



TEXAS
Health and Human
Services

Texas Department of State
Health Services

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

February 14, 2023

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.



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Texas Department of State
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Promotor(a) or Community Health Worker (CHW) Training and Certification Advisory Committee Meeting

AGENDA

Tuesday, February 14, 2023, 10:00 A.M. – 12:30 P.M. CST

1. Welcome and Introductions ←
2. Consideration of October 28, 2022, draft meeting minutes
3. Health Promotion and Chronic Disease Prevention Section Update
4. Consideration of Amendments to Advisory Committee Bylaws
5. CHW Statewide Association Update
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7. Discovering the Ethics of the Heart
8. Ethics Core Competency discussion
9. Advisory Sub-Committee updates
10. Committee Member Sharing
11. Public Comment
12. Agenda items for next meeting
13. Adjourn



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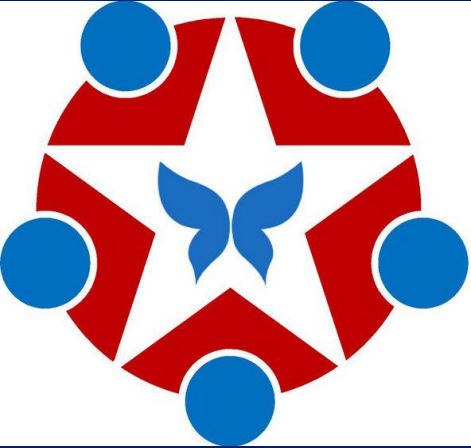


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Welcome

Roxana Lopez, CCHW, CCHWI

**Texas Association of Promotores &
Community Health Workers**



**Texas Association of
Promotores &
Community Health
Workers**

Roxana Lopez, CCHWI, CCHW
President of the Board of Directors

Statewide Update
DSHS Advisory Committee Meeting 2023

Current Board Members

January 2023

Board Officers



Roxana Lopez- President, Gloria Carter- President Elect,
Denise Hernandez- Secretary, Kim Bush-Treasurer



Ricardo Garay



Yamaceeta Thompson

Board Members



Morgan Montalvo



Dr. Teresa Wagner



Tarri Wyre- Treasurer



Jodi Yancey



Zenaida Martinez
Secretary

New Board Members



Bianca Gaytan



Karla Alvarado

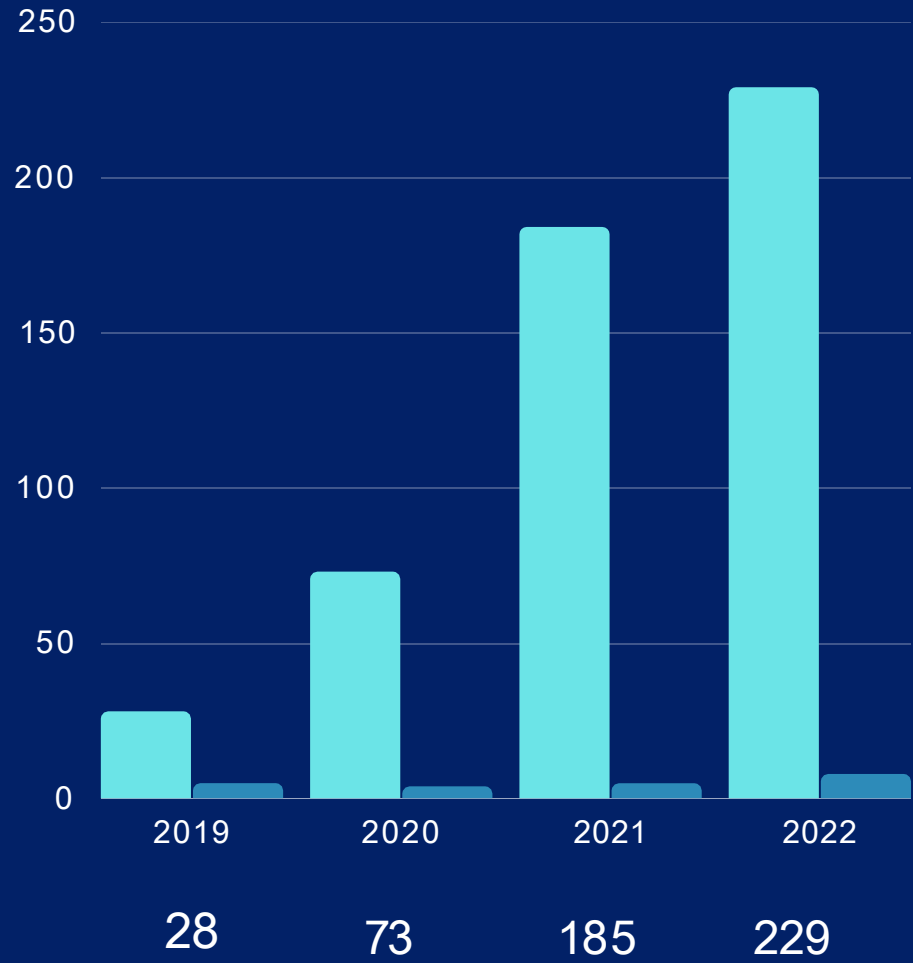
Eliana Collins
Membership Chair



Key Milestones

- 1 2019- Launch
- 2 2020- 1st Conference -Virtual
- 3 2021- Training Center Launch
- 4 2022- 1st In- Person Conference -
Waco TX

Our Memberships



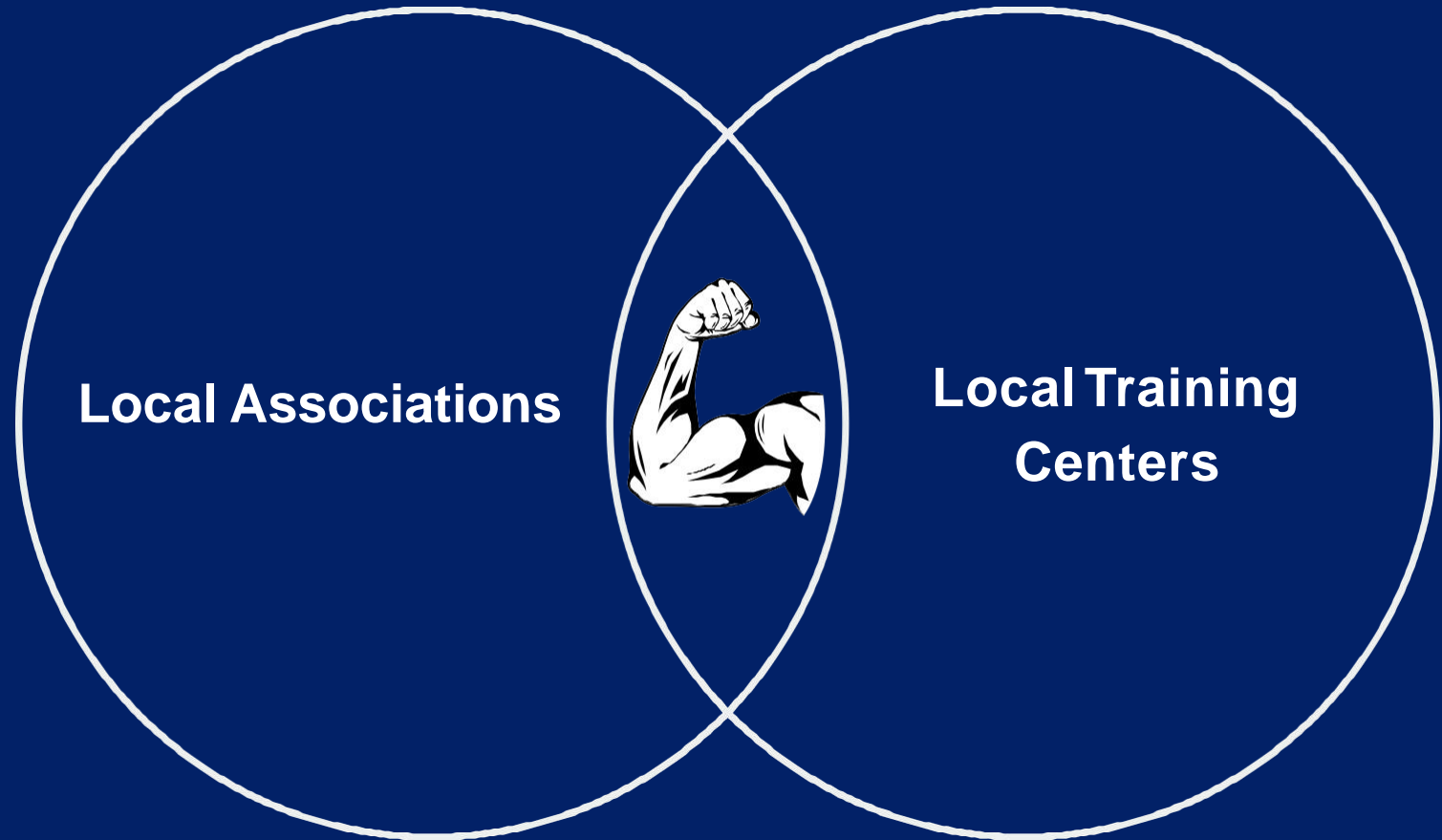
Projects/Collaborations

CERTIFICATE OF
COMPLETION

12 + Partnerships

4 + Projects

- 1 Texas Department of State Health Services
- 2 Network of the National Libraries of Medicine
- 3 Occupation And Safety Health Office of Women's Health
- 4 National Association of Community Health Worker
- 5 AmeriHealth Caritas



TAPCHW Meeting

- Training Center Call - 1st Thursday at 10am
- Association Calls-3rd Friday Every Two Month
1:30pm
- Quarterly Meeting - 3rd Friday of the month at
12pm

Advisory Committees

1

Marketing/Outreach

2

Conference
Planning

3

Membership

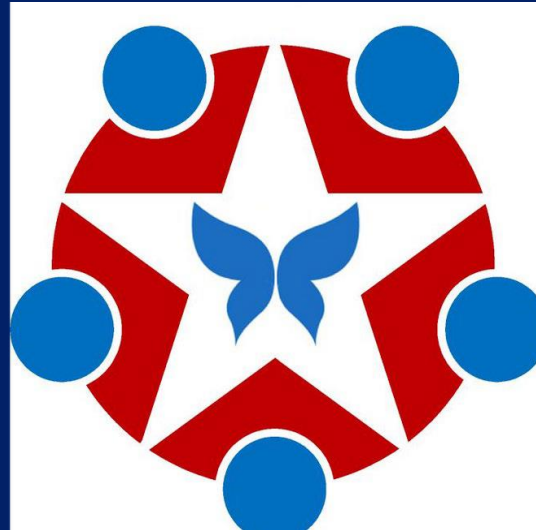
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Training Center

Questions?

Information

President of TAPCHW Board of Directors



Roxana Lopez, CCHWI, CHW

info@tapchw.org

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Welcome

Tammy Johnson
Empowering the Masses



**EMPOWERING
THE MASSES**
ONE PERSON AT A TIME

**DSHS Certified
Training Center**

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About Us



Empowering the Masses is a nonprofit organization serving the underserved communities in South & East Dallas. Our team leverages 20+ years of experience in Medicine and Education to advocate for and empower our local communities through resource disbursement, vocational training, core skills development and advocacy promotion. We help individuals achieve long-term financial independence and self-sufficiency to become productive in their families and community.

Our Core Values



EDUCATION

We believe the foundation for advancing livelihoods lies within an individual's possession of acquired knowledge. We aim to equip our audience with tools, insight and opportunities to promote continued education.



ADVOCACY

We trust that an individual advances capacity once they begin to champion on behalf of their wellbeing. We rally this initiative in quest to create engaged communities.



EMPOWERMENT

Empowerment can only be achieved if sustainability and vitality coexist. We commit to furnishing our audience while posturing them for engagement to promote The Empowerment Models

The Challenge

Underserved individuals face barriers to self-sufficiency and financial independence



Many families experience food insecurity and lack access to educational opportunities



Breaking generational cycles of hardship is difficult for both parents and children



When families struggle, communities feel the effects and become disengaged



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Our Services | Providing Basic Needs, Resources, and Educational Services



Food Pantry

Weekly every Saturday

Partnered with **Dolphin Heights Community Garden** and **Sharing Life Community Outreach** to provide and distribute food to individuals and families



Transportation

AARP Ride@50+ Program

Dallas County residents can **book local transport to essential trips** such as medical appointments, grocery stores, pharmacies

People of all ages can utilize this service; however, this program supports the continued mobility and independence for older adults



Workforce Development

Job Readiness

- **Soft Skills Training**
 - Communication, Time Management, Critical Thinking
- **Phlebotomy Training & Certification**
 - 10-week training program
- **Community Health Worker Training**
 - 160-hour training
 - Non-medical, front line health workers improving community health through education, advocacy, and coordination
- **Community Training**

CORE VALUES

Belief: We hold a firm belief that people can change their lives and their circumstances.

Understanding: We have walked the same paths as those we serve, but each journey is unique to the individual.

Accountability: To equip and empower, we must be accountable to the results of our work with each person we serve.

Learning: The more we learn as an organization, the better we can teach others and the better we can serve.

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Meet Our Board & Team



**TAMMY
JOHNSON**
EXECUTIVE DIRECTOR &
FOUNDER



**MICHELLE
WILLIAMS, RN, MSN**
SECRETARY SCHOOL
GRAND PRAIRIE ISD



**BRADLEY
TUCKER, MBA**
AT LARGE - ADVISORY



**LEONARD
JOHNSON, MBA**
AT LARGE - ADVISORY



**DARYL
COLEMAN, ESQ**
EDUCATION OUTREACH



LANA RANGE
COMMUNITY
OUTREACH



ANITA MARINA, B.S.
COMMUNITY
OUTREACH



KELLY YEE
RESEARCH SPECIALIST /
DATA MANAGEMENT



AYUMI TAMARU
RESEARCH SPECIALIST /
COMMUNITY OUTREACH
COORDINATOR



OLIVIA STRIBLING
DIGITAL MARKETING
SPECIALIST



ANNETTE KING
VOLUNTEER
COORDINATOR /
CORPORATE VOLUNTEER
STRATEGY



**ALYSON
WHITEFIELD**
STUDENT LIAISON /
WORKFORCE
DEVELOPMENT



LENNOX COOPER
PANTRY COORDINATOR



Get In Touch



info@empoweringthemasses.org



empoweringthemasses.org



+972-460-6316



2922 MLK BLVD
Suite 131A
Dallas, TX 75215

Get Involved



Ready to volunteer with us? We are excited to begin working with you! Individual and Group volunteer options available



aking@empoweringthemasses.org



empoweringthemasses.org/volunteer



+972-521-1668

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Health and Human Services

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Health Services



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Welcome

Dr. Carolina G. Schlenker

**University of Texas Health Science Center-
San Antonio**



Discovering the Ethics of the Heart

Introducing a new competency to illuminate,
recognize, and foster promotores/CHWs'
contribution to the mission of health
organizations

Carolina González Schlenker MD MPH

Chair, Training and Certification Subcommittee

TexasPromotor(a) & CHW Training and Certification Advisory Committee

February, 2023

PROPOSAL

What is being proposed?

The addition of an ethics competency to promotores/CHWs requirement for certification in the state of Texas.

What will the ethics competency allow promotores/CHWs to achieve?

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 trust-building tasks in the context of their employment by health organizations.

To produce valuable information needed to strengthen the humanitarian mission of health organizations.

Why is the proposed competency necessary?

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

The trust between health organizations and the public faces new and unforeseen challenges.

PROPOSAL DEVELOPMENT

- 2020-2021 – Full curriculum developed in conjunction with South Texas Promotores Association (STPA).
- Jan 2022 – Proposal to develop a module that is a synthesis of the full curriculum was presented to this Advisory Committee with the aim to consider a new competency. Proposal was approved.
- Jan 2022-Feb 2023 – A synthesis consisting of eight units (total of 16 hours) to become a module of instruction was developed with participation of ad hoc committee and the prioritization of concepts and skills done by promotores/CHWs.
- Feb 2023 – Request to Advisory Committee for the addition of the ethics competency to be sent to state authorities for consideration.

FUTURE

- Upon approval by state authorities, a final hybrid in-person/online module will be submitted for review and made available to CHW instructors by August 2023.

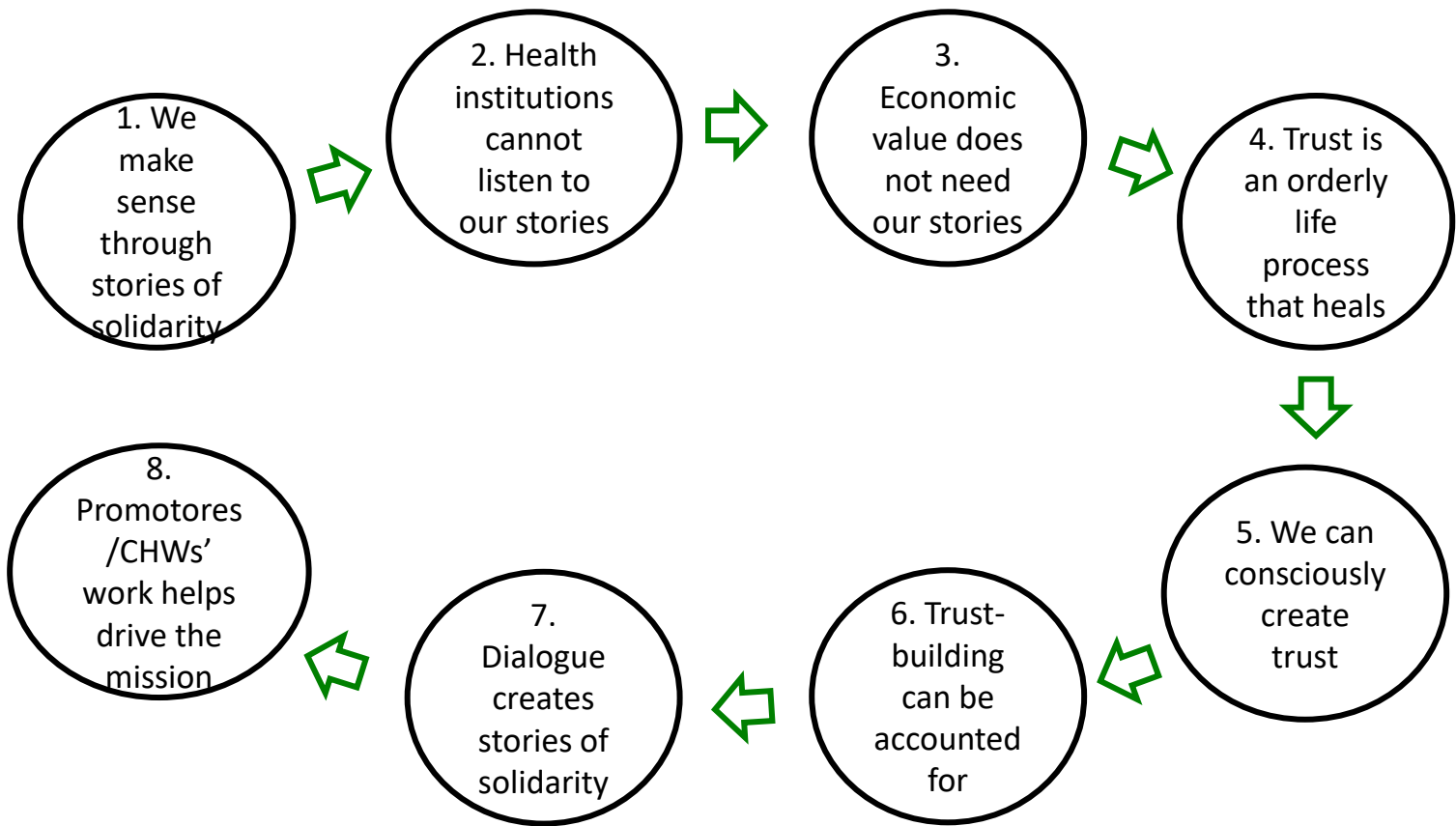
HONORING PREVIOUS WORK

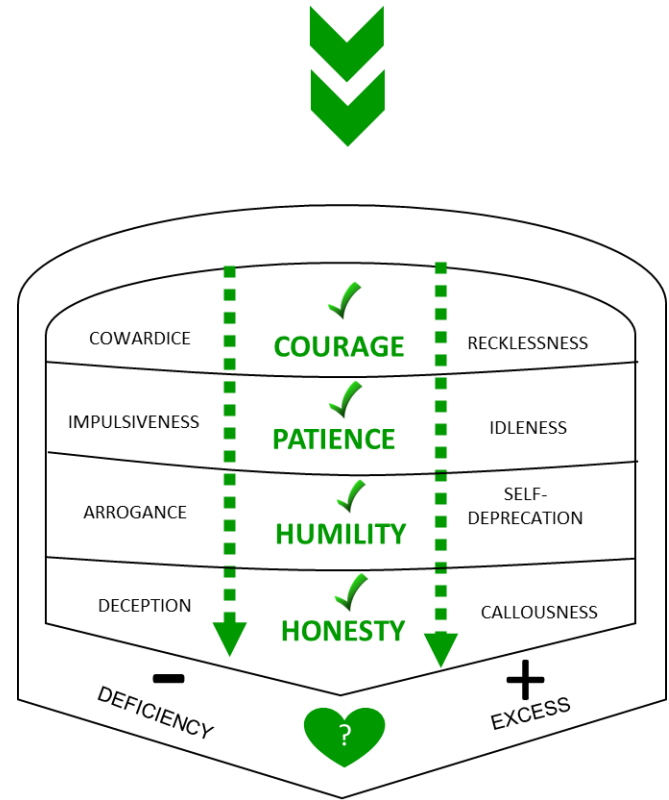
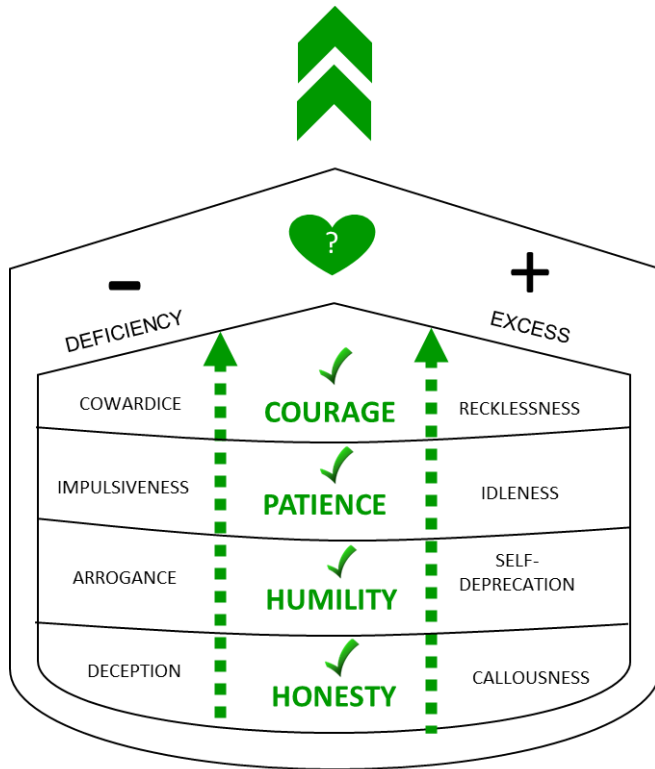
Belmont Report – Ethical Principles and Guidelines for the Protection of Human Subjects of Research

Code of Ethics of the American Association of Community Health Workers

Community Health Worker Core Consensus (C3) Project

MODULE OVERVIEW

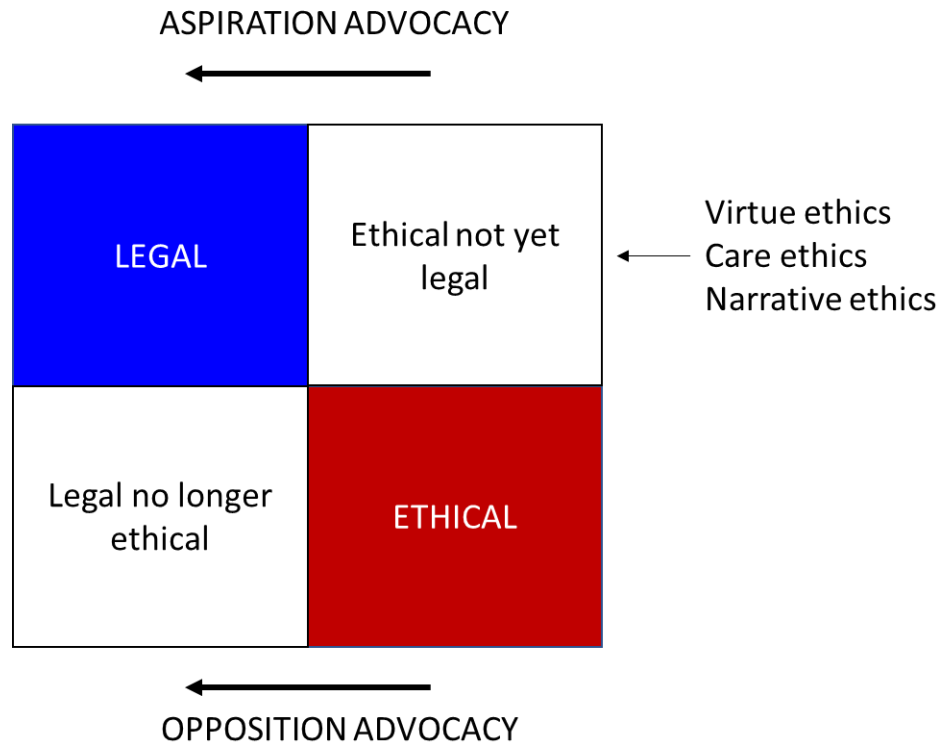




UNIT TWO

HEALTH UNDER AN INSUFFICIENT ETHICAL FRAMEWORK

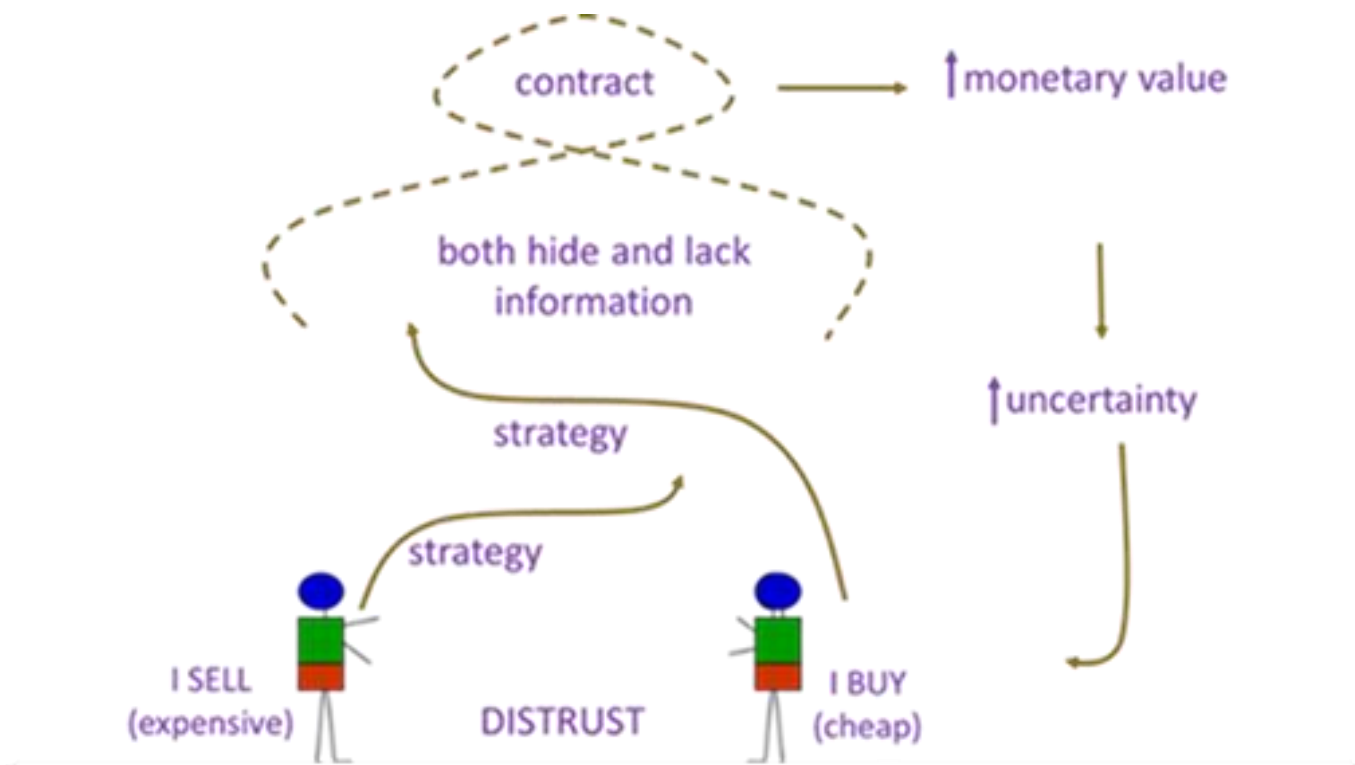
1. Identify the link between cultures and the globalized economy.
2. Describe the premises of economic theory and the psychology of scarcity.
3. Explain how the prominence of economic valuation creates moral dilemmas in health institutions.
4. Name current ethical frameworks in healthcare and public health and describe their limitations.
5. Apply a basic model of cultural change and the role promotores/CHWs can play in bringing about a culture of solidarity.



UNIT THREE

INFORMATION IN TRUST AND DISTRUST AND CARE ETHICS

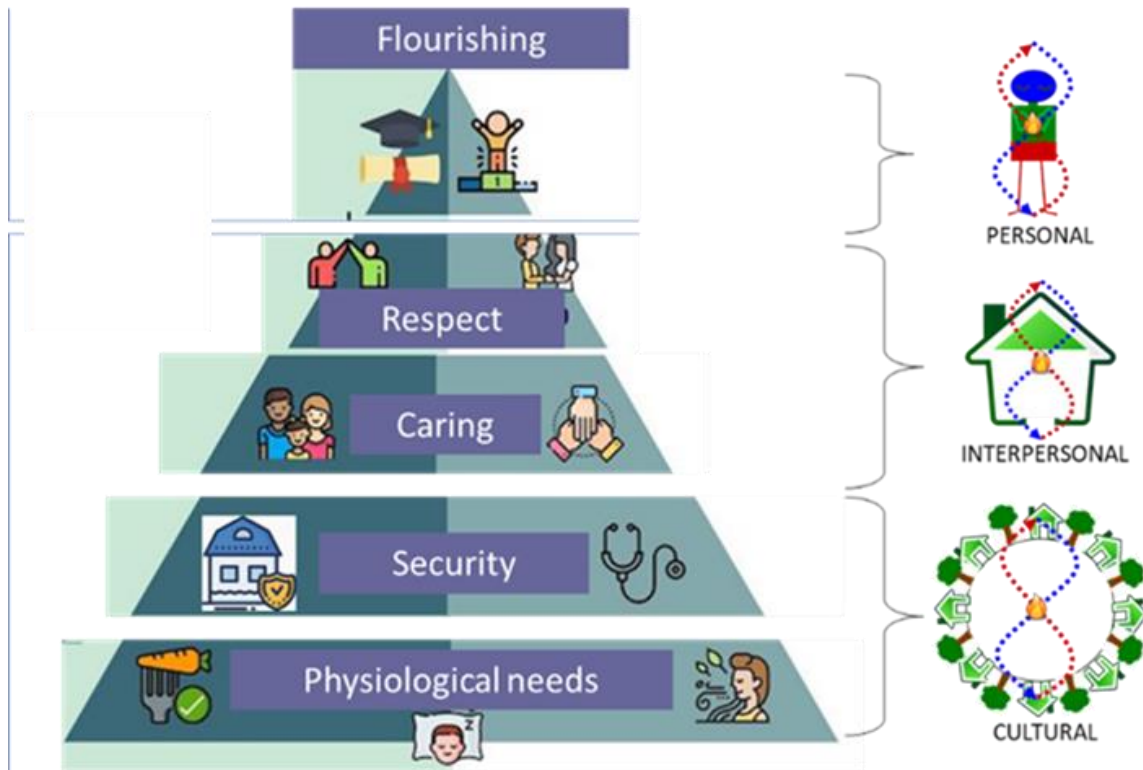
1. Relate the vulnerability of working from the heart to morality.
2. Discuss why the economic transaction can put trust-building practices at risk.
3. Describe the relationship between dialogue, information, and uncertainty.
4. Identify trust as a source of certainty in human life and its relationship to unconditionality, tenderness, and health.
5. Apply *care ethics* to explain the moral engagement practiced by promotores/CHWs in their work.



UNIT FOUR

SALUTOGENESIS AND LIFE'S ORGANIZING PRINCIPLE

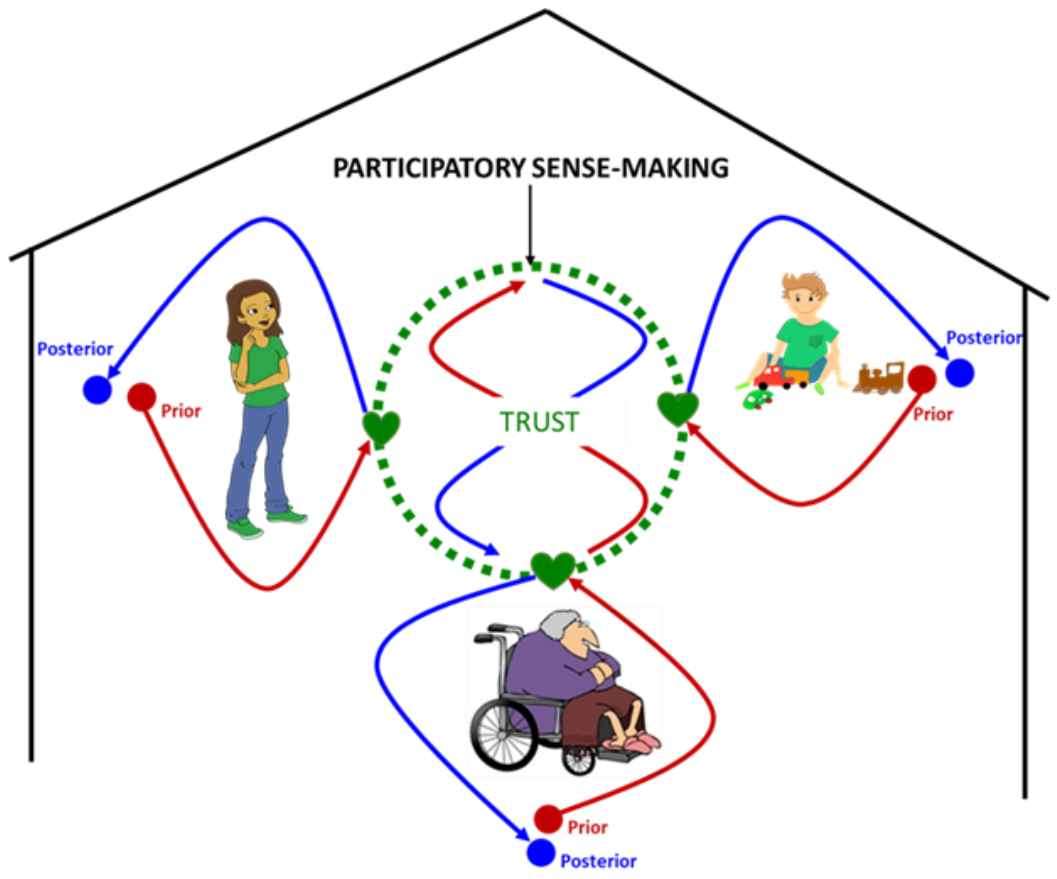
1. Identify the Capabilities Approach as an economic theory that states money cannot measure human flourishing.
2. Define and construct a Maslow Pyramid of Needs in a context of poverty.
3. Describe how the Capabilities Approach relates to salutogenesis theory and to the life sciences.
4. Apply the above concepts to how promotores/CHWs promote health and build trust.
5. Explain the dialogical principle that can guide aspirations to build communities of solidarity.



UNIT FIVE

BRAIDING VECTORS, DISCONNECTION REPAIRS AND TRANSFORMATIVE LEARNING

1. Explain how beliefs guide our life course and how they can change to make us wiser.
2. Identify the two vectors of sense-making that modify beliefs and how they complement each other.
3. Describe the process of participatory sense-making as different persons “braiding” trust.
4. Recognize the boundary between coping and injustice.
5. Identify three types of repairs for heart disconnections.
6. Define transformative learning.

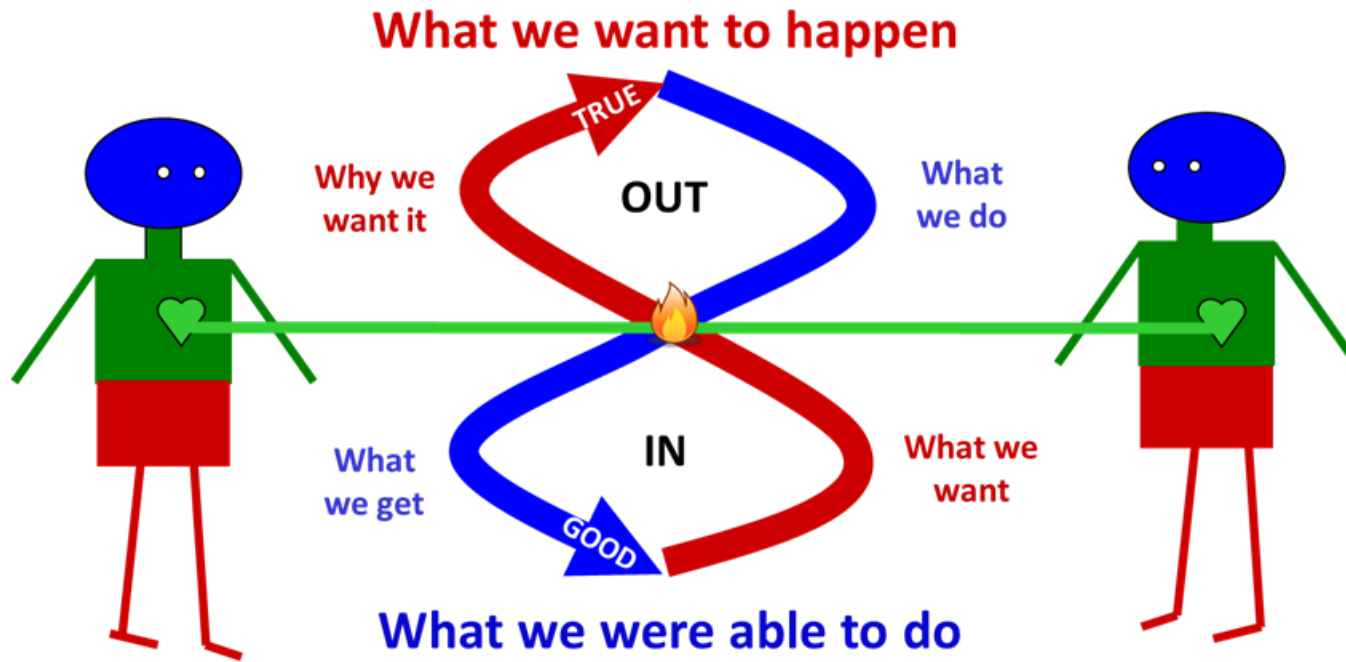


UNIT SIX

NOSOTROS, A UNIT OF TRUST

1. Describe the progressive harm caused by poverty on a person's sense-making.
2. Acknowledge the legacy of the Maya people and the philosopher/linguist that discovered and explained their participatory sense-making to the world.
3. Explain how the dialogue between the two complementary vectors of participatory sense-making produce a unit of trust called Nosotros at three different levels of granularity.
4. Name and apply the skills required at each step of the Nosotros trust unit.
5. Apply the Nosotros skills to acts of solidarity.

NOSOTROS



UNIT SEVEN

VISIONS OF COMMUNITY AND SUSTAINABILITY

1. Describe how our culture's dialogue with what sustains life has been broken and needs repair.
2. Explain why becoming "guardians of dialogue" is a competence needed for promotores/CHWs to deal with our socio-ecological crisis.
3. Draw a utopian, healthy community that could arise from the gradual healing and discovery of the interpersonal dialogue of life.
4. Diagram work as "flow" and its relationship to time and acts of solidarity.
6. Define and apply *narrative ethics*.
7. Demonstrate the use of a shared meal that nurtures the body, mind and spirit as a place to turn the solidarity cultural generator on.
8. Apply five habits of sustainability and waste management to personal life.



TRIBAL	→	MODERN	TRANSITION	→	SOLIDARITY
Life is a mystery		Life is to be controlled			Life is to be shared

UNIT EIGHT

PRODUCING VALUABLE INFORMATION AND DATA CAPTURE

1. Define valuable information, identify its sources, and how it is put at risk.
2. Describe Paulo Freire's contribution to adult education and its application to our current socio-ecological crisis.
3. Design transition steps towards solidarity through units of participatory sense-making that can be accounted for by promotores/CHWs in health institutions.
4. Identify inaccessible valuable information and methods to access it.
5. Explain the process of de-contextualization in medical science.
6. Recognize the methods of accountability currently used by health institutions and the potential contribution by promotores/CHWs.
7. Utilize art as expanding the horizon for transformative learning.

PROMOTORES/CHWS-CARING THROUGH STORIES



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Workforce Solutions and Employment Opportunities Sub-Committee



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Chair	Ashley Rodriguez
Membership (advisory member):	Marlen Ramirez
Membership (non-advisory members):	Julie St. John, MA, MPH

- Sub-Committee update

Next meeting: To be determined

Communication and Outreach



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Chair	To Be Determined
Membership (advisory member):	Tasha Whitaker-Assisting with replacement
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

- Sub-Committee update

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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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