

The Battle Over Sexual Orientation and Gender Identity:

What Difference Can a One-day Training Make?

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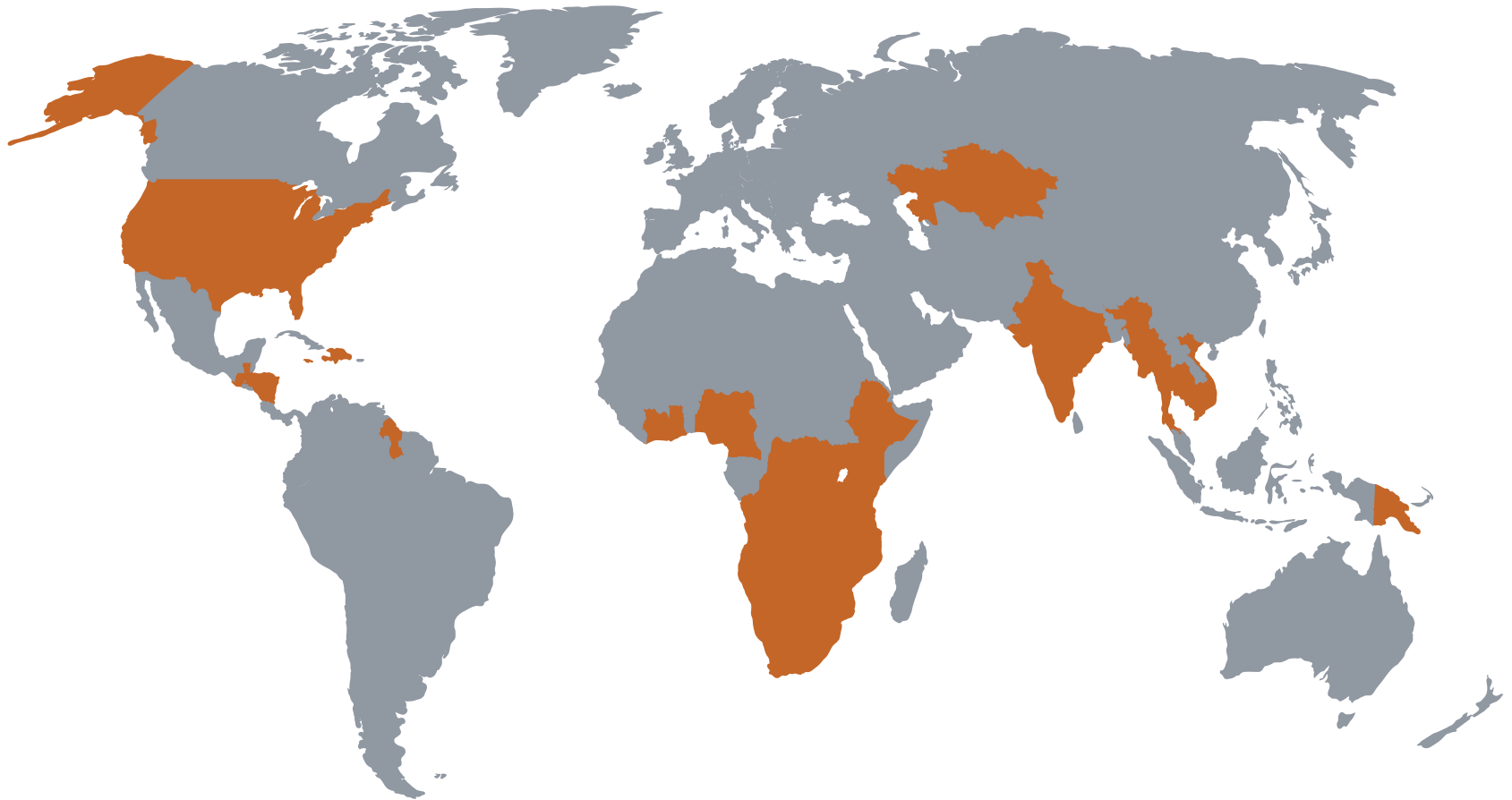
Background



The Gender and Sexual Diversity (GSD) Training

- ✦ Stigma against men who have sex with men, transgender women, and other gender and sexual minorities (GSM) contributes to HIV epidemics
- ✦ Increasing acceptance of GSM among policymakers, program staff, and health providers is crucial to ensuring access and uptake of HIV services
- ✦ The GSD training was designed to help PEPFAR staff and partners better understand and address the needs of GSM communities in the context of HIV programming

Implementation and Data Collection



Research Methodology

- ✦ Mixed methods, pre-test, post-test design
- ✦ Questionnaire administered on the training day using handheld audience response devices
- ✦ Follow-up questionnaire with an open-ended response option delivered via email 3–6 months post-training
- ✦ Qualitative interviews conducted with representatives in 21 countries



Research Methodology (cont.)

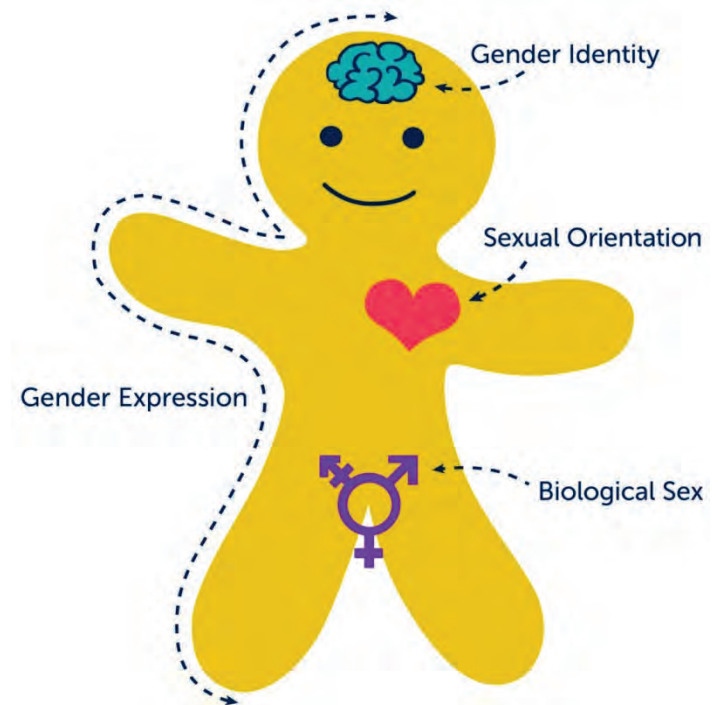
- ✦ Attitude toward sexual minorities was measured using an eight-item scale adapted from the Support for Lesbian and Gay Human Rights scale
- ✦ Attitude toward gender minorities was measured using a five-item scale adapted from the Gender and Transgenderism Scale
- ✦ Both measures used a five-point Likert scale with response options ranging from “strongly disagree” to “strongly agree”

Results



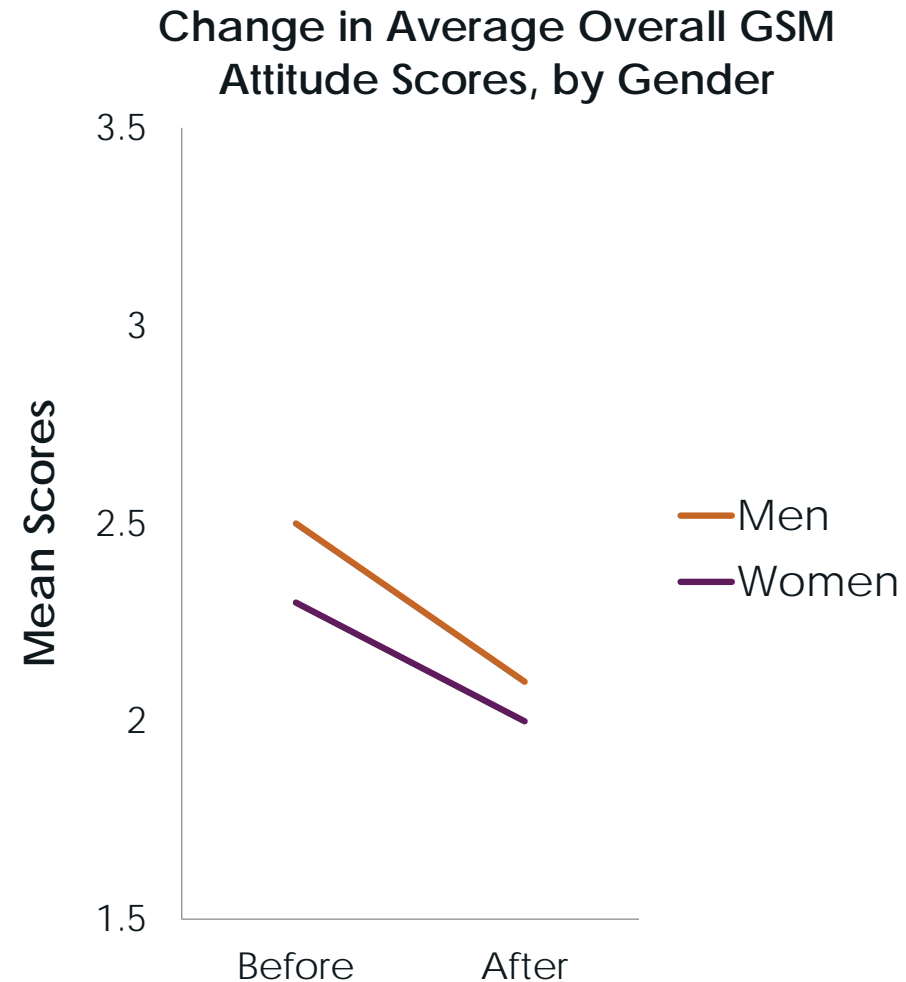
Demographics

- + **1,876** people provided consent and valid data for use in the evaluation
- + **50%** were U.S. Government (USG) staff affiliated with PEPFAR
- + The remainder were implementing partners, other USG staff, local government staff, civil society members, and multilateral development partners



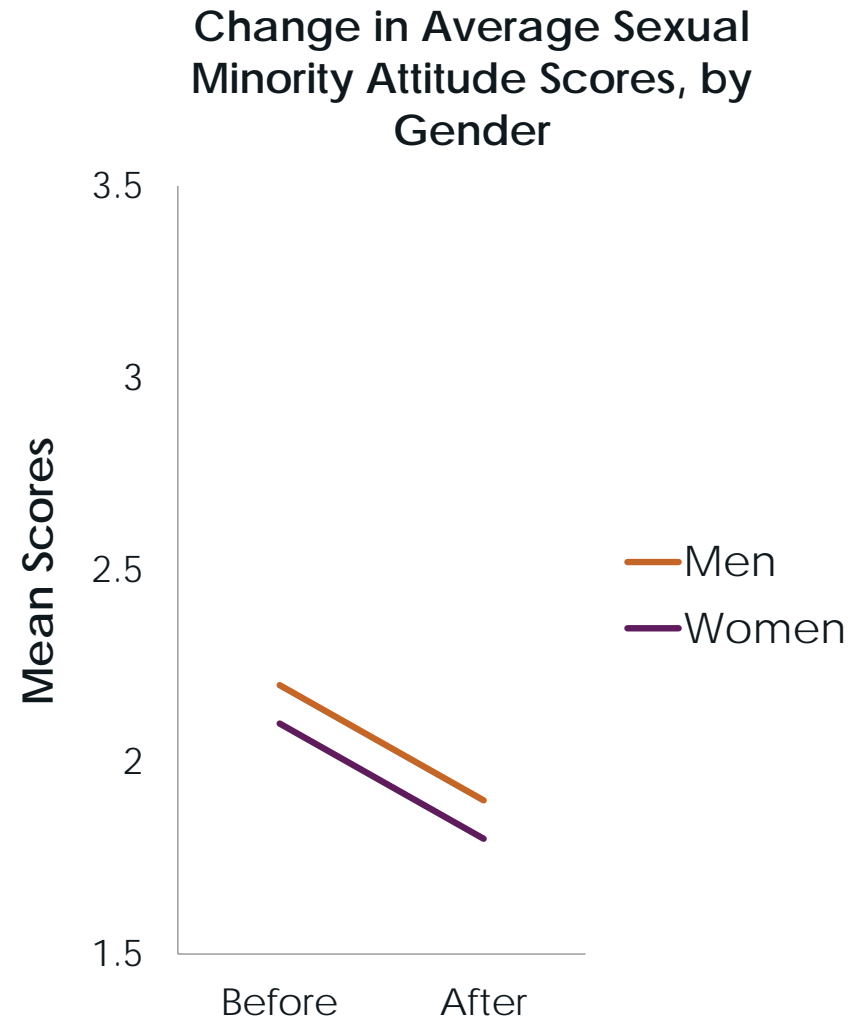
Overall Attitudes Toward Gender and Sexual Minorities

- ✦ After the training, overall scores decreased by **12.5%**
- ✦ Women had less negative attitudes before and after
- ✦ Men showed a greater change in attitude
- ✦ Participants over 40 had more negative attitudes than those under 39 years, but showed the same amount of change



Attitudes Toward Sexual Minorities

- ✦ After the training, overall scores decreased by **9.5%**
- ✦ Women had slightly more positive attitudes than men
- ✦ Men and women exhibited the same amount of change
- ✦ No difference in baseline scores or change in scores comparing participants 40 years and older to younger participants



Attitudes Toward Sexual Minorities (cont.)

Individual Questions	Percentage who agree or strongly agree	
	Before	After
No one should experience job discrimination because of their sexual orientation. (n=1,368)	91%	95%
All people should be able to have any kind of consensual sex in private without being fined or arrested. (n=1,268)	73%	84%
Gender and sexual minorities should be allowed to express their opinions in public. (n=1,342)	66%	76%
Gender and sexual minorities should be allowed to be school teachers. (n=1,339)	64%	73%

Attitudes Toward Sexual Minorities (cont.)

Individual Questions	Percentage who agree or strongly agree	
	Before	After
Same-sex couples should be able to attend workplace social events together as partners. (n=1,331)	63%	72%
Same-sex couples should be legally permitted to marry. (n=1,347)	42%	47%
Policies that guarantee equal rights to gender and sexual minorities are bad for society. (n=1,299)	17%	13%
It is okay for a newspaper to publicize that a person is a gender or sexual minority without that person's permission. (n=1,388)	9%	7%

Attitudes Toward Gender Minorities

- ✦ After the training, overall scores decreased by **11.1%**
- ✦ Women had slightly more positive attitudes than men
- ✦ Men and women exhibited the same amount of change
- ✦ Younger participants had more positive attitudes; the change was the same for each group



Attitudes Toward Gender Minorities (cont.)

Attitudes Toward Gender Minorities	Percentage agree/strongly agree	
	Before	After
People are either men or women. (n=1,370)	57%	39%
I am comfortable with masculine women. (n=1,345)	62%	69%
A man should be able to dress like a woman if he chooses. (n=1,293)	49%	60%
I am comfortable with feminine men. (n=1,348)	56%	65%
I am comfortable working with feminine men. (n=1,219)	72%	77%
A woman should be able to present herself as a man in public if she chooses. (n=1,341)	53%	65%

Illustrative Quotes from 3–6 Month Follow-up

- + “My behavior has changed with regard to gender and sex. We are now all the same whether gay lesbian, all the same. And who am I to judge other people.”
- + “I just found out one of my colleagues, who really hated the transgender women, changed his mind and understands the nature (actually mind, biology, and life) of transgender women. I do not hear bad comments anymore from him.”
- + “The HIV care and treatment program I manage is now providing services to the LGBTI community.”

Conclusions



Conclusions

- ✦ Overall, attitudes toward GSMs were more positive after the training
- ✦ A one-day training can produce sustained attitude changes
- ✦ Attitude changes were also associated with behavioral changes in the workplace and, to a lesser extent, HIV programming

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