



Self-assessment tool

FOR PEOPLE WHO WORK IN COMMUNITY ORGANIZATIONS

This tool is meant to help you assess your knowledge of women's HIV-related experiences and possible ways to strengthen your work with women who may be living with HIV or facing structural or societal factors that increase risk factors for HIV acquisition.

INSTRUCTIONS

- ▶ Answer each of the questions below from your perspective
- ▶ Use the tool on page 11 to review your answers and see how many times you answered “yes”, “somewhat or sometimes” or “not yet.”
- ▶ Answer the reflection questions.
- ▶ Review your answers after a month, or even a year, to see where you have made progress, and identify further learning goals.

Let's get started. >>



ACTIVITY B: SELF-ASSESSMENT FOR PEOPLE WHO WORK IN COMMUNITY ORGANIZATIONS

#	QUESTION	YES	SOMEWHAT OR SOMETIMES	NOT YET
1	MY KNOWLEDGE ABOUT WHO COMES TO THIS ORGANIZATION			
1	Am I aware that women living with HIV may be accessing the organization where I work without me knowing?			
2	Am I aware of how many women are living with HIV in my region, and related demographic trends?			
3	Am I aware of societal and structural factors that may increase some women's risk for contracting HIV? (i.e. racism, colonialism, gender-diversity, socio-economic status, etc.)			
4	Am I aware of some reasons that someone who is living with HIV may not want to disclose their HIV status to people (staff or community) where I work?			
5	Am I aware of reasons why some women living with HIV, or who face societal or structural risk factors for acquiring HIV, may face barriers coming to this organization, or may avoid coming to this organization?			
ADD UP SECTION 1 TOTAL				



FOR MORE INFORMATION

To learn more about HIV rates in your region contact your local WHAI Coordinator.

 www.whai.ca/contact-us



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#	QUESTION	YES	SOMEWHAT OR SOMETIMES	NOT YET
2 MY KNOWLEDGE ABOUT HIV TODAY				
1	Am I knowledgeable about how HIV is transmitted?			
2	Am I knowledgeable about Universal Precautions that can be helpful to reduce stigma and fear if there is a workplace exposure, or risk of a workplace exposure?			
3	Am I aware of laws, policies, and workplace practices about HIV disclosure, and how to protect someone's personal health information?			
4	Am I aware of how experiences, concerns and realities of HIV disclosure may impact different populations of women uniquely? (i.e. ACB women, Indigenous women, Trans women and Non-Binary, gender-marginalized communities)			
5	Am I familiar with PrEP (Pre-Exposure Prophylaxis) including what it is, how it might be useful for women, how to access it in my community, and barriers that exist to accessing it?			
6	Am I familiar with PEP (Post-Exposure Prophylaxis), including what it is, how to access it in my community, and barriers that exist to accessing it?			
7	Am I aware about HIV treatment and care? (i.e. current medications, ways to access HIV care, etc.)			
ADD UP SECTION 2 TOTAL				



FOR MORE INFORMATION YOU CAN CHECK OUT

➤ PEP: whai.ca/resource/pep-women/
 PrEP: whai.ca/resource/prep-pamphlet/
 HIV Disclosure: whai.ca/resource/whai-disclosure-toolkit-for-service-providers/



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#	QUESTION	YES	SOMEWHAT OR SOMETIMES	NOT YET
3 MY KNOWLEDGE ABOUT HIV TESTING				
1	Am I aware of the 5 different types of HIV testing?			
2	Am I aware of various reasons why people may choose to not get tested for HIV?			
3	Am I aware of places to get tested in my community and how to support women to access testing?			
4	Am I thoughtful about how it may feel to be diagnosed with HIV?			
5	Am I aware of barriers women may face to HIV testing			
6	Am I aware of the time frames after potential exposure to get an HIV test			
ADD UP SECTION 3 TOTAL				



FOR MORE INFORMATION

To learn more about HIV testing in your region contact your local WHAI Coordinator.

➤ www.whai.ca/contact-us

To learn more about HIV testing and women, see:

➤ whai.ca/women-hiv-ontario/testing-for-hiv/ and hivtestingontario.ca



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#	QUESTION	YES	SOMEWHAT OR SOMETIMES	NOT YET
4 MY KNOWLEDGE ABOUT HIV TREATMENT				
1	Am I knowledgeable about what medications people take for HIV treatment? (i.e. How many pills, what they're called etc.)			
2	Am I aware of possible side effects of HIV treatment?			
3	Am I aware about the range of factors that impact women's health, besides HIV and medications?			
4	Am I aware of how societal and structural factors such as intimate partner violence, social economic status, race and racism, and stigma about HIV may impact women taking HIV medications?			
5	Am I aware of drug coverage benefits to help people access medication, and barriers people may face paying for medication (i.e. for newcomers, low income people, people without health care insurance / coverage)?			
6	Am I knowledgeable about Undetectable=Untransmittable (U=U) campaign, and HIV treatment as prevention principles, as well as how these interventions impact different women?			
7	Am I aware of holistic health practices, beyond medication, and able to support women in identifying and integrating these into her care?			
8	Am I aware of strategies to support women in having autonomy over their HIV treatment goals, care and health?			
ADD UP SECTION 4 TOTAL				



GAINING PERSPECTIVE

"When I stayed at a shelter I had to give them my HIV medication to store. When they gave it back, other women found out that I was HIV positive. The staff and other women treated me and my children differently."



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#	QUESTION	YES	SOMEWHAT OR SOMETIMES	NOT YET
5	MY KNOWLEDGE ABOUT PREGNANCY AND BREAST/CHEST FEEDING			
1	Am I knowledgeable about HIV testing practices during pregnancy?			
2	Am I knowledgeable about how to reduce the risk of HIV transmission during pregnancy, delivery and breast/chest feeding?			
3	Am I aware of the World Health Organization and Canadian recommendations for breast/chest feeding when living with HIV in Canada?			
4	Am I aware of some of the cultural complexities that may impact a woman living with HIV's decision to breast/chest feed in Canada and internationally?			
5	Am I thoughtful about the stigma associated with breast/chest feeding or not breast/chest feeding and prepared to have a supportive conversation with women about this?			
6	Am I aware of the issues of HIV disclosure and associated stigma that may arise when an HIV positive woman gives birth to a baby?			
7	Am I able to let women living with HIV tell me what is best for them during pregnancy and parenting?			
8	Am I aware of resources, referrals and supports available about pregnancy, parenting and HIV?			
ADD UP SECTION 5 TOTAL				



FOR MORE INFORMATION YOU CAN CHECK OUT

➔ whai.ca/women-hiv-ontario/pregnancy-and-parenting/
whai.ca/resource/having-a-baby/
catie.ca/prevention/pregnancy-and-infant-feeding



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#	QUESTION	YES	SOMEWHAT OR SOMETIMES	NOT YET
6 MY KNOWLEDGE OF TRAUMA, (POST) TRAUMATIC STRESS AND SYMPTOMS OF TRAUMA				
1	Am I knowledgeable about the impacts of trauma on the brain and behaviours that may be related to experiences of trauma?			
2	Am I aware of realities of racial trauma (i.e. what this is, and how it may impact ACB, Indigenous and other racialized women)?			
3	Am I able to adjust programming to increase accessibility for women who have experienced or are currently experiencing trauma?			
4	Am I knowledgeable about the links between trauma and HIV?			
ADD UP SECTION 6 TOTAL				



GAINING PERSPECTIVE

“They call it Post Traumatic Stress Disorder but for women with HIV there is no ‘post.’ It is ongoing.” - A woman who has experienced trauma



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Note: Creating spaces for women to speak about these topics reduces stigma and shame and fosters ways to share tips and expertise on these topics.

#	QUESTION	YES	SOMEWHAT OR SOMETIMES	NOT YET
<div>7</div> MY INTERACTIONS WITH WOMEN - TALKING				
Am I able to create a comfortable environment where women can talk about the following and how these areas impact their lives:				
1	HIV and experiences of living with HIV			
2	Sex and sexual health			
3	Drugs and harm reduction			
4	Violence, sexual assault, and safety			
5	Housing			
6	Stigma and discrimination <i>Stigma and discrimination come in many forms, and are often intersecting and overlapping. It is helpful to be aware of the different forms of discrimination women may face in your community (ie. due to their sex, gender, sexual orientation, religion, immigration status, disability, experiences of incarceration, age, HIV status, etc.)</i>			
7	Gender & gender identity			
8	Food security & nutrition			
9	Race & racism, including anti-Black, Brown, Asian and Indigenous racism			
10	Employment & income			
11	Mental health			
12	Physical health			
ADD UP SECTION 7 TOTAL				



**FOR MORE INFORMATION
YOU CAN CHECK OUT**

Women, HIV & Stigma: A Toolkit for
Creating Welcoming Spaces



www.whai.ca/resources



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#	QUESTION	YES	SOMEWHAT OR SOMETIMES	NOT YET
<div>8</div> MY INTERACTIONS WITH WOMEN - REFERRING				
When women are interested, am I able to refer them to agencies, programs and/or services related to:				
1	HIV (For example, your local HIV service organization)			
2	Sexual & reproductive health (i.e. STBBI testing, pregnancy supports, abortion services, PEP/PrEP etc)			
3	Harm reduction/drug use supports			
4	Violence against women			
5	Housing support			
6	Legal support			
7	LGBTQ2S+			
8	Counselling & support			
9	Food banks/food programs			
10	Income supports			
11	Health care			
12	Settlement services			
13	Cultural and/or faith based groups/services			
ADD UP SECTION 8 TOTAL				



***Note:** As a worker in a community organization you can facilitate conversations with women about helpful resources in your community.

Call 211 for useful referrals in your community.





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#	QUESTION	YES	SOMEWHAT OR SOMETIMES	NOT YET
<div> <div>9</div> MY INTERACTIONS WITH WOMEN - SUPPORTING </div>				
Am I able to support women as experts of their lives:				
1	Do I seek opportunities to affirm women's strengths?			
2	Do I seek opportunities to let women know they are knowledgeable about their health and wellbeing and to support their choices?			
3	Do I seek opportunities to affirm women's choices and expertise about their life?			
4	Do I create space to listen and be present with women?			
5	Do I seek opportunities to be empathetic instead of giving advice?			
6	Do I understand the difference between being curious and needing critical information?			
7	Do I seek opportunities to affirm the gender-identity of women, Trans, Non-Binary or gender-marginalized communities?			
8	Do I seek opportunities to support women in their experiences of racism and / or discrimination?			
ADD UP SECTION 9 TOTAL				



***Note:** As community workers we don't have to be an expert about everything, sometimes just listening and being welcoming is the most effective way to create change.



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NOW THAT YOU'VE COMPLETED THE ASSESSMENT:

- ▶ Have a look to see how many times you answered “yes.” Celebrate your knowledge!
- ▶ Ideally, you’ll want to work towards answering yes to all the questions.
- ▶ Take some time to answer the reflection questions on the following page.

SECTION	POSSIBLE POINTS	YES	SOMEWHAT OR SOMETIMES	NOT YET
① My knowledge about who comes to this organization	5			
② My knowledge about HIV today	7			
③ My knowledge about HIV testing	6			
④ My knowledge about HIV treatment	8			
⑤ My knowledge about pregnancy and breast/chest feeding	8			
⑥ My knowledge of trauma, (post) traumatic stress and symptoms of trauma	4			
⑦ My interactions with women - talking	12			
⑧ My interactions with women - referring	13			
⑨ My interactions with women - supporting	8			
ADD UP SECTION TOTALS	71			

TOP THREE AREAS TO STRENGTHEN MY WORK

- 1 _____
- 2 _____
- 3 _____




REFLECTION QUESTIONS


- What are your strengths?
- What areas would you like to strengthen? Identify a few priority topics.
- What more do you need to learn?
- What resources can you access to help build your knowledge?
- Which areas are most vital to your work?





Further reflection

Choose an area for learning from the previous page and work your way through these questions to land at a potential solution.

1 AREA TO STRENGTHEN MY WORK:


2 RESOURCES I CAN USE TO HELP BUILD MY KNOWLEDGE:


3 STEPS I CAN TAKE TO SHIFT MY WORK:


4 TIMEFRAME FOR CHECKING IN ON MY PROGRESS:


Flowchart showing the sequence of reflection steps: 1 to 2, 2 to 3, and 3 to 4.