

IHAP TAC Sustaining Community Engagement Learning Series: Successful Strategies to Retain Planning Body Members – Event Transcript

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00:00:09.180 --> 00:00:13.199

Chanel Richmond: Hi! Everyone! Welcome! Welcome!

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00:00:13.440 --> 00:00:14.930

Chanel Richmond: We'll give people about

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00:00:14.960 --> 00:00:18.680

Chanel Richmond: 30 s more to join, and then we'll get started

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00:00:56.700 --> 00:01:08.140

Chanel Richmond: alrighty, so we can get started. Welcome everyone to. This is Part 2 of the sustaining community Engagement learning series.

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00:01:08.140 --> 00:01:27.590

Chanel Richmond: Just so everyone is aware we will be recording today's session. But we do invite everyone to come off camera, so we can see your beautiful faces and engage, but just wanted to put that disclaimer that it will be recorded. And today's session will be focused on successful strategies to retain planning body members

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00:01:27.900 --> 00:01:38.419

Chanel Richmond: alright. So in the next slide, we wanted to say that this is offered to you by the integrated HIV Planning Technical Assistance Center, also known as Ihap.

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00:01:38.820 --> 00:01:51.400

Chanel Richmond: And so I have began in 2,016, just as a little background to conduct national and individual individualized training and technical assistance as well as it facilitates peer to peer learning.

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00:01:51.400 --> 00:02:08.850

Chanel Richmond: So it focuses on all stages of integrated planning which include development, implementation and monitoring of integrated HIV prevention and care plans. And if you want to learn a little bit more about, I ha tag, you can find out more information on the 8 on the target HIV org website.

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00:02:10.009 --> 00:02:23.369

Chanel Richmond: Alrighty. So now I'd like to introduce myself. My name is Chanel Richmond. I'm part of the iheete tech team as a ta coordinator, and I'll be co-facilitating today with my colleague, Eddie Wiley. Hey, Eddie?

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00:02:24.410 --> 00:02:25.990

Eddie Wiley: Hey, Janelle! Everybody!

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00:02:25.990 --> 00:02:26.360
Chanel Richmond: Yeah.

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00:02:26.360 --> 00:02:27.580
Eddie Wiley: Join us.

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00:02:28.287 --> 00:02:33.350
Chanel Richmond: And so we'll be presenting today for the part 2 of the learning series.

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00:02:33.640 --> 00:02:58.530
Chanel Richmond: So we also wanted to take some time to hear about who all is here. So in the chat, if you could just drop your name, what planning group you're associated with, and your ideal vacation. So I'll go first. So my ideal vacation. I love the heat, the sand, the beach, aquatic animals. That's my vibe, like I love a good beach.

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00:02:58.960 --> 00:03:07.560
Chanel Richmond: so go ahead in the chat. Just drop your name, your planning group you're associated with and your ideal vacation.

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00:03:24.210 --> 00:03:28.559
Chanel Richmond: And then, while we wait, I'm gonna turn it to you, Eddie. What's your ideal vacation.

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00:03:29.170 --> 00:03:37.587
Eddie Wiley: I was just typing mine in I think, anywhere with a good view and a dirty Martini.

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00:03:39.130 --> 00:03:40.529
Chanel Richmond: And choice.

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00:03:41.220 --> 00:03:54.499
Chanel Richmond: Alright, Hi, Christina! Hi, Rachel! Hi, Taylor! Okay. So Christina, Birdie and Puerto Rico. Very nice. Okay, Rachel said. Camping with friends and family. Nice outdoorsy.

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00:03:59.720 --> 00:04:22.300
Chanel Richmond: any vacation? That's warm. I hear that. Taylor. Okay, alright. The mountains. Okay? So I see some coming in. So hello to everyone. We good to hear, you know, like, get people PE people, juices flowing as we get into summer vacations and things of that nature so good to hear from everybody. Alright, so we can go to the next slide.

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00:04:22.910 --> 00:04:29.210
Chanel Richmond: where I'm going to give a brief overview on the learning series itself. So this is a three-part learning series

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00:04:29.210 --> 00:04:54.170

Chanel Richmond: offered to kinda facilitate a space for peer to peer, sharing on all things recruitment, retention, and sustained community engagement in the jurisdictional HIV prevention and care planning bodies. So each session will be comprised of a short presentation, and then additionally breakout sessions which will provide an opportunity for sharing challenges with recruitment and retention and solutions to address.

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00:04:54.350 --> 00:05:14.069

Chanel Richmond: Now, I will say that we actually will be a little different in this session for 2 different, for 2 different reasons. One today will be having just a group discussion. Since we're a smaller group today versus a breakout session. And additionally, we're in for a treat because we have Dotty dial today with us who will be giving a presentation.

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00:05:14.110 --> 00:05:19.800

Chanel Richmond: So that's a little deviation from our normal structure, but still good ones.

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00:05:19.940 --> 00:05:47.480

Chanel Richmond: And then finally, I did want to say that each session is a standalone session. So you they they complement complement each other. But you don't need to have participated in each one. So if you weren't able to participate in part one, that's okay, that reporting is available on target the target HIV website. But we do encourage everyone to either listen to them or participate in each of the series parts.

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00:05:47.740 --> 00:05:52.049

Chanel Richmond: So on the next slide, you'll see that last time we focused on recruitment

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00:05:52.070 --> 00:06:00.240

Chanel Richmond: today, we're going to focus on retention. And then our final series, session will focus on promotion. And that will be on may seventh

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00:06:01.090 --> 00:06:25.549

Chanel Richmond: alright. So for today, in terms of retention, we want you to be able to, by the end of the session, describe the importance of new member orientation for Ryan White, Hiva's program planning council planning body members. We want you to be able to describe the difference between orientation and ongoing training and to be able to identify at least one key feature of a successful mentorship program.

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00:06:25.550 --> 00:06:32.200

Chanel Richmond: So those are the 3 key things we are looking to cover in today's session. That's we hope you'll be able to walk away with.

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00:06:32.610 --> 00:06:40.749

Chanel Richmond: So, as I mentioned, we did already have part one of this series. So I'm going to give a brief session, one recap.

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00:06:40.950 --> 00:06:48.810

Chanel Richmond: So one of the things that we talked about in session, in part one slash session. One is the importance of community engagement in HIV planning.

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00:06:48.900 --> 00:07:02.439

Chanel Richmond: So Hrsa's rhyme with HIV Aids program recipients and providers have long time been leaders in implementing community engagement activities to meet the health and social service needs of most people affected by HIV.

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00:07:02.630 --> 00:07:10.159

Chanel Richmond: So, including people with lived experience in planning and coordinating, coordinating HIV and care care results.

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00:07:10.809 --> 00:07:21.679

Chanel Richmond: It focuses. We want the focus to be on community driven solutions for the whole person service delivery. And also we found that it also has improved health outcomes by including these people.

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00:07:22.120 --> 00:07:30.959

Chanel Richmond: which also leads to sustained linkage, to care and increased viral suppression rates among Ryan Ryan y HIV Aids program clients.

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00:07:31.410 --> 00:07:41.019

Chanel Richmond: So that's something we discussed in the first session. Another thing we discussed on the next slide is the 4 components of a recruitment strategy.

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Chanel Richmond: So the first thing is when you're coming up with it. You wanna have clear recruitment goals. So you want to be able to define your recruitment goals. So that comes in with thinking about, like the number of members needed, or the expertise that you're looking for when planning for your recruitment strategy.

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Chanel Richmond: The next thing is to define your audience, and then you also want to tailor your objectives. So when you're thinking about your audience, you want to be able to understand the demographics and the needs of those that you are recruiting on. So if we could go back one slide shy

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00:08:20.650 --> 00:08:26.310

Chanel Richmond: and in doing this this will help inform and tailor your actual objectives.

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Chanel Richmond: So you want those 2 to align. They. They coincide together. The third one is to have a compelling message you really want to think about. Okay, like, what would this? What would draw this audience in like, what would bring them together and translate that through your actual messaging. So you want to create messages that resonate with your target audience.

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Chanel Richmond: And then, lastly, the last component you want to think about is plan promotion. So not just promoting for anything, but really being intentional on how you promote to gain the audience and the members that you're looking for. So going through the who, what, when, and where?

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00:09:07.850 --> 00:09:21.350

Chanel Richmond: Alrighty? So continuing on with defining your audience, you wanna clearly describe who you would like to recruit. So on the left hand side you'll see some examples of of

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00:09:21.860 --> 00:09:44.779

Chanel Richmond: things that you could have in mind when you're recruiting. So it starts off with Blake black gamin, and it gets more specific as you go down the list. But on the right hand, in the pink box is really what you want to aim to get as specific as you can. So it reads Black Gamin and Fulton County, living with HIV between the ages of 18 to 24 persons who use drugs.

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Chanel Richmond: So the reason this is a good one because it gives them a graphic. It gives what activities they'll be working on. And it gives age. So those are just a couple of things that it hits on that would be perfect for what you should be looking for when you want to define your audience.

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Chanel Richmond: Randy?

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00:10:02.310 --> 00:10:16.749

Chanel Richmond: And then, lastly, in terms of the major points that we talked about in the part one. It are the benefits barriers in competition. So these are actually based on social media, social media, social marketing concepts.

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00:10:16.750 --> 00:10:39.349

Chanel Richmond: But they're important to consider. So barriers, it goes to okay, what reasons would they not want to participate in the planning counselor, painting body? So what are some things that could potentially get in the way of that? You also want to think about the benefit. So what are some reasons they would be interested in and kind of goes to the compelling, helping, with the compelling, messaging like, what are some things that would help.

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00:10:39.420 --> 00:10:49.090

Chanel Richmond: and then competition? So what are some things that would get in the way, or compete with that? Them being a part of the actual planning counselor planning by.

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00:10:49.130 --> 00:10:51.939

Chanel Richmond: So these are some things you also want to consider.

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00:10:52.410 --> 00:11:05.250

Chanel Richmond: So those are the major points that we hit on in part one. So now I'm going to turn it over to Eddie on the next slide to kind of set the stage for us to transition into retention.

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00:11:05.600 --> 00:11:22.159

Eddie Wiley: Awesome, and thank you, Chanel, for the recap. Hello, everyone, and thank you again for joining us for session 2. The learning series, as Chanel mentioned. My name is Eddie and Chanel. Recap session one, and we'll set the stage for session 2. Now, during this session.

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00:11:22.521 --> 00:11:43.460

Eddie Wiley: we'll discuss challenges for new members, orientation and training best practices, and we'll also share some successes and examples from planning groups. And, as Chanel mentioned, you'll hear from our very special guest on the happenings in Jersey. Is that how you all say about yeah, I got a close. I got a close alright next slide.

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00:11:44.920 --> 00:12:05.790

Eddie Wiley: So as we know new members face all kind of special challenges during their first planning cycle. Learning the program and functions of the group often takes more time than the first year, however, members are expected to help make those decisions almost immediately. So here's some of the challenges that we've come across.

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Eddie Wiley: New members can sometimes feel like an outsider that just doesn't have as much knowledge as the rest of the group.

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00:12:12.350 --> 00:12:37.090

Eddie Wiley: Now, this dynamic shows up quite often, because veteran members may sometimes dominate most conversations, whereas the new members might feel less inclined to ask a question because of several reasons, they may feel shame for not knowing, or they might even feel like there's no time for the question. So these are some one of the challenges. Another challenge for new members could be the lack of understanding the policy

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00:12:37.090 --> 00:12:42.710

Eddie Wiley: procedures such as Robert's rules of order. Now, speaking from personal experience.

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00:12:42.740 --> 00:12:58.769

Eddie Wiley: this was one of the most challenging portions of the meeting for me to learn. I was confused on when to make a motion, when to ask for clarification, when to all the things right. So I know many, many other folks feel that same pressure.

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00:12:59.430 --> 00:13:13.399

Eddie Wiley: Now, this next challenge shouldn't come as a surprise. Most of our planning groups don't have just one initiative that we're working on the challenge is the learning curve or of understanding a complex program and multiple initiatives.

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00:13:13.470 --> 00:13:21.779

Eddie Wiley: And in the same vein, learning the language of the planning body and the Ryan White program can present itself as a challenge.

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Eddie Wiley: And lastly, we've also heard that new folks on our planning groups have a lack of understanding with the content. Things like epidem or the steps in HIV community planning can present itself as a challenge and thank you, Christina, for that affirmation. Are there any other challenges that anyone else has encountered? Maybe themselves, or maybe one of their new members.

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00:13:46.610 --> 00:13:51.269

Eddie Wiley: any challenges folks have encountered as a new member?

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00:14:00.650 --> 00:14:02.660

Eddie Wiley: Or were these some of the same things

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00:14:08.000 --> 00:14:18.850

Eddie Wiley: time and competing priorities? Absolutely, Daddy. Yes, we know that most of our work on this planning groups are volunteer-based. So a lot of people have their jobs.

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00:14:19.330 --> 00:14:24.230

Eddie Wiley: They have other things that come into place. So yes, time is definitely one.

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00:14:24.330 --> 00:14:25.230

Eddie Wiley: Okay.

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00:14:25.390 --> 00:14:27.279

Eddie Wiley: we can move on.

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00:14:27.630 --> 00:14:44.209

Eddie Wiley: So now let's move into orientation. My hope for this session is that we'll address most of those challenges through a form of training or orientation for not only new members, but also for those who may be a veteran that need a refresher.

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00:14:47.360 --> 00:15:01.550

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Eddie Wiley: So Hrsa has some requirements when it comes to training and orientation, part, a planning councils must provide orientation for new members, and all members should receive periodic trainings to help them carry out their roles.

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00:15:01.550 --> 00:15:27.119

Eddie Wiley: Hrsa also requires that planning councils confirm in their annual Ryan white part a application that training for all members have taken in place at least once during the year, and while there are no similar Hrsa requirements. For Part B's policy indicates their state. Wide planning bodies include a wide range of stakeholders, and people with HIV are specified within that policy.

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00:15:30.250 --> 00:15:34.759

Eddie Wiley: Now, let's get into what's orientation versus ongoing training

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Eddie Wiley: orientation means providing new members with basic information about the Ryan White program. The structure of your planning group, and what functions both possess.

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Eddie Wiley: Ongoing training is something that goes on throughout the year and ensures that the new members and even existing members, have the knowledge and skills to perform their planning council or planning body roles.

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00:15:58.420 --> 00:16:13.320

Eddie Wiley: So orientation is something that new members get when they first began, and ongoing training is inclusive of new members and existing members. An example of ongoing training could be data basics which we saw in the chat as something that was a challenge.

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00:16:13.838 --> 00:16:26.219

Eddie Wiley: understanding acronyms, improving evaluation, public speaking could even be one or something about networking. These are some of the trainings that people can offer as ongoing training

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00:16:26.350 --> 00:16:27.500

Eddie Wiley: next March.

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Eddie Wiley: Now we'll talk about some of the best practices or sound practices of orientation. So let's take a look at the frequency and structure of your orientation

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Eddie Wiley: in regards to frequency. Think about your membership terms, if your terms, and at the same time you could consider providing orientation at least once a year or around the time you begin accepting new members. Now, if your membership terms and at different times, or if you

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have a high turnover, then you might need to consider individual orientation or small group orientations, multiple times throughout the year.

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00:17:05.790 --> 00:17:26.579

Eddie Wiley: as far as structure goes, plan for at least half a day for orientation. Gold standard will be a full day, if possible, with varying schedules. It's possible that you'll have to break up your orientation over the course of 2, 3, or more days, but the total should equate to a half or full day.

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Eddie Wiley: You also want your orientation to be interactive. This not only as flavor, but it also adds trust with the new members. In a sense of it gets them talking. It gets them more comfortable with speaking up or even asking questions.

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Eddie Wiley: Another sound practice is covering activities from both your full planning group and your smaller committees. So these can happen within those times as well.

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00:17:53.840 --> 00:17:58.835

Eddie Wiley: so this could include goals frequently asked questions.

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Eddie Wiley: Oh, yeah, doing your orientation. But you also want to include you could possibly include a 90 day roadmap. Now this is for an individual member that includes goals that you may have set up for them, or they may have set for themselves. It could also, like I mentioned, include frequently asked questions.

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00:18:18.803 --> 00:18:29.109

Eddie Wiley: Any points of contact that may be important for the person to know, and anything else that can help. Your new member can be included in that 90 day roadmap.

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Eddie Wiley: Now, these are some topics that you could consider for your orientation. It could include an overview of the Rye program, an overview of the planning group roles, responsibilities and boundaries.

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Eddie Wiley: You could also include the operations of your planning group, understanding the systems of care, understanding, and using data, and even how business is conducted. And if it's applicable to your planning group, include Robert's rules of order as an orientation topic.

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00:19:04.376 --> 00:19:15.619

Eddie Wiley: Before we leave from this slide. What are some other orientation topics that some of you have included in yours? Anything outside of the overview or anything.

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00:19:15.870 --> 00:19:19.189

Eddie Wiley: Any special requests from folks

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00:19:19.930 --> 00:19:23.360

Eddie Wiley: frequently requested train orientations.

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00:19:25.260 --> 00:19:28.480

Eddie Wiley: Plain language, really, really important.

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00:19:28.620 --> 00:19:30.030

Eddie Wiley: Another one. Yes.

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00:19:30.260 --> 00:19:39.269

Eddie Wiley: we also used to do. We had a big training on people. First language. So, terminology is important to people absolutely, absolutely.

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00:19:43.730 --> 00:19:44.550

Eddie Wiley: Yep.

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00:19:45.000 --> 00:19:48.630

Eddie Wiley: that is really important. Alright, thank you. Thank you.

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00:19:51.650 --> 00:19:54.324

Eddie Wiley: Is that Dana Moore from Memphis?

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00:19:55.010 --> 00:19:56.080

Eddie Wiley: Alrighty. Yeah.

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00:19:56.080 --> 00:19:57.645

Dana Moore: It is, hey.

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00:19:59.413 --> 00:20:03.032

Eddie Wiley: Glad you could join us.

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00:20:04.480 --> 00:20:06.030

Dana Moore: Be here. Thank you.

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00:20:06.030 --> 00:20:07.290

Eddie Wiley: Aha!

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00:20:07.380 --> 00:20:18.169

Eddie Wiley: I see, Meepa included the meaningful involvement of people with lived experience. Folks often request that as well. Awesome. Thank you for those.

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Eddie Wiley: So on this slide, you'll find best practices for ongoing training as well as topics to consider for ongoing training. You wanna embrace those adult learning principles. People actually learn best when they're exposed to the same information multiple times and via different multiple, different multiple

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00:20:38.380 --> 00:21:04.730

Eddie Wiley: via multiple times and via different modalities. And this is also true. When they can apply the information immediately to their roles. So anything that's really pertinent for them to understand, or there's a time constraint. So maybe you do your Psra, or you're having a new shift in your leadership. Think about those topics for your ongoing training.

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00:21:05.110 --> 00:21:12.179

Eddie Wiley: You also want to create multiple versions of the training and even include a virtual versus in person method.

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00:21:12.619 --> 00:21:40.750

Eddie Wiley: This could even look like a 20 to 30 min session that could be delivered during your meetings, or it could look like a one to 2 h session doing a committee meeting. It's best to look at the need and assess the audience. Now, as far as topics consider roles and responsibilities again, as well as committee operations, and how they relate to other committees. This would also be a good time to train folks on your work plan and any tools that will be used by the planning group.

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00:21:45.180 --> 00:21:54.951

Eddie Wiley: So now let's move into some successes and examples from planning groups that we've come across, and I'm sure many of you are familiar with or have hosted

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00:21:55.770 --> 00:22:02.570

Eddie Wiley: first up is the Hudson County Planning Council and Metropolitan Atlanta, HIV. Services planning council

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Eddie Wiley: for their planning council. The people with HIV committee chose their training topics. They also have a training for non voting members to participate, and they also offer multiple training opportunities.

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00:22:17.530 --> 00:22:44.860

Eddie Wiley: This includes orientation, periodic refreshes for members as well as one on one sessions and presentations from subject matter experts. So they actually put the power of choosing

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ongoing trainings and orientation in the hands of the people with HIV committee so shout out to the planning council, Metropolitan, a Atlanta Atl Warehouse.

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00:22:45.140 --> 00:22:46.230

Eddie Wiley: next slide.

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Eddie Wiley: Now many of you have probably heard of the learning, empowerment, advocacy, and Participation project, also lovingly called Project Leap

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Eddie Wiley: Project Week, was a free 17 week. Comprehensive Advocacy training course for individuals living with and or impacted by HIV in the greater Houston area. The goal is to train people with living with HIV. So they become active participants in the local HIV planning activities by serving on a planning body such as the Ryan White Planning Council or the city of Houston HIV. Prevention Community Planning group.

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00:23:24.150 --> 00:23:41.540

Eddie Wiley: So I'm sure many folks have I've heard of folks adopting or adapting project leap across the country. So this is something that you can definitely use as a resource in your communities. So the wheel does not have to be made again.

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00:23:43.920 --> 00:23:56.850

Eddie Wiley: next slide. And now I have the plumb, pleasing pleasure of introducing our guest presenter for today's session. Dolly Rains Dial is the program director for the New Jersey HIV planning group.

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Eddie Wiley: She not only serves her state of Jersey, but she's also a nationally sought after speaker, curriculum, developer, and all around fierce advocate, everybody. Let's virtually give it up for the Dotty Range dial.

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00:24:11.950 --> 00:24:34.090

Dottie Dowdell: My goodness, I'm loving that introduction. Good day, everybody. Thank you so much, Eddie, and thank you also to I have tech for inviting me. I love the hand class. I see you. I see you here. Thank you so much for allow me to be in your space or in this space in our space. And I wanted to talk to you a little bit about building a sustainable planning group.

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00:24:34.808 --> 00:24:38.220

Dottie Dowdell: really focusing on strategies to retain

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00:24:39.510 --> 00:24:45.399

Dottie Dowdell: New Jersey. HIV. Planning group members. Give me 1Â Si am trying to.

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00:24:47.790 --> 00:24:50.139

Dottie Dowdell: Alright. How's that, Eddie? Is that

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00:24:50.716 --> 00:24:52.900

Dottie Dowdell: okay? Excellent, excellent, excellent.

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00:24:53.470 --> 00:25:20.010

Dottie Dowdell: So good folks. I just wanted to start off to let you know how we're structured here at New Jersey, HIV planning group, as many of you. Our funding comes from the Cdc. And Hrsa. It's funneled through for us. The health departments at that. Specifically, the Department of Health, Std. And Tb. Services. The support team receives funding from them. I am part of the support team. It's the HIV community planning support team, and we we do as we support the

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00:25:20.220 --> 00:25:38.569

Dottie Dowdell: Nj. Hpg. Or New Jersey HIV. Planning Group, and in the the group is comprised of 6 committees. We have the Executive Committee, the Governance Committee, the Integrated Planning committee, the community engagement committee, the data and research committee as well as priority settings committee.

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00:25:38.570 --> 00:26:00.140

Dottie Dowdell: Just to give you more information. The support team is makes up 3 people myself, the program director. We have Selina Aponte, who is our community planner. And then we have Taylor Lightner. She is our program coordinator. So together, the 3 of us help to support the 6 committees.

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00:26:00.690 --> 00:26:06.649

Dottie Dowdell: I believe, or we believe that retention starts from the beginning, the be.

124

00:26:06.770 --> 00:26:33.090

Dottie Dowdell: and it starts with engagement right? Those who may come to our General Assembly meetings which we have quarterly. It's a hybrid meeting virtually and in person. It starts at the beginning. It's really about building relationships. It's about engaging folks and really knowing whether they're a guest for the first time, or they may be a Nj. Hpg member. It's really about engaging them from the start and get and just building relationships.

125

00:26:33.300 --> 00:26:39.238

Dottie Dowdell: There are 2 ways, that we develop to become a member of Njp. The first

126

00:26:39.650 --> 00:27:00.809

Dottie Dowdell: that I have here on the screen is the committee member. And basically that's the person who doesn't have. They don't. They may not have the time commitment to be like a full Nj. Hpg. Member, because it does require a time and work. But they may be interested in a particular committee, and the work that's happening in that particular committee. What they

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127

00:27:01.330 --> 00:27:13.130

Dottie Dowdell: for eligibility purposes. They have to attend 3 committee meetings and complete a committee member application, and then that is that then they can become a member

128

00:27:13.180 --> 00:27:19.669

Dottie Dowdell: as an Nj. Hpg. Member. It's a little bit more extensive in terms of time, and just

129

00:27:19.950 --> 00:27:23.639

Dottie Dowdell: being available and ready, willing and able to do the work

130

00:27:23.700 --> 00:27:31.869

Dottie Dowdell: in order to be an Njhpg member, you have to complete an application, go through an interview process, be nominated to become a member, and then be voted in

131

00:27:32.684 --> 00:27:58.569

Dottie Dowdell: both of these members are held to the same standard in terms of attendance policy. The difference here is that committee members are only able to vote within their committee. Nj. Hpg members can vote in their committee their selected committee, as well as outside of their committee, but they're also responsible for attending the General Assembly, which I said earlier, is held quarterly and typically a 3 h meeting.

132

00:27:58.919 --> 00:28:14.319

Dottie Dowdell: So that those are the difference between membership. And we found out, maybe about a year and a half ago that a lot of folks who are attending Nj. Hpg. Or members, they have time commitments. They have competing priorities. So we

133

00:28:14.780 --> 00:28:24.740

Dottie Dowdell: got together with the rest of the team, to talk about ways that people can still be meaningfully involved without being a full Njhpg member. If that makes sense.

134

00:28:24.790 --> 00:28:49.739

Dottie Dowdell: as Eddie said earlier, we also have an orientation for new members as well as Co chairs. In those orientations or in the orientation for the new members. We focus on the national HIV strategy, the integrated plan specific to New Jersey, we focus on the purpose mission and values and the Nj. Hpg structure as well as the role of the support team, letting folks know that we're here to support

135

00:28:49.740 --> 00:28:55.069

Dottie Dowdell: and not necessarily do the work. The work has to come from the members of the group.

136

00:28:55.070 --> 00:29:19.829

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Dottie Dowdell: We also give information about the various committees. We talk about roles and responsibilities of the members. The co-chair as well as the Health Department. We also include, as Eddie said, earlier, Robert's rules of order, the bylaws, as well as the attendance policy and overall information around HIV community planning and what that means, and how data drives the work that we do. And last year we were able to

137

00:29:19.830 --> 00:29:26.139

Dottie Dowdell: pilot a mentorship program. So that is also what we include in the orientation

138

00:29:26.570 --> 00:29:43.750

Dottie Dowdell: more retention strategies. As I said earlier, it's really about building relationships. We've gotten to the place now, where we really know the people who labor among us for lack of a better term, the folks who are really doing the work, and what what I mean by that is that

139

00:29:43.770 --> 00:29:52.029

Dottie Dowdell: as you how many of you know by the show of hands that some folks are just not really responsive when it comes to emails just by the show of hands.

140

00:29:53.440 --> 00:30:18.420

Dottie Dowdell: So what we, what we've done is we got to know our members a little better, and sometimes it may involve us sending a text message, especially when we know that they've committed to attend a meeting, and they may be 10 min late. Someone from the support team will say something that sounds like this, hey, sunshine! Will you be attending the 10 o'clock Governance Committee today? And about 9 times out of 10. The person shows up. They apologize, and they say, I'm so sorry I've got caught up with.

141

00:30:18.420 --> 00:30:28.226

Dottie Dowdell: So it's really about building those relationships. As I said earlier. The support team is comprised of 3 people, and we are easily accessible via

142

00:30:30.000 --> 00:30:31.260

Dottie Dowdell: email

143

00:30:31.490 --> 00:30:52.129

Dottie Dowdell: cell phone text message, we try to really meet the needs of the people that we work with. In 4, we developed a mentorship program that I spoke about earlier, which basically includes a person saying, listen. I think I need a little bit more support. I will like a mentor. We will pair them with a mentor based on their skills and and experience.

144

00:30:52.525 --> 00:31:16.159

Dottie Dowdell: And there is a curriculum that we develop for them to follow. At least for the first couple of months. The third month they can really talk about how they want to work from there. There is a committee selection process by way of a personality. Quiz. What we do is have our members fill the personality quiz and depending on what the results are, they? Are match with a particular committee that would best suit their

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00:31:16.667 --> 00:31:38.530

Dottie Dowdell: skills or experience, if need be. We also offer flexible meeting hours. We have a community engagement committee that meets from 6 to 8 and every meeting a support team. A staff from the support team is there to assist? If not, if it's not one, it could be all 3. But at least one person is able to support every single meeting.

146

00:31:38.870 --> 00:31:59.320

Dottie Dowdell: We also have an attendance warning letters for those who may be nearing their third absence we send them an attendance warning letter at the second absence to say, Hey, is everything okay? You are receiving this warning because you missed 2 meetings. How can we support you for those who may have missed 3 meetings

147

00:31:59.320 --> 00:32:23.080

Dottie Dowdell: there. And they are like, you know, I'm I'm so sorry life is happening. There is an appeal process that we have, as well as a leave of absence. We also realize that the work can't just be done with the members of the team, but we also invite the guests, and we have had some guests come back and really take on some action items and present at the next meeting. So the action items are completed by both members

148

00:32:23.080 --> 00:32:32.070

Dottie Dowdell: and guests. We have a collaborative online workspace. What we use here is base camp. And we also use Miro for our brainstorming sessions.

149

00:32:32.070 --> 00:32:43.717

Dottie Dowdell: We have various training opportunities. We are connected with the Aids, Education and Training center, and we also offer in house trainings to our members as well. Just yesterday we had a Co. Chair

150

00:32:44.090 --> 00:32:50.909

Dottie Dowdell: orientation for some of our new co-chairs, and we also added a facilitation component

151

00:32:51.310 --> 00:33:00.459

Dottie Dowdell: component, because we saw that there was there was a need, and some folks didn't know how to facilitate appropriately to keep the meeting moving.

152

00:33:00.520 --> 00:33:06.430

Dottie Dowdell: We also have 2 to 3 times a year. We have leadership retreats where we talk about

153

00:33:06.927 --> 00:33:17.080

Dottie Dowdell: how we're doing. There is a check in process as well as a training component. And we also do some next year like planning depending on when it falls. So

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00:33:17.375 --> 00:33:41.040

Dottie Dowdell: typically at the end of the year we have a 8 year end review, and that we focus on the upcoming year and what we would like to happen in the upcoming year. There is also a Member recognition. That's in process. And basically, it's about spotlighting our members at the General Assembly. Right now, we've agreed to have 2 membership awards. One is an advocacy award, and the second one is the member of the year

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00:33:41.040 --> 00:33:47.440

Dottie Dowdell: award. We also have a member survey, because, as you also know that we want to make sure that

156

00:33:47.530 --> 00:34:14.150

Dottie Dowdell: the membership for Nj. Hpg. Is representative of the epidemic in New Jersey. So the purpose for the Member survey is for every member to complete it, so that we can identify possible gaps when we're going into the application the the next round of the application process. And then, after every meeting, there is a meeting evaluation where we collect all of the information from the members who

157

00:34:14.150 --> 00:34:31.199

Dottie Dowdell: ha! Who attended the the meeting, and we created a Powerpoint presentation for the next meeting to talk about. Some of the concerns that folks may have. It also has allowed us to track and adjust our meetings, based off of some of the feedback that we have received.

158

00:34:31.820 --> 00:34:35.389

Dottie Dowdell: and here we have it. Go, folks, we have 2

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00:34:35.639 --> 00:35:00.609

Dottie Dowdell: 2 pins or coins, if you will, that we implemented last year every member receives an Nj. Hpg membership coin to identify them as a member. This works really well when we have our in person meetings at like at the General Assembly, because we may have guests that may have questions, and they want to to know who they can ask. We point out that anyone wearing that PIN the membership PIN is someone that you can ask more information

160

00:35:00.610 --> 00:35:22.870

Dottie Dowdell: information about. And then we have a challenge going for the folks who have turned out. We want to thank them for their service, but we also want them to continue to do the work to the, to end the HIV epidemic here in New Jersey. And so we were able to institute that last year, and it seems to really go well, where folks were, you know, wanting the pins. And we, we said, in order for you to

161

00:35:22.870 --> 00:35:24.950

Dottie Dowdell: have a pen, you have to

162

00:35:25.400 --> 00:35:38.849

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Dottie Dowdell: sign up for membership. But remember, I just want to let you know that the membership pen is only for Nj. Hpg members and not committee members. So in order to receive that PIN, you have to be an Nj. Hpg. Member.

163

00:35:39.000 --> 00:35:46.649

Dottie Dowdell: I want to pause right here because I want to ask if there are any questions, if there's time. I don't know, Eddie, you tell me.

164

00:35:47.970 --> 00:35:48.650

Eddie Wiley: Yes.

165

00:35:48.650 --> 00:35:49.950

Dottie Dowdell: Off some sauce.

166

00:35:51.280 --> 00:35:53.999

Dottie Dowdell: So I'm curious to know what questions do you have?

167

00:36:00.770 --> 00:36:04.009

Dottie Dowdell: I'm gonna give you a minute because I know you're looking for the unmute button.

168

00:36:04.810 --> 00:36:09.780

Eddie Wiley: There is one in the chat that says, long did it take to build up this level of structure.

169

00:36:11.420 --> 00:36:17.169

Dottie Dowdell: Who asked that question, Eddie? So let me just say this. It

170

00:36:18.100 --> 00:36:41.260

Dottie Dowdell: this I've been here for about 3 years, and I'm gonna be really honest with you. There was a lot of restructuring happening at the same time that we were writing our integrated plan. So Nj, Hpg, the let me let me go back. The govern, the gover! The government co-chair of the executive body. Who was also the State Director

171

00:36:41.380 --> 00:37:02.080

Dottie Dowdell: looked at the way we were functioning, and said, We need to do better, basically, like we have to do better. The way this is going is not beneficial. So it allowed the entire body to come up with a plan to restructure. Nj. Hpg, so I've been here for 3 years, and what I can say is that in the beginning stages it was almost

172

00:37:02.700 --> 00:37:09.790

Dottie Dowdell: like a mass exodus, and there was a lot of people who had been on the planning group for a very long time that left.

173

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00:37:09.790 --> 00:37:32.759

Dottie Dowdell: And it was okay. You know, we try to do some things in reference to doing like an exit interview to see some of the concerns they may have had, so it can inform how we would want to walk forward. But I've been here for 3 years, and there's been a lot of changes. But right now I feel like we're in a stable place where we're able to do the work, especially outlining the integrated plan.

174

00:37:33.040 --> 00:37:38.660

Dottie Dowdell: Can I put the slides back up to show all the activities? Christina? Give me 1 s?

175

00:37:38.750 --> 00:37:43.960

Dottie Dowdell: I might need your help. Cause. I what oh, the activity section! Give me 1 s, let me say.

176

00:37:47.100 --> 00:37:49.690

Dottie Dowdell: is this what you're looking for, Christina? If you can.

177

00:37:49.690 --> 00:37:51.456

Christina Bontempo: Yes, thank you so much.

178

00:37:54.020 --> 00:37:58.851

Christina Bontempo: thanks. I'm gonna look at this for a minute, and then I have, like all the questions.

179

00:38:01.000 --> 00:38:02.070

Dottie Dowdell: Absolutely

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00:38:04.570 --> 00:38:10.680

Dottie Dowdell: any other question, why, Christine is thinking and looking? Any other questions that you had.

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00:38:11.390 --> 00:38:11.870

Genevieve Barrow Gongar: Great.

182

00:38:12.720 --> 00:38:17.609

Genevieve Barrow Gongar: So I have a quick question when you, what you were just describing was that.

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00:38:18.080 --> 00:38:25.739

Genevieve Barrow Gongar: did you all have a separate HIV. Planning group and the Ryan White Planning Council, and that was the merger you were describing.

184

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00:38:25.740 --> 00:38:52.730

Dottie Dowdell: So the the the New Jersey HIV planning group is the planning group for the entire State. We have other planning bodies that are specific to counties like we have the North Ema, we have the Hudson County planning council. We have Middlesex, Somerset, and 100, and so they operate differently. Our task is to make recommendations on a state level to the State.

185

00:38:53.194 --> 00:39:12.469

Dottie Dowdell: So what we've been trying to do is really collaborate with our other, like smaller planning bodies that are like county based by attending their meetings. Some of them attend the planning. This New Jersey HIV planning group. Some of them attend. Some of them are even members. So that is our way of just

186

00:39:12.770 --> 00:39:20.810

Dottie Dowdell: being able to know what's happening in this, in in the counties, but also them understanding what's happening on the state level. If that makes sense.

187

00:39:21.233 --> 00:39:22.079

Genevieve Barrow Gongar: Yes, then.

188

00:39:22.080 --> 00:39:22.760

Dottie Dowdell: Okay.

189

00:39:26.240 --> 00:39:29.819

Dottie Dowdell: Awesome sauce. Any other questions, Bill. Folks.

190

00:39:32.300 --> 00:39:33.859

Dottie Dowdell: Christina, did you? Did you.

191

00:39:33.860 --> 00:39:42.064

Christina Bontempo: Yeah. Yeah. Th, thank you so much. Sorry. This is amazing. one question I have is,

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00:39:42.990 --> 00:39:44.060

Christina Bontempo: would.

193

00:39:44.100 --> 00:39:48.990

Christina Bontempo: what? What are the actual requirements are are those

194

00:39:49.090 --> 00:39:55.039

Christina Bontempo: activities like the mentorship and the trainings requirements? And what kind of buy-in do you

195

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00:39:55.050 --> 00:39:56.359
Christina Bontempo: get for them?

196
00:39:57.090 --> 00:40:02.747
Dottie Dowdell: Okay. Now, when you say requirements like, are you talking about like in our bylaws? Or you.

197
00:40:03.080 --> 00:40:06.440
Christina Bontempo: Are you right? Like our our new members

198
00:40:06.650 --> 00:40:07.650
Christina Bontempo: gone?

199
00:40:07.650 --> 00:40:10.730
Dottie Dowdell: Oh, are they required to participate in the mentorship program?

200
00:40:10.730 --> 00:40:23.908
Christina Bontempo: Right, or the training, or to even require? Are they even Re? Are they required to fill out an evaluation? Because that that's something we've actually just con, just are starting. And I'm not sure how it's even gonna go. But

201
00:40:24.470 --> 00:40:31.249
Christina Bontempo: you know, like, what's what's the participation within each group? You know what I'm saying.

202
00:40:31.250 --> 00:40:32.889
Dottie Dowdell: I do, I do.

203
00:40:32.970 --> 00:40:38.000
Dottie Dowdell: and let me let me walk with me for a minute right? Virtually walk with me. Right? So

204
00:40:38.650 --> 00:41:00.840
Dottie Dowdell: for orientation. It is a requirement, because in order to be a part of like this planning group, you should know, like what's happening and what's expected of you. So it is a requirement to go through the orientation, which is, we reduced. It was a full day, but again, this is a volunteer role, and so we had to reduce it to like a half a day, which seemed to be

205
00:41:00.840 --> 00:41:25.350
Dottie Dowdell: it it. We did it once or twice, and it seemed to work. So that is a requirement. The mentorship program is not a requirement, but it is an opportunity for people to be supported in a up close and personal way, because, as Eddie talked about earlier, it can be quite confusing to be a part of a planning body with all of the acronyms and activities. And what are we supposed to do? So we that's something that's

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00:41:25.350 --> 00:41:36.680

Dottie Dowdell: optional that people can like new members coming in. Or if they're like a year in and still need extra support. They can contact the support team now

207

00:41:36.860 --> 00:41:52.359

Dottie Dowdell: in terms of the people who are providing the mentorship or the mentors. So last year. What we learned is through the pilot is that Bollin, telling people to be mentors, did not work. So what we did is we just graciously ask them

208

00:41:52.360 --> 00:42:19.460

Dottie Dowdell: right. You have to have about 2 to 3 years experience on the planning group in order to qualify as a mentor, and we have to be honest, like one person who said, I will do it, but we don't have anybody asking for mentorship at this time. So this is where we. This is where we are, but it is available for folks who who may want it. And they it's like a mini guidance or curriculum that the mentor would follow. It looks a little bit like orientation, but it goes a little. It goes in detail

209

00:42:19.460 --> 00:42:22.303

Dottie Dowdell: about some of the specifics. And then,

210

00:42:23.070 --> 00:42:46.080

Dottie Dowdell: yeah, so that, and then they can figure out how they want to continue the relationship. After about 2 months they can continue. Do we continue with this? Do you have other questions. Do you just need to call me on an as needed basis? So that that is that mentorship program. And then the last thing that I like to mention is the evaluation. We encour. We strongly encourage people to

211

00:42:46.080 --> 00:43:12.480

Dottie Dowdell: complete the evaluation, because it helps us in the next time that we set up the meeting. So this is their opportunity to say, Listen, this is what work this would did. This is what didn't work, and also, if they have questions for our State stakeholders, we have a component where we would compile all the questions so that those questions can get answered from the State level, so either will be answered in the next committee meeting or at the General Assembly Meeting.

212

00:43:13.050 --> 00:43:14.419

Dottie Dowdell: If that makes sense.

213

00:43:14.420 --> 00:43:17.159

Christina Bontempo: That's excellent. Thank you so much. I really appreciate it.

214

00:43:17.160 --> 00:43:18.850

Dottie Dowdell: Yes, absolutely.

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215

00:43:20.700 --> 00:43:26.609

Dottie Dowdell: You know what. Let me share my contact information. If you have more questions, cause I want to be mindful of the time.

216

00:43:27.608 --> 00:43:29.050

Dottie Dowdell: I want to share my.

217

00:43:29.530 --> 00:43:30.720

Dottie Dowdell: I want to

218

00:43:31.100 --> 00:43:38.480

Dottie Dowdell: share my contact information. So if you need to get a hold of me, that is my information. I'm gonna put

219

00:43:38.660 --> 00:43:42.690

Dottie Dowdell: the other cell phone number in the chat. Good folks?

220

00:43:43.463 --> 00:43:45.279

Dottie Dowdell: So if you have any.

221

00:43:50.330 --> 00:43:51.550

Dottie Dowdell: So there you are.

222

00:43:53.140 --> 00:43:59.510

Dottie Dowdell: And again, thank you so much for your time. I believe these slides will be shareable.

223

00:44:00.244 --> 00:44:02.520

Dottie Dowdell: And if you have any questions I'm here.

224

00:44:04.030 --> 00:44:06.739

Eddie Wiley: Awesome. Thank you, Daddy.

225

00:44:06.740 --> 00:44:07.819

Dottie Dowdell: Thank you.

226

00:44:08.120 --> 00:44:34.140

Eddie Wiley: Fabulous. We're super excited that you could join us. I see many folks in the chat commending, or a saying that this is a great idea so awesome now. As we mentioned before, we heard from you all in evaluation. So we're like New Jersey. We listen to the evaluation and put it into practice. So we wanna hear from you all when it comes to orientation trainings.

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00:44:34.140 --> 00:44:48.929

Eddie Wiley: So if you do have the availability to come off of me to answer any of the 5 questions. Please raise your hand via zoom or comment in the chat. So these are our 5 questions for the group discussion.

228

00:44:49.460 --> 00:44:57.400

Eddie Wiley: What were some of the things you found helpful in your planning body orientation, or what you heard that was helpful from your members.

229

00:44:58.710 --> 00:45:00.090

Eddie Wiley: Number 2.

230

00:45:00.220 --> 00:45:05.190

Eddie Wiley: What do you wish you had learned in your planning council planning body orientation?

231

00:45:07.770 --> 00:45:16.370

Eddie Wiley: Number 3? What challenges does your Ryan White Hiva's program face in providing orientation and training to your planning council? Planning body

232

00:45:18.050 --> 00:45:22.230

Eddie Wiley: number 4. What is your biggest challenge with retaining members

233

00:45:23.250 --> 00:45:30.090

Eddie Wiley: and Number 5? What strategies have you used to successfully retain members to join your planning council or planning body

234

00:45:30.190 --> 00:45:41.729

Eddie Wiley: trainings, incentives, other things. So because we only have, like 14 min left, I wanted to open up for all of the questions. So if you have an answer to any of those, feel free

235

00:45:42.170 --> 00:45:44.479

Eddie Wiley: to come off of mute, type them in the chat.

236

00:46:01.630 --> 00:46:22.703

Eddie Wiley: Let's see, I'll I can start. One thing I wish I had learned in planning group orientation was the facilitation, like Dotty mentioned in Jersey as they happen, I would have loved to figure out or learned how to facilitate a little bit better, especially facilitating, as one of the chairs of a committee, so

237

00:46:23.350 --> 00:46:24.958

Eddie Wiley: would have been helpful.

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238

00:46:26.080 --> 00:46:44.310

Eddie Wiley: Shannon says she's brand new. They're brand new to this, but I think one of their challenges is that they're a very small group that people who are spread out across hundreds of miles. It's the same people involved in every committee, and they struggle to get anyone engaged, and more than simply logging in.

239

00:46:44.390 --> 00:46:54.629

Eddie Wiley: So I think some of these techniques and strategies that you've learned today. Hopefully, it's our hope that they can benefit you and Shannon. Where are you located?

240

00:46:57.270 --> 00:46:58.590

Eddie Wiley: Alaska?

241

00:46:59.650 --> 00:47:00.630

Eddie Wiley: Thank you.

242

00:47:02.520 --> 00:47:10.309

Eddie Wiley: Christina has a question as well. Would love to know how other Emas make numerable orientation more interactive

243

00:47:11.830 --> 00:47:12.450

Eddie Wiley: and.

244

00:47:12.450 --> 00:47:20.680

Christina Bontempo: Eddie. I could just say that our new member orientation is about 3 h, and it just no matter how we

245

00:47:20.980 --> 00:47:23.230

Christina Bontempo: slice it, it just feels like

246

00:47:23.270 --> 00:47:28.399

Christina Bontempo: such an information dump that we like. I feel like

247

00:47:28.780 --> 00:47:32.680

Christina Bontempo: we've lost. You know, we we really lose people

248

00:47:32.830 --> 00:47:40.689

Christina Bontempo: by the end of it, because it's just so much information. I like the idea someone had about breaking it up into different

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00:47:41.089 --> 00:48:01.690

Christina Bontempo: maybe like 2 sessions or something like that. But we end up as staff doing most of the talking because we're just trying to get through it. And so that's why I'm asking, yeah, like, what are. Maybe some ways cause it's so much information just that that other folks have found to make it an interactive training.

250

00:48:04.050 --> 00:48:06.950

Eddie Wiley: Yeah. Any thoughts from others.

251

00:48:17.540 --> 00:48:20.644

Dottie Dowdell: I'm gonna be honest. Just in my experience.

252

00:48:21.020 --> 00:48:28.170

Dottie Dowdell: a hours was long. Also we had also included, like the if there was a Ryan white video, because

253

00:48:28.260 --> 00:48:46.288

Dottie Dowdell: we needed to lay the foundation of kind of like where we started with the whole Ryan white. So there is like a 20 min video that we show. And that was opportunity for engagement, as well as just pausing after each section to check for understanding or to have people ask you know questions.

254

00:48:47.040 --> 00:48:49.769

Dottie Dowdell: we try to embed it throughout our

255

00:48:50.270 --> 00:48:58.079

Dottie Dowdell: our Powerpoint presentation, and then to get it from a full day to a half a day. We had to cut away some things that

256

00:48:59.080 --> 00:49:02.280

Dottie Dowdell: just wasn't as beneficial if that makes sense.

257

00:49:03.580 --> 00:49:05.899

Dottie Dowdell: so it's a constant

258

00:49:06.180 --> 00:49:07.040

Dottie Dowdell: tweaking.

259

00:49:07.040 --> 00:49:22.437

Christina Bontempo: Yeah, that's something we we tried to. We've got. We were really in the weeds with all the different parts of the Ryan white program. And I was just like, I'm falling asleep like. And I'm reading the slide. So you know, that was

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260

00:49:23.270 --> 00:49:32.340

Christina Bontempo: So yeah, I think some of that we can just really thin out it sounds like what other folks are doing and what you're doing. Thank you, Daddy.

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00:49:32.340 --> 00:49:35.020

Dottie Dowdell: Umhm, absolutely. Absolutely.

262

00:49:36.160 --> 00:49:40.278

Eddie Wiley: Rachel had a suggestion of using games like Cahoot and

263

00:49:41.380 --> 00:49:48.919

Eddie Wiley: a little break to have some fun together. We also use things. Platforms.

264

00:49:49.440 --> 00:49:56.940

Eddie Wiley: Oh, gosh! It's escaping me now, but they can create a word. Cloud, you can have a trivia. I forgot the name of the platform.

265

00:49:57.390 --> 00:50:11.479

Eddie Wiley: Somebody help me out. Menti. Yes, Minty is a way that you can maybe ask participants what they know. That way. You get them a little more involved. And if there's something virtual, mentee would be helpful.

266

00:50:11.510 --> 00:50:15.150

Eddie Wiley: or even in person, you can use Minty as well.

267

00:50:19.820 --> 00:50:23.091

Eddie Wiley: Thank you, Taylor. That was escaping my mind.

268

00:50:24.948 --> 00:50:45.770

Eddie Wiley: Also see motivating members to join as a challenge and retaining young folks, which is across the board. I think one of the most difficult communities to get involved. Now there are some techniques to reach the youth. We will have some promotional activities in our not promotional activities.

269

00:50:45.770 --> 00:51:03.654

Eddie Wiley: some promotional examples in our next session in May. So if you are around, we have ways to promote your planning council, and I think we specifically include young folks in that particular. So that's a shameless plug for session. 3

270

00:51:07.930 --> 00:51:10.639

Eddie Wiley: awesome, Taylor. I see Minty has been helpful.

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271

00:51:17.410 --> 00:51:27.810

Eddie Wiley: Yes, Lisa, that is a great idea. Set it up so. Members can teach each other as much as possible as we've heard peer to peer learning is.

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00:51:28.030 --> 00:51:43.139

Eddie Wiley: Hi Hi highly requested. So anything that you have where folks can get involved. Maybe they know something already, and they can actually facilitate the portion of the training. Get folks involved in that particular way as well.

273

00:51:51.150 --> 00:51:52.060

Eddie Wiley: Yes.

274

00:51:52.230 --> 00:51:56.040

Eddie Wiley: I see breaking the 9 to 5. I'm gonna defer to mentality.

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00:51:56.520 --> 00:52:02.089

Eddie Wiley: Yes, sometimes we have to get out of our 9 to 5 and Monday to Friday.

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00:52:03.050 --> 00:52:05.739

Eddie Wiley: It happens, it happens.

277

00:52:12.310 --> 00:52:13.150

Eddie Wiley: Aye.

278

00:52:13.820 --> 00:52:18.270

Eddie Wiley: we've heard a lot. If you have questions definitely share those as well.

279

00:52:33.740 --> 00:52:37.080

Eddie Wiley: the next session will be May

280

00:52:38.730 --> 00:52:40.236

Eddie Wiley: 7, 7.

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00:52:41.930 --> 00:52:43.430

Chanel Richmond: And same time, one Pm.

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00:52:44.020 --> 00:52:46.261

Eddie Wiley: Yes, and we'll also have

283

00:52:46.980 --> 00:52:50.520

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Eddie Wiley: a way that you can register. We'll share the link as well.

284

00:52:50.895 --> 00:52:57.829

Eddie Wiley: Also, in the follow up email, you'll have an opportunity to do the evaluation and register for the session.

285

00:53:05.180 --> 00:53:07.770

Eddie Wiley: We can share the link for you, Natalia.

286

00:53:11.250 --> 00:53:12.780

Eddie Wiley: Awesome. Thank you. Shabby

287

00:53:14.420 --> 00:53:18.589

Eddie Wiley: alright. Well, we can actually move on to the next slide.

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00:53:19.070 --> 00:53:26.440

Eddie Wiley: We'll have debrief and next steps. Don't forget May seventh. We'll be here for successful strategies for promotion at one Pm.

289

00:53:28.580 --> 00:53:30.769

Eddie Wiley: There's the link that you can register.

290

00:53:32.150 --> 00:53:33.980

Eddie Wiley: Please please join us.

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00:53:36.600 --> 00:53:39.770

Eddie Wiley: And Chanel, did you want to close us out.

292

00:53:39.770 --> 00:53:42.695

Chanel Richmond: Yeah, that's like, okay, Eddie.

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00:53:44.033 --> 00:53:54.986

Chanel Richmond: Yeah. So thank you all for joining today. Today's session, like Eddie mentioned, our next one will be on May seventh, and that will be focused on promotion. So successful strategies

294

00:53:55.400 --> 00:54:20.329

Chanel Richmond: for promotion. And then on the next slide, we just wanna say, Thank you again, if you have any questions, feel free to reach out to. I have tech@jsi.com. We also encourage everyone to check out Target HIV, and that's where all our resources is and resources are including. If you miss part one, the recording is there, or if you just wanna refresher the recording and materials are there.

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295

00:54:21.328 --> 00:54:29.300

Chanel Richmond: Shivi chatted out, I believe, where you can access the reporting and slides for today's

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00:54:29.754 --> 00:54:54.190

Chanel Richmond: session. And additionally, you can also go ahead and register ahead. So thank you again. We hope you enjoy today's session. Also, if you have time, we would love it. If you fill out the evaluation. That gives us the opportunity to receive your feedback, see what's working, and then continue to put on different events like this to help you with the needs that you have.

297

00:54:54.570 --> 00:55:07.870

Chanel Richmond: So thank you all again shy. We just put out the evaluation so we hope everyone will get a chance to complete it, and let us know what you enjoy, and if there's anything you'd like to hear more of.

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00:55:07.970 --> 00:55:12.668

Chanel Richmond: and we will see you on May seventh, speaking it into existence.

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00:55:13.440 --> 00:55:15.319

Chanel Richmond: Alright! Thanks everyone.

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00:55:16.450 --> 00:55:17.690

Mamadou Diallo: Thank you. Bye.