



TEXAS
Health and Human
Services

Texas Department of State
Health Services

Promotor(a) or Community Health Worker Training and Certification Program Advisory Committee Meeting

January 28, 2022

Promotor(a) or Community Health Worker (CHW) Training and Certification Advisory Committee Meeting

FOR QUESTIONS AND COMMENTS:

You may submit your questions/comments to

CHW@dshs.texas.gov

Thank you.



TEXAS
Health and Human Services

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Promotor(a) or Community Health Worker (CHW) Training and Certification Advisory Committee Meeting

AGENDA

Friday, January 28, 2022, 10:00 a.m. – 12:30 p.m. CST

1. Welcome and Introductions ←
2. Approval of the Minutes
3. Health Promotion and Chronic Disease Prevention Section Update
4. University of Texas Health Science Center-San Antonio
5. Texas Association of Promotores & Community Health Workers
6. Advisory Sub-Committee Updates
7. Committee Member Sharing
8. Public Comment
9. Agenda items for next meeting
10. Adjourn



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Services

Welcome

Dr. Carolina Gonzalez-Schlenker, CHW

Supervisor/Instructor

University of Texas Health Science Center-

San Antonio



Ethics of the Heart

A proposal to illuminate, recognize, and foster promotores/CHWs' contribution to quality care in healthcare and public health

Carolina González Schlenker MD MPH

Chair, Training and Certification Subcommittee

TexasPromotor(a) & CHW Training and Certification Advisory Committee

January, 2022

OVERVIEW

What is being proposed?

The addition of an ethics component to promotores/CHWs list of competences required for state certification.

What are the competencies to be achieved by promotores/CHWs?

To effectively articulate to themselves and to others, the nature of the moral engagement they establish with those they care about that results in earning their trust.

To sustain their moral engagement and their trust-building tasks in the context of their employment.

To produce valuable information for the improvement of quality of care in healthcare and public health.

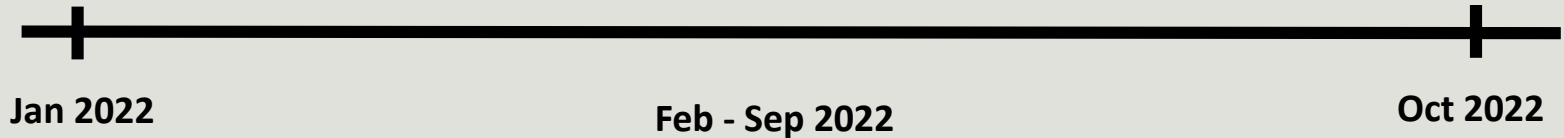
Why are the proposed competencies necessary?

The ethical frameworks currently being utilized by those employing promotores/CHWs are insufficient to solve the moral dilemmas they face in their work.

PROPOSAL'S TIME FRAME

Training and Certification Subcommittee Chair presents proposal to Advisory Committee.

Recommendation of the ad hoc ethics committee is presented to Advisory Committee for approval.



Proposal, ad hoc ethics committee membership, and calendar are accepted.

Ad hoc ethics committee is established and meets as necessary to analyze and craft formal proposal to the appropriate authorities of the Health Promotion and Chronic Disease Prevention Section of the Texas Department of State Health Services.

Contingent on approval, Advisory Committee sends request to state authorities.

PROPOSAL DEVELOPMENT

- Full curriculum developed in conjunction with South Texas Promotores Association (STPA) in 2021
- Eight Themes – Units of Instruction
- Synthesis for proposed competencies: development of a module with core concepts and skills

WHAT MAKES YOU A PROMOTOR(A)?

SOCIAL DETERMINANTS OF HEALTH

- 2008 WHO's report – moral imperative

US-MEXICO BORDER PROMOTOR(A) ANALYSIS

- 2010 HRSA/ICI
- “We work from the heart”
- Decoupling from FQHC's prime interests



Working from the heart context

ROLE AMBIGUITY

Misfit to commercial incentives

Misfit to biomedical disease-focused model

EXPERIENCE OF OPPRESSION

Banking model of education (Freire)

Poverty's ongoing traumatization

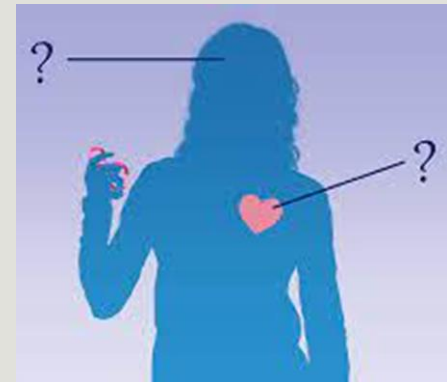
Cultural technification

SOPHISTICATED MORAL ENGAGEMENT

Divergent thinking

Convergent thinking

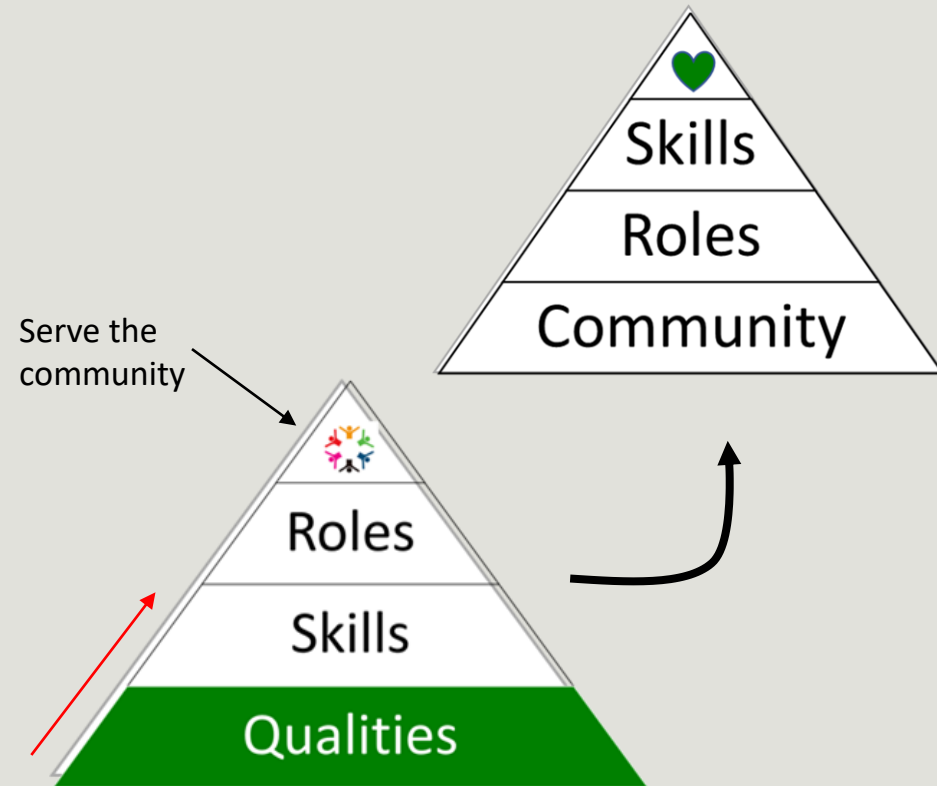
Organic temporality



THEME ONE

**Our lives are stories braided in a
cultural context**

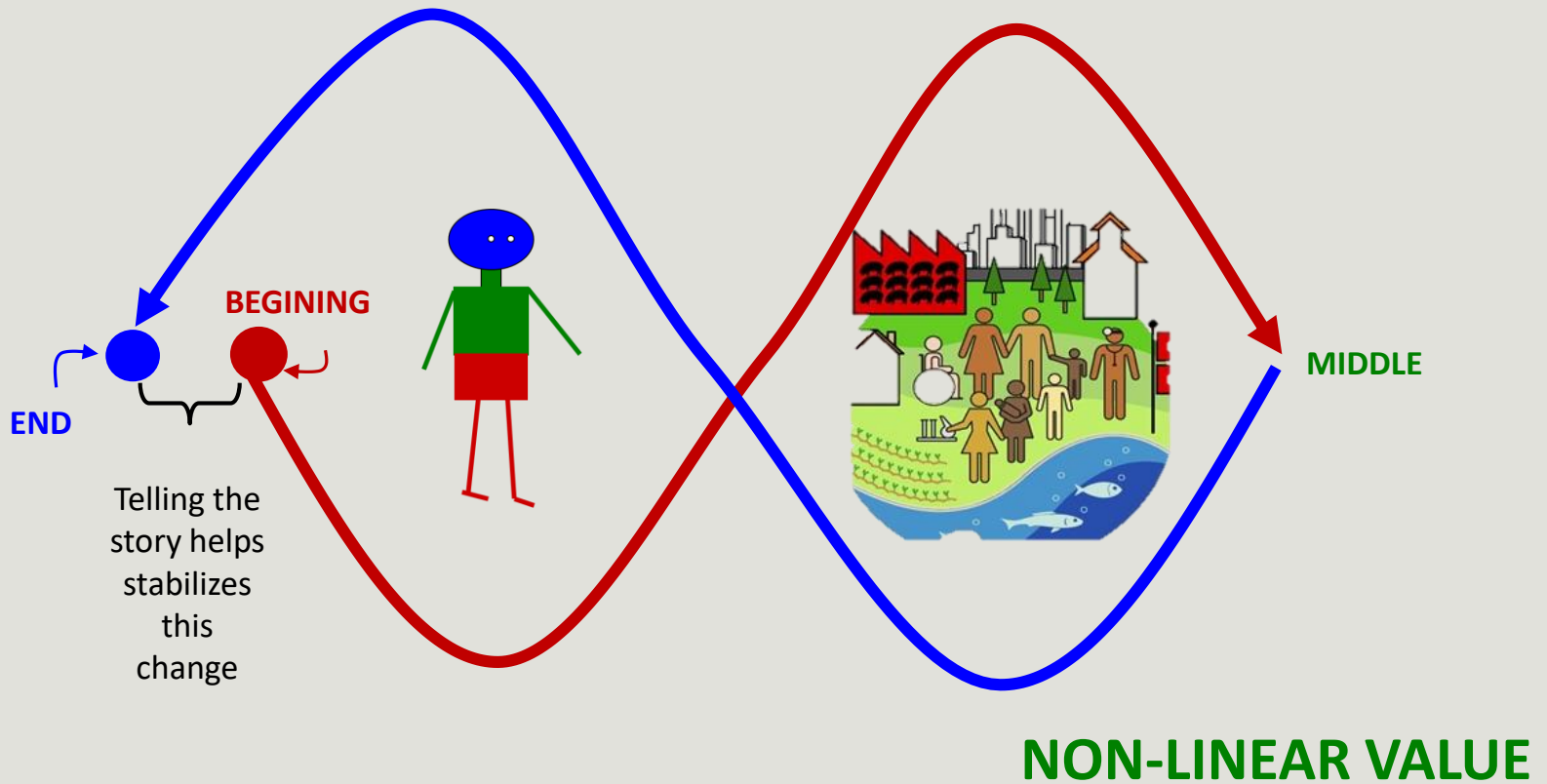
TRUSTED BY THE COMMUNITY = braiding stories



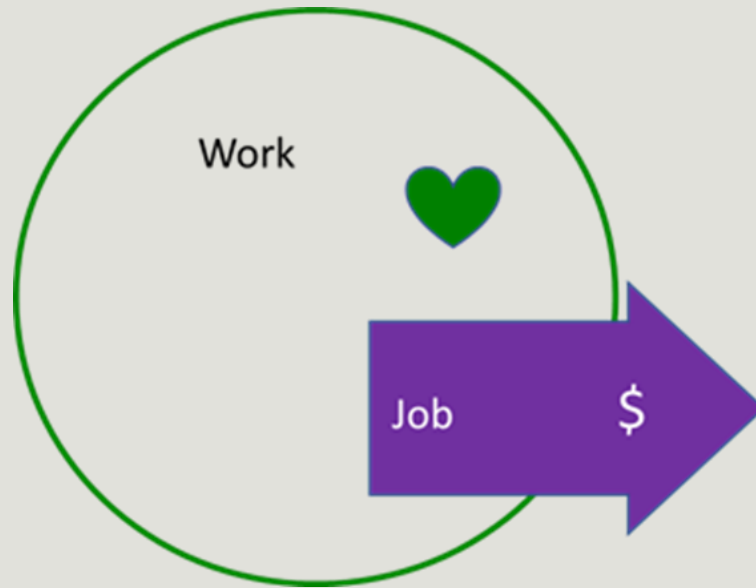
“We come from below, learning new things, remembering old things, we accumulate experiences from different places, from different people, we do everything from the heart, and in each place, we leave a little piece of ourselves”.

E.R. Promotora

A STORY



WORKING FROM THE HEART OR WORKING FOR MONEY?



Can we buy or sell
trust?

WORKING FROM THE HEART SCOPE: 3 LEVELS OF VULNERABILITY



Personal

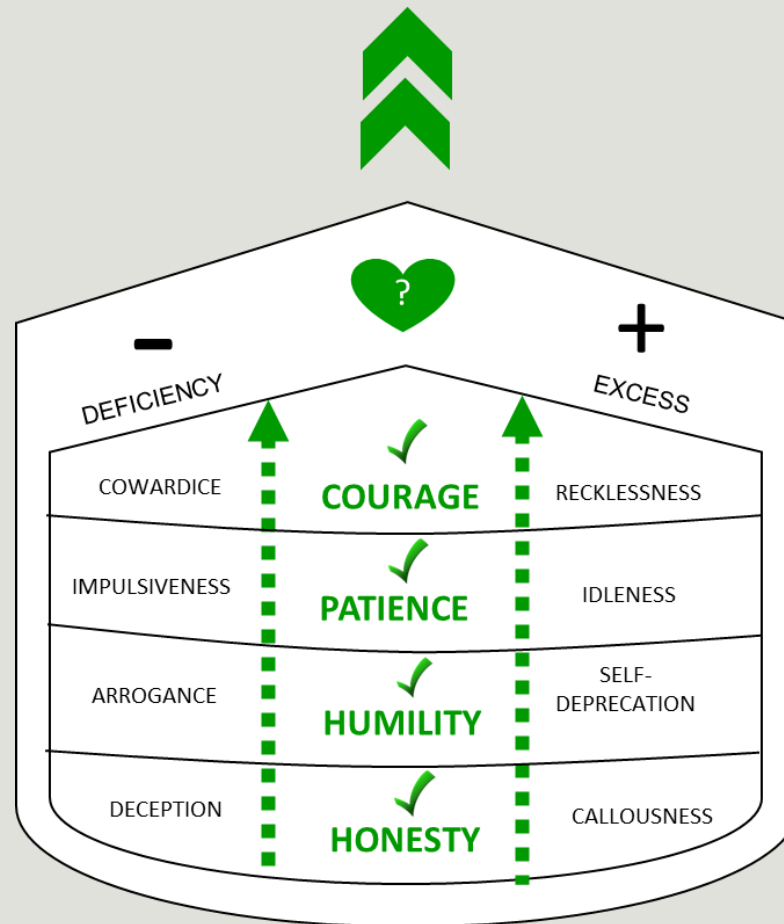


Interpersonal



Cultural

VIRTUE ETHICS



THEME TWO

Health under an insufficient ethical framework

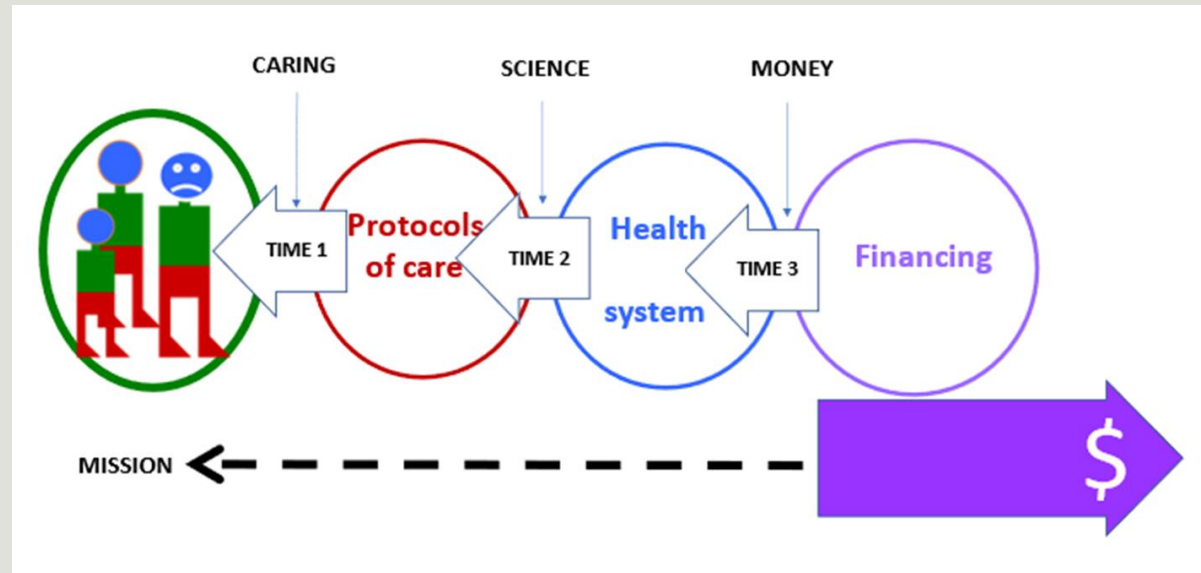
BIOETHICAL PRINCIPLES

- Respect for persons
- Beneficence
- Nonmaleficence
- Justice

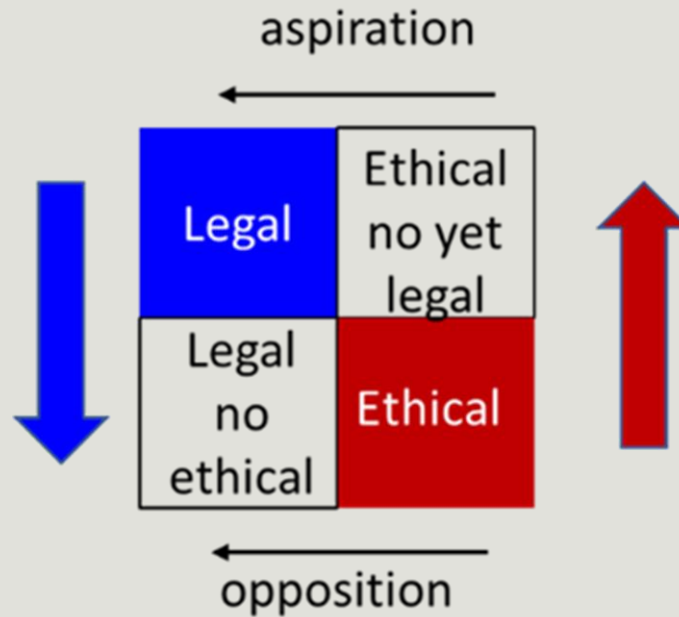
ETHICS COMMITTEES

PUBLIC HEALTH ETHICS

INSTITUTIONAL REVIEW BOARDS (IRBs)



POSITIVE CULTURAL CHANGE



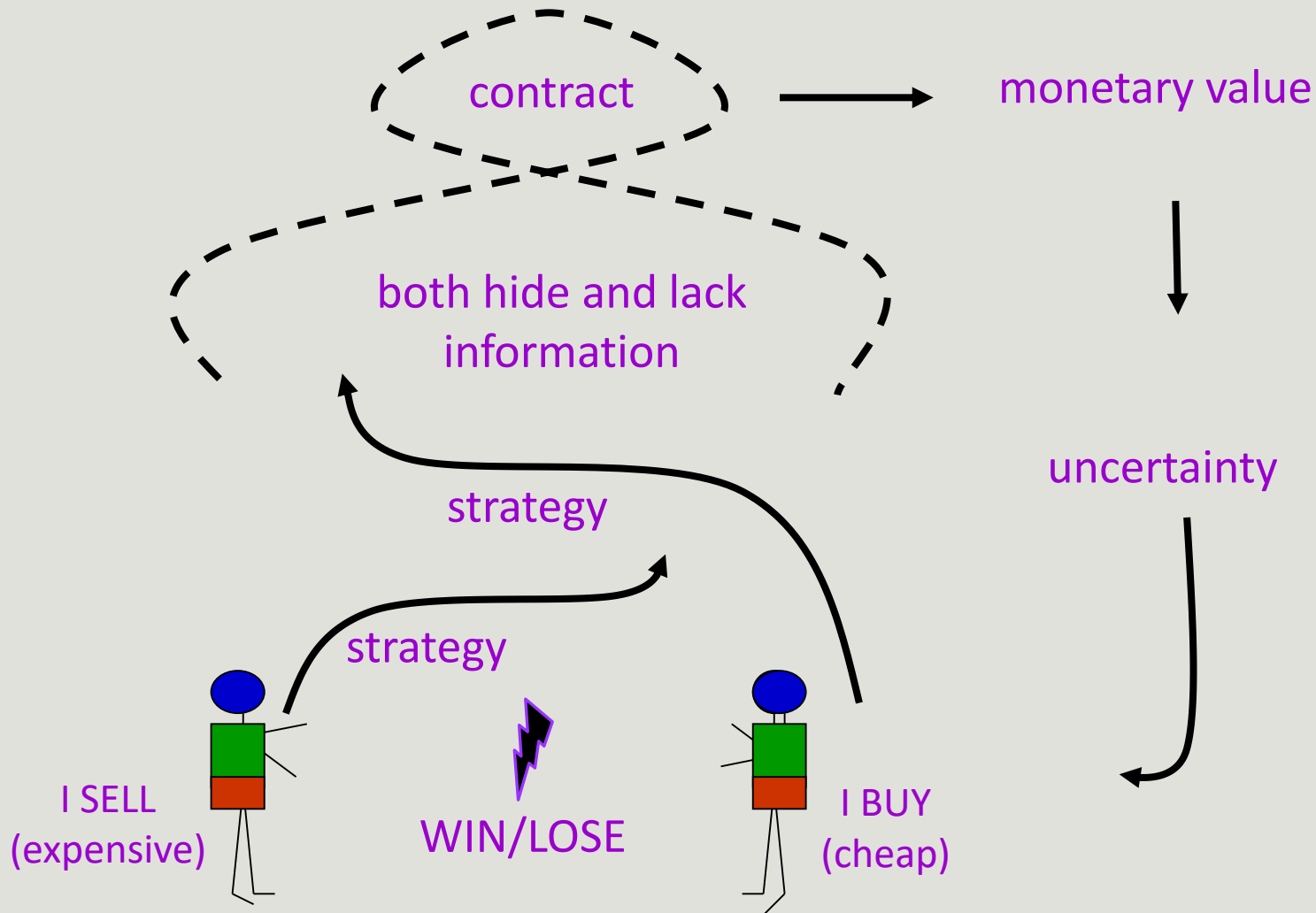
THEME THREE

Information in trust and distrust and care ethics

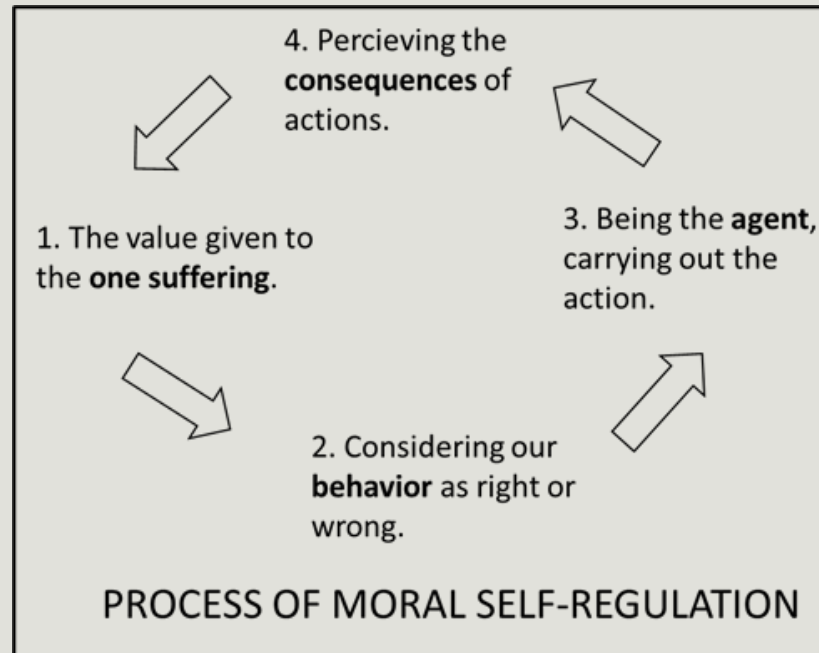


SCARCITY/RIVALRY MINDSET

Mullainathan, S., & Shafir, E. (2013)

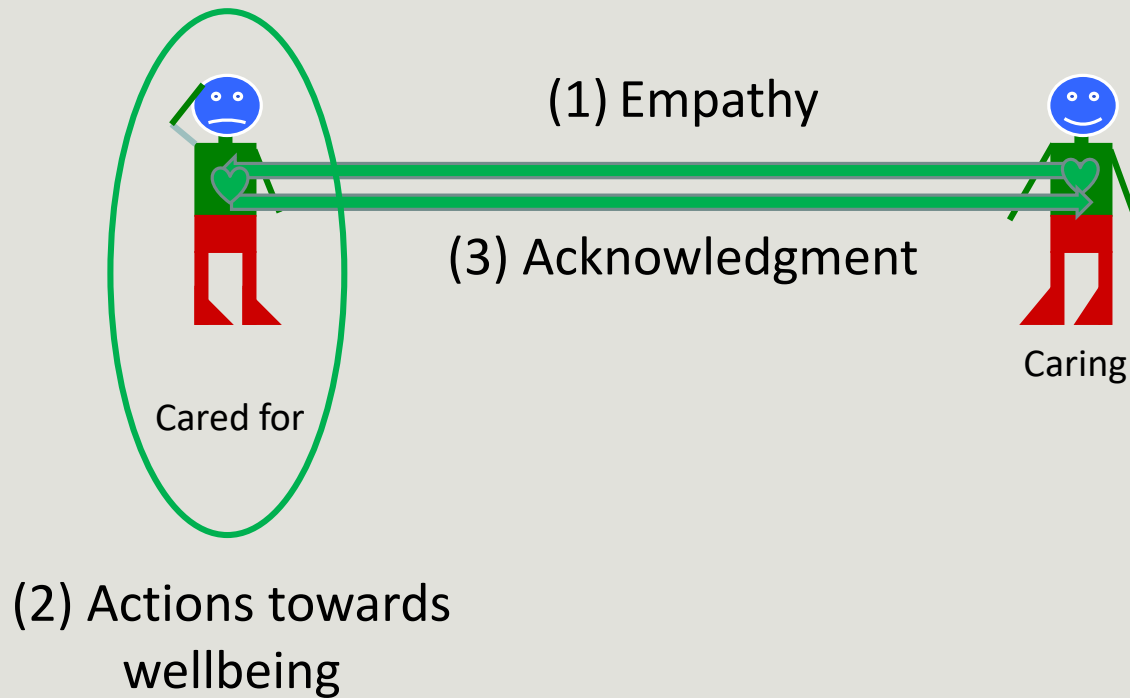


MORAL DISENGAGEMENT IN THE PRESENCE OF INHUMANITIES



(Bandura, 2012)

CARE ETHICS – A STORY

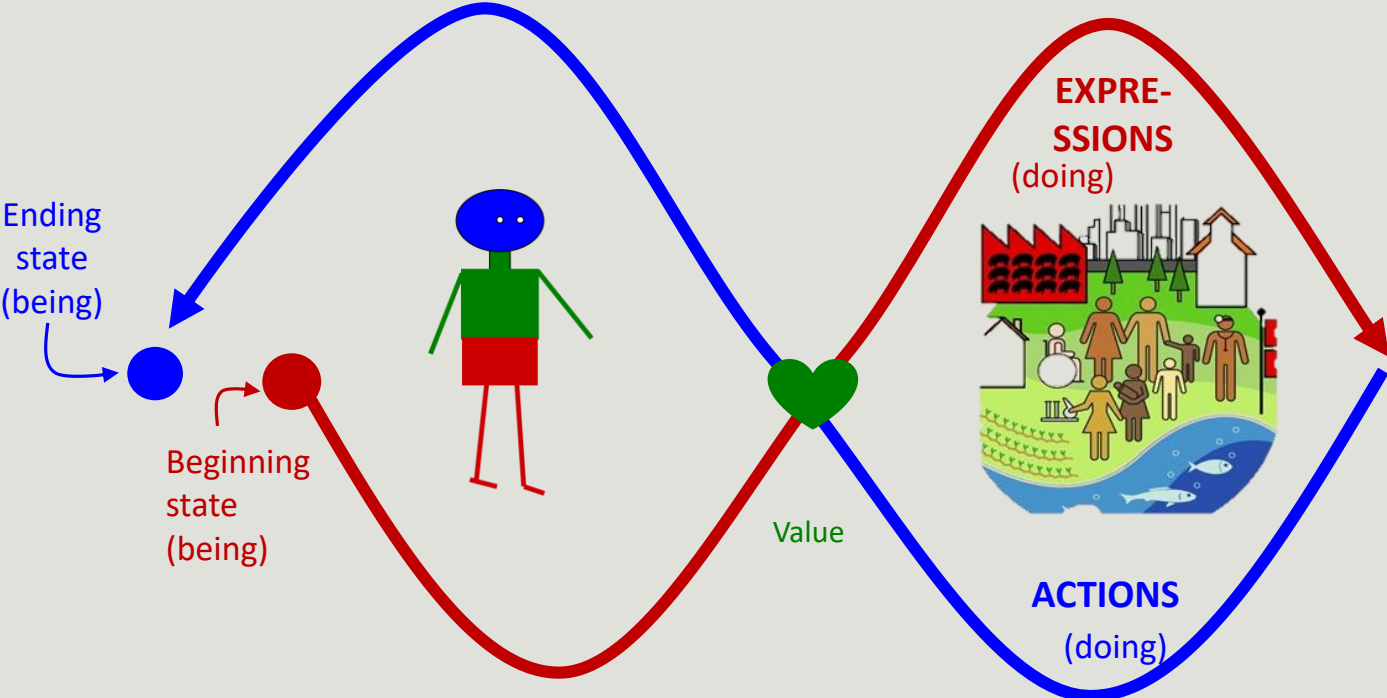


(Engster, D 2019)

THEME FOUR

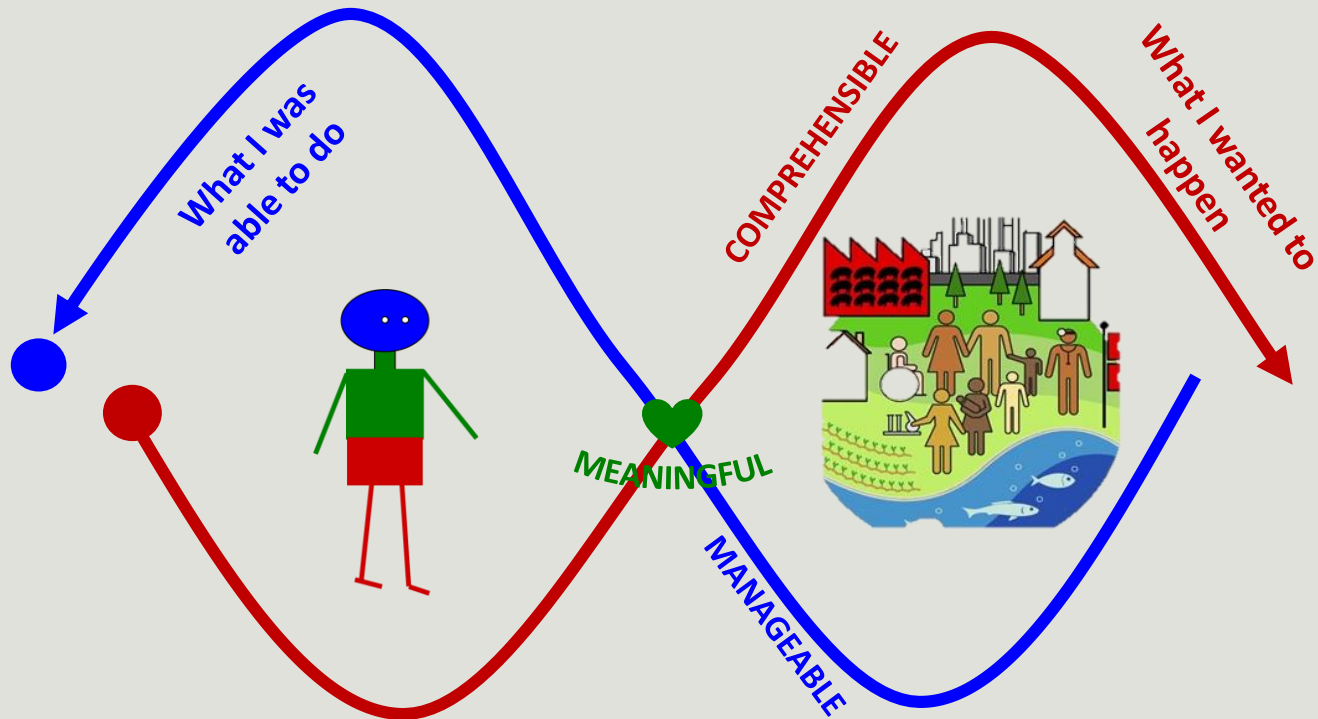
**Salutogenesis and
life's organizing principle**

THE STORY AS CAPABILITIES: BEINGS AND DOINGS WE VALUE



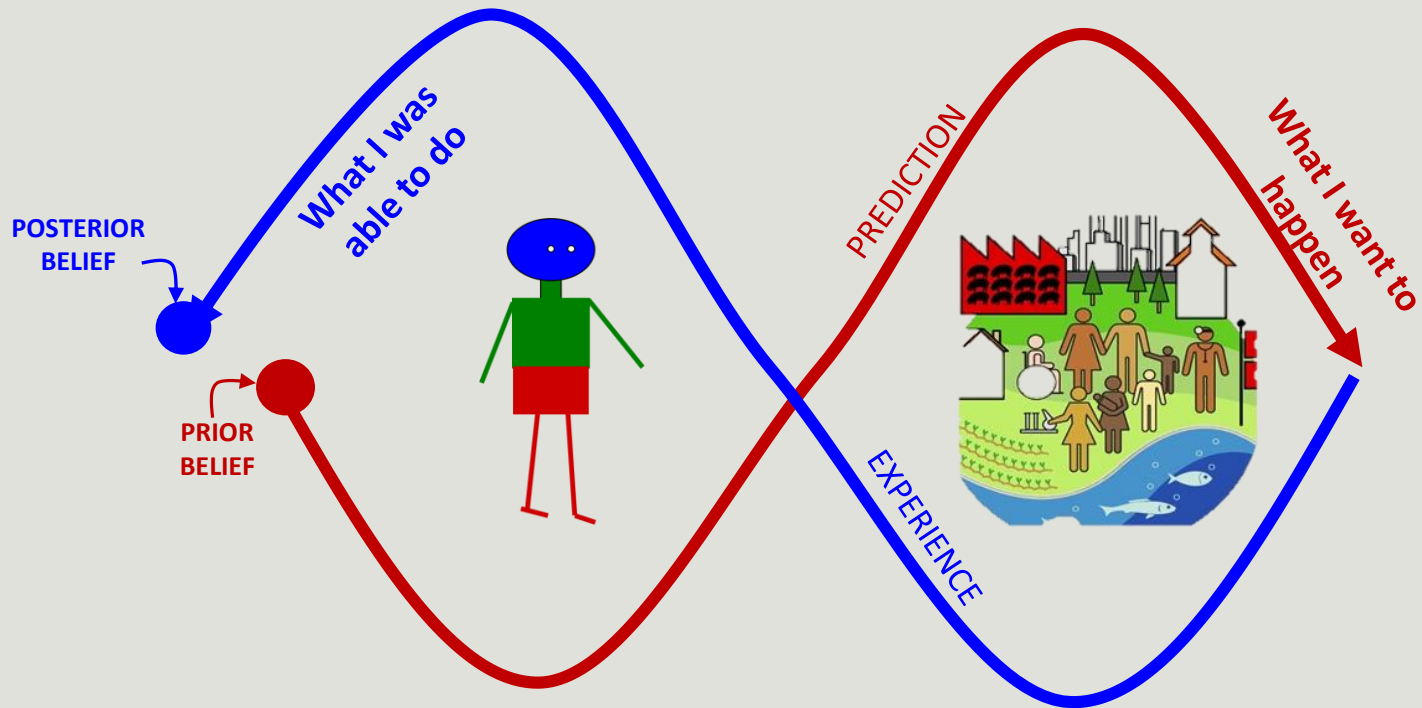
Sen, A. (1990)

THE STORY AS SALUTOGENESIS – “SENSE OF COHERENCE”

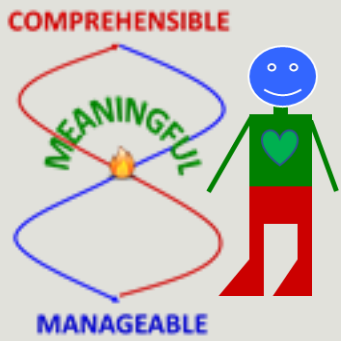


Antonovsky, A (1996)

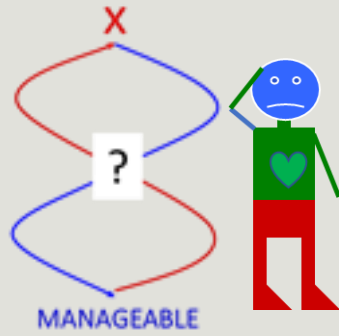
THE STORY AS BAYESIAN UPDATING



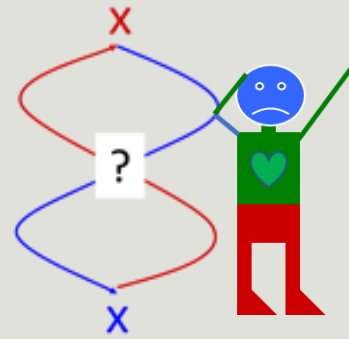
Peters, et. al (2017)



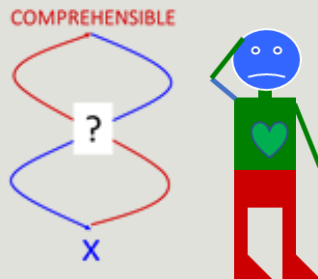
Sense of Coherence



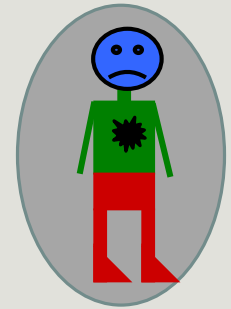
Coping



Confronting



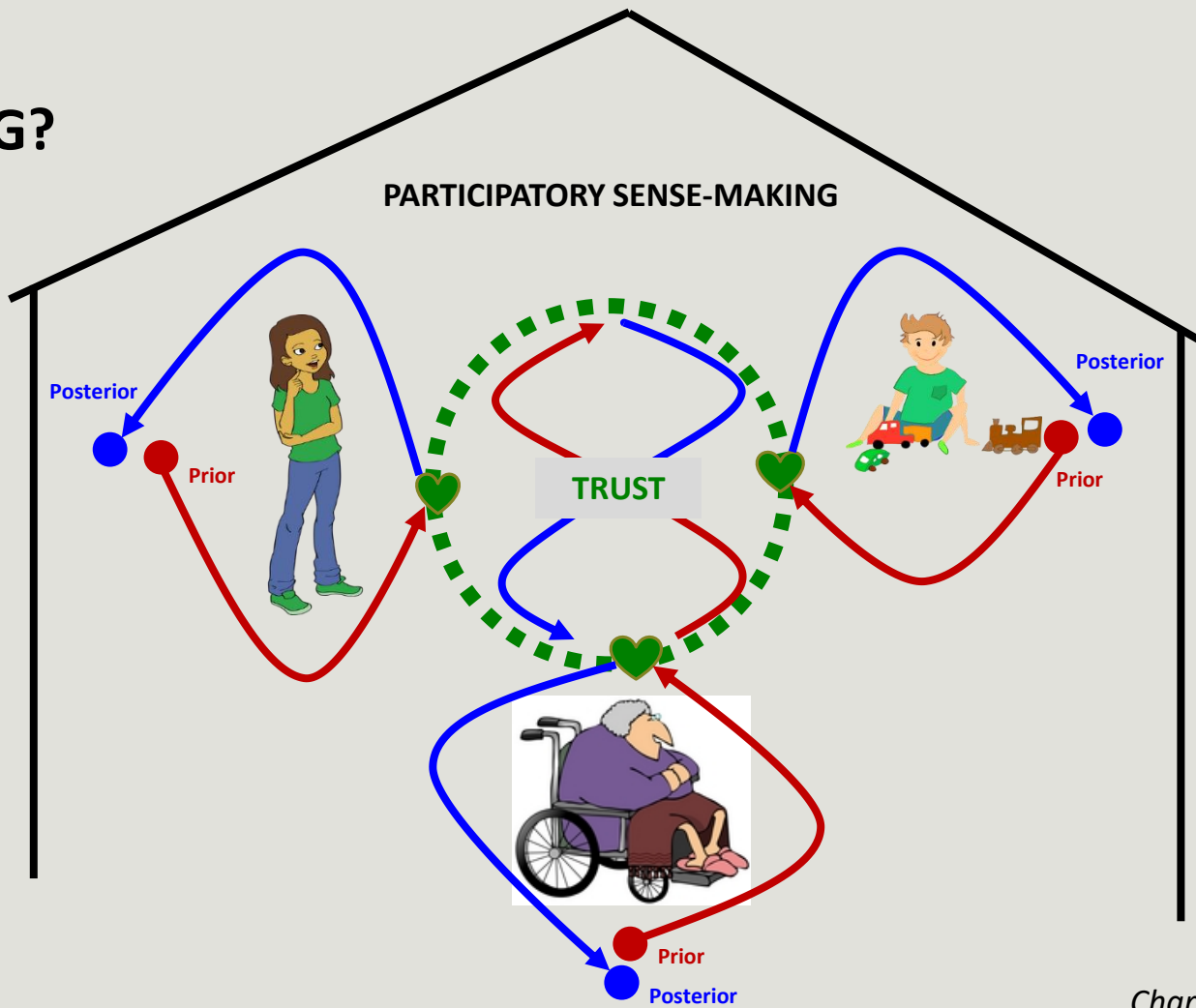
Coping



Survival

GRAY ZONES

BRAIDING?



NARRATIVE ETHICS

Charon & Montello (2002)

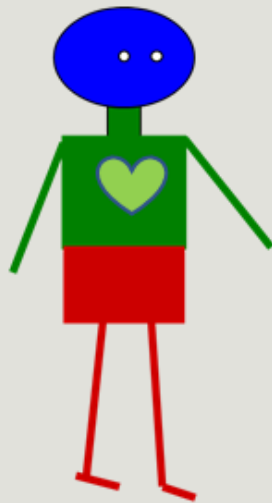
THEME FIVE

Braiding vectors, disconnection repairs, and transformative learning

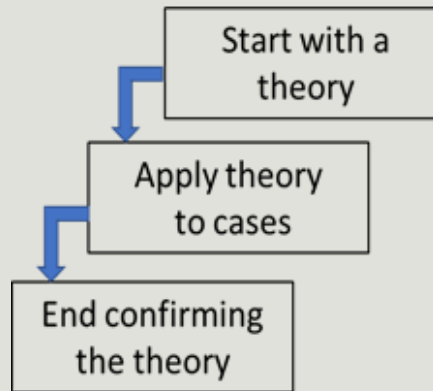
Beliefs



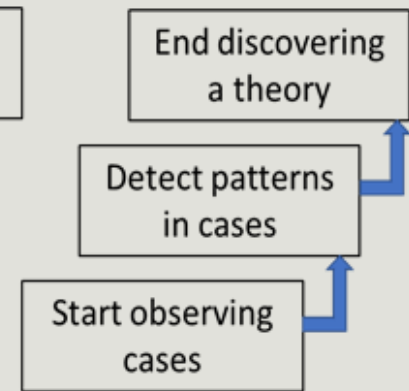
Actions



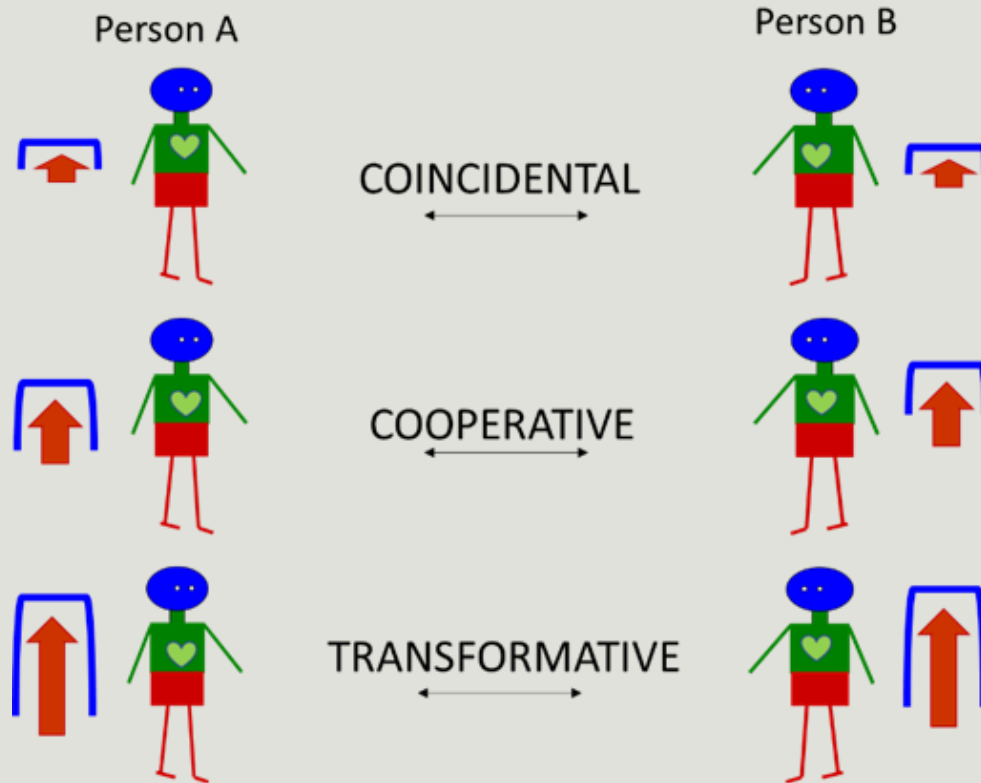
DEDUCTIVE
REASONING
(TOP-DOWN)

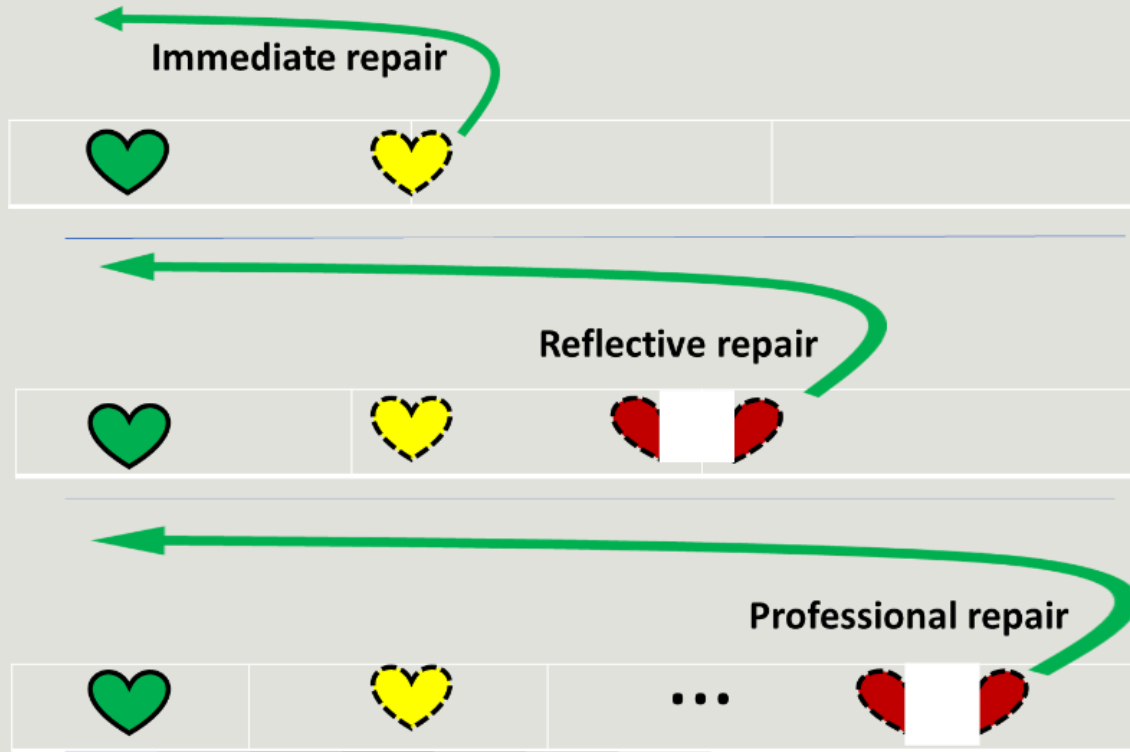


INDUCTIVE
REASONING
(BOTTOM-UP)



AFFECTIVE CHARGE IN INTERACTIONS

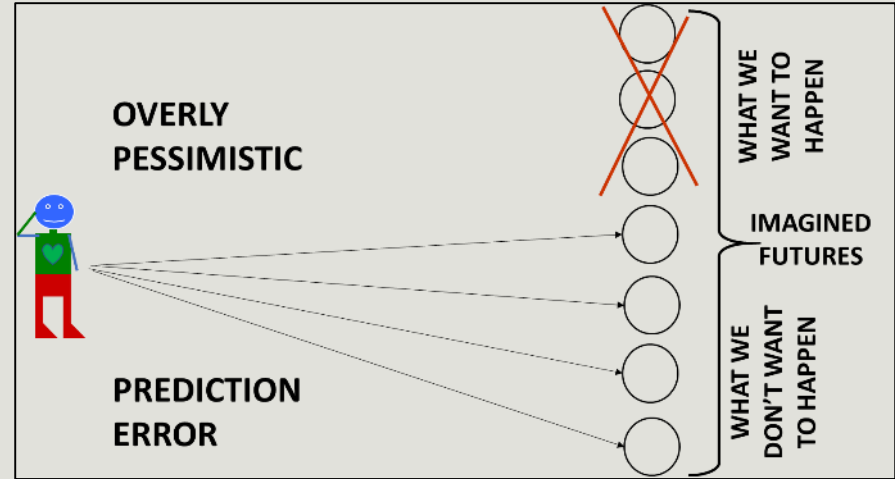
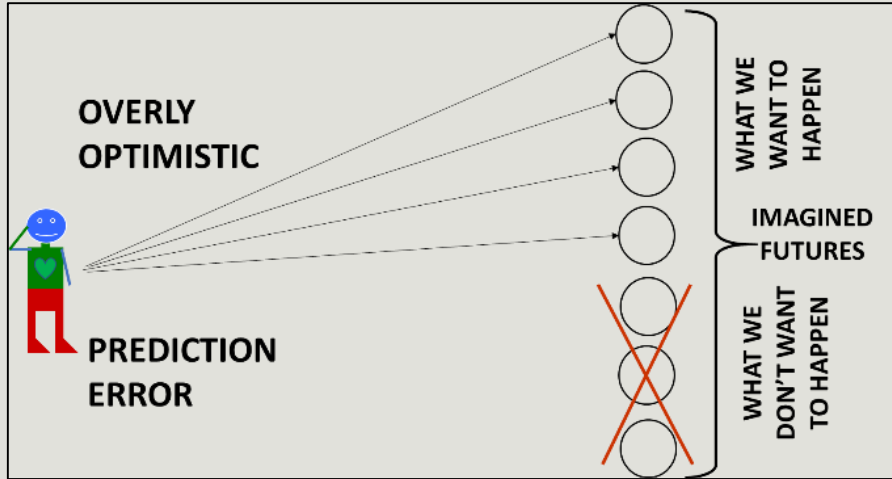




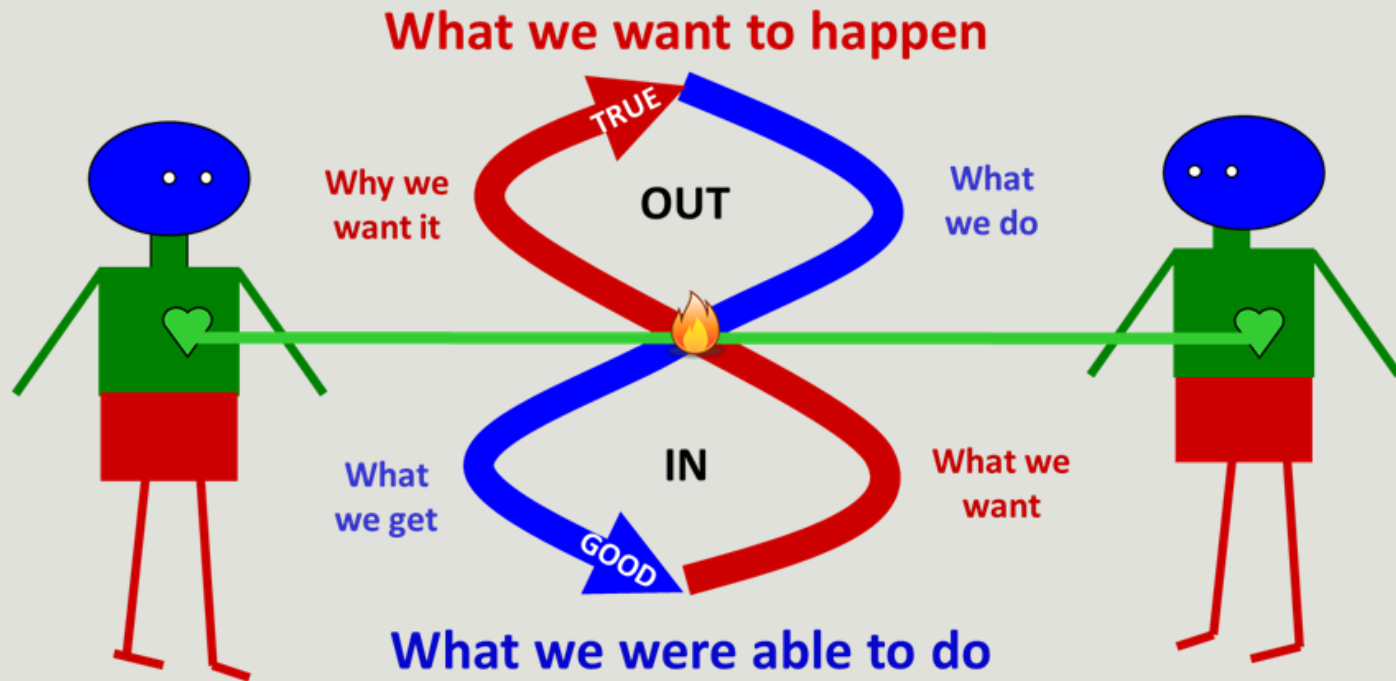
HEART DISCONNECTION REPAIRS

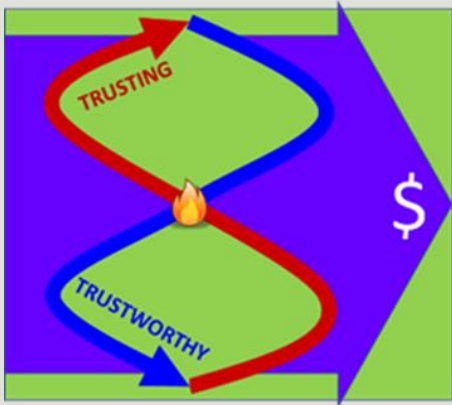
THEME SIX

Nosotros, a unit of trust

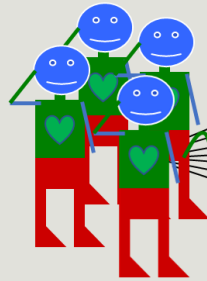


NOSOTROS

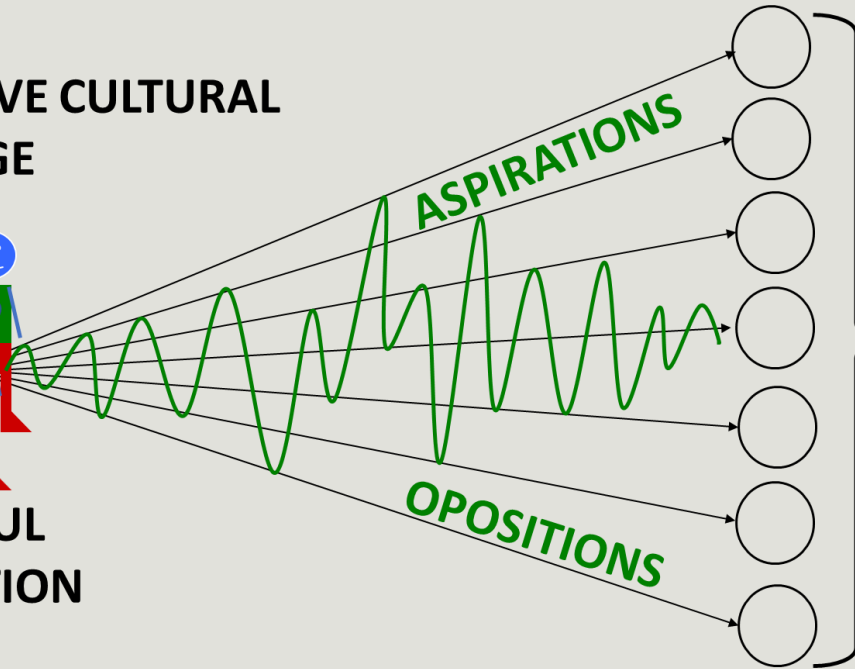




POSITIVE CULTURAL CHANGE



CAREFUL SELECTION

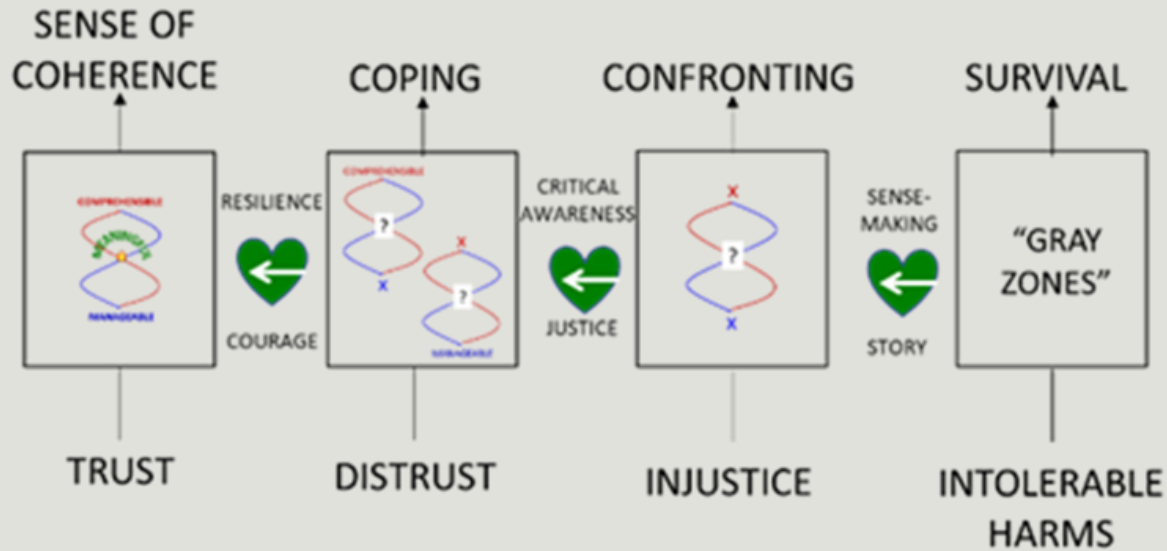


WHAT WE WANT TO HAPPEN

IMAGINED FUTURES

WHAT WE DON'T WANT TO HAPPEN

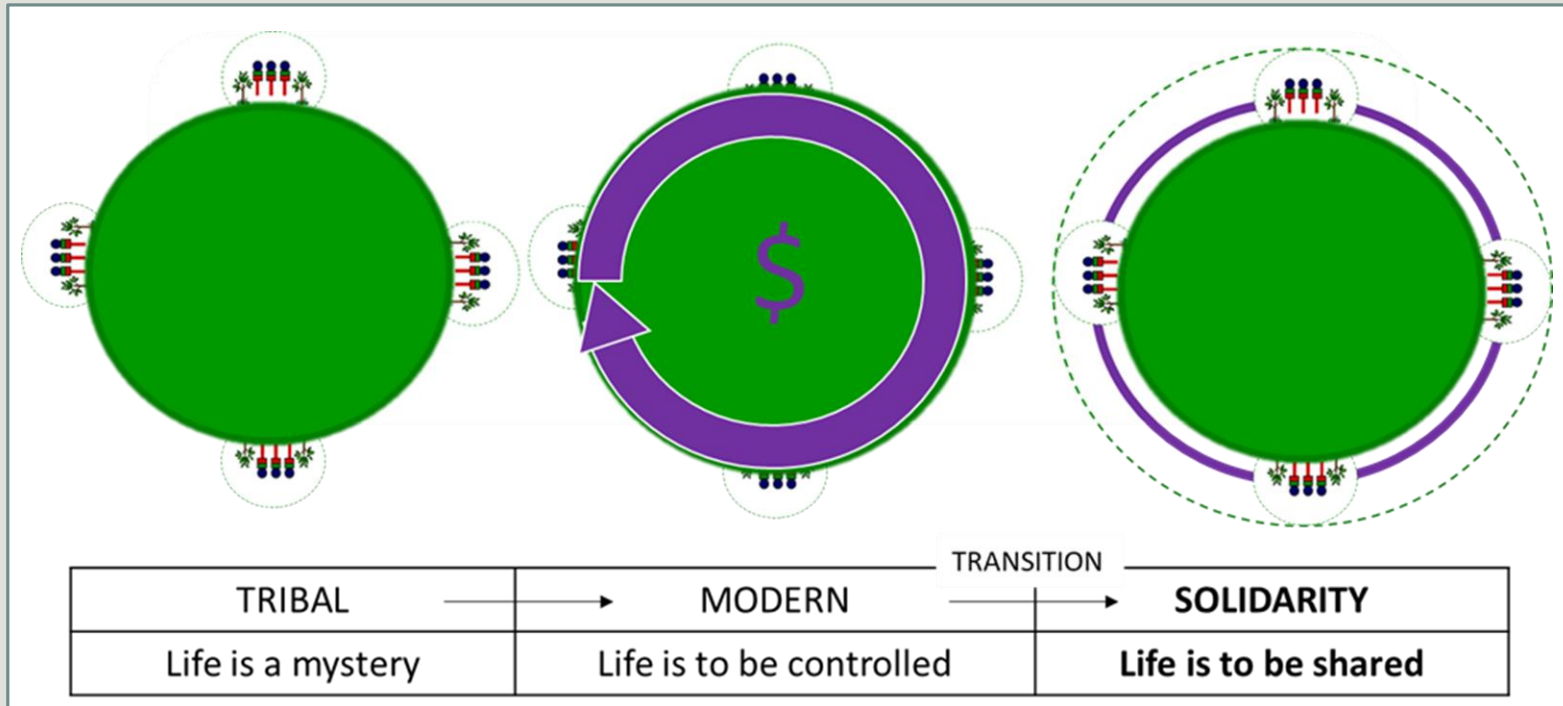
REVERSAL OF HARM



THEME SEVEN

**Visions of Community and
Sustainability**

EVOLUTION OF ETHICAL THINKING





Promotores/CHWs: the guardians of dialogue

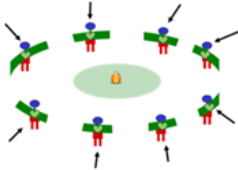


UNSUSTAINABLE SOCIAL STRUCTURES & HISTORICAL INTEGRATION

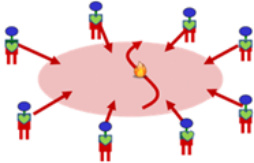
NUESTRA MESA

An intentional shared home-made meal that nourishes body, mind and spirit

INVITATION

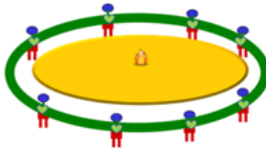


COLOR




| TASKS | | | | | | |
|---------|---------------|------|------|-----|--|---|
| | NUUESTRA MESA | DATE | TIME | | | |
| WE WANT | DATE | WHO | WHEN | HOW | | ✓ |
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NOSOTROS



FLAVOR



| | RITUALS | |
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| 2 | | |
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| 6 | | |
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| 9 | | |
| 10 | | |

ORGANIC TEMPORALITY AND BAYESIAN UPDATING IN THE HOME

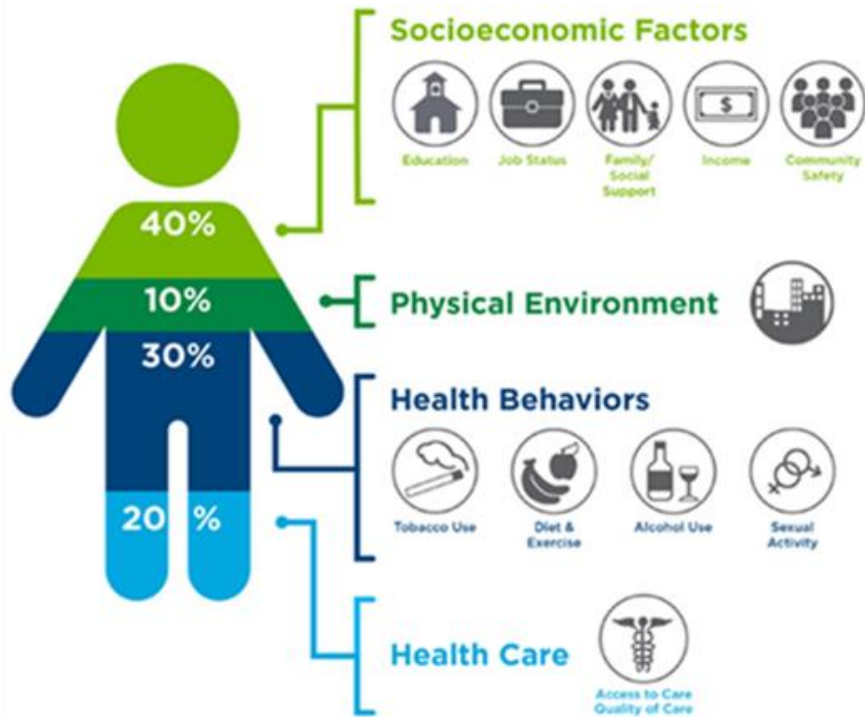
THEME EIGHT

**Valuable information and
data capture**



WHERE WILL VALUABLE INFORMATION COME FROM?

What Goes Into Your Health?



(Institute for Clinical Systems Improvement, 2014)

QUALITY

THE EXTENT TO WHICH DESIRED OUTCOMES ARE ACHIEVED





QUADRUPLE AIM OF
HEALTHCARE'S PERFORMANCE

IS THERE **QUALITY**?

EFFICACY - DOES IT WORK?

The expected outcome is backed by scientific evidence. **Propose research questions to transition institutions towards a solidarity social design.**

EFFECTIVENESS - DOES IT WORK IN CONTEXT?

The expected outcome is achieved **in the context of the person's story.**

EFFICIENCY - DOES IT USE RESOURCES WITH MINIMAL WASTE?

The expected outcome is achieved **without waste and identifying and tapping unexpected resources.**

TRANSITION TIME – PRAXIS: ARE THERE CYCLES OF REFLECTION AND ACTION?

Are we testing carefully selected oppositions and aspirations to move towards a solidarity social design?

ACTION ITEM 1: ACCEPTANCE OF GENERAL PROPOSAL

ACTION ITEM 2: ACCEPTANCE OF CALENDAR

ACTION ITEM 3: CONSTITUTION OF 8-MEMBER AD HOC ETHICS COMMITTEE

Responsible:

1. Carolina González Schlenker, MD MPH, Training and Certification Subcommittee Chair

Ad Hoc members:

2. Ethics academic expert
3. Healthcare promotor/CHW employer representative
4. Public health promotor/CHW employer representative
5. Research promotor/CHW employer representative
6. DSHS representative
7. Promotor(a)/CHW instructor at large
8. Promotor(a)/CHW at large

ACTION ITEM 4: RECOMMENDATIONS FOR AD HOC ETHICS COMMITTEE MEMBERS

DISCUSSION & MOTIONS

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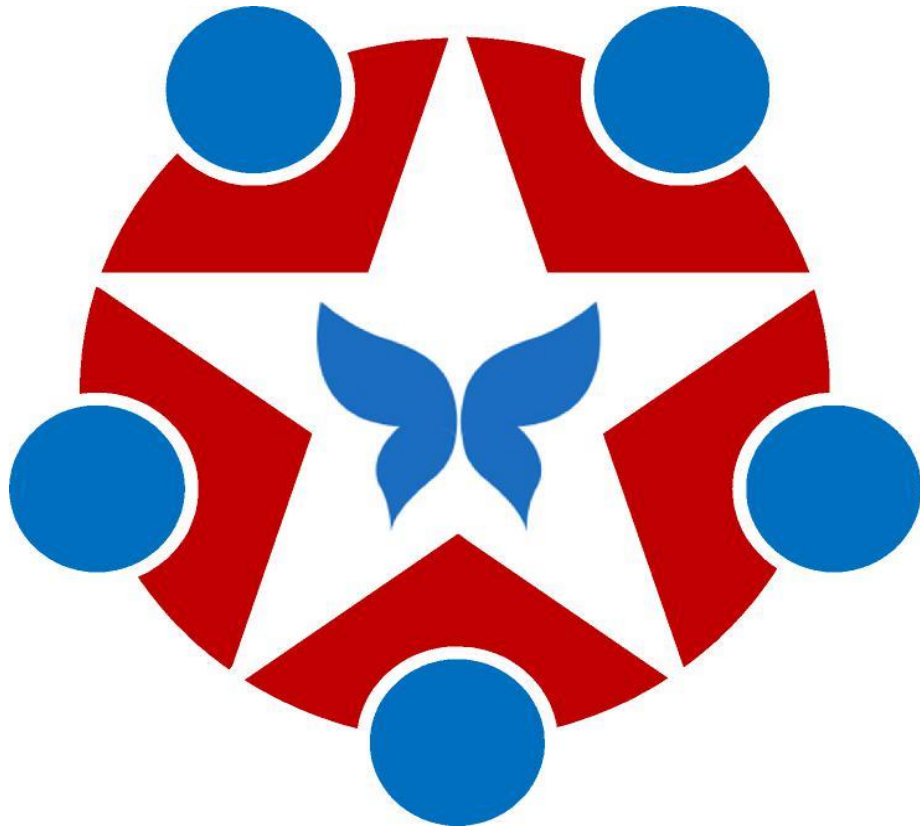


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Welcome

Ashley Rodriguez, CCHW, CCHWI

**Texas Association of Promotores &
Community Health Workers (TAPCHW)**



Texas Association of Promotores & Community Health Workers

Ashley Rodriguez, CCHW, CCHWI
President of the Board of Directors

Statewide Update

DSHS Advisory Committee Meeting 1.28.22

Our 'Why' & History



Established based on DSHS statewide survey in 2015 that identified the need for a state association.

DSHS 'tapped' a few key stakeholders to find more likeminded informants & establish the state association.



A Few Key Milestones to Date

**Official
Launch**

2019

**1st
Conference**

2020

**Training
Center
Launch**

2021

**Offered
29+ CE
hours**

2021

Our Mission

To support and expand opportunities for the CHW profession at the state and local level through advocacy, education, employment, empowerment, and policy.



501(c)3 Non-Profit run by a voluntary board of directors

Projects & Partnerships

Promoting statewide projects & opportunities for CHWs is how we advocate for & support the workforce!

Opportunities are limitless!

12+ Partnerships Developed

that support our mission & CHW/CHWI members

29+ CE Hours

Offered in 2021

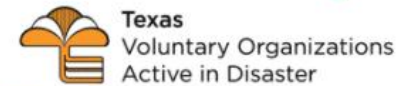
20+ CE Hours

already planned for 2022

10+ Projects
in the works currently



HPV VAX NOW



Amplify & Promote Local Associations

- Build & strengthen relationships
- Host networking events & meetings
- Defer to local for opportunities in their area

Local Association Calls

Monthly meetings began in April 2021 with local associations to better understand what levels of support we can offer. Next call February 18th

Training Center Calls

Next call: tentative for February 4th

Interested?

Contact us!



A Look into the Future

A snapshot of upcoming events hosted by TAPCHW

Quarterly Member Meeting

Feb 18th

Health Literacy CE Series

March 4th

CHW's Role in Preparedness

TBD

Training Center Overview

TBD

CHW Employer Forum*

April



+ Many More Projects & CE Events throughout 2022

Register for Upcoming Events



www.tapchw.org/events



For statewide 'open' events

& TAPCHW Members only events

JOIN US

**SAVE
THE
DATE**



**3RD VIRTUAL
TAPCHW
CONFERENCE**

**September
27th & 28th
2022**

**1.5
HOUR
SESSIONS**

10 AM

12 PM

2 PM

4 PM

**2
DAYS**

Attend the sessions
you want!

**10+
CEs**

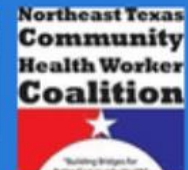
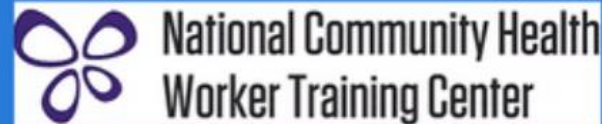
Most will be certified!

STAY TUNED

Current Affiliate Member Organizations



Past Affiliate Member Organizations



Who We Are

Board Officers



Ashley Rodriguez

President of the Board



Roxana Lopez

Vice President of the Board



Denise Hernandez

Secretary of the Board



Denise Martinez

Treasurer

Board Members



Dolontria Bryant-Williams

Membership Co-Chair



Gloria Carter

Membership Co-Chair



Kim Bush

At Large Member



Ricardo Garay

At Large Member



Tarri Wyre

At Large Member



Julie St. John

At Large Member



Yamaceeta Thompson

At Large Member



Shechem Sauls

At Large Member

No photo

Christie Coffey

At Large Member

TAPCHW Membership



\$15

Annual individual
membership



Professional Development Support

Minimum of 4 certified CEs offered annually!

2022 Quarterly Meetings set for Feb, May, Aug, & Sept!

Access

Employment opportunities, participation in projects, & various
community resources

JOIN US

**JOIN
US**

Contact us

Website: www.tapchw.org

Facebook: www.facebook.com/tapchw/

Join today at: <https://www.tapchw.org/membership>

Email Us

info@tapchw.org



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Workforce Solutions and Employment Opportunities Sub-Committee



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|------------------------------------|---|
| Chair | Kim Bush |
| Membership (advisory member): | Kim Bush |
| Membership (non-advisory members): | Charles Begley, Ph.D., Debra Flores, Ph.D., M.A.; Julie St. John, MA, MPH, DrPh |

- Sub-Committee update

Next meeting: To be determined

Communication and Outreach



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|------------------------------------|--|
| Chair | Tasha Whitaker |
| Membership (advisory member): | Tasha Whitaker |
| Membership (non-advisory members): | Delphine Thompson, Maudia Gentry, Ph.D., Julie St. John, MA, MPH, DrPh |

- Sub-Committee update

Next meeting: To be determined

CHW Training and Certification Sub-Committee



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| | |
|------------------------------------|---|
| Chair | Carolina González Schlenker, MD, MPH |
| Membership (advisory members): | Carolina González Schlenker, MD, MPH, Minerva Garcia |
| Membership (non-advisory members): | Merida Escobar, Otila Garcia, Julie St. John, MA, MPH, DrPh |

- Last met on October 3, 2021
- Sub-Committee update

Next meeting: To be determined

Promotor(a) or Community Health Worker (CHW) Training and Certification Advisory Committee Meeting

AGENDA

Friday, January 28, 2022, 10:00 a.m. – 12:30 p.m. CST

1. Welcome and Introductions
2. Approval of the Minutes
3. Health Promotion and Chronic Disease Prevention Section Update
4. University of Texas Health Science Center-San Antonio
5. Texas Association of Promotores & Community Health Workers
6. Advisory Sub-Committee Updates
7. Committee Member Sharing ←
8. Public Comment
9. Agenda items for next meeting
10. Adjourn



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Public Comment Procedures



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- Written comments are encouraged
- Registration and call-in process for oral public comment
- All speakers must identify themselves and the organization they are representing before speaking
- Rules of conduct apply to public comments made by teleconference

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Thank you

chw@dshs.texas.gov