

*Invoices to Mark by
End of Sept - middle of Oct.
Get Melanie to send estimated
Excel sheet to*

Grant Name: Shake The Feathers
Name of Grantee Organization: Native American Health Center, Inc.
Address: 3124 International Blvd.
 Oakland, California, 94601
 Ph: (415) 621-4371
Project Director: Nelson Jim, MA
Report Prepared by: Nelson Jim, MA
 Shake The Feathers Project Director

Project Report

1. Project Activities:

Describe, in detail, the progress of activities in relations to each of the project's originally stated objectives and work plan. In the description of project activities, include all of the following information.

Describe how the project was implemented through a partnership of community-based organizations to coordinate HIV/AIDS outreach, screening and education, efforts, and provided referrals and follow-up for HIV/AIDS treatment.

The Native American Health Center, Inc. (NAHC), Native American AIDS Project (NAAP), and BAAITS (BAAITS) established and implemented monthly project meetings to ensure timely and efficient implementation of project goals and objectives. The subcontracts were established and signed within the first month of project implementation. The first monthly meetings began the first week of November, the key staff for the project had been hired. The monthly meetings between November and January primarily focused on clarification of the roles for each program in this project, the hiring of the additional project staff for each site, and establishing an office space for BAAITS that was suitable for this project. BAAITS established office space beginning February of 2007 at the LGBT Center of San Francisco. NAHC and NAAP hired the project support staff by January 2007, and, due to the delay in establishing space, BAAITS was able to hire its support staff in late February. The three projects have begun community outreach to make connection with the target population, including a monthly community potlucks hosted by BAAITS, which are advertised through community flyers, agency websites, agency newsletters, and word of mouth. The Shake the Feather project has yet to begin HIV/AIDS screening and education or providing any referrals for HIV testing/counseling or HIV/AIDS treatment on any new clients. The NAHC Shake the Feather Prevention Outreach Worker is in the middle of certification training for HIV testing and counseling. NAAP's Shake The Feathers Risk Reduction Counselor has been able to attend some community events to establish relationship with community members, although no risk reduction counseling has been done thus far. BAAITS in the process of establishing a core group of Community Advisory Board members to help with the development of prevention curricula and health education materials. Thus far, BAAITS has established five CAB members. The project focus and priority at the reporting period is to establish five more CAB members to begin providing input and feedback into the prevention curricula and health education materials.

Explain the methods used to impact attitudes and perceptions about HIV/AIDS in the communities to increase the number of individuals seeking and accepting services.

The Shake The Feathers has successfully planned and facilitated the 1st Annual Native American HIV/AIDS Awareness in San Francisco, in collaboration with the National Native AIDS Prevention Center. The event included a "Sunrise Ceremony Gathering" at one of the city parks, drawing together over 50 community members to celebrate and commemorate this special day. The event was facilitated by a respected community elder/medicine person, who spoke about the importance of respecting one another (regardless of difference, race, culture, sexual orientation, etc.), and that in order for the Native community to mobilize to combat HIV infection, the community must all join in to heal those most at risk, and take care of and honor those living with HIV/AIDS. This gathering was followed by a community breakfast at NAAP, attended over 100 community members. A community elder woman, who lost a beloved son who lived with AIDS, spoke and stressed the importance of having compassion for one another, and that no matter our situation (whether we are living HIV/AIDS or not) the community must remain close together and take care of each other. From this gathering and other smaller community gatherings that Shake The Feathers project has facilitated during this reporting period, we believe that building a safe and respectful community for all members must include those most respected to lead and show the way for the community, such as the traditional medicine person and community elder. Many from our at-risk target population avoid these types of community gatherings due to stigma, shame, homophobia, AIDS phobia, substance abuse, and a host of other issues. Thus, the project is gradually bringing these individuals back into the community circle, which establishes the most important foundation to begin developing ways to impact their lives in a positive way. The Shake the Feather project will build on these successful gatherings during the next reporting period.

Describe how the target population was provided with HIV/AIDS health promotion and education outreach activities that were linguistically, culturally, and age appropriate materials, media, etc.

The Shake The Feathers project is in the process of establishing a working CAB that will be providing feedback and participation in the project's HIV/AIDS health promotion and health education materials. Currently, BAAITS is hosting monthly community potlucks, NAAP facilitates several cultural activities (talking circles, drumming circle, and community support groups), and NAHC maintains a drop-in center that provides a very popular beading group, talking circle, and weekly massage by licensed/certified practitioners, all of which draw the target population to each of these sites. Once the actual materials are established they will be provided at these gatherings/meetings and during actual community outreach activities.

Describe the linkage developed with other organizations and providers of services to complete a continuum of prevention and treatment services (e.g. substance abuse treatment, mental health services).

The Shake The Feathers project organization has developed a referral procedure and policy between all three programs. The Project Director has met with the Primary Care Physician, HIV Nurse Case Manager, and the HIV Dentist at the NAHC to inform each of them of the project goals and objectives. Each staff member supports the successful implementation of coordinated

referrals and treatment for any potential clients to be referred by this project. NAAP has connected with an individual who will be assisting the project with the development of health education materials design and layouts, and other individuals, who will provide support in establishing prevention curricula that integrates and centers in "ABC" concepts and approach to HIV prevention. Additionally, the Prevention Outreach Worker (NAHC) is in the process of completing her certification training on HIV testing and counseling. This will be further discussed in the next reporting period.

Describe how the project bridged the identified gap(s) in existing services and how the plans and strategies were carried out.

Push? The Shake The Feathers project is still in the process of full project implementation to begin project services. Due to the Prevention Outreach Worker being in the certification training, **no testing, counseling, and referrals were established by the project staff.** Some referrals were made to the NAHC HIV Medical Department in the meantime for testing and counseling.

Explain the methods and strategies used to deliver the "A-B-C" approach to HIV prevention - Abstinence, Be Faithful, and use Condoms as a prevention strategy to assist in combating the spread of HIV/AIDS.

Aside from the message of the "ABC" approach to HIV prevention being provided at our community events and activities, that actual prevention curricula and health education materials have not been established at the time of this report. The CAB will be meeting on a bi-monthly basis beginning May 2007 to begin the process of assisting NAAP in establishing the curricula and health education materials.

2. Coalition:

Identify and describe the role and activities of each coalition member or partner for this reporting period. Relate any issues (e.g., change in membership, change in roles) that may have risen during the reporting period and their resolutions.

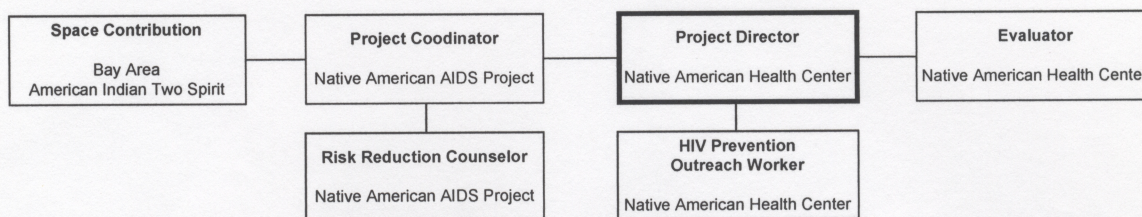
NAHC established the Shake The Feathers subcontracts and has supported the other two *what??* agencies with the hiring process, establish a monthly project meeting, and made sure all monthly reports were completed by each project. NAAP's role has been to begin the development of the prevention curricula and health education materials that will include the "ABC" approach to HIV prevention, and feedback and input from the CAB. Additionally, the Risk Reduction Counselor (from NAAP) will be working very closely with NAHC's Prevention Outreach Worker and BAAITS's project staff planning site testing/counseling activities and other project related community activities and events. BAAITS's primary responsibility has been to establish and develop a working CAB of ten individuals who will assist with the prevention curricula and health education materials, plan community gatherings, and provide community input in project implementation.

3. Personnel:

Summarize the status of the project's staffing situation, including key staff vacancies, efforts to fill these vacancies, and changes in key personnel during the reporting period. Provide a current project organizational chart with titles and names of incumbents. Additionally, complete a chart

entitled "Key Personnel" which is included in the application kit. A resume or biographical sketch must provided for any new key personnel. Job descriptions and justifications must be provided for any new positions being requested. Identify all subcontractors used in carrying out grant-related activities and supported with grant funds.

PROJECT ORGANIZATION CHART



NAHC, NAAP, and BAAITS project staff are all hired, and there are no vacancies. All the key and project support staff were hired during the first quarter of project implementation. There has been no change in all key staff positions during this reporting period, and there were no contractors.

4. Issues:

Discuss any current or anticipated problems and include strategies for resolution. Describe and justify any planned program change(s), if applicable, and include process and procedures for implementing the proposed changes(s).

The Shake The Feathers project's biggest challenge, thus far, has been finding enough Community Advisory Board members to assist with the prevention curricula and health education materials. The project will be actively recruiting during the next reporting period to find five more CAB members. The Shake the Feather Project Director and Project Coordinator will be meeting with other Native organizations to provide input and also to establish monthly community potlucks to seek more members.

5. Evaluation:

Provide a status report on evaluation activities or efforts to measure the effectiveness of the program activities in achieving the objectives of the project. Discuss how the project is expected to result the following:

Increased number and capacity of community-based, minority-serving organizations directly involved in addressing the HIV/AIDS epidemic:

The Shake the Feathers project is still in the process of being implemented project activities have primarily involved programmatic development, and no services have been rendered to be evaluated. Nonetheless, the projects has been successful in establishing some basic policy and procedures to facilitate efficient and sensitive referral plans for future clients. Additionally, the project staff have implemented some community gatherings during this reporting period demonstrating capacity and ability to outreach and connect with the target population.

Increase awareness of health promoting behaviors:

Since the project has not established a prevention curricula, health education materials, and community support groups/gatherings to disseminate these materials, no measurement can be completed, evaluated, or analyzed at this time. However, the use of traditional medicine people and community elders to provide some culturally relevant prevention through community building and community development has been a very effective strategy that the project implemented. The Shake The Feathers project will continue to include traditional medicine persons and community elders to support the prevention curricula and materials that integrate the "ABC" approach to prevention.

Reduction of sociocultural, linguistic and other barriers to HIV/AIDS treatment for targeted minority populations:

The Shake The Feathers has yet to establish any project services, thus, this cannot be assessed or addressed at this reporting period. The project staff have discussed and made plans for effective referral policies and procedures, which will be implemented once services are established. Community events facilitated during this reporting period have demonstrated the ability of project staff to connect with the target population. However, issues like stigma, unresolved shame, homophobia, etc. may be impacting the community members to be more actively involved (CAB).

Increase linkages among organizations to facilitate an increase in the number of targeted individuals entering a continuum of health care for HIV/AIDS:

The Shake The Feathers project organizations (NAHC, NAAP, and BAAITS) have established monthly project meetings to track and monitor its project implementation. NAHC has established a MOU with the Friendship House Association of American Indians, a 12-month substance abuse residential treatment program for Native Americans with an 80-bed facility, and includes coordinated referral services for high-risk residents to NAHC for HIV testing and counseling. Additionally, once the prevention curricula and health education materials are established, the NAHC Prevention Outreach Worker will provide quarterly prevention groups for these residents, as well as facilitate testing activities for all their referrals. The Project Director has also established linkages with the NAHC HIV nurse case management, primary HIV medical care, and HIV dental to develop a coordinated referral process, which will be reviewed once the project services are established.

Increased HIV/AIDS counseling and testing services:

The Shake The Feathers has yet to establish HIV/AIDS counseling and testing services, however, referrals have been made to the NAHC Medical Department to provide these services. Once the Prevention Outreach Worker completes her certification to perform HIV testing and counseling, she will provide those services. No evaluation can be performed thus far, although the project demonstrates the linkage to make some referrals at this time.

PROGRAM PLAN

YEAR 02 ~ SEPTEMBER 1, 2007-AUGUST 31, 2008

1. Project Objectives and Activities:

Describe the activities for Year 02 in relation to the objectives and provide a detailed project time line. Any proposed modifications to project activities, which were approved in the original application, must be described and justified.

TIMELINE FOR YEAR 02

ID	Task Name	Individuals Responsible	Objective Number	2007				2008							
				Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
1	Conduct Individual Risk Reduction Counseling	Risk Reduction Counselor	3	[Solid black bar]											
2	Perform Rapid HIV Testing	HIV Prevention Outreach Worker	4	[Solid black bar]											
3	Hold Monthly Workshops	Project Coordinator, Consultant	1	█		█		█		█		█		█	
4	"Shake the Feathers" San Francisco	All Staff	5												●
5	"Shake the Feathers" East Bay	All Staff	5												●

Shake the Feathers project objective and activities will include the full implementation of the project plan specific to the five objectives that were described in the original application. In general, the primary activities will include: individual risk reduction counseling, implementation of Rapid HIV testing and counseling, monthly workshops on positive health education and wellness, and two Shake The Feathers gatherings for the target population in San Francisco and Oakland.

Additional project activities will include the following:

- Monthly project meetings for all project staff to facilitate, guide, and monitor all aspects of project implementation. Two representatives from the Community Advisory Board will be included in these monthly meeting so that community members (and the target population) are integrated in the planning, implementation, and the evaluation of this project. The project coordinator will also develop a planning committee for the two Shake The Feathers events in San Francisco and Oakland, including the two Community Advisory Board representatives, beginning January 2008.
- NAHC was recently awarded a Center for Substance Abuse and Treatment (CSAT)-SAMHSA State Strategic Framework grant, known as the One With All project, which

includes mobilization of community for Native Americans in five Northern California urban Native communities. The Shake The Feathers and One With All projects will collaborate efforts to host a Gathering of Native Americans (GONA) event during July 2008. This will include a three day gathering that will include 1) talking circles around healthy and positive self-care; 2) group process activities to increase community building and fostering positive relations among all participants; 3) traditional healing activities such as prayer circles and prayer offerings (making medicine ties); and 3) healthy and positive activities, such as recreation games, traditional Native American stick games, and story-telling.

2 SIF events

2. Target Population:

Provide the number of individuals targeted to participate in the activities/intervention strategies in the 02 Year. Provide the projected number of services providers and/or staff to be trained, if applicable, in the 02 Year.

Shake The Feathers project will maintain and implement the original plans indicated the original application in Year 02, including the number of individuals targeted, for each appropriate objectives:

Dennis help w/ historical trauma 8 wk shops - 10 people each

Objective 1: The culturally-relevant HIV prevention curricula established during year 01 will be fully implemented and disseminated to no less than 80 individuals from the target population through cultural wellness workshops. These workshops will be facilitated at NAHC, NAAP, and BAAITS offices, as well as at the Friendship House Association of American Indians.



BAAITS

Objective 2: The Shake The Feathers project will fully implement the distribution of health education materials to 350 people in Year 02. Specifically, the three collaborating agencies will provide outreach within its location and communities to distribute these health education materials. Additionally, materials will be distributed at annual events of the NAHC, such as the Thanksgiving and Christmas gatherings which each draw over 400 community members, as well as the annual Gathering of the Lodges which draw over 400 Natives in celebration of recovery and sobriety.

Entire YR 2 Does not say unduplicative

NAAP

NAAP

NonNative

Friendship July Recovery 2008 in Oakland, CA

Objective 3: The Shake The Feathers project Risk Reduction Counselor and Prevention Outreach Worker will support each other to identify, assess, and provide risk reduction counseling to no less than 150 individuals during Year 02, and provide coordinated referrals for primary medical care, dental, and mental health support. The Prevention Outreach Worker will attend the monthly HIV inter-agency meetings to provide referrals and follow-ups to monitor all referrals. These activities will be reported and discussed at each monthly project meeting.

IIRC

Callie@NativeHealth.org

Objective 4: The Shake The Feathers project Risk Reduction Counselor and Prevention Outreach Worker will support each other to provide Rapid HIV Testing for no less than 100 individuals during year 02, and provide necessary referrals for medical, psychological, dental, and preventative services support where necessary. These activities will be reported at each monthly project meeting.

Explain to OMH Provide Tests other \$ This grant is about testing/linkages & trading those linkages

Objective 5: The Shake The Feathers will sponsor and host two annual events in San Francisco and Oakland. The first event will be a collaboration with another grant project of NAHC, ~~One With All~~, and will be a ~~two~~ ^{one} day event for Native American LGBT-Two Spirit community members during the Annual San Francisco Pride Week. The second event will be facilitated in Oakland during the East Bay Pride Week and will be a one-day event. ~~Each~~ ^{of} these events will draw over 200 participants, mobilizing coalitions and community networks for all participating programs and individuals. There will be sessions or talking circles that will focus on positive health and wellness promotion, as well as, information on HIV prevention. The project staff will include a Native American Traditional medicine person consultant and a community elder to help facilitate these activities. In many Native communities, traditional medicine persons and community elders are regarded with high esteem and respect, therefore, they will be essential in bringing positive awareness to all community members of the need for healthy community development and a network that includes all members of the community (including LGBT-Two Spirit, those living with HIV/AIDS, and those who are high-risk for HIV infection or other health disparities). Qualitative surveys will be collected at each of these events to demonstrate that over 75% were satisfied with the events.

Each event will draw 200 don't need sign-ins

March NAAAP 90 KSTF

NAHC BAAATS Budget BAAATS Budget

Finally, the support staff of the Shake The Feathers will attend two training workshops through the University of California, San Francisco AIDS Health Project focused on: ~~clinical and intensive case management, cultural competency in HIV/AIDS care and services, update on HAART medication and latest combination therapies, and holistic HIV/AIDS care.~~ ^{presentations}

HARM Reduction Training

Budget trainings

3. Coalition:

Describe and justify any plans to change the current coalition membership for Year 02. If a change in coalition membership, or in coalition member's role occurs, include a revised Memorandum of Understanding, which reflects the changes. The agreement must be signed by a representative from each member of the organization.

Shake the Feathers project will NOT have any changes in coalition membership for Year 02. The current membership will remain the same with the following organization: Native American Health Center, Native American AIDS Project, and Bay Area American Indian Two Spirit.

4. Personnel/Management:

Describe any projected changes in the personnel/management system anticipated for Year 02.

The Shake the Feather project currently does not anticipate any changes in the project personnel/management system during the Year 02. If there is a change, the Project Officer and Grants Management personnel will be informed immediately.

Evaluator will change to consultant Karen change to NAAHC Health Educator

5. Evaluation:

Provide information about the plan for evaluation progress in meeting project objectives and outcomes. Discuss plans for collecting and analyzing baseline and outcome data, describe instruments to be used to measure performance and progress. Discuss plans to measure increase in service delivery of targeted population.

The evaluation plan for Shake the Feather project for Year 02 will entail close monitoring of all aspects of the program development and implementation in order to capture information pertinent to our urban Native American population, as well as to assess program effectiveness and client satisfaction. The evaluation methodology is structured to regularly obtain information from community participants, staff, and clients through formative evaluation activities. The Shake the Feathers project evaluation will be centralized in the NAHC, which utilizes a very well-maintained Management Information System (MIS), adept at tracking client demographics information for program participants. Specifically, client demographic and behavioral information is captured in the following fields: age, date of birth, gender (including transgender), race/ethnicity, tribal affiliation, HIV/AIDS status, means of transmission, other STDs, HIV testing information, substance use/abuse, reservation/urban migration, syringe use/cleaning/sharing, transgender injection hormone use, sexual risk behavior with a main partner, casual partner or paying partner, condom use, cultural identification, family strengths, and trauma history.

will change

The project process evaluation is designed to identify programmatic strengths and weaknesses and to interactively design intervention for improvement. A combination of qualitative and quantitative approaches will be applied in conducting the process evaluation for Year 02. These methods will include ethnographic interviewing of key informants from the clients, staff, community advisory board members, and larger Native community. The evaluator will conduct two focus groups within the program and in the community to identify issues that significantly impact the program, as well as use participant observation in program activities. This qualitative data will be extracted and analyzed by the Evaluator using qualitative data analysis software called ~~Non-Numerical Unstructured Data Indexing Searching and Theory-Building (NUDIST)~~. Access

AMH into A B C D

In addition, empowerment evaluation will be utilized, highlighting collaborative group activities, giving the target population an opportunity to design, implement and participate in the evaluating the program. Finally, the Shake The Feathers evaluation model is a *utilization-focused approach* in which findings are regularly shared with project staff, discussed, and modified, and interpreted in an iterative cycle. The utilization-focused approach will attempt to find and present accurate, useful data in ways that project staff and stakeholders find meaningful in their planning process. The target population and the CAB will be significantly involved in interpreting evaluation findings and providing feedback to the evaluation and project team in Year 02.

The Outcome Evaluation is designed to assess the efficacy of the intervention and to measure the short and long-range effects of program interventions on the individual and systems levels. Expected individual-level outcomes for Year 02 include:

- Increased knowledge and awareness of HIV/AIDS;
- Increased access to health care services;
- Positive changes in sexual HIV risk and need use behavior;
- Increased utilization of HIV/AIDS health care services;
- Improved perception of the cultural competence of the HIV/AIDS services.

These evaluation outcomes will be measured through comparison of data collected at intake and 6-month follow-up, as well as pre- and post-tests administered at the workshops and HIV/AIDS curriculum trainings. The Evaluator will work with the Risk Reduction Counselor to

1st + last intake + birthdate

coordinate data collection and will work with the workshop and training facilitators to conduct the curriculum fidelity review and pre/post tests. Outcomes on the system level include:

- Increased access to HIV/AIDS treatment;
- Expanded service capacity;
- Improved cultural appropriateness of HIV/AIDS services;
- Improved care coordination among service providers.
- Both individual and systems level outcomes are consistent with the Government Performance and Result Act (GPRA) and National Outcome Measures (NOMS), and indicators for these variables are built into our local evaluation, where appropriate.

Impact Measures

Throughout the Year 02 project implementation, the Evaluator will monitor the impact that Shake The Feathers has on the Bay Area Native American community's response to HIV/AIDS. The project evaluation will measure individual, programmatic, and community level impact in the following domains:

- Changes in individual behavior patterns and trends in those patterns among other urban Natives LGBT-Two Spirit clients;
- Changes in HIV/AIDS-related indicators over time, baseline versus follow-up data;
- Increases in cultural resiliency as a result of culturally-relevant interventions, and health education and outreach materials;
- Whether and how the project increased HIV/AIDS services capacity at the three collaborating agencies;
- At the community level, how Shake The Feathers mobilized coalitions and networks.

The impact evaluation is also designed to monitor the design and implementation of project plan and to address issues of adherence and fidelity to the program design. Pertinent fidelity factors will be tracked, such as how closely implementation corresponded to the proposal's objectives and adhered to the implementation plan. When deviations occurs, the Evaluator will assess what types of deviation occurred; identify the circumstances surrounding, and the results from, any deviation from the plan; whether deviations were planned or arbitrary; and what impact the deviation had on the planned intervention and evaluation. Specific impact evaluation questions related to the HIV/AIDS demonstration project include:

- To what extent were team members satisfied with the process and results of the curriculum and health materials?
- Were the expected outcomes of the model clear and measurable?
- Was there adequate connection between the strategies and activities of the model and the delineated treatment outcomes?
- Were there clear steps from dissemination of the model and was there commitment at the agency level to follow through with dissemination and model replication?