

# PLDI IMPACT EVALUATION

**What is the Positive Leadership Development Institute (PLDI)?** It is a three-module leadership training program exclusively by and for people living with HIV (PLHIV). Since its launch in BC, in 2009, PLDI has facilitated 20 training sessions and had over 160 individuals participate.

## Who participated in the PLDI program?

Demographics since 2009 (up to April 1, 2017)

	Numbers	%
<b>Gender</b>		
Men	94	58.8%
Women	63	39.4%
Trans	3	1.9%
<b>TOTAL</b>	<b>160</b>	
<b>Region</b>		
Vancouver Coastal	71	44.4%
Fraser	29	18.1%
Interior	21	13.1%
Island	20	12.5%
North	15	9.4%
Yukon	1	0.6%
Outside of BC	2	1.3%
Unknown	1	0.6%
<b>TOTAL</b>	<b>160</b>	
<b>Age Range</b>		
19-29	14	8.8%
30-40	33	20.6%
41-51	58	36.3%
51+	51	31.9%
Unknown	4	2.5%
<b>TOTAL</b>	<b>160</b>	
<b>Trainings Completed</b>		
Core	160	100.0%
Bored? Get on Board!	65	40.6%
Communications	81	50.6%
Mental Health First Aid	18	11.3%

## IMPACT EVALUATION



**Who:** PAN staff, Impact Evaluation Steering Committee (made up of PLDI trainers, PLDI grads, key stakeholders), and a team of four Peer Evaluators conducted the evaluation.

**Who did we talk to?** People living with HIV (both grads and non-grads), key stakeholders, Trainers, Champions:

- Online survey, n=81
- Qualitative interviews, n=28
- Focus group with PLDI trainers, n=5
- Analysis of 14 historical evaluation data sets from 2009 onward

**What:** Conducted a participatory, impact evaluation

**Where:** Talked to grads, people with lived experience and stakeholders from across BC

**When:** Started work in January 2016 and will have the project completed in summer of 2017 (data collection took place December 2016—March 2017)

**Why:** To determine whether the PLDI is meeting the short, intermediate, and long-term objectives of the program and to get some concrete data about PLDI participants' experiences since and as a result of the training



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# IMPACT EVALUATION FINDINGS

## Key Findings from Online Survey Respondents:

- **92%** feel like GIPA/MIPA principles are being more actively used in their communities since PLDI started
- **90%** feel that PLDI participants have a greater understanding of the GIPA/MIPA principles
- **88%** feel that PLDI participants have more volunteer/work opportunities after completing PLDI
- **69%** feel that community-based organizations benefit from PLDI participants
- **80%** feel that PLDI participants are more engaged in their HIV care
- **77%** feel that PLDI participants have more confidence to share their HIV status with friends, family and community
- **82%** feel that PLDI training has supported participants to have improved health outcomes

I was invisible in life and now I've moved to being a board member. The training transformed my life, I really loved it.

The PLDI has helped to build my confidence and helped me on the inside... PLDI has always been a place to empower me both personally, with my self-care, and professionally, with volunteering and working.

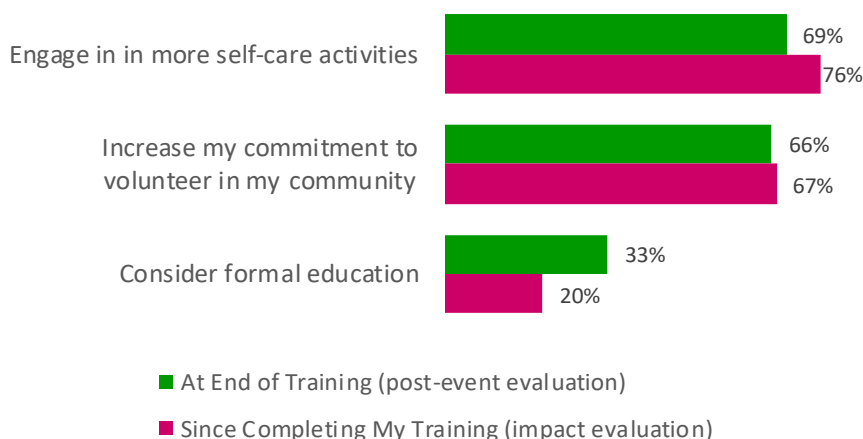
I think the stuff that was really important to me was learning about... I can't remember what it is called, exactly... 'inspiring a shared vision that everyone could participate in,' and 'encouraging the heart'... those leadership qualities were really important for getting my job at [an HIV organization].

PLDI has profoundly impacted the voice I am hearing from the community with lived experience. Their comments are useful in policy work and their work with other community-based organizations and government ministries.

PLDI grads are more confident, empowered to speak, are stronger and understand themselves better. They have better communication skills, a better idea of how our organization runs and they can express 'the process' better."

PLDI participants complete evaluation forms after each training. These evaluation forms ask a set of questions about what PLDI grads plan to do after and as a result of completing the PLDI training. The impact evaluation asked a similar set of questions in order to compare participants' intentions with their actions taken. The chart below demonstrates that most PLDI grads followed through or exceeded their intentions.

The number of PLDI grads who intended to make changes based at the end their training and then followed through at a later date was very high



We get people going and we can start a flame, and we've had people that go back to communities after feeling that sense of support and connection that don't have it in their community and **they go about creating it**. They become determined to create that. And we've got people exchanging emails and resources, information, at the end of the training because they want to continue that support and connection following the training.

