



Annual Report

2024

2025

Ontario AIDS Network

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Annual Report

2024-2025

01.

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.

Our People



Board of Directors

Randy Davis	Susan Shumba
Charlene Day	Fatima Okafor
Dane Record (Co-Chair)	Leslie Bowman
Adrian Betts (Secretary)	Tim McClemont (Treasurer)
Claudia Medina (Co-Chair)	

Advisory Committee of People Living with HIV

Valerie K. (Chair)	Ower R. (Central)
Adrian B. (Outgoing Chair)	Ben R. (East)
David S. (Central)	Celestin K. (West)
Randy D. (North)	Gord A. (East)
Matthew F. (West)	Trevor G. (Central)

Staff

Nasra Smith Executive Director	Jiang Gao Finance and Administration Coordinator	Jordan Bond-Gorr GMSH, Coordinator of Party & Play Chemsex Initiatives
Romilson Garcia Director of Finance and Administration	Martin Bilodeau PLDI National Coordinator	Molly Bannerman WHAI, Director
Muluba Habanyama Director of Communications & Programs	Gilles Charette GMSH, Director	Kristin Boyer WHAI, Program Lead
Tara Jewal Manager of PLDI and Special Events	Devan Nambiar GMSH, Manager of Capacity Building & Talent Development	Asli Mahdi WHAI, Evaluation and Knowledge Translation Lead
Vimbayi Munonyara Lead of Equity, Diversity, Inclusion, and Accessibility	Eric Peters GMSH, Manager of Health Promotion	Maddie Yim WHAI, Resource Development & Social Media Coordinator
Albert Williams Program Coordinator		

Note from the Executive Director



Nasra Smith

As I reflect on the past year, I feel a sense of gratitude for the strength of our network and the progress we have made together.

April 2024 to March 2025 was not only a year of significant growth for OAN, but also my first full fiscal year as Executive Director. It has been fantastic to witness a complete cycle of programming, to meet all of you across the sector, listen to your stories, and work alongside you.

A major highlight was the launch of our **2025–2028 Strategic Plan**, a roadmap informed by the voices of our members and communities. It sets out three priorities: strengthening our collective voice for systems change, nurturing our community, and future-proofing our sector. This plan comes at a critical time, as we face shifting narratives about HIV and the ongoing need to advocate for equity and resources across Ontario.

Our advocacy was the heart of our work this year. We amplified the voices of our members in conversations with the Government of Ontario and strategic partners, raising concerns about issues like equitable access to treatment and the need for policies that reflect the realities of people living with HIV. Four working groups were very active this year, thinking about key messages and resources to support **1) immigrants and refugees, 2) addressing anti-Black racism, 3) moving forward with our commitment to truth and reconciliation, and 4) harm reduction and drug policy**. At a time when the public narrative may not always support the communities we serve, our message is clear that community-based organizations are essential, especially for those who experience systemic barriers, stigma, and inequities.

Capacity-building projects were the most significant piece of our work this year. We hosted learning sessions for educators, support workers, middle managers, board chairs, and executive directors. Across these events, one message was clear: our sector is strongest when we learn from one another and are united in our vision.

In January 2024, our **People Living with HIV Advisory Committee** shifted from a governance-focused sub-committee of the board of directors to an operational committee. This helped better embed their voice in ongoing programs, advocacy, and special projects across the network, while still maintaining the ability to serve the board on governance matters as needed. This centred their voices in our day-to-day work and provided a greater space for the committee to participate thoughtfully and meaningfully.

This year, we also completed a network-wide EDIA audit, which helped us understand our path to improving EDIA for both ourselves and our membership. Already, this report is informing how we operate, how we engage our members, and how we hold ourselves accountable to equity and inclusion.

All of these activities would not have been manageable without our team, which did expand this year. In September 2024, we welcomed a new Director of Communications and Programs and a Program Coordinator, growing our skills team to meet the needs of our members better. In January 2025, we created our first Equity, Diversity, Inclusion, and Accessibility (EDIA) Lead role, focused on driving our EDIA strategy both internally and across the network.

The Priority Population Networks (PPNs) shared in this growth too, two new staff (the Evaluation and Knowledge Translation Lead and the Resource Development and Social Media Coordinator) joined the **Women's HIV & AIDS Initiative**, we hired a new Director for the Gay Men's Sexual Health Alliance (a role that had been vacant for almost 1 year), and the **African, Caribbean Council on HIV/AIDS** in Ontario joined the OAN as a sponsored program, bringing all the PPNs under one roof and under shared leadership. This has helped us collaborate more efficiently and align our work to achieve greater effectiveness.

We are proud of what we have achieved together this past year. None of it would have been possible without our staff, member organizations, and people living with HIV who continue to contribute, guide and inspire our work.

Nasra Smith
Executive Director

Report from the Co-Chairs



Claudia Medina - Co-Chair



Dane Record - Co-Chair

This year, the Board has focused its efforts on bringing in line the recommendations from the BIPOC Search Equity Audit into our bylaws and has leveraged our practices for Board recruitment and representation to broaden our capacity and resources. We are heading into a new era of HIV stigma, and while U=U is making changes to the impact of stigma and HIV, many people are thriving with HIV who do not feel compelled to disclose their status are able to do meaningful work in the HIV sector. The community has asked for a change in that respect to be able to engage on the Board meaningfully.

The Board has spent a great deal of resources engaging in conversations about how strategically we pave the way for PHA's that want to be on the OAN Board but do not wish to disclose their — HIV — status. To effectively implement this, our necessary work has:

- + Discussed a necessary systemic change to commit to anti-Blackness as an organization
- + Reviewed and renewed our by-laws to ensure consistency with ONCA and our Equity audit group
- + Advocated for structural changes for this AGM
- + Increased efforts to ensure a new era for people thriving with HIV
- + Completed a Strategic Planning process with BIPOC Executive Search to mirror the voices of the membership and stakeholders

In line with the above commitments, a mentorship model has been developed for Board members who wish to gain a deeper understanding of governance work. We have set aside dates after our scheduled Board meetings and have created a tool for Board mentees to capture their thoughts and questions about the process and content of the Board meeting that require further clarification.

Our Board is appreciative of the work that Nasra has accomplished at the OAN, and remains committed to supporting her in any way. The Co-Chairs meet frequently with the Executive Director to ensure she feels supported.

We appreciate and recognize the extraordinary work of the OAN staff. We also offer our thanks to the committee of people living and thriving with HIV and the OODP for their combined input in supporting the ongoing successes witnessed by direct and indirect HIV service providers in Ontario.

Claudia Medina
Co-Chair

Dane Record
Co-Chair

Ontario Advisory Committee of People Living with HIV

Over the 2024/2025 fiscal year, the Ontario AIDS Network (OAN) Advisory Committee of People Living with HIV has continued to play a central role in advancing work that reflects and is rooted in the diverse lived experiences of people living with HIV (PLHIV) across Ontario.

+ Strategic Projects and Progress

The Committee remains committed to revitalizing foundational documents that guide meaningful engagement, leadership, and representation of PLHIV in Ontario’s HIV response.

Two key projects have defined our recent efforts:

- **The Ontario Accord** has been drafted and presented at several important gatherings, including:

The OAN Delegates’ Meeting

The OAN Leadership Symposium

World AIDS Day in Ottawa

- **Living & Serving IV** is nearing completion. In response to identified gaps, the Advisory Committee conducted targeted outreach to underrepresented communities to ensure broader inclusivity. The final stages of writing and editing are now underway

+ Evolving Our Role

In 2024, the Advisory Committee experienced a meaningful shift in its mandate. While maintaining its commitment to representing PLHIVs across Ontario, the committee transitioned from a primarily advisory body to the OAN Board to a more hands-on, operational support role within OAN’s programming.

This shift has allowed us to more directly contribute to initiatives that impact the community on the ground.

Recent contributions include:

- Supporting and consulting on the **Positive Leadership Development Institute (PLDI)**
- Participating in the **Honour Roll Awards Committee**, helping to ensure community representation and values are reflected in the nomination and selection process
- Advocating for expanded **leadership and capacity-building opportunities** for PLHIV in the HIV sector

+ Membership & Recruitment

To maintain a strong, regionally diverse committee reflective of our community, we have initiated recruitment to fill vacant seats. This will ensure continued representation of a wide range of lived experiences and perspectives.

“We remain proud of the work accomplished and look forward to what lies ahead.”

Valerie K. (Chair)

Adrian B. (Outgoing chair)

Skills Development Program

This year marks a year of continued and tireless efforts to create a safe place for visibility and voice for those thriving with HIV. We have greatly invested in our greatest resource, our network.

Strategically, we expanded our talented team with the appointment of the Director of Communications and Programs and the Programs Coordinator in September 2024. This growth was followed by capacity-building projects and learning sessions for educators, support workers, middle managers, executive directors, and board chairs, ensuring staff at all levels are equipped to address emerging issues with up-to-date innovations.

Our nurturing conversations have been adopted through engaging roundtables across various areas and groups, ensuring that staff at all levels contribute and participate in these discussions. In line with this initiative, ongoing training and education have facilitated a better understanding of HIV prevention and treatment options, fostering anti-racism advocacy, specifically in relation to anti-black and anti-Indigenous racism. Discussion among participants included actions to foster reconciliation locally and coordinated efforts with human rights organizations to advocate for justice and overcome the barriers that may exist in the process.

This year, we hosted two workshops on anti-Black racism for senior leadership (executive directors and board chairs), and frontline staff., respectively. This ensured that at every level, participants had a clear understanding of this topic and recognized their contribution to its prevention and addressing from their respective roles. These critical sessions are a testament to our commitment to a healthy and safe environment for both staff and community.

The completion of our equity audit, followed by the appointment of our Lead of Equity, Diversity, Inclusion & Accessibility in January 2025, has strengthened our ability to make equitable decisions in every skills-building initiative.



With funding from Gilead, we successfully launched our regional workshops, designed to share emerging strategies and research with frontline providers while fostering collaboration across the network. These sessions highlighted the expertise and skill of our providers, nurturing innovative approaches to service delivery and strengthening the impact of our work. The success of these workshops marks a significant achievement, and we look forward to continuing and expanding this initiative in the coming year.

In 2024–2025, we strengthened our network through structural, equity, and capacity-building initiatives.

OAN appreciates the support from the network as we revitalize our Skills programs. A special thanks to Albert Williams, Program Coordinator, who oversees the engagement of our workshops. We also thank the wonderful consultants we have worked with throughout the year. The OAN cherishes the partnerships we have with the AIDS Bereavement and Resiliency Program (ABRPO), Casey House, CATIE, the Ontario HIV Treatment Network (OHTN), and HALCO for their collaboration in developing and delivering our skills programs.

This year, our Skills Development program has met expectations and promises to deliver exceeding expectations next year.

Muluba Habanyama
Director of Communications and Programs

OAN Communications

Ontario AIDS Network

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OAN Communications

Website Visit

24,390

New Visits

44.25%

Regular and Special
Edition Newsletters:

27

Newsletter Subscribers:

1,952

Social Media Reach /Followers:

X (Twitter)

683

Facebook

1400

Positive Leadership Development Institute

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PLDI National

(Positive Leadership Development Institute)

The past year has seen the PLDI (Positive Leadership Development Institute) Pan-Canadian Alliance underwent significant changes that have enriched our program and strengthened our commitment to inclusion, diversity, and cultural safety. The Institute has continued its outreach to all regions of the country and will continue to do so as our relationships strengthens.

+ Culturally Safer HIV Leadership Training

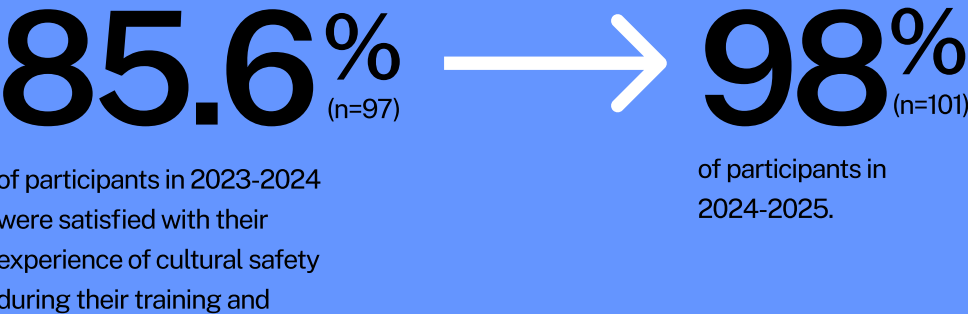
We first kicked off the year by promoting our **Pan-Canadian** offering at the **CAHR (Canadian Association for HIV Research) Conference** in London, Ontario, in April 2024. This conference was a valuable platform to share our positive leadership initiatives, by strengthening our visibility and building relationships with other key players throughout the country.

It was also an opportunity to orally present the findings of **The Culturally Safer HIV Leadership Training** project. This project, funded by Gilead and led by COCQ-SIDA, produced some twenty recommendations for PLDI, including those to diversify our pool of facilitators and expand the training curriculum to include more diverse cultural examples and lessons. For more details on these recommendations, **you can consult the following article on our website:**

Tap to read the article

Since then, we have continued to improve our training content and delivery — among other things, onboarding an ACB (African, Caribbean, Black) PLDI Manager in Quebec, working to bring more diversity to our facilitation teams, and continuing consultations with our Community Advisory Committee.

Data from the evaluation of our program already shows a high initial capacity of our PLDI trainers to provide a culturally safe training as well as improvements being made where:



+ Pan-Canadian Promo

Secondly, we continued to actively promote the Pan-Canadian PLDI offer, in different regions and communities of the country, as well as on the international stage of IAS2024 in Munich and within HIV conferences for nurses and doctors within Quebec. An article by two PLDI trainers of different regions called HIV Leadership Over the Decades was published in the printed and online pan-Canadian Positive Side magazine. Promotions on social media and outreach to AIDS service organizations of the Prairies and the Atlantic region were also made towards the end of 2024 and the end of the fiscal year in March 2025, resulting in for example, 58% of BC online training participants residing in other provinces than BC.

+ Facilitation Pilot & Networking Hub

Building upon previous facilitation exercises for our trainers, the 2020 Design, Coordinate and Lead pilot training delivered in Ontario, The Culturally Safer HIV Leadership Training project, and consultations with our roster of experienced facilitators as well as with a group of selected PLDI graduates, we have created a common new PLDI training on Facilitation that will be delivered in part online and in part in person for the first time this Fall in BC, Quebec and Ontario.

Building upon the research, the data collection and the architecture of last year, we also continued testing a networking platform for our graduates. We first tested the platform with a group of our trainers in the Fall and then introduced the concept to a few PLDI alumni through online and in person workshops. Today, more than 40 PLDI graduates of Ontario are registered and testing the beta version of this platform, whereas the French beta version is also about to be launched. From their testing, suggestions and evaluation, we aim to have a user-friendly, useful and interactive platform which will create synergies between graduates and facilitate the sharing of experiences and resources by 2026.

The Positive Leadership Development Institute remains a source of pride, inclusion and quality. It will continue to do so as it grows and strengthens in reach and meaningful impact within all regions of Canada and all communities affected by HIV and AIDS.

Martin Bilodeau
PLDI National Coordinator

PLDI Ontario



(Positive Leadership Development Institute)

This past year, PLDI Ontario continued to be a driving force in leadership development, bringing together passionate individuals eager to expand their skills, foster connections, and ignite meaningful change. Through a blend of online and in-person training sessions, groundbreaking new initiatives, and an unforgettable alumni event, we reaffirmed our commitment to empowering leaders within our community.

+ Key Activities and Milestones

April 2024 – Core Training (Online)

We kicked off the year with a dynamic online Core Training, welcoming 9 enthusiastic participants into the PLDI journey. This immersive training equipped attendees with foundational leadership skills, setting the tone for a transformative year ahead.

May 2024 – Communication Training (Toronto)

Toronto became a hub of connection and growth as 25 participants gathered for our in-person Communication Training. In an environment rich with dialogue and collaboration, attendees honed their skills in effective communication — learning to amplify their voices, advocate for their communities, and build lasting relationships.

June 2024 – CAHR Conference (London, ON)

PLDI facilitators from across the country convened in London for the **CAHR** Conference — a milestone event that fostered nationwide collaboration. This gathering served as a space to share ideas, strengthen networks, and align our vision for leadership development across regions.

September 2024 – A New Era of Training Development

With innovation at the forefront, PLDI managers began crafting an exciting new workshop, designed to give participants an inside look into the art and practice of facilitation. This initiative represents a new chapter in PLDI’s evolution, equipping future facilitators with the confidence and expertise to guide others in their leadership journeys.

October 2024 – Core Training (Online)

October was a whirlwind of energy as we hosted another online Core Training, bringing together 9 motivated individuals eager to deepen their leadership capabilities. Through interactive sessions and engaging discussions, participants embraced the power of collaboration and personal growth.

March 2025 – Governance Training (Online)

Leadership is built on strong foundations, and our Governance Training in March ensured that 9 participants gained critical insights into governance and organizational leadership. The online format provided an accessible and impactful space for attendees to sharpen their decision-making skills and reinforce their leadership expertise.

March 2025 – PLDI Alumni Event: "Empowering Voices, Inspiring Change"

A true celebration of leadership, our PLDI Alumni Event was a defining moment of the year. 100 graduates came together for a powerful reunion — an opportunity to reconnect, forge new bonds, and reignite their passion for leadership. The atmosphere was one of inspiration and community-building, as alumni shared stories, exchanged insights, and supported one another in their ongoing journeys.

In a moment of extraordinary recognition, incredible PLDI alumni received the King Charles III Coronation Medal — an honor that carries so much more than just acknowledgment. It represents the weight of every fight we’ve fought, every voice that has demanded justice, and every life changed by this movement. This recognition stands as a testament to the strength, resilience, and relentless pursuit of equity and leadership demonstrated by those within the PLDI community.

+ Acknowledgments

None of this would have been possible without the unwavering dedication of **Matin M, Martin B, Kendall, and Brittany**, whose leadership and commitment helped make this year truly extraordinary. Their contributions have left a lasting impact, shaping the experiences of participants and advancing PLDI’s mission in profound ways.

+ Looking Ahead

As we step into a new chapter, PLDI Ontario remains dedicated to innovation, expansion, and deepening our impact. With exciting new workshops on the horizon, strengthened alumni engagement, and an ever-growing community of leaders, the future is filled with possibility.

“The journey continues — and together, we’ll keep shaping the leadership landscape for years to come.”



Tara Jewal
Manager of PLDI and Special Events

Ontario Provincial Resource for ASO's in Human Resources

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

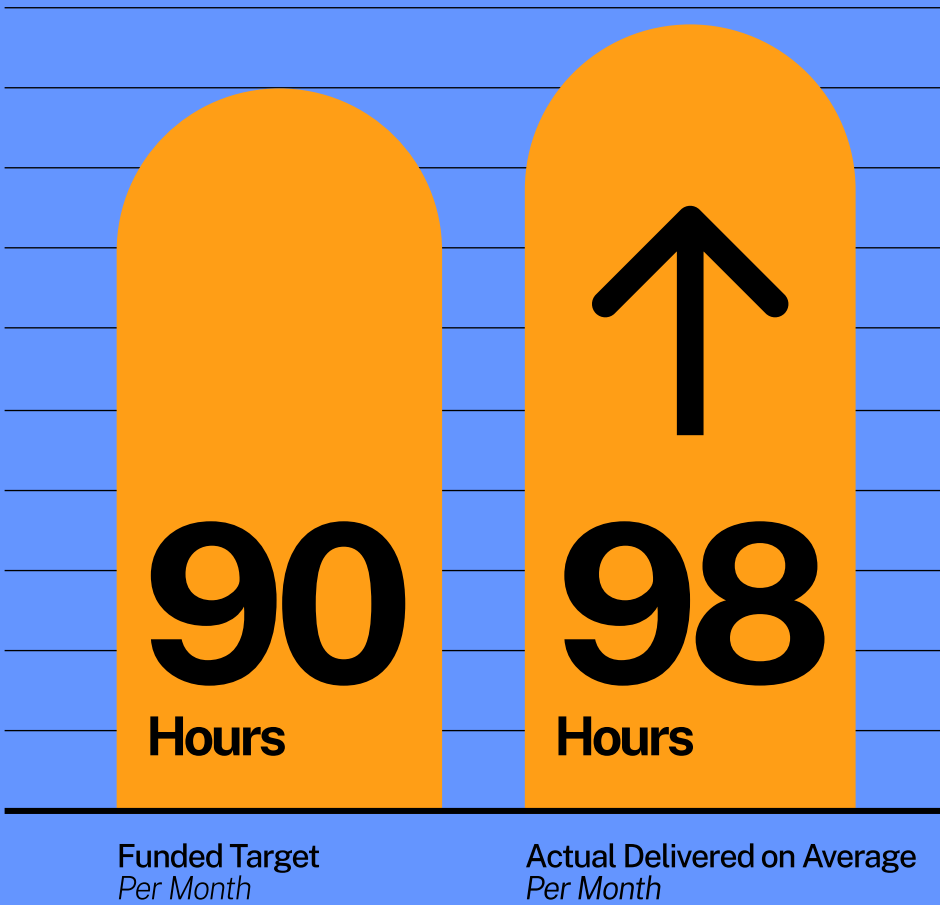
Delivered in partnership with Pivotal Solutions, the OPRAH program provides responsive, high-quality human resource (HR) support to OAN's network of **44 member agencies**.

While the OPRAH program is funded to provide approximately 90 hours of HR support per month, actual service delivery consistently exceeded that target. In 2024, the program supported on average 13 agencies and delivered 98 hours of services per month. Board of directors represented approximately 20% of monthly engagements, reflecting a continued need for governance-specific HR support alongside day-to-day operational support for agencies. This over-delivery reflects both the urgency and complexity of the HR issues faced by member agencies, as well as the program's commitment to meeting the sector's needs in real time.



Total of
1,180
Hours of
Direct Service to
Agencies

Target vs. Actual Hours Delivered



Consultations and support for unionization related requests alone accounted for 340 hours. OPRAH led or supported more than 30 workplace investigations; many tied to harassment, workplace safety, or organizational conflict. These investigations often resulted in coordinated action plans involving mediation, policy revision, and one-on-one consultations for leadership teams.

Staff performance, wellness, retention, and burnout prevention remained consistent areas of focus. Executive Directors received dedicated support throughout the year around managing staff conflict, addressing performance issues, and organizational restructuring.

Recruitment was another active area, with OPRAH advising on more than 30 staffing processes, including hiring, onboarding, and interim leadership transitions. These efforts often expanded into broader conversations about workplace culture, equity, and flexible work models including, hybrid structures, equitable work policies, and job design.

In response to the continued growth in demand and the complexity of HR needs across the network, OAN will expand the OPRAH team in 2025, adding an additional HR professional who will contribute:

 + 20

additional hours of support/month were added to our agreement

This added capacity is intended to increase responsiveness, enhance preventative HR support, and strengthen the program’s ability to meet the sector’s evolving needs.

The 2024-2025 reaffirmed OPRAH’s central role in helping Ontario’s HIV sector navigate workforce challenges and manage HR concerns.

Nasra Smith
Executive Director

Citation Canada

(Previously HRDownloads)

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Citation Canada

(Previously HRDownloads)

This year, our online human resource platform merged with Citation Group and was rebranded as Citation Canada (previously HRDownloads). The platform provides user-friendly software for policy creation, training modules, and compliance resources.

We currently have

657 Active users

Across **34** OAN Agency Accounts

and that number continues to grow. The most accessed online trainings include:

The most accessed online trainings include:

- AODA Customer Service Training
- Understanding Human Rights (AODA Edition)
- Workplace Violence and Harassment Training
- Supervisor Essentials Training
- Workplace Sensitivity Training for Employees
- Conflict Resolution Training
- HR 101 Training

OAN agencies using Citation Canada’s online compliance training have achieved a completion rate of

The most used documents include:

- AODA policies, checklists, and resource guides
- Offer letters, warning letters, and termination letters
- Protected leave policies and details
- Best practice guides for attendance, coaching, and progressive discipline

85.6% 

reflecting strong engagement across the network.

Nasra Smith
Executive Director

Gay Men's Sexual Health Alliance

Ontario AIDS Network

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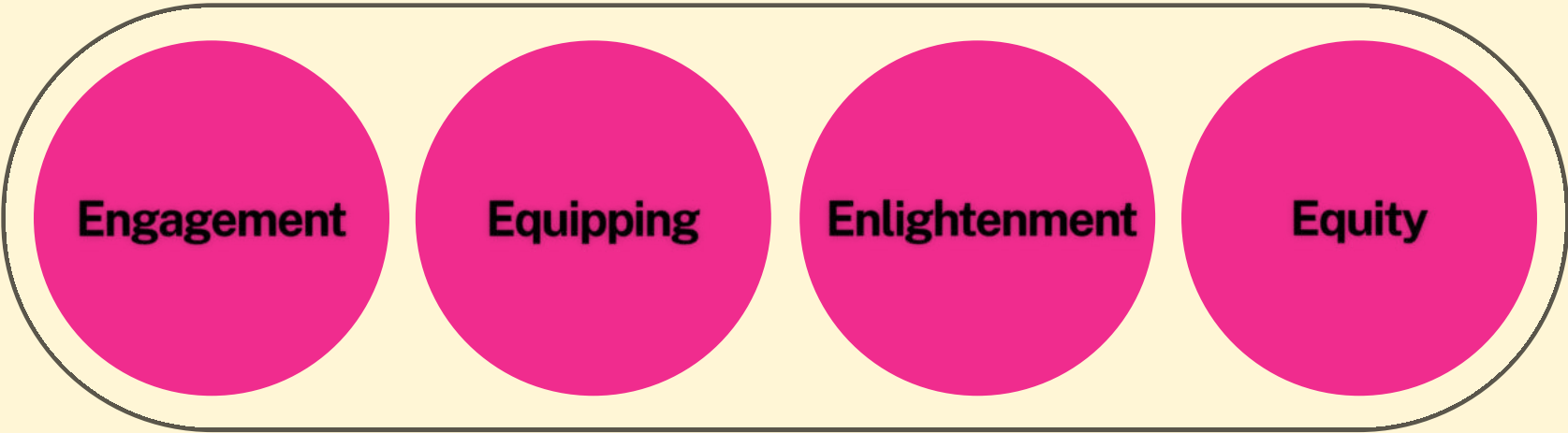
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Gay Men's Sexual Health Alliance (GMSH)

This year was one of reconnection, recalibration, and recommitment at GMSH.

Guided by our four anchor points:



We focused on building stronger ties across the province, supporting frontline staff, amplifying lived expertise, and promoting access to life-saving tools like HIV/STI testing, PrEP, and DoxyPEP.

At our December 2024 Alliance Meeting in Toronto, Alliance members, managers, and EDs from across Ontario came together to reflect, plan, and recommit to our shared work. This gathering grounded our direction for the year ahead.

+ Engagement

We deepened our connection with Alliance Members through in-person meetings, the return of the Pink Brick Road Tour, and local site visits. These moments fostered shared learning and helped strengthen relationships between HIV service organizations and broader care systems.

Community-led spaces like the Crystal Meth Think Tank (in collaboration with the OHTN), Mild2Wild, and the PnP Community of Practice continued to support service providers navigating complex care needs and to ensure our work stays rooted in the realities of the people we serve.



+ Equipping

From launching Good Things Come in Pairs (encouraging MPOX vaccination) to Proud Pricks (promoting Hep C testing), we rolled out campaigns that gave service providers practical tools to spark non-stigmatizing, affirming conversations about sex, care, and health.

We continued to champion awareness and access to testing, PrEP, and DoxyPEP — essential tools in HIV and STI prevention. And through partnerships like Mild2Wild with ACT, we supported trauma-informed approaches to harm reduction care.

+ Enlightenment

We kept the Alliance informed with updated MPOX resources and conducted a province-wide survey with results that are already shaping how we work. We shared the Proud Pricks campaign insights nationally at the CBRC conference, and we’re expanding how we communicate research, best practices, and updates with our networks.

+ Equity

Equity remained a thread through everything we did. We ensured people with lived expertise had decision-making power in programs like Mild2Wild. Internally, we explored decolonial leadership approaches through the Conscious Coaching & Consultation journey.

These steps are helping GMSH evolve into a more culturally responsive, community-led organization.

+ Leadership Transition

In September 2024, we welcomed Gilles Charette as GMSH’s new Director. With over ten years of working in the HIV sector, having recently been the Executive Director of Trellis HIV & Community Care, Gilles brings a values-driven, equity-grounded approach to leadership. He’s committed to supporting the Alliance in bold, community-centred ways.

+ Looking Ahead

As we head into 2025–26, GMSH is entering a renaissance. With renewed energy and clear direction from the Ontario HIV Action Plan, we’re focused on rebuilding a responsive, inclusive Alliance.



One that’s ready to meet the moment with care, creativity, and commitment to 2SGBTQ+ men’s health.

Gilles Charette
Director, GMSH

Women and HIV / AIDS Initiative

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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. Our focus prioritizes the experiences, needs, wisdom and strengths 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.

2024-2025 marked another year of transition for WHAI, as we settled into our new home at the Ontario AIDS Network. During this period, we also solidified our move from community consultations to community action based on the 6-priority areas identified through the consultations across Ontario. In addition, we underwent a review of our staffing structure and hired 2 new positions: Evaluation and Knowledge Translation Lead and Resource Development and Social Media Coordinator. The addition of these two new positions created opportunity for us to shift our provincial approach and deepen our community development work, fostering the leadership of communities across Ontario and the values of GIPA and MEPA and Nothing About Us Without Us.



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. Our focus prioritizes the experiences, needs, wisdom and strengths 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.

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WHAI Priority Areas for Collaboration

For this fiscal, our Initiative focused on



Our network capacity building and knowledge translation focused on work around women-centred HIV education, self-testing, pregnancy and infant feeding, care for those who are newcomers without access to health insurance and linking our work to the provincial HIV Action Plan. Focusing on Women-Centred Harm Reduction, our work included capacity building with the WHAI Harm Reduction Toolkit, planning activities for International Harm Reduction Day and International Overdose Awareness Day, and learning about community resources such as the Ontario Association of Interval and Transitional Houses (OAITH). We also built our knowledge and capacity for wholistic models of care, linking to projects such as TWIRI (Trans Women and Gender Diverse People HIV / STBBI Health Research Initiative), capacity building related to the calls to action and calls to justice within the Truth and Reconciliation and Reclaiming Power and Place reports, anti-Black racism, working alongside sex working communities, supporting organizing for Prisoner Justice Day, and building our collective capacity around rising rates of syphilis. This broad range of capacity building served to strengthen our backbone supports both in local communities and across our Initiative.

Recourses

Supporting our Initiative’s community capacity-building work, WHAI released a range of helpful resources this year that were developed through community input and leadership. This year, we also updated the Women, HIV & Stigma: A Toolkit for Creating Welcoming Spaces and Living in the Asterisk (*): What does U=U mean for women? These updated resources reflect feedback from the community and more up-to-date messaging and design.

These can be found at [WHAI.CA/resources](https://whai.ca/resources).

Looking forward, WHAI will continue working on these 3 priority areas of focus, working closely with communities across Ontario, and building capacity to align with and strengthen our work.

Molly Bannerman
Director, WHAI

Financials Overview

Fiscal Year 2024–2025

Financial Overview

Fiscal Year 2024–2025

The Ontario AIDS Network (OAN) experienced another stable and productive fiscal year, marked by increased activity and continued financial responsibility. Through efficient administrative cost management, we maintained a strong financial position at year-end.

Revenue Summary Amount (CAD)

Ministry of
Health – HIV
& Hepatitis
C Programs

\$3,096,747

Additional
Sources

(Donations, Grants,
Other Funding)

\$402,436

Total
Operating
Budget

\$3,499,183

Key Highlights

+ Sustained financial stability despite expanded programming and outreach.

+ Demonstrated fiscal responsibility through effective cost management.

+ Continued generous support from funders and donors, empowering us to serve communities more effectively.

Acknowledgements

We extend our sincere appreciation to the individuals and teams who contributed to the successful financial operations and audit completion for the 2024–2025 fiscal year:

Jiang Gao,
Finance and Administration Coordinator,
for her meticulous oversight and processing of financial expenditures.

Tim McClemont,
Board Treasurer
for his ongoing guidance and strategic financial insight.

The team at Hogg Shain & Scheck
for their professional cooperation and timely completion of the audit process.

Their dedication and expertise have been instrumental in maintaining the integrity and efficiency of our financial administration.

Romilson Garcia
Director of Finance and Administration

