

## **THEME: Public Health (Online)**

**1. Course Title:** International Training Course on Ending HIV-related Stigma in Health Facilities to Fast-Track 95-95-95 Targets

**2. Duration:** 3 weeks (Three and a half hours per day in 7 working days)

### **3. Background and Rational:**

The 2030 Agenda for Sustainable Development reflects the interdependence and complexity of a changing world and the imperative for global collective action. In shifting from so-called development for the poorest countries to sustainable development for all, the global agenda has expanded in scope and complexity. As a set of indivisible goals, the SDGs give all stakeholders a mandate for integration of efforts. The AIDS response is no exception: the epidemic cannot be ended without addressing the determinants of health and vulnerability, and the holistic needs of people at risk of and living with HIV. People living with HIV often live in fragile communities and are most affected by discrimination, inequality, and instability. Their concerns must be at the forefront of sustainable development efforts.

Stigma and discrimination (S&D) is a key obstacle for achievement of the SDGs which aims to end AIDS by 2030. Generally, fear of stigma and discrimination is the main reason why people are reluctant to access and retention in health care system for effective HIV treatment and prevention for their better quality of life. One study found that participants who reported high levels of stigma were over four times more likely to report poor access to care. This contributes to the expansion of the global HIV epidemic and a higher number of AIDS-related deaths. Also, an unwillingness to take an HIV test means that more people are diagnosed late, when the virus may have already progressed to AIDS. This makes treatment less effective, increasing the likelihood of transmitting HIV to others, and causing early death. In addition, people who are at risk but not infected yet may not access to or get prevention services to remain HIV negative due to S&D.

To reduce stigma and discrimination which is key barrier in access to HIV prevention and treatment services, Division of AIDS and STIs (DAS), Department of Disease Control, as a national program manager of AIDS Prevention and Alleviation in Thailand, has collaborated with the stakeholders to develop and implement the measurement and interventions to address HIV-

related stigma and discrimination in health facilities. The results of evaluation proved that the intervention is effective and well acceptance from both people living with HIV (PLHIV) and health providers. This experience of implementation of stigma and discrimination reduction in health facilities has been disseminated and shared with other countries through several workshop and meetings during the past-5 years.

The Division of AIDS and STIs (DAS) of the Department of Disease Control, Ministry of Public Health (MOPH) has accumulated experience of sexually transmitted infections (STIs) and HIV both technical knowledge and program management including policy formulation strategic planning, logistics and procurement, and monitoring and evaluation. The well documented achievements and lessons learned from such programs included approaches of 100% condom use, HIV prevention among vulnerable groups of population, universal coverage of treatment and care, prevention of mother-to-child transmission (PMTCT), care for children and adolescents living with HIV, stigma and discrimination reduction, as well as active STIs services, all of which have been widely known within and outside this region of the world.

DAS has, in June 2004, initiated its establishment of the International Training Center (ITC). ITC is established as an excellence center for providing technical assistance, transferring of knowledge and capacity strengthening international participants on a continuing, regular and efficient manner. Throughout our significant experiences and expertise in Thailand in implementing effective HIV programs, ITC in collaboration with many international agencies, Thai academic institutes, and experts have developed and conducted various HIV/AIDS and STIs training programs regularly for national and international health care personnel and program managers. The training courses and study visits were arranged by both annual scheduled and upon ad hoc requests from the other countries or donor agencies.

#### **4. Objectives**

4.1 To help participants understand stigma and discrimination issues and their impacts on healthcare services and ending AIDS program.

4.2 To guide participants on how to develop and integrate stigma and discrimination reduction programs into their national or subnational HIV programs.

4.3 To ensure that stigma and discrimination reduction strategies are possible, feasible, and measurable.

4.4 To initiate networking among stigma and discrimination program manager from various countries for knowledge, experience and technology transfer to maximize S&D reduction in health facility implementation.

## **5. Course Contents**

### **5.1 Course Outline**

The training course is presented in 10 modules as follows:

#### **Module 1: Ending an AIDS epidemic and Stigma**

*Learning objective:* At the end of this module, participants will be able to

- 1) Able to analyze the situation, key populations, negative impact, and national/global goal to ending AIDS by 2030.
- 2) Be able to identify S&D issue in PLHIV and key affected population.
- 3) Sharing experience on S&D reduction and challenge of Thailand and participants' countries to ending HIV/AIDS.

*Module introduction:* This module is an introduction of HIV/AIDS and it affects every region of the world. Even though the trends of HIV epidemic seems to decrease but the number of new infections continues to grow in some countries/region. The global impact of the HIV/AIDS pandemic is especially severe in resource constrained settings and results in overwhelmed healthcare systems, decreasing life expectancy in many countries, and Negative impact on countries' economic development. Effects of the HIV/AIDS pandemic on individuals include illness and suffering, loss of work and income, barriers to health care related to stigma and discrimination and so on. The topics of this module are as follows:

- 1) Sharing HIV situation, key populations, negative impact, and national/global goal of 95-95-95 to ending AIDS by 2030.
- 2) Situation of national/global Stigma and Discrimination.

#### **Module 2: Concept & Approach of S&D reduction**

*Learning objective:* At the end of this module, participants will be able to

- 1) Understand the concept and framework of HIV related stigma on Human Rights basis
- 2) Know the global situation and progress of HIV related stigma reduction efforts

3) Understand why to address stigma in health settings and how it relates to the “ending AIDS”

4) Know available tools and progress on stigma measurement and intervention particularly in health settings particularly the adapted tool used in Thailand

5) Understand importance of the community engagement in the stigma reduction program

*Module introduction:* Stigma plays a prominent the role influencing health outcomes and quality of life as well as contributing to the disparity in social and economic opportunities. HIV related stigma is particularly obvious and widespread with different forms and manifestation. It is a key barrier to accessing health and social services and prevents the attainment of ending AIDS effort. In this module, the participants will understand the concept, definition, and framework of HIV related stigma. Types and manifestation of stigma will be elaborated. Immediately key drivers at an individual, system, and regulatory level will be discussed. The participants will learn the global situation and recent development of stigma measurement and interventions, particularly in health facilities. Experiences and lessons from Thailand at national, provincial, and facilities level will be shared. Why and how to do the community engagement in stigma reduction program will be discussed. The topics of this module are as follows:

1) Concept and framework of stigma, discrimination, drivers, manifestation, and impacts on health outcomes.

2) Stigma situation and progress in measurement at the global and regional level including experiences and lessons from Thailand.

3) The importance of stigma hindering achievement of ending AIDS epidemics.

4) Community engagement in the stigma reduction program.

### **Module 3: Concept of 3x4 package and linkage with CQI process**

*Learning objective:* At the end of this module, participants will be able to

1) Understand the importance of stigma reduction in health facilities and community engagement program and its ongoing process in relate to continuous quality improvement (CQI) to address S&D issues which are barriers to access to HIV prevention and treatment services among KPs and PLHIV.

2) Understand and know how Thailand conceptualize S&D reduction intervention and develop 3x4 package.

3) Describe key interventions, plans, and activities for stigma reduction in health facilities based on 3x4 intervention package with lessons learn from Thailand.

4) Be motivated to develop an action plan and activity to start up stigma reduction in a health facility in participants' respective country.

*Module introduction:* This module is an introduction of the 3x4 intervention package for stigma reduction in health facilities. Three key interventions consist of 1) intervention at an individual level 2) intervention at a structural or systematic level and 3) intervention linkage with community, in relation with 4 key actionable drivers of stigma reduction which are 1) awareness 2) attitude 3) fear and 4) policy or environment. The 3x4 intervention package is a program implementation for stigma reduction in health facilities. The program will lead to support health facilities to implement activity step by step, starting from establishing structure and mechanism, an action plan of health facilities including stigma measurement as baseline and endline, training program, and activities with linkage to community including community involvement in reduction of stigma and discrimination in health setting, self-stigma reduction program and other activity. The participants will learn the model and lessons learn from Thailand, share and discuss on factors need to be concerned in applying 3x4 intervention package in their respective countries. The topics of this module are as follows:

1) Review the important to start up and implement stigma reduction program in health facilities to end the AIDS epidemic.

2) Describe the 3x4 intervention package for stigma reduction in health facilities as a model intervention.

3) Share Lesson learn from hospitals participating in the S&D reduction program in Thailand.

4) Discuss Factors need to be concerned in applying the 3x4 intervention package and its ongoing process in relate to continuous quality improvement (CQI).

#### **Module 4: Demonstration: S&D participatory training**

*Learning objectives:* At the end of this module, participants will be able to

1) Describe the S&D participatory training curriculum and its core activities designed for stigma reduction in health facilities.

2) Describe important of the curriculum and participatory learning activities for stigma reduction in health facilities and be able to apply to their country action plan for stigma reduction.

3) Be motivated to use the curriculum in their own respective countries.

*Module introduction:* This module is an introduction to the S&D participatory training curriculum and learning activities for stigma reduction in health facilities. This curriculum leads to learning of 4 key actionable drivers on stigma in health facilities. The activities will create learning and sharing on forms, factors, impacts of stigma and finally leading to encourage participants to draft the code of practices for stigma reduction at individual, clinic, department and/or hospital service system. The participants will learn some of the activities as an example and, have opportunity to discuss with hospital team participated in Thailand 3x4 package. The topics of this module are as follows:

1) Overview the S&D participatory training curriculum and learning activities

2) Learning and sharing 4 key actionable drivers of HIV stigma in hospital (and stigma on key populations as option) via selected (3 – 4) activities.

3) How and why this is important that Thai hospitals draft their own code of practices for HIV stigma reduction as part of the participatory learning activity.

4) Direct implementation experiences from participated hospital in Thailand.

5) Q & A: Adapt and apply in participants' country context.

### **Module 5: Concept, tools, method of CQI and process management**

*Learning objectives:* At the end of this module, the participant will be able to

1) Understand the concept and framework of HIV related stigma and CQI.

2) Learn the lessons learned from Thailand's pilot project.

3) Understand the concept and framework of scaling up S&D – CQI.

4) Be motivated and having a concept to start up and scaling up the stigma reduction with CQI in health facilities in their respective countries.

*Module introduction:* This module is about the lessons learned from implementation of the 3x4 intervention package for stigma reduction in health facilities in the pilot project and how Thailand scaling up from its pilot project from S&D reduction in collaborative with quality improvement to other hospitals in its regions. The topics of this module are as follows: Explain how Thailand develop the S&D program in collaboration with quality improvement.

- 1) Sharing the implementation of CQI as a part of the 3 x 4 intervention package and lessons learned from the participating hospitals.
- 2) Describe how Thailand moving forward to the scaling up of S&D – CQI.

### **Module 6: S&D measurement and M&E**

*Learning objectives:* At the end of this module, the participant will be able to

- 1) List the key indicators that need to be measured and relate them with the ending AIDS strategy.
- 2) Lay out the comprehensive list of the approaches to collect S&D information.
- 3) Describe the tools and methodology used to measure S&D in health facilities.
- 4) Explain how the survey data is processed and utilized at the local, regional and country level.
- 5) Be able to adapt Thai's experience and use in local contexts.

*Module introduction:* This module is measuring HIV-related S&D which is an important and necessary element within the ending AIDS strategic framework. Comprehensive and quality information will inform the program manager on the ongoing situation and the outcomes of the program. In this module, the Participants will learn about types of stigma and related health outcomes that need to be measured in the context of S&D mechanism as well as the 90-90-90 ending AIDS targets, be aware of the comprehensive list of approaches to collect information including the populations of interest and the types of S&D surveys, learn how to measure HIV-related S&D in health care facilities and lessons learnt from Thailand. The participants will be presented with and have the opportunity to learn from the real implementers in Thailand during the field trip. The information technologies used to simplify and speedup the data collection, data analysis and result presentation will be also presented. Toward the end of the module, the focus will be on how data would be compiled, analysed and utilized. The topics of this module are as follows:

- 1) Concepts and significance of measurement, monitoring and evaluation of a health program
- 2) Domains of stigma and health outcomes that need to be measured in the context of stigma mechanism including actionable drivers and manifestations of stigma, clinical indicators and 90-90-90 ending AIDS targets

3) Comprehensive list of approaches to collect S&D information: various populations and types of S&D surveys that need to consider to gather comprehensive strategic information including survey in health care facility, general population, key populations, PLHIV, etc.

4) Measuring HIV-related S&D in health care settings: significance of measuring HIV-related S&D in health care settings, data collection from health staff and PLHIV who receive care at the facility, standardized tools, survey methodology, IT used to accommodate the data collection, data analysis and result presentation process.

5) Lessons learnt from Thailand on development of tools and methodology to monitor and evaluate HIV related S&D situation.

6) How data collection and data used are actually be implemented at the hospital, provincial health office, and regional office of disease prevention and control

7) How data is analyzed and present, data used and policy implementation

### **Module 7: World café**

*Learning objectives:*

- 1) Introduction of S&D Package in Thailand.
- 2) Understand the concept and framework of each activity.
- 3) Review the S&D e-learning tools for healthcare workers and medical students.

*Module introduction:* This module is about the optional tools and lessons learned from Thai's experience for stigma reduction in health facilities example Protecting the Rights of Persons Living with HIV/AIDS program application (AIDS Complaints and Protection Program: Pokpong). The topics of this module are as follows:

- 1) S&D E-learning
- 2) CRS (Crisis Response System)
- 3) SRP (Self-Stigma Reduction Program)
- 4) KPLHS-S&D (Key Population Led Health Service)

### **Module 8: Online Sites visit**

*Learning objectives:* At the end of this module, the participant will be able to

- 1) Learn and understand the direct experiences of the hospitals in implementation of stigma reduction in their health facility by using the 3x4 intervention package



2) Be motivated and having a proper way to start up a stigma reduction in health facilities in their respective countries

*Module introduction:* Site visiting will bring in real and direct experiences of hospital staffs from a different level in collaboration and coordination with various partners and/or stakeholders on how to start up the program since from the first consultation, planning, implementation, and the final result. The participants will listen to the experiences and lessons learn and have the opportunity to discuss with hospital staffs from different level along with partners and/or stakeholders. The site visit will lead participants to walk through the hospital from unit to unit for better understanding on stigma reduction at the individual, unit and service system level and their processes for moving forward to the quality improvement of health service system of hospitals. The topics of this module are as follows:

1) The HIV situations and responses at local area and the role and responsibility of the hospital and other health mechanisms within the area.

2) The implementation of 3x4 intervention package for stigma reduction in health facilities at hospitals in collaboration and coordination with various partners and/or stakeholders since from the beginning to the end of the pilot project.

3) The establishment of structure and mechanism and planning for the participatory learning and sharing process in the hospitals.

4) The result, challenges, and lessons learn toward stigma reduction and quality improvement in the hospitals.

5) Experiences of hospital staffs, partners and/or stakeholders from different roles and responsibilities in the implementation of the 3x4 intervention package.

**Module 9: What country needs to know on how to implement 3x4 package of S&D reduction in health facilities.**

*Learning objectives:*

1) To review and summarize key messages on the 3x4 package on S&D reduction program for healthcare setting, Measurement, Participatory training, S&D CQI, Community linkage.

2) To clarify remaining questions from participants on how to apply the 3x4 package of S&D reduction in health facilities to their country context.

*Module introduction:* Key messages and linkage of the 3x4 package on S&D reduction program for healthcare setting, Measurement, Participatory training, S&D CQI, Community linkage. The topics of discussion are as follows:

1) The process of implementation with community engagement of the stigma reduction in health facilities in Thailand at the national level to hospital level. Panel discussion (the 3x4 package on S&D reduction program for healthcare setting, Measurement, Participatory training, S&D CQI, Community linkage).

2) Out brief to review and summarize take-home message from experts

3) Open for questions and discussion

### **Module 10: Country action plan**

*Learning objectives:* At the end of this module, the participant will be able to

1) To guide participants on how to develop and integrate HIV related stigma and discrimination reduction programs into their national or subnational HIV programs.

2) Identify and develop country specific technical assistance program required from Thai experts.

*Module introduction:* In this workshop, all participants will have experience in country group work and develop their action plan/project on the following topic:

1) Draft country conceptual framework for S&D reduction program.

2) Consultation with a subject-matter expert on how to implement S&D reduction program.

3) Participants work in assigned group to develop country S&D program and implementation plan.

4) Presentation of country action plan with commentator. Each country team will present the developed implementation plan and experts will comments on the plan and provide guidance for future implementation.

### **5.2 Practices**

Apart from interactive lectures, discussion, experience sharing, brainstorming, the participants will be assisted to deep understand and have more skills through practices in group and individual in the following modules:

1) Practice on S&D activities of participatory training. All participants will be divided into small groups to practice to facilitate the S&D training activities that trainers had demonstrated in module 4.

2) In module 6 S&D measurement and M&E, participants will be presented and have the opportunity to try the actual tools and methodology used in Thailand.

### **5.3 Advance Assignments**

#### **1) Country Report**

Participants are required to prepare a paper detailing the country profile on HIV/AIDS situation and S&D related to HIV and key affected population. The country profile should be submitted to the ITC via e-mail: [itcthaitraining@gmail.com](mailto:itcthaitraining@gmail.com) before 1 week of training for duplication and distribution. For the form of a country profile, please see in the enclosed template.

#### **2) Reading Assignment**

Before training, those who have been selected for training must review and bring the following information to the training for discussion and making the project/plan:

1) HIV/AIDS situation in your country:

1.1) Epidemiology and psychosocial.

1.2) Stigma and discrimination situation.

1.3) Law and regulation related to HIV/AIDS.

2) Existing national policy/strategic plan/framework/program/intervention for prevention and alleviation on HIV/AIDS, and in particular the issue related to stigma and discrimination.

3) Concept of stigma and discrimination, human rights, measurement, and solutions for reducing stigma and discrimination.

#### **3) Project Assignment**

Participants will be divided into small groups to develop an action plan/project for their own countries in the last day and present to experts.

### **6. Participants Criteria:**

Applicants should have the following qualifications:

6.1 General qualifications:

1) Age between 27 to 50 years old.

- 2) Be in good physical and mental health in order to undergo and be able to attend the entire course.
- 3) Be able to attend and participate at set times through videoconferencing.
- 4) Have good command of spoken and written English.

#### 6.2 Specific qualification:

- 1) Work in HIV/AIDS Program as
  - National HIV program officer in management/coordination level.
  - Subnational HIV program officer in management/coordination level.
  - Hospital sector in management/coordination level.
  - Civil Society Organization/NGO (must have project in cooperation with national AIDS program office/subnational HIV program office/hospital).
- 2) Have experiences/skill in facilitating activities of participatory training.
- 3) Expected to continue working in stigma and discrimination reduction program/project after finishing this course.

### **7. Expected Results:**

At the completion of training, the participant will be able to

- 1) Better understand on concept, factors, impacts of stigma and discrimination in health facilities, as well as having positive attitudes toward PLHIV and key affected populations, the mean of post-test scores is significantly higher than that of the pre-test.
- 2) Participants can develop action plan for reducing stigma and discrimination related to HIV and key affected populations in their settings using lesson learned from the training.
- 3) Network established with number of founding member.

Also, the knowledge/skills gained from the course could be applied to the work responsibility of participants. In addition, if the curriculum and the training are achieved, it will be proposed to organize the on-site coaching under the South - South Cooperation in order to strengthen S&D reduction program in their countries.

## 8. Evaluation

1) Knowledge, attitudes and skills of participants will be evaluated by using pre-test and post-test questionnaire. Pre-test will be applied before the initiation of the training course and a post-test will be conducted using the same questionnaire at the end of the course. The results will be made known to each individual with the average score of the class. At the completion of training, it is expected that the mean of post-test scores will be significantly higher than that of the pre-test.

2) Also, at the end of the training course, participants will be required to evaluate the overall training in terms of the session usefulness, materials, and the information and knowledge gained. Recommendations and suggestions on the training curriculum will be needed.

3) All participants with at least 80% of training attendance will be given a e-certificate of attendance issued and signed by the Department of Disease Control.

## 9. Institution

### **Executing/Implementing Agency**

*Responsible organization:* The International Training Center (ITC), Division of AIDS and STIs, Department of Disease Control, MOPH.

*Background and availability of organization:* The ITC has mainly relied on the expertise and time contributed by its experts and technical staff from the Division of AIDS and STIs, as well as experienced staff of ITC under the Division of AIDS and STIs (DAS). The ITC office was set up and gradually equipped with both the standard office equipment and personnel who have been working in ITC divided into two parts, one person was hired by TUC budget and five persons were hired by government budget.

### *Responsible persons:*

Ms. Parichart Chantcharas

Chief of International Cooperation and Training Section, Division of AIDS and STIs

Department of Disease Control, Ministry of Public Health, Thailand

Tel/Fax: +66 2590 3362    Mobile: +6681 735 2834

E-mail: p\_chantcharas@yahoo.com

*Coordinators:*

1) Ms. Tipsukon Bamrungwong,

International Cooperation and Training Section, Division of AIDS and STIs

Department of Disease Control, Ministry of Public Health, Thailand

Tel/Fax: +66 2590 3362 Mobile: +6681 323 5745

E-mail: tipbam@hotmail.com, itcthaitraining@gmail.com

2) Ms. Thanaporn Saengbanjerdkul

International Cooperation and Training Section, Division of AIDS and STIs

Department of Disease Control, Ministry of Public Health, Thailand

Tel/Fax: +66 2590 3362 Mobile: +6699 297 6729

E-mail: s.thanaporn1211@gmail.com, itcthaitraining@gmail.com

*Course Director:*

Dr. TaweasapSiraprapasiri, Senior Expert in Preventive Medicine,

Department of Disease Control, Ministry of Public Health, Thailand

*Experts:*

1) Assoc. Prof. Dr. Kriengkrai Srithanaviboonchai,

Research Institute for Health Sciences (RIHES), Faculty of Medicine, Chiang Mai

University, an expert on measurement of S&D in Thailand.

2) Mr. Niwat Suwanphatthana,

Expert on S&D in Thailand.

3) Assoc. Prof. Dr. Chanane Wanapirak,

Faculty of Medicine, Chiang Mai University, an expert on CQI-S&D.