UNITED STATES CONFERENCE ON AIDS RECAP

Derrick Gibbs
Prevention Quality Assurance Manager
Hyacinth AIDS Foundation
#UequalsU
Undetectable = Untrans
CONFERENCE THEMES

- RACE
- HEALTH EQUITY
- SOCIAL JUSTICE
- LEADERSHIP DEVELOPMENT FOR GAY MEN OF COLOR
- PrEP
- HIV AND AGING
- TRANS HEALTH
LEADERSHIP

• Succession Planning: Organizational Stability and Leadership Development

• Protecting Our Future: Leadership Skills-Building for Black Gay Men

• The Indirect Approach: Access to Gay Men Through Engagement and Empowerment

• Staying in It: Building Frontline Staff Resilience & Preventing Burnout

• Coming of Age: Preparing the Next Generation of API HIV Leadership

• “A Seat at the Table” - Public Health Leaders Managing Transition!

• When They Go Low We Go High: Courageous Leadership

• Youth Leadership Matters

• Centering Transgender Leadership in the HIV Field
DEVELOPING BLACK MALE LEADERSHIP:
CULTIVATING FUTURE KINGS
“RACE TO LEAD: CONFRONTING THE RACIAL LEADERSHIP GAP”

Key Findings:

1. It’s NOT about Differences in Background or Qualifications
2. It’s NOT about a Lack of Aspirations
3. It’s NOT about Skills and Preparation
4. It IS an Uneven Playing Field
5. It IS the Frustration of “Representing”
6. It’s NOT Personal, It IS the System
“RACE TO LEAD: CONFRONTING THE RACIAL LEADERSHIP GAP”

- The percentage of people of color in nonprofit executive director roles has remained under 20% for the past decade.

- Whether due to bias or other factors, respondents of color were more likely than whites to agree it is harder for people of color to fundraise. They also were more likely than whites to see barriers to people of color advancing either because of smaller professional networks and/or the need for more training.

- There needs to be a swift and deep commitment—from funders to trade associations, from large organizations to grassroots groups—to address and correct the racialized organizational and systemic barriers facing people of color as leaders and in the sector overall.
“RACE TO LEAD: CONFRONTING THE RACIAL LEADERSHIP GAP”

Conclusion

The sector should focus on systems change work to ensure its policies, practices, and culture are aligned with the values of diversity, inclusion, and equity with measurable results.

Conclusion
OPPORTUNITIES FOR NEW JERSEY

- Invest in sending more youth to conferences
- Establish a Youth Leadership Development Training/Institute
- Establish a mentor network of HIV Service Providers
- Create more opportunities for statewide mobilization and networking events for YMSM/GBM
- Address the many intersections that influence risk for gay and bisexual men of color
QUESTIONS....?