

# POSITIVE ACTION AT WORK



## ACTIVITY CARD 5 WORLD AIDS DAY

### OBJECTIVES:

- 1 Raise awareness that 1<sup>st</sup> December each year is World AIDS Day
- 2 Stage an event or series of events that raise employees' HIV awareness
- 3 Disseminate important information about HIV employment policy and HIV prevention

**USE THIS CARD WITH THE ACCOMPANYING POWER POINT SLIDES TO MAKE A PRESENTATION TO EMPLOYEES ON OR NEAR 1ST DECEMBER. SELECT ONE OR MORE OF THE OTHER SUGGESTED ACTIVITIES TO COMPLEMENT YOUR PRESENTATION.**

### ACTIVITY ONE: WORLD AIDS DAY PRESENTATION (15 MINUTES)

A set of slides is available to download at [www.positiveaction.com](http://www.positiveaction.com) - you will need to customise them to suit the needs of your location and organisation. It covers:

- Why have World AIDS Day?
- The global HIV epidemic: the global statistics – highlight the situation where you are
- HIV and this organisation: your policy, any community support you give and so on
- HIV and you – how employees are protected or supported; how they can prevent HIV

The power point slides have some notes with them and suggested websites where you might find more local information.

This presentation provides only basic information, so try to make more information available for those people who become interested – leaflets, posters, copies of relevant policies, website addresses and telephone numbers for local or national HIV organisations.

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1st December  
**World AIDS Day**

A GSK employee presentation



### ACTIVITY TWO: DISPLAY POSTERS, MOUNT HIV EXHIBITS

The simplest thing you can do to raise awareness of World AIDS Day and HIV/AIDS generally is to display appropriate posters. There are several designs available to download from Positive Action and many AIDS organisations produce posters, sometimes especially for World AIDS Day. If you are displaying HIV prevention posters, consider whether you should also distribute condoms.

You could assemble a display or exhibit of HIV material – posters, leaflets, photographs, artwork and so on – for the week of World AIDS Day. You could bring together a range of resources to show employees what is available and what is being done about HIV, or you could focus on the work of a community group, or art by local school children for example. Choose a site that most employees will see during the week, like a main entrance or canteen.

### ACTIVITY THREE: PROVIDE INFORMATION DIRECT TO EMPLOYEES

There are several ways to provide information on HIV directly to every employee:

- Put a message on each payslip
- Attach a leaflet to each payslip or pay packet
- Send an e-mail to every employee

This could be very simple and promote the other activities "1<sup>st</sup> December is World AIDS Day – attend our presentation on Monday at 12.30pm and see our display all week in the canteen" or could relate to your policies for HIV welfare: "Remember it is our policy that people living with HIV and AIDS will not be discriminated against. If you are worried about HIV or AIDS you can speak in confidence to NAME/NUMBER".



## ACTIVITY FOUR: DISTRIBUTE RED RIBBONS

The Red Ribbon has become an international symbol of AIDS awareness. It was first devised in 1991 by a group of community artists in New York and has since been adapted by cultures around the world. Some groups use the sale of Red Ribbons to raise funds, some distribute them freely or for a voluntary donation to ensure as many people wear them as possible. In some areas you can buy Red Ribbons from AIDS agencies, or invite them in to sell them on your premises, or enable employees to make their own. Wearing a Red Ribbon signifies AIDS awareness and a commitment to the fight against AIDS and the suffering it causes.

## ACTIVITY FIVE: HOST AN EXTERNAL ORGANISATION

HIV/AIDS organisations in the community may be ready to come into the workplace and help you to raise awareness.

### **An expert presentation**

A representative of a community organisation or a counsellor from an HIV testing centre may be willing to make a presentation about their work and about HIV/AIDS generally. You should offer to make a donation or allow them to make a collection for their organisation.

### **A performance – education through theatre**

Short plays, dances and songs have been used to great effect to bring attention to difficult issues relating to HIV and AIDS. These activities bring creativity and entertainment to what may otherwise seem a very serious topic.

### **TAKING IT FURTHER:**

#### **Plan other activities for the coming months**

At [www.positiveaction.com](http://www.positiveaction.com) you can find four other Work Cards in this series as well as the Peer Educator Diary: these contain training sessions and activities that address HIV stigma, prevention, care and treatment. If HIV/AIDS is an important local issue you could plan a series of interventions based on these resources. Consider surveying your employees before any of these activities to assess their current knowledge, attitudes and practices so you can target your intervention to meet their needs as well as assist you in your efforts to evaluate your work.

### **HOW MUCH SHOULD WE DO?**

Which level is appropriate – is only the first statement true, or is the second statement also true?

- 1 “We have policies on HIV/AIDS: our employees need to be aware of HIV and AIDS and the extent of our policies, so they will support those policies and can access the benefits if they are affected.”
- 2 “HIV is part of our employees’ lives – because we have had specific challenges related to HIV in this company or because HIV is a national or local issue due to prevalence in the general population or vulnerable groups.”

If **1** covers your experience to date you may ensure all relevant managers are trained in the implications of your policies and how they must be implemented, but reach out to the rest of the workforce on an annual basis on policy and disease awareness.

If **2** also applies you should consider how to help employees achieve the necessary levels of awareness and behaviour change, through regular events, training or peer education. The Positive Action at Work peer educator resources will guide you in how to embark on a programme like this.