



AFRICAN and  
BLACK DIASPORA  
GLOBAL NETWORK  
on HIV and AIDS

Strategic Plan 2010-2013



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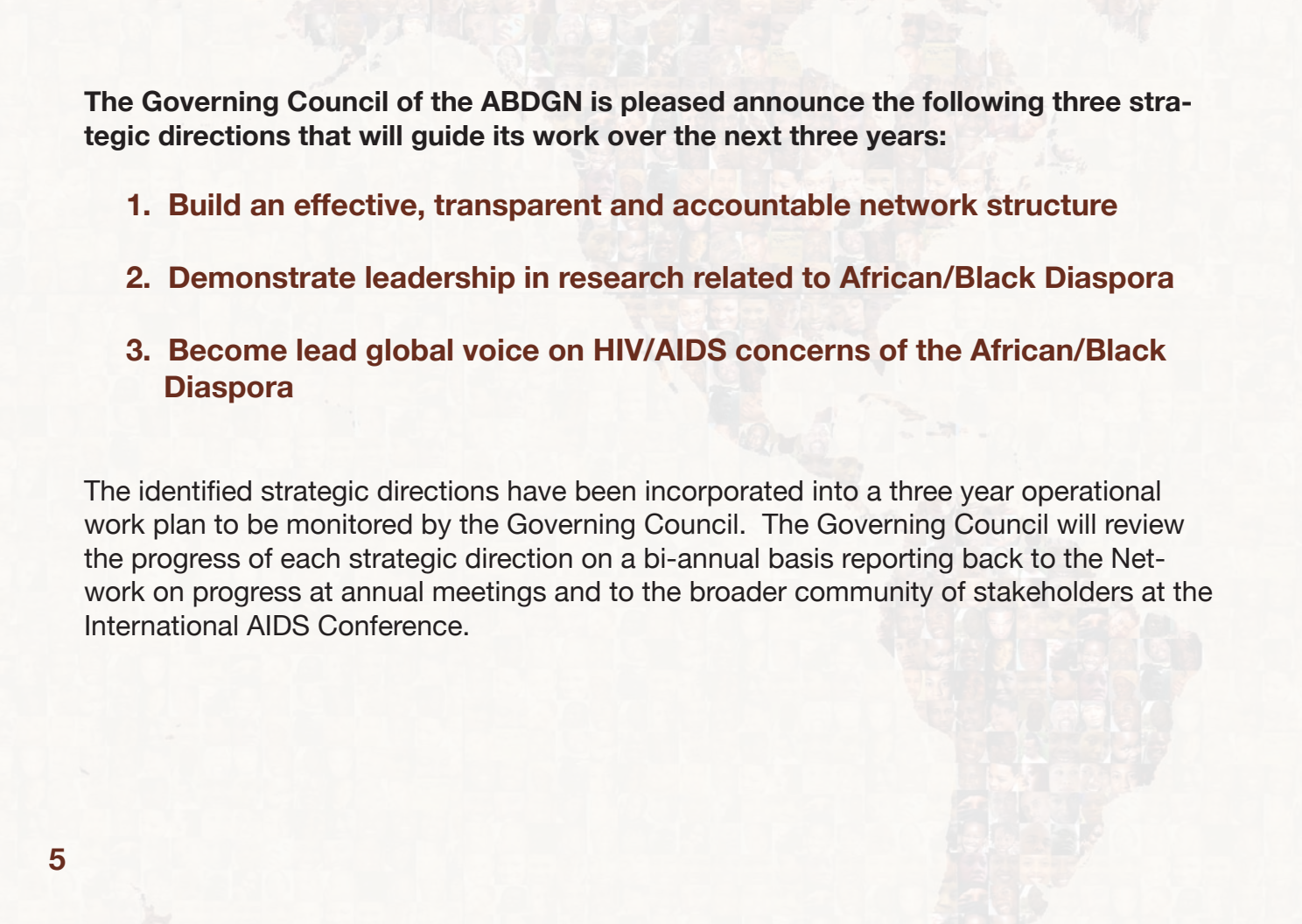


# Executive Summary

In November of 2009 the African and Black Diaspora Global Network (ABDGN) convened its Governing Council and invited guests to participate in a three day strategic and operational planning process in Toronto, Canada. The principal objective of the planning sessions was to generate a three year strategic and operational plan for ABDGN.

Over the course of the three days participants:

- Shared relevant evidence and experience and engaged in structured discussion regarding the relevance of the information shared to the Network's planning process;
- Assessed the ABDGN's strengths, weaknesses, opportunities and threats (SWOT);
- Considered the implications of the SWOT assessment on the Network's three year planning priorities;
- Reviewed the Network's current goals and engaged in discussion of achievements and challenges, determining goals to be retained as potential strategic priorities;
- Reviewed and revised the ABDGN's Mission, Vision and Principles;
- Ensured agreement on the structural framework of the ABDGN;
- Determined 3 strategic directions for ABDGN;
- Developed a draft work plan to operationalize the strategic directions..



The Governing Council of the ABDGN is pleased announce the following three strategic directions that will guide its work over the next three years:

- 1. Build an effective, transparent and accountable network structure**
- 2. Demonstrate leadership in research related to African/Black Diaspora**
- 3. Become lead global voice on HIV/AIDS concerns of the African/Black Diaspora**

The identified strategic directions have been incorporated into a three year operational work plan to be monitored by the Governing Council. The Governing Council will review the progress of each strategic direction on a bi-annual basis reporting back to the Network on progress at annual meetings and to the broader community of stakeholders at the International AIDS Conference.

## About Us

The ABDGN was launched at the International AIDS Conference held in Toronto, Canada in 2006 to highlight the issues affecting African and Black migrant populations in their countries of destination, and to advocate and support the development and implementation of a coordinated global response, which is informed by evidence of best practices and research emerging from various countries. The governing council of the network has global representatives from organizations and networks located in Canada, the United States, United Kingdom, France, Germany, and the Caribbean. As a unified “network of networks” the ABDGN will facilitate knowledge translation, collaborations, capacity building and foster emerging partnerships needed to build effective responses to address the multiple impacts of HIV and AIDS on the lives of African and Black populations in the Diaspora.

### **“Together Forging Change”**

Structurally the ABDGN is a unified network of networks.

## **Working Definition of African/Black Diaspora**

The African/Black Diaspora are people of African descent that are living outside of the African continent and represent or are impacted by HIV/AIDS epidemics within their communities in the developed world.

## **Scope of Membership**

A broad range of individuals, organizations, and sectors including but not limited to the following:

- African/Black people living with HIV and AIDS in the Diaspora
- Researchers
- Policy Decision-Makers
- Multilateral Funding Bodies
- Government Representatives
- African/Black Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, and Intersex organizations/groups/networks
- African/Black Youth organizations/groups/networks
- Faith-based organizations/groups/networks
- African/Black Women's organizations/groups/network
- Commercial Sex Trade organizations/groups/networks
- Migrant Worker organizations/groups/networks

## **Language**

English is currently the working language of the network and the advisory committee. When possible, key network documents and announcements may be translated to accommodate additional languages.

# **Vision, Mission and Guiding Principles**

## **Vision**

To end the AIDS epidemic across the African/Black diaspora through the utilization of a rights-based approach.

## **Mission**

The African/Black Diaspora Global Network on HIV and AIDS (ABDGN) works to strengthen the response to HIV and AIDS epidemics and associated stigma and discrimination among African/Black communities in the Diaspora using a rights-based approach.”

## Guiding Principles

GIPA and MIPA: The network embraces the principles of GIPA (the Greater Involvement of People Living with HIV/AIDS) and MIPA (the Meaningful Involvement of People Living with HIV/AIDS) into all aspects of the work it undertakes. We support and understand the rights and responsibilities of people living with HIV, including their right to self-determination and meaningful participation in decision-making processes that affect their lives. We endorse the MIPA Code of Good Practice that defines the involvement of PLHIV and affected communities as a specific expression of the right to active, free and meaningful participation in all aspects of the HIV/AIDS response. The Code recognizes that involving PLHIV and affected communities in the HIV response makes a powerful contribution to the pandemic by enabling individuals and communities to draw on their lived experiences; thus contributing to reducing stigma and discrimination and to increasing the effectiveness and appropriateness of the HIV/AIDS response.

**Transparency and Accountability:** The network is committed to ensuring the structure and function of the network, decision making processes, and utilization of resources are clear and transparent to network members. The network will regularly monitor and evaluate its activities against its vision, mission and guiding principles and will actively seek opportunities to share challenges and successes with stakeholders.

**Anti-Oppression Framework:** The network will work to eliminate the impacts of multiple structural and systemic sources of oppression based on race, gender, sexual orientation,

faith, disability, age, legal status and other dimensions of difference that harm individual and community responses to HIV and AIDS for African/Black people in the Diaspora.

**Social Justice:** The network will incorporate a social justice philosophy to inform the work and activities of the network; utilizing practices and tools based on the promotion of human rights and social determinants of health. The interconnected influences of social, economic, political and environmental circumstances on HIV and AIDS for African/Black people living in the Diasporas are important realities this network will address.

**Diversity and Inclusion:** The network will support the involvement of diverse African/Black populations, allies and stakeholders that comprise the membership of the network; and we are committed to fostering community-based shared understandings that value diversity through the use of language that is non-stigmatizing, respectful, and inclusive.

**Capacity Building and Leadership Development:** The network will use and support individual and community based models of capacity building and leadership development with organizations on the ground and regional hubs thus ensuring sustainable growth for the future of the network.

**Advocacy:** The network will strategically advocate with, and on behalf of, African/Black people living in the Diasporas on a variety of issues including but not limited to the following: securing/ ensuring adequate financial and human resources; policy decision-making; scaling up prevention, treatment, care and support; and research involving communities represented by the network.

**Overall Representation of Africans:** The network will strive to ensure the accurate and positive representation of African/Black people in all of its communication, activities and planning processes. Images of African/Black people will be empowering and positive representations.



# Strategic Directions

Our Strategic Plan for 2010 - 2013 reflects our deep commitment to our vision and mission. It is our aim to further solidify our structure enabling us to be a lead global voice on our issues informing International, National and local actions and challenges.

The following three strategic directions will guide the work of the ABDGN for the next three years – January 2010 to December 2013

## **1. Build an effective, transparent and accountable network structure**

*To ensure that we can carry out our vision and mission the ABDGN must have a solid structure and processes from which to conduct its operations that are in line with our guiding principles.*

### **STRATEGIES**

The network will establish a recognized legal structure to conduct its operations. We will develop structures and process to have a well run, transparent, accountable and efficient network. The ABDGN will develop mechanisms to manage multiple priorities and build the organizational governance structure.

## **2. Demonstrate leadership in research related to the African/Black Diaspora**

*There is an articulated need to build a body of knowledge on the impact of the HIV/AIDS epidemic on the African/Black Diaspora.*

### **STRATEGIES**

The ABDGN will build its capacity to act as a clearinghouse for research on African/Black populations, identifying and where possible addressing gaps in African/Black Diaspora research. We will build a body of knowledge on the impact of the epidemic on the African/Black Diaspora and position ourselves to influence and direct policy decisions.

## **3. Become lead global voice on HIV/AIDS concerns of the African/Black Diaspora**

*Given the current lack of global awareness and competencies in relation to HIV/AIDS and Black/African populations in the developed world the assertion of Black/Africans voices is critical to informing responses that work for us. We will build visibility to ensure empowering African/ Black Diaspora representation in the global arena.*

## **STRATEGIES**

The ABDGN will raise global awareness and the network's profile, increasing membership and establishing credibility with grassroots and community based organizations , domestically and internationally, who work with African/Black Diaspora communities. We will become the lead knowledge broker between multiple audiences, to fill the knowledge gaps.

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