



Annual Report Fiscal Year 2025

[NHCJE.org](https://www.nhcje.org)



Mission:

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.

Vision:

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

Values:

Love Trust Empathy Inclusion Accountability

Sectors of Effort:

					
Health	Education	Economic Development	Civic Engagement	Law Enforcement & Criminal Justice	Government





About NHCJE

The New Hampshire Center for Justice & Equity (NHCJE) sparks dialogue amongst Granite Staters and examines real solutions that reflect New Hampshire’s realities and values, emphasizing to state leaders that New Hampshire is more productive and competitive when everyone can belong.

The legacy of race and the intersection of wealth, class, gender, and opportunity in the United States has been documented by numerous scholars and thinkers across many academic disciplines. History demonstrates that many of the obstacles experienced by our communities of color and similarly historically marginalized communities are structural and mutually reinforcing, contributing to longstanding inequities in income, wealth, academic achievement, and health outcomes, while weakening our social fabric and damaging our democracy.

In recent years, New Hampshire has been one of many states subjected to outside interests pushing an agenda to “normalize inequity and injustice.” These messages and policies have moved into the mainstream public discourse even as New Hampshire’s changing demographics reveal a younger, more socially conscious and

diverse population. This increasingly diversified community strengthens the state’s economic and cultural vitality, strength, and competitiveness in an increasingly connected world. Our future depends on creating an ever more welcoming Granite State.

NHCJE’s Program Pillars:

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





“...we remain committed to investing directly in communities and supporting small grassroots initiatives, mutual aid efforts, and mission-aligned projects...”

—Anthony Poore

President’s Letter

Dear friends and supporters,

As we share our Annual Report for 2025, I am filled with gratitude for our board members, staff, partners, funders, and the many community members who walk alongside NHCJE in the pursuit of a vibrant, flourishing, just, and equitable New Hampshire. This year was one of intentional growth and preparation, focused on strengthening our infrastructure to meet this moment and finding new ways to be grounded in the community.

In 2025, we expanded our team with talented new members and moved into a new office space in downtown Manchester, which has already become a community resource for collaboration, organization, and connection. Importantly, we achieved this while keeping our overhead costs low, demonstrating that growth and fiscal responsibility can go “hand in hand”.

We also laid the groundwork for future leadership by finalizing the design of NHCJE’s new Community Advisory Board. This body elevates lived experience and regionally based voices, ensuring that NHCJE’s programming

and policy work remains responsive to the people closest to the issues we seek to address.

Throughout the year, our research, coalition-building, and advocacy efforts continued to shine a light on inequities across housing access, education, voting rights, and racial justice. Our partnerships to protect diversity, equity, and inclusion from statewide rollbacks, deliver “Know Your Rights” trainings, and convene a “Collective Power Coalition” reinforced the importance of solidarity, care, and action during times of change and uncertainty.

At the same time, we remain committed to investing directly in communities and supporting small grassroots initiatives, mutual aid efforts, and mission-aligned projects that keep our work grounded and connected to the people and places we serve.

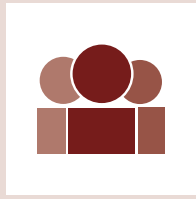
None of this would be possible without your continued dedication and support. Together, we remain committed to elevating community leadership, advancing equity, and strengthening our resolve to ensure New Hampshire is a place where all people belong.

In solidarity,

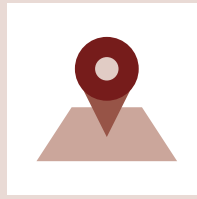
Anthony Poore



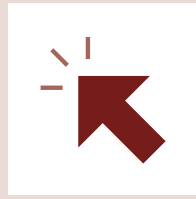
Communications Report



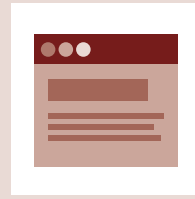
37,000
visitors



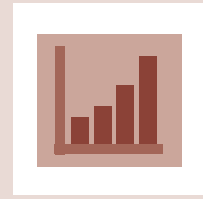
50 states
active



45,000
visits

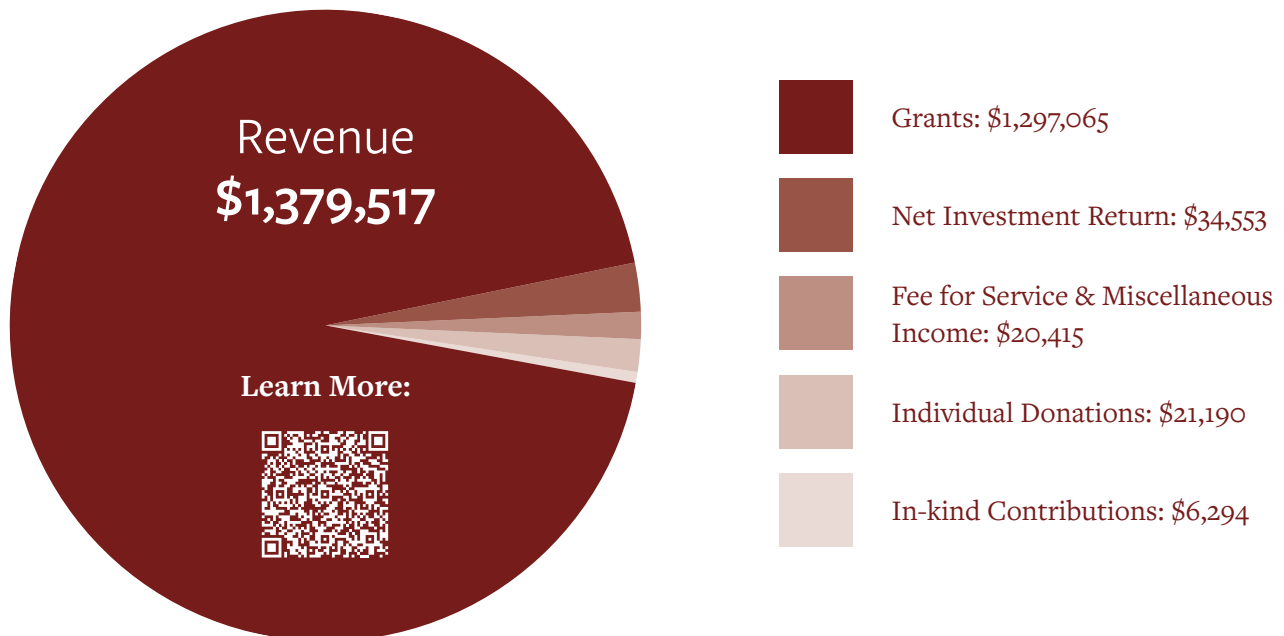


65,827
page views



182%
growth

Funding FY 2025:



Thank you to all of our grant funders, You Have Our Trust, and the many individual funders of our work:



Chairperson's Letter

Dear Supporters, Partners, and Friends,

As Chairperson of the Board of NHCJE, I am proud to share reflections on Fiscal Year 2025 - a year marked by uncertainty, rapid changes targeted at dismantling of social systems, programs, and structures, especially those having to do with diversity, equity, and inclusion (DEI) at every level of government. Yet this year also marked a time of deepened impact, thoughtful growth, and meaningful collaboration. Thanks to the dedication of our staff, board, community partners, and supporters, we have advanced our shared goal: a just, inclusive, and equitable New Hampshire where everyone belongs and can thrive.

This year our work expanded both in reach and depth. Building upon the strong foundation of FY24, we translated our vision for racial and economic equity into concrete policy advocacy, community engagement, and data-driven action.

This year we strengthened our policy platform to address emerging needs across the state. Our ongoing work in education, health, housing, and economic development has improved. Through collaboration with advocacy groups,

community leaders, and local partners, we contributed data and testimony that informed statewide discussions on DEI strategies. We also participated in affordable housing discussions and other equitable strategies.

We continued our work to empower communities through knowledge. Our community engagement and training efforts are growing throughout the state. NHCJE participated in over 60 workshops and community dialogues, bringing together more than 2,500 residents, educators, business leaders, and local officials to deepen understanding of equity, belonging, and systemic change. These sessions created safe spaces for learning and exchange - empowering participants with practical tools to foster inclusion within their own communities.

We strengthened our capacity and partnerships. We welcomed new members to our board and to our staff—broadening perspectives and expertise—and improved internal systems to support program growth. Through cross-sector partnerships, we broadened our statewide reach and relationships with both rural and urban communities.



The Board:

Dr. Jamaal Downey

Rabbi Robin Nafshi

Dr. Lori Langlois

Ramey Sylvester, Esq.
Secretary

Jason Bonilla



From a financial standpoint, we are thankful that we had a good year, as our financial support remained strong despite the threat to non-profit organizations in the state. We obtained grants, including renewing multi-year funding from various organizations, which remains a cornerstone of our growth strategy. Individual and community giving remains strong, reflecting ongoing engagement and trust among our local supporters.

While the year was one of success, it was not without its challenges. We recognize the ongoing demand for equity-centered support and training that outpaces our capacity with a small staff. This will require creative thinking and stronger resource mobilization. Additionally, the persistent assault on diversity, equity, and inclusion work remains a reality in many communities, reminding us that progress requires both patience and persistence. We also remain diligent in monitoring funding volatility, as the need for unrestricted resources grows with our expanding programs.

Despite these challenges, our resilience as an organization—and as a community—remains steadfast. Each challenge has reinforced our belief that meaningful change requires both courage and collaboration and that our Vision, Mission, Values, and Program Pillars remain the same and are even more important as we move forward.

As we look forward to FY26, we enter this next year with the same optimism rooted in community trust and a shared belief that justice, equity, and inclusion are achievable when we work together.

On behalf of the Board of Directors, I extend heartfelt gratitude to each of you—our donors, supporters, partners, allies, and, most importantly, to the staff of NHCJE. Your unwavering belief in our mission powers everything we do. Together we are building a New Hampshire where fairness, opportunity, and belonging are not ideals, but lived realities.

In solidarity and hope,

—**Claire Holston**
Board Chair, NHCJE



Troy Martin
Vice Chair

Claire Holston
Board Chair

Catherine Kabala

Ignatius MacLellan
Treasurer





2025 Annual meeting: How Do We Harness Our Collective Strength?

Harnessing Our Collective Strengths: Lessons from the 2025 NHCJE Annual Meeting

On May 6, 2025, more than 140 changemakers from across New Hampshire gathered at the Lakeport Opera House in Laconia for NHCJE's Annual Meeting. The theme, "*How Do We Harness Our Collective Strength?*", wasn't just a prompt for discussion—it was a call to action, a spiritual refrain, and a strategic imperative.

At a time when equity efforts are under siege across the state and nation, this community convening served as a space of resilience and resolve. It was an affirmation that justice begins with each of us, and that together, we have the tools—and the responsibility—to build a more inclusive future for New Hampshire. **Scan the QR code to read the full story.**



“To partner with the NHCJE, an angel must be willing to share their wings. For wings are no good if they only lift you. They must carry others too. The future belongs to those willing to shed blood for someone else’s liberation, to believe in a tomorrow no one else can see, to fight until even the forgotten learn to fly.”



Scan the QR code to listen to Dr. Daniel Black's speech.





KEYNOTE
Dr. Daniel
Black

PANELIST
Devon
Chaffee

PANELIST
Miranda
Dupre

PANELIST
Simon
Delekta

PANELIST
Dr. Gisele
Shorter

Our Featured Guests

Keynote Speaker: Dr. Daniel Black, Clark Atlanta University.

Dr. Daniel Black is a 30-year professor of African American Studies at Clark Atlanta University and an award-winning novelist, activist, mentor, and public speaker. A graduate of Clark Atlanta University, he earned the prestigious Oxford Modern British Studies fellowship, studied abroad at Oxford University, and later earned a Ph.D. in African American Studies from Temple University. He lives in Atlanta and is the founder of the Ndugu-Nzinga Rites of Passage Nation.

Devon Chaffee, Executive Director, ACLU NH

As the Executive Director of the ACLU of New Hampshire since 2012, Devon Chaffee has overseen the organization's growth and major civil rights victories in the Granite State. Under her leadership, the ACLU of NH repealed the death penalty, added gender identity to the state's nondiscrimination law, and enacted an overhaul of the state's previous bail system.

Miranda Dupre, BIPOC Community Navigator, Vital Communities

Miranda Dupre joined Vital Communities as the BIPOC Community Navigator in June 2024 to support people of color in the Upper Valley on their journeys to home and business ownership. With a strong background in community engagement work and a Master's

in Environmental Justice, she is passionate about fostering community relationships and supporting the futurity of the BIPOC community.

Simon Delekta, Vice President of Community Engagement & Impact, NH Charitable Foundation

Simon Delekta is the Vice President of Community Engagement & Impact at the New Hampshire Charitable Foundation, where he oversees the Foundation's work in grantmaking, community partnerships, and strategic initiatives. He joined the Charitable Foundation in 2014 and previously served as Global Philanthropic Advisor at The Philanthropic Initiative, an initiative of The Boston Foundation.

Dr. Gisele Shorter, President & CEO, Nellie Mae Education Foundation

Dr. Gisele C. Shorter is the President and CEO of the Nellie Mae Education Foundation, which funds community-rooted educational transformation that challenges racial inequities and advances student-centered public education for New England youth. Over the past 15 years, she has led large-scale programs, research, and policy initiatives to advance justice and equity and expand opportunities for Black and Brown youth and communities.



Featured Publications

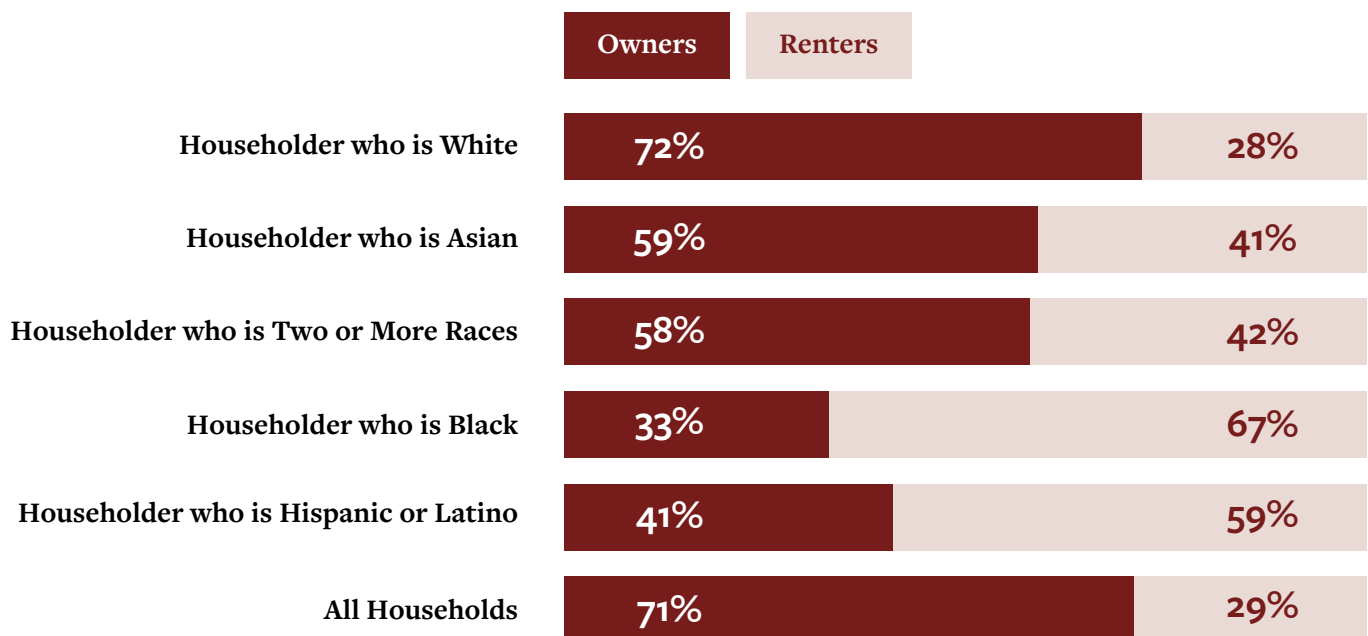
Throughout FY25, NHCJE continued to disseminate research that shines light on inequities and equips advocates and policymakers with actionable data.



Challenges to Home Ownership in NH

In partnership with **New Hampshire Housing**, NHCJE released “**Challenges to Homeownership in New Hampshire.**” To understand the difficulties related to buying a home in the Granite State, this report explores the history of homeownership in the United States, and in NH specifically, including some of the challenges that currently exist. Scan the QR code to read the full report.

Percentage of homeowners and renters by race and ethnicity, NH, 2020 Decennial Census





Places of Origin Demographics Brief

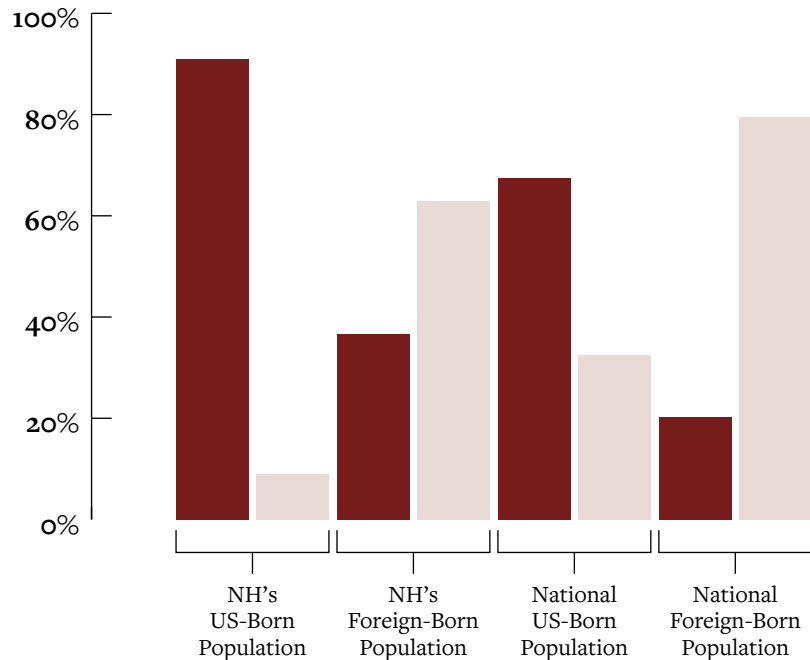
This brief, which focuses on the population of people currently residing in NH and where they come from, is part of a series that reviews demographic data in more detail. Scan the QR code to read the full brief.



Race of Foreign-Born vs. U.S-Born Populations, in New Hampshire and Nationally, 2022.

Source: Migration Policy Institute.

White
Non-White



Where We've Been (Selected Events)

Manchester

Young Women's Leadership Program

Changemakers Luncheon- NH 1L Diversity Program Internship

Volunteer Mural Painting

We Are One Festival

Granite United Way – Day of Caring

Region 16- Walmart's Dare to Dream Belonging Event

BIA's 11th Annual Dinner & Awards Celebration

Deo Mwano Consultancy Conference

2025 Political Drivers of Health- Dartmouth Hitchcock Health Symposium

BLM-NH Maternal Health Conference

Annual Workplace DEI Conference 2025- Together We Rise

Selma "Bloody Sunday" 60th Anniversary March

NHBSR Sustainability Awards

NH Coalition Convenings

Juvenile Justice Forum Launch

Manchester True Collaborative Grand Opening

ReGen Valley Consortium

3rd Lift Every Voice Summit 2025

ReGen Valley Bioethics Event: Saint Anselm College

Cambridge Trust Non-Profit Strategies for Uncertain Economic Times

ReGen Valley Action to Impact: Community Update

New Hampshire Charitable Foundation Annual Meeting

Manchester Pride

Concord

USDA Diversity & Cultural Awareness Day

Concord Multicultural Festival

Nonprofit Leadership Conference

NH Possible Campaign Launch

UNH Annual Health Law & Policy Symposium

DEI in the Workplace Roundtables

2024 Housing & Economy Conference

NH Songa Conference: Grappone Conference

NH Community Loan Fund Annual Meeting

2024 NHFPI Budget & Policy Conference

Book Talk with Jennifer C. Berkshire

The Search for Affordable Healthcare: UNH Franklin Pierce School of Law

New Hampshire Housing 2024 Homeownership Conference

Endowment for Health Annual Meeting

NH Public Health Association Annual Meeting

2025 Nonprofit Conference & Expo

NHBSR 2025 Spring Conference: The Power of Us- Shaping Our Shared Future

Bedford

Black Lives Matter Gala

Nashua

Black History Month Celebration at Harbor Care

Milford

Unitarian Universalist Church Presentation

Derry

NHBSR Sustainability Slam

Keene

YWCA Staff DEIB Training

Peterborough

Unitarian Universalist Action NH 2025 Annual Meeting

Laconia

NHCJE 3rd Annual Meeting

Loudon

NH Food Systems Statewide Gathering

Hanover

Upper Valley BIPOC Congress



Lebanon

BIPOC Home and Business
Ownership Project

Upper Valley BIPOC Congress

Whitefield

Whitefield Public Library Black History
Month- Anthony's Presentation

Exeter

United Church of Christ Exeter
Presentation

Racial Unity Team Community Dialogue

Rochester

Legislative Healthcare Cost Commission

Dover

BLM-NH Excellence Awards

Granite United Way's Day of Caring

Brentwood

Revision Energy Vote
for Justice Event

Portsmouth

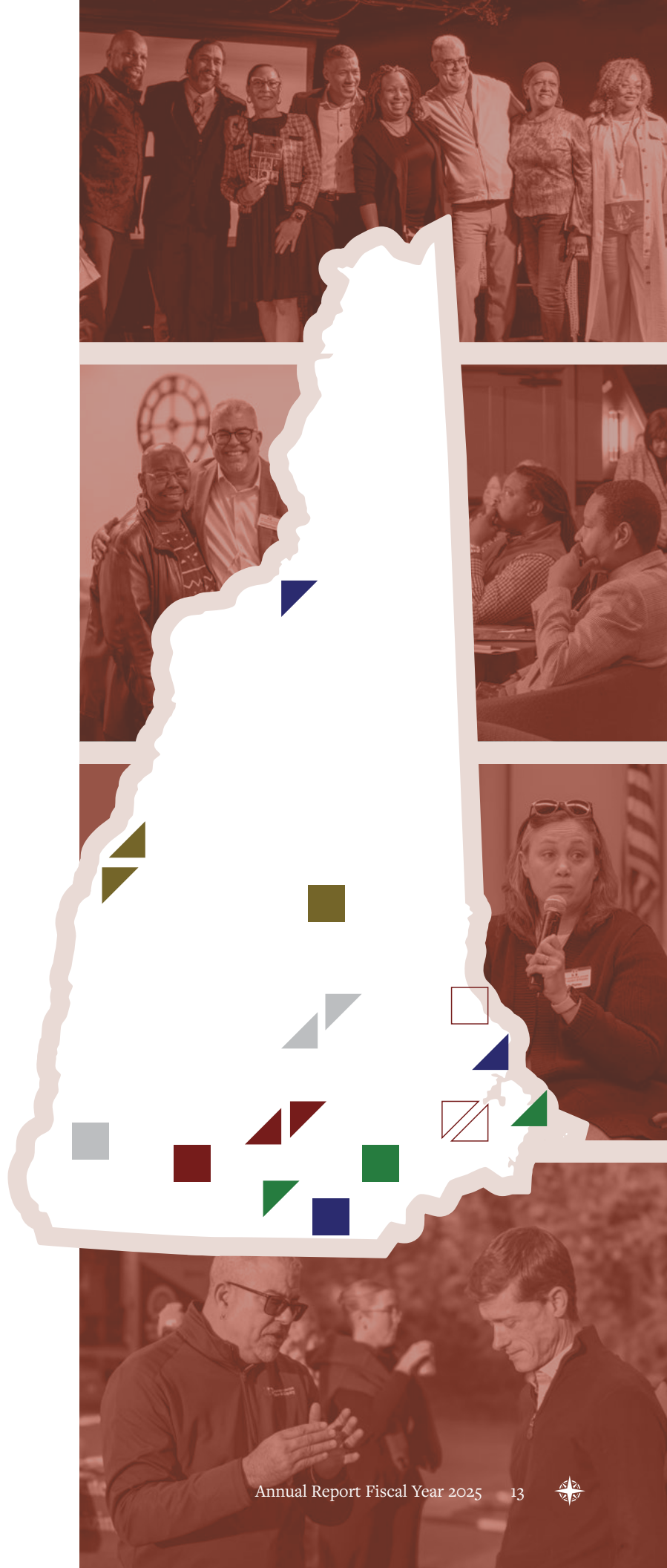
New England BIPOC Festival

30th Anniversary of the Portsmouth
Black Heritage Trail

Black New England Conference 'Living
Out Loud: The Intersectionality of Race,
Gender, & Sexual Orientation'

We Are the Light- A Night of Drag, Art,
& Community

Erased Bloodlines' Panel Discussion



Selected Blog Posts



Feeding Our Future: How NH Hunger Solutions Tackles Food Insecurity



Why Medicaid Matters for New Hampshire



Beyond Accessibility: Including People with Disabilities in Advocacy Spaces



Are Education Vouchers Draining New Hampshire's Schools?



Stopping Forever Chemicals: CLF Calls for Environmental Equity in Manchester



New Hampshire Outright: Supporting LGBTQ+ Youth Through Community & Advocacy





NHCJE would like to recognize the struggles for justice experienced by those who came before us. **We acknowledge the Native Peoples** whose ancestral homelands are the places where we gather today. **We acknowledge the people who have suffered and struggled** to ensure that basic human rights for all people, particularly for people from communities of color, are fully honored.



Our Staff



Anthony Poore
President & CEO



Josephine (Jo) Porter
Chief Strategy Officer



Marie Tule
Director Finance & Admin



MaryGrace Benjamin
Comms. Coordinator



Amine Tabet
Admin Coordinator



Grace Kindeke
Director of Projects



Ayvah Collier
2025 - 2026 Intern



Keep in Touch

NHCJE.org | (603) 212-1603 | Manchester, NH



Donate Here

NHCJE.org/donate