

AHF

INSIDE SCOOP

QUARTER 3 2023



We The PEOPLE

Stand. TOGETHER we March

@WTDMarch

#WTDMarch

We The PEOPLE

We The PEOPLE NATIONAL MARCH
W

Meet Robin Childress

AHF'S HR COORDINATOR AND YOUR NEXT EVENT BARTENDER

When meeting Robin Childress for this interview, we found her sitting straight up at her desk ready for our conversation. We conducted the interview in a corner office on the 21st floor of AHF's Sunset headquarters – away from her usual setting.

We suggested a neutral location to ask her questions – an attempt to catch Robin off guard and get her to reveal more than she originally intended in *Hot One's* fashion, then, much like the viral hot wing interview series, increase the intensity of our questions over time.

That plan failed. What Inside Scoop got instead, was a steady, unfazed participant. But you shouldn't expect anything less from the daughter of a military man and a woman preparing for retirement. Throughout our time together, Robin showed an unshakable nature, and that trait is exactly what helped her make her way to AHF in 2014. In this interview, hear Robin's story about joining AHF mid-career, what she plans on doing in retirement, and her surprising next career move.

Inside Scoop:

Can you state your name and your official title, and explain your role at AHF?

Robin Childress:

My name is Robin Germaine Childress. I am the HR Coordinator for domestic at AHF, and I started here on November 17th, 2014. After losing my job in the entertainment industry, I was seeking a job; looking everywhere, and I found...well, I didn't necessarily find AHF; they found me. I got a phone call from a recruiter asking me to come in for an interview.

I knew about AHF, but I didn't think that I would ever be a part of this great organization. I also spoke with Anita Castille, and it's funny, we realized we knew a lot of the same people. Like, "Oh, I went to high school with this person. I went to college with this person." So that was fun.

I left the interview hoping that I made a good impression. By the time I got home, the HR manager called again to say, "Everything looks great. You did great on your Excel tests. I'm offering you the job."

I had been turned down for so many jobs prior to that. I was let go in February of 2014. So I was looking feverishly for a job, and I started here at AHF working in the Global Department on November 17th, 2014.

Inside Scoop:

Wow! And you used to work in entertainment?

Robin Childress:

I did, for 17 years. Well, going back further, I was an industrial engineer at Northrop Aircraft for 15 years. And when peace broke out across the world, at that time, most of the engineers were losing their jobs. Things were being relocated to other states, because of A.Q.M.D. laws, and California's laws are really, really strict, so [jobs] were moving to Georgia and Louisiana. I wasn't getting ready to leave California. My family was here, so I looked for a job for another 18 months. One day I received a call from a gentleman that I knew from my ski club, and he was like, "Robin, I know you're looking for a job." And I go,

"Yeah." He goes, "Well, why didn't you tell me? I'm an HR person." I go, "Well, I didn't know. I'm not one to say, 'you got a job for me?' I'm one that's going to pound the pavement looking for something." And he goes, "Well, why don't you send me your resume?" That was in April of '95. By December of '95, I received a call from someone at NBC. I went in for a job interview, and I found out a week and a half later that I got a job at the studio.

Inside Scoop:

Were you doing HR work at NBC?

Robin Childress:

No, I started as the production coordinator.

Inside Scoop:

So you were working on sets?

Robin Childress:

Yes. I worked on The Tonight Show. There was a show called Later; that came on after The Tonight Show. Days of Our Lives – one of the soap operas – Passions; Ellen DeGeneres' show; Access Hollywood; it was a handful.

I'm a very eclectic, well-rounded person. Then NBC, owned by GE at the time, merged with Universal. Then Comcast came in and bought NBCUniversal from GE and slowly but surely my job was going to go away. So, once again,



I was out there looking. I started at AHF in 2014 in the Global Department, and since 2020, I have been the domestic HR coordinator. Some of the things I handle are terminations, unemployment, and I create the badges and present employees with their elevator cards.

Inside Scoop:

Okay. And what mark do you hope to leave at AHF?

Robin Childress:

I just hope that ...I was listening to an interview with Michelle Obama, and she made a comment that when she left the White House after eight years – when they got on Air Force One to take them to their next destination – she cried really, really hard for 30 minutes. That portion was over. Those eight years of everything that had gone on in the White House with her – good, bad, and indifferent – that weight was lifted. This [leaving AHF] is not making me sad. The tears will be of joy. I just want to know that I've done my best to help the next person take AHF domestic HR to the next level.

Inside Scoop:

So what's next?

Robin Childress:

My first act as a retired person, I'm going on an eight-day jazz cruise. I'm flying into Florida. From Florida, we cruise to Aruba. From Aruba, to Curacao. And then Curacao, back to Miami.

Inside Scoop:

That sounds like fun. What else are you looking forward to in retirement?

Robin Childress:

Really spending time with family that I really haven't had an opportunity to. My husband's family lives in Florida, so trying to get to Florida has been hard, because right after he passed, COVID snuck in there, and we couldn't travel. And then in that timeframe, I lost both my in-laws due to COVID and other illnesses.

So now I've been talking to everybody about my retirement. They're like, "Okay, let's get the calendar out. Let's spend some time together." I also plan to take up golf, and I want to go to bartending school.

Inside Scoop:

Really? Bartending school?

Robin Childress:

I do.

Inside Scoop:

You like a good party, huh?

Robin Childress:

I do. Well, I did. I like to people watch, and I like to talk to folks, so being a bartender gives you all of that.

Inside Scoop:

Absolutely. That's a great post-career, career. Wow. That's going to be the headline of this.

Robin Childress:

Trial by fire. *Always.*



Learning & Development

LEARN ABOUT THE NEW PROGRAMS

AHF's Learning & Development team, in partnership with HR and TA, is now offering continued education classes for hiring managers. The new program – Hiring Manager Continuing Education: Contribution Profiles and The Recruitment Process – is a 60 minutes course that launched in September.

The class featured instruction on AHF Contribution Profiles, the importance of the job intake form, and creating justifications. All hiring managers are encouraged to attend future continued education classes like these. For upcoming courses, look out for continued education email invites from Learning & Development.

Learning & Development is also launching another new program – The L&D Book Club. Staff can sign up for the book club inside AHF University, enter their mailing address to receive the assigned free book, and sign up for virtual group discussions after reading it. **Scan the QR code to learn more on AHF University.**



DON'T FORGET YOUR BADGE

The AHF Learning Path Certification Series is continuing. Enroll in a certification series and earn badges through a blend of online and in-person learning.

ELOQUENCE BADGE: BECOME A SKILLED FACILITATOR

This program will provide you with a blend of online and live learning experiences to help you master the art of facilitation. You'll have the chance to learn from experienced facilitators, collaborate with peers, and practice your skills in realistic scenarios.

LEAD TO ACTION: BECOME A BETTER LEADER

Leaders join a 10-15 person cohort to gain the skills to lead teams and strategically reach AHF goals. You'll go through 1-2 hours of self-paced eLearning each week and walk away with actionable tools. Every other week includes live instructor-led cohort discussions and practice opportunities.

Be on the lookout for emails from L&D when these courses open. Registration is first come, first served, after which all other registrants will be waitlisted and invited to join the next session.



Infant HIV Rates Are Decreasing

BUT STUDY SHOWS AHF IS NEEDED TO SERVE AT-RISK COMMUNITIES

In 2012, the Centers for Disease Control and Prevention (CDC) came up with a plan to stop the transmission of HIV from mothers to their babies in the United States. This transmission, known as perinatal transmission, is when HIV is passed from a child-bearing parent to the child during pregnancy, childbirth, or breastfeeding.

The CDC set out to see if they could discover fewer than 1 case of HIV for every 100,000 live births at a transmission rate of less than 1%.

To track their progress, the CDC used data from the National HIV Surveillance System. This system provides information about the number of babies getting HIV via perinatal transmission and the rates of diagnosis.

They also used estimates from the National Inpatient Sample to figure out how many babies were being born to child-bearing parents with HIV to see if the number of babies born with HIV and the transmission rates were going down over time.

Between 2010 and 2019, the overall number of babies born with HIV decreased.


In 2010, there were around 4,587 babies born with HIV, and by 2019, this number dropped significantly to 3,525. The number of babies born with perinatal HIV also dropped from 74 in 2010 to 32 in 2019.

The CDC also looked at this data based on race and ethnicity. While overall cases of perinatal HIV decreased, they found that there were still differences in how many babies were getting HIV based on these factors.

Babies born to Black child bearers had higher rates of HIV diagnoses compared to babies born to women of other races. However, over the 10-year period, the differences between racial groups did decrease.

Thankfully, AHF is a healthcare system that provides care regardless of one's ability to pay and engages with at-risk communities to make them aware that with AHF, they have equal access to quality care.

Through holidays like International Condom Day, commemorations like World AIDS Day, and fundraisers like our AIDS walks, AHF works with at-risk communities to prevent HIV cases across the board but especially for Black women who have higher rates of transmission.

The progress made in reducing perinatal HIV transmission was a result of many healthcare professionals, researchers, advocates, and people living with HIV who speak out against stigma. However, to close the racial gap among people of color and even the LGBTQ community as a whole, organizations like AHF, and staff like you, have a special responsibility to speak out against disparities in health care and continue providing equal access to care for all. 



Fastracking People to PrEP

AHF'S PREP MTU PILOT PROGRAM



By Lauren Natoli

A new fast lane has been built in bustling Los Angeles County — an expressway to PrEP access!


Starting in December 2022, an AHF Mobile Testing Unit has been connecting high-risk clients to PrEP. The MTU parks in West Hollywood hotspots with heavy foot traffic and encourages people to get AHF's famous one-minute rapid HIV test. What makes this MTU particularly enticing is that HIV Testing Counselors assess clients' interest in and candidacy for PrEP.

Did you know that our MTUs are equipped with a full clinic room?

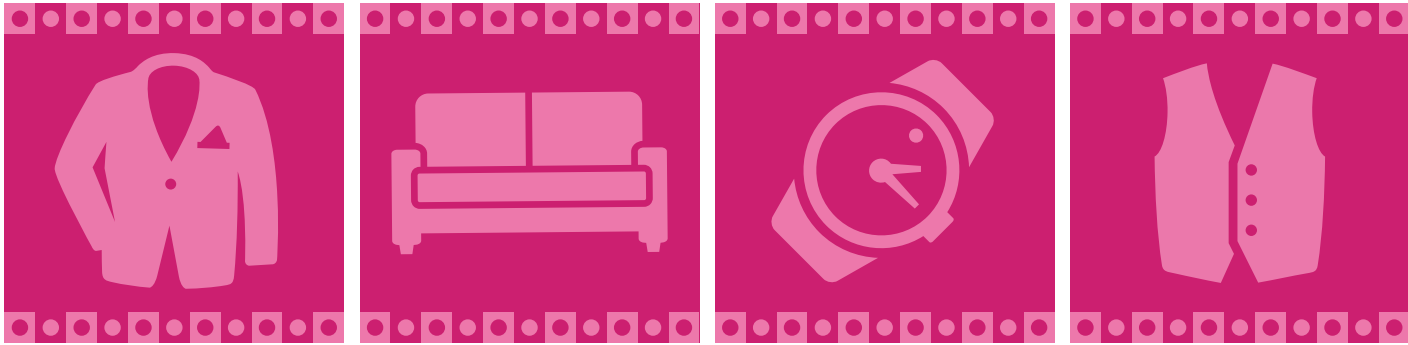
In addition to the classic two-chair counseling space, MTUs are souped up and outfitted with a restroom, sink, centrifuge, computers, and label printers. Every sample collected for PrEP initiation is ready to be shipped off for processing as soon as the testing shift is over. This kind of capacity is ripe for innovation — which is exactly what is happening in West Hollywood.

Counselors trained by AHF's Public Health Division first gauge a client's interest. The Counselors then conduct the paperwork and initial testing necessary to start PrEP. With a phlebotomist on site, clients get the full testing panel. Meanwhile, every client is connected directly to an AHF Pharmacist who can answer questions and ensure every client gets their PrEP prescription the following day. Follow-up appointments are then scheduled at Wellness on Western.

AHF interdepartmental collaboration is key to reaching new PrEP clients. "Providing a new service is rewarding," says Anibal Angeles, the Program Manager for Mobile Testing in Los Angeles who is about to hit his one-year anniversary with AHF. "Once we got our first PrEP client and saw the impact we could make, we dedicated ourselves to improving the program."

Expanded PrEP access can contribute to overall lower rates of new HIV diagnoses. With the PrEP MTUs in West Hollywood, AHF is putting prevention in the fast lane! 





Thrift To Uplift

SHOP & DONATE TO SUPPORT A NEW GOOD CAUSE EVERY MONTH

When you donate to an Out of the Closet Thrift Store, 96 cents of every dollar earned from your donation helps fund:

FREE NARCAN
NALOXONE
NASAL
SPRAYS, AND
FENTANYL
STRIPS

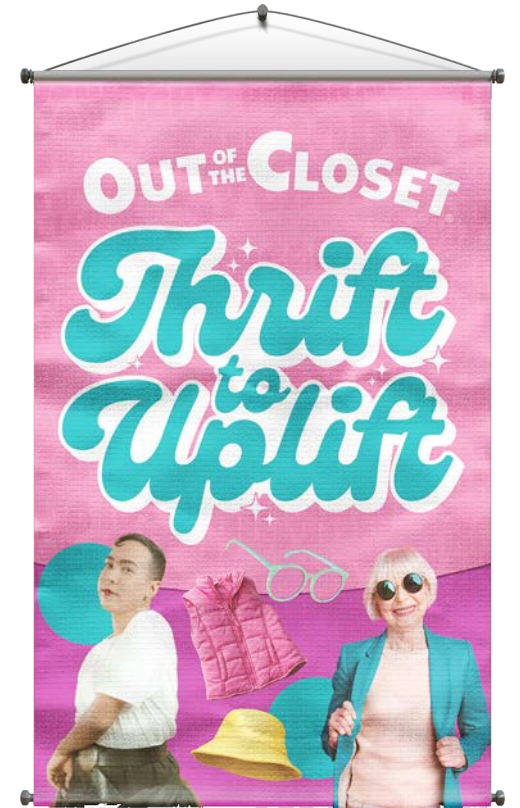
FREE
HIV & STI
TESTING

FREE AND
LOW-COST
HEALTHCARE

FOOD FOR
HEALTH
&
HEALTHY
HOUSING

GRASSROOTS
CAMPAIGNS THAT

FIGHT
FOR
YOUR
RIGHTS



Help us continue supporting communities in need by donating your:

JEWELRY
SPORTS
MEMORABILIA

VINTAGE CLOTHES
MEN'S CLOTHES
WOMEN'S CLOTHES

FURNITURE
COLLECTIBLES

Visit one of our stores today to shop and donate to help a new good cause every month.

We The PEOPLE NATIONAL MARCH

We The People, Across the U.S.

AHF'S MULTIPLE-CITY NATIONAL MARCH SPEAKS TRUTH TO POWER

On July 2, Thousands of 'We The People' marched in Fort Lauderdale against injustice and hate in response to several discriminatory SCOTUS decisions.

People of color, immigrants, women, LGBTQ+ communities, Jewish people, and many more communities are being targeted by hateful legislation, but AHF refused to be silent.

In an effort to stop harmful bills from stripping virtually every group of their rights, the We The People Coalition led a cross-country, national march to rally for freedom.



More than 70 coalition partners including GLAAD and Planned Parenthood stood with AHF in this fight.

We the people of the United States are outraged and fed up with mounting attacks on our basic civil rights. That's why Civil Rights Activist Dolores Huerta, Gun Control Activist David Hogg, and Nik Harris of the Human Rights Campaign – to name a few – joined AHF to speak out against the tyranny taking place in this country.

But it wasn't just South Florida that stood up. Advocates and allies also took to the streets of Los Angeles; Washington, D.C.; Dallas; Columbia, South Carolina; and New York to protect the rights that so many communities have fought for.

Local activations, in conjunction with the Florida-based We The People National March, emerged nationwide to protest hateful legislation.

On Sunday, July 2, 2023, advocates in Los Angeles hosted a regional We The People march in Downtown L.A. in solidarity with the thousands of people attending the We The People National March in Ft. Lauderdale, Florida over Independence Day weekend.

Just days before, AHF's Northern Region advocacy leaders held their own 'We the People' march in solidarity with the principal march in Ft. Lauderdale.

The Los Angeles and New York marches were two of six 'We The People' regional marches held for people from all over to speak out against the close to 1,000 bills lawmakers and legislatures are introducing nationwide that aim to roll back 70 years of progress in accessing rights.



UNITED we Stand. TOGETHER we March.



Chicago Hosts Virtual We The People Rally

Due to Dangerous Air Quality Conditions, Chicago's 'We The People' march that was to be held at the Daley Center shifted to a virtual Zoom rally.

On June 28, 2023, Chicago-based advocates, organizations, and politicians discussed the significance of advocating against state-legislated discriminatory bills and recent SCOTUS decisions.

Although Chicago's in-person rally was canceled following a recommendation by Chicago health officials that citizens remain indoors, the We The People Coalition was not silenced. They were nimble and vigilant and found a way to march forward despite all obstacles.

The Chicago Zoom rally was also one of six 'We The People' regional marches organized to speak truth to power by speaking up against injustice.

The work is not over. The work is never over. The We The People Coalition will continue to organize marches in cities across the U.S. To stay updated on upcoming activations, visit www.wtpmarch.org.



What's in that CRATE?

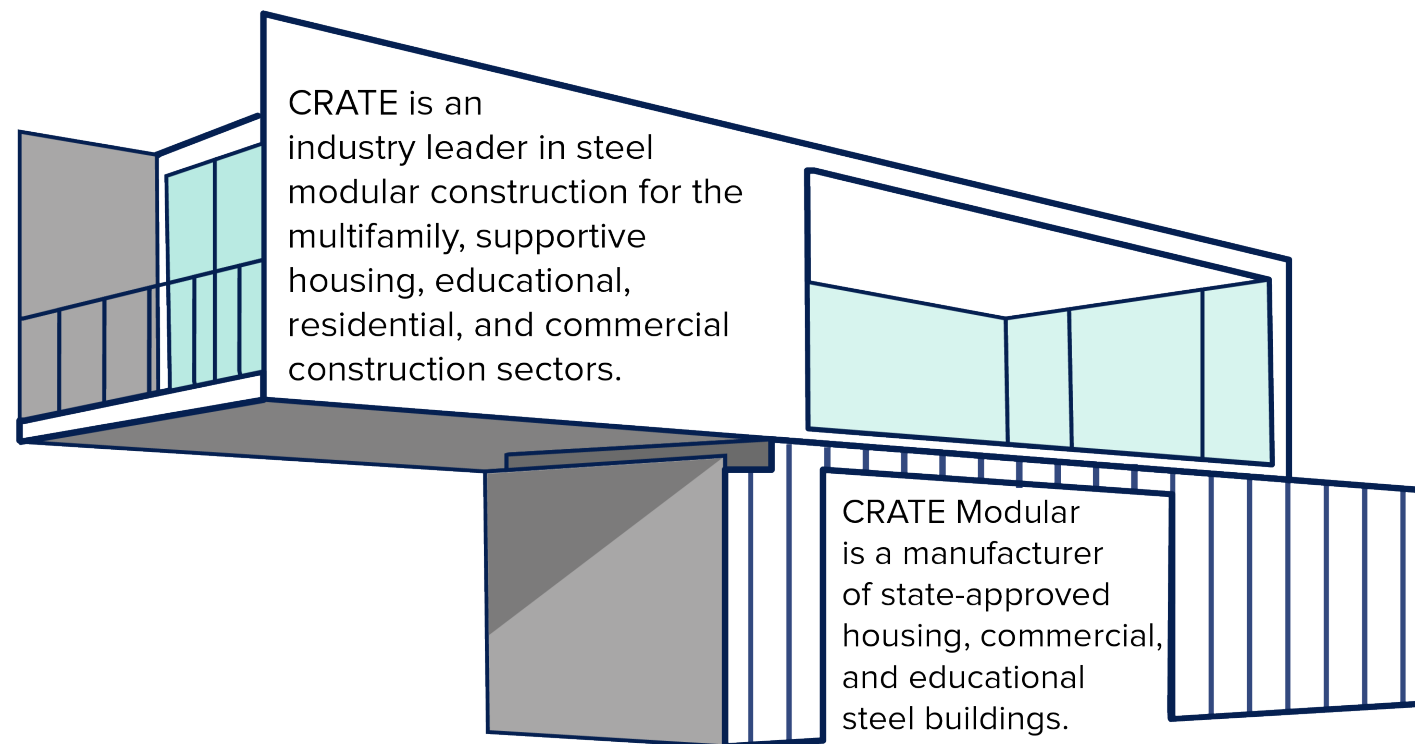
AHF INVESTS IN MODULAR HOMES TO EXPEDITE THE DEVELOPMENT OF NEW LOW-INCOME HOUSING

AHF recently purchased a majority stake in CRATE Modular, a leading producer of modular, multifamily supportive housing and educational buildings.

The agreement was notched in May, which dictates that CRATE will produce new housing units for AHF's planned Renaissance Center, a 216-unit, 15-story low-income housing project in Downtown Los Angeles.

Following the Renaissance Center, CRATE will partner with AHF to produce more low-income housing developments to fulfill AHF and its Health Housing Foundation's (HHF) mission to get people off of the streets and into homes.

Since 2017, the Healthy Housing Foundation has been buying and renovating older buildings, a process known as "adaptive reuse," to create more affordable housing in California, New York, Florida, Georgia, and Texas. It has brought more than 1,850 units online so far, with hundreds more on the way, and CRATE Modular will be instrumental in seeing them through.



GET TO KNOW CRATE MODULAR

CRATE prioritizes speed and accuracy, producing a cost-effective, ultra-sustainable product in half the time of traditional construction.

The modular construction company's approach is perfect for AHF's healthy housing projects because it eliminates workflow inefficiencies and shortens the development cycle compared to conventional site-built construction. CRATE's method also reduces waste while producing stronger and more durable buildings. Although manufactured in Los Angeles, CRATE homes are delivery and install ready domestically.

Their innovative, factory-based construction method has far-reaching implications, helping meet the challenges facing the construction industry today, including the housing crisis and the rising costs of traditional building materials. In June, officials revealed the 2023 homeless count in Los Angeles County increased nine percent to 75,518 homeless people, and in the City of L.A., by 10 percent to 46,260 individuals.

In partnership with AHF, CRATE's goal is to meaningfully address the need for affordable low-income housing in Los Angeles and wherever AHF and may seek to fill this rapidly growing need.

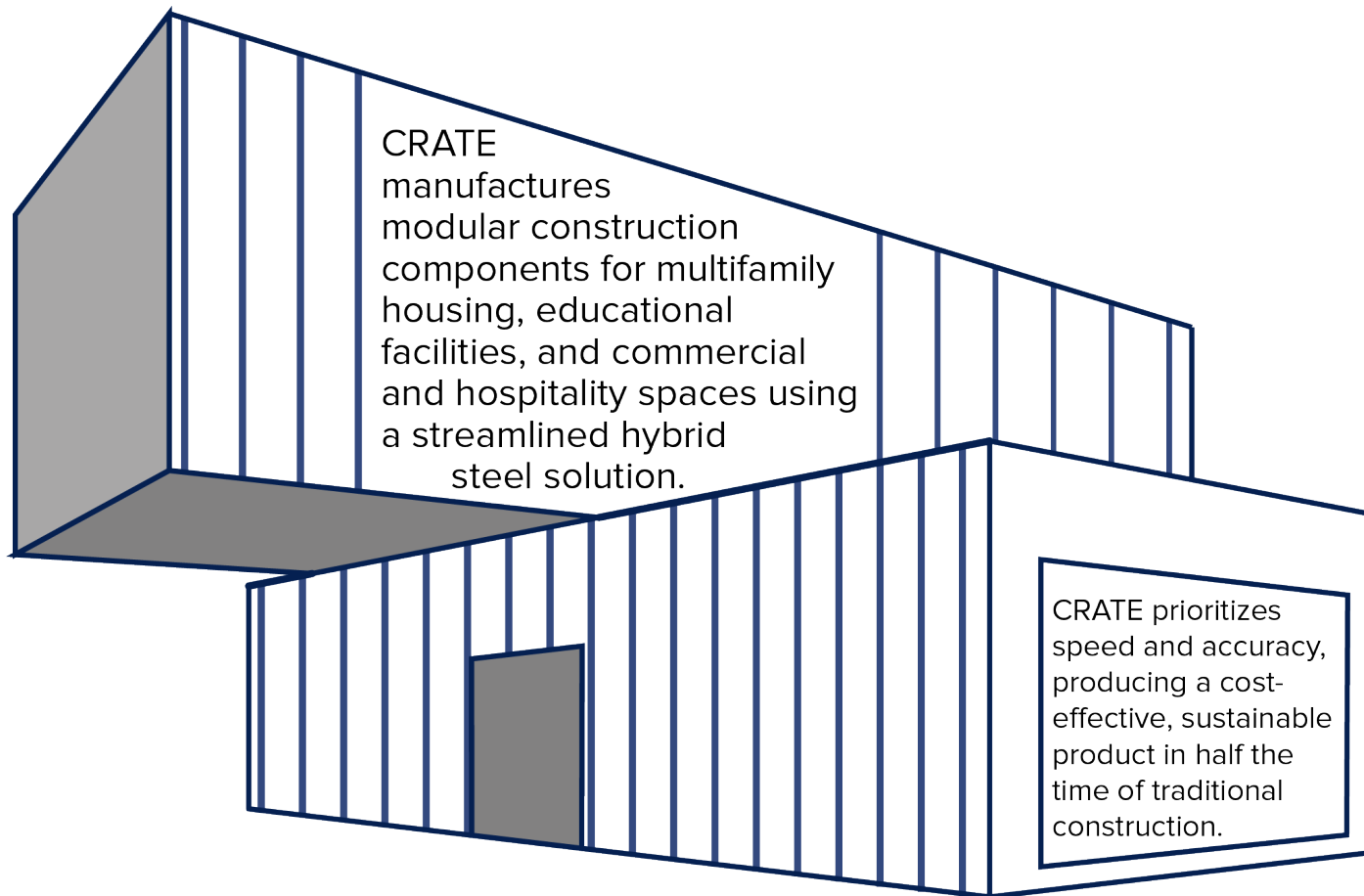
“Traditional construction is too costly in time and resources to create more affordable housing quickly. Modular construction is another solution in addition to adaptive reuse. The national homelessness crisis is escalating rapidly, and AHF is committed to being part of the solution wherever we can.”

- Michael Weinstein, President of AIDS Healthcare Foundation

HOW CRATE HOMES WORK

CRATE modules can be used as building blocks, stacked and arranged to achieve a custom modular building design for commercial and residential construction within a shorter turnaround time. CRATE officials work with developers, architects, homeowners, municipalities, and facilities managers to provide the optimal modular building system for each project. The company's streamlined approach to modular construction means shorter time to occupancy for people in need.

Over the years, CRATE has completed projects of all sizes, complexities, and construction sectors with a goal of bringing cost-efficient, high-quality, and problem free building solutions to each of its clients. For AHF and the Healthy Housing Foundation, CRATE's speedy turnarounds means more people under roofs showing elected officials, yet again, that the housing crisis can be solved through effort and innovative solutions.



THE TREND THAT CAN CHANGE LIVES

Shipping container homes have been popular for quite some time. From reality TV shows to housing policy discussions to a special Airbnb category, everyone wants in on modular homes.

Interest in shipping container homes began to grow in 2012, while the first shipping container home in the U.S. was completed in 2007.

Why so popular? Well, some of the container home craze comes from the unique ways you can design your home, but a lot of it stems from something much more practical – price.

Shipping container homes offer lower construction and maintenance costs. They can be used as standalone homes or combined with multiple containers to create a multilevel residence.



JUST USE IT.



useacondom.com 

AHF continues to promote condom use and free HIV testing with our latest outdoor advertising campaigns - one featuring a condom-covered banana with the “Just Use It” slogan and a second “bullboard” featuring a giant bull’s head with the words “No Judgmental Bull.”

*The banana condom ad will only appear in Los Angeles after several national out-of-home advertising companies refused the artwork. Additionally, national billboard companies also refused the original version of the bull ad which read “No Judgmental Bullsh*t,” requiring AHF to lose the end of the word.*

In response to this, AHF president and cofounder Michael Weinstein remarked, “It’s judgmental bull that we can’t run an ad with a condom-clad banana. It’s just a piece of fruit.” Despite pushback, we will promote our services, reminding people that AHF offers free HIV testing and truly is judgment-free.

NO

JUDGMENTAL BULLSH*T

free **HIV** test.net





AHF Internship Programs

INNOVATION FROM OUR SUMMER COHORT


AHF internships offer college students and recent graduates the opportunity to be a part of challenging and creative learning experiences. Internships prioritize educational advancement and skill building across several different departments including Finance, Human Resources, Public Health, Advocacy, IT, and Pharmacy.

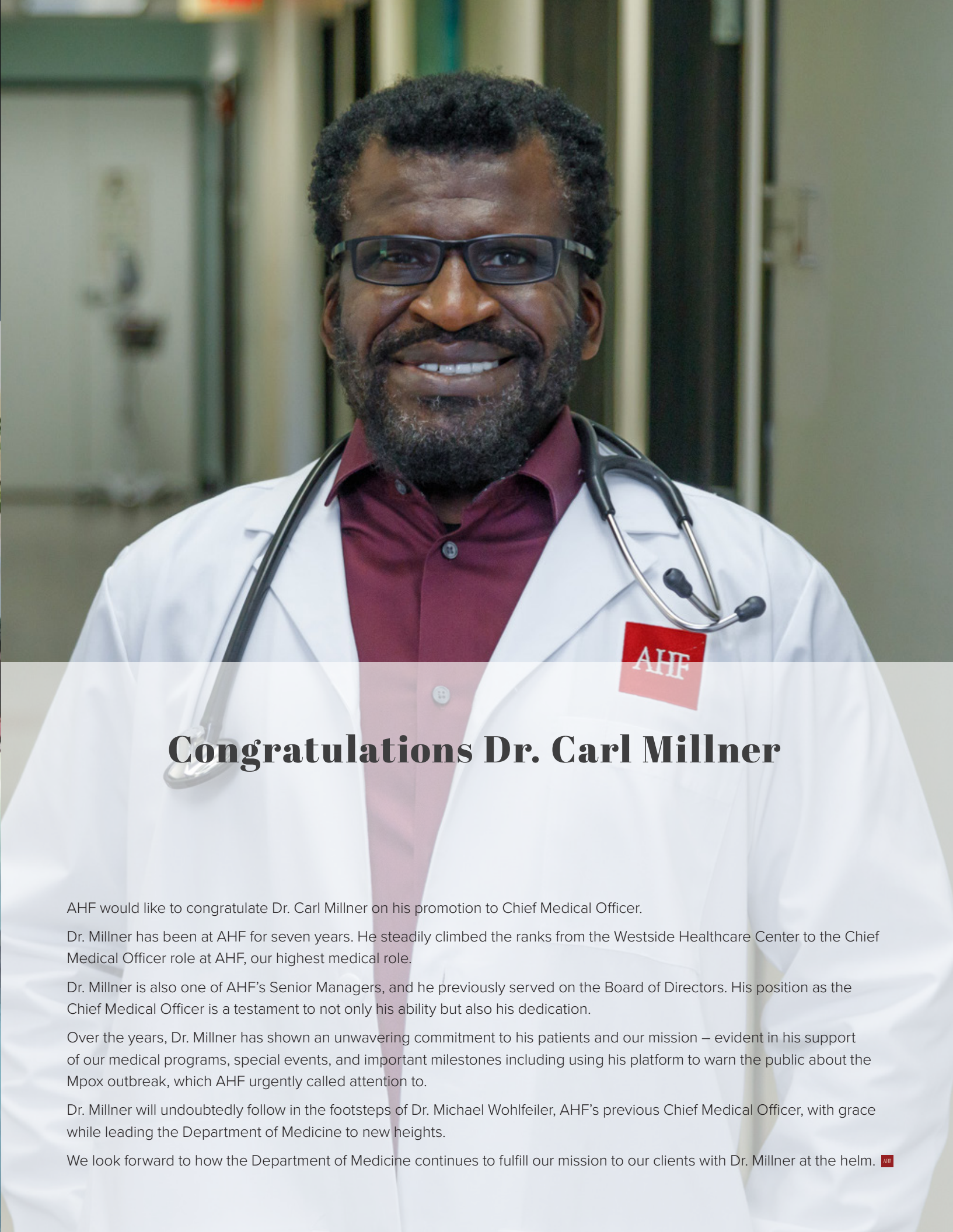
After participating in our programs, AHF interns complete projects that identify areas of improvement in our service lines and present them.

AHF's 2023 summer internship cohort took our North Star initiative – census growth through outreach, retention, and a seamless client experience – and applied it to our business lines, affinity groups and affiliates, and social media.

A notable suggestion from the summer internship was an education program called S.A.F.E.R. – Sex Awareness, Freedom, Empowerment, Respect, an AHF Sex Ed Program.

S.A.F.E.R. is an idea for a nationwide sex education program in areas lacking a comprehensive curriculum and areas without AHF business lines. A program of this type could help AHF build partnerships with existing organizations focused on school-based sexual education that teaches safer sex practices and provides mental health resources.

AHF wants to thank & congratulate our '23 summer interns for their contributions. 



Congratulations Dr. Carl Millner


AHF would like to congratulate Dr. Carl Millner on his promotion to Chief Medical Officer.

Dr. Millner has been at AHF for seven years. He steadily climbed the ranks from the Westside Healthcare Center to the Chief Medical Officer role at AHF, our highest medical role.

Dr. Millner is also one of AHF's Senior Managers, and he previously served on the Board of Directors. His position as the Chief Medical Officer is a testament to not only his ability but also his dedication.

Over the years, Dr. Millner has shown an unwavering commitment to his patients and our mission – evident in his support of our medical programs, special events, and important milestones including using his platform to warn the public about the Mpox outbreak, which AHF urgently called attention to.

Dr. Millner will undoubtedly follow in the footsteps of Dr. Michael Wohlfeiler, AHF's previous Chief Medical Officer, with grace while leading the Department of Medicine to new heights.

We look forward to how the Department of Medicine continues to fulfill our mission to our clients with Dr. Millner at the helm. 

AIDS WALK

Atlanta

MUSIC FESTIVAL & 5K RUN

AIDS Walk Atlanta Rises

THE BENEFIT HITS A RECORD IN PARTICIPANTS AND DONATIONS

This year's AIDS Walk Atlanta 5k & Music Festival was the most successful to date. There were over 3,000 attendees and more than 2,400 participants who helped raise over \$620,000 for HIV/AIDS care.

The benefit was headlined by Ashanti and Mya with DJ Sed the Saint expertly spinning tunes. Front Row Yogi joined in the fun and stretched and warmed up the crowd.

AHF wants to thank every sponsor, benefiting organization, and amazing TeamAHF volunteer who made this fantastic event the best it's ever been!



CLOSING OUT PRIDE

*AHF is celebrated
Pride in cities all
around the world
celebrating our
1.75 Million lives
in care.*



*Pride is and has
always been
about community
and resistance to
discrimination,
and we're proud
to be in solidarity
with LGBTQ+
communities
worldwide.*



*At many Prides,
AHF offered free
HIV testing and
free swag at our
booths.*



*From Atlanta
to Athens, from
Dallas to Delhi,
from San Diego
to São Paulo, and
so many places in
between, AHF is
there.*



*AHF's global
reach shows as
hundreds march
during South
Africa Pride.*



*TeamAHF
members
celebrate
Pride season
in a parade of
thousands in
Brazil.*

Meet Dr. John Ouderkirk

ATLANTA'S NUMBER 1 PROVIDER OF TRANS HEALTH AND WELLNES



Dr. John Ouderkirk is the Medical Director of the AHF Healthcare Center – Atlanta Midtown – which is now the number one provider of Transgender health in the Atlanta region.

AHF is proud to partner with Dr. Ouderkirk to provide care to the trans community, which is disproportionately uninsured and underinsured. And with harmful laws being enacted that strip transgender people of their rights and deny them access to health care, Dr. Ouderkirk's commitment to the trans community is stronger than ever.

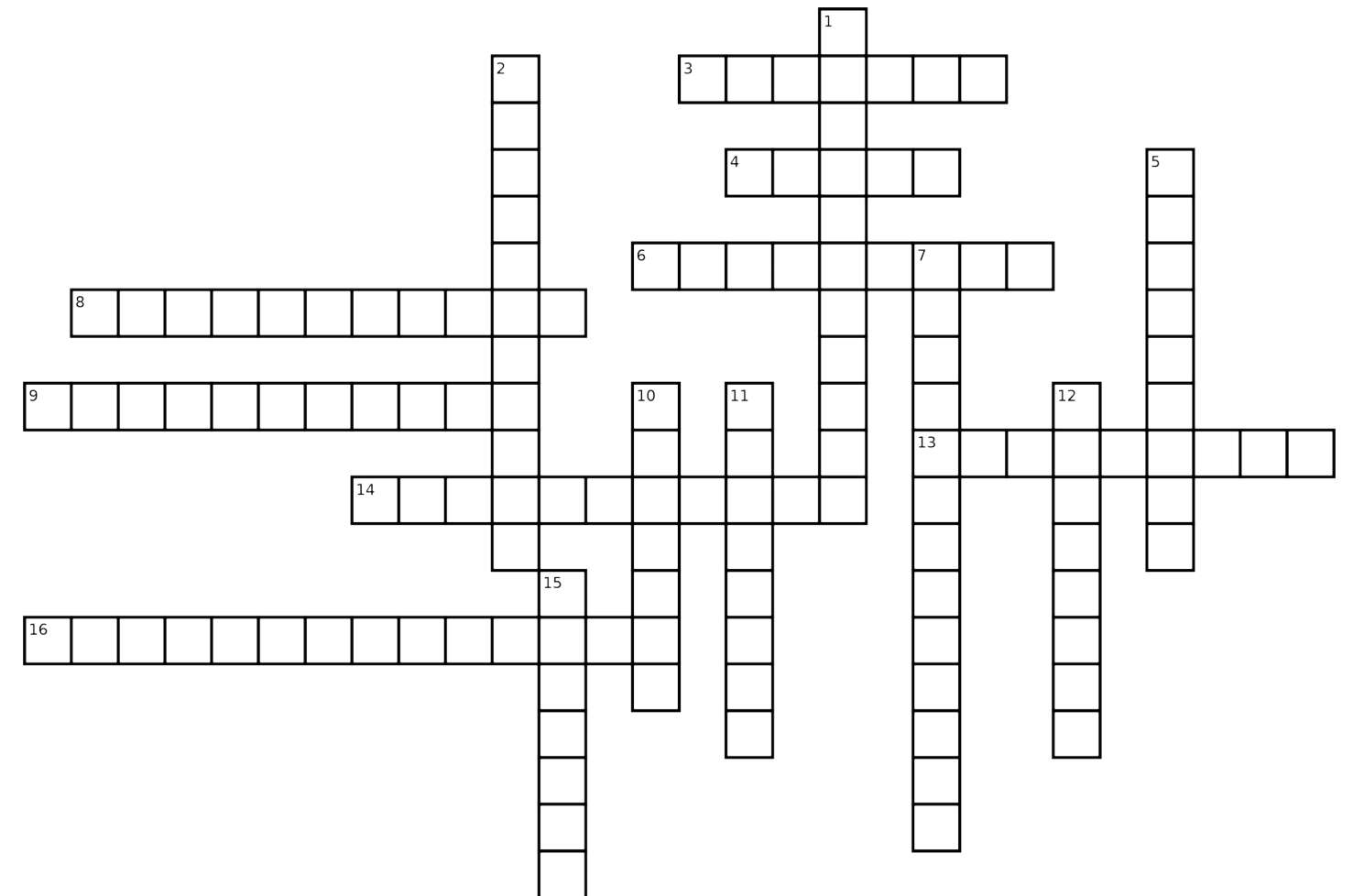
Dr. Ouderkirk is an infectious disease specialist in Atlanta, GA, and he has over 26 years of experience in the medical field. He came to work for AHF in order to provide care to patients with HIV and or other infectious diseases and transgender patients without having to compromise on their care due to insurance or financial issues.

Ouderkirk attended Georgetown University School of Medicine in Washington, D.C., and is currently a member of the Infectious Diseases Fellowship, St. Vincent's Hospital, and New York Medical College. He is a certified HIV specialist from the American Academy of HIV Medicine and a certified Subspecialty of Infectious Diseases from the American Board of Internal Medicine.

With the opening of AHF Peachtree's new location, Dr.Ouderkirk and his medical team look forward to serving Atlanta's HIV-positive population and trans community with the fervor of new beginnings.

2023 Q3 Word Search Puzzle

FIND THE ANSWERS INSIDE THIS ISSUE!



Down:

- 1. AHF spoke out against injustice here.
- 2. On July 2 2023 we marched for _____.
- 5. We The People, A coalition of _____.
- 7. This community is losing access to health care.
- 10. A surge in these incidents.
- 11. Growing acts of violence.
- 12. We march to fight for this human right.
- 15. Giving a voice to the _____.

Across:

- 3. _____ attacks on virtually every group.
- 4. Harsh policies threaten asylum.
- 6. Lifelong AIDS Activist and humanitarian.
- 8. End the ban on _____.
- 9. What we fight to protect.
- 13. Speak out against these lenient laws.
- 14. Since COVID-19, the AAPI community has seen increased _____.
- 16. Dolores, Huerta. Civil Rights _____ Activist.