

2024

NMAC
ANNUAL
REPORT



01

Welcome



HAROLD PHILLIPS

DEPUTY DIRECTOR
OF PROGRAMS

NMAC has continued to break down barriers and support access essential HIV prevention and treatment services as well as research.

As we reflect on the past year, we are filled with gratitude and pride for the strides we have made in our mission to end the HIV epidemic. The year 2024 has been a testament to the power of collaboration, resilience, and our unwavering commitment to health equity.

NMAC has continued to break down barriers and support access essential HIV prevention and treatment services as well as research. Through NMAC's programs, communications reach, and collaborations with local and national organizations, government and the private sector, we have reached thousands of individuals, offering hope, support, and a vision of the future. In 2024, CDC reported decreases in new HIV infections overall and warned us that more is still needed, and our pace is still too slow to reach the 2030 goals.

We were in Seattle for The Biomedical Summit which focused on bringing implementation science research to the community. The United States Conference on AIDS (USCHA) highlighted the efforts of the south and the people of New Orleans demonstrated what resilience looks like by hosting us while preparing for a hurricane.

NMAC expanded its initiatives to include a comprehensive HIV

education campaign to improve the health of Black Women. GLOW increased its work with Latinas across the country. New partnerships were formed with HBCU's. Greater focus on the needs of those over 50 and living with HIV increased with various engagements here on Capitol Hill but also our 50+ program. The GMOC program continued to grow and flourish as we worked to support new leaders. Work to strengthen the organizational capacity of HIV prevention and care systems also increased this year. NMAC's work in 2024 has helped empower communities to take charge of their health and well-being.

We are particularly proud of our work in addressing the social determinants of health that contribute to the HIV epidemic. By tackling issues such as stigma, discrimination, and lack of access to healthcare, we are creating a more inclusive and supportive environment for all.

As we enter 2025, one thing is certain, we remain committed to ending new HIV infections and look forward to exploring ways to support our movement until it's over!

Sincerely,
Harold

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About the Summit



In 2016, NMAC created the Biomedical HIV Prevention Summit (Summit) as a response to the high rates of HIV diagnosis among Black and Latinx people and the health inequities in PrEP and treatment access for communities of color.

Since inception, the Summit's goal is to translate scientific discovery and biomedical solutions for the HIV workforce into effective delivery to communities that need them the most. The Summit is a unique convening of federal and state government, the HIV workforce, the healthcare sector, and PrEP users and advocates. More than 1,100 people attended the 8th Annual Summit in 2024.

OPENING PLENARY - The Science Tapestry, Part 1: The Who, What, Where, and How of HIV Research

This plenary examined how HIV research has a direct impact on the lives of people with and vulnerable to HIV. While lifelong ART has saved the lives of many and continues to do so, biomedical HIV prevention research continues to grow and evolve to meet the needs of various communities. Research is underway and planned to offer several promising drugs, technologies, and delivery methods that, if proven effective, will advance our goal to end new HIV infections.

2024 BIOMEDICAL HIV PREVENTION SUMMIT

April 19-20 | Hyatt Regency Seattle

FORMAT

The 2024 Summit was a two-day in-person conference that featured four plenary sessions, 47 exhibitors, and over 40 workshops at three levels of instruction (beginner, intermediate, and advanced). Beginner levels were primarily didactic. Intermediate level sessions were didactic and interactive, while advanced level sessions were designed to maximize interaction between attendees and participants.



AFTERNOON PLENARY

Reestablishing the Fundamentals to Accelerate PrEP Uptake

An immersive plenary that journeyed from the history of the HIV epidemic and fundamentals of HIV prevention, including pre-exposure prophylaxis (PrEP), to disparities in PrEP utilization. This plenary explored opportunities to accelerate PrEP uptake by addressing disparities from an equitable, clinical, and systemic view.



MORNING PLENARY

Native Holistic Innovation Efforts and Best Practices

HIV-treatment is more than physically prescribed “meds”. Native cultures have traditionally approached illnesses holistically that support the mind, body, spirit, and larger family connections to assist the patient in their healing process. This plenary highlighted efforts in urban and rural areas to share and encourage other health organizations to view HIV treatment more than western medicine approaches but views the patient as a person and true individual in the larger community of family.



CLOSING PLENARY

The Science Tapestry, Part 2: Translation and Implementation

The Centers for Disease Control and Prevention (CDC), the Office of AIDS Research at the National Institutes of Health and the Health Resources and Services Administration (HRSA) are vital federal agencies in the federal government's HIV research continuum. From research to communities, policies, budgets, programs, and the promise of science, these two agencies play a role in implementing research findings on HIV prevention, treatment, and care. The closing plenary examined the role of these agencies in ensuring the translation and implementation of evidence-based care and prevention interventions and practices.



THE PrEPpy AWARDS

The PrEPpy Awards is where we celebrate PrEP Campaigns and their educational efforts to end the Epidemic. We had more than 2 dozen entries that were nominated by the community. The entries were all judged by a panel on several categories and three incredible finalists were selected to speak for five minutes. Each finalist showcased their campaign's uniqueness and strategies. The winner, I AM HIV POSSIBLE, By the Black Women's Health Imperative (BWHI), from Atlanta, GA, walked away with our top prize of \$10,000 to support their campaign's efforts.

**The Third Annual PrEPpy Awards
PrEPpy Awards Winners****1st Place*****I AM HIV Possible***

By the Black Women's Health Imperative (BWHI), Atlanta, GA

2nd Place***PrEP is for Every Body!***

By Impact Marketing + Communications, Silver Spring, MD

3rd Place***PhillyKeepOnLoving.com***

By the Philadelphia Department of Public Health Division of HIV

**COMMUNITY CORNERS**

Community Corners are a unique feature of the Summit. They are 15-minute presentation sessions from community partners on a variety of topics connected to biomedical HIV prevention. This year's Community Corner sessions included:

- **Seattle Vaccine Trials Unit** – presented by Fred Hutch Cancer Center
- **Urban Indian Health Institute** – presented by Urban Indian Health Institute
- **Lavender Rights Project** – presented by Lavender Rights Project
- **MOCHA PrEP Clinic** – presented by POCAAN

WORKSHOPS

This year's Summit offered over 40 workshops in the following tracks: Alcohol and Drug Use; Epidemiology of Biomedical HIV Prevention; Psychosocial Frameworks for Improved Uptake; Community Mobilization and Advocacy Strategies; Behavioral and Biomedical Prevention Strategies; Transgender and non-conforming; Prevention for Gay and Bi MOC; Translation and Implementation Research; Community Participation in Research; Prevención Biomédica Para Personas Hispanoparlantes; and Women.

EXHIBIT HALL

Forty-seven organizations had a booth in the Summit Exhibit Hall, offering attendees an opportunity to learn more about their services.



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About USCHA

2024 UNITED STATES
CONFERENCE ON HIV/AIDS
September 12-15 | Hyatt Regency
New Orleans



The United States Conference on HIV/AIDS (USCHA) is the largest HIV-related gathering in the United States, bringing together thousands of participants from all segments of the HIV epidemic.

ATTENDANCE

Registered attendees: 3,279
Exhibit Booths: 85
Speakers: 153
Program Planning Committee: 27
Host Committee: 48
GLOW: 8
Youth Scholars: 29
50+ Scholars: 28
Digital Engagement Fellows: 6
Scholarships: 154
Volunteers: 74

FORMAT

USCHA offered 148 training sessions at three levels of instruction (beginner, intermediate and advanced).



NMAC Development Director Jennifer Bledsoe
with Deputy Director of Programs, Harold Phillips

INSTITUTES

Institutes are 3-hour sessions offering in-depth exploration and discussion of current HIV-related issues and special populations. This year's topics included Capacity Building, Strategic Communications, and Advocate Empowerment; Native Storytelling; Trans; Sex Workers; Housing; Black Women; Faith; Self-Testing; Advocating to Improve Quality of Life for People Living with HIV; and Bridging Black and Latino Gay Communities.

*Big Freedia***OPENING PLENARY****The South Has Something to Say!**

The 2024 Opening Plenary highlighted the diversity and vastness of the South. Yet in that diversity there is a uniqueness across communities and shared experience across backgrounds and communities. Through the lens of southern joy, southern pride and southern history, the opening plenary explored diversity, shared experience, and the way our communities look now and where our focus needs to be towards treating and ending HIV/AIDS. As a nation, we tend to segment and build silos, but the opening plenary offered an opportunity to really talk about the South as a beautiful mix of all kinds of folks all trying to do this work together.

POSTER SESSIONS

Twenty-two posters were displayed at USCHA that focused on the following areas: Best Practices in Telehealth; Biomedical HIV Prevention; Ending the Epidemic – Next Steps; Public Policy; Race and Racism; Stigma and Prioritizing People Living with HIV; Track en Español; Trauma Informed Care/Mental Health; Treatment and Research; and Faith.

*Stacey Abrams*



GILEAD PLENARY - Foundations of Change: Transformation Grounded in the Strength of the South

The Gilead Sciences supported plenary highlighted the cultural foundation of the South and inspired action toward transformational change to help end the HIV epidemic for everyone, everywhere. Stories and lessons of innovation from Southern leaders inspired a call to embrace and learn from the strength of the South to drive progress in HIV. Attendees left imbued with a powerful message - "together, we have the power to ignite change."

VIIV HEALTHCARE PLENARY - Sounds of the South

The music, voices, and stories from the South that anchor its present, have shaped its past, and will define its future. This plenary served as a celebration of ViiV Healthcare's commitment to the South through its grantmaking, community work, cultural initiatives and more. ViiV showcased notable performers from across the region, in a variety of different mediums and included a chorus of voices – speaking of the critical work that is happening on the ground and defining the South's changing landscape. The plenary spoke to the importance of listening deeply, respecting regional differences, and prioritizing context when working in and with the South.



CLOSING PLENARY - The South Calls, Nosotres Respondemos El Sur Llama, We Respond

The Southern United States has set the foundation for reaching the End HIV Epidemic 2030 goals. Uplifting and supporting Hispanic/Latine populations in the South is essential. As the South has become a new destination for many migrants, it's also home to Hispanic/Latine Southerners with an expansive history in the region. This blend of new and established communities enriches the Southern cultural landscape but also presents unique challenges and opportunities in addressing HIV. Immigration detention, access to health care, and anti-LGBTQ+ legislation exacerbate the barriers for people living with and impacted by HIV. The closing plenary explored the needs of the Hispanic/Latine communities and the culture of New Orleans and embraced unity, action, and love with a renewed sense of how to serve the underserved communities in the South. Thank you to the Southern AIDS Coalition and the Latino Commission on AIDS for partnering to make this session a success.

EXHIBITORS

85 companies, organizations, and providers took part in the USCHA Exhibit Hall, offering attendees an opportunity to learn more about their services.

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About Policy



Speaker Emerita Nancy Pelosi at the NMAC Hill Champions event, December 3, 2024

Throughout 2024, NMAC's policy division led several key initiatives to protect federal HIV/AIDS funding, recognize community champions, and advance health equity. We worked diligently to block anti-LGBTQ riders in the FY 2024 and FY 2025 LHHS Appropriations bills, which, if passed, would have had a devastating impact on the LGBTQ community. Additionally, in partnership with our coalition allies, we successfully fought to prevent cuts to vital HIV/AIDS programs, including the proposed elimination of funding for initiatives like Ending the HIV Epidemic (EHE). NMAC urged Senate appropriators to restore HIV funding slashed by the House and called on Congress to increase overall budget allocations for our communities, including advocating for a National PrEP Program. While negotiations for FY25 appropriations continue, our fight to protect HIV/AIDS funding, the LGBTQ community, and communities of color remains steadfast.

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CHAMPIONING OLDER AMERICANS LIVING WITH HIV

In May 2024, NMAC convened an **Older Americans Living with HIV Roundtable**, bringing together community members, legislators, and advocates to address the unique challenges faced by people over 50 living with HIV. As a direct result, we collaborated with Rep. Suzanne Bonamici to ensure key language was included in her proposed amendment to the **Older Americans Act**:

"The Committee recognizes that due to progress in the treatment of HIV, the majority of Americans living with this chronic disease will soon be eligible for Social Security

and Medicare. Older adults living with HIV face unique challenges and barriers to accessing services, particularly in smaller cities and rural areas where health care services are limited. Therefore, the Committee recommends that the Administration on Aging prioritize funding under the Older Americans Act for older adults living with HIV."

CONGRESSIONAL BRIEFING ON SYNDOMIC APPROACHES

In June 2024, NMAC co-led a **Congressional Briefing on Syndemic Approaches to Ending the HIV, Hepatitis, and STI Epidemics** alongside the **Partnership to End the Epidemic**.

The event featured experts from community health centers nationwide who educated Congress on the overlapping impacts of these epidemics and the urgent need for sustained funding. The briefing—attended by staff from numerous congressional offices—was preceded by a full day of direct advocacy meetings between our experts and legislators.

RECOGNIZING LEGISLATIVE CHAMPIONS

Closing out the year, NMAC hosted its **largest-ever Hill Champions event**, honoring the 48 members of the **Congressional HIV/AIDS Caucus** and launching the **Barbara Lee Courage in HIV Advocacy Award**. Speaker Emerita Nancy Pelosi delivered remarks recognizing Congresswoman Barbara Lee's leadership and NMAC's decades-long contributions to HIV advocacy.



Rep. Rashida Harbi Tlaib at the NMAC Hill Champions event, December 3, 2024



EXPANDING LEGISLATIVE REACH

In 2024, NMAC deepened its engagement across both chambers of Congress, working with **126 House members and 11 Senators**. We also joined an **amicus brief in Braidwood v. Becerra** and, through our policy support firm **Kelley Drye**, played a direct role in influencing congressional priorities around HIV programmatic funding. Alongside **the Partnership to End the HIV, STI, and Hepatitis Epidemics**, NMAC conducted **48 advocacy meetings**, aligning efforts for greater impact.

Additionally, NMAC convened leaders from multiple advocacy

movements to strategize around policies under a potential Trump Administration and engagement with the **119th Congress**. By fostering collaboration beyond traditional silos, we strengthened cross-movement partnerships to protect crucial funding.

STRENGTHENING ADVOCACY THROUGH ENGAGEMENT

NMAC's policy successes stem from our ability to convene communities, legislators, and stakeholders, sustaining these critical relationships over time. Acting as a bridge, we educate lawmakers while empowering communities

NMAC's policy successes stem from our ability to convene communities, legislators, and stakeholders, sustaining these critical relationships over time.



to drive legislative solutions that advance health equity.

Our targeted communications strategy ensured robust attendance at each of our **Congressional roundtables, briefings, and receptions**, and we expanded our reach on **LinkedIn**, engaging professionals across the HIV/AIDS, LGBTQ, and health equity sectors.

LOOKING AHEAD

With federal HIV/AIDS funding under threat, NMAC will continue leveraging its policy partnerships and federal allies to maintain a strong presence on Capitol Hill and in the White House. Through coalition-building and sustained advocacy, we will ensure that Congress hears our collective voice in the fight for HIV/AIDS funding and health equity.

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About Treatment

NMAC's Treatment Division seeks to advance health equity by ensuring that communities most affected by HIV have the knowledge and resources needed to advocate for themselves and their peers. The division works to improve health literacy and advocate for policies that prioritize the needs of those most impacted. Through educational initiatives such as webinars, social media campaigns, and community-centered resources, the Treatment Division ensures that individuals have the tools to take control of their health. Below you can find more information about the Division's main initiatives, the HIV 50+ Strong and Healthy Program and the Gay Men of Color Fellowship.

**GMOC**

Over the past year, the Gay Men of color Fellowship, has provided not only tools and networks but also a deep sense of community, ensuring that fellows feel supported as they take on the work of advocacy and movement-building to end HIV.

guidance where Fellows didn't just learn advocacy skills but built lasting bonds among across Fellowship cohorts and their mentors to help further their work in public health.. As one fellow shared, "The biggest value currently is the mentorship. Leadership development is great but when someone can

THE TREATMENT DIVISION AT NMAC

"For the first time, I felt a sense of brotherhood among peers who share my experiences and goals."

be matched with a mentor from the onset of the fellowship, that connection can truly develop a leader throughout the year."

Beyond mentorship, the fellowship strengthened advocacy training and leadership development. At the Biomedical HIV Prevention Summit, fellows engaged in an intensive full-day training. At USCHA, they participated in a Leadership and Advocacy Institute, a grant writing workshop, and the GMoC Social Hour, an evening of networking and community building. Francisco Ruiz, Director of the Office for National AIDS Policy, joined as a featured speaker, reinforcing the importance of their advocacy.

The fellowship also made an impact through research and policy advocacy. Fellows conducted focus groups for the *Advancing PrEP Access and Uptake among Gay and Bisexual Men of Color* report, identifying barriers



and solutions. The program also offered workshops covering public policy, social media advocacy, and research, while webinars explored STI rates among communities of color, doxyPEP, and new HIV treatment technologies.

Another highlight was funding mini-grants, helping fellows launch projects like Jotos Unplugged, a Spanish-language podcast tackling stigma, and The Ground Zero Project, which brought HIV education and testing to over 100 people in Atlanta.

These efforts had a lasting impact. Most fellows gained confidence in HIV advocacy, and 95% expressed having expanded their networks. More than the numbers, this fellowship created something deeper: a true sense of belonging. As one fellow put it, "For the first time, I felt a sense of brotherhood among peers who share my experiences and goals."



HIV 50+

The HIV 50+ Strong and Healthy Program empowers older adults living with HIV through education, community-building, and advocacy. Over the past year, the program has strengthened its foundation by creating a space where participants felt supported, informed, and empowered to support their peers. The program also values the expertise of past participants and actively works to connect them with new recruits to ensure the continuity of our efforts.

A key part of this year's work was the National HIV and Aging Advocacy Network (NHAAN), which provided leadership training and policy advocacy opportunities. Through workshops, meetings with decision-makers, and discussions on the policy landscape, NHAAN helped participants become stronger advocates for the needs of their community.

A key part of this year's work was the National HIV and Aging Advocacy Network (NHAAN), which provided leadership training and policy advocacy opportunities.

A major highlight was the "Adhering to Wellness: Women 50+ Strong & Healthy" mini-grant project, a two-day retreat designed to create a safe space for women to connect, heal, and learn. Featuring discussions on HIV stigma, health screenings, and self-care, the retreat encouraged open conversations and personal reflection. Interactive sessions like art therapy allowed participants to process their experiences in meaningful ways. Every attendee found the retreat valuable, with one participant sharing, "I felt empowered, positive, and better about my life."

Evaluation data indicated that 93% of participants reported an increased sense of belonging to a supportive community, and 91% felt better equipped to handle the challenges of aging with HIV.



With webinars covering key topics, educating the community remained a central focus of the program. The "2024 CROI Community Update" explored aging and HIV, while "HIV & the 2024 Election" focused on mobilizing the community to vote. The "Educating Ourselves and Our

Peers" webinar introduced participants to NMAC's LMS system, offering learning modules on co-morbidities impacting people aging with HIV. The program also fostered engagement through the HIV 50+ Facebook Group and a graduation at USCHA for those who completed all LMS modules.

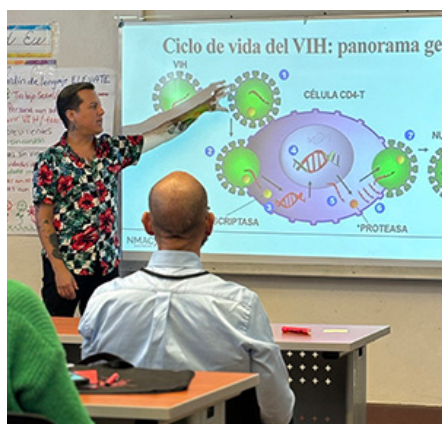
Evaluation data indicated that 93% of participants reported an increased sense of belonging to a supportive community, and 91% felt better equipped to handle the challenges of aging with HIV. Feedback also highlighted increased readiness to engage with policymakers and community leaders, with 89% of evaluation respondents agreeing or strongly agreeing that their advocacy skills improved.

The achievements of the HIV 50+ Strong and Healthy Program are grounded in the expansion of a model of empowerment, leadership development, and community-building that has left a great impact on its members and communities. As one participant noted, "Being part of this program has given me a sense of purpose. It's helped me understand that I'm here to advocate for my community in ways we never expected."

06

About The Center

THE CENTER to End the HIV Epidemic



ELEVATE

In its final grant year, NMAC's ELEVATE program continued its mission to strengthen the leadership and engagement of people with HIV (PWH) in the planning, delivery, and improvement of Ryan White HIV/AIDS Program (RWHAP) services. The program trained 560 participants across 32 states through 32 in-person and virtual sessions, maintaining a 75% PWH and 25% RWHAP partner composition. Participants showed significant growth in HIV service delivery knowledge, stigma reduction, and leadership skills, with 90% of PWH trainees engaging with HIV-related organizations post-training.

A key highlight was ELEVATE's coaching program, which facilitated 198 coaching encounters, supporting 67 individual coachees and 16 group sessions. Coaching focused on leadership development, professional growth, and technical assistance, with 85% of sessions dedicated to programmatic goal-setting. Additionally, ELEVATE expanded its Spanish-language offerings, hosting multiple Latinx-focused training sessions and integrating Spanish-language coaching and resources to better serve diverse communities.

THE CENTER TO END THE HIV EPIDEMIC

ELEVATE's impact was reflected in increased participant confidence, advocacy skills, and leadership engagement, while organizational partners enhanced their capacity for meaningful PWH inclusion. Future recommendations include expanding in-person training, strengthening post-training follow-up, and enhancing Spanish-language accessibility. Overall, ELEVATE successfully empowered PWH with the skills and tools to drive meaningful change in the HIV service landscape.

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ESCALATE

In addition, NMAC successfully completed the ESCALATE HRSA grant on October 31, 2024, after four years of implementation. From 2020 to 2024, ESCALATE conducted trainings across 32 cohorts, engaging 829 participants. Despite the challenges posed by COVID restrictions, NMAC persevered with the full support of the agency, achieving significant milestones in the fight to reduce HIV-related stigma.

Throughout the program, 177 organizations from 35 U.S. states and territories, including the District



of Columbia and Puerto Rico, participated in training, along with 5 non-redundant organizations in technical assistance (TA) and 12 in the Learning Collaboratives (LCs), bringing the total number of participating organizations to 196. The program also prioritized accessibility, providing Spanish-language training to 135 participants across six ESCALATE cohorts. Additionally, 91 individuals from 20 different RWHAP-funded organizations took part in the Learning Collaboratives, with an estimated 40% overlap with training participants. In the TA program, 16 RWHAP agencies received direct support. ESCALATE also made a significant impact within Native American communities, training 41 individuals across four cohorts, including 22 trainees who identified as Native American and 27 who identified as multiracial.

NMAC and the Center for Ending the HIV Epidemic celebrate all who contributed to this project, ensuring that Ryan White HIV/AIDS Programs and their community partners continue working to eliminate HIV-related stigma. The ESCALATE curriculum, developed in collaboration with key partners, will remain a resource for communities and organizations dedicated to stigma reduction. To sustain this impact, ESCALATE on Demand will



be available on the NMAC website, allowing graduates to review materials and organizations to utilize portions for onboarding, staff training, and board development at no cost. Additionally, NMAC will offer a five-day ESCALATE fee-for-service training for HIV organizations seeking the full in-person experience. Through these ongoing efforts, ESCALATE's mission to reduce stigma and support those living with HIV will continue to thrive.

THE CENTER: LOOKING AHEAD

Lastly, The Center to End the HIV Epidemic initiated strategic planning for the upcoming year, establishing a renewed vision for 2025 centered on social determinants of health, a syndemic approach, health equity frameworks, and global reach. This new direction will guide the department's efforts to address systemic health inequities and enhance community-driven solutions.

A key priority is systems change, with a goal of advancing policy-driven movements that challenge health inequities and promote community-driven health solutions. This will be achieved through targeted partnerships, policy engagement, and advocacy training, with an emphasis on developing community-informed policies and building alliances with leaders in public health, advocacy, and government to amplify impact.

The department will also focus on health equity frameworks and ecosystems, aiming to build scalable, sustainable frameworks that prioritize equitable health-care solutions aligned with global health standards. These frameworks will be grounded in social determinants of health and a syndemic approach, serving as a guide for organizations, health systems, and communities in creating culturally responsive and supportive health infrastructures.

Additionally, increasing health literacy will be a core initiative, empowering communities to make informed health decisions and advocate for their rights within the healthcare system. The department will develop accessible, culturally relevant health education programs and self-advocacy tools, ensuring that health literacy remains a cornerstone of equitable healthcare.

By integrating these priorities, The Center to End the HIV Epidemic will enter 2025 with a comprehensive, action-driven strategy to advance health equity and improve outcomes for communities impacted by HIV.

07

About The Coalition

The Coalition for
JUSTICE & EQUALITY
Across Movements

In 2024, the Coalition continued its mission to bridge the gap between the HIV advocacy space and broader social movements. A significant highlight of the year was the Coalition's Annual Meeting in San Juan, Puerto Rico. Over 50 legal, policy, and communications experts representing national nonprofits convened in San Juan to develop a shared 2025 legislative and policy agenda with the new Congress and Presidential Administration. Through these strategic collaborations with organizations such as HRC, Lambda Legal, the NAACP, the National Urban League, and Planned Parenthood, the Coalition has unified to work together in 2025 to protect human rights and ensure that healthcare is affordable and accessible for all.



The Coalition led the HBCU Liberation Tour to engage young people in civic participation across Historically Black Colleges and Universities (HBCUs). Over 2,000 students in six HBCUs across the South were empowered to vote while fostering important discussions on the policy issues that mattered the most to them. The tour's success expanded beyond the campuses with fifteen radio features and ten newspaper interviews with media outlets across the South to elevate conversations about HIV and civic engagement.

The Coalition led the HBCU Liberation Tour to engage young people in civic participation across Historically Black Colleges and Universities (HBCUs).



Towards the end of 2024, the Coalition launched its Black Women's Campaign F*ck Fear, Be Free with twelve Black celebrities and influencers advocating for HIV awareness. The campaign was created to normalize and integrate conversations about HIV prevention, testing, and care within conversations about Black women's health. With the campaign's visibility from major platforms like BET, Essence, TheGrio, and over 42 national partners, the campaign expanded the reach of HIV awareness. Together, the Black Women's Campaign and the HBCU Liberation Tour positioned the Coalition as a leader in advocacy, extending its impact beyond HIV spaces to advance equality and justice for all.



08

About GLOW

GROWING LEADERSHIP OPPORTUNITIES FOR WOMEN

**ADVANCING WOMEN'S HEALTH & LEADERSHIP IN HIV ADVOCACY**

The GLOW (Growing Leadership Opportunities for Women) program, supported by Gilead Sciences, is a community-led, community-driven initiative that applies a whole-person health and wellness approach to address HIV, STI prevention, mental health, and reproductive justice. GLOW facilitates behavioral and systemic change in how integrated HIV and STI services are provided and accessed by women across the U.S., particularly Black, Brown, Latina, and transgender women from marginalized communities.

By creating safe spaces where women openly discuss health-re-

lated topics, GLOW equips participants with leadership and advocacy skills to influence policy, expand access to care, and lead grassroots initiatives. The program integrates bilingual, culturally responsive training to increase awareness of HIV prevention, treatment, and care, while also advancing equitable access to health resources.

EXPANDING REPRESENTATION & LEADERSHIP DEVELOPMENT

In 2024, GLOW successfully trained 57 women across Puerto Rico, Chicago, Los Angeles, and New York City through bilingual, regionally tailored workshops. The program incorporated in-person

GROWING LEADERSHIP OPPORTUNITIES FOR WOMEN (GLOW)

training, peer-led community projects, and participation in national conferences to strengthen advocacy skills and build a network of empowered women. Trainings were offered in Spanish (Puerto Rico & New York City) and English (Chicago & Los Angeles) to ensure inclusivity.

As part of the GLOW team, Cora Trelles Cartagena, MPH, Program Manager, has extensive experience facilitating capacity-building trainings for Spanish-speaking communities and connecting Latina women leaders in HIV advocacy, while Erin McNeil, BS in Public Health, Program Coordinator, specializes in Black women's health, Environmental Health, and Health Equity studies and the unique healthcare barriers they face. Together, they ensure that GLOW is an equitable,

The program integrates bilingual, culturally responsive training to increase awareness of HIV prevention, treatment, and care, while also advancing equitable access to health resources.



empowering, and transformative space for women leaders. Erin also represented NMAC at the 2024 Essence Festival of Culture and the Iris House Women's Health Summit, conducting outreach and expanding GLOW's national presence.

MAJOR GLOW EVENTS & NATIONAL PRESENCE

At Essence Fest 2024, one of the largest cultural events celebrating Black women, Erin McNeil conducted outreach for GLOW, connecting with community leaders, activists, and health professionals. Similarly, at the Iris House Women's Health Summit, Erin engaged directly with Black and Latina women on stigma, PrEP access, and sexual wellness, reinforcing peer mentorship and leadership-building.

At USCHA 2024, GLOW hosted three key sessions:

Empowering Women Through GLOW's Mini-Grants for Local

Impact – Eight Black women from the 2023 GLOW cohort, each awarded \$500 mini-grants, were invited on full scholarships to present their community-based HIV projects.

The Secrets of the South – A discussion on trauma, religion, and stigma impacting Black and Afro-Latina women's health.

The Pleasure Is All Mine – Addressing healthcare provider

bias and gaps in sexual health services for women of color.

For these sessions, GLOW partnered with program consultant Chantil Thomas, MPH, an expert in HIV Health Communication, to curate impactful discussions that elevated Black and Latina women's voices in public health.

PROGRAM IMPACT & COMMUNITY ENGAGEMENT

In 2024, GLOW's four community trainings served a diverse group of 57 women, including 6 Black/African American, 48 Latina, and 3 participants who did not report their race. The cohort included 36 cisgender women, 15 transgender women, 1 gender queer participant, 1 gender non-conforming participant and 4 who did not disclose gender identity. Among the participants, 20 were people living with HIV, 30 were HIV-negative allies, one was HIV-negative and a PrEP user and 6 did not disclose their HIV status.

LOOKING AHEAD TO 2025

GLOW will continue expanding in 2025, actively encouraging applications from Black, Brown, cisgender, and transgender communities. Key 2025 initiatives include:

- A Spanish-language retreat-style training
- Two English-language retreat-style trainings
- A focus on holistic wellness, leadership, and advocacy in HIV, sexual health, and mental health

GLOW will continue expanding in 2025, actively encouraging applications from Black, Brown, cisgender, and transgender communities.

The 2025 training schedule will be announced on our website in early Spring 2025, providing new participants with the opportunity to engage in a deeper, more immersive retreat-style learning experience. Additionally, 2024 mini-grant recipients will present their community projects at USCHA 2025, further demonstrating GLOW's commitment to health equity and leadership development.

STAY CONNECTED!

Visit our website to learn more and apply for GLOW 2025!

➤ [NMAC's GLOW Program](#)

09

About NextGen



The NextGen: Emerging Leaders Fellowship, supported by ViiV Healthcare's Positive Action Grant Program, is a 10-month leadership development initiative by NMAC, designed to equip young professionals ages 18-25 with the skills and experience to lead in HIV advocacy and public health. Each cohort begins their journey during the United States Conference on HIV/AIDS (USCHA) and continues through the following year, engaging in intensive training, mentorship, and the implementation of community-driven health projects.

Visionary Leadership: Erin and Cora

Under the strategic leadership of Cora Trelles Cartagena, MPH, Program Manager, NextGen has expanded its impact, ensuring a diverse, culturally responsive, and equity-driven approach to public health leadership.

Erin McNeil, BS in Public Health, Program Coordinator, and young professional drives the fellowship's mentorship and engagement, ensuring that each Fellow is empowered with the project tools, networks, and training resources necessary for success. Erin fosters an energizing and inclusive space, strengthening the program's foundation and keeping Fellows

NEXTGEN: EMERGING LEADERS FELLOWSHIP

connected to critical opportunities that advance their professional growth. Her leadership ensures NextGen is not just a training program but a transformative experience that builds lifelong leaders in the HIV movement.

A YEAR OF GROWTH, INCLUSION, AND INNOVATION

In 2024, NextGen took a major step forward in expanding accessibility by relaunching its website as a fully bilingual platform, ensuring Spanish-speaking communities, especially those from Puerto Rico and the broader Latine community, have full access to program resources. The 2024-2025 cohort includes up to 30 fellows, reflecting a commitment to diversity, equity, and inclusion:

- Race/Ethnicity: 54% Black/African American, 33% Latine, and 13% White.
- Gender Identities: 47% Cisgender Women, 20% Cisgender Men, 13% Non-Binary, 13% Trans Women, and 7% Trans Men.
- HIV Status Representation: 20% People Living with HIV, 53% HIV-negative allies, and 13% PrEP users.



We are also preparing to recruit the 2025-2026 cohort, with an emphasis on expanding opportunities for Spanish-speaking applicants, ensuring that NextGen remains a leader in culturally responsive HIV workforce development.

WHITE HOUSE RISING LEADERS SUMMIT: NEXTGEN AT THE TABLE

In Summer 2024, several NextGen Fellows participated in the White House Rising Leaders Summit: Shaping the Future of HIV Today, convened by Francisco Ruiz, MS, Director of the White House Office of National AIDS Policy.

Princess Jauan Durbin, B.A., an Advanced Next Gen Fellow and Master of Science in Health Equity student at Meharry Medical College, represented NextGen as a panelist in the discussion "Voices Across Generations: From Legacy to Leadership in Our Nation's HIV Response." Moderated by Cora Trelles Cartagena, MPH, NMAC, the panel also featured Paul Kawata (NMAC), Marnina Miller (Positive Women's Network), and Leandro Rodriguez (Latino Commission on AIDS). The conversation explored mentorship, stigma, workforce

sustainability, and access to PrEP and treatment, highlighting the essential role of emerging leaders in shaping the future of HIV advocacy.

EXPANDING IMPACT: NEXTGEN AT THE 2024 RYAN WHITE CONFERENCE

As part of our commitment to developing the next generation of public health professionals, NextGen was proudly represented at the 2024 National Ryan White Conference on HIV Care & Treatment.

Michael Smith, Jr., MPH, Consultant for NMAC, Erin McNeil, BS in Public Health, NMAC, and Cora Trelles Cartagena, MPH, NMAC presented "*Public Health Education & Coaching to Empower Young Adults to End the HIV Epidemic.*"

Key takeaways included:

- The role of mentorship and leadership training in strengthening the HIV workforce.
- Strategies to address stigma, health disparities, and social determinants of health in HIV care.

- Status-neutral approaches to improving HIV prevention and treatment outcomes.

LOOKING AHEAD: 2025 AND BEYOND

As the 2024-2025 Fellows finalize their proposals for their community health projects, we look forward to their implementation across the continental U.S. and Puerto Rico, reinforcing the NextGen mission of fostering innovative, youth-led public health solutions.

Additionally, we are enhancing the professional development experience by creating stronger networking opportunities with young professionals within NMAC staff, allowing Fellows to build connections, engage in career development, and gain deeper insights into the field of HIV public health.

We are also preparing to recruit the 2025-2026 cohort, with an emphasis on expanding opportunities for Spanish-speaking applicants, ensuring that NextGen remains a leader in culturally responsive HIV workforce development.

This program is supported by ViiV Healthcare's Positive Action Grant Program.

For more information or to apply for the NextGen: Emerging Leaders Fellowship, visit our newly relaunched bilingual website:

➤ [NMAC's website](#)

Follow ViiV Healthcare:

➤ [LinkedIn: @ViiV-Healthcare](#)

➤ [X \(Twitter\): @ViiVUS](#)

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Supporters of Our Work

Looking back on 2024, we want to express our deepest gratitude to our incredible partners, donors, and members for their steadfast support. NMAC is truly thankful for everyone who has joined us as we strive to end the HIV epidemic.

Together, we continue our efforts to reach communities disproportionately affected by HIV, expanding opportunities for education, access to information, treatment, testing, awareness, and more.

Thank you for your dedication, contributions, and commitment to NMAC—this year and beyond.

- Jennifer Bledsoe, *Director of Development*

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 STAR-M Project
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Check out our
BHPS Impact Report
 and 2024 *USCHA video!*

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 Aaliyah Shelton Bynum
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 Achim Howard
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 (Positive Women's Network-USA)
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 Nashville CARES
 Natalia Hernandez
 National Working Positive Coalition
 NHS
 Nicholas Carlisle
 Niurka Martinez
 Nora Hanna
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 Oceane Lune
 OMAR JONES
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 Services, Inc.
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 Randall Johnstone
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 Tommy Dennis
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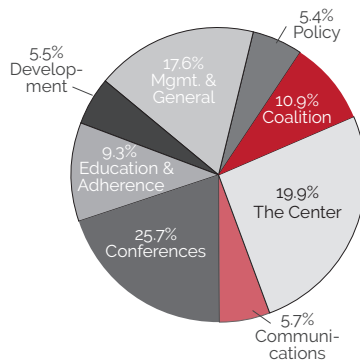
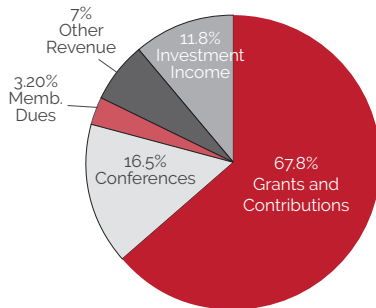
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 Washington University in St. Louis CBA
 William Campbell
 Yuri Velasquez

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Financials



OVERVIEW	2023	2024
REVENUE		
Grants and Contributions	\$8,250,366	\$7,768,287
Conferences	2,346,981	1,889,444
Membership Dues	52,073	77,321
Other Revenue	553,297	369,803
Investment Income	1,359,587	1,346,551
Total Assets	14,218,993	15,171,681
EXPENSES		
Expenses	11,812,588	10,138,259
PROGRAM SERVICES		
Education Adherence	1,589,491	942,503
Conferences	3,509,344	2,600,971
Communications	592,179	574,104
The Center	3,235,928	2,014,730
Coalition		1,109,859
Strategic Partnerships & Policy		551,595
SUPPORT SERVICES		
Management and General	2,633,591	1,786,009
Development	252,055	558,488
NET ASSETS		
Beginning Net Assets	10,586,351	12,913,691
Ending Net Assets	12,253,502	13,370,519
Change in Net Assets	(\$1,667,151)	(\$456,828)

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 Tara Barnes, Deputy Director of Operations
 Harold Phillips, Deputy Director of Programs
 Laura Davidson, Operations Manager

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 Diane Ferguson, Coordinator

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 Mitch Mitchell, Manager
 Raven Tucker, Coordinator

Communications

Pavni Guharoy, Director
 Taelor Clay, Manager

Finance and Administrative Division

Gene Lee, Lead Consultant
 Naresh Gurung, Consultant

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 Damián Cabrera-Candelaria, Program Manager
 Audrianna Marzette, Associate Manager
 Andrew Crawford, Program Coordinator

Strategic Partnerships & Policy

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 Zach Miller, Manager

NMAC Training Center to End the Epidemic

Sean Smith, Director
 Duante' Brown, Manager
 Marshun Redmond, Associate Manager
 Christopher J. Paisano, Program Coordinator, Partnerships & Stakeholder Engagement

Coalition for Justice and Equality Across Movements

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 Destiny Pearson, Coordinator
 Cora Trelles Cartagena, Program Manager, GLOW & NextGen
 Erin McNeil, Program Coordinator, GLOW & NextGen

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