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*Supporting the workforce of Indiana's CHWs as part of the health care delivery system.*

# Solution Innovation - 2025

Solutions INCHWA Offers Through Our Leadership and Board Expertise

INCHWA's strength lies in the extraordinary breadth and depth of expertise its **executive leadership and Board of Directors hold**. We deliver impactful, community-rooted solutions grounded in equity, innovation, and long-term sustainability. Our leadership team brings real-world experience, academic excellence, policy influence, and practice-based research that positions INCHWA as a national leader in CHW advancement.

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## Culturally Responsive Coaching & Leadership Development

INCHWA offers transformational coaching and leadership development rooted in **ethics, justice, and empowerment**:

- Individual and group coaching to support **CHWs from the frontline to executive leadership**.
- Development of **ethical leadership**, mindset transformation, and values-aligned action plans.
- Deep experience in **neurolinguistic programming**, chaplaincy-informed support, and trauma-sensitive coaching.

### Expertise Highlights:

- *Margarita Hart* – PCC, Board-Certified Chaplain, transformational leadership coach, policy advocate, and multilingual trainer with over 30 years of CHW experience. Co-chair of the URAC CHW Program Accreditation initiative, Community Advisory Board member for IMPaCT Care, and co-lead of the CHW Workforce Sustainability Workgroup. She contributes to multiple state and national policy committees.
- *Carey Frazier* – Certified Life & Health Coach (HCI), offering holistic, strengths-based coaching to support clarity, purpose, and resilience. Co-developer of wellness and stress-reduction programs to prevent burnout and support CHW retention.

## INCHWA Authors or Co-Authors specialized training for CHWs.

INCHWA partners with organizations to author or co-author specialty trainings that align with the CHW scope of practice and public health goals. We ensure each training is relevant, practical, and rooted in interactive adult learning principles.

Our process includes:

- **Co-designing content** that reflects real-world CHW experiences and your program priorities
- **Leading curriculum development** to ensure quality, cultural responsiveness, and field-readiness
- **Using your staff as subject matter experts** to review and approve content
- **Embedding adult pedagogy** with interactive methods like case studies and role-plays

### Expertise Highlights:

- *Margarita Hart* has extensive experience advocating for the CHW workforce and developing effective programs. She facilitates culturally relevant, community-driven training and demonstrates strong leadership in adult learning strategies and systems-level impact. Her training initiatives include contributions to the American Diabetes Association, IMPaCT Care, NACHW, and the CHIN Center of Indiana.
- *Carey Frazier* specializes in instructional design and adult education. She boasts a solid foundation in public health, health equity, and community health worker capacity building. She has a proven track record of aligning training content with national and state standards and with the scope of practice of the CHW. Creating specialty training initiatives involves support for the American Diabetes Association and similar organizations. Community-Based Program Design, Implementation & Evaluation

## Community-Based Program Design, Implementation & Evaluation

Our team has decades of experience leading **community-driven initiatives** that prioritize cultural competence, lived experience, and measurable impact:

- Development and execution of **multilevel interventions** in Latino/a, migrant, and rural communities.
- Rigorous **program evaluation** using participatory and longitudinal research methods.
- Collaboration on **major public health studies** funded by NIH and other national bodies.

### Expertise Highlights:

- *Dr. Yumary Ruiz* – Co-PI of the Puentes Project and CHWDI Co-Director.
- *Dr. Natalia Rodriguez* – Biomedical engineer and innovator, co-designing technology with CHWs.
- *Dr. Lisa Staten* – PI of the Diabetes Impact Project and 25+ year CHW collaborator.
- *McKenzie Reed* -- Championed CHW-led interventions and secured Medicaid reimbursement for CHW services

## CHW Workforce Development & Policy Innovation

We design, scale, and sustain CHW programs through:

- Curriculum development, specialty training, and certification alignment.
- Advocacy for Medicaid reimbursement and sustainable CHW program models.
- Strategic consulting for health systems integrating CHWs into care teams.
- Development of creative reimbursement methods for non-providers in federally qualified health centers.

### Expertise Highlights:

- *Carey Frazier* – Leads INCHWA training and curriculum development, workforce engagement, and marketing.
- *McKenzie (CICOA)* – Championed CHW-led interventions and secured Medicaid reimbursement for CHW services.
- *Dr. Ashley Meredith & Dr. Ruiz* – Co-leaders of the CHWDI and CHW inclusion experts.

## Chronic Disease Management & Clinical Integration

Our experts develop and implement **clinical-community care models** that improve outcomes in:

- Diabetes, hypertension, tobacco cessation, and cardiovascular risk reduction.
- FQHC settings, rural clinics, and bilingual care environments.
- Pharmacist-CHW collaborative models.

### Expertise Highlights:

- *Dr. Jasmine Gonzalvo* is a clinical Professor and pharmacist who provides bilingual care at Eskenazi Health and is active in national diabetes policy leadership.
- *Dr. Lola Adeoye-Olatunde* – HER Lab founder, leading innovative health access solutions in under-resourced communities.

## Public Health Innovation, Technology & Equity

We help organizations explore and implement **innovative, equity-driven tools and strategies**:

- Co-design of digital tools and interventions in partnership with underserved communities.
- Strategic planning for inclusive, scalable solutions to reduce disparities.
- Engagement of CHWs in translational research and tech adoption.

### **Expertise Highlights:**

- *Dr. Natalia Rodriguez* – Leads interdisciplinary research integrating CHWs and biomedical innovation.

## Policy Development, Advocacy & Strategic Consulting

With deep knowledge of state and federal policy, we support:

- Policy briefs, white papers, and legislation influencing CHW workforce standards.
- State and national advocacy coalitions for fair compensation and professional recognition.
- Organizational leadership coaching to advance systems change from within.

### **Expertise Highlights:**

- *Margarita Hart* – State and national policy leader and white paper author shaping CHW policy and equity models.
- *Dr. Jasmine Gonzalvo* – Former National Clinical Care Commission member, diabetes policy influencer, and national board leadership experience. Consulting on implementing innovative reimbursement techniques for non-provider roles in federally qualified health centers and possessing leadership experience at the national board level.

## Community Engagement & Applied Anthropology

We ensure that programs are **community-informed, culturally competent, and rooted in trust:**

- Long-term ethnographic research and community engagement strategies.
- Development of inclusive, grassroots-informed program models.

### **Expertise Highlights:**

- *Dr. Ryan Logan* – Medical anthropologist specializing in CHW-led research and long-term INCHWA collaborator.

## Statewide CHW Engagement and Emergency Preparedness Strategy

- INCHWA has led the development of **Indiana Health Engagement through CHW Model Councils**, which are structured across Emergency Preparedness Districts.
- This model has resulted in strategic research, impressive community engagement results, promising health outcomes, and replicable strategies for statewide collaboration.
- Our partners, CHWDI, TechServ, and the IDOH have developed a model suitable for implementation in various states, coalitions, or agencies looking for evidence-based strategies to effectively engage communities and support the under-resourced.



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**Let INCHWA help you drive sustainable, community-led transformation.**

Our leadership and Board have the knowledge, experience, and heart to co-create strategies that build healthier, more resilient communities—one CHW at a time.

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