

**ADDRESSING PREVENTION IN HIV CASE MANAGEMENT (1 DAY)** - This one day training will prepare case managers to help people living with HIV to avoid sexual and substance use behaviors that can result in transmitting HIV to others and negative health outcomes for themselves. **TOPICS INCLUDE:** Identify specific approaches to integrating prevention into case management intake, service planning and goal setting; guidance on how to implement the Department of Health's technical assistance bulletin addressing prevention services in the case management setting; review of basic harm reduction and prevention strategies; psychosocial issues that can make it difficult for people living with HIV to change sexual and substance use behaviors associated with HIV transmission; provider values and beliefs about addressing prevention issues with HIV positive clients in the case management setting; practice using a booklet that helps people living with HIV consider issues related to disclosure to sexual and needle sharing partners; explore specific strategies for working with the special populations; be familiar with prevention resources and be able to make referrals for prevention services. **PREREQUISITE:** It is **strongly** recommended that participants have previous knowledge and training on case management and basic HIV/AIDS information. **AUDIENCE:** Case Managers who work directly with HIV-positive clients. **NOTE:** Staff who do not work in a case management program should attend the training "Addressing Prevention with HIV Positive Clients."

\*OASAS Approved Hours 6.5

**ADDRESSING PREVENTION WITH HIV POSITIVE CLIENTS (1 DAY)** - This one day training will prepare participants to help people living with HIV to avoid sexual and substance use behaviors that can result in transmitting HIV to others and negative health outcomes for themselves. **TOPICS INCLUDE:** Psychosocial issues that can make it difficult for people living with HIV to change sexual and substance using behaviors associated with HIV transmission; provider values and beliefs about addressing prevention issues with their HIV positive clients; practice using a booklet that helps people living with HIV consider issues related to disclosure to sexual and needle sharing partners; practice skills associated with working one on one with HIV positive clients on prevention issues; explore specific strategies for working with special populations; be familiar with prevention resources and be able to make referrals for prevention services. **AUDIENCE:** All Health and Human Service Providers, especially those who work directly with HIV-positive clients. **NOTE:** Staff who work in case management programs should attend the training titled, "Addressing Prevention in HIV Case Management." **PREREQUISITE:** It is **strongly** recommended that participants have previous knowledge on harm reduction and basic HIV/AIDS information.

\*OASAS Approved Hours 6.5

**ADVANCED HIV CASE MANAGEMENT SERVICE PLANNING (1.5 DAYS)**

This training course will provide case managers with advanced service plan development training intended to build upon knowledge and skills acquired in introductory case management courses. Through case studies, skills practice, and large and small group exercises, participants will increase their knowledge in developing successful goals, objectives and tasks together with their clients. Participants will learn to prioritize multiple needs identified on Comprehensive Assessments and subsequent Reassessments. As a result of this training participants will be able to: define prioritizing needs (Maslow's Hierarchy) as it applies to case management assessments and service plans; define follow-up clients and list the differences between the two types of follow-up clients; develop appropriate goals, objectives and tasks for clients based on prioritized needs and client readiness; list reasons why service plan outcomes are important and document clear and concise outcomes. **AUDIENCE:** Case Management Staff in HIV Case Management Programs, including Supervisors and Program Directors. **PREQUISITE:** Because these are advanced case management trainings, it is **strongly** recommended that participants, at a minimum, have taken "Introduction to Case Management", "Enhancing the Partnership Between Client and Case Manager", and "Serving Families: From Assessments to Service Plans". This training is meant to enhance case manager skills and should not be viewed as foundation training for new staff entering the field.

**ADDRESSING SEXUAL RISK WITH DRUG USERS AND THEIR PARTNERS** - This one-day training will build participant knowledge and skills in offering sexual harm reduction options to substance users. Expanded access to syringes, other harm reduction services and drug treatment options have helped people greatly reduce their substance use-related risks for HIV. The latest research shows that sexual risk behaviors play a significant role in new cases of HIV among people who use drugs and alcohol. As a result of this training, participants will be able to: recall the latest research that shows how expanded access to syringes and methadone maintenance programs has greatly reduced the number of new cases of HIV from substance use-related risk; identify and discuss sexual risk behaviors clients engage in when using drugs and alcohol; identify harm reduction strategies for reducing sexual risk among people who use drugs and alcohol; practice harm reduction messages tailored to sexual behaviors for people who use drugs and alcohol. **PREREQUISITE:** It is strongly recommended that participants have attended "Reducing the Risk and Harm of HIV" or have a working knowledge of harm reduction.

**BASIC INFORMATION ABOUT DOMESTIC VIOLENCE (1 DAY)** - This training gives an overview of the inter-relationships between adult domestic violence and HIV/AIDS. The goals of this training are to assist health and human service providers in: understanding the nature and dynamics of domestic violence; conducting assessments and discussing domestic violence with clients living with HIV/AIDS; creating emergency safety plans with victims of domestic violence and making appropriate referrals in situations that involve domestic violence. This course was developed by the NYS Office for Prevention of Domestic Violence in conjunction with the NYSDOH AIDS Institute. **AUDIENCE:** This training is designed to meet the needs of health and human service providers who work with people living with HIV. **PREREQUISITE:** It is **strongly** suggested that participants have previous HIV/AIDS training in HIV counseling and testing, HIV confidentiality protections and basic medical information.

**\*OASAS Approved Hours 6.5**

**BUILDING BRIDGES TO CULTURAL COMPETENCY (1 DAY)** - This one day training explores the broad definition of culture and its relationship to competent and effective healthcare and human service delivery. Using didactic presentations, case studies and skills building exercises participants will: discuss invisible privilege and its affect on both receiving and providing services; be encouraged to self reflect and explore potential obstacles; and learn how these obstacles are created when diverse cultures, Western medicine and human service deliveries collide.

**AUDIENCE:** This training is intended for all healthcare and human service providers, including case management staff, mental health providers, substance use providers, social workers, etc. **PREREQUISITE:** None

**\*OASAS Approved Hours 6.5**

**COMMUNITY EDUCATION (4 DAYS)** - This training is designed to prepare the participant to serve as a Community HIV/AIDS Educator. During the training potential Community HIV/AIDS Educators learn: facts about HIV/AIDS; risk reduction skills and teaching strategies; the effect of STDs on the transmission of HIV; information about the June 1, 2000 HIV reporting and partner notification regulations; public speaking skills; to develop a non-judgmental perspective and cultural sensitivity and other training skills such as answering participants' questions and facilitation of group discussion. Participants will be required to give a presentation to the class on the final day of training. **AUDIENCE:** Open to anyone in the community, regardless of education, age or experience, who is interested in teaching others about HIV/AIDS.

**PREREQUISITE:** None

**\*OASAS Approved Hours 26**

**DOMESTIC VIOLENCE IN LESBIAN, GAY, TRANSGENDER AND BISEXUAL (LGTB) COMMUNITIES (1 DAY)** - This training is designed to help participants examine the beliefs, values and attitudes that can impact their ability to respond to LGTB victims of domestic violence, and to provide participants with the knowledge and skills to sensitively and effectively address LGTB domestic violence. This course was developed by the NYS Office for the Prevention of Domestic Violence and the NYSDOH AIDS Institute.

**AUDIENCE:** This training is designed to meet the needs of health and human service providers and domestic violence service providers who work with LGTB persons and/or persons living with HIV/AIDS.

**PREREQUISITE:** It is **strongly** suggested that participants have previous HIV/AIDS training in domestic violence, HIV counseling and testing, HIV confidentiality protections and basic medical information.

**\*OASAS Approved Hours 6.5**

**DEVELOPING SKILLS FOR ENHANCED OUTREACH (4 DAYS)** – This four day training is designed to provide outreach workers with the skills to increase their effectiveness of conducting outreach to hard-to-reach populations using an Enhanced Outreach model. This training will provide outreach workers with a wide array of activities that will teach them how to approach clients, gain their trust and help clients access needed services (i.e., HIV services, etc.). The training includes opportunities for skills practice regarding health behavior change and concepts of motivational interviewing. As a result of this workshop, participants will be able to: define the relational outreach engagement model; identify key outreach messages for targeted populations; summarize the stages of enhanced outreach; describe how multiple encounters is an effective approach to outreach; list the stages of change and state at least 3 concepts of motivational interviewing. **AUDIENCE:** Experienced and new health and human service providers conducting outreach as part of their jobs. **PREREQUISITE:** Although there is no prerequisite for this training, it is **strongly** recommended that participants have previous training in basic HIV/AIDS

**ENHANCING THE PARTNERSHIP BETWEEN CLIENT AND CASE MANAGER (1 DAY)** - This training will provide participants with skills to establish effective partnerships with their clients. This session will focus on what both the Case Manager and client bring to the case management process. This training will also explore how to address sensitive issues with clients, develop positive confrontation skills and strategies to work with clients' resistance.

**TOPICS INCLUDE:** engaging and maintaining clients in the case management process; clarifying roles and responsibilities of clients and Case Managers; recognizing and following through on client's subtle hints, cues and inconsistencies regarding sensitive issues; using a strength-based approach in dealing with resistance; confronting a client in a respectful and effective manner; developing a variety of strategies to address client resistance. **AUDIENCE:** Direct-service staff, supervisors, program directors. **PREREQUISITE:** Although there is no prerequisite for this course, it is **strongly** suggested that participants have previous training in HIV confidentiality; basic medical information and have taken "Introduction to Case Management."

**\*OASAS Approved Hours 6.5**

**HIV/AIDS CONFIDENTIALITY LAW (3 HOURS)** - This training provides information about the NYS HIV Confidentiality Law (Public Health Law Article 27-F) including: information about recent changes to the Law as a result of new regulations regarding HIV case reporting and partner notification as it relates to confidentiality issues; basic components and intent of the Law; rules concerning confidentiality; disclosure and signed releases; penalties and sanctions for violation of the Law; documentation and record keeping and workplace policy and procedure requirements. **This course is designed to meet provider requirements for initial and annual confidentiality training.** **AUDIENCE:** All health and human service providers. **PREREQUISITE:** None

**HIV DISCLOSURE: DECIDING WHO AND WHEN TO TELL (3 HOURS)** - This training will increase the case manager's awareness of the multifaceted issues that clients face when contemplating HIV status disclosure to family, friends and service providers. The Case Manager will develop the skills necessary to conduct timely, ongoing assessments and discussion of HIV status disclosure as a component of effective service planning. This training is meant to enhance Case Manager skills and should not be viewed as a foundation training for new staff entering the field. By the end of this training, Case Managers will be able to: describe the benefits of ongoing assessment and discussion around disclosure; outline a format to help clients with effective decision-making about HIV/AIDS status disclosure, listing the benefits and limitations; explain the value of supporting a client's decision regarding disclosure; and discuss the steps involved in making the decision to disclose HIV/AIDS status to family, friends and service providers. **AUDIENCE:** All Health and Human Service Providers including: Case Managers and Case Management Technicians in both COBRA and grant-funded programs; Supervisors; Program Directors. **PREREQUISITE:** Although there is no prerequisite for this course, it is **strongly** suggested that participants have taken "Introduction to Case Management", "Enhancing the Partnership between Client and Case Manager" and "Serving Families: From Assessments to Service Plans."

**HIV & STDs (3 HOURS)** - This training will provide HIV/AIDS service providers with basic information about: the diagnosis and treatment of the most common sexually transmitted diseases; the effect of STDs on the transmission of HIV; the importance of early identification and treatment of STDs as a strategy to reduce HIV transmission and the benefits of early identification and treatment of STDs for people living with HIV infection. **AUDIENCE:** All Health and Human Service Providers. **PREREQUISITE:** It is **strongly** recommended that participants have previous knowledge or training on basic HIV/AIDS information.

**HIV/AIDS UPDATE (3 HOURS)** - This training will provide updated information for non-clinical providers about advances in HIV/AIDS treatment. Programs are updated regularly to address emerging issues and will cover various topics. **TOPICS INCLUDE:** New developments in Highly Active Antiretroviral Therapy (HARRT; newly approved ( or soon to come) medications; vaccine research; drug resistance and resistance testing; drug/drug interactions; updates to treatment guidelines; and the role of the non-clinical provider in supporting decisions around treatment.

**AUDIENCE:** Open to all Health and Human Service Providers. **PREREQUISITE:** It is **strongly** recommended that participants have previous knowledge or training on basic HIV/AIDS information

**HIV TESTING: SKILLS PRACTICE SESSION (1 DAY)** - This one-day training will provide participants with an opportunity to practice key skills related to offering HIV testing services. As a result of this training, participants will be able to: assess when a client requires face to face pre-test counseling; conduct streamlined pre-test counseling; deliver preliminary positive and confirmed positive HIV test result; link newly diagnosed HIV positive patients to health care and support services; work in partnership with HIV positive patients to promote notification of sexual and needle sharing partners, and; conduct the NYS domestic violence screening protocol. **AUDIENCE:** Any health or human services provider who offers HIV testing as part of their job responsibilities. **PREREQUISITE:** Knowledge of basic HIV/AIDS information and attendance at "Streamlined HIV Testing" or an equivalent training.

\*CNE Contact hrs 6.5/ (Approval Code: 6VKSFE-PRV-06-079) See Page 5 for additional information.

\*OASAS Approved Hours 6.5

**HIV TESTING IN NYS: 2005 GUIDANCE (4 HOURS)** - This half-day training will provide information regarding the 2005 Department of Health (DOH) guidance on HIV counseling and testing. As a result of this training, participants will be able to: list the core elements of the 2005 DOH guidance; describe streamlined options for preparing clients for testing; determine when a patient would benefit from face to face pre-test counseling; be familiar with revised "Informed Consent to Perform HIV Testing" and "Authorization for Release of Medical Information and Confidential HIV Related Information" forms; list the elements of effective post-test counseling with an emphasis on strategies for effectively linking HIV positive patients to care, working in partnership with HIV positive patients to promote notification of sexual and needle sharing partners and referring high risk patients who test negative to prevention services. **AUDIENCE:** Experienced and new health or human services providers who offer HIV testing as part of their job responsibilities. Staff preparing to offer testing in community based organizations may attend this training or "Offering Rapid HIV Testing in CBOs Serving High Risk Communities. **PREREQUISITE:** Although there is no prerequisite for this training, it is **strongly** recommended that participants have previous training in basic HIV/AIDS.

**ADDITIONAL TRAINING:** Participants who would like an opportunity to practice the skills associated with offering HIV testing services may choose to attend "HIV Testing: Skills Practice Session".

\*CNE Contact hrs 4.0/ (Approval Code: 6VKSFE-PRV-06-078) See Page 5 for additional information.

\*OASAS Approved Hours 4.0

**IMPROVING HEALTH OUTCOMES FOR HIV+ INDIVIDUALS TRANSITIONING FROM CORRECTIONAL SETTING TO THE COMMUNITY (1 DAY)** - This one-day training is to inform providers about the culture of corrections as it relates to HIV-infected inmates' needs upon community re-entry. Best practices will be reviewed to assist formerly incarcerated clients living with HIV/AIDS establish and maintain linkages to care, as well as maneuver through the system and access needed services. **TOPICS INCLUDE:** identify the roles and responsibilities of HIV transitional case managers prior to an inmate's release; describe the distinction between jail and prison custodial settings and how HIV transitional planning services differ; outline the challenges that HIV-infected inmates face upon release; describe effective engagement techniques for working with inmates who are transitioning into community systems of care; discuss strategies for conducting assessments with former inmates who are living with HIV/AIDS to learn about their needs and to create appropriate linkages and referrals; and identify support services and resources for HIV-infected inmates who have left the correctional system. **AUDIENCE:** All health and human service providers who work directly with incarcerated clients and/or who are part of transitioning planning for incarcerated clients.

**PREREQUISITE:** It is **strongly** recommended that participants have previous knowledge of basic HIV/AIDS information and harm reduction.

**INTRODUCTION TO CASE MANAGEMENT (1 DAY)** - This training will provide participants from COBRA and grant-funded programs with the basic understanding of the case management process as defined by the AIDS Institute. It will focus on an intensive step-by-step review of the purpose and best practices of case management and will include an examination of the goal planning process. **TOPICS INCLUDE:** history and evolution of case management; review and comparison of case management models; distinction between case management and other forms of client interventions; nature and importance of goal-planning; components and relationship between steps of the case management process; case coordination with other service providers; reasons and process for case closure. **AUDIENCE:** New Case Management Staff and all Health and Human Service Providers including: direct-service staff; supervisors and Program Directors. **PREREQUISITE:** Although there is no prerequisite for this course, it is **strongly** suggested that participants have previous training in HIV confidentiality and basic medical information.

**\*OASAS Approved Hours 6.5**

**IT'S TIME: INTEGRATE VIRAL HEPATITIS INTO YOUR WORK (2 DAYS)** - This two-day training will help to increase provider's confidence, knowledge and skill levels in integrating a range of viral hepatitis services into an already compact workday. As a result of this training, participants will: learn basic facts about hepatitis A, B, and C including epidemiology, transmission, spectrum of illness, prevention strategies, vaccine recommendations, treatment options;. build skills in offering viral hepatitis prevention and harm reduction messages; discuss and receive practical tips, models and tools for integrating hepatitis screening, counseling, vaccination, treatment and referrals for care into participant's current work setting; identify resources to support one's work. **AUDIENCE:** Health and human services providers; peer educators and outreach workers particularly staff working in HIV/AIDS and substance use programs, correctional settings, and public health clinics are encouraged to attend. **PREREQUISITES:** None

**\*OASAS Approved Hours 13**

**MENTAL HEALTH SERVICES: ENSURING APPROPRIATE REFERRALS FOR HIV POSITIVE CLIENTS (2 DAYS)** - This two-day training is designed to orient HIV providers to basic information about mental illness and to prepare providers to make effective referrals to mental health care services. **TOPICS INCLUDE:** exploration of values, bias and stigma of mental illness with different cultures; overview of mental health and HIV/AIDS in NYS; overview of common psychiatric disorders; overview of the mental health service delivery system resources and referrals; overcoming barriers to mental health care. **AUDIENCE:** All Health and Human Service Providers.

**PREREQUISITE:** None.

**\*CME 11 Contact Hours/CEU 13.2 Hours (Approval Code 5TLL8T-PRV-04-016) See page 5 for additional information**

**\*OASAS Approved Hours 15**

**OVERVIEW OF HIV INFECTION & AIDS (3 HOURS)** - This training is designed to give the participant a basic understanding of HIV infection and AIDS. The course focuses on: HIV transmission; HIV prevention; importance of early detection and early medical care. **AUDIENCE:** All Health and Human Service Providers.

**PREREQUISITE:** None.

**\*OASAS Approved Hours 3.0**

**PSYCHOSOCIAL ISSUES FOR WOMEN LIVING WITH HIV (1 DAY)** - This training will explore different issues and concerns that women face when living with HIV. **TOPICS INCLUDE:** medical issues and how they differ from men who live with HIV; medical manifestation of HIV, reproductive health and adherence issues; violence and trauma and their effect on client care; living with HIV and how it affects relationships with partners, families, and support networks. **AUDIENCE:** Case Managers & Case Management Technicians in both COBRA & grant-funded programs, Supervisors and Program Directors. **PREREQUISITE:** Because this is advanced case management training, it is **strongly** suggested that participants have taken "Introduction to Case Management", "Enhancing the Partnership between Client and Case Manager" and "Serving Families: From Assessments to Service Plans." This training is meant to enhance case manager skills and should not be viewed as foundation training for new staff entering the field.

**SERVING FAMILIES: FROM ASSESSMENTS TO SERVICE PLANS (1.5 DAYS)** - This training will prepare case management staff to conduct thorough HIV/AIDS case management Comprehensive Needs Assessments and develop effective Service Plans. The session will increase participants' skill in completing the AIDS Institute COBRA and grant-funded case management Assessment Form. It provides an in depth examination of service plan development and focuses on developing measurable goals and fostering goal achievement. **TOPICS INCLUDE:** purpose and elements of the assessment and service plan; direct observation vs. personal judgments; interviewing and question-framing skills; documentation techniques; distinction between goals, objective and tasks; incorporating assessments into the development of goals and objectives; using clients' strengths and assets in developing a service plan; and tips for successful outcomes. **AUDIENCE:** Case Managers and Case Management Technicians in COBRA and grant-funded case management programs, Supervisors, and Program Directors. **PREREQUISITE:** Although there is no prerequisite for this course, it is **strongly** suggested that participants have previous training in basic HIV/AIDS medical information, "HIV Confidentiality", "Domestic Violence" and have taken "Introduction to Case Management" and "Enhancing the Relationship Between Client and Case Manager."

**SEXUALITY, GENDER & HIV (2 DAYS)** – This two-day training is designed to help health and human services providers promote sexual health among their clients by building their capacity to talk sensitively and non-judgmentally about sexual identity, gender identity and sexual behaviors. Topics to be covered during the training include: sexual and gender identity; strategies for talking with clients about sexual health issues; HIV/STD prevention and harm reduction strategies for sexual behaviors. As a result of this training, participants will be able to: increase their awareness about the range of sexual and gender identities of their clients; describe how homophobia and other forms of stigma and discrimination can impact a client's sexual behaviors and ability to practice sexual risk reduction; increase their comfort in discussing sexual and gender identity with clients; describe how sexual trauma can impact a client's sexual behaviors and risk for HIV/STDs; and, offer clients harm reduction options for sexual behaviors. **PREREQUISITE:** None **AUDIENCE:** All health and human service providers.

**SEXUALITY & HIV (3 HOURS)** (3 HOURS) – This half-day training will provide participants with the opportunity to discuss and enhance their understanding/awareness of sexuality. Through the use of didactic as well as experiential learning, participants will sharpen and develop skills necessary to effectively communicate with clients around issues related to sexuality and HIV/AIDS. **TOPICS INCLUDE:** defining and identifying the circles of sexuality; exploration of values; the effect of HIV/AIDS on an individual's sexuality; effective communication tips when working with HIV+ clients on sensitive issues relating to their sexuality. **AUDIENCE:** All Health and Human Service Providers. **PREREQUISITE:** None.

**TREATMENT FRAUD (3 HOURS)** - This half-day, skill-based program will prepare participants to educate HIV positive consumers how to evaluate health claims and identify health fraud. Participants will receive activities and strategies for working with consumers to address treatment fraud. Topics to be covered include: HIV/AIDS treatment fraud and its impact on consumers; tips on how to help consumers identify treatment fraud; challenges of discussing HIV/AIDS treatment fraud; a new consumer handbook entitled, "Too Good to be True? What You Need to Know to Avoid HIV/AIDS Treatment Fraud". **AUDIENCE:** Treatment Educators, Case Managers, Client Advocates, other providers who work with HIV positive consumers. **PREREQUISITE:** none.

**\*OASAS Approved Hours 3.0**

**TAILORING HIV COUNSELING AND TESTING TO THE UNIQUE NEEDS OF ADOLESCENTS (1 DAY)** - This training will prepare participants to tailor HIV testing services to the unique needs of adolescents. It will help build participant skills in meeting the counseling requirements of Article 27-F, including talking with adolescents about HIV reporting, conducting domestic violence screening, and assisting with partner notification.

**Topics include:** legal rights of adolescents when seeking HIV testing and treatment; overview of the DOH guidelines titled "HIV & Adolescents: Counseling and Testing, Linkage to Care and Partner Notification;" and understanding adolescent development, including opportunities for values clarification.

**AUDIENCE:** All health and human service providers already conducting HIV counseling and testing, especially those who work with youth. **PREREQUISITE:** Prior training in "HIV Testing Procedures" or, significant experience conducting HIV counseling and testing. Quick Tips: Tailor pre/post counseling messages for young people.

**\*CEU 7.8 Contact Hours/CME 6.5 (Approval Code 5TLL8T-PRV-04-014) See page 5 for additional information.**

**\*OASAS Approved Hours 6.5**

**WHAT'S NEW IN HIV/AIDS (3 HOURS)** - This half-day training will provide updated information for non-clinical staff about advances in a wide range of issues related to HIV/AIDS. Programs are updated regularly to address emerging issues and will cover various topics ranging from: changes in policy and regulation that affect the HIV/AIDS community; new information about prevention strategies and programs; other critical issues in HIV/AIDS care and support services. **AUDIENCE:** All Health and Human Service Providers. **PREREQUISITE:** Attendance at a basic training in HIV/AIDS, such as the Overview of HIV Infection and AIDS, is required.

**VOICES/VOCES – (2 DAYS)** - This informational session will provide agency directors or program managers with an understanding of the VOICES/VOCES intervention and how it may or may not be an effective intervention for their agency. Participants will learn: The core elements of the VOICES/VOCES intervention; The target audience for this science-based intervention (heterosexual, African-American and Latino clients who are at risk for HIV/STDs); and Agency requirements and resources needed to offer the VOICES/VOCES intervention, including personnel, space and other requirements. **AUDIENCE:** Executive Directors and Program Managers that work in an agency that serving African-American and/or Latino clients who are at risk for HIV/AIDS and STDs. **PREREQUISITE:** Should be in a decision-making role in an agency that serves African-American and/or Latino clients.