



**ASSOCIATES FOR INTERNATIONAL DEVELOPMENT**  
**CARIBBEAN AND LATIN AMERICA**

# Strengthening Communities and Institutions through Research, Empowerment and Development



Taking you from...Knowledge to Application to Sustainability

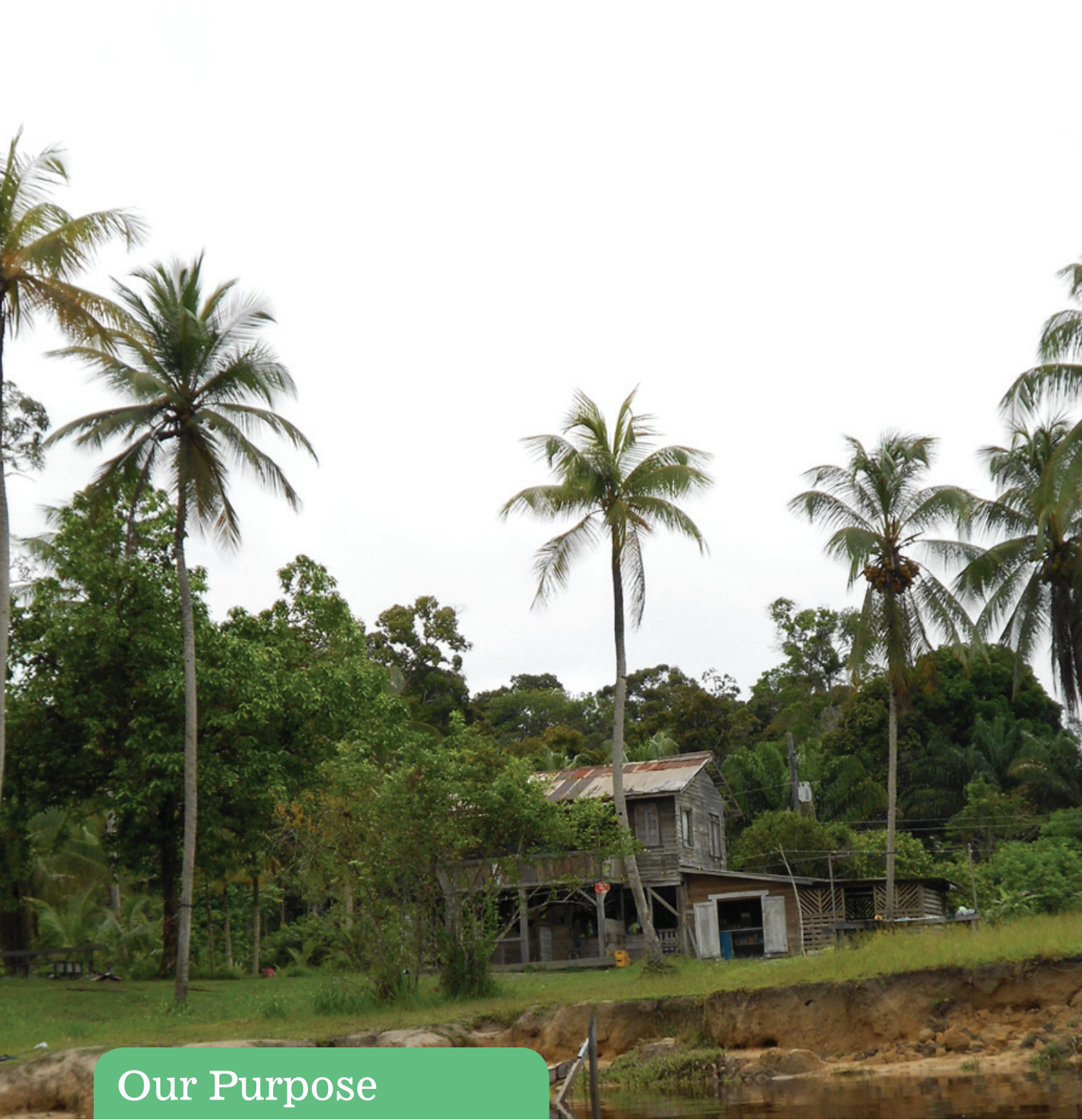


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## Our Purpose

To consistently apply high-quality, innovative and ‘sound’ interdisciplinary research and consulting techniques in social sciences, clinical sciences and systems analysis to health and socially driven problem areas within government and industry operations around the Latin American, Caribbean (LAC) region and worldwide, in order to produce realistic and sustainable solutions. We ultimately aim to ensure that our final products enable our clients to move seamlessly from knowledge acquisition to application and sustained problem solving in their real setting.



## Why is Associates for International Development special?

- We are based in the Caribbean with a large network of local and international associates and partners who have worked extensively in health care and social development
- We are employee owned
- One of our key strengths lies in our ability to provide expertise and knowledge of the 'local and regional' situation to large consortiums and internationally based research and consultancy projects
- We have a regional focus and commitment to improving health outcomes and a demonstrated track record of success in actively informing and participating in the timely implementation of interventions
- We operate on a non-profit basis and are committed to recycling over 90% of any profits generated into community based-empowerment and development programmes, research, and training to promote social and economic development in vulnerable and underserved community groups through the charity organisation Community Health Action and Transformation – CHAT (our sister organisation)
- We are dedicated to building regional capacity across a broad spectrum of health and development areas by empowering professionals and emerging 'hopeful' young professionals - through our training initiatives and short term research apprenticeships
- We are dedicated to building capacity and community ownership of our research projects through participatory community based research approaches which foster longstanding stakeholder partnerships and programme sustainability
- We work towards strengthening the pivotal role that we have to play in facilitating the strengthening of regional health systems and services through the provision of human and financial resources
- Our experience in research and technical assistance is grounded in grass roots, participatory approaches and incorporates capacity building and inclusion, service delivery and giving voice to the poor and under-served.





## Our Vision for The Firm

We envisage a centre of excellence that balances the quantitative social, clinical and mathematical sciences with qualitative social sciences approaches in diagnosing, profiling and assessing technical health and social problems, in order to attain the most feasible solutions to problems and to maximise outcomes.

## Our Development Vision

Is to prevent and mitigate the impact of social and health problems of our communities, focusing on novel, targeted alleviation strategies. In doing so, we aim to develop best practices from the grass roots that will lead to a sustained fight against preventable social disorders ... thus contributing to the development of our nations.





## Our Values

### We are committed to:

- developing creative, tailored, client-centred approaches that embrace the unique and diverse dynamics that underlie complex health and social problems in our client settings.
- developing sustainable solutions, not only through our problem solving capabilities but also through providing training and skills building in our client base, to ensure their continued capability for applying solutions in the field.
- working with stakeholders at all levels to ensure an integrated approach to policy and program development, surveillance, and knowledge development and dissemination..
- ensuring a total quality management approach in our quality assurance processes and to remain responsive to the evolving needs of clients during project service delivery.
- maintaining integrity, trust and confidence at all levels of our operations and within internal and external staff relations, thus ensuring ethical business practice in our service delivery to our clients.
- promoting skills building and improving the professional capability of all employees thereby promoting their overall personal development and well-being
- providing strategic leadership in the development and implementation of disease prevention and control strategies
- We pledge to exemplify quality in all that we undertake



## Our Commitments

### ..... To Governments

At AID Inc. we are passionate about building capacity and ensuring sustainability of programme processes and operations.

- As a result, our staff and associates are known for providing committed post-project follow-up technical advice on a needs basis to ensure that once evaluations and assessments for informing programme designs are completed, recommendations are communicated clearly to stakeholders at all levels; consensus is gained; action plans for the way forward in policy and programme development are devised; and obstacles, challenges and risks to implementing agreed recommendations are collectively identified, and contingencies planned for. We initiate this task primarily through information forums; feedback and empowerment focus groups and one-to-one stakeholder pre- and post project mobilisation visits.
- We also work closely with international governments, directly through their relevant development agencies or through strategic partnerships with reputable international research and consulting firms
- We are therefore committed to ensuring that our input into building knowledge and applying and implementing change at community, national and regional levels will have received all the inputs necessary for governments to ensure sustainable and realistic action, outcomes and impact to their programmes in key areas of health and social development.
- Importantly, we are also committed to working in close partnership with regional institutions and Bilateral and multilateral organizations operating both in the Caribbean region and globally - in order to ensure adherence to defined quality standards and harmonisation of programme processes and evaluation mechanisms across the region.
- Further, we committed to working partnerships so as to share experiences and scarce resources in order to remain responsive to the development of best practice solutions that are tailored to the rapidly evolving dynamics of socio-cultural and behavioural factors and key demographics that continue to threaten the hard-won gains attained in health and development both regionally and worldwide.
- Governments are able to call on us on a needs basis for follow up advice on previous AID Inc. inputs and related work.





## Our Commitments

### .....To Communities

Through our sister organisation, Community Health Action and Transformation (CHAT), AID Inc. is committed to the implementation of community development initiatives in the following ways:

- By working closely with and supporting the growth and inclusion of civil society in addressing health and social development problems through work at the grass roots with NGOs, groups and individuals .
- By funding the development of community based health and social development programmes and implementing such programmes – both short and long term;
- Through the development of proposals and support of fundraising activities for generating co-funding for community based initiatives and selected under-funded government driven projects;
- Through the provision of technical assistance and capacity building, in proposal development to members of underserved and hard to reach vulnerable groups.
- Design and delivery of outreach prevention and awareness interventions on a needs basis



## Company Overview

The work of the technical associates and staff that form the core of AID Inc. has, to date, involved research, evaluation, strategic planning, policy analysis and development, consulting, programme and systems implementation, health economics projects, monitoring and evaluation of health and social services programmes, software development and technical assistance. AID Inc. Offices are located in the Caribbean (Barbados) and in the Europe (UK).





*..... Due to the wide-reaching nature of the skills and qualifications of associates and core staff, we apply our extensive knowledge-base and problem-solving expertise across a vast range of health and social issues that impinge on country and regional development.*

In particular, we use our expertise in both quantitative and qualitative techniques to accurately identify, measure and evaluate problematic issues, system dynamics, outcomes and impending scenarios across all our research and consulting technical areas. In doing this, we provide valid, representative and accurate results and develop realistic solutions that can be applied and sustained by clients in the field.

AID Inc. was founded in 2004, by key academic lecturers and Consultants affiliated with the University of the West Indies. The organisation was borne out of necessity, as our sense of innovation and passion for problem solving, and application of knowledge in the real world setting has spurred fast initial growth of our workload. There has been a rapidly increasing demand, by 300%, for the individual and collective services of the core staff – both locally, regionally, and internationally, particularly within the areas of HIV/AIDS programming, monitoring and evaluation, impact assessment, infectious disease management, STI services planning and implementation, and within health financing, programme costing and efficiency studies.







We serve a diverse group of clients. Our clients to date include Barbados' local government, regional governments, international organizations, foundations, non-profit associations and institutions, and businesses.

All core staff academic roles are currently focused on undertaking research and training in the areas of HIV/AIDS/STI research methods, public health practice and programme development in small islands states, health policy development, health economics research and health financing consulting, social development and behavioural sciences, computer modelling/simulation of health and disease trends, programme outcomes, monitoring and evaluation of health programmes, clinical and laboratory management and control of infectious diseases and health programme design, implementation and assessment.


Core staff members have been working periodically together on research and consulting projects since the early nineties. Our associates are non-staff affiliated members operating locally, regional and international associate consultants and an established network of trained and qualified research fellows, field-based community, programme and services assessment specialists - all of whom provide support to our data collection activities in the field and to selective areas of data analysis.

The way we work with our core consultants and associate staff is determined and tailored according to the requirements and objectives of our clients and potential clients, so as to maximise efficiency by focusing on effectiveness and containment of costs while ensuring quality outputs through quality assurance management of all our projects.








**Empowering  
Workers in the  
Fight Against  
HIV/AIDS**



**A Resource Manual for  
Informal Workers**

Barbados Informal Workers HIV/AIDS Peer Education Project  
Supported by the Global Worker's Alliance - Caribbean Ambassadors Fund and the  
International Labour Organisation

**IS IT WORTH IT ...?**



**Don't Let HIV/AIDS Get  
a Hook in you**

Barbados Informal Workers HIV/AIDS  
Peer Education Project  
Educating Workers about HIV/AIDS

**COMMUNITY HEALTH ACTION  
AND TRANSFORMATION**

**Tel: 429-6859 or 435-0569**  
Email: [admin@aidincorporated.org](mailto:admin@aidincorporated.org)

Supported by the Caribbean Ambassador's Fund,  
International Labour Organisation  
NATIONAL HIV/AIDS Commission and Ministry of Labour



## ....Maximizing outcomes and quality of our work...

In accordance with our vision for a centre of excellence, links with both regional and international associates are enforced in order to build on best practices and to develop culturally appropriate solutions and outcomes by building on proven guiding principles and lessons learnt elsewhere.

The methodologies applied to our research and consultancies and the application of solutions in the field are validated and made more 'sound' by the ongoing involvement of our regional and international partners, and a continuously expanding global network of associates with proven track records.

## Capacity building for sustainability.....

In addition to maximizing outcomes and the quality of our work, this approach to partnering greatly facilitates and improves the efficiency of the regional initiative for capacity building of skills in the integration of skills building into a selection of our programming, research and consultancy services. AID Inc. also runs a series of customised capacity building initiatives: Local professional skills building and empowerment programme; Anti-stigma Workshops

for Frontline Workers; 'The Research to practice Link' (under the harmonisation project); Use of Health information systems in monitoring HIV/AIDS health services.

AID Inc. is also the result of the need to attain greater efficiency in the management and quality assurance of the increasing number of projects that are being undertaken by the core team members.







## Goals for Corporate Growth

*...Coming together as associates, our long-term corporate goal is to rank first, as the largest, most successful and impacting health and social research and consulting, employee-owned institute in the Caribbean and Latin American region by 2010.....*

*.....Our medium term corporate goal is to strengthen and formalise our current partnerships with our non-profit local partners (NGOs), Universities, the Barbados Ministry of Health (MoH) and Ministry of Labour and Social Security (MLS), the National HIV/AIDS Commission (NHACs and regionally based international funding agencies such as, the Pan American Health Organisation (PAHO), the Caribbean Development Bank, International HIV/AIDS Alliance, the Department for*

*International Development Caribbean and UK offices (DFID), International Labour Organisation, Barbados (ILO), Global Foundations and United States Agency for International Development (USAID), the UN Agencies. Through our regional projects we aim to strengthen links with longstanding Global NGOs. We currently work in close partnerships with a growing number of these, including Options consulting (UK), International HIV/AIDS Alliance, and International Centre for Research on Women (ICRW), World AIDS Campaign, Dance for Life (Netherlands).*

*.....Furthermore, as we grow, we aim to establish an overseeing technical Advisory Board of representatives of key stakeholders with technical expertise in the key focus areas of AID Inc.- Simply taking the best of the 'private' and 'public' to arrive at ingenuity in decision making and strategic programme implementation... (Commenced establishment in 2006)*



# AID Inc. Sub-Divisions

There are five subdivisions within AID Inc.:

## 1. Health Development Division (Health Economics, International and Public Health)

Technical and advisory services to public health programmes in the Caribbean, providing solid planning and evidence-based decision making in the following technical areas:

- Health economics and outcomes research
- Monitoring and Evaluation of health and social services interventions
- Maternal and child health
- Family planning and reproductive health
- Integrated population, health and nutrition programs
- Health financing
- Environmental health
- Health policy and systems reform
- HIV/AIDS

HIV/AIDS/STI programme:

Over the past 3 years the core team have focused their work at the CDRC on the Government of Barbados/EU funded Barbados HIV Impact Project which has been directed towards improving the HIV/AIDS program in Barbados through ongoing impact

assessment and M&E. The Project operates collaboratively with the National HIV/AIDS Commission and the Ministry of Health. The team have recently begun to provide their services in enhancing the Caribbean regional response to HIV/AIDS/STIs by providing expertise in:

- Situational assessment of HIV/AIDS and STIs
- Strategic planning, and program design: Scaling up health systems for an integrated response to HIV/AIDS
- Program monitoring and evaluation
- Responsive, client-focused training.
- Dissemination of research to community, with continuous liaison with key stakeholders, including people living with and affected by HIV and AIDS.
- Promoting and developing partnerships with the National HIV/AIDS Commission, and government
- In partnering with the AIDS Foundation of Barbados, we promote the leveraging of public, donor, and private sector resources.
- Designing, developing and delivering client-focused HIV/AIDS workplace training programmes.



## 2. Health and Social Policy Division

AID Inc. Initiates and supports health and social research which provides policymakers with the evidence base needed to drive policy development. Consultants and associates at AID Inc. have used their skills and experience to apply quantitative and qualitative research methods to the identification of policy barriers to programme successes, the analysis of planned or draft policies related aspects of health and social problems and the evaluation of the efficacy of existing policies, making recommendations for their modification. As dedicated researchers who have worked in the field for over a decade we are acutely aware of the importance of translating research into policy and as such we have been committed to building a strong team of policy experts within the health and social policy division.

**Our key focus areas to date have been:**

- Assessment of the health reform policies in the Caribbean islands and analysis of health financing policies and options for creating sustainable health care provision
- Development of institutional and national policies for disease control



- Assessment of policy needs for mitigating HIV/AIDS stigma and discrimination in the community and the workplace - the role of policy in reducing stigma
- HIV/AIDS and confidentiality: The role of policies in protecting patient, provider, and sexual partners.
- Identification of policy barriers to accessing care: minors and health care

## 3. Communicable Disease Management, Research and Control Division

The core team at AID Inc works closely with infectious disease specialists, laboratory consultants and epidemiologists currently working in developing national control strategies and responses to existing, emerging and re-emerging infectious diseases, training of young scientists, nurses and clinicians, and provide overall technical support to local and regional bodies in the areas of ;



- Disease areas:
  - i. Dengue
  - ii. HIV/AIDS
  - iii. Other Tropical diseases
  - iv. Emerging infectious diseases
- Technical areas
  - i. Strategic Programme planning and implementation,
  - ii. Clinical management training
  - iii. Clinical audits
  - iv. Infectious disease epidemiology and modelling
  - v. Control strategies
  - vi. Scaling up treatment within a comprehensive response to HIV/AIDS

#### 4. Information Systems, Data Management and Data Analysis Division

AID Inc. supports public health researchers, private sector businesses and policymakers and planners in their decision making processes through statistical programming, data analysis, database development and maintenance, survey support, health information system implementation, acquisition and development.

Core staff and local associates hold qualifications and training in statistics, epidemiology, computer science, computer modelling, computer science, economics, health economics, health services management, psychology, laboratory sciences, medicine and other related social and scientific areas.

Staff at AID Inc. have played a key role in the rolling out of the national sexual health information programme (SHIP) in Barbados. Training of staff across various health centres in the use of SHIP was one of the primary activities following system implementation. Strategies included demonstrating the importance of? HIS for generating reports which are fed into service planning and highlighting how the monitoring of services at all levels could have a direct impact on service provision at the level of the client as well as at the provider level in terms of staffing complements, resources, etc. Out of this project emerged the key finding that change management and organisational behaviour strategies need to be consistently incorporated into all Information systems implementation during the first year of roll-out, if user buy-in and utilisation of the system is to be sustained and effective in long-term decision making.



## 5. Training and Conference Division

This is the youngest division of AID Inc., it has been established to develop collaboration with external training partners and associates in developing, delivering and coordinating sustained local and regional training courses (using visiting lecturers and consultants and local associates and functioning as a management unit/quality assurance team) in the following areas.

We currently provide training in:

- Management of HIV/AIDS in the workplace (ILO, CDRC, MoL, MOE)
- Development and implementation of HIV/AIDS workplace policies and programmes
- Applied Research techniques in health economics and international health (proposed courses – using visiting lecturers)
- Research to practice: effective policy analysis in social and health services planning (regional workshops planned - USAID)
- Infectious disease epidemiology (proposed short course using visiting lecturers)



In addition, we support organisations in the execution of conferences, consultations and workshops. Most recently we:

- Supported DFID in the roll out of their 2004 High level HIV/AIDS Stigma and discrimination conference, Marriott, St Kitts. Responsible for developing the technical focus of the conference, the development of communication materials including the exhibitions, and ensured the achievement of objectives to develop a framework for a regional response and to initiate the process to develop a regional stigma and discrimination toolkit.
- Supported DFID in the execution of options appraisal forum with key regional partners in BVI.
- Were lead consultants in the coordination of a Caribbean delegation and a view point for the regional conference on HIV and sex-work in LAC (by HTWG and DFID)

## Intellectual Output

- Research papers and reports
- Academic Publications (under UWI contracts)
- Consultancy reports
- Software development
- Databases and database designs
- Training resources

## Corporate structure:

- Private
- Self-financing
- Single corporate cost-centre

## Regional Relationships & Funding Sources of AID Inc. Staff & Associates 2004-2008

- Ford Foundation (Global HIV/AIDS Initiative)
- European Union (EU)
- Pan American Health Organisation (PAHO)
- University of the West Indies (UWI)
- Department for International Development, UK & Caribbean (DFID)
- Government of Barbados (GOB)
- Governments of the OECS
- MEASURE EVALUATION
- International HIV/AIDS Alliance
- World Bank
- United States Embassy - Caribbean Ambassadors Fund (CAF)
- UNDP/GFATM/UNAIDS/UNIFEM





# Selected projects to 2016

## Health Systems Strengthening in Belize

Since 2015, AIDInc has been commissioned by the World Bank and Government of Belize to conduct an Assessment of the National Health Insurance Pay for Performance (P4P) programme and deliver policy recommendations for sustainability and national scalability. The initiative is being co-led by team Leader Roger England, health systems expert and director of Health Systems Workshop (HSW) Sarah Adomakoh, AIDInc UK principal consultant and executive director is leading the technical support to identify and address health information system gaps, structural issues and pitfalls in collection and monitoring processes, in order to improve overall tracking and evaluation of outcomes.

## Transferring emerging best practice models of civil society empowerment and human rights from LAC region to the African Continent

AIDInc has partnered with international NGOs and National CSOs working across West Africa to build upon lessons learnt in adapting community-led and community - researched and community-designed approaches to deliver tailored programmes that empower communities to have their voices heard, improve access to needed essential goods and services according their basic human rights

## Youth leadership and Empowerment in the Caribbean and Latin America - Dance4Life (D4L)

AIDInc are the founders and concept owners of this Youth Development and Leadership Programme in the Caribbean. D4L uses novel youth-led schools and community-based approaches to design and implement action plans to tackle HIV & AIDS and other regional and global development issues through youth talent, voice, public platforms and partners. The youth advocate, implement programmes and engage their peers, teachers, community groups, private sector leaders and community actors and hold decision-makers accountable for change. D4L has delivered successful outcomes in Barbados and is expanding its reach to Belize, St Lucia, Guyana and beyond - sharing and adapting an emerging successful and innovative evidence informed youth empowerment model.

## Civil society empowerment and human rights in LAC region

AIDInc has implemented an evidence- based, community-led pilot project that has empowered and built skills of rural Amerindian girls and their parents and key community gatekeepers in the interior hard-to-reach regions of Guyana, to tackle violence against women and human trafficking.

# Selected projects

## Department for International Development, UK and Caribbean (DFID) – Taking action against HIV and AIDS in the UK overseas territories.(2008 to 2011)

Working with Options consulting UK, AID Inc is the regional implementation partner, managing the inception and implementation phases of DFID's contribution to the HIV responses across the 6 UK overseas territories (Bermuda, Cayman, Anguilla, Montserrat, Bermuda, Turks & Caicos). Involved undertaking inception phase needs assessment (for technical assistance, capacity building, institutional strengthening, stigma reduction and HIV prevention and treatment, etc), implementation phase design, planning, budgeting and development of profiles of baseline information needs. AID Inc. is also supporting the implementation of the project in the British overseas territories in the South Atlantic, through sharing of our resources and strategies being designed and developed regionally

**PANCAP regional HIV stigma Unit:** AID Inc. recently won a bid to Establish and manage the DFID-funded Pan Caribbean Regional Stigma unit, serving 13 countries in the Caribbean in years 1 to 4 (2009-2012). The unit is responsible for initiating ground breaking research, designing, implementing and delivering sustainable programmes through strategic partnerships with national AIDS programmes and international leaders working in the area of stigma reduction and promotion of human rights including SRHR.

The project has adopted a parallel dual-tracked approach to ensure sustained, tailored programmes through capacity building activities to empower members of key populations to lead the response:

1. Preparing for effective collective action and building sustainability - Initiate, develop and sustain the new or existing anti- S & D programmes, develop strong institutional partnerships at national and global level and build the capacity of key populations to be Leaders in the response
2. Implementation of novel, evidence-based, targeted behaviour change communication (BCC) programmes. Edu-drama, puppetry, mascots, visual arts, celebrities, music media and street theatre Community based dialogue and education using tailored and targeted anti- stigma toolkits, empowerment and motivational programmes for vulnerable populations, BCC psycho-social support and mentoring approaches.





### **Dance 4Life (D4L) Barbados (2009 to Current)**

organisation, CHAT have joined forces with Dance4Life International in 2009 to establish Barbados as the 20th country to join the global youth leadership movement. The initiative aims to reach 2500 youth in and out of school, through dance, drama, sports, peer empowerment, etc and in doing so create 2500 agents of change by the end of 2010. The overall aim of D4L global teams is to create 1M agents of change worldwide, actively participating in pushing back HIV and AIDS and addressing other social disorders

### **Department for International Development, UK and Caribbean (DFID) – Accelerating the Private Sector Response to HIV/AIDS in the Caribbean Implementation Phase, 2007-9.**

AIDInc. Is the sole Implementation partner with International HIV/AIDS Alliance with responsibility of managing Barbados inception phase outputs and supporting the roll out in Jamaica. This involves provision of technical support of the implementation of 34 sub-projects designed in the inception phase with a view to developing models of best practice to be scaled up across other sectors and throughout the region. There are plans to scale up the project to other Caribbean countries in 2 years time.

**Ford Foundation (FF) – Monitoring & Evaluation Framework for Ford Foundation Global Initiative on HIV/AIDS, 2007/8.** The overall goal of this mission is to directly contribute to the achievement of the FF internal and external goals of their Global HIV initiative through harmonizing approaches and building capacity within their M&E functions. The programme goal is to provide the Ford Foundation HIV Initiative with a comprehensive M&E system to monitor and assess the achievement of its internal and external objectives. Using participatory approaches, in consultation with internal and external stakeholders (global grantees), AIDInc is also developing a streamlined, user friendly M&E system to monitor the progress of Ford towards meeting its internal and external objectives. In addition AID Inc has initiated operational research to identify and evaluate the key factors that contribute to effective outcomes within the leadership, partnership, equity and accountability goals of the programmes being delivered by the global grantees funded by Ford's Global HIV/AIDS initiative.

**International Labour Organisation/US Department of Labour (ILO/USDOL) Workplace Education Programme – Workplace Impact Survey & Formative Assessment, 2007/8.** AIDInc were lead consultants in the, baseline assessment and the design of the Barbados WEP through formative assessments, including focus groups, in depth interviews, data analysis, report preparation and feedback. Participatory approaches used throughout ensuring inclusion of target group in the all aspects of process and to support core capacity building goals of AIDInc.

We also continue to support the roll out in other countries in the region through sharing of best practices approaches and active contribution to training programmes

Final evaluation of the impact of the 2-year programme across the 12 enterprises exposed to this novel multi-faceted BCC programme in Barbados. Survey adaptation, data collection, data management, data analysis and report preparation and feedback.

**DFID – Accelerating the Private Sector Response to HIV/AIDS in the Caribbean Inception Phase, 2006.** AIDInc. Consortium partner with International HIV/AIDS Alliance, with responsibility of managing Barbados inception phase outputs. The project aims to support active private sector involvement in the development of health and wellness promotion strategies for



the private sector and NGO/CBOs in the Caribbean, initially in the Hotel & Tourism Sector in Jamaica and Barbados, working in partnership with PLWHA and other vulnerable groups. Responsibilities included: technical planning; development of visual communication and marketing; events coordination; technical assistance to private sector and vulnerable group NGO stakeholders in the development of evidence based BCC sub projects demonstrating responsible tourism and effective partnerships. Key outputs include development of 34 sub-projects targeting approximately 4400 formal hotel workers in and a minimum of 2000 members of informal workers (taxi drivers, vendors) and vulnerable populations (MSM, Sex workers, PLWHA, Youth,) through various BCC activities.

**DFID - A Caribbean Sub Regional Situational Analysis on Sex Work & HIV, 2006.** A regional review of sex work and HIV in the Caribbean involving a review of legislative framework, demographics, issues of stigma and dissemination, access to needed services, needs of sex workers and their families, breaches of human rights.

**DFID – Events Coordination.** In collaboration with PANCAP, coordinated and led a sub regional delegation in the HTG/DFID consultation, 2007, which ratified a set of priority next steps for sex work and HIV in the Caribbean.

**DFID – Events Coordination.** AID Inc Coordinated a regional meeting on stigma and HIV, 2006 and were the consultants responsible for developing the technical focus for the 2004 high level conference on HIV/AIDS stigma and discrimination in the Eastern Caribbean- Champions for Change.

**DFID – Accelerating the Private Sector Response to HIV/AIDS in the Caribbean Inception Phase** – High Level Sustainable Tourism Conference, Sep 2006. Events coordination; technical planning; coordination and implementation including development of visual communication and marketing to all stakeholders including high level tourism executives. Event resulted in the buy-in of 2 large hotel chains with over 1000 hotel staff.

ILO/USDOL Workplace Education Programme, Master Trainer, Training on the ILO/FHI Behaviour Change Communication Toolkit for the workplace, 2007 - Adaptation and implementation of 4-day Training of Trainers workshop in the use of the ILO/FHI BCC Toolkit for the workplace. Involved design and development of workshop materials including PowerPoint presentations, leaflets, charts and handouts.

**ILO/USDOL Workplace Education Programme, National BCC Consultant, Peer Education Programme (Manual Design, Training and Implementation), 2006/7.** Design, development and testing of tailored Peer Educators Manual for the training of peer educators and resource tool for peer educators in the workplace. Development and co-execution of three, 3-day Peer education workshop for over 60 peer educators in the ILO/USDOL programme. Ongoing in-field support for peer educators in the workplace to ensure that peer education programme is truly a Behaviour Change Intervention - dynamic and responsive to the changing needs of workforce and to ensure daily tracking for M&E of peer educator activities.

**The National HIV/AIDS Commission NHAC, Barbados – Barbados Men's Lifestyle Survey, 2006/7** - Community based project involving the design and execution of the first extensive national lifestyle survey (using quantitative and qualitative methods) for males (the Great male Survey and discussion forum) to inform health and social services planning and programming. The survey targets a representative sample of self-identified MSM (men who have sex with men) in addition to self-identified heterosexual males. Novel BCC approaches used to promote survey and gain stakeholder buy-in across various socioeconomic strata, cultural backgrounds and sexual orientations. Public relations campaign component to raise national awareness about the survey, the importance of participation, and to promote healthy lifestyles in males. There are plans to replicate this study across the OECS.

**ILO/USDOL Workplace Education Programme, National BCC Consultant, BCC Materials Development** - 2006. Health Communication for HIV prevention in the Workforce. Development of six tailored sector-specific materials for 3 sectors (Banking & Finance, Hotel & Tourism, and Manufacturing) using participatory approaches in which the target group themselves were consulted through focus groups to design evidence based (using formative assessment and workforce impact findings) slogans, channels and materials appropriate for their workplaces. Conducted focus groups and in-depth interviews; analysed data; and undertook pre-testing, in order develop BCC materials.

**US Caribbean Ambassadors Fund, Health promotion for hard to reach populations** – The Informal Workers HIV/AIDS Peer Education Project, 2005/7. HIV/AIDS Education/ BCC in the informal Tourism Sector, pilot with taxi and minibus drivers. This involves the education of over 500 individuals



in these groups through a peer education approach, which trains Taxi drivers, ZR bus drivers and fishermen to act as peer educators, information sources and champions against HIV for tourist and their local communities. Development of BCC based health promotion materials including posters, aprons for fisher folk, key chains, dominoes etc. Targeting the informal sector to design and develop novel BCC strategies using theatre production and related approached through working with actors and newsmen, presenters, etc including peer education, policy dissemination, condom distribution and partner reduction.

**NHAC & Government of Barbados (GoB)** - Development and Implementation (roll out and buy-in strategies) of National HIV/AIDS Monitoring and Evaluation System, 2005/7. Implementation of a Multisectoral National M&E system. Design of M&E system and development of a database. Training community organisations, NGOs, Ministries to streamline the execution of M&E strategies with HIV programme implementation. Developing and executing implementation and roll-out strategies. Community consultations; Programme evaluation; Strategic information system design; Development of public relations? communication strategies for roll out of a new system; Implementation of monitoring and evaluation structures for all aspects of national HIV/AIDS programmes including monitoring of public communication strategies.

**Global Fund, Price Warehouse Coopers - Assessment of M&E Principal Recipient M&E structures on behalf of Global Fund Suriname, 2005** – present. Subcontracted by PWC (Lead Agency) and LATH providing LFA services in Suriname; specialist health inputs to the assessment of the Global Fund Principal Recipients (PRs) with particular emphasis on work planning, and monitoring and evaluation (M&E). Evaluation of Monitoring and Evaluation Systems through programme evaluations and community consultations.

**Mainstreaming Gender into HIV/AIDS and STI Programmes** - On behalf of UNIFEM, AIDInc staff were part of a team of consultants for the development of regional manual/toolkit to mainstream gender into HIV/AIDS Programmes. This also included the pilot of the manual and initiation of master training workshops.

**Strategic planning** - Undertaking the situational assessment and developing an evidence based profile of recommended strategies for the National HIV/AIDS Strategic plan for Barbados 2007 to 2012, costing the plan and developing the M&E framework.

## Contributions to Health Programmes planning and financing.

AID Inc Internship Programme: AIDInc has a growing internship programme aimed at strengthening the public health skills base among young local and regional scientists. We work closely with a number of other agencies such as PAHO and government of Barbados on various projects sharing interns to expose them to a broad range of skills sets and experiences. In addition AIDInc provides a fund for internship training and hence take on approximately 5 short term interns a year and 1 to 2 long term interns.

**Support to Community Health Action and Transformation (CHAT):** In addition to active fundraising, by channelling funds to our sister charity CHAT, AIDInc contributes to programmes and projects that are insufficiently funded and require counterpart funding.

## Selected Training, Research and Consulting Projects by AIDInc core staff

- Government of Barbados (GoB) - Ongoing since 2002, the Barbados HIV/AIDS Impact Project (BHIP) the programme monitoring and evaluation project for the Ministry of Health Barbados. BHIP has many components, and has been a model of collaboration with other HIV/AIDS sectors, particularly the HIV/AIDS Reference Laboratory and the National HIV/AIDS Commission. Among other things the project has demonstrated great reductions in morbidity and mortality, and in hospital admissions and costs, resulting from the introduction of well monitored HAART therapy.
- GoB – the workforce HIV/AIDS Impact project (Adult HIV risk assessment and workforce vulnerability assessment)
- GoB – HASSER- HIV/AIDS Social Services Evaluation and Review, 2002
- GoB – HASSUS – HIV/AIDS Social Services Utilization Study, 2002 – present
- GoB – Developing a baseline for Workplace HIV/AIDS vulnerability and susceptibility, 2003
- GoB – National HIV/AIDS knowledge attitudes and practices (KAP) Studies, ongoing
- Private Sector – Workplace Training of Trainers, 2003 – present



- Private Sector - HIV/AIDS workplace policy and PLWHA employee support training
- Private sector- HIV/AIDS Institutional Audits, 2003 – Present
- GoB – National HIV/AIDS Surveillance Unit
- GoB/CAREC – National Review of Laboratories for HIV/AIDS/STI Surveillance, 2002
- CHRC – Caribbean Health Research Council partner for the delivery of M&E training to key line ministries
- GoB – Institutional Audit – the business case for HIV in the private sector commencing 2006
- PAHO- Review, assessment and development of a standardized hospital costing methodology in the Eastern Caribbean, 2002
- PAHO - Development, pilot and training in the use of a hospital costing Model software (HCM), 2002 , General Hospital, Grenada, QEH Barbados
- PAHO – Queen Elizabeth Hospital Costing study and development of a revised fee schedule, Barbados, 2004
- PAHO/QEH Board – development of baseline unit costs of surgical interventions at the QEH, Barbados
- Development and Review of efficiency (performance) indicators and monitoring approached for improved TQM at QEH, Barbados – Ongoing
- PAHO/DFID - Pre-programme development Technical Assistance to the Government of Anguilla – Economic consultancy on the costing of Hospital services, Anguilla, 2003
- PAHO/DFID- National Health Insurance Assessment in Anguilla, 2003
- PAHO/DFID –The Development of an Appropriate and Equitable User Fee structure for the Anguilla Health Authority, 2003
- DFID – Accelerating Private Sector response to HIV/AIDS in Barbados & Jamaica, 2004. Technical assistance on the design of a feasible Project Memorandum, 2004
- DFID – Technical consultancy and the initiation of technical working group response to the regional toolkit development initiative for the DFID-PANCAP International Conference on Stigma and Discrimination in the Caribbean, 2004
- AIDInc is subcontracted by PWC (Lead Agency) LATH providing LFA services in Suriname. AIDInc consultants are responsible for specialist health inputs to the assessment of the Global Fund Principal Recipients (PRs) with particular emphasis on work planning, and monitoring and evaluation (M&E).

- ILO – HIV/AIDS and the world of Work in Barbados - A situational analysis and mapping study.
- GoB- NHAC– National Monitoring and Evaluation consultants for the design and implementation of the country M&E system and development of an integrated M&E database, 2004 – 2005
- MEASURE Evaluation - Consultants for the regional management/ technical support for the HIV/AIDS Service Inventory of 9 OECS Islands, 2004 – 2005.
- ILO – HIV/AIDS and the World of Work – Consultants for conducting the baseline assessment HIV/AIDS KAPB and institutional audit in selected enterprises across key sectors.
- NHAC/ MoH - Consultants for conducting an assessment of HIV/AIDS KAPB/ institutional audit in selected enterprises across key sectors and selected ministries.
- ILO – HIV/AIDS and the World of Work - Consultants in Behaviour Change Communication (BCC)/ Peer Education for ILO workplace interventions.
- Accelerating the private response to HIV/AIDS in the Caribbean- 3 year capacity building and programme development project
- GoB - Barbados Men's lifestyle survey of socio-cultural and behavioural aspects of male sexuality, social needs and health status. (including HIV/ AIDS risk assessment vulnerabilities of population subgroups- MSM, CSW, Youth)
- Caribbean Ambassadors Fund (CAF) – community peer education and Behaviour change intervention for HIV/AIDS risk reduction towards Taxi drivers, ZR bus drivers and fisher folk in Barbados. Through sister organisation – CHAT
- The implementation and management of the kids for kids© children's peer intervention project through CHAT.

## Selected Research Titles produced by AIDInc core staff and partners (2007- 2009)

- The social economic burden of HIV Care giving in the Caribbean, 2009 .
- Results of the CORE research on assessing the Social and economic factors that influence youth behaviours, attitudes beliefs and perceptions with respects to Risk of HIV transmission in St Lucia. 2010
- Context causes and consequences of HIV stigma discrimination and human rights violations towards MSM in Jamaica using the participatory ethnographic evaluation and research (PEER) approach.



- “maladi pa toube sou pove”      sickness don’t fall on poor people... A Peer Research on the Attitudes, Beliefs, Behaviours and Practices related To HIV/AIDS Among the Haitian Community Residing in The Turks And Caicos
- ‘I know what I got. You know what you got?’ Perceptions of Stigma and Discrimination in Georgetown, Guyana. Findings from the PEER research.
- Evaluation of the leadership development model for vulnerable groups NGOs and their members - Baseline assessment of key outcomes in individual Leadership development of vulnerable groups NGO members , impact on sustainability and greater involvement of MARPs and Vulnerable groups in the HIV response in the Caribbean. 2009/2010
- Formative research to identify high risk behaviours and opportunities for designing effective prevention approaches amongst vulnerable groups in British Virgin Islands.
- Formative research to identify high risk behaviours and opportunities for designing effective prevention approaches amongst vulnerable groups in Anguilla.
- Survey of HIV risk behaviours, sector risk analyses and impact in the tourism sector in Anguilla 2010.
- Key Philanthropic Investment Opportunities in HIV/AIDS: What to Do to Make a Difference by 2015. May 2009. UCLA/AIDInc
- Building sustainable HIV responses with those who matter most. A Caribbean experience of improving quality of lives and promoting lasting, meaningful and active leadership of PLWHAs and other vulnerable groups in the HIV response. Oral. 2008 AIDInc/Alliance/DFID
- Accelerating the private sector response to HIV and AIDS, with an emphasis on the hospitality and tourism sector in Jamaica and Barbados. 2008. DFID/Alliance/AIDInc
- A Caribbean Sub-regional Situation Analysis on Sex work and HIV February, 2007. DFID/HTWG/AIDInc
- Key findings from the Barbados men’s lifestyle study, 2007-2008. Engaging Men with targeted responses to Achieve Gender Equality. Government of Barbados./AIDInc

## Research papers/reports produced by AIDInc core staff (2003- 2007)

**HIV Impact Study (2002 to 2005 University of West Indies , 2006 to 2008 transitioned to AIDInc)**

- The Cost-effectiveness of Reduction of Mother to Child Transmission of HIV-1 using Zidovudine under a modified ACTG 076 Protocol.
- HIV/AIDS related Stigma, discrimination and denial –Overview of key findings from a Baseline Review of Forms, Context, and Consequences in Barbados .
- Quality of Life in Patients with Human Immunodeficiency Virus. Impact of the Barbados treatment, care and support programme on the QoL of men women and MSM living with HIV after 18 months exposure to services.
- Responding to the HIV Epidemic in the Developing World. Capacity building and technology transfer for monitoring with HAART.
- Unseen & Unheard Rumbblings- The deep seated impact of HIV/AIDS related stigma on the productivity and quality of life of the HIV positive community .
- Cost-effectiveness of providing scaled up Antiretroviral Therapy Services in Barbados.
- How to undertake a Cost Analysis for HIV/AIDS treatment and care programmes,
- Cost Implications of Providing Scaled-up Highly Active Antiretroviral Therapy (HAART) in a middle income microstate. The Barbados Experience IV.
- Impact of HIV/AIDS related stigma and discrimination on access to care and labour-force productivity in Barbados. Informing urgent policy decisions.
- Baseline Analysis of Services Utilisation and Direct costs of HIV care in the Era of Highly Active Antiretroviral Therapy (HAART) in Barbados. What are the cost implications?
- A Community based interventional approach to HIV research and planning in a small island, highly stigmatised setting: The HIV/AIDS Social Services Utilisation Study (HASSUS) in Barbados.
- Timing of AIDS diagnosis and it's impact on survival. A baseline analysis. The Barbados experience.
- Reducing Mother to Child Transmission of HIV –1 in Barbados Part I. HIV screening and administration of the PACTG 076 Protocol – Modelling Cost-effectiveness of outcomes in a middle income, low prevalence setting.



- Zidovudine vs. Nevirapine. Comparison of Cost-effectiveness of PMTCT in Barbados 1996 to 2003.
- Adherence to Highly Active Antiretroviral Therapy (HAART) following implementation of the first HIV/AIDS treatment centre in the Eastern Caribbean. Predictors and impact on virological outcomes.
- Key Findings from the baseline HIV/AIDS/STI Health and Social Services Evaluation and Review (HASSER) in a small island, middle income setting. The Barbados experience.
- A Community-Based Interventional Approach to HIV/AIDS/STI Research and Planning in a Middle-Income Setting. Lessons Learnt from The HIV/AIDS Social Services Evaluation and Review (HASSER) in Barbados.
- Chlamydia trachomatis Infection In Women Presenting to an Antenatal Clinic In Barbados

## Health Services Research

- Hensher M, Price M, Adomakoh S. Referral Hospitals in developing countries: in WHO publication: Disease control priorities in developing countries, edited by G. Alleyne (PAHO), D Jamison (World Bank), Ann Mills (LSHTM), Preker
- Renal Dialysis in Barbados Dialysis in Barbados: the cost of haemodialysis provision at the Queen Elizabeth Hospital.
- The Economic Burden of Diabetes to the Barbados Health Sector.
- A Review of hospital costing studies in the Eastern Caribbean- Issues, Pitfalls & Improving Practice.
- A Manual for the use of a Model for costing Hospital Services. (HCM Version 1.0 – Filed test draft version).
- Belle TR, Fraser HS, Adomakoh SA, Walrond ER. The economic costs of managing diabetes mellitus in Barbados.

Our main offices is based in the UK and we manage and mentor subunits located within all of our target countries.

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