



Leadership Training for People of Color with HIV

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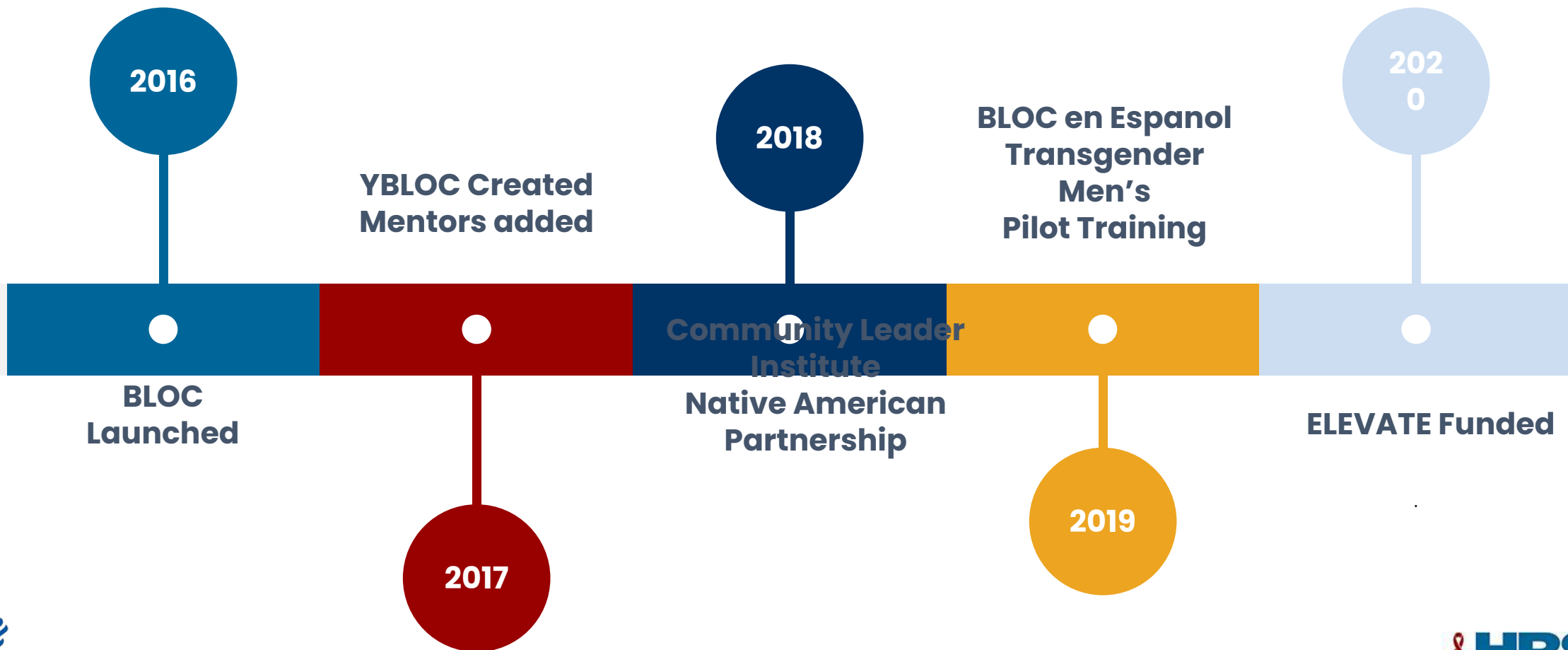
Vision: Healthy Communities, Healthy People



BLOC

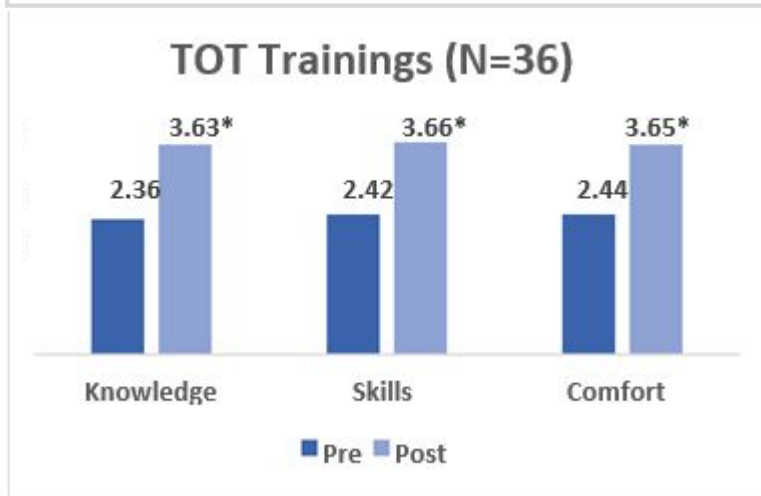
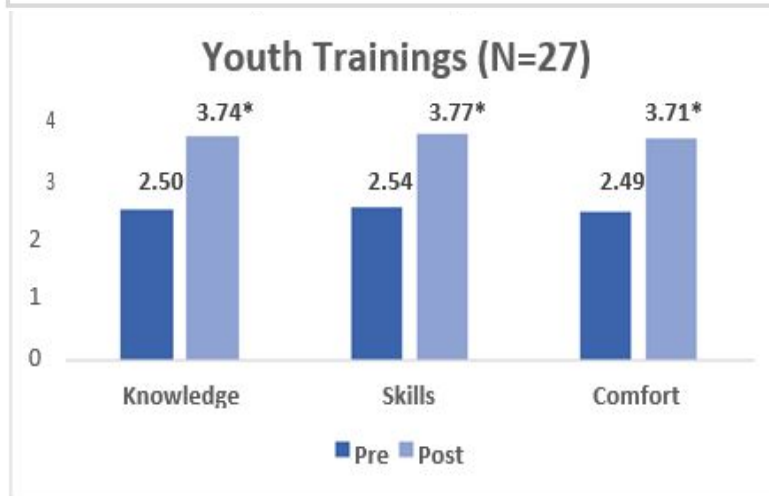
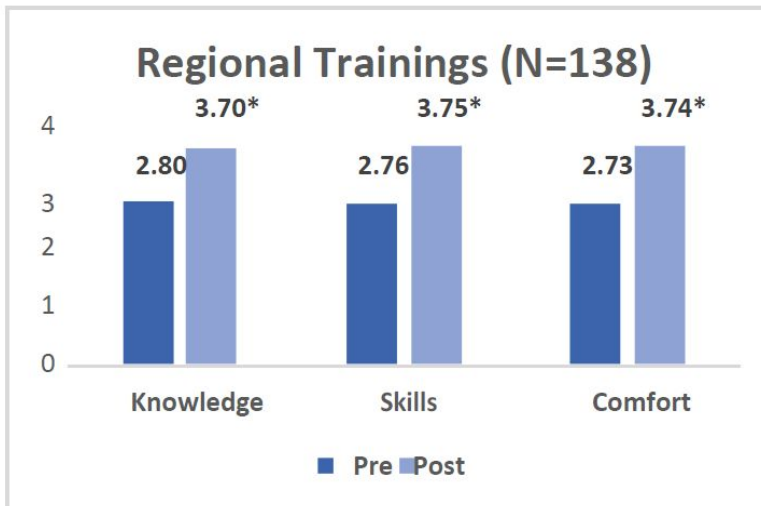
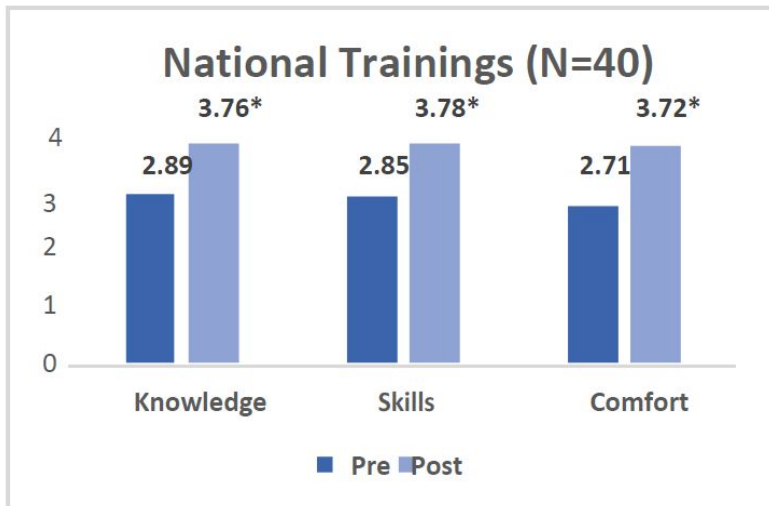
Evolution of People with HIV Leadership Training

Milestones



Evaluation

Training Impact and Outcomes



Trained BLOC leaders reported being involved with 138 new community organizations or planning bodies since attending the BLOC training.

Changes in Knowledge, Skills & Comfort $p < 0.05$

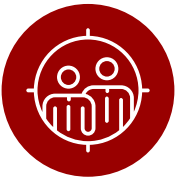
Moving Forward

Taking Community Engagement to the Next Level



Virtual Platforms

Investing in technology to ensure equal access to the training experience for all participants.



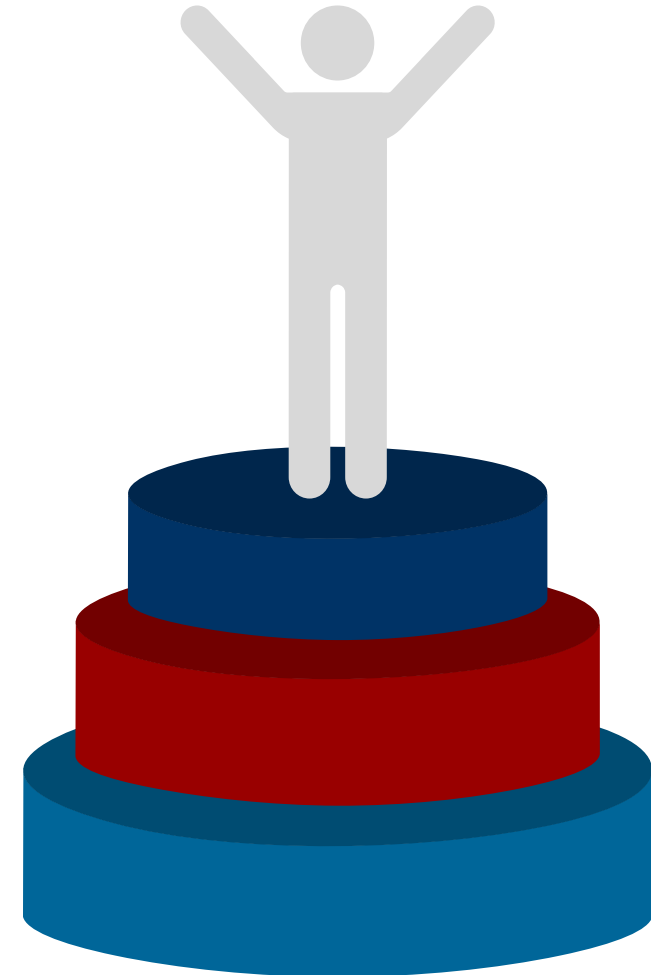
Ending the HIV Epidemic

Utilizing expertise & lived experiences to impact Retention in Care and Aligning with the EHE goals.



Stigma and Cultural Humility

ESCALATE: new cooperative agreement focused on organizational readiness on Individual, Organizational and Systems levels.



Contact Information

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ELEVATE: THE EVOLUTION OF BLOC

ELEVATE: Engage Leadership through Employment, Validation, and
Advancing Transformation and Equity for People Living with HIV

NMAC'S CENTER TO END THE EPIDEMICS

ACE ROBINSON, DIRECTOR

CHARLES SHAZOR, ASSOCIATE PROGRAM MANAGER

MIGUEL ANGEL DIAZ MARTINEZ, ASSOCIATE PROGRAM MANAGER

LAUREN MILLER, PROGRAM COORDINATOR



GOALS & OBJECTIVES

- Support leadership development for people with HIV
- Enhance community engagement for people with HIV
- Improve organizational readiness to support people with HIV
- Strengthen capacity of Ryan White HIV/AIDS Program recipients and subrecipients to employ people with HIV

VISION

- Denver Principles & Meaningful Involvement of People with HIV (AIDS)
 - People with HIV of Color have not greatly benefited from these tenets
- Leads with Race
 - NMAC has intentional focus on supporting people with HIV of Color
- Enhanced partnerships
 - ELEVATE partners have longstanding histories of providing direct support for entities focused on people with HIV
- Alignment
 - Activities will align with the federal EHE initiative

ADDRESSING INEQUITIES

- People with HIV
 - 15% of workforce identify as people with HIV
 - 82% of workforce identify as people not diagnosed with HIV
- People of Color in Leadership
 - 44% of people with HIV are Black; 26% of people with HIV are Latinx
 - Whites are over-represented in leadership at 67%
- Transgender/Gender Nonconforming (T/GNC)
 - T/GNC of color face heightened discrimination in the workplace
 - T/GNC of color experience substandard clinical care

PROGRAMMING

- Leadership Training
 - Support participation & inclusion of people with HIV in healthcare workforce
 - Providing technical support & culturally responsive services (leadership to front line)
- Coaching for People with HIV
 - Train BLOC program graduates how to become strengths-based coach
 - Performance enhancement, career advancement, and leadership support
- Virtual Resources
 - Trainings, webinars, and self-assessment tools to support professional development for people with HIV
 - Help agencies recruit, train, and support people with people

PARTNERS

- JSI Research & Training Institute
 - Expertise in virtual resource development for Ryan White HIV/AIDS Program recipient and subrecipients
 - Led HRSA's CHATT & ACE TA programs
- Association of Nurses in AIDS Care (ANAC)
 - Leader in developing technical training for clinicians to provide culturally-responsive care
 - Updating standards and best practices including human resources, hiring, and sustained employment practices
- Latino Commission on AIDS
 - Provide guidance, cultural-responsiveness, and serve as partners on Hispanic trainings
 - Expanding ELEVATE's impact through the Hispanic Health Network

WHAT'S OLD IS NEW

- BLOC: Leadership Training
- ACE TA Center: Improving Health Literacy Training
- Planning CHATT: Planning Council Training and Technical Assistance
- CQII: Clinical Quality Management Training and Technical Assistance
- Improving Access to Care: Community Health Worker Training and Technical Assistance



DETAILS

- Leadership training for people with HIV (face-to-face and virtual)
 - Synthesized training integrating HRSA programs into ELEVATE
- Developing culturally-responsive marketing and communications campaign to recruit
- Focus of trainings
 - People with HIV in workforce, planning bodies, consumer advisory boards, and board of directors
 - Healthcare providers and staff
 - Community health workers
- Coaching
 - Staff will be trained at CompassPoint to be strengths-based coaches



NMAC CONTACT INFORMATION

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