







Conflicts of Interest Disclosure

No conflicts of interest to disclose















GIPA in Practice: Community Leadership Guides the Development of an Inclusive, Transparent & Accessible PRA Hiring Process

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The Dr. Peter Study Team

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Our Community Based Research Project

- A collaboration between the BC Centre for Excellence in HIV/AIDS & the Dr. Peter AIDS Foundation, which operates the Dr. Peter Centre (DPC)
- The DPC is an integrative health care facility that provides support to some of Vancouver's most marginalized citizens living with HIV/AIDS
- Our collaboration aims to measure the impact of the DPC model of care on the health outcomes of people living with HIV/AIDS











Engagement in Care at the DPC











Hiring Peer Research Associates: How do we do this?

- How do we generate an approach/ process that works for the community we are working with and seeking to engage?
- How do we create a process that is Inclusive, Transparent and Accessible to our target population?











Our Community-based Values

- To accurately and fairly reflect the needs and voice of the community we are working with and in
- To build capacity by providing meaningful opportunities for engagement
- To remain rooted and guided by community throughout











Stages of Developing our Process

What will work for us?

What does it mean to be a PRA on *THIS* study?

What do we know from others?

foster a collaborative relationship between community & researchers?

How can we









Recruitment Strategies

Plain language posting disseminated at the DPC & throughout local ASOs

Internal/External applicants welcome

& CBOs

Job Posting

Information Session

- Co-facilitated by Peer Mentor/CBR expert
- Provide an understanding of how to apply, what the PRA role is, pros/cons

 Single question application

Application Process

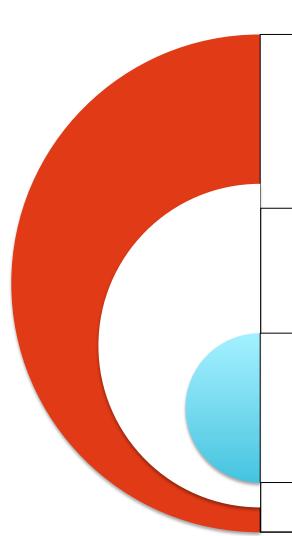








Our Hiring Team



Community Advisory
Committee

 DPC stakeholders, such as: DPC clients, representatives from local ASOs & CBOs, DPC funders, Dr. Peter AIDS Foundation (DPAF) board member, DPAF donors and BC – CfE study team members

Hiring Committee

 DPC clients from our CAC, Peer Mentor/CBR expert from local ASO, DPAF HR, Research Coordinator (RC), PRA Supervisor

Screening & Interview Team

- Screening: DPC client, CBR expert, RC, PRA supervisor, DPAF HR
- Interview 1: PRA Supervisor and RC
- Interview 2: DPAF HR, DPC client, RC
 & PRA Supervisor

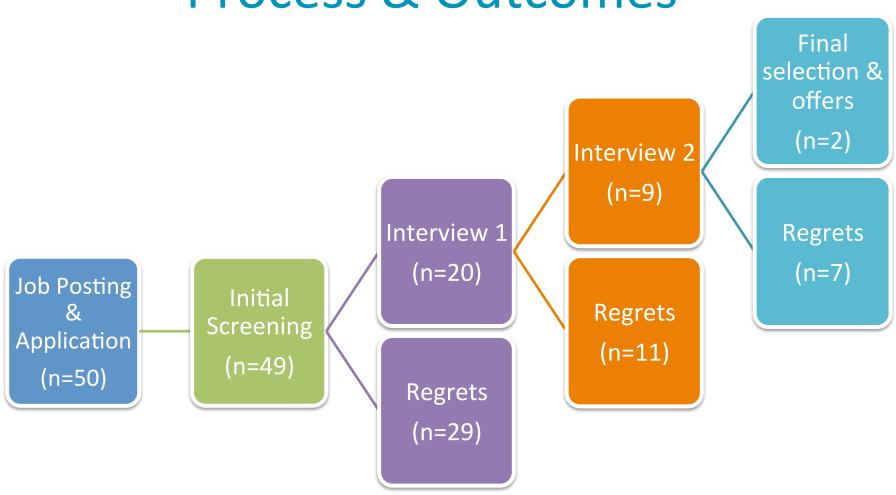








Process & Outcomes











Lessons Learned: Bumps in the Road & Potential Pitfalls

- Time, Resources & Logistics:
 - From job posting to candidate selection: 2.5 months
 - Coordination of a diverse hiring team and ensuring consistency (i.e., the four individuals involved in round 2 interviews were required to be present for every round 2 interview)
- Risk to confidentiality in the hiring process?
 - A high number of parties involved in the process in a small community
- Potential for negative impact on vulnerable individuals upon experiencing rejection
- Tension between engaging diverse populations living with HIV & institutional standards (i.e. financial/social assistance concerns, criminal record checks, etc.)









Successes

- Two Peer Research Associates were hired and have been well-accepted by the DPC community and study participants
- Community perspective:

"Being transparent about the hiring process told people that you actually cared about their feelings... When you receive an [HIV] diagnosis, you're dignity is taken away and you're given a message by society that you are not wanted anymore. This hiring process helped show people that they are valued, and restored a sense of dignity."

- This process is being adapted by the Positive Living Society of BC
- Organizational learning expressed interest from DPC clients in gaining employment opportunities has led us to develop more of a focus on vocational support















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- The Dr. Peter Centre Staff
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