



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



# ANNUAL REPORT 2016

# 25

YEARS OF  
ADVOCACY





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COMMUNITY HEALTH CENTRE**  
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## **THE MANDATE**

of Women's Health in Women's Hands (WHIWH) Community Health Centre is to provide primary healthcare to racialized women prioritizing those from the African, Black, Caribbean, Latin American and South Asian communities in 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, gender identity, 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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# 25 YEARS OF RESISTANCE





# Message from the Executive Director and Board Chair

This year will proudly mark WHIWH's 25th anniversary of providing exemplary healthcare to racialized women. 25 years ago four incredible women claimed the name Women's Health in Women's Hands for our organization and fought tirelessly to secure funding for a health centre that was dedicated to the lives of racialized women in Toronto. Original staff members Carol-Ann Wright, Joan Grant Cummings, Vuyiswa Keyi and Executive Director Anne-Marie Gardner set the stage for what was to become a legacy of advocacy and resistance that WHIWH is renowned for. After 25 years we are still confident that we will live up to this legacy and will continue to inspire and lead the way for others to provide racialized women with the very best healthcare Canada has to offer. We continue to imagine a world where every woman is valued and cared for and we are inspired by the dreams and passions of our predecessors for an equitable healthcare system. We will continue to define the meaning of excellent primary health care for racialized women and their families and will confidently redefine the meaning of advocacy for our communities.

Over the last 25 years of service delivery, WHIWH has matured as well as expanded to offer services that are more comprehensive and responsive to our client needs. Our centre, which humbly began with a health promotion staff of 3, now houses more than 40 employees providing primary health care with over fourteen thousand visits annually. Our community development and education programs reach racialized women at exceptional levels and our research department currently houses 32 studies in collaboration with researchers and academic institutions across the country.

We continue to hold strong to our lofty vision of addressing issues of access to healthcare for racialized women and developing strategies for removing the barriers embedded within the healthcare system, which strongly influence how one experiences health and how one is treated in the healthcare system. Health equity remains a priority for all of us at WHIWH and the need to improve quality services for



**Notisha Massaquoi**  
Executive Director



**Suja Suntharaligham**  
Board Chair

racialized women reminds us that the work that we do has never been more important as we enter our 25th year. With a renewed focus generated through our 2016-2020 strategic plan, we will continue to build on our legacy of success and significantly expand our outreach to and programs for the communities we serve.

Our excellence in providing high quality programs and healthcare services was noted this year as we successfully achieved our fourth accreditation from the Canadian Centre for Accreditation. We thank our board of directors, staff, volunteers, students and community partners who all work tirelessly to maintain and achieve the excellent standard of care that WHIWH provides its clients.

We know WHIWH is making a positive difference in the lives of women but we also know that the fight for equity in healthcare is still a long road to travel. We are therefore grateful for your confidence and support on this part of our journey. We are proud of our history and we look forward to our future because all of our lives as women are important and we matter.

# WHIWH BOARD OF DIRECTORS



**Suja Suntharaligham**  
Chair



**Sarah Beech**  
Vice-Chair



**Cherry Leung**  
Treasurer



**Renatta Austin**  
Secretary



**Victoria Morena**  
Member at Large



**Maria Stevens**  
Member at Large



**Rumana Chowdhury**  
Member at Large



**Manisha Dias**  
Member at Large



**Mahima Madhava**  
Member at Large



**Faith Musasa**  
Board Nominee





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# STRATEGIC PLAN 2016-2020

**GOAL** To increase access to and provide primary healthcare for racialized women from Black, Caribbean, African, Latin American and South Asian communities in Metropolitan Toronto and surrounding municipalities.

## Dimensions of Care

**CLIENT CENTRED CARE • EVIDENCE BASED PRACTICE • QUALITY SERVICE DELIVERY**

### Strategic Directions

- 1** WHIWH will extend its role as an expert and leader in the delivery of high-quality, evidence-informed primary health care for racialized women
- 2** WHIWH will deepen its response to emergent priority populations, with a focus on racialized youth, seniors, refugee women and women with complex care needs/multiple co-morbidities
- 3** WHIWH will sharpen its focus on addressing the social determinants of health as fundamental to improving the health outcomes and health equity for racialized women

### Long Term Outcomes

- Safe healthcare and the reduction of barriers to health at WHIWH and in the health care system more broadly
- Improved health indicators/outcomes
- Improved Social Determinants of Health outcomes/indicators
- Improved access to information - on how to have good health/what good health means - for racialized women and their families
- Improved access to information - on what services are available and access to support when needed for racialized women and their families
- Smoother and more seamless transitions and navigation between health and social system and services

# CLIENT CENTRED CARE Highlights from the 2015/16 client survey

Three Hundred and nine (309) clients participated this year

What our clients had to say!

**86%** felt our programs and services helped improve their health and well being

**87%** felt that WHIWH had a positive impact on their community

**83%** felt that providers spent enough time with them during appointments

**84%** of our clients were able to receive service in their language of choice

**85%** felt that the healthcare staff were easy to talk to

**89%** felt listened to by WHIWH staff

**90%** felt respected by WHIWH staff

**86%** felt their questions were well answered

# *Humans of* **WHIWH**



## **LeZlie**

A friend said “you have been referring women of colour to Women’s Health in Women’s Hands since it’s inception, it’s time for you to refer yourself” and thus began my new relationship with WHIWH as a client. WHIWH is a safe haven for me, a one-stop health-care service. The women/staff take care of my mind, body and soul, they support me as an individual with unique needs and the organization itself supports my lgbtq2s community activism. Thanks to their most amazing therapists, I learned the practice of mindfulness and this now guides my way of living. My magical doctor is always ready to listen and take care of me. The chiropodist keeps my feet strong and grounded and yoga has been crucial in keeping my body limber after 2 hip replacements. I truly appreciate their holistic approach and their vast array of services which are healthy, compassionate, caring and fun. My deepest appreciation to this most unique and necessary organization!!



## *Humans of* **WHIWH**



### **Ratna**

Simply put, WHIWH is a place where I feel wanted. It is not a place where I go seeking for my health needs but rather I feel that the staff at WHIWH seek for their clients. They seek for health, the wellbeing for every woman that is a part of this organization. This makes my bonding with WHIWH a very special one. They offered me to be an ambassador for their wellness projects and I was fortunate enough to have been for more than 10 such projects. I was empowered with the resources in such projects and was able to reach out to my community with my solutions to their everyday health maladies. The journey of a newcomer to a new land is very tough initially. The Centre helped in overcoming my personal grief, the separation from my loved ones by giving me support through counselors. After overcoming my own personal, mental health blocks and trauma, I have reached out and have spread the message to so many of my community members that they just have to walk in the premises of WHIWH and they will be taken care of. For my own personal journey in WHIWH from September 2010 to date, I cannot thank enough. Dear Notisha, dear Nassim, dear Anu, dear Deone and all the doctors and staff of WHIWH especially Rosa, who is always welcoming me with a broad smile. God bless you all, ladies.

# EVIDENCE BASED PRACTICE

## CLIENT ETHNICITY

Caribbean 40%  
Latin American-16% African-14%  
South Asian-6% Middle Eastern-5%  
Mixed Heritage-4% Black-2%  
Indo Caribbean-2% White  
European-2%  
South East Asian-1% East Asian-1%  
Indigenous/Aboriginal 0.5%

## TOP 25 REASONS FOR VISIT

•Food Insecurity •General Medical Assessment •Type II Diabetes •Periodic Health Examination •Depression •Advice on Healthy Eating •Sexual Abuse •Foot Care •Anxiety •Diabetes Prevention •Immigration Issues •Visit for Preventive Immunizations •Therapeutic Counselling •Prenatal Care •Cervical Cancer Screening •Community Health Initiatives •Hypertension •Reproductive Health •HIV/AIDS •Breast Cancer Screening •PTSD •Sexual Abuse •Advice on Weight Management •Trauma/Abuse •Housing Insecurity

## Top 25 Places of Birth

Saint Vincent and The Grenadines.  
Canada. Jamaica. Saint Lucia.  
Mexico. Dominica. Grenada.  
Trinidad and Tobago. Colombia.  
Syria. Nigeria. Kenya. Guyana.  
Ethiopia. Uganda. Zimbabwe. India.  
Argentina. Pakistan. Swaziland.  
Ghana. El Salvador. Barbados.  
Chile. Costa Rica.

**Number of Client Visits**  
**14,376**

**Number of Active Clients**  
**2,892**

**2024 Tweets.**  
**1770 Twitter Followers.**  
**887 Face Book Likes.**

## Age Groups of Clients

•1-4 years -2.74% •5-9 years 0.65%  
•10-14 years - 0.35% •15-19 years - 0.90%  
•20-24 years -5.23% •25-29 years - 8.57%  
•30-34 years - 13.61% •35-39 years - 14.96%  
•40-44 years - 13.71% •45-49 years -11.37%  
•50-54 years - 9.22% •55-59 years - 6.43%  
•60-64 years - 4.74% •65+years - 7.53%

## Top 25 Spoken Languages

English. Spanish. Arabic.  
French. Amharic. Portuguese.  
Swahili. Mandarin. Tamil. Tigrinya.  
Hindi. Urdu. Persian. Somali.  
Punjabi. Bengali. Aramaic. Twi.  
Dari. Cantonese. Tagalog.  
Farsi. German. Italian.  
Creole.

# QUALITY SERVICE DELIVERY

## New Volunteer Program Launched



This past September saw the launch of our first volunteer program. To date we have trained 35 incredible women who have selflessly given 769 volunteer hours. Volunteers have been active in our food security program, our community outreach initiatives, our Board of Directors and a growing number have begun to work with our research team. The programs main goal is to strengthen access to services for our clients while at the same time building skills and creating new opportunities and connections for our volunteers.

## Mental Health Initiatives

Clients accessing therapy/counselling at Women's Health in Women's Hands are not only coping with individual challenges and adverse life circumstances but also historical and systematic stigmatization, trauma and oppression. Our individual and group counselling sessions included stress management, anger resolution, grief and loss and narrative change. This year we also highlighted topics such as "Post Migration Stressors," for clients experiencing the traumatic and destabilizing effects

of migration, and "The Anger Experience" for clients who are experiencing debilitating effects of anger in their lives.



**745 Clients accessed mental health services**  
**3080 Counselling Interactions**  
**15 Support Groups**

### Top Therapy Concerns

- Anxiety
- Depressions
- Low self esteem
- Immigration Settlement Stress
- Past abuse
- Financial Stress
- Sexual Abuse
- Grief
- Immigration Status Fear
- Family Reunification
- PTSD
- Housing Problems
- Problems with Parents
- Phase of Life Stress
- Social Isolation
- Anger Management
- Relationship problems with partner





## Women's Wellness Day

Women's Wellness Day took place during May as part of Mental Health Awareness Week. The event focused on self-care while opening up a conversation amongst providers, clients and the general public about mental health within racialized communities. Our event started with a dynamic speaker, whom shared her personal journey with mental illness.

## Love Me, Love Me More

In its third year, Love Me, Love Me More continues to foster relationships with young women 16-24 on a monthly basis. Essential to this group, is the respect and safe space shared amongst group members, which creates a sisterhood. The young women have engaged in many conversations which explore the effects of oppression, sexuality, mental health, self-esteem and other facets of their lives, which may prevent them from being confident leaders of tomorrow. This year in partnership with the Girls Action Foundation we held an open mic event themed "Women Offering Wisdom".



## Art Therapy

Art therapy has been an integral part of our mental health program at WHIWH. This past year we offered several groups which used art to help individuals increase their relaxation or create a vision of their future. The recent art therapy group called “Creating Happiness through Art” helped individuals explore obstacles which interfere with their life and inhibit their enjoyment and growth. Whether it be in a closed support group or a drop in group for women with HIV, Art Therapy continues to be an empowering form of therapy used to process feelings and or recreate healthier journeys for women.



## Wellness Connection

Wellness Connection was initiated in the fall of 2014 by Women's Health in Women's Hands Community Health Centre in collaboration with Sherbourne Health Centre, The Canadian Centre for Victims of Torture and the Centre for Addiction and Mental Health. The agencies came together to develop and implement a coordinated model of service delivery that would leverage culturally adapted Cognitive Behavioural Therapy tools and resources to increase access to culturally appropriate and trauma informed CBT and mental health groups and individual counselling for Immigrant, refugee and racialized populations. The pilot phase was evaluated this year with outstanding results.



**Wellness Connection:**  
**546 Clients accessed Counselling Services**  
**16 Support Groups**  
**1565 Counselling Sessions**

## Food Security Program

In connection with the Chukula Bora foodbank at WHIWH we have increased services to include bi-weekly workshops which are held to discuss any food insecurity issues that clients have. The focus is on effective budgeting tips, buying food at low cost, and how to create nutritional meals on a budget. We also held our Rooftop Gardening Program which provides an opportunity for clients to build and share gardening skills, meet new people, and develop greater access and a deeper connection to freshly grown vegetables and herbs.

**400 clients access our Food Bank every Month**



**4650 family members benefit annually**



## Diabetes Outreach Clinics

The success of any program begins with innovative outreach techniques. Here at WHIWH we have taken that approach to increase access to diabetes care and build awareness in our priority communities. The WHIWH community team had a busy year and in collaboration with our dietitians and nurses we were able to do on-site diabetes screening tests at various festivals such as AfroFest, South Asian festival, Eritrean festival, and the St. James Town festival. Our team strongly believes that every encounter is one step closer to making a positive difference in the lives of women who need support to live healthy and full lives.



## St. James Town Community Outreach

As an active member of the St. James Town Service Provider Network, WHIWH took part in ongoing impactful projects, such as the collaborative Community Safety Initiative, and Youth Mental Health Strategy. Through the Community Safety Initiative, residents and service providers have worked together to look at issues such as incident response, resident safety concerns, sense of belonging, and building community relationships. Additionally, WHIWH participated in planning the annual St. James Town Festival, 'A World within a Block', where we provide diabetes screenings in collaboration with partner agencies. We are proud to be members of this network and part of the St. James Town community!



## THINK GLOBALLY ACT LOCALLY

### Syrian Newcomer Clinic



The Government of Canada, working with Canadians, including private sponsors, non-governmental organizations, and provincial, territorial, and municipal governments, has welcomed more than 25,000 Syrian refugees since the announcement of this goal

in 2015. WHIWH was more than ready to assist in the effort to provide temporary healthcare and support to newcomers while they waited to settle into permanent living arrangements across the country. In January 2016, WHIWH offered our first Syrian refugee clinic for those arriving in Toronto. Our clinic provided services for whole families including men, women and children. The entire organization came together to welcome and support the newcomers' varied needs including primary care, social work, child care, art therapy groups for children, youth activities, interpretation support and accompaniment. We also partnered with Thorncliffe Neighbourhood Office to provide onsite settlement services.

### Commission on the Status of Women at the United Nations Headquarters

As an official NGO of the UN Economic and Social Council (ECOSOC) WHIWH was invited to participate in the 60th session of the Commission on the Status of Women at the United Nations Headquarters in New York in March 2016. The Commission



on the Status of Women considered the theme: “Women’s Empowerment and the Link to Sustainable Development”. Wangari Tharao our Research and Programs Manager and Jothi Ramesh our Programs and Communications Manager presented on the WHIWH HIV care pathway model. The Commission on the Status of Women is a functional commission of the United Nations Economic and Social Council (ECOSOC), dedicated exclusively to gender equality and advancement of women. Every year, representatives of Member States gather at United Nations Headquarters in New York to evaluate progress on gender equality, identify challenges, set global standards and formulate concrete policies to promote gender equality and advancement of women worldwide.

## The International AIDS Conference (AIDS 2016)

The International AIDS Conference (AIDS 2016) was held in Durban, South Africa and WHIWH had the privilege of being represented by 3 staff members invited to participate in the conference - Marvelous Muchenje, Community Health Coordinator, Sandra Godoy, Disclosure Intervention Research Coordinator and Wangari Tharao, Program and Research Manager.



Marvelous and Sandra received scholarships to participate in a symposium which showcased the latest research in HIV cure, in addition to the launch of the International AIDS Society’s global scientific strategy. WHIWH also participated in Women Now! 2016, a Pan African Women and girls global summit. The summit provided an opportunity for participants to address critical areas of concern for Black women and girls’ human rights, through an intersectional lens including key issues of race, economic status, gender equality, women’s empowerment, gender-based trauma and violence, and sexual and reproductive health, rights and justice. In addition to participating in the summit, WHIWH also presented on two of our initiatives: Research Shouldn’t Sit on a Shelf: Stories of Strength, Action, and Resilience from Women Living with HIV and the HIV disclosure intervention and use of digital storytelling videos to support disclosure.

The main conference was returning to Durban after 16 years. Within the intervening years, a lot of progress had been made as highlighted by many conference presenters including almost 17 million people living with HIV being on treatment, declining AIDS related deaths and an expanding HIV prevention toolkit that includes biomedical and behavioural tools such as treatment as prevention (TasP), Pre and post-exposure Prophylaxis (PEP and PrEP), treatment of STIs, male circumcision, HIV testing, condoms, etc. to support HIV prevention. However, the emphasis from most presenters was that ‘it was not over yet’ and a lot of work still remains to be done!



# *Humans of* **WHIWH**

**Anu Lala** – Art Therapist

While working at Women's Health in Women's Hands for the past 18 years, I was given the gift of knowing the feeling of being accepted for my individuality and differences on all levels. In this safe and progressive environment I was able to develop respect for my sometimes unusual non-mainstream choices and embraced my differences as individuality and not failures. I was able to feel accepted and a sense of belonging in a non-judgmental way. My hidden sense of shame as a child for being of colour became a thing of the past and I was able to feel not just acceptance but pride for the first time in my life. There is a non-judgmental acceptance within these walls of the centre and I believe this is why so many women come here. My gift unfolded for me through the many lessons which came through the voices and stories of the wonderful clients who shared their life with me in our weekly appointments. Being part of this centre has provided me with a space to learn from amazing clients and be inspired by watching them change while walking beside them to also grow and change myself. I am grateful for this priceless gift



## **Deone Curling** - Therapist

I have been working at WHIWH's for the past 19 years. It is my home. WHIWH staff is a part of my supportive and inspirational family. I have grown emotionally, intellectually and physically from the experiences I have received here. I have met resilient women from all around the world that has shown that anything is possible. I am a blessed person for having the rare experience of working in an environment that nurtures, encourages and respects me. However I am aware that with all these blessings much is also required. Hence, I approach my work with great admiration, esteem and respect to all women that walk through the doors of WHIWH.



# THE MINISTER OF HEALTH VISITS WHIWH

Dr. Eric Hoskins, Minister of Health and Long-Term Care, visited WHIWH to give an update on achievements in healthcare reform and the new plan “Putting Patients First”. The plan seeks to achieve a sustainable and affordable healthcare system. The Minister toured the centre, met with WHIWH staff and clients followed by a press conference where the achievements of the past year were outlined. Adrianna Tetley Executive Director of the Association of Ontario Health Centres as well as WHIWH client Muluba Habanyama spoke in response to the new plan.





# HIV RESEARCH AND INITIATIVES

## Women's Health in Women's Hands journey in research project...



Candace Oghide.

### Reflections of a nursing student,

It has been almost 15 years since WHIWH ventured into the unknown world of research. This journey

was necessitated by the need for relevant literature to inform development of evidence informed programs for racialized women. We have come a long way since then with more than 30 health related projects under our belt. The centre has undertaken the task of reviewing this historical journey to document our efforts, looking at successes, challenges and lessons learned along the way. As a student, I have had the privilege of being involved in this journey and I feel excited to take part in the development of new innovative research areas and topics not yet explored. Look out for the report as part of WHIWH 25th year anniversary celebrations.

## New initiatives

### WILLOW Program/Intervention Pilot Tested at WHIWH

Women Involved in Life Long Learning from Other Women (WILLOW) is a small group interactive, skill-training intervention

for women living with HIV. The intervention was developed in the USA, for African American women living with HIV and the information generated through the first Canadian pilot will be used to tailor the intervention to African, Caribbean and Black women in Canada. The intervention emphasizes gender pride and informs women how to identify and maintain supportive people in their social networks; enhances awareness of HIV transmission; discredits myths regarding HIV prevention for people living with HIV; builds skills to negotiate safer sex and increases capacity to distinguish between healthy and unhealthy relationships.

## New research position at WHIWH - Research Nurse



This year, Elizabeth Tevlin joined the research team at WHIWH in her role as research nurse. Elizabeth is coordinating research for two projects between WHIWH, McMaster University, and the University of Toronto. With this research, we hope to understand more about how different factors change the body's immune response, and how that might affect risk of HIV acquisition. With Dr. Charu Kaushic and her team at McMaster University, we will be looking at how different birth control options

might affect the body's ability to fight viral infections. With Dr. Rupert Kaul and his team at the University of Toronto, we will be investigating how sex might affect the body's ability to fight viral infections. We will begin recruiting for both of these studies in the fall, and are looking forward to new discoveries in the world of HIV transmission risk.



## Our voices in the community



Through our project “ACB Women Taking Control over HIV/AIDS and their Sexual Health”, we recruited and trained 15 Community Health Ambassadors to outreach to their communities to raise awareness, educate and promote HIV testing. This dedicated group has taken the African, Caribbean and Black communities by storm. They have conducted over 100 community workshops reaching 1500 people, created “#GLADITESTED” video, available on YouTube and the WHIWH website, and launched an HIV testing campaign that has moved HIV testing into community-based settings. During “Blockorama” at Toronto PRIDE and Afrofest, they facilitated anonymous HIV testing for more than 30 individuals attending these community events

### What do community ambassadors say about their experience in the program?

*“WHIWH has provided a space of respect and support to one another. As we pour into our various communities, we are refilled with an abundance of knowledge. This program has allowed me to grow, be nourished and uplifted by what we’ve learnt.”*

*“Each Ambassador brings such strong lived experiences and wisdom whether in health, personal development, community, etc. I am privileged and honoured to be counted amongst the ACB Ambassadors and look forward to what the program holds.”*

## New Directions

As a result of the outreach work of our Community Health Ambassadors and feedback received from ACB women in the community, a beautiful, new project has emerged. This new research will help us increase uptake of HIV testing among ACB women in Toronto through the development of a community-based situated HIV testing program. We will work with the Ontario HIV Treatment Network (OHTN), AIDS Service Organizations and settlement agencies to develop and pilot test an anonymous HIV testing program located within local neighbourhoods. Our goal is to increase uptake and frequency of HIV testing amongst ACB women within their communities.

## Venturing into Youth Programing

Over the years there has been a demand from women living with HIV, service providers and youth living with HIV for WHIWH to develop a youth-led program for young women living with HIV. A group of vibrant youth infected and affected by HIV came together to figure out gaps in services provided to young African, Caribbean, and Black (ACB) women and trans people ages 16-29. The overall goal of the planning session was to use information gathered to develop a youth led program which fosters community and supports youth needs, aspirations and growth. Youth have been meeting monthly to develop an annual work plan, deliver skills development sessions, network, and develop a project funding proposal.

## 2015 PHA KTE forum:

The 4th annual African, Caribbean and Black (ACB) PHA Knowledge Transfer and Exchange (KTE) Forum was held on March 18-19, 2016 at the Ramada Plaza Toronto. The 2-day event comprised 56 ACB persons living with HIV/AIDS (PHAs) and service providers who work with ACB communities throughout Ontario. Topics presented and discussed included: New Prevention Technologies (NPTs); HIV cure research in Canada; Issues faced by youth living with HIV; HIV and aging; and impacts of shared research findings on the lives of ACB people living with HIV. The forum also provided the opportunity to solicit participant input to inform the development of resources for frontline workers and PHAs to help address HIV-related stigma with/within faith and spiritual communities.

## Negotiating Disclosure: The HIV-Positive Sero-Status Disclosure Support Model Training

This has been quite a journey and after many years of hard work, research interviews, focus groups, and community consultations, we have been able to create an HIV disclosure support model for men, women, and youth! In this phase of the project we are translating research into action by training service providers and peers on how to provide this service within their organization. On February 17-19, WHIWH CHC provided a 3 day training to 20 peers and 40 service providers from across the province for a capacity building training on the implementation of the HIV Disclosure Support Model. Our goal is to train as many service providers and peers in the province so that this support service is made accessible to people living with HIV and contemplating disclosure.

## Awards



Marvelous Muchenje, the WHIWH Community Health Coordinator was inducted into the Ontario AIDS Network's Honour Roll, where she received "Person with HIV/AIDS Leadership Award". The award is given to an individual who works/volunteers in field of HIV, self-identifies as a person living with HIV/AIDS in their work, demonstrates leadership and resilience, inspires others and is involved in efforts to reduce stigma and discrimination. Marvelous embodies all these characteristics in her daily work locally and internationally and the award could not have been given to a more deserving person.





# *Humans of* **WHIWH**

**Wangari Tharao** - Program and Research Manager

This is my 17th year at WHIWH. I joined the centre to lead the development of the HIV program which has grown in leaps and bounds since it was conceptualized in 1999. My professional growth is intimately woven in with the growth and expansion of the programs I have managed at WHIWH. I have seen WHIWH research program grow from a single project funded in 2001/2002, to a fully-fledged research program/unit with many research projects involving multiple stakeholders including community-based and academic researchers, service providers and women leaders from our targeted communities. WHIWH is where my work CBR was launched and continues to thrive, bridging the world of knowledge generation, programmatic and policy practice to support women mount effective actions to support their health and wellbeing. WHIWH has always provided me with platform for moving issues that impact women from our priority populations - advocacy. I have co-founded a number of networks as part of my work including the African and Caribbean Council on HIV/AIDS in Ontario, ACCHO), the Canadian HIV/AIDS Black, African and Caribbean Network, CHABAC and African and Black Diaspora Global Network on HIV and AIDS (ABDGN). This could not have happened without all the support of staff and clients of WHIWH..... May we grow stronger together!





## **Megan Saunders** – Physician

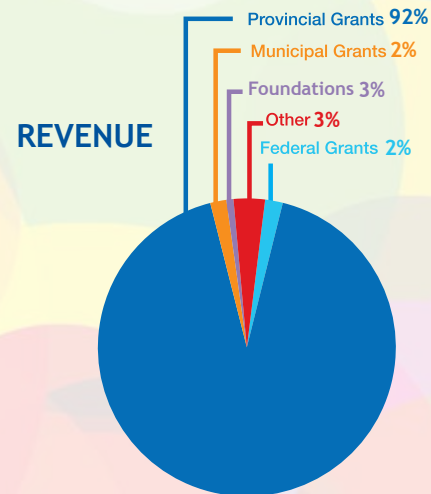
I feel very fortunate to have found WHIWH in 2003 when they were looking for doctors just as I was looking for a practice. The work I do at the Centre has challenged me personally and professionally and I am grateful to the Centre, my colleagues, and the clients of WHIWH for pushing me to think harder about equity and social justice and how these issues are connected to the way we provide health care right here in Ontario. I would like to thank WHIWH for taking a chance by hiring a naive young doctor, and for supporting my growth through the past 13 years.



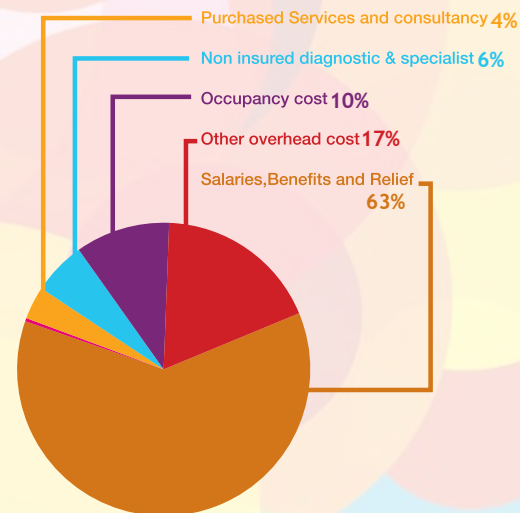
# Financial Highlights:

Women's Health in Women's Hands CHC -summarized statement of Revenue and Expenses for the year ended March 31st, 2016 (With comparative figures for 2015)

Expenditure	2016	2015
Salaries,Benefits and Relief	\$2,930,313.92	\$2,845,769.70
Other staff related cost	\$15,198.00	\$22,778.00
Purchased Services and consultancy	\$175,668.00	\$168,356.00
Non insured diagnostic & specialist	\$264,929.00	\$250,295.00
Occupancy cost	\$468,569.00	\$449,478.30
Other overhead cost	\$802,743.08	\$693,060.00
<b>Total Expenditure</b>	<b>\$4,657,421.00</b>	<b>\$4,429,737.00</b>
<b>Revenue</b>		
Federal Grants	\$93,660.00	\$78,664.00
Provincial Grants	\$4,489,108.00	\$4,283,942.00
Municipal Grants	\$85,357.00	\$78,738.00
Foundations	\$37,500.00	\$37,500.00
Other	\$165,470.00	\$129,437.00
<b>Total Revenue</b>	<b>\$4,871,095.00</b>	<b>\$4,608,281.00</b>
<b>Adjustments</b>		
Transfer from/to Special Project Funds	\$(80,822.00)	\$8,966.00
Due to Central Local Health Integration Network	\$126,822.00	\$179,127.00
Due to Ministry of Health and Long Term Care	\$6,030.00	\$8,383.00
	\$213,647.00	178,544.00
<b>Total Revenue minus adjustments</b>	<b>\$4,657,421.00</b>	<b>\$4,429,737.00</b>



## EXPENDITURE



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

# THANK YOU!

It is with deepest gratitude that WHIWH would like to thank our Student Interns, Community Health Ambassadors, Peer leaders and Volunteers. Your countless hours of dedication and commitment to the advancement of healthcare for racialized women is invaluable.

## Student Interns

Candace Oghide  
Elise Suk-Young Yoon  
Lauren Spink  
Ledya Mahadere  
Maria (Evelyn) Jovel-Rollins  
Megan Saad  
Misha Hartfeil  
Nasiba Mohamedali

Navisha Weerasinghe  
Nikita Arora  
Rajinder Multani  
Sisi Li  
Shaireen Kassam  
Shweta Pillai  
Tenzin Lama  
Vrutika Prajapati  
Yonina Levine

## Community Health Ambassadors and Peer Leaders:

Asma Paracha  
Babra Feroz  
Cecilia Waigwe  
Claire Reed  
Christiana Amoo  
Dakarayi Chigugudhlo  
Esther Wambui  
Faiza Tariq  
Faiza Sameen  
Farah Naz  
Florence Sekyere  
Janet Thompson  
Liliana Popovic  
Lennie Abecia  
Leticia Cervantes

Manare Al Musa  
Manzu Man Ara  
Mona Abdullah  
Nadia Fontenelle  
Nellie Jutha  
Enoidem Eno Obot  
Parveen Akhter  
Prisca Irving  
Ratna Chaudhary  
Rizwana Zulfiqar  
Sabitra Thapa  
Sanaa Ali  
Sangeeta Kaushal  
Saima Hasnat  
Saima Saleem

Sathya Srivinas  
Shannon Wong  
Shahin Kauser  
Shaista Iftikhar  
Shoma Khan  
Sumona Liza  
Sumithra Subburaman  
Sunny Li  
Suzette Dallas  
Tauseef Farook  
Tiffany Abdullah  
Tiffany Sanchez  
Vaishnavi Srivinas  
Vasantha Krishnan  
Vijayata Sharma

## Volunteers

Adriana Figuera  
Alena Ng  
Charlene Forsythe  
Jeanne Mukamunana  
Rosa Tapia  
Elizabeth Nudenyo  
Farah Naz  
Fanny Abad  
Natalie Johnson  
Hannah Oludoyi  
Novlette Evans  
Saranya Balasubramanian

Urooj Feroz  
Yvonne Osondu  
Zoobia Safda  
Abinet Gebreegziabher  
Adokis Beatrice  
Chantal Carey  
Chipso Mlambo  
Dakarayi Chigugudhlo  
Dena Henry  
Hella Fesahaye  
Junic Wokuri  
Marjorie Kabahenda  
Muluba Habanyama  
Tumaini Lyaruu  
Samantha Gikuihi

Claudia Madeira  
Natalie Johnson  
Elizabeth Nudenyo  
Muna Osman  
Tracy Tang  
Vasantha Krishnan  
Memory Sithole  
Samantha Gikuihi  
Rosalinda Chen  
Spencer Go  
Saranya Bala



# COMMUNITY PARTNERS AND FUNDERS

We acknowledge the many stakeholders in the community who work with and alongside us in broadening our work to meet the needs of our growing client population. We recognize the importance of our many academic and community partners who continue to be instrumental in implementing service and creating spaces for us to meet the needs of racialized women.

Association of Ontario Health Centres

Across Boundaries

African and Black Diasporic Global Network on HIV and AIDS (ABDGN)

African and Caribbean Council on HIV/AIDS in Ontario

Africans in Partnership Against AIDS

AIDS Committee of Cambridge, Kitchener, Waterloo and Area (ACCKWA)

Hamilton AIDS Network

AIDS Committee of Ottawa

AIDS Committee of Toronto

Alliance for South Asian AIDS Prevention

AIDS Niagara

Anishnawbe Health Toronto

Black Coalition for AIDS Prevention

Canadian Association of Community Health Centres

Canadian Centre for Victims of Torture

Canadian HIV/AIDS Legal Network

Canadian Mental Health Association – Communities of Interest

Casey House Hospice

Canadian Public Health Association

Centennial College School of Community and Health Studies

Central Neighborhood House

Centre for Addiction and Mental Health

Centre Francophone de Toronto

Centre for Urban Health Committee for Accessible AIDS Treatment

CIHR Canadian Clinical Trials Network

CIHR Social Science Research Centre in HIV Prevention, University of Toronto

Committee for Accessible AIDS Treatment (CAAT) Daily

Bread Food Bank

El Tawhid Juma Circle

Ernestine's Women's Shelter

Fife House

For Youth Initiative

Fred Victor Centre

Health Access St James Town

Hospital for Sick Children

Humewood House

Interagency Coalition on AIDS and Development (ICAD)

Institute for Clinical Evaluation Sciences  
La Passerelle-I.D.É.  
LGBTQ+ Settlement Network Toronto  
Maple Leaf Clinic  
Margaret Fraser House  
McMaster University  
Mount Sinai Hospital  
Midwives Collective of Ontario  
Newcomer Women's Services  
Ontario Coalition of Agencies Serving Immigrants  
Ontario HIV Treatment Network  
Ottawa Children's Hospital  
Ottawa University  
Parkdale Community Health Centre  
People to People Aid Organization (Canada)  
Planned Parenthood of Toronto  
Positive Living Niagara (PLN)  
Ryerson University Faculty of Social Work  
Sherbourne Health Centre  
St James Town Community Corner  
St. Joseph's Hospital  
St. Michael's Hospital  
Taibu Community Health Centre  
Teresa Group  
The AIDS Network, Hamilton (The Network)  
The 519 Church Street Community Centre  
The Redwood

Toronto HIV/AIDS Network  
Toronto Newcomer Strategy: Health Pillar Committee  
Toronto People with AIDS Foundation  
Toronto Public Health  
Unison Health and Community Services  
University Health Network  
University of Toronto Bloomberg Faculty of Nursing  
University of Toronto Centre for Community Partnerships  
University of Toronto Factor Inwentash School of Social Work  
University of Toronto Faculty of Medicine  
University of Toronto, Dalla Lana School of Public Health,  
University of Toronto  
York University Faculty of Health, School of Nursing  
York University Faculty of Social Work  
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 and Health Promotion Division, City of Toronto Employment and Social Services, Ontario HIV Treatment Network, City of Toronto Urban Health Fund, Canadian Institutes of Health Research, the Public Health Agency of Canada, Girls Action Foundation and the Ontario Trillium Foundation, an agency of the Government of Ontario

# WHIWH Staff

**Anu Lala** - Therapist

**Ashley Motran** - Dietician

**Carolina Luengo** - Nurse

**Chinelle Enville** - Clinical Receptionist

**Claudia Arze-Bravo** - Data Management Coordinator

**Claudia Samayoa** - Medical Secretary

**Corrine McPherson** - Administrative Coordinator

**Damon Grewal** - Receptionist

**Denese Frans** - HIV Testing Intervention Coordinator

**Deone Curling** - Therapist

**Duate Adegbite** - Physician

**Eesananthinii Sivakumar** - Receptionist

**Elizabeth Tevlin** - Research Nurse

**Erika Caro** - Dietician

**Faiza Mehmood** - Receptionist

**Fatiha Houd** - Community Food Worker

**Isabel Nantaba** - Community Health Worker

**Ishara Jeyachadran** - Finance Coordinator

**Jacquie Naughton** - Human Resources Manager

**Jesleen Rana** - Physician

**Jothisree Ramesh** - Program and Communication Manager

**Julie Vandahl** - Nurse Practitioner

**Karen Jang** - Physician

**Kristyn Jewell** - Physician

**Lori-Ann Green-Walker** - Clinical Services Manager

**Mandeep Cheema** - Physician

**Marie Claud Joseph** - Registered Practical Nurse

**Marilene Caetano** - Nurse Practitioner

**Marvelous Muchenje** - Community Health Coordinator

**Megan Saunders** - Physician

**Mercy Gichuki** - Community Health Worker

**Nassim Vahidi** - Community Health Worker

**Notisha Massaquoi** - Executive Director

**Raelene Prieto** - Therapist

**Rosa Flores** - Receptionist

**Sandra Godoy** - Research Coordinator

**Sherry Abas** - Administrative Assistant

**Simone Donaldson** - Social Worker

**Sonia Malhotra** - Physician

**Sugirtha Balachandran** - Diabetes Education Nurse

**Tchela Solomon** - Medical Secretary

**Wangari Tharao** - Program and Research Manager





# Contact Information:

## Address

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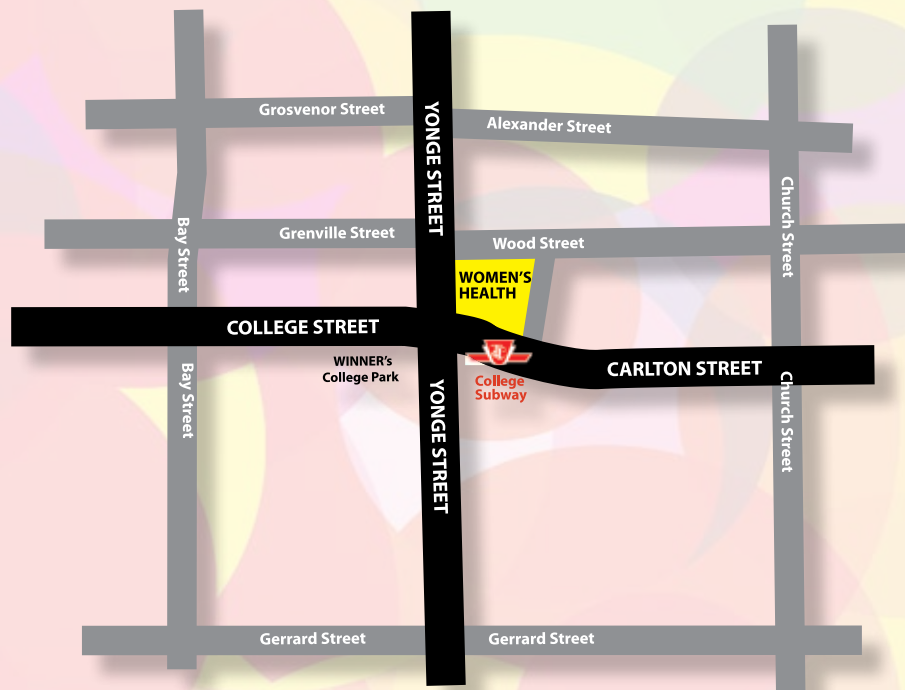
## General Information:

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E-mail: [info@whiwh.com](mailto:info@whiwh.com)  
[www.whiwh.com](http://www.whiwh.com)  
[twitter.com/WHIWHCHC](https://twitter.com/WHIWHCHC)

## Hours

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

## Location Map





# 25

YEARS OF  
ENGAGEMENT







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