

CACVO

Conseil des Africains
et Caraïbéens sur le
VIH/sida en Ontario



ACCHO

African and Caribbean
Council on HIV/AIDS
in Ontario

STRATEGIC PLAN TO 2015



Message from the Co-Chairs

The African and Caribbean Council on HIV/AIDS in Ontario (ACCHO) is pleased to share our *Strategic Plan to 2015*. For the past five years, ACCHO has been a committed leader in the province of Ontario on HIV/AIDS in African, Caribbean and Black communities. Through extensive consultation and collaboration, we have identified the following three strategic directions that will guide our work over the next three years:

1. Fortify our Organization
2. Intensify our Response
3. Deepen our Partnerships and Collaborations

Building on our identified strengths to mitigate weaknesses and threats, we have developed directions that will enable us to strategically continue our important work on all fronts to address issues of HIV/AIDS in African, Caribbean and Black communities in Ontario.



Fanta Ongoiba
Co-Chair, ACCHO



Trevor Gray
Co-Chair, ACCHO




Table of Contents

About Us	2
Our Planning Process	4
Strategic Directions	6
Accountability	9
Acknowledgments	10
Accho Partners	11

About Us

The African and Caribbean Council on HIV/AIDS in Ontario (ACCHO) is a dynamic leader, advocate and agent of change in the province of Ontario on HIV/AIDS in African, Caribbean and Black communities. ACCHO is made of organizations and individuals committed to HIV prevention, education, advocacy, research, treatment, care and support for African, Caribbean and Black communities. ACCHO envisions for African, Caribbean and Black communities in Ontario an environment supportive of those infected and affected by HIV and AIDS, and free of new HIV transmissions. ACCHO's mission is to provide leadership to the response to HIV/AIDS in African, Caribbean and Black communities in Ontario. ACCHO and its members work to implement the *Strategy to Address Issues Related to HIV Faced by People in Ontario from Countries Where HIV is Endemic* (African, Caribbean and Black Strategy).

The specific role of ACCHO is as follows:

1. Coordinate and support Strategy implementation, revision/ renewal, and monitoring and evaluation;
2. Advise and advocate on HIV/AIDS issues affecting African, Caribbean and Black communities;
3. Promote greater involvement of African, Caribbean and Black people living with HIV/AIDS in the response to HIV/AIDS;
4. Ensure effective functioning of ACCHO; and
5. Enhance and maintain the relevance and impact of ACCHO.



We are guided by our core principles which state:

- HIV infection among African, Caribbean and Black people is an urgent issue that requires immediate attention and dedication of resources to prevention of HIV transmission and to the care, treatment and support of those living with and affected by HIV/AIDS;
- Efforts to address HIV among African, Caribbean and Black people requires consultation and collaboration with African, Caribbean and Black communities and service providers working with and within these communities;
- HIV/AIDS among African, Caribbean and Black communities in Ontario requires community-based responses that acknowledge the diversity within and between African, Caribbean and Black communities across Ontario. This diversity includes national origin, language, culture, religion, immigration status, area of residence, gender, age, and sexual orientation, among other factors;
- Programs and services for African, Caribbean and Black people should involve them in decision-making roles; be culturally competent; and be accessible and relevant to all African, Caribbean and Black people including children and youth, women, gay men, lesbians, bisexual men and women, transgender men and women, heterosexuals and people who use injection drugs;
- HIV programming needs to work in a broad social context that addresses the determinants of health, and systemic issues such as racism, homophobia, and gender inequity; and
- Research with African, Caribbean and Black communities should address community needs, and must be respectful and ethical.

To learn more about ACCHO, please visit us online at **www.accho.ca**


Our Planning Process

In the spring of 2011, following the completion of an organizational review, ACCHO initiated a process to develop a strategic plan to guide the organization over the next three years. Central to the planning process was the need to ensure that we listened to our community and to African, Caribbean and Black people living with HIV/AIDS. Committed to achieving our role and guided by our values, an environmental scan and SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis process was conducted in April and May 2011. This process included interviews and focus groups with individuals inside and outside of ACCHO as well as a review of internal documents and external research conducted by the consultants.

During the environmental scanning, we identified that the need for our work continues to be pressing. Almost two-thirds (60.4%) of the Black population in Canada lives in Ontario. The Black population grew 15.2% in Ontario between 2001 to 2006. In Ontario, 389,980 people identified as being of Caribbean origins and 235,880 identified as being of African origins. Of the Black population in Ontario, 43.9% were non-immigrants, 53.3% were immigrants and 2.8% were non-permanent residents. For the immigrant population, 51.2% came to Canada before 1991, 31.6% came between 1991-2000 and 17.2% came between 2001-2006.

According to the factsheet *HIV Prevalence, Incidence, Mother-to-Child Transmission Among African, Caribbean and Black Populations as of 2008*¹:

- As of December 2008, 18% or 4,878 people of the modeled projections estimated 26,627 people living with HIV (PHAs) in Ontario were in the HIV-endemic category (i.e. born in sub-Saharan Africa or the Caribbean and no other risk factors).

- 
- Only about 56% of people in the HIV-endemic category living with HIV have been diagnosed.
 - Of the 137 HIV+ infants born in Canada from 1984 to 2008, 57% (n=74) were born to HIV+ mothers from HIV-endemic countries.
 - Of the 1,620 newly infected cases overall in 2008, 29% (n=465) were in the HIV-endemic category.
 - From 2003 to 2008, the number of HIV+ persons (HIV prevalence) increased by 62% among people from HIV-endemic countries.
 - In the men who have sex with men (MSM) category, of the MSM with known race/ethnicity, 11% were Black.

Information such as the statistics highlighted above and numerous other sources provided environmental considerations during our planning.

In June of 2011, ACCHO held a strategic planning retreat with our Council members, staff, management, Strategy Workers and Provincial Black PHA Advisory Body (PAB) members to determine our strategic directions for the next three years. In October of 2011, the ACCHO Council approved the ACCHO *Strategic Plan to 2015*.

¹ Shimeles, H, Remis RS, Liu, J. (2011). *HIV Prevalence, Incidence, Mother-to-Child Transmission Among African, Caribbean and Black Populations as of 2008* (http://accho.ca/pdf/ACB_Stats_Apr-1-2011.pdf).

Strategic Directions

The following strategic directions will inform the work of ACCHO to 2015. In pursuing these directions, we are committed to strengthening the meaningful involvement of people living with HIV/AIDS (MIPA) in our undertakings.

1. Fortify our Organization

Given where ACCHO is in its development, an important question that we will answer is whether ACCHO should incorporate and become a legal entity or continue in our current trustee relationship. Answering this fundamental question will allow us to determine the best options for moving forward with the ACCHO Council and MIPA. We also need to attend to the issues that were identified in the organizational review as well as to internal work that will make ACCHO a stronger organization.

In Action

- We will conduct a feasibility study to determine whether to incorporate as a legal entity.
- We will establish mechanisms to improve the functioning of the Council.
- We will address the recommendations in the 2011 organizational review.
- We will strengthen our human resources, bilingual capacity and commitment to MIPA while increasing our visibility.
- We will develop a risk management/sustainability plan.



2. Intensify our Response

In response to urgent and evolving needs and the demands of the African, Caribbean and Black Strategy, ACCHO has increased and expanded the range and scope of our work. There is a need to establish strategic and sustainable priorities within our areas of work (capacity building, community engagement, policy, research) with a link to ACCHO's role. It will be critical for us to ensure that the work is provincial. We will need to consider our approach to challenging stigma and raising awareness of HIV/AIDS in African, Caribbean and Black communities, including transnational issues. In addition, we will continue to link HIV and health to the broader issues facing our communities. HIV cannot be separated from race, racialization, gender issues and the range of oppressions facing African, Caribbean and Black people. Our approach to the African, Caribbean and Black Strategy, its role and its focus will incorporate an understanding of these manifestations of oppressions.

In Action

- We will renew and communicate the African, Caribbean and Black Strategy through a comprehensive provincial process.
- We will establish core priorities in each area of work while reflecting our commitment to MIPA and prevention as well as incorporating an understanding of the various manifestations of oppressions.

3. Deepen our Partnerships and Collaborations

Since our inception, ACCHO has actively partnered and collaborated to further the goals of the African, Caribbean and Black Strategy and achieve our role. We will continue this work while identifying gaps and seeking out opportunities that will strengthen our organization, deepen our impact in our areas of work and increase our visibility.

In Action

- We will conduct an analysis of our current partnerships and collaborations.
- We will continue to enhance our current partnerships and collaborations with funded agencies and Strategy Workers, other provincial strategies and programs, national organizations, and international alliances.
- We will establish strategic partnerships, collaborations and joint initiatives, particularly ones that are provincial in scope, bilingual and address communities previously not prioritized such as Black MSM, Black queer communities and women.

To ensure the success of our strategic plan, ACCHO commits to being consultative, inclusive and transparent in the development and execution of our strategic priorities while incorporating our values in our actions. Throughout the implementation of the priorities, we will:

- Integrate the implementation planning process into our budgeting and operational planning processes.
- Develop an operational implementation workplan.
- Communicate our progress through multiple forums.

The ACCHO Strategic Plan will be monitored by the ACCHO Executive Committee and Council and will be reported on annually to the broader community.

Acknowledgments

ACCHO would like to thank all the individuals, groups and funders that were involved in our strategic planning process. Your input and ideas helped to form the ACCHO *Strategic Plan to 2015*. Special thanks go out to the Provincial Black PHA Advisory Body members, Strategy Workers, ACCHO Council members and the staff and management of ACCHO for the support, direction and guidance that underpins ACCHO's achievements.

We would like to acknowledge the members of the ACCHO Strategic Planning Committee:

Yohannes Ayalew, Council Member

Trevor Gray, ACCHO Co-Chair

Eric Peters, ACCHO Staff Member

Valérie Pierre-Pierre, ACCHO Director

Paulina Tshuma, Council Member

Fatima Umara, Strategy Worker and Council Member

Your time and dedication to this process has been critical to its success.

The ACCHO Strategic Plan was made possible through the generous support of the AIDS Bureau, Ontario Ministry of Health and Long-Term Care and the Ontario Organizational Development Program (OODP). The Strategic Plan was prepared by Adobe Consulting Services and DA Falconer & Associates Inc. It was designed by Phoenixx Creative.

ACCHO Partners

We would like to acknowledge and thank our partners.

African and Black Diaspora Global Network on HIV and AIDS (ABDGN)
Africans in Partnership Against AIDS (APAA)
AIDS Bereavement and Resiliency Program of Ontario (ABRPO)
AIDS Committee of Cambridge, Kitchener, Waterloo and Area (ACCKWA)
AIDS Bureau, Ontario Ministry of Health and Long-Term Care
African and Caribbean Health Network of Ottawa (ACHNO)
AIDS Committee of Durham Region (ACDR)
AIDS Committee of Ottawa (ACO)
AIDS Committee of Toronto (ACT)
AIDS Committee of Windsor (ACW)
AIDS Niagara
Black Coalition for AIDS Prevention (Black CAP)
Canadian HIV/AIDS Black, African and Caribbean Network (CHABAC)
Canadian HIV/AIDS Legal Network
Committee for Accessible AIDS Treatment (CAAT)
Ethiopian Association in Toronto
HIV & AIDS Legal Clinic Ontario (HALCO)
Interagency Coalition on AIDS and Development (ICAD)
Ontario AIDS Network (OAN)
Ontario HIV Epidemiologic Monitoring Unit, University of Toronto
Ontario HIV Treatment Network (OHTN)
Ontario Organizational Development Program (OODP)
Ottawa Public Health

ACCHO Partners cont'd

Peel HIV/AIDS Network (PHAN)

PHA Learning Partnership (PHALP)

Prisoners' HIV/AIDS Support Action Network (PASAN)

Public Health Agency of Canada (PHAC)

Regional HIV/AIDS Connection (RHAC)

Somerset West Community Health Centre

The AIDS Network

Toronto Public Health

Women's Health in Women's Hands Community Health Centre (WHIWH)

CACVO



ACCHO