

ONTARIO AIDS NETWORK
ANNUAL REPORT
2009-2010



Message from the Co-Chairs



The members of the Ontario AIDS Network can look back at 2009-2010 with considerable pride in our accomplishments.

Together, we have continued our efforts to prevent HIV and support those infected and affected. Despite daunting economic times and challenging environments, the OAN and its members have been efficient and effective, innovative and passionate.

You have supported and encouraged the OAN to provide leadership, programming and coordination that is up to the challenge this epidemic presents.

As you will see in this report, we can proudly report that we have done so.

The OAN has continued to provide proven programs, and has developed innovative new

programs in response to your needs. We have developed a new strategic plan to inspire continued improvement and innovation. The OAN also adopted the United Nations' position paper on the criminalization of non-disclosure of HIV status. This will enable us to take action to help to reduce the troubling trend of applying the criminal law in cases where a public health response would be more appropriate.

We can all be proud this year that we spoke with a common voice as we faced federal funding uncertainty. For the first time ever, we held our Board Chair/Executive Director summit in Ottawa, and used the occasion to press home the necessity of our services to federal politicians and policy makers.

In a year of significant achievement, it was also a time of

profound loss. We mourn the death of Pius White who previously served on our Board with distinction in a variety of capacities since the earliest days of our work.

In closing we would like to thank our fellow Board members for their hard work over the past year. We would especially like to thank the OAN staff; they continue to inspire us with their dedication, skill and passion.

And thanks to all the OAN members and your Boards, staff and volunteers. Together we continue to make a difference.

Message from the Executive Director

As you will see in this report, this has been a year of substantial accomplishment for the OAN.

We assumed greater responsibility for the Gay Men's Health Summit, partnered with the Pacific AIDS Network to create the Positive Leadership Development Institute and developed a human resources coaching and counselling initiative for Executive Directors and Board Chairs program.

We've started policy work on employment issues that affect people who are HIV positive and we are carrying forward the work of Living

and Serving 2 to enhance the involvement of PHAs in our communities. We've secured greater funding for our Community Based Research program and have continued to strengthen our partnership with the Ontario HIV Treatment Network. As well, we've developed a new strategic plan to continue our evolution in the coming years.

With support from the Ministry of Health and Long-Term Care we also administered technology enhancement grants that benefitted many HIV related programs and agencies throughout the province.

In an effort to ensure that the OAN continues to be active in many communities, we held our Executive Directors' Retreat in Niagara Falls and our ED/Board

Chair summit in Ottawa.

We were very pleased to have the Honourable Margaret Best, Minister of Health Promotion at our Honour Roll Banquet that celebrated the outstanding achievements in Ontario's fight against HIV/AIDS. We have also updated the OAN website to provide additional details of the contributions of past recipients over the past 14 years.

At our Annual General Meeting last year we welcomed Jennifer Evin Jones, the Executive Director of the Pacific AIDS Network, as our guest speaker on the challenges of GIPA, HIV and HEP C co-infection issues.

It was also a busy and successful year on the public policy front. Our members met with many politicians



and policy makers to inform them of the vital role our publicly funded programs play in combating the epidemic.

We were successful in advocating for the discontinuance of an offensive advertising campaign that posed HIV versus Diabetes. Our persistent questions about the fundraising activities of an AIDS-related charity caught the attention of the Toronto Star and subsequently of federal regulators of charitable status.

If that weren't enough, we've also moved offices.

Allow me to express my thanks to all the OAN staff. They have worked hard and they have worked smart, and they have served you well.

I'd like also to thank the Board of Directors for their ongoing support, leadership and dedication.

Of course I also want to thank all the OAN members for your support and guidance.

The work you do every day continues to inspire me.

Rick Kennedy, Executive Director

Who We Are

The Ontario AIDS Network (OAN) is a member-driven coalition of people with HIV and AIDS, AIDS Service Organizations and AIDS Service Programs.

Our Vision

The Ontario AIDS Network (OAN) leads and inspires a strong, shared, effective response to HIV and AIDS in Ontario.

Our Mission

The OAN strives to unite those working to end the HIV and AIDS epidemic in Ontario. We pursue social justice for people with HIV and AIDS and help our members build skills and capacity.

Our Values

Our work with individuals, organizations, communities and government is inspired by the following values:

Involvement & Empowerment:

We are committed to the principles of the Greater Involvement of People with HIV and AIDS (GIPA) and MIPA (the Meaningful Involvement of People with HIV and AIDS). As a network of person-centered, community-based organizations, we recognize the individual right to self-determination.

We provide meaningful opportunities for all people with HIV and AIDS to become involved and accountable, to lead and share power.

Anti-Racism & Anti-Oppression:

We challenge racism, prejudice and all other forms of discrimination.

Awareness:

We recognize public support is essential to fulfill our mission. We continually work to raise awareness of the needs, rights and abilities of people with HIV and AIDS and people affected, as well as the importance of HIV prevention.

Harm Reduction:

We are dedicated to reducing the risks that threaten people's health and contribute to the HIV epidemic. We advocate a harm reduction approach to HIV prevention. We recognize the day-to-day struggles of people with HIV, and actively promote the outreach and support services that respect their rights and help them achieve their goals.

The OAN was formed to:

Establish a province wide coalition of community based organizations to improve the quality and length of life of those infected and affected by HIV disease.



Evidence-Informed

Practice:

We seek wisdom from the community to inform and guide our work. We use knowledge from scientific research and from community practice to inform and guide our work. We accept the overwhelming scientific evidence that HIV is the cause of AIDS.

Innovation:

We are continually seeking new and better ways to fulfill our mission.

The following values shape the way we work together.

Commonality of Purpose:

We seek a just and effective response to HIV and AIDS in Ontario. We are striving to create a community that embraces a diversity of opinions but shares a common purpose — where

all members feel a sense of belonging. We support each other and collaborate to achieve common goals.

Diversity:

We value diversity, and strive to reflect the diversity of our members and communities in all our work. We advocate for services that are culturally appropriate and respectful.

Respect:

We demonstrate respect for individuals, agencies, and communities and value the contributions all our staff and volunteers make to our work.

Accountability:

We are accountable to our members, our funders, the public of the province of Ontario, and persons affected by the virus for the quality of our work and the stewardship of our resources.

Confidentiality:

We promote and maintain the highest standards of confidentiality in all our work.

Transparency:

We are committed to openness and honesty in our work and in our relationships with each other.

Sex Positive:

We support a sex positive approach to HIV and AIDS prevention/education.

Establish a just and effective response to AIDS in order to enhance the ability to continue to prevent the spread of HIV disease and for the benefit of the general public.

Educate the public about AIDS.

*OAN Articles of Incorporation
August 13, 1993*

OAN Honour Roll 2009



Minister of Health Promotion Margaret Best speaks at 2009 Honour Roll Banquet

The Ontario AIDS Network's Honour Roll is Ontario's highest award in recognizing dedication, compassion and excellence in the fight against HIV and AIDS.

The Ontario AIDS Network Honour Roll is a celebration of outstanding leadership and achievement within the HIV and AIDS movement in Ontario.

The Honour Roll acknowledges the long-term and consistent

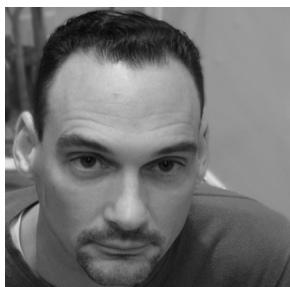
contributions of individuals or organizations that use their experiences, skills, resources and voices to champion the cause of HIV and AIDS.

The Honour Roll recognizes innovative and pioneering work towards developing best practices and increasing the capacity of the community-based AIDS movement in Ontario.

Recipients will have contributed to reducing the stigma and discrimination associated with HIV and AIDS, promoted the empowerment

of People Living with HIV and AIDS and extended the capacity of the community movement as a major response to the HIV and AIDS epidemic in Ontario.

This year's inductees continue to exemplify these standards:



John Maxwell

Person Living With HIV/AIDS Leadership Award

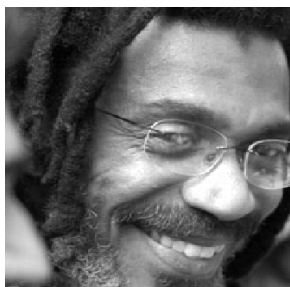
The Person with HIV/AIDS Leadership Award honours a person with HIV/AIDS who openly demonstrates resilience; providing inspiration and leadership advocating for all people with HIV and AIDS. Recipients of the award display leadership in the face of challenge inspire community action and reinforce the principles of community values, while aspiring to reduce stigma and discrimination.



Julie Philips

Caregiver Award

The Caregivers Award is bestowed upon an individual or organization that works or volunteers in the direct provision of supportive care for people living with HIV and AIDS through the delivery of front line service or treatment. Recipients of this award inspire hope and dignity with compassion and respect.



Winston Husbands, PhD & Carol Major

Community Partner Award

The Community Partners Award recognizes an individual or organization that works or volunteers directly or indirectly in the provision of community support through the provision of resources, research or treatment to improve quality of life and dignity for people living with HIV and AIDS.



OAN Programs: Skills Development

OAN SKILLS DEVELOPMENT PROGRAM



The OAN Skills Development Program provides skills-based educational workshops to its member agencies.

The purpose of the program is to build capacity for leaders, managers and front-line staff in AIDS service organizations to better serve people infected, affected and at risk of HIV infection. The program also provides resources and tools to promote best practices. In addition, the workshops help strengthen networks

between organizations,

The result is more effective, efficient, self-sufficient, professional, and cohesive organizations with an increased impact on the HIV epidemic across Ontario.

This year the Skills Development Program offered capacity building workshops for the following ASO professional roles: Support Workers, Administrative Coordinators, Fundraisers, Educators, and Volunteer Coordinators. The program also supported an Executive Directors' retreat and an Executive Directors & Board Chairs summit meeting. 188 staff of OAN

member agencies participated in the program throughout 2009.

Emerging themes and topics that were discussed at the various workshops include but are not limited to:

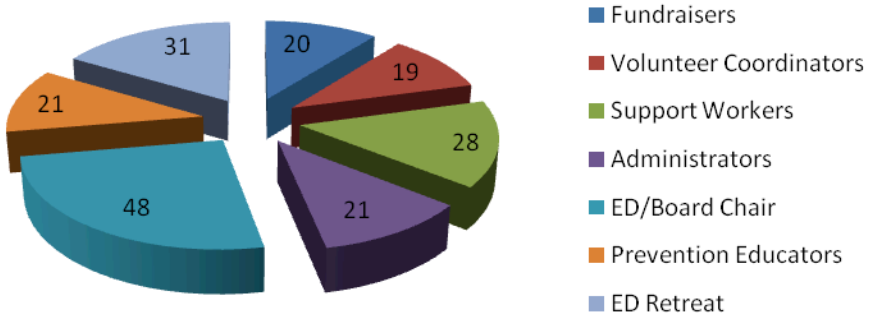
HIV and depression, engaging volunteers to do meaningful work, social enterprise and employment, the HIV stigma campaign implications for prevention work, and various human resources topics for the different groups.

This program is funded by the AIDS Bureau of the Ministry of Health and Long-Term Care.



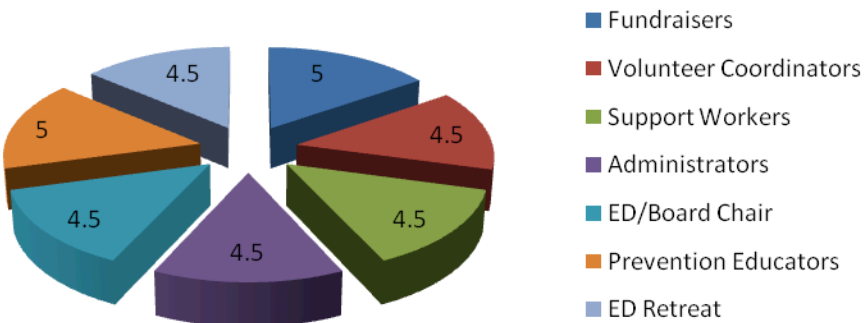
SKILLS WORKSHOPS – APRIL 2009– MARCH 2010

NUMBER OF ATTENDEES



SKILLS WORKSHOPS – APRIL 2009– MARCH 2010

AVERAGE EVALUATION SCORE (OUT OF 5)



OAN Programs: PHA Leadership & Facilitator Training



Positive Leadership Development Institute

The OAN PHA Programs continue to provide innovative, responsive and successful supports to People Living with HIV/AIDS (PHAs). The programs strengthen PHAs' capacity to contribute to their communities and their local agencies.

This year the PHA Peer Facilitator Training Program continued to grow and improve. The project developed and tested a three-part peer facilitator training

manual. 16 PHAs have successfully completed the three-part program. This was led by the OAN in partnership with the AIDS Bereavement Project of Ontario (ABPO). The ABPO, in partnership with the OAN, developed the *Turning to One Another* project which provided training to peer facilitators and their staff supervisors. 58 people from 13 agencies participated.

The *Positive Leadership Development Institute* (formerly known as PHA Leadership Development Program) was formed this past year in part-

nership with the Pacific AIDS Network. This year we completed an impact evaluation of the program, and are beginning to implement its recommendations. A database of past participants is now complete, and on-line registration will soon be possible. Demand for this program continues to exceed our capacity to deliver. Indeed, there is now a waiting list of 1.5 years to take Level I training.

Training and retaining skilled facilitators continues to be a challenge for the Institute. We are developing plans for a cer-

"It's not just me. I see fellow PHAs all around now...out and active...they are coming back out of the woodwork. The training's reputation is strong and others see the difference when we come back to our communities."

Leadership Program graduate, quoted in the impact survey.



tification program for facilitators in both Ontario and B.C., with a possibility that certified facilitators could then train in Institute programs in either province. We continue to hear positive reports from graduates who have taken on leadership positions or re-entered the work force. The Institute is now a partnership program with the PacificAIDS Network, and the first Leadership Level I training in B.C. was completed. In partnership with the Canadian AIDS Treatment Information Exchange (CATIE), participants from other provinces have attended the training as well.

PHA programs are funded by the AIDS Community Action Program Regional Fund of the Public Health Agency of Canada, with additional support from private donations.



Living & Serving 2 Project

To support the Greater Involvement of People with HIV/AIDS (GIPA) Principle we have begun the development of the *Living and Serving 2 Project*, which aims to support the meaningful inclusion of PHAs in the paid and volunteer work of ASOs. Based on the recommendations flowing from “Living and Serving II Ten Years Later” research, the project will develop and deliver best practice information on greater involvement of PHAs, including human resource policies and practices.

The project is funded by the AIDS Bureau of the Ministry of Health and Long-Term Care.

OAN Programs: Community Based Research

The OAN Community- Based Research (CBR) program builds research capacity by working with member organizations to help them develop CBR projects, establish relationships with researchers and address other issues relevant to CBR.

This year the OAN CBR program held a number of workshops including: “Building Your Case: Finding, Using and Initiating Research to Enhance HIV Programs, Services and Policy Development” a day-long session as part of the OAN Members’ meeting in November 2009; a Canadian AIDS Society satellite “Finding Our Way in

Research: best practices in working with peer research assistants” in March 2010; and a workshop for Ontario-based potential applicants to the CIHR Master’s Award in February 2010. We facilitated a workshop on Research Priorities for ASOs in Ontario as part of the OAN Executive Director and Board Chair meeting in February 2010. The group identified areas of interest for future research initiatives; the resulting list is now available at the OAN website.

The CBR Program continues to provide consultations and support for our member organizations about CBR. This year we worked with members including The Teresa Group, the AIDS Committee of Simcoe County and Voices of Positive Women. We have also collaborated on a number of research proposals

that have gone forward for CIHR funding and offered guidance to a number of abstracts have been accepted at conferences including CAHR 2010 and AIDS 2010.

Additionally, we’ve provided advice to a range of university- and community-based individuals.

In January 2010, we announced an exciting partnership with the Ontario HIV Treatment Network. The OAN/OHTN CBR Partnership is a collaborative effort to facilitate the involvement of the community in research initiatives from the seed of an idea and through all stages of the research process.

It will help community-based organizations, academic agencies, policy makers and people living with HIV work together to develop an integrated community-based



research agenda for Ontario and to thereby enhance programs, services and policies.

This joint program will include training and support in:

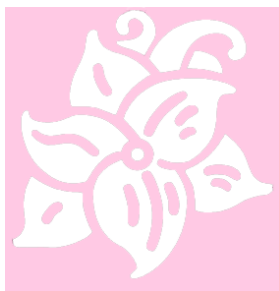
- CBR principles, methods and approaches
- Partnership building with community organizations, academics and decision-makers
- Developing grant applications
- Integrating Greater Involvement of People with HIV and AIDS (GIPA) principles
- Providing resources for literature reviews and research syntheses
- Developing applications for ethics review
- Knowledge translation and exchange

This program is funded by the Canadian Institutes of Health Research (CIHR) as part of the HIV and AIDS Community-Based Research (CBR) Program.

OAN Programs: Ontario Provincial Resource for ASOs in HR (OPRAH)

The Ontario Provincial Resource for ASOs in Ontario (OPRAH) provides tools, training and advice to OAN member agencies to enhance their human resource policies and practices. OPRAH does not perform a management function; it supports the development of good practices in human resources that are critical to effective and efficient delivery of services to our communities.

This year, OPRAH provided mentoring, coaching or advice to 29 member agencies with a total of more than 370 requests. 35% of this support was offered on-site; the rest was by telephone or e-mail.



OPRAH provided support on a wide range of human resource issues: job design, recruitment, compensation, benefits, legislation, policies, employee relations, performance evaluations, discipline terminations, collective bargaining, grievances, disability issues, and many more.

The OPRAH program also provided workshops to member agency Executive Directors and Board Chairs this year. Topics included performance management, Board Liability, job design and assessing job functions in order to establish pay scales.

OAN members and other agencies also continue to benefit from on-line access to the OPRAH Human Resources Tool-Kit.

We also developed a strategy for H1N1 flu pandemic preparedness. We prepared fact sheets, policies, posters and screen savers to inform ASOs and their staff about the facts around flu vaccination and the importance of hand washing. The materials were circulated by ACAP to agencies throughout the country.

This program is funded by the AIDS Bureau of the Ministry of Health and Long-Term Care with additional support from private donations.

Ontario HIV Employment Advocacy Round Table (OHEART)



This past year the OAN Board of Directors identified employment issues of people who are HIV positive as a priority. Our research suggests that the majority of HIV positive people are working, and more are seeking work as their health improves. Many experience workplace discrimination or employment barriers. For some, employment is important not only for economic reasons but for dignity and for self worth .

The goal of the OHEART project is to recognize the importance of employment to people who are HIV positive and to reduce employment barriers. OHEART will bring together employers, service providers and people who are HIV positive to create policies and strategies to support employment options. OHEART is funded by individual donations.

HIV and Spirituality Work group

The OAN continued this past year working with the Diocese HIV and Spirituality Work group of the Anglican Diocese of Greater Toronto. The group believes that a wholistic response to HIV also includes a spiritual response, and plans to develop partnerships with ASOs to run a spiritual wellness program. The workgroup has been promoting AIDS awareness throughout the diocese on World AIDS Day and has also been active on child poverty, treatment and housing issues.

The Diocese has identified HIV/AIDS as a major focus for both advocacy and parish outreach work. Some 254 congregations in 210 parishes are located in the Diocese, which extends

from Mississauga to Brighton and north to Haliburton.

Gay Men's Sexual Health Alliance



Gay Men's Sexual Health Alliance

The OAN is home to the Gay Men's Sexual Health Alliance (GMSH), whose mission is "to foster a systematic, evidence-informed, skilled, consistent and effective response to the sexual health needs of Ontario's diverse communities of gay/bi/men who have sex with men (MSM) with and at risk of HIV and other sexually transmitted infections (STIs)"

This year GMSH continued increasing the capacity of sexual health workers to work collectively to reduce rates of new HIV and STI infection while supporting the health and well-being of gay, bisexual and other men who have sex with men across Ontario.

Highlights in GMSH Knowledge Transfer and Exchange included:

- The 6th Annual Gay Men's Sexual Health Summit. Over 180 delegates attended this year's three-day summit titled *Possibilities, Perceptions and Pressures: Understanding*

Influences of Sexual Decision-Making.

- The GMSH provided scholarship opportunities for front-line workers from AIDS Service Organizations to attend the Rainbow Health Ontario 2010 Conference.

- The GMSH coordinated the distribution of printed educational resources to community-based agencies and sexual health clinics. The resources included: *Positively Healthy: a gay men's guide to sex and health*, *Poz Prevention: knowledge and practice guidance for providing sexual health*



services to gay men living with HIV in Ontario, and HIV disclosure: a legal guide for gay men in Ontario, and Sexual Health Educator Internet Resource (SHEIR).

GMSH also supports Social Marketing Campaigns:

- The HIV Stigma Campaign (www.hivstigma.com) officially wrapped in April 2009. The GMSH conducted an extensive campaign process evaluation as well as a pre and post campaign analysis of the perceptions of gay men and their thoughts on the influence of

the campaign and the correlation between HIV stigma and prevention efforts.

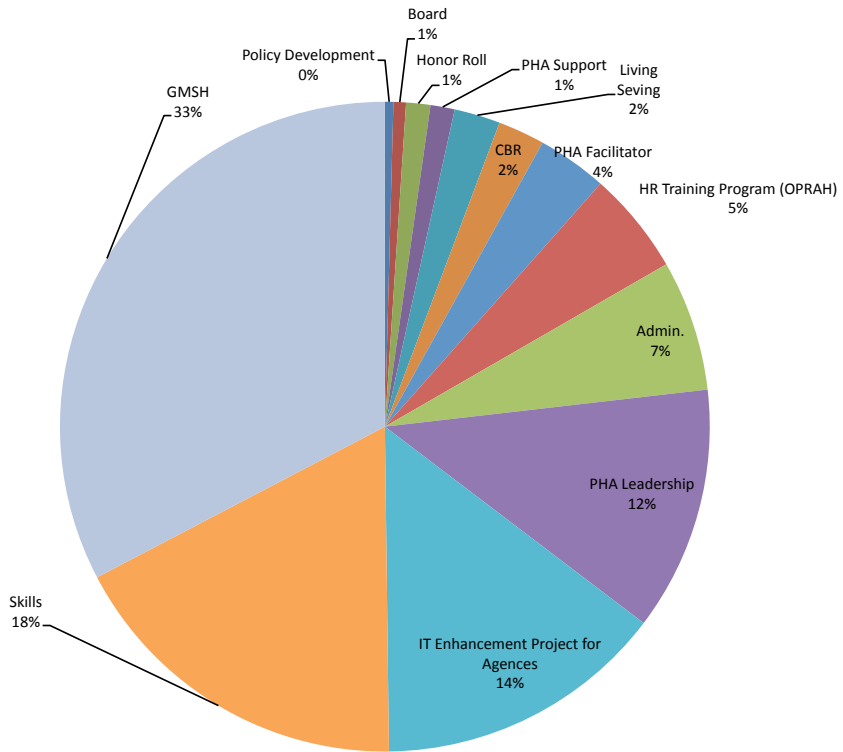
- The GMSH partnered with the AIDS Committee of Toronto to adapt their gay men's syphilis awareness and testing campaign for a provincial market. The provincial campaign will be available in English and French, and include targeted information for gay men living with HIV and Trans men.

This program is funded by the AIDS Bureau, Ontario Ministry of Health and Long Term Care



Alliance pour
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des hommes gais

Budget Allocation for the Year 2009-2010



OAN Board of Directors



- Joseph Babcock *Co-Chair*
- Rene Boucher
- Les Bowman
- Kim Dolan
- Chuck Haskins
- Peter Horner
- Kevin Murphy
- Marvelous Muchenje *Secretary*
- Shannon Thomas Ryan *Co-Chair*
- Joseph van Veen
- Karen Vance Wallace *Treasurer*

OAN Staff Members

- **Asif Ahmed** *Administrative Coordinator*
- **Tracy Campbell** *Director of OPRAH 2009-2010*
- **Michele Cherry** *Coordinator of Skills Development*
- **Thomas Egdorf** *Director of PHA Programs*
- **Romilson Garcia** *Coordinator of Finance*
- **Stephen G. Lincoln** *Coordinator of Community Engagement 2009-2010*
- **Rick Kennedy** *Executive Director*
- **Jason Oliver** *Social Marketing & Communications Coordinator 2008-2010*
- **Claudette Samuels** *Administrative Assistant to Director of PHA Programs*
- **Sean Yang** *Accounting Assistant (part time)*

We are also grateful to our dedicated volunteers:

- **Ed Argo**
- **Gavin Clarke**
- **Doug Guest**
- **Deborah Hudson**
- **James Keene**
- **Murray Newman**
- **Don Turner**

Thanks to our Supporters



The Ontario AIDS Network gratefully acknowledges the generous support of our funders and donors, including:

- AIDS Bureau, Ontario Ministry of Health and Long-Term Care
- AIDS Community Action Program, Public Health Agency of Canada
- Ontario HIV Treatment Network
- Canadian Institutes for Health Research
- ViiV Healthcare
- Pfizer Canada Inc.
- The Ontario Trillium Foundation
- The Ontario Public Service Employees Union (OPSEU)
“Live and Let Live Fund”
- BMO Financial Group
- Federated Health Charities
- Leader Quest Inc.

The Ontario AIDS Network greatly appreciates the pro bono work done by *Deborah J. Hudson, LL.B. B.A* and her colleagues this past year in support of our membership.



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