



**Fall 2009
Draft Minutes
PHA Forum**

Date & Time: Tuesday, October 27th
7:00 pm - 9:00 pm

Location: Vancouver Airport Marriott Hotel, Richmond, BC

The Forum is for HIV-positive / PHA delegates only.

Chairs: Chris MacKenzie, PAN Board Secretary (Interior region rep)
Darren Lauscher, PAN Board Vice-Chair (Vancouver Coastal region rep)

Timekeeper: William Leigh Hein-Blackmore, PAN Board Member (Fraser region)

Minute-taker: R. Paul Kerston (BCPWA)

1. Welcome and Call to Order – Darren

The meeting/Forum was called to order at 7:09 pm. Introductions: Darren L (Vice-Chair, PAN BOD), Chris M (Secretary, PAN BOD), Jennifer Evin J. (ED, PAN).

2. Moment of Silence – Chris

3. Intro's – Chairs (Chris, Darren), Special Guest (Thomas Egdorf, Director of PHA Programs, Ontario AIDS Network (OAN)) and Minute-Taker (Paul Kerston) – Darren

4. Housekeeping Items – Darren

PHA reps/PAN BOD Governance Committee has looked at where the Forum has been in the past, and we are moving towards a more structured format with a set agenda and minutes from past meetings to review and approve. H1N1 alert: please cough into sleeves. All smoking outside, medical marijuana please do so away from hotel. This PAN Conference, there will be a notice board for announcements.

5. Discussion regarding non-PHA delegates in the room – Chris

Forum is originally and traditionally for PHAs only. Show of hands to welcome non-PHAs. A show of hands is taken and the forum agrees to allow for non-PHA delegates in the room.

6. Acknowledgement of Territory, Brief Opening Prayer – Elder Eugene Harry

Elder Eugene Harry had to send his regrets for this conference due to a death in family.

7. Roundtable introduction of Delegates – Chris

David N. – ANKORS, IHA
Andrew B. – AIDS Vancouver Island, VIHA
Chris M. – Living Positive Resource Centre (LPRC), IHA
Mark S. – BCPWA, PHSA
Mark B.-S. – Gulf Islands AIDS Society, VIHA
Kath W. – Positive Women’s Network, PHSA
Claudette C. - Red Road HIV AIDS Network, PHSA
Glyn T. – BCPWA, PHSA
Ken B. – BCPWA, PHSA
William H.B. – Positive Living Fraser Valley, Chilliwack, FHA
Nathan B. - Pacific Community Resources Society, FHA
He sham A. – South Fraser Community Resources, FHA
Denise B. – LPRC, IHA
Daryle R. – LPRC, IHA
Steve S. – LPRC, IHA
Kevin S.M. – LPRC, IHA
William C. – BCPWA, PHSA
James K. – Youth Initiative Canada
Darren L. – Friends For Life, VCH
Thomas E. – Ontario AIDS Network (OAN), Toronto, Ont.
Michael B. – CATIE
Alvin T. – PLN, Northern
Jamie M. – ANKORS, IHA

8. Review and Adoption of Agenda – Darren

Moved: (Ken); Seconded (Ed) – CARRIED

9. Review and Adoption of Minutes (Fall, 2008 Forum) – Darren

Moved: (Glyn); Seconded (Willie) – CARRIED: 10 abstains

10. Review and Adoption of Record of Proceedings from PHA Leadership Stream Spring 2009 meeting – Darren

Moved: (Glyn); Seconded (Willie) – CARRIED: 10 abstains

11. Report back on progress made regarding Priority Issue identified by PHAs at Spring 2009 meeting -Darren

- In September 2008, Malsah and Christopher MacKenzie, two members of the PAN Board of Directors, travel to Ontario and meet with Rick Kennedy, ED of the OAN, Thomas Egdorf, Director of PHA Programs and other staff at the OAN. They are on a “fact finding” mission to explore the best practices and successes being enjoyed by the provincial network in Ontario, including the PHA Leadership Training Program.
- Malsah and Chris present on the OAN’s PHA Leadership Training Program at the Fall 2008 HIV+ Forum and the OAN video “Encouragement of the Heart” is shown – attendees at the Forum express an interest in PAN further exploring the PHA Leadership Program.
- Rick Kennedy, ED OAN attends PAN’s Fall 2008 General Assembly, and does a presentation on the Ontario network and their PHA Leadership Training Program.

- During the Interactive Breakfast Café on the Future of the HIV/AIDS Movement during the Fall 2008 conference, attendees express a concern about the loss of leadership within the movement and the need to address that in a focused and concerted manner.
- BC PHAs Marc Seguin and Kath Webster are invited to and attend the OAN's PHA Leadership Training Program – Level I - February 13th-16th 2009 – in Toronto – as PAN volunteers.
- Kath Webster and Marc Seguin present their findings/impressions/recommendations during PAN's PHA Leadership Stream at the Spring Skills Building conference, February 25th-27th 2009. They speak very highly of the leadership program and the desirability of having the same program available to PHA's in BC.
- At PAN's Spring Skills Building Conference, the majority of delegates including the participants in the PHA Leadership Stream resoundingly support establishing a PHA leadership program in BC as it is identified as the "priority" issue from the Forum.
- BC's first ever leadership training takes place in September, 2009 at Loon Lake. It is facilitated by Thomas Egdorf and Ed Argo of the OAN + Marc and Kath working as volunteer "Facilitators in Training".

12. Report on PHA Leadership Core Training Level I September 25-28, 2009

Leadership Training over 4 days was enriching. The BOD of PAN is seeking continued endorsement from the Forum to further this initiative.

Glyn moves to continue this training and highly endorses; Darren seconds. CARRIED: 1 Opposed.

Presentations by Marc, Kath & Thomas on the September Training:

Marc & Kath: Last meeting, Kath and I's OAN experience was reviewed for membership, here. I found the experience of taking Level I to be something new and different and exciting for PHAs in BC to receive leadership training from other PHAs. Very powerful. Kath and I brought back our enthusiasm, including slides to illustrate the Ontario experience.

At the Spring meeting, BC PHAs gave PAN a clear mandate to continue. Recommendation was: to bring the training to BC to test as a pilot project, including bringing OAN facilitators (Thomas & Ed) came here from Ontario to Loon Lake, to conduct Level I training.

Thomas: Happy to be invited and honoured to be present. Ed and Thomas have worked together a long while. PHA Caucus existed at OAN, previously, intended to illustrate how an organization operates. Alternatives were sought as the OAN PHA Caucus wasn't really working. In NY state, there was a leadership program developed, already (GIPA-based). NY state folks went to Ontario and with Thomas & Ed developed a curriculum. Test trainings and pilot programs were developed, first; tweaking brought about useful changes. Originally was a four-day training for PHAs in Ontario. Level I "Who Am I as a Leader"? (values, philosophy). Then, over time, additional levels were added by the OAN. Including...Level II: Chairing and Organizing: leadership in the community. Holding meetings and public speaking. Level III: Organizational Governance – 2.5 day training. Levels II and III more skills building. Level I more self-development. The leadership program as a whole is only 3.5 years old. PHAs across Canada (and elsewhere) can benefit. OAN didn't want to impose how things are done elsewhere, so it was best to take Kath & Marc and show them the Ontario model but let them and PAN develop it for BC. Funding is now being sought for another Level I plus maybe Levels II and III plus facilitator training. Kath & Marc are being trained by the OAN as facilitators-in-training for BC/PAN. OAN and PAN recognize the need to build PAN's capacity – rather than having Thomas continually having to do the training in BC – so building up capacity for local people (Kath & Marc to run, here). Originally, PAN was thought of to simply duplicate the model but it has become a partnership model, with OAN / PAN partnering to continue to develop the Leadership Training here in BC, Ont and possibly one day other provinces.

Marc: PAN and the OAN co-presented Sept 25-28 a Level I Core Training session at Loon Lake. Roughly 6 people in the room at tonight's Forum who went through and are graduates.

Kath: Selection process... Volunteer PHA Committee with PAN Board member (Ken) + Marc & Kath to choose 18 persons, with criteria including having direct PAN experience, particularly Board members. Looking for somewhat established leaders, including a diversity of around-BC geographically, plus demographics of gender, age – aiming for 30% women participation, other considerations such as ethnicity, Aboriginal, etc. Youth were also sought and diversity was achieved. 36 applicants in all. Notices were sent to PAN organizations only. Others are lined up for future. OAN website (Ontario AIDS Network website) has video and more information is available there. Level I may seem basic for some folks, but all steps were required to understand full program. This program can apply to every person involved with PAN because "...there is always more to learn about ourselves and how we step into leadership roles." This is also about building community starting with Ontario but transferred to BC, later on. Practice with leadership skills was practical and was included. It's challenging, and doesn't allow for background on the Board, for her.

Marc: Everybody showed up for the training, there were 0 no-shows. People were excited and 18 showed up to do this. Supportive people were originally envisioned, but they realized that challenges from seasoned leaders were an even better way to go, and this is what actually occurred. It felt as if a vacuum had existed, previously, as if this was a first time leadership occurrence, for example, using one word or one sentence, explaining the work being done. People need to hear what our colleagues and peers are doing and the work that is being accomplished. It was amazing to witness.

Thomas: "Trust the process" is a catch-phrase used in the training a lot. There is now a two-year-long waitlist for entry into Level I in Ontario. At first, it was hard to find people but this is clearly no longer a problem. Perhaps 98% of referrals for the next course come from graduates. "You have to do this" is what people are being told by their colleagues. For the past 2 years, there has also been an alumni program for those graduating Level I – with funding in place. Almost all of the workshops were run by graduates. If HIV-negative persons were leading, HIV-positive persons had to have significant roles as well.

In addition to the post-training evaluation, there is a one year and 18 month follow-up. This isn't intended to be a "feel good" workshop – there has to be lasting benefit.

An impact evaluation from February is about to come out. OAN's clients are the member agencies (as opposed to individuals). OAN is in business to support the local ASOs from throughout Ontario. So the OAN needs to know how it's working for ASOs as well as the grads. There will be a research report and a coffee table book. That will be available soon. Copies will be sent to Evin (PAN) when available.

Kath: The evaluation report for the September BC training session is already on the tables – today – and should be looked at.

Kevin: I was a participant at this 1st BC training. Very rewarding. Went without any pre-conceptions. Within 1st hour was told to trust the process. Cynicism was overcome by discovering others in province already in leadership roles. Came away feeling really enriched and more confident. Kevin has already used the principles learned at his work with the LPRC.

Hesham: Enjoyed being there. Sharing experiences energized and provided renewed sense of optimism and energy. Some of the skills and structure I learned are now being used on job and elsewhere.

Darren: A room of people including those leading for awhile plus new leaders stepping up who were like a closed-up flower that – by the end of the weekend – were in full bloom. People progressed from shy to full-blown leadership capabilities. Plenty of “Ah-ha” moments. This isn’t about little problems: There are greater things to accomplish.

Chris: 18 + 4 trainers (22 in total): There were some who talk long, loud and hard, but some in corner didn’t talk at first. The more one girl talked, the quieter she got; but towards the end, she got much less shyly talking loudly and clearly. Family played a role, and out-of-country origins were represented, but ultimately all seemed “raring to go” and everybody that was there came away with learning. Agency politics didn’t show up. Occasionally, there was talk about dinosaurs in the industry, but that was not dominant. The total number of HIV-positive years in field for 22 people – over 200 years of lived experience.

Marc, Kath & Thomas are available, as well as the graduates, to answer questions throughout the conference if folks are interested.

Kath: Another Level I is being planned for early next year (May?); Level II toward end of 2010. Levels II participants will come from Level I grads.

Thomas: Level I is fine for many people... they stop there having completed that much.

Marc: It was amazing, at an inter-provincial level, to have so much accomplishment with graduates from BC already coming out of this program within a year. All participants received certificates. Given the backgrounds for some people, a 12-hour-long day was long and sometimes 14 hour-long days occurred.

Thomas: People were engaged for that time; it wasn’t a didactic lecture-type format, only... though there was a lecture and homework.

William:? - Is it necessary to be associated with an organization to be in Level I training – i.e., an aboriginal group (HOS)?

Thomas: In Ontario, no affiliation with an OAN member agency is required.

Marc: In BC that is the long-time goal... however for the first one, it was about relationship-building with ASOs in the province, with investment from ASOs and also the recognized need for the leadership training to be directed towards strengthening PAN and PAN member organizations. ASOs need to know their players and be behind the people involved. Connection is the goal, but it’s still un-decided whether or not ASO-connection is required in future.

Kath: Member agency E.D.’s needed to sponsor \$150 per participant. Next time: Unknown, as of now – depends on PAN’s financial position.

Thomas: Chat with Evin, Stacy, PAN Board members about the importance of having this training open to un-affiliated persons.

Denise:? - If somebody only wants Level I, will this inhibit others wanting to go through all 3?

Thomas: In Ontario, Level I may be all they want or know about. There is a danger in saying no to people who only want to attend Level I. Level I is fairly sufficient for purposes.

Denise: Maybe splitting off participants who stream through all the levels as compared with those only wanting Level I.

Thomas: Maybe 80 folks went through Level I before any Level II was offered. Roughly 50 people have completed all 3 levels in Ontario.

Marc: PHAs in BC taking "only" Level I will still get a lot... It's a well-recognized program from a federal funding point-of-view. Follow-up will include seeing how things have changed for the participant since the course. Even after the training, PHAs make mistakes... admitting it is helpful.

Thomas: In Ontario, this training is now recognized as a job qualification/pre-requisite by some agencies, particularly in Toronto.

13. Other Forum Business

a) Report on priorities previously identified for PAN for 2009 / 2010 – Ken B

Darren: PAN now has an E.D. to continue the work between meetings/conference that was once a long "shopping list" of things for PAN to do but which didn't get accomplished due to only volunteers/the BOD being the persons available. Things are now getting done.

Marc: Next training in BC - 2010 Winter Olympics bumps all timing due to both transport and hotels being used for the Games and not being available for anything else.

There will be a PHA Leadership Training in Spring, 2010, but we don't know when and we don't know if it will even be in Vancouver, or even elsewhere.

Thomas: Applications to other foundations for funding is gearing up, though applications (e.g., ACAP) haven't previously addressed this type of issue for funding, previously.

i. Report on PAN / OAN "Next steps" for the leadership Training – Ken B

Board is grateful for this training, grateful for Marc & Kath doing this training. Kath has done Level III already, back in Toronto. Ultimately, both Kath and Marc will be fully trained as facilitators. Hopefully, April will be the next PHA leadership training session. Criteria still has to be looked at for entry into program. Board is quite pleased at the results, and grateful for the applications – choosing 18 out of 36 was difficult. Those not yet selected will definitely be encouraged to re-apply.

ii Briefing note from PAN to Ministers of Health – Darren

The document highlighting the importance of the work being done by community-based AIDS organizations including PAN member agencies can be viewed on the PAN website. It was delivered by Evin to Ministers Falcon and Chong.

iii Housing (CIHR Grant) – Darren

Housing has been re-identified by PAN as an issue but "PAN doesn't do housing." So, CIHR money has been applied for to do research, with an impact study being sought (looking at statistics). PAN's first funding application to CIHR was rejected but with correctionable items noted. It is being re-

submitted tomorrow (Wednesday, October 28th) with more input from the OHTN. \$25,000 grant is the hope. It's a start to turn to the province, feds and city and force a look at housing. We can still help, even if this isn't a "typical" PAN item.

b) New priorities for PAN from Forum - a ? to the Floor – Darren

VCH funding cuts are being rolled out and impacting many PAN member organizations. The funding landscape is rapidly changing in BC. Time has been made available during the Conference agenda for discussion on this topic – and to determine PAN's/a collective response.

William: Being an Aboriginal PHA isn't different from others; however recognition of the origins is useful. William is seeking PAN recognition within its structure, despite there being no official structure without an organization. Is it possible for a non-affiliated PHA to attend the functions of PAN without affiliation?

Darren suggests talking with Stacy and Evin. There can be an associate membership without a vote, attending a Forum, but more/beyond this is a ? mark.

William hopes more people from aboriginal community can be involved in the future in PAN, even if they are not with a PAN member agency. Could there be PHAs at large for the duration of all the conference? I.e. even presence but no vote being sought.

Darren: There are Aboriginal organizations who are members of PAN. We sincerely hope for them to attend all of our functions now in and in the future.

Darren: YouthCO has a member in lockup due to non-disclosure of status. Awareness of the fact of this type of legal issue coming to BC, right here, right now, is important.

Denise: Reminding of Quebec (?) case of slightly older counter-suits.

Darren: CHALN (Canadian HIV/AIDS Legal Network) has done workshops on HIV disclosure and the criminal law. PAN and the Legal Network partnered last February to have such a workshop here in Richmond. It is important to know the law.

Glyn: As is typical in instances such as this, this YouthCO person has been charged with aggravated sexual assault. BCPWA is intervening with hope for a different case – hoping for it to be thrown out of BC Supreme Court, shortly. Important distinction is that charges can be brought even without seroconversion, just for sex without informed consent. The condom defense may not be used.

Darren: Capacity for understanding the disclosure can be an issue.

There can be a disparity between knowledgeable persons regarding HIV and disclosure and transmissibility and the "average person."

Thomas: In Ontario, a witness was asked to wear protective gear to testify in court. There continue to be homophobic and AIDS-phobic, sexist and other phobias among judges.

Darren: CAHR Conference, in April, at conclusion, this past Spring, had wide spectrum of opinion and knowledge regarding disclosure– including among PHAs.

Jim: What are agencies doing to deal with the info/mis-information regarding this topic?

Darren: Each agency is responsible for talking to one another; PAN facilitates the discussion and supports agencies in their efforts, including soliciting additional support through other member agencies for particular issues. PAN is an umbrella, a collective of ASOs. It is mostly serving to bring people / agencies together. But as noted, PAN has partnered with the Legal Network in the past to bring workshops to BC.

Darren: Is there any other new business?...If there is none, then I close the floor and we will now move into the Board elections.

14. Election of designated PHA seats to the PAN Board: 1 seat in the North; 1 seat from Vancouver Island; 1 seat from PHSA; 1 seat from Fraser.

Explanation of 2 seats per region: 1 must be an HIV-positive person. A Selection Committee was formed to locate persons for these roles. Agencies must support candidates for Board membership. Knowledge is required. Commitment is required. Computer access is needed. Timeliness is needed. Past board experience is always welcome; not necessary.

Glyn: Only organizationally-chosen persons can participate, however there are Terms of Reference which need to be followed with the structures that exist.

Darren: We need vested persons, not just people who are available. Board work is work.

Chris: We need to solicit members for Board... we need recruitment... good candidates who may not attend this big meeting but who are interested, nevertheless. Those who can attend need to look around and see who may be interested and capable in their communities but who could not attend this Forum. Board can appoint members to the Board between meetings.

Notice of meetings include requirement for PHA and non-PHA representatives. All have been invited, but some are not present – not able in some cases.

Denise: If no PHA available to attend, no Forum attendance, but the org. can vote. Concerning.

William: It is hard to get organizations to attend, sometimes.

Glyn: PHA votes are the votes which count. That's how it was and if no PHA is available to come and vote, then that organization has no representation. It is especially disappointing that people from Vancouver Coastal and the Northern Region are in low numbers, or absent, at our PHA Forum, and as a result of having no PHAs present at this meeting; we have no forward movement possible.

Darren: PAN doesn't control the registration; this year, CATIE provided the funding stream and there are learning curves involved, as a result.

Marc: Suggestion – forum make a motion stating that agency representation is in jeopardy with absenteeism – particularly of PHAs? Is this a motion the forum should consider making? Further discussion – Forum attendees do not pursue this motion.

Darren/Chris: Funding hasn't changed the two-per-region rule. Every PAN organization can send two reps one of whom must be a PHA.

a) Recommendations from PAN Board Selection Committee reading PHA-designate seats for PHSA and Fraser seats – Darren, Chris

North – there can be no vote as no candidates to consider (either from floor or from Board Selection Committee).

Vancouver Island – there can be no vote as no candidates (either from floor or from Board Selection Committee).

Fraser – has a vote – Willie H-B (acclamation) – Willie is endorsed by Selection Committee.

Interior needs no vote as no open seat.

Vancouver Coastal has a vote. Ken B (acclamation) – Ken is endorsed by Selection Committee.

b) Nominations for each seat within each region – including Confirmation that each nominee is supported by their PAN member organization in running for the Board

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e) Speeches from each person elected to the seats to the Forum as a whole

Ken Buchanan: I am the Vice Chair of BCPWA. HIV-positive 5.5 yrs ago. Joined Board of BCPWA shortly afterward. Appointed to the PAN Board in January, 2009, I have especially enjoyed the leadership work. Positive things should continue.

Willie Leigh Hein-Blackmore: I was diagnosed in 2002; shortly thereafter I became involved in HIV-related work Saskatoon; I was a PHA representative in Saskatchewan to the provincial Health Minister (only non-professional – as PHA voice). Various Board experiences in past. In BC for about 4 years, noticing a dearth of services in Chilliwack, I became involved with Positive Living Fraser Valley where I was appointed to the Board; I am now the Coordinator of PLFV's Lighthouse Program in Abbotsford. Community involvement and building the community is a big part of the attraction for me to volunteer with PAN. Leadership training was very useful.

15. Close of Meeting

The Forum was formally adjourned at 9:13.