

# **Conflict of Interest Disclosure**

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- “We have no conflicts of interest”

# What enables GIPA, what constrains GIPA?

*Participation of people living with HIV and  
the formalization of Toronto-based AIDS  
Service Organizations*

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- Those who have become before us.

# Background

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- We understand levels of participation (i.e. % of PLHIV involved).
- We understand barriers to participation (i.e. “professionalization” is a barrier to PLHIV engagement).
- Gap in understanding the nuances, complexities and the ‘why?’ and ‘how?’ that constrain or enable participation.
- Gap in understanding ‘why?’ and ‘how?’ ASOs are shaped the way that they are today.

# Objectives

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- To examine factors that have contributed to organizational change in Toronto-based ASOs;
- To examine the changing roles of both staff and service users living with HIV in relation to organizational change;
- To examine how people within ASOs perceive these organizational changes and the roles of people living with HIV.

# Methodological Approach

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- Research Advisory Group (8 participants, 7 of whom are living with HIV)
- 3 established Toronto AIDS Service Organizations
- 13 in-depth key informant interviews with a variety of organizational actors
- Inductive thematic analysis with Nvivo 9 qualitative data management software
- Participatory team analysis

# Findings

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- Being professional in a community-based setting: dichotomy?
- Lived experience vs. professional experience
- Understandings & perceptions of “being professional”
- University education, credentials & core competencies
- Rules, “clients” & people who use services
- Supportive ASO leadership & mentoring

*“The reality is we've had to become more formal, because of the risks that being informal creates. You know, historically, it's been a very friendly kind of warm family. And now it's less of a family space. It needs to be a bit more professional”*

**- Executive Director**



**Thank you!**

**Questions?**

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