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# ANNUAL REPORT

2021



# 2021 ANNUAL REPORT



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## About EFAF

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.



## 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.



## 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.

**Our work seeks  
Jamaican society  
and protects th  
everyo**

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.
5. Provision of human rights and legal literacy programmes which empower LGBT citizens.



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that **respects**  
the **rights** of  
ne

# 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.

# Messages

From our leaders

## MESSAGE FROM THE BOARD OF DIRECTORS

The Board of Directors of the Equality for All Foundation remains proud of the work that the organisation has been able to do and the achievements made, particularly in the context of COVID-19.

Over the past year, as part of efforts to strengthen its outputs and ensure the organization remains a standard-bearer within the local human rights movement, a number of changes have been implemented internally. These include strengthening its financial management and monitoring and evaluation processes.

We also wish to highlight the important achievements that the organization has made throughout the year including the adoption of a mixed methods approach to PrideJA celebrations, the significant investment in research to ensure that the work remains evidence-based as well increased public engagements such as the Gleaner Editor's Forum, Launch of the Tek Pride Inna Jamaica Mural and the Out Jamaica advertorial.

The Board would also like to use this opportunity to thank the outgoing Executive Director, Jaevion Nelson, for all the work he has done over the years to moving the organization from strength to strength so that it can continue to position itself as a genuine representative of the LGBT community in Jamaica

The Board is aware of the significant milestones that are to be achieved in 2022 and is confident that the Team will be able to meet them as they have proven to be resilient and quick to respond to the changing realities that human rights and civil society organizations are faced with the world over.

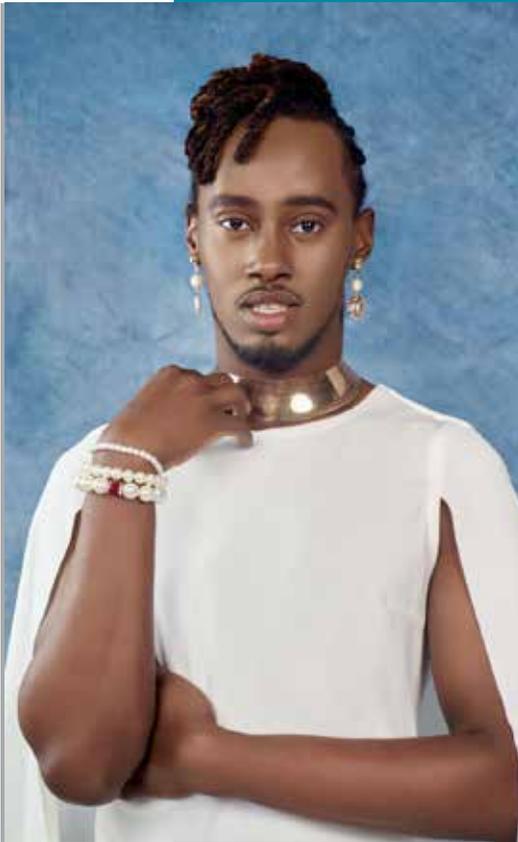
The Board stands willing and ready to provide the support, oversight and accountability that will make these plans a reality and remain committed to providing strategic direction and support to ensure the team does not lose sight of its mandate and the community that it serves.

A professional portrait of Ivan Cruickshank, a Black man with a beard, wearing a grey suit, a magenta shirt, and a striped tie. He is sitting and smiling at the camera. The background is plain white. There is a decorative orange-to-pink gradient bar at the top of the page.

**Ivan Cruickshank, MSc., BSc.**

Chairperson, Board of Directors

## EXECUTIVE DIRECTOR'S MESSAGE



### **Glenroy Murray**

Executive Director (Interim),  
Equality for All Foundation Jamaica Ltd

As the world continued to deal with the difficulties of managing the effects of ongoing and ever evolving COVID-19 pandemic, we at Equality for All Foundation underwent a year of significant change and growth, celebrating major milestones and facing newer challenges as we continued in service of our mandate to promote social change by empowering the Jamaican LGBT community and build tolerance for and acceptance of the community by the wider Jamaican society. It would be remiss of me to write this message without first celebrating the members of Team Equality who continue to challenge themselves and imagine new ways of impacting the lives and wellbeing of the LGBT community. It is equally important that I stop to thank all our partners, allies and members of the community who continue to encourage and challenge us to do more and be more as we take on the behemoth task.

On the note of significant change, we officially said goodbye to our Executive Director, Jaevion Nelson, who in various capacities has served the organisation for over ten years, helping to transform it into the foremost organisation that advocates on behalf of the LGBT community in Jamaica. Outside of this, there were other notable changes in our staff complement with the number rising to nineteen (19) by December 2021. This expansion in team

members represents the organisation's intentional expansion into a broader scope of work and engagement of a wider set of stakeholders who have an impact on the livability of queer lives in Jamaica.

Some of our noteworthy work this year includes: the research and dissemination meetings held with police, the development of a guide for mental health practitioners and the training of them using same, the resumption of our OutLoudJA Speaker's Bureau programme and publication of the first Out Jamaica advertorial in the Jamaica Gleaner, the launch of a guide on curating inclusive youth spaces during Youth Month and the use of the #PrideShare facility to ensure that half of the PrideJA2021 events were held by partners and community members outside of EFAF. All of this was done under a strengthened programmatic rubric to ensure greater internal synergies and external impact.

Importantly, with the support of USAID, we have been able to channel over J\$5 Million of support to the Larry Chang Foundation – the only LGBT-specific shelter for displaced members of the

community. The programme now benefits from dedicated and ongoing support which we hope will improve the experience for the most vulnerable members of our community. We were also able to provide grocery vouchers and access to paid mental health services for community members who continue to grapple with the economic impact of COVID-19. In a year beset by ever-changing restrictions, as part of the nation's COVID-19 management, EFAF rose to the occasion through its public and private engagement of state and non-state actors and its measured resumption of in-person activities to remind the community that we are still here for them. I pause here to commemorate all those LGBT persons who were awarded during the LGBT Person of the Year Awards ceremony as it is their drive and resilience, however it manifests, that makes what we do rewarding.

I close by reiterating our commitment to doing our work of advocating for and on behalf of LGBT Jamaicans in a way that is dynamic and responsive to their changing needs as we learn the lessons of 2021 and prepare ourselves for 2022.

## 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 [https://www.linkedin.com/in/  
omarhawthorne/](https://www.linkedin.com/in/omarhawthorne/)

### Dr. Kei Miller, PhD

Professor of English and Creative Writing, University of Exeter  
<https://www.linkedin.com/in/kei-miller-632b1044/>

### Charles Barrett, MBA, BSc.

Regional Marketing Manager, Jamaican Teas Ltd. / Director,  
Advertising Advantage  
[https://www.linkedin.com/in/charles-barrett-mba-  
87a55541/](https://www.linkedin.com/in/charles-barrett-mba-87a55541/)

### Sannia Sutherland, MSc., BSc.

Programme Manager, Caribbean  
Vulnerable Communities Coalition

### Anthony Hron, MSc., BSc.

Senior Technical Advisor, HIV Program  
Design & Resource Mobilization, CARE  
<https://www.linkedin.com/in/anthony-hron/>

## MEMBERS OF STAFF

Glenroy Murray, LL.M, CLE, LLB  
Executive Director (Interim)

### Finance & Operations

#### Kadian Nicholson, BBA

Associate Director,  
Finance & Operations

#### Venice Rookwood, Cert.

Finance Manager

#### Tracey-Ann Lewis, Cert.

Senior Procurement Officer

#### Recordo Graham

Senior Finance & Accounting Officer

#### Anika Walsh

Procurement & Administrative  
Officer

#### Patricia Grant

Office Attendant

### Programmes & Advocacy

#### Suelle Anglin, MA, BA

Director of Partnerships

#### Karen Lloyd, BSc.

Associate Director, Research,  
Advocacy & Programme Development

#### Mikhail Henry, BSc.

Monitoring, Evaluation &  
Learning Specialist

#### Elton Johnson, BA

Associate Director, Marketing,  
Communications & Engagement

#### Lanvell Blake, MPHHP, BA

Health & Wellness Coordinator

#### Nickoy Wilson, BA

Policy & Advocacy Manager

#### Shadeana Mascull, BSc.

Welfare & Support Services  
Manager

#### Asharine Allen, BSc

Case Manager  
(Larry Chang Foundation)

#### Sean Lord, BSW

Senior Youth Programme  
Officer

#### Dahlia Thomas, LLB

Communications & Campaigns Officer



# EXECUTIVE SUMMARY



This Annual Report highlights the progress and achievements of EFAF during 2021. 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 civil society and service provision practitioners, maintaining community engagement online, mobilizing support for community members who were made worse off by the pandemic, our mental health interventions, our work around promoting economic, social and cultural rights (ESCRs) and hosting dialogs with leaders and decision-makers across various sectors in government.

This report also outlines the various activities we completed in 2021 which align with our strategic plan, along with ad hoc activities which together, allowed us to engage over 2000 people in physical or direct virtual (non-social media) spaces, and well over five 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.

The report concludes with a summary of human rights violations received by the organisation in 2021, and information on EFAF's financial health.

## Mikhail Henry

Monitoring, Evaluation & Learning  
Specialist





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## Honouring our Community Heroes

The 2021 Awards Committee selected four awardees: (i) Neko “Bootleg Rocstar” Kelly was crowned LGBT Person of the Year 2021, (ii) Khavor Brown received Community Leader of the Year 2021 and (iii) Renae Green received Advocate of the Year 2021. A special award was given to Trevor “Sally Gudaz” Insula for longstanding service after more than 20 years of service to the community. Trevor gave a tearful acceptance speech explaining what the honour meant to him.





## Support for the Larry Chang Foundation

Through the Strengthening Community Support Structures to Upscale LGBT Rights Advocacy Project, funded by USAID, EFAF provided support of the Larry Chang Foundation which is the only existing LGBT-specific homeless shelter in Jamaica. They were provided with financial support to provide shelter for twenty-one homeless and displaced LGBT persons. A case manager was hired to support a skills training programme to ensure that the persons on the programme are engaged on an ongoing basis in skills training and educational opportunities, so that they may be able to transition out of the home. The programmes also serve as a means of sustainably addressing their vulnerability to displacement through skills training to facilitate future employment and self-sufficiency.



## Research about the LGBT Experience in Jamaica

The work that EFAF does has always been rooted in evidence based research and this year, they commissioned over eight (8) research which informed their strategies. The Mental Health Rapid Assessment and Community Needs Assessment along with the Non-communicable Diseases rapid assessment informed the health interventions for the foundation. A qualitative assessment and rapid assessment was conducted to explore the interaction between members of the LGBT community and police and the results were used in the meetings with the police and community members. Other research included the LGBT Inclusivity and Diversity in Select Government Based-Youth Programmes Study, Climate Risks and Vulnerabilities within the Jamaican LGBT Community study and Criminalising Same-Sex Intimacy Study.



5

PrideJa 2021



Pride Week 2021 was held on Sunday, August 1 - Friday, August 6 under the theme Staying Apart, Priding Together. Twelve (12) Pride Week Activities were hosted for #PRiDEJa2021 - six (6) were hosted by JFLAG and the other six (6) activities were hosted by the US Embassy, CSO partners, and community members under a facility called #PrideShare. 556 persons attended in-persons and

21,044 persons viewed the events from online streaming on Facebook, Instagram, Twitter and YouTube. With #PRiDEJaMysteryBox, an initiative to allow persons to have pride from the comfort of their homes, 107 mystery boxes were distributed. For the Pride Day of Service, 145 persons were issued grocery vouchers around the Jamaica. 30 gallons of paint was also donated to the Larry Chang Foundation.

What did **NEKO** get inside his **PRiDEJa Mystery Box** (SOLO BOX)

- 2 Rainbow Merch Items (Tumbler, Hat, Shorts, Glasses or Beads)
- 1 Flask Liquor
- 2 Bottles Chaser
- and lots more mystery items.

**SOLO BOX** (for 1 person) **\$5,000 EACH**

**FRIEND BOX** (for 4 persons) **\$19,000 EACH**

PRIDE JA



# 4

## Gleaner's Editors Forum



The Public Forum: Improving the mental health services for LGBT Jamaicans, an EFAF commissioned study was reprogrammed to be a Gleaner's Editors Forum. The forum on 'the state of mental health services for LGBT Jamaicans' was hosted in November by Jovan Johnson, Senior Staff Reporter at The Gleaner. The panellists for Editors' Forum were Glenroy Murray, Renae Green, Alexander Clennon, Shannan Miller and and Minister of Health & Wellness, the Honourable Dr. Christopher Tufton. The forum had 979 Views. The Editors' Forum produced five (5) articles on different aspects of the issue, which fuelled public debate on the matter.



# 3

## Mental Health Interventions

Rapid Assessment and Community Needs Assessment were conducted to document the mental health needs of the LGBT community and the readiness of mental health practitioners to provide non-discriminatory and responsive

services to the community. From the assessment, Dr. Kai Morgan developed guides to be used to support the mental health of Jamaicans. The Community Mental Health Support Handbook for Practitioners and Mental Health Guide for LGBT Jamaicans were developed to increase awareness among providers of the specific needs of the community. The Council of Professions Supplementary to Medicine in partnership with EFAF delivered Continuing Education Units (CEUs) around providing for LGBT Mental Health with thirty-two (32) counsellors, psychologists, masters level clinical psychology students and psychiatrists.



## #OutLoudJa

#OutLoudJa is an initiative of EFAF designed to build the capacity of LGBT Jamaicans and allies to share their lived experiences and speak on diverse social justice issues. This year, forty (40) LGBT persons and allies were selected and trained to become ambassadors who are equipped to use their stories to increase the critical awareness of the experiences of LGBT Jamaicans. #OutLoudJa Your Way allowed for OutLoudJa trained ambassadors to create content (using audio, written, video and/or photographs) about economic, social and cultural rights and share them on the website [www.outloudja.org](http://www.outloudja.org).



## OUT Jamaica

This was a full-page, full colour advertorial highlighting key issues and themes that affect the LGBT community in Jamaica, while clearly demonstrating our growth and development over the past years as a community. It featured the a list of top 10 moments for LGBT Jamaicans since 2010 and reiterated that the community has witnessed great strides in the advancement in advocacy, visibility and policy. The advertorial received a circulation across Jamaica of 50,000.

### Top 10 Moments for LGBT Jamaicans Since 2010

Since 2010, Jamaica's LGBT community has witnessed great strides in the advancement of their lives and livelihood. There have been advancements in advocacy, visibility, policy, and so many other areas. We will give Jamaica 10 out of 10 for the progress made. Notwithstanding, this does not negate the challenges faced and sacrifices made to bring us to this point in history, not the fact that there is still a far way to go for the community to achieve equality. However, it's refreshing to celebrate these achievements and acknowledge Jamaica's progress. With so many important moments, it was difficult narrowing the list down to just 10, but here it is, the Top 10 Moments for LGBT Jamaicans Since 2010.

<p><b>10</b> <b>JCF Policy on Diversity, 2010</b></p> <p>In 2011, the Jamaica Constabulary Force broke ground by creating Force Order 3351 which included the Policy on Diversity. It guides how police officers should treat members of the public. Importantly, it explicitly outlines that the police cannot discriminate based on sexual orientation. This acknowledged that better can and should be done for the LGBT community.</p>	<p><b>7</b> <b>The UTech Incident &amp; Response, 2012</b></p> <p>Not all the moments that made this list were immediately positive. In 2012, there was a terrible incident where a gay man was brutally beaten by a security guard at UTech. This beating happened while he was running from an angry mob and ran to the security post for safety. It was caught on camera and the attack was widely shared. It forced a public conversation about the continued prevalence of violent homophobia. The attack was condemned and UTech started to look more closely on the state of diversity on the campus.</p>	<p><b>4</b> <b>We Are Jamaicans Campaign, 2013</b></p> <p>The We Are Jamaicans campaign allowed LGBT Jamaicans and allies to talk about LGBT identity, community, and rights, as well as discrimination and violence. For the first time in our history, there was a campaign with several LGBT Jamaicans openly sharing their personal experiences living in Jamaica and humanizing what it means to be lesbian, gay, bisexual or transgender. Over 40 videos have been uploaded and they have been viewed over 130,000 times on YouTube.</p>	<p><b>1</b> <b>The First PrideJA, 2015</b></p> <p>Though the Jamaica LGBT community has been in its own ways celebrating pride from as far back as 2005, our first public pride was celebrated August 1-6, 2015 during what is known as the emancipation week. Emancipation Park was filled with excitement and pride as members of the community launched the week with a flash mob. This public display of visibility and resilience paved the way for our celebration of six Pride weeks incident-free.</p>
<p><b>9</b> <b>Respect Jamaica, 2014</b></p> <p>The campaign was started in 2014 with the message that "Everyone should be afforded the basic right of Respect." It was instrumental in providing visibility to the marginalised communities, including the LGBT community, through media campaigns on radio, TV and billboard ads. Most importantly, the campaign signalled increased public support of the LGBT community from corporate Jamaica who formed the campaign's Advisory Board.</p>	<p><b>6</b> <b>Hon. Portia Simpson Miller's Debate Stance, 2011</b></p> <p>During the 2011 Election Debate, former prime minister Portia Simpson Miller made clear her opinion that sexual orientation would not disqualify persons from being a part of her Cabinet and that she thinks it's time the "buggery law" be reviewed and a conscience vote be held on it. This was the first time that a senior politician had pronounced on this controversial issue and had made it possible for other politicians to openly take a position on the issue.</p>	<p><b>3</b> <b>Beautiful Girls music video, 2014</b></p> <p>In 2014, VICE news published an unofficial video for the VICE brand song, Beautiful Girls. It shocked the nation with its featuring of the displaced community of gay men and trans women known as the gully queens. The video depicted the gullies they lived and died in. It was disruptive as it used the song of a popular dancehall artiste and gave significant visibility to a marginalized community.</p>	
<p><b>8</b> <b>All Angles' Documentary on Dwayne Jones, 2014</b></p> <p>In July 2014, on the one-year anniversary of the murder of transgender teen, Dwayne Jones, an investigative special was aired on the popular television programme, All Angles. Jones was a transgender teen, whose murder in July 2013 gained the attention of the local and international media. The human interest approach taken by the All Angles host Dionne Jackson-Miller highlights a major move in the right direction in the coverage of LGBT issues.</p>	<p><b>5</b> <b>D'Angel at Pride, 2018</b></p> <p>PrideJA 2018 Breakfast Party was the place and D'Angel did a watershed performance as the first established Dancehall artiste to perform at an openly gay event and pride celebration in Jamaica. This performance challenged the notion that Dancehall and the LGBT community were at permanent odds. It demonstrated that the Jamaican LGBT community were just as invested in and a part of Jamaican culture and society.</p>	<p><b>2</b> <b>The Javed Court Case, 2014</b></p> <p>In February 2014, Javed Jaghai launched the first constitutional case against the validity of the buggery law in Jamaica. Though the case was eventually abandoned, the media engagement around it presented a counter-narrative to the caricatured representation of LGBT Jamaicans up to that point. Javed shifted the look and feel of LGBT rights advocacy and created a lot of traction for the movement.</p>	

**1 IN 3 LGBT JAMAICANS**

Research demonstrates in the world's largest survey of LGBT Jamaicans that 1 in 3 LGBT Jamaicans are employed in the service sector. This is a significant finding as it shows that LGBT Jamaicans are not only visible in the public eye but are also contributing to the economy. For more information on our survey, visit [www.outloudja.org](http://www.outloudja.org).

Get copies of our Employment and Income Survey Report. Contact: [info@outloudja.org](mailto:info@outloudja.org) or call 01-438-1111.

**JFLAG**

# 2021 SNAPSHOT

## 2021

**Total Activities:** 172  
**Completion Rate:** 75%  
 (9% increase in the completion Rate)  
**Activities Exceeding targets:** 67%  
**Initiation Rate:** 88%

Total planned activities: 95  
 Completed planned activities: 52  
 Initiated planned activities: 21  
 Ad Hoc Activities: 77

## 2020

**Total Activities:** 123  
**Completion Rate:** 66%  
**Initiation Rate:** 86%

Total planned activities: 70  
 Completed planned activities: 33  
 Initiated planned activities: 20  
 Ad Hoc Activities: 53

### Completion and Initiation Rates per Strategic Objective:

- 78%** Initiation  
 Health and Wellbeing: 14 activities  
 Completion: 50% | Initiation: 78%
- 90%** Initiation  
 Inclusion in policy process: 10 activities  
 Completion: 60% | Initiation: 90%
- 71%** Initiation  
 Service delivery: 21 activities  
 Completion: 52% | Initiation: 71%
- 56%** Initiation  
 Human rights advocacy and activism  
 34 activities  
 Completion: 56% | Initiation: 76%
- 75%** Initiation  
 Organization sustainability: 16 activities  
 Completion: 56% | Initiation: 75%

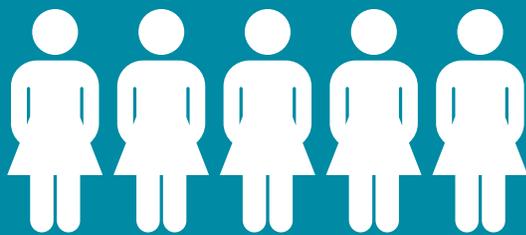
### Completion and Initiation Rates per Departments:

- 66%** Initiation  
 Advocacy and Strategy : 9 activities  
 Completion: 22% | Initiation: 66%
- 84%** Initiation  
 Communications and Engagement : 25 activities  
 Completion: 64% | Initiation: 84%
- 61%** Initiation  
 Health and Wellness : 18 activities  
 Completion: 44% | Initiation: 61%
- 100%** Initiation  
 Organization Sustainability : 11 activities  
 Completion: 78% | Initiation: 100%
- 100%** Initiation  
 Welfare and Support : 13 activities  
 Completion: 53% | Initiation: 100%
- 79%** Initiation  
 Youth : 19 activities  
 Completion: 58% | Initiation: 79%

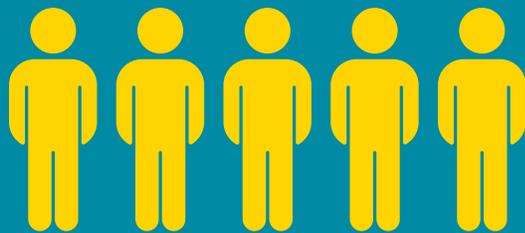
# 2020 ENGAGEMENT

In-person reach was in 2020 was **2,581** which was reduced by 21% for 2021

Online engagement in 2020 was **9,280,268** decreased by 50% for 2021



**21%**  
DECREASED



**50%**  
DECREASED

# 2021 ENGAGEMENT



**2030**

reached through  
in-person programmes  
and activities



**5,534,599**

people reached through  
our social media channels



**12**

# of donors



**17**

# of Partnerships  
Formed Maintained

**5 letters of support**

were prepared for community members  
seeking asylum **down from 22 in 2021**



# VIRTUAL REACH

# of reach on Facebook: 1,625,700

# of reach on Instagram: 1,042,389

# of impressions on Twitter: 2,700,753

# of reach on LinkedIn: 38,595

# of views on YouTube: 127,162

	Jan - Mar	Apr- Jun	Jul- Sept	Oct - Dec
Online	1,772,291	1,250,716	1,458,994	1,052,702
Face-to-Face	553	580	710	187



## Prioritizing Mental Health

It is well recognised that mental illness is highly stigmatised within the Jamaican society. Due to this stigma, individuals will either avoid or delay seeking care for fear of being treated differently from others, fears over losing their jobs, or out of concern for their relationships within family and friends. Persons from the LGBT community will have an additional layer of stigma due to sexual orientation or gender identity and are therefore at higher risk of poor outcomes

than other persons living with mental illness.

A Rapid Assessment and Community Needs Assessment were conducted to document the mental health needs of the LGBT community and the readiness of mental health providers to provide non-discriminatory and responsive services to the community. 420 persons including: Psychologists, Psychiatrists, General Practitioners and LGBT Jamaicans

participated in the study. The Consultant made a total of five (5) recommendations geared towards improving the mental health care system for the LGBT community. From the assessments a listing (20 individuals and 5 organisations) of LGBTQ+ friendly and competent mental health services and service providers was made available. This list includes information about each service providers areas of expertise.

From the assessment, Dr. Kai Morgan developed a guide to be used to support the mental health of Jamaicans. Community Mental Health Support Handbook for Practitioners was developed to increased awareness among providers of the specific needs of the community as well as the most useful approaches to better support LGBT people who present with mental health issues. The Mental Health Guide for LGBT Jamaicans was created to help LGBT persons to manage their mental health through strategies to cope with stress, anxiety, depression and suicidal ideation. They were also presented with evidence based self-help coping strategies, how community members can support each other and peer support strategies. The

listing of where to access services was also included.

Using the contents from the assessments and the guides, a Capacity-building Workshop for Mental Health Practitioners was executed. The Council of Professions Supplementary to Medicine in partnership with EFAF delivered Continuing Education Units (CEUs) around providing for LGBT Mental Health with thirty-two (32) counsellors, psychologists, masters level clinical psychology students and psychiatrists. The participants were trained to better provide mental health services for LGBT persons. Mental health practitioners will get thirteen (13) continuing education hours from attending this capacity-building training.

The Public Forum: Improving the mental health services for LGBT Jamaicans, an EFAF commissioned study was reprogrammed to be a Gleaner's Editors Forum. The Public Forum on 'the state of mental of services for LGBT Jamaicans' was hosted in November by Jovan Johnson, Senior Staff Reporter at The Gleaner. The panellists for Editors' Forum was Glenroy Murray, Renae Green,

Alexander Clennon, Shannan Miller and Minister of Health & Wellness, the Honourable Dr. Christopher Tufton. The forum had 979 Views. The Editors' Forum produced five (5) articles on different aspects of the issue, which fuelled public debate on the matter. In recognition of World Mental Health Day in October, EFAF organized a Mental Health Week with a series of activities during the month of October to bring awareness to mental illness in Jamaica, whilst promoting good mental health. The week was started with a LivActiv hike to Rafjam Café. Other activities for the week included a dance session with Vybance JA, a virtual LGBTQ+ only peer-to-peer support and first responder strategies building space facilitated by Dr. Kai Morgan, a [#MentalHealthMatters](#) Pre-World Mental Health Day Run and yoga in the gardens.

The week ended with the For Queer Minds:

The state of Mental Health Services for LGBT Jamaicans EFAF report launch and discussion.

Other mental health interventions included a building bridges session to sensitized persons around Gender and Sexual Diversity which was conducted, reaching a total of fifty-eight (58) guidance counsellors and final year students from the Mico University College who participated in a sensitization surrounding Classroom Diversity.



## SNAPSHOT

90

mental health practitioners trained and sensitized

5

mental health interventions

8

health interventions



# Equality Represented in Media



The screenshot shows a news article from Loop News. The header includes the Loop logo, the date 'Saturday Jul 03', and the temperature '30°C'. Below the header are navigation tabs for 'News' and 'Videos', and a menu icon. The article title is 'JFLAG says print media coverage of LGBT Jamaicans has improved'. The byline is 'Loop News' and the date is 'June 15, 2021 03:40 PM ET - Updated June 15, 2021 04:06 PM ET'. The main image is a rainbow ribbon. Below the image is a quote from Glenroy Murray, Executive Director at J-FLAG, stating that the media portrayal of LGBT Jamaicans can highlight sensational or controversial aspects that often shrouds the broader issues that LGBT Jamaicans encounter daily. At the bottom of the article is a social media sharing bar with icons for WhatsApp, Facebook, Twitter, Telegram, and a red share icon.

Among the findings of the media content analysis which analyzed media coverage of LGBT-related issues, 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. It is with this context that we acknowledge the improved reporting and inclusion of LGBT voices in national matters.

Using the context of the published, infamous Gay Agenda, EFAP often comments on issues of discrimination and advocates for equality for all Jamaican citizens. The organization has had over eight letters to the editor published representing a range of issues authored by Glenroy Murray and Nickoy Wilson. The issues commented on included the Rent Restriction Act, legitimizing surrogacy and paternity leave, international influences on local and regional laws, regulation of churches in light of

**A** content analysis of print media coverage between 2015 and 2019, completed by JFLAG, indicated a 45 per cent increase in positive representation of LGBT Jamaicans in print media.



# Century-old laws targeted

Published: Sunday | December 5, 2021 | 12:14 AM

Erica Virtue - Senior Gleaner Writer



the Kevin Smith debacle, governing beyond crime and the economy and constitutional reform.

The Gleaner's Editors Forum on 'the state of mental of services for LGBT Jamaicans' was well received and was proceeded by five (5) Gleaner articles highlighting the issues raised. One article summarized the position of Health and Wellness Minister, Dr Christopher Tufton, who said that his ministry will not tolerate any form of discrimination against Jamaica's LGBTQ+ community, noting that they will be treated just like any other citizens when it comes to mental health services.

It was written that Renae Green, the Executive Director of TransWave Jamaica, reiterated the position that mental health service providers in Jamaica need more training

in how to adequately address the needs of the local LGBT community, particularly those who identify as transgender. Another article focused on the societal ills which affect the community citing that Jamaica's social and justice systems is to be blamed for distressed members of the LGBT community falling prey to gangs and also that places of worship are becoming more accommodating to the LGBT community.

EFAF has been sought after to comment on several issues of national importance. These often took the form of radio and television interviews. Representatives participated in interviews with entities like Nationwide, NewsTalk, Radio France, TVJ All Angles, CVM at Sunrise and various international podcasts.



**BOOM**  
wid  
**Pride**







## LGBT Comic Series

Ten (10) graphic illustrations were produced for the LGBT Comic Illustration Series which was distributed via social media and in the newspapers. The series puts the experiences of LGBT Jamaicans in comic form with the intention of changing the hearts and minds of the Jamaican population and featured original drawings from a local queer artist. This had a total social media reach of 97,678. A supplementary comic corner issue was published alongside the OUT Jamaica feature in the Jamaica Gleaner which received a circulation across Jamaica of 50,000.

12 IG  
LIVES

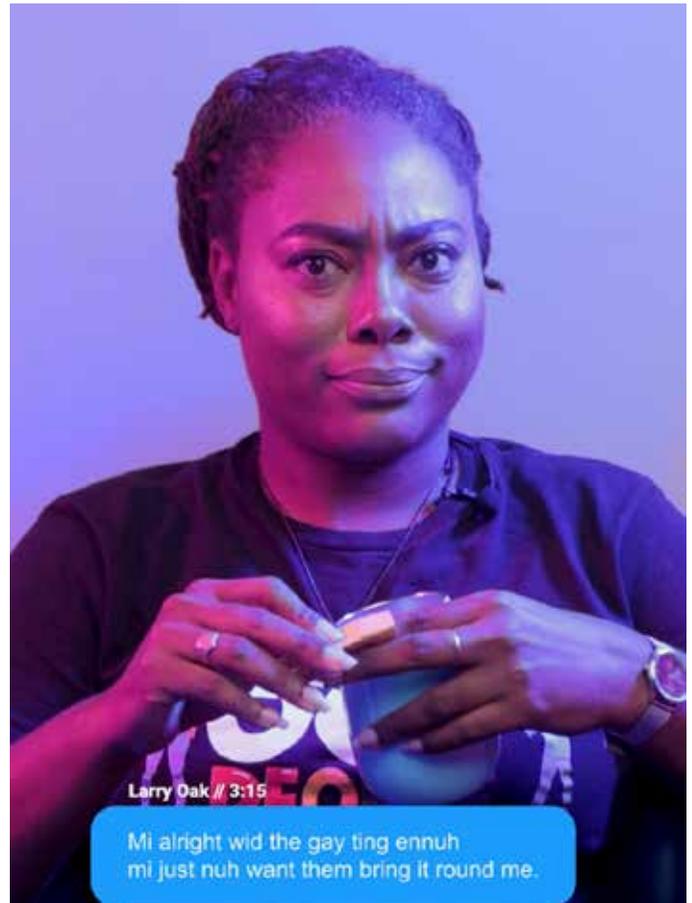
2664  
views

## Monthly Conversation Series

A monthly conversation series was sustained where twelve (12) Instagram live discussions were had, garnering 2,664 views over the course of the series. There were a variety of topics discussed from body dysmorphia in the trans community, lesbian visibility, religion within the queer community, parenting and concerns around COVID-19 vaccines. Prominent guests for the discussions included Dr. Ennis from MOHW and Renae Green from TransWave Jamaica.

## International Day of Tolerance

For acknowledging the International Day of Tolerance, six (6) social media elements (2 videos and 4 graphics) were produced which had a reach of 21,231. The campaign had the theme “Things that sound like tolerance but aren’t” which challenged the problematic thoughts that persons say or think even when they claim to be progressive and tolerant of the LGBT community.



## The Media Guide

This was a targeted LinkedIn campaign to promote the use of the JFLAG Media Guide and its contents to media practitioners across the island. It included twelve (12) infographics and eight (8) videos featuring media practitioner, Archibald Gordon, as well as social media ads. The contents shared on LinkedIn had a total of 32,684 impressions and the videos had 17,517 views.



# Promoting the Economic, Social and Cultural, Rights of LGBT Jamaicans Project Launch







## Promoting Economic, Social and Cultural Rights

Economic, social and cultural rights (ESCRs) are those human rights relating to basic human needs and conditions needed to live a life of dignity and freedom. They form a part of the International Covenant on Economic, Social, and Cultural Rights to which Jamaica has been state party since 1975. EFAF has been implementing the EU-funded project “Promoting the Protection of Economic, Social and Cultural (ESC) Rights of LGBT Jamaicans”. While economic, social and cultural rights (ESCRs) are important for all members of society, key populations such as the LGBT community, PLHIV and persons with disabilities are often at a disadvantage in accessing these rights.

The project, which had its official launch in February 2021 has the target groups including social support service providers, members of civil society, politicians, parliamentarians & policymakers, members of the LGBT community and allies and the general public.

The project aimed to improve existing social support services to make them more LGBT-friendly through the Social Protection Service Provider Training. The training was successful in establishing the concepts of ESCRs, summarizing the study on ESCR in Jamaica which was commissioned by EFAF, highlighting the structural gaps which affects the rights of marginalized and vulnerable groups and Jamaica National Development Plan vision 2030 as the guiding principles to help Jamaica achieve the status of a developed country. Through several group activities and scenarios, participants learned about discrimination and how to offer inclusive customer experiences to members of the LGBT community. #OutLoudJa ambassadors were present to form a panel to answer questions about the community. Participants found the training informative and relevant to the work that they do.



To improve civil society participation in ESC rights advocacy and to improve service provision and in turn service uptake, social provider trainees facilitated community sensitization sessions. 100 members of the LGBT community were invited to four (4) sessions where they were made aware of existing social support services and how to access them. Service providers who facilitated sessions included: Manchester Health Department and National Council on Drug Abuse. All of the attendees indicated they were willing to access their services.

EFAF in an effort to improve civil society participation in ESC rights advocacy, financially supported TransWave Jamaica and Barracks Entertainment to conduct ESCR sensitisation sessions. Barracks Entertainment has been developing a YouTube drama series called “Chasing the Rainbow” that highlights the struggles faced by the LGBT Community where the main character navigates challenges with family, church, relationships and general difficulties in exercising his fundamental rights. TransWave Jamaica has been implementing a project to increase the visualization of the experiences of trans persons and also providing to opportunity for them to voice these experiences.



## SNAPSHOT

**01** Social Protection Service Provider Training conducted

**23** Social Protection Service Providers trained

**4** Community Sensitizations held

**23** service providers willing to provide responsive services to LGBT Jamaicans

**100** Community persons sensitized





# #OutLoudJa

The LGBT community continues to be underrepresented in Jamaica and in an attempt to give voice to the voiceless, EFAF, using the basis of the ESCRs project, developed a training to correct that. #OutLoudJa is an initiative designed and implemented to build the capacity of LGBT Jamaicans and allies to share their lived experiences and speak on diverse social justice issues. This year, forty (40) LGBT persons and allies were selected and trained to become ambassadors who are equipped to use their stories to increase the critical awareness of the experiences of LGBT Jamaicans.

After being introduced to ESCRs concepts and opportunities for advocacy, participants learned about emotional intelligence – how to recognize their own emotions and those of others. Participants were given the opportunity to share significant experiences in their lives which would form their stories. Professional mental health support was made available at the session to manage any triggering or difficult emotions that came up. Participants then learned how to navigate difficult conversations and practice self-care. They were then given the opportunity to develop their public speaking skills and to use their stories as powerful forms of advocacy.

All **#OutLoudJA** ambassadors were equipped to share their stories and use them to raise awareness among the general public as well as with key decision-makers and stakeholders of how homophobia and transphobia impact their full enjoyment of rights, privileges and services in Jamaica. Trained **#OutLoudJA** ambassadors can also use their stories of human rights abuses to help raise awareness among legislators, opinion leaders, the media, service providers, political leaders and key decision-makers on the need to strengthen accountability mechanisms. This is to

ensure that rights violations are being taken seriously at the level of individual institutions.

**#OutLoudJa** Your Way extended beyond the training and equips the ambassadors to conceptualize how they plan to tell/share their stories, highlighting what area they want to advocate around, what medium and other categories like format, audience, platform for sharing, etc. The objective of the website is to act as an information hub for the outputs of the project. **#OutLoudJa** Your Way allowed for OutLoudJa trained ambassadors to create content (using audio, written, video and/or photographs) about economic, social and cultural rights which are shared on the website blog [www.outloudja.org](http://www.outloudja.org).



## SNAPSHOT

40

of ambassadors trained

60

of ambassadors  
sharing their stories  
in various formats





We are



Jamaicans



## Lobbying Our Leaders



The Covid-19 pandemic has disrupted the usual course of advocacy and has definitely forced the organization to rethink how we operate. EFAF has adapted its work and has found creative ways to advocate in a time of disruption. With many persons working from home, virtual meetings were organized with political leaders and influencers to rally support for legislative reform to accelerate equality and inclusion in society.

As a part of the Brown Bag Lunch Series, EFAF engaged State Minister, Julian Robinson. The discussion topic was “Communicating with Legislators: Methods and Best Practices.” The conversation looked at how advocacy from EFAF has evolved over the years, the support advocacy organisations can

provide to politicians through policy briefs, the different ways in which politicians want to be engaged and how we can support and improve our interactions and foster lasting relationships with legislators. The interim Executive Director did a mural walk with the deputy mayor of Kingston to strengthen the organization’s relationship with the municipality and to highlight the work they have been doing to create environs that stimulate positive conversations of LGBT people. This was lauded as a major step for inclusion.

For this year, EFAF drafted eight (8) Policy briefs which were developed from months of in-depth and robust research. They covered a range of issues which affect equality of all citizens of Jamaica and not just LGBT Jamaicans.

The Disabilities Act and Approaches to Solving Homelessness in Jamaica and the brief on Abortion was disseminated to members of parliament. Other policy briefs looked at custody models used in countries where surrogacy is legal and unemployment insurance.

The pandemic presented – and continues to present – huge challenges to opportunities to engage our leaders. During the year, EFAF scaled-up their efforts to accelerate LGBT equality and inclusion by meeting with various political leaders, government officials and labour unionists. The leaders engaged have indicated that parliamentarians are to sign the an international anti-discrimination and stigma declaration, but further indicated the need for local legislation to tackle the problem.

**Meetings were held with:**

- Minister of Justice Delroy Chuck and

the Permanent Secretary in the Ministry, the Legal Officer and the Minister’s Communication Advisor

- Three members of the Board of Supervision which manages shelters across the island.
- Three members of the Division of Social Security at the Ministry of Labour and Social Security and with the president of the Jamaica Chamber of Commerce.
- Met with Junior Minister of Health as a part of the virtual Courtesy Calls for the IDAHOT celebrations
- Met with Member of Parliament Angela Brown-Burke, who represented Leader of the Opposition.
- Jamaica Chamber of Commerce
- Krystal Tomlin
- Alando Terrelonge (Government State minister) and his advisor
- Senator Donna Scott Mottley
- Trade unionist, St. Patrice Ennis



SNAPSHOT

**16** Policy briefs developed

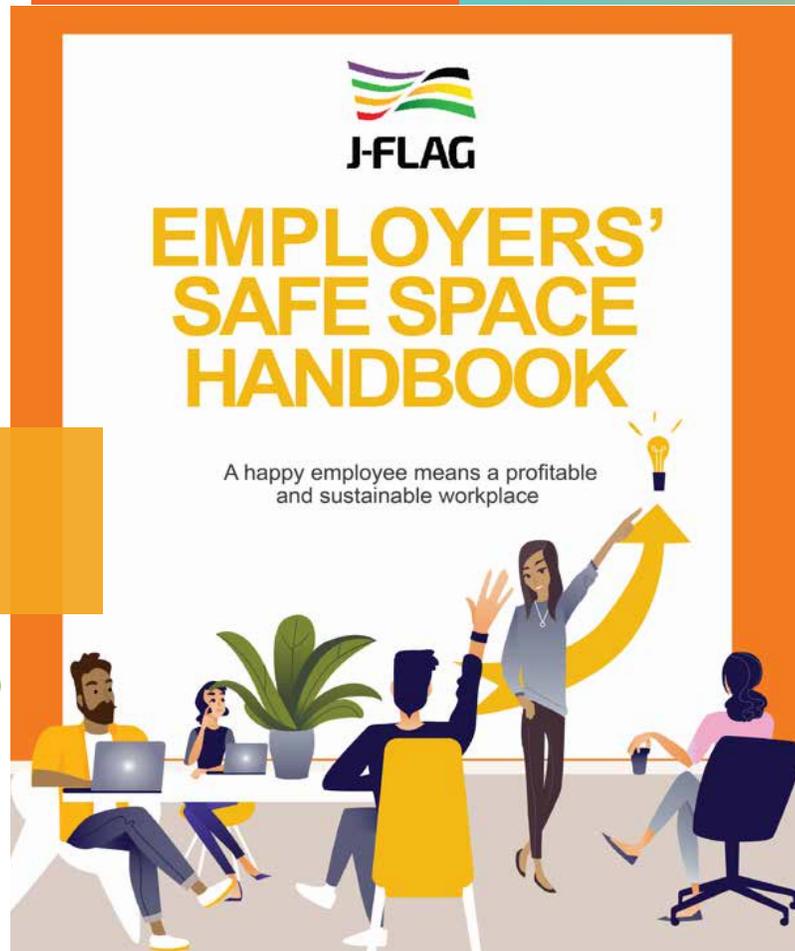
**8** Parliamentarians supported to develop motion around human rights

**10** Meetings held Ministry Departments and Agencies

**16** Key decision makers engaged



# Creating Inclusive Workspaces



EFAF has engaged the private sector to develop a standard of conduct to tackle discrimination against LGBT persons and create inclusive work spaces. Discrimination and intolerance in the workspace continue to be significant challenges for many members of the LGBT community in Jamaica. Following the guidance of the Employers' Safe Spaces Handbook, a Employers' Safe Space Series was developed. Twelve (12) IECs and five (5) videos were created to be promoted on LinkedIn to target employers.

EFAF executed a virtual Brown Bag Lunch

series which created spaces for meaningful discussions between the EFAF employees and external stakeholders. One of the session focused on the topic, "Building Diversity and Inclusion in the workplace." We were joined by the Employee Relations Officer at Island Grill, the General Manager at RocketShip and a Human Resources Manager at Sutherland. This conversation built on existing work from the Employers' Safe Space Handbook to help employers better understand LGBT communities and build workplaces that harness their employees' full potential.

# What is a Safe Space?

This is a physical space where LGBT people are empowered, affirmed and feel safe to be their true selves



...BECAUSE A HAPPY EMPLOYEE MEANS A PROFITABLE AND SUSTAINABLE WORKPLACE



The panellists focused on practical tools that they have utilized to help their organisation become a more diverse and inclusive workplace. They also shared best practices they have found to be instrumental in building an inclusive workforce. These organisations showed that they had made strides in relation to diversity based on sexual orientation. However, it was agreed that more support is needed for employees with diverse gender identities and expressions. This discussion was one of the first

steps in helping to drive the conversation around inclusive policies & programmes that are changing the way Jamaican workplaces operate.

BPO company, Concentrix, invited EFAF to participate in a panel discussion for their Pride month celebrations on improving diversity and inclusion in the workplace. Because of this partnership, a workplace sensitization session was held with CONCENTRIX around sexual diversity and inclusion. Eighteen (18) individuals including two (2) managers were sensitized. Seven (7) Employer's Safe Space handbooks were distributed to the company.



## SNAPSHOT

4

workplaces engaged by EFAF

18

persons sensitized around improving diversity and inclusion in the workplace

4

workplaces using Employers' Safe Spaces Handbook

# Pride 2021 Highlights





# Staying Apart, Priding Together (Pride 2021)

During a period of uncertainties because of a global pandemic and restrictive laws which negatively impact LGBT persons, having a high impact, clearly visible Pride celebration in Jamaica was very important. EFAF successfully executed their 7th incident-free Pride Week celebration in Jamaica which captured the theme, Staying Apart, Priding Together. This theme was chosen as a call for a unification of the LGBT community during the difficult year that was experienced since the start of the pandemic while being mindful of the need to stay apart to stay safe. They were effective in safely having in-person events which catered to all members on the community and achieved high visibility and

online interactions through virtual streams. Five hundred and fifty-six (556) persons participated in-person in the Pride events and there was an online reach of 21,044. This was achieved through live online streaming on all social media platforms (Facebook, Instagram, YouTube and Twitter). A diverse number of people were reached in Jamaica and in the diaspora because of this media. Further visibility was achieved through benefiting from the audience and fans of the artists and ambassadors engaged for Pride. Having these persons participating and promoting Pride events introduced us to a wider audience of LGBT persons and allies.



Pride celebrations were initiated on a



Sunday which is traditionally reserved for Christian worship. Out for Jesus was then conceptualized as a gospel concert to commemorate this. The Pride Lovefest Gameshow and after-party had a focus on celebrating

queer couples which combined two popular concepts, competition and celebrating love. The Day of Service initiative targeted the current needs of the community by providing grocery vouchers to LGBT persons in need rather than the usual volunteer service. Another uniquely Jamaican cultural phenomenon which usually excludes queer Jamaicans is the sound clash which included categories like Vogue, Mumma Saw vs Spice and Soca vs Dancehall. The event was hosted by local LGBT celebrity Keith "Shebada" Ramsay with Dancehall Queen Carlene accompanying him to the event. Building off of the popularity of breakfast parties, the Pride Morning Rave was hosted.

Even though visibility is the main aim of Pride, attempts were made to celebrate each person on their journey. Coupled with the limitations of the pandemic, EFAF provided the means for persons to celebrate pride in the comfort of their homes. They successfully created a means to replicate the Pride Week experience in a small package so community members and allies could enjoy the mirth of pride remotely through the #PRIDEJaMysteryBoxes. It also engaged members of the community who are reluctant to join in celebrating Pride Week given the risk of visibility. The box design incorporated messages from EFAF's major campaigns throughout the years and used (3) three popular community members with



## SNAPSHOT

12

Pride events held

556

persons attended in person

107

#PRIDEJaMysteryBoxes sold for Pride at home



## #PRIDEJaMysteryBoxes



**J-FLAG**

What did **ASHLEY** get inside her **PRIDEJa Mystery Box (SOLO BOX)**

- ✓ 2 Rainbow Merch Items (Tumber, Hat, Shorts, Glasses or Beads)
- ✓ 1 Flask Liquor
- ✓ 2 Bottles Chaser
- ✓ ..and lots more mystery items.

**SOLO BOX (for 1 person)**  
**\$5,000 EACH**

**FRIEND BOX (for 4 persons)**  
**\$19,000 EACH**

**PRIDE JA**

**Mystery BOX**



high visibility as ambassadors for the promotion of the boxes. This was supported by EFAF's staffs achieving direct sales. Customers sharing unboxing videos on their social media and expressing their happiness with the initiatives also boosted interest. A total of one hundred and seven (107) #PRIDEJaMysteryBoxes were created and distributed.

Pride often fails to address the intersectionality of the LGBT community. EFAF then developed #PrideShare which facilitated using an interactive online platform where partners and community members could apply to host activities as part of Pride Week. This was done to ensure that all members of the community could find activities that appealed to them or encouraged to create spaces for themselves with EFAF support. A total of 15 applications were received and reviewed by a panel of two JFLAG staff members. Nine (9) activities were successful in areas ranging from a queer art exhibit and paint and sip to a lip-sync battle for trans people and allies. Six (6) activities were hosted.





# Averting Conflict - JCF and Conflict Resolution

Over the years, EFAF has engaged numerous members of the Jamaica Constabulary Force (JCF) to promote a better relationship between them and members of the LGBT community. Even with the implementation of their Diversity Policy, LGBT persons are still reporting instances of discrimination and reluctance to make reports. EFAF commissioned two studies to investigate this dynamic as well as to offer training to members of the LGBT community around conflict resolution and interacting with the law enforcement.

EFAF commissioned a qualitative assessment aimed at identifying the challenges faced by police officers and explored the interaction between members of the LGBT community and the police from the perspective of police officers. The assessment examined the implementation of the Diversity Policy by members of the JCF when working with members of the LGBT Community and how it can be improved to benefit all concerned. It revealed that 94% of officers surveyed are familiar with the Diversity Policy, however,

66.5% of the participants stated they had limited knowledge about individuals who fall in the 'diversity' category. It is evident from the results of this survey that there are challenges on the part of the police officers which need addressing to enhance service delivery and to reassure LGBT persons that they will be treated respectfully by the police. Importantly, note must be made of the impact of officers' belief system and their experiences with some members of the LGBT community.

A rapid assessment was conducted to identify the challenges faced by community members when interacting with members of the police force. This assessment explored the interaction between members of the LGBT community and the police from the perspective of members of the LGBT community. The Jamaica Constabulary Force (JCF) continues to have challenges implementing its Diversity Policy. The slow pace of this implementation has negatively affected the relationship between the LGBT community and the police. This rapid assessment quantifies the experiences of the community in making reports to the JCF. Following the assessments, three (3) meetings were held with police officers at different police stations within the St Andrew

Central Police division. The meetings had members from the community sharing their experiences when they have tried to make reports to the police on crimes committed against them. Twenty-two (22) police officers were in attendance and nineteen (19) expressed a willingness to maintain communication with EFAF to act as a liaison for community members to make reports. The meeting allowed participants an opportunity to examine the relationship between members of the LGBT community and the police from both perspectives.

Through funding from UNDP, EFAF hosted a series of "Public Speaking and Empowerment" Training Sessions to teach members of the LGBT community as well as advocates how to advocate for their rights in interactions with members of the, JCF. The sessions were facilitated by Archibald Gordon & Dionne Jackson Miller. The sessions, which trained forty (40) participants, exposed and sensitized members of the LGBT community as well as advocates to the findings of the assessments as well as facilitated the sharing of the lived experiences of the participants. They were also introduced to information about their rights in the context of interactions with members of the JCF

and public speaking and empowerment strategies they can be implemented in their interactions with members of the police force.

Forty-one (41) members of the LGBT community and advocates were targeted for the three conflict resolution training sessions which were conducted. In the training, discussions were had about the societal, legal, professional and personal concepts of conflict resolution. Participants received explanations of the experiential deconstruction of a 7-step conflict resolution process and the facilitator used group work and case studies to applying conflict resolution process to real-life scenarios. IEC materials were created and designed and used as reinforcement of the possibility and importance of managing conflict in both private and public spaces.



## SNAPSHOT

**81**

LGBT persons  
trained in Conflict  
Resolution

**22**

police officers  
engaged

**19**

police officers expressing  
willingness to maintain  
communication with EFAF







## Crisis Assistance: Helpline Support

Many LGBT youth face a number of unique challenges that affect their lives and negatively impact their mental health. Physical distancing, curfews and lockdowns have left many LGBT youth displaced or confined to unsupportive or even abusive home environments. Equality Youth

Jamaica (EYJ), through support from EFAF, remains committed to crisis assistance through the youth helpline which increased access to information and counselling for the LGBT community.

The helpline had a cadre of staff dedicated to providing efficient service: project



manager, helpline coordinator, helpline counsellor and temporary practicum student who provided assistance. The team received numerous training opportunities to be able to properly deliver 2ervices. The staff was also routinely appraised for quality assurance purposes.

The helpline also benefitted from media promotions where a jingle was created and aired on two radio stations, Fyah 105 FM and Mello FM. The helpline was also heavily promoted on social media and in various youth spaces. Nineteen (19) organizations agreed to partner with EYJ to promote the helpline and to display the posters in their office spaces. Youth leaders were also engaged to become ambassadors to promote the helpline in youth spaces.

The cumulative efforts resulted in 222 persons accessing the helpline for the year through calls, WhatsApp and SMS messenger. The clients expressed concerns of sexual identity, relationships and abuse, family relationships and psychosocial support.



## SNAPSHOT

**222**

youth accessed the helpline

**5**

capacity building opportunities provided to helpline staff

**19**

partnerships formed to promote and support the helpline

## Youth Voices



EFAF has employed the use of its affiliate Equality Youth Jamaica (EYJ) to reach and engage youth in Jamaica. The youth lead and EYJ management team has done significant work to ensure that LGBT youth leaders and other LGBT youth are empowered through training to take action to promote inclusive youth and national development by leveraging their access to policy and decision-makers as well as key influencers. EFAF hosted the Global Fund Youth Strategy Consultation for the Caribbean region. The consultation was under the guidance of Youth Lead, a youth organization located in Bangkok. It aimed to have the voices of Caribbean youth who are aware of the work Global Fund has done and is doing in the Caribbean, contribute to the development of the strategic plan. The consultation involved twenty-three (23) youth between the ages of 18-24 discussing five thematic areas.

There was increased collaboration among LGBT youth involved in mainstream youth organizations. Jamaican youth have been taking up more spaces and they are using these opportunities to make significant waves. EYJ selected nine (9) youth which received special recognition for their work in leadership, advocacy, science and media. The highlights were well received and had a reach of over 500 on social media. This type of visibility has encouraged other youth to take up spaces that they feel are usually exclusionary due to their circumstances.

In order to create more inclusive youth spaces, EYJ trained twenty-three (23) youth leaders from around the island from organizations like. Participants explored key elements of human rights systems and institutions, the local national youth policy, vision 2030 Jamaica and examined the overlap with the sustainable development goals. They were also exposed to strategic

planning techniques, tools for engendering diversity and respect, and had an indebted look at gender and sexual diversity. They explored how to employ good governance in democratic society along with being taught youth participation frameworks and models integral to their work; this was also paired with apparatuses for navigating power dynamics to influence their advocacy and policy.

In order to get more youth spaces to promote diversity and response for LGBT youth and thereby become safe spaces/haven for them, EFAF employed a consultancy to assess LGBT Inclusivity and Diversity in Select Government Based-Youth Programmes. Data was collected from 65 participants spread across Jamaica's fourteen parishes. The study sought to determine the difference in knowledge, attitudes, and practices about LGBT inclusion and diversity in government-run youth institutions, including the Ministry of Education, Youth, and Information

(MOEYI), Youth Information Centres (YIC), and other governmental spaces dedicated to youth development that engaged in awareness and sensitization programmes, the majority of which were directed by Equality for All Foundation Jamaica Ltd (formerly J-FLAG). An inclusive programmes guide for youth leaders and youth workers was completed which was titled A Space for Me. It was developed to assist youth-led and youth-serving groups and organizations in Jamaica to create activities, events, and programming in an inclusive way. The guide was developed with a unique understanding of what it means to be a member of the lesbian, gay, bisexual, and transgender (LGBT) community in Jamaica. It offered seven (7) Strategies for Inclusion. Once implemented, these strategies can create a sense of belonging for all LGBT youth, so that they can achieve their full potential.



## SNAPSHOT

55

youth leaders engaged

65

youth-based or youth-led organizations engaged

# Financials



EFAF generated a Total Income of \$94M compared to a budgeted figure of \$184.5M and the previous year (2020) figure of \$77.8M. This was 49% less than the Budgeted and a 21% increase from the previous year's Total Income. For the year ended December 31, 2020, 97.6% of the organization's revenue were derived from grant amounting to \$92M. Other sources of revenue include program revenues, direct public support and special events.

While there was a decrease in actual activities carried out, compared to what was budgeted, there was a general increase in actual activities done in 2021 compared to 2020. In line with the increase of activity, Total Expense for 2021 was \$95M compared to the prior year figure of \$77.6M and an reduction from a budgeted figure of \$185.8M. The percentage increase from prior year was 22% while there was a 49% reduction compared to budgeted expenses. The organization incurred a net loss of \$0.8M down from the budgeted loss figure of \$1.3M and an increase from the previous year's loss of \$0.2M.

Savings/Chequing Account balances continue to increase due to increases in Donor Funds. Receivables increased by 409% due to increase in Grant Receivables from donors. The Liabilities and Equity of the organization increased to approximately \$184M as at December 31, 2021, an increase of approximately 39%.

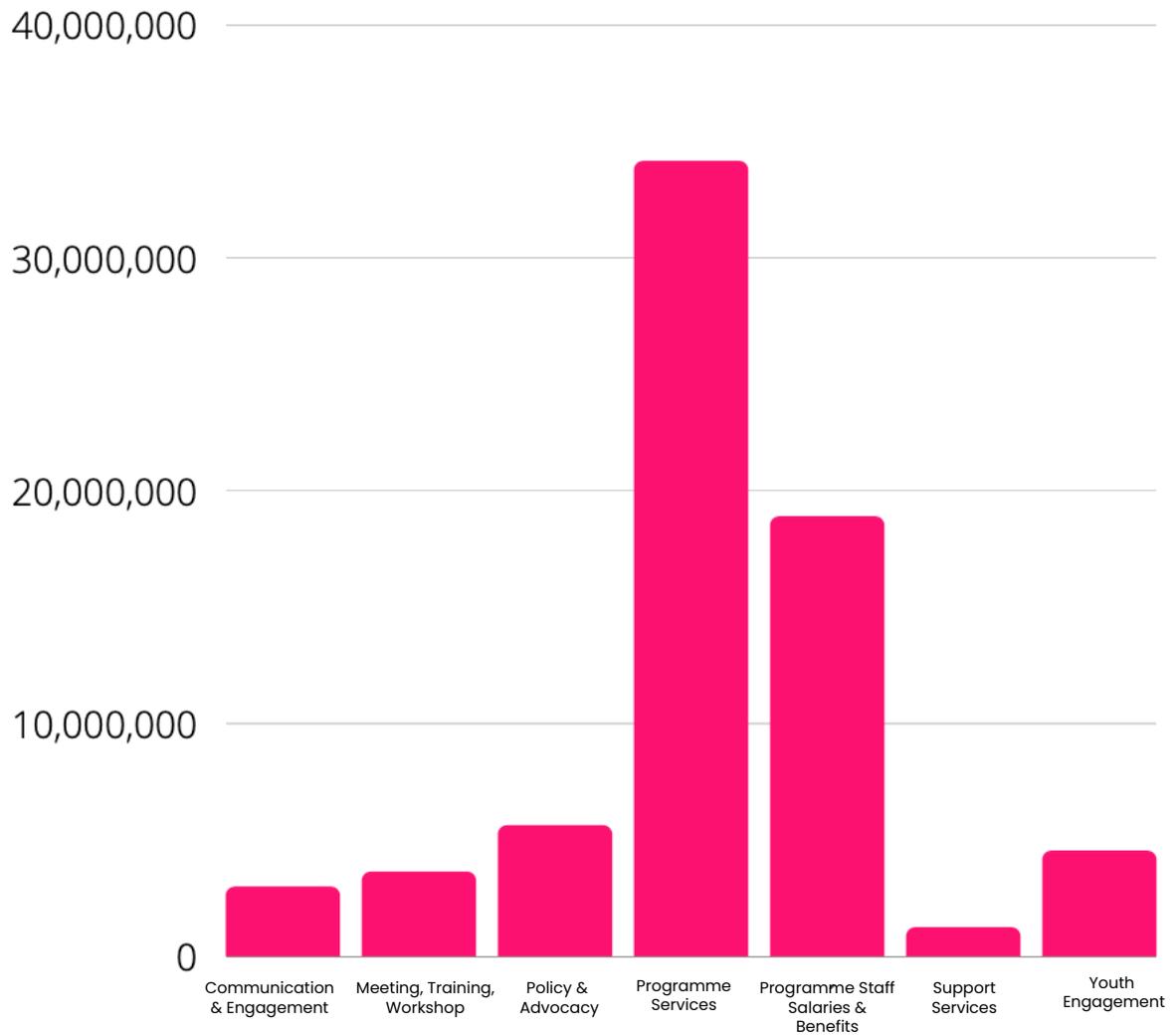
## INCOME

<input type="radio"/> Grants Revenue	92,410,266
<input type="radio"/> Direct Public Support	1,524,402
<input type="radio"/> Program Revenue	614,016
<input type="radio"/> Investment Revenue	171,271
<b>Total Income</b>	<b>94,719,955</b>

## EXPENSE

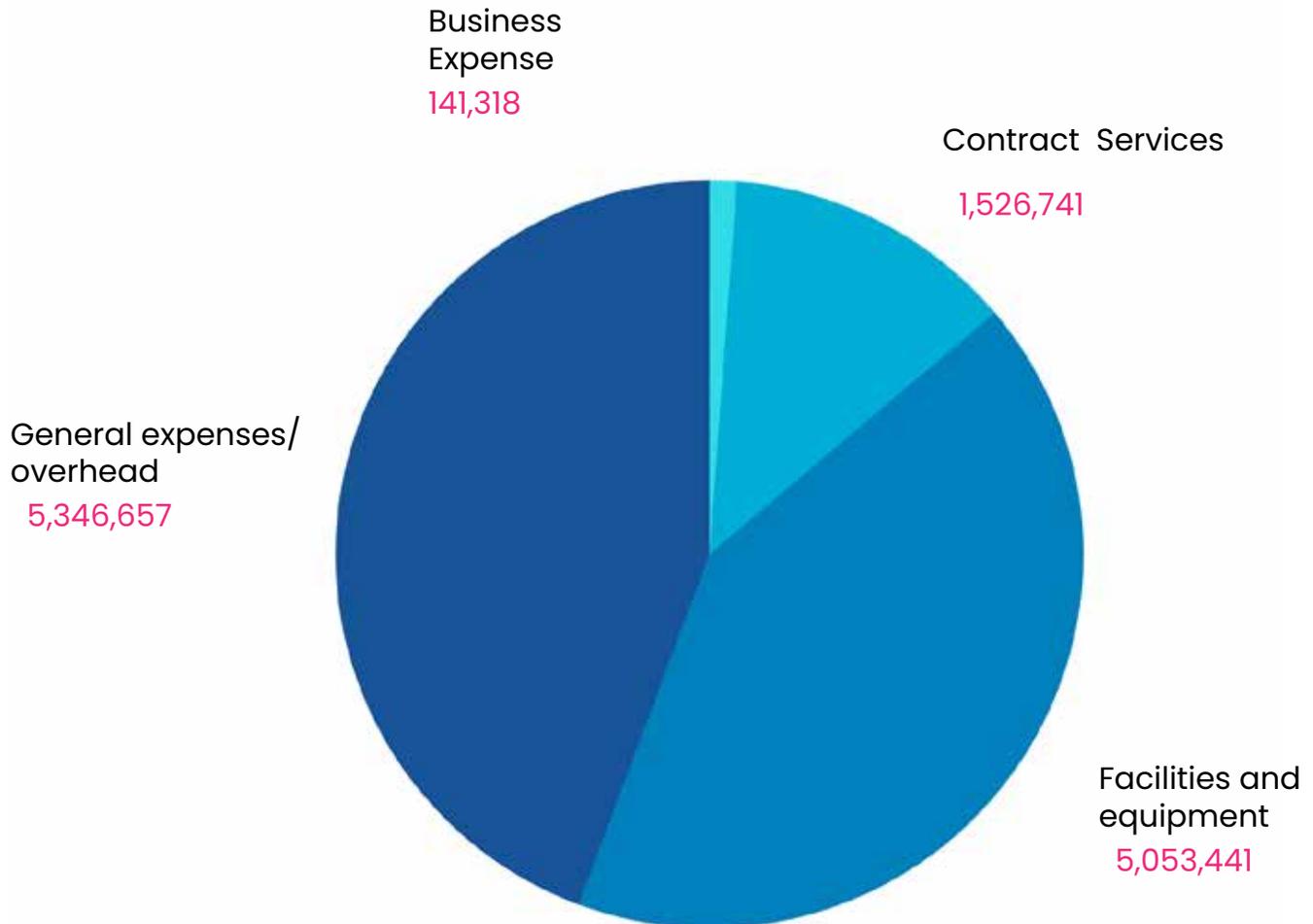
<input type="radio"/> Administrative Expense	12,068,157
<input type="radio"/> Human Resource Expense	12,561,695
<input type="radio"/> Program Cost	70,932,843
<input type="radio"/> Reconciliation Discrepancies	200
<input type="radio"/> Foreign Exchange Loss	(42,235)
<b>Total Income</b>	<b>95,520,660</b>

# Programme Costs:



**Total Program Cost: 70,932,843**

# Administrative Expense



**Total : 12,068,157**

# DONORS



- Astraea Lesbian Foundation
- Comic Relief/Impact
- GiveOut
- Joint United Nations Programme on HIV and AIDS (UNAIDS)
- MAC-AIDS
- Open Society Foundation
- The Commonwealth Equality Network
- The European Union
- The Dutch Embassy
- The Global Fund
- United States Agency for International Development (USAID)
- United Nations Development Programme (UNDP)





**EFAF's 2021 Annual Report**

was **written, coordinated and edited by** Mikhail Henry.

**Managed by** Glenroy Murray.

**Design and typesetting:**

Rachael Campbell

This annual report covers the period from **1 January to 31 December 2021**.

If you have any doubts or queries with regard to this publication, please contact **Equality for All Foundation** at [admin@equalityjamaica.org](mailto:admin@equalityjamaica.org).



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