

WOMEN'S HEALTH IN WOMEN'S HANDS
ANNUAL REPORT 2011

Celebrating 20 Years of Women's Resilience



WOMEN'S HEALTH
IN WOMEN'S HANDS
COMMUNITY HEALTH CENTRE
INCREASE • INNOVATE • IGNITE



The Mandate of Women's Health in Women's Hands (WHIWH) Community Health Centre is to provide primary healthcare to Black Women and Women of Color from the Caribbean, African, Latin American and South Asian communities in Metropolitan Toronto and surrounding municipalities. We are committed to working from an inclusive feminist, pro-choice, anti-racist, anti-oppression, and multilingual participatory framework in addressing the issue of access to healthcare for our mandated priority populations encompassing gender, race, class, violence, sexual orientation, religion, culture, language, disability, immigration status and socio-economic circumstances.

Our Commitment

- Working together as a multidisciplinary team to provide quality health care
- Addressing the issue of access to healthcare (encompassing all the determinants of health) caused by poverty, gender, race, violence, sexual orientation, religion, culture, language, disability, class, and socio-economic circumstances.
- Developing strategies to remove the barriers embedded within the healthcare system which strongly influence how one experiences health and how one is treated by the health care system.
- Advocating for and with our communities for change.
- Participating in community activities which create the social and environmental conditions that promote health and wellness.
- Enhancing women's sense of well being in an atmosphere that allows us to validate each other's definitions and experiences.
- Supporting women's right to make informed choices about our health.

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WHIWH original office on Dupont Ave.

If these Walls could talk

(a look at our history)

It was just over 20 years ago, that Women's Health in Women's Hands Community Health Centre, was a mere vision. One which emerged from a community consultation. The desire to create a Centre whose priority population would be Black Women of Women of Colour began humbly with just a handful of individuals, 5 to be exact, whose objective was health promotion.

While we were grateful that a first step towards the health of Black women and women of colour was finally in the works, we knew even then the need for our services far exceeded our early beginnings. As consistent funding was finally established for the Centre, we quickly began to hire doctors and nurses and opened our clinical practice,

relocating to our more spacious and comfortable home at 2 Carlton Street.

Our growth was rapid and soon nutritional health programs, mental health counselling and a diabetes centre were up and running. Our centre would soon be synonymous with groundbreaking research and exemplary care and our reputation would reach much further than the boundaries of our province, rising as one of the key speakers at the UN special session on the Millennium Development Goals in Geneva.

What was once seen as a niche centre, has captured the attention of our Premier, as well as leaders abroad.

Earlier this year, WHIWH-CHC was named Innovator of the Year, by the Association of Ontario Health Association. A honour we are extremely proud of.

Over the years our vision, our staff, location and reputation has grown and we hope to continue on this path over the next 20 years.

WHIWH Timeline

September 1987	Community consultations at OISE form the basis of our philosophy for a community based, multidisciplinary and holistic health centre.
August 1988	Whole Centre for Women's Health receives Letters of Incorporation
December 1989	Whole Centre for Women's Health approved for funding.
Early 1990	First five staff members hired prioritizing Health Promotion.
Early 1991	One day anti-racism session led by Amah Harris of Theatre in the Rough. We rename ourselves Women's Health in Women's Hands.
October 1991	Community members stage a sit-in, occupying the centre, hold a press conference and negotiate with the Ontario Ministry of Health political staff to secure the future of WHIWH
October 1992	WHIWH delivers first Canadian Training Sessions on Female Genital Mutilation
May 1993	WHIWH holds first open Annual General Meeting and elects board that represents our priority communities.
November 1993	WHIWH hires doctors and nurses and begins to deliver Clinical services.
Spring 1995	WHIWH moves to beautiful new site at 2 Carlton Street.
September 1995	WHIWH lead Canadian NGO on women's health issues for United Nations Fourth World Conference on Women.
Summer 1996	We hire our first dietician and establish our Nutritional Health Promotion Program.
Winter 1999	Hire a consultant to conduct a needs assessment and develop the WHIWH HIV program
Summer 2001	WHIWH presents a Brief on the New Immigration and Refugee Protection to the Standing Committee on Citizenship and Immigration.
Fall 2001	Participate in World Conference Against Racism in Durban, South Africa and deliver statement to the General Assembly.
	Present our Model of Care for HIV/AIDS for Black Women to the UN Special Session on HIV/AIDS in New York

WHIWH Timeline cont

Spring 2002	Receive funding for our first research project from the National Health Research and Develop Program for first research study on African and Caribbean Women and HIV/AIDS in Canada “Silent Voices of the AIDS Epidemic”.
2006	Receive funding to establish a Diabetes Education Centre.
2007	Produce and Launch the first documentary on Black women and HIV/AIDS in Canada “ The Woman I have Become”.
	Designated as an HIV Anonymous Testing Site.
2008	Establish a Chronic Disease Management Program
	Adopt Moto: Increase-Innovate-Ignite during Strategic Planning Session
2009	Premier Dalton McGinty Visits WHIWH and announces proposed legislation changes to healthcare professionals in Ontario
	Present Statement on the barriers to accessing primary healthcare for racialized women in Canada at the UN special session on the Millennium Development Goals in Geneva.
2010	WHIWH receives a facelift
2011	Study findings from The Every Woman Matters Report Released. Study looks and Black women and Women of Color accessing Primary Healthcare in Ontario
	WHIWH named Innovator of the Year by the Association of Ontario Health Centres
	WHIWH Celebrates 20th anniversary with the first Women of Resilience Awards Gala. 20 Community Activist selected and honored on Sept. 8, 2011



Message from the Chair

As all of us come together in the final days of celebration for WHIWH's 20th Year of service, it is unfortunately now the time that I must too say goodbye. This message marks my last as Chair as my tenure has come to an end. Six years has passed quickly and many fond memories have been formed through out my incumbency; a journey perhaps more fuller than most.

Like many of you, I became a part of this organization because I believe we can accomplish much more by working together than by ourselves. That our voices united cannot go unnoticed. For there is no question that WHIWH's would not be what it is today without the unwavering support of the community and the tenacity of our clients who walk through these doors day after day. From our early beginnings on Dupont Avenue, to our international presence today. WHIWH's has always been more than just a community health centre, it has been a home away from home, a solace, a philosophy and a real example of resilience. No where else in this province, or this country for that matter, is there a health centre which is as committed to the health and well being of Black Women and Women of Colour.

While we continue to celebrate the 20th year of WHIWH's, I would be remiss if I did not recognize all those who make this centre what it is today. I want to truly thank the staff and Board, for they are a wonderful group who welcomed me many years ago and continue to embrace me today. I want to acknowledge the clients of this centre who remind me of the importance of what we aim to accomplish, and I want to send a special congratulations to the 20 Recipients of the WHIWH Women of Resilience Award.

As I depart, I am conscious of the fact that many of the programs, research studies and conferences spearheaded by WHIWH's are now vital to the equation of boosting the physical and mental health for Black women and women of Colour. I know that Women's Health will

continue to place the needs of Black women and women of Colour in the forefront of the social landscape and that our voices will continue to be heard. We will not let others dictate how we are to be treated, helped and healed. My tenure on the board may have come to an end however WHIWH is family to me and where-ever they will have me I will be. I will continue to work with WHIWH in any capacity to ensure that black women and women of Colour's overall health and well being is primary and not an after thought.

Dr. Natasha Browne
Chair, WHIWH-CHC

WHIWH Board of Directors

Dr. Natasha Browne - Chair
Archana Mathew - Vice Chair
Rumana Chowdhury – Secretary
Lauriana Mandody - Treasurer
Jewel Amoah – Member at Large
Fouzia Warsame - Member At Large

Gabriela Agatiello - Member At Large
Novlette Fraser - Member At Large
Richelle Samuel - Member At Large
Racquel Bremmer -Staff representative
Dr. Nalya Jessamy -Staff representative



Natasha Browne



Archana Mathew



Gabriela Agatiello



Lauriana Mandody



Novlette Fraser



Fouzia Warsame



Richelle Samuel



Rumana Chowhdury



Jewel Amoah



Racquel Bremmer



Nalya Jessamy



Message from the Executive Director

When I first joined Women's Health In Women's Hands Community Health Centre (WHIWH-CHC) some 15 years ago, I became acutely aware that the healthcare needs for racialized women were desperately unaddressed. Women from our priority populations within the mainstream healthcare system were overlooked, or simply ignored. As we now conclude our 20th year of service, I can attest to the immense amount of advocacy that has been done and the improvements that have been made in response to the needs of racialized women with Women's Health in Women's Hands at the forefront of these advancements.

As time has passed, WHIWH's has matured and our clients continue to be a dynamic representation and reflection of the city around us. Our health centre has expanded and our services are more comprehensive and responsive to our client needs. This of course is a due largely to our dedicated staff and board as well as the overwhelming support we have received from our membership and communities at large.

Our centre, which humbly began with a health promotion staff of 3, now houses more than 40 employees providing primary medical health care with more than 8000 visits annually. Our community development and education programs reach racialized women at exceptional levels and our research department currently houses 20 studies with researchers and academic institutions across the country. We have experts in a variety of fields and deliver an array of services, from prenatal care and nutrition to mental health counseling and psychiatric care, to HIV/AIDS prevention/care and diabetes education.

This year alone with the support of the Ministry of Health Promotion and Sport and the Ministry of Health and Long Term care AIDS Bureau we expanded our diabetes education

program as well as our HIV program. We have also added transgendered healthcare to our list of services and we continued to forge ahead in the strategic directions developed by our Board having increased our base budget by 27% in excess of the 20% target we set four years ago. Most importantly we stopped to give thanks to the many women in our communities, who have made Women's Health in Women's Hands what it is today. We celebrated their resilience, recognizing and honoring 20 dynamic women with the Women's Health in Women's Hands Resilience Award, including the late Dr. Joan Lesmond our mentor who sadly passed away earlier this year.

We have refreshed ourselves and renewed our centre and we have also prepared ourselves for change as we say goodbye to our beloved Chair, Dr. Natasha Browne. Over the last six years Natasha has been an effective leader, instrumental in the direction of the centre. Without Natasha's dedication and leadership WHIWH's would not be at the position it is today. I wish to express my personal gratitude to Natasha, and wish her the very best success in all her future endeavors.

We are proud of our history and we look forward to our future with your support because all of our lives as women are important and we matter.

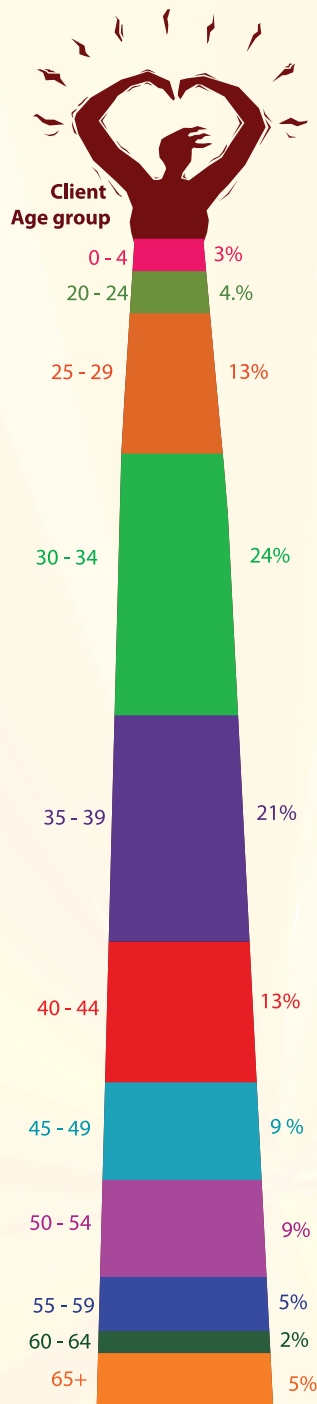
Notisha Massaquoi
Executive Director

Women of Resilience Gala

Photography by Rainer Soegtrop

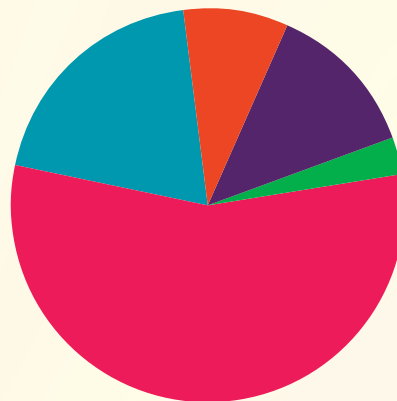






WHIWH in Numbers

8137 Client Visits for 2010/2011



Client Ethnicity

20% Latin American
9% North American
13% African
3% South Asian
57% Carribbean

Top 10 Countries of Origin

Saint Vincent and the Grenadines
Grenada
Canada
Saint Lucia
Jamaica
Mexico
Trinidad and Tobago
Colombia
Kenya
Costa Rica

Top 10 Reasons for Visiting WHIWH

1. Pap Test
2. Annual Check Up
3. Mental Health (General)
4. Menopause
5. Diabetes
6. Hypertension
7. Depression
8. Immigration
9. Financial Problems/Housing
10. Abuse

New Community Initiatives

Growing Healthy Communities of Racialized Women



With support from the Ministry of Health Promotion and Sport – Healthy Communities Fund, WHIWH developed a program to help grow healthy communities throughout the GTA. The vision of the program is to empower racialized women to take their health into their own hands by providing knowledge on physical activity, healthy eating and mental health. In collaboration with key agencies, WHIWH provides free workshops addressing the issues and barriers which prevent women from living healthy lifestyles and accessing services available to them in their own communities. In addition to the external

partnerships, WHIWH runs various workshops within the centre, including a thriving Rhythm Fusion boot camp class. To date, this project has seen successes in knowledge transfer, sustainable self-directed initiatives and the development of support groups among the participants.

Sister 2 Sister: Keeping it Real

THIS discussion series for young African, Caribbean and Black women which looks at how HIV/AIDS affects us as a community has allowed our centre to begin bridging the gap with young women under the age of 25 years old.

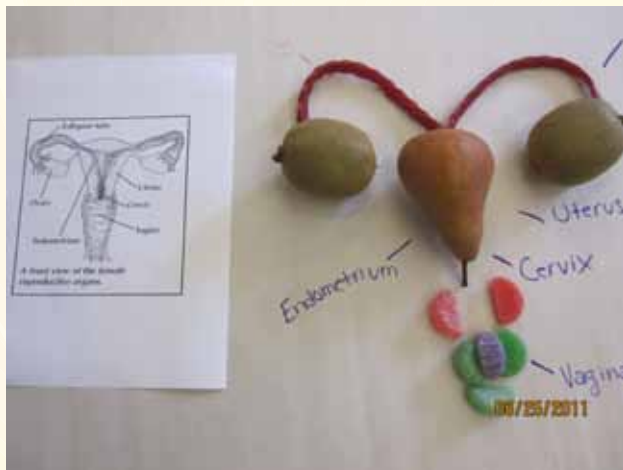
During these powerful sharing circles between fifteen and twenty five young women attended from various



communities throughout the GTA to engage in Arts Based HIV intervention, discussions and reflection.

The six week series consisted of workshops such as; HIV/AIDS Real Talk; What's the 411 on STI's; HIV and the Law- To Tell or Not to Tell; Money Sex and Choices; Social Determinants; Economic Dependence; Violence in the Black Community and Testing and Resources. Interactive arts based elements such as; music therapy, art therapy, story telling, art exhibit, poetry writing, sexual health jeopardy and acrylic canvas paintings were used to enhance the sessions and enriched the learning that took place.

Although the sessions ran from 1- 4pm on Saturday afternoons in the summer months, you could hear the sound of laughter, passionate statements and heated discussions going on well after 6pm on most days. Many of the young women that attended these workshops, have attended volunteer training sessions and are actively involved either as volunteers or as Peer Educators in our HIV Prevention Program.



What's New In Research

HIV Disclosure Think Tank



Failure to disclose HIV positive status to sexual partners is now a criminal offense in many countries. Developing effective strategies to support HIV positive women to disclose their status is paramount if secondary transmission is to be prevented and prosecution avoided. WHIWH has developed an evidence-based HIV disclosure intervention adapted to the unique needs and challenges faced by African and Caribbean women living in Toronto. The final intervention accommodates realities of women's lives and includes scenarios for disclosure to partners, children, family members and service providers. Descriptions of the disclosure process, potential outcomes, detailed checklists, a peer support training package and appropriate resources are incorporated into the intervention to support its implementation.

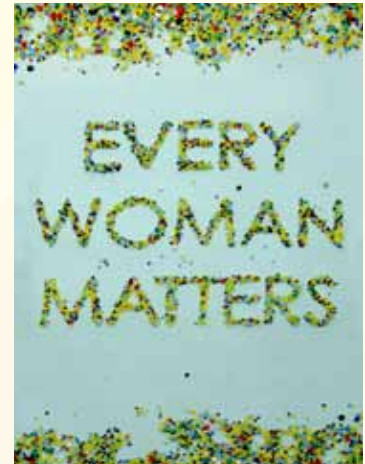


WHIWH held a one day Think Tank in order to discuss this growing issue with experts, community members and agency partners as we strive to finalize the first HIV disclosure intervention for women in Canada. The event was facilitated by LLana James of Incwell consulting and Guest speakers included Ryan Peck, Barrister and Solicitor, Executive Director of the HIV & AIDS Legal Clinic of Ontario (HALCO), Jonathan Glenn Betteridge an expert in legal and policy research. Wangari Tharao and Marvelous Muchenje of Women's Health in Women's Hands provided a detailed overview of the HIV Disclosure Intervention, the model that was developed and the experiences and lessons learned from the pilot testing process.



Every Woman Matters Research Forum

This year on Community Health Day, WHIWH released the groundbreaking research report “Every Woman Matters: Increasing Access to Primary Healthcare for Racialized Women in Ontario.” The report highlights the voices of racialized women, their experiences with the healthcare system and the facilitators needed to improve their access to primary healthcare in Ontario. The 2 year study was in collaboration with The University of Toronto Factor-Inwentash Faculty of Social Work, and with the support of several community based partners including Parkdale Community Health Centre, Rexdale Community Health Centre, Planned Parenthood Toronto and Sistering - A Woman's Place.



Key findings were presented by principle investigator Dr. Charmaine Williams and the following panel of experts responded to the study findings. Pat Campbell CEO of ECHO; Dr. Arlene Bierman, OWHC Chair in Women's Health; Dr. Nazila Khanlou, OWHC Chair in Women's Mental Health; LLana James, Incwell Consulting; Marvelous Muchenje, WHIWH; Rabia Khedr, DiversityWorx and Carole Allain, Sistering a Woman's Place.



2011 AOHC Innovator of the Year Award

Women's Health in Women's Hands HIV Program

This award is given to a Community Health Centre who has:

Developed or implemented an innovative idea in the area of primary care, illness prevention, health promotion, community capacity building or service integration

As a result of the innovation, the program / initiative was successful in improving health outcomes and/or community capacity



Women's Health in Women's Hands CHC's evidence based HIV Program consists of six areas of specialization integrated into the broader health programs offered at WHIWH. These include Resource Development; Prevention/Education/Outreach; Care/Support/Treatment for Women living with HIV/AIDS; Research; Advocacy/Networks/Linkages/Partnerships; Training/Skills Development

This unique model is located within a larger health framework and is based on a 1998 membership/board strategic directive when emerging statistics first revealed the devastating impact of the pandemic on Black women including the facts that, in 1996, 10% of those diagnosed with AIDS were from the black communities and 32 % of women who had died from AIDS in 1996 were black women.

A 1999 needs assessment/consultation with stakeholders including HIV positive women determined the basis of the current broad-based, interdisciplinary, participatory, non-judgmental, gendered and racialized model to facilitate equitable access with a goal of reducing vulnerability and impacts of HIV/AIDS amongst black women and their communities.

WHIWH has also been active in ensuring that the issues of Black women are included in public discourse, policy setting and program delivery, locally, nationally and internationally. The receipt of grants from a variety of municipal, provincial, federal and international funders has resulted in the establishment of an innovative and unique model inclusive of clinical care, counseling, HIV testing, HIV prevention, resource development and health promotion/skills development for HIV Positive women.

Due to WHIWH's determined and unique approach, the Centre is currently providing services to 350 HIV+ women (approximately 20% of HIV+ black women in Ontario.) HIV Positive women are involved at all levels of WHIWH including as researchers, staff, peer educators, participants and in the development, implementation and evaluation of programs. As research is an essential component of the model, over the past 12 years the Centre has led or partnered on 20 research projects investigating various aspects of HIV/AIDS. WHIWH spearheaded the development of the provincial organization - African and Caribbean Council on HIV/AIDS in Ontario and the international organization - African, Black, Diasporic Global Network.

Student Placements September 2010- August 2011

We truly appreciate the contributions of our student placements and value their commitment, energy and insight. In turn, we hope that the students placed with us have an opportunity to gain knowledge and understanding of the health care and social issues that impact Black women and women of Colour from our priority populations. It is our hope that the Centre's continued commitment and investment in the future of students will produce practitioners with a clear understanding of the issues that we promote and will increase access to health care for women from our priority population.

Alpna Munshi, Women's College Hospital Shared Psychiatric Care Resident

Sonya Bourgeois, York University, Master of Social Work

Dalia Bozic, Ryerson University, Nurse Practitioner Program

Julia Carrere, University, Nurse Practitioner Program

Caroline Chua, Medical Elective

Janan Dean, University of Toronto, Factor-Inwentash Faculty of Social Work, Master of Social Work

Tamara Estwick, George Brown College, Social Service Worker Program

Rosemary Hayhoe, Dietetic Intern, Hospital for Sick Children

Laleh Heidarinia, Ryerson University. Internationally Educated Dietitians Pre-Registration Program

Michelle Lam, University of Toronto, Faculty of Medicine, Ambulatory Community Experience

Jacqueline Langaphie, Ryerson University, Nurse Practitioner Program

Stephanie Latty, Ryerson University, Master of Social Work

Stephanie Low, University of Toronto, Family Medicine Longitudinal Experience

Lorraine Lee, Medical Elective

Caroline Lieu, University of Toronto, Lawrence S. Bloomberg Faculty of Nursing

Aysha Mayat, University of Toronto, Centre for Community Partnerships

Nadya Oryema, University of Toronto, Faculty of Medicine, DOCH II

Urpi Pine, Ontario Institute for Studies in Education

Sonia te Kuile, Medical Elective

Rachel Volger, Medical Elective

Diana Wu, University of Toronto, Faculty of Medicine, Ambulatory Community Experience

Juan Xu, McGill University, School of Dietetics and Human Nutrition

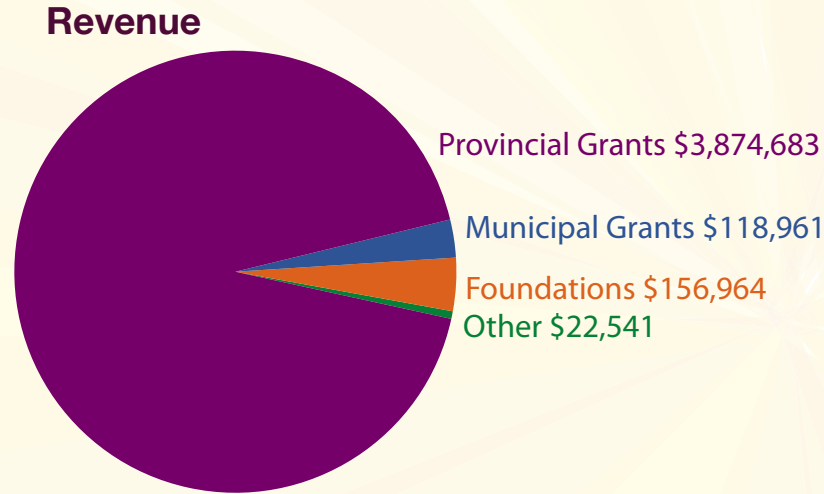
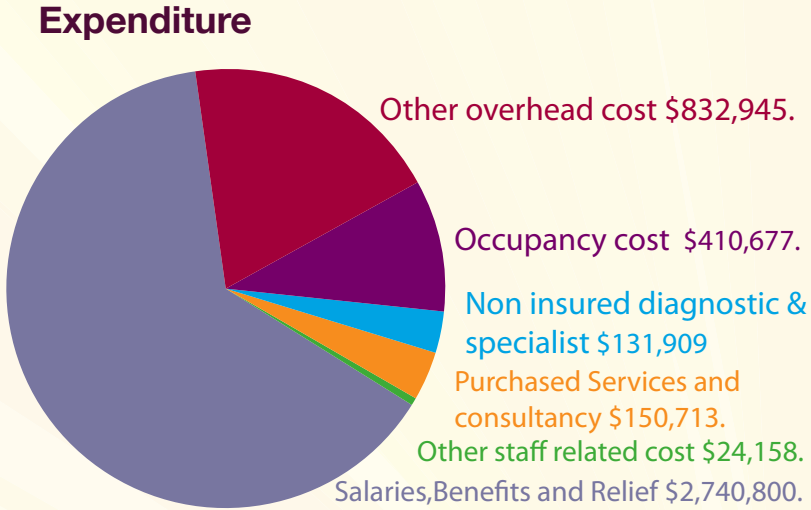
Summarized Financial Statement

Expenditure		2011	
Salaries,Benefits and Relief		\$2,740,800.00	
Other staff related cost		\$24,158.00	
Purchased Services and consultancy		\$150,713.00	
Non insured diagnostic & specialist		\$131,909.00	
Occupancy cost		\$410,677.00	
Other overhead cost		\$832,945.00	
Total Expenditure		\$4,291,202.00	
Revenue			
Federal Grants		-	
Provincial Grants		\$3,874,683.00	
Municipal Grants		\$118,961.00	
Foundations		\$156,964.00	
Other		\$22,541.00	
Total Revenue		\$4,173,149.00	
Adjustments			
Transfer from/to Special Project Funds		\$224,122.00	
Due to Central Local Health Integration Network		(\$56,445.00)	
Due to Ministry of Health and Long Term Care		(\$6,929.00)	
Due to Ministry of Health Promotion		(\$7,509.00)	
Due to Black Coallition of Aids Prevention		(\$35,186.00)	
Total Revenue minus adjustments		\$4,291,202.00	

Complete audited financial statements available upon request from the office of the Executive Director

Women’s Health in Women’s Hands summarized stament of Revenue and Expenses for the year ended March 31st, 2011 (With Comparative Figures for 2010)

2010
\$2,305,161.00
\$20,383.00
\$128,663.00
\$117,170.00
\$393,601.00
\$1,138,789.00
\$4,103,767.00
\$257,956.00
\$3,696,177.00
\$78,155.00
\$229,710.00
\$110,878.00
\$4,372,876.00
(\$212,393.00)
(\$51,010.00)
(\$5,706.00)
\$4,103,767.00



Community Partners And Funders

Partners

African and Caribbean Council on HIV/AIDS in Ontario
Africans in Partnership Against AIDS
Black Coalition for AIDS Prevention
Black Health Alliance
Black Youth Helpline
Canadian Centre for Victims of Torture
Casey House Hospice
Centre for Urban Health
Committee for Accessible AIDS Treatment
The Daily Bread Food Bank
East Downtown Local Immigration Partnership
El Tawhid Juma Circle
Ethno Racial People with Disabilities Coalition of Ontario
Fred Victor Centre
Hospital for Sick Children
Jamestown Women and Children Services
LGBT Settlement Network
Maple Leaf Clinic
Massey Centre
Mount Sinai Hospital
Mujeres al Frentes
Newcomer Women's Services Toronto
Ontario Sexual Health Network
Ontario Women's Health Network
Ottawa Children's Hospital
Parkdale Community Health Centre
Planned Parenthood of Toronto
Sherbourne Community Health Centre
South Riverdale Community Health Services

St. Joseph's Hospital
St. Michael's Hospital
Teresa Group
Toronto Faith Based Initiative
Toronto People with AIDS Foundation
THRIVE Coalition
U-MOVE – United Mothers Opposed to Violence Everywhere
University Health Network
University of Toronto Factor Inwentash School of Social Work
York University Faculty of Nursing
West Downtown Local Immigration Partnership
Women's College Hospital
Women's College Research Institute

Funders

Women's Health in Women's Hands expresses gratitude to our funders, first and foremost, the Central Toronto Local Health Integration Network.

We are also grateful for the funding provided by
AIDS Bureau, Ministry of Health and Long Term Care , Ontario Diabetes Program of the Ministry of Health and Long Term Care, Ministry of Health Promotion and Sport, Human Resources and Skills Development Canada, City of Toronto AIDS Prevention Investment Program, Trillium Foundation, City of Toronto Community Safety Investment Program, Canadian Institutes of Health Research, the Public Health Agency of Canada, Ontario and Nunavut region and The Ford Foundation

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Megan Saunders
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Narmin Afzal-Bell

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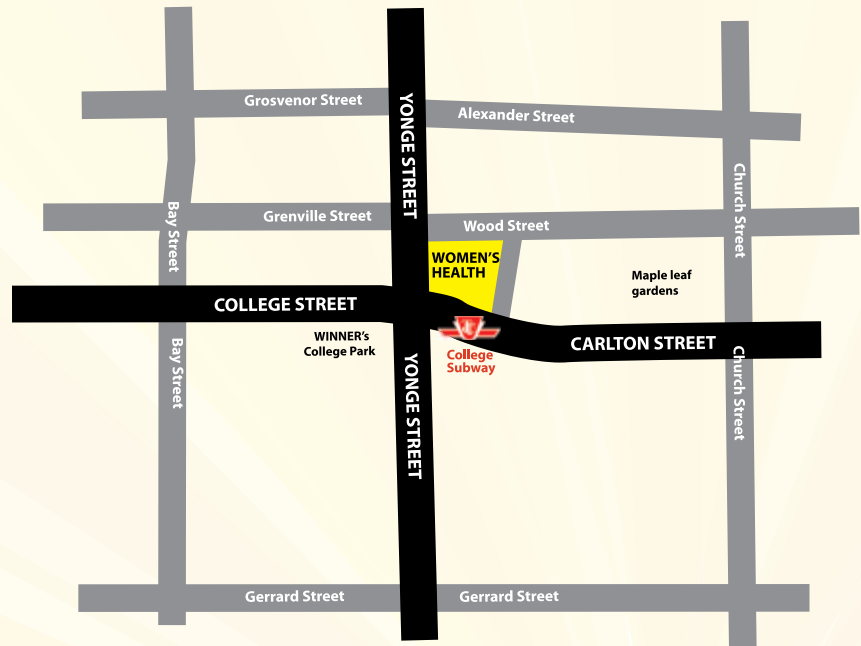
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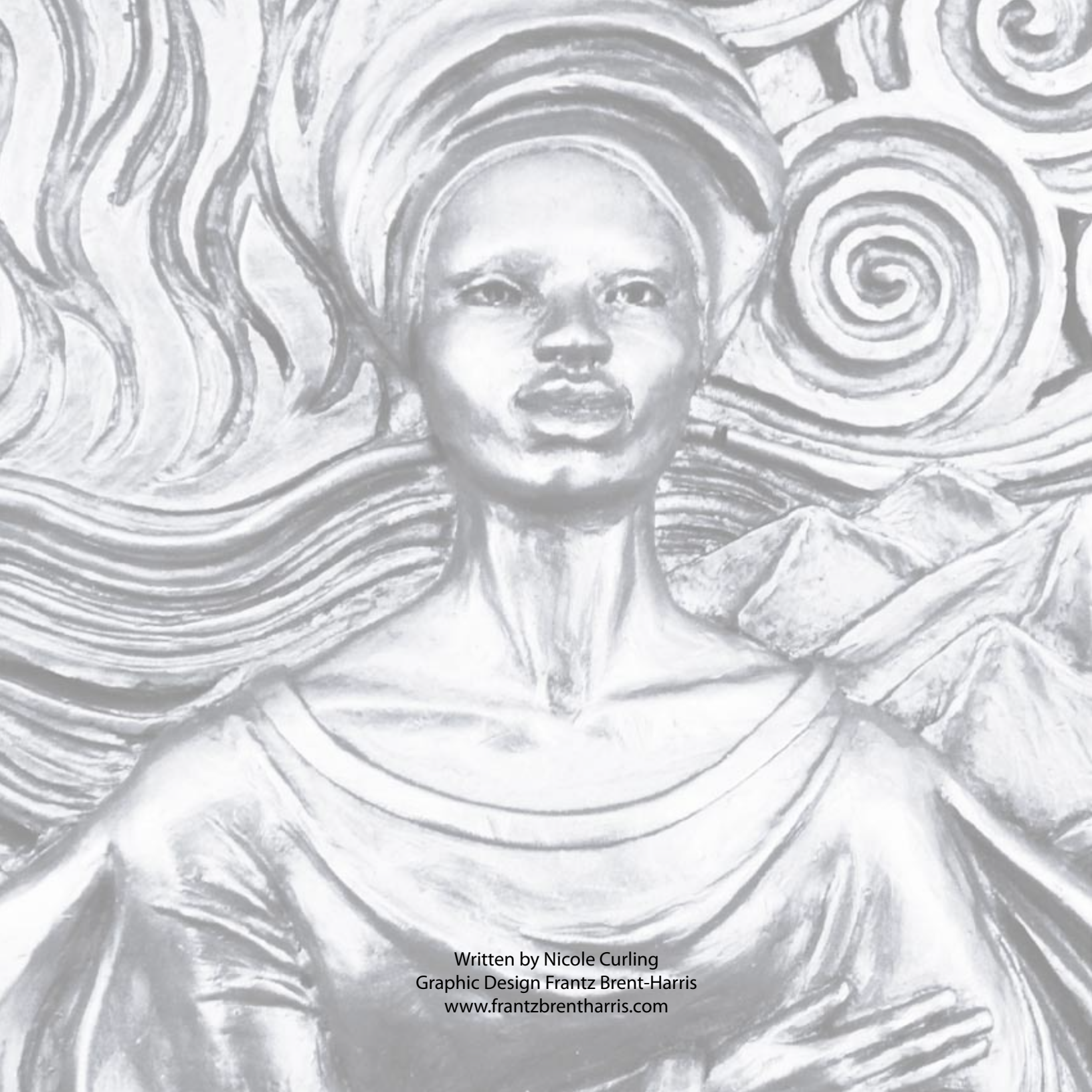
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www.whiwh.com

Hours

Mon, Tues, Thur: 9:00 am to 8:00 pm
Wed, Fri: 9:00 am to 5:00 pm
3rd Sat. of the Month: 10:00am to 4:00 pm

Location Map





Written by Nicole Curling
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