



VAC  WORKING TOGETHER STRATEGIC PLAN 2012 - 2017



PAW ZABORSZCZYK, VOLUNTEER

“Today I have a much fuller understanding of what HIV is and how it’s affected our community. Even though it has now become a chronic manageable infection, I still think it’s serious. I volunteer at VAC because I want to do my bit!”



VICTORIAN AIDS COUNCIL STRATEGIC PLAN 2012 - 2017

OUR PURPOSE:

To reduce HIV transmissions by promoting the health and wellbeing of gay men and of people living with HIV.
To work together to improve health outcomes for the sexually and gender diverse community.

OUR MISSION:

VAC leads the fight against HIV/AIDS by providing care and support for people living with HIV, health promotion, and advocacy.

We advocate with partner organisations, to improve health outcomes for sexually and gender diverse communities.

OUR VALUES:

MEANINGFUL PARTICIPATION OF OUR COMMUNITIES

We want all people who are a part of the communities we work in to feel that they are part of what we do.
We encourage and cultivate meaningful participation of these communities.

SOCIAL JUSTICE

We are an organisation founded in the communities we work for, on the principles of social justice. We support people to thrive, express themselves, and to develop skills and capacity.

HONESTY AND FAIRNESS

We treat our clients, members, volunteers, staff and the organisations with whom we work with honesty, fairness and respect.

COMMITMENT TO EXCELLENCE

Our work is evidence-based, drawing on current knowledge, with a thorough understanding of the epidemiological and social context of HIV in Australia, and of the needs of our communities.

WORKING TOGETHER

We deliver accessible and responsive programs in collaboration with others in our communities.



IAN FOOTE, VOLUNTEER

“In the thirty years I have been involved with the organisation, I have witnessed the sad deaths of many people, which today would be completely preventable. HIV has gone from being associated with terrible illness and death to a chronic manageable infection.”



OUR HISTORY:

We have a proud history of direct action. The many services and programs we offer today grew from unique partnerships between community activists, clinicians and political leaders.

Established in 1983 after a public meeting called to express concern at government inaction over an emerging health issue (then known as Gay Related Immune Deficiency, or GRID), the direction of a community and clinical response was driven by those infected and affected by HIV.

Led essentially by the gay community and its supporters, people were mobilised and engaged directly with governments, hospital administrators and health services to create a world-first model of care. We began as a genuinely community-driven and vocal organisation where most tasks were done by people volunteering their time.

Our structure and issues have changed over time, but our volunteers remain fundamental in the delivery of services. We remain committed to leading the fight against HIV and related social justice issues, so our history is a work in progress.

OUR VISION:

A future without HIV.

A world where all sexually and gender diverse people live with dignity, with equal rights, and participate fully in our society.

At VAC we:

- Deliver HIV prevention, education and health promotion to gay men.
- Provide services, support and advocacy for all people living with HIV.
- Respond to emerging needs and developments in HIV prevention and care.
- Support and promote the health and wellbeing of sexually and gender diverse communities.
- Promote access to our services for these communities.



STRONGER TOGETHER
AIDS COUNCIL
WORKING TOGETHER

OUR STRATEGIC GOALS & OBJECTIVES:

WORK TO DECREASE RATES & IMPACT OF HIV

- By embracing innovative, evidence-based HIV prevention approaches and technologies to respond effectively to changes in the epidemic and;
- Strengthening our policy capacity to capitalise on developments in prevention and care.

PROVIDE TRUSTED LEADERSHIP

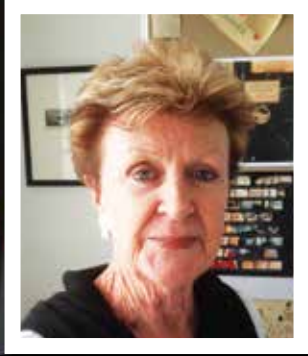
- By working together with sexually and gender diverse communities, particularly on the improvement of health outcomes, providing capacity development, and using our policy capacity to argue for reforms to laws and policies to improve good health and using our policy capacity to argue for reforms to laws and policies which undermine good health and;
- By sharing our expertise and resources to support the capacities of other community organisations with similar objectives and values as us.

LEAD THROUGH EXCELLENT & INNOVATIVE PROGRAMS & SERVICES

- By addressing a broad range of health issues that affect wellbeing in sexually and gender diverse communities and making the most of our expertise in services and programs delivered by volunteers and staff.

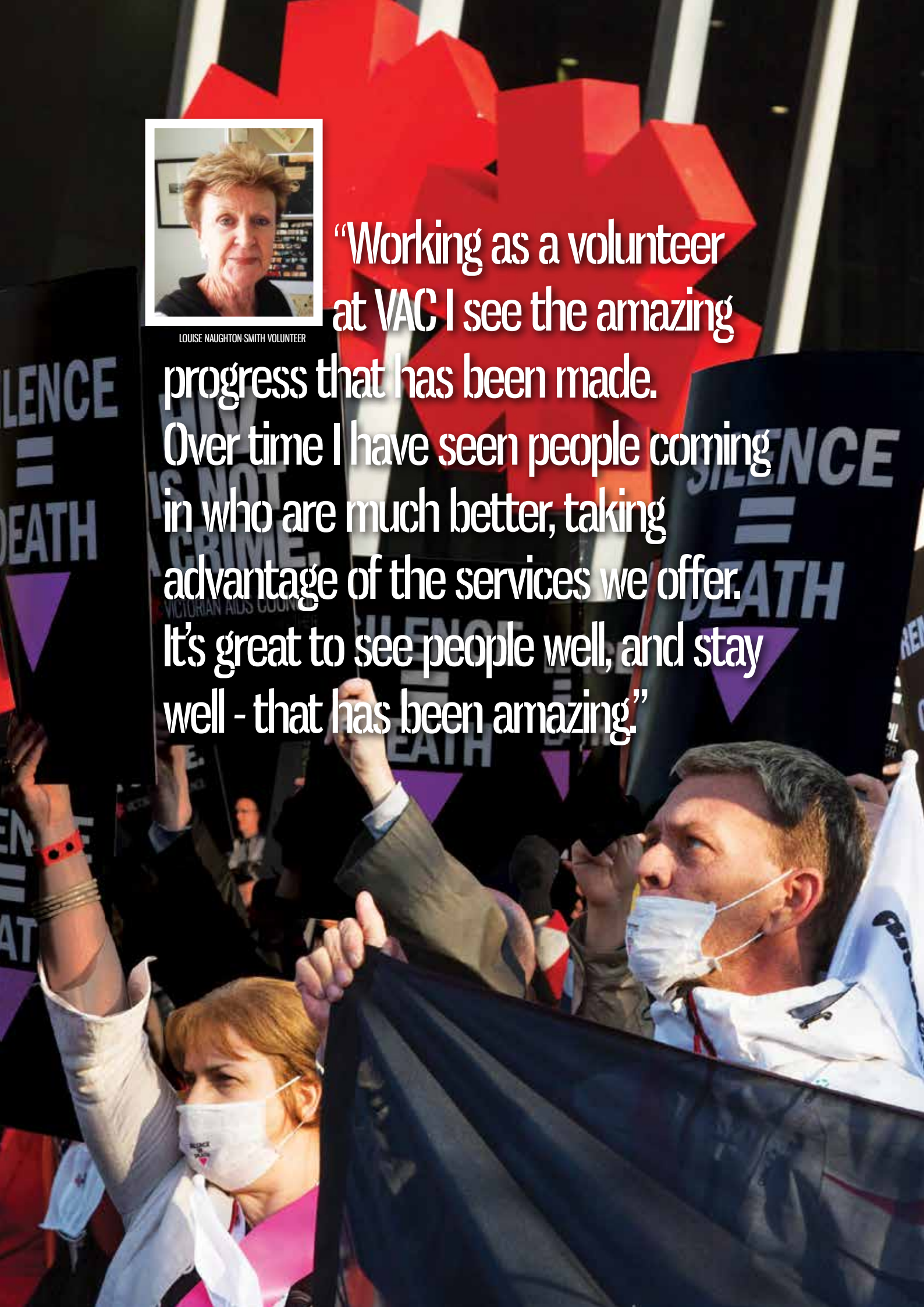
BUILD A UNIFIED AND SUSTAINABLE ORGANISATION

- By being a well-governed and financially secure organisation;
- By keeping abreast of changes in health reform and working together with partners to take advantage of new funding opportunities;
- By delivering services and programs based on need, research and sound evidence;
- By fostering a committed and competent workforce, made up of volunteers and staff and;
- Through meaningful engagement with our communities.



LOUISE NAUGHTON-SMITH VOLUNTEER

“Working as a volunteer at VAC I see the amazing progress that has been made. Over time I have seen people coming in who are much better, taking advantage of the services we offer. It’s great to see people well, and stay well - that has been amazing.”



OUR STRATEGIC GOALS:

1. WORK TO DECREASE RATES & IMPACT OF HIV

- **By embracing innovative, evidence-based HIV prevention approaches and technologies to respond effectively to changes in the epidemic.**
 - We will achieve this by staying at the forefront of scientific developments and technologies;
 - By enhancing access to testing and services;
 - By advocating on behalf of the community for the adoption of treatment and prevention technologies.
- **Strengthening our policy capacity to capitalise on developments in prevention and care.**
 - We will achieve this by having a client-centred approach to informing our policy positions;
 - By providing access to timely and accurate information, utilising appropriate skills and resources;
 - By fostering strong and effective relationships with significant partners.

2. PROVIDE TRUSTED LEADERSHIP

- **By working together with sexually and gender diverse communities, particularly on the improvement of health outcomes, providing capacity development, and using our policy capacity to argue for reforms to laws and policies to improve good health and using our policy capacity to argue for reforms to laws and policies which undermine good health.**
 - We will achieve this by being the centre of excellence for GLBTI health issues;
 - By being recognised as a reputable source of advice and service provision;
 - By ensuring that we are an inclusive organisation internally and externally.
- **By sharing our expertise and resources to support the capacities of other community organisations with similar objectives and values as us.**
 - We will achieve this by creating opportunities for effective engagement and collaboration;
 - By facilitating, enabling and empowering our partners.

3. LEAD THROUGH EXCELLENT & INNOVATIVE PROGRAMS & SERVICES

- **By addressing a broad range of health issues that affect wellbeing in sexually and gender diverse communities and making the most of our expertise in services and programs delivered by volunteers and staff.**
 - We will achieve this by ensuring an integrated service framework in the delivery of care;
 - By delivering professional services in response to the needs of our community across Victoria;
 - By being innovative, agile and responsive to the dynamic health environment in which we work;
 - By ensuring the organisation has the optimal facilities, systems and resources from which to operate our services.

4. BUILD A UNIFIED AND SUSTAINABLE ORGANISATION

- **By being a well-governed and financially secure organisation.**
 - We will achieve this by diversifying our sources of revenue with a view to a sustainable future;
 - By taking advice on opportunities and risks on existing and new ventures.
- **By keeping abreast of changes in health reform and working together with partners to take advantage of new funding opportunities.**
 - We will achieve this by identifying and developing new business opportunities.
- **By delivering services and programs based on need, research and sound evidence.**
 - We will achieve this by accessing reliable and specialised therapeutic and technical information;
 - By proactively identifying the changing needs of our community.
- **By fostering a committed and competent workforce, made up of volunteers and staff.**
 - We will achieve this by maintaining an engaged workforce committed to our goals and values;
 - By identifying and facilitating staff and volunteer professional development;
 - By being an organisation that people are proud to work for.
- **Through meaningful engagement with our communities.**
 - We will achieve this by maximising our reach through new technologies;
 - By modernising our identity to reflect the changing needs of our community;
 - By bolstering our profile and enhancing our message to the community;
 - By having a broad social engagement aligned with the goals of the organisation.

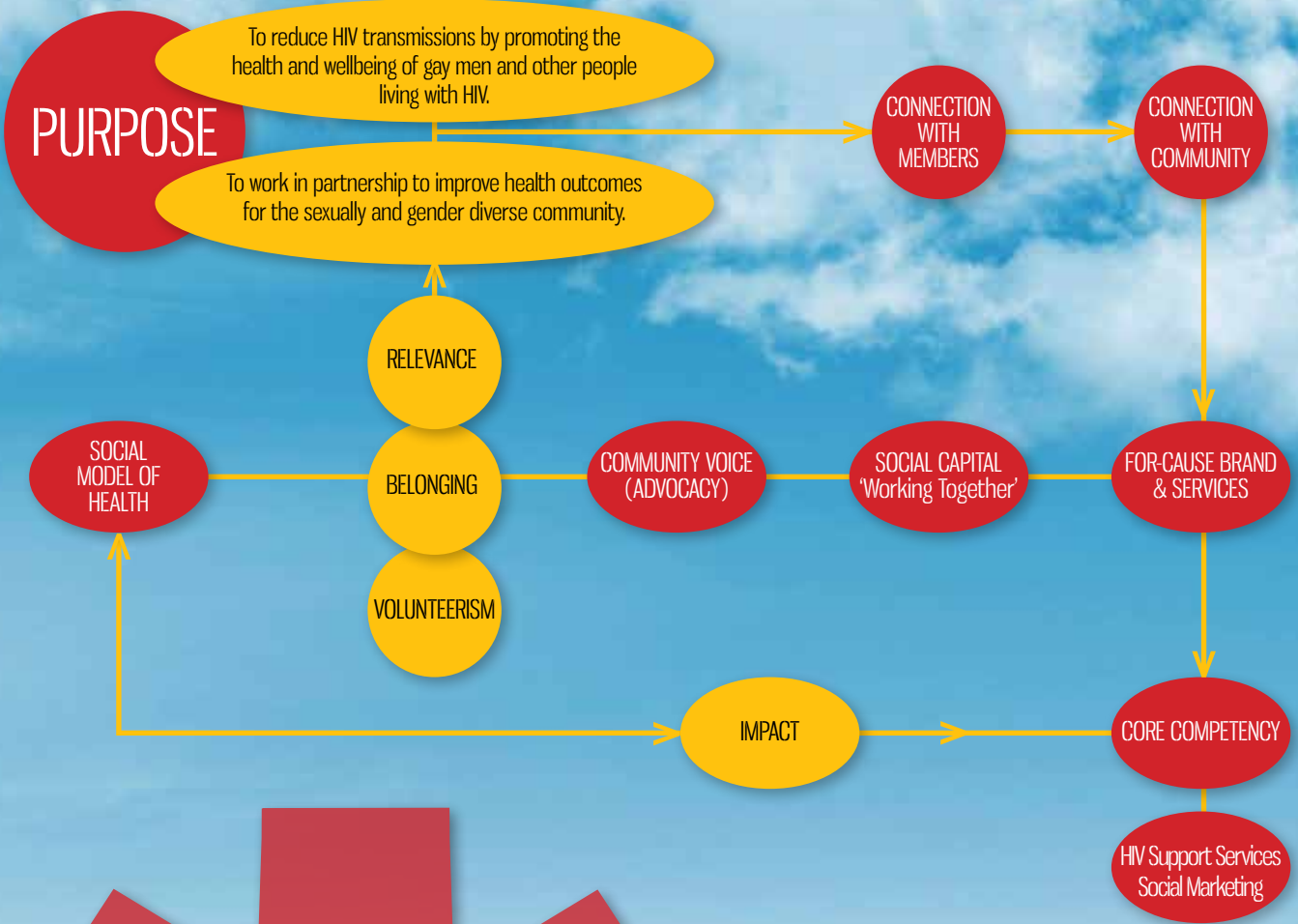


BENAZIR ALI, VOLUNTEER

“I heard about HIV in school through sexual health, it all seemed so remote and scary. It’s not until you volunteer at VAC that you really understand that there is a bright future for people with HIV, with treatment and support”



Social Business Model



WE'RE ALL ABOUT PEOPLE. WORKING TOGETHER.

Our social model of health encompasses the key elements of our purpose: to reduce HIV transmissions in Victoria by promoting the health and wellbeing of gay men and other people with HIV and to work in partnership to improve health outcomes for the sexually and gender diverse community. The model works on the principle of inclusion, positive advocacy, social action and mobilisation.

In this way we feel that our business model ensures that we remain relevant and connected, but is also an acknowledgement of our history, founded on the principles of community development and activism.



 VICTORIAN AIDS COUNCIL
WORKING TOGETHER
vac.org.au

