**Stakeholders in October emphasized importance of common language**

* *May need to start with common language, since all sites interviewed used different definitions of CHW.*
* *Starting in a place with a lot of differences among programs and CHW’s.*
* *Intersections and differences between outreach workers and CHW’s*.
* *Remember the importance of belonging- (common) identity despite potential differences in how CHWs working*
* *Establish/discuss scope of work of CHWs*
* *Figure out the role of CHWs compared to HIV case managers*

**Questions to answer prior to developing or adopting an agreed upon definition of “CHW”**

Who is our intended audience?

For what purpose do we intend to use the common definition?

**SAMPLE DEFINITIONS**

**American Public Health Association,( 2009)**

…. a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served. This trusting relationship enables the CHW to serve as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery.

A CHW also builds individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support and advocacy.

**US Office of Minority Health**

Promotores de Salud/Community Health Workers (CHWs) are volunteer community members and paid frontline public health workers who are trusted members of and/or have an unusually close understanding of the community served. Promotores de Salud/Community Health Workers (CHWs) generally share the ethnicity, language, socioeconomic status, and life experiences of the community members they serve. These social attributes and trusting relationships enable CHWs to serve as a liaison, link, or intermediary between health and social services and the community to facilitate access to and enrollment in services and improve the quality and cultural competence of service. Promotores/CHWs can enhance provider-patient communication; preventive care; adherence to treatment, follow-up, and referral; disease self-management; and navigation of the healthcare system. Additionally Promotores/CHWs build individual and community capacity by increasing health knowledge and self-sufficiency through a range of activities such as outreach, community education, informal counseling, social support, and advocacy among communities such as Hispanic/Latino communities.\*

**Bureau of Labor Standards, (2010)**

Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. May provide information on available resources, provide social support and informal counseling, advocate for individuals and community health needs, and provide services such as first aid and blood pressure screening. May collect data to help identify community health needs.

**MA CHW Association/ MA Department of Health**

Community Health Workers (CHWs) are public health workers who apply their unique understanding of the experience, language and/or culture of the populations they serve in order to carry out one or more of the following roles:

-Providing culturally appropriate health education, information and outreach in community-based settings, such as homes, schools, clinics, shelters, local businesses, and community centers;

-Bridging/culturally mediating between individuals, communities and health and human services, including actively building individual and community capacity;

-Assuring that people access the services they need;

-Providing direct services, such as informal counseling, social support, care coordination and health screenings; and

-Advocating for individual and community needs**.**

CHWs are distinguished from other health professionals because they**:**

Are hired primarily for their understanding of the populations and communities they serve;

Conduct outreach a significant portion of the time in one or more of the categories above; and

Have experience in providing services in community settings

**WHO definition (proposed) (2007):**

Community health workers should be members of the communities where they work, should be selected by the communities, should be answerable to the communities for their activities, should be supported by the health system but not necessarily a part of its organization, and have shorter training than professional workers.