

Achieving Reflectiveness:

A Roadmap Towards a Culturally-Responsive PC/PB (Part 1)

June 22, 2022

Dana Williams - Consultant, Executive Director and Co-Founder of The Community Wellness Project

Marissa Miller - Capacity Coach and CEO Trans Solutions Research & Resource Center

Lamar McMullen - Vice-Chair of the Community Coalition Miami-Dade HIV/AIDS

Alexandra Bonnet - Training and Technical Assistance Coordinator, Planning CHATT



Can You Hear Us?



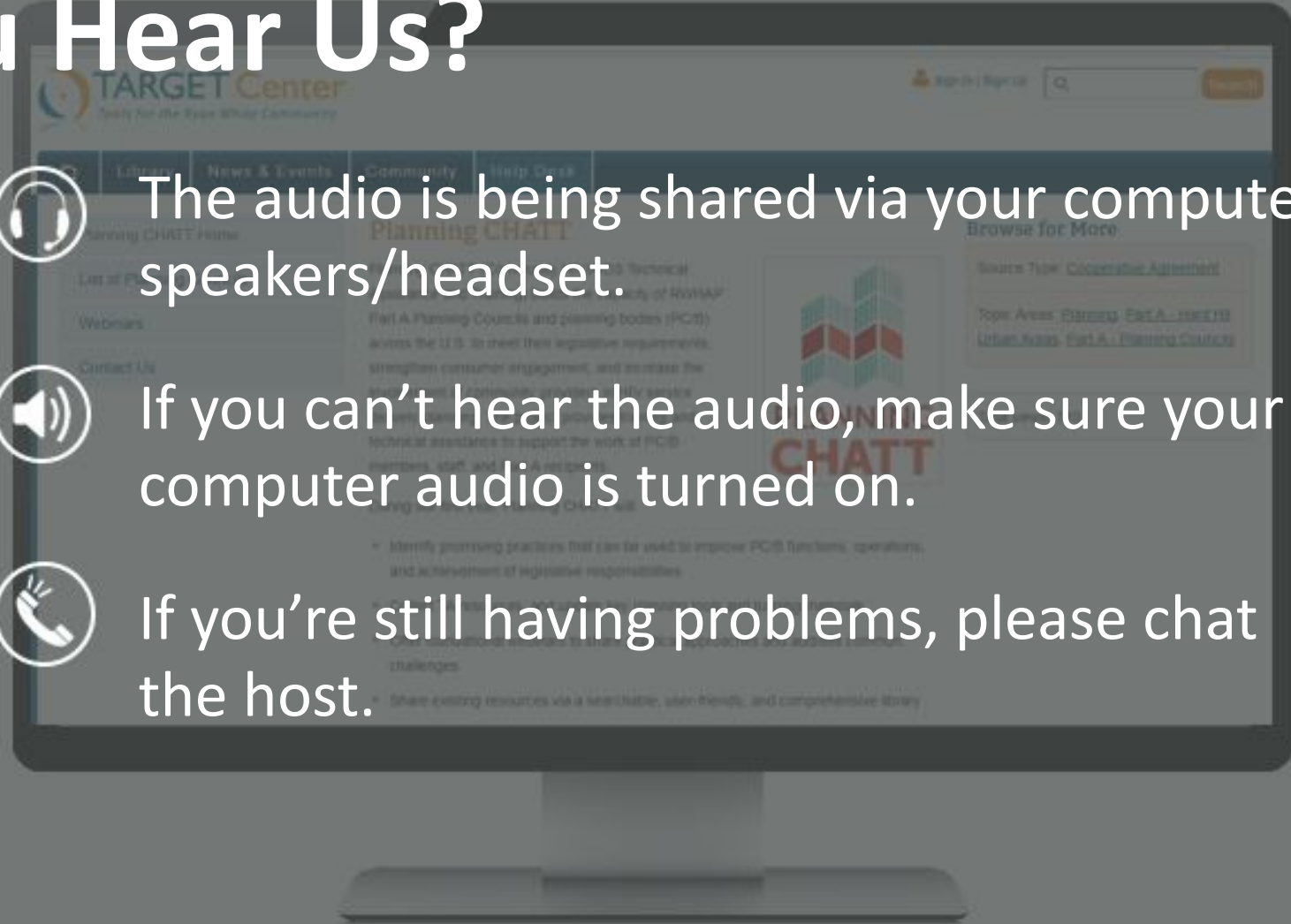
The audio is being shared via your computer speakers/headset.



If you can't hear the audio, make sure your computer audio is turned on.



If you're still having problems, please chat the host.



Puedes escucharnos?



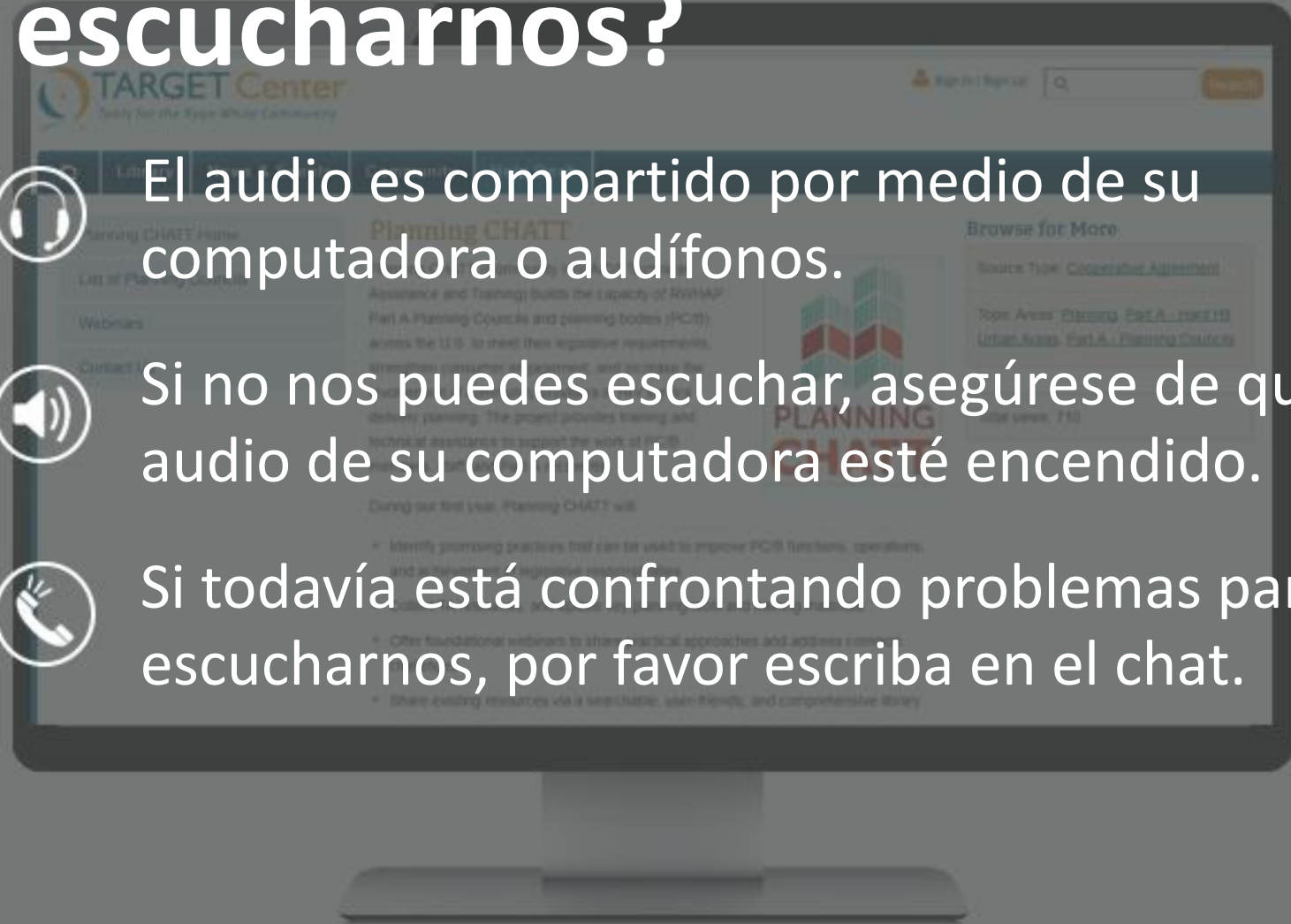
El audio es compartido por medio de su computadora o audífonos.



Si no nos puedes escuchar, asegúrese de que el audio de su computadora esté encendido.

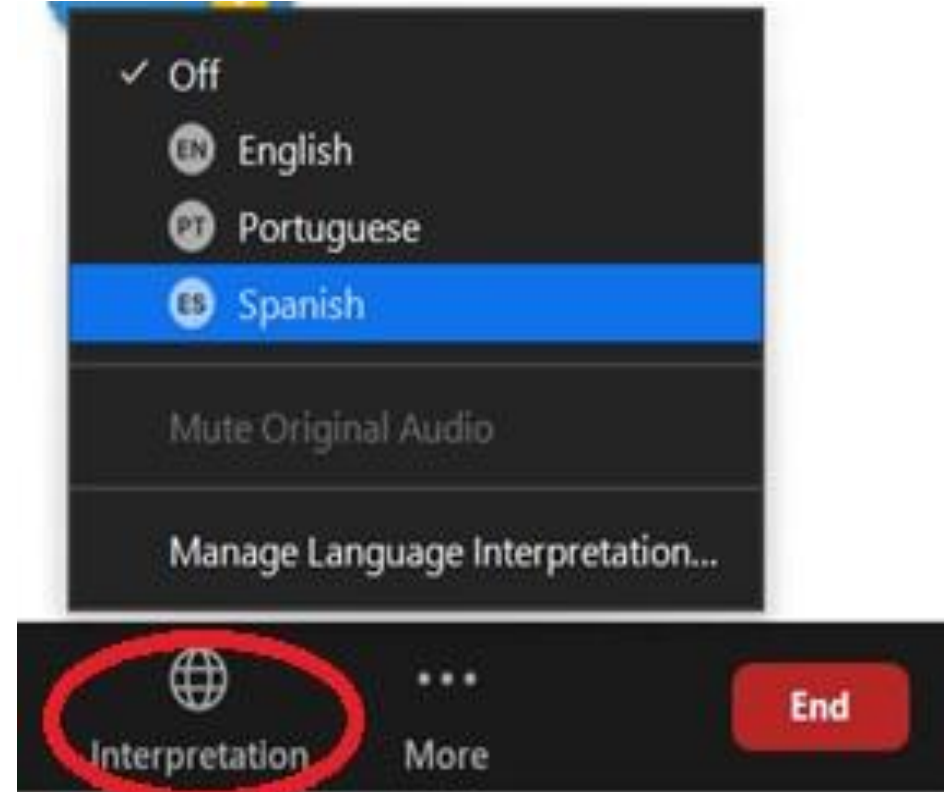


Si todavía está confrontando problemas para escucharnos, por favor escriba en el chat.



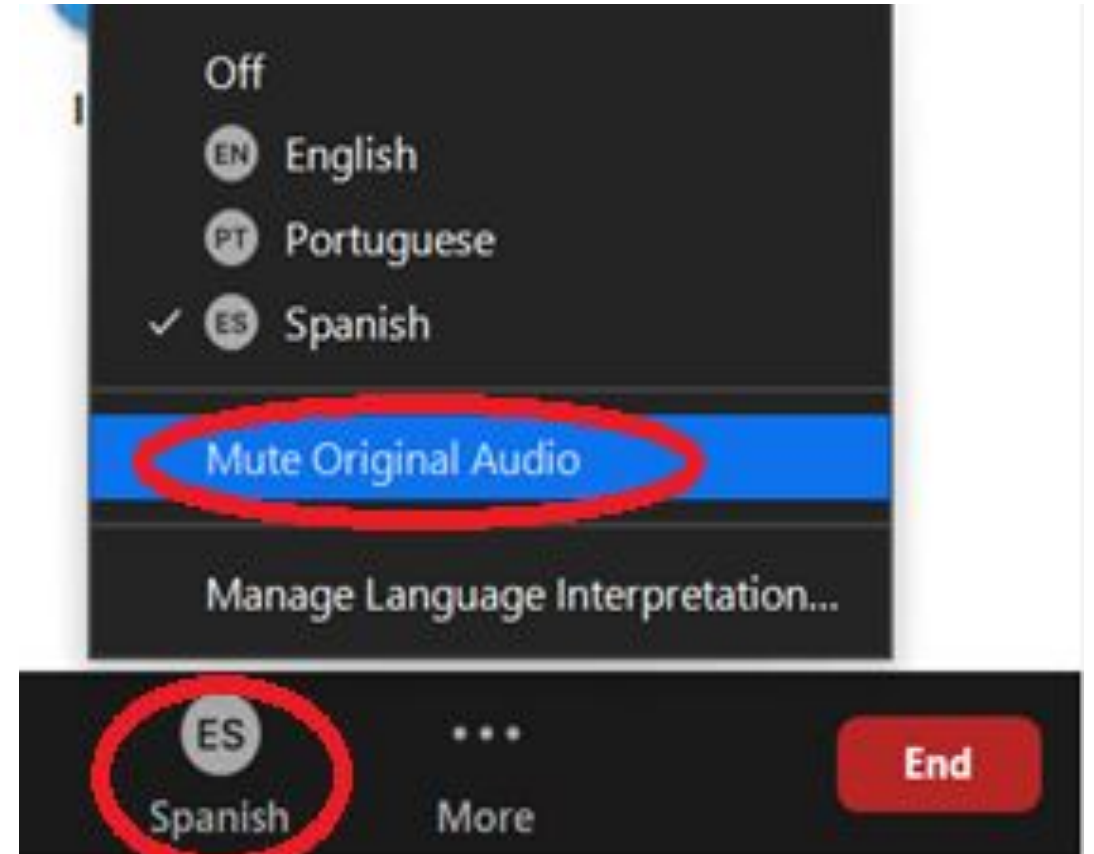
Simultaneous interpretation is available in Spanish

1. Please click on the globe button on the bottom of your screen and select the language that you would like to hear.
 1. Por favor, haga clic en el globo en la parte inferior de su pantalla y seleccione el idioma que quiere escuchar.



Simultaneous interpretation is available in Spanish

2. Once you have selected a language, click once again and select *mute original audio* in order to hear only the selected language.
2. Una vez que haya seleccionado un idioma, haga clic una vez más y seleccione *silenciar el audio original*, para escuchar sólo el idioma seleccionado.



How to Ask a Question

- Attendees are in **listen-only** mode.
- If you have a question, **use the chat box** at the lower-left of your screen to chat with the presenter.
- You may also **email questions** to planningCHATT@jsi.com after the webinar.



Agenda

1. Introductions
2. Objectives
3. Planning Councils/Planning Bodies are Diverse by Design
4. Balancing Cultural Responsiveness and Cultural Humility
5. Meaningful Involvement of People with HIV (MIPA)
6. Spotlight: Miami-Dade EMA
7. Questions & Answers

Planning CHATT: A HRSA-supported Cooperative Agreement (U69HA39085)



Lennwood Green

Project Officer

Division of Metropolitan HIV/AIDS Programs

HIV/AIDS Bureau, HRSA

Webinar Presenters



Dana Williams
Consultant and Executive Director
and Co-Founder of The
Community Wellness Project



Marissa Miller, SME, CEO
(She/her/hers)
Capacity Coach and CEO of
Trans Solutions Research &
Resource Center



Lamar McMullen
Vice-Chair of the Community
Coalition Miami-Dade
HIV/AIDS

Objectives

By the end of this webinar you will be able to:

- Recognize the importance of having a PC/PB that is responsive to diverse cultures
- Understand the difference between cultural responsiveness and cultural humility
- Describe the Meaningful Involvement of People with HIV (MIPA) three-level benefits

Planning Councils/Planning Bodies (PC/PBs) are Diverse by Design

Dana Williams



Poll #1

Take a look at your PC/PB membership.

Does your PC/PB reflect the HIV epidemic in your community?



Reflectiveness

- **Reflectiveness:** “The extent to which the demographics of the PC/PB membership look like the epidemic of HIV/AIDS in the jurisdiction.”

White, R. (2013). HIV/AIDS Program Part A Manual. p.111

Membership Needs to Meet Required Reflectiveness Criteria

- PC/PB should make sure to meet the requirements of reflectiveness.
- Reflectiveness should be based upon the combined total of HIV prevalence and AIDS prevalence in the EMA/TGA.
- Members should have characteristics that reflect the local epidemic in such areas as:
 - Race
 - Ethnicity
 - Gender
 - Age

Membership Needs to Meet Required Reflectiveness Criteria

- Reflectiveness means that the local HIV/AIDS epidemic must be reflected in both the whole planning council membership and the consumer membership.
- People with HIV should be selected for planning council membership without regard to the individual's stage of disease.
- **Reflectiveness** does not mean that membership must identically mirror local HIV/AIDS demographics.
- At least **33 percent** of planning council members must be **consumers of Ryan White HIV/AIDS Program (RWHAP) services**.

Membership Requirements in the Legislation

The RWHAP legislation states clear requirements for the membership of a Part A planning council:

- **Representation** - PC must include individuals that represent clearly-specified membership categories
- **Unaligned consumer membership** - At least 33 percent of voting members must be people with HIV who are receiving services from a RWHAP subrecipient (AKA “consumers”) but are not staff, consultants, or directors of a service provider that has or is seeking RWHAP Part A funds.
- **Reflectiveness** - Membership as a whole and unaligned consumer membership must be reflective of the local HIV epidemic.

Membership Requirements in the Legislation (cont.)

- RWHAP legislation requires member diversity because of its importance in helping PC/PBs identify and address ***“disparities in access and services among affected subpopulations and historically underserved communities.”***
- Reducing HIV-related health disparities and health inequities is also one of the four primary National HIV/AIDS Strategy (NHAS) goals.

Membership Requirements in the Legislation (cont.)

- While the legislation does not specify membership requirements for **Part A planning bodies that are not planning councils**, the Health Resources and Services Administration HIV/AIDS Bureau (HRSA HAB) recommends that these bodies look as much like planning councils as possible in terms of membership.
 - The legislation also requires an open nominations process: *“Nominations for membership on the council shall be identified through an open process and candidates shall be selected based on locally delineated and publicized criteria.”*
- Members are appointed by the Chief Elected Official (CEO) of the recipient jurisdiction.

Required Planning Council Membership Categories

[RWHAP Part A Planning Council Primer](#)



People with HIV & Community

- Members of affected communities
- Non-elected community leaders
- Representatives of recently incarcerated people with HIV
- Unaffiliated consumers

Health & Social Service Providers

- Healthcare providers, including federally-qualified health centers
- Community-based organizations and AIDS service organizations
- Social service providers
- Mental health and substance abuse treatment providers

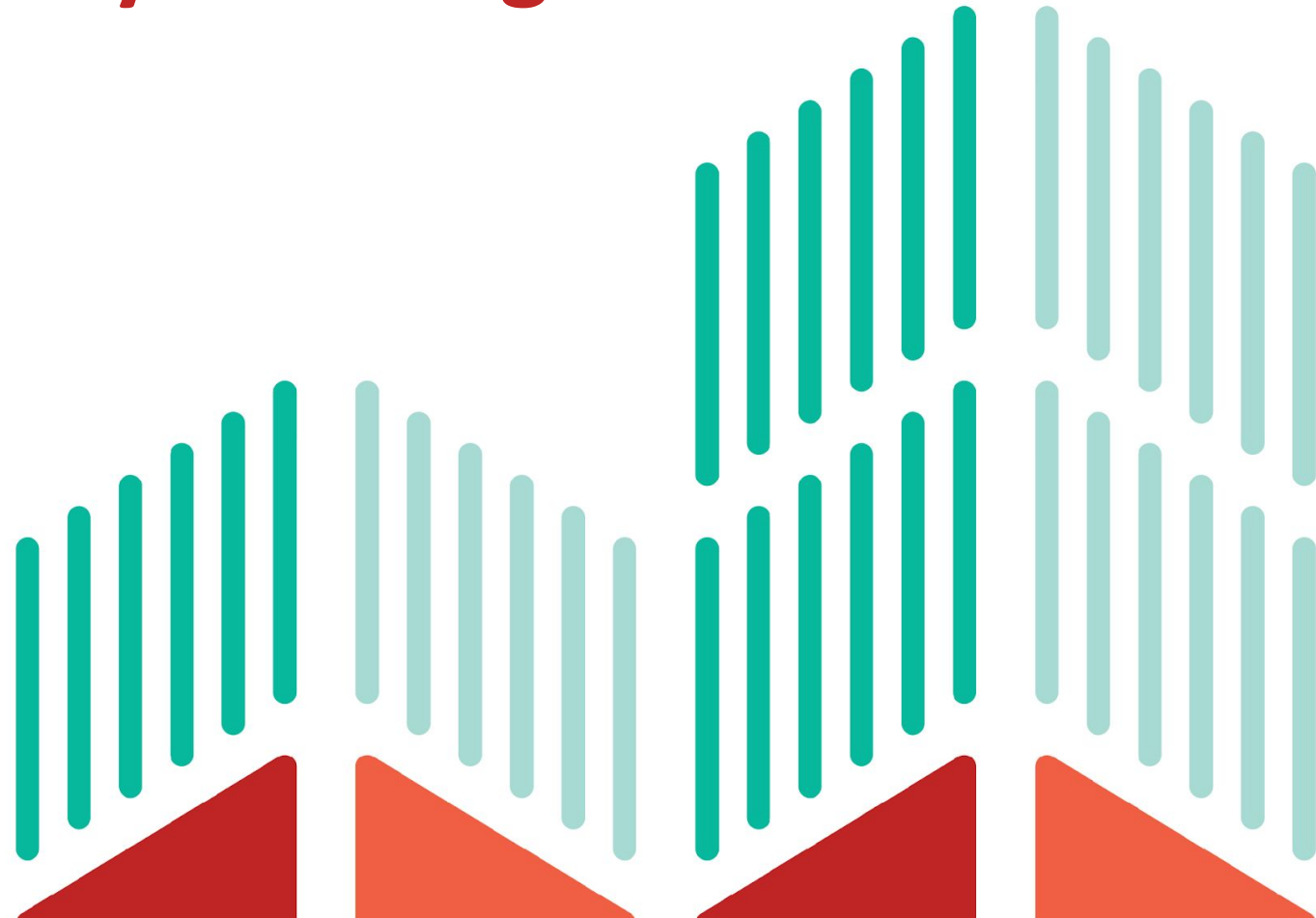
Public Health & Planning

- Public health agencies
- Health care planning agencies
- State agencies

Federal HIV Programs

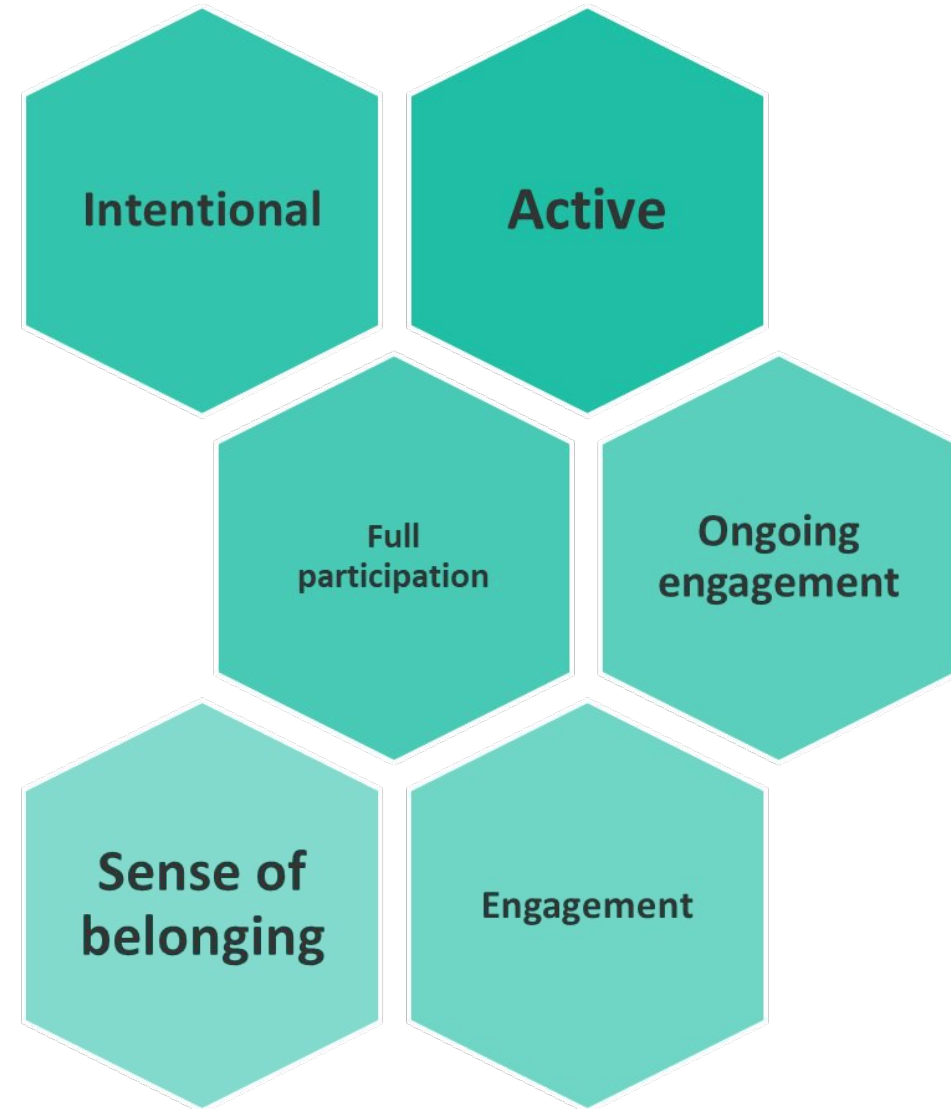
- RWHAP Part B recipients
- RWHAP Part C recipients
- RWHAP Part D recipients
- Recipients under other federal HIV programs

PC/PB Should Aim to Have Genuinely Inclusive HIV Community Planning



Inclusion is...

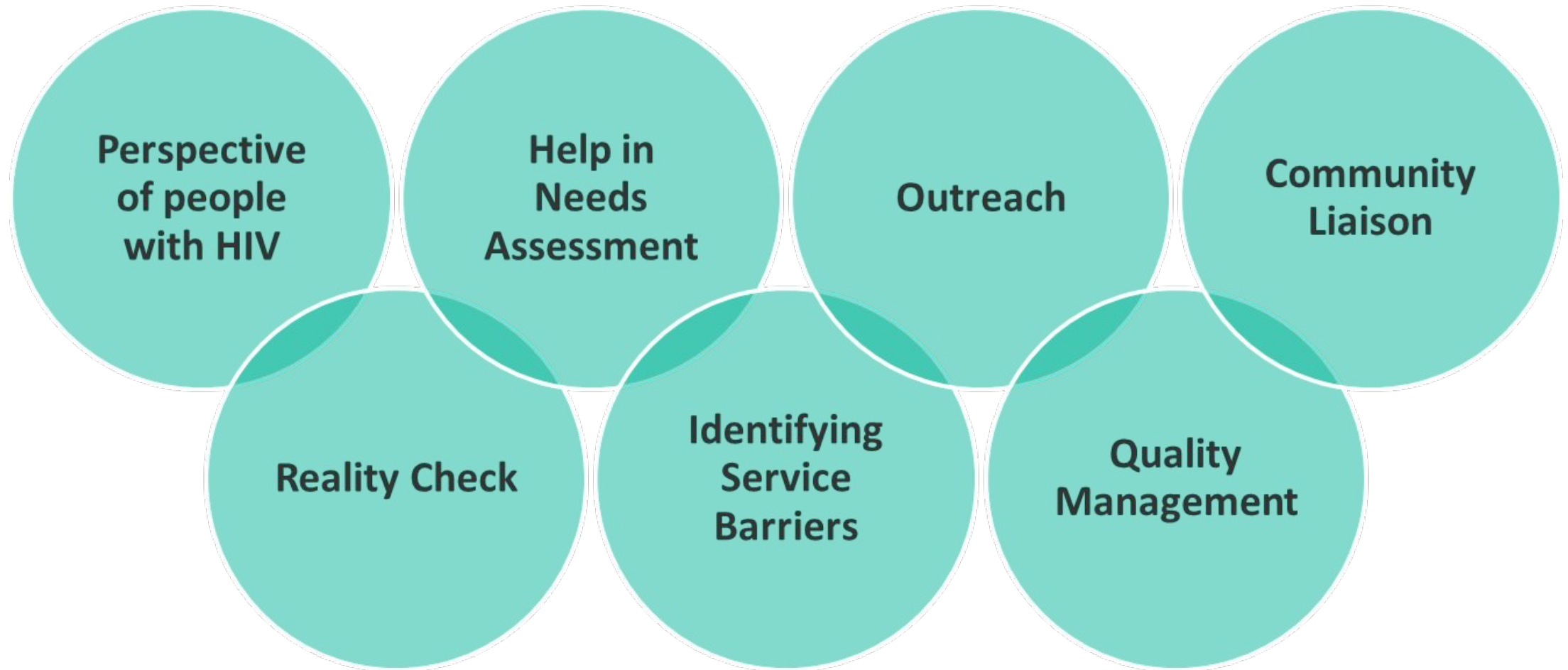
- ... **active, intentional,** and ongoing engagement with diversity, including intentional policies and practices that promote the **full participation** and **sense of belonging** among all members of a group or organization.



Genuine Inclusivity

- To be **genuinely inclusive** means that all members participate as engaged and equal partners, and diverse public input is regularly sought and used.
- Genuine inclusivity requires:
 - Appropriate policies and procedures
 - Orientation and training - Spend enough time hand holding, mentoring coaching
 - Have well-managed meetings with respectful interaction
 - Promote a sense of belonging

Benefits of Participation of People with HIV



Quick Chat Discussion

Consider the following:

1. Which, if any, required membership categories have been hard for your jurisdiction to fill?



Quick Discussion

2. What has the PC/PB done or what might you do to fill these membership slots?



Balancing Cultural Responsiveness and Cultural Humility

Marissa Miller



Diversity

- **Diversity:** The collective mixture of differences and similarities that includes individual and organizational characteristics, values, beliefs, experiences, backgrounds, and behaviors.
- Diversity encompasses our personal and professional histories that frame how we see the world, collaborate with colleagues and stakeholders, and work with communities.

Georgetown University, School of Medicine. Diversity and Inclusion Definitions.

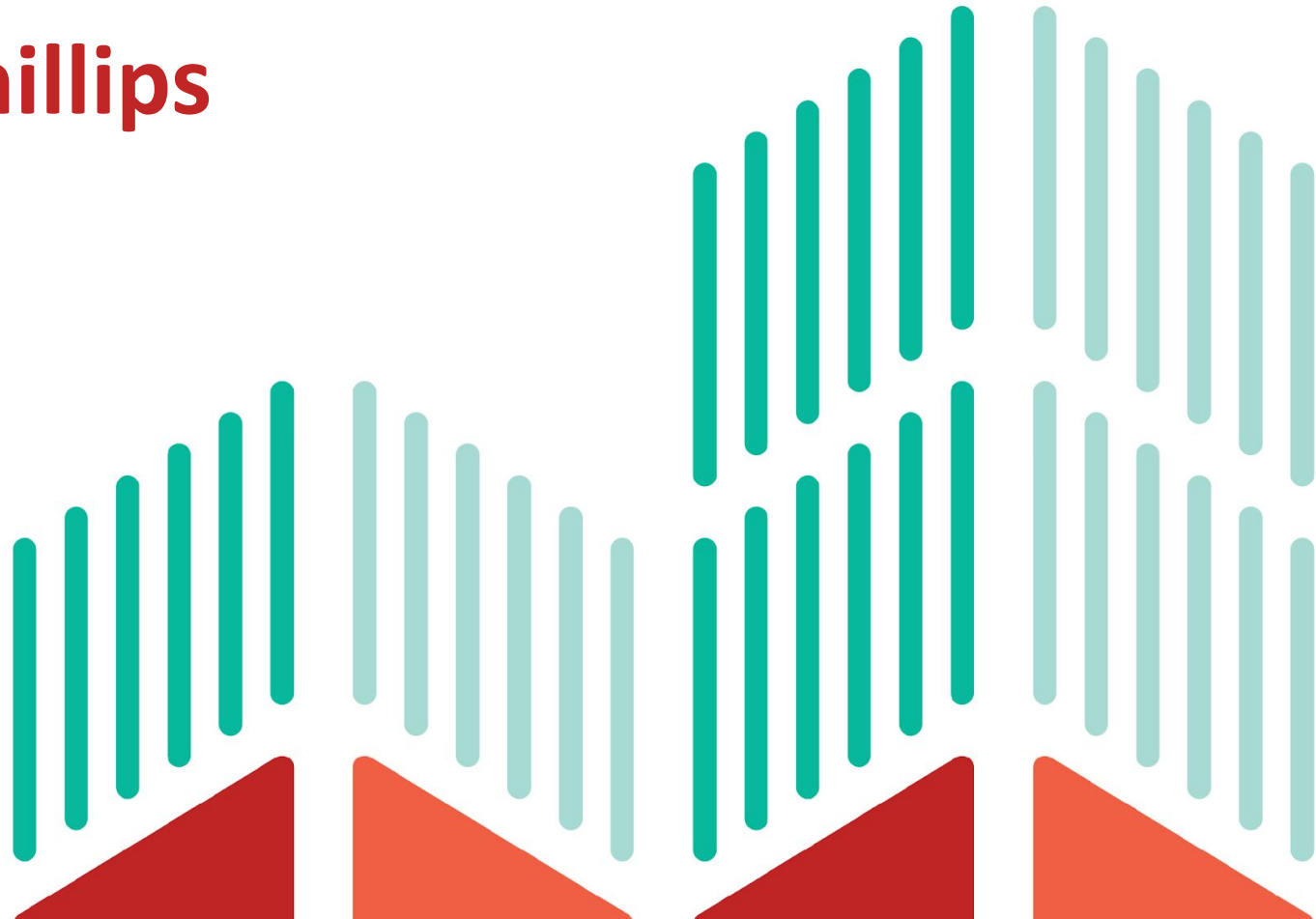
Poll #2

What might be the value of increasing diversity in your PC/PB?



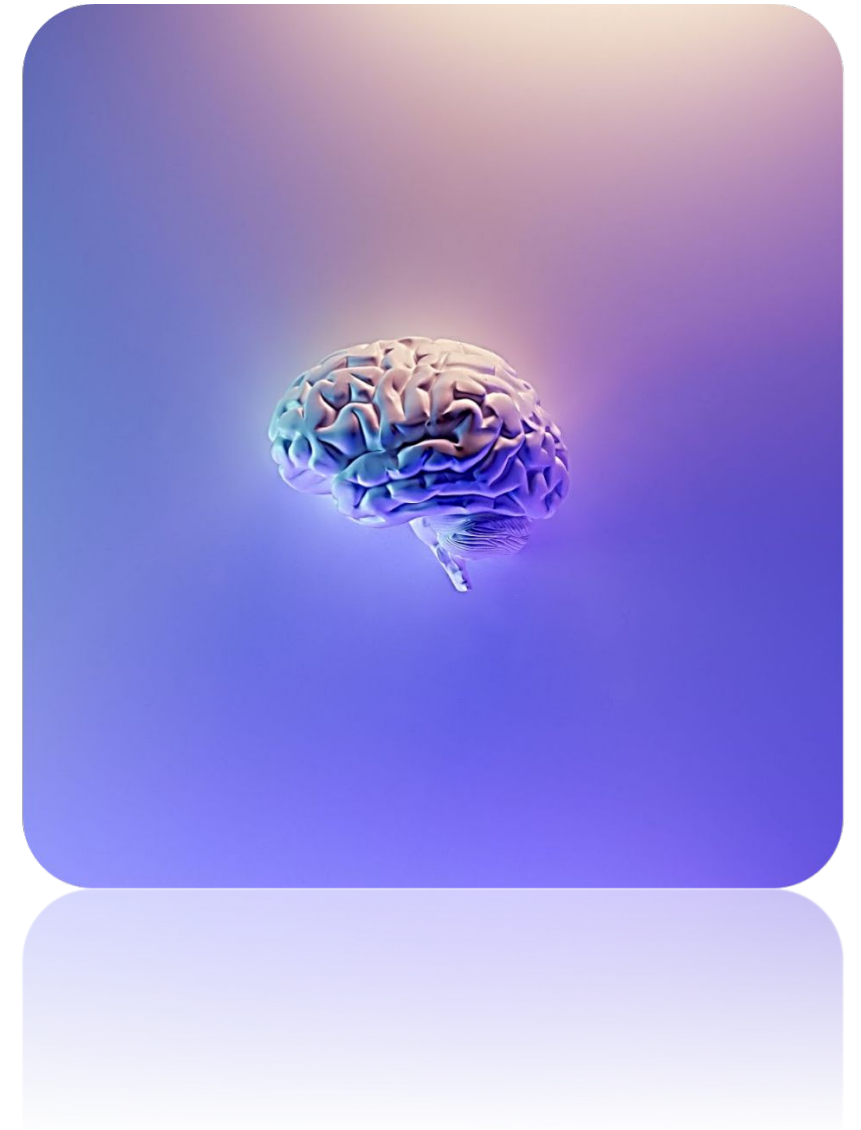
*We need diversity if we are to change,
grow, and innovate.*

—Dr. Katherine W. Phillips

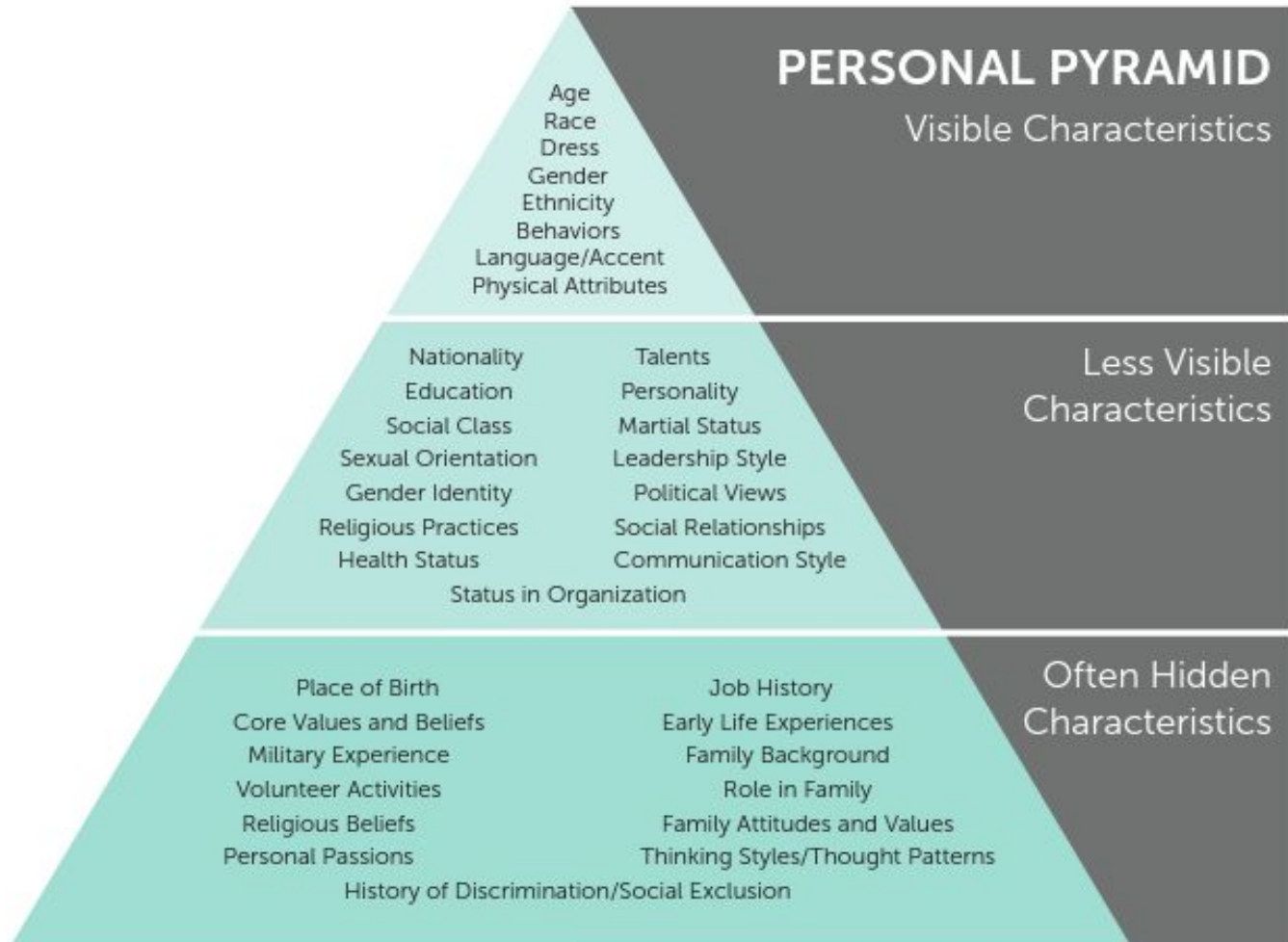


Benefits of Diversity

- Encourages new ideas or ways of thinking
- Process information effectively



Diversity Has Multiple Components



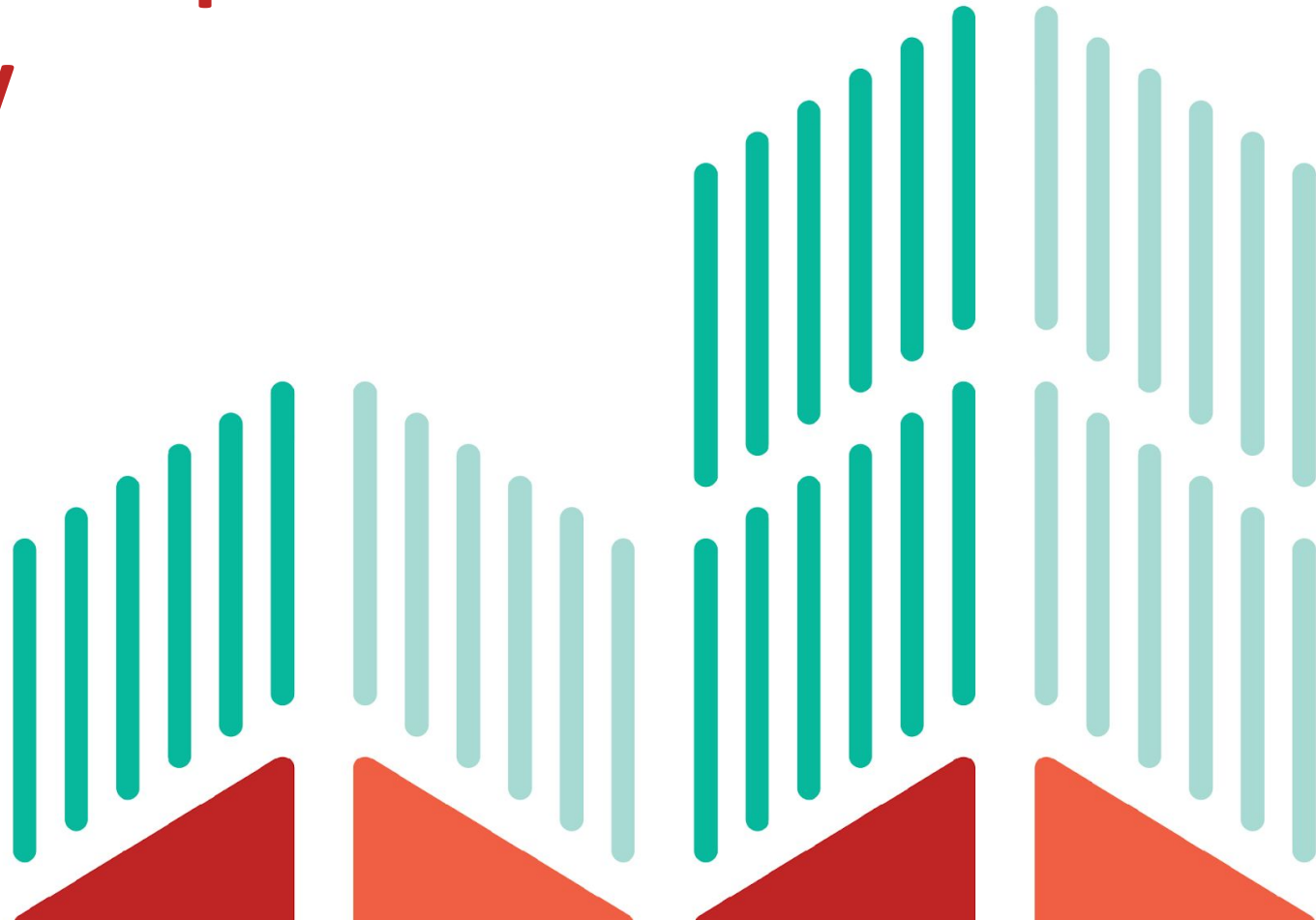
©EGMC, 2019

- **Visible** characteristics in others
- **Less visible** characteristics
- **Often hidden** characteristics

RWHAP Part A PC/PB Training Guide; Quick Reference Handout 9.6: Ten Strategies for Inclusive HIV Community Planning

Awareness of Cultural Responsiveness and Cultural Humility

Marissa Miller



Cultural Responsiveness Involves...

...developing [an] understanding of cultures other than your own. Such knowledge is important. However, when based on training sessions or academic learning rather than “lived experience,” it can lead to stereotyping or assuming that everyone from a particular cultural background has the same beliefs and behaviors.

[-Quick reference handout 9.6, page 3](#)

Cultural Humility...

...focuses on increasing awareness of culture through ongoing personal reflection and co-learning along with people from other cultures. It means seeing people from other cultures as peers and trying to understand their views. It also encourages people from the dominant culture to recognize their own power, privileges, and biases (which are often unconscious).

[-Quick reference handout 9.6, page 3](#)

Help Your PC/PB Become More Effective

- Identify your motivation.
 - It's the right thing to do
 - It helps us achieve outcomes
- Consider how these benefits will help your PC/PB be more effective with a wide range of audiences.

Meaningful Involvement of People with HIV/AIDS (MIPA)



MIPA Guiding Principles



Demand that people with HIV be substantially engaged in policy and programmatic decision-making activities that impact our lives and fairly compensated for participation.

MIPA Guiding Principles (continued)

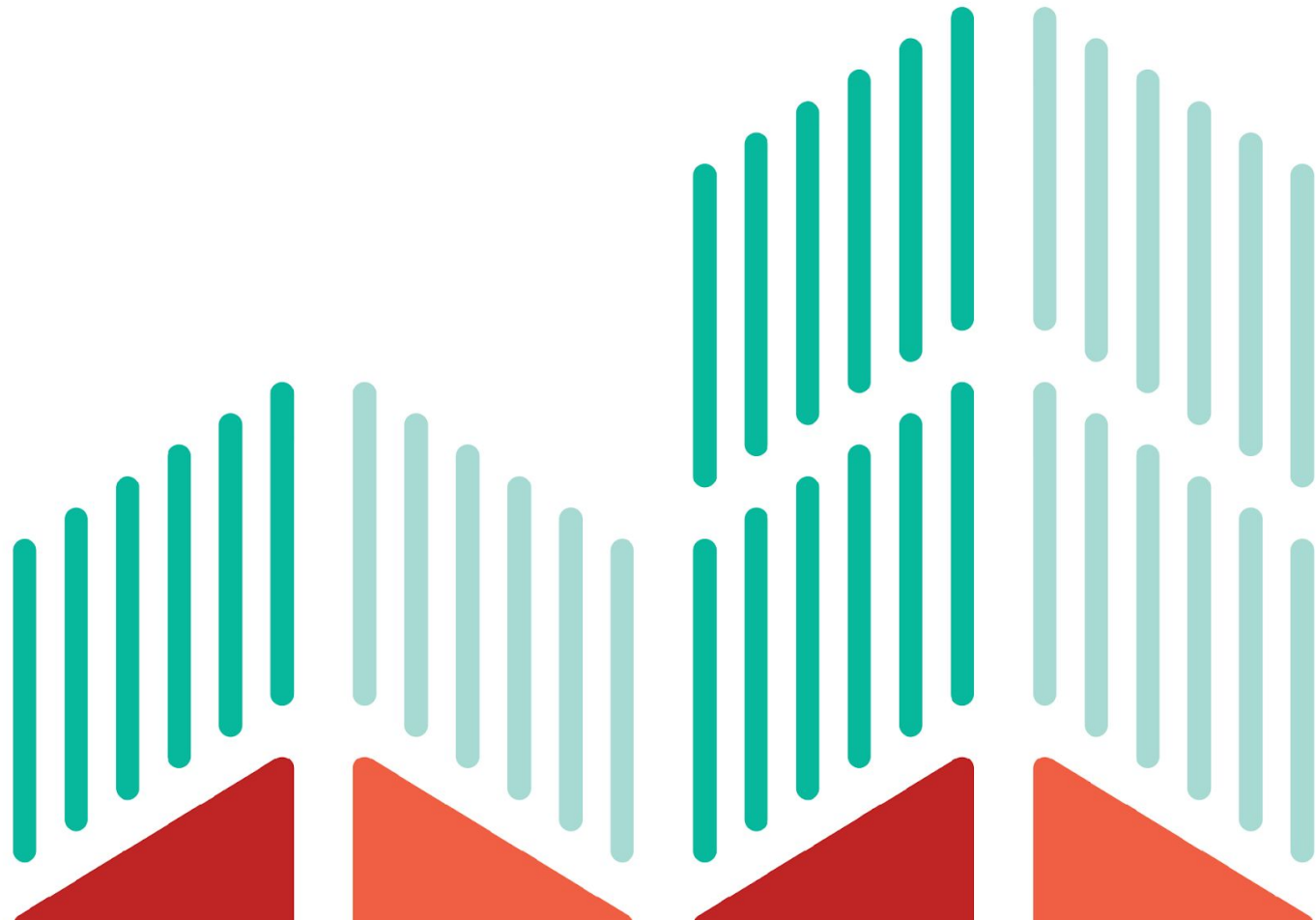
- Recognize the important contribution that people with and affected by HIV/AIDS can have in the response to the epidemic as equal partners.
- Create a space within society for involvement and active participation of people with HIV in all aspects of that response.

MIPA Guiding Principles (Overview cont.)

Denver Principles and MIPA:

- Make demands from different sectors.
- Articulate the responsibilities of people with HIV.
- Recognize the power of language to affirm or destroy.
- Believe that the meaningful involvement of people of color with HIV must guide policy and practice on the domestic HIV epidemic today.

Benefits of MIPA



Three Levels of Benefits from MIPA



Our History

The history of involvement of people with HIV demonstrates how communities can take many paths to shared goals.



“People with HIV commit to treatment and prevention fully only when there is a commitment to involving and engaging them authentically”

AIDS United Meaningful Involvement of People with HIV/AIDS (MIPA) “Nothing About Us Without Us”



Miami-Dade EMA: Experience Working to Achieve Reflectiveness

Lamar McMullen

Vice-Chair of the Recruitment Committee



Getting Voices to the Table

- **The development of the new Integrated Plan has been an opportunity to:**
 - Reassess our success at achieving reflectiveness
 - Ensure all voices are at the table and being heard

Getting Voices to the Table

- **Culturally responsive strategies are being incorporated to develop the Integrated Plan and reach target audiences.**
 - Include People from Transgender experience in the planning process.
- **Some activities include to conduct trainings on:**
 - How to get providers to treat a person respectfully.
 - Understanding the different areas when transitioning, hormone replacement therapy, and
 - How that can be covered by RWHAP

Include in the Planning Process the Community That Will Be Impacted

- a) Communicate that you care and that the community should be heard.
- b) Take time to understand the dynamics and the lived experience of the transgender community.
- c) Have the community offer feedback on the objectives and activities you are planning to implement.

Anticipate Recruitment Challenges and Plan for How To Address Them

- a) Identified ways in which you can include your target audience
 - Reviewed the PC/PB by-laws and saw that PC/PB can have transgender people that are not RWHAP clients included in the committees
- b) Networking and collaboration are key.
 - The plan is to continue to engage the community with the stakeholders' support to make them feel important and have them be part of the decision-making process.
- c) Have a recruitment plan
 - Assessing the accessibility of meetings
 - Thinking about getting people connected to the marketing and newsletter materials.

Balanced implementation of Cultural Responsiveness and Humility

- A. Genuinely engage the community, especially new members.
- B. Ensure anyone that comes to the PC/PB meetings feels safe
 - Our members:
 - I. Greet folks when they come in
 - II. Are social and including others
 - III. Some are open with their HIV status
- C. Conduct meetings in a Safe Space
 - Our next meetings are going to be held at an LGBT center.
- D. Make room in your agenda to have learning activities and trainings.

Lessons Learned

“People will see other people like themselves at the meetings”

Bontempo, C. Miami-DADE PCS.

- ✓ Members of the PC/PB are diverse (Black, Brown, White, Latinx, Gay, etc.). This helps when recruiting, you can see yourself there.
- ✓ Acknowledge that members see themselves as other priority audiences. We have to understand that we all have different backgrounds, dynamics, and cultures.

Questions & Answers



Resources

- ❑ [Ryan White HIV/AIDS Program Part A Planning Council Primer](#)
- ❑ [Quick Reference Handout 8.2 Recruiting a Representative and Reflective PC/PB](#)
- ❑ [Quick Reference Handout 9.6: Ten Strategies for Inclusive HIV Community Planning](#)
- ❑ [Quick Reference Handout 9.6](#)
- ❑ [AIDS United MIPA Toolkit](#)
- ❑ [MIPA](#) “Nothing about us without us”
- ❑ [Ryan White HIV/AIDS Program Part A Manual](#)
- ❑ [Diversity and inclusion definition, Georgetown School of Medicine](#)

[Home](#) » [Help](#) » [Technical Assistance Directory](#) » [Planning CHATT](#)

Planning Community HIV/AIDS Technical Assistance and Training



The Community HIV/AIDS Technical Assistance and Training for Planning project (Planning CHATT) builds the capacity of Ryan White HIV/AIDS Program Part A planning councils and planning bodies (PC/PB) across the U.S. to fulfill their legislative responsibilities, strengthen consumer engagement, and

[Planning CHATT Home](#)

[List of Planning Councils](#)

Thank You

Please complete the evaluation!

TargetHIV.org/planning-CHATT

Sign up for our mailing list, download tools and resources, view archived webinars and more...

Contact Planning CHATT: planningCHATT@jsi.com