



Common Threads

An integrated HIV prevention and vocational intervention program for African American women living with HIV/AIDS

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Chair Common Threads

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What is Common Threads?

“Common Threads is a peer-led HIV training that addresses social determinants of health as an integrated prevention, trauma-informed and vocational development training.”

[copied and pasted mission statement]



Trauma-Informed Intersectional Model of Vocational Rehabilitation

How Does It Work?

Phase I: Repair

Storytelling: Narrative approach to reflect and re-examine life history stemming from social determinants of health

Phase II: Restore

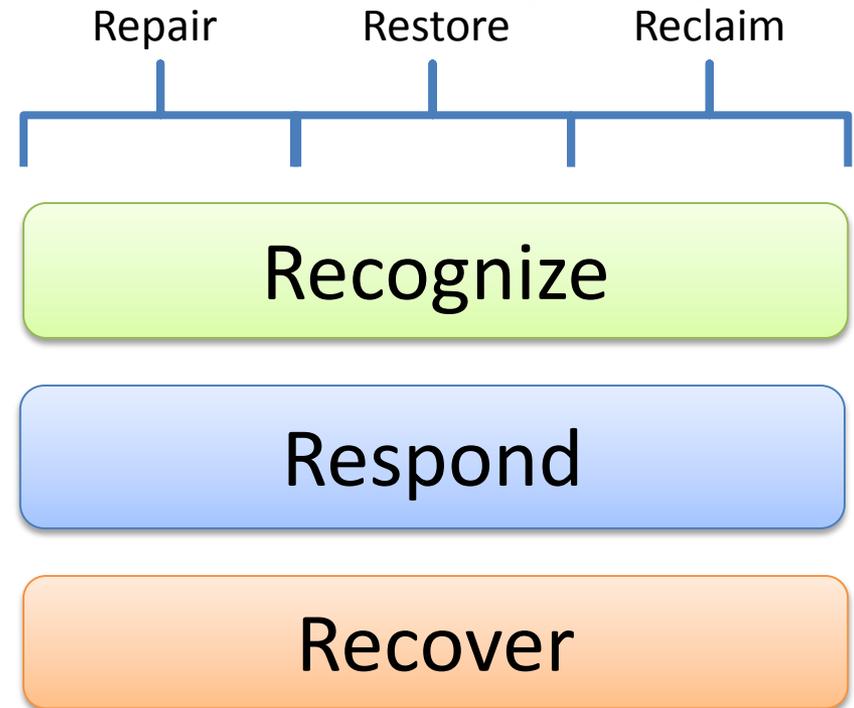
Microenterprise: Economic intervention to increase financial stability and self-sufficiency

Phase III: Reclaim

Civic Engagement: Increase participation on community services, representation on decision making bodies, consultation and employment

What is Trauma-Informed Care?

A strength-based framework that emphasizes the pervasiveness of trauma and it advocates service delivery utilizes the concept to identify, prevent, or intervene traumatic events
(Harris & Fallot, 2011)



Safety

Trustworthiness

Choice

Collaboration

Empowerment

Trauma, Employment & HIV

- History of trauma → Reduced participation rate in workforce
- Benefits of Employment
 - Financial stability, health, psychosocial
- Barriers to employment
 - Disparities in using and accessing vocational services
 - Race, gender, abilities, etc.
- Policy development in vocational services for people with HIV
 - Discrimination

Vocational Development and Public Health

- Vocational interventions help to preserve **health equity**
- Considers a broad **spectrum of vocational development**
- Promotes the integrations of vocational services into **HIV care continuum**

Program Evaluation

Satisfaction (n=31)

Question	Agree				Disagree	Mean	Median
	5	4	3	2	1		
	%	%	%	%	%		
Training met my expectation	84.2	10.5	0	0	5.3	4.68	5.0
The training was an effective use of my time	89.5	5.3	0	0	5.3	4.74	5.0
The lodging was satisfactory	57.9	26.3	10.5	0	0	4.67	5.0
The training space was satisfactory	63.2	31.6	0	0	0	4.89	5.0
Meals	42.1	26.3	15.8	5.3	5.3	4.0	4.0

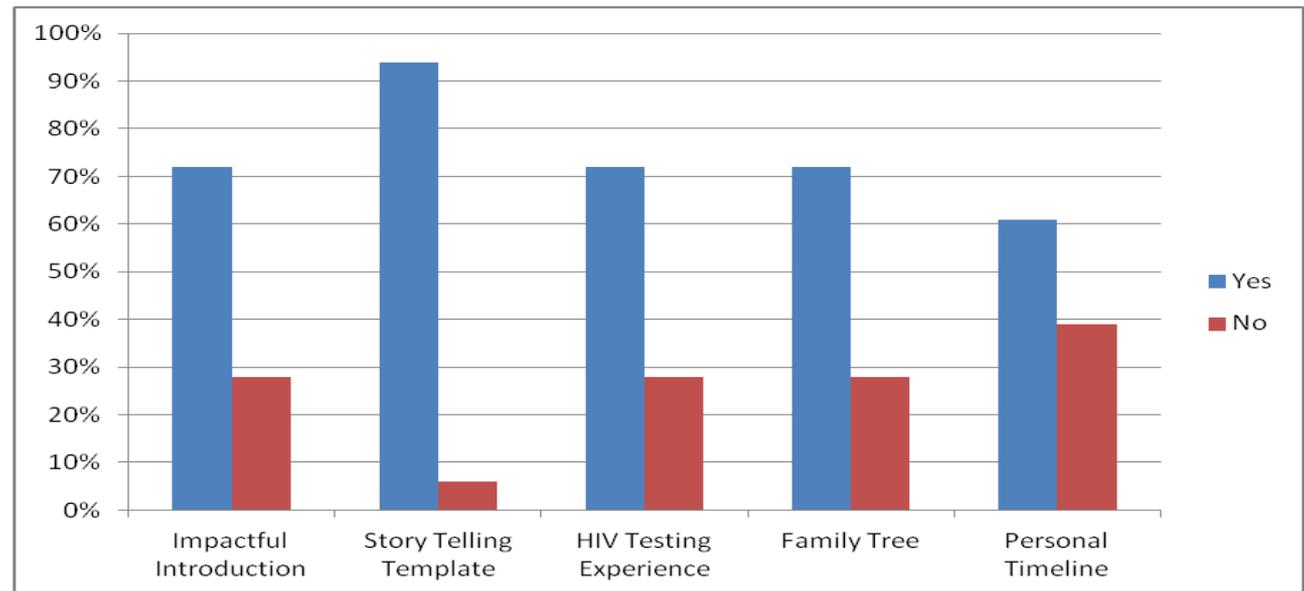
(Madondo & Johnson, 2012)

Program Evaluation

Disclosure status (n=29)

Variables	Frequencies		Percentages	
	Yes	No	Yes	No
Print Media	13	16	33.3	66.7
Television	12	17	22.2	77.8
Internet	16	13	66.7	33.3

Changes in Storytelling techniques



Program integration of vocational and HIV services with Trauma Informed Care Model



- Factors of trauma, unemployment and HIV risks are closely related
- Need to understand the impact of an integrated vocational rehabilitation program on women living with HIV/AIDS
 - Improved engagement in care leads to desire to work
- Need to understand the experiences of these individuals in their process of recovery: What about this integrated approach contributes to success?
- How can we fund replication and evaluation?

Initial Findings: Impact of Trauma

- “Some of the things that made me vulnerable that hold me back. The family thing that we went through, I was able to look at those and see why I was doing the things that I was doing because of the things that my family said that really wasn’t appropriate, that I had kept a lot of things in it that held me back...things happened to me that I had forgot about but I was still held inside of me.”
- “I think it [After CT] was that I realized that I had sexual trauma. That I had domestic abuse, that I put myself in situations to try to create a feeling that others, that men, not others, would think of me as something special “
- “It [Common Threads] brought it [trauma history] to the center, to the forefront, some of the things that you don’t have to held inside...[After Common Threads]I feel that I have the level self-esteem, self believe; understanding with who I am in life and all of those things, but still you can always be lifted.”

Initial Findings: Impact on Vocational Development

- [After talking about an article that reported the development of Common Threads] “it is to be recognized that way and then there is power in that, there is interest in that. Another guy, ...he worked for an organization...he took the magazine to a new place where he is employed, and...asked me to come and present there with them, Not only does that give us value in itself when women come up to us and they admire... it brings on excitement, appreciation, accomplishment.”
- “It [Market space] gives you the opportunities to have a little bit more moneys available...There are works that I do in the community as a community educator on the virus, on women’s health issues. I feel like that’s by examples by comments, and things that other women shared with me, because they said you really helped me, I really appreciate the way you are, all those sort of things. So I feel good about that.”
- “I wanna work, I wanna go back, I wanna go back to work. Now, I want to work for me. I want to work for myself. I want to be an entrepreneur with the things that I do...I have written a business plan, but needs someone to back me, needs a mentor to show me how to go about it. Someone to guide me to the right path that has done something like that before. And I would follow that mentorship.”

Preliminary Research Findings: From Vulnerability to Strength



“I was always want to sit back, now I go out, I could talk, I could sit up front. I had low self-esteem, I had to build my self-esteem up and I got great deal of power by look at what other ladies are doing as well. They can do it, I can do it too...I can go to the White House and tell them that I am HIV positive. Well, I have AIDS, I can let them know.”

“I think if I am being abused, or looks like abuse, I will be able to say, well there will be breaks, I learned the power of saying, “no, I am not doing it. Doesn’t feel good, no.” And learned that saying, “no,” it’s okay to say.”

[After finding out breach of confidentiality] “First time, I went to administration and I let it die. This time, I said I’ve already download that application and yes I am filing a human rights grievance against ya’ll... Because if I wasn’t educated and I did not know, they wouldn’t played under the table just like that.”

Policy Implications

- The Common Threads model should be replicated and assessed as a demonstration project in a number of key
 - Integrated HIV prevention and employment intervention
- Needs services that integrate vocational rehabilitation and HIV services with trauma informed care
 - Enhance staff and clinician training
 - Revise and reestablish services and organization policy
- Need for interventions that are women focused and culturally sensitive to address intersectionality of identities

Thank You!



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