

Annual Report 2014/15

This past year saw the formal launch of the Institute in Australia with the signing of a partnership agreement with PLDI Canada.

The Australian version set out to expand the notion of making the Institute a truly unique partnership project and in February 2015, the Institute announced the inaugural 22 partner members who represent nearly every State and Territory across Australia and a number of peak national community agencies and research centres (*see Attachment 1*).

Over the course of this first year of operations, three workshops focusing upon building the resilience and leadership development of PLHIV have been held - one each in Victoria, New South Wales and Queensland with a total of 36 PLHIV completing the course. Additionally, five new facilitators have been selected from these graduates to join the facilitation team bringing the total number of facilitators up to a point where the Institute can consider expanding its suite of program activities (*see Attachment 2*).

Building upon the vision and mission of the Institute, the first business planning session with the six collaborating partner representatives (*see Attachment 3*) was led by the facilitation team and set out the plan for the forthcoming business year. 2015/16 will see five workshops happen across various states in Australia and the first workshop to occur in New Zealand.

The Institute continues to rely upon the extraordinary generosity of all the PLDI partners who contribute both operational capital, sponsorship for individual PLHIV as well as value in kind to the Institute which ensures that costs are kept to an absolute minimum. Approximately 60% of an operating budget of less than \$100,000 comes from both collaborating and coordinating partners as well as through course fees and the remaining 40% are contributions as value in kind which includes both technical advice, staff and administrative support and pro bono promotion and marketing through PLDI partners.

An essential goal of PLDI is its commitment to fostering PLHIV diversity and leadership development and this intention is captured in the participant profile table (*Attachment 4*).

However, what really matters are the outcomes of the workshop on the participants themselves and all participants undergo both pre and post workshop psychometric testing (psychological resilience and emotional intelligence) as well as impact assessment during the workshop and again at 1 and 6 months following the workshop. This evaluation structure provides not only a sense of the workshop's impacts and outcomes, it provides the facilitation team insights on how to improve and modify the workshop content and construction as a process of continuous quality improvement. (*Attachment 5*)



Attached is more background on the history and development of PLDI Australia (*Attachment 6*) as well as an overview of the Institute and its development objectives (*Attachment 7*).

Its remarkable to think that only a few short years ago, a number of key PLHIV leadership agencies in Australia were acknowledging that, like many other countries in the world, if we did not move against the underlying HIV stigma in Australia and invest in building the resilience and leadership of PLHIV were we really never going to get to the goal of ending HIV.

A massive thank you to everyone who has made this inaugural year such a success – everyone of the 22 current partners, the six collaborating partners who have put up the capital to ensure the Institute continues to operate, the facilitation team members who actually run the institute and have invested the hearts and souls into the belief that we are making a difference and finally to the PLDI graduates who are already changing the way we see PLHIV across the country - its their collective leadership that is **modelling the way**, their shared commitment to **challenging the process**, their individual passion that are **inspiring a shared vision**, their insights into living with HIV that are **enabling others to act** and its their growth and development that is **encouraging the heart**.



ATTACHMENT 1

MEDIA RELEASE

FOR IMMEDIATE RELEASE 18 February 2015

Positive Leadership Development Institute Australia (PLDI) announces multi-agency cross sector partnerships

PLDI™ Australia is a new collaborative endeavour in the HIV community response in Australia. PLDI™ Australia is a unique community service partnership that aims to build the resilience, mental health and leadership capacities of people living with HIV (PLHIV) in Australia. The Institute is an international collaboration with a similar program operating in Canada and is based upon the principles of the greater involvement and meaningful engagement of people living with HIV. The Institute is focused upon placing people living with HIV as central and vital in the role towards ending HIV.

Since signing an international bi-lateral intellectual trade agreement and forming in July 2014, the program has gained considerable support from the HIV sector, business and organisational partners.

In total 22 agencies from across Australia have committed to the partnership to increasing leadership skills, resilience capacity and emotional intelligence among men and women from all walks of life and from across Australia. PLDI Australia is a response to evidence that these skills are vital for people living with HIV to be able to respond in a healthy and sustained way to the HIV stigma and discrimination which they face on a day to day basis.

“You have assembled a mighty team to support the further development of PLDI™ Australia both in Australia and New Zealand. We are very impressed in Canada by your partnership in taking this work forward. We are pleased and proud to be your international partners in this important work” Rick Kennedy, PLDI™ graduate and Executive Officer of the Ontario AIDS Network

Early results show increased and sustained levels of resilience capacity and numerous examples of how individuals living with HIV are utilising what they have learnt in their personal, professional and community lives.

“The fact that so many organisations have recognised the need to build resilience and leadership among PLHIV is testament to the appreciation of what is needed to challenge the ongoing stigma and discrimination that PLHIV face. It is with the as yet untold gratitude of the many PLDI Australia graduates, who will benefit from this new program, that I thank the partners who have come on board and that are listed as our inaugural 2014/15 PLDI Australia partners.” Brent Allan, PLDI™ graduate and Executive Officer of Living Positive Victoria



PLDI™ Australia is expected to offer a minimum of 4 leadership courses a year at various locations around Australia to ensure HIV positive people everywhere can access this training, development and skills building inherent in the course. Graduates are encouraged to go back into their local community to practice and share their new found or better developed leadership and resilience skills both in the HIV sector and further afield.

Some of the 35 PLDI™ Australia graduates share their experience...

"Attending PLDI has seen a monumental shift in my personal space, sharing the lived experience of PLHIV with the fellow graduates was inspiring. The skills developed through the course have transferred across to many facets of my life; I find myself a much calmer and stronger leader, I have a new found drive and energy and most importantly this has created a momentum of positive involvement within HIV community within Australia as a leader and agent for change." **Paul, Western Australia, PLDI Graduate Oct 2014**

"Prior to the workshop I had only experienced living with HIV from a gay male perspective and to hear, first hand, what challenges confront women in Australia who are HIV positive was an education I needed to have. The PLDI program is now playing an increasingly significant part in the process of empowering those living with HIV/AIDS to stand up, be visible, relevant and responsible not only to those they lead within their own community but to the much broader effort toward eventual HIV eradication" **Tony, Victoria, PLDI Graduate Oct 2014**

"PLDI reminded me about 'choice'; what you are able to do and when you are able to do it. It regenerated and reinvigorated me and enabled me to re-engage as an advocate and activist." **Cath, Victoria, PLDI Graduate Nov 2013**

"PLDI has been instrumental in further developing my leadership skills. Every HIV positive person thinking about being more active in the community should have this experience. I have been able to directly use skills developed in the workshop in my day-to-day work." **Jesse, Queensland, PLDI Graduate Aug 2013**

"Through the PLDI I learned the power of leadership, my own personal style but also the rich diversity of styles and the legitimacy of each and every individual in the movement for change. Most of all however, I am uplifted and energised by the rich, loving joy (even in the presence of sorrow) of my fellow participants and the potential yet to be realised in our leaders of tomorrow, for this my gratitude knows no bounds." **Bill, Northern Territory, PLDI Graduate Nov 2013**

PLDI graduates are available for further comment and interview.

New partners are welcome: individuals, community organisations, businesses or agencies are encouraged to contact Brent Allan on 03 9863 8733 or PLDI@pldiaustralia.org.au to discuss partnership options.



2014/15 Positive Leadership Development Institute Partnerships

The Positive Leadership Development Institute (PLDI™) Australia could not exist without the generous support of a number of agency partners from across Australia and New Zealand.

All partners support the work of the Institute through advertising the program to potential participants and many provide sponsorship to participants to specific workshops.

Full details of the partnership opportunities can be found in the most current Partnership Prospectus.
Email: PLDI@pldiaustralia.org.au for a copy or to discuss an option for your organisation or business.

2014/15 COLLABORATING PARTNERS



2014/15 COOPERATING PARTNERS



2014/15 COORDINATING PARTNERS



2014/15 NETWORKING PARTNERS



Attachment 2

PLDI FACILITATION TEAM MEMBERS

PLDI Australia has a growing list of facilitators from across the country. All facilitators are graduates of the Institute and selected by their peers to join the facilitation team. They undergo a year-long three stage process of training and development which equips them with the coordination, facilitation and evaluation skills to be leaders in their fields.

Brent is the Coordinator of HIV Health and Sexually Adventurous Men's Projects at ACON in New South Wales. He oversees a range of peer based programs for gay men living with HIV, in particular gay men recently diagnosed and men at risk of HIV and Hepatitis C co-infection. Brent started working at ACON in 2012 as a peer educator and the lead for the Genesis workshop for gay men recently diagnosed with HIV. Over the past two and a half years Brent has contributed the development of resources development for people living with HIV as well as facilitated a number workshops for gay men with HIV and a Sexual Health focus. In 2013 Brent was one of three Australians to attend PLDI in Canada, and since has been one of the leads on the Australian PLDI program.

Jesse is the Peer Support & Communications Officer for Queensland Positive People (QPP). Jesse has represented people living with HIV at local, national and international levels. He was on the QPP Board of Directors from 2011-2013, and has been a speaker with the Queensland Positive Speakers Bureau (QPSB), for 4 years. Since joining the QPSB he has developed a passion for supporting PLHIV to share their stories of living with HIV - humanising HIV to combat stigma and discrimination. He also facilitates support groups and activities for PLHIV in Queensland, and runs AWARE: Recently Diagnosed Workshops throughout the year. Jesse is a graduate of the one of the first PLDI Australia workshops in August 2013.

Karl currently works as a Health Promotion Officer at ACON working with HIV Health Programs, the Sexually Adventurous Men's Project and within the community rapid HIV testing service, a[Test]. Karl started as volunteer for Gay Men's Health Crisis in New York City in 2008. Karl joined ACON in July of 2013 with a lead role in the delivery of the Genesis program, a workshop for gay men newly diagnosed with HIV. Karl has also had a key role in developing educational resources for people living with HIV, covering topics like HIV stigma and resilience, HIV Disclosure and is also a member of the treatment officer network. Karl attended PLDI in March 2015.

Nic is a writer/activist and co-founder of The Institute of Many (TIM), an international social umbrella for HIV positive people. As a writer focusing on living with HIV, the contemporary gay experience and sex-positivity, Nic has been published in Hello Mr. magazine, News.com.au, Junkee, Gay News Network, Star Observer, Cosmopolitan and more. Nic has made countless appearances on national television, documentaries, radio and online discussing HIV and in December 2013 delivered the shared keynote at Sydney World AIDS Day. Nic is also a peer educator, an ENUF Ambassador, an ENDING HIV ambassador, and a facilitator for the Positive Leadership Development Institute. Nic is a graduate of the one of the first PLDI Australia workshops in August 2013.



Paula is an experienced and passionate educator who has worked as a teacher and trainer in variety of educational settings over the last twenty years. In addition to being a language teacher and scuba diving instructor, she has six years' experience working in the HIV sector. In the US she trained and coordinated the volunteers for Project Inform's National Treatment Information Hotline in San Francisco. She worked as a Peer Advocate for HIV+ youth and women in California and lobbied in Washington DC for HIV program funding. She was a trainer for the California State-wide Treatment Education Program and the Training Manager for the East Bay AIDS Education and Training Centre (AETC). In Australia she worked as a Senior Project Officer in the National Policy and Education Division of the Australasian Society for HIV Medicine. She has presented and delivered training at numerous national and local conferences, workshops and retreats. She has also been engaged as a public speaker for various events and groups. Paula is a graduate of the PLDI Australia workshop in October 2014.

Richard has been living with HIV since 1990 and has over 20 years of involvement within the HIV/AIDS sector. As a member of the AIDS Ministerial Advisory Committee (1991-1993) Richard saw first-hand the early effects that HIV had on the Australian community. Richard has had a long history of grass roots community engagement for marginalised 'at risk' key affected populations and has held positions at The Prostitutes collective Of Victoria, and Rhed at Inner South Community Health Centre. His passion lies in contributing to the effectiveness and relevance of peer based education models and he is currently studying a Diploma in Community Services Work @ Melbourne Polytechnic, is a facilitator of the newly formed Re-wired 2.0 offering medium and long term support for men who have sex with men (MSM) looking to modify their use of Crystal methamphetamine with the Victorian AIDS Council. He is currently in his 3rd year on the Board of Directors for Living Positive Victoria as the Vice-President and Standing Secretary. Richard is a graduate of the one of the first PLDI Australia workshops in August 2013.

Vic is currently a Health Promotion Officer at Living Positive Victoria with a focus on PLHIV peer education. He has almost 20 years' experience in the HIV sector working in health education at the Victorian AIDS Council and social research at the Australian Research Centre in Sex Health and Society. Vic currently coordinates and delivers a range of programs for people living with HIV (PLHIV) across Victoria including a smoking cessation Program (Quit Fresh Start), Generation Y Guys (a social and support group for young gay men with HIV) and Phoenix - a peer education program for gay men with a focus on disclosure, treatment considerations and maintaining good mental health for those newly diagnosed with HIV. . He is a highly skilled and experienced group facilitator as well as a trainer. Vic is one of the founding facilitators of PLDI Australia having participated in a workshop in 2013 in Canada, adapting the curriculum to the Australian context and co-facilitating the first three PLDI workshops in Australia.



Attachment 3

COLLABORATING PARTNER MEMBER REPRESENTATIVES

Aaron Cogle is an experienced advocate for people living with and affected by HIV. Aaron has spent the last twelve years working for the British National Health Service as an HIV Programme Leader and before that for the AIDS Council of NSW. After founding the Gay Life North Staffordshire Health Promotion Project and the Lesbian, Gay, Bisexual and Transgender Network Charity in Stoke-on-Trent, England, he has now returned to Australia and is currently the Acting Director of the National Association of People with HIV Australia. Aaron has qualifications in Government Policy and Law. He is committed Poz Action (a collaborative operational arrangement of all people living with HIV (PLHIV) led organisations in the country) and to locating PLHIV at the very centre of the HIV response in Australia.

Brent Allan is the Executive Officer of Living Positive Victoria and has been working in the community response to HIV/AIDS since the early 1990's both in Australia and abroad. He has qualifications in health education, business, community services management as well as public and social health experience at all levels of government including local, state, federal and internationally with the UNDP in Eastern Europe. As a gay man living with HIV for the past 17 years he has been active in efforts to build the capacity of people living with HIV through advocacy, education and representation and has been the past Vice President of the National Association of People Living with HIV, Convener of the International Think Tank on Gay Men's Health and was the Local Co-Chair for the Community Programme for the International AIDS Society Conference held in Melbourne, Australia in July 2014.

Graham Brown is a Senior Research Fellow at the Australian Research Centre in Sex, Health and Society at La Trobe University. Graham has worked in HIV community based organisations and health promotion research 20 years. He has qualifications in social marketing, health promotion, public health and program evaluation. Graham's focus in his research is building evidence for effective community responses to HIV, and the role of community and peer based programs. Graham has also served on a number of state and national community and government HIV policy committees and was President of the Australian Federation of AIDS Organisations from 2008 to 2011, and the Commonwealth Ministerial Advisory Committee on STI/BBV from 2009 to 2014. Graham has been living with HIV since 1996 and is committed to a strong and effective community driven response to HIV.

Mark Fisher is the Executive Director of Body Positive in New Zealand. He has been involved in the HIV sector since '92, initially in Australia and then in Toronto, Canada. This involvement has been at the Public Health level as well as the NGO level providing research, support and advocacy for people living with HIV. In 2013 he moved to New Zealand and took up the ED position with Body Positive who provide National peer support for PLWHA. His emphasis for the agency is to expand this support to include such initiatives as the PLDI and an enhanced network of peers across the country emphasizing the GIPA principles and the power of the positive voice.




James Gray is currently the Manager of Gay Men's Sexual Health Programs at ACON, New South Wales' leading health promotion organisation specialising in HIV and LGBTI health. He oversees a range of programs covering HIV health promotion, prevention and community-based testing. He has been working in the HIV sector since 2007 and in addition to roles at ACON, has previously worked at the UNAIDS Regional Support Team for Asia and the Pacific in Thailand. He has been also been involved in the HIV Young Leaders Fund, International AIDS Conferences and was part of the Australian delegation to the UNAIDS Programme Coordinating Board in December 2013. Through all of these experiences James has seen the impact of facilitating positive leadership in responding to the HIV epidemic. While people can involve themselves as leaders in their communities in many ways, formal leadership training opportunities such as PLDI provide an essential set of skills and pathway for people generate broad scale change.

Rob Lake has been Executive Director of AFAO, the Australian Federation of AIDS organisations, since 2011. Before that he was CEO at Positive Life NSW from 2007-2011. He has been an advocate and activist for HIV services and treatments access, in particular access to generic meds. He has worked in the community sector since arriving from New Zealand in 1987, in community development, access for older people and people with disability and at the Australian Human Rights Commission. He has been living with HIV for 20yrs. He has been a Board member of NSW Council of Social Services, Positive Life NSW, ACON and ARCH, the NSW Community Housing Association.

Simon O'Connor has held a number of community positions and provided support to people living with HIV since 1985. He is currently the Executive Officer of Queensland Positive People (QPP) and has held this position since 2004. He continues to participate in a variety of national and state organisations, working groups and committees. He currently holds the position of Deputy Chair of the HIV Foundation Queensland (HIVFQ) and is also a current board member of the National Association of People With HIV Australia (NAPWHA) and the Anwernekenhe National HIV Alliance (ANA). His experience and commitment to people living with and affected by HIV was acknowledged in 2004 when he was awarded the Inaugural Foundation Unity Award for Philanthropic Spirit in an Individual. Through his understanding of the serious challenges HIV presents, he has tried to contribute in a meaningful way to the effective representation of the lived experience of people living with HIV, and to the self determination and empowerment of all HIV positive people.

Simon Ruth is Chief Executive Officer at the Victorian AIDS Council (VAC). VAC is Australia's oldest AIDS organisation having been constituted at a public meeting in June 1983. Simon is a strong believer in community control of health services and is committed to developing leadership amongst people living with HIV. Simon believes that leaders created through the PLDI will contribute to developing a more robust HIV sector and combat stigma and discrimination. Prior to arriving at VAC twelve months ago, Simon worked at Peninsula Health where he managed a range of health programs including alcohol and drug services, needle syringe programs, youth services, indigenous health and aged care. He has previously worked for the Salvation Army, St Vincent de Paul Society and Youth Support and Advocacy Service Victoria. Simon is a past member of the Liquor Control Advisory Council and the Whole of Victorian Government Alcohol & Drug Strategy Expert Advisory Committee. Simon has been on the Board of the Victorian Alcohol & Drug Association for nine years and was its President for five years.



Attachment 4

Participant Profiles 2013 - 2015

	August 2013 VIC (n=12)	November 2013 VIC (n=11)	October 2014 VIC (n=12)	March 2015 NSW (n=12)	June 2015 QLD (n=12)	Total
Residence						
QLD	2	1	0	2	7	12
NSW	4	5	2	6	0	17
VIC	4	4	7	2	2	19
TAS	0	0	0	0	0	0
SA	1	0	1	1	0	2
WA	0	0	1	1	1	3
NT	1	1	0	0	0	2
ACT	0	0	1	0	0	1
NZ	0	0	0	0	1	1
International	0	0	0	0	1	1
Gender						
Male	10	8	9	9	9	45
Female	2	3	3	3	2	13
Intersex	0	0	0	0	1	1
Age						
<30 yrs	1	2	2	3	5	13
31-45 yrs	6	7	6	6	2	27
>46 yrs	5	2	4	3	4	18
HIV Sector Involvement						
High	5	2	8	4	3	22
Moderate	3	5	4	4	4	20
Low	4	4	0	4	5	18
Culture/Sexuality						
CALD	1	0	1	2	1	5
ATSI	0	2	1	1	0	4
LGBTIQ	9	8	9	9	8	43
Heterosexual	2	3	3	3	4	15



Attachment 5

All course graduates are invited to take part in a structured telephone interview following the course at 1 and 6 months. Below are the reported attitudes and behavioural changes from participants from the October 2014 and March 2015 course participants and the immediate reflections from June 2015 course participants.

PLDI October 2014 – Selected Attitude/behavioural changes (6 month follow-up)

- A general sense of empowerment
- More emotionally aware and of how to deal with other leadership characteristics
- Able to 'trust the process' in a general sense; more comfortable with things taking longer than anticipated
- Able to stop, reflect and take time out where necessary
- Adoption of 'big picture thinking'
- Increased levels of determination and perseverance
- Confidence in disclosure of status – and in general
- Ability and willingness to offer support to other PLHIV
- Increased confidence to pursue opportunities in the sector e.g. job applications
- Part of a community, a cause, something bigger
- A willingness to learn more about the history of the epidemic, historical context/appreciation
- A greater awareness of stigma and discrimination and commitment to challenging its presence

PLDI March 2015 - Attitude/behavioural changes (1 month follow-up)

- Always been positive about being positive but the workshop has reinforced/strengthened my pride in my positivity. It reinforced my fearless attitude. It has strengthened my already "Modelling the way" practice.
- It hasn't really impacted on my community but certainly has on my personal life.
- Allowed me to be not so aggressive in my reactions to people and given me patience. Allowed me to be open to ideas.
- Before PLDI I thought leadership was about controlling people to achieve a common goal but after the weekend I realised it was about everyone playing a part and unifying voices for a common goal.

PLDI June 2015 – Post Workshop Reflections

- Facilitators were fun, supportive, knowledgeable and encouraging. Made everyone feel safe
- Once the course got started it was like a well-oiled machine. You all did great.
- I thought you were all wonderful. It can't be easy wrangling all these personalities especially when emotions are high.
- Really liked the content, diversity and spectrum.
- Great to meet so many diverse but similar people.
- Facilitators had varied styles. All were adaptable and adopted to the needs of the group. They displayed passion, knowledge and leadership.



Attachment 6

Positive Leadership Development Institute: A summary of its development in Canada

Recognising the importance of leadership, the Ontario AIDS Network (OAN) began to provide a series of workshops in March 2006. The Leadership Development Program at the Ontario AIDS Network¹ seeks to empower transformative leaders who will bring about positive changes in the communities where they live. Three levels of the program have been developed: Level I - Who Am I As a Leader, Level II - Communications and Level III - Organisational Governance. These courses are successive and pre-requisite in structure.

To date there have been 3 provincial (state) reviews of the PLDI program in Ontario, Canada.

1. Learning to lead - May 2008²
2. Positive Change Makers - Jan. 2010³
3. Learning to Lead II - July 2012⁴

The lessons learnt from the Canadian experience forecasts what opportunities through the PLDI Australia initiative may exist, indicates potential barriers and pitfalls (both for the program model but additionally for the community based HIV sector response) and provides a concrete sense of the outcomes being experienced by graduates of the PLDI program.

The Canadian model and curricula is slightly different to the Australian version in the following ways.

- They offer three levels focused upon different skills sets - leadership is the first level and is currently the only level on offer through PLDI Australia.
- There is an open call to any PLHIV in the community to apply (although support for nominations is sought from a local HIV agency).
- There is no pre/post psychometric testing of participants (although the Canadian content/course evaluation structure is similar)
- They focus upon the notion of "getting PLHIV involved" - in community, HIV response etc. whereas (to date) the Australian version has been more about 'extending/enhancing or revitalising' existing community work of participants
- All costs are covered by the OAN and neither participant nor any agency provides support to PLDI (OAN receives provincial grants to run the course).
- Their programs are bounded by region/province.

The 2008 evaluation showed that the workshops are able to provide lasting effects on people's ability to lead and their confidence in themselves. The positive comments from the participants demonstrate a credible program with the ability to inspire confidence and teach people the skills they need to be valuable leaders in their communities.

By the end of 2008, 130 PLHIV had gone through the courses offered through PLDI. The findings from each set of study participants were overwhelmingly positive. On an individual level, results showed that the Leadership Program is having a deep impact on the lives of graduates. The program improved participants'

¹ <http://pldi.ca/about-pldi/>

² http://www.pldi.ca/wp-content/uploads/2013/05/243702867_Leadership-Evaluation-Report-May-2008.pdf

³ http://www.pldi.ca/wp-content/uploads/2013/05/1202822391_Change-Makers-Leadership-Program-Impact-Evaluation-Report.pdf

⁴ <http://www.pldi.ca/wp-content/uploads/2013/05/PLDI-Evaluation-report-2012docx.pdf>



confidence about disclosing their HIV status. For some, increased confidence to disclose helped them to step into new leadership roles (such as public speaking) and combat feelings of internalised stigma. Many participants also reported that the program led them to pursue other development opportunities.

In 2009 the Pacific AIDS Network⁵ began offering the PLDI programs in Western Canada. Their approach was very similar to the OAN structure however they instituted a course fee for participants payable by the participant or the agency that supports their participation.

In 2010 a further review of the program was completed utilising the most recent 175 graduates of the program. The findings concluded

- Motivation to take the course was underpinned by an existing altruistic intent
- Has resulted in improved self-esteem and confidence
- Provided new techniques for resolving conflict
- Increased comfort in disclosure of HIV status
- Improved capacity to envision the future and set goals
- Improved motivation for volunteering and ongoing learning
- Created a "community of leader" enabling them to problem-solve, develop ideas, access support and encouragement, gather information, and identify ways to work together to create change.

This review also compared the course participants reported outcomes to impressions to HIV agency staff familiar with course graduates. Both groups reported an increase in volunteering inside and outside of the HIV sector. They also noted an increase in the development of their networks. Sixty percent or more of graduates reported they were taking on new leadership roles and seeking new skills as a result of the Leadership Program.

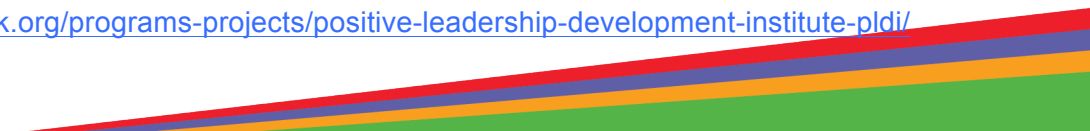
Further, the review found that the following system structure changes were necessary to ensure that PLDI graduates were able to apply and develop skills they had learnt.

- Expanding supportive and consultative structures where PLHIV play a meaningful role in change
- Clearly identified processes and opportunities whereby PLHIV are called upon to 'speak out', 'act up' and get involved
- Creating more volunteer and paid roles in agencies - consider a wider variety of participatory structures such as internships, placements with buddy staff, collaborative contracts and mentor programs
- Need for more personal support after training
- Greater acknowledgement of other types of accreditation and experience as valued assets in the community response
- Avoiding "tokenism" - a collateral effect of enabling and empowering leaders is a greater discernment of when PLHIV are being valued as opposed to used

This review highlighted the following programmatic features were instrumental to the success of the program.

- The program emphasizes a facilitative model of leadership, whereby leaders identify and draw upon their own strengths and capacities and that of others to take action.
- All participants indicated that Level I training (leadership development) with the focus on identifying core values and personal leadership capacities was an important-- and for many—transformational

⁵ <http://pacificaidnetwork.org/programs-projects/positive-leadership-development-institute-pldi/>



- The program is facilitation by PLHIV for PLHIV. Graduates noted that this structure helped to create an emotionally safe space for participants to share personal experiences and challenges and seek peer support.
- Facilitation is critical and the facilitators must be able to work across knowledge, attitude and behaviour exploration and development in situ (the second two being much more challenging aspects in adult education practice).

In 2012, the third review of the program was completed. By this time, more than 300 PLHIV had gone through the courses offered (approximately 100 having gone through all three levels) with a waiting list of over 260 PLHIV wanting to get into the courses.

Demand for the courses was now so high that program expansions needed to be considered however reliance upon single source funding (provincial/state) has prevented this occurring.

The report quantifies the significant outcomes the courses are having upon the PLHIV population.

- Identifying personal core values and living by them (83%),
- Meeting other people at the training (83%),
- Enhanced self- confidence (76%)
- Enhanced skills for volunteering (50%)
- Enhanced skills for obtaining paid work (28%) and
- Motivation to upgrade education (13%).

Ranked quantitative results reported:

- More volunteering with an HIV agency or with the PLHIV community;
- Improved skills at work (especially active listening, dealing with difficult situations and having better information about HIV issues);
- Greater confidence and personal effectiveness;
- Taking on leadership roles in an HIV agency;
- Getting involved in the community beyond the HIV sector;
- Enhanced life skills;
- Being a better role model; and
- Securing paid work as a result of training.

Compiled – Jan 2015



Attachment 7

PLDI Australia Program Overview

The Positive Leadership Development Institute (PLDI™) Australia is a unique community service and business partnership that aims to build the resilience and leadership capacities of people living with HIV in Australia. The Institute is an international collaboration with a similar program operating in Canada and is based upon the principles of the greater involvement and meaningful engagement of people living with HIV. The Institute is focused upon placing people living with HIV as central and vital in all aspects of the Institute's programs and services.

The **mission** of the Institute is to:

- Honour the leadership of the past;
- Value the leadership here today; and,
- Inspire leadership for our future.

The Positive Leadership Development Institute™ exists with the purpose of supporting people who are living with HIV/AIDS to realise their leadership potential and increase their capacity to participate meaningfully in community life.

To date there have been over 4000 years of lived HIV experience that have gone through the introductory course and who have asked the question: "Who am I as a Leader?"

The **curriculum objectives** for the Leadership Training are for participants to have the opportunity:

- To understand the 5 principles and 10 commitments of leadership
- To realise individual leadership potential
- To participate in building a network of leaders within the PLHIV community
- To realise the potential and strengths that each individual brings to the network
- To learn about and practice leadership skills in a safe environment
- To inspire others to become leaders
- To encourage participants to take on facilitator and mentoring roles within the community
- To expand participants awareness of the PLHIV community

The impact and outcome evaluation measures include:

- Measurable increases in resilience and emotional intelligence
- Greater confidence to participate in community activities
- Sustained resilience and leadership skills

Development Objectives

The basis for PLDI Australia's community education program work is to affect change (being knowledge, skills, attitudes and behaviour) of people living with HIV in three key areas;

1. Emotional Intelligence,
2. Psychological Resilience, and
3. Transformational Leadership Skills Development.

All three of these areas work in tandem to challenge the stigma associated with living with HIV and enable PLHIV to be able to enact the notion of the greater and meaningful engagement of people living with HIV.

These capacities exist in all of us but are highly affected by changes in our emotional and social contexts. The key to fostering sustainable increases in personal wellbeing, more successful interpersonal skills and greater community engagement is to provide PLHIV with the knowledge and insights of how these development objectives enable and empower them as valued and active citizens in the response to HIV.





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Emotional intelligence (EI) is the ability to monitor one's own and other people's emotions, to discriminate between different emotions and label them appropriately, and to use emotional information to guide thinking and behaviour. There are three models of EI. The ability model focuses on the individual's ability to process emotional information and use it to navigate the social environment. The trait model as developed "encompasses behavioural dispositions and self perceived abilities and is measured through self-report". The final model, the mixed model is a combination of both ability and trait EI. It defines EI as an array of skills and characteristics that drive leadership performance. Studies have shown that people with high EI have greater mental health, exemplary job performance, and more potent leadership skills. Markers of EI and methods of developing it have become more widely coveted in the past few decades. In addition, studies have begun to provide evidence to help characterize the neural mechanisms of emotional intelligence.

In PLDI Australia, pre and post (6 months) EI assessments are done using an online survey tool which provides course participants with a breakdown and Overall Score plus 4 factors, divided into 20 scales:

- **Emotional Identification, Perception, and Expression:** Ability to characterize emotions in oneself and in others
- **Emotional Facilitation of Thought:** Ability/Willingness to use feelings constructively; to let them guide you
- **Emotional Understanding:** Ability to understand and analyse emotions, and solve emotional problems
- **Emotional Management:** Ability to take responsibility for one's emotions
- **Ego Maturity:** Attaining emotional growth and maturity

Although a useful tool for course facilitators to identify any key areas of concern with specific participants, it is most useful as a quantitative measure of development pre and post workshop and as a reference point for participants as they are provided with both reports as part of their participation

Reference:

http://www.archprofile.com/corporate/sample_reports/report_eiq_r7.html

Psychological resilience is defined as an individual's ability to properly adapt to stress and adversity. Stress and adversity can come in the shape of family or relationship problems, health problems, or workplace and financial stressors, among others. Individuals demonstrate resilience when they can face difficult experiences and rise above them with ease. Resilience is not a rare ability; in reality, it is found in the average individual and it can be learned and developed by virtually anyone. Resilience should be considered a process, rather than a trait to be had. There is a common misconception that people who are resilient experience no negative emotions or thoughts and display optimism in all situations. Contrary to this misconception, the reality remains that resiliency is demonstrated within individuals who can effectively and relatively easily navigate their way around crises and utilise effective methods of coping. In other words, people who demonstrate resilience are people with positive emotionality; they are keen to effectively balance negative emotions with positive ones.

PLDI Australia focuses significantly upon encouraging participants to understand their own resilience capacity by identifying their personal attitudes and behaviours (e.g. values, communication styles, aspirations and goals) and how these enable resilience. An internationally recognised and validated tool (Connor-Davidson Resilience Scale) is used throughout the course pre, post and follow-up to monitor changes in resilience capacity.

Reference:

<http://www.cd-risc.com/index.shtml>

Transformational leadership is a style of leadership where the leader is charged with identifying the needed change, creating a vision to guide the change through inspiration, and executing the change in tandem with committed members of the group. It also serves to enhance the motivation, morale, and performance of followers through a variety of mechanisms; these include connecting the follower's sense of identity and self to the project and the collective identity of the organization; being a role model for followers in order to inspire them and raise their interest in the project; challenging followers to take greater ownership for their work, and understanding the strengths and weaknesses of followers, allowing the leader to align followers with tasks that enhance their performance.

References:

<https://globalleadershipfoundation.com/wp-content/uploads/2013/04/Resilience-and-Leadership.pdf>
<http://people.bethel.edu/~pferris/otcommon/transformationalleadership.pdf>

PLDI Australia Timeline

March 2012	NAPWHA publishes the Australian Stigma audit calling for resilience building programs to be established.
July 2012	PLDI workshop identified in Canada as potential model
February 2013	ACON and Living Positive Victoria staff undertake the course in Toronto
August & November 2013	2 pilot tests of Australian version run funded by NAPWHA in VIC
July 2014	partnership agreement signed between Canada and Australia at AIDS 2014
September 2014	PLDI partnership prospectus released
October 2014	First fully licensed course runs in VIC
February 2015	The inaugural 22 national partners listed for PLDI
March 2015	First course run in NSW
June 2015	First course run in QLD

