



Bridging Latino communities and the organizations who serve them



PASOs™

Educate. Connect. Advocate.

Who We Are & What We Do

PASOs brings people and resources together. Deeply rooted in South Carolina, PASOs is dedicated to building strong Latino communities and increasing the capacity of the organizations serving them through thoughtfully-developed programs that educate, promote wellness, build leadership skills, and increase cultural awareness.

Our Partners

We partner with government agencies, healthcare providers, and non-profit groups and offer programs and individual outreach that connect Latinos of all ages with the services and opportunities they need to thrive.

Our Impact

Since 2005, PASOs has made a difference for both Latino communities and local organizations:

- Helped more than 25,000 individuals
- Trained more than 4,000 health and social service providers
- Developed leadership skills for 175 community members
- Changed more than 50 policies to improve access to care



Our Services



WELLNESS

We equip families with tools that help them achieve their goals through community-based programs:

- PASOs Health Connections
- Connections for Child Development
- Pasitos Adelante: Childhood Obesity Prevention
- Pediatric Literacy Program
- PASOs for Parents



COMMUNITY

PASOs Community Health Workers (CHWs) are a supportive voice, helping Latino individuals of all ages navigate health and other services, nurturing self-advocacy, and training leaders to address community needs.



EDUCATION

In addition to sharing our knowledge with individuals and families, we help organizational partners build capacity for service by assessing capabilities, developing strategies and goals, and offering cultural competency training tailored to each audience.



Formando puentes entre comunidades latinas y las organizaciones que las sirven



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¿Quiénes somos y Qué hacemos?

PASOs une a las personas con los recursos. Profundamente arraigado en Carolina del Sur, PASOs está dedicado a construir comunidades latinas fuertes e incrementar la capacitación de las organizaciones que las sirven, a través de programas conscientemente desarrollados, los cuales educan, promueven bienestar, construye habilidades de liderazgo y desarrolla la conciencia cultural.

Nuestros Socios

Estamos asociados con agencias de gobierno, proveedores de salud, grupos sin fines de lucro, y ofrece programas de alcance comunitario los cuales conectan a los latinos de todas las edades con los servicios y oportunidades necesarias para desarrollarse.

Nuestro Impacto

Desde el 2015, PASOs ha hecho la diferencia para ambas, comunidades latinas y organizaciones locales:

- Ayudó a más de 25,000 individuos
- Entrenó a más de 4,000 proveedores de servicios de salud y servicios sociales
- Desarrolló habilidades de liderazgo en más de 175 miembros comunitarios
- Cambió más de 50 pólizas para mejorar el acceso al cuidado



Nuestros Servicios



BIENESTAR

Nosotros equipamos a las familias con herramientas que les ayuden a lograr sus metas a través de programas de base comunitaria:

- PASOs Conexiones de Salud
- Conexiones para el Desarrollo Infantil
- Pasitos Adelante: Prevención de la Obesidad Infantil
- Programa de Alfabetización Pediátrica
- PASOs para Padres



COMUNIDAD

Los promotores de Salud de PASOs son una voz de apoyo, ayudando a los individuos latinos de todas las edades a navegar la salud y otros servicios, promoviendo abogacía propia, y entrenado a líderes para abordar las necesidades de la comunidad.



EDUCACIÓN

Además de compartir nuestros conocimientos con individuos y sus familias, ayudamos a nuestros socios organizacionales a construir capacidad de servicio, asesorando potenciales, desarrollando estrategias y metas, y ofreciendo entrenamiento de capacidad cultural personalizada para cada audiencia.



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Connections for Child Development

Connections for Child Development

PASOs Community Health Workers screen children's development and support parents to take a lead role in their child's development. Children that exhibit developmental needs are referred to appropriate resources, therapies, and specialty care while parents learn skills to help their children learn at home.



1

Get Child Screened

CHW meets with a family to conduct the developmental screening usually at a home visit but sometimes in a clinic or community setting such as a library

2

Connect to Resources

If a child scores below average in any category, a referral is made to the appropriate resource(s) with the CHW supporting the family throughout the process as they connect to needed therapies or supports for the child

3

Follow Up

The CHW conducts follow up with the family, offer support, and ensures that families were able to connect to needed resources, and that they were treated well throughout the process



403 children received a developmental screening in 2019



367 parents received education to support their child's development at home

"I was worried because my 2 year old son wasn't talking yet. PASOs did a screening and helped me get him in therapy. He is in preschool and receiving his therapies and is doing so well! I want to thank PASOs for helping my son get the services he needs"





Connections for Reproductive Health

Reproductive Health

PASOs' Reproductive Health Community Health Workers are certified to provide comprehensive patient-centered contraceptive counseling in Spanish. We believe that every woman or man has the right to have a reproductive life plan, access to contraceptive methods free or at low cost, to allow for self-determination free of coercion or stigma.



1

Counseling

The CHW meets with the participant in a private room usually in a clinic, community setting, or in an office. They take the time to listen and understand the participant's needs. They then provide counseling and education about having a reproductive life plan, contraception, and birth control methods.

2

Connect to Resources

If the participant chooses a method, a referral is made to the appropriate clinical resource with the CHW supporting the participant throughout the process as they connect them to needed resources.

3

Follow Up

The CHW conducts a follow up phone call with the participant, offers support, and ensures that they were able to connect with the needed resources, get their chosen method, and that they were treated well throughout the process.

497

participants received contraceptive individual or group education in 2019

285

referrals were initiated to clinical partners in 2019

252

participants successfully received a contraceptive method in 2019

"I was worried to find myself pregnant again and not being able to provide my children with their necessities in a safe and healthy environment. Because of my lack of insurance and access to contraceptives methods at a low cost, I was not sure what to do. PASOs helped me understand the methods available, how they work and connected me with the resources where I got my Implant and now, I can live a life free of worry about an unplanned pregnancy"



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Capacity Building for State Agencies

Healthy Latino communities contributing to a stronger South Carolina

What is Capacity Building?

PASOs fortifies statewide strategic plans by bridging the Latinx community and service providers to better understand the strengths and needs of families in a linguistically and culturally appropriate way. This initiative works with agency departments which involves departmental assessments, developing strategic plans with measurable goals, ongoing technical support, and cultural competency/humility workforce development trainings that cover race, diversity, equity and inclusion. PASOs provides custom tailored support utilizing established best practices for working with Latinx communities.



Policies and procedures changed to improve services for Latinx community members in 2019



professionals trained to develop a more culturally competent workforce in 2019

A statewide agency contracted PASOs to improve their bilingual workforce and increase trust within the Latinx community. Bilingual staff received language testing which resulted in salary increases. The same state agency now trains all of their employees with a cultural competency video created by PASOs that highlights historical and social nuances that enhance diverse workforces.

1

Consultation

The PASOs Capacity Building Team coordinates introductions, an initial consultation, and schedules an organizational assessment. A contract is created with clear deliverables, expectations, and timeline

2

Implement Deliverables

Custom tailored activities are planned and implemented to best reach and serve Latinx families including:

- Cultural Competency/Humility, Race, Equity, Diversity, and Inclusion Workforce Development Training
- Bilingual Proficiency Certification for staff
- Facilitated Outreach Events in local community settings
- Webinar and Video Conference Staff Training and Networking
- Community Voice Bringing through representation on committees, boards, and workgroups
- Coordinate and conduct focus groups, surveys, interviews
- Recruit and assist interviewing/hiring bilingual job candidates
- Distribution of information through messaging campaigns
- Exploration of community trusted co-branded partnership

3

Review Impact

To achieve sustainable change, progress is reviewed to ensure satisfaction of deliverables through:

- Feedback from organizational leadership, training participants, community members
- Policies and procedural changes that increase quality of service
- Impact measured and evaluated

Capacity Building for Community-Serving Organizations

Healthy Latino communities contributing to a stronger South Carolina



PASOs
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What is Capacity Building?

PASOs bridges the Latinx community and service providers to better understand the strengths and needs of families in a linguistically and culturally appropriate way. This approach successfully addresses needs through capacity building which involves organizational assessments, developing strategic plans with measurable goals, ongoing technical support, and cultural competency/humility workforce development trainings that cover race, diversity, equity and inclusion. PASOs provides custom tailored support in and for a variety of settings utilizing established best practices for working with Latinx communities.



Policies and procedures changed to improve services for Latinx community members in 2019



professionals trained to develop a more culturally competent workforce in 2019

PASOs facilitated an outreach event in collaboration with a local clinic to build community trust and awareness of the services offered. Leveraging local partners, PASOs introduced the clinic staff during a translated presentation. The following week, the clinic experienced a surge in Spanish-speaking patients. An additional bilingual staff member was hired due to the increased demand and the clinic is now a Local PASOs Affiliate Site benefitting from the many supports we provide.

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Review Impact

To achieve sustainable change, progress is reviewed to ensure satisfaction of deliverables through:

- Feedback from organizational leadership, training participants, community members
- Policies and procedural changes that increase quality of service
- Impact measured and evaluated



Capacity Building for Coalitions

Healthy Latino communities
contributing to a stronger
South Carolina



What is Capacity Building?

PASOs bridges the Latinx community and service providers to better understand the strengths and needs of families in a linguistically and culturally appropriate way. This initiative strategically fortifies infrastructure through capacity building which involves an assessment of resources, developing strategic plans with measurable goals, ongoing technical support, and cultural competency/humility workforce development trainings that cover race, diversity, equity and inclusion. PASOs provides custom tailored support in and for a variety of settings utilizing established best practices for working with Latinx communities



1

Consultation

The PASOs Capacity Building Team coordinates introductions, an initial consultation, and schedules a coalition assessment. A contract is created with clear deliverables, expectations, and timeline.

2

Implement Deliverables

Custom tailored activities are planned and implemented to best reach and serve Latinx families including:

- Cultural Competency/Humility, Race, Equity, Diversity, and Inclusion Workforce Development Training
- Bilingual Proficiency Certification for staff
- Facilitated Outreach Events in local community settings
- Webinar and Video Conference Staff Training and Networking
- Community Voice Bringing through representation on committees, boards, and workgroups
- Coordinate and conduct focus groups, surveys, interviews
- Recruit and assist interviewing/hiring bilingual job candidates
- Distribution of information through messaging campaigns
- Exploration of community trusted co-branded partnership

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Review Impact

To achieve sustainable change, progress is reviewed to ensure satisfaction of deliverables through:

- Feedback from organizational leadership, training participants, community members
- Policies and procedural changes that increase quality of service
- Impact measured and evaluated



13 Policies and procedures changed to improve services for Latinx community members in 2019



893 professionals trained to develop a more culturally competent workforce in 2019

After holding focus groups with Latina mothers of children with disabilities from different regions throughout the state, barriers to accessing services were revealed. PASOs held cultural competence workforce development trainings in each of these regions to provide the results from the focus groups. Local organizations shared resources and committed to enhancing their services. In this way, PASOs served as a bridge to ensure community voices were heard and organizational changes were made in response.