

**QAHC Health Promotion Program targeting Gay and Other Men who have Sex with men for the Prevention of HIV, hepatitis C and Sexually Transmissible Infections.**

**Operational Plan 2008 / 2009**



*The QAHC Health Promotion Program targeting Gay and Other Men who have Sex with men for the Prevention of HIV, hepatitis C and Sexually Transmissible Infections will deliver programs and activities under the following broad service headings;*

- *Information Provision*
- *Group Facilitation and Support*
- *Health promotion (Strategies and Implementation)*
- *Advocacy*
- *Evaluation and Reflection*

*Where the activity or event constitutes a major body of work and/or time for the program in the 2008 – 2009 financial year an ASTAR will be developed to describe that event or activity.*

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

## **Info provision**

### **1. Media and communications**

#### **ASTARS**

- Gay media
- Local websites
- Production and Distribution of local newsletters
- Mainstream media (Including Radio and other street press)

### **2. Outreach**

#### **ASTARS**

- 1800 phone line
- Gay Chat Rooms
- Venues and Events
- Beat Outreach Program
- QAHC Resource Centre Promotion and Engagement
- Resource Distribution
- Community Liaison & Group Collaboration
- Opportunistic and designed sex spaces and activities

## **Group Facilitation and Support**

### **3. Workshops**

#### **ASTARS**

- Current Workshops
- Developmental Workshops
- Men in the Middle

### **4. Support/Social Groups**

#### **ASTARS**

- Alphabet Soup
- CALD Group
- Out and About

## **Health Promotion**

### **5. Community Development and Events**

#### **ASTARS**

- Awareness Week Campaigns
- Community Initiated Events
- LGBT Festival Events
- Films Festivals
- MSM Community Engagement

### **6. Safe Sex Technologies**

#### **ASTAR**

- Condom and Lube Supply and Distribution

## **7. Knowledge & Skills Development**

### **ASTARS**

- Campaigns
- Resources
- Promotion and distribution of campaigns
- Skills Building in Key Players

## **Advocacy**

### **8. Advocacy and Policy**

#### **ASTARS**

- Advocacy and Public Policy
- SOPV Liaison and Training
- Clinical Health Education & Promotion

### **9. Consultancy and Advice**

#### **ASTARS**

- Interagency Meetings
- Consultancy Advice
- Pflag Support
- Youth Work
- Police Liaison

### **10. Regional Advocacy**

#### **ASTARS**

- Service Reach in Low Prevalence Areas.

## **Evaluation and reflection**

### **11. Professional Development**

#### **ASTARS**

- Conference Presentations and Professional Associations
- Research and Needs Assessments

### **12. Stakeholders and Volunteers**

#### **ASTAR**

- Volunteer training
- Resource Centre Advisory Bodies

## Information Provision

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>1. Media and Communications</b>					
<p><b><i>Gay Media</i></b>            To raise awareness of HIV, HCV and STI prevention amongst gay men &amp; MSM through the placement of interesting and informative health education articles in LGBT print media and LGBT radio interviews. To promote QAHC activities and events.</p>	<p>Craig Lewis &amp; HPO's - all             Queer radio &amp; 4ZZZ fm – John Frame            QNews            QLD Pride            Local newsletters</p>	<p>This project will raise awareness of HIV, HCV and STI prevention issues among listeners and readers.</p>	<p>Create and maintain roster of articles for gay men's health column to include all health promotion staff</p> <p>Participate in roster of articles for gay media.</p> <p>Submit short articles for Q News gay men's health column and on local happenings</p> <p>Submit short articles for QLD Pride</p> <p>Submit short articles to local newsletters and local websites</p> <p>Participate in queer radio interviews</p>	<p>Roster developed to incorporate topic themes</p> <p>Articles submitted according to roster</p> <p>13 articles per year</p> <p>All articles peer reviewed.</p> <p>All articles sent for external review as determined by supervisor</p> <p>Local events and activities by direct submission</p> <p>1 article per campaign</p> <p>All articles peer reviewed.</p> <p>All articles sent for external review as determined by supervisor</p> <p>Local events and activities by direct submission</p> <p>Local events and activities by direct submission</p> <p>Articles submitted for every second issue of local mags.</p> <p>8 interviews per year</p>	

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			Explore Pod casting opportunities	Record forums and events for re-play on QAHC website	
<p><b>Local Websites</b> This project aims to raise awareness of HIV, HCV and STI prevention amongst gay men &amp; MSM through the placement of interesting and informative health education articles on local websites and through developing e-newsletters.</p>	<p>HPOs - all  Webmasters.</p>	<p>This project will raise awareness of HIV, HCV and STI prevention issues and QAHC work among web viewers.</p>	<p>Maintain QAHC Outback and QAHC Metro presence on FaceBook</p> <p>Contribute to local components of QAHC websites</p> <p>Identify Websites accesses by LGBT community</p> <p>Create or implement and maintain local websites as appropriate and demand indicates</p> <p>Moderate forums where needed and explore chat room possibilities</p> <p>Promote QAHC events through QAHC and local websites</p> <p>Submit articles and podcasts of campaign and other sexual health related material</p> <p>Continue to monitor other uses of internet for isolated and/or media savvy men and/or those outside the gay community</p> <p>Explore FNQ (Mackay) and Bundaberg web opportunities</p>	<p>Websites identified Contact made</p> <p>Input given to: Fraser Gays, Gayrocky &amp; Gay Sunshine Coast Websites.</p> <p>Interactive opportunities investigated and implemented</p> <p>Articles and podcasts submitted</p> <p>Virtual worlds, My Space etc reviewed Community Email Distribution Lists maintained.</p> <p>Sites initiated for Mackay and Bundaberg</p>	
<p><b>Production and Distribution of local newsletters</b> This project aims to raise a sense of community awareness through the development of local</p>	<p>Regional HPO's  Newsletter editors. (CQC, Outrageous</p>	<p>This project will reduce isolation amongst regional gay men and raise awareness of HIV, HCV and STI prevention issues among readers.</p>	<p>Contribute to QAHC News</p> <p>Production and Distribution of Sandy Bottom Magazine</p> <p>Production and Distribution Cooloola and Sunshine CQC Magazine</p>	<p>Area specific articles produced for each issue.</p> <p>4 Issues produced and distributed</p> <p>6 Issues produced and distributed</p>	

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<p>newsletters which then serve as a vehicle for talking about HIV, HCV and STI prevention amongst gay men &amp; MSM.</p>	<p>Tropical Alternatives and Culture)</p>		<p>Production and Distribution of Bay Pride Magazine</p> <p>Production and Distribution of the Outrageous Magazine</p> <p>Production and Distribution of the Culture Magazine</p> <p>Tropical Alternatives via Brian Dear</p> <p>Explore need for newsletter in Redcliffe/Caboolture, Ipswich/Toowoomba and Logan/Beaudesert areas.</p> <p>Alternative financial support measures explored</p>	<p>4 Issues produced and distributed</p> <p>6 Issues produced and distributed</p> <p>6 Issues produced and distributed 500 copies</p> <p>Recommendation</p> <p>Finance found</p>	
<p><b>Mainstream media. Including radio and other press</b> Promote QAHC activities and events and raise awareness of gay men's issues. Access non gay identifying MSM through the placement of articles in print and other media and by providing radio interviews.</p>	<p>HPOs - all Mainstream media.</p>	<p>This project will raise awareness of HIV, HCV and STI prevention issues and QAHC work among non community attached gay men.</p>	<p>Identify media used by gay men (including street press and men's magazines).</p> <p>Develop press releases on specific campaigns and themes suitable for general release.</p> <p>Advertising 1800 men's health line in broad printed media</p> <p>Respond to media inquiries about issues relevant to gay/MSM, HIV, Hep C or sexual health.</p> <p>Participate in mainstream media interviews</p>	<p>Media identified</p> <p>Contact made with publishers</p> <p>Press releases issued</p> <p>Placement and booking of advertising and articles in printed media across Qld</p> <p>2 enquiries / year</p> <p>interviews conducted</p>	

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<b>2. Outreach</b>					
<p><b>1800 Men's Line</b>  This project aims to provide HIV, HCV and sexual health information, support and referrals to gay and other MSM across Queensland via a state-wide 1800 phone line. A special emphasis is placed upon men who have sex with men who do not identify as gay.</p>	<p>David Wells  + HPOs - all</p> <p>Advertising –  TMP worldwide</p>	<p>Callers will have an increased level of knowledge about HIV and sexual health information and prevention.</p> <p>Callers will be more aware of appropriate health, social and support services in their area.</p>	<p>Provide sexual health and health promotion information and referral services to callers of the 1800 line across all QAHC offices</p> <p>Updating/development and on-going maintenance of staff roster.</p> <p>Quarterly snap shot of statistics to further develop 1800 men's health line</p> <p>Review of Telstra quarterly statistics which describe service access and usage. (gather and record demographic information, call content information and geographic location)</p> <p>Review the marketing and promotion of the 1800 line to maximise client usage.</p> <p>Review and update call protocols and procedures.  <i>ie..call protocols: topics may include dealing with illegal sex, sexual assault, domestic violence, suicide/self harm calls, ie. Procedures: rooms accessed, bio lines used, etc.</i></p> <p><i>Training and updating staff with current and popular-requested information and new initiatives</i></p>	<p>1800 Calls</p> <p>Line operational 8 hours per week day,</p> <p>Line diverted according to roster</p> <p>Recommendations identified &amp; time lined</p> <p>Monthly summary of Session data records</p> <p>Report includes summary and analysis of Telstra call data</p> <p>Recommendations developed to cover identified issues</p> <p>All Identified issues time lined according to report priorities</p> <p>Draft protocols sent to staff training and review</p> <p>Final drafts completed with consideration of feedback.</p> <p>Protocols endorsed by EPAG/QAHC Board</p> <p>Phone system modified as needed</p> <p>2 Training sessions of 1800-line staff per annum</p>	

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			<p><i>Project Information &amp; referral folders distributed to staff on the 1800 line</i>  <u>Automated phone system</u></p> <p>Maintain the automated phone system that provides basic information and referral via a touch tone menu system.</p> <p><u>Website</u>  Maintain a sexual health and health promotion website targeting non gay identifying men who have sex with men</p> <p>Provide sexual health and health promotion information and referral services to visitors of the website</p>	<p>4 updates to information folder per annum</p> <p>Automated system running</p> <p>Website tested six monthly for currency of information presented</p> <p>24 000 unique visitors per annum</p> <p>2 000 repeat visitors per annum</p> <p>6 monthly review of web site contents and structure.</p> <p>Promotion of web site to msm and isolated Gay men</p> <p>Review 1800 line project with an aim of improving the no's of client interactions and to simplify the roster system for staff.</p>	
<p><b>Gay Chat Room/Internet Outreach</b>  Carryout Gaydar and ManHunt Chat Room assistance to reach Queensland men who have sex with men in Queensland as outlined in the</p>	<p>David Wells;  HPOs - all +  Casual team</p> <p>AFAO, Gaydar,  Manhunt</p>	<p>QAHC will be better informed on MSM's use of the internet and potential opportunities for the development of sexual health promotion interventions.</p> <p>Gay/MSM will be better informed on HIV and</p>	<p><b>Meet the aims as outlined in the QAHC Internet Chat Room policy</b></p> <p>Provide responses/referrals to requests on specific issues raised.</p> <p>Propose potential intervention options and investigate resource requirements.</p>	<p>Review internet project with an aim of improving the no's of client interactions. Review will include operational procedures, rosters, time structure and rooms visited/</p> <p>Review of national statistics on Manhunt outreach to direct future participation.</p> <p>x time schedule</p>	

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<p>organisations Internet Chat Room Policy. To follow the aims as developed via AFAO internet chat room participation.</p>		<p>sexual health issues and referral to services.</p>		<p>Times men are using chat rooms.</p>	
<p><b>Venues &amp; Events Outreach</b> To raise awareness of HIV, HCV and STI prevention amongst gay men &amp; MSM through social marketing at events and venues frequented by gay men &amp; MSM</p>	<p>HPOs - all, BNE Casual team + Volunteers</p> <p>Gay / gay friendly venue and events owners / managers</p> <p>Occasional joint outreach with organisations such as QulHN ,</p> <p>Other organisations such as Sexual Health Clinics, Police Liaison Committees etc</p>	<p>Raise the profile of QAHC among gay men using gay / gay friendly venues and attending events</p> <p>Raise the level of distribution of HIV, HCV and STI related resources</p>	<p>Build relationships with community representatives &amp; stakeholders</p> <p>Maintain existing agreements with venue owners/managers to conduct outreach in their venue/event</p> <p>Gain agreements with new venue owners/managers to conduct outreach in their venue/event</p> <p>Map changes in social scene and new businesses servicing gay men</p> <p>Undertake Regular outreach to venues</p>	<p>Interview / networking / collaboration with venue owners / managers / event coordinators.</p> <p>Feedback provided and documented in meeting summaries</p> <p>Agreements reached/maintained with; <b>BNE</b> Sportsman's, Wickham, Fluffy and Beat <b>GC</b> MP's Kookie <b>CQ</b> 240V, Crush, Diversity, Club Rock <b>NQ</b> Vision, Sapphire, Sovereign Hotel plus Turtle Cove, Skinny Dips and other accommodation places identified and communication maintained</p> <p>Each participating venue met with every 6 months</p> <p>Venues identified Agreements reached List transferred to database and maintained</p> <p>Introduce QAHC program to management staff and patrons</p>	

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			<p>Distribute print resources to venues.</p> <p>Identify appropriately trained staff and volunteers and/or recruit and train a team of outreach volunteers</p> <p>Develop roster of staff and vol. for venue runs &amp; events</p> <p>Identify and maintain list of outreach opportunities and events</p> <p>Undertake outreach to special events</p> <p>Ensure HIV and sexual health resource availability and displayed during special event outreach and ensure resources availability and display systems installed in venues where possible.</p>	<p>Resources distributed</p> <p>Staff and volunteers trained</p> <p>Roster developed  <b>BNE</b> 1 visit per month  25 contacts  <b>GC</b> 4 venue runs per year  <b>CC</b> 2 venue runs per year in Rockhampton by paid worker  4 venue runs per year in Fraser Coast by paid worker  <b>NQ</b> 2 venue runs per year in regional settings  Bi-monthly in Cairns  4 Visits to Townsville and 6 to Cairns</p> <p>List transferred to database and maintained</p> <p>Key resources available at each session</p> <p><b>BNE</b> 8 per year (includes Pride)  25 contacts  <b>Regions</b> Events identified and outreach conducted as required  <b>CC</b> (Crush; Crush camping; Fraser Coast Diversity; Rocky Dance)  <b>NQ</b> as identified</p> <p>Maintain display systems.  Investigate alternative HIV information availability</p>	

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			<p>Collaboration and Inclusion (of QAHC) at Uni / TAFE and other broader-based Community Events (e.g. University Health Day)</p> <p><b>GC:</b> Explore Logan social connections and develop outreach interaction response</p> <p><b>Central Coast</b> Run Mail Box quarterly at Crush</p> <ul style="list-style-type: none"> <li>▪ Recruit and retain volunteers to run the game.</li> <li>▪ Evaluate and revise program as required.</li> </ul> <p>ID other opportunities for outreach at social events on the coast</p> <p>Provide community Award for Rockhampton Annual Ball</p> <p><b>N Queensland</b> Explore Townsville and Mackay social connections and develop outreach interaction response</p> <p>Generate Outreach vehicles and opportunities (questionnaires, giveaways, surveys, etc)</p>	<p>Logan community mapped</p> <p><b>Bne</b> Attend 4x Uni and Street Stalls <b>GC</b> Participate in Uni and Street Stalls at Logan and Gold Coast <b>CC</b> Participate in Uni and Street Stalls at Sunshine Coast. Consider Rocky and Bundaberg if possible. Advertise in Student Diaries <b>NQ</b> Participate in Uni and Street Stalls at Townsville and Cairns Advertise in Student Diaries</p> <p>Game run 4 times a year. 4x volunteers trained to deliver program Evaluation carried out Program modified as appropriate.</p> <p>Communities mapped</p> <p>Award given</p> <p>Communities mapped</p> <p>Feed back from local volunteers, key players</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<p><b>Beat Outreach Project</b> To increase gay and other MSM's awareness of HIV, HCV and sexual health issues through regular outreach to beats.</p>	<p>HPOs - all, BNE Casual team + Volunteers</p> <p>Police Council Staff Zonal Coordinators</p>	<p>Raise the profile of QAHC among men at beats</p> <p>Raise the profile of QAHC among other organisations contacted as part of the project</p> <p>Raise the awareness of HIV, HCV and sexual health issues among gay men and MSM.</p> <p>Increase participation of beat users in the project</p> <p>Increase the distribution of resources</p> <p>Increase positive perceptions and policy related to beat users in the community and in other organisations</p> <p>Increase referrals to other organisations and services</p>	<p>Meet with Zonal Coordinators to identify local issues</p> <p>Introductory meeting with appropriate Police/station and Council parks and cleaning staff for every beat identified</p> <p>Attend Police LGBT Liaison meetings or maintain contact with appropriate LGBT Liaison officers</p> <p>Ongoing contact with appropriate station and council staff as needed around specific issues that arise at beats</p> <p><b>Regionally:</b> Raise issues at local Interagency meetings as appropriate</p> <p>Permanent display systems explored and developed where appropriate.</p> <p>Recruit a team of casual staff and/or volunteers</p> <p>Appropriate training provided for volunteers</p> <p>Manage volunteers and casual team</p> <p>Undertake outreach</p>	<p>Quarterly meetings re Beats</p> <p>1 per new beat</p> <p>1 per 6 months or as appropriate <b>NQ</b> Annual meeting only in Mackay</p> <p>1 every 6 months for each station <b>NQ</b> Annual meeting only in Mackay</p> <p>Minimum 2 per year</p> <p>As identified or requested</p> <p>Agreement reached with relevant councils in the greater Brisbane Area</p> <p>Displays implemented within 8 key beats:</p> <p><b>Bne</b> Casual Team for Beats Outreach recruited and supported</p> <p><b>CC</b> 2 Volunteers – Sunshine Coast 1 Volunteer – Fraser Coast 1 Volunteer – Bundaberg 1 Volunteer – Rockhampton</p> <p>Outreach statistics recorded on statistical database</p> <p><b>Bne</b> 70 sessions per year (3 per fortnight)</p>	

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			<p>Training and review meetings at regular intervals</p> <p>Debriefing/catch up meeting in conjunction with other project volunteers</p> <p>Incorporate campaigns into outreach</p> <p>Key players developed Recruit and resource Key Players at beats</p> <p>Evaluation summary report</p>	<p>30 contacts per month 50 condoms per month <b>Regions</b> As identified or requested</p> <p><b>Bne</b> Rosters developed bimonthly</p> <p>1 every 6 months for each police station/council mtg</p> <p>HP Officer available for staff/voly debrief Review safety procedures and policy</p> <p>Campaign manifest in at least one form (resource or verbal) in outreach</p> <p>1 per year</p> <p>1 person per 6 months</p> <p>All stakeholders, staff and volunteers able to submit feedback. Summary of all activities and achievements completed.</p>	
<p><b>QAHC Community Space Promotion and Engagement</b> This project aims to support and resource community groups so that the capacity to support positive sexual choices is enhanced</p>	<p>BNE, CC + NQ HPO's</p> <p>Local Community Groups and agencies</p>	<p>Utilisation of QAHC spaces and equipment (where available) to support and resource individuals. Reduce social isolation amongst gay men.</p>	<p>Make available meeting rooms for non funded groups and events where these activities fit within QAHC vision for the improved health of the LGBT community.</p> <p>Respond to individuals accessing QAHC's resource centres.</p>	<p>Utilisation of resources</p> <p>Responding to phones and walk-ins, Supporting groups, individuals and volunteers</p> <p>Welcome and engage with walk-ins to ID needs</p> <p>Professional Interactions and enquiries (Counsellors/Drs etc seeking info and support).</p>	

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<p><b>Resource Distribution</b> This project aims to increase the skills, knowledge, awareness and access to resources for gay and other men who have sex with men through the distribution of HIV &amp; Hep C prevention and sexual health promotion campaigns resources and other materials.</p>	<p>HPOs - all, BNE Casual team + Volunteers</p> <p>Local Community Groups and agencies</p>	<p>Gay men perceive risks of HIV, STI's and HCV and are supported in protecting themselves through the availability of resources and material promoting positive choices</p>	<p>Distribute print resources to venues with permanent resource displays</p> <p>Resource distribution throughout area/region</p> <p><b>Regional Specific Resource Issues.</b> <b>CC</b> Post resources and distribute during regional trips.</p> <p><b>NQ</b> Distribute Q News and other resources</p>	<p>Monthly venue run conducted (12 / year)</p> <p>Maintain distribution lists and rosters</p> <p>Distribution list developed in 3 tiers</p> <ol style="list-style-type: none"> <li>1. Broad Services - Resources distributed with each new campaign.</li> <li>2. Gay supportive services and agencies - Resources distributed depending on demand and service access.</li> <li>3. Gay specific groups and services- Resources distributed to core gay services and venues on regular basis and contact made by HPO's.</li> </ol> <p>Distribution list developed for all locations</p> <p>Q news and other media distributed. Mackay distributors identified</p>	
<p><b>Community Liaison and Group Collaboration</b> This project aims to</p>	<p>HPOs - all</p> <p>Local Community Groups and</p>	<p>Work with relevant services and organisations to promote gay-friendly public environments</p>	<p>Identify and maintain list of local groups and services.</p> <p>Develop community information email data-base</p>	<p>List of groups and services identified and maintained</p> <p>List of groups and services identified</p> <p>E-mail list developed</p>	

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<p>increase community capacity to make positive life choices. It will also raise foster co-ordinated, collaborative community activities</p>	<p>agencies</p>	<p>and increase opportunities for gay men to socially integrate in a positive and culturally appropriate way</p>	<p>Initiate dialogue with groups and attend groups annually or as appropriate.</p> <p>Distribute QAHC material as appropriate and collaborate with existing LGBT groups, venues and individuals</p> <p>Explore opportunities for collaborative workshops and events</p> <p>Map local activities on data base for dissemination to local communities as appropriate</p> <p><b>Regionally</b> Develop other community opportunities</p>	<p>Groups met and meetings attended as appropriate.</p> <p>Materials distributed and workshops and other opportunities identified for new operational plan</p> <p><b>Bne</b> Discussions held with Team Brisbane re: fun Sports Day Bears Northern Exposure</p> <p><b>Gold Coast</b> Happy Campers, Castaways. Also identify any cross border groups that target QLD gay men.</p> <p><b>CC</b> Crush, 240V. Also Clubok (attend 3-4 per year) Diversity Party (attend 4-6 per year) Maryborough/Hervey Bay BBQ (attend as possible)</p> <p><b>NQ</b> Participate in Magic, BoyzOut and other Cairns groups activities as appropriate. Liaise with Girrrlzone and Dick &amp; Dora's in TSV and attend where possible</p> <p>Calendar developed identifying known annual events</p> <p>Local Websites Youth and Social group development and support</p>	

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<p><b><i>Opportunistic and designed sex spaces and activities</i></b></p> <p>The primary aim of this project is to supply private non-profit sex parties with safe sex equipment and health information.</p> <p>The secondary aim of this project is to develop relationships and rapport with the organisers of sex venue parties.</p>	<p>Brett Stevens &amp; HPO's</p> <p>Sex and other party organisers</p>	<p>As a result of this project, patrons at participating sex parties will have increased access to safe sex equipment and health information resources. QAHC will also have increased contact with the organisers of these events which may lead to additional outcomes.</p>	<p>Liaise with sex party organisers and venue owners / managers where these events might take place.</p> <ul style="list-style-type: none"> <li>• BrisMEN</li> <li>• Internet based parties</li> <li>• Warehouse parties</li> <li>• Informal gatherings</li> <li>• Adult shops</li> <li>• Massage and other adult spaces</li> <li>• NQ Head Office</li> </ul> <p>Disseminate sex party guidelines, materials and party kits.</p> <p>Feedback document included with kit to assess event information, usage of kit, kit contents.</p>	<p>3 sex party organisers and 2 venue owners contacted</p> <p>Print materials and kits distributed</p> <p><b>NQ</b> Provide outreach service to Head Office on monthly basis</p> <p>Feedback received from 33% of participants.</p>	

## Group Facilitation and Support

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<b>3. Workshops</b>					
<p><b>Current Workshops</b></p> <p>This project aims to help gay men develop an understanding and control of issues that can impact on their sexual health-related decision making. The workshops aim at incorporating safe sex behaviours in areas of a man's life that can at times be detrimental to on-going sexual health safety.</p>	<p>David Wells + HPO's</p> <p>Other Players. - casual workshop facilitation</p>	<p><b>Cruising Men:</b> Gay men will know how to use sexual settings without wavering from their safe sex practices.</p> <p><b>Art of Sex:</b></p> <ul style="list-style-type: none"> <li>- Gay men will be more aware of how their bodies function.</li> <li>- Increase in knowledge of safe sex practices.</li> <li>- To promote better sexual health and technique to gay men, through participation in a peer workshop.</li> </ul> <p><b>Relationships Workshop:</b></p> <ul style="list-style-type: none"> <li>- To develop gay men's awareness, knowledge and skills to negotiate relationships, through participation in a peer workshop.</li> <li>- To promote improved sexual health decision</li> </ul>	<p>Maintain and offer current workshops consisting of:</p> <ul style="list-style-type: none"> <li>- Art of sex Workshop</li> <li>- Cruising men workshop</li> <li>- Relationship workshop</li> </ul> <p>All workshops:</p> <p>Revise programs.</p> <p>Train casual workshop facilitators to deliver courses.</p> <p>Promote courses to gay men through a range of mediums.</p> <p>Run courses. -3 workshops will be offered to 4 locations across Queensland.</p> <p>Conduct pre, post and follow-up evaluation.</p>	<p>Revised program produced.</p> <p>Min 4 facilitators trained.</p> <p>Range of promotional materials/</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
		<p>making within relationships</p> <ul style="list-style-type: none"> <li>- Gay men will be better able to negotiate safe sex within their relationships.</li> <li>- Increased awareness of issues</li> </ul>		<p>12 courses run.</p> <p>Evaluation report produced.</p> <p>&gt;80% of participants rate workshop and useful.</p>	
<p><b>Developmental Workshops</b></p> <p>This project aims to help gay men develop an understanding and control of issues that can impact on their sexual health-related decision making. The workshops aim at incorporating safe sex behaviours in areas of a man's life that can at times be detrimental to on-going sexual health safety.</p>	<p>David Wells + HPO's</p> <p>Other Players.</p> <ul style="list-style-type: none"> <li>- casual workshop facilitation</li> </ul>	<p><b>Ageing Workshop:</b> to develop and understanding through peer education on the issues that can be experienced through the ageing process and how they interact with negotiation and decision-making of a person's sexual health</p> <p><b>Body Image Workshop:</b> Aimed to develop a person's acceptance of their body image, and areas that can be affected (e.g. self-esteem, isolation, etc) that can inhibit a person's decision making in regards to their sexual health</p>	<p>The introduction of 2 new workshops:</p> <ul style="list-style-type: none"> <li>- the Ageing workshop</li> <li>- Body image workshop</li> </ul> <p>Gain agreement from WAC to use Body Image and Ageing workshops program in Queensland.</p> <p>Focus test of new workshops with service providers and facilitation staff.</p> <p>Pilot workshops.</p>	<p>2 workshops programs developed.</p> <p>Agreement gained.</p> <p>Workshop program revised according to feedback.</p> <p>2 x workshops piloted</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<p><b>Men in the Middle</b> This project aims to increase HIV and sexual health knowledge and skills, increase self esteem, and decrease social isolation amongst MSM aged 26 to 45.</p>	Brett Stevens – BNE	As a result of this project: participants will have an increased HIV and sexual health knowledge and skills participants will have increased self esteem and self worth participants will be less socially isolated	<p>Conduct a series of peer education workshops for MSM aged 26 to 45</p> <p>Explore recruitment of additional volunteer facilitators</p> <p>Support MIM social support group</p> <p>Explore expanding model for delivery to Gold Coast and Sunshine Coast if required</p>	<p>2 workshops per year</p> <p>8-12 men attending each workshop series</p> <p>70% of participants who commence the series complete it</p> <p>Annual participant feedback survey conducted</p> <p>Consultation with facilitators</p> <p>Briefing meeting held with facilitators before series commences</p> <p>Debriefing meeting held with facilitators after series concludes</p> <p>Refer participants to Out and About as first social contact point</p> <p>Meetings held with past participants and facilitators</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>4. Support/Social Groups</b>					
<p><b>Alphabet Soup: LGBT Community Network</b> This project aims to improve communication between gay men in</p>	<p>Shaun Staunton - BNE</p> <p>Open Doors ARCQ</p>	Develop a networking opportunity for gay men in the welfare sector through a regular meeting of LGBT individuals and services	<p>Ensure ongoing commitment from key agencies such as Open Doors to jointly run A.S.</p> <p>Participate in steering group as required</p>	<p>Open doors agree to proposal</p> <p>Group members agree to TOR by consensus</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<p>the welfare sector; LGBT Community groups and foster co-ordinated, collaborative community activities.</p>	<p>UQ Queer Dept. Union</p>	<p>in the Brisbane region</p> <p>QAHC will have a better insight into local organisations and services and benefit from greater external input.</p> <p>Local LGBT groups will be more aware of each others activities and the potential for collaborations between LGBT groups will be enhanced</p>	<p>Conduct network meetings.</p> <p>Review with queer union movement and other social based agencies with intention to expand group</p> <p>Consider a communication format for regular updating of groups' and member organisation's activities. This may be an e-mail group, bulleting board or a newsletter.</p>	<p>All eligible individuals and organisations have been invited to attend and meetings run.</p> <p>Meetings held quarterly (4 times a year)</p> <p>Min 3 organisations represented</p> <p>Annual satisfaction survey conducted 10 organisations are members by the end of Dec 2008 Feedback evidenced within minutes.</p> <p>Format to be decided and implemented by Dec 2008</p> <p>At least a quarterly update once implemented.</p>	
<p><b>CALD Group</b> This project aims to increase HIV and sexual health knowledge and skills, increase self esteem, and decrease social isolation amongst MSM of CALD decent.</p>	<p>Brett Stevens</p>	<p>As a result of this project same sex attracted CALD men will be identified on ethnic lines where appropriate and a trial support / social group established (probably targeting Asian MSM).</p> <p>Group participants will have an increased HIV and sexual health knowledge and skills participants will have increased self esteem and self worth</p>	<p>Evaluate CALD forums</p> <p>Develop peer initiated response and (if necessary or desirable) conduct a series of peer education workshops and / or support groups for MSM of similar ethnicity.</p> <p>Recruit, train and support volunteer facilitators and peer mentors from within the group.</p> <p>Review and evaluate success of group</p> <p>Explore expanding model for delivery to other ethnicities.</p>	<p>Groups identified</p> <p>Needs identified and promotion started Workshops run</p> <p>Facilitators and mentors identified and training delivered.</p> <p>Review conducted.</p> <p>Report written</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
		participants will be less socially isolated			
<p><b><i>Out and About</i></b>  This project aims to increase HIV and sexual health knowledge and skills, increase self esteem, and decrease social isolation amongst MSM.</p>	BNE HPO's	<p>As a result of this project:</p> <p>participants will have increased self esteem and self worth</p> <p>participants will be less socially isolated</p>	<p>Identify activities and events for low cost non-commercial social activities for MSM and other LGBT people</p> <p>Deliver monthly series of low cost non-commercial social events for MSM and other LGBT people</p> <p>Recruit, train and support volunteer facilitators from within the group.</p> <p>Review and evaluate success of group</p>	<p>Activities identified</p> <p>Promotion and recruitment continues</p> <p>Workshops run monthly</p> <p>Facilitators identified and training delivered.</p> <p>Review conducted.</p> <p>Report written</p>	

## Health Promotion (Strategies and Implementation)

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>5. Community Development and Events</b>					
<p><b>LGBT Festival Events</b></p> <p>To run or participate in daytime 'fair' or picnic type events and other gay festivals for gay men to get together and celebrate living in their region of Queensland.</p>	<p>HPO's GC, CC + NQ</p> <p>Zonal Coordinators</p> <p>Local community groups</p>	<p>Gay men will be aware of events, services and opportunities to engage in welcoming programs and activities that are inclusive of their sexuality.</p>	<p><b>Brisbane Pride Community Building Campaign</b></p> <p>To raise awareness of HIV, HCV and STI prevention amongst gay men &amp; MSM through social marketing and other activities during the Pride season.</p> <p>QAHC will participate in the Pride Launch and have it's own adjunct activities throughout the festival if possible including at least one major community event targeting gay men and look at ways of including the broader LGBT community in line with it's broader organisational goals.</p> <p>QAHC will have a visual presence in the annual Pride march.</p> <p>QAHC will have a significant organisational presence at Fair Day as well as a systemic presence in the delivery of safe sex equipment and messages across the events in the festival</p>	<p>Launch event run and working relationship with Pride committee established</p> <p>Community event identified, developed and run.</p> <p>Parade entry registered and developed for theme and presence on the day.</p> <p>Fair day activated worked up and delivered.</p>	
			<p><b>Gold Coast &amp; Sunshine Coast Gay Day.</b></p> <p>Identify community partners</p> <p>Program developed with a significant organisational presence as well as a systemic presence in the delivery of safe</p>	<p>Committee created meetings held</p> <p>Program developed</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
			<p>sex equipment and messages across the event.</p> <p>Volunteers organised</p> <p>Participate in event</p> <p>Evaluation</p>	<p>Volunteers organised</p> <p>Event run</p> <p>Community attendance and approval</p>	
			<p><b>N Qld Tropical Pride</b> (run in conjunction with the Cairns Festival.)</p> <p>Pride Committee created with participating volunteers and business.</p> <p>Program developed with a significant organisational presence as well as a systemic presence in the delivery of safe sex equipment and messages across the event.</p> <p>Volunteers organised</p> <p>Participate in Fair</p> <p>Evaluation</p> <p>Participate in LGBT entry in Cairns Festival Parade of Lights.</p> <p><b>Cairns Queens Birthday Celebration</b></p> <p>Activity developed</p> <p>Volunteers organised</p> <p>Participate in Activity</p> <p>Evaluation</p>	<p>Committee created meetings held</p> <p>Program developed</p> <p>Volunteers organised</p> <p>Event run</p> <p>Evaluation</p> <p>Event run</p> <p>Program developed</p> <p>Volunteers organised</p> <p>Event run</p> <p>Evaluation</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<p><b>Tropical Alternative Film Festivals</b> To improve connectedness of LGBT people in regional Queensland through the screening of films supportive of LGBT lifestyles.</p>	<p>Regional HPO's &amp; QAHC Board</p> <p>Local Area Councils Melbourne Queer Film Festival Commercial sponsorships (film, radio, hotel, car hire, printers etc)</p>	<p>LGBT people in Regional Queensland (Cairns, Townsville, Rockhampton, SSC and Gold Coast) will attend the screening of films and feel supported in their LGBT lifestyle as they choose to live it.</p> <p>The LGBT community will have an event capable of continuing in its own right and able to develop a broader and more supporting community for the entire area</p>	<p>Maintain and develop key partnerships with</p> <ul style="list-style-type: none"> <li>▪ Broader QAHC organisation structure</li> <li>▪ local LGBT community</li> <li>▪ Melbourne Queer Film Festival</li> </ul> <p>Identify festival location and duration</p> <p>Define festival activities and parameters</p> <p>Solicit funding through AFO Healthy Communities Fund; Arts Qld; etc</p> <p>Develop MQFF partnership for continued funding and resourcing of festivals</p> <p>Contract screening rights for sufficient movies to run festival</p> <p>Organise Opening party or other celebratory event</p> <p>Promote event</p> <p>Run festival</p> <p>Write up report for future funding and promotion</p>	<p>Partnerships established Steering group agrees to project</p> <p>Continue in Cns, Tsv, Rky, SSC, GC Explore expanding to screenings in Mackay, Maryborough and Toowoomba</p> <p>Signed agreements</p> <p>Funding obtained</p> <p>Partnership MOU or other agreement reached</p> <p>Festival and screening rights signed up</p> <p>Party held</p> <p>Ads in press and media. Program flyers and internet advertising done.</p> <p>Festival run</p> <p>Report written</p>	
<p><b>MSM Engagement Activities</b></p>	<p>HPOs - all</p>	<p>We will identify other opportunities for engaging with non gay identifying men through</p>	<p>Participate in broader community initiatives where gay men and MSM are likely to be present and/or represent the audience targeted.</p>	<p>Awareness activities developed for peripheral non-sexual men's matters.</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
		outreach and by developing activities and material that will talk to them about their sexual practices.	Explore, negotiate and identify promotional opportunities with and at sex workers, surf clubs & beats	Work with the Men's Health Movement to identify other opportunities.	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>6. Safe Sex Technologies</b>					
<p><b><i>Condom and Lube Supply and Distribution</i></b></p> <p>This project aims to reinforce a safe sex culture through the provision of condoms and lube at gay events and activities across Queensland without building reliance on free distribution.</p>	<p>HPOs - all Zonal Coordinators.</p>	<p>We will work with venue operators on safe sex policy and condom and lube access.</p> <p>We will develop specific safe packs that speak to event participants.</p> <p>We will raise awareness of PEP and encourage gay men to adopt a safe sex first practice without the need to rely on disclosure as a community norm.</p>	<ul style="list-style-type: none"> <li>• Condom &amp; lube distribution</li> <li>• limited condom &amp; lube distribution to groups</li> <li>• Production of a Localised Safe Sex Packs for events and groups activities via stickers of re-print.</li> <li>• Development of group action packs and starter packs.</li> <li>• PEP promotion and resources</li> <li>• Ensuring easy access to emerging prevention technologies.</li> <li>• Development of free condom distribution scheme through gay pubs/clubs.</li> </ul>	<p>Condoms and safe packs distributed to key players; beats, social events and groups on request and as recognised</p> <p>Packs and condoms distributed</p> <p>Local events identified. Contact made with organisers Resources developed</p> <p>Packs distributed</p> <p>PEP resources distributed</p> <p>New technologies monitored</p> <p>No. participating venues. No. condom packs distributed.</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>7. Knowledge &amp; Skills Development</b>					
<p><b>Campaigns</b> To develop social marketing campaigns aimed at supporting gay men to manage their sexual health.</p>	<p>Craig Lewis  HPOs, key stakeholders</p>	<p>Increased awareness of HIV and sexual health related issues. Increased knowledge and skills relating to HIV and sexual health.</p> <p><b>Myth Busters:</b> To address common myths, misunderstandings and misconceptions held by gay/msm relating to HIV, STIs and safe sex.</p> <p><b>Reality Check:</b> To inform accurate beliefs about the 'costs' of living with HIV and the benefits of staying HIV negative.</p> <p><b>Condom Reinforcement:</b> To promote the regular use of condoms and lube.</p> <p><b>Mardi Gras:</b> To promote safe partying for people travelling to Mardi Gras and</p>	<p>Develop campaign briefs based on research, consultation with services and anecdotal information from gay men/MSM.</p> <ul style="list-style-type: none"> <li>• Myth Busters</li> <li>• Reality Check (additional funding required)</li> <li>• Condom Reinforcement (additional funding required)</li> <li>• Mardi Gras</li> </ul> <p>Write text and design products.</p> <p>Focus test products with gay/MSM and service providers.</p> <p>Make alterations as required.</p> <p>Provide briefing (paper/in person) on campaign to relevant services.</p> <p>Print, distribute and place campaign in settings across Qld.</p> <p>Undertake impact evaluation with gay men.</p>	<p>Campaign brief developed and agreed.</p> <p>Focus test report.</p> <p>Briefing paper distributed to relevant services.</p> <p>No. of resources distributed. No of adverts placed.</p> <p>Process &amp; impact evaluation report.</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
		attending post-Mardi Gras activities (esp. Cairns & Sunshine Coast)			
<p><b>Resources</b> To develop printed or electronic resources aimed at supporting gay men to manage their sexual health.</p>	<p>Craig Lewis</p> <p>HPOs, key stakeholders</p>	<p>Increased awareness of HIV and sexual health related issues. Increased knowledge and skills relating to HIV and sexual health.</p> <p><b>Arousal:</b> To provide information about new/changes in HIV, STIs and safe sex knowledge, tips, research and statistics in a timely manner.</p> <p><b>Cruising Guide:</b> To increase sexual and personal safety of gay/msm using various cruising sites (beats, SOPVs, on-line, bars/clubs).</p>	<p>Develop resource brief based on research, consultation with services and anecdotal information from gay men/MSM.</p> <ul style="list-style-type: none"> <li>Arousal (additional funding required)</li> <li>Cruising Guide (additional funding required)</li> </ul> <p>Write text and design products.</p> <p>Focus test products with gay/MSM and service providers.</p> <p>Make alterations as required.</p> <p>Provide briefing (paper/in person) on campaign to relevant services.</p> <p>Print, distribute and place campaign in settings across Qld.</p> <p>Undertake impact evaluation with gay men.</p>	<p>Resource brief developed and agreed.</p> <p>Focus test report.</p> <p>Briefing paper distributed to relevant services.</p> <p>No. of resources distributed. No of adverts placed.</p> <p>Process &amp; impact evaluation report.</p>	
<p><b>Promotion and distribution of campaigns</b> To increase the awareness, knowledge, skills, resources and access to services of gay and other men who have sex with men through the development and/or implementation and</p>	<p>HPOs - all</p> <p>AFAO, other HIV, Hep C + Sexual Health agencies, members of Campaign Advisory Group, gay media, Queensland</p>	<p>Specific outcomes will be developed for each campaign.</p> <p>Gay/MSM are more aware, knowledgeable and skilled in relation to HIV &amp; Hep C prevention and sexual health promotion and have</p>	<p><b>QAHC ANET and other Sexual Health Campaigns</b> Brief key professionals before the launch of the campaign, including through the production and distribution of a campaign briefing pack.</p> <p>Implement social marketing campaigns in gay media, gay venues &amp; groups and mainstream media</p>	<p>List developed. Health care professionals and venue owners / managers identified and contacted</p> <p>Media and Info Kits delivered</p> <p>Activities &amp; distribution</p> <p>Evidence of impact, attendance</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
distribution of HIV & Hep C prevention and sexual health promotion campaigns.	Health	<p>access to resources and services.</p> <p>Barriers preventing gay/MSM implementing their sexual decisions are reduced.</p> <p>Gay men are able to make and implement decisions about their sexual health</p>	<p>Evaluate the campaigns.</p> <p><b>AFAO</b></p> <ul style="list-style-type: none"> <li>• Serosorting Campaign</li> <li>• Recognition of sero-conversion symptoms</li> <li>• Gay Men &amp; Ageing Resource</li> <li>• HIV+ Gay Sex reprint</li> <li>• Factsheet – What’s involved in STI testing.</li> </ul> <p><b>QLD Health</b></p> <ul style="list-style-type: none"> <li>• Safe Sex No Regrets</li> <li>• World AIDS day</li> </ul> <p><b>QAHC</b></p> <p>Campaigns in 2007/08:</p> <ul style="list-style-type: none"> <li>• Myth Busters</li> <li>• Reality Check</li> <li>• Condom Reinforcement</li> <li>• Mardi Gras</li> </ul>		
<p><b>Skills Building in Key Players</b></p> <p>To support gay scene performers (as key players in the local scene) and other prominent community members to incorporate health promotion messages into their acts and activities.</p>	BNE HPO’s	<p>Increased knowledge of key health messages by these key players</p> <p>Increased awareness and knowledge of health issues by scene going gay men.</p>	<p>Identify performers and significant community key players</p> <p>Maintain relationships with key players</p> <p>Identify issues and opportunities for community education relevant to key players activities</p> <p>Identify and secure external funding</p> <p>Secure host and facilitators for event.</p> <p>Draft workshop outline, to include health promotion content,</p>	<p>Players identified and data base maintained</p> <p>Contact made</p> <p>Issues identified and skills building opportunities worked up</p> <p>Grants and other funding secured</p> <p>1 host and 3+ guest facilitators secured.</p> <p>1 workshop plan developed.</p>	

## Advocacy

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>8. Advocacy and Policy</b>					
<p><b>Advocacy &amp; Public Policy</b></p> <p>To advocate for the needs of gay and other men who have sex with men, in relation to HIV, Hepatitis C, sexual health and related issues through influencing healthy public policy and addressing the wider social determinants of health (e.g. discrimination).</p>	<p>HPOs - all</p> <p>HIV, Hep C &amp; sexual health organisations, LGBT organisations, wider health, community based and civil rights organisations.</p>	<p>A more supportive environment within general society for gay/MSM</p> <p>Increased social inclusion of gay/MSM.</p> <p>Increased access and cultural appropriateness of health and related services.</p>	<p>Provide one-to-one advocacy support to gay/MSM on request.</p> <p>Participate in consultations by local government and other service providers on strategies or policies related to gay/MSM, HIV, Hep C or sexual health.</p> <p>Identify public policy or service barriers to gay/MSM's sexual health and raise with the appropriate organisation.</p> <p>Support LGBT organisations to advocate on behalf of their members on issues relating to gay/MSM, HIV, Hep C or sexual health.</p> <p>Work with local agencies on strategies or policies related to gay/MSM, HIV, Hep C or sexual health.</p> <p>Respond to bad public policy or service barriers to gay/MSM's sexual health and raise with the appropriate organisation.</p> <p>Identify and source resources and agencies for access by users of QAHC resource centres eg ADCQ Counselling Services, etc</p>	<p>2 requests per month</p> <p>Outcome of advocacy</p> <p>Evidence of impact</p> <p>Attendance/written response</p> <p><i>NQ ID key players (ATSI, MH and D&amp;A) in Mackay</i></p> <p>Evidence of impact</p> <p>Issues raised</p> <p>Assistance provided</p> <p>Request and/or need for advocacy</p> <p>Complaints raised and resolved.</p>	
<p><b>SOPV Liaison and Training</b></p> <p>This project aims to</p>	<p>Brett Stevens + HPO's</p>	<p>As a result of this project: SOPV's will continue to</p>	<p>Conduct SOPV management/health inter-group meetings with interested venue owners and managers</p>	<p>Quarterly meetings held per year. Minutes written and sent out after each meeting.</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<p>work with sex venues to ensure that patrons can make healthy decisions about HIV, sexual health and safe sex within health promoting venue environments.</p>	<p>QH (north &amp; south) Zonal Sexual Health coordinators, QAHC and SOPV's</p>	<p>maintain and strengthen environmental support of safe sex at SOPV's.</p> <p>Patrons will have access to safe sex equipment, information resources, and health promotion activities.</p> <p>QAHC will be able to access sex venues for collaborative HIV and sexual health promotion activities.</p>	<p>Maintain direct communication with management between meetings</p> <p>Develop training for venue staff on six monthly basis</p> <p>Maintain watching brief on other businesses tapping into the MSM market i.e. Peep Shows etc.</p> <p>Identify and develop joint project activity to act as vehicle driving acceptance of Best Practice Code</p> <p>Identify and liaise with other Queensland businesses where sex occurs about communication with other venue management and SOPV best practice policies and guidelines</p> <ul style="list-style-type: none"> <li>▪ GC: The Den. Club R</li> <li>▪ SSC: Club David</li> <li>▪ Cairns: Head Office.</li> </ul>	<p>2 monthly visits to venue management</p> <p>Training developed and delivered in each venue or collectively 6 monthly</p> <p>Non allied businesses identified.</p> <p>Project identified and run.</p> <p>2-3 meetings held per year with each business identified</p> <p>Organise receipt of group meetings and other information.</p>	
<p><b>Clinical Health Education &amp; Promotion</b></p> <p>To support sexual health clinical providers to deliver sexual health promotion to gay/msm.</p> <p><i>(From March 2009)</i></p>	<p>Kate Allen</p> <p>Sexual Health Clinics, GPs with high gay caseload, UQ School of Medicine</p>	<p>Increased communication between QAHC and clinical providers.</p> <p>Increased health promotion support for gay men in clinical settings.</p>	<p>Consult with clinical providers re: current HP interventions, resource/training needs and suggestions for wider gay men's HIV prevention.</p> <p>Develop resources/training to assist clinical providers provide HIV health promotion to gay/msm.</p> <p>Develop and/or promote resources for gay men, to be distributed by clinical providers.</p> <p>Participate in clinical networks/development opportunities (e.g. annual Clinicians Meeting)</p>	<p>Min 10 clinics and 5 GPs consulted.</p> <p>Min. 2 x resources produced/distributed</p> <p>Min 2 x resources produced/distributed.</p> <p>Min 5 events attended.</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>9. Consultancy and Advice</b>					
<p><b>Interagency Meetings</b> This project aims to work with relevant services to promote culturally appropriate services and referrals for same sex attracted men.</p>	<p>HPOs - all  Other Players.</p>	<p>Provide support to other services and organisations wanting to service gay men.</p>	<p>Attend Sexual Health Interagency meetings</p> <p>Initiate and foster collaborative approaches to Sexual Health Clinic inter-relationships. Especially those services at; PASH Miami Sexual health Mackay Townsville</p> <p>Attend WAD meetings as appropriate</p> <p>Explore hospital and community services not in the HIV and sexual health sector where gay men might be represented eg ATODS</p> <p>Respond to requests for consultancy advice &amp; support from Qld and interstate health providers and LGBT groups/services</p> <p>Identify opportunities to represent gay men's sexual health needs to services that might not otherwise identify these men as their target population.</p>	<p>Interagency attended and minutes received</p> <p>Service commonalities identified and meetings attended (minutes received) or offer to meet made</p> <p>WAD meetings attended and Minutes received</p> <p>Meetings attended as appropriate <b>Bne:</b> Attend ECCQ Reference Group <b>NQ:</b> Attend AVC Townsville N Qld Youth Interagency meetings <i>Other services and opportunities identified</i></p> <p>Outcomes and feedback reported.</p> <p>Opportunities identified</p>	
<p><b>Consultancy Advice</b> To increase</p>	<p>HPOs - all  HIV, Sexual</p>	<p>Increased co-ordination of HIV, Hep C and STI prevention efforts</p>	<p>Identify/review key services and interagency networks that QAHC (should) work with.</p>	<p>Organisations and community reps of organisations identified</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<p>communication between QAHC and related HIV, sexual health, HCV and LGBT organisations.</p> <p>To raise awareness of QAHC's services amongst other organisations to enhance collaboration, referral and coordination.</p>	<p>Health and HCV organisations: ECCQ Family Planning QATSHI QHealth QPP QuiHN Spiritus</p> <p>LGBT organisations</p> <p>Other health/welfare organisations as determined</p>	<p>among all agencies.</p> <p>Increased understanding of gay/MSM issues by relevant service providers, leading to improved service provision.</p> <p>Increase in QAHC's ability to make appropriate referrals to other services.</p>	<p>Provide advice and support to project steering or reference groups: <b>Bne:</b> UQ School of Medicine HIV HCW education course as required. <b>GC:</b> Schoolies Week Cross border agencies <b>CC:</b> Crush Young peoples needs (SSC Hervey bay and Yeppoon) <b>NQ:</b> GLBT AVC</p> <p>Attend and actively participate in the interagency groups/networks such as Alphabet Soup LGBT Network</p> <p>Provide training and professional development opportunities: <b>Bne:</b> Explore offering volunteer training support to GLWA <b>GC:</b> Beats Outreach training with QH MSM sexual health training to Mirikai <b>CC:</b> Beats Outreach training with QH <b>NQ:</b> Beats Outreach training with QH Homophobia Education on behalf of AVC</p> <p>Explore other opportunities as available, developed and required</p> <p>Provide oversight to admin staff to ensure agencies notified of new resources</p> <p>Respond to requests for consultancy advice &amp; support from Qld and interstate service providers and LGBT groups/services</p> <p>Represent QAHC on Project Advisory and Steering Committees when invited.</p>	<p>3 course presentations</p> <p>Meetings attended. Support offered Agencies identified</p> <p>6 meetings per year 4 times per year (See separate Alphabet Soup ASTAR)</p> <p>GLWA approached, issue discussed and outcomes established</p> <p>Feedback sheets Round table feedback Evaluations</p> <p>Record of meetings recorded via meeting minutes or summaries.</p> <p>Outcomes and feedback reported via monthly reports.</p> <p>Committees attended. Minutes received</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
			Identify opportunities to represent gay men's sexual health needs to services that might not otherwise identify these men as their target population.	Services identified and offers made	
<p><b>Pflag Support</b> This project aims to facilitate and resource support services so that gay men are not rejected from the family unit if they disclose their sexuality.</p>	<p>BNE, CC + NQ HPO's</p> <p>Pflag Brisbane Shelly Argent.</p>	<p>Pflag branches or local key parents identified and supported in BNE, CNS, Rockhampton SSC and Gold Coast.</p>	<p>Maintain list of local Pflag support people for referral.</p> <p>Promote Pflag activities that occur in the local area.</p> <p>Distribute Pflag promotional material</p>	<p>List updated six monthly</p> <p>Local activities promoted and participated in where appropriate.</p> <p>Resources distributed</p>	
<p><b>Police Liaison</b> To increase communication between QAHC and Police on matters relating to the gay men and MSM we work with.</p> <p>To raise awareness of QAHC's services and to enhance collaboration, referral and coordination.</p>	<p>HPOs - all</p> <p>QLD Police Service</p>	<p>Increased understanding of gay/MSM issues by relevant service providers, leading to improved service provision.</p> <p>Increase in QAHC's ability to make appropriate referrals to other services.</p>	<p>Initiate meetings with local Police GLBTi liaison officers and participate in advisory committees if appropriate</p> <p>Maintain regular contact with Police</p>	<p>Police GLBTi contact list maintained</p> <p>Committee meetings attended</p> <p>Meetings held</p>	
<p><b>Youth Work</b> This project intends increasing HIV and sexual health knowledge and skills. It also supports increased self esteem, and decreased social isolation amongst</p>	<p>Shaun Staunton and Regional HPO's</p>	<p>We will draw together agencies and individuals interested in advancing the health needs of young gay men where there appear to be gaps in current services with</p>	<p>Participate in local youth interagency and other meetings working to meet the needs of queer youth in local areas and as a state based response.</p>	<p>Meetings attended</p> <p><b>Bne:</b> Brisbane Youth interagency attended</p> <p><b>GC:</b> Gold Coast Youth interagency attended</p> <p><b>CC:</b> Central Coast Youth interagency attended</p> <p><b>NQ:</b> Cairns Youth interagency attended</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
young MSM aged under 26.		the intent of collective action being taken to resolve any needs and issues	<p>Develop and maintain working relationship with Open Doors as peak body / lead agency in QLD.</p> <p>Participate in QAHC's state based approach and response to Queer youth needs.</p> <p>Respond to agency requests for support</p> <p>Youth needs identified and supported on request basis</p>	<p>Relationship involvement maintained</p> <p>Meetings held and responses made as appropriate</p> <p>Responses made as appropriate</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>10. Regional Advocacy</b>					
<p><b>Service Reach in Low Prevalence Areas</b></p> <p>To deliver satellite services where QAHC does not have an office base, through partnerships with local services providers and gay community groups.</p>	<p>HPOs - all</p> <p>Zonal Coordinators</p>	<p>Service providers who work with LGBT people in regional settings are better able to identify issues and provide support</p> <p>Other services and organisations identified and targeted.</p> <p>Service provider partnerships ensure regular contact</p> <p>Regional LGBT social</p>	<p>Continue dialogue with the Sexual Health staff and Zonal coordinators in all regions</p> <p>Access service providers and community health services in regional and remote areas not usually covered by QAHC staff. Eg: Smaller towns on the eastern seaboard and Outback Queensland</p> <p>Plan Regional trips or other approaches to assess needs of gay men living remotely.</p> <p>Develop a consultation process for regional settings that is inclusive of LGBT people and also staff in allied health services who may work with them</p>	<p>Six monthly networking meetings (via phone and face to face when visiting region)</p> <p>Services identified.</p> <p>Contact made</p> <p>Trips planned</p> <p>Contacts made</p>	

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
		<p>structures increase activities and support offered</p> <p>Programs and events run in regional settings to support LGBT communities and services working with them</p> <p>LGBT people in regional settings have effective advocacy and representation</p>	<p>Identify Key players in outer regional areas.</p> <p>Explore other regional social connections and develop response</p> <p>Identify topics of concern for LGBT people in regional settings and explore info-tainment format events that can be offered to regional groups and services if requested</p> <p>Explore further options for networking with allied health services and community services e.g. doctors, social welfare services and support groups</p>	<p>Contact made. Key individuals and groups identified</p> <p><b>NQ:</b> Trips planed and conducted Port Douglas and Cape Trib + Atherton Tablelands</p> <p>2 visits by paid worker to Mackay</p> <p>Identify key topics</p>	

## Evaluation and Reflection

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>11. Professional Development</b>					
<p><b>Conference Presentations and Professional Associations</b></p> <p>This project will allow HPOs to attend meetings and present successful programs for emulation as well as unsuccessful programs for salutary learning's by other people working in the sector.</p>	<p>HPOs - all</p> <p>Conference Organisers</p>	<p>QAHC staff will continue to stay abreast of the professional work we do and contribute to broader understandings in gay men's health promotion activities.</p>	<p>Attend one work related conference per staff member during the year as identified and funds allow.</p> <p>Attend two QAHC whole of staff conferences per year</p> <p>Attend one regional staff meeting per year.</p> <p>Write one reflexive piece per team on the work we do for conference presentation or publishing in a peer review magazine</p> <p>Attend other professional training as identified and opportunity presents itself.</p>	<p>Conference attended</p> <p>Conference attended</p> <p>Meeting attended</p> <p>Paper written and submitted or presented to staff for comment</p> <p>Paper accepted &amp; printed or /presented</p> <p>Training done</p>	
<p><b>Research and Gay / MSM Needs identification</b></p> <p>This project aims to keep staff up to date with the work we do and the understandings that underpin that work</p>	<p>HPOs - all</p> <p>Other Research Agencies (Rural and Remote Mental Health; ARCHS etc)</p>	<p>We will gain broader academically validated understanding of the issues affecting the work we do</p>	<p>Participate in the development and delivery of the Queensland Gay Community Periodic Survey with NCHECR.</p> <p>(BNE) Develop Ethics Review protocols for use by QAHC staff wanting to conduct research and enquiry beyond program development.</p> <p>(CC) Community access Research / Needs analysis into better ways of accessing community.</p> <p>(NQ) Community Research /Sea Change.</p> <p>(NQ) Map changes in social scene and</p>	<p>GCPS conducted</p> <p>Protocols developed</p> <p>Hypothesis developed and possible partners identified</p>	

			new businesses servicing gay men		
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Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<b>12. Stakeholders and Volunteers</b>					
<p><b>Volunteer Training</b></p> <p>This project aims to train and support volunteers within QAHC's Gay/MSM program.</p>	<p>HPOs - all</p> <p>External training agencies presenting at training courses.</p>	<p>As a result of this program QAHC will increased human worker resources with suitably trained, skilled and supported volunteers.</p>	<p>Provide support and training via self-directed learning package</p> <p>Train volunteers through workshops and other activities for specific work requirements</p> <p>Support volunteers</p> <p>Annual volunteer review and update</p>	<p>Volunteer training package distributed</p> <p>15 complete training 2 training courses BNE 2 sessions in Cairns 1 session CC 90% of participants complete feedback forms Interview conducted post-training Volunteers undergoing blue card registration</p> <p>4 support meetings conducted per year.</p> <p>3 social events held across the year</p> <p>Individual supervision available as required</p> <p>Database updated annually</p>	
<p><b>Resource Centre Advisory Bodies</b></p>		<p>As a result of this program LGBT community members in local areas will have a say in the use and development of programs run from QAHC resource centres</p>	<p>Participate in resource centre advisory bodies as required</p>		