

WE LEAD. WE LOVE.

LIBERATION



**2021
IMPACT
REPORT**

WE BUILD. WE WIN.



**POSITIVE WOMEN'S NETWORK
USA**

report artwork by Megan Smith/Repeal Hyde Art Project

WELCOME

Dear PWN community,

2021 was a year we will never forget. Amidst an insurrection, ongoing pandemic, climate crisis, rising white supremacist terror, transphobia, and unyielding attempts to constrain reproductive freedoms, our members continued to fight for the safety and liberation our communities deserve - **and won.**

Members led successful HIV and sex work decriminalization campaigns in California, Missouri, Nevada, and Virginia, and saved access to ADAP in Texas. PWN and our network partners released an ambitious federal policy agenda for people living with HIV - and won a new quality of life indicator in the National HIV/AIDS Strategy. We ran the first-ever data-driven Get Out the Vote canvass operations led by people living with HIV in Colorado and Pennsylvania, mobilizing thousands of voters on affordable housing in the November 2021 elections. And we are proud that we continue to lead a national discourse on racial justice in the HIV response that is yielding tangible results in funding and accountability metrics, while changing the ways people think and talk about race in our community.

All the while, PWN continued to build leadership in communities most impacted by the HIV epidemic and internally transform our organization to better reflect the world we want to live in. In 2021, we formally transitioned to a co-executive director model, better reflecting our values: that leadership is abundant; that Black women's leadership and liberation are central to our work.

Most importantly, we continued to love on our people - funding our chapters, employing our base, running emergency assistance programs for members in crisis, and maintaining a bi-weekly support group for women living with HIV.

We dedicate 2021's annual report to Loren Jones and Juanita Williams, two inspiring and fierce founding PWN members we lost last year. In your names, your legacy, and your lineage - we will continue to fight.

Until all our people are free,

Venita Ray *Naina Khanna*

Venita Ray and Naina Khanna
Co-Executive Directors
Positive Women's Network-USA



"We are proud to serve as co-chairs of PWN's Board of Directors and grateful for your support over the past thirteen years. As the only national organization led by and accountable to women and transgender people living with HIV, PWN continues to hold a critical and growing role, bringing attention to racial and gender inequities in the HIV response and pushing for solutions our communities need. PWN will continue evolving in the service of our vision: a world where all women living with HIV can thrive with dignity and safety."



- LaTrischa Miles & Pat Migliore
Positive Women's Network-USA Board Co-Chairs

WHO WE ARE

Board of Directors

We are proud that our board of directors are 100% from our constituency



LaTrischa Miles,
Co-Chair



Pat Migliore,
Co-Chair



Bre Anne Rivera,
Vice Chair



Tana Pradia,
Treasurer



Nicole S,
Secretary



Grissel Granados



Kathleen Griffith



Chunnika Hodges



Lisa Johnson-Lett



Octavia Y. Lewis



Marnina Miller



Sonia Rastogi



Rica Rodriguez

Staff



Venita Ray,
Co-Executive
Director



Naina Khanna,
Co-Executive
Director



Sophia Kass,
Finance and
Operations
Manager



Barb Cardell,
Training and
Technical
Assistance
Director



Jennie Smith-
Camejo,
Communications
Director



Ieshia Scott,
Communications
& Training
Assistant



Lokyee Au,
Interim
Communications
Director



Tiommi Lockett,
Communications
& Training
Assistant



Tyler Barbarin,
Policy
Associate



Breanna Diaz,
Policy Director



Sallie Thomas,
If/When/How
Legal Fellow



Allie Watson,
If/When/How
Legal Fellow



Crystal Townsend,
Organizing
Program Manager



Kelly Flannery,
Civic Engage-
ment Coordinator



Evany Turk,
National Field
Organizer



Deirdre Johnson,
Organizing
Assistant

2021 AT-A-GLANCE

Positive Women's Network-USA envisions a world where women living with HIV can live long, healthy, dignified lives, free from stigma and discrimination.

Our mission is to prepare and involve women and people of trans experience living with HIV in all levels of policy and decision-making.



CO-EXECUTIVE DIRECTORS

Successfully transitioned to a shared leadership model embodying our values



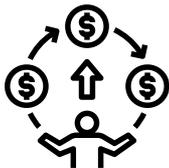
CHAPTER SUPPORT

Moved over \$50,000 to PWN regional chapters to support grassroots advocacy, community organizing, mutual aid, and voter engagement



POLICY VICTORIES

Led successful campaigns in **8 states** (CA, CO, MO, NV, NY, PA, TX, VA), winning policies to decriminalize HIV and sex work, and more



ECONOMIC JUSTICE

Paid 142 people living with HIV to serve as trainers, speakers, voter engagement canvassers, and community organizers



UPLIFTING BLACK WOMEN

Launched the annual Celebrate and Honor Black Women in the HIV Movement Day March 12th



FEDERAL HIV POLICY AGENDA

Released first-ever policy agenda coauthored by all networks of people living with HIV, **Demanding Better: An HIV Federal Policy Agenda for People Living with HIV**



LEADERSHIP DEVELOPMENT

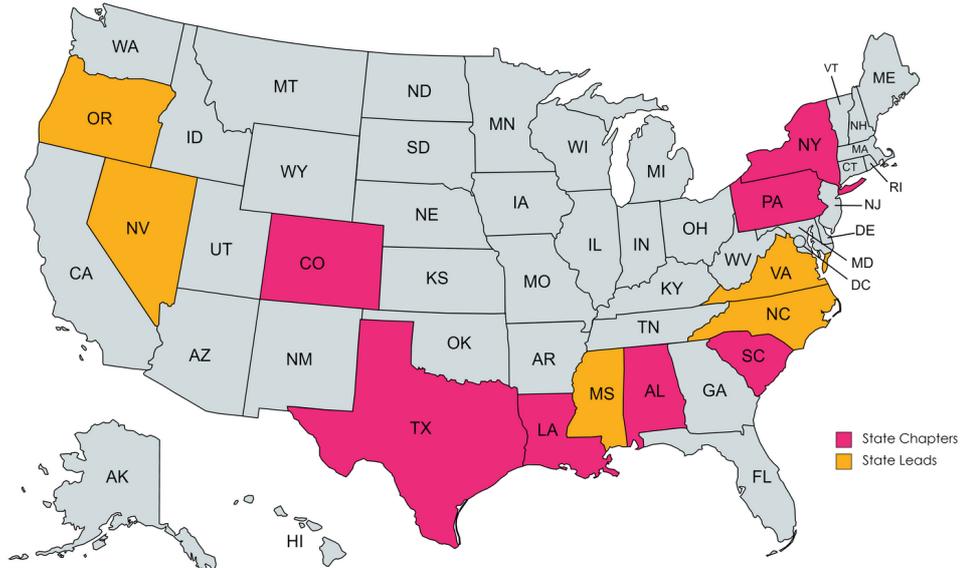
Reached and trained 6,000+ people living with HIV and allies on advocacy, community organizing, and leadership skills



VOTER ENGAGEMENT

Reached over 2,500 voters in Philly and Denver at their doors and on the phones during the November 2021 election cycle

WHERE WE ARE



State Leads

serve as key liaisons in their communities for women and transgender people living with HIV; keeping national PWN staff abreast of needs for support and advocacy, and sharing information and resources with members and allies on the ground.

Mississippi: Rymsky Evans

Nevada: Connie Shearer

Virginia: Deirdre Johnson

Oregon: Brandi (Bee) Velasquez

North Carolina: Alicia Diggs

State Chapters

are organized local and state-level formations led by women and transgender people living with HIV; aligned with PWN's values, policy agenda, and theory of change, and accountable to a constituency of members in their regions.



PWN-Alabama builds power to advance reproductive justice, increase voter engagement, protect trans rights, and expand healthcare access for communities.



PWN-Colorado organizes to win on racial justice, reproductive justice, and affordable housing through harm reduction and mutual aid services, legislative advocacy, candidate education, and voter engagement.



PWN-Louisiana trains leaders and advocates to address intersectional HIV stigma and criminalization, healthcare access, reproductive justice, and LGBTQ+ rights.



PWN-New York advocates for HIV decriminalization and reducing barriers for immigrants and Spanish speakers living with HIV in the New York City metro area.



PWN-Pennsylvania organizes in Philadelphia, Berks and Lancaster Counties on racial justice, LGBTQ rights, reproductive justice, to expand access to housing, and to decarcerate public health.



PWN-South Carolina works to improve healthcare access and decriminalize HIV.



PWN-Texas leads the Texas Strike Force to improve healthcare access and uphold LGBTQ+ and reproductive rights. They also protect voting rights and get out the vote in Black and Latinx communities, focusing on Harris County.

WE LEAD



In 2021, PWN continued to lead the HIV field in our commitments to racial, economic, and gender justice in practice, while also sharing our learnings and analysis through political education, training, and thought leadership.

We contributed to the development of AIDS United Public Policy Council's Racial Justice Index Committee's racial equity assessment tools, advised Funders Concerned About AIDS on their development of racial justice principles, and partnered with Sero Project to expand our Dismantling Racism curriculum to the broader HIV field.

PWN serves as convening partner for the Health Not Prisons Collective, working at the intersections of HIV criminalization and racial inequity, and play a leadership role on coalitions moving the field towards liberation, including HIV Racial Justice Now! and the US People Living with HIV Caucus.



PWN Cares Sister Circle provides ongoing virtual support for women living with HIV during COVID-19



Leading with Love cross-country virtual tour celebrating PWN's 13th birthday and member accomplishments, July 2021.

Celebrate & Honor Black Women

Black cis and trans women have led the HIV movement since the earliest days of the epidemic. Still, Black women are frequently erased and devalued in the movement. **To acknowledge and uplift Black women's leadership, PWN launched a new national day of action in 2021:** Celebrate and Honor Black Women in the HIV Movement (CHBW). Annually on March 12th, CHBW recognizes Black women's leadership in the HIV movement and calls on other organizations to do the same.

Our inaugural CHBW gained broad attention and support, including media coverage in HIV publications, 46 organization commitments, featured art by Black women living with HIV, and multiple events, culminating in a virtual town hall. In total, approximately 2000 participants engaged in 2021 CHBW activities.



Celebrate and Honor
BLACK WOMEN
in the HIV Movement

WE LOVE



We believe creating space for love, support, wellness and healing is central to the liberation of our communities. Building power is only possible when we actively nurture relationships that are respectful and safe for PWN members, who face growing harm from multiple systems and institutions. Although the pandemic constrained in-person gatherings in 2021, we fostered connections and built support systems for members through:

- Regular virtual support groups and crafting circles
- Advocacy spaces, supportive training, and mentorship opportunities for women living with HIV
- A virtual tour to honor PWN's 13th birthday, uplifting the important work of members and allies throughout the U.S.
- Facebook groups and email listservs for members to connect



As a Black woman of transgender experience living with HIV, I've never felt so supported, safe and secure sharing space amongst Black women... it has allowed us to be authentic and honest while holding one another accountable. I've learned a lot of valuable lessons throughout this process - most important, to be gentle and protect Black women. I'm forever grateful and humbled.

- Octavia Lewis, PWN Board member on the Black Women Healing Justice Collective

"Last week we had horrible storms, a tornado touched down about a mile or 2 from my neighborhood. We lost electricity and thanks to PWN, I had an external battery that allowed us to not only have lights, but also a fan. I have been in the dark many times and having my battery made my life a little easier. I knew that if the lights stayed off, I also had water and food to sustain us. I wish there was a way to get these to more people living with HIV. My emergency preparedness kit was the gift I needed!"

- Gina Brown, Louisiana Chapter member

Supporting members through layers of crisis

Between pandemic pressures, climate emergencies, and fracturing social safety nets, PWN members faced unprecedented threats to survival in 2021. To support members through evictions, food insecurity, and weather emergencies, PWN created a no-strings-attached emergency response fund which **directly resourced more than 45 women and transgender people living with HIV, mostly Black people and people of color.** To build resiliency in our communities, we also purchased and sent power packs, first aid, and PPE supplies to PWN leaders in Alabama, Louisiana, and Texas.

WE BUILD



In 2021, we continued mentoring and training advocates from communities historically under-represented in policy and decision-making spaces, via our yearlong Policy Fellowship, RISE Transgender Women of Color training program, Project SWARM (Southern Women's Advocacy Response Mobilization), a power-building network in the South, and ongoing coaching and skills-building for PWN leaders throughout the US.

We ran the only data-driven Get Out the Vote campaigns led by people living with HIV in the country, with door to door canvass operations and phone banks to mobilize thousands of voters on key November 2021 elections in Colorado, Pennsylvania, and Georgia. For the January 2021 Georgia runoff election, we collaborated with our partners at Women Engaged to send over 429,000 text messages, have more than 25,000 phone conversations, and register 60 new voters before the runoff election deadline. Through this and other issue-based organizing efforts, we nurtured new leaders and **paid more than a hundred constituents in our base** to advocate on issues that directly impact them.

Cultivating new advocates: Mississippi State Lead Rymsky Evans



Rymsky Evans was diagnosed with HIV in 2016 and found PWN shortly after. "When I saw that there was an organization that focused on women with HIV, that women were fighting for women, I had to get involved. In Mississippi, a lot of women don't live out loud with HIV. We don't even have support groups for us." After participating in a number of trainings and meetings, Rymsky joined the local HIV Planning Council and became a PWN State Lead, serving as a key liaison for members in the region. Rymsky is now honing her skills in state legislative processes to decriminalize HIV, as part of the Sero Project Justice Institute and as a Health Not Prisons Advocate.

Voting Power in Philadelphia

Building off a powerful electoral campaign in 2020, PWN-PA mobilized in 2021 to stall and kill proposed House Bill 103, which would have increased the criminalization of people living with HIV and other communicable diseases. Then in November, PWN-PA members - many of whom are housing insecure, mobilized when an affordable housing measure appeared on the Philly ballot. They reached over 1,000 Black voters by phone and door knocking, helping pass Ballot Question 4, which guaranteed funding for the city's Housing Trust Fund.



PWN-PA members at an outreach event in August 2021

WE WIN



Despite facing an onslaught of attacks on our communities in 2021, we won on issues that matter deeply to women and trans folks living with HIV from the national to local level, including housing, healthcare access, HIV and sex work decriminalization, and protecting human rights. This was all possible thanks to our years of organizing, leadership development, and building an informed base. PWN members helped lead campaigns in eight states: CA, CO, MO, NV, PA, SC, VA, and TX, gained seats on key state and federal advisory and decision-making bodies, and mobilized to successfully inform Ending the HIV Epidemic plans and the National HIV/AIDS Strategy,



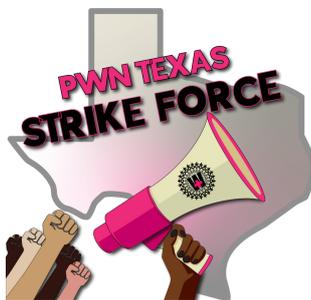
PWN-CO members canvassing to get out the vote in October 2021

PWN-CO mobilized its grassroots base in 2021. We provided direct support and peer navigation to unhoused and formerly incarcerated community members, distributing hygiene kits, linking them to services, and helping them re-register to vote. We developed and disseminated voter guides for the Grand Junction City Council and Denver general elections, and hit the phones and streets talking to over 1,000 voters about critical ballot issues like housing and funding for social programs - both of which passed!

- Rica Rodriguez, PWN Colorado Chapter co-chair



PWN's Texas Strike Force: Protecting Healthcare, Resisting HIV Criminalization



Launched in 2019, PWN's Texas Strike Force is a statewide coalition led by people living with HIV, coordinated by PWN's Texas staff to protect reproductive, voting, LGBTQ+ and HIV rights in Texas. **In 2021, the Strike Force won two critical victories:**

- Defeated a bill that would have criminalized people living with HIV
- Successfully saved 2,500 Texans' access to HIV medications after pushing back against the state health department's proposal to change ADAP eligibility guidelines

In the process, the Strike Force increased its base to 221 active members, gained media attention, and solidified its influence with legislators and policymakers.

WE WIN



PWN Policy Fellow Alum Deirdre Johnson Helps Modernize HIV Criminal Laws in VA



PWN-VA State lead Deirdre Johnson testifying on Senate Bill 1138

PWN Virginia State Lead Deirdre Johnson graduated from PWN's 2019 Policy Fellowship, an intensive year-long program that builds advocacy expertise among women living with HIV. For her fellowship practicum project, Deirdre created a factsheet on HIV criminalization in Virginia and met with legislators to educate them on the harms of HIV-specific criminal statutes. Building on her work from 2019, she went on to co-found ECHO-VA (Ending Criminalization of HIV and Over Incarceration in Virginia), a coalition in collaboration with

PWN staff, Equality VA, Sero Project, among others. **In 2021, with ECHO-VA, Deirdre and her co-chair Cedric Pulliam helped successfully modernize Virginia's HIV criminalization laws by passing Senate Bill 1138.**

Demanding Better - And Winning: Quality of Life for People Living with HIV

PWN and our partners showed the path towards a federal HIV response that meaningfully centers the full needs of people living with HIV with our release of **Demanding Better: An HIV Federal Policy Agenda for People Living with HIV**. From focus on racial and gender justice, sexual and reproductive health and rights, to quality of life indicator development, Demanding Better shaped our advocacy strategy when the draft 2020 National HIV/AIDS Strategic Plan showed almost no interest in the needs of people

living with HIV in the US beyond viral suppression. **Together we demanded the federal HIV response have clear metrics for accountability for our quality of life - addressing our human rights, housing and food security status, mental health, social support, and more.**

After a year of intense advocacy, we won! The updated December 2021 NHAS included a commitment to a developmental indicator to measure progress on improving Quality of Life for people living with HIV, paving the way for us to engage with federal agency partners to ensure the metrics used to evaluate progress are meaningful to people living with HIV.



PARTNERSHIPS & COLLABORATIONS



PWN-CO members at the Juneteenth Celebration in Grand Junction August 2021



PWN-PA members Get Out the Vote canvass October 2021

This powerful work is only possible thanks to an ecosystem of relationships, partnerships, and alliances grounded in shared vision, values, and/or goals.

PWN's members, chapter leaders, and state leads inspire us every day with their dedication to community and passion for justice. In 2021, they led successful legislative battles, mobilized to turn out voters, handed out clean needles, PPE, hygiene kits, and food, and generously shared their time, expertise, resources, and stories. Members facilitated virtual support groups to get each other through pandemic isolation, opened their homes to each other when needed, and fundraised to support each other's needs.

Our policy fellows and spokespeople elevated the voices, analysis, and priorities of women living with HIV at policy tables and in the media. Our policy coaches, strategic advisors, and key partners provided important trainings, had our back in coalition spaces, and generously mentored our members and staff.

PWN's founders, board members—past and present— dedicated countless hours to building a robust, accountable, and sustainable organization. Every year there are more people to thank because every year, you bring new people into our orbit. We couldn't do it without all of you.

Nationally, we played leadership roles in the AIDS United Public Policy Committee, Black United Leadership Initiative (BULI), Health Not Prisons Collective, HIV Justice Worldwide, HIV Racial Justice Now, and U.S. People Living with HIV Caucus. **We are proud to work collaboratively with key partners including:** AIDS United, The Afiya Center, Counter Narrative Project, Colorado Organizations Responding to AIDS (CORA), Decrim Sex Work California, Sero Project, Sisterlove, Inc, Southern AIDS Coalition, Texas Strike Force, The Reunion Project, The Well Project, Thrive SS, Transgender Law Center, ECHO-VA, and Women Engaged.

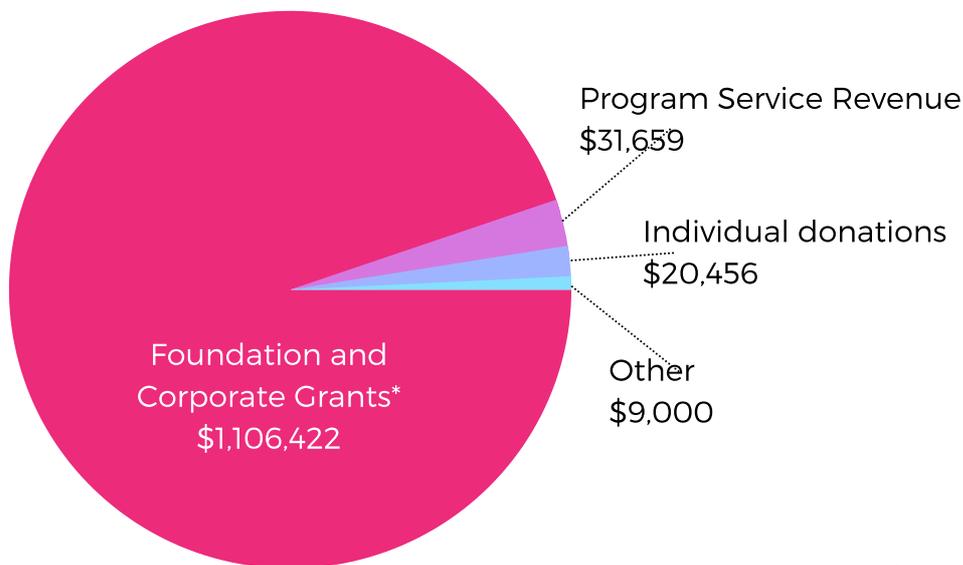


2021 FINANCIALS

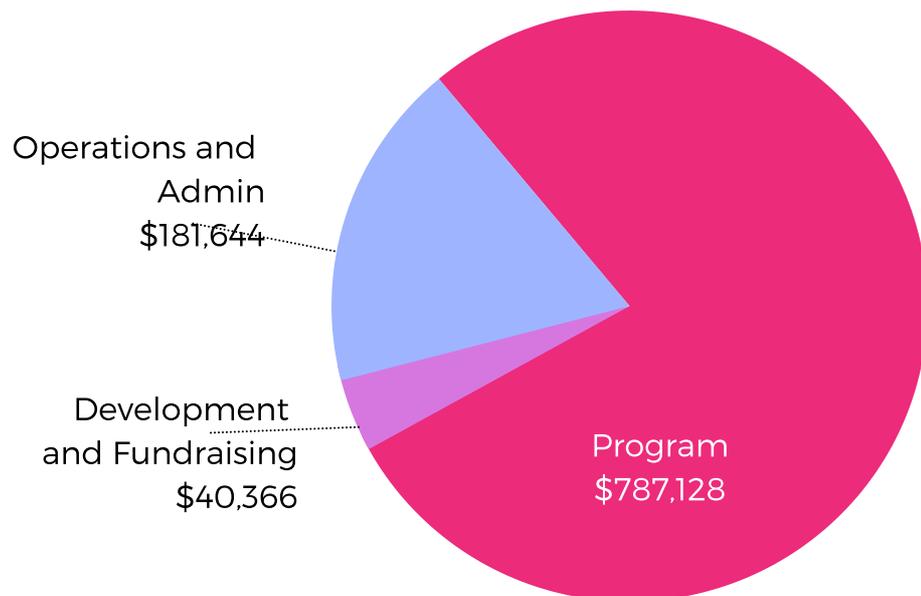
Despite the pressures of the COVID-19 pandemic, PWN continues to operate as a strong, financially healthy and sustainable organization. We are proud that over the past year, PWN provided paid opportunities to more than 142 people living with HIV, the majority of whom were Black people, non-Black people of color, and low-income people, including through employment, honoraria, stipends, and contracts.

* PWN's fiscal year runs July 1-June 30. Revenue includes multi-year grants.

REVENUE \$1,167,917



EXPENSES \$1,009,138.10



Positive Women's Network-USA is proud to be fiscally sponsored by Movement Strategy Center (MSC), a 501(c)3 organization that works to build a progressive movement by increasing the capacity of individuals, organizations, alliances and sectors to be more strategic, collaborative and sustainable. MSC's full audited financials can be viewed at <https://www.guidestar.org/profile/20-1037643>.

THANK YOU!

Your support for us in 2021 gave us the flexibility to respond rapidly to emerging needs while supporting and building up our leadership base of women living with HIV.

Bryn Adams
Christina Adeleke
Emma Aldaco
Gabriel Arkles
Dawn Averitt
Karen Baldwin
Leo Bancroft
Paola Barahona
Sandra Barreiro
Cheryl Barrit
Lane Brafford
Wanda Brendle-Moss
Barb Cardell
Lisa Carver
Marjorie Charney
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Elder Antionettea Etienne
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Desiree Flores
Carrie Foote
Januari Fox
Wendy Frigillana
Donna Gans
Leah Goldring
Kathleen Griffith
Meghan Grover
DK Haas
Mark Harrington
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Anand Kalra
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Ravi Khanna
Cynthia King
Mark King
Dr. Bonita Kitt
Sonja Knudson
Amelia Korangy
Paige Kruza
Kamaria Laffrey
Abigail Landmeier
LadyQueen Lane
Julie Lewis
Angela Lindstrom
Robin Lovell
Edward Machtinger
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Emily Malmquist
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Diana Rubio
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Juana Urrea
Rhea Van Brocklin
Kristin Walker
Rebecca Wang
Deirdre Watkins
Robin T Webb
Matthew Williams
Elliot Williams
Ann Wilson
Susan Wolfson
Conrad Woolfe
Rose Works
Ayelet Yonah
Samuel Young

THANK YOU!

We are deeply grateful to these funders whose generous investment in our work has helped sustain, support, nurture and grow our members and base through a tumultuous time.

AIDS Healthcare Foundation

AIDS United

Black Women's Health Imperative

Broadway Cares/Equity Fights AIDS

Emory COMPASS Coordinating Center

Estée Lauder Companies Charitable Foundation MAC VIVA GLAM Fund

Ernest G Herman Foundation

Ford Foundation

Gilead, Inc.

Groundswell Fund

Levi Strauss Foundation

Movement Voter Project

NEO Philanthropy/Piece by Piece Strategies

The Simmons Foundation

SisterSong Women of Color Reproductive Justice Collective

ViiV Healthcare

Wellspring Philanthropic Fund

YOUR SUPPORT KEEPS PWN FIERCE!

Your support for Positive Women's Network-USA directly fuels our work to nurture the skills and opportunities of our every-growing member base, to win campaigns against all odds, and to create a space for women living with HIV to be the leaders and organizers they are. There is more than one way to financially support PWN's work of supporting, training, and uplifting women living with HIV:

Become a monthly sustainer

Maximize your impact 365 days a year! Your monthly commitment sustains PWN's crucial work preparing and supporting women living with HIV to be effective advocates and community organizers.



Visit actblue.com/donate/pwn-usa to make your donation today

Make a one-time donation

A one-time donation, at any meaningful amount to you, keeps our work going! Individual contributions give PWN-USA the flexibility to respond to unexpected crises while continuing to support women living with HIV through our training, organizing, and policy work.



Visit actblue.com/donate/pwn-usa to make your donation today

Use your corporate match

Double your impact when you utilize your employer's corporate matching gift. Companies large and small often offer corporate match programs for employee donations to 501c3 organizations - inquire with your employer's HR benefits policy to make your donation to PWN go further.



Call us at (510) 681-1169 or email us at info@pwn-usa.org

Leave a legacy

Consider including PWN in your planned giving. Your estate can help ensure that women living with HIV continue to have a voice for many years to come.



Call us at (510) 681-1169 or email us at info@pwn-usa.org

