

EFAF

# ANNUAL REPORT 2022



# TABLE OF CONTENT




03	<b>About EFAF</b>	21	<b>Garnering Bi-partisan support</b>
04	<b>Key EFAF Objectives</b>	23	<b>Developing Corporate Partnerships</b>
05	<b>Message from the Board of Directors</b>	25	<b>Promoting Economic, Social and Cultural Rights</b>
06	<b>Executive Director's Message</b>	27	<b>Inclusive Public Health Services</b>
08	<b>Executive Summary</b>	29	<b>Increasing Community Participation</b>
09	<b>Board of Directors</b>	31	<b>The Pride of Your Life (Pride 2022)</b>
10	<b>Members of Staff</b>	33	<b>Supporting LBQ Women</b>
11	<b>Top 10 of 2022</b>	35	<b>Youth Advocacy</b>
18	<b>2022 Snapshot</b>	37	<b>Crisis Assistance: Helpline Support</b>
19	<b>2021 Snapshot</b>	38	<b>Development Programmes for Displaced Youth</b>
20	<b>Engagement</b>	40	<b>2022 Human Rights Violation Report</b>
		41	<b>Financial Report</b>
		42	<b>Donors</b>



## 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.

 <h3>Mission</h3> <p>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.</p>	 <h3>Vision</h3> <p>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.</p>	 <h3>Values</h3> <p>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.</p>
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**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.

## 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.





## Message from the Board of Directors

As we close the chapter on another year, the Board of Directors wishes to acknowledge the efforts of the team and celebrate the accomplishments that the organisation has been able to achieve during 2022. It was a year which saw the organisation undertake a number of activities and strategies designed to improve the lives of LGBTQ+ Jamaicans while continuing the recovery from the impact of the COVID-19 pandemic.

During the course of the year, the team made significant strides in meeting the strategic priorities of the organisation, including actively reconnecting with members of the community while expanding the reach of it's work into hitherto untapped programmatic areas. This has led to new and strengthened partnerships as well as increased visibility of the organization. These occurred as the organization went through the arduous process of shifting their base of operations to the new Rainbow House.

An important milestone during the year was realising a long held vision of having a dedicated space for the LGBTQ+ community. The establishment of Rainbow House represents not only a historical milestone for J-FLAG and the LGBTQ+ movement in general, but also the culmination of two years of work to strengthen the partnership between members of the Equality Group, namely J-FLAG, TransWave Jamaica and Equality Youth Jamaica, who will be sharing the space as a unified movement.

The Board is mindful that 2023 represents the last year in the organisation's five-year strategic plan and stands ready to do the necessary stock-taking, engagement and introspective processes as EFAF begins charting the new path forward in advocating for the rights, livelihood and well-being of LGBTQ+ Jamaicans.



**Ivan Cruickshank, Msc., BSc.**  
Chairperson, Board of Directors

## Executive Director's Message

At the start of 2022, the team at Equality for All Foundation Jamaica knew it was about to take on a great enterprise. Not only did our annual work plan boast 120 planned activities for the year, we were finalising our long-awaited purchase of a permanent space not only for us here at EFAF, but our partners at TransWave Jamaica and Equality Youth Jamaica. We also recognised that the restrictions related to the COVID-19 pandemic were being eased and we needed to come out of COVID reminding the members of the LGBTQ+ community in Jamaica that we serve that we were here for them and were prepared to undertake the difficult task of rebuilding ties with the community.

Very early on, we recognised that we could not go back to things as they were pre-COVID. The community had changed, we had changed, and in some ways our ability to do our work had changed. But we were not deterred, and instead came together as a team and worked with our allies to revise and adapt our strategies to the new world that was now before us.

I am proud to say that by year's end, we were able to host over thirty (30) community building activities over the course of the year to reconnect, re-establish ties, and learn from our LGBTQ+ community members how we could serve them better. These activities took a variety of forms including support for community parties, a series of townhalls, lymes, trainings, movie nights and other recreational activities held all across Jamaica to strengthen ties with and between community members. In addition, we recognised the need as an organisation to have renewed particular focus on engaging our LBQ women so that they remain engaged and connected to our work.

Outside of this, we were able to make significant headway with our EU-funded project aimed at Promoting the Economic Social and Cultural Rights of LGBT Jamaicans. We trained over 100 social service providers, connected LGBTQ+ Jamaicans across the island to several of these services, hosted a public forum discussing the major achievements of the project and supported the production of hit YouTube series, True Colours. Not to be outdone, our other departments made major swings as well with the return of the Larry Chang Symposium for IDAHOT which catalysed the national discussion on drug abuse among children; the training of political actors on LGBTQ+ issues; the partnership with CAPRI to undertake three major research papers; our work with the University of West Indies Psychology Department to institutionalise training on queer mental health issues; the revamp of our Youth Social Justice Training Programme; the production and publication of several online campaigns; the revival of our JFLAG Cares and Ambassador Programmes; and the hosting of four partnership mingles to strengthen our relationships with several sectors. While much and more can be said about our work, I will not pre-empt the fullness of this report by attempting to.

I would like to say Thank You and Congratulations to our team for a year well-executed despite all the challenges, both internal and external. I would also like to especially recognise and reiterate the call by Senator Campbell-Rodriguez for comprehensive anti-discrimination legislation to address the challenges community members continue to face.

It would be remiss of me not spare a few words to talk about the immense effort that went into strengthening the partnerships within the Equality Group. Strident efforts were made by the teams at EFAF, TransWave Jamaica and Equality Youth Jamaica to ensure that as we transitioned into our new Rainbow House, we did so with our bonds being stronger than they ever were before. I am happy to say that as at June 30, 2022, all three organisations have been working harmoniously under one roof, supporting each other and bolstering the movement for LGBTQ+ equality.

In reflection, I recognise that 2022 reminded the team at EFAF of our own resilience, dynamism, and adaptability. We were willing to take on new challenges and address persistent ones as they rose. It is this indomitable will that will mark our work as we enter our 25th year of advocacy.

## **Glenroy Murray**

Executive Director,  
Equality for All Foundation Jamaica Ltd



## Executive Summary

This Annual Report highlights the progress and achievements of EFAF during 2022. 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.

We were able to increase community engagement and participation through a number of activities, with special effort to engage LBQ women and community members from rural areas. Community support services were also scaled up to help the most vulnerable of the community with shelter, skills development, and psychosocial support. This year, particular focus was given to forming beneficial partnerships and engaging political actors with hopes of building a more tolerable society for LGBT Jamaicans. Despite the challenges of procuring secure venues for activities, consultant delays and staff changes, we were able to initiate 84% of the 120 planned activities for 2022 all while achieving visibility on a global scale.

This report also outlines the various activities we completed in 2022 which align with our strategic plan, along with ad hoc activities which together, allowed us to engage over 12,000 people in physical or direct virtual (non-social media) spaces, and well over three million reached 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; and 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 2022, and information on EFAF's financial health.



**Mikhail Henry**

Monitoring, Evaluation & Learning  
 Specialist



## Board of Directors

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

Chairperson, Board of Directors  
Executive Director, Caribbean Vulnerable Communities Coalition

### **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

### **Anthony Hron, MSc., BSc.**

Senior Technical Advisor, HIV Program Design & Resource Mobilization, CARE

### **Charmaine Wright, MBA, BA**

External Affairs Consultant, The World Bank

### **Jodi-Ann Quarrie, LLM, LLB**

International Human Rights and Environmental Attorney

### **Karlene Temple Anderson, MA, BA**

Director, Enabling Environment & Human Rights, National Family Planning Board

### **Geasean Johnson, MSc., BSc.**

Climate & LGBTQ+ Rights Activist



## Members of Staff

### Glenroy Murray, LLM, CLE, LLB

Executive Director

## Finances & Operations

### Kadian Nicholson, BBA

Associate Director, Finance & Operations

### Anika Walsh

Procurement & Administrative Officer

### Patricia Grant

Office Attendant

### Venice Rookwood, Cert.

Finance Manager

### Deshawn Coleman, Cert.

Senior Finance & Accounting Officer

## Programmes & Advocacy

### Suelle Anglin, MA, BA

Director of Partnerships

### Elton Johnson, BA

Associate Director, Marketing,  
Communications & Engagement

### Noelle Campbell, MPHHP, BSc.

Health & Wellness Coordinator

### Shadeana Mascull, BSc.

Welfare & Support Services Manager

### Sean Lord, BSW

Senior Youth Programme Officer

### David Bowes, LLB

Project Officer

### Rohan Wallace, Cert.

MEL Support Officer

### Karen Lloyd, BSc.

Associate Director, Research, Advocacy &  
Programme Development

### Mikhail Henry, BSc.

Monitoring, Evaluation & Learning Specialist

### Nickoy Wilson, BA

Policy & Advocacy Manager

### Asharine Allen, BSc

Case Manager (Larry Chang Foundation)

### Kristoph Wilson

Communications & Campaigns Officer

### Saint Courtanii Ba'Rhone, Cert.

Project Assistant



Equality for All  
Foundation Jamaica Ltd.

# TOP 10

# 2022





#10

## LGBT TOWNHALL

**EFAF** hosted four (4) townhall meetings with LGBT community members across Jamaica, as a strategy to reengage the community post-COVID. There were 61 participants in the sessions where they voiced their opinions on the work that EFAF has been doing in welfare, advocacy and engagement. The organization scored well in areas of social media and community engagement but received mixed reviews in advocacy and traditional media. Feedback and recommendations were well received and will be incorporated in the organization's strategy.

#09

## CREATING INCLUSIVE WORKPLACES

In an effort to address workplace discrimination faced by LGBT Jamaicans, EFAF engaged three (3) organizations to train their staff about sexual diversity and inclusion. A model diversity and inclusion policy and assessment tool was developed to help guide this process. EFAF also commissioned a case study on the employment of LGBT Jamaicans in the BPO industry. The findings revealed that due to globalization, the Jamaican BPO sector provides a safer space for its LGBT employees but deep rooted cultural norms of discrimination continue to permeate. Some of the organizations engaged in the study have agreed to benefit from the inclusion trainings.



#08

## BUS ADVERTISEMENT

Artist Deon Simone was commissioned to create artwork that were mounted on twelve (12) Jamaica Urban Transit Company (JUTC) buses in the corporate area. The art works promoted Jamaican pride, diversity and inclusion with slogans, “We are Jamaicans”, and “Tek Pride Inna Jamaica.” Viewership of the advertisement is expected to surpass 400,000. This symbolizes an achievement for corporate partnership and increasing tolerance.

#07

## JFLAG ANNIVERSARY

**EFAF** hosted four (4) townhall meetings with LGBT community members across Jamaica, as a strategy to reengage the community post-COVID. There were 61 participants in the sessions where they voiced their opinions on the work that EFAF has been doing in welfare, advocacy and engagement. The organization scored well in areas of social media and community engagement but received mixed reviews in advocacy and traditional media. Feedback and recommendations were well received and will be incorporated in the organization’s strategy.



**#06**

## HONOURING OUR COMMUNITY HEROES

Five (5) community members were awarded their various contributions to the LGBT Community and the advocacy movement. The awards include: LGBT Person of the Year - Sade Buckeridge; Community Mobiliser of the Year - Terrykay Walker, Advocate of the Year - Angeline Jackson; and Long Service to Community - Vicki Hanson. A Silent Hero was also selected and awarded privately.

EFAF employees were also recognized for their heroic contributions this year: Karen Lloyd was the recipient of the 2022 High Individual Value award for her years of contribution to the LGBT movement and the National HIV response; and the ED, Glenroy Murray, was awarded the 2022 Robert Carr Award for Human Rights for his extensive work in fearlessly promoting the human rights of LGBT and other vulnerable Jamaicans.





## #05

**PRIDEJA 2022**

Pride Week 2022 was held August 1 - 6 under the theme “The Pride of Your Life,” symbolizing the re-emergence of Pride post-COVID. Ten (10) Pride Week Activities were hosted for #PRIDEJa2022 - two (2) were hosted by JFLAG and the other eight (8) activities were hosted by LGBT community leaders, CSO partners, and allies under a facility called #PrideShare. Over 1,500 persons attended the Pride events this year. For the month of August, the hashtag #PRIDEJa was mentioned 146 times across Facebook, Twitter and Instagram with a total reach of 1.1 million and interaction of 8,000 across all platforms. With #PRIDEJaMysteryBox, an initiative to allow persons to have pride from the comfort of their homes, 102 mystery boxes were distributed.

## #04

**LARRY CHANG FOUNDATION**

In an effort to alleviate the impact of displacement, discrimination and loss of employment for LGBT youth, which places them at risk for violence, EFAF financially supported the Larry Chang Foundation – the only LGBT-specific shelter in Jamaica. In addition to providing support for 41 displaced LGBT youth, they were also enrolled in a skills development programme. This included enrolment in formal education, and learning a variety of skills ranging from food and beverage preparation to electrical installation. The programme also included soft skill development and employability training to help them find employment and transition out of the shelter.

## #03

**USAID PROJECT**

The Strengthening Community Support Structures to Upscale LGBT Rights Advocacy Project was developed to address some of the existing gaps which limit the participation of a wider range of community members. The overarching goal is for LGBT people in Jamaica to be able to enjoy their human rights, participate openly in the LGBT community and have equal life opportunities through the promotion of diversity and inclusion and establishment of community support systems. The project has instilled a greater sense of belonging within the LGBT community with more persons being willing to participate in advocacy initiatives. It has also provided shelter and other forms of support to vulnerable members of the community who have been readily connected through a 24-hour helpline and have increased awareness among politicians, parliamentarians, labour unionists and the wider public of the importance of respect and inclusion of and tolerance for the LGBT community.

## #02

**ESTABLISHING THE RAINBOW HOUSE**

**EFAF** has found a new permanent home of operation from which to better serve the LGBT Community. The Rainbow House was established to house EFAF, TransWave Jamaica and Equality Youth Jamaica, under the umbrella of the Equality Group. Once fully operational, the Rainbow House will be equipped to securely host events, partnership meetings and expand community engagement.





#01

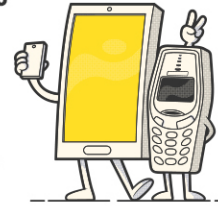
## LGBT ACTIVISM AT THE COMMONWEALTH GAMES

The ED stood alongside Olympic Gold medallist, Tom Daley, at the opening ceremony of the 2022 Commonwealth Games in Birmingham. Glenroy was among six (6) activists from some of the 35 countries that continue to punish same-sex relations, who carried Pride Progress flags showing support for LGBT people living in countries that still criminalise homosexuality. The ceremony was broadcast to millions and Glenroy basked in the visibility that was achieved as an openly gay, effeminate man who still resided in one of the mentioned countries.



# 2022 SNAPSHOT

Total Activities: **240**  
 Completion Rate: **73%**  
 (2% decrease in the completion Rate)  
 Activities Exceeding targets: **28%**  
 Initiation Rate: **92%**



Total planned activities: **120**  
 Completed planned activities: **54**  
 Initiated planned activities: **47**  
 Ad Hoc Activities: **120**

## Completion and Initiation Rates per Strategic Objective:

- 33%
Completion

**Health and Wellbeing:** 21 activities  
 Completion: 33% Initiation: 81%
- 55%
Completion

**Inclusion in policy process:** 11 activities  
 Completion: 55% Initiation: 73%
- 42%
Completion

**Service delivery:** 26 activities  
 Completion: 42% Initiation: 77%
- 39%
Completion

**Human rights advocacy and activism:** 41 activities  
 Completion: 39% Initiation: 90%
- 67%
Completion

**Organization sustainability:** 21 activities  
 Completion: 67% Initiation: 90%



# 2021 SNAPSHOT

Total Activities: **172**  
Completion Rate: **75%**  
Initiation Rate: **88%**



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

## Completion and Initiation Rates per Strategic Objective:

**26%**  
Completion

**Advocacy and Strategy:** 19 activities  
Completion: 26% Initiation: 47%

**13%**  
Completion

**Communications, Engagement and Partnership:** 44 activities  
Completion: 13% Initiation: 75%

**89%**  
Completion

**Health and Wellness:** 16 activities  
Completion: 89% Initiation: 100%

**89%**  
Completion

**Organization Sustainability:** 9 activities  
Completion: 89% Initiation: 100%

**52%**  
Completion

**Welfare and Support:** 17 activities  
Completion: 52% Initiation: 82%

**67%**  
Completion

**Youth:** 15 activities  
Completion: 67% Initiation: 87%

## Engagement

	Jan - Mar	Apr - June	July - Sept	Oct - Dec
<b>Online</b>	1,483,590	663,360	904,791	404,268
<b>Face to Face</b>	2,383	2,453	6,067	1,423



### Virtual Reach:

- # of reach on Facebook: **1,720,770**
- # of reach on Instagram: **495,237**
- # of impressions on Twitter: **1,092,300**
- # of reach on LinkedIn: **63,234**
- # of views on YouTube: **84,468**

### 2021 Engagement

- In-person reach was in 2021 was **2,030**
- Online engagement in 2021 was **5,534,599**

## Garnering Bi-partisan support

As advocacy remains the core of EFAF's mandate, the organization have explored several methods to drum up support for law reform from both sides of the political aisle. Despite marked improvements to the lives of LGBT Jamaicans, the movement has been dogged by sluggish law and policy reform. EFAF has explored strategic ways of engaging key political actors and actors in labour unions as a means of catalysing law and policy reform. The goal is for greater awareness among politicians, parliamentarians, labour unionists and the wider public, of the importance of respect and inclusion of and tolerance for the LGBT community. This was valiantly attempted through sensitization and engagement.

Political commentators and human rights advocates Dr. Nadeen Spence and Jaevion Nelson were commissioned to develop a training manual to guide political and labour union actors around working with and promoting diversity, equity and inclusion for LGBT people. They led the training of eighteen (18) persons, including representatives from the Office of the Prime Minister, the Jamaica Labour Party, the People's National party and the National Trade Union. The training achieved its aim of building the capacity of the participants around understanding human rights, LGBT issues, good governance and promoting diversity, equity, and inclusion. The training also gave the actors an opportunity to learn about the Jamaican LGBT community, their experiences and rights, and promote willingness and confidence to work with them to create social, political, and legislative changes in different spaces. Some of the participants from the training agreed to be members of a bi-partisan human rights caucus.

In making her state of the nation presentation in the Upper House in September, Government Senator Natalie Campbell Rodrigues called for a legal framework to be established which includes and protects the LGBT community, and for the creation of anti-discrimination legislation. In her address she was also advocating for greater levels of protection from discrimination and undignified treatment of people living with HIV/AIDS (PLWHA). During the speech, she pointed to data produced by EFAF on discrimination, ill-treatment and stigma against members of the LGBT community. This stance garnered international recognition and stands as a call for other political leaders to advocate for law and policy reform.

During the year, EFAF scaled-up its efforts to accelerate LGBT equality and inclusion by meeting with various political leaders, government officials and labour unionists. A meeting was held with State Minister Alando Terrelonge and Advisor to the State Minister Courtney Scott where they expressed support for human rights and encourage that other civil society organizations should have more conversations with those in leadership. A meeting was also held with Minister Matthew Samuda and his team on EFAF pilot research on Climate Change and LGBT Jamaicans. Other notable engagements included: Senator Donna Scott-Mottley, St Patrice Ennis – General Secretary Union of Technical, Administrative and Supervisory Personnel; Ryan Strachan – President of the JLP's youth arm, G2K; Yanique Lambert, former member of the

communications team at the Office of the Prime Minister; Marlon Campbell of the PNP Patriots; and Mrs. Helene Davis-Whyte, president of the Jamaican Confederation of Trade Unions.

- 7** 7 Meetings held Ministry Departments and Agencies
- 12** Key decision makers engaged
- 18** Political Actors trained
- 8** Policy briefs developed
- 2** Parliamentarians supported to develop motions around human rights



## Developing Corporate Partnerships

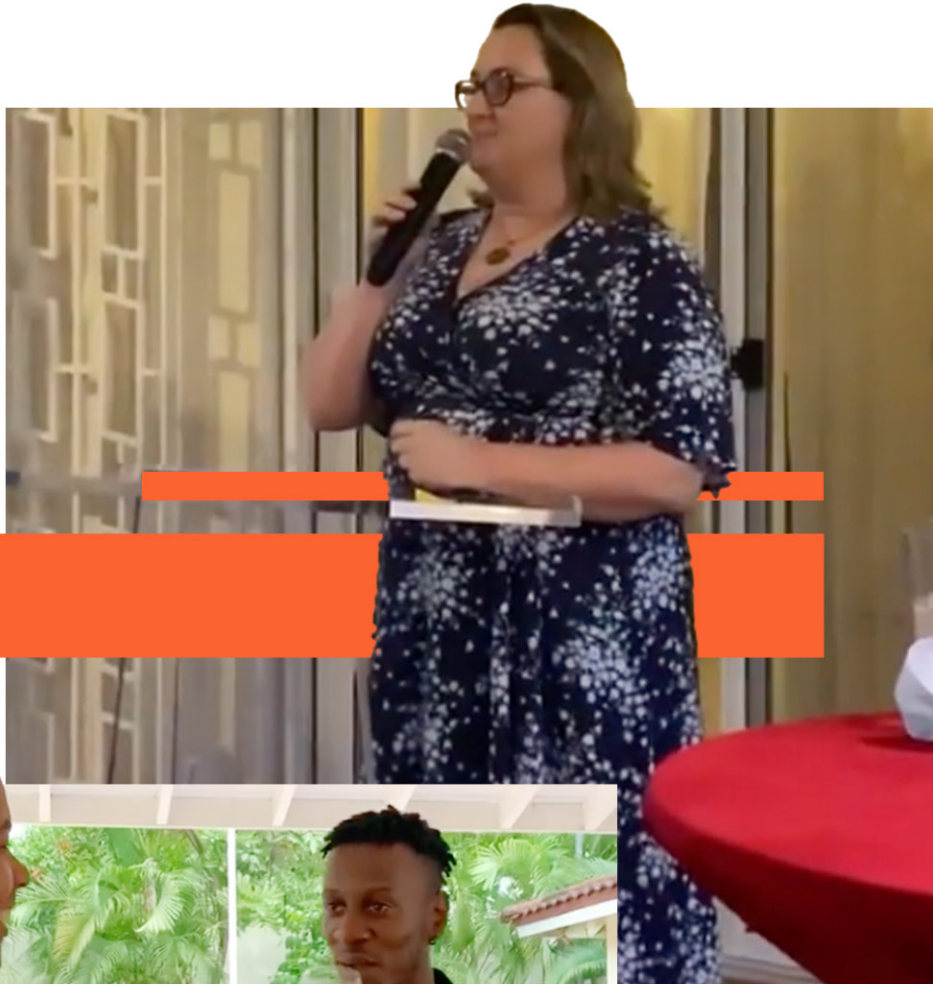
Developing corporate partnerships is essential in LGBT advocacy as it can help to raise awareness, provide financial support and resources, promote inclusive policies and cultures, and create allies in the business community. This required a strategic approach that involved developing a communication strategy for the organisation, identifying potential partners, building relationships, executing the partnership, and measuring and evaluating impact.

The communication strategy describes how to engage with stakeholders by identifying and analysing various groups and individuals who have a stake in the organization's success. It also outlines approaches to build and maintain relationships with stakeholders, including internal communication flow to ensure that all employees are well-informed. External communication involves developing the tone, voice, and imagery that align with the organization's branding and crisis communication strategy. The use of an organization branding kit helps maintain consistency in communication materials. The strategy also instructs on online communication through social media, websites, and email communications to establish an online presence.

A series of three (3) corporate mingles were executed to provide an opportunity for EFAF employees to meet and network with key stakeholders and form new partnerships. The German Embassy was engaged to host the first corporate mingle which focused on EFAF's advocacy work, highlighting the organization's strategy and its impact. The Canadian High Commission hosted the second mingle which centered media engagement and the advocacy movement. It also provided an opportunity for the organization to engage with key stakeholders in the Canadian government. A third mingle was centred on Economic, Social, and Cultural Rights, providing a platform for the organization to share its perspectives and engage in meaningful conversations with other stakeholders in these areas. A total of 23 new partnerships were formed from these engagements.

The Partnership Retreat was a two-day residential training program that brought together 11 stakeholders with the goal of strategizing on how best to provide support and implement activities that will help EFAF support the LGBT community. During the retreat, the participants engaged in various activities aimed at developing a plan of action for the year 2023 on how they will collaborate to provide support to EFAF and implement activities that will benefit the LGBT community. These activities may include advocacy, education, and awareness programs that will promote acceptance and tolerance towards the LGBT community. The stakeholders who attended the retreat were individuals and organizations that have a vested interest in supporting the LGBT community and promoting human rights. The retreat provided a platform for them to network, share ideas, and collaborate on ways to improve the lives of

the LGBT community in Jamaica. The plan developed during the retreat will guide the participants in their efforts to support EFAF and promote equality and justice for the LGBT community in Jamaica.





## 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 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 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 aimed to improve existing social support services to make them more LGBT-friendly through the Social Protection Service Provider Training. Facilitator, Karlene Temple-Anderson conducted four (4) trainings with one-hundred and two (102) individuals from various government organizations and agencies. The trainings were successful in establishing the concepts of ESCRs, highlighting the structural gaps which affects the rights of marginalized and vulnerable groups, and Jamaica’s 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. 318 members of the LGBT community were invited to sixteen (16) sessions where they were made aware of existing social support services and how to access them. The community members were introduced to the services of the Legal Aid Council, the Poor Relief Department, Health Connect Ja, Jamaica Constabulary Force and the Child Protection and Family Services Agency.

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 developed a six (6) part YouTube drama series called “True Colours” that highlights the struggles faced by the LGBT Community. The main character navigates the tension that exists between homosexuality and Christianity and general difficulties in exercising his fundamental rights. The series became a viral sensation, garnering over 80,000 views per episode and having a total reach of over 500,000. The series sparked conversations within the religious community about their biased tendency to focus on gay sex which serves to isolate the



individual from their faith, causing much more suffering.

The ESCR Project hosted a Public Forum on August 17, 2022, at the Jamaica Pegasus Hotel in Kingston. Eighty-six (86) persons were in attendance, while 1,062 and 281 persons tuned in on Instagram and Facebook, respectively. A keynote address was given by Mrs. Kayla Beckford Harrison, Director of Investigations at the Office of the Public Defender. The address focused on the landscape of ESCRs in Jamaica and the gaps that hinder persons from accessing and enjoying their ESC rights. Vanna Lawrence, Programme Manager to the EU, brought greetings on the donor's behalf. Outside broadcasting coverage was provided by Nationwide News Network. Interviewees during the outside broadcast included Vanna Lawrence, Glenroy Murray and Shadeana Mascull.

4

**Social Protection Service Provider Training conducted**

102

**Social Protection Service Providers trained**

102

**Service providers willing to provide responsive services to LGBT Jamaicans**

16

**Community Sensitizations held**

318

**Community persons sensitized**



## Inclusive Public Health Services

Creating inclusive public health services for LGBT Jamaicans can be challenging, as there continues to be many cultural, social, and legal barriers to providing equal healthcare services to the community. This requires a combination of education, awareness, and practical strategies to address the barriers to healthcare faced by the community.

EFAF engaged a variety of stakeholders in meetings related to promoting health and well-being, with a particular focus on supporting LGBT individuals and addressing HIV/AIDS. We collaborated with a number of different organizations and individuals, including academic institutions, government agencies, and civil society organizations. Discussions were held pertaining to the integration of LGBT mental health content into the curricula of the Department of Behavioural Sciences at Mico University College and the M.Sc. Applied Psychology program at the University of the West Indies. We met with representatives from the John Hopkins Bloomberg School of Public Health to discuss partnering on a series about sexual and reproductive health access for LGBT youth.

A mystery shopping assessment was conducted to evaluate the customer experience of LGBT Jamaicans at HIV testing sites. A total of 17 assessments were done across six (6) locations. Overall the assessments found that there was a generally positive experience and those who were at varying points of contact were fairly respectful, polite, and they offered professional and relatively courteous assistance where they could. Notwithstanding this, targeted interventions are still recommended for front line staff such as security guards and administrative clerks. This does give a sense that some improvements have been made within the healthcare setting to reduce stigma and discrimination, though much work still needs to be done. A meeting was hosted with State Minister Juliet Cuthbert-Flynn, Dr. Francia Prosper-Chen, and Dr. Alisha Robb-Allen to present findings from the mystery shopping exercise.

A sex positivity study was commissioned by EFAF that aimed to understand the integration of sex positivity in sexual and reproductive health (SRH) programs in Jamaica, where traditional gender norms and negative attitudes towards same-sex intimacy prevail. Interviews were conducted with decision-makers, service providers, and civil society organizations in the health, education, and civil society sectors, revealing that the integration of sex positivity in SRH programs is highly variable across sectors, with civil society being the most advanced. Despite constraints encountered, service providers have been able to innovate, potentially benefiting the LGBTQI+ community by enhancing their sexual communication self-efficacy.

The Larry Chang Symposium was held in May under the theme, “Pink Sugar: NCD and the Queer Community. The symposium had both in person and virtual

attendees. Juliet Cuthbert-Flynn, Member of Parliament and Minister of State, Ministry of Health & Wellness, was the guest speaker and she highlighted in her address the government's efforts to eliminate discrimination in the health sector and also how Noncommunicable diseases (NCDs) affects all Jamaicans. Four (4) experts in the medical field participated in the panel discussions about how NCDs disproportionately impact the LGBT community and what the parliamentarians and the stakeholders in attendance can do to reduce this. Two-hundred and seventy-eight (278) persons were in attendance.



## Increasing Community Participation

EFAF acknowledges that while members of the LGBT community are becoming more visible and willing to participate in the movement, one of the key challenges faced is the impermanence of safe spaces for members of the community to network, fellowship and engage each other. A community hub, dubbed the Rainbow House, was established to act as a safe space for community members to be mobilized to reduce their exposure to violence in more general spaces. Community building activities were also implemented to seek to build a base of operations as well as to mobilize LGBT Jamaicans, particularly those in rural areas, to see themselves within the local movement and more actively support the work of advocacy organizations.

EFAF has found a new permanent home of operation from which to better serve the LGBT Community via The Rainbow House, which was also established to house EFAF, TransWave Jamaica and Equality Youth Jamaica under the umbrella: Equality Group. Once fully operational, the Rainbow House will be equipped to securely host events, partnership meetings and expand community engagement.

EFAF hosted 35 events and activities aimed at promoting community building, engagement, and wellness among the LGBT community in Jamaica. These included trainings for LGBT ambassadors, community lymes, pool parties, yoga sessions, beauty pageants, art workshops, pop-up bars, sporting events, townhall meetings, and watch parties. The events cover a range of topics and themes, such as body positivity, sexuality, internalized homophobia, and representation of LGBT issues such as online dating and safety. There is a focus on promoting wellness through yoga and sports, as well as providing spaces for LGBT people to socialize and network. Fifteen (15) events were hosted in rural communities, engaging six-hundred and seventy-one (671) persons). These activities cumulatively reached over 1,500 queer individuals.

EFAF hosted four (4) townhall meetings with LGBT community members across Jamaica as a strategy to reengage the community post-COVID. There were 61 participants in the sessions where they voiced their opinions on the work that EFAF has been doing in welfare, advocacy and engagement. The organization scored well in areas of social media and community engagement but received mixed reviews in advocacy and traditional media. Feedback and recommendations were well-received and will be incorporated in the organization's strategy.

The JFLAG Cares Volunteer Programme is a community-focused initiative that aims to make a positive impact in various areas, including the environment, education, and healthcare. The programme engaged thirty-five (35) active volunteers and organized several initiatives, including a beach clean-up event at

Hellshire Beach with support from the National Solid Waste Management Authority (NSWMA). The program also implemented a beautification project at the Larry Chang Foundation, with the goal of improving its appearance and engaging with the clients at the shelter. Additionally, the program organized the One-one Cocoa Book Drive, which collected \$50,000 and two-hundred and sixty-four (264) books in donations for rural basic schools. This drive aimed to support the education of children in these communities by providing them with learning materials. The program also donated medical supplies to the University Hospital of the West Indies. This effort was aimed to support the healthcare system in these areas by providing essential medical resources.

**35** **Community building activities hosted**

**15** **Activities hosted in rural communities**

**1500+** **+ LGBT persons engaged**

**35** **Active volunteers engaged**

## The Pride of Your Life (Pride 2022)

Set on the backdrop of the re-emergence post-COVID, EFAF provided oversight for the execution of the 8th incident-free Pride Week celebration in Jamaica which captured the theme, “The Pride of Your Life”. This theme was chosen to signify the importance of celebration and enjoyment in Jamaica’s LGBT community that has become so much more important after two years of significantly reduced community activity due to the COVID-19 pandemic. They were effective in safely having in-person events which catered to all members of the community and achieved high visibility and online interactions through virtual streams and engagement.

Ten (10) Pride Week Activities were hosted for #PRIDEJa2022 - two (2) were hosted by JFLAG and the other eight (8) activities were hosted by LGBT community leaders, CSO partners, and allies under a facility called #PrideShare. Over 1,500 persons attended the Pride events this year. For the month of August, the hashtag #PRIDEJa was mentioned 146 times across Facebook, Twitter and Instagram with a total reach of 1.1 million and interaction of 8,000 across all platforms. With #PRIDEJaMysteryBox, an initiative to allow persons to have pride from the comfort of their homes, 102 mystery boxes were distributed.

Globally, pride events often fail to address the intersectionality of the LGBT community. EFAF 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, and encouraged them to create spaces for themselves with EFAF’s support. This year a total of eight (8) activities were provided with funding amounting to \$200,000.00 each, and logistic support for event execution.

**Pride Activities** included:

- (i) Pride Fun Day at Hope Gardens in Kingston was MC’d by celebrity host, TC, and had over thirteen (13) friendly sports entertainment competitions. Over 60 goodie bags were distributed containing mask, string bag, t-shirt and cap
- (ii) The Pride Pool Party was hosted by Yanique McFarlane and Hybrid Productions Ja at Green Gables, with over 200 persons including notable support from persons from outside of Kingston (Montego Bay, Ocho Rios, St, Elizabeth and Mandeville)
- (iii) TransWave hosted the inaugural Miss Pride Ja 2022 pageant at the Jamaica Pegasus Hotel to celebrate the trans community – particularly transfeminine and non-binary femme folks, with over 140 persons in attendance

- (iv) Over 160 persons attended the PopUp Bar
- (v) Healing Arts Excursion, where five (5) artists specializing in pastry decorating, jewellery making, movement, acrylic painting and ceramic painting guided 36 persons in the activities
- (vi) THE DOLL BALL had categories of: Vogue, Walk, Face, Bizarre & Best Dressed House, and had over 179 persons in attendance
- (vii) The Paint with Pride event had over 32 persons
- (viii) The Summer Sizzle Risqué' party had 57 persons
- (ix) JFLAG hosted the Pride Breakfast Party, with 100 persons
- (x) D'Frenchiation had 300 guests.

Even though visibility is the main aim of Pride, attempts were made to celebrate each person on their journey. 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 high visibility as ambassadors for the promotion of the boxes. This was supported by EFAF's staff achieving direct sales. Customers sharing unboxing videos on their social media and expressing their happiness with the initiative also boosted interest.

10

**Pride events held**

1500+

**Persons attended in person**

102

**#PRIDEJaMysteryBoxes sold for Pride at home**



## Supporting LBQ Women

Supporting LBQ (lesbian, bisexual, and queer) women is an important aspect of promoting inclusivity and diversity. EFAF recognised that women-only spaces can provide a safe environment for women to share their experiences, ideas, and concerns without fear of judgment, harassment, or violence. This can be particularly important for women who have experienced trauma or abuse. They can also provide a sense of empowerment and community for women who may feel isolated or marginalized in male-dominated spaces. They offered opportunities for women to connect with others who share their experiences and to connect through events, partnerships, and community-building sessions. Online support was provided for LBQ women during Lesbian Visibility Week where a week-long online campaign celebrated the visibility and contributions of lesbians to the queer community and to raise awareness about lesbian issues and challenges.

Two (2) 'Sex, Health and Everything In Between' events were executed which specifically catered to LBQ women. The first was a health forum which provided a safe space to have discussions about improving their sexual and reproductive health. Fifteen (15) women participated in the space and expressed gratitude for the event as they were able to share their own experiences. A partnership was established with Dr. Kym Johnson to provide LGBT-friendly gynaecological services to lesbian and queer women. This partnership recognizes the unique healthcare needs of LBQ women and aims to provide a safe and inclusive environment for them to receive healthcare services. An open discussion was facilitated in partnership with Fetish Secretz to information on sexual health, relationship advice, and other resources that are relevant to LBQ women. Twenty-four (24) women were in attendance.

LBQ speed dating events are gatherings designed to provide a safe and inclusive space where LBQ women can connect with like-minded individuals, form new friendships, and possibly find romantic partners. Two LBQ speed dating events were hosted, with a total of 47 women in attendance. The events were successful, with all attendees providing positive feedback about their experiences. This is a good indication that the events achieved their goal of providing a safe and welcoming space for LBQ women to meet and potentially form connections. By creating a supportive environment for LBQ women to connect, these events can help reduce feelings of isolation and loneliness that some LBQ individuals may experience. Additionally, these events can be empowering for LBQ women, providing an opportunity for them to express themselves and meet others who share similar experiences and interests.

6

**Pride events held**

150

**#PRIDEJaMysteryBoxes sold for Pride at home**



## Youth Advocacy

Gen Z (post-millennial generation) is a generation that is highly engaged in politics and advocacy, using their technological savvy and social consciousness to amplify their voices and promote social justice causes. They have grown up in a world shaped by social media and are quick to use it as a platform for political activism and advocacy. They are passionate about issues such as climate change, racial justice, gender equality, and LGBT rights. Through the Social Justice Youth Advocacy Project, a group of twenty (20) youth from diverse backgrounds were assembled and trained.

The group benefitted from two residential trainings where they were introduced to concepts like the importance of policy development to social change, understanding UN mechanisms, international legal instruments, history of the social justice movement in Jamaica and the Caribbean. They were also guided on how to draft policy briefs. In the second training, they explored concepts like evidence-based advocacy and understanding and exploring core local policy formation and reform. They explored the topic of bullying and then they were charged to develop a social advocacy campaign with a focus on anti-bullying.

As part of the project, the cohort attended a series of three (3) field trips which exposed them to real life examples of social justice and activism. They visited Gordon House where they learned about the various legislative processes and human rights. They engaged Mikael Phillips, shadow minister for Housing, Transportation and Works, about the difficulties queer youth face navigating the transportation systems and discrimination and violence they face. They also visited Appleton Estate and Charles Town Maroon Village where they learned how the fight for the abolition of slavery which was surmounted to be to ultimate display of advocacy and social justice in action.

The youth social justice advocacy group also completed an advocacy online internship. Nineteen (19) persons were placed with an agency that does work around advocacy, activism and youth work such as the Caribbean Training and Education Centre for Health (C-TECH), Jamaicans for Justice (JFJ), Institute for Gender and Development, Teenhub, TransWave, Think Mental Health, Jamaica Network for Seropositives (JN+) and the EYJ Helpline. The cohort was very grateful for the level of diverse forms of exposure they received. The future of advocacy is optimistic.

**20**
**of LGBT Youth trained in social justice advocacy**
**19**
**of youth participating in the online advocacy internship**



## Crisis Assistance: Helpline Support

LGBT youth may be more likely to experience mental health issues such as depression, anxiety, and suicidal ideation. Many LGBT youth may feel isolated and alone, especially if they don't have supportive friends or family members. 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. It has been a critical resource for those who may not have access to other forms of support or who may not feel comfortable talking to friends or family members about their struggles.

The Helpline Spotlight IG LIVE series focused on issues frequently identified by the helpline operator such as mental health, Covid-19, and the LGBT community. The series included six (6) discussions on various topics related to the LGBT community and had a total viewership of seven-hundred and nineteen (719) persons. One topic discussed was displacement and homelessness in the LGBT community, which featured Dane Lewis, the Director for the Larry Chang Foundation. He also highlighted issues of many LGBT individuals experiencing discrimination, violence, and rejection from their families and communities, leading them to become homeless or displaced. Another topic of discussion was drug use and the queer community, which featured Mrs. Shirley Platt, who is a Substance Abuse Officer at the National Council on Drug Abuse (NCDA). This topic addressed the unique challenges and experiences of drug use among LGBT individuals. The event also addressed intimate partner violence and its impacts the LGBT community.

The cumulative efforts resulted in three-hundred and twenty-one (321) 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.

321

**Youth accessed the helpline**

1500+

**Referral partners**

90

**Clients referred to partners to get specific assistance**

## Development Programmes for Displaced Youth

Homelessness and displacement continue to affect members of the LGBT community, especially persons of trans experience. The Larry Chang Foundation operates a shelter to provide for some of the most vulnerable members of the LGBT community, which is now financially supported by EFAF through our USAID grant. It is the only existing LGBT-specific homeless shelter in Jamaica and reduces people's exposure to violence and harassment that is typical when they are displaced. EFAF provided them with financial support to provide temporary shelter for homeless and displaced LGBT persons, as well as supporting their skills training programme to ensure that wards are engaged on an ongoing basis in soft skills development and educational opportunities, so that they may be able to transition out of the home. The programmes will also serve as a means of sustainably addressing their vulnerability to displacement through skills certification to facilitate future employment and self-sufficiency. The Larry Chang Foundation has employed a social worker, a case manager, and a financial officer to assist clients with their needs. Clients are actively supported with school registration and assistance during their programme.

Of the forty-one (41) clients supported by the shelter, 23 were enrolled in formal skills building programmes at Distinction College. They participated in short courses in food and beverage preparation, electrical installation, security, bartending and customer service. Eleven (11) clients have successfully completed their training programmes. During their stay, the clients were also exposed to employability and soft skills development. They also received periodic psychometric assessments to track their progress as their psychosocial needs are supported through individual counselling and transitional plan development.

The social worker fostered partnerships to improve the wellbeing of the clients. The Children First agency was engaged to provide educational opportunities for clients and assistance with obtaining their birth certificates. Beneficial partnerships were developed with the Jamaica Coalition Against Domestic Violence to host a workshop on gender-based violence; NCDA delivered sessions on communication, stress management, goal setting, money management, and building healthy relationships; the Legal Aid Council had a workshop to improve clients' knowledge of legal actions; Rural Agricultural Development Authority (RADA) provided assistance in establishing a farming project at the shelter by doing land assessments and training the clients in planting, transplanting, and soil care.

The clients will continue to receive ongoing support in finding employment and independence so that they can transition out of the shelter.

- 41** **LGBT youth supported by Larry Chang Foundation**
- 23** **Persons enrolled in development programmes**
- 19** **Persons completing development programmes**
- 11** **Job readiness sessions held**
- 2** **Persons with new employment**

## 2022 Human Rights Violation Report

EFAF received eighteen (18) reports, each of which contained more than one human rights violation. All reports were made by men. LGBT Jamaicans being forced to leave their community was the most common human rights violation, with fourteen (14) reported cases, followed by physical assault (12) and verbal assault (10).

### There were also reports of:

- ✓ **Mob attacks (3)**
- ✓ **Police discrimination (3)**
- ✓ **Rape/corrective rape (2)**
- ✓ **Arson (1)**

Only two individuals were successful in making reports to the police, with one person indicating that he made three reports between 2006 and 2022. Four (4) persons were not able to make a report, with three of them being victims of police discrimination.

Just over 50% of reported incidents occurred in Kingston, followed by 25% in St. James, 12.5% in St Ann, and the remaining 18% of incidents happening in St Thomas, St Catherine and Mandeville. However, only two of the reports made were related to incidents that occurred in 2022, while other violations occurred between 2006 – 2021.

Sixteen (16) of the reports made were in support of asylum claims.



## Financial Report

EFAF generated a Total Income of \$180.7M compared to a budgeted figure of \$268M. For the previous year 2021, the figure of \$94M which was 32.5% less than the budgeted amount and a 92% increase from the previous year's Total Income. For the year ended December 31, 2022, 98% of the Foundation's revenue were derived from grant amounting to \$177M. Other sources of Income acquired were from direct public support, programs revenue and special events.

Whilst there was a decrease in actual activities carried out, compared to what was budgeted, there was a general increase in actual activities done in 2022 compared to 2021. In line with the increase of activity, Total Expense for 2022 was \$179M compared to the prior year's figure of \$95M and a reduction from a budgeted figure of \$88M. The percentage increase from prior year was 88% while there was a 43.7% reduction compared to the budgeted expenses.

The organisation realized a profit of \$1.5M in comparison to the budgeted amount of \$1M and an increase of \$2.3M from the previous year's loss of \$0.8M

Current Assets (Chequing & Savings Accounts) balances remain positive and increasing due to increased Donor Funding.

The Total Liabilities and Equity (\$184M December 31, 2021) of the organisation decreased insignificantly by 4% to approximately \$176.6M as at December 31, 2022.

<b>Total Income:</b>	\$	<b>Total Administrative Expense</b>	\$
Direct Public Support	2,207,024	Business Expenses	1,181,291
Grants Revenue	177,266,824	Contract Services	1,508,000
Investments Revenue	100,394	Facilities and Equipment	7,456,169
Program Revenue	1,091,000	General Expenses / Overheads	4,989,466
Special Events Revenue	21,500	Other Types of Expenses	21,500
<b>TOTAL INCOME</b>	<b>180,686,742</b>	<b>TOTAL ADMIN EXPENSE</b>	<b>15,134,925</b>

<b>Total Expense:</b>	\$	<b>Total Program Cost</b>	\$
Administrative Expense	15,134,925	Program Services	76,501,754
Human Resources	15,578,916	Program Staff Emp'r' Contribut 'n'	989,902
Program Costs	147,897,417	Proj Staff Travel Allowance	1,658,236
Foreign Exchange Loss/Gain	-918,836	Salaries & Benefits - Program	34,015,294
Other Expense	1,468,980	Support Services	34,732,232
<b>TOTAL EXPENSE</b>	<b>179,161,402</b>	Other Program Expense	
		<b>TOTAL ADMIN EXPENSE</b>	<b>147,897,417</b>

## 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)



# **Equality for All**

**Foundation Jamaica Ltd.**

## **EFAF's 2021 Annual Report**

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

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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)**.