



·CULTIVATING LEADERS OF TOMORROW·

# Be || THE CHANGE

· LEADERSHIP INSTITUTE  
PROFESSIONAL DEVELOPMENT FOR  
TRANSGENDER WOMEN IN HIV PREVENTION  
AND CARE ·



# Be The Change II Presents

**Mirror Mirror:** DUAL ROLE  
COMPLEXITIES IN HIV/AIDS  
SERVICE



“

When I dare to be powerful -  
to use my strength in the  
service of my vision, then it  
becomes less and less  
important whether I am  
afraid.

AUDRE LORDE



# Intendment

- **Goal:** strengthen HIV/AIDS high impact prevention projects most effective
- **Objectives:**
  1. Define & Describe Dual Role Employee.
  2. Discuss tokenism in the context of dual role
  3. Identify top 3 dual-role concerns faced by Transgender women.
  4. Introduce participants to supportive de-escalation & self advocacy skills to



# Facilitator Introductions

## Jennifer Barnes

- The Office of State Representative Park Cannon



## Adrian Neil Jr.

- AIDS United



# Ice breaker: Step into the Stratus-fear

## Activity



# Dual Role

- **Definition:** typically representing a person having a professional affiliation of a social service and or public health institution while still strongly identifying as client of the same kinds of service or member of a focus demographic
- **Ex:** Staff in HIV prevention projects, employees drug treatment & recovery centers, LGBT advocates, peer navigators...



Image by [Notes from an Aspiring Humanitarian](#)





# Stressors Associated w/ Dual Role

- Tokenism



- Role Entrapment



- Performance Pressure



- Boundary heightening





# Navigating Boundaries Brainstorm

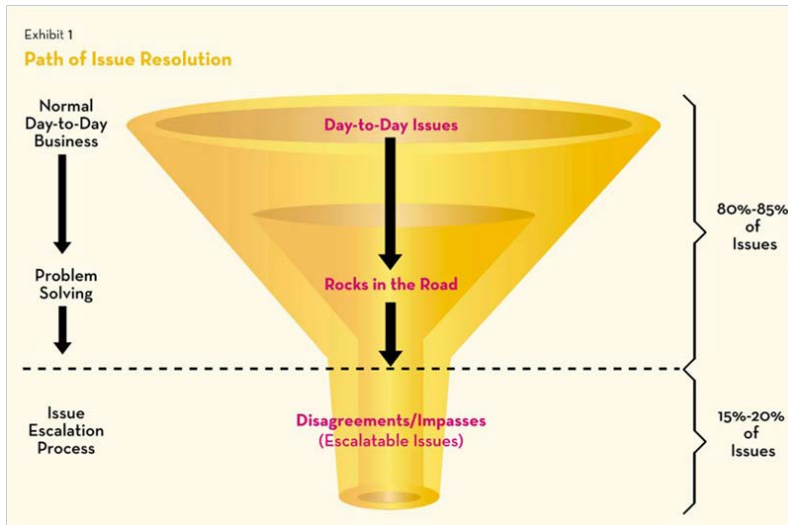
- The Priorities of HIV Organizations
- The Priorities of Focus Populations



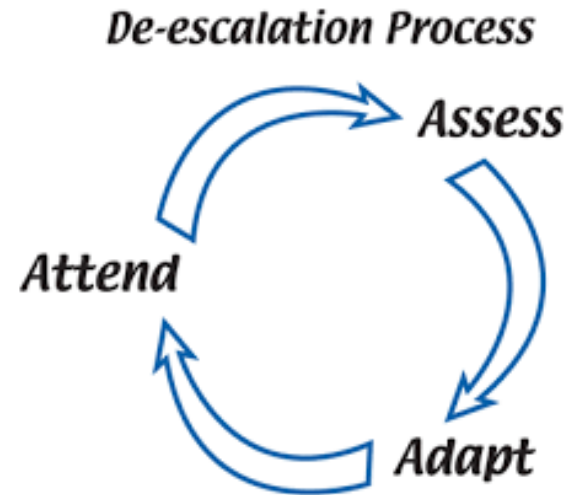
# CONFLICT

- Escalation

- De-Escalation



The Dispute Resolution Escalation Process



RIGHT RESPONSE Workshop De-escalation Process Cycle



# Employee Motivation

## Self-Actualization

Achievement Concerns (autonomy, subject matter expert).

## Esteem Needs

Respect and Recognition concerns (perks, job titles).

## “Belongingness” Needs

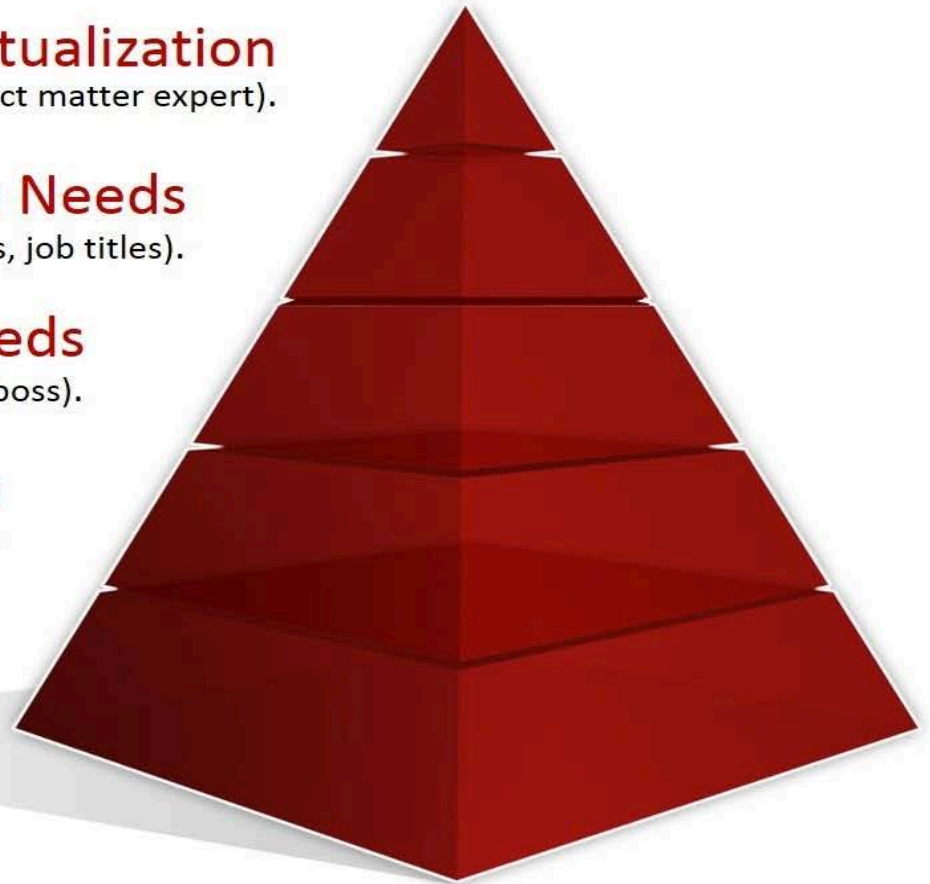
Social concerns (cooperative peers, good boss).

## Security Needs

Stable work environment (benefits, work safety).

## Physiological Needs

Survival Issues (salary, stable employment).



# Top 3 Concerns Brainstorm



# What Can ETR Capacity Building Assistance (CBA) Do for You?

## Organizational Development & Management

- Strategic Planning
- Board Development
- Grant Readiness
- Program Collaboration & Service Integration

## HIP & Persons at High-risk

- EBIs and Public Health Strategies
- HIP Program Adaptation
- Recruitment & Retention
- Social Marketing

## HIP & Persons Living with HIV

- EBIs & Public Health Strategies
- HIP Program Adaptation
- Recruitment & Retention
- Social Marketing

***Process and Outcome Monitoring and Evaluation***



# For Additional Information

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Please visit the CISP Website for additional resources

<https://www.etr.org/cisp/access-resources/>



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**JUNE 21-22, 2018 in Oakland, CA**







thank  
you