

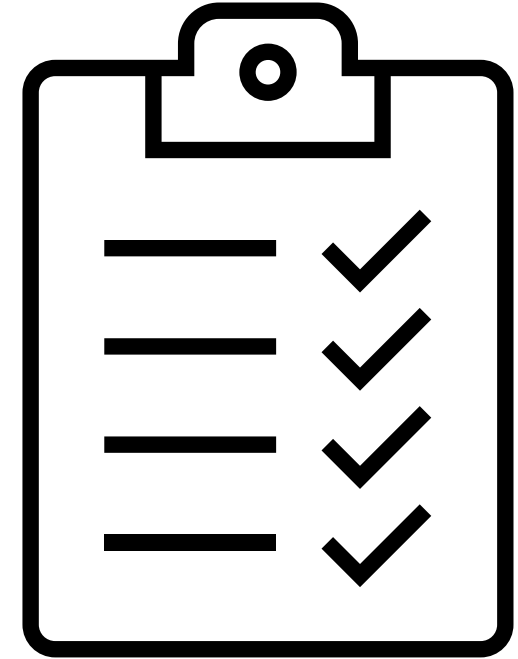
Achievements in EHE

Prioritizing Leadership Development of the HIV Workforce in Health Departments

April 4, 2024

Agenda

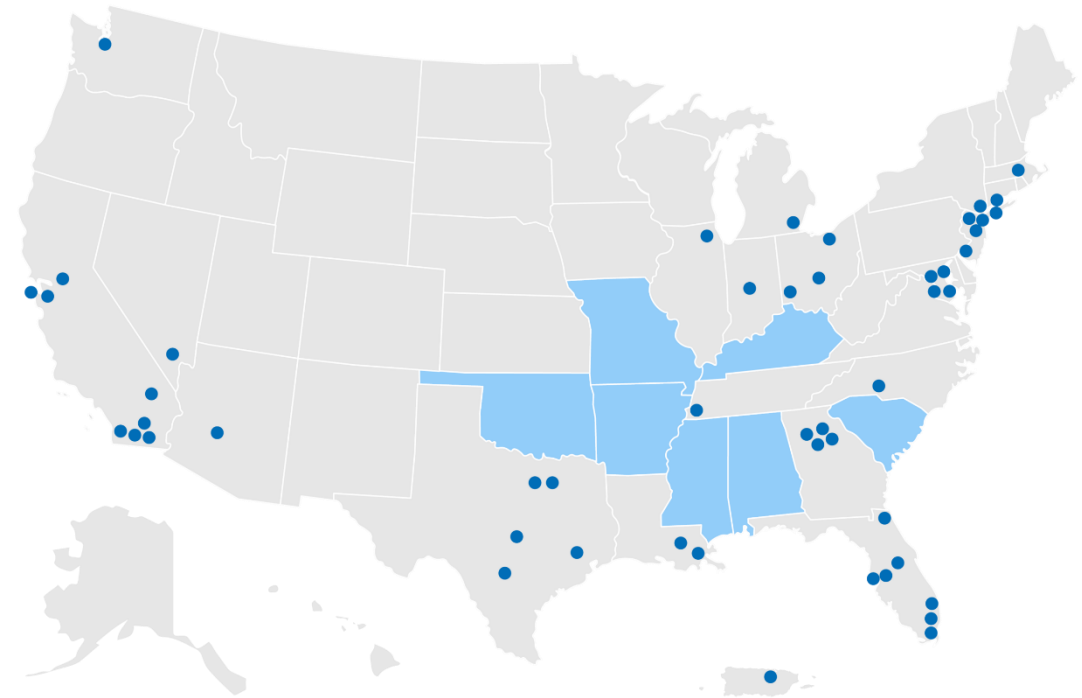
- Welcome & Overview
- Panel Presentations
- Q&A and Discussion
- Resources
- Wrap Up



NASTAD EHE PROGRAM

NASTAD is a **Technical Assistance (TA) provider** funded through *CDC PS19-1906 Component A: National Level Strategic Partnerships, Communication, Policy Analysis, and Interpretation*

- National partner to enhance state and local health departments' capacity to end the epidemic through **technical assistance and capacity building**.
 - Technical assistance for PS20-2010, Component A Phase 1 Jurisdictions implementing EHE activities.
- **Systems Coordination Provider**
 - Technical assistance for HRSA-20-078 funded health departments



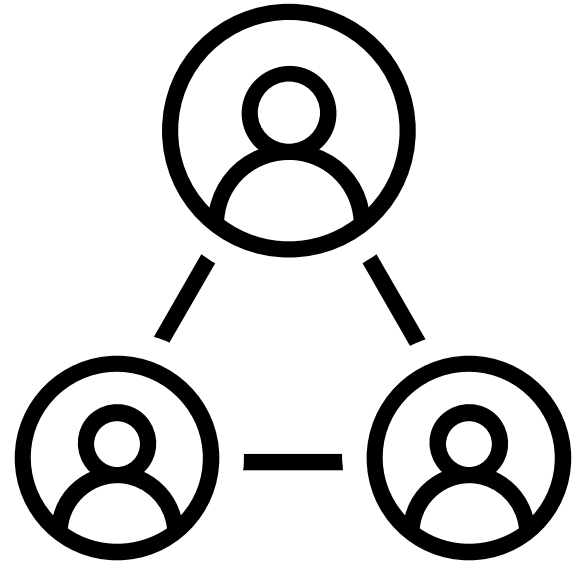
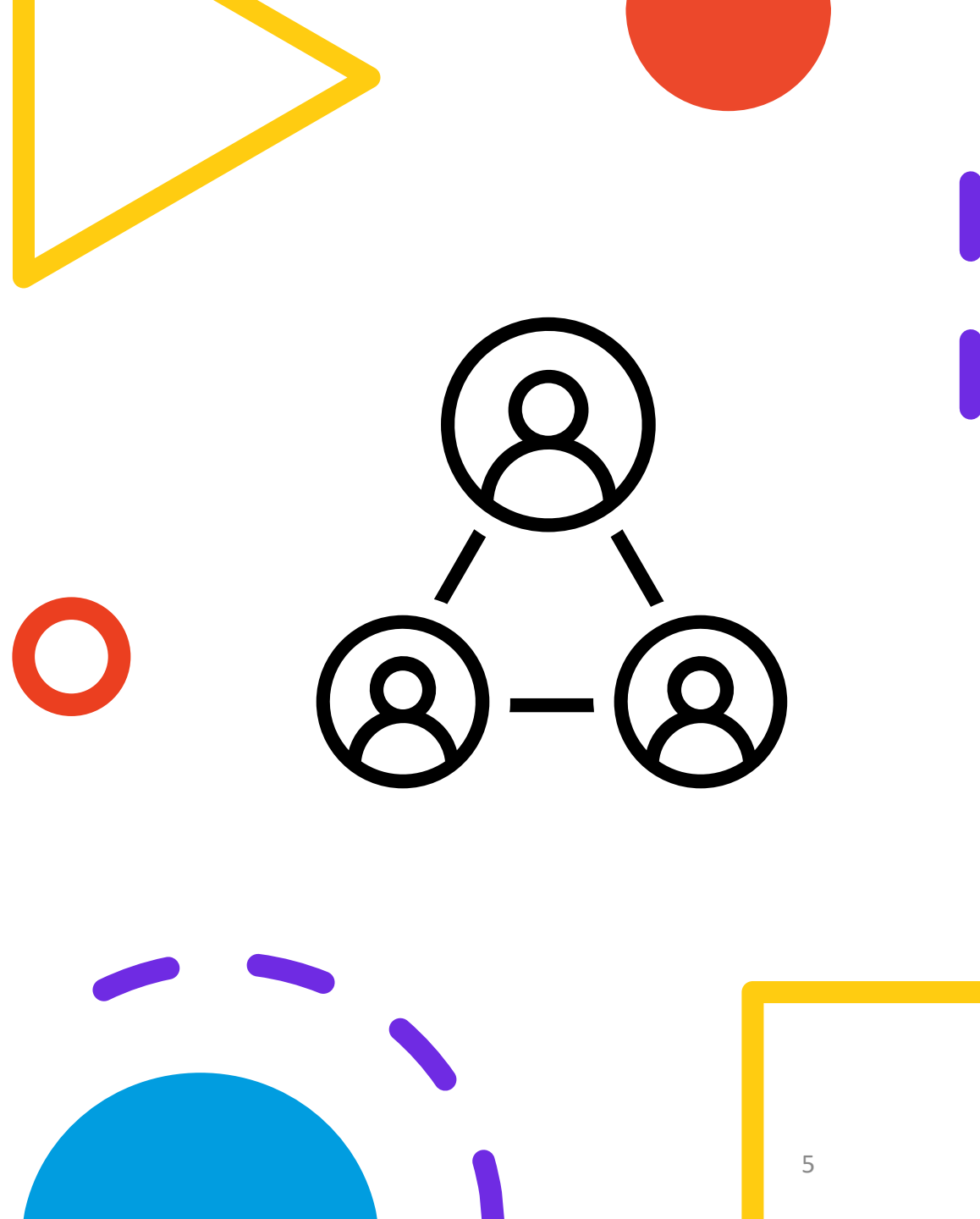
nastad.org/ehe

Presenters

- **Maria E. Alvarez, MPA**
Capacity Building and Technical Assistance Lead
Program Development and Implementation Branch (PDIB), Division of HIV Prevention
- **Vrushabh Shah, MPH**
Senior Manager, Digital Content & Leadership Development, NASTAD
- **Keyshla M. Melendez-Rosado, M.S.**
Training and Standards Coordinator, Division of STD Prevention and
HIV Surveillance, Massachusetts Department of Public Health
- **Alicyn Heinrich**
Manager, Health Systems Integration, NASTAD
- **Lori Armstrong, MPA, MA**
EHE Lead, Federal Program Specialist, Division of Epidemiology and Health
Planning, Kentucky Department for Public Health

Leadership and Workforce Development

- Essential to HIV prevention and care program implementation
- Post COVID-19 considerations for the public health workforce
- General considerations for the public health workforce
- Equity and inclusion of communities impacted by HIV



Minority Leadership Program (MLP)

Vrushabh Shah, MPH

Senior Manager, Digital Content & Leadership Development

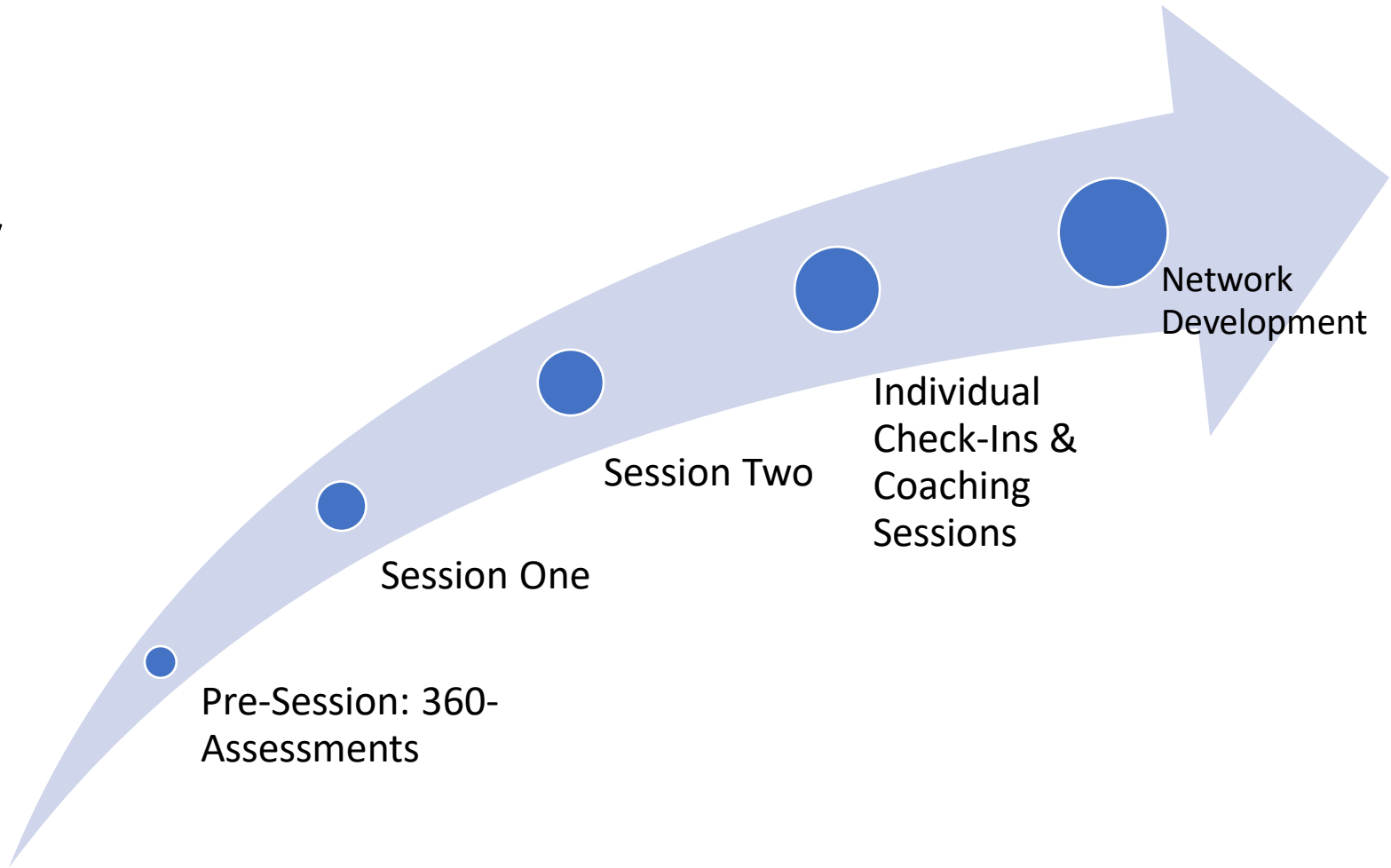
Overview & Goals

- MLP serves as a space, rooted in social justice, for health department staff of color to engage in critical conversations about job advancement; overcoming institutional barriers to equity; managing emotions and burnout; identifying racial and gender-based microaggressions and triggers; successful staff and project management, and effective communication
- MLP has created a launchpad for dozens of public health professionals of color to visualize and own their leadership roles in ending health inequities.
- NASTAD recognizes the need to increase the capacity of emerging leaders of color in health departments and equip them with skills, mentors, and introspection to advance their varied personal career trajectories.



MLP – Process

- MLP participants hone and develop both hard and soft skills that assist them as they advance through their careers in public health.
- Participants complete two weeks of trainings and are paired with peers in their cohort and with professional coaches for support accountability, and practice in between training dates.



MLP – Values

- Over the course of two, separate retreats, MLP participants walk into spaces centered on 5 core values that provide them the foundation to expand and flourish on their leadership journey
- As a healing-oriented program built on community support, these values ground leadership development in meaningful lived experience over arbitrary standards of excellence.



MLP – Impact

“This program was so impactful and has created lifelong bonds for me through the rest of my cohort. Time together was crucial.”

“MLP has given me more than I can imagine. All BIPOC folks should be given opportunities like these. It is absolutely refreshing, and I thank NASTAD and the brain behind this program, and the facilitators for this opportunity.”



MLP– Impact



MLP– Recommendations

- Invest in staff across all titles and interest-levels
- Produce content that is culturally relevant and trauma-informed
- Develop relationships with key consultants and organizational change SMEs
- Build-in pipeline investment during hiring process
- Prioritize BIPOC, LGBTQIA+, and gender-minorities as key population for leadership development



MLP– More Information

- [Minority Leadership Program](#)
- [MLP Overview & Process](#)
- [MLP Knowledge Exchange](#)
- [SYNC 2020 – MLP’s Impact](#)



Q & A

Thank You!

Vrushabh Shah, MPH

Senior Manager, Digital Content & Leadership Development

vshah@NASTAD.org



Massachusetts Department of Public Health

Achievements in EHE: Prioritizing Leadership Development of the HIV Workforce in Health Departments

Keyshla Meléndez-Rosado (She/Her/Ella)

Training and Standards Coordinator

Division of STD Prevention and HIV Surveillance

Bureau of Infectious Disease and Laboratory Sciences



NASTAD's MLP 2023 Cohort

Leadership Development

Transition from Epidemiologist I (Field Epidemiologist) to Epidemiologist II (Training and Standards Coordinator) – December 2023

I Loved Being a DIS, So Why The Change?

The Fish, The Lake, and The Groundwater

Leadership Takeaways from MLP

My “Why?”

Leadership Styles

Leaning Into My Identities

Recommendations

Identifying and Carving Out Specific Time
in their Schedules

Acknowledgements and
Kudos!

Embrace and Support the Change

Acknowledgements

NASTAD's MLP

MDPH DSTDP

MDPH OHA

Thank You!



617-413-0297



Keyshla.M.Melendez-Rosado@Mass.Gov



NASTAD's EHE Mentorship Program

Alicyn Heinrich

Manager, Health Systems Integration

Why should we invest in developing leaders?

- To strengthen and retain our workforce
- Create future public health leaders
- Increase organizational capacity and adaptability
- Enables innovation
- Boost employee engagement and morale

EHE Mentorship Program

- The EHE Mentorship program launched February 2022 with its first cohort, and ended February 2023
- Second cohort began August 2023 and ended February 2024
- Third cohort will be kicking off April 2024
- Participants are newly hired EHE program staff
- Is a 6-month program that includes an in-person kick-off meeting, monthly learning sessions, and regular check-ins between mentor and mentee to work on action plan

Learning Objectives

- Understand the various components, requirements, and flexibilities of EHE and RWHAP funding streams
- Identify opportunities for coordination and partnership within the health department and with community partners to effectively advance EHE goals
- Develop a personalized learning plan to support faster onboarding; improve understanding of healthcare systems; and understand programmatic guidance that will help facilitate the implementation of strategic EHE activities

Topics that have been covered in the program

- EHE 101
- Stakeholder Engagement and Non-Traditional Partnership
- Community Engagement
- Implicit Bias
- Monitoring and Evaluation for EHE
- Budgeting and Fiscal Management for EHE
- EHE Innovations
- ADAP 101

Program Successes

- Connections between participants and mentors continue past the program
- Participants from cohorts 1 and 2 have returned as mentors for cohort 3
- 100% of survey respondents noted that they have a broader understanding of the HIV field, including HIV science, social and structural factors of HIV, and national goals including those of the Ending the HIV Epidemic initiative
- From the survey, respondents wrote that the most beneficial aspect of the EHE Mentorship program were:
 - “My mentor had many resources and ideas to overcome obstacles I encountered while creating an evaluation plan, implementing EHE activities, and running into political barriers.”
 - “The partnership with my mentor has been amazing. I feel comfortable continuing to reach out to them after the program.”
 - “The professional development afforded by the experience of my mentor and the resources shared for EHE.”

Questions?

Alicyn Heinrich

Manager, Health Systems Integration

aheinrich@nastad.org

Darion Banister

Senior Manager, Health Systems Integration

dbanister@nastad.org

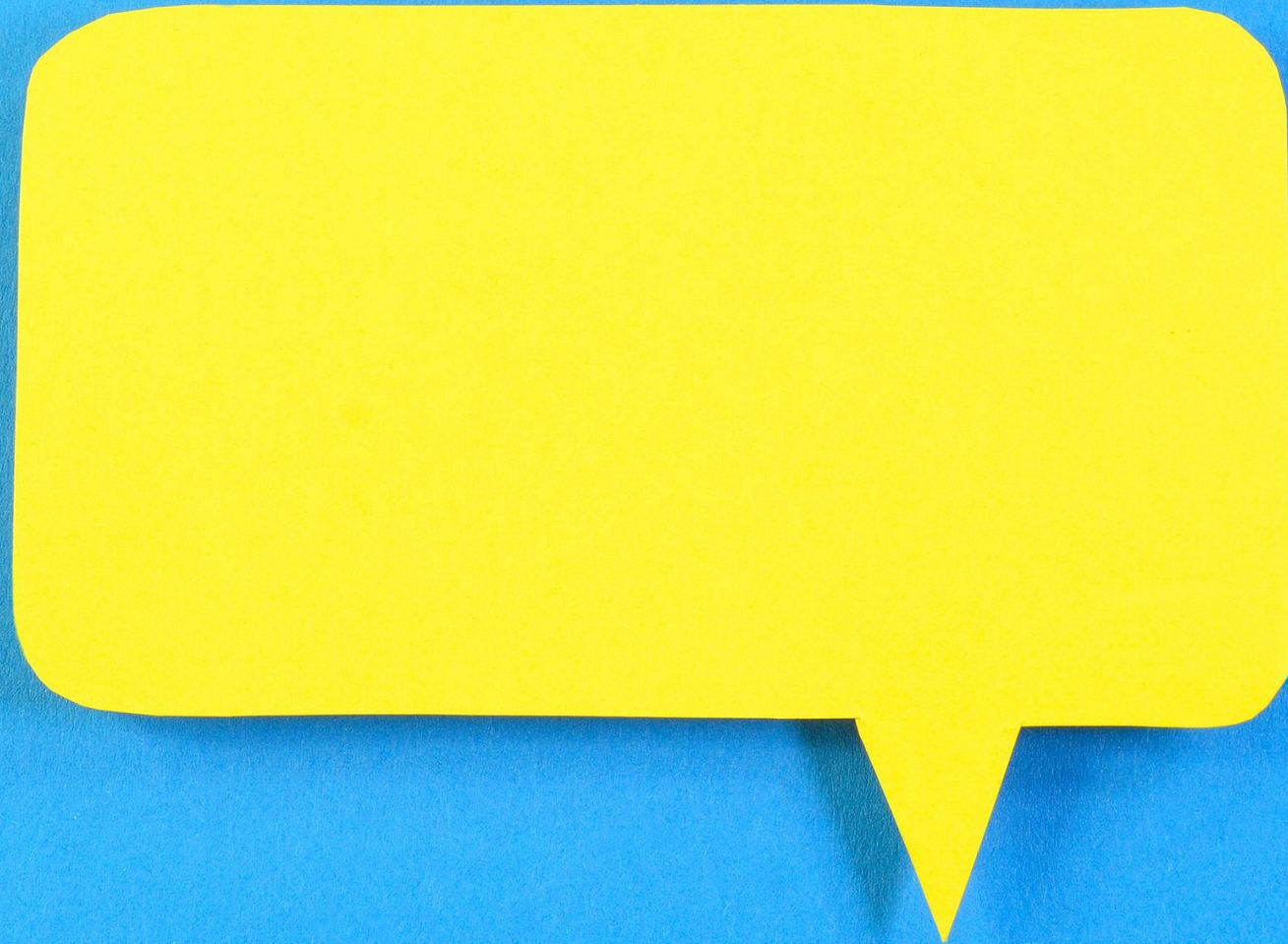


Lori Armstrong, MPA, MA
EHE Mentorship Program Alum



Leadership Development Poll

Q&A and Discussion



Leadership Development Resources

- [NASTAD's HIV Workforce Development Webinar Series](#)
 - [NACCHO University's Leadership and Management courses](#)
 - [NACCHO's Adaptive Leadership courses](#)
 - [NACCHO's Multilevel Leadership Toolkit](#)
 - [NCSD's SPEAKS \(Strengthening Policy Engagement, Assessment, and Knowledge with Stakeholders\) Sessions](#)
 - [CSTE Lead \(Leadership Program\)](#)
 - [CSTE Learn Courses](#)
- National Conferences & Meetings
 - 2024 STI Prevention Conference
 - National Sexual Health Conference
 - National Ryan White Conference on HIV Care and Treatment
 - United States Conference on HIV/AIDS
 - Biomedical HIV Prevention Summit
 - American Public Health Association Annual Meeting
 - NASTAD's National HIV & Hepatitis Technical Assistance Meeting

Save the Date

Prioritizing Leadership Development
of the HIV Workforce in Community

Monday, May 6

2:00 PM ET/11:00 AM PT



Contact

Request technical assistance (TA):

- www.cdc.gov/hiv/programresources/capacitybuilding/
- www.nastad.org/technical-assistance

NASTAD's EHE TA

Krupa Mehta, MPH

Senior Manager, Prevention

NASTAD

kmehta@nastad.org