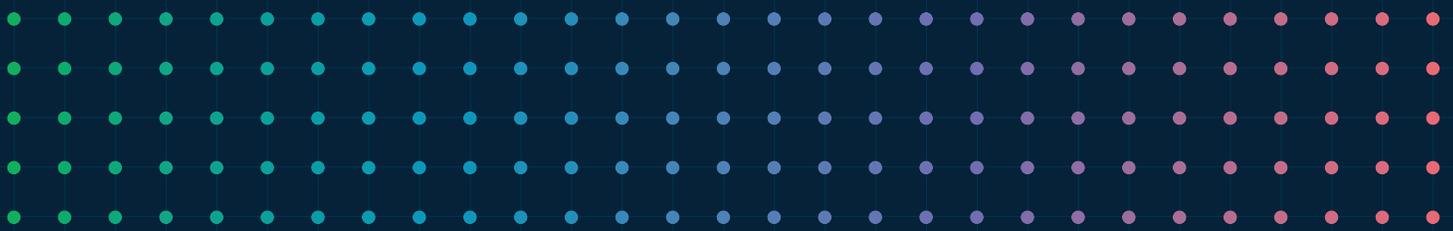


U.S. BUSINESS ACTION TO  
**END HIV**

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**2023 IMPACT  
REPORT**



PRESENTED BY



IN PARTNERSHIP WITH





## U.S. BUSINESS ACTION TO **END HIV**

U.S. Business Action to End HIV was founded in 2022 by the Health Action Alliance, with support from ViiV Healthcare, to mobilize a growing coalition of private sector partners committed to filling gaps and accelerating progress to help end HIV in the U.S. by 2030.

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The Health Action Alliance is a unique collaboration between leading business, communications and public health organizations to help employers navigate evolving health challenges, improve the health of workers and engage with public health partners to build stronger, healthier communities.

Learn more at [HealthAction.org](https://HealthAction.org).

HAA ORGANIZING PARTNERS





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# ABOUT U.S. BUSINESS ACTION TO END HIV

**We've reached a moment that many once thought impossible. Ending the HIV epidemic in the United States is finally within our reach.**

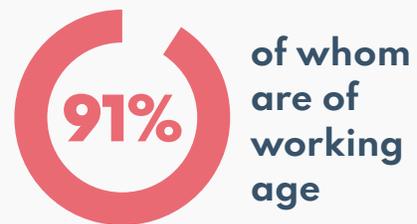
But getting there will require that all sectors of society, including business, work together to help make sure the most powerful HIV prevention and treatment tools in history reach the people who need them most.

U.S. Business Action to End HIV is a coalition of companies united by a commitment to end HIV in the U.S. by 2030.

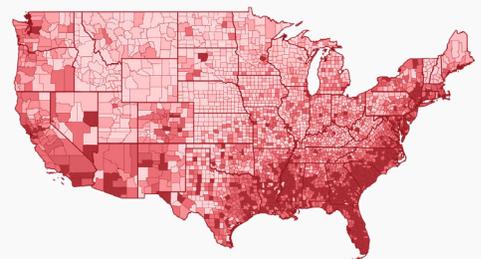
Despite significant advances in HIV prevention and treatment, the epidemic continues to disproportionately impact marginalized communities. Over 1.2 million people in the United States are living with HIV, with nearly 35,000 new infections each year. Black, Latino, and LGBTQ+ individuals, particularly those in urban areas and across the South, face systemic barriers to accessing prevention and treatment services, perpetuating the epidemic's uneven burden.

U.S. Business Action to End HIV aims to bridge these gaps by leveraging the unique strengths of the private sector to accelerate progress towards ending HIV domestically.

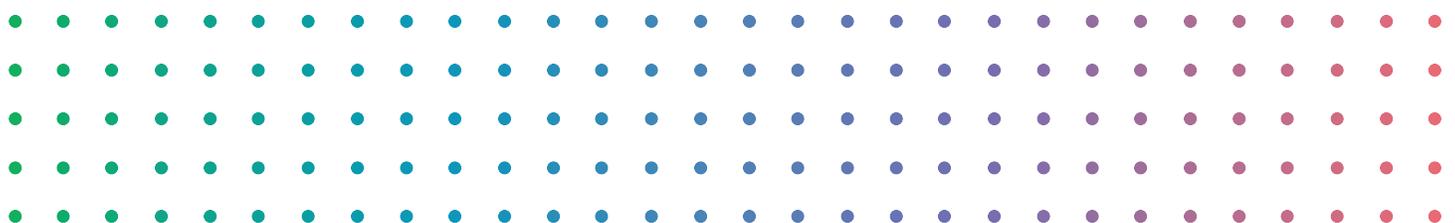
Over  
**1.2m**  
people are living  
with HIV in the U.S.



With nearly  
**35k**  
new infections  
each year



Sources: CDC, NIH, AIDSvu.org



## By joining the Coalition, companies commit to at least one of six actions:

- **LEAD ON HIV:** Publicly share corporate commitment to the Coalition and extend a call-to-action through their platforms.
- **STRENGTHEN HIV SERVICES FOR EMPLOYEES:** Review and bolster HIV health benefits and nondiscrimination policies for workers.
- **EDUCATE WORKERS AND END HIV STIGMA:** Educate employees about HIV and create psychologically safer workplaces, free of HIV stigma and discrimination.
- **ADVOCATE FOR POLICY AND SYSTEMS CHANGE:** Champion innovative public policies that accelerate access to HIV services, modernize HIV criminalization laws and strengthen public funding.
- **SUPPORT LOCAL COMMUNITIES MOST AFFECTED BY HIV:** Leverage unique expertise, infrastructure and capabilities to strengthen delivery of HIV prevention and care in partnership with existing local HIV service providers.
- **PROVIDE FINANCIAL SUPPORT:** Contribute funding to strengthen the Coalition's public health response and/or support HIV service organizations in local communities.

Member companies receive access to free communications tools, employer resources, educational events and technical support for building public-private partnerships.

By engaging the private sector and focusing on health equity, U.S. Business Action to End HIV is committed to strengthening HIV prevention and treatment while building connections to the communities who need it most.



On November 6, the Coalition co-convoked 60 business, public health, and advocacy leaders from over 45 organizations to discuss strategies for how to equitably expand access to HIV prevention services.

# HISTORY OF U.S. BUSINESS ACTION TO END HIV

The genesis of U.S. Business Action to End HIV can be traced back to 2021, when the Presidential Advisory Council on HIV/AIDS (PACHA) issued a crucial recommendation: the private sector should be more fully engaged in the fight against HIV in the United States.

In a November 2021 letter to Health and U.S. Department of Health and Human Services Secretary Xavier Becerra, PACHA Co-Chairs urged the federal government to include the private sector in achieving the goals aimed at ending the HIV epidemic by 2030. (See the letter on the next page.)

This call to action resonated with ViiV Healthcare, a global leader in HIV treatment, and the Health Action Alliance, the nation's largest private sector network of employers dedicated to improving health and well-being at work and in communities.

In 2022, the Health Action Alliance, with support from ViiV Healthcare, established U.S. Business Action to End HIV. This innovative coalition brought together a diverse group of founding corporate members, including Ada Health, Avita Care Solutions, BLK, Chispa, CVS Health, Gilead Sciences, Healthvana, Match Group, National LGBT Chamber of Commerce, OraSure Technologies, The Powell Companies Real, Tinder, Uber, ViiV Healthcare, Walgreens, and Walmart.

These founding members, representing a wide range of industries, shared a unified vision: to harness the power of the private sector to accelerate progress towards ending the HIV epidemic in the United States.

With continued support from ViiV Healthcare and additional funding from Gilead Sciences, the Coalition's membership has more than doubled in its first year. Member companies are implementing innovative approaches within their organizations, raising awareness among their external audiences, and forging new partnerships across industries and sectors. At the same time, the Health Action Alliance has raised awareness of the Coalition to its network of more than 8,000 employers from diverse industries, showcasing how additional companies can take meaningful action in combating HIV.

**This report offers an overview of the Coalition's inaugural year of impact.**



**Pictured above:** Founding member companies and public health leaders after announcing the launch of the Coalition at a White House World AIDS Day 2022 event.

**Pictured right:** Letter from PACHA Co-Chairs to HHS Secretary Becerra issuing recommendation for private sector initiative to respond to the U.S. HIV epidemic.



## PRESIDENTIAL ADVISORY COUNCIL ON HIV/AIDS

November 17, 2021

The Honorable Xavier Becerra  
Secretary  
U.S. Department of Health and Human Services

**Re: Involvement of Private Sector in the Ending the HIV Epidemic in the United States**

Dear Secretary Becerra:

We are pleased that you and the Biden administration are proceeding with efforts to end the HIV epidemic in the United States by 2030 and are devoting the necessary resources and changing policies to help meet this goal. To date, many of the activities to increase HIV prevention and treatment have centered on government-funded programs and partnering with impacted communities. To better ensure that ending the HIV epidemic is a whole-of-society effort, we urge you to facilitate the inclusion of the private sector as part of the initiative to harness their expertise and resources in helping meet the goals of ending the HIV epidemic by 2030.

We believe that the private sector can play a significant role in helping reduce new HIV transmissions and increase viral suppression. Those involved in our nation's effort to end the HIV epidemic should include those private sector entities that work directly in HIV prevention and treatment, are involved in healthcare delivery, have major employee or purchaser bases impacted by HIV, or can influence society. Harnessing their participation at both the national and local levels can help leverage the work that is already being done by governments and the HIV community across the nation while at the same time addressing the stigma that is often associated with HIV. While there are entities in the private sector that are already contributing to this effort, we believe many more would welcome the opportunity to participate if they were just asked.

**Therefore, the Presidential Advisory Council on HIV/AIDS (PACHA) urges you to work with agencies in your department and others in the Biden Administration, including the White House, to facilitate the establishment of a private sector component in the nationwide effort to end HIV in the United States.**

As part of this effort, we recommend that it include the following components:

1. An entity be established composed of diverse private sector partners that includes people living with HIV/AIDS and other affected community representatives to serve as a central organizing body to prioritize activities and share best practices.
2. Dedicate staff resources to the program and organizing body.
3. The White House and HHS should conduct periodic events to show how private sector involvement can improve the HIV response, particularly in the communities most impacted.
4. Private sector involvement should come from both traditional and non-traditional partners, including those directly involved with 1-1IV prevention and treatment, healthcare delivery, have major employee or purchaser bases impacted by HIV, or have the ability to impact and influence parts or all of society.
5. In addition to private companies, others involved should be foundations and other non-profits, unions, religious groups, entertainers, cultural and educational institutions.
6. Private sector involvement should speak to the communities most impacted and disproportionately impacted by HIV, including gay men, particularly those who are Black or Latino, Black women, transgender women, young people, American Indians/Alaska Natives, people who misuse substances, and people living in the South.
7. The private sector should help address the social determinants of health that impact HIV, including racism, homophobia, housing, poverty, education, and employment and training.
8. Efforts should be developed for both the national and local community levels.
9. Tool kits for activities should be developed, along with opportunities for recognition and measuring results.
10. The organizing body should work with HHS, the HIV community, and other HIV experts to determine the goals that can most directly accelerate the HIV response in the US and evaluate the achievement of those goals.

This letter was unanimously adopted by PACHA at its meeting, conducted virtually, on November 17, 2021. We look forward to your response and working with you and your Department on implementing our recommendations. Thank you very much.

Sincerely,

Marlene McNeese  
Co-Chair

John Wiesman  
Co-Chair

cc: Admiral Rachel L. Levine, MD, Assistant Secretary for Health, US Department of Health and Human Services (HHS)  
B. Kaye Hayes, MPH, Acting Director, Office of Infectious Disease and HIV/AIDS Policy (OIDP) and Executive Director of PACI-IA. OASH, HHS  
Harold Phillips, MRP, Director, White House Office of National AIDS Policy

# AN INAUGURAL YEAR OF IMPACT

Since its launch on December 1, 2022, U.S. Business Action to End HIV and its members have made significant strides in combating HIV and its stigma across the country.

## IN JUST ONE YEAR, THE COALITION HAS:

- Grown membership from 15 to nearly 40 companies that are actively prioritizing HIV awareness and action among their employees, consumers or communities.
- Secured commitments for over 120 specific actions from every member company, leveraging each company's resources and unique capabilities to increase HIV education, and facilitate greater access to HIV prevention and treatment.
- Launched several initiatives to establish the Coalition's infrastructure and harness the collective power of business to accelerate an end to the HIV epidemic in the U.S. by 2030, including:
  - Establishing an HIV Leadership Advisory Council to provide guidance and support, made up of nine respected leaders from diverse sectors, expertise and regions to guide the work of the Coalition.
  - Hosting a National Employer Summit to End HIV for employers in the broader Health Action Alliance community, attended by over 300 business leaders.
- Developing and distributing several employer resources to support member activations.
- Offering technical support to members as they implement their actions/programs.
- Established a Retail Pharmacy Industry Action Cohort to discuss and develop strategies for expanding the role of community pharmacies in ending the HIV epidemic.



- Launched two additional industry cohorts with HR Leaders and Employee Resource Groups across the network.
- Launched the first local chapter of the Coalition in Atlanta, providing a platform for business and public health leaders to collaborate on HIV prevention and treatment efforts.

ATLANTA BUSINESS ACTION TO  
**END HIV**  
 a Health Action Alliance initiative



- Facilitated connections between member companies, including a first-of-its-kind partnership between Uber and Walgreens to offer free, same-day delivery of HIV prevention and treatment medications.
- Engaged its membership through informative monthly newsletters, quarterly Coalition convenings, and additional informational programming on HIV.
- Collaborated closely with Harold Phillips, Director of the White House Office of National AIDS Policy, to align the Coalition’s work with the federal government’s National HIV/AIDS Strategy. Mr. Phillips recognized the work of Coalition members in the lead up to National HIV Testing Day.

- Established strategic partnerships with NGLCC, the Elton John AIDS Foundation, and other organizations to amplify the Coalition’s message and reach.
- Represented the work of the Coalition at several conferences including the U.S. Conference on HIV/AIDS and the 2023 HLTH Conference. Coalition leadership and members also participated in panels at the NGLCC International Business & Leadership Conference, the ViiV Community Summit and National Alliance of Healthcare Purchasers Annual Forum.



**These accomplishments are a testament to the power of business to drive positive change.** U.S. Business Action to End HIV is committed to continuing its work to make a lasting impact on the fight against HIV.

# COMMITMENTS IN ACTION

The success of U.S. Business Action to End HIV is rooted in the collective actions of its member companies. Each member brings its unique strengths and perspectives to the table, demonstrating a remarkable commitment to advancing the fight against HIV.

From hosting HIV education events for employees to developing innovative AI-powered chatbots, member companies have taken a range of impactful steps to address the epidemic. These actions not only contribute to the Coalition's overall mission, but also set a powerful example for other businesses to follow.

## HERE ARE HIGHLIGHTS FROM THE INDIVIDUAL STORIES OF IMPACT OUR MEMBER COMPANIES HAVE ACHIEVED IN 2023:

### **Walgreens** + **Uber**

**Walgreens** and **Uber** announced free, same-day Rx delivery of medications for HIV prevention and treatment.

The idea for this partnership hatched at the Coalition's launch event on December 1, 2022.

### **Mercer**

**Mercer** showcased the Coalition in their USHealthNews blog email to over 14,000 subscribers and in a video they are producing for their employer audience. The firm also hosted the launch event for the Coalition's Atlanta chapter.

### **CVS Health**

**CVS Health** collaborated with the Human Rights Campaign Foundation to launch Wellness in Action, bridging the gap between HIV testing and care by offering navigation services and education with community-based organizations.

The partnership will distribute 3,000 HIV test kits to community-based organizations, focused on outreach to marginalized communities.

### **Healthvana**

**Healthvana** has developed a new HIPAA-compliant generative AI chatbot to answer basic questions about HIV, other sexually transmitted infections and preventative medications like PrEP.

- "Through this partnership, we've been able to benefit from the expertise of Mario and Caroline during our 1:1 conversations, stay updated on business efforts to help end HIV/HIV prevention, learn from the experts you all have arranged during webinars, connect with other businesses that share our dedication to end HIV, and so much more!"

HEALTHVANA

### **EXCISION**

**Excision BioTherapeutics** announced positive interim safety data from its first human trial to assess safety of the CRISPR therapy EBT-101, rekindling hopes among scientists that it may be possible to eradicate the virus and cure the infection.

### **Molecular Testing Labs**

**Molecular Testing Labs** contributed to numerous senate bills intended to update policies improving access to HIV and PrEP related testing services.

For full details on each member company's commitment, scan the QR code or visit [hlthact.org/member-commitments](https://hlthact.org/member-commitments)



## Avita

**Avita Care Solutions** Chief Advocacy Officer Glen Pietrandoni interviewed Health Action Alliance Co-Founder Stephen Massey for the company's podcast The Take, capturing the roadmap that led to the creation of the Coalition.

## Walmart

**Walmart** announced the opening of 70 new Specialty Pharmacies of the Community across the country that specialize in HIV services. These locations opened with free HIV testing on National HIV Testing Day.

## Walgreens

**Walgreens** and KFF's Greater Than HIV initiative provided free HIV testing, counseling and information at more than 440 Walgreens stores across the U.S. on National HIV Testing Day.

This partnership launched in 2011 and has provided more than 82,700 free HIV tests to date.



**Gilead Sciences** and **CVS Health** partnered with the National AIDS Memorial to bring the AIDS Memorial Quilt to historically Black colleges and universities, raising awareness about HIV/AIDS and its continued impact on communities of color and marginalized populations across the South.

U.S. Business Action to End HIV | 2023 Impact Report



**Paramount Pictures** hosted an event for LGBTQ+ seniors on National HIV/AIDS and Aging Awareness Day, continuing the company's decades long commitment to the cause.

**Paramount Pictures has been an official Grand Sponsor of the AIDS Walk LA since 1985.**

- "For more than 38 years Paramount Pictures has demonstrated its commitment to educating and engaging our workforce about HIV/AIDS. This year, joining U.S. Business Action to End HIV reinforced our unwavering commitment in the fight against HIV/AIDS and allowed us to expand our network of companies and nonprofits that are also in the struggle. Innovation involves partnerships, sharing ideas and methods and we are proud to be part of an alliance that reinforces our values and has our common goal of ending HIV/AIDS."

• **PARAMOUNT PICTURES**

# COMMITMENTS IN ACTION



**Mistr** and **ViiV Healthcare** committed to providing HIV services and PrEP at zero cost sharing to all employees.

“Being part of U.S. Business Action to End HIV has allowed us the incredible opportunity to connect with the participating organizations and learn how to best leverage the Coalition in working together to end HIV through introducing our service and informing how we can support organizations through employee resources, education and local engagement.”

MISTR



**Match Group's** dating apps **BLK** and **Chispa** raised awareness about National HIV Testing Day (June 27) and connected tens of thousands of users to HIV testing resources.



BLK later partnered with the CDC's Together TakeMeHome initiative, promoting free at-home HIV test kits to its users. BLK achieved the second-highest number of orders for test kits among all partners, with an impressive 11% conversion rate.



**Ada Health** is developing new capabilities to provide targeted contextual messaging for users who come to Ada to learn about HIV, self-assess, or order tests for HIV and other sexually transmitted infections.



Since the Coalition convened retail pharmacy partners in June, **Walgreens**, **Walmart**, **CVS Health**, and **Avita Care Solutions** have been working together to collaborate on federal and state policy strategies to expand access to HIV prevention services through community pharmacies.



**Meteorite** created an HIV Workplace Policy outlining employee rights, care and support for employees with HIV and commitment to HIV prevention and education.



**NGLCC** shared information on the Coalition during two of their quarterly calls with 450+ corporate partners, encouraging participation in the Coalition and its National Employer Summit.

**FOR FULL DETAILS ON EACH MEMBER COMPANY'S COMMITMENT, VISIT [HLTHACT.ORG/MEMBER-COMMITMENTS](https://hlthact.org/member-commitments)**

Through these impressive individual company actions, **U.S. Business Action to End HIV** recognizes the transformative impact that businesses can have on public health. These efforts are not only inspiring, but also pave the way for a healthier and more equitable future for all.

# MEMBER COMPANIES

As of November 25, 2023, more than three dozen companies have committed to U.S. Business Action to End HIV, representing a broad cross-section of industries, company sizes and geographies.



# 2023 MEMBER COMMITMENTS AT A GLANCE

Company	Lead on HIV	Educate Workers	Strengthen Services	Policy Advocacy	Support Local Communities	Financial Support
Ada Health	x			x	x	
AleraCare	x	x	2024		x	
Apothecary Shoppe	x	x		x	x	
Avalere	x	x			x	
Avita Care Solutions	x	2024		x	x	2024
B Brand	2024				2024	
Biostax Corp.	x	x	x	x	x	
BLK	x	2024			x	
Chispa	x	2024			x	
CLYDE	2024	2024		2024	2024	
CVS Health	x	x	x	x	x	
Diagonal Media	x					
EMD Serono	x	2024	2024			2024
eQualityMD	x	2024	2024			
Excision BioTherapeutics, Inc.	x	2024			2024	
Gilead Sciences	x	x	x	x	x	x
Greater Phoenix Equality Chamber of Commerce	x	x		x	x	
Healthvana	x	2024	2024	x	x	2024
KEEP Health	x	2024			2024	
Let'sGetChecked	x				2024	
Match Group (representing Tinder, BLK, Chispa)	x	2024			x	2024
Mercer	x				x	
Meteorite	x	x	x			
Michael Mazzocco Events	x	x		x	x	
Mistr	x	x	x	x	x	2024
Molecular Testing Labs	x			x	x	
National LGBT Chamber of Commerce	x	2024	2024	2024	2024	
One Medical		2024	2024		2024	
OraSureTechnologies	x	x		x	x	
Paramount Pictures	x	x	x	2024	x	2024
Pfizer	x					
The Powell Companies Real	x	x		x	x	
Specialized Occupational Therapy Services LLC	x	2024		x	x	
Thirty Madison	2024	2024	2024		2024	
Tinder	x	2024			x	
Uber	x				x	
ViiV Healthcare	x	x	x	x	x	x
Walgreens	x	x	x	x	x	2024
Walmart	x	x		x	x	

Member company commitments are current as of November 30, 2023.

"x" in the chart above denotes commitments for 2023 actions. 2024 denotes commitments for 2024 actions.

# 2023 HIV LEADERSHIP ADVISORY COUNCIL

U.S. Business Action to End HIV is privileged to be guided by our HIV Leadership Advisory Council. This esteemed body of leaders provides a wealth of experience and expertise to both the Coalition as a whole and individual members as they take actions toward ending the HIV epidemic in the United States.

These leaders convened quarterly in 2023 to provide feedback on program direction, and members of the Council have advised individual coalition member companies on their HIV programming.



**DR. EUGENE MCCRAY**  
Chair  
Former Director,  
Division of HIV  
Prevention, **CDC**



**MEGAN CANON**  
Syndemics Manager,  
**Colorado Department  
of Public Health and  
Environment**



**BISHAR JENKINS JR.**  
Board Member,  
**AIDS United**



**JEN LAWS**  
President and CEO,  
**Community Access  
National Network**



**DR. TAIMUR KHAN**  
Physician/Associated  
Medical Research  
Director,  
**Fenway Health**



**DR. STEPHEN LEE**  
Executive Director,  
**National Association  
of State and Territorial  
AIDS Directors  
(NASTAD)**



**MARIO J. PÉREZ**  
Director, **LA County  
Department of Public  
Health Division of HIV  
and STD Programs**



**KATIE RUTHERFORD**  
Executive Director,  
**Frannie Peabody  
Center**



**CARL SCHMID**  
Executive Director,  
**HIV + Hepatitis Policy  
Institute**





Learn more by scanning the  
QR code or visiting us at  
[HealthAction.org/endHIV](https://HealthAction.org/endHIV)



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