

2022

NONPROFIT ANNUAL REPORT



Table of Contents

Letter from Founder and Board President.....	3
Who We Are.....	4
2022 Highlights.....	5
• Community/Membership Building.....	5
• Professional Development, Capacity Building, and Training.....	6
• Partnership Development.....	7
• Education and Advocacy Programs.....	8-9
Spotlight on Some of Our New & Returning Members.....	10-11
Raising our Voices: Resources.....	12
Blog.....	13-14
2022 Financials.....	15
Gratitude.....	16-17
Health Equity Initiative Team.....	18-19

Letter from our Founder and Board President

Greetings to Health Equity Initiative members, board of directors, advisory council, partners, supporters, staff, volunteers, and well-wishers!

Following two years of unknowns related to the pandemic, 2022 was a year of listening closely and moving forward with our health equity agenda. To make progress towards our key strategic goals, we maintained focus on our four-pronged approach: facilitating collaborative relationships; pursuing strategic partnerships with key allies that share our commitment to health equity; advocating for health equity and shining the spotlight on health equity challenges and potential solutions through educational programs; and skills and capacity building initiatives. One of HEI's foundational commitments has been to value lived experiences, and to recognize the voices of people living closest to the issues as meaningful expertise. Our programs and initiatives in 2022 continued to showcase this commitment to community voices and conversations via our capacity building, partnership development and education and advocacy efforts. We also welcomed several individual and organizational members into our multi-sectoral community. We are pleased to share more about our key accomplishments of 2022 in the pages that follow.

In the years ahead, we will continue to remain steadfast in our attention on our strategic goals and areas of focus to advance progress on key social, political, and structural determinants of health, address social discrimination, promote equity in the design of cities and built environments, and strengthen systems change across sectors and disciplines.

As mentioned several times, it takes a collective effort to uncover and close the many gaps in health equity. We are grateful for your participation, championship, and ideas, and rely on your support to keep up the drumbeat calling for health equity. Thank you for standing with us!

I am thankful for the continued opportunity to contribute my work and passion to Health Equity Initiative in 2022, and to collaborate with our partners and members. We know about the gravity of the work ahead. No matter our affiliations or work, together, we need to continue to rise to the challenges of our time, and work passionately towards our shared goal of creating a world where everyone has an equitable opportunity to achieve good health. Thank you, all!

With best wishes,

Renata Schiavo

PhD, MA, CCL

Founder and Board President, Board of Directors



Who We Are

Health Equity Initiative (HEI) is a member-driven volunteer nonprofit membership organization dedicated to building a global community that engages across sectors and disciplines to advance health equity. By bringing together and enlisting the efforts of the public and private sectors, professions and communities that have both a stake and an influence on social determinants of health, HEI advocates for improving conditions and achieving equity in health for all. We focus on championing transformative change to advance health equity, supporting knowledge, engaging communities and leaders, and building capacity to address barriers that prevent people from leading a healthy and productive life.



Our Values

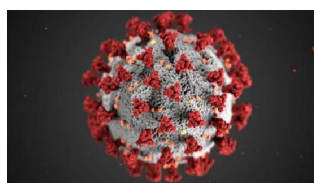
- Passion – for making a difference in people’s health and lives
- Commitment – to social justice as it relates to health equity as well as intersectoral approaches to address key social determinants of health and other root causes of health inequities
- Participation – as the basis of our volunteer approach for all HEI action areas, activities, and partnerships
- Entrepreneurship – to make things happen in new and creative ways
- Inclusiveness – in feeling that all opinions are welcome and should be carefully considered and evaluated
- Dedication – to our mission, members, partners, and ultimately the communities that suffer from health inequities
- Integrity – as our motivation to go beyond organizational agendas, and focus only on evidence-based practices in developing our activities and partnerships
- Sustainability – as our goal in fostering new approaches to join across sectors, pooling resources and mobilizing for a common cause
- Teamwork – in our “zero politics” attitude when it comes to working with others and helping make progress toward health equity
- Professionalism – as our basis for our problem-solving perseverance as well as respecting internal and external stakeholders, and recognizing the expert in everybody, every partner and interlocutor

2022 Highlights

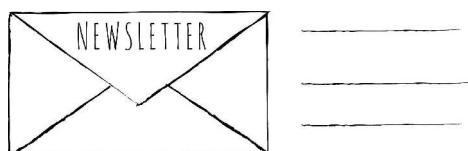
Community/Membership Building

HEI serves as a convener of its member organizations and facilitates collaborative relationships between members. HEI's 2022 efforts included sharing relevant information that relate to protecting communities that have been historically marginalized or experience other kinds of disadvantage, and achieving better and more equitable health outcomes for all.

For example, HEI's '[COVID-19 and Health Equity Resources](#)' compilation focused on providing information on the many factors that impede fair and just access to COVID-19 vaccination and promoting vaccine equity under a new category of resources on 'COVID-19 Vaccine and Inequities'. We also focused on '[Long COVID and Health Equity](#)' to shine a light both on how Long COVID magnified existing inequities, and provide examples of efforts to minimize the impact of Long COVID among communities that have been historically underserved.



Our [newsletters](#) (three in 2022) continued to provide tools and resources on health, racial, and social equity, with a focus on current and relevant health equity topics. Each newsletter reaches an average of 20,000+ people across our multisectoral global community through our mailing list and social media outreach/impression.



HEI's 10th Anniversary Edition of its [Annual Report 2021](#) was published in 2022, and reflected on its initiatives and key achievements in the decade since its founding.

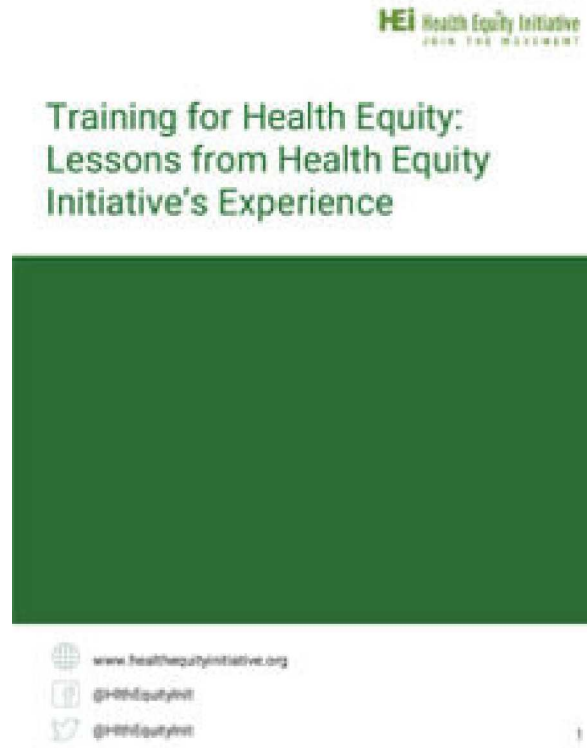
2022 Highlights

Professional Development, Capacity Building, and Training

Through workshops, webinars and other resources, HEI offers on-going skills-building for its members, broader community, and the public. One of our key publications in 2022, [Training for Health Equity: Lessons from Health Equity Initiative's Experience](#), compiles learnings from our past capacity building and training efforts, and has implications for efforts on training for health equity.

Spotlight: Training for Health Equity Report

[Training for Health Equity: Lessons from Health Equity Initiative's Experience](#) distills findings and recommendations from evaluation surveys completed by participants in HEI's capacity building and training programs from 2011 to early 2020. The insights in this report provide a useful implementation framework for organizations looking to integrate health equity training in their goals and endeavors.



2022 Highlights

Partnership Development

HEI pursues partnerships with other health equity-focused associations and institutions and engages in joint project development. In November 2022, HEI joined Picture Motion as a publicity partner on a film discussion and conversation on the maternal health crisis in the Black community.

Spotlight: Standing up for Black Maternal Health—Aftershock Movie Clips and Conversation



On November 29, 2022, Health Equity Initiative joined Picture Motion as one of its publicity partners for a virtual conversation with the team behind the 2022 documentary, [Aftershock](#), which shone a light on the Black maternal mortality and health crisis. Panelists included Representatives Alma Adams and Lauren Underwood, health equity champion Tonya Lewis Lee, and filmmaker Paula Eiselt who co-directed Aftershock. Health Equity Initiative was honored to partner with Picture Motion and the team of Aftershock on this event and important conversation that followed on maternal mortality inequities within the Black community.

Congratulations and thank you to our longtime friend, Tonya Lewis Lee!



HEI would like to congratulate Tonya Lewis Lee, Entrepreneur, Filmmaker, Producer, Writer, Advocate, Health Equity Champion, and Founder, Movita, for her award-winning documentary [Aftershock](#), which she co-directed with Paula Eiselt.

Thank you, Tonya, for this great contribution to the field of health, racial and social equity! We are honored by your friendship and participation in several of Health Equity Initiative's events.

2022 Highlights

Education and Advocacy Programs

Racial Healing and Health Equity: Promising Policies and Community-Driven Interventions (part 2)

HEI organizes and/or presents in-person and online forums, meetings, and other engagements to bring people together to learn about current health equity challenges and share potential solutions. In 2022, HEI hosted two Community Leaders Forums to provide a platform for community leaders to discuss their knowledge and insights related to advancing health equity via community-driven solutions. These forums marked the third year in the Community Leaders Forum series, and were supported by a generous grant from [Macy's Inc.](#) Each forum resulted in policy recommendations and a Call-to-Action brief.

Spotlight: Community Leaders Forum

Youth Engagement and Health Equity: Lessons Learned and Community-Driven Strategies



This forum captured the perspectives of youth advocacy organizations, and community and youth leaders, and examined how youth engagement can drive health equity.

Specifically, forum speakers discussed:

- how young community leaders can contribute to policy and intervention design for health equity
- engagement strategies utilized within participants' organizations or youth groups and schools
- key health equity topics of concern amongst young people and young leaders
- promising practices and policies to promote youth engagement and contribute to health equity
- ideas for future policy solutions that may encourage youth engagement and help advance health equity



Renata Schiavo,
PhD, MA, CCL
Moderator
Founder and
President, Board of
Directors, Health
Equity Initiative



Armonté Butler
Forum
Participant/Panelist
Associate Director of
LGBTQ Health & Rights,
Advocates for Youth



Becki Marcus
Forum
Participant/Panelist
Assistant Program Officer,
Local Initiatives Support
Corporation



Saahil Patel
Forum Participant/Panelist
Medical Student,
The College of New
Jersey/New Jersey Medical
School

2022 Highlights

Racial Healing and Health Equity: Promising Policies and Community-Driven Interventions (part 2)



Speakers in this forum reflected on the intersection of racial healing and health equity, and discussed programs, practices, and policies to promote racial healing and equity. This forum was HEI's second session on the theme. This forum was supported by a generous grant from [Macy's Inc.](#)

The discussion focused on:

- lessons learned from community-driven interventions and strategies that aim to build or restore community trust
- community perspectives on the impact of racism among specific groups, and opportunities for group-specific strategies and policies for racial healing
- policies that have the potential to jeopardize racial healing, as well as those which may help promote racial healing
- recommendations for racial healing and equity to be implemented at the policy level and within community settings



Renata Schiavo,
PhD, MA, CCL
Moderator
Founder and
President, Board of
Directors, Health
Equity Initiative



Von Gordon
Forum
Participant/Panelist
Executive Director,
Alluvial Collective



Denise Morrow
Forum
Participant/Panelist
Executive Director,
BE MORE



Jesus Ayala
Forum
Participant/Panelist
Director,
South Providence Health
Equity Zone

Spotlight on Some of Our New and Returning Members

In 2022, HEI welcomed several new individual and organizational members and continued to grow its health equity community. Our members are concerned citizens from many different sectors and bring their voices and perspectives, as we work together to tackle complex social problems. Below are some of our new and returning members as featured in our 2022 newsletters.

GMMB

“As a strategic communications firm, GMMB works at the nexus of communications and policy on issues ranging from health care to education, to the environment and social justice. We joined Health Equity Initiative to regularly engage in dialogue on this issue, share best practices across sectors, and advance collective efforts to drive change.”



Jessica Guidry, Equity Program Manager

“I’m a biracial public health practitioner living and working on the lands of the Suquamish and Port Gamble S’Klallam Tribes (Kitsap County, Washington). I was a public health emergency manager for 13 years and am passionate about inclusive, equitable emergency planning and response. In August 2021, I became my agency’s first Equity Program Manager. I joined HEI to broaden my knowledge and join an international community dedicated to social justice.”

Verónica López, Nurse and Health Educator

“I am a nurse who has spent my entire career dedicated to the medically underserved. I have worked under the health disparities reduction initiative in Philadelphia, PA., and currently serve as Director of Health Equity under the 2-year, 4 million dollar Advancing Health Literacy grant with the Office of Minority Health for the City of Reading. I will complete my M.S.Ed with the University of Pennsylvania's Graduate School of Education in 2024. My goal in joining Health Equity Initiative is to maximize my impact and reach for my lifelong passion.”

Spotlight on Some of Our New and Returning Members

mock5

“According to the WHO, health literacy is a stronger predictor of an individual's health status than income, employment status, education level, and racial or ethnic group. mock5 design is a human-centered, woman-owned creative agency that works with health care providers and global pharmaceutical companies to address health inequities by creating patient education and engagement tools. We joined Health Equity Initiative to be able to interact with like-minded professionals and organizations.”



Nika Norvila, Sexuality Educator and Advocate

“I am a sexuality educator and an advocate for sexual and reproductive health and rights, sex workers’ rights and I believe health care should be a human right. I have advocated for the decriminalization of sex work through my research in Amsterdam, facilitated sexuality education to young people in Far Rockaway and Ozone Park, Queens, and developed new SRHR policies in Lithuania. In order to create longer lasting changes I recently started an MPH in Health Policy and Management at the CUNY Graduate School of Public Health. I joined HEI to become part of a community of like-minded professionals and grow my skills in the health equity field.”

Raising Our Voices: Resources

In 2022, HEI continued to share resources on health equity topics and challenges through different formats and media, which include [infographics](#) and [blog posts](#). As part of these efforts, HEI designed a third infographic in its ‘COVID-19 is a Health Equity Issue’ series on Digital Redlining, the Digital Divide & Vaccine Distribution. This and other infographics are used by HEI staff, member organizations and the broader community to educate the public on how COVID-19 continues to highlight and exacerbate longstanding health inequities.

Since its inception in 2015, our infographic series has been used and shared for awareness campaigns by multiple organizations, including:

- Allies for Reaching Community Health Equity (ARCHE)
- Slidenest
- Center For Global Policy Solutions



BLOG

HEI connected with its stakeholders and shared relevant and topical information through its blog. Bringing in expert voices to share their knowledge (including a few board members!), blog posts included data, snapshots of the literature around health equity, and practical information for readers to use.

Here's a look at some blog post headlines from 2022...

[Addressing Implicit Bias at the Local Government Level and Beyond](#)



[HEALTH EQUITY AND RACIAL HEALING: MARKING THE 6TH NATIONAL DAY OF RACIAL HEALING](#)

NATIONAL DAY OF
**RACIAL
HEALING**

BLOG

Continued....

[COVID 19 and Mental Health Inequities on College Campuses](#)



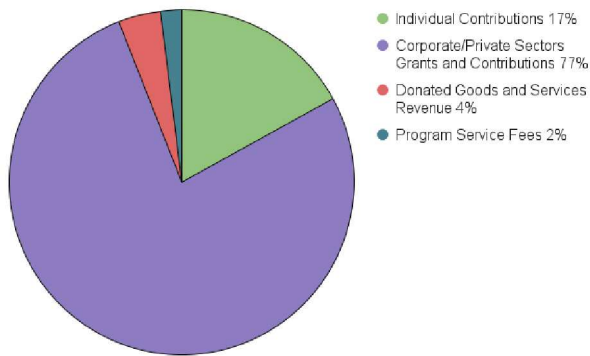
[Health Equity and Reproductive Rights](#)



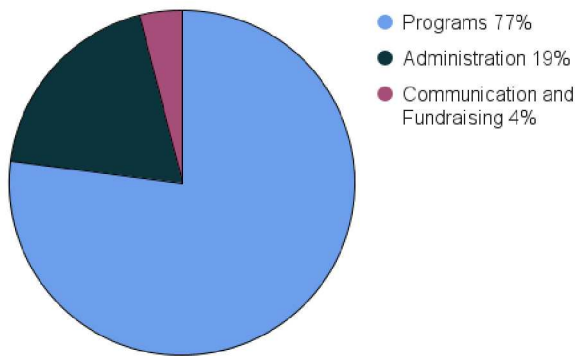
2022 Financials

Health Equity Initiative is a federally recognized 501(c)3 member-driven nonprofit membership organization. Below are breakdowns for 2022 revenue streams and categories of expenses. Filing reports can be consulted on publicly available IRS sources. Full financial statements are available upon request.

2022 Revenues



2022 Expenses



Gratitude

Health Equity Initiative is deeply grateful for the incredible partnership, support, wisdom, and friendship that has been generously provided by so many extraordinary organizations and individuals over the last eleven years since our inception in 2011. In addition, we would to thank our 2022 donors, supporters, and partners. Your support enables us to fuel the transformative changes our community needs to advance health equity.

We are truly proud of our network and are honored to be in your company!

2022 Individual Sponsors

Stephen Douglas

Allan Greenberg

Rachelle Lopp

Alka Mansukhani

Jeffrey Nguyen

Emily Saltz

Renata Schiavo

Roger Ullman



Gratitude

Thank you to the organizations who have sponsored/partnered with Health Equity Initiative throughout the past 11 years!

Organizations (Sponsors and Partners) 2011-2022

Active Wellness Partners
Albert Einstein College of Medicine
Archive Global
Argo Tea
Averbuch Rail Art LLC
Baked by Melissa
Bank of America Charitable Gift Fund
Bonne New York
Bronx Health Link
Brooklyn Health Disparities Center
Center for the Study of Social Inequalities & Health, Columbia University Mailman School of Public Health
Chamberlain Healthcare PR
Cooney/Waters Group
Core Group
Covititi
DHHS Office of Minority Health - Region II
Gehl Institute
Global Public Health Action Network (GPHAN)
Houston Jewish Community Foundation
Ichan School of Medicine

IntraMed
Jossey Bass, an Imprint of Wiley
Long Island University
Macy's, Inc.
Meritage Medical Network
Morris Heights Health Center
Natera
Office of Minority Health Resource Center (OMHRC), HHS Office of Minority Health
Policy Research Associates
Ranal Software Technologies
Robert Wood Johnson Foundation
Strategies for Equity and Communication Impact (SECI)
SullivanCotter



Health Equity Initiative Team

Board of Directors



Renata Schiavo
Founder and President



Alka Mansukhani
Founding Treasurer
and Co-Vice President



Upal Basu Roy
Co-Vice President



Lenore Cooney
Board Member



Friso van Reesema
Board Secretary



Bree Bode
Board Member



Samantha Cranko
Board Member Emeritus

Advisory Council



Michelle Davis
Chair, Advisory Council



Everold Hosein



Samantha Cranko



Kenneth Olden



Julia D. Day



Sally Maliski

Health Equity Initiative Team

Staff



Radhika Ramesh
Senior Project Manager



Jennifer Weiss
Grant Writing and Strategy Associate



Paige Hammond
Freelance Project Coordinator



Brian Corchiolo
Webmaster



48 Wall Street, Suite 1100, New York, NY 10005

www.healthequityinitiative.org

Health Equity Initiative is a federally recognized 501(c)3 nonprofit organization.