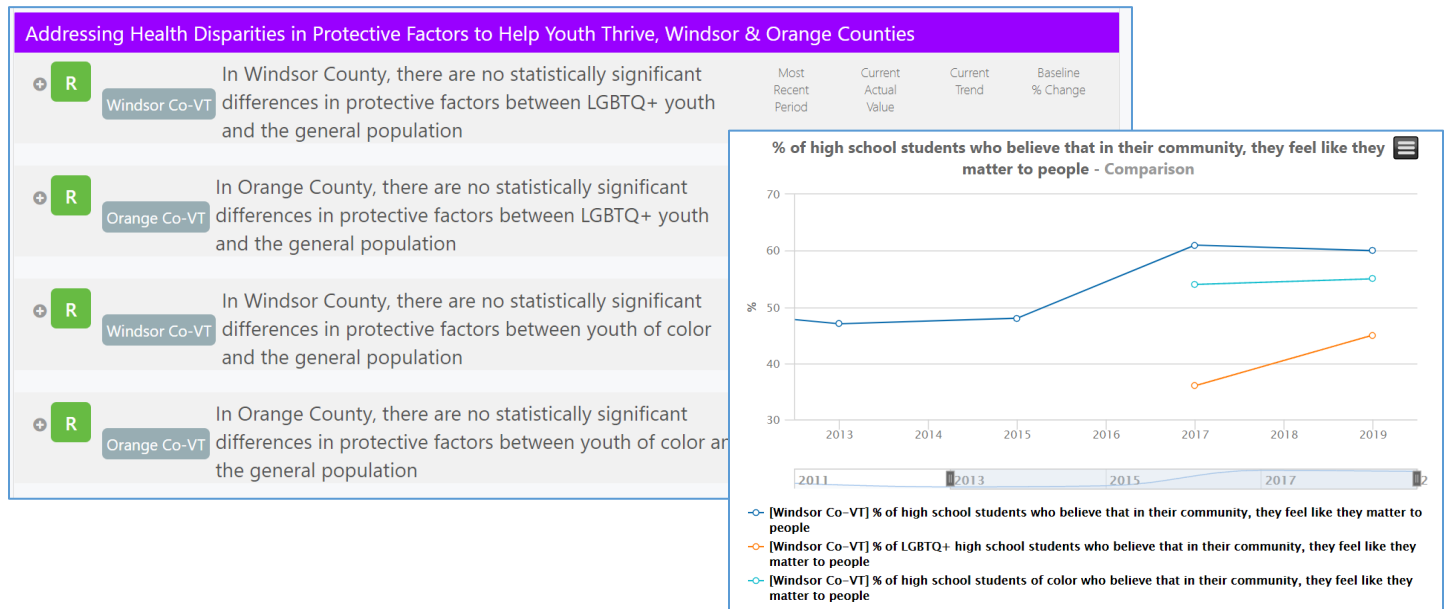
MAPP Initiatives to Promote Diversity, Equity, and Inclusion

MAPP receives funding from several sources: about 20%, from 3 grants, (\$112,000 this year) supports work on diversity, equity, and inclusion. Trainings over the past several years have developed our understanding of key issues such as implicit bias and the importance of applying an equity lens to our work. Data shows that marginalized groups have higher risk factors and lower levels of protective factors, leading to higher rates of substance misuse, suicidality, and negative health outcomes. MAPP helps to strengthen community connections and build environments that promote health and well-being for all. Recent initiatives to promote diversity, equity and inclusion are highlighted below.

Prevention Center of Excellence

The Prevention Center of Excellence (PCE) at Mt. Ascutney Hospital and Health Center is a joint initiative of MAPP and our partner The Collaborative. A primary PCE goal is to reduce disparities in substance use rates and protective factors for youth. The PCE has undertaken several projects to support the work of our partners in reducing disparities:

- Built a [dashboard](#) that tracks indicators in several areas related to youth substance use and protective factors that help youth thrive, with the ability to highlight comparisons for some disparities populations
- Developed a needs and disparities statement, updated data for 2021 is available [here](#)
- Made subawards to numerous organizations over the past three years, many of them focused on reducing disparities and promoting equity



Community Connections: The LGBTQ Perspectives Project

In 2020-2021, MAPP and the Green Peak Alliance teamed up with Vermont filmmaker Clare Swanson and subject matter expert Davey Shlasko of [Think Again Training and Consulting](#) to create this four-part series. View episodes and access additional resources at: <https://www.greenpeakalliance.org/inthedia/videos/lgbtqperspectives/>

Episode One: An Introduction: In the first episode, Davey Shlasko answers questions many of us have about gender, pronouns, how to be more supportive of LGBTQ+ people, and more. We also meet the 12 amazing individuals interviewed for the series. (29 minutes)

Episode Two: Community and Belonging: our interviewees explore what young queer and trans people need from their communities, and what they bring to their communities. Essential watching for anyone who wants to create a more supportive environment for LGBTQ+ youth -- including parents, school staff, health care and service providers, rec department and afterschool program staff, and caring community members. (26 minutes)



Episode Three: *Seeing Ourselves in Media*: Many of us see reflections of ourselves in the characters that populate books, TV shows, and movies. But when LGBTQ+ people look to media, what do they see? In this episode, our interviewees discuss current media representation and offer up some of their favorite picture books, young adult novels, TV shows, and films that feature positive LGBTQ+ representation. (21 minutes)



Episode Four: *Intersectionality*: Kimberlé Crenshaw, Columbia and UCLA law professor, coined the term *intersectionality* more than three decades ago. In a February 2020 [interview](#) with Time magazine, she described intersectionality as “a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other.” This episode explores this lens as it applies to the experiences of queer and trans people, particularly people of color and neurodivergent individuals. (23 minutes)

Training to Create More Supportive Environments for LGBTQ+ Individuals and Families

Worked with Davey Shlasko of [Think Again Training and Consulting](#) to provide training on supporting LGBTQ+ residents for the following groups:

- Windsor and Orange County librarians (public and school libraries)
- 3rd space providers, such as after school program and arts organizations, that provide programming for children and teens
- Early Childhood Education providers (currently working with Windsor and Hartford Head Start and Springfield Area Parent Child Center)



Volunteers in Action
VIA Connects You with Caring Neighbors!
 Volunteers are Available for:

- Walking companionship
- Transportation to and from appointments
- Friendly visitation
- Telephone check-in
- Minor home repair
- Meals on Wheels
- Shopping assistance
- Pickup and delivery from VeggieVanGo
And More!

Open to Residents of these Towns:
New Hampshire: Cornish & Plainfield
Vermont: Hartland, Reading, Weathersfield, Windsor, & West Windsor


Please Call 802-674-5971 for More Information

Digital Display at Windsor Food Shelf

Awarded a Rise Amplify grant to provide funding for a digital display at the Windsor Food Shelf with audio capability. Hosted a SVTAHEC intern to create digital slides with audio on area services to help make content more accessible to individuals with low literacy/failing eyesight. Exploring closed captioning to assist those with hearing loss. Messaging focuses on non-stigmatizing language to reduce barriers.

Rise to 5K in Windsor – Race to Health Equity

In spring 2021, we provided a Rise Amplify grant to the Windsor Food Shelf, Windsor Rec Department, and Black Lives Matter Windsor VT to host a 6-week Rise to 5K program and a virtual 5K. We used other grant funds to provide signs for the 5K route that highlighted messages around health equity, most of them focused on specific actions people could take to reduce disparities.



**“My name is Jay.
 I use she/her pronouns.”
 “Hi Jay. My name is Alex.
 I use they/them pronouns.”
 Pronouns make a difference.**

<https://sites.google.com/view/2021-windsor-5k/take-action-against-inequity>

WINDSOR FOOD SHELF - BLACK LIVES MATTER WINDSOR, VT - WINDSOR REC - RISE



**Remove barriers to access
 Donate to the Windsor Library
 lift fund.**

<https://www.mightycause.com/story/LiftInstallation>

WINDSOR FOOD SHELF - BLACK LIVES MATTER WINDSOR, VT - WINDSOR REC - RISE



**Support businesses owned
 by people of color.
 Local options:**

<https://sites.google.com/view/2021-windsor-5k/take-action-against-inequity>

WINDSOR FOOD SHELF - BLACK LIVES MATTER WINDSOR, VT - WINDSOR REC - RISE