

**PEER PROGRAM
ORGANIZATIONAL CAPACITY BUILDING INDEPTH ASSESSMENT**

Some of these questions depend upon whether the potential partner has an existing program or is developing one. Feel free to respond with N/A where appropriate.

Organizational Buy-in/Values

- 1) **What is your interest in implementing a peer program or enhancing your existing peer program? (What do you see as the objective of having a peer program – integrating peers into your organization? This is an alternate way to ask a similar question)**

- 2) **In what way is integrating peers into your program consistent with your organization’s mission?**

- 3) **What are some of the benefits and challenges of having peers integrated into your organization? (How might having peers enhance or challenge the jobs of current staff? A further explanation of the question/alternate way of asking question)**

- 4) **How are peers valued in comparison to other staff at the organization (e.g. their life experiences). This question is only for organizations that have a peer program.**

- 5) **How does existing staff feel about having peers as part of the organization?**

- 6) **What will be the impact on the organization/staff if or when peers become paid professionals vs. volunteers (particularly if they were/are clients)?**

- 7) **How will providers outside your organization work with peers? (This question relates to possible referrals that peers may make to other providers on behalf of the client or how peers might engage in a conversation about a client with another healthcare provider).**
- 8) **What are some of the challenges that might emerge in the provider-peer relationship?**
- 9) **What is the Board's role in working with peers (peers may be Board members; the Board could fundraise for sustainability of peer program)?**
- 10) **What information will/do current clients receive about your peer program?**
- 11) **How is diversity viewed at your organization? (HIV status, life experiences, cultural competency – welcoming environment)**
- 12) **Who else at your organization needs to have buy-in to support the development/further enhancement of your peer program?**

Programmatic

13) Please define what roles and responsibilities your peers have or will have in your organization.

14) What services do peers currently provide to clients (please list all with some detailed examples).

15) You expressed an interest in expanding your program. Please share in detail what this expansion of your current program might look like.

16) In what way can an integrated peer in your organization protect their own needs as consumers when they are receiving services from your organization? (e.g. ‘if I raise a concern/complaint about treatment my client is receiving, will my own healthcare provider (doctor, nurse, case manager, social worker) be mad at me and treat me differently?’ How do you ensure a peer has their needs protected as a consumer - an alternate way of asking the question)

Policies and Protocols

- 17) In what way is the leadership at your organization prepared/ready to accept a peer program?
- 18) Will peers have a role in decision making and what will that role be?
- 19) In what way would peers gather input from clients regarding decision-making and program planning?
- 20) What mechanisms are in place for clients to express concerns to peers and for peers to advocate for clients in a professional manner?
- 21) How will your organization provide professional development for peers?
- 22) What role will your organization play in advocating for peer inclusion in the provider community?
- 23) What is the staff's understanding of ADA requirements?

Capacity Building Needs

24) You checked off some capacity building needs in the assessment that was sent to you (question # 12 in baseline assessment). Please elaborate on those needs you checked off and share with me what success might look like if you were able to receive technical assistance in those areas?

Supervision

25) What supervision (administrative and clinical) systems do you currently have in place to support peers?

26) How are supervisors of peers supported in your organization?

Fiscal Support

27) Has your organization thought of ways to fiscally support a peer program (e.g. using Ryan White funding designated for core medical services) including salaries or stipends for peers?

28) If peers are salaried, how might this affect peers' benefits (insurance, disability etc.)?