

Welcome to Out & Equal 2011 December Town Call

Be sure to dial into the
audio portion of the conference

1-866-740-1260 (U.S. & Canada)

Online: www.readytalk.com, Join a Meeting

Participant Access code: 6946500

Welcome! Your line will be muted and this session
will be recorded for our archives!



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December Town Call HIV/AIDS: Business Impact/Global Changes

Jeff Vance
Photo Not
Available



Presenters:

Jeffrey Vance, SPHR, jv60103@sbcglobal.net

Ezra Litton, Financial Advisor, Metlife, elitton@metlife.com

Israel Nieves, Director, Community Engagement and Policy,
HIV Prevention Section, Israel.Nieves@sfgov.org

Dr. Nina Hasen, HIV Prevention Advisor, State Department



Moderator: Pat Baillie, Associate Director of Training



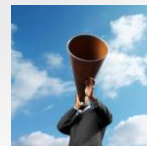
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Pat Baillie
Associate Director of Training



Announcements

- Jan 17, 24, 31 – Out & Equal University webinar series - Building Bridges (cultural competency & business case)
- Jan 26 – Town Call - 2010 Census and LGBT Workplace Equality: What's the Connection? (Gary Gates, Williams Institute)
- Mar 12-14 – Executive, Emerging Leaders and Ally Forum (SF)
- Mar 14 – Leadership Gala Dinner (SF)
- Jul 4-6 – Global Summit in London
- Oct 30 – Nov 2 – Annual Summit in Baltimore
- Check www.outandequal.org for more info on:
 - Upcoming & Archive Training - <http://www.outandequal.org/training-programs>
 - Regional Affiliates - <http://www.outandequal.org/regional-affiliates>
 - Employee Resource Groups - <http://www.outandequal.org/resources/groups>
 - CareerLink - <http://lgbtcareerlink.com/>
 - Summit 2012 - <http://outandequal.org/summit-2012>



ReadyTalk Features

Pat Baillie



- Phone lines are muted
- Ask questions by using the chat feature
- Chat is seen by the all the presenters
- Technical problems, raise your hand and check the chat box!
- Cut & Paste links from chat
- Polling – select an answer, submit and see results

December Town Call

HIV/AIDS: Business Impact/Global Changes

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Polls

- Moment of silence and type in names of those you would like to remember who lost their lives due to HIV/AIDS – type in their names and we will read the names after the moment of silence



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Update on HIV/AIDS

- HIV/AIDS remains one of the world's most significant public health challenges and the world's leading infectious killer
- About 30 million people have died to date.
- Estimated 1.8 million people die every year from HIV/AIDS.
- 34 million people live with HIV/AIDS worldwide
- The vast majority are in low- and middle-income countries.
- An estimated 2.7 million people were newly infected in 2010.
- Thanks to recent advances in access to antiretroviral therapy (ART), HIV-positive people now live longer and healthier lives.
- At the end of 2010, 6.65 million people in low- and middle-income countries received ART (16 fold greater than 2003).
- However, over 7 million people in need of ART still have no access to treatment.



Poll

- What country or state do you live in

Discussion on Global HIV/AIDS



Dr. Nina Hasen



HIV/AIDS and Workplace Programs in PEPFAR

Dr. Nina Hasen

Technical Advisor, HIV Prevention
Office of the US Global AIDS
Coordinator

PEPFAR works with **business** to provide prevention, care and treatment in the workplace

SMARTWORK
THE WORKPLACE
RESPONSE TO AIDS



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PEPFAR works with **labor** to provide prevention, care and treatment in the workplace

**Saving lives,
Protecting jobs**

International HIV/AIDS Workplace Education Programme

SHARE: Strategic HIV/AIDS Responses in Enterprises



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Working to address the rights and needs of LGBT populations in PEPFAR programs

- Partner Governments
- Civil Society
- Health facilities
- Communities
- Workplaces?



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PEPFAR works with business to provide prevention, care and treatment in the workplace

GBCHealth



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Thank You

For further information, please
visit:

www.PEPFAR.gov

www.facebook.com/PEPFAR

www.twitter.com/USPEPFAR



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Global HIV/AIDS Work

- Global Fund
- PEPFAR
- UNAIDS - Geneva, Switzerland
- Clinton Health Access Initiative (CHAI) - global health organization committed to strengthening integrated health systems in the developing world and expanding access to care and treatment for HIV/AIDS, malaria and tuberculosis



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2011 Political Declaration

Targets and elimination commitments

- Reducing sexual transmission
- Preventing HIV among drug users
- Eliminate new HIV infection among children
- Accessing treatment
- Avoiding TB deaths
- Close the resource gap
- Eliminate gender inequalities
- Lifting travel restrictions
- Eliminate travel restrictions
- Strengthen HIV integration



UNAIDS
JOINT UNITED NATIONS PROGRAMME ON HIV/AIDS

UNHCR
 UNICEF
 WFP
 UNDP
 UNFPA

UNODC
 ILO
 UNESCO
 WHO
 WORLD BANK

Global Business Coalitions (GBC)

- GBCHealth serves as a hub for private sector engagement on the world's most pressing global health issues
 - HIV/AIDS
 - Tuberculosis
 - Malaria
 - Diabetes and other health issues facing the workplace and communities where business is conducted
 - Envisioned by Kofi-Annan, former UN Secretary General
- Work with other business organizations:
 - Global Fund Private Sector Delegation
 - Healthy Women, Healthy Economies
 - HIV-Free Generation/Kenya
 - Corporate Alliance on Malaria in Africa (CAMA)
 - U.S. HIV Initiative
 - China HIV/AIDS Media Partnership (CHAMP)

President Obama on Global HIV/AIDS

- Investing in research
- Using U.S. President's Emergency Plan for AIDS Relief (PEPFAR), to translate scientific advances into lifesaving programs
- Goal provide antiretroviral treatment to 6 million people worldwide
- Global Fund donors need to give the money that they promised.
 - Countries that haven't made a pledge, they need to do so.
- Congress - keep working together, united across parties and presidents.



Discussion on US Policy/Trends



Israel Nieves



Beginning of the End of AIDS



- President Obama federal efforts
 - combat HIV/AIDS, including releasing the first ever comprehensive National HIV/AIDS Strategy
 - reauthorizing the Ryan White CARE Act
 - lifting the HIV entry ban
 - additional \$15 million for the Ryan White program that supports care provided by HIV medical clinics across the country
 - an additional \$35 million for state AIDS Drug Assistance Programs
 - Also striving to secure employment opportunities for people living with HIV by working to end discrimination based on HIV status
 - Hosting in Washington, D.C. - 19th International AIDS Conference in July 2012

What are the trends...

- When new infections among young black gay men increase by nearly 50 percent in 3 years, we need to do more to show them that their lives matter.
- When Latinos are dying sooner than other groups
- When black women feel forgotten, even though they account for most of the new cases among women, then we've got to do more.
- 1.2 million Americans who are living with HIV right now

Federal HIV/AIDS Strategy

- *United States' [National HIV/AIDS Strategy](#):*
 - *to reduce the number of people who become infected with HIV,*
 - *to increase access to care and optimize health outcomes for people living with HIV, and*
 - *to reduce HIV-related health disparities*

Secretary Clinton



- **Goal of an AIDS-free generation**
 - Virtually no children are born with the virus;
 - second, as these children age, would be at lower risk thanks to a wider range of prevention tools; and
 - if they do acquire HIV, they have access to treatment that helps prevent them from developing AIDS and passing the virus on to others.

Secretary Sebelius



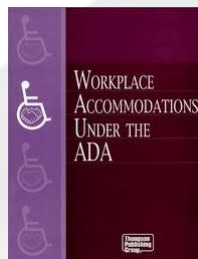
- Researchers at the National Institutes of Health (NIH) demonstrated that with treatment reduced the risk of transmitting HIV to their sexual partners by 96 percent.
- Centers for Disease Control and Prevention is launching a new national campaign “Testing Makes Us Stronger” for HIV testing among black gay and bisexual men
- Affordable Care Act - expands access to coverage and bans the worst insurance abuses so that insurance companies can no longer deny coverage to people with HIV

Poll

- What do you think needs to be done to prevent & treat HIV/AIDS?

Are there accommodations in the workplace for HIV/AIDS employees?

Jeff Vance
Photo Not
Available



Laws regarding HIV/AIDS

- The following laws must be kept in mind when making decisions that affect any staff/worker with HIV/AIDS:
 - Americans with Disabilities Act (ADA) - <http://www.ada.gov/>
 - Occupational Safety and Health Act (OSHA) and the OSHA Bloodborne Pathogens Standards - <http://www.osha.gov/>
 - Family Medical Leave Act (FMLA) - <http://www.dol.gov/whd/fmla/index.htm>
 - Health Insurance Portability and Accountability Act (HIPAA) - <http://www.hhs.gov/ocr/hipaa/>
 - Consolidated Omnibus Budget Reconciliation Act (COBRA) - <http://www.dol.gov/dol/topic/health-plans/cobra.htm>
 - State, county, and municipal laws. Links to many of these laws can be found in the Workplace Policy Builder tool - <http://hivatwork.org/law/policybuilder.cfm>

Workplace Focus

Secretary of Labor Solis on World AIDS Day 2011



- Fight Stigma, Promote Workplace Rights
- Ensure that workplaces are free of discrimination on the basis of HIV status.
- Both a human and a civil right

Department of Labor Focus

- Ongoing efforts in the global fight against HIV/AIDS
 - helping other countries develop policies and programs to combat job discrimination;
 - enforcing the Family and Medical Leave Act so workers with HIV/AIDS have the workplace flexibility and medical privacy guaranteed by law;
 - enforcing important safety standards to prevent inadvertent HIV/AIDS transmission in the workplace;
 - prioritizing investigations of employment discrimination based on HIV/AIDS status;
 - And conducting national outreach to increase access to workplace training, career counseling and employment-related services for people living with HIV/AIDS.

Poll

- Does your workplace have protections and policies for employees with HIV/AIDS?

Case Study



Ezra Litton, Financial Advisor, Metlife, elitton@metlife.com

Business Responds to AIDS

- From the Center for Disease Control - <http://hivatwork.org/>
- Developing programs for the workplace
- What do you consider...
 - HIV/AIDS Policy Development
 - Training for managers, supervisors and labor leaders
 - HIV/AIDS education for employees/workers
 - HIV/AIDS education for employees'/workers' families
 - HIV-related community service, volunteerism, and philanthropy
- What else?



Steps to Excellence

- Conduct an assessment
 - Prevalence and impact of HIV/AIDS within the business
 - Preparedness of the business to address HIV/AIDS
- Plan your program
 - Establishing a Team
 - Determining Focus Areas
 - Planning for Implementation
- Measure your success
 - Quantitative
 - Qualitative

<http://hivatwork.org/>

Quantitative Measures

- Quantitative indicators refer to numbers, percentages, volume, or size. These may include:
 - Changes in absentee rates
 - Voluntary testing rates in company clinic
 - STD incidence rates
- Indicators relevant to HIV efforts would be:
 - Education events held
 - Trainings provided
 - Educational materials distributed
 - Volunteer activities that were promoted
 - Philanthropic activities that the business engaged in.

<http://hivatwork.org/>

Qualitative Measures

- Qualitative indicators are not measured in terms of numbers, percentages, or volume but rather tell you about the impact of efforts, about perceptions, and other such intangible items to which a number or size cannot be attributed. These may include*:
 - Changes in staff morale
 - Changes in employee attitudes, knowledge, and awareness about HIV/AIDS
- These are usually measured by surveys, focus group discussions, etc.

<http://hivatwork.org/>

Corporate Philanthropy

- Company sponsored foundations
- Company direct giving programs
- Matching Funds/Gifts
- In-kind contributions

<http://hivatwork.org/>

What should be the workplace protocols or community practices around infectious diseases?

Jeff Vance
Photo Not
Available



How can LGBT ERGs get involved with HIV/AIDS work?

Jeff Vance
Photo Not
Available



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Discussion/Questions

Jeff Vance
Photo Not
Available



Jeffrey Vance

Ezra Litton

Israel Nieves

Dr. Nina Hasen

- *How to ask a question...*
 - Online - use chat mode anytime during webinar
- *Add to the discussion...*
 - Chat in your comments/thoughts/insights



Pat Baillie



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Closing Comments

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Thank you for your participation!

Please complete the short survey at the end of the call!

Consider an end of year donation to Out & Equal:

<http://www.outandequal.org/about/Donations.asp>

or text the word "equal" to 20222 to make a \$10 donation

Join us for our next Town Call – January 26, 2012
2010 Census and LGBT Workplace Equality: What's the Connection

Check out the Executive Forum (March 12-14), Global Summit
(July 5-6) and Annual Summit (October 29-November 2)
Information at <http://outandequal.org>

More questions? Contact Pat Baillie, Associate Director of Training
pbaille@outandequal.org - 415-694-6521



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