

Centering Racial Justice in Our Organizations to Reduce HIV Inequities

Black Women's First Initiative

20
22

NATIONAL
RYAN WHITE
CONFERENCE
ON HIV CARE & TREATMENT

Acknowledgements

- Serena Rajabiun, PhD, PI
- Angela Wangari Walter, PhD, MPH, MSW, Co-PI
- Linda Sprague Martinez, PhD, MSW, Co-PI
- Center for Population Health
 - Katherine Tucker, PhD, Co-Investigator
 - Esther Jennings, MPH, Senior Research Manager
 - Xiyuan Zhang, Data Analyst
- Corliss Heath, PhD, MPH, MDIV, Health Scientist, Health Resources & Services Administration

Health Resources & Services Administration (HRSA) #U90HA39727

Disclosure

We have no financial disclosure or conflicts of interest with the presented material in this presentation

Presenters



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SVP of Community
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AIDS Foundation Chicago



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IWES



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Program Manager
UMass Lowell, ETAP

Objectives

- Understand and apply key principles to advance health equity and address the needs of Black women living with HIV in their community
- Identify opportunities to enhance racial justice in your organization.
- Learn strategies to strengthen policies and procedures within your organization that sustain racial justice.
- Obtain ideas for drafting a racial equity plan with your organization.

Ending the HIV Epidemic: Reaching Black women

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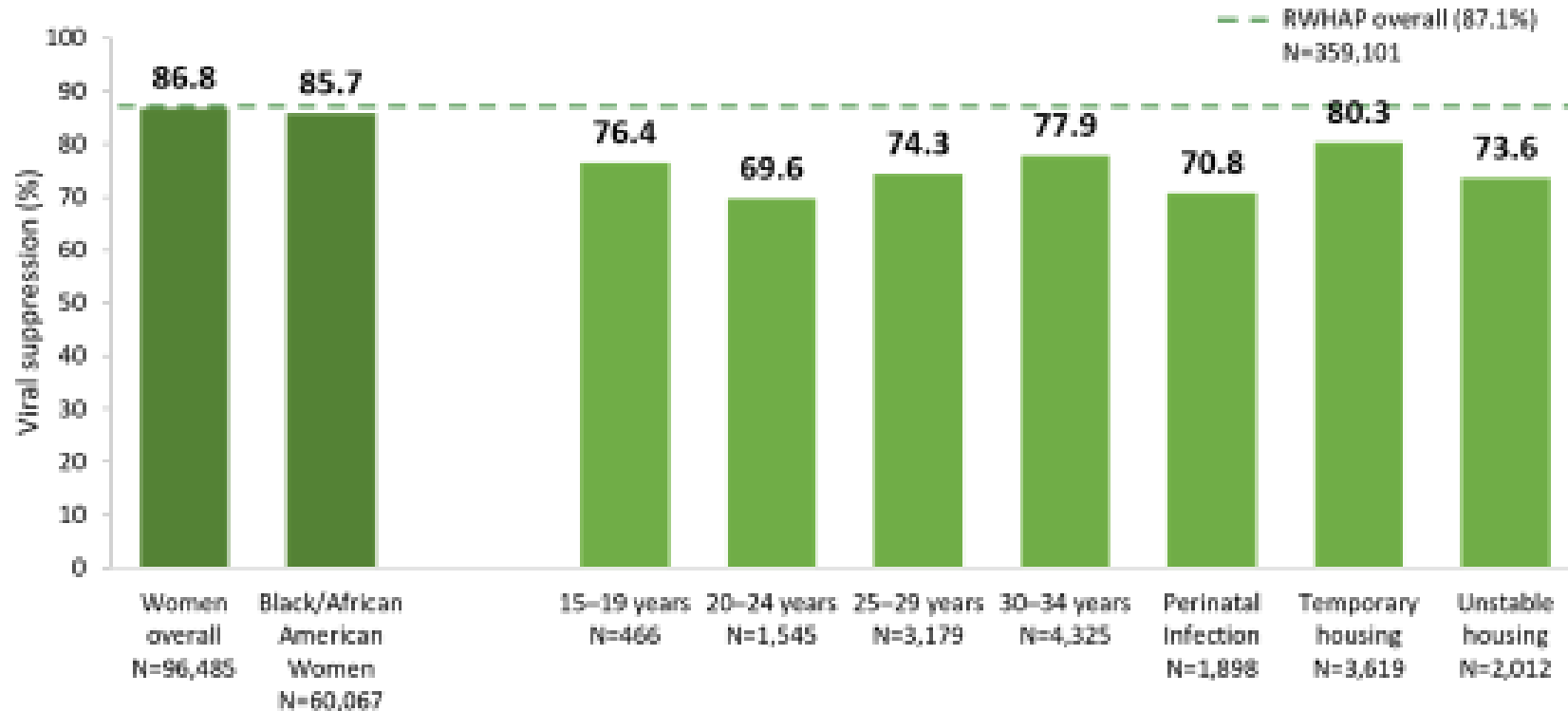
HIV disproportionately affects Black populations in the US

- **1.1 million people with HIV in US**
- **Approximately 38,000 new HIV diagnoses**
- **42% were among Black populations**
- **48 out of 100 Black persons with HIV are virally suppressed**

48 Counties, 7 states with substantial rural HIV burden, DC and San Juan account for 50% of new diagnoses



Viral Suppression among Black/African American Women Served by the Ryan White HIV/AIDS Program, 2018



≥ 5 percentage points lower than black/African American women overall

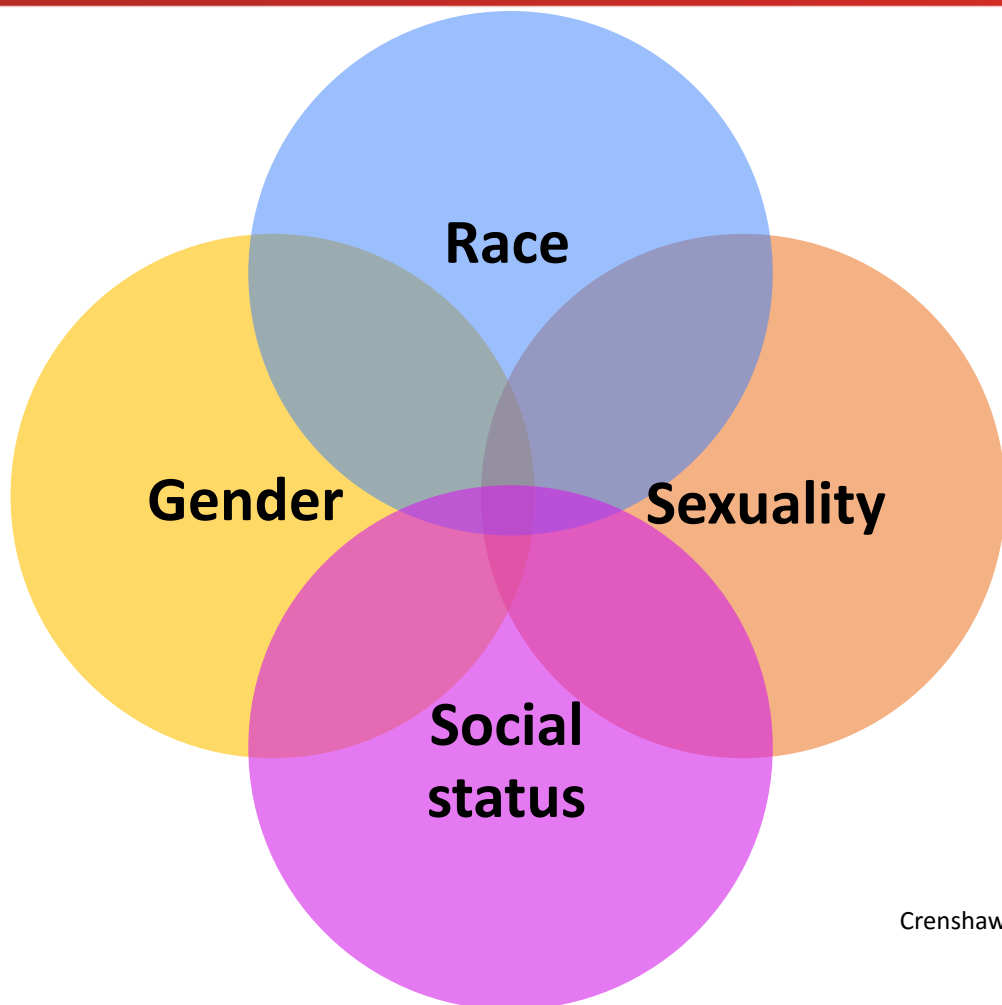
N represents the total number of clients in this specific population.

Includes females aged 13 years and older.

Viral suppression: ≥1 OAHIS visit during the calendar year and ≥1 viral load reported, with the last viral load result <200 copies/mL.

¹Guam, Puerto Rico, and the U.S. Virgin Islands.

Root Causes to inequities in care and treatment



Social determinants

- Racism
- Housing
- Food
- Employment
- Intimate Partner Violence
- Stigma

Trauma

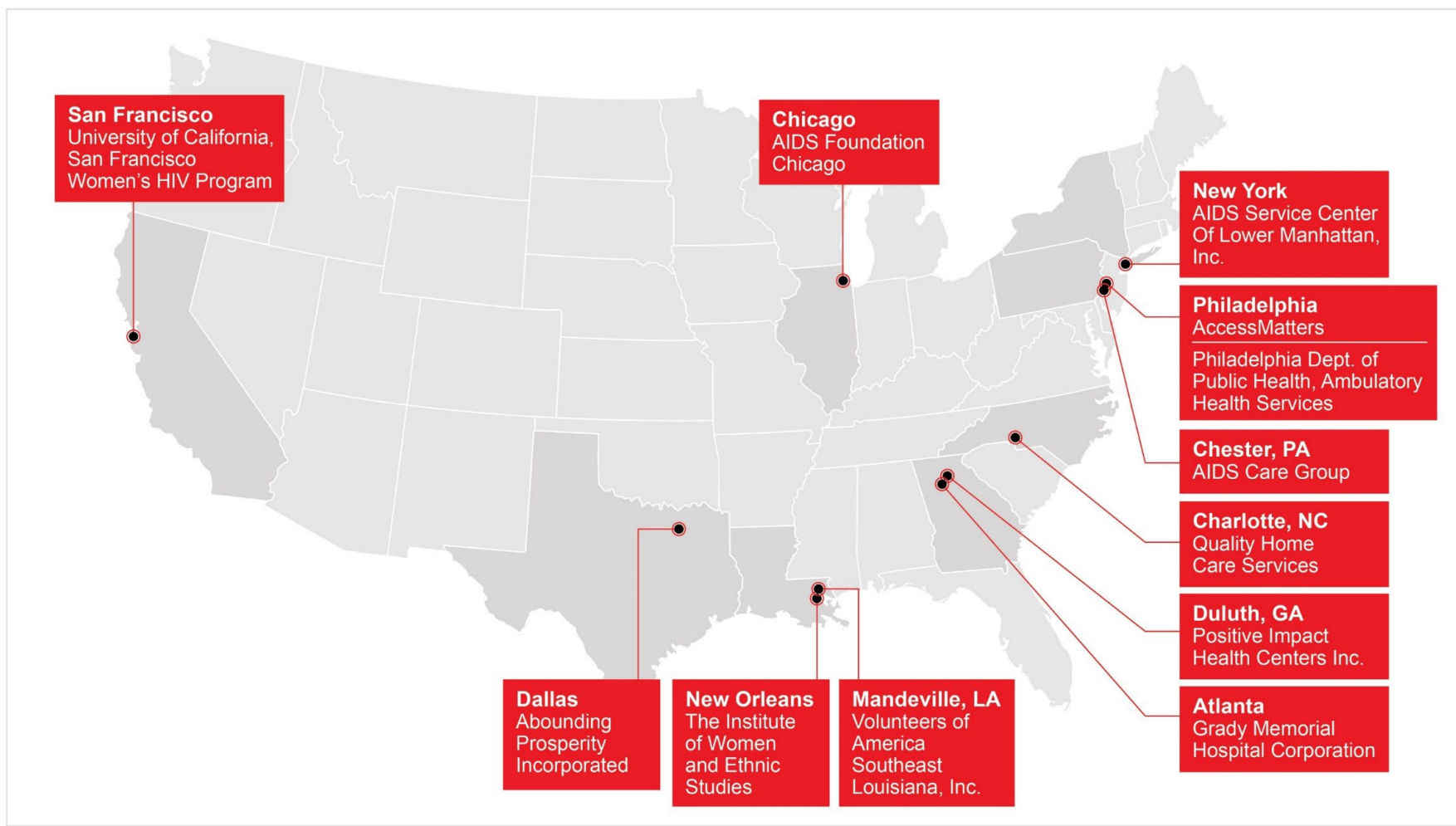
Crenshaw, K. (1990). Mapping the margins: Intersectionality, identity politics, and violence against women of color. *Stan. L. Rev.*, 43, 1241.

Demonstration Sites

US Department of Health & Human Services, Health Resources & Services Administration, HIV/AIDS Bureau,
Ryan White Part F, Special Project of National Significance (HRSA/SPNS)

- 12 demonstration sites
- 1 Evaluation Technical Assistance Provider

Improving Care & Treatment Coordination for Black Women with HIV:



Evaluation & Technical Assistance Center

University of Massachusetts, Lowell
Boston University
AIDS United Impact Marketing

Meaningful involvement of our site partners & Black women with HIV

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Too often, we have
assumed,
“If you build it...”



Bundled Interventions

Bundled interventions are a group of evidence-informed practices put together into a package that when implemented together produces better health outcomes than when the practices are delivered separately. (Huhman M, 2014)

Huhman M. (2014) "Bundled Interventions." Encyclopedia of Health Communication. Ed. SAGE Publications, Inc.

Bundled Interventions 2

Bundled Interventions	# Sites
Enhanced patient navigation, enhanced case management, peer engagement (PN)	9
Red carpet care experience (RC)	6
Stigma reduction (SR)	3
Trauma-Informed Care (organizational capacity building) (TIC)	12
Intimate Partner Violence (IPV) (organizational training, screening & assessments)	6
Self-efficacy, health literacy (SE)	7

Racial Equity Action Plans

As a component of their implementation plans, the ETAP team has asked that the 12 sites implement ***Racial Equity Action Plans*** highlighting the ways in which they will address identified needs at the institutional and/or individual/interpersonal levels.

Centering Racial Justice in Our Organizations to Reduce HIV Inequities

Women's Evolving, Black Women's First Initiative

Cynthia Tucker, Dr. P.H.
SVP of Community Partnerships and
Special Projects

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Presentation Outline

THE WOMEN EVOLVING PROJECT NEEDS YOU!!!!

The **Women Evolving** program aims to improve the care and treatment coordination of justice involved Black women. The program is currently seeking clients in need of services including case management, social support, employment services and more.

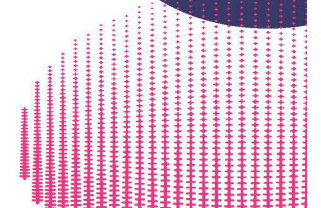
WOMEN LIVING WITH HIV MAY BE ELIGIBLE TO PARTICIPATE IF YOU:

- ARE RECENTLY RELEASED WITHIN THE LAST 2 YEARS AND OR NEWLY DIAGNOSED OR LOST TO CARE
- ARE 18 YEARS OR OLDER
- IDENTIFY AS A CIS-OR TRANSGENDER WOMAN
- IDENTIFY AS BLACK OR AFRICAN-AMERICAN

The first part of the program involves an interview where we will speak with you to learn your individual needs and goals. The interview will take approximately 1.5 hours, and you will receive a **\$40 GIFT CARD** for your time. After, a peer navigator will connect you to identified services including case management, health and employment services, a mobile phone, social support and other special incentives.

IF YOU ARE INTERESTED IN THE WOMEN EVOLVING PROJECT CONTACT:

CARLA DAVIS, PEER NAVIGATOR
OFFICE: (312) 572-4858
CARLA.DAVIS2@COOKCOUNTYHHS.ORG



- Brief overview of AFC
- Background
- Describe Women Evolving Program – Bundled Intervention
- Brief Overview Race & Racial Equity Plan
- Discuss needs of a Racial Equity developed Program
- Describe WE RE outcomes

AFC Providing Services

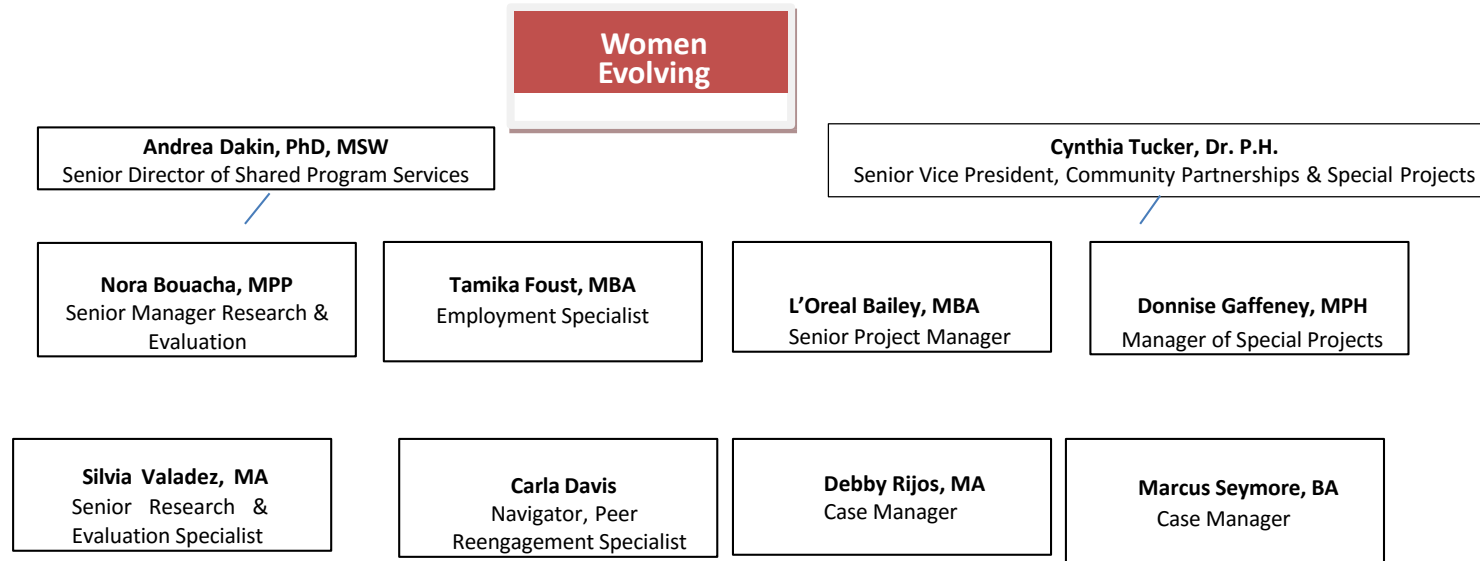
- Founded over 35 years ago by advocates
- Maintain partnerships with HIV providers, medical community, housing organizations and city and state government
- Provide care to about 7500 people living with HIV per year
- Provide housing for over 3000 individuals and or families per year
- Have one of the only coordinated case management systems in the country
- Provide and lead Policy and Getting to Zero Initiatives



AIDS FOUNDATION CHICAGO

Women Evolving Team

June 2022



Background

One of the biggest HIV history lessons is that women, ² especially women and girls who are Black or of African descent, have been disproportionately affected by and engaged in the HIV epidemic since the very beginning. Yet, up to this very moment, we have been in a constant fight for inclusion and for our places at the tables of design, decision, and distribution of life-saving knowledge and resources.

Dázon D. Diallo, 2021: [The Sankofa Paradox: Why Black Women Know the HIV Epidemic Ends With “WE”](https://doi.org/10.2105/AJPH.2021.306358)
American Journal of Public Health 111, 1237_1239, <https://doi.org/10.2105/AJPH.2021.306358>



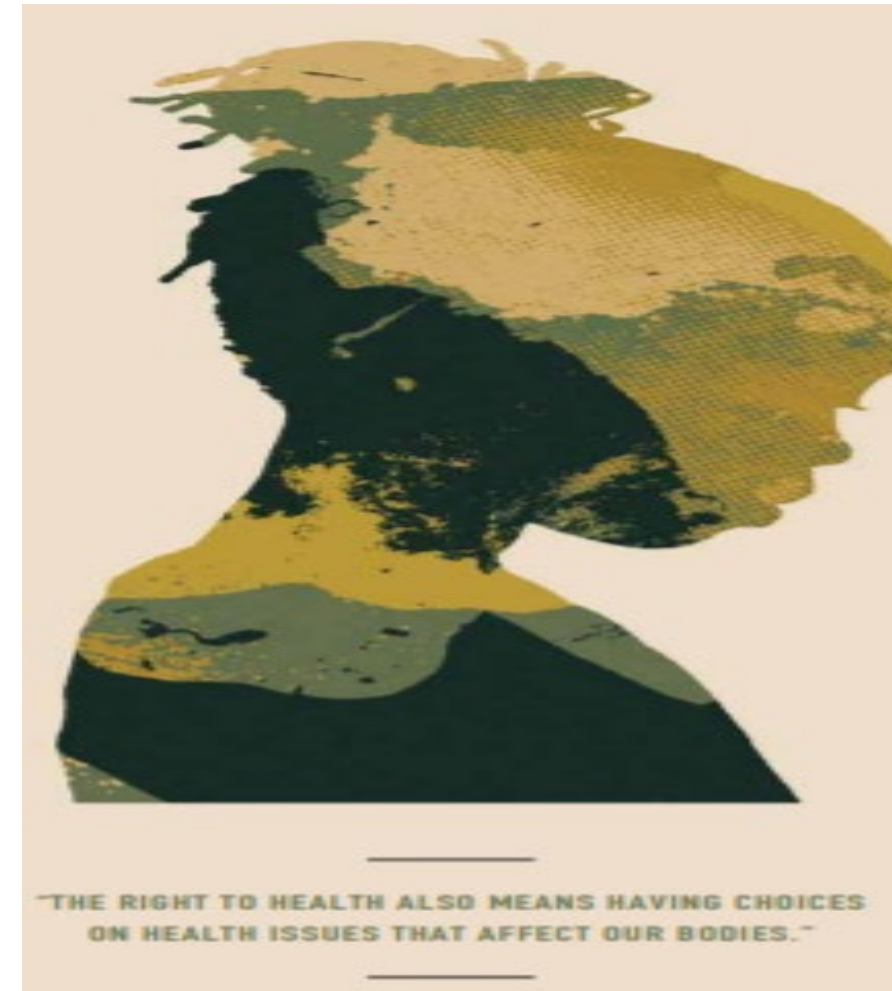
This is where we Begin – change where we need to Be

- African Americans (AA) exceed the national estimates of HIV diagnoses
 - Current prevalence (46%)
- African American women comprise 20% of new HIV infections among women
 - Current prevalence (20%)
 - New infection rate among Black women (19.3x of white women)
- In Chicago, AA accounted for half (50%) of PLWHA in 2019
 - Black women (over 15%)
 - Transgender (trans) women (2.6%)
- Many racial and gender disparities continue to persist, as a result African American woman are disproportionately affected by HIV/AIDs.

1. <https://www.cdc.gov/hiv/pdf/group/raciaethnic/africanamericans/cdc-hiv-africanamericans.pdf>
2. [https://www.chicago.gov/content/dam/city/depts./cdph/statistics and reports/CDPH-HIV-STI-REPORT-2020.pdf](https://www.chicago.gov/content/dam/city/depts./cdph/statistics_and_reports/CDPH-HIV-STI-REPORT-2020.pdf)
3. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6909762>

What is Racism?

- We must name Racism as a cause of poor health – as a way to improve Public health – Dr. Mary Bassett
- A system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call race).
- Takes the vibrancy from one group and lends to another thereby wasting valuable resources
- There are three levels of racism
 1. Institutionalized – Housing, education and employment
 2. Personally-mediated – police brutality, physician disrespect, teacher devaluation
 3. Internalized/historical – self-devaluation, helplessness and hopelessness



Women Evolving – Key Components

Bundled Intervention

Provide services to increase the linkage to care for Black Cis & Trans Women that are justice involved, newly diagnosed and/or not currently receiving care

Red Carpet Experience

- Navigation Services
- Case Management
- Mhealth
- Employment Services
- Connections for other resources: Housing, MH, SUD, Social Support

BLACK WOMEN FIRST
IS BLACK HISTORY IN
THE MAKING

When we improve HIV care and treatment for Black women, we improve Black health and wellness.

TargetHIV.org/BlackWomen

Stock photo. Posed by models.

Black
WomenFirst

This initiative is funded by the Minority HIV/AIDS Fund (MHAF) and the Health Resources and Services Administration's (HRSA) HIV/AIDS Bureau (HAB) Ryan White HIV/AIDS Program (RWHAP) Part F, Special Projects of National Significance (SPNS).

AFC Racial Equity Plan

Goal 1. AFC and CHH will prioritize the work of racial equity by fostering an intentional organizational culture of inclusion and belonging for all staff and board members.

Goal 2: AFC and CHH will embed racial equity into all administrative and organizational practice

Goal 3: AFC and CHH will embed racial equity within our programs, services and policy priorities, while remaining transparent and honest about our progress toward achieving racial equity.



Hear Our Voices (Imagined South Africa)

by [Reitumetse Obakeng Mabokela](#) (Editor), [Zine Magubane](#) (Ed

It's not just About Diversity/ Equity/Inclusion

- Re-Examine efforts of conquering systemic racism
- Create an inclusive environment that support well-being of staff and participants
- Appropriate Undoing Racism Education
- Decision Making Inclusive Processes
- Increase Organizational/Community Relations
- Conflict Management Approaches
- Increasing appropriations to Black-led Agencies



Representation and Communication

- Utilize Effective messages
- Engage population
- Cultural Humility
- Organizational Strategies
- Program Ambassadors
- Invest in Black Staff and communities
- Increase access to healthcare for priority populations
- Black Women in Leadership roles
- Build capacity of Black organizations and Black-led organizations



Seen on r/pics- Representation matters!

Decisions to Move forward – Action Steps

Four Decisions your organization and program can make now:

HIV Science training, dismantling racism for all staff

Have a local advisory board

Host listening sessions

Hire from the population

The four key drivers of retention for Black employees and employees of color are an inclusive culture, effective people managers, family sustaining wages and benefits, and transparent career pathways (Rosenblum).



Racial Justice

- Provide linkage to care for Black cis and trans women
- Work with providers to enhance capacity, services and partnerships
- Provide CB/TA education and training services via taskforce(s),
- Provide navigation
- Disseminate information widely



We're making history by **transforming HIV care and treatment** for Black cis- and transgender women.

Learn more:

TargetHIV.org/BlackWomen

**Black
WomenFirst**

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Stock photo. Posed by models.



Successes Women Evolving

- Created Multisector Taskforce
- Hosted focus groups, Listening and Healing Circles sessions with over 57 HIV + women
- Recruiting women through partnerships, CCJ, IDOC and Telehealth, multiple partner sites
- Created Employment Program
- Community Advisory Board – LExC
- Created data and Evaluation collection tools
- Submitted abstracts – program dissemination

We're here to serve YOU

"Service is the rent you pay for room on this earth." ~Honorable Shirley Chisholm~



Black Women First developed the Women Evolving project to assist Black cisgender and transgender women to overcome stigma and build empowerment in educational and professional settings. It is our aim to not only equip Black women with the necessary tools to succeed, but to also help them find their unique voice so that they can pass the gift of empowerment on and become ambassadors of change for other Black women. Our plan is to do the following:

- Meet with and listen to Black women
- Assess their existing skills and abilities
- Create individualized plans for improvement
- Collaborate with each woman to identify ways to achieve their personal goals
- Equip candidates with essential resources including professional resumes, interviewing skills and professional attire



"You may not control all the events that happen to you, but you can decide not to be reduced by them." ~Maya Angelou~

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Senior Vice President, Community Partnerships &
Special Projects

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Prevention Employment Specialist

Chicago, IL 60606

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Fax: 312-784-9051
Email: WomanEvolving@aidschicago.org



Black
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Skill Building Conference

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ON HIV CARE & TREATMENT

Coming Home: Women, Race, Social Justice & HIV

Date: Thursday, March 10, 2022

Time: 9:30 a.m. – 3:30 p.m.

Virtual/Hybrid

Location: Virtual/University Center, 525 S. State Street, Lake Room

COMING HOME: *Women, Race, Social Justice & HIV*



THURS., MARCH 10 **VIRTUAL**
9:30 am - 3:30 pm

FEATURED SPEAKERS

DAZON DIXON DIALLO
Founder and President of
SisterLove, Inc.

DAVID MALEBRANCHE
M.D., M.P.H., Public Health
Official

SANDRA BROWN
Women Justice Institute

AND MORE TO BE ANNOUNCED

SCAN TO REGISTER



Black WomenFirst

GETTING TO ZERO ILLINOIS

matec
MOVING AND TRAINING + EDUCATION CENTER



Client Story

Satin, 28-year-old Female, Trans, HIV+

Joliet Prison, Released January 28, 2022

Tested by Agape Missions during incarceration

Early February enrolled into Women's Evolving

Transferred to CORE Center

Mhealth, ID, Case Management and Navigation services



Questions

Women Evolving Team

Cynthia Tucker, Dr. P.H.

SVP Community Partnerships and Special Projects



Black Women First Care & Treatment Services (CATS) NOLA

Institute of Women & Ethnic Studies
New Orleans, LA

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Mission



IWES is dedicated to improving the mental, physical and spiritual health and quality of life for women, their families and communities of color - particularly among marginalized populations - using community-engaged research, programs, training, and advocacy.

CORE IWES STAFF



Denese Shervington, CEO/Technical Advisor



Jakevia Green, Director of Programs



Priya Lewis, HRSA Senior Program Manager



Meagan Dunham, HRSA Program Associate

Jen Latimer, Program Manager

Kenyatta Parker, Director of Adolescent Health

Ashley Everett, Program Manager

Iman Shervington, Director of Communications





Priority Health Care (PHC)

To provide holistic health care to underserved communities that will empower people to live healthy lives.



Federally Qualified Health Center

**CORE PHC Implementation
Team**

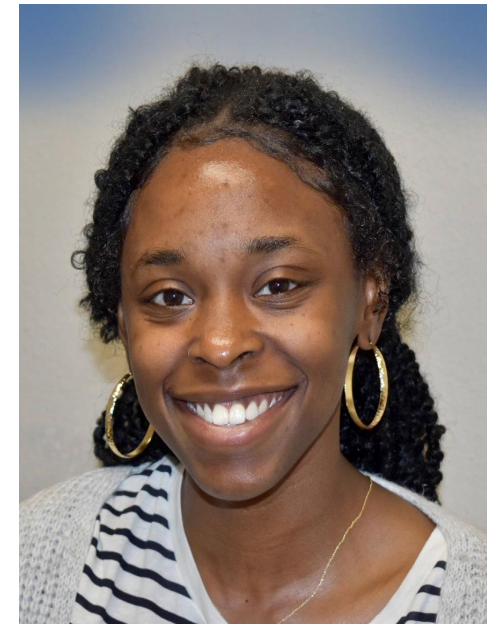
Tonja Walston Sorrell, Prevention Manager

Chasity Smith, Peer Health Navigator

Ari Davis, Health Navigator

Ariel Harness, Data Entry Support

Ruth Bold, Evaluation Support (not pictured)



BUNDLED SET OF INTERVENTIONS

Each of the interventions align with one or more of the following domains:

1 Enhanced Patient Navigation/Enhanced Case Management

2 Provider and Organizational Training on Trauma-Informed Approaches

3 Provider and Organizational Training on IPV, Physical, and Sexual Violence

4 Stigma Reduction



THE ALEXIS PROJECT

a partnership between Priority Health Care and the Institute of Women & Ethnic Studies

WHO CAN PARTICIPATE?

Black women of trans experience living with HIV in the Greater New Orleans area

WHAT WILL THIS PROGRAM DO?

The program will connect you with a Peer Health Navigator who will support you through getting & staying in HIV care. She will also link you to affirming support services and resources that you identify as a priority.

WILL I BE COMPENSATED?

Yes! You can earn up to \$350 by attending sessions with your Peer Health Navigator, getting routine STD screenings, and completing surveys.

HOW LONG DOES IT LAST?

Program activities will last for 18-months.

for more details

Call Chasity!
(504) 509-5424
csmith@phc-no.org

Don't know your status?
Come get tested for FREE at PHC!



GUIDE TO HEALING

a partnership between Priority Health Care and the Institute of Women & Ethnic Studies

WHO CAN PARTICIPATE?

Black women living with HIV in the Greater New Orleans area

WHAT WILL THIS PROGRAM DO?

- Connect you to a Health Navigator
- Offer Support Groups
- Link you to self-care and other supportive services that you identify as a priority

WILL I BE COMPENSATED?

Yes! You can earn up to \$250 by attending sessions with your Health Navigator, getting routine STD screenings, and completing surveys.

HOW LONG DOES IT LAST?

Program activities will last for 6-8 months.

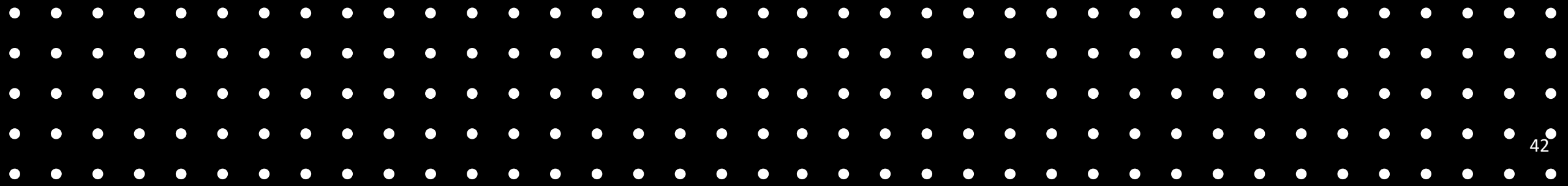
for more details

Call Ari!
(504) 309-8114
adavis@phc-no.org

Don't know your status?
Come get tested for FREE at PHC!



Centering Racial Justice in Our Organizations to Reduce HIV Inequities



“We already culturally embody this.”



1. How do you advance racial justice as middle management?
2. It's a privilege to speak up, share ideas, and raise concerns.
3. Trust takes time.

The Successes

1. Representation matters.
2. Center your Peer Health Navigators, bring them on as full-time staff, pay them well, trust their leadership.
3. Ask often, listen carefully, and flex quickly.
4. Quality over quantity for those enrollment goals.

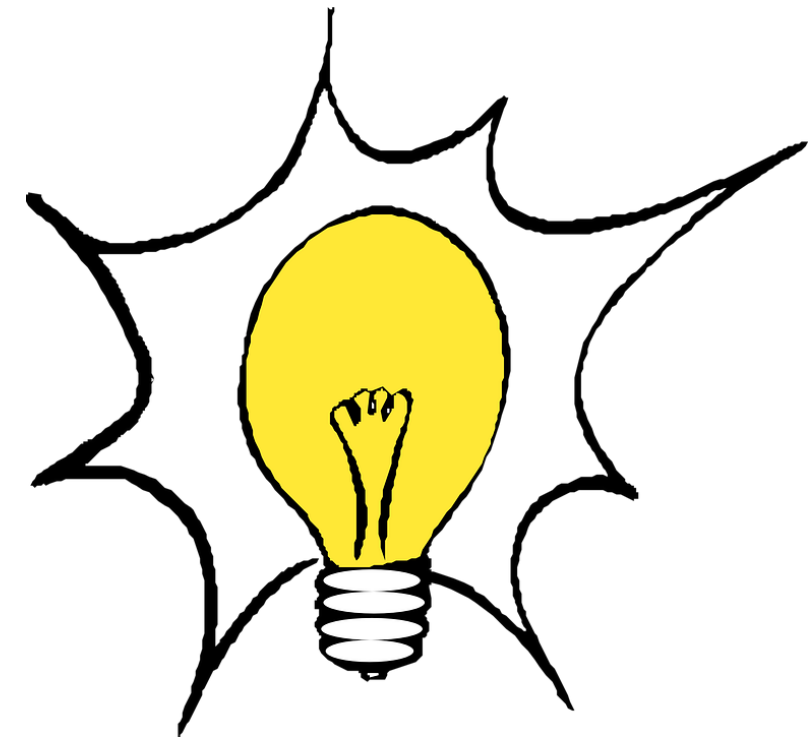


1. 3rd party perspective! Bring in local expert(s).
2. Establish *ongoing* mentorship and meaningful professional development.
3. Focus on the intersections!

Improve access to **gender-affirming health care!**

Take a second look at:

- Full patient experience
- Paper & Electronic intake forms
- How is information displayed in EMR?
- Clinic flow - secure buy-in from every staff member
- Policies - who is missing?



THANK YOU!

For more information or questions,
please contact:

Priya Lewis, MPH, BSN, RN |
(she/her)

Project Director

plewis@iwesnola.org

(504) 599 -7712



INSTITUTE OF
WOMEN &
ETHNIC
STUDIES