

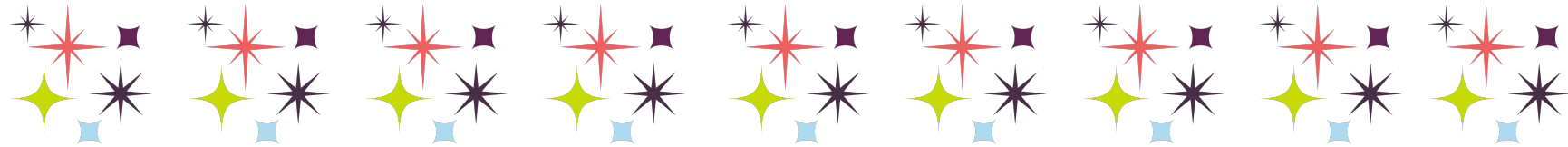
Where We've Been

Sharing true history to inform
and guide the path forward

The NACHW Founder's Circle
Moderated by Wandy Hernandez



2023



About the NACHW Founder's Circle



Acerca de Círculo de Fundadores de NACHW



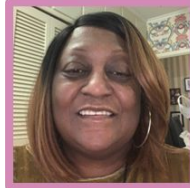
NACHW Founder's Circle FY 23-24



Wandy Hernandez
Illinois, CHW



Ramona Dillard
New Mexico, CHW/CHR



Naomi Cottoms
Arkansas, CHW



Floribella Redondo-Martinez
Arizona, CHW



Catherine Haywood
Louisiana, CHW



Julie Smithwick
South Carolina, CHW



Gail Hirsch
Massachusetts, Ally



Lisa Renee Holderby-Fox
Georgia, CHW



Mae-Gilene Begay
Arizona/Navajo Nation, CHR



Susan Mayfield Johnson
Mississippi, Ally



Ashley Wennerstrom
Louisiana, Ally



Geoff Wilkinson
Massachusetts, Ally



Maria Lemus
California, Promotora



Durrell Fox
Georgia, CHW



Joelisa Castillo
Wisconsin, CHW





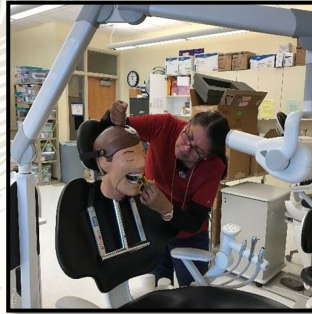
FOUNDERS of



-
- Ignited and inspired the vision
 - Began the good work
 - Represents all people
 - Carry invaluable lived experiences
 - Understand the assignment
 - Inspired achievement

Founders inspire others to achieve to meet community needs:

Training in Oral Health



CHR S.T.I. Team



Outreach matters in community



CHWs understand the assignment

COVID PANDEMIC Preparedness- All staff are trained in FEMA Incident Command Systems ICS-100 and ICS-200.



Articulating funding needs



CHR providing needed care



A caring hand always matters

“A story of the Shepard- shepherders”

— Many cultures use storytelling or parables to teach important values.

“The story”

The sheep herder/Shepard never falls asleep.” inspired by MGB

Founders never fall asleep.





NACHW Founders

- Mae-Gilene Begay
- Joelisa Castillo
- Naomi Cottoms
- Ramona Dillard
- Durrell Fox
- Catherine Haywood
- Wandy Hernandez
- Gail Hirsch
- Lisa Renee Holderby-Fox
- Susan Mayfield Johnson
- Maria Lemus
- Sergio Matos
- Anita McDonnell
- Floribella Redondo-Martinez
- Carl Rush
- Alise Sanchez
- Julie Smithwick
- Napualani Spock
- Ashley Wennerstrom
- Geoff Wilkinson
- Katherine Sutkowi
- Neena Schultz

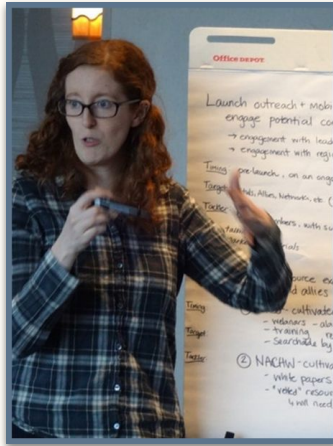


**2018 Soft Launch in DC
Gathering Kickoff**
(funding from Sanofi)

NACHW Founders



NACHW Founders



NACHW Values



Self-empowerment

Promoting self-actualization and self-advocacy among community health workers.



Social Justice & Equity

Ensuring fair treatment, access, opportunity advancement and outcomes for individuals and communities.



Integrity

Promoting and nurturing the authenticity and character of the community health worker profession and promoting the contributions made by Community Health Workers toward eliminating health disparities and advancing.



Self-determination

Promoting the efforts of the community health workers, and the communities in which they work to create a shared vision and direction for the future.



Unity

Encouraging collaboration among community health workers to promote a common professional identity regardless of job title or work-setting.



Dignity & Respect

Building trusted relationships based on honoring the inherent value and contributions of every person irrespective of socioeconomic class, religion, race, national origin, language spoken, immigration status, abilities or disabilities, age, sex, sexual orientation, and gender identity/expression.



WHY NACHW

The Need for A National Presence

Why did you feel that a national CHW organization was needed? What was going on in the workforce at the time that inspired you to devote years to this undertaking?

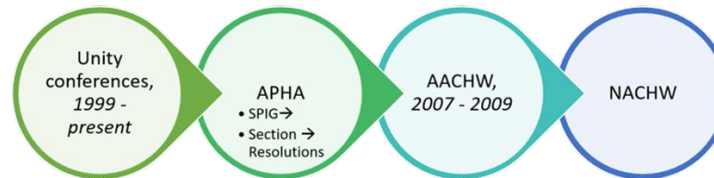
- For decades, the NACHW founders, and many other CHWs (including CHRs, Promotores/as and others) and Allies worked tirelessly to unite and advance the CHW workforce.
- Saw a need for a national voice to lead the CHW profession
 - To bring together CHWs, CHRs, and promotores/as from across the country to:
 - advocate for workforce issues
 - find community
 - build identity
 - learn from each other
 - in order to strengthen the health and wellbeing of our communities and our country
- We were committed to establishing a national CHW-led CHW leadership organization



HOW DID WE DO IT?

What are some of the highlights of the history that led to the development of NACHW?

- ➔ **Critical importance of sharing the history**
- ➔ **Efforts to develop a CHW led national association began in the 1990s**
- ➔ **Unity Conferences**
 - ◆ Unity grew from CHAN and a partnership that created the Center For Sustainable Health Outreach (CSHO)
 - ◆ At Unity, CHWs began to formulate the idea of a national movement
 - ◆ National CHW association organizing sessions occurred every year at Unity
 - ◆ Brought together CHWs, CHRs, Promotores(as), allies, public and private partners .
- ➔ **Promotores and CHR movements**





HOW DID WE DO IT?

American Association of Community Health Workers (AACHW)

- 2006 gathering co-sponsored by Community Voices & Harrison Institute for Public Law at Georgetown University
- 45 participants (24 CHWs, 16 Allies, 5 Harrison Institute staffers)
- Steering Committee, subcommittees and advisory board
- Mission, Vision, Goals, Code of Ethics, Core Values and Code of Ethics Toolkit
- Participation of CHWs waned as state networks grew
- Valuable lessons were learned

HOW DID WE DO IT?

State associations, networks, alliances, coalitions and other CHW organizations

- Few statewide CHW organizations prior to AACHW
- Strong CHW organizations are needed to support a national association
- Many AACHW CHW leaders left to found or strengthen state CHW organizations
- The AACHW experience enhanced skills and knowledge useful in state organizing
- Those leaders and others came together to create NACHW



HOW DID WE DO IT?

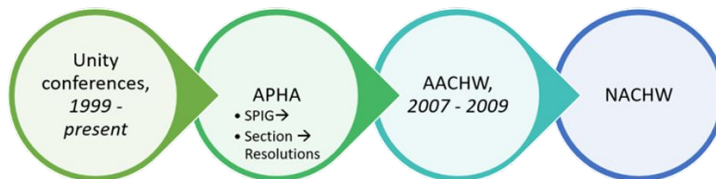
What are some of the highlights of the history that led to the development of NACHW?

→ American Public Health Association (APHA)

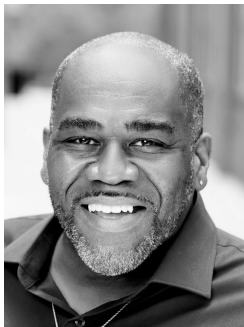
- ◆ APHA New Professionals Special Primary Interest Group (SPIG) □ CHW SPIG □ CHW Section
- ◆ Led the development of the nationally recognized CHW national definition
- ◆ Led the development of the US BLS CHW Standard Occupational Code
- ◆ Developed CHW policies/resolutions adopted by APHA

→ National Association of Community Health Workers (NACHW)

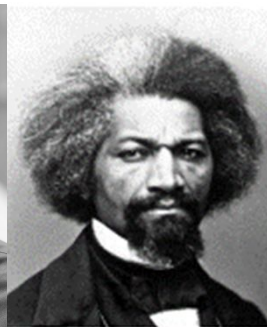
- ◆ 2014 convening at APHA Annual meeting in New Orleans (Sanofi support)
- ◆ Developed a National Coordinating Committee □ Interim Board of Directors
- ◆ 4+ years of bi-weekly meetings prior to official launch of NACHW in 2019



Kujichagulia: Self-Determination *No Organizing, No Progress*



**Our
Frederick
Douglass
Durrell Fox**



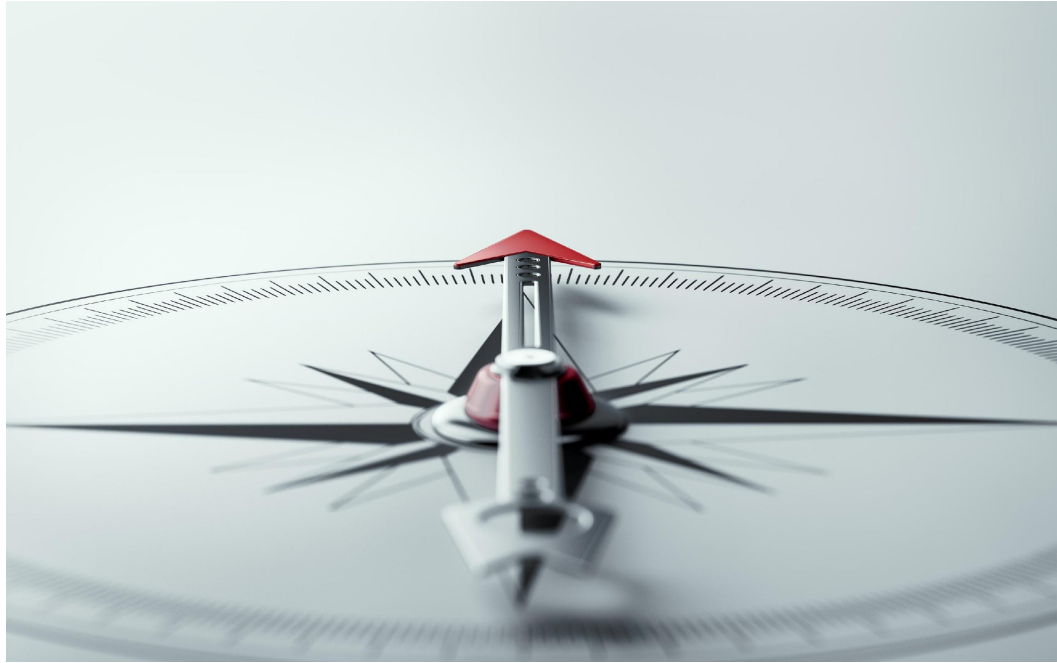
Frederick Douglass
1818-1895

“Power concedes nothing without a demand. It never did and it never will.”

“If there is no struggle, there is no progress. Those who profess to favor freedom, and deprecate agitation, are men who want crops without plowing up the ground; they want rain without thunder and lightning.”



WHERE WE ARE GOING



WHERE WE ARE GOING: Current work and moving forward

What are some concerns you have for the workforce and what would you like to see change?

- **Funding limitations and sustainability**
 - Need for federal agencies and funders to understand what CHWs do and who we are and ensuring that funding reaches grassroots organizations and CHWs (including CHRs, Promotores, etc.)
 - Create opportunities for more funding, larger amounts and more programs.
 - A concern is competition from programs with different models
- **Training and capacity building**
 - Need to ensure equity among CHWs as more CHWs acquire formal training; uphold value of lived experience and mentorship
 - CHWs entering the field who embody our unique qualities as a workforce, and not just to get a job
 - Individuals who are trained to be a CHW but do not have roots in the community as a trusted member of the community.
 - Other state bodies defining workforce needs and conditions without CHW stakeholders at the table (51% majority).
 - Language and education barriers to training programs and employment opportunities
 - Trainings must be in alignment with workforce values
- **Need for a universal data collection tool/system or process**
 - NACHW is working to bring together key audiences to build reliable data infrastructure

WHERE WE ARE GOING: Current work and moving forward

What do you want new leaders to know about the history and future of the workforce?

1. CHWs have to lead, to speak up for our workforce.
2. Advocacy is part of our scope. Relationship building is our skill and why we are good at what we do.
3. By using our voices, and building relationships with others who can also use our voices and power, we can make sure our workforce is heard, respected and that we get what we need to help communities and advance public health.
4. Authenticity and commitment to communities and to the profession over personal interests.
5. For a CHW, this work is a given. There is always much to be done. CHW work is not a typical 9-5 profession. Leadership is a labor out of love. Leadership comes from personal and professional experience and we are driven by our dedication and passion for each other and for the workforce.

Share Y(our) History

Share your experiences as part of CHW history, Unity, and NACHW history in the conference app!

