

Annual Report

'24

Building **Resilience.** Advancing
Equality. Empowering
Communities.



Equality for All
Foundation Jamaica Ltd.

Period
Jan 1 – Dec 31, 2024

Created for
Equality for All Foundation Jamaica
admin@equalityjamaica.org

Table of Content



- About EFAP 2
- Key EFAP Objectives 5
- Message from Leadership 1
- Board of Directors 1
- Member of Staff 1
- Executive Summary 4
- Top 10 Highlights of 2024 5
- 2024 Snapshot 5
- Thematic Impact Areas 6
 - 1. Mental Health & Psychosocial Support
 - 2. Health
 - 3. Community Consultation
 - 4. Youth Support
 - 5. Knowledge Sharing & Dialogue
 - 6. Volunteerism
 - 7. Celebrating 25 Years of Advocacy Through Art
 - 8. 10th annual Larry Chang Symposium
 - 9. Celebrating Queer Visibility
 - 10. Pride 2024 – Free To Be Me
 - 11. Engagement with Law Enforcement
- International Representation 7
- 2024 Human Rights Violation Report 8
- Financial Report 9



ABOUT EFAP

Equality For All Foundation (EFAP) is a human rights and social justice organisation which advocates for the rights, livelihood and well-being of lesbian, gay, bisexual, transgender and queer (LGBTQ+) 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 LGBTQ+ community, and building tolerance for and acceptance of LGBTQ+ people.



About EFAF



Mission

To promote social change by empowering the Jamaican LGBTQ+ community and **build tolerance for and acceptance of the LGBTQ+ 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 LGBTQ+ citizens **feel safe, secure, included, and inclined to settle**. To this end, our work is guided by the **pursuit of five main outcomes**:

-  Improved enabling environment for the livelihood, health and well-being of LGBT Jamaicans.
-  Inclusion of the voices of the Jamaican LGBTQ+ community in policy and decision-making.
-  The provision and delivery of services that meet the needs of the community.
-  Increased opportunities for LGBT citizens to be empowered to access services.
-  Provision of human rights and legal literacy programmes which empower LGBTQ+ 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.

Messages from Our Leaders

Board of Directors

As the organisation takes stock of its work throughout 2024, the Board of Directors would like to reflect on the significant strides which the organisation has made and the positive shifts which the movement continues to experience. The summary of achievements described in this report is a testimony to the organisation's commitment to its vision of


“ A Jamaica where there is the freedom to be, for all ”

The organisation remains appreciative of the support from all who helped to make our work more meaningful and impactful whether donor, ally or volunteer.

Notwithstanding the successes of the past year, the Board is quite cognisant of the ongoing challenges facing not only EFAF, but other civil society organisations in Jamaica, the Caribbean and around the world. The changing context, if not managed well, could see the reversal of gains made over years of hard struggle. As Chair, I take this opportunity to celebrate the responsive approach taken by the team to minimise the impact of funding cuts and the changing landscape so that the important work being undertaken can continue.

The Board appreciates the work done by the team at EFAF to reflect not only on what they have been able to achieve over the years but to also, consider their missteps and failures and think through new innovative approaches to build on the gains made and address the existing gaps.

As a Board, we recognise that for goals of the movement to be achieved, there has to be greater collaboration between actors not only in the LGBTQ+ movement, but also activists, advocates and allies of other social justice movements, such as those for gender justice, climate justice and economic justice.



As a post-colonial society, our struggles are shared and intersectional and we will only see real impact once our movements are closer together. This is therefore a challenge to the team at Equality to do more to bridge gaps and engender and maintain robust relationships, especially as the work becomes harder to do.

As always, the Board will support the team at EFAP to achieve the strategic objectives of the organisation as well as strengthen institutional systems, particularly as we continue to support other smaller organisations to gain a foothold in the movement whether through mentorship, training or other institutional support such as sub-contracting or fiscal sponsorship.

The Board is excited for what the next iteration of the movement will look like.



Executive Director's Message

In many ways, 2024 was a year of intentional reflection.

At the end of 2023, our previous strategic plan had been completed and we were still in the process of developing the new strategic plan and as such, the decision was taken to use the year of 2024 to take stock of all that had been achieved, not only over the past five (5) years, but also over the course of the lifespan of the organisation.

This reflection meant not only taking a hard look at our programme of work and our advocacy, *but also taking a microscope to our internal structures so as to determine the best way forward to maximise efficiency.* And by year's end, this meant re-examining our existing partnerships and relationships to determine which required greater strengthening, and which no longer served us.

I hasten to point out that we did not spend the whole year reflecting on the past **as much work remained to be done.** To the contrary, over the course of 2024, we were able to achieve significant milestones.:

- ✓ Launched our 25th Anniversary Mural, honouring the giants on whose names we stand.
- ✓ Hosted our 10th PrideJA celebrations.
- ✓ Published findings from the 2023 Knowledge, Awareness and Perception Survey.
- ✓ Developed a guide for parents of LGBTQ+ persons.
- ✓ Started the Queer Reads Book Club.
- ✓ Supported the 2024 Beyond Homophobia Conference.



And while we continued to advocate for the rights, livelihood and wellbeing of LGBTQ+ Jamaicans,

we also intentionally engaged them on several matters to ensure our work continued to address their needs and experiences. We consulted with our community on constitutional reform, on the content for the new strategic plan and sought to understand their needs in the aftermath of Hurricane Beryl. These insights have been adequately captured and has shaped our work not only for next year, but the next five years,

“ These insights have been adequately captured and will shape our work not only for next year, but the next five years. ”

Our work, as ever, was not limited to the shores of Jamaica. Our team participated in several regional and international fora to raise the profile of the situation for LGBTQ+ persons in Jamaica. We celebrated the successes but also sought to highlight longstanding and emerging challenges.

While in these spaces, we sought to learn from our fellow activists who are facing similar challenges globally. Challenges which include, but are not limited to, lack of funding, unsupportive state actors and well-funded anti-rights advocates.

We ended 2024 with the full recognition that for this work to continue, there is a significant role for community participation, collaboration and coordination. In light of a world that is becoming increasingly unfriendly of LGBTQ+ people everywhere, we will have to band together, in spite of our differences, to push for our common goal of a more inclusive and equitable society.



Glenroy Murray

Executive Director,
Equality for All Foundation Jamaica Ltd

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Officer

Executive Summary

In 2025, The Equality for All Foundation (EFAF) marked a pivotal year in its legacy of advocacy, visibility, and community support as it celebrated its 25th anniversary.

The organization's work remained deeply anchored in its mission to promote equality, justice, and inclusion for LGBTQ+ Jamaicans, with this year's activities reflecting both innovation and continuity across its strategic priorities **achieving 100% programmatic initiation**.

The tenth staging of PrideJa was a central highlight, blending joy with historical reflection **as 16 events were hosted across the island, reaching over 1,600 participants**. The launch of the 25th Anniversary Mural at Rainbow House stood as a vibrant tribute to the movement's evolution, while the 10th Larry Chang Symposium provided a space for unveiling key findings from the 2024 LGBTQ+ Needs Assessment Survey, **revealing high levels of violence, mental health challenges, and socio-economic insecurity** within the community.



Throughout the year, EFAF deepened its focus on mental health, launching a community support handbook, video campaigns, sensitization sessions, and expanding helpline services for LGBTQ+ youth. Health advocacy remained a core priority, with new initiatives promoting PrEP use, inclusive healthcare access, and digital awareness around emerging threats like monkeypox. Strategic consultations shaped the Foundation's draft submission to Jamaica's Constitutional Reform Committee and informed the development of its next five-year Strategic Plan.

Youth engagement, family support, and volunteerism were central pillars of EFAF's work in 2024.

Programmes like Building Bridges, the LGBT Parental Support Guide, and JFLAG Cares Volunteer activities reinforced the Foundation's commitment to empowerment, resilience, and solidarity.

Internationally, EFAF represented Jamaica's LGBTQ+ movement at global forums, ensuring that local experiences contributed to regional and global advocacy agendas.

86%

Completion Rate

+17% from last year — Despite challenges, EFAF completed 86% of its 186 activities.

~5,000

In-per participation

Face-to-face programmes engaged close to 5,000 individuals nationwide.

28%

Decline in Total Assets

Reflecting reduced donor funding in 2024.

1.2M+

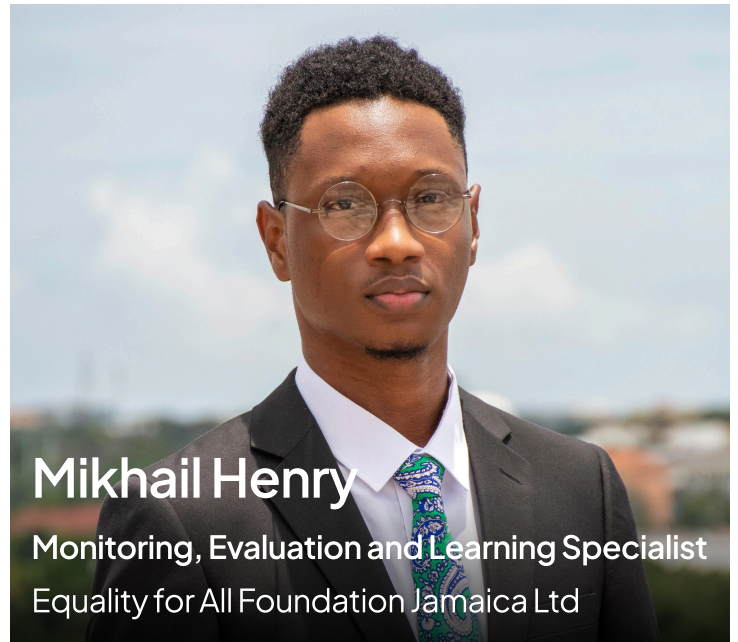
Digital Reach

EFAF's work reached over 1.2 million people across digital platforms.

As the Foundation looks ahead to a new strategic cycle, its work in 2024 affirms a clear and unwavering commitment: **to amplify community voices, defend human rights, and continue building a more just and inclusive Jamaica for all.**

As the Foundation looks ahead to a new strategic cycle, its work in 2024 affirms a clear and unwavering commitment:

to amplify community voices, defend human rights, and continue building a more just and inclusive Jamaica for all.



Mikhail Henry

Monitoring, Evaluation and Learning Specialist
Equality for All Foundation Jamaica Ltd



Equality for All
Foundation Jamaica Ltd.

TOP 10

2024

Highlights



10 Strategic Plan 2025–2029 Stakeholder Consultation

In preparation for the development of EFAF’s 2025–2029 Strategic Plan, the Foundation, through a consultant, conducted a robust stakeholder consultation process designed to ensure that the new strategy would reflect the collective vision of stakeholders while advancing the organization’s mission of equality and justice for all.

The consultation brought together voices from internal staff and external partners to reflect on organizational priorities, strategic direction, and emerging needs. This participatory planning approach?



09 LGBT Parental Support Guide

EFAF commissioned the development of a Parental Support Guide to help parents and caregivers understand, support, and affirm their LGBTQ+ children.

The guide offers practical advice, real-life scenarios, and culturally sensitive strategies to navigate conversations around identity, safety, and emotional support.



08 Beyond Homophobia 2024 Conference

In partnership with the University of the West Indies (UWI) and 360 Artistes, EFAF co-hosted the Beyond Homophobia 2024 Conference, a landmark three-day event that brought together academics, activists, and artists from across the Caribbean.

The keynote address by Lady Phyll Opoku Gyimah emphasized the conference's central theme: "Place Matters", underscoring the importance of creating inclusive, affirming spaces that honour people's identities, geographies, and lived experiences.



07 Queer Reads Book Club

The Queer Reads Book Club was established to offer a unique space for LGBTQ+ Jamaicans to connect through revolutionary literature. The club explored ten (10) powerful books covering themes such as resilience, identity, freedom, and queerness.

This cultivated a deeper sense of community as many members expressed that the space helped them feel more connected and seen.



06 JFLAG Cares Volunteer Programme

Through the JFLAG Cares Volunteer Programme, individuals were mobilized throughout the year to contribute their time, skills, and energy toward creating a more inclusive and compassionate society.

The programme provided opportunities for individuals to contribute to meaningful causes, build new skills, and foster community connections. Activities included painting crosswalks, supporting Pride events, and cleaning a beach. The volunteers embodied the spirit of service and their efforts act as a remind that small acts of care can lead to significant change.



05 Community Consultation Series on Constitutional Reform

EFAF initiated a Community Consultation Series to ensure that the LGBTQ+ community was not left out of this critical national dialogue.

EFAF hosted consultation meetings to create a safe space for participants to voice their concerns, offer feedback, and shape the content of EFAF's Draft Submission to the Constitutional Reform Committee (CRC).



04

5th Annual PRISM: LGBT Person of the Year Awards

The 5th Annual PRISM: LGBT Person of the Year Awards Dinner honoured outstanding individuals contributing to visibility, advocacy, and nation-building.

Adrian McCarthy was named Advocate of the Year, Marcilli received the award for Excellence in the Performing Arts, and the Beyond Homophobia Team, comprising Erin McLeod, Moji Anderson, and Simone Harris, was awarded LGBTQ+ Person of the Year.

Simone Harris was also recognized with a Long Service Award for over a decade of service, while the Silent Hero Award quietly honoured an individual whose many contributions have uplifted the community in powerful, unseen ways.



03

Jamaican LGBTQ+ Community Experience and Needs Assessment Survey

EFAF undertook the Jamaican LGBTQ+ Community Experience and Needs Assessment Survey which aimed to capture the needs, challenges, and barriers faced by community members and also their goals, dreams, and aspirations.

The survey findings were discussed at the 10th Larry Chang Symposium along with the lived realities behind the statistics, providing an opportunity to explore responsive programming and policy action.



02 PrideJa 2024 – Free To Be Me

In 2024, Pride Week stood as both a celebration and a landmark. This year marked the tenth staging of public Pride events in Jamaica and the 25th anniversary of EFAF.

PrideJa 2024 took on a reflective tone under the theme “Free To Be Me”, a nod to one of the earliest Pride events in Jamaica and a tribute to how far the community has come. Sixteen (16) Pride events were officially staged across the island with over 1,600 participants.



01 25th Anniversary Mural

As part of their year-long anniversary celebrations, EFAF hosted Paint It Queer!: 25th Anniversary Mural Launch and Artiste Escape, at Rainbow House.

The event brought together stakeholders, community members, artists, and allies to commemorate the history of the movement and envision its future.

The mural, developed through a collaborative artistic process, honours the legacy of those who shaped the LGBTQ+ movement in Jamaica and symbolizes the continued evolution of the movement as it grows beyond JFLAG and becomes a broader force in Jamaica’s development.





2024

SNAPSHOT



2024 Snapshot

186

Total
Activities

86%

Completion Rate
▲ Up 17% than 2023

30%

Activities
Exceeding targets

100%

Initiation
Rate

132

Ad Hoc
Activities

Total Planned Activities

28

Completed
activities

26

Initiated but not
Completed

0

Not
initiated

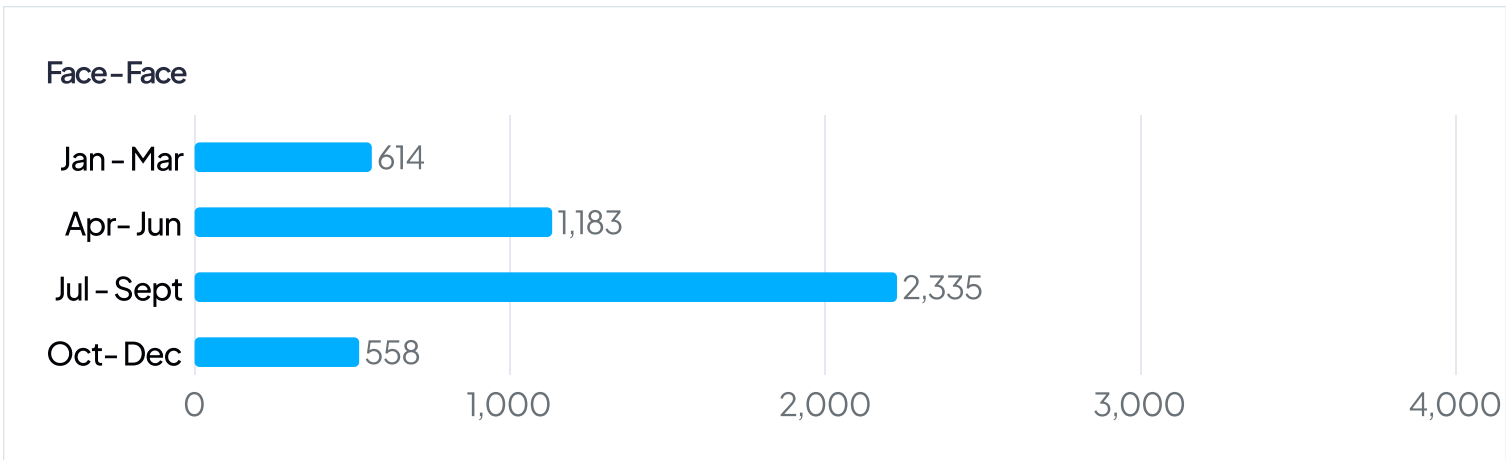
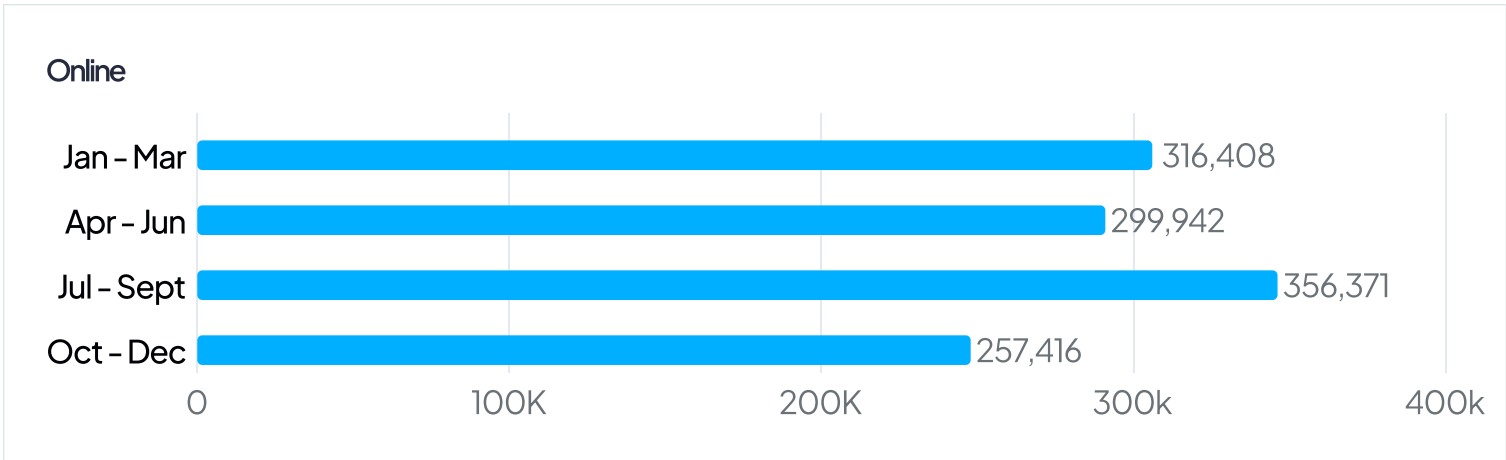
Completion & Initiation Rates per Strategic Objective

Objectives	# of activities	Completed	Initiated
Health & Wellbeing	10	50%	100%
Inclusion in policy process	3	33%	100%
Service delivery	7	71%	100%
Human rights advocacy and activism	23	61%	100%
Organization Sustainability	11	27%	100%

Completion and Initiation Rates per Departments

Objectives	# of activities	Completed	Initiated
Advocacy and Strategy	9	55%	100%
Communications, Engagement & Partnership	22	60%	100%
Health and Wellness	7	43%	100%
Organization Sustainability	6	50%	100%
Youth and Support Services	10	20%	100%

Engagement



1,230,137

people reached through our social media channels

▼ 161,969 less than 2023

4,690

people reached through in-person programmes and activities

▼ 634 less than 2023



27,248

Views on TikTok



12,280

Reaches on LinkedIn



6,745

Total Impressions on views on YouTube



468,384

Facebook engagements



370,463

Instagram engagement



345,017

Total Impressions on X (formerly Twitter)





MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT

Mental health remains a critical component of well-being for members of the LGBTQ+ community, who often face elevated risks of depression, anxiety, trauma, and social isolation due to persistent stigma, discrimination, and marginalization.

In response, EFAF has implemented a range of targeted initiatives over the past year to promote inclusive health education, expand access to essential services, and amplify community voices within policy spaces. This year's efforts combined strategic advocacy, community outreach, and digital education to improve the health and well-being of LGBTQIA+ Jamaicans.

Community Mental Health Support Handbook

To promote mental well-being at the community level, EFAF developed and disseminated a Community Mental Health Support Handbook. This resource was designed to equip community members with practical coping mechanisms and accessible strategies to manage their mental health.

A total of 200 community mental health guides were printed to community members. The handbook has served as a critical tool in initiating conversations around mental health and normalizing help-seeking behaviour among LGBTQ+ individuals.

Mental Health Stigma Video Campaign

Recognizing the power of media in shaping social attitudes, EFAF launched a Mental Health Stigma Video Campaign, a creative advocacy effort aimed at challenging harmful perceptions and encouraging empathy.

The campaign included the production and release of three short videos, each spotlighting the unique mental health experiences of LGBTQ+ individuals while emphasizing the importance of supportive environments. These videos were shared across digital platforms and community networks, reaching both key populations and the wider public to spark dialogue and promote inclusion.



Mental Health Sensitization Sessions

As part of their broader mental health programming, EFAF hosted five (5) sensitization sessions engaging 39 LGBTQ+ participants from across Jamaica. These sessions focused on increasing participants' understanding of mental health stigma and its effects, while fostering peer-led strategies to support one another.

Feedback from these sessions demonstrated positive shifts in knowledge and attitudes, with participants reporting increased awareness of mental health stigma and greater willingness to advocate for stigma reduction within their communities.

LGBT Youth Helpline Operations

EFAF's Helpline continues to provide a vital lifeline to LGBTQ+ youth between the ages of 18 and 29, offering both social support and psychosocial counselling. During the reporting period, 65 clients accessed the helpline, receiving confidential support. For many, this service represented their only safe space to speak openly about mental health challenges, gender identity, and experiences of discrimination.

The helpline remains a cornerstone of EFAF commitment to mental health support. Through their integrated approach, combining awareness-raising, capacity-building, and direct psychosocial support, EFAF has made significant strides in addressing mental health challenges faced by LGBTQ+ individuals in Jamaica. From the distribution of practical resources to the amplification of lived experiences through multimedia, their initiatives have worked in tandem to break the silence, reduce stigma, and foster a culture of care.





HEALTH

Promoting equitable access to healthcare services remains at the heart of the EFAF's mission. LGBTQ+ individuals in Jamaica continue to experience significant disparities in health outcomes due to stigma, discrimination, and systemic exclusion from public health programming.

In response, EFAF has implemented a range of targeted initiatives over the past year to promote inclusive health education, expand access to essential services, and amplify community voices within policy spaces. This year's efforts combined strategic advocacy, community outreach, and digital education to improve the health and well-being of LGBTQIA+ Jamaicans.



Promoting PrEP Access and Awareness

Recognizing the power of information in HIV prevention, EFAF launched the Picking PrEP initiative to normalize and promote the use of Pre-Exposure Prophylaxis (PrEP) in the LGBTQ+ community.

Through the development of six engaging videos, the campaign provided clear, stigma-free information about PrEP usage, accessibility, and its role in HIV prevention. These videos were widely disseminated on social media, helping to demystify PrEP and empower community members to take proactive steps in safeguarding their sexual health.

Strengthening Policy Advocacy for LGBTQ+ Healthcare

EFAF intensified its advocacy work by engaging directly with public health decision-makers to push for more inclusive healthcare practices. Throughout the year, ten advocacy meetings were held with 38 key policymakers and decision-makers.

These meetings provided a platform to spotlight the barriers faced by LGBTQ+ individuals in accessing quality services and to advocate for reforms that address discrimination and service gaps within the health system.

Safer Sex Week Campaign

In the lead-up to Valentine's Day, EFAF hosted its annual Safer Sex Week from February 7–14, 2024. The campaign used digital storytelling to promote safe sex practices, consent, pleasure, and LGBTQ+ sexual health.

It included six social media graphics, three interactive social media live sessions, and reached an impressive 112,000 individuals across Facebook, Instagram, and Twitter. The week also featured "Facing the Facts" Instagram Lives, which provided open dialogue on issues such as PrEP use and community-based HIV prevention strategies.



Mystery Shopping to Assess Healthcare Access

To understand firsthand the barriers that LGBTQIA+ individuals face within public health facilities, EFAF conducted 48 mystery shopper assessments across health centers within the regional health authorities. These assessments revealed critical insights into service delivery, provider attitudes, and institutional barriers.

The findings will be used to inform future provider sensitization efforts and strengthen advocacy for non-discriminatory, patient-centered healthcare services.

Raising Awareness about Monkeypox and Emerging Health Threats

In response to emerging concerns about Monkeypox, EFAF launched a digital health education campaign titled All About Monkey Pox in collaboration with TranswWave Jamaica.

The campaign included five short videos, four social media live discussions, and a printed brochure, reaching 13,306 people. The content helped the public better understand transmission, symptoms, and preventive measures. The campaign expanded EFAF's digital health engagement and highlighted the need for rapid, inclusive responses to emerging health risks.

Building Internal Capacity in HIV Self-Testing

To support alternative and accessible HIV testing options, several EFAF staff members participated in HIV self-testing training. This initiative builds the organization's capacity to support client-led testing models and ensures readiness to support wider community rollout of HIV self-testing services.

EFAF's health programming this year reflects a comprehensive and community-centered approach to LGBTQ+ health. From digital health education and advocacy to mystery shopper assessments and internal capacity-building, each initiative contributed to a broader ecosystem of care, empowerment, and dignity for Jamaica's LGBTQ+ population.



COMMUNITY CONSULTATION

The voices of LGBTQ+ Jamaicans remain central to the work of EFAF. This year, they prioritized deeper engagement with community members to ensure that programmes, policies, and strategic priorities are grounded in lived realities and reflect the aspirations of those most affected.

Through consultations, assessments, and participatory planning processes, EFAF continued to uphold its commitment to inclusive development, shared ownership, and data-informed advocacy.



Community Consultation Series on Constitutional Reform

In response to Jamaica's ongoing constitutional reform process, EFAF initiated a Community Consultation Series to ensure that the LGBTQ+ community was not left out of this critical national dialogue. The second phase of reform, focused on amendments to the Charter of Fundamental Rights and Freedoms, holds significant implications for human rights and equality.

EFAF hosted five consultation meetings, engaging 77 LGBTQ+ individuals across various parishes. These sessions created a safe space for participants to voice their concerns, offer feedback, and shape the content of EFAF's Draft Submission to the Constitutional Reform Committee (CRC). These contributions were instrumental in ensuring that the community's perspectives were reflected in national advocacy.

Jamaican LGBTQ+ Community Experience and Needs Assessment Survey

To better understand the evolving realities of LGBTQ+ individuals in Jamaica, EFAF undertook the Jamaican LGBT Community Experience and Needs Assessment Survey, a follow-up to the baseline survey conducted in 2019.

This updated research aims to capture not only the needs, challenges, and barriers faced by community members but also their goals, dreams, and aspirations. The survey will generate valuable evidence on how identity and belonging shape the quality of life for LGBTQ+ Jamaicans and will inform both programming and advocacy strategies in the years ahead.





Quarterly Social Media Content Assessment

As EFAF expands its digital footprint, feedback from community members remains essential to ensuring that online messaging is inclusive, impactful, and engaging. This year, a pool of 10 community members was enrolled in a new Quarterly Social Media Assessment initiative.

These individuals were engaged in a focus group to evaluate EFAF's digital content. Each quarter, the cohort provided qualitative feedback on social media campaigns and posts, helping the Foundation fine-tune its outreach and ensure community alignment with key messaging.

Strategic Plan 2025–2029 Stakeholder Consultation

In preparation for the development of EFAF's 2025–2029 Strategic Plan, the Foundation, through a consultant, conducted a robust stakeholder consultation process designed to foster transparency, relevance, and accountability. Using a mixed-method approach, they gathered both primary and secondary data to shape its future direction.

The consultation brought together voices from internal staff and external partners to reflect on organizational priorities, strategic direction, and emerging needs. This participatory planning approach ensured that the new strategy would reflect the collective vision of stakeholders while advancing the organization's mission of equality and justice for all.



YOUTH SUPPORT

The challenges faced by LGBTQ+ youth in Jamaica are deeply rooted in social exclusion, family rejection, economic vulnerability, and limited access to affirming support systems.

Through consultations, assessments, and participatory planning processes, EFAF continued to uphold its commitment to inclusive development, shared ownership, and data-informed advocacy.

LGBT Parental Support Guide

Recognizing the critical role that family acceptance plays in the well-being of LGBTQ+ youth, EFAF initiated the development of a Parental Support Guide. This resource is designed to help parents and caregivers understand, support, and affirm their LGBTQ+ children.

The guide will offer practical advice, real-life scenarios, and culturally sensitive strategies to navigate conversations around identity, safety, and emotional support. It forms a core part of EFAF's wider mission to strengthen family relationships and reduce stigma at the household level.

Care Packages and Grocery Support

In response to the ongoing socio-economic challenges disproportionately affecting LGBTQ+ youth, particularly those in precarious living situations, EFAF provided 100 care packages to individuals in need. These packages included essential items such as hygiene products and non-perishable food items.

Additionally, 120 grocery vouchers were distributed to LGBTQ+ individuals, to ease food insecurity and provide immediate relief. These interventions ensured that the most vulnerable had access to basic necessities and were a testament to the Foundation's commitment to practical support alongside advocacy work.





Building Bridges: Youth Engagement Sessions

To foster inclusion, peer connection, and leadership development, EFAF continued Building Bridges, an initiative focused on youth engagement. The Foundation hosted or participated in five sessions in partnership with youth-led and youth-focused organizations, reaching a total of 108 participants.

These sessions served as safe spaces for dialogue, empowerment, and resource-sharing for young LGBTQ+ individuals. Topics explored included mental health, navigating educational spaces, personal development, and rights awareness.

Through these efforts, EFAF continues to stand in solidarity with LGBTQ+ youth, recognizing them as powerful agents of change who deserve care, opportunity, and dignity. Whether through strategic partnerships, family-focused resources, or emergency support, this year's initiatives reflect the Foundation's deep commitment to building bridges of compassion and strengthening the safety net for young queer Jamaicans.



KNOWLEDGE SHARING AND DIALOGUE

EFAF's has the belief that knowledge sharing is one of catalyst for change

A Through a diverse range of community education initiatives, EFAF continued to create platforms where knowledge, culture, and dialogue converge to deepen awareness, inspire action, and foster belonging.



Beyond Homophobia 2024 Conference

In partnership with the University of the West Indies (UWI) and 360 Artistes, EFAF co-hosted the Beyond Homophobia 2024 Conference, a landmark two-day event that brought together academics, activists, and artists from across the Caribbean. The conference served as a critical space for reimagining the realities of LGBTQ+ people in the region through intersectional and multidisciplinary lenses.

The event welcomed over 100 attendees, reflecting broad interest and engagement. The keynote address by Lady Phyll Opoku Gyimah emphasized the conference's central theme: "Place Matters", underscoring the importance of creating inclusive, affirming spaces that honour people's identities, geographies, and lived experiences.



Queer Reads Book Club

The Queer Reads Book Club continued to grow in impact and reach, offering a unique space for LGBTQ+ Jamaicans to connect through revolutionary literature. The club engaged 67 members, held 21 discussion sessions, and explored 10 powerful books covering themes such as resilience, identity, freedom, and queerness.

The book club not only sparked critical conversations but also cultivated a deeper sense of community. Many members expressed that the space helped them feel more connected and seen.



IDAHOT Essay Competition and Award Ceremony

In celebration of International Day Against Homophobia, Transphobia and Biphobia (IDAHOT), EFAF hosted an essay competition and award ceremony to amplify public engagement with the organization's advocacy work.

The competition received 39 submissions, with participants exploring issues of equality, justice, and identity through personal and political narratives, using the Needs Assessment as a reference. The event culminated in an award ceremony attended by 49 guests, where three winners were recognized for their powerful contributions and awarded prizes. This initiative sparked dialogue and celebrated the diverse voices within Jamaica's LGBTQ+ community.





VOLUNTEERISM

Volunteerism remains a vital pathway for engaging citizens in meaningful work that strengthens social bonds, promotes solidarity, and reinforces the values of empathy and care.

Through the JFLAG Cares Volunteer Programme, individuals were mobilized throughout the year to contribute their time, skills, and energy toward creating a more inclusive and compassionate society.

Labour Day Project

EFAF completed its first volunteer activity for the year with 10 volunteers and team members contributing to the beautification of public spaces for Labour Day.

The initiative saw the repainting of two pedestrian crossings, helping to enhance safety for the wider community while promoting civic pride and ownership. This project also served as an opportunity for volunteers to work collaboratively and visibly contribute to their environment.



Supporting Children's Development at Maxfield Park Children's Home

Through the JFLAG Cares Volunteer Programme, EFAF hosted two volunteer activities at the Maxfield Park Children's Home as part of their summer programme. Each activity involved 7 dedicated volunteers, who engaged children in creative and interactive sessions.

The activities included a vibrant Tie and Dye workshop and a relaxing Paint and Sip session, providing fun and emotional enrichment for the children in care. These experiences allowed the volunteers to form meaningful connections with young people in need of encouragement and support.



Volunteer Engagement at Pride Events

EFAF volunteers were also instrumental in supporting the successful execution of various Pride events. From logistics and crowd support to hospitality and coordination, volunteers helped create inclusive and celebratory spaces that centered community pride.

Their contributions ensured that events ran smoothly while deepening community participation and ownership in Pride celebrations.



International Coastal Cleanup Day Participation

In alignment with global sustainability efforts, EFAF mobilized five volunteers to participate in International Coastal Cleanup Day.

The team joined efforts at Sigarney Beach, helping to remove waste and raise awareness about ocean pollution and environmental responsibility. This initiative showcased EFAF's commitment to recognizing that social justice is linked to environmental justice.





CELEBRATING 25 YEARS OF ADVOCACY THROUGH ART

This year marked a significant milestone in the journey for EFAF, as they continued celebrations of 25 years of championing equality and diversity in Jamaica.

Since their founding on December 10, 1998, formerly as JFLAG, the organization has stood at the forefront of Jamaica's LGBT movement—pushing boundaries, building community, and shaping national conversations on human rights and inclusion.



Under the anniversary theme “25 Years as Champions of Equality and Diversity,” they embarked on a year-long celebration that not only honoured the past but also envisioned the future of the movement.

The anniversary provided a moment of reflection, collaboration, and recommitment to the work of justice and liberation for LGBTQ+ Jamaicans.

A key highlight of the anniversary celebrations was the launch of the “Paint It Queer!” 25th Anniversary Mural and Artiste Escape, hosted on Saturday, February 17, 2024, at Rainbow House. The event was a creative expression of the Foundation’s legacy, featuring collaborative visual art that honored the stories, struggles, and contributions of Jamaica’s LGBTQ+ community over the decades.

A key highlight of the anniversary celebrations was the launch of the “Paint It Queer!” 25th Anniversary Mural and Artiste Escape, hosted on Saturday, February 17, 2024, at Rainbow House. The event was a creative expression of the Foundation’s legacy, featuring collaborative visual art that honored the stories, struggles, and contributions of Jamaica’s LGBTQ+ community over the decades.



The anniversary celebration and mural launch also marked a deliberate effort by EFAF to bring together diverse stakeholders to highlight the collective nature of progress and ensure that the movement's future reflects shared leadership and broader ownership. As EFAF evolves beyond its original identity as JFLAG, this year has affirmed their role as a convener, a cultural force, and a forward-thinking partner in national development. The mural and associated events reflect not only where they have been but also the future they are building.




It incorporates vibrant colours, symbols of identity, and abstract elements representing EFAF's partners and prominent LGBT advocates. The mural blended figurative storytelling with contemporary art forms, creating a piece that was both celebratory and reflective. Their work transformed Rainbow House into not only a hub of advocacy but also a cultural landmark that celebrates Jamaica's queer history in visible, unapologetic ways.



The mural served as both a public artwork and a historical timeline, tracing the roots of the LGBT movement in Jamaica—its early resistance, community building, moments of courage, and pivotal shifts that led to the establishment of JFLAG in 1998. The piece also pointed forward, symbolizing the evolution of the movement into a broader coalition of voices, organizations, and allies contributing to Jamaica's national development. The visual narrative moved through key moments in the movement's history, highlighting key individuals who shaped and contributed to the movement.





10TH ANNUAL LARRY CHANG SYMPOSIUM

The 10th annual Larry Chang Symposium was held on Saturday, May 18, 2024, under the theme “Exploring the Changing Needs of the LGBTQ+ Community.” Since 2013, the symposium, named in honour of one of EFAF’s founders, has served as a high-level forum to engage decision-makers and stakeholders on the pressing issues affecting LGBTQ+ Jamaicans.

Hosted annually around the International Day Against Homophobia, Transphobia, and Biphobia (IDAHO), the event has become a cornerstone in EFAF’s advocacy calendar.



This year's event featured the presentation of findings from the 2024 LGBTQ+ Community Experience and Needs Assessment Survey, offering fresh insights into the lived experiences, political priorities, and emerging concerns of LGBTQ+ individuals across Jamaica.

The keynote presentation, delivered virtually by lead researcher Carla Moore, explored key data points, including community safety, access to mental health services, economic insecurity, and climate change awareness. Notably, the revised tool, an update of the 2019 version, captured responses from 320 participants across diverse backgrounds, with a strong focus on inclusion of voices from rural and marginalized areas.



The data revealed a sobering reality: 83% of respondents reported experiencing violence, 65% expressed a desire to migrate, and many still face significant challenges in employment, relationships, and community belonging. Mental health support remains inaccessible for many, while climate change awareness, though low, is an emerging concern. Despite high voter registration, political participation remains low, with the repeal of discriminatory laws ranked as a top priority.



The symposium reaffirmed EFAF's commitment to data-driven advocacy and inclusive dialogue. As the needs of the community continue to evolve, so too must our responses. The event served not only as a space for sharing evidence but as a catalyst for conversation, collaboration, and change.



Following the presentation, a compelling panel discussion was held with Carla Moore, Regina Reid, a transwoman and community advocate, and Jamaro Marville, Programme Analyst at UNDP. The panel delved deeper into the findings, discussed the lived realities behind the statistics, and explored opportunities for responsive programming and policy action.



CELEBRATING QUEER VISIBILITY

Visibility is vital to the liberation and affirmation of LGBTQ+ lives. Throughout 2024, EFAF continued to champion queer visibility by creating opportunities for the community to be seen, celebrated, and centered across public spaces, national conversations, and cultural recognition.

EFAF kicked off the year with a bold show of presence at the Sagicor Sigma Run 2024, where 20 staff, volunteers, community members, and ambassadors participated under the JFLAG banner. Their collective participation signalled strength, pride, and belonging in a mainstream civic event.

On Valentine's Day, the third annual Love Fest Couples Competition brought together 41 attendees in a joyful celebration of queer love. The event created a space where LGBTQ+ relationships could be publicly affirmed in an atmosphere of fun and inclusion.

One of the year's signature events was the 5th Annual PRISM: LGBT Person of the Year Awards Dinner, held on Sunday, October 27th at the Spanish Court Hotel in Kingston. This event honoured outstanding individuals contributing to visibility, advocacy, and nation-building. Adrian McCarthy was named Advocate of the Year, Marcilli received the award for Excellence in the Performing Arts, and the Beyond Homophobia Team, comprising Erin McLeod, Moji Anderson, and Simone Harris, was awarded LGBTQ+ Person of the Year. Simone Harris was also recognized with a Long Service Award for over a decade of service, while the Silent Hero Award quietly honoured an individual whose many contributions have uplifted the community in powerful, unseen ways.

Visibility extended to Jamaica's digital landscape through the remounting of an electronic billboard, originally supported by the Dutch Embassy. This outdoor campaign reached an estimated 120,000 people, amplifying messages of pride and inclusion to the public.

On December 7th, the EFAF team, alongside TransWave Jamaica and the Larry Chang Foundation, participated in the Civil Society Sports Day hosted by JN+. Through sprint races, relays, and netball matches, the team brought joy, sportsmanship, and visibility to a shared space of unity and partnership building.





PRIDEJA 2024 — FREE TO BE ME

In 2024, Pride Week stood as both a celebration and a landmark. This year marked the tenth staging of public Pride events in Jamaica and the 25th anniversary of the Equality for All Foundation (EFAF). With these two momentous milestones converging, Pride 2024 took on a deeply reflective tone under the theme “Free To Be Me”, a nod to one of the earliest Pride events in Jamaica and a tribute to how far the community has come.

Between August 1–6, 16 Pride events were officially staged across the island. With intention, this year’s planning process centered community icons such as Latoya “Thugz” Brown and Stacy-Ann Jarrett, recognizing their contributions to Pride’s legacy and making space for intergenerational connection.

The #PrideShare initiative once again empowered LGBTQ+ event planners from across Jamaica to contribute to the Pride calendar through financial and logistical support. Fifteen activities received support under three categories: Specified Event Support (for staple events), General Event Support (for original activities), and Partnership Events (for larger-scale collaborations).

This inclusive approach resulted in a vibrant, diverse slate of offerings, shaped by 21 event organizers from across the community.

EFAF also upgraded its signature giveaway initiative from Pride Mystery Boxes to Anniversary Mystery Boxes, in celebration of the organization’s 25-year legacy. A total of 100 boxes were created, 66 of which were sold, with 34 gifted to key figures and supporters in the community.



Pride 2024 at a Glance

16 events. 1,500+ attendees. Countless moments of joy, connection, and pride.

Event	Highlight	Attendance
Pride Opening & Thank You Brunch	Honoring Latoya “Thugz” Brown	119
Pride Opening Afterparty	Celebration at Barr23 Lounge	121
Craft and Chill	Paint & relax session	67
Under the Sea	Fashion showcase hosted by Unknown Identity	~100
Big Lyfe	Queer networking social	~200
Pride Entrepreneurship Expo	Showcasing LGBTQ+ businesses	20 booths / 86
Queer Reads	Panel on queer Caribbean literature	—
Queer Speak	Talk on music & queer influence	—
D’FRENCHIATION	High-energy party	200+
Sapphic	LBQ women’s party	200+
Community Care Day	Yoga, journaling, wellness activities	16
Free Form	Poetry, music, dance, live art	~90
Power Breakfast	Strategic community discussion	—
Pride J’ouvert	Soca vs Dancehall ultra-wet party	150
Coloured With Pride	Sip & Paint	24
Pride Closing Party	Final celebration at Barr23 Lounge	88

Pride 2024 reminded us of the strength in community-led celebration. From cultural expressions and wellness spaces to nightlife and advocacy, each event contributed to a shared sense of joy, belonging, and progress. It was a week that honoured those who paved the way, celebrated those who carry the torch, and declared unapologetically that queer Jamaicans are, and always will be, Free to Be.





ENGAGEMENT WITH LAW ENFORCEMENT

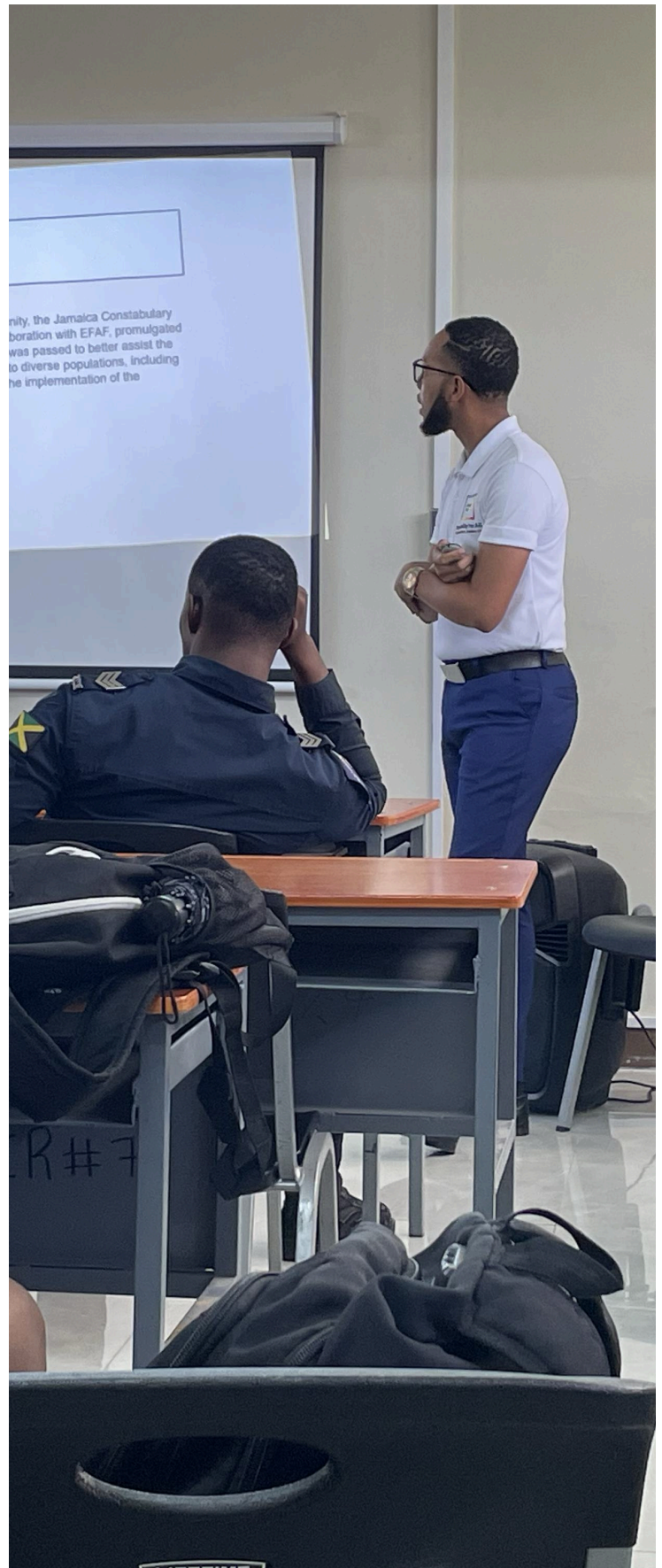
Building trust between LGBTQ+ Jamaicans and law enforcement remains a critical step toward achieving justice and safety for all. In 2024, EFAF deepened its engagement with the Jamaica Constabulary Force (JCF) to foster understanding, improve accountability, and create opportunities for dialogue between police officers and community members.

A key component of this year's work was the LGBT Community-JCF Rapid Assessment, which engaged 51 LGBTQ+ Jamaicans to identify the specific challenges they face when interacting with police. The findings highlighted patterns of distrust, underreporting of crimes, and instances where survivors of violence felt silenced or dismissed when attempting to make reports. These insights provided an essential evidence base for advocacy and training efforts.

While systemic change is still needed, these engagements laid the groundwork for mutual understanding and future collaboration. EFAF remains committed to fostering respectful, rights-based relationships between law enforcement and the communities they serve.

To complement this, EFAF conducted a qualitative assessment with 45 police officers, exploring their experiences and challenges when engaging with LGBTQ+ individuals. Many officers expressed a willingness to learn but noted gaps in training, unclear protocols, and discomfort due to societal stigma. These discussions opened the door for greater empathy and highlighted the need for ongoing support and sensitization.

To bring both perspectives into shared conversation, EFAF hosted five community-police dialogue sessions, which brought together 42 police officers and LGBTQ+ community members. These meetings created a space for individuals to share real-life stories of reporting crimes, facing discrimination, and navigating fear. Notably, 21 police officers expressed willingness to maintain ongoing communication with EFAF and the LGBTQ+ community, an encouraging sign that attitudes are shifting and partnerships are growing.





DUTY TRAVEL

In 2024, the Equality for All Foundation (EFAF) continued to strengthen its regional and global presence through participation in key international forums, convenings, and learning exchanges. These engagements were critical not only for sharing EFAF's work on the international stage but also for gaining insights into emerging trends in advocacy, building solidarity across movements, and nurturing strategic partnerships.

The Executive Director represented EFAF at multiple high-level events throughout the year. In January, he attended the The Commonwealth Equality Network (TCEN) Management Committee Meeting and engaged with donors on partnership development.



In March, he participated in the International Lesbian, Gay, Bisexual, Trans and Intersex Association – North America and the Caribbean (ILGA-NAC) Conference. This was followed by the Transcendence Conference in May, and the GiveOut Pride Event and TCEN Global Convening in June. July included engagements at the GiveOut Germany Event and the International AIDS Society (IAS) Conference. In September, the Executive Director attended the Global Partnership Meeting in Thailand, followed by the Harvard Global Activism Summit in October. The year concluded with participation in the ILGA World Conference, the Open for Business (OFB) & United Nations Development Programme (UNDP) Private Sector Conference in November, and the Equality Rights Coalition (ERC) Conference in December.

The Associate Director – Programmes also participated in a robust travel schedule. In March, they attended both the ILGA-NAC Conference and the United Nations Commission on the Status of Women (CSW). In April, they joined the Eastern Caribbean Alliance for Diversity and Equality (ECADE) Campaign and Fundraising Training. May included the Transcendence Conference, followed by June participation in the Women Human Rights Institute (WHRI) Course on the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Women’s Rights and Gender-Based Violence (GBV), as well as Toronto Pride. In August, they joined the Global Black Pride celebrations. The year wrapped up with attendance at the U.S. Department of State’s Bureau of Democracy, Human Rights, and Labor (DRL) Stakeholder’s Convening and the ILGA World Conference in November.



While each event had its own agenda, collectively these duty travels enhanced EFAF's ability to lead boldly, build alliances, and bring global best practices back to the local context. These engagements reinforced our commitment to learning, visibility, and inclusive activism, ensuring that Jamaican voices continue to shape the future of the global LGBTQIA+ movement.






2024 HUMAN RIGHTS VIOLATION REPORT

JFLAG received eighteen (18) reports, each of which contained more than one human rights violation. Fourteen (14) reports were made by men with one (1) transman included, while four (4) were made by women. LGBTQ+ Jamaicans experiencing physical and verbal assault were the most common human rights violations reported at sixteen (16) each, followed by eleven (11) being forced to leave community or home and one (1) facing discrimination at the hands of the police.

There were also reports of:

- **Cyber Bullying (2)**
- **Threats of violence (2)**



Of the reports gathered, only four (4) individuals were successful in making reports to the police. One (1) person indicated they tried to make a report to the police but because of the discrimination they faced from the police they failed to make the report. Of the eighteen (18) reports collected, nine (9) incidents reported occurred in Kingston and two (2) from St Catherine, two (2) occurred in both Kingston and St. Catherine, one (1) occurred in St. Andrew, While two (2) occurred in St. James, one (1) occurring in both St. Catherine and St. James and one (1) in both St. James and Hanover.

However, only two of the reports made were related to incidents that occurred in 2024, with one occurring between 2023 and 2024, while the other violations occurred between 2015 – 2023.

The 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 2024 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.

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



FINANCIAL REPORT

EFAF generated a Total Income of \$113.7M compared to a budgeted figure of \$145M and prior year 2023, the figure of \$131.9M which was 28% less than the budgeted amount and a 14% decrease from the previous year's Total Income. For the year ended December 31, 2023, 98.7% of the Foundation's revenue were derived from grant amounting to \$112.2M. Other sources of Income acquired were from direct public support, programs revenue and Investment Revenue.

Whilst there was a slight increase in actual activities carried out, compared to what was budgeted, there was a general decrease in actual activities done in 2024 compared to 2023.

In line with the decrease of activity, Total Expense for 2024 was \$112.7M compared to the prior year's figure of \$135.5M and a minor increase from a budgeted figure of \$112.1M. The percentage decrease from prior year was 17% while there was a 1% increase compared to the budgeted expenses.

The organisation realized a profit of \$962K in comparison to the budgeted amount of \$33M and an increase of \$4.6M from the previous year's loss of \$3.6M

Current Assets (Chequing & Savings Accounts) balances remain positive but does see a decrease due to reduced Donor Funding in line with what we see happening on a global scale.

The Total Liabilities and Equity (\$176.7M December 31, 2023) of the organisation decreased significantly by 28% to approximately \$127.2M as at December 31, 2024.



\$113.7M

Actual income

- Below projected surplus of \$33M
- Recovered from \$3.6M loss in 2023
- Net improvement: \$4.6M

14%

below 2023 (\$131.9M)

-28%

below budget (\$145M)

98.7%

from grants (\$112.2M)

\$112.7M

Spent in 2024

- 17% decrease from 2023 (\$135.5M)
- 1% increase over budgeted expenses (\$112.1M)

\$962K

Net surplus

- Below projected surplus of \$33M
- Recovered from \$3.6M loss in 2023
- Net improvement: \$4.6M

Positive Balances

In chequing & savings

Reflects global decline in donor funding

-28%

Decreased

From \$176.7M (2023) → \$127.2M (2024)

Financial Report

Breakdown

Total income	\$(JMD)
Direct Public Support	\$621,080
Grants Revenue	\$112,172,360
Investments Revenue	\$37,935
Program Revenue	\$811,611
Special Events Revenue	\$11,550
TOTAL INCOME	\$113,654,536

Total Expense	\$(JMD)
Administrative Expense	\$11,571,761
Human Resources	\$11,551,299
Program Costs	\$82,661,777
Foreign Exchange Loss/Gain	\$4,987
Other Expense	\$6,487,232
Building Funds	\$415,365
TOTAL INCOME	\$112,692,421

Total Administrative Expense	\$(JMD)
Direct Public Support	\$621,080
Grants Revenue	\$112,172,360
Investments Revenue	\$37,935
Program Revenue	\$811,611
Special Events Revenue	\$11,550
TOTAL EXPENSE	\$11,571,761

Total Program Cost	\$(JMD)
Program Services	\$66,596,634
Program Staff Emp'r Contribut'n	\$272,486
Proj Staff Travel Allowance	\$656,101
Salaries & Benefits - Program	14,628,394
Support Services	\$458,162
Building Funds	\$50,000
TOTAL INCOME	82,661,777



Equality for All

Foundation Jamaica Ltd.

EFAF's 2024 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 2024.

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

