



Community of Transformation | PROGRAM BINDER

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WORKSHOP 1

	JANUARY 17, 2023	JANUARY 24, 2023
TOPICS	BUILDING OUR CAPACITY TO ACT (English Recording) (Spanish Recording) Community organizing and coalition building - Review four approaches to sustainability - Review concepts of power and power analysis - World Cafe Activity: Discuss principles of collaborating for equity and justice	COT-SHARED MOVEMENT BUILDING (English Recording) (Spanish Recording) Growing our Network: CHW Network opportunities Mapping sustainability work Introduce power mapping steps <i>Starting the map: What are we already doing?</i>
OBJECTIVES	- Understand one's own power and sphere of influence - Consider systems of power when planning for and implementing sustainability approaches - Identify key practices of collaborating for equity and justice - Explore local and national Network opportunities - Contribute to a landscape map of CHW sustainability	
OUTCOMES	Sustainability goals are defined	
MATERIALS	Agenda - Presentation slides: Day 1 Day 2 World Cafe questions	Sustainability goals worksheet (examples) Workshop Reflection and Action Steps Partnerships table
POST-WORKSHOP	☐ Complete Workshop Reflection and Action Steps ☒ Continue filling out your partnerships table	☐ Continue working on Sustainability Goals worksheets



WORKSHOP 2

TOPICS	APRIL 4, 2023	APRIL 11, 2023
	OTHERING AND BELONGING (English Recording) (Spanish Recording) • One-to-ones • Practice time for one-to-ones COT-SHARED MOVEMENT BUILDING • Growing our network: State and local health departments collaborating with CHW networks • Mapping sustainability work • Assessing the map: <i>Identifying synergies/ opportunities and commitments to collective action</i>	SYSTEMS AND STRUCTURAL CHANGE (English Recording) (Spanish Recording) • Medicaid • Integration • State Budgets • Pathways TEAM TIME Focused time to work on sustainability plans with support from subject matter experts.
OBJECTIVES	• Explore strategies for building relationships with local and national CHW associations • Identify individual and collective self-interest in CHW sustainability • Use a power map to prioritize relationship building to advance CHW sustainability goals • Increased knowledge of CHW fiscal sustainability and funding models	
OUTCOMES	Policy and Structural Goals are defined	
MATERIALS	• Agenda // Activity Guide: Day 1 Day 2 • Presentation slides NACHW slides • 1:1 Conversations & Goals	• Self-interest Worksheet // Power Mapping Grid • CHW Fiscal Sustainability Worksheet • Reflections and Action Steps Worksheet
POST-WORKSHOP	☐ Complete Workshop Reflection and Action Steps ☐ Continue working on Power Maps	☐ Continue working on Sustainability toolkit worksheets



WORKSHOP 3

	AUGUST 8, 2023	AUGUST 15, 2023
TOPICS	BUILDING CHW POWER TO ACHIEVE CHW WORKFORCE EQUITY (English Recording) (Spanish Recording) • Defining “Respect and Valued” • Equity Leadership Practices • Leadership Roles and Career Ladder • Pay Equity • Advocacy TEAM TIME: Focused time to work on sustainability plans with support from subject matter experts.	COMMUNITY ORGANIZING PRACTICES (English Recording) (Spanish Recording) • Asset-based Community Engagement • Targeted Universalism • Issue Cutting COT-SHARED MOVEMENT BUILDING • Power Maps: Map the field of power and influence <i>What do we need to prioritize, making a plan</i>
OBJECTIVES	• Use Targeted Universalism to apply an equity lens to policy and structural goals • See themselves as advocates and leaders for advancing CHW workforce equity • Practice using an asset-based framing to co-create solutions that advance equity • Explore principles of community organizing as a strategy for building power with CHWs to advance sustainability • Build individual and communal sense of power • Incorporate workforce equity approaches in sustainability plans	
OUTCOMES	Have a sustainability plan that includes building and sustaining CHW power	
MATERIALS	• Agenda • Activity Guide: Day 1 Day 2	• CHW Financial Sustainability Toolkit • Cutting Equity Issues Worksheets
POST-WORKSHOP	☐ Complete Workshop Reflection and Action Steps ☐ Continue working on Community Organizing Tools	☐ Continue working on Sustainability toolkit worksheets



WORKSHOP 4

	JANUARY 9, 2024	JANUARY 16, 2024
TOPICS	INCREASE CHW LEADERSHIP CAPACITY TO IMPLEMENT FINANCIAL SUSTAINABILITY APPROACHES (English Recording) (Spanish Recording) - Medicare Reimbursement - Financial Sustainability Toolkit Team time TEAM SHARING AND NETWORKING small group breakouts to discuss CHW leadership in the context of financial sustainability approaches.	STRATEGIC COMMUNICATIONS (English Recording) (Spanish Recording) - Using a message box to tailor communications - Message Box Team Time PEER CONSULT ON MESSAGE BOX: Opportunity for cross community sharing and support. Teams give and receive message box feedback.
OBJECTIVES	Participants will: - Continue building CHW leadership capacity to implement financial sustainability approaches. - Practice developing and using a unified message to achieve collective goals.	
OUTCOMES	Have a message box tailored to communicate sustainability goals for a specific audience	
MATERIALS	Agenda - Activity Guide: Day 1 Day 2 CHW Financial Sustainability Toolkit (updated) Message box	- CHW Leadership in Sustainable Funding Approaches Blended or Braided Funding Medicaid/Medicare - CHW Integration (Group 5 Group 6)
POST-WORKSHOP	☐ Complete Workshop Reflection and Action Steps ☐ Continue Sustainability toolkit worksheets	☐ Continue working on the message box ☐ TA to discuss the Sustainability Summit



WORKSHOP 5: CHW SUSTAINABILITY SUMMIT (APRIL 16-18)

TOPICS

The **CHW Sustainability Summit** is focused on CHW workforce equity and developing strategies for achieving sustainability goals. Summit participants will explore sustainability topics that include:

- **CHW leadership and ally support**
- **Sustainable Funding approaches**
- **Using evaluation to support CHW workforce sustainability and scalability**
- **Aligning local and national efforts**

OBJECTIVES

By the end of the summit, participants will be able to:

CHW leadership and ally support

- Identify as a CHW or CHW ally in the CHW movement to sustain the workforce
- Recognize the importance of CHW leadership in sustaining the CHW workforce

Sustainable Funding Approaches

- Communicate CHW sustainability goals and values clearly and consistently across multiple contexts
- Execute equitable financial sustainability strategies specific to their context in the final year of CCR funding

Using evaluation to support sustainability and scalability

- Articulate the long-term impact of CHW work and CCR funding for multiple audiences

Aligning local and national efforts

- Identify key equity and leadership practices to advance CHW workforce sustainability.
- See themselves as advocates and leaders for advancing CHW workforce equity



AGENDA & KEYNOTES

CHW Sustainability Summit Agenda (Days 1-3)

Please see below for a list of select keynote presentations that will be recorded during the Summit. *Video links will be added to this section following the event.*

DAY 1

From the Moment to the Movement

Featuring Denise Octavia Smith, CHW, National Association of Community Health Workers

Equitable Partnerships between CHWs and Non-CHW Researchers

CCR Special Studies Panel

DAY 2

Beyond Short Term Funding: CHW Financial Sustainability

Featuring 2109 Recipients, Tim McNeil, and Carl Rush

DAY 3

CHW Movement Building

Featuring the North Carolina Health Department, North Carolina CHW Association, and Partners in Health

Rising to the Challenge

Featuring 2109 Recipients and Durrell Fox, CHW



MATERIALS	
Tool	How to use it
Resource Inventory A place to compile the connections you have (both personal and professional) as you think about what kind of resources will be needed to reach your goal.	<u>Worksheet & Instructions</u>
Partnerships Table A visual representation of who we need to strengthen relationships with to achieve our purpose/goal. This tool provides a structured overview of potential collaborators and interested parties and is used in tandem with a Power Map. Featured in “Strategic decision making using a power map” workshop on Day 1	<u>Worksheet & Instructions</u>
Power Map A visual tool that helps us understand where power currently sits in a community (including the power that we have as individuals) and where/with whom we need to strategically build or grow relationships to achieve our goals. Featured in “Strategic decision making using a power map” workshop on Day 1	► <u>Intro Video</u> <u>Worksheet & Example</u> <u>Power Map (PDF)</u>
Self-interest Worksheet A tool designed to help you better understand the things you care about and why you care about them. Being aware of your own self-interest enables you to identify the self-interest of others and build more authentic relationships.	<u>Worksheet & Instructions</u> <i>(also found on pgs 18-19 of Summit Participant Guide)</i>



MATERIALS	
Tool	How to use it
1:1 Meetings Intentional conversations between two people to understand a person's needs, concerns, and interests related to a particular issue or cause. It aims to build relationships, gather insights, and mobilize collective action to address shared challenges and/or goals.	<u>Worksheet & Instructions</u> <i>(also found on pgs 20-22 of Summit Participant Guide)</i>
CHW Sustainability Goals Worksheet A goal setting tool that enables you and your team to have a shared understanding of what you are working on and how it aligns with your vision for CHW sustainability in your community.	<u>Example Worksheet</u>
CHW Financial Sustainability Toolkit This envision -designed toolkit uses relationship building as a central strategy to increase the collective power of the CHW workforce and supports CHWs and CHW allies to address complex CHW workforce sustainability challenges. Completing the planning exercises in the toolkit will assist you in advancing your goals and selecting the most effective strategies for your community. Featured in "Intro to financial sustainability options" on Day 1 and "Financial Sustainability Toolkit team time" on Day 2	► <u>Intro Video</u>  <u>Toolkit (PDF)</u>  <u>Fillable Toolkit</u> <i>(Google doc)</i>
Issue Cutting A prioritization tool that makes large, complex problems feel more manageable to take on and address. The issue cutting process helps us to reduce the scope of a problem in order to focus efforts on where change can really be achieved.	► <u>Intro Video</u>  <u>Toolkit Worksheet</u>
Message Box A strategic communications tool that enables us to clearly articulate goals with a specific audience such as decision makers. This tool ensures that the message coming from both individuals and groups is unified and accurately represents the collective interests of the community. Featured in "Connect with your audience with unified messaging" workshop on Day 2	► <u>Intro Video</u> <u>Example</u>



WORKSHOP 6

	JULY 9, 2024	JULY 16, 2024
TOPICS	ENGAGING WITH DECISION-MAKERS AND STORYTELLING FOR SUSTAINABILITY (English Recording) (Spanish Recording) Gain techniques to effectively communicate and influence decision-makers with an emphasis on storytelling • Team Time: Plan for a meeting with decision makers and identify an impactful story that aligns with a sustainability goal and the decision-maker's self-interest. • Peer Consult: In a mock meeting, practice storytelling and provide feedback to peers in preparation for engaging with decision makers • Action Planning: Define actionable steps for sustainability planning	CELEBRATING AND STAYING CONNECTED BEYOND THE COMMUNITY OF TRANSFORMATION (English Recording) (Spanish Recording) • Take time to evaluate and appreciate accomplishments and milestones achieved on this sustainability journey • Maintaining and growing connections to each other, envision and national partners
OBJECTIVES	• Prepare for strategic engagement with a decision-maker to advance CHW sustainability goals. • Identify clear next steps and plans for sustainability goals.	• Practice storytelling to effectively engage and build relationships with decision-makers. • Reflect on and celebrate progress.
OUTCOMES	• Have a strategy for engaging with decision makers that includes a compelling story. • Have clear next steps for achieving sustainability goals. • Have mechanisms for staying connected to envision, as well as other teams and national partners.	
MATERIALS	• Agenda Activity guide • Presentation slides: Day 1 Day 2	• CoT from A to Z checklist • Engaging with Decision-Makers Workbook • Workshop Reflection and Action Steps
POST-WORKSHOP	☐ Complete Workshop Reflection and Action Steps ☐ Continue CHW Sustainability Planning	☐ Complete your identified next steps for engaging with decision makers