

# STRATEGIC PLAN

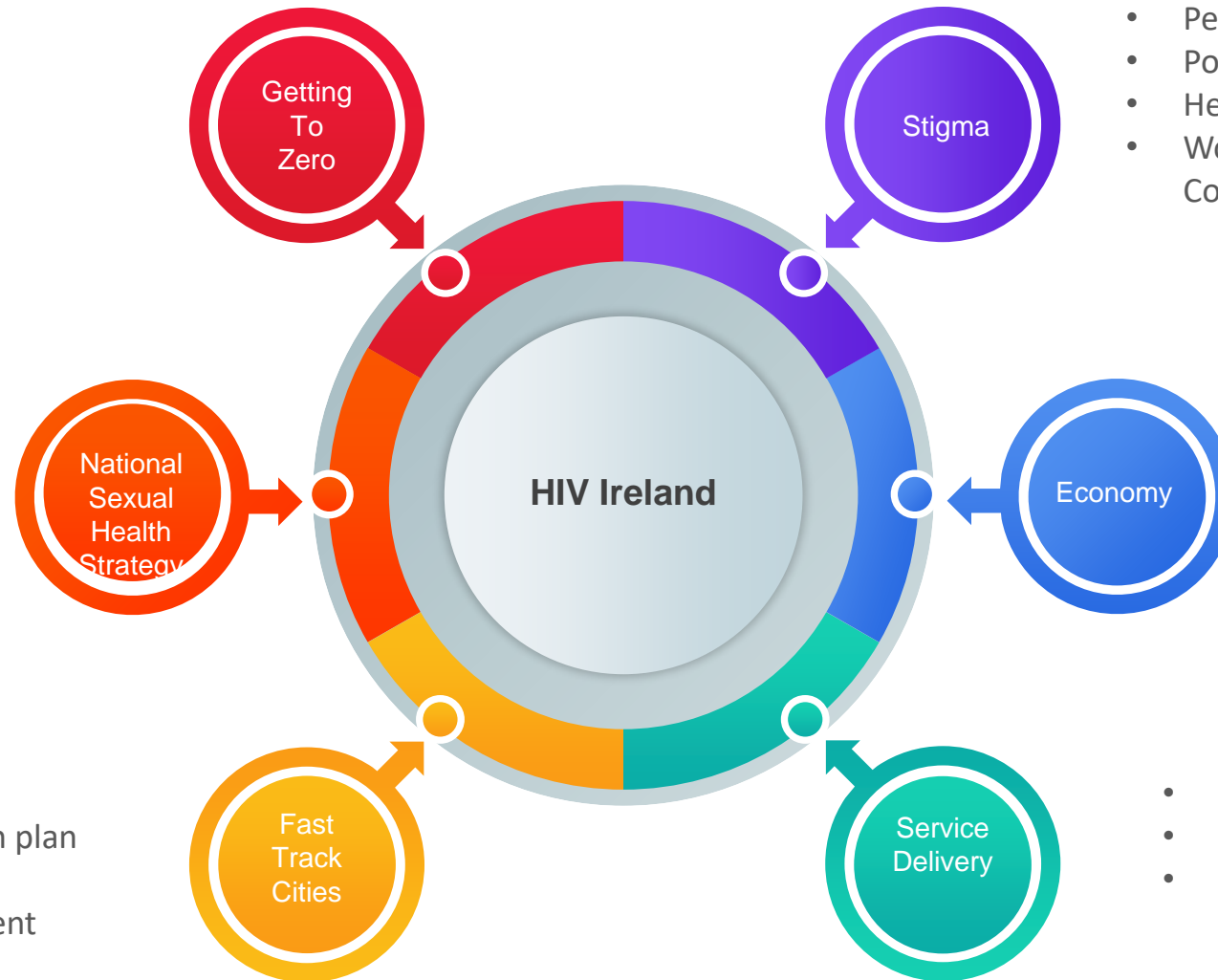
2022 - 2025

# HIV - National Context

- Rising rate of HIV
- Newly Notified Cases
- Testing / Screening
- PrEP
- Vulnerable Cohorts

- Delay in NSHS development
- Implementation of previous strategy

- Scoping study
- Development of action plan
- COVID 19
- Stakeholder engagement
- Funding

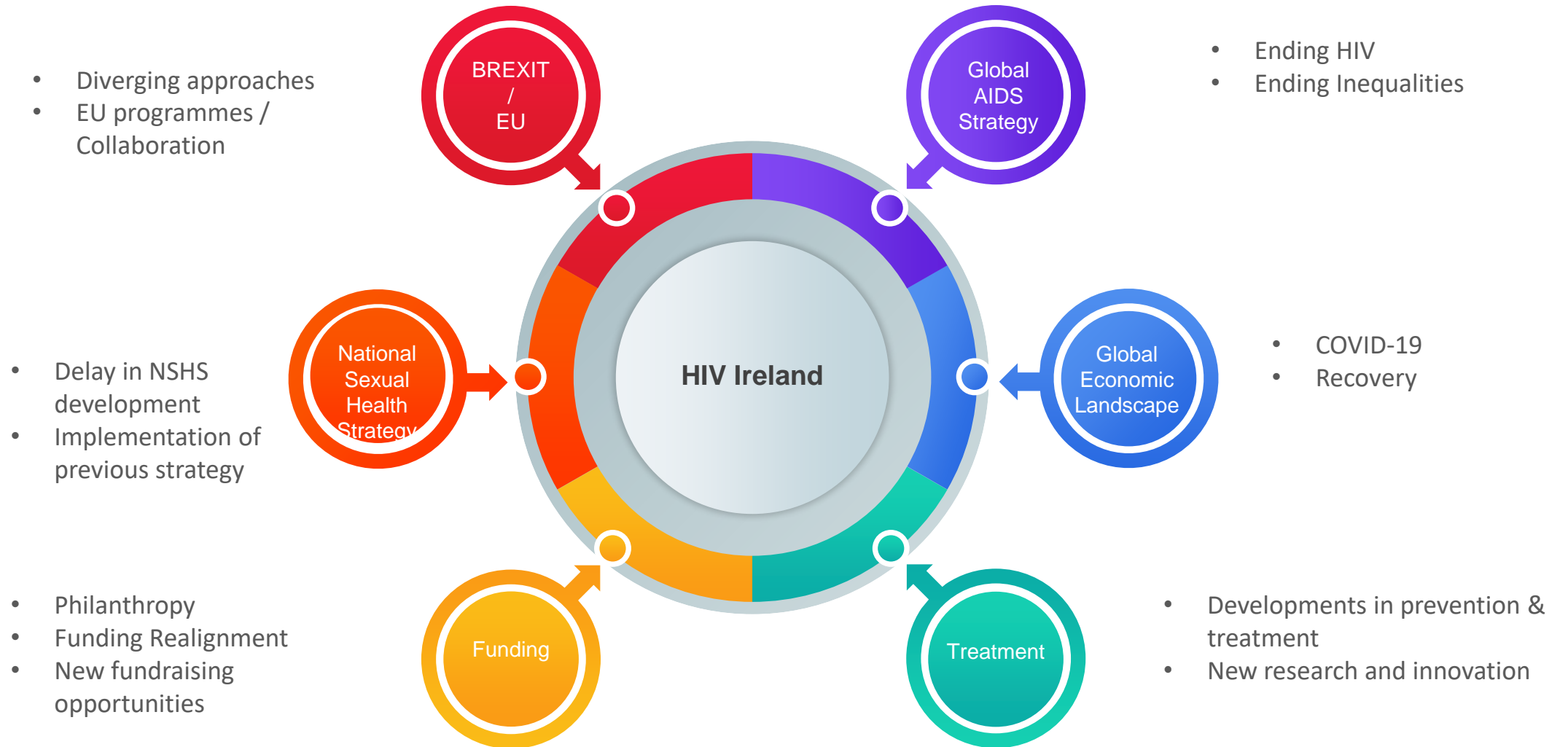


- Peer Support
- Population attitudes
- Health Services
- Workplace Relations Commission

- COVID-19
- Budget pressure
- Economic outlook

- Coordination
- Treatment
- Prevention

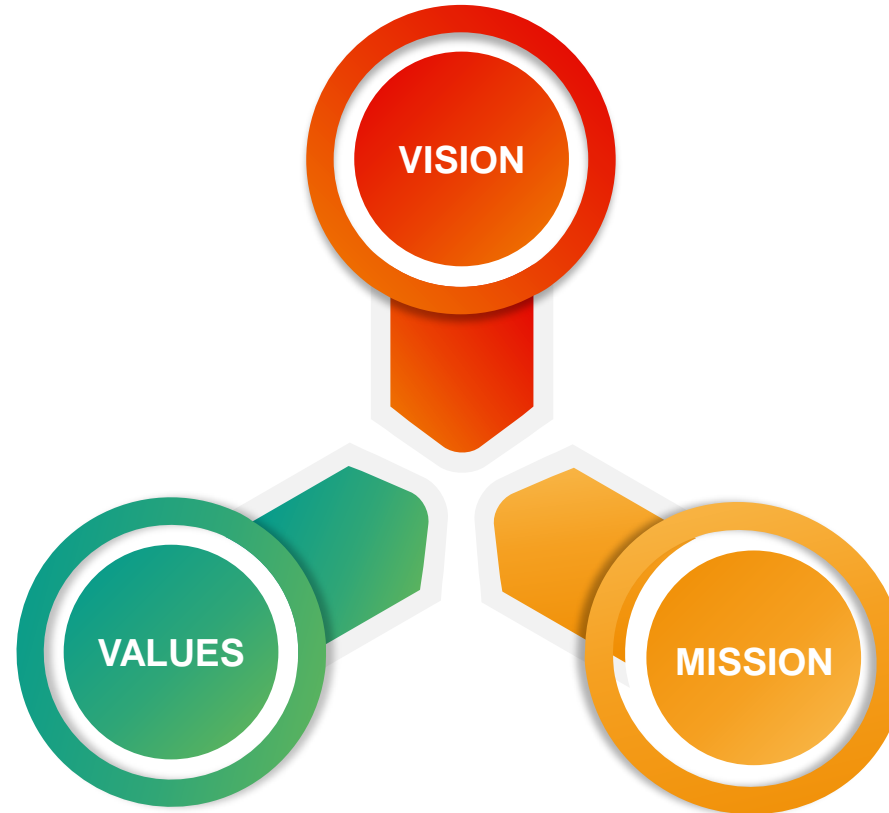
# HIV – International Context



# VISION MISSION AND VALUES

## OUR VALUES

- End Stigma
- Empowering communities
- Promoting Inclusion
- Fostering engagement
- Equality and human rights
- Education and awareness
- Expertise and knowledge



## OUR VISION

An end to new HIV transmissions and HIV-related stigma and discrimination in Ireland.

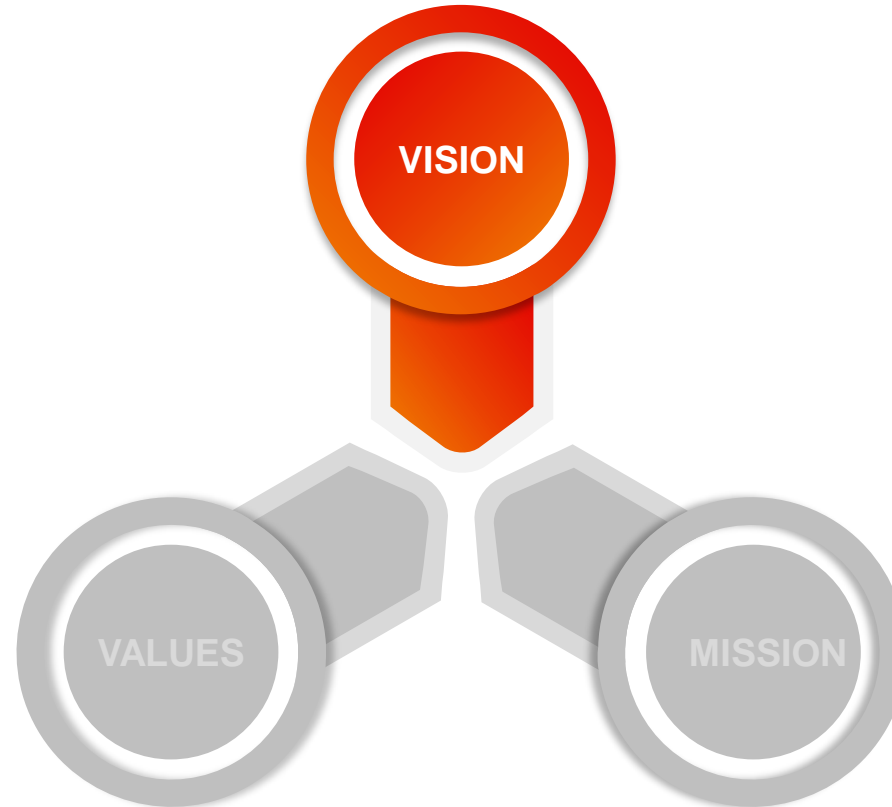
## OUR MISSION

To prevent new HIV transmissions, combat stigma and discrimination, empower and support people impacted by HIV and raise awareness of HIV and related issues.

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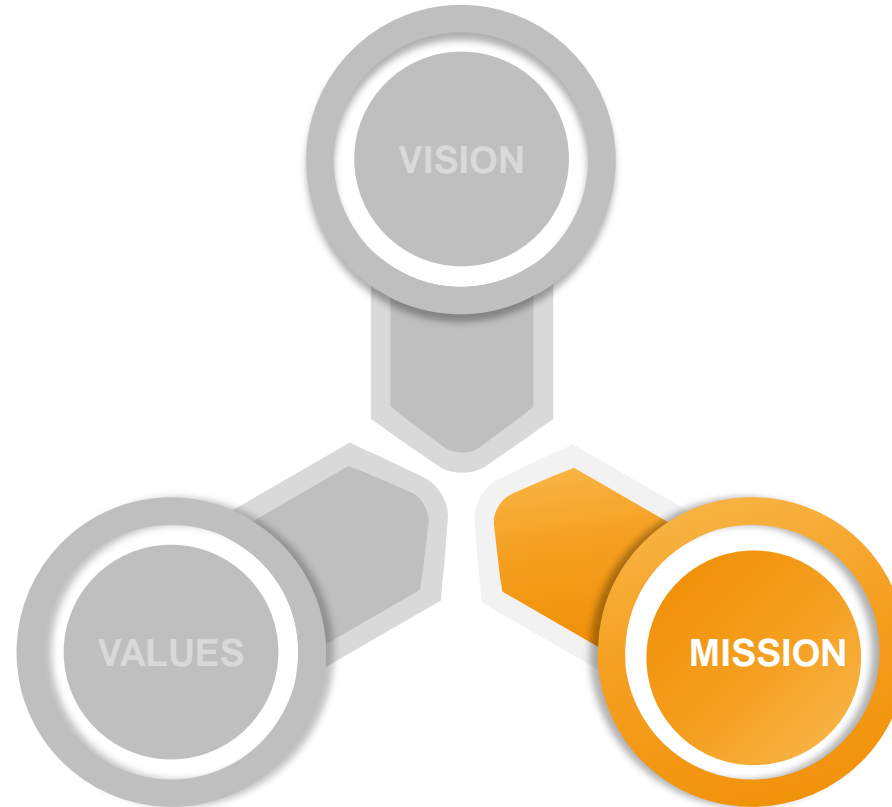
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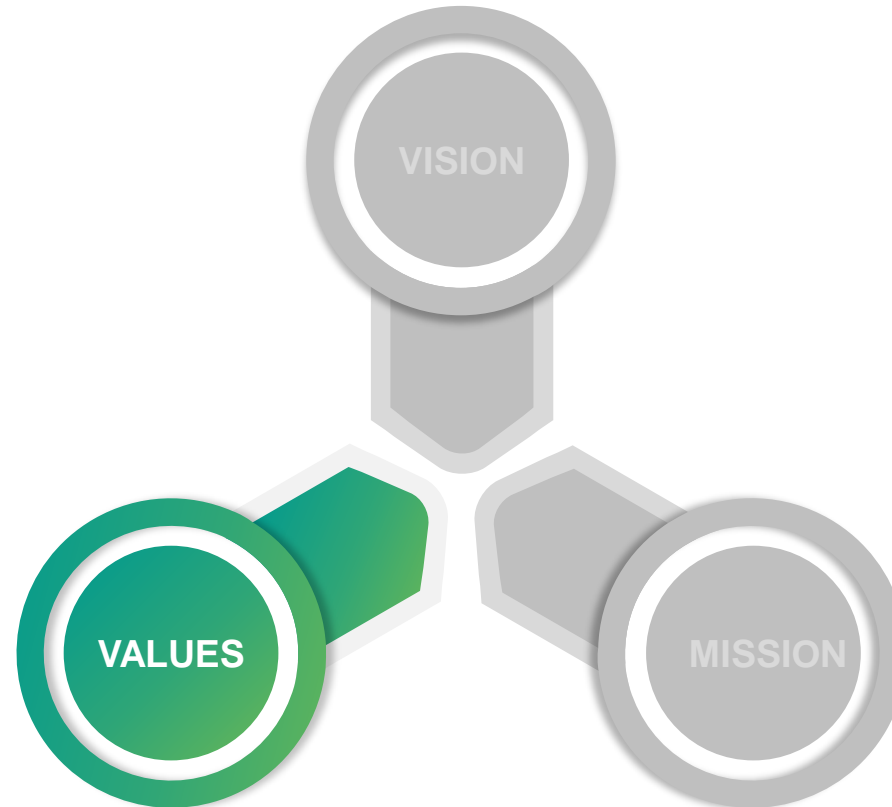
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# VALUES UNDERPINNING OUR WORK

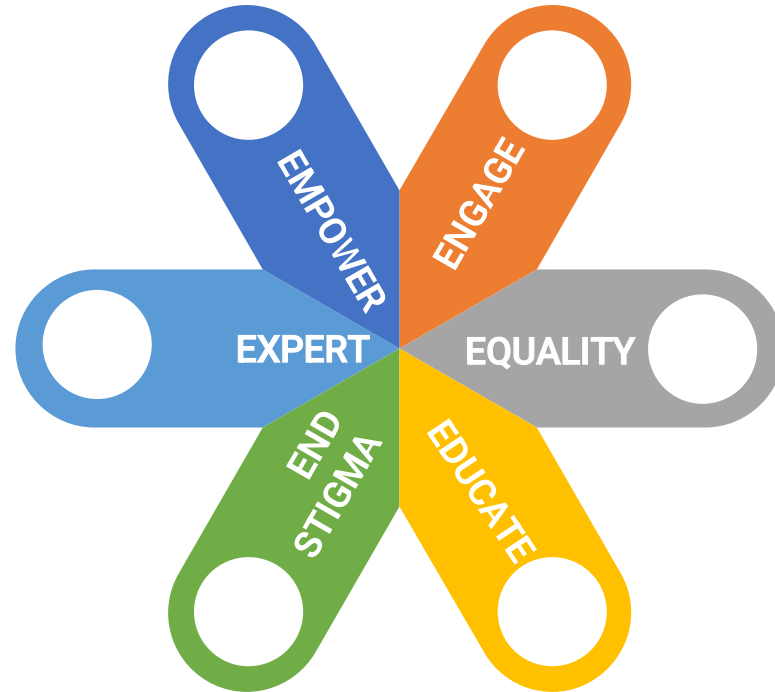
EMPOWERMENT



EXPERTISE



END STIGMA



ENGAGEMENT



EQUALITY &  
HUMAN RIGHTS

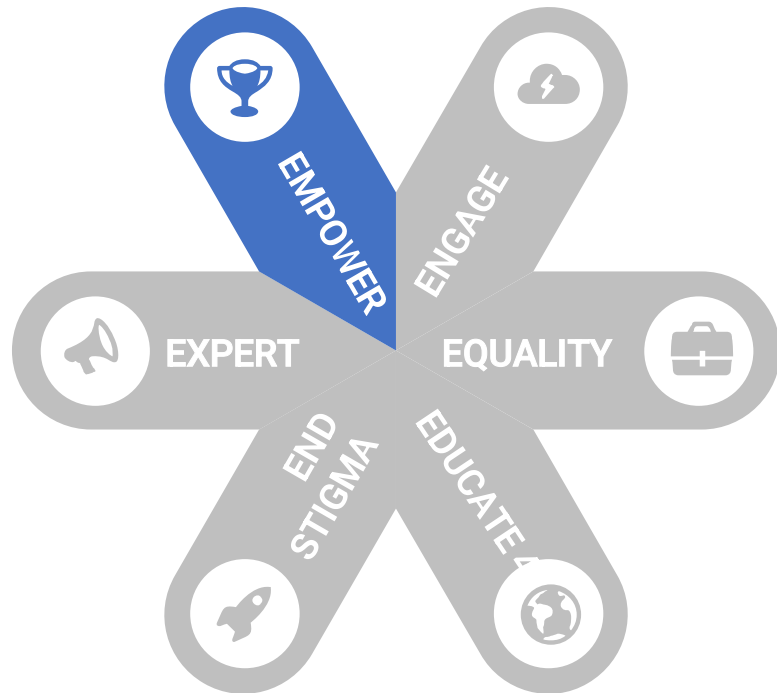


EDUCATION





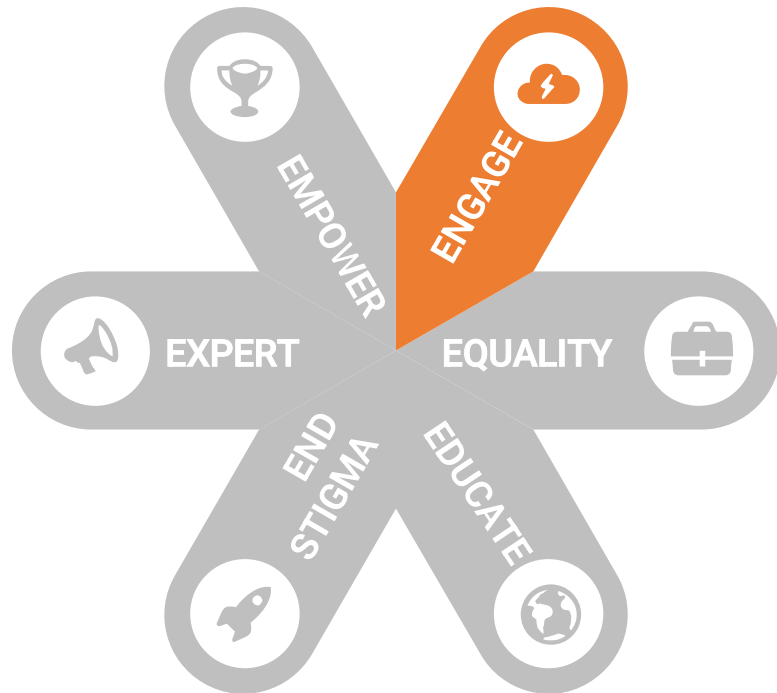
# 6 STEP CIRCULAR DIAGRAM



## EMPOWERMENT

Working to empower and build capacity among populations and communities living with and at increased vulnerability to HIV and HIV-related stigma including gbMSM, trans & non-binary people, migrants & new communities, women vulnerable to HIV, people who use drugs, sex workers and other vulnerable populations.

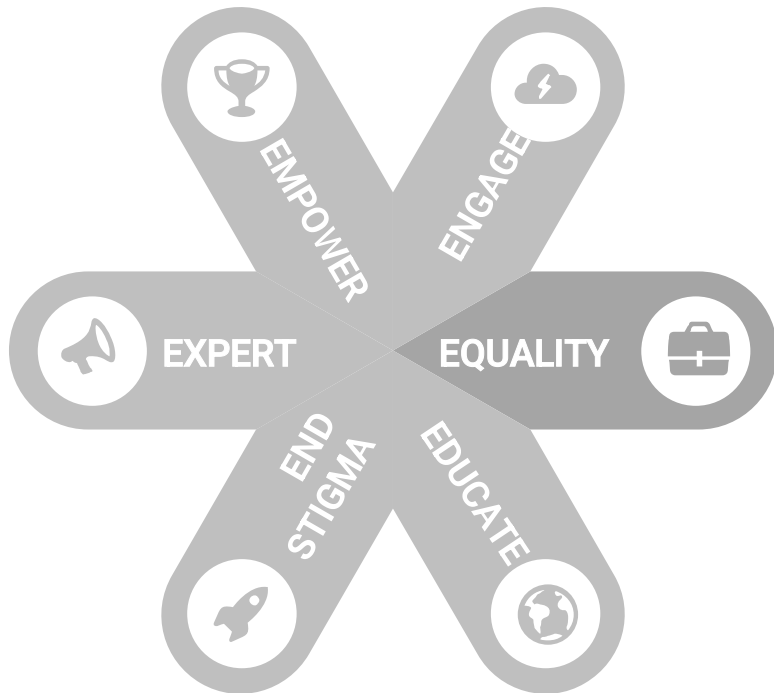
# 6 STEP CIRCULAR DIAGRAM



## ENGAGEMENT

Securing partnerships and collaborative approaches to end HIV and HIV related-stigma with the communities of people living with and vulnerable to HIV, family members, experts, healthcare providers, policy makers, employers, service providers and community leaders.

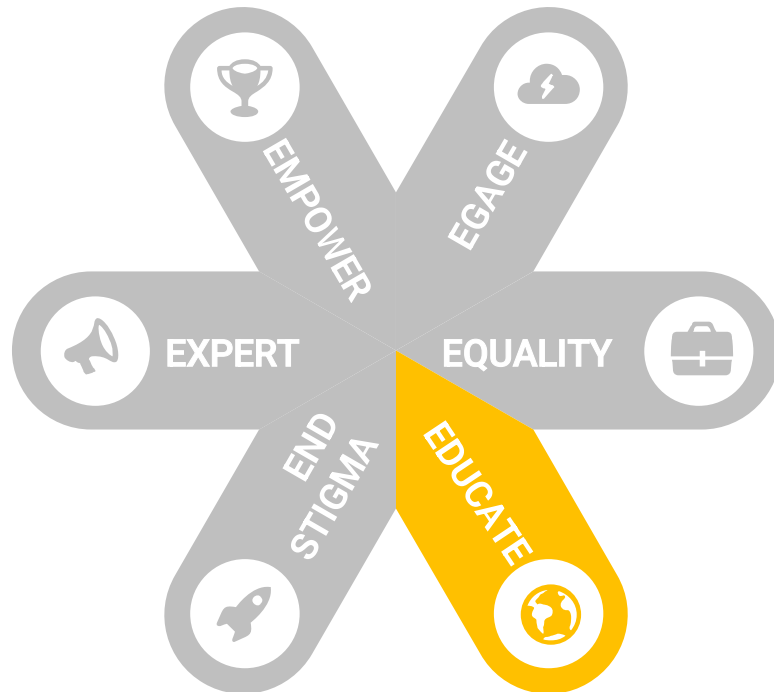
# 6 STEP CIRCULAR DIAGRAM



## EQUALITY & HUMAN RIGHTS

Recognising the right of every person living with or vulnerable to HIV to the highest attainable standards of health, wellbeing, inclusion, and participation in all aspects of Irish society.

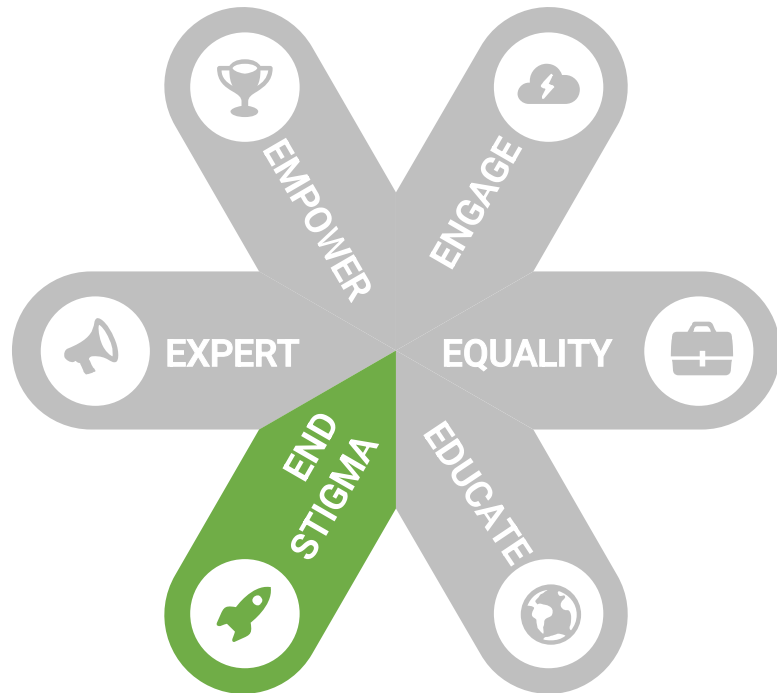
# 6 STEP CIRCULAR DIAGRAM



## EDUCATION

Raising awareness, fostering empathy, and promoting best practice in prevention, treatment and barrier-free access to high quality, user-orientated services for people living with and vulnerable to HIV.

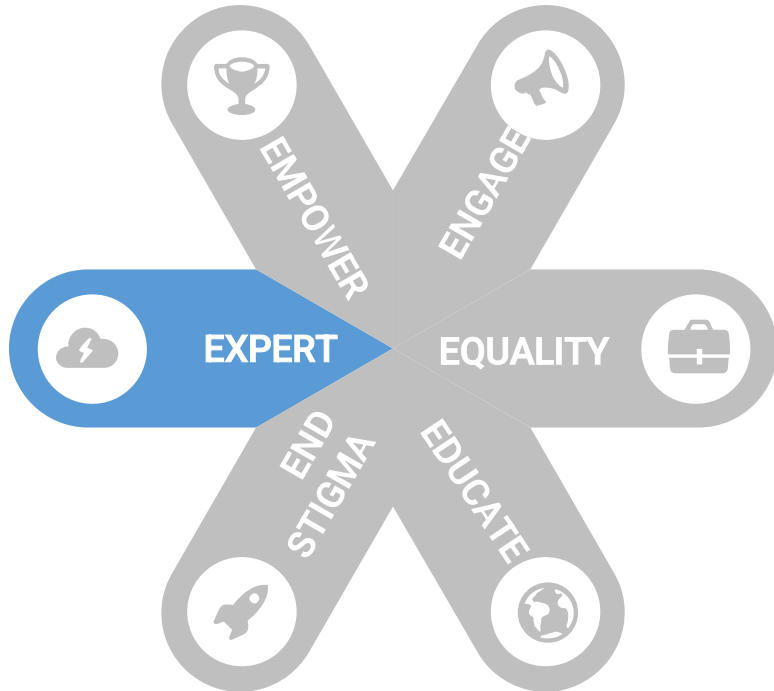
# 6 STEP CIRCULAR DIAGRAM



## ENDING HIV RELATED STIGMA

Elimination of HIV-related stigma and discrimination including in relation to social and community participation, healthcare, education, employment, access to goods and services and participation in public life.

# 6 STEP CIRCULAR DIAGRAM



## EXPERTISE

Fostering expertise and providing leadership to ensure best practice in the prevention and treatment of HIV and to advance the rights and opportunities for people living with and vulnerable to HIV.

# POLICY GOALS



# **GOAL 1: End HIV Transmissions in Ireland.**

We want to see meaningful progress towards ending new HIV transmissions in Ireland by 2030 in line with the Sustainable Development Goals and the Fast-Track Cities global initiative.



# GOAL 1: End HIV Transmissions in Ireland.

We will achieve this by:

## Objective 1

Promoting barrier-free access to and greater uptake of testing and other HIV prevention options with a particular emphasis on communities at increased vulnerability to acquiring HIV.

## Objective 2

Increasing awareness and challenging misconceptions of HIV among the general population including groups at increased vulnerability to acquiring HIV and relevant service providers.

## Objective 3

Contributing to the development and implementation of a national action plan to end HIV transmission in line with Ireland's international commitments.

## **GOAL 2: Ending HIV-related Stigma and Discrimination**

We want HIV-related stigma and discrimination to be eliminated in all its forms.

# GOAL 2: Ending HIV-related Stigma and Discrimination

We will achieve this by:

## Objective 1

Providing education and raising awareness of the impact of HIV-related stigma and discrimination on people living with HIV.

## Objective 2

Challenging stigma and discrimination experienced by people who are vulnerable to acquiring HIV which make them less likely to access HIV prevention, treatment and support services.

## Objective 3

Working with Government and key actors to ensure adequate resources are provided in order for Ireland to meet its international commitments to end HIV-related stigma and discrimination.

## **GOAL 3: Empowerment and Support**

We want to see a society where people living with and vulnerable to acquiring HIV are empowered and supported to thrive and to live the lives they choose to live.

# GOAL 3: Empowerment and Support

We will achieve this by:

## Objective 1

Supporting peer-led community initiatives that empower people living with and vulnerable to acquiring HIV.

## Objective 2

Further developing our services to ensure that we are providing the best supports for people impacted by HIV.

## Objective 3

Providing reliable information and resources with a view to empowering those living with and vulnerable to acquiring HIV.

## **GOAL 4: Equality and Inclusion**

We want to see an Ireland where people living with and vulnerable to acquiring HIV enjoy full equality and inclusion in society.

# GOAL 4: Equality and Inclusion

We will achieve this by:

## Objective 1

Ensuring that people living with and vulnerable to acquiring HIV are given a meaningful voice in policy, legislative and strategic initiatives which impact them.

## Objective 2

Identifying and raising awareness of the underlying inequalities which negatively impact many people living with and vulnerable to acquiring HIV..

## Objective 3

Campaigning to remove barriers that prevent people living with and vulnerable to acquiring HIV from achieving full equality and inclusion in society.

## **GOAL 5: Expertise and Leadership**

We want to build our role as leaders and experts on HIV and HIV-related issues.



# GOAL 5: Expertise and Leadership

We will work to achieve this by:

## Objective 1

Being an inclusive and responsive national organisation, investing in staff training and development.

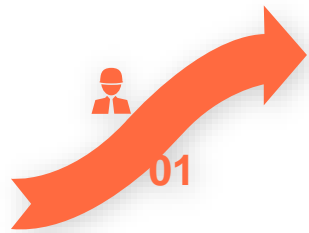
## Objective 2

Commissioning and conducting research that enhances our knowledge of HIV and its impact on individuals and communities.

## Objective 3

Advocating for the rights of people living with and vulnerable to acquiring HIV at national and international level.

# STRATEGY IMPLEMENTATION PROCESS

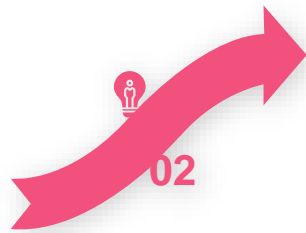


## Groundwork & consultation

Review previous strategic plan

Consultation with HIVI Board and Staff – Dr Maria Quinnlan / Stephen O’Hare

Map national / global context



## Identify Vision Mission Values

Critical to determine—or re-examine—these foundational cornerstones during the strategic planning process

Mission: reason HIVI exists  
Vision: how Ireland will change as a result of our work  
Values: guiding characteristics underpinning our work



## Set Strategic Goals

Achievable objectives outlining how HIV Ireland will deliver value to stakeholders and clients.

Achieving these goals will help to ensure the delivery of the organisations vision.



## Develop Action Plan

With staff identify key actions to meet objectives.

Set achievable targets and timelines.

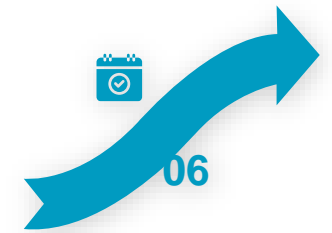
Detailed annual workplans will establish goals and criteria to achieve actions, will be measurable and provide indicators of success.



## Roll-out Plan

Use programmes, procedures, partnerships budget and resources to execute the plan.

New and existing funding streams and staff recruitment policies will focus on delivery of strategic objectives. This may include a re-evaluation of existing funding.



## Evaluation

Ongoing periodic internal and external evaluation of the strategic plan will assess the efficacy and impact of actions in achieving objectives and provide recommendations for improvement or amendment.