



Training of Facilitators

Training Manual
Appendix II: Training Slides

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A program of purpose

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

TRAINING OF FACILITATORS

How Did Nia Get Here?



RESEARCH



REPLICATION



COMMUNITY

Goal of the Nia Training of Facilitators (ToF)

The goal of this training course is to prepare facilitators funded to implement the **Nia** intervention with information and skills necessary to successfully implement the intervention with fidelity in their community with African American men who have sex with women.

Objectives of Nia ToF

At the end of this three-day training, trainees will be able to:

- ❖ Demonstrate ability to transfer information from the Pre-Intervention Assessment Survey to the Personal Feedback Reports used in **Nia** activities.
- ❖ Identify the purpose and procedure for the HIV Risk Continuum Banner.

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Objectives of Nia ToF (continued)

- ❖ Demonstrate ability to facilitate skills-building activities related to trigger identification and risk reduction decision-making.
- ❖ Identify at least three examples of how to address negative attitudes towards condoms.
- ❖ Demonstrate skills for using movie clips to facilitate the discussion of condom use and risk reduction decisions.
- ❖ Identify at least five tasks necessary to prepare for implementing **Nia**.

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Objectives of Nia ToF (continued)

- ❖ Describe the process for identifying and selecting gender and culturally appropriate movie clips and videos for use in **Nia** sessions.
- ❖ Identify at least two forms used by facilitators for evaluation.
- ❖ Identify at least three methods for challenging negative attitudes towards women and creating a learning environment consistent with male culture.

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Goal of the Nia Intervention

The goal of the Nia intervention is to reduce sexual risk behavior among African American men who have sex with women.

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The Nia Intervention

- ❖ Designed for African American men who have sex with women
- ❖ Meet in small groups of 6-10 participants
- ❖ Led by two culturally competent co-facilitators, one male and one female
- ❖ Uses both educational videos and movie clips, as well as interactive components
- ❖ Nia = “purpose”

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The Nia Intervention (continued)

- ❖ Uses factors like male pride, racial identity, etc.
- ❖ Focus on protecting self, partner, and community
- ❖ In the sessions, men can:
 - Learn new information and affirm existing correct knowledge,
 - Examine their risks,
 - Build motivation and skills to reduce their risks, and
 - Receive feedback from others.

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The Nia Intervention (continued)

- ❖ Six hours of content, not including breaks
- ❖ Originally delivered in two sessions, each three hours long, plus a break for food halfway through each session
- ❖ Held in a space of appropriate size, where participants feel comfortable talking about sex
- ❖ Similar to support groups but more content-based

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Original Research on Nia

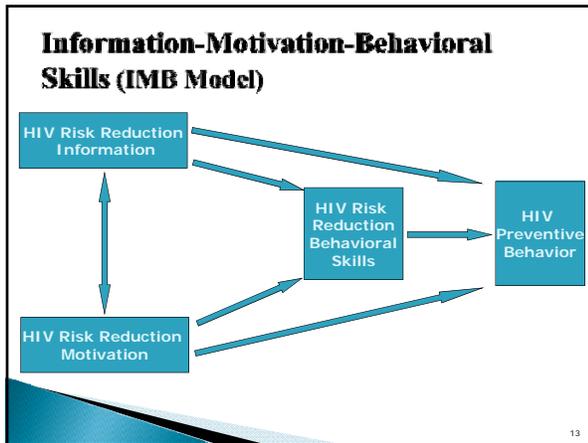
- ❖ Conducted in 1996 in Atlanta, GA at the AIDS Survival Project
- ❖ Principal investigator: Dr. Seth Kalichman
- ❖ Developed in response to need for evidence-based, small group-level intervention for low income, inner-city, African American men who have sex with women
- ❖ Randomized, controlled study with 117 men who have sex with women, including some bi-sexual men, almost all African American but some Hispanic

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Nia Research Outcomes

- ❖ Showed significant reductions in risk behaviors
- ❖ At 3-month follow-up, participants were more likely to report:
 - Using condoms almost every time they had sex
 - Talking with their sex partner about HIV
- ❖ At 6-month follow-up, participants were:
 - More likely to have planned ahead to have sex and talked with sex partner(s) about condoms
 - Less likely to have used drugs in conjunction with sex and less likely to have used alcohol and/or other drugs before sex

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Core Element #1

Conducting small group sessions with men who have sex with women that are led by culturally competent male and female co-facilitators who:

- ❖ Use videos and movie clips appropriate for and appealing to men to present HIV information, motivate risk-reduction, and build skills for handling common risk situations
- ❖ Challenge negative attitudes towards women through group rules that disallow adversarial language against women

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Core Element #2

Correcting misperceptions and misinformation regarding HIV by using gender and culturally appropriate videos and interactive exercises, especially:

- ❖ Providing Personal Feedback Report on HIV knowledge
- ❖ Showing and leading discussion of HIV educational videos
- ❖ Conducting Myths and Facts activity
- ❖ Conducting HIV Risk Continuum activity

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Core Element #3

Inducing and enhancing motivation to reduce risks for HIV by having men identify themselves and their behavior with the HIV epidemic through:

- ❖ Providing Personal Feedback Reports on sex behaviors and condom attitudes
- ❖ Showing and leading discussion of videos featuring men who have been affected by HIV with whom participants can identify
- ❖ Conducting HIV Risk Continuum activity
- ❖ Eliciting and exploring personal risky sexual situations

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Core Element #4

Building skills for identifying and managing sexual risk situations by:

- ❖ Eliciting and exploring personal risky sexual situations
- ❖ Building trigger-identification and safer sex decision-making skills
- ❖ Guiding practice of trigger-identification and safer sex decision-making skills using movie clips

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Core Element #5

Enhancing motivation and building behavioral skills for condom use or safer sex by:

- ❖ Exploring attitudes toward and pros/cons for condom use
- ❖ Identifying safer sex alternatives
- ❖ Building behavioral skills for correctly using condoms and communicating sexual decisions regarding condom use
- ❖ Guiding practice of condom use and safer sex decisions using movie clips

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Sample of Nia Facilitator Characteristics

- ❖ Must master the content of the intervention before conducting sessions
- ❖ Need personal characteristics of a good facilitator, such as:
 - Builds rapport with participants
 - Active listener
 - Non-judgmental
 - Understanding

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Sample of Nia Facilitator Skills

- ❖ Need excellent group facilitation skills, such as:
 - Meeting people where they are
 - Promoting communication within the group
 - Getting participants involved
 - Managing and controlling problems in the group

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Nia Facilitator Roles

- ❖ Possible tasks include:
 - Working with the Community Advisory Board to customize parts of the intervention
 - Recruiting and enrolling participants
 - Producing session materials
 - Choosing new videos or clips
 - Completing evaluation forms
- ❖ Their main task is to conduct the sessions, including:
 - Covering the content
 - Keeping participants engaged
 - Challenging negative attitudes towards women

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Session One Objectives

- ❖ Introduce goals and expectations of the program.
- ❖ 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.
- ❖ Correct misperceptions and misinformation regarding HIV by using gender and culturally appropriate videos and interactive exercises.

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Session One Objectives (continued)

- ❖ Induce and enhance motivation to reduce risks for HIV by having men identify themselves and their behavior with the HIV epidemic.
- ❖ Build skills for identifying and managing sexual risk situations.

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Session One Agenda Items

- ❖ Introduction to Nia, especially the effect of HIV/AIDS on the participants' community and their protective role as strong men
- ❖ HIV Myths and Facts
- ❖ Video #1: HIV 101
- ❖ PFR-1: HIV Knowledge
- ❖ HIV Risk Continuum
- ❖ Video #2: HIV's community impact

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Session One Agenda Items (continued)

- ❖ PFR-2: Sexual Behaviors
- ❖ Identifying risky sexual situations
- ❖ Building skills to identify triggers to unsafe sex in risky sexual situations
- ❖ Building decision-making skills to reduce risks by managing triggers and situations
- ❖ Video #3: Edutainment
- ❖ Summary and close

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Take Home Message: Session One

“The decisions you make can help protect yourself, your partners, and your community”

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Session Two Objectives

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

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Session Two Agenda Items

- ❖ Review of previous session
- ❖ Safer sex options to reduce risk
- ❖ Pros and cons of condom use
- ❖ PFR-3: condom attitudes
- ❖ Video #4: using condoms correctly and making them erotic
- ❖ Condom demonstration and practice
- ❖ Movie Clips #1-6: guiding practice of
 - Trigger-identification and safer sex decision-making skills
 - Communicating risk reduction decisions to partners
- ❖ Personal safer sex planning
- ❖ Summary and close

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Take Home Message: Session Two

“The decisions you make can help protect yourself, your partners, and your community”

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Implementation Plan

- ❖ The plan has three parts:
 - Budget/cost sheet
 - Timeline
 - Task List
- ❖ Sample materials and instructions are found in the Program Manager’s Guide.
- ❖ These materials are customized by each agency before implementation.

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Pre-Intervention Assessment Survey

- ❖ Handout 3-4: Pre-Intervention Assessment Survey (pp. 19-29)
- ❖ Completed by participants before sessions begin
- ❖ Can be done during enrollment
- ❖ Used to create the Personal Feedback Reports (PFRs)
- ❖ Can be customized but must adjust PFR-related questions to match

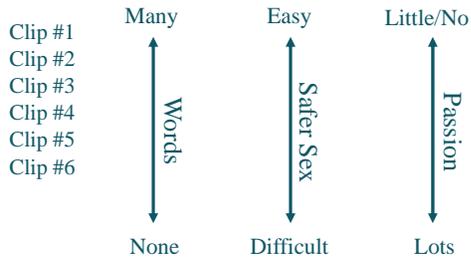
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Nia Evaluation Forms

- ❖ Handout 3-1: Session One Consistency Outline (pp. 14-15)
- ❖ Handout 3-7: Session Two Consistency Outline (pp. 39-40)
- ❖ Handout 3-9: Session Evaluation Form (pp. 43-46)
- ❖ Handout 4-5: Participant Satisfaction Survey (p. 71)
- ❖ Handout 4-6: Post-Intervention Assessment Survey (pp. 72-75)
- ❖ Handout 4-7: Follow-up Assessment Survey (pp. 76-81)

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Matrix of Clip Selection



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Capacity Building Assistance

CDC funds Capacity Building Assistance (CBA) providers to assist in:

- ❖ Organizational Infrastructure
- ❖ Behavioral Interventions and Public Health Strategies
- ❖ Monitoring and Evaluation
- ❖ Community Access to Prevention Services

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Accessing Capacity Building Assistance

- ❖ Directly funded CBO/FBOs, State HDs, and directly funded urban areas can contact their CDC Project Officer and submit an on-line CRIS request for assistance.
- ❖ Others can contact CBA providers through their State HD, which can enter a CRIS request for them.

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Contact Us

- ❖ Remember, your trainers are available to provide you with assistance after the training.
- ❖ Please contact us!

**THANK YOU
FOR ALL YOUR HARD WORK!**

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