

2021 AAWEAR ANNUAL EVALUATION DASHBOARD

July 6, 2022

AAWEAR
ANNUAL EVALUATION

Prepared by Habitus Collective

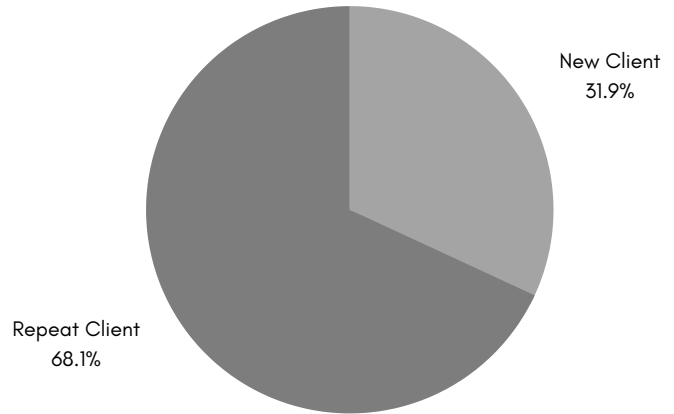
DEMOGRAPHICS

OUTREACH DEMOGRAPHICS

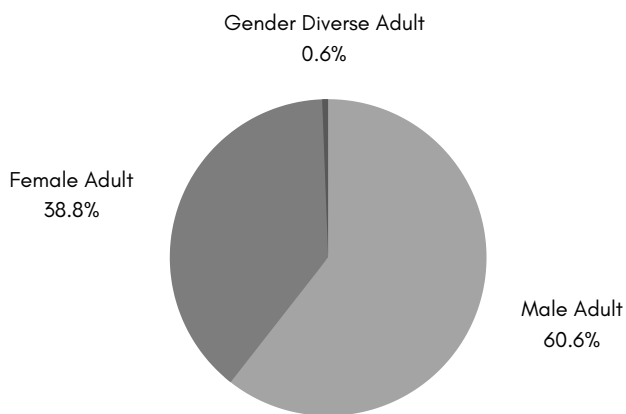
6448

Total Contacts

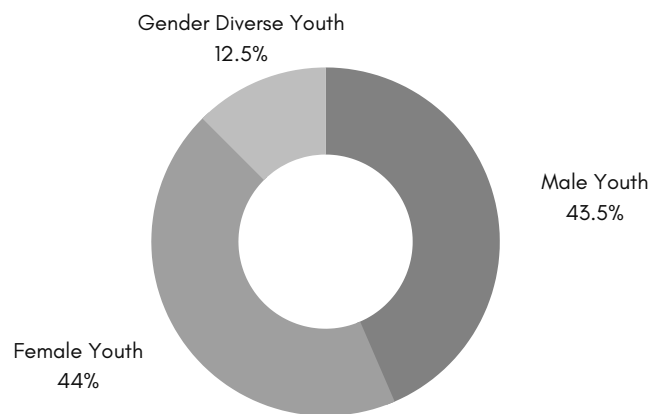
2057 New Clients
4391 Repeat Clients



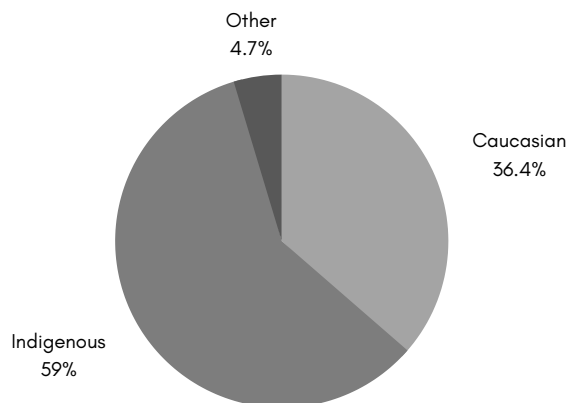
Gender Adult Total



Gender Youth Total



Ethnicity Total



STATISTICS

OUTREACH STATISTICS

STATISTICS AND SUPPLIES	TOTAL	CALGARY	EDMONTON	LETHBRIDGE	RED DEER
# Known HIV	36	27	9	0	0
# Known HCV	35	17	18	0	0
# Known Other STBBI's	33	31	2	0	0
# Knowledgeable About HR Practices	4938	2413	1905	210	410
# Individuals Aware of Local Chapter's Group	3725	1669	1864	67	125
# Individuals Recently Released from Corrections	76	59	2	7	8
Safe Consumption					
# Bubble Kits Given	3674	1662	1659	166	187
# Individual First Aid Kits	211	169	5	1	36
# Needle Kits Given	1908	390	1397	36	85
# Needle Debris Picked Up & Disposed	3406	250	3142	14	0
# Sharps Bins Given	315	187	80	15	33
# Straight Shooters Kits Given	1565	708	625	100	132
Health and Hygiene					
# Condoms Given	3833	304	3474	25	30
# Hygiene Packs Given	842	601	64	97	80
# Menstrual Kits Given	288	215	34	16	23
Clothing					
# Other Clothing Given	2484	1926	55	108	395
# Socks Given	1149	777	118	172	82
# Underwear Given	118	113	2	0	3
Food and Drink					
# Donated Food Given	910	804	0	106	0
# Juice Given	1268	926	0	224	118
# SORCe/ CHEW Food Hampers Given Out	4	3	1	0	0
# Snack Packs Given	4831	1827	2143	614	247
# Water Given	1799	1419	38	258	84
Educational Resources					
# AAWEAR Business Cards Given	469	304	40	24	101
# Resource Pamphlets Given	422	359	31	25	7
Other					
# Bus Tickets Used for Outreach/ Meetings	199	36	147	16	0

RECOMMENDATIONS

IMMEDIATE

PEERS AND MANAGEMENT

1. Increase lines of communication between team leads and management so that team leads can stay on top of structural organizational changes and effectively communicate updates to peers and Chapter members.
2. Build connections between team members to help the team build trust and adapt as the organization grows geographically to new sites and expands its programming.
3. Ensure all Chapters are well functioning and resourced appropriately.
4. Work with the Board to cultivate a future oriented mind-set, identify gaps in knowledge and skills, and actively build the Board's capacity for strategic planning.

RESOURCES AND PROCESSES

1. Secure necessary resources to support establishment of physical office space and storage in each site, while adapting existing space to be more conducive to operations.
2. Outreach supplies are critical to ensuring engagement with clients and thus ongoing acquisition and management of outreach supplies is a priority
3. Develop educational supplies to support outreach activities.
4. Improve invoicing systems to save time and streamline responsibilities.
5. Hybrid work processes are beneficial but need to be supported with technology and training. Continue online meetings for provincial staff meetings and/or various training sessions even after COVID-19 has subsided
6. Charitable status may enable AAWEAR to develop other lines of funding and resourcing. From time to time, there is a shortfall in necessary outreach supplies when demand outstrips the organization's ability to provide these supports. An unrestricted funding stream would accommodate this need.

ENGAGEMENT

1. Develop and act upon a comprehensive engagement strategy that aims to reinvigorate community participation, peer connections, and grassroots participation, while identifying otherwise 'hidden' populations of people using substances. Some simple ideas may include better planning for existing activities, such as Chapter meetings (by developing agenda's that are peer led, tap into community needs) and expanding Community Days

EMERGENCY MANAGEMENT

1. Ensure clear lines of communication exist between management and team leads, so that everyone has a shared understanding of what decisions need to be implemented within all Chapters.
2. Share learnings about 'burn-out' and fatigue from working in a COVID environment.

RECOMMENDATIONS

MEDIUM

PEERS AND MANAGEMENT

1. Action strategies for personnel growth and capacity building. While AAWEAR has grown this past year, reflective discussions indicated that further positions are needed and that individual leadership skills need to be continually cultivated. Management processes also need to be fine-tuned to ensure communication is clear and supervision leads to individual and organizational growth. Peer-ology means that peers need to be centred in decision making.
2. AAWEAR should continue to embrace a strong learning environment, where lifelong learning is valued and compensated. Training should be provided at all levels, from outreach workers to team leads and management.
3. Being accountable to AAWEAR, as well as the responsibilities of roles held, is becoming more entrenched as management processes are improved. Given that some peers/members were in-risk, there is continued concern that peers could have detrimental outcomes if situations are not handled professionally by supervisors. As such, there is the desire to hold peers and members accountable, but also show them support. The Board will also undergo strengthening and relationship building over time but may require targeted training and support. As people join the Board, there is also a responsibility to ensure they understand fully their roles and responsibilities as well as their obligations to the organization.
4. Interpersonal skills training could also support better supervision and management of peers and team members.

ENGAGEMENT

1. Community engagement over the medium term could work to embed programs within existing and complementary partnerships. This may help build good-will toward the work of AAWEAR and the harm reduction approach. Within any local context, find out what organizations are already doing, how AAWEAR fits into the community, and steer away from dropping into communities without significant consultation and engagement with existing stakeholders.
2. Develop a strategy and implementation plan for engaging with research AAWEAR and Chapters deem critical to their community.
3. Chapters can develop their own engagement strategies to enhance their position within sites and draw upon the strengths of their partners.

EMERGENCY MANAGEMENT

1. Organizational strengthening through training, capacity building, and developing a pipeline for peers to move into roles.

RECOMMENDATIONS

LONG-TERM

PEERS AND MANAGEMENT

1. Integrate an intersectional identities approach within programming and planning. The Outreach Survey reached many Indigenous folks, gender-diverse people, and people of diverse ethno-racial backgrounds. This is suggestive of the diversity within AAWEAR's clientele. Education regarding Indigenous ways of knowing, integration of Indigenous perspectives throughout the organization, and developing important topics for serving the Indigenous population should be prioritized. The organization should also consider intersectional training regarding how different population groups may experience harm reduction, substance use and houselessness, and incorporate it at the Board level. There is a need for greater diversity within the organization, including more individuals identifying across the gender spectrum, as well as Indigenous, Black, and other diverse racialized groups. This will help to ensure that a plurality of voices is captured within meetings and organizational structures.

2. Increase outreach within all sites, with great flexibility in timing for shifts. The Outreach Survey highlighted that respondents want more outreach supports and longer availability of those supports. This was also a consistent message from the peer outreach focus group as outreach workers were interested in providing outreach shifts at varying times of day and on weekends. Given the funding needed for this, AAWEAR should consider this as a long-term goal.

ENGAGEMENT

1. A consistent, long term community engagement strategy is needed to make a lasting impact in new sites as well as existing sites. For example, there are slow in-roads to changing Lethbridge's and Red Deer's opinion of AAWEAR, but a long-term engagement strategy could help address systemic concerns present in communities and develop core partnerships necessary to deliver high-impact work. Potential untapped partnerships include indoor shopping spaces like The Core shopping mall in Calgary, or Peace officers in both Edmonton and Calgary.