

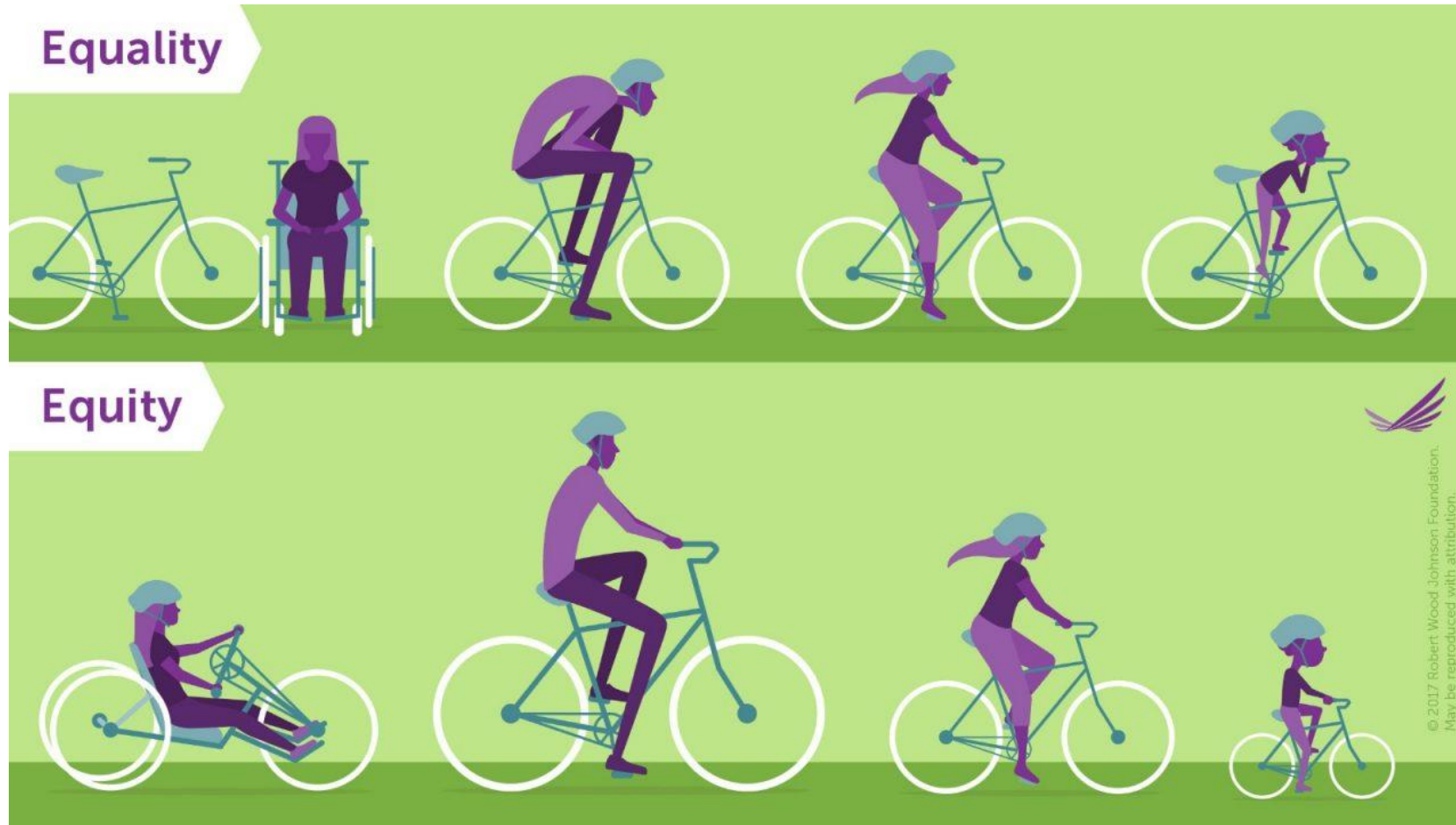


NEW HAMPSHIRE CENTER  
*for* Justice & Equity

Anthony Poore & Jo Porter

2024 Candidate Webinar Series

August 27, 2024



**Equality:** Everyone gets the same – regardless if it’s needed OR right for them.

**Equity:** Everyone gets what they need – understanding the barriers, circumstances, and conditions.



NEW HAMPSHIRE CENTER  
*for Justice & Equity*

*NH's North Star for Advancing Justice & Equity*



***Anthony Poore***  
*President & CEO*



***Jo Porter***  
*Chief Strategy Officer*



***Marie Tule***  
*Director, Finance & Admin*



***MG Benjamin***  
*Administrative Coordinator*



***June Carey***  
*Communications Coordinator*

# Board of Directors



# Why NH Center for Justice & Equity?

- If we don't understand our communities, we cannot solve the real problems we face.
- Because economic, health, and educational outcomes are not the same for all Granite Staters, not everyone gets the chance to fully contribute to our state.
- We need to understand each other's unique experiences for our democracy to work.

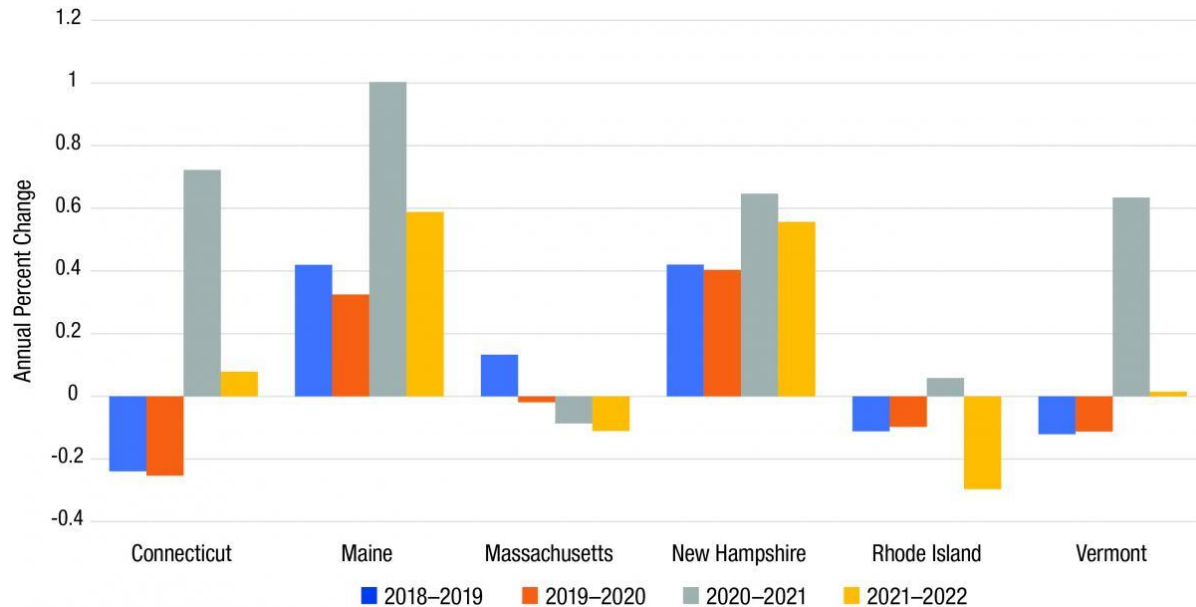


# NH's Changing Demographic Profile

- **1,402,054** current residents
- **63%** of population reside in just 3 counties
- **60%** born outside NH



# NH's Changing Demographic Profile



- Population grew by **.55%** between July 2021 & July 2022
- NH population gain was **2<sup>nd</sup> largest in New England**
- Population gain was **due entirely to migration**
  - Nearly **62% of growth** was folks moving to NH from different states than left.

*“New Hampshire is rapidly becoming more diverse, particularly its young people. Our state's success depends on ensuring that all Granite Staters feel that they can belong”.*

# NH's Changing Demographic Profile

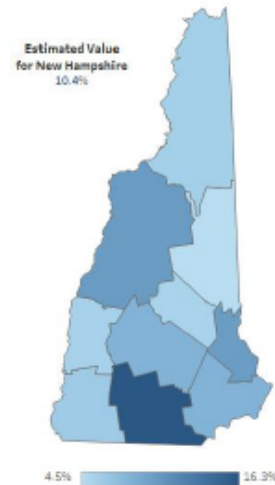


- NH's communities of color have doubled in size since 2010
- Racial and ethnic diversity is growing in vibrance.
  - Driven most prominently by children under the age of 18, the population of whom **grew by 48%** between 2010 and 2020.
  - **Children are at the leading edge of the state's growing diversity.**
  - In all, **20.2 percent of NH's under age 18 population** belonged to a minority group in 2020, with Hispanics, Asians, and those of two or more races representing the largest shares.

# NH's Changing Demographic Profile

Table 2. Black, Indigenous, and Persons of Color (BIPOC) Population, by NH County, 2016-2020 US Census

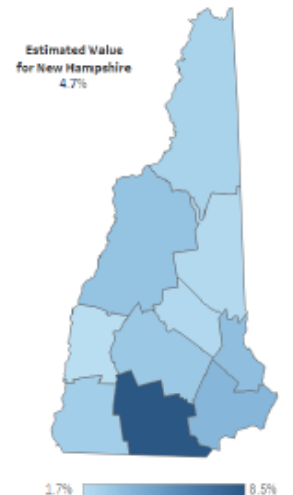
County	% County Population	Estimated Number of People in County
Belknap	5.4%	3,325
Carroll	4.5%	2,173
Cheshire	6.1%	4,641
Coos	5.7%	1,809
Grafton	10.1%	9,131
Hillsborough	16.3%	67,760
Merrimack	8.1%	12,178
Rockingham	8.0%	24,789
Strafford	10.0%	13,010
Sullivan	5.6%	2,399
<b>Total</b>	<b>10.4%</b>	<b>141,215</b>



*The BIPOC and Hispanic populations (approximately 141,000 and 63,000 people, respectively) live all around New Hampshire.*

Table 3. Hispanic Population, by NH County, 2016-2020 US Census

County	% County Population	Estimated Number of People in County
Belknap	2.0%	1,218
Carroll	1.9%	921
Cheshire	2.5%	1,890
Coos	2.3%	715
Grafton	3.0%	2,740
Hillsborough	8.5%	35,399
Merrimack	2.8%	4,218
Rockingham	3.6%	11,142
Strafford	3.3%	4,252
Sullivan	1.7%	724
<b>Total</b>	<b>4.7%</b>	<b>63,219</b>



Source: <https://nhcje.org/blog/a-brief-review-of-new-hampshires-race-and-ethnicity-demographics>

# NH's Changing Demographic Profile: Language



DEMOGRAPHIC PROFILES OF NEW HAMPSHIRE  
**A Focus on Language**  
December 2023

Across age and language categories, more than 60% - and in some cases up to 76% - of non-English speakers also speak English “very well”

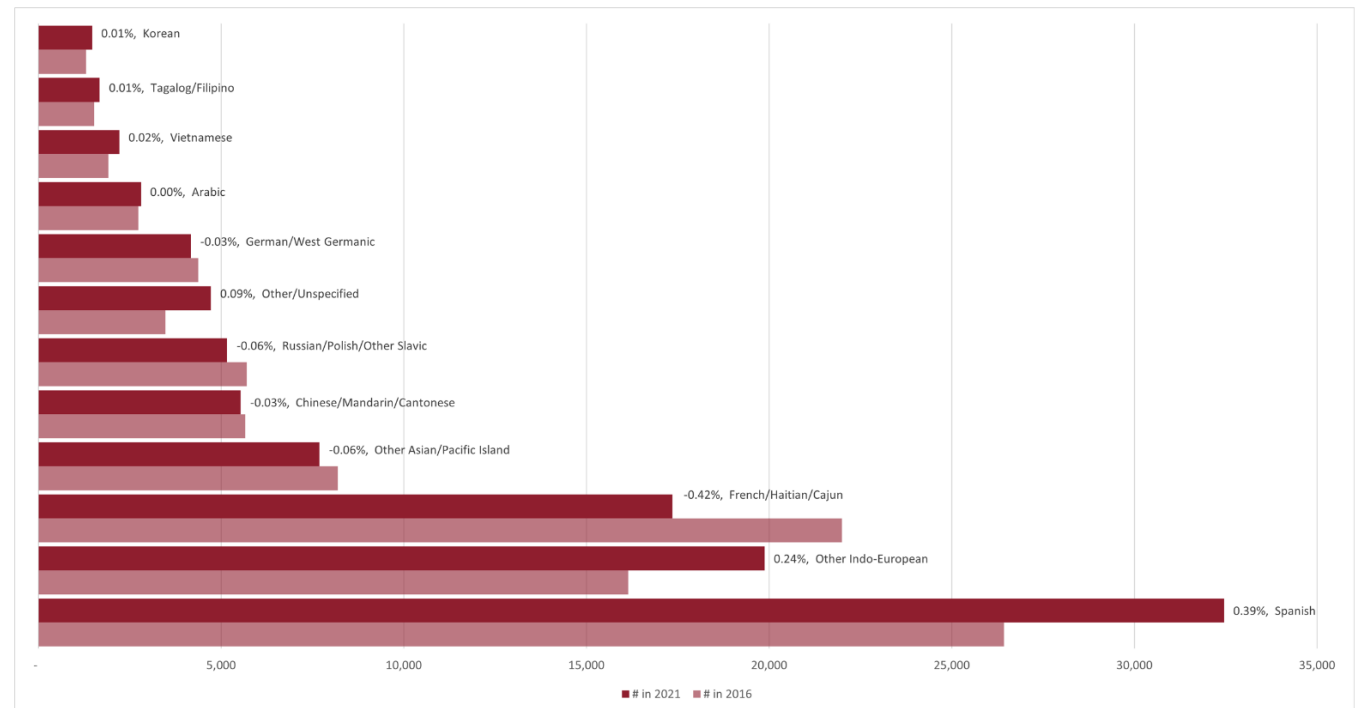


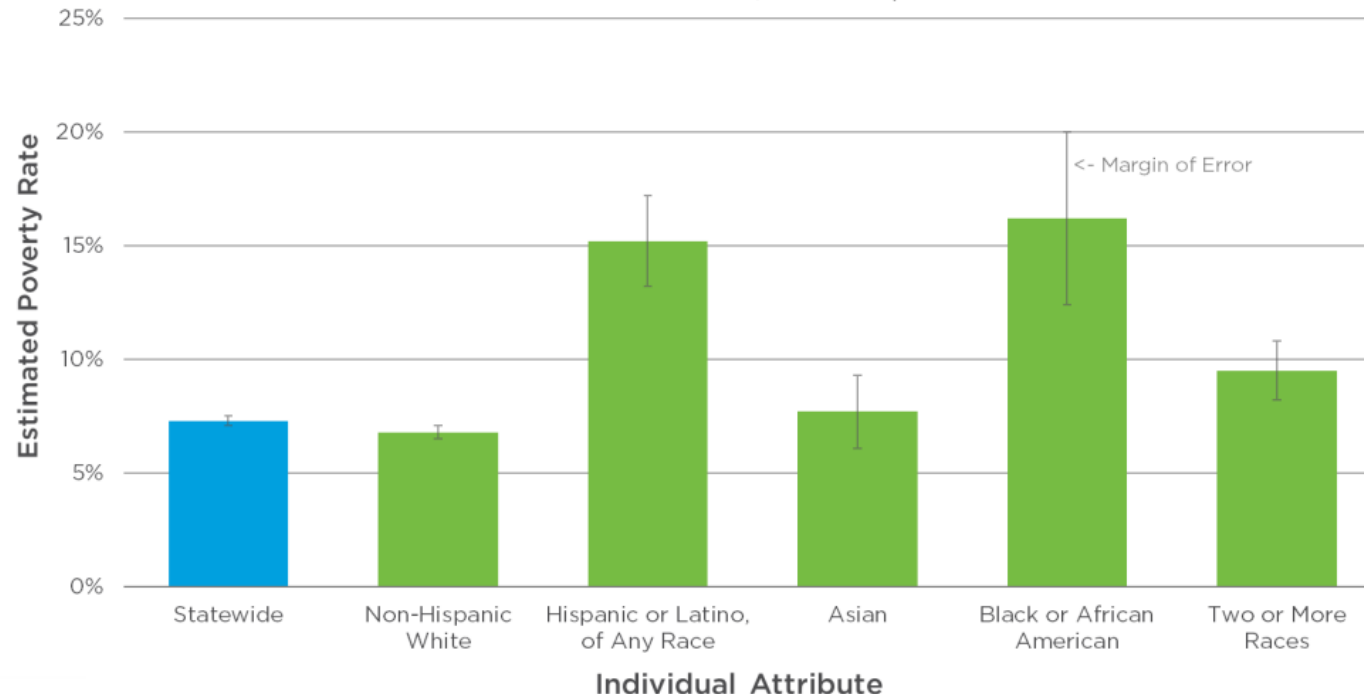
Figure 4. Change in the Number of People Speaking a Language Other than English At Home, NH, 2016-2021 (2016-2021 American Community Survey, 5-year estimates, C16001)

# By the Numbers: Poverty Rates

## NEW HAMPSHIRE OFFICIAL POVERTY RATES VARY BY IDENTITY GROUP

### INDIVIDUAL POVERTY RATES BY RACE AND ETHNICITY

2018-2022 Estimates, New Hampshire



# By the Numbers: Home Ownership

**New Hampshire Homeownership Rates, by Race or Ethnicity**

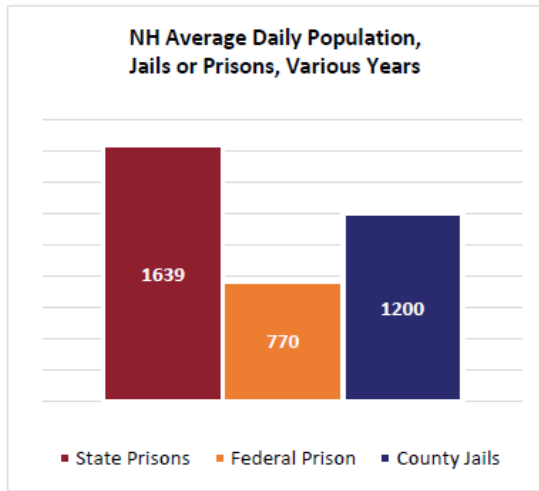
	1990	2000	2010	2020	2030	2040
<b>Total</b>	68.1%	69.7%	71.0%	71.4%	71.1%	70.4%
<b>White</b>	68.6%	70.8%	72.4%	73.5%	74.0%	74.1%
<b>Black</b>	35.7%	38.4%	38.4%	29.0%	32.3%	29.5%
<b>Hispanic</b>	40.6%	38.0%	39.5%	39.9%	40.0%	40.6%
<b>Other</b>	56.9%	48.5%	53.8%	57.5%	59.5%	60.9%

NH Housing, 2023

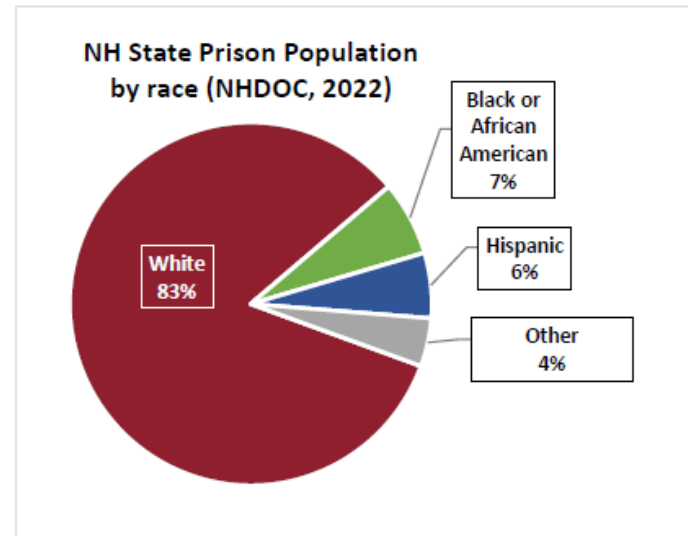
# Incarceration Data Brief



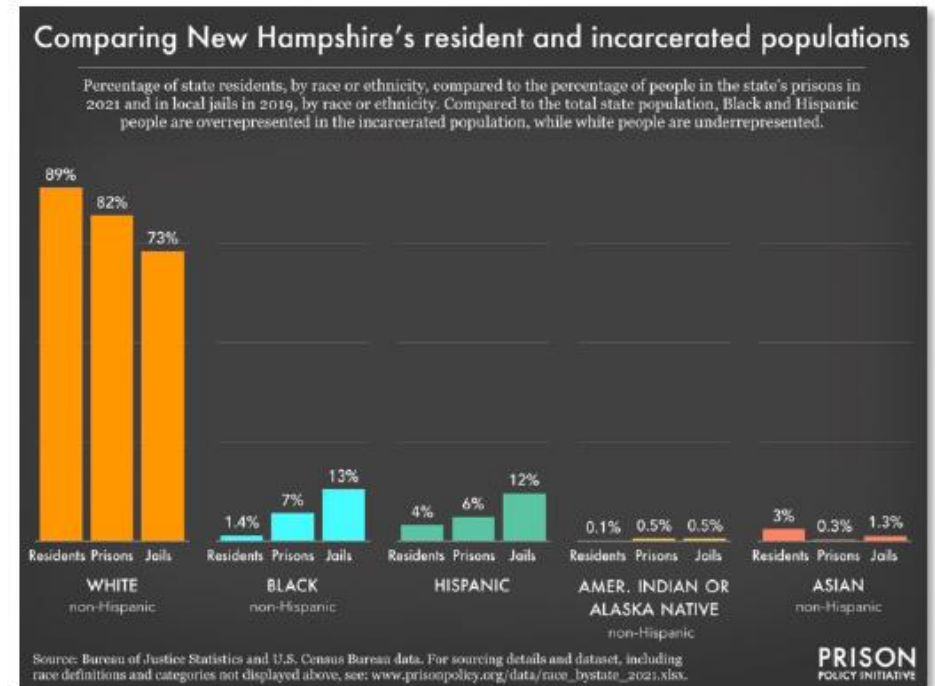
DEMOGRAPHIC PROFILES OF NEW HAMPSHIRE  
**A Focus on Incarceration**  
 April 2024



**Figure 1.** NH Population in Prisons and Jails (various years); (Sources: NH Dept of Corrections; Federal Bureau of Prisons; County Annual Reports; see text for details)



**Figure 3.** NH state prisons combined population, by race, 2022 (NH DOC Annual Report)



**Figure 4.** NH incarcerated populations and overall population, by race, 2021 and 2019, from the Prison Policy Initiative

# New Hampshire Property Defaced with Antisemitic Graffiti



More antisemitic graffiti was found on the former Laconia State School property

EDITOR'S PICK

## Antisemitic incidents more than doubled in NH in 2023

By Michael Cousineau Union Leader Staff Apr 16, 2024 Updated 23 hrs ago

Middle school students in Swanzey said "Heil Hitler" and performed Nazi salutes in front of a Jewish classmate last October.

**NEWS** Neo-Nazis disrupt a drag story hour in New Hampshire

SHARE & SAVE — f t e ...

OUT NEWS

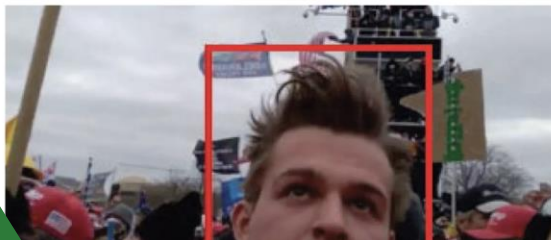
### Neo-Nazis disrupt a drag story hour in New Hampshire

In a video that has over 6.5 million views on Twitter, more than a dozen men in dark masks, hats and sunglasses raise their right arms in unison and chant homophobic slurs.

nhpr  
Next Up  
1A

## Salem man with alleged ties to white supremacist group arrested in connection with Jan. 6 riot

New Hampshire Public Radio | By Todd Bookman  
Published June 20, 2023 at 2:53 PM EDT



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Sports Entertainment Lifestyle Opinion Advertise Obituaries eNewspaper Legals

## Hate group members charged for racist signs in Portsmouth

Ian Lenahan  
Portsmouth Herald

Published 8:40 a.m. ET Jan. 17, 2023 | Updated 5:17 p.m. ET Jan. 17, 2023

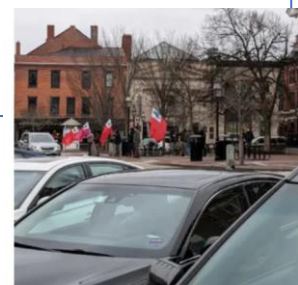
View Comments



New Hampshire Attorney General John Formella speaks at a press conference on Tuesday, Jan. 17, 2023 at Portsmouth

LOCAL

## 'Political arm' of neo-Nazis: Flag wavers in Portsmouth try to normalize white supremacy



Members of the People's Initiative of New England, a neo-Nazi group formed last year, appeared in downtown Portsmouth last Saturday, March 9, the latest hate organization to emerge in the region over the last few years. Experts with the Anti-Defamation League and the Southern Poverty Law Center say the group was founded by the Nationalist Social club, a fellow neo-Nazi group that has been present in the Seacoast and southern Maine region. Provided/Jacquelyn Drury



The Times Record · Follow

7h ·

Racist letter sent to South Portland DEI director came from known white supremacist.

Ryan Murdough, who lives in New Hampshire and is the founder of the New England White Network, sent an email to Mohammed Albehadli last month that prompted him to fear for his safety and resign his post. [Portland Press Herald](#) reports.



PRESSHERALD.COM

### Racist letter sent to South Portland DEI director came from known white supremacist

Ryan Murdough, who lives in New Hampshire and is the founder of the New England White Network, sent an email to Mohammed Albehadli last month that prompted him to fear for his safety and resign his post.

# Why Now?

- Focus on **real solutions** that reflect **New Hampshire's realities and values**.
- Remember that **New Hampshire is more productive and more successful when everyone can belong**.
- Hold ourselves **accountable to the New Hampshire standard of having difficult conversations honestly and respectability**.



# NHCJE Guiding Principles

- Real change comes at the structure and policy level. We can't address deep inequity through band aid solutions.
- The challenges we face affect all of us. We need to organize and advocate across sectors, issues, identities, and communities to make change on them.
- Real change takes time, a deep understanding of complex systems, trust, and honest communication. NHCJE is making change on each of these factors simultaneously.



# NEW HAMPSHIRE CENTER *for* Justice & Equity



We elevate and empower people of color in New Hampshire by fostering connections, changing systems, and meeting community needs to make a better Granite State where all belong.



We envision a vibrant, flourishing, just, and equitable New Hampshire.



Love  
Trust  
Empathy  
Inclusion  
Accountability

# NHCJE Program Pillars

- Community Building & Organizing
  - ***Convene & Connect***
    - Facilitate the movement of ideas into action with community partners and collaborators
- Public Policy
  - ***Inform & Educate***
    - Disseminate information and develop solutions to support good policy and prevent detrimental policy
- Institutional Capacity Building
  - ***Strengthen & Support***
    - Grow the capacity of the network of justice and equity organizations and efforts through training and technical assistance
- Operating Supports & Intentional Investments
  - ***Build & Bolster***
    - Strengthen communities by distributing resources for programs and initiatives



# Six Sectors of Effort



Law Enforcement  
Criminal Justice



Government



Education



Health



Economic  
Development



Civic  
Engagement

# Implicit Bias Trainings

## Relationships | Safety | Trust



### ***Implicit Bias - Why Situations Matter Between Police and Community***

#### Trainer

- Scott Meadors & Associates

#### Participants

- Police Officers, Chiefs of Police & Court Security Officers

#### Training Site(s)

- Manchester, Hollis, Portsmouth, Concord, Keene with additional sites in FY25



# Additional Opportunities

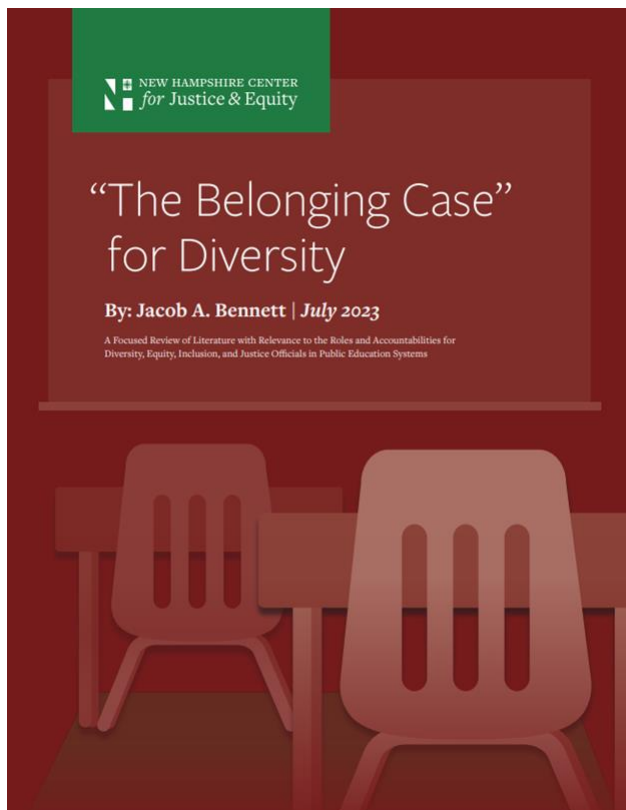


NH Judicial Branch [Diversity & Inclusion Initiative](#)

Juvenile Justice Reform Commission's  
Subcommittee on Ethnic and Racial  
Disparities



# Education Efforts



5/16/23

## Nurturing Diversity in NH is Good for Kids, Schools, and the State

Making the "belonging case" for diversity will require us to look beyond test scores and broaden our understanding of which outcomes are most vital.



2/8/23

## School Districts Must Stop Scapegoating DEI Professionals

The rate of Diversity, Equity, Inclusion, and Justice, DEI professionals being hired and fired by school districts is irresponsible. We must work to fix it.



**NHSAA**

New Hampshire School Administrators Association

# NHCJE's Policy Efforts: Educate & Inform



The screenshot shows the cover and introduction of the 'Policy Platform' document. The cover is dark red with a green header containing the NHCJE logo and the text 'NEW HAMPSHIRE CENTER for Justice & Equity'. Below the logo, the title 'Policy Platform' is written in white, followed by the date 'April 2024'. The introduction page is white with a dark red header. It features the title 'Introduction' in red. The text describes the NHCJE's four pillars: Community Building & Organizing, Public Policy, Institutional Capacity Building, and Operating Supports & Intentional Investments. It also mentions six sectors of effort: Civic Engagement, Economic Development, Education, Government, Health, and Law Enforcement & Criminal Justice. The introduction concludes by stating that the Policy Platform defines the foci for their Public Policy work, providing direction for their 'Inform and Educate' efforts.

**NEW HAMPSHIRE CENTER**  
for Justice & Equity

## Policy Platform

April 2024

### Introduction

The New Hampshire Center for Justice and Equity (NHCJE) organizes its work across four pillars:

- Community Building & Organizing.** NHCJE *convenes and connects* key stakeholders, institutional partners, and municipal and state government to facilitate the movement of ideas into action.
- Public Policy.** NHCJE *informs and educates* through the dissemination of information and the development of policy solutions.
- Institutional Capacity Building.** NHCJE *strengthens and supports* partners by providing training and technical assistance to help grow the capacity of the network of justice and equity-focused organizations and efforts across the state.
- Operating Supports & Intentional Investments.** NHCJE *builds and bolsters*, seeking to strengthen communities by distributing resources for programs and initiatives.

We also organize in content areas defined by six sectors of effort: **Civic Engagement, Economic Development, Education, Government, Health, and Law Enforcement & Criminal Justice.**

This Policy Platform further defines the foci for our Public Policy work, providing direction for the issues that we will focus on in our "Inform and Educate" efforts. In addition, making progress on these issues in NH will require work across the other pillars, such as convening stakeholders for difficult discussions ("Community Building and Organizing" pillar) and supporting partners working on these issues ("Institutional Capacity Building" pillar). We understand that successful policy change requires collaboration and cooperation, and we will lead when we need to and offer our support when that is the best approach. While recognizing the interconnectedness of these issues, we organize these policy priorities by sector, understanding the interdependencies and intersections across sectors.

1

- NHCJE's [Policy Platform](#) defines the foci for our Public Policy work.
- Represents the culmination of two years of participatory research & community based organizing work.
- NHCJE organized our policy platform across our six sectors of effort.

We understand that **successful policy change requires collaboration and cooperation**, and we will lead when we need to AND offer our support when that is the best approach.

# How is the Policy Platform organized?

- 1 Policy Statement
- 2 Policy Priorities
- 3 Rationale/Because
- 4 Supporting Data



## Civic Engagement

1 Policy happens for people who participate, so NHCJE will focus on efforts to **STRENGTHEN VOTING RIGHTS.**

2 The Priorities are...

Automatic voter registration

No-excuse mail-in ballot option

Making voting accessible

3 ...Because

The 2022 midterms showed the largest disparity in election participation between White voters and voters of color since 2006, in every state but Hawaii.<sup>1</sup> Making it as easy as possible to register to vote is important to counteract efforts to restrict voter eligibility, limit majority-minority voting districts,<sup>2</sup> and dismantle protections of the Voting Rights Act.<sup>3</sup> In addition, the cost burden for voting, including taking time off of work during polling hours, is felt more by communities of color.<sup>4</sup>

Increased access to mail-in ballots works to increase election participation, evidenced by record-breaking voter participation during the 2020 cycle.<sup>5</sup>

In NH, about 8% of the population speaks a language other than English at home, but there are no requirements that voter registration and other election materials are available in languages other than English.<sup>6</sup> In addition, voting can be difficult for people with disabilities, and many places do not employ technologies to allow full participation in the voting process.<sup>7</sup>

4 <sup>1</sup> Morris, K., and Grange, C. (2024, 2 March). Growing racial disparities in voter turnout, 2008-2022. Brennan Center for Justice. <https://www.brennancenter.org/our-work/research-reports/growing-racial-disparities-voter-turnout-2008-2022>.

<sup>2</sup> Lacy, A. (2022, 27 January). New Hampshire Republicans are throwing voting restrictions at the wall and seeing what sticks. *The Intercept*. <https://theintercept.com/2022/01/27/new-hampshire-voter-suppression-laws/>.

<sup>3</sup> *Shelby County v. Holder*, 570 U.S. 529 (2013), <https://www.brennancenter.org/our-work/court-cases/shelby-county-v-holder>. See also, *Brnovich v. DNC*, 594 U.S. \_\_\_\_ (2021), <https://www.brennancenter.org/our-work/court-cases/brnovich-v-democratic-national-committee>.

<sup>4</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10480081/>

<sup>5</sup> McDermott, C. (2021, 17 February). N.H. notches record voter turnout in 2020, boosted in large part by absentee ballots. *NHPR*. <https://www.nhpr.org/post/absentee-voting-drove-record-turnout-2020-its-future-nh-still-debate>.

<sup>6</sup> *RSA 652:22* prescribes that the manual governing general elections "shall be written in nontechnical language," but makes no other recommendations or requirements regarding *which language(s)* in which to print the manual.

# Learning and Sharing: NHCJE Blog



Interviews

## Life after Prison: Navigating the Challenges of Reentering Society

Anthony Payton shares insights on building a life after incarceration and overcoming re-entry challenges with mental health, probation, and rehabilitation.



[Read More](#)



## How Positive Street Art Shapes Equitable Communities

Cecilia Ulibarri explains how Positive Street Art is "a living, breathing testament to the richness that diversity brings to our collective experience."

[Read More](#)

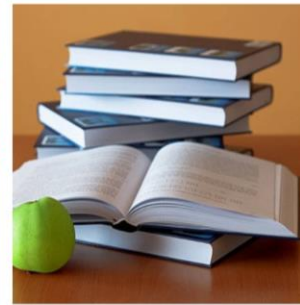


Resources

## A Brief Review of Languages Spoken in New Hampshire

A newly released brief from the New Hampshire Center for Justice and Equity summarizes the languages spoken across the Granite State based on US Census data.

[Read More](#)



Education, Civic Engagement

## "We Need to Have Educator Voices:" A Look at New Hampshire's Revised Ed 306

With 30+ years in education, Christine Downing talks to NHCJE about her new report calling for more educator voices in the state's Ed 306 rules.



Civic Engagement

## Judith Heumann: Championing Disability Rights and Inclusive Advocacy

The Icon Series reflects on those who paved the way for our justice and equity journey. Today, NHCJE celebrates the extraordinary life of Judith Heumann.



[Read More](#)



Civic Engagement

## Marsha P. Johnson: The Transgender Activist Who Pioneered the Fight for LGBTQ+ Rights

The Icon Series reflects on those who paved the way for our justice and equity journey. Today, NHCJE celebrates the extraordinary life of Marsha P. Johnson.

[Read More](#)



Civic Engagement

## Angela Davis: A Trailblazer in the Pursuit of Justice and Equity

The Icon Series reflects on those who paved the way for our justice and equity journey. Today, NHCJE celebrates the extraordinary life of Angela Davis.

[Read More](#)



Civic Engagement

## John Lewis: Courage, Activism, and the Pursuit of Equality

The Icon Series reflects on those who paved the way for our justice and equity journey. Today, NHCJE celebrates the extraordinary life of John Lewis.

[Read More](#)

# How To Stay Connected To Our Work

- **Visit our website**
  - [nhcje.org](https://nhcje.org)
- **Sign up for our bi-weekly newsletter**
  - [nhcje.org/blog](https://nhcje.org/blog)
- **Make A Racial Equity Action Plan**
  - [nhcje.org/racial-equity-action-plan-get-involved-and-make-a-difference-in-nh](https://nhcje.org/racial-equity-action-plan-get-involved-and-make-a-difference-in-nh)
- **Social Media**
  - [Instagram.com/nhcje](https://www.instagram.com/nhcje)
  - [linkedin.com/company/new-hampshire-center-for-justice-equity](https://www.linkedin.com/company/new-hampshire-center-for-justice-equity)

