

Planning CHATT Webinar Transcript Let's talk about achieving cultural reflectiveness in your Planning Council/Planning Body (PC/PB)!

Alexandra Bonnet:

Hello everyone and welcome to today's webinar. Before we begin, we want to make sure you can listen to today's webinar. So let's check for any audio issues. The audio is being shared via your computer speakers or headsets. If you're having difficulty hearing us, please be sure to check that your headphones are plugged in correctly and or your speaker volume is all the way up.

Alexandra Bonnet:

If you are still having trouble, you can dial in by phone to listen. If you need assistance, please chat the host and we'll try to help you out. [Spanish 00:00:41]

Alexandra Bonnet:

So after checking for any audio issues we want to welcome you all. Hello everyone and welcome to today's planning chat webinar Achieving Reflectiveness Part two A Roadmap to instill cultural responsiveness as a lifelong learning process in your planning council and body. We are happy that you chose to join us today and be part of this webinar series on Achieving Reflectiveness.

Alexandra Bonnet:

I am Alexandra Bonnet: and I am the webinar lead for planning CHATT. Today's webinar will have Spanish simultaneous translation. So before we begin, [Spanish 00:02:26] Amishi If you could go to Slide three.

Alexandra Bonnet:

Thank you so much. During today's webinar, we will explain how to take advantage of learning opportunities to instill cultural responsiveness and create actively inclusive environments in your planning council and planning body. You will hear from presenters with live experience as they share their stories and help us understand the difference between gender identity, gender expression and sex at birth.

Alexandra Bonnet:

Our conversation will go beyond just meeting the Ryan White HIV/AIDS Program Legislation Membership Requirements to discuss innovative ways your planning council and body can engage the community and develop genuine connections with potential members using social media. Next slide please. So today we will have simultaneous interpretation, and I want to walk you all through how to change your channels, your audio channels.

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Alexandra Bonnet:

We will have interpretation available in Spanish. Please choose the desired language and remain on the same channel for the duration of this meeting. If you can, please click on the Globe button on the bottom of your screen and then select the language that you will like to listen in this [Spanish 00:04:04]

Alexandra Bonnet:

Once you have selected a language, click once again and then select mute original audio in order to only hear the selected language. [Spanish 00:04:40]

Alexandra Bonnet:

And so before we begin today's webinar, I will like to let you know that you are all in listening only mode. During the webinar, we will be having polls for you to engage and answer.

Alexandra Bonnet:

We encourage you all to participate and have fun as we learn. Towards the end of the webinar, we will have a question and answer session as well, so feel free to drop your questions in the chat box at the lower left side of your screen. During the webinar, we will compile the questions and address them at the end.

Alexandra Bonnet:

If you have questions after the webinar or have a very specific question you like us to consider in detail, you can always feel free to email us at planningchatt@jsi.com. And for today's agenda, we have already done our welcome and now we will be moving towards the introductions and objectives of today's webinar. Then we will have Marissa Miller: that will give us an overview of the Achieve Reflectiveness Part one webinar.

Alexandra Bonnet:

Then she will pass it on to AJ Scruggs:, who will go over acknowledging that learning is a continuous process. After that, we will have Marissa once again talking about how to build and build a genuine relationship. And last but not least, we have representative from the Boston EMA Planning Council Patrick and Vicki, who will share with us their experience around how they have been engaging the community through social media to build genuine relationships.

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Alexandra Bonnet:

So we will like to start off our discussion of today's webinar with our planning chat project officer, Lennie Green. You will like to say a few words, Lennie.

Lennie Green:

Good afternoon and welcome to the webinar. As you know Part A Ryan White Planning Engages Community. And as a matter of fact, one of the legislative mandates is that the community that is engaged represents the community in local epidemiological profiles. Why? Because it's very important. It's very important to hear from the community in which we serve as well as planners. They point us in the direction of information we need to know. And today we're going to talk about how to engage and maintain those relationships here today. I hope everyone learns a lot from our subject matter experts today and learns a lot today so enjoy and ask a lot of questions. Thanks.

Alexandra Bonnet:

Thank you so much, Lennie, for your words and for today's webinar, I would like to welcome our presenters. First we have AJ Scruggs. He's a community engagement specialist and national trainer for the NMAC Elevate Program. We also have Madison Miller: an SME subject matter expert. She's a capacity coach and CEO of a trans solution researcher resource Center.

Alexandra Bonnet:

Thank you for being here, Marissa and AJ, we also have Patrick Baum:. Patrick is the current chair of the Boston Planning Council. He is a peer support program coordinator and a case manager at the Harbor Care in Nashua, New Hampshire. And we also have Vicki Lee:. Vicki is a second year MPH student of the Boston University School of Public Health. She specializing in health, communication and promotion. She was previously the social media intern for the Boston Planning Council working on their anti-stigma campaign. We thank you all for being here today and welcome. And last, as we all have already mentioned before, we already announced that we were going to have the translation today. But I want it all to tell you all who these folks that are providing translation today are.

Alexandra Bonnet:

They are Diana and Pablo Donatti. They are certified by the federal government and have work with numerous national and international agencies. They work with HIV and AIDS began like in the mid nineties and it has been their passion ever since. They have dedicated time and resources to ensure that language services are available when needed. We thank you, Diana and Pablo, for being here with us today.

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Alexandra Bonnet:

And so by the end of today's webinar, you will be able to utilize strategies and resources to frame cultural competence as a lifelong learning process. You will also be able to recognize the differences between gender identity, expression and sex at birth. Describe innovative strategies used by the Planning Council planning bodies to support community engagement. And my colleague Amishi will be chatting out the evaluation funding to you all so you have it handy and ready to give your feedback.

Alexandra Bonnet:

We really appreciate and welcome your feedback. It is extremely important for us to have your feedback and because it enables us to make quality improvements in our work based on your comments. So please just take a little bit of your time and if you will open the evaluation link that gets chat it out to you all and we appreciate you completing the evaluation in real time.

Alexandra Bonnet:

And now we will pass it to Marissa Miller:, who will be giving us an overview at the Achieving Reflectiveness Webinar Part one.

Marissa Miller:

Alexandra Thank you so much for the introduction and thank you for everyone that has made it. I want to send a special shout out before we get started to all of our friends in Florida that are experiencing the storm. We want to send some snaps of love if you can put some snaps up in the box for the people that are going through it in Florida, if you have supplies that you can sent into Florida once the storm has gone, please think about our family in Florida. So as Alexandra said, we're going to talk about achieving reflectiveness part one. We're just going to do a webinar overview of the information that we went over last time. Now, one of the mistakes I made last time is I wanted to make sure that I offered a more inclusive presentation.

Marissa Miller:

But I will share with you this time that I am going to be doing a little bit more focusing this presentation on trans and non-binary people so that we can ensure that they are at the table and they are part of the narrative and they are the decision makers. Often trans and non-binary people are not the voices. They are people at the tables that are talking for trans and non-binary people.

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Marissa Miller:

And I want to share with you that there are some fantastic people across country that can talk for themselves. Now let's keep moving. Can I have the next slide, please? So achieving reflection, this part one webinar overview what is reflectiveness? And I think in our first webinar we were able to name several different areas that is reflectiveness? I think someone said being thoughtful, someone said looking back, somebody said being mindful.

Marissa Miller:

And I want to share that all of those things are absolutely what reflectiveness is about. And Reflectiveness, it's about not being selfish. It's about allowing the view to not be about you, but to be about others. Membership requirements in the legislation. We talked about it. We talked about differences between culture, responsiveness and cautious humility. And we also talked about meaning involvement for people with AIDS MIPA and how important it is for people that are living with HIV.

Marissa Miller:

Myself who have been living with HIV for 32 years to be at the table. And I'm going to say what's most important for me, after 32 years of living with HIV and 22 years at the table, is that I get somebody else to the table that I am not the only person sitting in the table, that I am not the be all that do all I don't have all of the answers.

Marissa Miller:

I don't have magic for trans people across country. So I can't tell you, you know, how we do that. But I can share with you what is working in Indiana. I can share with you some of what some of my colleagues have shared nationally. But meaningful involvement of people with HIV and AIDS is so important that we have those people at the table, me at the table telling you how you can take care of us.

Marissa Miller:

And when we do that, we ensure that the allocations somebody in a chat box very early on in the chat was asking questions about EMAs and TGAs. Well, we can make sure that the dollars go to their and somebody in the chat box said nothing about us without them. That is exactly what we are talking about. Let's go to the next slide.

Marissa Miller:

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I think people are ready. I'm ready. Reflectiveness. The extent to which the demographics of the PC/PB membership look at the epidemic of HIV AIDS in the jurisdiction. So that's that reflectiveness from the point of what that PC/PB membership does, because they want to ensure that when they're looking at the epidemic from a jurisdiction point of view, that they have the demographics right, that the people that should be at the table are at the table.

Marissa Miller:

Often people are applying for dollars and they are not even taking care of those communities or have staff members on staff that can help them take care of those people. So that's what reflective is about when we're talking about the membership. Next slide, please. So some of the requirements in legislation, some of the bullet points we talked about earlier, we're going to go over them membership requirements and legislation.

Marissa Miller:

Ryan White Legislation requires member diversity because of its importance in helping people identify and address disparities in access and services. Not just access, but services. Once you get through the door, what happens? Once you get through the door and services among affected subpopulations and historically underserved communities also reducing HIV related health disparities and health inequities. It's also one of the four primary national HIV state strategy goals, and thank you so much for its Planning Council planning body.

Marissa Miller:

I am so sorry we use so many acronyms in this business that people will not know what we're talking about. And so I apologize for not telling you what that meant. And so that is exactly it. Thank you for my team that is working with me on logistics in the chat box. Thank you. And then reducing HIV related health disparities.

Marissa Miller:

We talked about that. And health inequities is also one of the four primary national strategy goals. So if we're not doing because a lot of times what happens in agencies, regardless of what the requirements are, legislation's in place. We want to do things our way. We don't want to do things the way that it needs to do. Yes.

Marissa Miller:

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And thank you, Jose and Patrick, for that information and making sure Rebecca had that information. And welcome, Rebecca, too, to the world with us. Let's go on to the next slide. And I love the way the interaction is going on a chat, but please don't wait to the end of the day. Please don't wait until the presentation is over.

Marissa Miller:

Let's let's let's talk while we're doing the presentation so that I can make sure that you have all of the information. Now let's move on to membership needs to meet required reflectiveness required criteria PC/PB Planning Council needs to meet the requirements of reflectiveness. How do they do that? How does the Planning Council make requirements of reflectiveness? One, there are requirements.

Marissa Miller:

There are a certain amount of people living with HIV must be in places of decision. You know, certain amount of people must be on EMAs or TGAs that represent the population. So that's one way we meet the requirements by engaging those demographics, those communities that we know that we have to meet according to the legislation reflected or should not be based upon combined total of HIV prevalence of a prevalence of EMA or TGA.

Marissa Miller:

So to reflect this shouldn't just be based upon I mean, how much HIV is in your into in the particular area in your TGA and TGA is for me it's just transitional grant areas, transitional grant areas. Thank you, Michelle Dawson for putting that information EMAs is eligible metropolitan area and based upon where you are, they bought the same thing right there.

Marissa Miller:

Just name two separate things based upon the jurisdiction or the areas, geographical areas that you might be in. Also, membership should have characteristics that reflect the local epidemic and in your area. So if the epidemic in your area is suggesting that black folk are most impacted by the epidemic, then why don't we have black people at the table if it's showing that we need a Latino?

Marissa Miller:

Are my siblings at the table, then why aren't they at the table? And what happens is sometimes when working at the Federal level, you know, Ryan White is a federal level. When working with Ryan White at the federal level, you must engage community key population leaders. You cannot and you put this in the bank and see if it catches.

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Marissa Miller:

You can not do this work without key population leaders, public health experts. Yes, you are an expert in your area, but you are expert in race. Are you an expert in ethnicity? Are you an expert in gender? Are you an expert at getting the people to the table that are under 25? You know, and so we have to, you know, have the ability and when we talk about cultural humility and we talk about cultural responsiveness, part of cultural humility and cultural responsibility allows you to step back in order for somebody else to step forward.

Marissa Miller:

It doesn't mean that you're not doing a good job because you are doing a good job and you're doing a better, better job as a steward. When you utilize and partner with those agencies, why aren't the expert agencies in your jurisdictions funded? Why aren't the experts in your area able to provide the services to their community, comprehensive services?

Marissa Miller:

The community, is that an infrastructure problem? Is it a financial problem? Whatever those problems is, if we're really talking about ending HIV by 2030, then we've got to figure out what conduit who is the conduit for funding? Because all I hear is what we couldn't give them the money. It wasn't a good 990. We couldn't give them the money because it wasn't faith.

Marissa Miller:

I hear you, Alexandra. Thank you. But what we have to be able to do if we really want to end the HIV epidemic by 2030, is we've got to figure out a way to use nontraditional sources there to my people out there that are doing the work. And you won't find them because you don't trust them. Well, guess what?

Marissa Miller:

They don't trust you either. Let's keep going. The difference between cultural responsiveness and cultural humility. Cultural responsiveness involves developing an understanding of cultures other than your own. That's the hit, right? That culture of responsive enough involved developing an understanding of cultures other than your art, but you can't just stop right there. Such knowledge is important, however, when based on training sessions and academic learning rather than lived experience, it can

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lead to stereotyping or assuming that everyone from a particular cultural background has the same beliefs and the same behavior.

Marissa Miller:

All black folk do that. All white folk do that. You know how we get the time with that's the black. I mean, we have to be very careful, be very careful that we are being culturally responsive to the communities that we are socially, that we are being culturally responsive to ourselves so that we can offer the work to people.

Marissa Miller:

Let's go to the next slide. Culture of Humility focuses on increasing awareness of culture through ongoing personal reflection and co learning and co learning. Cultural humility. Don't come by yourself. Cultural Humility Have a have a contingent. It has a contingent on it of co learning along with people from other cultures. If you're not learning with people from other cultures, you know you're only sitting with the same people at lunch.

Marissa Miller:

You are only I mean, I don't want to, to negate it to just those small things. But cultural humility lives outside of the work culture. Humility is how you navigate. And so if we are only learning from people, that's just like transpeople. I have to teach my trans siblings all the time and non-binary siblings. Is that what I want to learn from CIS?

Marissa Miller:

Well, we don't want cis folk up in here. Well, I beg to differ, because if we don't utilize the voices, the knowledge to access the privilege of cis allies and ally is a verb for this purpose. In this conversation, then we will be just having very limited learning, very limited access, very limited resources. If we don't co line with other people, it means seeing people from other cultures appears.

Marissa Miller:

It means seeing people from other cultures as peers, not just seeing them as this is the outreach worker that this they're that this got one minute let's keep going. You guys see this? We're going to send all of these life out to you at the end of the thing, meaningful involvement with people with AIDS. MIPA let's keep going.

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Marissa Miller:

And so three levels, A, three levels of benefits from individual community and organizational. Let's talk about those three really quick. I've got 60 seconds and I'm going to squeeze them all in. Let's keep going. And so benefits of participation, what people are age, perspective of people with age. You get their perspective. They know what the people with that they know how to check you all really see.

Marissa Miller:

They know what quality management look like. They're going to help you on the needs assessment to tell you the questions as good at the questions as right. If the questions should be done differently, they conclude that the stipend is not enough. They also consider you about the barriers that you can run into when you go out to the community.

Marissa Miller:

And then they in the center, they're the community center. You'll see how the benefit of it is. Everything is surrounding around the community. Let a person that has the benefit of having people with HIV involved in your programing and in your work. Let's keep going. Yes, listen, I did it. I got it all done. And so, listen, I want to encourage you I really want to encourage you as those slides are coming out and our team are able to send us slides, actually to look back over those, to spend some time with those slides, make those slides your own and retrain those lives in your agency so that your team has the opportunity to practice cultural humility and cultural responsiveness. Now, listen, y'all are ready for my partner, my friend, my sibling, the amazing AJ Scruggs:. He's coming all the way from Philadelphia, Pennsylvania. They're doing some amazing restorative work up there. And so I'm so excited to introduce my three and my colleague, my sibling age group that he's going to be talking about learning a lifelong process.

Marissa Miller:

So you just don't get to learn once. He can tell you how you got to continue the learning process. Go ahead, AJ All right.

AJ Scruggs:

All right. Thank you so much, Marissa, for that lovely introduction. You are the best. So I want to get this started by giving a quote that I kind of live by. Change is a process, not an event. So change will happen. You just have to keep going. And it's not just one. It's not going to be a one time thing.

AJ Scruggs:

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It's it's a continuous process, just like learning. If you're not learning and growing, you don't have a pulse. I'm just saying. So we're going to get to that first slide and we got to open this up with a little bit of an activity in the chat for folks. So we're going to open this up with a little bit of a discussion in the chat.

AJ Scruggs:

I want I want you all to tell tell us a little bit about your planning body or your planning counsel. And I want you to consider the following while you write your answer. What are the most important success factors for new member orientation and training? What are the five, four or five things that contribute that comes out that contribute most to of members becoming actively engaged with the Planning Council or the planning body, and also to continue them being an active member.

AJ Scruggs:

Let me see your answers down in the chat. I'm actually going to dove a little bit further into that question for a little bit of clarity as you're writing your answer in the last webinar on Achieving Reflectiveness, we had to think about, well, which required membership categories where A had been hard for our jurisdictions to feel. For some jurisdictions, they may have been transgender men, transgender women, non-binary folks, as an example.

AJ Scruggs:

Today we would like for you to consider what are the four or five most important things for a new member orientation and training that will contribute contribute to them becoming actively engaged in your plan a body our council we see have we have some responses in there. Latinos may speak Spanish, but we have diverse cultures with similarities, but we are diverse.

AJ Scruggs:

Organizations often fail to see this and address it as a need. We are definitely going to get into that. Thank you so much for that, Anna. That is awesome. We are definitely going to touch on that. Let me see what else we have. Inclusiveness, clarity, patience, clarity. I clearly articulated goals and objectives. Time to answer questions, all of these things and you see mid sort of consistent check ins beyond the orientation.

AJ Scruggs:

Hello, these are such good responses. I appreciate all of you for actively getting engaged with me. And we're going to slide to the next slide either, okay. To instill cultural responsiveness as a lifelong, lifelong

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learning practice, sorry, we have to acknowledge that people from every culture need to learn need to learn from other groups. Cis people need to learn from trans people.

AJ Scruggs:

Trans people need to learn from cis folks. Ethnic, ethnic, different ethnic groups and backgrounds need to learn from different cultural things that are appropriate to do in different spaces, to be respectful of one another, to kind of build this very cohesive environment of respect and inclusion and dignity. There can be a misconception that only people that are not from certain populations are the ones that need this information and more understanding about a particular culture of a target group.

AJ Scruggs:

So there is this very big misconception that trans people don't need to be educated on other trans folks. We are not the end all be all of my personal lived experience as a trans man, as a black trans man, is different from another black trans man experience. I may have had access to education where this person may have had to struggle and may not have had access to anything past a high school education as an example, to different people, very similar experiences, totally different backgrounds.

AJ Scruggs:

So we have to be able to acknowledge that and learn from each other because where somebody can be street smart, somebody can be booksmart come together, powerful, powerful combination. We can all escape the social constructs we grew in and the impact that this can have on our knowledge and perceptions. A perfect example. I'm very transmasculine based with my advocacy.

AJ Scruggs:

I am very that. But if I did not learn about the experiences of trans women and especially living with HIV and the things that they had to endure to gain access to care, the stigma that's around living in certain buildings, things of that nature. I had to be culturally sensitive and aware of these barriers. And also in order to serve my transmasculine community, because I also want to consider these things may be going on simultaneously for trans women.

AJ Scruggs:

Okay, we're going to move to the next point, which is to take advantage of the teaching and learning opportunities to promote some promote and practice gender affirming care. And we're going to get into that next step in that definition on the next slide and actively inclusive and violet creating the space. Next slide, please. Oh, there we go. Sorry.

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AJ Scruggs:

Go back for me now. Gender affirming care. Gender affirming care is any combination of social, legal or medical measures that help people feel happy, healthy and safe in their gender. Gender affirming care takes a holistic approach to making sure a person's mental and physical needs surrounding their gender identity and expression are met. I have to feel safe in order for me to get the care that my body as an AFAB person.

AJ Scruggs:

I'm using the term, which means that I am assigned female at birth, which comes different comes with different care than somebody who is the assistant or man who is assigned male at birth. Next slide, please.

AJ Scruggs:

Inclusion is has a couple of little tidbits on the side here. It's active, intentional and ongoing engagement with diversity, including intent, intentional policies and practices that promote full participation and a sense of belonging among all members of a group or organization. It starts with engagement. You got to build trust. So a prime example of a person that brought me into this training, Marissa, she believed that I needed to be a part of this as well.

AJ Scruggs:

Bringing somebody with my lived experience brings a little bit something different because she cannot speak for trans men because she's not a trans man. And also, the feeling of being safe in building trust within community is very, very important. We have we have to have the trust of the people that we serve, because if they don't trust us, they will not come to us.

AJ Scruggs:

And that's period. And also recognize that this is a voluntary thing. People's time matters. So when time is not respected, you know, their presence isn't respected. They will voluntarily leave. And if you're running into that problem, it's time to check if they feel respected at this table. Next slide, please.

AJ Scruggs:

All we get to the pretty slide.

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AJ Scruggs:

So if you haven't figured out, I'm really, really animated. So the gender unicorn horn is here to help you understand a little bit more about different terms and things that that you hear when it comes to somebody being people's gender. Period.

AJ Scruggs:

Okay.

AJ Scruggs:

Let's get down to the basics. So gender identity, gender identity is one's internal sense of being male, female, neither of the both or another gender. Everyone has a gender identity, including you. For transgender people. Excuse me? For transgender people. Their sex assigned at birth and their own internal sense of gender identity are not the same. Female woman and girl and male man and boy are not necessarily linked to one another, but are just six common gender identities.

AJ Scruggs:

These are the ones that we hear commonly throughout culture. That is that's what we grew up on. A lot of times it's either man or woman. That's what we know. That's what it is. No, it's not what it is. It's what folks tell you it is. And if you respect the human life, it's definitely it is what it is.

AJ Scruggs:

And get we're going to move down to gender expression, which is how that man, woman or person expresses themselves, the physical manifestation of one's gender identity through clothing, hair style, voice, body, body shape, etc.. Many transgender people seek to make their gender expression or how they look match their gender identity, which is who they are, rather than their assigned birth sex, which is what they were assigned at birth.

AJ Scruggs:

And there's a reason why we use the assigned at birth, because that's not a personal identifier. It was given. It was assigned to you. It was not something that you chose or something that you felt that you could declare. It was declared for you. Okay. Getting down to assigned sex at birth. So the assignment

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and classification of people as male, female, intersex, or another sex based on a combination of anatomy, hormones, chromosomes.

AJ Scruggs:

It is also very, very important that we don't use sex because of the vagueness of the definition of sex and its place in transphobia. Okay. But do I need to read that last one over again? Let me. Matter of fact, I'm going to do it anyway. It is important that we simply do not use sex because of the vagueness of the definition of sex and its place in transphobia.

AJ Scruggs:

That is a practice to take home. Please. Chromosomes are oft are frequently used to determine sex from a prenatal of prenatal standpoint, although it's not. It is not as often as you. And it's failure. So there are times where people want to know their the sex of their child prior to prior to them being born. But then there's also the it's a boy.

AJ Scruggs:

It's girl. We have something else going on here. There. There are different ways that that happens at birth. So we're talking about your doctor's determination, your and then the chromosomal difference. Now, are we getting down to the orange section? It's real pretty. This is a real rainbow, by the way. Physical attraction physically attracted to is sexual orientation. It is important to note that sexual and romantic emotional attraction can be from a variety of factors, including and not limited to gender identity and gender expression, presentation and sex assigned at birth.

AJ Scruggs:

Now, a good example of this is I have always personally identified as somebody who is bisexual. When I first came out, I then developed and learned that the word queer more fit me because I do not date heterosexual people, so I'm not pansexual. I had to learn who my attraction was to. So who I go to bed with is not who I go to sLee:p with.

AJ Scruggs:

My gender identity is completely different from who I go to bed with. If that makes sense for the folks in the back which I can. Gotcha. Gotcha. Gotcha.

AJ Scruggs:

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Emotionally attractive. We are at the last one romantic emotional orientation. It is important to note that sexual and romantic emotional attraction can be can can vary come I'm sorry can be from a variety of different factors including and not limited to the same thing as above. Okay. I don't want to have to do that again. Next slide. We are given a quote right here.

AJ Scruggs:

Words have power and we have the ability to define reality. For we have the ability to define reality for ourselves and for others by shaping the collective ideas, beliefs and perceptions. My grandmother used to say, Soul man, think of Sosie and I would like to think that that's how I became this trans person, because I didn't see trans people.

AJ Scruggs:

I had to become that. I had to be able to say, I defy the rules that are set for me in life. So respect. If you weren't taught to, respect the trans person, you can change that. You can teach yourself. You can learn. It takes that step forward for you to want that change. Next slide.

AJ Scruggs:

Okay. Some of the things that we can do to instill cultural responsiveness as a lifelong practice is active and intentional and ongoing engagement with diversity, including intentional policies and practices that promote full participation and a sense of belonging for everybody involved. Invite them, invite folks to the table, invite and create an environment for them to feel comfortable and also to remember to use terms that members prefer when referring to them.

AJ Scruggs:

Nobody wants to be called an eggplant when they are a piece of celery. Very short and to the point you want to be respected as you respect others and create that environment and do it into practice. Put it into practice. Are people different in how they are, how they want to be described? Whether it is I'm sorry, whether that means that their name, the name of their racial or ethnic group, cultural group or gender identity and and an inclusive planning body or a planning council.

AJ Scruggs:

Everyone respects the words people use to describe themselves. Members should feel comfortable reminding others of these preferences and being reminded, Oh, I'm sorry, my pronouns are X, Y and Z. Oh, I'm sorry, I meant X, Y and Z and go on. We don't want to harp on it either. That's another tidbit for you. Planning. Body Planning. Body leaders can help all members understand why these terms are

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important to people and ask what times individuals prefer and encourage them to use them constantly when referring to them.

AJ Scruggs:

Next slide. All right. We came down to it. These are the last few steps. So these are just some steps. Again, we are going to go over you're going to get these slides as well. So those steps towards creating actively inclusive environments through gender affirming practices have LGBTQ services provider, offer orientation on pronouns, have a subject matter, expert do do the subject matter.

AJ Scruggs:

Expert work include include that in member orientation at the first meeting for new member spend time to spend a few minutes discussing why these terms matter and ask both veteran members to share their their preferred terms or their terms and the terms that bother them and why you want to dig a little bit deeper also refer to them members by their gender or their gender neutral pronouns.

AJ Scruggs:

She her hers, he him his day, them theirs, etc. Some planning body members and staff also make sure that they are putting their their stamp, their pronouns and their email signatures and take cards. That's important, too, because people see them constantly so they know how to refer to somebody if they are unsure. Next slide. Okay. We're getting down to the last two.

AJ Scruggs:

We're going to ask about preferred language for members of racial and ethnic groups. This was mentioned at the very beginning of this when I asked, this is a part of it. There are regional, generational and personal differences in preferences. For example, Latino versus Hispanic and African American versus Black. Many Ryan White HIV AIDS programs use both, and many of the asked members for a from transgender experience what they identify with, whether it's trans, transgender or another term.

AJ Scruggs:

And I believe that is the end. It is. I'm going to pass it back. Thank you so much.

Alexandra Bonnet:

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Thank you so much, AJ, for going over on how to instill cultural responsiveness as a lifelong learning process. I hope this is helpful for all of you. And now we will have Marissa Miller: again who will go over how to build trust and genuine relationships.

Marissa Miller:

Marissa And hey, I'm back. AJ Let's then the way that you explained that, thank you. A lot of times we don't have the language to really talk and to really explain things. So thank you for explaining who you got a better and then who you got to bed with. I think that is the way that people can take away a way to have that conversation.

Marissa Miller:

So how we build trust and genuine relationships, let's talk about that among the trans and non-binary community. How do we build trust? How could you diversify your network authentically? A poll will pop up on your screen. Answer that question for me. How could you diversify your network? But the key to it is authentically not just how can you diversify your network, but how can you diversify your network authentically?

Marissa Miller:

Take this with you. The diversity is checking the box. The inclusion is knowing who you check the box with. So put that answering your chat box for me at the polls. We're going to pop up on screens, but put that in your chat box for me and then let's keep going. How could you diversify your network authentically? Who would be a part of that team?

Marissa Miller:

How would you go get that team? What would you use to get that team? What tools that you use to get that team? Let's go to the next. So I want to go to the chat box and I want to look at give you all a chance if you could just. Okay, here we go. I see people saying, give me a minutes to get it.

Marissa Miller:

People with lived experience hiring, people with lived experience. Thank you, Michael. I'm going to wait on a few other people to answer that question. How can you diversify your network authentically, go out into the community and involve people in the community with street cred? Jose, I like this street credibility. Don't come in my hood. Don't come on my block talking about nothing unless you have established a relationship that says that we did it.

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Marissa Miller:

It said, build a mutual relationship. Think about long lasting relationship. It acknowledged that our voices are important. So let's say I appreciate you saying that. How do we diversify our networks authentically? We reach out to community. Our key population leaders are public health experts and subject matter experts. We spend time getting to know each other doesn't mean we just reach out to them.

Marissa Miller:

We tell them about this event. We want them to come, and then we invite them to sit on a panel. We don't pay them and then we don't even get to know them, get to know the people that you are going to work with, because I tell you what will happen. It will work in concert with getting the work done.

Marissa Miller:

You have HIV numbers. You need to reach for testing. Get with a key population and leader. You need to get people linked to care that are not linked to care who are not in progress. Get with a key population. Hire a key population to do that and acknowledge the burnout is real. Stop calling me all the time.

Marissa Miller:

Please learn to call on your other local key population leaders. As a public health expert, we get tired. As a public expert, we sacrifice family. We sacrifice a lot in order to do the work because it's our gift but promote and build foundations for future generations. You got those young people up in your agency that. You don't want to be bothered with that.

Marissa Miller:

You borrowing from your institutions that you saying that you can't handle because we're not trained in trauma informed care, how can we lead people to sustainability or how can we lead generations and future generations to foundational but solid foundation if we not navigating through diversity is checking the box inclusion. It's knowing that we check the box. What purpose?

Marissa Miller:

Why did you check the box of me? What was it that I brought to the table that made you want to have me give people that was black I was trying for give me my credibility. Give me give it to me. You don't have to be that. I was smart, intelligent. I had a college degree. I was black and trans.

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Marissa Miller:

So I am valuable to the team. Let's go to the next slide, please. And the optics and the diversify your network, you know, identify some types of diversity issues. You see LGBT members, you see terms of reference, you see language, immigrant communities of color, cultural competency, humility, LGBT. Put all of that together. Like what are the terms of reference that we use when we're relating to communities?

Marissa Miller:

What is the love language that we have? How are we integrating immigrants in our work? And then what do we have? Communities of color is not that we're serving, but then we also have on our staff and listen, black and brown trans people always come to the table with all of the tools. But what you can call me for if they help you train and give them ready for the workforce development at Transocean's Research and Research Center, we don't focus on HIV.

Marissa Miller:

We focus on taking care of people who are HIV positive by giving them a chance at an equitable opportunity. Because a lot of times when I'm Ryan White, you don't know that you can make money. You think that you can't do nothing but sit on your ass and get services. I beg to differ that there is some education that we have to do to get people encouraged.

Marissa Miller:

Think how much better and how much easier and less stressful our jobs would be if our clients that were on Ryan White and Indiana, they can make up to \$41,000 a year. I got a job for them. I put that behind in a seat and they work. Think of how less they would be pulling on different systems. They would be helping us educating and building systems.

Marissa Miller:

Let's go to the next slide. So P.W. H, commit to treatment and prevention fully only when people with HIV. I just want to give you the for people with HIV commit to treatment and prevention fully. Now they commit, but they might not commit fully only when there is a commitment to involving and engaging them authentically. They talked about that and they talked about how are you navigating through trans and non-binary people?

Marissa Miller:

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Who are the people that they see when they walk through the door? Why aren't you funding those agencies that are going to engage them authentically where they feel safe? AJ also talked about safety. Nobody coming. They know where, where they're not safe. So we have to make sure they're safe. Let's go to the next slide. Boston, Emma finding out.

Marissa Miller:

No, no, that that's not me. That's fact. That's our next, my next my very, very good friends, Patrick and Vicki. But I also want to say in closing and Alexandra, thank you for keeping us on track. You are doing an amazing job. Can we put a thumbs up in our chat for Alexandra? She has done an amazing job with planning.

Marissa Miller:

Chad, making sure that we have the information. I'm telling you, I've never met a more thorough role project coordinator, and she has been amazing at making sure that we can get to turn. Her and her entire team have done an amazing job. Now my good friend Patrick and Vicki are going to talk about the Boston EMC Planning Council, someone know and love and anti-stigma campaign, some of the work that they did.

Marissa Miller:

And I'm so excited to hear that. Listen, guys, I'm going to be off camera, but I'll be back at the end for questions. And again, hire with intentionality, navigate with intentionality, diversity. This check the box inclusion. It's not why we checked the box. Patrick and Vicki take it over.

Alexandra Bonnet:

Thank you so much, Marissa, again for your energy and your knowledge and for being part of this webinar. And now we will have our jurisdiction spotlight with a chair from the Boston EMA Planning Council, Patrick Baum: and Vicki Lee:, and intern who worked with the Boston Planning Council. Previously, Patrick and Vicki will share with us today their experience working to develop reflectiveness, but by using social media as a tool to build genuine relationships.

Alexandra Bonnet:

Take it away.

Patrick Baum:

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Awesome. Thank you so much. Hi, everybody. My name is Patrick Baum:. I am the current chair of the Boston Planning Council. I am from New Hampshire and I'm actually the first New Hampshire to be on the Boston Planning Council, the chair of the Boston Planning Council. So I'm very grateful for that. Today we're going to meet and Vicki and I are going to be describing the HIV anti-stigma campaign and the use of social media to engage different audiences.

Patrick Baum:

Next slide, please. We've utilized social media over the past few years primarily as a tool to reduce HIV stigma, but it also has led to recruitment of more members, which is great. Before getting into some of the social media examples, I'll tell you about the Someone You Know and Love campaign. So in 2020, the Consumer Committee, which is one of five of the subcommittees of our council, created a campaign idea in order to confront and dismantle HIV stigma.

Patrick Baum:

They named it someone you know and love. Our hope was that our audiences will think about the people they know and love in their lives and realize that they may already have a close relationship with someone and love someone with HIV. Next slide, please.

Patrick Baum:

So the first planning around the campaign was creating a film. We wanted to ensure this film was reflective of various groups that are affected by HIV. We were able to portray the intersections of HIV in women, black and Latinx folks, people with disabilities, folks from different generations of the epidemic and representation from the Spanish speaking community through use of subtitles.

Patrick Baum:

These are all the photos of the people that were in the film and everyone that we shared their stories and the majority.

Patrick Baum:

Of those in the film are.

Patrick Baum:

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Also on the Planning Council. Next slide, please. So in addition to the film, we hired a web design company to create a campaign website where the video would live along with everyone's biographies. The committee worked with this company to create the vision, the content and color scheme. And you can see here on the social media, on the media page that we link the website to the film and our Instagram page.

Patrick Baum:

Next slide, please. And speaking of Instagram, in 2021, we hired an intern and intern to create our Instagram page in order to further disseminate the video to broader audiences. As you can see, our page has a link to the film in the bio, and the page has allowed us to interact with people who ask questions about the experiences of people living with.

Patrick Baum:

HIV.

Patrick Baum:

As well, share their own experiences with stigma and our.

Patrick Baum:

Next slide. All right.

Patrick Baum:

So this year, we decided to focus our attention on high school students. We hired another intern, Vicky, who's here with me, who helped create as a tick tock account, knowing that most young folks are not currently using TikTok or actively using TikTok. Our account is linked to the Instagram so that was posted on TikTok can be shared to Instagram to maximize viewership.

Patrick Baum:

We also tried to incorporate the use of our account into high school storytelling sessions, and Vicky is going to tell us about that right now. So I'll take Vicky can take the next slide. Thank you, Patrick. Yes. Everyone said my name is Vicky. I was the social media intern last spring. So this past year has been a great time, so thank you all for inviting me to come here.

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Vicki Lee:

But as Patrick said, we decided to create TikTok account to reach a younger audience of high schoolers in two ways. One, through creating Tiktoks in general about HIV stigma. And two, through creating Tiktok's associated with high school panel. So during my internship, we hosted for Educational Storytelling sessions where diverse members of the community living with HIV spoke on panels of high school health classes.

Vicki Lee:

At those panels, we advertise a tiktok contest, the poster which you can see here. To encourage the students to really think about what they've heard. Exercise some creativity. And hopefully create more anti-stigma content in the taxpayer. Unfortunately, we did not get any entries, but actually due to a number of reasons like not having enough time, not feeling confident enough to create content or a general lack of knowledge about HIV.

Vicki Lee:

So I recap this experience with the HIV panels through a tik tok, which you might have seen on the last page because it was also reposted on her Instagram page as a reel. After that, we created another TikTok with the mayoral liaison for the Planning Council, where she reenacted scenarios of how people might be perpetuating stigma around HIV and their everyday words, actions and attitudes.

Vicki Lee:

So I provided a visual guide on how to eliminate stigmatizing behavior or words that you might be using without knowing. Next slide, please. So as I was leaving my internship, I want to make sure the Planning Council had a place to start. Should they hire another social media or communications intern? So I created a communication plan outlining clear objectives, a target population and key phrases and a half starts to use.

Vicki Lee:

This communication plan also helped highlight areas that the Planning Council may need to figure out moving forward. So these are just areas that maybe we weren't so clear about and we needed more clarification on. So one, my first recommendation is to really solidify your key messages. These key messages are what you'll repeat over and over again on social media and will help you in building up your brand as we'll talk about later.

Vicki Lee:

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Figure out your key messages early will help you figure out your scope and make sure you don't say anything off brand and make it easier to create content, especially for Tik Tok, because usually you can adapt whatever your key messages to whatever trend is going on at the time. So if you're not familiar with TikTok, a strategy on how to really get a following is you want to find a popular audio that a lot of people are using and then just adapt that to your own situation and create your own text with that in order to really take advantage of your app of the algorithm on Tik Tok.

Vicki Lee:

So they'll push your body out to more people. However, a word of caution if you decide to use Tik Tok, you want to make sure you're careful that the audio trends and language that you use if they have a specific cultural context, because sometimes you want to jump on a trend because you see everyone else doing it, but it might have a deeper meaning than you think.

Vicki Lee:

For example, some audio files were made to highlight the key movements like Black Empowerment, Black Liberation and Black Excellence, or have been historically used that such. So if you want to use it to put like a funny little dance on it, it would be grossly inappropriate and kind of insensitive to do so. Likewise, non-Black non-Black Gen Z members have a terrible history of appropriating AAVE or African-American vernacular English words and phrases used in black culture and communities.

Vicki Lee:

So when you're going out to Tik Tok sphere, it might be tempting to speak the language of the youth, but You have to realize that the language of the youth has most likely been culturally appropriated black communities. The second recommendation I have is because this the utilizing your social media platforms. So the most important part of establishing a social media presence is to not let remain stagnant, especially once you've gained followers and continue to gain followers.

Vicki Lee:

So people want to follow you for the Bible, updated information and resources you provide. So you want to make sure that you consistently push that out so they have something to see. Pushing out content every week may seem hard, but that's why it's recommended to reuse content. So a YouTube video can be spliced into shorter clips to use as Tik Tok or Instagram reels.

Vicki Lee:

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So for example, with the someone you know and love clip longer video, you may be able to cut out sections a lot to use in separate posts on Instagram or as Tik Tok. Right now, the Boston Planning Council uses Instagram, YouTube and TikTok, which are very visual platforms. But if you're going to start with social media, it's recommended to connect with your audience where they are.

Vicki Lee:

So for example, for example, here in Boston, the Haitian Creole and Cape Verdean communities in Boston, they use Facebook more than any other platform. Immigrants or international communities might be more attracted to WhatsApp or WeChat. You'll probably find college students using GroupMe or Discord. I know I'm like dropping a lot of names there, but that's just like an example of the different platforms you could be using to connect with different communities.

Vicki Lee:

The next recommendation, which I believe Marissa is talk about, is working with local influencers. So if you're having trouble figuring out and pushing out content and creating contact your own, you want to find local public figures who might be related to your mission and ask them to partner with you. So this could look like an influencer reshare your content and tagging account or they're just straight up creating content for you.

Vicki Lee:

Either way, you reach a bigger audience and you get more interest in your organization. So, for example, if you're trying to engage with the transgender community, you can partner with a trans identifying influencer as a part of feature people in your social media that represent the audience that you're trying to recruit from. However, and I believe Marissa talked about this earlier, you want to make sure your partnership is truly equal and not exploiting your influencer and not tokenizing them.

Vicki Lee:

If you want to reach a more diverse audience, make sure you are just checking a box and putting the burden of work on your influencer. Too often we see that smaller black and brown creators do a lot of unpaid labor for bigger organizations. So, as AJ says in the chat, please support your collaborators and compensate them appropriately. It might be tempting to ask them to do a lot of work for that for you, but compensate them it's only fair.

Vicki Lee:

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Lastly, when people see your content, their first thought must be Oh, that's the Boston Planning Council. They do X, Y and Z. You must be visually recognizable and recognizable by mission. So what you see when people see your content, you want to make sure that like they use the same fonts, the same color, the same logo so people can see it and be like, Yep, I know who that belongs to.

Vicki Lee:

You can more easily gain entries if you have people in the community who are able to speak clearly and concisely about the work you do, which is why it's important to have those key messages solidified as well as a position statement or an issue statement. So an example of an issue statement is like what do you what is the health problem that you're trying to tackle or what is it that you're trying to say?

Vicki Lee:

For us, for the anti-stigma campaign, it was HIV stigma can lead to harmful negative effects for those living with HIV. Historically, people with HIV have been denied access to services and opportunities because of their status. And that's why. And that kind of leads you to a position of branding statement. That's why we as a Planning Council wants to encourage people to not use stigmatizing language, or that's why we want to share with high schoolers what it's like to live with HIV.

Vicki Lee:

So once you get that figured out that it's easy for people to be able to spread your message and, you know, you can get more partnerships. So overall, the key message I want to leave you with is that social media is a useful tool for recruitment. Retention, but you also want to make sure that your space is inclusive.

Vicki Lee:

So on social media, you can present yourself as like, yes, we're this great organization and we do a lot of great things, but you want to also make sure you do that in practice as well. So if you want to attract and recruit more trans identifying individuals, make sure this is trans inclusive like what they said earlier. Having practices like introducing gender pronouns, having gender neutral bathrooms in your buildings, using folks and people and individuals than boys and girls, ladies and gentlemen, or other gender, gender language.

Vicki Lee:

So now I'll pass it back to Patrick.

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Patrick Baum:

Thank you so much, Vickie. That was great. So I'm going to.

Patrick Baum:

Talk about some of our successes and some of our challenges with that, with the video and the use of social media. So some of the successes, we were able to actually recruit at least five new members through social media and the campaign. So quick example, one member saw the video through the mayor's office reposting our film back last summer.

Patrick Baum:

We had an event at the mayor's office in Boston where people from the public were able to come in. And so she saw that and she contacted our recipe and found out how she could join the council. Another person stated that getting involved in the campaign outreach efforts was a major factor in his decision to join the council.

Patrick Baum:

We've been able to have conversations with folks on pages that serve to educate folks that would otherwise not know anything about HIV stigma. Um having interns like Vicky. It's been a huge benefit to the council. They're often young and bring us a wealth of knowledge and how to use technology in innovative ways. A couple of challenges that we've had.

Patrick Baum:

Will assign an intern to create the page, and once they're gone, there is not a lot of enthusiasm from members to keep the momentum going and post new content. And not a lot of members have expressed interest in being featured in Tik Tok videos. I think I'm maybe one of the only ones that have expressed an interest and so I'm hoping that this will change since we've recruited 17 new members.

Patrick Baum:

All of them are in their twenties, which is great. Next slide. All right. Well, that is our presentation. Thanks again for allowing us to share our work. Here's the contact information for both the Boston EMA and as well as Vicki. And if anyone has any questions, I know I'm not sure how much time we we have, but if there's enough time, we can show the video.

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Patrick Baum:

It's 2 minutes and 34 seconds, long as like kind of like a small clip.

Alexandra Bonnet:

Yes. We're going to head to the Q&A section. But if you want, we can move for we have some time left. So, Amishi, if we could go to slide the next slide and just go ahead and present the this is the trailer of the Someone You Know and Love campaign. And we want you all to just stick with us and watch it and enjoy it before we go to the Q&A section.

Patrick Baum:

I do have one suggestion. If we could.

Patrick Baum:

All turn off our cameras, because I know we played this before when everyone's cameras were on and it was lagging a little bit. So if everyone would turn off their cameras, that would be great.

Alexandra Bonnet:

Thank you so much, Patrick, for that.

Video

In the eighties and even into the nineties, people were very, very silent about this. You didn't hear about it from the government. You heard about it through stories. What did he know from HIV other than what he had seen in the media and the first thing that he thought was about the movie Philadelphia. And he was worried is that it was going to happen to his dad, said, they're looking for somebody who's willing to talk.

Video

It could be newspaper, it could be television. And I said, You mean I'm going to be on TV? And I vividly remember going, Oh, hell yeah, I'm all in. I think it's going to be great. And the headline in the biggest font I ever recall seeing was Local Boy has AIDS. There was a lot of things like that that people said in and did.

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Video

That created a stigma. I began to notice how these narrowed perspectives create barriers on how we interact with one another. We knew that we could only look to ourselves, to each other for comfort, remembering that I wanted to be a voice for a voiceless community. That bell rang real loud to me, my competing as an advocate. [Spanish 01:08:15] It is my sincere hope that my daughter's generation does not have to experience even a tiny portion or a subset of the way things were before us in the earlier days of this. We share those stories of hurt to find commonality with one another and to ensure that it never happens again.

Video

You can live and live productively and have a whole life and HIV positive and have relationships and all of that. And that's a beautiful thing. There's only one life we want to live it. We might as well live it the way you want to live it and be happy. It's been almost 40 years since the height of the epidemic and, yet many of the challenges still remain.

Video

These stories are just a few of the examples of perseverance, strength, and love.

Alexandra Bonnet:

Thank you so much, Patrick and Vicki, for sharing your presentation and the work you're doing with all of us. I hope that the audience enjoyed that trailer for the full video where we will go ahead and send you again the link. Leon has chatted out the link. I will go ahead and chat it again and now we can move forward towards the Q&A question and answer section.

Alexandra Bonnet:

So if you have any questions that you haven't been able to chat, go ahead and feel free to chat in questions. I have some questions that have been going through the chat box and I could go ahead and start with one while the rest of you think if you have any other questions. The first one is what? What does the stand for TGA?

Alexandra Bonnet:

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I know that we've been chatting out some of the the meanings or the definitions of the acronyms, but I will go ahead and chat resource that's available for you to just navigate go in and read a little bit more about the background on EMA and TGA definitions.

Alexandra Bonnet:

Is another question around another acronym? You're going to see that we use a lot of this. What does PIXI and PB stand for? I always try to say the whole word, but PC/PB stands for Planning Councils Planning bodies. And I see here another question regarding the slides you all have available, the slides in English and Spanish as well as the recordings in both languages at our website that will go up or we will be sending to you all a reminder of these resources through email as well as and as our website.

Alexandra Bonnet:

Target HIV. So I'll give you all one more a few more minutes to see if anyone else has questions for our speakers. Okay. So no question, says Jose, but he wants to congratulate us all. Thank you so much, Jose. And you've been working. Kevin says that you've been working with developing an acronym dictionary. Thank you for sharing that resource.

Alexandra Bonnet:

Kevin Thank you. Jose I really happy that you enjoyed it and it was useful for you. Marlene has a question for Patrick and Vicky says, How was the video funded?

Patrick Baum:

Off the top of my head, I learned how it was funded. I know Leann's on this call. I'm not sure if she knows, but I can tell you that the participants were members of the council. Some of them are past members, and some of them are actually current members today Leon. Do you know how the video was funded?

Leanne Hope:

Hi, everyone. I am the Boston EMA's one of the PC staff and I believe it was used with Ryan White dollars. I know we work with the Boston Public Health Commission to get the use of those dollars and approved it. It predated my time working with the Bosnian side, so I'd have to check, but I believe we were able to use my dollars for this.

Alexandra Bonnet:

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Thank you so much, Leanne and Patrick. Any other questions? Thank you, Kevin, for sharing the resource for the acronyms. Okay. So if we don't have any other questions, I would like to move forward with our last portion of the webinar and I hope you all enjoyed the campaign trailer as well as I did, and thank you so much, Vicki and Patrick and Marissa and AJ for being here today.

Alexandra Bonnet:

Before we go, I will like to hear your feedback about today. I know that you've been chatting about this, but it is important to us because this helps it helps all of us make quality improvements in our work based on your comments. So if you will please answer this, Paul, how satisfied are you with today's webinar? Very satisfied. Satisfied? Neither satisfied or very, very. I will go ahead and give you one more minute to answer. Okay. And if you all are have answered now, we will go and then the poll and pass to our second Paul or the third Paul of today will be.

Alexandra Bonnet:

How likely are you to use the information presented during this webinar in your work with your Ryan White HIV AIDS Program? Part A Planning Council Body Highly unlikely, unlikely. Neither likely or very likely. I mean, can you go ahead and share poll three again? I don't see it. And on my screen.

Amishi Taneja:

Alexandra, might be because you are also a co-host.

Alexandra Bonnet:

I just saw poll two

Amishi Taneja:

Try scrolling down. The questions are number one and two.

Alexandra Bonnet:

In the same in the same box.

Amishi Taneja:

Yes, exactly. It's the same poll.

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Alexandra Bonnet:

Okay. Did everyone get a chance to answer thumbs up if you did. Thank you so much. I'll say. And Rebecca and Jacqueline. Yeah. And you have to scroll down for those that didn't see the other question right away. Okay. So now I want to share with you all the resources we have, all these resources available for you all.

Alexandra Bonnet:

Thank you very much again for those wonderful questions and answers and for giving us your feedback. And that brings us to the end of our presentation. If you're interested and you want to request any of these or search any of these resources, you can find them at our Web site. Target HIV. I already told you all. But I want to remind you that you can find the recording in both languages, as well as our slides from today's webinar and rest of our resources on our website.

Alexandra Bonnet:

Target HIV. That's the next slide. We will have Amishi chat you all the link of our web site. Now. Thank you so much for joining us today. We really do appreciate and welcome your feedback. So please, we actually have a link for the evaluation. Go ahead and just click it. Take some time to give us your feedback. This is very important us and I will encourage you all to go check our Planning CHATT's website when you have a chance.

Alexandra Bonnet:

Sign up for our mailing list. Download the tools and resources we have in both languages and English and Spanish available for you all. And of course you can always reach out to us with questions or for more support via email at planning_chatt@JSI.com [Spanish 1:19:58] Thank you very much again for your time and have a great day.