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# Strengthening the Capacity of Service Providers to Deliver HIV Prevention Programs to the African Diaspora in Canada

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## Evaluation Report

*Prepared by: Adobe Consulting Services and DA Falconer & Associates Inc.  
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- David Haase, Health Association of African Canadians, Halifax, NS
- Elisa Hatton, Black Coalition for AIDS Prevention, Toronto, ON
- Janice Dayle, Desta Black Youth Network, Montréal, QC
- Layla Rich, Interagency Coalition on AIDS and Development, Ottawa, ON
- Logan Broeckaert, Canadian AIDS Society, Ottawa, ON
- Lori Root, Nova Scotia Advisory Commission on AIDS, Halifax, NS
- MaryStella Anidi, Sexuality Education Resource Centre, Winnipeg, MB
- Robert Bardston, Medicine Hat, AB
- Roseline Carter, AIDS Calgary, Calgary, AB
- Tanya Lary, Public Health Agency of Canada, Ottawa, ON
- Tsion Demeke Abate, HIV Edmonton, Edmonton, AB
- Valérie Pierre-Pierre, African and Caribbean Council on HIV/ AIDS in Ontario, Toronto, ON
- Wangari Tharao, Women's Health in Women's Hands Community Health Centre, Toronto, ON

Thank you to Lydia Makoroka who provided bilingual (English/French) support and delivered the Curriculum in French in Montreal.

Thank you to the Public Health Agency of Canada for their financial support of the initiative. The views expressed herein do not necessarily represent the views of the Public Health Agency of Canada.

## 1. Background

Over the past six years, the African and Caribbean Council on HIV/AIDS in Ontario (ACCHO), the Interagency Coalition on AIDS and Development (ICAD) and Women's Health in Women's Hands Community Health Centre (WHIWH CHC) have collaborated on numerous initiatives including research and the development of resources for organizations working with African, Caribbean and Black communities in Canada. These organizations were successful in receiving funding from the Public Health Agency of Canada (PHAC) through the National Specific Populations HIV/AIDS Initiatives Fund to deliver a one-year training and capacity building project aimed at service providers, entitled *Strengthening the Capacity of Service Providers to Deliver HIV Prevention Programs to the African Diaspora in Canada*. The purpose of the project was to ensure that African, Caribbean and Black (ACB) communities in Canada were meaningfully engaged in HIV prevention efforts, to expand HIV prevention efforts and to build the capacity of service providers, both mainstream and African, Caribbean and Black-specific, so that they are better equipped to deliver HIV prevention and other HIV services to the ACB communities. To build the capacity of service providers, the project aimed to deliver regional workshops co-hosted with key focal points which are organizations located in the cities where the workshops would take place and are already working with ACB communities locally. These focal points were also to receive training, through mentoring, so that they could continue to act as focal points for resources dissemination and have the capacity to respond to HIV prevention issues amongst the service providers working with African, Caribbean and Black communities.

In the spring of 2011, the project commenced. Beth Jordan of Adobe Consulting Services and Dionne A. Falconer of DA Falconer & Associates Inc. were hired as the consultants to undertake the project. Their team included a bilingual (English/French) facilitator, Lydia Makoroka. The project deliverables were as follows:

1. Capacity Building Needs Assessment report;
2. Training package and resource kit;
3. Workshop curriculum, including a facilitator's guide;
4. Five (5) regional workshops; one each in Toronto, Calgary, Halifax, Winnipeg and Montreal; and
5. Final evaluation report.

The Capacity Building Needs Assessment report was completed in November 2011. The first iteration of the training package, resource kit, workshop curriculum and facilitator's guide was completed in January 2012. They were informed by the *Towards the Improvement of HIV Prevention Services for African, Caribbean and Black Communities in Canada: A Gap Analysis* report, the Capacity Building Needs Assessment report, feedback and discussions with the project Advisory Committee, extensive subject research and leading best practices. For their development, efforts were made to not duplicate existing work and available resources. Following the January 2012 pilot training in Toronto, they were revised based on the feedback received. A final version of the training package, resource kit, workshop curriculum and facilitator's guide was completed in March 2012. The 5 regional workshops occurred between January and March 2012.

This final deliverable reports on the regional workshops. It documents the evaluation results and the hub mentoring that occurred. It also offers recommendations for next steps.

## 2. Regional Workshops – Overview and Evaluation Results

This section provides an overview of the workshops and presents the aggregate results of the evaluation data from all of the workshops. The evaluation results from each regional workshop are contained in the Appendices.

### Overview

There were 5 regional workshops delivered as a part of the project. The first was a pilot that occurred in Toronto in January and it was delivered in English by 2 facilitators. The Calgary workshop occurred in February and was delivered in English by 2 facilitators. The Halifax and Winnipeg workshops occurred in February and each was delivered in English by 1 facilitator. The Montreal workshop occurred in March and was delivered concurrently in 2 groups; one in English by 1 facilitator and one in French by 1 facilitator. For the Montreal workshop, the English and French groups were brought together for the final component of the training. The following is a breakdown of the number of participants for each workshop location:

- Toronto – 18 participants
- Calgary – 18 participants
- Halifax – 14 participants
- Winnipeg – 22 participants
- Montreal – 30 participants; 9 French and 21 English

### Evaluation Results

**Regions:** Toronto (Pilot), Calgary, Halifax, Winnipeg and Montreal

**Number of Participants:** 102

**Number of Completed Evaluations:** 93 (91.2% response rate)

- Eighty-five percent (85%) of the respondents **strongly agreed**, 14% **agreed** and 1% **were uncertain** that the **objectives of the training were adequately explained**.
- Eighty-eight percent (88%) of the respondents **strongly agreed** and 12% **agreed** that the facilitators were knowledgeable in the subject matter.
- Eighty percent (80%) of the respondents **strongly agreed** and 20% **agreed** that the training was well organized.
- Sixty-three percent (63%) of the respondents **strongly agreed** and 37% **agreed** that there was a good balance between presentation and participation.
- Ninety-seven percent (97%) of the respondents reported **increased knowledge on how to better deliver HIV prevention programs to African, Caribbean and Black communities in Canada** while 1% **was not sure** if their knowledge had increased.
- Eighty-eight percent (88%) of the respondents reported **feeling better equipped to deliver HIV prevention programs to African, Caribbean and Black communities** while 2% **said no**, 9% **were not sure** and 1% **did not respond**.
- Ninety-six percent (96%) of the respondents reported **being able to express their views and opinions during the training** while 1% **was not sure** and 3% **did not respond**.
- Ninety-three percent (93%) of the respondents reported **planning to make a change to some of their practices based on the training** while 2% **said no**, 4% **were not sure** and 1% **did not respond**.

With the overwhelming majority of the participants indicating increased knowledge and skills as well as an intent to take action based on the training, it is clear that the project will likely have a direct impact on enhancing HIV prevention programs and services for ACB communities, reducing HIV stigma and discrimination, and changing individual behaviour. To support this assertion, the following are the words of the participants in response to what changes they are planning to make based on the training:

<b>Changes Participants Plan to Make Based on Training</b>	
<ul style="list-style-type: none"> <li>• Provide in-service training to staff.</li> <li>• Sharing the information from the training with staff and start a discussion to look at and work towards an implementation.</li> <li>• More training in working in ACB communities.</li> <li>• Enhance my knowledge of HIV/AIDS.</li> <li>• Encourage support from the board.</li> <li>• I plan to bring this knowledge, connections and resources back to my team.</li> <li>• Doing work at the agency level.</li> <li>• Go back to my organization and share the information and resources to open up the conversation about where are we and what needs to be done to integrate this work in our organization/agency.</li> <li>• Collaborate more with partner agencies.</li> <li>• Spend more time at evaluating my program and check in more with the community.</li> <li>• Encourage management especially middle management, to participate in such trainings to increase their capacity.</li> <li>• Change my training modules to include a more intensively ARAO framework.</li> <li>• Make our activities more participatory with the feedback from community members.</li> <li>• Strengthen the interventions to address stigma and discrimination.</li> <li>• I would like to do more training to other levels of the organization (staff).</li> <li>• To pay more attention to what I do.</li> <li>• Look at the way I build partnerships.</li> <li>• Push management to change organizational practice/policy but also to recognize structural challenges of our work with this as a very powerful tool.</li> <li>• I plan to further my education and awareness surrounding this topic. I also would like to implement a program demystifying HIV and the stereotypes and stigmas in Africa for</li> </ul>	<ul style="list-style-type: none"> <li>• Bring back the knowledge to my organization.</li> <li>• Move forward with work with HAAC and ADAM.</li> <li>• Work with contacts with PHAC.</li> <li>• Collaboration with recognized organizations.</li> <li>• Take away the expertise of other members and a great potential to move forward.</li> <li>• Review policy on cultural competency and update.</li> <li>• Provide cultural competency opportunities within organization. Capacity building within organizations then look to community partners to build relationships.</li> <li>• Try to have my organization to become more competent of issues related to HIV/AIDS.</li> <li>• More focus on cultural competency, action to make and maintain partnerships.</li> <li>• Examine the issue of cultural competence more closely and adapt it to what we do.</li> <li>• Engage in more intentional collaborations.</li> <li>• Continue/initiate communication with new and old community partners in an effort to form a partnership to best provide service and support to our ACB community.</li> <li>• Not to be quiet especially in a situation of oppression.</li> <li>• Rekindle the fire of being engaged and involved in the being done with the ACB population.</li> <li>• I plan to make a change in my life.</li> <li>• I will disseminate the information that I got for my country fellow persons to enable them achieve a behavioural change and practice prevention methods.</li> <li>• Talk to close friends about the availability of services and testing centres in Winnipeg.</li> <li>• I would like to have a place in advising people how to prevent having HIV.</li> <li>• To take the things that I learned back to my</li> </ul>

### Changes Participants Plan to Make Based on Training

<p>individuals living there and individuals planning to immigrate.</p> <ul style="list-style-type: none"> <li>• Take the workshop outcome and share with staff.</li> <li>• Incorporate determinants of health in my trainings.</li> <li>• Do not lose heart! Keep on keeping on.</li> <li>• To lobby for money to explore opportunities with the DEBI resource.</li> <li>• I now know much of how to approach working with another cultural group (cultural competence) and working within the community.</li> <li>• Much of the information presented was very specific to the ACB community and I do not think I will be working in this specific community in the future. However it was useful to have this open forum to discuss the SDOH and health inequities with practitioners.</li> <li>• Specifically, I think during my presentations I would include cultural competence at the beginning of the presentation recognizing that I am willing to learn, that I DO NOT KNOW everything nor do I claim to understand their full experiences. I hope that this makes them more open to discussing their issues and struggles.</li> <li>• Build structures to support the work systemically within my organization.</li> <li>• Share with fellow colleagues.</li> <li>• Discuss with others how to engage other ASOs.</li> <li>• Look at organizational policies re: culturally competent care.</li> <li>• Engage a new employee who is a face of the ACB community to think about working together to improve accessibility.</li> <li>• It's clear that we need to establish more partnerships in the community. Meeting others here has started that process.</li> <li>• I plan to bring this info to my organization and see what changes we can make to our current curriculum.</li> <li>• I would like to be able to engage members of ACB in a more frequent basis: make more of an effort to call clients (ACB specific) and</li> </ul>	<p>community.</p> <ul style="list-style-type: none"> <li>• Work with Ethiopian and Eritrean women living with HIV and support MaryStella in the work she is doing with us.</li> <li>• Considering to join one of the HIV/AIDS campaign groups.</li> <li>• The way I deal with people who are HIV positive.</li> <li>• Integrating/increasing participation of ACB populations; meaningful involvement.</li> <li>• To talk about how HIV affects ACB communities in Manitoba.</li> <li>• Yes I will. I'm going to start by sharing these informations with friends and sisters, etc and my goal is to have an organization to help womens and this session was a great opportunity for me to learn more.</li> <li>• Run more workshops.</li> <li>• Training to my fellow colleagues at work.</li> <li>• HIV/AIDS awareness events, community connections and write a community contact article on HIV/AIDS.</li> <li>• Take everything/factors into account.</li> <li>• Greater openness to gay/lesbian youth; encourage participation of these youth.</li> <li>• I plan to inform my friends and encourage people to get tested and be aware of everything that's going on in the ACB communities.</li> <li>• Look at the resources that were referenced to during the workshop.</li> <li>• Research; implement hygiene.</li> <li>• Always use condoms no matter the situation.</li> <li>• Question those who are in charge about their role and education on the subject.</li> <li>• We need to implement more programs and specifically targeting the community and starting this discussion.</li> <li>• Get tested. Encourage my friends and family to get tested. Participate in follow-ups by the BCRC. Support other organizations.</li> <li>• Will work more closely with other groups in Montréal. Bravo!</li> <li>• Discuss with my team more about what we can all be doing to better address needs, to</li> </ul>
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<b>Changes Participants Plan to Make Based on Training</b>	
<p>“touch base”, learn about the various communities that they hold membership in: possibly as a means of forming new partnerships and strengthening existing ones.</p> <ul style="list-style-type: none"> <li>• Disseminating knowledge and awareness at local and provincial levels.</li> <li>• I plan to partner with members of ACB community in helping our organization to better outreach our services and work with AIDS Calgary Association.</li> <li>• Reach out more to people in my community, take small steps at a time.</li> <li>• Advocating within my organization for more priority to the ACB community.</li> <li>• Examine policies and edit to be more culturally competent.</li> <li>• Check in with self to make sure not being oppressive.</li> <li>• Work and improve on cultural competence to all workers in the organization.</li> </ul>	<p>strengthen connections with this community that exists.</p> <ul style="list-style-type: none"> <li>• Network with other organizations.</li> <li>• Incorporate learnings into programming at my centre.</li> <li>• As a social worker, I plan to become more hands on with this population through local organizations.</li> <li>• Initiate a follow up with my internship supervisor.</li> <li>• Fight oppression within our organization.</li> <li>• Create new partnerships with other organizations.</li> <li>• Examine closely cultural diversity = opportunities.</li> <li>• Connect and collaborate with partners and partnering organizations.</li> </ul>

It should be noted that in each session, many participants were eager to take up the curriculum and deliver it to other stakeholders in their respective communities and with other sectors who may work with at-risk, affected or people living with HIV/AIDS (PHA) members of the ACB communities. In addition, the need for continued organizational Anti-Racism/Anti-Oppression and Cultural Competency work was highlighted in the participant responses.

### 3. Regional Workshops – Hub Mentoring

This section provides an overview of the hub mentoring that occurred with each of the workshop locations.

#### Toronto

Current Members – Valérie Pierre-Pierre, African and Caribbean Council on HIV/AIDS in Ontario (ACCHO); Wangari Tharao, Women’s Health in Women’s Hands Community Health Centre (WHIWH CHC); Shannon Ryan, Black Coalition for AIDS Prevention (Black CAP)

The hub mentoring component for Toronto consisted of a teleconference with most of the hub members to discuss next steps, possible structure and hub resourcing. The discussion also included how to best utilize existing resources, e.g. organizations like ACCHO, Black CAP, WHIWH CHC and Africans in Partnership Against AIDS (APAA) who already have a mandate to work directly with ACB communities. A follow up face-to-face conversation with most of the hub members occurred after the initial teleconference where more discussion ensued regarding existing organizations, holding more trainings using the curriculum and leveraging the mailing list generated by the workshop. There was a commitment to continue moving the work forward with a teleconference to be scheduled for the hub members in late March/early April.

#### **Additional Support and Follow Up as Identified by Participants:**

- More training \*\*
- Information-sharing opportunities
- Resources
- Further training for staff agencies (including ASOs)
- Please consider us for future training
- I would love an opportunity to stay connected with the people in this workshop. An email list would be great. In person meetings would be amazing
- Any future workshop, networking or partnership opportunities and to be directly contacted

#### Calgary

Current Members – Roseline Carter, AIDS Calgary Awareness Association; Tsion Demeke Abate, HIV Edmonton

The hub mentoring component for Calgary/Edmonton consisted of two pre-workshop teleconferences and a post-training face-to-face meeting held at AIDS Calgary Awareness Association. Simonne LeBlanc, Executive Director, and Sipiwe Mapfumo, African Communities Project Coordinator, both of AIDS Calgary Awareness Association participated in the meeting. There was a discussion of the challenges and barriers to having a hub in their region. There was also a discussion around how to ensure that a better job is done in this region of meeting the HIV prevention needs of Caribbean and Black communities as targeted work is already underway with African communities/newcomers from the continent. The Executive Director from AIDS Calgary Awareness Association expressed interest in pursuing funding to continue the work. The hub members will each continue to reflect on how to roll out the work and enhance partnerships with other organizations.

**Additional Support and Follow Up as Identified by Participants:**

- Please email me with any and all of the upcoming information and workshops
- I am planning to advise people in my community and my church to be careful in their behaviours especially in sexual contact. To avoid any kind of inappropriate relations
- Need to think about this. Once I've shared content with others from my organization I'm certain ideas would arrive.
- If you can follow up with the 2012 addition of "HIV Prevention Guidelines" possibly via email?  
Thanks.

Halifax

Current Members – Jil Martin, North End Community Health Centre (NECHC); Dr. David Haase, Health Association of African Canadians (HAAC); Lori Root, Nova Scotia Advisory Commission on AIDS

The hub mentoring component for Halifax consisted of a pre-workshop teleconference and a face-to-face meeting following the workshop. There was discussion regarding who was not at the session and what a missed opportunity that was. Unfortunately, a leader in the Black community had passed away and the funeral was on day one of the workshop. The hub members strategized as to how to capitalize on who was in the room and how to provide another training opportunity for their region. During the Halifax session, the PHAC representatives offered financial assistance and support to convene HIV service providers in the region and the hub discussed how this support could have the most impact. A commitment was made to build on the energy and potential partnership opportunities generated by the workshop and to continue the work in the region.

**Additional Support and Follow Up as Identified by Participants:**

- Work with other organizations to promote this common goal
- Looking forward to ongoing contact with my "local hub" and participating in change

Winnipeg

Current Member - MaryStella Anidi, Sexuality Education Resource Centre (SERC)

The hub mentoring component for Winnipeg consisted of 2 pre-workshop teleconferences and a face-to-face meeting following the workshop. The first teleconference included the hub member (MaryStella Anidi), SERC management staff (Roselle Paulsen) and SERC contracted project staff/key community leaders (Eskinder Araya, Grace Isinguzo, John Salumu-Kasongo). The second teleconference occurred with only the hub member. At the post-workshop meeting, there were 13 participants, including the hub member. This final meeting included a discussion of the needs and priorities to move the work already being done forward, how they could be met and key individuals who can act as a resource and disseminator of information. It was agreed that a follow-up meeting of the 13 participants would be scheduled for 90 days from the time of the workshop. Information requested was sent to the hub member following the workshop.

**Additional Support and Follow Up as Identified by Participants:**

- Resource material
- Stay connected
- Funding

**Montreal**

Current Members – Janice Dayle, community member; Stéphane Richard, Groupe d’action pour la prévention de la transmission du VIH et l’éradication du sida (GAP-VIES); Dorothy Williams, Black Community Resource Centre (BCRC)

The hub mentoring component for Montreal consisted of 2 pre-workshop teleconferences and a face-to-face meeting following the workshop. There was a discussion of the challenges to getting the work done, especially lack of funding, and the need for partnerships and groups working together across various lines, including language. In response to the participants call for continued contact and information on the various organizations at the workshop, it was agreed that a listserv would be set up fairly quickly to keep the participants connected and a few questions will be developed to structure the information to be shared about the organizations. The hub members agreed to have a follow-up meeting to discuss the continuation of the work.

**Additional Support and Follow Up as Identified by Participants:**

- Bilingual training; meet & greet; more time! more training; more info on HIV/AIDS prevention.
- Training
- I am passionate about our community. Any meetings/event planning, holes to be filled in, I will make myself available.
- Yes! Email out a contact list of participants?
- More direct contact with local organizations.
- List of organisations / resources /programs existing in Québec
- Youth in Motion
- More training on the factors, treatment, and how to mobilise or what approach to take in different situation
- Ongoing training for the service providers, information pertaining to other organisations in order to learn how we can address common challenges
- A list of the other organisations that participated in the workshop

#### 4. Conclusion and Recommendations

The purpose of the *Strengthening the Capacity of Service Providers to Deliver HIV Prevention Programs to the African Diaspora in Canada* project was to ensure that African, Caribbean and Black communities in Canada were meaningfully engaged in HIV prevention efforts, to expand HIV prevention efforts and to build the capacity of service providers, both mainstream and African, Caribbean and Black-specific, so that they are better equipped to deliver HIV prevention and other HIV services to the ACB communities. Based on the evaluation results from the 5 regional workshops, the project has been successful. The workshop participants were actively engaged throughout, they identified increasing their knowledge and skills, they were clear in their intent to change their organizational practices and individual behaviour, and they repeatedly expressed wanting to stay connected.

As the project ends, it will be important for the momentum to continue. The following recommendations are offered for consideration:

1. Project partners should follow up and keep in touch with the regional hubs.
2. Determine and communicate what will become of the curriculum, i.e. will it be a public document, how can it be accessed, etc. Many participants expressed interest in utilizing the curriculum and this may be a continued task/role for the regional hubs to take on.
3. Pursue funding to continue the capacity building of service providers and support the enhancement of organizational cultural competency.
4. Prepare a national email list comprised of the workshop participants and use it for initiatives and opportunities relating to HIV prevention work with ACB communities.

## APPENDIX A

**Region:** Toronto (Pilot)

**Dates of workshop:** January 23 and 24, 2012

**Number of Participants:** 18

**Number of Completed Evaluations:** 14 (77.8% response rate)

- Seventy-nine percent (79%) of the respondents **strongly agreed** and **21% agreed** that the **objectives of the training were adequately explained.**
- One hundred percent (100%) of the respondents **strongly agreed** that the facilitators were knowledgeable in the subject matter.
- Seventy-nine percent (79%) of the respondents **strongly agreed** and **21% agreed** that the training was well organized.
- Sixty-four percent (64%) of the respondents **strongly agreed** and **36% agreed** that there was a good balance between presentation and participation.
- Ninety-three percent (93%) of the respondents reported **increased knowledge on how to better deliver HIV prevention programs to African, Caribbean and Black communities in Canada** while **7% was not sure** if their knowledge had increased.
- Seventy-nine percent (79%) of the respondents reported **feeling better equipped to deliver HIV prevention programs to African, Caribbean and Black communities** while **14% were not sure** and **7% did not respond.**
- Ninety-three percent (93%) of the respondents reported **being able to express their views and opinions during the training** while **7% did not respond.**
- Ninety-three percent (93%) of the respondents reported **planning to make a change to some of their practices based on the training** while **7% were not sure.**

Changes Participants Plan to Make Based on Training	
<ul style="list-style-type: none"> <li>• Provide in-service training to staff</li> <li>• Sharing the information from the training with staff and start a discussion to look at and work towards an implementation</li> <li>• More training in working in ACB communities</li> <li>• Enhance my knowledge of HIV/AIDS</li> <li>• Encourage support from the board</li> <li>• I plan to bring this knowledge, connections and resources back to my team</li> <li>• Doing work at the agency level</li> <li>• Go back to my organization and share the information and resources to open up the conversation about where are we and what needs to be done to integrate this work in our organization/agency</li> <li>• Collaborate more with partner agencies</li> <li>• Spend more time at evaluating my program and check in more with the community</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage management especially middle management, to participate in such trainings to increase their capacity</li> <li>• Change my training modules to include a more intensively ARAO framework</li> <li>• Make our activities more participatory with the feedback from community members</li> <li>• Strengthen the interventions to address stigma and discrimination</li> <li>• I would like to do more training to other levels of the organization (staff)</li> <li>• To pay more attention to what I do</li> <li>• Look at the way I build partnerships</li> <li>• Push management to change organizational practice/policy but also to recognize structural challenges of our work with this as a very powerful tool</li> </ul>

***Additional Support and Follow Up:***

- More training \*\*
- Information-sharing opportunities
- Resources
- Further training for staff agencies (including ASOs)
- Please consider us for future training
- I would love an opportunity to stay connected with the people in this workshop. An email list would be great. In person meetings would be amazing
- Any future workshop, networking or partnership opportunities and to be directly contacted

***Additional Comments:***

- Excellent workshop on networking opportunities
- Thank you, I had a wonderful time and I learned quite a lot
- Environment for workshop +++
- Meals supplied very good
- Enjoyed the group work, it helped me to learn more
- Suggest adding a page with names of organizations with the abbreviations
- I would like to connect with participants and agencies as well as the hub. I would like to keep updated and in the loop with upcoming trainings/events etc.
- Excellent content and facilitation
- I would love to see on the training more info regarding women's biological vulnerability to HIV
- I'd suggest less information on the slides. Too many long and complex paragraphs (useful info though, but too long definitions)
- I thank and appreciate both of the facilitators and Precious for the delicious meals
- Facilitators are amazing
- Time-consciousness was appreciated
- I love the insertion of videoclips, they were so useful
- Notice to participants better be sent to participants early
- Excellent workshop, more training
- Thank you very much for this wonderful opportunity to network
- Thank you, this is very useful and needed

## APPENDIX B

**Region:** Calgary

**Dates of workshop:** February 15 and 16, 2012

**Number of Participants:** 18

**Number of Completed Evaluations:** 18 (100% response rate)

- Eighty-eight percent (**88%**) of the respondents **strongly agreed**, **6% agreed** and **6% were uncertain** that the **objectives of the training were adequately explained**.
- Eighty-nine percent (**89%**) of the respondents **strongly agreed** and **11% agreed** that the facilitators were knowledgeable in the subject matter.
- Ninety-four percent (**94%**) of the respondents **strongly agreed** and **6% agreed** that the training was well organized.
- Fifty percent (**50%**) of the respondents **strongly agreed** and **50% agreed** that there was a good balance between presentation and participation.
- One hundred percent (**100%**) of the respondents reported **increased knowledge on how to better deliver HIV prevention programs to African, Caribbean and Black communities in Canada**.
- One hundred percent (**100%**) of the respondents reported **feeling better equipped to deliver HIV prevention programs to African, Caribbean and Black communities**.
- One hundred percent (**100%**) of the respondents reported **being able to express their views and opinions during the training**.
- Ninety-four percent (**94%**) of the respondents reported **planning to make a change to some of their practices based on the training** while **6% said no**.

<b>Changes Participants Plan to Make Based on Training</b>	
<ul style="list-style-type: none"> <li>• I plan to further my education and awareness surrounding this topic. I also would like to implement a program demystifying HIV and the stereotypes and stigmas in Africa for individuals living there and individuals planning to immigrate.</li> <li>• Take the workshop outcome and share with staff</li> <li>• Incorporate determinants of health in my trainings</li> <li>• Do not lose heart! Keep on keeping on</li> <li>• To lobby for money to explore opportunities with the DEBI resource</li> <li>• I know much of how to approach working with another cultural group (cultural competence) and working within the community.</li> <li>• Much of the information presented was very specific to the ACB community and I do not think I will be working in this specific community in the future. However it was</li> </ul>	<ul style="list-style-type: none"> <li>• Share with fellow colleagues</li> <li>• Discuss with others how to engage other ASOs</li> <li>• Look at organizational policies re: culturally competent care</li> <li>• Engage a new employee who is a face of the ACB community to think about working together to improve accessibility</li> <li>• It's clear that we need to establish more partnerships in the community. Meeting others here has started that process.</li> <li>• I plan to bring this info to my organization and see what changes we can make to our current curriculum</li> <li>• I would like to be able to engage members of ACB in a more frequent basis: make more of an effort to call clients (ACB specific) and "touch base", learn about the various communities that they hold membership in: possibly as a means of forming new partnerships and strengthening existing ones.</li> </ul>

<b>Changes Participants Plan to Make Based on Training</b>	
<p>useful to have this open forum to discuss the SDOH and health inequities with practitioners</p> <ul style="list-style-type: none"> <li>Specifically, I think during my presentations I would include cultural competence at the beginning of the presentation recognizing that I am willing to learn, that I DO NOT KNOW everything nor do I claim to understand their full experiences. I hope that this makes them more open to discussing their issues and struggles</li> <li>Build structures to support the work systemically within my organization</li> </ul>	<ul style="list-style-type: none"> <li>Disseminating knowledge and awareness at local and provincial levels.</li> <li>I plan to partner with members of ACB community in helping our organization to better outreach our services and work with AIDS Calgary Association</li> <li>Reach out more to people in my community, take small steps at a time</li> </ul>

***Additional Support and Follow Up:***

- Please email me with any and all of the upcoming information and workshops
- I am planning to advise people in my community and my church to be careful in their behaviours especially in sexual contact. To avoid any kind of inappropriate relations
- Need to think about this. Once I've shared content with others from my organization I'm certain ideas would arrive.
- If you can follow up with the 2012 addition of "HIV Prevention Guidelines" possibly via email? Thanks.

***Additional Comments:***

- I'm really satisfied with this education and I appreciate the courage from these two ladies Beth and Dionne. God bless you.
- The amount of material covered was astounding. Beth and Dionne were outstanding facilitators. I feel very prepared to pass this information on going forward
- This workshop was great. It really summarized the kind of work I want to go into and what I have already done in my undergraduate degree. It has further encouraged me to continue because at times it can be draining and feel hopeless but I will not be defeated!
- You two were great! The way the content was delivered was engaging and effective! Thanks!
- Great workshop with good discussions and different perspectives
- Positive tone and moving stories. Applicable content to many scenarios
- As a teacher/presenter it was helpful for me to see myself teach a session (videotaped). Both Dionne and Beth are excellent communicators and clearly passionate about their work. Just watch for the tendency to say "right?" after you've presented information. It's just a little distraction, nothing to big, just polishing.
- Great presentation. ☺
- I really appreciated the competence and positive energy from the facilitators! You ladies are awesome! As I am in the process of completing my BSW and focus on ARAO and critical approach. I really appreciated that there was a focus and discussion on ARAO!
- Great job ladies. Your knowledge and experience was most appreciated and made a significant difference to my understanding and awareness of the issues. Keep up the great work. Overall score 12/10!!
- Thank you both

## APPENDIX C

**Region:** Halifax

**Dates of workshop:** February 23 and 24, 2012

**Number of Participants:** 14

**Number of Completed Evaluations:** 14 (100% response rate)

- Seventy-nine percent (79%) of the respondents **strongly agreed** and **21% agreed** that the **objectives of the training were adequately explained.**
- Seventy-nine percent (79%) of the respondents **strongly agreed** and **21% agreed** that the facilitators were knowledgeable in the subject matter.
- One hundred percent (100%) of the respondents **strongly agreed** that the training was well organized.
- Seventy-nine percent (79%) of the respondents **strongly agreed** and **21% agreed** that there was a good balance between presentation and participation.
- One hundred percent (100%) of the respondents reported **increased knowledge on how to better deliver HIV prevention programs to African, Caribbean and Black communities in Canada.**
- Seventy-nine percent (79%) of the respondents reported **feeling better equipped to deliver HIV prevention programs to African, Caribbean and Black communities** while **7% said no** and **14% were not sure.**
- One hundred percent (100%) of the respondents reported **being able to express their views and opinions during the training.**
- Eighty-six percent (86%) of the respondents reported **planning to make a change to some of their practices based on the training** while **14% were not sure.**

<b>Changes Participants Plan to Make Based on Training</b>	
<ul style="list-style-type: none"> <li>• Advocating within my organization for more priority to the ACB community</li> <li>• Examine policies and edit to be more culturally competent</li> <li>• Check in with self to make sure not being oppressive</li> <li>• Work and improve on cultural competence to all workers in the organization</li> <li>• Bring back the knowledge to my organization</li> <li>• Move forward with work with HAAC and ADAM</li> <li>• Work with contacts with PHAC</li> <li>• Collaboration with recognized organizations</li> <li>• Take away the expertise of other members and a great potential to move forward</li> <li>• Review policy on cultural competency and update</li> </ul>	<ul style="list-style-type: none"> <li>• Provide cultural competency opportunities within organization. Capacity building within organizations then look to community partners to build relationships</li> <li>• Try to have my organization to become more competent of issues related to HIV/AIDS</li> <li>• More focus on cultural competency, action to make and maintain partnerships</li> <li>• Examine the issue of cultural competence more closely and adapt it to what we do</li> <li>• Engage in more intentional collaborations</li> <li>• Continue/initiate communication with new and old community partners in an effort to form a partnership to best provide service and support to our ACB community</li> </ul>

***Additional Support and Follow Up:***

- Work with other organizations to promote this common goal
- Looking forward to ongoing contact with my “local hub” and participating in change

***Additional Comments:***

- Please ensure what gets developed at the Hub goes to the community and doesn't stay at the high end level. That there s meaningful involvement from the local ACB community (including those who do not specialize in AIDS work) and that it is not purely tokenistic. Involved community members are the key!
- Feel like we would need more training in order to deliver HIV prevention programs to ACB communities
- Really great program, really appreciate the opportunity to be involved, feel very energetic in moving forward with Hub
- Well done! 😊
- Excellent session, great potential for partnerships. Facilitation for the session was phenomenal! I am inspired. 😊
- Love this: Beth you are an inspiration! This was well developed and conveyed, safe and capacity building
- Well done - food +++ !
- Great facility, excellent facilitation
- Beth you have been a wonderful facilitator and personally I have really enjoyed being here with you and the sisters!
- Well done Beth, Lori and team! Very interactive and engaging group bringing diversity to the table.

## APPENDIX D

**Region:** Winnipeg

**Dates of workshop:** February 24 and 25, 2012

**Number of Participants:** 22

**Number of Completed Evaluations:** 22 (100% response rate)

- Ninety-one percent (**91%**) of the respondents **strongly agreed** and **9% agreed** that the **objectives of the training were adequately explained.**
- Eighty-two percent (**82%**) of the respondents **strongly agreed** and **18% agreed** that the facilitators were knowledgeable in the subject matter.
- Seventy-three percent (**73%**) of the respondents **strongly agreed** and **27% agreed** that the training was well organized.
- Sixty-eight percent (**68%**) of the respondents **strongly agreed** and **32% agreed** that there was a good balance between presentation and participation.
- One hundred percent (**100%**) of the respondents reported **increased knowledge on how to better deliver HIV prevention programs to African, Caribbean and Black communities in Canada.**
- One hundred percent (**100%**) of the respondents reported **feeling better equipped to deliver HIV prevention programs to African, Caribbean and Black communities** while **7% said no** and **14% were not sure.**
- Ninety-five percent (**95%**) of the respondents reported **being able to express their views and opinions during the training** while **5% did not respond.**
- Ninety-five percent (**95%**) of the respondents reported **planning to make a change to some of their practices based on the training** while **5% did not respond.**

<b>Changes Participants Plan to Make Based on Training</b>	
<ul style="list-style-type: none"> <li>• Not to be quiet especially in a situation of oppression.</li> <li>• Rekindle the fire of being engaged and involved in the being done with the ACB population.</li> <li>• I plan to make a change in my life.</li> <li>• I will disseminate the information that I got for my country fellow persons to enable them achieve a behavioural change and practice prevention methods.</li> <li>• Talk to close friends about the availability of services and testing centres in Winnipeg.</li> <li>• I would like to have a place in advising people how to prevent having HIV.</li> <li>• To take the things that I learned back to my community.</li> <li>• Work with Ethiopian and Eritrean women living with HIV and support MaryStella in the work she is doing with us.</li> </ul>	<ul style="list-style-type: none"> <li>• Considering to join one of the HIV/AIDS campaign groups.</li> <li>• The way I deal with people who are HIV positive.</li> <li>• Integrating/increasing participation of ACB populations; meaningful involvement.</li> <li>• To talk about how HIV affects ACB communities in Manitoba.</li> <li>• Yes I will. I'm going to start by sharing these informations with friends and sisters, etc and my goal is to have an organization to help womens and this session was a great opportunity for me to learn more.</li> <li>• Run more workshops.</li> <li>• Training to my fellow colleagues at work.</li> </ul>

***Additional Support and Follow Up:***

- Resource material
- Stay connected
- Funding

***Additional Comments:***

- Job well done! All the best in future work.
- It was a good learning experience for me. I am grateful to be a part of this good work.
- I wish to have another meeting like this one.
- I hope this workshop will be an ongoing process at least 3 times a year to keep people fresh in mind.
- God bless you for this workshop, very educative and helpful.
- I greatly appreciate the amplifications on some lesser known terms. Also patience and gentle nudging to keep things going, while smoothly and seamlessly transitioning to next topic.
- There is a lot of energy and potential in the group to carry the momentum forward.
- Thank, thank and thank you.

## APPENDIX E

**Region:** Montreal

**Dates of workshop:** March 5 and 6, 2012

**Number of Participants:** 30; 9 French and 21 English

**Number of Completed Evaluations:** 25 (83.3% response rate)

- Eighty-four percent (**84%**) of the respondents **strongly agreed** and **16% agreed** that the **objectives of the training were adequately explained**.
- Ninety-two percent (**92%**) of the respondents **strongly agreed** and **8% agreed** that the facilitators were knowledgeable in the subject matter.
- Sixty-four percent (**64%**) of the respondents **strongly agreed** and **36% agreed** that the training was well organized.
- Fifty-two percent (**52%**) of the respondents **strongly agreed** and **48% agreed** that there was a good balance between presentation and participation.
- Ninety-two percent (**92%**) of the respondents reported **increased knowledge on how to better deliver HIV prevention programs to African, Caribbean and Black communities in Canada** while **8% were not sure**.
- Eighty percent (**80%**) of the respondents reported **feeling better equipped to deliver HIV prevention programs to African, Caribbean and Black communities** while **4% said no** and **16% were not sure**.
- Ninety-two percent (**92%**) of the respondents reported **being able to express their views and opinions during the training** while **4% were not sure** and **4% did not respond**.
- Ninety-two percent (**92%**) of the respondents reported **planning to make a change to some of their practices based on the training** while **8% were not sure**.

<b>Changes Participants Plan to Make Based on Training</b>	
<ul style="list-style-type: none"> <li>• HIV/AIDS awareness events, community connections and write a community contact article on HIV/AIDS.</li> <li>• Take everything/factors into account.</li> <li>• Greater openness to gay/lesbian youth; encourage participation of these youth.</li> <li>• I plan to inform my friends and encourage people to get tested and be aware of everything that's going on in the ACB communities.</li> <li>• Look at the resources that were referenced to during the workshop.</li> <li>• Research; implement hygiene.</li> <li>• Always use condoms no matter the situation.</li> <li>• Question those who are in charge about their role and education on the subject.</li> <li>• We need to implement more programs and specifically targeting the community and</li> </ul>	<ul style="list-style-type: none"> <li>• Will work more closely with other groups in Montréal. Bravo!</li> <li>• Discuss with my team more about what we can all be doing to better address needs, to strengthen connections with this community that exists.</li> <li>• Network with other organizations.</li> <li>• Incorporate learnings into programming at my centre.</li> <li>• As a social worker, I plan to become more hands on with this population through local organizations.</li> <li>• Initiate a follow up with my internship supervisor.</li> <li>• Fight oppression within our organization.</li> <li>• Create new partnerships with other organizations.</li> <li>• Examine closely cultural diversity =</li> </ul>

<b>Changes Participants Plan to Make Based on Training</b>	
<ul style="list-style-type: none"> <li>• starting this discussion.</li> <li>• Get tested. Encourage my friends and family to get tested. Participate in follow-ups by the BCRC. Support other organizations.</li> </ul>	<ul style="list-style-type: none"> <li>• opportunities.</li> <li>• Connect and collaborate with partners and partnering organizations.</li> </ul>

***Additional Support and Follow Up:***

- Bilingual training; meet & greet; more time! more training; more info on HIV/AIDS prevention.
- Training
- I am passionate about our community. Any meetings/event planning, holes to be filled in, I will make myself available.
- Yes! Email out a contact list of participants?
- More direct contact with local organizations.
- List of organisations / resources /programs existing in Québec
- Youth in Motion
- More training on the factors, treatment, and how to mobilise or what approach to take in different situation
- Ongoing training for the service providers, information pertaining to other organisations in order to learn how we can address common challenges
- A list of the other organisations that participated in the workshop

***Additional Comments:***

- GREAT event, please follow up in future.
- Great training/workshop. Great facilitators. Great organizations.
- Well done!
- It would be nice to start a contact/network resource from people from the workshop (participants).
- Very well thought out and delivered.
- Thank you for everyone.
- Dionne is fabulous. Janice was great. We did much with so little. There needs to be more money put into sustaining groups in Québec.
- Great discussions; people seemed to feel comfortable sharing and participating.
- This was fabulous – really inspiring. Thank you so much and more power to you to keep these workshops going!
- Great work!!! Keep it up!!!
- The facilitator knows her subject very well.