



25 YEARS AS CHAMPIONS OF  
EQUALITY & DIVERSITY



# ANNUAL REPORT

# 2023



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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.



## VISION

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



## VALUES

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

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

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



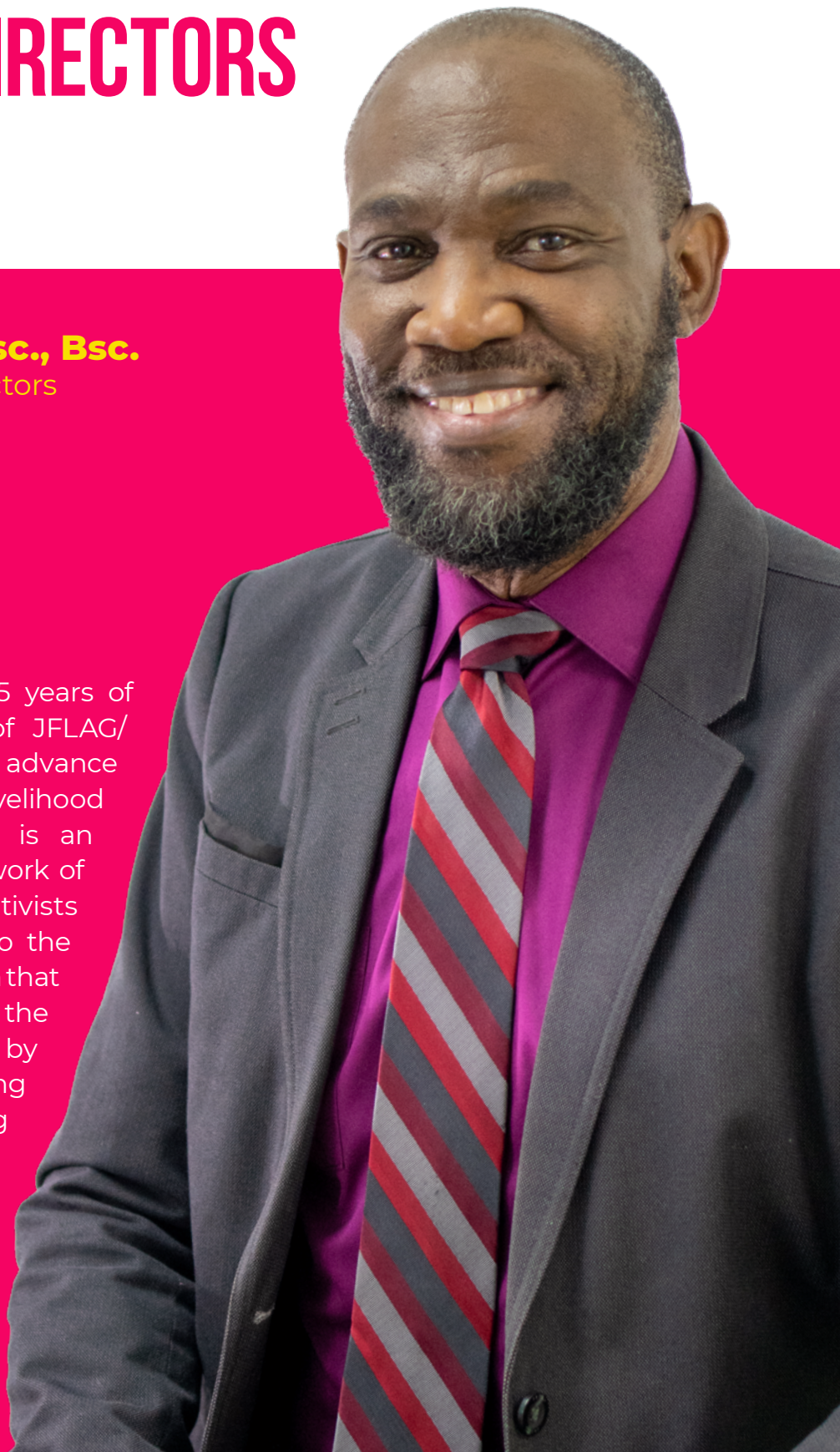


# MESSAGE FROM THE BOARD OF DIRECTORS

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



December 10, 2023 marks 25 years of tireless work on the part of JFLAG/Equality for All Foundation to advance the rights, well-being and livelihood of LGBTQ+ Jamaicans. This is an endeavour that built on the work of several organizations and activists for over two decades prior to the founding of the organisation. In that vein, the Board is pleased with the mindfulness demonstrated by the team in not only continuing that work but honouring those who would have toiled thanklessly over the better part of five decades.



The Board notes the efforts of the organisation to continuously engage diverse groups within the community including entrepreneurs, persons living with disabilities and lesbian, bisexual and queer women; maintaining an intersectional focus in the way it operates. This becomes even more prescient as the organisation has formally launched the Rainbow House as its new space of operations, a space it shares with partner organizations TransWave Jamaica and Equality Youth Jamaica. In the vein of partnership, it is also noteworthy that efforts are being maintained to support smaller and newer LGBTQ+ organizations like the Larry Chang Foundation and Queertego. This augurs well for the future of the movement here in Jamaica.

As the organisation embarks on the development of a new five-year strategic plan, the Board is happy to see efforts being undertaken to identify new areas of work such as climate justice, as well as strengthening existing areas in healthcare, youth development and social protection. We are going into 2024 excited for the complete strategic planning process. We are committed to ensuring that this process is inclusive, taking into consideration insights that have been obtained through the countless research initiatives and engaging key stakeholders that represent a critical interest in the work of the organisation.



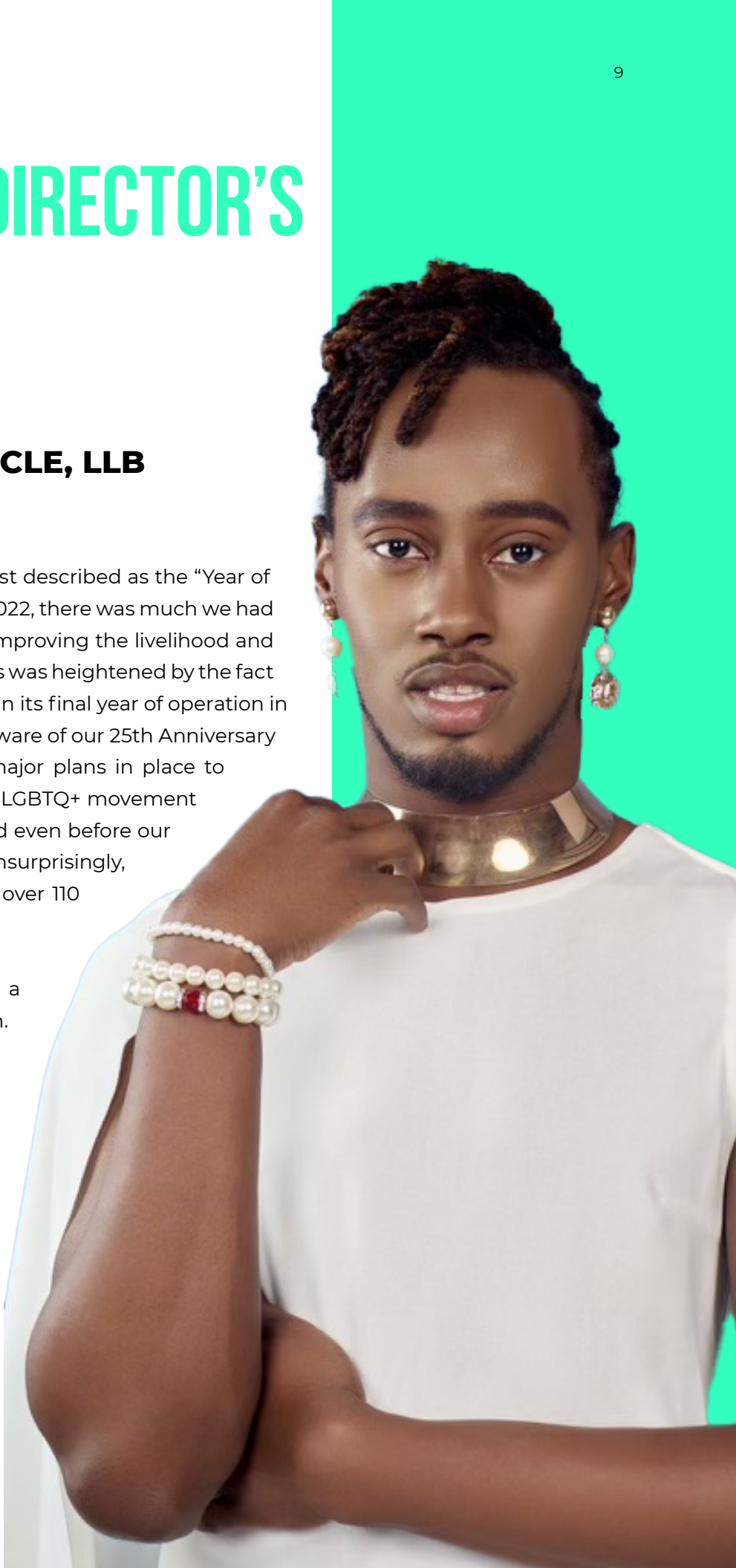


# EXECUTIVE DIRECTOR'S MESSAGE

## **Glenroy Murray, LLM, CLE, LLB** Executive Director

As I reflect upon 2023, I think it is best described as the “Year of Unfinished Business”. At the end of 2022, there was much we had left to do to achieve our mission of improving the livelihood and well-being of LGBTQ+ Jamaicans. This was heightened by the fact that our five-year strategic plan was in its final year of operation in 2023. Additionally, we were acutely aware of our 25th Anniversary that was on the horizon and had major plans in place to acknowledge the ways in which the LGBTQ+ movement in Jamaican had grown and changed even before our inception on December 10, 1998. Unsurprisingly, we had a work plan which outlined over 110 planned activities.

I will not pretend that this was not a difficult year for us as an organisation. While we have much and more to be proud of after 25 years of work; we, like many other non-governmental organisations, were beset by a shrinking of resources and funding for LGBTQ+ organising in the Caribbean. We also had to deal with staff changes throughout the course of the year that hampered our implementation. The demand on us as organisation to be the voice of the LGBTQ+ community in Jamaica was also felt in the







# 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 Miami

**Charles Barrett, MBA, BSc.**

Head, Dry Pack Manufacturing Division & Quality, Jamaican Teas Ltd. / Director, Advertising Advantage

**Charmaine Wright, MBA, BA**

Head of Media Relations, The Commonwealth

**Sannia Sutherland, MSc., BSc.**

Programme Manager, Caribbean Vulnerable Communities Coalition

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

International Human Rights and Environmental Attorney

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

Freelance Consultant

**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, LL.M, CLE, LLB**  
Executive Director

## FINANCE & OPERATIONS

**Janhoi Johnson, BSc.**  
Associate Director, Finance & Operations

**Patricia Grant**  
Office Attendant

**Anika Walsh**  
Procurement & Administrative Officer

**Deshawn Coleman**  
Senior Finance & Accounting Officer

## PROGRAMMES & ADVOCACY

**Suelle Anglin, MA, BA**  
Director of Partnerships

**Shadeana Mascull, BSc.**  
Associate Director, Research & Programme Development

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

**Mikhail Henry, MSc., BSc.**  
Monitoring, Evaluation & Learning Specialist

**Noelle Campbell, MPHHP, BSc.**  
Health & Wellness Coordinator

**Nickoy Wilson, BA**  
Policy & Advocacy Manager

**Sean Lord, BSW**  
Youth & Support Services Manager

**Asharine Allen, BSc**  
Case Manager (Larry Chang Foundation)

**Faybian Grizzle, BSc.**  
Communications & Campaigns Officer

**Rohan Wallace**  
MEL Support Officer





# EXECUTIVE SUMMARY

Equality for All Foundation (EFAF) proudly commemorated its 25th year of relentless advocacy for the rights and inclusion of the LGBTQ+ community in Jamaica. Over the past quarter-century, EFAF has steadfastly worked towards creating a more equitable and inclusive society, overcoming challenges and celebrating victories along the way, guided by its 5-Year Strategic Plan (2019-2023). As they reflect on their journey, this annual report presents a summary of their key activities and accomplishments in 2023.

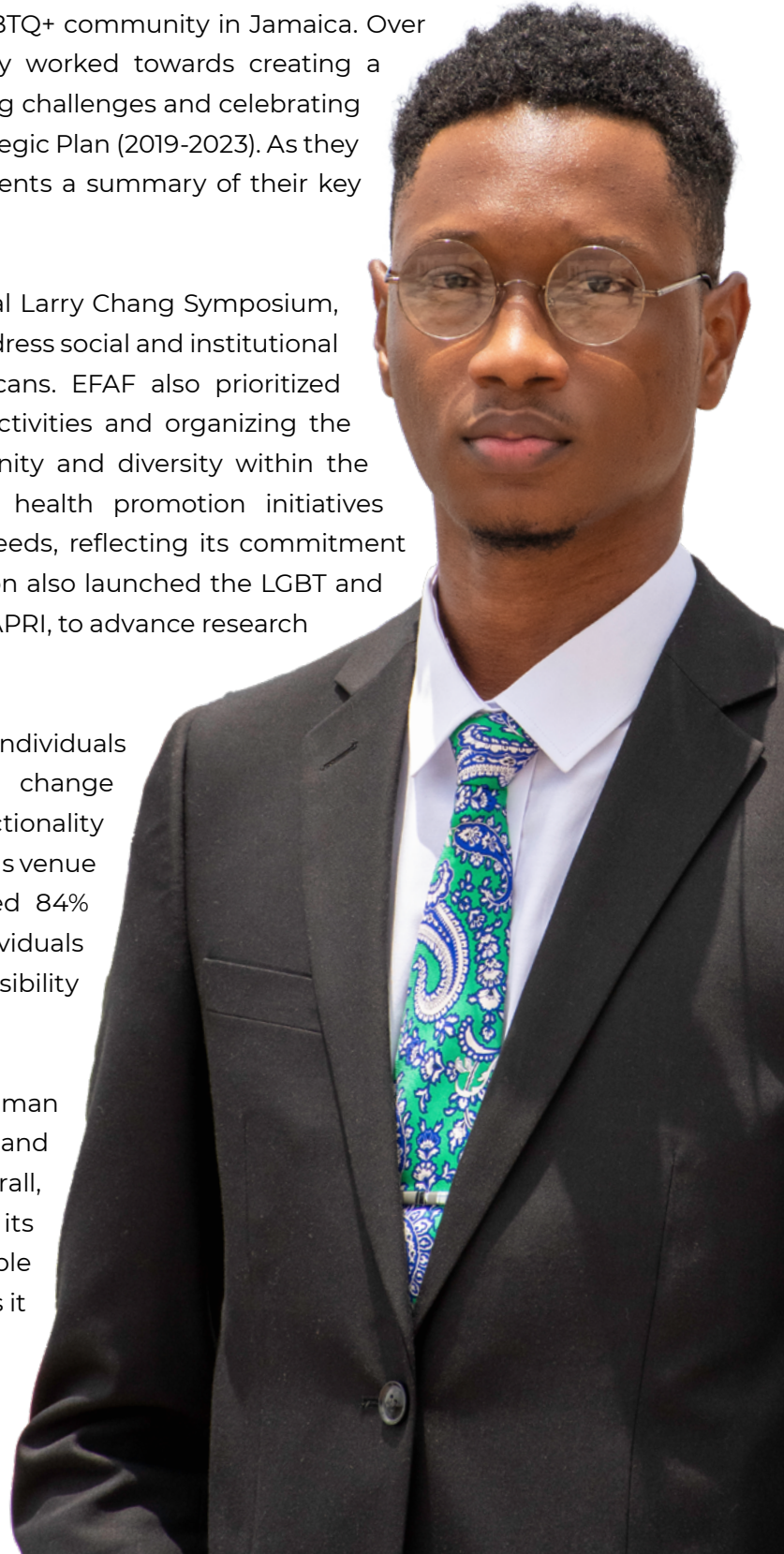
Key highlights include the successful 9th annual Larry Chang Symposium, which convened stakeholders and experts to address social and institutional barriers to inclusion faced by LGBTQ+ Jamaicans. EFAF also prioritized community safety, providing safe spaces for activities and organizing the incident-free Pride celebration, emphasizing unity and diversity within the community. EFAF undertook comprehensive health promotion initiatives tailored to the LGBTQ+ community's diverse needs, reflecting its commitment to addressing health disparities. The organization also launched the LGBT and Human Rights Think Tank in partnership with CAPRI, to advance research and advocacy for LGBTQ+ rights.

Expanding its focus, EFAF incorporated LGBTQ+ individuals into environmental governance and climate change response frameworks, recognizing the intersectionality of social justice issues. Despite challenges, such as venue procurement and staff changes, EFAF initiated 84% of planned activities, reaching over 5,000 individuals physically or virtually and achieving global visibility through social media platforms and duty travel.

The report concludes with a summary of human rights violations received by the organization and information on EFAF's financial health. Overall, EFAF's tireless efforts in 2023 have furthered its mission of creating a more inclusive and equitable society for the LGBTQ+ community in Jamaica as it celebrates its 25th anniversary.

## **Mikhail Henry, MSc., BSc.**

Monitoring, Evaluation & Learning Specialist



**TOP**



**2023**



# 10 YOUTH SYMPOSIUM

The Youth Symposium held in February marked the culmination of a year-long LGBT Youth Project dedicated to combating bullying and fostering a safe environment for queer youth in Jamaica. Themed 'Situating LGBT Youth in Anti-bullying', the symposium aimed to recognize the participants' dedication and achievements while shedding light on the pressing issue of bullying in youth-focused spaces. The symposium concluded with a graduation ceremony, where all 20 participants received certificates of completion. The support of the German Embassy, the main donor of the project, was acknowledged as instrumental in facilitating the successful implementation of the initiative.



# 9 POLITICAL ACTORS AND LGBT TRAININGS

EFAF explored strategic ways of engaging key political actors and actors in labour unions as a means of catalysing law and policy reform through a series of political actors trainings. The trainings 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 to work with them to create social, political, and legislative changes in different spaces. Trainings were also held with LGBT persons on how to advocate in political and labour union spaces.



## 8

## DUTY TRAVEL

EFAF staff engaged in diverse duty travel, spanning conferences, workshops, and advocacy events. Highlights included contributions to the Caribbean Judges Forum on HIV & Human Rights, global LGBTQ+ advocacy summits, and capacity-building workshops. Participation in regional conferences fostered collective activism and self-care strategies, while engagement with international bodies like the OAS advanced LGBTQ+ rights at a global level. Duty travel underscored EFAF's commitment to advancing human rights, promoting LGBTQ+ inclusion, and strengthening organizational capacity in the Caribbean region and beyond.

## 7

## ENTREPRENEUR MINGLE

EFAF hosted an LGBT Entrepreneurship Mingle, drawing 40 attendees from various sectors such as catering, healthcare, real estate, beauty, and more. The event provided a platform for entrepreneurs to network, share experiences, and explore potential partnerships. Participants engaged in discussions about challenges, successes, and opportunities in their respective fields, fostering a supportive environment for collaboration and growth within the LGBTQ+ community. The mingle aimed to strengthen connections, identify common needs, and facilitate future collaborations to support entrepreneurship and economic empowerment among LGBTQ+ individuals.





## 6

**LGBTQ+ PERSON OF THE YEAR 2023**

51 nominations were received for the LGBTQ+ Person of the Year awards and the recipients were: Sadiesha Humes was awarded for Outstanding Contribution to LGBTQ+ Lives; Queertego was awarded for Exceptional Inclusion of LGBTQ+ Jamaicans; and Glynn-Devon Bryan was awarded LGBTQ+ Person of the Year for 2023. Dr Nicola Skyers received the Long Service Award and the silent hero award was awarded in private.



## 5

**PRIDEJA 2023**

Pride Week 2023 was held August 1 - 6 under the theme “Out of Many, One #PRIDEJa.” This year’s Pride festivities aimed to emphasize unity within the diverse LGBT community while celebrating its rich diversity. Ten (10) Pride Week Activities were hosted for #PRIDEJa2023 - two (2) were hosted by EFAF and the other eight (8) activities were hosted by LGBT community leaders, CSO partners, and allies under a facility called #PrideShare. Over 1,000 persons attended the Pride events this year. For the month of August, the hashtag #PRIDEJa was mentioned 109 times across Facebook, Twitter and Instagram with a total reach of 459,000 individuals, and interaction of 6,325 across all platforms. With #PRIDEJaMysteryBox, an initiative to allow persons to have pride from the comfort of their homes, 102 mystery boxes were distributed.



## 4

## PRIDE AWARDS

Attending the inaugural gender equality awards was a pivotal moment for EFAF, showcasing its dedication to LGBTQ+ rights. The ceremony, hosted by the Canadian Embassy, recognized EFAF with the prestigious Pride Award for Inclusivity & Diversity. The acknowledgment from the Canadian Embassy signifies international recognition of EFAF's impactful work in advancing LGBTQ+ rights, affirming its role as a leader in the fight for equality and social justice.

## 3

## DEAF COMMUNITY MINGLE

A mingle was held to engage with the Jamaican deaf community which provided invaluable insights into their challenges and suggestions for improvement. During the engagement session, diverse representatives shared experiences and recommendations. They emphasized the need for accessibility enhancements in EFAF's spaces and social media platforms. With 21 attendees, the session facilitated meaningful dialogue and highlighted areas for action other accommodations to ensure inclusivity and accessibility for the deaf community in all aspects of EFAF's work.



## 2

### BUILDING LAUNCH

The official Grand Opening of the Rainbow House was marked with launch of the Strengthening Community Support Structures Project, supported by USAID. Held in February, the event drew a diverse audience, including funding and civil society partners, members of the diplomatic corps, Board of Directors, academia, and LGBT community representatives. With over 50 attendees, the launch showcased EFAF's commitment to providing a safe and supportive space while initiating a vital project aimed at bolstering community support structures for the LGBT community.



## 1

### 25TH ANNIVERSARY






On December 10th, EFAF proudly commemorated its 25th year of relentless advocacy for the rights and inclusion of the LGBTQ+ community in Jamaica. Over the past quarter-century they have employed strategic initiatives, collaborative partnerships, and unwavering dedication to creating an inclusive and equitable Jamaica. The celebration provided an opportunity for reflection and dialogue, with panel discussions on the History of the LGBT Movement in Jamaica and the pivotal role of women in shaping Jamaica's LGBTQ+ Movement.



# SNAPSHOT

2023



	<b>Total Activities</b>	<b>216</b>
 LOADING...	<b>COMPLETION RATE</b> (4% decrease in the completion rate)	<b>69%</b>
	<b>ACTIVITIES EXCEEDING TARGETS</b>	<b>14%</b>
	<b>INITIATION RATE</b>	<b>94%</b>
	<b>AD HOC ACTIVITIES</b>	<b>105</b>

## Total Planned Activities: 111

**COMPLETED: 43**

**COMPLETION RATE: 39%**

**INITIATED: 51**

**INITIATION RATE: 84%**

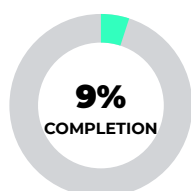
**NOT INITIATED: 17**

## Completion and Initiation Rates per Strategic Objective:



### HEALTH AND WELLBEING:

16 ACTIVITIES  
COMPLETION: 13%  
INITIATION: 75%



### INCLUSION IN POLICY PROCESS:

11 ACTIVITIES  
COMPLETION: 9%  
INITIATION: 45%



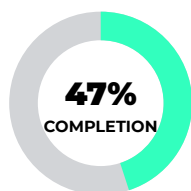
### SERVICE DELIVERY:

22 ACTIVITIES  
COMPLETION: 41%  
INITIATION: 95%



### HUMAN RIGHTS ADVOCACY AND ACTIVISM:

43 ACTIVITIES  
COMPLETION: 49%  
INITIATION: 91%



### ORGANIZATION SUSTAINABILITY:

19 ACTIVITIES  
COMPLETION: 47%  
INITIATION: 89%



## Completion and Initiation Rates per Departments:



### ADVOCACY AND STRATEGY:

20 ACTIVITIES  
COMPLETION: 45%  
INITIATION: 90%



### COMMUNICATIONS, ENGAGEMENT AND PARTNERSHIP:

48 ACTIVITIES  
COMPLETION: 36%  
INITIATION: 81%



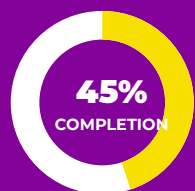
### HEALTH AND WELLNESS:

10 ACTIVITIES  
COMPLETION: 0%  
INITIATION: 80%



### ORGANIZATION SUSTAINABILITY:

8 ACTIVITIES  
COMPLETION: 62%  
INITIATION: 100%



### WELFARE AND SUPPORT:

11 ACTIVITIES  
COMPLETION: 45%  
INITIATION: 91%



### YOUTH:

14 ACTIVITIES  
COMPLETION: 14%  
INITIATION: 57%

# Engagement

	JAN - MAR	APR - JUN	JUL - SEP	OCT - DEC
Online	697,143	211,577	279,685	203,701
Face-to-face	1,105	1068	1,728	1,423



**1,392,106**  
people reached  
through our social  
media channels



**5,324**  
people reached through  
in-person programmes  
and activities

## Virtual Reach



# of reach on Facebook:  
**353,822**



# of reach on Instagram:  
**378,013**



# of impressions on X:  
**622,346**



# of reach on LinkedIn:  
**30,664**



# of views on YouTube:  
**7,261**



# 25 YEARS OF ADVOCACY

Equality for All Foundation (EFAF) proudly commemorated its 25th year of relentless advocacy for the rights and inclusion of the LGBTQ+ community in Jamaica. Over the past quarter-century they have employed strategic initiatives, collaborative partnerships, and unwavering dedication to creating an inclusive and equitable Jamaica.

To mark this significant milestone, EFAF launched a logo competition, inviting creative submissions from the community. The response was overwhelming, with 64 submissions received. After careful consideration, the top 3 designs were selected for online voting. Following the democratic process, a new logo was chosen and officially launched, symbolizing their continued commitment to advocacy and inclusivity.

To kick off the celebration of their 25th Anniversary, EFAF hosted the “Mimosas and Memories” brunch event. The gathering provided an opportunity for reflection and dialogue, with panel discussions on the History of the LGBT Movement in Jamaica and the pivotal role of women in shaping Jamaica’s LGBTQ+ Movement. As a symbolic gesture, a Time Capsule was buried at Rainbow House, encapsulating memories from 25 years of advocacy and honouring the historical milestones that paved the way for EFAF’s inception in 1998.

EFAF has remained steadfast in its pursuit of strategic objectives outlined in its 5-Year Strategic Plan (2019-2023) which was concluded this year. While data was available for the period from 2020 to 2023, it demonstrated significant progress. Out of 384 planned activities, 182 were successfully completed, reflecting an initiation rate of 80%. These activities were aligned with five strategic objectives aimed at advancing LGBTQ+ rights and creating a more inclusive Jamaica. Despite the challenges posed by the COVID-19 pandemic, EFAF persevered, successfully advancing the “Gay Agenda” and fostering positive change within the community for 25 years.







**25**

Equality for All  
Foundation Jamaica Ltd.

**25 YEARS AS CHAMPIONS OF  
EQUALITY & DIVERSITY**

The graphic features a large, stylized number '25' where the '2' is purple and the '5' is green. A rainbow-colored ribbon swirls around the bottom of the '5'. Below the '25' is the Equality for All Foundation Jamaica Ltd. logo, which consists of a square with horizontal bars in green, yellow, and red. At the bottom, a yellow banner contains the text '25 YEARS AS CHAMPIONS OF EQUALITY & DIVERSITY' in bold, black, uppercase letters.

# LARRY CHANG SYMPOSIUM

The 9th annual Larry Chang Symposium, held on May 18th, brought together stakeholders and experts under the theme “Through The Looking Glass: Uncovering the social and institutional barriers to inclusion.” The symposium delved into the challenges faced by LGBTQ+ Jamaicans in various aspects of their lives, including employment, interactions with law enforcement, and participation in government-run youth spaces. The event provided a platform to share the findings of EFAF-commissioned studies and foster dialogue on strategies for promoting inclusivity and diversity. The symposium featured presentations on several key studies commissioned by EFAF, including the BPO case study, rapid workplace assessment, qualitative study on the implementation of the Jamaica Constabulary Force’s Diversity Policy, and a Youth Inclusivity study. These studies aimed to identify and address the barriers faced by LGBTQ+ individuals in various spheres of society.

The BPO case study, conducted by Organisational Psychologist and Researcher Danielle Donaldson, shed light on the challenges faced by LGBTQ+ individuals in the Jamaican BPO sector. The study revealed the presence of stigma, discrimination, bias, homophobia, and harassment within the sector. Despite this, there was a consensus among respondents that LGBTQ+ and non-LGBTQ+ individuals could work together in a safe and inclusive environment. The study provided recommendations for promoting diversity and inclusion within BPO organizations, including targeted resource allocation, policy integration, and comprehensive training initiatives.





A survey conducted among police officers aimed to identify challenges in implementing the diversity policy and interacting with members of the LGBT community. The findings indicated a level of tolerance among police officers in handling reports from the LGBT community, with a majority acknowledging the importance of confidentiality and follow-up procedures. The survey highlighted areas for improvement and provided recommendations for enhancing police-LGBT community relations.

A survey conducted to assess the inclusiveness of government-run youth programs revealed positive perceptions among staff regarding inclusivity and diversity training. However, there were concerns about organizational-level



inclusivity, with LGBT staff members reporting lower morale compared to their cisgender and heterosexual counterparts. Despite improvements since EFAF's intervention, there were still challenges in some youth programs, particularly regarding staff attitudes at institutions like HEART Trust/NTA.





# IMPROVING COMMUNITY EMPLOYABILITY

In the pursuit of enhancing LGBT+ community employability, EFAF had undertaken various initiatives aimed at equipping individuals with the necessary skills and support to secure gainful employment. Through funding from USAID, EFAF supported the Larry Chang Foundation shelter with a comprehensive array of programs and interventions, which has birthed notable successes in empowering displaced youth to achieve their employment goals and improve their overall well-being. The partnership with the Larry Chang Foundation has enabled the organization to provide housing and support to displaced youth with automatic enrolment in a skills development programme at Distinction College and Children First Agency in St. Ann. 33% of youths enrolled in developmental programs successfully secured employment. Additionally, there was a notable 44% improvement in soft skills among youths housed at the shelter, reflecting the effectiveness of their collaborative efforts.

Throughout the reporting period, a total of 18 clients were registered and actively participated in specialized training programs tailored to their career aspirations. These programs included Food and Beverage, Housekeeping, and Security Level 1, Food Preparation, Cake Baking and Decorating, with six clients successfully obtaining jobs in their respective fields of study. Clients also benefitted from partnerships established with local employers from the BPO and hospitality sectors.

As part of the commitment to ensuring successful transitions, clients received financial assistance for living expenses and support in finding rental accommodations. Furthermore, follow-up support was provided to clients in reporting legal matters, attending job interviews, and preparing for work environments. Clients benefitted from a range of additional support services, including psychological sessions, small group therapy, work experience placements, therapeutic sessions, de-stress sessions, wellness sessions, and guidance on obtaining relevant documents for workplace submission. Mock interviews, job readiness sessions, and formal workshop preparations were also conducted to enhance clients' readiness for employment opportunities.

**13**

LGBT youth supported by Larry Chang Foundation

**18**

persons enrolled in development programmes

**12**

persons completing development programmes

**11**

job readiness sessions held

**6**

persons with new employment

# MAKING COMMUNITY SAFETY A PRIORITY

Over the past year, EFAF has made significant strides in prioritizing community safety, particularly in response to the concerning increase in Grindr-related incidents. Despite facing challenges, their unwavering commitment to supporting and safeguarding the LGBT community in Jamaica has remained steadfast. Through strategic partnerships, technological innovations, and educational initiatives, they have worked to mitigate risks and enhance safety within the community.

Recognizing the urgency of the situation, they initiated dialogue with the US Embassy to address the rise in Grindr incidents. These collaborative efforts aimed to pool resources and expertise to develop comprehensive strategies for enhancing community safety. Through constructive discussions, they identified areas for mutual support and explored avenues for joint action to mitigate risks faced by the LGBT community. They also completed the Grindr onboarding form which empowered them to effectively utilize the Grindr platform to disseminate warning messages and provide support resources directly to community members.

In response to the emerging need for accessible safety resources, they also undertook the task of developing online content derived from the Grindr Safety protocol documents. Through planning and collaboration with stakeholders, they curated informative and user-friendly materials aimed at educating community members on best practices for safe interactions on Grindr. These resources serve as a vital tool in empowering individuals to navigate digital spaces securely and responsibly.

In prioritizing community safety, EFAF provided safe spaces for the community to enjoy various activities. These activities include movie nights, vogue classes, yoga series, games events, and get-together events, specifically tailored to engage and empower various segments of the community. Notably, efforts were made to provide spaces for transgender Jamaicans, LBQ women, and individuals interested in vogue culture to come together, socialize, and strengthen connections. Additionally, events such as the movie night featuring revolutionary LGBT movies for IDAHOT and the pre-Pride games night for trans Jamaicans served as platforms to raise awareness and celebrate important milestones within the LGBT community. Overall, these initiatives contribute to fostering a sense of belonging, support, and togetherness among LGBT individuals in Jamaica.

**13**community building  
activities hosted**1000+**LGBT persons  
engaged

# OUT OF MANY, ONE #PRIDEJA



The year 2023 marked the 9th incident-free successful Pride celebration organized by EFAF in Jamaica. Under the theme “Out of Many, One #PRiDEJa,” this year’s Pride festivities aimed to emphasize unity within the diverse LGBT community while celebrating its rich diversity. 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 #PRiDEJa2023 - 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. Continuing the tradition from the previous year, the #PrideShare facility was extended to event planners across Jamaica’s LGBT community to support the execution of Pride Week activities. This collaborative approach allowed for a diverse range of events to take place, catering to various interests and identities within the community. Over 1,000 persons attended the Pride events this year.

During the period of July 1 to August 10, 2023, the hashtag #PrideJA2023 garnered significant traction on social media platforms, with 109 mentions across Facebook, Instagram, and Twitter. The content reached over 459,000 individuals, sparking 6,325 interactions and further amplifying the message of unity and pride. In addition to in-person events, a total of 102 #PRiDEJa Mystery Boxes were distributed, allowing community members to celebrate Pride from the comfort of their homes. This initiative aimed to engage individuals who may be reluctant to participate in public celebrations while promoting visibility and solidarity within the community.



## PRIDE ACTIVITIES

**1. Pride Opening Ceremony and After Lyme:** The opening ceremony featured remarks from prominent community leaders and representatives, setting the tone for the week-long celebration. Various event planners shared insights into their respective activities, fostering a sense of collaboration and unity.

**2. Rendezvous: Picnic and Fun Day:** Hosted by the Queertego Team from Montego Bay, this event attracted forty-three attendees from diverse backgrounds within the LGBTQ+ community, fostering camaraderie and inclusivity.

**3. Rainbow Rave and Fashion Show Face-Off:** Hosted by Hybrid Entertainment, this event showcased the intersection of fashion and identity, with over 100 attendees witnessing Fluid Lifestyle's designs.

**4. DHQ: Dancehall Queers:** Presented by Beyond Homophobia and other partners, this event explored queer Jamaica's relationship with dancehall culture, highlighting the community's resilience and creativity.

**5. Pride Freeform:** Hosted by Jonielle McIntosh and Shawna Stewart, this event featured performances by nine artists, showcasing the diverse talents within the LGBT community.





**6. Paint and Sip with Pride:** An interactive event hosted by Abra, providing participants with an opportunity to express themselves creatively while celebrating Pride.

**7. Pride J'ouvert:** A vibrant celebration featuring soca and dancehall music, attracting over 300 attendees who embraced the festive atmosphere.

**8. Sapphic:** Celebrating Jamaica's vibrant culture, this event paid homage to street dance traditions, attracting over 200 guests who embraced their identities with pride.

**9. D'Frenchiation:** Hosted by The Triangle, this event brought together over 300 individuals for a memorable queer party experience.

**10. Midnight Rave:** Hosted by JFLAG at Rainbow House, this glow-themed event provided a unique and inclusive space for attendees to celebrate Pride.

**10** Pride events held

**1000+** LGBT persons engaged

**102** #PRIDEJaMysteryBoxes sold for Pride at home

# HEALTH PROMOTION

**During the reporting period, EFAF conducted a comprehensive array of health promotion initiatives tailored to the needs of the LGBTQ+ community in Jamaica. EFAF's health promotion initiatives reflect its dedication to addressing the diverse and complex health needs of the LGBTQ+ community in Jamaica by leveraging research, advocacy, education, and community engagement.**

One significant undertaking was the qualitative research study on monkeypox awareness and preparedness. This study, involving focus group discussions with 29 LGBTQIA+ individuals, revealed concerning knowledge gaps and misconceptions regarding the virus. Participants exhibited limited awareness of monkeypox, often underestimating its severity and expressing vaccine hesitancy. The findings emphasized the urgent need for targeted education and outreach efforts to enhance awareness and promote preventive measures within the community.

EFAF's active participation in national consultations on HIV/AIDS management policies demonstrated its commitment to advocating for inclusive healthcare practices. By engaging with policymakers and stakeholders, EFAF contributed to efforts aimed at reducing stigma, improving access to healthcare services, and ensuring equitable treatment for LGBTQ+ individuals living with HIV/AIDS. EFAF's PrEP campaign played a pivotal role in promoting sexual health and HIV prevention within the community. By producing six informative videos featuring community and medical authorities, EFAF debunked myths surrounding PrEP and encouraged its uptake among LGBTQIA+ individuals. In collaboration with partner organizations, EFAF distributed informational materials, condoms, and lubricants at Carnival events to promote safer sex practices and raise awareness about sexual health within the LGBTQ+ community.

EFAF organized two episodes of "Facing The Facts" on Instagram Live, addressing mental health and PrEP awareness respectively. Expert guests facilitated discussions on stigma reduction, coping strategies, and accurate information dissemination. Furthermore, collaborations with the University of the West Indies Health Care Students Forum and participation in youth mental health summits highlighted EFAF's commitment to addressing broader health disparities within the community. Through these engagements, EFAF advocated for culturally competent mental health services and raised awareness of the unique challenges faced by LGBTQ+ individuals in accessing quality healthcare. Additionally, the LBQ yoga sessions provided a safe and inclusive space for community members to engage in physical activity and holistic wellness practices.



# YOUTH-LED INITIATIVES

LGBT youth may be more likely to experience mental health issues such as depression, anxiety, and suicidal ideation. The Youth Symposium held in February marked the culmination of a year-long LGBT Youth Project dedicated to combating bullying and fostering a safe environment for queer youth in Jamaica. Themed 'Situating LGBT Youth in Anti-bullying', the symposium aimed to recognize the participants' dedication and achievements while shedding light on the pressing issue of bullying in youth-focused spaces. 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 event commenced with a panel discussion that delved into the roles of individuals and the government in creating inclusive and safe spaces free from discrimination and bullying. It also featured five youth participants, who shared personal experiences and insights into the impact of bullying on LGBTQ+ youth. Participants emphasized the importance of legislative and policy interventions to address bullying, assault, and harassment targeting queer youth, particularly in government-operated youth spaces. This dialogue underscored the need for collaborative efforts between stakeholders, government agencies, and the LGBTQ+ community to tackle the issue effectively.





The symposium concluded with a graduation ceremony, where all 20 participants received certificates of completion. The support of the German Embassy, the main donor of the project, was acknowledged as instrumental in facilitating the successful implementation of the initiative. Overall, the Youth Symposium provided a platform for dialogue, advocacy, and celebration, reaffirming the commitment to creating a safer and more inclusive environment for LGBTQ+ youth in Jamaica. Through collaborative efforts and continued advocacy, strides can be made towards combating bullying and promoting acceptance and equality for all youth.

The youth helpline 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 cumulative efforts resulted in 92 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.

**20**

LGBT Youth completed training in social justice advocacy

**92**

youth accessed the helpline

**11**

referral partners

**41**

clients referred to partners to get specific assistance



# NEW THOUGHTS IN LGBT ADVOCACY

The launch of the LGBT and Human Rights Think Tank, the IDEA Research Centre, in partnership with CAPRI, marked a significant milestone in advancing research and advocacy for LGBTQ+ rights in Jamaica. The Think Tank aims to provide ongoing research support to advocate for policy changes and promote greater tolerance and inclusion.

## Prevalence of NCDs in Jamaica's LGBT Population:

This research delves into the epidemiological landscape of non-communicable diseases (NCDs) among Jamaica's LGBTQ+ community. It involves a comprehensive survey aimed at quantifying the burden of NCDs and related risk factors among LGBTQ+ Jamaicans. The findings shed light on the heightened vulnerability of LGBTQ+ individuals to various NCDs, such as diabetes, hypertension, stroke, and mental health disorders like depression and anxiety.



Moreover, the research identifies disparities in health behaviors, such as substance use, among LGBTQ+ individuals compared to the general population. These insights underscore the urgency of tailored interventions to address the unique health needs of the LGBTQ+ community and mitigate health inequities.

## Social and Institutional Barriers to LGBT Inclusion in Jamaica:

This study identifies and describes social and institutional barriers hindering LGBTQ+ inclusion in Jamaica, focusing on employment, healthcare, education, and housing. Homophobic violence and the fear of physical and sexual violence contribute to a hostile environment for LGBT Jamaicans. Workplace discrimination occurs during different stages, such as hiring, onboarding, promotion, and remuneration processes. LGBT individuals face challenges in accessing healthcare services due to stigma and discrimination from healthcare providers. The research underscores the pervasive discrimination and violence faced by LGBTQ+ individuals, emphasizing the need for policy recommendations to foster a more inclusive society.-

## Role of the Church in Jamaican Governance and Political Decision-making:

This paper examines the historical and



contemporary influence of the Christian church on Jamaica's governance and political landscape. It highlights the church's role in shaping public policy, particularly on issues related to LGBTQ+ rights and reproductive health, and discusses strategies employed by churches to influence policy outcomes. Successes in influencing policy have been achieved on emotive issues, such as LGBTQ rights and abortion, where the church has been able to reflect and influence public opinion. The ability of a church to exercise influence in a specific area depends on several factors including church-state relations, the moral authority of the church, and the intensity of the church's preferences.



# INCLUSIVE CLIMATE JUSTICE

The expansion of the organization's focus to include LGBTQ+ individuals in environmental governance and climate change response frameworks represents a crucial step towards addressing the intersectionality of social justice issues. Recognizing the differential impacts of climate change on marginalized communities is imperative for fostering inclusive and equitable climate action. By integrating issues of environmental and climate justice into its research and advocacy agenda, the organization aims to amplify the voices of LGBTQ+ individuals and advance their rights within the broader context of sustainability and resilience.

The proposed Climate Justice for LGBTQ+ Advocacy framework outlines a strategic approach to advancing climate justice within the LGBTQ+ community in Jamaica. Activities such as stakeholder analysis, toolkit development, and staff training aim to build organizational capacity and facilitate meaningful engagement with key stakeholders in climate advocacy. By aligning its work with climate change advocacy, EFAF seeks to promote the inclusion of sexual and gender diverse minorities in climate governance processes and contribute to the global climate justice agenda. The framework emphasizes the importance of addressing the intersectional impacts of climate change on LGBTQ+ individuals, particularly in the context of disaster response and recovery. Ensuring access to inclusive social services and empowering LGBTQ+ communities to participate in policy development processes are identified as key priorities to enhance resilience and facilitate equitable climate adaptation.

The organization's pathway to LGBTQ+-inclusive climate justice involves identifying and engaging stakeholders, including community leaders and affected communities, to collaboratively address local climate change impacts. By fostering partnerships and amplifying the voices of marginalized communities, EFAF aims to contribute to more inclusive and effective climate governance in Jamaica, where the needs and rights of all individuals are upheld and protected.





# IMPACTFUL DUTY TRAVEL: ADVOCACY, TRAINING, AND COLLABORATION

The duty travel undertaken by members of the EFAF team has been diverse and impactful, contributing to their advocacy efforts and organizational development in various ways.

EFAF's Executive Director, Glenroy Murray spearheaded majority of the international engagements through his participation in several significant events, including a High-Level Meeting and Advocacy Workshop organized by UNFPA in Trinidad as part of the Caribbean Observatory on SRHR. This engagement allowed for valuable networking and collaboration opportunities in the realm of sexual and reproductive health and rights. Additionally, Mr. Murray was supported by UNAIDS to attend the forum of Caribbean judges to discuss human rights related issues. He presented on savings law clauses and different approaches to interpreting and avoiding the application of them when dealing with human rights cases. Furthermore, Glenroy represented our organization at the HRC Global Innovation Summit, sharing insights on LGBTQ+ youth development and innovative advocacy strategies. His participation in Outright International's Advocacy Week further amplified LGBTQ+ issues within the UN system, fostering international dialogue and collaboration on human rights protection.







Other team members, including the Associate Director - Research, Advocacy & Programme Development and the Health and Wellness Program Manager, also engaged in important training and advocacy events. The AD attended a Media and Security Training hosted by Eastern Caribbean Alliance for Diversity and Equality in St. Kitts around security protocols for the office and events. The Programme Manager participated in the Caribbean Women and Sexual Diversity Conference in St. Maarten, focusing on creating safer spaces for women in the activist community. The conference offered sessions on regenerative practices and healing within the activist space, feminist focused sessions, and mitigating stress and working within LGBT communities for example.

Additionally, the organization's Associate Director, Marketing, Communications and Engagement participation in the Caribbean PDC's Regional Capacity Building Workshop in St. Lucia enhanced the organizational capacity in strategic leadership and fundraising. This training equipped the AD with valuable skills in proposal writing and social media leveraging, essential for their continued growth and impact. EFAF's Policy and Advocacy Manager's attendance

at the Organization of American States (OAS) General Assembly in Washington, DC, provided an opportunity to advocate for LGBTQ+ rights at the regional level. The manager engaged in discussions with key international stakeholders and outlined the human rights situation in Jamaica, contributing to broader efforts for LGBTQ+ inclusion and protection.

Senior members of the EFAF team traveled to Bogota, Colombia to participate in a transformative workshop/training called Fire That Fuels, hosted by the Rhiza Collective. This workshop aimed to enhance the capacity of activists through strategic interventions, fostering regenerative approaches to organizing and navigating the demanding landscape of activism. By addressing intra-organizational stressors, we aimed to enhance resilience on physical, mental, and emotional levels. Following the workshop, we initiated the development of a conflict resolution protocol to be implemented at EFAF.

These engagements have strengthened the organization's partnerships, expanded their networks, and advanced their mission of promoting equality and social justice for all.

15

duty travel undertaken  
by members of the  
EFAF team

11

EFAF staff  
participating in  
capacity opportunities

# 2023 HUMAN RIGHTS VIOLATION REPORT

**JFLAG received twelve (12) reports, each of which contained more than one human rights violation. Nine (9) reports were made by men, while three (3) by women. LGBT Jamaicans experiencing physical and verbal assault were the most common human rights violations reported at eleven (11) each, followed by forced to leave community (7) and police discrimination (3).**

**There were also reports of:**

- **Employment discrimination (2)**
- **Rape (1)**

Only two individuals were successful in making reports to the police. Two of the three (3) persons who experienced police discrimination were not able to make a report.

Four incidents reported occurred in Kingston and St Catherine each, while three (3) incidents occurred in St James and one (1) in Westmoreland. However, only one of the reports made were related to incidents that occurred in 2023, while other violations occurred between 20011 – 2022.

Ten (10) of the reports made were in support of asylum claims.

Note to External Stakeholders

Our annual reports reflect the efforts undertaken by EFAF to address the reality of stigma, discrimination and violence as experienced by LGBTQ+ Jamaicans exemplified in the reports provided above. It should be noted that many LGBTQ+ Jamaicans do not report the violations they face as expressed in the 2019 Jamaican LGBT Community Experience and Needs Assessment and in the 2023 UNDP Being LGBTI in Jamaica Report.

The successes highlighted in this and previous annual reports should not be read as contradicting these experiences of rights violations but rather, the work EFAF undertakes is underscored by the realities both reported to us and captured in the aforementioned and other surveys.

# FINANCIAL REPORT

EFAF generated a Total Income of \$131.9M compared to a budgeted figure of \$251M. For the previous year 2022, the figure of \$181.1M which was 72.2% less than the budgeted amount and a 27.2% decrease from the previous year's Total Income. For the year ended December 31, 2023, 99% of the Foundation's revenue were derived from grant amounting to \$130.2M. 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 decrease in actual activities done in 2023 compared to 2022. In line with the decrease in activity, Total Expense for 2023 was \$131.7M compared to the prior year's figure of \$201M and a reduction from a budgeted figure of \$196.7M. The percentage decrease from prior year was 34.5% while there was a 33% reduction compared to the budgeted expenses.

The organisation realized a loss of \$0.7M in comparison to the budgeted amount of \$54M and an increase of \$18.2M from the previous year's loss of \$18.9M

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

The Total Liabilities and Equity (\$174.5M December 31, 2022) of the organisation increased insignificantly by 1.3% to approximately \$176.7M as at December 31, 2023.

Total Income	\$	Total Administrative Expense	\$
Direct Public Support	81,514.77	Business Expenses	35,300
Grants Revenue	130,226,328	Contract Services	578,600
Investments Revenue	44,077	Facilities and Equipment	3,635,591
Program Revenue	1,417,918	General Expenses / Overheads	4,573,393
Special Events Revenue	140,289	Other Types of Expenses	16,500
<b>TOTAL INCOME</b>	<b>131,910,126</b>	<b>TOTAL ADMIN EXPENSE</b>	<b>8,837,884</b>



Total Expense:	\$
Administrative Expense	8,837,884
Human Resources	17,658,868
Program Costs	105,293,521
Foreign Exchange Loss/ Gain	-37,966
Other Expense	818,675
<b>TOTAL INCOME</b>	<b>132,572,482</b>

Total Program Cost	\$
Program Services	51,356,680
Program Staff Emp'r Contribut'n	1,372,522
Proj Staff Travel Allow- ance	1,193,973
Salaries & Benefits - Program	25,076,732
Support Services	26,292,914
Other Program Expense	700
<b>TOTAL ADMIN EXPENSE</b>	<b>105,293,521</b>





**Equality for All  
Foundation Jamaica Ltd.**

## **EFAF's 2023 Annual Report**

Written, coordinated and edited by Mikhail Henry.

Managed by Glenroy Murray.

Design and layout by Toutbrag.

This annual report covers the period from  
**1 January to 31 December 2023.**

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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