

Building Leaders of Color

Session One: Intentional Leadership

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Disclosures

Presenters have no financial interest to disclose.

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Learning Objectives

At the conclusion of this activity, the participant will be able to:

- Identify the traits and characteristics of leaders
- Use self-assessment to critically think about areas for leadership development
- Introduce the Greater Involvement of Persons with AIDS (GIPA) Principles
- Define culturally relevant leadership
- Call-In versus Call-Out Modeling (<http://everydayfeminism.com/2015/01/guide-to-calling-in/>)

Obtaining CME/CE Credit

If you would like to receive continuing education credit for this activity, please visit:

<http://ryanwhite.cds.pesgce.com>

Intentional Leadership

Building Leaders of Color (BLOC) Training Workshop



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Program Leadership:

The National Minority AIDS Council (NMAC) leads the BLOC Project.

The agency leads with race to urgently fight for health equity and racial justice to end the HIV epidemic in America.

Program Partners:

- Positive Women's Network-USA (PWN-USA)
- United States People Living with HIV Caucus (HIV Caucus)
- Transforming HIV Resentments into Victories Everlasting Support Services Incorporated (THRIVE SS Inc.)



Rationale of BLOC Program



To ensure people of color living with HIV, including transgender women of color and youth of color:

- **Contribute to the national HIV goals**
- **Provide meaningful input and guidance towards achieving these goals**
- **Participate on HIV planning bodies of all types**

Purpose of BLOC Program

To increase the number of Persons of Color Living with HIV who are actively serving in leadership roles or engaged in leadership activities related to HIV-related services at all levels of decision making



Our Guiding Principles

- ✧ Where we begin
- ✧ What we believe
- ✧ How we operate
- ✧ What we are creating

Guiding Principles

The BLOC is based on **the Denver Principles**, a Bill of Rights / Declaration of Independence for the AIDS movement written in 1983. At its core, the Denver Principles demanded a set of rights and recommendations for people living with HIV.

Built on social justice movements building power for African Americans, Native Americans, Asian Americans, Latinos and Chicanos, women's health and LGBT liberation.

The principle of **Meaningful Involvement of People Living with HIV/AIDS (MIPA)** demands that people living with HIV be substantively engaged in policy and programmatic decision-making activities that impact our lives, and fairly compensated for our participation.



Our Aims as Leaders

SKILLS



CONFIDENCE.

While you are lost in music, we never loose our grip.



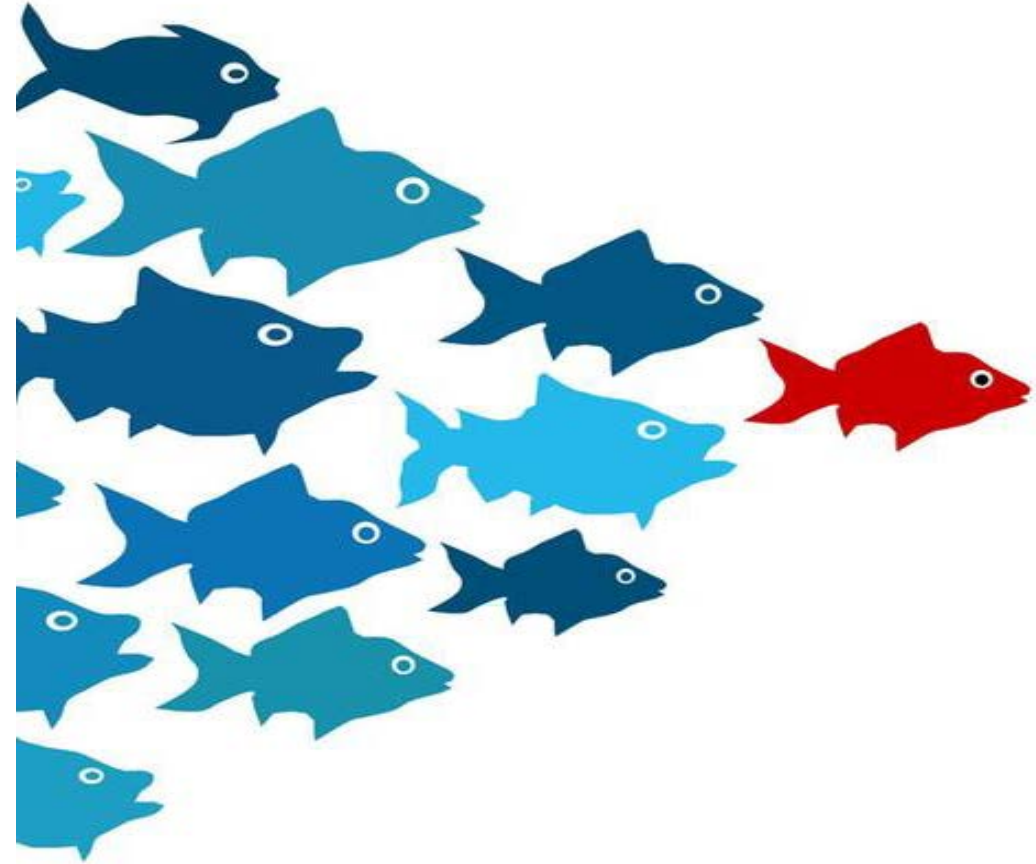
BLOC Goals and Objectives

OBJECTIVES

Leadership

Leadership is the action of leading a group of people or an organization.

Leaders are individuals who are called to use their skills and knowledge to lift communities up and bring forward their voice



Leadership

Can anyone name some traits and characteristics that we often find in leaders and in leadership?

Now, on an index card, can you list three leadership traits and characteristics you possess and three leadership traits and characteristics you are seeking to improve?



Leadership



Transformational Leadership

Transformational leadership is defined as a leadership approach that causes change in individuals and social systems.

In its ideal form, it creates valuable and positive change in the followers with the end goal of developing followers into leaders.



Culturally Responsive Leadership

Culturally Responsive Leadership is a concept that finds its roots in education – culturally responsive curriculum has been a goal of educators to ensure that the materials and teaching styles are aligned with the learners. Often classrooms can be quite diverse and ensuring a curriculum can be responsive to all the cultures and learning styles is not easily accomplished.





HOW TO
impact

What are some ways to ensure culturally responsive services in leadership?

Cultural Humility



culture

Cultural humility is an approach that recognizing and challenges power imbalances for creating respectful partnerships.

Cultural humility encourages us to realize our power, privilege and prejudices, and be willing to accept that acquired education and credentials alone are insufficient to address social inequality.

It encourages cross-cultural conversations that allow individuals and communities to define themselves rather than be defined based on generalizations.

Cultural Humility

[YouTube Video: Cultural Humility: People, Principles and Practices – Part 1 of 4.](https://www.youtube.com/watch?v=Mbu8bvKb_U)

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This video describes a set of principles that guide the thinking, behavior and actions of individuals and institutions influencing interpersonal relationships as well s systems change. These principles are:

1. Lifelong learning and critical self-reflection
2. Recognize and change power imbalances
3. Institutional accountability



Cultural Humility



A major component of cultural humility is about behaviors – how people act in relationship to others

Leaders demonstrate their skills through both formal and informal ways.

- What are ways leaders can formal demonstrate culturally humility?
- What are some ways leaders can informally demonstrate cultural humility?

The Power of We



The community of People Living with HIV nationally and globally holds the value of diverse leadership and broad stakeholder engagement.

This value is demonstrated in the structures that govern and lead these communities.

Self-determination or the belief that individuals and communities should have the right to participate in the decision making processes, is a value held by People Living with HIV globally.

This value is enshrined in the GIPA (ge-pa) Principle.

GIPA stands for the “Greater Involvement of Persons with HIV” - *the A previously stood for AIDS*

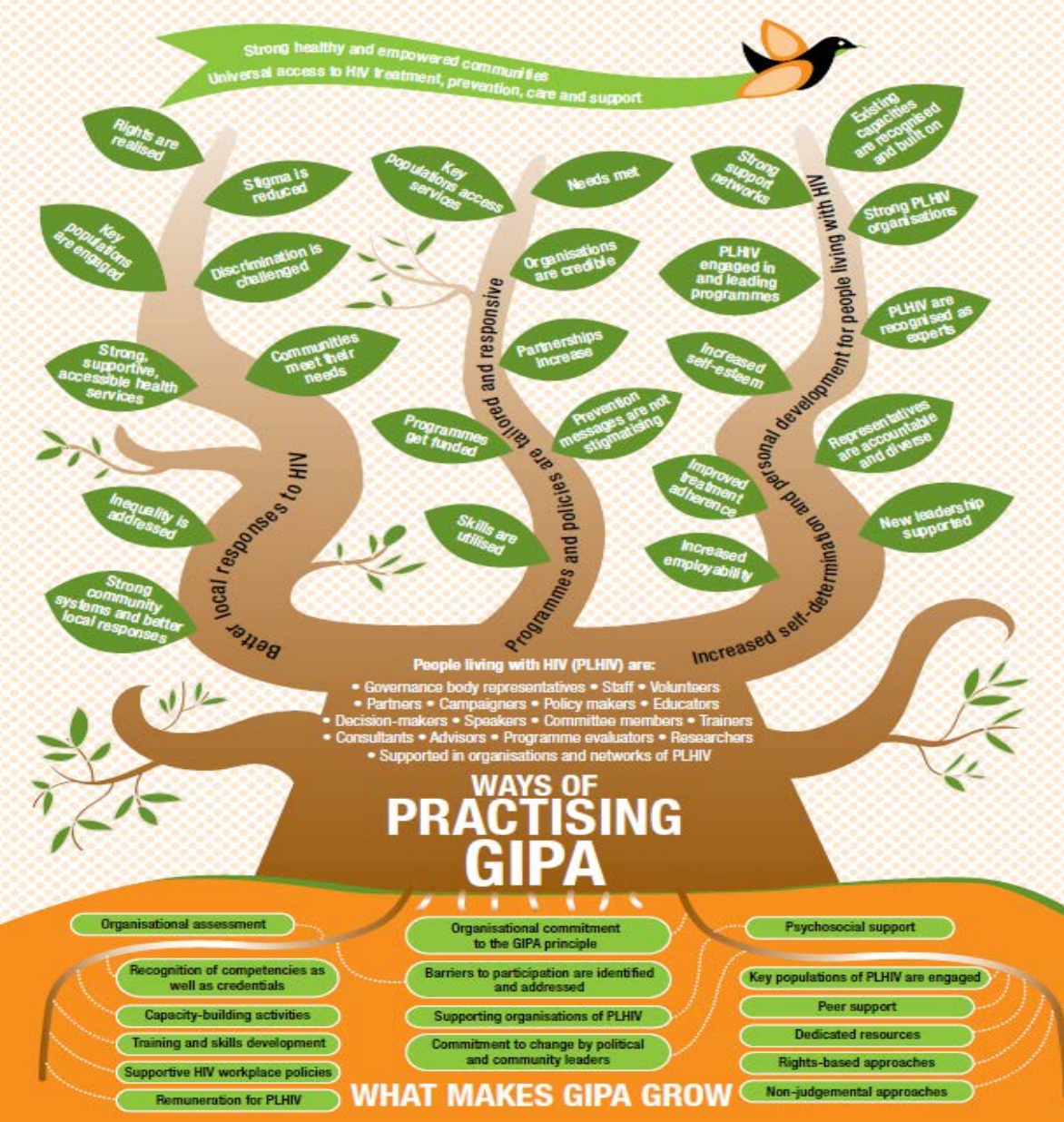


GIPA Principles

PLHIV Involvement



- Policy making Process
- Program Development and Implementation
- Leadership and Support, Group Networking and Sharing
- Advocacy
- Campaigns and Public Speaking
- Personal
- Treatment Roll-out and preparedness



Has anyone been involved in any of the areas we just learned about?

Can you see yourself getting involved in any areas of we just talked about?

Are there areas where you think your community needs greater representation?

**Your Community
Needs You!**

Calling Out to Calling In

Calling someone out can be jarring and unwelcome and isn't always the best way to woken up ... it will be said but perhaps not always heard.

What if we instead of calling you out ... we called you in; reinforcing that the person is out of integrity with our values but inviting back into the space you left.

What's the Difference?

When we “**call someone out**” it can often be received negatively, people can feel like you are shaming them. If this happens publicly, it can also do damage to fragile or nascent relationships with other stakeholder groups. However, when other leaders or other stakeholder groups perpetuate stigma and reinforce structures of discrimination, it is important to name this behavior and facilitate a different response. Calling out might not achieve this response given its current usage in our culture.

What's the Difference?

Calling in allows you to state that the word or deed was inappropriate and potentially damaging while also recognizing that perhaps they were unaware.

Calling in is a way to respectfully address the situation publicly that honors the place where people are while expecting a movement towards inclusion.



Make a “Call-Out” a “Call-in”

Examples:

- a clinic handout says “HIV-infected people”
- “how did you get it?”
- at a planning council meeting, during discussion, the chair says, “I want to hear from some of the people living with HIV.”
- what happens in a meeting when the leader keeps passing you over?

Call-in formula:

- Stop what occurred
- Background/why the situation is impactful
- How to fix/what is the preferred solution
- Model the solution



Call in /Call out Debrief

Was it easy or difficult to form your “call in” statements.

Do you think “calling in” to be a strategy that might be useful for your work as a leader?

Are there other strategies like “calling in” that you have seen work well in building relationships with other stakeholder groups?



Questions and Comments



Learn more

Learn more about BLOCC at:

<http://www.blochiv.org/>



And on TargetHIV

<https://targethiv.org/ta-org/blochiv>



Contact Us



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