

2016 Annual Report



 **OAN.red**
Ontario AIDS Network

Vision

The Ontario AIDS Network (OAN) leads a comprehensive and collective response to ending the HIV epidemic in Ontario.

Mission

The OAN unites and supports those working in HIV prevention, treatment and care in Ontario. We pursue knowledge exchange, advocacy and capacity building for people living with HIV and member organizations who are challenging stigma, fighting for social justice, and confronting HIV in Ontario communities.



Message from the Co-Chairs

2016 was a great year for OAN, full of enthusiasm and progress. It was a great year for the HIV/AIDS community. We welcome the Ontario government's new HIV/AIDS strategy, *Focusing our Efforts*, which sets out the Ministry of Health and Long-Term Care's 10-year vision.

By 2026 new HIV infections will be rare in Ontario and people with HIV will lead long healthy lives free from stigma and discrimination.

Our new strategic plan for the next five years aligns well with the provincial strategy. This is the first year of implementation and we're out of the starting gate with renewed vigour and a strong sense of purpose as we support our member organizations and those working in HIV prevention, treatment and care in Ontario.

We have three clear strategic directions

We will coordinate efforts to address the changing needs of people living with HIV (PHAs) and the HIV sector by developing strategic partnerships and alliances across Ontario and with national partners.

We will speak loudly for evidence-informed policy and provide the collective voice for ASOs to influence public policies, raise awareness, mobilize resources and increase collaboration.

We will build capacity and leadership within the human resources of Ontario's HIV sector and ensure a strong, sustainable workforce within our ASOs.

We released our first annual State of the Sector report which sends a clear message to government leaders and to policy makers that changes must be made if we are to keep up-to-date with the significant shifts in the HIV landscape. We delivered the report to the Ontario Members of Parliament during World AIDS Day and we also delivered it to the Federal Members of Parliament.

We continue to draw strength from our many great partnerships and alliances, from knowledge transfer and exchange to conducting skills development workshops, we could not do it without them. We salute all those who work in the HIV sector. OAN's Honour Roll Award is our way of celebrating and recognizing individuals and organizations that have contributed to the war against HIV/AIDS. And we're proud to announce that our Positive Leadership Development Institute program is expanding into a nationwide program beginning April 2017.

Engaging people with HIV and weaving GIPA (Greater Involvement of People Living with HIV) into all that we do continues to be a focus for the OAN.

As a board, we put great emphasis on transparency and accountability and as a member- driven organization, we pride ourselves on our democratic approach at the board level.

We thank Paul, our executive director, as well as the staff and the volunteers at OAN for their dedication and passion for the work we share.



Precious Maseko

Co-Chair



Bruce Rankin

Co-Chair

Paul Lapierre

Executive Director

Thanks to the hard work of our dedicated staff, the ongoing support of our board, our member agencies and our partners, we've had a busy and successful year.

Congratulations to us all!

Program highlights

We released our first annual State of the Sector report, prepared specifically for politicians and public policy experts to help them understand the current state of the HIV/AIDS epidemic in Ontario as well as the challenges facing the community-based response to HIV.

In the report we recommended policy changes to address the shifts in the HIV landscape. For example, with scientific evidence that HIV transmission can be prevented through the use of pre and post exposure prophylaxis, we urged government to expand access to these vital prevention tools. Likewise, we pushed for the expansion in the number of supervised injection sites and other harm reduction strategies.

Through a partnership with the Ontario HIV Treatment Network, support and outreach workers from AIDS Service Organizations (ASOs) were able to attend a conference designed to give them a better understanding of health needs and care options for people with HIV. This will help support workers to develop evidence-informed support services for their clients. There were a couple of breakfast sessions specifically organized for the support workers to give them a chance to connect with each other and HIV clinic staff.

We partnered with the Ontario Organization Development Program to bring professional development workshops for ASO board chairs to ensure they have an understanding of their governance role and for executive directors to help them run their respective organizations efficiently and effectively.

Member agencies continued to take advantage of the OPRAH Human Resources program to help them with their various human resource needs. Unionized agencies utilized the OPRAH program to aid in their collective bargaining.

After many months of consultation the GMSH is pleased to have a new strategic plan that will guide our work as one of Ontario's priority population networks. It reflects the contributions of gay men's outreach workers, executive directors and other key stakeholders. On January 23rd, The Sex You Want campaign launched. A culmination of nearly 2 years of work among our alliance, steering committee and many talented stakeholders. The campaign has generated significant attention both in Ontario and around the globe. We have seen great work taking place to mobilize communities of gay and bisexual men around this campaign throughout the province.

This year, a further 90 people living with HIV (PHAs) participated in our Positive Leadership Development Institute (PLDI) program bringing the number of graduates over its 10-year history to more than 700. This year we also partnered with CATIE to offer three special workshops for PHAs and public health educators on HIV disclosure.

News of the success of PLDI has travelled and in 2017 we begin an exciting new phase as we partner with Pacific AIDS Network in British Columbia and COCQ-SIDA in Quebec to bring the program to those provinces and beyond.

A glimpse into the future

As we move into 2017, excited with the direction of Ontario's new HIV/AIDS strategy, *Focusing our Efforts*, and our own five-year strategic plan, our key challenge will be ensuring adequate funding for our member agencies. We are no longer positioned to meet those goals within existing resources. We are indeed struggling to keep pace with even current needs.

One thing that is certain, it is now possible to see a future when HIV is no longer a health threat. But that dream is fragile and will require an increased investment into our agencies giving them the resources they need to provide the services to their communities.

In the next year not only will we advocate for adequate and sustainable resources for our members, we will double our efforts to nurture and establish partnerships across Ontario and the country, and we'll increase access to skills and leadership training opportunities to help build the workforce within our ASOs. At all times, we will keep GIPA (Greater Involvement of People Living with AIDS) top of mind.

A handwritten signature in dark ink, appearing to read 'Paul Lapierre', with a stylized, elongated flourish extending from the end.

Paul Lapierre

Executive Director

What we do

Michele Cherry
Manager of Member Services

In 2016/2017, the reinvigorated OAN Skills Program resumed. As a result of the needs assessment done in the previous year, it was determined that the focus audiences for training would be Executive Directors, Board Chairs, Middle Managers and Support Workers. This was also a year of collaborating with more provincial HIV training organizations. Two day workshops were held for Executive Directors, Board Chairs, Middle Managers and Executive Directors/Board Chairs. Each set of workshops was successful and offered content relevant to the work of each group and were offered in collaboration with the OODP. The OPRAH program provided the entire Middle Manager training.

An exciting innovation was done for the Support Workers this year. In collaboration with the OHTN, the OAN offered Support Workers the opportunity to participate in a Joint Guided Learning Opportunity as part of the OHTN HIV Endgame I conference in October of 2016. Thirty-four agencies were invited to send one participant to be part of the opportunity. There were two main learning objectives for the attendees:

1. Demonstrate an enhanced engagement with their local HIV clinic coordinators and with each other
2. Demonstrate a working knowledge of the HIV Prevention, Engagement and Care Cascade and particularly where the role of support fits within the cascade

In order to meet these objectives, this meant that each participant was expected to attend a pre-conference online webinar, attend the two day conference with their own personal learning objectives articulated, attend two special breakfasts held for the support workers at the conference and attend a post-conference teleconference. A web page was set up on the OAN website for the support workers who were attending which provided them with all the information about the conference as well as various learning tools (e.g. Classroom Pager) to enhance their participation. Each participant also had to sign a participant agreement in tandem with their Executive Director so all expectations were clear. Overall, there were 32 attendees and it was a resounding success! We hope to have the opportunity to repeat a similar initiative in the future.

The OPRAH program which provides human resources support for the OAN member agencies and affiliates continued with a new OPRAH consultant beginning in April, 2017.

This year, the OAN also took on a more prominent role in the HIV Resources Ontario group with the Executive Director of the OAN becoming the chair of this group. This is a group of provincial HIV resource organizations that provide capacity building to the HIV sector in Ontario. HIV Resources Ontario launched a new website which was developed and launched in September, 2016 with the OAN being responsible for the maintenance and updating of that website.

As the Manager of Member Services, which includes the Skills Program and the OPRAH Program, Michele Cherry also had a busy year. Michele was invited by the AIDS Bureau to be on a newly formed Support Services Advisory Committee which is determining the scope of practice for support workers, training needs associated with that scope of practice and implementing a more comprehensive case management model for support workers to use. At the first meeting of the Support Services Advisory Committee, Michele did a presentation on the results of the needs assessment specifically as it related to support workers. She was also asked to present on the Joint Guided Learning Opportunity at the OCHART KTE Day in March, 2017.



Tara Jewal

Manager of PLDI & Special Events

PLDI had a busy and very productive year. A total of **86** people living with HIV participated in one or all of the PLDI workshops.

It was time to update the level 2 Board governance workshop and the PLDI facilitators had the opportunity to work with Beth from OODP. The slide deck we walked away with is a testament to GIPA/MIPA.

PLDI also collaborated with CATIE and offered three *Positive Sex* workshops. Two workshops were for PLDI grads. Having Thomas Egdorf, the original facilitator for PLDI, engage with PLDI grads, felt like we have come full circle. The other workshop was held for Toronto Public Health and was very well received. The workshop allowed participants to practice disclosing their HIV status in sexual situations.

The PLDI facilitators got together for a weekend to work and update PLDI materials which is something that hasn't been done before.

PLDI was successful in its joint MAC AIDS application with the Pacific AIDS Network, so stay tuned for a PLDI level 4.

The highlight of this year was receiving another 5 years of PHAC funding, PLDI is expanding to Quebec as a result of this funding.

We look forward to another successful and busy year for PLDI.

Tara-Jewal also had a productive year. She attended Ryerson and took an intro to fundraising course. She was appointed as Chair of the Federated Health Charities as well as to the Ontario Advisory Committee on HIV/AIDS (OACHA).

To our OAN colleagues,

June marks PRIDE month. The GMSH office wishes our alliance organizations around the province a Happy Pride. Thank you for the work you do, not just now but all year to support gay and bisexual men in getting *the sex they want!*



The past year has been a significant one for the GMSH. We launched a new strategic plan entitled “Raising the Bar” and a new campaign. Beginning in the summer of 2016 we visited and hosted regional meetings to engage organizations in the development of The Sex You Want. This resulted in further defining the scope of the project, understanding local challenges and opportunities and helped ensure that the campaign was relevant to the outreach workers who are using it in their work.

The Sex You Want launched on January 23rd as our alliance organizations mobilized to share the news that in 2017 gay men can have the sex they want, encouraging them to make use of the variety of tools we have to maintain our health regardless of our HIV status. Through the use of animations in videos, comics, infographics and web copy The Sex You Want is resonating with communities of gay men. The site offers visitors the opportunity to leave anonymous feedback. Here is a small sample of what we have heard:

“Thank you for publishing such informative information. I am a bisexual man, and uneducated about what's safer and what is not. This information you have provided is outstanding, thank you again and please keep up the good work!”

“Very well done. This site scores an A+ plus for its layout, ease of navigation, content, categorization, level of language, all of it. Good job!”

“You have the best, most legible, easily understandable information site on Sex in the World. Thank you”



We're also honored by endorsements of the campaign from the Global Forum on MSM & HIV, The Body and others. The Sex You Want represents a significant investment in gay men's sexual health education. It is a cornerstone of the work of the GMSH and will be maintained and updated to ensure it remains an accurate and reliable source of information and guidance. We look forward to sharing evaluation data over the coming year, and beginning work on our next project to under-

stand and respond to the sexual health of gay men who "party & play".

We've had a chance to engage HIV sector leadership in our new strategic plan. We look forward to realizing the shared vision of the plan and delivering on our mission to ensure that organizations are supported in the development and use of evidence based practices in the delivery of gay men's sexual health programs, that outreach and education staff are skilled and that gay men have not just the knowledge to have the sex they want but also access to competent and affirming health and social services.

Together with each of you, our alliance and continued support by the Ontario AIDS Network and AIDS Bureau we remain forward looking and determined to improve the health and wellness of gay men, reduce HIV infections and ensure disparities in the prevention, treatment and care cascade are understood and addressed.

Dane Griffiths

Acting Director/ Manager of Health Promotion

Dan Gallant

Knowledge Facilitator

Jordan Murray

Administrative Assistant

Romilson Garcia

Manager of Finance and Administration

Jiang Gao

Administrative Assistant

The OAN Accounting Team has had another busy and successful year. With over 11 years combined experience at the OAN, Romilson and Jiang ensure that the financial health of the organization is always in top shape.

A few highlights of the past year include:

- Four meetings of the finance committee

- Work is progressing on a risk mitigation framework ,

- Adoption of a new investment plan

- Transition of payroll to an internal system, saving the organization unnecessary costs

- Continued analysis and implementation of more efficient accounting processes

- A **Flawless** Annual Audit!

ONTARIO AIDS NETWORK
Statement of Operations and Changes in Net Assets
Year Ended March 31, 2017

	2017	2016
REVENUES		
Grants:		
Ontario Ministry of Health AIDS Bureau	\$ 1,544,440	\$ 1,717,478
Public Health Agency of Canada, Ontario Region	172,500	172,500
Federated Health Charities	90,953	90,678
Membership fees	69,237	69,749
Donations, sponsorships and other contributions	41,655	41,305
Interest	5,485	3,541
Registration fees	3,785	7,378
	<u>1,928,055</u>	<u>2,102,629</u>
EXPENSES		
Programs	1,131,330	1,321,480
Salaries and benefits	614,963	537,686
Administration	71,501	108,265
Rent	71,455	64,205
Amortization of capital assets	38,517	39,933
Fundraising	25,422	19,312
Litigation cost (recovery)	(29,067)	10,000
	<u>1,924,121</u>	<u>2,100,881</u>
EXCESS OF REVENUES OVER EXPENSES	3,934	1,748
NET ASSETS - BEGINNING OF YEAR	<u>447,186</u>	<u>445,438</u>
NET ASSETS - END OF YEAR	<u>\$ 451,120</u>	<u>\$ 447,186</u>

2016 Honour Roll

The Honour Roll celebrates the pioneering work of individuals in developing the capacity of the community-based AIDS movement in Ontario and in improving lives of those impacted by the disease and the epidemic.

During the past 22 years the names of 114 community leaders, caregivers, researchers, activists and people living and dying with HIV/AIDS have received the OAN Honour Roll Award in recognition of their contribution to helping to put an end to HIV/AIDS in Ontario.



This year we added 3 more inductees to our growing Honour Roll list.

Keith Wong

received the Community Partners Award,

Christine Leonard

received the Caring Hands Award, and

Metropolitan Community

Church of Toronto took home the Social Justice in HIV/AIDS award.

Christine Leonard

Caring Hands Award

Keith Wong

Community Partners Award



Metropolitan Community Church of Toronto

Social Justice in HIV/AIDS Award



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**Special Thank You to
Oak Medical Arts
from Thunder Bay for sponsoring
our candy bar**

How we do it



The OAN Team

Paul Lapierre

Executive Director

Romilson Garcia

Manager of Finance and Administration

Michele Cherry

Manager of Member Services

Tara Jewal

Manager of PLDI & Special Events

Jiang Gao

Administrative Assistant



The CMSH Team

Owen McEwen

Director (on leave)

Dane Griffiths

Acting Director/Manager of Health Promotion

Dan Gallant

Knowledge Facilitator

Jordan Murray

Administrative Assistant

2016-2017
Board of Directors

Dale Maitland

Precious Maseko

Shannon Ryan

Colin Johnson

Joanne Lindsay

Gord Asmus

Kim Dolan

René Boucher

Holly Gauvin

Les Bowman

Bruce Rankin



Thank you

The Ontario AIDS Network gratefully acknowledges the generous support of individuals across Ontario who contributed to our work through private donations.

The Ontario AIDS Network thanks our funder and corporate sponsors for their support and commitment throughout the past year:

**Ontario Ministry of Health and Long-Term Care
Public Health Agency of Canada
Federated Health Charities
Gilead Sciences Canada, Inc.
BMO Financial Group**