

Keynote Speaker

Lifting CHW Voices; While Healing the Mind, Body and Spirit of our Workforce

Floribella Redondo-Martinez CHW, President of the Arizona Community Health Workers Association (AzCHOW)

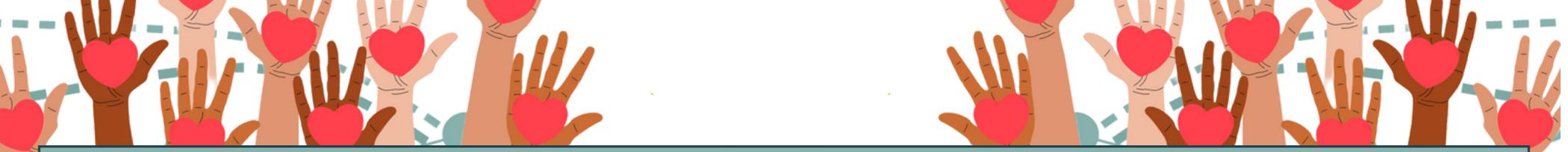
Floribella is the Co-founder and Chief Executive Officer of the Arizona Community Health Workers Association (AzCHOW). She began her career as a volunteer Promotora in 1996 for an HIV Prevention project funded by Farmworker Justice Fund. She has many years of experience in developing capacity and providing training to the CHW workforce in Arizona. She founded the AzCHOW Training Center where she and her staff provide training to the Arizona CHW workforce, CHW organizations and health systems. Floribella was elected as Chair of the ADHS CHW Leadership Council. Ms. Redondo has over 30 years' experience as a Promotora/CHW, and over 20 years in developing and coordinating Community Health Worker/Promotora programs. She is a member of the National Alliance of Farmworker Women, and a Fellow Leader of the National Latino Mentoring Institute. Ms. Redondo is Adjunct Faculty and Lead Instructor for Arizona Western College, where she teaches the CHW certificate program. Ms. Redondo recently completed the Community Resiliency Model (CRM) Teacher Training provided by the Trauma Resource Institute. She is Certified in Domestic Violence Counseling for court ordered cases. She is a Certified Mental Health First Aid Instructor for the Adult (English/Spanish) and Youth Training. Her passion is developing and working in programs that build and strengthen the leadership of women. One of her most recent accomplishments was developing and implementing the first documented response to the mental health needs of the CHW workforce when the COVID pandemic began in 2020, the Self-Care and Mental Health Support Webinars where developed for the CHW workforce in Arizona, but had a national and international reach.

Plenary Session

CHW Self-Care

- **8 Dimensions of Health & Wellness - Crystal Morris**, MS, CHW, Lead Culture & Climate Architect - One Caring Adult Inc. (FL)
- **Resiliency & Strength in Self Care - How CHWs Bounce Back! - Donna Mack**, CHW, PMP(r), IHC, PT, Executive Director - South Carolina CHW Association (SCCHWA)
- **The ROI of Individual, Community, and Organizational Impact of CHW Self-Care Practice - Tiquita Stewart**, CHW, DIHE, Training Specialist - Center for Community Health Alignment (CCHA), Certified Integrative Health Coach - Phit4Lyfe IHC, LLC.

- **8 Dimensions of Health & Wellness:** Understanding the various contributors to health and wellness will effectively equip participants with the ability to safe guard themselves and support their loved ones and clients.
- **Resiliency & Strength in Self Care - How CHWs Bounce Back!:** How to create a positive response to life's challenges that can impact you and the community you serve
- **The ROI of Individual, Community, and Organizational Impact of CHW Self-Care Practice:** Discussion on the individual, community and organizational impacts when CHWs practice self-care vs/ when they don't.



Breakout Session #1: Option 1 Operationalizing Equity in CHW Stakeholder Collaboration

Rumana Rabbani, Co-Founder & Director of Improvement Science and Policy – Community Healing through Activism & Strategic Mobilization (CHASM)
Honey Yang Estrada, MPH, CHW, President – North Carolina CHW Association (NCCHWA)
Evan Richardson, Clinical Director of Community Health Transformation – Mountain Area Health Education Center (MAHEC)
Megan Bolejack, Senior Project Manager – Partners in Health
Kathy Hodges, MSW, NCCM, Community Development Specialist, Office of Rural Health – NC Department of Health and Human Services

Description: Advancing health equity is foundational to our work. It is a key driver for longevity of life and quality of life. Equity is a process and an outcome; we envision Community Health Workers (CHWs) as a part of the equity process and advancement of CHWs in North Carolina (NC) as an equity outcome. We risk perpetuating and reinforcing dynamics that work against equity when we don't change our values, strategy and culture to practice equity. During this interactive session, we will explore the equity values and principles that have been adopted by the NC CHW Initiative through a participatory process, learn about how partners working across the state are putting them into action, and identify methods on how organizations can implement equity practices. We will use popular education pedagogy to foster shared learning and discussion among participants. The goal is to operationalize equitable partnerships for all of our work together.

Objectives:

Learners will be able to:

- List the NC CHW Initiative Equity Values and Principles
- Identify and discuss strategies for putting the values and principles into action
- Identify how core values can neutralize power dynamics
- Describe operationalize of power dynamics
- Understand self-assessment of equity values

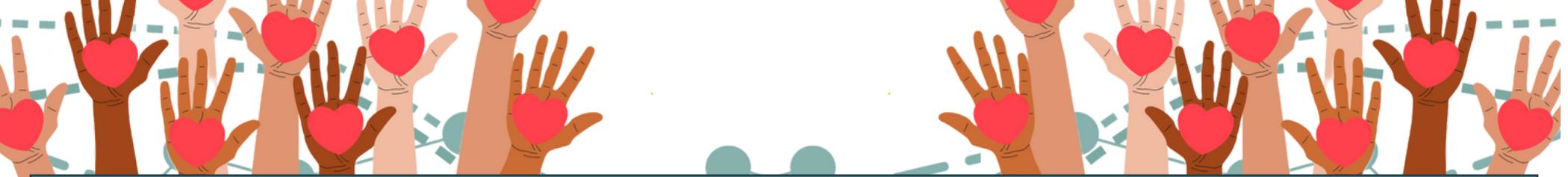
Breakout Session #1: Option 2 Advancing Effective Collaboration with CHWs & Social Workers

Lillie Fox, CHW; Board member, National Association of Community Health Workers; Board member, South Carolina CHW Association
Julie Smithwick, MSW, CHW, Executive Director – Center for Community Health Alignment (CCHA)

Background: In 2021, the Center for Innovation in Social Work and Health at the Boston University School of Social Work and the Center for Community Health Alignment at the University of South Carolina Arnold School of Public Health organized a national workgroup of Community Health Workers (CHWs) and Social Workers (SWers) to advance the goal of promoting effective CHW/SW integration in health settings. The workgroup includes three dozen CHWs and SWs from eleven states across the country. Based on consensus building during national taskforce calls, a virtual retreat, and ongoing planning meetings the work group has developed a conceptual framework of CHW/SW collaboration, which identifies organizational policies and strategies influencing effective collaboration and integration. The workgroup also conducted an environmental scan and is conducting a national qualitative research study to identify elements of effective collaborative practice in health care and public health settings in the United States.

Session Objectives:

- Describe a conceptual framework for effective collaboration between CHWs and social workers in community-based, healthcare and public health settings.
- Discuss examples of innovative practices from multiple states and settings involving CHW and social work integration.
- Assess recommendations for improving policy, practice, and training to promote effective engagement of CHWs and social workers in addressing health inequities.



Breakout Session #1: Option 3 Equipping CHWs to Participate in Program Evaluation

Caitlin Washburn, MPH, CHW ally, Community Health Program Manager – Siloam Health
Kara Smith, PhD, CHW ally, Associate Professor Of Economics – Belmont University
Leo Galaviz, CHW – Siloam Health

Since 2015, Siloam Health has successfully managed a Community Health Worker program that targets immigrant and refugee communities in Nashville, TN. This program utilizes the IMPaCT CHW model developed by the Penn Center for CHWs. We will discuss how CHWs participate in collecting evaluation data during clinical and home visits. CHWs play a crucial role in collecting health outcome data as trusted members of a patient’s care team. Equipping CHWs to be a part of evaluation efforts can involve collecting both qualitative and quantitative patient data, conducting focus groups, administering surveys, creating data tracking systems, and disseminating results to key stakeholders. This is in concordance with the core CHW competencies identified by the C3 Project. As an example, we will use health outcome data from a partnership with a local university to illustrate the effectiveness of our program, how we engage CHWs in research, and how we plan to share back this evaluation with patients to promote program participation.

Breakout Session #1: Option 4 LGBTQIA+ Curriculum Development

M. Greg Green, CHW, CEO – Miskonception, LLC., Training Manager – Center for Community Health Alignment (CCHA)
Kathia Valverde, CHW, CHW Program Coordinator – PASOs
Dr. Vanessa Kitzie, CHW ally, Associate Professor – University of South Carolina (UofSC)

LGBTQIA+ Curriculum Development: The case study will first overview how we established unique partnerships between researchers, CHWs, and LGBTQIA+ people to co-create an LGBTQIA+ specialty training. We will then discuss the 30-hour specialty training curriculum, which has five modules: 1) terminology and history of LGBTQIA+ identities (5 hours); 2) intersectionality and LGBTQIA+ identities (10 hours); 3) LGBTQIA+ health issues (10.5 hours); 4) resources and strategies for LGBTQIA+ health promotion (2.5 hours); 5) advocacy and outreach to LGBTQIA+ people and communities (2 hours). We will following this discussion with feedback we received after piloting the training centered on the following themes: 1) representation of LGBTQIA+ experiences, identities, and issues in training content and delivery; 2) application of training to CHW practice and provider education; 3) accommodating different learning styles and learners; 4) accessing formal and experiential authority and expertise. Finally we will conclude with lessons learned and future directions.



Breakout Session #2: Option 1 State Certification Panel

Lisa Osborne Schueler, Ph.D. MPH, MSW, CIC, President - Florida CHW Coalition

Anna Huff Davis, Board of Directors Chair - Arkansas CHW Association (ARCHWA)

Honey Yang Estrada, MPH, CHW, President - North Carolina CHW Association (NCCHWA)

Julie Smithwick, MSW, CHW, Executive Director - Center for Community Health Alignment (CCHA) (SC)

This session will explore state certification approaches from some of our network leaders. Our guest speakers will be presenting on various state CHW certification programs and best practices. If you are looking to learn more about CHW certification by state you will not want to miss this collaborative discussion!

Breakout Session #2: Option 2

CHWs Improving Health Outcomes by Mobilizing Community Members & Employing Health Equity Best Practices in Alabama

Felecia Barrow, MPA, Director of Operations - Connection Health (AL)

Connection Health Executive Team

Community Health Workers

Partner Organization Representatives

A brief overview of the organization will be provided, followed by a summary of its active programs and the organizations efforts with its partners and external stakeholders to enhance and sustain the CHW workforce in Alabama. ConnectionHealth utilizes CHWs to improve health outcomes by mobilizing community members and employing health equity best practices. CHWs are integral to successful implementation of strategies for improved health outcomes in Alabama's vulnerable communities.



Breakout Session #2: Option 3 Connections for Child Development

Mayra Lubov, BA, CHW, Deputy Director – PASOs (SC)

Leslie Roth, CHW ally, Social Worker, Educator (SC)

The PASOs Connections for Child Development program directly addresses systemic inequities in access to child development education and resources for Latino and immigrant families in South Carolina via an innovative program in which bilingual and bicultural Community Health Workers provide developmental screenings, personalized education, and referrals for families raising children in the critical early years of development (birth to 5).

Core Components of the PASOs CCD model:

- Identify Families
- Provide Screening for developmental concerns
- Review Screening results with parents and provide education, support, referrals, and resource navigation as needed
- Data Entry
- Follow up

Breakout Session #2: Option 4 Advancing the CHW Profession: National Data and Opportunities for Action

Denise Octavia Smith, MBA, CHW, PN is the founding Executive Director of the National Association of Community Health Workers

The National Association of Community Health Workers recruited, contracted with and coordinated 11 CHW leaders from across the country in 2021 to develop a national survey to explore CHW national professional identity, policy leadership, racial equity and organizational capacity. Our study, funded by the Johnson and Johnson Foundation, engaged 867 CHW respondents in a 51-question quantitative survey, across 859 different zip codes, 27 different languages and 93 unique job titles represented. Initial analysis was provided by Dr. Sanjay, MD, PhD, Nashia Choudhury, MPH and Allison Joslyn. Final analysis and opportunities for action were written with national CHW leaders through an equity lens, considering questions by race, ethnicity, region and years of experience as a CHW. Survey results revealed unifying language among national CHWs about CHW values, and leadership qualities; CHW Core Competencies; pay equity and career advancement barriers by region, and highlighted opportunities for capacity building, policy and advocacy to sustain the CHW profession.

Our interactive workshop will:

1. Highlight the results of our national CHW survey by region, race, ethnicity, and years of CHW experience
2. Explore themes for national and regional/state level capacity building and
3. Identify unifying policy and advocacy levers to advance, amplify and sustain the CHW profession