

Nepali ELder-Guided Youth Partnership Vaccination Accessibility Liaison (NEYPVAL - Year 2)

Nepal Seattle Society Health Committee's Center for Disease Control and Prevention Foundation (CDCF) Funded Year 2 Project



NEYPVAL Year - 2 Team Members at NSS Dashain Tihar Event 2022

(Left- Right, Dolma Sherpa, Shraddha KC, Subekshya Regmi, Shubhechha Shakya)

About the Project

With the success of NEYPVAL Year 1 Project, NSS received sub-grant for the Year 2 project from Center for Disease Control and Prevention Foundation (CDCF) which is the part of Center for Disease Control (CDC) of the Department of Health and Human Services (HHS). The purpose of this grant is to “Support Partnering With National Organization’s Community-Based Organizations To Increase Vaccine Coverage Across Different Racial and Ethnic Adult Populations Currently Experiencing Disparities”.

Our Partnering for Vaccine Equity (P4VE) Year 2 project, was to continue to apply social determinants of health and health equity approach. The goal of our project was to promote access to influenza and Covid-19 vaccines through culturally-appropriate resources and information using various social media platforms, educational materials, and partnership with other Community based organizations (CBOs).

Project Objectives/Goals

The objectives and goals of the NEYPVAL Year 2 project was to reach out to Nepali community members who would have difficulty getting information regarding vaccines. Our primary objectives were:

- Community mobilization and engagement.
- Culturally- relevant content development and dissemination by developing new communication products.
- Host or support new events/campaigns to promote vaccinations.
- Establish a database Nepali-speaking population in Washington and identify health needs.
- Partnership with other community-based organizations and public health departments.

Meet the NEYPVAL Year 2 Team Members

NSS NEYPVAL
2nd Year Team



SUBEKSHYA



PALINA



SHUBHECHHA



SHRADDHA



SWONIGA



DOLMA

 [HTTP://NEPALSEATTLE.ORG](http://nepalseattle.org)

Subekshya Regmi : Executive Director

Palina Piya: Program Manager

Shubhechha Shakya: Community Engagement and IT Coordinator

Shraddha KC : Communication and Digital Content Creator

Swoniga Shakya : Budget and Fiscal Administrator

Dolma Sherpa: Administrative Officer

Advisory Board Members for NEYPVAL Year 2 Project



Yug Dabadi (Clinical Laboratory Scientist at University of Washington Medical Center, Seattle, Washington)

I have been involved with the social organizations over a decade. Primarily, I am trying to build a bridge between available resources and the immigrant community in Greater Seattle Area.

Professionally, I work for Multicare Health System as a technical specialist where I oversee the functions of medical scientists. I am also pursuing MBA from Washington State University.

My goal for joining the advisory team of NEYPVAL is to help the team to connect members of the Nepali speaking community to the available resources related to healthcare.

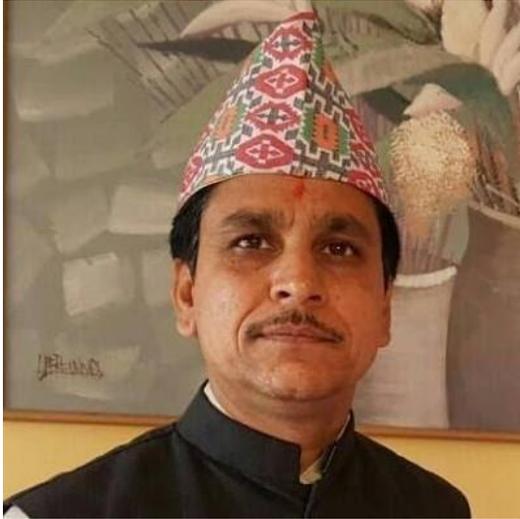


Jagadamba Adhikaree, Sr. Social Worker at UW Medicine Northwest Hospital · University of Washington

Jagadamba Adhikaree is a Senior Medical Social Worker at University Of Washington Medical Center. She received her Masters of Social Work degree from University of Washington. Her expertise are in community resources such as healthcare related services, insurance, low income housing, Medicare and Medicaid benefits, and other government assistance programs. She advocates for patients, elderly and other vulnerable population.

Jagadmba is interested in contributing to the community with her expertise and the NEYPVAL project provided this opportunity. This partnership has been inspiring and worthwhile because there are many new immigrants and elderly people of Nepalese origin who truly needed help and would benefit from this program. Any opportunity to contribute to improve the health and wellbeing of the community is inspiring moment for Jagadmba and she would participate in the future to help whenever there is a need.

Advisory Board Members Continued....



Arjun Adhikari

Namaste, I work as a Hindu Priest. I'm also a Yoga Teacher. I'm also a provider for an Adult Family Home which is related to Health care. I am in touch with every community and everyone in the board. After I joined this project, I was able to interact with others and I was able to share health information with others which I'm really proud of.



Ruby Shrestha

Ruby Shrestha works as Vice President of Scientific Affairs in a premium chocolate company in the Pacific Northwest region of the United States. She earned her engineering degree from Rajasthan, India under Colombo Plan and MBA from the University of Washington in Seattle under Fulbright Program.

She is very passionate about building community and has been involved in the activities of Nepali community of the Greater Seattle area for over two decades, even before the inception of Nepal Seattle Society. She has been a community activist, volunteer, mentor, advisor, and a consultant in various professional as well as in non-profit organizations and possesses a deep understanding of civic engagement for community benefit. She wants to bring the knowledge and expertise to this project and give back to the community.

An avid reader, an occasional poetry writer, a runner, a nature enthusiast, and a passionate yoga practitioner, she says giving back to the community fulfills her.

Advisory Board Members Continued....



Priyasha Maharjan,

eMPH | Department of Global Health, UW
Cofounder | Samartha Nepal

I am a pharmacist with an MBA, currently pursuing MPH in Global Health at the University of Washington, Seattle. I am the Co-founder and Director at Samartha Nepal, a profit-not-sharing Company working towards equity in the health and education sectors in Nepal.

I am passionate about the development and implementation of community-oriented health interventions. I have previously worked with different organizations - public, private, and development - to create people-centered healthcare services delivery programs in different parts of Nepal. At present, I am working with the UW Harborview Medical Center and I-TECH on qualitative research to bridge inequities in healthcare access. I hope to bring my knowledge and expertise in the field of Public Health to serve the Nepali community in greater Seattle and address their pressing health needs.

I shall contribute to best of my ability to create an impact in the community.



Sindhu Koirala

I am a Registered Nurse currently working at the Evergreen Health in Kirkland. I have always wanted to help the Nepali Community in one way or another. I am very happy to be working in this project and contribute to the society.

I have worked at the COVID-19 vaccination Clinic organized by King County in partnership with Evergreen Health during COVID-19 pandemic and I would like to help NEYPVAL with my knowledge transfer where applicable.

This is my first time with NEYPVAL project, I hope to join this project in the future as well.

Community Ambassadors



Sadikshya Upreti



Soniya Kunwar



Ayush Pokhrel



Srijita Gurung

COMMUNITY AMBASSADORS CONTINUED....



Kushal Dhakal



Sushila Shrestha

NEYPVAL Year 2 Social Media Posts

First Social Media Post regarding Flu in English

COVID-19 VACCINE VS **INFLUENZA VACCINE**



Fights against the Coronavirus

3 types of vaccine:

1. mRNA vaccine (**Pfizer and Moderna**)
2. Viral Vector vaccine (**Johnson & Johnson**)
3. Protein subunit vaccine (**Novavax**)

Fights against the flu (influenza)

2 types of vaccine:

1. **Conventional shots** (no live virus)
2. **Nasal Sprays/Mists** (live attenuated virus)

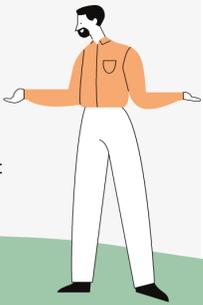


Where can I find the vaccines?

Visit your **LOCAL PHARMACY**

Contact your **DOCTOR**

Find vaccine availability at **www.vaccines.gov**



Did you know that you can actually receive both vaccines at the same time?

Did you know that you can actually receive **both vaccines** at the **same time**?

recommended for this and older.

anyone 6 months and older.

The vaccines are recommended for anyone **6 months and older**.

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The vaccines are recommended for anyone 6 months and older.

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Second Post on Social Media In Nepali Regarding Flu

कोभिड-१९ खोप



कोभिड विरुद्ध लडौं

३ प्रकारका खोपहरु:

- १ mRNA (फाइज र मोडरना)
- २ भाइरल भेक्टर खोप (जोन्सन आन्ड जोन्सन)
- ३ प्रोटीन सबयुनिट खोप (नोभ्याभ्याक्स(Novavax))

इन्फ्लूएन्जा खोप



फ्लू विरुद्ध लडौं (इन्फ्लूएन्जा)

२ प्रकारका खोपहरु:

- १ कम्भेनशनल खोप (कुनै जिवित भाइरस नभएका)
- २ नेजल इन्जे/मिस्ट (कम मात्रामा जिवित भाइरस भएका)

६ महिना वा सोभन्दा माथिका सबैलाई खोप लगाउन सिफारिस गरिएको छ

६ महिना वा सोभन्दा माथिका सबैलाई खोप लगाउन सिफारिस गरिएको छ

६ महिना वा सोभन्दा माथिका सबैलाई खोप लगाउन सिफारिस गरिएको छ



के तपाईंलाई थाहा छ? तपाईंले दुबै खोप एकैपल्टमा लगाउन सक्नुहुन्छ



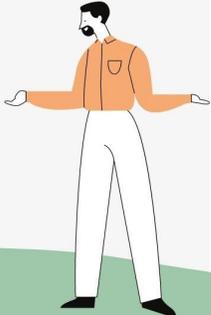
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के तपाईंलाई थाहा छ? तपाईंले दुबै खोप एकैपल्टमा लगाउन सक्नुहुन्छ

मैले खोपहरु कहाँ पाउन सक्छु ?

त्यसको लागि
नजिकैको फार्मसी वा स्वास्थ्य चौकी जानुहोस्
तपाईंको डाक्टरलाई सम्पर्क गर्नुहोस

खोप उपलब्ध हुने ठाउँहरु:
www.vaccines.gov



Third Post Regarding COVID -19 Booster in English and Nepali

DID YOU KNOW?

The updated (**bivalent**) COVID-19 boosters are **available** if it has been **at least 2 months** since your last covid vaccine dose

Bivalent booster fights against both the original virus and the omicron variant

We highly recommend you and your loved ones receive the updated booster today!



NEPAL HEALTH

Where can I find the booster?

Visit your **LOCAL PHARMACY**

Contact your **DOCTOR**

Find booster availability at www.vaccines.gov



NEPAL HEALTH

के तपाईंलाई थाहा छ ?

यदि तपाईंले कोभिडको पहिलो बूस्टर खोप लगाउनु भएको कम्तिमा पनि २ महिना भई सकेको छ भने, तपाईंले बाईभ्यालेन्ट कोभिड-१९ बूस्टर खोप लगाउन सक्नुहुन्छ।

बाईभ्यालेन्ट बूस्टरले कोभिड भाइरस साथसाथै ओमिक्रन भेरियन्ट सँग लड्न मद्दत गर्दछ।

हामी तपाईंहरूलाई यो नयाँ बूस्टर खोप लगाउन हार्दिक अनुरोध गर्दछौं ।



NEPAL HEALTH

मैले बूस्टर कहाँ पाउन सक्छु ?

त्यसको लागि

नजिकैको फार्मसी वा स्वास्थ्य चौकी जानुहोस्

तपाईंको डाक्टरलाई सम्पर्क गर्नुहोस

खोप उपलब्ध हुने ठाउँहरू: www.vaccines.gov



NEPAL HEALTH

Fourth Social Media Post Regarding Triple Burden Disease: RSV, COVID, and FLU

IMPORTANT INFORMATION ON TRIPLE DISEASE BURDEN

Respiratory syncytial virus (RSV) incidence and **flu** cases are both **sharply increasing** in Washington State

The emergency departments, clinics, and urgent care facilities are **witnessing unheard-of patient numbers** as a result of the rise in these viruses.



Triple Disease Burden

Covid



Loss of taste or smell is more specifically associated with COVID.

Flu



Flu frequently causes fever, fatigue, coughing, aches and congestion.

RSV



The symptoms of RSV are wheezing, rapid breathing, or respiratory distress that **damage lungs** which are more common in infants and young children

Who is at highest risk of RSV

Children under the age of two, although this year, there are some older kids who need to be hospitalized for RSV. Infants and kids who have a history of asthma, allergies, or eczema, or who have heart or lung conditions. Somebody with a persistent illness or an immune system that is severely impaired.



In order to **stop the transmission** of RSV, influenza, and COVID-19, it is essential to wash your hands frequently, wear a mask, remain home from work, school, or daycare when you're sick, and steer clear of those who have respiratory symptoms.



Articles on Campaigns...

Article 1: Dashain Cup Event

The flyer for Dashain cup Event

DASHAIN CUP 2022

Date: October 9, 2022

Time: 7:30AM - 6PM

Location: 13028 SE 251St.
Kent, WA 98030

SEATTLE FC
Host

NEYPVAL
Nepal Elder- Guided
Youth Partnership
Vaccination
Accessibility Liaison
Your
Well-being
Is
Our
Priority

NEPAL SEATTLE SOCIETY

CDC Foundation
Together our impact is greater

The link to the article is as below:

[CDC/NEYPVAL TEAM YEAR-2 DASHAIN CUP EVENT – Nepal Seattle Society](#)

NEYPVAL TEAM AT DASHAIN CUP 2022

Dashain cup is the annual soccer tournament hosted by Seattle FC. Different Nepali teams: few Seattle based and few from out of state participated in this tournament. This is a very competitive game with a good prize so the players practiced yearlong for this tournament.

We had a lot of local Nepalis people from the community to attend and cheer for the teams and players they support. This tournament was a perfect niche for our CDCF (Center of disease control and prevention foundation) year-2 team to collect data and understand the health needs for Nepali people. Our CDCF year 2/NEYPVAL team came early in the morning to the field and settled the booth



NEYPVAL team members: Shraddha KC, Palina Piya, Shubhechha Shakya, Subekshya Regmi and volunteer Danny Baral

We provided cookies, Gatorade, water, hand sanitizers, flyers which included information regarding covid, flu and monkeypox. Not only did the players attend the tournament, but we had local people to cheer for their team and players. Being the first event for the CDCF year 2 team, this event was a great success.

Community Engagement Activities



As mentioned above, the motive of this collaboration was to collect surveys and understand the health needs of our community, to make this process smoother and fun, the team had prepared community engagement activities like polls, photo center and flying kites. The team also wrote important messages regarding flu and covid on the kite. Since everything is electronic in today's world, adding nontechnical activities in the event added greater engagement and curiosity in people. We would also like to thank Prabin Dahal(treasurer), Sophia Kunwar (Youth Committee and Inventory), Anish Thapa(Sports Committee Events) and Shraddha Malla(General Secretary) for assisting us throughout the event.



In Dashain, we fly kites to send a message to Lord Indra, the god of rain, to stop the rain as the rice fields do not need more water. Similarly, the NEYPVAL team also used the kites to send messages to our community to be safe from covid and flu by getting vaccinated.

Altogether, the event was a big achievement for the NEYPVAL team. Each member had worked very diligently to get this result. Shraddha KC helped with the flyer, Dolma Sherpa helped with the display board, Palina Piya helped with logistics, Subekshya Regmi helped with all event monitoring as well as photography and Shubhechha Shakya helped with community engagement. A big thank you to Danny Baral for volunteering in this event

Survey Results

The approach we had on achieving our data was by creating surveys and posting it on social media along with the tournament. We were able to collect 53 survey responses from local nepali people residing here in WA state. If you would like to take part in this survey, please follow the link: <https://forms.gle/WMxwwT5zFafTSAi26>

You can find the Survey response below:



Thank you Seattle FC for this Opportunity!

Article 2: Collaboration with Newah Organization of America (NOA)

Nepal Seattle Society has always been successful in maintaining good relations with its neighboring organizations. To extend this relationship further, NEYPVAL (Nepal Elder-Guided Youth Partnership Vaccination Accessibility Liaison) Team collaborated with Newah Organization of America (NOA) in the occasion MHA puja on 10/26/2022 to provide updated information on flu and covid.

MHA Puja, which in Newari means "worship of the self," honors one's inner spirit. The ritual denotes an auspicious start to the New Year and bestows riches and longevity to those who take part. Wherever Nepalese have settled, MHA Puja and Nepal Sambat are also observed.



Executive Director Subekshya Regmi with President of Newah Organization of America Ishwor Lal Khosin

This event was successful with the presence of two team members from the NEYPVAL team, Subekshya Regmi, the Executive Director and Shubhechha Shakya, the community engagement and IT coordinator. Small goodies were distributed to children and adults which included hand sanitizers, lip balm, stationary supplies, and the survey form.



They were also very successful in thanking the President, Ishwor Lal Khosin in person and handing him a thank you certificate which was made by Shraddha KC, the communication and digital content creator. There were about 100 bags of goodies which were made by Shubhechha Shakya with the help of two community ambassadors Aakarshan Simkhada and Soniya Kunwar.



The team also provided 2 trays of sweets to NOA to represent the culture of celebrating festivals within the Nepali community. The team was successful in collecting enough surveys for the data collection. Most people were amazed to find the role of Nepal Seattle Society in a good cause like this. The team received good spotlight in the event. As a token of appreciation NOA gifted two bags of “Masi poh” to the team members.

Thank you Newah Organization of America for this wonderful opportunity!

Article 3: NSS Dashain-Tihar Event

The main purpose of this project was to update our community members on COVID and FLU. NSS had the Dashain and Tihar Event 2079 B.S. after 2 long years where the hope of people gathering was possible, but it came to our notice that the COVID cases were rising. Therefore, we had to inform our community members to take precaution in our upcoming event so that everyone involved can enjoy it. The team posted a flyer on social media to take necessary precaution.



 NEPAL SEATTLE SOCIETY

Are you excited for our upcoming event
**DASHAIN TIHAR CELEBRATION 2079 B.S on
NOV 5?**

Keep in mind:

Covid cases are rising up!

- We encourage you to wear a facemask before, during and after the Dashain Tihar event.
- Wash your hands frequently after touching objects and surfaces.
Hand Sanitizers will be placed in certain areas



The NEYPVAL Year 2 Team Distributed this flyer in the Dashain-Tihar 2079 Event

COVID/FLU FAQ'S

CAN YOU STILL GET INFECTED WITH COVID-19 EVEN AFTER BEING VACCINATED?

Yes, it is possible to contract COVID-19 even after getting the COVID-19 vaccine. The vaccines do not prevent you from infection with the disease. It helps decrease the chances of the infection taking over the human body.

CAN YOU STILL HAVE POST COVID-19 SYMPTOMS?

Anyone whose immunity power has weakened or has come in contact with someone who has gotten the disease.

WHO CAN CONTRACT COVID-19 AND/OR THE FLU?

Yes, there are long term symptoms that can linger around for some individuals. These symptoms such as weakness and coughs are called "Long COVID". This will effect individuals based on their immune strength and any other underlying health conditions. But do not worry, they do fade away gradually!

ARE THERE FLU SHOTS FOR SPECIFIC AGES?

All flu shots have the same goal, to help the human body system prevent the flu. There are multiple types of flu shots. Some are targeted specifically at the elderly, and some are targeted for allergic reactions.

Seniors (ages 65 and older) are recommended to get the Flu Shot High-Dose. This is a higher concentrated vaccine. If the Flu Shot High-Dose is unavailable, seniors can also get vaccinated with the regular flu shot.

One important thing to note is that there are flu vaccines with the chemical property of eggs mixed with the vaccine. Those allergic to eggs are limited to two flu vaccines; Flublok and Flucelvax. Flublok is available for adults 18 years and older. Flucelvas is available for individuals six months and older.

IF YOU GET THE PFIZER AS THE 1ST COVID-19 DOSE, DO YOU HAVE TO GET THE PFIZER SHOT FOR THE 2ND DOSE?

It is highly recommended to get the same type of vaccine for the first two full doses. After the primary series is completed, individuals can alternate the booster vaccines. It is HIGHLY recommended that individuals meet the primary and secondary series AND receive the latest booster, the Bivalent Booster.



Dashain & Tihar: Greatest festival of Nepalese & the Festival of Lights

What does Dashain and Tihar remind you of? The cold winter nights, streets full of lights, smell of sel roti and long nights with friends and family you haven't seen for awhile?

All the varieties of festivals and occasions we celebrate carry their own significance but I'd say that the main festivals of Nepalese are Dashain and Tihar. We choose to celebrate with our close friends, relatives and family.



Nepal Seattle Society (NSS) hosted the Dashain and Tihar event on Nov 5th at Cascadia College. The food, entertainment, and the attire was just as like in Nepal! Our Center for Disease Control and Prevention Foundation (CDCF)/NEYPVAL year 2 team was also present at the event. We shared informational flyers regarding covid vaccine, flu vaccine and insurance accessibility. We were able to collect surveys from the attendees at the event. We are hoping that the survey we collect will help us understand the vaccine hesitancy among nepali community. We were able to get 36 surveys from this event alone. We are hoping to collect surveys in the near future event being hosted by Nepal Seattle Society (NSS).

The picture link to Dashain Tihar Event
[CDCF Year 2 team in Dashain Tihar Event](#)

First Webinar Around COVID-19 and FLU

NEYPVAL Year 2 team hosted their first webinar in collaboration with NSS's health committee lead **Dr. Nitin Thapa (Family Practitioner)** and **Dr. Diwakar Thapa (Pharmacist)** as well as **Jagadamba Adhikaree (Senior Medical Social Worker)**. This webinar was insightful as they answered questions about flu and COVID-19 symptoms, available resources, and upcoming boosters. This webinar was interactive with various questions from the community.

Video Link to Webinar: [CDCF Year 2 COVID and FLU Webinar](https://www.youtube.com/watch?v=...)

ONLINE WEBINAR www.nepalseattlesociety.org

#KURAKANI

Join our free live webinar to learn about COVID-19 and Flu and ask questions to our distinguished panelists at:
bit.ly/covidflu2022kurakani

DATE 23 October, 2022 **TIME** 7:00 - 8:30 PM

DR. DIWAKAR THAPA
Pharmacist

JAGADAMBA ADHIKAREE
Senior Medical Social Worker

DR. NITIN THAPA
Family Practitioner

Have questions? Contact us at health@nepalseattle.org

Second Webinar Around COVID Variant and FLU

NEYPVAL Year 2 team hosted another webinar around COVID and FLU with our Nepali community health experts **Shraddha Kakshapati** (PharmD, Rph), **Soniya Kunwar** (RN, BSN), and **Jadagamba Adhikaree** (Senior Social Worker). This webinar had thorough information regarding COVID and FLU as well as the Triple Burden Disease: RSV, flu, and COVID viruses among kids and adults. Therefore, it was an interactive and informative session with many family members getting sick during that time.

ONLINE WEBINAR www.nepalseattlesociety.org

#KURAKANI

Join our free live webinar to learn about the new COVID-19 variant and Flu and ask questions to our distinguished panelists at: bit.ly/covidvariantflu2022

DATE 25 November, 2022 **TIME** 7:00 - 8:00 PM

SONIYA KUNWAR
RN, BSN

JAGADAMBA ADHIKAREE
Senior Medical Social Worker

SHRADDHA KAKSHAPATI
Pharm D, RPh

Have questions? Contact us at health@nepalseattle.org

First Advisory Board Meeting

The NEYPVAL Year 2 team was in need of advisors from our community with the expertise from their respective field. We were able to connect with 7 expert advisors from the Nepali Community who would be able to guide our team on the right path to top; covering most of the areas in Washington State.

During our first meeting, the advisory members gave us various ideas on how we can cope with the current situation of triple burden disease: RSV, COVID, and FLU. The virus was common among children but we could not move forward as there was restriction from CDCF to cover only from the age group of 18 and above.

Link to First Advisory Board Meeting: [Advisory Board Meeting](#)

Podcast

For this year on Let's Talk #KURA, Shraddha Malla, General Secretary of Nepal Seattle Society interviewed Dr. Shraddha Kakshapati who is the Vice President of Nepal Seattle Hiking Community (NSHC) and Pharmacist by profession. NSHC is a Nepalese led outdoor non-profit organization and has the mission to take people of all age groups in outdoor activities to enrich their physical, mental, social, and spiritual well-being. In this episode of Let's Talk #KURA, Dr. Shraddha Kakshapati talked about her journey in NSHC and her work as a Pharmacist. To listen more on their conversation, here is the link:

Link to Podcast : [Podcast with Dr. Shraddha Kakshapati](#)

Outcomes and Impacts

The main purpose of the grant received from the CDCF for NSS/NEYPVAL Year 2 team was to promote and support vaccine equity among the community members. The NEYPVAL Year 2 team was successful in promoting vaccine access, information, and resources around Influenza and COVID-19 through social media posts, webinars, in-person events, campaigns, and partnering with Community-based organization's (CBO) events. The in-person events such as campaigns and CBO's events were the major areas where we could reach out to nepali speaking community to promote information on Influenza and COVID, as well collect surveys.

Indeed, Year 2022 has also been a roller coaster in terms of COVID and FLU. There was a rise in COVID and the new Triple Disease Burden: RSV, COVID, and FLU affected most of our community members and their children. The webinars conducted by the NEYPVAL Year 2 team in collaboration with NSS's health committee and other health experts for the Nepali Community had a good impact on community members. The webinars with health experts provided information/resources and answered most of the questions from our community people around COVID, flu, and flu insurances, which encouraged them to take precaution as necessary.

WHY WE HAD TO END OUR PROJECT EARLY

As our community members are already aware, Nepal Seattle Society (NSS) is a small non-profit organization with the mission of uniting all people of Nepali origin in the state of Washington, to preserve nepali culture, and to foster relations with friends from Nepal. In the year 2021, Our organization got more recognition from our work when we received the first grant from Center for Disease Control and Prevention Foundation (CDCF). During that year, we were focused on helping our community around COVID when the resources, information, and vaccine were scarce.

As our organization was growing, we were unaware of certain consequences that we might face in terms of building the organization. The CDCF is a sub-affiliation of Center for Disease Control and Prevention (CDC) that requires a set of policies and procedures that an Organization must have in hand before starting any projects/work. We as an organization failed in having policies and procedures in hand as we were a non-profit organization with a main purpose of uniting Nepali Community in terms of preserving our culture. The policies and procedures required by the CDC are:

- Internal Controls Survey and Audit Requirement Certification documents.
- Desk Review document request.
- Audit findings identified in Management Decision Letter
- Meeting invites for Virtual Compliance Site Visit within the next 30 days
- Submit the following documents prior to the Site Visit:
 - EEO Policy
 - Affirmative Action Policy

-
- o Drug-Free Workplace Policy
 - o Record Retention Policy
 - o Policy on the prohibition of certain telecommunication and video surveillance services or equipment (Huawei Ban)
 - o Procurement Policy
 - o Policy and procedure for asset tracking and property inventory control and disposition
 - o Clean Air Act Policy
 - o Description of Accounting System and Chart of Accounts
 - o Employee Handbook
 - o List of any subawards (including name and amount) funded under this agreement (If applicable)

Despite our effort, we were not able to put these policies and procedures in place. We had asked the CDCF if they were able to give us resources that we could refer to in preparing these documentation, but they were unable to provide us the resources. We were given options, either to complete these documents in a week time or end our project on a mutual basis. For the organization, it seemed quite impossible to put all these documents in hand within a week, so the Board of Directors came up with the solution to end the project in mutual understanding.

Definitely it was a sad ending to the project, where we were aligning on track to bring many more events, information, and resources to our community members. This is a mutual closure to the project from both the end, we are not restricted in applying to future grants after we have those set of policies and procedures in place.

What we as an Organization and the team learned from this failure is to come back strong. NSS is working on putting all these policies on hand before we apply for any other future grants. This is the time for us to work together and come back stronger from our failure so the same situation doesn't come to tackle us.