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2021

ANNUAL
REPORT



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@transwaveja



Kingston, Jamaica



+1(876)-678-8242



hello@transwaveja.org

Contents

ABOUT TRANSWAVE

1

STRATEGIC PRIORITIES

2

STRATEGIC OBJECTIVES

3

ADMINISTRATION & FINANCE

4

PROGRAMMES & ADVOCACY

6-18

Policy, Advocacy & Research

Outreach & Community Engagement

Media & Communications

2021 DONORS & GRANTS

19





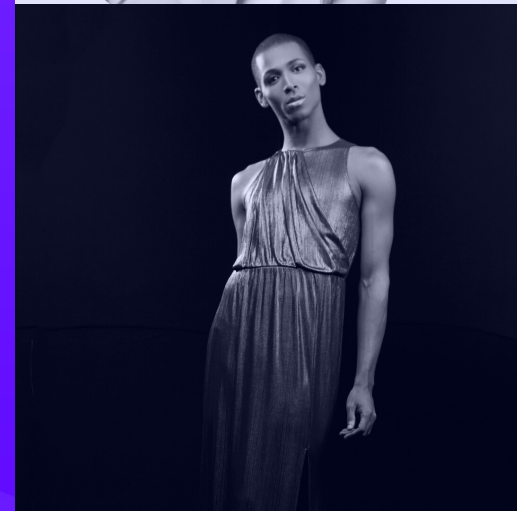
ABOUT TRANSWAVE

MISSION

To promote change which results in the social inclusion, recognition of rights, and legal protection of the transgender and gender non-conforming community.

VISION

To see a Jamaica where transgender and gender non-conforming persons are included, affirmed and enjoy all of the universally recognized human rights.



STRATEGIC PRIORITIES



**MEDIA AND
COMMUNITY PRESENCE**



**POLITICAL PLATFORMS
AND GENDER-AFFIRMING
LEGISLATION**



**WELLNESS AND ACCESS TO
GENDER-AFFIRMING MEDICAL
CARE**



**STAFFING AND
ORGANIZATIONAL
INFRASTRUCTURE**



**BUILDING COALITIONS AND
MEANINGFUL COLLABORATIONS**



STRATEGIC OBJECTIVES



- ✓ TransWave will collaborate with stakeholders to develop legislative initiatives that support the self-determination of TGNCNB persons.
- ✓ TransWave will improve trans persons' access to employment and essential public services while reducing violence through the creation and promotion of inclusive and affirming spaces in families, schools and community institutions.
- ✓ TransWave will use social media, popular education and training to promote the visibility and inclusion of TGNCNB persons.
- ✓ TransWave will develop an organization infrastructure in alignment with mission and impact.





**ADMINISTRATION
&
FINANCE**



ADMIN

OFFICE SPACE

The organization moved office operations to a new office space in quarter 2.

PURCHASE OF EQUIPMENT

3 laptops were purchased for the organization.

Podcast equipment purchased & a camera.

3 Smart Cell Phones.

STAFFING

16 full time staff were retained at the end of the year.

BOARD OF DIRECTORS

The board was expanded to 8 persons with 6 new persons being installed:

- Noelle Nelson as Board Chair
- Emme Christie as 1st Vice Chair
- Karen Lloyd as 2nd Vice Chair
- Sharlene Jarrett as Secretary
- Tracey-Ann Lewis as Treasurer
- Jaxson Heffes as a board member
- Jason Logan as a board member

*Ashley Gordon & Sharlene Jarrett continued as senior board members.

SUSTAINABILITY

16 proposals for funding submitted with 13 grants successfully acquired.



**PROGRAMMES
&
ADVOCACY**

POLICY & ADVOCACY

STRATEGIC OBJECTIVE

TransWave will collaborate with stakeholders to develop legislative initiatives that support the self-determination of TGNCNB persons.



PROJECTS

CVC Mini-Grant

- Stakeholder Sessions
- Human Rights Violations Report

Global Fund

- 10 Legal Literacy Sessions
-

Stonewall

- 1 web series created for social media around stigma and discrimination within the workplace
- 1 policy brief created around trans inclusive workplace policies.

UNAIDS-UNFPA

- National Trans Health Advocacy Plan developed and disseminated.
- 1 model Gender Recognition Legislation document produced and released.





POLICY & ADVOCACY

3 PUBLICATIONS PUBLISHED



3 RESEARCH DOCUMENTS
SUCCESSFULLY LAUNCHED
AND DISSEMINATED.



3 STAKEHOLDER MEETINGS HELD



150 INDIVIDUALS
ENGAGED
THROUGH OUR
LEGAL LITERACY
TRAINING



**45 PERSONS
ATTENDED**

We closed the year with the launch of 3 major documents from our policy, advocacy & research team at TransWave:

1. 2021 Human Rights Violation Report
2. National Trans Health Advocacy Plan
3. Gender Recognition: An Approach to Advocacy



**HUMAN
RIGHTS
DAY
LAUNCH
EVENT**

OUTREACH & COMMUNITY ENGAGEMENT

STRATEGIC OBJECTIVE

TransWave will improve trans persons' access to employment and essential public services while reducing violence through the creation and promotion of inclusive and affirming spaces in families, schools and community institutions.



PROJECTS

CVC Mini-Grant

- Support group sessions
- Human Rights Violations Reporting

Global Fund

- Empowerment Sessions
- Psychosocial Session
- Referral & Access to HIV, Treatment Prevention, Treatment & Care

ERA Fund (NDI)

- Safety Workshops
- First Responder Programme (Temporary Safe House Programme).

Canada Fund For Local Initiatives (CFLI)

- Entrepreneurship Training Programme



3

SIGNATURE EVENTS

- **Pride Lip Sync Battle**
- **Safety Workshops**
- **TDOR All-Black Gala & Candlelight Vigil**

**50 PERSONS
ATTENDED**

Our #PrideJA2021 Lip Sync Battle was held on August 5, 2021.

The crowned queen was Kimora Black with Tony Allen placing as the runner up.

PRIDE LIP SYNC BATTLE

23 PERSONS ENGAGED

Through funding from the National Democratic Institute (NDI), we had a total of two 2-day Safety Workshops - 1 held in Kingston with 13 participants & Ocho Rios with 10 participants.

Participants were given technical training in physical and cyber safety.

SAFETY WORKSHOPS





**52 PERSONS
ATTENDED**

On November 20, 2021, we hosted 52 persons at our annual TDOR candlelight vigil.

This year's event had a gala element with performances from trans artists from the community.

TDOR ALL- BLACK GALA & CANDLELIGHT VIGIL

OUTREACH & COMMUNITY ENGAGEMENT

COMMUNITY SUPPORT

43

Persons referred to HIV prevention, treatment and care services at JASL including HIV-related services such as psychological care.

1

persons accessed the Trans Emergency Fund for transportation support.

6

Persons provided temporary safe housing through TransWave's First Responder programme.

3

persons referred for HRTs.



27
HUMAN RIGHTS
VIOLATIONS REPORTED.



COMMUNITY ENGAGEMENT

40

Community engagement events held.



MEDIA & COMMUNICATIONS

STRATEGIC OBJECTIVE

TransWave will use social media, popular education and training to promote the visibility and inclusion of TGNCNB persons.



PROJECTS

CVC Mini-Grant

- 1 advocacy campaign developed for social media.

Global Fund

- 12 social media lives executed.

Astraea Strategic Communications

- 1 visibility campaign produced.
- 3 emails disseminated to email database.

EU

- 10 IECs produced.

ERA

- 1 2-day Speaker's Bureau activity executed with 15 persons virtually for day 1 and 15 persons in Public Speaking: Speeches, Interviews & Panels at a hotel in Kingston.

MEDIA & COMMUNICATIONS

SOCIAL MEDIA & WEB MANAGEMENT



+15
LIKES



+1,476
FOLLOWERS



+409
FOLLOWERS

3,406 POSTS MADE ON SOCIAL MEDIA



6,600 visits to website.
6,627 page views on website.

CAMPAIGNS

7 campaigns created/executed.

Major campaigns included:

1. #WeAreMore
2. #KnowYourRights
3. #JamaicaTravels collab with Black Trans Travel Fund.
4. #TDOV2021



TRADITIONAL MEDIA ENAGEMENT

7 NEWSPAPER ARTICLES

3 TELEVISION INTERVIEW

2 RADIO INTERVIEWS

DO YOU KNOW YOUR RIGHTS?

MAILING LIST

3 email updates disseminated in 2021 to a total of 471 recipients within our email database.

2021 GRANTS

2021 GRANTS

DONORS & GRANT PARTNERS

1. **International Trans Fund (ITF)**
2. **Astraea Lesbian Foundation for Justice
(General Support & Strategic Communications)**
3. **UNAIDS**
4. **Caribbean Vulnerable Communities (CVC)**
5. **GiveOut**
6. **Equality For All Foundation through the
European Union (EU)**
7. **Stonewall UK**
8. **UNFPA**
9. **The Global Fund for Women**
10. **Global Fund for AIDS, TB & Malaria**
11. **Black Trans Travel Fund (BTTF)**
12. **CAISO**
13. **Skylar Wharton**
14. **Christine & Alisa Rhone-Simmons**



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du Canada

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