



Rhode Island CHW Roadmap

Implementation Group: Growing the Role, Agency, and Leadership of CHWs

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Accomplishments

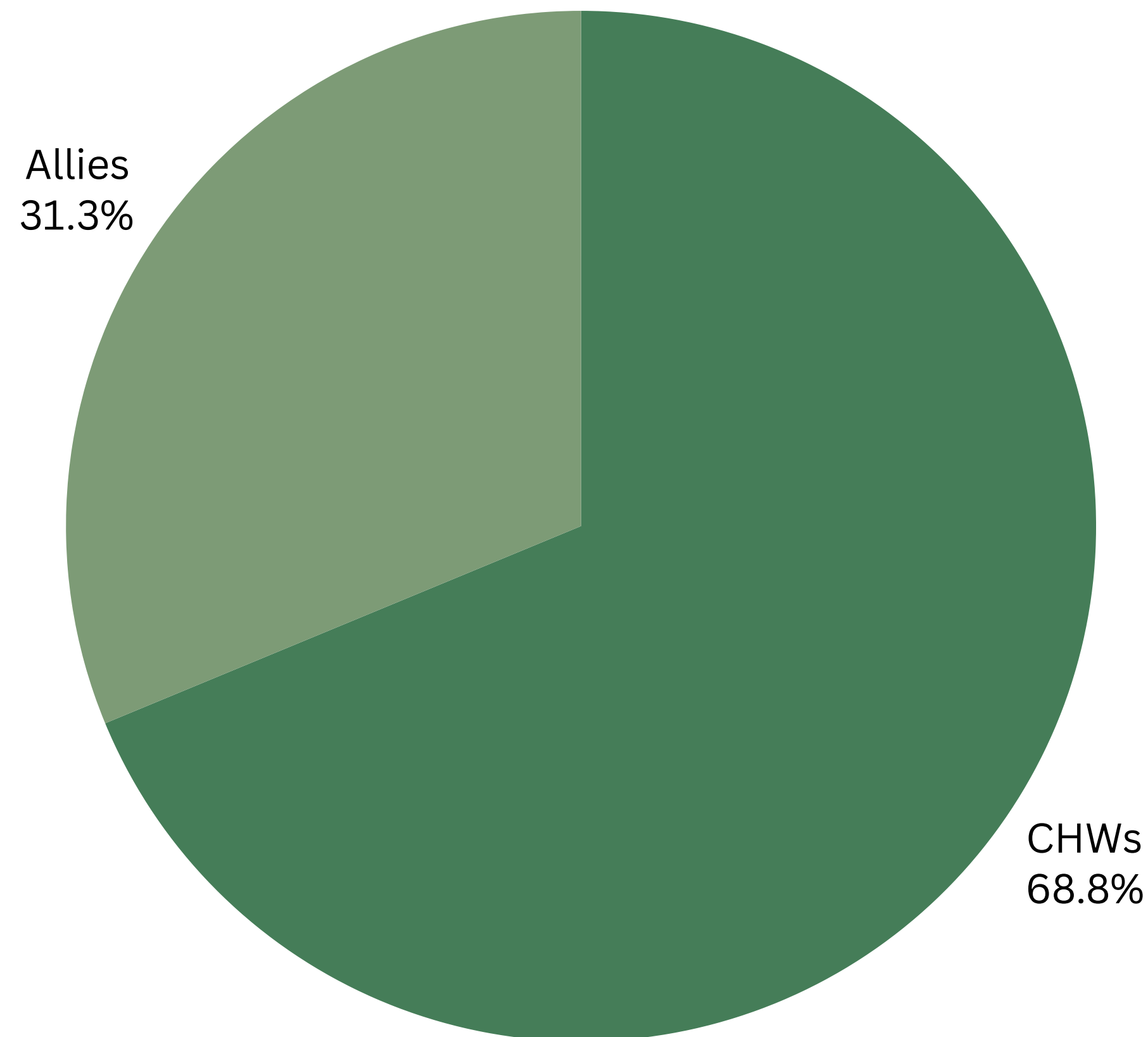
- Created digital resource list of CHW networking opportunities in Rhode Island, with description and details of meeting times/locations
- CHWARI actively seeks CHWs to present topic expertise and facilitate
- Consistently contribute action-tasks to CHWARI website “Advocacy” tab
- Distribute advocacy/workforce development opportunity flyer to all CHWARI CHW Training graduates
- Created one-page “Definition and Principles of CHW Mentorship”

Challenges

- Identifying and securing participation of mentors
- Coordinating team work with other groups that are working towards the same goals

Workgroup Membership

Total membership: 16

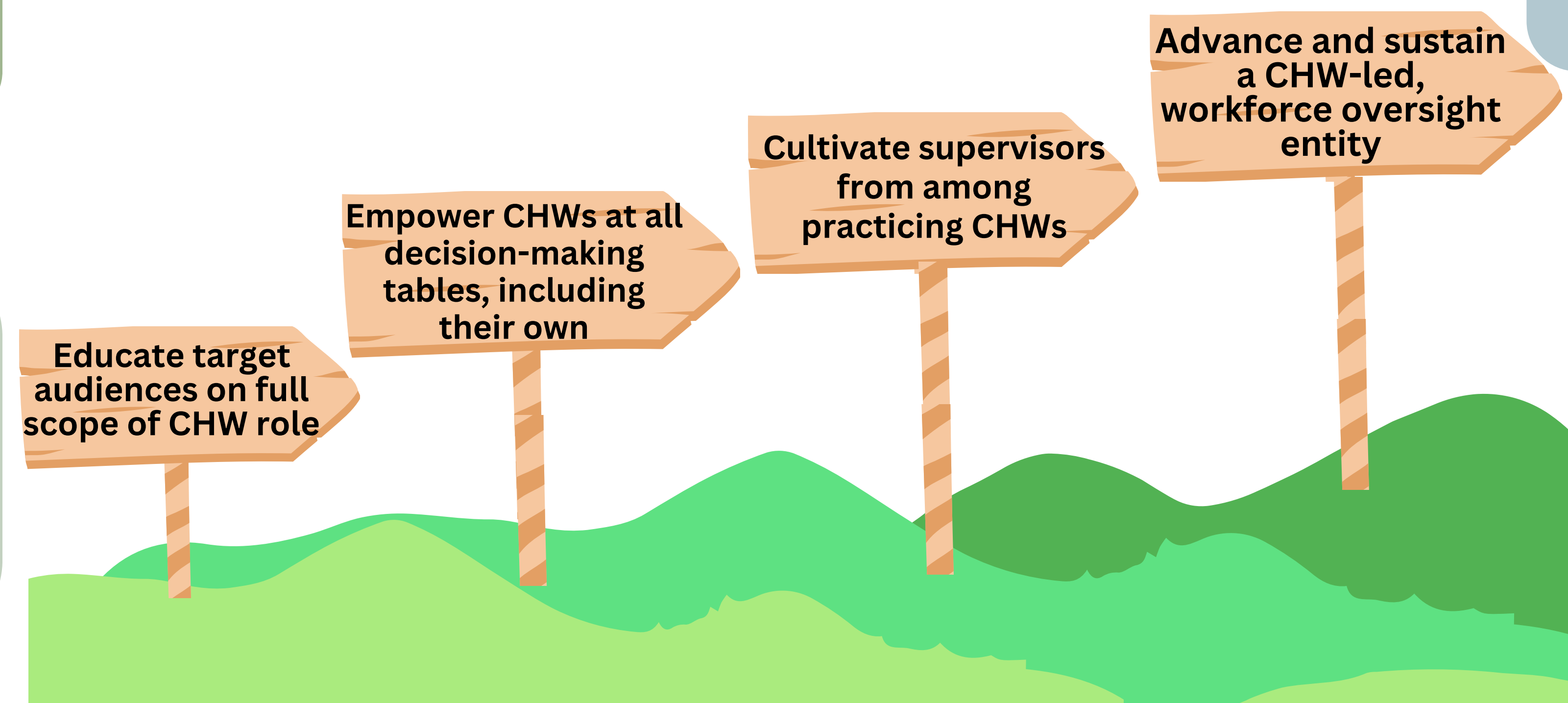


HOW YOU CAN HELP

- Template protocols for how CHW employers pay for CHW time dedicated to workforce leadership
- What are other ways to engage and support CHW participation without straining their work burden?
- Develop a cadre of mentors
- Tools on measuring agency

NEXT →

- Develop list of potential CHW Mentors in RI
- Engage CHW mentors in planning mentoring activities



CONTACT US

Zoom Meetings:
 Planning to poll for consistent day and time
Contact:
 Sarah Lawrence at
slawrence@ric.edu



Rhode Island CHW Roadmap

Implementation Group: Workforce Development for Supervisors and CHWs

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Accomplishments

Priorities identified by our team:

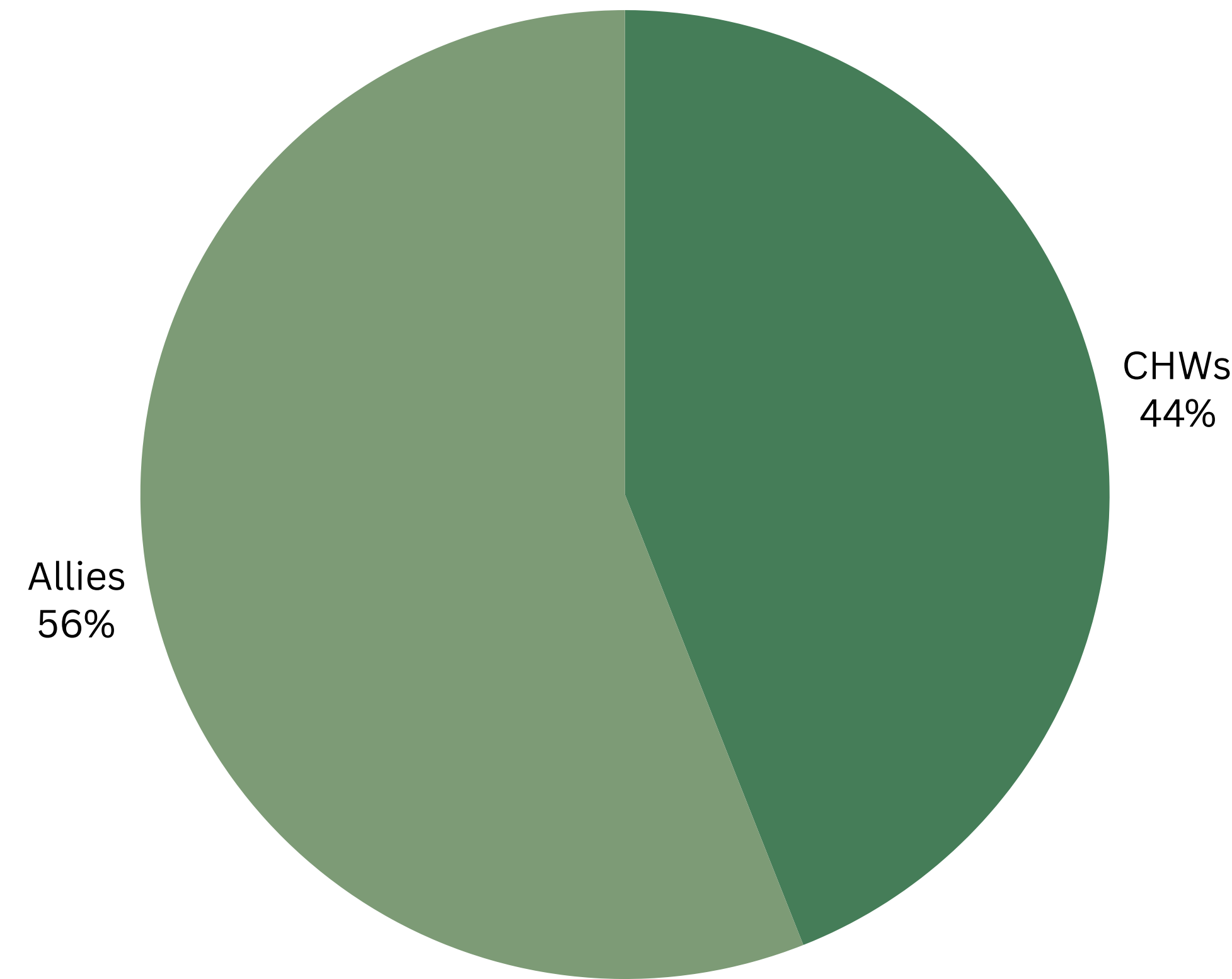
- Seek CHW input on training need
- Create career ladder exploration and connections to employers, higher ed, and behavioral health
- Employer support of PD to support promotion, development, and salary increases
- Build levels of specialization with corresponding rate increases into the Medicaid reimbursement model
- Incentives for CHWs and Employers to promote access to training as an employee benefit

Challenges

- Engaging stakeholders from other disciplines to help inform cross-training resources and best practices

Workgroup Membership

Total membership: 32



HOW YOU CAN HELP

- CHW support on identifying training needs
- Community resources to support cross-training

NEXT →

- Defining action steps and identifying other stakeholders needed to move the work forward

CONTACT US

Zoom Meetings:
3rd Friday of the month from 11am -12pm
Contact:
Emily Garthee
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Rhode Island CHW Roadmap

Implementation Group: Payment and Sustainability

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Accomplishments

- Expanding knowledge base on approaches to CHW financing
- Building a resource library of valuable guides (e.g. ROI calculators, state by state comparisons)
- **Adopted Principles (Milestone 1)**
 - Recognizing lived experience, education, language skills and community connections
 - Balanced workload
 - Diverse and Sustainable Funding
 - Career Development and Well-Being



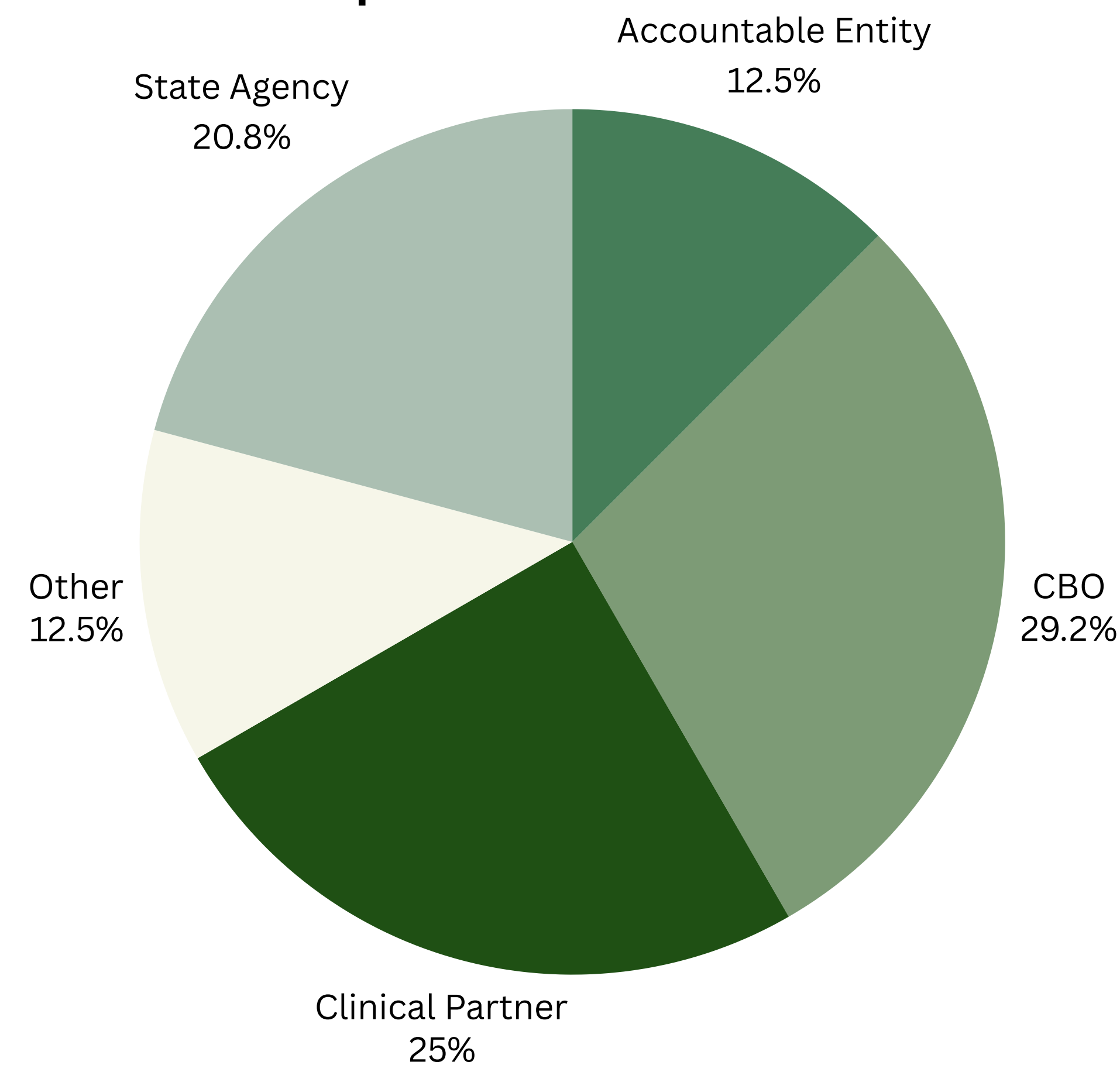
View Principles Here

Challenges

- Securing commercial payer representation on workgroup
- Breaking down milestones into workable elements
- Understanding impact of CHW Medicaid reimbursement

Workgroup Membership

Total membership: 25

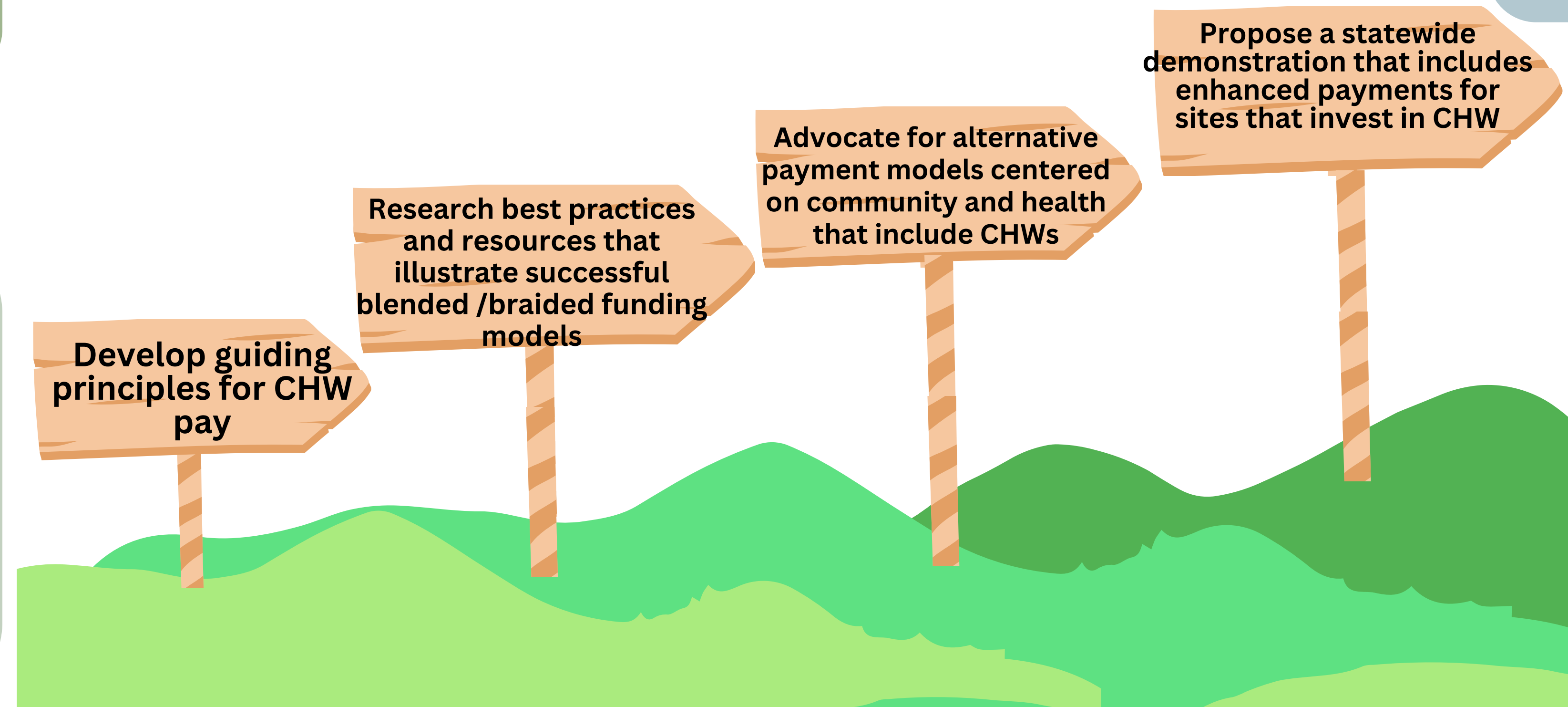


HOW YOU CAN HELP

- Where are CHWs being supported by braided/blending funding, including Medicaid reimbursement?
- How are you planning for CHW sustainability?

NEXT

- Recommend a prototype model of how CHWs can be financially sustained using braided/blended funding



CONTACT US

Zoom Meetings:
4th Thursday of the month, 12-1pm
Contact:
Michelle Mooney, MPA
mmooney@ctc.org

Dated: April 2024



Rhode Island CHW Roadmap

Implementation Group: Place and People-based Coordinating Infrastructure

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Accomplishments

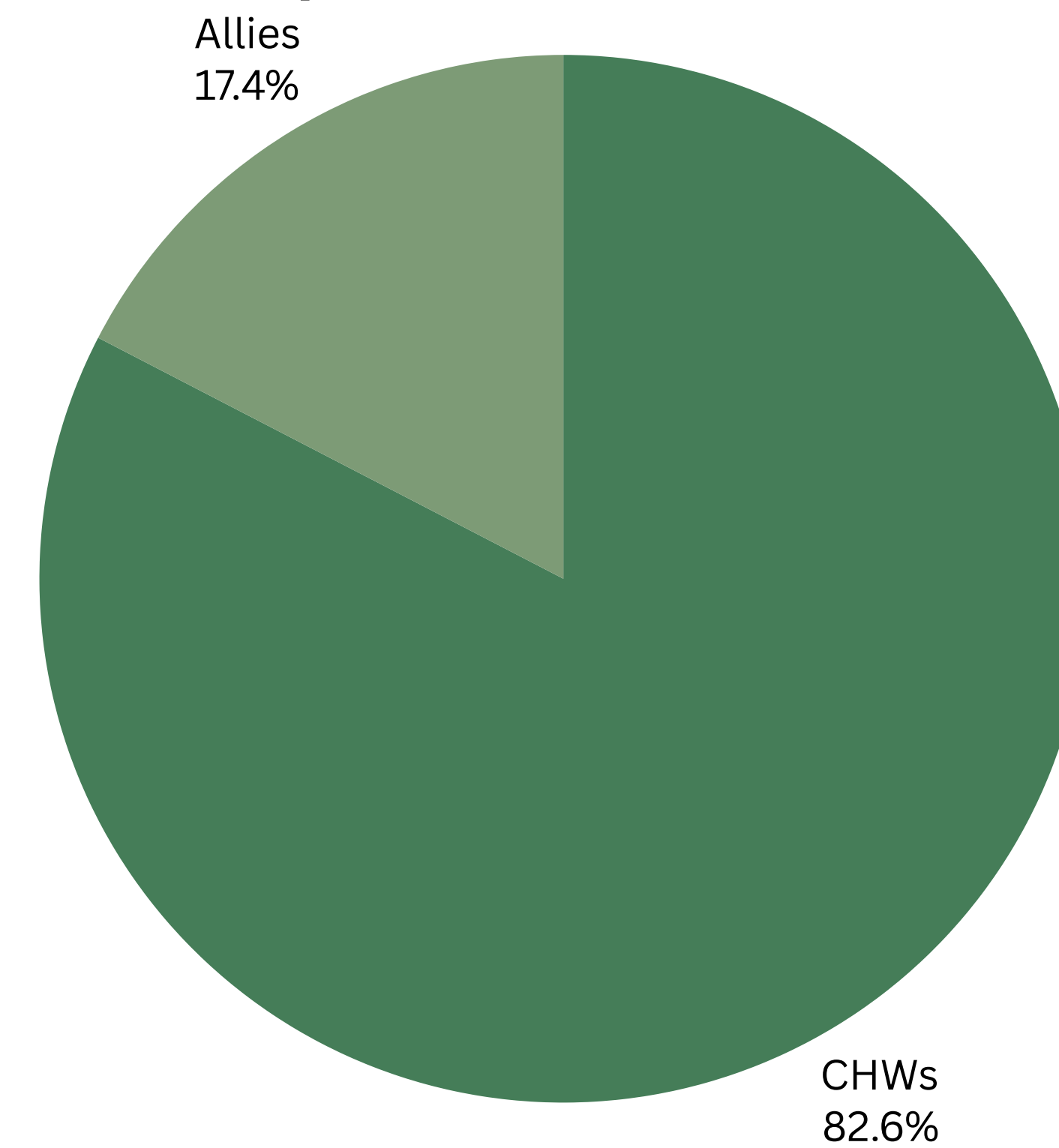
- Proposed an **orientation statement** advising that CHW principles guide all efforts to recruit and develop of CHWs.
- Provided **CHW/Peer perspective** to all Roadmap teams.
- Parent Support Network modeled how to align CHW Roadmap **leadership opportunities** to organizational goals.

Challenges

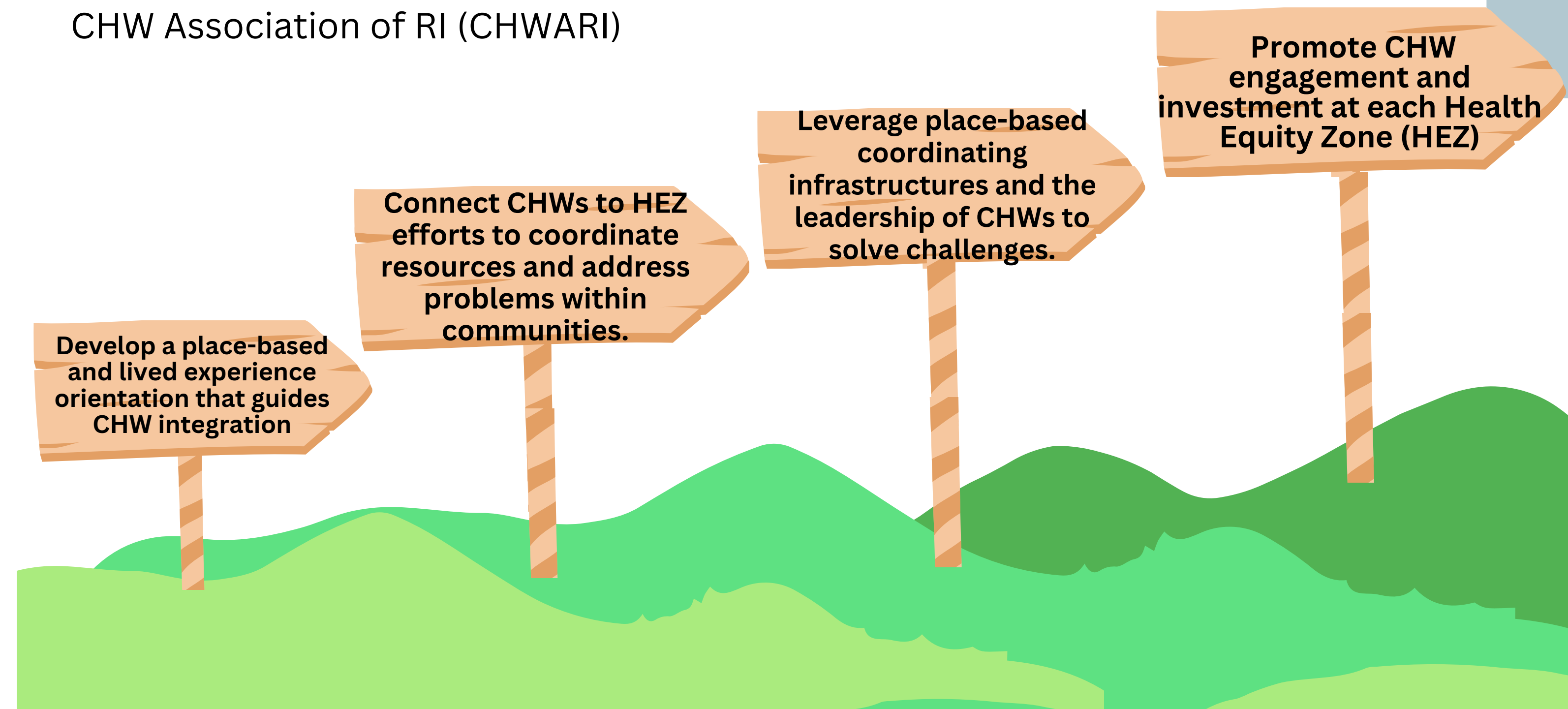
- Communicating the purpose and value of this team to other champions
- Recruiting and retaining cross-sector allies

Workgroup Membership

Total membership: 23



- **19 CHWs** employed with Health Equity Zone (HEZ), Community Based Organizations (CBO), Clinical sites, municipal governments, and as independent CHWs
- **4 Allies** representing RI Dept. of Health (RIDOH), Health Equity Zone, and the CHW Association of RI (CHWARI)



HOW YOU CAN HELP

- Talk with us about how your life experience and skills can help us grow community connections.



bit.ly/PPCI-Experience

NEXT →

- Advocate for CHW leadership in Health Equity Zone initiatives.

CONTACT US

Zoom Meetings:
second Wednesday of the month

Contact:
Gerry McPhee
Mcphee@ripin.org

Dated: April 2024