



Activity: A group discussion about institutional stigma

INSTRUCTIONS

-  Review the questions below with 2-5 people in your organization.
-  Think about how your organization operates. Have each member record their thoughts and answers.
-  Share and discuss each person's thoughts and ideas. See the sample answers on [page 15](#).

1 WHAT ARE THE IMPACTS OF INSTITUTIONAL STIGMA ON POPULATIONS WHO FACE STRUCTURAL RISKS RELATED TO HIV?

2 WHAT ARE THREE EXAMPLES OF WAYS YOU CAN SUPPORT PEOPLE TO NAVIGATE SYSTEMS THAT MAY BE STIGMATIZING?

3 HOW DOES YOUR ORGANIZATION REDUCE/PREVENT INSTITUTIONAL STIGMA?

4 IF YOUR ORGANIZATION DOESN'T HAVE POLICIES, PROCEDURES OR GUIDELINES TO HELP REDUCE INSTITUTIONAL STIGMA, HOW MIGHT YOU BRING THESE TO YOUR WORK?



**ACTIVITY:
A GROUP DISCUSSION
ABOUT INSTITUTIONAL
STIGMA**



FACILITATING ON A SCREEN

If you are facilitating this activity online, consider using breakout groups and putting people in pairs to discuss different questions and then bringing people back together to share. You could also use a white board for people to make notes that can be shared.

SAMPLE ANSWER SHEET

- ▶ The sample answers on this page correspond to the answers on the previous page.
- ▶ These answers are just a few samples, and we encourage your group to look at stigma from your personal and organizational experiences.

1 WHAT ARE THE IMPACTS OF INSTITUTIONAL STIGMA ON WHAI'S PRIORITY POPULATIONS?

- Examples may include:*
- Being withdrawn
 - Refusal to visit community organizations
 - Not taking medication
 - Avoiding health care services
 - Avoiding HIV testing
 - Lack of self-care
 - Lack of access to essential services

2 WHAT ARE THREE EXAMPLES OF WAYS YOU CAN SUPPORT PEOPLE TO NAVIGATE SYSTEMS THAT MAY BE STIGMATIZING?

- Examples may include:*
- Listen and validate **women's** experiences
 - Accompany **women** to appointments
 - Do educational workshops with other community organizations involving **women** who have lived experience

3 HOW DOES YOUR ORGANIZATION REDUCE/PREVENT INSTITUTIONAL STIGMA?

- Examples may include:*
- HIV training
 - Anti-oppression anti-racism training
 - HIV disclosure policy
 - Gender neutral washrooms
 - Community feedback processes
 - Reaching out to community members about their needs in advance

4 IF YOUR ORGANIZATION DOESN'T HAVE POLICIES, PROCEDURES OR GUIDELINES TO HELP REDUCE INSTITUTIONAL STIGMA, HOW MIGHT YOU BRING THESE TO YOUR WORK?

- Examples may include:*
- Contacting your local WHAI worker
 - Discussing at a team meeting
 - Bringing samples to work from other agencies