




COMMUNITY
HEALTH WORKER
COLLABORATIVE
of Pierce County

Integrating CHW Voice into System Transformation Efforts

CHW Collaborative of Pierce County

Objectives

- ▶ Awareness and ability to identify system change efforts
 - ▶ Understanding the different levels of change engagement
 - ▶ Discuss successes and barriers to integrating authentic community voice into system transformation efforts
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System Change/Transformation

- ▶ What systems change or transformation efforts are we referring to?
 - "Systems change" is a shift in the way that a community makes decisions about policies, programs, and the allocation of its resources — and, ultimately, in the way it delivers services to its citizens

Types of System Change

	Incremental	Reform	Transformation
Purpose	To improve the performance of the established system.	To change the system to address shortcomings and respond to the needs of stakeholders	To redirect the system and change its fundamental orientations and core relationships
Participation	Replicates the established decision making group and power relationships	Brings relevant stakeholders into engagement in ways that enable them to influence the decision making process	Creates a microcosm of the problem system, with all participants coming in on an equal footing as issue owners and decision makers
Process	Confirms existing rules. Preserves the established power structure and relationships among actors in the system	Opens rules to revision. Suspends established power relationships; promotes authentic interactions; creates a space for genuine reform of the system	Opens issue to creation of new ways of thinking and action. Promotes transformation of relationships with whole-system awareness and identity; promotes examining deep structures that sustain the system

Source: Pruitt, B. and S. Waddell. 2005. *Dialogic Approaches to Global Challenges: Moving from "Dialogue Fatigue" to Dialogic Change Processes*. Generative Dialogue Project. August.

Levels of System Change

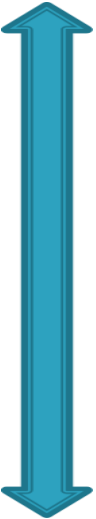


**INDIVIDUAL
CHWs**
Professional Development
Capacity Building



They model, teach & support systems to
be better partners with community

ORGANIZATIONS



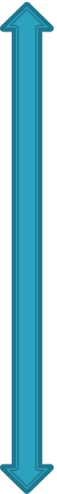
They model, teach & support
their community

COMMUNITY
1) Engage in process
2) Identify gaps, consumer needs
*3) Partner w/systems to develop
solutions that work!*

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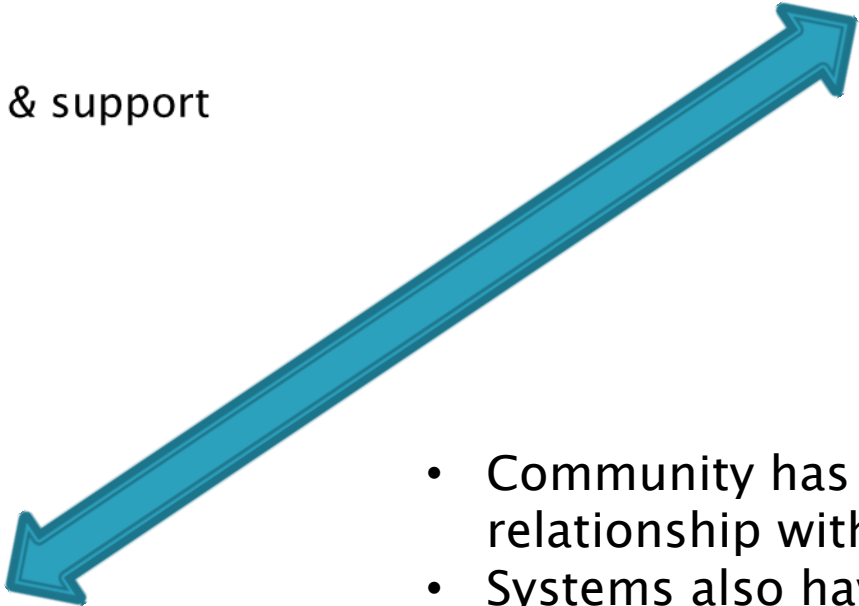


ORGANIZATIONS
Learn to get better community feedback
How to operationalize
How to partner with community
How to better utilize CHWS

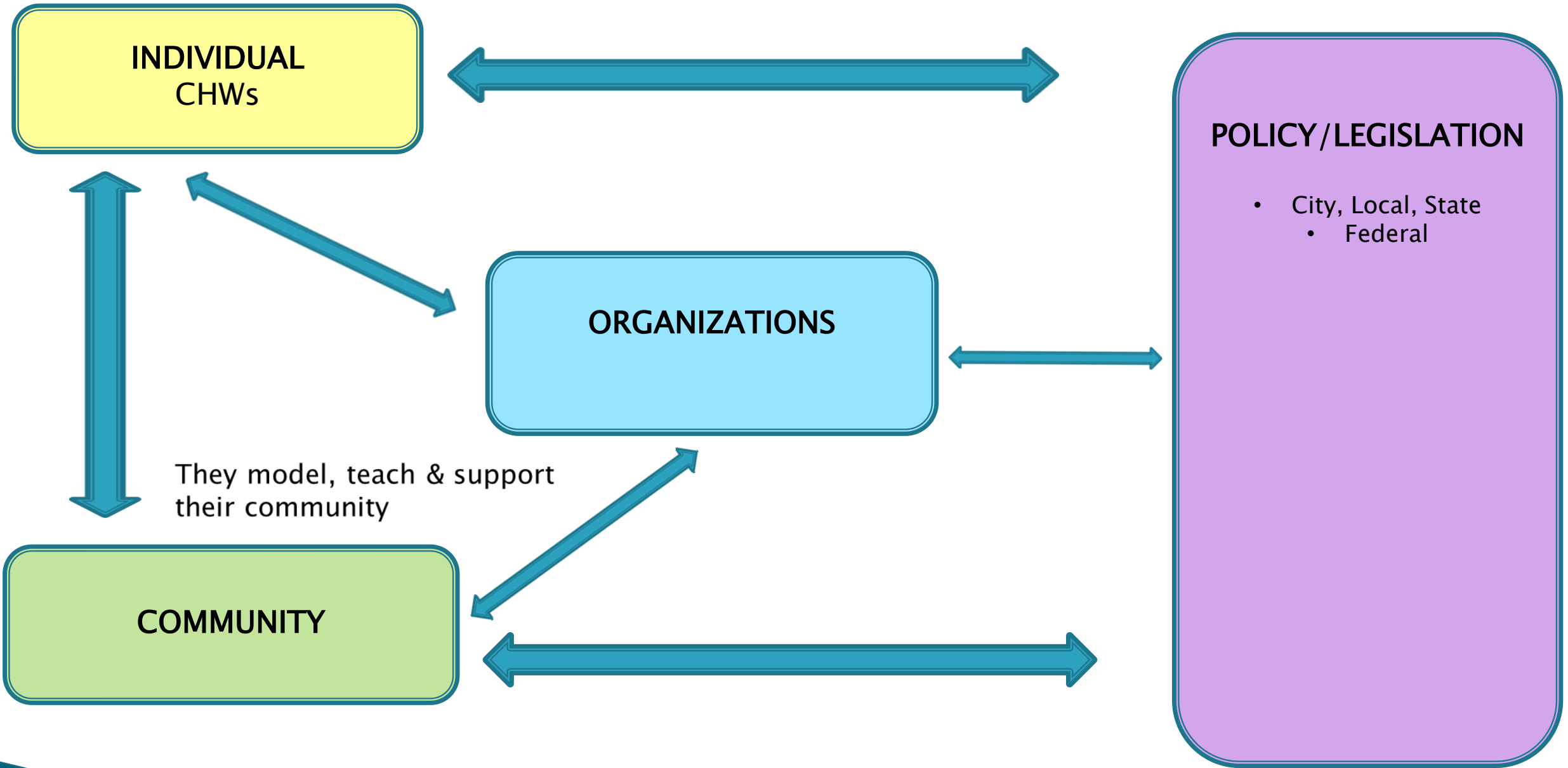


They model, teach & support
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COMMUNITY
1) Engage in process
2) Identify gaps, consumer needs
***3) Partner w/systems to develop
solutions that work!***



- Community has its own relationship with systems
- Systems also have a direct relationship with Organizations



Opportunities

- ▶ Medicaid Demonstration Projects
 - ▶ Community Needs Assessments/Health Improvement Plans
 - ▶ Social/Environmental Advocacy
 - Methanol Plants
 - Transportation reductions
 - ▶ State Wide Task Force Recommendations
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Staying true to CHW values



Questions?

- ▶ Contact info:
 - chwcollaborativepc@gmail.org

