

LEARN Harm Reduction (HR) Application Spring 2024

This document is to be used as a guide. All applications must be completed via online submission at www.gileadcompass.com. If you need assistance or accommodations, please contact Katie McCormick (kamccor5@central.uh.edu).

LAND ACKNOWLEDGEMENT

We wish to recognize the land, stewarded by people of the Coahuiltecan, Karankawa and Ishak (Atakapa) Tribal Nations, upon which the SUSTAIN Center occupies. Our intention is to honor the Indigenous people by knowing the land on which SUSTAIN operates. We are actively learning and reaching out to know how to show up in solidarity and be in meaningful relationships with the people and the land. In addition, we recognize the harms experienced by Indigenous people as a result of settler-colonial institutions and practices. While in the process of learning, we are committed to providing organizational funding and capacity building in support of the health and wellness goals determined by the philosophies, customs, traditions, and people of the Tribal Nations.

BACKGROUND

Program Description

Leading with Education, Advocacy & Resistance with our Neighbors (LEARN) is SUSTAIN Wellbeing COMPASS Coordinating Center's shared learning opportunities to build organizational leadership and support organizational transformation. The primary goal of LEARN is to build knowledge, capacity, expertise, and leadership in a particular topic area. A second important goal of LEARN is to strengthen community networks through enhanced collaboration between participating organizations. Each cohort of LEARN is centered on a different content area.

SUSTAIN is excited to announce the launch of our sixth cohort of LEARN Harm Reduction (HR), which will be co-facilitated by SUSTAIN Program Coordinator Katie McCormick and community-based expert consultant Sandra Chavez! Sandra is the Director of Social Wellness at Austin Sexual Health and Wellness (ASHwell) and has 15+ years of experience working at the intersections of HIV, housing, and harm reduction in the Southern U.S. Katie and Sandra are thrilled to facilitate another cohort of LEARN HR! **No prior knowledge around harm reduction is required to participate.**

About Harm Reduction

Harm reduction is defined as both a movement for social justice, as well as policies, practices, and programs that center the rights and autonomy of people who use drugs. Additionally, harm reduction recognizes the role of structural oppression and social

inequities that impact individuals, and aims to reduce the negative consequences associated with drug use at the individual, community, and systemic levels. Harm reduction is person-centered and not a one-size-fits-all model, thus there is no prescribed way of practicing harm reduction. Instead, harm reduction is guided by a set of eight core principles which are made available by [the National Harm Reduction Coalition](#). Though harm reduction emerged from the context of injection drug use in the 1980s, harm reduction has been implemented across a range of settings (i.e., interventions that promote strategies to reduce potential risks for people who exchange money, drugs, or goods for sex; programs that reduce tobacco use). **A central goal of LEARN HR is to educate and equip leadership and providers in HIV service organizations throughout the South with knowledge and skills needed to implement harm reduction in their organizations.**

After LEARN HR, participants will be able to:

- **Recognize** the realities of structural oppression (ex: racism, poverty, past trauma) and other social inequalities that affect people's vulnerability and capacity for dealing with harm.
- **Practice** non-judgmental, non-coercive service provision with communities they serve.
- **Apply** new harm reduction knowledge by creating and implementing a harm reduction-centered project.

About LEARN

LEARN HR has 3 different but intersecting components: 1) Meetings, 2) Project Implementation, and 3) Evaluation and Reporting.

1. Meetings

LEARN HR consists of the following over the course of 7 months:

- Bi-weekly (2 times a month) virtual cohort sessions
- Monthly one-on-one virtual coaching sessions
- An in-person gathering (1.5 day in-depth training and working session in July)

Four to six organizations will be selected for each cohort. Organizations can expect to contribute up to 6-8 hours a month to LEARN HR meetings and activities.

2. Project Implementation

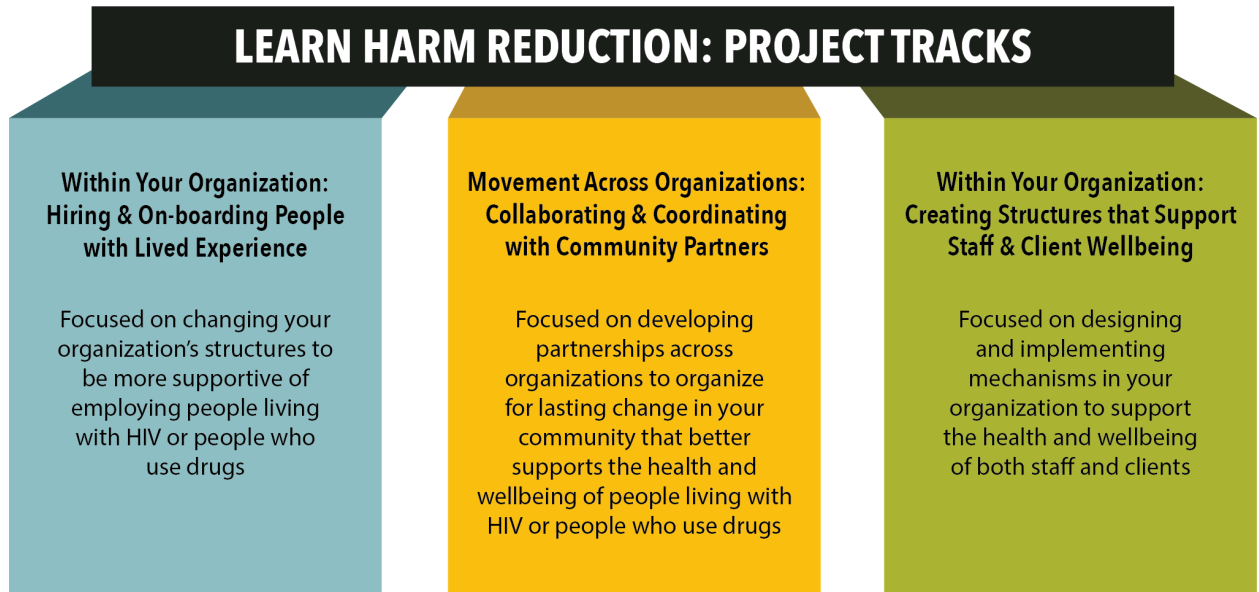
Organizations should be prepared to **initiate and complete a project centered around harm reduction** that they would like to address in a collaborative, shared learning environment. Organizations will receive a \$13,000 stipend to support costs related to implementing their project and participants' travel to the in-person gathering.

Project Tracks

Because LEARN is centered around transforming organizational practice, projects should focus on **organizational change**. All organizations are expected to collaborate with people living with HIV and/or people who use drugs in the design, implementation, and evaluation phases of their project.

Organizations should choose one of the following project tracks: 1) Hiring and onboarding people with lived experience, 2) Collaborating and coordinating with community partners, and 3) Creating structures that support staff and client wellbeing. See the figure below for a brief description of each track.

Organizations do not need to have a project plan at the application stage; selected organizations will design and implement their project with the support of the cohort and coach. **Selected organizations will design their project plan in the first 1-2 months (May & June) of LEARN HR, and implement their projects in the remaining 3-6 months (July-September).**



3. Evaluation and Reporting

Selected organizations should expect to participate in evaluation activities. This includes four surveys at the beginning and end of LEARN HR (May & October), as well as a virtual Close Out Call at the end of LEARN HR (October). Additionally, selected organizations should expect to complete Quarterly Reports throughout LEARN HR (June, September, & December).

Eligibility

Organizations interested in participating in LEARN HR must have a primary organizational purpose of serving people living with HIV. Organizations that demonstrate a commitment to cultivating the leadership of Trans, Women, Latinx, Black, Immigrant and Lesbian, Gay, and Bisexual communities will be prioritized, along with those who serve rural communities and communities most impacted by the HIV epidemic (see [Ending the HIV Epidemic jurisdictions](#)). Organizations of all sizes are encouraged to apply, but for those that have more than 30-40 staff members, please specify your application to a particular department of your organization. **No prior knowledge around harm reduction is required to participate.**

Organizations eligible to participate in LEARN HR must:

- Aim to increase engagement of people who receive services (e.g., people who use drugs, people living with HIV) in a more meaningful way;
- Have a primary organizational purpose of reducing new HIV infections and/or improving the health of people living with HIV by utilizing a harm reduction approach;
- Have an idea for a project centered around harm reduction that they would like to work on throughout LEARN HR;
- Be a non-profit, tax-exempt organization as set forth in section 501(c)(3) of the Internal Revenue Code. Applicants that do not hold 501(c)(3) status must have a fiscal sponsor to apply;
- Be located in one of the twelve Southern states (AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX); and
- Identify and commit 2 people within the organization (1 decision-maker and 1 program staff) that agree to participate in **all** LEARN HR meetings/activities.

Funding

Organizations will receive a \$13,000 stipend to support costs related to implementing their harm reduction project and participants' travel to the in-person gathering.

Unallowable Expenses

It is appropriate to use LEARN HR funds to pay for things like materials, meeting expenses, printing, graphic design services, etc. However, there are prohibited expenses. You cannot use the funds to pay for or offset the cost of any of the following:

- Medications or purchasing of medications
- Direct medical expenses, including lab expenses
- Existing deficits of organization
- Biomedical research or clinical trials

- Projects that directly influence or advance Gilead Science's business, including purchase, utilization, prescribing, formulary position, pricing, reimbursement, referral, recommendation or payment for products
- Individuals, individual health care providers, or physician group practices
- Events or programs that have already occurred
- Government lobbying activities

Please Note: Reimbursement for items/services purchased or initiated prior to the submission of this funding request *will not be supported*. Organizations that do not complete final assessments and/or reports, or utilize funds for the intended purpose will not be eligible to receive any additional funding from the SUSTAIN Wellbeing COMPASS Coordinating Center.

Accessibility Statement

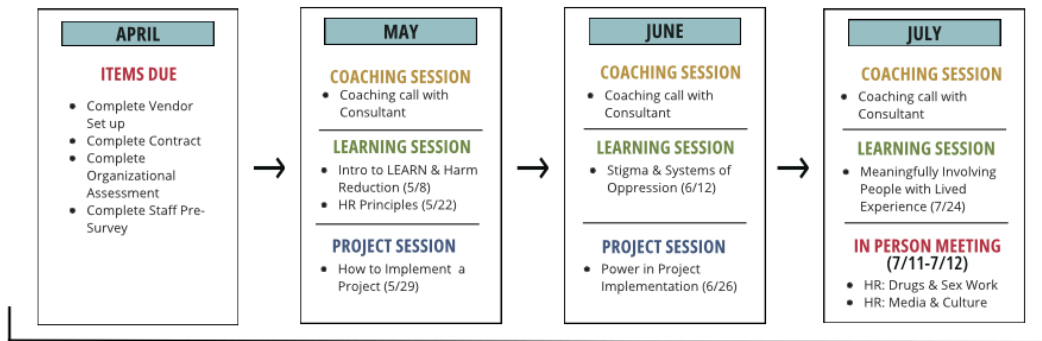
Guided by our COMPASS values, we strive to be accessible and accommodating to the communities we work with. Accessibility is our priority and we are committed to better practices that would support your application process. If you would like another option to apply, please email our Program Coordinator, Katie McCormick (she/her), at kamccor5@central.uh.edu by Wednesday, March 13, 2024 at 11:59pm EST (10:59pm CST). Requests after March 13th, 2024 will not be considered.

LEARN: HARM REDUCTION 2024 ROADMAP

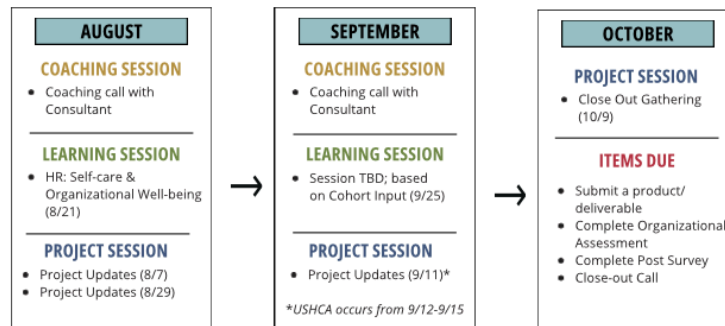
SUSTAIN Wellbeing COMPASS Coordinating Center
University of Houston Graduate College of Social Work

More details will be shared with participating organizations throughout the grant period. This roadmap is subject to change. Updated November 2023.
Coaching Sessions will be scheduled at each organization's convenience. Cohort Sessions (Project and Learning Sessions) will take place from 1-3pm CST (2-4pm EST) on scheduled dates.

PROJECT PRE-IMPLEMENTATION (APRIL 2024 - July 2024)



PROJECT IMPLEMENTATION (August 2024 - October 2024)



Supported by grant funding from Gilead Sciences Inc. Gilead Sciences, Inc. had no input into the development or content of these materials.

APPLICATION

Instructions

A complete application for LEARN HR includes:

- Completed responses to the application questions;
- Uploaded 501(c)(3) Verification or letter from fiscal sponsor;
- Names and emails of the 2 participating staff; and
- Uploaded organizational logo.

Applications should be completed ONLINE and submitted through the COMPASS Initiative website. Required attachments (501(c)(3)/fiscal sponsor letter; organizational logo) should be uploaded in the appropriate place in the application. Applications received after 11:59pm EST (10:59pm CST) on the due date will not be reviewed or considered for participation.

Logistical Details

LEARN Harm Reduction consists of multiple sessions over 6 months in 2024 with all participating organizations. Specific details of each component are listed below:

- **Virtual Cohort Session Dates:** Cohort sessions will take place for 2 hours twice a month (**Wednesdays from 1-3pm CST/2-4pm EST**) beginning in May through October on the following dates:
 - May 8, May 22, & May 29
 - June 12 & June 26
 - July 24
 - August 7, August 21 & August 28
 - September 25
 - October 9
- **Coaching Session Dates:** Each organization selected to participate will receive individualized coaching from LEARN facilitators over the course of 6 months (one hour-long session per month, 6 sessions total). These will be scheduled according to the availability of both the organization and facilitators.
- **In-Person Convening Date and Location:**
 - The cohort will gather for an in-person meeting on July 10-12th in Houston, Texas. Both LEARN HR project staff members are expected to attend. Selected organizations may use a portion of their LEARN HR grant (up to \$3,000) to pay for travel expenses (e.g., flight, hotel). Additional details will be announced to the cohort of selected organizations in May/June.

Application Deadline: March 13th, 2024 at 11:59pm EST (10:59 CST)

Application Questions (*required)

General Information

Organization Contact Information

- Organization Name*
- Street Address*
- Apt/Suite/Office
- City*
- State*
- Zip Code*
- County*
- Phone Number*
- Email Address*

- Website*
- Is this location a site of a larger organization?* Y/N
- Organization's Mission Statement*
- Total Number of Staff in Organization*

Organization Type*

- Community Based Organization (CBO)/Social Service Organization
- AIDS Service Organization (ASO)
- HIV Medical Care Organization
- Federally Qualified Health Center (FQHC)
- Ryan White Part C Clinic
- Community Health Center/Medical Clinic
- Health Department
- Educational Organization/Institution
- Hospital
- Religious Organization
- Foundation
- Other, please specify: _____

Please upload your organization's logo.*

Organization Structure

Is your organization recognized as a 501(c)(3) organization?* Y/N

- If yes: What is your Employer Identification Number (EIN)?*
- If no: What organization will serve as your fiscal sponsor?*
- Who is the contact person at your sponsoring organization?
 - Full Name*
 - Title*
 - Phone Number*
 - Email Address*

Please select your organization's annual operating budget.*

- Less than \$50,000
- \$50,000 to \$99,999
- \$100,000 to \$249,999
- \$250,000 to \$499,999
- \$500,00 to \$999,999
- \$1,000,000 or more

Description of Area(s) Served*

What areas does your organization **primarily** serve? Please select 3 from the list below.

#1: Answer Option

#2: Answer Option

#3: Answer Option

Answer options:

- Rural
- Urban
- Suburban
- Reservation-based
- Statewide
- Regional
- National
- International
- Other, please specify: _____

Communities Your Organization Serves*

Which 3 communities does your organization **primarily** serve? In other words, which 3 communities does your organization have specific programs for or make up the majority of your clients? Please select 3 from the list below.

#1: Answer Option

#2: Answer Option

#3: Answer Option

Answer Options:

- African American/Black Gay, Bisexual, or Other Same Gender Loving Men
- African American/Black Transwomen
- African American/Black Women
- African American/Black Community
- Hispanic/Latino Gay, Bisexual, or Other Same Gender Loving Men
- Hispanic/Latina Transwomen
- Hispanic/Latina Women
- Hispanics/Latinx Community
- Gay, Bisexual, or Other Same Gender Loving Men
- People Living with HIV/AIDS
- People of Trans Experience
- People Who Engage in Sex Work
- People Who Use Drugs
- People Who Experience Homelessness
- People Currently or Formerly Incarcerated
- Refugees or Immigrants
- Youth / Young Adults (13-30 years old)
- Not Listed: _____

- None of the Above

Are there any other priority populations that your proposed project focuses on providing services for?* (check all that apply)

- African American/Black Gay, Bisexual, or Other Same Gender Loving Men
- African American/Black Transwomen
- African American/Black Women
- African American/Black Community
- Hispanic/Latino Gay, Bisexual, or Other Same Gender Loving Men
- Hispanic/Latina Transwomen
- Hispanic/Latina Women
- Hispanics/Latinx Community
- Gay, Bisexual, or Other Same Gender Loving Men
- People Living with HIV/AIDS
- People of Trans Experience
- People Who Engage in Sex Work
- People Who Use Drugs
- People Who Experience Homelessness
- People Currently or Formerly Incarcerated
- Refugees or Immigrants
- Youth / Young Adults (13-30 years old)
- Not Listed: _____
- None of the Above

Demographics of Organization Leadership

The Executive Director (ED) of the organization* (check all that apply)

- Person Living with HIV/AIDS
- Hispanic/Latino Gay, Bisexual, or Other Same Gender Loving Man
- African American/Black Gay, Bisexual, or Other Same Gender Loving Man
- Gay, Bisexual, or Other Same Gender Loving Man
- Hispanic/Latina Transgender woman
- African American/Black Transgender woman
- Person of Trans Experience
- Person of non-binary experience
- Hispanic/Latina Cisgender Woman
- African American/Black Cisgender Woman
- Hispanic/Latinx Community
- Native Person/Member of the Tribal Nations
- African American/Black Cisgender Male
- Person Who Engage in or has Engaged in Sex Work
- Person Who Use Drugs or has Used Drugs
- Person Who has Experienced Homelessness
- Person Currently or Formerly Incarcerated
- Refugee

- Immigrant
- Youth / Young Adults (13-30 years old)
- Not Listed

Is your Board comprised of at least 51% of the following groups?* Y/N

- Hispanic/Latino Gay, Bisexual, or Other Same Gender Loving Men
- African American/Black Gay, Bisexual, or Other Same Gender Loving Men
- Hispanic/Latina Cisgender Women
- African American/Black Cisgender Women
- Hispanic/Latinx Community
- Native Person/Member of the Tribal Nations
- African American/Black Cisgender Men
- Person Living with HIV/AIDS
- Hispanic/Latina Transgender women
- African American/Black Transgender women
- Persons of Trans Experience
- Persons of non-binary experience

How did you learn about this funding opportunity?* (check all that apply)

- Community-Based Organization or Partner
- COMPASS Coordinating Center (Emory University Rollins School of Public Health, Southern AIDS Coalition, University of Houston Graduate College of Social Work)
- COMPASS Initiative Website (www.gileadcompass.com)
- Conference or Public Event
- Press Release or News Article
- Social Media
- Word of Mouth
- Website Other than the COMPASS Initiative
- Other, please specify: _____

Does your organization **currently** receive grant funding from another COMPASS Coordinating Center?*

- Yes
- No
- If yes:
 - Name of Coordinating Center
 - Type of support

Has your organization **previously** received grant funding from a COMPASS Coordinating Center?*

- Yes
- No
- If yes:
 - Name of Coordinating Center
 - Type of support

Would you like to subscribe to SUSTAIN's bi-weekly newsletter to learn about other grant, training and capacity building opportunities?

- Yes
- No

Application Narrative* (350 word limit)

We would like to learn about your organization. Please answer the following questions:

1. Tell us about your organization: What key services are offered? What is your organization great at? In what areas does your organization have room for growth?
2. How does your organization empower people living with HIV and/or people with lived experience to lead?
3. Why is your organization interested in participating in LEARN Harm Reduction?
4. Does your organization have any experience with harm reduction? If so, please describe. *Note: While we ask about your organization's experience, it is not an expectation that you have experience. This is to help us understand your experience and adjust our curriculum accordingly.
5. Please pick a project track, tell us why you chose this track, and tell us your ideas for a project within this track.

[Drop down menu with project tracks]

- 5.1. **Within Your Organization: Hiring and Onboarding People with Lived Experience.** This track is focused on changing your organization's structures to be more supportive of employing people living with HIV or people who use drugs.
- 5.2. **Movement Across Organizations: Collaborating and Coordinating with Community Partners.** This track is focused on developing partnerships across organizations to organize for lasting change in your community that better supports the health and wellbeing of people living with HIV or people who use drugs.
- 5.3. **Within Your Organization: Creating Structures that Support Staff and Client Wellbeing.** This track is focused on designing and implementing mechanisms in your organization to support the health and wellbeing of both staff and clients.

6. Please describe your project idea, goals, and tentative plans on how you would achieve your project by the end of LEARN HR.
7. What are the names and email addresses of the two staff members who will participate in LEARN Harm Reduction?
8. Is there anything we have not asked that you would like for us to know about your organization?

Geospatial Questions*

Program Commitments and Obligations Form*

LEARN Harm Reduction is an intensive, collaborative program in which participant learning is based off of virtual cohort and individual coaching sessions, as well as from other program participants, so we ask that applicants prepare to make the following commitments:

- We understand that this intensive, collaborative engagement lasting 7 months.
- If selected, we will actively participate in all aspects of the program through completion (i.e., attending and participating in virtual cohort sessions and coaching sessions, completing pre/post evaluation materials, etc.).
- Barring any extraordinary circumstances, both team members will be available for all scheduled sessions.
- We commit to coming prepared for each convening, and will engage with our peers between sessions, as appropriate, to advance our work.
- We commit to sharing what we learn in LEARN with other organizations, our organization and the broader community via updates at staff meetings, introduction of new practices, conference presentations, blogs and other mechanisms.

Thank you for your application!
We look forward to reviewing your submission.