

**QAHC Two Spirits Program targeting Aboriginal and Torres Strait Islander Gay Men and Sistersgirls for the Prevention of HIV, hepatitis C and Sexually Transmissible Infections.**

**Operational Plan 2008 / 2009**



*The QAHC Two Spirits Program targeting Aboriginal and Torres Strait Islander Gay Men and Sistersgirls for the Prevention of HIV, hepatitis C and Sexually Transmissible Infections will deliver programs and activities under the following broad service headings;*

- *Education and information sharing*
- *Group facilitation and support*
- *Health promotion and community development*
- *Advocacy*
- *Administration*

# ***Identified ASTARs for 2008 – 2009 Two Spirits Operational Plan***

## **Education/Information sharing**

### **1. Community Forums**

- Local community forum
- Regional community forum

### **2. Outreach and events**

- Local Outreach
- Regional Outreach
- Events

## **Group Facilitation and Support**

### **3. Workshops**

- Preparation
- Conduct and evaluate
- Develop workshop packages

### **4. Group Work**

- Fundraising
- Social outings
- Conference/seminar/forum support
- Newsletter and website

- Support/social networks
  - Discussion meetings
  - Ed/info sharing forums
  - Work nights

## **Health Promotion and Community Development**

### **5. Campaigns and Resources**

- Campaigns
- Resources

### **6. Community and Cultural Development**

- 2spirit Cultural workshops
- Community Cultural events

## **Advocacy**

### **7. Referrals and Support for PLWHA**

- Peer Education workshops/retreats
- Support and Referral
- Advocacy

### **8. Referrals and Support for gay men and sistersgirls**

- Peer Education workshops/retreats
- Support and Referral
- Advocacy

### **9. Consultancy Advice and Professional Development**

- Professional Development
- Consultancy Advice

## **Administration**

### **10. Monitoring and Evaluation**

- Statistics
- One off funding submissions
- Monthly Financial Monitoring
- Monthly Operational Reports
- Six Month Operational Reports
- Annual Report
- Project Evaluation
- Research

## Education/Information Sharing

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>1. Community Forums</b>					
<p>To conduct :</p> <ul style="list-style-type: none"> <li>▪ whole of Community Educational Forums for Aboriginal and Torres Strait Islander communities/ people including liaison with elders and involvement of local service providers, across Queensland.</li> <li>▪ Topics covered include HIV/AIDS, hepatitis C and</li> </ul>	<p><b>Two Spirits</b></p> <ul style="list-style-type: none"> <li>- Aboriginal &amp; Torres Strait Islander community people</li> <li>- Key community individuals and groups</li> <li>- Indigenous Sexual Health Workers</li> <li>- Community Health Workers/ Clinic Workers (including RN)</li> <li>- District Health Workers</li> <li>- Community Controlled Health Service health workers and clinic workers</li> <li>- Community Councils</li> <li>- and other relevant services and organisations which are supportive of Community Forums</li> </ul>	<ul style="list-style-type: none"> <li>▪ Individuals, communities and Indigenous service providers acquire greater knowledge and understanding of issues relating to HIV/AIDS, hepatitis C, homophobia/discrimination and Indigenous gay men and sisters</li> <li>▪ Networks and partnerships developed between services to collaborate and share responsibility of individual and community education</li> <li>▪ Guidelines for supportive environments that are safe and culturally appropriate to discuss sensitive information</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sensitively gain knowledge and understanding of local and individual community protocols.</li> <li>▪ Build relationships, develop trust, establish networks with community, service providers, elders and key stakeholders</li> <li>▪ Consult with community in relation to how education/ health promotion, or Forum may be appropriately delivered</li> <li>▪ Liaise with local community health workers to determine timing and suitable venue/ location for Forum/ presentations</li> <li>▪ Develop/ tailor a program/ agenda which reflects the</li> </ul>	<ul style="list-style-type: none"> <li>▪ Feed back &amp; response from community and stakeholders</li> <li>▪ Feed back &amp; response from community and stakeholders</li> <li>▪ Feed back &amp; response from community and stakeholders</li> <li>▪ Feed back &amp; response from community, service providers and stakeholders</li> <li>▪ Feed back &amp; response from community and</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<p>STI's issues for Indigenous gay men and sistergirls including homophobia and discrimination.</p>		<ul style="list-style-type: none"> <li>▪ Project has the support and ability to work with Indigenous gay men and sistergirls in Indigenous communities</li> <li>▪ community action developed that considers the impact HIV/AIDS might have on their community and a strategic response</li> </ul>	<p>needs/ requests/ requirements of the community and QATSIHAP based on consultation/ negotiation</p> <ul style="list-style-type: none"> <li>▪ Arrange hire of venue, equipment, travel, accommodation, catering and other logistical support equipment/ items.</li> <li>▪ Source guest speakers, resources, giveaways and other relevant material items.</li> <li>▪ Facilitate, coordinate and conduct forum</li> </ul>	<p>stakeholders</p> <ul style="list-style-type: none"> <li>▪ Formal Evaluation responses</li> <li>▪ General Feed back &amp; responses from community and stakeholders</li> <li>▪ 5 Community Forums per year in Queensland <ul style="list-style-type: none"> <li>○ No. of participants</li> <li>○ No. PLWHA, gay men and sistergirls</li> <li>○ No. resources &amp; condoms distributed</li> <li>○ Formal Evaluation responses</li> <li>○ General Feed back &amp; response from community and stakeholders</li> </ul> </li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
			<ul style="list-style-type: none"> <li>▪ Reporting back on Forum</li>   <li>▪ Follow-up – Maintain contact with all stakeholders, ongoing consultation, identify further needs or opportunities for Health Promotion.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Operational Plan               <ul style="list-style-type: none"> <li>○ Monthly Statistics</li> <li>○ Written report on Forum for Community/ Participants</li>   <li>○ No. outreach visits</li> <li>○ No of target group met during out reach</li> <li>○ No. condoms/ resources distributed</li> <li>○ No. regional planning activities/ networking</li> </ul> </li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>2. Outreach and events</b>					
<p>To</p> <ul style="list-style-type: none"> <li>▪ Provide local outreach to services and areas frequented by target populations (e.g. Fortitude Valley mall, Cairns mall)</li> <li>▪ Provide regional outreach to annual and biennial A&amp;TSI events to make contact with target population (e.g. Laura festival and the Dreaming festival)</li> <li>▪ Attend and</li> </ul>	<p>Two Spirits</p> <ul style="list-style-type: none"> <li>- Hepatitis Council</li> <li>- Queensland Health</li> <li>- Sexual Health workers</li> <li>- Community Controlled Aboriginal Medical services</li> </ul>	<p>That access to information and services has been made available to target populations that will assist them to make informed decisions about their health needs</p>	<p><b>Regional Outreach</b> – (Laura festival, Festival of the Dreaming)</p> <ul style="list-style-type: none"> <li>▪ Identify key regional community events that will provide the opportunity for target populations to access information and services.</li> </ul>	<ul style="list-style-type: none"> <li>▪ SEQ x 1 regional outreach</li> <li>▪ NQ x 1 regional outreach</li> <li>▪ Resources distributed - Ratio per capita per event</li> <li>▪ Positive feedback/ Constructive feedback</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<p>participate in annual events attended by target groups (eg. NAIDOC, WAD, sporting events, etc)</p>			<p><b>Local Outreach</b> – (valley mall, cairns mall)</p> <ul style="list-style-type: none"> <li>▪ Develop public event strategies and provide health promotional information and materials that will promote healthier lifestyle choices to the target populations.</li> </ul> <p><b>Community Events</b> – (WAD, NAIDOC etc.)</p> <p>Develop partnerships with sexual health services to combine/ share resources and avoid duplication of services</p>	<ul style="list-style-type: none"> <li>▪ Number of interactions/ referrals with target populations</li> <li>▪ Number of outreach sessions : <ul style="list-style-type: none"> <li>○ NQ</li> <li>○ SQ</li> </ul> </li> <li>▪ &gt; 25 interactions with target population per year</li> </ul> <ul style="list-style-type: none"> <li>▪ Number of partnered activities/ events</li> <li>▪ SEQ x 3 events</li> <li>▪ NQ x 3 events</li> <li>▪ CQ x 1 event</li> </ul>	

## Group Facilitation and Support

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>3. Workshops</b>					
<p>To deliver workshops (on request) to target populations.</p> <p>Topics covered include HIV/AIDS, hepatitis C and STI's issues for Indigenous gay men and sisters/girls including homophobia and discrimination and may be focused on specific issues/ topics as identified by target populations</p>	<p><b>Two Spirits</b></p> <ul style="list-style-type: none"> <li>- Aboriginal &amp; Torres Strait Islander community people</li> <li>- Indigenous Sexual Health Workers</li> <li>- Community Health Workers/ Clinic Workers (including RN)</li> <li>- District Health Workers</li> <li>- Community Controlled Health Service health workers and clinic workers</li> <li>- Community Councils</li> <li>- and other relevant services and organisations which are supportive of Community workshops</li> </ul>	<ul style="list-style-type: none"> <li>▪ Empowerment of individuals and groups from target populations develop greater knowledge and understanding of issues relating to HIV/AIDS, hepatitis C, homophobia/discrimination and increase the options available and exercise more control over their own health</li> <li>▪ Collaboration between services to share responsibility of increasing STI/ BBV testing and providing information to target populations of Queensland</li> <li>▪ supportive environments created that are safe and culturally appropriate</li> </ul>	<p><b>Preparation</b> – Administration, planning, resources</p> <ul style="list-style-type: none"> <li>▪ Liaise with local community health workers and target populations to determine timing and suitable venue/ location for workshops</li> <li>▪ Develop/ tailor/adapt a workshop which reflects the needs/ requests/ requirements of target population groups and QATSIHAP based on consultation/ negotiation</li> <li>▪ Arrange hire of venue, equipment, travel, accommodation, catering and other logistical support equipment/ items.</li> <li>▪ Source guest presenters, resources, giveaways and other relevant material items.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Feed back &amp; response from community and stakeholders</li> <li>▪ Administrative</li> <li>▪ Human and physical resource management</li> <li>▪ Strong partnerships and relationships with community organisations and health service providers</li> <li>▪ Strong relationships with communities and key community</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
		<p>to deliver information to service providers and target populations of Queensland that links sexual health with personal and professional goals</p> <ul style="list-style-type: none"> <li>▪ Community strengthened through action of drawing on existing knowledge, skills and resources available in target populations to participate and develop direction</li> <li>▪ Testing of target populations within A&amp;TSI community</li> <li>▪ Treatment of STIs and Blood Borne Viruses found through testing</li> <li>▪ Standard state-wide package on key health issues for target population.</li> <li>▪ Up to date</li> </ul>	<p><b>Conduct and evaluate workshop</b></p> <p>Facilitate, coordinate and conduct workshops</p> <p>Reporting back on Workshops</p> <p>Follow-up – Maintain contact with all stakeholders, ongoing consultation, identify further needs or opportunities for Health Promotion.</p>	<p>individuals</p> <ul style="list-style-type: none"> <li>▪ Good management of budget and resources</li> <li>▪ 10 workshops conducted per year - <ul style="list-style-type: none"> <li>▪ 4 in NQ</li> <li>▪ 2 in CQ</li> <li>▪ 4 in SQ</li> </ul> </li> <li>▪ No. of participants</li> <li>▪ No. PLWHA, gay men and sistergirls</li> <li>▪ No. resources &amp; condoms distributed</li> <li>▪ Formal Evaluation responses</li> <li>▪ General Feed back &amp; response from community and stakeholders</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
		<p>information that is clearly understood and accepted by target populations and their communities</p> <ul style="list-style-type: none"> <li>▪ Collaborations between other health service organisations</li> <li>▪ The ability of the package to be adapted to community needs and protocols</li> </ul>	<p><b>Develop Workshop Packages</b></p> <p>Develop workshop packages on the following topics:</p> <ul style="list-style-type: none"> <li>▪ HIV/AIDS/Hep C/STI's</li> <li>▪ Sexuality/Sexual Practice</li> <li>▪ Homophobia/Discrimination/Law</li> <li>▪ Alcohol/Drugs/Negotiation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Operational Plan</li> <li>▪ Monthly Statistics</li> <li>▪ Written report on Forum for Community/ Participants</li> <li>▪ 10 workshops evaluated per year</li> <li>▪ Feedback from HPO's developing and focus testing packages</li> <li>▪ Feedback from focus test participants and observers.</li> <li>▪ 2 packages developed in North Queensland</li> <li>▪ 2 packages developed in South Queensland</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
---------------------	-------------------------	----------	------------	--------------------	----------

#### 4. Group Work

<ul style="list-style-type: none"> <li>Facilitate ongoing peer support groups for A&amp;TSI gay men and sistersgirls</li> <li>To empower Aboriginal and Torres Strait Islander Gay Men, Sister Girls, their partners, friends and family to build self esteem and confidence and make healthier informed choices through a range of social and community development activities.</li> </ul>	<p><b>Two Spirits</b></p> <ul style="list-style-type: none"> <li>- Aboriginal and Torres Strait Islander - Gay men, Sister Girls, Lesbians, Brother boys, partners, family and friends.</li> <li>- Aboriginal and Torres Strait Islander Homosexually Active Men</li> <li>- Aboriginal and Torres Strait Islander Injecting Drug Users</li> <li>- Aboriginal and Torres Strait Islander People Living with HIV/AIDS</li> <li>- Indigenous Sexual Health Workers</li> <li>- Community Health Workers/ Clinic Workers</li> <li>- Community Councils</li> <li>- Australian Federation of AIDS Organisation</li> <li>- Indigenous Strategic Alliance</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal and Torres Strait Islander Gay men and Sister Girls determine and manage their lives and futures.</li> <li>A holistic approach to health is developed by integrating culture and health messages to address self esteem and social issues.</li> <li>The profile of Aboriginal and Torres Strait Islander Gay Men and Sister Girls is elevated to a level of equality in Aboriginal and Torres Strait Islander Communities, the Broader Gay, Lesbian,</li> </ul>	<p><b>Fundraise</b> – with support group members for potential activities i.e. Volley ball, gay Olympics and other sports carnivals etc.</p> <p><b>Social Outings</b> - Gay events, Queens Ball, support group dances.</p> <p><b>Support/social networks –</b></p>	<ul style="list-style-type: none"> <li>Amount of money raised</li> <li>Numbers in attendance</li> <li>Peer network account balances</li> <li>Numbers in attendance</li> <li>6 outings per year</li> <li>5 - 20 people per outing per <ul style="list-style-type: none"> <li>NQ</li> <li>SQ</li> </ul> </li> <li>Positive and supportive response</li> <li>Change in behaviour/ attitude/ perception</li> </ul>	
---	---	---	--	--	--

<ul style="list-style-type: none"> <li>• Conduct retreats/workshops for specific target populations</li> </ul>		<p>Bisexual, Transgender and Intersex community and the Broader community at large.</p> <ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander Gay Men and Sister Girls record their history and research history prior to colonisation.</li> <li>• Aboriginal and Torres Strait Islander Gay Men and Sister Girls identify and qualify their roles and responsibilities in Aboriginal and Torres Strait Islander Communities.</li> <li>• Aboriginal and Torres Strait Islander Gay Men and Sister Girls address abuse issues through peer support and use the information gathered to guide/ direct</li> </ul>	<p>gar'ban'djee'lum and Yupla Mipla Ahfla</p> <ul style="list-style-type: none"> <li>▪ Discussion Meetings</li> <li>▪ Education/information sharing forums</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2 groups (Cairns, Brisbane)</li> <li>▪ min 4 meetings each per year</li> <li>▪ min 10 ppl. at each meeting</li> <li>▪ 4 per year - Issues for A&amp;TSI 2spirit mob discussed</li> <li>▪ Numbers in attendance topic – evaluation form and general feedback</li> <li>▪ Numbers in attendance and topic – evaluation form, base line STI/HIV/AIDS/Hep test, general feedback</li> <li>▪ Documentation</li> <li>▪ Number of participants</li> <li>▪ Formal evaluation</li> <li>▪ General feedback</li> </ul>	
--	--	---	---	---	--

		<p>emotional well being programs run by service providers.</p> <ul style="list-style-type: none"> <li>Aboriginal and Torres Strait Islander Gay Men, Sister Girls and People Living With HIV/AIDS develop strong groups, networks and links as a foundation to address their own issues and future.</li> </ul>	<p><b>Work nights</b> – condom packing, NAIDOC bags etc</p> <p><b>Conference, seminars and forums</b> – with support group members to Anwernekenhe conferences, Tete a Tete, Sister Girl forum.</p> <p>Assist and support target population to attend and participate in forums and conferences</p> <p><b>Newsletter and website</b> – working with support group members to send out a state-wide newsletter once a month and maintain 2spirits page within QAHC website</p>	<ul style="list-style-type: none"> <li>4 per year – HIV/STI/Hep C education</li> <li>Peer network working days/nights to support project events</li> <li>1 – 2 per year</li> </ul> <p>Monthly Newsletter</p> <p>Monthly maintenance of 2spirit web page</p>	
--	--	--	---	---	--

## Health Promotion and Community Development

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>5. Campaigns and resources</b>					
<p>To develop an annual campaign targeting Aboriginal and Torres Strait Islander gay men and/or sisters/girls.</p> <p>To develop and/or distribute printed or electronic resources (state-wide and AFAO).</p>	<p><b>Two Spirits</b></p> <ul style="list-style-type: none"> <li>- Australian Federation of AIDS Organisations</li> <li>- Hepatitis Council</li> <li>- Queensland Health</li> <li>- Members of advisory group</li> <li>- Sexual Health workers</li> <li>- Queensland Aboriginal and Islander Health Forum</li> <li>- Community Controlled Aboriginal Medical services</li> </ul>	<p>Specific outcomes will be developed for each campaign.</p> <ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander community are more aware, and improved skill in relation to HIV, Blood Borne Viruses and STI prevention and sexual health promotion and have</li> </ul>	<p>Identify key issues / needs through research, community consultation, evaluation and anecdotal information.</p> <p>Form a Critical Reference Group of suitably knowledgeable &amp; skilled people for the resource being developed.</p> <p>Develop a detailed resource development plan / ASTAR and agree with Critical Reference Group</p> <p>Produce campaigns &amp; resources.</p> <p>Ensure they are focus tested with the target group .</p>	<ul style="list-style-type: none"> <li>▪ Shortlist of possible themes                             <ul style="list-style-type: none"> <li>○ members</li> </ul> </li> <li>▪ Range of participants.</li> <li>▪ 1 campaign</li> <li>▪ 2 resources</li> <li>▪ 10 participants</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
		<p>access to resources and services.</p> <ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander community are able to make and implement decisions about their sexual health.</li> </ul>	<p>Brief key professionals before the launch of the resource</p> <p>Distribute/place campaign and resources.</p> <p>Distribute resources produced by other organisations.</p>	<ul style="list-style-type: none"> <li>▪ Min. 4 gay/msm + 1 HIV +ve, 3 Sistergirls</li> <li>▪ Resources approved</li>   <li>▪ No. ad placements</li> <li>▪ No. resource distributed.</li> <li>▪ 2500</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>6. Community and Cultural Development</b>					
<p>To support volunteer/peer involvement in the program.</p> <p>To undertake activities that builds and reinforces Aboriginal and Torres Strait Islander culture and traditions.</p>	<p><b>Two Spirits</b></p> <p>Elders Key community individuals and groups Arts and craft teachers Cultural advisors</p>	<ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander gay men and sistergirls build cultural knowledge and skills</li> <li>• Aboriginal and Torres Strait Islander gay men and sistergirls use knowledge and skills to develop social direction</li> <li>• Aboriginal and Torres Strait Islander gay men and sistergirl self esteem and identity strengthened</li> </ul>	<ul style="list-style-type: none"> <li>▪ Identify key issues / needs through research, community consultation, evaluation and anecdotal information.</li> <li>▪ Run cultural workshops on arts and craft including storytelling, dance and weaving and discussion on gay men and sistergirl roles in ceremonies such as marriages, feasting etc.</li> <li>▪ Showcase the outcomes of the workshops annually/biennially</li> <li>▪ Ongoing evaluation/consultation/ research on benefits of community/cultural workshops</li> <li>▪ <b>Volunteer</b> - Recruit, train and support community members and volunteers in the program.</li> <li>▪ <b>Group attendance</b> – cultural and historical events – Theatre/gatherings/ceremonies/festivals</li> </ul>	<ul style="list-style-type: none"> <li>▪ Annual community report on outcomes of meetings/ discussions and research</li> <li>▪ Community cultural development workshops are a part of peer network meetings and discussions (see 4. Group Work above)</li> <li>▪ Exhibition/resource/film/storytelling night etc</li> <li>▪ Report produced annually</li> <li>▪ 5 volunteers recruited &amp; trained.</li> <li>▪ Participant feedback</li> <li>▪ # of Participants</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
			tivals	<ul style="list-style-type: none"> <li>▪ # of people interested in participating in events</li> <li>▪ 2 per year</li> <li>▪ 5 – 15 disadvantaged target group highly supported</li> <li>▪ 5 &gt; 50 sg,gm,l,bb encouraged and supported</li> </ul>	

## Advocacy

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>7. Referrals and support for PLWH/A</b>					
<p>To provide support to Aboriginal and Torres Strait Islander people living with and affected by HIV / AIDS by;</p> <ul style="list-style-type: none"> <li>▪ Provision of one on one information and support</li> <li>▪ Referrals to appropriate services</li> <li>▪ Liaison with service providers</li> </ul>	<p><b>Two Spirits</b></p> <ul style="list-style-type: none"> <li>- Queensland Health</li> <li>- Community Controlled Organisations</li> <li>- Spiritus, Positive Directions</li> <li>- Queensland Positive People</li> <li>- Anti Discrimination Board</li> <li>- Hepatitis Council</li> </ul>	<p>Aboriginal and Torres Strait Islander people living with HIV / AIDS:</p> <ul style="list-style-type: none"> <li>▪ Empowered to meaningful participate in their own health care</li> <li>▪ Access accurate and appropriate information</li> <li>▪ Acquire holistic health care which is respectful and equitable</li> <li>▪ Access peer support</li> <li>▪ Current appropriate service listing within the referral directory</li> <li>▪ Consultation report from</li> </ul>	<p><b>Peer Education workshops/retreats</b></p> <ul style="list-style-type: none"> <li>▪ Aboriginal and Torres Strait Islander Peer education workshop.</li> <li>▪ PLWH Retreats</li> </ul>	<ul style="list-style-type: none"> <li>▪ Speak to individuals about their behaviour and if the support, retreats, education is influencing change</li> <li>▪ 1 workshop/education sessions per year per region <ul style="list-style-type: none"> <li>○ NQ</li> <li>○ SQ</li> </ul> </li> <li>▪ &gt; 10 Attendees per workshop retreat</li> <li>▪ All evaluation forms filled in by participants</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
		A&TSI PLWHA (this one is about feedback at retreats and workshops)	<p><b>Support and Referral</b></p> <ul style="list-style-type: none"> <li>▪ To provide support to Aboriginal and Torres Strait Islander People living with HIV / AIDS.</li> <li>▪ Liaise with appropriate organisations to support their service provision to Aboriginal and Torres Strait Islander clients.</li> <li>▪ Ensure the QuAC online referral directory includes services for Aboriginal and Torres Strait Islander People living with HIV / AIDS.</li> </ul> <p><b>Advocacy</b></p> <ul style="list-style-type: none"> <li>▪ Collaborating with service providers to improve PLWHA management of health</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of people who were provided with support i.e.</li> <li>▪ Transport</li> <li>▪ Referral</li> <li>▪ Appropriate services listed in referral directory</li> <li>▪ Minimum 22 support and referrals made state-wide per year</li> <li>▪ # x partnerships have collaborated to meet PLWHA need</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
			<ul style="list-style-type: none"> <li>▪ Advocating for A&amp;TSI PLWHA cultural and personal needs to appropriately access services</li> <li>▪ Inviting services to '2Spirits Service Provider Training' forums</li> </ul>	<ul style="list-style-type: none"> <li>▪ PLWHA sessions presented in forums and workshops</li> <li>▪ # of services invited to '2Spirits Service Provider Training'</li> <li>▪ Evaluation of '2spirit SPT' forums</li> <li>▪ Ongoing</li> <li>▪ As per forums and workshops conducted per year</li> <li>▪ Recommendations on strengthening '2spirit SPT' packages</li> </ul>	

Project Title & Name	Project Lead & Partners	Outcomes	Activities	Measures and Targets	Progress
----------------------	-------------------------	----------	------------	----------------------	----------

## 8. Referrals and support for gay men and sistersgirls

<p>To provide support to Aboriginal and Torres Strait Islander people who are gay or sistersgirl by;</p> <ul style="list-style-type: none"> <li>▪ Provision of one on one information and support</li> <li>▪ Referrals to appropriate services</li> <li>▪ Liaison with service providers</li> </ul>	<p><b>Two Spirits</b></p> <ul style="list-style-type: none"> <li>- Queensland Health</li> <li>- Community Controlled Organisations</li> <li>- Spiritus, Positive Directions</li> <li>- Queensland Positive People</li> <li>- Anti Discrimination Board</li> <li>- Hepatitis Council</li> </ul>	<p>Aboriginal and Torres Strait Islander gay men and sistersgirls are:</p> <ul style="list-style-type: none"> <li>• Empowered to meaningful participate in their own health care</li> <li>• Access accurate and appropriate information</li> <li>• Acquire holistic health care which is respectful and equitable</li> <li>• Access peer support</li> <li>• Current appropriate service listing within the referral directory</li> </ul>	<p><b>Peer Education workshops/retreats</b></p> <ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander Peer education workshop.</li> <li>• Gay men and sistersgirl Retreats</li> </ul> <p><b>Support and Referral</b></p>	<ul style="list-style-type: none"> <li>▪ Speak to individuals about their behaviour and if the support, retreats, education is influencing change</li> <li>▪ 1 workshop/education sessions per year per region <ul style="list-style-type: none"> <li>○ NQ</li> <li>○ SQ</li> </ul> </li> <li>▪ &gt; 10 Attendees per workshop retreat</li> <li>▪ All evaluation forms filled in by participants</li> </ul>	
---	--	--	---	---	--

			<ul style="list-style-type: none"> <li>• To provide support to Aboriginal and Torres Strait Islander gay men and sistersgirls.</li> <li>• Liaise with appropriate organisations to support their service provision to Aboriginal and Torres Strait Islander clients.</li> <li>• Ensure the QAHC online referral directory includes services for Aboriginal and Torres Strait Islander people</li> <li>• Develop state referral directory</li> </ul> <p><b>Advocacy</b></p> <ul style="list-style-type: none"> <li>• Collaborating with service providers to address issues raised by A&amp;TSI gay men and sistersgirls of Queensland</li> <li>• Advocating for A&amp;TSI gay men and sistersgirls</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of people who were provided with support i.e. <ul style="list-style-type: none"> <li>▪ -Transport</li> <li>- Referral</li> </ul> </li> <li>▪ Appropriate services listed in referral directory</li> <li>▪ Minimum 22 support and referrals made state-wide per year</li> </ul> <ul style="list-style-type: none"> <li>▪ # x partnerships have collaborated to address issues</li> <li>▪ Gay men and sistersgirls sessions presented in forums and workshops</li> </ul>	
--	--	--	---	---	--

			<p>cultural and personal needs to appropriately access services</p> <ul style="list-style-type: none"> <li>• Inviting services to '2Spirits Service Provider Training' forums</li> </ul>	<ul style="list-style-type: none"> <li>▪ # of services invited to '2Spirits Service Provider Training'</li> <li>▪ Evaluation of '2spirit SPT' forums</li> <li>▪ As per forums and workshops conducted per year</li> <li>▪ Recommendations on strengthening '2spirit SPT' packages</li> </ul>	
--	--	--	--	--	--

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>9. Consultancy advice and professional development</b>					
<p>To enable service providers (including QAHC) to provide a culturally appropriate service to Aboriginal and Torres Strait Islander gay men and sisters through the provision of training, development and participation in interagencies.</p>	<p><b>Two Spirits</b></p> <ul style="list-style-type: none"> <li>- Aboriginal &amp; Torres Strait Islander community people</li> <li>- Indigenous Sexual Health Workers</li> <li>- Community Health Workers/ Clinic Workers (including RN)</li> <li>- District Health Workers</li> <li>- Community Controlled Health Service health workers and clinic workers</li> <li>- Community Councils</li> <li>- and other relevant services and organisations which are supportive of the development of accessible Community services</li> </ul>	<ul style="list-style-type: none"> <li>• Collaboration between services to share responsibility of increasing access to STI/BBV testing and providing information to target populations of Queensland</li> <li>• supportive environments created that are safe and culturally appropriate to deliver information to service providers and target populations of Queensland that links sexual health with personal and professional goals that increases knowledge and access</li> </ul>	<p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>▪ Attend relevant interagency forums such as Deadly Sex, CISHWN, CHIVAS etc</li> <li>▪ Higher education plans</li> <li>▪ The development of culturally appropriate policies and procedures within the QAHC</li> </ul> <p><b>Consultancy Advice</b></p> <ul style="list-style-type: none"> <li>▪ Facilitate, coordinate and conduct 'Access For All' service provider training</li> <li>▪ Reporting back on training</li> <li>▪ Responding to requests for advice and assistance from service providers including</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2 per year in SQ</li> <li>▪ 2 per year in NQ</li> <li>▪ Plan for each staff</li> <li>▪ Policies adopted by QAHC</li> <li>▪ 2 '2 spirit Service Provider Training' (2SPT) per year in SQ</li> <li>▪ 2 '2SPT' per year in NQ</li> <li>▪ Written report and as per monthly reports</li> <li>▪ 4 per year in SQ</li> <li>▪ 4 per year in NQ</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
		<ul style="list-style-type: none"> <li>• Community strengthened through action of drawing on existing knowledge, skills and resources available in target populations to participate and develop direction</li> <li>• Building skills and capacity of HPOs</li> </ul>	<p>steering groups</p> <ul style="list-style-type: none"> <li>▪ Follow-up – Maintain contact with all stakeholders, ongoing consultation, identify further needs or opportunities for Health Promotion.</li> </ul>	<ul style="list-style-type: none"> <li>▪ 2 per year in CQ</li> <li>▪ Written in plan</li> <li>▪ Stats input</li> <li>▪ Written report</li> <li>▪ General feedback</li> </ul>	

## Administration

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>10. Monitoring and evaluation</b>					
<p><b>Monitoring &amp; Evaluation</b></p> <p>To Provide written, statistical and financial reports to funding bodies, undertake evaluation and contribute to external research on A&amp;TSI HIV and sexual health issues.</p>	<p>Two Spirits</p> <ul style="list-style-type: none"> <li>- Aboriginal &amp; Torres Strait Islander target populations</li> <li>- A&amp;TSI community people</li> <li>- QAHC management</li> <li>- OATSIH</li> <li>- QH</li> <li>- University thesis by degree students</li> <li>- National research centres</li> </ul>	<ul style="list-style-type: none"> <li>• Statistics are collated and analysed to inform project</li> <li>• Finances are transparent and functional with planning</li> <li>• Monthly, six monthly and twelve monthly reports provide information on progress with performance indicators and informs the project development and implementation of current programs</li> <li>• Annual report promotes project activities to key stakeholders</li> <li>• Community strengthened</li> </ul>	<ul style="list-style-type: none"> <li>• Statistic data input</li> <li>• Financial Reports</li> <li>• One off funding report</li> <li>• Monthly Report</li> <li>• Six Month Report</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of people from target populations referred on and/or advocated for each month</li> <li>▪ Financial Exemption Reports are monitored monthly</li> <li>▪ Report on program objective</li> <li>▪ Acquittal of funds</li> <li>▪ Activities developed, implemented against Performance Indicators</li> <li>▪ Report back on Six month progress of activities developed and implemented</li> </ul>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
		<p>through action of drawing on existing knowledge, skills and resources available in target populations to participate and develop direction</p> <ul style="list-style-type: none"> <li>• Evaluation of project/program s produces findings and recommendations for current programs/projects</li> <li>• External research builds partnerships, community need and provides evidence for future planning</li> </ul>	<ul style="list-style-type: none"> <li>• Twelve Month Report</li> <li>• Annual Report</li> <li>• Project Evaluation</li> <li>• External Research</li> </ul>	<ul style="list-style-type: none"> <li>▪ Report back on twelve month progress of activities developed and implemented</li> <li>▪ 250 -500 word report produced by Sept/Oct each year</li> <li>▪ Critical Reference Group</li> <li>▪ Evaluation Framework</li> <li>▪ Time line and fully funded (one off)</li> <li>▪ Support 1 or more research projects across the state per year</li> <li>▪ Target populations supported to participate</li> <li>▪ Data collected</li> </ul>	

