



PUTTING OURSELVES TO THE TEST
Achieving Equity to End HIV

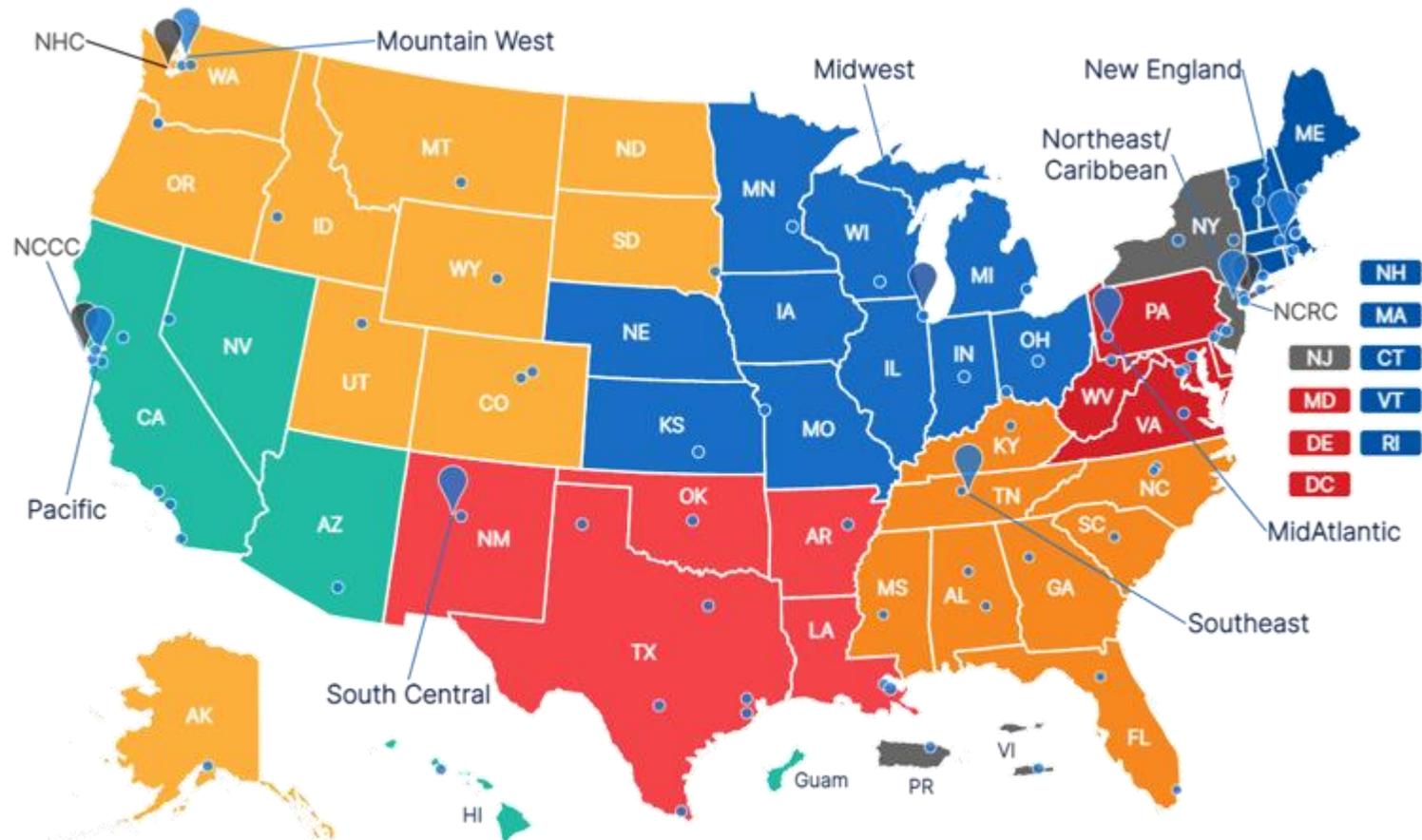
Caring for the Caregiver- Covid-19 & HIV

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Position

Delaware Regional Partnership
MidAtlantic Education Training Center



AIDS Education and Training Center





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MAAETC



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The staff and faculty involved with the planning of today's event **do not** have any conflicts of interest to disclose.



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Speaker Disclosure

Speakers are required to disclose any commercial relationships before today's presentation.



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Needs

We have attempted to make this presentation compliant with the Americans with Disabilities Act and Section 508 of the Rehabilitation Act.

If you find that you need further accommodation, or alternate means to utilize this presentation, please contact us and we will attempt to further accommodate your needs.



Topics of Discussion:

- Discuss barriers face in providing care during co-occurring pandemics
- Staying connected to your sense of self and level of stress
- Engagement in practices of protection and empowerment



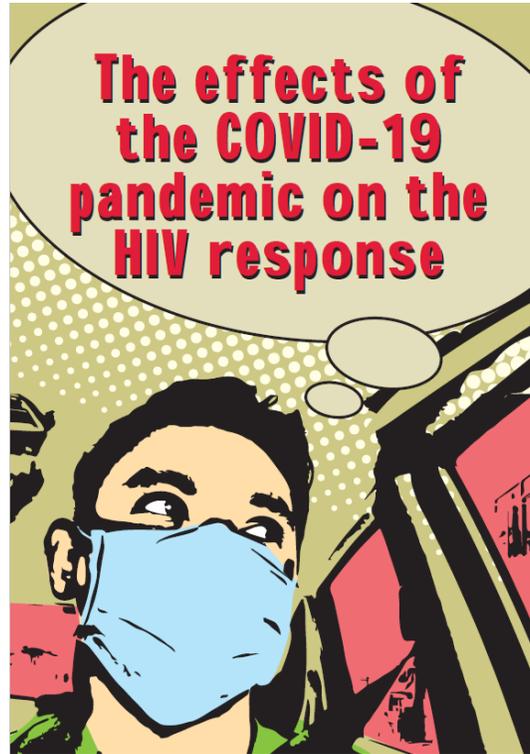


What did Covid-19 do to us?





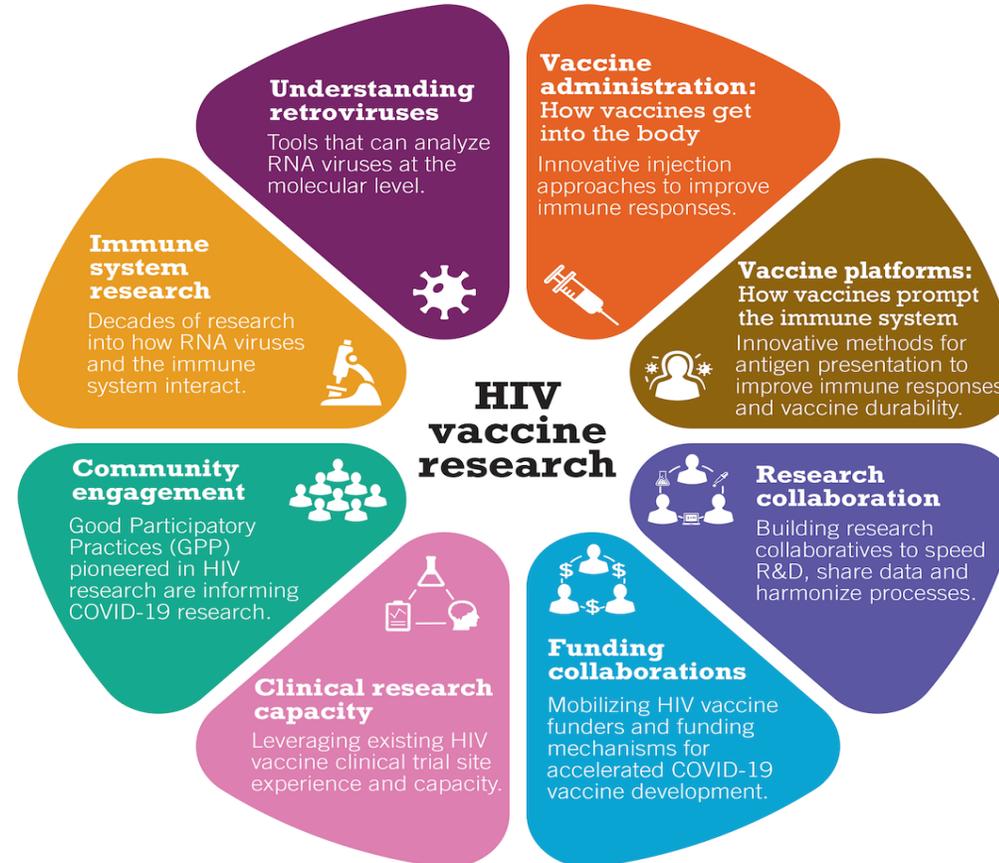
Reality of HIV epidemic inside the Covid-19 pandemic



<https://www.unaids.org/en/covid19>



Leveraging the HIV Vaccine Enterprise for COVID-19 Vaccine Research

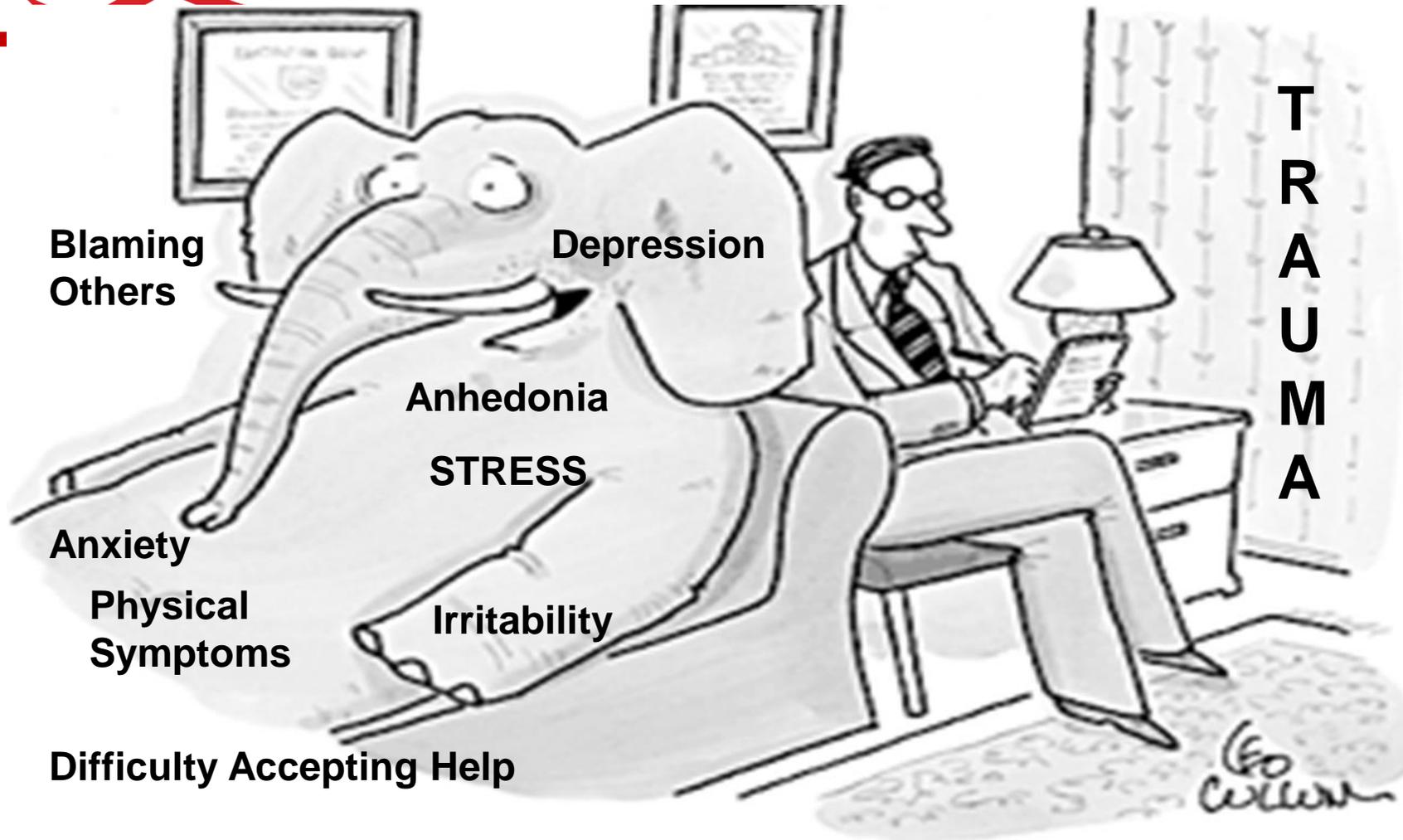


May, 18 2020
avac.org

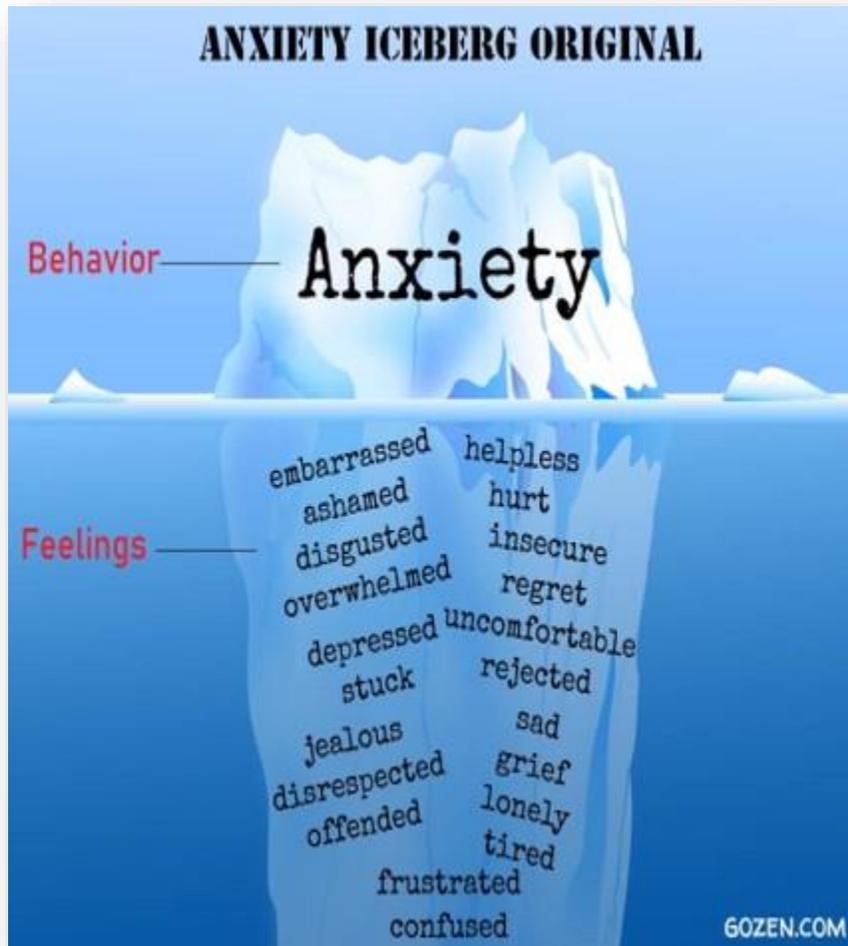


Definitions

- **BURNOUT**- DESCRIBES THE PHYSICAL AND EMOTIONAL EXHAUSTION THAT WORKERS CAN EXPERIENCE WHEN THEY HAVE LOW JOB SATISFACTION AND FEEL POWERLESS AND OVERWHELMED AT WORK
- **COMPASSION FATIGUE**-REFERS TO THE PROFOUND EMOTIONAL AND PHYSICAL EROSION THAT TAKES PLACE WHEN HELPERS ARE UNABLE TO REFUEL AND REGENERATE
- **VICARIOUS TRAUMA**- OCCURS IN PROFESSIONALS WHEN THEY WORK WITH CLIENTS WHO HAVE EXPERIENCED TRAUMA: THERE HAS BEEN A NOTICEABLE CHANGE
- **PTSD**- AN ANXIETY DISORDER THAT DEVELOPS IN REACTION TO PHYSICAL INJURY OR SEVERE MENTAL OR EMOTIONAL DISTRESS
- **MORAL INJURY**- IS UNDERSTOOD TO BE THE STRONG COGNITIVE AND EMOTIONAL RESPONSE THAT CAN OCCUR FOLLOWING EVENTS THAT VIOLATE A PERSON'S MORAL OR ETHICAL CODE



"I'm right there in the room, and no one even acknowledges me."



Hiding Below the Surface

- Changes in sleep or eating patterns
- Difficulty sleeping or concentrating
- Worsening of chronic health problems
- Worsening of mental health conditions
- Increased use of tobacco, and/or alcohol and other substances



Expectations



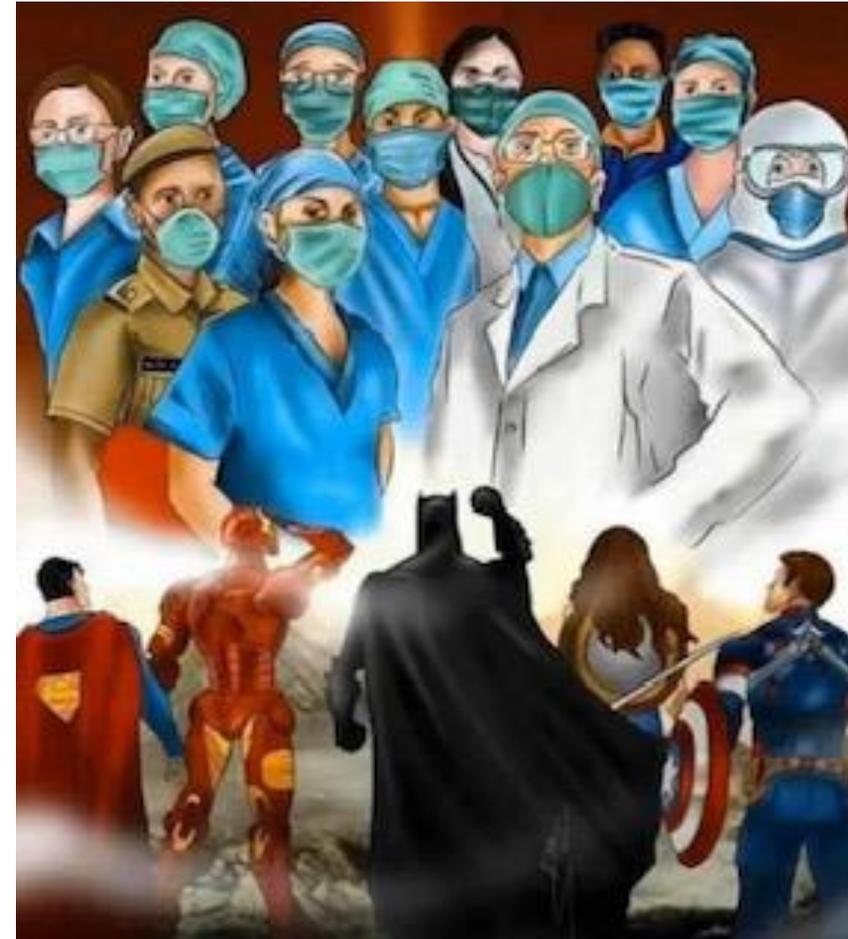


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How I Envision It



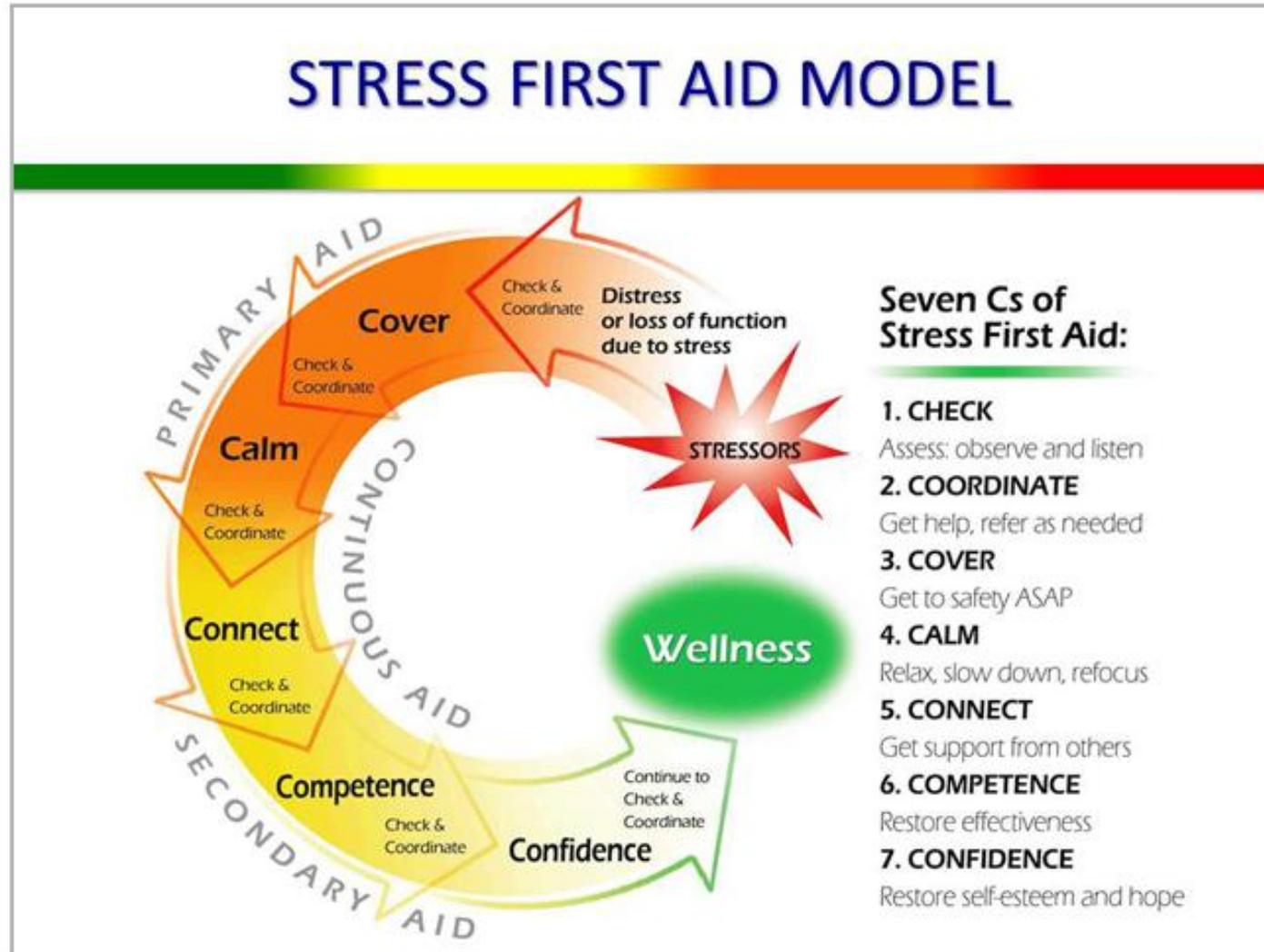


Stress Continuum Model

READY (Green)	REACTING (Yellow)	INJURED (Orange)	ILL (Red)
<p>DEFINITION</p> <ul style="list-style-type: none"> ◇ Optimal functioning ◇ Adaptive growth ◇ Wellness <p>FEATURES</p> <ul style="list-style-type: none"> ◇ At one's best ◇ Well-trained and prepared ◇ In control ◇ Physically, mentally and spiritually fit ◇ Mission-focused ◇ Motivated ◇ Calm and steady ◇ Having fun ◇ Behaving ethically 	<p>DEFINITION</p> <ul style="list-style-type: none"> ◇ Mild and transient distress or impairment ◇ Always goes away ◇ Low risk <p>FEATURES</p> <ul style="list-style-type: none"> ◇ Feeling irritable, anxious or down ◇ Loss of motivation ◇ Loss of focus ◇ Difficulty sleeping ◇ Muscle tension or other physical changes ◇ Not having fun <p>CAUSES</p> <ul style="list-style-type: none"> ◇ Any stressor 	<p>DEFINITION</p> <ul style="list-style-type: none"> ◇ More severe and persistent distress or impairment ◇ Leaves a scar ◇ Higher risk <p>FEATURES</p> <ul style="list-style-type: none"> ◇ Loss of control ◇ Panic, rage or depression ◇ No longer feeling like normal self ◇ Excessive guilt, shame or blame <p>CAUSES</p> <ul style="list-style-type: none"> ◇ Life threat ◇ Loss ◇ Moral injury ◇ Wear and tear 	<p>DEFINITION</p> <ul style="list-style-type: none"> ◇ Clinical mental disorder ◇ Unhealed stress injury causing life impairment <p>FEATURES</p> <ul style="list-style-type: none"> ◇ Symptoms persist and worsen over time ◇ Severe distress or social or occupational impairment <p>TYPES</p> <ul style="list-style-type: none"> ◇ PTSD ◇ Depression ◇ Anxiety ◇ Substance abuse



STRESS FIRST AID MODEL





Are you experiencing Compassion Fatigue?

Here are some helpful ways you can take action:





Coping with COVID-19

Take breaks from the news



Take care of your body

Make time to unwind



Connect with others

Set goals and priorities



Focus on the facts



“Here’s your problem—it looks like you’re paying attention to what’s going on.”



Promoting Preventative Self-Care



- Encourage Socialization
- Prioritizing Self-Care
- Increase Self-Awareness
- Reduce anxiety-driven behaviors
- Minimize traumatic input
- Improve tolerance threshold
- Instill a positive outlook
- Gaining/maintaining self-reliance
- Making positive feelings stronger/negative feelings weaker



MAAETC Resource



MidAtlantic AIDS Education and Training Center
Workplace Burnout Guide for Health Professionals



Workplace burnout is defined as a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity.

In healthcare settings, chronic stress, or stress related to caring for patients with critical medical illnesses, acute and chronic psychological illness, trauma, those in the dying process, unresolved organizational and systems issues, to name a few, can lead to burnout. Unrecognized or acknowledged chronic stress puts health professionals at risk not only to burnout but to their own stress-related medical and psychological disorders, maladaptive coping strategies, relationship issues and conflicts, depression, anxiety, and general discontent.

Types of burnout: Maslach describes the three dimensions of burnout.

- Exhaustion:** Feeling overextended, both emotionally and physically.
- Cynicism:** Taking a cold, cynical attitude toward responsibilities.
- Ineffectiveness:** Feeling ineffective leading to growing sense of inadequacy.

Signs and Symptoms

- Disengagement from work
- Chronic mental and physical fatigue
- Chronic feelings of being overwhelmed
- Frequent use of sick time, tardiness
- Frequent physical complaints
- Numerous last-minute time off requests
- Complaints about other employees, assignments, system
- Lack of empathy, compassion
- Irritability and cynicism
- Poor work performance

Workplace factors that increase burnout include:

- Increased work hours
- Poor teamwork
- Added tasks, assignments
- Conflict in workplace
- Inadequate work/life balance
- Limited flexibility or control
- Increased focus on productivity
- Poor team morale
- Lack of leadership

Early Signs of Caregiver Burnout

- Self-deprecating thoughts of value on your team:**
Example: "my best is not good enough"
- Sunday Blues, dread and anxiety at start of work week:**
Example: "I don't want to go to work"

Sustained Signs of Caregiver Burnout

- Feeling a loss of control:**
Example: "I can't keep up with all this work"
- Feeling overburdened:**
Example: "I have so much work I don't even know where to start"
- Ready to leave before day begins:**
Example: "Hmm... How can I leave early?"
- View of world:**
Example: "There is no hope for this place!"

Consequences of unaddressed burnout in workplace

- Decreased patient satisfaction and poorer patient outcomes
- Increased medication errors and other errors
- Staff turnover and early retirements

Methods for Addressing Caregiver Burnout

While experiencing burnout can be serious, there are several tools and resources that can be used for those experiencing it and those who see someone else experiencing it.

Helpful Tools for Caregivers Experiencing Burnout

- Reestablish a schedule and routine to regain sense of control.
Example: Start a morning routine, keep set lunch time if possible.
- Reorganize your goals and set specific subgoals to focus on.
Example: Have a monthly goal and weekly goals to reach it.
- Reenergize by obtaining professional help.
Example: Take advance of workplace employee services.
- Ask for help if your workload is demanding.
Example: Communicate with supervisors.
- Reflect on your day and make a to-do list for the next day.
Example: Daily reflection and positive affirmations.
- Focus on wellness.
Example: Improve exercise, nutrition, and sleep habits.

How to Help A Fellow Caregiver Experiencing Burnout

- Encourage taking allotted breaks, pace the workflow if possible
- Check in with co-workers, offer help with workload
- Offer suggestions to others for health and wellness
- Offer listening in times of crisis or stress with referrals to resources
- Avoid attempting to be a co-worker counselor or therapist
- Affirm the value of all team members

Resources for Caregiver Burnout

- Utilize planners and life coaches: regain control.
- Self care emphasis: rest, nutrition, time for self.
- Use daily affirmation apps: enhance positive thinking.
- Employee assistance programs: share available resources.

Available interventions for burnout and related psychological disorders

- Mindfulness and deep breathing techniques
- Exercise
- Cognitive behavioral therapy
- Biofeedback
- Massage and physical therapy
- Short term psychotherapy
- Career counseling
- Psychotropic medications

Advocating for Mental Health Support in Healthcare Settings

As employees and employers, it is important to advocate for services and resources to support physical and mental health. Here are some helpful guidelines to consider:

- Be professional in bringing to light concerns
- Know the facts about specific work concerns
- Clarify the problem and consider the underlying needs
- Follow the proper procedures to voice concerns
- Be resourceful and offer your skills
- Avoid threatening, blaming individuals
- Suggest interventions that may reduce stress
- Consider developing materials and training
- Suggest focus groups to discuss stress in the workplace
- Provide written information on medical and psychosocial support services in the organization and community

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www.maaetc.org
 HRSA, HIV/AIDS Bureau, Office of Program Support, Grant No. U10HA29295
 Last Modified: May 2021. Please refer to most recent guidelines.

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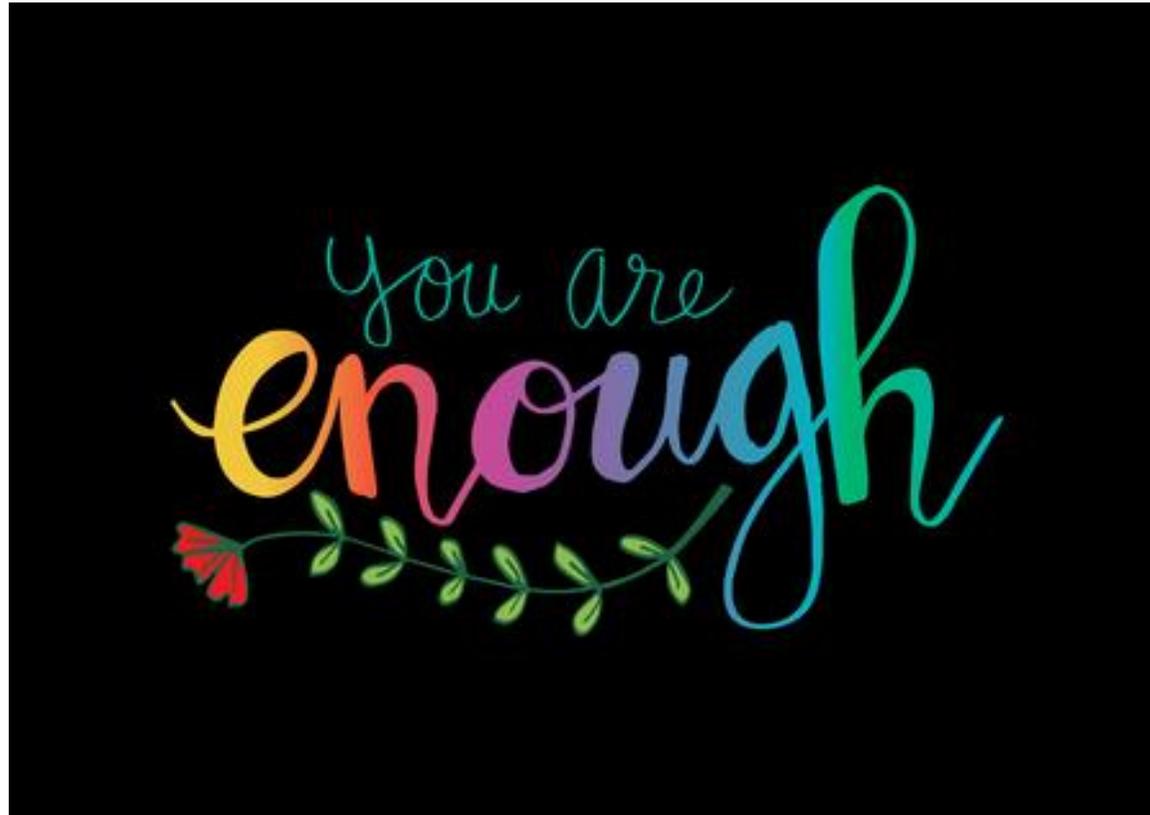
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What are your questions?





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Evaluation

The screenshot shows an email inbox on the left and the content of an email on the right. The selected email is from MAAETC System, dated Tue 1/18, with the subject "[EXTERNAL] MAAETC Thank you and Evaluation". The email body contains a thank you message for attending a training on January 11, 2022, and a request for an evaluation. It includes a link to a survey and mentions that the information is confidential. The email is signed by the AIDS Education and Training Center.

From	Date
MAAETC System [EXTERNAL] MAAETC Event Registration Confirmation	Thu 1/20
MAAETC System [EXTERNAL] MAAETC Thank you and Evaluation	Tue 1/18
MAAETC System [EXTERNAL] MAAETC Thank you and Evaluation	Sun 1/16
MAAETC System [EXTERNAL] MAAETC Thank you and Evaluation	1/11/2022
MAAETC System [EXTERNAL] MAAETC Thank you and Evaluation	1/9/2022
MAAETC System [EXTERNAL] MAAETC Evaluation Reminder	12/29/2021

[EXTERNAL] MAAETC Thank you and Evaluation

MAAETC System <maaetc@pitt.edu>
Lorier, Loreto
Retention Policy Deleted items (30 days) Expires 2/20/2022
This item will expire in 26 days. To keep this item longer apply a different Retention Policy.

Hi Lori,
Thank you for attending the training [#RecoveryIsBeautiful/WPA Speaker Series: Syndemics of Substance Use, HIV and HCV](#) on January 11, 2022. We would like to know how the training may change your HIV-related work, additionally, our funder (Ryan White HIV/AIDS Program, HRSA, HHS) requires us to collect evaluations from all participants.

The information you provide is confidential and it will only take you a few minutes to complete the following survey:
<https://www.maaetc.org/fs/eyJ0eXAIQUKV1QlClhbGciOUUz11Nu9.eyJzdWl0OnsicmVnaXN0cmF0aW9uX2lkjoiMTgxMlYxdlwZlZlbnRfaWQlOlxOTQ1MCslNzZlZlVzZlJfaWQlOISNTl4MSI>

For some of our trainings, we will also be sending a brief survey to you in three months to assess the longer-term impact of the training on your practice and practice setting.

We greatly appreciate your response, as it will help us improve our trainings and document how trainings affect HIV practice – both vital to secure continued funding for these trainings.

Thank you,
AIDS Education and Training Center

Please help us continue to provide free, relevant programming.