

# Promotor(a) or Community Health Worker (CHW) Training and Certification Advisory Committee

Friday, October 27, 2023

10:00 a.m.

APPROVED

Virtual: Teams Meeting Platform

In Person Meeting Site: 1100 W. 49<sup>th</sup> Street, Moreton Building, Room M-100, Austin, Texas 78756

## Agenda Item 1: Welcome and Introductions

Ms. Minerva Garcia, Chair, called the Promotor(a) or Community Health Worker (CHW) Training and Certification Advisory Committee meeting to order at 10:00 a.m. and welcomed members and attendees. Ms. Garcia, Chair, reminded committee members to turn on video camera and unmute their mics and state their names each time before offering a comment or asking a question so members of the public know who is speaking. Ms. Garcia introduced Ms. Jessica Arevalo to provide logistics and call roll.

Ms. Jessica Arevalo, Advisory Committee Coordination Office, Health and Human Services Commission (HHSC) read the logistical announcements and stated the meeting was being conducted in accordance with the Texas Open Meetings Act. Ms. Arevalo conducted the member roll call and announced the presence of quorum.

**Table 1: The Community Health Worker (CHW) Advisory Committee member attendance at the CHW Advisory Committee Meeting on October 27, 2023.**

MEMBER NAME	IN ATTENDANCE
Ms. Jessica Arriola	Yes
Ms. Minerva Garcia, Chair	Yes
Ms. Otila Garcia	Yes
Dr. Carolina Gonzalez Schlenker	Yes
Ms. Jometra Hawkins	Yes
Ms. Monica Hughes	Yes

Ms. Marlen Ramirez	Yes
Ms. Ashley Rodriguez	Yes
Mr. Jose L. Rucobo	Yes

Ms. Garcia, Chair, and asked the Department of State Health Services (DSHS) staff attending in person to introduce themselves – Ms. Raiza Ruiz, Manager of the Community Health Workers and School Health Branch, Health Promotion Unit; Mr. Brett Spencer, Director of the Health Promotion Unit; Mr. Frank Luera, Program Coordinator of the Community Health Workers Program.

**Agenda Item 2: Consideration of July 28, 2023, draft meeting minutes**

Ms. Garcia, Chair, introduced on Ms. Arevalo who reminded members that the July 28, 2023, draft meeting minutes were provided. Ms. Arevalo asked for any edits or comments to the minutes as presented. Ms. Arevalo requested a motion to approve the minutes as presented.

**MOTION:**

Ms. Garcia, Chair, motioned to accept the draft minutes as presented with a second from Ms. Ashley Rodriguez. Ms. Arevalo conducted a roll call vote of the committee members. With a unanimous vote of the committee, nine approvals, no disapprovals, and no abstentions, the motion has passed.

**Agenda Item 3: Health Promotion and Chronic Disease Prevention Section Update**

Ms. Garcia, Chair, introduced Ms. Raiza Ruiz, Manager, DSHS Community Health Worker and School Health Branch, to provide updates to the committee.

Highlights included:

- Solicitation for applications for three committee positions with terms ending in December 2023 closed on October 3, 2023. Two positions were for CHW members, and one position was for a professional member working with CWHs.
  - 21 applications were received: 3 applications for professional members and 18 applications for CHW members.
  - Applications currently under review and anticipate new member appointments to be finalized in December 2023.

- The department will begin a four-year rule review later this year in collaboration with the CHW Committee as required per Government Code Section 2001.039 B.
  - Ms. Ruiz reminded the committee that the rules are in the Texas Administrative Code, Title 25, Chapter 146. The Rules subcommittee has been reactivated to provide input for the revisions. The subcommittee chair, Ms. Otila Garcia, will provide more information in the Rules subcommittee updates.
  - Timeframe to perform the rule revision is during the second quarter of Fiscal Year (FY) 24, or January through March 2024.
  - DSHS is updating the CHW policies that were implemented on September 1, 2019, per Senate Bill (SB) 510 and House Bill (HB) 3130. The bills became effective on September 1, 2023, and prohibits the release of CHW and CHW Instructor (CHWI)
    - applications,
    - home address,
    - city and ZIP code,
    - home phone (unless it is also used as a business phone),
    - email (unless it is also used as a business email), and
    - date of birth.

In addition, survivors of family and domestic violence and sexual assault including current and former clients of family violence shelters/centers, victim of trafficking shelters/centers, and sexual assault programs who previously held or are current applicants for the CHW and CHWI Certifications can request the following to be confidential:

- Name,
  - Home or work phone number,
  - Place of employment, and
  - Work address.
- Per the implementation plan, the updated policies will be approved and posted by the end of November 2023. The requirements will be applied to all record requests and other requests for information.
- DSHS Office of Border Public Health- currently conducting a training needs assessment to support the work of CHWs and CHWIs and create better programs, trainings, and tools to enhance prevention efforts. The survey closes on Friday, November 11, 2023. Findings will be presented to the committee when ready.
- CHW Program Certification Updates
  - 16 curriculums total under review, totaling 31 credit hours.
  - Newly certified CHWs (July 1, 2023-October 1, 2023): 1,229
  - New certified CHWIs (July 1, 2023- October 1, 2023): 24
  - Total certified CHWs in Texas: 6,234

- Total certified CHWIs in Texas: 554
- Advisory committee meetings planned for 2024
  - Confirmed dates: January 24, 2024, April 22, 2024, and July 22, 2024.
  - Tentative dates: October 22, 2024, or October 23, 2024.

Ms. Garcia, Chair, welcomed Ms. Hughes and Dr. Chandler, who had just joined.

#### **Agenda Item 4: National Association of Community Health Workers (NACHW) – Unity Conference**

Ms. Garcia, Chair, welcomed Ms. Tasha Whitaker, NACHW Training and Technical Assistance Associate, to provide updates to the committee.

Highlights included:

- Ms. Whitaker provided an introduction and information about NACHW that was founded in 2019 in Las Vegas, Nevada. Their vision is for CHWs to unite nationally to support communities in achieving health, equity, and social justice.
  - Ms. Whitaker presented and described the core qualities of NACHW.
  - Five committees of NACHW:
    - Policy Committee
      - A visit to the White House in Washington, D.C., is planned for March 2024. The visit last year was successful as CHWs had the opportunity to speak with stakeholders and leaders in the political area to move the CHW motion forward.
    - Nominations Committee (NC)
    - Executive Committee
    - Development Committee
    - Workforce Committee
  - NACHW accepts member applications once a year.
- National Community Health Worker Awareness Week (NACHW-AW)- August 28, 2023, through September 1, 2023.
  - 78 organizations participated in hosted events,
  - Community Based Organizations in 17 states,
  - 82 events, meetings, and activities that highlighted CHW work,
  - 1 international event in Mumbai, Kenya hosted by Mahatma Gandhi Mission Institute of Health Sciences,
  - Individual CHWs and allies used resources within the NACHW toolkit to send letters to lawmakers.
  - Active social media presence where CHWs can tell their stories and receive support from allies.
- CHWs present in all fifty states with Texas having the highest numbers followed by California then Illinois. Plans to highlight CHW stories in 2024 across the nation. Over 2,500 members in NACHW with representation in United States territories as well.

- CHW Document Resource Center (DRC)- the nation’s largest database for CHW Leaders, state and local government practitioners, and employers, and payers with a searchable collection of documents and materials on CHW policies that show how state-level groups have created definitions, policies, and workforce development programs for CHWs.
  - Ms. Whitaker describes part of the table of DRC users:
    - 18%- State government payers (health insurance, federal government, nonprofit) to obtain information on CHWs nationally to help the programs grow and be sustainable, what funding looks like, Medicare reimbursement, programs, and growth, and
    - 14%- CHW network/associations.
- Unity Conference, Austin, Texas in August 2023. About 1,200 participants attended in-person. The event was designed for CHWs, and allies gathered for keynotes, award presentations, networking, and voting for open board positions. About 20% of Unity attendees were from Texas.
  - Over fifty workshops on various topics, positive feedback, booths for members to share information about their organization.
  - About 300 attendees joined virtually.
- The Texas Breakout Session allowed members of a region to collaborate and discuss what was going on within their region.
- Ms. Whitaker extends her appreciation to Dallas Fort Worth (DFW) CHW, Denise, and Texas Association of Promotores and Community Health Workers (TAPCHW) member, Roxana, who helped spearhead the event.
- NACHW partners with community (local), state, national, and federal organizations.
- Contact NACHW and receive news by signing up at [www.nachw.org](http://www.nachw.org).

### **Agenda Item 5: Updates from the Texas Association of Promotores and Community Health Workers (TAPCHW)**

Ms. Garcia, Chair, welcomed Ms. Roxana Lopez, CCHW, CCHWI, President of the Board of Directors, TAPCHW, to provide updates to the committee.

Highlights included:

- Texas CHWs United: Overcoming Adversities Together. Ms. Lopez presented a slide with pictures of the current TAPCHW Board of Directors which she will later discuss.
- Planning Committee- starts every February. More information will be sent out for February 2024. For questions, contact TAPCHW at [info@tapchw.org](mailto:info@tapchw.org). The committee usually ends after the conference in September. Open to CHWs and CHWIs who are not members of TAPCHW.
  - TAPCHW tries to offer certified and non-certified continuing education (CE) in conferences, reasonable pricing, and scholarships when

available for members of the Planning Committee who are part of a coalition or association.

- TAPCHW Conference Highlights- CEs offered in English and Spanish.
  - Slight difference in subjects offered- September 22, 2023, offered "How to Work with your local ADRC/AAA," whereas September 29, 2023, replaced this subject with "Introducción a Preparación de Desastres (Introduction to Disaster Preparedness)."
  - One CE subject pending for certification.
  - Two options for attendance: virtual or watch parties. Watch parties are arranged locally for multiple members to gather and attend the conference virtually.
    - Virtual option- allows individual users to join while working without having to take time off and represent the individual's agency or association from their desk.
    - Watch party- provides the opportunity to network locally and represent their agency or association in person which also offered self-care by providing some normalcy by gathering around other people.
  - Ms. Lopez presented a slide with the various hosts for watch parties. Some hosts did not get any attendees.
  - Virtual and watch parties help those with larger caseloads or unavailable funding to travel and increases collaborations and partnerships for CHWs and CHWIs.
  - Reported number of attendees on September 22, 2023:
    - Virtual (31); Watch parties- Fort Worth (7), Austin-Community Care (3), Lubbock (16), Victoria (5), University of Texas Health Science Center at San Antonio (UTHSCSA) (5), University of Texas, Tyler (5).
  - Reported number of attendees on September 29, 2023:
    - Virtual (11); Watch parties- San Benito (4), Trust CHW (18).
- Upcoming events
  - In-person conference in Houston, Texas
  - CE in dual languages- September 2024
  - TAPCHW is looking for topics and instructors.
- Become an affiliate instructor- visit Training Center on TAPCHW website.
- What to expect when applying for the TAPCHW Board of Directors:
  - Upcoming nominations; 2 slots available at the end of the 2023
  - Complete an application,
  - Be invited for an interview,
  - Onboarding Training when picked,
  - Required to participate in monthly meetings, join one committee, represent TAPCHW and local association in area, and take ownership of tasks.
- Benefits of joining TAPCHW or an association:

- Build skills,
- Networking,
- Representation, and
- Mentoring opportunities.
- For questions joining, setting up a committee, or nominations. Reach out to [info@tapchw.org](mailto:info@tapchw.org).

**Agenda Item 6: Updates from the South Texas Promotoras Association – Diabetes, Obesity, Nutrition, and Exercise (Get It D.O.N.E) Conference**

Ms. Garcia, Chair, welcomed Ms. Otila Garcia, Member, South Texas Promotoras Association (STPA), to provide updates to the committee.

Highlights included:

- The 17<sup>th</sup> STPA Conference was held in South Padre Island, Texas, from October 1, 2023, through October 2, 2023. The next conference is planned for October 5, 2024, through October 6, 2024.
- The conference addresses Diabetes and Obesity prevention and management with several speakers on this topic.
  - Benefits of attending the conference: Introduce new concepts and intervention practices to Promotores de Salud/CHWs through experiences and activities from other Promotores along the Texas border and establish a network to improve services. A new population based on the immigration status.
  - Several administrators from different associations attended the conference to know more about the Promotores de Salud and offer job opportunities for them.
  - Ms. Garcia described STPA’s conference goals. Improvement seen with this year’s conference and believed it is time to grow and include other goals.
  - Partnerships with Gateway Community Health Center, Inc., Pfizer, Guajira Clinic, and Texas A&M School of Public Health at College Station have supported STPA’s efforts to have the conference.
  - Breast Cancer Walk- the first day of the conference each year consists of a walk to commemorate October, the National Cancer Awareness Month.
  - Topics covered during the conference: immunizations, interpersonal and intercultural communications, emotional intelligence, and intervention.
  - 220 participants; 152 requested continuing education units (CEUs). Translation services were offered. Many positive comments regarding the improved logistics and topics of the conference.
- Contact STPA if you would like to be a part of the association by:
  - Webpage: [southtexaspromotores.org](http://southtexaspromotores.org)
  - Email: [stpaevents@outlook.com](mailto:stpaevents@outlook.com)

- Facebook: [STPA Promotora State Certified](#)

### **Agenda Item 7: DSHS CHW Core Competencies/C3 Alignment Discussion**

Ms. Garcia, Chair, welcomed Ms. Ashley Rodriguez, CHWI, Region 2/3 CHW Advisory Member, to begin the discussion.

Highlights included:

- Ms. Rodriguez provided a brief background of the CHW Core Competencies.
- Ad-hoc Workgroup/Stakeholders:
  - Roxana Lopez, President of the Board of Directors of TAPCHW
  - Kim Bush, Program Director at the University of Texas Health Science Center at Tyler
  - Ashley Rodriguez, CHW from Region 2/3, Committee Chair, and Workforce Development Chair of the DSHS CHW Advisory Committee
  - Dr. Julie St. John, Researcher with the C3 project and Associate Professor, Texas Tech University Health Sciences Center.
- Three areas to address in C3 Core CHW Roles:
  - Cultural mediation among individuals, communities, and health and social service systems,
  - Providing culturally appropriate health education and information
  - Participating in evaluation and research.
- Proposal: align language with the DSHS core competencies for CHWs and CHWIs
- Proposed changes:
  - "Interpersonal Skills" to "Interpersonal Skill and Relationship-Building" with minor edits to sub skill descriptions.
  - "Service Coordination Skills" to "Service Coordination Skills and Navigation" with minor edits to sub skill descriptions.
  - "Teaching" to "Teaching and Education" with minor edits to sub skill descriptions.
  - Add new competency for "Evaluation and Research."
- Considerations:
  - Plan to work with additional CHW Stakeholders across Texas for feedback.
  - Build accompanying free of charge certification module.
  - Build change management timeline, communications plan, and provide technical support to CHW training centers and potentially newly added competency.
- Requesting feedback from CHW Advisory Committee and develop a formal recommendation to DSHS to be discussed and voted on during next meeting in April 2024.
  - Ms. Jessica Arriola from Region 8- provided positive feedback regarding the free of charge certification module, getting feedback from Promotores, and the timeline. Promotores are resistant to



surveys/research as it interrupts their current tasks and lack of consistency with training attendance. One model may not work for all CHWs and Promotores but input from them will be helpful.

### **Agenda Item 8: 2022 CHW Annual Report**

Ms. Garcia, Chair, welcomed Ms. Ruiz, to provide the report to the committee.

Highlights included:

- The full report will be provided at the end of the presentation.
- Credit to CHW Program staff who developed the report: Beatrice Smith, Frank Luera, and Monica Maldonado.
- Overview of the presentation which includes program milestones and outcomes and community mapping for CHWs and CHWIs.
- Ms. Ruiz provided a brief background of the CHW Program and how CHW certification is received.
- Milestones and Outcomes for CHWs. Various graphs and tables are presented to show the amounts of
  - Certified CHWs from 2017 through 2022.
    - 24% increase between 2019 and 2022.
    - 17% increase between 2021 and 2022.
    - Growth associated to increase of CHW certification courses and the public health response to COVID-19 that provided employment opportunities for CHWs.
  - Newly certified CHWs between 2021 and 2022.
    - 13% increase between 2021 and 2022.
  - Certified CHW demographics by race, ethnicity, and gender.
- CHWs must renew their DSHS certification every two years. A graph shows the CHW renewal rates from 2017 through 2022.
- Milestones and Outcomes for CHWIs. Ms. Ruiz describes the two ways CHWIs can become certified in Texas. Various graphs and tables are presented to show the amounts of:
  - Certified CHWIs from 2017 through 2022.
    - 21% increase from 2021 to 2022.
    - 65% increase from 2019 to 2022.
    - Growth associated to increase of CHWI certification courses.
  - Newly certified CHWIs between 2021 and 2022.
    - 21% increase between 2021 and 2022.
    - Graduation from CHWI Certification course allows graduates to be eligible for certification, but graduation does not always result in certification or is not reflected in the table because graduates do not always complete the certification process or completion was delayed.
  - Certified CHWI demographics by race, ethnicity, and gender.

- CHWIs must renew their DSHS certification every two years. A graph shows the CHWI renewal rates from 2017 through 2022. 23% increase in renewals between 2019 and 2022.
- Ms. Ruiz briefly discussed certified CHW Training Programs. A list of approved certified training programs can be found on the DSHS CHW Program Website. Link: <https://www.dshs.texas.gov/community-health-worker-or-promotora-training-certification-program>
- Continuing Education outcomes for CHWIs were presented by Ms. Ruiz.
- Community Mapping
  - The first map showed certified CHWs by county of residence.
  - The second map showed certified CHWIs by county of residence.
- Summary includes the totals and differences in the number of CHW and CHWIs between 2021 and 2022. The CHW program continues to collaborate with state-level organizations to increase and promote job opportunities, CEs, and trainings, and the Texas CHW workforce continues to strengthen and grow as a result.
- The CHW Program 2022 Annual Report can be found online. Link: <https://www.dshs.texas.gov/community-health-worker-or-promotora-training-certification-program/reports>
- For questions, reach out to the CHW Program at [chw@dshs.texas.gov](mailto:chw@dshs.texas.gov).

## **Agenda Item 9: Advisory subcommittee updates**

Ms. Garcia, Chair, reminded and encouraged members who are not yet part of a subcommittee to join one. Each subcommittee may have up to four members and three non-members. Current openings: the Workforce Solutions and Employment Opportunities Subcommittee, contact Ms. Ashley Rodriguez to join; Communications and Outreach Subcommittee, contact Ms. Jessica Arriola to join; and CHW Training and Certification Subcommittee, contact Ms. Minerva Garcia, Chair, to join.

Highlights included:

- a. Workforce Solutions and Employment Opportunities Subcommittee
 

Ms. Garcia, Chair, introduced Ms. Ashley Rodriguez, Assistant Presiding Officer, Subcommittee Lead and Member, Workforce Solutions and Employment Opportunities Subcommittee, to provide subcommittee updates.

  - Updates from Workforce Solutions and Employment Opportunities Subcommittee meetings:
    - June 2023
      - The DFW CHW Association has conducted a few workforce summits to promote how employers can understand who and what CHWs are and their roles and functions and allow employers to ask questions. The association has not yet expressed plans for future summits.

- The Workforce Subcommittee had also reached out to UTHSCSA who has workforce grants specific to San Antonio but is part of their CHW collaborative that covers 38 counties.
    - July 2023
      - C3 Core Competencies Ad-hoc Workgroup. Feed back from other members. UTHSCSA expressed their interest in co-developing workforce development specific to CHWs and hosting a statewide webinar regarding this this topic and how employers can support CHW tasks.
    - August 2023
      - Discussed upcoming webinar UTHSCSA has regarding new Medicaid laws (HB 113 and HB 1575). UTHSCSA shared their plans for case studies on how health clinic and community-based organizations stay on their payroll.
  - Ms. Rodriguez’s appointment expires in December 2023. Ms. Rodriguez has nominated Ms. Marlen Rodriguez and Ms. Jessica Arriola to take the role. Ms. Arriola had expressed her interest in taking the role and will discuss more offline. Ms. Ramirez will continue to support the group as a nonmember.
- b. Communication and Outreach Subcommittee
- Ms. Garcia, Chair, introduced Ms. Arriola, Subcommittee Lead, Communication and Outreach Subcommittee, to provide subcommittee updates.
- Newsletter to keep CHWs across Texas informed and share ideas.
    - To include highlights of your region, send pictures and contact information to Ms. Arriola at [jessica.arriola@sanantonio.gov](mailto:jessica.arriola@sanantonio.gov).
    - Send any topic suggestions or information for the newsletter to Ms. Arriola. Plans to highlight one CHW and one program per newsletter release. Template will be sent out when ready.
- c. CHW Training and Certification Subcommittee
- Ms. Garcia, Chair, introduced Dr. Carolina Gonzalez Schlenker, Subcommittee Lead, CHW Training and Certification Subcommittee, to provide subcommittee updates.
- Have not formally met. Discussions on priorities for Promotores/CHWs education as things change.
  - Dr. Gonzalez Schlenker had attended a summit regarding the sustainability of the Promotores/CHW program. Believes that mission-driven leaderships have a better understanding of the work CHWs do.
  - New funding for Medicaid poses an issue on how CHWs will be funded. Focus should be on health outcome instead of profit.
  - Discussions on how can ethics of the heart that the Promotores carry on that they care be used as their voice at the institutional level? How can they present this to their employers? How will the medical profession benefit? How can they become a formal member of care for the community?
  - Dr. Gonzalez Schlenker will be lead of the subcommittee until January 2024 and had nominated Ms. Otila Garcia previously, but Ms. Garcia has taken the

big role of the Rules subcommittee. The CHW program will be searching and reaching out to current non-members of the subcommittee and members of the committee to fill the vacancies of the subcommittees. Non-members and members can also reach out to Mr. Luera, if interested at [frank.luera@dshs.texas.gov](mailto:frank.luera@dshs.texas.gov).

d. Rules Subcommittee

Ms. Garcia, Chair, introduced Ms. Otila Garcia, Subcommittee Lead, Rules Subcommittee, to provide subcommittee updates.

- Meeting planned for October 20, 2023.
- Current subcommittee members are Ms. Jessica Arriola, Ms. Merida Escobar, Dr. Carolina Gonzalez Schlenker, and Elvia Alacala.
- Ms. Garcia reminded the committee of the rules, as mentioned previously in Agenda Item 1 by Ms. Ruiz. Rules were last revised in 2019.
- The rule review is separate from the rule amendment process. DSHS Rule Coordination Office will provide the timeline for the rule amendment process when the rule review is complete.
- Ms. Garcia emphasized that the recommendations should stay within the Texas Health and Safety Code, Chapter 48. Subcommittee recommendations will be presented to the CHW Advisory Committee for review and to vote on the final recommendations to share with DSHS.
- Tentative meeting dates to meet with members of the subcommittee:
  - November 7, 2023
  - December 5, 2023
  - Mr. Luera will send the rules and rules review spreadsheet to committee member.

### **Agenda Item 10: Committee member sharing**

Ms. Garcia, Chair, opened the floor for members to share information from their regions.

Highlights included:

- Ms. Arriola shared that San Antonio Metro Health is having their 2<sup>nd</sup> Annual CHW Hub on November 8, 2023. Tickets are currently sold out. The event is for CHWs with metro health and outside of San Antonio and Bexar County, Texas.
- Ms. Garcia, Chair, shared that the Get it D.O.N.E conference on October 1-2, 2023, was successful and reminded the committee that the next Get It D.O.N.E conference is on October 5-6, 2023. Visit their website at [www.southtexaspromotores.org](http://www.southtexaspromotores.org).

### **Agenda Item 11: Public Comment**

Ms. Garcia, Chair, opened the floor for public comment. Ms. Arevalo announced that there was one public member pre-registered for oral comment but had to leave the

call. The public member's written comment can be found in the meeting packet. No one on-site for public comment requests.

### **Agenda Item 12: Agenda items for next meeting**

Ms. Garcia, Chair, asked members if they had any action items for the next meeting.

- Ms. Rodriguez proposed that TAPCHW presents updates from across the state.
- Dr. Gonzalez Schlenker would like to present with regards to Standards of Care as the field where Promotores/CHWs can have a say to be considered as an area of training and certification.
- Ms. Jometra Hawkins, Principal Consultant, Equity Bridge introduced herself and expressed her appreciation for the committee and interest in subcommittee involvement.
- Ms. Marlen Ramirez would like to present updates from Region 8.
- Ms. Garcia, Chair, confirmed the meeting dates for 2024:
  - January 24, 2024
  - April 22, 2024
  - July 22, 2024

### **Agenda Item 13: Adjournment**

Ms. Garcia, Chair, thanked all in attendance for joining the meeting and adjourned the meeting at 12:00 pm.

Below is the link to the archived video of the October 27, 2023, Community Health Worker Advisory Committee meeting to view and listen for approximately, two years from date meeting is posted and in accordance with the DSHS records retention schedule. (To view and listen to the entirety of the meeting click on the link below)

[Promotor\(a\) or Community Health Worker \(CHW\) Training and Certification Advisory Committee.](#)