

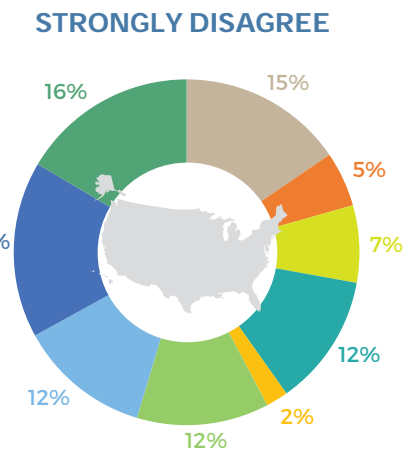
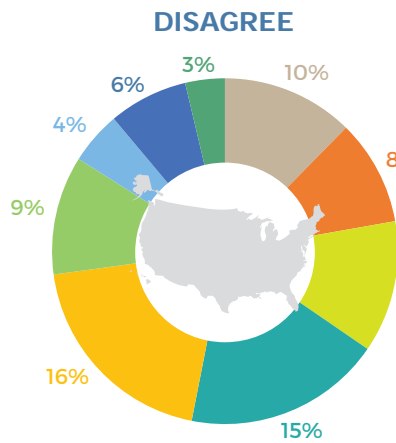
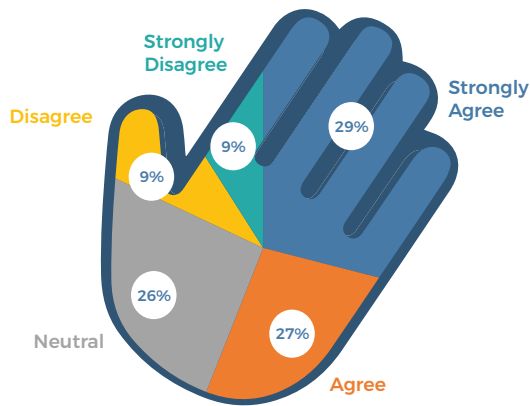
# ADDRESSING Racial Equity

This infographic explores CHW's authority, comfort, and support in addressing racial and health equity where we live, work, and serve communities. Community health

workers well positioned as community and organizational leaders to address racial and health equity systems, services, policy. CHW leadership and capacity to address racial health

equity should be integrated into policy, and funding decision making spaces and initiatives.

## I have authority to identify and address issues of systemic racism and/or discrimination



- New England
- Mid Atlantic
- East North Central
- West North Central
- South Atlantic
- East South Central
- West South Central
- Mountain
- Pacific

56% of CHWs express agreement and just under 50% of CHWs declare neutral or disagreement in having authority to identify and address issues of systemic racism and/or discrimination.

When we compare the range of disagreement among CHWs by region, more CHWs from Eastern North Central and New England disagree than CHWs from other regions.

The NACHW Advance CHWs project began in 2021 and is funded by Johnson and Johnson to advance the national professional identity, policy leadership and organizational capacity of Community Health Workers. CHWs is used as an umbrella term to describe community health representatives, promotores, aunties, outreach workers, peers and dozens of different work titles. CHWs are a diverse, capable, proven, frontline public health workforce, whose trust and cultural alignment with marginalized communities facilitates their roles as community

educators, capacity builders, advocates and liaisons between under-resourced communities and health and social services systems (APHA, 2014).

CHWs' integration within medical, public health and social service initiatives are essential to eradicate racial and social injustice and health inequities disproportionately experienced by people of color. This data should be used for action to reverse harmful practices and barriers to CHW self-determination, leadership advancement and sustainability.

The survey, analysis and narratives were developed by NACHW staff and CHW leaders from across the country who are part of the Advance CHWs Project. Special thanks to our advisors and contributors to project phases. To learn more about the CHWs in this project and download all infographics and the full report please visit <https://nachw.org/advancechwsproject/>





