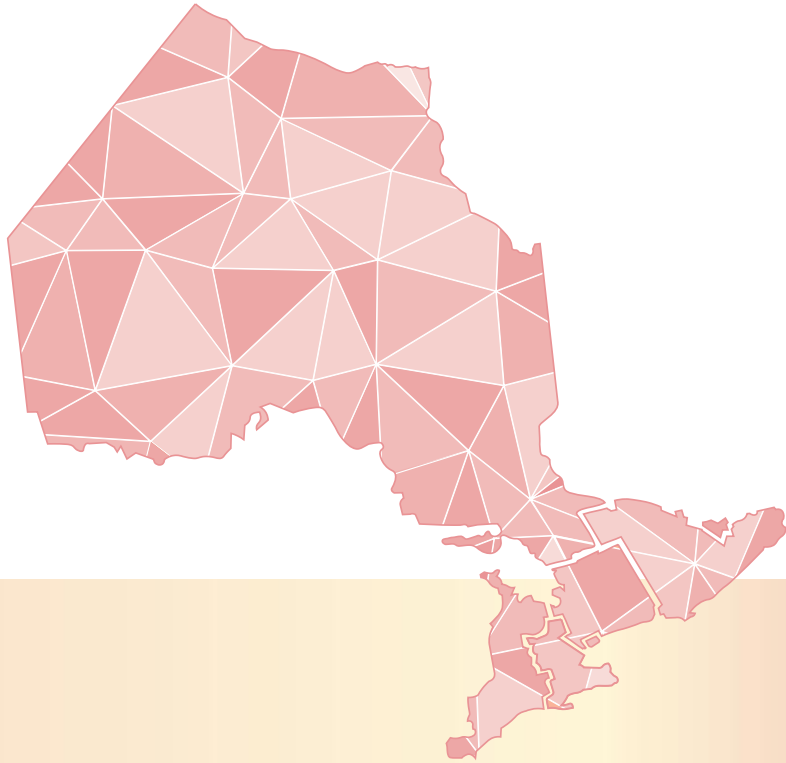


Board and CEO Statement of Community Accountability

ALESSANDRO BISIGNANO, BOARD CHAIR

NADINE SOOKERMANY, CEO

FEBRUARY 26, 2026



A shared understanding and opportunity for grounding

The purpose of this statement is to offer community, partners and interest holders the opportunity to understand where the OHTN has been and where we intend to be moving forward

A request from the Diversity, Equity and Inclusion (DEI) Advisory Council

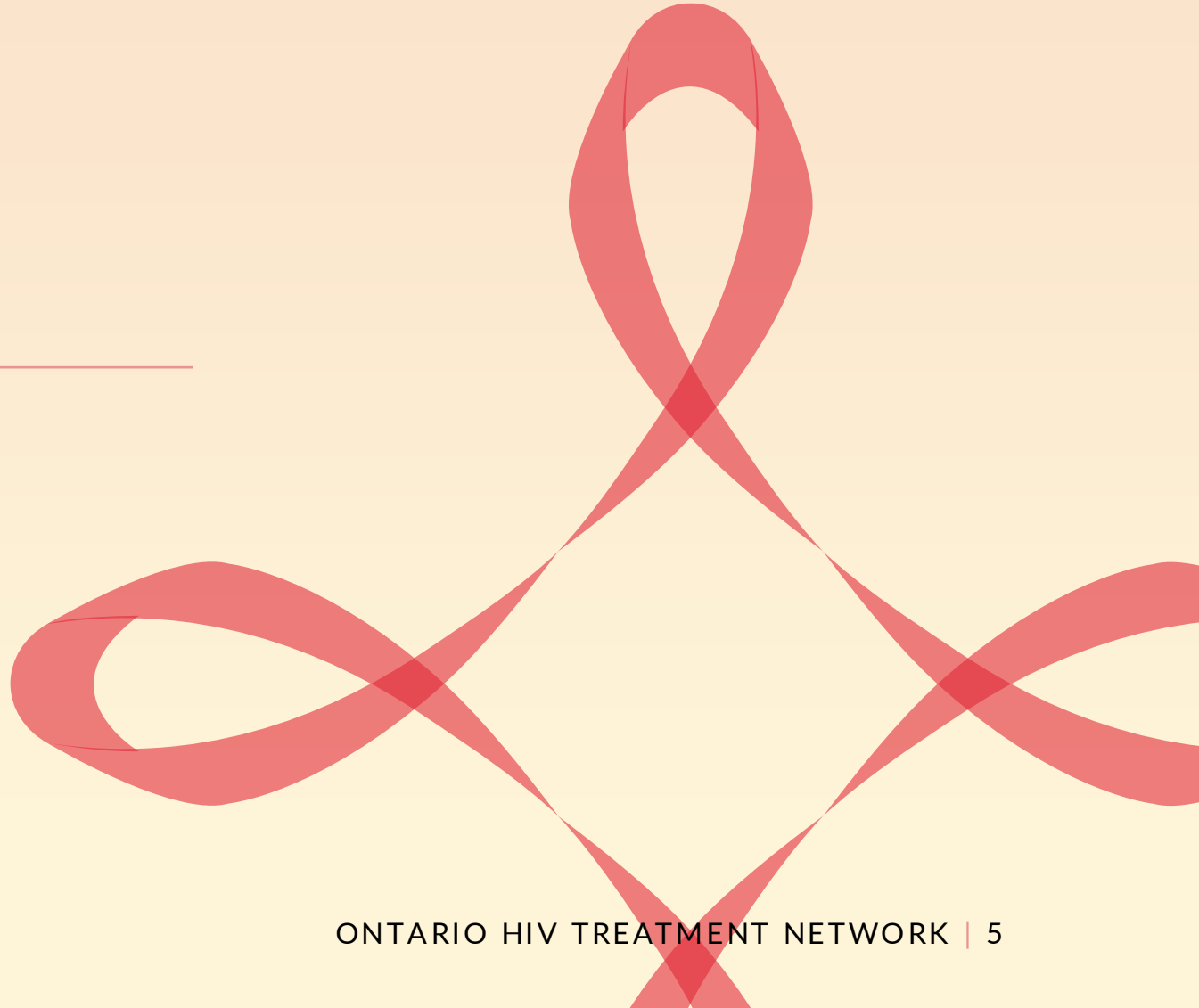
The Council recommended that this statement:

- **Acknowledged past harms:** A candid recognition of where OHTN has fallen short—particularly in centering marginalized voices, equitable leadership access, and transparent accountability, and an apology for the harm caused.
- **Identified DEI & Anti-Racism/Anti-Oppression as an ongoing journey:** Affirmation that diversity, equity, and inclusion work is not an endpoint but a continuous pathway essential to fulfilling our mission.
- **Offered an outline of commitments & timelines:** A summary of the actions the OHTN is undertaking and will undertake, along with the deadlines and a clear mechanism to communicate progress at timely intervals.
- **Committed to partnering:** A commitment to ongoing collaboration with the DEI Advisory Council and community members, to ensure DEI is integrated into every major decision.
- **A Call to Action:** A statement of shared responsibility, humility, and accountability as we work together toward a more equitable and just organization.

Our approach

- 1. To acknowledge past shortcomings**
- 2. Express gratitude and reflection**
- 3. Commit to concrete actions**
- 4. Reaffirm values and intentions**
- 5. Build trust and accountability**

Our statement



Acknowledging where we have been

At the Ontario HIV Treatment Network (OHTN), we are moving forward in our journey, building on the legacy of those who have shaped the OHTN, while also recognizing and addressing where we have fallen short.

We thank those who have shared their experiences and insights, often at personal cost, to help us to highlight areas of growth and where change is necessary.

When it comes to listening to, including, and centering the voices of those the sector has not historically supported, specifically Indigenous peoples, African, Caribbean and Black (ACB) and racialized communities, 2SLGBTQIA+ communities, women and gender expansive individuals and those living with complex needs; our processes, decision-making, and leadership pathways have not always reflected our values of equity, inclusion, and transparency.

Building on Strengths, Learning from Lessons

This is not about erasing the past or simply declaring a fresh start. It is about unlearning and re-learning our history, building on our strengths, and ensuring equity and justice are woven into everything we do. We also recognize the many strengths OHTN has built over the years, including innovation in HIV research, strong partnerships, and the dedication of staff and collaborators.

Diversity, equity, and inclusion, and more specifically anti-racism and anti-oppression, are not endpoints. They are the principles that guide us at the OHTN to achieve better health outcomes towards reduced HIV transmission, which leads to increased quality of life for communities living with HIV who have been structurally and systematically left behind. They are ongoing practices essential to our mission, especially for people living with HIV.

Our Commitments and Timeline

Action	How we will do it	Target
Equitable Leadership	Established the Diversity, Equity, and Inclusion Advisory Council as a body advising the entire organization on DEI and anti-racism/anti-oppression initiatives	August 2025
Transparency and Reporting	Release a comprehensive organization-wide Diversity, Equity, and Inclusion Strategy, including the Action Plan to Confront Anti-Black Racism and the Truth and Reconciliation Action Plan, developed with the DEI Advisory Council, by June 2026. Publish regular DEI Strategy Progress Reports.	By June 2026
Organizational Culture and Workforce Development	Explore what Board governance looks like in an organization grounded in equity, anti-racism and decolonization. Deliver mandatory DEI, anti-oppression, and trauma-informed training for all staff and Board members. Expanded staff engagement and anonymous feedback.	February 2026 By December 2026 June 2026
Sector Impact	Deepen engagement with Indigenous partners to advance the OHTN Truth and Reconciliation Action Plan, including ongoing support for the annual Indigenous PHA Gathering. Implement the Rapid Learning and Improvement Advisory Committee (RLIAC) recommendations related to Black-led HIV research in Ontario, ensuring OHTN works more effectively with African, Caribbean, and Black communities to inform HIV prevention, support, care, and treatment services.	Ongoing By June 2026

A Commitment to Equity

We are grateful to the people/communities that raised their concerns constructively, and to the DEI Advisory Council and community members who continue to guide this work. We commit to ensuring that equity is not an add-on, but a core principle that shapes every decision at the OHTN.

A Shared Responsibility

Real change happens when responsibilities are shared, and leadership is transparent. This commitment to growth is not only about what leadership does, but also about how the OHTN is accountable and responsible, leading to a more equitable and just organization.

We move forward with humility, gratitude, and determination, caring for the ground we stand on and the communities we serve.

We want to hear
from you



THANK YOU!

