



WASHINGTON STATE COMMUNITY  
HEALTH WORKER TASK FORCE

# Presentation Purpose

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Provide an overview of the CHW Task Force

- Purpose
- Process and membership
- Recommendations
- Next steps
- Questions

# Equity and Inclusion Statement

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“The role of a Community Health Worker is framed by the “heart of service,” which is a commitment to health equity and improving community conditions so that all Washingtonians can reach their full potential.

We acknowledge that historical and institutional racism play a role in health disparities. Our work must then be prioritized by including all Washingtonians who experience disparities because of race, gender, ethnicity, national origin, gender identity, sexual orientation, religion, age, geographical location or physical and behavioral health.

Measurable progress on integrating equity in our state's partnerships, budgets, policies, staff, boards and service deliveries must be an active and transparent process. It requires continuous commitment, awareness and actions to create community transformation with an overall success of present and future generations in the Evergreen State.”

# CHW Task Force Members 2018/19



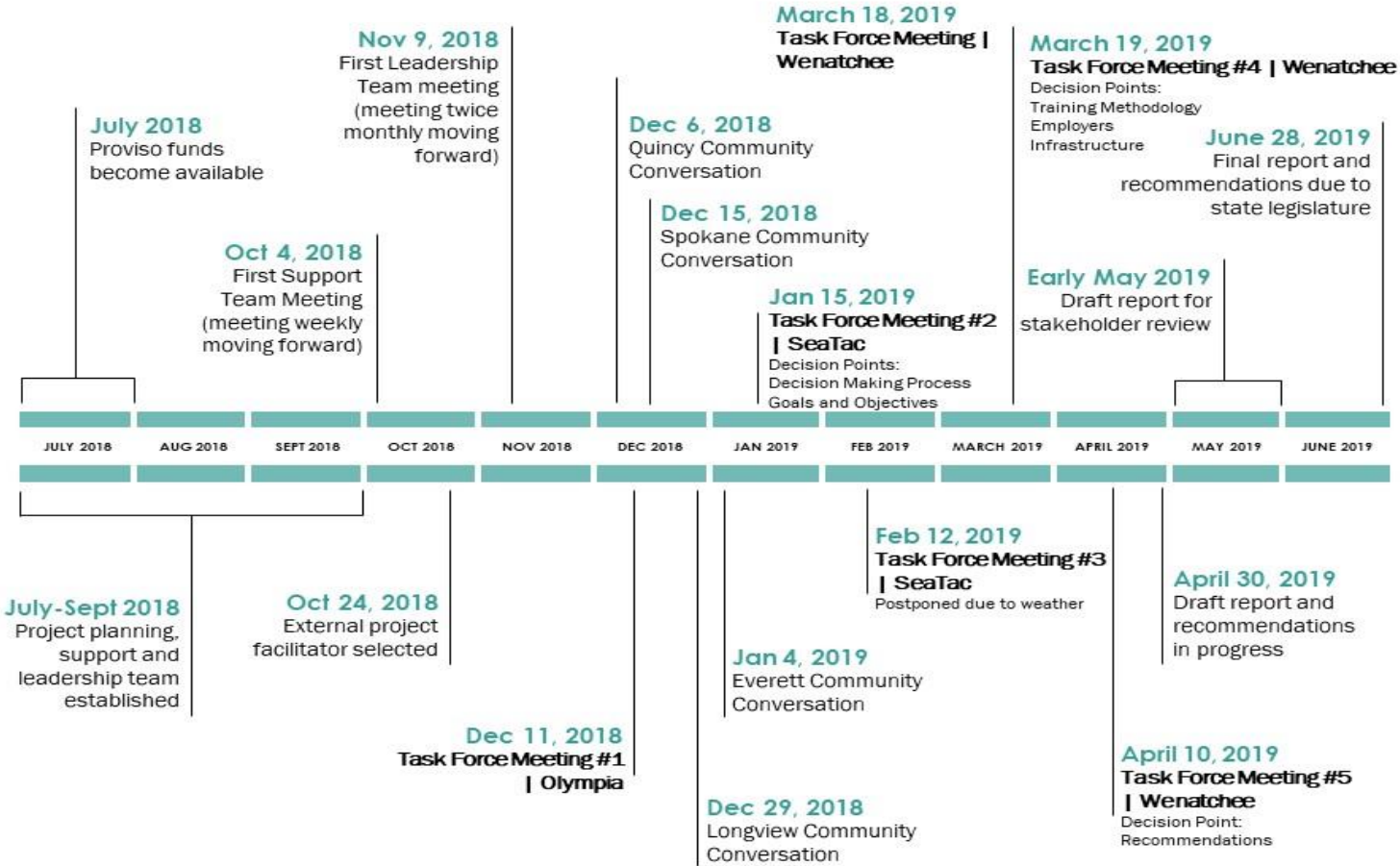


# Washington State CHW Task Force

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- Funded through legislative Bill Proviso
- Building from [2016 Task Force Report](#)
  - Specific focus on the development of guidelines for implementing the CHW training and education recommendations
- Reconvened Task force participants from 2016, with some new members
- Statewide Meetings and Community Conversations
- Final Report due 6/30/2019

# Community Health Worker Taskforce Timeline (2018-2019)



# Community Conversations

Quincy	<ul style="list-style-type: none"><li>• The Community Health Worker Coalition for Migrants and Refugees</li><li>• Washington State Promotores Network</li></ul>
Spokane	<ul style="list-style-type: none"><li>• Eastern Washington Community Health Worker Network</li></ul>
Longview	<ul style="list-style-type: none"><li>• Southwest Washington Community Health Advocate and Peer Support Network (SW CHAPS)</li><li>• The Community Health Worker Collaborative of Pierce County</li></ul>
Everett	<ul style="list-style-type: none"><li>• The Whatcom Alliance for Health Advancement (WAHA)</li></ul>

# Methods/Delivery Themes

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- Create trainings in multiple languages
- Allow CHWs to customize their training curriculum
- Pay CHWs a livable wage
- Don't charge for required CHW trainings
- Provide travel reimbursement or transportation, childcare, and meals to training attendees



# Content Themes

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- How to communicate with people who speak other languages or who have disabilities
- Mental Health, Behavioral Health, Substance Abuse, Mental Health First Aid, ACEs, trauma-informed care, crisis intervention
- Self-empowerment, self-esteem, self-care, boundaries, handling second-hand trauma
- Cultural awareness / diversity / bilingualism
- Advocacy & Self-Advocacy – how to make your case and identify process for resolution

# Employer Support

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- Need funding for the CHW work
- Remove barriers to participating in training
- Desire for a one-stop website for CHWs and community members seeking CHWs
- Supervisor accessibility

# Task Force Decision Making Process

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- CHW-driven decision making;
- Shared understanding of timeline and constraints;
- Hearing the voices of everyone in the room; and
- Full disclosure.



# Objectives:

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- Develop guidelines to ensure an inclusive, equitable, culturally appropriate process for sharing information and making decisions;
- Build relationships among Task Force members with an emphasis on cross-stakeholder connections; and
- Develop actionable guidelines for implementing training and education recommendations including:
  - Essential components of what should be taught in a core training (skills & abilities)
  - How various styles should be incorporated into CHW training and education (methodology)
  - Key organizational investments to train, integrate and retain CHWs (such as organizational infrastructure, CHW coaching, and administrative support)

# Recommendations

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- Abilities
- Methodology
- Employer Support
- Infrastructure

# Abilities:

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- Alignment with skills
- Critical elements of core CHW Training
- Across all roles and communities

*Example-*

Skill: Service Coordination and Navigation

- *Navigate the systems, benefits and partners to find, create, and connect individuals, families and communities to the resources they need.*



# Methodology

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- Accessibility of training (Frequency, Costs etc)
- Multiple methods (How and who provides training)
- CHW led in partnership with stakeholders and employers

# Employer Support

- What support do employers need to bring out the best in CHWs?
  - Sustainability of the work
  - Ongoing development of standards
  - Employer resources, toolkits



# Infrastructure Considerations

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- Organizational structures should be grounded in equity and social justice, with CHWs and the community at the center.
- Move forward education and training as part of CHW Workforce
- Ongoing not episodic work
- Single body composed of multiple stake holder organizations

# Commitments

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- Wide dissemination of report recommendations
- Partnering with CHW leaders and stakeholders involved in addressing the recommendations of the Task Force.
- And the Department commits to aligning the existing CHW Training Program with the recommendations of the CHW Task Force.

CHW Task Force Web Page with Resources:  
[www.doh.wa.gov/chwts](http://www.doh.wa.gov/chwts)

# Thank You!

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Questions?

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