



Menu of Training and Capacity Building Services

OVERVIEW

The Black AIDS Institute provides training and capacity-building assistance* to organizations serving Black communities. We apply a uniquely and unapologetically Black lens, tailoring our assistance to fit each organization's needs.

*Please note: Until risk from the COVID-19 pandemic subsides, BAI will conduct virtual training and capacity-building efforts.

FACILITATION

BAI offers group facilitation for organizations, health departments, and communities looking to work through a difficult topic, come to a consensus, or plan for action.

Focus Groups: Space to obtain suggestions and reactions before an initiative is made available to the larger public

Focused Conversations: Targeted conversations that move a group's ideas to conclusions with clear next steps

Consensus Workshops: Organizing group input to form a collective agreement about a topic.

Action Planning Workshops: A process to create a focused, actionable timeline for planning and implementation.

Strategic Planning Workshops: A process to move through barriers and into the development of a strategic plan

TRAINING

BAI's trainings are for individuals and groups looking to better understand and engage disenfranchised communities across the United States; we apply an unapologetically-Black lens to each session and move from general knowledge to action steps.

Program Planning

Participants learn to plan for change, including how to: create a program rationale, develop a planning committee, assess community needs, identify an appropriate framework/model, as well as create goals and SMART objectives.

Program Implementation

Participants learn to put a program plan into action, including how to: coordinate resources, market the program to the priority population, and create a logic model linking all program activities and desired outcomes.

Program Monitoring & Evaluation

Participants learn to select and implement an evaluation design. Topics include data collection, analysis, and interpretation, as well as how to disseminate findings to audiences of various backgrounds and literacy levels.

Public Health Information Dissemination

Participants learn to create infographics from dense research content, as well as to optimize social media, radio, and television for dissemination to the public.

Creating Community Needs Assessments

Participants learn to assess community needs, to include: conducting a literature search; gathering and analyzing data; identifying health problem risk factors; and identifying the program's focus.

Racial Equity and Advocacy Workshop Series

Training workshops in this series revolve around creating a foundation of understanding about race, implicit/explicit bias, discrimination, and systemic effects on health and wellness outcomes.

Medical Mistrust in the Era of HIV/AIDS and COVID-19

This training outlines the history of medical mistreatment among Black Americans and explores opportunities to erode that mistrust for better uptake of HIV/AIDS and COVID-19 prevention/intervention strategies in Black communities.



TRAINING (CONTINUED)

PrEP Implementation (e.g., Among Black Communities, Among Black Women)

Become a PrEP champion by learning organization-specific strategies to increase knowledge and uptake of PrEP in Black communities, to include among MSM and Black women. This training is ideal for organizational staff, as well as community educators and advocates.

HIV Criminalization and Mass Incarceration

Mass incarceration disproportionately affects Black Americans in the United States. It also drives the HIV epidemic in Black communities, due to community disruption and lack of care upon release. Participants in this training learn how discriminatory criminalization laws affect Black Americans living with HIV, as well as how to become community advocates to battle mass incarceration's effects on HIV care and retention.

Gender, Sex, and Sexuality

This training discusses how gender, sex, and sexuality intersect with race and other aspects of identity. Participants are able to describe strategies to create HIV prevention and care programs that acknowledge and address disparities caused by intersecting oppressions.

Stigma

Participants are able to better understand stigma and ways to measure it as a barrier to care. Topics include limiting organizational stigma and providing a higher quality of client care to your clients.

TECHNICAL ASSISTANCE

BAI provides guided assistance in various aspects of the planning and engagement processes within communities.

Strategic Planning

Planning strategies include: HIV/AIDS prevention programs; programs to address systemic injustice; connecting with Black, Latinx, LGBTQIA+, and MSM communities; and reducing stigma in communities of color.

Program Planning and Evaluation

BAI coordinates a group's planning and/or evaluation method(s), assisting with the design of the overall process, as well as the actionable steps to see the process through to completion.

Community Needs Assessment

BAI guides departments and organizations through the 6 steps of assessing community needs. Together, they will determine the purpose and scope of the assessment; conduct a literature search; gather and analyze data; as well as identify health problem risk factors.

Grassroots Organization

To end the HIV epidemic, communities must be fully empowered to organize and advocate for their needs. BAI guides groups into building coalitions, forming campaigns, and utilizing existing resources to achieve necessary outcomes.

Recruitment for Behavioral Interventions

Together with BAI, departments and organizations plan recruitment strategies to attract priority populations, such as Black same-gender loving (SGL) men and Black women, to services and retain them throughout care.

To request services, please visit bit.ly/TCBRequests

For more information, please contact Tenesha Lewis, Senior Manager for Training and Capacity Building,
at TeneshaL@blackaids.org