



EEAF

Annual Report

2025



Equality for All
Foundation Jamaica Ltd.

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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, 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.

★ 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.



Key EFAF Objectives

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 the following main outcomes:

- Improved enabling environment for the livelihood, health and well-being of LGBTQ+ Jamaicans.
- Increased national inclusion of LGBTQ+ community's positionality and realities in socio-political planning and decision-making.
- Enhanced autonomy, participation and agency of LGBTQ+ Jamaicans

In an effort to achieve these outcomes, EFAF will: Leverage tailored engagement and relationship-building mechanisms to increase national reach and deeper integration of a wide cross-section of stakeholders.

Employ multi-level and multi-faceted advocacy and activism approaches that drive awareness, action, and representation around intersectional LGBTQ+ issues in public, corporate, and political spaces.

Further promote anti-discrimination and anti-stigma practices, policies, and resources to apacitate national and localized referral networks and systems.

Coordinate services and resources to promote LGBTQ+ socio-economic development, community integration, and social protection.

Further adapt an organisational praxis that position it as an established advocacy and development non-government organisation that operates on a clear political ethos while promoting evidence-based approaches.



Message From Our Leaders



Message from the Board of Directors:



As the incoming Board Chair,

it would be remiss of me not use this opportunity to first acknowledge the outgoing Chairman, Ivan Cruickshank, for his decade-long service to the Equality for All Foundation. His long service to the LGBTQ+ community, along with his contributions to national and regional development, has been exemplary and has helped to well position LGBTQ+ advocacy in Jamaica for many decades to come. Ivan's steady hands in governance and his support for organizational change have led to a more task-oriented and fit-for-purpose organization, with a renewed strategic focus. As Board Chair, it is my intention to build upon this legacy. It is also important for me to recognize the service of past Board Directors whose terms have come to an end, and some of whom have decided to allow for a renewal.

The Equality for All Foundation continues to be the pillar of LGBTQ+ advocacy in Jamaica and as a resilient Jamaican institution within our democratic landscape. In 2025, the Foundation piloted its new five-year Strategic and Operational Plan despite the unforeseen challenges posed by Hurricane Melissa, which affected many parts of the island and significantly disrupted the lives of LGBTQ+ Jamaicans.

Even amid a global climate of political hostility that continues to threaten fundamental rights and seeks to reverse hard-won progress toward equality, the Board notes the steadfast and thoughtful leadership of the Executive Management team and the perseverance of the staff. Significant efforts were made to engage communities and stakeholders in new ways, including entering spaces never once ventured before. In the new year, the Board of Directors is mindful that the organization is moving into the initiation stage of the Strategic Plan and, with our full support, is excited to see its implementation.

Geasean Johnson

Chairperson, Board of Directors

Executive Director's Message



Message From Our Leaders

The reality of the global LGBTQ+ movement in 2025 is well known.

There was significant roll back and loss of funding as once allies began to turn their backs on the global movement in the face of shifting political winds. The work that EFAF has been able to undertake, notwithstanding, stands as a testament of our resilience as a leading organization in the Jamaican LGBTQ+ movement. At the end of 2025, we are proud not only to have weathered the storm, but to also have made significant in-roads in spite of it.

This year, EFAF began its implementation of our new five-year strategic plan that seeks to scale up our work and expand our spheres of influence to institutionalize the gains that have been made. Our new mode of work means a greater focus on community engagement, strengthened partnerships and increased institutional capacities in government and civil society. We restructured our team internally to be better able to deliver this work, with a greater focus on team synergy and multiple layers of accountability. The result of this is an almost 10% increase in the completion rate of planned activities.

As you review this annual report, you will be impressed by the ways in which we have been able to advance our stated goals in a climate that has become less favourable. One critical highlight is our increased focus on community engagement with the new Community Engagement strategy, revamped Ambassador and Volunteers Programmes and our increased participation in community spaces. Another highlight is our continued presence and vocal participation in diplomatic spaces locally, regionally and internationally which ensure the issues facing our community are integrated into these dialogues and their related outcomes. I am personally proud to highlight our work in the face of Hurricane Melissa which saw us raising over US \$70,000 to provide a multilayered and tailored response to the community after one of the most harrowing natural disasters in Jamaica's history.

For 2026, we are faced with even more constraints and tightening of resources, but we are committed to delivery programmes that centre and respond to the needs of community while bolstering our advocacy in line with our reformulated Queer Agenda. We have been tried and tested by the various challenges of 2025 and with these lessons, and the continued commitment of our team, stakeholders, allies and of course, our community, we will continue to champion the causes of equality, dignity and justice for LGBTQ+ Jamaicans.

Glenroy Murray,
Executive Director



Board of Directors

GEASEAN JOHNSON MSc., BSc.

Chairperson, Board of Directors, Policy Researcher,
and Human Rights Activist

IVAN CRUICKSHANK MSc., BSc.

Executive Director, Caribbean Vulnerable
Communities Coalition

KEVIN CLARKE MA, BA

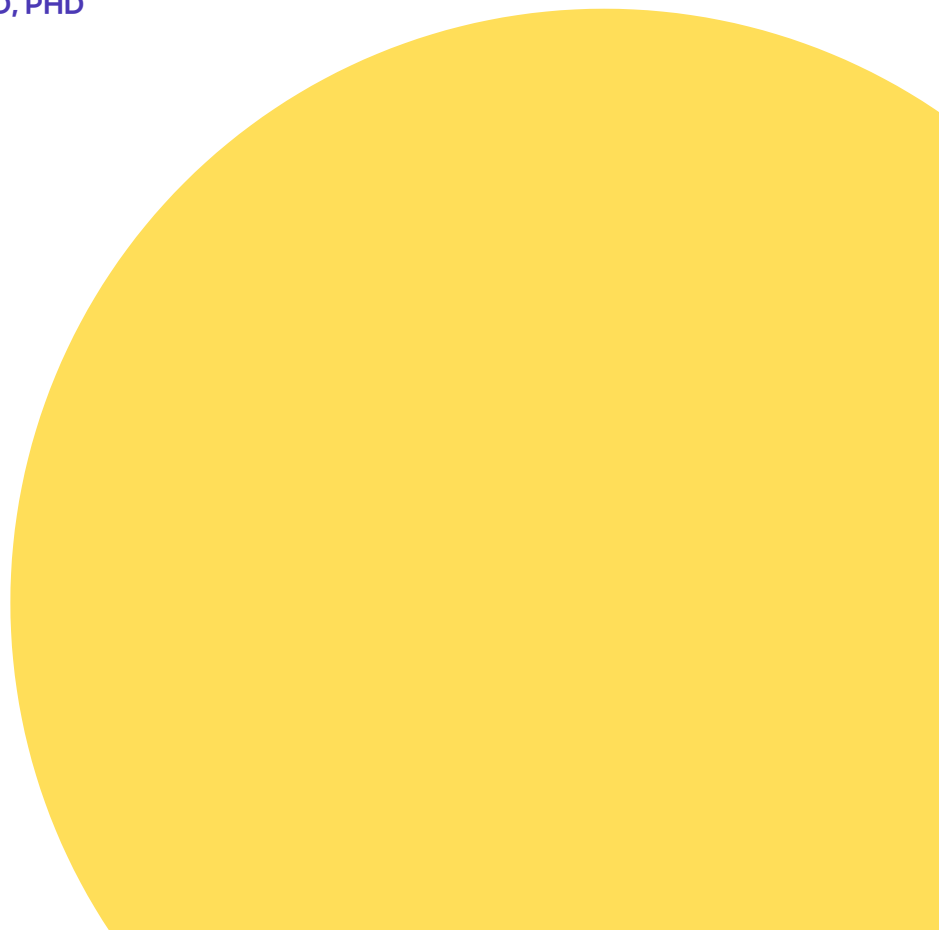
Communications and Digital Strategist

ANDREW B CAMPBELL M. ED, PHD

Educator and Author

ANTHONY HRON MSc., BSc.

Freelance Consultant



Members of Staff



EXECUTIVE DIRECTOR

Glenroy Murray, LL.M., CLE, LLB

FINANCE + OPERATIONS

Ja'nae Johnson, BSc.

Director, Finance & Operations

Abigail Prendergast, BSc.

Finance & Accounting Officer

St. Courtanii Ba'Rhone

Procurement & Administrative Officer

Russianzz Hunter

Operations Support Officer

Shantal Morris

Office Attendant

IDEA RESEARCH CENTRE

Karen Lloyd, MA, BSc

Director

PROGRAMMES & ADVOCACY

Shadeana Mascull, BSc.

Director, Programme and Partnerships

Mikhail Henry, MSc., BSc.

Monitoring, Evaluation & Learning Specialist

Nickoy Wilson, BA

Programmes & Advocacy Manager

Faybian Grizzle, BSc.

Communications Specialist

Sean Lord, BSW

Support Services Officer

Anika Walsh

Engagement Officer

Adrian McCarthy

Programmes Assistant



Executive Summary

EQUALITY FOR ALL FOUNDATION (EFAF)

is a Jamaican human rights and social justice organisation advancing the rights, wellbeing, and inclusion of LGBTQ+ people through advocacy, community resilience, research, and service strengthening. In 2025, EFAF piloted implementation of its 2025–2029 Strategic Plan in a challenging global and local environment marked by tightening funding for LGBTQ+ movements and the national disruption caused by Hurricane Melissa.

Despite these pressures, EFAF sustained broad delivery across programmes and partnerships. The organisation strengthened community engagement systems, expanded its diplomatic footprint, and increased its presence in national and international spaces to advance accountability and policy reform. Major highlights included the launch of The Queer Agenda, a comprehensive framework for LGBTQ+ rights and advocacy in Jamaica; continued investment in safe spaces and leadership pipelines through PRISM, OutLoudJa, ambassadors and volunteers; and deepened focus on evidence-building through the IDEA Research Centre, which advanced research outputs and strategic partnerships across Jamaica and the wider Caribbean.

A defining feature of the year was EFAF's rapid humanitarian mobilisation following Hurricane Melissa (October 28, 2025). Within 24 hours, EFAF initiated community checks, activated donor channels, and coordinated with partners to reduce duplication and target support.

By year-end, the organisation reported raising over US \$70,000 and distributing 250+ care packages across impacted parishes, while also transitioning from immediate relief to recovery supports, including planned cash grants and rehabilitation vouchers to strengthen long-term resilience. Across 2025, EFAF reported strong visibility and engagement,

reaching 875,096 people online and 3,675 people in-person through programmes, advocacy, and community events. Pride remained a flagship community intervention: 13 Pride Week events were executed under #PRIDEShare with JMD \$4.3 million invested in community-led programming, reaching 1,000+ LGBTQ+ persons and expanding inclusive spaces for connection, visibility, and cultural expression.

EFAF also advanced systemic work. In civic participation and policy mobilisation, the organisation helped establish a Bi-Partisan Human Rights Caucus and delivered advocacy and civic sensitisation initiatives to strengthen political literacy and engagement. In trans inclusion, EFAF supported both community empowerment and institutional change, including trans health sensitisation and healthcare provider trainings, while maintaining trans visibility within broader leadership and engagement spaces.

EFAF recorded total income of \$125.2 million for the year. Of this amount, 98.4% (\$123.2 million) was derived from grant funding. Additional income was generated through direct public support programme revenue, and investment income. Total expenses for the year amounted to \$138.7 million.

Overall, 2025 demonstrated EFAF's ability to deliver community-centered programming while scaling advocacy, research, and partnerships in a constrained environment. Entering 2026, the organisation is positioned to deepen Strategic Plan implementation by strengthening financial resilience, expanding evidence-based policy influence, and continuing to invest in LGBTQ+ safety, services, and community power across Jamaica.

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



TOP 10 2025

10.

MENTAL HEALTH STIGMA VIDEOS

Twenty-seven (27) videos aimed at reducing mental health stigma within the LGBTQ+ community were created and shared on social media. The videos explored anxiety, depression, proper health-seeking behaviour and also raised awareness of the support services that exist. It also promoted the use of the Helpline which offers psychosocial support to LGBTQ+ youth and link them to resources.


Equality for All
Foundation Jamaica Ltd.

**YOU MATTER.
YOUR LIFE IS
IMPORTANT.**

**REACH OUT TODAY!
CALL EQUALITY JA
HELPLINE AT
876-399-4357**

9.

CROWD FUNDING INITIATIVE

EFAF successfully executed a Crowd Funding Initiative, organized to generate resources for care packages for LGBTQ+ community members in need. A clothing drive was coordinated and 274 pieces of clothing, 6 handbags and 11 pairs of shoes were donated to the Larry Chang Foundation. Ten (10) sanitary and hygiene care packages were distributed to LBQ women.

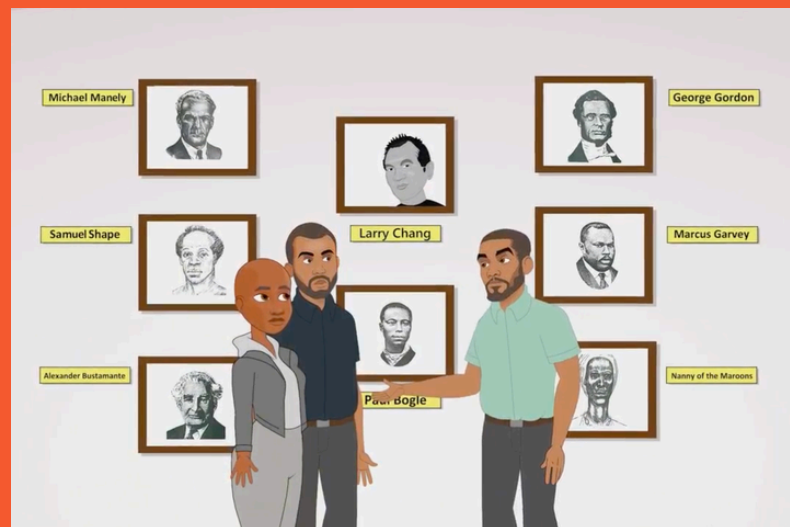


8.

HISTORY OF THE LGBTQ+ MOVEMENT

The Animated series on the History of the LGBTQ+ Movement project was completed and raised awareness about the history and evolution of the LGBTQ+ rights movement in Jamaica. The series used animation to highlight key events, figures, challenges, and milestones that have shaped the LGBTQ+ community in Jamaica.

The reach so far is 10,834 views on social media





7. SUPPORT SERVICE REFERRAL DIRECTORY

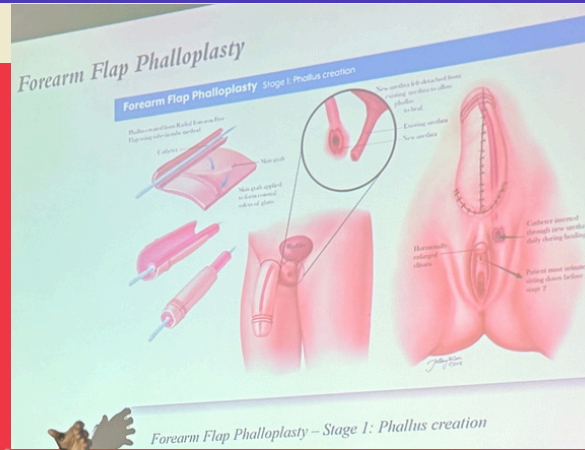
EFAF developed a comprehensive referral directory of almost 300 LGBTQ+ friendly service providers, covering areas such as healthcare, mental health, legal aid, and social services. The directory will serve as a centralized database, allowing EFAF to efficiently connect LGBTQ+ individuals with supportive and inclusive services.

This directory has been integrated into the current referral system to **enhance accessibility** and **streamline referrals** for those seeking assistance.

6. TRANS INCLUSIVE HEALTHCARE

EFAF expanded institutional capacity through the Trans Health Toolkit Trainings delivered in St. Ann, St. Mary and Portland. Across these rural parishes, 25 healthcare providers engaged in ethics-based scenario analysis, care-mapping exercises, and discussions on gender-affirming communication.

Participants reported increased comfort using chosen names and pronouns, stronger understanding of transition pathways, and greater readiness to bracket personal biases in favour of professional duty.

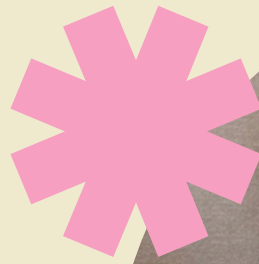


5.

IDEA RESEARCH CENTRE

IDEA Research Centre advanced evidence base LGBTQ+ advocacy in Jamaica and the wider Caribbean. The Centre established at least **12 strategic partnerships across academia, civil society, regional networks, and advocacy institutions** to advance inclusive, data-driven advocacy.

The Centre convened and participated in over **20 stakeholder meetings and consultations** to ensure that IDEA's emerging research priorities are grounded in lived realities rather than abstract theory.



4.

6TH ANNUAL PRISM: LGBTQ+ PERSON OF THE YEAR AWARDS

The **6th Annual PRISM: LGBTQ+ Person of the Year Awards Dinner** honoured outstanding individuals contributing to visibility, advocacy, and nation-building.

Miguel Ford was awarded for **Advocacy Through Visibility**, DJ Anash received the award for Influence in Entertainment, and **Chyna McQueen** was awarded **LGBTQ+ Person of the Year**.

Dane Lewis 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.



#PRIDEJA2025

3.

OUR POWER, OUR PRIDE

In 2025, Pride Week was a bold declaration of resilience, visibility, and collective strength.

This year marked the eleventh staging of Pride in Jamaica, and **13 Pride Week events** were executed, supported through JMD **\$4.3 million in funding**.

These events reached over 1,000 LGBTQ+ persons.

2.

THE QUEER AGENDA

EFAF launched **The Queer Agenda: A Comprehensive Framework for LGBTQ+ Rights and Advocacy in Jamaica**, a bold articulation of what an inclusive Jamaica could and should look like.

The Queer Agenda represents the consolidation of years of research, lived experiences, community consultations, and strategic advocacy into **a single, actionable blueprint**.



1.

HURRICANE MELISSA RESPONSE

On October 28, 2025, Jamaica experienced one of the most devastating climate events in its history as **Category 5 Hurricane Melissa** tore through the island.

EFAF mobilized and launched Hurricane Melissa Relief fundraising efforts the very next day. To date, **EFAF has raised over US \$70,000** in relief funds.

Since November, they have distributed **more than 250 care packages** across St. Ann, St. James, Westmoreland, and St. Elizabeth, delivering essential supplies directly to impacted LGBTQ+ individuals.



Snapshot 2025

TOTAL ACTIVITIES

153

COMPLETION RATE:

82%

(4% decrease in the Completion Rate)

INITIATION RATE:

94%

AD HOC ACTIVITIES:

86

ACTIVITIES EXCEEDING TARGETS: 30%



TOTAL PLANNED ACTIVITIES: 67

Completed: 40
Completion Rate: 70%
Initiated: 13
Initiation Rate: 93%
Not initiated: 4

Without 10 unfunded activities, total planned activities: 57

Completed: 40
Completion Rate: 70%
Initiated: 13
Initiation Rate: 93%
Not initiated: 9

2024:

Total Activities: **186**
Completion Rate: **86%**
Initiation Rate: **100%**
Total planned activities: **54**

Completed planned activities: **28**
Initiated planned activities: **26**
Ad Hoc Activities: **132**



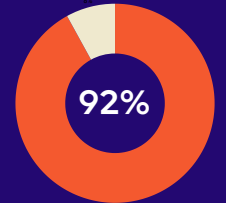
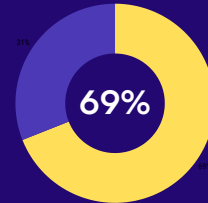
Completion and Initiation Rates Per Strategic Objective

COMPLETION

INITIATION

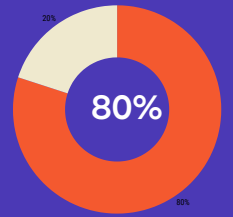
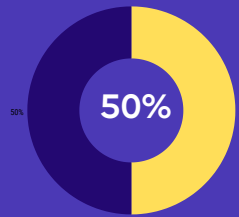
EXTERNAL AFFAIRS AND OUTREACH

13 activities



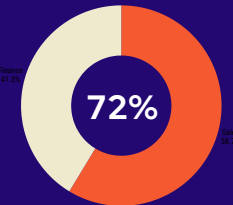
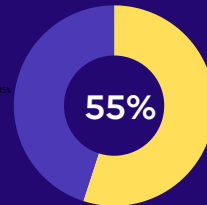
ADVOCACY AND SOCIAL ACTIVISM

10 activities



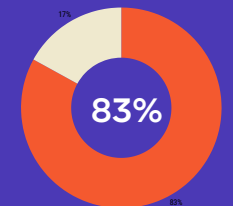
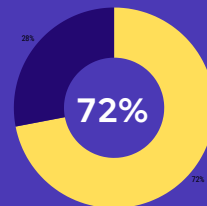
INCLUSION RESOURCES AND SYSTEMS

11 activities



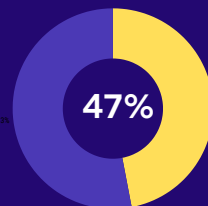
COMMUNITY INTEGRATION AND RESILIENCE

18 activities



ORGANIZATION SUSTAINABILITY

15 activities



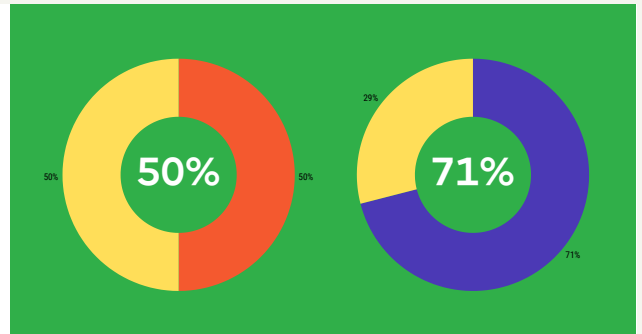
Completion and Initiation Rates Per Department

COMPLETION

INITIATION

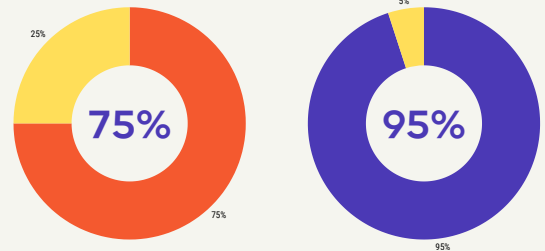
PROGRAMMES AND ADVOCACY

28 activities



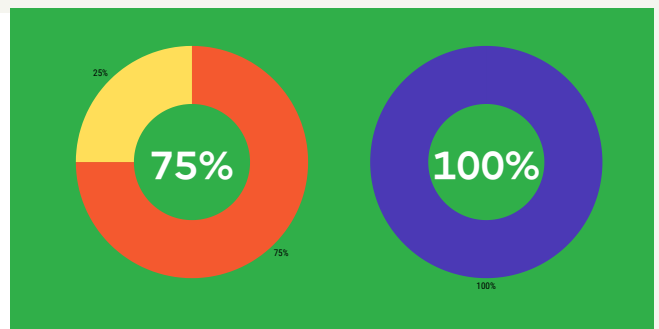
COMMUNICATIONS, ENGAGEMENT AND PARTNERSHIP

20 activities



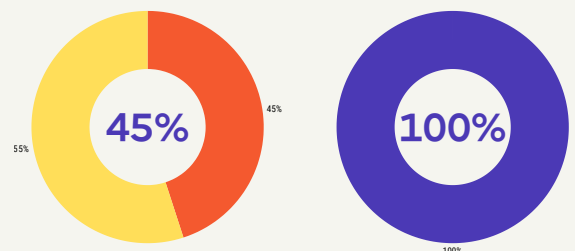
WELFARE AND SUPPORT

8 activities



ORGANIZATION SUSTAINABILITY

11 activities



Engagement 2025

JAN – MARCH

Online: **109,628** • In-person: **966**

JULY – SEPT

Online: **242,234** • In-person: **1,425**

APRIL – JUNE

Online: **175,469** • In-person: **576**

OCT – DECEMBER

Online: **347,765** • In-person: **708**

875,096 people reached through our social media channels

3,675 people reached through in-person programmes and activities



VIRTUAL REACH

OF REACH ON FACEBOOK: 295,177

OF REACH ON INSTAGRAM: 363,853

OF IMPRESSIONS ON TWITTER: 179,196

OF VIEWS ON TIKTOK: 31,064

OF REACH ON LINKEDIN: 1,885

OF VIEWS ON YOUTUBE: 6,921

Hurricane Melissa Response:

Resilience in the Eye of the Storm



ON OCTOBER 28, 2025,

Jamaica experienced one of the most devastating climate events in its history as Category 5 Hurricane Melissa tore through the island. The western and southern parishes bore the brunt of the destruction, with entire communities displaced and critical infrastructure, including essential government buildings, damaged beyond repair. National economic losses are estimated between US \$8.8 billion and US \$20 billion, and the disruption to everyday life continues to ripple across the country.

Within 24 hours of the hurricane's passage, EFAF mobilized. Recognizing that LGBTQ+ Jamaicans often face heightened vulnerability during national crises, particularly in shelters, housing access, and relief distribution, they initiated preliminary community checks and launched Hurricane Melissa Relief fundraising efforts the very next day. Meetings were swiftly convened with local and international partners to establish verified donation channels, ensuring that members of the diaspora and global allies could contribute meaningfully to recovery efforts.

A pivotal early intervention came through partnership with a local community promoter who converted their event into a donation drive, enabling rapid mobilization of relief resources for affected individuals in western Jamaica. This catalytic moment evolved into coordinated action. Engagement with community leaders, including Queertego, led to the formation of a temporary Melissa Relief Queer Coalition, aligning organizations and activists to share intelligence, streamline logistics, and prevent duplication of efforts.

To date, EFAF has raised over US \$70,000 in relief funds. Since November, they have distributed more than 250 care packages across St. Ann, St. James, Westmoreland, and St. Elizabeth, delivering essential supplies directly to impacted LGBTQ+ individuals. These packages provided immediate stabilization in a moment when many community members were navigating displacement, unemployment, and unsafe housing conditions.

However, emergency aid alone was insufficient. A community needs assessment revealed significant gaps in financial stability and housing rehabilitation. In response, EFAF launched an open call for cash grants and building support vouchers. The call has been heavily subscribed, with final reviews underway to ensure disbursement within the first quarter of 2026. This shift from relief to recovery reflects a strategic commitment to long-term resilience.

Hurricane Melissa also sharpened their strategic focus on climate preparedness. As part of the ongoing response, EFAF is designing a multi-layered resilience programme that includes shelter assessments, resource provision for disaster preparedness, and investment in strengthening community infrastructure to withstand future shocks.

The devastation of Hurricane Melissa was profound. Yet, amid loss, collaboration flourished. Organizations across the movement shared resources, coordinated outreach, and conducted joint interventions. Community members stepped forward to support one another. What emerged was not only relief but solidarity. This collective response stands as one of the most powerful demonstrations of resilience this year.

Diplomatic Engagement and Strategic Partnerships

IN 2025,

EFAF strengthened its diplomatic footprint as part of its commitment to advancing policy reform and international accountability through strategic alliances. In a climate where local advocacy is often met with resistance, diplomatic engagement has remained a critical pillar of resilience; opening doors, sustaining dialogue, and reinforcing Jamaica's human rights obligations on the global stage.

Throughout the year, EFAF participated in over 18 high-level diplomatic and regional engagements, reinforcing its position as a trusted civil society partner. EFAF remains part of the regular invite list for embassy-hosted events, an important signal of institutional credibility. These convenings create opportunities for bilateral meetings, strategic introductions, and partnership-building, particularly when new ambassadors are appointed.

On April 10, 2025, the Magna Carta – Protect and Serve Project, funded by the British High Commission, officially closed with a reception attended by 30 stakeholders, beneficiaries, and civil society representatives. Hosted at the British High Commission, the event reflected on the project's achievements and reaffirmed commitments to sustaining progress in rights-based policing and accountability. The reception underscored EFAF's capacity to manage donor-funded initiatives to completion while maintaining diplomatic trust.

Bilateral engagements further strengthened diplomatic relationships. Meetings were held with the Spanish Ambassador and the French Ambassador to Jamaica, Her Excellency Marianne Ziss, to discuss the lived realities of LGBTQ+ Jamaicans and explore collaboration opportunities. EFAF also met with representatives from the Ministry of Foreign Affairs and Trade regarding Jamaica's upcoming UPR submission, ensuring that civil society voices remain embedded in national reporting processes.



Diplomatic Engagement and Strategic Partnerships

EFAF's international advocacy also advanced through participation in the Equal Rights Coalition Diplomacy Working Group, an intergovernmental body of 45 member states. During this session, EFAF presented on its recent Universal Periodic Review (UPR) submission to the Human Rights Committee, ensuring that local evidence informs global accountability mechanisms. Additionally, EFAF engaged in discussions on bringing a petition to the United Nations, participated in consultations validating the TCEN Americas Strategic Plan, and attended a UNAIDS convening on the new Global AIDS Strategy.

Regional collaboration remained central. EFAF participated in strategic litigation meetings to assess regional legal wins and future action, attended TCEN's Governance Committee and regional convenings, and explored partnerships with the Caribbean Refugee Law firm on immigration and asylum support.

Attendance at key diplomatic observances included the UK's King's Birthday celebrations, Bastille Day, Belgian King Day, German Day of Unity, and Spain's National Day, further deepened informal networks that often precede formal partnerships. These engagements reflect measurable progress toward strengthening institutional alliances and influencing policy environments. In the face of domestic hardship, EFAF leveraged diplomacy as a tool of resilience, transforming access into advocacy, presence into partnership, and global commitments into local pressure for change.



Global Footprint:

Representing Jamaica on the World Stage

IN 2025,

EFAF's leadership expanded the organisation's global footprint, representing Jamaica's LGBTQ+ community across North America, the Caribbean, Europe and Asia. These engagements strengthened governance frameworks, elevated Caribbean realities in international spaces, mobilized resources, and deepened strategic partnerships, all during a year marked by constitutional reform debates and the devastating impact of Hurricane Melissa.

The Executive Director played a key role in global governance and policy dialogue. At The Commonwealth Equality Network (TCEN) Management Committee Meeting, he contributed to finalizing a three-year strategic plan and approving an annual work plan and budget, ensuring that the priorities and lived realities of the Americas region were reflected in Commonwealth-level decision-making. At the Parliamentarians for Global Action Caribbean Workshop, lessons from constitutional reform successes in Barbados were examined to inform Jamaica's own advocacy strategy around legal modernization.

International donor engagement was also prioritized. At the GiveOut LGBTQ+ Climate Convening, EFAF raised awareness of the disproportionate climate vulnerability faced by queer communities in the Caribbean and explored pathways for climate-focused funding, including discussions around the establishment of a GiveOut Caribbean Fund. At OutSummit, EFAF was prominently featured in two panels highlighting the realities facing LGBTQ+ activists in the region. Fundraising videos were produced, resulting in US \$5,000 raised to support Hurricane Melissa relief efforts, demonstrating how international visibility translated directly into local impact.

Regional leadership remained central to EFAF's strategy. Participation in the Caribbean Women and Sexual Diversity Conference strengthened activist networks and built capacity in historical documentation, while engagement in ECADE's regional strategic litigation meeting advanced partnerships around hate crime legislation research. At the UWI St. Augustine Graduate Conference, both the Executive Director and the Director of the IDEA Research Centre presented research on the Caribbean LGBTQ+ landscape and non-communicable diseases in Jamaica's LGBTQ+ population. These presentations were well received, with follow-up requests for research collaboration.



Global Footprint:

Representing Jamaica on the World Stage

Capacity building extended further through participation in the Commission on the Status of Women in New York, where the Director of Programmes and Partnerships engaged in high-level discussions linking grassroots Caribbean realities with global gender equality commitments. In St. Vincent and the Grenadines, EFAF supported regional partners through monitoring, evaluation, and financial reporting capacity building.

Meanwhile, the Programmes and Advocacy Manager attended the Global Decriminalisation

Convening in Bangkok, gaining strategic insights from global movements that are directly informing Jamaica's ongoing advocacy efforts.

Across all engagements, EFAF strengthened governance frameworks, elevated Jamaican LGBTQ+ issues in global forums, built regional solidarity networks, enhanced research visibility, and mobilized tangible resources. In a year defined by both policy challenges and climate disaster, EFAF ensured that Jamaica's LGBTQ+ voices were present in every room where decisions are made.



Civic Participation

Policy Reform and Community Mobilization

IN 2025,

EFAF strengthened its role as both a civic actor and community anchor, advancing policy reform, increasing LGBTQ political participation, and mobilising grassroots solidarity in the face of ongoing social resistance.

A key milestone was the establishment of the Bi-Partisan Human Rights Caucus, composed of 8 political actors committed to advancing inclusive policy reform. Though in its early stages, the caucus convened one formal meeting, laying the groundwork for the development of policy briefs and cross-party dialogue aimed at reducing discrimination and improving the quality of life for LGBTQ+ Jamaicans. In a polarized political environment, even one structured, cross-party convening represents meaningful progress toward consensus-building and long-term legislative engagement.

Complementing this structural work, EFAF delivered a LGBTQ+ Advocacy Training, equipping 26 LGBTQ+ persons with skills to navigate political systems, engage policymakers, and articulate rights-based concerns effectively. Additionally, two sensitisation sessions on the electoral process were held with 22 community members, strengthening civic literacy and reinforcing the importance of participation. These activities directly support the Strategic Outcome focused on increased civic engagement and representation.

Public visibility also expanded through the “Use Your Voice, Use Your Vote” Campaign, where five campaign graphics explained the importance of voting, the process to get registered and the action of voting. This had a reach of 17,922 across digital platforms, encouraging establishing LGBTQ+ Jamaicans not just as a marginalized group, but as a voting bloc. This digital mobilisation reflects measurable growth in civic awareness and political confidence within the community.

EFAF also demonstrated rapid-response advocacy during the controversy surrounding the use of a homophobic song at a political rally. The organisation participated in six national radio and television interviews, issued a press release, and formally wrote to the Office of the Ombudsman, as well as to both major political parties. The Electoral Office of Jamaica subsequently confirmed that it would investigate the matter, an important signal that coordinated advocacy can trigger institutional response.

Together, these efforts reflect strategic layering: policy engagement, voter mobilisation, diplomatic pressure, and community care operating simultaneously. In a year of hardship, resilience meant showing up in parliament, on radio, in embassies, and at Rainbow House. It meant building political voice while strengthening community safety nets and ensuring that advocacy remains both structural and deeply human.



The Queer Agenda



ON DECEMBER 9, 2025

EFAF launched *The Queer Agenda: A Comprehensive Framework for LGBTQ+ Rights and Advocacy in Jamaica*, a bold articulation of what an inclusive Jamaica could and should look like. More than a publication, the *Queer Agenda* represents the consolidation of years of research, lived experiences, community consultations, and strategic advocacy into a single, actionable blueprint.

Organized across thematic pillars including Security & Justice, Family Life, Health, Education & Training, Housing & Social Security, Employment, and Trans and Gender Non-Conforming Persons, the document

contextualizes national data, human rights monitoring findings, and community insights.

It names persistent realities including high levels of violence, school-based bullying, housing instability, healthcare barriers, while proposing practical, policy-oriented solutions. These include comprehensive anti-discrimination legislation, inclusive Health & Family Life Education, improved LGBTQ+ inclusive health data collection, amendments to property and housing laws, and strengthened protections for diverse family structures.

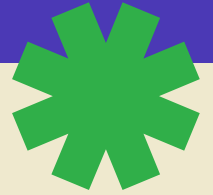
The Queer Agenda

The launch convened 19 distinguished guests, including Belgian Ambassador Her Excellency Ellen De Geest; Ms Louise McCollin of the British High Commission; UNAIDS Multi-Country Director Dr Richard Amenyah; and ILGA World's Communication Consultant, Suelle Anglin. Attendees received physical copies of the Agenda and engaged directly with the Executive Director in a robust discussion on legislative reform, healthcare access, and structural inequality. The diplomatic presence signalled that LGBTQ+ rights in Jamaica remain firmly on the international human rights agenda.

The media response amplified this moment significantly. Coverage in *The Sunday Gleaner*, *The Jamaica Observer*, and *The Jamaica Star* extended the reach of the Queer Agenda beyond the launch and into national discourse. Headlines examined both the policy proposals and the lived realities that prompted them. Media narratives connected the framework to urgent issues such as the strain on LGBTQ+ safe housing spaces and the broader cultural debates shaping public opinion. By generating this coverage, the launch shifted the Queer Agenda from an organizational document to a public conversation.

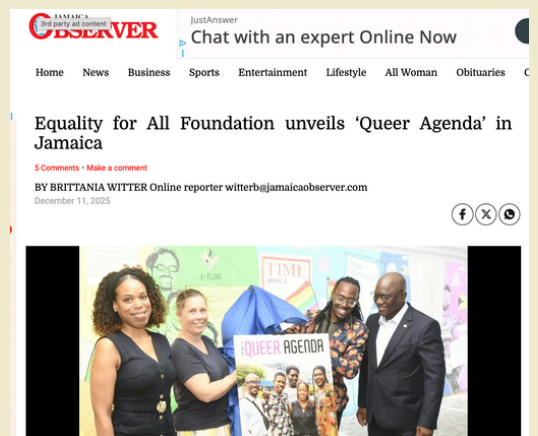


The Queer Agenda



This level of media engagement reflects growing recognition that LGBTQ+ equality is not peripheral to national development but central to it. Importantly, coverage was not limited to announcement-style reporting; it sparked dialogue around implementation, accountability, and reflected a favourable approach versus past engagement with the media. In doing so, it illustrates a positive shift in media reporting on LGBTQ+ issues.

In a year defined by hardship, launching the Queer Agenda was an act of resilience. It demonstrated that even amid resistance, LGBTQ+ Jamaicans are shaping the narrative, producing evidence, and offering structured solutions. The Agenda charts a path forward. And through national media amplification, that path is now part of Jamaica's broader public conversation.



IDEA Research Centre:

Inclusion | Diversity | Equality | Advocacy

IN A YEAR

marked by uncertainty, the IDEA Research Centre advanced one of EFAF's most ambitious commitments under the 2025–2029 Strategic Plan: strengthening the evidence base for LGBTQ+ advocacy in Jamaica and the wider Caribbean. What began as a vision to institutionalize community-led research has evolved into a growing regional platform grounded in partnership, credibility, and resilience.

During 2025, the Centre established at least 12 strategic partnerships across academia, civil society, regional networks, and advocacy institutions. Engagements included collaborations with the University of California San Francisco, Caribbean Vulnerable Communities Coalition (CVC), JN+, TransWave Jamaica, Eastern Caribbean Alliance for Diversity and Equality (ECADE), Women's Media Watch (WMW), Slash Roots, CARIFLAGS, Jamaica AIDS Support for Life (JASL), the Caribbean Gender Alliance, the Jamaica Climate Change Youth Council, and others. These partnerships reflect measurable progress toward strengthening alliances to advance inclusive, data-driven advocacy.

The Centre convened and participated in over 20 stakeholder meetings and consultations, including three community consultations and a regional session in Montego Bay to inform the development of its research agenda. These engagements ensured that IDEA's emerging research priorities are grounded in lived realities rather than abstract theory.

In 2025, IDEA produced or advanced six major research and knowledge outputs, including:

- IDEA secured funding from Human Dignity Trust (HDT) to conduct research on the viability of enacting hate crime legislation in Jamaica. A legal analysis and a public perception survey were conducted in this regard. These research products will be used to bolster the organisation's advocacy and public education efforts.
- Following the success of the HDT grant, IDEA secured funding from the Eastern Caribbean Alliance for Diversity & Equality (ECADE) to undertake similar research in the eastern Caribbean. In partnership with the St. Kitts & Nevis Alliance for Equality (SKN Alliance), IDEA is currently conducting a legal review and a public perception survey in Antigua & Barbuda, Barbados, Dominica, St. Kitts & Nevis, and St. Lucia.
- An International Treatment Preparedness Coalition (ITPC) research proposal developed in collaboration with regional partners;
- A peer-reviewed journal article on the prevalence of non-communicable diseases (NCDs) within Jamaica's LGBT population (ongoing submission);
- A conference paper accepted and presented at the UWI St. Augustine Department of Behavioural Sciences Postgraduate Research Conference;
- An updated draft research agenda shaped by stakeholder input;
- Steering committee meetings to formalize governance and oversight.

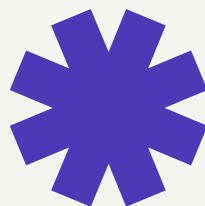
IDEA Research Centre:

Inclusion | Diversity | Equality | Advocacy

Beyond outputs, IDEA strengthened institutional systems critical for sustainability. The Centre registered on sam.gov, eRA Commons, and the Spencer Foundation grants platform, positioning itself for international funding opportunities. It launched official social media platforms, secured a website domain, and developed branded materials, laying the operational groundwork for long-term research leadership.

Capacity building was also prioritized. Participation in a Rapid Gender Analysis training hosted by the Caribbean Gender Alliance, and subsequent collaboration to plan a regional “teach back” session, enhanced the Centre’s ability to respond to emergencies and integrate gender-responsive methodologies into its research.

Despite operating within a constrained funding and socio-political environment, by embedding community consultation, forging regional alliances, and producing credible research outputs, the Centre has positioned EFAF as a thought leader within Caribbean LGBTQ+ research ecosystems. In a year defined by hardship, IDEA built infrastructure, secured funding, elevated community evidence, and strengthened regional solidarity. These foundations will continue to shape advocacy, policy dialogue, and movement-building well beyond 2025.



Creating Safe Spaces

for Collective Empowerment

IN 2025,

the Equality for All Foundation (EFAF) deepened its commitment to community resilience through intentional engagement, safe space creation, and sustained empowerment initiatives aligned with the 2025–2029 Strategic Plan. Recognising that resilience is built through connection, trust, and access to affirming spaces, the organisation prioritized activities that strengthened relationships with LGBTQ+ Jamaicans while expanding opportunities for participation, advocacy, and learning.

Community voice and participatory planning remained a cornerstone of EFAF’s approach. In 2025, the organisation convened 5 community consultation sessions with 88 LGBTQ+ participants, ensuring that programme design and advocacy priorities were informed by lived experiences. Feedback from these consultations guided programme adjustments, strengthened accountability mechanisms, and enhanced service delivery. This participatory process also informed the development of a comprehensive Community Outreach and Engagement Strategy, designed to institutionalize inclusive communication, stakeholder mapping, and targeted engagement of marginalized sub-groups within the community.

A total of 12 community events were attended under the Community Engagement through Event Attendance initiative, significantly increasing EFAF’s visibility and accessibility within the movement. These engagements created platforms for dialogue, partnership-building, and direct interaction with community members, reinforcing EFAF’s role as a trusted convener and advocate for human rights and inclusion.

Central to the year’s achievements was the continued implementation of PRISM – Safe Space at the University of the West Indies (UWI), which hosted 5 sessions reaching 87 LGBTQ+ students. PRISM provided a structured, affirming environment that supported mental well-being, peer connection, and personal development. Through curated discussions and social programming, the initiative fostered inclusivity on campus while strengthening partnerships with youth-focused stakeholders.

Leadership and advocacy capacity-building were further strengthened through the #OutLoudJa Speakers Bureau Residential Training, which trained 20 LGBTQ+ participants, with 17 demonstrating measurable knowledge gains and 85% reporting a positive impact from the programme. The three-day training integrated human rights education, storytelling, emotional intelligence, and public speaking, equipping ambassadors with the skills to represent LGBTQ+ issues in media, policy, and community spaces. Post-training evaluations indicated improved confidence, narrative control, and advocacy readiness, reinforcing the initiative’s contribution to advocacy leadership development.



Creating Safe Spaces

for Collective Empowerment

Human rights awareness and state accountability were also advanced through 10 Community Sensitisation Sessions, which reached 177 LGBTQ+ persons, with 89 participants reporting increased knowledge of the Jamaica Constabulary Force Diversity Policy. These sessions, which included police facilitators, including the Deputy Superintendent and public education through digital platforms, fostered constructive dialogue and encouraged safer reporting of rights violations. The initiative strengthened mutual understanding between community members and law enforcement while promoting rights literacy as a tool for protection and empowerment.

EFAF's intellectual and cultural engagement initiatives also demonstrated sustained impact. The Queer Reads Book Club maintained strong participation with 86 members, hosting 18 meetings and completing 10 books throughout the year. The club provided a reflective and empowering space for critical discussion, identity affirmation, and

community bonding through literature.

Similarly, Love Fest 2025 was hosted with 35 attendees, with 80% of participants indicating satisfaction, highlighting the importance of joy-centred programming in strengthening community cohesion.

Information dissemination remained a key pillar of engagement. EFAF produced and shared 9 monthly newsletters, reaching 147 subscribers with a 53% open rate, demonstrating consistent audience engagement and demand for community-centered information and resources.

Collectively, these results illustrate structured engagement and data-informed community programming. By combining safe spaces, consultations, sensitisation, leadership training, and cultural initiatives, EFAF strengthened community resilience during a challenging year marked by social and environmental pressures.



#PRIDEJA2025

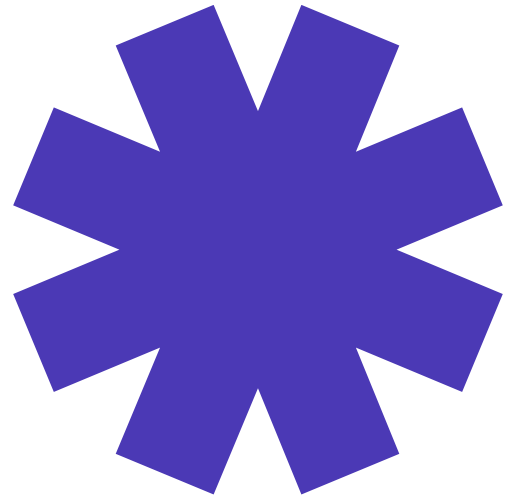
Our Power, Our Pride

THE 2025 PRIDE WEEK,

themed “Our Power, Our Pride,” was a bold declaration of resilience, visibility, and collective strength. Through the #PRIDEShare initiative, 13 Pride Week events were executed, powered by 14 community organizers and supported through JMD \$4.3 million in funding.

Together, these events reached over 1,000 LGBTQ+ persons, reaffirming Pride as both a cultural celebration and a strategic community intervention.

Designed to empower community-led participation, #PRIDEShare continues to serve as a trusted mechanism for decentralizing Pride and placing ownership in the hands of the community. This year’s programming intentionally balanced legacy events with new creative expressions, ensuring cross-generational and intersectional engagement.



Pride Week by the Numbers

- 13 Events Executed
- Over 1,000 Patrons Engaged
- 14 Community Organizers Mobilized
- JMD \$4.3 Million Invested in Community Programming
- 31 Pride Mystery Boxes Distributed



#PRIDEJA2025

Our Power, Our Pride

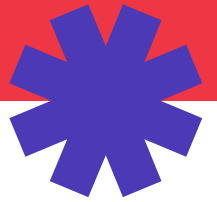
EVENT HIGHLIGHTS

- The week opened with the **High Tea Opening Ceremony**, welcoming 45 guests into a reflective and affirming space that honoured the journey of LGBTQ+ Jamaicans while setting the tone for celebration and dialogue.
- **The UnTamed Fashion Show** drew approximately 100 attendees, merging fashion and unapologetic queer expression in a culturally affirming showcase.
- In Montego Bay, **Community Care Day** gathered 22 participants for healing-centered programming including yoga, drumming, and creative expression.
- **The Aphrodite Kiki Ball & Lip Sync Lalaparooza** welcomed 74 attendees, centering trans visibility through voguing, runway performance, and interactive celebration.
- **D'Frenchiation** exceeded expectations with over 250 patrons, demonstrating sustained demand for safe, high-energy queer nightlife spaces.
- **The Queer Speak Panel** engaged 20 participants in a powerful exploration of language, resistance, and cultural identity, featuring scholars and activists.
- **Queer Reads – Blind Date With A Book** attracted 30 attendees, blending literature and connection in an intimate community space.
- **Caribbean Current – Queer Film Night** brought together over 100 patrons, offering a rare platform dedicated exclusively to Caribbean and diasporic queer storytelling.
- **Crafty in PJs** – After Dark provided 20 LBQ women (30+ year olds) with an affirming creative space intentionally designed for their demographic.



#PRIDEJA2025

Our Power, Our Pride



- **Pride Jouvert** energized over 100 participants, adding Caribbean carnival flair to Pride Week.
- **Sapphic Carnival Tabanca** emerged as one of the week's largest events, hosting over 200 LBQ women in a vibrant, high-production celebration of queer joy.
- **The Pride Close-Out Party** concluded the week with 120 patrons, ensuring Pride ended as strongly as it began.

Beyond events, the 2025 Pride Mystery Box Campaign distributed 31 curated Pride Boxes, blending fundraising with creative community engagement.

In a year marked by social and political challenges, #PRIDEJA2025 proved that resilience is not quiet. It is expressed in full rooms, packed dance floors, thoughtful dialogue, cultural production, and intentional care spaces. More than a week of events, Pride 2025 was a coordinated investment in visibility, belonging, and community power.



#PRIDEJA2025

Our Power, Our Pride



#PRIDEJA2025

Our Power, Our Pride



Trans Inclusion:

Visibility, Access, and Affirming Care

A CORE PRIORITY

of 2025 was EFAF's deepened commitment to trans inclusion as a core priority under the 2025–2029 Strategic Plan, advancing both community-centered engagement and systemic change in healthcare access. In a year defined by resilience, 58 transgender persons were directly reached through EFAF's programmes and consultations, representing approximately 23% of participants across OutLoudJa, Ambassadors, Volunteer initiatives, and community consultations. This level of representation signals not only increased visibility, but intentional inclusion within leadership and advocacy spaces.

Targeted trans-specific engagements strengthened this impact. The Trans Health Sensitisation Sessions reached 17 community members, with 65% demonstrating improved knowledge in post-test assessments and more than half scoring above 50% in trans health literacy. These sessions addressed hormone therapy, safe binding practices, fertility preservation, patient rights, and complaint mechanisms, bridging critical information gaps in a context where misinformation and unsafe medical practices remain risks.

Simultaneously, EFAF expanded institutional capacity through the Trans Health Toolkit Trainings delivered in St. Ann (9 participants), St. Mary (9 participants) and Portland (7 participants). Across these rural parishes, healthcare providers engaged in ethics-based scenario analysis, care-mapping exercises, and discussions on gender-affirming communication.

Participants reported increased comfort using chosen names and pronouns, stronger understanding of transition pathways, and greater readiness to bracket personal biases in favour of professional duty. Post-training evaluations reflected overwhelmingly positive attitudes toward inclusive care, with most participants affirming that trans Jamaicans deserve equitable healthcare access. These trainings represent measurable progress toward Strategic Outcome goals related to equitable health access and improved service delivery standards.



Trans Inclusion:

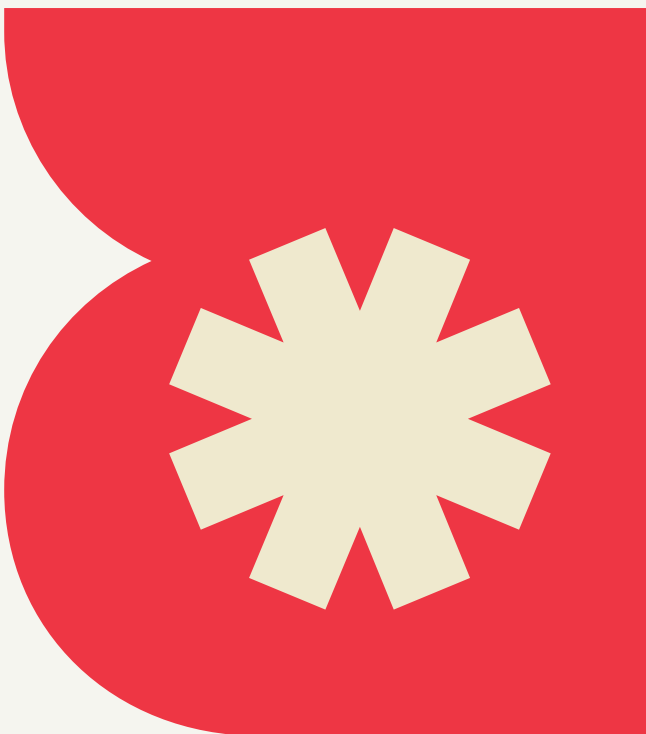
Visibility, Access, and Affirming Care

Importantly, they also surfaced structural challenges: limited fertility services outside Kingston, financial barriers to hormone therapy, and the absence of formal legal protections based on gender identity.

Community celebration remained equally essential. On August 2, 2025, the Aphrodite Kiki Ball and Lip Sync Lalaparooza, hosted by TransWave Jamaica and TranscendX as part of the Pride celebrations, brought together 74 attendees for an evening of voguing, runway categories, and affirming performance. Despite logistical hurdles and limited resources, the four-hour event sustained high engagement and received strong feedback for creating a safe, celebratory space

centered on trans and queer visibility. The event strengthened partnership networks and reinforced the demand for more frequent, accessible, community-led programming. EFAF also proudly supported and attended TransWave Jamaica's 10th Anniversary Gala, honoring a decade of trans leadership in Jamaica.

Through structured trainings, data-informed advocacy, and vibrant cultural expression, trans inclusion in 2025 was intentional and sustained. Resilience this year meant more than survival. It meant expanding healthcare competence, amplifying trans joy, and embedding trans leadership within the broader movement for equality.



Building Community Champions



EFAF

strengthened its grassroots leadership and civic engagement architecture in 2025 through the revitalization of the Ambassador Programme and the expansion of the EFAF Cares Volunteer Programme, advancing community resilience through structured participation, regional representation, and service-driven advocacy. These initiatives directly contributed to the 2025–2029 Strategic Plan by decentralizing leadership, strengthening community ownership, and fostering a culture of active civic engagement within the LGBTQ+ movement.

Under the restructured EFAF Ambassador Programme, a total of 27 ambassadors were engaged islandwide, including the recruitment of 21 new ambassadors through a dedicated community lyme designed to introduce participants to the tenets, values, and strategic vision of the organization. This intentional onboarding process prioritized inclusivity, peer connection, and leadership development, ensuring that ambassadors were not only representatives of EFAF’s work but also advocates within their respective regions.

Building Community Champions

To deepen advocacy capacity, four (4) quarterly retreats were hosted throughout the year, creating structured learning environments for skill-building and strategic alignment. A major retreat engaged all 27 ambassadors in training on the use of social media as a tool for advocacy, equipping them with practical skills in digital storytelling, message framing, and online community engagement. This training enhanced ambassadors' ability to amplify LGBTQ+ issues and counter misinformation in increasingly digital civic spaces. Additionally, the programme facilitated a book drive which collected 118 books for donation, reinforcing the ambassadors' role in community outreach and educational support.

Further strengthening leadership competencies, 11 ambassadors participated in a specialized retreat focused on project management for advocacy, where they were introduced to project ideation, strategic planning, and programme implementation tailored to LGBTQ+ community support. This investment in technical capacity ensures that ambassadors are better equipped to conceptualize and execute initiatives that respond to emerging community needs. Collectively, ambassadors executed two (2) advocacy and engagement activities, demonstrating the programme's transition from participation to action.

Complementing this leadership pipeline was the continued implementation of the EFAF Cares Volunteer Programme, which engaged 36 active volunteers in 2025. The revitalized volunteer database and outreach efforts resulted in increased enthusiasm and participation, with volunteers supporting six (6) community events across the year.

A Volunteer's Lyme held in March fostered team cohesion and orientation, with 82% of attendees reporting satisfaction with the engagement experience.

Volunteer-led service activities played a meaningful role in strengthening community bonds and visibility. On May 23, 2025, EFAF Cares Volunteers executed a Labour Day beautification project at Rainbow House, with 9 volunteers contributing to improvements in a key community safe space. Volunteers also participated in a Garden Day activity at York Town Primary School in Clarendon, where five volunteers revitalized existing gardens, whitewashed barriers, and donated books to students. Environmental stewardship was also emphasized through participation in International Coastal Clean-up Day, where volunteers collected garbage along the Palisadoes strip in Kingston.

Together, the Ambassador and Volunteer Programmes demonstrate EFAF's commitment to cultivating community champions. These initiatives reinforced that resilience is not only built through programmes, but through people: trained, empowered, and committed to uplifting their communities across Jamaica.



2025 Human Rights

Violation Report

EFAF RECEIVED

seven (7) reports, each of which contained more than one human rights violation for 2025. Between quarters two through four, five (5) reports were made by men while two (2) were made by women. LGBT Jamaicans experiencing physical and verbal assault were the most common human rights violations reported at six (6) each, followed by two (2) being forced to leave community or home and one (1) facing discrimination at the hands of the police.

Of the reports gathered, only one (1) individual was successful in making a report to the police. This was partially due to the police's inability to respect and enforce the diversity policy.

Of the seven (7) reports collected, five (5) incidents reported occurred in Kingston and one (1) occurred in both Kingston and St Catherine, and one (1) from St Thomas.

One (1) report made mention of issues going back as far as 2009 and 2019, with two reports making mention of the incidents happen as far back as 2022, with one (1) for 2020, with three reports made in 2025, one client did not provide any date for which his incidents occurred.

Five (5) of the reports made were in support of asylum claims, with two (2) not seeking asylum.

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 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.



Financial Report

EFAF GENERATED

a Total Income of \$125.2M compared to a budgeted figure of \$120.7M and prior year 2024, the figure of \$113.7M which was 4% more than the budgeted amount and a 10% increase from the previous year's Total Income. For the year ended December 31, 2025, 98.4% of the Foundation's revenue were derived from grant amounting to \$123.2M. Other sources of Income acquired were from direct public support, programs revenue and Investment Revenue.

There was a corresponding increase in actual expenses in 2025 compared to 2024. Total Expense for 2025 was \$138.7M compared to the prior year's figure of \$113.2M and an increase from a budgeted figure of \$112.6M. The percentage increase from prior year was 22% while there was a 19% increase compared to the budgeted expenses.

The organisation realized a loss of \$13.5M in comparison to the budgeted profit of \$8M and an decrease of \$13.9M from the previous year's profit of \$417K.

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 (\$103.4M at December 31, 2024) of the organisation decreased significantly by 65% to approximately \$36.3M as at December 31, 2025.

TOTAL INCOME

Direct Public Support

\$100,000

Grants Revenue

\$123,222,124

Investments Revenue

\$102,576

Program Revenue

\$1,710,608

Special Events Revenue

\$40,000

TOTAL INCOME: \$113,654,536

Financial Report

TOTAL ADMINISTRATIVE EXPENSE

Business Expenses
\$5,141,033

Contract Services
\$550,752

Facilities and Equipment
\$4,187,681

General Expenses / Overheads
\$4,872,270

Other Types of Expenses
\$137,818

TOTAL ADMIN EXPENSE: \$11,571,761

TOTAL EXPENSE

Administrative Expense
\$14,889,555

Human Resources
\$19,088,831

Program Costs
\$81,038,798

Foreign Exchange Loss/Gain
\$13,552,668

Other Expense
\$10,119,113

Building Funds: **\$0**

TOTAL EXPENSE: \$112,692,421

TOTAL PROGRAM COST

Program Services
\$52,152,127

Proj Staff Travel Allowance
\$737,337

Salaries & Benefits – Program
\$26,297,697

Support Services
\$1,088,416

Other Program Expense
\$763,221

TOTAL PROGRAM COSTS: \$81,038,798

EFAF'S 2025 ANNUAL REPORT



Equality for All Foundation Jamaica Ltd.

WRITTEN, COORDINATED AND EDITED BY MIKHAIL HENRY.
MANAGED BY GLENROY MURRAY.
DESIGN AND LAYOUT BY APEIRON DIGITAL PRO LIMITED.

This annual report covers the period from 1 January to 31 December 2025.

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