



INSIDE SCOOP

2024 Q1



OTC

STEP OUT SALE
INNOVATION

JUSTICE

FIGHT FOR RENT
CONTROL

PRIDE

GET READY TO
MARCH

JUSTICE FOR RENTERS

THE AHF-SPONSORED HOUSING INITIATIVE

Know Your Facts

WHAT IS JUSTICE FOR RENTERS?

The Justice for Renters Act removes the ban on rent control in California, giving local communities the right to stabilize rents and make apartments more affordable for low-income and middle-income renters.

- Eliminates the California statewide ban on rent control.
- Allows local government to help renters stabilize their rent and prevent skyrocketing increases year after year.
- Helps local government address one of the root causes of homelessness: Skyrocketing rents and unaffordable housing.

How can the Justice for Renters Act help address skyrocketing rents?

Current law prevents local government from expanding rent control, leaving renters at the mercy of corporate landlords and rent spikes few people can afford.

The Justice for Renters Act will remove the current ban on rent control. By doing so, local communities will have the right to enact rent control on a case-by-case basis, making neighborhoods more affordable for individuals and families who cannot afford the endless rise on the cost of housing.



What about the increase in homelessness in California?

The Justice for Renters Act will allow local communities to stop skyrocketing rents that have displaced tenants and left many homeless.

A recent study shows that for every 5% increase in rent, 2,000 more people fall into homelessness.

Pro-renters, social justice advocates, veterans, and senior groups support the Justice for Renters initiative.


How does the Justice for Renters Act impact current law?

Current law bans local government from expanding rent control in California and allows rents to be increased up to 10% every year. If the Justice for Renters Act passes, it will lift this ban on rent control and allow local government to stop the 10% yearly rent hikes.

RENTERS AND
ADVOCATES
DELIVERED
OVER 730,000
LETTERS TO CA
GOVERNOR
GAVIN NEWSOM
ASKING HIM TO
SUPPORT THE
JUSTICE FOR
RENTERS ACT!

GET INVOLVED

VOLUNTEER OPPORTUNITIES AVAILABLE NOW

As a grassroots movement made up of passionate housing advocates, we need your help to amplify and support our mission. By donating a few hours of your time, you can make a real difference in the fight to expand rent control across California. Volunteer today and ensure affordable housing for all. Scan the QR code below to volunteer for the Justice for Renters Act! 





PROGRAM PARTICIPANTS AT RWANDA'S KINYINYA HEALTH CENTRE RECEIVE NUTRITIOUS FOOD AND INFORMATION TO HELP THEM STAY HEALTHY AND ON TREATMENT.

*We were proud to partner with and support Dream Village since their mission aligns closely with AHF's—particularly fighting food insecurity and ensuring young mothers know their status, start and remain adherent to treatment, and keep their babies safe from contracting HIV,” said AHF Fund Manager **Sandra Cisneros**.*

Rwanda's Dream Village Helps Moms with Love and Nutrition

Recent AHF Fund grant recipient Dream Village in Rwanda works to improve the well-being of more than 600 teen mothers living with HIV by providing nutritional guidance and support across 12 health facilities.

AHF established the AHF Fund in 2012 to address the insufficient funding for smaller HIV/AIDS community service organizations globally, prioritizing those demonstrating leadership potential and strategic partnerships in the global AIDS fight while also funding scalable and innovative projects.



DREAM VILLAGE COUNSELORS GIVE HIV/AIDS INFORMATION TO NEW MOTHERS LIVING WITH HIV.



Filipino Youth Empowered to Combat HIV and Teen Pregnancies

MORE THAN 200 STUDENTS IN NAGA CITY, PHILIPPINES,

gathered to receive critical comprehensive sexuality education (CSE) from AHF with partner Social Hygiene Clinic of Naga last month to reverse the disturbing rise in new HIV cases and teen pregnancies in the city.

"We must start educating young people on CSE, including HIV and other STIs and teenage pregnancy, before their sexual debut so they can use the information they gain to protect themselves from preventable sexually transmitted infections and the harsh consequences of unplanned pregnancy," said [Grace E. Guevara](#), Chief Medical Technologist of the Naga City Social Hygiene Clinic.



Future plans for this partnership include collaborating with midwives and local officials, aiming to reach over 5,000 sexually active women and girls across 27 districts.

Naga City has seen a nearly 33% increase in HIV cases over the past year and a nearly 13% increase in teenage pregnancies. This worrying trend reveals the gap in CSE for youth that leads to health and economic risks, especially for young women. [AHF](#)




ATLANTA MOBILE PHLEBOTOMY

ONE OF THE WAYS AHF REMAINS A STRONG HEALTHCARE ORGANIZATION IS THROUGH CONTINUOUSLY INNOVATING WAYS TO PROVIDE CARE.

AHF's mission to end the global AIDS epidemic and eradicate infectious diseases like TB and Malaria will be accomplished through the audacity to put people over profit and provide people with cutting-edge medicine regardless of their ability to pay. One way to keep that promise is to find more ways to provide care by eliminating patient barriers to said care.

Enter Rodney Betts: A mobile lab phlebotomist for AHF operating out of Atlanta.

Rodney worked for an Atlanta provider for 25 years before AHF acquired the practice he worked for. It was then that one of AHF's regionals, Dawn Averill, came to him with a proposal.

She wanted to do something different. Something innovative. That was mobile phlebotomy. 



**RODNEY BETTS:
MOBILE
PHLEBOTOMIST IN
ATLANTA.**

Rodney jumped at the opportunity, being familiar with the practice's patients and wanting another opportunity to serve them.


He calls the work of a mobile phlebotomist non-negotiable because his patients really need to get their lab work done, but many times, they can't make it to a clinic.

Rodney says, "Most patients [who use his service] have transportation issues or maybe have been sick or something like that, but they really need to get their lab work done."

Without AHF's mobile phlebotomy service, many of these patients will skip this vital step in their health journey.

Not only is mobile phlebotomy a way to keep our patients in care, but it also positions AHF within numerous communities, giving us a chance to demonstrate the importance of staying in care to specific populations. This, in turn, helps AHF achieve one of its North Star goals: Retention.

Going where the need is, going where our patients are, is just one way we can continue toward our mission.

Innovations like mobile phlebotomy and employees like Rodney are helping to get us there. 

What is Phlebotomy?

Phlebotomy is the process of drawing blood from a vein for medical testing. It is typically performed by a trained professional, such as a phlebotomist or nurse.

IT'S PRIDE SEASON


GET READY FOR VOLUNTEER OPPORTUNITIES IN YOUR CITY!

Pride month is approaching, which means it's time to celebrate LGBTQ+ joy and visibility.

Although Pride Month is in June, Pride parades and festivals happen throughout the year, and AHF will be active in several celebrations.

If you plan on attending any Pride events this year, check the AHF Pride guide on the next page to see what cities we're celebrating in.

If you spot an AHF booth, stop by for games, fans, shirts, and Safer-Sex Kits. And if you see our float in the parade, wave hello for a chance to snag some swag.

What better way to celebrate than to be in on the fun. Scan the QR code below to volunteer for your city's Pride. 



March 1

Cape Coral Pride
Tampa Pride

2 *April*

Miami Beach Pride

May 3

Long Beach Pride
Pensacola Pride
DC Black Pride
West Hollywood Pride

4 *June*

Cleveland Pride
Dallas Pride
Gulf Port Pride
NJ Pride
Queens Pride
San Juan Pride
Brooklyn Pride
Capital Pride
New Orleans Pride
Baltimore Pride
Baltimore Trans Pride
Columbus Pride
Wilton Manors Pride
Chicago Pride Fest
Tacoma Pride
Chicago Pride In the Park
Baton Rouge Pride
Houston Pride
Jackson Pride
Capitol Hill Pride Fest
NYC Pride Parade

July 5

Pride South Side Chicago
San Diego Pride

6 *August*

Austin Pride
Market Days (Chicago)
S Carolina Black Pride
Atlanta Black Pride

September 7

Oakland Pride
Pride in Dallas

8 *October*

Las Vegas Pride
Rivercity Pride
(Jacksonville Pride)
Atlanta Pride
Orlando Pride
South Carolina Pride

OUT OF THE CLOSET

COAST-TO-COAST STEP OUT SALES


A handful of Out of the Closet Thrift Stores across the U.S. have participated in new “Step Out” sales full of amazing items priced at just \$2.00.

The \$2 price tag includes clothing, accessories, shoes & more.

The goal of the sales was to increase OTC foot traffic and introduce more people to AHF’s other services.

Shoppers on Out of the Closet’s contact list and those who follow OTC on social media were encouraged to come early for the best finds.

Whether searching for a unique gift or treating themselves to something special, Out of the Closet’s Step Out Sale is an opportunity to reward clients, shoppers, and community members with blazing deals.

There will definitely be more to come, so follow Out of the Closet on Instagram [@outofthecloset](https://www.instagram.com/outofthecloset) to find out about the next Step Out Sale! There may be one coming to your city soon. 





OUT OF THE CLOSET
THRIFT STORES SET
UP FOR STEP OUT
SALE SUCCESS

EMPLOYEE SPOTLIGHT

MEET HAROUN BAHİ

In this employee spotlight interview, Inside Scoop dives into the remarkable journey and impactful work of Haroun Bahi, a dedicated individual who has overcome great challenges and made a significant difference in the lives of others.

Originally an attorney from Tunisia, Haroun's previous experience as an advocate for LGBTQ+ rights in the Middle East and North Africa led him to seek asylum in the United States.

In his early days in this country, Haroun slept in his car because he didn't have housing, but that did not deter him from his purpose.

What you'll learn in this interview is that Haroun fights for what's right by nature. Advocacy is in his DNA, so it's no surprise that he was attracted to AHF.

Now serving as a Patient Advocate for our organization, Haroun's passion for helping others shines through his commitment to supporting patients beyond their medical needs.

Get to know Haroun through his inspiring story and learn about his dedication to making a difference in the world.

Inside Scoop: Tell us who you are, what your official title is, and what you actually do. We can start there.

Haroun Bahi:

Who I am is a very big question. Well, I would say that I am actually who I wanted to be rather than who people decided what they wanted me to be. I was born and raised in a Muslim country in North Africa-Tunisia.



If you're Tunisian and you're gay, you get up to two years in jail. And if you do it again, it's double. The jail time can be hard but the physical, the emotional, the mental, and societal judgment is something that will follow you for the rest of your life.

I used to be an attorney. I used to work on LGBTQ+ rights in the Middle East and North Africa. I worked on many programs in my own country, but also in Morocco, Algeria, Iraq, and Afghanistan, just name it: Lebanon, Yemen. So I was human rights-focused in general, but of course, it comes with LGBTQ+ support and work.



So I had some issues myself back home, and the government started looking and thinking, "What is he doing? How can we get rid of him?" Being respectful of myself, of my dignity, of my family, of the people I grew up with; I decided to keep fighting but from a different spot. So I left, and I came to the U.S.

Inside Scoop:

How did you learn about AHF?

Haroun Bahi:

I filed for asylum. However, one of my concerns was my health because I had no idea how things worked in this country. I'm HIV-negative, but I would say I was not that educated back home on HIV because it's a taboo subject that we don't discuss. It's considered a punishment that God put on earth for the LGBTQ+ community.

So I Googled where I should go. I didn't even know that there was PrEP. I was trying to understand. I filled out those forms on the AHF [website], and someone reached out to me.

I got my work permit, and I applied for a job at AHF [after discovering] that AHF does more than PrEP and HIV. That was one reason I was like, "You know what? I definitely want to work for this organization."

Inside Scoop:

And now, what do you do here?

Haroun Bahi:

The official name of the position is Pharmacy Sales Rep. But I usually use the term Patient Advocate because we are doing that along with sales. It is true that our efforts of capturing patients to the pharmacy contribute to revenue, which helps AHF carry out its mission. But still, we are actually assisting these patients with way more than just getting their medication from AHF.

We listen to them, we help them, we orient them, and we assist them when they have any questions about insurance or they need ADAP or Ryan White or if the medication was not on time.

I would go to the pharmacy, pick up the medication, and drive all the way down to Miami even; just to give the medication to the patient. That's not like the typical sales.

Inside Scoop:

Is it true that when you started at Oakland Park, you brought over 13 patients back in care in two months?

Haroun Bahi:

In a short timeframe, I've successfully employed my skills to attract patients back to the pharmacy, enhance capture rates, and diminish overall drop-offs. The 13 individuals I mentioned earlier were specifically those with whom I re-engaged with the pharmacy. However, during my tenure as a CHW (Community Healthcare Worker), I successfully reconnected around 200 individuals back to care.



Inside Scoop:

What is it that allows patients to connect with you?

Haroun Bahi:

I don't want to claim to be a hundred, thousand, or million percent honest because nobody is perfect in that regard. However, I strive to be as honest and open as possible with patients. Additionally, I'm someone who values sharing. So when I enter a room or approach a patient, I make it a point to shake their hands, sit down if they're seated, maintain eye contact, offer a smile, and introduce myself properly: 'My name is Haroun; I'm here as your Patient Advocate.'

Inside Scoop:

So you're able to be open. Is that what's building a connection with patients?

Haroun Bahi:

Oh, yeah. You have to. You have to. Because otherwise, if you go to the room and you make them feel vulnerable, but you're like the rock, they will not open up to you. They have to feel that it's a human connection before it's like a patient advocate/patient relationship. They have to know that.

Inside Scoop:

Have you ever considered doing a training on how to retain more clients or make more sales?

Haroun Bahi:

To be completely transparent, I'm still in the learning phase. As one of the newer Patient Advocates in the organization, I'm actively absorbing as much knowledge as I can. We recently had a team retreat in Dallas, which was incredibly enlightening. Honestly, I'm still processing everything I learned there. I realize I need more time before I can fully contribute and share my insights. For example, criticism isn't something I handle well, and I had challenging experiences with that in the past. However, those were valuable lessons that I'm grateful for.

Inside Scoop:

You can't take criticism?

Haroun Bahi:

No, I take criticism well. But I do not know how to frame my own criticism of people.

Inside Scoop:

I mean, English is a second language, right? So isn't-

Haroun Bahi:

Third. I speak four languages, actually. Yeah, Arabic, French, English, and Chinese.

Inside Scoop:

And so with English, your third language, sometimes things are lost in translation. Is that a part of your criticism struggles?

Haroun Bahi:

Not exactly. I've been actively searching for classes on constructive criticism because that's my approach to life. When there's something I need to improve on, my instinct is to hit the books and read.


Inside Scoop:

Thinking back to some of your hard times when you first arrived in the U.S., what helped you get through them?

Haroun Bahi:

Very good question. I always think about others. And by others, I mean friends, family, colleagues that I actually work with now, even my ex-husband. They've been really supportive and pushing me like, "Keep going, keep going."

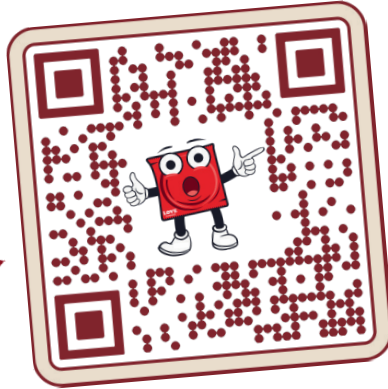
Haroun Bahi is a dedicated AHF ambassador, but his journey with us has just begun. His openness about his struggles with criticism and his proactive approach to addressing them demonstrate a profound willingness to evolve.

In this interview, Haroun showed immense gratitude for the help he's received to get to where he is today. His ex-husband, for example, is someone who supported him in his early days in the U.S. Dating, falling in love, getting married, and currently getting divorced is a lot to accomplish in three years. And although he's at the end of a marriage, Haroun shared this part of his story with profound positivity. Love and heartbreak with a man are two things he could have never imagined experiencing in the Middle East. 

Find Jimmi

Circle all of the Jimmis you see and upload (1) photo of your finds on the QR code link for up to 3,000 A&B points.

This one does not count!





LOW WAIT TIMES ON WESTERN

PHD INTAKE INNOVATION INCREASES CLIENT RETENTION



How did the team do it?

They allocated more support to the lab where their resources were needed most.

They also created an innovative Express Flow for returning members.

50% of members are now routed through this express intake process.

A patient is considered an express member if they are a returning patient who has been to the AHF Wellness Center less than a year before their current visit.

As an express member, there is no need to wait to see an HIV counselor or a provider; they are in and out for routine labs.

Miguel Ortiz, the Practice Manager at Wellness on Western, spoke to Inside Scoop about the improved outcomes at the Wellness Center. Miguel and his team have reworked Wellness on Western's intake process and reimagined its express service feature.

With reworked priorities, Wellness on Western, PHD's second-highest demand site in the country and a location on record for seeing the most visitors in a day in 15 years, is now in the green in Client Experience and has been since March 2024.



CLIENT RETENTION


THE RESULTS OF INNOVATION

From July 2023 to February 2024, Western on Wellness increased efficiency for its members.

Staff morale is also up as a byproduct of efficient Client Experience.

Visits have been cut down from an average of 3.5 hours to just 15 minutes on most days to a maximum of 1 hour on heavy traffic days. A second benefit to the new system implemented by Western on Wellness is PrEP retention.

Wellness on Western is now #1 in the country in PrEP retention for all PHD sites, improving from 24% retention in July of 2023 to 58% retention as of February 2024.

The PrEP retention has been a consistent effort thanks to the Front Office staff who conduct daily follow-ups to confirm appointments and reschedule cancellations for any missed appointments. 





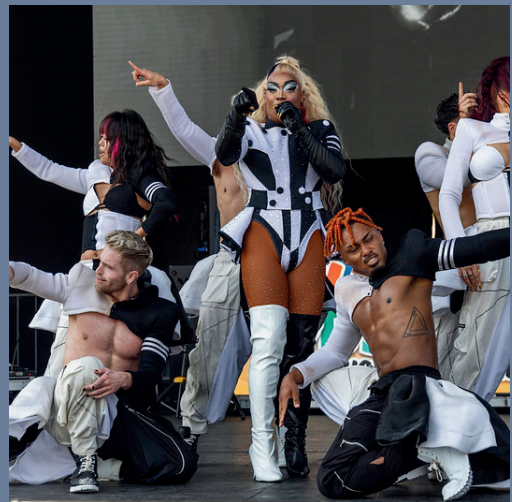
HOPE PREVAILS

FLORIDA AIDS WALK RAISES \$2.5 MILLION

The 19th annual Florida AIDS Walk & Music Festival (FAW) wrapped successfully after the AHF-sponsored event on March 9 attracted more than 2,000 people who helped raise more than \$2.5 million for 13 South Florida nonprofit organizations working in HIV/AIDS care, research, and prevention.


The FAW's top entertainers included musician-influencer and "American Idol" star Todrick Hall, R&B superstar Eric Benét, and DJ Citizen Jane. Official radio partner iHeartRadio's host Kimmy B emceed the event.

"Todrick Hall has been an advocate for so many within the LGBTQIA+ community and was an amazing spokesperson in helping to raise funds for our beneficiaries as well as raise awareness of the devastating impact of HIV/AIDS on the South Florida community," said AHF Southern Bureau Chief Tracy Jones. "One of the things we want to make sure everyone knows is that HIV is not over...and that folks get tested regularly and often to make sure that they're taking care of themselves and their families," added Jones.



FLORIDA AIDS WALK & MUSIC FESTIVAL

BENEFITTING SOUTH FLORIDA HIV/AIDS NONPROFITS

One of the many beneficiaries of the FAW is AHF Affiliate Broward House, which works to improve the quality of life for individuals impacted with chronic health challenges, including HIV, by providing pathways to wellness. Jeannette Jandasek, for example, a Broward House client, said that Broward House, with the help of the Florida AIDS Walk, saved her life. 



Other 2024 FAW beneficiaries include Afro Pride Florida, Aqua, Equality Florida, Latinos Salud, The Pride Center at Equality Park, The McKenzie Project, Inc., Pridelines, Safe Schools South Florida, SAVE LGBTQ, SunServe, Transinclusive, and World AIDS Museum and Educational Center.





FUN TIMES

GET IN ON FUN AT AHF

This is a friendly reminder that we're making team-building a priority at AHF.

Once a quarter, departments should plan an event outside of work to let loose and facilitate team bonding.

Managers will be responsible for planning these events for their teams and departments, which will depend on your regional's approval.

So, if you have an idea for a fun activity, share it! Tell your manager you're excited about Fun Times, and talk to them about planning your next team event.

GOT QUESTIONS? WE'VE GOT ANSWERS.

How often?

Once a quarter. Some events may or may not overlap with others, such as company picnics.

How do I pay for it?

If available, ask your leadership how to pay with a company credit card or invoice. Leaders, these expenses should be coded on Engagement, ask for details. If that's not available, we also have a corporate GrubHub account option. Please contact TeamAHF@ahf.org with the event date and number of staff you're serving, and we can provide access for your meal.


Visit TeamAHF.life/fun-times for more info.



DID YOU KNOW THAT AHF HAS A CORPORATE GRUBHUB ACCOUNT?

If there is no company card available to pay for your Fun Times meal, please contact TeamAHF@ahf.org with the event date and number of staff you're serving, and we can provide access to Grubhub for your meal.

What counts as an event?

There are a lot of ways to have fun, but for our purposes, activities that are relaxing, encourage creativity, or facilitate team bonding are most appropriate. Go bowling, explore a museum, watch a movie, or try an escape room. 



TEAMAHF IN TAMPA BAY 'PAINTING WITH A TWIST' FOR FUN FRIDAY!



JUSTICE
FOR RENTERS

IT IS STILL
HIGH!

WHERE

WILL

JUSTICE
FOR RENTERS

DATE