



POP Champion Fact Sheet

POP Champions

Protecting our Patients (POP) mobilizes care teams to address biases and stigmas that harm health experiences and outcomes of people in our care, including ourselves.

POP Champions are valuable players in activating and implementing POP within their care setting. POP Champions are activated care team members who support culture shifts within their team. They facilitate a sense of teamwork and ownership among peers as they go through the POP modules.

There are various ways to engage as a Champion to support POP and serve on the POP Champion team.

Public Health Institute of Metropolitan Chicago (PHIMC) advances health justice and strengthens public health through innovation and partnerships that align people, strategies, and resources. PHIMC envisions systems that impact how we live, work, and play as compassionate, affirming, and racially equitable, supporting health and well-being for all people.

Lead Champions are the point of contact for the overall initiative. They lead the charge for POP within their care setting. They are responsible for:

- Holding POP values and ensuring they are woven into the culture of their setting
- Identifying and leading a Champion team
- Scheduling modules and reporting to PHIMC

Champions play a more vocal role in the care setting. They work closely with the Lead Champion, making sure the initiative is carried out and setting the tone for self-care among the care team. Champions can participate in any and all of the following:

- Sharing ideas or concerns with leadership and management that can support affirming care and routine HIV screening
- Facilitating small group discussions during POP modules
- Answering questions about POP, affirming care, and routine HIV screening
- Encouraging POP practices and values
- Hanging posters and sharing brochures
- Providing hugs and a compassionate ear
- Encouraging self-care through tips and reminders



POP Champion Characteristics

Motivator

A high level of motivation and enthusiasm to inspire care team members to overcome potential barriers to implementing routine HIV screening and affirming care, celebrating successes, and demonstrating appreciation.

Decision Maker

Decisions must be made in a timely manner throughout the process. POP Champions must be able to manage multiple responsibilities and know when to pivot to prevent competing priorities from obscuring goals.

Communicator

POP Champions are a critical link in the team communications systems. They communicate the concepts and approaches of the initiative to their peers, share ideas with care setting leadership, and report progress to PHIMC.

Other Characteristics: Diversity and equity-focused, engaged listener, confident, flexible, collaborative, open and affirming, able to reframe perspectives and manage peer morale, comfortable with online navigation, passionate about routine HIV screening and affirming care.



For more information about POP, visit: www.phimc.org/pop

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Serving as a POP Champion brings many rewards. Champions gain **valuable professional skills, build their resumes, and develop new relationships**. As a team, POP Champions learn to work with others to **inspire culture shift** within the care setting. Champions are asked to remain in their role for at least six months and up to one year.