



GMPHP NEWSLETTER

Our news and your stories



What is Cultural Competency?

At our March Workforce Development Community Advisory Board Meeting, we asked the membership what topics were of interest for our October meeting. Cultural Competency was a clear winner with 56% of our members asking for this topic. The CDC defines it as: Cultural and linguistic competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals that enables effective work in cross-cultural situations. 'Culture' refers to integrated patterns of human behavior that include the language, thoughts, communications, actions, customs, beliefs, values, and institutions of racial, ethnic, religious, or social groups. 'Competence' implies having the capacity to function effectively as an individual and an organization within the context of the cultural beliefs, behaviors, and needs presented by consumers and their communities. (Adapted from Cross, 1989). We are pleased to present this workshop on October 25th, led by **Dr June DePonte Sernak**, Statewide Diversity Leadership Officer with the Center for Family Services. RSVP to Carol at gmphp.nj@gmail.com. See page 9 for idea on implementing sound practices in your organization.

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Figure 1. Benefits of Becoming a Culturally Competent Health Care Organization



Source: American Hospital Association, 2013.

LIFE SAVER MOBILE HEALTH UNIT LAUNCHED



Rain did not deter Monica Townsend, Program Director, and Tiara Power, Navigation Coordinator from demonstrating the new mobile health unit that screens for cancer. Nurse Practitioner Kenneth Gyan, is the Clinical Director, and he was on site to do screenings at the kick off on September 26th.

Life Saver Van

On September 26th, the ScreenNJ team was in the field with the LifeSaver mobile health unit in Trenton, providing on-site cancer screening services, educational resources, and collaborating with local community organizations for live music, a mobile food pantry, a community art project, and more. If you are interested in coordinating cancer screening events with the mobile health unit, please contact them using this form:

https://rutgers.ca1.qualtrics.com/jfe/form/SV_aY4kPnxhJXR75jg

or visit <https://screennj.org/lifesaver-mobile-health-unit/> for more information about the services available. If you encounter a patient or patients who need assistance (including cost assistance) to complete screening and aren't eligible for timely screening support under other programs, please contact the Patient Navigation team -- ScreenNJ patient navigators can provide free help scheduling cancer screening regardless of the patient's income or health insurance status. Email patientnavigation@cinj.rutgers.edu or call (833) 727-3665.

**SIGN UP WITH
MALISSA AT
MARNOLD@MERCERCOUNCIL.ORG**

NARCAN Training!
Monday, October 23 at 6 PM
Get a Narcan kit for FREE

Fall Narcan Training

Anyone age 15 and up can come to an engaging, hour-long class on Narcan, and leave with a free Narcan kit! In this class, you will learn how opioids affect the body, how Narcan works, and how to properly administer it to save a life.

Email Malissa Arnold to register and get more information at
marnold@mercercouncil.org

JOIN US!



CAPITAL CITY FARM

The Capital City Farm (CCF) in Trenton, run by the Mercer County Park Commission, has recently appointed **Corinne Gordon** as Farm Manager. Gordon brings considerable experience from her previous role as Farm Specialist at the Carter Historic Farm in Ohio. Her expertise in sustainable farming and community engagement is expected to support the farm's mission.

The CCF and the Park Commission's Howell Living History Farm in Hopewell donate fresh produce to local food banks and soup kitchens each year. In 2022, the farms donated 21 tons of produce.

Joyce Campbell, TASK CEO, states the partnership with Capital City Farm is beneficial. She mentions the advantage of having a farm next to a soup kitchen, providing fresh produce. The farm's donations have allowed TASK to install a salad bar, offering healthy options to patrons, many of whom are impoverished.

Corinne is always looking for volunteers, and she can be reached at:

cgordon@mercercounty.org



The farm is located at 301 N. Clinton, Trenton. Welcome to Mercer County Corinne!



Anyone interested in tabling at the fall festival can contact Corinne at:
cgordon@mercercounty.org
 848-992-7290

GMTMA Reminds Us About Deer Habits in the Fall




- Pay attention to “deer crossing” signs. Look well down the road and far off to each side. Use your high-beam lights, if possible, to illuminate the road’s edges at night. Be exceptionally watchful in areas near woods and water. If you see one deer, there may be several others nearby.
- Be particularly alert when these animals venture out to feed at dusk and dawn.
- If you see a deer on or near the roadway and think you have time to avoid hitting it, reduce your speed, tap your brakes to warn other drivers, and sound your horn. Deer tend to fixate on headlights, so flashing them may cause the animal to move. If there’s no vehicle close behind you, brake hard.
- If you are on a multilane road, stick to the center lane. This gives the deer plenty of space and gives you time to react.
- If a collision seems inevitable, don’t swerve to avoid the deer; your risk of injury may be greater if you do. Hit it, but control the vehicle. Report the crash to the police. Always obey the speed limit, never drive distracted, and wear safety belts. Be safe, and enjoy the new season!

BASICS OF HUMAN TRAFFICKING FOR HEALTH PROFESSIONALS

Central Jersey Family Health Consortium hosted an educational virtual webinar for healthcare professionals featuring nationally recognized expert Ingrid Johnson, RN, MSN, Perinatal Risk Reduction Coordinator Debbie Riscica, and Perinatal Risk Reduction Specialist Roseann Cervelli. The webinar educates professionals to recognize warning signs that may suggest someone is being trafficked, provide resources in a safe manner, follow protocol for reporting within guidelines dictated by licensure and workplace. Most importantly, learn strategies to support victimized people with respect and empathy. The recording can be viewed at: <https://cjfhc.org/news-events/webinars.html>




Human Trafficking is one of the most elusive, yet pervasive crimes to track. Perpetrators use coercion and manipulative tactics. They frequently relocate their “business” to avoid detection by law enforcement, strip victims of their identity, and isolate them from all support systems. Over 80% of people experiencing sustained abuse seek healthcare services yearly, without recognition of red flags. NJ rates 12th nationally for reported cases of human trafficking on a yearly basis. Healthcare professionals are on the front lines of this crisis, and the “Basics of Human Trafficking for Healthcare Professionals” webinar will address this valuable information.




WHAT IS TIANEPTINE?

Street Names: "Gas station heroin," "ZaZa Red,"
"Tianaa," "Pegasus"



Overview


Tianeptine, often referred to as "gas station heroin," is marketed in the U.S. as a dietary supplement. The substance can be purchased easily online or in gas stations. Tianeptine is currently unscheduled and is not approved by the U.S. Food and Drug Administration (FDA).



What are the physiological effects of tianeptine?

- Tianeptine is primarily an antidepressant that has anxiety reducing properties. Tianeptine interacts with the brain's opioid receptors, despite not being an opioid. Users of tianeptine may experience withdrawal symptoms that mimic opioid withdrawal.¹
- Tianeptine abuse can have serious harmful effects, including drowsiness, rapid heartbeat, labored breathing, vomiting, coma, and death.²
- In February 2022, the U.S. FDA issued a warning about tianeptine and its risk for abuse. Individuals who have a previous history of substance use disorder may be especially vulnerable to misusing tianeptine. Tianeptine has been used by some individuals as a substitute for opioids.²

The Drug Enforcement Administration (DEA) has reported tianeptine in the U.S. in a variety of preparations including bulk powder, counterfeit pills mimicking hydrocodone and oxycodone, and individual stamp bags used to distribute heroin.³



Naloxone should be administered in all suspected overdose incidents.

Some case reports show that naloxone may be effective in reversing tianeptine toxicity.¹

NEW DOULA SERVICES

At The **Children's Home Society of New Jersey** (CHSofNJ) in Trenton on September 26th, a group of over 50 women gathered to kick off the multicultural expansion of a community-based doula program and training. Charlotte Torres and Tikvah Wadley from HealthConnect One (HC1), a national organization based in Chicago that promotes equitable, community-based support for pregnancy, birth, breastfeeding, and early parenting, facilitated the Community Convening. Thanks to funding from the US Department of Health and Human Services, secured with the support of Representative, Bonnie Watson Coleman, CHSofNJ is able to expand its program which has been improving outcomes for Hispanic mothers and infants since 2019. The CHSofNJ AMAR Community-Based Doula Program has been providing doula training and services to Hispanic birthing families in Trenton, resulting in better birth outcomes for over 180 families. With the new federal expansion grant, CHSofNJ will extend doula training and services to a wider range of diverse populations, including Black/African-American women, Muslim/Arabic-speaking women, and Eastern European women. Additionally, CHSofNJ will offer small business training to all trained multicultural doulas, enabling them to work as entrepreneurs and bill NJ Medicaid for doula services.

"We are thrilled to announce that as a designated HC1 Community-Based Replication Site we will be able to continue to increase access to needed prenatal, labor and delivery, and postnatal services for all women in our community. This exciting opportunity allows us to train 30 women as part of the Training of Trainers (TOT) cohorts facilitated by HC1. In addition, we will train another 30 women as community-based doulas starting this fall. Our dedicated team at AMAR, led by Silvia Corado, and supported by the Burke Foundation has been working tirelessly for the past five years to improve birth outcomes, increase breastfeeding rates, and reduce maternal-infant mortality rates in the City of Trenton. We are eager to share our knowledge and embark on this new journey with the community. By providing training, resources, unconditional support, and workforce development opportunities to low-income women, we can make a significant impact on the lives of pregnant individuals and their families. Our commitment to this important work remains steadfast,"

Maritza I. Raimundi-Petroski, Vice President of Strategic Initiatives, Prevention, and Community Engagement at CHSofNJ.



50 participants attended the Community Convening on September 26th, to celebrate the expansion of CHS doula training and services.

Congratulations CHSofNJ

FAMILY CONNECTS

On September 20, 2023, the second community convening for **Family Connects** Mercer County took place at **RWJ** Fitness & Wellness Center in Hamilton, allowing community members to engage with Family Connects colleagues and staff.

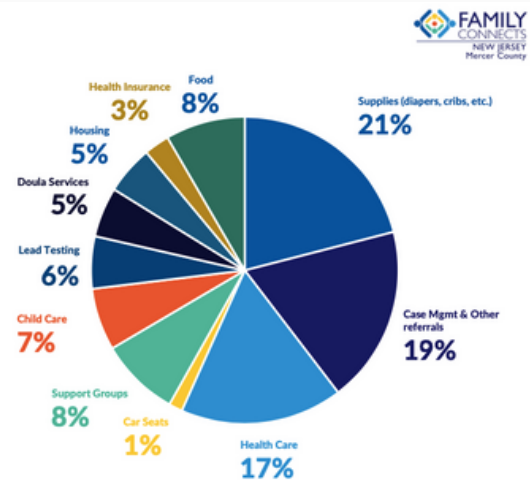
In March of 2020 the **Trenton Health Team**, in partnership with the **Central Jersey Family Health Consortium(CJFHC)**, the **Burke Foundation** and the **NJ Division of Children and Families** launched the first-ever Family Connects program in NJ. This voluntary, evidence-based model offers a no-cost home visit from a registered nurse to all Mercer County families who deliver at **Capital Health Medical Center**. The mission of Family Connects International is to help ensure equitable outcomes for all newborns by strengthening connections for families with newborns and linking them directly to supportive community care resources.

The necessity for providing in-home care is based on the evidence that 40% of new mothers do not see their healthcare provider in the weeks following birth to receive crucial support and services. This can lead to complications of childbirth not being recognized resulting in morbidity and in some cases mortality. To date, 93% of postpartum clients who have received a visit have attended their post birth appointment. Since the implementation of Family Connects visits in 2021, total ER and hospital visits for infants through the age of 12 months has been reduced by 50%, caregivers reported more positive and responsive caregiving to infant at age 6 months, and there was a 15% increase in connections to community resources and services by families. From January 2022 – August 2023, 895 home visits were performed, with a total of 2,059 risk-related referrals made to local agencies.

IMPACT OF FAMILY CONNECT PROGRAM

Most Common Community Referrals Made by Nurses for Families

2,096 referrals made from January 2022 – August 2023



Boosting Health and Wellbeing for Both Generations

IMPACT ON BABY

Total ER visits and hospital overnights reduced by **50%** through age 12 mos.

Fewer ER visits, hospital overnights generated an **ROI of \$3.17** due to reduced hospital costs

Total child maltreatment investigations reduced by **44%** through age 24 mos.

13-15% more connections to community resources and more frequent use of those services at age 6 mos.

IMPACT ON CAREGIVER

28% less likely to report possible clinical anxiety at infant age 6 mos.

Reported **more positive** parenting behaviors and were **more responsive** to baby at age 6 mos.

More likely to **complete 6-week postpartum** health check

Home environments were **safer** and had more materials to **support infant learning** and development at age 6 mos.

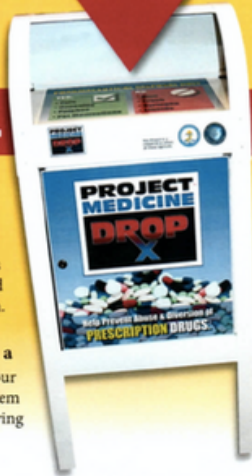
IMPACT ON FAMILY



Don't let your child's addiction start with you



70% of opioid abuse starts with easy access to unused pills.



Drop off unused meds...

Unused medications that remain in your medicine cabinet are susceptible to theft and misuse. To prevent medications from getting into the wrong hands, New Jersey's Office of the Attorney General and Division of Consumer Affairs urge you to properly dispose of your expired and unwanted prescription medicine at a nearby Project Medicine Drop location.

Drop off is simple, anonymous and available 24 hours a day - 365 days a year, no questions asked. Simply bring in your prescription and over-the-counter medications and discard them in an environmentally safe manner. Always scratch out the identifying information on any medicine container you are discarding.

DROP OFF LOCATIONS:

- Ewing Police Depart. - 2 Jake Garzio Dr. Ewing
- Hamilton Police Depart. - 1270 Whitehorse-Mercerville Rd., Hamilton Township
- Hightstown Police Dept. - 415A Mercer Street, Hightstown
- Hopewell Police Dept.-201 Washington Crossing-Pennington Rd., Titusville
- Lawrence Police Dept.- 2211 Lawrenceville Road, Lawrenceville
- Mercer County Sheriff - 640 South Broad St., Trenton
- Princeton Police Dept. - 1 Valley Road, Princeton
- Princeton University - Public Safety - 200 Elm Drive, Princeton
- Robbinsville Police Dept. - 1117 US 130, Robbinsville
- TCNJ Police Dept. - 2000 Pennington Rd., Ewing
- Trenton Police Dept. - 225 N. Clinton Ave., Trenton
- West Windsor Police Dept. - 20 Municipal Drive, West Windsor

WHY IS TRAVEL TRAINING IMPORTANT

Travel training helps seniors, individuals with disabilities and people with lower incomes improve their mobility which is important to maintain healthy lifestyles, participate in their community and achieve economic success.

The Mercer County Mobility Survey conducted by **GMTMA** found that 20% of respondents from these populations indicated they did not know the public transportation system well enough to feel comfortable using it. The Mercer County Travel Training Program will assist seniors, individuals with disabilities and people with lower incomes overcome these obstacles to using public transportation and improve their mobility.



ORGANIZATIONS ELIGIBLE FOR FREE PROGRAM

- Senior Housing Facilities
- Municipal Senior Centers/Organizations
- Job placement agencies and organizations
- Agencies and organizations for individuals with disabilities
- Community based organizations serving transportation disadvantaged populations
- Transitioning High School Student programs

Contact Steve DaCosta, sdacosta@gmtma.org, to request information or register for a Travel Training Event



“Inhale Exhale Sequence” poster by permission from artist - Etsy



EXCITING NEW PROGRAM

The **Princeton YWCA** ESL program is excited to offer a new kind of opportunity to their students. This fall, they are piloting a first of its kind workforce development course to train assistant teachers in the essential skills needed to be successful in a preschool environment. These assistant teachers will receive hands on training in the preschool classroom, as well as instructional time to learn best practices. Included in the class, students will have the opportunity to receive American Red Cross credentials in First Aid and CPR. If you would like to learn more about this class, please contact Heledona Katro, Director of ESL and Literacy Programs at 609-497-2100 x306

HEALTH LITERACY

Be mindful of health literacy when communicating with clients

study conducted on health literacy found that of patients surveyed (Campinha-Bacote, D., 2005):



PUTTING KNOWLEDGE INTO ACTION

Culturally competent organizations have the capacity to: (1) value diversity, (2) conduct self-assessment, (3) manage the dynamics of difference, (4) acquire and institutionalize cultural knowledge, and (5) adapt to diversity and the cultural contexts of communities they serve.

What Can You Do in Your Organization?

- Educate yourself about culturally and linguistically competent care. By using cultural and linguistic competency practices in interacting with patients and colleagues, you can encourage others to do the same (Salimbene, 2004).
- Educate your colleagues and organization leaders about the characteristics of culturally and linguistically competent organizations. This education may be as informal as talking with colleagues about the National CLAS Standards. More formally, you may organize a "brown bag lunch" or an in-service on developing cultural and linguistic competency.
- Consider cultural and language needs of patients when you recruit and hire new staff.
- Convene a cultural and linguistic competency committee, work group, or task force within the organization.
- Ensure that the organization's mission statement commits to cultural and linguistic competency as an integral component of all its activities.
- Find out which culturally and linguistically diverse groups the organization serves and how their services differ.
- Conduct a comprehensive organizational cultural and linguistic competency self-assessment.

Here are several self-assessment tools that you might find helpful:

<https://www.ncbi.nlm.nih.gov/books/NBK248429/>

DEFINING TRAITS OF INCLUSIVE LEADERS



Inclusive leaders embody six core traits:

OPTIMISM

Having the belief that others are well-intentioned and competent
Am I maintaining a positive view of others?

CURIOSITY

Approaching interactions with a learner rather than judge mindset
Am I seeking to understand and learn or rushing to judgement?

HUMILITY

Letting go of the need to be right; accepting there is more than one way to interpret and respond to the world and that your view is limited
Am I inviting and welcoming constructive challenge?

MINDFULNESS

Consciously reflecting on how bias is influencing your interactions and decision-making, and acting with a conscious intent to be fair
How might my ingrained preferences be limiting my openness to different people, ideas, perspectives, and ways of working?

FLEXIBILITY

Willingness to flex expectations and interpersonal/leadership style
How can I modify my words and behaviours to engender trust and optimise individual and group performance?

EMOTIONALLY INTELLIGENT

Responding to others with empathy and regulating your emotional response to bad news and challenge
Am I seeking to connect or correct?

