

ONTARIO AIDS NETWORK 2013 ANNUAL REPORT



Ontario AIDS Network

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.

ONTARIO AIDS NETWORK

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2013-2014 A year of

Transformation and Achievement

26 years ago about a dozen AIDS Service Organizations met together and recognized the need for both information sharing and peer support. Their shared vision of the need for a network to bring Ontario's AIDS Service Organizations (ASOs) together to exchange knowledge and to support each other led to the official incorporation of the Ontario AIDS Network (OAN) in 1993.

Today the OAN continues to serve the front line response to HIV in Ontario. We are member driven and serve our membership and affiliated agencies by supporting their work in reducing HIV transmission and working for the betterment of all lives affected and infected by HIV. Our organization now includes 44 member and affiliated agencies who collectively work to defeat HIV and AIDS in Ontario and to improve the lives of people who are HIV positive.

As a Board we remain focused on creating value for our membership. Our commitment to being a knowledge exchange network is evident in the OAN Skills Development Program which provides training for volunteers and staff in agencies throughout the province enabling knowledge to be shared, adapted and applied within local communities. Similarly, the Ontario Provincial Resource for ASOs in HR, "OPRAH" provides Human Resources counsel and training to assist Board Chairs and Executive Directors in being up to date with HR best practices and new legislation for the workplace.

Part of our work as a Board of Directors this past year was to consider the role of the OAN and how it engages people who are HIV positive. A guiding principle of our work is the Ontario Accord on the Greater Involvement of People with AIDS (GIPA). In honouring our commitment to the Ontario Accord we acknowledge that the Greater Involvement of people with HIV/AIDS (GIPA) principle is never achieved once and for all; it is a goal and commitment that must be continually renewed. As part of our GIPA commitment, the majority of our Board of Directors is HIV positive and a significant portion of our staff are HIV positive. To support a rising generation of HIV positive leaders, the OAN continues to make the Positive Leadership Development Institute (PLDI™) a priority.

A

Message from the Co-Chairs



2013-2014 A year of Transformation and Achievement

Independent evaluations of the OAN Skills Development Program, OPRAH and Positive Leadership Development Institute™ confirm that OAN services continue to be highly valued and accessible.

We started our Board year with a significant and unexpected transformation at the Ontario AIDS Network. A fire in the suites directly above our office resulted in severe smoke damage to our premises and equipment. As a result the OAN staff vacated the premises and established a new office environment. This meant that much of our focus for the year was the “on the ground” operational requirements and less time was spent on considering the opportunities that are on our horizon. The Board appreciates the work of management and staff in bringing the agency through this process of relocation. We have appreciated the patience and understanding of all of our partners and supporters as the OAN went through this time of major transition. We have come out of it even stronger.

Our priority in 2014-15 will be to ensure that the OAN remains strong and accountable to its members, donors and funders and is informed by a member driven strategic plan that guides our future development. In the coming year we will focus on the completion of our strategic planning exercise and our planned outreach to elected officials at Queen’s Park in advance of World AIDS DAY.

We have achieved much and much remains to be done.

Thank you for your ongoing commitment and support.



Kevin Murphy



Stacey Mayhall

A Message from the Co-Chairs



As I write this message the finishing touches are being put in place on our new office location. The office building fire of May, 2013 is now in our rear-view mirror and we have made the transition to a new and better place for us. Our new OAN offices are both affordable and convenient for our membership and include a community development room where we can host some of our meetings to help save costs. Although our office move was unexpected and very time consuming, we have made a successful transition and we can be proud of the achievements that we have made in the past year.

Among these achievements was the creation of the “Now What? A Guide for ASOs supporting PHAs considering the possibilities of disclosure”. This guide is the result of the collective work of 90 graduates the Positive Development Leadership Development Institute™ who contributed to its development. 54 of them chose to be publicly named as contributors. This disclosure guide is an important affirmation that people with HIV want a holistic approach in discussions about disclosure that respects their decision to disclose or not and it should not be limited to a conversation about the law and criminal prosecutions.

In accordance with the United Nations’ guidelines, the OAN is seeking to put an end to Ontario’s harsh and misguided practice of prosecuting for aggravated sexual assault in circumstances when there was no realistic risk of transmission, transmission did not occur, and there was no intention to infect. The OAN is leading an initiative together with the Ontario Community Mediation Coalition and an advisory group that is proposing the creation of a community mediation process as an alternative to criminal prosecutions. We are advocating for a more enlightened approach based on the principles of restorative justice that would help to resolve the conflict, create healing, provide resolution of harms and help all parties involved to think carefully about their sexual activity and the risk of HIV transmission. A restorative justice approach would be more timely and cost efficient than a court room proceeding, offer privacy to all participants and thereby reduce HIV stigma. Drafting of our policy position is being assisted by the Pro Bono Law Students Canada and students at Queen’s University Faculty of Law and the law firm of Cynthia Fromstein and Associates

A Message from the Executive Director



Activities that occurred this past year in support of the OAN commitment to the Ontario Accord on the Greater Involvement and Meaningful Engagement of People with HIV/AIDS (GIPA) included the recruitment and training of 2 new PLDI™ facilitators to increase our ability to offer more leadership training sessions and to provide it in French in the future. In addition, at the request of our provincial colleagues, the OAN provided PLDI™ training in Vancouver B.C. and Calgary, Alberta. Our training collaboration with the Positive Living Society of Melbourne, Australia also continues to be active and growing. A recent independent evaluation in Australia confirmed that PLDI™ training is having ongoing impact. This year the OAN also launched on a test pilot basis the provision of life coaching services for selected graduates of PLDI™ through a partnership with the ADLER school of Professional Coaching. Early indicators of success have encouraged us to continue to offer this program in the coming year.

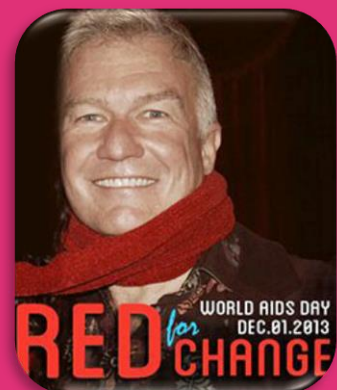
In order to assess the effectiveness and potential for improvement of the OAN's ongoing training programs, independent evaluations of the Skills Development, Ontario Provincial Resource for ASOs in HR (OPRAH) and the Positive Leadership Development Institute were also completed. All of the evaluations for the program were quite high; the area that was identified for improvement in all programs was web-based training.

Last year the OAN test piloted the introduction of fundraising software to help our members reduce administrative costs and raise more money. The OAN is now offering the software and training as a service to our members and affiliates to support online fundraising and event management including registration and pledging, reporting donations and revenue management.

An important health issue for our communities is the need to provide HPV vaccine to boys and young men on the same basis that it is made available to girls and young women. HPV vaccination can play a role in reducing life threatening cancers. Research confirms that HIV positive people, as well as men who have sex with men may be at increased risk of developing cancers linked to the presence of the HPV virus. The OAN is continuing to make the case for providing vaccination on an expanded basis.

In 2014 the Honour Roll event was transformed at a new location. The result was lower ticket prices, a more accessible event and our most successful fundraiser ever. We will continue with a larger event coordinated with outreach activities at Queen's Park prior to World AIDS Day.

A Message from the Executive Director



All of our work was strengthened through active partnerships with provincial organizations including; the Ontario HIV Treatment Network, the Pacific AIDS Network in BC, COCQ-SIDA in Quebec, the Alberta Community Council on HIV, the Ontario Community Mediation Coalition, the Social Justice in HIV/AIDS workgroup of the Anglican Archdiocese of Greater Toronto.

The OAN is proud to be the host agency for the Gay Men's Sexual Health Alliance (GMSH). It was a productive year for the GMSH as it supported front line workers in communities across the province in their work of reducing HIV transmission among gay men and men who have sex with men.

Both the OAN and the GMSH achieved their program goals thanks to the resilience and dedication of the remarkable OAN staff team of 4 and the Gay Men's sexual health Alliance team of 3. Each person contributed mightily so that the OAN and the GMSH continued to function through the smoke and uncertainty of the past year.

Equally inspiring was the dedication and steadfast guidance of the OAN Board of Directors who kept us on course as we dealt with the difficult decision to move in the aftermath of the office building fire. Part of this was a voyage into the unknown. There were many hours of discussion and debate to determine the best stewardship of our donors' contributions and ensuring we fulfilled our active calendar of training sessions. We came through it thanks to the encouragement of our Members and Affiliates and the support of our funders at the AIDS Bureau of the Ontario Ministry of Health and Long-Term Care and at the Public Health Agency of Canada. We also appreciated the kindness of the management and staff at the Ramada Plaza Hotel in Toronto who welcomed us to our temporary location. A special thank you to the Design Centre, at Ryerson University School of Interior Design and the talented students who helped to create a vision of new space for us.

Change was in the air, and when the smoke finally lifted we saw more rainbows than clouds.

Thank you for all of your support.



Rick Kennedy, Executive Director

A Message from the Executive Director

In 1986, about a dozen AIDS Service Organizations recognized the need for information-sharing and peer support; thus, the Ontario AIDS Network was born.

Who We Are

The Ontario AIDS Network (OAN) is a coalition of people with HIV and AIDS (PHAs), AIDS Service Organizations and AIDS Service Programs, who work collectively to provide a just, effective response to HIV and AIDS, improve life for people infected with and affected by HIV and AIDS, and prevent the spread of the virus.

We create a forum where members debate key prevention, treatment and advocacy issues. We create opportunities for people with HIV and AIDS and community-based organizations to share experiences and develop new skills. The OAN also works to give the community-based HIV and AIDS sector a collective voice. Our members have used that voice effectively – to advocate successfully for funding for HIV and AIDS services, to actively promote the greater involvement of people with HIV and AIDS, and to speak loudly on issues that affect the rights and well-being of people with HIV and AIDS, such as income and housing supports for people with HIV.

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.

Who we are



Rick Kennedy
Executive Director



Romilson Garcia
*Manager of
Finance &
Administration*



Michele Cherry
*Manager of Skills
Development &
Online Learning*



Tara -Jewal
*Coordinator and
Trainer, PLDI™*



Richard Ash
*Administrative
Assistant*

**Ontario AIDS Network
Staff**

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.

Who we are



Owen McEwen
Director



Daniel Pugh
*Knowledge-Transfer-Exchange
Coordinator*



Chi-Chung Lau
*Motivational Interviewing (MI)
Project Lead*



**Gay Mens Sexual
Health Alliance staff**

Who We Are

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

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

2013

Honour Roll Reception

Over 125 guests attended the reception, joining us in celebration of the achievements of the Honour Roll Awards recipients. Entertainment included African Drummers Amara Kante drummers who energized the room with their lively performance and the Carrie Chesnutt jazz ensemble who entertained the room while guests enjoyed a chance to mingle. Shaun Proulx was very engaging as our Master of Ceremonies.

There have been over 100 inductees to The Ontario AIDS Network Honour roll.

Many thanks to our guests, volunteers, performers, staff and sponsors BMO Financial Group, Gilead, and ViiV Healthcare who created a very special night for all of us.



On November 26, The Ontario AIDS Network was pleased to host the 2013 Honour Roll Reception at the University of Toronto's Hart House.

The Ontario AIDS Network presented the following Honour Roll Awards:



**Prisoners with AIDS Support
Action Network (PASAN)**
Social Justice in HIV/AIDS Award
was presented to the



Henry Luyombya
The Person with HIV/AIDS
Leadership Award was presented to



Fanta Ongoiba
The Community Partners Award
was presented to



The OAN Skills Development Program provides skills-based educational workshops to its member agencies. The program is funded by the AIDS Bureau of the Ministry of Health and Long-Term Care.

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 best practices. In addition, the workshops help strengthen networks between 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 nine capacity building workshops for the following ASO professional roles: Support Workers, Administrative Coordinators, combined Fundraisers and Volunteer Coordinators, HIV Prevention Educators, Executive Directors retreat, an Executive Directors and Board Chairs workshop, Board Chairs and Vice Chairs workshop, Labour Relations workshop for unionized ASOs and Middle Managers with a Human Resources focus.

Skills Development

Michele Cherry



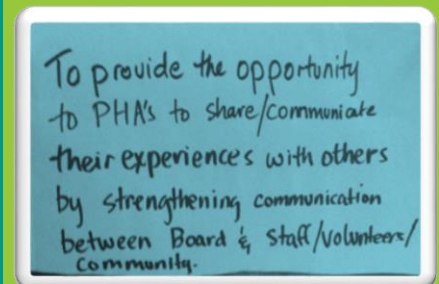
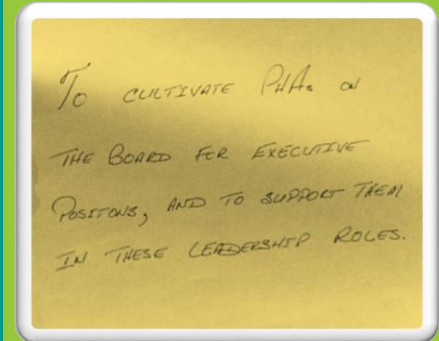
237 staff of OAN member agencies and affiliates participated in the Skills program throughout 2013/2014.



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

- *Developing your case for support*
– fundraisers
- *Successfully Navigating Difficult Conversations: An Evidence-Based Perspective*
– volunteer coordinators
- *Board Recruitment Committees: Best Practices*
– board chairs and vice chairs
- *Navigating through Employee Terminations*
– ED retreat
- *Forging Stronger Relationships: HIV Clinics and ASOs*
– support workers
- *Time and Task Management*
– administrators
- *Directors and Officers Liability*
– EDs and board chairs
- *Collective Bargaining: Strategies for the Unexpected*
– unionized ASOs
- *Prevention Education: What works best for you?*
– educators
- *Health and Safety in the Workplace: Is your ASO in compliance?*
– middle managers

Disclosure commitments from board chair/vice chair



For over 20 years, the OAN has evolved and grown to a membership of 44 agencies, creating one of the strongest health movements in Ontario.



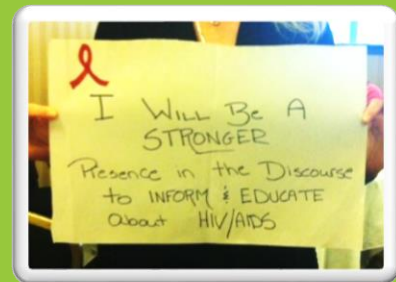
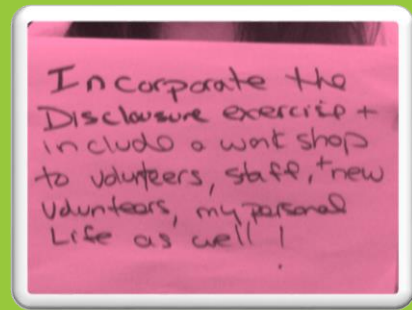
The Evidenced-Based Practice Unit of the Ontario HIV Treatment Network also did a number of presentations to the various groups on the OCHART/OCASE reporting tool (Ontario Community HIV/AIDS Reporting Tool; Ontario community-based AIDS Services and Evaluation). These sessions are made available to any of the workshops that the Evidenced-Based Practice Unit believes will benefit.

This year, one day of the Support Workers' workshop was done as a combination workshop of Support Workers and HIV Clinic Coordinators at the request of the AIDS Bureau. This request came forward as a result of the environmental scan of ASO Support Workers that was done by the OHTN. One of the recommendations out of the report was that ASOs and HIV outpatient clinics need to forge stronger relationships which was the driving factor behind bringing the two groups together.

There were a number of workshops done on HIV and Healthy Disclosure utilizing the OAN's recently produced HIV Healthy Disclosure Guide for each of the various workshop groups. An interesting outcome from the Administrators on this was that they wanted more HIV specific content as they are just as passionate as the frontline workers about the work that their agencies do. Administrators tend to be viewed as the "behind the scenes" folks who keep the agency processes running smoothly so it was definitely a surprise to hear this.

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 "View from the Front Lines" is also used to inform content. For some of the workshops, a quick email survey about current topics of interest is sent out prior to the workshop to assist in planning.

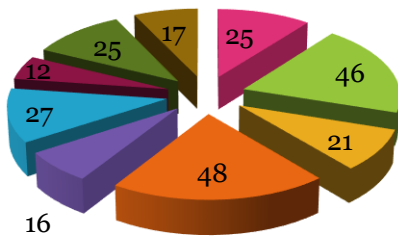
Disclosure commitments from fundraisers and volunteers coordinators





SKILLS WORKSHOPS APRIL 2013-MARCH 2014

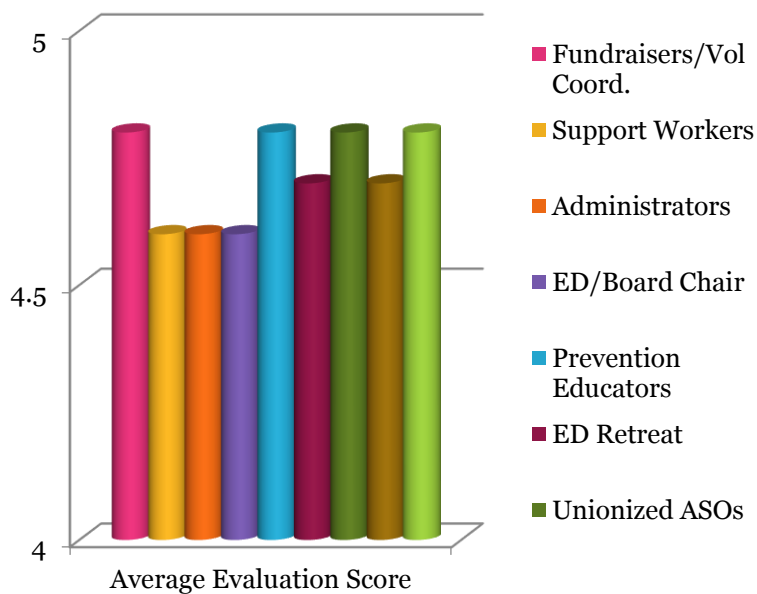
Number of Attendees



Total = 237

- Fundraisers/Vol Coord.
- Support Workers
- Administrators
- ED/Board Chair
- Prevention Educators
- ED Retreat
- Unionized ASOs
- Middle Managers
- Board Chairs/Vice Chairs

OAN Skills Building Workshops have been offered since 1997



Average Evaluation Score

- Fundraisers/Vol Coord.
- Support Workers
- Administrators
- ED/Board Chair
- Prevention Educators
- ED Retreat
- Unionized ASOs



**Positive Leadership
Development Institute™**

The Positive Leadership Development Institute™ (PLDI™) exists to support people with HIV/AIDS to realize their leadership potential and increase their capacity to participate meaningfully in community life. A partnership between the Ontario AIDS Network and the Pacific AIDS Network, the PLDI™ honours the leadership of the past, values the leadership of today and inspires leadership for the future.

Since 2006 when The PLDI™ program was founded in Ontario been led and delivered by people who are *HIV positive*.

The *PLDI™* leadership training provide participants with the opportunity to:

1. Understand the principles and commitments of leadership
2. Realize individual leadership potential
3. Participate in building a network of HIV positive leaders
4. Realize the potential and strengths that each individual brings to their own life and to their communities
5. Learn about and practice leadership skills in a welcoming and safe environment
6. Inspire others to become leaders
7. Encourage participants to take on employment, education, facilitation and mentoring roles in the community
8. Expand participants' awareness of our community

The PLDI™ training includes three levels:

Phase I: Who am I as a Leader?

Phase 2: Bored? Get on Board!

Phase 3: Communications

The Positive Leadership Development Institute™ (PLDI™)

“I have learned, yet again, so much I really appreciate the opportunity Every time I leave this workshop I leave reflecting on how I can better myself and others around me”
- A PLDI™ participant



2013 was another productive year for The Positive Leadership Development Institute™

Despite the challenges related to our office building fire and relocation we exceeded our goals. 126 people living with HIV participated in PLDI™. 126 people living with HIV participated in PLDI™ in 7 three day workshops offered in London, Toronto, and Geneva Park. There are now 4 fully trained Ontario Facilitators and we welcomed two more in training one whom is francophone.

Our partnership in The Positive Leadership Development Institute™ with the Pacific AIDS Network remains strong. Together we are doing joint fundraising to support the delivery of additional training sessions and the ongoing development of our trainers. B.C. now has 5 trainers who deliver various phases of the curriculum. At the invitation of the Pacific AIDS Network, OAN Executive Director and PLDI™ Co-Founder, Rick Kennedy delivered a half day workshop on disclosure as part of the PLDI™ alumni event in Vancouver.

At the invitation of the Alberta Community Council on HIV, PLDI™ Trainers from Ontario conducted two phase 1, Who am I as a Leader trainings in Edmonton and Calgary.

This year the OAN also created a test pilot project with the ADLER Institute to provide life coaching to PLDI™ grads, the comments from graduates have all been very positive and this life changing program will continue to be offered as a test pilot with an evaluation in place in 2014.

The “NOW WHAT? The Possibilities of Disclosure - A Guide by HIV Positive People for AIDS Service Organizations and Their Allies “Developed by PLDI™ grads was showcased on many different levels. PLDI™ and the OAN Skills program were able to partner together and 4 workshops were developed for Board Chair, Vice Chairs, Support Workers, Fundraisers, Volunteer Coordinators, and also introduced at the ED retreat and the members meeting. The feedback was very positive and we combined the *Now What?* Guide book with GIPA and had all participants create a person commitment regarding GIPA and Disclosure.

The PLDI™ training includes three levels:

Phase I: Who am I as a Leader?

Phase 2: Bored? Get on Board!

Phase 3: Communications

7 workshops were offered in London, Toronto, and Geneva Park. 126 people living with HIV participated in PLDI™ we also offered a phase 1 in Edmonton Alberta.

“Back in Level I, I was an egg shell. Today, in Level III, I have grown in confidence and strength. The PLDI™ journey has straightened the path for me to continue.”

- A PLDI™ participant



We were also asked to discuss and present the guide at 2 opening doors and at The Ontario HIV Treatment Network (OHTN) research conference.

Peel HIV AIDS Network (PHAN) and Peel Public Health came together for a day to discuss disclosure from the view of an agency's , a person living with HIV, doctors and public health, as a result Peel Public Health requested 45 book to use as a training tool with all public health nurses in the Peel region.

2014 is looking to be another great year for PLDI™ we have more public health workshops to introduce the Now What? Guide book, and also have been invited to 2 opening doors. There is another 7 PLDI™ workshops to be offered this year, and we are sure to have a few surprises for you as well.

Rick Kennedy has also been invited by the Positive Living Society of Melbourne Australia to meet with graduates of the training in Melbourne to discuss the ongoing development of the program in Australia and to finalize our partnership agreement.

We have been astonished by the amount of agencies and PLDI™ graduates referring people to us for training. We thank you for your support and we honour

The Positive Leadership Development Institute™ is funded in part through financial contributions from the Public Health Agency of Canada, MAC AIDS, Federated Health Charities, the Ontario Public Service Union (OPSEU) fees paid by OAN Members and Affiliates and through the generosity of individual donors. Proceeds from the OAN Honour Roll banquet also supported the PLDI™ work in Ontario.

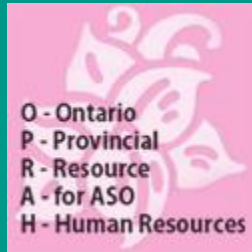


This year PLDI™ was honoured with the 2013 Jay Browne Award presented at the 2013 OHTN Research Conference.

The award recognizes excellence, leadership and innovation in the field of HIV/AIDS. It is used to recognize and advance the work of community leaders who are making a real difference in the lives of Ontarians living with HIV.

Did you know?

Over 4,838 years of lived HIV experience have gone through Phase One of PLDI™



The Ontario Provincial Resource for ASOs in HR (OPRAH) provides Human Resources counsel and training to Board Chairs and Executive Directors.

The OPRAH HR consulting and training service is available to member agencies of the Ontario AIDS Network and is also offered to OAN Affiliates through an optional service agreement. The OPRAH program is led by a professional human resources consulting firm, Colter HR Inc. , which has significant experience in the non- profit, health and HIV/AIDS sector.

The OPRAH program provides HR support primarily in 3 ways:

1. *Consultant Support/Advisory Services* – providing direct and confidential support to Executive Directors and Board Chairs through our HR consultant
2. the OPRAH Online Toolkit- A n internet based learning platform that provides HR information, tools and tips , www.ontarioaidsnetwork.on.ca
3. OPRAH Training/OAN Skills *Various training offerings, skills sessions*

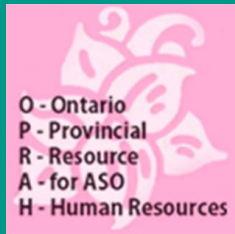
OPRAH Services and Support

Human Resources Advice		Health & Safety
-Benefits	Management Training	Human Rights
-Compensation	OPRAH Online Toolkit	Labour Relations Advice
-Employee Performance	Organizational Design	-LMC Relations
-Employee Discipline & Termination	Policy Development	-Grievance Resolution
-HR Programs & Advice <small>(e.g., recognition, PD programs, succession planning, etc.)</small>	Recruitment Strategy	-Support for Bargaining

Ontario Provincial Resource for ASOs in Human Resources (OPRAH)



Brock Colter, *President and Managing Consultant*, and Christine Waltherhouse, *HR consultant*



In the past year OPRAH has offered consulting services to 26 agencies. In addition, it has provided HR skills training with a focus on the following human resource areas:

communication styles, sources of conflict, recruitment/orientation programs, accommodating episodic disabilities in the workplace, union mobilization, employee rewards and recognition programs, alternative/flexible work arrangements and compliance with new health and safety legislation.

As part of its regular business practice in October 2013, the OAN requested an evaluation of OPRAH be conducted by the evaluation unit of the Ontario HIV treatment Network.

Highlights of the evaluation survey of service recipients noted the following outcomes and achievements.

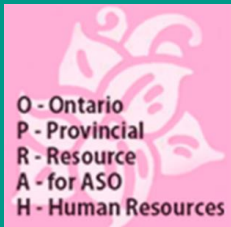
More than three-quarters of the survey respondents had accessed OPRAH's Consulting Services (n= 14/17, 82% response rate) in the past 12 months. The majority of respondents (79%) had accessed OPRAH Consulting Services for support with people management and performance.

Respondents accessed OPRAH Consulting Services for the following reasons:

- People management and performance (supervision, discipline, tools, termination, exiting)
- Staffing (job descriptions, recruitment, offer letters, reference checking)
- HR policies and legislation
- Benefits and compensation, including employee assistance programs
- Labour relations

For those who had not accessed the services, respondents indicated they either had no need for these services or had access to other HR supports and one agency indicated the consulting services did not match their organizational needs.

The Ontario Provincial Resources for ASOs in Human Resources (OPRAH) program continued to develop program stability and enhance service delivery in 2012. The OPRAH program has continued to gain credibility in our sector with several agencies accessing support and tools provided through the OPRAH program for the first time.



Overall, one hundred percent (100%) of respondents who had accessed OPRAH's consulting services identified a high level of satisfaction ('very satisfied' and 'satisfied') with these services. Moreover, almost all respondents (93%, n=13/14) indicated high satisfaction ('very satisfied' and 'satisfied') with each of the following aspects of the consulting services:

- Request process
- Response time
- Human Resources (HR) support received
- Understanding of the HIV sector.¹

OPRAH's Services are building the capacity of respondents to work on issues related to human resources

Almost all respondents (more than 85%) identified that after accessing OPRAH's services (Consulting Services, Online Toolkit, Skills Training Sessions) they had increased their knowledge of and capacity to manage issues related to human resources. More specifically, respondents indicated a high level of agreement ('strongly agree' and 'agree') with the following outcomes from the OPRAH program:

- My knowledge of the executive director's role in human resources has increased. (94%, n=13/14)
- My knowledge of the legislative requirements related to human resources for our agency has increased. (100%, n=14/14)
- My knowledge of the resources available to support me in my work on human resource issues has increased. (86%, n=12/14)
- My capacity to manage human resource issues in my agency effectively has increased. (94%, n=13/14)

The OAN greatly appreciates the many services provided by Brock Colter, President and Managing Consultant, and Christine Walterhouse, HR consultant at COLTER HR INC

The Ontario Provincial Respondents provided additional positive feedback on OPRAH's Consulting Services:

"The process is well designed and easy to access."

"Consultation services are greatly valued."

"...training offered reflects real life needs of the sector."

"Great program and certainly is a great asset to the OAN members."

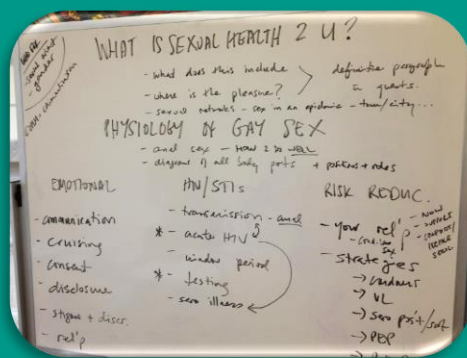


Gay Men's Sexual Health Alliance GMSH

GMSH Alliance Meetings

The GMSH continues to support an active calendar of quarterly meetings. These meetings provide opportunities for training, knowledge transfer and exchange on emerging gay men's sexual health needs, input on resources being developed, formation of work groups, and connecting as a provincial network.

This past year our work has been supported and deepened by the Poz Prevention Working Group, Gay Bi Queer Trans men's Working Group, Rural Suburban Working Group, and Substance Use Campaign Working Group.



The Gay Men's Sexual Health Alliance (GMSH) is a network of frontline educators, outreach workers, researchers, public health workers, policy makers, funders and community members working in Ontario to reduce HIV transmission and improve the sexual health of gay, bi, queer, trans men, two-spirit and other men who have sex with men.

DID YOU KNOW?

The network consists primarily of people working with HIV/AIDS organizations, as well as key partners in research, public health, health care and public policy, and community members.



Gay Men's
Sexual Health
Alliance

Campaign and Resource Development

Our Agenda

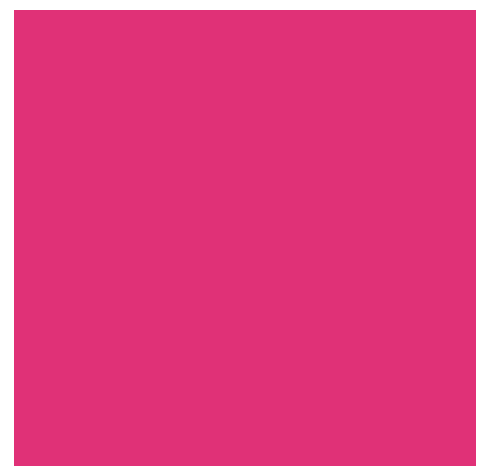
The GMSH launched the “Our Agenda” campaign (supporting a strong mind, body, and community) in June 2013. The campaign responds to research that establishes a clear link between emotional/mental health and sexual health. The online resource seeks to support the development of a holistic approach to gay men’s sexual health and support strategies to build and/or maintain emotional, mental and sexual health. The online resource includes an interactive “wellness wheel” tool, blogs and articles, resources, and links to other resources/supports.

Our Agenda Mental Health Workshop

In addition to the online resource aimed at gay men, the GMSH alliance developed a workshop to support mental health professionals in their work with gay men. The GMSH developed this workshop with the support of an advisory committee of mental health knowledge experts. The workshop aims to offer evidence-informed strategies for mental health workers, explore the relationship between mental/emotional health and sexual health, understand the link between homophobia, heterosexism and overall health outcomes, and celebrate the ways that gay men are resilient and have overcome some of these challenges. Further, the workshop was developed as a “train the trainer” model and the GMSH_network has been trained and supported to deliver this workshop in their local communities.



From the “Our Agenda” set





MI Project

The GMSH has been supported by the Public Health Agency of Canada to develop and deliver a pilot motivational interviewing (MI) project aimed at supporting ASOs in delivering evidence-based programs to gay men in their communities.

The pilot project was supported by the engagement of four ASO based gay men's programs that were trained in motivation interviewing to deliver a group-based project with the goal of using MI as an approach to support gay, bisexual and other men who have sex with men in clarifying and enhancing their motivation to improve sexual health, explore sexuality, identify social/sexual health goals, and increase social connections.

GMSH Summit

In May 2013, the GMSH held the 9th annual Gay Men's Sexual Health Summit with a focus on gay men's mental/emotional health, sexual health and pleasure, and community. Specifically, the Summit provided an opportunity to explore emerging HIV prevention technologies (PrEP), condomless sex, intersexuality, and gay men's strengths and resilience.

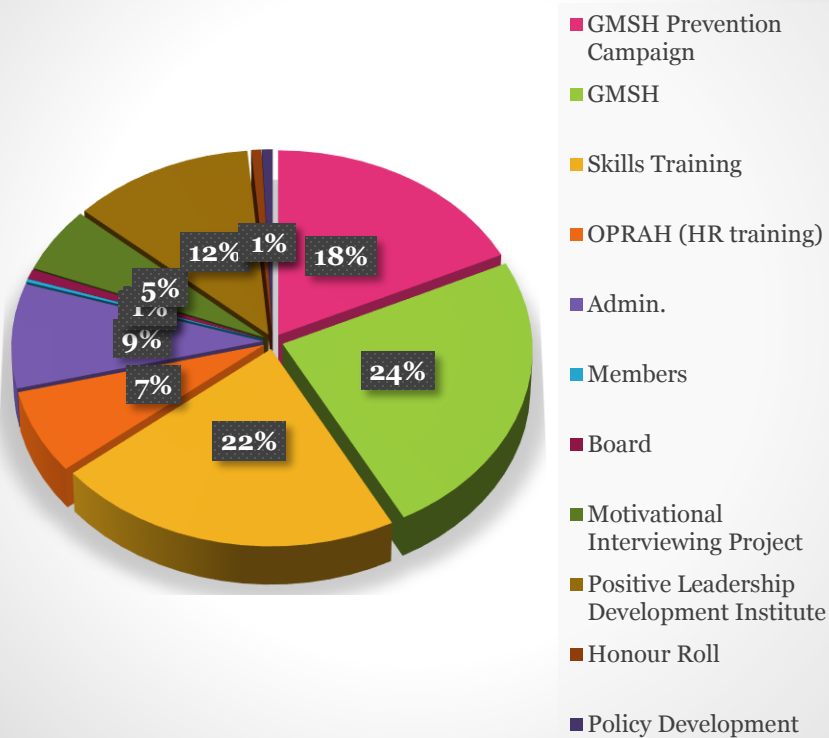
Inspiring panelists and speakers at the 2013 GMSH summit



A full house at The GMSH 2013 Summit



Budget Allocation for the Year 2013-2014



Ontario AIDS Network Budget Allocation for the Year 2013-2014

Thanks to our supporters and volunteers:

We are grateful to our many dedicated volunteers for the OAN Honour Roll

West – Bruce Rankin, Kevin Murphy

Central – Precious Maseko, Dale Maitland

North – James Gough

East – Lynne Cioppa

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 thanks our funders and corporate sponsors for their support and commitment throughout the past year:

AIDS Bureau, AIDS and Hepatitis C Programs, Ontario

Ministry of Health and Long-Term Care

Public Health Agency of Canada

BMO Financial Group

Federated Health Charities

Gilead

MAC AIDS Fund

Ontario Public Service Union (OPSEU)

ViiV

On behalf of the Board of Directors of the Ontario AIDS Network, we are pleased to provide you with the following list of individuals who have served on the Ontario AIDS Network Board of Directors.

At-Large Designated

Dale Maitland

At-Large Designated

Kevin Hatt

At-Large Non-Designated

Richard Hubley

Secretary

Central Designated

Precious Maseko

Central Non-Designated

Joanne Lindsay

Eastern Designated

John MacTavish

Treasurer

Eastern Non-Designated

Lynne Cioppa

Northern Designated

James Gough

Northern Non-Designated

Stacey Mayhall

Co-Chair

Western Designated

Kevin Murphy

Co-Chair

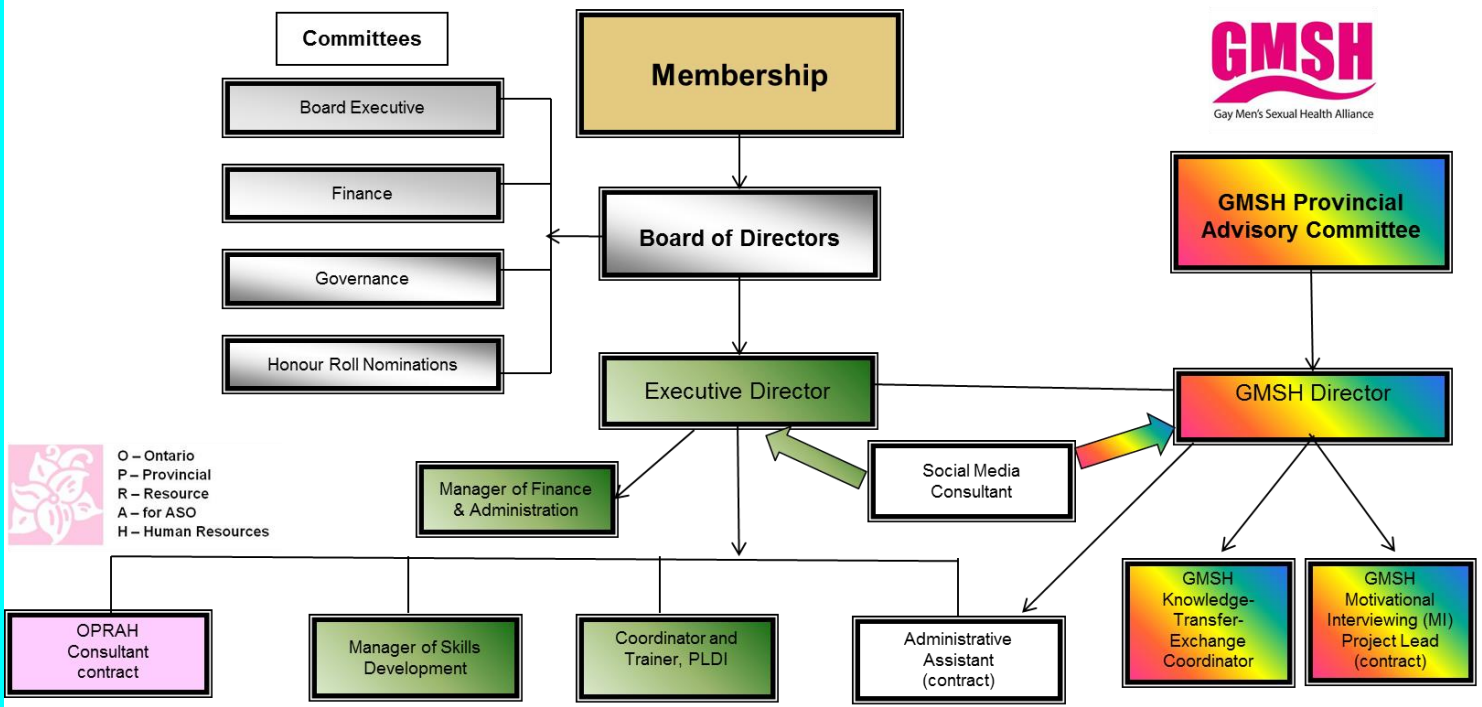
Western Non-Designated

Bruce Rankin



Ontario AIDS Network

Organizational Chart – 2013/2014



The Ontario Accord

A statement of solidarity with GIPA/MIPA

“We, people living with HIV/AIDS and allies in the community:

- *Commit to the greater involvement and meaningful engagement of people living with HIV/AIDS (GIPA/MIPA); GIPA/MIPA puts PHAs at the centre and is grounded in human rights and the dignity of the full human being*
- *Aim to transform all who live with, work in, and are affected by, HIV/AIDS in Ontario*
- *Commit to personal and social transformation*
- *Value community expertise in embracing the challenge for the betterment of society*
- *Value inclusion over exclusion, a quest for integrity at all times and the embodiment of self-determination*
- *Promote the evolution of thought, action and collaboration among us and with our allies*

Because GIPA/MIPA is about human struggles and aspirations, ethics, empowerment and accountability are its foundation.”

We acknowledge that Greater involvement of people with HIV/AIDS (GIPA) is never achieved once and for all; it is a goal and commitment that must be continually renewed. GIPA is a practice, not a project, and is similar to all other accountabilities of healthy HIV organizing and service delivery. Our practices in AIDS service organizations (ASOs) must be continually re-evaluated in light of the changing realities of HIV/AIDS and of those living with it.



The Ontario AIDS Network (OAN) is a network of community-based organizations which were formed as a grass-roots response to needs for AIDS services and information. Its members have agreed to operate in accordance with the following principles:

◦ **IMPROVED QUALITY OF LIFE FOR PHA's**

Our decisions and actions are informed by our commitment to an improved quality of life for people living with HIV/AIDS and for others affected by HIV/AIDS. They have the right to protection against discrimination, to treatment options, to social, physical, and sexual integration into society, and to life experiences consistent with previous patterns of living.

◦ **EMPOWERMENT**

As person-centered, community-based organizations, we assert human dignity in the context of HIV/AIDS and the right of an individual to self-determination. We particularly endorse the right of people living with HIV/AIDS to control their destinies and to work in partnership in determining the course of the OAN. By sharing power and ensuring quality of access to resources, we work to become equals.

◦ **INCLUSIVENESS**

Both among member groups and individuals, we acknowledge, honour, and celebrate our diversity; be that diversity in gender, culture, sexual orientation, socio-economic status, colour, language, or length of tenure in the OAN. Everyone has a seat and everyone is heard. We agree to deal with diversity sensitively and respectfully. We also advocate for support and information that is personally meaningful and respectful of particular cultural and socio-economic experience. We also advocate for support and information that is sex-positive, gay-positive, and non-judgmental concerning injection drug use.

◦ **COMMUNITY**

OAN meetings create a community in which all members experience a sense of belonging, friendship and commonality of purpose. We support each other by endeavoring to create a safe space, to validate our experience, to relate to each other openly, and to share our vulnerabilities.

Ontario AIDS Network Statement of Principles