



Greater New H.O.P.E. Charities
HELPING OTHERS PURSUE EMPOWERMENT

BIPOC COMMUNITY HEALTH WORKER TRAINING & PROFESSIONAL DEVELOPMENT SERIES

IMPACT REPORT

January-September 2024

Partners:



Sponsors:



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Our Mission

We collaborate with BIPOC community members through a community health lens to improve health equity and economic stability in East Multnomah County.

The Facilitators

- Soheila Azadi – Iran
- Asmaa Zaidan – Palestine
- Diana Perez Avila – Mexico
- Ayni Amir – Somali
- Oluchi Onyima – Nigerian
- Carla McMahon – Colombian
- Denisha Brown– Black
- Christine Sanders – Black
- Haika Mushi – Tanzanian
- Keara Rodela – Black
- Jackie Leung – Micronesian
- Kristinia Rogers – Thailand
- Ehmann Muthoni – Kihiko Kenya
- DiJonnette M. Thompson – Black



Summary

Of over 300 applicants, 75 were accepted into the CHW Training. 80% of the 75 enrolled participants graduated.

**TOTAL
ENROLLED:**

75

Cohort 1: 25

Cohort 2: 25

Cohort 3: 25

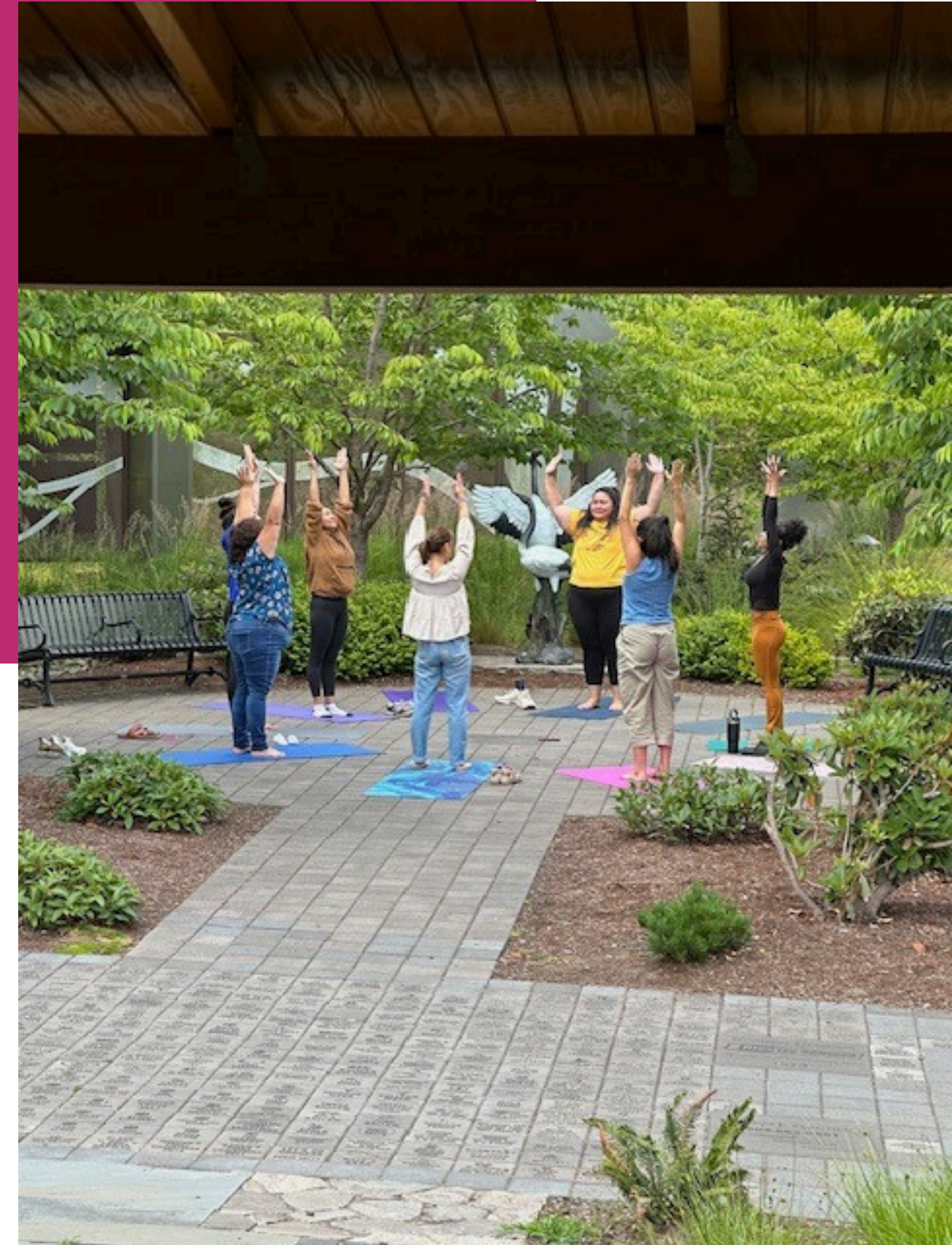
**TOTAL
GRADUATED:**

62

Cohort 1: 18

Cohort 2: 21

Cohort 3: 23



Demographic Data

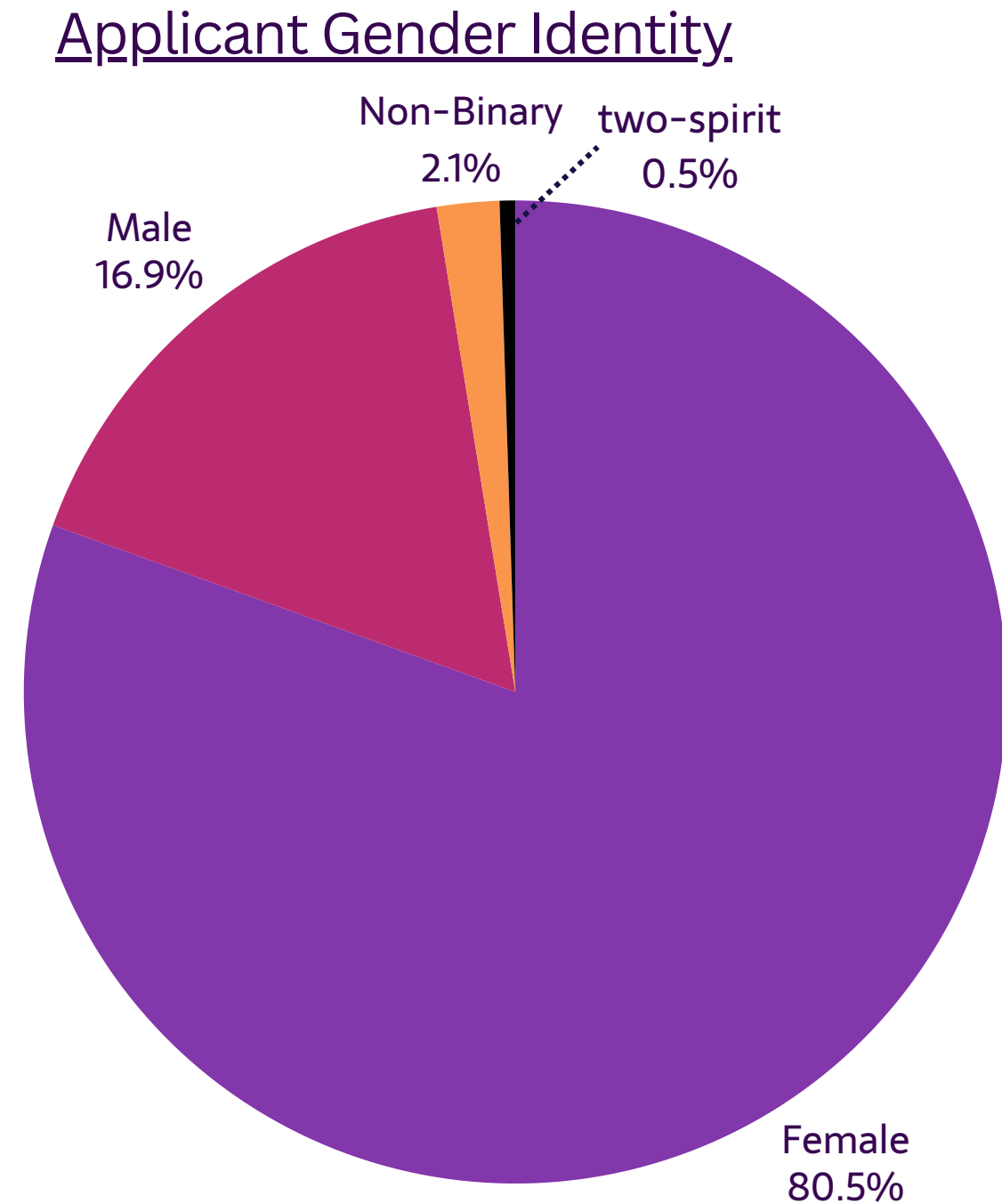




Data Collected

- 1 **Demographic Data:** ethnicity, gender, zip code, income, etc.
- 2 **Surveys:** participants provided anonymous feedback on program development, implementation, facilitation, and execution.
- 3 **Impact Data:** gathering of participants successful completed graduate information, including post-employment outcomes.

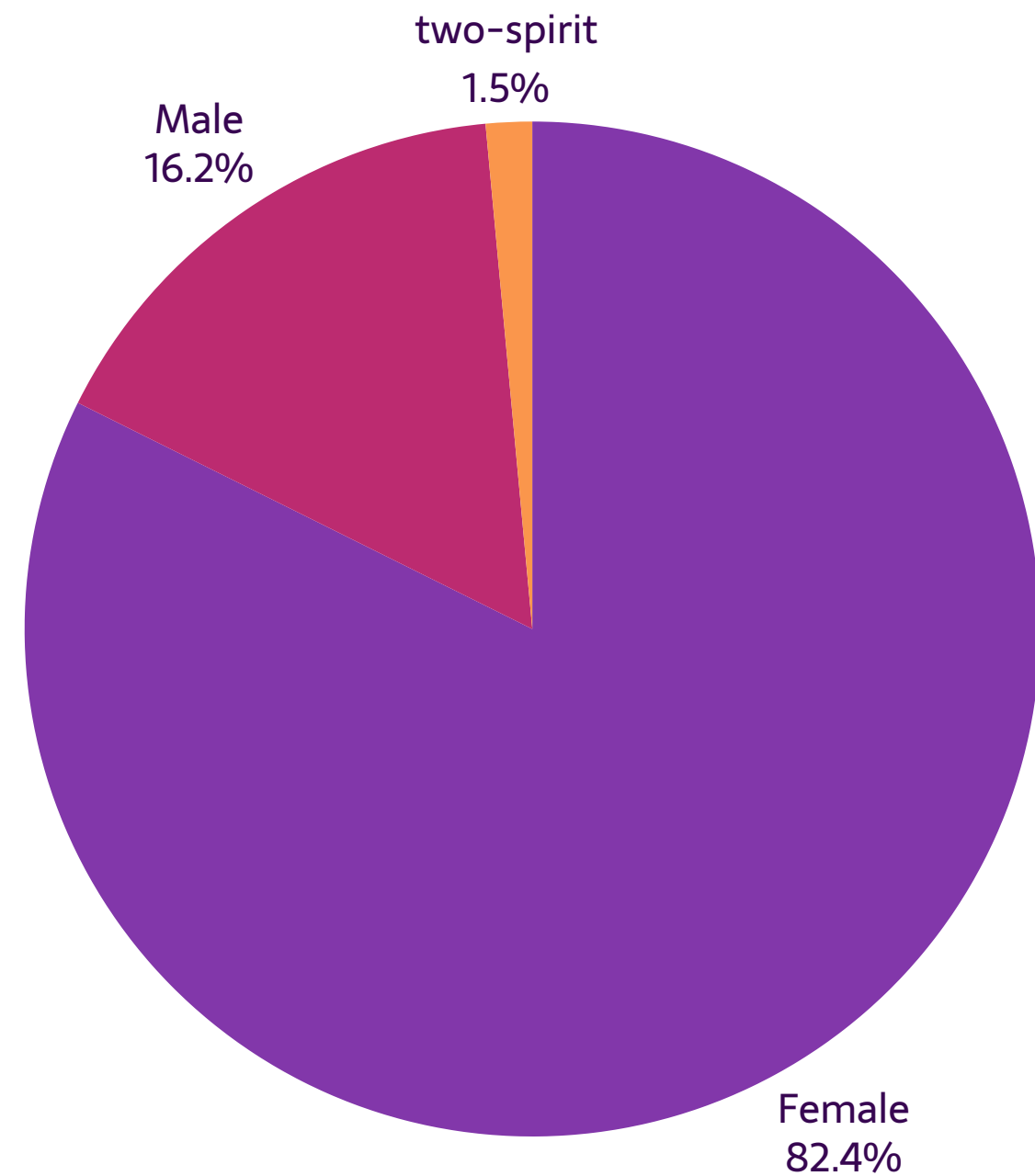
Applicant Gender Identity



- Of 300+ applications, nearly 250 identified as female.
- Nearly 50 applicants identified as male.
- 4 applicants identified as nonbinary.
- 1 applicant identified as two-spirit.

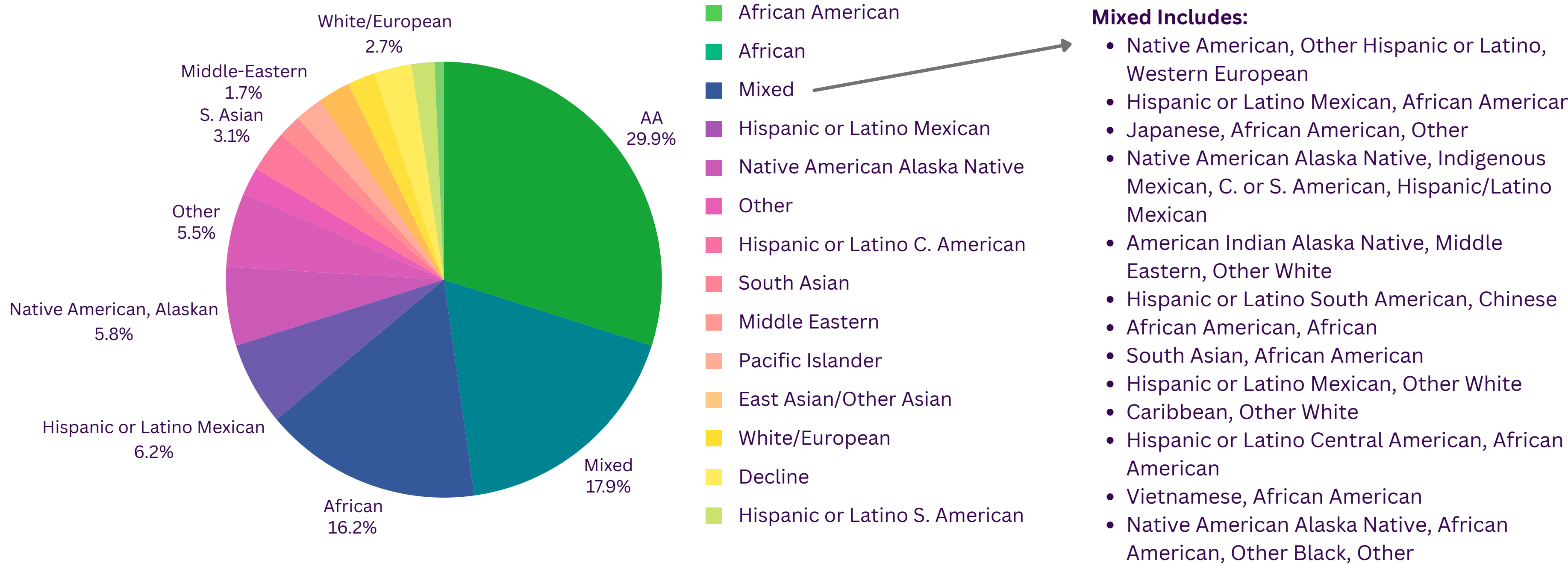
Enrolled Gender Identity

Participant Gender Identity.



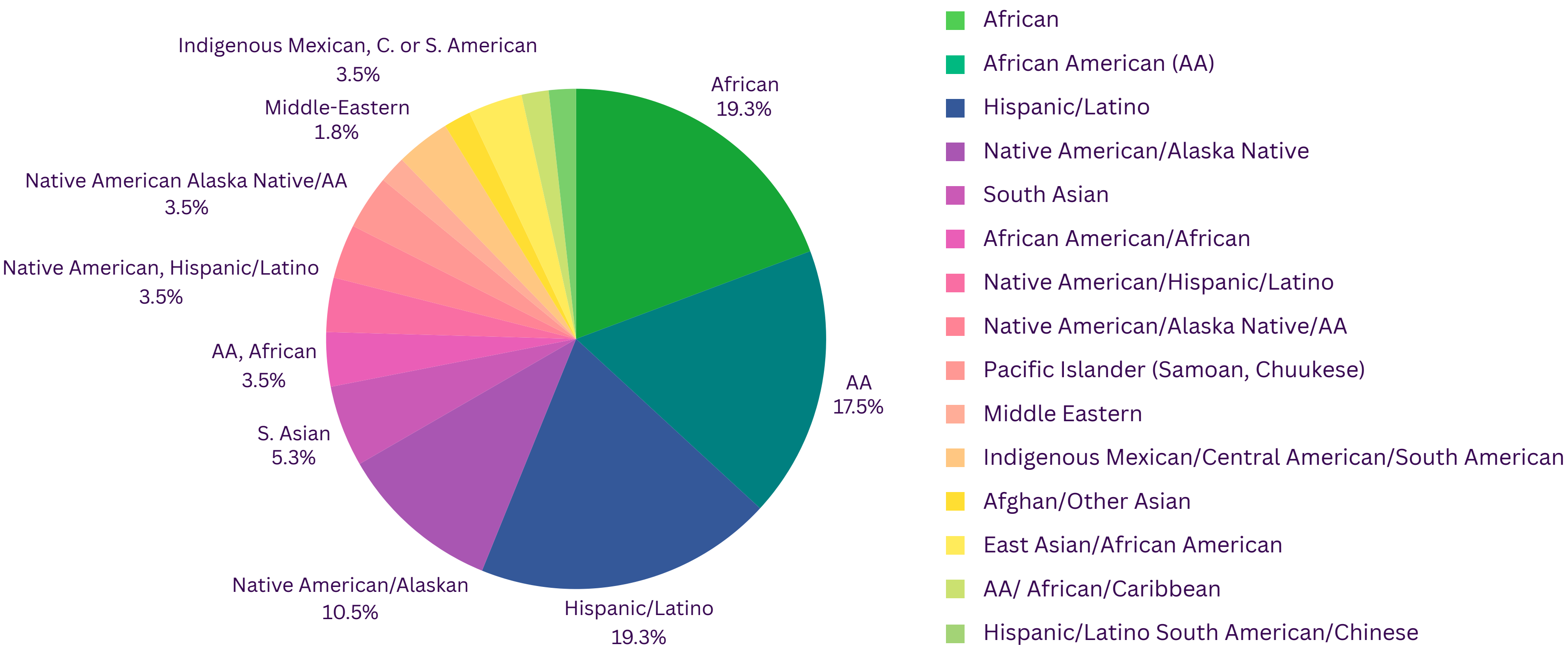
- The majority of enrolled participants identified as female.
- 11 identified as male.
- 1 identified as two-spirit.

Applicant Ethnicity Demographics

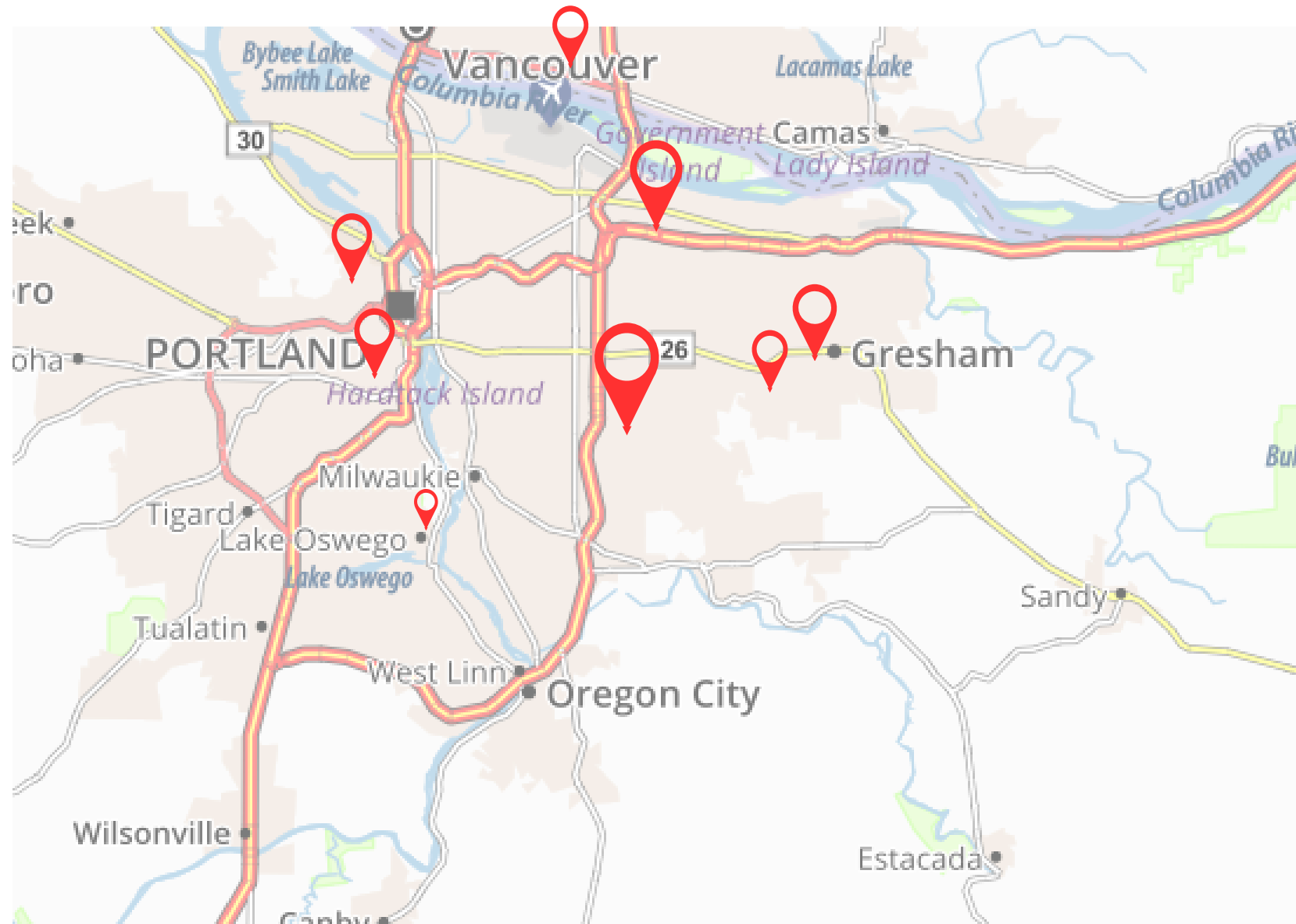


Enrolled Ethnicity Demographics

enrolled participants self-identified ethnicities

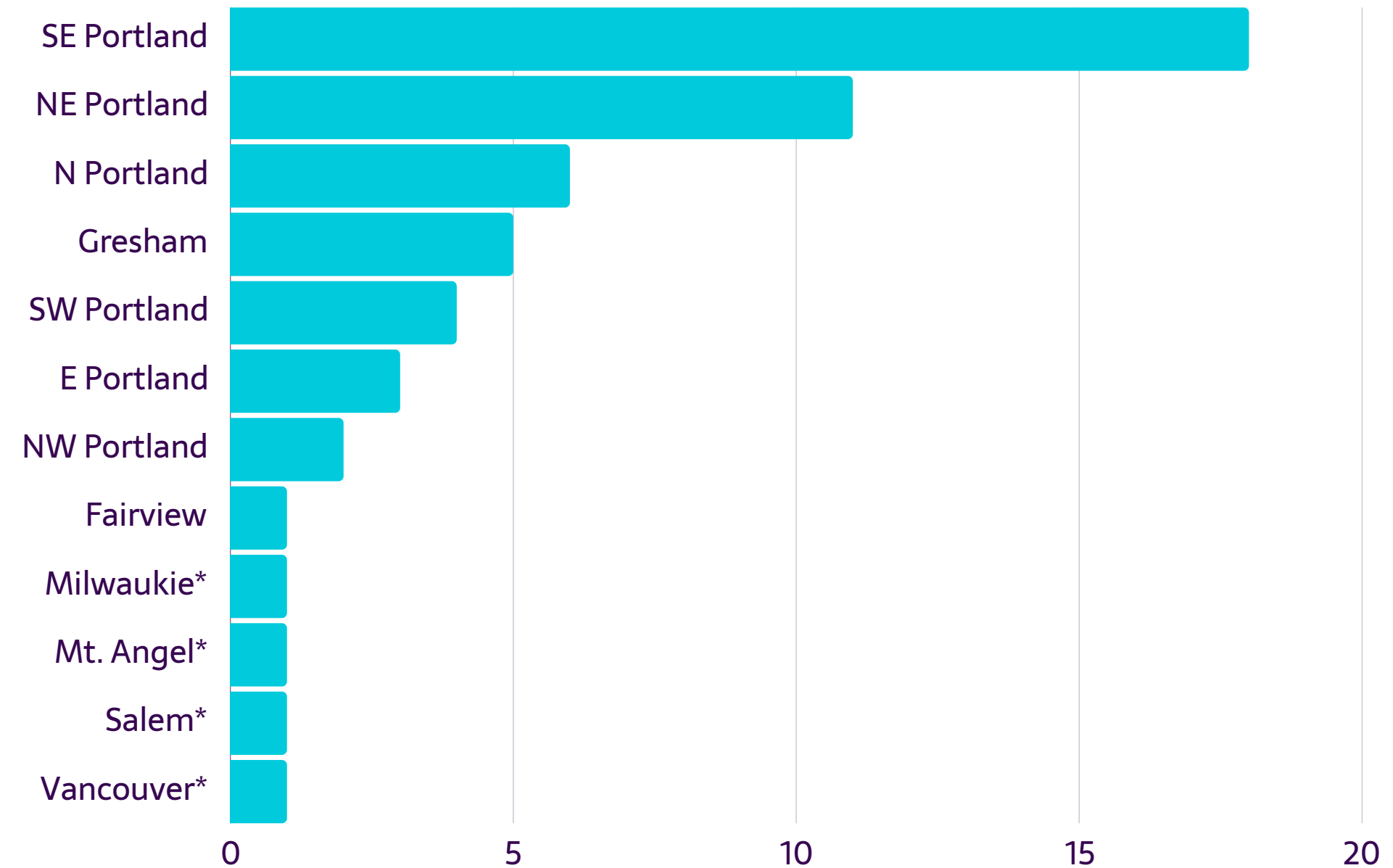


Geographic Distribution

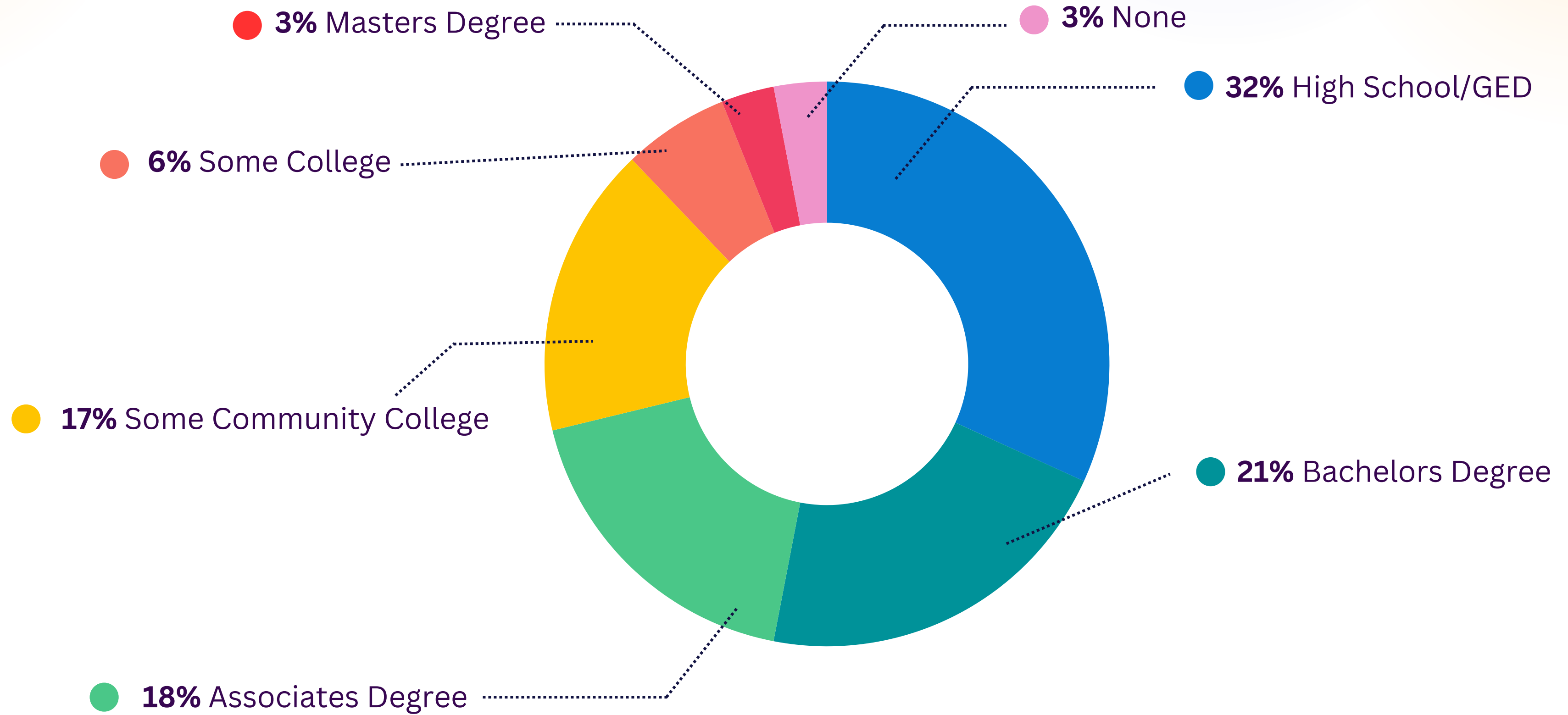


- 49 participants (70%) came from the Portland Metro area
- Zip code 97233 was the secondary location of participants (Gresham/ East Gresham area)

Enrolled Participants Locations



Education



OUTCOMES

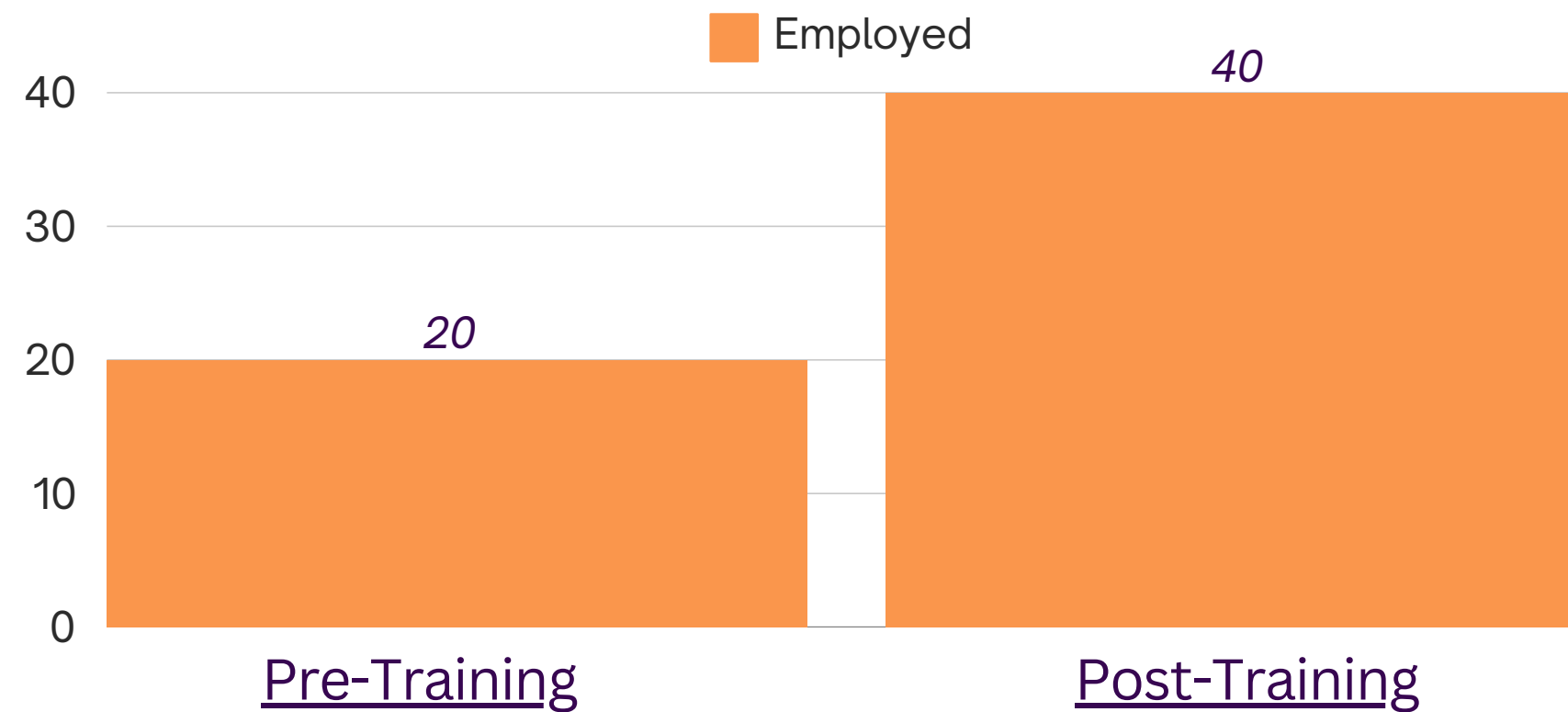
Evaluation of success was based on:

1. Income & employment
2. Surveys
3. Participant experience

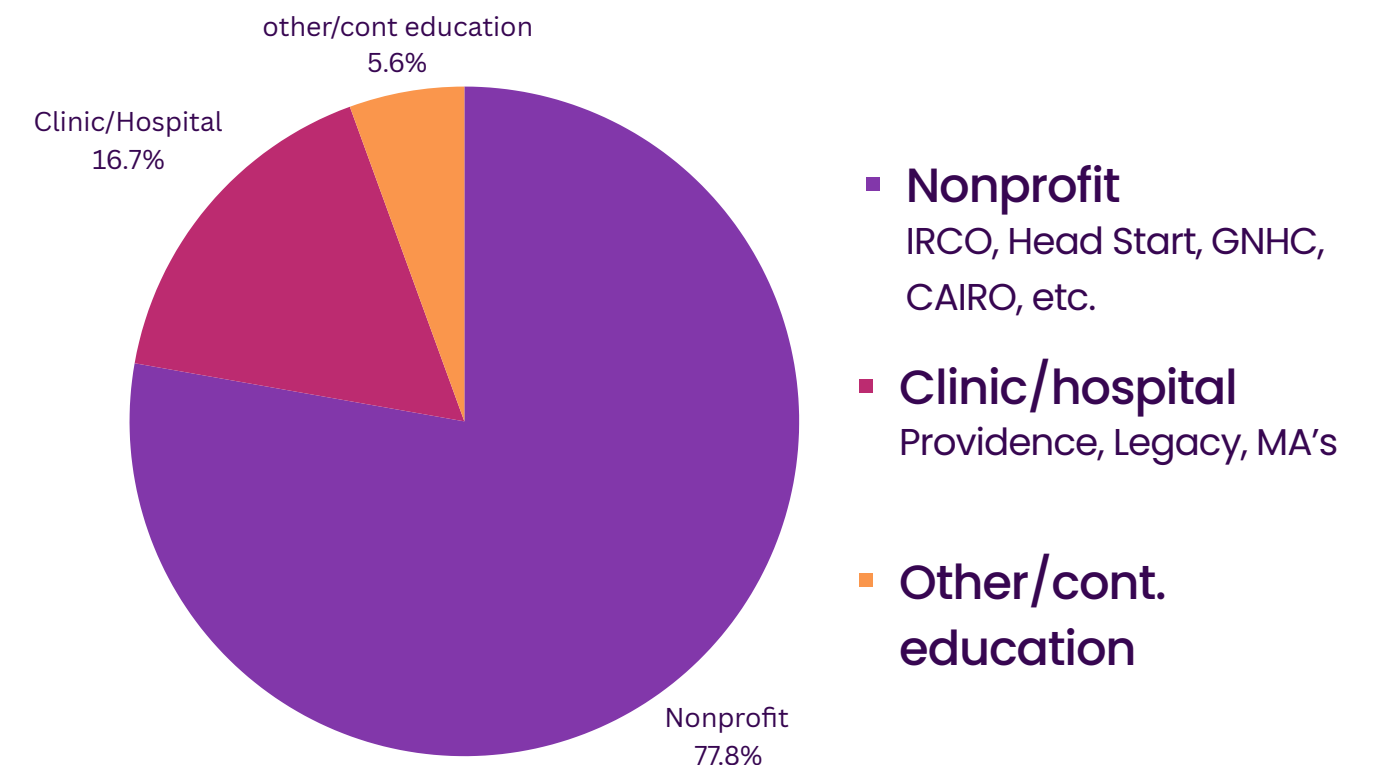


Employment

Employment Pre & Post Training: 2024



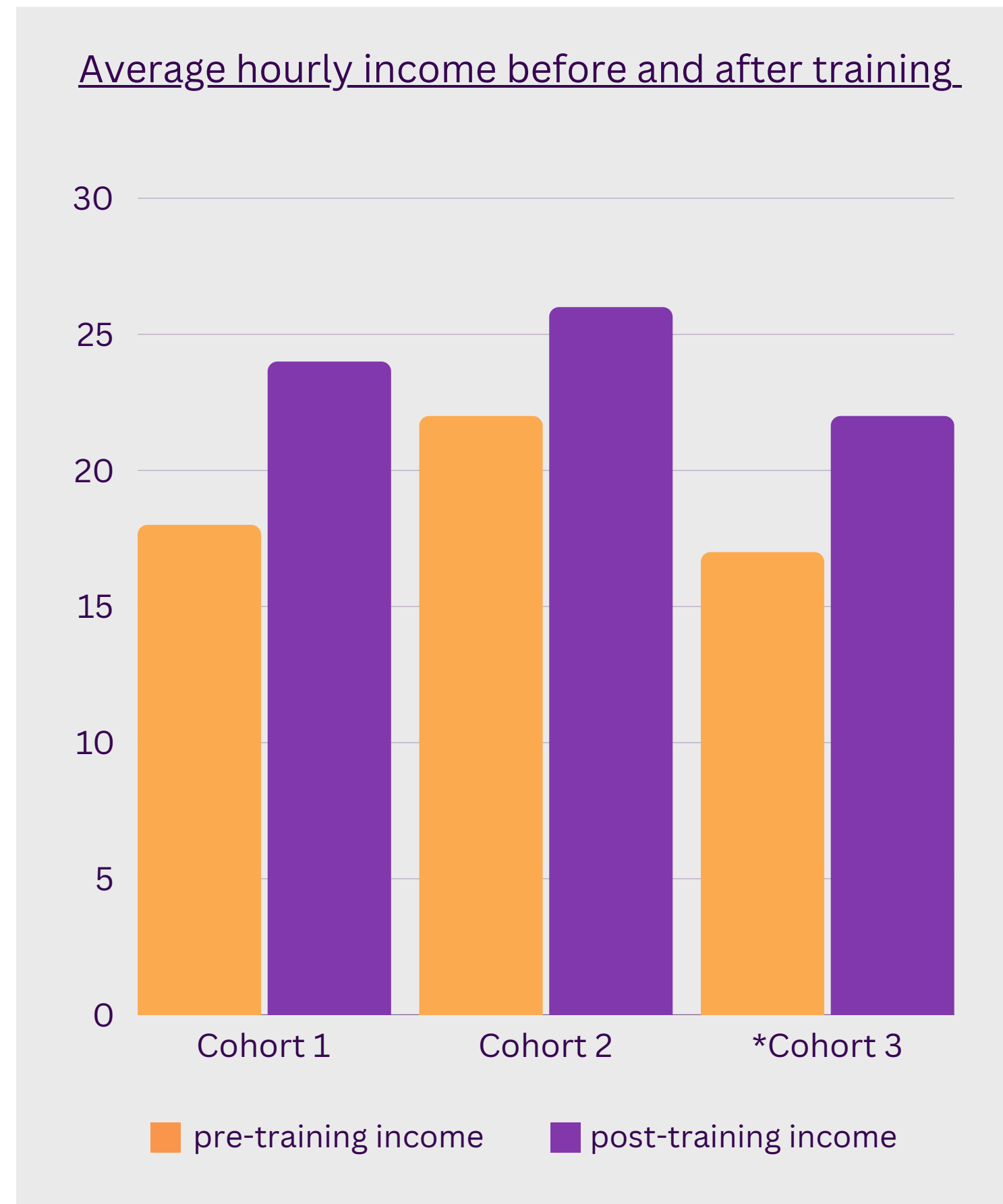
Places of Employment



Many participants who were **underemployed** (low pay or low skill labor jobs) prior to training moved into higher paying careers. This graph does not fully represent pre-training underemployment.

Income

- CHW graduates saw an increase in income
- On average pre-training income ranged between \$0-21 per hour
- On average, post-training income currently ranges between \$25-33 per hour



*Cohort 3 data is less comprehensive, due to recent graduation date.

This chart reflects graduates with a zero unemployment rate pre-training. Graduates post-training employment rate are also reflected.

Key Insights: Survey Results

- 88% of participants **agreed** or **strongly agreed** that the trainings were clearly defined, relevant, organized, useful, and objectives were met.
- Over 90% of participants thought that the facilitators were knowledgeable, prepared, and covered the topics well.
- 26% **did not agree** that the time allotted was enough time.



Qualitative Analysis

- Each session we conducted anonymous feedback surveys.
- 963 surveys were received.
- This qualitative data was analyzed using a community-specific open coding process.
- Several recurring themes associated with each survey were identified.
- A snapshot of this analytical process is provided featuring sample quotes directly from participants that illustrate each identified theme.





What did you like the most about this training?

Summary

Quotes

Culturally Safe Space

Cohorts 1 and 2 frequently referenced a "safe space" as a key positive aspect, especially for discussing sensitive topics. Though Cohort 3 did not use this term, participants similarly expressed comfort and valued the group agreements.

“I loved this training, it allowed me to share my life experiences from this training and I had the safe space to share openly.”

Facilitation Style

Role plays and sociodramas were particularly impactful, with many describing them as key to fostering collaboration in small groups. Participants also praised facilitators, especially guest experts. Some highlighted them by name and noted the positive influence of BIPOC-only facilitators.

“I like how we had following up questions to discuss with a smaller group and the public health matching we had to do with a partner”

Sharing Knowledge

Several participants stated that the facilitation created an environment that encouraged open sharing of idea. Many liked exchanging experiences with both peers and facilitators.

“I loved the cultural exchanges of knowledge and history”

Community Building

Participants emphasized the importance of building connections during training. One participant specifically noted a "sense of community", highlighting the value of the relationships formed with peers.

“I really liked how everyone became engaged and we built a sense of community and felt comfortable learning together”

What aspects of the training could be improved?

Summary		Quotes
Materials	Many participants expressed a need for better-organized materials. One participant raised concerns about computer literacy and another suggested using larger fonts for presentations. A few noted that material distribution felt disorganized.	“The documents that are sent in our email could be the same as shown during the training because people were confused and the powerpoint shown during the training wasn't the same as the one I got in my email.”
Learning Space	Most suggestions concerned technology. Many participants preferred in-person sessions and requested less online content. For in-person sessions, several suggested providing tables to facilitate easier writing.	“Please provide some tables and chairs for the participants because some participants had hard time to write.”
Time	Time-related feedback varied, with many commenting that some sessions were too rushed or overloaded with information. Several suggested converting half-day sessions into full-days. The most common request was for more time, though some in Cohorts 1 and 2 requested limiting group discussions. Cohort 3 suggested more time for small groups, experience sharing, Q&A, and group discussions.	“I wish there was more time for this training because there was a lot of information for me to grasp and I feel like I'm a bit confused still about the information presented because it felt rushed.”
Facilitation Style	Some participants felt activities and the instructions lacked clarity. Additionally, several requested more outdoor activities.	“There were moments that didn't feel like the agenda was organized...some of the questions didn't make a lot of sense, asking them better and making them clear would be better.”

Improving your practice as CHWs

Summary		Quotes
Resource Navigation Skills	Participants were eager to apply their knowledge of community resources, gaining skills to identify and use them effectively. Some also created and maintained resource lists to better support their communities.	“Knowing how to reach out to resources within my network.”
Communication Skills	Many participants reported significant improvement in their communication skills, especially in conveying messages respectfully and encouragingly, leading to more positive and effective interactions.	“I would to improve my communication skills not only on a personal level, but a professional level as well with what I learned today.”
Community Engagement and Relationship Building	Several participants highlighted the value of popular education as a tool for engaging with familiar and unfamiliar communities, fostering deeper connections and inclusive interactions. Many also noted that interacting with their diverse cohorts enriched their learning, broadening their cultural understanding.	“This training gives how to work among cultural diversities help us to know their cultural background and different aspects society.”
Mental Health Awareness	Many participants reported greater awareness of their mental health, emphasizing the need for boundaries and self-care to prevent fatigue. Several also noted improved listening skills, attributing this to peer interactions and collaboration.	“I hope that we can aware people who have or not mental health and help them to get up for daily life.”
General and Professional Skills	The majority of participants reported significant gains in knowledge and professional skills. Many highlighted specific areas of growth, including improved time management, which enhanced their own organization. Several participants expressed a deeper understanding of their leadership roles, recognizing the importance of their responsibilities and decision-making.	“Learning terminology to use with clients and coworkers”



Future Topics

Summary

Quotes

Professional Development and Future CHW Sessions

Participants suggested adding training in areas such as technology. Others requested topics that included client boundaries, domestic violence, and LGBTQIA+ support.

- “Resume, LinkedIn and interview help.”
- “Nutrition Education for immigrants and Refugees.”
- “Pronoun training, queer BIPOC history”

THW Cross-Trainings

Some participants expressed interest in cross-training as Peer Support Specialists, with a few others mentioning Birth Doula training.

- “Birth Doula/Peer Support Specialist”
- 

BIPOC-Only CHW Training



Summary

All participants affirmed that the BIPOC-only nature of the training significantly enhanced their learning experience. Many specifically highlighted that having BIPOC facilitators contributed to a positive and supportive learning environment, fostering a sense of understanding and trust.

Quotes

“The relatability of my BIPOC classmates and learning about their identities”

“With my people”

“I liked that we were a mixed group of various BIPOC communities and we could relate to each other”

“We get to use our life experiences in this training and how we can apply our experiences to the community health work.”

“I appreciate the BIPOC only space created for us bc we often don't have one. I felt heard and seen”

“I loved this training, it allowed me to share my life experiences from this training and I had the safe space to share openly.”



Survey Highlights

Small Groups

“I really liked how everyone became engaged and we built a sense of community and felt comfortable learning together”

Facilitators

“I liked that we were all able to express ourselves and the trainers listened to us, instructors were detailed.”

Curriculum

“I just love this topic in general. The communication and information to learn more about being an awesome CHW.”

BIPOC Space

“I appreciate the BIPOC only space created for us...we often don't have one. I felt heard and seen”

for additional participant feedback, [click here](#)



Graduation!

<https://www.gnhcharities.org>

