Leadership Development:

A Response to the HIV/AIDS Epidemic Among YBMSM

A Harm reduction Coalition Capacity Building Community Consultation Series Hosted by
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Guidelines Web Conference

- Your phone will be kept on mute until the Q&A period.
- Chat function will enable you to send questions to the moderator.
- Respect each other.
- No cross talking – one person at a time
- Step up, step back.
Harm Reduction Coalition

- Founded in 1994 to work with individuals and communities at risk for HIV infection due to drug use and high-risk sexual behaviors.

- Committed to reducing drug-related harm by initiating and promoting local, regional and national harm reduction education, interventions and community organizing.

- Offer specific expertise in how to best incorporate the principles of health and safety promotion for drug users.
H.R.C. Programs

- Advocacy and Policy

- Harm Reduction National Conference
  - November 16-21, 2010 in Austin, TX

- The Institute at HRC: *Harm Reduction Training Institute*
  - Forgotten Population
  - Overdose Prevention
  - Population specific training: LGBT, African Americans...
  - Group Facilitation
  - Sexy Harm Reduction
  - Motivational Interviewing

- Capacity Building Assistance Program
Capacity Building Assistance Program

- Originally AACBI – African American Capacity Building Initiative
- AACBI Provided regional CBA services. Now The CBA Program provides CBA services nationally
- Specializing in CBA for Communities and Community Based Organizations:
  - Program Collaboration & Service Integration
  - Technical Assistance, information transfer & skills building.
Examples of *(Free!)* CBA Services

**DEBIs**
- Training
- Technical Assistance
- Adaptation
- Implementation
- Evaluation
- Cultural Competency
- Linguistic Appropriateness

**OIPS**
- Board Development
- Strategic Planning
- Fiscal Management
- Grant Writing
- Program Collaboration and Service Integration

**CMM**
- Community Identification and Definition
- Community-level Assessment, Collaboration and Development

**M&E**
- Quality Assurance
- Outcome Monitoring
- Data Collection, Management, and Analysis

Skills building, training, consultation, and coaching
Community Consultation Series

The purpose of the Community Consultation Series (CCS) is to:

• Raise awareness about HIV prevention issues in the community

• Solicit feedback from our consumers – CBOs, HDs and other community stakeholders working with people infected and affected with HIV/AIDS

• Ensure the meaningful integration of consumer input into The Institute’s work
Today’s Agenda

• Introductions
• Goals & Objectives
• HIV/AIDS & YBMSM
• Understanding Leadership: an Investigation
• Panel Discussion
• Strategies Discussion
CCS Leadership GOAL

• To build the capacity of agencies and other stakeholders who have access to YBMSM and to identify, organize and encourage leadership opportunities among individuals and their social networks within this community.
Objectives

• Build relationships with potential leaders within the YBMSM community.
• Identify leadership development models for YBMSM.
• Understand the barriers to effective leadership for and among YBMSM.
• Contribute to an action plan to create a national strategy around leadership development for YBMSM.
HIV/AIDS & YBMSM

National HIV/AIDS Strategy

• Purpose for a national strategy
  – Refocus attention on the domestic epidemic.

• Goals-
  – Reduce HIV incidence.
  – Increase access to care for people living with HIV and optimize health outcomes.
  – Reduce HIV-related disparities.
HIV/AIDS & YBMSM

YMSM-YTG Consultation

• On July 28th -30th 2010 The CDC invited several individuals with experience working with YBMSM communities and YTG communities to Atlanta, GA for a consultation around the needs of those groups. The following is a brief summarization of some of the information shared.
HIV/AIDS & YBMSM

YMSM-YTG Consultation

• According to Gregorio Millett, Senior policy advisor for the office of national AIDS Policy (2010)
  – MSM represent 53% of new HIV infections each year.
  – 1.1 million persons living in the U.S are gay and Bisexual men.
  – MSM are 40 times more likely to become infected than other men.

• Community mobilization is part of the answer in addition to awaiting new science-based interventions.
Understanding Leadership: an Investigation

• **Qualitative Investigation Design**
  – Conducted by HRC staff and Interns
  – Interview consisted of 7 questions
  – Demographics 22 people interviewed -20 males, 1 unidentified, 19 gay or SGL, 2 females-heterosexual, ages 20-55. 20 black/African American, 2 multi-racial
  – Interviews conducted in person or by phone
Understanding Leadership: an Investigation

Themes

• Characteristics of Effective Leadership
  – Open minded, Passionate, Communication, Innovative Charismatic, attractive and transparent.

• The Role of Leadership Development in HIV Prevention.
  – Critical Thinking, Empowerment, and Self-Determination.

• Challenges to Developing Leadership
  – Funding, boundaries around sex, lack of community buy-in and stigma & homophobia.

• Resources
  – Non-profits with social justice themes.
Panel Discussion

• Moderator: Ezekiel Goodwin
• Panelist In order of appearance:
  – Greg Wilson- LA Reach
  – Akil Atiba- PHMC
  – Ka’leef Washington
  – Sharonda Everett- Intentional communities
  – AJ King- SMYLE
  – Cleo Manago- AmASSI Group
  – Nairobi Shellow-New York Presbyterian-Weill Cornell Medical College.
Ballroom Leadership

REACH LA (Realistic Education in Action Coalition to Foster Health) is a youth-driven organization serving African-American and Latino gay, bisexual, and transgender youth. A nationwide network of house and ball communities was established in the late 1980’s and 90’s. In Los Angeles alone there are 17 houses” which provide a safe support system for transgender youth of color who are exploring their sexuality and identity. A main activity of each house is to compete in local “ball” events, where members are recognized for dance, modeling, and fashion artistry.

Gregory Wilson
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REACH LA
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Artistic Leadership

- The PALMS (Preventing AIDS through Live Movement and Sound) Project is a community-based HIV prevention program designed to reach adolescents and young adults at high risk for HIV infection. PALMS’ multi-session, group-level intervention is implemented on-site in partnership with youth-serving providers. Using a dynamic theater-based approach with trained peer actors, PALMS provides youth with HIV risk reduction education and strategies designed to increase their self-efficacy to practice safer sex behaviors.

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Applied Leadership

As the Health Planner for the Newark EMA (Eligible Metropolitan Area) HIV Health Services Planning, he takes the lead in supporting the Planning Council’s mission to plan for the development, implementation and continual improvement of the health care and treatment services for People Living with and Affected by HIV & AIDS.

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Allied Leadership

Intentional Communities is a grassroots collective that utilizes the skills of talented dedicated individuals to take on projects that inspire change and reinforced the powerful Mantra that we are the change we wish to seek.
Inclusive Leadership

The Sexual Minority Youth Assistance League (SMYAL) is the only Washington, DC metro area service organization solely dedicated to supporting lesbian, gay, bisexual, transgender, and questioning (LGBTQ) youth. Founded in 1984, mission is to promote and support self-confident, healthy, productive lives for LGBTQ youth as they journey from adolescence into adulthood.

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Led by committed men of good character and integrity, the Black Men’s Xchange (BMX) provides a powerful, welcoming, gathering where Black men connect in a tasteful environment to engage issues that advance, affirm and impact our lives and community.
Nairobi Shellow is the Outreach Coordinator for Project KISS at Weil Cornell New York Presbyterian Hospital. He coordinates HIV counseling and testing for youth 13-24 in various communities throughout New York City. He has worked with youth and young adults around HIV, Sexual, and Reproductive health for over 15 years.

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STRATEGIES
Strategies

• Goal: To Create Best practice around leadership and begin a national initiative to address leadership as a response to the HIV/AIDS epidemic among YBMSM
  – What can HRC do?
  – What can we do?
  – What can you do?
Strategies

What Can HRC/CBA Do?

• Develop a Best Practice plan for leadership development that can be diffused throughout the country via webinar, conferences, trainings and various medias.

• Work with our CBA partners to offer comprehensive leadership strategies that can be used to supplement the various specialization and prioritize leadership development.

• Continue to study and develop leadership development as a response to the HIV/AIDS epidemic among YBMSM.
Strategies
What Can We Do?

Brainstorm

• What is happening in your agency that fosters leadership and growth?
• What would you like to see happen in the future?
• What opportunities could being a part of a national partnership bring to your agency?
• What poses a challenge to implementing effective leadership development at your agency?
Charges
What Can You Do?

Three charges:

• Build your own leadership capacity.
• Establish a leadership model within the agency/program.
• Replace yourself.
Charge 1
Build Your own Leadership Capacity

• Good leaders beget good leaders. In the questionnaire an effective leader was identified as having some of the following characteristics: **Open minded, Good Communication, Passionate, transparent, Responsible, flexible.**

• Self-Assessment Activity
  – Identify your leadership development capacity
Charge 1
Build Your own Leadership Capacity

• lead within your organization request CBA services that will challenge and prepare your organization to be responsive to the leadership needs of YBMSM:
  – Different People Common Ground,
  – Burnout,
  – Intimate-partner Violence,
  – Harm Reduction,
  – Facilitation,
  – Motivational Interviewing,
  – Work Books
Charge 1
Build Your own Leadership Capacity

• The CBA community is competent, skilled and ready to serve but even you must lead this process. No one knows your organization better than you.

• CBA partners
  – My Brother's Keeper: Ridgeland, MS
  – Latino Commission on AIDS: New York, NY
  – Black AIDS Institute: Los Angeles, CA
  – South Side Help Center: Chicago, IL
  – National Youth Advocacy Coalition: Washington, DC

For more go to:
http://www.cdc.gov/hiv/topics/cba/providers.htm
Charge 2 Est. Leadership Model at Your Agency/Program

Current Paradigm v.s New Paradigm

• **Current Way**
  – No or little leadership development.
  – Emphasis is on HIV prevention primarily.
  – HIV is the problem.
  – Deficit based model “what we don’t got”.

• **New Paradigm**
  – Agency adopted leadership model.
  – Emphasis is on the intersections of leadership development and HIV prevention.
  – HIV is a symptom of the problem.
  – Asset based model “what do we already got”.
Charge 2 Est. Leadership Model at Your Agency/Program

- Core competencies of leadership development among YBMSM
  - Character Development
  - Peer-Driven
  - Affirmation/Acknowledgement
  - Mental Health
  - Mentoring
  - Public Speaking and Engagement
  - Cultural Competency
  - Popular Education
  - Art (Recreational Activities)
Charge 3
Replace Yourself

- Hoarding skills, talents and ideas creates more deficits than assets.
- The new paradigm should embrace sharing, transferring, and building.
- This model is already being practiced by CBA professionals in three key areas:
  - Technical Assistance
  - Information & Technology Transfer
  - Skills Building
Charge 3
Replace Your Self

• Identify a passionate individual who has the potential to contribute to this work.
• Make the time to encourage their raw abilities and talents as well as acquire new abilities.
• Be supportive around their processes and remember it’s making mistakes is a good thing especially when their new mistakes.
Peace, Love & Thanks to...

- John-Martin Green
- Ezekiel Goodwin
- Panelist
- CBA Team
- HRC staff
- National Collaborators
- CDC
For More Information:

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