

# NACHW Spotlight on Community Health Representatives: Advancing CHR Professional Identity, Policy Leadership, and Sustainability through Data, Policy and Action

## A TIMELINE OF CHRs & NACHW



The National Association of Community Health Workers (NACHW) was founded in April 2019 as a national member-driven nonprofit that seeks to unite CHWs across geography, ethnicity, sector and lived experience to support our communities to achieve health, equity and social justice.

Our [COVID-19 website](#), tools for equitable workforce [integration](#), [diabetes](#) and [mental health](#) resources and national [policy platform](#) are advancing CHW voices, leadership and sustainability. Visit [NACHW.org](#) to [become a member](#) and learn more!

CHR's have made significant impact on Tribal health and well-being in rural and urban communities and within NACHW. Two of our founding board members, Mae Gilene Begay (Navajo, AZ) and Ramona Dillard (Laguna Pueblo, NM) are CHRs and CHR Program Directors. Today, NACHW members include CHRs from federal and state recognized tribes as well as from tribes who do not hold those designations.

Since its inception in 2019, NACHW has been fostering partnerships with CHRs across the country. Through our survey of hundreds of CHRs, we have compiled and made available some impactful data on CHRs nationally.

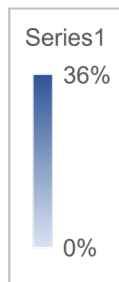
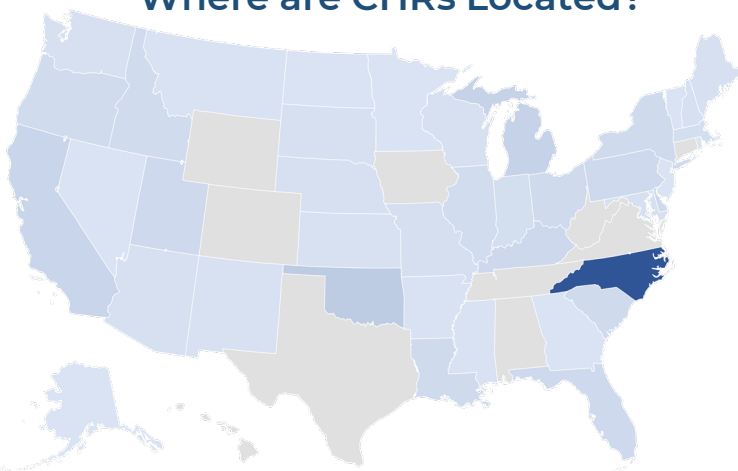
**Community Health Representatives – and ALL CHWs - must have national professional recognition, leadership and sustainability to strengthen weaknesses in pandemic response, promote diversity and inclusion in public health careers, reduce cultural and linguistic access barriers, and to center Native experiences, capacity and leadership in strategies that move upstream to bring health and well-being to all Tribal Nations.**

# VOICES FROM THE FIELD: HIGHLIGHTS OF CHR RESPONSES TO NACHW NATIONAL CHW SURVEY

With funding from Johnson and Johnson, NACHW developed the Advance CHWs Project, implementing a national survey in 2021 to advance national professional identity, policy leadership and capacity of Community Health Workers. NACHW contracted with [11 CHW leaders](#) as experts to guide all aspects of this work, including Lorna Osterback, a Community Health Representative from Alaska. Of 867 respondents from 859 zip codes, 368 respondents identified as CHRs (44%). Within the CHR cohort, 43% identify with the title of Outreach Specialist and 34% also identify as Community Health Educators. Highlights from CHR responses to our 51-question survey are below. To view the complete data set, please visit [our website](#).

CHR in our national survey are from diverse geographies, races and ethnicities, and ages.

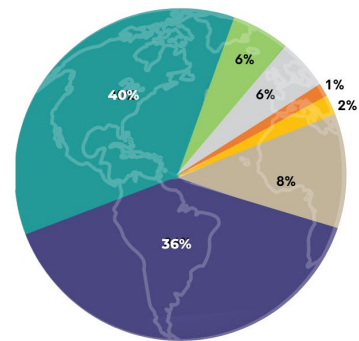
## Where are CHRs Located?



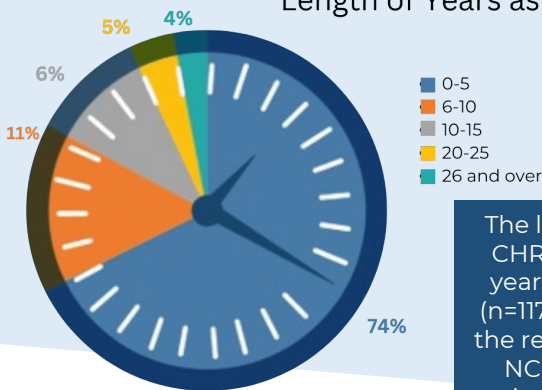
CHR survey respondents come from 41 states and total 368 individuals. 131 CHRs reside in NC (36%) and 3 CHRs reside in the US Virgin Islands. CHRs from 41 states responded to the survey.

## Race/Ethnicity

- White
- African American / Black
- Latin American
- Native American / American Indian
- Asian / South Asian
- Pacific Islander
- Multi-racial / Other

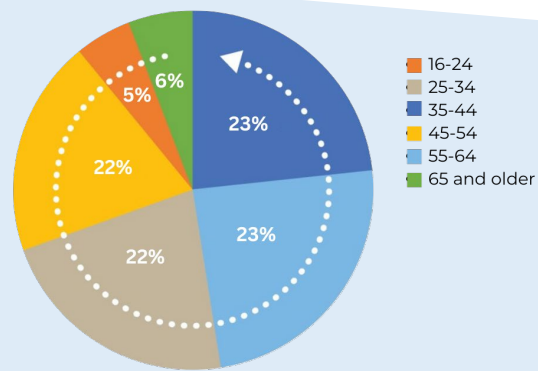


## Length of Years as a CHR



The large percent of CHRs with 5 or less years of experience (n=117) is the result of the recent initiative in NC to hire CHWs during COVID-19.

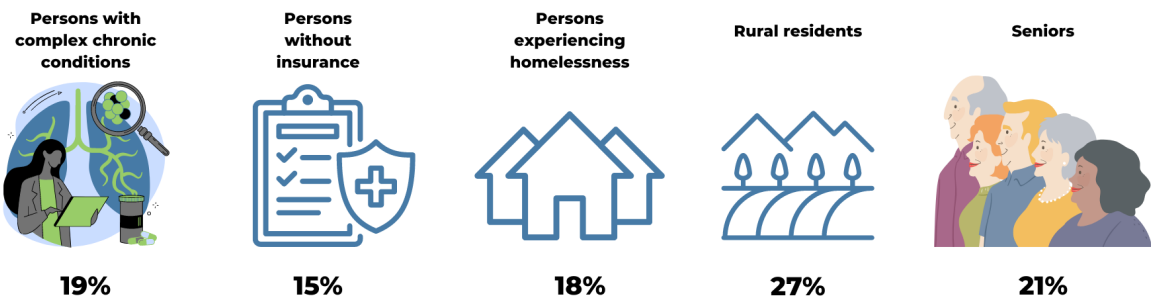
## Age of Respondents (in years)



Most CHRs in our survey are over the age of 35. Elders over the age of 55 make up 29% of our CHR respondents

CHR are both new to the field and have years/decades of experience serving seniors, persons without insurance, persons with complex chronic conditions, rural residents, and persons experiencing homelessness.

## Populations Served



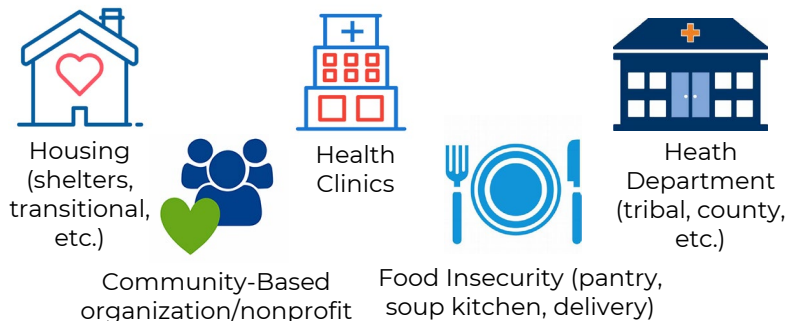
# VOICES FROM THE FIELD: HIGHLIGHTS OF CHR RESPONSES TO NACHW NATIONAL CHW SURVEY contd.



To meet the needs of community members, CHRs are partnering with organizations and sectors that meet address the social drivers of well-being, medical and public health services.



## Top 5 Partnering Sectors



In our survey, CHRs and more than 95% of all respondents, endorsed the same six CORE VALUES that are the core values of NACHW.

## CHR's Share Their Top Four Trainings, Desire for Training and Advancement Barriers

CHR's have been trained in:		CHR's want training in:		CHR's Barriers to Advancement	
Communications	67%	Community Advocacy	58%	Funding for my Role	49%
Interpersonal & Relationship Building	64%	Health and Racial Equity	52%	Continuing Education & Other Credentials	33%
Culturally appropriate health education and information	39%	Social Determinants of Health	47%	Certification	24%
Policy & Advocacy	32%	Preventing & responding to violence in marginalized groups	40%	Coaching & Support	4%

CHR's 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.

### NACHW Resources

- We Invite you to join NACHW as an [individual](#) or [organizational](#) member. Obtain membership easily on our [website](#).
- Stay up to date with NACHW news, programs, events and more by [subscribing](#) to our monthly newsletter
- View our National policy platform, a guide for public and private organizations, employers and advocates to respect, protect and authentically partner with the profession. ([English](#) | [Spanish](#))
- Complete the NACHW [Policy review form](#) to consult with our policy and workforce development committees on national, state and employment policies.
- For employers, view the [CBWA Playbook](#) and the [CHW Core Consensus Project](#) to guide employer integration of CHWs into the workforce.
- Please refer to our [CHW network page](#) for state and local health departments, employers and nonprofits who seek experienced CHWs to develop and implement CHW and CHW supervisor training and other workforce development activities.
- and finally, visit our [NACHW Partner](#) page to connect with our member and partner engagement associate.