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HARLEM UNITED ISSUE 5 : **THE ANNIVERSARY EDITION**



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Welcome from the CEO

Dear Harlem United Family,

This issue marks the first anniversary of our bi-monthly newsletter, and I am happy to share with you the latest stories of hope and healing occurring on the ground every day: program and housing updates, new information about our 2020 Strategic Plan, an update on our fundraising and development efforts, and much more.

Our clients come to us to access crucial and life-saving services, and often as a last resort. By offering dignified housing, coordinated healthcare, and vital supportive services, such as food and nutrition services, we ensure that even the most vulnerable among us have health-care and housing which consider the needs and growth of the whole person. We deliver our services while reflecting the lived experience and heritage of the communities that we work with. We share in their daily lives, and we strive to remove barriers to healthcare caused by systemic racism, substance use issues, chronic illnesses, poverty and homelessness.

With this perspective, we look toward this new decade with both hope and spirit, as we consider the implications on our communities, staff and clients resulting from key areas of Gov. Andrew Cuomo's State of the State Address 2020 and his Executive Budget.

Among the issues we will discuss are:



**Equal Rights
Amendment**



**Medication
Assisted Treatment**



**Legalizing
Cannabis**



Medicaid

There is always more to do. As we look to the future, I know that together we will face our challenges to expanding access to healthcare in our communities, working toward a world that is reflective of some of the values we all share at Harlem United: compassion and dedication to a client-centered approach. We stand in gratitude with our supporters, advocates, community partners, staff, clients, and patients who continue to make Harlem United, **UNITED**.



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Deep Dive into the State of the State

Jacqui Kilmer, CEO of Harlem United, offers analysis on important issues that affect our clients in Governor Andrew Cuomo's 2020 State of the State address and Executive budget.

Inclusive Equal Rights Amendment and Bolstered Protections for the LGBTQ Community

Harlem United applauds Gov. Cuomo's proposal to make New York the first in the nation to pass an inclusive equal rights amendment to the state Constitution. Currently, the state Constitution only prohibits discrimination based on race, color, creed or religion ([2020 State of the State Book, 142](#)). We fully support the Governor's plan to include protections against discrimination based on sex, while pushing to include other categories, such as ethnicity, national origin, age, disability, sexual orientation and gender identity. The amendment would add to existing laws, including [the Sexual Orientation Non-Discrimination Act \(SONDA\)](#), passed in 2003, and [Gender Expression Non-Discrimination Act \(GENDA\)](#), passed in 2019.

Expanded Access to Medication Assisted Treatment

In both his State of the State message and his Executive Budget proposals, Gov. Cuomo demonstrates continued movement to improving access to substance use treatment and behavioral health care. The Executive Budget includes initiatives to expand access to medication-assisted treatment (MAT) in emergency departments and jail-based settings. MAT is used in the lifesaving treatment of those who suffer from substance use disorders and who are at great risk of dying from overdose. However, we are deeply dismayed by the Governor's [recent veto of Senate bill#5935-A](#). This bill would have banned prior authorization for all formularies of MAT and expanded access to MAT for low-income, Medicaid-enrolled New Yorkers. Currently, there is no prior authorization requirement for certain versions of specific medications, but this bill would have eliminated all prior authorization requirements for all forms of MAT. The Governor cited cost and an "unfair competitive advantage" to one pharmaceutical company in his veto message.

At the same time as he vetoed this bill, the Governor signed a bill to remove prior authorization on all formularies of MAT for people with private insurance. The unfairness of a system where those with money will have access to MAT without barriers, but where those on Medicaid will not, as a matter of law, is unconscionable, [will result in higher death rates](#), and is the definition of systemic injustice. We will continue to work in coalition with other agencies to advocate for barrier-free access to MAT for all people.

A Plan for Legalized Adult Use of Cannabis

We welcome beginning plans to decriminalize adult use of cannabis in New York State. Still, we also recognize the need for final legislation that includes the [Clean Slate NY Campaign](#), which pushes for automatically expunging marijuana convictions from the record. Marijuana convictions are disproportionately held by people of color. In 2018, [marijuana arrest rates were 8 times higher for African Americans and 5 times higher for Latinos](#) (totaling 87% of all arrests) than for whites in NYC, despite lower or equal rates of use. Rates in Manhattan were even worse, with African Americans arrested for low-level marijuana offenses at a rate of 15 times the rate of white people.

We applaud the [Clean Slate NY Campaign](#) and hope to work with Gov. Cuomo's administration to develop criminal justice reform policies that benefit our communities by allowing those previously arrested for cannabis to move on with their lives, without fear of stigma or reprisal due to past discriminatory and racist arrest practices.

Potential Medicaid Cuts

The single biggest unknown in the Executive Budget is the fate of Medicaid and the programs and services that are paid through the Medicaid budget. With a projected \$6 billion Medicaid shortfall, the Governor has re-established the Medicaid Redesign Team (MRT), which was originally established in 2011 to find cost savings and improve efficiencies in the Medicaid program. This time around, the charge is to find \$2.5 billion in "savings" and do so prior to April 1st when the final budget is due, leaving no time for legislative or community review. If no agreement on cuts can be reached through the MRT process, the Governor has called for across the board Medicaid cuts.

The Executive Budget continues cuts in the amount of \$65 million to NYC public health programs that were first implemented in last year's budget. This reduction in public health spending puts the lives of New Yorkers at risk. In addition, the Executive Budget seeks to shift a higher percentage of Medicaid costs to NYC and counties throughout the State.

We will be in Albany over the coming weeks talking to legislators and representatives of the Governor's office to advocate for necessary funding for the programs and services covered under the Medicaid budget to ensure that whatever form the final budget may take, there is no negative impact on the communities we serve.

Harlem United Speaks Up: PLWHA Criminalization and Bail Reform in NYS

January 10, 2020—Dozens protested outside CBS' towering headquarters in Midtown on January 10th, demanding that the media giant's local affiliate apologize, meet with advocates, and hold a teach-in after publishing [a deeply insensitive article and several tweets that stoked fear and spread misinformation about transmission of HIV/AIDS](#).

The healthcare community swiftly responded to a turn of events occurring on the evening of January 8th which surrounded an incident where a man who was allegedly HIV positive spit on a police officer. According to LaGuardia Port Authority police, the man was arrested for stealing yogurt at LaGuardia Airport and later spit on an officer when he was being held in custody. Arresting officers claimed this endangered the officer's life, and warranted a charge of assault for the alleged spitter. A judge later ordered the release of the individual, after decrying the charges as extreme. In a following statement, Port Authority PBA President Paul Nunziato tweeted, "Absolutely ridiculous! The number one responsibility of government is to protect the people; [bail reform](#) relinquishes government of that responsibility," with the implication that [bail reform](#) was somehow an issue in this case.

The Community Responds

In a press release for the rally, [Housing Works](#) noted, "The person being arrested was charged with criminal mischief and assault in the second degree, which can refer to assault with a deadly weapon or assault with 'intent to cause serious injury to someone.'"

HIV advocacy groups across the city, including [Housing Works](#), [ACT UP New York](#) and [VOCAL-NY](#), urged CBS to correct its salacious and misleading report that incorrectly implied the officer was in danger of contracting HIV. **HIV is not transmitted by saliva.** CBS deleted the tweets referring to the article and removed HIV references, later confirming to Gay City News that it had fired the reporter responsible for 'negligence to report real news', instead promoting fear-based misinformation about HIV in the follow-up article and related tweets.

Harlem United Speaks Out

As a proud HIV services provider, Harlem United joined other community-based organizations in the call for CBS to desist from its sensational and fear-mongering reporting on the recent arrest at LaGuardia Airport of someone purported to be HIV positive.

"By spreading misinformation about how HIV is transmitted and implying that the arresting officers were at risk, both the Port Authority Police official quoted and CBS are complicit in the criminalization of people of color who are disproportionately affected by HIV/AIDS stigma and who often have financial barriers in raising bail due to systemic racism in healthcare and the law enforcement system."

"We stand with our HIV services partners in the fight to advocate for fair and dignified treatment of all people, regardless of their HIV status or ability to pay cash bail," said [Jacqui Kilmer](#), CEO of Harlem United.

Bail Reform Explained

As part of a criminal justice reform effort, [New York lawmakers recently eliminated cash bail](#) and pretrial detention for most non-violent crimes, meaning that people charged with crimes don't have to pay a cash bail to get released before their trial. The new bail law went into effect January 1st, 2020. Advocates, who often [cite the death of Kalief Browder as a reason](#) that bail reforms are needed, explain that cash bail systems disproportionately affect [Black and brown populations and criminalize poverty](#). The cash bail reforms in New York remain controversial, and HIV activists accuse some law enforcement and media officials of promoting sensationalistic stories, like the "HIV ATTACK," to scare the public into supporting efforts to roll back reforms.



"We stand for fair and dignified treatment of all people, regardless of their HIV status or ability to pay cash bail."

FY20 Special Project— Mission, Vision and Values

Strategic Planning Process Update

Started as a collaborative process in the Summer of 2019, the Strategic Planning project included feedback from 60% of staff via surveys and qualitative interviews about Harlem United's roots and its future as community healthcare provider. In late January 2020, Harlem United and Co-Creations concluded their final workshop on updating the agency's mission and value statements. This marked the finalizing of the broad points for the Strategic Plan that will take us from 2020 to 2023, guiding agency priorities, direction, and focus through a refreshed mission statement and new set of agency values.

“We have been addressing Social Determinants of Health through innovative models of care long before it was a catchy term in public health circles.”

Harlem United was founded in 1988, as an agency of last resort for persons dying of AIDS and is now a \$50-million-dollar agency with services and sites throughout NYC. As Harlem United has grown, so has our response to changing community need. Today, Harlem United offers a holistic service approach in response to multiple chronic conditions in addition to the opioid epidemic and homelessness crisis. Our holistic model of care has been informed by over three decades as a leading AIDS service provider. “We have been addressing Social Determinants of Health through innovative models of care long before it was a catchy term in public health circles,” says [Tom Marino](#), Chief Transformation Officer and Executive Team Member at Harlem United.

Funding streams have changed since the 1980s. New York State (NYS) Medicaid has transformed from traditional fee for service payments towards a value based payment (VBP) model, which pays for quality outcome metrics. On the federal level, Harm Reduction models such as “Housing First,” are now accepted as a best practice, removing requirements around sobriety to enter permanent housing. Today, funders are looking for providers that offer a holistic model of care and which also achieve better health outcomes for clients.

The mission, vision and values work builds upon Harlem United's foundation of care, providing a blueprint of sustainability and growth for the organization which will continue to pivot in the changing needs of the community and the evolving funding environment. Over the course of the next few weeks, we'll be calling on staff support through internal committee participation and work planning aimed to bring change to the Harlem United community.

For more information on this upcoming work, please contact [Kevin Rente](#), SVP of Strategic Advancement and Executive Team Member.

Grants & Program Development

Program Development has welcomed the new year with Public Health Solutions' happy notice that we were awarded **\$639,000** for our Food and Nutrition Services program. We are also expecting grant notices soon for a Health Services program to support Primary Care for HIV positive patients and from Public Health Solutions on Social Determinants of Health.

This month, we will be submitting four new applications to the New York City Council Discretionary Funding worth a combined total of almost **\$300,000** which will benefit different areas of the organization. In preparation for one of these applications, [Dr. Deborah Ottenheimer](#), Director of the Holistic Women's Health Initiative at The Nest, presented on our work with [women and girls impacted by FGM/C](#) at the New York City Council Women's Caucus meeting in January, where we were met with positive feedback from the Councilwomen. Fingers crossed!

For more information on fundraising and communication across the agency, please contact [Mari Eva Mendes](#), AVP, Strategic Advancement.



Social Media Highlight

Ibrahima Cisse, Business Development Specialist, was featured in the top social media post in January, which reached 3,350 people in organic impressions.

When Ibrahim shared the post to his personal Facebook page, the community was quick to show their support for his amazing work in the comments, for a total of 923 engagements!

To recommend a colleague for a social media shout out, email [Maya "Marty" Martin-Udry](#), Director of Communications and PR.

Strategic Advancement & Funding Updates

Individual Giving & Events

We want to thank the **board members, staff and family of staff** who helped to make our Year End Giving Campaign a success; we received over **\$3,200** in December 2019, just from staff members and their families!

December 2019 was our greatest month ever for donations. We received **\$12,269** in generous online and individual donations, a 553% increase from our FY20 monthly average of **\$1,878.42** and **raising our six-month aggregate average to \$3,610.33.**

More Thank-Yous!

In January 2020, we received a **donation of \$1,000** from the 7th and 8th graders of St. Hope Leadership Academy in Harlem. Students from St. Hope raised funds to support better community access to healthcare. As part of their school project, they researched local nonprofits and selected Harlem United as the best example of providing better access to healthcare! We plan to welcome a group of St. Hope's students early next month to thank them for their generous donation to Harlem United.

Uncle Bob and Elysse— A Special Tribute

We also received a **\$100 donation from Elysse Nava in memory of her Uncle Bob**, who was the former Brooklyn Community District 6 Manager from 1980 -1993 and passed away from HIV-related complications. Elysse, who interned at Harlem United in 2009 wrote, "I can only hope that I can make a fraction of the positive impact he made in his own community as a public servant and through my monetary donation to your agency." Thank you, Elysse!



Attention All Runners

Finally, Harlem United's application for [TCS NYC Marathon](#) 2020 Charity Partner status was recently approved and we have begun the initial kickoff for recruiting community runners who will each raise \$3,000 on Harlem United's behalf. This is shaping up to be a great marathon year as 2020 marks the 50th Anniversary of the NYC Marathon. Please contact [Raesha Cartagena](#), Director of Individual Giving & Events, if you would like to run with Harlem United this year or if you would like to give a [donation](#).

Communications & Public Relations

Since our last newsletter issue (October/November 2019), we have welcomed an additional team member, [Maya "Marty" Martin-Udry](#) as the Director of Communications and PR. Marty brings a wealth of digital development and graphic design knowledge and has already made significant impact on our social media footprint and other areas of agency communication. Prior to joining Harlem United, Marty worked at NYLAG, a legal services and advocacy nonprofit, where she managed their communications department, coordinating their recent rebranding. We are so glad that she's joined our team!

Communications and Public Relations

As part of our overall communications strategy, Strategic Advancement is building up Harlem United's name recognition and digital media footprint. This work is aimed at increasing outreach to potential clients and diversifying our funding through individual donations. In December 2019, we completed the agency's first comprehensive [Annual Report](#). The annual report was sent to a list of 4,224 recipients in conjunction with our Year-End Giving Campaign

We continue to expand our reach on social media as well: from the beginning of FY20 (July 2019) to the present, we have increased our post reach on Facebook from 3,057 to 14,255 unique views; on Twitter, from 13,300 to 21,400, and on Instagram, from 2,000 to 11,602. We also initiated our LinkedIn social media strategy in January 2020, posting regularly for the first time since 2014 and increasing our unique impressions from 33 to 4,584.

Additionally, we revamped the monthly onboarding presentations used by HR and other departments for new hires in January 2020. This brand refresh brings Harlem United's presentation in line with the agency's new, brighter look across social media. We plan to expand this bolder design across all communications collateral both internally and externally within the coming months.

Please contact [Maya "Marty" Martin-Udry](#), Director of Communications and PR, for all communications requests.

Agency Wide News — Making a Difference

HUD Releases Unsettling Results on Nationwide Homeless Estimate

In January 2020, the US Department of Housing and Urban Development (HUD) released their [2019 Annual Homeless Assessment Report \(AHAR\)](#) to Congress. Based on a point in time count each year in January, the nationwide estimate found a 2.7% overall increase nationwide compared to figures in 2018. Across the U.S., a total of 567,715 persons experienced homelessness on a single night in 2019, an increase of 14,885 people since 2018. The states with the highest rates of homelessness per 10,000 people included New York (46), Hawaii (45), and California (38). African Americans account for 40% of all persons experiencing homelessness in 2019, this despite representing only 13% of the U.S. population.

In New York State, the result continues to be unsettling. Between 2007 and 2019, homelessness increased 47.1%. New York (92,091) and California (151,278) had the largest number of people experiencing homelessness, with New York representing 16% nationwide. “These results are an urgent call for more affordable and permanent housing to get people off the streets and into care,” said Senior Vice President and Executive Team Member, [Laura Grund](#).

How the National Estimate is Calculated

HUD’s national estimate is based upon data reported by approximately 3,000 cities and counties across the nation. Every year, on a single night in January, planning agencies called “Continuums of Care,” (COC) along with tens of thousands of volunteers, seek to identify the number of individuals and families living in emergency shelters, transitional housing programs, and in unsheltered settings. This one-night ‘snapshot’ is crucial in understanding the scope of homelessness and for determining funding levels for homeless services to across the country.



We are proud to share that [Sigrid Maxwell](#), FHW/FHE Managing Director, and [Elizabeth Furth](#), Program Evaluator, participated in the [15th Annual Homeless Outreach Population Estimate \(HOPE\)](#) on Monday evening, January 27th. This survey is conducted by a team of volunteers every year by the New York City Department of Homeless Services (DHS) to report on the estimated number of unsheltered people living in New York City. Thank you, Sigrid and Lizzy for paying it forward!

Showing Up for Our Community

[Tamisha McPherson](#), Harlem United’s Chief External Affairs and Development Officer, the Executive Director of URAM and Executive Team Member, was invited to present at two community events in December 2019.

Ms. McPherson attended as a guest speaker on **December 11, 2019** at the [16th Annual National Homeless Persons’ Memorial Day](#) hosted by NYU Community Medicine program and held at St. John the Baptist where she gave her perspective on homelessness and how our agency tackles these vital issues for our clients each day.



She also participated as a panelist on **December 19th** at the Amplifying Voices panel with community leaders Padmore John of Long Island City Neighborhood Health Action Center, Elizabeth Canela of Totem in Brooklyn, and Alexis Posey of New York City DOHMH at the [East Harlem Neighborhood Health Action Center](#) where they shared their views on the changing population within our communities.

Compliance Update: New Staff Member



The Compliance Department has grown and welcomed its first Medical Records Coordinator, [Joy Gant](#). As part of the department, Ms. Gant will be responsible for patient requests for medical records, Attorney-Issued Subpoenas, judicial/court-ordered administrative requests, as well as chart requests from healthcare and insurance programs. Joy comes to Harlem United with more than 35 years of hospital/healthcare experience, a certification in Release of Information, and experience in data quality initiatives. She is located at Willis Green on the 2nd floor, room 2006, and can be reached at 212-531-1300 ext. 3267 or by [email](#). **Welcome, Joy!**

Please contact [Shaneequa Parker](#), Director of Compliance with any questions.



Harlem United Programming at a Glance

With each issue of our newsletter, we look at the goings-on in housing, healthcare, and programs. Today, we discuss updates at the Foundation Houses East and West, FROST'D HUD Scattered Site programs, and Veteran's, in addition to the Syringe Exchange Program and Evaluation and Population Health.

Foundation House East (FHE) and Foundation House West (FHW)

With a combined unit total of 53 units of congregate supportive housing, [Sigrid Maxwell](#), Managing Director for FHW and FHE, is busy making sure residents are healthy and getting the care they need. She reported that as of January 2020, the FY20 average of clients connected to healthcare in the last 6-12 months was 97% (FHE) and 96% (FHW) respectively. She attributed the increase in their adherence to medical appointments to staff interventions and the additional support from their assigned intern, William Hagee, who has been doing an excellent job of providing support services to their clients at both FHW and FHE.

New Staff Additions for Women and Children and FROST'D HUD Programs

Further, Sigrid was happy to share that housing has new support staff to help assist with client care and to provide support services needed for their programs. In Women and Children, [Dionaly Carrasco](#) recently joined as a new case manager to assist with clients at the scattered-sites in the Bronx. Sigrid said that Dionaly has shown excellent skills with maintaining and monitoring clients and has demonstrated great advocacy skills on behalf of her clients.

For FROST'D HUD, William Thomas has joined as a new stipend worker from HU's Vocational Program and assists staff with clerical duties and apartments inspections. Welcome aboard, Dionaly Carrasco, William Hagee, and William Thomas. We are happy to have you a part of the Harlem United Family!

Special Thanks for all the hard work their staff are doing to ensure that these programs are successful. [Karen Lyken](#), Program Director, and Sigrid Maxwell extend their appreciation for their diligence, unwavering commitment, and skills.

Benita Vera, Senior Mental Health Specialist

Susan Collins, Senior Mental Health Specialist

William Hagee, Social Work Intern

Felicia Ijeoma Ajunwa, Case Manager

Latish Cuascu, Case Manager

Dionaly Carrasco, Case Manager

Denise Charlton, Mental Health Specialist

Alicia Mays, Peer

Tristan Venable, Peer

William Thomas, Stipend Worker

Jaenean Ligon, Administrative Assistant

Community Care Management Partner (CCMP) featured Harlem United in their December Newsletter, where we introduced our client-centered, harm-reduction approach to Health Home care management which focuses on building community and supporting any behavior which demonstrates positive change. Thank you to CCMP for giving us the opportunity to share our work with your network and to the staff that helped make sure this happened!

A New Name and a New AVP!

The program formerly known as SQIRE has been renamed as Evaluation and Population Health (EPH). “The new name reflects the department’s focus on program improvement, outcomes and monitoring of population health trends in a managed care valued based environment.” says Senior Vice President of Strategic Advancement and Executive Team Member, [Kevin Rente](#), who is also the department head.

Evaluation and Population Health also welcomes Danielle Strauss as the new Associate Vice President of the department. Danielle has been with HU for 10 years and brings with her an extensive background in program management, monitoring and evaluation. **Congratulations, Danielle!**

Eval & Pop Health: Plan for 2020 — Back to Basics

Evaluation and Population Health’s 2020 vision is to work with Harlem United’s teams to systematize the use of program logic models across all programs. A logic model is a visual tool that helps show the relationship between resources, program activities, and outcomes. With participation from program staff at all levels, this tool will answer questions about how clients change (stabilize, improve, reduce harm) as a result of their time accessing services at Harlem United.

In addition, Danielle remarked, “we are embarking on a conversation about centralized intake that will allow us to collect baseline data on all clients served at Harlem United. This would improve our ability to report on all agency-wide client profiles, as well as allow us to make more informed referrals to other programs within Harlem United.”

Please reach out to [Danielle Strauss](#), AVP of Evaluation and Population Health.

“The new name reflects the department’s focus on program improvement, outcomes and monitoring of population health trends in a managed care valued based environment.”



Syringe Exchange at 290 Malcolm X

The mobile SEP program began in 1995 and was one of the first in New York City. In early 2019, the lower level of 290 Lenox was approved as a Syringe Exchange Program (SEP) site. Before then, our SEP program had been entirely mobile. Clients are clearly benefiting from the supportive services such as being able to acquire syringes and supplies, opioid overdose prevention trainings, HIV/HCV screening and testing, harm reduction counseling, therapy, and Health Home care coordination that are now available on site. The brick-and mortar site operates Monday through Friday, 8:30 AM to 4:30 PM.

Kudos to Mary Brewster, Anthony Cousins, David Cornish, and the harm reduction staff, peers and interns for running an incredibly smooth operation while providing life-saving services to even more clients.

Veterans Housing

On December 13th, Veterans Housing had its first funder site visit (a Quality Assurance Site Visit) since the program’s inception back in April 2016. HRA was incredibly impressed, both with the physical space and with the quality of the services being provided to our clients. A tremendous amount of hard work went into preparing for the audit. Thank you to the entire team for your hard work and dedication —congratulations!

Linkage to Prevention Site Visit

Congratulations to the LTP Team, who conducted a successful site visit with representatives from Public Health Solutions and DOHMH on Thursday, January 30th. Our funders were so impressed with the quality of the charts and strong program operations that the Exit Interview lasted less than 5 minutes. Many thanks to the LTP team for their hard work and dedication!

Join us in welcoming new staff to the Harlem United Family!



Left to right: Robert Smith, John Edwards, Miranda Veese, Ronald Chaney, Silvia Azevedo, Luther Pulliam, Gabriel Paulino



Left to right: Lakisha Ottley, Anthony Cooper, Lisette Fraser, Raquel Almonte, Nicole Maloney, Joy Gant, Tristan Brown, Mariana Ayala, Clinton Cochran, Tyrone Rouse, Ricardo Lazala, Jaqueline Green, Locksley Bailey

Staff Acknowledgment: Shaneequa Parker

We are proud to congratulate [Shaneequa Parker](#), Director of Compliance, on her outstanding achievements over her past 10 years of service at Harlem United. She recently received her Master of Public Administration (MPA) with a concentration on Inspection and Oversight, as part of a dual Juris Doctor/MPA in Accountability and Law from CUNY's School of Law and John Jay College of Criminal Studies. She is currently in her final year of her law studies and expects to complete her degree in December 2020. Shaneequa attributes her success to her positive experience at Harlem United, which has shaped her perspective on providing better services for our clients.

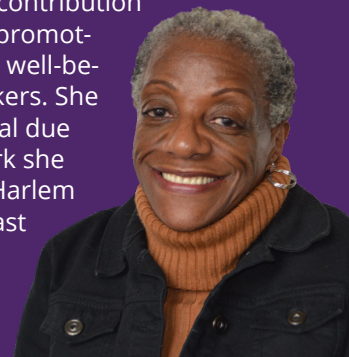
Wishing you all the best, Shaneequa!



CONGRATULATIONS to our staff celebrating over ten years at Harlem United:

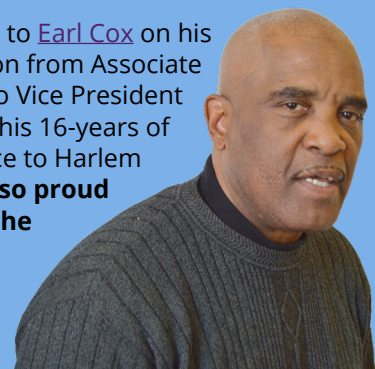
Eve Blake
Tamika Burrows
Lisa Chan
Mark Cole
Issac Johnson
Karen Lyken
Darrin Mack
Danita Mitchell
Kevin Rente
Irina Rimel

Congratulations to Harlem United's PC RAP-Peer Educator, [Jacqueline Williams](#), for receiving the [Commissioner's Special Recognition Award from the NYS Department of Health](#) for her commitment and contribution to improving and promoting the health and well-being of all New Yorkers. She is truly inspirational due to all the hard work she has dedicated to Harlem United over the past four years. Here's to you, Jackie!



New VP of Housing

Congratulations to [Earl Cox](#) on his recent promotion from Associate Vice President to Vice President of Housing and his 16-years of dedicated service to Harlem United. **We are so proud you're part of the Harlem United family, Earl!**



Upcoming Events



HR & Training

Know someone who would be a great part of our HU Family? [Please share our vacancies!](#)

February/March 2020

February 11th

Interview Skills
(10am - Noon & 2pm - 4pm)

February 24th

Preventative Sexual Harassment
(2pm)

March 3rd

Prioritized Procrastination—
for Managers
(10am - 2pm)

March 10th

Respect in the Workplace
(2pm)

For more information on training, please contact [Jamila Taylor](#), Administrative Coordinator.

February 17th

President's Day
(Harlem United is closed)

February 21st

Black Heritage Client Show
(1:30pm -3:30 pm)

February 22nd

[National Heart Valve Disease Awareness Day](#)

March is... Mental Health Awareness Month

March 10th

[National Women & Girls HIV/AIDS Awareness Day](#)

March 12th-18th

[Patient Safety Awareness Day](#)

March 17th

[Poison Prevention Week](#)

March 20th

[National Native American HIV/AIDS Awareness Day](#)

March 24th

[Tuberculosis Day](#)

March 25-29th

[LGBT Health Awareness Week](#)

Upcoming Events

February is...American Heart Health Month

February 7th – 14th

[Congenital Heart Defect Awareness Week](#)

February 11th

[Heart Disease Awareness Day](#)

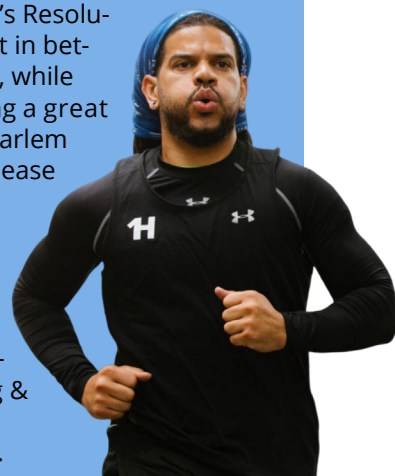
February 14th

Valentine's Day, [National Donor Day](#), [National Condom Week](#)

Attention All Runners

Are you interested in running and being a part of the 2020 50th Anniversary of the NYC Marathon? Follow through with that New Year's Resolution to get in better shape, while supporting a great cause—Harlem United! Please contact

[Raesha Cartagena](#),
Director of Individual Giving & Events
for details.



Have a Story for the Newsletter?

A special thanks to everyone who contributed! To share a story for the next newsletter, please contact [Raesha Cartagena](#), Director of Individual Giving & Events, by the 15th of every month.