



HIV & Migrant Communities: Building Leadership

Public Policy Dialogue, 23 - 24 October

WORK-shop Objectives

- Clarify what are effective HIV and migrant leadership approaches
- Identify key problems and challenges facing community leaders
- Begin to plan for key possibilities and steps towards better community leadership

Leadership

- **Process of influencing others towards attainment of defined goals.**
- **The art of mobilizing others to want to struggle for shared aspirations.**

Leadership & stages (Rogers)

- Innovators (2.5%)
- Early adopters, careful opinion leaders (13.5%)
- Early majority, thoughtful and quicker (34%)
- Late majority, need for acceptability (34%)
- Traditionalists, 'laggards' (16%)

Leadership & needs (Maslow)

- Self actualization
- Esteem
- Belongingness/love
- Safety
- Biological/physiological

Leadership & power

Examples:

- Expertise or knowledge
- Reward and punishment/coercion
- Position/legitimate role
- Trust



Leadership & culture

- **Individualism:** ties between individuals are loose; prioritize individual needs and those of immediate family; guilt
- **Collectivism:** people are integrated into strong 'ingroups'; prioritize loyalty to group; shame



NPL: Identifying & multiplying leaders

MISSION: To mobilize BME communities and foster self reliance in addressing the challenges of sexual health and HIV

- Naz and his carers
- Entry of Latinos and Africans
- Peer models among ethnic minority youth and migrant Black MSM
- What next: migrant women, drug users, prisoners, sex workers?

Contact

Bryan Teixeira
Chief Executive, Naz Project London

teixeira@naz.org.uk

Tel. 44 20 8741 1879

Fax 44 20 8741 9609

