



The Connection

The Newsletter of Regional HIV/AIDS Connection

Serving Perth, Huron, Lambton, Elgin, Middlesex, and Oxford Counties

March 2013

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The Black, African and Caribbean Canadian Health (BLACCH) Study



Adapted from "Final Report from the Black, African and Caribbean Health (BLACCH) Study". London, ON. May 2012.

Regional HIV/AIDS Connection is committed to developing and delivering services that are evidence based. We are a proud participant in a number of community based research initiatives which serve to inform strategies for HIV and HCV prevention.

Project

RHAC has been involved with the Black, African and Caribbean Canadian Health (BLACCH) study as a research partner for several years alongside the Schulich School of Medicine & Dentistry and the London Cross Cultural Learner Centre.

BLACCH study data were collected through interviews undertaken with both service providers and community members. While these data speak to a variety of health-related themes, the theme of HIV/AIDS is of particular interest to us at RHAC.

What does the BLACCH Study tell us about HIV and related health issues?

More than half of the study participants (56.9%) reported that they had been tested for HIV at least once (Baidoobonso et al. 2012:44). Many ACB community members who participated in the BLACCH study acknowledged that HIV/AIDS impacts ACB communities while simultaneously recognizing that HIV/AIDS impacts all communities.

Further, community members often drew attention to the fact that HIV/AIDS-related stigma is prevalent among ACB communities; as a result, discussions about HIV/AIDS are largely

The Black, African and Caribbean Canadian Health (BLACCH) Study is a community-based research project designed with the goal of improving access to health care and the health status of Black people from Canada, Africa, the Caribbean, and other parts of the world who reside in London and Middlesex County, Ontario, Canada.

taboo. In fact, community members often identified stigma and discrimination (whether from community members or service providers) as barriers that prevent community members from accessing services (Baidoobonso et al. 2012:16-18).

Outcomes (What is the impact of the study for local communities/service providers?)

Research findings from the study allowed the research team to develop the following recommendations aimed at supporting efforts to improve access to health care and overall health for Black community members in London and Middlesex (Baidoobonso et al. 2012:67-68):

- ACB (African, Caribbean, Black) community members should be encouraged to receive physical exams every year
- Health care providers and ACB community members should be provided with information about ACB people's specific health needs
- HIV testing for couples and families should be promoted
- More education about how to prevent stigma and discrimination against people living with HIV/AIDS and other health conditions is needed

For more information about the BLACCH Study, please contact:

Shamara Baidoobonso – sbaidoob@uwo.ca
Mbaka Wadham – mwadham@hivaidconnection.ca

Community Inspired. Courage Driven.

Reports from the Field

Greetings from the Six Counties



Jennifer Gritke, Regional Coordinator of HIV/AIDS Services

The winter weather is fully upon us but luckily the roads around Perth, Huron, Lambton, Elgin, Middlesex and Oxford Counties have been clear!

Our major regional event since the last update was the 4th annual World AIDS Day Vigil in Stratford. This event, held at Community of Christ Church in Stratford, is an important part of the agency's AIDS Awareness Week activities. On November 30th approximately 40 people, including members of the community, RHAC staff, volunteers, and special guest speakers and performers, gathered to Remember, Honour and Celebrate those who have lost their lives to or currently live with HIV/AIDS.

AIDS Awareness Week also saw the advent of our inaugural Red Scarf Project that was held in Stratford, as well as London. Volunteers from Stratford and area knit over 80 red scarves that were installed around downtown Stratford on November 27th. People were encouraged to take the scarves and wear them as a visible symbol of the Red Ribbon for AIDS. The event was a great success and we will be looking for volunteers to help us knit more for 2013!

I was also excited to see that the record was broken for the most attendees at one of our regional anonymous HIV testing clinics! Our clinic in Woodstock on October 19 was a great success with eight people coming to be tested. These clinics continue to offer a specialized and important service that may not otherwise be readily available to people living further from London.

Presentations, network meetings and planning for spring and summer events will keep me busy throughout the region for the rest of the winter. If you have any ideas for regional work or if you live outside London and are interested in becoming a regional volunteer, please don't hesitate to contact me at jgritke@hivaidconnection.ca or call me at 1-866-920-1601.

Regional Anonymous Testing Clinic

Where: Next Wave Youth Centre
32 Front St. W., Strathroy
When: March 27, 2013 – 2-4 p.m.

Done in private room, results in 15-20 minutes, pre- and post-test counselling, drop-in.

For more information, contact Jennifer Gritke at 1-866-920-1601 or jgritke@hivaidconnection.ca

GMSH partners with ACCHO in effort to reach more black gay men



In an effort to improve services regarding HIV prevention and education targeting African, Caribbean and Black men who have sex with men, the Gay Men's Sexual Health Alliance (GMSH) has teamed up with the African Caribbean Counsel on HIV in Ontario (ACCHO) to discuss how the two organizations can collaborate more effectively to reach, what can often seem like, an invisible community of black gay men.

Issues of racism, homophobia and cultural barriers have often hindered effective and appropriate prevention messaging, and as a result, black men continue to represent a significant number of new HIV infections in Ontario. ACCHO and the GMSH seek to address this by first building strong working relationships between strategy workers across the province, thereby enhancing our abilities to provide successful interventions and support to the ACB MSM community.

RHAC is working on ways to build relationships locally and are looking for any important input or feedback from community members who might have insight into how to better reach our black gay brothers and sisters in solidarity and support.

For any information regarding the GMSH or ACCHO strategies please contact Kevin Murphy at kmurphy@hivaidconnection.ca, or Mbaka Wadham at mwadham@hivaidconnection.ca.

London Homophobia, Biphobia, Transphobia Working Group Update



The HBT Working Group (HBT) is as busy as ever! More specifically, the group was recently awarded approximately \$9000 through the Ministry of Community Safety and Correctional Services (SVC) grant program for "HBT Project: Survive and Thrive." The funding will allow HBT to once again run a time-limited support group for community members who have experienced or witnessed LGBT2Q hate activity. In addition, the funds will provide infrastructural support to the HBT Working Group in the form of a new social networking system that will streamline communications among HBT membership.

Also, HBT is thrilled that the group's new website is up and running! Visit www.hbtlondon.ca to access information, resources and to report LGBT2Q-related hate incidents through a new online reporting tool.

Regional HIV/AIDS Connection serves the counties of Perth, Huron, Lambton, Elgin, Middlesex, and Oxford.

Volunteers in Action

The Man in the Red Scarf



Al Gardner came to RHAC as a recent volunteer in mid October 2012, and since then has been anything but shy in terms of getting actively involved with forwarding our agency mission, logging in over 80 volunteer hours in just under 3 months. Poke at any calculator and you'll note that's equivalent to two full weeks of doing a regular 9-5 p.m. work gig!

Regular attendance at our weekly Couch Crew, preparing essential 'care' materials for our service users, has been a cornerstone

of his service. However, his influence has extended well beyond the walls of RHAC and into the community at large. In October, he was front and center at the box office for our Rocky Horror Picture Show fundraiser. As the colder weather rolled in, he could be seen about town wearing his red scarf, in support of AIDS Awareness Week. As the sun rose on November 27th, he, along with 12 other brave volunteers, blitzed the downtown core with red scarves. It's worth noting that each of the scarves was a volunteer handmade original—so a big thanks to all the awesome knitters! Finally, the month of December saw him make a long day's journey into night, in support of our annual Holiday Client Dinner. He arrived at 3pm with the cooks to help set-up and was the last man left standing at the venue, well after the sun had set!

One of the truly unique qualities that Al possesses is his genuinely warm enthusiasm, which he brings everywhere and shares generously with others. Elizabeth Irish who worked with him placing scarves out in the downtown core said "it was a fantastic experience! It was very clear how dedicated he is to investing time into volunteering with RHAC. He was very friendly and instantly made me feel comfortable volunteering with him". That said, it is no surprise that Al has already engaged and brought two additional people into our great volunteer pool, adding to the valuable contribution of time, skills, and good will made towards the agency and those whom we support.

Al, we thank and salute you for making a meaningful difference to the many we serve.



Regional
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Volunteer Training and Orientation

RHAC is always looking for new volunteers to help us with our mission. We offer orientation sessions several times a year that provide people with an overview of our programs and services, give some examples of possible volunteer roles, review your rights and expectations as a potential volunteer, and learn some HIV Basics.

We currently have two dates scheduled for Volunteer Orientation & HIV Basics:

Wednesday, March 6 from 6:00 – 8:30 p.m.

Wednesday, May 8 from 6:00 – 8:30 p.m.

For more information on the orientation session or to sign up, contact our Community Engagement Coordinator, Martin McIntosh at mmcintosh@hivaidsconnection.ca or call 1-866-920-1601.

Honouring Rob Newman

RHAC is very proud to announce that our own Rob Newman was honoured at the OAN Honour Roll banquet as the 2012 recipient of the Person with HIV/AIDS Leadership Award.



One only needs to hear his remarkable story of loss, hope and commitment to advocacy to recognize that Rob Newman openly demonstrates resilience and provides inspiration and leadership while advocating for people with HIV/AIDS. Over the course of 22 years living with HIV he has displayed

leadership in the face of many challenges and inspired community action while reinforcing the principles of community values (the values of GIPA), as he aspires to reduce stigma and discrimination. Each day Rob's words and deeds serve to erode stigma and discrimination.


Rob has shared that he is often asked the question, "How did you do it?" Rob offers, "My answer used to be because I had no choice. On my first day of work at RHAC/ACOL I met someone who truly had no choices, no friends, no family, no home - this person was truly "all alone." It was at that moment that I realized that any of my accomplishments or those of my family were truly on the shoulders of those who never let us down. I could not have done any of this without the support of so many."

Congratulations, Rob on this much deserved honour.

Upcoming Events

A Taste For Life

Where will you dine on April 24th?

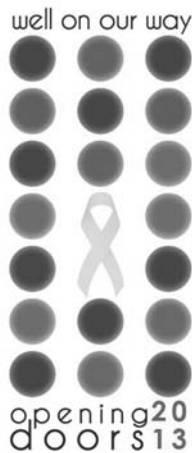


This year RHAC is celebrating 10 years of **A Taste For Life** in London and a second year in Stratford. We need your help in getting more people out to dine than ever before. You already know **A Taste For Life** has a proven winning formula. With your help RHAC encourages patrons, new and seasoned, to dine out on April 24th, while restaurants enjoy a busy night, on what is traditionally a slow night. Participating restaurants commit to donating 25% of before tax revenues to Regional HIV/AIDS Connection. Everyone raises money for a great cause while enjoying good food and demonstrating their commitment to the community. Not only does it feel good, it's good business for participating restaurants and sponsors. We've already confirmed sponsorship from Astral Media and Pinpoint Publications to ensure that our promotions are cost-effective, thereby raising more money for programs and services.

You can make a difference this year by calling a participating restaurant, making reservations and encouraging others to do the same. Excited about where you will eat? Tweet your enthusiasm with **#atasteforlife**. Want to demonstrate your social networking skills? Offer to host at a restaurant and fill it to capacity twice in one night. Over one third of our revenue comes from additional donations made at the table. We need you to help us find dynamic, articulate and friendly volunteer greeters who will encourage patrons to donate in support of RHAC's mission. Call me, Natalie, at 519-434-1601 ext 257 to talk about how you can make **A Taste For Life** 2013 our best year yet!

Opening Doors

The annual Western Ontario Opening Doors HIV Counseling Initiative Conference will be held on March 7 & 8 in Windsor. This conference brings together PHAs, their affected family and friends, and service providers and provides them with an opportunity to learn, socialize, reflect and connect. The event is free for PHAs and affected family and friends and only \$25 for service providers. This year's conference, called **Opening Doors: Well on our Way!** will focus on resilience and the important intersections between mental and physical health for people living with HIV and Hepatitis C. Keynote Speaker will be Dr. Trevor Hart, an Associate Professor in the Department of Psychology at Ryerson University.



International Women's Day

March 8th is a significant day for women around the world - a day to pause, reflect and celebrate the progress made toward equal rights for women. Regional HIV/AIDS Connection will be hosting another celebration this year to recognize women's contributions to the movement, to our agency and to our community. We are planning some surprise events of celebration both internally and within the community of London. So for now we will leave you hanging on the edge of your seat! Information will be posted on our website www.hivaidconnection.ca.

Consider checking out www.internationalwomensday.com, a global hub for sharing International Women's Day information, events, news and resources.

Tachycardia

When spring comes in April, it means it is time for "Tachy"! This event, in its 58th year, is a theatrical production put on by the medical students at Western University. Annually attended by over 1500 people, the production gives the students a chance to show off their talents and raise funds for a charity. RHAC is fortunate to be the recipient of the funds for many years. In the last five years alone, Tachycardia has donated over \$110,000 to RHAC.

Visit the website to find out more about this great event: tachy.uwomeds.com.



Past Events

Rocky Horror Picture Show

The fourth annual Rocky Horror Picture Show event was held on October 25. The annual screening of the cult classic film at Rainbow Cinemas has become a well-loved way to celebrate Halloween and support RHAC. The evening included a costume contest, a chance to pose for some classic Polaroid shots while in your best Rocky Horror get-up, and a draw for tickets to Shock Stock, a convention for fans of the horror film genre. The evening was a success, raising over \$3500. We'd like to extend a special thanks to our sponsors for the evening: Central Spa, Lavish, The Naughty Gypsy, Übercool Stuff, and Shock Stock. We would also like to thank Rainbow Cinemas for hosting the film screening, our volunteers, staff and everyone who came out to the event. Keep your eyes open for another chance to do the Time Warp in October!





Trans Day of Remembrance

Each year on November 20th (Trans Day of Remembrance), the HBT Working Group seeks to recognize the impacts of transphobia and transphobic violence and on both individuals and communities. In addition, the HBT Working Group aims to raise awareness about opportunities for advocacy, build networks of support and create safe spaces with the goal of nurturing positive social change. In November, the HBT Working Group organized an event at Brennan's Beer Bistro to complement other Trans Day of Remembrance events and activities held throughout the city. The event offered community members a safe and welcoming place to gather, share experiences and engage in awareness-raising activities. These activities included chalking messages and statistics on Brennan's exterior walls and adjoining sidewalks to help the broader London community appreciate and more fully understand the toll transphobia exacts locally and in the global context.

Knitting the Town Red!

If you happened to be in downtown London or Stratford on November 27, you may have seen some beautiful, hand-knit red scarves hanging from signs, lampposts and fences. These scarves, knit by RHAC volunteers, staff, clients and community members, were placed in the downtown cores of London and Stratford as a public awareness installation.



The red scarves, when worn, brought to mind the iconic Red Ribbon for AIDS. Each scarf had an information card attached, explaining the significance of the red ribbon. The scarves were quickly snatched up by people in the community and the sense of connection and excitement were palpable. The project was a great success, garnering attention and support across the province. If you are a knitter and would like to participate in the Red Scarf Project next year, please contact our Community Engagement Coordinator, Martin McIntosh through email: mmcintosh@hivaidconnection.ca or by phone: 1-866-920-1601.



World AIDS Day Vigils

The London World AIDS Day Vigil was held on December 1st at the Civic Garden Complex on Springbank Drive. There were well over 100 people in attendance. The evening began with a speech by Sue Brooks, a long-time supporter, former staff member and former board member. Sue spoke of the history of the agency and the integration of the red AIDS ribbon into the AIDS movement. Many new and familiar faces paid tribute and entertained the crowd of supporters including a rousing rendition of the popular song *Lean On Me* that brought the house down. A group of Aboriginal women closed the evening's program with a moving and powerful drumming and softly sang as the names of almost 400 people were read and remembered. A reception with refreshments and snacks followed. Thank you to everyone who attended and participated in this event! Anyone who wishes to

have a name added to the list of those we remember every year on December 1 please contact Rob Newman by email: rnewman@hivaidconnection.ca.

A World AIDS Day Vigil was also held in Stratford for the fourth year in a row. This event, taking place on the evening before World AIDS Day, was held at Community of Christ Church and featured musical performances, speakers and a presentation of names of people we have lost to HIV/AIDS. A representative from the City of Stratford, Councillor Kerry McManus spoke, as did representatives from RHAC as well as a PHA. Stratford youth Kaitlyn Purvis performed several musical numbers. Special thanks to all of our participants, as well as the members of the Community of Christ Church who provided delicious baked goods for people to enjoy after the Vigil.

Client Holiday Dinner – A PHA Perspective

London can be an interesting place when it comes to a PHA out in the city. When you add the expectations of the Holiday Season to the mix, things can get all the lonelier - and very un-Merry! Not exactly what Santa promised. However, I went to my 2nd RHAC Annual Holiday Dinner tonight and, I'd be telling you a lie if I said I wasn't happy! - I was very, very happy! I was fully content to be amongst my PHA peers at a time of year when little is available to me or others living with HIV. Executive Director Brian Lester led the evening, first introducing the volunteers who helped cook the fantastic dinner, then announcing the man himself, Santa Claus! Christmas gifts were handed out to the anxious children, friends table-hopped and new faces mingled at the beverage table. Several of the RHAC staff showed us that this wonderful evening is indeed OURS by visiting each table to say a warm "hello!" If you have never come to one of the Holiday Dinners then you are truly missing an opportunity to meet new friends. So, come out next year and be MERRY with your fellow peers! Have some wonderful food! Celebrate the POSITIVITY of being positive TOGETHER! - P.D., client of RHAC

Chess Tournament Raises Funds for RHAC

On Saturday January 19, 2013 the 7th Annual Ludvik Anthony Mitek Chess Tournament was held. Since 2007, the tournament has been held annually in January to bring together friends to celebrate Lud's life.

This event has continued to grow in recent years and has been held at the Poacher's Arms for the past few years. The tournament this year raised \$440 – almost double the amount from 2012! The proceeds from the tournament have been generously donated to the Counterpoint Outreach Program at RHAC. This selection of this program as the recipient of funds demonstrates the meaningful and important work that the program does for the community. Thank you to the organizers and participants!



Go to our website at www.hivaidconnection.ca and click on the Facebook tab in the bottom left corner of the page then click Regional HIV/AIDS Connection on Facebook. Follow the latest news and events on our page.

HIV/AIDS – Which Story to Tell?

The following was published in the London Free Press on World AIDS Day so we thought we would include it in this edition of The Connection:

December 1st 2012 was World AIDS Day and I spent some time reflecting on which HIV/AIDS story to tell. Shall I share the good news UNAIDS report of a 50 percent reduction in infections across 25 countries. Should I note the promising phase one results of the first and only preventative HIV vaccine developed by Dr. Chil-Yong Kang and his team at Western's Schulich School of Medicine & Dentistry. Should I mark this moment with the fact that with early access to treatment people living with HIV can anticipate a life span similar to their HIV negative brothers and sisters. Such developments in the fight against HIV/AIDS indicate strong signs that we are on a promising trajectory toward a cure. Each of these good news developments will help move the world toward the UNAIDS goal of zero new infections and zero deaths. But what about their goal of zero stigma! In the context of "getting to zero stigma" the other HIV/AIDS story must be told. It's a story that reveals stigma's profound negative impact on those living with this virus. HIV stigma could be the single most powerful deterrent to reaching the 2015 UNAIDS goals.

A 2012 report funded by *CIHR Social Research Centre in HIV Prevention* entitled "*HIV and AIDS in Canada: A National Survey Summary Report*" indicated the following facts;

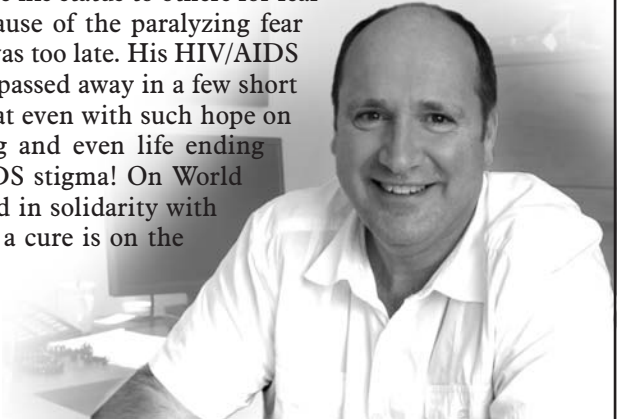
- 16% of Canadians "feel afraid" of people living with HIV
- 18% would be somewhat or very uncomfortable working in an office with someone living with the illness
- 23% expressed discomfort shopping at a small neighborhood grocery store owned by someone living with HIV/AIDS
- 35% would be somewhat or very uncomfortable if their child was attending a school where one of the students was known to be living with HIV
- 54% would be somewhat or very uncomfortable with a close friend or family member dating someone with HIV

Such statistics are a clear indicator that after 30 plus years many people in Canada continue to hold irrational fears on the subject. These fears drive stigma and challenge HIV/AIDS work on many levels. Stigma is defined as "a mark of disgrace associated with a particular circumstance, quality, or person". There should be no disgrace in living with HIV yet in 2012 stigma continues to deter people from accessing care, treatment, testing and support. Because of this fact the consequences of HIV stigma can be deadly.

This leads me to reflect on the recent passing of an individual who found his way to our services this past year. "James" was a 39 year-old man, who over the past 10 years, could not seem to find his way through HIV stigma to seek out life saving treatment. He couldn't make the call for help. He couldn't acknowledge his status to others for fear of losing his family, friends and his employment. He couldn't disclose because of the paralyzing fear caused by HIV stigma! When he became sick he finally contacted us - but it was too late. His HIV/AIDS related illnesses had advanced to a stage where treatment was not viable. He passed away in a few short months. The passing of James and others like him offers a stark reminder that even with such hope on the horizon, HIV/AIDS continues to be a serious illness with life altering and even life ending impacts. If only there was medication or a vaccine to treat or cure HIV/AIDS stigma! On World AIDS Day and every day Regional HIV/AIDS Connection continues to stand in solidarity with those living with, affected by, or at risk of HIV/AIDS. The hopeful story of a cure is on the horizon but until then the story of HIV stigma needs to change.

Thanks for your continued support!

 Executive Director



Client News

HIV Client Spring Picnic

Clients living with HIV/AIDS are invited to the PHA Picnic to be held on Thursday, June 27 from 1:00 – 4:00 p.m. The picnic will be held at Gibbons Park. Come join us for games, prizes and delicious food! Contact Rob Newman by phone (519-434-1601 ext 253) or by email (rnewman@hivaidsconnection.ca).



HCV Client Lunch

On January 11th we had our first Hepatitis C Client Lunch. The purpose of the Client Lunch is for our Hepatitis C clients to have the opportunity to meet the Executive Directors of both RHAC and the London Intercommunity Health Centre to discuss how they feel about the services being offered through our joint initiative, The Hepatitis C Care Team. The clients had the opportunity to discuss what works for them and suggest new ideas to streamline our services. We had a total of 13 clients show up and the feedback from both Executive Directors and the clients was that it went very well indeed. During the first year of this initiative there will be two lunches, then starting next year the client lunch will be held quarterly.

Upcoming Social Support Groups

PHA Café – a social support group for anyone living with HIV/AIDS. This group meets on the second Thursday of each month. Upcoming dates are:



- March 14
- April 11
- May 9

For more information on this group, contact Richard MacDonagh by email (rmacdonagh@hivaidsconnection.ca) or phone (1-866-920-1601)

Women's Group – a social support group for women living with HIV/AIDS. This group meets on the last Thursday of each month. Upcoming dates are:

- March 28
- April 25
- May 30



For more information on this group, contact Miriam Rivera by email (mrivera@hivaidsconnection.ca) or phone (1-866-920-1601)

Winners Circle – a social support group for long-term survivors living with HIV/AIDS. We are pleased to announce that this group will be accepting new members in April. For more information on how to join this group, contact Rob Newman by email (rnewman@hivaidsconnection.ca) or phone (1-866-920-1601)

his role will be coordinating RHAC's volunteer resources to serve our mission. Additionally, Martin will be responsible for supporting the development of corporate sponsorship opportunities in association with ongoing RHAC events and service programs. Martin has recently returned 'home' to London, where he graduated from Western with a BSc. (Physiology and Psychology), before leaving to pursue a career in the United Kingdom. Martin has brought back 15 years of experience in the field of marketing consultancy. His proven strength in developing strong, trusted relationships with business leaders across a wide variety of corporate organizations, as well as with his support staff and colleagues, places him in a position to bring additional strength to the team.



Mbaka Wadham, Multicultural HIV Prevention Coordinator

Mbaka Wadham has joined the RHAC to take on the Multicultural HIV Prevention Coordinator position while Mercy is on parental leave. Mbaka is an MA candidate in Socio-cultural Anthropology at Western University. Her thesis entails examining the culture of sex and its intersection with caring in Lusaka, Zambia during an age of HIV/AIDS. Over the past 6 years she has volunteered with various organizations such as Participation House, the JGH and RHAC (some of you might remember her from when she was involved with translating the Basics brochure into Spanish). She is thrilled to be part of RHAC and looks forward to getting to know each and every one of you.

Transition

Natalie Hébert, Fund Development Coordinator

Natalie began as a volunteer at RHAC in 2005 on reception and in Counterpoint. From 2007-2009 she worked in Fund Development at the Canadian Cancer Society, managing a million dollar a year special events portfolio. In 2009 she returned to RHAC as Coordinator of Volunteer Services and, in January of this year, assumed the role of Fund Development Coordinator. Natalie brings a passion for community building and an enthusiasm for assisting donors in reaching their philanthropic goals. "It's not about asking for money. Raising funds is about offering an opportunity for people to invest in RHAC and see our shared vision realized." Congratulations Natalie!



Staff Announcements

Departures



Darlene Pratt, Director of Community Relations

Darlene came to RHAC in 2008 and quickly made her mark on the agency. She spearheaded the enormous task of re-branding what was then the AIDS Committee of London and was instrumental in the development of RHAC's name, logo, tagline and the new website. Darlene also oversaw a large regional expansion and the continued success of our fundraising and volunteer programs. Darlene made a significant contribution to the work of the agency and will be missed by all, including community partners, volunteers, and sponsors with whom she worked closely to advance our agency's mission. We wish her much luck in her new position.

Arrivals

Martin McIntosh, Community Relations Coordinator

Martin joined RHAC in early January to fill the newly created role of Community Relations Coordinator. An integral part of



Mercy Nleya-Ncube, Multicultural HIV Prevention Coordinator

We are thrilled and honoured to share some wonderful news - Mercy Nleya-Ncube and her family welcomed a new member – a baby boy born on January 21st! We wish Mercy and her family much joy and happiness as they get to know the new baby and spend time together over the next year as Mercy undertakes a 12-month parental leave. We look forward to welcoming Mercy back in 2014, when she will resume her role within the Education Department as Multicultural HIV Prevention Coordinator.

