Building Sensitivity for Healthcare Providers Working with MSM in South Africa

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History of Initiative

- California Twinning Project
- California CHPG/MSM Recommendations
- MSM Provider Training Initiative
- NASTAD Global Program
- Western Cape Leadership
- Training Roll Out/Training of Trainers
Purpose of Training Initiative

To build capacity of healthcare providers in their ability to meet needs of Gay-identified and other MSM in HIV prevention in the Western Cape Province of South Africa.
Goals

► Developed a provider training curriculum to build sensitivity, increase knowledge and skill in order to decrease stigma in healthcare settings and improve sexual health services.

► To identify and train skilled and knowledgeable trainers to be able to conduct curriculum for healthcare workers throughout the province.
South Africa Perspective

- HIV Prevalence Rate
- Language
- Post Apartheid
- Western Cape Province
- Cape Town
Groundwork

- Policy
- Research
- Dedicated Social Justice Programs
- Gay-related organizations
- Capacity Building Initiative (NASTAD)
- Department of Health Interest
- CAPTC existing MSM provider training
Research

► Main Points:

- Identity
- Prevalence
- Transmission Concern
- Misperception of Risk
- Stigma/Discrimination
- Impact on Sexual Health
Key Messages

► South African MSM have limited access to non-stigmatising services.

► Gay-identified MSM experience homophobic harassment from HCWs.

► Many NGI MSM deny or avoid discussing their behaviour with HCWs.

Lane, T et al. *Sex Transm Inf.* 2008
Training Development

- Pilot with stakeholders and providers
- Used material from California training
- Reconvened Group for Feedback
- Adapted training with focus on sensitivity building
- Incorporated relevant research
Training Goal and Objectives

Goal: Increase sensitivity of providers working with MSM in order to improve access and service delivery.

Objectives:

► Increase awareness of providers’ cultural beliefs and values that may impact work with of MSM.

► Increase knowledge of challenges MSM face in HIV prevention and care.

► Increase knowledge of stigma impacting MSM.

► Increase skill in assessing concerns to demonstrate sensitivity regarding MSM.
Sensitisation Training Modules

- Why Focus on MSM
- Building sensitivity: examining values
- Identity and Social Context
- Stigma and Discrimination
- Social and Sexual Networks
- Improving Sensitivity in Service Settings
Training of Trainers

- Selected group of providers
- Speakers were identified
- DVD created as a result
- Co-training with identified lead trainers
- Training roll out
~200 Individuals trained in 9 Western Cape cities.

When asked to rate their ability in various course objectives, participants started out between ‘Fair’ and ‘Average’ and ended somewhere between ‘Good’ and ‘Excellent.’ On average, participants moved from 1.5 to 1.9 points on a 5-point Likert scale.

<table>
<thead>
<tr>
<th>Objective</th>
<th>Before (avg)</th>
<th>After (avg)</th>
<th>Change (avg)</th>
<th>N (#)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognize personal biases that may affect my work with MSM</td>
<td>2.66</td>
<td>4.16</td>
<td>1.5</td>
<td>122</td>
</tr>
<tr>
<td>Recognize how stigma affects the interaction between provider and person receiving services</td>
<td>2.77</td>
<td>4.48</td>
<td>1.7</td>
<td>123</td>
</tr>
<tr>
<td>Frame questions that enable MSM to openly discuss sexual behaviors with me</td>
<td>2.29</td>
<td>4.20</td>
<td>1.9</td>
<td>120</td>
</tr>
<tr>
<td>Identify strategies to improve programs that are supportive and inclusive of MSM</td>
<td>2.26</td>
<td>4.16</td>
<td>1.9</td>
<td>121</td>
</tr>
</tbody>
</table>
What Will You Do Differently?

Relate to the person in terms of MSM stigma; make the person comfortable; implement these skills, and teach it to others so that they can use it effectively.

When doing the risk assessment I will make sure that I am more creative when asking questions about sexuality in order to get as much information as I can get.

I will stop thinking about how do they have sex. I will start respect them as much as would like to be respected.
What Can Your Agency Do?

Stop discrimination, open doors for all men, changes to do certain changes in the assessment forms.”

Helping with training, educating other clinic staff re: MSM, i.e. attitudes, making clinics men-friendly, etc

More training in MSM, lesbian/gay people! Awareness talks.
Challenges

- Language
- Culture
- Selection of Trainers
- Time allotted to train and mentor trainers
- Long Term Planning
- Follow-Up Technical Assistance
Recommendations

- Larger roll out of sensitization
- Develop risk assessment protocols
- More technical assistance/QA
- More research communication to NGOs
Acknowledgments

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