

IMPACT REPORT

2024-2025

*Building the
infrastructure for
liberation*



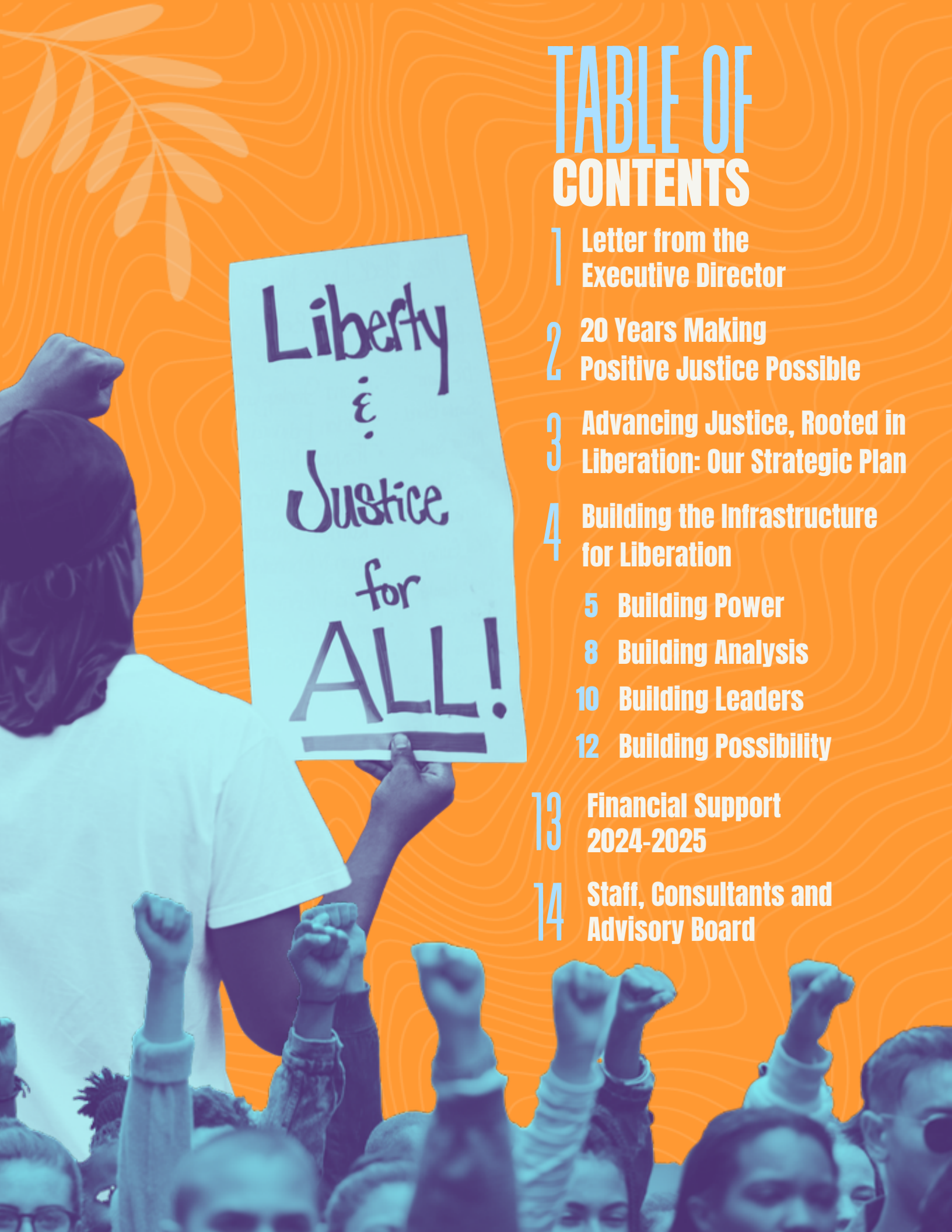


TABLE OF CONTENTS

- 1 Letter from the Executive Director
- 2 20 Years Making Positive Justice Possible
- 3 Advancing Justice, Rooted in Liberation: Our Strategic Plan
- 4 Building the Infrastructure for Liberation
 - 5 Building Power
 - 8 Building Analysis
 - 10 Building Leaders
 - 12 Building Possibility
- 13 Financial Support 2024-2025
- 14 Staff, Consultants and Advisory Board

LETTER FROM THE EXECUTIVE DIRECTOR



To Our Community of Friends, Supporters,
Comrades, and Colleagues,

I am honored to share CHLP's 2024–2025 Impact Report with you. It arrives at a defining moment for our organization and our movements. In 2025, CHLP marked 20 years of making positive justice possible. We also launched our first strategic plan, a roadmap that grounds our next chapter in the core values that have long shaped our work.

This report also reflects the progress, challenges, accomplishments, and organizational changes we have moved through over the past two years. As you read, you will see the work of a team pushing against strong political currents while adapting to a rapidly changing policy landscape.

The political system in this country is deteriorating before our eyes in real time. Every day brings new attacks on transgender people's health and safety. Immigrant families are disappearing in brutal fashion. Law enforcement across the country is operating with greater impunity and murdering more of us. Our already fragile public health system is being systematically destroyed. As informed advocates, we see these events play out across the news, social media, courtrooms, legislatures, and organizing meetings. As people, we see their real-world effects in our families and communities.

In the face of these conditions, CHLP has worked to stay rooted in our mission and find new ways to push back. Over the last two years, our team has worked to turn that belief into action and build the infrastructure that keeps working even when the political terrain shifts beneath our feet.

We have forged new partnerships with state coalitions. We have seen progress in Maryland, Oklahoma, Tennessee, Louisiana, and Arkansas.



Our work identifying the legal needs of people aging with HIV has yielded important insights for the movement. And we have reached more attorneys than ever before who are actively working on criminal cases involving people living with HIV.

We are deeply grateful to the funders, donors, partners, advocates, attorneys, advisors, and community members who make this work possible. In 2024 and 2025, we welcomed new and returning institutional supporters, expanded our donor base, and strengthened pro bono partnerships with colleagues in the legal community.

As you read this report, I hope it offers you a moment of hope and purpose as we grapple with the cold realities of this political moment. Let it also inspire you to stay connected to CHLP. Your voice matters to us and to the communities we work alongside. We are not whole without you.

Thank you as always for your continued support.

S. Mandisa Moore-O'Neal
Executive Director

CELEBRATING 20 YEARS



**"We changed the
landscape of HIV justice."**

- S.MANDISA MOORE-O'NEAL

CHLP marked its 20th anniversary in 2025 by celebrating two decades of making positive justice possible through advocacy, legal innovation, partnership, and leadership in HIV justice.

The celebrations kicked off with an event in New York City that premiered an anniversary video highlighting CHLP's role as the first national legal and policy resource center dedicated to defending the rights of people living with and affected by HIV and recognized its evolution into a Black feminist-led abolitionist organization.



CHLP helped build the modern HIV decriminalization movement.



CHLP pioneered legal and policy frameworks that shifted the conversation from stigma and punishment to science, rights, and dignity.



CHLP has always worked in partnership with advocates, particularly LGBTQ+ communities and Black and brown communities most impacted by HIV.



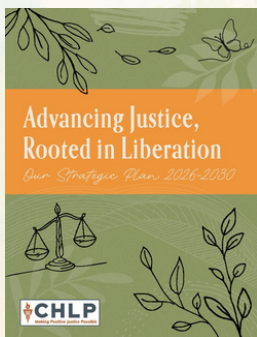
CHLP has continued to innovate, bringing abolitionist analysis, disability justice frameworks, and bodily autonomy principles into HIV advocacy.



**TWENTY YEARS AGO, CHLP HELPED CREATE A MOVEMENT.
TODAY, CHLP IS BUILDING THE INFRASTRUCTURE THAT MOVEMENT NEEDS FOR THE NEXT 20 YEARS.**

ADVANCING JUSTICE ROOTED IN LIBERATION

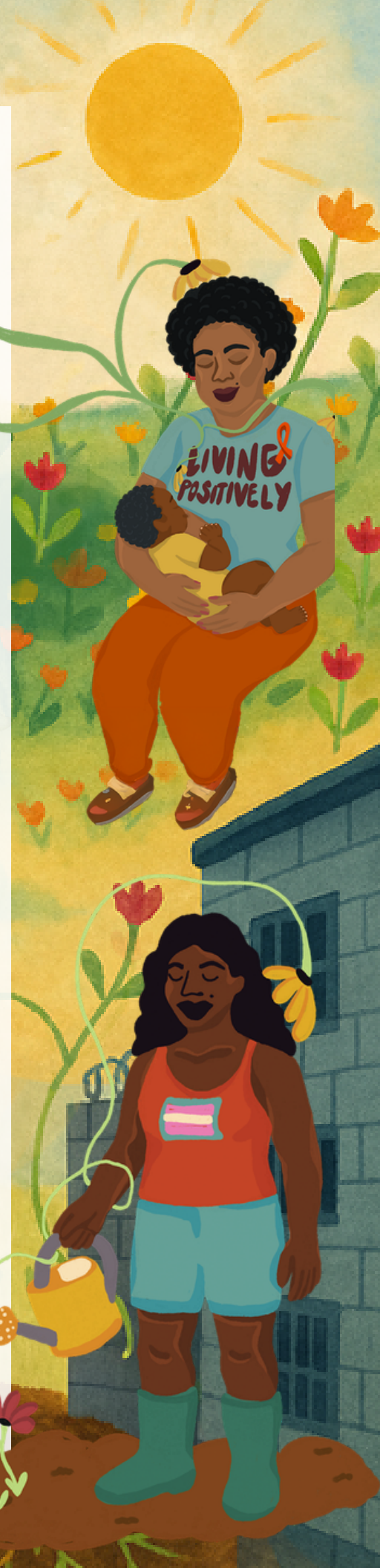
Our Strategic Plan 2026-2030



After a year-long process, CHLP debuted its Strategic Plan in 2025. The document serves as a framework for allocating resources, reflection, and assessment while grounding CHLP's work in abolitionist, Black feminist, and Indigenous principles.

The plan, Advancing Justice, Rooted in Liberation, gives us a clear framework grounded in our core values for navigating a rapidly changing and increasingly hostile political environment. Developed through a collaborative process with staff, advisory board members, coalition partners, and peer organizations, the plan makes explicit the abolitionist, Black feminist, and Indigenous principles that have long shaped CHLP's work. It identifies where CHLP can have the greatest impact and provides a shared direction for how the organization will use its legal expertise, movement relationships, and advocacy capacity in the years ahead.

The plan also marks an important stage in CHLP's growth. As the organization expands its work across HIV criminalization, bodily autonomy, aging, disability justice, and public health, the plan helps connect these efforts into one coherent vision. It emphasizes the infrastructure that makes lasting change possible: stronger coalitions, shared analysis, leadership development, and new legal and policy strategies. In that sense, the strategic plan is an internal roadmap as well as a public commitment to building the power and possibility needed to advance justice over the long term.



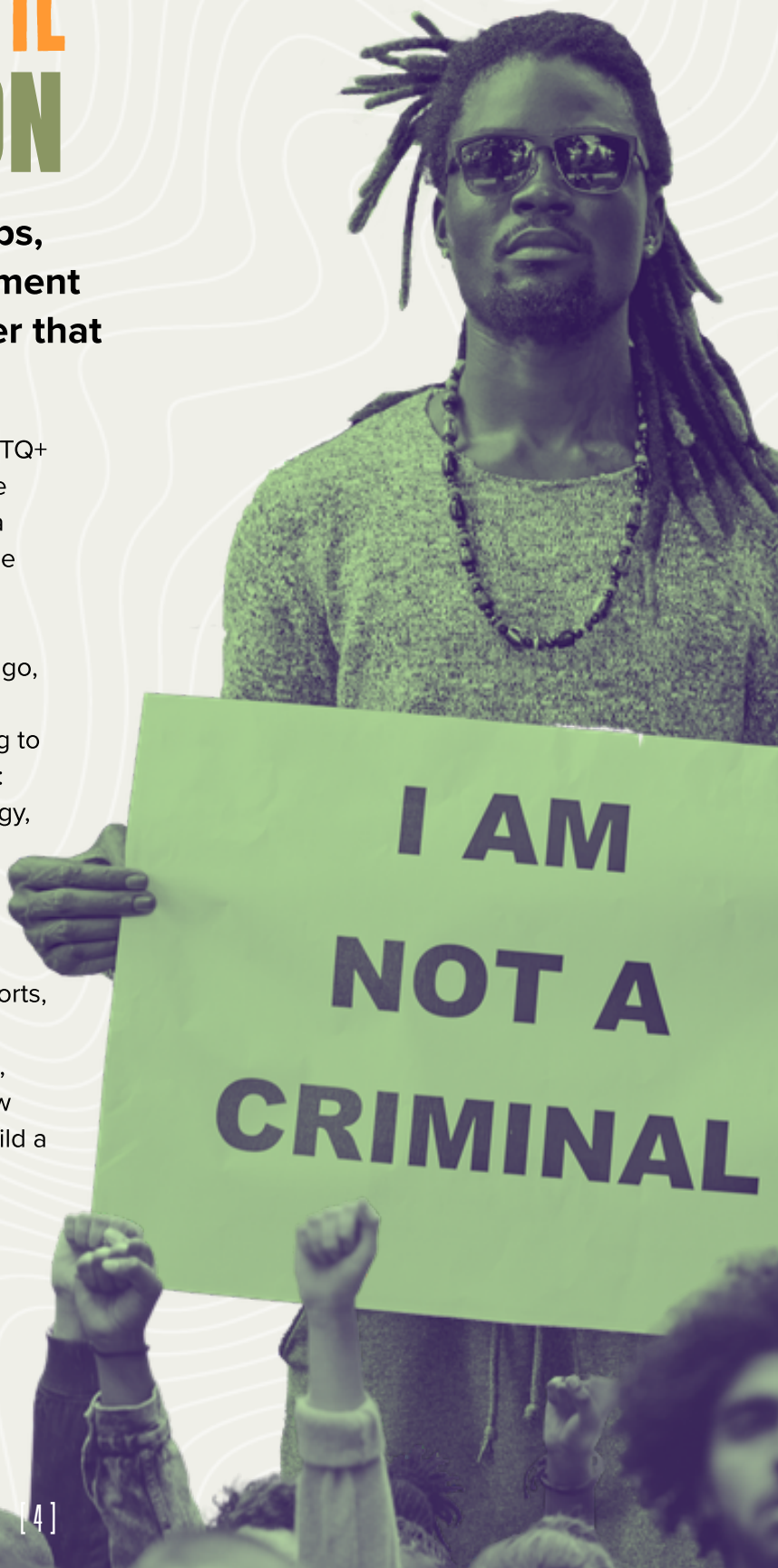
BUILDING THE INFRASTRUCTURE FOR LIBERATION

How CHLP creates the relationships, leadership, legal strategies, movement infrastructure, and collective power that make positive justice possible.

At a time when public health, bodily autonomy, LGBTQ+ rights, racial justice, and democratic institutions face mounting attacks, CHLP has remained focused on a simple but transformative idea: People should not be punished because of their health status.

That begins, as it has since our founding 20 years ago, with people living with HIV. Our work to end the criminalization of HIV requires strategy and planning to build the infrastructure that makes change possible: coalitions, leadership, legal expertise, shared strategy, community power, and relationships rooted in trust.

Over the last two years, CHLP has invested in that infrastructure across the country. We helped stop harmful legislation, supported successful reform efforts, trained advocates and attorneys, launched new movement resources, strengthened state coalitions, expanded strategic partnerships, and cultivated new leaders. These stories illustrate what it means to build a movement capable of advancing justice even in increasingly hostile political environments.



BUILDING POWER

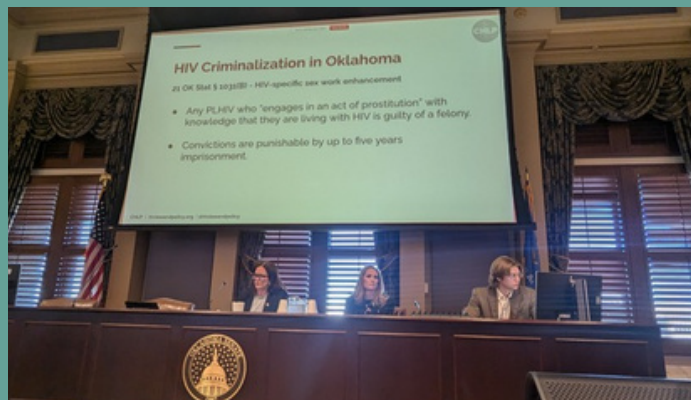
Liberation requires both advancing justice and preventing harm—advancing reform where opportunities exist while stopping new pathways to punishment.

The power built by CHLP's Positive Justice Project happens in coalition meetings, community trainings, strategy conversations, and relationships that can navigate both setbacks and successes.

In 2025, North Dakota became the fourth state to fully repeal its HIV-specific criminal offense, followed soon after by Maryland becoming the fifth. In Maryland, the full repeal of the state's HIV-specific criminal law reflected years of organizing by the Coalition to Decriminalize HIV in Maryland, led by FreeState Justice and supported by CHLP and other national partners.

These victories demonstrate that full repeal is a viable strategy and state-level repeal and reform can accelerate despite changing political terrain.

But building power also means defending our communities against new harms. It requires us to be ready to play both offense and defense.



In 2024, CHLP helped Oklahoma advocates stop legislation that would have extended criminalization to people living with other sexually transmitted infections. In 2025, CHLP and Louisiana advocates helped stop a similar law that sought to expand criminalization beyond HIV.

Stopping these bills required coalitions that could move rapidly because trust and strategy had already been established. It's how the power we build creates the relationships that make the next victory possible.



REPEALING HIV CRIMINALIZATION IN MARYLAND

The repeal of Maryland's HIV criminal offense reflects the power of state-level advocacy to lead the way in the face of federal inaction and regression under the Trump administration. It resulted from the work of the Coalition to Decriminalize HIV in Maryland, a project led by FreeState Justice. CHLP supported the coalition's repeal efforts through strategic contributions and collaborative engagement throughout the campaign. The process highlights the importance of advocacy and educating lawmakers about the impacts of overcriminalization on Black people and those living with HIV.

MEETING THE MOMENT AND EMPOWERING OUR MOVEMENT

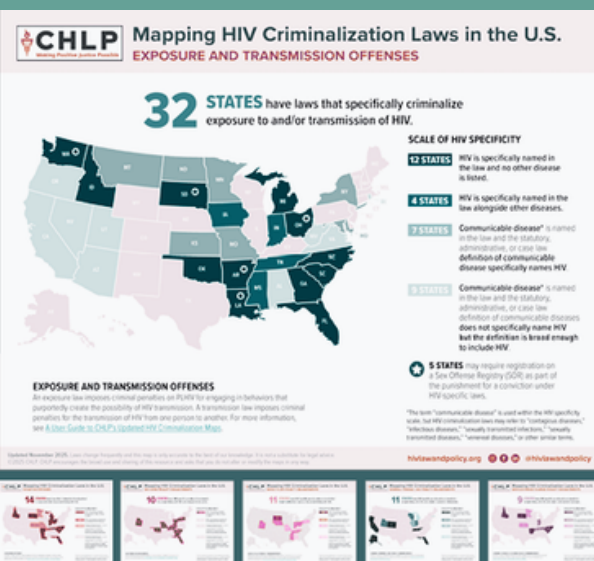
We build power by helping our communities understand and respond to the political forces **shaping our lives**. When the November 2024 election and the second Trump administration dramatically shifted our political landscape, CHLP called for greater precision, clarity, and courage in the face of escalating attacks on public health, bodily autonomy, LGBTQ+ communities, and people living with HIV.

That work continued through 2025 as CHLP condemned the restructuring of the Department of Health and Human Services, warning that cuts and consolidation would disrupt care and weaken the Ryan White HIV/AIDS Program. We opposed an executive order expanding civil commitment, surveillance, and punitive responses to houselessness, mental health, and substance use. Rather than accept defunding and criminalization as policy solutions, we called instead for housing, harm reduction, and support. And we joined national partners to protect access to PrEP and preventive care before the nation's highest court.

Meeting the moment also meant creating spaces for collective analysis through webinars and trainings that examined what the first months of the new administration meant for our communities.



Across statements, trainings, webinars, and legal advocacy, CHLP's role was not only to respond to the crisis, but to help the movement understand the crisis clearly enough to act. In a political moment designed to overwhelm and isolate, CHLP offered analysis, solidarity, and a reminder that the work continues.



BUILDING POWER THROUGH SHARED RESOURCES

Maps, timelines, legal primers, model policies, and toolkits are **individual resources**, but **together, they give advocates a common language**. Throughout 2024 and 2025, the Positive Justice Project updated and expanded its practical movement tools, including our Sourcebook, a set of reimagined HIV-criminalization maps, and an updated reform timeline. These and all of CHLP's resources continue to be nationally recognized by advocates, attorneys with active cases, and public officials. They help our movement turn legal and policy complexity into something people can question, challenge, and change.

ABOLITION FOR OUR PEOPLE: BUILDING POWER FOR COLLECTIVE LIBERATION

Building power strengthens the shared analysis, relationships, and strategies that our movement needs to challenge the systems that produce criminalization. In 2025, CHLP continued to bring our abolitionist framework to the HIV decriminalization movement with the development of a new webinar series, Abolition for Our People: Growing Our Movement for Collective Liberation, creating a space for advocates to connect HIV justice to an abolitionist vision of safety rooted in care, accountability, dignity, and community rather than punishment.

The webinar series began with Abolition 101, grounding participants in an abolitionist framework shaped by Black queer feminist organizers and thinkers who explored how policing, surveillance, incarceration, and the defunding of public systems intersect with the lives of people living with HIV.

Cultivating Positive Justice then connected that framework directly to CHLP's work to end HIV criminalization. Through lessons from the Positive Justice Project and coalition partners across the country, advocates examined how to pursue decriminalization without reproducing ideas about punishment, dangerousness, and blame—and how abolition can shape both what movements fight against and what they build together.



The series continued to widen our abolitionist lens into 2026 with Assessing the Landscape, which explored the connections among HIV, public health, surveillance, data privacy, and state control, and We Are Each Other's Harvest, which examined how restorative and transformative justice can offer meaningful approaches to harm without relying on policing or incarceration.

Together, Abolition for Our People helps give advocates a stronger shared framework and practical tools for action. The series deepens connections across movements and strengthened participants' ability to identify and challenge carceral thinking wherever it appears—while building toward systems grounded in care, accountability, and collective liberation.



TAPPING INTO THE POWER OF STORYTELLING

A storytelling project shows how personal narrative can become a powerful tool for movement building. When Healing Becomes Resistance: Interrupting HIV Criminalization by the Beyond Do No Harm Network is a 16-page zine featuring Tennessee advocate Lashanda Salinas and CHLP's Jada Hicks. Through vivid graphic storytelling, the zine traces Lashanda's experience of criminalization in Tennessee alongside Jada's analysis of the law and the organizing needed to change it. By connecting one person's story to broader systems of stigma and punishment, the zine makes clear why directly impacted people must be central to the fight against HIV criminalization. Their stories educate by building power, deepening public understanding, and helping communities organize for change.

BUILDING ANALYSIS

Movements need a shared understanding of the systems they are trying to change—and tools that help people act on that understanding.

Across 2024 and 2025, CHLP deepened its analysis of the forces that make health criminalization possible. We examined how public health surveillance, weak privacy protections, compromised informed consent, and the routine collection of sensitive health information can expose people to punishment and control. That analysis shaped several major advocacy efforts.

When New York lawmakers moved to weaken affirmative informed-consent protections for HIV testing, [CHLP organized with partners](#) to defend patients' right to know when they are being tested and to make decisions about their own care. When the Centers for Disease Control and Prevention proposed updates to national HIV testing guidance, CHLP [led a broad coalition response](#) calling for direct notice, meaningful consent, and respect for patient autonomy.

CHLP expanded the public understanding of molecular HIV surveillance, a practice that analyzes people's HIV data without their direct knowledge or consent.



Our [Model Policy on Data Privacy](#) gives health departments, clinics, and community organizations practical language for protecting sensitive health data.

Through webinars, advocacy guides, policy analysis, and community education, CHLP helped advocates connect surveillance to the disproportionate risks faced by our communities.

All of this work laid the foundation for a broader framework connecting [bodily autonomy](#), [surveillance](#), and [informed consent](#)—one CHLP would help advance more explicitly in 2026.

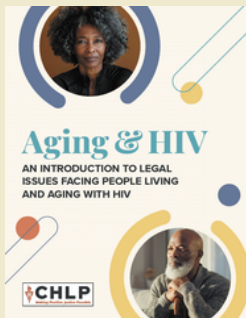


EXAMINING MOLECULAR HIV SURVEILLANCE

In 2024, CHLP published [an in-depth guide examining molecular HIV surveillance](#) (MHS), a public health practice that uses HIV-related health data to identify transmission patterns and inform prevention and treatment efforts. The resource explains how MHS works, what public health agencies hope to accomplish through its use, and why the practice has raised serious concerns among people living with HIV and their advocates. The guide underscores how these practices can expose people living with HIV to surveillance and potential criminalization while undermining the trust that effective public health depends on.

BUILDING A SHARED UNDERSTANDING OF AGING AND HIV

CHLP's work on aging with HIV has focused on building foundations by developing our legal analysis and building out practical resources and opportunities for advocates to better understand how laws and policies shape the experiences of people aging with HIV.



In 2024, CHLP published Aging & HIV, a first-of-its-kind legal primer on aging with HIV in the United States, mapping the legal landscape and identifying the range of issues that can affect people living with HIV as they age.

CHLP translated that analysis into practical tools in 2025, with our new Community Guide to Record Clearing that explains the basics of expungement, pardons, and other forms of relief, and why record clearing can be important for people aging with HIV.

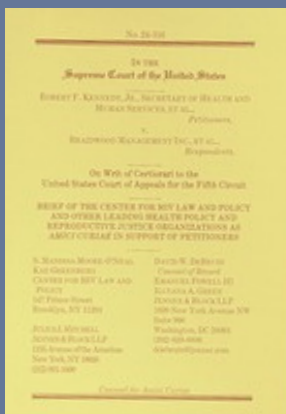


The resource connects individual experiences with a broader understanding of how criminalization can create lasting barriers to housing, employment, and other supports people need as they age.



We also carried this analysis into national conversations in 2025. With aging as a major theme at USCHA, CHLP helped ensure that discussions accounted for people living with the long-term consequences of policing and criminalization. Executive Director S. Mandisa Moore-O'Neal brought CHLP's perspective to On Aging, the nation's largest multidisciplinary conference on aging, as a keynote speaker.

Through these efforts, CHLP is building analysis and accessible tools that advocates can use to understand the systems affecting people aging with HIV, and to challenge and change them.



BRINGING OUR LEGAL ANALYSIS TO THE NATION'S HIGHEST COURT

By connecting complex legal questions to their real-world impact, CHLP helps our movement build shared understanding, sharpen strategy, and make clear whose lives are at stake. In February 2025, CHLP joined a group of our Black-led partner organizations in filing an amicus brief before the U.S. Supreme Court in *Kennedy v. Braidwood*. Our brief defended nationwide access to preventive health care and highlighted the disproportionate consequences for Black and brown communities, LGBTQ+ people, and people vulnerable to HIV. As the case moved forward, CHLP also worked with national HIV, LGBTQ+, and health partners to bring that analysis into the broader public conversation.

BUILDING LEADERS

Movements survive when leaders are cultivated, and they grow stronger when leadership is shared.

When our partners contribute their expertise, they create a more durable model for movement leadership—one in which knowledge and responsibility are distributed across organizations and communities.

For 20 years, CHLP has brought together advocates working to end HIV and STI criminalization. With our renewed PJP Partners Group, we're taking these networks one step further by creating a space where movement leaders can build relationships, sharpen strategy, and learn directly from one another.

In October 2025, CHLP brought together 13 leaders from state, regional, and national organizations in Atlanta. The gathering was intentionally partner-led. Advocates shared strategies for coalition building, storytelling, data collection, and supporting people living with HIV facing prosecution. The group is emphasizing the roles of survival and safety in the storytelling and movement-building work.



The group also reviewed and provided critical input for the Positive Justice Project revised Guiding Principles. Their development reflected the kind of collective leadership the Partners Group was built to support.

It's an approach that extends into CHLP's other leadership initiatives. Through these efforts, CHLP is helping build a movement with many leaders and the relationships needed to act together.

 **Positive Justice Project**



THE PJP GUIDING PRINCIPLES

These reimagined principles describe the core values that guide PJP's legal and policy support within the HIV decriminalization movement.

PRINCIPLES GUIDING THE POSITIVE JUSTICE PROJECT

CHLP's commitment to shared leadership leads to the reimagination of the PJP Guiding Principles. Released on World AIDS Day in 2025, the principles describe the core values that guide PJP's legal and policy support within the HIV decriminalization movement. The PJP team collaborated with the PJP Partners Group to develop the language and discuss applications for the new principles, which will guide the movement's next chapter, grounding decriminalization work in abolition, care, and leadership by directly affected communities.



Visit the Positive Justice Project online at [hivandpolicy.org/pjp](https://www.hivandpolicy.org/pjp)

[hivandpolicy.org](https://www.hivandpolicy.org)    [@hivandpolicy](https://www.hivandpolicy.org)

CHLP'S AGING ADVISORY COUNCIL LEADS THE FUTURE OF HIV AND AGING

CHLP's Aging Advisory Council brings together people with lived and professional experience to help shape our work on the legal and policy issues affecting people aging with HIV.

The Council meets regularly with [CHLP Aging Initiative](#) staff, creating an ongoing space for community members to identify emerging concerns, share expertise, and ensure that our advocacy is grounded in the experiences and priorities of people most directly affected.

The Council is also an important part of CHLP's commitment to building and sustaining community leadership. Rather than engaging people aging with HIV only for individual projects, CHLP has invested in an ongoing structure where members can deepen their knowledge of legal and policy issues, contribute their own analysis, and help influence the direction of our work. Council members bring perspectives developed through decades of living, organizing, advocating, and navigating systems that too often overlook people living and aging with HIV, especially long-term and lifetime survivors.

"I know justice requires centering lived experience, challenging stigma, and advancing laws grounded in science and compassion."

KERRY S. THOMAS
CHLP AGING ADVISORY
COUNCIL MEMBER



By strengthening and maintaining the [Aging Advisory Council](#), CHLP is helping build a deeper bench of informed community leaders who can shape conversations about HIV, aging, criminalization, and justice. The Council recognizes people aging with HIV not simply as recipients of services or subjects of policy, but as experts, advocates, and leaders whose knowledge is essential to developing solutions that allow people to age with dignity, autonomy, and the resources they need to thrive.



RADICAL ROOTS AND THE PRACTICE OF LEADERSHIP

Radical Roots: HBCUs for Justice is designed to build leadership by increasing knowledge, reducing stigma, and sparking action around HIV criminalization at Historically Black Colleges and Universities (HBCUs) across the South.

In November 2025, [CHLP gathered students at Jackson State University in Mississippi](#) to talk about how HIV criminalization affects Black communities. By pairing legal education with harm reduction resources, Radical Roots offers a culturally grounded, holistic approach rooted in collective empowerment. This new initiative reflects a larger truth about movement building: leadership begins when people have the language to name injustice, connect it to their communities, and recognize their power to act.

BUILDING POSSIBILITY

Movements need strategies for the fights in front of them—and the imagination to develop new strategies before the political moment is ready for them.

Team ATAC (ADA to Attack Criminalization) is an example of how CHLP turns imagination into action. Since CHLP first convened advocates, attorneys, academics, community leaders, and people living with HIV in 2018, we have advanced the legal argument that HIV criminalization may violate federal disability rights law.

The premise is both simple and far-reaching. When states impose harsher criminal penalties solely because a person is living with HIV, they may be engaging in unlawful discrimination under the ADA.

In 2024 and 2025, that theory moved closer to becoming a coordinated national strategy. CHLP expanded partnerships with practicing attorneys, law clinics, and community advocates interested in using the ADA to challenge HIV-specific laws and enforcement practices. Through a collaboration with Northwestern University's Bluhm Legal Clinic, law students supported advocacy by developing research to help inform litigation, legislative reform, and coalition strategy.



CHLP also relaunched Team ATAC as an active network. Virtual meetings brought attorneys together to exchange information and coordinate strategy, laying the groundwork for deeper in-person planning. The goal is to build the legal infrastructure needed to identify strong cases, support local advocates, and connect disability justice to the movement against HIV criminalization.

Building possibility means refusing to accept the boundaries of existing advocacy and building the relationships, research, and legal capacity needed to turn a theory into action.

NEWS

Tennessee Removes Aggravated Prostitution from Offenses Requiring Sex Offense Registration

hivlawandpolicy.org/news



OPENING A NEW PATHWAY FOR REFORM IN TENNESSEE

For decades, Tennessee turned misdemeanor conduct into a felony solely because a person was living with HIV, forcing many sex workers onto the sex offense registry for life. In 2024, advocacy by CHLP and partners helped change that landscape. After CHLP filed ADA complaints, the U.S. Department of Justice sued Tennessee, advancing Team ATAC's argument that HIV criminal laws can constitute unlawful disability discrimination. Tennessee later removed aggravated prostitution from offenses requiring sex offense registration. These gains didn't end HIV criminalization in Tennessee, but they showed that a once-novel legal analysis could deliver concrete relief and open new pathways for reform.

FINANCIAL SUPPORT

CHLP's work is made possible through the visionary support of our individual donors and institutional funders. We cannot create the world we all deserve without this vital solidarity and support.

INSTITUTIONAL SUPPORT

AIDS United

Borealis Philanthropy

Brian A. McCarthy Foundation

Broadway Cares / Equity Fights AIDS

COMPASS Initiative / Emory University

Elton John AIDS Foundation

Elizabeth Taylor AIDS Foundation

Gilead Sciences

The Keith Haring Foundation, Inc.

Merck

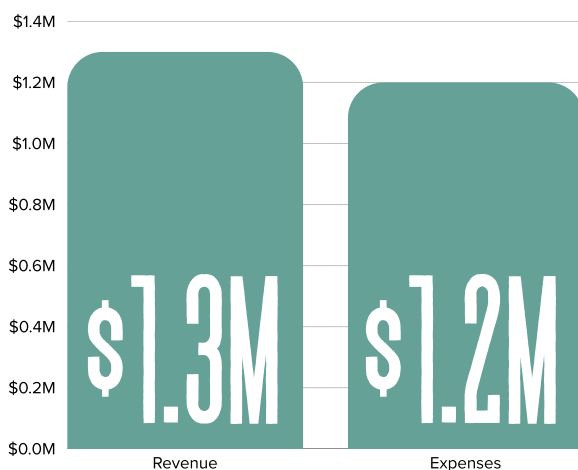
ViiV Healthcare

Wellspring Philanthropic Fund

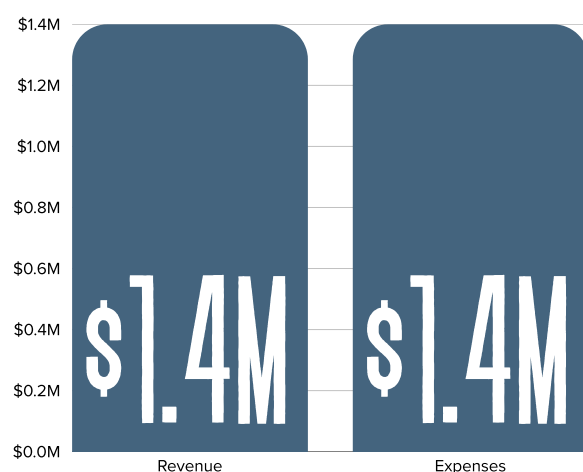
GOVERNMENT SUPPORT

New York City Department of Health & Mental Hygiene

REVENUE & EXPENSES



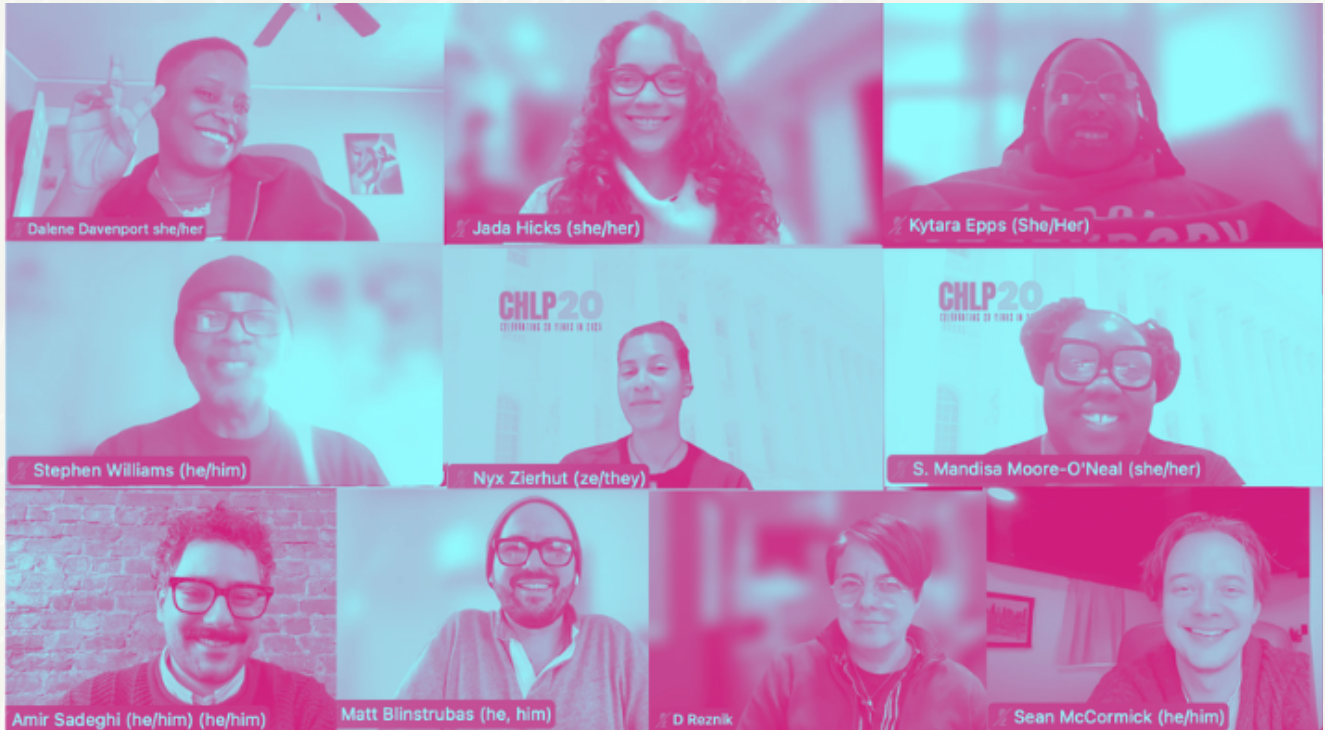
FISCAL YEAR 2024



FISCAL YEAR 2025

STAFF & ADVISORY BOARD

CHLP's staff and advisory board are geographically diverse and proudly represent Black and brown, queer, and Southern communities.



STAFF

Amir Sadeghi, Policy and Advocacy Manager

D. Reznik, Communications Manager

Dalene Davenport, Operations Manager

Jada Hicks, Senior PJP Attorney

Kytara Epps, Public Health and Advocacy Strategist

Matt Blinstrubas, Special Projects Consultant

Nyx Zierhut, Grants Manager

S. Mandisa Moore-O'Neal, Executive Director

Sean McCormick, Staff Attorney

Stephen Williams, Communications and Research Consultant

ADVISORY BOARD

Alecia Reed-Owens, Mississippi Center for Justice

Charles Stephens, Counter Narrative Project

Olivia G. Ford, The Well Project



SUPPORT OUR WORK

CHLP's vision of justice is rooted in abolitionist values and our work is possible with the support of like-minded changemakers who share our vision of radical, transformative justice.

SUPPORT CHLP'S STRATEGIC VISION AND WORK



Become a monthly subscriber or make a one-time gift securely online at hivlawandpolicy.org/donate.

Mail your donation by check to:

CHLP/NCCI
147 Prince Street
Brooklyn, NY 11201

STAY IN THE KNOW ON ALL OF OUR PROJECTS



Sign up for emails from the Positive Justice Project (PJP), our national campaign working to end HIV criminalization in the United States and the Aging Initiative, our work to respond to the unique issues faced by people living and aging with HIV.

JOIN THE CONVERSATION WITH US ON SOCIAL MEDIA



Click to follow CHLP on Instagram, Facebook, Bluesky, and LinkedIn. And watch all of our recent webinars on our YouTube channel.



www.hivlawandpolicy.org

@hivlawandpolicy