



NCTSTA News

NCTSTA News

NATIONAL CENTER FOR TRAINING, SUPPORT AND TECHNICAL ASSISTANCE

Forward us your comments 

Winter 2009, Volume 2, Issue 2

From the Director's Desk

We are in an exciting time! Regardless of what our political beliefs are, it is hard to ignore or diminish the unprecedented involvement of all Americans in the democratic process of electing the new President of the United States, Barack Hussein Obama. When last have you seen such a communal, yet universal response to the promise of change? If you were lucky enough to be involved in the civil rights movement of the 1960's, then perhaps you can emphatically say, "I witnessed that same passion then!" Yet for many of us, we were either too young or, not yet born, to claim a significant part in that great history. Instead, we envisioned it through the eyes of our parents, grandparents, elders in our community, or the history books. We marveled at the great leaders of that time and longed for such fervor to come along again in our lifetime.

I have been involved in the field of HIV/AIDS since 1990, and I am as proud to stand with those who have

been a part of this struggle for even longer, as I am to stand with those who have chosen to join the fight more recently. In the "old" days, I was fortunate enough to witness some of that same fight and fervor among the pioneers who demanded that our government pay attention to the scourge of HIV/AIDS in the gay community, injection drug-using community, communities of color, and heterosexuals. Whether we worked at the forefront or behind the scenes to advocate for resources and better care for our communities impacted by HIV/AIDS, we did so, knowing—and I borrow these words from poet June Jordan -- that "we are the ones we've been waiting for". Almost 30 years into the epidemic, we are still fighting, demanding, and doing – still agitating for change—for better policies and more resources to stymie the spread of HIV/AIDS in all of our communities.

The passion, fervor, and excitement that was captured in the 2008 presidential election can and should translate to renewed commitment, and revitalized action and vigor for our work and our communities. If nothing else, we have proven that as a united front, we CAN stand-up for change, We CAN demand change, and we CAN make it happen. We invite the new administration to stand with us—all of us impacted by this disease and working to end it—to move beyond the mantra of "yes we can" to "YES WE HAVE," as it applies to HIV/AIDS. Lest, we can say: YES WE HAVE:

- A common and united goal as people infected and impacted by HIV/AIDS;



**Gisele Pemberton,
Director**

- Adequate resources to prevent and treat HIV/AIDS;
- Eliminated stigma and discrimination against people with HIV/AIDS;
- Defeated HIV/AIDS and it can never again further demolish our communities.

"Yes we have!"

Inside this issue:

From the Director's Desk	1
NCTSTA's Calendar of Events	1
United Communities for Youth Empowerment (UCYE)	2
Introducing Dena Quiñones	2
HIV/AIDS and Cultural Competency	4
Introducing Yuriko de la Cruz	5
Inside Story	6

NCTSTA'S CALENDAR OF EVENTS

Webinars: *(On-line)*

Transitioning into Management
April 3, 2009

DNA of Employee Engagement
April 30, 2009

The 2009 Nonprofit Economic Climate -
July 10, 2009

Executive Coaching Peer Mentoring Program *(Cohort 1)*

July 17 – 18, 2009
June 22, 29, 2009
July 7, 13, 2009

Executive Coaching Peer Mentoring Program *(Cohort 2)*

July 28 – 29, 2009
Aug. 3, 10, 17, 24, 2009

The 2009 Nonprofit Economic Climate
Sept. 17, 2009

Trainings:

Common Cents: Fiscal Policies & Procedures Clinic
June 3-4, 2009

Advanced Grantwriting Techniques Clinic
June 3-4, 2009

For more information regard these trainings and /or any upcoming trainings, please contact Yuriko de la Cruz at ydelacruz@proceedinc.com Or 908-351-7727, Ext 242.



United Communities for Youth Empowerment (UCYE)

THE UCYE CORNER



The United Communities for Youth Empowerment (UCYE) Program held its first gang awareness community forum in Elizabeth, NJ. This has been one of the most significant projects for UCYE. The UCYE Collaborative formed a committee to organize the forum--the 18 member Ad-Hoc Committee worked diligently towards the successful implementation of the UCYE Gang Awareness Community Forum. This was a huge undertaking for both the UCYE Collaborative and PROCEED, Inc. (the lead agency), and an excellent opportunity to promote community engagement (one of the critical areas of UCYE). With more than 200 participants, the one-day forum was held on September 25, 2008, at the Renaissance Newark Airport Hotel in Elizabeth, NJ.

The forum was attended by a diverse group of individuals from the New Jersey and New York communities and included faith-based organizations, law enforcement agencies, elected officials, service providers, professionals, parents, and youth. The forum featured national and local gang experts, a diverse panel discussion, a panel moderator, a keynote speaker, a youth performance, and eight (8) breakout sessions. The forum's opening remarks were made by Colonel Rick Fuentes, Superintendent of the NJ State Police, and Creighton Drury, Director of Crime Prevention Initiative, State of NJ. The keynote speaker was Jose Cordero, Director of Gangs, Guns, and Violent Crimes of the State of New Jersey. The panel discussion was moderated by Brian Thompson from WNBC, New York. In addition, UCYE partners received a proclamation from Jon S. Corzine, Governor of New Jersey, naming September 25, 2008, United Communities for Youth Empowerment Day in New Jersey.

would be just "another forum" without a mechanism for sustained follow through. They also felt that in order to tackle the youth violence crisis and reduce gang activity, communities needed to come together as a "big family". Today, NJAGC looks ahead to exert a statewide plea to individuals, community and faith-based organizations, law enforcement, youth service providers, elected officials, government agencies, educators, parents, and other organizations to work together harmoniously. This concerted effort will mobilize communities to take action in reducing the pervasiveness of gangs and youth violence.

"In order to tackle the youth violence crisis and reduce gang activity, communities need to come together as a big family"

The forum was attended by a diverse group of individuals from the New Jersey and New York communities and included faith-based organizations, law enforcement agencies, elected officials, service providers, professionals, parents, and youth. The forum featured national and local gang experts, a diverse panel discussion, a panel moderator, a keynote speaker, a youth performance, and eight (8) breakout sessions. The forum's opening remarks were made by Colonel Rick Fuentes, Superintendent of the NJ State Police, and Creighton Drury, Director of Crime Prevention Initiative, State of NJ. The keynote speaker was Jose Cordero, Director of Gangs, Guns, and Violent Crimes of the State of New Jersey. The panel discussion was moderated by Brian Thompson from WNBC, New York. In addition, UCYE partners received a proclamation from Jon S. Corzine, Governor of New Jersey, naming September 25, 2008, United Communities for Youth Empowerment Day in New Jersey.

The UCYE Gang Awareness Community Forum also paved the way for yet another initiative—the New Jersey Anti Gang Coalition (NJAGC). The concept of NJAGC emerged from the Forum Committee during the Summer of 2008. After months of coordination and preparation for the Forum, committee members felt that a community forum

For more information about the New Jersey Anti Gang Coalition, contact Manny Bernal at: mbernal@proceedinc.com

Introducing Ms. Dena Quinones, M.P.H. Capacity Building Coordinator



In August 2008, Dena Quiñones joined the dynamic team at PROCEED Inc.'s National Center for Training, Support, and Technical Assistance (NCTSTA) located in Elizabeth, New Jersey to enthusiastically assume the position of Capacity Building Coordinator. Her primary responsibility is working with NCTSTA's **CBA for AIDS** (Capacity Building Assistance for Agency Infrastructure Development Services) Program, a comprehensive, theory based, outcome-driven model, that addresses the organizational development needs of community and faith based organizations through on-going assessment and locally implemented individualized capacity building assistance and group level training.

Understanding the importance that strong leadership both oral and written, team building, negotiation, and decision making skills play in this position, Ms. Quiñones ambitiously coordinates capacity building assistance to improve the delivery and effectiveness of human Immunodeficiency Virus (HIV) prevention services for racial and ethnic minority populations to community based organizations funded by the Centers for Disease Control and Prevention (CDC), community development projects, and health departments throughout the United States, Puerto Rico and the U. S. Virgin Islands.

For more on Ms. Quinones, click [here](#)

HIV/AIDS and Cultural Competency

By Corynna Hines, Capacity Building Coordinator

The faces representing the human immunodeficiency virus (HIV) have significantly changed since the promulgation of the infectious disease in the early 1980s. Despite HIV affecting individuals indiscriminately regardless of race, ethnicity, gender, age, etc., minority populations, particularly African-Americans and Latinos, are contracting the virus at higher rates compared to their counterparts. This discrepancy should serve as impetus for health professionals in the field of HIV/AIDS to respond differently than ever before in order to foster a paradigm shift so that future generations of color will cease to bear the brunt of the egregious physical, psychological, and social impact HIV/AIDS has on the many lives it claims.

Demographic projections reflect that in the near future, racial and ethnic minority populations will inevitably constitute a larger proportion of the U.S. population, thereby making them the majority (LaVeist, 2005). As racial and ethnic diversity increases within the U.S. population, the need for health professionals with more than just a mere recognition of their interfacing with clients of various cultural backgrounds significantly heightens in importance as well. Professionals in the field of HIV/AIDS must progressively move along the cultural competence continuum, which is an ongoing, active developmental process that encompasses a spectrum from culturally destructive to culturally proficient, as a

means of combating the spread of HIV amongst communities of color (Cross, Bazron, Dennis, & Isaacs, 1989). The prevention and treatment of HIV relies heavily upon the capacity of health professionals to effectively respond to the needs, beliefs, behaviors, perceptions, and preferences of multicultural and linguistically diverse groups of clients.

Reaching the level of cultural proficiency within the cultural competence continuum will equip health professionals with the necessary ideologies and practices to ultimately wane destructive organizational policies, procedures, and infrastructures that oppose client-centered care and impede mutually respectful and dynamic partnerships between providers and clients (Tervalon & Murray-García, 1998). The salubrious relationships forged between health professionals and clients are predicated on trust and this key ingredient manifests through a less authoritative, controlling dynamic that employs the sociocultural, linguistic, and biomedical perspectives of the client (Tervalon & Murray-García, 1998). Furthermore, this reciprocal and trusting relationship will enable providers to build upon the inherent assets and support systems of clients so that voluntary behavior changes conducive to healthy outcomes will result.

HIV is a preventable infectious disease that requires those at risk – predominantly individuals from minority groups, to assess the beliefs and behaviors that make them vulnerable to contracting the virus. Health professionals interacting with these clients must demonstrate cultural proficiency in order to empower their clients to make efficacious lifestyle changes to reduce their risk of HIV. The learned and practiced skill of cultural proficiency should also be present when providers treat and counsel those with HIV/AIDS, as issues of drug adherence, co-morbidity, reinfection, transmission, etc. exists differently amongst culturally and linguistically diverse groups of persons living with the disease. Health professionals in the field of HIV/AIDS work with a client population that is steadily shifting to exclusively minority groups; and, therefore, requires a self-examination of the various biases, attitudes, and actions that undermine efforts made to ensure optimal health for all persons regardless of their race, ethnicity, gender, and/or age.

References

Cross, T., Bazron, B., Dennis, K., & Isaacs, M. (1989). Towards a Culturally

Competent System of Care. *A monograph on effective services for minority children who are severely emotionally disturbed*, 1.

LaVeist, T. (2005). *Minority populations and health: An introduction to health disparities in the United States*. California: Jossey-Bass.

Tervalon, M. & Murray-García, J. (1998). Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. *Journal of Health Care for the Poor and Underserved*, 9(2), 117-125.

“The prevention and treatment of HIV relies heavily upon the capacity of health professionals to effectively respond to the needs, beliefs, behaviors, perceptions, and preferences of multicultural and linguistically diverse groups of clients.”



Introducing Ms. Yuriko de la Cruz Program Support Specialist

In July 2008, Yuriko de la Cruz joined the team at PROCEED, Inc.’s National Center for Training, Support, and Technical Assistance by assuming the role of Program Support Specialist. In this position, she is responsible for managing the national consultant pool, staying abreast on

current resources and literature, and providing support to staff in planning and executing program related activities. , youth empowerment, and HIV/AIDS prevention and education.

For more on Ms. De la Cruz, click [here](#)



PROCEED, Inc.
National Center for Training, Support, &
Technical Assistance
1126 Dickinson Street
Elizabeth, NJ 07201

Phone: 908-351-7727
Fax: 908-353-5185
Email: info@proceedinc.com

DISCLAIMER

PROCEED, Inc.'s National Center for Training, Support, and Technical Assistance (NCTSTA) accepts no liability for the content of the websites listed, or for the consequences of any actions taken on the basis of the information provided. Any views or opinions presented in the websites listed are solely those of the authors and do not necessarily represent those of PROCEED NCTSTA.

You are receiving this communication because you are apart of our informational Listserv. To remove your email address, please send a return e-mail message with the word "REMOVE" as the subject and include a brief message listing the email address to be removed to ddarby@proceedinc.com

We wish to thank the sponsor of this publication, the [Centers for Disease Control and Prevention](#) (CDC), Program Announcement 04019. The contents of this newsletter are the sole responsibility of NCTSTA and do not necessarily represent the official view of CDC.

**"Building Better Organizations
and Stronger Communities"**

We're on the Web
www.proceedinc.com

**Inside Story:
Gates Foundation Awards \$100 Million to
Help Women Prevent HIV Infection**

The [International Partnership for Microbicides](#) in Silver Spring, Maryland, has announced a \$100 million grant from the [Bill & Melinda Gates Foundation](#) for its work to develop microbicides that give women in developing countries the power to protect themselves against HIV infection. The [UK Department for International Development](#) has pledged an additional \$28.5 million.

This is the Gates Foundation's second grant, and DFID's third, to IPM, a nonprofit product-development partnership working to accelerate the development and availability of safe, effective topical products called microbicides that have the potential to prevent HIV transmission during sexual intercourse. The announcement follows the encouraging results last month of the National Institutes of Health [Microbicide Trials Network's](#) clinical trial of a microbicide candidate, PRO2000, which showed the product was 30 percent more effective than any other in the study at preventing HIV.

Around seven thousand new cases of HIV infection and almost six thousand AIDS-related deaths occur each day. Increasingly, women and young girls bear the burden of the epidemic, and in sub-Saharan Africa, young women are more than three times as likely to be infected as young men. But IPM's microbicide research could result in "an HIV prevention method that would put the power to prevent HIV in the hands of women, who often are unable to insist on abstinence or condoms," said Dr. Tachi Yamada, president of the Gates Foundation's global health program.

"Safe and effective microbicides have the potential to save millions of lives by giving women an HIV prevention option that they can initiate and control," said Dr. Zeda Rosenberg, CEO of IPM. "Taken together, these grants by two of IPM's longstanding donors will provide additional momentum to deliver on this promise." The preceding article has been posted to Philanthropy News Digest and can be viewed at:

Gates Foundation Awards \$100 Million to Help Women Prevent HIV Infection

[<http://foundationcenter.org/pnd/news/story.jhtml?id=244600017>](http://foundationcenter.org/pnd/news/story.jhtml?id=244600017)

FDA Approves New Female Condom

The Food and Drug Administration has approved a new, less expensive female condom, [Reuters reports](#). The new design makes for quieter use, and officials from Female Health Co. say they hope the lower cost of the new condom will make it easier to distribute in Africa and other parts of the world where HIV is rampant.

http://news.yahoo.com/s/nm/20090311/hl_nm/us_femalehealth_condom