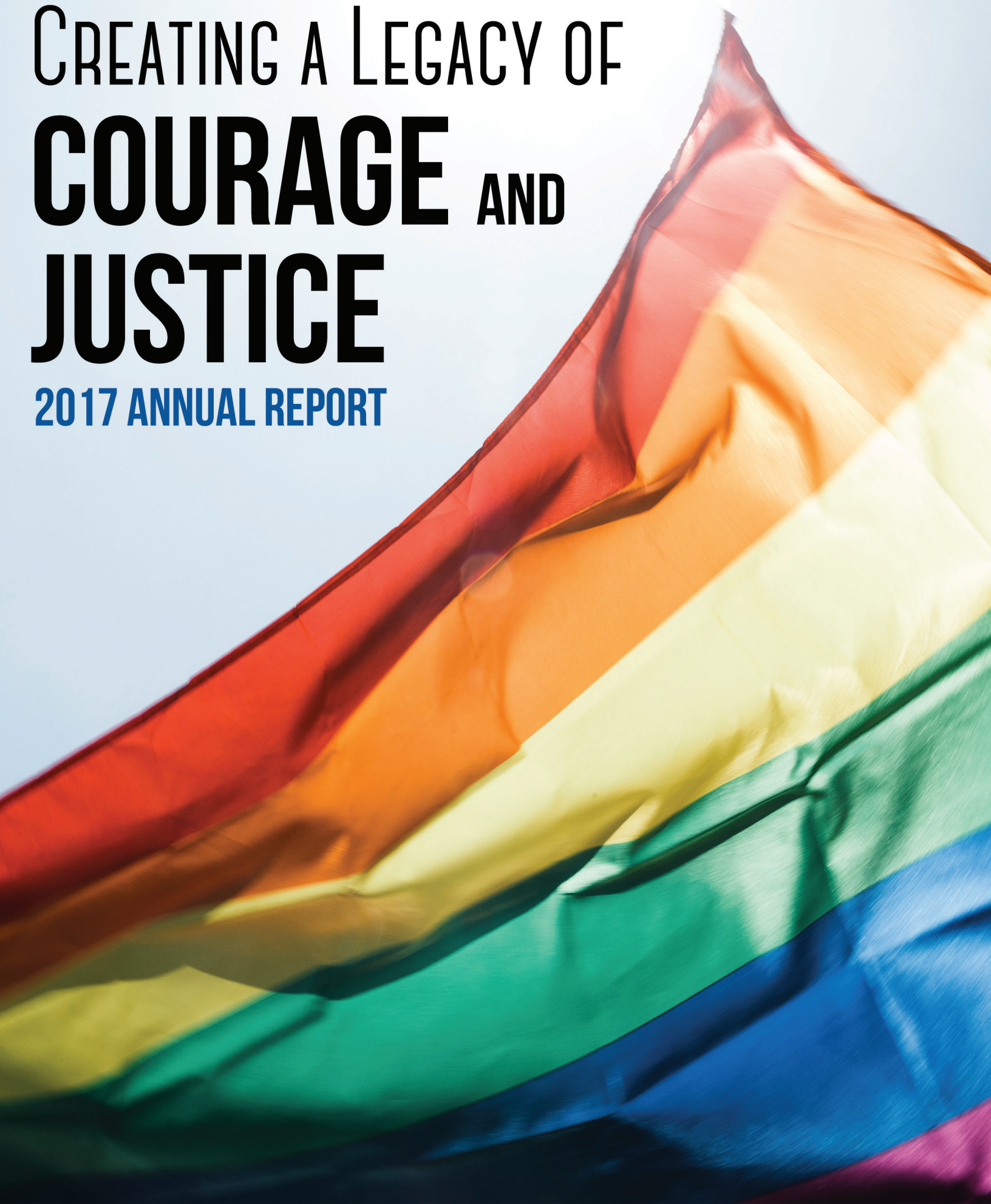


CREATING A LEGACY OF **COURAGE** AND **JUSTICE**

2017 ANNUAL REPORT





J-FLAG

EST. 1998

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ABOUT JFLAG

J-FLAG is a human rights and social justice organisation which advocates for the rights, livelihood and well-being of lesbian, gay, bisexual and transgender (LGBT) people in Jamaica.

Our work seeks to build a Jamaican society that respects and protects the rights of everyone. Our board and staff are committed to promoting social change, empowering the LGBT community, and building tolerance for and acceptance of LGBT people.

Since 2012, the organisation has been operating under five broad objectives:

1. Increase public tolerance and understanding of LGBT peoples
2. Transform J-FLAG into an effective umbrella group to improve service to the LGBT community
3. Create the foundation for legal reform
4. Increase organisational Sustainability
5. Improve community engagement and mobilization

In pursuit of these objectives, the following strategic approaches are being used:

1. Create a powerful J-FLAG brand whose promise is that

- of a caring, value driven organisation dedicated to promoting inherent human dignity and the right to be.
2. Strong, proactive leadership of the LGBT Community.
3. Collaborate with other human rights groups and stakeholders in pursuit of incremental gains against all forms of discrimination.
4. Create a culture of excellence that attracts creative, high-calibre personnel who will develop efficient operating systems and a buoyant stream of donors.

Mission

To promote social change by empowering the Jamaican LGBT community and build tolerance for and acceptance of the LGBT community by the wider Jamaican society

Vision

The creation of a Jamaican society that respects and protects the human rights and inherent dignity of all individuals irrespective of their sexual orientation and gender identity: A Jamaica where there is the freedom to be, for all people.

Values

J-FLAG promotes the values of all-inclusivity, diversity, equality, fairness, and love. These values are at the heart of all we do, as we seek to become effective agents of social change.

J-FLAG IS A HUMAN RIGHTS AND SOCIAL JUSTICE ORGANISATION WHICH ADVOCATES FOR THE RIGHTS, LIVELIHOOD AND WELL-BEING OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) PEOPLE IN JAMAICA.

BOARD OF DIRECTORS

Ivan Cruickshank, MSc., BSc.

Chairperson
Finance Manager
Caribbean Vulnerable Communities Coalition

Charles Barrett, MBA (Dist), PGCert., BSc.

Group Marketing Director
Jamaican Teas Ltd. and
Managing Director
Advertising Advantage

Kerry Jo Lyn, PMP, MSc., BSc.

Director
Astrea Lesbian Foundation for Justice

Anthony Hron, MSc., BSc.

Sannia Sutherland, MSc., BSc. (Hons)

Programme Coordinator
Caribbean Vulnerable Communities Coalition

Patrice Smith Sterling,

Grants Manager
Jamaica-Local Partner Development Project



MEMBERS OF STAFF

Dane Lewis, BA, Dip.

Executive Director (on secondment)

Jaevion Nelson, PhD (Candidate), MSc., BSc.

Acting Executive Director

Latoya Nugent, MSc., PGDip, BA (Hons)

Director, Partnerships, Education & Training

Rochelle McFee, MSc. (Dist), BSc. (Hons)

Monitoring & Evaluation Specialist

Joan Dawson-Bryan, BSc (Candidate)

Acting Finance & Operations Manager

Neish McLean, PGDip (Dist), BSc. (Hons)

HIV Coordinator/Project Manager

Chevelle Campbell, MSc. (Candidate), BSc.

Youth Coordinator/Project Manager

Glenroy Murray, LEC, LLB (Hons)

Policy & Advocacy Manager

Suelle Anglin, BA (Candidate)

Media & Community Mobilization Manager

Shadeana Mascull, BSc. (Candidate)

Support Services Officer

Elton McDuffus, BA (Hons)

Procurement Officer

Marlon Walcott, MSc., BSc.

Programme Officer

Christina Clarke, BSc (Candidate)

Programme Assistant

Kevenne Martin, BSc.

Programme Assistant

Raihn McNish, BSc.

Administrative Assistant

TOP 10 ACHIEVEMENTS IN 2017



2017, though seemingly uneventful, was a successful year for lesbian, gay, bisexual and transgender (LGBT) Jamaicans. It should be dubbed the Year of Unexpected Allies given all the support LGBT Jamaicans received when they least expected it. From outspoken pastors to unflappable politicians, there continues to be an increase in the number of persons who are willing to stand up for the respect and protection of the rights of LGBT Jamaicans.

1. LGBT Jamaicans stage Two Gay Pride Celebrations

Pride in Jamaica has continued to be a revolutionary movement/celebration which has allowed LGBT Jamaicans to demonstrate their resilience, self-love and unmitigated Jamaicanness. For three years the events have been a space to show that one can be successfully LGBT and Jamaican in Jamaica. In 2017, both Mobay Pride and PRiDE JA had the largest turnout and occurred incident-free with support from a number of private and public-sector entities.



2. Minister of Justice Calls for Buggery Laws to be Amended

Minister of Justice, Hon. Delory Chuck comes out as a leader in the region for amending the buggery law in a keynote address at the Pan Caribbean Partnership against HIV and AIDS (PANCAP) Regional Parliamentarians Forum in June. In his speech he charged his fellow Caribbean leaders to take steps to challenge the dominant positions held by the Church in favour of retaining the law. Later that month, after facing criticism locally he clarified in a meeting with some church leaders that despite his personal views, he does not support criminalization of consensual anal sex between adults.

3. High Profile Church Leaders Support Buggery Repeal

High profile members of the church community in Jamaica have signaled support for the amendment of the buggery law to decriminalize consensual sexual activity between adults. In a surprising move, Bishop Howard Gregory, Head of the Anglican Church in Jamaica and the Cayman Islands, and Rev Garnett Roper, President of the Jamaica Theological Seminary, caused a firestorm of controversy when they broke rank from dominant voices within the church community to

emerge as champions for decriminalization and the rights of LGBT Jamaicans.

4. Minister of Health Demands Fair Treatment of LGBT Jamaicans in Healthcare

Minister of Health, Dr. Christopher Tufton championed equal treatment in public health service delivery. At cocktail reception hosted by J-FLAG in August, he highlighted that stigma and discrimination against minority groups, including the LGBT community will not be condoned. He declared that “the health of all Jamaicans regardless of their race, religion or sexual preference is of utmost importance.”

5. Government Lets LGBT Voices be Heard

The current administration has demonstrated a willingness to include the LGBT community and advocates in various policy and decision-making processes. Of note, is the invitation to J-FLAG to make recommendations in Parliament regarding the Sexual Offences Act and other related Acts, participate in the consultations around the National Identification and Registration Authority Bill and recommend representatives to sit on the National Youth Parliament.



6. Private Sector Funds Gay Events

There has been a significant increase in the level of support from private sector entities for the local LGBT movement in comparison to 2016. More than fifteen private sector companies, up from four, provided cash and in-kind support for LGBT related events and activities hosted by J-FLAG which totaled over \$2.5 million. This demonstrates greater leadership and commitment within the sector for respect, equality and non-discrimination in a more visible and tangible way.

7. Minister of Tourism says Jamaica open to LGBT Tourists

Edmund Bartlett, the Minister of Tourism, in an unprecedented statement in November stood up as a leader in the region when he indicated Jamaica welcomes LGBT tourists. At the International Travel Crisis Management Summit in London, Bartlett highlighted that "LGBT travelers should feel relaxed traveling to Jamaica. It's tourism for all in our country, regardless of gender, religion, handicap, or sexual orientation."

8. The UWI takes leadership on LGBT issues

The University of the West Indies continued to provide space for much needed scholarly and other discussions around gender and sexual diversity and what it means to be LGBT in Jamaica and the wider Caribbean. Of note is the Beyond Homophobia Conference which was

hosted by the Institute of Caribbean Studies and Department of Sociology, Psychology and Social Work in partnership with J-FLAG. The Faculty of Law provided J-FLAG with space to host its inaugural two-day PRiDE JA Conference in August.

9. Media Continue to Support Non-Discrimination and Removal of Antiquated Laws

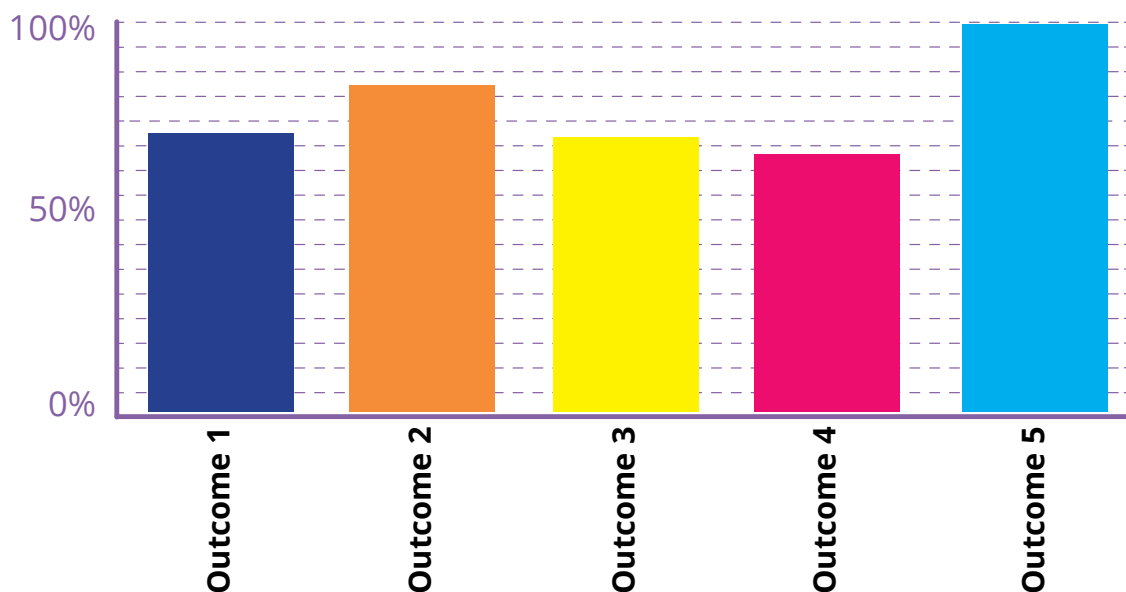
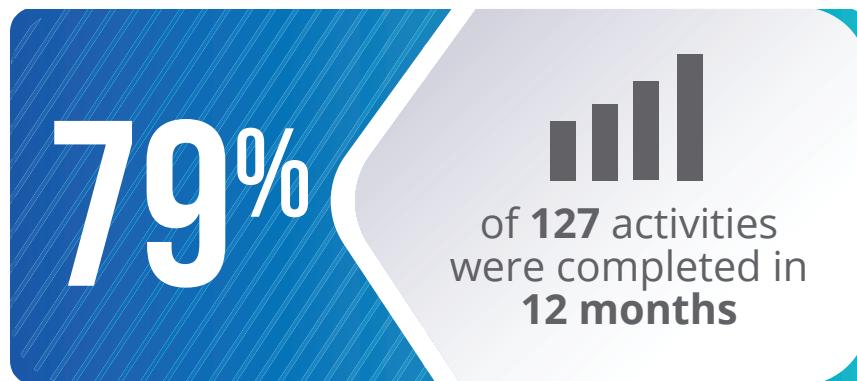
Jamaican media entities continue to provide space for critical discussions around equality, non-discrimination and the rights of LGBT Jamaicans using various platforms such as talk shows, radio interviews and publishing of letters to the editor and opinion editorials. In 2017, there were various instances in which media personalities expressed their support for the community as well as invited community leaders to provide their perspectives on issues of national development.






10. Near Unanimity Among Civil Society for Equal Protection for Sexual Offences

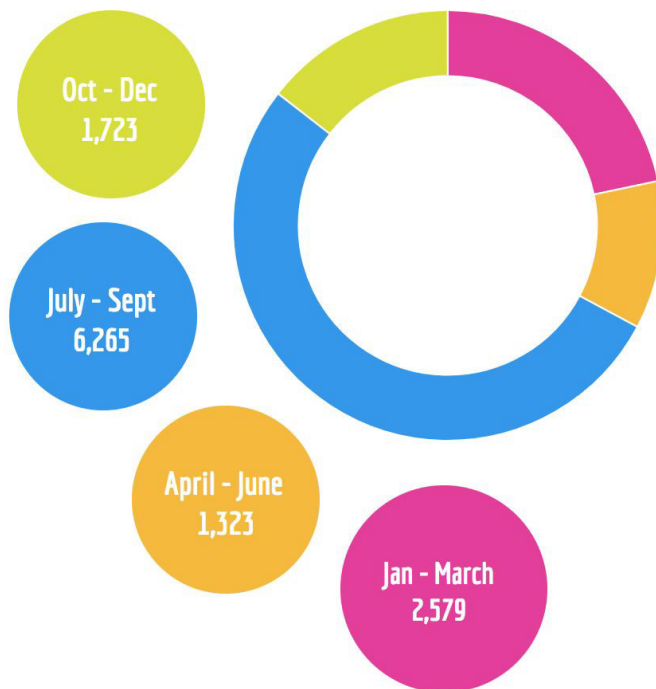
During the Parliament's review of the Sexual Offences and other related Acts, the majority of civil society organizations who made recommendations to Parliament asked that the definitions of sexual intercourse and rape be expanded to cover various forms of sexual abuse as well as for rape to be a gender-neutral offence. This demonstrates civil society's general support for laws which better protect all Jamaicans from the various of sexual violence they suffer.

2017 SNAPSHOT

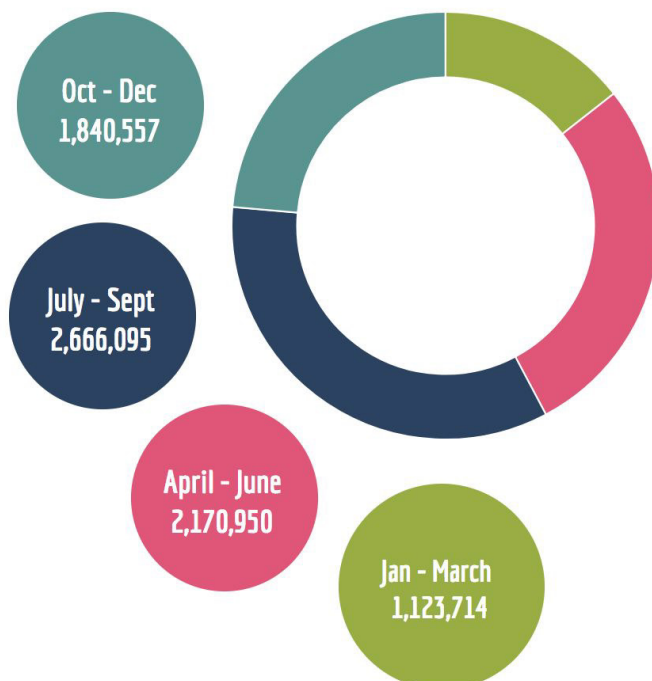
IT'S BEEN AN AMAZING YEAR



-  **72.5%** **Outcome 1 - Increase Public Tolerance**
37 of the 51 activities completed
-  **86.6%** **Outcome 2 - Service & Technical Assistance**
13 of 15 activities completed
-  **72.7%** **Outcome 3 - Policy & Legal Reform**
8 of 11 activities completed
-  **70%** **Outcome 4 - Organisation Sustainability**
19 of 27 activities completed
-  **100%** **Outcome 5 - Engagement & Outreach**
23 of 23 activities completed



— WE REACHED —
11,890
DIRECTLY THROUGH OUR
ACTIVITIES IN 2017



— WE REACHED —
7,801,316
PEOPLE ONLINE IN 2017



RURAL ENGAGEMENT



The increase in visibility on our social media platforms reaching over 7 million people in 2017, we have created and maintained an accessible line of communication with the community. This strategic increase in visibility has also allowed us to build partnerships with other organizations and participate in civic responsibilities. We have, through different community and outreach activities, created spaces for LGBT Jamaicans living in rural areas to contribute to national outcomes especially regarding the environment. Centring our programmes and activities around rural participation, we have managed to maintain a presence among rural LGBT community members.

2017 saw us hosting two beach clean-ups; one in Montego Bay and Bluefields, Westmoreland, an outreach activity at the Open Heart Mission, participation in the Mobay City Run, two twitter party themed 'Addressing barriers to healthcare in rural Jamaica' hosted in Montego Bay and Ocho Rios, #PrideJa2017 Movie Night in Bluefields, Westmoreland, the Youth for Integrity town hall in Montego Bay and Labour Day outreach activity in St Elizabeth. In total, we reached 300 people in four parishes. We remain committed to rural engagement and hope to surpass what we have been able to accomplish in 2017.



2017 IN PHOTOS



PRIDE IN JAMAICA



#WhyWePRiDE

The third annual PRiDE Jamaica was held from August 1-7 under the theme Celebrating LGBT Life & Culture in Jamaica, the Caribbean & the Diaspora. The LGBT and ally community seized the opportunity to reflect on the journey, mark the strides, and chart the way towards a new era of advocacy.

Each year, PRiDE brings together, and purposefully engages LGBT people and allies in meaningful dialogue and discourse, celebrating talent and creativity within the LGBT community, showcasing LGBT owned and LGBT friendly businesses, and creating opportunities for LGBT people across the world to demonstrate a commitment to Jamaica's growth and development through service and money.

The events, namely the inaugural PRiDE JA Conference, a sports day, wellness fair, family fun day, open mic, concert, bonfire, a day of service, breakfast party, a cooler fete on the beach and This Side of Paradise hosted by our affiliate WE-Change were held in Kingston & St Andrew, Westmoreland and St Ann.

This was our biggest and best staging of pride; patrons, partners, event promoters, and volunteers alike have expressed gratitude and happiness at being able to contribute to, and participate in the efforts to execute this week-long slate of activities. We reached just under 5000 LGBT people and allies and received sponsorship from twenty-seven private citizens and entities, businesses and organization.

PrideJa2017 reminded me how important it is to care, to be kind, and most importantly to love. It exposed the great existence of homophobia and transphobia, but it brought a community together even more to trample the hate..... Pride brought about laughter. It made us put aside our woes, even if it was for a week. It rekindled love, friendships and the pleasure to be our brothers' keepers... Pride 2017 brought me HOME.

The events most attended by respondents were the Pride Sports Day (80%) and the Cooler Fete (74%). Just under 50% of respondents also supported the open mic (48%), concert (46%), Family Fun Day (46%) and the Breakfast party (44%). The Pride Conference had 35% attendance from the persons surveyed. The events least attended by the sample were the Day of Service (18%), Movie Night and Bonfire (3%) and the Wellness walk and Health Fair (15%). 60% of persons said that were very satisfied; 30% said they were satisfied and the remaining 10% said they were somewhat satisfied. 80% of said they either felt extremely safe (39%) or very safe (41%) at the events, the remaining 20 percent of respondent said they felt somewhat safe. There were two other categories in this question, that is, "not so safe" and "not at all safe"; both options had zero responses.

PrideJA 2017 was very important to at least 90% of respondents, 62% of whom had been to Pride JA in previous years. The results showed that persons who patronized pride were mostly persons who had been to previous J-FLAG events (87%). Of the 38% of persons attending pride for the first time 13% were also attending a J-FLAG event for the first time.

50% of survey respondents rated the events as being excellent, 38% said they were very good, 7% said they were good and 5% said they were fair. These scores almost mirrored the scores that respondents gave the organization for its work since January 2017; 52% felt it has been excellent, 34% very good, 10% good and 4% felt it has been fair.

COURTESY CALLS WITH POLICY & DECISION-MAKERS AND KEY INFLUENCERS

We convened nineteen meetings between May 15 – 31 with parliamentarians, leaders in the private sector, members of the diplomatic corps, educators, heads of agencies, a minister of religion who are involved in the media and communication, education, security, political activism, religion, diplomacy and corporate management and thirty-three LGBT Jamaicans and allies.

These meetings provided an important space for both the LGBT Jamaicans and allies who came to share their experiences and challenges and the policy and decision-makers as well as influencers with whom they met. For the community and ally representatives, many had not participated in a high level meeting and many had their own fears and anxieties regarding how to engage with political representatives and business leaders.

For the decision-makers, several were unaware of issues related to trans-identity or specific instances or laws which negatively impacted the rights of LGBT Jamaicans. After the exchanges, a majority of which were positive, members of the community left feeling hopeful for the future of Jamaica and the decision-makers expressed appreciation for the opportunity and several requested further engagement in the near future given our shared goals of human rights protection, social justice and national development.

I [attended] the meeting... with Peter Bunting [on] Monday May 22 at 11am. I was nervous for this meeting because I wasn't as prepared like I was for the [other] meeting, minimum research but I did watch his political commentary series Probe.

A feeling of anxiety came over me when he came in, I didn't know his position pertaining to the LGBTQI community; constantly thinking about, "what if he says something homophobic, ignorant or insensitive to the point where I feel like I have to jump over the table to grab him". Surprisingly it went well, he's very understanding, open minded and I could see that Mr. Bunting genuinely wanted to learn more about the community and the issues we face, I appreciated that; the butterflies left and I started to participate freely in the meeting.

All in all, it was a very interesting experience, it shows the importance of these IDAHOT meetings, seeing that the issues affecting the LGBTQI community are placed at the forefront; tearing barriers down and putting stereotypes in check. Even though Jamaica is considered a homophobic country, we have allies all over, some may not blatantly show their support, but they're there and for that I'm grateful.

Milliesha Manley

HEALTH PROJECT

We continued our collaboration with the Ministry of Health and the National Family Planning Board to help create a healthcare system that provides non-discriminatory and accessible services for LGBT Jamaicans as well as other vulnerable and marginalized groups. 400 healthcare workers were trained to increase their knowledge and awareness about the rights of LGBT persons to accessing HIV prevention, treatment, care and support services as well as other health services. Technical assistance was provided to the four Regional Health Authorities to improve their use of social media and develop strategies to reach key populations.

Other activities included 400 people being sensitized around human rights and the government's Client Complaint Mechanism in healthcare facilities across the island, a study among 200 gay, bisexual and other men who have sex with men around access to condoms and lubricants, and new educational materials, including some that gave particular attention to the health and well-being of persons of trans experience as well as lesbian and bi-sexual women were developed for healthcare workers and LGBT people.



The training made me more aware of the struggles that members of the LGBT community face. It made me more sensitive to their needs and opened my resolve to be more understanding and accommodating. I am grateful for the knowledge, it made me more approachable to people that are very close to my heart that had been hurting because they had to hide themselves. When I spoke to them about my experience, they found an outlet to freely establish their true selves. Now saying the words “Love is Love” means so much more to me personally.

Kimeisha Richards

THE 5TH ANNUAL LARRY CHANG HUMAN RIGHTS SYMPOSIUM



The 5th Annual Larry Chang Human Rights Symposium was hosted on Wednesday, May 17, 2017 at the Jamaica Conference Centre in recognition of the International Day Against Homophobia and Transphobia (IDAHOT).

An estimated 180 people were in attendance, which represents a decrease over previous years primarily due to hesitation of some people to attend an LGBT event in Downtown, Kingston after sunset. We are pleased that the event was successful and incident free. And we believe successfully hosting a public event Downtown signals that attitudes towards LGBT people may be changing or is not as severely hostile as widely believed.

The symposium explored the diverse ways in which LGBT people in Jamaica continue to challenge homophobia and carve out safe spaces for the community with the support of friends and allies, through entertainment and culture, and in business.

The community was delighted that we were able to bring home Larry Chang and Javed Jagai for the symposium, given their unquestionable and invaluable contribution to the Jamaican LGBT movement - Larry since the 1970s and Javed more recently. The symposium was hosted under the theme Celebrating LGBT Life & Culture. Larry Chang (pictured on the left), in whose honour the symposium is named, was the Keynote Speaker. The event also featured two panels, which were headed by Javed (pictured below): Celebrating Friends, Allies & Support Systems and Celebrating Entertainment, Culture & Business.

Symposium hashtag - #IDAHOT2017JA was the most popular hashtag on Twitter during and following the event, with high interaction, reach and impressions.

Panel 1: Celebrating Friends, Allies & Support Systems

The first panel explored the role that allies and systems of support play in the lives of LGBT people - personally and as advocates. The panelists were keen on reminding LGBT people that it was important for them to curate safe spaces for self and community, and in doing so call out bigotry when they see it and when they hear it. They also noted LGBT people that mainstreaming was equally important to movement building since it bridges the divide and rubbishes the claim that issues affecting LGBT people are issues related only to their sexual orientation and gender identities. They noted the value of inclusive dialogue that also reminds the rest of the society that we live in communities outside of the LGBT 'community'. One panelist noted that allies often serve to open spaces for critical conversations about LGBT issues, including media spaces. LGBT people were cautioned, however, about the hostile approach of some media actors who sometimes almost demand that LGBT people defend their humanity in media conversations - a dehumanizing practice that we have not sufficiently criticized perhaps because the movement needs the mainstream media to change societal attitudes and perception.

Panel 2: Celebrating Entertainment, Culture & Business

The second panel focused on the business of entertainment and how it creates safe spaces for those who may need it most within the LGBT community. This was the first time at a symposium that we were exploring conversations that celebrated entertainment and the central role of entertainment businesses and promoters to building and sustaining the Jamaican LGBT movement. Entertainment, particularly party spaces are liberating for LGBT people who may have no other space in which they can be their authentic 'queer' selves, and party promoters should be acknowledged for facilitating this. Party promoters create visibility for the LGBT community, bring the community together even across class divides, and push the envelope in their own way; they were instrumental in the success of the second staging of #PRIDEJA in 2016. The panel discussion also raised the issue of how progress for LGBT people is measured in Jamaica to ensure cultural accuracy and a true representation of the resilience of LGBT Jamaicans who live in Jamaica and those who have migrated. Many foreigners have an incorrect impression (or at least not the whole picture) of Jamaican LGBT life and culture, and create international indicators of success such as marriage equality and removal of 'buggery laws', which are limiting and locally flawed. The discussion left the audience with much to ponder, and doubled as a reflection on the work of the organization and its partners to date.

Keynote Address by Larry Chang

Larry Chang, who was returning to Jamaica for the first time since seeking asylum 17 years ago delivered the keynote address, which highlighted much of the rich Jamaican LGBT heritage that is often not discussed. He

spoke about the work of the Gay Freedom Movement and his role in leading that LGBT consciousness and awareness raising movement in the early 1970s until the 1980s when Jamaica AIDS Support (now Jamaica AIDS Support for Life) was birthed. Jamaica AIDS Support was a response to the increased prevalence of HIV and AIDS and the impact it was having on men at the time. He spoke about the interesting positioning of the church as a haven for many LGBT people, and referenced the church as an incubator of sorts for the community. In his presentation he also reminded us of how central LGBT party spaces have been to the movement and that they in fact preceded the organised LGBT advocacy movement. The Gay Freedom Movement represented the beginning of the organizing of the LGBT movement with its Gaily News (newsletter) - often produced from out of Jamaica Information Service offices, speakers' bureaus, youth and other programmes, community outreach, providing clinic services and media engagement. He reiterated much of what was discussed in the first panel regarding the hostility of the media, and that while they had friends or allies in media, as a group, the media was not friendly. He took the audience down memory lane of his time in Jamaica and walked us through the vibrant LGBT culture of the 70s and 80s and how it changed and became more hostile over the years. This is what led to his decision to seek asylum — following threats on his life stemming from his increased visibility and activism. Before leaving the podium, Larry had words of praise for J-FLAG and its tenacity in moving the LGBT movement forward over the years.

The symposium was well received and quite insightful. It was a space that gave voice to many issues, concerns and bold actions taken by the community over the years. And as one person tweeted: "So proud of our amazing young people at @EqualityJa and partnering organizations. Proud to celebrate #IDAHOT2017JA from afar."





WE A ROCK JAMROCK

The #WeARockJamRock campaign was created to showcase the Jamaican LGBT community, both locally and in the diaspora, who are making strides in their respective fields.

Over the course of the year, ten stories were published about the lives, progress and achievements of LGBT people, including award-winning author, Nicole Dennis-Benn, entrepreneur Nicole aka Nikki Fetish, community leader and party promoter, Latoya Brown, owner of VERGTV and organizer of one of the biggest women empowerment events, #ThouArtWoman in Fort Lauderdale, Ghenete Wright Muir, Educator and Jamaican caterer living in Sweden, Jason Holness, and dance instructor and HIV advocate, Ricardo McKenzie.

#WeARockJamrock tees were also done to promote greater visibility of the initiative and the LGBT community offline. The shirts were spotted at different mainstream entertainment events such as Beach Jouvert and other Bacchanal events.

There was a great deal of discussions online, reaching a total of 703,245 persons, with 490 comments and 351 shares online including Facebook, Twitter and Instagram about the features which helped to visibilize and increase the number of role models in the LGBT community.

PROTECTING LGBT PEOPLE WHO ARE POOR AND VULNERABLE



J-FLAG formally expanded its advocacy focus into the realm of social protection and sought to investigate and identify the gaps in the policy framework and service delivery which may limit access to the LGBT community. We reviewed the government's Social Project Strategy and National Policy on Poverty (Green Paper), documented barriers and challenges in accessing services, conducted a mapping of available social services, capacity building trainings, sensitization sessions, developed educational and promotional materials, created advocacy briefs, and improved our referral system.

The research uncovered that the policy framework had a limited conception of social protection and vulnerability which meant that the realities of LGBT persons and other vulnerable groups were not fully considered. We found there was a general lack of awareness as a result of poor to no promotion of services by the Government. Four advocacy briefs were developed to address the limited conception of social protection and address the need to expand the focus of social protection. Sensitization sessions were held with 32 members of the LGBT community and staff at NGOs and 28 service providers employed to the government participated in the capacity building training. 16 IECs were created and shared across our social media platforms as well as a short video promoting the available government services as well as among our partners in government and civil society.

The project has acted as the lightning rod for a shift in J-FLAG's core advocacy, placing a greater focus on the socio-economic challenges faced by members of the community and the state's response to these challenges. 2018 will benefit from the foundation started by the work done here.



JFLAG CARES

We mobilized over 155 persons from the LGBT and ally community to participate in 9 volunteer and outreach activities such as painting schools and homes, preparing and delivering care packages, and cleaning up our beaches in 3 parishes.

With 230 persons registered as volunteers we provided opportunities for them to support individuals and communities in need while developing a sense of pride in themselves through their contribution and upliftment of these communities across the country.

Some of the major activities our volunteers were engaged in where the National Labour Day projects at Slipe Leased Primary with Jamaican Teas and The Ward Theatre with the Kingston & St Andrew Municipal Corporation, Pride Day of Service, beautification of a school in rural Jamaica and various Beach Clean-ups across the country.

The PRiDE JA Day of Service continues to be a part of our outreach activities Three projects were completed for the Pride Day of service activities The team painted the Mary's Child Home for teenage mothers, made and distributed over 500 hundred sandwiches across Kingston to children's homes, people who are homeless and conducted a beach clean-up at the Sirgarny Beach in Rockfort, St Andrew. The team also participated in a beautification project at the Rosewell Primary school in Rural Clarendon, Volunteers from the youth Project spent the day planting a new garden to increase the astetic appeal of the learning environment for the Children.

Being a part of the project during pride week to paint the Mary's Child Home was an awesome experience. It was fascinating to see members of the LGBT community come together and lend a helping hand to others who need our support. It showcased unity for me as I then realized that not only were the members of the community coming together but also that we were helping another group of vulnerable people. It also proved to myself and others that members of the LGBT community care about others. In addition to this it helped to paint a positive picture for our community, which for me is a lot.

Stephon Duncan

WE-CHANGE

This year has seen WE-Change become a leading voice in advocacy around sexual violence. It started with the controversial and far-reaching #SayTheirNames campaign which encouraged survivors of sexual violence to speak up about their experiences and identify their abusers in whichever spaces they found most suitable. The widespread impact of the #SayTheirNames campaign brought significant attention to sexual abuse of adolescent girls in the home, community and church. WE engaged traditional media across print, radio and televised platforms to increase awareness about the gaps in laws, policies and the legal system which perpetuated rape culture and sexual abuse with impunity.

The #SayTheirNames campaign led to the establishment of the Tambourine Army, our sister activist and advocacy organization, whose mandate included providing safe spaces for survivors of sexual violence and calling for changes at the community and governance level to improve the societal response to sexual violence. The Tambourine Army has since facilitated healing circles, hosted Black Sauna Radio, conducted the March 11 March against sexual violence and has had several teach-ins around various pieces of legislation such as the Cybercrimes Act.

WE-Change has continued on their work to build the capacity of LBT and ally women to participate in social justice advocacy. The flagship Social and Economic Justice Advocacy Training Programme has seen the completion of two successful cohorts and the third cohort of 15 women complete their training in 2018. In addition to the SEJ Programme, WE hosted our staple events such as #HerLegacy to celebrate the contribution of older women within the women's movement that is largely undocumented, #OrangeLights to provide a safe space for survivors to share their stories of struggle and survival as a way of building community and sisterhood and the Violence Against Women Awareness Walk.

WE have contributed to the Equality for All submission to parliament calling for greater protections under the SOA and DVA as well as the NIDS Committee. WE have led and participated in several online awareness raising efforts including #EqualRightsJA, #SheShouldRunJA, #WageNWar and Money Justice Live.



PRIDE MAGAZINE

Pride Ja Magazine is becoming a familiar brand within the LGBT community and amongst allies. Our online community continues to expand, including among individuals in the Diaspora.

Three issues have been published - one in January, the Creative Millennials, the Pride issue in August and Heirs to the Agenda in December which have read 30,000 times on Issu. We added sections an entertainment, a beauty and skincare, financial, health and fitness and fashion sections to the content line-up. Well-known professionals such as Marlon Campbell, a Financial Advisor with Sagicor Investments, Fashion Blogger, Ashley and Jermaine Williams, Make-up artist and popular beauty blogger joined the list of contributors. These changes have resulted in the publications receiving rave reviews.

We have attended and provided photo coverage for over 20 popular events such as Beach Jouvert, Xyamaca launch and other Bacchanal events. This as a result of a media access application that we applied for and was granted.



TRANSWAVE JAMAICA

TransWave Jamaica had a number of support group sessions, one-on-one therapy support, TransActive events, social media campaigns, sensitization sessions and advocacy workshops aimed at promoting transgender health and well-being.

Seven support group sessions, attended by over 120 persons of trans experience, were hosted throughout the year. One-on-one therapeutic support which ten persons benefited from was an impactful addition to our efforts of improving the mental health and wellness of our community. A partnership was established with Jamaica AIDS Support for Life to conduct three trans sensitivity training for 65 their staff.

Our TransActive initiative is aimed at building a sense of community through fitness, wellness and camaraderie. This is done through participation in events, such as runs, yoga and social activities – such as movie nights. Throughout the year, we hosted/partnered on a total of six events – Two Trans Active Runs, a Yoga session, two movie night and the Pride Wellness Walk. We were able to mobilize a total of one hundred and ten (130) participants.



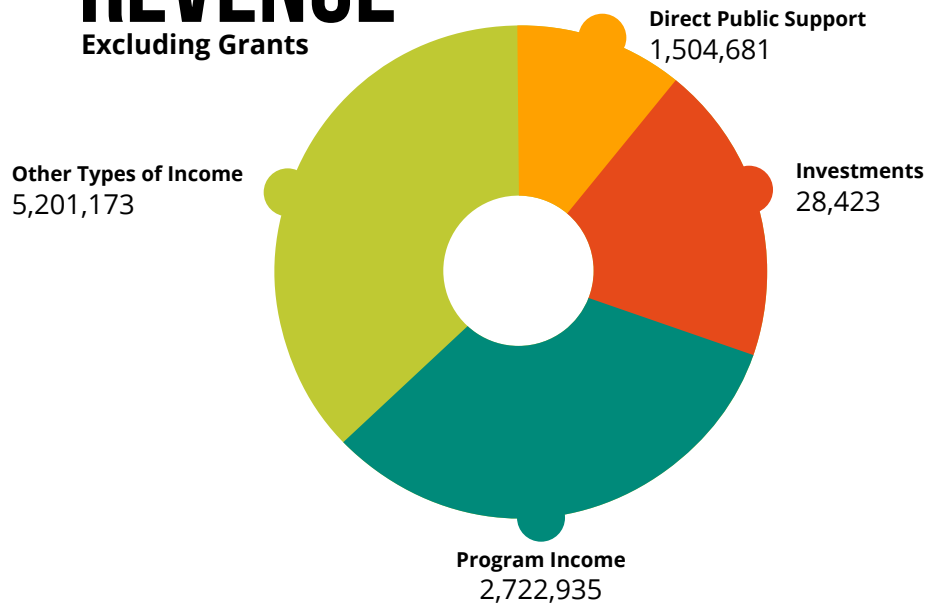
TransWave has been my strength in a difficult year. They have provided me through their support groups and other activities a safe space where I could not only be myself but also unpack those negative emotions and feelings that I had been dealing with. Thanks to the opportunities provided to us, I can say that I am a more confident and well-rounded person.

Renae Green

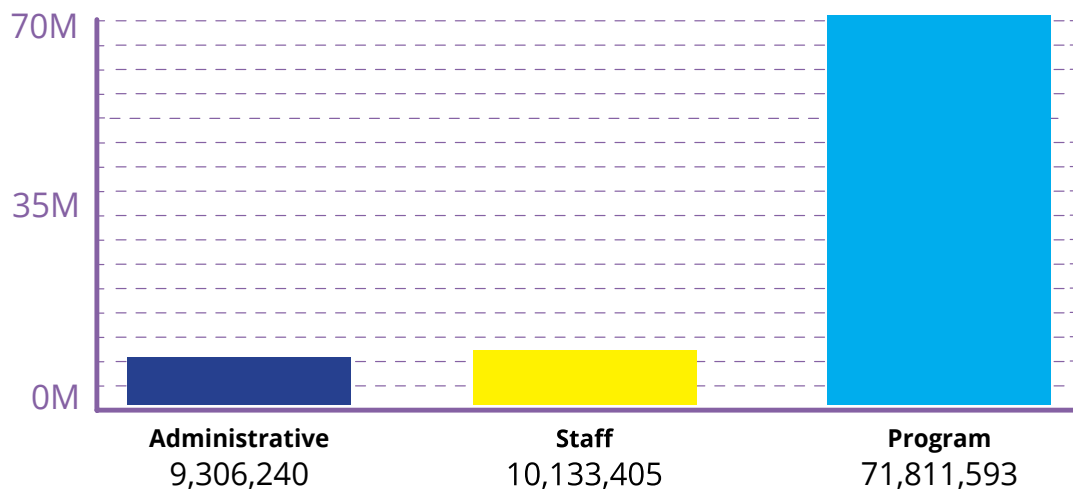
FINANCIAL REPORT

REVENUE

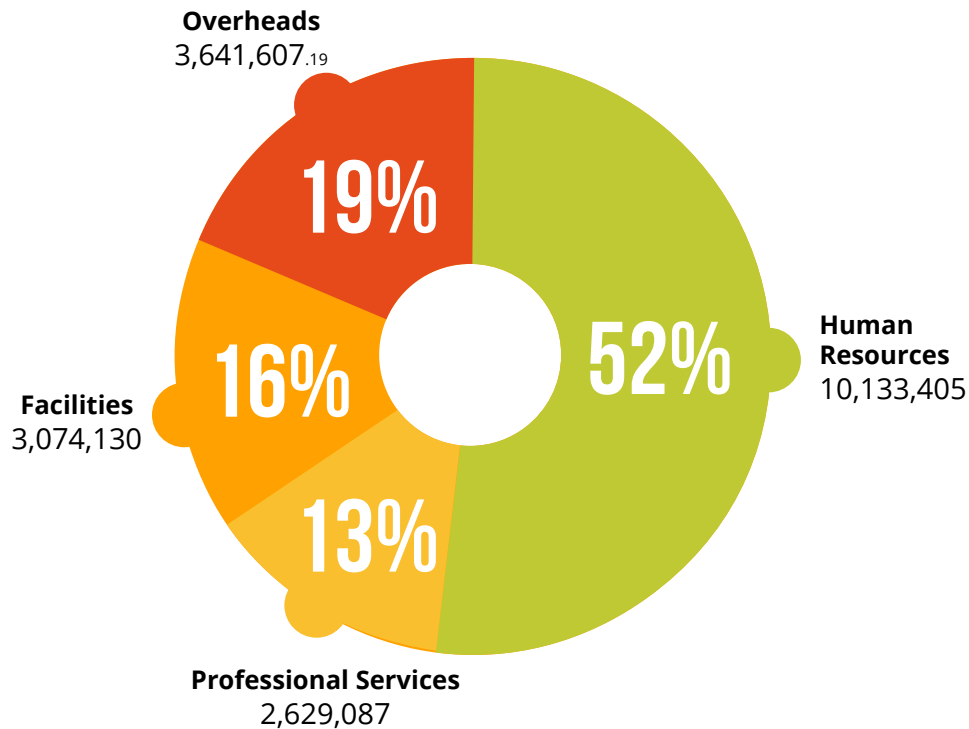
Excluding Grants



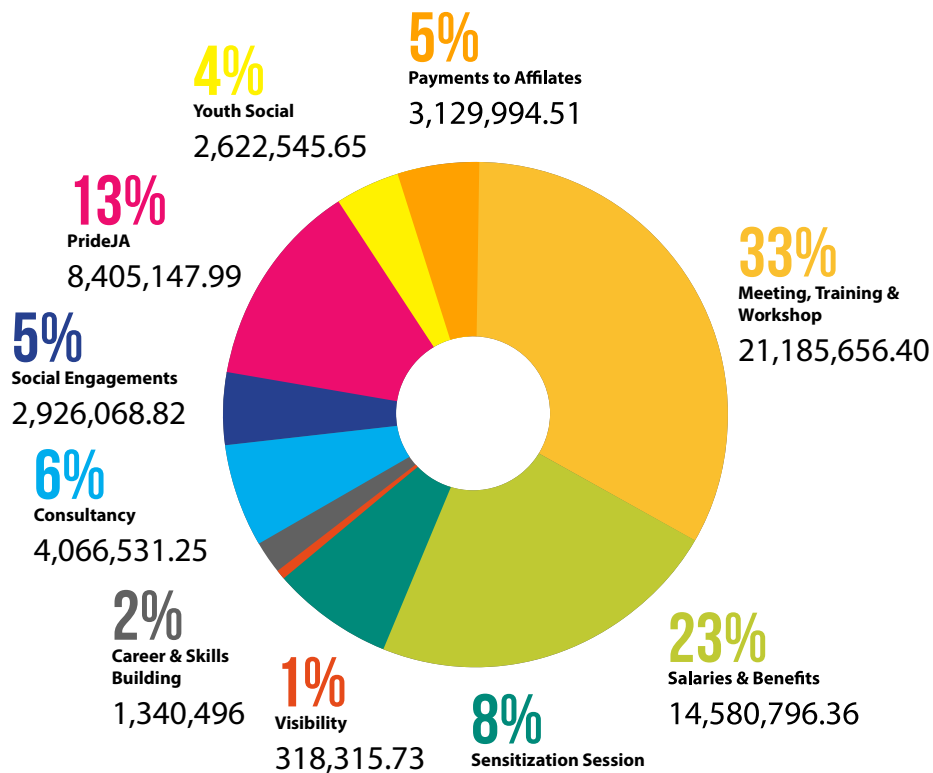
EXPENDITURE



ADMINISTRATIVE COST



PROGRAMME COST



CREATING AND

MAINTAINING

A LEGACY OF

COURAGE AND

JUSTICE



EqualityJa

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