

# Nevada's Community Preparation Inventory: Summary of the Findings



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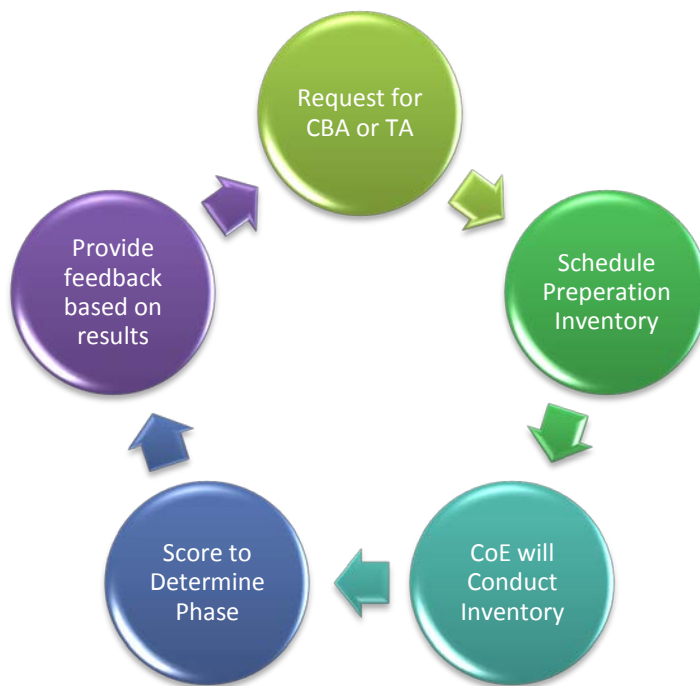
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## 1.1 COMMUNITY PREPARATION INVENTORY

### METHODOLOGY

The Center of Excellence for Transgender Health has adapted the “Community Readiness Model<sup>1</sup>” in order to assess where newly forming coalitions and existing efforts are in terms of readiness for implementing CATCH. The assessment process is “The Community Preparation Inventory” (CPI), and is usually done via telephone interview or whatever method is most convenient for participants. During the interview process the Community Mobilization Specialist will guide the interviewee through a set of questions that will take from 20 to 45 minutes. The Community Mobilization Specialist can then identify which phase of CATCH the community is currently in. This is essential to the success of CATCH because it identifies strengths in communities and opportunities for growth. Communities and/or individuals can request capacity building assistance (CBA) and/or technical assistance (TA) during any phase of CATCH. The CoE wants to be able to offer each community the very best level of expertise according to the results of the assessment. Please see below to see how the process works.



<sup>1</sup> Pledsted, B.A., Edwards, R.W., & Jumper-Thurman, P. (2006, April). *Community Readiness: A handbook for successful change*. Fort Collins, CO: Tri-Ethnic Center for Prevention Research.

This process is designed to help CATCH support your community mobilization efforts in a way that we hope will save your community precious resources in the long run. This process will also help CATCH develop an individualized *tool kit* for your community's efforts.

The CPI is comprised of 37 questions designed to inform participants as to the current community climate and which phase or phases of CATCH the community is in. Although the state health department initiated contact for Capacity Building Assistance (CBA) for community mobilization through CATCH, the majority of the respondents represented Southern Nevada. Four individuals completed the online assessment. Three individuals represent health departments. One participant represented the Washoe County Health District, another the Southern Nevada Health Department, one other represented the Nevada State Health Department, and finally the Gay and Lesbian Community Center of Southern Nevada had one individual participate in the assessment. Unfortunately, there were no transgender community participants in the CPI.

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## COMMUNITY EFFORTS AND COMMUNITY KNOWLEDGE OF EFFORTS

Participants were asked how much of a concern trans-specific HIV prevention and health care services are in their community. The responses were gauged through a Likert scale with 1 being “*not at all a concern*” and 10 being “*a very great concern.*” The average response identified by the survey was “6”. This means that trans-specific HIV prevention and health care are *somewhat of a concern*. It would be interesting to repeat the CPI with transgender community participation in order to gauge how much of a concern these issues are within the community. The response to this question is reflected in the number of services available specifically for the transgender community. Although there are resources available for overall at risk populations, there were no trans-specific services identified in the CPI. The trans-inclusive services identified were:

- HIV prevention and education including outreach and testing through the Northern Nevada Outreach Team.
- A recent Minority HIV Health Disparities Forum in Las Vegas which had a focus on community mobilization.
- Community planning through HIV/AIDS and STD efforts put forth by the health department.

When asked how aware trans community members are of the current efforts. The responses were very similar. The CPI identified that community members are for the most part unaware of the efforts. One response reflects this:

*“We have never done a good job at marketing our efforts to the community. The only people who know about some of the services offered in this community are people who are in need of HIV/ AIDS & STI Education, Screening, Treatment, CARE and or Partner Services. However, their view would be based on the services received not understanding the whole picture. Collaboration from leaders, CBO's, and state and local officials is subjective and has zero meaning to a degree when it comes to the overall concerted effort in reaching populations needing us. Most collaboration, is based on what I can get not what I can do for the community in need.”*

Although there are individuals dedicated to creating positive change, there is a need for direction and leadership. The CBA request through CATCH shows that there is interest in taking the necessary steps to mobilize community.

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## COMMUNITY LEADERS AND THEIR PERSPECTIVES

Community leadership is critical to the success of coalition building through CATCH. In an effort to mobilize community there must always be leaders that can inspire others to bring energy and a sense of urgency to specific issues that need to be addressed. Whether it is equal access to health care for trans people or HIV prevention, community leaders bring momentum to the coalition building process. The State Health Division, the Southern County Health Department, and the local Gay and Lesbian Community Center of Las Vegas are interested in taking leadership to mobilize community.

Participants of the CPI were asked how much of a concern trans access to health care and HIV prevention services are to the leadership of the community, and the answer reflected that these issues are somewhat of a concern. Although the concern is fairly moderate, there is an interest in community mobilization.

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## COMMUNITY CLIMATE AND KNOWLEDGE OF ISSUES

The community climate is a reflection of community morale. One of the assessment questions asks: “What are the primary obstacles to efforts addressing these issues in your community?”

*“I believe that those who initiated the conference call surrounding transgender coalition building are excited about the opportunity to address this segment of our community.”*

Although the community climate is one in which there are scarce resources and competing needs, those that requested CBA services through CATCH are dedicated and invested in creating positive change through CATCH.

## 2.2 RECOMENDATIONS

### COALITION'S CURRENT PHASE OF CATCH IMPLEMENTATION

The phases of CATCH are intended to be fluid. Coalitions can focus on several different phases throughout the process of community mobilization. The potential *Las Vegas Transgender Coalition* is considering Phase I. Phase I of the coalition building process is the phase in which cultural sensitivity trainings are conducted for those who need them, and also includes active recruitment of potential coalition members.

In response to the Community Preparation Inventory we recommend the following:

- 1. Cultural sensitivity training;**
- 2. Creation of a town hall meeting;**
- 3. Culturally diverse recruitment.**

### (1) CULTURAL SENSITIVITY TRAINING

The identified community leaders consist of key stakeholders and transgender community allies, but there are currently no transgender community members involved in the local efforts to build a coalition. Therefore it is recommended that those interested in engaging in coalition building understand the population they want to mobilize. Cultural sensitivity training can build the capacity of those interested to work with transgender community members in an effective and meaningful way.

## (2) CREATION OF A TOWNHALL MEETING

A town hall meeting is a public forum in which a panel of people, including elected and appointed officials, subject matter experts, resource providers, and interested community members, present information on an issue relevant to the community. Careful consideration is given to the selection of panel members in order to provide a balanced, informed perspective on the issue.

### *How Do I Coordinate a Town Hall Meeting?*

Though planning a town hall meeting might seem difficult at first, strategic planning and a broad range of community supporters will make your town hall meeting a success. As you begin planning your town hall meeting, consider these steps:

- 1. Create a planning committee.** Invite representatives from the nonprofit, healthcare, and governmental sectors, in addition to trans community members and faith-based organizations. These people will help ensure you have a strong base of support. Divide responsibilities between media outreach, event planning, and programmatic details. Develop a timeline that will guide you in the planning process.
- 2. Brainstorm a list of contacts.** Include potential speakers, elected and appointed officials, volunteers, media contacts, and any other community members whose support could be valuable.
- 3. Create your meeting strategy.** What are your goals for the meeting? What local programs and resources already exist that help address this issue? Based on your goals and existing programs, what other resources does the community need? How are the issues of HIV prevention and healthcare relevant to your local trans community? What are the local statistics involving trans community member HIV infection rates? What is that in relation to national statistics?
- 4. Plan the meeting details.** Based in your goals, what speakers should be featured? Where will you hold the event? What materials will you distribute to attendees? What should be politically neutral, comfortably hold the expected number of attendees, and provide for attendees to park or take public transportation.
- 5. Develop a media strategy.** Brainstorm a list of media representatives to invite to attend the event and consider whether or not it would be safe for trans community members to be visible in the media. If that isn't an issue then remember to include television and radio stations, newspapers, and magazines. Don't forget to invite your local cable access channel, your local Public Broadcasting Station, Univision or Telemundo stations, or community newspapers. These can be great outlets for spreading the word, too! Will you create a PSA after the event? Make sure to have someone videotape the entire event for later use. Create a press release to send to each media outlet, along with an invitation to

the event. If media representatives are unable to attend, offer to send a follow-up press release along with pictures from the event immediately after the event.

6. **Engage your community.** How will you ensure that community members attend the event? The first step is to make sure that they know about the meeting! The most effective way to publicize an event to a large number of people is to network with existing local organizations. Make a presentation to a local service club (e.g., trans support groups, local GSAs.) Talk to representatives from faith-based organizations, and ask them to inform their members about the meeting. Put fliers up around town: in the coffee shop, dry cleaner's, library, town hall, and grocery store. Ask your community newspaper to post a meeting notice. Make sure that you reach out to diverse groups in order to encourage diversity of perspective at the meeting. The more attendees you have, the better!
7. **Hold your town hall meeting.** Once you have planned the meeting, lined up your speakers, engaged the media and invited community members to participate, you are ready to hold a successful town hall meeting.
8. **Follow up with your supporters.** After you've held a successful town hall meeting, make sure that you develop an action plan regarding next steps for supporters. Will you develop an ad hoc task force to follow up on the town hall's recommendations? Are there roles that the speakers may play in leading the task force? How will you engage public officials? Send thank you letter to key participants and contacts. This will help you continue to develop positive relationships with key players on this issue.
9. **Develop a plan for your next community activity.** Keep the issue of transgender access to healthcare and HIV prevention services at the forefront of community members' minds. Start planning your first coalition meeting, and think about whom you want to invite to the table.

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### (3) CULTURALLY DIVERSE RECRUITMENT

In order to ensure that a broad cross section of community representation is part of the coalition, the creation of a coalition member matrix may be helpful. The following (Table I) is a template which can be adapted and used to identify the coalition's current membership diversity. Once this matrix is filled out, the coalition can clearly define the gaps in representation of the community it hopes to reach and include.





## 2.3 COMMUNITY MOBILIZATION OVERVIEW AND LOGIC MODEL

The CATCH Model develops local coalitions by closely working with trans and gender-variant community members, their partners, allies and key stakeholders interested in community mobilization. The coalition promotes provider networking and community utilization of existing services. The coalitions lead data collection and analysis efforts, prioritize prevention needs, develop a comprehensive plan to strengthen transgender community access to and utilization of HIV prevention and health care services then decide how to evaluate these efforts.

### CATCH GUIDING PRINCIPLES

**1. *Transgender Community Participation***

The heart of CATCH is filled with participation from a wide range of community members, along with providers and other stakeholders.

**2. *Community-driven Data***

Local, state and nationwide data will be gathered and used in order to establish transgender health priorities.

**3. *Coalition-developed, Comprehensive Strategies to Increase Access to and Utilization of HIV Prevention Services, Including HIV and STD Testing***

With support from CATCH, community members will identify service gaps and barriers that contribute to high rates of HIV and low utilization of services in their communities, especially among the highest risk groups within the transgender community.

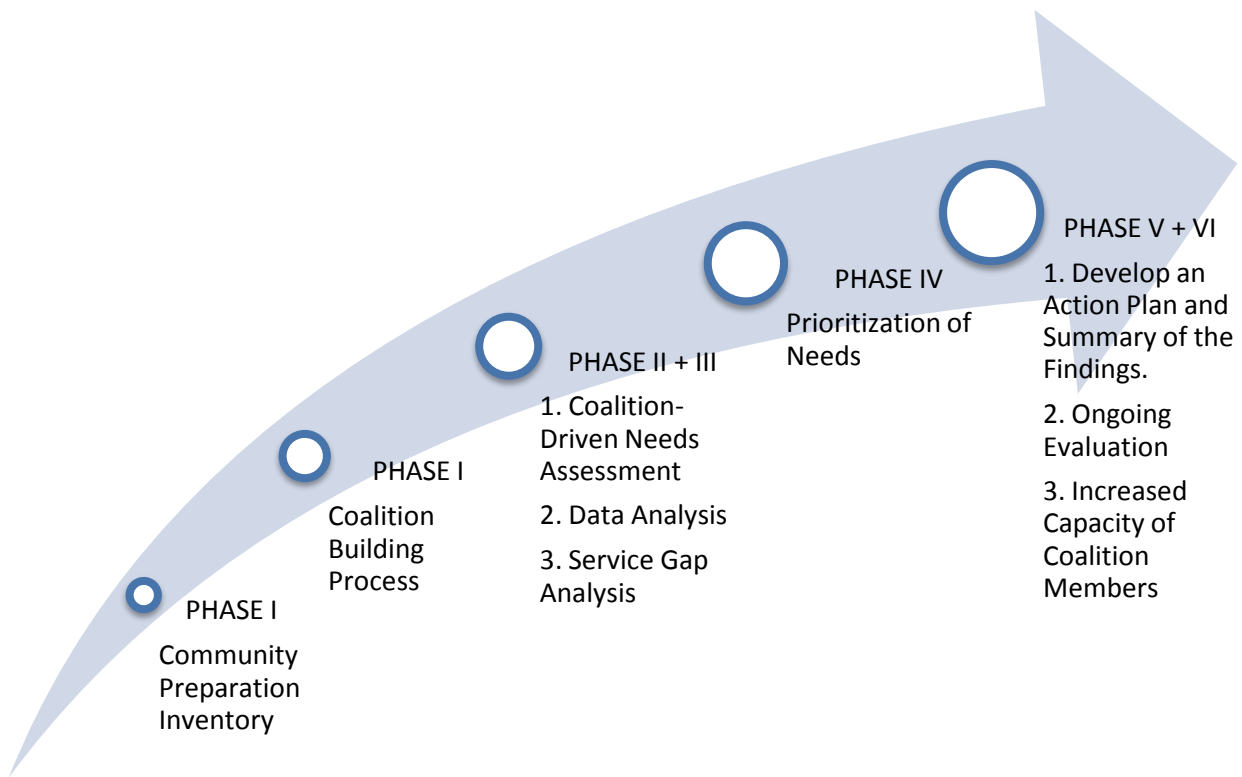
**4. *Ongoing Evaluation and Feedback for Program Improvement***

Coalition feedback and continual incorporation of evaluation will improve and ensure active and diverse participation by community in the mobilization project.

**5. *Increased Community Capacity for Health Promotion***

CATCH aims to increase the capacity of the community.

## CATCH COMMUNITY MOBILIZATION LOGIC MODEL



The phases of CATCH are meant to be fluid and can be revisited at any time. This visual representation points out the likely process that a community would go through when utilizing the CATCH community mobilization model.

### PHASE I:

#### Community Preparation Inventory

- Assess the community's level of readiness to begin the process of coalition building and community mobilization through the Community Preparation Inventory.
- This process is facilitated by the Community Mobilization Specialist.

#### Coalition Building

- Identify groups, individuals and local agencies with a shared drive to increase access to health care and HIV prevention services for transgender communities.
- Create linkages to existing groups (ie: CPG, advisory boards, county and government officials, commissions, trans social groups, community based organizations, etc.).

- Continue to recruit a broad and diverse cross section of community members interested in coalition building.
- Formalize the group through the creation of bylaws or coalition guiding principles.

## **PHASE II & III:**

### **Coalition-Driven**

- Create and disseminate a coalition-driven needs assessment with support from CATCH.
- Create and disseminate a coalition-driven needs assessment with support from CATCH and your local or state health department.
- Create a coalition-driven service gap analysis with support from CATCH and your local or state health department.

## **PHASE IV:**

### **Identify the Priority of Community-Identified Needs**

- Coalition members are guided through a process of prioritization by coalition leaders with support from CATCH.

## **PHASE V:**

### **Create Strategies to Address the Community-Identified Priorities**

- Agree on coalition-driven strategies to address prioritized needs.
- Create a summary of the overall findings including the entire process and the coalition's recommendations to the state or local health department.

## **PHASE VI:**

### **Ongoing Coalition-Driven Evaluation**

- Throughout the process of CATCH it's critical to evaluate the coalition building process and outcomes. The Community Mobilization Specialist is readily available to offer support for this process throughout the implementation of CATCH.
- The evaluation process and critical feedback will help coalition members to increase their capacity to advocate for health care and HIV prevention services for trans people.