



CHW Sustainability Summit Informational Session

WE WILL BEGIN SHORTLY



visit our
website

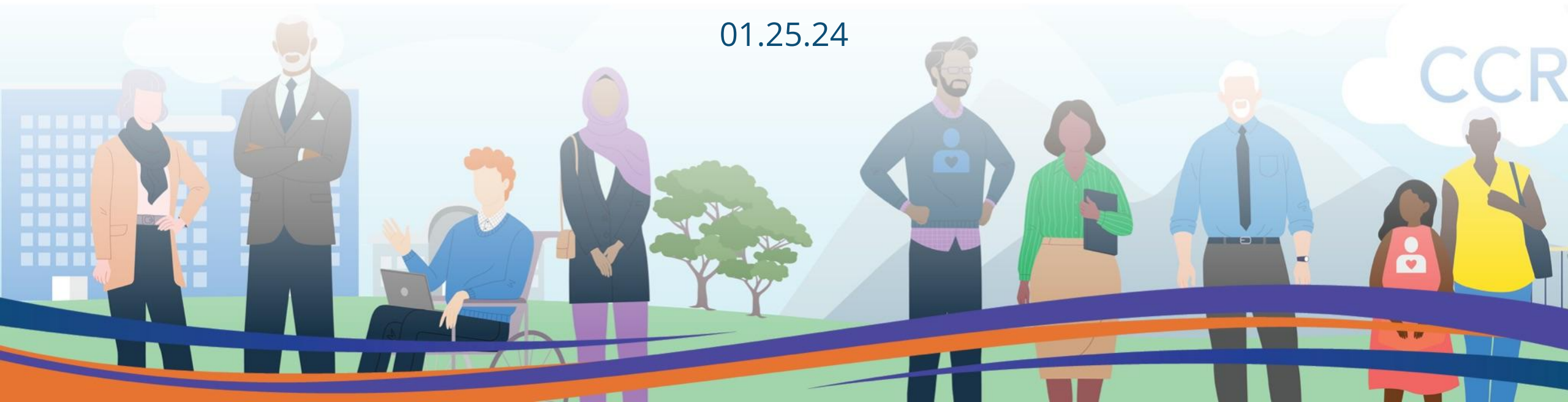




Presents

CHW Sustainability Summit Informational Session

01.25.24





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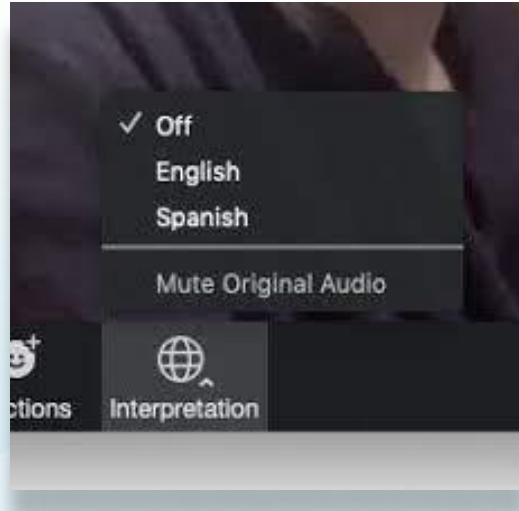
For spanish translation:

In your meeting/webinar controls, click Interpretation

Click the language that you would like to hear.

(Optional)

To hear the interpreted language only, click "Mute Original Audio"



Para traducción al español:

Haga clic en "Interpretación" en la configuración/controles de la reunión

Elija su idioma preferido

(Opcional)

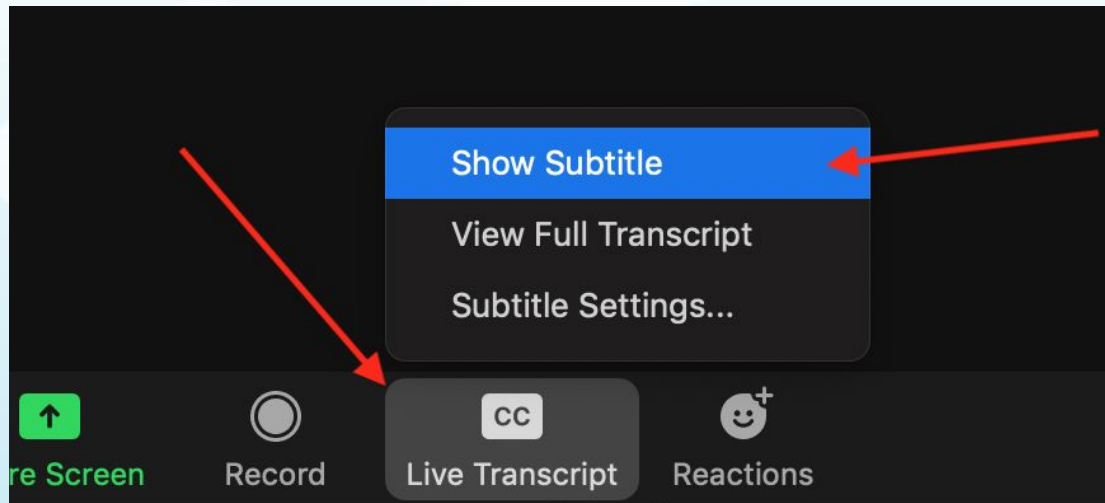
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closed captioning

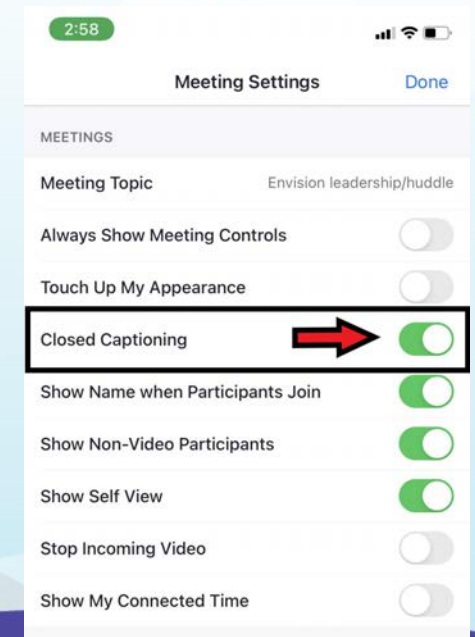
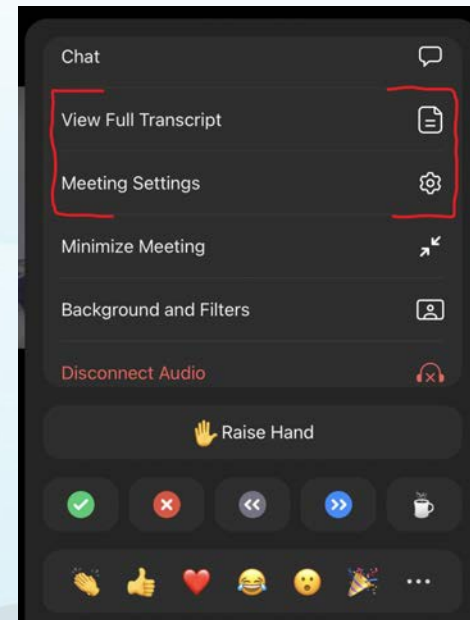
Computer Controls:

Select "CC Live Transcript" in zoom controls at the bottom of your screen



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welcome



operating agreements

Zoom

- Stay on mute when you're not talking
- Use chat box for questions
- Do what you need to take care of yourself





envision links



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today's agenda

- Overview of upcoming Sustainability Summit
- CHW Leadership & CHW ally definitions
- Introduction to CoPs
- Q+A





presenters



Essie
Bristol



Hmongshee
Khang



Jessica
Kimber



Lesley
Wolf



Marcia
Morales



Monique
Allen



Morgan
Krhin



Paige
Menking



Yasamin
Aftahi



CHW Sustainability Summit

Spokane, WA • April 16-18



“CHWs are a precarious workforce”

- CHWs have exhibited capacity to improve health equity but the **CHW workforce is vulnerable**.
- **CHWs lack resources and support** as a result of their own marginalization in the healthcare system. CHWs **are often times not leading the policy and program design** resulting in fragmentation and retention issues including pay inequities.
- Financial sustainability is challenging; largely due to **short-term program funding** and major **limitations to medicaid**.
- Policy changes being pursued by the local, state, tribal and national Administrations is providing funding for prevention and public health - **recipients need to understand how to identify and capitalize on the opportunities**.

(Rubhani et al., 2022)



Summit Overview

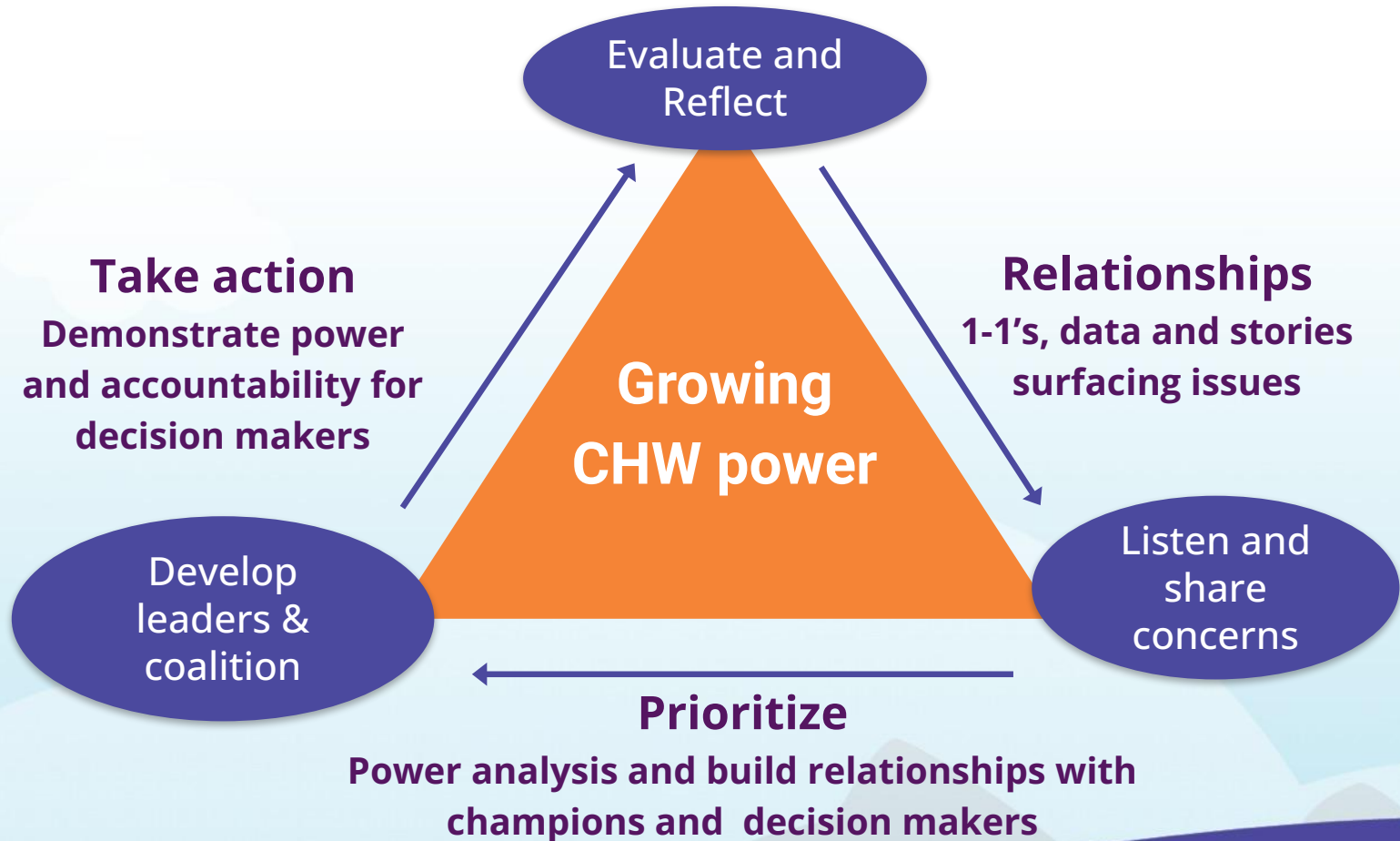
The CHW Sustainability Summit is focused on CHW workforce equity and developing strategies for achieving sustainability goals. Summit participants will explore sustainability topics that include:

- CHW leadership and ally support
- Sustainable Funding approaches
- Using evaluation to support CHW workforce sustainability and scalability
- Aligning local and national efforts





CHW Workforce Sustainability





CHW leadership & Ally Partnerships

Implement
Sustainability
Approaches

CHW Definition and/or
Certification (parameters) and
Training Standards

Set agreements as to how decisions
are made between groups

CHW Leadership



How do you know you're a CHW?

A **community health worker** is a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community link between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery.

–American Public Health Association



The Six Pillars of a CHW Workforce

UNIQUE

COMMUNITY
BASED

HISTORIC
& DIVERSE

CROSS
SECTOR

PROVEN

PRECARIOUS

NACHW
NATIONAL ASSOCIATION OF
COMMUNITY HEALTH WORKERS



How do you know you're an ally?

CHW allyship is the **actions, behaviors, and practices** one intentionally takes to **support, amplify, and advocate** with CHWs towards the sustainability of the CHW workforce

Adapted from the Center for Creative Leadership



Equity principle to center the voices of CHWs

'NOTHING ABOUT US WITHOUT US'



What does allyship look like?

- Educate yourself and own your privilege (e.g. education, gender, etc)
- Accept and ask for feedback
- Invest time on cultivating relationships - 1:1
- Listen to understand
- CHWs lead and get credit for shared work
- Champion workforce equity
- Partner on policy work & policy change
- Join state or a national association (ex: NACHW)



What this can look like at the summit and beyond

- CHWs representation in your team
- Sharing voices with CHWs
- Share your learnings



Four Approaches to Sustainability



Community Leadership



Policy Changes



Institutionalization



Securing Resources



CHW
Sustainability





CHW Leadership and Ally Support

Topics:

- CHW leadership development tools
- Ally development
- CHWs understanding their power & value of profession
- Power of allies to support CHWs
- Skill building based on CoT



Aligning Local and National Efforts

Topics:

- National CHW Policy Focus
- Educating decision makers
- Health and racial equity
- CHW networks & associations
partnering with ally organizations



Sustainable Financing

Topics:

- Medicare
- Medicaid
- Braided/Blended
- Integrating CHWs
- Using the Financial Sustainability toolkit



Using evaluation to support CHW sustainability and scalability

Topics

- Research and evaluation methods
- Disseminating data
- Storytelling
- Data use and messaging for decision makers



Peer-to-peer

- Informal Networking and Poster Session
- Teams presenting in CoPs/workshop/breakout spaces
- Team-time
- Peer-to-peer consulting
- Space for self-care and social connections



Team Posters

Purpose: To share your team's sustainability work, connect with other recipients and learn from each other.

- Major Sustainability Goal(s)
- Accomplishments and challenges related to how you have:
 - o Centered and advanced CHW leadership
 - o Strengthened partnerships
 - o Built relationships with decision makers
 - o Engaged and mobilized community
 - o Worked towards and/or implemented Policy, systems or structural changes
- Be creative and add any other information that might be pertinent – what do you want to share with others? What do you want others to help you think through? Have fun with it!





Team Composition

Six people from each recipient group/community

- at least three CHWs
- attendees should be focused on sustainability
- subrecipients can attend

We are preparing for up to 500 participants.





Wisconsin

- CHW Leadership and Sustainability
- Building the CHW Sustainability Leadership Team
- Application Process and Expectations



Wisconsin

WI 2109 CHW Sustainability Leadership Team

Apply to be a member of a 2109 CHW Sustainability Leadership Team!

About the opportunity

CHW leadership and voice needs to be at the core of all the sustainability work being done in Wisconsin. We are looking for 2-3 CHW leaders to join our CHW sustainability leadership team alongside the Wisconsin Department of Health Services (DHS) Chronic Disease Prevention Program (CDPP) team. This is an opportunity to apply and enhance your leadership skills and be a part of shaping the future of the CHW workforce in Wisconsin. We are looking for CHWs who can provide examples of their experience and/or their current work on sustainability. This opportunity will include time and active participation commitments as well as support and approval from your organization and supervisor. Support from your organization would include documented approval to use protected work time to honor required time commitments and travel, which will be compensated.

The Wisconsin DHS Chronic Disease Prevention Program was 1 of 68 recipients for the 2109 CHWs for [COVID Response and Resilient Communities \(CCR\) grant](#) from CDC. For several decades, CHWs in Wisconsin have engaged with various community members. The Wisconsin 2109 CCR funding provides financial support and technical assistance to existing CHW initiatives to further expand CHW reach, increase CHW training and professional development opportunities, and strengthen leadership and advocacy within the CHW workforce.

Benefits of being a member of the 2109 CHW Sustainability Leadership Team

- Use and enhance your leadership skills and put them into action
- Meet and learn from national CHW leaders
- Act as a subject matter expert on the CHW workforce in your community

Required Time Commitments

As a member of the 2109 CHW Sustainability Leadership Team, you would be expected to actively participate in the below activities

Event	Description	Modality and Location	Dates 2024	Times	Total Hours
Technical Assistance Sessions	Learning sessions for CHWs and CHW Allies from across WI, facilitated by experts from the envision team.	In-Person in WI Dells or Madison, WI	January 17 January 18	9 am-5 pm CST	16 plus travel time
Summit CoP	Summit-specific offerings to support participant readiness and continuing summit-specific offerings to support implementation	Virtual via Zoom	January February March May June Day TBD	12:30-2 pm CST	9
CoT Workshops	A series of workshops facilitated by envision. It is a dedicated space to work on CHW sustainability. There are 19 other 2109 grantees participating alongside our team. The core focus is centering CHW voice. This includes CHW leadership, capacity, and coalition	Virtual via Zoom	January 23 January 30 July 30 August 6	12-5 pm CST	20

WI 2109 CHW Sustainability Leadership Team

As a member of the 2109 CHW Sustainability Leadership Team, you would be expected to actively participate in the below activities

Event	Description	Modality and Location	Dates 2024	Times	Total Hours
	building. This is the foundation for the rest of the CoP work. This includes multi-level policy change and financial sustainability. It also guides identifying institutions and individuals who influence decision making spaces.				
CoT Homework in between workshops	Working meetings to complete CoT worksheets with the rest of the WI CoT team.	Virtual via Zoom	January April July August	3 hours per month	12
2109 CHW Sustainability Summit	A nationwide gathering of 2109 recipients, offering the opportunity to showcase work and strategize together about how to continue CHW programs in the absence of 2109 grant funding.	In-Person in Spokane, WA	April 16 April 17 April 18	10 am-5 pm 9 am-5 pm PST	18 plus travel time
Total Time Commitment ~75 hours					



Pre-Summit

- Resources and tools
- Community of Transformation (CoT)
- TA and office hours
- Communities of Practice (CoP)



What is a Community of Practice?

A **group of people** who share a **common interest or concern** (a set of problems) on a specific topic and focus on **sharing best practices**, and building on group **knowledge and expertise** to **advance** both the individual and **collective work**.





envision Communities of Practice (CoP)





Purpose:

- provide a space for CCR 2109 Tribal recipients
- share best practices
- build individual and collective capacity
- strengthening the CHW/CHR workforce
- preserve and honor language and culture.



Purpose:

- provide a space for Spanish speaking individuals
- share best practices
- build individual and collective capacity
- strengthening the CHW/CHR workforce
- preserve and honor language and culture.



Purpose:

- designed for CHWs
- support connections, relationship building and peer-to-peer learning
- provide a space to share ideas, best practices
- build individual and collective capacity
- strengthen the CHW workforce
- liftsup and honors the lived and professional experience



Allyship

Purpose:

- develop identity as a CHW Ally
- share best practices
- prepare to support CHW leadership at the Summit (and beyond!)



Health Dept. Integration

Purpose:

- identify opportunities for CHW leadership
- discover synergies with fellow 2109 recipients
- explore opportunities to secure health department budget for CHW employment



Medicare Strategy

Purpose:

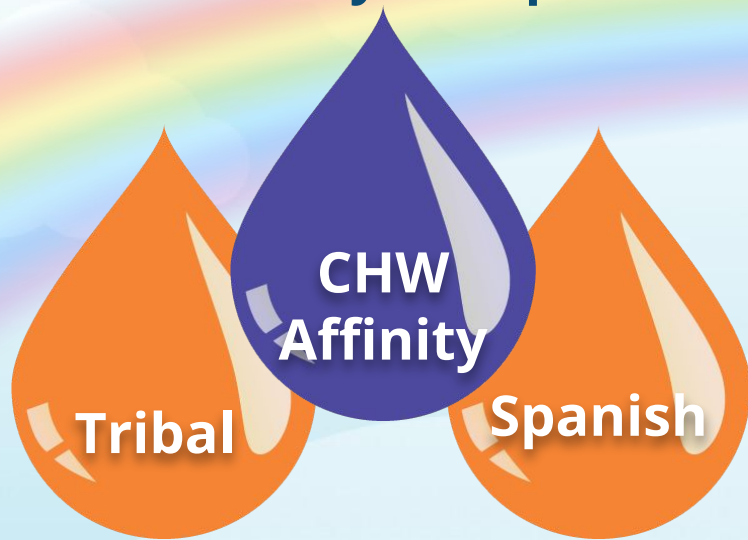
- gain deeper understanding of Medicare/Medicaid reimbursement
- identify opportunities for CHW leadership
- learn from peers and subject matter experts



envision Communities of Practice (CoP)

All 2109 Recipients:
Affinity Groups

Summit Attendees:
Affinity Group Topic Based





Registration Information

- Registration will go live on Wednesday, January 31 and stay open for 2 weeks
 - The email will go to the 2109 CCR PIs and Program Directors from NCCDPHP (nccdphp_chw@cdc.gov)
- Each attendee should register INDIVIDUALLY but each 2109 will be capped at six registrants
- Remember, you CAN invite sub-recipients as part of your six-member team



Registration Information

- The summit begins mid-morning on 4/16 and ends mid-day on 4/18 - plan travel accordingly
- The link to book your hotel will be included in your registration confirmation email - wait to book through that link
- 1-2 meals per day will be provided



Registration Information

Contact hello@envisionequity.org with any registration questions



Q&A

drop questions in the chat or raise your hand if
you have a question for our panelists



our next webinar



Thursday, February 22th - register now

1:30pm EST, 12:30pm CST, 11:30am MST, 10:30am PST

Sustaining and Training CHW Work in Addressing Chronic Disease as Underlying Risk Factors

Registration link will be in the chat



wrap up

- Satisfaction poll instructions
- Materials will be sent out in a follow-up email
- Also accessible via AMP, **envision** website, or YouTube



thank you