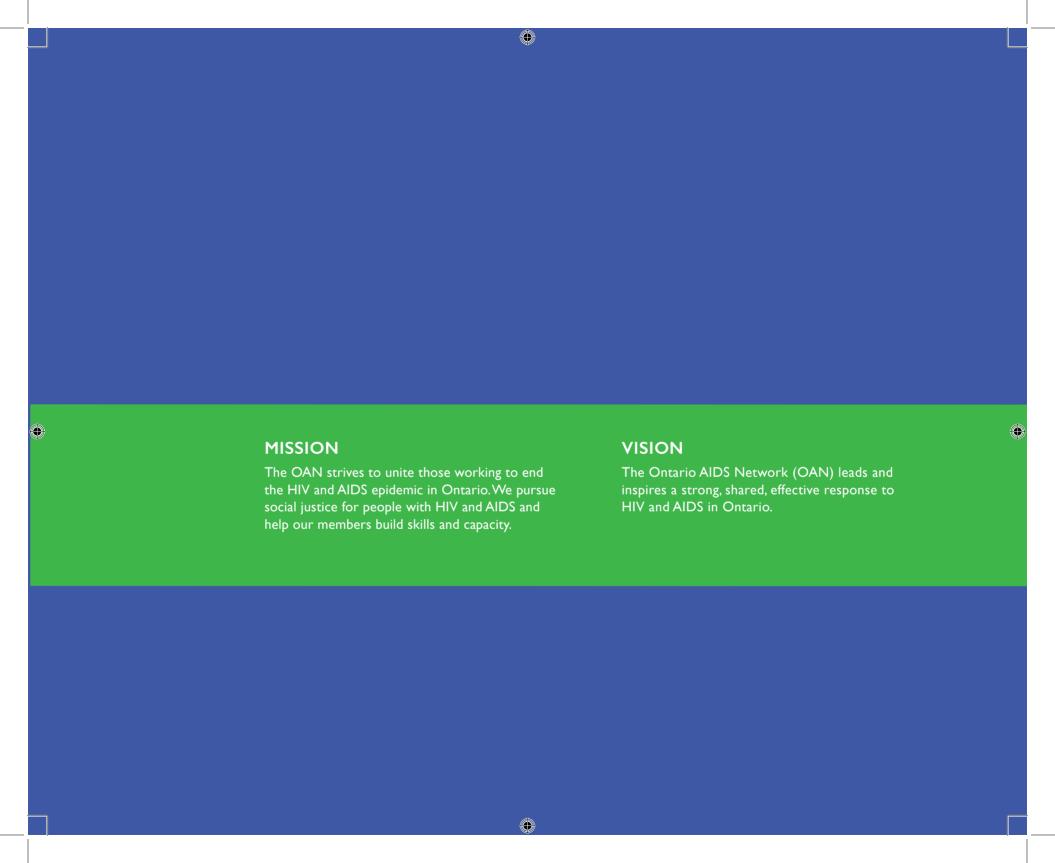


2015 ANNUAL REPORT Output Ou

Hats off to You!





A CHAT WITH THE CO-CHAIRS: PRECIOUS MASEKO & BRUCE RANKIN



Precious Maseko



Bruce Rankin

A few words about your role as co-chair on the board - what have you learned?

PM: Sometimes you have to be willing to sit in discomfort and allow difficult conversations to take place. This is ok because these difficult conversations need to happen for progress to occur. I have also learned that self awareness is a key tool because it enables you to hear other people's points of view without feeling challenged.

BR: Working with the board has been enjoyable. It's a hardworking and that's always a really positive board, and a very dynamic and diverse board since it's a provincial organization. There's representation from all of the regions, so people bring different perspectives from lived experience and professional experience. It's also been very educational for me, living in London, and getting exposed to what else is happening around the province and what people are dealing with.

What inspires you about this hat you're wearing and working with other board members?

PM: Can you imagine being on the board with Les Bowman, the By-Law guru?! I have learned so much from the other members. All of us bring a very unique perspective to the board.

BR: The board meets every month by teleconference, and then we try to meet several times per year for face-to-face meetings so people from the different regions in Ontario will travel to Toronto. experience. We get a lot more out of discussion during these meetings. So much about communication is about being able to be present with each other. We're a board that unites around some common goals and a vision, and ultimately we work very collaboratively towards achieving goals.

What are some of the highlights from this past year within the context of your role?

PM: We have really benefited from increasing the face-to-face meetings. Frequent check-ins with Paul have been very beneficial. We are able to support Paul in his new role and he knows that he can reach us anytime.

BR: Co-hosting the OAN Honour Roll Reception with Precious. Public speaking is not my greatest strength but it's great to have people who can stand beside you and give you courage.

Any key points from the new strategic plan you'd like to draw attention to, or anything about the process of working on the strategic plan?

PM: Strategic Direction #2: Speak Loudly for Evidence-Informed Policy

This strategic direction recognizes that a key function of the OAN is to represent a collaborative, integrated and consistent response to HIV/AIDS across the province.

The OAN will provide a collective voice for ASOs to influence public policies, raise awareness, mobilize resources and increase collaboration. Also, to find ways of keeping communities we serve constantly engaged in the implementation process.

BR: The process was very inclusive. Everyone had an opportunity to contribute. The plan does a great job at articulating the context we're working in now – the landscape has shifted with changes in funding. We're advocating for harm reduction to allow marginalized communities and individuals access treatment. We've reinforced our principles -Greater Involvement of People living with HIV/AIDS (GIPA) and anti-oppression.









How do you keep motivated or moving forward in the work you do?

PM: The hardships of living with HIV/AIDS are further compounded by stigma and isolation. We must continue to keep the conversation alive. We must! People living with HIV/AIDS need strong allies, however let's not overlook the fact that we can all learn from PHAs and how resilient and courageous they are. The OAN continues to be a place for possibilities and opportunities in the HIV/AIDS sector.

BR: I'm an optimistic person by nature and am solution-focused in my approach. We're working with big problems in the HIV sector but being among like-minded people, I am seeing progress. I have a strong appreciation for teamwork.

What or who subborts you? Or, who are you grateful for?

PM: My journey started off at the AIDS Committee of York Region where former Executive Director, Radha Bhardwai, opened so many doors for me and encouraged me to try sitting at various tables and engage in conversations about HIV/AIDS. She has never ceased to care and support me - just a beautiful human being. I often tell my children that society claims that if you work hard you will be successful, while my experience with Radha taught me that we need to give people opportunity first.

I am grateful to my ancestors who have weaved a culture that has shaped me. Being from Southern Africa, Zimbabwe, I have been raised with the notion of Ubuntu, the spirit of humanity, Umoja, the spirit of togetherness, and Imbeko, the spirit of basic human decency. These are some of the traits that we must pass onto our children as we forge towards raising a globally responsive community.

BR: I'm grateful for the work of Sam Conti, founding member and former Executive Director of John Gordon Home [London, Ontario]. He passed away in 1998. Every time we face some challenge at John Gordon, we always ask. "What would Sam do?" He was a very pragmatic person.

Being a young, gay man in the 1980s, I saw a lot of friends and acquaintances pass away. I'm fortunate to be here and to be able to honour their memories through my work.

What was co-presenting at the Honor Roll Reception like for you?

PM: Oh where do I begin? An extreme privilege that I don't take for granted. I was there wearing so many hats that evening - not to mention that I was wearing a killer dress! But most of all being a Black woman and seeing all those award recipients from diverse backgrounds made it even more exciting for me. I had so much fun with my very playful co-chair Bruce!! Kudos to Paul and his team for pulling off such an awesome event.

Any final words?

BR: The new team has been awesome. I think we found our rhythm to work successfully with each other. I've been really pleased with the rapport.

This past year, we had 2 new members join the board, Colin Johnson, filling the Central-Designated seat, and René Boucher, in the Northern-Designated seat.

Precious Maseko Co-Chair

Bruce Rankin











MESSAGE FROM THE EXECUTIVE DIRECTOR

I had been missing the flame - the passion - of the HIV/AIDS movement while working in the Cancer field. The Ontario AIDS Network had such a strong reputation, I decided to apply for the job. Ten months into the work, I am so proud to be part of such an amazing team.

Paul Lapierre, Executive Director



Paul Lapierre, Executive Director

In our 2015
Annual Report,
we give ourselves
and our community
of supporters a congratulatory
hat tip for making the positive
impact that has always been part

of OAN's vision.

To support and further foster the OAN's inspiring and innovative programming and event planning, our aim is to enrich and increase a culture of philanthropy. We are now a proud member of Imagine Canada. The funding climate is ever-changing and its direction is often unknown. As a provincial organization that strives to meet the needs of our member agencies, we see a strong potential to diversify our funding sources. Our Manager of PLDI™ and Special Events, Tara lewal, has taken on another hat as Co-Chair of the **Federated Health Charities Campaign** to help raise funds for charities that offer health education and client-patient support services across Ontario.

Patronage for the OAN remains strong, as our donations doubled in the past year after we conducted a targeted mail-out drive to reach out to and reconnect with donors. Hats off to you, our donors, and our funders - the AIDS Bureau and the Public Health Agency of Canada - for sustaining the significant efforts of the OAN in the HIV/AIDS movement!

The continual success of our programs and resources depends in large part on our ability to respond to feedback from our member agencies and individuals who take part in our workshops and trainings. This past fiscal year, we saw an increase in the need for our compelling capacity-building program - PLDI™ and we received much praise for the

Ontario Provincial Resource for ASOs in Human Resources (OPRAH), a resource specifically for Executive Directors and Board Chairs to help them navigate the multiple hats, expectations and challenges of their primary representative roles.

We are excited to have completed our **Strategic Plan** which identifies new ways to help the organization evolve and strengthen its commitment to having a more visible voice on the advocacy front. We plan to meet with provincially-elected officials and work with our partners to reflect the aims and intentions of the Ministry of Health and Long-Term Care with respect to the provincial HIV/ AIDS strategy.

Hats off from the OAN to Wendy Pinder for accepting the role of Interim Managing Director early in the past year. As acting manager, she kept the fort running and made the changeover in leadership a smooth transition for the organization. Due to Wendy's direction and hard work, I was able to make a good assessment of what was needed to enhance programs and resources offered to our member agencies.

Another hat tip for the 2015
Honour Roll Awards recipients
who have each played significant
and unique roles in the HIV/
AIDS sector and contributed
to both local and global efforts

to improve the lives of people impacted by HIV/AIDS. At the Honour Roll Reception, it was truly a privilege to bear witness to a collective history of 1,000 years of lived experience!

Although the key challenge lies in the unknown – Where will the future of HIV/AIDS take us? Is there a vaccine in the near future? Will funding be consistent with the sector's objectives? – we can tap into our diverse streams of knowledge and expertise among staff, board, stakeholders, volunteers and PHAS who are all vital to the longevity and success of the OAN.

Together we'll have a greater impact than individuals working alone.

Hats off to this past year of transformation and triumph!







OUR PEOPLE

OAN Staff



Paul Lapierre Executive Director



GMSH Staff

Owen McEwen Director



Manager of Finance and Administration



Dane Griffiths Manager of Health Promotion



Michele Cherry Manager of Member Services



Dan Gallant Knowledge Facilitator



Tara Jewal Manager of PLDI and Special Events



Vincent Francoeur Motivational Interviewing (MI) Project Lead





Rocket Ship Weir Administrative Assistant

Board of Directors

Precious Maseko - Co-Chair Bruce Rankin - Co-Chair Joanne Lindsay - Treasurer Shannon Ryan - Secretary Dale Maitland Colin Johnson John MacTavish Lynne Cioppa René Boucher Stacey Mayhall Les Bowman

Funders & Donors

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 funders and corporate sponsors for their support and commitment throughout the past year:

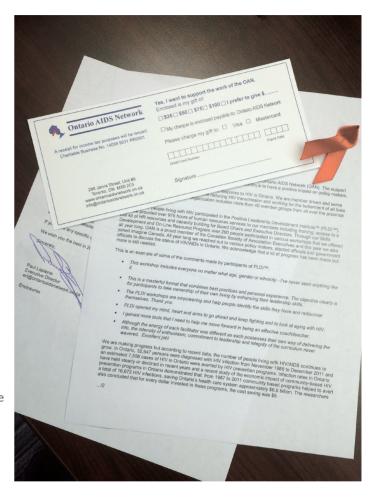
Ontario Ministry of Health and Long-Term Care

Public Health Agency of Canada

BMO Financial Group

Gilead

Federated Health Charities













Member Services

I've met a lot of passionate people in the past ten years. When I've sat in workshops, particularly for support workers and prevention educators, people talk about some of the challenges they face; and if people start crying, I'm right there with them. There's some big stuff going on out there, and I think, how do you deal with all of that?

Michele Cherry, Manager of Member Services

Member Services plays a valuable role in supporting ASOs and affiliates with skills development training and online resource access. The OAN offers the necessary tools to help our member agencies respond to the needs of the people and communities they serve. Our tried and trusted tools continually adapt to shifting priorities and challenges in the ASO sector in order to meet our members where they are at.

Here's how...

We continued to demonstrate our commitment to our member agencies' growth by implementing a Knowledge and Skills
Enhancement for the Community-based HIV Sector in
Ontario project. This project was facilitated by OODP consultant,

Dionne A. Falconer: We took stock of current resources and training available to the community-based HIV sector in Ontario and conducted a needs assessment to determine ways to redevelop and enrich tools necessary for member agencies to do the great work they do for their communities.

Part of this project was also to take inventory of the resources offered by the various provincial organizations which comprise the Coordinated Ontario HIV Resources. There are II organizations involved. A major component of the provincial inventory was to be the development of a provincial online navigation tool which

would have links to the various resources. The online navigation tool is being developed by the OTHN and once it is finalized and launched, it will be maintained by the OAN.

After a brief hiatus to allow us to implement the project above, our skills development workshops will be making a return with greater focus so stay tuned! **OPRAH** serves as an HR tool for ASOs with a focus on supporting executive directors and board chairs.

This year, we opened up OPRAH's online toolkit of handy templates along with an HR manual to all middle managers. OPRAH will also offer more streamlined access to online content so management and board members can find useful and relevant tools quickly as they navigate the site.

The OAN offers member agencies use of A.K.A. raisin® with technical support from us. Currently, there are 8 agencies accessing this efficient fundraising portal which helps our members raise thousands for programs and services beneficial to the communities they serve.

In 2015, we held an important workshop on **Focusing our Efforts** in collaboration with the AIDS Bureau to talk about meeting the goals of the provincial HIV/AIDS strategy. There were **48** people representing ASOs and priority populations in attendance.











Positive Leadership Development Institute™

PLDI™ is one of the most rewarding and successful capacity -building training programs developed for PLHIV communities throughout Ontario. It is no small feat to remain relevant in a fluctuating economic and political landscape but 10 years strong, the program continues to draw people living with HIV in search of opportunities for learning and leadership. We could call PLDI™ a system of emancipation because of its unique empowerment methods and tools to help POZ individuals restore their dignity, re-engage with their dreams, and reach for their full potential in the face of ongoing HIV stigma

This past year, we once again witnessed transformation among 117 participants accounting for 6,148 years of lived HIV experience as a whole. We held two Level I: Who am I as a Leader? workshops with **58 people** in attendance; two **Level 2: Bored?** PLDI™ training. Get on Board workshops with 29 participants; and two Level 3: Communications workshops, which pulled in 30 ready-to-becommunity-leaders in total.

and discrimination.

I'm truly humbled and honoured to see such resilience among our participants. I get to witness the deep, lifelong connections they make with one another. This is what it means to love the work we do.

Tara Jewal, Manager of PLDI and Special Events

We have an outstanding group of facilitators, who model the way with passion and commitment to support the growth and empowerment of their peers. Hats off to Joseph Babcock, Bridget Young Martin McIntosh, and our newest facilitator-in-training, Leonard **Benoit**. Leonard is working with us to create activities in the program that honour **Indigenous** tune some of its newer compoways of knowing and learning.

The team is planning a new module on mental health for PLDI™ in response to an overall need within the HIV/AIDS sector for more mental health awareness and education.

We have also partnered with CATIE with the **Positive Sex** disclosure workshop to support PHAs as they practice HIV disclosure in a safe, nonjudgmental, and respectful interactive space. Our aim is to incorporate Positive Sex into some of our

PLDI™ is offered in Ontario. British Columbia, Australia, and New Zealand, but we know it has wide-reaching potential and our hope is that it will continue to expand to local regions and other countries around the world.

For the year ahead, our plan is to get creative with PLDI™ and fine nents as mentioned above with the PLDI™ team to ensure another winning year for OAN's ground-breaking, GIPA/MEPA-inspired leadership training.

Testimonials:

Partially thanks to PLDI I have strengthened my voice as a young woman and activist. Tara and the team helped me craft my journey and ever since completing the full course my self-love has propelled. I have joined three boards and become a public speaker within the community. I have truly found the leader in me.

Participant

My experience at PLDI was amazing. From the first introduction to the instructors to the last day of the series, we were made to feel important and that we belonged in these courses. I have to give special notice to Tara who, during the whole series, kept in touch and made sure we were all ok in and out of our courses. I would encourage everyone to experience this great program. Particibant

I have been a PLDI Facilitator just over 4 years and have enjoyed every moment of it. Meeting people from around the province has been amazing. The most inspiring thing that I have witnessed throughout my time is the amazing friendships that are built among participants. This includes me as well. I have witnessed the trust that is built within the room over the course of our time together. A PHA who has a secret to "keep" (HIV diagnosis) does not have an issue during this time, as everyone else shares the same secret. Participants leave feeling connected and have

built partnerships to help them move forward. Working with my co-facilitators is the most amazing experience I have ever had! They and all the others who have been a part of PLDI throughout my time have been my canoes to keep floating down the river.

Bridget Young, PLDI™ Facilitator

The experience of being present in a space filled with people who have lived such diverse lives is an honour and a privilege. I learn so much from sitting together and listening to each other, I hear from all and I feel heard. My facilitation skills have been strengthened and expanded thanks to the participants and my wonderful facilitation team. My heart is encouraged as I think to the future, a future that guides each of us forward as a strong empowered community of people living with HIV.

Joseph Babcock, PLDI™ Facilitator







LOVE POSITIVE WOMEN

This is the kind of stuff that recharges me — that really brings out my creativity. Tara Jewal

Thanks to MAC Cosmetics, 18 ASOs and 54 individuals received beautifully packaged lipsticks in the mail as a celebration of Valentine's Day and in support of the Love Positive Women campaign. The 18 ASOs distributed the gifts to POZ women in their support programs. It was a wonderful gesture of kindness and compassion by MAC Cosmetics and a way to reaffirm to POZ women that they are loved, valued, and understood.

Gratitude

When I received this beautiful package of hearts and cosmetics, I thought, wow, someone remembered me on this day of days when I could really use some TLC. When the surprise arrived, I felt really grateful.

It was more than just the gift that made my day. It was the celebration we had along with the gift. We celebrated being women, being sisters, being peers. We were all together — we put our new make-up on and we felt beautiful from the inside out.













My role is to lead the development, production, and dissemination of GMSH resources. It's a lot of fun! We get to work with great teams of people as well as our network around topics that are important to the community.

Dane Griffiths, Manager of Health Promotion

The GMSH functions on two important mandates. One is to develop campaigns and resources for cis and trans, gay, bisexual, and queer guys in Ontario. The second is to increase the capacity of ASOs to respond to the needs, concerns, and realities of gay men who are coming through their doors. In doing so, we wear multiple hats to engage diverse communities of gay men and MSM where they are at.

This past year has seen a lot of growth, creativity, and innovation in our outreach and training capacities.

Primed is a sexual health resource for queer and trans men into men that is not just available in Canada, but also internationally. It is a community-led initiative and was developed by our queer and trans men working group. It was launched this past November in Toronto and Ottawa and reflects a lot of new information. Primed is available through CATIE's ordering centre and is the most widely distributed resource in Canada.

Cruising Counts Guide to Online Outreach is for our networks and for people who are providing online sexual health services to gay men. It also paved the way for our involvement in a research project, the Cruising Counts study led by David Brennan and his team at the University of Toronto. The study looked at gay men's experiences in Ontario of using mobile apps for sex but also of their interactions with sexual health educators on those apps.

Our Agenda campaign saw a lot of growth on the blogging site over the past year. We will be doing another print run of towels and brochures and other materials that our network will be distributing to communities this summer.

The Mental Health Provider Workshop has seen an increase in organizations delivering the workshop to providers. The GMSH has continued to support participants through co-facilitation and debriefing.

Our Motivational Interviewing project wrapped up Cohort 3 and recruited for Cohort 4 to start their first training in MI. We have received great feedback from people about the lasting impacts of the training and the efficacy of MI. We usually invite 4 organizations at a time from our network and each has 2 to 3 staff sign up for the training.



The Sex You Want campaign

is one of our biggest projects that was originally launched in 2011. Last summer, we re-engaged the community and set up a Chatterbox booth at the 519 Community Centre where folks could go in and respond to a series of questions about sex. You can view these wonderful videos on the GMSH site. The final campaign will send positive messages about sexual health by telling gay men that HIV has changed and that testing and treatment of HIV and STIs is really good for our health and our communities.













We haven't run out of steam yet and continue to contribute our time to other projects and research studies including the **Sex**Me and Hepatitis C Project, which is responding to the epidemic of sexually transmitted Hep C among gay-bi-msm. The project produced a series of sexually-explicit videos addressing risk factors. The **Engage Project** is a 5-year Pan-Canadian study with sites in Toronto, Montreal, and Vancouver

GAY GUYS

HOW CAN WE HELP YOU TODAY?

WE'RE AN INFORMATION

HUB FOR GAY & BISEXUAL

MEN'S SEXUAL HEALTH IN

ONTARIO.

We are the co-chairs of the **Community Engagement Committee** for the Toronto site.

We look forward to the year ahead as our social media presence expands, as we launch our strategic plan at the next skills-building symposium, and as we work on our next campaign focusing on substance use among gay men.

Select Language | ▼

LET'S GET TESTED! >

Acknowledgements

Hats off to our former colleague, Daniel Pugh, for playing an instrumental role in our success!

Our sincere thank you to the community members on our working groups who graciously give their time to advance the work of the GMSH.

- I. GMSH alliance
- 2. The Sex You Want Steering Committee
- 3. Working group co-chairs
 - a. Rural Suburban working group Chris Jardin
 - b. Queer trans men working group - Noah Adams & Joël Xavier
 - c. AARMOR Richard Utama & Victor LeFort
 - d. Poz Prevention Working Group - Murray Jose & Andre Ceranto

Our thanks to all the knowledge experts who provide support to the GMSH year round, on our committees, at our skills building symposium, alliance meetings and more!

- I. Art & Science http://artscience.ca
- **2. Intent** http://forgoodintent.com
- 3. Sandbox Software
 https://www.sandboxsoft
 ware.ca
- 4. Mike Miksche

- **5. Raymond Helkio** http://raymondhelkio.com
- **6. sliding** http://sliding.ca
- 7. David Hoe
- 8. Douglas Stewart
- 9. Rick Julien & Scott Simpson











HATS OFF TO 2015's OAN HONOUR ROLL AWARDS RECIPIENTS!

On November 25th the OAN hosted its annual Honour Roll Reception celebrating 20 years of recognizing the incredible achievements of people across the HIV/AIDS sector. In 2015, we acknowledged the courage and commitment of three passionate community leaders, each of whom has made significant effort to effect positive change in the sector and to help improve the lives of people living with and affected by HIV/AIDS.

























FINANCIAL STATEMENT AND EXPENDITURES

Numbers are my passion. I feel I am part of something and am happy with the work we do. The numbers tell me all and it's a beautiful thing when everything balances out.

Romilson Garcia, Manager of Finance and Administration

ONTARIO AIDS NETWORK

Statement of Operations and Changes in Net Assets

For the year ended March 31, 2016

	2016	2015	
REVENUES			
Grants: Ontario Ministry of Health AIDS Bureau (Note 5) Public Health Agency of Canada, Ontario Region Federated Health Charities Membership fees Donations, sponsorships and other contributions Registration fees Interest	\$ 1,717,478 172,500 90,678 69,749 41,305 7,378 3,541 2,102,629	\$ 1,406,275 172,500 102,422 68,262 199,951 20,755 383 	
EXPENSES			
Programs Salaries and benefits Administration Rent (Notes 7 and 8) Fundraising Litigation (Note 8) Amortization of capital assets (Note 4)	1,321,480 537,686 108,265 64,205 19,312 10,000 39,933	1,153,277 589,903 93,747 68,780 13,928 - 43,039	
	2,100,881	1,962,674	
EXCESS OF REVENUES OVER EXPENSES	1,748	7,874	
NET ASSETS, beginning of year	445,438	437,564	
NET ASSETS, end of year	<u>\$ 447,186</u>	\$ 445,438	







WHO WE ARE

27 years ago a dozen AIDS Service Organizations (ASOs) met together and recognized the need for both information sharing and peer support. Their shared vision of the need for a network to bring Ontario's ASOs together to exchange knowledge and to support each other led to the official incorporation of the OAN in 1993.

Today the OAN continues to serve the front line response to HIV in Ontario. We are member driven and serve our membership and affiliated agencies by supporting their work in reducing HIV transmission and working for the betterment of all lives affected and infected by HIV. Our organization now includes 41 member and affiliated agencies who collectively work to defeat HIV and AIDS in Ontario and to improve the lives of people who are HIV positive.

OUR PRINCIPLES

The OAN is a network of community-based organizations which were formed as a grass-roots response the needs for AIDS services and information. Its members have agreed to operate in accordance with the following principles:

Improved quality of life for PHA's

Our decisions and actions are informed by our commitment to an improved quality of life for people living with HIV/AIDS and for others affected by HIV/AIDS. They have the right to protection against discrimination, to treatment options, to social, physical, and sexual integration into society, and to life experiences consistent with previous patterns of living.

Empowerment

As person-centered, community -based organizations, we assert human dignity in the context of HIV/AIDS and the right of an individual to self-determination. We particularly endorse the right of people living with HIV/AIDS to control their destinies and to work in partnership in determining the course of the OAN. By sharing power and ensuring quality of access to resources, we work to become equals.

Inclusiveness

Both among member groups and individuals, we acknowledge, honour, and celebrate our diversity; be that diversity in gender, culture, sexual orientation, socio-economic status, colour, language, or length of tenure in the OAN. Everyone has a seat and everyone is heard. We agree to deal with diversity sensitively and respectfully. We also advocate for support and information that is personally meaningful and respectful of particular cultural and socio-economic experience. We also advocate for support and information that is sex-positive, gay-positive, and non-judgmental concerning injection drug use.

Community

OAN meetings create a community in which all members experience a sense of belonging, friendship and commonality of purpose. We support each other by endeavoring to create a safe space, to validate our experience, to relate to each other openly, and to share our vulnerabilities.







WE COULDN'T HAVE DONE IT WITHOUT YOU

So there you have it!

Another year to add to our years of success,
innovation, and transformation. We couldn't have done all of this
without your generous support. In 2016, we will continue to adapt our
programs to honour the diverse and dynamic communities and
organizations we serve. We want to reflect their needs and concerns by
both building on what we already have and creating some new pieces to
complement the whole.

Thank you!

ONTARIO AIDS NETWORK 296 Jarvis Street, Unit 5 Toronto, On M5B 2C5 416-364-4555 www.ontarioaidsnetwork.on.ca