



## Appendix F Adaptation

# Adaptation

While **Nia** was developed for and tested with African-American men who have sex with women, some agencies may choose to implement it with a different target population. If your agency is one of those, this appendix may provide some guidance. If not, there still are some aspects of the intervention that you may want to adapt for your clients.

## **Overview of Adaptation and the Formative Process**

Adaptation involves modifying delivery of an intervention and ensuring that messages are appropriate for the target population(s) to be served, while maintaining fidelity to the Core Elements, as well as the original intent and logic of the intervention. The formative process collects data that describe the needs of the population and the factors that put them at risk (behavioral determinants). This process helps an agency evaluate the areas and ways in which adaptation should occur.

Adaptation should:

- ★ Enhance the delivery of the intervention,
- ★ Make the information more accessible for the participants,
- ★ Maximize the agency's resources, and
- ★ Give an agency a chance to be creative with the intervention.

An agency often begins the formative process before committing to implementation of an intervention with a specific target population. Much of the information used to select the intervention in the first place can be used again to adapt **Nia**, and some additional information will be needed. Such information can be collected through focus groups or assessment surveys, as well as input from a Community Advisory Board (CAB) or staff experienced in interaction with the target population. Agencies can receive help developing such a survey through the CDC's Capacity Building Assistance (CBA) or Behavioral and Social Science Volunteers (BSSV) programs. Information on survey development is also available in the Prevention Toolbox found by choosing the link on the left-hand side of the Dallas Prevention Training Center's website at <http://www.utsouthwestern.edu/utsw/home/educ/prevtraincenter>.

Some changes are more in the nature of customization. Collaboration may enhance an agency's ability to implement, adapt, and customize any intervention. Collaborating with another organization in your area to find a venue or participants is one way to customize **Nia**. Agencies can also collaborate to share other resources, such as facilitators or incentives, or to conduct the customization process itself.

All adapted pieces of the intervention need to be reviewed by your CAB for cultural sensitivity. These pieces should be pre-tested with a group of members of the targeted population and a pilot conducted of the intervention as adapted. When you finalize your changes, send these to your funder and Program Review Panel for final approval.

## **Adaptable Parts of the Nia Intervention**

Since it is an evidence-based intervention, any changes your agency makes when implementing **Nia** must be done while maintaining fidelity to its intent and its internal logic. This increases the likelihood of obtaining outcomes similar to those found in the original research. Begin by looking at the **Nia** Core Elements (see page 14 of the Program Manager’s Guide or page 13 of the Facilitator’s Guide) and Behavior Change Logic Model (see page 16 of the Program Manager’s Guide or page 15 of the Facilitator’s Guide). While adapting an intervention, it is important to avoid altering, deleting, or adding to the Core Elements. At the same time, you should examine the behavioral determinants from the logic model and the activities from the research intervention that addresses those behavioral determinants. If you find through your community assessment work that one or more of the behavioral determinants of the original intervention are not applicable to your target population's HIV risk behavior, then you should consider adjusting the activities of the intervention accordingly, unless doing so compromises a Core Element of the intervention.

Adaptation can occur in a number of areas of intervention delivery, such as the length of sessions and the frequency with which they are held. See below for more information on this and other topics. If an agency needs additional assistance or wishes to make adjustments in areas not covered in this document, they may consult with their funding source or the CDC’s technical assistance providers.

### **Implementation Materials**

**Nia** uses a variety of materials during the sessions that can be customized. In all cases, it is important to make sure the meaning and the purpose of the materials are not altered. It is recommended that drafts of customized materials should be pre-tested in the community and revised as needed.

The language used on the written materials and by the facilitators can support the delivery of the session activities and help keep the intervention relevant for the men’s needs. Community assessments can provide those customizing **Nia** with appropriate cultural and linguistic language. Translation may be needed, if working with clients for whom English is not their first language.

The cards for the Myths and Facts activity or the Risk Continuum Banner can be changed to make their language or appearance more appropriate for or appealing to participants. For example, if the men in the group do not use the word “condoms,” “rubbers” or other more appropriate language should be substituted. Terms may be added as needed. If participants respond well to pictures or have low literacy rates, graphics may be combined with the text provided or used in place of some or all of the text. The sample materials can be made bigger or smaller, attached to cards, handwritten on the appropriate media, or produced in any other way you find appropriate and appealing in the community and achievable given agency funds.

Similar changes can be made to the Personal Feedback Report (PFR) forms, the Pre-Intervention Assessment Survey from which the PFR forms come, and the Participant Satisfaction Survey. In addition, these forms can be combined with existing agency forms to avoid asking for the same information more than once. If changes are made to the Pre-Intervention Assessment Survey, the keys for the PFR forms will need to be updated.

## **Activities**

The methods used to conduct activities in the **Nia** sessions during the research study are listed in the Facilitator's Guide. Facilitators should be aware of how well activities work in their groups and make adjustments as needed. Participants may also make suggestions during the sessions or on their satisfaction survey. As with the implementation materials, care must be taken not to alter the purpose behind the activity and to pre-test the activities. Activities listed in the Core Elements must not be deleted from the sessions.

For example, if preferred, you can conduct the Myths and Facts activity in a number of different ways. You can have the group "shout" out the answers, instead of getting the answer first from one individual. Alternatively, you can provide signs with "fact" on one side and "myth" on the other. As the facilitator reads the questions, the participants can hold up their sign showing which answer they think is correct. In either case, call on one person to explain each choice. Another version, where you do not print the answers on the back of the cards, gives the group a chance to move around. Post two signs on opposite sides of the room, one that says "Myth", the other "Fact". Pass out one card to each of the participants. Ask them to go stand under the sign for what they believe is the correct answer; when everyone is in place, let each person explain why they chose the answer they did.

## **Condom Demonstration, Practice, and Distribution**

**Nia**'s fifth Core Element states that facilitators will build the participants' skills for correct condom use. Agencies that, for philosophical or any other reasons, cannot even discuss the use of condoms and proper application and removal should not implement **Nia**. However, specific activities related to condom use skills may be customized to be acceptable in different settings.

It is essential to build the behavioral skills for correctly using condoms; however, this may be done in a variety of ways. If circumstances do not allow for distribution of condoms, that aspect of the intervention can be eliminated. If participants are not allowed to handle penile models, they can simulate going through the steps of proper condom application and removal using bananas for the models. The language on the condom checklist may need to be changed in some circumstances, or participants might not be allowed to keep the checklist.

In correctional facilities and certain other locations, there may be restrictions on bringing condoms, penile models, and other materials through security. Sometimes these concerns

can be dealt with by limiting quantities of materials or other creative approaches. For example, incarcerated participants may not be allowed to handle condoms, but it may be acceptable to display a poster showing various types of condoms or have the facilitator conduct a demonstration. Working with the venue administrators and gaining prior written approval may be required to overcome any such barriers.

### **Adding to the Intervention**

Your agency may also want to add some things to the intervention to make the sessions more appealing to clients or easier for the facilitators to conduct. For example, you may want to provide “stress balls” or other small toys that participants can handle during the sessions to help those who learn better that way. Facilitators may want visual clues, such as posted agendas or prepared Easel Chart Guides. These guides could consist of a page for each agenda item with a few major points and questions from that section; these have the added advantage of visually reinforcing the subjects under discussion and giving the participants ideas to consider. Posters or pictures related to each topic could also be posted around the room. While such things were not used during the research study, as long as they do not violate the intent, internal logic, Core Elements, or Behavior Change Logic Model for **Nia**, they can be added.

### **Session Length and Frequency**

Agencies implementing **Nia** can use questions on their community assessment to discover the best days of the week and times of day to schedule **Nia** sessions. Refer to page 11 of the Facilitator’s Guide or page 12 of the Program Manager’s Guide for information on how **Nia** was conducted in the research study. Remember that it is not recommended that sessions be held on consecutive days, as that does not allow participants sufficient time to process the information presented or practice the skills learned. Similarly, it is not recommended that agencies conduct **Nia** in one six-hour session or wait longer than a week between sessions.

The community assessment can also provide helpful information regarding the appropriate length of the sessions. Each of the two sessions from the research study can be broken into two 90-minute segments, with content that is largely self-contained within each segment. If your agency discovers that shorter sessions would work best with your clients, the two sessions may be broken into either three or four sessions; these sessions will still use the content from the original format. Since only the introductory and summary portions would need to be adjusted, no extra time has been added.

This appendix includes copies of a two-session, three-session, and four-session version of the **Nia** agenda on pages 5-13; these reflect the minimum time required to implement **Nia**, not including break time. Your agency may decide to lengthen the sessions to allow more time for the group process or to add more breaks. These changes give you the flexibility to meet the needs of your target population and to work with potential venues. Related forms, such as the Session Consistency Outlines, will need to be adjusted to match to the number of sessions.

## Two-Session Nia Agenda with Objectives (Session One)

### Session One Objectives

- A) Introduce goals and expectations of the program.
- B) Use videos, appropriate for and appealing to African American men, to present HIV information and to motivate personal risk-reduction among men who have sex with women.
- C) Correct misperceptions and misinformation regarding HIV by using gender and culturally appropriate videos and interactive exercises.
- D) Induce and enhance motivation to reduce risks for HIV by having men identify themselves and their behavior with the HIV epidemic.
- E) Build skills for identifying and managing sexual risk situations.

### Agenda for Session One

- Introduction to Nia/Welcome/Group Rules 15 minutes
- Getting to Know You 10 minutes
- HIV Myths and Facts 15 minutes
- Video #1: “When Men Talk About AIDS” 25 minutes
- Personal Feedback Report #1 (PFR-1): HIV Knowledge 5 minutes

#### Break

- Video #2: “HIV/AIDS: Infecting and Affecting our Community” 25 minutes
- HIV Risk Continuum Banner 10 minutes
- Personal Feedback Report #2 (PFR-2): Sexual Behavior 5 minutes
- Discussion on Identifying Risky Situations 15 minutes
- Trigger Identification Skills-building 15 minutes
- Risk Reduction Decision-making Skills-building 20 minutes
- Video #3: “Combination Video” 15 minutes
- Summary and Close 5 minutes

**180 minutes**

(not including break)

**195 minutes\***

(including 15 minute break)

**\* This is with the suggested break time. Adjust agenda as needed to use a different length of break.**

## Two-Session Nia Agenda with Objectives (Session Two)

### Session Two Objectives

- A) Use videos and movie clips, appropriate for and appealing to African American men, to motivate personal risk-reduction among men who have sex with women and build skills for handling common risk situations.
- B) Induce and enhance motivation to reduce risks for HIV by having men identify themselves and their behavior with the HIV epidemic.
- C) Build skills for identifying and managing sexual risk situations.
- D) Enhance motivation and build behavioral skills for condom use or safer sex.

### Agenda for Session Two

- Welcome Back/Check In/Review Previous Session 10 minutes
- Discussion of Sex Behavior Options That Reduce Risks 15 minutes
- Pros and Cons of Condom Use 10 minutes
- Personal Feedback Report #3 (PFR-3): Condom Attitudes 10 minutes
- Video #4: "It's All About Condoms" 20 minutes
- Condom Demonstration and Practice 25 minutes

### Break

- Building Skills For Making And Communicating Safer Sex Decisions: Movie Clips #1-6 70 minutes
- Personal Safer Sex Planning 15 minutes
- Summary and Close 5 minutes

**180 minutes**

(not including break)

**195 minutes\***

(including 15 minute break)

**\* This is with the suggested break time. Adjust agenda as needed to use a different length of break.**

## **Three-Session Nia Agenda with Objectives (Session One)**

### **Session One Objectives**

- A) Introduce goals and expectations of the program.**
- B) Use videos, appropriate for and appealing to African American men, to present HIV prevention information and motivate personal risk-reduction among men who have sex with women.**
- C) Correct misperceptions and misinformation regarding HIV by using gender and culturally appropriate videos and interactive exercises.**
- D) Induce and enhance motivation to reduce risks for HIV by having men identify themselves and their behavior with the HIV epidemic.**
- E) Build skills for identifying and managing sexual risk situations.**

### **Agenda for Session One**

- Introduction to **Nia**/Welcome/Group Rules 15 minutes
- Getting to Know You 10 minutes
- HIV Myths and Facts 15 minutes
- Video #1: “When Men Talk About AIDS” 25 minutes

#### **Break**

- Personal Feedback Report #1 (PFR-1): HIV Knowledge 5 minutes
- Video #2: “HIV/AIDS: Infecting and Affecting our Community” 25 minutes
- HIV Risk Continuum Banner 10 minutes
- Video #3: “Combination Video” (Parts A & B) 10 minutes
- Summary and Close 5 minutes

**120 minutes**  
(not including break)

**130 minutes\***  
(including 10 minute break)

**\* This is with the suggested break time. Adjust agenda as needed to use a different length of break.**

## Three-Session Nia Agenda with Objectives (Session Two)

### Session Two Objectives

- A) Use videos, appropriate for and appealing to African American men, to motivate personal risk-reduction among men who have sex with women and build skills for handling common risk situations.
- B) Induce and enhance motivation to reduce risks for HIV by having men identify themselves and their behavior with the HIV epidemic.
- C) Build skills for identifying and managing sexual risk situations.
- D) Enhance motivation and build behavioral skills for condom use or safer sex.

### Agenda for Session Two

- Welcome Back/Check In/Review Previous Session 10 minutes
- Personal Feedback Report #2 (PFR-2): Sexual Behavior 10 minutes
- Discussion on Identifying Risky Situations 15 minutes
- Trigger Identification Skills-building 15 minutes
- Risk Reduction Decision-making Skills-building 20 minutes

#### Break

- Discussion of Sex Behavior Options That Reduce Risks 20 minutes
- Pros and Cons of Condom Use 10 minutes
- Personal Feedback Report #3 (PFR-3): Condom Attitudes 10 minutes
- Video #3: “Combination Video” (Parts C & D) 6 minutes
- Summary and Close 4 minutes

**120 minutes**

(not including break)

**130 minutes\***

(including 10 minute break)

**\* This is with the suggested break time. Adjust agenda as needed to use a different length of break.**

## Three-Session Nia Agenda with Objectives (Session Three)

### Session Three Objectives

- A) Use movie clips, appropriate for and appealing to African American men, to motivate personal risk-reduction among men who have sex with women and build skills for handling common risk situations.
- B) Induce and enhance motivation to reduce risks for HIV by having men identify themselves and their behavior with the HIV epidemic.
- C) Build skills for identifying and managing sexual risk situations.
- D) Enhance motivation and build behavioral skills for condom use or safer sex.

### Agenda for Session Three

- Welcome Back/ Check In/ Review Previous Session 5 minutes
- Video #4 : “It’s All About Condoms” 20 minutes
- Condom Demonstration and Practice 20 minutes
- Building Skills For Making And Communicating Safer Sex Decisions: Movie Clip #1 15 minutes

#### **Break**

- Building Skills For Making And Communicating Safer Sex Decisions: Movie Clips #2-6 50 minutes
- Personal Safer Sex Planning 5 minutes
- Summary and Close 5 minutes

**120 minutes**  
(not including break)

**130 minutes\***  
(including 10 minute break)

**\* This is with the suggested break time. Adjust agenda as needed to use a different length of break.**

## **Four-Session Nia Agenda with Objectives (Session One)**

### **Session One Objectives**

- A) Introduce goals and expectations of the program.**
- B) Use videos, appropriate for and appealing to African American men, to present HIV information and to motivate personal risk-reduction among men who have sex with women.**
- C) Correct misperceptions and misinformation regarding HIV by using gender and culturally appropriate videos and interactive exercises.**
- D) Induce and enhance motivation to reduce risks for HIV by having men identify themselves and their behavior with the HIV epidemic.**

### **Agenda for Session One**

- Introduction to **Nia**/Welcome/Group Rules 15 minutes
- Getting to Know You 10 minutes
- HIV Myths and Facts 15minutes
- Video #1: “When Men Talk About AIDS” 25 minutes
- Personal Feedback Report #1 (PFR-1): HIV Knowledge 15 minutes
- Video #3: “Combination Video” (Parts A & B) 10 minutes
- Summary and Close 5 minutes

**90 minutes\***

(not including break)

**\* This is without any break. Adjust agenda as needed if you plan to take a break during the session.**

## **Four-Session Nia Agenda with Objectives (Session Two)**

### **Session Two Objectives**

- A) Use videos, appropriate for and appealing to African American men, to present HIV information and to motivate personal risk-reduction among men who have sex with women.**
- B) Induce and enhance motivation to reduce risks for HIV by having men identify themselves and their behavior with the HIV epidemic.**
- C) Build skills for identifying and managing sexual risk situations.**

### **Agenda for Session Two**

- Welcome Back/Review Previous Session 10 minutes
- Video #2: “HIV/AIDS: Infecting and Affecting our Community” 20 minutes
- HIV Risk Continuum Banner 10 minutes
- Personal Feedback Report #2 (PFR-2): Sexual Behavior 5 minutes
- Discussion on Identifying Risky Situations 10 minutes
- Trigger Identification Skills-building 10 minutes
- Risk Reduction Decision-making Skills-building 20 minutes
- Summary and Close 5 minutes

**90 minutes**

(not including break)

**\* This is without any break. Adjust agenda as needed if you plan to take a break during the session.**

## **Four-Session Nia Agenda with Objectives (Session Three)**

### **Session Three Objectives**

- A) Use videos, appropriate for and appealing to African American men, to motivate personal risk-reduction among men who have sex with women and build skills for handling common risk situations.**
- B) Induce and enhance motivation to reduce risks for HIV by having men identify themselves and their behavior with the HIV epidemic.**
- C) Build skills for identifying and managing sexual risk situations.**
- D) Enhance motivation and build behavioral skills for condom use or safer sex.**

### **Agenda for Session Three**

- Welcome Back and Check-in 5 minutes
- Discussion of Sex Behavior Options That Reduce Risks 15 minutes
- Pros and Cons of Condom Use 10 minutes
- Personal Feedback Report #3 (PFR-3): Condom Attitudes 10 minutes
- Video #4: “It’s All About Condoms” 20 minutes
- Condom Demonstration and Practice 25 minutes
- Summary and Close 5 minutes

**90 minutes**

(not including break)

**\* This is without any break. Adjust agenda as needed if you plan to take a break during the session.**

## **Four-Session Nia Agenda with Objectives (Session Four)**

### **Session Four Objectives**

- A) Use movie clips, appropriate for and appealing to African American men, to motivate personal risk-reduction among men who have sex with women and build skills for handling common risk situations.**
- B) Induce and enhance motivation to reduce risks for HIV by having men identify themselves and their behavior with the HIV epidemic.**
- C) Build skills for identifying and managing sexual risk situations.**
- D) Enhance motivation and build behavioral skills for condom use or safer sex.**

### **Agenda for Session Four**

- Welcome Back/Review Previous Sessions 5 minutes
  - Building Skills For Making And Communicating Safer Sex Decisions: Movie Clips #1-6 65 minutes
  - Personal Safer Sex Planning 15 minutes
  - Summary and Close 5 minutes
- 90 minutes**  
(not including break)

**\* This is without any break. Adjust agenda as needed if you plan to take a break during the session.**