



**Positive Leadership
Development Institute™**
Australia and New Zealand

ANNUAL

REPORT

2015-16

2015/16 COLLABORATING PARTNERS



2015/16 COOPERATING PARTNERS



2015/16 COORDINATING AND NETWORKING PARTNERS



Introduction

This year was the second successful year of the MOU which saw an increase in collaborating partners including **Positive Life NSW, Body Positive New Zealand** and **HIV Foundation Queensland**. In total, the nine partners continue to put up the capital and resources behind the project to ensure the Institute continues to operate.

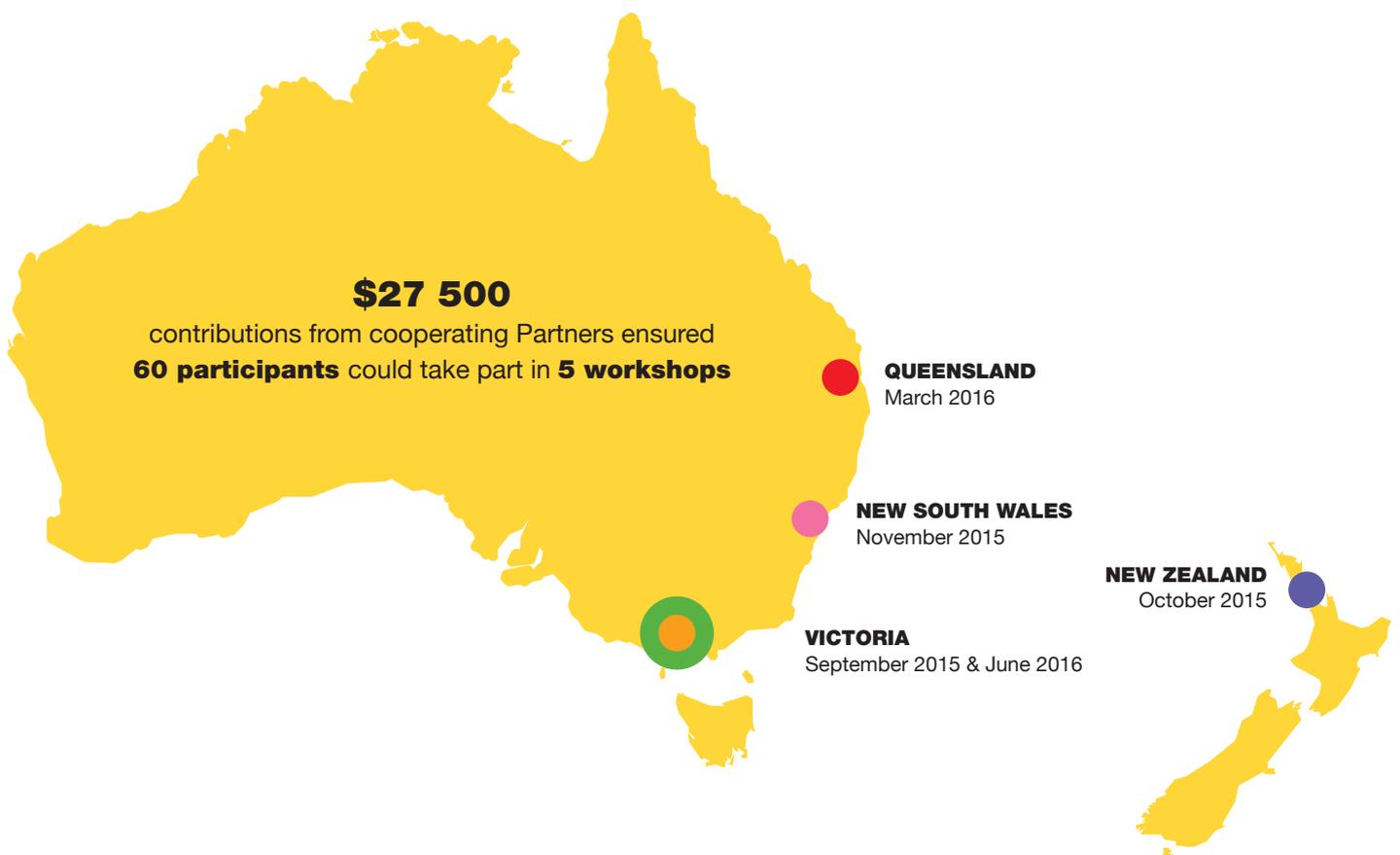
In addition, there are 27 cooperating partners who promote the Institute and support the attendance of participants. From the dedicated facilitation team who run the day-to-day operations of Institute and have invested into the belief that we are making a difference, to the alumni coordinators who demonstrate leadership to ensure their colleagues continue down a path of growth and development. Their efforts have been vital to where the Institute is today.

Finally, a big thank you to all the PLDI graduates who are already changing the way we see PLHIV across Australia and New Zealand. It's their collective leadership, their shared commitment to challenging the process and their insights into living with HIV that is enabling others to act, encouraging the heart and making PLDI a course that continues to attract high demand from the PLHIV community.

Workshop Highlights 2015-16

The addition of new partners has expanded the number of agencies providing **scholarships for PLDI participants**. The cooperating partners contributed a total of \$27,500 towards course fees and travel and accommodation costs to ensure that 60 participants were able to take part in the five workshops held this year.

These collaborating partners also ensured the Institute had the ability to expand in Queensland and New Zealand, with Positive Life NSW contributing the leadership and coordination for the new **PLDI website**. Both Body Positive New Zealand and Positive Life NSW also provided a substantial scholarship program for participants from NSW and New Zealand.



One of the key strengths of the workshop is the careful selection of participants. By emphasising the diversity of participants in the workshop, everyone is exposed to a range of people living with HIV and therefore a greater understanding and appreciation of our differences as well as our similarities. This is a key learning brought back from the Canadian founders of the Institute and it rings very true for the courses in Australia and New Zealand.

The tables show the backgrounds of the 60 graduates from 2015-2016 and a profile of the nearly 120 graduates to date.

Residence	2015-16	Total to Date	Residence	2015-16	Total to Date
Queensland	8	20	Western Australia	3	6
New South Wales	14	31	Northern Territory	0	2
Victoria	15	34	ACT	1	2
Tasmania	2	2	New Zealand	15	16
South Australia	1	3	International	1	2

Identity	2015-16	Total to Date	Background	2015-16	Total to Date
Male	46	91	CALD	10	15
Female	13	26	ATSI	3	7
Intersex	0	1	LGBTIQ	37	80
Transgender	2	2	Heterosexual	11	26

Age	2015-16	Total to Date	HIV Sector Involvement	2015-16	Total to Date
<30	10	23	High	22	44
31-45	31	58	Moderate	18	38
>46	19	37	Low	19	37

PLDI Graduates

Participants are asked to reflect on the PLDI workshop experience upon graduating. The responses are diverse but the feedback is excellent despite how it impacts them differently. A few of the reflections from participants are captured below.

The workshop maintains a robust evaluation structure that assesses process, impact and outcome indicators of change in the lives of participants. Also, participants are assessed in psychological resilience and emotional intelligence both prior to, and upon completion of the workshop with follow up evaluations after one and six months. In all five workshops, in this reporting year, participants showed an increase and sustained levels of psychological resilience. These results demonstrate the changes in resilience and emotional wellbeing and intelligence were presented at the Australasian HIV & AIDS Conference in November 2015, and the Social Research Conference on HIV, Viral Hepatitis & Related Diseases conference in Sydney in March 2016 with thanks to The Centre for Social Research and Health.

We are shifting the evaluation schedule to ensure that we are now tracking leadership awareness and reflection.

“I really didn’t know what to expect nor what I would get out of this workshop. It has really changed my life. It gave me the confidence to find new work, make the move back to the city and to start making progress to help our community and start being a leader. Those experiences from the workshop will last with me forever.”

Mark – Queensland

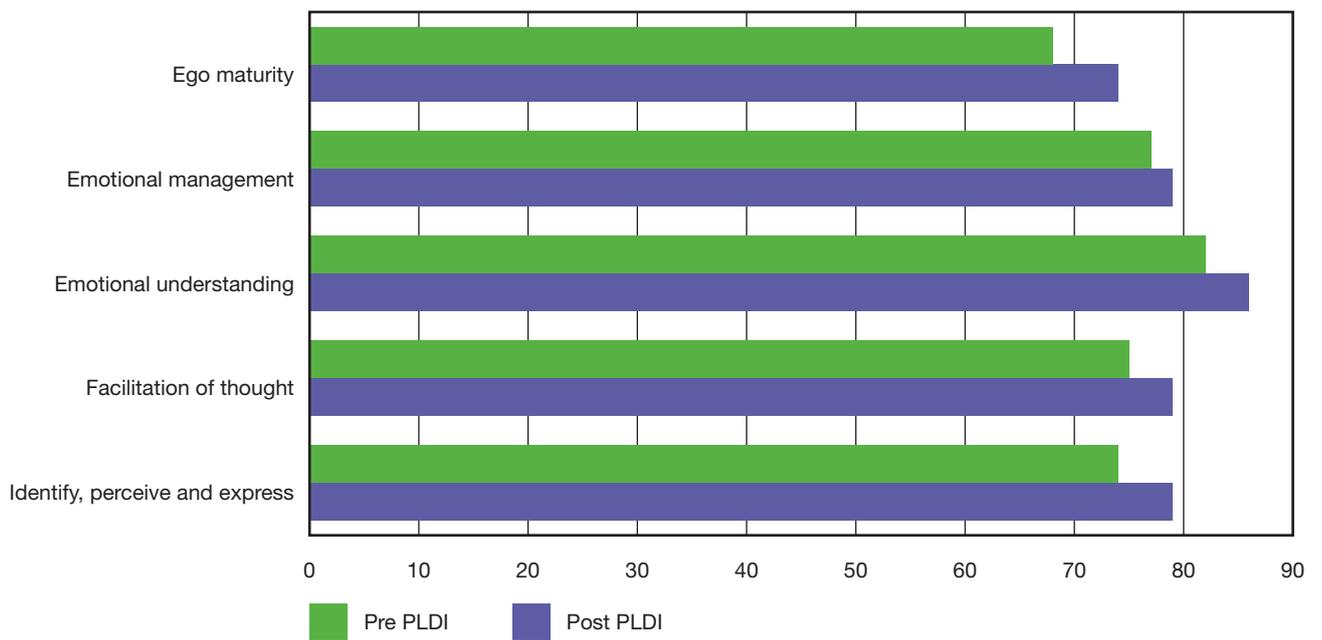
“I absolutely loved the experience and as time has gone by I’ve realised how amazing a course it is. The Facebook PLDI Alumni network that our group wanted to pursue is growing and I know it will deliver a great dividend. Thank you to everyone who has been part of the course, whether as an advocate, a funder or a facilitator.”

DeeJay – New South Wales

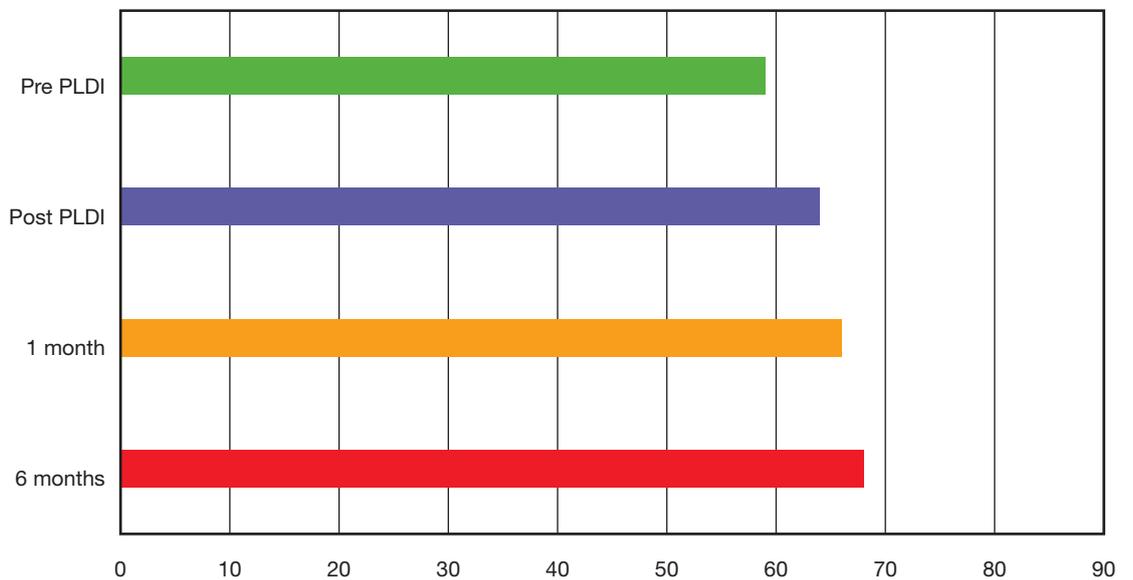
“The workshop was intensely challenging but also strengthening and transformational. Beforehand I was hesitant about participating but it was hugely beneficial, and I am grateful to have had the opportunity.”

David - Hawaii

Emotional intelligence of PLDI participants 2015-2016



Psychological resilience of PLDI participants 2015-2016



PLDI Team

PLDI operates with a **steering committee** made up of representatives from the nine collaborating partners and the **facilitation team** is made up of 10 highly skilled and well-recognised graduates from across Australia and New Zealand. All the facilitators have demonstrated a capacity to lead and train others in the objectives of the Institute.

In response to the volume of graduates, we have recruited six **PLDI Alumni Coordinators** who will be working to ensure that the alumni in each state are continually encouraged to learn and develop as leaders in their communities.

We would like to welcome the following people into a number of new roles over the course of the past year:

Steering Committee Members

- Mark Fisher – Body Positive New Zealand
- Craig Cooper – Positive Life NSW
- Darryl O'Donnell – Australian Federation of AIDS Organisations
- Melissa Warner – HIV Foundation Queensland

PLDI Facilitators

- Sarah – PLDI Alumni September 2015
- Táwhanga – PLDI Alumni June 2016

PLDI Alumni Coordinators

- Bill (NSW) PLDI Alumni November 2013
- Sharon (QLD) PLDI Alumni September 2015
- Matt (QLD) PLDI Alumni March 2016
- Paul (WA) PLDI Alumni October 2014
- Adam (WA) PLDI Alumni March 2016
- Craig (VIC) PLDI Alumni October 2015

PLDI Research and Evaluation Coordinator

- Ruan (VIC) PLDI Alumni September 2015





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