

PSDN Work plan 2011-2012

Under goal¹ one: Improved knowledge and understanding of MSM and transgender sexual health including STIs, HIV and AIDS related issues

Activities	Strategic Fit	Timeframe/Target
<ol style="list-style-type: none"> 1. Research section established on PSDN website, and it is updated regularly. 2. Secretariat to administer relevant information and documentation regarding MSM and transgender research and epidemiology data for wider networks to access more frequently. 3. Secretariat to administer current National, regional and global reports and manuals for member countries to access to assist with developing research capacity. 4. Annual UNGASS country HIV surveillance reports posted up on PSDN website for member countries, as soon as they become available 	<p>Strategy 1.1 To assist in developing research capacity and implementation in PSDN member countries</p>	<p>Research section established on website by November 2010</p> <p>Ongoing Updates (at least monthly)</p>
<ol style="list-style-type: none"> 5. E-newsletter prepared and circulated on a quarterly basis, with updates to all PSDN networks, donors, stakeholders and members. 	<p>Strategy 1.2 To share knowledge and information on MSM and transgender sexual health including STIs and HIV and AIDS related issues</p>	<p>First e-newsletter by August 2010 and quarterly thereafter till 2011</p>
<ol style="list-style-type: none"> 6. PSDN Board to identify the prevention, care and support needs of country members 7. PSDN Secretariat works with partners such as UNAIDS, APCOM, HIVOS, AFAO, ACON and NZAF to arrange support for member countries through appropriate training for setup of relevant prevention, care and support programmes 	<p>Strategy 1.3 To assist PSDN member countries to develop effective prevention, care and support programs that are based on evidence</p>	<p>January 2011</p> <p>Ongoing</p>
<ol style="list-style-type: none"> 8. Secretariat to give regular updates to members on in-country issues, information from key stakeholders, funding information, developments and member organisation information. 9. PSDN Secretariat to take over co-ordination MSM Pacific Google Email Group and ensure all PSDN members and stakeholders signed up to receive posts 10. PSDN member organisations regularly report into PSDN Secretariat on key work, successes and challenges in their 	<p>Strategy 1.4 To continue to update and distribute information among the PSDN member organisations</p>	<p>At least fortnightly contact between Secretariat and each member organisation starting in August 2010</p> <p>Member organisations report into Secretariat at least once a month</p>

¹ As they appear in the strategic plan

countries, in order to facilitate information sharing across the PSDN		
11. PSDN to establish a database/list of all MSM and Transgender appropriate/friendly health services in member countries and establish a services section on the PSDN website for MSM and Transgender to get local service information.	Strategy 1.5 To support the education of MSM and transgenders on related sexual and health issues and the potential services available to them.	Established by January 2011 and updated regularly

Under goal two: Reduced Stigma and discrimination against MSM and transgenders and MSM and transgenders living with HIV

Activities	Strategic Fit	Timeframe/Target
1. A list of key stakeholders and/or high profile advocates identified in each member country 2. PSDN Secretariat supports member countries to work with key stakeholders and/or high profile advocates to be making public statement in support of MSM and Transgenders	Strategy 2.1 To advocate for greater community support and acceptance	November 2010 Ongoing
3. PSDN to identify gaps in services for MSM and Transgenders in each country (link to goal one, action 11) 4. In countries where there are service gaps, PSDN Secretariat to provide support to member organisations to advocate for increased access to appropriate services	Strategy 2.2 To advocate for equitable access to quality appropriate user-friendly health services	January 2011 Ongoing
5. PSDN works with New Zealand AIDS Foundation to provide training to board members on gathering data in country on stigma and discrimination 6. System agreed for members organisations to feed data into PSDN Secretariat 7. PSDN Secretariat works with NZAF to analyse and disseminate regional stigma and discrimination data through PSDN website and the quarterly e-newsletter	Strategy 2.3 To up-skill PSDN members in gathering information on stigma and discrimination against MSM and transgenders Strategy 2.4 To collect and analyse information on stigma and discrimination against MSM and transgenders and MSM and transgenders living with HIV in the countries of the Pacific region	At annual meeting in 2010 December 2010 On-going

Under goal three: Increased knowledge and skills to address and advocate in relation to laws that criminalise sexual diversity

Activities	Strategic Fit	Timeframe/Target
1. PSDN Secretariat to use existing reports (completed by AusAID and UNAIDS to compile stock	Strategy 3.1 To build capacity of MSM and transgender organisations	Ongoing

<p>take of discriminatory laws by member country</p> <p>2. PSDN to work with partners (e.g. NZAF, New Zealand Human Right Commission, ACON, AFAO) to provide training to board members (at one of the annual meetings) on skills to work in country on law reform</p>	<p>regarding the process of law reforms to enable MSM and transgenders and MSM and transgenders living with HIV to address the issue effectively</p>	
<p>3. Member organisations identify and liaise with local lawyers and human rights groups that are supportive of law reform</p>	<p>Strategy 3.2 To liaise with lawyers, human rights groups and relevant support organisations to assist in the process of the law reforms to discriminatory legislation affecting MSM and transgenders living with HIV</p>	Ongoing
<p>4. PSDN Secretariat works with international human rights organisations (such as International Lesbian and Gay Association (ILGA), New Zealand Human Rights Commission, and International LGBT Human Rights Commission) to establish relationships and ascertain available support available for Pacific law reform.</p>	<p>Strategy 3.3 To advocate at a regional level for the reform of discriminatory legislation</p>	Ongoing

Under goal four: Improved capacity of MSM and transgender organisations and communities to effectively respond to STIs and HIV and AIDS amongst MSM and transgenders and MSM and transgenders living with HIV

Activities	Strategic Fit	Timeframe/Target
<p>1. PSDN Secretariat link member organisations requesting support with development partners (e.g. NZAF, ACON, AFAO) to arrange support and training for member organisations to source funding</p> <p>2. PSDN strengthens relationships with donors to advocate for inclusion of MSM and Transgenders in their funding priorities</p> <p>3. PSDN e-newsletter used to share successes of PSDN members, and Secretariat to ensure key donors receive the e-newsletter</p> <p>4. PSDN Secretariat circulates key funding information and opportunities to members</p>	<p>Strategy 4.1 To advocate for adequate resources for MSM and transgender organisations and communities to effectively respond to STIs and HIV and AIDS amongst MSM and transgenders</p>	
<p>5. PSDN Secretariat uses e-newsletter, MSM Pacific Google Group and website as key information sharing tools with key stakeholder organisations</p> <p>6. Secretariat maintains</p>	<p>Strategy 4.3 To establish and maintain networks/connections among national, regional and international organisations with similar objectives such as LGBT</p>	

relationships with ILGA, International Lesbian and Gay Human Rights Commission, AusAID, NZAID, HIVOS, USAID, APCOM, UNDP, UNAIDS, ASAP, IAS	organisations	
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Under goal five: Improved governance within the PSDN

Activities	Strategic Fit	Timeframe/Target
<ol style="list-style-type: none"> 1. PSDN Constitution amendments, seek legal advice to assist with amendments made in 2009 2. Hold one major (face-to-face) PSDN board meeting towards the end of 2010 and 2011 (one meeting per year) for five days, including two days PSDN Board meeting and three days training 3. Re-elect PSDN board at the meeting in 2011 (current board appointed in 2009 for two years) 4. Develop PSDN Governance Manual, including <ol style="list-style-type: none"> a) Decision making policy – deciding how decision making is made by the PSDN board b) Quorum meeting policy – What determines a quorum meeting c) Voting policy – Voting processes at PSDN AGM and other meetings d) AGM Procedure – determine procedure with clear guidelines outlining processes and arrangements for AGM e) Code of conduct policy for Board members – set guidelines descriptive to representation of PSDN members f) New membership guidelines and policy – Membership guidance developed detailing how new organisations/countries can join PSDN 	<p>Strategy 5.1 To clearly define roles and responsibilities at all levels in consensus with PSDN member organisations</p> <p>Strategy 5.3 To continually improve and update accountability and transparency mechanisms</p> <p>Strategy 5.4 To establish a representative board based on a consensus among member countries</p>	<p>November 2010</p> <p>By December 2010 and December 2011</p> <p>December 2010</p>
<ol style="list-style-type: none"> 5. Post PSDN constitution, governance manual, meeting agendas, member information, meeting minutes on the PSDN website, and ensure it is regularly updated 	<p>Strategy 5.2 To make available organisational information to PSDN members, stakeholders, and interested parties</p>	<p>Ongoing</p>
<ol style="list-style-type: none"> 6. PSDN partnership with NZAF to include support for PSDN Chair and Board, including the provision of governance training if required/requested. 	<p>Strategy 5.5 To maintain and develop the capacity and sustainability of the board</p>	<p>On-going to June 2012</p>
<ol style="list-style-type: none"> 7. Establish a PSDN Financial Policy, 	<p>Strategy 5.6</p>	<p>Financial policy and</p>

<p>including establishing bank accounts, appointment of auditors and financial advisors (external), development of procedures for payments, development of any required financial forms, financial year for PSDN,</p> <p>8. Establish MOU between PSDN and office host organisation (probably UNDP office in Samoa)</p> <p>9. Develop travel insurance and per diem guidelines</p> <p>10. In-country membership to PSDN Memorandum of Understanding (MOU) – develop MOU for all current and future members</p>	<p>To establish and maintain the implementation of operational policy development system</p>	<p>host MOU by July 2010</p> <p>Other policies and MOU by November 2010</p>
<p>11. PSDN Board develop job description and person specification for PSDN Secretariat Co-ordinator role</p> <p>12. PSDN recruit (advertise, shortlist, interview and appoint) as full time Co-ordinator</p> <p>13. PSDN Secretariat Office re-established</p> <p>14. PSDN Board work with NZAF to assist in induction with the Co-ordinator</p> <p>15. Financial, fundraising, reporting, web development and maintenance training provided for Co-ordinator</p> <p>16. Co-ordinator work programme agreed</p> <p>17. PSDN Secretariat sources further funding for the function and projects of the PSDN Secretariat</p>	<p>Strategy 5.7 To strengthen internal management system of secretariat</p>	<p>July 2010</p> <p>September 2010</p> <p>September 2010 September 2010</p> <p>September 2010</p> <p>September 2010 Ongoing</p>

Under goal six: Increased meaningful representation of the health of the Pacific MSM and transgenders and MSM and transgenders living with HIV community at the national, regional and global levels

Activities	Strategic Fit	Timeframe/Target
<p>1. PSDN to maintain representation on the Pacific Islands HIV Alliance</p> <p>2. PSDN to lobby for all member country CCMs and National AIDS Committees to have effective MSM and Transgender representation</p> <p>3. PSDN to lobby for PSDN PLWH board member to be included as a member of key regional HIV organisations such as the Pacific Island AIDS Foundation (PIAF) as a direct decision maker</p>	<p>Strategy 6.1 To support the increased visibility and meaningful representation of MSM and transgenders and MSM and transgenders living with HIV at national, regional and global levels</p>	<p>Ongoing</p>
<p>4. See goal 4, actions 1-4</p>	<p>Strategy 6.2 To lobby for access to adequate, secure, ongoing funding for community led MSM and transgender programs and organisations</p>	<p>See goal 4, actions 1-4</p>

5. PSDN Secretariat to network regularly with other HIV/AIDS and MSM and Transgender organisations, and key individuals in non-member PICTs	Strategy 6.3 To further improve communication systems and strengthen networks among new and existing MSM and transgender organisations in order to increase PSDN membership	Ongoing
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Under goal seven: Increased involvement of MSM and transgender living with HIV and improved partnerships with their organisations and networks

Activities	Strategic Fit	Timeframe/Target
1. PSDN Board to ensure implementation of the GIPA principles	Strategy 7.1 To develop a better understanding of GIPA principles amongst PSDN members	December 2010
2. PSDN to identify appropriate PLWH groups and networks that would support Pacific MSM and Transgender PLWH and establish relationships	Strategy 7.1 To improve coordination between the PSDN and organisations and networks of MSM and transgenders living with HIV	December 2010