



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



Health stabilization,
long-term care & compassionate
end-of-life care



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?
- How do we achieve this within existing institutional standards?





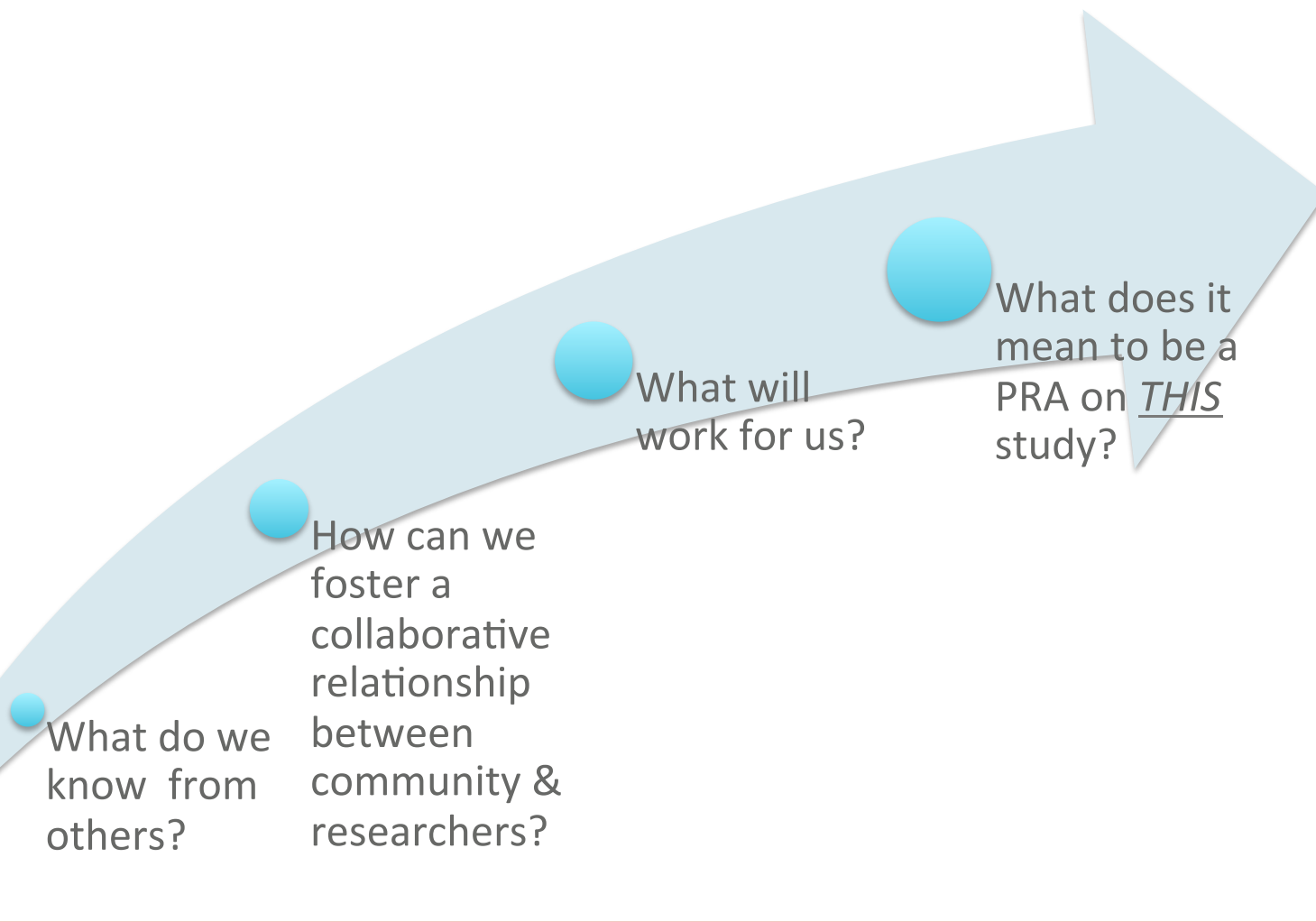
Our Community-based Values

- 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



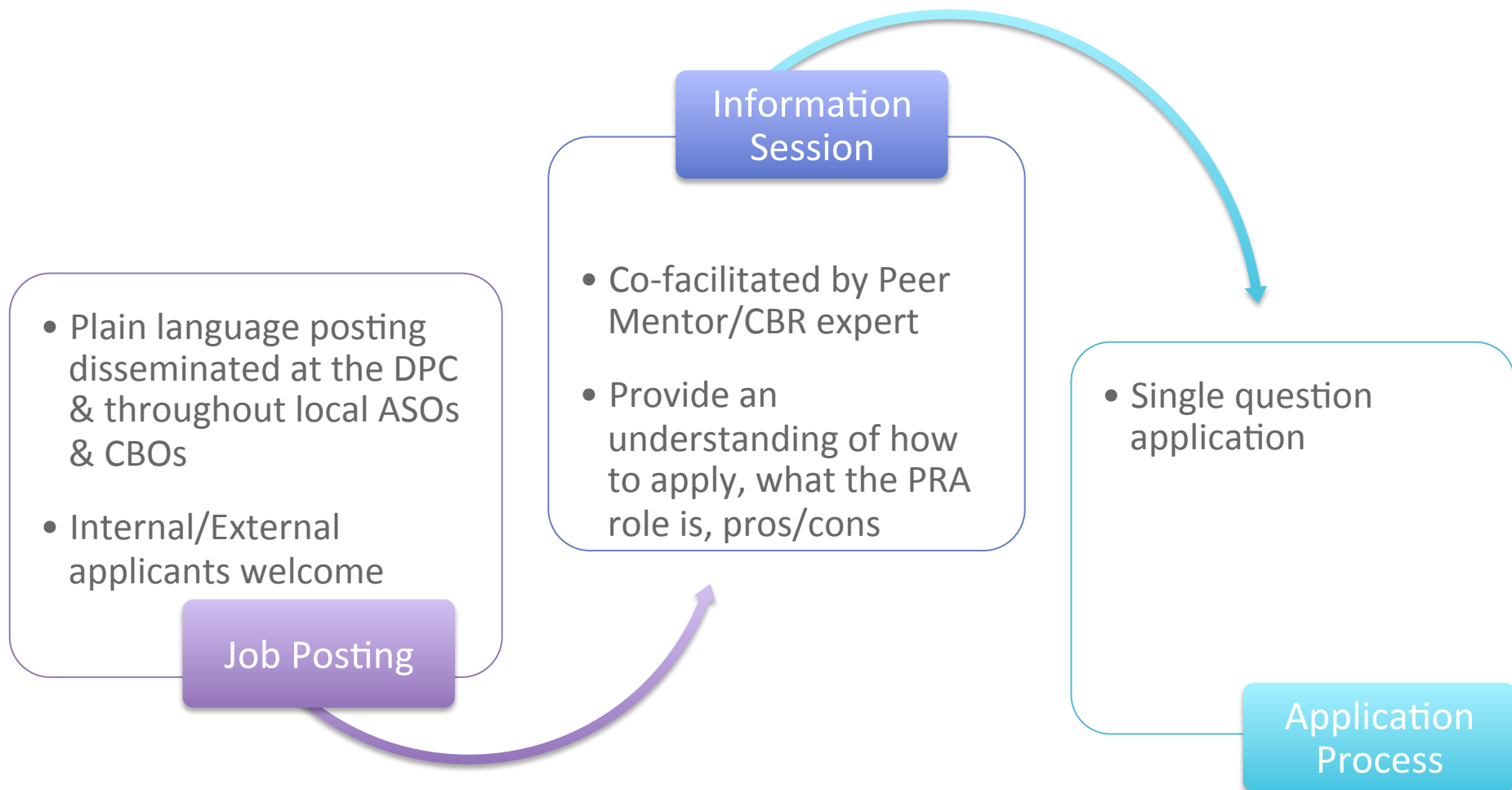


Stages of Developing our Process



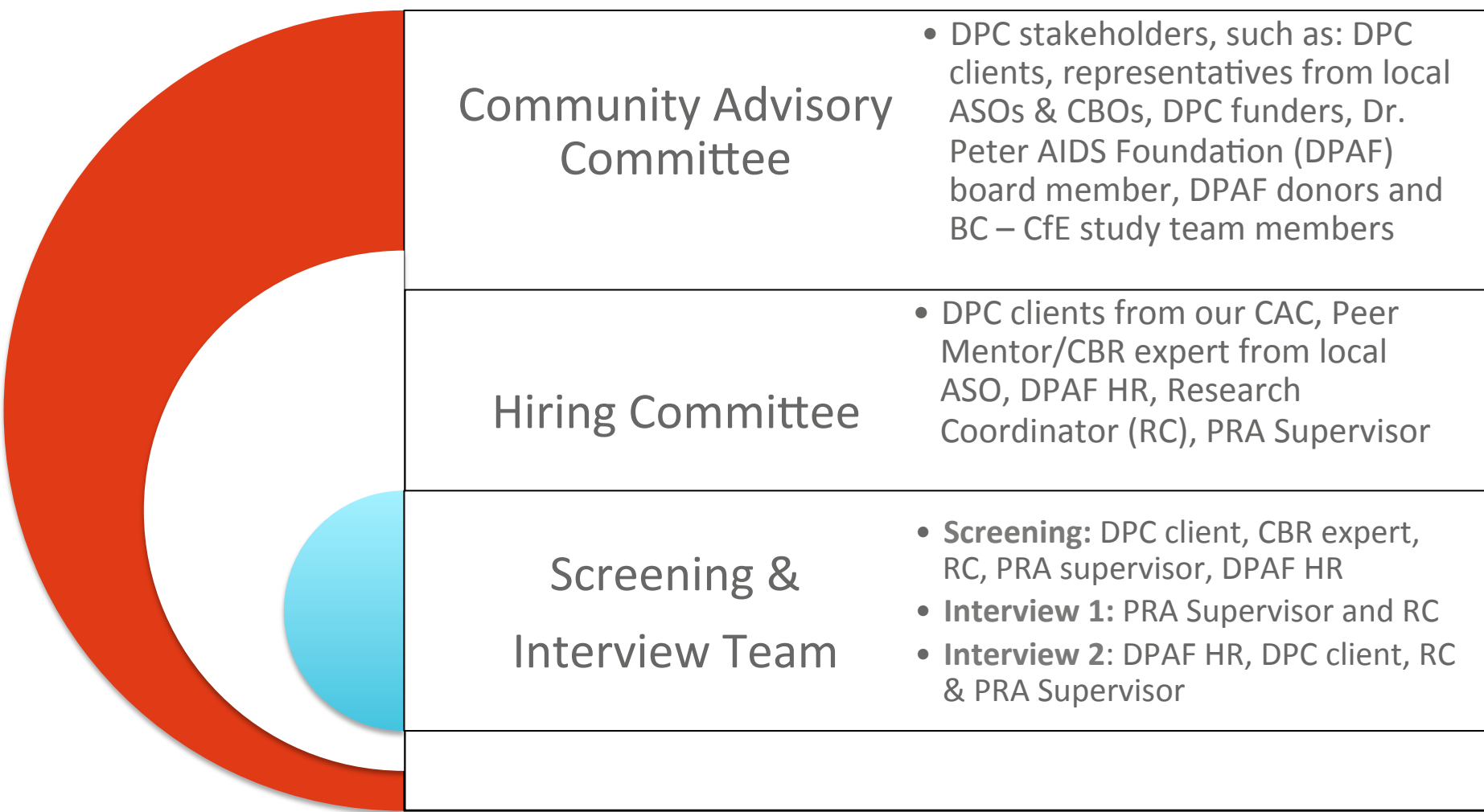


Recruitment Strategies



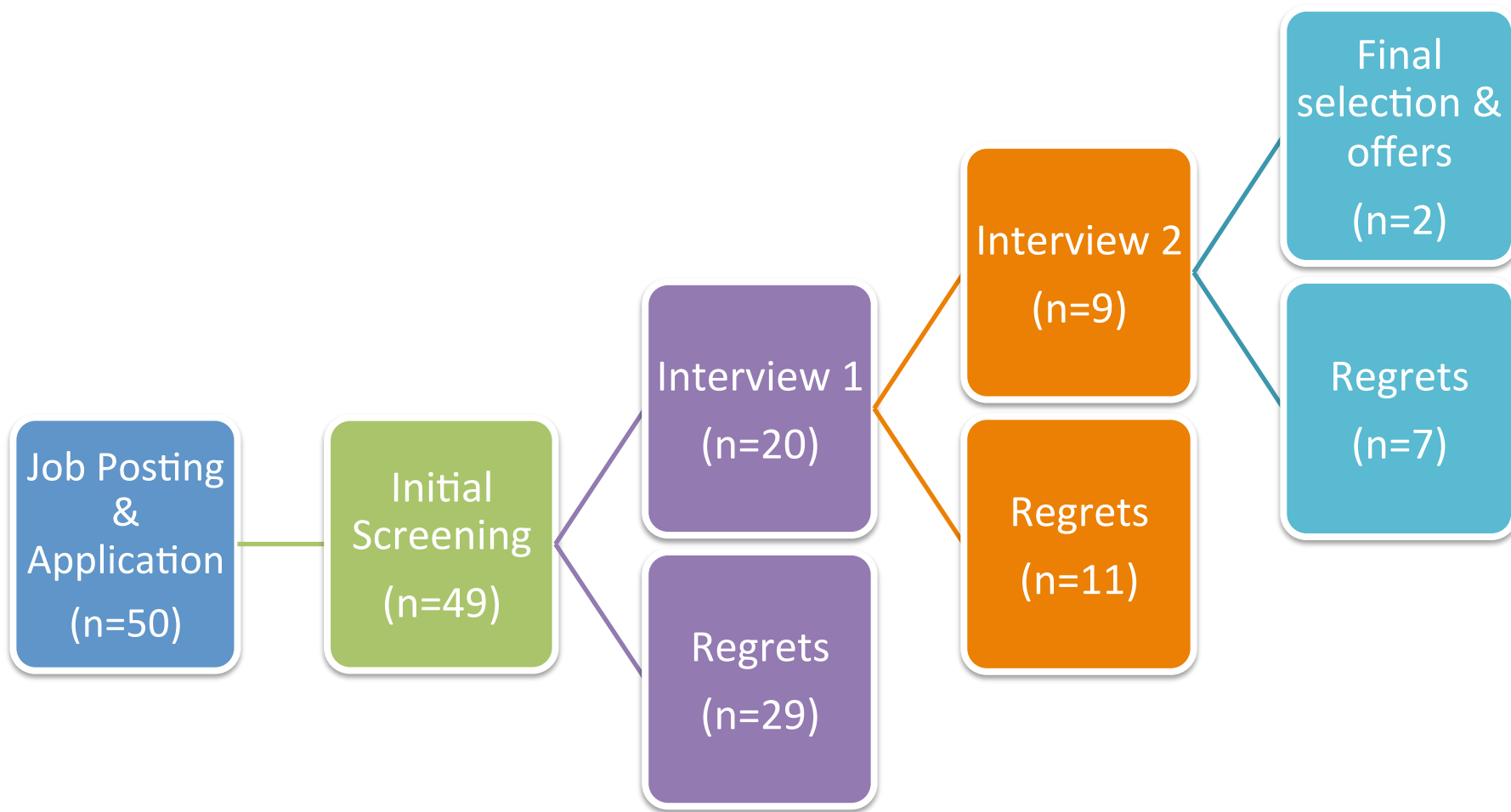


Our Hiring Team





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



Acknowledgements

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- The Dr. Peter Study Team
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- The Dr. Peter Centre Staff
- The Canadian HIV Women's Sexual Health & Reproductive Cohort Study (CHIWOS), "The Way I See it" – PhotoVoice



References

- Guta, Flicker & Roche. 2010. Peer Research In Action II: Management, Support and Supervision: Community Based Research Working Paper Series. *The Wellesley Institute*.