

# COMMUNITY HEALTH WORKER PAY EQUITY

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 CHWs employment status, compensation when working overtime, and perceptions on whether their pay is equitable and provides a living wage.

Addressing pay equities for CHWs promotes our personal and family economic well being, our retention in the workforce, and is a concrete acknowledgement that we are respected as professionals within the communities where we live and the organizations where we serve.

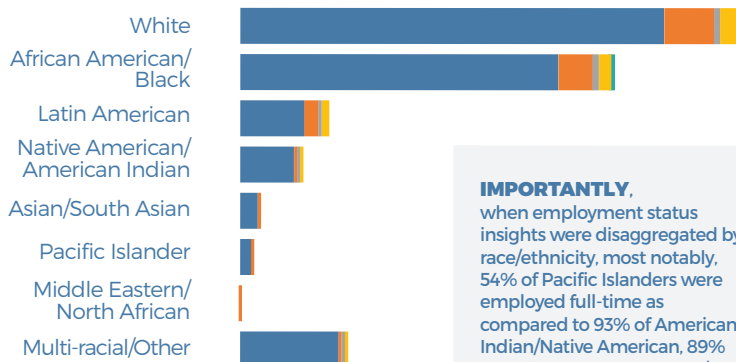
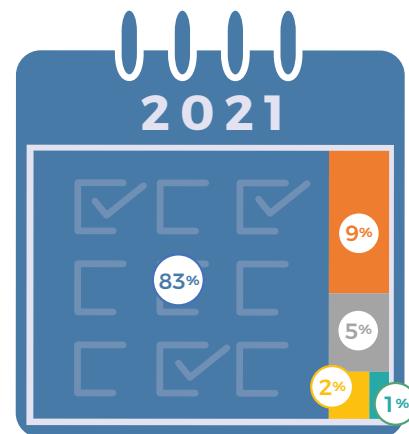
## ROLE AS CHW IN THE LAST YEAR

The National CHW Survey asked CHWs about their employment status in their role as CHWs in the last year. Of the 867 respondents, 83% of CHWs were employed full-time, while 17% of CHWs were employed part-time, employed per diem, were compensated via gift cards/honorariums, or volunteered.

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/>



**IMPORTANTLY,** when employment status insights were disaggregated by race/ethnicity, most notably, 54% of Pacific Islanders were employed full-time as compared to 93% of American Indian/Native American, 89% of white, and 84% of Black/African American CHWs.

