

MAKING DATA COLLECTION FUN

A Health Impact Assessment (HIA) is a means of assessing the health impacts of policies, plans and projects in communities using quantitative, qualitative and participatory techniques. Each step of the HIA was led by young men of color in Together for Brothers (T4B), including the development of these graphics.

TURING THE WORK INTO PLAY HELPS ME LEARN AND STAY ENGAGED

It's a challenge to engage the leadership of young men of color in formal processes. This is why T4B decided that we'd make a game of the HIA process. It allowed for us young men of color to make it our own. To re-code the language, to tap into our assets and to bring out the leadership and skills in all of our brothers.

CODING THE WORK

T4B used "code-switching" in the HIA process. Meaning the young men of color of T4B came up with new language to describe steps, actions, activities and learnings that happen throughout the HIA process. We incorporated the language of those most impacted by the HIA focus which is also the framework of racial justice that T4B uses.

- We named concepts with language young men of color could identify like "hunting and gathering" for research and "roots and rivers" for understanding root causes and upstream and addressing systems.
- We used languages of the people, and as young men spoke in that language to community including interpreting surveys, interviews and focus groups in seven spoken languages other than English.
- We paid fairly and trained young men of color from the community.

GAMIFY THE STEPS

Gamify means make a system or way to track improvements and progress being made. Make levels and achievements that those who participate can work towards. For example let there be a level that's reached when one of the team or the team as a whole reaches a certain amount of surveys.

- Build relationships with and get feedback from community partners and decision makers. These were also opportunities for young men of color to share their own stories for themselves.
- Identify the community most impacted. In our HIA it was young men of color who depended on and used the bus, and put them at the center of the HIA and work.
- Use a variety of ways for story sharing like PhotoVoice, videos and zine making.
- Identify incentives for the team individually and as a whole. Make a measure of when you all succeed.
- Celebrate the wins! Celebrate each other and your hard work and progress of learning.

GAME PLAY

May the games begin! Now that you have identified "coded" language, levels and tools as a team. It's time to start the games! Know the game will change and adapt over time, so be flexible and open.

- We made different spaces and places in the community like soccer and video game tournaments to do focus groups and interviews and surveys. We also went to the young men of color, and connected with them at the events and places where they already were gathering.
- We made activities like, Community Feedback Sessions and survey collecting, key to our HIA.
- Lastly, go over and touch on what it means to play and have fun.

This graphic was created by Together for Brothers (T4B) with support from New Mexico Health Equity Partnership to be part of the Health Impact Assessment toolkit. A set of tools made to support organizations implementing HIAs with young people and those most impacted by the HIA focus in the community.