



TEXAS  
Health and Human  
Services

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Texas Department of State  
Health Services

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

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**January 28, 2022**

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

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## **FOR QUESTIONS AND COMMENTS:**

You may submit your questions/comments to

[CHW@dshs.texas.gov](mailto:CHW@dshs.texas.gov)

Thank you.



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

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## 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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# Welcome

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**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.

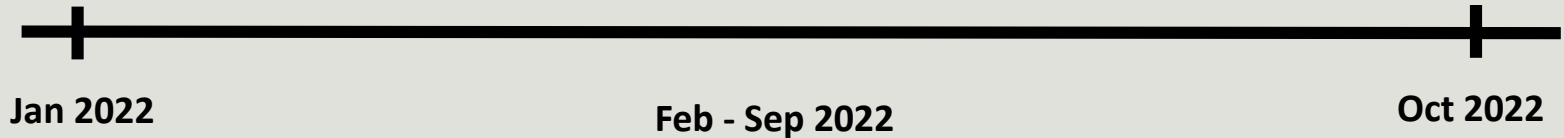
### **Why are the proposed competencies necessary?**

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

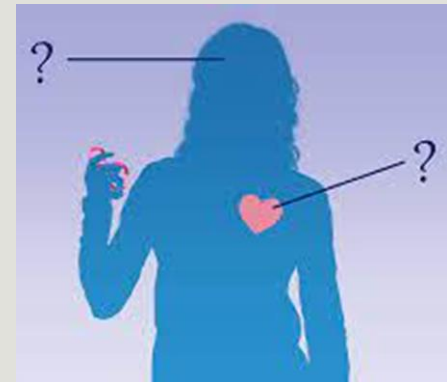
Cultural technification

## **SOPHISTICATED MORAL ENGAGEMENT**

Divergent thinking

Convergent thinking

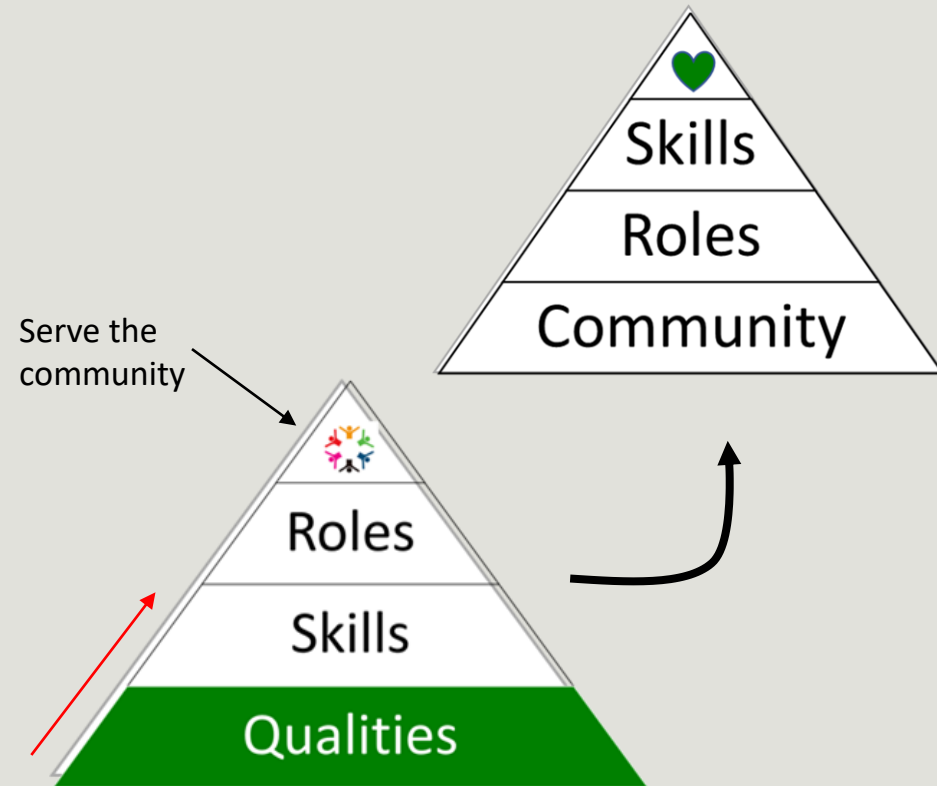
Organic temporality



## **THEME ONE**

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

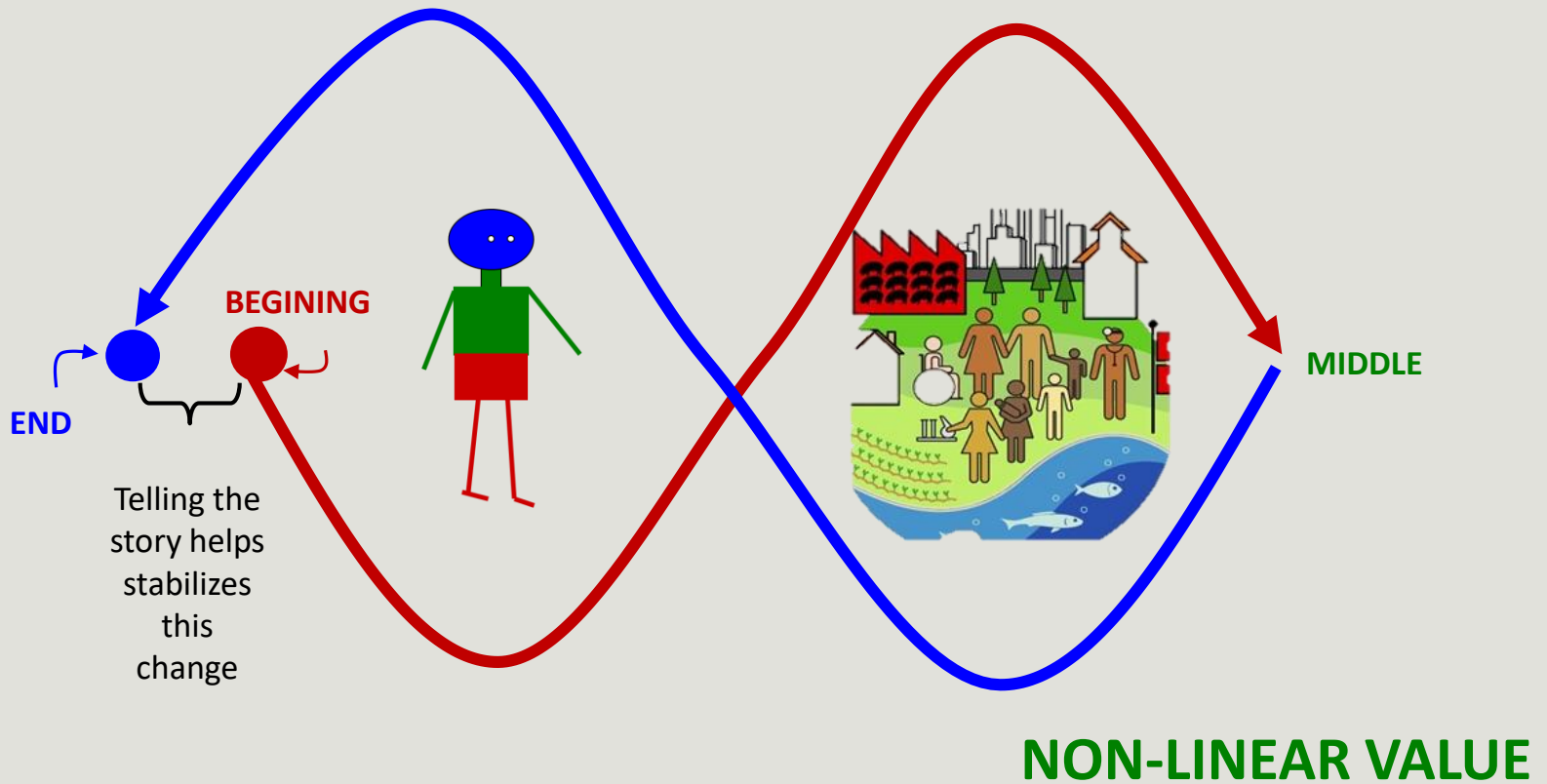
# TRUSTED BY THE COMMUNITY = braiding stories



“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”.

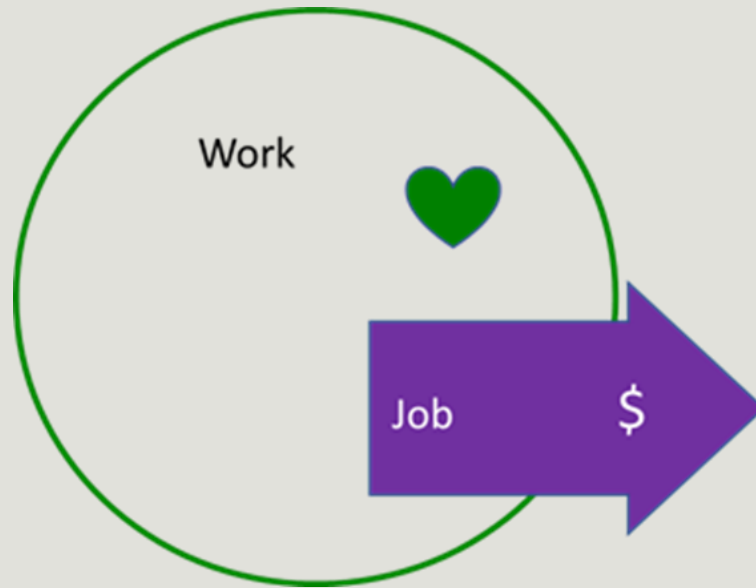
*E.R. Promotora*

# A STORY





# WORKING FROM THE HEART OR WORKING FOR MONEY?



Can we buy or sell  
trust?

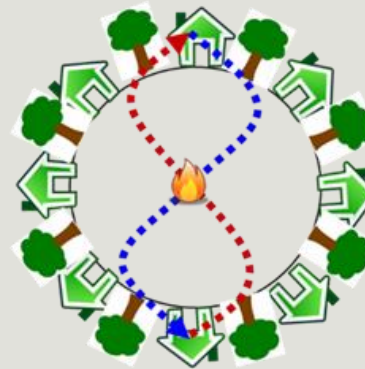
## WORKING FROM THE HEART SCOPE: 3 LEVELS OF VULNERABILITY



Personal

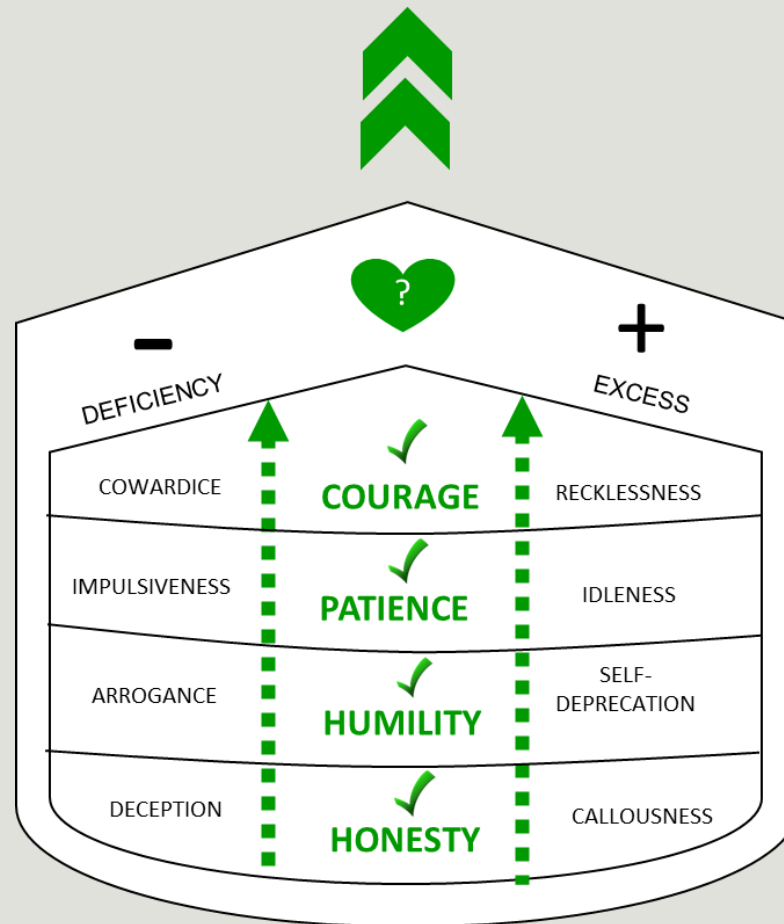


Interpersonal



Cultural

# VIRTUE ETHICS



## **THEME TWO**

# **Health under an insufficient ethical framework**

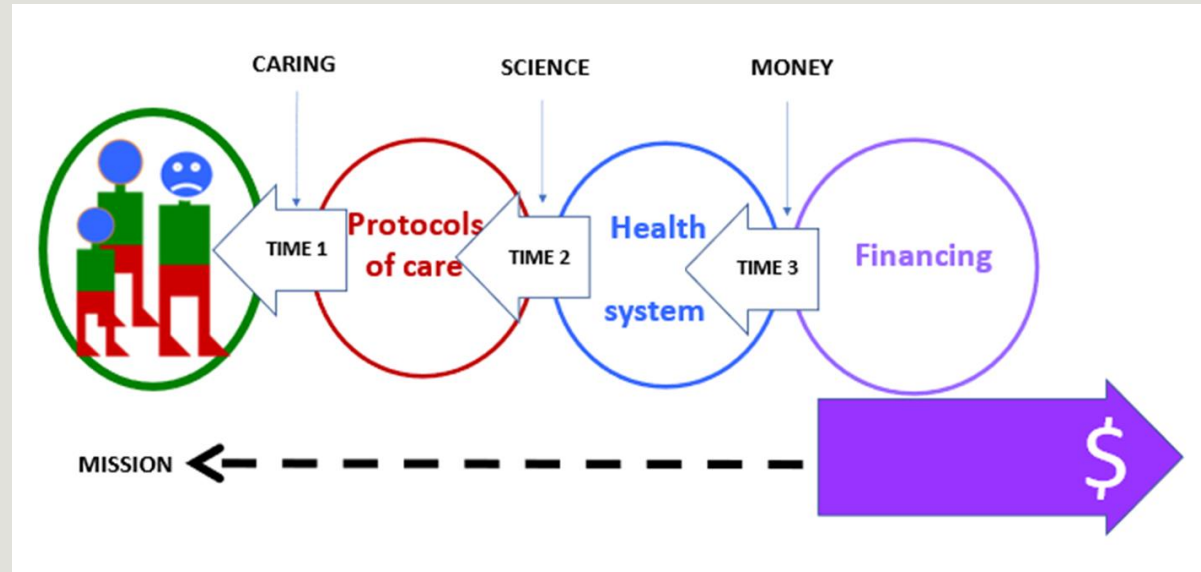
## BIOETHICAL PRINCIPLES

- Respect for persons
- Beneficence
- Nonmaleficence
- Justice

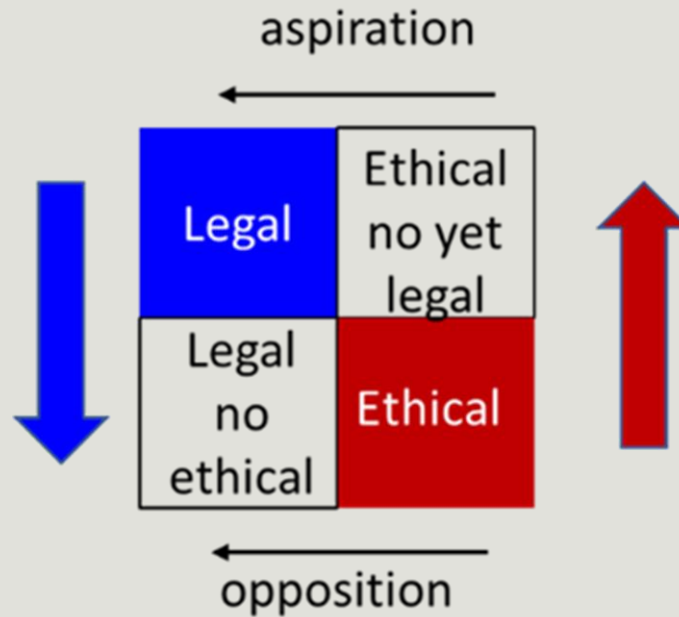
## ETHICS COMMITTEES

## PUBLIC HEALTH ETHICS

## INSTITUTIONAL REVIEW BOARDS (IRBs)



# POSITIVE CULTURAL CHANGE



## **THEME THREE**

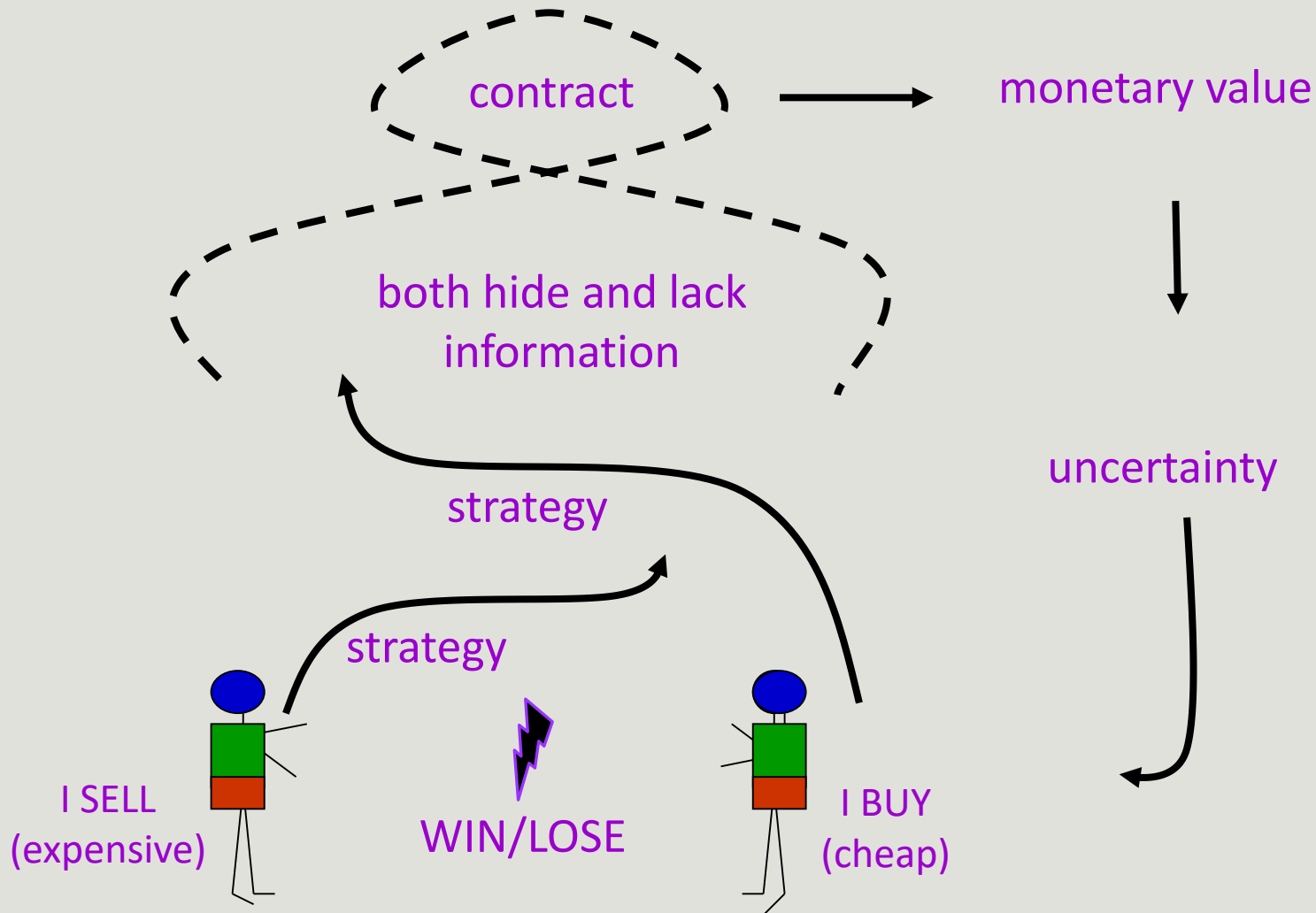
# **Information in trust and distrust and care ethics**



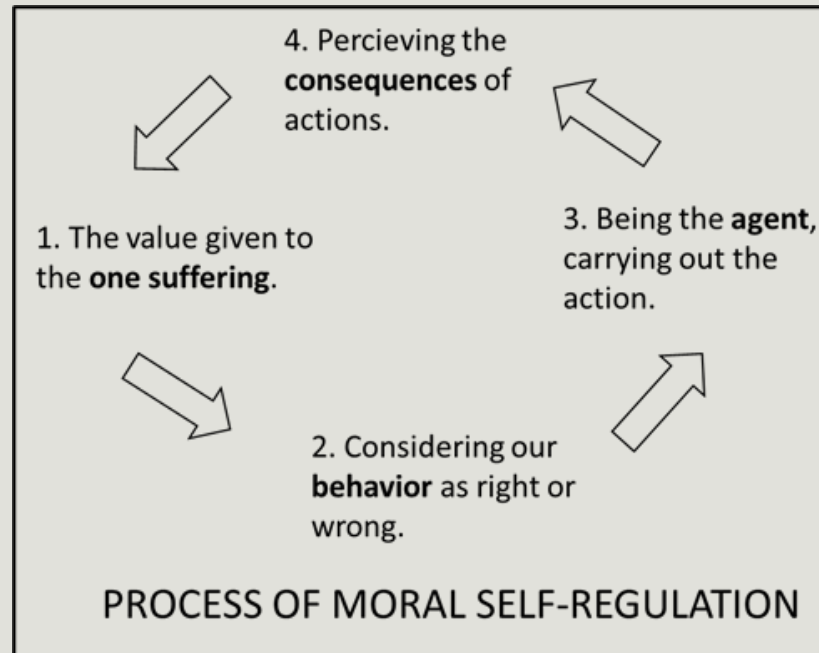
## SCARCITY/RIVALRY MINDSET

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



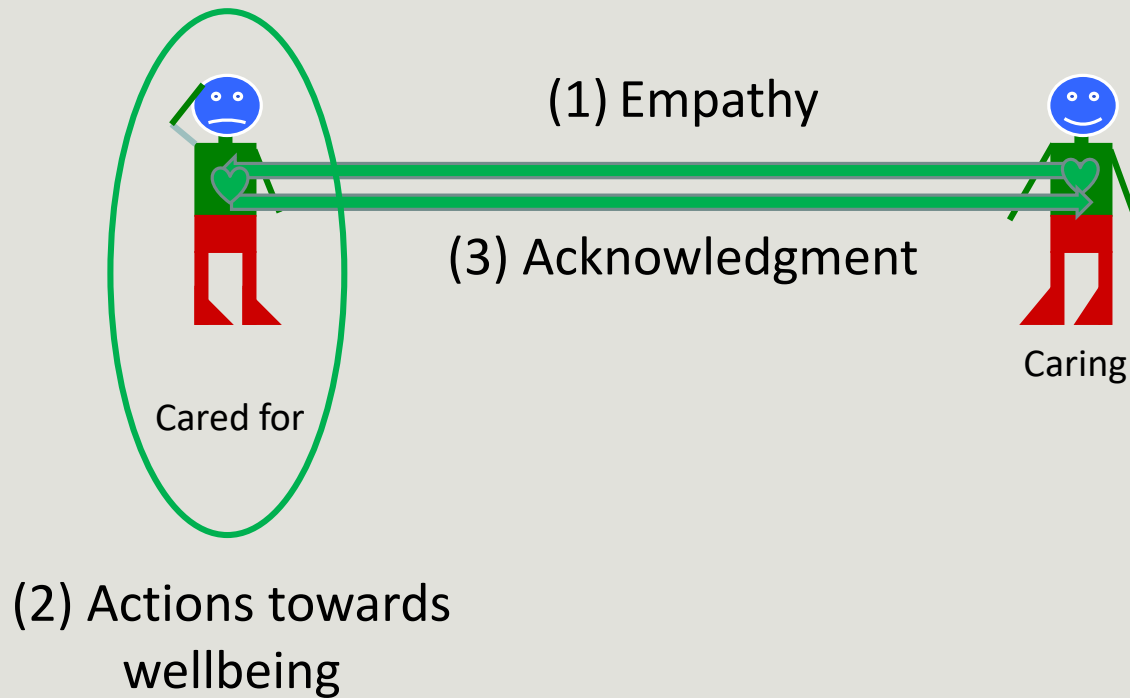


# MORAL DISENGAGEMENT IN THE PRESENCE OF INHUMANITIES



(Bandura, 2012)

# CARE ETHICS – A STORY

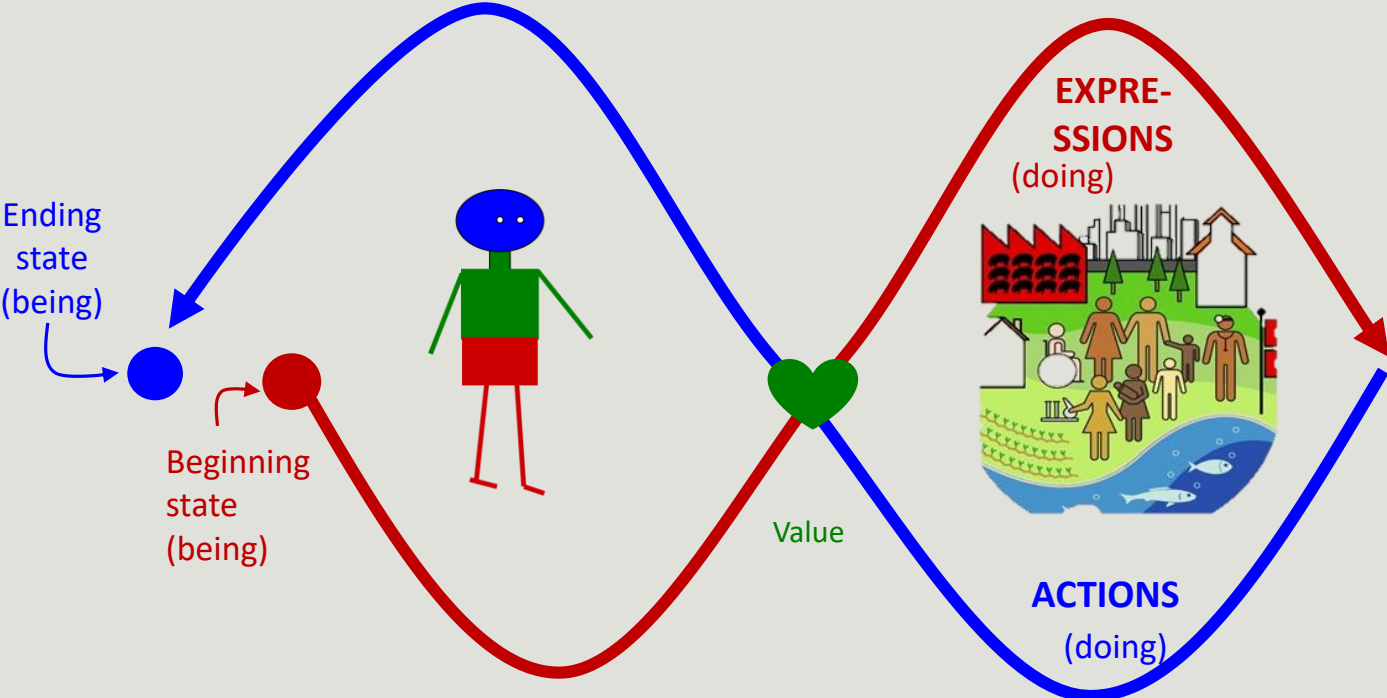


(Engster, D 2019)

**THEME FOUR**

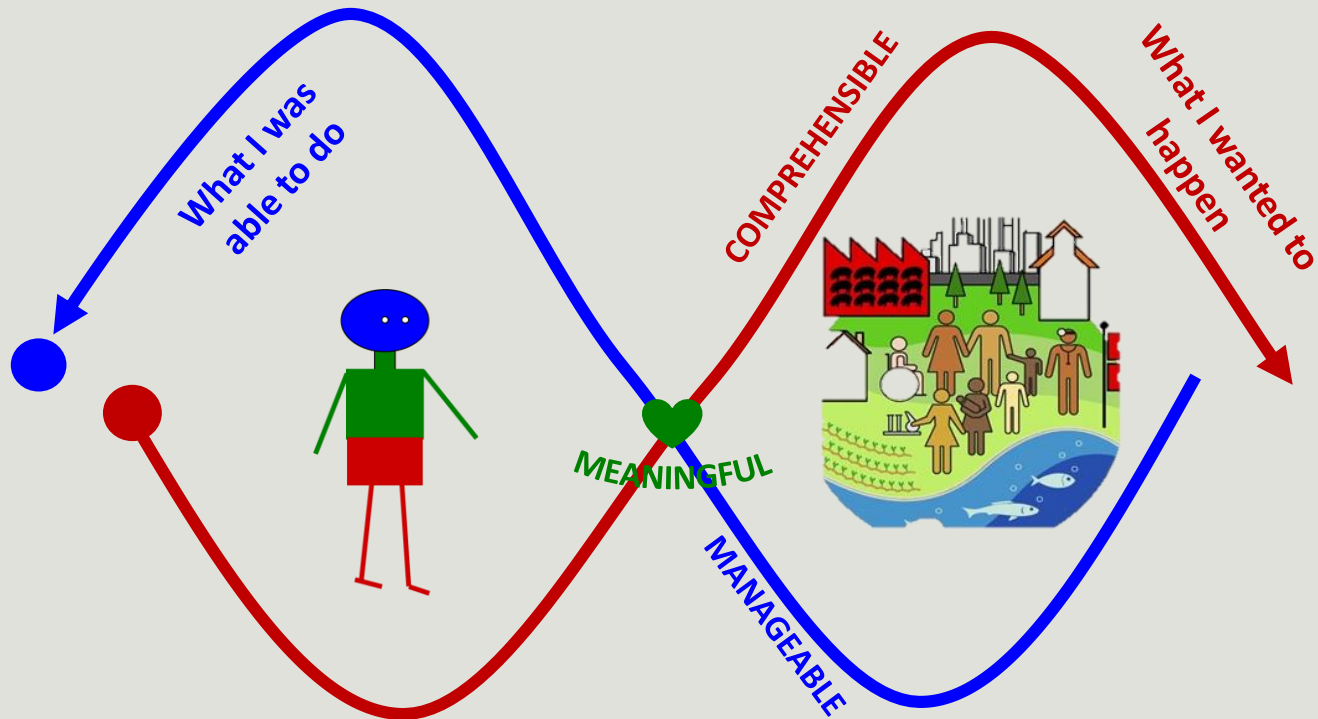
**Salutogenesis and  
life's organizing principle**

# THE STORY AS CAPABILITIES: BEINGS AND DOINGS WE VALUE



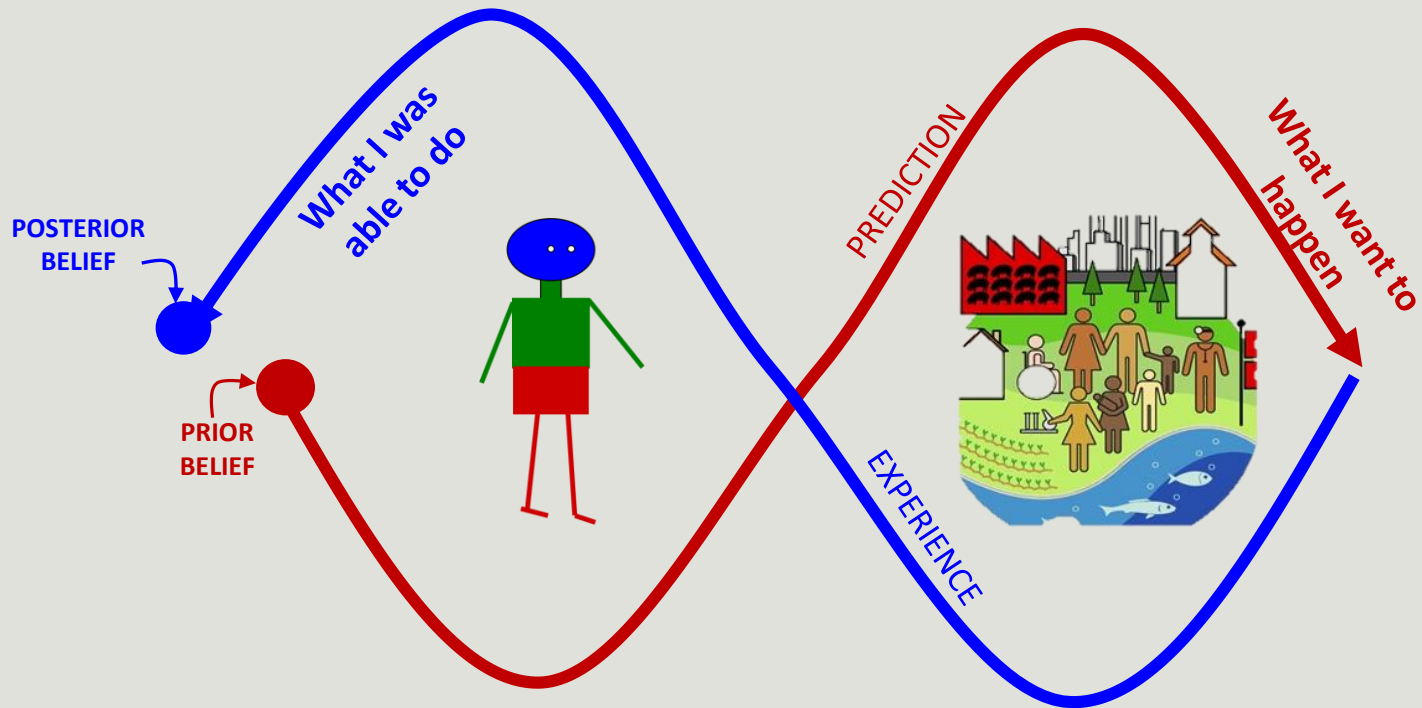
Sen, A. (1990)

# THE STORY AS SALUTOGENESIS – “SENSE OF COHERENCE”

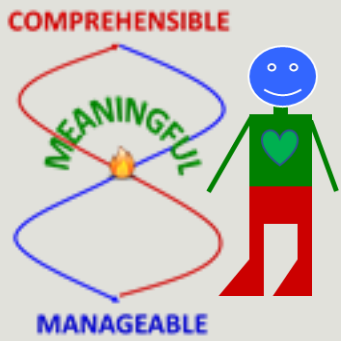


Antonovsky, A (1996)

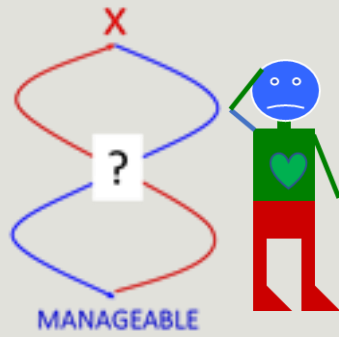
# THE STORY AS BAYESIAN UPDATING



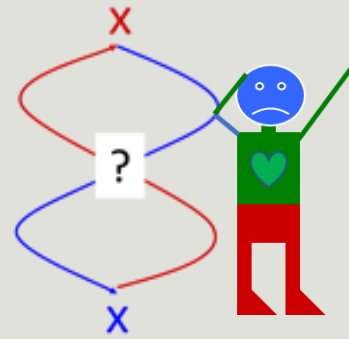
Peters, et. al (2017)



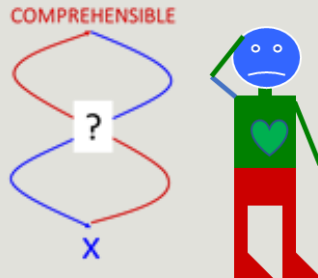
Sense of Coherence



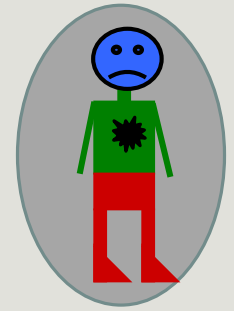
Coping



Confronting



Coping

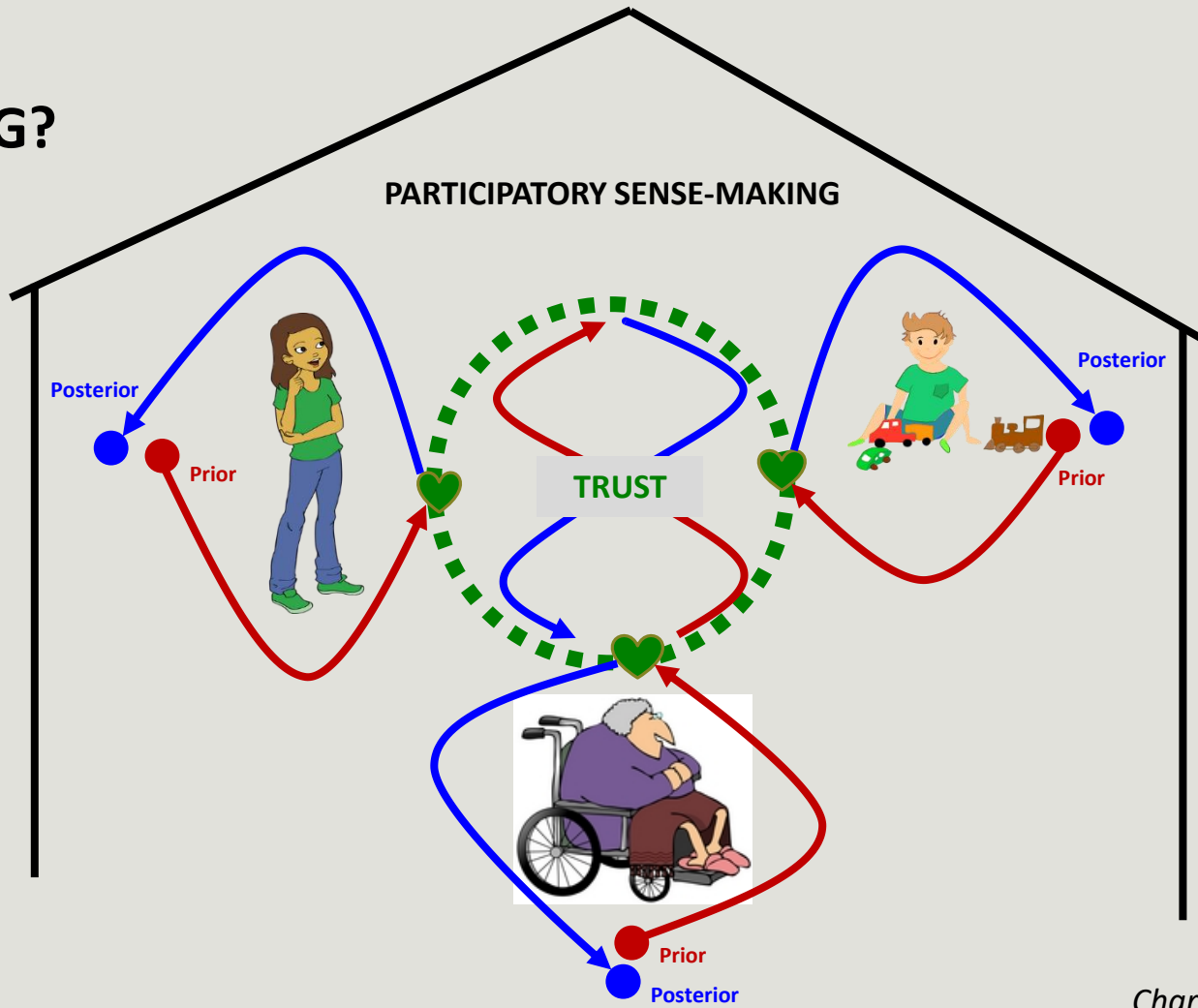


Survival

GRAY ZONES



# BRAIDING?



*Charon & Montello (2002)*

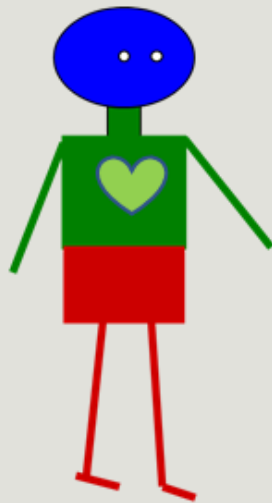
## THEME FIVE

# Braiding vectors, disconnection repairs, and transformative learning

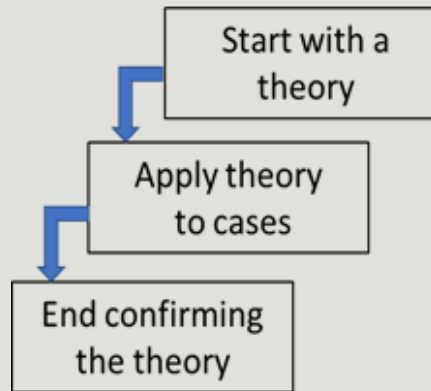
Beliefs



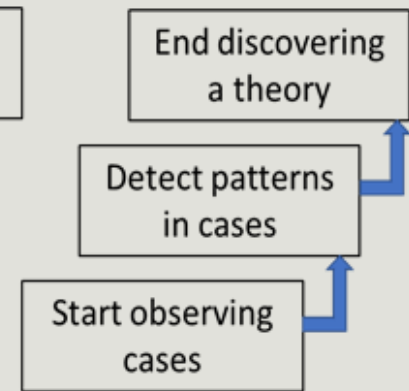
Actions



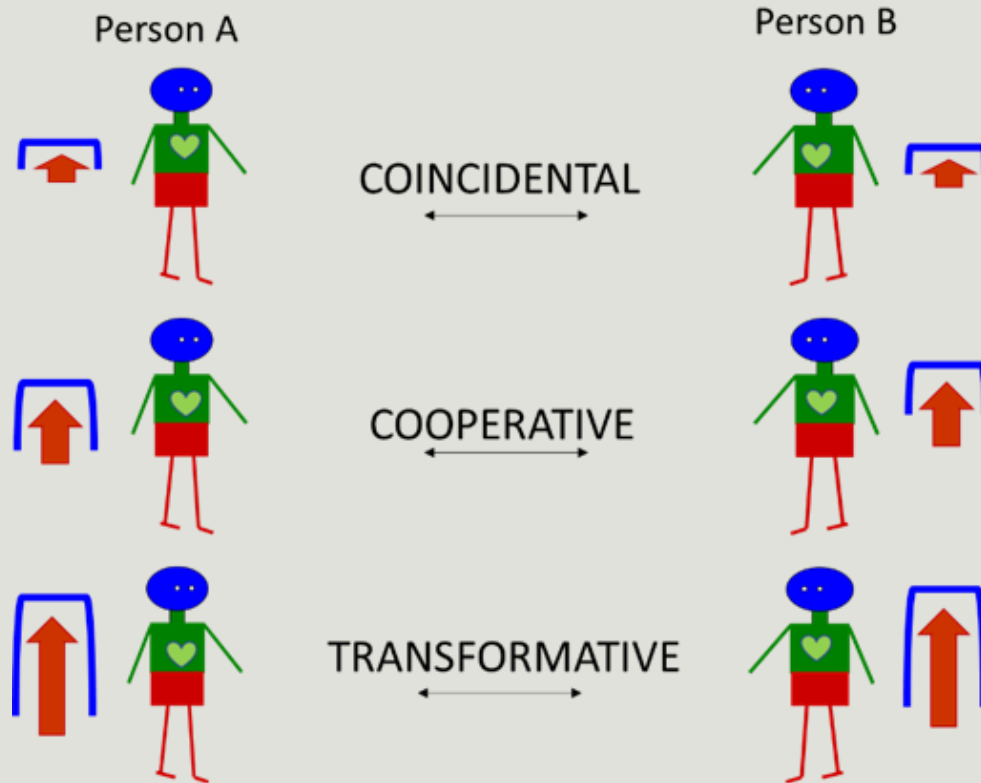
DEDUCTIVE  
REASONING  
(TOP-DOWN)

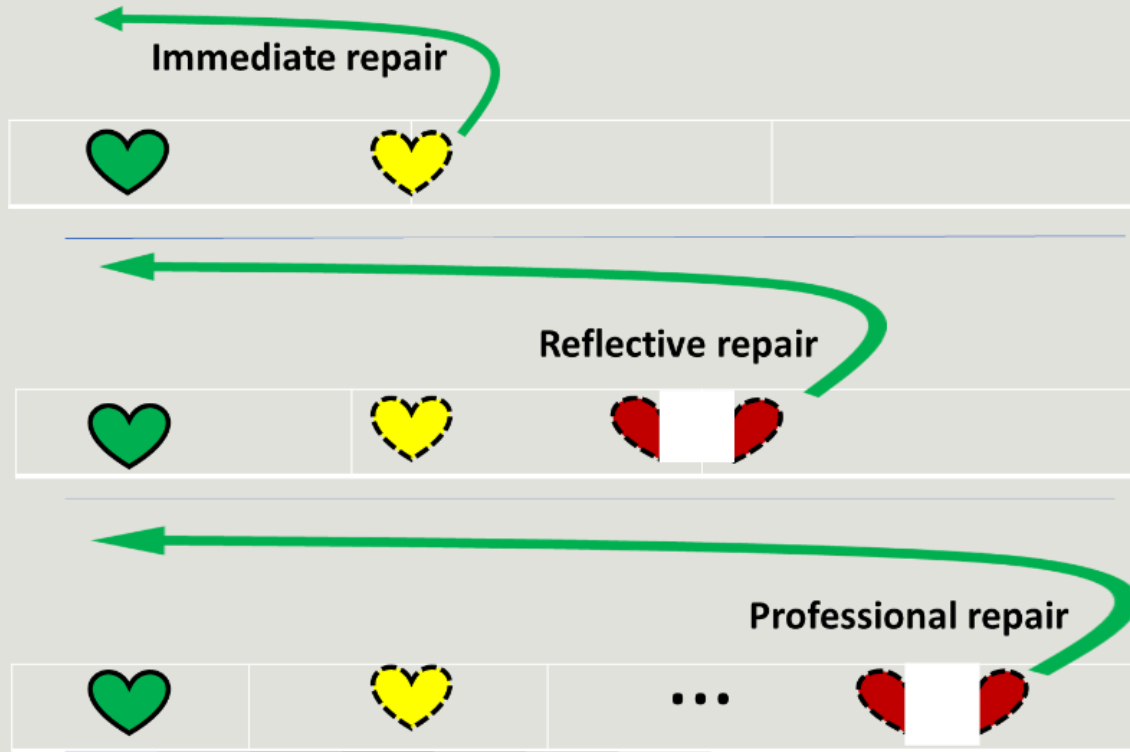


INDUCTIVE  
REASONING  
(BOTTOM-UP)



## AFFECTIVE CHARGE IN INTERACTIONS

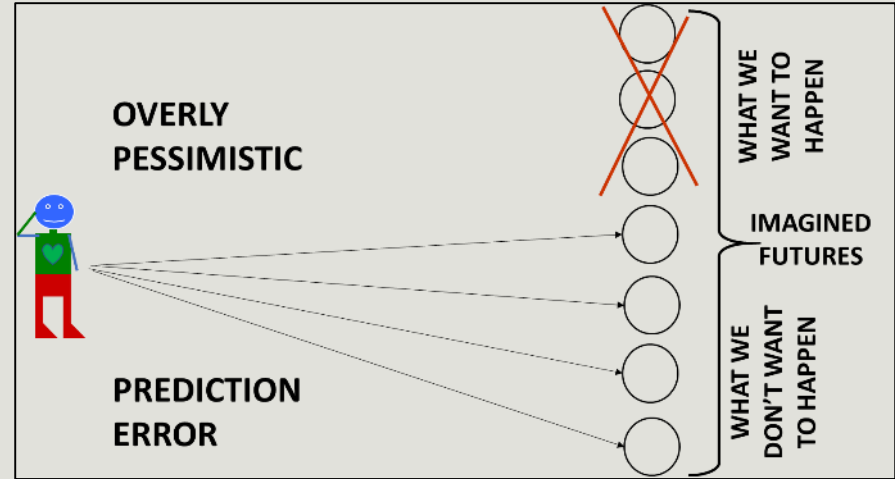
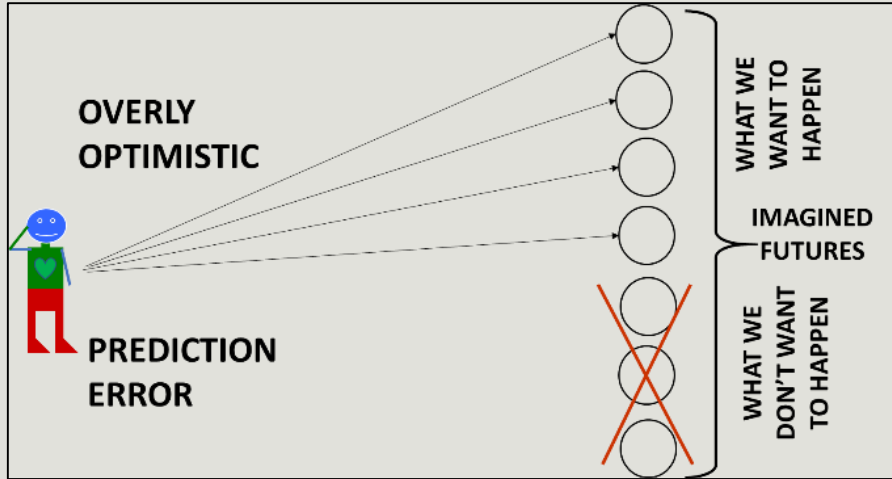




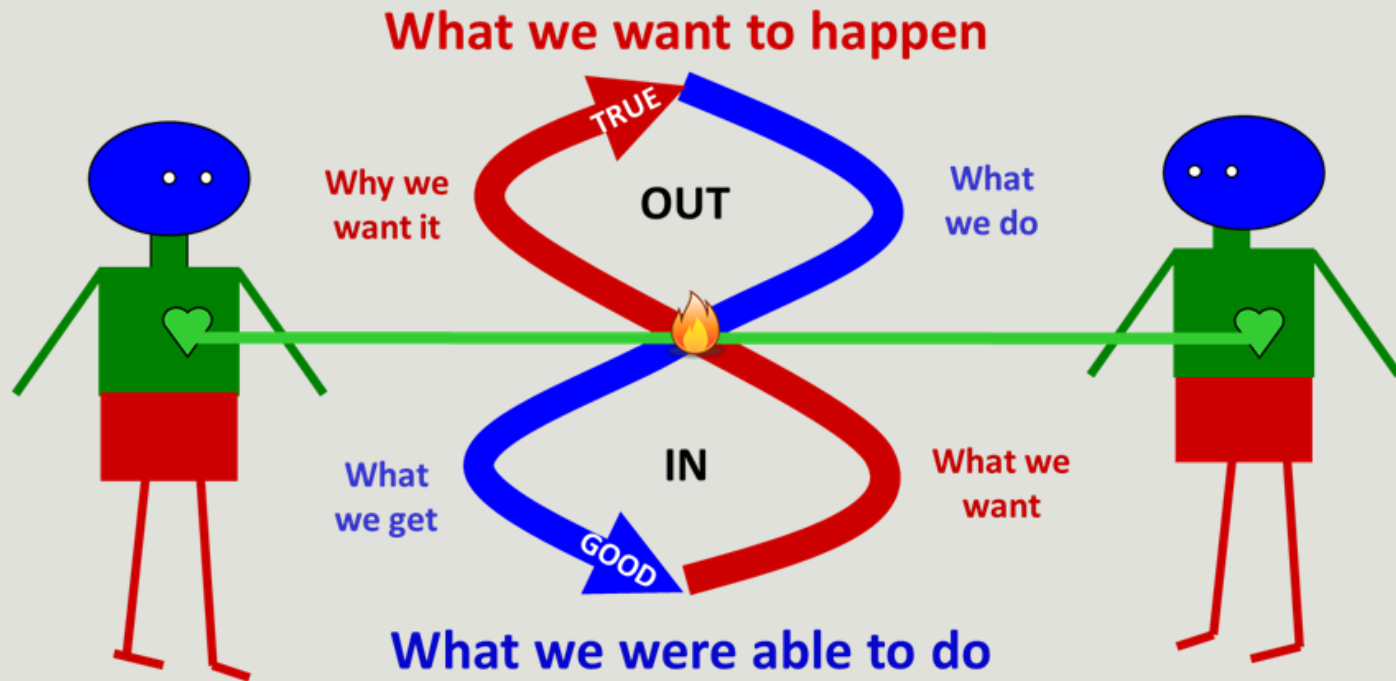
## HEART DISCONNECTION REPAIRS

## THEME SIX

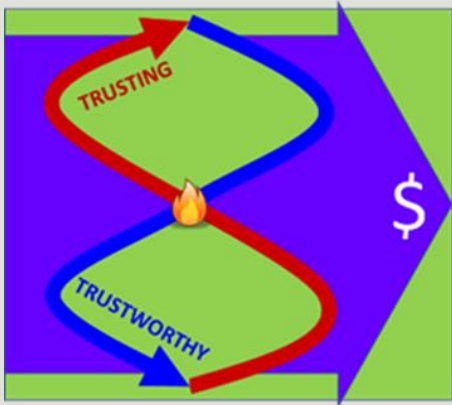
# Nosotros, a unit of trust



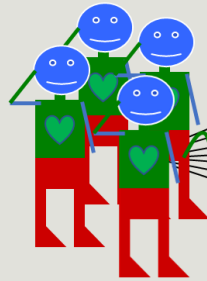
# NOSOTROS







**POSITIVE CULTURAL CHANGE**



**CAREFUL SELECTION**

**ASPIRATIONS**

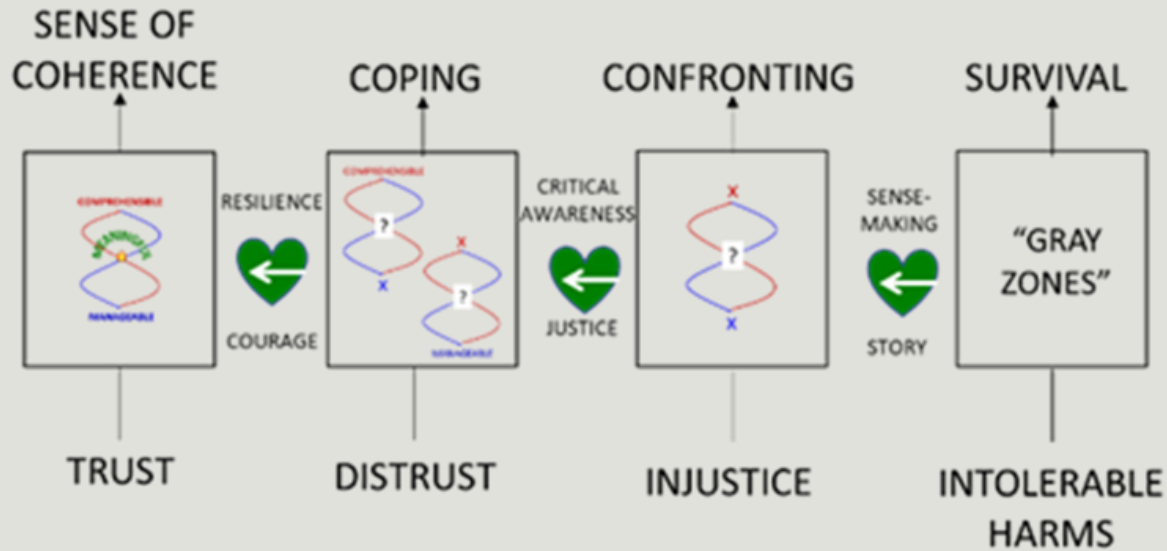
**OPOSITIONS**

**WHAT WE WANT TO HAPPEN**

**IMAGINED FUTURES**

**WHAT WE DON'T WANT TO HAPPEN**

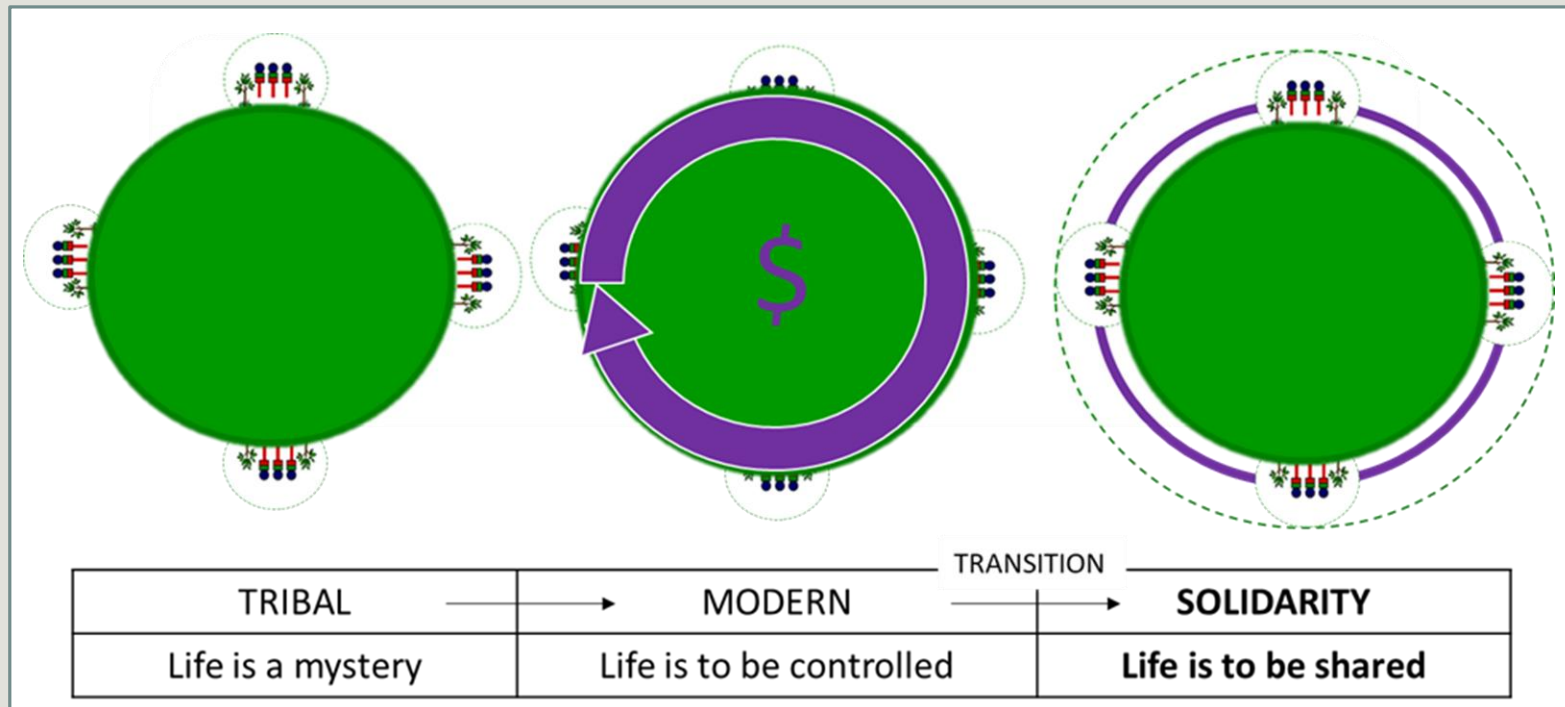
# REVERSAL OF HARM



**THEME SEVEN**

**Visions of Community and  
Sustainability**

# EVOLUTION OF ETHICAL THINKING





Promotores/CHWs: the guardians of dialogue



## UNSUSTAINABLE SOCIAL STRUCTURES & HISTORICAL INTEGRATION



**THEME EIGHT**

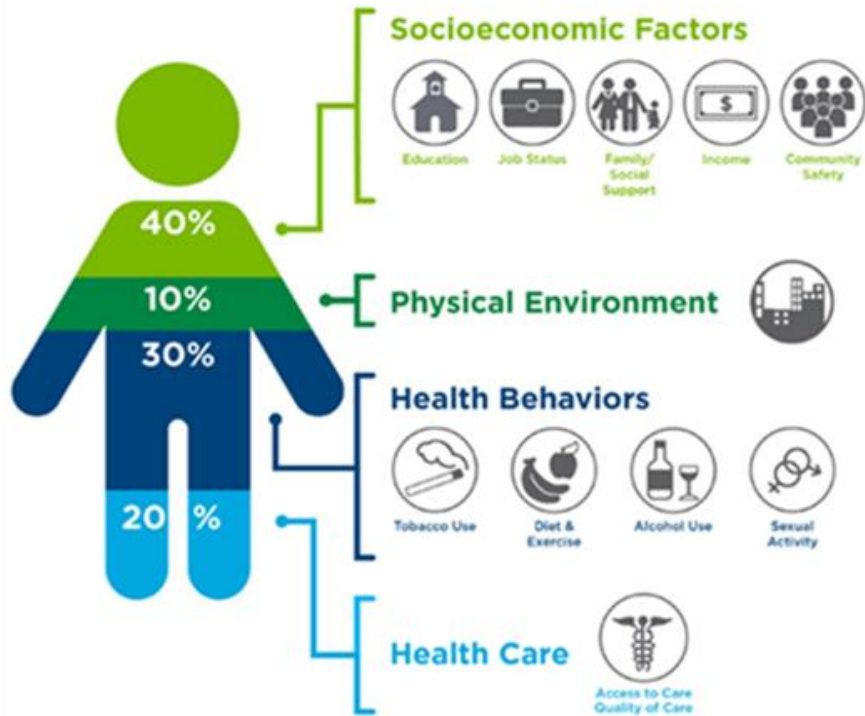
**Valuable information and  
data capture**





**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**

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

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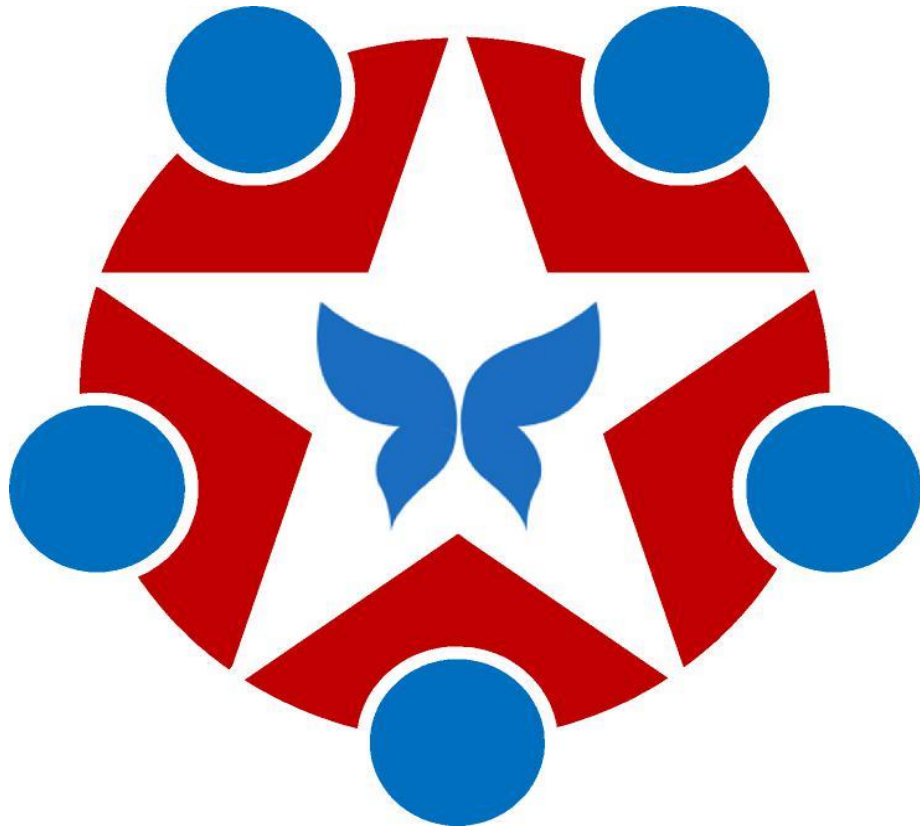
# Welcome

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**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

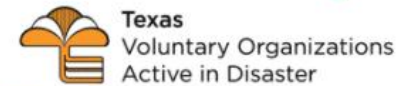
**20+ CE Hours**

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!

Email Us  
[info@tapchw.org](mailto:info@tapchw.org)



# 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](http://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!

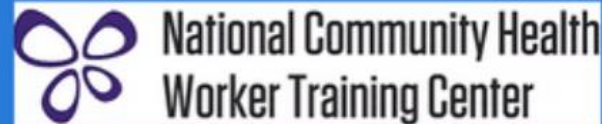
**STAY TUNED**



## 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](http://www.tapchw.org)

Facebook: [www.facebook.com/tapchw/](http://www.facebook.com/tapchw/)

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

Email Us

[info@tapchw.org](mailto:info@tapchw.org)



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# Workforce Solutions and Employment Opportunities Sub-Committee



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<b>Chair</b>	<b>Kim Bush</b>
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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<b>Chair</b>	<b>Tasha Whitaker</b>
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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<b>Chair</b>	<b>Carolina González Schlenker, MD, MPH</b>
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**

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

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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

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