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Programming Connection Case Study Package / Trousse d'étude de cas diffusée dans Connectons nos programmes

Materials from: Operation Hairspray

A program of:
Ottawa Public Health,
179 Clarence Street,
Ottawa ON K1N 5P7
www.ottawa.ca/health

This document was assembled and uploaded to the Programming Connection in October, 2010.

For more information on Operation Hairspray, read the Case Study in CATIE's Programming Connection at www2.catie.ca/en/pc.

The Programming Connection is designed to encourage the revitalization of existing programs and the creation of new programs. Should you use any part of these materials, please credit the author/organization as named on this cover sheet.

Documents sur : Opération SprayNet

Un programme de :
Santé Publique Ottawa
179, rue Clarence
Ottawa ON K1N 5P7
www.ottawa.ca/health

La présente documentation a été assemblée et téléchargée dans Connectons nos programmes en octobre, 2010.

Pour plus de renseignements sur Opération SprayNet, veuillez lire l'étude de cas dans Connectons nos programmes de CATIE à : www2.catie.ca/fr/cnp.

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**Operation Hairspray Inclusion / Exclusion Criteria for Peer-Educators
Phase I**

Phase I: Telephone screening of self-identified candidates. To be done following script. If candidate meets all inclusion criteria, a face-to-face meeting should be scheduled with the hairdresser/barber to conduct Phase II - Suitability Interview.

Name of Candidate: _____ Name and Address of Salon: _____

Contact Tel #: _____

(Salon Tel #) _____

Name of Interviewer: _____ Date: _____

1. Personal Suitability

CRITERIA		RATIONALE	
How did you find out about Operation hairspray? After the Script ask – Do you have any questions about Operation Hairspray? What interest you about Operation Hairspray?		Determine which types of recruitment activities were most effective. Help the volunteer screen themselves out if the project is not what they expected. Determine level of interest in participation and which aspects of the initiative are most appealing to the potential volunteers.	
Are you over 18 years of age?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Age of consent, ability to provide consent. Legally responsible for their actions.	
Are you a Hairdresser/Barber of African or Caribbean descent providing professional services to members of the African and/or Caribbean communities? Were you born in Canada? _____ If not, what is your country of Origin? _____ How long have you been in Canada? _____	<input type="checkbox"/> Yes <input type="checkbox"/> No	"The peer is a created source of support, internal to a community, who shares salient target population similarities [...]" (Dennis, 2003) "[...] peers understand the target population's situation [...] assimilating new knowledge and appraisals through the mutual exchange of wisdom occurs more effectively when presented by peers with whom the individuals identify with and share common experiences." (Dennis, 2003)	
Do you speak and read French and/or English? Do you also speak any other languages?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Ability to communicate with the African/Caribbean communities, project staff. Ability to use project data collection tools and resource materials.	
Are you willing to participate in Operation Hairspray as a Peer Volunteer for an anticipated time of 12 months?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Commitment to the aims of the project for the duration of time required for data collection.	

2. Knowledge and Skills

CRITERIA	RATIONALE
Have you been working as a professional hairdresser/barber for at least 1 year? <input type="checkbox"/> Yes <input type="checkbox"/> No	Ability to access members of the African and/or Caribbean communities. Competent in professional skills, ability to increase additional skills pertaining to Operation Hairspray. Requires little supervision, ↑ privacy with clients.
Do you agree to participate in the Operation Hairspray training program, which includes 1 full-day session (at a time that is convenient for you) and support sessions as needed? <input type="checkbox"/> Yes <input type="checkbox"/> No	Demonstrates readiness to learn and commitment to the aims of the project.
Would others say that you have good listening and communication skills and the ability to interact well with others? <input type="checkbox"/> Yes <input type="checkbox"/> No	Ability to communicate with project staff and clients in the scope of Operation Hairspray.

3. Workplace

CRITERIA	RATIONALE
Are you currently employed in a salon environment at least 3 days a week or more? <input type="checkbox"/> Yes <input type="checkbox"/> No	Ability to access sufficient number of clients from African and/or Caribbean communities
Would your Salon management support your participation in Operation Hairspray by signing a project information letter also signed yourself and project staff? <input type="checkbox"/> Yes <input type="checkbox"/> No	Project requires salon support.

Suitable Candidate for Phase II – Suitability Interview: Yes No

Date of Phase II – Suitability Interview: _____

Location of Interview: _____

Operation Hairspray Inclusion / Exclusion Criteria for Peer-Educators
Phase II – Suitability Interview

Phase II: For candidates who meet all Phase I inclusion criteria, a face-to-face meeting should be scheduled to conduct a suitability interview. Only one Hairdresser/Barber from each salon may initially participate, depending on the number of responses received from the initial recruitment drive.

Name of Candidate: _____ Name and Address of Salon: _____

Contact Tel # : _____

(Salon Tel #) _____

Name of Interviewer: _____ Date: _____

QUESTION	RATIONALE
1. What interests you about Operation Hairspray? <u>Answer:</u>	Commitment to the aims of the project.
2. How long have you been working in your current salon? How long have you been in the Hairdressing/barber profession? <u>Answer:</u>	Established clientele, ability to access sufficient numbers of African/Caribbean community members.
3. How many days a week are you working in the salon? On what days? <u>Answer:</u>	Determine availability of Hairdresser/Barber. Ability to access sufficient numbers of African/Caribbean community members. To determine the hairdresser's/barber's working schedule and availability for the collection of log sheets.
4. Depending on your work schedule, what day would be the most convenient for you to participate in the free one-day session? <u>Answer:</u>	Determine the day to conduct the session for hairdressers/barbers.
5. Would you be available to meet every 3 months, or as required, with other participating Hairdressers/Barbers and project staff? <u>Answer:</u>	Determine ongoing availability of Hairdressers/Barbers and commitment for participation in project. To provide scheduled support to peers.

<p>6. Have you had any past experiences talking to clients about topics such as sexual health? Can you tell us about that experience? What went well? What didn't? <u>Answer:</u></p>	<p>More likely to be able to help others in the community by discussing sexual health issues, providing assistance, resources and referrals. Engaging clients only when appropriate, not to jeopardise business, or make clients feel uncomfortable. Verify if the volunteer understands "confidentiality and ethics".</p>
<p>7. Can you imagine yourself in the salon, providing information and referral about health topics such as sexual health, STIs, HIV/Aids, testing options and community resources when appropriate? How comfortable would you be? <u>Answer:</u></p>	<p>Self-identification of comfort levels and personal/professional boundaries.</p>
<p>8. Are there any people or situations where you wouldn't feel comfortable discussing any of these topics? Why, or which ones? <u>Answer:</u></p>	<p>Self-identification of comfort levels and personal/professional boundaries. Screening for volunteer bias.</p>
<p>9. The most important information about Operation Hairspray will come from you about your experiences and client interactions. How would you propose to collect this information without interrupting the flow of business? <u>Answer:</u></p>	<p>Determine the process that is easiest for Hairdressers/Barbers to record their interactions without interrupting the flow of business.</p>
<p>10. Are you aware of any industry guidelines / standards around client confidentiality? From the Salon or employer? If so can you tell me about them? <u>Answer:</u></p>	<p>Public Health is bound by MFFIPA. Laws bind the volunteers. Operation Hairspray information sharing and data collection are only encouraged in the salon environment.</p>
<p>11. Do you know someone who has or had HIV or AIDS? Could you please share with me some of your feelings about that experience? <u>Answer:</u></p>	<p>Determine experiential knowledge of peer. "The peer is a created source of support, internal to a community who shares salient target population similarities and possesses specific knowledge derived from personal experience rather than formal training." (Dennis, 2003)</p>

<p>12. At this time, can you think of any reasons or circumstances that may change your involvement in Operation Hairspray over the next 12 months? <u>Answer:</u></p>	<p>Commitment to project and risk contingency.</p>
<p>13. Would you be willing to display your Operation Hairspray Participation Certificate at your workstation or in your salon? <u>Answer:</u></p>	<p>Openness to discuss involvement in Operation Hairspray with others. Ability to engage others.</p>

Give Hairdresser/Barber *'Why I should become involved in Operation Hairspray?'* handout.

August 2004

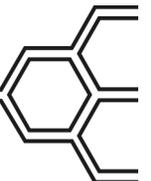
Dear

As a follow-up to our recent phone call and/or visit to your salon, we are providing you with a poster to promote “**Operation Hairspray**”. Please display it in an area where it may be viewed by all staff. We have also included business cards that can be distributed to all of the barbers or hairdressers working in your establishment. We look forward to moving ahead with “**Operation Hairspray**” and receiving any feedback you may have about this community initiative.

Please do not hesitate to call if you have any questions or comments or if you wish to participate in “**Operation Hairspray**”.

Sincerely,

Zhaida Uddin
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City of Ottawa, Public Health
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Zhaida.Uddin@ottawa.ca



OPERATION

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HAIRDRESSER OR A
BARBER LOOKING
FOR A NEW
CHALLENGE?**

**COME JOIN OUR
DYNAMIC TEAM AND
BE A LEADER IN
HEALTH PROMOTION
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COMMUNITY.**

**IT'S FUN AND ITS
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OUR FREE HEALTH INFORMATION SESSION.**