

# **CT COMMUNITY HEALTH WORKERS - WORK HAZARDS & WELLBEING**

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# BACKGROUND

- CHWs are a growing workforce shown to improve clinical outcomes and reduce health care costs.
- Connections to community, shared identity, and shared life experiences are critical qualities of CHWs that:
  - Facilitate their ability to establish trusting and culturally responsive relationships; BUT
  - May predispose them to being affected by inequities common among the populations with whom they work.
- CHWs are routinely exposed to myriad work stressors that may interact across multiple levels to adversely affect their well-being.
- CHWs have been largely excluded from occupational health research and evidence-based guidelines for the systems in which CHWs work are lacking.



# ***TOTAL WORKER HEALTH®***

- A **participatory approach** to identify and address root causes of worker well-being, while centering on organizational changes that support well-being.
- Well-being = physical + mental health, inclusive of experiences within and beyond work.

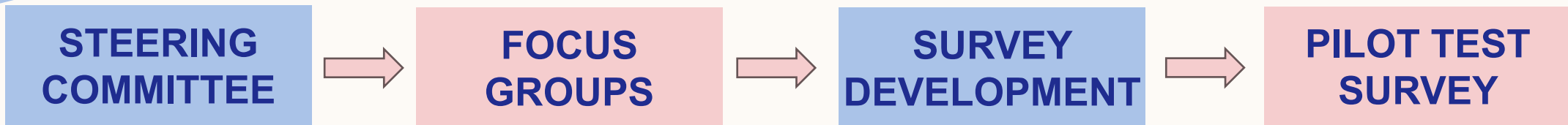
# OBJECTIVE

- Employ a TWH approach to **characterize, determine root causes of, and identify interventions that promote the well-being** of CHWs in Connecticut.
- All aspects of the study will be **guided by a Steering Committee** consisting of CHWs, and representatives from organizations that are CHW employers or advocates.
- UConn/CRA Seed grant:
  - Support develop of academic-community partnership
  - Provide preliminary data for NIOSH proposal to conduct prospective cohort study

# SPECIFIC AIMS

1. Build a Steering Committee consisting of CHWs, and representatives that are CHW employers or advocates
2. Develop and test a CHW Well-Being Survey (CHW-WBS)
3. Collect pilot data using the CHW-WBS from CHWs

# APPROACH



Build Steering Committee to guide development, implementation, and dissemination of findings for a CHW Well-Being Survey

Conduct focus groups in English and Spanish with a representative sample of CHWs to inform survey development

Adapt standardized assessments of worker well-being and work environment for CHWs

Pilot test the CHW Well-Being survey in English and Spanish with a representative sample of CHWs

# STEERING COMMITTEE

- Convene five times for 60-90 minutes over a six-month period starting in November 2023.
  - Virtual, in-person, or hybrid, based on input from group.
- Members will be asked to review materials in advance of some meetings to make the most efficient use of time together.
- Steering Committee members will be compensated \$75/hour.
- Transportation costs will be reimbursed for any in-person meetings.

# THANK YOU

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