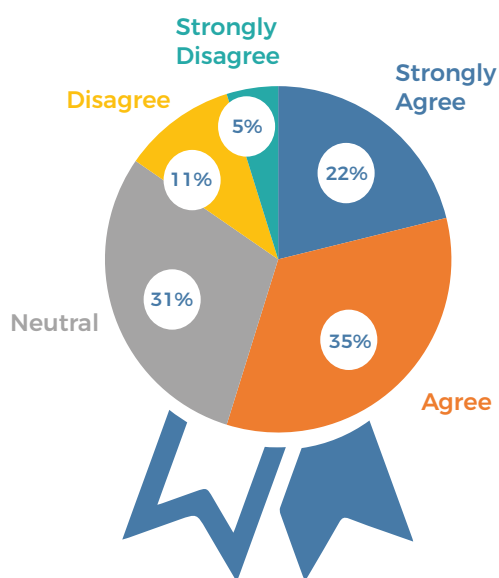# COMMUNITY HEALTH WORKER
Work Environment

We learn in this infographic our agency to shape careers, how non-chws perceive us as CHWs, career advancement opportunities and our experiences with leading discussions across care teams.
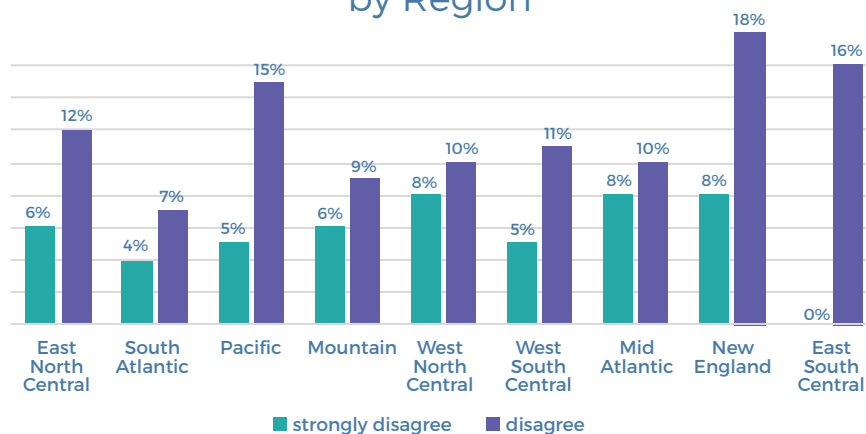
Championing sustainable, healthy and anti-racist CHW driven workforce environments is critical in organizational infrastructure, policy, and practices. CHWs advancement

provides upstreams capacity to effectively combat social determinants of health

Non-CHWs where I work see me as a community health expert

Strongly Disagree 5%
Disagree 11%
Strongly Agree 22%
Neutral 31%
Agree 35%

by Region

Region	strongly disagree	disagree
East North Central	6%	12%
South Atlantic	4%	7%
Pacific	5%	15%
Mountain	6%	9%
West North Central	8%	10%
West South Central	5%	11%
Mid Atlantic	8%	10%
New England	8%	18%
East South Central	0%	16%

Only 57% of CHWs Strongly agree or agree that at work, non-CHWs see us as a community health expert.

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/
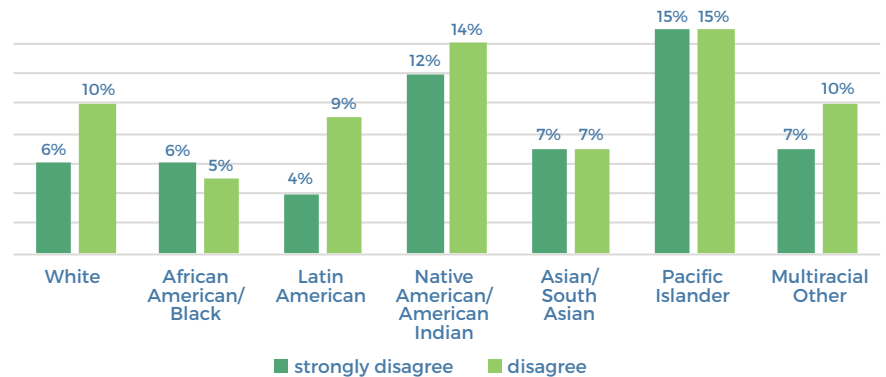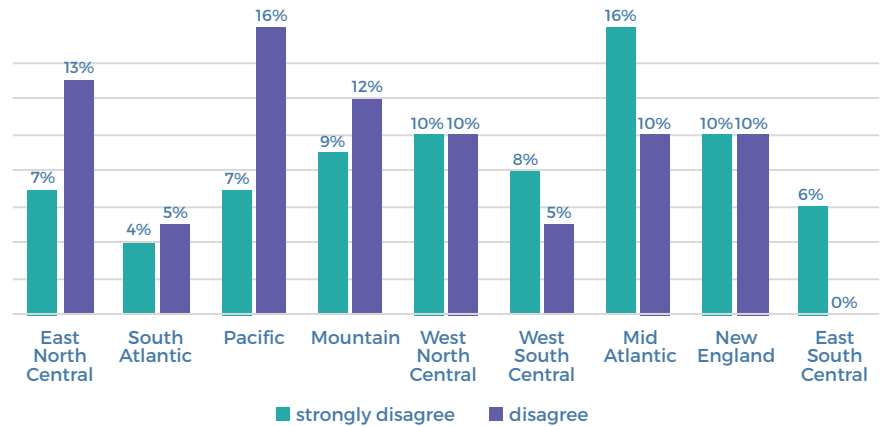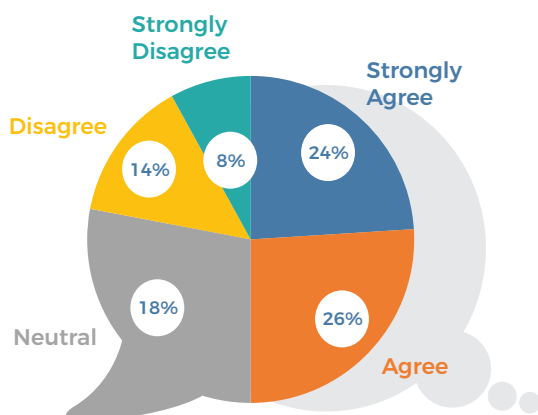
WORK ENVIRONMENT (CONTINUED)

Opportunities for continuing education and career advancement where I work

Strongly Disagree **7%**
Disagree **8%**
Neutral **19%**
Strongly Agree **40%**
Agree **26%**
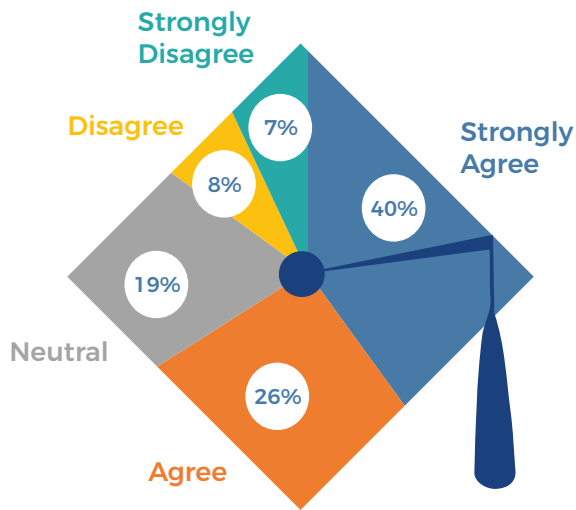
Two-thirds (66%) of CHWs Strongly Agree or Agree that at work, we experience opportunities for continuing education and career advancement.

Region	strongly disagree	disagree
East North Central	7%	13%
South Atlantic	4%	5%
Pacific	7%	16%
Mountain	9%	12%
West North Central	10%	10%
West South Central	8%	5%
Mid Atlantic	16%	10%
New England	10%	10%
East South Central	6%	0%

Race/Ethnicity	strongly disagree	disagree
White	6%	10%
African American/Black	6%	5%
Latin American	4%	9%
Native American/American Indian	12%	14%
Asian/South Asian	7%	7%
Pacific Islander	15%	15%
Multiracial Other	7%	10%

Lead discussions and plan to improve CHW services provided where I work

Strongly Disagree **8%**
Disagree **14%**
Neutral **18%**
Strongly Agree **24%**
Agree **26%**

Half (50%) of CHWs Strongly Agree or Agree that at work, CHWs can lead discussions and plan to improve services.

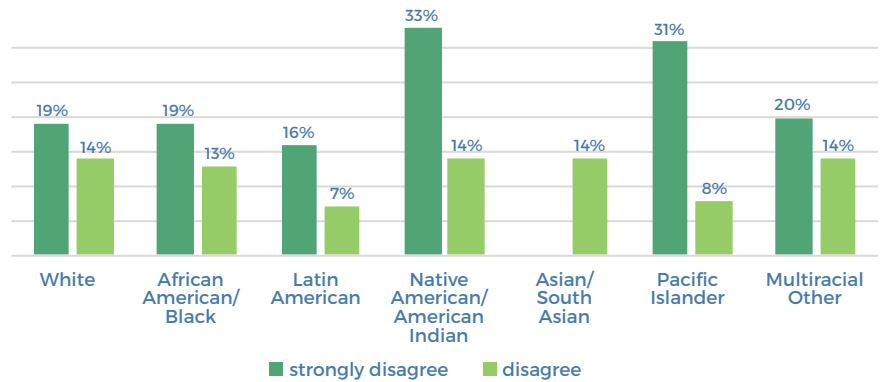## CHW role is unique and does not duplicate the role of others in the organization

Strongly Disagree **10%**
Disagree **10%**
Neutral **22%**
Strongly Agree **32%**
Agree **26%**
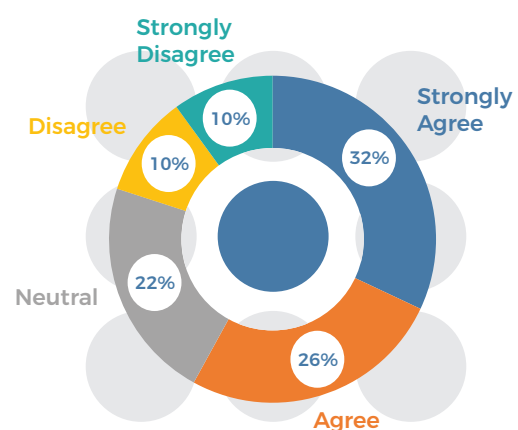
Slightly over half, 58% of CHWs Strongly Agree or Agree that our role is unique and does not duplicate the role in the work environment.
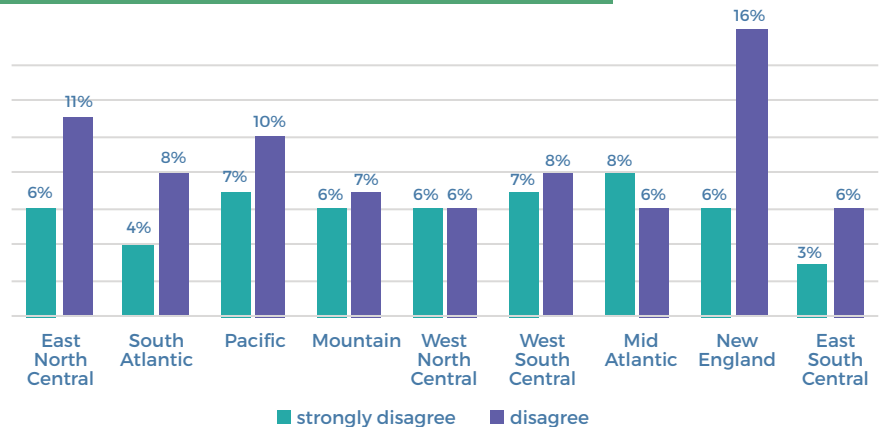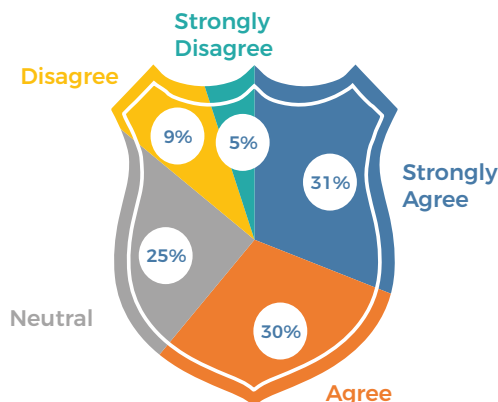
Voice counts in decisions about hiring and the roles of CHWs

Pie chart:
- Strongly Agree: 23%
- Agree: 23%
- Neutral: 21%
- Disagree: 13%
- Strongly Disagree: 20%

Bar chart (strongly disagree / disagree):
- White: 19% / 14%
- African American/Black: 19% / 13%
- Latin American: 16% / 7%
- Native American/American Indian: 33% / 14%
- Asian/South Asian: — / 14%
- Pacific Islander: 31% / 8%
- Multiracial Other: 20% / 14%

Legend: strongly disagree, disagree

Less than half (46%) of CHWs feel that their voice counts in decisions about hiring and the roles of CHWs

Authority to shape my role and career as a CHW where I work

Shield chart:
- Strongly Agree: 31%
- Agree: 30%
- Neutral: 25%
- Disagree: 9%
- Strongly Disagree: 5%

Bar chart (strongly disagree / disagree):
- East North Central: 6% / 11%
- South Atlantic: 4% / 8%
- Pacific: 7% / 10%
- Mountain: 6% / 7%
- West North Central: 6% / 6%
- West South Central: 7% / 8%
- Mid Atlantic: 8% / 6%
- New England: 6% / 16%
- East South Central: 3% / 6%

Legend: strongly disagree, disagree

61% of CHWs Strongly agree or Agree that at work, we have the authority to shape our roles and career.

OPPORTUNITIES FOR ACTION

- **Educate non-CHWs in the workplace** on the value, roles and leadership of CHWs as community experts
- **Integrate CHWs into the care teams,** in conversations where clinical and community health decisions are made.
- **Teams can engage CHW employees** in discussions about and goal setting to ensure their integration, career goals, and organizational advancement
- **Incorporate CHW leadership** in the design, development, implementation and monitoring of programs and services impacting the communities where they live and serve
- **Invest in the unique role of CHWs** and community-based organizations that preserve and promote the fidelity of the CHW profession who employ us
- **Protect CHW achievements** and advancements across sectors
- **Enhance research** to better understand social, community, organizational health environments among CHWs

NACHW
NATIONAL ASSOCIATION OF COMMUNITY HEALTH WORKERS

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OUR RACE TO
HEALTH EQUITY