Health Care Worker Sensitivity Training For Key Populations
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The Desmond Tutu HIV Foundation

Our mission is to pursue excellence in research, treatment, training, and prevention of HIV and related infections in Southern Africa.
The Need for HCW Sensitivity Training

- The MSM, Sex worker, and PWID communities are greatly affected by HIV and human rights abuses.

- Stigma and Discrimination impact ability to uptake health care services.

- Improving HCW sensitivity is a critical step to improving health care access such as HIV testing, treatment, and prevention interventions.
MSM Perspectives:

- Lack of confidentiality seen as a major barrier
- Nursing Staff were continually highlighted as sources of discrimination
- Lack of understanding for MSM health needs were emphasized (ie anal screening)
- Continued Denial of Same-sex behaviour
- MSM sensitive service providers preferred
- MSM approved of sensitization training among public clinic staff and agree that it would change their uptake of the services.
“Before you step outside someone will know about your status...”

~ Mbekweni Community Member
“For me myself I go to the clinic when I have a STI and they check my penis, they don’t check my anus...”

~ Masi Community Member
“When they see a MSM person they are associated as being a liar, unreliable, sex addicts, promiscuous..”

~ MSM Community Member
MSM Sensitivity Training

- 1st Edition published in 2009 with support from IAVI
- 2nd Edition published in 2011 with support from CDC
- Included contributions and external review from Local and International Experts
- Hard Copy, Electronic, and Web-based Dissemination
MSM Sensitivity Training

• Format included:
  - 4 Half Day Session over 1 month
  - 2 Consecutive half day sessions
  - 1 Full day Sessions

• Structure included:
  - group work
  - Lecture
  - Interactive discussions
  - Interactive activities
  - All sessions led by trained facilitator

• Modules Included:
  - Introduction to MSM
  - Stigma and Homophobia
  - Sexual Identity and Coming Out
  - Anal Sex and Common Sexual Behaviour
  - Substance Use and Mental Health
  - Risk Reduction Counseling
  - HIV / STI
MSM Sensitivity Training

• Between February 2010 and August 2011:
  
  • 570 health care workers trained over 30 sessions
  
  • Held 2 follow up Mentorship workshops, to which we invited anyone who had received the MSM Training
  
  • Conducted an MSM ToT in October 2011
  
  • Registered as a service provider for Cape Town City Health, to provide on-going MSM Training to City Health staff
Pre Course Assessment

Have you ever asked male clients about sexual acts with other men?

- Yes: 38%
- No: 62%

Have you received any training on how to counsel MSM clients on relevant health issues?

- Yes: 12%
- No: 88%
Training Evaluation:

Changes in Knowledge - Significant improvement* in:

• Median pre- and post training knowledge score, specifically:
  • Awareness of affects of stigma towards MSM
  • Anal sex not only practices by MSM
  • Risk associated with unprotected receptive anal sex
  • Mental health & substance abuse among MSM

* Z score difference p value < 0.005
Qualitative Feedback

• Overall, participants showed a shift in attitude towards MSM
• Participants indicated a willingness to accept people’s personal choice in regards to sexual behaviour
• Showed signs indicating a realization that same sex practices were not culturally related
• Learned to put personal beliefs and values aside
• Improved ability to provide services and gain skills
Qualitative Themes:

1. Personal reflection & changes

“Like “Man, how does this happen? Ugh”. Before I tended to have that attitude, because I didn’t really understand and know why would a person choose this way. .. Now I’ve come to realise that behind closed doors you can explore, you can do whatever, it doesn’t matter whether you’re MSM or heterosexual…”

2. Professional development

“I’ve never asked them about anal sex before…. after the training it really broadens up and you realise you do need to ask because we do have… couples who do prefer to have anal sex … “

3. Recommendations to improve training

“Engagement with MSM, ongoing support, tips to improve friendliness”
Sex Worker and PWID Sensitivity Training:

• Developed in partnership with SWEAT and through the collective input and support from numerous other organizations.

• Presented as an introductory course with a focus on addressing stigma and discrimination

• Divided into 8 Modules and includes numerous resources for Health Care Workers
**EXERCISE 1**

> Mind-map

When you hear the term sex worker, what is the first thing that comes to your mind? Write down a brief description of what you think of as a typical sex worker and consider the following questions:

- Is the sex worker a man or woman?
- What is he or she wearing?
- Where does the sex worker work?
- Does the sex worker live in a city or a rural community?
- How old is the sex worker?
- Why did that person start sex work?
EXERCISE 1

> Stigma self-reflection

Think back to a time in the past when you were in any way treated differently by other people. For example, it may have been a time when you moved into a new area and attended a new school, and the learners there teased you for being new to the area. It could have been when you were taken care of by a distant family relative who was not your mother or father, and the relative treated you with less love and affection than his or her own children.

Try to remember such an experience and what happened. How were you treated differently? Then answer the following questions:

1. In what way were you treated differently by others around you?
2. How did this make you feel?
3. How could you have avoided this situation?
4. How do you think this experience affected you in the long term?
5. What did you learn from this experience?
1. All sex workers were abused as children. Many people believe that child abuse is the primary reason that people engage in sex work, but this is untrue. Most sex workers engage in sex work for economic reasons. This will be explored further in Module 2.

2. Sex work and human trafficking are the same thing. While some sex workers are victims of human trafficking, this is not the case for all sex workers.

3. Sex workers are all drug addicts. Some sex workers do use drugs, but not all sex workers engage in drug use or are drug addicts. Sex work and drug use will be further explored in Module 6.

4. All sex workers are immigrants. Some sex workers are migrants from other places in South Africa or other countries, but not all sex workers
Pilot Trainings: Outcomes

• 388 participants trained overall

• 10 SW trainings reaching 211 participants at 33 different organizations

• 8 PWID trainings reaching 177 participants at 18 different organizations

• 13 - 40 participants per training and 51 organizations in total

• Evaluation & analysis on going
The training manual content is useful

97% Agree or Strongly Agree
The training topics were relevant to my needs as a health care worker.

91% Agree or Strongly Agree
This training has changed my attitude towards SW/PWID

97% Agree or Strongly Agree
I feel more skilled in providing services for SW/PWID because of this training

97% Agree or Strongly Agree
I would like to attend follow up SW/PWID trainings if they are offered.

91% Agree or Strongly Agree
Questions and Considerations:

• Can longer term behaviour change be sustained?

• What are institutional barriers that may prevent training up take?

• What is the impact of required trainings versus self-selection?

• What method of training programme is most effective?

• How can data collection be improved?

• Can long term follow up be sustainable?
Conclusions

• The need for HCW sensitivity training continues.

• There continues to be strong willingness from HCW to engage with training and support from the Department of Health

• Sensitivity Training is feasible, expandable, and is low cost.

• Sensitivity Training can enable provision of non-judgmental and appropriate services

• Sensitivity Training can increase awareness of the unique issues pertaining to Key Populations
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Print and Electronic Copies of All Training Manuals are available