



PAN Spring Skills Building Conference

February 25 – 28, 2009

Vancouver Marriott Hotel, Richmond, BC

Day 1 - Wednesday, February 25, 2009

Morning Opening

Priority Setting Sessions: ED's and PHA Leadership Stream

Opening Remarks from Jennifer Evin Jones:

Good morning everyone and welcome. My name is Evin Jones and I am the Executive Director for the Pacific AIDS Network. It is great to see everyone here today and I am so pleased you could join us this morning in this work.

Before we begin, I want to acknowledge that we are on the traditional territory of the Burrard and Squamish nations and the Musqueam band. We look forward to a welcome from elder Eugene Harry, and a fuller acknowledgement, later this afternoon at the start of the opening plenary when we are joined by the rest of the conference delegates.

I would like to invite Francisco Ibanez Carrasco to now take the mike, as he will lead us through an exercise designed to warm us up, just a little bit.

**

Ice-Breaker Exercise with Francisco!

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Thank you Francisco.

I wanted to provide a few brief remarks to set the stage for the work that we are now going to be doing. We will be having you break into two groups: one group the PHA Leadership Stream folks and the other the Executive Directors or designates. We recognize that these two groups are not mutually exclusive, but we have asked folks to pick the one that they want to work in. Each group will be asking the question, "If you had to pick one priority issue for PAN for the next year, what would that priority be?"

Of course, there are many competing priorities that we all face/encounter and not to say that one is more important than any other. Also recognizing that there is lots of great advocacy work being done by other organizations, many of them PAN members!

But part of PAN's challenge in the past has been a lack of focus around what areas or issues to tackle. So we are borrowing from the practice of the Ontario AIDS Network, which was experiencing the same challenges. They ask their membership to come up with one priority issue for the entire year.

Each group will have to work in the morning to come up with and determine their one priority. Isn't consensus wonderful? Also, to start thinking about how this priority issue could actually be addressed by

PAN. What are the steps or action items? What can you personally or your agency/organization contribute to the work? Who is going to take ownership of what?

The other thing I wanted to do before you break off is to just identify very quickly some of the pieces of work that the PAN Board and management will be working on over the coming time. These are priority issues to the network in the sense that we are working to advance the Strategic Plan that was developed for PAN for the period 2007 to 2012. Knowing what work PAN has established for itself may help inform your discussions:

- **Housing:** at the fall 2007 meeting, housing for PHAs was identified as the most critical emerging issue and there was a clear consensus that PAN member organizations wanted to see some action on this. So one thing to let you know is that PAN has prepared a funding application for CIHR for a Catalyst Grant. The CIHR Catalyst Grant program provides seed money, on a short-term basis, to support health research activities which could represent a first step towards the pursuit of a three year research project. As a provincial network, PAN is well situated to forge the partnerships necessary to explore the development of a community-based research strategy and to discuss opportunities for networking, awareness raising and coalition building with local and provincial-level housing organizations. This grant would allow PAN to facilitate a process of information sharing and partnership development that could ultimately pave the way for a coordinated province wide community based research initiative on this important topic.
- **PHA Leadership Program:** PAN has been in conversation and discussing potential partnership opportunities with the Ontario AIDS Network (OAN). The OAN offers many different programs designed to build the capacity of member organizations including a Leadership Development Program for PHA's in Ontario. This has included two of our BC PHA representatives, Kath and Marc, travelling to Toronto to take the Level I of the program and they will be reporting back to PAN about their experiences during the PHA Leadership Stream at this conference – which has been created with the intention of building the foundation for a potential PHA Leadership Program here in BC.

There is other work that PAN has done and will be doing over the coming months that I can speak more to at our working lunch today, but these are the two significant pieces that we thought it would be good for you to know about before you broke off into your groups to come up with your issue.

Then, we all gather together again for our reward: a working lunch! During which each group will share with the other what the priority was that they arrived at and how they see us getting there. This should be an interesting session as we share and compare and the hope is for some great combined brainstorming as we collectively discuss how to move forward with the work attached/anticipated with each priority. During this working lunch, we will move through whatever pieces of PAN society business that need tending to.

Day 1 - Wednesday, February 25, 2009

Priority Setting Session: PHA Leadership Stream

Attendees at the PHA Leadership Stream:

Chris M., Living Positive Resource Centre (LPRC), PAN Board of Directors

Chuck O., South Fraser

Darren L., Vancouver Friends For Life Society, PAN Board of Directors
Dave P., PURPOSE
Ed S., VARCS Victoria
Eugene H., Vancouver Native Health
Francisco Ibanez-Carrasco – Community Based Researcher, Co-Facilitator
Hesham A., Positive Haven Surrey
Kath W., Positive Women’s Network
Ken B., BCPWA, PAN Board of Directors
Kevin S., LPRC
Malsah, South Fraser AIDS Service Society
Mark B., Gulf Island AIDS Society
Michelle F., ANKORS
Moffatt C., Public Health Agency of Canada (PHAC)
Nathan B., Chilliwack Needle Exchange
Owen B., Positive Living North - Smithers
Richard O., AIDS Vancouver
Ron T., Okanagan Aboriginal AIDS Society
Shawn M., ASK Wellness Centre
Sheena Campbell, Co-Facilitator
Willie B., Positive Living Fraser Valley

Welcome at 09:40 am

Darren L. welcomed the participants and introduced Eugene Harry. PAN, in partnership with the Vancouver Native Health Society, has arranged for an Elder, Eugene Harry, to be present for the duration of the conference. We are gratified and honoured that Eugene has consented to be present for the conference as a support and spiritual counsel to PHA delegates. Eugene will be present throughout the PHA Stream and will make himself available for one-to-one support as requested. A working room will also be dedicated for healing circle(s) and other caring activities that will be taking place outside of the set conference schedule. Eugene then said hello to all and gave the Morning Prayer.

Check-In from the Participants

Introduction:

Sheena Campbell reported on the history of PAN. It was identified that changes were needed in the organization and a shift had occurred to adopt a leadership model. Other organizations have adopted a successful leadership model and this has influenced the change in PAN.

A priority for PAN has always been collaboration, such as signing on for other organizations already established that would, as an example, work on housing issues.

What do you need right now that is a priority issue? Any comments from anyone on a particular priority need? PAN works best in collaboration with member service agencies. PAN can represent the common issues for PHAs in British Columbia, whereas a local ASO would better represent local issues. The identified priority issue should be provincial in nature.

People living with HIV and aging and returning to work would be a good example of a common issue for PAN. Sheena asked the participants if there were any comments or questions and none were noted. The participants were asked to form into 4 groups and then group discussions occurred at the individual tables. Each group was asked to brainstorm and identify priority issues that PAN might address. After about 40 minutes, a spokesperson was asked to represent each group and to report on the findings. Sheena used a flipchart to document the priority issues identified from each group.

10:10 am – 10:50 pm

Table 1 Participants

Shawn

Ed

Nathan

Moffatt

Kevin

Table 1 Identified Issues

1. Access to Health Care
 - 1.1. Lack of doctors and HIV knowledge
2. Disability/Insurance
 - 2.1. Inflexible return to work issues
 - 2.2. Private insurance limits workability
 - 2.3. Mortgage Insurance
 - 2.4. Increase connections to National Groups
 - 2.4.1. Partnership National
3. Health Care
 - 3.1. PAN to foster an understanding of health care issues throughout the province.

Table 2 Participants

Willie

Dave

Ron

Michelle

Hesham

Table 2 Identified Issues

1. Increase collaboration with other CBOs such as food banks, mental health, addiction services, social services/welfare, housing, senior centres by developing a collective standard of HIV care and practice
2. Integration of resources
3. Isolation issues and asserting Case Management with respect to client confidentiality.
4. Leadership Skill Development

Table 3 Participants

Darren

Chuck

Owen
Chris
Eugene
Richard

Table 3 Identified Issues

1. HIV Disclosure and Criminalization
 - 1.1. It should be configured as a health issue and not a legal issue
 - 1.2. Connect to Canadian HIV/AIDS Legal Network
2. Increased access to HIV Testing
 - 2.1. Connect to CTAC
3. Increased connection to Ethno-Cultural Community

Table 4 Participants

Mark
Ken
Francisco
Kath
Malsah

Table 4 Identified Issues:

1. Continuity of Leadership
 - 1.1. Information Conduit
 - 1.2. Increased structured programming
 - 1.3. Increased commitment to fostering the leadership program
 - 1.4. Leadership skills for Executive Directors and Staff of ASOs

The participants agreed that **PAN should take a role in leadership development at a provincial level**. Mark B. agreed to volunteer as the spokesperson after the break.

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Priority Setting Session: ED/Designate Group

Attendees at the ED Priority Issue Session:

Alex Sherstobitoff, Hepatitis C Council of BC
Andrea Arscott, Lower Mainland Purpose Society
Bob Hughes, ASK Wellness Centre, PAN BOD Member
Buffy Mills, Okanagan Aboriginal AIDS Society (OAAS)
Daryle Roberts, Living Positive Resource Centre (LPRC)
David Swan, AIDS Vancouver
Dennis Ano, Tillicum Lelum Aboriginal Friendship Centre
Donalee Sebastian, Positive Living North - Smithers
Donna Tennant, PAN Fund Developer
Gary Dalton, ANKORS

J. Evin Jones, PAN ED, Facilitator
Jackie Haywood, BCPWA Society
Jamie Billingham, Pacific Community Resources Society
Jane Dyson, BC Coalition of People with Disabilities (BCCPD)
Karen Dennis, Victoria AIDS Resource & Community Service Society (VARCS)
Katrina Jensen, AIDS Vancouver Island (AVI), PAN BOD Member
Kim Lloyd, Surrey HIV/AIDS Centre – Positive Haven
Lisa Martella, A Loving Spoonful
Lori Montgomery, Heart of Richmond AIDS Society
Luke Balson, Western Canadian Pediatric AIDS Society – Camp Moomba
Marcie Summers, Positive Women’s Network, PAN BOD Member
Ross Harvey, BCPWA Society
Sam Mohan, Surrey HIV/AIDS Centre – Positive Haven
Sheena Sargeant, Vancouver Friends For Life Society
Sonia Gill, Diverse City Community Resources Society
Stephanie Grant, YouthCO AIDS Society, PAN BOD Member
Vanessa West, Positive Living North

Welcome & Discussion at 09:40 am

The value of PAN is that it can come forward with a unified voice as a provincial network

Concerns: negative impacts of regionalization; challenges with the health authorities; lack of standardization of services for PHA’s and those at risk; lack of accountability of the health authorities; varying interpretations of “Priorities for Action”

In order to address these concerns, PAN could:

- Pressure the Minister of Health/Ministry of Health
- Create a “Priorities for Action” report card
- Advocate for more standardization of services? Or set its own standard of care? Caution – standards tend to be low; Aboriginal communities, PHA’s do not benefit (their communities are characterized by discrimination, isolation, lack of services, no culturally appropriate services)
- Bring funders and supporters together in the same room
- Pursue partnerships with other coalitions, i.e. harm reduction, housing, poverty, mental health, addictions, etc.
- Broker relationships around the determinants of health

Priority: PAN should marshal the arguments and the evidence, especially the economic evidence, namely that the community-based response saves money, health care costs

Target: senior health authority bureaucrats, as well as the MOH

Other concerns:

1. HCV and the blood borne pathogens model. ASO’s, CBO’s are being asked to “do more” with no more financial resources/funding
2. Tensions that are created between the demographics impacted by HCV versus HIV
3. Leadership Development also important for PAN

4. PAN should take a stand regarding research – research needs to benefit PHA's, those at risk, etc. Researchers need to advocate for the people and communities they are studying - Researchers do have access to MOH, policy and decision makers

Moving Forward:

PAN should prepare a letter or a 2-3 page briefing note

Target: Minister of Health, Ministry of Health, Health Authorities and Ministry of Housing and Social Development

Key messages:

- The community-based response to HIV/AIDS saves the health care system a great deal of \$
- What is the status of the service plans to address HIV/HCV?
- What are the performance indicators they are seeking from the community-based response?
- Desiring a reciprocal relationship with two-way communication and dialogue
- Stress the value of the community-based response in BC and a holistic approach
- Quote Julio – regarding his identification/recognition of this as well?
- Note the concerns regarding Aboriginal communities and populations – the extreme isolation, discrimination, lack of services
- This epidemic is still happening – there is no “cure” for HIV – AIDS deaths continue and the side effects of the treatment regimes are harsh

Tone of the piece should be neutral

The room agreed that PAN Board and ED should be empowered to move forward as they see fit as to the best or most effective way to communicate these key messages to the target groups (MOH, Health Authorities, etc.)

Lunch Break from 11:30 am to 12:15 pm

Day 1 - Wednesday, February 25, 2009

Working Lunch and General PAN Business Meeting

Update on PAN – Key Accomplishments - at 12:15 pm:

J. Evin Jones, Executive Director of PAN welcomed the group back from lunch. Evin reviewed some of the key work done by PAN since the Fall 08 meeting, referencing *PAN's Strategic Plan for 2007-2012*.

- **Building PAN's Administrative Capacity:** in order for PAN to be a more effective network, we recognized the need for increased human resources in order to move the work forward. So we have shifted from a part-time 15 hour a week administrator position to a full time Acting ED – in September of this year.
- We also recognize the need for PAN to **diversify its funding sources** and build on the monies available to it. We therefore hired a contract fund developer, Donna Tennant (hi Donna) in September of this year as well. Donna has been working on a number of projects and this conference reflects some of her successes in terms of engaging other stakeholders in supporting PAN. We have also submitted an application to CRA for registered charity status for PAN and we are hopeful that that application will be successful.

- **PHA Leadership Program:** as already mentioned this morning.
- **Housing and community based research:** as already mentioned this morning.
- **Exploring partnerships:** PAN has begun the process of developing partnerships with several national partners. Notably, the OAN regarding the PHA leadership programming as well as the myriad other resources and programs they off to their member organizations. We are thrilled to be co-presenting the Saturday session on HIV and disclosure with CATIE and the HIV/AIDS Legal Network. And very exciting, we have just confirmed a partnership with CATIE to co-host their BC regional meeting here in October of 2009. This will essentially be another skills building conference (so two in 2009) whereby PAN delegates and CATIE members will be invited to come and participate in a two, possible three day conference devoted to capacity building, information sharing, etc. We could not be more pleased about this development.
- **Sustainability Planning:** the PAN BOD and management will be working on sustainability planning for the network, in order to ensure that the positive momentum and new initiatives that we have realized in the past 10 months is not lost.
- **Membership Criteria:** this will be a significant governance issue for the board to address between now and our next AGM, which is tentatively scheduled for the last week of October. The membership criteria will be reviewed, new members will be approached, existing members will be asked to renew membership and also the issue of some form of fees for members will be revisited.
- **Website:** With the funding support of Abbott Virology, PAN has done a “website redesign” and “refresh” and we are very excited about the “new look” of the website and believe it to be more user-friendly, accessible, and with the potential to build upon. We are also looking to develop a new logo for PAN.

PAN Treasurer’s Report – at 12:30 pm:

Stephanie Grant, Treasurer of PAN reported that she has been working with Evin on: firming up the reporting systems that PAN uses for financial management, ensuring that financial reports with funders are up-to-date, developing a comprehensive operational budget for PAN, implementing measures and quarterly financial reporting to the Board of Directors, and monitoring and accounting for the new funding flowing to PAN. PAN is anticipating a modest surplus in the range of \$7000 for FYE March 31st, 2009. Any questions can be redirected to Evin or Stephanie.

PAN Board Chair Remarks – at 12:40 pm:

Marcie Summers, PAN Board Chair, introduced each of the Board Members and ask them to stand and say hello. Marcie indicated that three positions are still available for the Board (one open seat in the North, two seats from the Fraser (one PHA designated and one open seat) and she encouraged anyone who was interested to forward their CV to Evin. It was also noted that Ken Buchanan, Vice-Chair of the BCPWA Society, is the most recently appointed Board Member (PHA designate seat from Provincial Health Services Region).

Marcie reported on the exciting changes that are occurring with PAN, especially with the permanent appointment of J. Evin Jones as full-time Executive Director of PAN.

Report back from PHA Leadership Stream: Building the Foundation for Leadership – on PAN Priority Issue – at 12:45 pm:

Chris Mackenzie reported about the identified issues from the morning Leadership Stream: Building the foundation for leadership. The priority issue identified for PAN was to build on leadership training for its member organizations, including PHA Leadership, as well as leadership training and opportunities for all ASO staff and volunteers (including ED's and front-line workers).

Report back from ED Session – on PAN Priority Issue – at 12:50 pm:

Katrina Jensen reported on the morning meeting from the Executive Directors Networking session. Advocacy vis-à-vis the MOH and health authorities, the importance of preserving and protecting the Community based response and also the challenges confronting Aboriginal communities were noted. PAN has an important role, in that it has almost 40 member service agencies or organizations, there is a desire to have PAN to be more active.

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Evin invited discussion from the participants in regards to any comments not yet expressed about the priority issues. Stephanie indicated that she enjoyed the process of brainstorming with the EDs about the provincial priority issues. Darren commented that the PHA session was a powerful experience. Ed indicated that the process was kept on track and that clarity was achieved by the group.

Youth issues were not part of the discussion in the PHA session per say, however the issues of aging were considered. Leadership issues in all facets of ASOs and leadership training was a priority. Sheena gave positive comments to the direction that PAN has taken.

Moffatt thanked Elder Eugene Harry for his presence in offering safety and security in this morning's session.

There was a scheduled break from 12:55 pm until 2:00 pm

Day 1 - Wednesday, February 25, 2009

Afternoon - Opening Plenary

Welcome & Opening Remarks from PAN Board – at 2:10 pm:

Darren Lauscher, Vice Chair of PAN and Chair of the Board of the Vancouver Friends for Life Society welcomed the participants to the Opening Plenary.

J. Evin Jones was recognised as the new permanent Executive Director of PAN. Stacy LeBlanc was recognized as the conference coordinator. Thanks were expressed to both for their hard work and effort.

Darren gratefully acknowledged the funding from the Public Health Agency of Canada, AIDS Community Action Program (ACAP) and from the Provincial Health Services Authority that made this conference possible. As well he thanked Abbot Virology for sponsoring the lunch and the opening plenary on the first day of the conference.

As well, Darren thanked our conference partners: CATIE, the Canadian HIV/AIDS Legal Network, the Community Based Research Program housed at the BC Persons with AIDS Society, and the Vancouver Native Health Society. Finally, he also thanked all the presenters and facilitators who were working the conference to ensure that the PAN '09 Skills Building was a great success.

Darren then introduced Eugene Harry, Elder, and Minister with the Squamish Nation.

Opening Prayer and an acknowledgment of the Territory – at 2:20 pm:

Presented by Eugene Harry, Elder

HIV/AIDS in BC/EPI Update presentation - at 2:40 pm:

Stephen Smith, Manager of Blood Borne Pathogens for the Ministry of Healthy Living and Sport gave a brief introduction and thanked everyone for the opportunity to speak to the group today. Stephen then began his scheduled PowerPoint presentation.

TO DOWNLOAD A COPY OF STEPHEN SMITH'S POWER POINT PRESENTATION, SEE THE PAN WEBSITE at <http://pacificaidnetwork.org/conferences/2009-skills-building-conference/>.

Questions/Comments

1. There was a question about how BC compared to the other provinces with regards to infection? Stephen indicated that we came in second with Saskatchewan in first place.
2. There was a question about the observation and differences between gender and age and new infections. Stephen indicated that there was a trend in that area.
3. There was a question about pregnant woman and the rates of mother to child infections. Stephen indicated that the data suggests that presently in BC, a woman under the care of a physician for HIV is not transmitting the virus to her child.
4. There was a question about age data with routes of transmission and the data was questioned with regards to the MSM population. Stephen suggested that the data can be cross-correlated and that most of the infections with MSM appear to be above the age of 30.
5. There were 3 questions about clarifying the data that was collected and used in the slide presentation. Stephen mentioned about non-nominal and nominal testing and the limits on the information that can be collected in regards to an existing caveat. In terms of reporting, the person that has delivered the post data results may not have collected all the information that was required and there are limitations involved in the reporting of that data. Stephen indicated that we do not have the ability to capture all the background information that may indicate risk, we can however do a basic gender background. BC seems to be a bit of a pioneer when compared to other provinces. We do have a category for a transgendered reporting and the capacity to capture that data.

6. There was a question about whether data suggests that a minimum amount of HIV testing would be necessary? Research findings indicate that a frequency testing or an environment may indicate more testing, however there may be incidents where some individuals may want to be tested more often where risk is involved. Work is underway to establish benchmarks.

Expanded HAART & Treatment as Prevention presentation - at 3:36 pm:

Dr Julio Montaner, Director of the BC Centre for Excellence in HIV/AIDS and President of the International AIDS Society, began his presentation on expanded HAART.

TO DOWNLOAD A COPY OF DR. JULIO MONTANER'S POWER POINT PRESENTATION, SEE THE PAN WEBSITE at <http://pacificaidnetwork.org/conferences/2009-skills-building-conference/>.

Questions/Comments

1. Buffy Mills asked "How do you plan to use your privilege as a Doctor, researcher, and specialist who has the ear of both the Premier and Health Minister of BC to address the health disparity of Aboriginal People who are seriously overrepresented in HIV infections and underrepresented as persons receiving treatment and medical care in this province?" Dr. Montaner stated is aware of the need to address the needs of the First Nations communities and is meeting with the Grand Chief soon to understand what we can do to benefit the First Nations People. He noted his expertise as a medical doctor and also his own experience as a person with a Latino cultural ethnic background and immigrant. He agreed that we need to find a way to address this issue and will do whatever is needed.
2. A question about the lifetime costs of medication were asked and further clarification to what was quoted in the presentation regarding the economic costs of HIV. Dr. Montaner noted that the cost of ARV therapies is estimated to be \$16K a year and that includes hospitalization. In the US, it is estimated that the lifetime medical management cost of every HIV infection is \$250,000 but this is a very conservative estimate. In Canada researchers put the cost between \$250,000 and \$750,000 over a lifetime.
3. Marcie Summers as the Chair of the PAN BOD thanked Dr. Montaner for his presentation and invited him to collaborate and consult with the ASOs that are represented here today. Dr. Montaner noted that he comes to the table as a doctor and that is his primary focus. He also noted that in the past, it was necessary to advocate to protect and promote the HAART Program that in "the early days" was at risk of elimination. He also noted the need for enhancement of the care and support package and the role of the community-based response in that.
4. Gail Brawn asked the question about the Swiss statement in regards to the chemical condom? Dr. Montaner indicated that the Swiss are on the right track and that it is safer sex - but there still exists a nervousness to say that they are not infectious because it raises a controversy. Ideally we would recommend an individual to use HARRT and condoms.
5. Dennis Ano asked about how we are doing with regards to a vaccine? Dr. Montaner noted that the progress is very slow, as the fundamental assumptions that were made about the early vaccines were incorrect. Therefore the work needs to start almost from step 1 in terms of developing an effective vaccine.

The Opening Plenary adjourned at 4:50 pm.



PAN Spring Skills Building Conference

Day 2 - Thursday, February 26, 2009

All Day Session

PHA Leadership Stream: Building the foundation for Leadership

Welcome & Introductions – at 09:10 am:

Sheena Campbell asked the new attendees in the PHA Leadership stream to identify themselves. As well, Sheena reviewed the process and findings that occurred in yesterday's workshop.

New Attendees for Day 2:

Alison P., Prince George New Hope Society
Bernard A., Positive Living North
Daryle R., LPRC
David Swan, AIDS Vancouver, Presenter
Jackie Haywood, BCPWA Society, Presenter
Lulu G., YouthCO AIDS Society
Marc S., BCPWA Society
Steve L., Vancouver Native Health

Sheena introduced Francisco and asked the participants for their reflections regarding yesterday's presentation by Dr. Julio Montaner about Prevention and Expanded HAART: importance of collaboration and support; power of leadership; he is only one player in a field of many; he is a leader in the medical community and not so much in the community. There was much discussion about the slides and data presented and that it was much information to process. He appeared confident and well spoken. He indicated about the financial savings/economic arguments and the presentation was well put together.

Sheena indicated that we have four speakers today and we would like to get different perspectives about leadership. And so, Francisco was invited to introduce **Jackie Haywood, Director of Support Services for BCPWA Society.**

Jackie spoke warmly about the many individuals with HIV that have inspired her over her history of 22 years with the Society and in that time she has met many PHAs. Here are the speaking notes from her presentation:

"The View from My Desk"

Intro: I was invited to talk with you about people with HIV who have personally inspired me...their actions...their qualities...who they were as seen through my eyes..The view from my desk.

When I started at BCPWA in 1987 we had 79 members...we now have 4,600 names on our membership list. Out of all the positive people I have known...how could I chose who to talk about?...I am inspired again and again...I have been inspired by passionate leaders in this very room.

I did some reminiscing and stories started to fill my head. Sometimes leaders lead from afar or out in front. The leaders who have inspired me have led from the middle of the pack. One man who inspired me was Kevin Brown, BCPWA's first Chair of the Board. Kevin was the first HIV+ Canadian to put a face to AIDS. He knew it could alienate friends and family when his picture was beamed across the country, when he chose to go public in 1987. The media couldn't get enough of this articulate, middle class AIDS 'sufferer'. They clamoured for interviews. Although we didn't have a lot of answers then, Kevin spoke from a place of activism and personal reality. He was brave....advocating to improve the quality of life for PHA's even as his health sped downhill quickly. Kevin drove a convertible in the 1988 Pride Parade with a large sign on the side that read, PWA's...People with Attitude.

The men and women in my life who stand out as leaders have come from many walks of life; florists, librarians, office workers, hustlers and housewives. What made them rise as leaders was a selfless dedication to PHA's, a commitment to HIV issues, their courage, and the ability to 'listen'.

I remember David Morgan, a short, smiling, leather guy, who in the late 80's drove his beat up little Honda Civic across the US border regularly making runs to pick up egg lethicin packed in steaming dry ice stuffed in a camping cooler in the trunk. It was a controversial product, outlawed in Canada. Twenty years ago it was thought to perhaps control the virus. We distributed it out of a freezer in my office at Bute and Davie.

The journey was always risky; he was an HIV + gay man, wearing leather in a beat up messy car and he was bringing a weird food product into Canada. David demonstrated commitment to the mission, courage and a desire to help fellow PHA's.

These men gained respect as leaders for a willingness to roll up their sleeves and work alongside their peers, not to tower over giving orders or complaining.

One such leader is Gil Ferguson, a former Chair of our Board, who came off a retreat, saying 'I want to give back. Where can I volunteer?'; Gil pitched in, laughed big and listened with his heart. Both he and Wayne Campbell waved their imaginary PHA flag high and in people's faces. They dug in for human rights and respectful services. As leaders they put PHA's first and God save anyone who got in their way. Gil and Wayne demonstrated commitment and courage... spiced with their remarkable black humour. When I think of Wayne, I think of his gutsy t-shirts, my favourite is 'Annoy them....Survive'.

I proudly remember men who in the late 80's had dark foreboding KS lesions on their face, who did not hide, who continued to advocate for release of prohibitive drugs. They led an often-invisible army in the shadows. They led with a personal fearlessness.

In 1990, there were very few HIV + heterosexual men in Canada who opted to be in any type of spotlight. Rick Waines was a young heterosexual man living with Haemophilia and HIV, who stepped up. An intelligent, handsome young man from a loving, close family, his gentle life ahead of him, Rick was elected to the Board of BCPWA, becoming the Chair in 1991, a very visible position. In 1991 the stigma of HIV was out of control and could be personally threatening for a student and a young working actor. Rick held his

head high; spoke to national media, the medical establishment, Haemophilic organizations and gatherings of his youthful peers.

Rick was more than a heterosexual poster boy. He was a well-respected leader, a courageous, determined man who did not hesitate to stand up and step boldly forward, demonstrating to government and the public, that HIV is not a gay disease. Surrounded shoulder to shoulder by gay activists, speaking eloquently and loud if necessary, Rick was a gentle, strong youth who spoke his truth well.

Bravery, heart, moxie and a willingness to listen, are what Kevin, David, Gil, Wayne and Rick have in common. These HIV+ men have inspired me and many, many others. They have served you well.

09:27 am

Francisco passed a sheet of paper to each table and asked of the participants to ask one collective question in regards to the presentation that Jackie had just given.

Questions to Jackie

1. How do define moxy? Jackie replied saying it is having guts, fearless with attitude.
2. Could you indicate ways that we could honour our identified heroes? Jackie suggested that you make your comments personally directed to the individual and through written publications.
3. What ways have you witnessed peer mentorship being transferred to others? Jackie replied that the BCPWA Retreat Team is a good example of Peer Mentorship as they show dedication, they work seamlessly as a team and they are volunteer driven, they show great respect.
4. What is a common quality that you have held on to? Jackie is motivated and fuelled and is kept going from their efforts and their memories, their perseverance and the shower of these great experiences.
5. Did you ever want to just quit as it was just too much? Jackie replied no, not at all.

09:40 am – 09:50 am - Break

Sheena welcomed the group back after their break and folks warmly commented on Jackie's presentation. Francisco was introduced to begin the next presentation.

Presentation - Picture a Leader

Francisco asked the question using humour, if leaders are created or if leaders are born that way? Francisco has asked the group to record one word for each picture that he is about to show the group on the PowerPoint screen.

Pictures

Obama
Beret
Kitty
Speaker

Oprah
Stewie
Islam
Attractive

Gordon Campbell
Madonna
Speaker

The group was invited to share the single words that they had chosen to represent each picture. It was noted that many different words were used to describe the many different images seen and that demonstrated that we will identify with the individual using emotions, names, and feelings. There are many type of leadership.

Francisco then asked the participants to identify the words that they had written that represent the qualities of a good leader and then to link those words together with lines such as that of a spider web. The pictures were reviewed again on the screen.

What makes him/her a good leader?

The group expressed that it was it difficult to list the good qualities about leaders that are not admired? It is apparent that we sometimes feel distaste and do not usually celebrate the leaders that we do not like even though they may be a good leader. Richard, Chris, Chuck and Kevin shared with the group the results of their words identified at each table for this exercise. Francisco indicated that the posters would be photographed to document the results.

Francisco polled the group for 3 words from each asked to describe:

Good traits

Determination, integrity, knowledge, visionary, compassion, courage, belief, change, drive, charisma, determination, clarity, advocacy, inspiration

Negative traits

Arrogance, entitlement, puppet master, ego, agenda, smarmy, appearance, flip-flops

Do leaders have a natural born ability or is it developed through hard work and education? Is it nature or nurture? Francisco asked the group and these are their comments.

1. Some people are inspired from birth and are motivated to lead.
2. George Bush was led and groomed into his position through family and opportunity.
3. You require a minimum amount of raw material to develop the motivation and the drive to be a leader.
4. Moffatt referred to an article in a newspaper that had listed a diverse group of individuals with leadership candidates and that in this example, publications can sometimes launch a career in leadership.
5. Leadership is also a grooming process that is created through stages.
6. It is an assumption that a leader is driven and motivated and has great confidence and self-esteem.
7. It is nature and nurture that creates leaders and everyone has the qualities and the abilities if we take the time to nurture them. This can raise individuals into the capacity of a leader.
8. Not all people realize that they have leadership qualities. We should identify and encourage our leaders when we see them.
9. The CBRC Course was mentioned and it was suggested that PAN should investigate creating a collaboration/commitment with them.
10. We need to inspire if we are not able to manufacture a leader, to rise up to the position.

10:45 am – 11:00 am - Break

Sheena welcomed everyone back from the break and asked the group to offer words that would represent a leader and put aside the use of famous people names. Teacher, instructor, motivator, guide and facilitator were used. Sheena then asked everyone to identify 3 individuals in their personal lives who had inspired them and to list their leadership qualities. Next, the participants at each table shared the results amongst each other.

Sheena then introduced Kath and Marc to begin their presentation on their experiences of the OAN Level I Leadership.

Presentation on the OAN's Leadership Program for People with HIV/AIDS

Marc and Kath began the presentation with a PowerPoint presentation regarding their experiences of taking the Level I Leadership Program (Core Training) that they attended in Toronto February 13th – 18th on behalf of PAN. They spoke very highly of the leadership program and the desirability of exploring having the same program available to PHA's in BC. They talked about the advantage of having the OAN PHA Leadership Program delivered "outside of Toronto" at a camp that fostered focus, attention and good team spirit. They noted the rich diversity of the participants. They mentioned that they had created ice breakers to develop leadership qualities and philosophies were shared. It was a very supportive environment and there was plenty of group work. The OAN offers the leadership training in three levels and it is a graduate certificate program. Kath and Marc discussed the importance of structured feedback with regards to leadership and the need to offer positive and negative criticisms in a way that fosters dialogue.

Questions/Comments

1. Did you find it difficult using structured feedback? K & M: Absolutely at first, but with practice it came easier.
2. There was a request to have their PowerPoint presentation made available to the participants. Also, Kath indicated that the leadership model could likely be googled on the internet and more information could be located on the OAN's website.

Francisco numbered off the participants into 4 groups and asked the new groups to develop a question for Kath and Marc about their experience.

1. What is the infrastructure needed to do this type of training here? K & M: They would be interested in training the trainer, or travelling and doing a session here if there was funding.
2. If you took the training and did not receive a certificate could you take the training a second time? K & M: Yes, you could re-apply and a take the training again at a later time. This would have applied to one individual who only spoke French and was English illiterate.
3. What was the screening process used for students taking the course? K & M: It was an on-line application that was used that can be viewed at the OAN website.
4. What was the one quality that you learned that was a surprise? Kath: learned about the effectiveness of structured feedback and dealing with confrontation, and the great diversity of attendees. Marc: had many aha moments, but mostly there was a great sense of belonging that he had experienced with the students at the course.

12:30 am – 1:40 pm – Lunch Break

Sheena introduced the next speaker, David Swan, Executive Director of AIDS Vancouver.

Presentation from David Swan – The “Inside/Outside Perspective”

David candidly and warmly greeted the group using humour and suggested that after giving a short biography, the format of his presentation would be an open forum. David gave some background on his work history and the events that led him to his current position as ED of AV. David indicated that he took on a leadership role in the community because he wanted to do more about HIV/AIDS. David took on a more active role and ownership of his body through physical fitness. David learned that exercise and nutrition played a key part in his well-being and he was empowered at having some control over his life. David became very passionate about getting involved with other PHAs and the power of change that he would experience. David was given opportunities to relearn and reacquaint and to make mistakes and to learn from them. His leadership path was an organic process and he gained strength from his mentors.

David asked the group to create a discussion at each table and list some questions that he might answer that could best be shared with the group.

1. How does a PHA get involved in the leadership process? David: Identify your skills and get involved. It's a systemic process of self-evolution and growth.
2. Self-care and leadership roles – how do we achieve both and keep balance? David: Personal responsibility is involved with self-care and boundaries.
3. Why would you engage a young PHA in leadership? David: There is a definite lack of young PHA leaders and we need to learn how to attract and motivate them.
4. Should we be overly concerned if someone representing us is not HIV? David: It has shown to be effective that creating allies is important for our health.
5. There was some discussion about the division that exists between PHAs and EDs within ASOs and Boards.

2:35 pm – 3:45 pm – Break

Francisco introduced the subject of Community Based Research and distributed information handouts to the participants. As well he promoted the upcoming **HIV Research Café scheduled for Friday, April 24th, 2009** in which you may attend as a peer- facilitator or as a guest. More details are covered in the handouts that were given.

Sheena numbered off the participants again and had them form new groups at four tables. She then asked them to consider the question: What have you done that has moved your self forward, or when were you a leader and you were not seen or recognised as a leader?

It was a challenge for the group to answer this question but it was realized that we are all leaders and that whenever we mentor others our leadership abilities are quietly recognised.

The PHA Leadership Stream adjourned at 3:20 pm

PAN Spring Skills Building Conference

Day 3 – Friday, February 27, 2009

Morning Session

PHA Leadership Stream: Building the foundation for Leadership

Review of Agenda at 9:30 am:

1. Welcome
2. Review of the Level 1 Leadership Model Experience
3. Form into 3 groups to flesh out the 3 levels of Admission Criteria
4. Next Steps
 - a. PAN By-Laws
 - b. Funding to Implement

Sheena welcomed the participants back to the third day of the PHA Leadership Stream. Sheena acknowledged that traditionally this space has been exclusively for PHAs and she wanted to note that some of the speakers and guests have not been PHAs and to check in with all that this is okay and remains a safe environment for all.

Sheena gave a recap of yesterday's work and addressed that a need exists to further discuss Level 1 and Kath and Marc's presentation of the OAN Leadership Model.

Recap of the Level 1 Leadership Model Experience

The OAN could serve as a mentor for the leadership model used by PAN. A leadership development program is planned for PAN next fiscal year to increase the leadership abilities for PHAs living in BC. Francisco and Sheena spoke about the evolution and history of the leadership program. Sheena invited Marc to speak further about the leadership core principles. (Marc indicated that he has forwarded the Level 1 notes to Francisco)

Kath commented on the leadership exercises that were covered in the level one course, the inspiration that was experienced, working on values, principles, community awareness and skills building, public speaking and the strong need to participate and show up on time.

Marc commented that this is the only course of this type in Canada that offers leadership for PHAs. Another exists in New York. The costs incurred to run the workshop was approximately \$10K for level 1. As well, there are 6 month and 18 month follow-up evaluations for the participants.

Kath suggested that a 2 hour introduction to promote the course could be addressed at the BCPWA or PWN's Healing Retreats or Positive Gathering Workshops. Kath encouraged diversity and inclusivity in the facilitators and the participants.

Some people were strongly connected with a rich background to their ASO Boards and some were brand new to ASOs with little previous experience. There was some discussion about the need to prepare PHAs wishing to enrol in the level 1 training and that ASOs might consider acting on this.

There was a question about the qualifications of the facilitators used at OAN and Marc indicated that the originators of the course in New York had basically come up to Ontario to train the trainers. There were a few old dinosaurs within the AIDS movement that attended the training and even they learned and participated and their contributions were honoured and respected.

Alumni guests are invited back to the events and present workshops as well. Kath and Marc were thrilled to attend the leadership training and encouraged everyone to check this out as this was a life changing event for them.

10:15 – 10:30 am – Break

The participants were asked to form into 3 new groups and discuss the 3 levels topics given in regards to Level 1 Leadership Training for PHAs. The 3 levels

Group 1- Level 1 - Readiness to Lead / Screening of Participants

Eugene	Dave	Shawn
Richard	Nathan	
Kath	Malsah	

Criteria

Motivation and willingness to participate
Literacy
Fluent in English
Stable Health
Addiction issues managed

It was noted that we will be excluding people by creating a criteria

Prep Level 1 Training

- ASOs responsibility
- ASO / PAN Link – How?
- Using Retreat to promote Introduction to Leadership

Level 1 Leadership Training

- Should take place outside the city
- Communication skills
- Conflict resolution
- Support and Healing Circle
- Community Awareness
- Personal Values

Group 2 - Level 2 - Skills Needed to Lead / Communications

Kevin
Darren

Chuck
Darryl

Ron
Michel

Community Resources

Treatment
Advocacy
Food Security
Other

Interpretation Stream

Peer to Peer

Practical Skill Sets

Media Training
Conflict Resolution
Presentation
Facilitation

Mapping

History
Fun

Evolution

Self Care

Life Skills

Group 3 - Level 3 - Board Practice / Executive Directors

Ken
Marc
Willie

Chris
Mark
Ed

Alyson

Identified Needs of Level 3

Attending a Previous Board Meeting
Organizational Governance
What is the purpose of the Board?
Is there different models
Accountability and liability Insurance
Roles (Job Description)
Recruitment
Support system in place
Mentorship from other sources
Roberts rules of order?
Learning about Board Development
Terminology of acronyms
Boundaries within the organization
Money matters – basics of balance sheets
Long Term Vision

Sheena invited the participants to debrief as a wind down from the workshop and as well she reminded everyone of the importance completing the evaluations.

Final Comments from the Group on the Past 3 Days/PAN's PHA Leadership Stream

1. Very exciting workshop. Partnership is great value. (Ed)
2. Totally enjoyed it and moved forward. (Ken)
3. Better than what I expected and my first time and really excited. (Willie)
4. Yes, yes, I have hope now as we need this and I am stoked. (Alison)
5. First time to PAN. Travelled here and I see the need but still need more understanding of how this will connect the rural folk. (Mark)
6. Thank you to all of you at PAN for sending me to OAN Leadership Training and for such a great positive overall experience here. (Marc)
7. First time and thank you for the information that I have learned today. (Nathan)
8. First time as well, and have learned much and thank you. (Dave)
9. Enjoyed facilitating and feel good about reporting to all and committed to the process and would like to be on the list to attend further leadership program courses. (Kath)
10. As an old dinosaur this is very exciting. (Richard)
11. Fun, fun, fun. (Shawn)
12. Thank you to everyone for having an open mind as this is also for our children and you are making that path easier for them. (Eugene)
13. So much positive energy and so well done and best yet so far and inclusive. (Malsah)
14. I feel love; this is so good and would like to take it to the next step. (Michel)
15. Also an old dinosaur, and also very excited about this leadership piece as this will help to move PHAs into the mainstream and need to look beyond. (Daryle)
16. Mid level dinosaur and to see so many tables all engaged is just wonderful and very cool and we have figured out our path and see some light. (Darren)
17. Thank you to the facilitators and very happy to have participated, feel apart of and gained great skills over the past three days and to understand the importance of leadership.(Kevin)
18. Us making the decisions and having PAN support these, am embracing what we have learned and am all for it and many thanks to all involved. (Chuck)
19. I am thrilled to bits and glad to see so many people from all over the province. It is so great and we are behind you all the way And the islands too. All we have is each other and a manifestation of our hard work. Let's see each other here again in a year. (Moffatt)
20. The best thing we should do right now would be get up from our chairs and have a group hug and everyone cheered **PHAs Rule!** (Francisco)

The PHA Leadership Stream adjourned at 12:15 pm

Day 3 - Friday, February 27th, 2009

Closing Plenary

Opening Remarks and Closing Prayer at 1:10 pm:

Evin Jones welcomed the participants back from lunch and introduced Elder, Eugene Harry as he offered the closing prayer for the conference.

Presentation on OAN PHA Leadership Program Level I/Core Training at 1:20 pm:

Evin invited Kath, Positive Woman's Network and Marc, BCPWA Society to give a brief account of their experience at the OAN's Level I Leadership Training that they had both participated in last week. The leadership model used was based out of New York and it is hoped that it will be the model and/or adapted for use here at PAN. Kath and Marc expressed that they gained valuable tools that will help them with their community roles as leaders and facilitators.

Questions/comments from the group about the PHA Leadership Program:

1. 18 people maximum per workshop and everyone needed to participate. We would like to see this training course added to BC and will work at getting the funding to achieve this. (Chris)
2. We did a mock of levels 1, 2, 3 earlier today and we realized this is not just about AIDS but about leadership in general and a jumping off point. Today was a valuable experience and of great value for my HIV/AIDS community. (Marc)
3. Thank you PAN for the great opportunity. (Kath)
4. How do you get people ready for leadership training? K & M: Many PHAs are not ready for this training but it was encouraged that if you are motivated and have enthusiasm and good health you could likely do well. The days are long, intense, and you need basic literacy and English language.
5. How often does the training occur? K & M: About 3 times a year for level 1 at OAN although they have larger populations of people living with HIV/AIDS in that province and also far more resources and \$ than PAN.
6. Was there an assessment to be accepted into the program? K& M: Yes, telephone interviews and on-line applications.
7. One essential part of the training was learning how to give positive structured feedback. And that leadership can be learned (Kath).
8. Compliments to Kath and Marc and many thanks from PAN for a job well done (Marcie)

Sharing Program Updates – Celebrating Our Successes:

Evin spoke about how challenging the work is that we do and that we do not often have the opportunity to share our successes. Evin offered an open mike to create some dialogue.

1. Totally inspired about the future and how this the PHA Leadership Program might apply to our youth and how YouthCO can support future leaders. (Stephanie)
2. Announcement: The Purpose Society is having a Speed Dating Event for heterosexuals and it is an ASO referred event. (Andrea)

3. Announcement: There are two new programs at BCPWA: SUITS that engages HIV + working men to connect for a monthly dinner social; and AmBigYouUs is a transgendered drop-in group. (Ross)
4. Announcement: Positive Gathering is coming up soon at the end of March and we would like to see more registrations from PHAs in the Lower Mainland. (Ken)
5. Positive Living North is expanding our work significantly in the north -three areas in the Northwest are still under supported but are seeking to change this - we are running a series “HIV in the North Forums” in the communities of Smithers, Hazelton and Moricetown. (Vanessa)
6. Commending everyone here for bringing education to the families so that they can help people living with HIV/AIDS. This work is about respect and having Aboriginal PHAs here, people from the North is important and empowering and more engagement will occur. More members from the North will likely participate. (Donalee)
7. March 12th is Dining Out For Life throughout the Lower Mainland (FFL and A Loving Spoonful), Interior (Living Positive Resource Centre) and the Island (AVI). (Chris)
8. The Springboard Event is happening soon and there is still time to register. Giving woman power over AIDS is being shown at the Vancouver Public Library Concourse. Women’s Wellness Retreat is coming soon. Check out PWN’s website for more information. (Marcie)
9. A Spiritual workshop and 2 Healing Retreats are happening soon through BCPWA. (Ken)
10. An Aboriginal project being held out of YouthCO that is successful and a positive partnership with YCO, Chee MaMuk and Healing Our Spirit. (Maeve)
11. There was a reminder of the importance of keeping the communications ongoing between ASOs and PAN’s role in facilitating that. Also, LPRC’s physician’s project is coming along well – see www.engagingphysicians.ca. (Darryl)
12. Thank you to PAN for inviting me to attend as a guest for the Hepatitis C Council of BC (HCBCC) and this has been a great experience. (Alex)
13. CATIE is holding a regional skills conference in the Fall 09 in Richmond, BC in partnership with PAN; we are also partnering with BCPWA to prepare for the upcoming CIHR Conference. (Annika)
14. A HEP C workshop is planned for the end of March in the East Kootenays. (Gary)

The Importance of Telling the Story

Francisco took the microphone and took the stage to tell a story. Stacy took the role of audio-visual technician. A film was shown about what life was like in 1993. The participants were asked about what their lives were like at that time. Another video was shown. Where are you from, where did you come from and where is home was asked of the group. And then a final video was shown. Francisco got the room talking and also reminded us of the importance of the arts and creativity in the HIV/AIDS movement.

Thank-You’s

Evin presented cards, gifts and/or words of gratitude and appreciation to: Ian Nelson (minute taking), Marc S. and Kath W. (presenting on OAN Leadership Program), Sheena Campbell & Francisco Ibanez-Carrasco (facilitating PHA Leadership Stream, Francisco’s closing performance), Eugene Harry (esteemed Elder and Minister of the Squamish Nation) and Stacy LeBlanc (Conference Coordinator).

The PAN Conference adjourned at 2:44 pm



PAN Spring Skills Building Conference

Day 4 – Saturday, February 28, 2009

Morning Session

CATIE and Canadian HIV/AIDS Legal Network Satellite Session

Learning about the Criminal Law and HIV Disclosure in Canada – at 10:00 am:

Presenter Glenn Betteridge presented his workshop on the criminal law and HIV disclosure in Canada.

TO DOWNLOAD A COPY OF GLENN BETTERIDGE’S POWER POINT PRESENTATION, SEE THE PAN WEBSITE at <http://pacificaidsnetwork.org/conferences/2009-skills-building-conference/>.