



Annual Report 2009-2010

2009-2010 PAN Board of Directors

Alphabetically

Ken Buchanan
Stephanie Grant (resigned June 2010)
William (Willie) Leigh Hein-Blackmore
Kim Lloyd (resigned June 2010)
Bob Hughes: *Treasurer*
Katrina Jensen
Darren Lauscher: *Vice-Chair*
Chris MacKenzie: *Secretary*
Marcie Summers: *Chair*

2009-2010 Staff & Contractors

Alphabetically

Susan Dann: *Evaluation Consultant*
Jennifer Evin Jones: *Executive Director*
Stacy LeBlanc: *Director of Program Development*
Nizar Rayani: *Bookkeeper*
Donna Tennant: *Fund Development Consultant*

Message from the Executive Director, Jennifer Evin Jones

Here are some highlights from the last year, which are my pleasure to share with you!



**Positive Leadership
Development Institute**

Positive Leadership Development Institute

The PHA Leadership Program was renamed the Positive Leadership Development Institute as the collaboration taking place across two provinces and the partnership between PAN and the Ontario AIDS Network (OAN) evolves. We continue to be profoundly grateful to the OAN for the spirit of generosity with which they have approached this joint work and the real benefits that are being realized for PHAs in BC and across our member agencies.

With the support of the OAN, in May 2010 PAN held our 2nd Level I Core leadership training event for 18 PHAs from throughout BC; and planning is currently well underway for our 3rd training event which will take place in November 2010.

PAN member organizations and PHAs throughout the province enthusiastically embraced the training, with applications far exceeding available spots as well as our own initial expectations. Furthermore, indications are that The Institute has had a powerful and transformative impact in BC in a very short amount of time.

Commitment to diversity has been one of the underpinnings of The Institute in BC, with an emphasis on ensuring access for women, Aboriginal PHAs, youth and persons from endemic countries. Over 30% of graduates of the training to date have been persons co-infected with HCV.

One significant milestone to share is our pleasure in congratulating Kath Webster and Marc Seguin, who on September # completed their “facilitator-in-training” journey in Toronto and are now fully certified to instruct for The Institute in both provinces! Kath and Marc’s dedication, talent and commitment to making the leadership training an ongoing reality

here in BC cannot be overstated. Thanks too to PAN BOD member Ken Buchanan for his key contributions on the PHA Leadership Steering Committee and for being a passionate advocate for the training. Thanks as well to the BCPWA Society for partnering with us on our 1st "alumni event" for graduates, that took place in March 2010 as part of the Positive Gathering.

Feedback and evaluation from leadership graduates in BC continues to be extremely positive. Reports post-event and at 6 months for the September 2009 training can be found on PAN's website, www.pacificaidnetwork.org. Each training session is evaluated post-event, at 6 and at 18 months. We are also working on strengthening our evaluation process for The Institute in BC and in future a comprehensive evaluation report will be generated for The Institute on an annual basis. This evaluation report will speak to not only the long term benefits for graduates, but also evaluate our partnership with the OAN and ultimately what impacts are being experienced at PAN member agencies. On that note, the OAN has conducted a comprehensive review of the Leadership Program both from the perspective of PHA graduates; as well as from the perspective of OAN member agencies – in Ontario. Links to these reports, "Learning to Lead" and "Change Makers: An Impact Evaluation of the Positive Leadership Development Institute (PLDI)", respectively, may also be found on the OAN website.

Based on the many successes being realized in Ontario and now BC, and the extent to which the PLDI is making the GIPA Principle a reality, PAN has redoubled its commitment to the PLDI which is truly on a "positive trajectory"!

Workforce/Professional Development & Capacity Building Feasibility Review and Programming

PAN has a proven track record – 10 years - of providing high quality, well-received skills building and professional development opportunities to our members. In late 2009, a research study was undertaken to look at ways PAN might improve and potentially expand our skills programming. The process for the Feasibility Review included looking at the model of service delivery used by the Ontario AIDS Network as well as extensive consultation with our member groups and funders. Based on the recommendations

contained within the Feasibility Review, the decision was made to begin to provide skills building in a more targeted manner with a practice or responsibility focussed approach.

The approach that has been adopted has been designed to address the diversity that exists on a micro-level, within any given PAN member organization. For example, the professional development needs of an Executive Director, is different than that of an Educator, a Volunteer Manager, or a front-line worker; it may also differ from the capacity-building needs of a PHA interested in taking on more of a leadership role at their member organization be it as a Board member, in some other key volunteer position or as a paid staff person.

This approach is also consistent with PAN's *Strategic Plan, 2007-2012*, which articulates the network's commitment to enhancing the capacity of member organizations to support Aboriginal populations, smaller urban and rural communities and other populations with diverse needs as reflected in the epidemiology of the disease.

Furthermore, PAN member organizations are providing services to not only those living with HIV, or at risk for HIV, but also to people co-infected with Hepatitis C, and in some cases people mono-infected with HCV. In many communities throughout the province the only organizations that people infected with HCV can access are ASO's.

In January 2010, PAN's first ED Summit was held, the focus of which was on sustainability planning; also, a Fund Development Workshop was also provided. In March 2010, a three-day session for Front Line Workers was delivered on HIV/HCV and Mental Health, and on HIV/HCV co-infection. Feedback on these disciplined-focussed sessions has been very enthusiastic and the evaluation reports for each of these events may be found on PAN's website. We are very encouraged by the response to-date and believe that it demonstrates that our strategic decision to evolve to a discipline-focussed strategy has been the right one.

CATIE Pacific Educational Conference: Co-hosted by PAN

This time last year, PAN and CATIE were just embarking on our first ever join effort to bring a comprehensive educational event to our members and allies in public health and beyond. Last year's event was a solid success and again the evaluation report for that event may be found on PAN's website.

So when CATIE brought this opportunity forward again, we were delighted. One of the focuses of this year's conference will be on epidemiology and testing; another focus is on exploring cultural competency. CATIE and PAN are pleased to bring these offerings forward that reflect in part some of the current realities in BC including the roll-out of the STOP HIV/AIDS Pilot Projects as well as the growing impact of HIV/AIDS among Aboriginal people and communities.

Our Funders and Sponsors

PAN continued to enjoy an excellent relationship with its government funders, the AIDS Community Action Program (ACAP), Public Health Agency of Canada, and the Provincial Health Services Authority (PHSA). With their support, PAN was able to offer an expanded scope of workforce/capacity building programming in the Spring of 2010, including an Executive Director's Summit, Fund Development Workshop, and a 3 day Workshop on Mental Health and HIV/HCV and HCV-co-infection.

We were also happy to welcome back a number of corporate supporters including Abbott Virology, who is making a significant contribution to our fall meeting.

Thanks to Merck Frosst who continued to support the Positive Leadership Development Institute (PLDI) by providing funds for the May 2010 PHA Level I Leadership Training in BC.

And speaking of the PLDI, we were also delighted to be one of the recipients of ViiV Healthcare – Shire Canada's 2009 HIV/AIDS Community Innovation Program (CIP). Funding was provided to support our "facilitator-in-training" program, whereby PAN and the OAN continue with our collective efforts to increase the number of trained facilitators able to deliver the leadership training in BC as well as Ontario.

Finally, we would like to acknowledge Tibotec who also joined on as a partner with PAN this year. We look forward to building our relationship!

Community Based Research

National Food Security: PAN signed on to a successful CIHR funding application prepared by a national team led by the OHTN, to participate as a co-investigator on a community-based research project exploring the intersections of food security and health outcomes for people living with HIV in Canada. There are three provinces participating, BC, ON and QUE. From BC the partners are the BC Centre for Excellence in HIV/AIDS, Simon Fraser University, AIDS Vancouver and PAN. PAN has been very active on the BC research team, working to ensure that the study will be able to truly reach a group of provincial PHAs rather than a focus on the Lower Mainland. This study aims to recruit a total of 800 participants over a 1-year period throughout BC. Ten peer research assistants will be recruited in every health region in BC and trained to deliver the surveys, working in conjunction with member organizations that are providing programs related to food security. A Peer Research Assistant Coordinator, Benjamin Stevenson, has been recently hired and will be working out of AIDS Vancouver, with ongoing support from Terry Howard, BC's CIHR community-based research facilitator.

Healthy Living Healthy Homes: During 2009/2010, PAN applied on two separate occasions for a Catalyst Grant from the CIHR's HIV/AIDS CBR Program, to assist us in moving forward with a prospective study to examine the impact of housing and homelessness on the health outcomes of people living with HIV/AIDS in BC. Unfortunately, we were not successful in either application.

Despite not being recommended for funding, the staff and Board of PAN continue to believe that the community-based research being proposed would have potential positive impacts in this province and beyond. Evidence from the United States and Ontario demonstrates that housing is powerfully linked with risk for HIV exposure and transmission, as well as the health and care of PHAs. Through the process of documenting the housing challenges experienced by PHAs and those most "at risk", and providing that evidence to decision-makers, positive changes have been realized to housing policy in other jurisdictions.

Certainly, PAN member organizations continue to identify housing and housing security as a key issue for their clients and members. We are therefore committed to making another application for a Catalyst Grant in October 2010 and are currently working on assembling

a BC research team to do just that. We thank those PAN member organizations that have agreed to act as collaborators on the application, and we would also like to acknowledge the ongoing support of the CIHR Centre for Reach in HIV/AIDS, that continues to provide PAN with technical and logistical assistance.

Working to Promote to a Just Response to HIV/AIDS

PAN reps met in person with the Honourable Ida Chong, Minister of Healthy Living and Sport, in January 2010. The meeting was an opportunity to underscore to the Minister the importance and effectiveness of the community-based response. Again, the argument was made that PAN member organizations play both a cost-saving and cost-effective role in addressing the HIV/AIDS and HCV co-infection epidemics in BC. Concerns were also articulated to the Minister regarding the cuts in funding from regional health authorities that PAN member organizations were experiencing in Fraser and Vancouver Coastal. Finally, we used the meeting to emphasize the importance of community consultation in the unfolding of the STOP HIV/AIDS pilot project.

Further to STOP HIV/AIDS, the need for community engagement, including full disclosure and transparency, is a key message that PAN staff and Board have been articulating repeatedly at tables since that time, be it in meetings with health authority representatives, Ministry staff and with our own colleagues and networks. PAN has been an active participant and presence in a series of meetings and community consultations with regards to STOP HIV/AIDS. PAN was also recently invited to sit as a community representative to the Provincial Health Authority's STOP HIV/AIDS Planning Committee. PAN is also using every opportunity to raise the concerns and interests of member organizations, clients, members and PHAs, that are outside of the two regions that are engaged in the pilot project.

Working for a Sustainable Future

Workforce development and leadership training is about more than just training and building the skills of individuals; it also seeks to address issues on a systemic and organizational level, and is more focused on long-term sustainability.

This goal of addressing the HIV/AIDS epidemic and the needs of the community-based response on a systemic level represents a natural progression for PAN. PAN is committed to playing a meaningful role in addressing the emerging trials of our time, most notable of which is the flat-lining and even reduction of government-and private-sector funding for many of our member organizations and agencies.

As health care resources for the community-based sector shrinks, the need for an effective and coordinated response to the epidemics has not diminished. HIV/AIDS and HCV co-infection continue to be serious public health threats in BC. The question of how best to promote the sustainability of the community-based response to the HIV/AIDS epidemic is of ever-increasing concern in light of the current economic climate. PAN members and allies presently find themselves in a context of increasingly diminishing financial and human resources while at the same time confronting an alarming increase in incidence among certain populations including MSM/gay men, Aboriginal persons, the homeless and dual-diagnosed, etc. Many PAN members are expected to adopt a blood-borne pathogens model approach and most shoulder a great level of responsibility in addressing the needs of persons co-infected, or even mono-infected with HCV.

Both the incidence and prevalence rates for HIV and HCV in this province indicate that it is essential that our communities and our leaders are equipped with the best available evidence, skills and training, to be able to deliver the most effective services possible, and also to ensure the sustainability of the organizations themselves.

It continues to be a privilege to work for the member organizations of PAN and alongside my colleagues on the staff and Board. Thank you both for your support, as well as for all the work you are doing to make a difference.

A handwritten signature in black ink, appearing to read "Jennifer Evin Jones". The signature is stylized with a large, circular initial "J" and a long, horizontal stroke extending to the right.

Jennifer Evin Jones
Executive Director