

2-Spirits Organizational Capacity-Building Pilot Project

Final Report

October 3, 2005 to March 30, 2006

Draft Report submitted to Toronto Urban Aboriginal Strategy by:

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Introduction

This final report covers the entire duration of the six month 2-Spirits Organizational Capacity-Building Pilot Project starting on December 1, 2005 to January 31, 2006. The pilot project addresses the need for qualified speakers to respond to requests made of 2-Spirited People of the 1st Nations (2-Spirits) for Aboriginal Speakers to deliver Aboriginal HIV/AIDS specific, culturally appropriate information to both Aboriginal and non-Aboriginal communities.

During the summer of 2005, 2-Spirits signed a contribution agreement with the Toronto Urban Aboriginal Strategy (Toronto UAS) for this project which addresses two very important priorities identified by the Toronto UAS. This project was identified as well suited to build capacity in education and health. Without this funding, 2-Spirits may not have been able to take on this important initiative. Thank you very much to Toronto UAS for recognizing the importance of Aboriginal HIV/AIDS awareness and education and supporting 2-Spirits in our efforts to address the issues in a culturally appropriate way.

2-Spirits' organizational capacity was meant to be increased by training five (5) Aboriginal 2-Spirit HIV-positive People (2-Spirit APHA's) through twice weekly training sessions (Tuesday and Thursday mornings), to develop workshops and presentations to increase 2-Spirits' ability to deliver Aboriginal specific culturally appropriate HIV/AIDS information within the Aboriginal and non-Aboriginal community, and by participating in issue-specific workshops and conferences to increase their skills and knowledge of Aboriginal HIV/AIDS issues. Although, there were only 4 graduates who completed the project, 6 APHA's actually participated in the project and had their own personal and professional capacity increased by providing them with skills and the practical experience required to professionalize Aboriginal HIV/AIDS awareness initiatives.

This project has allowed for appropriate resources (for example: work towards and identification of a Speakers Bureau/Manual) to be developed to assist in determining 2-Spirits service gaps, partnership opportunities, the resources required to develop new resources. It has also provided an opportunity for the Advisory Committee and Aboriginal 2-Spirit HIV-positive men to learn about program management, evaluation, needs assessment, resource identification and development.

The involvement of Aboriginal 2-Spirit HIV-positive men has enhanced our programs and created new opportunities that have led to more confidence and ability to engage in personal behavioural change. The mentoring and support which participants received throughout the process of organizational change and development has expanded their ability to create personal support systems and make choices to improve their quality of life, including making behavioural change to reduce risks and communicate these options of behavioural change to the community at large. This has been demonstrated through various real-life presentations facilitated by this project.

The project has succeeded in increasing the availability of Aboriginal 2-Spirit HIV-positive speakers and presenters to communications and organizations, especially those that are Aboriginal. A proposal has been submitted to the Toronto UAS for a Phase-2 Capacity Building APHA Speakers project. 2-Spirits' Phase-2 proposal is designed to integrate sustainability into this initiative by formalizing an *APHA Speakers Bureau process and policies* at the organization, publication of an *APHA Speakers Training Manual*, an *APHA Speakers' recruitment strategy* and a *Speakers Bureau marketing strategy*.

An outside, independent evaluator has conducted regular and effective evaluation of 2 Spirits Organizational Capacity-Building Pilot Project and will prepare an evaluation summary report.

Methodology

In the first week of October, 4 trainees were sent to Regina Saskatchewan to attend the Annual General Meeting (AGM), Skills Building and the Aboriginal People living with HIV/AIDS Caucus (APHA Caucus) of the Canadian Aboriginal AIDS Network (CAAN). In Regina the project participants began to learn about the processes of democratic and participatory action to precipitate real positive change within the Aboriginal HIV/AIDS movement and our Aboriginal communities. Project trainees at the caucus listened to APHA leaders in the movement speak to what it is that motivates them, how they became recognized as leaders, what led them to get to their current positions of leadership and what it is that keeps them going to avoid burnout, etc. The CAAN AGM and APHA Caucus attracted APHA leaders from across the country. These leaders shared and mentored formally and informally with the project's trainee APHA's who were newer to the "family". Trainees report a high degree of satisfaction with the experience and said it was a great introduction to the issues to be addressed through this project.

An Advisory Committee was selected and had three (3) meetings during the 6 month project. The meetings happened on Tuesday, November 15th, 2005, Tuesday, January 24th, 2006 and also on Tuesday, March 14th, 2006 at lunchtime. A Terms of Reference was agreed upon. A draft work plan created by the project trainees was presented to and finalized by the Advisory Committee.

This project's partners were very involved in the training of the APHA participants; the Ontario Aboriginal HIV/AIDS Strategy, the Canadian Aboriginal AIDS Network, Toronto People With AIDS Foundation, the Prisoners HIV/AIDS Support Action Network and the HIV/AIDS Legal Clinic of Ontario all contributed with presenters who took time to help educate the APHA trainees. A great big MIGWETCH goes out to those organizations and their excellent staff. Thank you from 2-Spirits to our project partners. Our partner presenters' laid-back style and flexibility was a perfect match for our group.

The training sessions were geared to four (4) printed resources already in circulation within the Aboriginal HIV/AIDS movement. These documents served as work books and texts which laid out the strategic planning and best practices of the work that's been done in the Aboriginal HIV/AIDS movement to date. Our intention was to use the Aboriginal specific resources already in existence putting theory into practice.

The resources used as text books for the project were as follows:

- **Strengthening Ties-Strengthening Communities** - An Aboriginal Strategy on HIV/AIDS in Canada (ASHAC) AND A Summary of the Nine Key Strategic Areas Identified by ASHAC - Canadian Aboriginal AIDS Network.
- **A Strategic Plan For The Years 2001 – 2006** - Ontario Aboriginal HIV/AIDS Strategy
- **Young Eagles' Challenge:** A Peer Education Training Manual for First Nations Youth on HIV/AIDS and Related Issues - Assembly of First Nations
- **Lives Lived with HIV/AIDS** - Speaking in Public from the Perspective of Canadian Aboriginal Peoples - Canadian Aboriginal AIDS Network

Six Month Curriculum

Following our work plan, the advice of our Project Advisory Committee and a large dose of common sense the group embarked on a monumental and unprecedented 6 month training initiative. Forty-eight, 3-hour training sessions equaling a total of 144 hours of APHA HIV/AIDS training were completed through this project.

Subjects covered included but were limited to: Orientation/Introduction to Aboriginal HIV/AIDS, Creation of a Work Plan, Preparation, Note Taking & Record Keeping, Training on Public Speaking, Aboriginal Epidemiology and Surveillance Statistics, HIV/AIDS Legal Issues, Up to Date Resources & Materials, Care, Treatment & Support, Traditional Medicines, Protocol for Visiting Aboriginal Communities, Harm Reduction Policies, Homophobia & AIDS-phobia,

Discrimination, Report Writing, Filling Out Forms, Travel Requirements, Preparing Presentations, Power Point and Projector, Other Presentation Techniques, Why Positive People Speak Out, Fighting Discrimination, Joining The Fight to Stop New Infections, Promoting Human Rights, Benefits to the Community, Negative Consequences of Speaking Out, Benefits to the Speaker & Benefits of Speaking Out, Dynamics of Motivational Speaking, Understanding & Delivering Health Promotion For and By APHA's, Handling Sensitive Topics, Addressing Issues Related to Different Lifestyles, Using Audio/Visual Equipment, Workshop Planning, Evaluation, Critical Analysis, Debriefing After Presentations, Wages, Salary & Honorariums for Speakers, When To Sign a Contract, Preparation of Presentations, Voices of 2-Spirited Men, The Spirit & The Flesh, Terry Tafoya, Practical Experience in Public Speaking, Actual Speaking Engagements, Training on What To Say & How To Say It, Story Telling – Aboriginal Traditions, How to Structure a Talk, Answering Questions, Dealing With Emotions, Review of Common Questions & Sample Answers, AIDS 101, Intermediate HIV/AIDS, Advanced AIDS Education, Sexual Health Education – Learning & Teaching, Substance Use, Establishing A Theme for Talks, Stages Of The Medicine Wheel, Situational Presentations Back to the Group, Peers & Mentoring and Prisoners Issues.

Summary of Daily Activities

2005

Day one Oct 11

The Toronto Support Counselor for the Ontario Aboriginal HIV/AIDS Strategy sat with us for the first training session to assure the trainees that he was always around if they needed to talk about anything that might come up during the project. The Project Consultant went over the project overview with trainees. Trainees presented back to the group on their experience at the CAAN AGM in Regina. The group went over Aboriginal protocol for introducing one's self at the beginning of addressing community members.

Resource Documents to be used as text books were distributed to Trainees

Day two Oct 13

Trainees were shown a PowerPoint presentation on Why Aboriginal People Speak Out. Presentation was created using photos of actual APHA speakers panels, social marketing campaigns and workshops combined with direct quotes from APHA's using Lives Lived with HIV/AIDS. Discussions ensued about each trainee's personal motivation for speaking out about HIV/AIDS.

Day three Oct 18

Guest Presenter of the Ontario Aboriginal HIV/AIDS Strategy presented to the group. The following objectives were met during this training session.

1. Participants will explore perimeters needed to discuss topics (2-Spirits and PHA support services)
2. Participants will develop lesson plans around chosen topics (2-Spirits and PHA support services)

3. Participants will discuss “difficult questions” that may arise during “speaks”

Day four Oct 20

Guest Presenter, AIDS Educator from the Ontario Aboriginal HIV/AIDS Strategy and also with 2-Spirited People of the 1st Nations as an HIV/AIDS outreach worker presented to the group on AIDS 101: Basic HIV/AIDS information. This training session was to inform trainees about basic HIV/AIDS information and most importantly gave an example of how to teach AIDS 101 information. The day’s lesson included: What is HIV, Stages of HIV, Three kinds of testing, Transmission, Types of unprotected sexual activities (identified by trainees), Prevention, Condoms – what to do, Female Condoms – what to do AND Social Risk Factors.

Websites provided to trainees:

www.thebody.com www.caan.ca www.vopw.org www.pasan.org

Day five Oct 25

Project Consultant presented by telling his story of experiences living with HIV/AIDS as an example to help trainees begin to create their own framework for telling their own stories. Questions and answers took place within the process rather than waiting till the end. Trainees began creating their own life stories of living with HIV/AIDS by using cue cards with subject titles. The process involves coming up with titles for cue cards with point form notes on cards to guide the “speak” on a logical flow determines by each individual trainee. This was in preparation for presentations to be given to the group by each trainee on their experiences living with HIV/AIDS.

Day six Oct 27

Guest Co-presenters:

Executive Director of the Ontario Aboriginal HIV/AIDS Strategy - History of the HIV/AIDS movement

Executive Director of 2-Spirited People of the 1st Nations - History of 2-Spirit movement

This session was a fascinating review of the history of our movements: HIV/AIDS and 2-Spirits.

Day seven Nov 1

In the first half of the morning, trainees viewed the DVD *Treating the Whole – 2-Spirited People of the First Nations* – a film about the experiences of 2-Spirit people accessing health care services. Discussion ensued on the hardships experienced by 2-Spirit people in the healthcare system.

In the second half of the session, two of the trainees told the rest of the group their story as they would tell it to a community group of Aboriginal people.

Trainees provided feedback to each other to help make the presentations even better.

Day eight Nov 3

In the first half of the morning, trainees reviewed the NVTK Training Module 5: Peer/Community Education: Speaker’s Manual (reference) from the AIDS Committee of Toronto. This was used for ideas as we began taking notes for the

beginning our own Speakers Manual in the future and possibly phase II of this initiative.

In the second half of the session, two of the trainees told the rest of the group their story as they would tell it to a community group of Aboriginal people. Trainees provided feedback to each other to help make the presentations even better.

Day nine Nov 8

Viewed resources: Clean Points – Tips on Hepatitis C AND IV Positive – an educational documentary about living positive

In the second half of the morning the group had a boisterous dialogue regarding the concept of Harm Reduction, a fundamental building block of the Aboriginal HIV/AIDS movement. Through open dialogue, trainees realized that some of their personal values were being challenged by the concepts of, for example, needle exchange and pregnant APHA women deciding to give birth to their children. Project Consultant observed that there is a great need for more Harm Reduction training and education.

Day ten Nov 10

Guest presenter, Executive Director of the Ontario Aboriginal HIV/AIDS Strategy gave a presentation on Gender and HIV highlighting the history of Aboriginal women's HIV/AIDS issues. The topic of pregnant female APHA's and their options was discussed in great length. Consultant took notes and distributed them to trainees for their records.

Day eleven Nov 15

The group reviewed next week's activities and work plan. Together, we confirmed attendance at a workshop with a Sexual Health Educator for Toronto Public Health on Nov 22, 2005 at the Danforth Avenue office. In preparation, the group watched a Toronto Public Health video on sexual health provided by TPH in preparation for the sexual health workshop coming up Nov 22.

Planning and discussion ensued for our HIV+ Speakers Panel to put on a workshop at the 2-Spirits office on December 1st, 2005 for Aboriginal AIDS Awareness Week. The group created a flyer for the Dec 1st Panel Presentation.

Day twelve Nov 17

Guest presenter from 6-Nations: Aboriginal Story-Teller presented on ethno-stress and the Medicine Wheel and how it relates to story telling and healing comprised of the physical, spiritual, mental and emotional components of health and well-being. The presenter focused on anger, fear, hurt, loneliness and shame. Story-telling can be a healing experience when approached with love... from heart to heart. She explained that the generational disease of ethno-stress is derived from one culture being oppressed by another. She also told us that sacred items, sometimes even just in your pocket can connect you to the Great Spirit and always helps in asking for the words.

Day thirteen Nov 22

Project Consultant and trainees all met at the Toronto Public health office at 235 Danforth Ave on the 2nd floor.

Presenter: Sexual Health Educator for Toronto Public Health gave a workshop on

sexual health. Trainees learned about why and how to deliver sexual health information to Aboriginal communities and groups.

Story of a Village

There was a village and one day a baby came floating down the river. A woman waded out and retrieved the crying baby. The people in the village were all running around trying to find clothes, parents, a home, food, etc for the baby. It all worked out but 2 days later another baby floated down the river and the village scrambled again to care for this new one. More and more babies floated down the river in the following weeks. The village was in constant crises and they had to arrange for people to stand and wait by the river for all the babies floating down.

Eventually, the village people had a meeting and decided to send someone up river to find out where all the babies were coming from. This is what sexual health educators do. She's the one who went up river and found out where all the babies are coming from. Now she goes to the villages to help them cope with this issue.

The Sexual Health Educator then lead discussions around Answering Student Questions about Sexuality.

Day fourteen Nov 24

Project Consultant and trainees met at Toronto Marriot Eaton Centre at 525 Bay Street to meet with the Ontario First Nations HIV/AIDS Education Circle. These on-reserve AIDS Educators often arrange for HIV+ guest speakers to visit the various First Nations communities for their HIV/AIDS workshops.

Introductions were done and then the trainees each explained a little bit about what they talk about during their story-telling.

The AIDS Educator from Nishawbe-Aski Nation was so impressed that she invited the trainees up to Thunder Bay to sit on a panel of HIV+ speakers. Three of the trainees who had the whole day of Tues, Nov 6th available agreed to fly up to Thunder Bay on the 6th and do the presentation.

Day fifteen Nov 29

This training session was used for preparation for the December 1st panel presentation to be given by the trainees at the offices of 2-Spirits. Trainees went through their speaking cue cards and organized them into an order that would take about 15 minutes each to present. As a group we determined which order we would speak in. Arrangements were made to have light refreshments catered by a locally owned café. Sandwiches and vegetables and dip were ordered for the December 1st panel presentation. A draft agenda was constructed for our own internal organizational needs. An evaluation form was requested from the project's external evaluator and was photocopied in preparation. A short power point presentation was compiled for the project consultant to explain the project's objectives, to introduce the speakers and set the tone for the panel presenters.

Day 16 Dec 1

Trainees and consultant hosted a panel of HIV+ 2-Spirit men speaking out about living with HIV/AIDS for Aboriginal AIDS Awareness Week followed by a question period and distribution of evaluation forms. Light refreshments were served.

Day 17 Dec 6

Three of the four trainees flew to Thunder Bay to deliver a speakers panel about experiences living with HIV/AIDS with Nishnabe Aski Nation's AIDS Program therefore there was no training session at the office of 2-Spirits. The trainees flew up to North Bay and returned on the same day. Each received an honorarium for their volunteer efforts.

Day 18 **Dec 8**

Each trainee did a small presentation to report back to the group on the events of December 6th in Thunder Bay. Debriefing and group discussion ensued and was recorded. We discussed that sometimes it sounds a bit judgmental within the questions posed in the question period that follows an HIV-positive speaker's panel.

Another issue as one trainee suggested setting aside a time to talk about "group issues" referring to interpersonal relations between trainees and group social dynamics.

WORKPLAN

The group began working on creating a more detailed WORK PLAN for the remainder of the training sessions. We were able to plan an entire month of activities based on the goals and objectives and parameters of the project's contribution agreement. The group agreed to continue working on the WORKPLAN at the next possible opportunity and upon completion, email the document to the advisory committee for further recommendations and amendments.

Day 19 **Dec 13**

The group welcomed a new trainee who joined the training project and filled a vacated 5th seat.

WORKPLAN

We continued working on the work plan until we completed it to our satisfaction. The proposed WORKPLAN was then emailed to all Project Advisory Committee members for their feedback.

The group created a list of Travel Requirements, Preparations and Tips with topic headings including: Packing, Preparations, Cautions, Follow Up and Medication/Health Tips which is also to be shared with CAAN to aid in their efforts to share with other individuals and organizations across Canada.

Day 20 **Dec 15**

Executive Director of the Canadian Aboriginal AIDS Network (CAAN) presented to the group on the document: Strengthening Ties-Strengthening Communities - An Aboriginal Strategy on HIV/AIDS in Canada (ASHAC) - Canadian Aboriginal AIDS Network. He also handed out the condensed version - A Summary of the Nine Key Strategic Areas Identified by ASHAC.

Our guest presenter began with an overview and history of CAAN.

He then presented on the nine strategic areas of the ASHAC.

Day 21 **Dec 20**

The group surfed the internet by way of laptop and projector for current events in the news around HIV/AIDS. It is a good way to for the group to keep up to date and settle into "learning mode" so early in the morning.

Guest Presenter: Traditional Elder helping the group and Advisory Committee Member

The Elder gave the group an Introduction to Traditional Medicines through ceremony and ritual.

Group members seemed to really enjoy this session.

Day 22 Dec 22

The group began evaluating the Dec 1st panel that we put on by asking, "What could make it better?" The group made a list of recommendations based on completed evaluation forms, attendance, location, pamphlets/information, speaking tips, photos/video footage and welcoming/prayer.

In the second half of the morning session the group collectively created their first draft of their [Aboriginal AIDS Awareness Day Report 2005](#)

2006

Day 23 Jan 3

The group welcomed the newest member of the group.

The group began the morning by surfing the internet and current events on HIV/AIDS.

As a group we reviewed and edited the AAAD report that was created on December 22, 2005 by the group. This version was forwarded to the Executive Director for posting on the 2-Spirit website www.2spirits.com. [Aboriginal AIDS Awareness Day Report 2005](#)

In the second half of the morning, as a group we went through Microsoft's website tutorial training on PowerPoint software. Trainees navigated through the site and found where to download the tutorial. Using the projector, we all went through the Microsoft's "Create Your First Presentation" tutorial. Trainees were very enthusiastic to be learning how to use the software.

Day 24 Jan 5

The group continued to go through Microsoft's website tutorial training on PowerPoint software. Trainees navigated through the site and found where to download the tutorial. Using the projector, we all went through the remainder of Microsoft's "Create Your First Presentation" tutorial.

In the second half of the morning, each trainee created a practice PowerPoint file and presented on any subject closely related to their lives or experience with HIV/AIDS or the project. Trainees said that computer skills were learned and/or improved.

Day 25 Jan 10

The group traveled to Toronto Public Health, 235 Danforth Ave to work with our new friend and Sexual Health Educator and a co-presenter.

Kim began reviewing the groups previous session with her on Day 13 of the training.

Kim talked about prevention and care as a part of sexual health where talking about sexuality, self-esteem, orientation and communication is valuable. The group talked about the differences in parenting and dealing with sexual health

and related issues and discussed the dynamics of how different communities deal with sexuality.

The co presenter talked about mental health in the context of HIV/AIDS and sexual health. The group was given a homework exercise: Write a list of ALL of your key messages and then decide on 2 or 3.

The group reviewed examples of common questions that might be asked during question periods.

Special Jan 11

Special Training Day for New Trainees – Catch Up

This was a special training day on a Wednesday to help the two newest trainees create their stories for presentation on their experiences living with HIV/AIDS. Consultant presented his own story of his experiences living with HIV/AIDS to the two new trainees using cue cards. The two new trainees followed along on the PowerPoint projector presentation. The consultant also reviewed the presentation on Why Positive Aboriginal People Speak Out. This was to show by example how one can create the pieces of their lives into a logical sequence with an HIV/AIDS awareness theme. It was explained that by using cue cards, it's like putting together a puzzle.

Day 26 Jan 12

A discussion ensued around a group issue that has arisen. What if one trainee had missed 3 consecutive training sessions in a row?

The group spent the first half of the morning reviewing current events with the laptop and projector and also different HIV/AIDS websites.

In the second half of the morning, one new trainee told his story of his experiences living with HIV/AIDS. Another new trainee told his story of his experiences living with HIV/AIDS.

We had a question and answer period and then debriefing, feedback and wrap-up.

Day 27 Jan 17

The group participated in Speaker's Bureau training at Toronto PWA, 399 Church St, 2nd floor.

Toronto PWA Speaker's Bureau Coordinator introduced guest presenter who presented on what makes a good PHA speaker. The Speakers Bureau Coordinator distributed copies of Toronto PWA's Speaker's Bureau Training Booklet which includes sections on Public Speaking Tips, Strategies and Techniques, Speaking Resources and TPWAF Speakers Bureau Orientation. Trainees reported that they got a lot out of this training session especially in terms of motivation. The session was lead by People Living with HIV/AIDS (PWAs) leaders and mentors in the HIV/AIDS movement. These are PHAs leading by example.

Day 28 Jan 19

The group reviewed BBC's Health page on HIV/AIDS and watched various internet video stream news stories about HIV/AIDS.

As a group we made a list of "What to Look For in an HIV+ Speaker". This was in part for our own education and capacity building but also to be shared with CAAN in their efforts to network with Aboriginal organizations in Canada. CAAN will

likely use this list of tips to help inform groups and organizations that are looking for HIV+ speakers.

The newest outreach counselor at OAHAS came in to talk to the group. She was well received by the trainees who shared freely with her their feelings around this project. This was long overdue. Her gifts and skills were valuable assets which were available to the group.

Day 29 Jan 24

The group reviewed internet news current events in HIV/AIDS. The consultant reviewed the latest developments and upcoming events and scheduled speakers. The group was informed that Watha First Nation has scheduled the trainees to come to their community on Saturday, January 25th, 2006 to give a panel presentation.

The group worked the homework given out by the Toronto PWA Speakers Bureau in preparation for our next joint-event called a Speech Recipe.

In the second half of the morning the group completed their individual short "Speaker Bios".

There are some attendance, tardiness and attitude issues.

Day 30 Jan 26

The trainees finished working on their completed short Speaker Biographies.

The trainees completed working on the Toronto PWA homework as well: Speech Recipe.

Day 31 Jan 31

Speakers Bureau Training was attended by trainees at Toronto PWA, 399 Church Street on the second floor. Because this consultant was in Calgary this week attending the Urban Aboriginal Strategy Community Conference, the trainees were asked to take notes of the proceedings on this day.

Trainees were asked to pick a topic and talk about it to the group. Veteran HIV+ speakers heard the presentations made by the participants and gave feedback and evaluations to the trainees. The group reviewed and was instructed on Toronto PWA's Speaker's Bureau Training Booklet which includes sections on Public Speaking Tips, Strategies and Techniques, Speaking Resources and TPWAF Speakers Bureau Orientation.

Day 32 Feb 2

Project Consultant was in Calgary this week attending the Urban Aboriginal Strategy Community Conference therefore, consultant was not present during this weeks training sessions.

The day was spent with a Traditional Aboriginal counselor who works in Toronto with the Ontario Aboriginal HIV/AIDS Strategy. This was an opportunity for the trainees to talk about any barriers or challenges that they may be facing while learning about Aboriginal HIV/AIDS issues through this initiative.

Day 33 Feb 7

The group reviewed the proceedings of last week's Toronto PWA speakers' bureau workshop. We also navigated through PASAN's website www.pasan.org

to prepare for their upcoming workshop with the group. We also reviewed a power point presentation on Sex Addiction called: Looking For Love in All The Wrong Places. The we began making point form notes on the future of a possible blog website. We made lists of recommendations for a possible website with the following headings: Web Page Design, Format, Content, Guidelines and Purpose.

Day 34 Feb 9

On this day we had a guest presenter: Provincial Program Coordinator from the Prisoners HIV/AIDS Support Action Network (PASAN). He reviewed PASAN's history and what PASAN does in terms of harm reduction and how their mandate naturally gets in the face of prison authority. He distributed copies of their newsletter, Cell Count's Winter Issue #40.

The trainees were particularly interested in what it is like for APHA's inside of prison and how to reach inside to help them. Subjects covered: coping and survival mechanisms, high risk activity, over-representation of Aboriginal people in prison and inequities such as classism, racism, poverty, etc. Also, each of the following subjects regarding life "inside" for APHA's was touched upon: mental health, youth detention, women/mothers in prisons, "for-profit" prisons, literacy rates, sex offenders, differences between provincial jails and federal jails, treatment centers, homo- and trans-phobia, violence, sharps/shanks, protective custody, prescription drugs, methadone, illegal drugs, harm reduction, sex inside, tattooing and piercing, hepatitis, health promotion and contact with APHA's inside.

Day 35 Feb 14

On this day we had a guest presenter: Executive Director of the Canadian Aboriginal AIDS Network (CAAN). He presented on Addressing Homophobia in Relation to HIV/AIDS in Aboriginal Communities and Engaging Aboriginal Groups with Specific Needs as laid out in the Aboriginal Strategy for HIV/AIDS in Canada (ASHAC). He also talked about reaching out to APHA's who feel isolated and/or dealing with mental health issues such as depression. The trainees also learned a lot about how the Community-Based Research process works in general. An enthusiastic discussion ensued on the subject of "How can APHA Speakers represent and honour the stories of all these groups as being part of the APHA community?"

Day 36 Feb 16

On this day we had a guest presenter: Executive Director of the Ontario Aboriginal HIV/AIDS Strategy. She presented on harm reduction in the context of substance use as an Aboriginal cultural value. She gave a brief Aboriginal history of the reasons why Aboriginal people have resorted to "self-medicating" to try to numb the pain of hundreds of years of intergenerational trauma through the residential school system and a concerted effort to assimilate us into the lowest echelons of European/Canadian society. She explained that we must accept our people "where they're at" and understand that addressing culture loss of language, spiritualism and ritual has resulted in the disruption of our peace, environmentally and territorially.

Harm Reduction has more respect for the individual – that the individual has the right to make their own decisions and will not be judged by those who are trying

to help. Eventually, most addicts that chose to use cannot do it for their entire lives and eventually want to quit. A harm reduction approach helps this majority of drug users.

Day 37 Feb 21

On this day we prepared for panel presentations for youth at Wahta and Tyendanege First Nations. Both of these communities contacted the project coordinator to ask for APHA speakers to present at their health workshops. Trainees made contacts with Toronto PWA, Positive Youth Outreach and Toronto Public Health who all committed to preparing HIV/AIDS education materials for us to bring to the communities for their workshops. Resources covered many topics including but not limited to: Why Are Aboriginal People at risk for getting HIV?; What is HIV and AIDS?; HIV Testing; The Immune System; How Well is the Immune System Doing?; What happens after a person finds out they have HIV?; Transmission (How People Get HIV); Treatments; STDs; Healthy Sexuality; Condoms; Steps on the Red Road Harm Reduction for IDU's; Show Love and Respect and Don't Share Needles; Universal Precautions, and; The needs of someone living with HIV.

Day 38 Feb 23

The group did final editing of their personal Speaker Biographies and began to create a power point presentation for both Wahta and Tyendanege First Nations. Trainees researched both of the communities on the internet. We determined the closest locations of anonymous testing sites to the communities and then phoned the clinics to find out the process of setting up, preparing for and going through with an anonymous test near their local community. This information was integrated into the power point presentation.

SPECIAL - Saturday, February 25th, 2006 – The group trainees and coordinator conducted a panel presentation at Wahta First Nation to a group of youths and social workers. It was very successful. See [Presentation to Wahta First Nation Positive Living with HIV](#) which is posted on the 2-Spirits website at www.2spirits.com.

Day 39 Feb 28

There was no training on this day in lieu of the Wahta First Nation HIV+ panel presentation on the previous Saturday, February 25th, 2006.

Day 40 Mar 2

The trainees analyzed the proceedings of the panel presentation we did on Feb 25th using the S.W.O.T. (Strengths, Weaknesses, Opportunities and Threats) analysis technique. We also had a boisterous debriefing session on the presentation. We also gave feedback to each other on how we could do better next time.

Day 41 Mar 7

On this day we had a guest presenter: Provincial Program Coordinator from the Prisoners HIV/AIDS Support Action Network (PASAN). He introduced a guest speaker who is a veteran PASAN speaker and was the main feature of today's presentation. He gave a talk about his experience as an HIV+ speaker who has been in prison and who talks in prisons and about prisoner HIV/AIDS issues. It

was very inspirational. A question and answer period followed. More PASAN resources were distributed.

Day 42 Mar 9

On this day we had a guest presenter from the HIV/AIDS Legal Clinic of Ontario (HALCO). She began with a very general explanation of how to contact HALCO and what they do. She then gave a preview of the HIV and the Law Manual by HALCO and gave each trainee a copy. The trainees had many personal questions about their own legal issues as well.

Our guest presenter explained that most of what HALCO does is to provide summary advice. HALCO is open m-f 9-5. HALCO mostly does the following: Represent people, Public Legal Education, Community Development and Law Reform.

She gave a presentation which was followed by a long Q&A period.

Day 43 Mar 14

On this day we had a guest presenter: Executive Director of the Ontario Aboriginal HIV/AIDS Strategy. She presented on Aboriginal HIV/AIDS Epidemiology and Surveillance.

Our guest showed the trainees where to find the federal government's latest statistics and their interpretation of them as well. The government's interpretation of the statistics is different than that of those in the Aboriginal HIV/AIDS movement. We reviewed various "epi" stats from the publications of the Public Health Agency of Canada's Understanding the HIV/AIDS Epidemic among Aboriginal Peoples in Canada: The Community at a Glance. Basically she said, "It's hard to measure whether if anything that we're doing to respond to the epidemic is right... is effective. We can't tell because we don't have an accurate snapshot of the statistics".

Day 44 Mar 16

On this day we had a guest presenter: Barrister & Solicitor from the HIV/AIDS Legal Clinic of Ontario (HALCO). She showed us a Power Point presentation called HIV, Disclosure and the Criminal Law. She was very casual in her approach to the presentation accepting questions while she went along. The trainees were very forthcoming during the extensive Q&A which followed.

Day 45 Mar 21

The group spent the first half of the morning session finalizing the draft Wahta Report. See [Presentation to Wahta First Nation Positive Living with HIV](#) which is posted on the 2-Spirits website at www.2spirits.com.

In the second half of the morning, each trainee conducted their own S.W.O.T. Analysis on the proceedings of February 25th in the Wahta Mohawk community.

Day 46 Mar 23

All trainees and the project coordinator attended Kekenomaka, "The Teachings" Sexual Health Conference on Thursday, March 23, 2006 at The Native Canadian Center of Toronto, 14 Spadina Road.

SPECIAL Mar 25 & 26 - CAAN APHA Special Consultation 2006

Four (4) APHA trainees of the 2-Spirits Organizational Capacity-Building Pilot Project at 2-Spirited People of the 1st Nations in Toronto were in attendance all day on both Saturday, March 25th and Sunday, March 26th, 2006 to assist CAAN in the smooth running of the Special Consultation meeting at the Ramada Inn, 300 Jarvis St, Toronto. They took notes of proceedings and also contributed to the meeting with their own insights and suggestions. The trainees acted as local hosts to our out-of-town guests.

Day 47 Mar 28

The group chose to work on writing an abstract to present a panel presentation at Healing Our Spirit's 10th Annual Aboriginal HIV/AIDS Conference in Cranbrook in BC from May 28th until the 31st, 2006. The group wishes to share their challenges and rewarding experiences as APHA's going through six months of grueling HIV/AIDS studies. The trainees are very eager to share their newly acquired skills in the real world.

Day 48 Mar 30

GRADUATION CEREMONY

During the graduation ceremony each trainee received a formal Certificate of Completion along with a 2-Spirits T-shirt, a cool deer antler necklace and a nice Thank You card. Graduating photos were taken of each trainee as they accepted their Certificates of Completion from the 2-Spirits Executive Director and the Project Coordinator of the 2-Spirits Organizational Capacity-Building Pilot Project. There were tears of joy.

As a group, without supervision, the trainees continued working on their abstract to present a panel presentation at Healing Our Spirit's 10th Annual Aboriginal HIV/AIDS Conference in Cranbrook in BC from May 28th until the 31st, 2006.

Conclusion

In many cases, professional HIV/AIDS workers in the field who are familiar with this project stated that they wish that they could have received such an extensive introductory training course such as ours when they began this segment of their careers. It was also mentioned that this sort of intensive PHA HIV/AIDS training is sorely needed and could work almost anywhere.

The 2-Spirits Organizational Capacity-Building Pilot Project was successful in addressing the urban Aboriginal priorities of the community it serves and to which it is accountable. Activities and methodology reported here-in led to increased capacity within the organization to respond to requests for HIV-positive 2-Spirit male speakers and presenters. This activity report also reflects adherence to the Activities and Timelines established in the contribution agreement addressing Education and Health.

Recommendation – Two Streams of Training

Most of the trainees who completed the training agreed that it was too long and suggested an average of three or four months would be sufficient and would help prevent “HIV/AIDS burnout” of APHA’s. Some suggested two different streams of training. One short training segment for those who just wish to tell their story of experiences living with HIV/AIDS and another longer training segment for APHA’s who want to become full-on Aboriginal AIDS educators.

At the beginning of the project, 2-Spirits had 5 trainees signed on to participate. One of the original trainees left the project within the first two weeks. It was a challenge to recruit another trainee but it was done. 2-Spirits has many HIV-positive 2-Spirit male clients but it takes a special kind of person to be able to do this work. Speaking in public about HIV can be very challenging for an HIV-positive individual, especially within the first year or two after being diagnosed with the disease. This became apparent through the experiences of hardship reported by one of the younger trainees.

Teaching Harm Reduction policies was also a challenge. Most, if not all, of the trainees are currently involved with substance use at some level. The intensive Harm Reduction training throughout the project challenged personal values and sometimes triggered emotional responses from trainees. Some trainees would purposely miss Harm Reduction training sessions to avoid this emotional stress. APHA trainees were introduced to various counselors and traditional Elders and their professional support was made available to them. Trainees did not seem willing to come forward and speak with counselors to help them through this difficult topic.

Therefore, any consultant or HIV Advocate who undertakes this kind of PHA training initiative must be fully versed in Harm Reduction policy and be able to deliver the training in a culturally competent fashion. Counselors and Elders should be readily available to the trainees for the entire duration of the projects. Even if the counselors are not accessed, just knowing that they are available is sometimes enough support to get trainees through tough times.

One trainee actually left the project for a month and then came back. He was becoming overwhelmed with HIV/AIDS information and became burnt out. He rested up for a month and came back with more enthusiasm. This trainee has become one of our most powerful and motivational speakers.

Two trainees dropped out of the project after the first three months, likely because of challenges accepting Harm Reduction principles. These two guys had received a lot of education on presenting and speaking in public and spoke at two different venues. So, although only four (4) trainees graduated from the training, six (6) APHA’s are now able to speak publicly about their experiences living with HIV/AIDS and contribute to the effort to slow or stop the spread of HIV.

A phase 2 proposal has been submitted to the Toronto Urban Aboriginal Strategy with a focus on sustainability of a formal APHA Speakers Bureau at 2-Spirits as

well as writing and printing an APHA Speakers Manual. A strategy is to be created to address issues of recruitment, retention and morale of trainees. A marketing strategy will also be drawn up to advertise our Speakers Bureau and get the word out.

2-Spirited People of the 1st Nations would like to thank the Toronto Urban Aboriginal Strategy for funding this successful initiative and for recognizing the importance of our organization's work. Our project partners played a crucial role in rounding out the acquired skills of the APHA trainees and provided advice and support to the project coordinator throughout the project. A great big thanks to the Project Advisory Committee and Project Evaluation Consultant who worked very closely with the Project Coordinator. And finally, to the staff of The Canadian Aboriginal AIDS Network, the Ontario Aboriginal HIV/AIDS Strategy, 2-Spirited People of the 1st Nations, Toronto People With AIDS Foundation, the Prisoners HIV/AIDS Support Action Network and the HIV/AIDS Legal Clinic of Ontario, thank you so very much. This project could not have succeeded with the support of our organizational partners and their committed and competent staff.

Appendices

(Appendix A)

PRESENTATION AT WAHTA FIRST NATION POSITIVE LIVING WITH HIV GAAGIIGIDOK OGOKWEK

Picture this: Four laughing Toronto city-Indian boys driving a rusting, 20-year-old station wagon through the great white north on their way to present at a speaking engagement at Wahta First Nation. We were certainly getting more and more lost in the blizzard blowing in from Georgian Bay. The car was dying but Aboriginal youth were counting on us so we pressed on.

Upon arriving, the car died in the parking lot of the Wahta Community Centre. Luckily, Philip, the Community Health Representative (CHR) offered to drive all the way to Bracebridge to buy a new battery for the car.

We were welcomed by Nichole Davidson, the National Native Alcohol and Drug Addiction Program worker who made us feel right at home. We quickly began setting up our projector, laptop and resource table. After a healthy lunch, we began our panel presentation.

The audience at Wahta consisted of about 30 youth and 10 adults. They were all ears. We drove all the way to the Wahta community to share our experience as 2-Spirit Aboriginal men living with HIV/AIDS.

Trevor, Corey, Russ and David introduced themselves and began by giving a brief overview of the contemporary and historical 2-Spirit identity. We explained how we are messengers who have come to educate our communities around HIV/AIDS prevention and awareness. This is an Aboriginal issue.

Our collective stories touched on many issues of the crisis faced in our communities by HIV/AIDS. We talked about the downside of living with HIV and AIDS such as bereavement and loss of loved ones, self esteem, substance use issues and how it impairs one's judgment and decision making process. We discussed issues around cultural loss through adoption and the "Sixties Scoop".

There wasn't a dry eye in the house when we spoke of basic human dignity, dying with dignity and how no Aboriginal person should have to die alone. The speakers discussed in detail about how Aboriginal people living with HIV/AIDS often must leave the community either to be closer to specialized medical care or because of high levels of stigma and discrimination they experience when living at home.

Youth were encouraged to get tested for HIV and they were told the address and phone number of the nearest place to get anonymous HIV testing. Growing up gay in school and being ridiculed for being gay was talked about and how that affects a 2-Spirit youth's self esteem. We also talked about how children and youth have a hard time coping with a parent's HIV-positive status.

We strongly believe as a group that we made a positive impact about the realities of life that we have shared about HIV/AIDS. Even though some of us were diagnosed recently and some have been HIV-positive for over a decade, each of us has an important and valid story to tell.

We feel that the training from this 2-Spirit Organizational Capacity-Building Project has helped fulfill or enhance our holistic well being; spiritual, physical, mental and emotional. And with these new strengths we feel that we can confidently educate, promote awareness and teach accurate information in all of our communities.