



RISK TO REASONS TO RESILIENCE

# WORKBOOK

Turning Insights into Impact: Strengthening Services for  
Black Women Living with HIV/AIDS



## *About this workbook*

Risk to Reasons to Resilience is a training designed for social workers and other health practitioners working with Black women living with HIV/AIDS. It offers insights and actionable recommendations to help social workers, advocates, and service providers deliver HIV prevention and care that is more relevant, affirming, and responsive to the needs of Black women.



This program is supported by ViiV Healthcare as part of the Risk to Reasons initiative.



Risks to Reasons to Resilience: A Training for Social Workers and  
Other Health Practitioners Working with Black Women  
Living with HIV/AIDS

*Those of us who stand outside the circle of this society's definition of acceptable women, those of us who have been forged in the crucibles of difference -- those of us who are poor, who are lesbians, who are Black, who are older -- know that survival is not an academic skill. It is learning how to take our differences and make them strengths. For the master's tools will never dismantle the master's house. They may allow us temporarily to beat him at his own game, but they will never enable us to bring about genuine change. And this fact is only threatening to those women who still define the master's house as their only source of support.*

- Audre Lorde

*To meaningfully involve Black women with HIV is to educate, empower, and teach Black women on how to become advocates for their own health. It is allowing them the chance and space to fully be who they are and love the skin they're in.*

— Violet Jackson

# Welcome!

To our much loved social workers and practitioners supporting our health!

Thank you!



Thank you for hearing the voices of Black women. Thank you for seeing Black women however we show up and providing the support we need.

It's important to us to offer tools to social workers and we've designed this letter to share our enthusiasm in designing this curriculum to give you the tools to support Black women and help you guide and navigate them through their needs.

Social workers, you represent "the first profession outside of doctors to be in the HIV fight." Your training and role in health care allows you to lead in modeling the dynamics of communications that help Black women thrive. You can be the model for other health practitioners who may be constrained by culture of practice and policies that constrict or influence the time and tone allotted to care.

People talk about risks, but those just reduce us to numbers and stereotypes and can be disempowering. Then reasons, which explore our motivations for self-care and seeking supportive care which are both affected by and can amplify our sense of self-worth. Then we can build our resilience on the foundation of sound information, supportive care relationships and self-love.

And so, we welcome you!



# Table of Contents

## 06 Module 1

Normalizing the  
Conversation, Changing  
the Language

## 12 Module 3

Healing Ourselves

## 09 Module 2

Empowering People  
Across the Board

## 17 Module 4

Cultural Resonance



## Module 1: Normalizing the Conversation, Changing the Language

### Activity: Write a love letter to your body

It might not be “perfect.” It might be a work in progress. You might be evolving it into something that feels more authentic to you. But it’s yours. It’s carried you here and it’s going to carry you further. It’s helped you love. Taken you to new places. Held you together and carried ideas, burdens, mysteries, dreams.

Example: Dear heart, thank you for every time you’ve healed when I thought it wasn’t possible. And to my legs, you have carried me to so many places I thought I would never see. Even when I was so tired. My arms, you have held more than anyone would have thought possible. My love, my tummy, together we have made two beautiful children.

Dear \_\_\_\_\_,

thank you for \_\_\_\_\_.

And to my \_\_\_\_\_,

you have \_\_\_\_\_.

Even when I was \_\_\_\_\_

\_\_\_\_\_, my \_\_\_\_\_,

you have \_\_\_\_\_.

My love, my \_\_\_\_\_,

together \_\_\_\_\_.

Notes:

## Empathy Reflection

How can you keep clients engaged and heard – encouraging their input while maintaining the flow of the encounter?

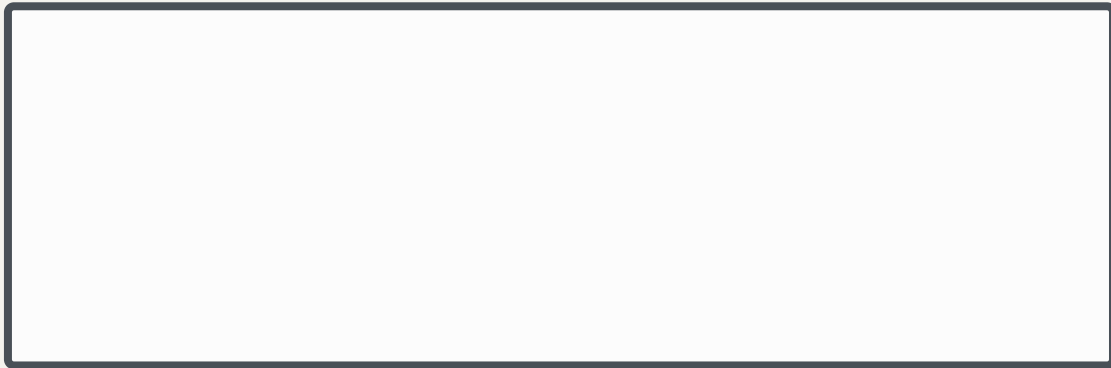
## Make a Plan

Review your routine and identify 2 things you might change to improve client encounters.

1



2




### Resources:

1. Inclusive Language Guide - [GLAAD Media Reference Guide – 11th Edition](#)
2. [Advocates Call for Reframing the Language Around Black Women and HIV](#)
3. [Why Language Matters: Facing HIV Stigma in Our Own Words](#)



## Module 2: Empowering People Across the Board

### Help Clients Advocate for Themselves

 [Talking to your doctor about HIV | ViiV Healthcare](#)

### Self Assessment - Journal:

What thoughts or reactions during the discussion made you reflect on your own biases, and how can this awareness inform your future interactions?

### Checklist for CE's & Certifications

CE / Cert:\_\_\_\_\_

☐

Current

Date

☐

New

☐

Renew

CE / Cert:\_\_\_\_\_

☐

Current

Date

☐

New

☐

Renew

CE / Cert:\_\_\_\_\_

☐

Current

Date

☐

New

☐

Renew

CE / Cert:\_\_\_\_\_

☐

Current

Date

☐

New

☐

Renew

# Empathy Reflection

How do I currently ask clients about their lifestyle? What types of questions can help me better understand their daily experiences, values, and needs? How can I improve my approach to make these conversations more open, respectful, and effective?

*Write your answer here*

How can I honestly support someone whose reality differs from my perceptions of what is right or appropriate? What qualities do I need?

*Write your answer here*

Notes:

## Make A Plan

What can you do to stay informed with up-to-date information, resources, and connections to better coordinate services and support client needs?

## Module 3: Healing Ourselves

Notes:



# Journal

What have you learned about yourself/providers in terms of the need to heal ourselves?

Write your answer here

What are some of your strengths and limitations in supporting client healing journeys? Who/what resources can you call upon or offer to enhance your capacity?

Write your answer here

# Journal

Write a few sentences on what equitable treatment options and paths look like.

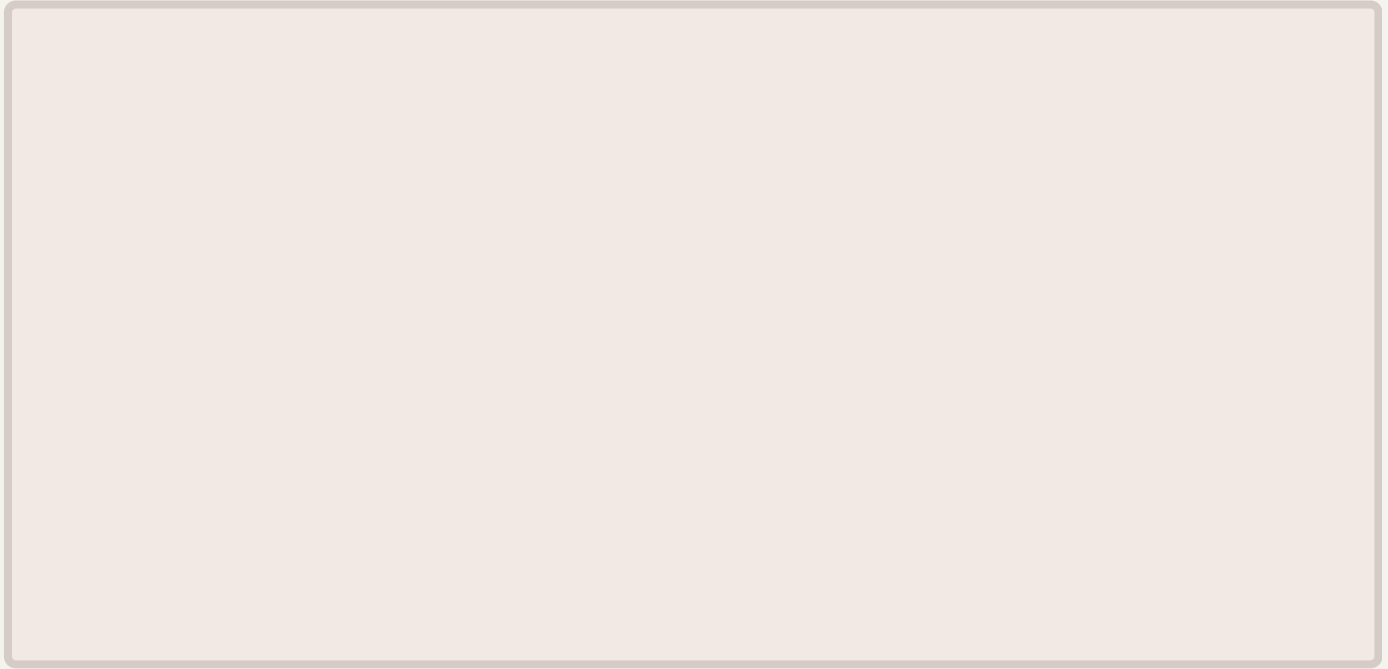
Write your answer here

What peer support resources are available in your community? (List known resources or web search a few to check out later.)

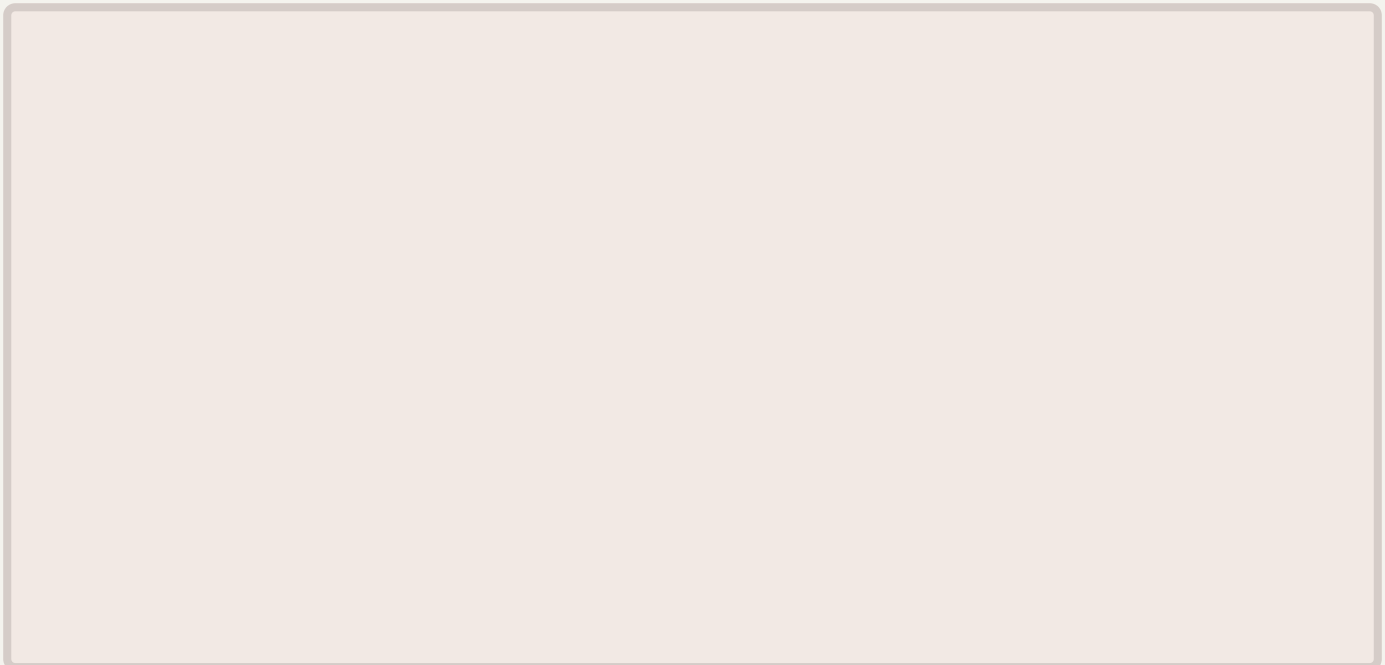
Write your answer here

## Empathy Reflection

How can I (as a provider) demonstrate my commitment to serve Black women who have different needs and experiences so that they feel welcomed and seen?



How do you differentiate between equity and equality and how is that distinction important in your work?



## Make a Plan

How will you add what you learned from this module into your routine practice guiding your encounters with your client?

### Resources:

1. [The Provider's Role in Retaining Black Women With HIV in Care: A Scoping Review](#)
2. [An Examination of Perceptions among Black Women on Their Awareness of and Access to Pre-Exposure Prophylaxis \(PrEP\)](#)





## Module 4: Cultural Resonance

### Self Assessment

✦ **Implicit bias reflection:** Take the [22-question assessment](#) to explore your own implicit biases and consider how they may influence your interactions and decision-making. (From the Love Has No Labels Community Action Kit, page 25)

Notes:

# Empathy Reflection

Name one routine practice you are aware of that may offend or make a client uncomfortable.

*Write your answer here*

Name three societal myths about Black people in general that persists within health care and health services settings.

*Write your answer here*

Name a change in your practice or workplace—driven by guidance or advocacy—that supports and protects Black people or other marginalized groups.

*Write your answer here*

## Make a Plan

How can I continually improve myself and the system(s) I practice within?



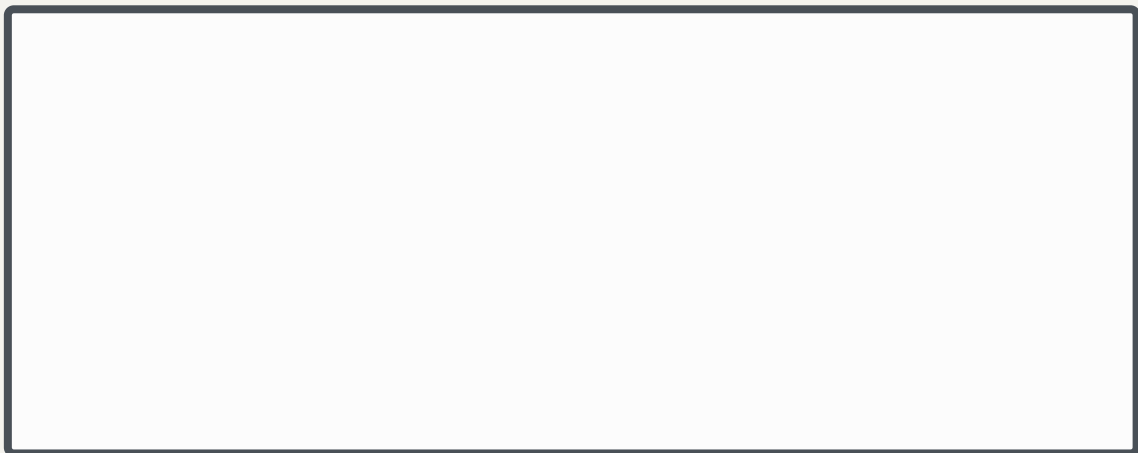
**Accountability Checklist:** I will set a calendar reminder to check my progress in 3–6 months and reflect by asking:

- How have I improved my practice?
- What kind of feedback have I received?
- How have I affected my sphere of influence?

3  
months



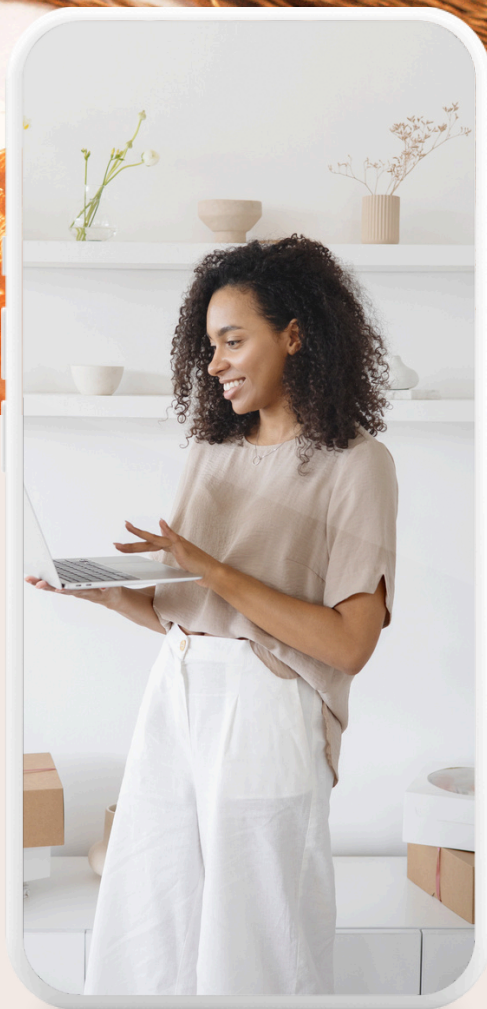
6  
months





# Thank you!

You did it! Thank you for completing the **Risk to Reasons to Resilience** training for social workers and other health practitioners working with Black women living with HIV/AIDS.



Please take a moment to complete our evaluation—your feedback is essential to help us strengthen future trainings.

**Certificate of Completion:** Participants who complete all four sessions will receive a certificate. Be sure to include your email in the evaluation form; certificates will be sent after the conference.

