



2019/2020 Annual Report



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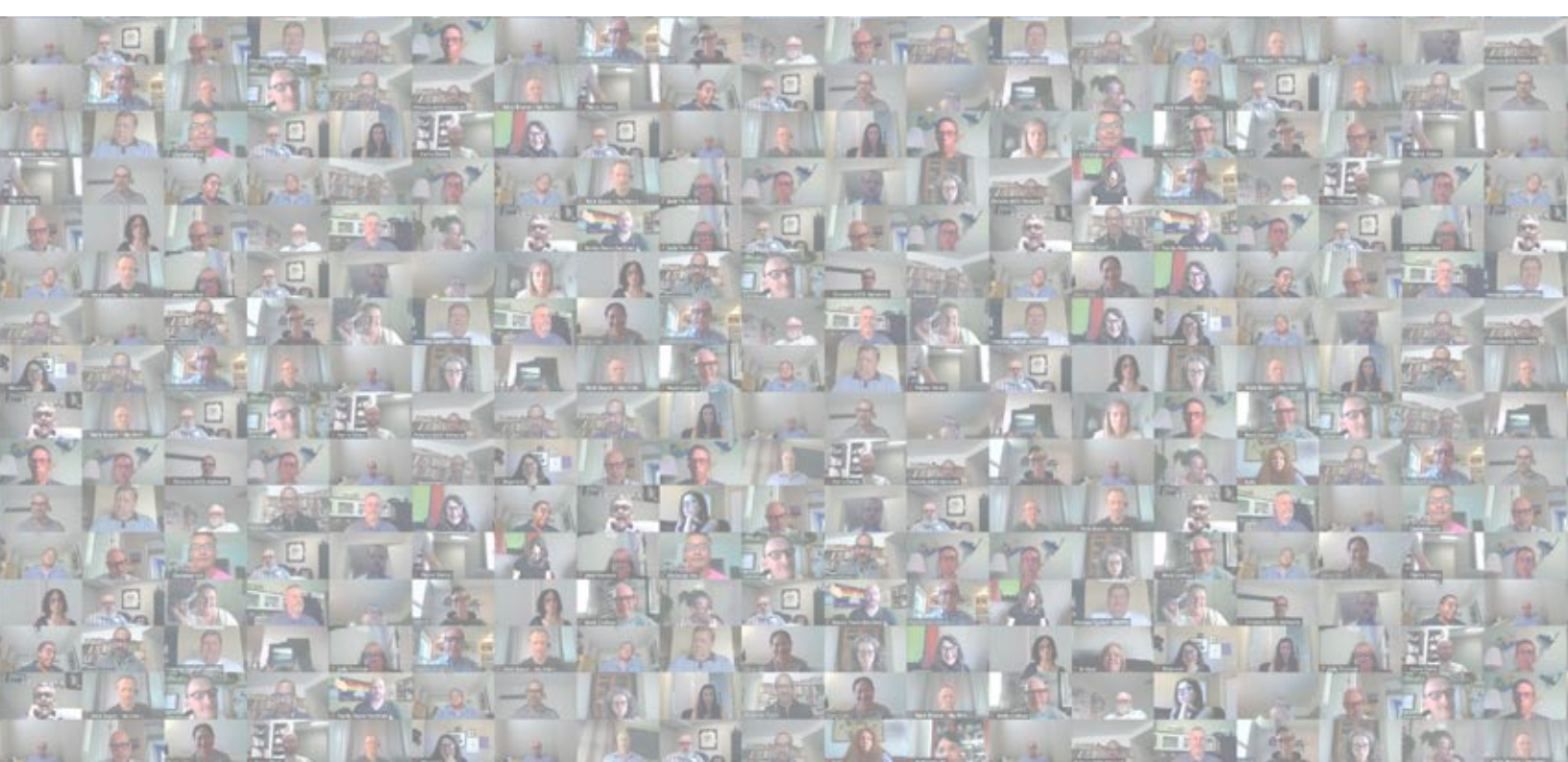
Ontario AIDS Network

2019/2020 Annual Report

THE ONTARIO AIDS NETWORK

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.
- Establish a just and effective response to HIV/AIDS in order to enhance our sector's ability to prevent the spread of HIV, and for the benefit of the general public.
- Educate the public about HIV/AIDS.



Board of Directors

Brian McNeilly
Gord Asmus (Secretary and Advisory Committee Co-Chair)
Janet Rowe (Co-Chair)
John McCullagh (Co-Chair, Board and Chair, Governance Committee)
Les Bowman
Noulmook Sutdhibhasilp (Treasurer)
Randy Davis
Richard Rainville
Tim McClemont (Chair, Board Development Committee)

Advisory Committee of People Living with HIV

Ben R.
Celestine K.
David S.
Jasmine C.
Kellie L.
Matthew F.
Nyota Z.
Ower O.
Rob N.
Trevor G.
Valerie K. (Co-Chair)

Staff

Adam Awad – GMSH Manager of Communications
Christopher Mallais – GMSH Logistics and Engagement Coordinator
Dane Griffiths – GMSH Director
Eric Peters – GMSH Manager of Health Promotion
Hope Ramsay – Manager of Communications and Member Development (Outgoing)
Jiang Gao – Administrative Assistant
Jordan Bond-Gorr – GMSH Project Assistant
Kate Palbom – Manager of Policy and Advocacy
Martin Bilodeau – PLDI National Coordinator
Phillip Banks – GMSH Director (Outgoing)
Precious Maseko – Manager of Communications and Member Development (Incoming)
Romilson Garcia – Manager of Finance and Administration
Shannon Ryan – Executive Director
Tara Jewal – Manager of PLDI and Special Events

Message from the Co-Chairs and Executive Director

In the face of multiple epidemics, including HIV, COVID-19, and overdose deaths, the OAN and its Members continue to operate in an increasingly anxious and uncertain world. Our sector was born in a global pandemic that created profound anxiety and uncertainty; but despite this uncertainty, we've succeeded in so many ways. COVID-19 has served as an important reminder about the things we do well and our unique ability to innovate, respond and provide essential care.

We hope that the OAN's growth and stability throughout the 2019/20 Fiscal Year has provided a foundation of support for Ontario's HIV sector. To that end, we are pleased to report a year of organizational strength wherein we responded to the needs of our Member agencies, continued strengthening the role of people living with HIV/AIDS in our work, and augmented our governance models. As ever, we worked hard to support Ontario's HIV sector and to amplify its collective voice.

Looking back on this Fiscal Year, we have identified a few brief and important highlights of our work between April 1, 2019, and March 31, 2020.

One of our greatest successes was the establishment of our Advisory Committee of People Living with HIV/AIDS. We ended last year's Annual Meeting with a commitment to engage a working group to refine the Committee's terms of reference and develop a member recruitment strategy. We thank Viviana, Kero, Kellie, Matthew, Robert, Martin, and Eno for supporting this process. This work brought about meaningful shifts in our approach to recruiting and orienting the Advisory Committee. Officially established in July 2020, the Advisory Committee now turns its attention to the renewal of the Ontario Accord, supporting board recruitment and advising on the future of the Positive Leadership Development Institute.

In early March 2020, prior to the COVID-19 pandemic, the OAN board met face-to-face to map out a strategic planning process. At that time, it was our intention to launch a planning process in mid-2020 to identify our strategic goals in collaboration with our Members and other stakeholders. The realities of COVID-19 have suspended this process until further notice. Meanwhile, the board has continued to work remotely, strengthening its governance practices, enacting a new by-law, and initiating renewal of the OAN Board Governance Policy Manual.

This Fiscal Year, the OAN provided important supports to the sector through our Skills and Skills+ programs and the OPRAH program. Within these programs we engaged in conversations related to HIV testing, COVID-19 updates and check-ins, human resource updates, and governance. We hope that this programming is responsive to the needs of our Members and has provided them with a sense of connection to their colleagues and the sector.

The OAN also continued its important role in addressing policy issues that impact our sector. This included the development of a Federal Election Package in 2019, Member guidance on provincial Health Care Modernization, and COVID-related resources. We also engaged in advocacy work to ensure that people living with HIV were able to maintain access to anti-retroviral and other medications during the COVID-19 emergency. Efforts such as these will be expanded in 2020 through the work of our new Manager of Policy and Advocacy whose role will focus on policy issues related to PHAC, COVID-19 and other issues related to the HIV public health response.

The 2019/20 Fiscal Year took a strong focus on Truth and Reconciliation as we supported the Reconciliation in Action Working Group in finalizing Guidance for our sector and Members. A final version of the Guidance was presented to our Members in late February of 2020. A full package will be shared across the sector in October of 2020. Further, the OAN continued its Reconciliation work by announcing in March 2020 that it would provide access to Indigenous Cultural Safety (ICS) training to OAN staff and staff in the broader HIV sector. This work will continue into the next fiscal year and beyond.

In December of 2019, the board initiated a review of the Honour Roll. This review began with a survey of our stakeholders to identify opportunities to strengthen the Honour Roll objectives and processes. Roughly forty people provided feedback and a working group of OAN Board Members, past Honour Roll recipients, and community members was created to guide the process. We will launch a renewed Honour Roll in late 2020 and hope to host a virtual Honour Roll event in early 2021.

The year ended with the emergence and arrival of COVID-19. Since that time, we've been taking quick action to support our Members, share resources, and convene sector-wide discussions about our response, ensuring Members have the resources and information needed to adapt to this new reality.

We must recognize the vital discussions and action concerning anti-Indigenous and anti-Black racism. We must commit to meaningful and continued work on these issues. It is necessary that each of us intentionally address the inequities that exist in our sector and ensure that Indigenous, Black and other racialized communities who access HIV-related services in Ontario can do so without fear of anti-Indigenous and anti-Black racism.

The OAN is highly committed to this work. In the imminent future, the OAN will focus on addressing anti-Black racism within the ongoing response to COVID-19 and HIV/AIDS and ensure that all levels of our sector are supported to act. Looking further ahead, the OAN will seek to address emerging priorities, including the response to COVID-19, while providing additional resources and supports that respond to the anti-Black racism and anti-Indigenous racism movements in our province.

We sincerely thank our major funders for their financial support:

- Ministry of Health and Long-term Care, AIDS and Hepatitis C Programs
- Public Health Agency of Canada
- Federated Health Charities
- BMO, ViiV and others

We also offer our deep thanks to the OAN Board and staff for their work over the last year. Like many within our community, the OAN staff have demonstrated a profound level of commitment to the sector and we deeply appreciate their efforts. We also thank outgoing staff Hope Ramsay, Ryan Kerr and Phillip Banks for their many contributions to our work.

Finally, we express our thanks to Les Bowman on the completion of his second, six-year term on the OAN Board. Les' contributions to the OAN, our governance, and as the conscience of our board have strengthened our agency, Network and sector in so many ways. We will miss his voice at the table and we wish him well.

With thanks,

Janet Rowe
Co-Chair



John McCullagh
Co-Chair



Shannon Ryan
Executive Director



Year at a Glance

Supporting People Living with HIV



PLDI Ontario Core Training

30 Graduates



PLDI National Core Training

66 Graduates



PLDI Ontario Participants

39 Engaged



PLDI Participants

91 Engaged In Other
PLDI Trainings

Building Skills in Ontario's HIV Sector



Staff Trained Through
The Skills Program

225

The Skills+ Program

135



OPRAH Consultation Hours

663



Agencies Supported by OPRAH

35

Connecting our Stakeholders



OAN Newsletter

Number of Newsletters Sent

26

Total Number of Subscribers

654



OAN Newsletter Readership

16,102



Social Media Followers

1,474

Skills and Skills+

We've worked to ensure that the OAN's Skills program is responsive to the needs of our Members. The year began with the Leadership Symposium in Toronto, followed by our Middle Manager's Meeting in December in Kingston, our Support Worker's Workshop in January and ending in February 2020 with our combined ED/Board Chair Forum. Over the year, 225 staff and board members were trained through Skills—a 20% increase over the previous year. The OAN extends its thanks to Dionne A. Falconer and Beth Jordan of the Ontario Organizational Development Program (OODP) for their years of continued support and great facilitation for these and other OAN meetings.

In July of 2019, we launched the Skills+ webinar series. This program was launched in response to a need for more frequent contact with our sector as well as a need to share updates on emerging issues. Over the year, Skills+ sessions engaged 165 people in learning on topics important to the sector including Party n' Play, criminalization and HIV, microaggressions in the workplace, HIV testing, preparing for the election, ODSP updates, the epidemiology of HIV in Ontario, and others. Due to the COVID-19 pandemic, the Skills+ program was placed on hold in March of 2020.

We continue to enhance our visibility and knowledge sharing within the HIV sector through social media platforms and through the bi-weekly OAN Newsletter. We also experienced significant growth in our newsletter readership and social media following over the year.

The 2019/20 Fiscal Year ended with the beginning of COVID-19. This pandemic has been an unwelcome surprise for all of us on many levels. While it's hard to stay positive in times like these, there's a lot of positivity coming out of the pandemic, with a move toward more collaborative work across Ontario's HIV sector. This is especially evident at the HIV Resources Ontario (HRO) table where members have achieved more collaborative work in the response to COVID-19.

Like others across the sector, we at the OAN are getting more creative and pushing ourselves to innovate in ways we haven't before. COVID-19 has sufficiently impacted our obligation to our membership, however, it has not hindered us from adapting to our current environment to provide leadership. The most recent enhancement of our Skills program includes bi-weekly calls with executive directors and monthly calls with middle managers and support workers. These sessions provide a platform where peers can check in with each other, stay connected, and share best practices. We thank our HIV Resources Ontario partners for co-delivering these meetings. Participants have expressed the importance for calls to continue during these isolating times. A huge thank you to everyone who has participated in our meetings as we have all adjusted to connecting over virtual platforms.

We also thank Hope Ramsay, former Manager of Communications and Member Development for her many significant contributions during her time at the OAN. Hope has been instrumental in shaping and maintaining member engagement. She is and continues to be a well-respected leader in the sector.

We wish Hope continued success in this next chapter of her career.

Being a member-driven organization, we at the OAN rely on your input in the development and shaping of all our workshops and meetings, and we want to hear from you! As we move forward, we commit to a practice of member engagement that is consistent, timely and inclusive of programs that reflect the current social and political environment, particularly as we navigate multiple pandemics.

Precious N. Maseko

Manager of Communications and Member Development



PLDI Ontario

Looking back on this year, the Positive Leadership Development Institute (PLDI) has a lot to celebrate. Now, more than ever, we are convinced that leadership matters. It matters in our communities, our homes, our neighborhoods, our province, and in our Member agencies.

Overall, the 2019/20 Fiscal Year was filled with new beginnings, growth, and celebration of many small wins. In April of 2019, we held a core training session in London, during which thirty people living with HIV joined us for four days of learning, sharing, and building new friendships. In July of 2019, we held a successful PLDI training on communication skills attended by fourteen people from around Ontario.

In December of 2019, three HIV positive leaders from Ontario boarded a plane to Montreal to collaborate with five leaders from British Columbia as well as six leaders from Quebec to further develop the National PLDI program. Little did these fourteen individuals know, they were about to embark on a once in a lifetime opportunity for not only personal growth, but for growth as a team of facilitators. Connection, patience, happiness, joy, inspiration, strength are just some of adjectives used to describe their time together. The event was packed with learning and sharing. One highlight was a session facilitated by Doris Peltier, who took participants through a learning circle. We laughed, cried, and learned, sharing success stories and challenges. We talked about similarities and celebrated differences. Having the three provinces together to share ideas and knowledge was so valuable and affirms PLDI as an outstanding and effective program.

The Fiscal Year began with the new PLDI pilot Design, Coordinate, Lead workshop wherein seven OAN member agencies were represented by 24 attending PLDI graduates. Due to COVID-19, our March 2020 governance training was cancelled.

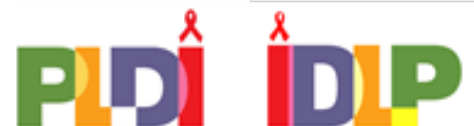
Using virtual connectivity tools, we grew the team and welcomed new PLDI Facilitators, Benjamin from Central Region, Brittany from Eastern Region, Eno from Western Region, Kendall from Central Region, and Kurt from the Northern Region.

As you continue to engage with the OAN, we invite you to reflect on how you and your agency can be involved in the PLDI program and in strengthening your own leadership skills and the skills of those around you. We thought we'd share a few words from our PLDI graduates:

- "The training touches the inner person and challenges one's potential to take candid positions in leadership."
- "This was a rewarding experience and I feel privileged to be connected with this community of amazing people."
- "This was amazing, a life changer, an eye-opener, a self-evaluation process. It gave me strength, hope, love, support, and connections of all kinds. Push your leadership forward, don't give up because you already own the floor you walk on. Remember, leadership is growth building every day. You'll make it. You can succeed."
- "It's been a great experience. By nature, I'm a fairly reserved and self-conscious individual, sometimes an obvious inward thinker and being. This can sometimes be seen as being standoffish or disconnected, but it's all a process for me. The training allowed me to just be me. It still forced me out of my comfort zone but respected my boundaries enough at the same time so that I still felt safe."

Tara Jewal

Manager of PLDI and Special Events



PLDI National

During the third year of the PLDI Expansion Community Alliance, the Ontario AIDS Network (OAN), Pacific AIDS Network (PAN) and the Coalition des organismes communautaires québécois de lutte contre le sida (COCQ-SIDA)) completed their initial objective to implement a French PLDI chapter in Quebec: l'Institut de développement du leadership positif.

Our Bored? Get on Board, (or Governance module) was translated to French, adapted to the specificities of Quebec, and successfully delivered by the end of the Fiscal Year to 17 participants who are now program alumni. To get there, the Quebec team of facilitators took part in two bootcamps to enhance best practices in facilitation and to enhance comprehension of the curriculum.

In Ontario, the interactive pilot on how to facilitate, including evaluated facilitation practicums in collaboration with partnering agencies, was developed by the PLDI facilitators and manager. Across three provinces, 66 new PLDI trainees graduated, and core training sessions were attended by 91 participants over the Fiscal Year. Two training sessions were cancelled due to COVID-19.

By December, the Alliance had developed a common certification process for existing trainers and on-boarded new trainers in training in BC and Quebec. Trainers from Ontario, BC and Quebec gathered in the Montreal region to consolidate relationships and develop a common understanding of the project, including some initial data review. Fortunately, this opportunity for PLDI facilitators, trainers in training, and managers to meet in person laid some of the groundwork for the challenges to come in 2020.

Throughout the year, exemplary leadership was demonstrated by PLDI graduates and facilitators each taking on new challenges. We also witnessed past leaders becoming re-engaged to train the leaders of tomorrow; and saw current leaders becoming involved in judicial committees working to change laws. As we move forward and adapt to these uncertain times, PLDI leadership commits to continue inspiring and empowering PLHIV at the national level.

Martin Bilodeau

PLDI National Coordinator



Policy and Advocacy

To further support our members who, this year, have responded to a multitude of unforeseen challenges and shifts, the OAN continued its policy and advocacy work. Since April 2019, this work has positioned us to supply our members and the broader sector with guidance documents, resources, advocacy letters, position statements and other documents and actions. This work includes:

- The creation of a 2019 Federal Election package materials in French and English for OAN Members to remind candidates, parties and voters that the HIV/AIDS epidemic still requires a strong response, and to seek commitments to fighting HIV AIDS. These include lists of commitments presented to party leaders, social media promotional messages, lists of local candidates, suggested questions for candidates and more.
- COVID-19 response guidance including pandemic guidelines and resource package.
- Advocacy work to ensure that people with HIV were able to maintain access to anti-retroviral and other medications during the COVID-19 emergency. A brief detailing this issue was submitted to the AIDS Bureau and used to inform the content of an OACHA letter to the Minister of Health.
- Provision of formal feedback to the Ministry of Health to modify the COVID-19 screening tool and remove the reference to HIV.
- Letters to the Minister of Health and the Minister of President of the Treasury Board advocating for Pandemic Pay remuneration for harm reduction workers positioned at community-based organizations and ASOs.
- Guidance and a consultation brief (based on member survey) in preparation for PHAC consultations regarding the upcoming Community Action Fund and Harm Reduction Fund application and funding cycles.
- Provision of formal, constructive feedback to PHAC concerning the efficacy of the Community Alliance Model.
- The OAN's Black Lives Matter Position Statement in solidarity with Black Lives Matter to resist anti-Black racism and anti-Black violence—signed by most Member organizations.
- Ongoing work related to Truth and Reconciliation and supporting the Reconciliation in Action Working Group in its creation of the Reconciliation in Action Guidance document.
- Production and release of a personal protective equipment (PPE) procurement guide to support members in sourcing emergency and non-emergency PPE as the COVID-19 pandemic continues.
- Production of two COVID-19 impact statements submitted to the Finance and Economic Committee, and the Jobs and Recovery Committee calling for formal support benefitting our sector and the broader non-profit sector now trying to recover from losses due to COVID-19.

In August of 2020, the OAN installed a manager of policy and advocacy who will guide this work through to the end of the 2020-21 Fiscal Year. This includes ensuring Members' voices are heard, and that they can access the tools, technology, government support, recognition, and funding they require continue their work. Additionally, this new and evolving program and role will address important policy and advocacy work to be done within the context of, and in response to, the anti-Black racism and anti-Indigenous racism, and advocate for an enhanced response to the opioid and overdose crises.

Looking ahead, the OAN will continue to expand on this work in collaboration with our members and others with an eye toward a future-focused on an equitable, innovative, and appropriately funded HIV public health response.

Kate Palbom

Manager of Policy and Advocacy

GMSH

The Gay Men's Sexual Health Alliance champions the sexual health of Two-Spirit, gay, bisexual, queer and trans and cis men who have sex with men (GBQT2+) living in Ontario. Our provincial office works with a network of HIV Service Organizations across Ontario each providing HIV and sexual health-related education and outreach to communities of GBQT2+ men, and to coordinate and strengthen our efforts.

The 2019/20 Fiscal Year brought about exciting developments in our ongoing role as an influential voice in the community and strengthened GMSH as an outcome-driven, capacity-building program, and a place for innovative thinking and action on policy and programs. Over two fabulous, autumn days the GMSH gathered with Alliance members, executive directors and other key stakeholders for our Skills Building Symposium. The theme was Strengthening the Core: focusing in on the 5 Fab Functions. This theme reflected a strategic pivot by the GMSH to focus our efforts in five priority areas:

1. HIV /STBBI testing
2. PrEP/PEP access
3. Sexual Health Education
4. Online Outreach
5. Harm Reduction (Party n' Play)

The symposium's ambitious agenda included keynote talks on HIV prevention, treatment and the Care Cascade, reaching GBQT2+ men online, and community perspectives on Party n' Play. At our networking event, we honoured Dr. Barry Adam for his enormous contributions to the gay men's health and HIV movements in Canada.

GBQT2+ men in Ontario need a GMSH that is a reliable and trusted source of sexual health information and resources. We're at our best when we translate the latest science about HIV, STBBIs and broader health disparities into shareable, sex-positive and progressive information designed to mobilize us to drive change. Examples this year include the launch of a video series on the stigma-busting scientific fact that Undetectable Equals Untransmittable (U=U), and on our inaugural Audio Sex Party podcast series.

This year, we made some exciting additions to the GMSH team! Jordan-Bond Gorr joined the GMSH in May as a Project Assistant. His work has supported GMSH efforts to engage communities of GBQT2+ men who use drugs through the Party n' Play Project, as well as developing culturally relevant resources to advance health and wellbeing and address stigma. At the end of January, just in time for a provincial Alliance meeting, the GMSH welcomed Adam Awad to the team. Adam joins us in an exciting new role as Manager of Communications and his work has further strengthened the GMSH to be a leading voice on GBQT2+ health in Ontario. Staff engaged with a number of professional networks, and, presented the GMSH's work at the European Chemsex Forum in Paris, the Community Based Research Centre Summit, and the Canadian Conference on Substance Use and Addiction.

In March, GMSH Director Phillip Banks announced his departure from the GMSH to pursue other personal and professional interests. Phillip nurtured new and critical relationships with under-served communities in our work, notably, Black, same-gender-loving men and Trans and non-binary people.

The GMSH looks forward to building momentum on several projects and priority issues in the 2020-21 Fiscal Year, including HIV self-testing. During this time, we will also be stepping up our communications activities to reach GBQT2+ men through critical health promotion resources, focusing on Alliance capacity building, and further strengthening relationships with diverse communities of GBQT2+ men. Finally, I acknowledge our Alliance member friends and colleagues, our funders at the AIDS Bureau (Ministry of Health and Long-term Care), our trustee, the Ontario AIDS Network, the dedicated staff team, volunteers and all contributions to the GMSH. Thank you for all that you do and bring to our work.

Dane Griffiths

Director, Gay Men's Sexual Health Alliance

OPRAH

The OAN extends its thanks to the Pivotal Solutions team for their contributions to the Ontario Provincial Resource for ASO's in Human Resources (OPRAH) program. The Pivotal team was highly engaged in addressing the human resources needs of our Members over the year.

Throughout the 2019/20 Fiscal Year, the program was widely used. Specifically, 81% of our Members (35/43) utilized the skills of the OPRAH team during the past year. The team provided a total of 663 hours (4% over 2019) of expert advice on areas related to employee relations/issues, support to boards, operational issues and concerns related to interactions with Members' unions.

Operational issues covered concerns including policies, legislative requirements, recruitment, employment contracts, termination, benefits and compensation as well as training and performance management. Of these areas, service was provided most for issues and concerns related to contracts, benefits, and compensation. The union concerns related to issues regarding managing grievances, collective bargaining and reviewing collective agreements. Members also sought input on several policy development issues including harassment, social media and aligning current practices to the Employment Standards Act (ESA). Along with providing expert advice, the Pivotal Solutions team also engaged in building the skills of board members, especially in relation to their oversight role.

This Fiscal Year, the Pivotal Solutions team also provided essential support during the Leadership Symposium and Middle Managers and ED/Board Chair meetings, ensuring that ASO leadership were well supported to effectively manage their agencies.

The OPRAH program also provides Member access to the HR Downloads platform. Over the year, thirty-five (81% of Members) agencies accessed the program. Through HR Downloads, agencies and their staff accessed essential HR tools and training in AODA customer service, understanding human rights (AODA), WHMIS, workplace violence and harassment and Bill 168/132, and occupational health and safety awareness.

As the year came to close, the OPRAH program provided essential HR information related to COVID-19, including information related to return to work policies, managing staff teams, COVID-related health legislation and policies, and others.

Our sincere thanks the Pivotal team, Mike Salveta, Ann Maynard and Sarah O'Reilly for their excellent support to our Members over this fiscal year. We also thank Serena Madigan and the HR Downloads team.

Precious N. Maseko

Manager of Communications and Member Development

Financials and Funders

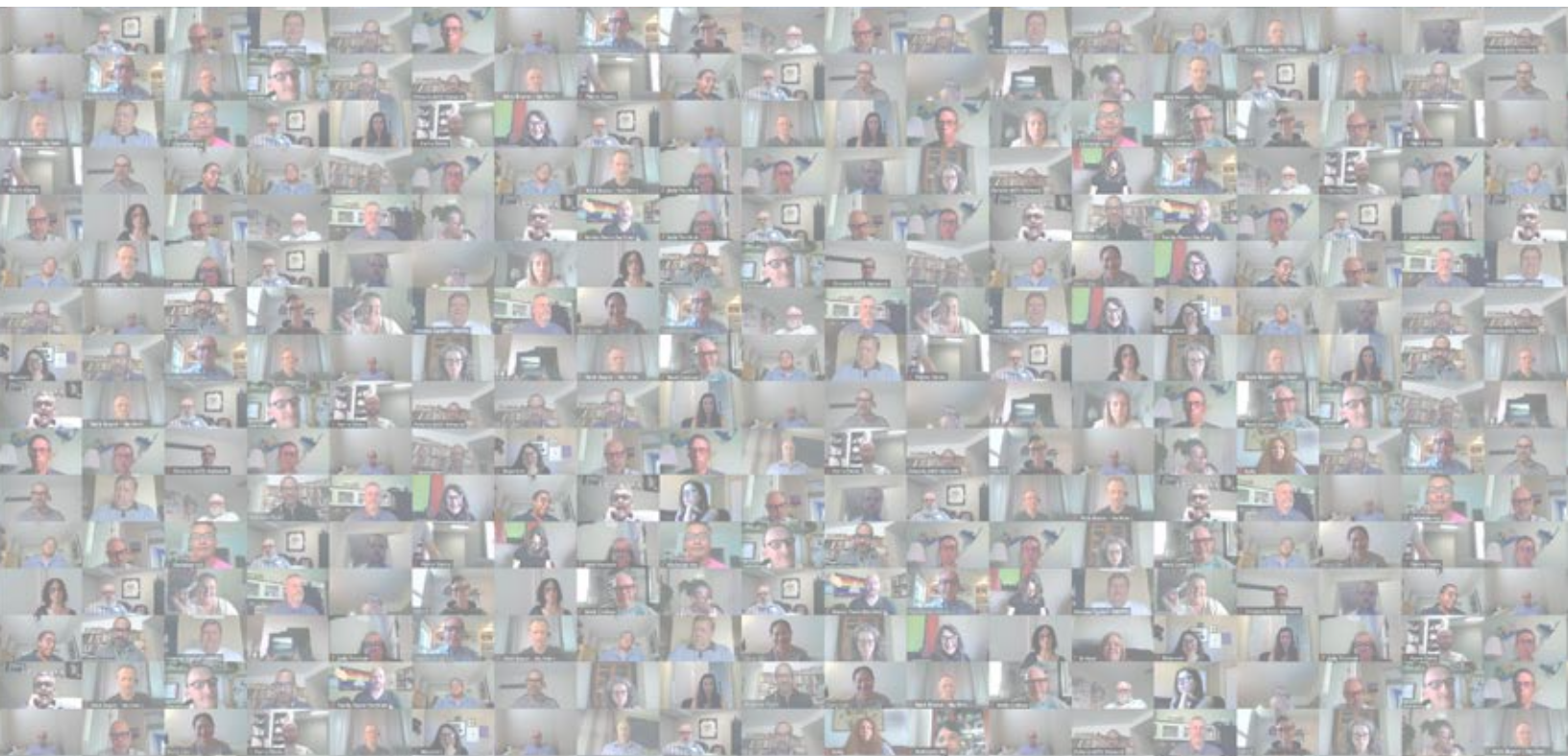
This Fiscal Year, the Ontario AIDS Network recorded another year of financial stability made possible through the generosity of our funders, donors, board members, member organizations, and the OAN team.

While the OAN increased its activities in the 2019/20 Fiscal Year, our administration costs remained consistent. As a result, we closed the Fiscal Year with a small surplus of funds.

For her commitment and hard work, I extend my thanks to OAN Administration Assistant, Jiang Gao. Our thanks as well to the Hogg, Shain, and Scheck P.C. team for completing this year's financial audit under the challenging circumstances caused by COVID-19.

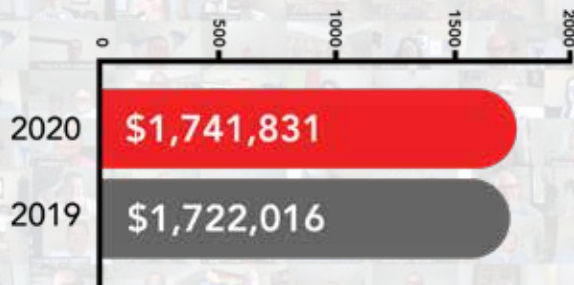
Romilson Garcia

Manager of Finance and Administration

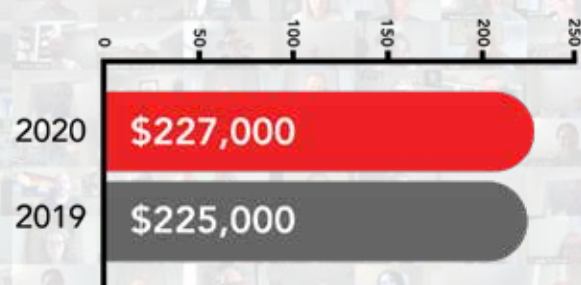


Revenue

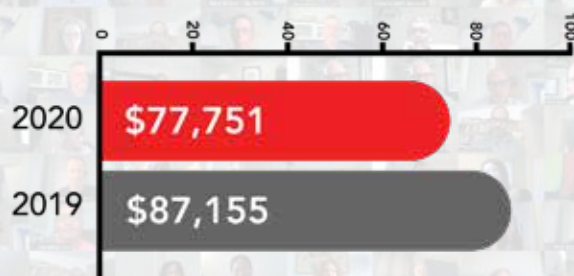
Ontario Ministry of Health
AIDS Bureau



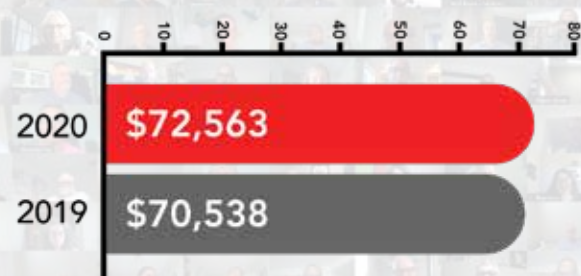
Public Health Agency of Canada,
Ontario Region



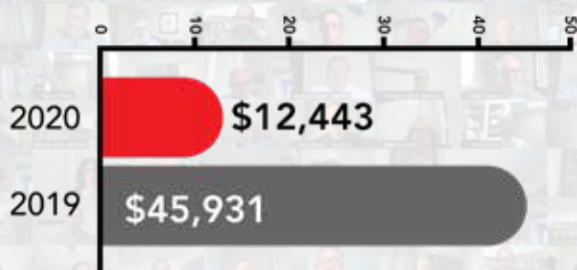
Federated Health Charities



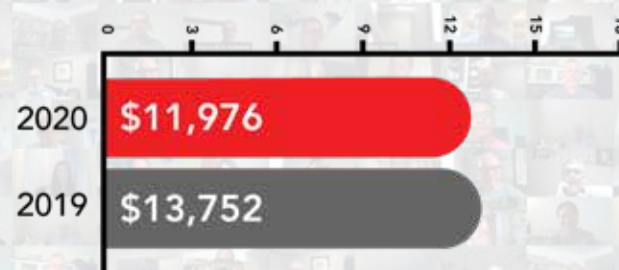
Membership Fees



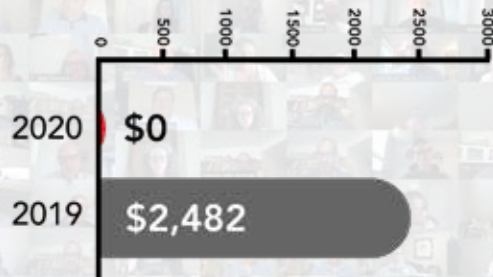
Donations, Sponsorships and
Other Contributions



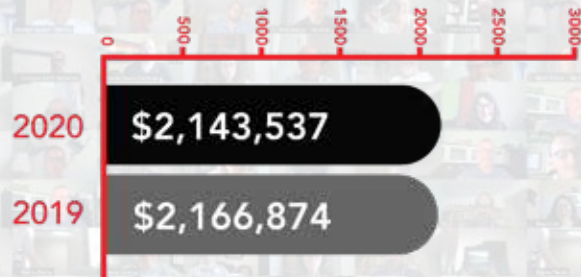
Interest



Registration Fees

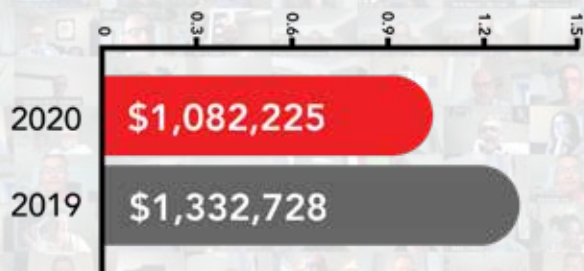


TOTAL

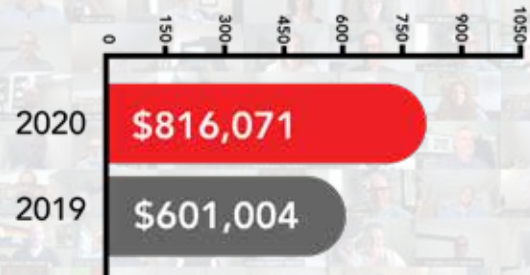


Expenses

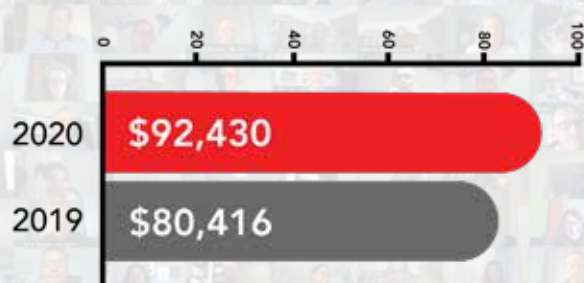
Programs



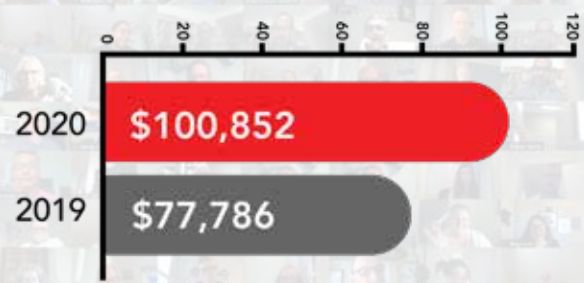
Salaries and Benefits



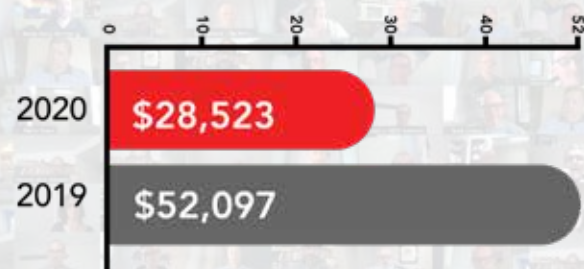
Rent



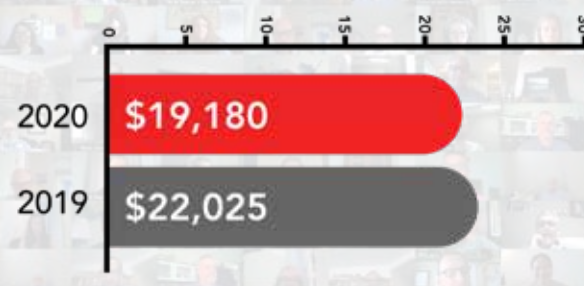
Administration



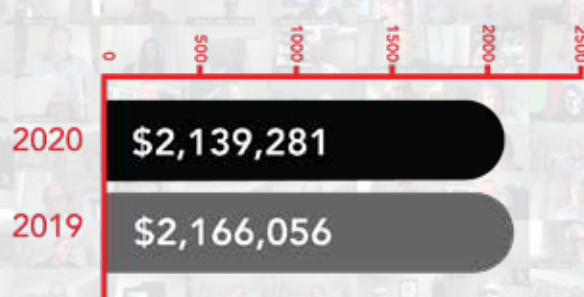
Amortization of Capital Assets



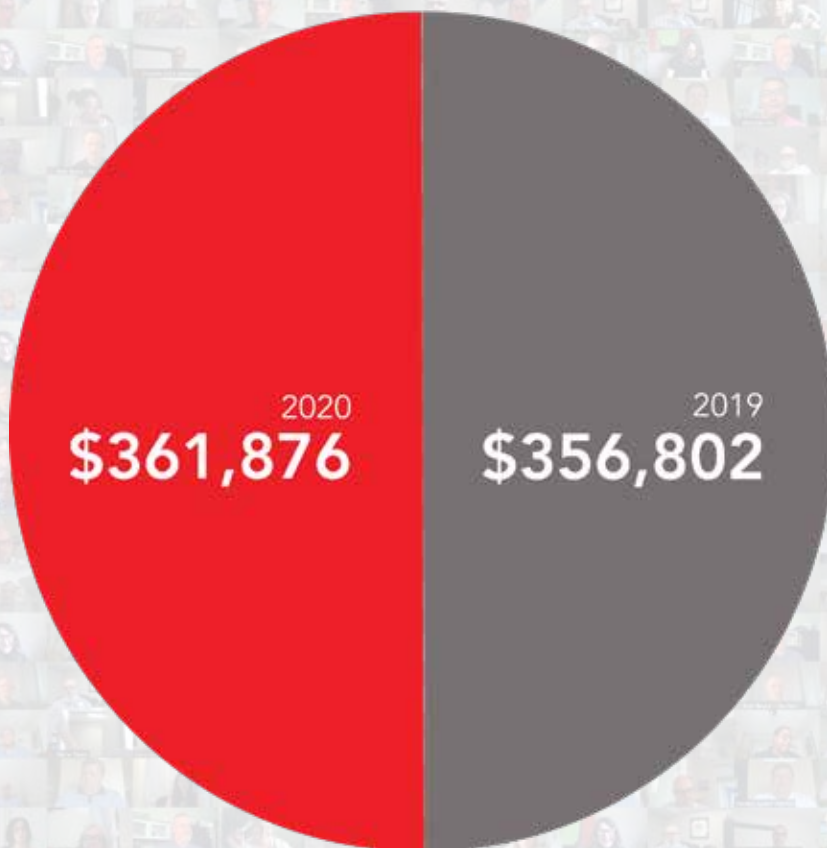
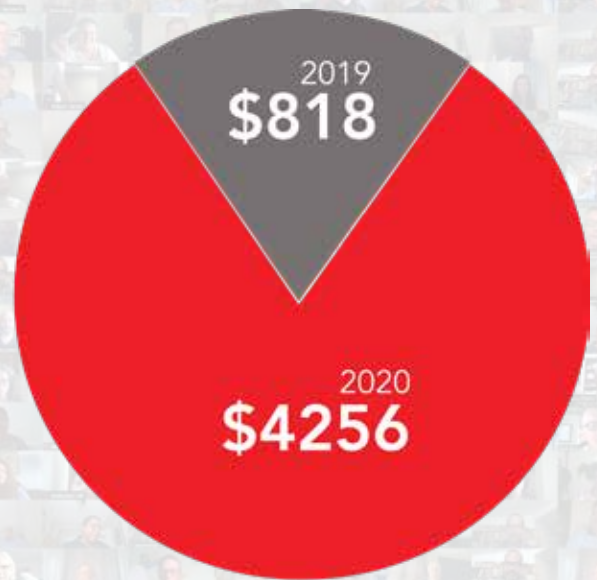
Fundraising



TOTAL



Excess of Revenues Over Expenses



Net Assets End of Year

