

Project Abstract: Health Resources in Action (HRiA), a Boston-based 501(c)(3) public health institute, is pleased to submit the *NACHW Fostering Access, Rights and Equity Project (FARE for CHWs)* proposal to the DOL on behalf of its sponsored program - the National Association of Community Health Workers (NACHW) who will lead this work. NACHW is a 501c3 member association with over 4000 individuals and organizations in all 50 states, tribes, territories and freely associated states whose mission is to unite CHWs to support communities to achieve health, equity and social justice. The **FARE FOR CHWs** Project coordinates a national Advisory Team (AT has expertise in CHWs and GBVH) and State Anchor Organizations (SAOs **are CHW-led organizations in Alabama, Georgia, Mississippi and North Carolina**), to prevent and mitigate Gender Based Violence and Harassment (GBVH) for 5000 CHWs and 400 CHW Employers through awareness building, in-person and online core GBVH sessions and coordinate additional direct service and referrals for 500 CHW survivors of GBVH. GBVH resources will be gathered to build a free repository and inform a CHW Train the Trainer toolkit. Fifty (50) CHW GBVH survivors will be empowered through a Train and Trainer to expand access to awareness, education, referrals and resources to CHWs and CHW Employers beyond the project period. Through research and using the results from our April 2024 GBVH Experiences and Needs survey of 335 CHWs', 57 CHW Employers' and 30 CHW Trainers', we have confirmed that CHWs' must be our first priority for GBVH awareness, education and additional services because they are predominately female, low income and marginalized women of color employed in traditional and community workspaces (health centers, emergency rooms, health departments, community-based organizations, client residences, apartment complexes, food pantries, shelters, detox centers and methadone clinics, street outreach, etc.) that have high incidence of gender-based violence and harassment. CHW Employers are our second priority

group in the project to improve their knowledge and access to GBVH capacity building resources, services and partnerships and to build their knowledge of CHWs' risks and experiences with GBVH. The ***FARE for CHWs*** project delivers *in-person and online prevention and mitigation awareness and education sessions* using best practice resources and trainings from the Joint Commission, OSHA, CDC, National Healthcare for the Homeless, SAMHSA, Principles of Trauma-Informed Care, and Sexual Assault and Violence and integrates trauma-informed, survivor-centered trainings and resources on CHW client/co-worker/supervisor boundaries, conducting safe street outreach and home visiting, conflict resolution, identifying drug paraphernalia, domestic violence and human trafficking; self-defense, individual and community healing spaces; physical exercise; workplace rights and protections. ***FARE for CHWs*** offers *anonymous self-referrals* and coordinates CHWs' *direct access to state and local GBVH services and resources* in Alabama, Georgia, Mississippi and North Carolina. NACHW will *quickly start up this project*, leveraging our past experiences leading federal, foundation and nonprofit-funded projects, and communicating to our 4000 members, our listserv of 8000 and our social media and website followers and visitors to achieve all DOL required activities, deliverables, tracking and measuring. Outputs and outcomes evaluated at key milestones during the project will support confirmation of successes toward deliverables and real-time adaptation to address challenges. Activities, deliverables and lessons learned will inform a toolkit to train *50 CHWs who are GBVH survivors to become NACHW FARE for CHW GBVH Trainers* who help sustain this project beyond the funding period through outreach, awareness building, and education with unengaged CHWs and Employers.