



Making a *positive* difference.

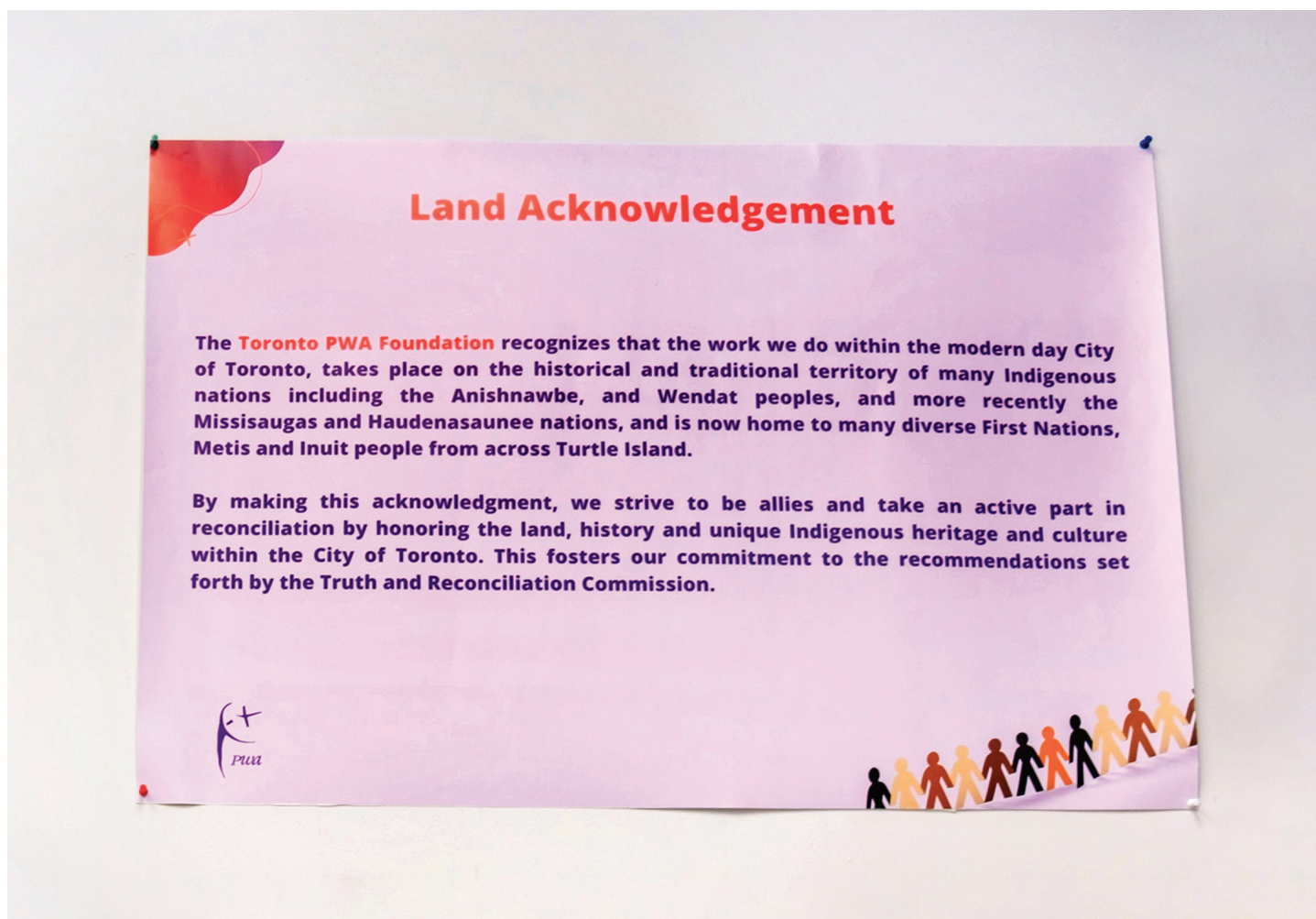
# Annual Report

2021-2022



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**MISSION**

We engage people living with HIV/AIDS in enhancing their health and well-being through practical and therapeutic support services and broader social change, and we inspire them to live into their dreams and discoveries.

**VISION**

We live in affirming, sustaining communities where we find inspiration and support for our dreams, health, well-being and meaningful contributions.

**PHILOSOPHY**

People living with HIV/AIDS play a crucial role in the governance and operation of the Toronto People With AIDS Foundation, but, most important, are its heart and soul. Although the Foundation seeks supportive partnerships in fulfilling our mission, our response to HIV/AIDS is, more than anything else, inspired by the voices and experience of people living with HIV/AIDS.

# Letter from the Board Chair

To make change, you must have leaders who embody  
and live the change that needs to be made.

Last September 2021, a new Board was created at PWA. A Board made up of Black, Brown and white bodies, of Poz bodies and different gender bodies. They came from the community to make changes that needs to happen on PWA's Board and on every other organizational Board. That change is the dismantling of anti-Black racism, colonization and other forms of racism and oppression within Board governance.

Board governance has a deep-rooted history and culture steeped in anti-Black racism and colonialization. Most people who join Boards have little to no lived experience, connection to the communities served, or even work experience running agencies that serve racialized and marginalized people. So why do people like this repeatedly get placed in the highest decision-making positions of an organization?

Because at the heart of anti-Black racism and colonialization – and homophobia and sexism and other forms of oppression – is the fundamental belief that Black bodies, Indigenous bodies, queer bodies, female, and non-gender conforming bodies are inferior to white, male bodies and cannot govern themselves. But PWA's new Board has the sole purpose to re-imagine Board governance and uproot and dismantle anti-Black racism, colonialization and other forms of racism and oppression so that the PWA Board reflects and comes from community in order to center and serve the community.

This work is a true journey. In our first six months as PWA's new Board of Directors, we began with a town hall to connect with our community about the 2021 AGM process – what happened and what our focus should be moving forward. We spent time learning about PWA, who PWA serves, and what they need. We also looked at the capacities and areas of growth for the organization to truly center community. We also spent time re-imagining a new Board culture, one that lifts each other up and appreciates the strengths and gifts of all. We also passed the 2021-22 PWA budget and made sure that PWA used its financial resources to support the community as we move through COVID recovery.

There is much more to be done, and PWA's new Board is ready and excited to create the change that needs to happen to keep PWA fulfilling its mission to people living with HIV.

In solidarity,



**Gareth Henry, Board Chair**

# Letter from the Executive Director

## **Looking back on the fiscal year 2021-22, COVID once again dominated most of our work and focus.**

As one of the largest practical support services for people living with HIV in Toronto, we had to make sure we supported our community to the best of our abilities and capacity during the second year of the pandemic.

While we continued our COVID response, we also kept our focus on dismantling anti-Black and anti-Indigenous racism at PWA and beyond. With Black, Indigenous and other racialized people making up the majority of people living with HIV in Canada, anti-Black racism and colonialization directly impacts the health and well-being of our community members.

2021-22 saw more COVID lockdowns during the year, but PWA steadfastly remained open for our community throughout the second year of the pandemic. Our COVID response centered on food access, financial assistance, phone wellness checks for people 60 and older, COVID vaccination access support, Peer Navigation for support accessing appointments, advocacy with government assistance programs and haircuts. Remaining open made it possible for our community to receive all these services, but it also gave our community opportunities to have connection and community in the face of forced social isolation brought on by COVID. Miraculously, 2,773 community members received services from PWA 85,515 times – a 50% increase from the year prior.

While PWA continued to support our community through COVID, our Bike Rally family continued to pivot and evolve to raise critical funds for people

living with HIV. Public health guidelines restricted us from holding the full 6-day ride from Toronto to Montreal. Instead, we held in-person, 2-day local rides in Kingston, Montreal and Toronto. On the weekend of August 14th – 15th, over 200 riders and crew came out and completed 30,000 kilometers locally in our 3 major cities. Remarkably, even during the second year of the pandemic, over \$1million were raised in support of PWA, but also our event partners, AIDS Community Care of Montreal and Trellis (formerly the HIV/AIDS Resource Services) in Kingston.

Our second focus for 2021-22 centered on our continued commitment to dismantling anti-Black and anti-Indigenous racism. COVID showed the world how systemic racism negatively impacts Black, Indigenous and other racialized people compared to white people. Dismantling anti-Black racism is crucial to our work at PWA as over 50% of our community members identified as racialized, with the majority coming from Black and Latinx communities.

While in 2020-21, at the beginning of our journey to dismantle systemic racism, PWA focused anti-Black racism, in 2021-22, PWA turned its focus to anti-Indigenous racism and the residing impacts of colonialization. We worked in partnership with Indigenous Community Leaders to consult Indigenous PHAs about the barriers they face at PWA and learned some staggering truths. We also had the incredible blessing of beginning our work with Rod Michano, who became our Indigenous Spiritual Advisor.

Thank you,



**Suzanne Paddock, Executive Director**



“

Staff also began the work of reflecting on our own beliefs and practices that perpetuate colonialization and its harms. Building on the San'yas training that staff completed in 2020-21, PWA staff enrolled in the Indigenous Canada course created by the Native Studies program at the University of Alberta.

# Dismantling Colonialization at PWA

**In the summer of 2021, as a part of our journey to dismantle colonialization and anti-Indigenous racism, PWA had the incredibly good fortune to partner with two Indigenous Community Leaders in understanding the barriers Indigenous PHAs face at PWA.**



**Rod Michano,**  
PWA's Indigenous Spiritual Advisor

The two Indigenous Community Leaders worked with PWA staff as well as staff at the Ontario HIV/AIDS Aboriginal Strategy and PASAN to develop a comprehensive survey. With this survey, the Indigenous Community Leaders conducted interviews with 57 Indigenous PHAs. We learned some staggering truths.

We learned that overwhelmingly, Indigenous PHAs do not feel like they belong at PWA and do not feel safe at PWA. We learned that Indigenous PHAs want PWA to hire Indigenous staff, have a safe space to smudge and access traditional medicines from an Elder, have Indigenous food available in the Essentials Market, train staff on the impacts of colonialization, and more.

With this knowledge, we began taking steps towards creating a safer, more responsive space for Indigenous PHAs - all thanks to Rod Michano. In the winter of 2021, Rod graciously agreed to be our Indigenous Spiritual Advisor. In that role Rod wrote a land acknowledgement for us and guided us to display it in our Essentials Market and in our Reception. He began coming to the Essentials Market on Wednesdays offering traditional medicines and teachings. He also began teaching staff. We are incredibly blessed to have Rod.

Staff also began the work of reflecting on our own beliefs and practices that perpetuate colonialization and its harms. Building on the San'yas training that staff completed in 2020-21, PWA staff enrolled in the Indigenous Canada course created by the Native Studies program at the University of Alberta. We spent time together discussing the history of colonialization and its enduring impacts today, especially at PWA.

# PWA's COVID Response

As PWA continued to remain open throughout the entire second year of the pandemic, we continued our COVID response to our community in earnest.

Our focus remained on ensuring our community had weekly access to food whether through the Essentials Market or through food delivery. We conducted thousands of wellness check-ins by calling our community members, especially those 60 and older.

We offered Peer Navigation support for people who needed support getting to their doctor's appointments, looking for housing and accessing legal services. We also continued to provide advocacy and information to people accessing the CERB benefits as well as issues with OW and ODSP. We resumed our haircut program, and briefly our student massage clinics when public health guidance allowed. In all, community members received support from PWA just over 85,000 times in 2020-21 – a 50% increase from the year before.

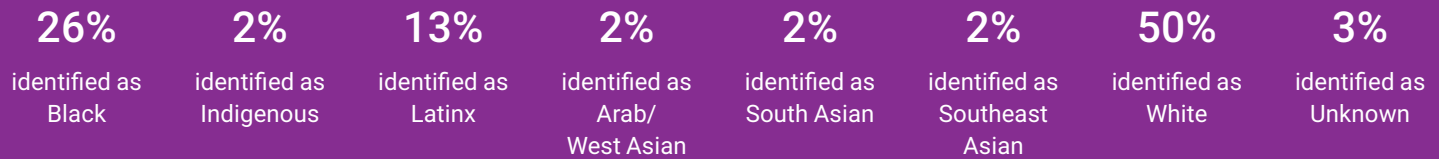




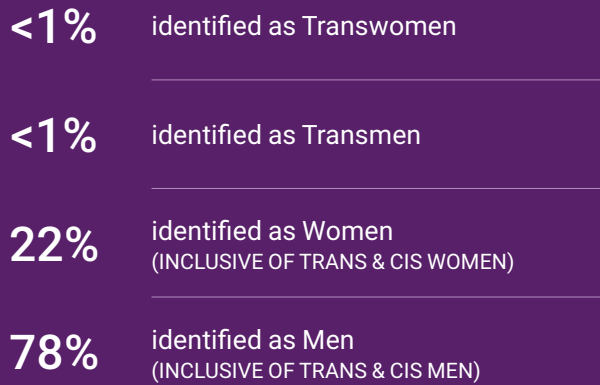
# Programs and Services statistics for 2021-22:

**2,773** community members accessed services from PWA – a 35% increase from the year before

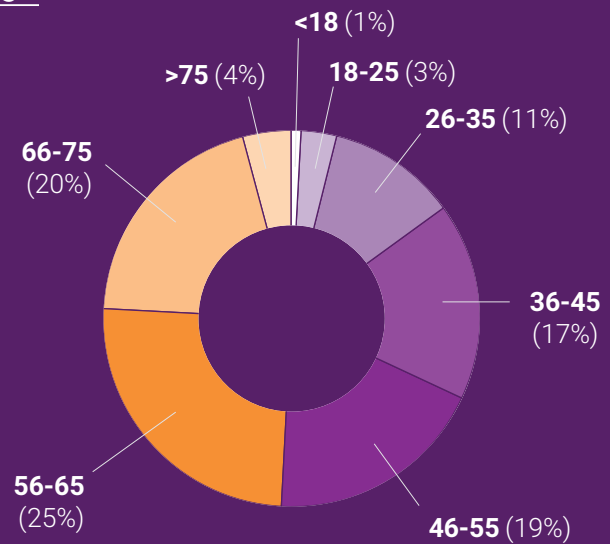
## Race/Ethnicity



## Gender



## Age



Our community received **85,515** services from PWA, including:



# Statement of Operations

## TORONTO PEOPLE WITH AIDS FOUNDATION

YEAR ENDED MARCH 31	2022	2021
<b>REVENUE</b>		
Grants	\$ 1,361,144	\$ 1,743,259
Fundraising & Donations—Bike Rally	1,072,614	979,178
Fundraising & Donations—General	501,418	323,885
Bequests	76,119	375,021
Investment Income	10,127	15,036
<b>TOTAL REVENUE</b>	<b>3,021,422</b>	<b>3,436,379</b>
<b>EXPENSES</b>		
<b>Program Expenses</b>		
Client Services		
• Practical Support	705,499	659,631
• Dreaming & Engagement	349,211	350,157
• Community Access	254,781	253,181
• Health & Therapeutic Care	159,112	129,774
	1,468,603	1,392,743
• Financial Assistance	272,069	212,767
<b>TOTAL PROGRAM EXPENSES</b>	<b>1,740,672</b>	<b>1,605,510</b>
<b>Community Partners</b>		
• Toronto HIV/AIDS Network	164,806	167,018
• Latinos Positivos	26,626	29,094
<b>TOTAL COMMUNITY PARTNERS EXPENSES</b>	<b>191,432</b>	<b>196,112</b>
<b>TOTAL PROGRAM &amp; COMMUNITY PARTNERS EXPENSES</b>	<b>1,932,104</b>	<b>1,801,622</b>
<b>General</b>		
• Fundraising & Communication	477,061	432,578
• Fundraising—Bike Rally	244,744	107,225
• Occupancy	405,273	413,867
• Administration	295,215	212,245
• Amortization	125,743	92,210
	1,548,036	1,258,125
<b>TOTAL EXPENSES</b>	<b>3,480,140</b>	<b>3,059,747</b>
<b>(DEFICIENCY) EXCESS OF REVENUE OVER EXPENSES</b>	<b>\$ (458,718)</b>	<b>\$ 376,632</b>





# The 2021 Bike Rally Story

**In the midst of 2 pandemics, the ongoing HIV/AIDS crisis and COVID-19, the 2021 Bike Rally went for a different spin!**

The Bike Rally has always been a center of strength but isolation, social distancing, and the pandemic's health risks - which impact those with HIV even more so - put a wrench in our plans for a complete and traditional ride from Toronto to Montreal. **Even so, the Bike Rally forged ahead with determination, spirit, and success!**

Riders and Crew understood the fundraising they completed was more important than ever. Demand across all three ASOs increased. PWA never closed its doors during the COVID pandemic, the only ASO to do that; and they increased access to the Essentials Market from every two weeks to every week. At the same time outreach to those isolated 'Family of HIV' members took greater precedence in all three cities. **Participants went the 'extra mile' in raising over \$1Million dollars!** And every dollar had even more of an impact during this extended new normal.

Joy was the common emotion as we were finally able to come together to ride! Hosting "Local Rides" in our major ASO partner cities of Toronto, Kingston and Montreal, our Friends for Life came together to accomplish the unprecedented - **THREE simultaneous rides**, with amazing virtual evening activities broadcasting all of the amazing efforts made.

As Co-Chairs, it was wonderful to experience a return to in-person activities and strengthen our relationships throughout our community, far and wide. **Yet, it is the HUGE impact of Bike Rally volunteers that has fostered magic for 23 years and counting.** We cannot thank our spirited friends enough, whether Steering Committee, Captains, Crew or Riders, the efforts they made truly brought a new sense of excitement and anticipation to what was an amazing weekend.

We are grateful for this community that gives-back and saw the resounding success of a different, yet reimagined, type of Bike Rally. **As we return to a major 6-day ride, the strength and resilience gained throughout the 2021 year will inspire the Bike Rally for years and years to come.**

Thank you, and see you on the road!

*Simon & Sam*



“ Joy was the common emotion as we were finally able to come together to ride!



# Donor Recognition

People like you are the reason that PWA can open its doors and help so many people. Whether your donation was big or small, whether you give monthly or all at once, you are the reason so much good gets done.

Over two-thirds of our funding comes from individuals just like you. At this time of skyrocketing food prices and when people needed more food, you stepped up and gave so we could open our Essentials Market every week; when people needed more support you stepped up and gave generously so we could set up new programs that would specifically target isolated community members.

Throughout this challenging year you have been there for people living with HIV/AIDS. From the bottom of our hearts, we thank you.

## FRIENDS OF THE FOUNDATION AWARD

Congratulations to the 2022 Winners!  
 You have all contributed to the well-being of PHAs.  
 We couldn't do this work without you.

OUTSTANDING COMMUNITY SUPPORT	OUTSTANDING CORPORATE SUPPORT	OUTSTANDING VOLUNTEER SUPPORT	OUTSTANDING LIFETIME ACHIEVEMENT
<ul style="list-style-type: none"> <li>• TICOT</li> <li>• Sam Lapidus</li> <li>• The 519</li> <li>• Lisa Shields</li> </ul>	<ul style="list-style-type: none"> <li>• Renewed Computer Technology of Ontario</li> <li>• Electronic Recycling Association</li> </ul>	<ul style="list-style-type: none"> <li>• Lennox Baptiste</li> <li>• Anna Dix</li> <li>• Chantal Mukandoli</li> </ul>	<ul style="list-style-type: none"> <li>• Bill Handley</li> <li>• Kyle Vose</li> </ul>



**Making a *positive* difference.**

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**[pwatoronto.org](http://pwatoronto.org)**