

COMMUNITY HEALTH WORKER Self Determination, Values and Leadership

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' values and leadership identities, and ways CHWs want to express and advance their leadership roles.

CHWs are organized around a clear set of core values to guide their profession. They agree on indicators of leadership, and areas of leadership advancement. Furthering CHWs capacity, training, and advocacy opportunities around justice, equity, diversity, and inclusion will improve community trust, engagement, and well-being.

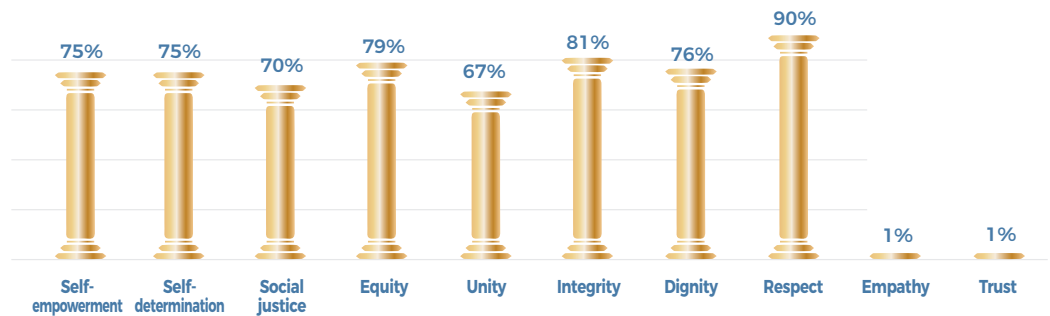
The NACHW Advance CHWs project began in 2021 and is funded by Johnson and Johnson to advance the national professional identity, policy leadership and organizational capacity of Community Health Workers. CHW is used as an umbrella term to describe community health representatives, promotores, aunties, 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/>



The following core values are part of my CHW identity

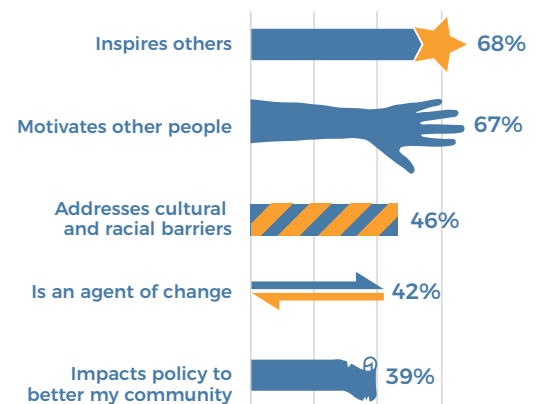


Within the national CHW survey, 867 CHWs were asked to choose from a list of 26 values, CHWs identified as being "core to their identity as a CHW" the 7 responses included: 1) Respect (90%), 2) Integrity (81%), 3) Equity (79%), 4) Self-empowerment (75%), 5) Dignity (76%), 6) Self determination (75%), and 7) Social Justice and Community (70%).

Top 5 items that describe what it means to be a CHW leader

CHWs were also asked to rate their top 5 items that describe what it means to be a CHW leader. Of the 15 options, CHWs selected the following top 5:

1. Inspires others: 67.5%
2. Motivates other people: 66.0%
3. Addresses cultural and racial barriers: 45.9%
4. Is an agent of change: 41.6%
5. Impacts policy to better my community: 38.4%



NACHW
NATIONAL ASSOCIATION OF
COMMUNITY HEALTH WORKERS

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

