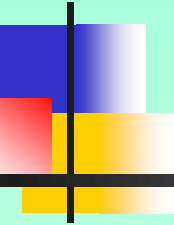




Turning to One Another



Year Three Participant Meeting: Comparing Baseline to Final Year Findings, Model Input and Local Implementation Challenges

Authors: Anna Demetrakopoulos, Yvette Perreault, Claudette Samuels, and Chad Leaver,
AIDS Bereavement and Resiliency Program of Ontario;
Nicole Greenspan, University of Toronto



Overall Objective

- To increase knowledge among ASO workers of best practices for collaborative engagement of PHAs in ASOs and in HIV/AIDS-related service delivery in their communities.
- Funded through financial contribution from the Public Health Agency of Canada. The views expressed herein do not necessarily represent the views of the Public Health Agency of Canada.



Background

- Developing processes to support the greater and meaningful involvement of People Living with HIV/AIDS in AIDS Service Organizations remains an on-going priority for the 15 pilot sites and 70 PHA Peer Facilitators trained as part of the TTOA project from 2009-2012. Findings compare pilot site practices and participant perceptions over that time.



TTOA Participating Pilot Sites & TTOA Working Group

North:	AIDS Committee of North Bay & Area AIDS Thunder Bay Access AIDS Network Sudbury	Kirk Cedarwahl Holly Gauvin
East:	AIDS Committee of Ottawa HIV/AIDS Regional Services (HARS) Kingston Peterborough AIDS Resource Network (PARN)	Grant Cobb Joseph Babcock
West:	Regional HIV/AIDS Connection (prev ACOL) A.C.C.K.W.A. (Kitchener) AIDS Committee of Windsor/Chatham AIDS Committee of Guelph	Rob Newman Don Turner
Central:	Toronto PWA Foundation Black Coalition for AIDS Prevention Positive Youth Outreach	Rick Julian Ed Argo
Provincial:	African Caribbean Council on HIV/AIDS Community-rep	Zanani Prakathi Lynne Cioppa



PHA Facilitator Training series includes:

➤ **PART A: *Preparation***

Group Stages and Group Development: Engaging the Theory

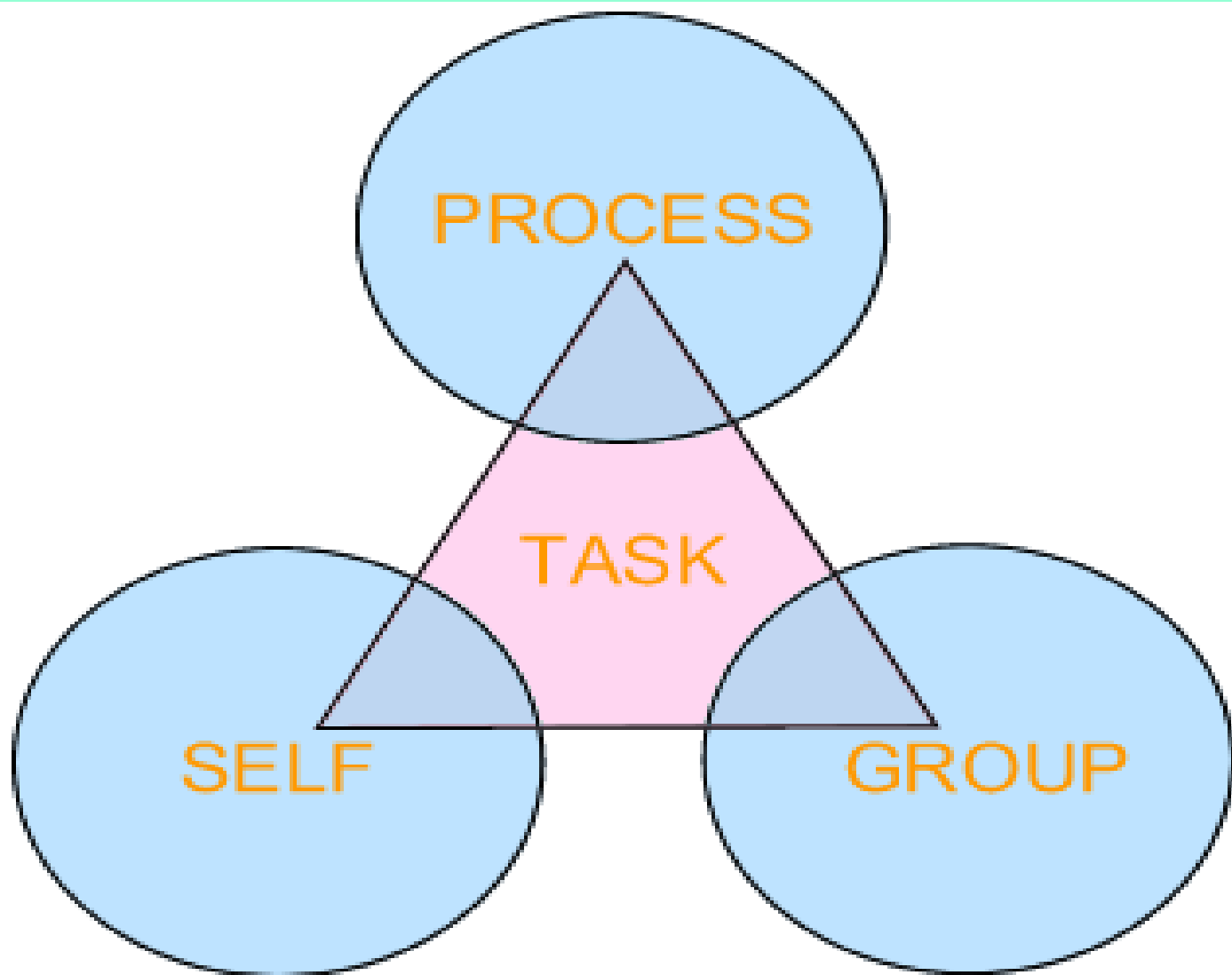
➤ **PART B: *Presence***

Self-awareness as an instrument to support group capacity: Working with Emotional Dimension

➤ **PART C: *Practice***

Peer Learning; Consulting; Mentoring: Meeting the Challenges of a Peer Facilitator

Facilitator Training





Turning to One Another Activities

- 1. Turning to One Another Working Group** – provincial regional reps, PHAs and agencies
- 2. Joint Planning Meeting** Outreach and engagement of ASO workers and PHAs
- 3. Training Session** for workers
- 4. Model Development Consultation**



Working together to:

- define and share ASO structural, programmatic and administrative needs and considerations when engaging PHAs.
- identify best practices for ASO engagement of PHAs.
- establish partnerships for testing of best practices.



Model Consolidation Meeting

- Review of all forms and processes developed by all participants
- Structured feedback generated by all participants and small group discussions
- Creative thinking to suggest improvements!!!



Year Three Evaluation Process

- A total of 58 participants attended the February 2012 Model Consolidation Meeting and 45 completed the Overall Event Evaluation form and TTOA Model Input form, providing quantitative and qualitative feedback on the project.
- In key areas, these findings were compared to baseline data from 2009 project participants.



Overall Y3 Joint Planning Meeting Event Evaluation

- The majority of participants (61%) represented PHA Peer Facilitators working with an Ontario ASO or other community organizations
- 16% were both PHA Peer Facilitators and also employed at an Ontario ASO
- the remaining 23% were ASO employees.
- Participants report that the flexible agenda – adaptable to adult learning processes, grounded facilitation and participant 'code of conduct' set the foundation for supporting their active participation at the meeting.



Key Issues

Participant comments concerning their overall experience at the meeting suggest that the impact of their participation is leaving them with:

- **the importance of being an active and collaborative member of their local ASOs**
- Empowerment, inspiration, respect and connectedness to support community-building
- Relevant tools, such as the ABPRO Resiliency Map and TTOA Workbook(best practice model) templates.



Three Years Not Enough For Some Participants

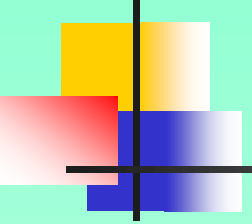
- Results suggest that integration of PHA Peer Facilitators at ASOs participating in TTOA was at varying stages of integration as of February 2012.
- With the majority at some level of integration, still 22% report that PHAs are not integrated at their organization



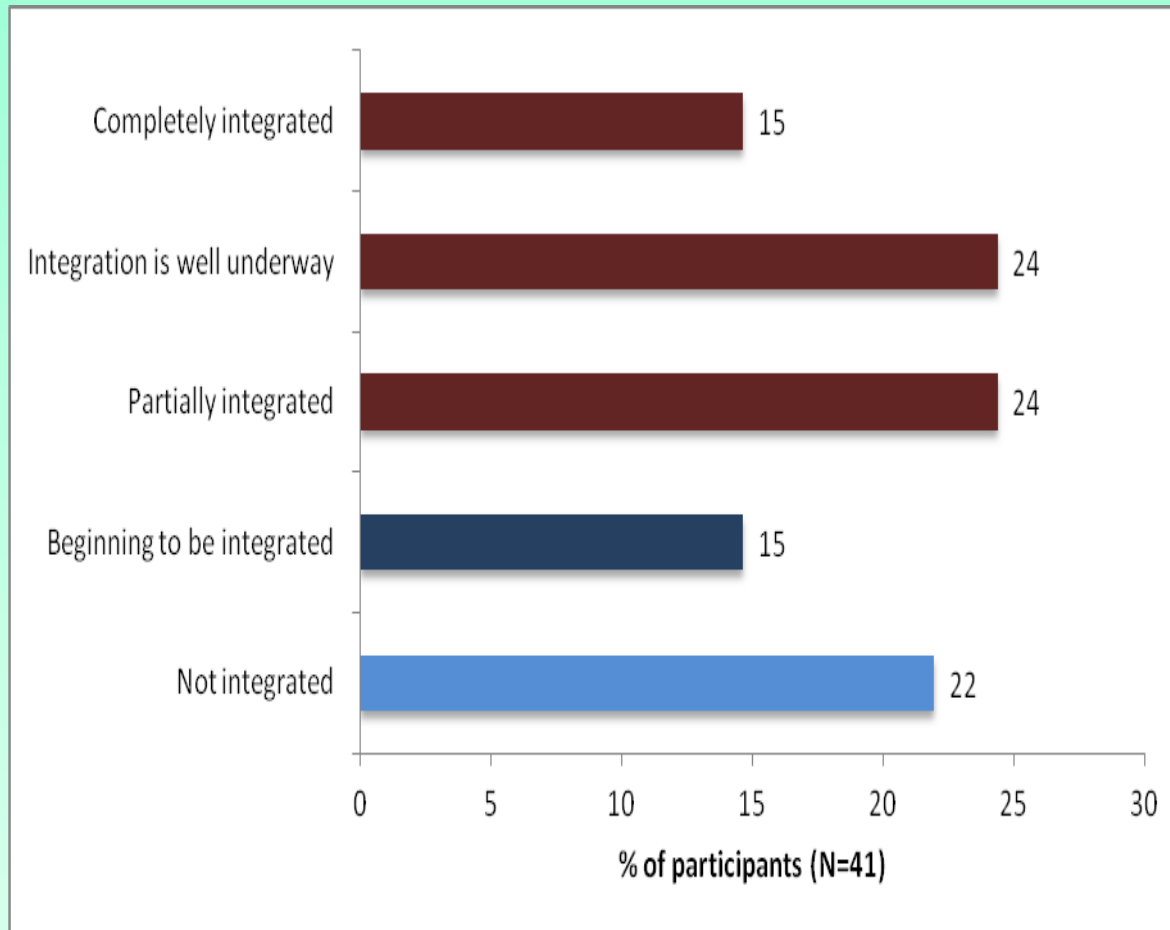
Challenges to Collaboration

- Results also indicate that 2012 meeting participants are divided with respect to whether their ASO has processes or accessible and meaningful means through which PHA peer facilitators and ASO workers can engage in collaborative decision making.

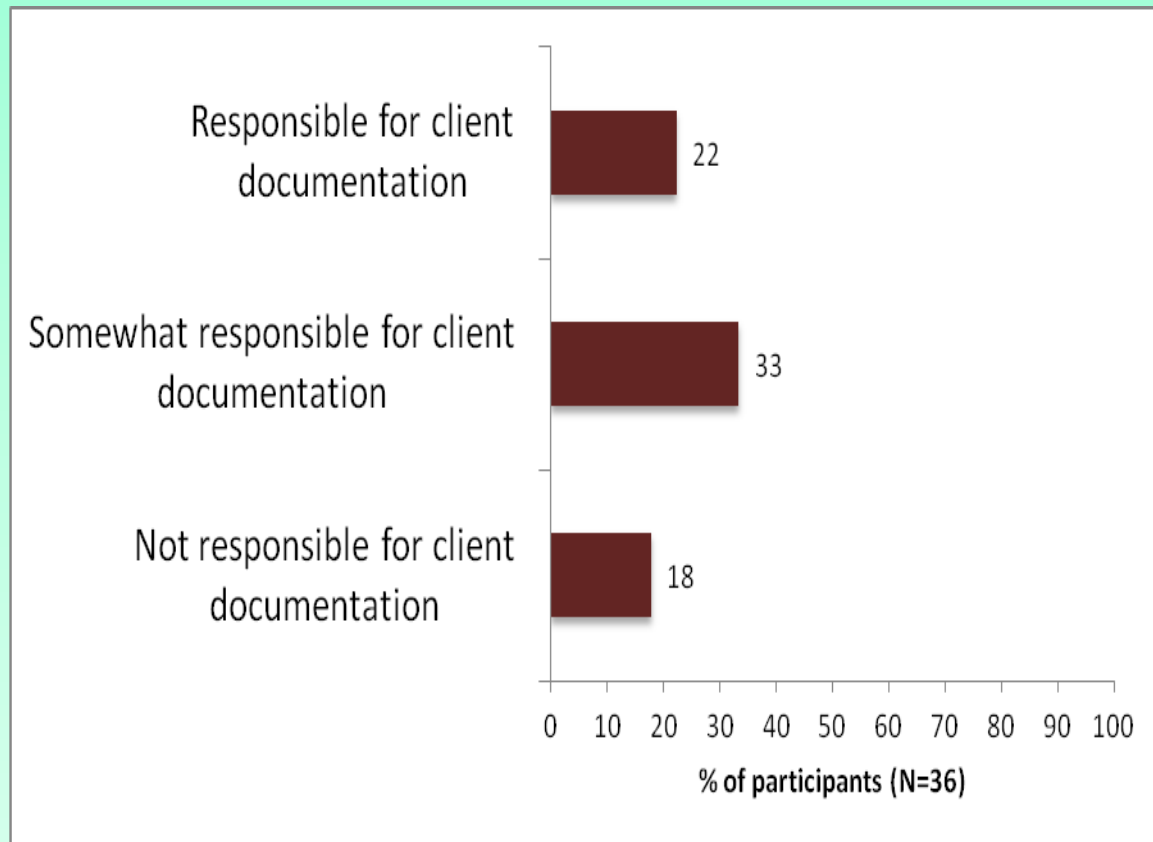
Thematic Reflections on 2009 & 2012 TTOA Evaluation Results

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- Joint Planning Meeting participants were asked to reflect on specific findings from the 2009 TTOA evaluation results.
 - The 2009 TTOA evaluation reported that: *'ongoing education, training and support are important to both ASO worker and PHA peer facilitator orientation to ASOs and ongoing provision of services'*.
 - Participants at the 2012 Joint Planning Meeting were asked: *'At your organization, to what degree are PHA peer facilitators integrated into the orientation, and ongoing provision of services to clients'*, on a scale of 1-5, where 1 is 'Not integrated' and 5 is 'completely integrated'.

Participant Responses to Respective Indicators: TTOAs impact on improving meaningful involvement of PHA peer facilitators in participating Ontario ASOs



PHA Peer Facilitator responsibility for documenting client outcomes





Comparative Findings

- Results indicate that 2012 meeting participants are divided with respect to whether their ASO has processes or accessible and meaningful means through which PHA peer facilitators and ASO workers can engage in collaborative decision making.
- The majority (52%) report that their ASO has these processes/meaningful means; and 48% report that their organization does not.
- Those who report having meaningful means for collaborative decision making cite having established: an internal TTOA working group, paid PHA Facilitator positions and inclusion of PHA Facilitators in quarterly executive planning meetings.



Local Implementation Feedback

Participant comments highlight:

- the value of the TTOA training program as helpful in supporting aspects of their work at - or with - their local ASO.
- an increased understanding of the accountability of the ASO and ASO leadership.
- the integration of GIPA practices in their local community ASO and beyond, as a result of their participation in the training program/Joint Planning Meeting and the resources aligned to the training.
- A few participants commented that the TTOA training has led them to engage in broader community work – including social activism, the OAN and the environmental sector.



Model Input: Reflection Exercise

Describe a time (beginning, middle, or recent) where you/your group used different tools from the binders or a situation where you applied the theories, ie learning styles or stages of group development.



TTOA Model Input Findings

- PHA Facilitator Training + ASO pilot sites + TTOA Working Group + Facilitation team have:
 - Mission, Code of Conduct and Accountability
 - Expanding team knowledge at all levels – Training Manual as basis of theory and practice
 - Structured feedback and clearing used at all levels



Model Development

- Created the TTOA Workbook, three sections, 62-pages
- Re-organizing tools from PHA Facilitator Skills Training to supporting an on-going adult learning process
- Organizational worksheets with completed examples, i.e. Practicum Development Form, Practicum Report.



Core Materials to Support Meaningful PHA Involvement

- PHA Facilitator Training Core Competencies Framework
- TTOA Code of Conduct and Accountability
- Facilitator Competencies - An Assessment Worksheet
- Communication Core Competencies: Levels of Self-disclosure
- Structured Feedback Guide and Form

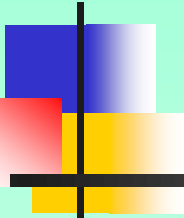


More Core Materials

- DESC Conflict and Clearing Process
- Organizational Implementation Form
- Challenges Identified by Participants (feedback from ASO Workers Session and JPM)
- Resources: PWA Peer Leaders Terms of Reference

Summary





The final results from Model Consolidation Meeting of the Turning To One Another (TTOA) pilot project indicate area of success and challenge in local implementation. With participation from both PHA Peer Facilitators and frontline AIDS Service Organization workers, helpful tools and problematic areas were identified.



Core Materials Identified

- **Peer Facilitator Training Core Competencies Framework**
- **Part A: Learning Contract**
- **Part B: Practicum Planning**
- **Practicum Supervision Planning: Comparing Learning and Facilitation Styles**
- **Part C: Practicum Development Form**
- **Part C: Practicum Report**
- **Facilitator Competencies - An Assessment Worksheet**
- **TTOA Organizational Implementation Plan**

Joint Planning Meeting, Feb 2012 Closing Exercise



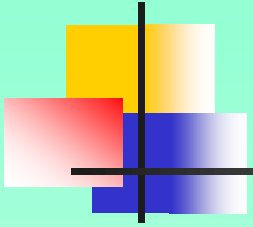
ACCKWA Pilot Site: TTOA Working Group Members





Next Steps

- **Phase Two - Nuts and Bolts:** Developing Organizational Tools to Build Effective Working Relationships with PHAs in Multiple Roles
- To develop increased capacity of AIDS Service Organizations (ASOs) to build effective working relationships between ASO workers and PHAs in multiple roles, through training in the use of relevant organizational tools.



Thank-you!

Contact us:

www.abrpo.org