



ONTARIO
AIDS
NETWORK

LEARNING, LEADERSHIP & ADVOCACY

30 YEARS

2023-24 ANNUAL REPORT



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.

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Our People

Board of Directors

Gord Asmus (outgoing)

Adrian Betts (Secretary)

Paul Cadiente (Treasurer, outgoing)

Randy Davis

Charlene Day

Lila Desjardine (Co-chair, outgoing)

Glen Hart (Secretary, outgoing)

Tim McClemont (Treasurer)

Claudia Medina (Co-Chair)

Dane Record (Co-Chair)

Advisory Committee of People Living with HIV

Adrian B. (Co-Chair, incoming)

Ben R.

Celestine K.

David S.

Jasmine C.

Kellie L.

Matthew F.

Ower O.

Randy D. (Co-Chair, outgoing)

Rob N.

Trevor G.

Valerie K. (co-chair)

Staff

Nasra Smith
Executive Director

Romilson Garcia
Director of Finance and Administration

Muluba Habanyama
Director of Communications
and Programs

Tara Jewal
Manager of PLDI and Special Events

Albert Williams
Program Coordinator

Jiang Gao
Administrative Assistant

Martin Bilodeau
PLDI National Coordinator

Gilles Charette
GMSH, Director

Devan Nambiar
GMSH, Manager of Capacity Building
& Talent Development

Eric Peters
GMSH, Manager of Health Promotion

Jordan Bond-Gorr
GMSH, Coordinator of Party & Play/
Chemsex Initiatives

Molly Bannerman
WHAI, Director

Kristin Boyer
WHAI, Program Lead

Asli Mahdi
WHAI, Evaluation and Knowledge
Translation Lead

Maddie Yim
WHAI, Resource Development and
Social Media Coordinator

Note from the Executive Director

As we celebrate the 30th anniversary of the Ontario AIDS Network (OAN), we are reminded of how far we have come. This is more than an anniversary—it's a testament to the resilience, hard work, and dedication that has defined our network for three decades.

From our earliest days, OAN has been driven by a singular vision: to support people living with HIV and champion the rights and dignity of everyone affected by HIV/AIDS. Through our members, our allies, and the community of people living with HIV, OAN has become a powerful voice for change, inclusion, and equity across Ontario.

In our journey, we have reached many important milestones. We have embraced new and innovative HIV prevention and treatment options, tackled the urgent needs around human resources and workforce support, offered capacity building sessions to member agencies, and remained vigilant in addressing racism within our sector. Today, our commitment to diversity, equity, and inclusion is as strong as ever. We understand that our work must be truly representative of those we serve if we are to create meaningful, lasting change.

Reflecting on these past three decades, we honor the legacy of those who have contributed to our work and the memory of those we have lost along the way. OAN stands firm in our resolve to advance the greater involvement and meaningful engagement of

people living with HIV, particularly those who have been historically marginalized or underserved. Our commitment to anti-racism, truth and reconciliation, and our dedication to equity in our work will guide us as we move forward, ensuring every individual has a voice and opportunity where they feel seen, heard, and valued.



Nasra Smith
Executive Director

As we celebrate this milestone, I extend my deepest gratitude to our members, staff, board, funders, and every partner who has made this journey possible. To each person who has supported OAN—thank you for believing in our vision and for standing with us as we build a more inclusive, equitable future.

Report from the Co-Chairs

When the Board last connected with you, the membership, we listed several items we saw as vital to moving forward. We welcomed a new Executive Director and are proud to recognize their presence and leadership in their year-plus at the helm. Capacity within the Board has significantly increased, and resources are effectively utilized and leveraged intentionally to ensure membership organizations are afforded similar tools to strengthen their local service areas.

It has been hard, but necessary work to bring the Board and the organization to a greater place of understanding for key components of our membership and our broader community supporters has included:

- Reviewing OAN board governance and election processes
- Board of directors Training: Whiteness at Work
- Closed caucus meetings
- Enhancing diversity and representation on the board
- Increasing transparency for potential board members
- Strategic Planning

The OAN welcomed the Provincial Women & HIV/AIDS Initiative (WHA) to its offices in April 2023. The Gay Men's Sexual Health Alliance (GMSH) took its strategy on the road with the Pink Brick Road Tour, visiting regional hubs across Ontario to strengthen local capacity around Queer Men's health. All of this work occurred while also experiencing a leadership shift at both the OAN and GMSH level.

In line with meeting commitments, the OAN Board of Directors continue to enhance our collective knowledge in not only addressing anti-Black and anti-



Claudia Medina
Co-Chair



Dane Record
Co-Chair

Indigenous racism in OAN spaces, but confronting and challenging existing structures. This includes the landscape of HIV today, and position itself to be welcoming to racialized and newcomer communities in this work. The Board continues its engagement with Whiteness at Work training. The Board Executive Committee engaged in bridging discussions with Black and racialized Directors in the province to seek actionable steps to shift the landscape of our sector. The Board remains committed to confronting anti-Black and anti-Indigenous racism, xenophobia, and other systemic barriers within OAN. It will continue in to build on this work and take the lead from willing and available experts in this very sector.

Ontario Advisory Committee of People Living with HIV

Co-Chairs' Message

Over the course of the 2023/2024 fiscal year, the Ontario Advisory Committee of People Living with HIV has played a pivotal role in advancing key initiatives, including the process of updating the Ontario Accord and the “Living & Serving IV” document.

These frameworks, grounded in the lived experiences of people living with HIV, are crucial to ensuring that the community's voice remains at the center of decision-making and service provision across Ontario.

With additional data from underrepresented communities, we are writing and editing with the commitment to ensure the document is as comprehensive and inclusive.

This fiscal year has also been a time for the Advisory committee to pause, reflect, and realign with our mission, embodying the core principles of MEPA (Meaningful Engagement of People Living with HIV/AIDS) and GIPA (Greater Involvement of People Living with HIV/AIDS). Through these principles, the Advisory has continued to lead the development of guiding documents and events such as the Delegates' Meeting, which brought together executive directors and service users living with HIV to clarify the purpose and meaning of peer leadership and participation. Co-facilitated by Kellie and David, this session highlighted the critical role of people living with HIV in shaping our collective future.

A significant focus this year has been ensuring that people living with HIV from across Ontario are actively

involved in the launch of these documents. The upcoming release will not just be a presentation—it will affirm the community's voice and ownership over our direction together.

As we look ahead, the Advisory remains committed to strengthening its foundation, conducting a recruitment process to ensure the Committee remains strong and representative of Ontario's diverse HIV community. We are grateful for the ongoing support from the OAN team, especially Tara and Nasra, and extend our sincerest gratitude to the members of the Advisory Committee for their dedication. We look forward to continuing this work with renewed strength, unity, and adherence to the principles of MEPA and GIPA.

Randy D.
Advisory Committee
Co-Chair, outgoing

Valerie K.
Advisory Committee
Co-Chair

OAN Activities at a Glance

DELIVERED THREE ANNUAL SKILLS WORKSHOPS:

- Middle Managers
- Support Workers
- Educators

OPRAH Consultations:
194

Regular and Special Edition Newsletters:
27

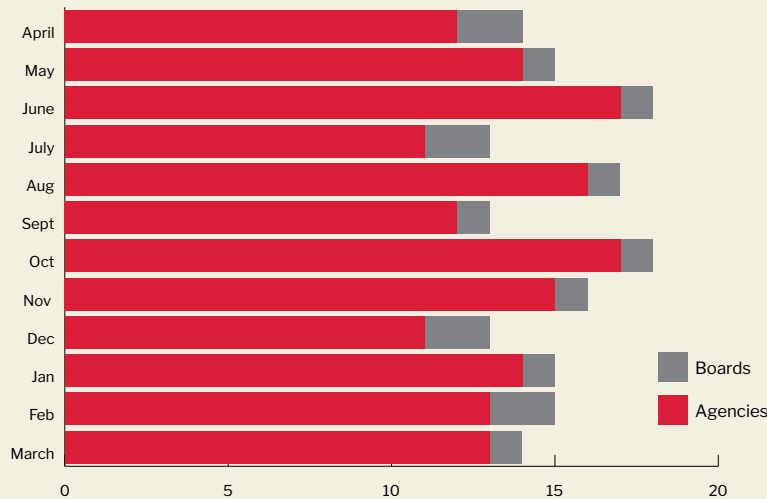
Social Media Reach /Followers:
X (Twitter)
683 

OPRAH Consultation Hours:
1,237

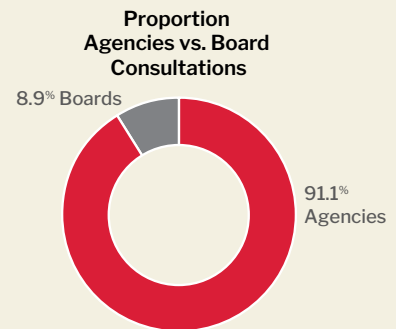
Newsletter Subscribers:
728

Facebook
1,400 

Agency and Board Consultation Hours



*note: not this is number of agencies and board consultations each month, not total # of agencies/boards. If an agency reaches out more than once, they get counted each time, so there are duplicates.



Positive Leadership Development Institute (PLDI) National



Overview

The **INNOVATION FROM STRENGTH: THE PAN-CANADIAN PLDI ALLIANCE** project funded by the HIV and Hepatitis C Community Action Fund (CAF) of Public Health Canada continued its' pan-Canadian expansion to offer in -person PLDI trainings in Ontario, British-Columbia, Quebec and online trainings to all PLHIV of the country. Besides adapting, delivering and promoting these trainings, the alliance members also secured funding from Gilead to review and increase the cultural safety of the PLDI program through *The*

Culturally Safer HIV Leadership Trainings project and to structure a Networking Hub platform to keep our graduates connected, informed and empowered through the *Connecting HIV positive peers with Pan-Canadian HIV Leadership and Resources* project. While a lot of work behind the scenes has gone into both projects throughout the past year, it is really this year that the impacts from the Cultural safety Recommendation and the launching of the Networking Hub will truly be impactful.



Culturally Safer HIV Leadership Training

Through this Gilead funded project expanding over 18 months, 20 peers living with HIV of African, Caribbean, Black and Indigenous identities participated as evaluators of our online and in-person PLDI trainings.

A total of 8 PLDI trainings were evaluated including 3 simultaneous online Core trainings, 3 simultaneous online Governance trainings, 1 in-person French Communication training held in Quebec, and 1 English in-person Core training held in Saskatoon, with participants from First Nations of the Prairies. We are very grateful to Gilead for helping an Ontario team of facilitators deliver a culturally safer Core training, integrating for the first time the presence and wisdom of a Kookum (an Indigenous elder), practices such as smudging and culturally specific curriculum and examples such as the “Seven grandfather teachings”.

A total of 20 recommendations was produced from this evaluation project to increase diversity and cultural safety of the PLDI program. These recommendations are accessible through the following blog article on the PLDI website: <https://pldi.ca/advancing-inclusion-and-cultural-safety-in-hiv-leadership-training/>



Connecting Peers Living with HIV with Pan-Canadian HIV Leadership and Resources



We also thank Gilead for funding a parallel project in which we promoted the PDLI pan-Canadian offering throughout the country in provincial, national and international forums and proceeded to an inventory of resources across the country and provinces such as ASOs, clinics and programs which has helped structure and populate a Networking Hub for our graduates, currently being tested for an official launch date the coming months.

Looking Forward

PLDI remains committed to providing educational and leadership development opportunities for people living with HIV. As we look to the future, we will continue to expand our reach, further improve health outcomes, and foster leadership across Canada's HIV sector.

Our alliance is as strong as ever, and having a team across the country all living with HIV is a huge support to all the managers. We meet weekly to share, create, troubleshoot, and brainstorm.

Thank you to all our participants, facilitators, partners, and supporters, including the Public Health Agency of Canada, the PAN (formerly known as the Pacific AIDS Network), COCQ-SIDA (Coalition des organismes communautaires québécois de lutte contre le VIH/sida) and the Ontario AIDS Network (OAN), for making this possible. We are incredibly proud of our progress and the positive impact we've had on the lives of PPHA. Our commitment to providing high-quality training and support remains unwavering, and we look forward to continuing this important work in the future.



Thank you for being a part of this journey with us!

**Martin Bilodeau, PLDI National Coordinator |
Coordonnateur national de l'IDL**

Ontario and Eastern Canada

Overview

Reflecting on 2022/2023, our impact is clear. We have equipped over 500 PLHIV in Ontario with the tools, knowledge, and confidence to take charge of their health and leadership journey. These participants have reported positive health outcomes and increased engagement in their communities. The ongoing training and networking activities foster stronger leaders, who will, in turn, continue to build capacity in their respective regions and improve health outcomes for others living with HIV.



Key Accomplishments 2022/2023

PLDI Core Training

- **PURPOSE:** Introduce new participants to leadership development and community engagement.
- **FOCUS:** Fostering personal growth, improving health outcomes, and encouraging leadership in the HIV sector.
- **THIS YEAR:** The event was held in Kitchener.

PLDI Advanced Training

- **PURPOSE:** Targets PLDI graduates who have completed the Core Training.
- **FOCUS:** Deepening leadership skills and exploring complex topics related to advocacy, public speaking, and healthcare navigation.
- **THIS YEAR:** Held two virtual sessions.

Special Events

- **MANAGER'S MEETING IN TORONTO:** In December, our managers met in Toronto where they worked diligently and also found time to take in some art at the Ontario Art Museum. They enjoyed the works of fellow advocate and artist Keith Haring, which was both inspiring and rejuvenating.
- **HYPE SUMMIT:** Engaged with over 40 youths at The HIV Positive Youth Peer Engagement (HYPE) Summit. We were honoured to conduct our "Disclosure River" activity with these inspiring young leaders.

Tara Jewel, Manager of PLDI & Special Events

PLDI's Impact

To Date

14,000
years

of lived experience
(since 2006)

1,200
graduates

of Core Leadership trainings
(since 2006)

Of which
100 ONLINE GRADUATES
of Core Leadership trainings
(since 2022)

20 online
trainings

delivered (since 2022)

EN | FR PROMO video 2023:



Key Accomplishments 2022/2023

PLDI Core Training

79

NEW PLDI GRADUATES
of Core trainings throughout
the country

65

funded by the HIV and
Hepatitis C Community Action
Fund (CAF)

20

of which from Ontario

14

from the Prairies, funded by
the Gilead Culturally Safer
Leadership Training project

PLDI Advanced Training

51

PARTICIPATIONS
in Advanced PLDI trainings
funded by the CAF throughout
the country

Including the newly
online adaptation of the
Communications training



Meaningful Involvement

38

people living with HIV
collaborated to the
development, delivery and
evaluation of the PLDI:

**INNOVATION FROM
STRENGTH: THE PAN-
CANADIAN PLDI ALLIANCE
PROJECT** financed by the CAF,
with 18% of those contributors
being new faces and talents

Of which **20** HIV-positive
peers, 14 of African, Caribbean,
Black communities, and
6 of Indigenous identities
contributed as Peer Evaluators
of the PLDI online and in-
person trainings through the
Gilead funded

**CULTURALLY SAFER HIV
LEADERSHIP TRAININGS
PROJECT**

Impact

71%

of participants rate their self-perceived
feeling of HIV stigma as much or
somewhat better after a PLDI training
(Post training evaluations since 2022)

78%

of participants say that PLDI trainings
have helped them understand and
realize their leadership potential (Post
training evaluations since 2022)

Skills Development Program

This year was marked by strategic engagement and collaborative growth, designed to strengthen the capacity of staff who form the backbone of our work: board of director chairs, executive directors, middle managers, educators, and support workers.

Our commitment to responding to the needs of our network was illustrated through surveying our network to identify topics they wanted to learn and discuss. The feedback underscored the need for further exploration of human resource challenges (e.g. managing unionized staff), addressing burnout and wellness, understanding new HIV prevention and treatment options, and fostering anti-racism work, specifically in relation to anti-Black and anti-Indigenous racism. The consistent focus on wellness and equity in all our skill-building programs ensured that each staff level—whether it was board chairs, executive directors, managers, or support workers—understood their role in fostering healthier environments for both staff and community.

Our quarterly sessions and annual two-day forums with educators, middle managers, and support workers provided consistent opportunities for skills development and knowledge sharing, ensuring that staff across all levels were equipped to handle emerging issues to best support them in their role. We also re-launched our bi-monthly executive director meetings, fostering a close-knit network of leaders who could share their experiences and collectively address challenges.

In September 2023, the OAN alongside the partners of HIV Resource Ontario (HRO), worked together to plan and deliver the National Day for Truth and Reconciliation Event for Ontario's HIV sector. Over 90 watched a screening of the session Indigenous Awareness in Harm Reduction by Denise Baldwin and Les Harper from the Casey House Harm Reduction Training Series. This session shared the history of

Indigenous peoples in Canada, the role of government in causing harm to the community, and the ongoing stigma and discrimination Indigenous people face in healthcare settings. Discussions among participants included how staff can change practice to foster reconciliation locally and what barriers exist to doing this work to address anti-Indigenous racism in their community,

Our in-person meeting with executive directors and people living with HIV (PHAs) in March was a highlight of the year, drawing 80 participants from diverse geographic and racial backgrounds. The discussions from this session were instrumental in shaping a strategy to enhance the involvement and meaningful engagement of PHAs within our network.

We continued to offer many of our sessions virtually and thank our network for their patience and support as we find ways to thoughtfully engage and collaborate across the province. The OAN also acknowledges the work and partnership of the AIDS Bereavement and Resiliency Program (ABRPO), Casey House, CATIE, Ontario HIV Treatment Network (OHTN), and the Ontario Organizational Development Program (OODP) for their collaboration to develop and deliver our skills programs.

Nasra Smith, Executive Director

Ontario Provincial Resource for ASO's in Human Resources (OPRAH)

The Ontario Provincial Resource for ASO's in Human Resources (OPRAH) program provided comprehensive human resource support to agencies and boards, helping them navigate the complexities of union labor relations, employee management, and legal matters.

The OAN continued our contract with the team at Pivotal Solutions, whose dedicated staff provided tailored services to OAN member executive directors/ and board of directors.

As union activity increased across many organizations, OPRAH's support allowed agencies to handle these situations smoothly, fostering better communication and collaboration between management and unions.

In the area of employee relations, the program offered ongoing support for a range of issues, ensuring that organizations could meet both legal obligations and

employee needs with ease. The guidance offered in handling these matters helped agencies maintain strong workplace standards while managing sensitive situations effectively.

Finally, expertise in terminations and legal consultations ensured that agencies could handle sensitive employment issues with confidence. OPRAH provided tailored advice and guidance throughout the process, enabling Executive Directors to navigate legal complexities while maintaining fair and transparent practices.

Throughout this period, HR services have been instrumental in helping agencies manage their labor relations, employee matters, and legal requirements effectively. By providing strategic support, we've helped them overcome challenges while ensuring compliance and fostering a positive, productive work environment.

Citation Canada (previously HRDownloads)

This year, our online human resource platform merged with Citation Group and was rebranded as Citation Canada (previously known as HRDownloads). Their services include user-friendly software for policy creation tools, training modules, and compliance resources. We have over 600 users across our

network accessing the service, and that number continues to climb.

Nasra Smith, Executive Director

Gay Men's Sexual Health Alliance (GMSH)



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, support, and services they need to have the sex they want.

The 2023- 24 Fiscal Year was settling in and back to normative work after an intense work-from-home year. The GMSH produced notable resources aimed at gbMSM sexual health and health promotion.

MPOX Outbreak Response

With the increase of mpox in Ontario in March 2024, the GMSH updated the vaccine clinics across Ontario for all eligible individuals to receive the first or second dose [here and created a FAQ on Mpox.](#) The exceptional work at GMSH to mobilize the gbMSM community, work in partnership with Public Health, and healthcare providers to provide mpox vaccines, ASOs, bathhouses, and set up of pop-up clinics was successful in reducing mpox infections. In recognition of the work by GMSH, the Chief Public Health Officer (CPHO) is proposing to highlight GMSH in fall 2024 CPHO report for the work on the mpox awareness campaign. The Summary Report Ontario's MPOX Awareness Campaign Evaluation includes the evaluation questions, methodology and key insights of the mpox response and vaccine uptake and is available for your reading [here.](#)

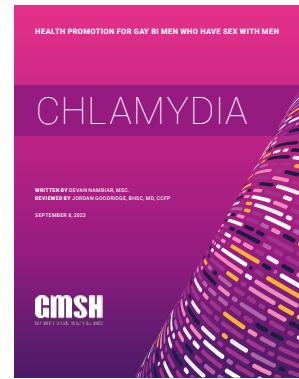
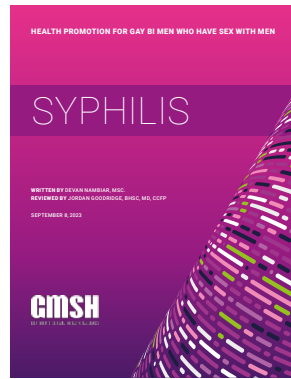
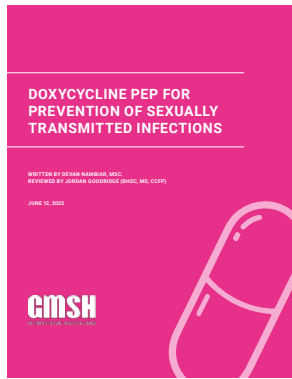
Doxycycline and STIs

In Canada, gay, bisexual, and other men-who-have-sex-with-men (gbMSM) and trans women are disproportionately impacted by sexually transmitted infections (STBI). The GMSH produced four factsheets on the prevention and treatment of sexually transmitted infections.

Doxycycline post-exposure prophylaxis (PEP) is a health promotion initiative to reduce, treat, and prevent STIs in these populations. [Doxycycline](#), a commonly prescribed antibiotic, has shown promising results as a preventive measure for specific STIs, especially syphilis, where rates remain high among gay and bisexual men. It delves into the science behind Doxycycline's effectiveness, highlighting its potential to reduce the risk of contracting certain infections. On September 28, 2023, the GMSH co-presented with Dr. Goodridge at Public Health Ontario on the efficacy of doxyPEP to prevent STIs. There were 338 attendees, and a highly successful webinar was held on the use of biomedical tools to prevent bacterial STIs. The webinar slides are available [here.](#)

The GMSH received feedback on the doxy-PEP, factsheet from physicians, nurses, research scientist and pharmacist are,

“This is incredibly helpful. We are in the planning process of setting some qualitative research objectives in relation to doxy PrEP, and it would be wonderful to know your thoughts about this.”
-Research scientist



Further knowledge transfer resources created by GMSH include three factsheets on health promotion for gbMSM on [gonorrhoea](#), [syphilis](#), and [chlamydia](#) is intended for front-line, outreach staff, public health staff, and others providing sexual health care and the communities of gay, bisexual, queer, and other men who have sex with men (gbMSM).

HPV campaign

The GMSH launched the [HPV campaign](#) with a grant from Merck with posters, postcards, and IG messages. The awareness campaign goal was to remind and recommend gbMSM to get the Gardasil 9 vaccine, and as age qualifies. Moreover, people living with HIV are at higher risk of anal cancer from various subtypes of HPV. The campaign was well received, and posters and postcards were mailed to the Alliance Members.

Party and Play (PnP)

The GMSH's Party n' play campaign has shifted into an ongoing health promotion and harm reduction initiative for gbMSM who PnP.

Responding to acute GHB related fatalities that were on the rise in Ontario, the GMSH partnered with CBRC and their grassroots G-Emergency Response

to produce a series of informational postcards. The postcards provide critical information on dose adjustment, how to respond to OD, and how to prevent accidental OD.

Mild2Wild is a bi-weekly Zoom meeting for 2SGBTQ+ men in Ontario's party and play (PnP) communities. Mild2Wild provides a low-barrier, sex positive, and stigma-free space for learning and connection from peer to peer. Mild2Wild helps members learn to navigate their unique relationship with PnP, with a focus on improving individual and community health





Alliance Members and the Pink Brick Tour

The GMSH hosted three regional Pink Brick Road Tour (PBRT) in-person events from April 01, 2023 – March 31, 2024, across Ontario.

The PBRT is a series of one-day mini-conferences across the province of Ontario. It's an opportunity to hold space for the alliance member organizations, and key stakeholders which include staff and clinicians from local public health, ACCHO/WHAI workers, harm reduction, housing, HIV/STBBIs prevention, testing, and treatment.

The primary purpose of the region-specific events is to provide a localized forum for knowledge exchange, capacity building, and skills development, and to recognize how their work is connected to 2GBTQ men's sexual health.

A secondary outcome is to establish and build new relationships and strengthen existing relationships with the local Alliance Members, key stakeholders

and GMSH. Thirdly to achieve a shared engagement strategy moving forward as a collective to reduce barriers and create inclusive space for access to clients-centred services and care for cis and trans 2SGBTQ men in Ontario.

Additionally, virtual Alliance were held in May, and September 2023 and an in-person meeting, Feb 27-28, 2024, in Toronto.

The GMSH sincerely thanks the Ministry of Health, the Alliance Members, staff, our community partners, and all who supported our efforts over the last year. Together we build and sustain a stronger community for 2SGBTQ men in Ontario.

Gilles Charette, Director

The Women and HIV / AIDS Initiative (WHAI)

The Women and HIV / AIDS Initiative (WHAI) is Ontario's provincial priority population initiative



dedicated to building community capacity to support women living with or facing systemic and structural risk factors related to HIV and HIV acquisition.

Our focus prioritizes the experiences, needs and wisdom of cis and Trans women, 2-Spirit and Non-Binary people in Ontario, and is dedicated to rupturing systems rooted in white supremacy and being actively decolonial, anti-racist, community-led, and trauma-informed.

The 2023 – 2024 fiscal year marked a year of significant transition for the provincial WHAI team, and a substantial bank of resources was released to support WHAI's community capacity-building work across Ontario.

WHAI Transition in 2023 - 2024:

In April 2023, WHAI's trusteeship agreement moved from the AIDS Committee of Toronto (ACT) to the Ontario AIDS Network (OAN). This move positioned WHAI to work more closely with Ontario-based initiatives, networks and organizations, strengthening our provincial scope and collaboration. Throughout this transition, WHAI worked alongside the OAN and provincial partners to maintain stability and ensure our work across Ontario continued to grow and be thoughtfully engaged in the communities where we work.

Paralleling this move, the provincial WHAI team was in the midst of staffing changes which resulted in us taking time to pause, reflect, and reorganize our staffing complement. With support from the Ontario

Organizational Development Program (OODP) and additional funding from the Ministry of Health, WHAI underwent a review of the provincial staffing structure, workload and priorities, consulting with WHAI affiliated Executive Directors, Managers, Coordinators, and the funder at the Ministry of Health. This review resulted in a move away from a Provincial Capacity Building Lead position towards two new positions: the Evaluation and Knowledge Translation Lead and the Resource Development & Social Media Coordinator. These positions support a significant amount of work that WHAI does around, a) research and knowledge translation and evaluation of our work to ensure impact, effectiveness and community relevance and b) resource development project management and social media communications. These new positions started in April and June 2024 respectively and, as the new staff Asli Mahdi and Maddie Yim onboard, we have already seen a stronger, more effective provincial team.

Community Consultation Completion:

This period saw WHAI complete a multi-year comprehensive community consultation process that included engagement with 501 community members from WHAI's priority populations and 317 workers from 161 community organizations and networks across Ontario. This consultation process included a range of decolonial tools such as storytelling,

talking circles and focus groups, and brief interaction activities to ensure engagement from those unable to sit for more comprehensive consultation processes and fulsome 1:1 discussion. This process resulted in the identification of 6 priority areas for collaboration that will guide WHAI work for the upcoming 3-4 years. These are:

- HIV Education, Prevention, Care and Support
- Community Connection
- Wholistic Care
- Safety
- Women Centred Harm Reduction
- Economic Autonomy

Ultimately, these though align with the provincial HIV Action Plan and are documented in WHAI's [Collective Action Community Change Report](#) along with [By the Numbers: What We've Learned](#).



WHAI Resources:

While undergoing WHAI administrative and team changes, finalizing the Collective Action Community Change provincial consultation and beginning to implement a coordinated provincial response, WHAI has also successfully launched a range of new resources to support WHAI community capacity-



building work and align with our priority areas for provincial collaboration. These include:

- Rupturing Anti-Black Racism: Planning & Facilitation Guide: Modelled on Work with the Women and HIV/AIDS Initiative (guide / toolkit)
- [Women, HIV & Stigma: A Toolkit for Creating Welcoming Spaces](#) (toolkit – updated during this period)
- [Amplifying Community Voices: HIV Education, Care & Support](#) (poster)
- [Collective Action Community Change: A province wide consultation \(poster\)](#)
- [Supporting women living with HIV through healthy pregnancies and infant feeding: A panel discussion on the benefits of HIV treatment](#) (webinar, in partnership with CATIE)
- [Living in the Asterisk \(*\): What does U=U mean for women?](#) (booklet – updated during this period)
- [HIV Prevention Options for cis and Trans women](#) (webinar in partnership with OHTN)
- [Growing Partnerships of Mutual Care: A Resource for WHAI Coordinators](#) (guide)
- [H1 Progress WHAI Network Report: April to September 2023](#)
- [H2 Progress WHAI Network Report: October 2023 to March 2024](#)

In addition, after significant work during this fiscal, WHAI will **soon** be launching:

- [A Landscape of Community Change: A resource to support WHAI's response to the TRC Calls to Action and the Reclaiming Power & Place Calls for Justice](#) (booklet & poster)
- PIP & Women: What you need to know (pamphlet)

Looking forward, WHAI is excited to continue to grow and strengthen our provincial work in alignment with the Provincial HIV Action Plan and our Collective Action Community Change findings. With the growth of our provincial team, we will continue to find ways to innovate, base our work in the leadership of our priority populations across Ontario, and focus our commitment to community capacity-building work. We're grateful for the opportunity to work collaboratively with WHAI Coordinators and their respective AIDS Service Organizations, the Ontario AIDS Network, and other provincially scoped organizations across Ontario.

Molly Bannerman, Director

Financials and Funders

The Ontario AIDS Network (OAN) achieved another stable fiscal year, thanks to the generosity of our funders, donors, and Board members, as well as our team's diligence and hard work.

In April 2023, the OAN expanded to include being the trustee organization for the Women and HIV/AIDS Initiative (WHAI). Despite an increase in activities, we maintained efficient administrative cost management and left us in a strong financial position at year-end. The dedication of our funders and donors continues to inspire us to work harder and serve our communities better. In 2023-24, OAN received \$2,401,747 in Ministry of Health HIV & Hepatitis C Programs funding. Combined with additional sources, including donations and grants, our total operating budget reached \$2,891,422.

A special thanks goes to Jiang Gao, OAN Administration and Program Coordinator, for overseeing and processing financial expenditures, and to our board treasurer, Tim McClemont, for his guidance. We also appreciate the Hogg, Shain, and Scheck professional cooperation team for their timely and efficient audit completion.

Romilson Garcia, Director of Finance and Administration

Total funding received

\$2,891,422

Statement of Operations and Changes in Net Assets

Year Ended March 31, 2024

REVENUES	2024	2023
Grants:		
Ontario Ministry of Health AIDS Bureau*	\$ 2,416,145	\$ 1,742,708
Public Health Agency of Canada, Ontario Region	197,563	210,800
Foundation and corporate contributions	131,717	713,954
Membership fees	70,942	76,559
Federated Health Charities	52,364	50,110
Investment income (loss)	13,498	(4,926)
Donations, sponsorships and other contributions	9,193	6,292
	<u>2,891,422</u>	<u>2,795,497</u>
EXPENSES		
Programs	1,303,581	1,511,184
Salaries, benefits and other	1,270,686	1,055,301
Rent	107,579	98,992
Administration	105,272	90,828
Amortization of capital assets	23,403	24,724
Fundraising	12,159	13,217
	<u>2,822,680</u>	<u>2,794,246</u>
EXCESS OF REVENUES OVER EXPENSES	<u>68,742</u>	<u>1,251</u>

*Reporting of Revenue reporting from the Ministry of Health reflects the changing amortization of capital assets and becoming the WHAI trustee in April 2023. The funding received from the ministry in 2023-24 was \$2,401,747.



ONTARIO
AIDS
NETWORK

30 YEARS

Ontario AIDS Network (OAN)

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