



Becoming a Leader in Migrant Health: *Preparing for Health Center Board Membership*

Purpose of Training Program:

Increase the recruitment and successful integration of agricultural workers as members of health center boards of directors by developing motivated, empowered and capable members of the agricultural worker community, ready to serve in a leadership position.

Training Curriculum Goal:

Provide a *culturally-appropriate* curriculum that teaches:

- How to become active, empowered and capable community leaders through engagement in community health issues, *and*
- How to become involved in health center governance as a member of a health center board of directors.

Learning Objectives:

By the end of the training, participants will be able to:

- Recognize their own leadership qualities and skills, and how they can become a leader in their community by engaging in community health issues;
- Understand the Health Center Program and its community-based governance requirement;
- Become familiar with the health center governance structure, including advisory council and board of directors;
- Identify the main duties, responsibilities and commitments required by the board member role, and possible barriers and solutions to board participation;
- Consider next step for getting more engaged with the leadership of a health center, including becoming a board member.

Training Curriculum Outline:

Lesson I: Participation and Leadership in Community Health

- Community Participation and Leadership
- Leadership in Community Health

Lesson II: Understanding Health Center Leadership and Governance

- Health Center Program Overview
- Health Center Governance: Board of Directors, Advisory Council and Steering Committee

Lesson III: Joining a Health Center Board of Directors

- Board Member Duties, Commitments, Challenges and Solutions
- Next Steps in Joining the Board of Directors

Lesson Summary:

- **Lesson I** introduces participants to the benefits of getting involved in helping their

community and how to become a leader in their community. They learn about leadership qualities and skills. Participants are encouraged to become engaged in community health issues, including the leadership of a community health center.

- **Lesson II** clarifies what it means to become a leader in a health center. Participants learn about the history of migrant health and about the Health Center Program, including the requirement that health center boards of directors include agricultural worker representatives. They also are introduced to three opportunities for health center governance: the board of directors, the advisory council, and the steering committee.
- **Lesson III** wraps up the training by getting into the practical aspects of becoming involved with a health center board of directors. Participants develop an understanding of the level of commitment and the duties required of the board member, and the potential challenges and possible solutions to serving on the board. Participants are given suggestions for next steps they can take to determine what governance positions are available, and how to apply and interview for a board member position.

Format and Toolkit Materials:

This training curriculum consists of a series of three (3) lessons designed to be delivered in 1.5 to 2 hour-long sessions separately and in order. The toolkit materials include the following pieces:

- Trainer modules
- PowerPoint presentations
- Resource section with activities, handouts and evaluation form

All materials are available in English and Spanish.

Target Audience:

This training targets migrant and seasonal agricultural workers who are potential health center board member candidates. Training participants could include:

- Current migrant advisory board or steering committee members, or current agricultural worker board members who need a refresher training
- Current health center volunteers who are agricultural workers
- Current leaders in the agricultural worker community

The curriculum was field-tested in two agricultural communities in Arizona and Florida. *However, please note this training is appropriate and can be easily modified to be used with other populations in your community.*

Benefit to Health Centers:

This training supports the board recruitment and integration efforts of health center administrations by developing a pool of high-quality potential candidates for Board membership. It is unique and different to other Board training resources available in that:

- it is designed as a pre-recruitment strategy to develop capacity among potential board member candidates
- includes a leadership development component

Major Sources Used:

- Centers for Disease Control and Prevention. [Hispanic or Latino Populations](#). Retrieved on 5/26/2014
- Community Toolbox. *Chapter 14: Core Functions in Leadership, Section I: Learning how to be a community leader*. Retrieved on 8/23/2013.
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- U.S. Department of Health and Human Services. Health Resources and Services Administration, Bureau of Primary Health Care, Bethesda, MD. Health Center Program Terminology Tip Sheet, for NCA Publications.
- U.S. Department of Health and Human Services. Health Resources and Services Administration, Bureau of Primary Health Care, Bethesda, MD. [Health Center Program Requirements](#).
- U.S. Department of Health and Human Services. Health Resources and Services Administration, Bureau of Primary Health Care, Bethesda, MD. [Policy Information Notice 2014-01: Health Center Program Governance](#).