

Dear Friend,

Thank you very much for being so supportive in 2021. Your continued commitment to the families we serve through one of the most difficult circumstances any of us have lived through leaves us with deep gratitude for you.

One of the reasons I work at the National Service Office (NSO) is because of the organization's commitment to making all feel welcome, understood, and heard regarding their culture and healthcare. Many moms, dads, birthing people, and caregivers who partner with our programs face unequal treatment in healthcare, so in 2022, we're doubling down on our work with experts in the field of equity and inclusion on how best we can serve their needs.

As the daughter of an immigrant family and a former NFP nurse, I've witnessed intimidating and dismissive healthcare encounters personally and professionally. I am proud to help advance our work in equity and inclusion, including our Bilingual Spanish Community of Practice, which supports bilingual nurses facing unique issues with immigrant participants. I am also pleased to be a part of a team working to develop a pathway for translating cultural consciousness into clinical nursing practice and I am proud that companies like AmerisourceBergen are partnering with us to support new nursing education to better serve our community's changing needs.

In this quarterly report, you will find:

- Our development of a cultural consciousness pathway in nursing
- An introduction to our new Chief Human Resources and Equity Officer
- Nurse Family Partnership (NFP) cited in a report on reducing health disparities
- A report on this year's RE:Connect, which featured author, Angela Duckworth
- The inspiring story of Jose, a Child First graduate
- A look at a company that's dedicated to supporting our network of nurses

On behalf of all of us at the NSO and the families who participate in NFP and Child First, I want to thank you for your selfless generosity, for your trust and commitment to partner with us to establish a world where equitable healthcare is a reality.

We wish you and your family health and happiness in the new year!

All my best,



Denise Alba-Rosario, MS, FNP-BC
National Service Office Manager, Nursing Practice



IMPACT REPORT



Together, we are supporting new families to transform their lives and the lives of their children, for generations to come. Below are a few exciting program updates demonstrating the impact you have made through your generous support.



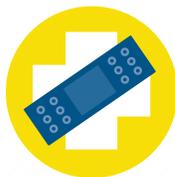
NURSING PRACTICE INNOVATION: CLINICAL PATHWAY IN CULTURAL CONSCIOUSNESS

With the support of the CareSource Foundation over the next three years, the NFP nursing team will develop, pilot and implement what is believed to be the first of its kind in the nursing field – a clinical pathway in cultural consciousness. Based on behavior change theory, NFP will work with a multi-disciplinary group of subject matter experts, nurse home visitors, and NFP alumni to create a pathway from theory to tangible clinical practice. This practice will encourage NFP nurses to acknowledge and understand the adverse impacts of racism, implicit bias, and discrimination on the health and wellbeing of NFP clients, 70% of whom identify as Black and Indigenous people of color (BIPOC). The ultimate goal of the pathway is to strengthen the partnership between nurses and families and improve health outcomes by ensuring clients receive respectful and responsive care throughout their NFP experience.



WELCOME RENEBA BANKS, CHIEF OF HUMAN RESOURCES AND EQUITY OFFICER

The National Service Office welcomes Reneba Banks as our new Chief of Human Resources and Equity Officer. Reneba comes to us from VersAbility Resources in Roads, VA, where she recently served as the chief of human resources and diversity and inclusion. As a member of the executive leadership team, Reneba will lead strategic and operational efforts to help the National Service Office more effectively recruit, develop, engage, and retain its diverse workforce, to support an environment where all people feel included and welcomed. In addition, she will drive the National Service Office's work with the Righteous Rage Institute to integrate diversity, equity, inclusion, and anti-oppression goals and strategies into business practices. We are pleased to have Reneba join our team and look forward to sharing more of her good work in the future.



REDUCING HEALTH DISPARITIES THROUGH HOME VISITING

Nurse-Family Partnership was recently highlighted in a report written by the Center for Health Care Strategies on the contribution of evidence-based home visiting in reducing health disparities. The report shared a remarkable story of an NFP family and nurse partnering together to advocate for the health of an infant: A non-English speaking mom brought her 5-week-old infant to the emergency room out of concern about the child vomiting after every feeding. Her concern was quickly dismissed and she was sent home. The next day NFP nurse Denise Alba-Rosario reviewed the feeding process with the mom to observe the infant's post-feeding reaction and quickly realized the mom had reason to be concerned. She and the mother returned to the hospital, where Denise provided translation and support of the mother's confidence to trust her instinct and advocate for her baby. It turned out that the baby had pyloric stenosis and required emergency surgery. Denise's thorough evaluation and her partnership with this mom are a prime example of why NFP utilizes the medical expertise of nurses to support families in accessing equitable healthcare. Your support makes stories like this possible every single day in cities across the country.



A VIRTUAL GATHERING OF NURSES

This year marked the second annual virtual symposium, RE:Connect, which brings together nursing staff from across the country to connect with each other and enhance their nursing practice. This year RE:Connect was generously sponsored by Happy Family Organics, Amerihealth Caritas, and Waxing the City. Our keynote speaker was Angela Duckworth, the founder and CEO of Character Lab and author of New York Times bestseller, *Grit: The Power of Passion and Perseverance*. This year's symposium sessions focused on topics around equity and inclusion in nursing practice including presentations such as Serving LGBTQ2S+ Clients in NFP and Addressing Health Disparities in Indigenous Communities: Cultural Competency, Tribal Outreach, and Best Practices.



A CHILD FIRST STORY: JOSE

As a donor, you are the backbone of the partnerships created on the ground between clinicians and families. We're grateful that you've helped us strengthen partnerships with families, with Jose's story being one such example. Through his family's partnership with Child First clinicians, Jose's mother was empowered to help Jose heal from family trauma and create a better life for herself and her son. Their story is inspiring: it's a cold November night and Jose and his mother have witnessed their father and spouse traumatically taken away in handcuffs by the police. A circumstance neither saw coming. The trauma enveloped Jose's mother, who fell into a deep depression and silence, and Jose lashed out in school. Child First was recommended to the family, and a partnership began that empowered Jose's mother to support them both in improving their health and safety. Through play, words, and songs, Jose learned to express his emotions and one day he had a breakthrough. Looking at his father, Jose voiced just how badly his father made him feel. A personal triumph for Jose, who now felt comfortable expressing his emotions in a positive way. Now equipped with the resources and tools provided by Child First, Jose and his family continue to heal and grow from this experience.



DONOR SPOTLIGHT: AMERISOURCEBERGEN FOUNDATION

The AmerisourceBergen Foundation, a not-for-profit charitable giving organization focused on supporting health related causes that enrich the global community, has become one of NFP's largest supporters when it comes to educating our nursing network. In 2020, their generous gift funded the development of enhanced nursing education in the areas of methamphetamine and marijuana use to help nurse home visitors address substance misuse with clients. In 2021, the AmerisourceBergen Foundation doubled their commitment to our mission by providing two years of funding to support NFP's work in addressing and healing trauma. Forty percent of NFP clients state that trauma is a major concern in their life at the time of enrollment. NFP is now implementing Facilitating Attuned Network (FAN), a reflective-practice framework which helps nurses practice in a manner that is flexible, reflective, and supportive to heal past, present, and chronic trauma.

"At the AmerisourceBergen Foundation, we're committed to improving the health and wellbeing of patients worldwide by investing in communities and partnering with organizations to expand access to quality healthcare and critical resources," said Gina Clark, president of the AmerisourceBergen Foundation. "Our continued investment in Nurse-Family Partnerships reflects our commitment to establish strong, long-term relationships with like-minded partners who are driving positive change in communities around the world. We are proud to know that our support will help both NFP nurses and clients in their health and healing."

NFP thanks the AmerisourceBergen Foundation for its continuing investment in our mission as our program evolves to serve the needs of nurses, clients and families. For more information about the Foundation, please visit amerisourcebergen.com.

