



Replicating the Successes of the Consumer Leadership Training Program

Carole Treston, Executive Director

Linda Scruggs, Director of Programs

Mission & Overview

- AIDS Alliance for Children, Youth & Families advances the partnership between consumers and providers – we are the voice of women, children, youth and families living with and affected by HIV and AIDS.
- Established in 1994, we are a national non-profit membership organization.



History of Consumer Leadership Training Program (CLTP)

- **Developed in 2000**
 - An intensive 10 month program to train, support and empower HIV positive persons to assume leadership in their communities
 - Utilizes a train-the trainer model, with significant mentoring, follow-up and formal obligations & milestones
 - Current HRSA Cooperative Agreement provides for the selection of 25 HIV positive women from Part D programs around the country to participate each year.



Structure of the HRSA CLTP Cooperative Agreement

- National nomination & selection process
- Two 4 day in person training sessions
- Webinars
- Monthly Group Conference calls
- Minimal monthly individual calls
- Google docs page
- 18 month follow-up



Obligations for Participants in National CLTP

- Active Participation in training & communications
- Reach a minimum of 120 individuals via presentations
 - Pre-approval of presentations
 - Evaluation of Presentations
 - Follow up with some presentation participants
- Cover all three modules in Presentations
 - Getting Your Needs Met
 - Positive Living
 - Accessing Community Resources



Outcomes of National CLTP

- To date 300 trainers has reached nearly 39,000 individuals in 39 states, Washington, DC and Puerto Rico
- Trainers have gone on to become Planning Council members and Co-Chairs
- Trainers have gone on to become paid staff, start their own CBOs, and become consultants



Why Replication

- Demand is greater than Cooperative Agreement
- Expand site capacity
- Reduce isolation
- Entry level program
- Understand required resources
- Leverage HRSA/HAB investment



Ittleson Foundation Replication

- to develop and pilot-test a replication process and materials for the CLTP
- to demonstrate the program's replication in three communities in three states
- to disseminate information about CLTP replication in order to develop support for future replications
- to evaluate the impact of the replications and the project.



Six Core Elements of CLTP

Peer Role Models

Self-Development and Leadership Development

The Investment of Time, Over Time

Defined Tasks to Accomplish

Practice Opportunities and Collective Learning

Mentoring and Support



Replication Process

- Core Elements of CLTP identified
- Program Restructured
- Curriculum Modified
- Two replication sites were selected that reflected areas where the HIV infection rate in women is substantial.
 - Philadelphia, PA
 - Tampa, FL



Replication Process

- Identify Local Coordinator
- Mentor Local Coordinator
 - Selection of participants
- Memorandum of Agreement
 - Two Day Training
 - Personal Goal & Action Plan for each participant developed at training
 - Eight week follow-up provided to local coordinator
 - Weekly follow-up with participants by local coordinator
- Evaluation
- Dissemination



Training Components Day One

- History of HIV/AIDS Activism
- Personal Inventory
- Disclosure
- Accessing one's personal story for leadership & transformation
- Public Speaking



Training Components Day Two

- Local HIV Stats & facts
- Benefits & Challenges to getting involved
- Personal opportunities for leadership
- Personal Action Plan & Commitment



Personal Action Plan

- Personal Goal & reason for Goal
- Two month plan broken down by month & week
- Challenges in scope and step by step process
- Challenges in literacy

"Life plan may get in the way"



Personal Action Plan

- Examples:
 - Disclose in my Church & help start a HIV group there
 - Speak out to Youth about HIV
 - Get my medical appointments on track
 - Get my housing and other priorities together
 - Speak to my Imam about HIV in the Muslim Community
 - Learn to use a computer and email
 - Write a poem about HIV
 - Attend a support group for HIV positive women



Personal Action Plan

- Examples:
 - Learn about the different committees of the planning council
 - Come out publically and be the face of HIV in women
 - Write my story for POZ magazine
 - Start a community HIV prevention education group for teen girls



Eight Week Project Period

- Local Coordinators had a lot of work
- Weekly phone calls
- Life issues, hospitalizations, job loss, illness

Participant Outcomes

- Planning Council Committee Membership
- Computer Literacy
- Letters to Editor
- High School Diploma
- Church Disclosure
- Group attendance
- Family Celebration
- On-going Women's Activist Group



Project Outcomes

Evaluation Ongoing

Curriculum & Tools being refined

Cost analysis

Project plan revision

Dissemination of successes, challenges, tool



Evaluation

- On site evaluations
- Successes and challenges reported out by individuals at 8week graduation
- Thirty minute phone interviews one month post close of 8 week period with all participants and coordinators (3 mos)
- Three month follow-up planned for September (6mos)



Participant Evaluation

- *“It was the best, really the best for me. Somebody was giving me a chance to move on and it made me move my mind and say I can help somebody too, somebody who didn’t know much about AIDS”*
- *“It encouraged me to do more speaking – it gave me courage. I got so much out of it. I’m just a lot stronger now when speaking since we got the chance to practice.”*
- *“I took the skills I learned and disclosed my status to my office and some programs I’m in. The program helped me learn how to tell people about my status and how to help other people talk about it too.”*
- *“It was great to look into my strengths and weaknesses and how they play out.”*
- *“Organization. I’ve always had trouble organizing my health and my life.”*

Coordinator Evaluation

- “To see women learn how to go out there and be representatives. They learned how to speak up for themselves.”
- “Having each individual design their personal action plans. It allowed them to take ownership for their goals and really see how to develop that plan.”
- “ They’re recruiting others; they want other people to get involved and those people to also recruit.”
- “I’m more aware of the progress that small groups can make.”
- “There was a great mirroring process going on – they saw what they wanted to reach in terms of leadership and public speaking and such and really expanded on that.”
- “It was also important to tell them that life happens. Life happens and the consumers needed to realize you can change your goals...so I was able to help them restructure their plans.”

Core Elements

- Peer Role Models – a Consumer Leadership Corps local replication must prominently feature HIV-positive women (or HIV-positive youth for the youth-centered replications) as program leaders and trainers. These role models embody hope, belief in self, and belief in the power to grow and change.
- Self-Development, Leadership Development, and Empowerment – a Consumer Leadership Corps local replication must be informed by a strengths-based approach and a belief that all women and youth living with HIV have within them the ability to grow as a person, become stronger for oneself, empower oneself, and develop leadership in service to others.



Core Elements

- The Investment of Time, Over Time – a Consumer Leadership Corps local replication must invest time in positive women and/or youth, and this investment must continue over time. For many positive women and youth, no one has ever invested in them and in their personal development and leadership development. To commit to the program, they have to know that the program is committing to them.



Core Elements

- Defined Tasks to Accomplish – a Consumer Leadership Corps local replication must include well-defined, concrete tasks for participants, whether the replication focus is on community trainings, prevention outreach, getting women and youth to know their status, advising the HIV system, or other training and leadership activities. Participants must know what they have to do and be able to measure their progress.



Core Elements

- Practice Opportunities and Collective Learning – a Consumer Leadership Corps local replication must include opportunities between training sessions for participants to put into practice what they are learning, including opportunities to make mistakes, and they must have time and opportunities to come back together to share these experiences and learn from one another.



Core Elements

- Mentoring and Support – a Consumer Leadership Corps local replication must include continuous mentoring and support throughout the course of the program, with an equal focus on technical support and personal/emotional support.



www.aids-alliance.org

ctreston@aids-alliance.org

lscruggs@aids-alliance.org