



**A GROUP-LEVEL INTERVENTION WITH
AFRICAN AMERICAN MEN WHO HAVE
SEX WITH WOMEN**

**STUDY GUIDE FOR THE NIA
FACILITATOR'S GUIDE**

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Study Guide for the Nia Facilitator's Guide

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Table of Contents

<i>Acknowledgments</i>	2
<i>Preparing for the Nia Training of Facilitators</i>	5
Benefits	5
How to Use This Study Guide	6
Important Information For Users	7
<i>Overview of the Nia Training of Facilitators</i>	8
Day One Agenda	9
Day Two Agenda	10
Day Three Agenda	11
<i>Nia Overview</i>	12
The Intervention	12
Theoretical Foundation	13
The Research Project	14
The Core Elements	15
The Behavior Change Logic Model	16
The Implementation Summary	17
<i>Getting Ready for Nia</i>	18
Preparing for Delivery	18
Selecting New Movie Clips and Videos	19
Scheduling Sessions	20
Recruiting Participants	21
Enrolling Participants	22
Preparing Session Materials and Equipment	23
<i>Conducting Nia Sessions</i>	24
Nia-specific Facilitation Skills and Tasks	24
Session One	25
I.1 - Introduction to Nia/Welcome/Group Rules	26
I.2 - Getting to Know You: Condom Bowl	27
I.3 - HIV Myths and Facts	28
I.4 - Video #1: “When Men Talk About HIV/AIDS”*	29
I.5 - Personal Feedback Report #1 (PFR-1): HIV Knowledge	30

I.6 - Video #2: “HIV/AIDS: Infecting and Affecting Our Community”*	31
I.7 - HIV Risk Continuum Banner of Sex Behaviors	32
I.8 - Personal Feedback Report #2 (PFR-2): Sexual Behaviors	33
I.9 - Identifying Risky Situations	34
I.10 - Trigger Identification Skills-building	35
I. 11 - Risk Reduction Decision-making Skills-building	36
I.12 - Video #3: “Combination Video”*	37
I.13 - Summary and Close	38
Session One Demonstration Chart	39
Session One General Questions	40
Session Two	41
II.1 - Welcome Back/Check In/Review Previous Session	42
II.2 - Sex Behavior Options That Reduce Risks	43
II.3 - Pros and Cons of Condom Use	44
II.4 - Personal Feedback Report #3 (PFR-3): Condom Attitudes	45
II.5 - Video #4: “It’s All About Condoms”*	46
II.6 - Condom Demonstration and Practice	47
II.7 - Building Skills for Making and Communicating Safer Sex Decisions: Movie Clips #1-6	48
II.8 - Personal Safer Sex Planning	49
II.9 - Summary and Close	50
Session Two Demonstration Chart	51
Session Two General Questions	52
<i>Maintenance</i>	53
Using Evaluation Data to Improve Session Delivery	53

Preparing for the Nia Training of Facilitators

This Study Guide will help you get familiar with the **Nia** Facilitator's Guide and prepare you for training on the intervention. It contains questions about each of the major topics in the Facilitator's Guide and how they relate to your implementation of **Nia**. It also contains an agenda for each of the three days of the **Nia** Training of Facilitators course.

Benefits

You may wonder why you need to complete and return this guide before attending the Training of Facilitators. Some of the benefits include:

- ★ **Learn more, and build more skills:** You can absorb more information and build skills more quickly, because you begin the training already familiar with the basics of the intervention.
- ★ **Tool to help you later:** The Study Guide can serve as an aid to you during the training and when you return to your agency. Each major topic and all agenda items have their own page in the Study Guide, so you can easily refer to your notes there when you have questions.
- ★ **More chances for input:** You identify your questions and ideas about the intervention ahead of time. You and the other training participants also get to choose some of what gets demonstrated and practiced during the training.
- ★ **Quicker implementation:** While you will need some additional facilitation coordination and practice post-training, you will return from training ready to implement **Nia** with fidelity sooner and more efficiently.
- ★ **Shorter training:** The three-day training saves you and your agency time and money.
- ★ **At your own pace:** The pre-training study is self-paced. Review the Facilitator's Guide at the speed that works best for you.
- ★ **Free evenings:** This preparation means there is little or no need for "homework" in the evenings after each day of training.
- ★ **Be a star student:** The training will be paced for those who complete the pre-training work. If you do it, you'll be better able to keep up.



**What's (really)
in it for me?**

How to Use This Study Guide

The Study Guide includes a place in each study section for you to list any questions that arise as you read the Facilitator's Guide. You will have an opportunity to ask your questions at the **Nia** Training of Facilitators course, but the trainers will also review them before the training in order to provide the best training experience. Therefore, it is important to return your Study Guide as instructed before the training; it will be returned to you at the training. You also will need to bring a copy of the Facilitator's Guide to the training.

You may want to read the entire Facilitator's Guide first, and then go back and review each segment along with this guide. You may prefer to read each section and review it with the guide as you go along. Either or any other method you choose is fine: the fact that you do the review will help you prepare for the training. Remember to jot down any questions you have and to make notes about your answers to the questions the Study Guide asks. If you make your notes in a paper (hard) copy, please print your name on the front page. If you are making your notes in the electronic version of the Study Guide, please type your name on the front page and be sure to save it with your name as part of the title before returning it to us. Please don't worry about the page breaks; when we receive your guide electronically, we will fix those before printing the document.

Most importantly, review the sections directly related to the Nia sessions (Facilitator's Guide, pages 40-100), consider all the questions related to each Nia activity and list any other questions you have. This portion of the Facilitator's Guide is your handbook for facilitating the content of **Nia**. **You will be responsible for demonstrating your understanding of these activities and performing many of them in practice groups.**

If you have **Nia** implementation responsibilities in addition to facilitation, you may want to download the **Nia** Starter Kit and the related appendices from the DEBI website (www.effectiveinterventions.org). If you will serve as a facilitator and program manager for **Nia**, contact the person who sent you the Facilitator's Guide and the Study Guide to discuss any questions you have about administrative issues.

The content and materials provided in the Facilitator's Guide are further explained at the **Nia** training. A copy of the article on the original research will also be provided at that time. An overview of the training and a copy of the agenda for each day of the training are provided on pages 8-11 of this Study Guide.

Important Information For Users

This HIV/STD risk-reduction intervention is intended for use with persons who are at high risk for acquiring or transmitting HIV/STD and who are voluntarily participating in the intervention. The materials in this intervention package are not intended for general audiences.

The intervention package includes implementation manuals, training and technical assistance materials, and other items used in intervention delivery. Also included in the package in **Appendix B** are:

1. The Centers for Disease Control and Prevention (CDC) factsheet on male latex condoms,
2. The CDC Statement on Study Results of Products Containing Nonoxynol-9,
3. The Morbidity and Mortality Weekly Report (MMWR) article “Nonoxynol-9, Spermicide Contraception Use—United States, 1999,”
4. The ABC’s of Smart Behavior, and
5. The CDC guidelines on the content of HIV educational materials prepared or purchased by CDC grantees (Content of AIDS-Related Written Materials, Pictorials, Audiovisuals, Questionnaires, Survey Instruments, and Educational Sessions in CDC Assistance Programs).

Before conducting this intervention in your community, all materials must be approved by your community HIV review panel for acceptability in your project area. Once approved, the intervention package materials are to be used by trained facilitators when implementing the intervention.

Overview of the Nia Training of Facilitators

The **Nia** Training of Facilitators course takes place over three days, and the daily agendas are on pages 9-11 of this guide. This format is based on pre-training work being completed by those attending. That includes review of the **Nia** Facilitator's Guide and the use of this Study Guide to promote a more thorough understanding of the Facilitator's Guide, as well as to document questions and concerns that arise during the review. Providing your completed copy of the Study Guide to the trainers before the training is also very important. See pages 5-6 of this guide for more information.

The training is very interactive, and everyone who attends will be expected to practice portions of the **Nia** sessions. Each day will include time for questions and answers about the intervention. Special skills needed as a **Nia** facilitator will be demonstrated and practiced. **Note that this is not a group facilitation course.** If you need additional training in group facilitation, resources will be suggested during the **Nia** training.

Note that the first question related to the agenda items for the **Nia** sessions is the same for all agenda items: **“What do you think is the most important thing your participants will gain from this segment and why?”** This question is important to consider for each item as your responses will be discussed during the training.

At the end of each session, there is a chart listing the agenda which asks which segments you feel you might need to see demonstrated when you come to training. It is very important that you consider this carefully. While the trainers will review and address your questions about every agenda item, they will only demonstrate a few pieces of each session in order to allow you more time for your practice of **Nia**. Some of the pieces for each session are predetermined; these are indicated with yellow shading on the charts. The class will choose two more pieces of each session for demonstration. Regardless of which agenda items are selected, you will see all videos and movie clips used in **Nia**.

After each demonstration chart, there is a page where you can note any examples of challenging situations that you think might arise during that session and how you might handle them. You will have a chance to discuss these types of situations and possible approaches with the trainers and the other training participants during the training.

A small portion of the training will be about the tasks that you and your agency will need to complete before implementing **Nia**. Calls will be scheduled with each agency to discuss these topics prior to the training. Capacity Building Assistance (CBA) is also available.

Training Agenda-Nia Training of Facilitators Day One

Day One Agenda

8:30 AM

- ★ Introduction to Training

Break

- ★ Overview of **Nia**
- ★ Connecting **Nia** Activities to Behavioral Determinants

Stretch Break

- ★ **Nia** Core Elements
- ★ Session Grid, Agendas, and Objectives

Lunch

- ★ **Nia** Basics
- ★ Introduction to Session One Review
- ★ Session One Review

Break

- ★ Session One Review (continued)

Stretch Break

- ★ Session One Review (continued)
- ★ Day One Wrap-up

5:00 PM *Adjourn*

Training Agenda-Nia Training of Facilitators Day Two

Day Two Agenda

8:30 AM

- ★ Preview of Day Two
- ★ Review of Session One Review
- ★ Creating PFRs

Break

- ★ Facilitating the HIV Risk Continuum Banner
- ★ Review of Trigger Identification Skills-building
- ★ Facilitating Trigger Identification Skills-building
- ★ Review of Risk Reduction Decision-making

Stretch Break

- ★ Facilitating Risk Reduction Decision-making Skills-building

Lunch

- ★ Introduction to Session Two Review
- ★ Session Two Review

Break

- ★ Session Two Review (continued)

Stretch Break

- ★ Session Two Wrap-up
- ★ Day Two Wrap-up

5:00 PM *Adjourn*

Training Agenda-Nia Training of Facilitators Day Three

Day Three Agenda

8:30 AM

- ★ Preview of Day Three
- ★ Review of Days One and Two
- ★ Discussion of Facilitating Condom Demonstration and Practice
- ★ Preparing for Facilitating the Movie Clips

Break

- ★ Facilitating the Movie Clips

Stretch Break

- ★ Extra Facilitation Practice

Lunch

- ★ Preparing for **Nia**
- ★ Task List and Preparation Checklists
- ★ Review of Forms for Evaluation
- ★ Selection of Videos and Clips

Break

- ★ **Nia** Jeopardy

Stretch Break

- ★ Final Questions and Answers
- ★ Next Steps and Resources
- ★ Training Evaluations

5:00 PM *Adjourn*

Nia Overview

The Intervention

Read this section (Facilitator's Guide, page 6). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about The Intervention (Nia)

You may also find it helpful to answer the following questions.

1. What do you think are some benefits of a group-level intervention like Nia for your clients?

2. How many Nia sessions do you think would work best with your clients?
 - a. 2 (3 hours each, plus breaks)
 - b. 3 (2 hours each, plus breaks)
 - c. 4 (1 ½ hours each, plus breaks)
 - d. Any of these.

Why?

My Training Notes



Theoretical Foundation

Read this section (Facilitator's Guide, pages 7-9). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about the Theoretical Foundation

You may also find it helpful to answer the following questions.

1. What aspect of the IMB model do you think is most needed by your clients to enable them to change their behavior?
 - a. Information about how HIV is transmitted and how to prevent transmission
 - b. Motivation to change
 - c. Related behavioral skills
 - d. All of the above

2. How do you think your clients will benefit from building the skills taught and practiced in Nia?

My Training Notes



The Research Project

Read this section (Facilitator's Guide, pages 10-11). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about The Research Project

You may also find it helpful to answer the following questions.

1. In what ways is your target audience similar to the original target audience?

2. In what ways is your target audience unlike the original target audience?
How might that affect your implementation of Nia?

My Training Notes



The Core Elements

Read this section (Facilitator's Guide, pages 12-13). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about Core Elements

You may also find it helpful to answer the following questions.

1. What aspects of the Nia Core Elements may be challenging for you and/or your agency to maintain and practice with fidelity? Why?

2. How will your agency verify that you are maintaining fidelity to the Nia Core Elements?

My Training Notes



The Behavior Change Logic Model

Read this section (Facilitator's Guide, pages 14-15). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about The Behavior Change Logic Model

You may also find it helpful to answer the following questions.

- 1. What are the factors from behavioral theory (behavioral determinants) in the Nia logic model that you have noticed impacting your clients' risk behaviors?**

- 2. What are your expected outcomes for Nia?**

My Training Notes



The Implementation Summary

Read this section (Facilitator's Guide, pages 16-17). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about The Implementation Summary

You may also find it helpful to answer the following questions.

1. How might your agency use the Implementation Summary?

2. How might you tailor the Implementation Summary to your agency?

My Training Notes



Getting Ready for Nia

Preparing for Delivery

Read this section (Facilitator's Guide, pages 18-23). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about Preparing for Delivery

You may also find it helpful to answer the following questions.

1. What additional training or information would be helpful to you before implementing Nia?

2. What are some challenges that you might face related to preparing for delivery?

My Training Notes



Scheduling Sessions

Read this section (Facilitator's Guide, pages 27-29). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about Scheduling Sessions

You may also find it helpful to answer the following questions.

1. The Facilitator's Guide lists a number of things to think about when selecting a place to hold Nia sessions. What other things might you need to consider?

2. What are some challenges that you might face related to scheduling your Nia sessions? How might you handle each of those challenges?

My Training Notes



Recruiting Participants

Read this section (Facilitator’s Guide, page 30). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about Recruiting Participants

You may also find it helpful to answer the following questions.

- 1. What does your recruitment plan look like?**

- 2. What are some challenges that you might face related to recruiting Nia participants? How will you address those challenges?**

My Training Notes



Enrolling Participants

Does your agency already do some sort of baseline survey with clients? If so, please bring a blank copy to the Nia Training of Facilitators.

Read this section (Facilitator's Guide, pages 31-32). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about Enrolling Participants

You may also find it helpful to answer the following questions.

- 1. What are some questions you would want to ask or information you would want to share with clients before enrolling them in Nia?**

- 2. Who will be responsible for administering the Nia Pre-Intervention Assessment? Who will create the Personal Feedback Reports?**

My Training Notes



Preparing Session Materials and Equipment

Read this section (Facilitator's Guide, page 33). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about Preparing Session Materials and Equipment

You may also find it helpful to answer the following questions.

- 1. How will you create a handout of local HIV/STD statistics relevant to your Nia participants?**

- 2. What are some challenges that you might face related to the electronic equipment? How would you handle them?**

My Training Notes



Conducting Nia Sessions

Nia-specific Facilitation Skills and Tasks

Read this section (Facilitator's Guide, pages 34-39). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about Nia-specific Facilitation Skills and Tasks

You may also find it helpful to answer the following questions.

1. How will you create a learning environment consistent with male culture?

2. What negative attitudes towards women have your clients shown in the past?
How will you handle these if they arise?

My Training Notes



Session One

Read this section (Facilitator's Guide, pages 40-42). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about Session One

You may also find it helpful to answer the following questions.

1. What, if anything, might you add to the Session One Materials Checklist to help you be better prepared to deliver this session?

2. How many breaks will you add to the agenda, and how much time total will you need to add to the three hours of content? What other changes might you make to the agenda?

My Training Notes



I.4 - Video #1: “When Men Talk About HIV/AIDS”*

Read this section (Facilitator’s Guide, pages 51-52). Answer the following questions based on your reading and experience:

1. What do you think is the most important thing your participants will gain from this segment and why?

 2. What are the advantages of using a video to present HIV prevention facts to your target population?
-

What other questions do you have? List them below.



My Questions about Video #1

My Training Notes



*** See page 24 of the Facilitator’s Guide and page 39 of this Study Guide for basic information on this video.**

I.5 - Personal Feedback Report #1 (PFR-1): HIV Knowledge

Read this section (Facilitator’s Guide, pages 53-54). Answer the following questions based on your reading and experience:

1. What do you think is the most important thing your participants will gain from this segment and why?

 2. What are the most common misperceptions in your target population about HIV prevention?
-

What other questions do you have? List them below. List them below.



My Questions about PFR-1

My Training Notes



I.7 - HIV Risk Continuum Banner of Sex Behaviors

Read this section (Facilitator's Guide, pages 57-61). Answer the following questions based on your reading and experience:

- 1. What do you think is the most important thing your participants will gain from this segment and why?**

 - 2. In this activity, the facilitators have to move any misplaced cards to their correct positions on the banner. How would you do this in a manner that is respectful of the participant(s) who put cards in the wrong places?**
-

What other questions do you have? List them below.



My Questions about HIV Risk Continuum Banner

My Training Notes



I. 11 - Risk Reduction Decision-making Skills-building

Read this section (Facilitator's Guide, pages 70-73). Answer the following questions based on your reading and experience:

1. What do you think is the most important thing your participants will gain from this segment and why?

 2. Risk reduction goals need to be individualized, realistic, and based on the story created in the previous activity. For example, the story is about taking a woman home and having her perform a striptease before they have sex, but a participant says their risk reduction goal is to send her home after she strips. How would you help them determine if that is a realistic option for them?
-

What other questions do you have? List them below.



My Questions about Risk Reduction Decision-making Skills-building

My Training Notes



I.13 - Summary and Close

Read this section (Facilitator's Guide, pages 75-76). Answer the following questions based on your reading and experience:

1. What do you think is the most important thing your participants will gain from this segment and why?

2. How could you make the review of the session content interactive?

What other questions do you have? List them below.



Summary and Close

My Training Notes



Session One Demonstration Chart

Two segments of Session One have been preselected for demonstration during the **Nia** Training of Facilitators; these are indicated by the yellow shading in the chart below. As a class, you will get to choose two other segments to be demonstrated. Use the chart below to make notes about which ones you are most interested in seeing demonstrated.

Agenda Item	Yes, I need to see this demonstrated.	No, I don't need to see this demonstrated.	Not sure if I need to see this demonstrated.
Introduction to Nia / Welcome/Group Rules			
Getting to Know You: Condom Bowl			
HIV Myths and Facts			
Video #1: "When Men Talk About HIV/AIDS"*			
Personal Feedback Report #1 (PFR-1): HIV Knowledge			
Video #2: "HIV/AIDS: Infecting and Affecting Our Community"*			
HIV Risk Continuum Banner of Sex Behaviors			
Personal Feedback Report #2 (PFR-2): Sexual Behaviors			
Identifying Risky Situations			
Trigger Identification Skills-building			
Risk Reduction Decision-making Skills-building			
Video #3: "Combination Video"*			
Summary and Close			

* Remember that all the videos and movie clips will be shown during the training, regardless of whether or not the discussion section is chosen for demonstration.

Video #1 is a basic HIV education piece, where men at a gym ask questions of a woman from the health department.

Video #2 is a collection of the personal stories of men who are living with HIV and one woman who is the caregiver for her ex-husband who has AIDS.

Video #3 is a mixture of educational and entertaining pieces related to safer sex.

Session Two

Read this section (Facilitator's Guide, pages 77-79). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about Session Two

You may also find it helpful to answer the following questions.

1. What, if anything, might you add to the Session Two Materials Checklist to help you be better prepared to deliver this session?

2. In what ways might facilitation of this session need to be different from the facilitation of Session One?

My Training Notes



Session Two Demonstration Chart

The movie clips used in Session Two for skills-practice have been preselected for demonstration and practice during the **Nia** Training of Facilitators; these are indicated by the yellow shading in the chart below. As a class, you will get to choose two other segments to be demonstrated. Use the chart below to make notes about which ones you are most interested in seeing demonstrated.

Agenda Item	Yes, I need to see this demonstrated.	No, I don't need to see this demonstrated.	Not sure if I need to see this demonstrated.
Welcome Back/Check In/ Review Previous Session			
Sex Behavior Options That Reduce Risks			
Pros and Cons of Condom Use			
Personal Feedback Report #3 (PFR-3): Condom Attitudes			
Video #4: "It's All About Condoms"*			
Condom Demonstration and Practice			
Building Skills For Making and Communicating Safer Sex Decisions: Movie Clips #1-6*			
Personal Safer Sex Planning			
Summary and Close			

* Remember that all the videos and movie clips will be shown during the training, regardless of whether or not the discussion section is chosen for demonstration.

Video #4 shows an African American couple talking about condom use in a casual format and demonstrating the proper use of condoms with a penile model.

Movie clips #1-6 show a variety of "prelude to sex" scenes, which are used for discussion and skills-building related to safer sex/risk reduction.

Maintenance

Using Evaluation Data to Improve Session Delivery

Read this section (Facilitator's Guide, page 101). Create at least one question about this section that, when answered, might help you understand this topic better. List your question(s) below.



My Questions about Using Evaluation Data to Improve Session Delivery

You may also find it helpful to answer the following questions.

1. What will be your role in evaluation?

2. What are some challenges that you or your agency might face related to evaluation? How will you handle them?

My Training Notes

