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About EFAF

The Equality For All Foundation (EFAF) 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.

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

EFAF 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.

EFAF envisions a Jamaica where LGBT citizens feel safe, secure, included and inclined to settle. To this end, our work is guided by the pursuit of five main outcomes:

1. Improved enabling environment for the livelihood, health and well-being of LGBT Jamaicans.
2. Inclusion of the voices of the Jamaican LGBT community in policy and decision-making.
3. The provision and delivery of services that meet the needs of the community.
4. Increased opportunities for LGBT citizens to be empowered to access services.
Key EFAF Objectives

In an effort to achieve these outcomes, EFAF will:

Support the expansion of existing services to support the health and wellbeing of LGBT Jamaicans through: efforts to improve enabling environments for the provision of non-discriminatory health services, engage key stakeholders and employees to address employment-related discrimination and providing LGBT youth with a dedicated organization that focuses on issues that directly affect their life outcomes.

Provide opportunities for enhancing the participation of the community in policy development and review processes through empowering LGBT youth leaders and other LGBT youth and increasing collaboration among LGBT youth involved in mainstream youth organizations.

Create service packages that meet the needs of the community through increasing access to information and counseling for the LGBT Jamaicans, reducing homelessness, increasing access to non-discriminatory social services for LGBT people and increasing access to safe entertainment and networking spaces for members of the community.

Develop an approach to Human Rights Advocacy for LGBT persons that legitimizes the needs of the community through sensitizing Jamaicans and parliamentarians around human rights, stigma and discrimination, increase the capacity of LGBT leaders, CSOs and other stakeholders and duty bearers to be better equipped to respond to the needs of the LGBT community and continue to increase visibility on the experiences of and issues affecting LGBT Jamaicans.
During the past year, COVID-19 has had significant impact on how people all across the world organise our lives at the individual, community, national and international levels. This was particularly true for the LGBT community in Jamaica who continue to be doubly affected because of the existing pre-COVID situation of marginalisation. While our lives have been severely disrupted, Equality for All Foundation has been able to remain resilient and responsive despite the kinds of changes that had to be put in place internally to ensure that team continues to function effectively and that we continue to address the changing and exacerbated needs of the community within the context of COVID-19.

The Board is proud of the work that EFAF has been able to accomplish, despite this global challenge and will continue to support the team to achieve its mission to foster a Jamaica where there is freedom to be for all.

COVID-19 sent shockwaves through the local LGBT community as noted by the survey conducted early in the year, and EFAF, our affiliates and partners have been steadfast and resilient in meeting the challenges that have arisen. Despite a challenging year, including major staff changes, we’ve been able to maintain our efficiency and connect with the community in new and dynamic ways to ensure that they do not feel isolated even as we all quarantine for our safety. Some of the highlights this year include our National Dialogue which was done with the United Nations Development Programme, the online Pride Celebrations and the implementation of our newest project around promoting economic, social and cultural rights for LGBT Jamaicans. While many activities had to be delayed or pushed to 2021, new activities were included to ensure that we maintained a high level of output in this difficult time. Many lessons have been learned in 2020 on how remain relevant and responsive as an organisation that will serve us through to 2021 and beyond.
Board of Directors

Ivan Cruickshank, MSc., BSc.
Chairperson, Board of Directors
Executive Director, Caribbean Vulnerable Communities Coalition

Dr. Omar Hawthorne, PhD
Senior Lecturer, Department of Government, University of the West Indies, Mona Campus

Dr. Kei Miller, PhD
Professor of English and Creative Writing, University of Exeter

Charles Barrett, MBA, BSc.
Regional Marketing Manager, Jamaican Teas Ltd. / Director, Advertising Advantage

Sannia Sutherland, MSc., BSc.
Programme Manager, Caribbean Vulnerable Communities Coalition

Kerry-Jo Lyn, PMP, MSc., BSc.
Director, LGBTI Global Development Partnership, Astraea Lesbian Foundation for Justice

Anthony Hron, MSc., BSc.
Senior Technical Advisor, HIV Program Design & Resource Mobilization, CARE

Members of Staff

Jaevion Nelson, PgCert., MSc., BSc
Executive Director

Finance & Operations

Joan Nicholas, MBA, BSc.
Associate Director, Finance & Operations

Tracey-Ann Lewis, Cert.
Senior Procurement Officer

Joan Dawson Bryan, Cert.
Finance Manager

Recordo Graham
Senior Finance & Accounting Officer

Advocacy & Programmes

Glenroy Murray, LLM, CLE, LLB
Director, Strategy & Impact

Mikhail Henry, BSc.
Monitoring, Evaluation & Learning Specialist

Nickoy Wilson, BA
Policy & Advocacy Officer

Karen Lloyd, BSc.
Programme Development Manager

Lanvell Blake, MPHHP, BA
Health & Wellness Coordinator

Shadeana Mascull, BSc.
Project & Support Services Officer

Anika Walsh
Project Assistant

Communications & Engagement

Elton Johnson, BA
Associate Director, Marketing, Communications & Engagement

Andre Cooper, BA
Communications & Engagement Officer

Raihn McNish, BSc.
Project Manager

Christopher Brown, BSc.
Programme Officer
This Annual Report highlights the progress and achievements of EFAF during 2020. It provides an overview of the implemented programmes and activities which underline our mission to improve the livelihood, health and wellness of LGBT Jamaicans, ensure their voices are included in policy and decision-making, and increase their opportunities to access health and social services.

Despite the challenges associated with the COVID-19 pandemic and the related restrictions, we made notable strides with our work around sensitizing media practitioners, maintaining community engagement online, mobilizing support for community members who were made worse off by the pandemic, our Vote Justice activities, our work around promoting economic, social and cultural rights (ESCRs) and hosting a National Dialogue with leaders and decisionmakers across various sectors in government.

This report also outlines the various activities we completed in 2020 which align with our strategic plan, along with ad hoc activities which together, allowed us to engage over 2500 people in physical or direct virtual (non-social media) spaces, and well over nine million people across our various social media platforms. This included strategic management of stakeholder relations, the implementation of programmes geared at building the capacity, and improving the livelihood, health and well-being of LGBT people in Jamaica, the provision of much needed support to members of the local community and various outreach and community engagement activities including another successful staging of #PRiDEJA, our annual pride celebrations though this time it was held virtually.

The report concludes with a summary of human rights violations received by the organisation in 2020, and information on EFAF’s financial health.
Top Achievements of 2020

1 Together in COVID

The COVID-19 crisis has forced many members of our community to isolate themselves, so EFAF developed the #TogetherInCOVID campaign to provide support to community members and staff of the organization as we adapted to the unprecedented times. Through partnership with WE-Change, Transwave Jamaica and Equality Youth Jamaica, we distributed 400 care packages and grocery vouchers to community members negatively impacted by the pandemic and a therapist was contracted to provide psychosocial support to the staff and community members. The efforts were supported by online campaigns to provide support for LGBT Jamaicans, create entertainment avenues and provide information and updates on the COVID-19 pandemic. The total reach for the campaign was over 77,000 people.

2 Community Engagement

We transformed most of our planned events to engage members of the community to virtual events which significantly increased our reach. Events like Pride and Prism being virtual allowed us to interact with members of the community who would not normally feel comfortable to attend physical events. These best practices will be employed to physical events in the future to maximize our engagement.

3 Pride and Visibility

It was difficult to convert EFAF’s flagship Pride events to virtual ones, but the team successfully executed the activities. The activities and personalities featured throughout the week were carefully selected to enhance the online experience in an effort to maintain the annual momentum and spirit of pride. #PRiDEJA2020 was themed Pride Together Even Though Apart as a continuation of the #TogetherInCovid campaign to provide additional support to the community during difficult times. Pride activities included a Launch Party, Balloon Release, Online Forum, Online Live Concert, Day of Service, This Side of Paradise, Lip Sync Online Competition and the PRiDEJA Final Rave with an overall reach of 361,776 persons.
Media Sensitization

EFAF aimed to serve as a resource to journalists and news outlets in print, broadcast, and online to ensure that the news media is accurately and fairly representing LGBTQ people in its reporting. We hosted a media sensitization training to teach Jamaican and international journalists how to report on the Jamaican LGBT community. Topics such as LGBT visibility, current trends in the media, names and pronoun usage when reporting on trans issues and also an evaluation of LGBT representation in caricatures and illustrations were discussed among the 25 participants in attendance. We also commissioned the completion of a Media Content Analysis which looked at how articles around issues affecting the LGBT community have been framed.

Online Advocacy

Our Online Advocacy in 2020 were three-fold. We conducted major campaigns, mini-campaigns associated with the Topic of the Month feature and mini-campaigns done on an ad-hoc basis. With an average of two campaigns per month we had a total of 24 campaigns speaking on topics such as sex work, LGBT acceptance in the workplace, coming out, healthcare, human rights violations and general LGBT acceptance. There was a total reach of over nine million over all platforms for the year with most of the feedback and comments being positive.
Top Achievements of 2020 (cont’d)

6 Murals

EFAF commissioned the development of a second mural in the downtown Kingston area as part of the beautification of Downtown Kingston project. This mural was mounted with the support of American Friends of Jamaica and in partnership with Kingston Creative. Artist Simone Deon developed the artwork for the mural with the theme of Tek Pride Inna Jamaica which sees the Jamaican flag being proudly flown by persons bearing the colours of the rainbow.

7 Youth Engagement

Equality Youth Jamaica conducted Building Bridges Sessions on Gender Identity and Social Media Etiquette with youth in Mandeville, engaging over 200 youth in person and online. Youth Policy videos were developed to highlight youth development, politics and volunteering. EYJ also penned several published letters to the editor commenting on youth issues.

8 Vote Justice

Jamaica held a General Election in 2020 and EFAF was visible and impactful in representing members of the LGBT community. We participated in radio interviews on human rights issues and elections and offered other forms of political commentary on several prominent TV stations. EFAF also published the Vote Justice 2020 document which encouraged political leaders to pay attention to the needs of the most vulnerable and marginalized in our society as we pursue national development. We held four social media lives with experts as well.
The week of Valentine’s Day was celebrated as #SaferSexWeek (February 10 to February 15). This year we had conversations about use of flavoured condoms, anal healthcare, use of sex toys, vaginal health and generally creating a safe space for discussing sex and sexual practices within the LGBT community. Importantly, the LGBT community got a chance to hear fellow Jamaicans discussing topics that are often absent within the wider discourse of sexual health. Other activities included having members of staff tasting and giving their opinions on flavoured condoms to promote safer oral sex practices. This was supported by a series of social media posts, lives and threads were done to promote Safer Sex Week.

As part of our project on promoting Economic, Social & Cultural Rights (ESCRs), a legal analysis was conducted on the state of Jamaican laws and policies around ESCRs, the existing gaps in protection and how these gaps impact the LGBT community. The research paper was both comprehensive and ground-breaking and will shape project implementation and our work for years to come. EFAF, in partnership with UNDP and USAID, hosted a virtual National Dialogue on Human Rights in Jamaica with 125 persons over the two-day period. The National Dialogue discussed key issues essential to progress related to advancing the social inclusion and promoting the effective access of LGBTI persons to all human rights and the critical actions necessary to ensure progress.
2020 Snapshot

Total activities: 123
- Completion rate: 66%
- Activities exceeding targets: 45%
- Ad Hoc activities: 53
- External activities: 48

Planned activities: 70
- Completed: 33 activities
- Initiated: 20 activities
- Affected by COVID-19: 21

Completion Rate per Strategic Objective:
- Health and Wellbeing: 25%
- Inclusion in Policy Process: 0%
- Service Delivery: 33%
- Human Rights Advocacy and Activism: 53%
- Organization Sustainability: 54%

JFLAG | Annual Report 2020
2,581 people reached through in-person programmes and activities

9.28 m people reached through our social media channels

3,863,999 Reach on Facebook
2,298,669 Reach on Instagram
3,256,600 Impressions on Twitter

22 letters of support were prepared for community members seeking asylum

17 Partnerships Formed/Maintained
16 Donors Contributed

2019
Total Activities: 131
Completion Rate: 69%
Completed planned activities: 61
Ad Hoc Activities: 29

In-person reach was reduced by 58.7%
Online engagement increased by 39%
**Together In Covid**

The COVID-19 crisis has forced many members of our community to isolate themselves, so EFAF established the #TogetherInCoVID campaign to provide support to community members and staff of the organization as we adapted to the unprecedented times. In addition to the distribution of two sets of care packages to LGBTQ people across the island who are in need, the organization mobilized funding through a grant from Open Society Foundation and also from a fundraising campaign to expand its COVID Response Project. At the end of the year, 400 care packages were distributed and 100 grocery vouchers each given to LGBTQ persons across the island. A therapist was contracted to provide counseling to staff and community members. Seven (7) staff sessions have been held thus far. Grocery and cleaning items worth US$8,861 were purchased and delivered to the Larry Chang Foundation in August and December 2020. In addition, US$2,000 was provided to the Larry Chang Foundation at the outset of the pandemic to preempt some of the harsh initial impact of COVID-19 related restrictions.

Complementing the joint effort by EFAF, TransWave Jamaica, WE-Change and Equality Youth JA in response to the coronavirus pandemic called Together We Can, the respective communications teams of the organizations joined forces to implement a collaborative campaign, #TogetherInCOVID. The campaign was intended to provide support for LGBT Jamaicans using the online platforms Zoom, Facebook, Twitter and Instagram. The campaign lasted from April 14 to August 30.

The campaign’s objectives were as follows:

- To provide support for LGBT Jamaicans during the COVID-19 Pandemic using online platforms (Facebook, Twitter, Instagram and Zoom).
- To showcase a united front between The Equality Group during this tough time so each individual organization and their patrons can feel supported.
- To support the fundraising and data collection activities of Together We Can.
- Creating entertainment avenues to keep our online audiences engaged.
- Provide information, national and international-level updates on the COVID-19 Pandemic to combat the spread of fake news.

The campaign included:

- 28 Graphic Posts reaching 74,202 persons
- 1 Instagram Story Bingo
- 2 Zoom Parties reaching 48 persons
- 4 Motion Graphic Videos
- 10 Link-up Lives (Instagram Lives) reaching 3,360 persons
In 2016, EFAF first published Vote Justice ‘The Road Towards Sustainable Development: A National Focus on Human Rights, Economic and Social Justice’, a comprehensive call-to-action containing recommendations on various issues. This document encouraged political leaders to pay attention to the needs of the most vulnerable and marginalized in our society as we pursue national development.

An updated version of the call-to-action was produced in 2020 before General Elections highlighting the progress made in respect of the issues raised. Of the 42 recommendations, 26 were partially implemented or are still in progress while no action was taken on 16 recommendations. Two of the recommendations were fully implemented by way of removing the gender disparities in PATH disbursements to children and banning the use of styrofoam and single use plastics. The minimum wage was also increased and there was also progress in making public facilities accessible to members of the disabled communities. However, no headway was made in drafting of anti-discrimination legislation and the National Policy for Senior Citizens was not yet finalised.

The 2020 Call to Action was distributed to all sitting Members of Parliament and during the height of the election period, we held a series of live discussions on Instagram with experts in the field of governance, human rights, law and economics discussing the content of the Call to Action as well as the national debates. EFAF also prepared and shared questions framed around human rights issues to media practitioners who the moderators in the National Debates.
Youth Advocating for Equality

The team engaged over 120 young persons from rural Jamaica, both in-person and online. In the month of February, we conducted sensitization sessions on gender and sexual diversity with young persons who were a part of the HOPE Programme around gender and sexual diversity in partnership with the Mandeville Youth Information Centre. Due to restrictions on in person gatherings, another session was held online in June, reaching over 90 young persons. During the sessions, the youth were also introduced to job readiness training and social media etiquette.

On World AIDS Day, we partnered with the Manchester Youth Information Centre in collaboration with the Manchester Youth Coalition to host a virtual forum, which saw a past youth project participant sharing his experience as a person living with HIV.

Youth Policy videos were developed, which saw us engaging young people who are engaged in youth development, politics, and volunteerism. Young people from vulnerable populations such as deaf persons and a person living with physical disabilities were also included in the production of the videos.

Over the years, EFAF has conducted numerous sensitization sessions around gender and sexual diversity. These sessions featured key terms related to the LGBT community which often garner much discussion among the participants. As a result, we developed a video that broke down queer terms and used familiar examples that community members and allies alike would understand. The video features terms such as cisgender, transgender, homosexual and heterosexual. The videos can be found on our social media platforms.

Five Letters to the Editor were published in our local newspaper on current affair issues affecting youth such as COVID19 and its effects on children’s schooling and abortion.
Youth Helpline

Over the last five years, we have seen an increase in the number of persons contacting the organization for counselling and other assistance. On June 15, 2020, Equality Youth Jamaica launched its Helpline with support from many different organizations and entities which included the US Embassy and MOEYI. The Helpline was launched out of a need to ensure that LGBT youth across the country have access to critically needed mental health and psychosocial support on an ongoing basis. The Helpline provides general information about sexual diversity, sexual and reproductive health information, conflict resolution services, support for parents of LGBT youth, information and guidance for suicide prevention and counselling services for depression, anxiety, self-esteem, isolation and other mental health issues.

The Helpline is operated by trained social workers between 9 am and 4 pm on weekdays and 7 pm to 12 am on weekends.

We commenced development of promotional material for the Helpline and partnerships have been established to train the Helpline Counsellors and Coordinator. MOU has been developed with RISE Life. Since the Helpline’s inception, we have had two Counsellors, one during the weekdays and one on the weekend, and one full time Helpline Coordinator. There has been a total of 5 training sessions to equip the staff with the necessary skills to operate the Helpline. For most part, the helpline receives satisfactory commendations.

The Helpline was accessed via WhatsApp/SMS and call 62 times for the period July - November. The issues that are most common includes: peer and partner relationship, family relationship, psycho-social, mental health, and unemployment. We have had 17 issues being resolved/terminated and another 11 being referred to external entities.
EFAF, in partnership with the UNDP’s Regional Hub in Panama and with support from USAID, hosted a National Dialogue on Human Rights in Jamaica on September 23 - 24, 2020 via the video-conferencing platform, Zoom. There were approximately one hundred and twenty-five (125) participants in total over the 2-day period. The National Dialogue, under the Being LGBTI in the Caribbean (BLIC) project was a means of collective deliberation on key issues essential to progress related to:

- advancing the social inclusion and promoting the effective access of LGBTI persons to all human rights
- critical actions necessary to ensure progress in agreed prioritized areas.

The objectives of the National Dialogue were to:
- facilitate guided interactions between national stakeholders, including academia, government representatives and civil society members.
- provide a space to integrate lived experiences and technical knowledge into the development of inclusive public policies (academia, government, civil society organizations).
- set incentives and build political support for government activities related to LGBTI inclusion.
- support the development of a trust-relationship between government and civil society actors.
- come to an agreement on a Local Action Plan for LGBTI Integration.
- provide inputs in the drafting of each BEING LGBTI report.
There was a wide cross section of panelists and participants, spanning government ministries, departments and agencies, civil society, international development partners, academia, and members of the LGBT community. Government representatives included persons from the Ministry of Health & Wellness, the Ministry of Education, Youth & Information, the Ministry of Justice, and the Office of the Public Defender. Civil society organisations included EFAF, WE-Change, TransWave Jamaica, Caribbean Vulnerable Communities Coalition, Jamaicans for Justice, Jamaica Mental Health Advocacy Network, Equality Youth Jamaica, and the Jamaica Youth Advocacy Network. The Caribbean Policy Research Institute (CaPRI), UNICEF, and UNDP were also represented on panels.

Four thematic areas were covered in the dialogue – Health & Wellness; Creating Safe Spaces in Education; Access to Justice; and Inclusion & Integration: Vision 2030.

**Health & Wellness**

The health and wellness panel outlined the realities experienced by LGBT Jamaican citizens in accessing healthcare as well as identify gaps in addressing their healthcare needs. These included a lack of understanding of LGBT issues by healthcare workers, who therefore could not offer the kind of treatment and care needed, as well as stigma and discrimination within facilities. A recommendation was made that training be included in the curriculum of training institutions and a particular attention to be paid to mental health.

**Creating Safe Spaces in Education**

In creating safe spaces in education, it was highlighted that there is a need for policies that explicitly recognize and deal with how homophobia and transphobia affects a child’s development and also the number of ways that the issue of bullying will be addressed.

**Access to Justice**

The access to justice panel sought to identify the realities experienced by LGBT Jamaicans when they try to navigate the justice system as well as document the policy and legal gaps that need to be addressed.

**Inclusion & Integration: Vision 2030**

The Inclusion & Integration: Vision 2030 panel sought to identify opportunities in Jamaica’s national development goals for greater inclusion and integration of the LGBT community within same.
#PRiDEJa2020 Calendar

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<tr>
<th>August 01</th>
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<td>Balloon Release and Launch Party</td>
<td>Online Forum</td>
<td>Online Live Concert</td>
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<th>August 04</th>
<th>August 05</th>
<th>August 06</th>
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<tr>
<td>Day of Service</td>
<td>This Side of Paradise and Online Lip Sync Battle</td>
<td>Online Final Rave</td>
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Unfortunately, due to the deadly COVID-19 outbreak in Jamaica, #PRiDEJA2020 activities were implemented online under the theme Pride Together Even Though Apart. The PRiDE Week 2020 Calendar consisted of the following eight activities executed over six (6) days:

The activities and personalities featured throughout the week were carefully selected to enhance the online experience in an effort to maintain the annual momentum and spirit of pride.
The week of events were made available online through streaming on YouTube, Facebook, Twitter and Instagram. Among the highlights this year were ZJ Sparks and ZJ Elektra from the popular ZIP FM, veteran reggae artiste Tayna Stephens and dancehall artiste Pamputtae. Four powerful women who, in their unique way, brought authentic Jamaican culture to the week of celebration.

The overwhelming support of the community for #PRiDEJA2020 was critical to the success of the week of activities. LGBT Jamaicans from rural Jamaica were able to actively participate and access all the events and pride in their own unique ways from the privacy of their homes and other spaces. Overall, #PRiDEJA2020 reached a total of 361,776 persons and the hashtags #PrideJA and #PrideJA2020 trended on Jamaican twitter for five days.

Journeys to Tolerance

As part of improving and expanding our work, EFAF conducted a series of nine (9) informal conversations with cishet men to identify ways in which they could boost their engagement with that particular population. The men who were engaged were selected because of their existing or growing comfort with members of the LGBT community and relative influence among their group of cishet male friends. For all other conversations, there were six guiding questions that were used to lead the conversations and determine the participant’s knowledge of EFAF’s work, their comfort with the community and the kinds of interventions they think are useful in addressing homophobia among cishet men.

Generally, the men interviewed had only a basic knowledge of EFAF, i.e. our overall mandate as an LGBT rights organisation in Jamaica. The ones who had a better sense of what we did had existing relationships with staff members, whether professional or personal. Cishet men are particularly interested in communicating their heterosexuality to their fellow cishet friends and as such working with or engaging the organisation or LGBT people in general may endanger their social standing. The issue of the Stop Murder Music Campaign was raised since it had a consequent negative impact on the relationship with many older men that EFAF may have had.
Honouring the Community

PRISM continues to be a space where LGBT Jamaicans can enjoy the types of events and activities that they are often excluded from. Our Heroes’ Day tradition holds that we centre the exemplary work of LGBT Jamaicans to the development of the community and to overall nation-building with the hosting of PRISM: The Heroes Day Edition around the time of Heroes’ Day. We held the LGBT Person of the Year 2020 Awards Ceremony which saw over 90 nominations of LGBT persons from across the island to be nominated for one of four awards, including the coveted LGBT Person of the Year Award.

A committee was established for the selection process consisting of a EFAF staff member (Committee Chair), EFAF board member, representative from TransWave Jamaica, representative from WE-Change, a civil society representative, and two community members. The committee selected Jovanté Anderson as LGBT Person of the Year for 2020 for his contributions to the Jamaican LGBT community by using his online platforms for humanitarian work that supports the lives and livelihood of the community. Emani Edwards won Creative of the Year for her work as a creative which she has incorporated in her advocacy and Paris Lewinsky the Volunteer of the Year for her unceasing willingness to partake in voluntary service. A Silent Hero Award was also awarded to a community member whose name was not disclosed based on the nature of the award. The activity was held at Knutsford Court Hotel with approx. Four persons in attendance and 302 joined online.
Visibility and Advocacy

Policy & Advocacy Officer, Nickoy Wilson, was given an opportunity to discuss on CVM TV Live the recent decision in Barbados to take steps to recognize same-sex civil unions. He demonstrated measured and strategic advocacy, adding his name to the list of visible and outspoken representatives of the LGBT community in Jamaica.

2 Letters to the editor published
19 Radio interviews done
21 TV panel discussions
The iconic photo from our PrideJA 2017 was transformed by artist, Mark Glasgow, and shared by our UK-based partner Comic Relief. The image captures the strength and resilience of the Jamaican LGBT community.

We participated in a documentary and video series filmed by JASL around PrEP and access to justice.

We participated in 19 radio interviews on human rights issues and elections.

We participated in 3 media interviews on the 2020 general elections coverage.

Members of the team participated in the #ProudlyCaribbean campaign to provide visibility around queerness in the Caribbean.

We were featured in a print media article on the UPR and three radio interviews on HIV and PNP internal elections

We shared a message from the State Minister of Health for World AIDS Day

We participated in a public lecture at the HWT Police Station.

We made a presentation on Gender and Sexual Diversity to participants of the Hope Programme.

A Letter to the Editor on Homophobia & Politics was published.

10 interviews across traditional media on political, governance and developmental issues.

We participated in the 2020 Sagicor Sigma Run.

We participated on panel at the JASL HIV & Access to Justice Forum.

We participated in a Joint Mental Health Awareness Campaign.

Welfare & Support Service Manager was a guest for two episodes of the health-focused podcast, The Layman’s Doctor.
Online Advocacy

The COVID-19 crisis has caused us to recognize the need to curate more online spaces for connection and fellowship as the virus has forced many members of our community to isolate themselves. While working from home, the team kept the presence of Equality alive.

#GetReal

Understanding that there are many myths and misconceptions that exist about the LGBT community, we conceptualised a video campaign that would seek to begin the work of dispelling some of these rumours perpetuated in the general population. The video campaign, #GetReal, consisted of six videos that tackled the following myths:

• Lesbians Just Haven’t Met The Right Man
• Trans Women Are Trying To Trick Straight Men
• Everyone Who Is LGBT Was Molested as Children
• LGBT People Have More Money
• Most Gay Men Have AIDS
• Bisexuals Are A Threesome Waiting To Happen

Eight persons were chosen, including our partners at WE-Change and TransWave Jamaica, community members, and allies were engaged to partake in the BuzzFeed-style videos. The campaign was well-received with 77,684 views on social media and calls from persons online for EFAF to produce more similar content.

#KyymKode

As part of our advocacy work, we engaged a comedian to create videos for online distribution that would discuss topics important to community members. Kyym Foster was engaged to develop the series, which became the hit Instagram TV series #KyymKode. A total of 20 videos were produced on topics ranging from engagements with DL men, to LGBT people in church, to the impact of COVID-19 on sex work. Sixteen of the videos were published online in 2020 with a total view count of 77,637 views on all social media platforms. The videos have been well-received inside and outside of the community with Kyym becoming somewhat of a celebrity among community members for her unique ways of discussing LGBT topics.
Community Engagement

Building Bridges

The Building Bridges platform was used to glean useful feedback from Police Officers, Teachers, Social Workers and the general LGBT community on how EFAF can help support their work and improve service to the LGBT community. The three-part session, the first held in November, saw a total of 42 persons participating and sharing in a focus group format. The results have been used to develop a report that will guide the work EFAF will do in 2021, including our police officer’s intervention with UNDP.

Watch N’ Learn

We engaged community members and allies on Zoom and Instagram Live once per quarter to teach various topics that may be helpful in their daily lives navigating Jamaica. These sessions included:

- Understanding LGBT Identities
- Online LGBT Advocacy
- Graphic Design for Non-Designers
- Run a Boat wid Jae: How to Eat Well on a Budget

A total of 107 persons joined us on Zoom for the first three sessions and the final session was held on Instagram Live with 174 persons joining in.

Speakers’ Bureau

On December 19, we hosted another instalment of our #OutLoudJA Speakers’ Bureau Forum. A line up of three panels on Understanding the Mental Health needs of Marginalized Communities; Youth and Political Development and Understanding the Realities of the Jamaican Transgender Community were held. Twenty-six (26) persons were in attendance at the event which created a space for pragmatic and robust dialogues around the topics identified.

#EqualityBox

In response to complaints in sections of the community about EFAF’s accessibility, one initiative we started in 2020 to begin to address this is the #EqualityBox. It is an online suggestion box which allows persons to anonymously submit complaints, compliments and suggestions for improvement on EFAF’s activities both online and offline. It is made available on our social media and also distributed to attendees of online and in-person events via email. So far, we have had 34 responses with the majority, 19, of those responses being positive.
Transforming Media

We established a committee with the mandate of conducting a thorough review of media content published between January 1, 2015 – December 31, 2019. It assessed the headlines and content of articles to objectively determine how media coverage of LGBT-related issues have been covered over the period. Specifically, the Media Content Analysis looked at how articles around issues affecting the LGBT community have been framed as well identified the dominant narratives and trends, shifts in the reportage of the stories and possible factors which have contributed to these trends. Among other findings, the exercise revealed that, overall, 45% of the articles published between 2015 - 2019 were positive, 40% were negative and the remaining 15% were recorded as neutral.

Media Sensitisation Sessions were held with funding from the United Nations Development Programme’s Being LGBT in the Caribbean Project with the aim of guiding Jamaican and international journalists as well as journalism students and social media influencers on how to report on the Jamaican LGBT community. Twenty-five (25) participants attended the sessions which was facilitated by broadcaster and attorney-at-law, Dionne Jackson-Miller.

The training was broken up into three (3) interactive sessions across the three days. Day One consisted of the topics, including LGBT visibility in the media and going beyond the “Buggery Law” when highlighting LGBT issues. Day Two evaluated the current trends in the media coverage of the LGBT community in Jamaica and the defamatory language used when covering the LGBT community. Day Three taught the journalists about names, pronoun usage and descriptions when reporting on trans issues and also an evaluation of LGBT representation in caricatures and illustrations.

Overall, the Media Sensitization sessions proved to be a successful venture into direct advocacy aimed at the media industry. Feedback has been great for those who attended and we’re looking forward to mounting similar activities in the future using the lessons learned.
2020 Human Rights Violation Report

In 2020, we received a total number of 26 reports of human rights violations against members of the LGBTQ community in Jamaica. The majority of reports came from men (21), with five coming from women. The most common violation types were verbal assaults (85%), physical assault (77%), displacement from home or community (62%) and threats (42%). In addition, there were reports of: Arson (2), Robbery (2), Employment discrimination (4), Expulsion from school (2) and Being buried alive (1).

Only 7 of the 26 (27%) persons who reported went to the police, and in four of those cases there was reported discrimination by the police. Overall, there was seven reports of discrimination from police.

The most common locations of the reported incidents were Kingston & St. Andrew (50%) and St. Catherine (27%). Four reports were of incidents in Manchester, three from St. Ann, two from St. James and one from St. Elizabeth. Most (25 of 26) of the reports were made in support of asylum claims. We remain unable to see clients in person due to constraints in our physical office space and this may have impacted the number of reports received.
EFAF generated a Total Income of $72M compared to a budgeted figure of $124.8M and the previous year (2019) figure of $125.8M. This was 42.2% and 43% less than the Budgeted and previous year’s Total Income. The majority of our income was from Grant Revenues which amounted to $70.2M in 2020 compared to $112.3M in 2019.

In line with the reduction of activity, Total Expense for 2020 was $71.5M compared to the budgeted figure $122.6M and $103.4M for 2019. The percentage reduction was 41% and 33% respectively. As a result of the above, Net Income for the FY 2020 was only $611,512 down from the budgeted figure of $2.1M and the previous year’s $2.18M Savings/Chequing Account balances continue to increase due to increases in Donor Funds. Accounts Receivables was down by 58% due to closer monitoring of these accounts.

Despite the above, the Liabilities and Equity of the organization increased to approximately $132M as at December 31, 2020, an increase of approximately 30%.

### Income:

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants Revenue</td>
<td>70,294,034</td>
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<tr>
<td>Direct Public Support</td>
<td>868,357</td>
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<td>Program Revenue</td>
<td>757,138</td>
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<td>Interest Revenue</td>
<td>196,416</td>
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<td>Special Event Income</td>
<td>93,125</td>
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<td><strong>Total Income</strong></td>
<td><strong>$72,209,070</strong></td>
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### Expense:

<table>
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<tr>
<th>Category</th>
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<tbody>
<tr>
<td>Administrative Expenses</td>
<td>11,163,851</td>
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<tr>
<td>Human Resources</td>
<td>13,196,077</td>
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<tr>
<td>Program Cost</td>
<td>46,136,904</td>
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<td>Reconciliation Discrepancies</td>
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<tr>
<td>Capital Purchase</td>
<td>853,084</td>
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<tr>
<td>Foreign Exchange Loss</td>
<td>247,640</td>
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<td><strong>Total Expense</strong></td>
<td><strong>$71,597,558</strong></td>
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### Programme Costs:

<table>
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<th>Category</th>
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<tbody>
<tr>
<td>Communication &amp; Engagement</td>
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<tr>
<td>Meeting, Training, Workshop</td>
<td>$242,044</td>
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<tr>
<td>Policy &amp; Advocacy</td>
<td>$1,797,131</td>
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<td>Programme Services</td>
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<td>Program Staff Emp’r Contrib’n</td>
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<td>Proj Staff Travel Allowance</td>
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<tr>
<td>Salaries &amp; Benefits – Program</td>
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<tr>
<td>Support Services</td>
<td>$3,091,836</td>
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<td>Youth Engagement</td>
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**Total Programme Costs:** $46,128,662

### Admin Costs:

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Business expenses</td>
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<td>Contract services</td>
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<td>Facilities and equipment</td>
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<td>General expenses / Overheads</td>
<td>$5,393,734</td>
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<tr>
<td>Other types of expenses</td>
<td>$0</td>
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</table>

**Total Admin Costs:** $11,163,851
Donors

The following donors provided financial support for the 2020 financial year:

• American Friends of Jamaica (AFJ)
• British High Commission, Kingston
• Caribbean Vulnerable Communities Coalition (CVC)
• Comic Relief/Impact
• Global Giving Foundation
• Mac AIDS Fund
• Open Society Foundation
• Rustin Fund
• Sigrid Rausing Trust
• The Dutch Embassy
• The European Union
• The Global Fund
• TIDES Foundation
• United Nations Development Programme
• USAID