

# SECRETS TO DESIGNING AND DELIVERING HIA PROGRAMMES

# Possible alternative titles

- If Only We Knew Then What We Know Now.
- The Do's and Don'ts of Planning and Running HIA Training Programmes – Lessons learned the hard way.
- Running HIA Training – Warts and All

This presentation is based on lived experiences of Mary Mahoney, Jenny-Lynn Potter, Jessica McCormick and Grace Blau - all formally of the Deakin University HIA Research Unit

# Explicit elements

1. Establishing the Necessary Content
  - Take 2 minutes to list the broad content areas that need to be included in an effective HIA training programme.
- 2. Using appropriate facilities

# humanimpact.org - summary

- Effective HIA program:
- covers the HIA process and essential steps;
- offers facilitated group exercises to practice moving through the steps of HIA in the context of case study examples;
- provides information about HIA tools and methodologies for assessment;
- includes a discussion about collaboration and the variety of roles for stakeholders in each of the steps of an HIA;
- discusses intervention points in land use, planning, regulatory, and policy-setting processes where HIA can be applied; and
- helps participants strategize about their needs and challenges as they consider conducting an HIA.

This presentation is more interested in what's not on the glossy brochure i.e. the hidden or implicit elements

- Categorising these, they relate to 5 broad elements:
  - The commissioning the training
  - The participants
  - The hidden aspects of content
  - The approach taken
  - Trainer perspectives

1. Don't assume that the people asking you to develop the programme know what they want or what is needed.

### Key areas

- Why do *they* want the training?
- What purpose do they intend it to serve?
- Who do they plan to include in the training?
- How well do they understand the skill base of the potential audience?

### Main lesson

There is not a '1 size fits all' model of HIA training

2. Don't assume that the audience is attending for the same reasons.

### Key areas

- Who is the audience?
- How familiar are they with HIA or the principles underpinning it?
- How much inter-sectoral working is currently occurring?
- What do they want to get out of the training?
- Is attendance compulsory, voluntary, or a study requirement?

### Main lesson

There is not a '1 size fits all' model of participants

# Key participant elements

- Discipline and skill expertise of participants
  - IA embedded in the principles of multi-disciplinary and multi-perspective contributions
  - Potential contribution of new evidence to the training activities
  - Creating an environment conducive to inter-sectoral working
  - Helping build a language about health considerations
- Understanding the drivers for participant attendance – not all there to know ‘how’

## Why HIA

(i.e. what, who, internal champions, pilot projects)

## The elements of HIA

**Drivers/agendas**  
(i.e. external factors)

**Contextual features**  
(i.e. organisational issues)

**Sustainability axis**

## How HIA

(i.e. process issues relating to doing it)

### 3. Don't underestimate the complexity of the content

#### Key areas

- How open are participants to change or doing something in a new way?
- How much capacity do they have to influence work practices within their organisation?
- How questioning are they?
- What is their skill level with respect to research and analysis and how open are they to mixed methods or policy imperatives?

Vital yet tricky aspects range from the simplest to the most complex

- Social model of health
- Qualitative data
- Causal pathway map mapping
- Counter-factual factors
- Rationale for HIA - scientific rigor versus evidence-based policy-making

## Key Lesson

- People react very differently when they are challenged to think in different ways
  - HIA requires many people to:
    - think differently,
    - use an unfamiliar language,
    - share the 'playing field' in new ways
    - present findings differently,
    - argue a case differently
    - Work outside their familiar comfort zone.

## 4. Don't do all the work yourself (nearly)

- **Key areas**
- As HIA is new for some people it is vital to get them engaged and working
  - **Key lesson:** force them to apply it during the training
- Success will depend on the relevance of practical activities to the participants
  - **Key lesson:** be incredibly well organised but be flexible and change mid-stream using their examples if necessary

# 5. Don't take it personally

## Key trainer areas

- A depth and breadth of resources for different levels of audience

## ■ Great models

- But ... The key lesson is be prepared for people not to like the HIA concept and to blame the trainer.

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