

## **GRADY NIA PROJECT STRATEGIC PLAN**

### **MISSION STATEMENT**

**The Grady Nia Project’s mission is to empower abused, suicidal African American women to access behavioral health services, find a new sense of purpose, lead more meaningful lives, and affirm their commitment to living a violence-free life.**

“Nia” is a principle of Kwanzaa that means “purpose.” The Grady Nia Project, in existence since the early 1990s, is a culturally competent intervention and prevention program that cultivates a sense of purpose in women’s lives and enables them to be more productive in the community. Offered by Grady Health System and the Emory Department of Psychiatry and Behavioral Sciences, the project aims to (1) reduce violence that low-income African American women face in their intimate relationships; (2) ameliorate the associated behavioral health problems; and (3) facilitate improved life circumstances and community engagement. This is accomplished by empowering women so they feel more positive about themselves, more effective at coping with stress in their lives, and more connected to others and their community. The Grady Nia Project promotes the missions of (1) Emory University - to create, preserve, teach, and apply knowledge in the service of humanity; and (2) Grady Health System - to improve the health of the community by providing quality, comprehensive healthcare in a compassionate, culturally competent, ethical, and fiscally responsible manner.

### **VISION STATEMENT**

**The Grady Nia Project aspires to:**

- **Serve as a local, regional, and national model for accessible, culturally competent, evidence-based, comprehensive, and compassionate care for low-income African American women**
- **Improve women’s life circumstances by empowering them to secure safe and stable housing, further their education, become community volunteers, access job training, and attain employment**
- **Prepare future generations of culturally aware and humble behavioral health care leaders and scientist-practitioners**
- **Engage the community by uniting practitioners, scholars, and community members in program improvement, dissemination, and evaluation**
- **Reduce health disparities by providing quality behavioral health care to underserved communities locally, regionally, and nationally**
- **Spearhead community advocacy and policy formation development related to ameliorating two critical public health problems: intimate partner violence and suicide**

## **GOALS AND OBJECTIVES**

### **Goal 1: Improve and expand the Grady Nia Project's behavioral health programming**

- Utilize data gathered from program participants to bolster accessible, empowerment-based, culturally informed individual and group-based services and community engagement activities
- Gather input from diverse community stakeholders regarding addressing a broader array of behavioral health concerns, incorporating technology (e.g., ReliefLink app), and adding peer-facilitated services to improve the Grady Nia Project
- Engage stakeholders in increasing the breadth and relevance of the outcomes to be studied (e.g., well-being, flourishing, housing, employment/volunteer work, insurance access)
- Evaluate the expanded program using quantitative and qualitative data from multiple stakeholders (e.g., team members, participants, Community Advisory Board)

### **Goal 2: Increase access to Grady Nia Projects' services to reduce health disparities based on gender, race, and class**

- Train a broad array of behavioral health providers in diverse settings (e.g., hospitals, community clinics, shelters) locally, regionally, and nationally to provide empowerment-based and culturally informed programming to the target population
- Disseminate the Grady Nia Project model to other community settings locally, regionally, and nationally
- Evaluate dissemination efforts, with attention paid to participant, provider, and settings variables

### **Goal 3: Enhance advocacy efforts related to preventing suicide and intimate partner violence**

- Partner with relevant stakeholders to improve community efforts and advocate for policy development related to the prevention of death by suicide and intimate partner violence
- Partner with relevant stakeholders to increase the quantity, quality, and accessibility of pertinent community resources such as housing, adult education programs, job training, and job coaches
- Host an annual advocacy event with relevant partners

**Goal 4: Create a sustainable and self-sufficient financial infrastructure that supports program initiatives, implementation, and dissemination**

- Secure ongoing funds to support the staff needed to oversee the administration of the Grady Nia Project, to implement and expand clinical programming, and to coordinate outcomes assessment
- Attain consistent funding for participant engagement in the program
- Gather the requisite funding to provide the materials and resources to meet participant needs (e.g., transportation, comfort in the Grady Nia Project setting, access to resources)