

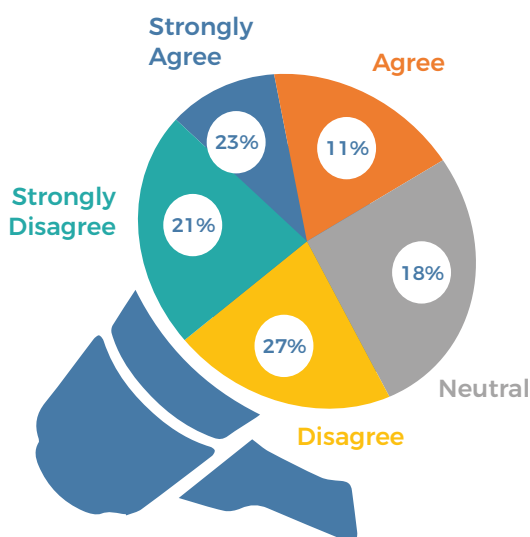
PERCEPTION OF CHWs in Care Teams

In this handout, we explore how CHWs feel and experience non-CHWs across work environments and professional care teams. Do non-CHWs see us as a unique role, are we valued as for our

lived experience and are we seen as the professionals that we are.

While our experiences can be felt and empathized by each others as well as allies, it is critical that our professional

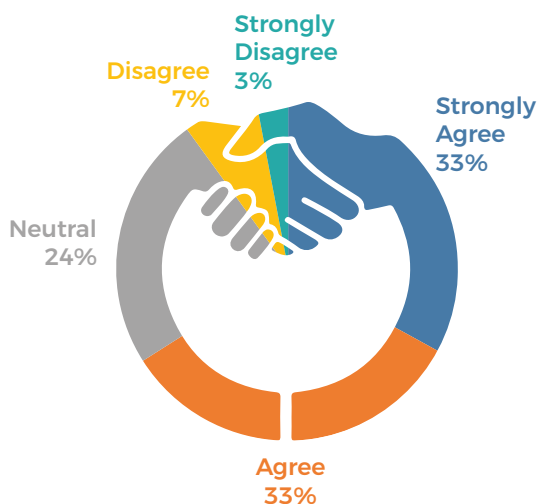
identity is meaningful across all working relationships because we build stronger support systems for one another and the individuals and communities we serve.



Sometimes it is hard for me to communicate my unique roles as a CHW with non-CHWs



Just over one-third or 34% of CHWs feel that sometimes it is hard to communicate my unique role as a CHW with non-CHWs.



I am valued for lived experience and community trust by non-CHWs



Two-thirds or 66% of CHWs feel valued for lived experiences and community trust by non-CHWs.

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).

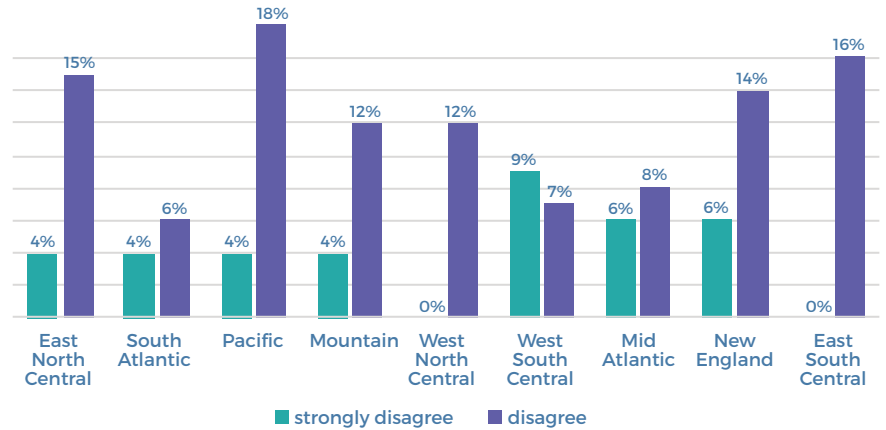
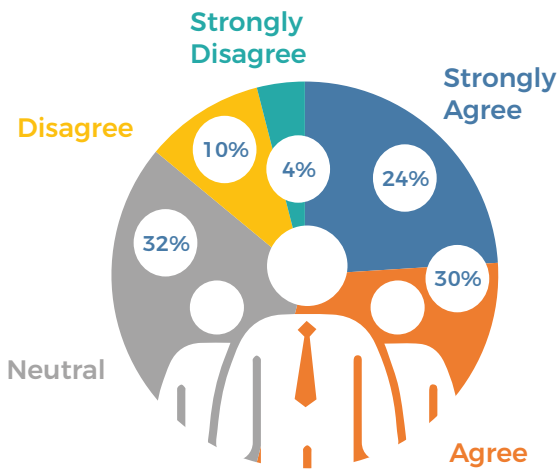
CHWs' integration within medical, public health and social service initiatives are essential to eradicate racial and social injustice and health inequities disproportionately experienced by people of color. This data should be used for action to reverse harmful practices and barriers to CHW self-determination,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



PERCEPTION OF CHWS IN CARE TEAMS (CONTINUED)

I am viewed as a professional and part of the service delivery team by non-CHWs



Just over half (54%) of CHWs feel they are viewed as professional and part of the service delivery team by non-CHWs.

OPPORTUNITIES FOR ACTION

- **Collectively build** organizational-wide justice, equity, diversity, inclusion, and belonging in cultural norms in practice
- **Prioritize hiring CHWs** with lived-experience and authentic community trust and require hiring decisions alongside peer CHWs, supervisors, and service roles
- **Ensure that CHWs are partnering** across wrap-around care teams and service delivery systems.
- **Invest in CHWs** to lead in program design and implementation across various institutions
- **Protect the role of CHWs** and CHW titles