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# Southeast Community Health Worker Network Summit

Hosted by the Center for Community Health Alignment with support from  
Johnson & Johnson's Race to Health Equity Initiative

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Special recognition goes to

Johnson & Johnson

Race to Health Equity Initiative

For sponsoring the Southeast Community  
Health Worker 2021 Summit

# Additional Gratitude to the Summit Planning Committee Members

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Adrianna Proeller

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Catherine Haywood

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Joy Sharp

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Julie Smithwick

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Lisa Renee Holderby Fox

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Maggie Allard

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Rumana Rubbani

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Michael Young

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Mychelle Harris

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LaSheba Boyd

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Durrell Fox



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# Housekeeping: Language Access by Interpreter's Co-op

## CÓMO ACCEDER A LA FUNCIÓN DE INTERPRETACIÓN DE IDIOMAS DE ZOOM

- **AL INGRESAR: POR COMPUTADORA**

1. Haga clic en el globo de interpretación ubicado en la parte inferior de la pantalla de zoom.
2. Haga clic en Español.
3. Seleccione silenciar el audio original para escuchar solamente a lx intérprete. Apáguela para escuchar levemente la voz original.

- **AL INGRESAR: POR TELÉFONO INTELIGENTE**

1. Busque los 3 puntos y haga clic en Más
2. Seleccione Interpretación de idiomas
3. Seleccione Español
4. Haga clic en ¡Finalizado!
5. Seleccione silenciar el audio original para escuchar solamente a lx intérprete. Apáguela para escuchar levemente la voz original.

- **TODO EL MUNDO** tiene que seleccionar un idioma de audio al empezar, ya sea inglés, francés, español, etc. Si no lo hace, puede perder el audio de la ponencia.

## HOW TO ACCESS YOUR AUDIO CHANNEL IN AN INTERPRETED MEETING

- **IF JOINING VIA COMPUTER:**

1. Click on the interpretation globe located at the bottom of the screen.
2. Click on English.
3. Select 'Mute original audio' to only hear the interpreted audio and not the original speaker. Turn this off to hear the original speaker's voice softly in the background.

- **IF JOINING VIA SMARTPHONE:**

1. Look for the 3 dots, Interpretation click on More
2. Select Language Interpretation
3. Select English
4. Click on Done!
5. Select 'Mute original audio' to only hear the interpreted audio and not the original speaker. Turn this off to hear the original speaker's voice softly in the background.

- **ALL ATTENDEES** must select either an audio, language, (whether it's french, spanish, english, etc). If you don't do so, you may end up missing the audio of the presentation.
-

# Welcome, thank you for coming!

## Overview of the day:

- Poetry
- Networking Sessions
- SE CHW Network and HHS Region IV
- Opening Remarks
- Keynote Presentation
- Lunch with optional Yoga Session
- Breakout Sessions
- State Presentations
- Lessons Learned & Closing

# *Solidarity Poem* Sabrina Mahfouz

Did we imagine life would find us like this,

lead us here like this?

Did we not think we would be the ones to find *it*?

Will we be the ones to resist attacks

on equality, dignity, fairness, autonomy, respect -

two world wars were required for people

to form a formal idea that these ideals belong to all.

A post-war dream to keep the seams of humanity intact.

Now the ambush on those intrinsic values is on,

and *you* are the battlefield front line

armed with expectations of decency

articulations of suffering,

asking questions to barrels of eclipsed guns -

when your time on this earth is gone.

what would you like to have done?

The guns may stay silent

but you will not

and because of that, because of you,

we can still hold the hand of a child,

talk to them quietly about the goodness of hearts

people's ability to learn from the past

to become kinder

to be the reminder to rules

that human rights are for us all.

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# Networking sessions

*Let's get to know each other!*

# Networking Questions.

1. Introduce yourself, where you are, and what you do currently.
2. What is something that inspired you at your job recently?
3. What is something that is a challenge for you in your work?

# CHW Regional Network History and Progress from

**Region I.** Georgia  
Simpson. HHS Regional  
Minority Health Analyst,  
Region I



# The Journey of the New England Community Health Worker Coalition



Georgia Simpson, RMHA, Region 1 – New England  
December 10, 2021

At the Region 4 CHW Summit

R4 CHW Summit - Dec. 10, 2021



**OASH**

Office of the  
Assistant Secretary  
for Health

## Acknowledgment

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The content of this presentation was developed and previously presented by **Gail Hirsch**, National Association of CHWs (NACHW) Founding Board Member and Senior Advisor for the MA Department of Public Health, Office of Community Health Workers and **Durrell Fox**, Community Health Worker, NACHW Founding Board Member and JSI Research and Training/Atlanta Office.

## Today's Presentation

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Reaching back to the past  
to create a better future.

- The New England CHW Coalition History
- The Power of Region 1 Collaborations
- The Benefits of Cross-regional Collaboration

## New England Regional Partnerships and the Formation of the CHW Coalition...Decades in the making

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1999-2011: New England Regional Minority Health Coalition (NERMHC)

2011-2018: New England Regional Health Equity Council (NE-RHEC/NPA)

**2012: New England CHW Coalition (NECHWC) was born!**

2016: NE RHEC and the NECHWC Strategy Session on a Joint Priority

2016-2017: New England CHW Professional Identity Messaging

2019-Present: NECHWC 1815 Subcommittee: Region-wide Identity Template

# The New England CHW Coalition

## CHW Professional Identity Template

### New England Community Health Worker Coalition

#### PROFILE: MASSACHUSETTS



#### STRENGTH IN UNITY...

The New England Community Health Worker Coalition aims to promote unity and advance the visibility of Community Health Workers (CHWs) across the region. Based on a common national understanding of CHW roles that has grown out of decades of consensus building, the American Public Health Association (APHA) and the National Association of Community Health Workers (NACHW) have recognized a framework that states can use to advance their CHW workforce. Grounded in the CHW Core Consensus (CC) Project, this framework helps states to develop their own CHW definition, scope of practice and core competencies to both be in alignment with national efforts and to best fit the unique needs of their own CHW workforce. This document highlights state-specific activity from the New England Region.

#### COMMUNITY HEALTH WORKERS IN STATE NAME

**CHW DEFINITION:** Massachusetts was one of the first states to establish a CHW definition. Credited prior to the CHW definition of the American Public Health Association, it aligns with it, and is incorporated into Massachusetts CHW or clinical licensure. <http://www.mass.gov/hhs/odhph/ohw/ohw-licensure.html>

**CHW ASSOCIATION:** The Massachusetts Association of CHWs was founded in 2000, as one of the country's first statewide CHW professional membership organizations. [www.machw.org](http://www.machw.org)

**TRAINING:** CHW Core Competency training, as well as more advanced training and CHW service training, first began in 1995 in Boston, and expanded across the state since then. Information on available training programs can be found here: <http://www.mass.gov/hhs/odhph/ohw/ohw-training.html>

**CERTIFICATION STATUS:** In 2010, Massachusetts passed the "An Act to Establish a Board of Certification of Community Health Workers." The board first convened in 2012, and individual certifications of CHW began in 2013. Approval of CHW Core Competency Training Programs began in 2011. <http://www.mass.gov/hhs/odhph/ohw/certification.html>

**HEALTH DEPARTMENT CHW INFRASTRUCTURE:** Office of Community Health Workers of the Massachusetts Department of Public Health, established in 2009. <http://www.mass.gov/hhs/odhph/ohw/ohw-office.html>

**FINANCING:** The Office of CHW supports state-wide financing for CHWs through multiple initiatives, including the one <http://www.mass.gov/hhs/odhph/ohw/ohw-financing.html>

**WORKFORCE SURVEYS:** Massachusetts has conducted numerous CHW workforce surveys since 2009 to inform CHW policy and programs. The latest one, shared in the 2019-2020 report to the legislature, can be found here: <http://www.mass.gov/hhs/odhph/ohw/ohw-workforce-survey.html>

**CODE OF ETHICS:** Developed as CHWs are incorporated into certification regulations, the Code of Ethics is found here: <http://www.mass.gov/hhs/odhph/ohw/ohw-code-of-ethics.html>

**SCOPE OF PRACTICE:** The Massachusetts Board of Certification of CHWs established the CHW Scope of Practice in regulation <http://www.mass.gov/hhs/odhph/ohw/ohw-scope-of-practice.html>

## Template Outline

- CHW Definition
- CHW Association
- CHW Training
- Certification Status
- Health Department  
CHW Infrastructure
- Financing
- Workforce Survey(s)
- Code of Ethics
- Scope of Practice

## New England Community Health Worker Coalition

### PROFILE: MASSACHUSETTS



#### — [ STRENGTH IN UNITY... ] —

The New England Community Health Worker Coalition aims to promote unity and advance the visibility of Community Health Workers (CHWs) across the region. Based on a common national understanding of CHW roles that has grown out of decades of consensus-building, the American Public Health Association (APHA) and the National Association of Community Health Workers (NACHW) have recognized a framework that states can use to advance their CHW workforce. Grounded in the CHW Core Consensus (C3) Project, this framework helps states to develop their own CHW definition, scope of practice and core competencies to both be in alignment with national efforts and to best fit the unique needs of their own CHW workforce. This document highlights state-specific activity from the New England Region.

## Key Considerations for Regional/Multi-Regional Organizing for CHW Networks and Associations

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1. Strength in numbers
2. Consensus and focus on the things that we can have greater impact on **together**
3. Identification of cross-cutting strategies, shared interests – like an Identity Template
4. Build relationships with other networks and associations in and across regions – *each one, teach one*
5. Engage, embed and learn from CHWs across states and regions



## In conclusion...*(but it's not really the end)*

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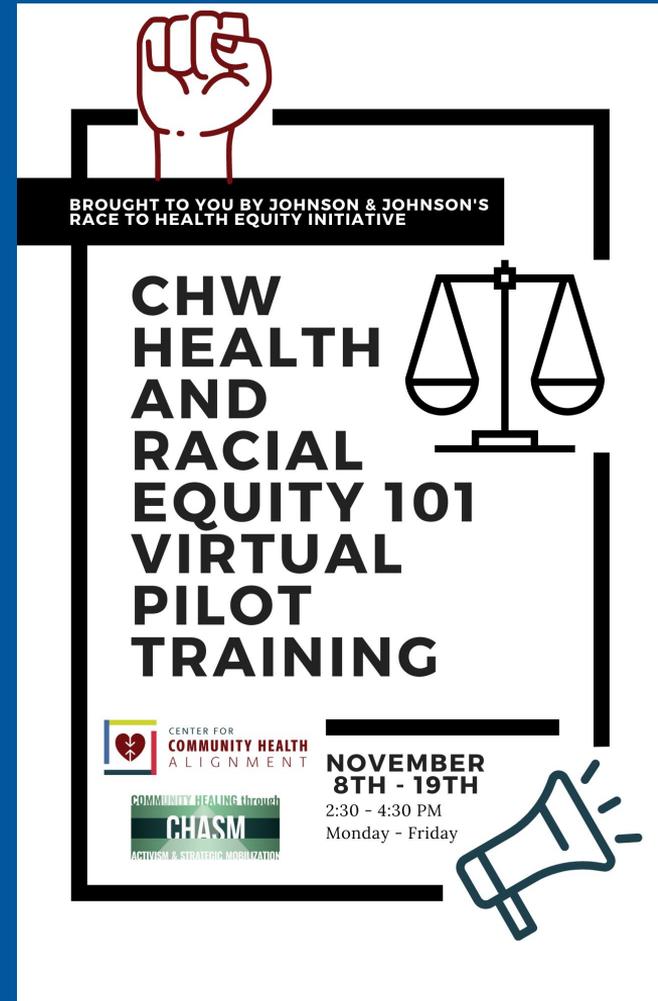


You're on *YOUR* journey.

1. Embrace and actualize, “nothing about us without us”
2. It takes time and dedication
3. Document, document, document because **HISTORY MATTERS**
4. Connect with state health departments
5. Engage your HHS regional OMH leader for support
6. Reach out to NACHW for support and resources

# CHWs and Equity - Policy and Training Update.

Mike, Rumana, & Abdullah  
(10:40-10:55)



**BROUGHT TO YOU BY JOHNSON & JOHNSON'S  
RACE TO HEALTH EQUITY INITIATIVE**

**CHW  
HEALTH  
AND  
RACIAL  
EQUITY 101  
VIRTUAL  
PILOT  
TRAINING**

 **CENTER FOR  
COMMUNITY HEALTH  
ALIGNMENT**

**NOVEMBER  
8TH - 19TH**  
2:30 - 4:30 PM  
Monday - Friday

**CHASM**  
COMMUNITY HEALING through  
ACTIVISM & STRATEGIC MOBILIZATION





# CHW Health and Racial Equity 101 Training

Co-created  
Co-facilitated

Participant feedback driven changes  
10 CHWs from NC 10 CHWs from SC

- Main objectives:

- For Community Health Workers to know their role and power as it relates to transforming inequities into equity
- Connect individual experiences to systemic level issues in order to challenge and transform them
- Share experiences to enable peer-to-peer learning, confidence, growth, and network strengthening

# Region 4 Office of Regional Health Operations (ORHO)

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## Southeast Community Health Worker Summit

John W. Gilford PhD

Region 4 Regional Health Administrator

Friday, December 10, 2021



**OASH**

Office of the  
Assistant Secretary  
for Health

# NACHW

NATIONAL ASSOCIATION OF  
COMMUNITY HEALTH WORKERS

## Keynote Presentation and Q&A

Denise Smith, NACHW Executive  
Director

# LUNCH

Optional yoga session!

[Lunch time photos](#)

Optional  
Breakout Room

Guided Session



# Relax & Stretch

Gentle Chair Yoga with Barbara Clinton

# Breakout Sessions

We are going to break up into groups. There are going to be 2 sessions, 30 min each, with a 10 min break in between. Choose from one of the following topics for your first session.

- **CHW Supervision with Amy Richardson and Betsy Swann.**  
Mentoring and supervision of CHWs, professional development opportunities, challenges in CHW supervision. What's worked in the field? What challenges have you had?
- **CHW Policy and Payment with Carl Rush.**  
Policy, payment, scaling up, and recognition of CHW programs.
- **CHW Leadership & Best Practices with Andrea Heyward, Jacquetta Graham, and Rebekah Shilling.**  
The CHWI Ambassador program.
- **CHW State Associations with Catherine Haywood, Honey Estrada, Donna Mack, Anna Huff Davis.**  
How to build and boost a CHW membership organizations.
- **CHWs and Latino/a Populations/Promotores trabajando con poblaciones latinas with Ana Cossio and Luisa Hernandez.**  
Grassroots promotores model, CHWs experiences, advocating for families during COVID. Compartiremos las experiencias de los promotores de salud de PASOs y otras organizaciones, en tiempos de Covid-19.
- **CHWs Role in Research and Evaluation with Keara Rodela, Victoria Adewumi, and Susan Johnson.**  
What is the role for CHWs in the research about the work we do? How do CHWs and the communities we serve evaluate our impact?

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# State Presentations





# Tennessee Community Health Worker Association

What's working well in your state? Please share a success that your state has had with CHWs.

**Widespread support for an association with CHWs in the lead.**

**Shown by CHW enthusiasm and help from insurers, government, universities, and nonprofits.**



# Tennessee Community Health Worker Association

Name a challenge that your state CHW association has had, that you would potentially like some assistance with.

**Creating pathways to sustainability for CHW programs and the association.**



# Tennessee Community Health Worker Association

What else would you like to share with CHW colleagues in your region?

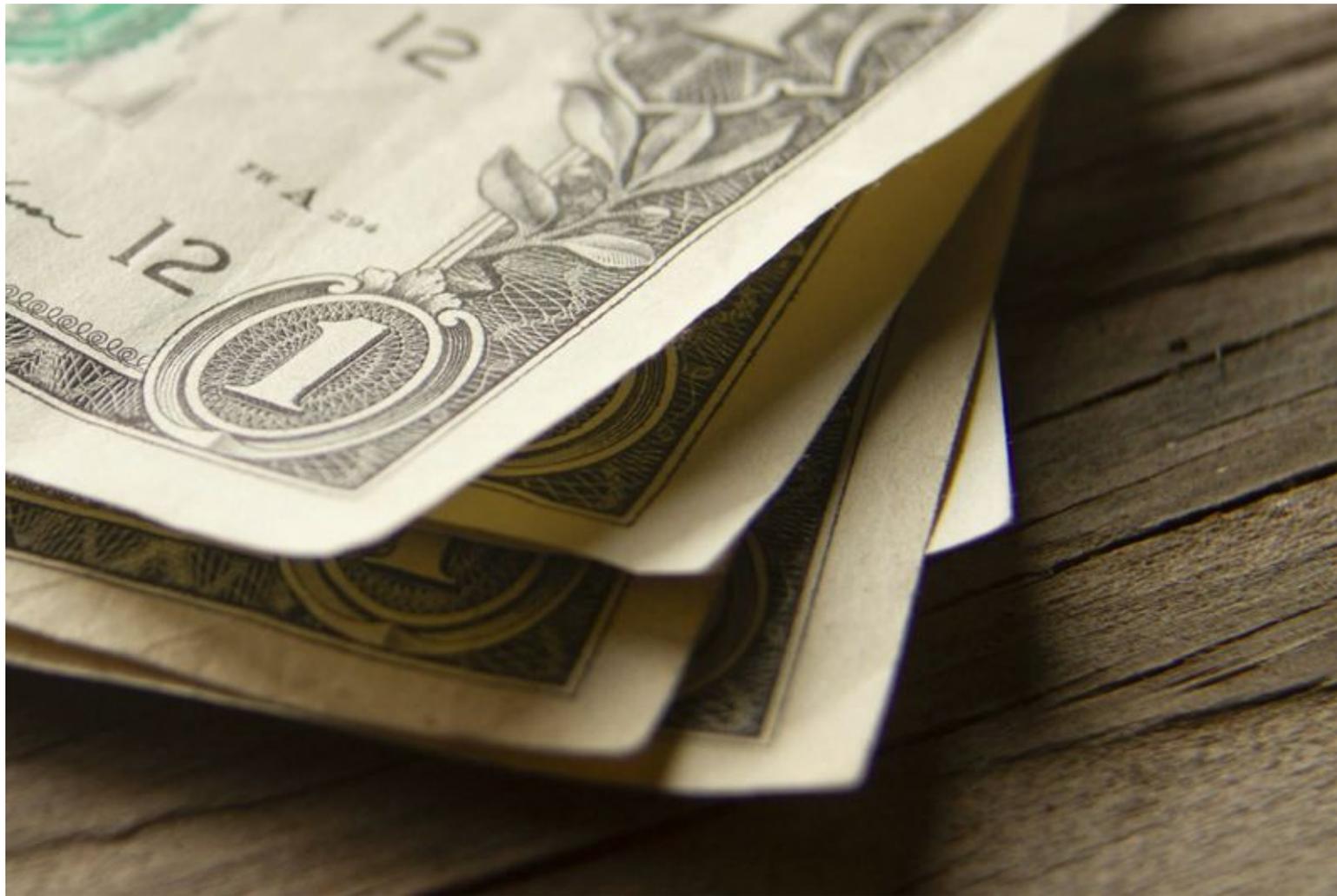
**Teamwork makes this fun, evaluating impact makes it respected.**

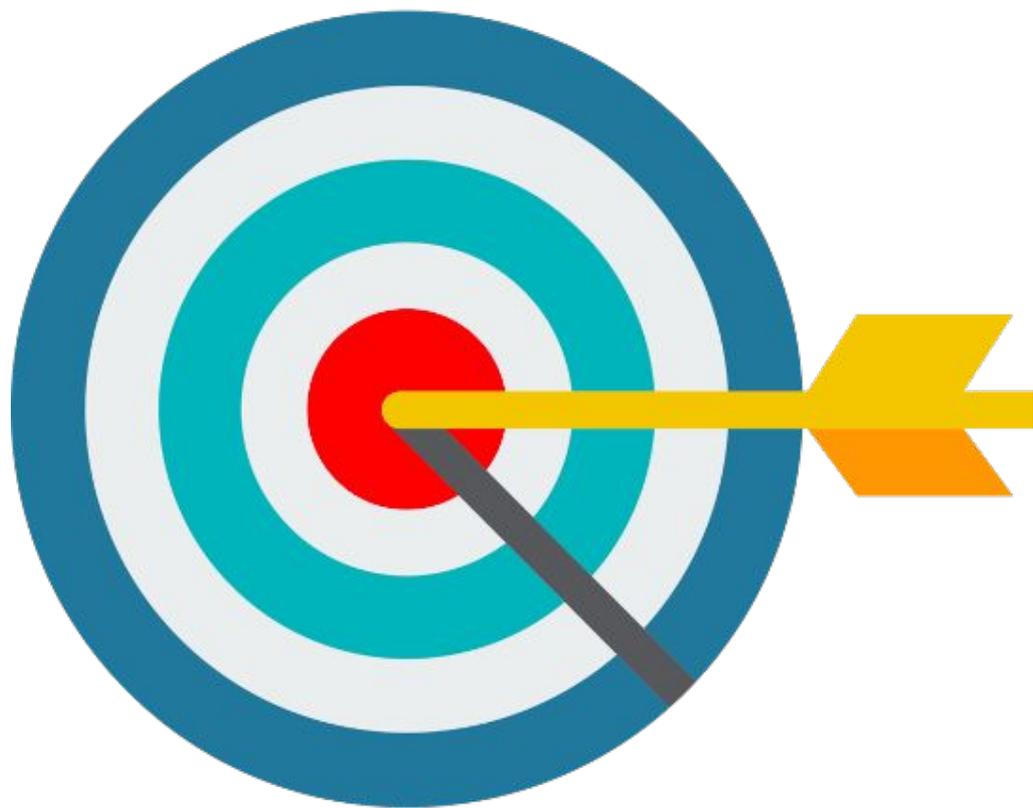
**The people who receive our services have the answers we need!**



**NORTH CAROLINA  
COMMUNITY HEALTH WORKER  
ASSOCIATION**









# Arkansas



What is working well within your state?  
**CHW community engagement  
efforts**



# Arkansas



What's not working well?  
**Identifying funding sources.**



# Arkansas



What else would you like to share with CHW colleagues in your region?

**State certification efforts.**

# CHW SAC Representatives

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## CHWs & Peer Support Specialists

American Heart Association

Arkansas Blue Cross Blue Shield

Arkansas Board of Nursing

Arkansas Children's Hospital

Arkansas Community Health Worker Association

Arkansas Department of Health

Arkansas Hospital Association

Arkansas Medicaid

Arkansas Minority Health Commission

Arkansas Public Health Association

Arkansas Rural Health Partnership

Community Health Centers of Arkansas

Lee County Cooperative Clinic

Mercy Hospital

NYIT College of Osteopathic Medicine

St. Bernard's Healthcare

Tri County Rural Health Network

UALR MidSouth School of Social Work

UAMS (COPH, COM, CON, Hospital, Population Health, NWA)

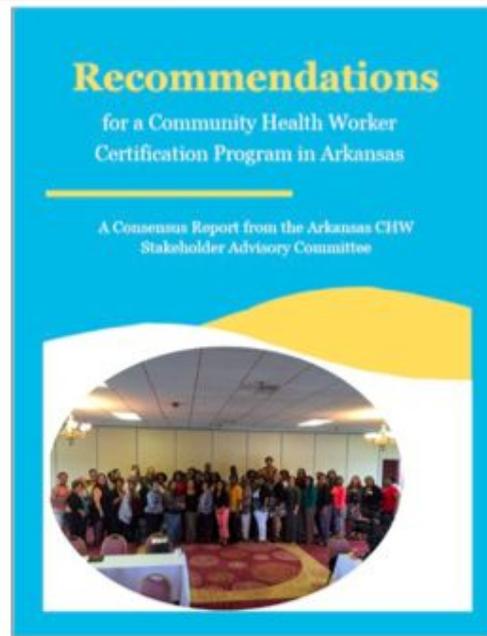
U of A Disability & Health Program

Veterans Affairs

Winrock International

# CHW Stakeholder Advisory Committee's CHW Certification Program Recommendations

archwa.org





# Louisiana LA Community Health Outreach Network

What is working well within your organization?

- In 2019, the Louisiana Legislature created the Louisiana Community Health Worker Workforce Study Committee to provide the Louisiana Department of Health with recommendations on how best to support and expand this workforce.
- The committee examined major CHW policy issues including options for training CHWs and financing their positions.
- LACHON and LSU with other stakeholders examined major CHW policy issues including options for training CHWs and financing their positions.
- Some recommendations were: The Louisiana CHW workforce Study Community, along with stakeholders should continue to collaborate as a CHW Workgroup.
  - Louisiana should adopt and use APHA's definition for all State CHW policies.
  - The State of La. Should adopt the CHW Core Consensus(C3)Project as a guidelines for developing CHW programs and ensure that Louisiana CHWS have the capacity and support
  - and carry out the full range of CHW Roles.
  - The CHW Workgroup should collaborate with Medicaid to create a CHW benefit to be financed on a per member per month basis.



# Louisiana LA Community Health Outreach Network

What is something your organization could use support with? What is a challenge for your organization?

**Our challenge is getting CHWs more involved in legislative policy and advocacy.**



# Louisiana LA Community Health Outreach Network

What else would you like to share with CHW colleagues in your region?

**LACHON offers mentoring, CHW training, we hold monthly meetings and have a membership of more than 450 CHW and allies from across the state. LACHON continues to provide self care tips, updated safety protocol and COVID updates as our colleagues remain dedicated and focused on being present for the communities they serve.**



# South Carolina Community Health Workers Association

**Over 70 CHWs have successfully completed Core Competency Training in 2021.**

**The Governor recognized September 25<sup>th</sup> as the State CHW day.**

**Successfully held the 2<sup>nd</sup> Annual Conference bringing together CHWs and Allies from all over the state.**

**Worked with State legislators to obtain a \$1.9 mill award to support a yearlong CHW Pilot program to demonstrate the impact of CHWs throughout the state.**

**Several initiatives throughout the state in response to COVID-19 relief in rural and underserved communities.**

**Supported Self Care for CHWs with Live Wellness Wednesdays on our Social Media platforms**



**South Carolina  
Community Health Worker  
Association**

**The association has responded to the challenge of making sure it is supported financially for the work it does to identify, categorize and support CHWs.**

**As an association, we are often overlooked when it comes to funding for large efforts that involve many groups.**

**Finding creative ways to obtain sustainable funding for the association so that more resources can be added to support the states many CHWs.**



South Carolina  
Community Health Worker  
Association





# Mississippi

**Add slides**



# Georgia

Vision:

**Durrell Fox to send slides.**

# Q&A and Discussion

**Any questions?**



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Closing Remarks

# Lessons Learned and facilitated Menti