

2020/2021 Annual Report



The Ontario AIDS Network

The Ontario AIDS Network (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/AIDS.
- Establish a just and effective response to HIV/AIDS in order to enhance our sector's ability to prevent the spread of HIV, and for the benefit of the general public.
- Educate the public about HIV/AIDS.



Board of Directors

Brian McNeilly
Charles Parchem
Gord Asmus (Secretary, Board | Co-Chair, Advisory Committee)
Janet Rowe (Co-Chair, Board)
John McCullagh (Co-Chair, Board | Chair, Governance Committee)
Lila Desjardine
Richard Rainville (Treasurer, Board)
Randy Davis
Tim McClellmont (Chair, Board Development Committee)
Viviana Santibañez

Advisory Committee of People Living with HIV

Ben R.
Celestine K.
David S.
Gord A. (Co-Chair)
Jasmine C.
Kellie L.
Matthew F.
Nyota Z.
Ower O.
Rob N.
Trevor G.
Valerie K. (Co-Chair)

Staff

Adam Awad – GMSH Manager of Communications
Christopher Mallais – GMSH Logistics and Engagement Coordinator
Dane Griffiths – GMSH Director
Eric Peters – GMSH Manager of Health Promotion
Jiang Gao – Administrative Assistant
Jordan Bond-Gorr – GMSH Project Assistant
Kate Palbom – Manager of Policy and Advocacy
Martin Bilodeau – PLDI National Coordinator
Precious Maseko – Manager of Communications and Member Development
Romilson Garcia – Manager of Finance and Administration
Shannon Ryan – Executive Director
Stephanie Nixon – Webmaster and Designer
Tara Jewal – Manager of PLDI and Special Events

Report from the Co-Chairs and Executive Director

The 2020/21 Fiscal Year continued to present our sector with enormous challenges. Throughout, the Ontario AIDS Network (OAN) has worked resolutely in collaboration with our Members and Affiliates to ensure that it remained responsive to their changing needs while monitoring issues that impact delivery of Ontario's HIV sector and response. As we reflect on the changes, losses, and difficulties of the past year, we remain committed to ensuring OAN leadership continues to be guided by the voice of our membership and our core commitments to GIPA/MEPA and to social justice.

On April 1, 2020, our sector was immersed in the difficult work of adapting services to province-wide lockdowns and stay-at-home orders. With the COVID-19 pandemic emerged a need for the OAN to more frequently convene leaders in Ontario's HIV sector at all levels. We began the year with a series of regularly scheduled meetings for Executive Directors to ensure they had access to the tools and resources required to manage this latest pandemic and to provide space for checking in and sharing emerging experiences. These were followed by the addition of meetings for Middle Managers, Educators, and Support Workers held throughout the year to support the sector in its response to COVID-19. During this time, the OAN also took action to monitor and respond to COVID-related policy for people living with HIV and our Members and, where possible, worked on behalf of our sector to push for health equity and to destigmatize the COVID-19 response.

More than any year in our history, the OAN centred issues and conversations about anti-Indigenous, anti-Black, and other forms of racism and inequity. This work aimed to support leaders to reflect on their commitments to dismantling inequities in our sector, and to generate learning, conversations, and to reflect within their organizations. This included the development and launch of innovative tools and resources such as [Reconciliation in Action: Guidance for Ontario's HIV Sector](#), continued provision of sector-wide Indigenous Cultural Safety (ICS) training; and the [Step Forward podcast](#), newsletter and resources library.

As we carried out this work, the OAN met with challenges that remain ongoing. Among these challenges is the emergence of conversations concerning inequities facing Black leaders within our sector and among our membership, including longstanding experiences of anti-Black racism and an historically insufficient OAN response. We are accountable for these challenges and remain deeply committed to addressing them. Out of this experience comes an opportunity and a requirement to reflect on the expectations we have of ourselves, our Members, and each other. Among activities included in our response is the development of a formal and public complaints process, planning the development of renewed Membership Guidelines, and board discussions about its own role in these historic inequities. Our board is committed to continuing this work in the coming year.

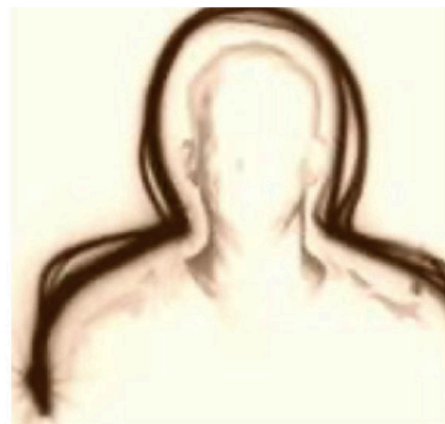
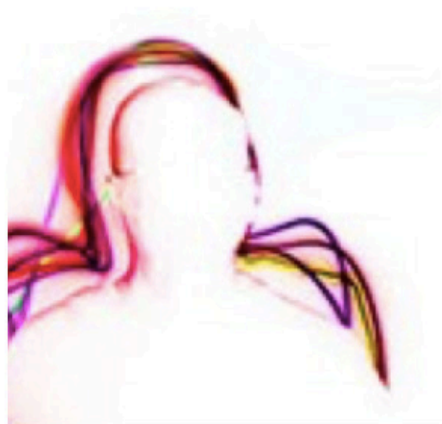
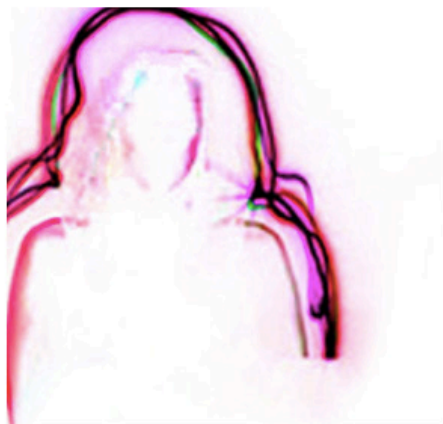
In reviewing our overall activities, we have identified a few highlights of our work completed between April 1, 2020, and March 31, 2021.

- In September of 2020 we created a new position of Manager of Advocacy and Policy. Since that time, the OAN has been increasingly engaged in policy-related work and advocacy activities centred on social justice at the provincial and federal level: addressing issues related to ODSP eligibility for people living with HIV, COVID-19-related policy and equity, and funding and applications with respect to federal Community Action Fund and Harm Reduction Fund funding and applications.

- The Board reviewed and updated its governance and policy structure with the creation of a new OAN Board Governance Manual to guide their work and conduct. With this came new requirements related to recruitment, succession planning and mentorship, orientation, social media guidance, and commitments to equity.
- Perhaps the greatest success in the 2020/21 fiscal year was the creation of the Advisory Committee of People Living with HIV. Under the leadership of Co-Chairs Gord Asmus and Valerie Kuye, the Committee has taken steps to actively initiate and lead renewal of the Ontario Accord and the Living and Serving GIPA/MEPA engagement guide.
- This year, the OAN delivered extensive Indigenous Cultural Safety (ICS) training to more than 147 people in Ontario's HIV sector. Additionally, the OAN has been engaged in developing its own internal Reconciliation strategy and workplan.
- Our Step Forward podcast, newsletter and resource series, dedicated to providing space for deep conversations about anti-Black racism in Ontario and beyond, was well received, with over 6,000 newsletter and resources and tools reads, and over 900 podcast listens.
- The OPRAH program provided ongoing human resources support to Member and Affiliate agencies, including 1,041 hours of consulting services to Member and Affiliate agencies. This program was essential in supporting Members and Affiliate agencies to develop COVID related policies. It also supported the planning of a sector-wide compensation and benefits survey to be released in Fall 2021.
- Establishment of a preliminary formal complaints process and mechanism to provide members with a formal mechanism through which to submit complaints concerning OAN staff and volunteers, including board members and Co-Chairs, and the Executive Director.
- This year, we took the Positive Leadership Development Institute digital, migrating the program into an online digital platform complemented by a new website (www.pldi.ca).

We sincerely thank our major funders for their financial support:

- Ministry of Health, AIDS and Hepatitis C Programs
- Public Health Agency of Canada
- Federated Health Charities
- BMO
- ViiV

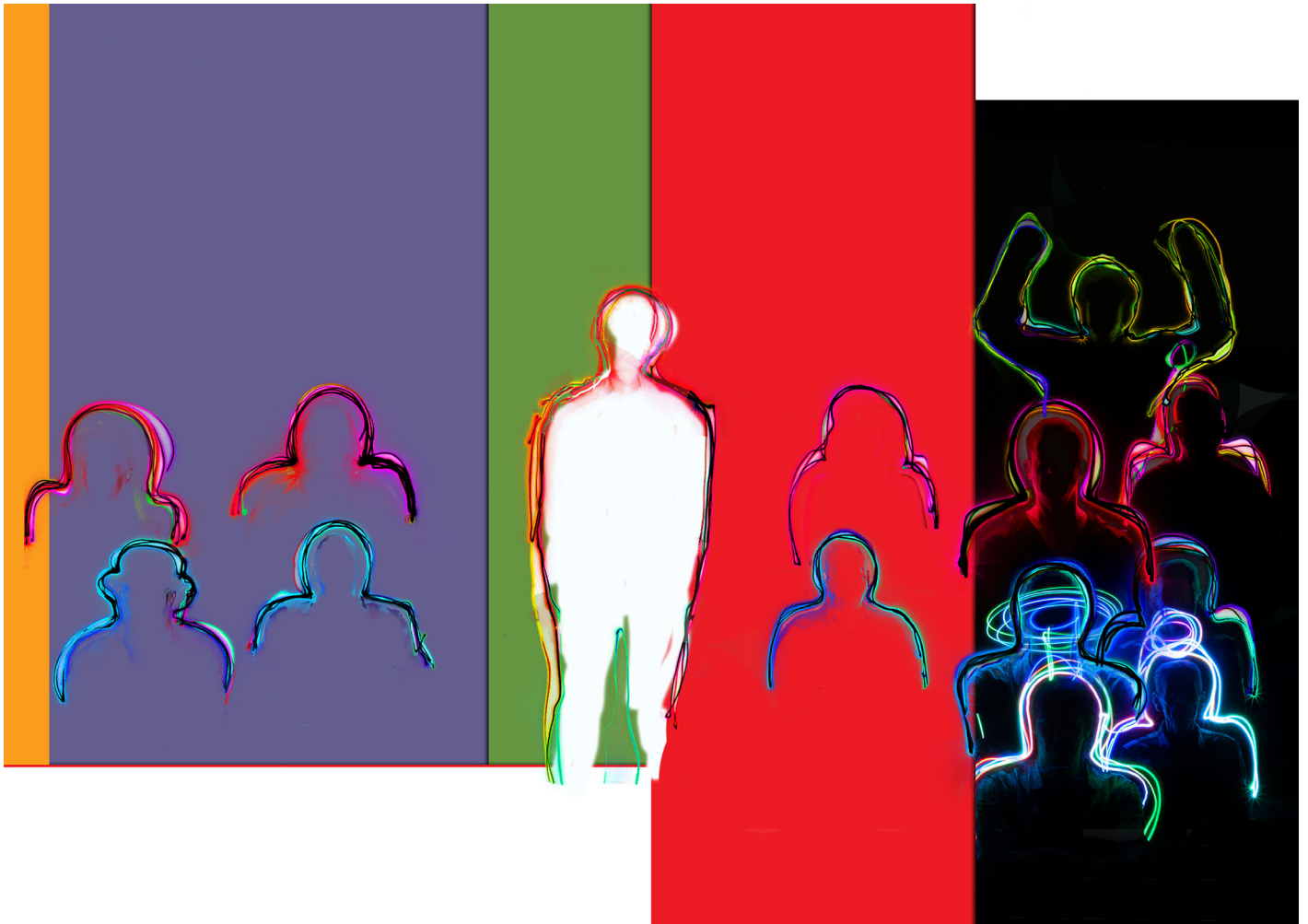


As the Co-Chairs and the Executive Director, we offer our sincere thanks to the OAN Board and staff for their work over the past year. Like many within our community, the OAN staff have demonstrated a profound level of commitment to the sector. We deeply appreciate their efforts. Our deepest thanks also to outgoing board members Jane Namarome, Viviana Santibañez, and Eugene Nam, and a warm welcome to our five incoming board members.

We thank also Elder Advisors Linda Plain, Linda Barkman, and Pat Green for their support and guidance in developing creating the Reconciliation in Action Guidance for the HIV Sector and their ongoing work with the Reconciliation in Action Working Group.

Finally, as we end our terms as Co-Chairs, we would like to offer our sincere thanks to our board colleagues and to the entire OAN staff team for trusting us with leading the governance of the organization over the past three years. We also want to thank our Executive Director, Shannon Ryan, for his leadership and community advocacy during a challenging year. It has been a privilege and a pleasure to serve as your Co-Chairs.

Janet Rowe Co-Chair | **John McCullagh** Co-Chair | **Shannon Ryan** Executive Director



The 2020/2021 Fiscal Year at a Glance

Skills



Staff Trained Through
The Skills Program

289



ICS Training Participants

147



COVID-19-related Zoom Meetings
(Executive Directors, Middle Managers, Support Workers, and Educators)

Sessions **33** Participants **1,449**



OPRAH Consultation Hours

1,041

Advocacy and Social Justice



Step Forward Newsletter Reads **6,052**

Step Forward Podcast Listens **900**



Reconciliation in Action
Guidance Downloads **306**

Connecting with our Stakeholders



OAN Newsletter Readership **13,053**

Newsletters Sent **21**

Total Newsletter Subscribers **638**



Social Media Followers

1,820

PLDI Ontario and National



PLDI Ontario Participants

108



Online check-ins & skills sessions with PLDI grads

20



PLDI Senior Management Committee meetings

36

PLDI Working Committees with PLDI trainers from each province

23



Hours of combined training on the Brightspace Learning Management System (LMS)

+200



1

Built new PLDI website
pldi.ca | idlp.ca

GMSH



YouTube Streams

207,500

Website Views

163,904



COVID-19 resources for queer men reached in Ontario

250,000



Training Sessions

35



One sector-wide deliberative dialogue exploring meaningful inclusion of trans and non-binary people into the fabric of the GMSH

Ontario Advisory Committee of People Living with HIV

The Advisory Committee has worked hard over its first year to guide several aspects of the OAN's work. After the recruitment of members in June of 2020, the Advisory Committee began a three part orientation to the OAN led by OAN staff and Board members. This included a session by Viviana Santibañez about bringing other voices to the table as well as a history of GIPA/MEPA in Ontario delivered by Rick Kennedy. In September 2020, the Committee held its first meeting to provide feedback and guidance on the renewal of the Honour Roll. At this time, the Advisory also elected co-Chairs and discussed the agenda for the Delegate's meeting.

At the 2020 Delegate's meeting, the Advisory Committee discussed renewal of the Ontario Accord and Living and Serving, taking specific focus on GIPA/MEPA within organizations and guiding the OAN as it began undertaking renewal of the Ontario Accord over the next calendar year.

Below are a few key points from that discussion:

- GIPA/MEPA means different things to different people who are living HIV. For example, the needs for long-term survivors are unique; how do agencies meet all these different needs, and how does the Ontario Accord hold agencies accountable?
- The Accord should communicate the importance of participation of people living with HIV in all the agency's work.
- Develop an inclusive Accord that represents the face of PHAs including racialized people, trans, youth, harm reduction, and long-term survivors.
- Latin and Spanish speaking people living with HIV are not visible in the sector's racialized communities even though HIV infection rates in the Latin community keep going up.

After a thorough recruitment process, the Advisory Committee for People Living with HIV/AIDS identified a consultant team to lead the renewal of the Ontario Accord. This team will lead a process in collaboration with the Advisory Committee over the next seven months and will engage with OAN member organizations, community members, and other stakeholders as they develop an Ontario Accord for 2021 and beyond.

Valerie Kuye Co-Chair | **Gord Asmus** Co-Chair | **Tara Jewel** Manager of PLDI and Special Events

Reflections from members of the Advisory Committee of People Living with HIV

"It's been an honour. Meetings have been very reflective"

"I feel this is what I want to do, we will kick it"

"It's been amazing working with this diverse group on the Committee, knowing that we are affecting change, I have cried and laughed, thank you all"

"First time I am feeling like my voice is being heard and learning from other people"

"In the right place"

Skills and Skills+

This year, the OAN is especially grateful to our membership for your engagement with the Skills program. We do not take for granted that COVID-19 has failed to interrupt your participation in the Skills program. In fact, despite COVID-19, we saw a total of 286 individual participants in OAN virtual Skills Workshops.

OAN workshops also showcase inspiring stories and experiences of the work from across the province. We feel privileged to sit and host these spaces. As you may guess, this has been a challenging time for everyone. However, the unwavering dedication of all OAN members in response to HIV/AIDS in Ontario has endured. It has been heartening to see what we can do together, remembering that we evolve in our practice as a sector as we adapt.

One of our highlights was hosting the first-ever HIV Educator's workshop in February 2021, delivered in partnership with CATIE and OHTN. We closed out the 2020 fiscal year with a well attended Executive Director/Board chair Workshop. Board chairs play an integral role in our HIV sector. It was encouraging to hear them ask for additional platforms to engage and discuss their roles. We are currently working with our partners at Ontario Organizational Development Program (OODP) to develop a unique session in response to this request.

Workshop Participant Feedback:

"I always find these workshops great, informative, but also just welcoming to my role as a Middle Manager. It is good to be with/talk to folks in similar positions."

"It was good to share the challenges we have all been facing during COVID-19."

"Good resources shared - going to go through the HRO website for resources."

Part of what sustains our motivation at the OAN is our Members, Affiliates and our HIV Resources Ontario (HRO) partners. Thanks to ABRPO, Casey House, OHTN, and CATIE, who continue to work closely with us in the development/delivery of Skills Workshops.

As we continue to work virtually, the OAN continues to offer bi-monthly sessions to enhance training and sustain connections amongst ASO staff who hold similar roles. This year our workshop content was geared towards a few priorities including training on leading anti-racist organizations, exploring anti-oppressive practice, our sectoral response to the overdose and drug policy crisis, COVID-19 implications for the work, and HIV prevention practice.

As part of our social justice work, OAN offered sector-wide San'yas Indigenous Cultural Safety training centered on cultural diversity of Indigenous people, colonization, stereotyping, workplace and professional culture, and ways to increase cultural safety. A total of 147 ASO staff were able to access the training. Early this year, we were able to offer a follow-up training: From Bystander to Ally, which focuses on becoming an effective ally when racism, bias, or stereotyping is impacting the services being delivered to an Indigenous person.

Our newsletter continues to be a channel for engagement and information sharing among our Members and within community. We remain committed to ensuring consistent engagement and communication through our newsletter which continues to hold a strong readership that consists of roughly 640 subscribers with a total of 13,053 opens over 21 published issues.

Precious Maseko Manager of Communications and Member Development



Positive Leadership Development Institute (PLDI), Ontario

The 2020/21 Fiscal Year was a pivotal one for the PLDI program. We are proud to know that COVID-19 couldn't stop the National Alliance from ensuring PLDI continued. This year the Alliance grew stronger and closer and is poised to unveil its new online core training and website.

In March of 2020, Ontario was in a state of emergency. Meanwhile, PLDI Ontario had just recruited five HIV-positive facilitators from various parts of the province who were prepared to offer many planned workshops. Soon after the Ontario shutdown, other provinces quickly followed and PLDI was in a state of uncertainty. Within days, the three regional managers and our PLDI National Coordinator began weekly meetings to discuss ways to keep the program going.

In April, the Ontario facilitation team had their first meet and greet, introducing the seasoned and emerging leaders to one another over Zoom. The Alliance continued weekly manager meetings with all three provinces and our National Coordinator. These meetings strengthened the National Alliance and provided a space where managers and the National Coordinator could lean on each other during uncertain times.

Soon after, Ontario hosted its first graduate check in June for 34 graduates, followed soon after by a second graduate check-in attended by 23 graduates. Our third Ontario graduate check-in kicked off in June with 28 graduates in attendance. We followed it up with a National Jamboree where graduates from all three provinces could connect, share, laugh, and learn. This meeting allowed The OAN to introduce its five new PLDI facilitators, allowed us to share how each province was working virtually with PLDI (IDLP in French), and meaningfully engage. That December, Ontario held its fourth graduate check-in attended by 23 graduates.

In Summer of 2020, it was clear that face-to-face meetings would remain impossible for some time. So, the National Alliance began a search for a digital platform to help them to continue training and engage people living with HIV in meaningful ways. In late Summer, we adapted the core training workshop to an online module, and modified the curriculum, governance, and communications to be available via a digital learning management system (LMS) platform. By late Fall, managers and the National Coordinator were pursuing Brightspace LMS certifications. During this time, PLDI also developed its new website now available in [English](#) and [French](#).

With the new learning management system (LMS) platform launch on the horizon, Ontario started a pre-PLDI facilitator boot camp for the new facilitators, reviewing the code of conduct, curriculum, application process, facilitating tips and tricks, group work, individual work, and strengthening the team. The countdown to the Online core training started in January.

In February, as the Fiscal Year was winding down, PLDI introduced a HIV-Masterclass Series in Ontario focused on inviting graduates to explore the factors and conditions tied to the COVID-19 pandemic.

Now, as PLDI enters its fifteenth year of programming excellence, we extend our deepest thanks and appreciation to all PLDI graduates, trainers, and managers, and to our National Alliance Partners. We also thank the Public Health Agency of Canada for their continuous support for the past 15 years. We are so proud of PLDI's has grown and development to where we are today, and where we are heading over the next year and beyond. We look forward to celebrating fifteen years of success with you in the coming months.

Tara Jewal Manager of PLDI and Special Events



Positive Leadership Development Institute (PLDI), National

This year, we learned that from crisis comes opportunity. Like many other programs, PLDI national began adapting to the COVID-19 pandemic early and continued adjusting throughout the Fiscal Year. To keep continuity and connection, PLDI program managers began meeting on a weekly basis and have continued doing so ever since.

Virtual check-ins with graduates to support alumni of the program were also initiated early on in British Columbia and adopted and adapted in Québec and Ontario. Overall, we held 20 meetings with PLDI graduates to discuss resiliency, refresh leadership and communication skills and practices, maintain community networks as well as onboard some to online and digital communication tools and platforms.

This year, we also began digitizing the PLDI. To do this, we established working groups with our trainers to explore and choose technologies that would help us make PLDI training available online, and then began to modify our learning materials and modalities to be delivered online. Revised workplans, evaluation plans and budgets were expanded and became the stepping-stones to define our new five-year, National Alliance project (submitted to PHAC 2022 Community Action Fund funding cycle) which includes a sustainable and flexible blended learning model that enables in person and online training throughout the country.

After intensive research and debate, PLDI National Alliance managers finished out the year by learning the Brightspace learning management system (LMS) platform, developing our dynamic online Core training and putting the finishing touch on our new bilingual [PLDI website](#).

Results of our evaluation of the National Alliance indicate our work remains impactful despite the challenges of this Fiscal Year:

- 63% feel they have benefited from the Alliance's work.
- 81% of survey respondents felt there had been an increase in collaboration possibilities across the PLDI National Alliance through the creation of online workshops and training.
- 94% of respondents felt they had a good understanding of the common goals for the PLDI National Alliance.
- 75% felt the Alliance is adding value to their work.
- 80% believed the collaboration between regions has strengthened the curriculum and training methods.

PLDI national builds on fifteen years of successful delivery and positive health outcomes for people living with HIV in Canada. Looking to the future, the PLDI National Alliance will continue to grow the program and expand to reach participants across the country.

Martin Bilodeau National Coordinator, PLDI

Policy and Advocacy

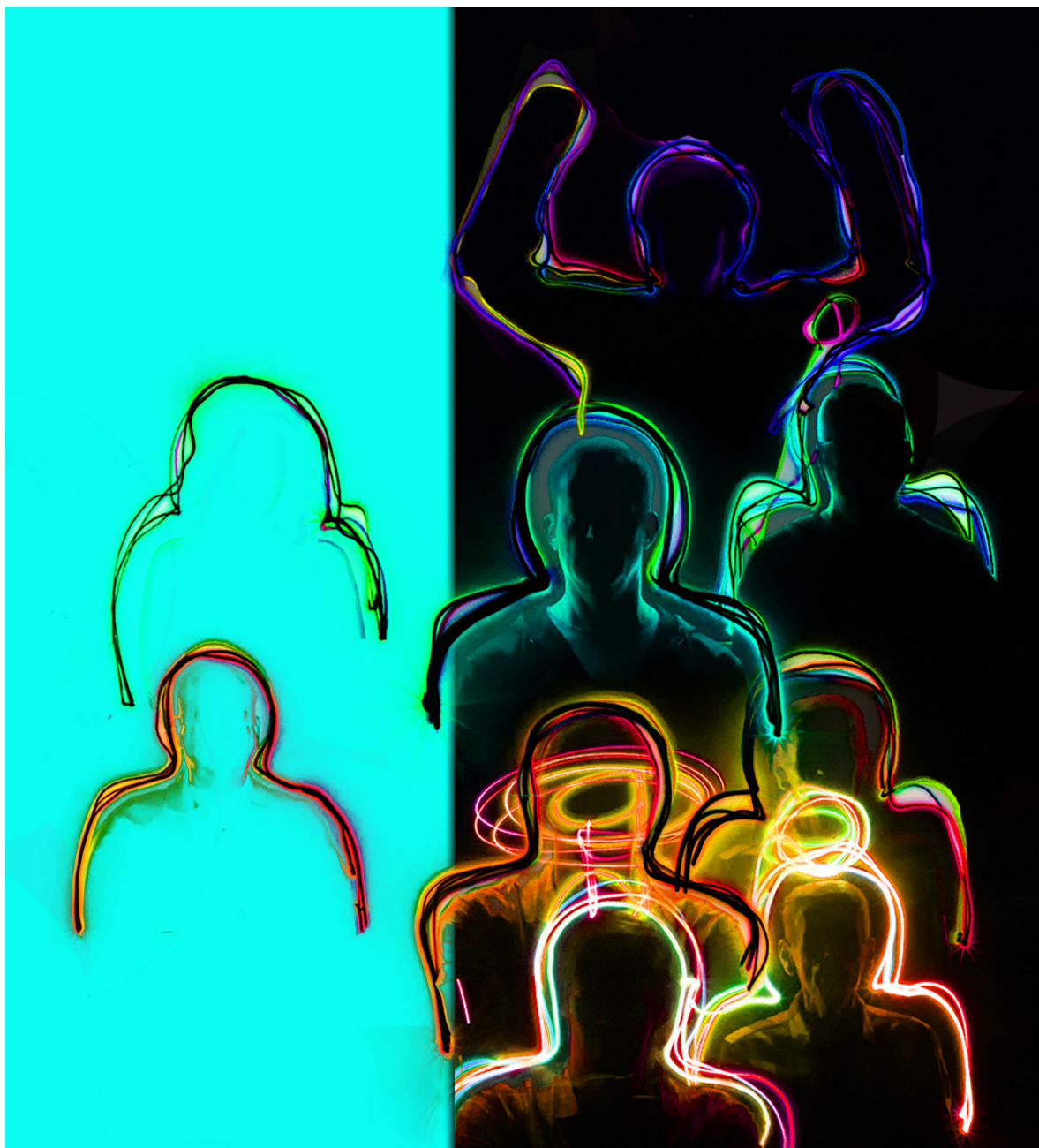
Over this past fiscal year, the OAN, with support and input from our members has been ever increasingly engaged in policy-related work and advocacy activities at the provincial and federal level. After installing a Manager of Policy and Advocacy in September of 2020, the OAN's policy and advocacy portfolio has expanded ensuring our Member and Affiliate voices are heard. Highlights of our activities from this past fiscal year include:

- Successful advocacy and consultation to the Ministry of Children, Community and Social Services (MCCSS) to uphold the current ODSP eligibility policy for people living with HIV (following auditor general's report indicating people living with HIV should be subject to adjudication to determine medical eligibility). This work was completed in partnership with community members, clinicians, Member and Affiliate organizations (Toronto PWA, Black CAP, OTHN, HALCO, CAAT, Maple Leaf Medical Clinic, Toronto HIV/AIDS Network and others).
- Development, production, and release of the Step Forward podcast, newsletter, and resource series exploring anti-Black racism in Ontario's HIV and AIDS service sector.
- Sector-wide launch of the Reconciliation in Action Guidance document conceptualized and refined by the OAN Reconciliation in Action Working Group whose members include: Oahas, Réseau Access Network, PASAN, AIDS Committee of North Bay and Area, Elevate NWO, Gilbert Centre, and whose activities are guided by Elder Advisors Linda Plain, Linda Barkman, and Pat Green.
- Reconvening of the Reconciliation in Action working group to take on a new project: development and establishing an Elders and Knowledge Keepers Advisory Council (EKKAC).
- Creation of a resource and application toolkit for OAN members applying for Federal program funding through the Public Health Agency of Canada's (PHAC) Community Action Fund (CAF) and/or the Harm Reduction Fund (HRF).
- Meeting with Member of the House of Commons, Marci Ien (Toronto Centre), to establish formal connection with the Office of the Federal Minister of Health.
- Preparation and planning for sessions with the Office of the Federal Minister of Health to discuss the status of the HIV/AIDS response in Ontario and Canada (in collaboration with Member and Affiliate organizations CATIE, Black CAP, OAHAS, Elevate NWO, and PASAN).
- Meeting with the Federal Leader of the Green Party of Canada, Annamie Paul (Toronto Centre) to discuss national HIV-related issues related to federal funding to support community-based programming.
- Advocating to PHAC on behalf of OAN members receiving CAF and HRF funds to increase flexibility of budget reallocation and rollover requests in order to maximize program dollars during COVID-19 shutdowns.
- Provision of formal, constructive feedback to PHAC throughout the CAF and HRF consultation and LOI processes.
- Advocating to Ontario's Vaccine Task Force concerning COVID-19 vaccine prioritization of people living with HIV and AIDS during phase one and phase two of the vaccine rollout.

- Participation in development of a COVID-19 vaccination resource for people living with HIV to support vaccine education and uptake in collaboration with OHTN.
- Ongoing work with the National Advocates working group (PAN, ACCH, CAS, COCQ-SIDA, HIV Legal Network, CATIE, CAAN, CBRC, and others) now actively engaged with leadership at PHAC and the Federal Ministry of Health to solicit increased annual funding for community-based HIV/AIDS programs nationally.

As our sector continues to face the COVID-19 pandemic and drug policy crisis all within a federally underfunded HIV/AIDS response, our policy advocacy work will continue to centre the needs of Members and Affiliates to ensure access to the tools, technology, government support, and funding needed to strengthen Ontario's HIV/AIDS response.

Kate Palbom Manager of Policy and Advocacy



Gay Men's Sexual Health Alliance

Despite the challenges of this difficult times, we are filled with pride and gratitude for the dedication of the GMSH team, the tenacity of our Alliance members to pivot their approaches, and the work of front-line community-based programs and organizations. Ontario's HIV sector was built on values that became ever-more apparent throughout this new pandemic that impacted the people we serve and the communities we belong to.

Participant feedback about our work

"Trans men's sexual health concerns are rarely made visible in gay men's sexual health work, yet trans GB-MSM already exist within gay men's communities, gay bathhouses, and gay men's bedrooms. Sexual health and HIV- and STI-related prevention and testing programs designed for gay and bisexual men need to incorporate trans men's issues and needs and to reflect the potential for gay or queer bodies to be trans bodies."

– participant of November 2020 webinar "Get Primed! Trans GBQ+ men's sexual health"

"Thank you to everyone who contributed to this work being brought together. It was extremely helpful and will help guide intentional efforts to dismantle systemic anti-Black racism within our ASO."

– participant of October 2020 webinar "One Of These Things Aint Like The Other: Exploring the HIV prevention needs of Young Adult Black Same Gender Loving Men"

Once our team got used to the constant Slack messages and the frequent pauses to unmute ourselves (yet again) on Zoom, the GMSH team settled into a productive rhythm. Kicking off the year, we disseminated critical information for gay men to navigate sex and COVID-19, ensuring that scientific data and public health messages were tailored for our communities. We initiated new and needed programs including our Trans Interweaving Project, which is opening endless possibilities for the GMSH and the sector to better serve and engage trans and non-binary people in our collective efforts. Reflecting on our organizational history, it was critical that GMSH lean into the wisdom of long-term HIV survivors who let us know that COVID-19 wasn't their first pandemic! At every opportunity, we continue to bust stigma and produce high-quality content and resources.

Late this Fiscal Year, GMSH welcomed Manager of Capacity Building and Talent Development, Devan Nambiar to the team. Devan is playing a critical leadership role ensuring that the GMSH fulfills our role to train, mentor, and develop Alliance member's as they learn and grow in the field. Training opportunities over the year included countless webinars, a digital marketing and communications course, Indigenous Cultural Safety Training and continued support for Alliance members to hone their skills in Motivational Interviewing.

Finally, a big THANK YOU to our GMSH Alliance members and organizations who stepped up during extraordinary times in ways big and small. The GMSH team looks forward to continued collaboration to move us closer to zero HIV infections, zero HIV-related stigma, and optimal and equitable health for us all.

Dane Griffiths Director, GMSH



OPRAH

This year the OPRAH program was as responsive as ever to the changing needs of our Members. We continued to benefit from the excellent services of the Pivotal Solutions team who presented at multiple OAN workshops. These include the Leadership Symposium and Middle Managers Meeting—with special focus on COVID-19 (including workplace COVID-19 screening resources, best practices in the workplace, return to work protocol in 2nd or 3rd wave, privacy/ health questionnaires and work from home accommodations). At the ED/Board Chair forum, the Pivotal Solutions team turned their focus to supporting organizations with succession planning. Throughout the Fiscal Year, OAN Members kept the Pivotal team busy, accessing a total of 1,041 hours compared to 663 hours in the previous year. Priority focus areas included:

- Employee relations
- Meeting legislative requirements
- Operational issues and policy development

In the latter half of the Fiscal Year, the Pivotal Solutions team was essential in supporting the planning and implementation of a sector-wide compensation and benefits survey to be released in Fall 2021. We thank member agencies, Positive Living Niagara, Fife House, and CATIE for their role in supporting this work.

We also saw exciting changes to the HR Downloads platform. This year, the platform was re-imagined, becoming a seamless Human Resources Information System (HRIS) that delivers an integrated and intuitive experience like no other. The new online experience now includes assignable document delivery, digital sign-off, and a scalable human resource Information System (HRIS) to communicate and store employee records directly on the platform. A new favourite is the animated training for more ways to engage employees in learning.

Our sincere thanks to the Pivotal team which includes Mike Salveta, Ann Maynard, and Caroline Cardozo, for the many hours of support and their willingness to ensure our Members can comply with provincial requirements while upholding our sector's values. We thank the team also for attending and presenting COVID-19 Update Sessions to Executive Director/Directors over the past year, and for contributing to the professional growth of our sector leaders. Our thanks also to Serena Madigan and the HR Downloads team for working so hard during the renewal and for their continued service.

Precious Maseko Manager of Communications and Member Development

Financials and Funders

I am pleased to report that, even in this challenging financial climate, the OAN has recorded another year of fiscal stability. This achievement was made possible through the continued generosity of our government and foundation funders, donors, and member organizations, through the efforts of the OAN team itself. Even through the COVID-19 pandemic, the OAN increased its activities and outreach, all while keeping its administrative costs virtually flat compared to the previous Fiscal Year. Accordingly, we closed 2021 with a small surplus. Congratulations to all!

While there are many people who supported this outcome, we must give special thanks and appreciation to Jiang Gao, OAN Administrative Assistant who kept a watchful eye on all financial expenditures from a safe virtual distance. Finally, we extend our gratitude to our Treasurer, Richard Rainville, for his leadership and to the Hogg, Shain, and Scheck, PC Team, who completed this year's audit on time, despite the numerous pandemic-related challenges.

Romilson Garcia Manager of Finance and Administration

Revenue

Ontario Ministry of Health AIDS Bureau

| | |
|------|-------------|
| 2020 | \$1,741,831 |
| 2021 | \$1,751,236 |

Public Health Agency of Canada, Ontario Region

| | |
|------|-----------|
| 2020 | \$227,000 |
| 2021 | \$211,241 |

Federated Health Charities

| | |
|------|----------|
| 2020 | \$77,751 |
| 2021 | \$53,525 |

Membership Fees

| | |
|------|----------|
| 2020 | \$72,536 |
| 2021 | \$70,978 |

Donations, Sponsorships and Other Contributions

| | |
|------|----------|
| 2020 | \$12,443 |
| 2021 | \$2,537 |

Investment Income

| | |
|------|----------|
| 2020 | \$11,976 |
| 2021 | \$8,886 |

Government Assistance

| | |
|------|----------|
| 2020 | NIL |
| 2021 | \$15,970 |

TOTAL

| | |
|------|-------------|
| 2020 | \$2,143,537 |
| 2021 | \$2,120,373 |

Expenses

Programs

| | |
|------|-------------|
| 2020 | \$1,082,225 |
| 2021 | \$983,428 |

Rent

| | |
|------|----------|
| 2020 | \$92,430 |
| 2021 | \$74,527 |

Amortization of Capital

| | |
|------|----------|
| 2020 | \$28,523 |
| 2021 | \$26,732 |

TOTAL

| | |
|------|-------------|
| 2020 | \$2,139,281 |
| 2021 | \$2,118,439 |

Salaries and Benefits

| | |
|------|-----------|
| 2020 | \$816,071 |
| 2021 | \$948,712 |

Administration

| | |
|------|-----------|
| 2020 | \$100,852 |
| 2021 | \$71,461 |

Fundraising

| | |
|------|----------|
| 2020 | \$19,180 |
| 2021 | \$13,579 |



Original photos by Arts Nadia Guillemette with Alterations by PLDI
Annual Report Design by Christopher Cushman www.14Tribes.design

