



EACH

EACH PROGRAM, EARLY ADVOCACY & CARE FOR HIV

944 MARKET STREET, SUITE 210, SAN FRANCISCO, CA 94102
(415) 403-3800, Fax 403-3809

March 14, 1993

Nsomeka Gomes
MTRC
1540 Market Street, Suite 320
San Francisco, CA 94102

Dear Nsomeka:

Thank you for your recent letter. I am sorry I was unable to attend the most recent meeting of the MTRC African American Focus Group. I did have it on my schedule and just overlooked it in the press of other responsibilities. Let me assure you that the incident that took place at the previous Focus Group Meeting was not in any way related to my absence. I tend to be a very direct person and if I was leaving the committee because of any incident, I would most certainly let you know with a phone call or a letter. As I mentioned above, I simply overlooked the meeting in the press of other responsibilities.

I am also sorry to have missed the discussion at the most recent meeting of the Focus Group. As you must realize, I did find the statements made by the MTRC staff-person at the previous meeting to be *extremely* disturbing. So much so, that if he were not another African American man trying to make his way in the world, I would have sent a letter to the Executive Director of MTRC and to the Board of Directors regarding the incident. I mentioned it to several African American colleagues and they too were shocked and concerned.

I can appreciate the respect for differences of opinion that you mention in your letter, but I am reasonably assured also that you have no MTRC staffpersons who openly express positive feelings about the Ku Klux Klan. Why then should bigotry towards Jewish people (Anti-semitism) or the perpetuation of stereotypes and xenophobia be tolerated? I would hope for more at an agency dedicated to multiculturalism and the eradication of racism and prejudice. I assure you that many people in the community share these hopes.

If tolerance of these types of views is the philosophy of MTRC, its Board of Directors and/or staff, please let me know. I would need to terminate my relationship with MTRC immediately and recommend that the agencies that I work with do so as well. Having come so far as an

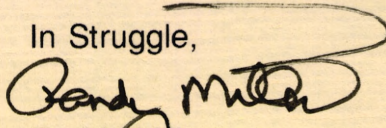
Program of Gay Men of Color Consortium
National Task Force on AIDS Prevention
American Indian AIDS Institute
(CURAS) Community United in Response to AIDS/SIDA
GAPA Community HIV Project
(BAHSES) Bay Area HIV Support & Education Services

African American gay man, I can not participate in the same type of prejudice by which I am so often oppressed. Likewise, if I have somehow misunderstood the information that was being presented, please enlighten me so we can move forward.

At this point I am planning to be at the March 17 Focus Group Meeting with the draft of the monograph and article as we initially agreed. I am shifting job responsibilities in late April to become the Director of Local Programs for four projects run by the Gay Men of Color Consortium and the National Task Force on AIDS Prevention so I am not sure about my time after May 1.

I look forward to seeing you on March 17. Hopefully these other matters can be resolved prior to or at that time.

In Struggle,



Randy Miller
Program Director

cc: Reggie Williams, Executive Director, NTFAP



Lavender Youth Recreation & Information Center

A SPONSORED PROJECT OF THE WOMEN'S BUILDING

4/5/93

Terry Berman
Nsomeka Gomes
Multicultural Training Resource Center
1540 Market St., Suite 320
San Francisco, CA 94102

Dear Terry and Nsomeka,

Advisory Board

Hon. Roberta Achtenberg
Rick Aguirre
April Bolin
Kathy Bollinger
Ken Bukowski
Eric Ciasullo
Chris Collins
Courtney
Rene Fukuhara Dahl, Ph.D.
Katie Dwight
Elisabeth Friedman
Vincent Fuqua
Regina Gabrielle
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Lisa Heft
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Joe Hosking
Ruth Hughes
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Diane Manning
Hon. Carole Migden
Hunter Mills
Rachel Morello-Frosch
Hon. Mary Morgan
Johnnie Norway
Albert Park
Chris Ruetz
Robert Sardy
Kathryn Stebner, Esq.
Karen Strauss
Clarmundo "Michael" Sullivan
Olga Texidor
Rachel Timoner
Carmen Vazquez
Kishana Watson

I am writing to thank you for your clear and powerful Racism and Classism Awareness Training for the Gay Youth Talk Line on March 30.

Several of the participants expressed their appreciation and enthusiasm about the evening's training. In their comments to me, the participants marveled at your ability to consolidate the material into a concise analysis and lucid presentation.

It is my impression that some members of the group felt a little raw after the training, as a few showed feelings of vulnerability and defensiveness the next night. We did have time at the end of the training to process those feelings and were able to come to a good resolution.

I am very glad that we touched on -isms early in the group's collective experience. Your training now acts as a part of the groundwork behind the group's interactions and the individuals' performance on the phone.

Thank you again for taking the time and the effort to lead the training. I respect your work tremendously and would love to work with you again.

Sincerely,

Rachel Timoner
Youth Switchboard Coordinator
LYRIC

Staff

Dan Barutta, MSW
Director

Marilyn McNeal
*Lesbian Youth Support Project
Coordinator*

Phil Clark
HIV Health Educator

Alfonso Diaz
Health Worker

Beth Kivel
Founder

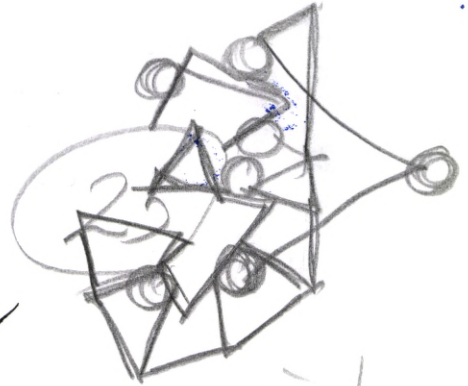
Video X Randy Miller
Expert Program
944 Market ST 210
SF 94102 #403-3800
Fax 403-3809

no good (1-3) \$70+ avail.



10:3

Melissa Jones
DPH AIDS Office
25 Van Ness St. Suite 500
San Francisco, CA 94102
554-9096
Fax - 431-7547



Ernest Andrews
Volunteer Center
1160 Battery St. Suite 70
San Francisco, CA 94110
753-7625

Hiv/
The Center

Fax # 399-9214

Title -

April Bokor, M.S.W. and
AIDS Foundation
25 Van Ness St.
San Francisco, CA 94102
864-5855 X2530
Fax - 552-8619

Crystal 2555
AIDS Foundation



Video

Video

Mr. Gene Ramos
Rafiki House - 641-564
1638 Kirkwood Ave.
San Francisco, CA 94124
B.C.A. 346-2530
-Rodney-

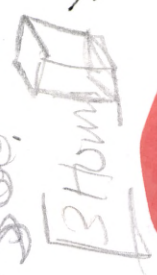
Fax 641-0483

400
500
900

Ernest Jealousy Jiggetts
BAHSES
625 O'Farrell St.
San Francisco, CA 94109
749-6714

(wed. bad)

4,000



video TONY - MTRC

AFRICAN AMERICAN FOCUS GROUP

December 21, 1992

Introductions

Members present: Melissa Jones, April Bolling, Junior Sanchez And Nsomeka Gomes.

I would like to take this opportunity to thank you for taking time out of your busy schedules. We value your input and your expertise in our materials development process. We are now facing the challenges of the new year with a new optimism and furvor. We look forward to seeing you at the **next meeting on January 5, 1993 at 10:30am**. We will provide a light breakfast.

Discussion on the brochure

* Most of the discussions centered around statewide brochures with hotline numbers vs agency specific brochures. Issues with hotline numbers were that they give the impression of a crisis, can they meet the demands of a diverse cultural population, such as the African American community and how culturally appropriate is a statewide brochure in the African American community.

Concerns about agency specific brochures were, how to avoid the shuffle, agencies are not clearinghouses and are agencies equipped to handle an array of questions.

* We finally agreed to produce a statewide broshure with hotline numbers. We will designate a portion of the page for service providers/contractors to include agencies in thier perspective communities.

Concerns

* There was a concern about the absence of the contract guidelines. We will distribute the guidelines to everyone at our next meeting.

Delegated Responsibilities:

Melissa and April have agreed to edit brochures.

Nsomeka will research statewide hotline numbers and provide a motif.

Junior will research and distribute guidelines.

GUIDELINES

5. PRODUCE TWO CAMERA READY BROCHURES DEALING WITH AIDS AND THE AFRICAN AMERICAN, AIDS AND THE ASIAN/PACIFIC ISLANDER COMMUNITIES.

A. Research:

Review literature on library and on data bases.
Review the conclusion Section of the HIV/PEC.

B. Coordination:

Review with M.R.P., O.A. and relevant contractors.

C. Content:

Culturally appropriate brochures dealing with the African American and Asian/Pacific Islander as they relate to AIDS.

Brochure must be applicable to any statewide agency who serves the specific population.

Pictures addressing behavior change and risk factors for **low literacy** population.

Additional content input from appropriate focus group and/or M.R.P.

Brochures must be photo ready for easy reproduction.

D. Materials:

Develop a letter with instructions on how to use and/or apply the information on the brochures.

E. Promotion:

Will appear in the F.Y.I. Bulletin

F. Implementation:

Review the conclusions on the HIV PEC for needs assessment. Contact appropriate contractors for input.

Develop basic format.

Distribute.

AFRICAN AMERICAN FOCUS GROUP

January 25 , 1993

Introductions

Members present: Randy Miller, Carlton Jiggetts, and Nsomeka Gomes.

Discussion:

BAHSES and Each are both in the process of developing the drafts for the *Article and the Monograph*.

The Brochure has been completed. It will be sent to Sacramento for review. Thank you for your insights and expertise. I will forward you copies before we send them out for print.

We have interviewed two potential Video Producers. We will make our hiring decision by Feb. 17, 1993. Immediately after, we will schedule a focus group where we can all meet with him/her to further discuss production.

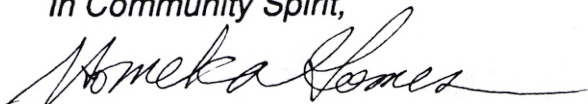
We expect to be in full production by the first of April. We hope you will be able to attend the focus groups and assist us in the development of this video.

All participants will receive a \$100. 00 stipend.

OUR NEXT MEETING: Friday , February 19th at 10:30am

We hope to see you there.

Peace ,
In Community Spirit,

A handwritten signature in cursive script, appearing to read "Nsomeka Gomes".

Nsomeka Gomes

Effective HIV/AIDS Interventions and Care for Afr
By Randy Miller

Editor: Multicultural Training Resource Center

WORK
IN PROGRESS
ARTICLE
Randy

Overview

As we move further into the second decade of the struggle against HIV/AIDS, the epidemic continues to spread at an alarming rate among African Americans. Despite years of education in some communities regarding prevention, treatment and care, the rate of AIDS transmission continues to escalate in communities of color and in African American communities in particular. Many HIV-infected persons and others seeking to access services for the African American community complain that the few services that are available are largely targeted towards the majority culture. Because of this, the agencies and organizations which provide these services often do not offer effective models of prevention and care for African American communities and individuals.

This paper will examine some of the barriers to prevention and care experienced by African Americans seeking to access HIV/AIDS related services. We will also explore some basic assumptions regarding the provision of culturally-sensitive services. Finally, we will review several specific strategies for providing culturally competent services.

Barriers to Care

Many HIV-infected African Americans and others seeking to access services for their community encounter unexpected barriers to care. Some of these are listed below:

AIDS-Phobia. HIV/AIDS engenders feelings of fear, distrust and even anger in many people. This is largely due to ignorance about the virus and unfounded fears of casual transmission. Many HIV-infected persons find themselves the objects of discrimination and are often cut off from support networks such as family and friends.

Racism. This ranges from institutional insensitivity to the concerns of African Americans among care providers to the denial of treatment and care based on race. Stories such as the one-time widely circulated theory that AIDS originated in Africa through human contact with Green Monkeys or that Haitians or African Americans were more likely to be infected on the basis of race alone have fueled racial discrimination in combatting AIDS.

Homophobia or the fear/hatred of gay and lesbian people. The AIDS epidemic has fueled anti-gay violence and discrimination. Because the gay community was one of the first identifiable groups in the U.S. to succumb to HIV/AIDS and because many people to believe that gay culture is a largely white phenomenon, AIDS is often seen as a "gay white man's disease". This has in some ways fueled deeply held social biases and helped to escalate the levels of discrimination and violence experienced by many gay men and lesbians.

Effective HIV/AIDS Interventions and Care for African Americans

By Randy Miller

Editor: Multicultural Training Resource Center

DRAFT

Overview

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Moralism. Many HIV-infected persons are told directly or indirectly that HIV/AIDS represents a judgement on their lifestyle or sexual orientation. Such beliefs often keep HIV-infected people and their friends and family from disclosing the presence of the disease because of fear of stigmatization and ostracization. Ironically, this secrecy has the added effect of isolating persons affected by HIV/AIDS at the very time they most need their support networks.

Classism. Many of those hardest hit by the HIV/AIDS epidemic within the African American community come from lower socioeconomic levels in our society. In many cases these people come from marginalized subcultures about which our society is deeply ambivalent i.e. individuals below the poverty-line, injection drug-users, gay men, prostitutes, etc. In addition to these marginalized groups, the costs of treatment and care associated with HIV/AIDS overburden the financial resources of most HIV-infected persons. Many persons with HIV/AIDS find themselves impoverished by the costs of treatment and care.

An effective model for intervention and treatment must be cognizant of these barriers and utilize strategies that enable those seeking services to overcome or at least push through these obstacles.

Some Basic Observations

1. For a variety of reasons i.e. limited financial resources, distrust of healthcare institutions, and cultural beliefs about the healing and death, many African Americans do not access healthcare until a serious illness or problem has manifested itself. This has serious implications for diseases and illnesses such as HIV/AIDS for which prevention is relatively inexpensive and early intervention and treatment can measurably extend and enhance the quality of life.
2. Many African Americans because of limited resources do not enjoy the benefits of private healthcare and insurance. In many cases, HIV-infected persons must rely on already over-burdened public healthcare systems that in many cases provide substandard care and entail long-waiting periods. Many public healthcare facilities are not equipped to deal with HIV/AIDS in a manner that does not add to the stigmatization of the person seeking care.
3. Care Providers can not assume that persons concerned about HIV will come to them at the time when an intervention would be the most advantageous. As noted above for a variety of reasons, many African Americans delay seeking care until the illness or disease begins to manifest itself. Successful models of service provision must entail targeted outreach and recruitment and community-wide education about prevention and early intervention.
4. Many African Americans believe that HIV/AIDS is a disease engineered by human beings. Others add to that the virus was specifically engineered to deal with populations considered disposable by the majority culture. Such conspiracy theories cut across all socioeconomic lines in the African American community and are bolstered by actual historical events such as the Tuskegee Study in

which African American men with syphilis in the rural South went untreated for decades as a mode of scientific inquiry. Such historical occurrences have fostered a wide-spread distrust of the scientific and medical communities among many African Americans. This has serious implications in educating people about HIV/AIDS, a disease in which scientific and medical information is still emerging. Overcoming this distrust to provide prevention education and/or enrolling HIV-infected African Americans in clinical trials is sometimes exceedingly difficult.

5. Despite myths and stereotypes to the contrary, African Americans are as heterogeneous as any other subgroup within American society. What is perhaps distinctive from other subgroups is a conscious acknowledgement of shared history and culture and an awareness of the barriers that African Americans must overcome on a daily basis. This shared history and cultural awareness are important tools in designing effective intervention strategies.
6. In the discussion of culturally-specific and appropriate models of intervention and care for the African American community, the HIV/AIDS epidemic can not be viewed in a vacuum. Effective strategies for intervention and care regarding HIV/AIDS will take into consideration cultural history and norms as well as the other issues and needs impacting the lives of those seeking services. Too often HIV-infected persons must choose between dealing HIV/AIDS or other life issues i.e. substance abuse, housing needs, mental health issues, employment, etc. Effective intervention strategies will seek to link care for HIV/AIDS with services addressing other needs and issues.
7. Many African Americans reiterate time and time again their sense of isolation and loneliness and the lack of community support in dealing HIV/AIDS. As noted above, the fear of stigmatization and ostracization within the African American community are real barriers to seeking intervention and care. This isolation is particularly troubling because African American communities have traditionally recognized individual identity only within the context of family or cultural identity. Effective intervention strategies will seek to re-build peer support mechanisms for those who have been ostracized from more traditional support networks.

Providing A Culturally Competent Model

Modes of Service Provision

Outreach

Prevention Case Management

Treatment Advocacy

Community Events

Conclusion

Effective HIV/AIDS Interventions and Care for African Americans
By Randy Miller

Editor: Multicultural Training Resource Center

DRAFT FOR
ARTICLE/MONO.
ARTICLE NOT COMPLETE*

Overview

As we move further into the second decade of the struggle against HIV/AIDS, the epidemic continues to spread at an alarming rate among African Americans. Despite years of education in some communities regarding prevention, treatment and care, the rate of AIDS transmission continues to escalate in communities of color and in African American communities in particular. Many HIV-infected persons and others seeking to access services for the African American community complain that the few services that are available are largely targeted towards the majority culture. Because of this, the agencies and organizations which provide these services often do not offer effective models of prevention and care for African American communities and individuals.

This paper will examine some of the barriers to prevention and care experienced by African Americans seeking to access HIV/AIDS related services. We will also explore some basic assumptions regarding the provision of culturally-sensitive services. Finally, we will review several specific strategies for providing culturally competent services.

Barriers to Care

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Outreach

Prevention Case Management

Treatment Advocacy

Community Events

Conclusion



Multicultural Training Resource Center

ATTENDANCE SHEET

FOCUS GROUP: A.A. Community 3/24/93

1. Usomeka Gomes.
2. Randy Miller
3. Crystal Mason
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- 9.
- 10.
- 11.
- 12.
- 13.
- 14.
- 15.



TO: Bandy Miller
COMPANY: EACH PROGRAM
FAX #: 403-3809
OF PAGES INCLUDING THIS PAGE: 3

COMMENTS: _____

FROM: NSOMBA GOMES

M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

1540 Market Street, Suite 320
San Francisco, California 94102
phone 415 . 861 . 2142
fax 415 . 861 . 4459



M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

3.23.93

Dear Randy,

Thank you for the drafts. The monograph is presently going through a review process. It looks good.

I enclosed a copy of the contents which need to be addressed in the article. The article should speak specifically about one of your programs and its success. Basically it should make your program shine.

If you have any questions, please call me. I will contact you again shortly after the review process.

It regards to the meeting tomorrow, I will give you an update via phone.

It is however critical that we make the last meeting of the month. Should this time frame be a problem, please call me so that we may reschedule.

I look forward to speaking with you soon.

In Community Spirit,

C. Content:

Identified needs in the HIV Prevention Efforts in California Report (HIV PEC)

Barrier solving strategies in a check list style that will include:

✓ *Staff Profile*

Health Education Materials ✓

Networking

Funding ✓

Program Methodology

Addressing Risk Factors

better understanding and easier use of the articles.

First Quarter

D. Materials:

Questionnaires to acquire relevant information on the models.

Database information and articles.

First Quarter

E. Field Testing:

Review with the MRP and OA

First Quarter

F. Implementation:

Develop questionnaire for contractors to guide the description of their programs.

Develop the articles.

Distribute to interested contractors.

First Quarter

3. Produce 2 Videos:

One African American and one Asian/Pacific Islander, 30 minute videotape for contractor staff development.

A. Research:

Based on the Findings and Conclusions of the HIV PEC.

First Month

B. Coordination:

Lo and Behold Video Productions

Review with the OA and the MRP

First- Second Quarters



Multicultural Training Resource Center

ATTENDANCE SHEET

3-5-93

FOCUS GROUP: AFRICAN AMERICAN

1. Nsoneka Gomes, MTRE
2. April Bolin, SFAF
3. Crystal Mason, SFAF
4. AARIN BURCH
5. Junior Sanchez
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Multicultural Training Resource Center

ATTENDANCE SHEET

FOCUS GROUP: AFRICAN AMERICAN 2/19/93

1. Nsomeka Gomes, MTRC
2. Crystal Mason, SFAF
3. April Bolin, SFAF
4. Randy Miller, EACH
5. Tony Jackson, MTRC
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Multicultural Training Resource Center

ATTENDANCE SHEET . A.A.

JAN. 25, 1993

1. *Monika Jones* ✓ MTRE

2. *Randy Miller* _____ EARTH

3. *↓ 210-2115 OUT / FRI OUT / TUES. OUT*

4. *Jealousy*

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Multicultural Training Resource Center

ATTENDANCE SHEET

FOCUS GROUP: AFRICAN American JAN. 5, 1993

1. Carlton Giggles - will have BATHES Consider Man/Article
Hell let me know.
2. Nsumeka Comes
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AFRICAN AMERICAN FOCUS GROUP

January 5, 1992

Introductions

Members present: Carlton Jiggetts and Nsomeka Gomes.

Discussion:

BAHSES agreed to do the Article and the Monograph. They will present the first draft to MTRC at the end of January.

We are finally going to produce the first draft of the brochure. We will lay it out and have it for the next meeting.

We will begin to focus on the video. We will be interviewing two video producers. One of them upon being hired, will attend our first video focus group in February.

Delegated Responsibilities:

Melissa and April have agreed to edit brochures.

Nsomeka will research statewide hotline numbers and provide a motif.

BAHSES will produce Article/Monograph.

OUR NEXT MEETING: MONDAY, JANUARY 25TH AT 10:30AM

We hope to see you soon.

*Peace ,
In Community Spirit,*

Nsomeka Gomes

AFRICAN AMERICAN FOCUS GROUP

January 25 , 1993

Introductions

Members present: Randy Miller, Carlton Jiggetts, and Nsomeka Gomes.

Discussion:

BAHSES and Each are both in the process of developing the drafts for the *Article and the Monograph*.

The Brochure has been completed. It will be sent to Sacramento for review. Thank you for your insights and expertise. I will forward you copies before we send them out for print.

We have interviewed two potential Video Producers. We will make our hiring decision by Feb. 17, 1993. Immediately after, we will schedule a focus group where we can all meet with him/her to further discuss production.

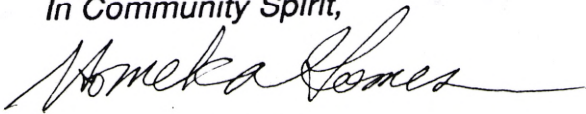
We expect to be in full production by the first of April. We hope you will be able to attend the focus groups and assist us in the development of this video.

All participants will receive a \$100. 00 stipend.

OUR NEXT MEETING: Friday , February 19th at 10:30am

We hope to see you there.

Peace ,
In Community Spirit,



Nsomeka Gomes

AFRICAN AMERICAN FOCUS GROUP

January 25 , 1993

Introductions

Members present: Randy Miller, Carlton Jiggetts, and Nsomeka Gomes.

Discussion:

BAHSES and Each are both in the process of developing the drafts for the *Article and the Monograph*.

The Brochure has been completed. It will be sent to Sacramento for review. Thank you for your insights and expertise. I will forward you copies before we send them out for print.

We have interviewed two potential Video Producers. We will make our hiring decision by Feb. 17, 1993. Immediately after, we will schedule a focus group where we can all meet with him/her to further discuss production.

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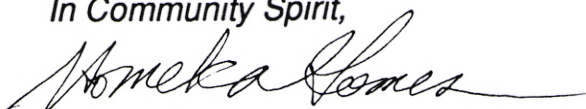
All participants will receive a \$100. 00 stipend.

OUR NEXT MEETING: Friday , February 19th at 10:30am

We hope to see you there.

Peace ,

In Community Spirit,

A handwritten signature in cursive script, appearing to read "Nsomeka Gomes".

Nsomeka Gomes

FOCUS GROUP MINUTES

THE AFRICAN AMERICAN COMMUNITY

DECEMBER 3, 1992

Rafiki Services is considering to produce both the Article and the Monograph. The deadline is mid-January. They will contact MTRC if they need further support and/or feedback.

We focused primarily on the development of the **AIDS 101 Brochure** today. Ideas and suggestions discussed were as following:

1. Research the brochures already circulating in the communities to both avoid duplication and to assess the gaps.
2. Brochure colors, *red/green/black* with Afrocentric motifs and /or photographs.
3. Research agency criteria prior to listing them as contacts. Purpose: to insure client a smooth process.
4. Designate entire back (quarter) page for community agency listings.
5. Categorize each agency to represent as much diversity as possible ie. Youth, (straight and gay) IDVU, Women, Gay/Lesbian adults, Men etc.
6. Each agency should have a specific name contact, if possible.
7. First page should have a strong hook statement illiciting immediate interest or response, but one that doesn't promote fear.
8. Deal with subjects addressing, behavior change, ie. safe sex practices, prevention, anonymous testing and, ownership of virus, status notification, ie. partner/family/friends, and dispelling myths and stereotypes.
9. Low literacy

Next meeting: Monday December 21, at 10:30am



Multicultural Training Resource Center

ATTENDANCE SHEET

3/17/93

FOCUS GROUP: AFRICAN AMERICAN

1. Nsomeka Gomez
2. April Bolin
3. Randy Miller
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M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

April 9, 1993

Dear Sisters and Brothers,

Attached is the final copy of the script for the video.

I want to take this moment to recognize all your diligent efforts in ensuring the completion of this video project's first phase. I appreciate all your individual support and expertise. I am looking forward to working with you during the second phase.

Aarin will contact each of you to schedule shooting times and locations. She will try to schedule two people per shoot. Please contact Aarin if you need to re-schedule at #695-9695 or 708-0278

My hope is that we will finish production the first week in May and the final copy will be done mid June. We will then issue your stipends shortly afterwards.

Again thank you very much for your participation. It has been memorable working with all of you. I hope to see you soon.

Please call me (Mon. Wed. Thurs.) if you have any questions or concerns.

In Community Spirit,

Nsomeka Gomes

NSOMEKA'S MONTHLY REPORT

In December

I conducted Two *Focus Groups* for the African American Community and one for the Asian/Pacific Islander community. We discussed the development of *Brochures, Articles, Monographs* and *Videos*.

An agency, BAHSES agreed to produce the article and the monograph by the end of January, for the African American community. Junior is working with the Asian/PI community. The first draft of the brochure will be available for critique on Monday, January 25. I have contacted two video producers and will arrange to meet with each of them in mid January. After the signing of the contract, we will proceed with the focus groups to guide us in its production.

The *FYI Newsletter* is being reconstructed. The first draft of the changes will be available on Tuesday, January 19th. I have added a larger space for the Articles Review section. The format has been altered and the graphics relocated/repositioned. It looks quite appealing.

I sent out requests for mailing lists from a variety of agencies. I researched agencies and organizations dealing with HIV Prevention/Education. I gave the lists to Emelio for input.

I send out many letters reminding our contractors/providers to submit their *CCI forms*. Junior and I will review the information and select the 16 agencies, we'll be visiting.

I wrote a two page letter of intent to the Gap Foundation. It involved a lot of research. I submitted the final draft to Dorthy for review. She agreed to finish it and send it off. The letter is for a grant. The project is called Danny G's Cultural Arts Enrichment Program. I also assisted Sharleen, Developer, with several grant proposals. I researched articles and participated in a few meetings and gave her my input.

I attended many meetings at the AIDS Foundation and DPH, two workshops, a conference and two community agency meetings.



M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

March 12, 1993

Dear Provider,

We would like to take this opportunity to thank you for assisting us with our Cultural Credibility Inventory form. We appreciate that you took time out of your busy schedules to fill out the CCI.

We have selected 16 agencies to provide them with direct and indirect technical assistance. We selected the agencies that needed the most support for their prospective programs. We are encouraged to see that many of your programs are making ongoing changes towards being inclusive and working towards the adaptation of a multicultural process.

In our final analysis, we noticed some areas of concern. i.e. a lack of culturally appropriate materials and client representation. Therefore we would like to take this opportunity to further extend our support. We mailed our most recent FYI Newsletter to you recently. We provided you with a detailed description of all the materials we have available and those we are in the process of producing, which will be available mid-May 1993. We again encourage you to fill out the order forms so that we may furnish you with the appropriate materials as soon as possible.

We look forward to hearing from you soon. Good luck with your programs and with any transitions you may be experiencing. If you need further assistance or you have any questions or concerns, please call us at your convenience.

In Community Spirit,

Nsomeka Gomes,
MTRC



M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

March 11, 1993

Randy Miller
EACH Program
944 Market Street Suite 210
San Francisco, CA 94102

Dear Randy.,

I am writing out of concern about what occurred in our last focus group. I understand and appreciate your frustration regarding the comment made by one of our staff members. I apologize for any uncomfortable feelings you may have experienced in result of that conversation.

At Multicultural Training Resource Center we consider all perspectives to be equally valid. We also recognize that there are many philosophical differences and views that we all have and we struggle collectively with our differences by growing from each experience.

One of the many ways in which we deal with our differences is through a multicultural process. We conduct ongoing staff development workshops and have consultants assist us with our trainings.

We held two meetings to process this incident. One of which took place with our last focus group. I was hoping that you could have experienced this process with us.

I hope you consider sharing any unresolved feelings you might have concerning the last meeting. I wanted to create a safe and open space for all of us to share our ideas and our personal experiences.

I appreciate your participation in our focus groups. You add a special perspective. I have enjoyed working with you and I hope you can attend our next focus group on Wednesday March 17th at 10:30.

If you have any concerns or want to discuss this further, please call me.

In Community Spirit,

Nsomeka Gomes,
MTRC

December 10, 1992

Dear HIV/AIDS Service Provider,

The Multicultural AIDS Resource Center (**MARC**) of the Multicultural Training Resource Center (**MTRC**) has been working with the Sacramento Health Department, Office of AIDS since 1988. We have completed our deliverables using a multicultural process with great success through the years.

In October 1992 we sent out our **Cultural Credibility Inventory** request forms, and although we are happy to say that many contractors answered our request, we have not received one from your agency/program. We are asking you to please fill out our questionnaire so that we may provide you with the technical assistance we have been contracted to do.

I would like to take this opportunity to thank you in advance. If you have any questions or concerns, please call me. I look forward to hearing from you soon.

in Community Spirit,

Nsomeka Gomes,
Technical Assistant



copy

M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

December 7, 1992

Mr. Mitch Katz, Director
AIDS Foundation
25 Van Ness Street
San Francisco, CA 94110

Dear Mr. Katz,

The Multicultural AIDS Resource Center (MARC) of the Multicultural Training Resource Center (MTRC) was formed in 1987. Since its inception the center has provided a wealth of services to statewide contractors servicing people of color populations in the area of AIDS education and prevention. We are non-profit organization funded by the state of Sacramento AIDS office.

The purpose of this letter is to request a copy of your mailing list of providers who work in the area of education and prevention. We are hoping to expand our services throughout the East Bay area.

I would like to take this opportunity to thank you in advance. Please feel free to call me if you have any questions or concerns.

Sincerely,

Nsomeka Gomes,
MARC Technical Assistant

December 7, 1992

Mr. Shannon Bermond
HIV/AIDS Services Division
499 5th Street. Rm. 102
Oakland, CA 94607

Dear Mr. Bermond,

The Multicultural AIDS Resource Center (MARC) of the Multicultural Training Resource Center (MTRC) was formed in 1987. Since its inception the center has provided a wealth of services to statewide contractors servicing people of color populations in the area of AIDS education and prevention. We are non-profit organization funded by the state of Sacramento AIDS office.

The purpose of this letter is to request a copy of your mailing list of providers who work in the area of education and prevention. We are hoping to expand our services throughout the East Bay area.

I would like to take this opportunity to thank you in advance. Please feel free to call me if you have any questions or concerns.

Sincerely,

Nsomeka Gomes,
MARC Technical Assistant



M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

November 12, 1992

The Multicultural AIDS Resource Center (MARC) of the Multicultural Training Resource Center (MTRC) was formed in 1987. Since its inception the center has provided a wealth of services to statewide contractors servicing people of color populations in the area of AIDS education and prevention.

Our mission is to promote the concept of multiculturalism therefore we welcome and encourage community participation on every project.

One of our goals this year is to develop and promote a series of materials, i.e. videos, brochures, monographs and articles which will provide training around the cultural sensitivities in dealing with AIDS education and prevention in both the African American and Asian/Pacific Islander communities.

We hope you or an appropriate representative from your staff can participate in our next focus meetings on Wednesday Nov. 18th at 2pm (African American community) and on Thursday Nov. 19th at 2pm (Asian/Pacific Islander community).

We look forward to meeting you soon. If you have any questions or concerns, please call me.

Sincerely,


Nsomeka Gomes,
MTRC Training Assistant



M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

November 9, 1992

Mr. Gerald Lenoir, Director
Black Coalition on AIDS
1042 Divisadero Street
San Francisco, CA 94115

Dear Mr. Lenoir,

The Multicultural AIDS Resource Center (MARC) of the Multicultural Training Resource Center (MTRC) was formed in 1987. Since its inception the center has provided a wealth of services to statewide contractors servicing people of color populations in the area of AIDS education and prevention. We are a federally funded non-profit organization.

On Wednesday November 18, 1992 we will be meeting with several community agencies. The purpose of this meeting is to generate input on a video project we are in the process of developing. The video's intent is to provide service givers with insight into the cultural sensitivities around HIV/AIDS education in the African American communities.

We would like to invite you (or your staff) to participate in the development of this video. We anticipate the meeting to run no longer than an hour.

I look forward to meeting you or members of your staff. If you have any questions or concerns, please call me.

Sincerely,

Nsomeka Gomes
MTRC Technical Assistant



M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

To: Dorthy Lebron, Executive Director
From: F. Junior Sanchez
Re: Veterans' Day
Date: November 9, 1992

On November 11th, Veterans Day, Nsomeka and myself will be working a full day. Nsomeka will be making up for an eight hour working day that she missed due to illness. I, on the other hand will be using the eight hours on Thanksgiving week.

The following is a plan of our work day;

- I. Go over Scope of work and Matrix
- II. Review C.C.I. answers
- III. Plan for phone contacts
- IV. F.Y.I. plans for a new newsletter section



M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

November 9, 1992

Mr. Allen Berman
National Aids Clearing House]
P.O. Box 6003
Rockville, MD 20849-6003

Dear Mr. Berman,

The Multicultural AIDS Resource Center (MARC) of the Multicultural Training Resource Center (MTRC) was formed in 1987. Since its inception the center has provided a wealth of services to statewide contractors servicing people of color populations in the area of AIDS education and prevention. We are a federally funded non-profit organization.

The purpose of this letter is to request a copy of your mailing list so we may continue to enhance our services to the many communities working in HIV/AIDS education/prevention.

I would like to take this opportunity to thank you in advance. Please feel free to call me if you have any questions or concerns.

Sincerely,

Nsomeka Gomes,
MTRC Technical Assistant



M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

November 9, 1992

Mr. Mitch Katz, Director
AIDS Foundation
25 Van Ness Street
San Francisco, CA 94110

Dear Mr. Katz,

The Multicultural AIDS Resource Center (MARC) of the Multicultural Training Resource Center (MTRC) was formed in 1987. Since its inception the center has provided a wealth of services to statewide contractors servicing people of color populations in the area of AIDS education and prevention. We are a federally funded non-profit organization.

The purpose of this letter is to request a copy of your mailing list so we may continue to enhance our services to the many communities working in HIV/AIDS education/prevention.

I would like to take this opportunity to thank you in advance. Please feel free to call me if you have any questions or concerns.

Sincerely,

Nsomeka Gomes,
MTRC Technical Assistant

November 3, 1992

Reggie Williams
National Task Force on AIDS
631 O'farrell Street
San Francisco, CA 94109

Dear Mr. Williams:

The Multicultural AIDS Resource Center (**MARC**) of the Multicultural Training Resource Center (**MTRC**) has been working with the Sacramento Health Department, Office of AIDS since 1988. We have completed our deliverables using a multicultural process with great success through these years.

In our effort to continue providing a culturally relevant and appropriate service to all the contractors, we would like to invite you to a meeting of the Multicultural Review Panel (**MRP**) for the MARC program. This group has undertaken the challenge of assisting us in the development/revision of our products and activities and will make recommendations toward making these products and/or activities culturally relevant and appropriate. This year our deliverables will be guided to serve the **Asian/ Pacific Islander** and the **African American** communities. We will need help from the representatives of these communities to make sure that our objectives are on target. The products will be available to all HIV/AIDS education and prevention programs who are thinking of working on their multicultural process. These materials are the first steps towards cultural sensitivity in the workplace.

The purpose of this letter is to request your participation (**or anyone in your staff**) on the MRP's next meeting. The panel will be recognized in our reports to the Office of AIDS and will serve as a networking point for the agencies represented. The meetings will be held quarterly during the lunch period and **lunch will be served**.

Our second meeting will be held on December 10, 1992 from 12:00 to 2:00 at MTRC. Please RSVP by November 30th.

Thank you in advance for your time and consideration.

In community spirit,

F. Junior Sanchez
MTRC AIDS Program Director



November 18, 1992

Dear Colleague,

As you have probably read in the newspaper, the Centers for Disease Control (CDC) has announced plans to go ahead with an expanded AIDS case definition. The expanded definition will include HIV-infected persons with a CD4 lymphocyte count below 200 cells as was first proposed by the CDC in November 1991. In addition, the new definition will add the following three diagnoses to the current list of AIDS defining conditions: pulmonary tuberculosis, recurrent bacterial pneumonia, and invasive cervical cancer in HIV-infected persons. The effective date of this change is January 1, 1993.

The addition of the three new diagnoses represents a victory for the activist community and is expected to more accurately reflect manifestations of HIV in women and injection drug users.

We estimate that this new definition will double to triple the number of persons in San Francisco with an AIDS diagnosis. Our surveillance unit is preparing procedures for identifying patients who fit the new definition so that San Francisco can maintain its due share of federal AIDS dollars. As has been true of the surveillance unit in the past, patient confidentiality will be assured.

The new definition is not expected to affect Social Security's determination of disability. HIV-infected persons can qualify for Social Security if they are functionally disabled, even if they do not have an AIDS diagnosis.

If our office can be of any help to your agency in preparing for the new definition, please contact me.

Sincerely,

A handwritten signature in cursive script, appearing to read "Mitchell Katz", followed by a small mark that looks like "MD".

Mitchell Katz, MD
Director, AIDS Office

**CDC
National
AIDS
Clearinghouse**

P.O. Box 6003, Rockville, MD 20849-6003

A service of the Centers for Disease Control, National AIDS Information and Education Program

November 18, 1992

Nsomeka Gomes, MTRC Technical Assistant
Multicultural Training Resource Center
1540 Market Street, Suite 320
San Francisco, CA 94102

Dear Ms. Gomes:

Thank you for your recent letter requesting a copy of the CDC National AIDS Clearinghouse (NAC) "mailing list." NAC maintains a database of over 18,000 organizations that provide AIDS/HIV-related services. Before I can respond to your request, we need to know specifically which organizations you are requesting and how you plan to use this information.

Sincerely,



Ellen L. Berman
Deputy Project Director

cc: R. Bates

Senior,
Can we talk about this?
I am not certain exactly which
orgs. we want to reach.
Thank Nsomeka

OK
see
attached
Mike 8/1-2/42

December 7, 1992

Ellen L. Berman,
Deputy Project Director
CDC National AIDS Clearinghouse
P.O. Box 6003
Rockville, MD 20849-6003

Dear Ms. Berman,

Thank you for responding to our request for a copy of your mailing list. We are a non-profit organization funded by the office of AIDS in Sacramento, California.

We provide services to community agencies working in the area of HIV/AIDS education and prevention. A copy of your mailing list would enable us to reach a greater number of agencies and help us to expand our services. Our interest is to reach out into the northern/western rural regions of California.

I would like to take this opportunity to thank you in advance. If you have any questions or concerns, please call me.

Sincerely,

Nsomeka Gomes,
MARC Technical Assistant



M u l t i c u l t u r a l T r a i n i n g R e s o u r c e C e n t e r

March 12, 1993

Send

Dear Provider,

We would like to take this opportunity to thank you for assisting us with our Cultural Credibility Inventory form. We appreciate that you took time out of your busy schedules to fill out the CCI.

We have selected 16 agencies to provide them with direct and indirect technical assistance. We selected the agencies that needed the most support for their prospective programs. We are encouraged to see that many of your programs are making ongoing changes towards being inclusive and working towards the adaptation of a multicultural process.

In our final analysis, we noticed some areas of concern. i.e. a lack of culturally appropriate materials and client representation. Therefore we would like to take this opportunity to further extend our support. We mailed our most recent FYI Newsletter to you recently. We provided you with a detailed description of all the materials we have available and those we are in the process of producing, which will be available mid-May 1993. We again encourage you to fill out the order forms so that we may furnish you with the appropriate materials as soon as possible.

We look forward to hearing from you soon. Good luck with your programs and with any transitions you may be experiencing. If you need further assistance or you have any questions or concerns, please call us at your convenience.

In Community Spirit,

Nsomeka Gomes,
MTRC