



# People with HIV Leadership Institute: Intentional Leadership- 16279

2020 National Ryan White Conference on HIV Care and Treatment

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**HIV/AIDS Bureau (HAB)**

**Vision: Healthy Communities, Healthy People**



# Health Resources and Services Administration (HRSA)

## Overview

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- Supports more than 90 programs that provide health care to people who are geographically isolated, economically or medically vulnerable through grants and cooperative agreements to more than 3,000 awardees, including community and faith-based organizations, colleges and universities, hospitals, state, local, and tribal governments, and private entities
- Every year, HRSA programs serve tens of millions of people, including people with HIV/AIDS, pregnant women, mothers and their families, and those otherwise unable to access quality health care



# HRSA's HIV/AIDS Bureau (HAB) Vision and Mission

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## Vision

Optimal HIV/AIDS care and treatment for all.

## Mission

Provide leadership and resources to assure access to and retention in high quality, integrated care, and treatment services for vulnerable people with HIV/AIDS and their families.



# HRSA's Ryan White HIV/AIDS Program

- Provides comprehensive system of HIV primary medical care, medications, and essential support services for low-income people with HIV
  - More than half of people with diagnosed HIV in the United States – nearly 519,000 people – receive care through the Ryan White HIV/AIDS Program (RWHAP)
  - Funds grants to states, cities/counties, and local community based organizations
    - Recipients determine service delivery and funding priorities based on local needs and planning process
- Payor of last resort statutory provision: RWHAP funds may not be used for services if another state or federal payer is available
- 87.1% of Ryan White HIV/AIDS Program clients were virally suppressed in 2018, exceeding national average of 62.7%



Source: HRSA. Ryan White HIV/AIDS Program Annual Client-Level Data Report 2018; CDC. HIV Surveillance Supplemental Report 2018;21(No. 4)



# Objectives

- Define leadership and identify key concepts of transformational leadership
- Describe the role and history of meaningful involvement of people with HIV in the Ryan White HIV/AIDS Program
- Define stigma and identify multiple forms of stigma and the impact of health outcomes
- Discuss intersectionality and its relationship to improving access to care
- Understand significance, methods, and impact of community engagement and involvement in the RWHAP

This project is supported by the Health Resources and Services Administration (HRSA) through the Minority AIDS Initiative Fund of the U.S. Department of Health and Human Services (HHS) under contract number U69HA304700100 as part of an award totaling approximately \$2,750,000. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by HRSA, HHS or the U.S. Government.



# Presenters

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## NMAC Staff & Trainer

- Charles Shazor
- Lauren Miller



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# Building Leaders of Color

## Session One: Intentional Leadership

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# Disclosures



Presenters have no financial interest to disclose.

This continuing education activity is managed and accredited by AffinityCE/Professional Education Services Group in cooperation with HRSA and LRG. PESG, HRSA, LRG and all accrediting organization do not support or endorse any product or service mentioned in this activity.

PESG, HRSA, and LRG staff as well as planners and reviewers have no relevant financial or nonfinancial interest to disclose.

Commercial Support was not received for this activity.

# 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)

Virtual Training  
Workshop



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# Partnerships



## Program Leadership

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



## 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 for BLOC



The rationale for BLOC is to contribute to the national HIV goals by ensuring people of color living with HIV, including gender non-conforming individuals, and transgender women & men of color, are equipped to provide meaningful input and guidance on achieving these goals via their participation on HIV planning bodies.



# Purpose of BLOC Program



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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.





# 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.
- These principles are built on social justice movements building power for African Americans, Native Americans, Asian Americans, Latinos and Chicanos, women’s health and LGBT liberation.

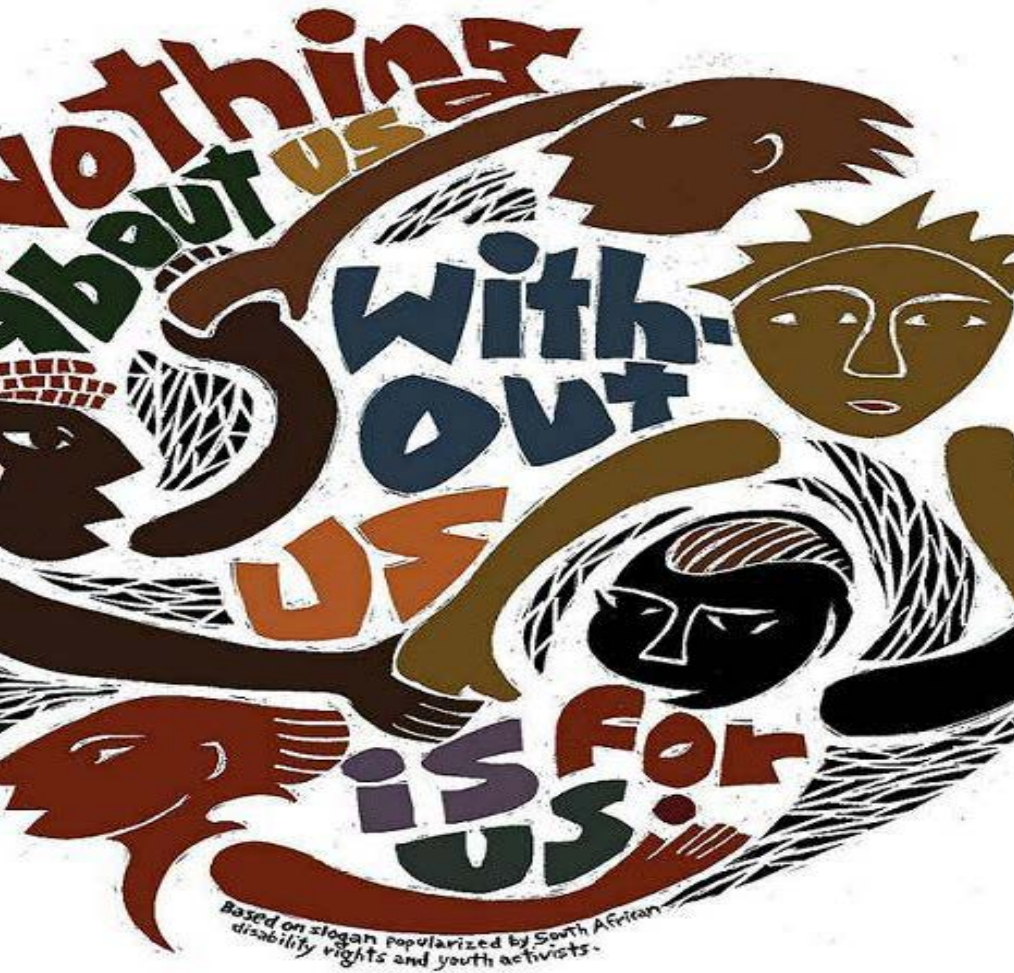


# Guiding Principles Continued

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.



# The Power of We



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

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



# Our Aims as Leaders



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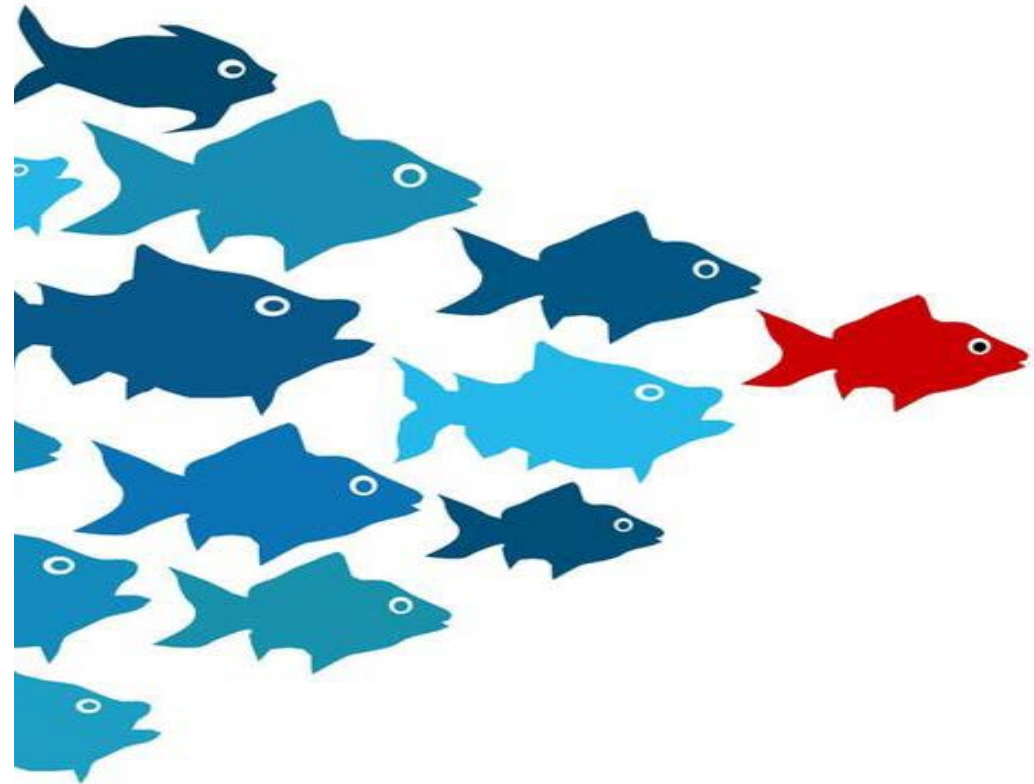
**Skills**



**CONFIDENCE.**

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

- 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



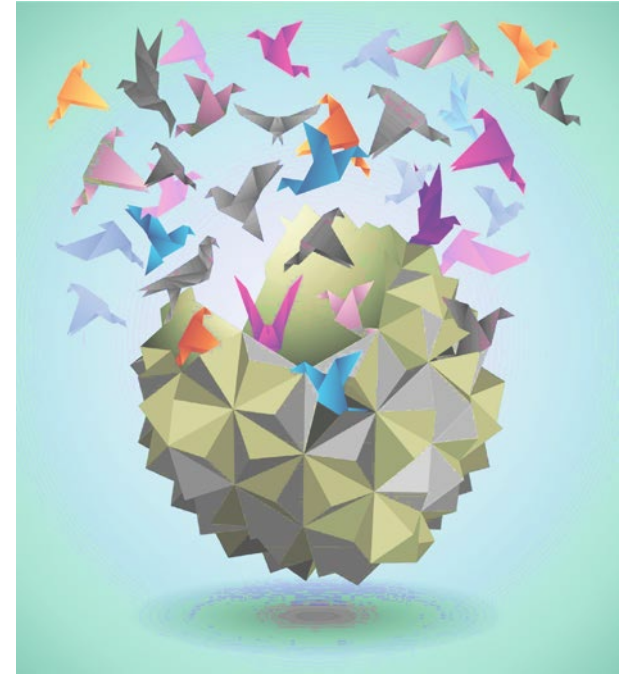
# Chat Box Question

- **Can anyone name some traits and characteristics that we often find in leaders and in 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 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.**



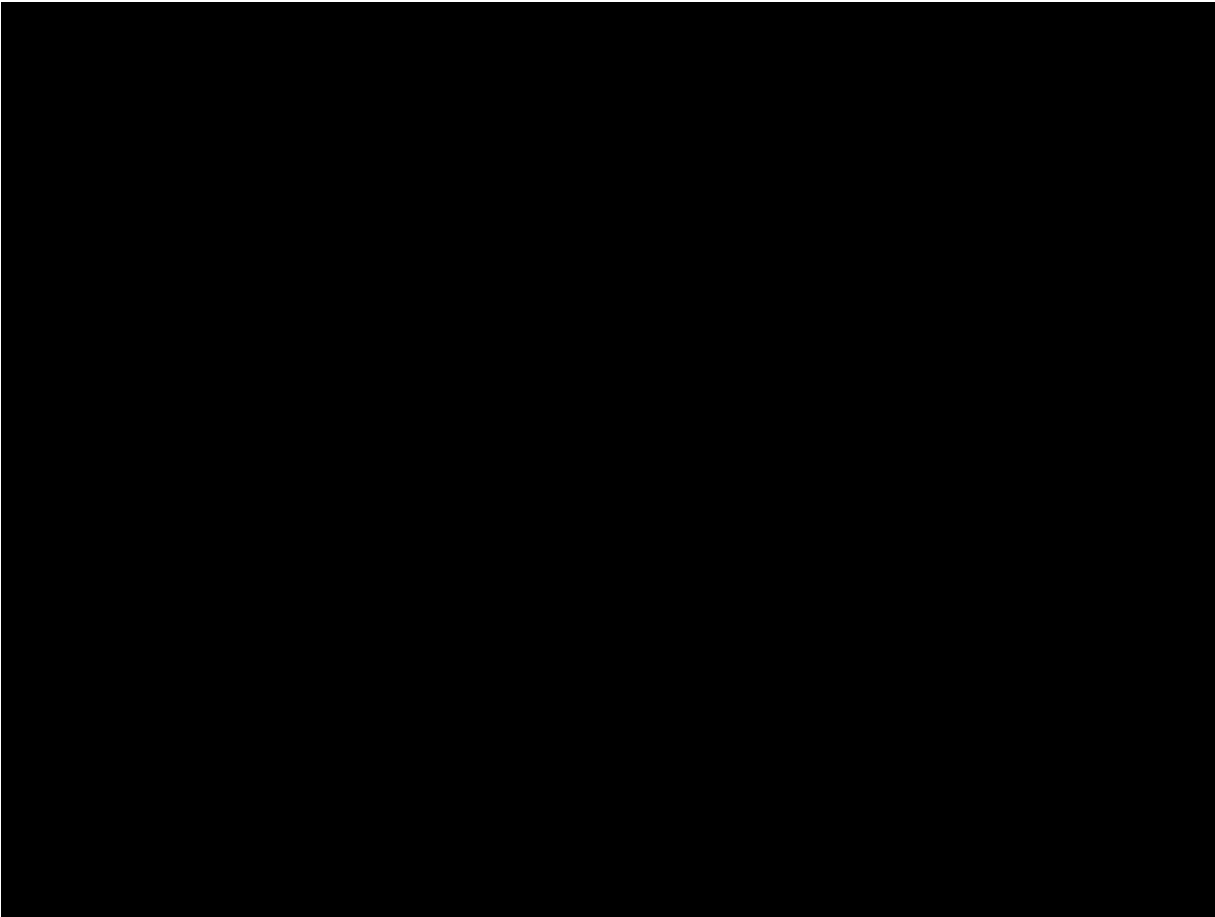
# How to impact



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

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.



YouTube Video: Cultural Humility: People, Principles and Practices – Part 1 of 4.

[https://www.youtube.com/watch?v=Mbu8bvKb\\_U](https://www.youtube.com/watch?v=Mbu8bvKb_U)

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

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



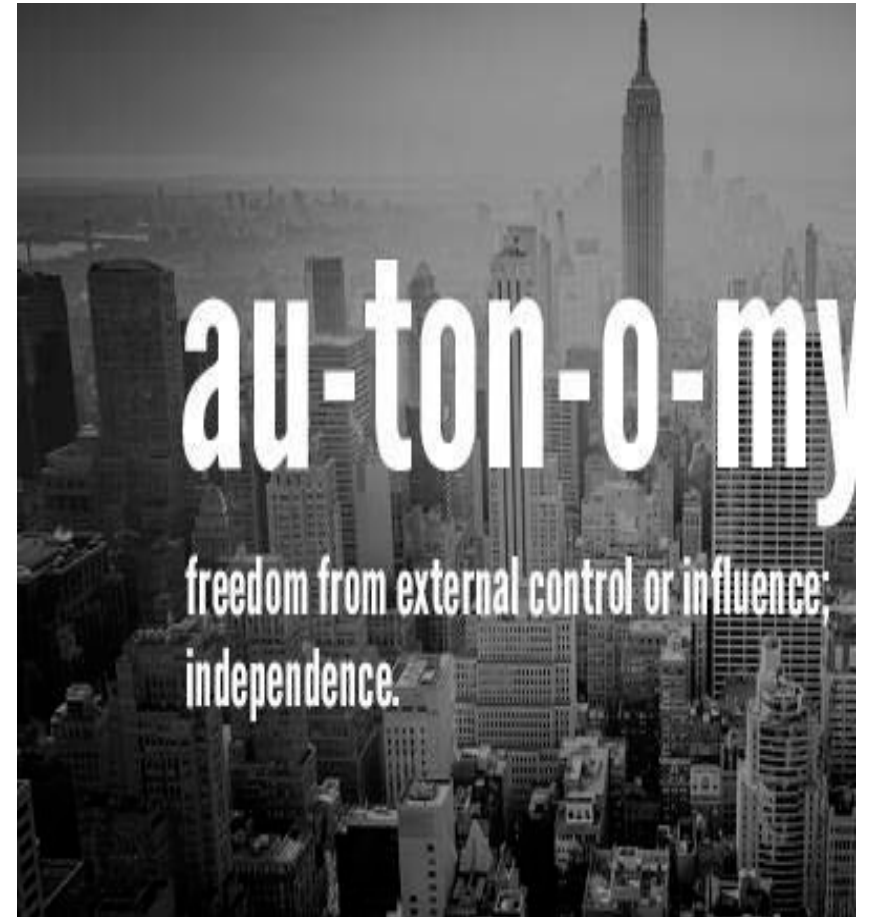
- A major component of cultural humility is about behaviors – how people act in relationship to others
- **Leaders demonstrate their skills through both formal and informal ways.**

### Ask yourself

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

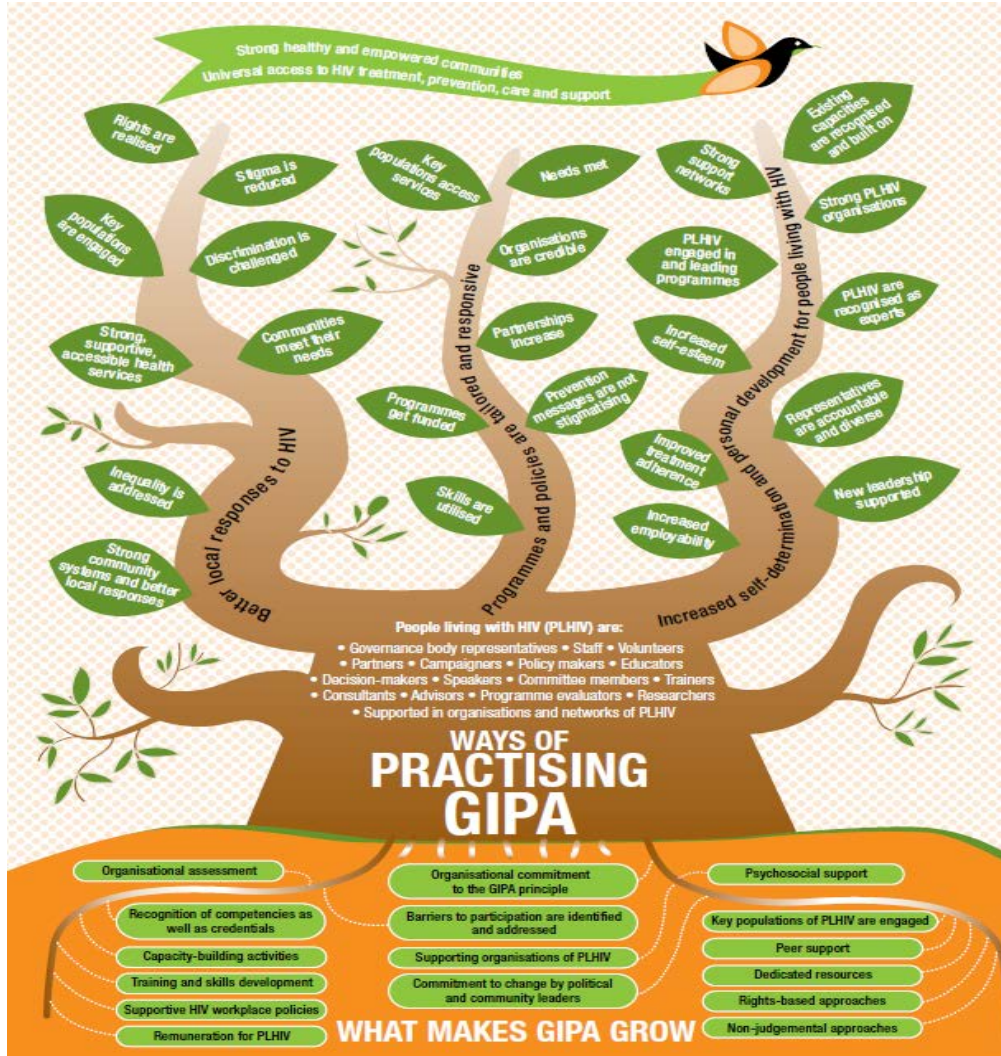


- Self-determination or the belief that individuals and communities should have the right to participate in the decision-making processes, is a value held by People Living with HIV globally.
- This value is enshrined in the GIPA (ge-pa) Principle.
- **GIPA stands for the “Greater Involvement of Persons 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

# Your Community Needs You!

- **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?**

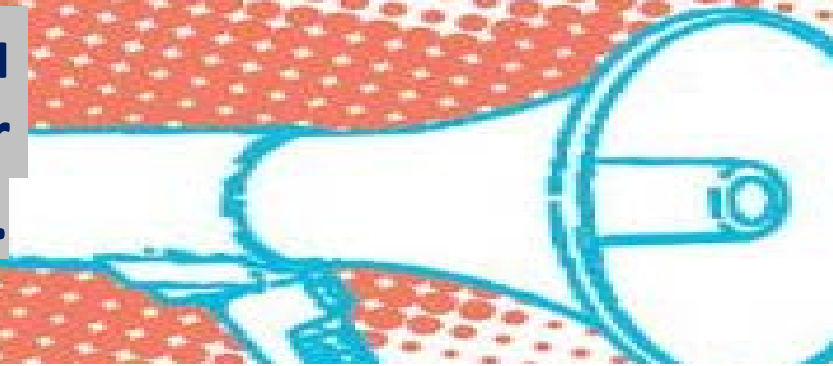




# Calling Out to Calling In

## • RECALLING

- Calling someone out can be jarring and unwelcomed and isn't always the best way to bring attention to a subject that needs to be addressed... 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 not aligned with our values, while inviting them back into the conversation.



# 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



## Ask yourself

- 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







# To Learn More



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<http://www.nmac.org/programs/thecenter/bloc/>





## **NMAC leads with race to urgently fight for health equity and racial justice to end the HIV epidemic in America**

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