

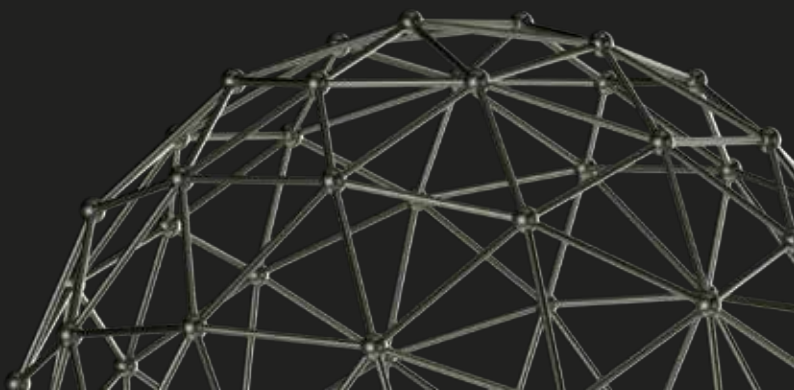


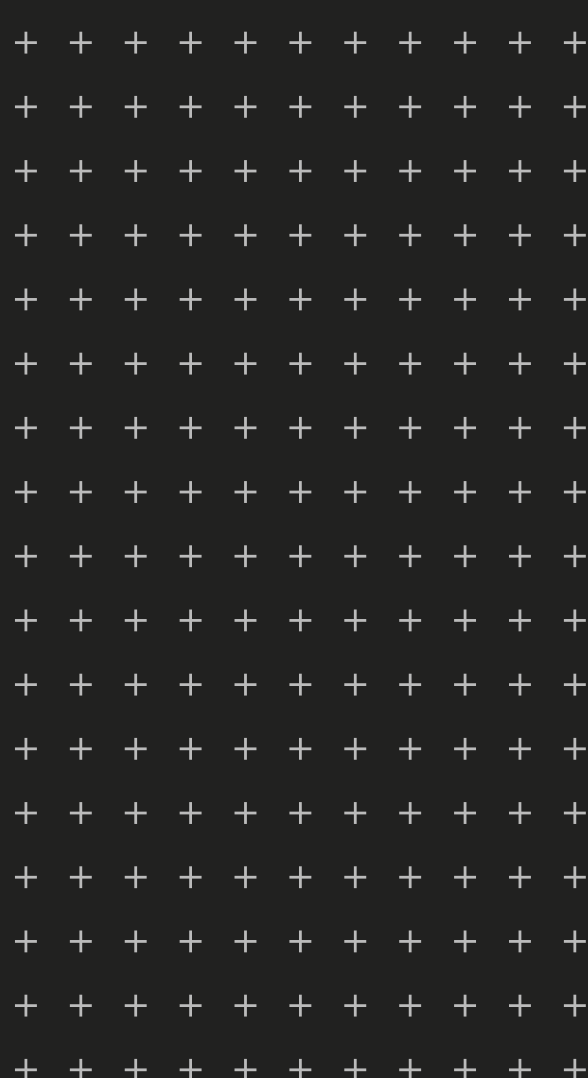
# 2018-2019 ANNUAL REPORT

## THE ONTARIO **AIDS NETWORK**

### The OAN was formed to:

- Establish a province-wide coalition of community-based organizations to improve the quality and length of life of those infected and affected by HIV.
- Establish a just and effective response to HIV/AIDS in order to enhance the ability of our sector to prevent the spread of HIV and for the benefit of the general public.
- Educate the public about HIV/AIDS.





# + Board

Asunta Wagura

Dale Maitland

Fred Young

Gord Asmus (Secretary)

Holly Gauvin (Treasurer)

Janet Rowe (Co-Chair)

John McCullagh (Co-Chair)

Kim Dolan

Les Bowman

Noulmook Sutdhibhasilp

Tim McClement

# Staff

**Christopher Mallais** – GMSH Logistics and Engagement Coordinator

**Dane Griffiths** – GMSH Associate Director

**Eric Peters** – GMSH Manager of Health Promotion

**Hope Ramsay** – Manager of Communications and Member Development (Incoming)

**Jiang Gao** – Administrative Assistant

**Jordan Bond-Gorr** – GMSH Project Assistant

**Martin Bilodeau** – PLDI National Coordinator

**Phillip Banks** – GMSH Director

**Romilson Garcia** – Manager of Finance and Administration

**Ryan Kerr** – Manager of Communications and Member Development (Outgoing)

**Shannon Ryan** – Executive Director

**Tara Jewal** – Manager of PLDI and Special Events

**Wendy Pinder** – Acting Executive Director



# Message from the **Co-Chairs** and the **Executive Director**

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*The **2018-19** fiscal year was one of significant transition for the OAN – with changes in leadership, a renewed focus on effective governance and a strengthening of core programs. This work ensured that the OAN continues to play its leadership role in Ontario's HIV sector and is positioned for future growth.*

We are excited to share a few brief highlights of our work in 2018-19 throughout this report.

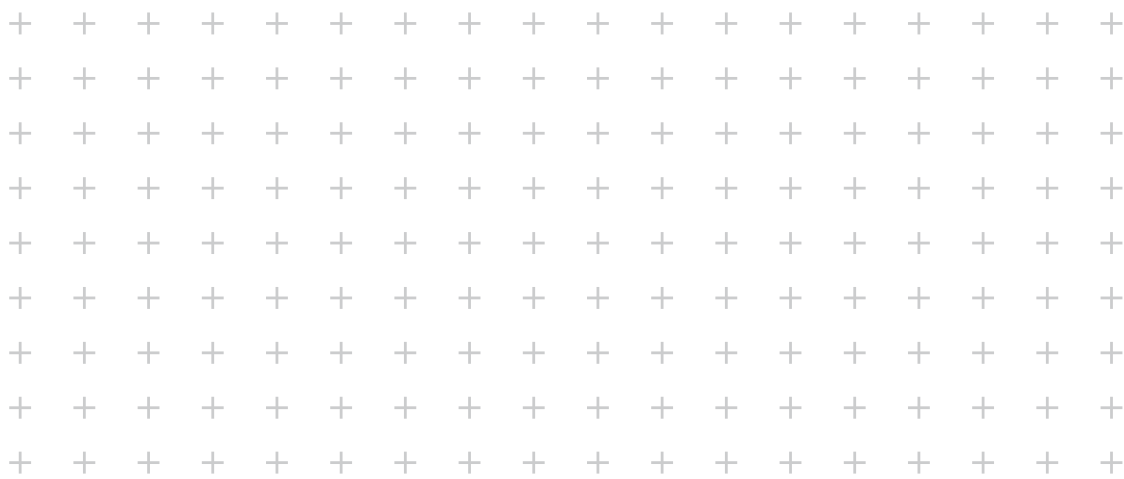
In March 2019, the Board was excited to announce, after an extensive recruitment and interview process, the appointment of Shannon as our new Executive Director. He succeeds Wendy, who had been Acting Executive Director since March 2018 and capably managed OAN operations during that time. We would also like to thank the Pivotal Solutions team for their support of the recruitment process.

Much of the Board's work over the year was focused on strengthening the OAN's governance. This included a complete re-write of our by-laws that was designed to remove contradictions in the previous by-laws, simplify processes and rules, and define a simpler but still representative way to generate nominations for Board Director positions. The new by-laws strengthen regional representation, deepen our commitment to GIPA/MEPA and the Ontario Accord and create a more formal structure for people living with HIV to inform the work of the OAN and its board. We would like to thank lawyer Marcus McCann for his valuable assistance and legal insight throughout this process.

In April, after spending five years at our Jarvis St. location in downtown Toronto, we moved into new offices a kilometer away at Carlton and Parliament. This is a larger, more appropriate and accessible space that allows for future growth and, most importantly, staff comfort. It will be home to the OAN for at least five years. We would like to offer a special thanks the Romilson, Phillip and Chris for managing the move.

Last summer, we worked to ensure that our member organizations were prepared to be involved in the 2018 provincial election. Resources were developed and included an election package, questions for candidates, and social media content to assist our members as they worked to ensure that HIV was a part of the election conversation.

In the fall of 2019, we launched the OAN U=U Position Statement, which, in cooperation with CATIE, is currently being nationalized as a guide on U=U for service providers across the country. We hope that it provides our members with a solid foundation of thinking about viral undetectability and infectiousness and how U=U has the potential to change what it means to live with HIV, and what we need to consider as we integrate U=U into our work. It's clear that our future is bright and that the need for the OAN continues. Over the coming year the OAN has a number of governance and operational goals to accomplish. At the governance level, we will focus on policy development to further clarify the implications of our new by-laws.



Our Board will also revisit its strategic priorities, given the shifting HIV landscape, to ensure our direction remains relevant. In addition, we look forward to reviewing the scope and purpose of the Honour Roll to determine opportunities to strengthen this important OAN program.

The OAN will also focus on self-education and community-building related to reconciliation – ensuring that we live up to our commitments in this area. We will review our membership model to ensure that it reflects the needs of the organizations involved in our movement and we will work to broaden our membership to increase our influence. In addition, we will focus on the coming federal election and ensure that the voices of people living with HIV are heard as priorities are set. Lastly, we will work to ensure that we understand the needs of our member agencies – informing our future programming.

Looking more broadly, we know that Ontario's HIV sector is experiencing a period of great optimism but also a number of challenges. We now have greater knowledge and more tools than ever to enable people with HIV to live and thrive with and beyond HIV and to prevent people from becoming infected. And yet, despite Ontario's strong public healthcare system, there are still too many barriers to people getting tested and then starting and staying on treatment. Our work is also challenged by the current overdose crisis, with the risk that all of our good work may be for naught if we cannot keep people alive.

In conclusion, we would like to offer our thanks to the OAN staff and Board team for leading our work and ensuring that the OAN continues to meet its important mandate. We'd also like to thank our major funders: the AIDS Bureau - Ministry of Health and Long-Term Care, the Public Health Agency of Canada, Federated Health Charities, Gilead Sciences Canada, Inc., and BMO for their financial support of our work.

In addition, we offer our profound thanks to staff who left the OAN over the past year. Wendy Pinder, the OAN's former Acting Executive Director, for ensuring the stability of our organization over the 2018-19 fiscal year and Ryan Kerr for his leadership in supporting the needs of our members and the role he played in building the skills and communication programs.

Most importantly we would like to thank our staff team – Jiang, Martin, Romilson, Tara and the GMSH staff team for their leadership over the past year.

With thanks,

**Janet Rowe**  
Co-Chair

**John McCullagh**  
Co-Chair

**Shannon Ryan**  
Executive Director

# YEAR AT GLANCE



**PLDI Ontario  
Core Training**  
Graduates

**44**



**PLDI Ontario**  
Participants Engaged  
in 2018/19

**99**



Total **PLDI Ontario**  
Graduates  
2006-2019

**900+**



**PLDI National**  
Inductees

**96**





Staff Trained  
Through  
**The Skills  
Program**

188



OAN  
**Newsletters**

17



OAN  
**Newsletter  
Readership**

4403



**OPRAH**  
Consultation  
Hours

639



OAN Members  
Supported  
Through **OPRAH**

31



# Skills and Skills+

Fiscal 2018 – 2019 saw a renewed investment in the OAN Skills Program, beginning in October 2018 with our Leadership Symposium in Guelph, followed by our Middle Manager's Meeting in November in Kingston, our Support Worker's Workshop in December and ending in March 2019 with our combined ED/Board Chair Forum. The participation of almost 190 attendees - surpassing the previous year - reflects a new threshold of Skills engagement. As well, respondents to our evaluation reported 100% satisfaction with over two-thirds of those selecting "very satisfied" overall.

At our ED/Board Chair Forum this past March, the OAN introduced our new educational initiative: OAN Skills+ Webinar Series. Skills+ will complement our in-person workshops and be accessible free of cost to a wider cross-section of our Membership. We are hopeful that the regularity of these sessions and their responsiveness to emerging issues, will prove popular with our Membership.

The OAN continued to play a strong leadership role in the organization and direction of HIV Resources Ontario (HRO). We also supported the re-design and re-purpose of the HRO website and the development of the new HRO Core Curriculum. Many thanks are owed to Diana Campbell and the OHTN for their stewardship of the website redesign and preparation for the launch.

The 2018-19 Fiscal also saw the creation of significant KTE resources. Our bi-monthly newsletter has become a driving communication vehicle for provincial employment opportunities, event notices and community recognition. In May of 2018, the OAN shared an Election Toolkit with the Membership, containing talking points for agencies to bring to local candidate meetings, sample tweets in both official languages for ASO social media campaigns, and letters of commitment received from each official party for member agencies to share with their clients.

In November of 2018, we released a provincial U=U Guide and Toolkit, thanks to tremendous support from our Board Co-Chair John McCullagh. Shortly after, we signed a memorandum of understanding with CATIE to translate the documents into French and expand them to become National guides to be shared across Canada.

At the end of Fiscal 2019, the OAN was able to send Ryan Kerr, Manager of Communications and Member Development to attend a WHAI-sponsored training at the Centre for Indigegogy at Laurier University in Waterloo. The two-day intensive session, focusing on HIV work from a perspective of decolonization practices and Indigenous understanding, brought together 20 staff – from frontline worker to Executive Director - from across Ontario and deepened understanding and accountability for future educational planning and development.

## **Ryan Kerr**

Manager of Communications and Member Development (Outgoing)



# PLDI Ontario



The Ontario Positive Leadership Development Institute (PLDI) had another successful year and 99 PLHIV attended our Core, Governance, and Communication training sessions. This increased our total graduates to over 900 since the Institute's inception in 2006.

Over the year we held two Core trainings and graduated 44 new inductees into the Institute. The main goals of the Core training are to identify personal values and philosophy, to develop leadership skills and practices, and to gain community knowledge and awareness. The first Core training was delivered in London, Ontario and 26 PLHIV attended. We spent four days sharing, learning, laughing, crying and remembering. Our second Core Training was especially unique and thanks to the generosity of Gilead Sciences Canada, Inc., Ontario held its first Francophone core training in Ottawa. This resulted in 18 francophone graduates. The graduates were so appreciative to participate in a full French workshop with francophone peers from Ontario. Throughout the weekend participants spoke about how hard it is to share feelings and thoughts in English and were extremely grateful for this opportunity. On the first evening, the participants also had dinner with Karen M. Chow, the National Stakeholder Relations and Communications Manager at Gilead Sciences Canada, Inc.

Our Communication training session took place in Toronto and there were 28 graduates. We covered many topics throughout the three-day training including basic communication skills, dealing with difficult situations, effective feedback and the basics of public speaking. Each participant took time to prepare and practice, and each presentation was unique and touching. On the last day of the training each participant had 5 minutes to present a topic of their choice, once again the facilitators were blown away by the presentations.

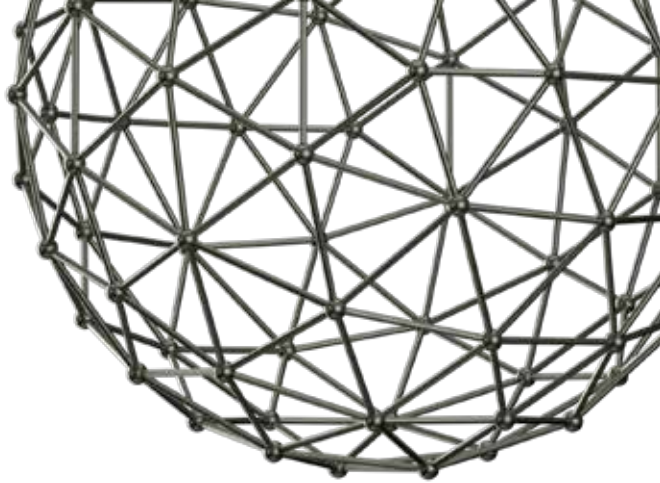
Finally, Governance training was held in Toronto and there were 27 graduates. The objectives for the governance training are to establish a common understanding of governance, Board member roles and responsibilities and the complexities of being a PHA on an ASO board. We were happy to welcome Wendy Pinder as a guest to meet the group and talk about working with a board in a leadership position. We also welcomed facilitators from the Quebec team as participants for our governance training.

The creativity never stops. The PLDI Ontario Team also had the opportunity to spend two days with the BC and Quebec teams in Montreal. Finally, we are looking forward to building our team next year and offering a PLDI facilitator training. We'd like to thank our Facilitators, Martin and Joseph for their dedication and hard work this year.

**Tara Jewal**

Manager of PLDI and Special Events





# PLDI National

Over the past year, the PLDI National Alliance (comprising the Ontario AIDS Network, the Pacific AIDS Network and the Coalition des organismes communautaires québécois de lutte contre le sida) collaborated to broaden the reach of the PLDI program. Much was accomplished and we ensured that best practice was shared between regions. Most importantly, the National PLDI Program is putting our commitment to GIPA/MEPA into action and the Program is facilitated only by people living with HIV.

Over the year four trainers from Quebec graduated from the Governance module in Toronto, a first Communication module was held for the first time in French with the mentoring of a BC certified trainer and an entire French Core training was offered in Ottawa for Franco-Ontarians through a collaboration between the Quebec and the Ontario PLDI teams and through the generous funding of Gilead Sciences Canada, Inc.

We held more than twenty meetings over the year; ensuring that we effectively coordinated project activities. In addition, thirteen facilitators from three provinces and the Executive Directors of the three ASO members gathered in person for a two-day meeting in Montreal. We also held a meeting between the three PLDI Managers and the National Coordinator in Vancouver.

Bridges and teams were built, our strengths and weaknesses were assessed and addressed, our workplans and budgets were revised with PHAC, our evaluation data collection methods were implemented, common curriculum was agreed to and most importantly 96 PLHIV were initiated to the Positive Leadership Development Institute through a Core training in leadership.

**Martin Bilodeau**

PLDI National Coordinator





# GMSH

## Gay Men's Sexual Health Alliance



In 2018-19, the GMSH saw a number of changes and adjustments in the team. After a period of leave, Owen McEwan stepped down as the Director, a role he played since the creation of the GMSH. On behalf of the sector, we want to sincerely thank and acknowledge Owen for his nearly decade-long leadership and guidance to Ontario's HIV prevention and sexual health promotion work with and for 2Spirit, gay, bisexual, queer and other transgender and cisgender men who have sex with men (2GBQT). Thank you Owen. We wish you the very best in your pursuits of passion, pleasure and purpose.

This same year, the GMSH welcomed a new Director. Phillip Banks joined the team as Director in May 2018 shortly after Christopher Mallais who came on as Administrative Assistant at the end of the previous fiscal. Dan Gallant, our KTE Facilitator moved on after two years in his role. Subsequently, Eric Peters joined the GMSH as Manager of Health Promotion. Finally, Dane Griffiths transitioned to Associate Director at GMSH. A thundering round of applause for Dane who provided leadership at, and on behalf of, the GMSH for an extended period.

During this period, the GMSH focused on the early stages of development of a multi-faceted intervention in Ontario to support 2GBQT individuals that Party and Play (PnP). PnP is a colloquial term that describes the use of drugs (mainly crystal methamphetamine and GHB) before or during sex. Activities over the year included the provision of training to front-line GMSH-linked staff at HIV organizations across Ontario to support the identification and engagement of local men who PnP; and undertaking a process to develop a communications campaign and supporting resources, for example: webinars, blogs and newsletters. This campaign strives to support Alliance members in ensuring that 2GBQT men in Ontario have access to accurate information about the drugs they're using and to relevant and timely harm reduction tools and supports.

In 2018/19, the GMSH partnered with ACCHO - the African, Caribbean Council on HIV in Ontario, and Black CAP - the Black Coalition for AIDS Prevention, to develop and host two successful dialogue sessions with gay, bisexual, queer and other same gender loving Black men to identify priority issues and approaches related to HIV prevention and sexual health promotion with gay Black men. The dialogues also created opportunities for our three organizations to explore collaborative efforts for building the capacity of the HIV sector to address the needs of gay Black men in Ontario.

And as a final highlight to the many activities at the GMSH this year, we developed and deployed a position statement on the ground-breaking science and community response reflected in the U=U campaign. This statement positioned GMSH as firmly in support of the stigma-busting message of U=U and supported our internal alignment with the scientific consensus that has emerged globally.

As the GMSH looks ahead to our new fiscal year, we have begun a process of identifying and proposing a set of core-functions central to the roles of sexual health promoters working with 2GBQT men and to focussing our capacity building efforts in with Alliance partners in Ontario. We look forward to continuing to work with our 28 Alliance partners, the Ministry of Health and Long-Term Care and the Ontario AIDS Network, our Trustee, to champion the sexual health and wellbeing of 2GBQT individuals in Ontario.

**Phillip Banks**  
GMSH Director

**GMSH**  
GAY MEN'S SEXUAL HEALTH ALLIANCE





# Honour Roll

The Honour Roll is a celebration of outstanding leadership and achievement within the HIV/AIDS movement in Ontario. It acknowledges the long-term and consistent contributions of individuals and organizations that use their experiences, skills, resources and voices to champion the cause of HIV/AIDS. Honour Roll recipients have contributed to reducing the stigma and discrimination associated with HIV/AIDS, promoted the empowerment of people living with HIV/AIDS, and extended the capacity of the community to respond to the HIV/AIDS epidemic in Ontario.

The Honour Roll also aims to reflect the province-wide membership of the OAN and values regional leadership and participation. It is rooted in the OAN Values of "Involvement and Empowerment", "Anti-Racism and Anti-Oppression", "Awareness", "Harm Reduction", "Evidence-Informed Practice" and "Innovation".

The Honour Roll allows to recognize those in our community who are making exceptional changes to our sector and on March 2, 2019, Buddies in Bad Times Theatre overflowed with love, support and gratitude for this year's four new recipients:

- **The Caring Hands Award** – Amutha Samgam
- **The Community Partners Award** – Sarah Burtch
- **The Person with HIV/AIDS Leadership Award** – Tom Hammond
- **The Social Justice Award** – Toronto Overdose Prevention Society

It's important that we take the time to recognize those in our community who are making exceptional changes to our sector. And this year the Honour Roll accomplished just that! We would also like to thank our title sponsor BMO for their generous support. Finally, thanks to Ryan and Phillip for ensuring this event was a success and to Dale Maitland and the Honour Roll Committee for their leadership.

**Tara Jewal**

Manager of PLDI and Special Events





# OPRAH

The OAN welcomed the Pivotal Solutions team to the Ontario Provincial Resource for ASO's in Human Resources (OPRAH) program in mid-2018 and they were highly engaged in addressing the human resources needs of our Members over the year. The program has been widely used and seventy-four percent (74%) of our Members (31/42) utilised the skills of the OPRAH team during the past year. The team provided a total of 639 hours of expert advise on areas related to employee relations/issues, support to boards, operational issues and concerns related to interactions with Members' unions.

Operational issues covered concerns such as policies, legislative requirements, recruitment, employment contracts, recruitment, termination, benefits and compensation as well as training and performance management. Of these areas, most issues seemed to revolve around contracts, benefits and compensation concerns.

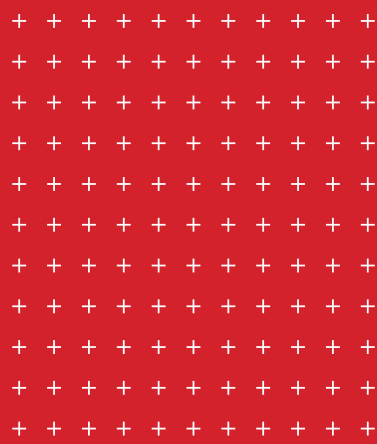
The union concerns covered issues such as managing grievances, collective bargaining and reviewing collective agreements. Members also sought input on several policy development issues including harassment, social media and aligning current practices to the Employment Standards Act (ESA). Along with providing expert advise, the Pivotal Solutions team engaged in building the skills of board members, especially in relation to their oversight role.

Finally, the Pivotal Solutions team provided support at the Leadership Symposium and Middle Managers and ED/Board Chair meetings – ensuring that ASO leadership were well supported to effectively manager their agencies.

Mike Salveta & Ann Maynard  
Pivotal Solutions







# Financials and Funders

The 2018/19 fiscal year was a stable one for the OAN. This stability was made possible due to the generosity of our funders, donors, and Board members along with the diligence and hard work of our staff.

Both fundraising dollars and expenditures on workshops increased while HIV awareness efforts continued to expand. Even with these increased activities, administration costs were kept under control. As a result, we were able to both increase spending on programs and end the year with a small surplus. The continued commitment of our funders and donors inspires us to work harder and spend funds responsibly.

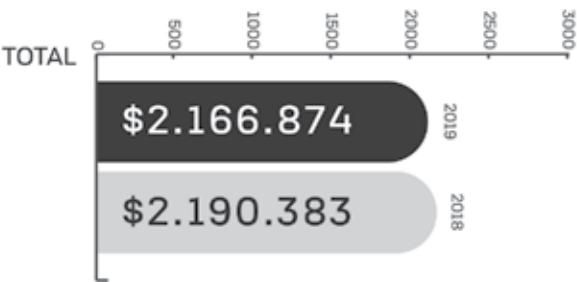
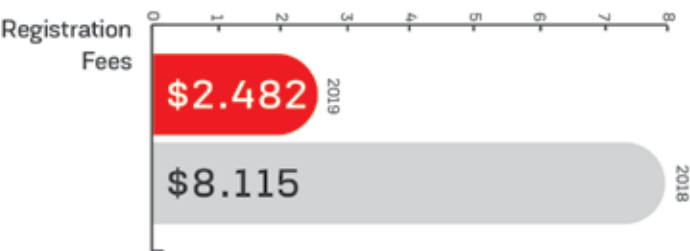
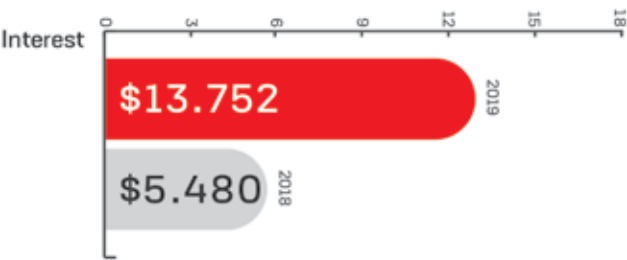
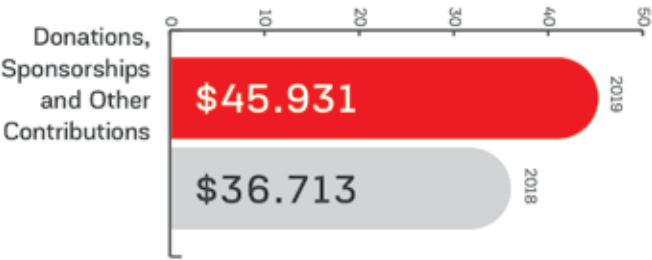
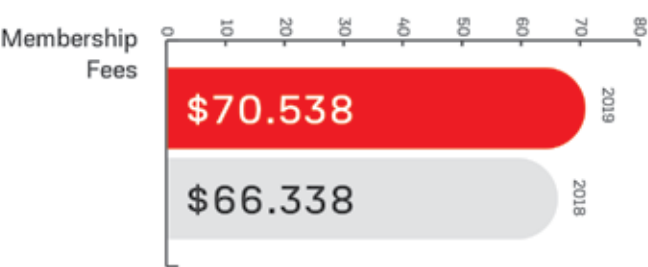
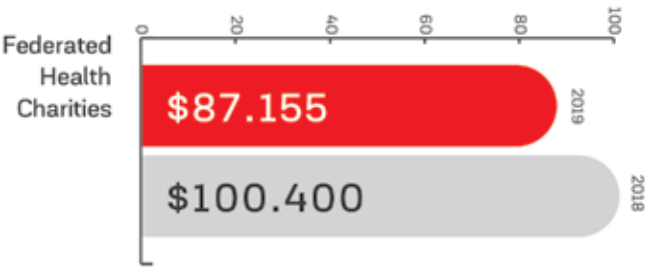
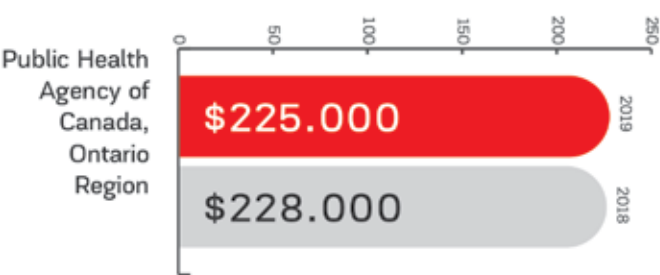
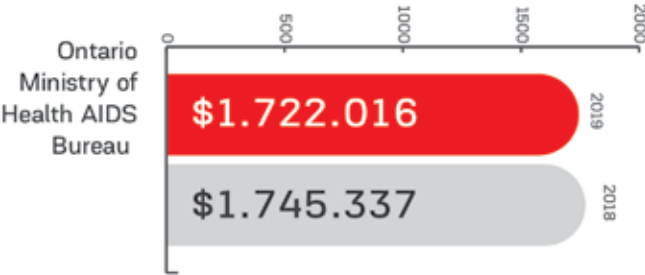
We'd like to offer a special thank you to our Administration Assistant Jiang for supporting both financial and office administration and to Sam Marinucci and the Hogg, Shain & Scheck team for completing this year's audit.

**Romilson Garcia**

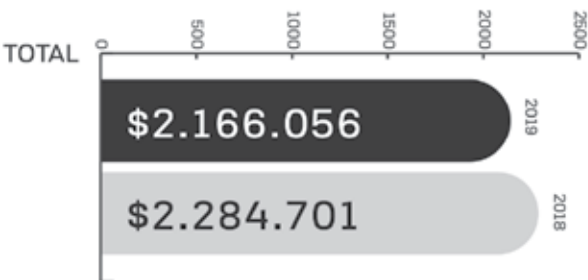
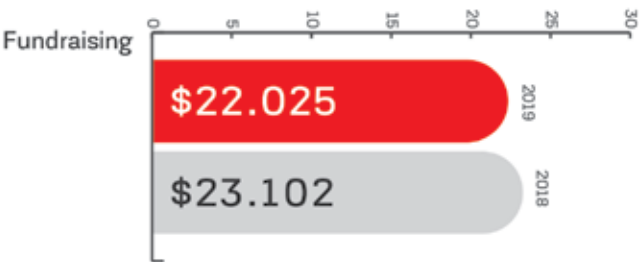
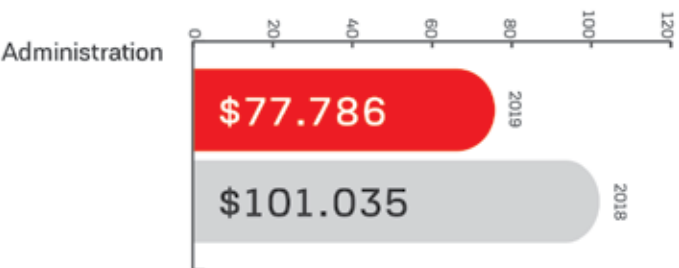
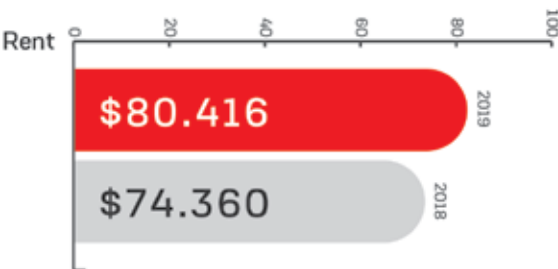
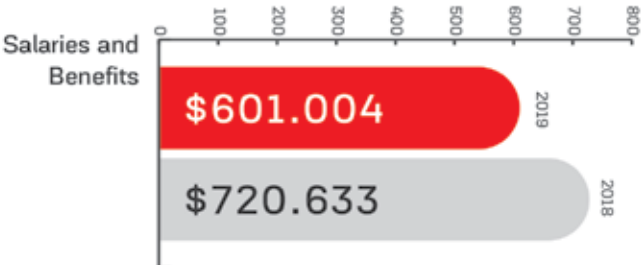
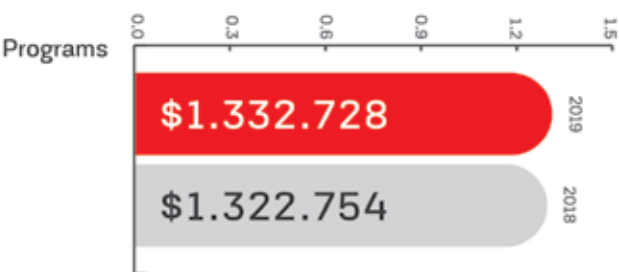
Manager of Finance and Administration



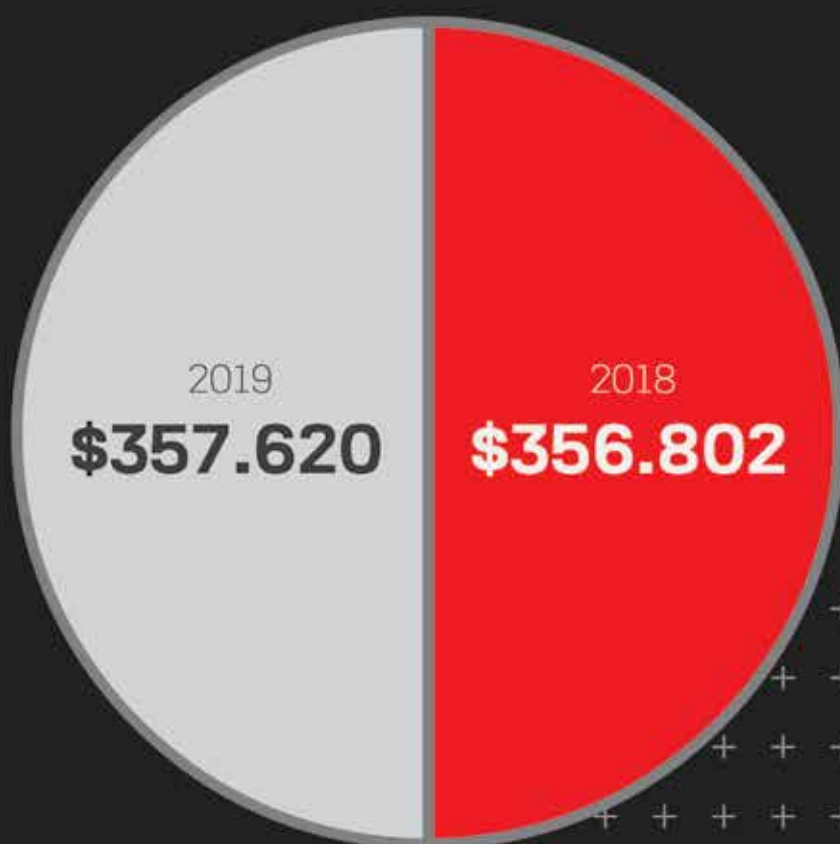
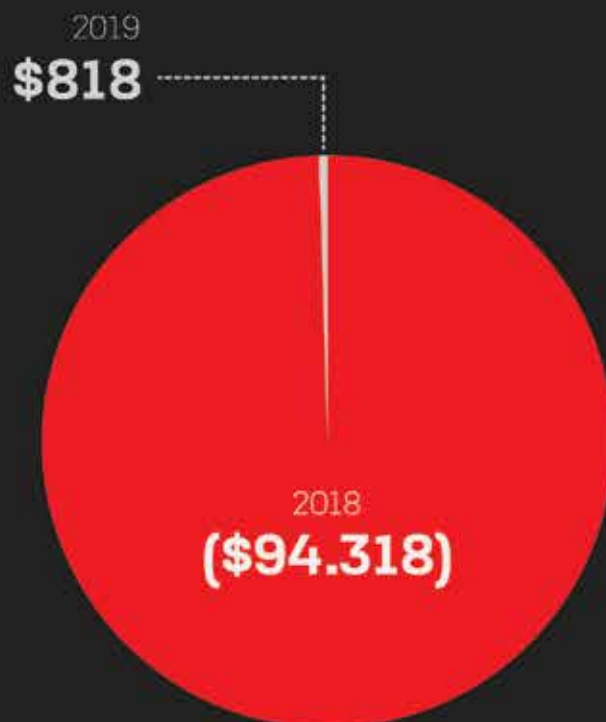
# REVENUES



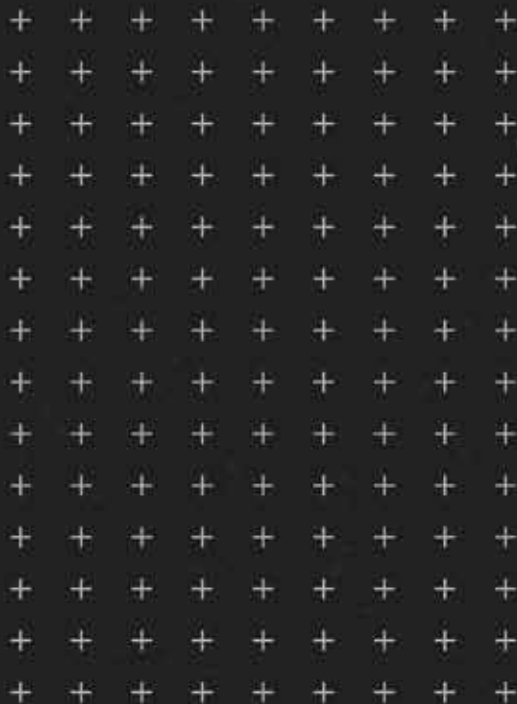
# EXPENSES



**EXCESS** *(DEFICIENCY)*  
**OF REVENUES OVER  
EXPENSES**



**NET ASSETS**  
*END OF YEAR*



# ONTARIO **AIDS** NETWORK

18  
19

THE ONTARIO AIDS NETWORK

**2018-2019**

ANNUAL REPORT