
Ontario AIDS Network

Annual Report
2011-2012



Living, Breathing and Transforming Our World

Message from the Co-Chairs

This year the Ontario AIDS Network opened new doors to transforming our world. We endorsed the proclamation of 2012 as the Year of GIPA in Ontario. In this report, you will see how OAN's support for the Greater Involvement and Meaningful Engagement of People living with HIV and AIDS brought together stakeholders from across Ontario to create the Ontario Accord, a statement of solidarity with GIPA. This year also saw the creation of *Living and Serving 3*, a GIPA wise practices guide and engagement framework for AIDS service organizations which resulted from a series of province-wide consultations. Our theme for 2012, the Year of GIPA, is *Living, Breathing and Transforming Our World*. We invite you to visit the OAN website to learn more about the Year of GIPA and these resources.

Our Honour Roll honourees this year are Christine Decelles, Murray Jose, William Flanagan, Doug Graydon and Richard Naster. These five honourees have demonstrated inspiring leadership in advocating for, serving and providing care for, people living with HIV and AIDS. We are pleased to celebrate their outstanding contributions.

Our members are concerned about uncertainties surrounding the AIDS Community Action Program (ACAP) and its future funding by the Public Health Agency of Canada (PHAC). In 2010, the OAN participated in a national consultation about ACAP and encouraged the participation of 45 Ontario partners. When a report on this national consultation was not released this year by PHAC, we advocated for its release with Minister Aggluqaq and PHAC staff but were refused and have hired a lawyer to acquire the report under an Access to Information request. We will keep you posted on developments.

The OAN went to Ottawa this year to meet with Minister Oda, Members of Parliament (MPs) and PHAC staff to discuss concerns about ACAP and federal support for HIV/AIDS initiatives. We are concerned about the future of federal support for health. With only one year remaining for ACAP, it is vital that we advocate for the renewal of this essential support for community-based work. In October 2012, we will hold a People, Policy and Progress event in Ottawa. We will meet with MPs to talk about the value of AIDS Service Organizations in HIV prevention and the economic benefits of investing in prevention.

We strengthened the OAN governance this year. The Board held a retreat to support training and monitoring of strategic planning. We renewed our membership structure by clarifying the need to pay membership fees and the rights and responsibilities of members. We also created new membership categories: Members and Affiliates. Other governance initiatives included the creation of a new bylaw (#3) to enable OAN to conform to the new Ontario Corporations Act governing not-for-profit organizations.

Thank you to all our members. We appreciate your support. Your dues and other contributions enable us to invest in working with you and on your behalf to transform our world.



Jay J. Koornstra Co-Chair



Stacey Mayhall Co-Chair

Message from the Executive Director

The cover of this year's annual report features a red fan resplendent with a dragon. The fan opening to the world symbolizes our commitment to life and transformation and the dragon represents fearless leadership. Since the Ontario AIDS Network was incorporated on August 13, 1993 the Ontario AIDS Network has been a living and breathing creation of community members and organizations. Over the years we have continuously confronted the challenges of disease, discrimination and death. We have not been defeated and our determination to succeed remains stronger than ever.

2012 is the Chinese year of the dragon, and it marks the 19th anniversary of the incorporation of the Ontario AIDS Network.

"Chinese dragons traditionally symbolize potent and auspicious powers, particularly control over water, rainfall, hurricane, and floods. The dragon is also a symbol of power, strength, and good luck."
Wikipedia

Fans offer both privacy and comfort. Their simple actions can have great effect. Any power they have derives from the hands of people.

The creation of "The Ontario Accord, a declaration of solidarity with the GIPA principle, the Greater Involvement and Meaningful Engagement of People Living with HIV/AIDS (GIPA) and their allies" was a transformative event in our history. Our collective thinking came together to affirm the leadership of people who are HIV positive and the need for our allies. Together we are unfolding into our future as one.

An outcome of the declaration of the Ontario Accord is "*Living and Serving 3*, a GIPA wise practices guide and engagement framework for ASOs and people who are HIV positive". Both of these are the result of provincial community consultations. As part of the OAN's commitment to the Year of GIPA, we are giving training sessions around Ontario and provided training to Executive Directors and Board Chairs.

Learning strengthens our skills and enables us to create new opportunities and adapt to continuous change. This year the OAN provided a number of new learning avenues. We have added a new learning platform to our website, the Positive Learning Centre, which will be launched in May 2012. We added in-depth media training for Board Chairs and Executive Directors and developed and delivered a new training workshop for ASO middle managers. In addition, we hosted a dispute resolution and mediation training workshop in London. We also held the first provincial Board Chair and Vice-Chair retreat this year. I was privileged to represent the OAN as a panelist at the Opening Doors conference in Kitchener on the topic: *Is HIV a chronic and manageable disease?*

Learning is based on knowledge derived from research. A new research page on the OAN website is being launched in 2012 to provide practical resources for community members engaged in community-based research. It was my privilege this year to participate on behalf of the OAN on the Steering Committee of the new research funding policy of the Ontario HIV Treatment Network. OAN

representatives attended the 2011 annual conference of the Canadian Association of HIV Research (CAHR) and were invited to bring greetings at the opening of the 2011 CAHR conference.

To support learning about leadership, the OAN provides training for people living with HIV and AIDS through the Positive Leadership Development Institute™. During its first two years, the program has trained several hundred people to become leaders in their communities and regions. We were successful in securing renewed funding for the Institute for an additional two years from the AIDS Community Action Program – Ontario (ACAP). We are honoured to be partners with the Pacific AIDS Network in this program and to have been invited to deliver trainings in British Columbia and in Moncton New Brunswick at the request of the Atlantic region.

Our Honour Roll event recognized the accomplishments of five honorees and was also a successful fundraising event. This past year has been a strong year for fundraising, enabling the OAN to support and supplement funding for many initiatives.

We worked closely this year with the Gay Men’s Sexual Health Alliance™, to assist them in the recruitment of staff and making sure that gay mens’ lives and values remain central in outreach and prevention efforts.

To support our work with people requires knowledge of best practices in working with people. The training and coaching offered to our membership by our Ontario Provincial Resource in HR (OPRAH) continues to make us better and more effective employers.

Supporting the agency has been our finance and administration staff who support our accountability to donors, funders and community.

I am grateful for each one of you who has given life and breath to our agency-volunteers, donors, staff and funders.

I look forward in the coming year to working together to build on our strengths and opening up new possibilities for transforming our world.

May our future be filled with dragons.

A handwritten signature in black ink that reads "Rick Kennedy". The signature is written in a cursive, flowing style.

Rick Kennedy

Executive Director

Who We Are

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.

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 and 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 2011

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 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.

We thank our gracious sponsors, ViiV-Shire, Gilead and BMO Financial Group, for their support.

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

This year's inductees continue to exemplify these standards with passion and vigour:

Person with HIV/AIDS Leadership Award: Christine Decelles and Murray Jose



Christine Decelles is an advocate in the gay, transgendered and transsexual communities and the HIV/AIDS movement. She is a volunteer with Prisoners' HIV/AIDS Support Action Network (PASAN) and has served on the PASAN Board. She is Chair of the Board of Directors of Ritten House, an agency dealing with transformative justice, and has been a member and speaker for Voices of Positive Women.

Murray Jose is a senior leader in the HIV/AIDS movement in Ontario and is active in the Ontario AIDS Network, the Gay Men's Sexual Health Alliance, the Ontario HIV Treatment Network the Working Group on HIV and Criminalization, the Poz Prevention Working Group and other provincial initiatives.

Community Partners: Reverend Canon Douglas Graydon



The Reverend Canon Douglas Graydon is committed to knowledge transfer and building understanding about HIV/AIDS and the alleviation of suffering through spiritual and psychological counselling. He shares his innovative thinking and research at many HIV/AIDS and palliative care conferences. He has developed spiritual care programs at Casey House hospice and Princess Margaret Hospital. He is the lead person for the Anglican Diocesan Vision regarding HIV/AIDS in the research and development of spiritual and religious care programs and collaborative partnerships between faith communities and AIDS Service Organizations.

Community Partners: William F. Flanagan



William (Bill) Flanagan is Dean of Queen’s University Law School and a tireless advocate for people living with HIV/AIDS. His work has had a significant impact in Canada and internationally in the areas of human rights for people living with HIV/AIDS, corporate responsibility and access to medications, and enhancing the capacity of organizations working in HIV/AIDS. His research has focused on the evolution of AIDS activism and the need to encompass all communities and facets of the HIV epidemic. His international work has involved serving as Executive Director of the Canada-AIDS Russian Program and legal aspects of living with HIV in China.

Caregivers Award: Richard Naster



Richard Naster is a social worker in Ottawa who has served in the areas of substance use, trauma/addiction recovery, spiritual care, prevention and palliative care. He is Team Leader at Bruce House and has served on the Ottawa Interfaith Council on AIDS, the University of Ottawa Health Services, Oasis Health Centre, Sobriety House, Algonquin College and City of Ottawa Public Health. He is a member of the Provincial Advisory Committee for the AIDS Bereavement and Resiliency Program of Ontario.

Remembering Patrick Truong.....



On February 21, 2012 a beloved friend and member of our community, Patrick Truong died. Patrick was respected by his many colleagues and friends in the AIDS movement. He lived with the challenges of HIV for 26 years and was one of the first members of the Asian community to be public about his status.

Patrick was an advocate and caregiver who lived his life with kindness, courage, determination and generosity. In 2010 in recognition of his service to Ontario Patrick was entered into our Honour Roll and received the Ontario AIDS Network's Caregiver Award. When he accepted his award, Patrick spoke of the importance of ensuring that people with HIV always receive the "compassion, love and dignity that they deserve." Patrick inspired and challenged us. We are very grateful that Patrick was and will continue to be an important part of our lives.

This Accord was created by representatives of Ontario organizations at a Living and Serving 3 consultation meeting in July 2011.

In proclaiming 2012 The Year of GIPA, we acknowledge that 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 must be continually re-evaluated in light of the changing realities of HIV and AIDS and of those living with them.

Within the North American context, GIPA principles have often been considered as applying only to persons living with HIV and AIDS. We affirm that GIPA concerns all who live with, work in, and are affected by, HIV and AIDS. Another way of stating this is that GIPA engages people with HIV and AIDS and their allies in a culture of inclusivity intended to foster an expanding and inclusive approach that embraces HIV-positive individuals in all their diversity and circumstances and includes those affected by HIV and AIDS and all allies.

In naming this accord *The Ontario Accord*, we acknowledge the foundational work that continues to inspire us and have continued the precedent of naming our work after its geographic birthplace. We invite citizens of the world to join us in our efforts and organizations globally to affirm their support of The Ontario Accord.

During The Year of GIPA, we challenge organizations that serve people and communities affected by HIV and AIDS to take action and commit to the GIPA principle. Organizations that have formally endorsed The Ontario Accord and have created a 2012 action plan for GIPA are listed on our website.

The Ontario Accord arose from a series of province-wide consultations about GIPA held in 2011. Another important outcome of the consultations was *Living and Serving 3*, a GIPA wise practices guide and engagement framework for AIDS Service Organizations, described in a later section of this Annual Report.

Living and Serving



Living and Serving 3 is a GIPA (Greater Involvement and Meaningful Engagement of Persons living with HIV/AIDS) project hosted by the Ontario AIDS Network.

The Living and Serving project builds on the life work and doctoral thesis of the late Dr. Charles Roy, AIDS activist, HIV positive man and former Executive Director of the AIDS Committee of Toronto. His 1996 report *Living & Serving: Persons with HIV in the AIDS movement in Canada* identified barriers and opportunities for improvement to the level of involvement of persons living with HIV and AIDS. In 2007, the study *Living and Serving 2: Ten years later* was published by the Ontario HIV Treatment Network, based on the evaluation led by Evan Collins and Roy Cain on the progress made in Ontario.

Living and Serving 3 was an active project during this past year. A series of provincial consultations was held which resulted in the creation of *Living and Serving 3*, a wise practices guide and engagement framework intended to help organizations put GIPA principles into practice. The document includes the historical development of GIPA as a guiding principle for the HIV/AIDS movement worldwide, engagement with GIPA by individuals and organizations, wise practice examples provided by Ontario AIDS Service Organizations, monitoring and accountability, and a conceptual framework and guidance for a deeply committed engagement with GIPA. This resource can be downloaded from the OAN website.

From the Living and Serving 3 consultations, and the strong passion for GIPA within organizations and communities, came the Ontario Accord, a statement of solidarity with GIPA. The Ontario Accord is presented in a previous section of this Annual Report.

Building on the momentum of the Living and Serving 3 project, the OAN has declared 2012 to be The Year of GIPA (see a previous section of this Annual Report) with the theme *Living, Breathing and Transforming our World*. As part of the OAN's commitment to the Year of GIPA, we are giving training sessions around Ontario and provided training to Executive Directors during the annual ED retreat.

Skills Development



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 and cohesive organizations with an increased impact on the HIV epidemic across Ontario.

This year the Skills Development Program offered eight capacity-building workshops for the following ASO professional groups: support workers; administrative coordinators; fundraisers; educators; volunteer coordinators; middle managers; Executive Directors; and Board Chairs. We held an Executive Directors and Board Chairs workshop and a retreat for Executive Directors.

A human resources workshop for middle managers was offered for the first time this year. It was well received and will become a regular offering after being modified based on the feedback from the first workshop.

240 staff of OAN member agencies participated in the program during 2011/2012.

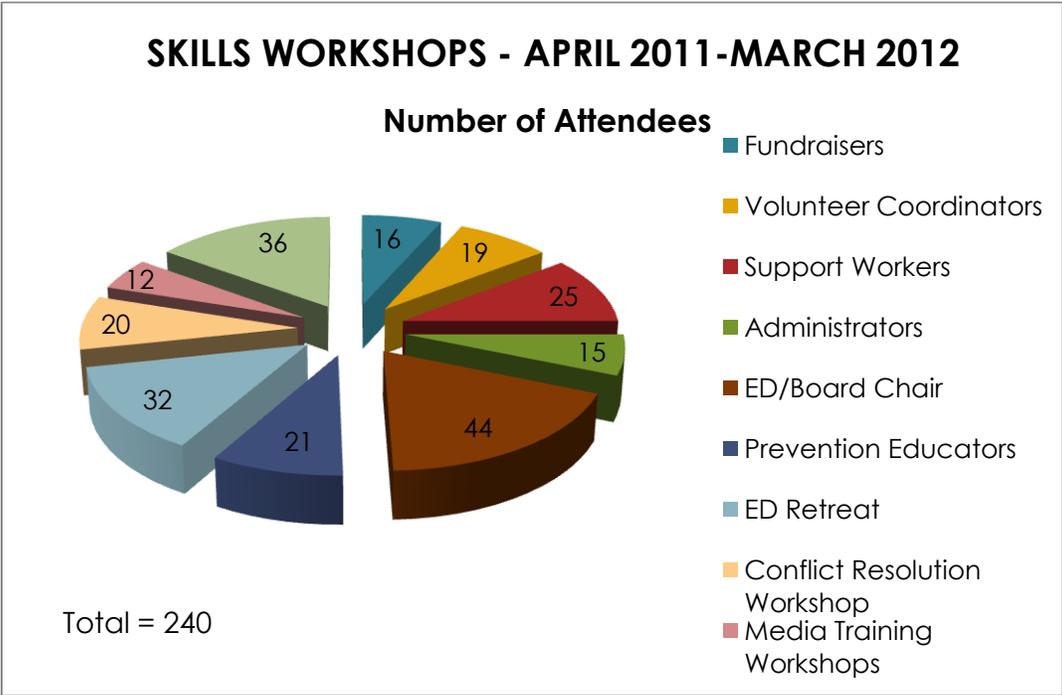
Emerging themes and topics that were discussed at the workshops for various types of participants included but were not limited to:

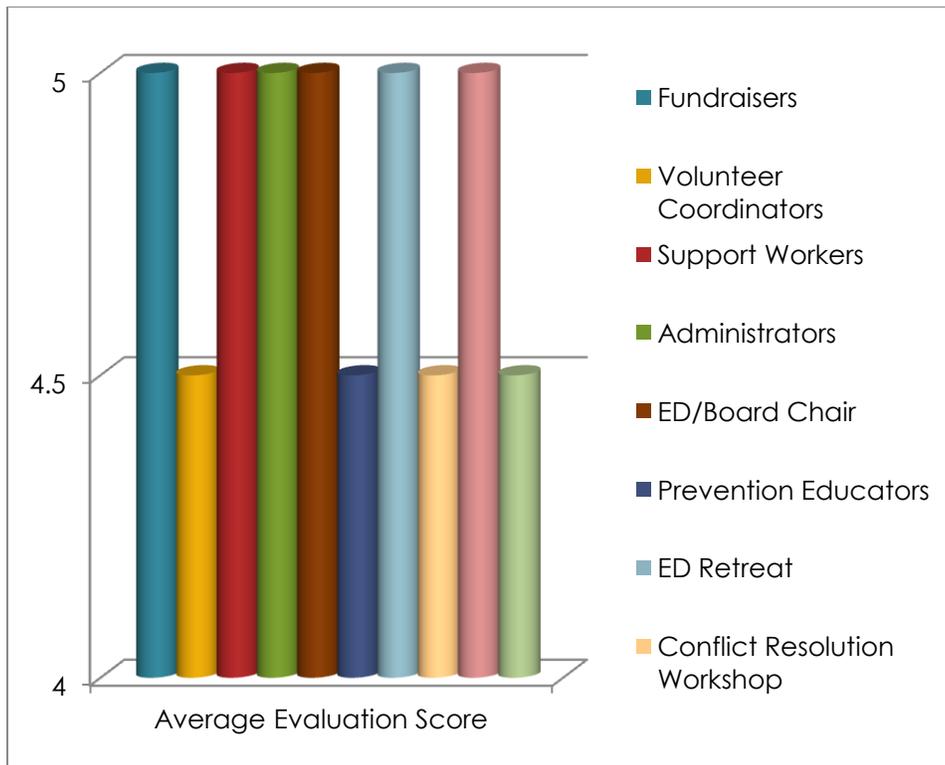
- Adding passion to your case - fundraisers
- Bridging the gap - volunteer coordinators
- Conflict styles, including active listening as part of conflict resolution - this workshop was open to all participants an ASO wished to send
- GIPA: Framework for Change – Executive Directors’ retreat
- Motivational interviewing – support workers
- Communicating, negotiating and prioritizing skills – administrative professionals
- When grief comes to work: managing grief and loss in the workplace – Executive Directors and Board Chair workshop
- Managing episodic disabilities in the workplace: a best practices guide for ASOs – Executive Directors and Board Chairs workshop
- Making outreach matter (a training program developed by the Gay Men’s Sexual Health Alliance) – educators and outreach workers
- New prevention technologies – HIV prevention educators

The Evidenced-Based Practice Unit of the Ontario HIV Treatment Network also did a number of presentations to various groups on the OCHART/OCASE reporting tool [Ontario Community HIV/AIDS Reporting Tool; Ontario Community-based AIDS Services and Evaluation].

We also offered three media training workshops. These were in-depth workshops that focused on the various types of media and interviews and gave attendees the opportunity to practise doing interviews. Because of the in-depth nature of the workshops, attendance was limited to five or six people. It worked well and we plan to offer more of these workshops in the future.

An evaluation is done after every workshop which asks questions about both the individual sessions and the workshop as a whole. At the end of each evaluation, participants are asked for suggested topics for the next workshop as well as 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 is also used to inform content.





OAN Programs

PHA Leadership and Facilitator Training



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.

The following curriculum objectives of the leadership training provide participants with the opportunity to:

- Understand the principles and commitments of leadership
- Realize individual leadership potential
- Participate in building a network of leaders within the PHA community
- Realize the potential and strengths that each individual brings to the network
- Learn about and practise leadership skills in a safe environment
- Inspire others to become leaders
- Encourage participants to take on facilitator and mentoring roles in the community
- Expand participants' awareness of our community

The PLDI™ training includes three levels:

- Level 1: Who am I as a Leader?
- Level 2: Bored? Get on Board!
- Level 3: Communications

This year 78 participants in Ontario attended PLDI™ workshops and 37 graduated from Level 1 (two sessions of 3 ½ days). OAN was invited to give positive leadership training workshops in the Pacific and Atlantic regions. We offered three 2 ½ day sessions on Board Governance; this training has been revised to offer more interactive role playing that focuses on conflict of interest, accountability and the role of Board members. 28 people completed this Level 2 training, evaluating the program at 4.5 out of 5 for content and delivery. Level 3 (2 ½ days) training was provided to 13 people. This training used presentations, group work and discussion to explore Conducting Effective Meetings, Active listening, Dealing with Difficult Situations, Effective Feedback, and Public Speaking.

A group of 13 participants in Moncton New Brunswick attended a Level 1 PLDI™ training session which was well received. We hope to continue working with them.

This program is funded in part through financial contributions from the Public Health Agency of Canada and the Ontario Trillium Foundation. Proceeds from the OAN Honour Roll banquet also supported the PLDI™ work in Ontario.

OAN Programs

Community-based Research Program

The OAN is committed to supporting the development of community-based research capacity within our sector. Specifically, the Canadian Institutes of Health Research (CIHR) HIV/AIDS Community-Based Research (CBR) Program provides direct assistance to a variety of stakeholders with the goal of fostering expertise and the conditions necessary for larger and smaller organizations to conduct research pertaining to their programmatic prevention and support needs.

The OAN is home base for a CBR Facilitator. This role has evolved over the past decade in response to feedback from a number of evaluations. The 2009 CIHR evaluation highlighted the trend that, in the absence of significant community-based resources and infrastructure, the time and financial resources to engage in CBR are not available to community-based organizations which must prioritize programming over research development. Feedback from the community included the perspective that more systemic approaches were needed to develop the capacity of organizations rather than building individual staff skills at AIDS Service Organizations (ASOs) and Community-based Organizations (CBOs). To foster sustainability, feedback emphasized the importance of long-term collaborative partnerships in pursuit of research programs rather than support of isolated pilot projects. The new proposed CIHR CBR framework highlights larger scale training initiatives and regular opportunities for annual face-to-face exchange of best practices and research findings for the community engaged in CBR.

Based on these new directions, it appears that current research efforts are well positioned to meet the criteria of an effective CBR capacity-building framework. Current efforts by the CBR Facilitator have focused on building capacity with our provincial partners, the Gay Men's Sexual Health Alliance, and the AIDS Bereavement and Resiliency Project of Ontario. The Facilitator has made presentations to gatherings of provincial and national stakeholders, with plans for future intensive training sessions involving the strategies of the Gay Men's Sexual Health Alliance and African Caribbean Council on HIV/AIDS. Other work has involved the development of a curriculum to facilitate individual and ASO-based research skills building. A new research page will be created on the OAN website to provide practical resources for community members engaged in CBR. To date, a web-based presentation, multiple fact sheets and links to other relevant research resources have been added to the page, along with the CBR program planning logic model and evaluation matrix .

The CBR Facilitator can provide consultation education and support for:

- Refinement of 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
- Integrating Greater Involvement of People living with HIV/AIDS (GIPA) principles into all phases of the research cycle
- Providing research for literature reviews and research syntheses
- Developing expertise on knowledge exchange methods and processes

The CBR program and support for the CBR Facilitator is provided by the HIV/AIDS Program, Targeted Initiatives Branch, Research Portfolio, Canadian Institutes of Health Research.

OAN Programs

Ontario Provincial Resource for ASOs in Human Resources (OPRAH)



O – Ontario
P – Provincial
R – Resource
A – for ASO
H – Human Resources

The Ontario Provincial Resources for ASOs in Human Resources (OPRAH) program continued to develop program stability and improve service delivery following transition in 2010. During the 2011 fiscal year the program saw average support hours jump 153% over the prior year. There was also a 140% (20 vs. 28) increase in the number of OAN Member Agencies who accessed HR support services through the OPRAH program. In addition, OPRAH has provided support to provincial partner resources which is not captured in the total number of member agencies accessing services. This is significant and a strong indication that OPRAH is a valued provincial resource for our members and the sector.

During the 2011 fiscal year there was an increase in requests for labour relations support. These requests are reviewed and considered on a case-by-case basis and take into consideration the ability of OPRAH to support all member agencies.

The OAN also conducted its second sector compensation survey in 2011 with expanded benchmark data based on feedback from member agencies. The survey was expanded from six benchmark positions to include 13 positions for data comparison. With an 82% participation rate the survey was once again successful and has become a well utilized resource for member agencies as well as to OPRAH consultants. The 2011 compensation survey was completed in January 2011 and presented to Executive Directors and Board Chairs, with the final report distributed to member agencies shortly thereafter.

In the past year the OPRAH program has also provided a series of training sessions for employers on various topics including Alternative Dispute Resolution, Employee Benefits, Union activity within the charitable sector, the Accessibility for Ontarians with Disabilities Act (AODA), Compensation Survey 2011 and Human Resources for Managers and Supervisors. OPRAH is also developing online learning for HR related topics, beginning with a series on occupational health and safety for the OAN's new "Positive Learning Centre".

In addition OPRAH also developed a resource document titled Managing Episodic Disabilities in the Workplace: A Best Practices Guide for ASOs. Training and distribution of this document was presented at the Executive Director and Board Chair workshop in January 2012.

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

Gay Men's Sexual Health Alliance™



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, two-spirit and other men who have sex with men. 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.

This year the GMSH completed its first strategic plan *Generating Learning and Practices* and began to move forward in three strategic realms: A Strong and Vibrant Network of Meaning; Frontline Practice; and Knowledge and Skill Development.

In response to the strategic plan, the GMSH restructured its programs and hired a Knowledge Transfer Exchange Coordinator to support capacity building and training initiatives related to gay men's sexual health work in Ontario.

The Sex You Want

2011/2012 also saw the promotion of *The Sex You Want*, a resource developed in partnership by GMSH, the AIDS Committee of Toronto (ACT) and a provincial advisory body of gay men's outreach workers. *The Sex You Want* (www.thesexyouwant.ca) was designed to tackle advanced questions that gay and bisexual guys have about sex, pleasure and risks. The resource was also a response to some of the complex questions that outreach workers were hearing in the field.

Gay Men's Sexual Health Summit

In February 2012, the GMSH hosted the 8th annual Gay Men's Sexual Health Summit with the theme *The Ins and Outs of Gay Men: Sex, Loads, and Technology*. Over 200 delegates attended the three-day conference exploring emotional health and well being, the impact of shame and homophobia on gay men, and the celebration of gay men's strengths and resilience.

Provincial Advisory Body Meetings

The GMSH Provincial Advisory Body (PAB) is comprised of representatives from gay men's sexual health programs based at AIDS Service Organizations (ASOs), researchers, public health workers, policy makers, and funders. The PAB meets quarterly to connect on ongoing strategy and training, to discuss emerging HIV prevention and sexual health issues for gay and bisexual men, and to network. In the past year the GMSH PAB has had dialogue and training on mental health issues effecting gay men's

sexual health, “Treatment as Prevention” and its implications for gay men’s sexual health, gay newcomers, incorporating homophobia and homonegativity anti-oppression work into sexual health work, Hepatitis, community based research, and more. The PAB has also supported the development of the GMSH strategic plan and provided input into the development of resources and priority setting for the GMSH.

Working Groups

The GMSH continued to host the Poz Prevention Working Group, the Gay Bi Queer Trans Men’s Working Group, Campaign Working Group, and the Gay Men’s Sexual Health Summit Planning Committee. In 2011 the GMSH also formed a new Rural Suburban Working Group to address the unique needs of ASOs and gay men’s sexual health work outside large urban centres. These working groups, including a variety of subcommittees, continue to be an integral component of the work of the GMSH.

Thanks

A sincere and heartfelt Thank You is extended to all members of the GMSH Provincial Advisory Body, Poz Prevention Working Group, Gay/Bi/Queer Trans Men’s Working Group, Campaign Working Group, Summit Planning Committee and the Rural Suburban Working Group. This support and guidance is a crucial to the work of GMSH staff and the success of the organization.

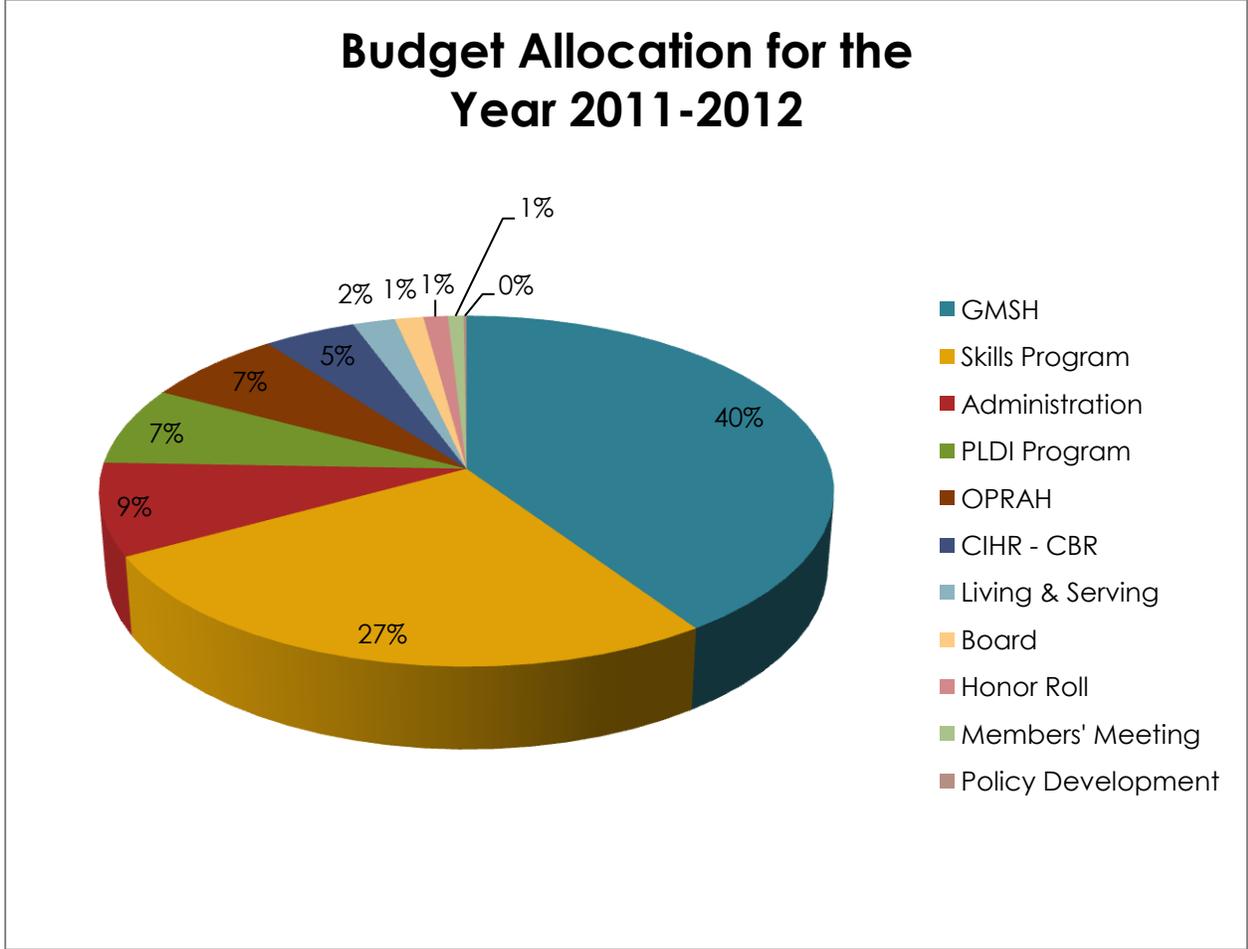
The GMSH is funded by the AIDS Bureau, Ontario Ministry of Health and Long-Term Care.

Staff Members

Daniel Pugh - Knowledge Transfer and Exchange Coordinator

Owen McEwen - Director

Budget Allocation for the Year 2011-2012



Thanks to our supporters and volunteers

We are grateful to our many dedicated volunteers.

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, 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”



ViiV-Shire

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

ARC Canada
Shepell-FGI

Volunteers (as of April 2012)

Ed Argo
Bruno Bini Bonfim
Neil McGregor
Marc Seguin
Kath Webster
Karen Vance-Wallace

Ontario AIDS Network Board of Directors

Ron Lirette
J.JKoornstra - Co-Chair
Richard Hubley - Secretary
Mark Byles
John MacTavish - Treasurer
Lynne Cioppa
David Dubois
Stacey Mayhall - Co-Chair
Kevin Murphy
Les Bowman

Ontario AIDS Network Staff (As of April 1, 2012)

Ruth Cameron, Community-Based Research Facilitator
Michele Cherry, Coordinator of Skills Development

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

Romilson Garcia, Coordinator of Finance and Administration

Tara Jewal, Coordinator and Trainer, Positive Leadership Development Institute™

Rick Kennedy, Executive Director

Owen McEwen, Director, Gay Men's Sexual Health Alliance

Daniel Pugh, Knowledge Transfer and Exchange Coordinator, Gay Men's Sexual Health Alliance