

BeU and Beyond: Transforming HIV Care with Peer Navigators

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Conflict of Interest Disclosure Statement

- Speaker has nothing to disclose

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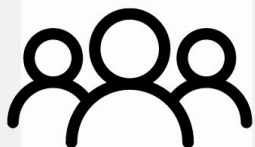
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Learning Objectives

- 1. Understand the Role of Peer Navigators in Re-engaging Clients into HIV Care**
 - Describe how peer navigators leverage lived experiences and evidence-based practices to build trust and support client retention.
- 2. Explore Strategies for Professionalizing the Peer Navigator Role**
 - Identify key steps to formalize peer navigation as a profession through training, credentialing, and structured career pathways.
- 3. Recognize the Impact of Peer Navigation on Client Engagement and Advocacy**
 - Analyze the effectiveness of peer navigation models in improving health outcomes and fostering organizational and community support for HIV care programs.

Background



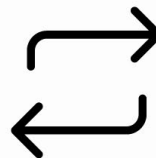
Community

Community shared the importance of competent navigation staff and peer navigation support



Collaboration

Collaborated with key stakeholders to identify needs of Navigators



Change

Developed mandatory training for all Navigation staff, including training of the trainer for supervisors



Continuous Learning

Create professional development opportunities for staff to continue to build skills

Defining the role of a HIV Peer Navigator



HIV Peer Navigation is a specialized form of support and guidance provided by individuals who have personal experience with HIV, either as people living with HIV themselves or as family members or friends of someone affected by HIV.




They provide emotional support, share their own experiences to inspire hope, and offer practical advice on various aspects of HIV care, including adherence to antiretroviral therapy (ART), risk reduction, and accessing community resources.



They work closely with local health departments, community-based organizations, and healthcare providers to help implement prevention, care, and treatment strategies, including increasing access to HIV testing, ensuring timely linkage to care and treatment, and promoting Pre-Exposure Prophylaxis (PrEP) for individuals at risk of HIV.

What is a Scope of Practice?

The purpose of the HIV Peer Navigation Scope of Practice is to enhance the effectiveness and professionalism of HIV Peer Navigators, leading to improved health outcomes and quality of life for individuals living with or affected by HIV.



By adhering to the scope of practice, HIV Peer Navigators can deliver high-quality, ethical, and culturally sensitive support, contributing to the collective efforts to combat HIV and create a more supportive and inclusive environment for those impacted by the virus.

Scope of Practice Aims



Ensure Consistency and Standardization



Support Professional Development



Promote Client-Centered Care



Ensure Ethical and Responsible Practice



Enhance Collaboration and Integration



Support the Goals of the RWHAP and Ending the HIV Epidemic (EHE) Initiative

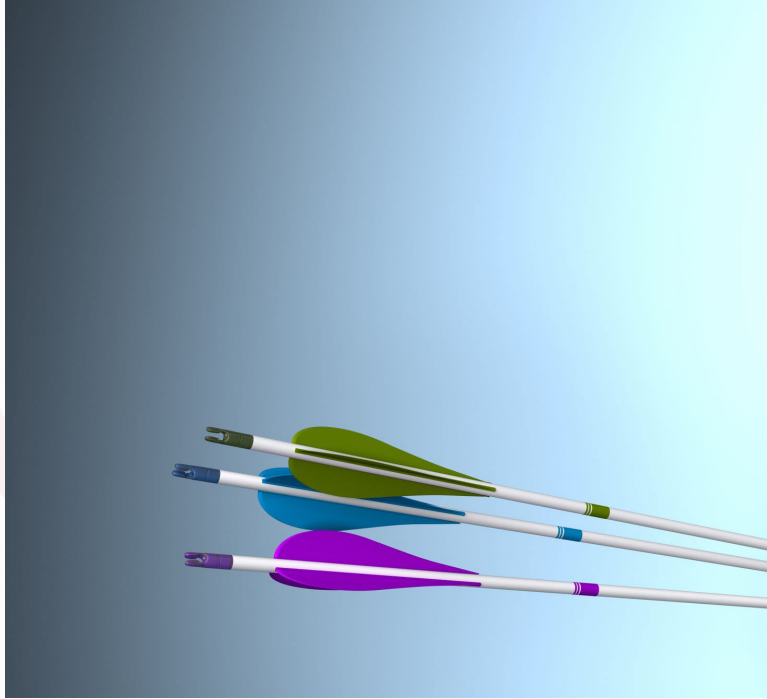


Ensure Program Accountability

SCOPE OF PRACTICE

HIV Peer Navigator Core Competencies

What are “Core Competencies”?



- The combination of observable and measurable **knowledge, skills, abilities** and **personal attributes** that contribute to enhanced employee performance and ultimately result in organizational success.

HIV Peer Navigation Core Competencies

- I. Cultural Competency and Sensitivity
- II. Effective Communication and Active Listening
- III. Confidentiality and Privacy Practices
- IV. Peer Support Techniques and Empowerment
- V. Knowledge of HIV Transmission, Prevention, and Treatment
- VI. Understanding of U=U (Undetectable = Untransmittable) Concept
- VII. Assessment of Client Needs and Resources
- VIII. Crisis Intervention and De-escalation Skills
- IX. Navigation of Healthcare Systems and Services
- X. Clients Rights and Needs
- XI. Risk Assessment and Safety Planning
- XII. Collaboration with Multidisciplinary Teams
- XIII. Self-Care and Professional Boundaries

SCOPE OF PRACTICE

Code of Ethics

What is a code of ethics?



A code of ethics is a set of guidelines that defines **ethical principles** and **values** that individuals or organizations must abide by. These codes serve as a guide for decision-making, ensuring that individuals act with integrity, professionalism, and respect for all stakeholders involved.

Commitment to Client-Centered Care



1.1. Always prioritize the well-being, rights, and needs of the client above all else.



1.2. Approach each client as a unique individual with their own experiences, challenges, aspirations, and strengths.



1.3. Ensure that the client remains an active participant in decision-making processes, respecting their autonomy and choices.



1.4. Continuously seek feedback, ensuring that our services evolve and adapt to meet the dynamic needs of our clients.

Maintaining Professional Boundaries



2.1. Clearly define and communicate the scope of the HIV peer navigator's role to clients, ensuring that they understand what they can expect from the relationship.



2.2. Avoid any personal or financial relationships with clients that could impair objectivity or create conflicts of interest.



2.3. Ensure client information is treated with the utmost confidentiality, shared only with explicit consent or when mandated by law.



2.4. Refrain from offering services or advice outside of one's expertise or training. When necessary, refer clients to appropriate professionals or resources.

Respect for Diversity and Cultural Sensitivity



3.1. Treat every individual with dignity, respect, and fairness, regardless of race, sexual orientation, age, religion, socioeconomic status, or any other characteristic.



3.2. Actively seek knowledge and training to understand cultural norms, beliefs, and values, ensuring our services are culturally informed and appropriate.



3.3. Recognize and challenge personal biases, ensuring they don't influence our interactions with clients.



3.4 Promote broad representation and engagement within our profession and the HIV care field, ensuring that all perspectives are acknowledged and valued

Ethical Decision-Making Guidelines



4.1. In situations where ethical dilemmas arise, prioritize the well-being and rights of the client as the primary guiding principle.



4.2. Seek guidance from peers, supervisors, or other professionals when confronted with challenging ethical decisions, fostering a collaborative approach.



4.3. Regularly reflect on and assess personal values, beliefs, and experiences, understanding their potential influence on decision-making.



4.4. Stay informed about evolving ethical guidelines, best practices, and research in HIV care, ensuring that our decision-making processes are grounded in the latest knowledge.



4.5. When errors occur, own them, communicate transparently with the client, take corrective actions, and reflect on them to ensure continuous learning and growth.

Discussion questions



What opportunities exist to expand the role of HIV peer navigators in emerging areas of healthcare?



What policy changes are needed to support the professionalization of HIV peer navigation?



How can organizations demonstrate the value of HIV peer navigation to secure long-term funding?



How can we create pathways for peer navigators to transition into other roles within the HIV care continuum or broader healthcare settings?

Why HIV Peer Navigation?

■ Improved Client Outcomes

- Higher rates of care linkage, retention, and viral suppression.
- Supports Ending the HIV Epidemic (EHE) goals.

■ Standardized Best Practices

- Consistent, evidence-based approaches to reduce service variability.
- Improved tracking of measurable outcomes for HIV care programs.

■ Elevated Workforce Credibility

- Recognizes peer navigators as integral members of healthcare teams.
- Establishes clear career pathways, improving job satisfaction and retention.

■ Sustainable Funding and Support

- Demonstrates value to policymakers and funders.
- Attracts investment in peer navigation as a cost-effective intervention.

■ Data-Driven Impact

- Enables systematic evaluation of peer navigation programs.
- Builds evidence for expanding peer navigation as a critical service.

■ Addressing Stigma and Isolation

- Strengthens trust and reduces stigma in accessing HIV care.
- Creates a movement of support and advocacy for people living with HIV.

Contact Information



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Resources

- **CDC: Peer Navigation Services for HIV**

Comprehensive guidance on integrating peer navigation into HIV prevention and care programs.

<https://www.cdc.gov/hiv/effective-interventions/diagnose/peer-navigation>

- **TargetHIV: Peer Program Resources**

Resources to help organizations build and sustain peer-based programs, including training and best practices for HIV care.

<https://targethiv.org/library/peer-program-resources>

- **SAMHSA: Peer Support and HIV Services**

Guidelines for using peer support models to address HIV prevention, treatment, and care.

<https://www.samhsa.gov/brss-tacs/recovery-support-tools/peers>

- **Positive Peers Mobile App**

An app designed to support young people living with HIV through peer connections and resources.

<https://positivepeers.org>

Resources

- National Clinician Consultation Center
<http://nccc.ucsf.edu/>
 - HIV Management
 - Perinatal HIV
 - HIV PrEP
 - HIV PEP line
 - HCV Management
 - Substance Use Management
- Present on ECHO
 - <https://hsc.unm.edu/scaetc/programs-services/echo.html>
- AETC National HIV Curriculum
<https://aidsetc.org/nhc>
- AETC National Coordinating Resource Center
<https://targethiv.org/library/aetc-national-coordinating-resource-center-0>
- HIVMA Resource Directory
<https://www.hivma.org/globalassets/ektron-import/hivma/hivma-resource-directory.pdf>
- Additional trainings
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