UNIFYING FOR IMPACT
2022–2024 STRATEGIC PLAN

End the HIV Epidemic • Unite to End Homelessness • Team Up for Justice & Change • Prioritize Racial Equity
HOW WE GOT HERE

Board Strategy Committee/Board

Community Partners
Community Advisory Boards

Senior Leadership Team

Staff
Ambassadors/Departments
Senior Directors
POSITIVE MOMENTUM

Strategic plan for 2019-2021

VISION
People living with HIV or chronic conditions will thrive, and there will be no new HIV cases.

MISSION
AFC mobilizes communities to create equity and justice for people living with and vulnerable to HIV or chronic conditions.

VALUES
- People First
- Compassion
- Accountability
- Meaningful Engagement
- Justice in Action
- Innovation

END THE HIV EPIDEMIC
We will help end the HIV epidemic and get to zero new transmissions of HIV.

PRIORITIZE RACIAL EQUITY
AFC will prioritize the work of racial equity to dismantle systems of oppression, racism, and white supremacy in support of our common humanity.

TEAM UP FOR JUSTICE AND CHANGE
We will mobilize and develop communities of supporters and allies to raise up and sustain our mission-driven work.

UNITE TO END HOMELESSNESS
We will work with communities, partners, and health systems to ensure all Chicagoans have access to a safe and affordable home.

Last Updated: April 2022
aidschicago.org | 2022-2024
STRATEGIC PRIORITIES

END THE HIV EPIDEMIC

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TEAM UP FOR JUSTICE & CHANGE

We will mobilize and develop communities of supporters and allies to raise up and sustain our mission-driven work.

UNITE TO END HOMELESSNESS

We will work with communities, partners, and health systems to ensure all Chicagoans have access to a safe and affordable home.

PRIORITIZE RACIAL EQUITY

AFC will prioritize the work of racial equity to dismantle systems of oppression, racism and white supremacy in support of our common humanity.
HIV and homelessness disproportionately impact certain populations and high incidence communities.* Based on epidemiological data and unmet need, we can have the greatest impact on the HIV epidemic and homelessness by focusing our efforts on those who are most impacted by HIV including Black and Latin/o/e/x gay and bisexual men, transgender women of color, and Black cisgender women. We can have the greatest impact on homelessness in the Chicago area by focusing on Black men, the most impacted population.

*Sources: CDPH 2020 HIV/STI Surveillance Report and City of Chicago 2020 Homeless Point in Time Count & Survey Report (see page 22 for more information on unsheltered homelessness)
## END THE HIV EPIDEMIC

### OUR GOALS FOR 2022

1a. Help people living with HIV get the care they need to thrive.

1b. Provide innovative solutions to meet the evolving needs of priority communities.

1c. Reduce stigma and accelerate education about prep and other prevention technologies.

### ACTIONS

1a1. Prepare the HIV system to meet the needs of the aging population.

1a2. Expand treatment options and strategies to ensure quality services for priority communities.

1a3. Increase access to care through technology.

1b1. Expand ways to reach and serve people in priority communities.

1b2. Improve viral suppression rates for people living with HIV.

1c1. Expand prep provider network for people vulnerable to HIV.

1c2. Influence perceptions to change attitudes, biases, and assumptions about HIV.
## UNITE TO END HOMELESSNESS

### OUR GOALS FOR 2022

**2a. Dramatically increase the number of units dedicated to people experiencing homelessness across Chicagoland.**

- **2a1. Expand housing options** by increasing units and developing a new program for people who are justice impacted.
- **2a2. Strengthen housing infrastructure** in service of Getting to Zero.
- **2a3. Advocate** for housing systems change.

**2b. Strengthen and build connections across sectors that serve people experiencing homelessness.**

- **2b1. Develop new partnerships for employment and training** options for people previously homeless.
- **2b2. Finalize one data sharing agreement** with a healthcare institution or insurance health plan.
- **2b3. Expand social service options for families with children** by increasing capacity and developing cross-sector relationships.

**2c. Reinforce linkages to behavioral health services, including overdose prevention, substance use and mental health.**

- **2c1. Expand behavioral health services** for AFC program participants.
- **2c2. Leverage all reimbursement options** from Medicaid and other third-party payers.
### PRIORITIZE RACIAL EQUITY

<table>
<thead>
<tr>
<th>OUR GOALS</th>
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<tbody>
<tr>
<td><strong>Goal 1. AFC and CHH will prioritize the work of racial equity by fostering an intentional organizational culture of inclusion and belonging for all staff and board members</strong></td>
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<td><strong>Goal 2: AFC and CHH will embed racial equity into all administrative and organizational practices.</strong></td>
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<tr>
<td><strong>Goal 3. AFC and CHH will embed racial equity within our programs, services and policy priorities, while remaining transparent and honest about our progress toward achieving racial equity.</strong></td>
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<th>EXAMPLE OBJECTIVES</th>
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<td><strong>1C. AFC and CHH will increase the number of Black and Latina/o/e/x staff, leadership and board members at all levels and will implement a structured leadership development approach</strong></td>
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<td><strong>2B. AFC and CHH will increase support and funding for Black and Latina/o/e/x-led partner agencies to ensure they reflect the diverse needs of our staff, clients and stakeholders.</strong></td>
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<td><strong>3C. AFC and CHH will ensure the availability of client materials and communications in languages other than English to increase accessibility for all communities</strong></td>
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## TEAM UP FOR JUSTICE & CHANGE

### OUR GOALS FOR 2022

<table>
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<tr>
<th>4a. Be a bold voice for change.</th>
<th>4b. Serve as a collaboration and knowledge center.</th>
<th>4c. Collaborate with partners to maximize our collective impact.</th>
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<tbody>
<tr>
<td>4a1. Be a champion to secure additional resources in the state budget for Getting to Zero Illinois.</td>
<td>4b1. Prioritize the self-determined interests and needs of Black-led agencies as they serve people living with and vulnerable to HIV.</td>
<td>4c1. Expand reach of the HIV Resource Hub.</td>
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<td>4a2. Grow the Story-Telling for Change program to empower priority communities to share their own stories.</td>
<td>4b2. Shift the current state of care at Community Health Centers to bring new capacity to serve the South and West sides in culturally competent HIV/STI care to the LGBTQ community.</td>
<td>4c2. Advance systems change in important areas including Medicaid managed care and employment.</td>
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<td>4c3. Ensure high quality customer experience including AFC clients and partner agencies.</td>
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THANK YOU!

- End the HIV Epidemic
- Unite to End Homelessness
- Prioritize Racial Equity
- Team Up for Justice & Change