

DIVERSITY OF CHW Respondents by Geography, Ethnicity, Race and Cultures

The National Association of Community Health Workers (NACHW) implemented a Community Health Worker (CHW) survey in 2021 to advance the national professional identity, policy leadership and organizational capacity of CHWs in the United States. This infographic highlights responses to our national survey from 867

CHWs (772 English and 95 Spanish respondents) from 859 unique ZIP codes.

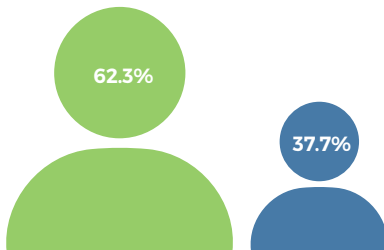
This infographic explores CHW workforce diversity by race/ethnicity, gender identity, language preference, and education attainment.

CHWs come from the communities they serve and are prepared to provide culturally

and linguistically appropriate service. CHWs have an understanding of the needs within their community and are often seen as trusted advisors to the hardest to reach populations. The distinctiveness of their socio-characteristics are a direct reflection of their ability to connect with an abundance of ethnic and racial heritages.

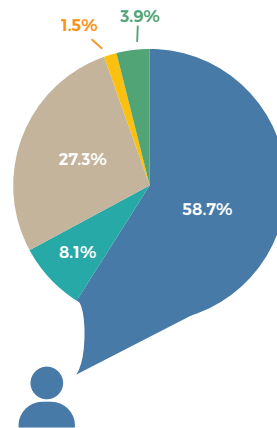
Ethnicities

Hispanic or Latino Origin ■
Not Hispanic or Latino Origin ■



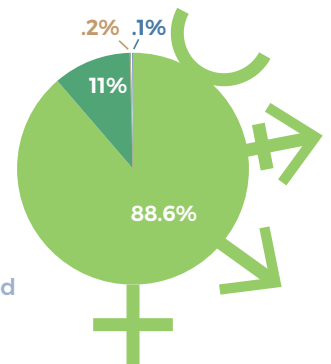
Languages/Dialects Used to Provide CHW Services

English only ■
Spanish only ■
English & Spanish ■
Haitian Creole ■
Other ■



Sex/Gender

female ■
male ■
non-binary ■
transgender female ■



The majority of CHWs are female (88%), while 11% of CHWs are male. Less than 1% identified as non-binary or transgender female.

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).

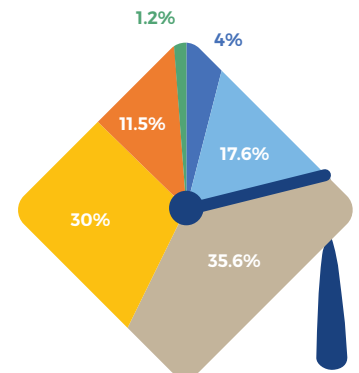
CHWs' integration within medical, public health and social service initiatives are essential to eradicate racial and social injustice and health inequities disproportionately experienced by people of color. This data should be used for action to reverse harmful practices and barriers to CHW self-determination,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



Highest Level of Education Completed

Vocational / Trade School ■
Graduate / Professional Degree ■
Some College or 2 Year Degree ■
Bachelor's Degree ■
High School or GED ■
Less than High School ■



NACHW
NATIONAL ASSOCIATION OF
COMMUNITY HEALTH WORKERS

Johnson & Johnson
**OUR RACE TO
HEALTH
EQUITY**

