

Canadian Aboriginal AIDS Network

Final Report on

Canadian Association of Social Workers Symposium on HIV/AIDS Scholarship Project Funding



**Prepared and Submitted by:
Canadian Aboriginal AIDS Network**

**Date: November 17, 2000
Final Draft**

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B. Background

The Canadian Aboriginal AIDS Network was approached by a representative of the Canadian Association of Social Workers (CASW) in December of 1999 to assist in the planning of the CASW Symposium on HIV/AIDS at the Joint Conferences of the International Federation of Social Workers and the International Association of Schools of Social Work in Montreal Quebec in 2000. Planning for the symposium was already underway with other Canadian national HIV/AIDS organizations involved in planning for the symposium.

A representative of the Canadian Aboriginal AIDS Network was asked to attend an introductory meeting in Montreal, January 21 to 23, 2000. Meeting participants included Antoinette Lambert (CASW), Bill Ryan (CASW), Claude Leblond (CASW), Eugina Moreno (CASW), John Mould (CASW), Bill Rowe (CASW), Mary Ann Sandrelli (CASW), Nena Nera (Health Canada), Martin Methot (Health Canada), Marc-Andre LeBlanc (Canadian AIDS Society), Richard Burzinski (International Coalition of AIDS Service Organizations), and Anne Renault (Canadian HIV/AIDS Legal Network).

The Canadian Aboriginal AIDS Network was asked to participate in several ways at this first meeting:

- A. Ongoing e-mail consultation on documents and content of the symposium.
- B. A second planning meeting in Montreal March 31 to April 02, 2000.
- C. Recommendations of three representatives from Aboriginal Community provided to Bill Ryan who will approach Jeff Dodds for sponsorship to the symposium.
- D. Provide names of interested parties to invite (there is a cap of 30 Canadian delegates – out of 100 – at the symposium.)
- E. Stay in contact with 10 symposium participants, as the participants are identified, as a personal contact for questions, concerns etc.
- F. Participate in the Symposium as a discussion facilitator.

After this meeting, regular electronic communications were received and the Canadian Aboriginal AIDS Network provided the information requested by the organizers, in identifying several individuals who may qualify for scholarships and identifying others who would perhaps be interested in attending the conference – both Canadian and international names were submitted. In the course of the submission of names of interested parties, the organizers became aware of a situation by which funding for Indigenous specific scholarships through Health Canada would have to be provided to an Aboriginal organization to provide the scholarships. At this point the Canadian Association of Social Workers asked the Canadian Aboriginal AIDS Network to work with Jeff Dodds and Grafton Spooner to develop a proposal for these

scholarships.

Communication around these scholarships continued throughout the spring and the proposal was submitted in May of 2000. While the time line for the project was coming to a close with respect to arranging for travel for international participants, there would be a wait for the proposal to receive Ministerial approval.

While this was going on, the Symposium Planning Committee had met for a second time with all of its partners and decided on the format for the symposium and the process for the administration of the CASW scholarships . This process involved creating a balance of representation from around the world in assigning scholarships and a request for scholarships made by individuals who had been contacted during the initial stages of the planning. Contacts provided by CAAN were included in this scholarship process.

The format of the symposium included panellist presenters, interpretation by a theatre group to assist in facilitating the event, and the final determination of the themes for discussion at the day. A preliminary draft of the manifesto was prepared and participants and social workers from around the world were asked to share their experiences in dealing with HIV/AIDS in their work, to help shape the manifesto.

Included in the final schedule was an invitation to Amaranta Gomez to speak to Indigenous peoples issues in HIV/AIDS and Social Work as a part of the opening ceremonies. When Ms. Gomez reported that she would be unable to attend, the planning committee asked another CAAN scholarship recipient, Jake Linklater, to speak and address the issues of Indigenous Peoples, HIV/AIDS and Social Work.

The Symposium Planning Committee met one more time, on July 28, 2000, the day before the symposium, this time with facilitators and recorders to reviews roles and responsibilities on the day of the symposium.

Communications after the symposium continued, as the committee reviewed the Manifesto to be sent to participants in its finalized state for distribution.

C. Time-line

Time line of the Canadian Aboriginal AIDS Network involvement in the Canadian Association of Social Workers Symposium on HIV/AIDS and the scholarship funding process.

December 1999

- Canadian Aboriginal AIDS Network invited to participate in planning committee

January 2000

- First meeting of Canadian Association of Social Workers Symposium Planning Committee with national partners

February 2000

- Definition of themes and objectives for symposium
- Submission of names and contacts, national and international of potential symposium participants from CAAN and others involved in symposium planning

March 2000

- Submission of names for scholarships for participants from Canadian Aboriginal Communities
- Begin discussions with Health Canada (and Medical Services Branch) for funding of Aboriginal peoples to attend Symposium on HIV/AIDS
- First contact with potential participants (as provided by planning committee members)
- Second meeting of Canadian Association of Social Workers Symposium Planning Committee

April 2000

- CASW make contact with potential participants to request submission of stories and experiences working in Social Work and HIV/AIDS

May 2000

- Proposal submitted to Health Canada for national and international participants
- CAAN receives curriculum vitae from Guyana for four potential scholarship recipients
- Beginning of scholarship review for CASW scholarships

June 2000

- CAAN requests status report on the confirmation of the scholarship proposal
- First draft of manifesto distributed to symposium participants
- CASW scholarship recipients announced
- CAAN receives notice of funds being made available to go ahead with scholarship arrangements
- CAAN solicits potential names for scholarships from Aboriginal communities –

Métis, First Nations and Inuit, also follow-up on recommendations and requests for information to be sent to potential scholarship participants

July 2000

- Funding agreement received and signed – July 26, 2000
- Canadian Association of Social Workers Symposium on HIV/AIDS – July 29, 2000

August 2000

- Final Draft of Manifesto send out to participants of CASW Symposium on HIV/AIDS

September 2000

- CAAN scholarship participants asked to complete questionnaire about the event, an unprecedented 100% response rate is achieved by October 2000

D. Scholarship process

The scholarship process was based on the one entered in to by CASW and the planning committee. This relatively informal process relied on word of mouth and recommendations from peers working in the AIDS community. The Canadian Aboriginal AIDS Network provided many names over a three-month period who CASW proceeded to contact and inform about this gathering and the possibility of scholarships.

Guiding the decision for scholarships was the need to equally represent participants from around the world and representing the following three groups:

- People living with HIV/AIDS,
- Indigenous peoples, and
- Social workers with front-line service experience.

The Canadian Aboriginal AIDS Network provided potential participants' names both within Canada and from around the world. International Participants were primarily individuals who had participated in some way in the Indigenous Peoples Forum presented by the Canadian Aboriginal AIDS Network at AIDS Impact in Ottawa, 1999.

The goal of the process was to reach out to many individuals to invite participation from far and wide in gathering stories about successes and challenges in working in world communities effected by the HIV epidemic. These individuals were invited to share their stories, regardless of their desire to apply for any type of scholarships. The initial focus was international and in order to avoid an overly western bias in the response, we were asked to identify only half a dozen potential contacts within Canada in addition to any international contacts we might have. Information if CASW scholarship process was sent to each name provided to the Canadian Association of Social Workers group by all participants in the planning process.

At this point, it was thought that the Aboriginal scholarships would be identified from the Canadian Association of Social Workers pool of possible scholarship participants. When it became clear that the Canadian Aboriginal AIDS Network would have to administer the scholarships, due in part to time restrictions on the rest of the scholarships, CASW agreed to share applicant information for individuals who would qualify for these scholarships.

None of those whose names were originally provided had applied for scholarships with the exception of Ms. Gomez (who received a scholarship.) This left CAAN with a bit of a problem, due to the rapidly approaching deadlines for booking rooms and travel.

In order to maintain a balance of First Nations, Inuit and Métis delegates in this process CAAN turned to organizations in the community with contacts from these groups. While receiving some guidance in identifying a First Nation representative with the assistance of those who knew the people in the community best, CAAN staff similarly sought out the assistance of individuals involved in Métis and Inuit organizations as well. The difficulty facing these groups was in identifying individuals who would have the time and experience to participate in the symposium

at such a late date. Letters were sent to Inuit and Métis groups requesting that they recommend a participant for the symposium, based on the aforementioned criteria set out by the CASW and the Symposium planning committee.

For the international delegate CAAN spent some time attempting to contact individuals who had participated in the Indigenous Peoples Forum. When this effort returned no responses the decision was then based on previous conversations with Grafton Spooner and his work in contacting a group in Guyana and soliciting names for this symposium.

With all of the scholarships granted, CAAN then extended an invitation to the two international delegates to extend their stay and return to Ottawa after the symposium to meet with members of the Aboriginal Communities represented there and with CAAN's partner groups including Health Canada. Unfortunately the scholarship recipient from Guyana had already made other arrangements to meet with students after the conference. The other international delegate had to cancel her involvement in the symposium just one week before the start date. This unfortunate situation did not allow time for a replacement to be identified and brought in. As a result, the opportunity to meet with these individuals in Ottawa was lost. However, the Canadian symposium delegates were given the option to stay in Montreal for the duration of the conference to meet with these and other international delegates. This proved to be of great benefit as it allowed the delegates time to meet other participants of the conference and to continue to dialogue about issues impacting Indigenous Peoples around the world.

E. Report on symposium

The Canadian Association of Social Workers Symposium on HIV/AIDS took place on July 29, 2000 at the Palais des Congrès in Montreal, Quebec. One hundred and twenty participants registered to attend the symposium. Registration for the conference and symposium began at 0730. Each individual was given a package and assigned a table depending on the thematic group that they had pre-selected.

During the registration process a theatre group, *Mise aux Jour*, performed a series of tableaux to the sound of a drum. These scenes were based on the experiences reported to the planning committee during the planning stage of the Manifesto. Participants and others who were contacted leading up to the symposium were invited to provide input into the manifesto and provide experiences that would help to frame the manifesto in a social context. The role of this group of performers was to capture the concepts discussed during the event and to carry these ideas back to the conference delegates of the Joint Conference of the International Federation of Social Workers and the International Association of Schools of Social Work. The theatre group performed in common areas during the conference to promote the proceedings of the symposium and to raise awareness of the manifesto and the application of it in the work and education of all social workers.

The symposium opened at 0900, with welcomes from the chair of the CASW Symposium on HIV/AIDS, the president of CASW, and Health Canada. Following these opening remarks was a panel presentation on emerging issues in HIV/AIDS from around the world. The perspectives presented by this panel included Indigenous peoples' issues, social workers education on HIV/AIDS issues and greater involvement of people with AIDS in education, prevention and provision of support (the GIPA Principle).

The panel presentation was followed by a break and upon return to the session, the participants began focussing on their thematic issues.

The themes for the day were Human Rights, Social and Health Policy, Social Work Education, Partnerships, and Social Research. Groups were divided based on the language preferences of the participants. The number of groups discussing each theme varied from one to three groups. The groups were asked to examine the draft manifesto and the ideas presented there related to their theme. Delegates were asked to share their experiences as they related to the theme and provide suggestions for the author of the manifesto to better capture their experiences and needs in the manifesto.

Thematic table discussions continued after the lunch break. Participants were asked to reflect on ways to bring the manifesto into action. Ideas about possible uses and the need for a living document to direct the work and education of social workers and to define the rights and needs of people living with HIV/AIDS and/or affected by the epidemic.

The symposium closed with a report-back session from each group, closing comments from the symposium reporter and a final presentation from the performers. Information about the

symposium and the manifesto was made available to the conference participants at a booth in the information hall over the next three days.

After the symposium the author of the manifesto revised the manifesto based on the feed-back and discussion that had taken place during the symposium. A final draft was circulated to participants via e-mail and fax for feed back and suggestions. Key issues that were added to the manifesto during this phase were:

- The need respect of culture and beliefs while providing services,
- Recognizing the needs and concerns facing marginalized populations, and
- The inclusion of people living with HIV/AIDS as principle partners in addressing the AIDS pandemic and in policy and decision making.

On World AIDS Day the Manifesto was launched internationally to social workers to help guide their work with people infected and affected by HIV/AIDS.

F. Summary of evaluation questionnaires

Participation

The five participants sponsored on scholarship from the Canadian Aboriginal AIDS Network participated in the following thematic discussion tables:

Human Right	2
Education	1
Social and Health Policy	2
	n=5

The sixth scholarship recipient could not attend the symposium and due to time limitations and financial restrictions on international tickets, the place could not be filled at the last minute.

The Manifesto

All participants received draft copies of the manifesto and documents preparing them for participation in the symposium in the month leading up to the symposium. This documentation was provided by the Canadian Association of Social Workers Symposium Logistics Planner and was disseminated via e-mail.

After the conference, participants were asked to review the final draft of the manifesto. Again, this sharing of the document was carried out via e-mail. Eighty percent of the CAAN Scholarship participants received the manifesto when it was distributed in August. The one participant who did not receive the materials after the symposium was sent the draft Manifesto by CAAN staff upon notice of their not receiving the document.

Of those that received the manifesto 75% reviewed it and assessed it for use in their work. When asked if they felt the changes made to the document reflected the recommendations set out at the symposium the respondents were divided in their response. In general the feeling was that some topics were addressed, but not to the desired depth that was identified in their group discussions.

Application

Use of the information shared at the symposium and the manifesto itself appeared to be for information only for the majority of scholarship participants. One participant noted that while the manifesto seemed “a bit over the top” the chance for social workers to learn about the need for “collaboration and meaningful cultural participation” was of great benefit for all participants. Some respondents noted that the manifesto could be incorporated into their work as a document to help frame missions for their organization.

As a part of participating in a gathering such as this, a natural outcome is making new contacts in the HIV/AIDS community, both nationally and internationally. Scholarship participants were asked to report whether they had either established new contact or been contacted by another participant of the symposium. The responses were for the most part positive:

Have contacted individuals	3
Have been contacted by individuals	3
Have NOT been in contact with others met at the symposium	1
	n=5

Next Steps and Recommendations

Please see Section H – Recommendations for a summary of respondents recommendations for the future of the Manifesto and the role of the Canadian Aboriginal AIDS Network in international Indigenous issues.

G. Recommendations

The Manifesto

While reaction to the final draft of the manifesto appears to be mixed, there is no shortage of recommendations as to the next steps of what to do with this document. The willingness of participants in the process of drafting the manifesto to keep this document alive and moving towards recognized standards in an international group of professionals dealing with HIV/AIDS is certainly a positive outcome of this process.

The following recommendations are drawn from the comments of scholarship recipients in their evaluation of the symposium and its outcomes.

- need to share with Aboriginal groups who are not currently linked to HIV/AIDS issues
- circulate final copy and illicit feedback on how best the document can be used in International, National and Regional Associations, professional organisations, Governments, Colleges and Universities, and among Aboriginal peoples
- hold workshops on the document and its applications at upcoming international gatherings (e.g. AIDS Impact, future International Federation of Social Workers gatherings etc.)
- continue dialogue started here to engage meaningful participation to identify issues for social workers.

Role of CAAN on International Indigenous Issues

The membership of the Canadian Aboriginal AIDS Network held its second Annual General Meeting held in June 2000. Of the thirty-two resolution put to the membership, the sixteenth resolution carried by the membership was:

Resolution #16 / International Communication:

Be it resolved that: CAAN continue international communications and meetings to share information with international indigenous and non-indigenous people.

- Moved by: Art Zoccole, BC
- Seconded by: Ken Clement, BC

The undertaking of this scholarship process begins to address this resolution, but one challenge that the Canadian Aboriginal AIDS Network continues to face when dealing with International Indigenous Issues is communications. In the time leading up to this gathering the staff of CAAN made repeated attempts to contact individuals involved in the last international gathering CAAN hosted – The Indigenous Peoples Forum at AIDS Impact – success was limited by the lack of maintaining regular communications with those who had participated at the AIDS Impact forum.

Given this situation, as the administrators of this project, the staff of the Canadian Aboriginal AIDS Network recommends that a formal communications plan be developed in response to the resolution passed by the membership of this organization.

As a part of the evaluation process the CAAN scholarship participants provided recommendations to the staff of the Canadian Aboriginal AIDS Network on how the organization can address issues impacting Aboriginal Peoples. (Numbers in parentheses at end of each statement are the number of individual evaluations where the recommendation was made.)

Having an International body acting as (an) advocate and speaking out against wrong doings can serve to promote positive changes.

In addition, by demonstrating care and concern for the welfare of all Aboriginal peoples in the world, . . . awareness and development can be promoted in different ways.

– Symposium participant

- Participate in fora and share information on common experiences with other Indigenous people (4)
- Address issues on a national and international level (3)
- Support exchange programs with Aboriginal peoples (3)

H. Final Draft of Manifesto

Draft Manifesto of the AIDS Symposium sponsored by the Canadian Association of Social Workers.

Preamble to the Manifesto

As we head into the third decade of the AIDS pandemic Social Workers deplore the fact that millions of people are infected with HIV/AIDS and that not enough is being done to promote wellness and stop the spread of the disease.

While AIDS knows no social, racial, cultural barriers the rates of infection spiral especially among the poor, the disenfranchised, among people who struggle with inequality, oppression and subjugation in many guises.

Yet throughout the AIDS pandemic, People Living With HIV/AIDS across the world have shown and continue to show a commitment to community based action and an unbending resolve to work toward wellness, to openly engage the communities in which they live and to assert their rights and remind others of the duty of compassion that binds us all.

Social Workers and Social Work Educators have a particular duty to work to eradicate AIDS and improve the lives of those living with the disease. That duty flows directly from the Principles and Standards of the The Ethics of Social Work as adopted by the IFSW in Colombo Sri Lanka in July of 1994. In the same year the Paris AIDS Summit Declaration of December bound 42 Governments to act concertedly, constructively, purposefully to address not only the bio-medical issues central to the pandemic, but the whole range of psycho-social, economic, legal and political issues that impinge on the lives of people living with AIDS.

In 2000, as the pandemic continues largely unabated, it is important that Social Workers and Social Work Educators reaffirm their duty and obligation to work ensure that everywhere they work in partnership with people living with AIDS. That compassion, fairness, equity and respect guide all of us in making sure that communities and individuals affected by the pandemic are full stakeholders in developing strategies and policies that improve their physical, emotional, spiritual and vital wellbeing.

We remind ourselves and those with whom we work, that Social Workers believe and uphold that every human being has unique value, has a right to self-fulfilment, is entitled to the maximum benefits society may provide, that social workers are committed to the principles of social justice, that we have a "responsibility to devote objective and disciplined knowledge and skills to aid individuals, groups, communities and societies in their development and resolution of personal-societal conflict". The principles of the profession explicitly provide that we work without regard to gender, age, disability,

colour, social class, race religion, language, political beliefs or sexual orientation. We are obligated to stringently uphold the principles of privacy, confidentiality and responsible use of information even when a country's legislation is conflict with this demand. No work we undertake may be inconsistent with these fundamental values and no where may we be complicit in supporting individuals, groups, political forces or power structures that suppress their fellow human beings by terrorism, torture or other brutal means.

All these principles are critical to our addressing the complex array of issues arising out of the AIDS pandemic and we believe that the pandemic must be specifically addressed by our profession and occupy a significant place in the curricula of Social Work.

We have drafted the following manifesto to underscore that we need to be guided by the notion of a continuum of care. That is to say our approach must encompass research, development and teaching of harm and risk reduction and health promotion; that we make explicit the determinants of health constantly act in accord with these and place them in a relevant social, economic, legal, political and cultural context.

We, professional social workers and social work educators, meeting this July 29th, 2000 in Montreal, Qc., Canada at the CASW AIDS Symposium held in conjunction with the Joint Conference of the International Federation of Social Workers and the International Association of Schools of Social Work

Solemnly Declare:

(1) WITH RESPECT TO HUMAN RIGHTS

To uphold and foster The Ethics of Social Work as set out in the International Declaration of Ethical Principles of Social Work and in the International Ethical Standards for Social Workers, and to apply them rigorously in the context of HIV/AIDS.

To hold the 42 States that are signatories to the Paris AIDS Summit of December 1994 accountable for the commitments contained in that document and to advocate for and defend the right to equitable treatment; respectful of culture and belief; of all people regardless of gender, age, sexual orientation, race, religion, civil status, affiliation, route of transmission or prognosis of compliance.

To pressure all governments and organizations to adhere to the principles of human rights and dignity of the person and respond compassionately to those affected by the pandemic.

To assure, through proactive advocacy, that all people affected and infected by HIV/AIDS have proper food, housing, education and health care and be able to exercise their rights in this regard without hindrance.

(2) WITH REGARD TO SOCIAL AND HEALTH POLICY

Our resolve to actively work with persons living with HIV/AIDS ensuring that they hold their rightful place as principal partners in addressing the pandemic.

Our resolve to push for the inclusion of persons living with HIV as well as people affected by the pandemic as active participants in decision-making and policy implementation at all levels.

Our commitment to advocate for public and social health policies rooted in both a solid understanding of the determinants of health and in the context specific realities of the community.

Our duty to apply our expertise at the macrosocial level in criticizing policies that are inimical to the health and psycho-social wellbeing of all those who are touched by the pandemic and work proactively in developing policies that promote improved quality of life people affected and infected by HIV.

Our commitment to constantly battle the stigmatization and resultant discrimination that attaches to AIDS no matter what its source.

Our duty to ensure that the voices of the marginalized populations adversely affected by HIV/AIDS are listened to and their concerns addressed.

(3) WITH REGARD TO SOCIAL WORK EDUCATION

To innovatively and comprehensively incorporate cogent practical and theoretical HIV/AIDS education within Social Work curricula for HIV/AIDS touches every facet of human development.

To teach all students, practitioners and academicians of social work about HIV/AIDS and apprise them of the medical, physical, psycho-social, cultural, legal and economic issues involved in the pandemic.

To overcome stigmatization and rejection we must acknowledge and work through our own fear to fully foster respect for people living with HIV/AIDS.

To develop an understanding of the principles of a continuum of care and a holistic approach to care, treatment and support of people living with HIV/AIDS.

To involve all those affected by the pandemic through community based organisations, NGO's or other bodies in the education process.

To underline the importance of prevention and limitation of the spread of HIV/AIDS.

To foster collegial attitudes that promote interdisciplinary, multidisciplinary, and transdisciplinary approaches and ensure meaningful exchange with other professions.

To integrate theory and practice.

(4) WITH REGARD TO PARTNERSHIPS

To address HIV/AIDS mindful of the continuum of care which requires that people living with AIDS are integral to the interdisciplinary, multidisciplinary and transdisciplinary undertakings that offer promise and hope in response to the pandemic.

To enter into respectful professional relationships based on equality and equity.

To overcome local, regional, national or professional concerns that might limit a broader understanding, effective intervention and inclusive decision-making.

To collaborate with all organizations or leaders mindful of the particular political, social, economic and cultural context that shape that relationship.

(5) WITH REGARD TO SOCIAL RESEARCH

Psycho-social research and the role of social workers in conducting it are fundamental to effective prevention, intervention, care, treatment and support and health promotion.

To involve people with HIV/AIDS in designing, implementing and interpreting the research.

To ensure that all research initiatives are driven by fundamental ethics of confidentiality and informed consent and basic social work values such as self-determination, dignity and worth of the individual.

To ensure that the results of research are imparted to those being studied and all those implicated throughout the research process and after its completion.

To respond to the contribution of those being studied with respect and gratitude.

WE THEREFORE ARE RESOLVED:

THAT THE HIV/AIDS PANDEMIC AND ITS PSYCHO-SOCIAL, MEDICAL, LEGAL AND ECONOMIC RAMIFICATIONS ARE A PRIORITY FOR ALL SOCIAL WORKERS AND ALL SOCIAL WORK EDUCATORS THROUGHOUT THE WORLD.

THAT ALL SOCIAL WORKERS AND SCHOOLS OF SOCIAL WORK WILL WORK TO FOSTER CONTINUUM OF CARE IN TREATING THE PANDEMIC RESPECTFUL OF THE HUMAN DIGNITY OF PEOPLE WITH HIV/AIDS AND THE COMMUNITIES IN WHICH THEY LIVE.

THAT SOCIAL WORKERS AND SCHOOLS OF SOCIAL WORK WILL PROMOTE A CONTINUUM OF CARE THAT NECESSARILY INVOLVES A CRITICAL UNDERSTANDING OF THE DETERMINANTS OF HEALTH AS WELL AS CULTURALLY SENSITIVE APPROACHES TO RISK AND HARM REDUCTION INCLUDING, BUT NOT LIMITED TO EDUCATION ABOUT SAFER SEX AND INJECTION DRUG USE.

THAT SOCIAL WORKERS AND SOCIAL WORK EDUCATORS WILL BE GUIDED BY A FUNDAMENTAL AWARENESS THAT ISSUES OF HIV/AIDS AWARENESS, EDUCATION, RESEARCH, TREATMENT AND CARE ARE INTRINSICALLY TIED TO ISSUES OF DISCRIMINATION, POVERTY, UNEMPLOYMENT, PHYSICAL, MENTAL AND SOCIAL WELL-BEING.

TO REAFFIRM THAT OUR DUTY IS TO WORK TO ERADICATE THE IMPEDIMENTS TO EFFECTIVE PREVENTION OF HIV TRANSMISSION AND CARE OF AFFECTED AND INFECTED BY HIV.

ADOPTED, THIS ____ DAY OF AUGUST, 2000, IN THE CITY OF MONTREAL, PROVINCE OF QUEBEC, CANADA.

J. Participants

Todd Armstrong

Ken Clement

Jake Linklater

Duane Morrisseau

Barbara Thomas-Holder

Regrets: Amaranta Gomez