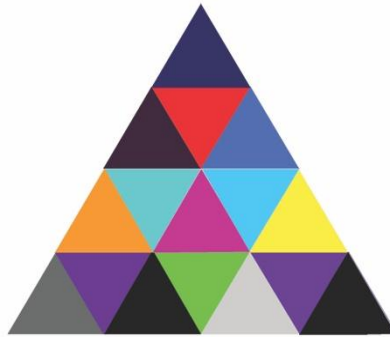


# FINAL NARRATIVE REPORT

1 April 2017 to 31 March 2021



## A SEXUAL CULTURE OF JUSTICE

STRENGTHENING LGBTQI AND GBV PARTNERSHIPS,  
CAPACITY AND EFFICACY TO PROMOTE AND  
PROTECT RIGHTS IN TRINIDAD AND TOBAGO

HUMAN RIGHTS PROJECT

FUNDED BY THE EUROPEAN UNION



COMMUNITY-UNIVERSITY COLLABORATION

#Sexual Culture of Justice

sexualcultureofjustice@gmail.com

<http://sta.uwi.edu/igds/SexualCultureofJustice.asp>

## I. Description

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- 1.1. Name of Coordinator of the grant contract: The University of the West Indies, St. Augustine.
- 1.2. Name and title of the contact person: **Dr. Angelique Nixon**  
Technical Lead  
Lecturer and Graduate Studies Coordinator  
Institute for Gender and Development Studies (IGDS)
- 1.3. Name of beneficiary(ies) and affiliated entity(ies) in the Action:
- a) Coalition Advocating for Inclusion of Sexual Orientation (CAISO)
  - b) Women’s Caucus of Trinidad and Tobago
  - c) The Silver Lining Foundation (SLF)
  - d) WOMANTRA
  - e) Friends for Life (FFL)
  - f) I Am One.
- 1.4. Title of the Action:  
**“A Sexual Culture of Justice: Strengthening LGBTQI and GBV Partnerships, Capacity and Efficacy to Promote and Protect Rights in Trinidad and Tobago.”**
- 1.5. Contract number: **EIDHR/2016/382-981**
- 1.6. Start date and end date of the project: **1<sup>st</sup> April, 2017 to 31 March 2021**
- 1.7. Target country(ies) or region(s): **Trinidad and Tobago**
- 1.8. Final beneficiaries &/or target groups<sup>1</sup> (if different) (including numbers of women and men):

### Final Beneficiaries

- Media workers and managers, students, scholars, members of the public, other social justice advocates, and those planning programmes, policy and advocacy;
- People in intimate relationships, those otherwise at risk of domestic violence, LGBTQI people, and people affected by HIV;
- Human rights guarantors, senior public decision makers, and the voting public.

### Target Groups

- 40F/20M Secondary-school teachers and guidance counsellors;
- Police officers and the human rights institution that oversees the force;
- Families of LGBTQI loved ones;
- 500F/400M/100X<sup>2</sup> Community advocates and students, their grassroots organisations.

- 1.9. Country(ies) in which the activities take place (if different from 1.7): Same as 1.7

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<sup>1</sup> “Target groups” are the groups/entities who will be directly positively affected by the project at the Project Purpose level, and “final beneficiaries” are those who will benefit from the project in the long term at the level of the society or sector at large.

<sup>2</sup> M= cis male; F= cis female; X = gender non-conforming, trans, intersex.

## 2. REPORT - Assessment of Implementation of Action activities

### 2.1 Executive Summary of the Action

*A Sexual Culture of Justice: Strengthening LGBTQI and GBV Partnerships, Capacity and Efficacy to Promote and Protect Rights in Trinidad and Tobago* (an activity-based, human rights project funded by the European Union) was successfully implemented by the University of the West Indies, Institute for Gender and Development Studies (IGDS) in collaboration with six LGBTI and feminist organisations in Trinidad and Tobago: CAISO, Friends for Life, I Am One, The Silver Lining Foundation, Womantra and The Women’s Caucus. The project included a suite of linked activities aimed at influencing “a sexual culture of justice” through change in societal thinking. The **overall action and intervention logic** of this project was to have the impact of *mitigating violence, legal discrimination, bullying and homelessness related to sexuality and to gender norms and stereotypes*.

This **community-university collaboration** provided **four years of support** for some of the longest-standing and newest local efforts to transform approaches to partner violence, homophobia, bullying and policing, while building partnerships and organisational capacity (especially for small civil society organisations). Overall, this project produced new local/regional analysis and solutions for ways to approach and mitigate gender based violence and LGBTI discrimination. These approaches were developed and showcased through the intersectional action campaigns, education materials, training toolkits and workshops, as well as the research activities that produced data needed to support calls for gender and sexual justice policy and legislative changes. The methodology of our activities were rooted in transformational education, empowerment, Caribbean feminist praxis, and self-directed and creative action. The suite of linked activities were connected through the four main objectives of the project and through work packages.

The intervention logic proved to be valid across all completed activities even with changes that had to be incorporated due to the political and social landscape (in particular the backlash and increased discrimination faced by LGBTQI+ communities since 2018 due to decriminalisation) as well as unforeseeable and extraordinary challenges due to the COVID-19 pandemic. All changes to activities, necessary adjustments, and justifications were presented in previous reports and addendums; these will be reflected in the detailed reports of activities (see 2.2 B). Overall and in spite of challenges, the project exceeded expectations and results through all completed activities and achieved the four main outcomes in tangible ways and surpassed targets across most outputs – as outlined in the updated final logical framework matrix (2.3).

The **Four Outcomes** (specific objectives) were as follows:

- A. New and accessible local knowledge, thus strengthening the efficacy of human rights actions;
- B. Resilience, commitment and competence by individuals, allies, organisations, family and community systems, to enable Human Rights cohesive action;
- C. Stronger cross-fertilisation and intersectionality, to facilitate innovation and the pursuit of sustained change; and
- D. LGBTQI protection in human rights legislation and policy; and positively transformed norms about gender and violence.

For each outcome, final beneficiaries and target groups were reached (often above targets) and affected in positive and powerful ways through knowledge products, trainings, media creation and campaigns, intersectional actions, policy interventions on human rights, and alliance building across civil society.

## 2.2. RESULTS and ACTIVITIES:

### A. RESULTS

The project completed the majority of its activities and in many cases exceeded expectations and targets of the project's outcomes and outputs. While the Action had many unforeseen changes, there were mostly positive results in the achievements of the project. Project lead Dr. Angelique Nixon at The UWI IGDS spearheaded and facilitated the project team's efforts to complete and adjust as needed within the constraints of the COVID-19 Pandemic. The project's results can be seen through the following completed and linked activities – summaries below by outcome and output:

#### **OUTCOME A: New and accessible local knowledge, thus strengthening the efficacy of human rights actions**

##### **Output A2: Lifestories**

**Collected [18 Lifestories of working-class LGBTIQ people](#)** that offer reflections on experiences with family, support systems and violence, as well as a needs assessment and ideas for social change and transformation. While below the target of 25 Lifestories, the data collected surpassed the goals and expectations. These Lifestories are the first research of its kind and directly affected and contributed to the project's output of policy development and recommendations towards legislative action. **Presentation for the IGDS Lunchtime seminar completed** online via Zoom/Facebook live on **2 December 2020**. Publications are in progress and will continue to have a long lasting impact on beneficiaries. Lifestories were not published on the E-Portal because of the sensitive nature of the stories collected and confidentiality concerns.

##### **Output A3: E-Portal**

**Creation of new accessible knowledge products (toolkits, research, and media)** that strengthen local advocacy grounded in Caribbean theories, praxis, evidence, and analysis through the [Online Knowledge E-Portal](#), which features outputs of the project: [portal.caribbeansexualities.org](http://portal.caribbeansexualities.org). The portal has been used in several activities for the project and will continue to be maintained by the Caribbean IRN.

##### **Output A4: Short Course**

Developed and Facilitated the **IGDS Short Course – [Diverse Genders and Sexualities in the Caribbean \(Online over 2 Weeks, 6 Modules, 12 contact hours – 16-27 February 2021\)](#)** -- that utilised and featured the project's key outputs and research – **with 32 participants, 1 main facilitator and 4 guest speakers**. The course was developed in partnership with the Caribbean IRN building upon their Caribbean diverse genders and sexualities archives and networking and the 2013 short course on Critical Sexuality Studies. The project offered scholarships through an open application process and these were granted based on financial need, activist and community work, and academic merit. A total of 24 people applied for scholarships and 22 people were granted those and participated – this exceeds the target of 20.

##### **Output A8: School Survey**

**Completed the [2019 National Survey on Gender Based Violence and Bullying in Secondary Schools: of 39 secondary schools](#)** (37 in Trinidad and 2 in Tobago with an average of 60 students per school that followed the two cycles of teacher trainings. The total of secondary students surveyed was **2,284 students**. The number of students surveyed exceeded targets. The final report of the National Survey (included as an appendix) was completed in 2021 with delays due to the COVID-19 pandemic. The report will be launched in a public forum online on 25th August 2021 as part of the continued work.

**OUTCOME B: Resilience, commitment and competence by individuals, allies, organisations, family and community systems, to enable Human Rights cohesive action****Outputs B5 and B6: GBV Training and GBV Videos**

**Completed GBV Training for a diverse group of 15 men** (Oct to Dec 2018) to champion a new culture of gender equality and non-violence in their different communities, which facilitated **media creation of scripted messages** and the #PullUpYuhBredren Campaign (launched during 16 Days of Activism 2019) through **Five Video PSAs** – Men Speak Up! Champions Against GBV – shared widely across social media with **thousands of views and used for the related GBV community actions (output B15)**.

**Output B7: Teacher Training**

**Trained 46 teachers and guidance counsellors** in two cycles of teacher training workshops (Sept 2018 and Jan 2019); Developed the **“Safer Schools Teacher Training”** toolkit and facilitator guide (included as an appendix) focused on preventing the culture of bullying of young people related to sex and gender. This activity was below the target of 60 because of the challenges with schedules and commitments from the Ministry of Education. There were several delays in planning because of the approval process. But the activity was incredibly successful with glowing evaluations from the participants. Furthermore, Silver Lining Foundation hosted an additional two cycles of trainings **with 40 teachers and counsellors in 2020** through funding secured by the British High Commission.

**Output B9: Family Groups and Individual Sessions**

**Provided support for over 10 families and guardians** of LGBTQI youth (10 weeks in 2018) and **10 LGBTQI persons** (over several months in 2019 and 2020) through **Stronger Families group and individual therapy**. This activity has to be changed and adjusted to meet the needs of LGBTI+ community members especially youth who needed individual support. The family targets were difficult to meet because of fear and stigma; hence the change from group to individual. The reports from the Therapy team offers an overview of needs and challenges faced by young LGBTQI people and their families. The lessons learned from the confidential sessions guided much of the other activities of the project to ensure the work included youth voices and addressed the needs of families.

**Output B10: Police Training**

This activity had to be changed due to the lack of support and follow through from the Police Academy. This has been reported at length in previous reports and in the risks and assumptions in the proposal and logframe matrix. This activity had no clear targets as this was a risky and difficult activity that had not been done before – with the focusing being on LGBTI bias and violence. The lead organisation of this activity Womantra established a Police Training Working Group Team and Advisory Group and changed strategies several times through the course of the project. The Policy Academy expressed interest in the training and asked the team to develop a workshop on “Special Interest Groups” focusing on GBV and LGBTI+ issues. The workshop was developed in 2018 and the team was ready to deliver the workshop, but the Policy Academy never followed up to schedule. Nonetheless, we continued organising and liaising with the TTPS as we could to insist upon real action on issues related to GBV and LGBTI violence. The GBV unit of the TTPS was established in 2020 and includes LGBTI+ discrimination and violence as part of their mandate. This is a clear result of the work of this project and the LGBTI+ organisations who form the AJD and advocated with the TTPS for many years. Therefore even though training was not completed during this project – important results were achieved. The police training toolkit continues to be developed and follow up work with the GBV unit is expected as part of the continue work. Project partners have also made training services available to the GBV Unit and TT Police Academy whenever they are prepared to do this work.

**Output B11: Base Building (also contributes to Outcome A)**

The centre as a shared space for all partner organisations was vital throughout the project for meetings, organising work sessions, and events. These were detailed in previous reports and a full description can be found below in the details of the activities. The target of 2,500 hours in the centre was achieved over the four years of the project. One change to this output that was explained in previous reports was the database. The project team decided that it was better to invest in the portal rather than a shared database since all partner organisations were actively engaged with community building and each had ways to collect information from community members through social media and listservs.

**Output B12: Organisational Strengthening**

The partner organisations as The Alliance for Justice and Diversity met monthly for project work and bimonthly for capacity building and skill sharing. The AJD coalition building and project support for individual organisations was critical for the growth and increased capacity of the partner CSOs. This has been reported at length and details can be found below in the activities section. These capacity building and skill share meetings exceeded targets.

**Output B15: Micro Campaigns (GBV Community Actions)**

**Supported Four Community Actions** during 16 Days of Activism 2020 (led by men who participated in or facilitated the GBV training) utilised the #PullUpYuhBredren campaign and a peer to peer training pedagogy. Each action included 10-20 persons and therefore the actions' targets extended to over 50 persons. The goal was to have five actions, but this had to be reduced to four actions because of scheduling during 16 Days of Activism. (See Appendix for Fliers, Photos and Media Release.)

**OUTCOME C: Stronger cross-fertilisation and intersectionality, to facilitate innovation and the pursuit of sustained change****Output C14: Transforming Each Other's Advocacy Course**  
(also contributes to Outcomes A, B, D)

Facilitated the "Transforming Each Other's Advocacy" (TEOA) [Action-Learning Course](#) with **22 participants and 7 facilitators representing 18 organisations/coalitions** from a spectrum of civil society working on human rights, social justice, governance, and development. This was a **6-month action learning course held from October 2019 to March 2020** in collaboration with UNAIDS Caribbean, Lloyd Best Institute, and two other EU-funded projects (*Veni Awpan - CSOs for Good Governance; Cropper Foundation - CSOs for Good Environmental Governance*). The course included **five day-long sessions** (with specialized workshops on "Governance and Mobilisation", and "Communication and Advocacy"), as well as **mentorship and collaborative decision-making** on several action campaigns. This activity exceeded all targets for the course participation and the development and support of actions. However, the final event was not possible with the pandemic and lockdown, but instead the project team agreed to a series of curated conversations (hosted by IGDS online) as a Closing Symposium for the project, which aligns with the goals of this activity.

**Output B15: Micro Campaigns (TEOA Action Campaigns) – also contributes to Outcome A & C**

Due to the COVID-19 lockdown and pandemic, these actions all had changes with major adjustments but still aligned with the goals and targets. **Five actions** were completed successfully with clear results and remain part of the project's outputs that can be replicated and used by all organisations for future work.



- **“Radio Ads – DV Act Amendments”** – Five radio ads that shared public messages on the DV Act Amendments to raise awareness in June 2020 during the Parliament debates and meetings to finalise the amendments. This action was a strategic one given the political climate and recent actions by the new coalition of organisations (Alliance for State Action to End GBV) working on GBV to hold the state more accountable.
- **“Support Group for Advocates”** – 12 sessions over 6 months with 16 participants in 2 groups, facilitated by clinical psychologist (included **TEOA Facilitators and Participants**): Group One (Dec 2019 – June 2020) | Group Two (March to September 2020). **All were private and confidential.**
- **“Thrive Together – Refugee Rights Campaign”** for 16 Days of Activism Against GBV – intersectional action on social media led by Womantra (25 Nov to 10 Dec 2020) to raise awareness about migrant and refugee rights issues and gender based violence.
- **“Ensuring a Culture of Care - Healthcare Training on Sex and Gender Diversity”** - Five Modules, Five Day Training, 25-29 January 2021 (**80 Participants - completed all five days and included healthcare workers and civil society members working on healthcare issues**) - organised by the SCJ Project team and Trans Coalition in partnership with the Northwest Regional Health Authority.
- **“Youth Shell-tering: Exploring Youth Access to Sexual Reproductive Health.”** Instagram media campaign during Adolescent Health Week (22-26 March 2021). Action developed by Womantra in partnership with the TT Youth Advocacy Network and SCJ Project team.

**Output C14 (also contributes to Outcome A & B)** – TEAO Closing Event – changed to:

**Final Closing Symposium – Curated Conversations: Reflections, Challenges and Lessons in Working Towards a Sexual Culture of Justice (IGDS Seminar Series – Online via Zoom and Facebook Live)**

To honour the memory of the project’s co-creator, Colin Robinson (who passed away on 4<sup>th</sup> March 2021), and in celebration of the significant work completed, we hosted **two Curated Conversations** to mark the successful completion of the project. In this special series, partners and team members shared their insights and reflections on the challenges and lessons learned as we continue to work towards change and transformation. Both seminars were curated and moderated by Dr Angelique Nixon, the Project Lead Researcher. The first session was held on 24<sup>th</sup> March 2021 titled **“How Do We Transform Approaches To Gender Based Violence & LGBTI Discrimination?”** and the second session was held on 31<sup>st</sup> March 2021, titled **“What’s Next On The LGBTI+ Agenda For Justice?”** – both events highlighted the outputs of the project and how the work would continue. (See Appendix for Graphic Fliers, Links for the recordings, and Media Release)

**OUTCOME D: LGBTIQI protection in human rights legislation and policy; and positively transformed norms about gender and violence**

#### **Output D13: Policy Agenda**

Developed the **2020 Alliance for Justice and Diversity LGBTIQ Agenda – 13 Policy Actions**, which were co-created based on research from this project and experiences/work of the AJD partners, and finalised through community forums. Completed desk review of legislative and policy-related advocacy by LGBTIQ organisations in the past 5-10 years. National decision makers and targets of the policy have all been sent the Policy Agenda via email with follow up advocacy in 2021. Partner organisations will continue advocacy on the shared policy agenda through the AJD coalition and individual organisations working to advance LGBTIQ+ rights and justice. The 13 policy action points will drive advocacy for the next 5 years till next election season. There was no need to print the agenda as we used email, social media, the AJD blog, and the portal to showcase and share.

**Output D16: Social Messaging Items**

The social messages (catchphrases) were developed using the Key Themes of the Project activities. These included 7 different messages from the project and its partners: “Stronger Families” | “Consent Specialist” | “Pull Up Yuh Bredren” | “Add All Three – Amend the EOA” | “The Homosexual Agenda – 1. Buy Crix 2. Spend Time with Family 3. Work for Equality” | “Love More, Judge Less” | “Keep Safe” – all with “Sexual Culture of Justice” and project logo. The target was originally 200 bags, 400 shirts and 1,000 bands. But these numbers had to change based on increased pricing and availability of products; thus, **the total units produced were 400 shirts and 200 bands**. While the intention was to order 100 bags for the final activities, plans changed because of the COVID-19 pandemic and restrictions on public events or gathering. Instead, the social messaging will be transformed into digital messages, which were used to promote the project’s social messages and final activities. [These can be seen on the portal](#) as well as the [Sexual Culture of Justice Instagram page](#).

**Output D17: Media Appearances**

Many media appearances have been made by the project team and partner organisations during the four years of the project – far exceeding the target of 75. Members of the AJD organisations were featured in national newspapers, radio shows, and television news. Each of the partners have engaged the media in various ways since the start of the project through advocacy, interviews, editorials, and campaigns. The AJD organisations have also made media appearances through featured stories, news interviews, and offering comments on many related issues that media calls upon and asks for responses. These are reported on through citations and saved PDFs where possible. (See Appendix for list/links to selected appearances and interviews.)

**Output D18: Radio Ads**

**Campaigned for legal protection for LGBTI persons** from unjust discrimination through the ongoing [“Add All Three to the EOA”](#) (a public awareness and legislative campaign to expand protections in the Equal Opportunity Act on the basis of Age, Health Conditions, and LGBTI Status). The campaign includes **four Radio Ads** plus an **Animation Video** launched in April 2020 across social media (**on Facebook over 40 thousand views**) that features prominent public voices as Champions of Add All Three campaign. The radio ads aired on eight different popular and well-known stations with different target audiences to reach different people: first wave in **March 2020 (61 rotations, 3 weeks)**, second wave in **November 2020 (62 rotations, 4 weeks)**, and third wave in **December 2020 (56 rotations, 4 weeks)**. This activity had some delays with the budget not being realistic or aligned with the radio market for the targets. The lead organisation CAISO raised funds to expand this campaign and cover three waves of radio ads.

**2.2 Results and Activities****B. ACTIVITIES****Outcome A. New and accessible local knowledge to strengthen the efficacy of human rights actions.****A2. Lifestories**

*Document 25 lifestories from local working-class members of the LGBTQI community including psychosocial and socioeconomic information, experiences with GBV and policy concerns.*



**Topics/Activities Covered:**

- **A2.1 Collect Lifestories - completed**
- **A2.2 Edit and publish Lifestories – changed | public presentations completed**

This activity was led by Friends for Life and IGDS. Subject participants were recruited via our NGO networks in both islands in order to gather the Lifestories of a gender-diverse group respondents from both Trinidad and Tobago. Training for interviewers were held in February, March, May and June 2018. The interviews began in June 2018 and continued through August 2018. An intern was recruited to assist with recruiting, scheduling and data collection. Upon completion of the activity, months of recruitment and working to secure participants, **18 suitable interviews were collected. Transcriptions are complete.** The research team worked on the **summary of findings**, and have shared reflections recommendations from the findings the project team and patterns. with the Safer Together Team (recipients of a grant from Dignity for All - led by CAISO). The Safer Together Team hosted a series of workshops geared toward building community-generated solutions to our most pressing safety concerns. An **Art Healing workshop** for participants and facilitators took place on the 11th May 2019 (facilitated by Dr. Tracie Rogers, psychologist whose expertise is in art therapy) in which participants were able to process and discuss experiences with violence and past traumas through art therapy techniques. The psychosocial and socioeconomic information, experiences with GBV and other forms of violence and policy concerns informed the development of **the 2020 Policy Agenda (Activity 13)** and the **Short Course (Activity 4)**.

Overview and highlights from the Lifestories are featured on the project website. Postponed Public presentations were held in 2020 and 2021: The **IGDS Lunchtime Seminar titled “Toward a Sexual Culture of Justice: Documenting the Experiences and Needs of LGBTAI+ persons living in Trinidad & Tobago”** presented by Dr. Angelique Nixon and Mr. Luke Sinnette on 2 December 2020 during 16 Days of Activism (via Zoom and Facebook Live); and a conference paper titled **“Reflections on Community Based Research & Participatory Methodologies – Challenges & Possibilities of Lifestories”** presented by Dr. Angelique Nixon at the Caribbean Studies Association Virtual Conference on the 2nd June 2021.

Lessons learned and the data collected from Lifestories has also supported the coalition work of the AJD and supported **CAISO’s work in securing funds for their Wholeness and Justice Programme** that offers legal and clinical support services. This programme was created to respond to human rights violations and directly offer support to LGBTQI+ communities who face increasing levels of discrimination.

*Problems Encountered/Delays:*

The Lifestories offer much important and needed research not only for the policy agenda but also an opportunity to present the findings in different ways. The Lifestories research team gathered so much data that we needed more time to fully engage and represent it in sensitive, ethical and responsible ways that would support the community. This took more time than expected because the original framework needed to be redefined and reconstructed with the vast new information generated in the Project for this Activity. Given the backlash post-decriminalisation in 2018 and with the economic fallout during the COVID-19 pandemic, it is now more important than ever to document the violence and discrimination faced by the community, especially those most marginalised in terms of gender identity and socio-economic status. The research team changed the approach to online publications of Lifestories to be incorporated into public presentations of the research and support for the LGBTI+ Policy Agenda. Dr. Nixon continues to work on scholarly publications based on these Lifestories. This took more time than expected with delays due to the COVID-19 pandemic. And the public presentations of the research planned for April and June 2020 had to be delayed to December 2020 (IGDS Lunchtime Seminar) and June 2021 (Caribbean Studies Association 2021 conference).

**A3. E-portal – completed**

*Establishing a network dedicated to advancing Caribbean sexuality studies and knowledge about sexual minority activism and lived experiences across the region to realise a public-access “Caribbean Sexualities” knowledge e-portal that also serves as the main website for the project.*

**Topics/Activities Covered:**

- **A3.1 Design & launch e-portal - completed**
- **A3.2 Update e-portal half-yearly – completed**

This activity was led by Caribbean IRN and IGDS. The Caribbean Sexualities website [caribbeansexualities.org](http://caribbeansexualities.org) launched in August 2017 with two collections edited by the Caribbean IRN chairs (Angelique V. Nixon and Rosamond S. King): “Write It In Fire – Tributes to Michelle Cliff” and the special online edition of the Sargasso Collection “Love | Hope | Community: Sexualities and Social Justice”. The Online Portal <http://portal.caribbeansexualities.org> launched on 10th December 2018 Human Rights Day – along with the Project Media Showcase in which partners and participants shared their experiences with the project. The E-portal includes multiple pages that showcases the project outputs through “Education”, “Campaigns”, “Research” and “Resources,” as well as an overview of the project and partners’ pages. The portal also includes links to the Caribbean Sexualities resources curated and edited by the Caribbean IRN team for over a decade. The Caribbean IRN web manager and web designer liaised with the project lead to upload and curate more resources and materials for the e-knowledge portal, which includes articles, research reports, media archives, and links to Caribbean IRN digital archives. The portal was updated and revised extensively in 2020 to reflect the outputs of the project. Activists, scholars, students, teachers, community workers, writers, and artists are invited to contribute to the portal beyond the project through the Caribbean IRN, who will maintain the site.

There were no problems or delays with this activity. The only change was increased investment in the portal rather than a database, which all partners of the project agreed was the better investment given the increased and widespread use of social media across the partner organisations for base building. The website is hosted by and maintained by informal partner Caribbean IRN, an existing and well-established network that brings together people who work on diverse genders and sexualities in the Caribbean. This partnership is supported by over a decade of work by the Caribbean IRN through digital archives and multimedia collections that are open access and easily accessible online.

**A4: Short Course – completed with delays****A4.1 Develop course - completed****A4.2 Enrol course participants – completed****A4.3 Deliver & evaluate course – completed**

Developed and Facilitated the **IGDS Short Course – [Diverse Genders and Sexualities in the Caribbean \(Online over 2 Weeks, 6 Modules, 12 contact hours – 16-27 February 2021\)](#)** -- that utilised and featured the project’s key outputs and research – **with 32 participants, 1 main facilitator and 4 guest speakers.** The course was designed by Dr Angelique Nixon and developed in partnership with the Caribbean IRN building upon their Caribbean diverse genders and sexualities archives and networking and the 2013 short course on Critical Sexuality Studies. The project offered scholarships through an open application process and these were granted based on financial need, activist and community work, and academic merit. A total of 24 people applied for scholarships and 22 people were granted those and participated – this exceeds the target of 20.

**SHORT COURSE - Diverse Genders and Sexualities in the Caribbean**  
**Course Design & Main Facilitator: Dr. Angelique Nixon**

**Guest Speakers: Dr. Nikoli Attai (Postdoctoral Fellow, University of Toronto), Dr. Rosamond S. King (Associate Professor, Brooklyn College), Tracy Robinson (Senior Lecturer, UWI Mona), and Professor Kamala Kempadoo (Professor, York University).**

**Course Description:** This is a short course on Caribbean sexualities with a focus on LGBTQI+ experiences and research in the Caribbean. It will address topics such as sex, gender and sexuality, Caribbean sexuality studies, sexual and queer politics, and diverse genders and sexualities. The course will also offer engaging discussion and learning on regional LGBTQI+ activism and advocacy and navigating Caribbean cultural and legal landscapes. Finally, the course will include guest speakers who will present on a range of issues such as transgressive sexualities, sex work and labour, and sexual rights and justice in the Caribbean. Sessions will be held online using zoom and be very interactive using online technologies and time for discussion and group work as well as presentations by facilitators and special guest speakers. **This course has been developed as an activity of the Sexual Culture of Justice Project and in partnership with the Caribbean IRN and will feature key outputs of the project.**

**Course Modules:**

1. Understanding Sex, Gender, and Sexuality - Concepts & Contexts | Intersectionality
2. Critical Sexuality Studies | Caribbean Queer Studies | Sexual and Queer Politics (Nikoli Attai)
3. Transgressive Sexualities and Genders | The Body, Personhood, Representation (Rosamond King)
4. Sexual Rights and Justice in the Caribbean | Regional LGBTQI+ Advocacy & Activism | Navigating Cultural & Legal Landscapes (Tracy Robinson)
5. The Problem of Sex: Work, Labour, Trafficking and Silences | Sex Work Activism (Kamala Kempadoo)
6. Transformational Leadership | LGBTQI+ Community Building | Social Justice Coalitions

**Post Evaluations – All Participants invited to complete an evaluation – 11 people responded describing their overall experiences in the short course and main takeaways. Here are selected responses:**

- ❖ *The course's focus on the Caribbean region and its queer culture was very important to me as a Caribbean person and as a researcher focused on the queer community and its struggles. The course provided a greater understanding of the field which I had not had a chance to experience before.*
- ❖ *This course was a perfect introduction to Diverse Genders and Sexualities in the Caribbean. As someone new to the field, I have learnt so much. It was particularly important to discuss the dynamics around the ongoing tensions between the Global North and South and how the Global North continues to impose a colonial agenda which the Global South continues to put up different forms of resistances. In particular, it was helpful to learn about the Open Secret and the invisibility of women.*
- ❖ *The short course was fascinating and inspiring for my own work. I was glad to have the opportunity to listen to renowned people working on gender and sexuality studies in the Caribbean and to local LGBTQI+ activists. The topics that have been raised were inclusive, diverse and multidisciplinary. Despite the difficult times we are facing due to the COVID-19 pandemic, this short course was a real success thanks to the organizers, the invited speakers and the other participants.*

- ❖ *This course was very informative for me in the sense that I really feel confident now that I can navigate my way through the queer and human rights scholarship of the region. I knew that our intellectual tradition was rich, but I didn't really know where to start. I really value the conversations we were able to have with all the very interesting lecturers and each other – I enjoy that meeting of minds aspect of learning. I think in execution the course walked its talk – this kind of education for the greater good is one of the pillars of the decolonisation process.*

### **A8. Schools Survey – completed**

Following a school climate survey of 22 schools nationally in 2016 (prior to the start of this project), and following the training of teachers and guidance counsellors in 2018 and 2019, a second school climate survey was completed.

#### **Topics/Activities Covered:**

- **A8.1 Prepare for survey administration – completed with delays**
- **A8.2 Collect data – completed with delays**
- **A8.3 Input & analyse data (against baseline) – completed with delays**
- **A8.4 Publish findings & recommendation – report completed with delays**
- **A8.5 Advocate for uptake of recommendations – continues beyond project**

This activity is based the first Silver Lining Foundation's [2016 National Survey Report launched on 7th March 2018](#). This was the baseline for the Teacher Training, and therefore the training for teachers has been developed using the survey as a guide. The Teacher Trainings were completed in 2018 and 2019, which guided the creation of the follow up survey questionnaire (see in Appendix). The Silver Lining Foundation submitted all required documentation to the Ministry of Education in March 2019. The Chief Education Officer signed off on the approval from the Ministry in July 2019. Due to the delay in getting approval and the exam period in June, the school survey had to be delayed to the next school year 2019-20. The long approval process pushed back the activity from Year Two well into Year Three. The survey began in October 2019 and was completed in December 2019. **A total of 39 secondary schools (37 in Trinidad and 2 in Tobago) were surveyed with an average of 60 students per school – with a total of 2,284 students.** The data was manually entered into a quantitative data management and analysis program. The quantitative data was evaluated, and the researcher and analysis team completed the report based on these findings. **The 2019 National School Survey on Bullying and Gender Based Violence was launched by the Silver Lining Foundation on 25 August 2021 via Zoom/Facebook Live.**

#### *Problems Encountered/Delays:*

The activity had some delays beyond our control. The survey had to be done after the Teacher Trainings and after approval from the Ministry of Education. All required documentation was submitted to the Ministry of Education in March 2019. The Chief Education Officer signed off on the approval in July 2019. Due to the delay and exam period in June, the survey was pushed to the school year 2019-20. The survey began in October 2019 and was completed in December 2019. The data was manually entered into a quantitative data management and analysis program. The quantitative data was evaluated, and the researcher and analysis team completed the report based on these findings. Due to COVID-19 lockdown and delays, the process of data analysis and report writing and publishing took longer than expected. But the final report was completed before the end of the project in March 2021. However, the lead organisation was not in a position to host a public launch of the report given the 2<sup>nd</sup> wave of COVID

and long months of lockdown. The public launch of the report was held virtually on 25<sup>th</sup> August 2021 and social media graphics highlighting the findings and recommendations were also launched and shared on the portal. The Report was completed by the end of the Project with delays. The Report is a necessary output of the project and offers needed data and analysis on the prevalence of school bullying related to gender and sexuality – and will continue to be utilised in partners’ LGBTI+ advocacy and work beyond the project. (See Appendix for the Survey Questionnaire, the completed Report and Media Release from Silver Lining Foundation.)

**Outcome B. Resilience, commitment and competence by individuals, allies, organisations, family and community systems to enable human rights action.**

***Output B5. GBV Training – completed***

*Together, fifteen 15- to 45-year-old men, of varying ethnicity, religion and socio-economic background, will undergo five sessions in Year 1 of awareness and transformational trainings (developed and delivered by CariMAN and Say Something) that strengthen their competency as change agents on GBV. Workshop content will address how men can be partners in stopping GBV, including breaking down sexist behaviour, checking their own behaviour and relationships for signs of abuse, building alliances with women, speaking up and calling out sexist behaviour among friends. They will also focus on community organising and engagement skills.*

**Topics/Activities covered:**

- **Activity B5.1 Work with CBOs to recruit men - completed**
- **Activity B5.2 Train men - completed**
- **Activity B5.3 Document training process - completed**

This activity was successfully completed in Year One of the project with no delays. The GBV Training Working Group (led by Say Something TT, CariMAN and IGDS) planned and designed the workshops. The training began in October 2017 and completed in December 2017 on schedule with **15 participants on average for each workshop**. The training workshops were led by a team of facilitators (including Attillah Springer, Angelique Nixon, Amilcar Sanatan, Sue Ann Barratt, Rondel Benjamin, Kegan Taylor, and Wholeness and Wellness Counselling Services). They were organised and delivered as follows:

*1. Introductory Session - 28th October, 2017.*

Objectives: Key Issues in Gender and Sexual Norms, Masculinity, Violence, and Sexism 101. Understanding the issues. Raising the questions - how to stop/prevent gender-based violence and stop sexist behaviour and hold each other accountable.

*2. Change Begins with You - 4th November, 2017.*

Objectives: Identify emotional landscape, check in with self, and help participants check in on their own behaviours and attitudes within relationships for signs of abuse.

*3. What You See, Say, and Do - 11th November, 2017.*

Objectives: To identify how cultural norms around gender and sexuality get used in everyday language and media; To learn about sexist behaviour and rape culture; To cultivate ways of speaking up and calling out sexist behaviour; To build alliances with women and become allies and champions against gender-based violence.

#### 4. *Face the Drum - 25th November, 2017.*

Objectives: To identify how cultural norms around gender and sexuality get used in everyday language and media; To learn about sexist behaviour and rape culture; To cultivate ways of speaking up and calling out sexist behaviour; To build alliances with women and become allies and champions against gender-based violence.

#### 5. *Creativity and Healing - 2nd December, 2017.*

Objectives: Media Creation and Scripting of Public Messages. Crafting your story of how you now understand gender-based violence; What does it mean for you to be an ally of women and girls and stand up against violence? What message do you want to create and share publically?

**Overview of the Training: 15 Participants** ranged in age from 17 to 56. Participants came from or were recommended by **groups such as 2cents Movement, the Youth Training Facility (YTC), the Victim and Support Unit of the Trinidad and Tobago Police Service**, which included perpetrators. The training team was successfully able to give the YTC participants a space to discuss masculinity and sexuality in a way that they could not at YTC. Safe spaces were carved out via closed sessions where the participants were led by trained counsellors from Wholeness and Wellness Counselling Services in session 3 and other closed sessions where only male facilitators were in the room. These talk sessions were juxtaposed by the Face the Drum and Creativity and Healing sessions 4 and 5 where physical movement, drumming, stick-fighting and poetry were used to discuss complex issues around violence, aggression, toxic masculinity and responding to the GBV in small communities and social groups. These sessions also led to the media creation of PSAs. The response to these sessions were particularly positive. The participants' assessments of the workshops indicated that the sessions engendered a positive shift in the way they viewed themselves, women and men's roles in shifting attitudes toward GBV in the larger society.

**Assessment:** We successfully trained a diverse group of men empowering them to create a new culture of gender equality and non-violence in their different communities through training workshops and media creation. The team designed workshops and facilitation methods over two months of preparation and then facilitated the five training sessions. This model can be replicated. The main objective was to strengthen the ability of a group of men to act as change agents on gender-based violence issues in their own communities. During the sessions, we examined gender and sexual beliefs and norms and how they intersect with attitudes toward LGBTQI-bias violence in communities. We also engaged creativity and healing throughout the training with a progression from taking care of self to community engagement (inward to outward). We focused on how men can be allies in stopping GBV, including breaking down sexist behaviour, checking their own behaviour and relationships for signs of abuse, and speaking up and calling out sexist behaviour among friends. We also utilised Kalinda (an African Diaspora rooted, Trinidad and Tobago martial arts tradition) as a pathway for community skills to offer empowerment and strategies for managing emotions and stress. These skills are vital for anti-violence work. The participants and facilitators were invited to submit proposals for Community Based Actions (Output B15.1) which were completed during 16 Days of Activism in 2020 and utilised the Media created and engaged the peer to peer training pedagogy.

#### **Output B6. GBV Videos** (also contributes to Outcome D) - **completed**

*Following training, the men will work with a **Say Something** filmmaker to collaboratively script and be filmed in a one- to two-minute-long public-service video messages on GBV, which speaks to the issues of their particular socioeconomic group. They will review and participate in editing the products. Target for 10 men to complete videos. Completed videos will be launched at a public event and via social media.*



**Topics/Activities covered:**

- **Activity B6.1 Shoot & edit videos - completed**
- **Activity B6.2 Launch videos and recognize men - completed**

Completed in 2018 **The Men Speak Up – Champions Against GBV** videos were launched during 16 Days of Activism 2018 and publically launched at the SCJ Project Media Showcase and Launch held on Human Rights Day 2018. One additional video – a mini documentary was completed in 2019 titled “Becoming a Champion” featuring the GBV training at Bois Academy and an interview with Rondel Benjamin – was launched during 16 Days of Activism 2019 and featured online. All Five Videos (four live action and one animation) can be found on YouTube, Facebook, and are embedded on the project website: <http://portal.caribbeansexualities.org/champions>. Follow up and uptake from this training funded Community Actions during 16 Days of Activism in 2019 led by men involved in the GBV training and media creation as facilitators and participants.

*Problems Encountered/Delays:*

There were a number of delays in video and media production, but the launch of four videos still happened in 2018 and one in 2019. While the goal was to complete more videos, the team was only able to complete five (and not the target of 10) because of a lack of availability of the participants and problems with scripting. The team underestimated how long it would take to produce and edit each video. Further, the team and filmmaker has to spend time re-scripting and re-shooting the videos which created more post-production time. By the end of the process, one video had to be pulled because it didn't work and missed the messaging entirely. Therefore, the total created was only five. Nonetheless, the five videos made a great impact and continue to be used as the #PullUpYuhBredren campaign will live beyond the project. All five videos were featured in the related and follow up activity “Community Actions” and were also used across project activities and by partner organisations for various events and advocacy on ending GBV.

**Output B7. Teacher Training - completed**

*Silver Lining Foundation and IGDS designed and delivered two cycles of trainings for teachers and guidance counsellors from the 20 secondary schools in Trinidad and Tobago where the 2016 survey assessed the school climate with regard to bullying, sexual violence and LGBTQI attitudes (in a survey of 651 students)<sup>3</sup>. Locally-relevant curriculum and resource material for the training was developed by a team of IGDS-trained independent consultants and others, in response to an analysis of the findings of the student survey.*

**Topics/Activities covered:**

- **Activity B7.1 Develop training materials – completed with delays**
- **Activity B7.2 Select & get approval for teachers – completed with delays**
- **Activity B7.3 Deliver & evaluate training (twice) – completed with delays**

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<sup>3</sup> In the original grant proposal, the numbers of schools and students identified for the survey were incorrect. The correct number is 20 schools and number of students is 651 as demonstrated in the 2016 report “Bullying and Gender-Based Violence in Secondary Schools” launched by The Silver Lining Foundation in 2018.

This completed activity was led by Silver Lining Foundation and IGDS. Approval from the Ministry of Education was received in time for the start of the first semester of the 2018-19 school year. The first cycle took place on the 27<sup>th</sup> and 28<sup>th</sup> of September 2018 with 15 participants. The second cycle of the Teacher Training activity was completed on the 14<sup>th</sup> and 15<sup>th</sup> January 2019 with 31 participants (17 teachers and 13 guidance officers). All received certificates of participation – **46 teachers and guidance counsellors trained for the two cycles. (Details for the trainings and evaluations are included in the Appendix and reported on in detail in previous reports.)**

#### *Safer Schools Training – Overview | Learning Outcomes:*

Through this workshop, teachers gained an understanding of:

- Gender and sexual diversity, including key terms and the impact differences in gender and sexuality make on real world experiences.
- Bullying - its types and signs for recognising it
- Intervention strategies
- Restorative justice practices that can replace punitive punishments and better support students in need of special attention
- Strategies for building safer and more respectful classrooms, including modelling favourable behaviours, creating empathy and accountability

*Workshop Design:* This workshop was designed to train in a combination of areas over two full days. Through activities, participants performed tasks together and individually towards various learning outcomes. The activities used are techniques that they can also adopt in the classroom. By doing activities such as role-play, word searches, vocabulary jigsaws and others, the participants also learned the education strategy or teaching tool that can complement the learning outcome. This design is meant to engage participants in as many ways as possible to maximise the skills that can be taught in the most effective and time sensitive manner possible, without making the experience too dense and saturated. Instead of a series of lectures, this workshop entails a series of participant exercises, followed by group discussion and mini lectures where necessary. The workshop aimed to teach skills in two areas: 1) Prevention: Creating more respectful and safe classrooms and 2) Intervention: Moderating and resolving classroom conflict.

While practicing these skills, participants were instructed in:

- Recognising signs of bullying
- Talking to parties involved in incidents of bullying
- Terminology related to human diversity, particularly gender and sexuality, gender-based violence, race and ethnicity.

#### Module One

- Identities and Social Categories
- Defining Sex, Gender and Sexuality
- Explaining how gender is embedded in systems of power
- The Sexuality Matrix | Theoretical Definitions of Sexuality
- Gender- Based Violence

#### Module Two

- Bullying - Key Findings from SLF School Climate Report
- Ways to Intervene

## Module Three

- Inclusivity and Empowerment Through Education Initiatives
- How Can You Teach for Inclusivity?
- Homework Exercise: Lesson Planning for a Diverse Classroom

## Module Four

- Building Safer Classrooms
- Draw What You Hear Exercise
- Listening and Empathy Exercise

## Module Five

- Disciplining Towards Enrichment
- Using Restorative Justice Approaches

Safer Schools Toolkits were revised and updated based on the cycle one training and the Take Home Toolkit is available on the project website <http://portal.caribbeansexualities.org/saferschools>. The two groups of teachers and counsellors (46 in total) who received training have been provided with online material and videos and other support materials via email. (See Appendix for Toolkits)

Silver Lining Foundation continues to build upon this activity in their organisation and have completed two more cycles of Teacher Trainings (an additional 40 teachers and guidance counsellors) funded by the British High Commission. The toolkit continues to be used as a knowledge product and significant output of the project with impact beyond. Further, the 2019 National School Survey Report will be used to call for further trainings as part of the recommendations.

### **Output B9: Family Groups and Individual Support – completed with adjustments**

*Supporting and educating families to cope with a family member’s sexual/gender identity can prevent violence and homelessness, and promote anti-discrimination. This activity replicated the clinically-facilitated short-cycle support group model (“Safe Space”, which SLF has since 2014 partnered with The UWI Counselling and Psychological Services to implement over six cycles for LGBTQI youth) with family members and other loved ones of LGBTQI persons.*

#### **Topics/Activities covered:**

- **Activity B9.1 Select facilitators & sites and recruit participants – completed with amendments**
- **Activity B9.2 Deliver groups (3 cycles) & write report – completed group and individual**

This activity was led by Silver Lining Foundation, also called “**Stronger Families**”. The first cycle of the Family Groups – 10 weeks of group sessions with 10 parents and guardians of LGBTI youth – was successfully completed in 2017. The facilitator of the sessions also created a workbook, which was shared with all participants and continues to be used by SLF team for its work with families. Cycles two and three were converted into Individual sessions for LGBTQI+ individuals who needed support.

#### *Problems Encountered/Delays:*

Recruitment was an issue for cycle two and three and despite great efforts to invite families, there was not enough interest to run another group session. Therefore, this activity was adjusted to suit the current needs of the LGBTI+ community members, particularly in the face of backlash since decriminalisation. The main facilitator and psychologist Dr. Katija Khan recommended the session format change from group to individual to best support the community and psycho-social needs. The

decision was made to change to individual sessions which would equal the amount of hours for the group sessions. These individual sessions started in 2019 and continued into 2020 – based on referrals from all partners in the project. **Forty-four (44), one (1) hour therapy sessions were delivered to 9 clients over a six month period from September 2019 to March 2020** – who received various degrees of one on one counselling sessions with Dr. Khan and another therapist (*these continued online and via phone where necessary*). Dr. Khan and her team shared reports overall with an assessment of the challenges faced by families and members of the LGBTI+ community. (See Appendix for Report.)

***Output B10. Police Training – amended due to circumstances beyond our control***

*To enrol police officers, the Police Training Academy and Police Complaints Authority (PCA) in training of recruits and continuous training of the force on updated protocols and procedures for responding to domestic and LGBTQI-bias violence, on stress management and on self-awareness.*

**Topics/Activities covered:**

- **Activity B10.1 Liaise with stakeholders - completed**
- **Activity B10.2 Desk review and harmonisation for best practices - completed**
- **Activity B10.3 Develop and Finalise Toolkit – amended beyond project**

**Problems Encountered:**

This activity was original designed to make an intervention into the Police Academy but after 3 years of requests and lack of approvals to conduct trainings, the Womantra-led team has decided to focus this activity on the creation of the toolkit and interventions with the new Gender Based Violence Unit with the Trinidad and Tobago Police Service. Between the project onset to now, the response to attempts to engage the Police Training Academy have been sporadic. Despite consistent efforts to coordinate meetings and to establish a productive working relationship with The Academy, there has been little success to date in gaining momentum that would precipitate results. In January 2020, the Commissioner of Police launched the new Gender Based Violence Unit (GBVU), specifically advocating for the protection of all victims of violence, including members of the LGBTIQ+ community. This provided opportunities to work directly with the TTPS as partner organisations were invited to key stakeholder meetings and provided recommendations for the GBVU. Further, Womantra facilitated a gender-sensitivity training workshop (sponsored by Outright International) in Trinidad in August 2019 with first responders (including police) charged with the provision of services to victims of GBV. This was followed by a more in-depth session in February 2020 with a select smaller subset of participants (including members of the new GBV unit and the Victim and Witness Support Unit) whose active participation in the initial workshop made them suitable candidates for further intervention.

Given this context, the Womantra team made needed changes to this activity. First, given the COVID-19 pandemic and extenuating regulations, direct engagement and training was not feasible. Second, given the nature of the engagement and the significant likelihood that many of the trainees would lack exposure to the subject matter, in-person engagement would be most appropriate. This estimation is further supported by the highly personal nature of the trust-building work and compassionate, one-on-one style support that was used during other similar training sessions. The Womantra team focused on the development of a toolkit that can be administered to members of the specialised units in whom investments are being made to ensure that officers are sensitive to the needs of victims/survivors of GBV. The team also established positive working relationships with the civilian heads of the GBVU and the Victims and Witness Support Unit (VWSU), as well as with the Training and Project Officer of the

GBVU. Further, Womantra Director, Élyse Marcellin, produced for the CARICOM Secretariat the *Protocol Manual for the Processing of Administrative Data on Domestic Violence*, which specifically addresses gaps in data collection and processing for marginal populations, including the LGBTIQ+ population. Therefore, the activity changed focus to engaging with the GBV Unit and developing an extensive Toolkit that focuses on the existing gaps, clear interventions, and protocols for the TTPS when dealing with issues related to all forms of gender based violence and LGBTI bias and violence. The project team would be available for trainings in the future. The toolkit completion activity continues and will be available for trainings and interventions beyond the project.

**Output B11. Base-building** (also contributes to Outcome A) – **completed with needed changes**

*The Alliance for Justice and Diversity (AJD) cooperative will make a building in Belmont, Port of Spain into an LGBTIQI multi-activity centre.*

**Topic/Activity Covered:**

- **Activity B11.1 Set up Centre, implement activities & services**

This activity was facilitated by all partners in the AJD through the Politics and Justice Working Group, led by CAISO. Contact information and interests of community members were collected through sign in sheets at various events over the course of the Project (in person and online). The organisations focused on base building through regular meetings, community actions, and events both private and public. Contact, demographic and volunteer information was collected where appropriate.

The Belmont building was used extensively as a hub for many project activities and was fundamental in key organising human rights actions. Some of the activities held at the multi-activity centre included:

- Monthly Sexual Culture of Justice Team Project meetings to monitor and manage project activities and engage in decision making and collaboration
- Police working group meetings and activities
- Politics and Justice working group meetings– a few open to the public
- Alliance for Justice and Diversity meetings and workshops
- Partner organization meetings
- Lifestories interviewer training and Lifestories interviews
- Weekly mobilization meetings to organise protests and public actions in response to demonstrations by religious leaders against the challenge to the sodomy laws.
- Community Organising and Mobilising (for ex. Post Judgement meetings and mobilization activities and Pride 2018 activities and planning meetings, as well as 16 Days of Activism and International Women’s Day activities in 2018 and 2019, among others)

*Decriminalisation of Sodomy Laws*

In the final months of Year 1 of the Project and well into Year 2, the space become a focal point for the wider LGBTIQI community to meet, plan and mobilize resources in the wake of decriminalization of sodomy laws in the High Court judgement. AJD meetings focused on community and capacity building efforts and on education, demonstrations, and strategy focused meetings. The AJD produced infographics to educate the public and nation at large on the issues before the court. This was particularly

important in light of misinformation perpetuated by Evangelical groups through the media and at weekly marches at Parliament and outside the High Court building.

After the judgement on April 12<sup>th</sup>, the partners -- LGBTI and feminist organisations within the Alliance for Justice and Diversity -- were overwhelmed with responding and dealing with cases of discrimination and reports of violence. On the one hand, community members were and remain overjoyed at the judgement; but on the other hand, visibility, media coverage, and misinformation about the case and judgement impacted the community in negative ways. Members of the AJD engaged media frequently during that time to share perspectives and offer clear messages of 'Keep Calm, Share the Nation' and counter the misinformation (spread by the Evangelical churches especially.)

Therefore, the focus of the Project's community and capacity building efforts on education, demonstrations, and strategy focused meetings. These activities were above and beyond the outcomes and scope of this project but aligned strongly with the goals of sustainability and efforts towards the expansion of rights and protection for LGBTQI citizens of Trinidad and Tobago. The educational materials created through AJD were shared across social media platforms and by the partner organisations – and can be found on the AJD blog as well as on the SCJ project portal.

#### *Support for the Caribbean Court of Justice McEwan "Cross-Dressing" Case – Guyana*

Base-building for AJD and partner organisations meant the continued support of regional movements for sexual and gender justice. In 2018, there were two opportunities to do this work locally as the long-awaited Guyana "Cross-Dressing" Case at the Caribbean Court of Justice (CCJ - located in Trinidad and Tobago). AJD organisations welcomed and supported the Guyanese McEwan case litigants and attorneys when their appeal was heard before the Caribbean Court of Justice on the 28<sup>th</sup> June 2018.

On the same day, AJD hosted a [Town Hall with featuring a number of speakers on "Administrative Violence and Structural Inequality"](#). Rather than treat the situation of the working class trans persons who initiated the case as exceptional, the forum used the opportunity of the CCJ hearing to connect many overlapping issues of systematic social exclusion and "administrative violence" in Caribbean societies, and to have a conversation about how we work towards social justice. The event was a huge success and offered vital opportunities for cross-cutting movements and meaningful engagement about human rights and social justice work.

The Final Judgement from the CCJ was heard on 13 November 2018 – and CAISO and AJD assisted with sharing media information and sharing facts about the case and judgement:

- CAISO Media Release on [Facts about the Case and Judgement](#)
- United Rights Advocacy Project – [Joint Press Release on McEwan V AG of Guyana](#)

#### **Updates on the Centre Year 3 & 4**

The creation of a multi-activity centre in Belmont shifted in scope in the third year of the project. The first two years of the project utilised the building as a shared space, but as the activities wrapped up and organisations focused on their specific contributions and research activities, there was less need for a large shared space. Therefore, the decision was made by the organisations in charge of the building space to relocate to a different and smaller shared space still in Belmont. This move occurred in November 2019. The creation of a shared database was not a priority in the first two years as many



changes occurred in the political and social landscape related to LGBTI rights and protection. Partner organisations focused on direct response organising work and responding to the needs of the LGBTI community as much as possible. However, Base Building remained a priority for the Alliance for Justice and Diversity (AJD) organisations but not through a shared database. The work of AJD continues as a coalition that responds to the changing needs for those we represent and serve across the LGBTQI communities; and this includes the range of engagements with social and political moments and movements – from legislative and policy action and advocacy to demonstrations to economic crisis.

**Examples include:**

**Add All Three Campaign** work led by CAISO. Through CAISO’s additional funding from the CSOs for Good Governance Small Grant, the Add All Three campaign was expanded and continued through recruitment of 26 champions and expanding awareness of “Add All Three” through a workshop on the EOC completed in 2019. Production work for the radio ads and an animated video were completed with the additional funding in 2020. The social media and radio ad campaign were released strategically throughout 2020. (*See Radio Ads for more info.*)

**Urgent Support for Vulnerable Persons - COVID-19 Response:** members of the Alliance for Justice and Diversity are working together for urgent support and response to the COVID-19 crisis for Vulnerable Groups identified/represented by the Trans Coalition, CAISO, and Friends for Life. These are persons living with HIV, trans persons, sex workers, and migrants. We met online regularly from April to June 2020 to coordinate our efforts and have activated a number of networks to raise emergency funds and gather needed donations. The needs include food, hygiene products, medication and rental assistance. Further, through CAISO’s new [Wholeness and Justice programme](#) (multi-year project funded by Astraea and Arcus Foundations), a **COVID-19 online support group** for LGBTI persons was established and a **case worker** was hired to assist vulnerable persons in getting help during this COVID crisis. This person works directly with project partners and members of AJD: CAISO, Trans Coalition and Friends For Life.

**Support for Friends for Life’s Pride Memorial 2020 and 2021, Online Events:**

The project team and Alliance for Justice and Diversity organisations supported the Annual Friends For Life Pride Memorial in June 2020 and June 2021 as Virtual Events and Programmes – using Zoom and broadcast on Facebook Live.

**Output B12. Organizational strengthening – completed**

*Twelve leaders across the six AJD groups convene as a team bimonthly to monitor and manage project activity, engage in reciprocal coaching and support group activity during segments of those regular meetings; plan structured developmental or learning interventions for themselves twice yearly that address collectively identified priorities and develop joint management and information systems.*

**Topics/Activities covered:**

- **Activity B12.1 Convene leader team meetings, support groups & trainings - completed**
- **Activity B12.2 Select capacity-building consultant & develop business plan – amended**

This activity is led by all partners in AJD. Over the four years of the project, the AJD partners met regularly – monthly and bi-monthly team meetings to discuss the project, support each other’s activities and participate in capacity building and skill sharing workshops, while also pursuing opportunities for

sustainable funding. There was no need to develop a business plan since funding opportunities and support for organisations emerged in various ways since the project began. Notably, CAISO-led efforts to secure funding for shared services for NGOs and CSOs which the Cropper Foundation is currently leading with their IDB supported project called CSO Go.

#### *Community Organising pre- and post- Judgement - re: Decriminalisation of Sodomy Laws*

From February to April 2018, in the lead up to the Jason Jones judgement, the Politics and Justice Working Group (through the AJD) focused its attention on public sensitization around the facts of the case and its impact. Weekly meetings were held to strategize around a response to religious groups who began marching against the possibility of decriminalization. These meetings included many members of the community not regularly a part of activist or protest movements. Through the AJD, three demonstrations on Parliament were executed with the third one supported by hundreds of members of the community and allies and receiving extensive media coverage. The AJD used this media attention to clear up misinformation in the media and where appropriate to bring awareness to our Add All Three campaign. After the judgment members of the community continued to meet and shifted their momentum to Pride celebrations. The Pride Arts Committee was formed a separate group out of these meetings and in June and July over 40 pride events took place in July 2018 – many of which were supported, facilitated, or hosted by organisations and members of the AJD.

The organisations and members of the AJD generally met monthly at the multi-activity centre to monitor and manage project activity and collaboration on various activities from 2017 to 2020. Reciprocal coaching, support activities and data collection training have also taken place through skill shares and workshops as well as capacity building sessions.

#### *Skillshares and Workshops*

Project lead Angelique Nixon, and Project partner, Director of CAISO, Colin Robinson, facilitated the **CARIFLAGS leadership academy** which took place in **August 2018** hosted by The UWI IGDS St Augustine Campus and at the multi-activity centre in Belmont. The leadership academy included 14 participants representing 6 countries. Six members of the project team participated in addition to the facilitators. The team used this opportunity to engage transformational leadership strategies, change theory, action plans, and regional collaboration. The leadership academy continued with online mentorship, regional strategies and partnerships, and a second residential meeting held in **August 2019** facilitated by Project Lead Angelique Nixon and CAISO Director Omar Mohammed.

Project partner CAISO has initiated human rights trainings and activities through their own networks and fundraising. All members of the AJD and organisation leaders were invited to attend these trainings. Specifically, on 17<sup>th</sup> and 18<sup>th</sup> October, 2018 the ***Civil Society Collaborating on Human Rights: Strengthening Domestic Machinery & International Accountability*** training workshop was held. Presenters included Michelle Brathwaite, National Human Rights Officer in the Office of the United National Resident Coordinator for Barbados and the OECS and Rodje Malcolm, executive director of Jamaicans for Justice, a Jamaican NGO that has utilized regional and UN human rights mechanisms across various issues to advance human rights compliance in Jamaica. The Equal Opportunity Commission legal team was also part of the important discussion on human rights compliance in Trinidad and Tobago.

In March 2019 a debate took place in the Trinidad and Tobago House of Representatives on a proposed **Non-Profit Organisation Bill, 2019**. Many of the new proposals in the bill impose harsh fines, jail terms and onerous administrative obligations on non-profit organisations in the country including of course members of the AJD. Project partner CAISO participated in the drafting of a response paper to the bill

spearheaded by United Way's CSOs for Good Governance project and 40 civil society groups, offering comprehensive recommendations for reforming the bill. Extensive fact sheets and infographics were produced by CAISO and disseminated to the AJD team. An AJD training workshop on NGO health and the potential impact of the NGO bill was held in August 2019 with follow up assistance for organisations with accountants and other support for financial management. All AJD organisations received support and advice through the process of getting registered and in compliance with the NPO Act.

This work continued in 2020 and 2021 led by CAISO and the Cropper Foundation who developed a Civil Society Organisation Hub for shared services. This work continued beyond the Project through funds secured through the Arcus Foundation – specifically to support LGBTQI+ organisations in Trinidad and Tobago. This work continues beyond the project and reflects the importance of alliance building and organisational strengthening for small CSOs and the need for shared services.

## **Outcome D. LGBTQI protection in human rights legislation and policy ·**

### **Positively transformed norms about gender and violence.**

#### ***Output D13. Policy Agenda – completed with delays***

*AJD will publish its second policy agenda in advance of the opening of the 2018-19 parliamentary term that will define the LGBTQI community's short-term policy priorities, and buttress these with evidence and rationale. It will focus on the most politically feasible items and local solutions that would have strategic or significant impact on LGBTQI lives here.*

#### **Topics/Activities covered:**

- **Activity D13.1 Draft & publish policy agenda – completed with delays**
- **Activity B13.2 Lobby decisionmakers on agenda items – completed with delays**

This activity was led by CAISO in collaboration with all partners of AJD. After the decriminalisation decision in the Jason Jones judgment in April 2018 (a decision that the government has appealed to the Court of Appeal and possibly to the Privy Council in a process that will continue for years) the Attorney General took the position that 26 other laws will be affected by the Jason Jones judgment, so no further legislative reform or amendment on the issue will take place until the appeal process is complete. With the increased spotlight on the issue of sexual orientation, the willingness of decisionmakers to pass progressive legislative amendments or be publicly seen to have a firm position on the issue is limited. The AJD had to recalibrate its strategy around legislative and policy reform. Despite decriminalisation, many rights and access to recourse for breach of rights remain barred on the ground of sexual orientation. With the continued support from the Equal Opportunity Commission, the focus remains on advocating for amendment of the Equal Opportunity Act – with a clear message to add Age, Health Conditions and LGBTI Status. We continue to publicly call on decisionmakers to protect the rights of all citizens and residents.

In order to develop this 2020 Policy Agenda, CAISO held a community forum on 4 March 2020 to make collective decisions on the priority concerns for 2020. A working group was established after this event and a research consultant guided the process of a desk review of previous policy engagements. On AJD's behalf, CAISO and the Silver Lining Foundation hosted a second community forum, held virtually, called Talk Yuh Talk The Gay Agenda on 12 July 2020. The work, experiences, and research conducted by the AJD organisations over the last five years guided an open discussion of the draft agenda.

Based on the forum and consultations, the 2020 LGBTI Policy Agenda – 13 Action Points was launched online the following week just before Trinidad and Tobago’s 2020 General Election. After the election, AJD members revised and updated the Policy Agenda to reflect the newly formed government and cabinet as well as community engagement since July and more trans and intersex visibility. The 2020 LGBTI Policy Agenda 2.0 includes critical areas of concern that resonate with the previous agendas, reflects updates and more specific calls to action from the Government to address the following concerns: State Capacity and Training on Human Rights; Discrimination in and Access to Employment, Healthcare, Housing and Goods/Services; Poverty and Homelessness; Comprehensive Sex Education; Gender Based and LGBTI Violence and Policing; Legislative and Policy exclusions and blindspots.

*Problems Encountered/Delays:*

Given the changes in the social and political landscape post-decriminalisation, LGBTQI+ communities has experienced backlash and increased discrimination even in the midst of post-judgement that has essentially decriminalised same-sex relationships. In Year 2 of the project, the team and its partners were not able to pursue the creation of an LGBTI+ policy agenda as the focus remained on countering backlash and organising in 2018 and 2019 to support persons in the community. We changed strategies for the Policy Agenda and the Add All Three Campaign in order to engage community and media and develop greater awareness of the issues and challenges facing the LGBTI+ community. We also spent time developing coalitions and collaborations on shared human rights challenges to enhance cross-learning and intersectional approaches to human rights issues and concerns.

**OUTCOME C. Stronger cross-fertilisation and intersectionality, to facilitate innovation and the pursuit of sustained change**

**Output C14. Transforming Each Other’s Advocacy (Action Learning Course) - completed**

- **C14.1 Engage other human rights grantees, and plan & execute retreat for programme participants – completed**
- **C14.2 Select and plan out five ideas for community action campaigns – completed**
- **B15.1 Pay for actions – completed**

**“Transforming Each Other’s Advocacy” Course** included **22 participants and 7 facilitators representing 18 organisations/coalitions** from a wide spectrum of civil society working on human rights, social justice, governance and development. The SCJ Project and Veni Apwann (one of three leads in CSOs for Good Governance) joined forces to support structured clinical cross-learning activity on advocacy, with support from UNAIDS Caribbean and the Lloyd Best Institute. This collaboration increased the intersectionality and impact of both project activities, and it included in-kind contributions from another EU-funded project, CSOs for Good Environmental Governance (led by Cropper Foundation). The course engaged our development in building and transforming each other’s advocacy capacity through strategic thinking, effectiveness and collaboration, as well as dialogue and action.

Participants were drawn from stakeholders and recommendations from each of the projects. The participants represented the following organisations and coalitions – Consortium of Disability Organisations, Caribbean Youth Environmental Network, CSO Alliance – Laws for Us, Deaf Empowerment and Advancement Foundation, Fishermen and Friends of the Sea, Friends for Life, National AIDS Coordinating Committee, Network of NGOs for the Advancement of Women, Patient Advocate Mission, Trans Coalition, and Womantra.

**The course objectives and aims included:**

1. creation of a resource-pooling, horizontal mentoring and action-learning network across participating organisers and organisations;
2. funding, implementation by participants, and documentation of intersectional advocacy actions which also serve as learning tools/case studies;
3. strengthening peer support and networking, aimed at recognising and building existing local advocacy assets;
4. structured and informal exchanges with each other and with specialists from the United Nations and the Lloyd Best Institute, where groups deepen mutual understanding of each other's causes, social analysis and diverse advocacy experiences, explore methods used and lessons learned, and crowdthink local solutions.

These objectives and aims were accomplished through the following completed events: a **two-day inception event** (October 23-24, 2019); e-networking and coaching; and **two specialty sessions** - November 20th 2019 on **Governance and Mobilisation** led by Sunity Maharaj and January 28, 2020 on **Communication and Advocacy Capacity Building** led by Cedrienne Martin.

**Testimonials/Evaluations from Participants on "Transforming Each Other's Advocacy":**

- *"It has been, quite frankly I think, the most important period of my career as an advocate. I learned so much from the other groups and advocates who were involved. Not just about how other types of advocacy can work, and the challenges of other types of advocacy but I also learned a lot about myself, my strengths, my weaknesses and how best to channel my energy in the most productive and effective way as an advocate and how best to support others in civil society in their own advocacy work."*
- *"Not very often do I get to sit in a room with various stakeholders from a wide range of organizations. It really was an eye-opener for me in terms of the work that those other organizations do and the challenges that they face and how similar those are to the challenges that I face in my organization."*
- *"I can say that it was inspiring and encouraging and the people involved gave me a new sense of hope because there were so many young people who are very passionate."*
- *"The Advocacy Support Group been phenomenal because it has helped to validate our experiences as leaders in the sector and to address some of the issues that we have that nobody else ever asks about. So like even now, in this time of [COVID] crisis, we're reaching out to each other to support each other through whatever we're going through."*
- *"This course and the workshops sensitized me and alerted me to the different avenues that we can use to open the gate for more effective advocacy."*
- *"From an organizational point of view, it's put me in contact with persons who have been doing advocacy for a much longer period of time which means that I can gain information from their wisdom, from things that they have done before. It's just given me mentors that I can look up to, to help with the growth of my own NGO."*

These testimonials offer insights into the importance of Transforming Each Other's Advocacy (TEOA) Action Learning as an intersectional, cross-learning, social justice model for collaborative support, meaningful solidarity, and knowledge exchange.

### **Output C15. Action Campaigns (completed with delays) and B15.1 Community Actions (completed)**

**GBV Community Actions** are linked in this work package as connected to campaign microfinance but not directly part of the Transforming Advocacy course but scheduled around the same time in the project. Following GBV training and video production, the CBOs and men who participated in the GBV training planned and implemented unique community-based actions that deployed the videos and trainees into dialogue and education with men and women in the men's communities. The CBOs and their workers gained new tools to engage with GBV. The UWI directly paid the costs of these activities for each GBV community action. **The four actions were completed during 16 Days of Activism 2019 and were successfully hosted by student organisations and community groups.**

**Action Campaigns (Transforming Each Other's Advocacy)** engaged intersectional approaches to human rights issues and concerns. These were chosen by the participants and facilitators of TEOA and include: "Healthcare Training Workshop on Sex & Gender Diversity"; "Human Rights meet Climate Action"; "Support Groups for Advocates"; "Extractive Industries Media Campaign"; "Youth Access to SRHR (Sexual and Reproductive Health and Rights) Media Campaign". An additional campaign was selected by facilitators to support the Alliance for State Action to End GBV and a Radio Ad Campaign to raise awareness about the Domestic Violence Act Amendment. The "Support Group for Advocates" included 16 participants across two cycles and in groups of 8 (*12 sessions for each group*) and switched to virtual meetings since the COVID-19 lockdown. The Healthcare Training Action began with a focus group held in Dec 2019 and Training Workshops were scheduled in March 2020, but had to be postponed.

*Problems/Delays:* Due to the COVID-19 lockdown and pandemic, the actions all had changes and major adjustments but were still completed with clear results and remain part of the project's outputs that can be replicated and used by all organisations for future work.

### **ACTION CAMPAIGNS - COMPLETED**

1. "[\*\*Radio Ads – DV Act Amendments\*\*](#)" – Five radio ads that shared public messages on the DV Act Amendments to raise awareness in **June 2020** during the Parliament debates and meetings to finalise the amendments. This action was a strategic one given the political climate and recent actions by the new coalition of organisations (Alliance for State Action to End GBV) working on GBV to hold the state more accountable.
2. "[\*\*Support Group for Advocates\*\*](#)" – 12 sessions over 6 months with 16 participants in 2 groups, facilitated by clinical psychologist (included **TEOA Facilitators and Participants**): Group One (Dec 2019 – June 2020) | Group Two (March to September 2020). **All were private and confidential.**
3. "[\*\*Thrive Together – Refugee Rights Campaign\*\*](#)" for 16 Days of Activism Against GBV – intersectional action on social media led by WOMANTRA (**25 Nov to 10 Dec 2020**).
4. "[\*\*Youth Shell-tering: Exploring Youth Access to Sexual Reproductive Health.\*\*](#)" Instagram media campaign during Adolescent Health Week (**22-26 March 2021**). Action developed by Womantra in partnership with the TT Youth Advocacy Network and SCJ Project team.



5. ***"Ensuring a Culture of Care - Healthcare Training on Sex and Gender Diversity"*** - 5 Modules, 5 Day Training, **25-29 January 2021 (80 Participants - completed all five days and included healthcare workers and civil society members working on healthcare issues)** - organised by the SCJ Project team and Trans Coalition in partnership with the Northwest Regional Health Authority. (See selected evaluations from the Training below)

**Post-Evaluations of Healthcare Training – All Participants invited to complete an evaluation – 22 people responded describing their overall experiences and main takeaways.**

**Here are selected responses:**

- ❖ *Thoroughly enjoyed the week long sessions, very informative, and the examples and case studies were very helpful. I believe continued sessions specifically with mental health professions on working directly with members of the LGBT+ community is important to avoid members of the community not being satisfied with the level and quality of service being offered.*
- ❖ *My overall experience was spectacular and I'm looking forward to further my studies in this topic. The health system should make this mandatory to the health sector as well as available from secondary school level curriculum.*
- ❖ *I found this 5 day session to be very interesting and rewarding, I came in knowing little about the LGBTQI+ and mental health. And now I find myself more comfortable in these areas, doing these sessions has really opened my mind.*
- ❖ *The training was well structures and exceeded my expectations. This entire training allowed for more insight into the LGBTQ+ community and created more understanding and empathy. I strongly believe that this type of education is greatly needed among existing and future persons that become involved in a health care environment.*

**Outcome D. LGBTQI protection in human rights legislation and policy - Positively transformed norms about gender and violence.**

***Output D16. Social messaging items – completed***

*Catchphrases on the Project's four key themes will be branded on an estimated 200 bags, 400 shirts and 1,000 bags.*

**Topics/Activities covered:**

- **Activity D16.1 Design and test messages – completed**
- **Activity D16.2 Order and disseminate items – completed with amendments**

The numbers had to change based on pricing and availability of products. The Politics and Justice working group led the finalising of the messages using the Key Themes of the Project activities. These included: *"Stronger Families" | "Consent Specialist" | "Pull Up Yuh Bredren" | "Add All Three – Amend the EOA" | "The Homosexual Agenda – 1. Buy Crix 2. Spend Time with Family 3. Work for Equality" | "Love More, Judge Less" | "Keep Safe"* – all with "Sexual Culture of Justice" and project logo.

The first round of 100 T-shirts and 200 bands were distributed for free at the first Pride Fair and Parade on 27 July 2018. Most of the shirts and bands were distributed during the Pride Parade and related Pride activities. Positive feedback was received from the messages on both the Shirts and Bands. The second round of 100 T-shirts were ordered in time for the International Women's Day Rally & March 2019 - with

new messages - and all were distributed at that event. The third round of messages on T-shirts was finalised for Year 3 Activities. 200 T-Shirts were ordered and received. These were used for 16 Days of Activism 2019, IWD 2020 and Add All Three campaign activities. Third batch of T-shirts were in circulation and used for activities in 2020.

#### *Problems/Delays:*

First set of bags and second set of bands were supposed to be ordered for final activities. However, due to the COVID-19 pandemic and restrictions on public events and gatherings, the social messaging was transformed into digital messages for the remaining time of the project and were used to promote final online activities and closing symposium, as well as the project Instagram page and project portal.

#### **Output D17. Media appearances – completed**

*Trinidad & Tobago's over-saturation with mass media allows strategists easy access to command messaging on an issue. Across the Project, IGDS, the co-applicants and participants will consistently take advantage of this to gain news and feature coverage, and to appear on the airwaves with crafted messages.*

#### **Activity D17.1 Appear in/speak to the media**

Many media appearances have been made by the project team and partner organisations during this period. Members of the AJD organisations were featured in national newspapers, radio shows, and television news. Each of the partners have engaged the media in various ways since the start of the project through advocacy, interviews, editorials, and campaigns. The AJD organisations have also made media appearances through featured stories, news interviews, and offering comments on many related issues that media calls upon and asks for responses. These have been reported throughout the project in interim reports through citations and saving of PDFs for reports. Target of 75 appearances have been exceeded in the four years of the project.

Here is a list of **key and selected media engagements (in reverse chronological order)** (see Appendix for PDFs where relevant and citations below with links where relevant):

#### **Newspaper, TV, Radio, Social Media – Interviews, Columns, and Editorials**

1. Nixon, Angelique. TV Interview. WEGN. International Women's Day. 8 March 2021.
2. Nixon, Angelique and Renuka Anandjit. "When Enough is Enough – Rising Up Against GBV." *Stabroek News*. 15 February 2021.
3. Radio Interviews for Add All Three Campaign. Nov and Dec 2020 and Jan 2021.
4. Nixon, Angelique. Radio Interview. 95.5FM. Human Rights Day. 10 December 2020.
5. Nixon, Angelique and Karyn Diaz. "Tangled Webs: Gender Based Violence, Xenophobia and Migration." *Stabroek News*. 7 December 2020.
6. Nixon, Angelique. TV Interview. NOW Morning Show. TTT. "Let's Talk Consent." 25 August 2020.
7. Elysse Marcellin and Angelique Nixon. TV Interview. TTT News. Special: COVID-19 Pandemic and Sex and Gender Justice. Interview with Dike Rostant. 13 August 2020.
8. Neaves, Julien. "CADV wants protection from domestic abuse for all." *The Trinidad and Tobago Newsday*, June 25th, 2020. <https://newsday.co.tt/2020/06/25/cadv-wants-protection-from-domestic-abuse-for-all/>

9. The Silver Lining Foundation. “#RaiseTheFlag.” Facebook, June 24th, 2020. <https://www.facebook.com/notes/the-silver-lining-foundation/raisetheflag/2921775021277720/>
10. Nixon, Angelique V. “Black Lives Matter – What does it mean for us in the Caribbean?” *Stabroek News*. 16 June 2020. <https://www.stabroeknews.com/2020/06/15/features/in-the-diaspora/black-lives-matter-what-does-it-mean-for-us-in-the-caribbean/>
11. Neaves, Julien. “Womantra: Sexual assault exposers page can be critical network.” *The Trinidad and Tobago Newsday*, June 6th, 2020. <https://newsday.co.tt/2020/06/06/womantra-sexual-assault-exposers-page-can-be-critical-network/>
12. Nixon, Angelique. Radio Interview. Over the Hump. TriniGoodMedia. “Black Lives Do Matter.” 4 June 2020. <http://trinigoodmedia.com/2020/06/04/black-lives-do-matter/>.
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15. Douglas, Sean. “Coalition against flogging to solve crime.” *The Trinidad and Tobago Newsday*, May 27<sup>th</sup>, 2020. <https://newsday.co.tt/2020/05/27/coalition-against-flogging-to-solve-crime/>
16. Robinson, Colin. “Colin Robinson: In his own words.” *The Trinidad and Tobago Newsday*, May 26<sup>th</sup>, 2020. <https://newsday.co.tt/2020/05/26/colin-robinson-in-his-own-words/>
17. Allen-Agostini, Lisa. “Colin Robinson: Doing the work of memory.” *The Trinidad and Tobago Newsday*, May 24<sup>th</sup>, 2020. <https://newsday.co.tt/2020/05/24/doing-the-work-of-memory/>
18. Hosein, Gabrielle and Nixon, Angelique. TV Interview. *The UWI TV*. Gender and COVID-19 Response. 14 May 2020.
19. Nixon, Angelique V. “Caribbean Vulnerability and Survival in Times of COVID-19.” *Stabroek News*. 27 April 2020. <https://www.stabroeknews.com/2020/04/27/features/in-the-diaspora/caribbean-vulnerability-and-survival-in-times-of-covid-19/>
20. *LOOP NEWS*. “CAISO tells LGBTQI to be cautious after three held for robbing gay men.” March 10, 2020. <https://www.looptt.com/content/caiso-tells-lgbtqi-be-cautious-after-three-held-robbing-gay-men>
21. Doughty, Melissa. “Power in action.” *The Trinidad and Tobago Newsday*. March 5, 2020. <https://newsday.co.tt/2020/03/05/power-in-action/>
22. Nixon, Angelique. Radio Interview. 95.5FM. Interview with Ardene Sirjoo. On IWD Women’s Rights Rally. 4 March 2020.
23. Richards, Faine. “PM petitioned to take action on domestic violence.” *Trinidad and Tobago Guardian*. 29 Feb 2020. <https://www.guardian.co.tt/news/pm-petitioned-to-take-action-on-domestic-violence-6.2.1067862.24106be357>
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25. Nixon, Angelique. Radio Interview. 102FM. Interview with Tony Frazier. On Same Sex Parenting. 15 January 2020.
26. Hosein, Gabrielle. “High hopes for GBV Unit.” *The Trinidad and Tobago Newsday*, January 15th, 2020. <https://newsday.co.tt/2020/01/15/high-hopes-for-gbv-unit/>
27. Connelly, Corey. “Activists welcome new gender-based police unit.” *The Trinidad and Tobago Newsday*, January 11th, 2020. <https://newsday.co.tt/2020/01/11/activists-welcome-newgender-based-police-unit/>
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31. Robinson, Colin. "In pari materia backatcha." *The Trinidad and Tobago Newsday* 31 March, 2019 <https://newsday.co.tt/2019/03/31/in-pari-materia-backatcha/>
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34. Bridglal, Carla. "March of the sisterhood: Rally promotes women and gender rights." *The Trinidad and Tobago Newsday* 10<sup>th</sup> March, 2019 <https://newsday.co.tt/2019/03/10/march-of-the-sisterhood/>
35. De Souza, Janelle. "Don't Fat Shame Me." *The Trinidad and Tobago Newsday* 10<sup>th</sup> March, 2019 <https://newsday.co.tt/2019/03/10/dont-fat-shame-me/>
36. Morning Brew with Akash Samaroon. TV Interview with Angelique Nixon. Discussion on International Women's Day. CNC3. 8<sup>th</sup> March 2019.
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38. Boodram, Kim. "Caribbean unites for abortion law reform in Jamaica." *The Trinidad Express*. 8<sup>th</sup> March 2019 <http://trinidadexpress.tto.newsmemory.com/publink.php?shareid=0be7844f6>
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77. Neaves, Julien. “LGBTI+ groups march today against ‘fearmongering’ by churches” *The Trinidad and Tobago Newsday* 9<sup>th</sup> April, 2018 <https://newsday.co.tt/2018/04/09/lgbti-groups-march-today-against-fearmongering-by-churches/>
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79. Nixon, Angelique. Radio Interview. 91.1 FM. Regional March against GBV. 16 March 2017.
80. Nixon, Angelique. Radio Interview. 95.5 FM. On Violence against Women. 12 March 2017.
81. Nixon, Angelique. TV Interview. CTV. Good Morning Trinidad and Tobago. Life in Leggings Women’s Rights March for IWD. 10 March 2017.
82. Nixon, Angelique. Radio Interview. 102 FM. Life in Leggings Regional March. 8 March 2017.
83. Nixon, Angelique. Radio Interview. 91.1 FM Talk Radio. Discussion on International Women’s Day and Regional March against Gender Based Violence. 8 March 2017.

### Fact Sheets / Press Releases

1. Media Release – Curated Conversations – Sexual Culture of Justice – Closing Symposium. 10 March 2021. Prepared by Angelique Nixon
2. CAISO Media Release - “Add All Three!” — Radio and Social Media Ads Champion New Protections against Discrimination for the Equal Opportunity Act. Prepared by Angelique Nixon. 9 April 2020.
3. IGDS Fact Sheet: Issue One - “[Sexual Harassment and Consent](#)”. February 2020. Prepared by Angelique V. Nixon and Sue Ann Barratt.
4. Media Release – “GBV Community Actions – 16 Days of Activism.” Sexual Culture of Justice Project. 25 Nov 2019. Prepared by Angelique Nixon.
5. CAISO Press Release – Joy, Vulnerability, Re-Focus on Parliament Follow the Court Ruling Ending Criminalization of Consensual Sex. [Facebook Note](#). Prepared by Colin Robinson. 14 April 2018.
6. CAISO Press Release – Responds to the Buggery Case with Protests to Keep Calm and Share the Nation. [Facebook Note](#). Prepared by Colin Robinson. 16 March 2018.
7. Media Advisory – “Showcase of Education Videos, Digital Archive, Parent & Teacher Interventions, Lifestories & Legislative Campaign to Transform T&T Sexual Culture to one of Justice” – Prepared by Angelique Nixon. Dec 2018.
8. Media Release – The UWI and Civil Society Organisations build “A Sexual Culture of Justice” through transformative approaches to partner violence, homophobia, bullying and policing. Prepared by Angelique Nixon. 24 May 2017.

**Output D18 Radio Ads – completed****Topics/Activities covered:**

- **Activity D18.1 Develop and produce radio ads – completed with delays and additional funding**
- **Activity D18.2 Air ads – completed with delays and additional funding**

Radio Ads are a fundamental part of the Add All Three campaign led by CAISO. The Radio Ads as an activity was expanded with supplemental grants that have helped to develop a social media dimension to the campaign which was launched strategically before and after the 2020 election season to build public awareness about these issues. We built new coalitions and champions for the campaign and this has transformed our strategies and messaging. CAISO secured additional grant funds to support the production of radio ads using champion voices. The campaign had to change with the social and political climate, which changed since decriminalisation and increased backlash on LGBTQI communities. The timing and strategies of the campaign were revamped through champion voices and more strategic engagements for public awareness. Using the CAISO small grant from the CSOs for Good Governance, production of **four radio ads was completed in December 2019** and an **animated video completed in March 2020**.

CAISO's additional grant supported the production of radio ads using champion voices and a third wave of ads for greater impact. The social and political climate has changed since decriminalisation and the campaign was adjusted with more strategic timing – radio ads and social media products to launch post-Carnival 2020, leading up to national elections. The first wave of **64 spots aired in March 2020** in prime morning and evening on **four TBC Guardian Media Ltd stations: Slam 100.5FM, Vibe 105FM, Sangeet 106.1FM and Remix 95.1FM**.

*Problems Encountered / Delays:*

The COVID-19 pandemic delayed the roll out of waves two and three, but they were completed in 2020. The second wave of **62 rotations aired in November 2020** in prime morning and evening on **two stations TAJ 92.3FM and HOTT 93FM**. The final third wave of **56 rotations aired on two stations December 2020** in prime morning and evening on **Gem Stations i95.5FM and Red 96.7FM**.

The radio ads were delayed due to strategic re-visioning of the campaign to align with the need for greater public awareness of the EOC and the demand for amendments. Further details outlined below of the Add All Three campaign and the social and political landscape changes due to decriminalisation.

**Public Events | Media Campaigns | Demonstrations (outputs beyond expectations)****Add All Three to the EOA. Radio Advertisements and Social Media Campaign. Led by CAISO.**

- **Three Waves of Radio Ads in 2020.** The radio ads aired on eight different popular stations with different target audiences to reach different people: first wave in **March 2020 (61 rotations)**, second wave in **November 2020 (62 rotations)**, and third wave in **December 2020 (56 rotations)**.
- **Animation. Launched on Facebook. April 2020.**  
<https://www.facebook.com/watch/?v=499000710977684>

**Description of Campaign:** The **Add All Three to the EOA Campaign** is a call by a broad coalition of organisations to add protections based on LGBTI status, as well as age and health conditions, to the 20-year-old law. The Equal Opportunity Commission has made similar recommendations since 2011. Expanding the law’s protections to include overlooked groups has also been a recommendation of every major international human rights review that Trinidad & Tobago has undergone since 2000. Over 25 diverse domestic and regional groups have championed these legislative amendments in various ways over recent years.

Notwithstanding the significance of Justice Rampersad’s ruling in 2018 in *Jones v AG of Trinidad and Tobago*, the LGBTI+ community remains at risk of discrimination and violence. There is, to date, no legislation which explicitly offers protection on the basis of sexual orientation or gender identity. CAISO has been advocating for legislative changes, particularly of the Equal Opportunity Act, to expand protections for LGBTI+ people. The Equal Opportunity Commission and Tribunal safeguard rights by receiving, conciliating, and adjudicating complaints of discrimination in accommodation, service provision, education and employment, on specific grounds. There is no cost or lawyer needed to file an EOC complaint. However, under the Act, the EOC can only receive complaints related to sex, race/ethnicity, disability, origin, religion and marital status. Those facing unfair discrimination because of age, because of a health condition (e.g. someone living with HIV, cancer, diabetes, facing a complicated pregnancy, or recovering from COVID-19), or because they are lesbian, gay, bisexual, transgender, or intersex are not accommodated by the equal opportunity machinery. As such, LGBTI+ people remain vulnerable to being discriminated against in relation to employment, housing, education, and when accessing goods or services such as health care.

**So how do we Add All Three?** The EOC and the Office of the Attorney General have already drafted the legislative amendment to **Add All Three**. What’s needed is a cross-section and coalition of supporters to apply pressure on the AG to prioritise introducing this amendment. **Who has supported adding all three?** Both the American Chamber of Commerce of T&T and the Amalgamated Workers Union have been leading champions of **adding all three**. A campaign which a group of NGOs—the Association of Civil Society Organisations of T&T, the Caribbean Centre for Human Rights, the CEDAW Committee of T&T, the Family Planning Association, the Living Water Community, Mental Health Matters, Squeaky Wheels and the Women’s Institute for Alternative Development, and others— have engaged in around the United Nations Universal Periodic Review included **adding all three protections to the Equal Opportunity Act as a priority for human rights obligations**.

#### **Radio Ads and Animation (Output D18 with Expanded Campaign)**

Spokespeople from the Amalgamated Workers Union and Coalition on Domestic Violence, a community leader living with HIV and a young filmmaker are raising their voices on radio and social media calling on Parliament to **amend the Equal Opportunity Act of 2000 to add three groups of people left out of the law’s protections against discrimination**. Public service advertisements saying “Add All Three” aired across more radio stations in March, November and December 2020. These same ads were launched across social media through an animation in April 2020 that shares these same messages and champion voices. In these messages, four “champions,” Shinelle Ambris, Roberta Clarke, Conrad Mitchell and Steve Theodore, voice the call of a broad coalition to **add discrimination based on age, health conditions and LGBTI status to the 20-year-old law**. These messages have been shared across social media along with an animation that shares these champion voices.



**SILVER LINING FOUNDATION. [Comprehensive Sex Education](#). PSA Video. 2021.**

Comprehensive Sex Education (CSE) is about more than information on physical and sexual health; it is inclusive, touching on aspects of sex, sexual identity, gender identity & expression and culture. CSE works to action a positive shift in the attitudes, mindset and behaviours of everyone. This campaign is intended to provide the much-needed resources that the parents of our young people desperately need. Visit [www.silverliningtt.com/learn](http://www.silverliningtt.com/learn) for further Comprehensive Sex Education resources.

**WOMANTRA. [Rights Deconstructed: National Policy on Gender and Development](#). 2020.**

The rights-based campaign was designed to examine, critique, and educate the public on aspects of their rights as Trinidad and Tobago citizens. Using an intersectional approach, WOMANTRA identified 6 key themes that are critical to the success of a national gender policy and using their originally designed grading system or rubric, they offered some perspective on the current strengths and gaps in the policy and how it can be improved to align more closely with international standards and human rights. Launched on 9<sup>th</sup> March 2020.

**ALLIANCE FOR STATE ACTION TO END GENDER BASED VIOLENCE**

Coalition started in January 2020 and includes over 20 Civil Society Organisations (Project Lead The UWI IGDS and project partners CAISO, Silver Lining Foundation, and Womantra are key organisers)

**IWD Walkout for Women. March from City Gate to Woodford Sq. 8 March 2021.**

<https://newsday.co.tt/2021/03/08/walkout-marchers-demand-safety-respect-for-women/>

**Demands to the Government for State Action to End GBV. Updated February 2021:**

<https://caisott.org/demands-for-state-action>

**Demonstration at the IWD 2020 – Power in Action – Women’s Rights Rally and March. 8 March 2020.**

<https://www.facebook.com/watch/?v=197807894877042>

**Raise Your Voice – Orange Day – Remembrance of Victims of Gender Based Violence.****25<sup>th</sup> January 2020. Gathering and Demonstration at Woodford Sq. led by CAISO and WOMANTRA.**

- De Souza, Janelle. “State fails to save women.” *The Trinidad and Tobago Newsday*, January 26 2020. <https://newsday.co.tt/2020/01/26/state-fails-to-save-women/>
- **Paper and Online Petition** - Six Demands to the Government of Trinidad and Tobago to Address the Alarming National Crisis of Gender Based Violence. Presented 1,730 Signatures to the Prime Minister at White Hall. 28 February 2020.
- Richards, Faine. “PM petitioned to take action on domestic violence.” *Trinidad and Tobago Guardian*. 29 Feb 2020. <https://www.guardian.co.tt/news/pm-petitioned-to-take-action-on-domestic-violence-6.2.1067862.24106be357>

**SEXUAL CULTURE OF JUSTICE PROJECT - SHOWCASE AND MEDIA LAUNCH**

The [SCJ Project Showcase and Media Launch](#) took place on **Human Rights Day 10th December 2018**. Members of the media were in attendance and the event was featured in the nightly news that evening as well as the daily newspapers the following day. Participants and facilitators from our Teacher Training, Family Groups, GBV peer training and Add All Three Champions activities all presented on their participation and experiences with the project activities. Materials created for the SCJ Project Showcase and Media Launch included the promotional Flier, Programme, and Project Brochure.

**ALLIANCE FOR JUSTICE & DIVERSITY****Stand with Us Demonstrations**

- **House of Parliament. March – April 2018.**
  - <https://newsday.co.tt/2018/04/10/lgbt-community-and-allies-make-bold-statement/>
  - <https://tt.loopnews.com/content/human-rights-groups-meet-outside-parliament-against-buggery-laws>
- **Hall of Justice. 12 April 2018.**
  - (extensive media coverage included Output D17 - list of media appearances)

**2.3 Describe if the Action will continue after the support from the European Union has ended. Are there any follow up activities envisaged? What will ensure the sustainability of the Action?**

Many follow up activities are planned and in progress – explained throughout the report where relevant. These include the following selected activities led by partner organisations and project lead researcher:

1. Lifestories Publications in Progress (Angelique Nixon)
2. Knowledge E-Portal – Caribbean Sexualities (Caribbean IRN | Angelique Nixon)
3. Short Course on Diverse Gender and Sexualities (The UWI IGDS | Angelique Nixon)
4. GBV Training (The UWI IGDS | CAISO | Angelique Nixon)
5. Teacher Training (Silver Lining Foundation | The UWI IGDS)
6. School Survey Recommendations (Silver Lining Foundation | Alliance for Justice and Diversity)
7. Family Groups – Stronger Families (Silver Lining Foundation)
8. Police Toolkit and Training (Womantra | Alliance for Justice and Diversity)
9. Policy Agenda Advocacy (CAISO | Alliance for Justice and Diversity)
10. Healthcare Training (CAISO | Friends for Life | Transgender Coalition)
11. Add All Three Campaign (CAISO | Equal Opportunity Commission | Alliance for Justice and Diversity)

**2.4 Updated Logframe Matrix:**

**Attached in separate document.**

2.5 Explain how the Action has mainstreamed cross-cutting issues such as promotion of human rights,<sup>4</sup> gender equality,<sup>5</sup> democracy, good governance, children’s rights and indigenous peoples, environmental sustainability<sup>6</sup> and combating HIV/AIDS (if there is a strong prevalence in the target country/region).<sup>7</sup>

The **overall action and intervention logic** of this project was *to have the impact of mitigating violence, legal discrimination, bullying and homelessness related to sexuality and to gender norms and stereotypes*. This **community-university collaboration** provided **four years of support** for some of the longest-standing and newest local efforts to transform approaches to partner violence, homophobia, bullying and policing, while building partnerships and organisational capacity (especially for small CSOs). Overall, this project produced new local/regional analysis and solutions for ways to approach gender based violence and LGBTI discrimination. These approaches were best seen through the intersectional

<sup>4</sup> Including those of people with disabilities. For more information, see ‘Guidance note on disability and development’ at [https://ec.europa.eu/europeaid/disability-inclusive-development-cooperation-guidance-note-eu-staff\\_en](https://ec.europa.eu/europeaid/disability-inclusive-development-cooperation-guidance-note-eu-staff_en)

<sup>5</sup> [https://ec.europa.eu/europeaid/toolkit-mainstreaming-gender-equality-ec-development-cooperation\\_en](https://ec.europa.eu/europeaid/toolkit-mainstreaming-gender-equality-ec-development-cooperation_en)

<sup>6</sup> Guidelines for environmental integration are available at: [https://ec.europa.eu/europeaid/sectors/economic-growth/environment-and-green-economy/climate-change-and-environment\\_en](https://ec.europa.eu/europeaid/sectors/economic-growth/environment-and-green-economy/climate-change-and-environment_en)

<sup>7</sup> Please refer to EC Guidelines on gender equality, disabilities, etc.

action campaigns, education materials, training toolkits and workshops, as well as the research activities that produced data needed to support calls for gender and sexual justice policy and legislative changes. The methodology of our activities were rooted in transformational education, empowerment, Caribbean feminist praxis, and self-directed and creative action. The action therefore advanced the cross-cutting issues of human rights and gender equality. Overall the project reveals effectiveness of the intervention logic and sustainability of the work to create transformation and long term social change in advancing human rights and gender and sexual justice.

**2.6 How and by whom have the activities been monitored/evaluated? Please summarise the results of the feedback received from the beneficiaries and others.**

Activities have been monitored and evaluated by the project team where needed and relevant. Those activities such as the GBV training, teacher training, TEOA action learning course, IGDS short course, Healthcare training, and others all included M&E (such as pre- and post-evaluations) in order to receive feedback from beneficiaries. Feedback has been reported on regularly in interim reports. Overall feedback has been incredibly positive with useful suggestions for improvement. Most of the feedback on the project's over 20 connected activities and actions has revealed benefits and clear engagement with the action in working for change and social justice. Given that 11 activities continue in one way or another beyond the project reveals effectiveness of the intervention logic and sustainability of the work to create transformation and long term social change in advancing human rights and gender and sexual justice. Interim reports include detailed post evaluations across the activities. This final report includes selected feedback for activities held in the last year of the project. The Appendices include post-evaluations for those activities that included M&E.

**2.7 What has your organisation or any actor involved in the Action learned from the Action and how has this learning been utilised and disseminated?**

The UWI IGDS has learned much from the Action in terms of alliance and community building and working with civil society partners. These lessons continue to guide the IGDS and our work and support of civil society and future projects. The project team has learned many lessons on how we build stronger coalitions and alliances through meaningful solidarity and shared politics and agendas. We continue to work together in various ways and these lessons have guided our process of working together and being strategic in our advocacy.

**2.8 Please list all materials (and number of copies) produced during the Action on whatever format (please enclose a copy of each item, except if you have already done so in the past).**

**Materials are included in the Appendices and linked throughout this report. These materials were distributed through various activities and as the majority are online – they will continue to be utilised.**

- [Online Knowledge E-Portal](http://portal.caribbeansexualities.org): portal.caribbeansexualities.org. Website
- GBV Training & Media Creation #PullUpYuhBredren Campaign - [Five Video PSAs](#). MP4s
- [“Safer Schools Teacher Training”](#) toolkit and facilitator guide – PDF Files:
  - Printed Take Home Toolkits – 100 copies
  - Printed Facilitator Toolkits – 30 copies
- [Stronger Families group and individual therapy](#) – Workbook – PDF File
- National Survey of Bullying and Gender Based Violence – Quantitative Study:

- Survey Questionnaire – Printed for the Data Collection – 2500 copies
- [Report of Findings and Recommendations](#) – PDF File and Social Media Graphics
- Collected [18 Lifestories of working-class LGBTIQ people](#) – Qualitative Study
  - Presentation of Findings – IGDS Seminar – Video
- Radio Ads and Animation for the [“Add All Three to the EOA”](#) – MP3s and Video
- [2020 Alliance for Justice and Diversity LGBTIQ Agenda – 13 Policy Actions](#)
  - PDF document, Social Media graphics, Websites
- “Transforming Each Other’s Advocacy” (TEOA) [Action-Learning Course](#)
  - Course Outline and Materials
- *TEOA Action Campaigns:*
  - [“Radio Ads – DV Act Amendments”](#) – MP3s
  - [“Support Group for Advocates”](#) – Model Designed by Facilitator
  - [“Thrive Together – Refugee Rights Campaign”](#) – Social Media Graphics
  - [“Youth Shell-tering: Exploring Youth Access to Sexual Reproductive Health”](#) – Social Media Graphics and Captions
  - [“Ensuring a Culture of Care - Healthcare Training on Sex and Gender Diversity”](#) – 5 Modules - Training Materials and Videos
- Short Course – [Diverse Genders and Sexualities in the Caribbean](#) - 6 Modules
  - Course Curriculum and Materials
- Final Closing Symposium – [Curated Conversations – Reflections, Challenges and Lessons in Working Towards a Sexual Culture of Justice](#)
  - Facebook Live Videos and YouTube

2.9 Please list all contracts (works, supplies, services) above € 60 000 awarded for the implementation of the Action since the last interim report if any or during the reporting period, giving for each contract the amount, the name of the contractor and a brief description on how the contractor was selected.  
- NOT APPLICABLE

### 3. Beneficiaries/affiliated entities and other Cooperation

3.1. How do you assess the relationship between the beneficiaries/affiliated entities of this grant contract (i.e. those having signed the mandate for the Coordinator or an affiliated entity statement)? Please provide specific information for each beneficiary/affiliated entity.

#### **Beneficiary(ies) and affiliated entity(ies):**

- Coalition Advocating for Inclusion of Sexual Orientation (CAISO) – strong project partner who completed all activities and supported the project fully. Continued relationship as a leading LGBTI+ civil society organisation and lead convener of the Alliance for Justice and Diversity. CAISO continues their work building upon the activities completed.
- Women’s Caucus of Trinidad and Tobago – supportive partner and worked on joint activities through Alliance for Justice and Diversity (did not have a lead role in any activities).

- The Silver Lining Foundation (SLF) – strong project partner who completed all activities and supported the project fully. Continued relationship as a leading LGBTI+ civil society organisation and partner organisation of the Alliance for Justice and Diversity. SLF continues their work building upon the activities completed.
- Womantra – strong project partner who supported the project fully and completely. Continued relationship as a feminist civil society organisation and partner organisation of the Alliance for Justice and Diversity. Womantra continues their work building upon the activities completed.
- Friends for Life (FFL) – strong project partner who completed all activities and supported the project fully and completely. Continued relationship as a leading LGBTI+ civil society organisation and partner organisation of the Alliance for Justice and Diversity. FFL continues their work building upon the activities completed.
- I Am One -- – supportive partner and worked on joint activities through Alliance for Justice and Diversity (did not have a lead role in any activities).

3.2. Is the **above agreement between the signatories** to the grant contract to continue? If so, how? If not, why?

Agreement between signatories for the purposes of this grant has ended in many ways. Regardless, the work of joint and supported activities across the Alliance for Justice and Diversity continues through the shared policy agenda, campaigns, knowledge products, research, and community building work. The UWI IGDS remains an important partner and collaborator with civil society particularly in the work advancing human rights and gender justice.

3.3. How would you assess **the relationship between your organisation and State authorities** in the Action countries? How has this relationship affected the Action?

The relationship between The UWI IGDS and state authorities is generally cooperative with the IGDS often called upon to provide support, training, and research for issues related to gender.

3.4. Where applicable, **describe your relationship with any other organisations** involved in implementing the Action:

- Final beneficiaries and target groups – impact and outputs of the Action are made clear throughout this final report on activities; relationships have been sustained and built throughout the project with clear engagement and meaningful solidarity and support.
- Other third parties involved (including other donors, other government agencies or local government units, NGOs, etc.) – unofficial partners (including CSOs, government agencies, and regional networks) were included as beneficiaries and supported the project activities where possible and invited to build with formal project partners.

3.5. Where applicable, **outline any links and synergies** you have developed with other actions.

Links and Synergies are described in the reporting on activities above where relevant particularly through the Transforming Each Other's Advocacy Course and the Add All Three Campaign.

3.6. If your organisation has received previous EU grants in view of strengthening the same target group, in how far has this Action been able to build upon/complement the previous one(s)? (List all previous relevant EU grants). **NOT APPLICABLE**

3.7. How do you **evaluate cooperation** with the services of the Contracting Authority?

Cooperation with the services of the Contracting Authority has been supportive for the Action.

#### 4. Visibility

**How is the visibility of the EU contribution being ensured in the Action? The European Commission may wish to publicise the results of Actions. Do you have any objection to this report being published on the EuropeAid website? If so, please state your objections here.**


No objections but please be sure to link to the project outputs found on the portal.

#### 5. Location of records, accounting and supporting documents

**Please indicate in a table the location of records, accounting and supporting documents for each Beneficiary and affiliated entity entitled to incur costs.**

The UWI Bursary has all records, accounting and supporting documents. Further, the Project Lead has all records, accounting and supporting documents in paper and electronic copies that are stored under in secure Dropbox folders.

**Name of the contact person for the Action: Dr. Angelique Nixon**



Signature:

**Location: Trinidad and Tobago**

**Date report due: 30 June 2021**

**Date report sent: 30 September 2021**