



**Howard County Local Health Improvement Coalition**  
Community Health Worker Learning Collaborative (CHW LC)  
November 6, 2024  
10:00 AM – 11:30 AM  
Howard County Health Department (HCHD)  
Heroes Room A

## Minutes

### Members Present:

Miriam Anderson, Howard County Health Department  
Erin Ashinghurst, Accessible Resources For Independence (ARI)  
Maria Candanoza, Howard County Health Department  
Samantha Cribbs, Howard County Health Department  
Lidymar Gonzalez, Howard County Health Department  
Nayanie Henriquez, Howard County Health Department, P.E.A.C.E. Project  
Rosemarie Jimenez, Howard County Health Department  
Rachel Krut, Johns Hopkins Howard County Medical Center  
Vanda Lerdboon, Howard County Health Department  
Nancy Moreno, Howard County Health Department  
Kenia Quintanilla, Johns Hopkins Howard County Medical Center  
Sephania Reid, Howard County Health Department  
Sandy Roschli, Johns Hopkins Howard County Medical Center  
Nicki Sanders, Howard Community College  
Amanda Toohey, Johns Hopkins Howard County Medical Center

### Staff Present:

Maribet Brute, Howard County Local Health Improvement Coalition  
Chynáe Vicks, Howard County Health Department  
Ashton Jordan, Howard County Local Health Improvement Coalition

Topic/Agenda	Discussion	Action/Follow-up
<b>Welcome and Introductions</b>	<p>Chynáe Vicks, Howard County Health Department, called the meeting to order at 10:00 AM.</p> <p>Ms. Vicks provided a welcome to members in attendance and asked members to introduce themselves. As an icebreaker activity, members were asked to provide one word to describe CHWs or the work of a CHW.</p>	<p>Members are encouraged to review the past minutes available at: <a href="https://www.hclhic.org/home/meeting/2024?catelid=367">https://www.hclhic.org/home/meeting/2024?catelid=367</a></p>

<p><b>Announcements</b></p>	<p>Ms. Vicks provided the following announcements to the workgroup:</p> <ul style="list-style-type: none"> <li>• The next HCLHIC Quarterly hybrid meeting is on January 16, 2025 at 9am. It will be hybrid and refreshments will be available in person.</li> <li>• Sensory-Friendly Sundays are hosted Sundays at the Robinson Nature Center at 10:30am – 12:00pm</li> </ul>	<p>Members can register for upcoming LHIC meetings here: <a href="https://www.eventbrite.com/e/2025-hclhic-full-coalition-meetings-tickets-1022732690007?aff=oddtcreator">https://www.eventbrite.com/e/2025-hclhic-full-coalition-meetings-tickets-1022732690007?aff=oddtcreator</a></p> <p>Members interested in attending the Sensory-friendly Sundays can register here: <a href="https://anc.apm.activecommunities.com/howardcounty/activity/search/detail/140795?onlineSiteId=0&amp;from_original_cui=true">https://anc.apm.activecommunities.com/howardcounty/activity/search/detail/140795?onlineSiteId=0&amp;from_original_cui=true</a></p>
<p><b>CHW LC Action Plan Overview</b></p>	<p>Mr. Ashton Jordan, Howard County Local Health Improvement Coalition, overviewed the CHW LC Action Plan for members.</p> <p>CHW LC Action Plan Goals and Objectives</p> <ul style="list-style-type: none"> <li>- <b>Goal 1:</b> Develop coordination of CHW networks across all organizations in Howard County <ul style="list-style-type: none"> <li>○ <b>Objective 1:</b> HCHD to lead efforts to convene CHWs in County to share resources and connect CHWs by building on existing CHW networks</li> </ul> </li> <li>- <b>Goal 2:</b> Promote CHWs as trusted bridges to community access to health and social services <ul style="list-style-type: none"> <li>○ <b>Objective 1:</b> Develop standards and expectations for conducting work as a CHW</li> <li>○ <b>Objective 2:</b> Connect CHWs to community organizations and develop ongoing relationships and referral mechanisms to increase understanding of CHW impact and capacity within the County</li> <li>○ <b>Objective 3:</b> Build workflows into current HCHD programs to integrate CHWs</li> </ul> </li> </ul>	



	<ul style="list-style-type: none"> <li>- <b>Goal 3:</b> Develop systems of support that will promote growth and sustainability for the community health worker workforce             <ul style="list-style-type: none"> <li>o <b>Objective 1:</b> Explore CHW certification or similar competency/training measures</li> <li>o <b>Objective 2:</b> Explore opportunities for sustainable and continued funding streams</li> </ul> </li> </ul>	
<p><b>Breakout Session: Action Plan Review/ Group Share and Discussion</b></p>	<p>Group members were placed into three (3) groups to review, discuss, and amend each of the goals and associated objectives for the CHW LC.</p> <p>Groups shared the following during the feedback session:</p> <p><b>Goal 1: Develop coordination of CHW networks across all organizations in Howard County</b></p> <ul style="list-style-type: none"> <li>- Objectives and action steps are realistic, but need longer timeline to complete: starting with Learning collaborative, joining LHIC, etc.</li> <li>- Explore the differences between a certified CHW vs. non-certified; Who is doing work of a CHW but may have different title (i.e.- peer, liaison, etc.)</li> <li>- Publicize more of what the certification process is and its benefits to encourage state certification among CHWs in the county</li> <li>- State certification should include a component specific to Howard County and its resources; develop curriculum together</li> <li>- Encourage academic institutions to partner with CHWS, educate partners about CHWs to offer practicums to high school and college students</li> <li>- Potentially change framing of CHW to a “Resource Navigator”</li> </ul>	

- Invite more CHWs to meetings, not just managers of teams
- State requires Continuing Education (CE) credits to maintain certification, but Howard County has not really tapped into that yet
- Could potentially use CE hours as an opportunity to train on specific skills; developing CE modules to learn about Hoard County resources, plain language, etc.
- CDC has free classes/CE courses to take to maintain CHW certification

**Goal 2: HCHD to lead efforts to convene CHWs in County to share resources and connect CHWs by building on existing CHW networks**

- Objective 1-
  - o Unify the role of CHWs, but understand uniqueness of roles in different capacities; what do we want the community to know about CHWs – what name/title represents everybody?
  - o Identify baseline trainings for CHWs; invite people who are not certified, but who are community members doing the work of a CHW at schools, churches, etc.
- Objective 2-
  - o Identify ways to let other organizations in the county such as HCPSS, food banks, etc. know that CHWs exist and how we can unite efforts
  - o Inform community of CHW services
  - o Establish a referral mechanism to CHWs via CAREAPP
  - o Identify trainings each CHW needs to have to better service certain communities (i.e. does a CHW serving at the hospital need a higher level of training to serve in that setting vs. the school or food bank)



- Objective 3
  - o Encourage all HCHD programs to use CAREAPP for referrals and outreach events forms, (expand to hospital?)
  - o Learn about various community programs/services and how CHWs can make referrals to those programs; lots of opportunity for overlap and cross-collaboration

**Goal 3- Develop systems of support that will promote growth and sustainability for the Community Health Worker workforce**

- Find people already active in communities (this is the heart of CHW work) and get them connected to trainings such as young people (high school), individuals that have certain diagnoses and want to focus outreach efforts professionally and advocate for people facing similar challenges
- Broad training on various health and outreach topics
- Have CHWs work in unique locations- Title 1 schools, grocery stores, Horizon Foundation, libraries, and public spaces
- Seek additional/creative funding sources
- Ensure CHWs can earn a thriving wage and have next steps for career growth
- Consider only hiring certified CHWs or requiring certification shortly after hired
- CHWs desire to be paid based off their work requirements/efforts, not just what other organizations are paying staff (offering a specific salary at one organization based off what another organization pays their CHWs)
- Consider how quarterly CHW LC meeting work reaches state and county legislation

<b>Next Steps &amp; Wrap-up</b>	<p>The group agreed to a quarterly meeting schedule. Next meeting date is to be determined.</p> <p>Ms. Vicks adjourned the meeting at 11:30 AM.</p>	

Respectfully submitted by:  
Ashton Jordan, MSPH  
Community Engagement Coordinator  
Howard County Local Health Improvement Coalition