

UPDATE

Michigan Community Health Worker Alliance

MiCHWA: PLANNING FOR THE YEAR

MISSION: TO PROMOTE AND SUSTAIN THE INTEGRATION OF COMMUNITY HEALTH WORKERS INTO MICHIGAN'S HEALTH AND HUMAN SERVICE SYSTEMS THROUGH COORDINATED CHANGES IN POLICY AND WORKFORCE DEVELOPMENT

Just under a year ago, a planning group began meeting to organize the first annual meeting focused on sustainable policy and systems change for community health workers in Michigan. Following that meeting in August 2011, the Michigan Community Health Worker Alliance (MiCHWA) was formed. MiCHWA is a group of CHWs and professional partners dedicated to working toward and enacting policy and systems change while cultivating CHW leadership in Michigan. The Nokomis Foundation of Grand Rapids has granted funding to MiCHWA through the University of Michigan School of Social Work for its activities in 2012.

GOVERNANCE

MiCHWA is overseen by a steering committee made of co-leaders of

MiCHWA's working groups and other CHWs and stakeholders from 15 organizations statewide. In March 2012, the steering committee approved seven guiding principles for the Alliance. Among its principles, "All members of the MiCHWA Steering Committee participate as equal members and share responsibility for all phases of the Alliance's efforts to sustain CHWs, e.g. identifying relevant policy, sustainability and other critical issues, developing and implementing goals and objectives to address issues, disseminating outcomes of our efforts, and establishing mechanisms for the sustainability of the Alliance." MiCHWA also aims for CHWs to "provide active leadership at all levels of MiCHWA including its steering committee and working groups." CHWs are an essential voice in MiCHWA's activities and decision-making. CHWs are encouraged to contact Katie (mitchkl@umich.edu) if they are interested in joining the steering committee. Other principles state MiCHWA's values and actions. This includes that MiCHWA "supports the professional and career

development of CHWs" and "values members' knowledge and action that results in social change that benefits all partners and addresses the concerns of Michigan communities." A full list of principles will be made available when MiCHWA's website launches in the next few months.

LOOKING AHEAD

Steering committee members are developing dissemination guidelines, decision-making procedures, solidifying goals and objectives for the overall Alliance, and identifying additional funding sources for MiCHWA activities. MiCHWA is also working with the Curtis Center Program Evaluation Group in the University of Michigan School of Social Work to evaluate ongoing work processes and outcomes. MiCHWA hopes to soon schedule another statewide meeting to further unite stakeholders around policy and systems change.

For questions or inquiries about MiCHWA, contact Katie Mitchell at mitchkl@umich.edu.

UPCOMING MEETINGS

CHW NETWORK: Tuesday, May 15 from 2:00 to 3:30 (conference call, in-person Detroit)

COMMUNICATIONS: Thursday, May 17 from 9:00 to 10:00 (Skype call, in-person Ann Arbor)

EDUCATION & WORKFORCE: Friday, May 11 from 8:00 to 9:00 (conference call)

POLICY & FINANCE: Tuesday, May 22 from 1:30 to 3:00 (conference call)

STEERING COMMITTEE: Thursday, May 31 from 10:00 to Noon (conference call)



CERTIFICATION NEWS FROM GRAND RAPIDS

In partnership with Grand Rapids Community College and North Central State College in Ohio, Spectrum Health completed certification for 25 Community Health Workers from four different organizations in the Grand Rapids community. The training included 40 hours of Life Span Development and 28 hours of six major competency areas for CHWs. Grand Rapids Mayor George Heartwell is coming to recognize the first group to complete certification. *Photo courtesy of Dr. Erin Inman, Spectrum Health*

MICHWA: WORKING GROUPS

THE MICHIGAN COMMUNITY HEALTH WORKER ALLIANCE IS FUNCTIONING THANKS TO THE EFFORTS OF FOUR WORKING GROUPS. UPDATES ABOUT ACTIVITIES OF THE FOUR GROUPS ARE DETAILED BELOW.

MICHIGAN CHW NETWORK

Leaders: Marta Lugo-Rodriguez (REACH Detroit Partnership) & Yessenia Rodriguez (Spectrum Health)

The Michigan CHW Network is working to find and support CHWs throughout Michigan. The Network is currently working to revise a CHW 101 presentation that its members hope to present to CHWs and CHW stakeholders several times this Fall. The Network is also seeking to increase its membership and communicate continuing education and training opportunities to CHWs statewide.

COMMUNICATIONS

Leaders: Celeste Sanchez (Spectrum Health) & Mike Spencer (UM School of Social Work)

The Communications group supports the communication needs of MiCHWA and its working groups. Launching

MiCHWA's technology infrastructure includes development of the MiCHWA website. The group is currently formatting the Education & Workforce group's employer survey for statewide electronic dissemination and building the base of a social media presence.

EDUCATION & WORKFORCE

Leaders: Linda Witte (Grand Rapids Community College) & Candace Hall (Southeast Michigan Beacon Project)

This working group has been researching CHW credentialing, CHW competencies, and CHW training programs in order to make recommendations to the Steering Committee. The group will launch an employer survey within the next few weeks. This survey aims to understand the current CHW workforce and employers' needs in Michigan. If you are an employer or know of an employer that might be interested in taking our survey, please let us know (mitchkl@umich.edu).

POLICY & FINANCE

Leaders: Art Franke (National Kidney Foundation of Michigan) & Pat Duthie (Spectrum Health)

The Policy and Finance group is revising a draft concept paper concerning CHWs in Michigan. This paper will make recommendations to sustain funding and improve policies aimed at improving the sustainability of the CHW profession. The group also aims to create a legislative agenda and business case for CHWs before the end of 2012.

INTERESTED IN LEARNING MORE OR GETTING INVOLVED?

MiCHWA working groups are seeking participation in activities from community health workers and other stakeholders statewide. You are welcome to call in or attend working group meetings at any time. Contact Katie Mitchell (mitchkl@umich.edu) to get started.

FEATURED ARTICLE

POPULAR EDUCATION FOR GROUP SESSIONS

SUBMITTED BY MIGRANT HEALTH PROMOTION, YPSILANTI, MI

Imagine for a moment that you are a child in a classroom. For many of us, this draws up an image of a group of students sitting in rows of desks or chairs facing the teacher who stands at the front of the class. Most likely, the teacher is giving a lecture and the children are expected to sit quietly and listen, or maybe take notes. This scenario is what many of us think of when we imagine the role of a teacher. But this is not the only way to teach!

Community Health Workers are often asked to “teach” others in their community. Fortunately, there are many ways to make your teaching more fun, and more effective, than the traditional classroom.

Many CHWs use techniques that are part of what is called popular education. Popular education is a way of facilitating learning that focuses on getting everyone involved. The goal of popular education is to help people see how their own lives are connected to the rest of society.

Here are some of the basic ideas of popular education:

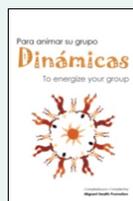
- We learn more when we are actively involved.
- We learn more when we are comfortable with our fellow learners.
- We learn more when we are having fun.
- We all know a lot from our personal life experiences.
- We should always seek feedback to improve our teaching.

HERE ARE SOME TIPS FOR MAKING YOUR GROUP EDUCATION SESSIONS FUN & GETTING EVERYONE INVOLVED:

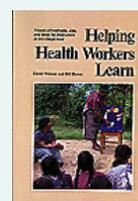
1. **Begin with a *dinámica*.** Use a game, ice-breaker, or *dinámica* to help participants get comfortable with each other. Spend a few minutes at the beginning and end of each session doing something fun. This will help the participants feel relaxed and ready to learn and share.
2. **Start a *lluvia de ideas*.** Brainstorming is a great way to hear a lot of different ideas. Ask the group a question and let everyone give at least one answer. Remember, there are no wrong answers in a brainstorm. Just get as many ideas on paper as you can.
3. **Work in small groups or pairs.** Breaking a large group up into smaller groups will give quiet folks a chance to talk. Give each group a set amount of time to work on a problem. Then have them report back to the whole group.
4. **Act out!** Many people learn best when they experience something first hand. Use role-plays to practice a real-life situation. Or create a skit or play about an important health topic. Instead of talking about healthy food, do a cooking demonstration and let everyone have a taste.
5. **Get feedback.** Ask people in your group sessions to tell you what they liked best and what could be improved. You can do this by handing out an evaluation form or by doing an activity such as the Voting Game.

The Voting Game:
Set up 5 cups in a row. Label each cup with a statement about your training such as “I learned a lot at this training” or “The materials I received will be useful.” Give everyone 5 slips of green paper, 5 yellow and 5 red. Ask them to use the paper to “vote” in each cup.
Green = agree
Yellow = not sure
Red = disagree

FOR MORE INFORMATION ON RESOURCES TO FACILITATE GROUP SESSIONS, CHECK OUT THE FOLLOWING:



Dinámicas Booklet (bilingual)
Migrant Health Promotion
www.migranthealth.org
info@migranthealth.org
(800) 461-8394



Helping Health Workers Learn
(also available in Spanish)
Hesperian Foundation
www.hesperian.org
hesperian@hesperian.org
(888) 729-1796



Liderazgo para la Acción Social
A Spanish publication with eight sections on leadership, teamwork, and conflict resolution
Casa of Maryland
www.casademaryland.org

SAVE THE DATE: 5TH ANNUAL CHW CONFERENCE

**WEDNESDAY,
AUGUST 22, 2012**

**GRAND RAPIDS
COMMUNITY COLLEGE,
WISNER-BOTTRALL
APPLIED
TECHNOLOGY CENTER**

**151 FOUNTAIN ST NE
GRAND RAPIDS,
MICHIGAN**

8:00AM TO 4:30PM

Support for this event
comes from the Michigan
Public Health Training
Center and Grand Rapids
Community College



Community health workers and their supporters are invited to the fifth annual CHW conference, hosted by Spectrum Health Healthier Communities.

CONFERENCE OBJECTIVES

This year's conference, "Community Health Workers Continuing to Transform and Empower the Community," has three objectives: 1) Discuss the pros and cons of certification in regards to employment opportunities and professional development for CHWs; 2) Describe the roles of CHWs in the changing dynamics of health care delivery in the community; and 3) Identify ways to empower community members to make positive life changes.

INVITED SPEAKER

This year's invited speaker is national community health worker expert Carl Rush. Mr. Rush is Principal of Community Resources, LLC, a group that consults with community health and community development groups, particularly those utilizing CHWs. Mr. Rush is also a team leader with the Community Health Worker Policy Center at the University of Texas - Houston. Within the last year, Mr. Rush authored the CDC's e-learning series on CHWs, "Promoting Policy and Systems Change to Expand Employment of Community Health Workers."

CALL FOR POSTER ABSTRACTS — DUE MAY 4

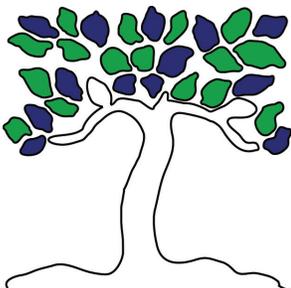
Spectrum Health seeks posters for the conference that highlight extraordinary jobs that CHWs perform in their communities. Interested poster presenters need to submit an abstract with a completed poster submission form by Friday, May 4. For a submission form or for more information, contact Susie Williamson at susie.williamson@spectrumhealth.org.

CHW EXTRAORDINARY SERVICE AWARD NOMINATIONS — DUE MAY 11

The Community Health Worker Extraordinary Service award is to recognize and acknowledge outstanding service, dedication, and excellence within the CHW profession. All CHWs are eligible for nomination. If you are interested in nominating a CHW, nomination forms and materials must be completed by May 11. For a submission form or for more information, contact Terri Price at terri.price@spectrumhealth.org.

**Questions about the conference?
Contact organizers Arlene Colbert
at 616-391-6177 or arlene.colbert@spectrumhealth.org
OR Terri Price
at 616-391-6187 or terri.price@spectrumhealth.org.**

Photo courtesy of Spectrum Health



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