

BUSINESS

2018 – 2019

PLAN



Dear Members, Supporters and Stakeholders

Living Positive Victoria Business Plan 2018–2019

Nearly two years on from the merger between Straight Arrows and Living Positive Victoria, our engagement with vital communities who were not previously represented in our membership has increased and we have been able to provide consistent support to people whose intersections are multiple and varied from one another.

This is reflected in our whole-of-population approach and the diversification of programs and services within the Health Promotion and Peer Support sections of this plan. For those in our community who do not identify as cisgender or gay, when it comes to support for living with HIV, the constantly evolving structure of this organisation is changing the quality of their lives.

Following an extensive review of our ENUF Campaign, we will redirect those resources towards more expansive and culturally inclusive activities across a range of arts and other mediums to raise awareness and combat stigma in diverse communities.

There are a number of community, member and stakeholder engagement opportunities across this plan to mark our 30th Anniversary.

We will develop a history of key people and events to create a unique Annual Report for 2018 as well as looking to the future with the creation of videos to recognise and showcase the work we do today and encourage membership and participation from our diverse communities.

Who could imagine our 30th year would herald the era of U=U: Undetectable=Untransmittable. We will hold two community forums and develop a range of resources to ensure this message resonates loud and clear. It is an amazing opportunity to impact the stigma associated with a HIV diagnosis and change not just the way that we are viewed by others, but how we view ourselves. We will endeavour to find new and novel ways to challenge outdated HIV myths and disease stigma that continues to impact the quality of our lives.

Nurturing existing and new partnerships will continue to strengthen and diversify our levels of engagement and development. We are pleased to continue our partnership with the Australian Research Centre in Sex, Health and Society through our researcher in residence, Dr. Graham Brown and the development and implementation of the W3 (what works and why?) model to provide a system of data collection and evidence based practice around the majority of our peer and health promotion programs.

This will be a crucial element in the ongoing analysis of our new Peer Navigation program. Working in partnership with high caseload clinics will provide on-site access to peers engaging directly in support options for those newly diagnosed and those PLHIV with complex issues.

I hope that all people living with HIV, our members, supporters and stakeholders will be as thrilled as I am at the range and diversity of programs delivered by our organisation across the next financial year.

Warmest regards

Christabel Millar

President, Living Positive Victoria

OUR VISION

Living Positive Victoria shares the vision of the National Association of People Living with HIV Australia of a world where people living with HIV live their lives to their full potential, in good health and free from discrimination.

OUR MISSION

Our mission is to enable and empower all people affected by and living with HIV.

STRATEGIC GOAL 1

Providing influential leadership and advocacy.

STRATEGIC GOAL 2

Promote understanding through the visibility of positive lives.

STRATEGIC GOAL 3

Support the wellbeing of people living with HIV.

STRATEGIC GOAL 4

Developing and strengthening partnerships and alliances with communities of shared interest.

STRATEGIC GOAL 5

Keeping the organisation sustainable and adaptable.

HEALTH PROMOTION

In 2018/19 we will:

- Develop a disclosure legal resource. This will be framed within the current Victorian legal framework to assist PLHIV when making decisions around disclosure in a range of different settings.
- Develop a dating disclosure resource aimed at heterosexual PLHIV to assist in conversations around disclosure and risk.
- Support campaigns and cultural programs that address stigma. After an extensive review of the ENUF campaign, we will engage culturally diverse communities across a range of arts and other mediums to raise awareness and combat HIV stigma and discrimination.
- Develop fact sheets and other resources on living well with HIV to assist the new peer navigators to provide current information to newly diagnosed PLHIV.
- Host a community forum addressing U=U (Undetectable = Untransmissible).

We will continue to:

- Maintain a presence at community festivals in cooperation with our partners with a focus upon events that target affected PLHIV within communities who have limited access to HIV information and resources.
- Offer regular programs directed to young adults (<30years) through the *Gen Next* program and establish leadership pathways for this demographic by providing opportunities for skills development in health promotion, community development and public speaking.
- Deliver four *Phoenix* workshops for people newly diagnosed with HIV, including two for women on a revised format of the workshop.
- Collaborate with ACON on the *Disclosure Project* to obtain further stories on disclosure and to host the Disclosure Sofa at community events and conferences.
- Source and deliver 120 Christmas hampers to men, women and families living with or affected by HIV facing social isolation and/or financial hardship during the Christmas period.
- Select and coordinate a regional outreach event in rural Victoria with speakers' workshops and other activities tailored to that local region, and in partnership with local service providers and clinicians.
- Continue to work with a range of local and state organisations to build partnerships with communities of shared interest.

PEER SUPPORT FOR ALL PLHIV

In 2018/19 we will:

- Implement an innovative peer navigation program working in partnership with high caseload clinics. This will provide on-site access to peers engaging directly in support, advocacy and referral to a wide range of service and support options for those newly diagnosed and those PLHIV with complex issues.

We will continue to:

- Host 10 peer support network meetings (based on the format of *Gen Next*) to address the social and educational needs of older PLHIV.
- Work closely and collaboratively with Positive Women Victoria to offer outreach and peer support programs to women living with HIV.
- Lead on the coordination of *Camp Seaside* to ensure that families and children living with and affected by HIV are provided with a unique respite and living skills development opportunities
- Host quarterly *Planet Positive* events for PLHIV and their friends experiencing social isolation.
- Continue to provide administration, staff support and coordination support for the *Positive Leadership Development Institute Australia/New Zealand*.
- Host a facilitation team in service day to discuss new content for the PLDI program.
- Organise a PLDI national collaborating partner network meeting at ASHM conference.
- Offer one adult retreat event for women and heterosexually identified men living with HIV, and their partners to gather and explore living well with HIV.
- Provide one-to-one peer-based support and health promotion activities specific to heterosexual men, families and all women living with HIV.
- Coordinate an LPV Women's Day for women living with HIV to facilitate social connection, with a focus on issues and activities of interest to women.
- Coordinate various social events throughout the year to meet the changing priorities of clients, including adults, families and haemophilic men living with HIV.
- Coordinate monthly *Cook n Chat* meetings for heterosexually identifying men to come together in a supportive peer environment to share a meal and discuss issues affecting their lives.

POSITIVE SPEAKERS BUREAU

In 2018/19 we will continue to:

- Provide PLHIV speakers to metropolitan and rural schools and workplaces.
- Play a lead role in the coordination of World AIDS Day and lead the International AIDS Candlelight Memorial event.
- Deliver the *Living Well with HIV and Ageing Program* (in partnership with Thorne Harbour Health) a peer support and self-management health program to improve the health, wellbeing and the quality of life of ageing PLHIV (subject to funding).
- Continue recruitment and training of new and existing speakers.

COMMUNICATIONS

In 2018/19 we will:

- Develop a video history of people and events key to the organisation's history to use for a multitude of purposes across a range of media, social media and via our website in our 30th year.
- Develop a video to promote our *Phoenix* workshops for men who have sex with men, women and heterosexually identifying men.

We will continue to:

- Build our photo library capturing 'real faces' of the PLHIV community for promotional and marketing initiatives.
- Produce eight editions of *Poslink Express* (news orientated online publication) and four issues of *Poslink* (theme-based publication).
- Engage with members through social media in a way that ensures that they have the most up to date information including quarterly updates on the website and timely and relevant posts on Facebook and Twitter.

OPERATIONS

In 2018/19 we will:

- Establish a fund-development working group to investigate new funding opportunities for the *Finance, Learning and Independence Program (FLIP)* in order to ensure it keeps up with demand from our members.
- Continue to support a researcher in residence program in conjunction with the Australian Research Centre in Sexual Health and Society to apply and integrate W3 evaluation frameworks across the range of our programs.

We will continue to:

- Phase in the IT specific requirements to ensure a successful rollout and integration of the Contact Relations Management system (CRM).
- Support our partner in Coventry House, Positive Women Victoria, by providing administration, management and facility support.
- Continue to expand our capacity to respond to policy and strategic developments that impact the agency and our membership.

CORPORATE GOVERNANCE

In 2018/19 we will:

- Host a board engagement forum prior to the call for nominations for the board election and AGM process. This forum is aimed at Victorian PLDI alumni and other volunteers and members interested in applying to join the board, and will provide insight into the organisation's corporate governance structure.
- Seek to review our Memoranda of Understanding with major partners – Positive Women Victoria, Thorne Harbour Health and TasCHARD.
- Develop and engage in a framework of evaluation to track the implementation and delivery of the current Strategic Plan 2018.
- Engage in a 360-peer review of the board of directors and the CEO.

We will continue to:

- Champion a new board of directors' 6-3 model with the inclusion of both declared HIV positive and undeclared sero-status directors, in order to establish diversity and the skillsets to govern effectively into the future.
- Challenge our partners, stakeholders and the communities of service to recognise the changing nature of HIV in Victoria, and continue to advocate for the adoption of new bio-medical prevention technologies, with a focus on Treatment as Prevention (TasP) and U=U, as well as new testing technologies and advances in HIV treatment and care.
- Ensure our directors are provided with access to governance training, as well as professional development opportunities for personal growth and capacity building to ensure high-level leadership, governance and strategic planning.

