



Operational Plan 2007-08

Queensland Aboriginal and Torres Strait Islander HIV/AIDS Program

QAHC delivers a number of projects that make up our Aboriginal and Torres Strait Islander HIV/AIDS Program. Each project has a detailed ASTAR or project plan that sets out the aim, target populations, settings, activities, outcomes and other project information. A summary of each project ASTAR is provided in the following pages. Progress on the implementation of these projects will be reported by QAHC project staff on a monthly basis and a summary report provided to OATSIH every 6 months.

The Program delivers the following projects in Southern and Northern Queensland, and with a limited capacity in Central and Western Queensland:

- Community Forums
- Workshops
- Outreach & Events
- Group Work
- Referrals & Support for PLWHA
- Campaigns & Resources
- Consultancy Advice & Professional Development
- Community/Cultural Development
- Monitoring & Evaluation

Project Title & Aim	Project Lead & Partners	Outcomes	Activities	Measures & Targets	Progress
<p>Community Forums</p> <p>To conduct 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. Topics covered include HIV/AIDS, hepatitis C and STI's issues for Indigenous gay men and sistersgirls including homophobia and discrimination.</p>	<p>QATSIHAP</p> <ul style="list-style-type: none"> - Aboriginal & Torres Strait Islander community people - Key community individuals and groups - Indigenous Sexual Health Workers - Community Health Workers/ Clinic Workers (including RN) - District Health Workers - Community Controlled Health Service health workers and clinic workers - Community Councils - and other relevant services and organisations which are supportive of Community Forums 	<ul style="list-style-type: none"> • 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 sistersgirls • Networks and partnerships developed between services to collaborate and share responsibility of individual and community education • Guidelines for supportive environments that are safe and culturally appropriate to discuss sensitive information • Project has the support and ability to work with Indigenous gay men and sistersgirls in Indigenous communities • community action developed that considers the impact HIV/AIDS might have on their community and a strategic response 	<p>Sensitively gain knowledge and understanding of local and individual community protocols.</p> <p>Build relationships, develop trust, establish networks with community, service providers, elders and key stakeholders</p> <p>Consult with community in relation to how education/ health promotion, or Forum may be appropriately delivered</p> <p>Liaise with local community health workers to determine timing and suitable venue/ location for Forum/ presentations</p> <p>Develop/ tailor a program/ agenda which reflects the needs/ requests/ requirements of the community and QATSIHAP based on consultation/ negotiation</p> <p>Arrange hire of venue, equipment, travel, accommodation, catering and other logistical support equipment/ items.</p> <p>Source guest speakers, resources, giveaways and other</p>	<p>Feed back & response from community and stakeholders</p> <p>Feed back & response from community and stakeholders</p> <p>Feed back & response from community and stakeholders</p> <p>Feed back & response from community, service providers and stakeholders</p> <p>Feed back & response from community and stakeholders</p> <p>Formal Evaluation responses General Feed back & responses from community and stakeholders</p> <p>5 Community Forums per year in</p>	

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			<p>relevant material items.</p> <p>Facilitate, coordinate and conduct forum</p> <p>Reporting back on Forum</p> <p>Follow-up – Maintain contact with all stakeholders, ongoing consultation, identify further needs or opportunities for Health Promotion.</p>	<p>Queensland</p> <ul style="list-style-type: none"> - No. of participants - No. PLWHA, gay men and sistergirls - No. resources & condoms distributed - Formal Evaluation responses - General Feed back & response from community and stakeholders - Operational Plan - Monthly Statistics - Written report on Forum for Community/ Participants - No. outreach visits - No of target group met during out reach - No. condoms/ resources distributed - No. regional planning activities/ networking 	
<p>Workshops</p> <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 sistergirls including</p>	<p>QATSIHAP</p> <ul style="list-style-type: none"> - Aboriginal & Torres Strait Islander community people - Indigenous Sexual Health Workers - Community Health Workers/ Clinic Workers (including RN) - District Health 	<ul style="list-style-type: none"> • 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 	<p>Sensitively gain knowledge and understanding of local and individual community protocols.</p> <p>Build relationships, develop trust, establish networks with community, service providers and target population groups</p> <p>Liaise with local community health workers and target</p>	<p>Feed back & response from community and stakeholders</p> <p>Feed back & response from community and stakeholders</p> <p>Feed back & response from community and stakeholders</p>	

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<p>homophobia and discrimination and may be focused on specific issues/ topics as identified by target populations</p>	<p>Workers - Community Controlled Health Service health workers and clinic workers - Community Councils - and other relevant services and organisations which are supportive of Community workshops</p>	<p>over their own health</p> <ul style="list-style-type: none"> • Collaboration between services to share responsibility of increasing STI/ BBV testing and providing information to target populations of Queensland • 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 • Community strengthened through action of drawing on existing knowledge, skills and resources available in target populations to participate and develop direction • Testing of target populations within A&TSI community • Treatment of STIs and Blood Borne Viruses found through testing 	<p>populations to determine timing and suitable venue/ location for workshops Develop/ tailor a workshop which reflects the needs/ requests/ requirements of target population groups and QATSIHAP based on consultation/ negotiation</p> <p>Arrange hire of venue, equipment, travel, accommodation, catering and other logistical support equipment/ items.</p> <p>Source guest presenters, resources, giveaways and other relevant material items.</p> <p>Facilitate, coordinate and conduct workshops</p> <p>Reporting back on Workshops</p>	<p>Feed back & response from community and stakeholders</p> <ul style="list-style-type: none"> - Formal Evaluation responses - General Feed back & responses from gay men, sistergirls and presenters, health workers - 8 workshops per year in Old - No. of participants - No. PLWHA, gay men and sistergirls - No. resources & condoms distributed - Formal Evaluation responses - General Feed back & response from community and stakeholders - Operational Plan - Monthly Statistics - Written report on Forum for Community/ Participants <p>- No. of peer network meetings</p>	

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			Follow-up – Maintain contact with all stakeholders, ongoing consultation, identify further needs or opportunities for Health Promotion.	<ul style="list-style-type: none"> - No. of target group met during peer network meetings - No. of outreach - No of target group met during out reach - No. workshop planning activities 	
Outreach & Events To provide outreach to gatherings & events attended by target groups (eg. NAIDOC, WAD, sporting events, festivals, etc)	QATSIHAP <ul style="list-style-type: none"> - Hepatitis Council - Queensland Health - Sexual Health workers - Community Controlled Aboriginal Medical services 	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	Identify key community events that will provide the opportunity for target populations to access information and services. Develop public event strategies and provide health promotional information and materials that will promote healthier lifestyle choices to the target populations. Develop partnerships with sexual health services to combine/ share resources and avoid duplication of services	SEQ x 3 events NQ x 3 events CQ x 1 event Resources distributed - Ratio per capita per event Positive feedback/ Constructive feedback Number of interactions with target populations SEQ x 3 events NQ x 3 events CQ x 1 event	
Group Work To empower Aboriginal and Torres Strait Islander Gay Men, Sister Girls, their partners, friends and family to build self esteem	QATSIHAP <ul style="list-style-type: none"> - Aboriginal and Torres Strait Islander - Gay men, Sister Girls, Lesbians, Brother boys, partners, family and 	<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander Gay men and Sister Girls determine and manage their lives and futures. • A holistic approach to health is developed by integrating culture and 	<u>Groups</u> – facilitate support/social/ networking groups <u>Fundraise</u> – with support group members for potential activities	2 groups (Cairns, Brisbane) min 4 meetings each per year min 10 ppl. at each meeting Raise considerable amount of money enabling community participation.	

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<p>and confidence and make healthier informed choices through a range of group based activities.</p>	<p>friends. - Aboriginal and Torres Strait Islander Homosexually Active Men - Aboriginal and Torres Strait Islander Injecting Drug Users - Aboriginal and Torres Strait Islander People Living with HIV/AIDS - Indigenous Sexual Health Workers - Community Health Workers/ Clinic Workers - Community Councils - Australian Federation of AIDS Organisation - Indigenous Strategic Alliance</p>	<p>health messages to address self esteem and social issues.</p> <ul style="list-style-type: none"> 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, Bisexual, Transgender and Intersex community and the Broader community at large. Aboriginal and Torres Strait Islander Gay Men and Sister Girls record their history and research history prior to colonisation. Aboriginal and Torres Strait Islander Gay Men and Sister Girls identify and qualify their roles and responsibilities in Aboriginal and Torres Strait Islander Communities. Aboriginal and Torres Strait Islander Gay Men and Sister Girls address abuse issues through peer support and use the information gathered to guide/ direct emotional well 	<p>i.e. Volley ball, gay Olympics and other sports carnivals etc.</p> <p><u>Social Outings</u> - Gay events, Queens Ball, support group dances.</p> <p><u>Community events</u> – with support group members to Reconciliation Day, WAD, NAIDOC, survival day.</p> <p><u>Conference, seminars and forums</u> – with support group members to Anwernekenhe conferences, Tete a Tete, Sister Girl forum.</p> <p><u>Newsletters</u> – by QATSIHAP HPO's</p>	<p>2 – 3 outings per year 10 – 20 people Positive and supportive response Change in behaviour/ attitude/ perception</p> <p>3 – 4 per year 10 – 20 people Positive and supportive response Participation in promotion/ stall/ events</p> <p>1 – 2 per year 10 people</p> <p>1 newsletter per month or quarter Networking, Maintaining links, promoting activities</p>	

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		<p>being programs run by service providers.</p> <ul style="list-style-type: none"> 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. 			
<p>Referrals & Support for PLWHA</p> <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"> Provision of one on one information and support Referrals to appropriate services Liaison with service providers 	<p>QATSIHAP</p> <ul style="list-style-type: none"> Queensland Health Community Controlled Organisations Spiritus, Positive Directions Queensland Positive People Anti Discrimination Board Hepatitis Council 	<p>Aboriginal and Torres Strait Islander people living with HIV / AIDS:</p> <ul style="list-style-type: none"> Empowered to meaningful participate in their own health care Access accurate and appropriate information Acquire holistic health care which is respectful and equitable Access peer support Current appropriate service listing within the referral directory Consultation report from A&TSI PLWHA (this one is about feedback at retreats and workshops) 	<p>Aboriginal and Torres Strait Islander Peer education workshop.</p> <p>To provide informal emotional support to Aboriginal and Torres Strait Islander People living with HIV / AIDS.</p> <p>Liaise with appropriate organisations to support their service provision to Aboriginal and Torres Strait Islander clients.</p> <p>Collaborating with service providers to improve PLWHA management of health</p>	<p>2 workshops/ retreats conducted annually 5 – 10 Attendees per workshop retreat</p> <p>Formal evaluation. General feedback.</p> <p>Number of people who were provided with support i.e. -Transport - Referral Minimum 22 support and referrals made state-wide per year</p> <p># x partnerships have collaborated to meet PLWHA need PLWHA sessions presented in forums and workshops # of services invited to 'Access For</p>	

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			<p>Advocating for A&TSI PLWHA cultural and personal needs to appropriately access services Inviting services to 'Access For All' forums</p> <p>Ensure the QAHC online referral directory includes services for Aboriginal and Torres Strait Islander People living with HIV / AIDS.</p>	<p>All'</p> <p>Appropriate services listed in referral directory</p>	
<p>Campaigns & Resources</p> <p>To develop an annual campaign targeting Aboriginal and Torres Strait Islander gay men and/or sistergirls.</p> <p>To develop and/or distribute printed or electronic resources (state-wide and AFAO).</p>	<p>QATSIHAP</p> <ul style="list-style-type: none"> - Australian Federation of AIDS Organisations - Hepatitis Council - Queensland Health - Members of advisory group - Sexual Health workers - Queensland Aboriginal and Islander Health Forum - Community Controlled Aboriginal Medical services 	<p>Specific outcomes will be developed for each campaign.</p> <ul style="list-style-type: none"> • 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 access to resources and services. • Aboriginal and Torres Strait Islander community are able to make and implement decisions about their sexual health. 	<p>Identify key issues / needs through research, community consultation, evaluation and anecdotal information.</p> <p>Form a Critical Reference Group of suitably knowledgeable & skilled people for the resource being developed.</p> <p>Develop a detailed resource development plan / ASTAR and agree with Resource Reference Group</p> <p>Produce campaigns & resources.</p> <p>Ensure they are focus tested with the target group .</p>	<p>Shortlist of possible themes</p> <p>5-8 members</p> <p>Range of participants.</p> <p>1 campaign 2 resources</p> <p>10 participants Min. 4 gay/msm + 1 HIV +ve,3 Sistergirls Resources approved</p>	

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			<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>	<p>No. ad placements</p> <p>No. resource distributed. 2500</p>	
<p>Consultancy Advice & Professional Development</p> <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>QATSIHAP</p> <ul style="list-style-type: none"> - Aboriginal & Torres Strait Islander community people - Indigenous Sexual Health Workers - Community Health Workers/ Clinic Workers (including RN) - District Health Workers - Community Controlled Health Service health workers and clinic workers - Community Councils - and other relevant services and organisations which are supportive of the development of accessible Community services 	<ul style="list-style-type: none"> • Collaboration between services to share responsibility of increasing access to STI/ BBV testing and providing information to target populations of Queensland • 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 • Community strengthened through action of drawing on existing knowledge, skills and resources available in target populations to participate and develop 	<p>Professional Development</p> <p>Attend relevant interagency forums such as Deadly Sex, CISHWN, CHIVAS etc</p> <p>Higher education plans</p> <p>The development of culturally appropriate policies and procedures within the QAHC</p> <p>Consultancy Advice</p> <p>Facilitate, coordinate and conduct 'Access For All' service provider training</p> <p>Reporting back on training</p> <p>Responding to requests for advice and assistance from service providers including steering groups</p>	<p>2 per year in SQ</p> <p>2 per year in NQ</p> <p>Plan for each staff</p> <p>Policies adopted by QAHC</p> <p>2 'Access for All' per year in SQ</p> <p>2 'Access for All' per year in NQ</p> <p>Written report and as per monthly reports</p> <p>4 per year in SQ</p> <p>4 per year in NQ</p> <p>2 per year in CO</p>	

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		direction <ul style="list-style-type: none"> Building skills and capacity of HPOs 	Follow-up – Maintain contact with all stakeholders, ongoing consultation, identify further needs or opportunities for Health Promotion.	Written in plan Stats input Written report General feedback	
Community/Cultural Development To support volunteer/peer involvement in the program. To undertake activities that build and reinforce Aboriginal and Torres Strait Islander culture and traditions.	QATSIHAP Elders Key community individuals and groups Arts and craft teachers Cultural advisors	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander gay men and sisters build cultural knowledge and skills Aboriginal and Torres Strait Islander gay men and sisters use knowledge and skills to develop social direction Aboriginal and Torres Strait Islander gay men and sisters self esteem and identity strengthened 	Identify key issues / needs through research, community consultation, evaluation and anecdotal information. Run cultural workshops on arts and craft including storytelling, dance and weaving and discussion on gay men and sister roles in ceremonies such as marriages, feasting etc. Showcase the outcomes of the workshops annually/biennially Ongoing evaluation/consultation/ research on benefits of community/cultural workshops Recruit, train and support community members and volunteers in the program.	Annual community report on outcomes of meetings/ discussions and research Community cultural development workshops are a part of peer network meetings and discussions Exhibition/resource/film/storytelling night etc Report produced annually 5 volunteers recruited & trained.	
Monitoring & Evaluation To Provide written,	QATSIHAP - Aboriginal & Torres Strait Islander target populations	<ul style="list-style-type: none"> Statistics are collated and analysed to inform project Finances are transparent and 	Statistic data input	Number of people from target populations referred on and/or advocated for each month	

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<p>statistical and financial reports to funding bodies, undertake evaluation and contribute to external research on A&TSI HIV and sexual health issues.</p>	<ul style="list-style-type: none"> - A&TSI community people - QAHC management - OATSIH - QH - University thesis by degree students - National research centres 	<p>functional with planning</p> <ul style="list-style-type: none"> • Monthly, six monthly and twelve monthly reports provide information on progress with performance indicators and informs the project development and implementation of current programs • Annual report promotes project activities to key stakeholders • Community strengthened through action of drawing on existing knowledge, skills and resources available in target populations to participate and develop direction • Evaluation of project/programs produces findings and recommendations for current programs/projects • External research builds partnerships, community need and provides evidence for future planning 	<p>Financial Reports</p> <p>One off funding report</p> <p>Monthly Report</p> <p>Six Month Report</p> <p>Twelve Month Report</p> <p>Annual Report</p> <p>Project Evaluation</p> <p>External Research</p>	<p>Financial Exemption Reports are monitored monthly</p> <p>Report on program objective Acquittal of funds</p> <p>Activities developed, implemented against Performance Indicators</p> <p>Report back on Six month progress of activities developed and implemented</p> <p>Report back on twelve month progress of activities developed and implemented 250 -500 word report produced by Sept/Oct each year</p> <p>Critical Reference Group Evaluation Framework Time line and fully funded (one off)</p> <p>Support 1 or more research projects across the state per year Target populations supported to participate Data collected</p>	