



**ONTARIO AIDS NETWORK
ANNUAL REPORT
2010 - 2011**



Message from the Co-Chairs

The members of the Ontario AIDS Network have continued to make steady progress in 2010-2011. Together, we have continued our efforts to prevent HIV and support those infected and affected.

This year the Board spent considerable energies in ensuring the basics of governance were well in hand. We conducted a review of our By-laws and created terms of reference and job descriptions for OAN Board Committees including Honour Roll, Governance, Finance and Executive Committees. We also conducted a performance evaluation of the Executive Director.

As well, we conducted a Board retreat and an orientation session for new Board members.

As you will see in this annual report, it was a successful year in our program delivery; a number of our programs have been improved and expanded as the OAN continues to mature and deliver on its mission.

We have also continued to enhance our capacity to influence public policy to ensure an appropriate response to the HIV epidemic. This year we were successful in supporting our members in engaging political and bureaucratic leaders at the provincial and federal levels. These efforts have already had positive benefits, but our resolve may well be tested further in the coming year. It will be important to continue to make our voices heard.

This year the Board granted three very worthy community members the OAN Honour Roll. We were also very pleased to have Glen Murray, Minister of Research and Innovation and long-time advocate in the fight against HIV/AIDS, as guest speaker.

We can all be proud this year that we spoke with a common voice as we faced federal funding uncertainty. We have continued to press home the necessity of our services to federal politicians and policy makers.

In closing we would like to thank our fellow Board members for their hard work over the past year. In particular we would like to thank and congratulate the retiring Board members who have completed 2 full terms serving the OAN Board of Directors; Joseph Babcock, Shannon Ryan and Karen Vance Wallace. Their leadership and commitment has been truly exemplary.

We would especially like to thank Executive Director, Rick Kennedy, and the rest of the OAN staff; they continue to inspire us with their dedication, skill and passion.

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

Ron Lirette

Stacey Mayhall, Co-Chairs

Message from the Executive Director



I am pleased to report that the OAN members, Board and staff have completed another successful year in our collective response to HIV/AIDS. Together we have made our voices heard, and have continued to enhance our programs.

Our efforts to inform public policy were visible and effective this year. We joined together to insist that our voices be heard during the Public Health Agency of Canada's review of the HIV/AIDS funding program structures. The OAN membership convened and paid for a special membership meeting to make our views known. We successfully convinced PHAC to include the OAN and other provincial networks in their consultation processes. We made our views known during that consultation about how ACAP funding processes can be improved to enhance the response to HIV/AIDS and that the inclusion of provincial voices is an essential part of the national conversation.

We came together again to develop our strategy in the face of a potential threat to provincial coordination of HIV/AIDS programming. We worked together to successfully inform the Ontario government that the coordination and supportive role played by the AIDS Bureau is essential to the success of our efforts to fight HIV/AIDS.

Meanwhile, as you will read in this annual report, we continued to listen to the needs and concerns of our members as we expanded and enhanced our programs to support your work.

Allow me to express my thanks to all the OAN staff and volunteers. They are exceptionally skilled, dedicated and passionate. We are very fortunate to have them on our team.

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.

A handwritten signature in black ink that reads "Rick Kennedy".

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.

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.

On August 13, 1993 the OAN was incorporated 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.

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 Honour Roll 2010



We are grateful to our guest speaker, Ontario Minister of Research and Innovation, Glen Murray. Since the early days of the AIDS epidemic, Mr. Murray has been an advocate on HIV/AIDS issues and on human rights concerns. He was a founding member of the Canadian AIDS Society. He was also part of a team through the World Health Organization that developed an international strategy for the delivery community HIV prevention initiatives and coordinated the work of AIDS Service Organizations.

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 Awards were created in 1996.

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/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.

The Honour Roll is divided into four awards. A maximum of one nominee will be inducted in each category annually.

This year's inductees continue to exemplify these standards:



Thomas Edgorf

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/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.



Sean Rourke

Caregiver Award

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



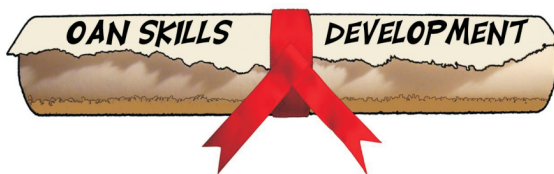
Patrick Truong

Community Partners 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/AIDS.



OAN Programs: *Skills Development*



The OAN Skills Development Program provides skills - based educational workshops to Staff, Board Chairs and Executive Directors of its member agencies.

The purpose of the program is to build capacity for the day-to-day running of AIDS service organizations and to support staff to better serve people infected, affected and at risk of HIV infection. The program also provides resources and tools to promote wise practices. In addition, the workshops help to strengthen networks between individuals and organizations.

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

This year the Skills Development Program offered seven 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 and Board Chairs workshop.

197 staff of OAN member agencies participated in the program throughout 2010 / 2011.

Emerging themes and topics that were discussed at the various workshops include but are not limited to: HIV and aging, managing change and those “sticky” situations with volunteers, mind mapping, creating a respectful workplace, innovative thinking and HIV prevention work and various human resources topics for the different groups. The Evidenced-Based Practice Unit of the Ontario HIV Treatment Network also did a number of presentations to the various groups on the OCHART/OCASE reporting tool.

In addition we introduced a theme of “Difficult Conversations” as a training element in our skills workshops. To support this learning we added on-line training workshops on “difficult conversations” and negotiations. On line training has proven to be popular and 81 registrations have been received so far.

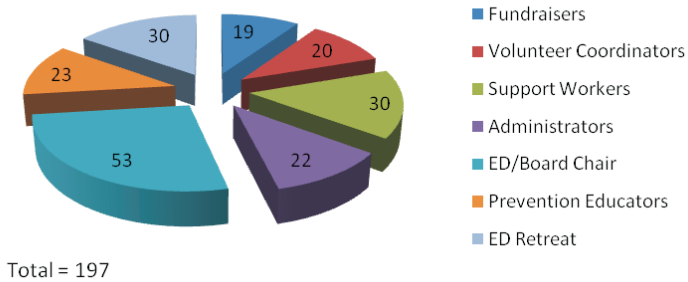
An evaluation is done after every workshop which not only asks questions about the individual sessions but also about the workshop as a whole. At the end of each evaluation, participants are asked for suggested topics for the next workshop, as well as any other comments they wish to include. The evaluations are always used to inform the content of future workshops. The data from the most current OCHART Report from the Front Lines is also used to inform content.

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



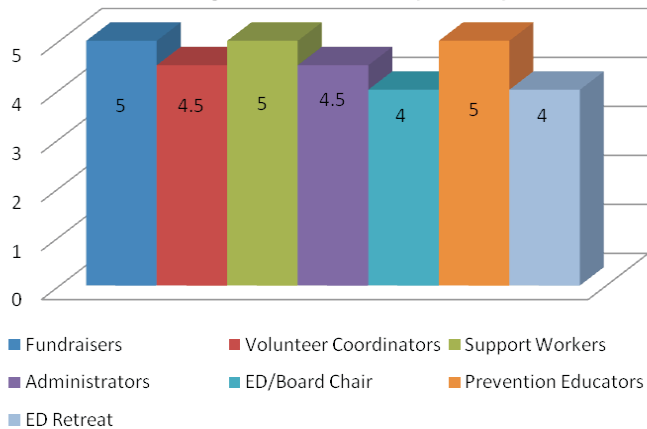
SKILLS WORKSHOPS - APRIL 2010-MARCH 2011

Number of Attendees



SKILLS WORKSHOPS - APRIL 2010-MARCH 2011

Average Evaluation Score (out of 5)





OAN Programs:

PHA Leadership & Facilitator Training



Positive Leadership Development Institute™

The Positive Leadership Development Institute™ is a partnership between the Ontario AIDS Network and the Pacific AIDS Network. Between 2006 and 2009 the program was offered in Ontario by the OAN only and was called the Leadership Development Program. By early 2009 almost 200 people with HIV had graduated from the Positive Leadership Development Institute™ in Ontario. Each year the community of leaders continues to grow. In 2009 our work was enriched by the Pacific AIDS Network agreeing to become full and equal partners in our work. The OAN would like to thank Jennifer Evin Jones, Stacy LeBlanc, Marc Seguin and Kath Webster of the Pacific AIDS Network and Ed Argo, Thomas Egdorf, Claudette Samuels and Tara Jewal Sigouin in Ontario for their leadership and support.

In 2010/11, 59 participants in Ontario attended our leadership retreats. The retreats are intense three-and-a-half day sessions that offer self reflection with the theme “Who am I as a leader?”

In addition the Institute held two sessions for two-and-a-half days on Board governance. The training has been revised to offer more inter-active role plays that focus on conflict of interest, accountability and the role of Board Members. 25 individuals successfully completed this second level of training and the approval rating was an average of 4.3 out of five for the content and delivery.

Our joint fundraising efforts with the Pacific AIDS Network received support from the MAC AIDS Fund to help support additional trainings and collaborative efforts in B.C. and Ontario.

Proceeds from the OAN Honour Roll Banquet also supported the Institute’s work in Ontario.

In 2011, the OAN also published a book entitled “Positive Change Makers”. The book describes the work of the Positive Leadership Development Institute™ and profiles twenty powerful stories from people with HIV/AIDS who have graduated from the Institute. The OAN thanks them for their courage and commitment and congratulates them on their success!

The OAN thanks the MAC AIDS Fund, the OPSEU “Live and Let Live” Fund, and the Public Health Agency of Canada for their support of our leadership development programs in Ontario.

The Living and Serving Project builds on the life work and doctoral thesis of the late Dr. Charles Roy PhD: AIDS activist, HIV positive man and former Executive Director of the AIDS Committee of Toronto. Charles was highly committed to ensuring the greater involvement of people living with HIV/AIDS in the AIDS movement in Canada.

In his 1996 report *Living & Serving: Persons with HIV in the AIDS movement in Canada*, he wrote "by employing PHAs as staff and volunteers, you see us at our best and at our worst. You see our passion in our work, struggle for control over the lives that AIDS will eventually take from us. You enjoy and suffer the consequences of not only living a life with AIDS, but being part of it."

His analysis of the level of involvement of HIV positive persons in AIDS Service Organizations identified both barriers and opportunities for improvement and challenged us to improve.

In 2007 our partners in community based research, the Ontario HIV Treatment Network (OHTN), conducted a follow up study. *Living and Serving 2: ten years later* led by Evan Collins and Roy Cain evaluated the progress made in Ontario on the issue. As a result of their recommendations, the OAN began working in partnership with our membership to build the capacity of ASOs and community-based health organizations to support a consistent vision of the involvement of people who are HIV positive (PHAs) inside and outside the HIV/AIDS sector. A key strategy will be the development and implementation of a "values and code of practice" agreement.

Working in partnership with our membership and PHAs, the Living and Serving Project is developing and implementing strategies to more meaningfully and effectively connect People who are HIV Positive to capacity, skills building and mentorship programs to support their involvement in the AIDS sector and in other community-based organizations. An example of this work is the creation of the Positive Leadership Development Institute which provides leadership development for HIV positive people in Ontario and British Columbia.



In addition, the OAN is also working in partnership with other capacity building projects that address key training issues as they relate to stigma and discrimination both inside and outside the workplace. An example of this has been our support this year of the Facilitators' Training Project in partnership with the AIDS Bereavement and Resiliency Project of Ontario (ABPRO). The OAN's Ontario Provincial Resource for ASOs in H.R. (OPRAH) is also helping to develop human resource approaches that take into consideration the complex issues involved with the disclosure and non-disclosure of HIV status in the workplace and in other social interactions.

Informing our work this past year has been input from volunteers and staff from around the province who met in two thought provoking events in London and Toronto. In the coming year the OAN will continue this process of consultation, leadership training and the development of good practices to ensure the greater involvement of people with HIV/AIDS in all aspects of our work.

The OAN thanks everyone who contributed to the consultations and supported our efforts in the past year.



OAN Programs:

Community Based Research Program

The OAN is committed to supporting the development of community-based research capacity within AIDS Service Organizations (ASOs), Community Based AIDS Organizations (CBAOs) and affiliated community organizations and programs. Specifically, the CIHR HIV/AIDS Community-Based Research Program (CBR) provides direct assistance to a variety of stakeholders, from within and connected to the OAN membership, with the goal of fostering the expertise and conditions necessary for larger and smaller organizations to form partnerships and to conduct their own research, either independently or with academic partners.

The community Based Research Program has conducted outreach to OAN member organizations to act as a catalyst in the development of new research. Though the position of Community-Based Research Facilitator (CBRF) was vacant for a portion of the year, the projects fostered by the previous staff person, Lea Narciso, were resumed along with newer initiatives. This year we have worked with members including The Teresa Group, Asian Community AIDS Services (ACAS), Toronto PWA Foundation, the **AIDS Bereavement and Resiliency Program of Ontario (ABRPO)**, the Toronto HIV/AIDS Network and affiliated programs at The Hospital for Sick Children, the Centre for Spanish-Speaking Peoples and Sherbourne Health Centre.

Current projects underway at the provincial level include the development of province-wide research on the impact of stigma due to HIV status.



The CBRF role is to assist community-based organizations, academics, 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.

The CBRF can assist with consultation, education and support with:

- Refinement of agency or organization-specific research ideas and questions
- Orientation of teams to CBR principles, a broad range of research methods and theoretical approaches
- Partnership building and formalization of partnership agreements within research teams
- Developing grant applications for meetings research consultations and community-based research projects
- Integrating Greater Involvement of People with HIV/AIDS (GIPA) principles into all phases of the research cycle
- Providing resources for literature reviews and research syntheses
- Developing applications for ethics review
- Expertise on knowledge exchange methods and processes

The program is funded by the HIV/AIDS program, Targeted Initiatives Branch, Research Portfolio, Canadian Institutes for Health Research.

We are grateful for the work of Lea Narciso and Ruth Cameron in supporting our work this past year.



OAN Programs:

Ontario Provincial Resource for ASOs in Human Resources (OPRAH)



This past year the Ontario Provincial Resources for ASOs in Human Resources (OPRAH) program went through a period of transition and renewal as it transformed from a one year pilot project to an ongoing program that provides HR coaching and counselling to Board Chairs and Executive Directors.

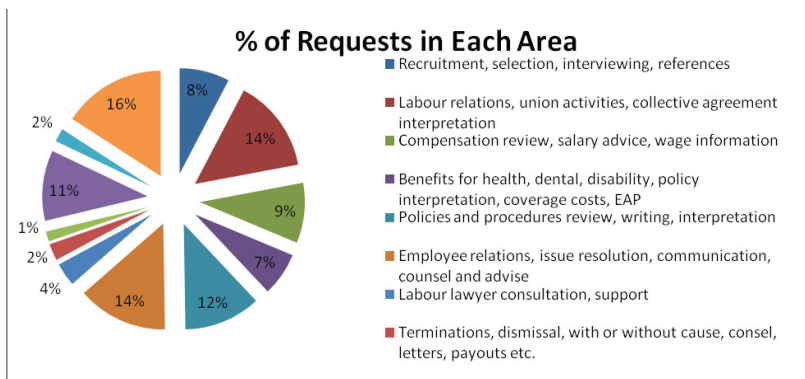
During the transition period, the OAN relied on the services of Elaine Roper and Associates. In July, 2010, following an open tender for services, we were pleased to appoint Brock Colter of Colter Consulting Services as the HR consultant in charge of the OPRAH program.

In the past 6 months the OPRAH program has provided training sessions on Employee Recognition and Retention Strategies, Human Rights and Accommodation, the Role of the Board in Employee and Labour Relations, as well as, a workshop for unionized ASOs on labour management issues. The OPRAH program also conducted the first ever compensation survey of AIDS Service Organizations and comparative analysis of collective agreements within the sector. This was a significant accomplishment that adds to the resources available for our work and created benchmarks within the sector.

We also launched a survey for feedback on the OPRAH program and to help identify needs going forward. This will be incorporated into the OPRAH Strategic Plan to help guide the program and meet the needs of member ASOs, particularly with respect to identifying HR training needs.

A policy on violence in the workplace and anti-harassment was also developed for ASOs in response to the requirement of Bill #168.

In addition to training sessions and workshops, individual coaching sessions were held with Board Chairs and Executive Directors on the topics illustrated below:



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

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

Supporting Civic Engagement, Informing Public Policy



The OAN has continued to inform public policy to enhance the response to HIV/AIDS. In 2010/11 the OAN was active on a number of fronts.

ONTARIO

During the past year the OAN held meetings with the Honourable Deb Matthews, Minister of Health and Long-Term Care and the Honourable Glen Murray, Minister of Research and Innovation. We were very pleased to receive the commitment from Minister Matthews that Ontario will continue to have a strong and centrally coordinated response to HIV/AIDS. The Minister confirmed to us that the AIDS Bureau is being retained within the ministry and its responsibilities will not devolve to the Local Health Integration Networks (LHINs).

The OAN also appreciated the support of Minister Murray in advocating for the retention of the special diet supplement for ODSP recipients who are HIV Positive. The OAN continues to believe that the ODSP special diet supplement should be provided on the basis of HIV diagnosis and not weight loss. We continue to advocate for an increase to the ODSP rates as they are inadequate for human dignity and fail to provide the necessities of life.

The OAN supported the exceptional leadership of the Ontario Working Group on Criminal Law and HIV Exposure (CLHE) by supporting the call for Prosecutorial Guidelines on HIV Non-Disclosure. The OAN hosts the campaign website (www.ontarioaidsnetwork.on.ca/clhe/) and has distributed postcards publicizing the campaign and soliciting support for a petition. Ontario's Attorney General Chris Bentley has begun to heed the concerns of the over 900 organizations and individuals that have thus far endorsed the call for guidelines.

CANADA

The OAN has continued to express its concerns to members of all political parties at the Federal level.

The OAN was pleased to be invited to a private meeting in Ottawa with M.P. Megan Leslie, federal New Democratic Party Health Critic. We expressed our concerns about the lack of commitment and reduced funding for the Federal Initiative on HIV/AIDS.

We have also been supported by the Honourable Carolyn Bennett, the Liberal health Critic in Ottawa in making our case that the funding for the Federal Initiative on HIV/AIDS in Canada must be restored to the original \$84.4 million commitment, made in 2004 and repeated in years there-after. Total funding remains frozen at \$73.1 million, a shortfall of \$11.3 million.

In June 2010, at the request of the Liberal M.P. Honourable Ken Dryden, the OAN was pleased to attend a public roundtable in Ottawa, entitled "*The Public Voice: Why does it Matter?*"

During the International AIDS Conference in Vienna the OAN had the opportunity to discuss with Honourable Leona Aggkluqaq, the Minister of Health and Dr. David Butler Jones, Chief Public Health Officer of Canada, our concerns regarding recent calls for funding proposals. We also successfully lobbied the Public Health Agency of Canada (PHAC) to include provincial and regional organizations in face-to-face consultations for their Study of PHAC's HIV/AIDS Funding Programs' Structure. Although this was not part of their original plans we appreciated PHAC's flexibility in making these consultations inclusive of provincial and regional voices.

FAITH AND SOCIAL JUSTICE

This past year we continued our work in partnership with the Anglican Diocese of Greater Toronto HIV/AIDS work group to explore spiritual support and social justice issues together. The Diocese is developing a partnership with McEwan House to provide spiritual care for clients on a non-denominational basis upon request. The Project is being led by Reverend Doug Graydon with support from the Diocese and the Church of the Redeemer.

At the request of the OAN, the Anglican Social Justice Committee was also instrumental in helping to obtain endorsements on the petition to support the Canadian Access to Medicines Regime (CAMR) legislation. The petition of support was signed by the Anglican Primate, the Archbishop of the Diocese of Greater Toronto, the Bishop of Niagara, and the Dean and Rector of the Diocese of New Westminster. The Presbyterian Church of Canada and the Reverend Brent Hawkes of the Metropolitan Community Church of Toronto signed the petition at the OAN's request as well.



GMSH Gay Men's Sexual Health Alliance™

The Gay Men's Sexual Health Alliance (GMSH)™ is a network of gay men and their allies including representatives from community-based AIDS service organizations, public health units, HIV researchers, policy makers, people with HIV and other interested individuals.

The GMSH™ aims 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) to reduce the transmission of HIV and other sexually transmitted infections and improve gay men's overall health and well-being. The GMSH™ promotes an approach to sexual health work that is gay-affirming, sex-positive and integrates risk and harm reduction approaches.

This year, the GMSH™ transitioned from a program coordinated by the AIDS Bureau to a program hosted at the OAN. The position of Director was created and has been filled by Owen McEwen, and a new Communications Coordinator, Brandon Miller, joined Administrative Coordinator, Asif Ahmed as part of the team. A continuing priority is to build and nurture networks of outreach workers, sexual health educators, researchers, funders, and policymakers within the gay men's sexual health sector.

Highlights in GMSH™ knowledge transfer and exchange have included:

- The 7th Annual Gay Men's Sexual Health Summit, *"Pride, Pleasure, and Power."* *With a focus on conversation and community building, the 2011 Summit had more participants than ever before. Attendance increased from 180 delegates in 2010 to 220 this past Summit.*
- The GMSH™ partnered with the AIDS Committee of Toronto to adapt their syphilis awareness campaign, *The Attach of the Cursed Syphilis*, for provincial distribution. As part of the provincial campaign, a postcard for HIV-positive men was developed.
- The GMSH™ partnered with the BLACK Coalition for AIDS Prevention to release *The Guide*, a resource for gay/bi/MSM newcomers, and the accompanying website, www.new2ontario.ca.
- The GMSH™ partnered with the AIDS Committee of Toronto to create a good practices in gay men's outreach manual, entitled *Making Outreach Matter*. The online resource will be launched in May 2011.
- The GMSH™ partnered with the AIDS Committee of Toronto on a resource promoting second generation HIV prevention techniques, entitled *The Sex You Want*. A provincial advisory committee was used to gather voices from across Ontario and the final product will consist of both web and print resources, due in late spring 2011.



- GMSH™ staff are working on the development of a new website that will be launched in May 2011. The website will be primarily for sexual health workers and others in the organization's network. It will serve as an online hub of information for those interested in finding out more about the work of the GMSH™, with a direct link back to community services and regional AIDS service organizations.
- The GMSH™ began the process of creating an organizational strategic plan in 2010. Two consultants have been hired to oversee this process.
- The GMSH™ hosted two Provincial Advisory Body (PAB) meetings (October and March), with a third scheduled for June 2011. Delegates were added to the PAB to ensure regional representation from across Ontario.
- The GMSH™ continued to host the Gay/Bi/Queer Trans Men's Working Group, Campaign Working Group, and Summit Planning Working Group. The GMSH is also home to the Poz Prevention Working Group. POZ prevention for HIV-positive gay men aims to empower individuals, promote healthy relations with sexual partners and improve conditions, to strengthen the sexual health and well-being of HIV-positive gay men and reduce the possibility of new HIV infections and other sexually transmitted infections. These working groups - including a variety of subcommittees - continue to be an integral component of the work of the GMSH staff. A continuous effort is made to ensure that these working groups include workers who represent a diversity of gay/bi/MSM.
- The GMSH™ Campaign Working Group met throughout the year to discuss the campaign theme. Top Drawer Creative was contracted in early 2011 and the creative process is currently underway.

A sincere and heartfelt thank you is extended to all of the people holding membership on the GMSH™ Provincial Advisory Body, Poz Prevention Working Group, Gay/Bi/Queer Trans Men's Working Group, Campaign Working Group, and Summit Planning Working Group. This support and guidance is an instrumental component to the work of the GMSH staff and the success of the organization.

The GMSH™ is funded by the AIDS Bureau, Ontario Ministry of Health and Long-Term Care.

Staff Members

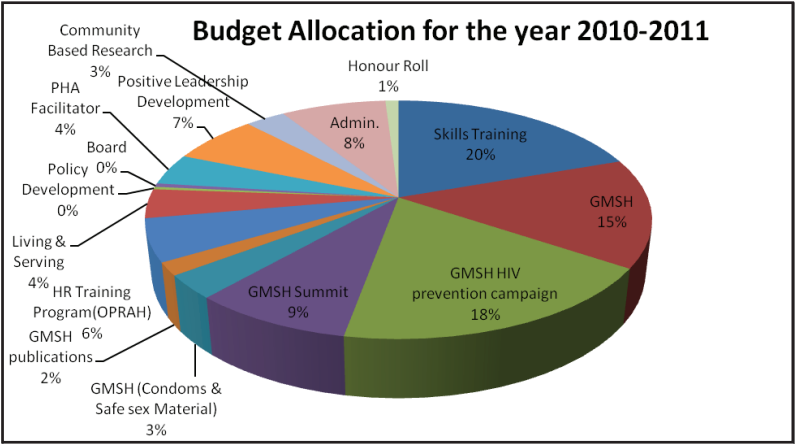
Asif Ahmed - Administrative Coordinator

Owen McEwen - Director

Brandon Miller - Communications Coordinator



Budget Allocation for the Year 2010-2011



Thanks to our supporters and volunteers:



We are grateful to our many dedicated volunteers.

Thanks to our Funders and Donors

Thanks to our Supporters:

The Ontario AIDS Network gratefully acknowledges the generous support of individuals across Ontario who contributed to our work through private donations.

The Ontario AIDS Network also thanks our funders and corporate sponsors for their support and commitment throughout the past year:

AIDS Bureau, Ontario Ministry of Health and Long-Term Care
AIDS Community Action Program, Public Health Agency of Canada
BMO Financial Group
Canadian Institutes for Health Research
Federated Health Charities
Gilead
MAC AIDS Fund
Ontario Public Service Union (OPSEU), “Live and Let Live Fund”

The Ontario AIDS Network gratefully acknowledges the pro bono services donated by:

ARC Canada
Shepell-FGI

Volunteers (As of November 2010)

Ed Argo
Bruno Bini Bonfim
Tara Jewal
Neil McGregor
Marc Seguin
Kath Webster

Ontario AIDS Network Board of Directors

Joseph Babcock - Secretary

Les Bowman

Lynne Cioppa

Jay Koornstra

Ron Lirette - Co-Chair

Stacey Mayhall - Co-Chair

Kevin Murphy

Shannon Ryan

Karen Vance-Wallace - Treasurer

Ontario AIDS Network Staff (As of April 1, 2011)

Ruth Cameron - Community Based Research Facilitator

Michele Cherry - Coordinator of Skills Development

Brock Coulter - Consultant, Ontario Provincial Resource for ASOs in HR (OPRAH)

Romilson Garcia - Coordinator, Finance and Administration

Rick Kennedy - Executive Director

Tara Jewel Sigouin - Coordinator and Trainer, Positive Leadership Development Institute



Ontario AIDS Network