

# **Conflict of Interest Disclosure**

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- “We have no conflicts of interest”

# **The historical development of Toronto-based AIDS Service Organizations**

*Factors of growth, formalization and  
implications for the future*

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7. AIDS Committee of Toronto (ACT)

# Acknowledgements

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# Background

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- ASOs have seen massive change over the past three decades.
- Originated with a dual focus to complex multiple focuses.
- Gap in understanding nuances ‘why?’ and ‘how?’ ASOs are shaped the way that they are today.

# Objectives

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- Examine the factors that have contributed to organizational change in Toronto-based ASOs;
- Examine how these changes have affected the ASOs;
- Understand how people within ASOs perceive these organizational changes.

# Methodological Approach

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- Community-based research approach
- Research Advisory Group (8 participants, 7 of whom are living with HIV)
- 13 one-on-one in-depth key informant interviews with ASO actors present & past (PLHIV n=7; & non PLHIV n=5)
- Inductive thematic analysis
- Participatory team analysis

*“...In those days there was no funding, if you look at the history of [Organization Name], they tried to piece together a little bit of funding to have one staff person but people were volunteering their time because they had to.”*

**-Former Executive Director**

*I think unionizing has been a benefit to both staff and management, big time. The agency, it forced us to get real policies and procedure in place. It forced us to look at labour practices. Um, no, I think it's been really great. It's really forced us, not just, you know, it's been good for the staff to feel a little bit more secure, but it's also meant that both staff and management have had to listen to each other, about what the issues are.”*

**-Senior Manager**



*“You know, like when you start, the board is much more hands on, and then as you evolve it becomes sort of a little bit less hands on. Then you have a crisis and it becomes more hands on.”*

**-Former Executive Director**

*“The reality is that we've, I think we've had to become more formal, because of the risks that being informal creates. You know, a lot of clients work in, and historically, it's been a very friendly kind of warm family. And now it's less of a family space. It needs to be a bit more professional”*

**-Executive Director**

*“I think, because we changed our structure, that helped to grow... when I started here, we had about three hundred and fifty clients, maximum. And we have, like, six seventy-five now. So it's almost doubled in the last nine years, our client base or whatever.”*

**-Executive Director**

*“I think we're about to end a golden age in funding and a golden age in government support for our work... I think some of us are going to be shutting our doors. Some of us are going to be consolidating, to survive.”*

**-Executive Director**

Thank you!

Questions?

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