

FARE

FOR CHWs

Fostering Access, Rights, and Equity



TOOL KIT

2025

#FAREFORCHWs
#SafeSpacesMatter

Trust
Safe Space
Empowerment

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Purpose of this **TOOL KIT**

This toolkit is designed to support communication, engagement, and awareness-building for the FARE for CHWs Project. It aligns with the project's mission to foster trust, create safe spaces, and empower Community Health Workers (CHWs) and their employers to address and mitigate Gender-Based Violence and Harassment (GBVH).



PROJECT SUMMARY

The Fostering Access, Rights, and Equity (FARE for CHWs) project addresses the urgent need to support Community Health Workers (CHWs), predominantly women of color, who face inequities, workplace violence, and harassment. CHWs' unique lived experiences enable them to effectively serve marginalized communities, yet their roles expose them to heightened risks, including gender-based violence and harassment (GBVH). A 2024 NACHW survey revealed significant gaps in training, services, and legal assistance for CHWs in Alabama, Georgia, Mississippi, and North Carolina. The FARE project aims to: 1. Equip CHWs with resources to understand, prevent, and address GBVH risks. 2. Support CHW employers in creating safer workplaces through prevention education. 3. Sustain the initiative by building partnerships, training 50 CHW survivors as GBVH Specialists, and serving 5,000 CHWs and 300 employers. By fostering awareness, advocacy, and healing, FARE empowers CHWs to protect themselves, seek help, and build safer, more equitable work places.

PROJECT GOALS

1. Our primary goal is for CHWs to understand their GBVH risks and experiences and how to prevent, mitigate and access services and resources to address them.
2. Our secondary goal is for CHW Employers to create safer working environments using our project's prevention education resources and services.
3. Our tertiary goal is to sustain this project by expanding upon partnerships, outputs, outcomes and lessons learned.

GUIDING PRINCIPLES

TRUST: Cultivate authentic connections with CHWs and employers by respecting lived experiences and fostering mutual understanding.

SAFE SPACE: Ensure all communication materials promote environments where CHWs feel protected and valued.

EMPOWERMENT: Provide tools and resources that enable CHWs to take proactive steps in their healing and professional journeys.

STEPS IN THE HEALING JOURNEY

ROADMAP TO EMPOWERMENT

AWARENESS

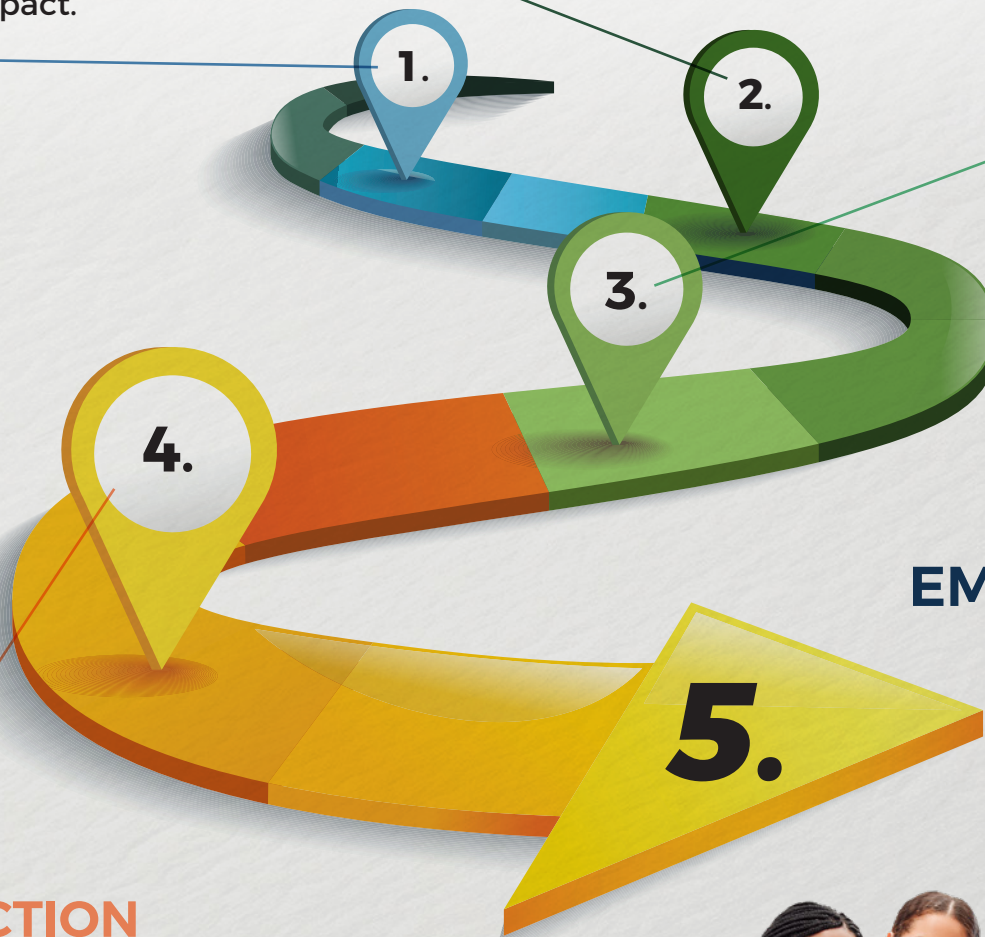
Recognizing GBVH risks and understanding its impact.

CONNECTION

Building supportive networks with peers and resources.

PREVENTION

Learning strategies to identify and mitigate risks.



EMPOWERMENT!

Transforming survivors into leaders and advocates.

ACTION

Accessing services, asserting legal rights, and advocating for safe workplaces.



FARE FOR CHWs



- **AWARENESS:** GBVH impacts CHWs disproportionately, especially in the Southeastern U.S.
- **EDUCATION:** Equip CHWs and employers with knowledge and tools to understand and address GBVH.
- **ACTION:** CHWs and employers can take concrete steps to prevent, mitigate, and address GBVH.
- **SUPPORT:** Resources, training, and referrals are available to empower CHWs.
- **COLLABORATION:** Success is achieved through partnerships between CHWs, employers, and ally organizations.

CORE MESSAGES



AFFIRMATION CARDS

Affirmation cards are a set of cards designed to inspire positivity, boost confidence, and support personal growth. Each card contains motivational statements focusing on self-love, mindfulness, and goal-setting.

Features:

- Positive, goal-oriented messages (e.g., “I am capable of achieving my dreams”).
- Themed around gratitude, productivity, and self-worth.
- Visually appealing with calming designs and colors.
- Compact and portable for everyday use.

How to Use:

- **Daily Intention:**
Draw a card to set a positive tone for the day.
- **Mindfulness Practice:**
Use during meditation or journaling.
- **Motivational Reminder:**
Keep cards visible as constant encouragement.
- **Goal Inspiration:**
Select cards to address specific challenges.



Affirmation cards are a versatile tool for fostering optimism and a positive mindset, ideal for personal development.

AFFIRMATION CARDS

1.

I AM STRONG AND CAPABLE OF OVERCOMING CHALLENGES.

2.

MY VOICE MATTERS, AND I DESERVE TO BE HEARD.

3.

I AM CREATING A SAFE AND EMPOWERING SPACE FOR MYSELF AND OTHERS.

4.

HEALING IS A JOURNEY, AND I AM TAKING STEPS FORWARD EVERY DAY.

5.

MY EXPERIENCES DO NOT DEFINE ME; THEY EMPOWER ME TO GROW.

6.

I AM WORTHY OF RESPECT, SUPPORT, AND SAFETY.

7.

EACH STEP I TAKE IS A VICTORY FOR MY WELL-BEING AND GROWTH.

8.

I TRUST MYSELF TO NAVIGATE CHALLENGES WITH COURAGE AND RESILIENCE.

9.

I AM A BEACON OF HOPE AND STRENGTH FOR MY COMMUNITY.

10.

MY STORY IS POWERFUL, AND SHARING IT CREATES POSITIVE CHANGE.

JOURNAL PROMPTS



Journal prompts are guided questions or topics that encourage reflection, helping individuals process emotions, gain clarity, and foster personal growth. They play a significant role in healing by providing structure to explore thoughts and feelings that may be difficult to articulate otherwise. Here are a few to kickstart or continue to assist you in your healing journey.

HEALING-FOCUSED PROMPTS:

1. What does healing mean to me, and what steps can I take today to prioritize it?
2. Write about a time you overcame a challenge and how it made you stronger.
3. How do I create a sense of safety and trust in my daily life?
4. What affirmations or positive thoughts resonate with me during tough times?
5. Describe how I envision my life once I have fully healed from past traumas.



EMPOWERMENT AND AWARENESS PROMPTS:

6. What does it look like to feel safe, affirmed, and healthy in my community?
7. Reflect on a moment when I felt empowered. What contributed to that feeling?
8. How can I support others in their healing journeys while maintaining my boundaries?
9. What steps can I take to foster trust and safety in my workplace?
10. Write about a time when I used my voice to advocate for myself or others. How did it feel?



EVALUATION METRICS

REACH:

Number of CHWs and employers accessing the webpage.

ENGAGEMENT:

Participation rates in webinars, training, and events.

IMPACT:

Pre- and post-surveys measuring changes in awareness, skills, and confidence.

SUSTAINABILITY:

Usage and adaptation of resources beyond the grant period.



INFORMATION COLLECTION:

The FARE for CHWs Project is committed to ensuring the privacy and confidentiality of all individuals participating in our evaluation process. All information collected for our evaluation metrics will be non-identifiable data. This means that no personal identifiers, such as names, addresses, or other unique personal information, will be collected, stored, or linked to the data.

Our focus is solely on aggregated insights to evaluate program effectiveness and inform future improvements. By adhering to these standards, we maintain the highest levels of data protection and privacy compliance, fostering trust and transparency throughout the evaluation process.

If you have any questions or concerns regarding our data collection practices, please feel free to contact us for further clarification.



RESOURCES



NATIONAL HOTLINES/RESOURCES

- **National Sexual Assault Hotline (RAINN):** 800-656-HOPE (4673) or online chat.
- **National Domestic Violence Hotline:** 1.800.799.SAFE (7233) or text “START” to 88788.
- **National Human Trafficking Hotline:** 1-888-373-7888 or text “BEFREE” to 233733.
- **Image-Based Sexual Abuse Hotline:** 1-844-878-2274 (Cyber Civil Rights Initiative).
- **EEOC Resources:** Information about employment discrimination and how to file complaints. Visit <https://www.eeoc.gov> or call 1-800-669-4000.
- **OSHA Worker Safety Resources:** File workplace safety complaints at <https://osha.gov/workers/file-complaint> or call 1-800-321-6742.
- **Office for Victims of Crime (OVC):** Access state-specific resources for crime victims at <https://ovc.ojp.gov>.

TRAUMA-INFORMED RESOURCES

- **Futures Without Violence:**
Trauma-informed training and resources available at <https://workplacesrespond.org/>.
Contact Ana Van Balen at avanbalen@futureswithoutviolence.org.
- **Campaign for Trauma-Informed Policy and Practices:**
Toolkit for creating trauma-informed workplaces.
- **National Human Trafficking Training and Technical Assistance Center:**
Resources for trauma-informed workplaces.
- **National Fund for Workforce Solutions:**
Guidance on trauma-informed approaches in workforce development.

Additional resources can be found on our website, www.NACHW.com/FARE

STAY CONNECTED!

www.NACHW.org/FARE



Contact us at: FAREForCHWs@HRiA.org

STAYING CONNECTED

In an effort to keep this a safe trauma informed confidential space we will not be collecting emails. All future webinars and events will be announced through our NACHW newsletter and social media channels. Please sign up for our newsletter to stay up to date. www.NACHW.org



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