



Stigma Reduction Team Training Application FAQs

1) What is the purpose of ESCALATE?

The purpose of the ESCALATE training program is to facilitate transformative and relational change in Ryan White HIV/AIDS Programs (RWHAP) and the communities they serve through deepening awareness of and practices for cultural humility amongst persons with HIV and RWHAP providers, and thereby reducing HIV stigma in clinical settings.

2) What are the goals of ESCALATE?

- Create an environment of psychological safety for persons with HIV and RWHAP providers to deepen their understanding and practices of cultural humility.
- Effectively engage in difficult dialogues with communities and institutions about the influence of race, power, privilege, and identity.
- Identify stereotypes, prejudice, and discrimination as drivers of stigma while learning to recognize and manage unconscious bias, thoughts and feelings that influencing these behaviors.

3) What is the ESCALATE Stigma Reduction Team Training Application?

- You must complete the Stigma Reduction Team Training Application to participate in the ESCALATE Training. This application is used to determine your eligibility to participate and assess your ability to complete the training. The results of the application are transmitted to the NMAC team who will decide your eligibility based on a set of pre-established criteria. Once NMAC selects participants, the Stigma Reduction Team will then continue to the next step of the process.

4) Who should apply?

- ESCALATE seeks to train two important groups working in teams—people with HIV, and people working for Ryan White HIV/AIDS Program (RWHAP) funded organizations.
- Individuals must participate in ESCALATE as part of a Stigma Action Team (see next point below).
- The Stigma Reduction Team includes at least one person with HIV and up to four additional RWHAP staff members (total of five people per team).
 - i. We highly encourage organizations to select individuals who represent members of the population on which your stigma-reduction activities focus as well as people representing a wide range of roles and seniority within your organization.
 - ii. We also recommend that your team include staff who interact with clients, such as frontline staff, patient educators/navigators, and providers.

5) How much time will it take?

- The ESCALATE training is 34 hours.
 - Five-day Training Program (6 hours per day; delivered virtually).
 - Check-In Session One: 2 Hours.
 - Check-In Session Two: 2 Hours.
- Orientation Session (60 minutes; delivered virtually).
- Pre-Work Sessions One (60-120 minutes; delivered virtually).

- On Demand Learning (HIV-E Platform) – Population Specific Modules (60-90 minutes).

Total Hour Commitment: 40 Hours

6) What will I do as an ESCALATE training Stigma Reduction Team participant?

- Participate in a 5-Day Training on HIV-related stigma and strategies to reduce stigma through a cultural humility lens.
- Develop a personal cultural humility statement.
- Develop stigma-reduction action plan for discussing HIV related stigma in your community.
- Participate in two post-training Check-In sessions with ESCALATE Facilitators.
- Implement one goal from your Stigma Reduction Action Plan.

7) What will I get out of the ESCALATE training?

- Training from national stigma-reduction experts.
- Opportunities to learn from experts and other individuals implementing stigma reduction programs. focused on the same populations and types of stigma.
- Ongoing support to overcome hurdles.
- Tools to evaluate your progress and assess improvements.
- Stronger, more effective, more responsive programs.

8) Can my entire organization participate in training?

- Your organization can send multiple individuals to ESCALATE training; however, each team must be partnered with a person with HIV.
- Your organization can also consider applying for ESCALATE's learning collaboratives and technical assistance – both are designed to support organizations.

9) How many applications does each Stigma Reduction Team submit?

- Each team can submit one application per application cycle.

10) How will my application be scored?

- Questions 18 – 22 of the application will guide you through creating a personal statement. Your application will be scored based on the responses to these questions.

11) When is the deadline to apply?

- Each ESCALATE training session will have a different deadline. Please visit <https://targethiv.org/ta-org/escalate> to view upcoming application deadlines.

12) What if I am not accepted?

- ESCALATE is a four-year project through August 2024. If you do not make it this time, you can apply during future program years.

13) Who do I contact if I have questions?

- Please contact the NMAC staff at the Center@nmac.org.

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