



ONTARIO  
AIDS  
NETWORK

2021/2022 Annual Report



# Table of Contents

|   |    |
|---|----|
| About the OAN   | 1  |
| The Ontario AIDS Network (OAN) was formed to:   | 1  |
| Board of Directors  | 2  |
| Advisory Committee of people Living with HIV  | 2  |
| Staff Teams, OAN and GMSH   | 2  |
| Our Impact in Numbers   | 3  |
| Skills training and support   | 3  |
| Connecting with our Stakeholders  | 3  |
| PLDI  | 4  |
| GMSH  | 4  |
| Report from the Co-Chairs and Executive Director  | 5  |
| Ontario Advisory Committee of People Living with HIV, Co-Chairs message   | 10 |
| Positive Leadership Development Institute (PLDI), Ontario   | 11 |
| Positive Leadership Development Institute (PLDI), National  | 13 |
| Skills and Skills+  | 15 |
| Policy and Advocacy   | 16 |
| 2021 Federal Election Toolkit   | 16 |
| PHAC, CAF and HRF Funding Cycle   | 16 |
| Compensation and Benefits Survey and Report   | 17 |
| National Advocates work   | 17 |
| Reconciliation in Action Working Group  | 17 |
| Elder and Knowledge Carrier Advisory  | 18 |
| Bundles of Medicine   | 18 |
| Reconciliation in Action Guidance, Utilization Survey   | 18 |
| Programming and Policy Updates for Leaders  | 18 |
| Development of a new online space, OAN rebrand  | 18 |
| ODSP Advocacy   | 19 |
| Gay Men's Sexual Health Alliance  | 20 |
| About Us  | 20 |
| The 2021/22 Fiscal Year   | 20 |
| Sex with Me: conversations with Black same-gender-loving-men about sexual health                                    | 20 |
| Prim3D- 3rd edition of the ground-breaking guide to sex and health for trans, transmasculine, and non-binary people | 20 |
| Flagship Website Launch   | 21 |
| Emergence of Mpox in Ontario  | 21 |
| OPRAH and HR Downloads  | 22 |
| Financials and Funders  | 23 |
| Revenue   | 24 |
| Expences  | 25 |

# 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  
Charlene Day  
Charles Parchem (Treasurer)  
Claudia Medina (Co-Chair)  
Glen Hart  
Gordon B. Asmus (Co-Chair)  
Lila Desjardine (Secretary)  
Paul Cadiente  
Randy Davis  
Tim McClemont

# Advisory Committee of people Living with HIV

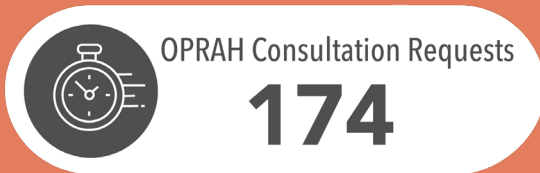
Ben R.  
Celestine K.  
David S.  
Gord A. (Co-Chair)  
Jasmine C.  
Kellie L.  
Matthew F.  
Ower O.  
Rob N.  
Trevor G.  
Valerie K. (Co-Chair)

# Staff Teams, OAN and GMSH

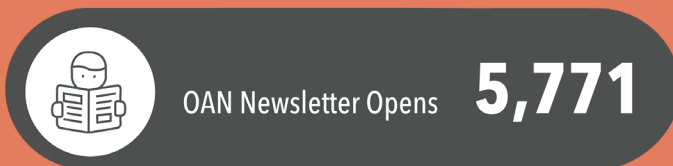
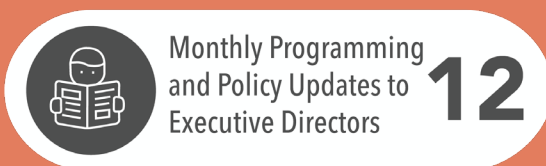
Adam Awad – GMSH Manager of Communications  
Christopher Mallais – GMSH Logistics and Engagement Coordinator  
Dane Griffiths – GMSH Director  
Devan Nambiar – GMSH Manager, Capacity Building and Talent Development  
Eric Peters – GMSH Manager of Health Promotion  
Jiang Gao – Administration and Program Coordinator  
Jordan Bond-Gorr – GMSH Project Assistant  
Kate Palbom – Manager, Policy and Advocacy  
Martin Bilodeau – PLDI Alliance Manager | Coordonnateur de l'alliance IDLP  
Nicci Stein – Interim Executive Director (incoming, Sept. 2022)  
Precious Maseko – Manager, Communications and Member Development  
Romilson Garcia – Manager, Finance and Administration  
Shannon Ryan – Executive Director (outgoing, Sept. 2022)  
Tara Jewal – Manager of PLDI Ontario, Eastern Canada, and Community Events

# Our Impact in Numbers

## Skills training and support



## Connecting with our Stakeholders



## PLDI



PLDI Graduates of CORE

**41**



Alumni Participation  
in Governance

**17**



Alumni Participation in  
check-ins and skill sessions

**113**



Pan-Canadian allies and graduates  
participated a 15-year PLDI  
anniversary online celebration

**65**

## GMSH



Website Views

**200,000+**



People in Ontario reached  
by ads promoting the new  
Primed sexual health guide  
for queer trans and non-binary people

**80,000**



Our first virtual conference "Queer sex after HIV" took  
place over a 4-week period and featured more than

**25** sessions and **50** speakers

including key-notes by Jack Saddleback,  
Dr. Andrew Spieldenner, and the folks at PREPSTER.

Get caught up on all the sessions [HERE](#).

# Report from the Co-Chairs and Executive Director

The 2021/22 Fiscal Year was a year of reflection, challenges, and opportunities for the Ontario AIDS Network (OAN). Throughout, the OAN has worked in collaboration with our members, affiliates, our HRO partners, communities of people living with HIV, and other stakeholders to ensure that we remain responsive to their needs, while also monitoring issues that impact delivery of Ontario's HIV sector and response. We remained committed to ensuring OAN leadership continued to be guided by our core commitments to GIPA/MEPA, equity, social justice and amplifying the voice of our membership.

Over the past nearly two years, events have shifted us as an organization to engage in necessary conversations about racism in its many forms, and its presence within our network. At the OAN's 2020 Leadership Symposium, where Black members of our membership were made to feel devalued and unfairly targeted, a process was initiated to review systemic racism at the OAN. We are committed to taking the necessary action to eradicate the presence of all forms of racism including anti-Black racism within our organization.

We have stumbled and done our best to take steps forward, and as new Co-Chairs of the OAN, we acknowledge the OAN's failure to hold itself accountable. We acknowledge the impact of this as well as other ways systemic racism and anti-Black racism for Black members of our membership.

We remain committed to the intentional and thoughtful work required to repair the harm, create an inclusive, healthy work environment where every single member is valued, seen and heard; in particular those who have experienced systemic harms. This is fundamental to adhering to our guiding principles. We are taking steps to move forward thoughtfully, honestly, and with the right expertise to guide us through a facilitated resolution. Through this process we have learned and acknowledge the underlying issues that make it possible for systemic racism to take place.

The Co-Chairs will provide an overview of our commitment to centering anti-racism, equity, and inclusion in the way we work cross-organizationally and the way we provide services within our community of members and affiliates.

## Current Status

In addition to the ongoing process with impacted members and allies within our network, the OAN continues to identify, reflect upon, and strive to resolve long-standing policies and activities that led to and contributed to harm over our network's history.

This has included the following important learnings, changes, and updates:

- The OAN leadership (the current OAN Co-Chairs and our Executive Director) and our past Chairs will continue to engage in a facilitated process including individual and group meetings as suggested through HYMIRE Consulting Services.
- We will establish enhanced accountability, internally and externally, that include anti-racist and anti-oppressive frameworks across all levels of our work.
- In early 2021, the OAN revised its Complaints Process mechanism for members. This process, accessed via our website, provides an easy-to-access space where members and



those engaging in OAN spaces can submit a complaint or report an incident involving an OAN staff member, volunteer, or facilitator. The process also includes information about who can submit a complaint and how to submit a complaint.

- In the Summer of 2021, the OAN's Board significantly revised its Governance Manual, ensuring the OAN's commitments to GIPA/MEPA and anti-racism, anti-oppression and inclusion are reflected throughout our board processes, including responsibilities and committees, conduct policies, and finance policies.
- In late-2021, the OAN created and launched the Virtual Event Participation Guidelines for all OAN events, meetings, and forums. These guidelines communicate the OAN's expectation that all meeting participants share a commitment to creating an enjoyable, respectful, professional, and equitable space for all.
  - The Guidelines also include expectations related to conduct and include a requirement that OAN staff and facilitators identify and address instances where expectations of conduct are not met. Following their use at the recent Middle Manager's Forum, Support Workers Training, and the Educators Training sessions, we sought feedback on the Guidelines from these participants. We are pleased to report that feedback regarding the Guidelines was quite positive. We will seek feedback and guidance from the agencies identified above on these guidelines.
  - The Guidelines are a living document, and we encourage feedback from all attendees at future OAN meetings regarding the efficacy of the Guidelines.
- Over the past year, all staff and board members completed a formal Anti-Indigenous Racism and Systemic Racism training. These trainings are mandatory for new and existing staff and board members.
- The OAN remains committed to providing sector-wide training opportunities for member organizations and their teams. This includes the provision of Indigenous Cultural Safety Training, and the creation and dissemination of resources to address anti-Indigenous and anti-Black racism to those working in the sector. This also includes the ongoing activities of the Reconciliation in Action Working Group which launched the Guidance for the HIV Sector in Fall of 2021, and is presently working to establish an Elders and Knowledge Carriers Advisory within the HIV sector.
- The OAN will launch the Bundles of Medicine Resource package and podcast series in the near future to address and navigate anti-racism in Ontario's HIV sector with a focus on decolonizing based on Indigenous and African pedagogy.
- The OAN will work towards building trust with Black leaders and communities in order to re-launch the anti-Black Racism Working Group and conduct a sector-wide survey to document the experiences of Indigenous, Black, racialized people and others facing structural barriers within Ontario's HIV sector.

## Next Steps

As the OAN leadership continues to engage in the process, and confront systemic racism with all impacted agencies, individuals and communities, we will plan to hold a member's meeting to review and update our members on our progress.

We also aim to resume OAN programming for leaders over the coming months. This includes the delivery of the annual Leadership Symposium and the ED/Board Chair Forum, and regular and ongoing meetings with member organization Executive Directors. These sessions provide space and support to leaders to continue to address emerging and existing priorities including the ongoing effects of the COVID-19 pandemic, the drug poisoning crisis, Community Action Fund and Harm Reduction Fund program rollouts, and the emergence of monkeypox in our communities.

We continue to be an organization that is on its learning journey and remain committed to ensuring that leaders and organizations in our network are meaningfully included and engaged without encountering systemic racism. The OAN leadership remains committed to addressing anti-Black racism through meaningful change within our organization and supporting an anti-racist response across Ontario's HIV sector.

Meanwhile, other pieces of the OAN's work have continued. The OAN's Advisory Committee of People Living with HIV steered a process to renew the Ontario Accord and support the creation of a new MEPA/GIPA guidance document for Ontario's HIV sector. This process included a series of focus groups, surveys, key informant interviews, and hours of Committee discussion to help our sector advance its understanding of, and commitments to, MEPA/GIPA. We also look forward to offering an update on this work at our Annual Meeting and Delegate's meeting, and to the launch of a renewed Ontario Accord later in the 2022/23 fiscal year. We thank all members of the Advisory Committee for their leadership and dedication to this work.

In December 2021, graduates of the Positive Leadership Development Institute (PLDI) from across Canada, and in Australia and New Zealand, gathered virtually to celebrate PLDI's 15th birthday. During this milestone celebration event, attendees came together to honour the PLDI's past and future, and to present PLDI Leadership Awards to program facilitators and graduates from Ontario, Quebec, and British Columbia. During this celebration, attendees shared their experiences, sent a message to a new graduate, and provided feedback that will shape the PLDI of the future. Following this celebration, PLDI national was approved for five additional years of PHAC funding. We offer our thanks, especially to our leads, Tara Jewal and Martin Bilodeau, for stewarding PLDI with such inspiration and innovation.

In reviewing our overall activities, we have identified a few highlights of our work completed between April 1, 2021, and March 31, 2022. Further detail about the work and finances of the OAN can be found throughout this report.

- The Reconciliation in Action Working Group, a group of ASO leaders from PASAN, Gilbert Centre, Réseau Access Network, Oahas, ACNBA, Elevate NWO, facilitated by OODP as well as three Elders: Linda Barkman; Linda Plain, and Pat Green, met regularly to continue development of the Elders and Knowledge Carriers Advisory (EKCA). This year, the working group crafted a proposal and work plan to initiate the on-land gatherings and meetings to create the first-ever EKCA.

- This year, the OAN delivered extensive Indigenous Cultural Safety (ICS) training to 144 people in Ontario's HIV sector through the San'yas Indigenous Cultural Safety training and Bystander to Ally training.
- Over the course of the 2021/22 Fiscal Year, the OAN engaged in a rebranding and website redevelopment project. Working with a web development and design team, we engaged in the process of building new, public-facing branding materials and re-designed the OAN's online space to better share information and events with readers.
- The OAN continued its individual and collaborative advocacy work by engaging in advocacy activities at the provincial and federal level. This includes our work within the National Advocates group and its New Mode letter-writing and social media advocacy campaign; engagement and meetings with cabinet members, MPs, PHAC leadership and the Federal Minister of Health to advance efforts toward an adequately funded HIV response.
- Creation of a Federal Election Toolkit package developed with input from a member-based working group and made available to our members and affiliates. This toolkit supported agencies to get out the vote and mobilize community, share information about key issues, engage in dialogue with candidates.
- The OPRAH program provided ongoing human resources support to Member and Affiliate agencies, including 174 requests for services and consulting to Member and Affiliate agencies.
- Completion of a sector-wide compensation and benefits survey and accompanying report to give organizational leaders a full 360-degree picture and assist with in compensation decisions.

Looking ahead, the OAN Board of Directors will focus on three key priorities over the coming Fiscal Year. First is the recruitment of a permanent executive director. In the autumn of 2022 (at the time of this writing), Executive Director, Shannon Ryan, stepped down from this role. Shortly thereafter, the role was filled by Nicci Stein on an interim basis. The board will engage in a process to recruit a new executive director with the support of Pivotal HR Consulting.

Second, the OAN will continue to reflect on its organizational design, membership models and iterative policies to ensure our spaces are safer and more welcoming, and reflective of the OAN's commitments to equity.

Finally, in the 2022/23 fiscal year, the board will initiate our next strategic planning process. It is important to note, in 2020, the OAN's strategic planning process was paused due to COVID-19 and has been operating within the framework of the previous strategic plan since that time. We look forward to including our full membership in the process of visioning the next five years of learning, leadership, and advocacy work.

As the Co-Chairs, we sincerely thank members of the OAN Board and staff for their commitment to the work over the past year. Like many within our community, the OAN staff have demonstrated a profound level of dedication to the sector, and we deeply appreciate their efforts. Our thanks also to outgoing board members Andre Goh, Gustavo Hannecke, and Richard Rainville. The OAN also recognizes the ongoing support of Elder Advisors Linda Plain, Linda Barkman, and Pat Green.

We extend our heartfelt appreciation to them for sharing their knowledge as members of the Reconciliation in Action Working Group. Our thanks also to the agency members of this Working Group PASAN, Gilbert Centre, Réseau Access Network, Oahas, ACNBA, Elevate NWO, and to the OODP for facilitating this group's work.

Finally, the board of directors and staff express our gratitude to outgoing Executive Director, Shannon Ryan, who stepped-down in September of 2022. We thank Shannon for his leadership, dedication, and community advocacy over the past three years and wish him great success in the next phase of his career.

As we bring this fiscal year to a close, we must also recognize the vital contributions of 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, and Gilead

It has been a privilege to serve the OAN network as Co-Chairs.

With respect,

**Claudia Medina** / Co-Chair **Gord Asmus** / Co-Chair

# Ontario Advisory Committee of People Living with HIV, Co-Chairs message

Throughout another challenging fiscal year, the Advisory Committee of People Living with HIV has remained committed to guiding critical aspects of the OAN's work. Now in its second year, the Advisory has come together over monthly meetings to lead our work related to the ongoing process to revise and re-launch the Honour Roll Awards.

The Advisory also continued to place its focus on and leading a team of consultants collaborating with community to deliver an updated GIPA/MEPA guidance and commitment framework (formerly Living and Serving). This process has included development, delivery and synthesis of focus groups, key informant interviews, and surveys offered in French and English, and collaboration/review throughout the creation of these revised guiding documents.

As in the previous year, the Advisory Committee of People Living with HIV again participated in the 2021 Delegates meeting to discuss its work and provide an update regarding progress on key projects. Throughout this process, Tara Jewal and Shannon Ryan have supported the Advisory to engage and collaborate with the consultant team, and to connect the Advisory to ASO teams and individuals working across the province.

As co-chairs, it has been lovely experience to work with others who bring energy, commitment, and care to their work as Advisory Committee members. We thank each and every member of the Advisory team for their wisdom, hard work and invaluable contributions to these important projects.

**Gord A.** / Co-Chair   **Valerie K.** / Co-Chair

# Positive Leadership Development Institute (PLDI), Ontario

2021 marked the 15 years of the program which has, over the years, accumulated more than 8,000 years of lived and living experience shared among graduates from Ontario. Honouring the leadership of the past; valuing the leadership here today; and, Inspiring leadership for our future, we celebrated PLDI's 15th anniversary in December of last year with more than 60 participants from across the country and a few from Down Under. It was a great opportunity to recognize Alexandra, Brigitte, Dakota, John, John, Ken, Martin, Rick, Stacy, Thomas, Val, and as champions and leaders of the program with a PLDI Leadership Award.

Today, more than 1,000 HIV positive leaders in Canada have graduated from the PLDI, many of whom who have modeled the way, inspired their peers, and taken action to bring forward change through leadership in their local community.

## Write a message for a current or future graduate! Écrivez un message pour un diplômé actuel ou futur!

Mentimeter



Open up and allow life in.  
You'll totally enjoy the process

You will meet so many great  
people and learn so much  
about yourselves. Enjoy  
yourself!

Amazing you have embarked  
on this journey, it takes a leap  
of faith to try something new

This training will impact your  
life in a meaningful  
way. Engage in it as much as  
possible.

If you think you wanna take it  
but aren't sure just do it  
anyways it will change your  
life for the good

Laisse-toi t'ouvrir aux  
nouvelles expériences et  
nouvelles connaissances!

welcome to a community of  
leaders, 15 years after I joined  
PLDI it continues to inspire me.

I can't wait to see your light  
add brightness to our  
collective.

You will love the inspiration!  
Let it help you soar!

While lockdowns and restrictions persisted on through last year, leadership by and for people living with HIV kept connections, resiliency, and empowerment alive through online check-ins with graduates and the adaption of the Core and Governance module to a dynamic online format.

More specifically, we launched our new Online Core Training and offered this training twice during the year to a total of 19 participants. Between the delivery of the pilot and the second training offer, we reviewed, revised, and improved the format from five to three weeks to assure relevance, maintained interest and rhythm. From that revised format we adapted and offered an online version of our Governance training wherein 11 participants found out how their voice can make a difference.

Both Core and Governance training are a mix of instructor-driven sessions delivered through Zoom, and self-paced/directed sessions offered through our online learning management system, Brightspace. Each modality is geared to maintain the PLDI curriculum and the magic of in-person PLDI trainings.

Graduates of the program use their knowledge and leadership skills to help reduce stigma and promote effective interventions and prevention practices related to HIV. They are volunteers, board members or staff in their local AIDS Service Organizations (ASO's) and have gone on to become leaders in communities across the province.

Now, as PLDI enters its sixteenth 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 and look forward to scaling and enhancing PLDI over the next five years.

**Tara Jewal** / Manager of PLDI Ontario, Eastern Canada, and Community Events





# Positive Leadership Development Institute (PLDI), National

This year, we celebrated the fifth anniversary of the Pan-Canadian PLDI Alliance, and 15-years of PLDI! Fifteen years since its inception, PLDI saw the Senior Management Committee—which steers the National PLDI Alliance between PAN, COCQ-SIDA and OAN—meet nearly every week to align its deliverables, the curriculum and methods of the new online Core and Governance trainings, and to envision its path forward for the next five years.

In September, the National Alliance had the opportunity to connect with PLDI Australia and New Zealand for the first time in numerous years. Our one-hour session stretched out over two-hours—the connections were instantaneous! We were able to share our accomplishments of the past years. PLDI Australia was officially formed at a signing event held during the recent International AIDS Conference AIDS 2014. Fast-Forward to the 2022 Montreal held International AIDS Conference, where Australia and Canada met again in person and discussed of further collaborations to keep on modelling the way with resiliency and moving forward as change-makers in our communities.

Throughout the three provinces, in English and French, the 2021/22 fiscal year activities included ten Online check-ins, and two new Online Governance training sessions delivered to more than 100 graduates. It also included six Online Core training sessions and welcomed 41 new graduates to the PLDI family.

During the year, Alliance members delivered their first-ever Online Core training pilot created to allow the program to adapt to the ongoing stay-at-home guidance related to the COVID-19 pandemic, and to facilitate program reach and expansion. The Online Core Training pilot included:

- A dynamic online adaption of our in-person Core Training for new PLDI participants.
- A mix of instructor-driven sessions through Zoom and self-paced/directed sessions offered through the Brightspace e-learning platform.
- A mix of five, weekly, two-hour facilitated and four self-directed sessions.

Following delivery of PLDI's Online Core Training pilot, we again revised its structure to be even more efficiently delivered via three weekly, three-hour facilitated sessions, and two self-directed sessions, rather than five and four respectively.

This fiscal year, PLDI also updated its Governance Training sessions to be available via digital e-learning platform and delivered a training session to Ontario-based participants and a second one to British-Columbia-based participants.

By March, the PLDI Expansion Community Alliance into Quebec and the French language came to completion after five years of CAF support. While our initial objectives were hampered by COVID-19, our adaption proved our perseverance and served as a building block toward developing a truly national vision of our program.

We are happy to report that we have received renewed five-year PHAC funding of the alliance with our partners PAN and COCQ-SIDA. This funding will allow us to maintain in-person training offering in Ontario, British-Columbia, Quebec, and makes expansion of the program now available online in



both French and English, to people living with HIV throughout Canada. As we look to expand PLDI to more participants and to more regions, additional partnerships will be important in the coming years. Looking ahead, the alliance will also develop a platform where PLDI graduates can remain connected with their peers to share wisdom, opportunities, and references to care.

We look forward to the continued expansion of PLDI's reach and supporting emerging leaders across the sector. Onward to more PLHIV engaged in greater and meaningful leadership roles!

**Martin Bilodeau** / PLDI Alliance Manager | Coordonnateur de l'alliance IDLP



# Skills and Skills+

This past fiscal year, Skills programming continued to be delivered virtually. Throughout another challenging year of changes, and into the third year of the COVID-19 pandemic, OAN Skills programming workshops were attended by 480 individual participants. The OAN remains grateful to our members for continuing to engage with Skills programming.

Despite the year's many challenges, Skills highlights of the 2021/22 fiscal year include delivery of our annual Support Workers' and Middle Managers' workshops, as well as our second-ever Educators' workshop. In the 2021/22 Fiscal Year, the OAN's Leadership Symposium and ED Board Chair Forum were paused while resolution to address the membership issue remained in process. Meanwhile, our workshop agendas for middle managers, support workers and educators took specific focus on enhancing organizational and team resilience, supporting clients through modernization and navigating ever-changing systems, addressing burnout and fatigue in the work, cultivating anti-racist organizations and exploring anti-oppressive practice, and HIV prevention practice and education. Our thanks to those who participated in the many organizing working groups who supported us in developing and delivering Skills workshops throughout this cycle. The OAN also acknowledges the hard work and support of the OODP team for their contributions to Skills programming.

The OAN is also grateful for our ongoing partnership with HIV Resources Ontario (HRO) partners ABRPO, Casey House, OHTN, and CATIE, who collaborated with the OAN to develop and deliver bi-monthly Skills sessions to middle managers, educators, and support workers. These bi-monthly sessions are crafted to enhance training, expertise, and knowledge, and aim to cultivate connectivity and support amongst staff (many of whom have never met face-to-face) working similar roles across the province.

In alignment with our ongoing commitment to facilitating anti-racist policy and practice within our membership, the OAN continued to offer sector-wide San'yas Indigenous Cultural Safety (ICS) training centered on cultural diversity of Indigenous people, colonization, stereotyping, workplace and professional culture, and ways to increase cultural safety. This year, a total of 144 ASO staff were able to access the training. After completing ICS training, many individuals completed the follow-up training: From Bystander to Ally, which focuses on becoming an effective ally when racism, bias, or stereotyping impact services being delivered to Indigenous Peoples and communities.

Our newsletter continued to be a channel for engagement and information-sharing among our members and community. We remain committed to ensuring consistent engagement and communication through our newsletter which continues to hold a strong readership of roughly 630 monthly subscribers who read 39 regular and special announcement issues published throughout this fiscal year.

**Precious Maseko** / Manager, Communications and Member Development



# Policy and Advocacy

Throughout this busy and dynamic fiscal year, the OAN continued to expand our policy and advocacy portfolio. The OAN's policy and advocacy work supports iteration and enhancement of our own internal governance, our communications with members, while continuing to respond to the emerging needs of OAN member agencies and people living with and at risk of HIV in Ontario. Since establishing the role of manager of policy and advocacy back in September 2020, this work has grown to include collaborative advocacy efforts with our members, partners and colleagues delivering the provincial and national HIV response.

As a sector, we continue to face significant challenges related to the chronic federal under-funding within the Community Action Fund and Harm Reduction Fund; the urgent drug poisoning and overdose crisis, HIV treatment access, as well as stigma and discrimination, and the ever changing COVID-19 pandemic. In this fiscal year, the OAN's work aimed to centre and amplify the needs of members and affiliates to ensure their voices are heard. Highlights of our activities from this past fiscal year include:

## 2021 Federal Election Toolkit

In preparation for the September 2021, Federal Election, the OAN, with input from leaders in our network, developed and launched its Federal Election Toolkit package. This resource, designed to support member agencies in raising issues facing our sector with candidates included:

- Key Elections Issues for Canada's HIV response
- Data and statistics about the status of HIV in Canada and Ontario
- Questions for Candidates
- Sample social media posts and templates
- Strategies for getting out the vote

Our thanks to the OAN's Federal Election Toolkit working group members for their support and guidance in developing this resource.

## PHAC, CAF and HRF Funding Cycle

Our work also focused on supporting our members throughout the announcement, application, decision and ISFR processes related to the Community Action Fund and Harm Reduction Fund funding cycles (2022-2026). This included communicating and advocating to PHAC leadership for responsiveness, communication, expeditiousness, and transparency throughout the LOI and decision processes. This included:

- Requests for timely communication of CAF and HRF LOI decision outcomes.
- Advocating on behalf of members for increased flexibility concerning reallocation and rollover of CAF and HRF funds (2016-2021 cycle).
- Formal feedback and critique to PHAC leadership at each stage of the funding cycle.
- Meetings with PHAC's President (current and former), Federal Minister of Health (current and former), Ministry policy staff, and Cabinet members.
- Regular check-in and update meetings with PHAC staff.

# Compensation and Benefits Survey and Report

In 2021, The Ontario AIDS Network (OAN) sponsored a Compensation and Benefits Survey for member agencies, affiliates, and HRO partners. The survey and aggregation were carried out by the Pivotal HR Solutions team. Information gathered through the survey, which provided a confidential forum for organizations to detail information about compensation and benefits, was synthesized and shared in a detailed report to executive directors and directors in our membership. The report provided an overview of salaries, benefits, paid time off, provision of retirement savings, and a snap-shot of work from home arrangements across our membership. The survey was intended to collect quantitative information to assist leaders in compensation decisions. To give organizational leaders a full 360-degree picture, Pivotal added qualitative commentary to provide perspective on the survey data.

To develop and deploy the 2021 Compensation and Benefits Survey, the OAN:

- Struck a working group comprised of staff from Pivotal HR Solutions, three OAN member agencies, and the OAN.
- Guided the working group to collaboratively draft a compensation and benefits survey tool, launching it to be completed by members, affiliates and HRO partners in July 2021.
- Tasked the Pivotal HR Solutions team to review survey data, responses, and findings, and craft this report-back to members.
- Released completed compensation survey report in Fall 2021.

Our thanks to the compensation survey working group. Our thanks also to the team at Pivotal HR Solutions for their work to conduct and synthesize the survey.

## National Advocates Work

The work of the National Advocates continued and expanded, especially as our sector looked ahead to the 2022 International AIDS Conference in Montreal. The National Advocates remained engaged in communication and meetings with leadership at PHAC and the Federal Ministry of Health calling for collaboration, consultation, and renewed political will to adequately fund Canada's community-based HIV response. Additionally, the OAN met and communicated with Federal cabinet MPs whose work intersects and overlaps with the HIV response seeking to mobilize support for increased federal funding. The OAN also joined a sub-working group tasked with establishing a New Mode letter writing campaign which was deployed on World AIDS Day, and developed a social media strategy to generate discourse and action about the impacts of inadequate HIV funding.

## Reconciliation in Action Working Group

The OAN's work toward Truth and Reconciliation continued with focus learning and community building. This work is largely led and guided by the Reconciliation in Action Working Group, a group of ASO leaders from PASAN, Gilbert Centre, Réseau Access Network, Oahas, ACNBA, Elevate NWO, as well as Elders: Linda Barkman; Linda Plain, and Pat Green. The working group is facilitated by the OODP.

## **Elder and Knowledge Carrier Advisory**

The RIA working group met regularly to continue deep conversations and develop an initial framework for creation of an Elders Knowledge Carriers Advisory (EKCA). Through these conversations, the working group crafted a proposal and began seeking funding to initiate the on-land gatherings and meetings to create the first-ever EKCA. The proposed EKCA will come together as a collective of Elders and Knowledge Carriers whose work includes exchanging traditional teachings.

## **Bundles of Medicine**

The Ontario AIDS Network continued to respond to our sector's need to create space, support, and further the work that AIDS Service Organizations across Ontario are doing to address and navigate anti-Black, and anti-Indigenous racism. As a part of this work, OAN has engaged Dr. Roberta Timothy and Jana-Rae Yerxa to develop a podcast series and workbook toolkit known as Bundles of Medicine. It is a resource for individuals and teams working and volunteering within Ontario's community-based HIV sector. It includes a series of podcast discussions, and a workbook to guide individuals and groups through a process of reflection and learning. This resource will be completed in the 2022/23 fiscal year.

## **Reconciliation in Action Guidance, Utilization Survey**

This year, the RIA Working Group surveyed leaders in the OAN network to gain a better understanding of utilization of the Guidance for the HIV Sector in Ontario: Reconciliation in Action, a Community Process (2020), a document to support organizations in Ontario's HIV sector to decolonize their work and begin or continue along the path toward Reconciliation. Results were shared with Executive Directors and indicate a range of uptake with many agencies citing COVID-19 as a key delay to their progress in engaging with the guidance.

## **Programming and Policy Updates for Leaders**

Throughout the year, the OAN continued with monthly programming and policy updates to Executive Directors and Directors within member and affiliate organizations, detailing key updates, challenges, and progress on our policy and advocacy and programming work.

## **Development of a new online space, OAN rebrand**

Over the course of the 2021/22 Fiscal Year, the OAN engaged in a rebranding and website redevelopment project. Working with a web development and design team, we created new public-facing branding materials and re-designed the OAN's online space to better share information, tools and resources, advocacy news, and events with members. The new OAN website will launch in the 2022/2023 fiscal year.

## ODSP Advocacy

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.

**Kate Palbom** / Manager, Policy and Advocacy

# Gay Men's Sexual Health Alliance

## About Us

The Gay Men's Sexual Health Alliance (GMSH) champions the health of 2SGBTQ+ men in Ontario. We lead the development of cutting-edge sexual health promotion resources and collaborate with HIV service organizations and other service providers in Ontario to ensure 2SGBTQ+ men have the information, supports and services they need to have the sex they want.

## The 2021/22 Fiscal Year

We continue to pivot our approaches to training in the virtual space. GMSH now offers in-house training for alliance members on PrEP, HPV & anal cancer, and Party n Play, among others. In addition to what GMSH has developed, we partner with other HIV sector [capacity building programs](#) including CATIE on HCV training tailored for alliance members, and ACCHO on improving uptake of combination HIV prevention among Black same-gender-loving-men. Our alliance members also have access to Indigenous Cultural Safety (ICS) training in a 2-part series and foundational e-learning modules by Rainbow Health Ontario.

A core pillar of our work is to produce engaging content that educates and activates our communities to take action. With so many ways to enjoy great sex and maintain our sexual health, it was an exciting year with the release of several resources that positioned us as leaders in communicating the realities of HIV today for our communities. Highlights included:

## Sex with Me: conversations with Black same-gender-loving-men about sexual health

With this series, we hope to bridge knowledge gaps among service providers, promote affirming and culturally responsive sexual health and HIV prevention care for Black SGL men, and uplift the voices and stories of Black SGL community members.

"Acknowledging my Blackness and queerness, let's me know you're trying"

Watch the entire series [HERE](#).

## Prim3D- 3rd edition of the ground-breaking guide to sex and health for trans, transmasculine, and non-binary people

Queer trans, trans-masc, and non-binary folks are part of our communities and sexual cultures. As cis service providers, we don't always have the knowledge and skills to best serve GBQ+ Trans men in our sexual health promotion services and provide culturally appropriate care and support. The latest version of Primed continues to build upon community-led approaches to sexual health by and for the community. We launched the latest version of the Primed sexual health guide with [a webinar](#) for sexual health providers and a [community panel discussion](#) on what brings trans men joy. Visit [www.getprimed.ca](http://www.getprimed.ca)

## Flagship Website Launch

Our new flagship website, [www.gmsh.ca](http://www.gmsh.ca) launched and provided a refreshed experience integrating our brand identity for the community alongside a dedicated alliance member portal. Alliance members can access a suite of shared resources, including orientation materials, contact lists, guidance documents and more! The homepage greets you with [a sizzle reel](#) capturing the work of the GMSH over the last several years.

## Emergence of Mpox in Ontario

At the time of writing this, Ontario has experienced the peak of Mpox infections among gay, bisexual, and other MSM. We collaborated alongside our funder, policymakers, clinicians, community organizations and many others to ensure gay men were centred in the response. I look forward to sharing more about the outcomes of our community-led response at future opportunities. For more information on Mpox, including where to access vaccination, please visit our dedicated webpage [www.gmsh.ca/mpx](http://www.gmsh.ca/mpx)

Sincere thanks to the GMSH team, placement students, our alliance members, and all who supported the production of some excellent resources over the last year. It takes a village, and I am glad you're a part of ours.

In solidarity,

Dane Griffiths / Director, GMSH





# OPRAH and HR Downloads

This year the OPRAH program was as responsive as ever to the changing HR and staffing 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 provision of workshops and sessions during the Middle Managers Workshop with special focus on effective team development and strengthening in a changing pandemic.

Throughout the Fiscal Year, OAN members kept the Pivotal team busy, making a total of 174 OPRAH Consulting requests for support.

Additional Priority focus areas included:

- Employee relations
- Meeting legislative requirements
- Operational issues and policy development
- Retention and team cohesion

The HR Downloads platform continues to be offered through a re-imagined Human Resources Information System (HRIS) that delivers an integrated and intuitive experience. The online experience, launched in the previous fiscal year, 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.

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 for supporting Middle Managers during our annual workshop to navigate common challenges of their work, and better understand HR practices that impact their teams. 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, Communications and Member Development

# Financials and Funders

The 2021/22 fiscal year marked another stable financial fiscal year for the OAN. As ever, this stability was made possible by the generosity of our funders, donors, and volunteer Board members, complimented by the work and diligence of a dedicated OAN team.

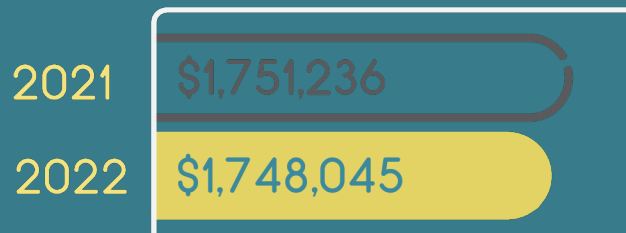
Over this year, the OAN's work to support and expand learning, leadership, and advocacy for and within our membership has expanded. Meanwhile, even with these increased activities, administration costs remained under control. As a result, the OAN was positioned to increase spending on programs, and closed the 2021/22 fiscal year with a small surplus. We remain committed, with support from our funders and donors, to managing funds that maximize our offerings to our membership while positioning the OAN team, Board of Directors, and Advisory Committee of People Living with HIV to deliver.

While many people worked hard to ensure another financially stable fiscal year, we must give special thanks and appreciation to Jiang Gao, OAN's Administration and Program Coordinator. As in previous years, Jiang has kept a watchful eye on all financial expenditures and met the demands of this work even during the ongoing COVID-19 pandemic. from a safe virtual distance. Finally, thanks to our Treasurers, Richard Rainville and Charles Parchem, for their leadership. Thanks also to the Hogg, Shain, and Scheck PC team who completed this year's financial audit on time, despite the numerous pandemic-related challenges.

**Romilson Garcia** / Manager, Finance and Administration

# Revenue

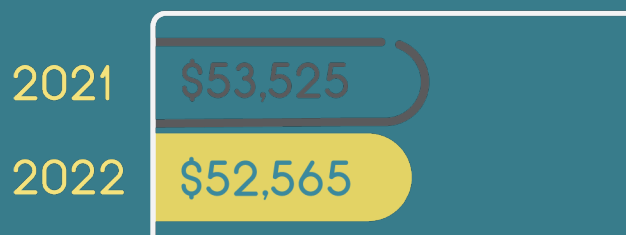
## Ontario Ministry of Health AIDS Bureau



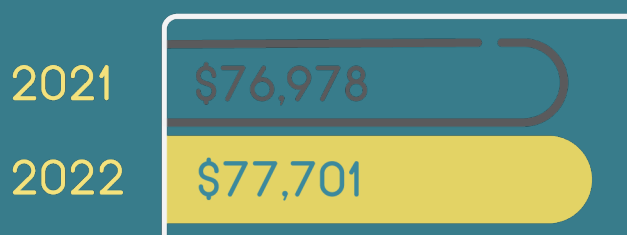
## Public Health Agency of Canada, Ontario Region



## Federated Health Charities



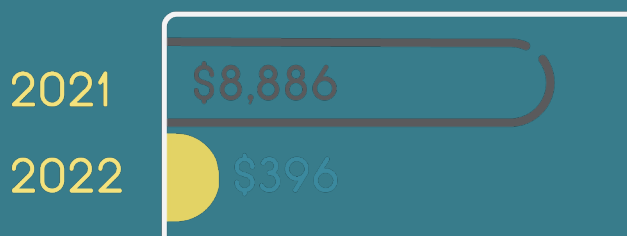
## Membership Fees



## Donations, Sponsorships and Other Contributions



## Investment Income



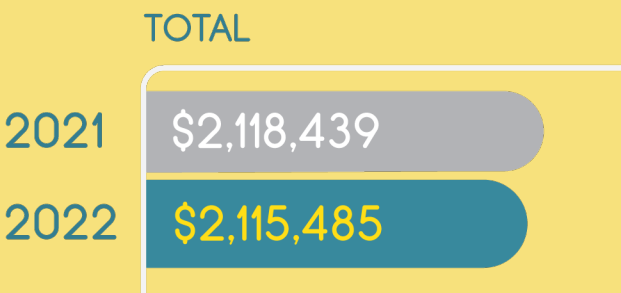
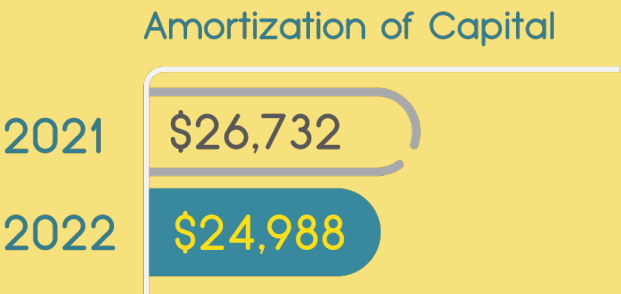
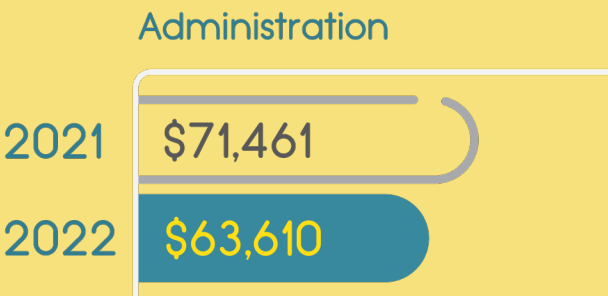
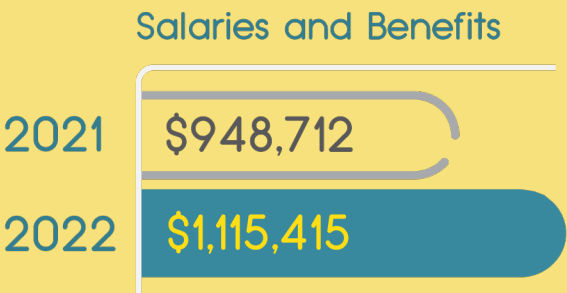
## Government Assistance



## TOTAL



# Expenses







ONTARIO  
AIDS  
NETWORK

LEARNING, LEADERSHIP & ADVOCACY