



Canadian HIV/AIDS Black, African
& Caribbean Network

CHABAC STRATEGIC PLAN 2016-2017

(1.) ABOUT US

The Canadian HIV/AIDS Black, African and Caribbean Network (CHABAC) was formed in 2010 with the intention of building upon work already undertaken concerning HIV and AIDS in Canada's African Caribbean, and Black (ACB) communities. From the outset, it was envisioned that CHABAC would support the engagement of diverse stakeholders from across the country, including Black community members who were connected to their local communities so that CHABAC could channel its influence on HIV and AIDS issues in ACB communities and facilitate the dissemination and exchange of relevant knowledge, information and experiences.

CHABAC is a national network of organizations, individuals and other stakeholders who are dedicated to responding to issues related to HIV and AIDS in Canada's African, Caribbean and Black communities. CHABAC aims to complement activities related to the government's Federal Initiative to address HIV/AIDS among people from countries where HIV is endemic in Africa and the Caribbean, and further the work to address HIV/AIDS in ACB communities in Canada through research and information sharing, capacity building and advocacy.

(2.) CHABAC VISION

To end the HIV/AIDS epidemic among the African, Caribbean and Black population in Canada.

(3.) CHABAC MISSION

The Canadian HIV/AIDS Black, African and Caribbean Network (CHABAC) works to strengthen the response to HIV/AIDS epidemics and associated stigma and discrimination among African, Caribbean and Black communities in Canada.

(4.) CHABAC GUIDING PRINCIPLES

CHABAC has 10 guiding principles, that are the foundation through which our vision and mission will be achieved.

MIPA: CHABAC embraces the principle of MIPA (the Meaningful Involvement of People Living with HIV/AIDS) into all aspects of the work it undertakes. We support and understand the rights and responsibilities of people living with HIV, including their right to self-determination and meaningful participation in decision-making processes that affect their lives. We endorse the MIPA Code of Good Practice¹ that defines the involvement of PLWHIV and affected communities as a specific expression of the right to active, free and meaningful participation in all aspects of the HIV/AIDS response. The Code recognizes that involving PLWHIV and affected communities in the HIV response makes a powerful contribution to combating the spread of HIV/AIDS in Canada by enabling individuals and communities to draw on their lived experiences; thus contributing to reducing stigma and discrimination and to increasing the effectiveness and appropriateness of the HIV/AIDS response.

Transparency and Accountability: CHABAC is committed to ensuring its structure and function, decision making processes, and utilization of resources are clear and transparent to members. CHABAC will regularly monitor and evaluate its activities against its vision, mission and guiding principles. Further, we will actively seek opportunities to share challenges and successes with stakeholders.

Anti-Oppression Framework: CHABAC will work to eliminate the impacts of multiple structural and systemic sources of oppression based on race, gender, sexual orientation, gender identity, faith, disability, age, legal status and other dimensions of difference that harm individual and community responses to HIV /AIDS for African, Caribbean and Black people in Canada.

Harm-Reduction Framework: CHABAC will support efforts to decrease the adverse health, social and economic effects of behaviours that damage the health of the person involved and of their community, rather than focusing on cessation. These efforts will be made in recognition of the link between these behaviours and HIV infection.

Social Justice: CHABAC will incorporate a social justice philosophy to inform its work and activities; utilizing practices and tools based on the promotion of human rights and social determinants of health. The interconnected influences of social, economic,

¹ This code can be accessed from: <http://www.hivcode.org/search-the-code/guiding-principles/meaningful-involvement-of-plhiv.html?keywords=mipa>

political and environmental circumstances on HIV/AIDS for African, Caribbean and Black people living in Canada are important realities CHABAC will address.

Diversity, Inclusion and Accessibility: CHABAC strives to be community-driven, and so will aim to involve diverse African, Caribbean and Black people, allies and stakeholders as members of the Network. This includes a commitment to supporting the inclusion of Francophone and Anglophone members from across Canada, enabling the inclusion and full and effective participation of persons with disabilities and the accessibility of information to people with different knowledge bases, literacy levels, etc. CHABAC is committed to fostering community-based shared understandings that value diversity through the use of language that is non-stigmatizing, respectful, and inclusive.

Capacity Building and Leadership Development: CHABAC will use and support individual and community-based models of capacity building and leadership development with organizations on the ground and regional hubs, thus ensuring sustainable growth for the future of the Network.

Collaboration and Partnerships: CHABAC will strive to collaborate with diverse stakeholders including all levels of government, researchers, AIDS service organizations, health, social and settlement agencies, faith-based, development, and community-based organizations. These efforts will be made with the recognition that partnerships are essential both for building the Network and facilitating the sharing of information and expertise which accurately document the reality of African, Caribbean and Black people living in Canada.

Advocacy: CHABAC will strategically advocate with, and on behalf of, African, Caribbean and Black people living in Canada on a variety of issues related to HIV and AIDS including, but not limited to the following: securing/ ensuring adequate financial and human resources; informed policy decision-making; scaling up prevention, treatment, care and support; and research involving communities represented by the Network.

Overall Representation of African, Caribbean and Black people: CHABAC will strive to ensure the accurate and positive representation of African, Caribbean and Black people in all of its communication, activities and planning processes. Images of African, Caribbean and Black people will be empowering and positive representations of our communities and lived experiences.

(5.) STRATEGIC DIRECTIONS

i. Raise Our Profile and Awareness of the Issues

Broad Approaches: Leveraging our members and partnering Networks, we will raise the profile of CHABAC in order to further the work of effecting change on the issue of HIV and AIDS in ACB communities in Canada through capacity building, advocacy, research and information sharing. We will develop a multi-pronged communication and community engagement strategy in order to build the capacity of stakeholders to respond effectively and appropriately to the needs of ACB communities in all regions of Canada.

ii. Strengthen Our Organizational Capacity to Engage

Broad Approaches: CHABAC will build its internal capacity to achieve its mission. We will finalize our model of operation including developing an inclusive and effective membership structure that is grounded in our guiding principles including but not limited to MIPA.

iii. Focus on Long Term Sustainability

Broad Approaches: CHABAC will seek out opportunities to support the work it does by strengthening and diversifying its membership base and creating a fund development plan that supports its primary objectives.