



Annual Report 2022

Time Period from Jan 2022 to Dec 2022



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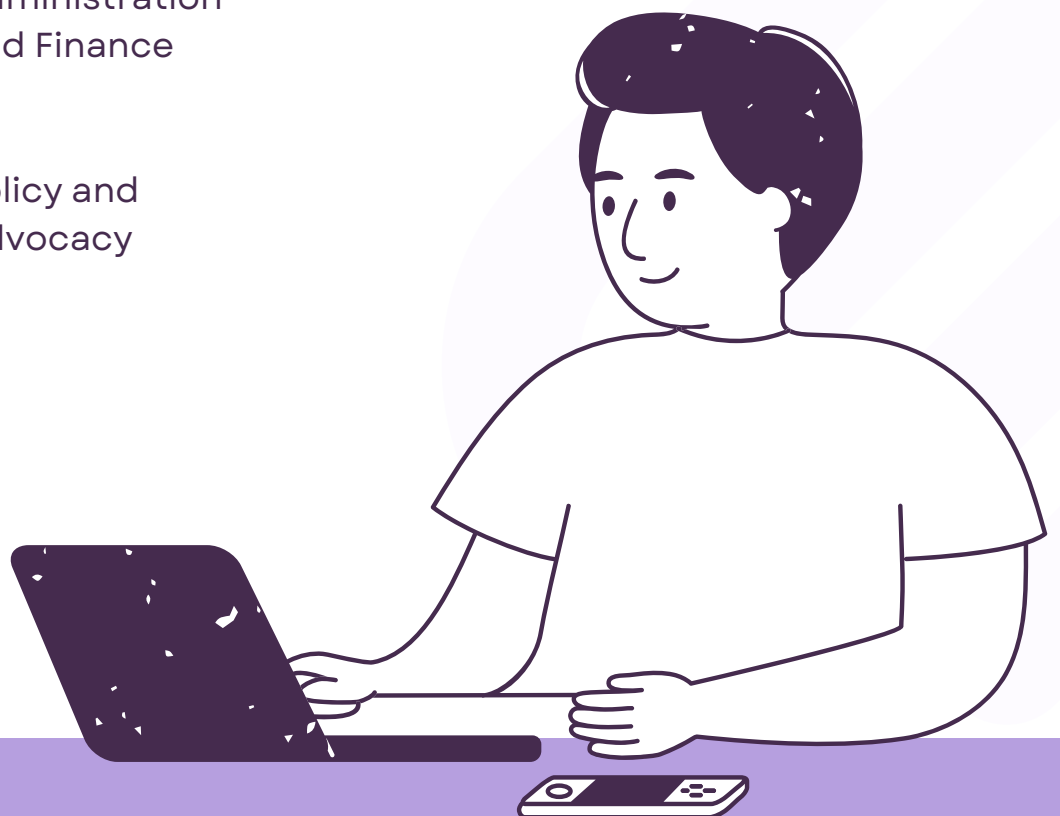
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Mission

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 Objectives

1. TransWave will use social and traditional media, popular education and trainings to promote the visibility and inclusion of transgender and gender non-conforming persons.
2. TransWave will assist in removing barriers to trans persons' access to employment, essential public services (medical, public safety, and education) and promote overall well-being.
3. TransWave will reduce violence and discrimination against trans persons by creating inclusive and affirming spaces and promoting acceptance in families, schools and community institutions.
4. Transwave will develop an organizational infrastructure in alignment with mission and impact.
5. TransWave will collaborate with stakeholders to develop legislative initiatives that support the self-determination of trans and gender non-conforming persons.



Strategic Priorities

- Media and Community Presence
- Political Platforms and Gender-Affirming Legislation
- Wellness and Access to Gender-Affirming Care
- Staffing and Organisational Infrastructure
- Building Coalitions and Meaningful Collaborations



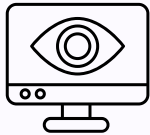
Projects

Part One

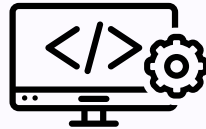
Astrea Strategic
Communications Grant



Media and Communications:



National
Trans Health
Strategy
disseminated
to general
public



National
Trans Health
Strategy
Media
Campaign



Gender
Recognition
Legislation
dissemination

European Union –
Equality For All
Foundation



Media and Communications:



Podcasts



IEC
Dissemination



Animated
videos

Policy and Advocacy:



Trans Rights
Sensitization
Session

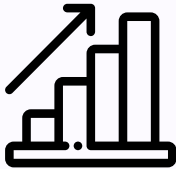
Projects

Part Two

UNAIDS/UNFPA



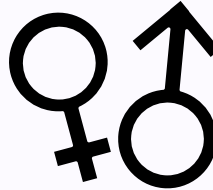
Policy and Advocacy



National Trans Health Strategy disseminated to general public



National Trans Health Strategy Media Campaign



Gender Recognition Legislation dissemination

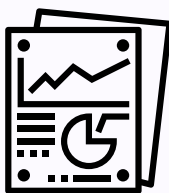
CVC

Media and Communications:

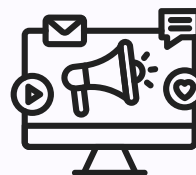


#KnowYourRights Campaign Part II

Outreach and Community Engagement:



Monthly Submission of SID Reports



Know Your Rights campaign

Projects

Part Three

CVC

Policy and Advocacy:



Legal Literacy Sessions



Human Rights Violation Reports

Global Fund



Media and Communications:



Three-Part Trans-Focused HIV Campaign



HIV-related social media content

Outreach and Community Engagement:



Support Group Sessions



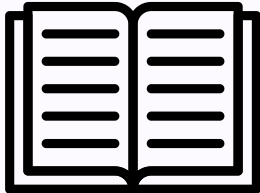
Scholarship Assistance

Projects

Part Four

Global Fund

Policy and Advocacy:



Legal Literacy Sessions



Leverage Partnership Sessions

Gilead

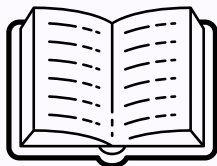


Outreach and Community Engagement:



Support Group Sessions

Policy and Advocacy:



Legal Literacy Sessions



Capacity Strengthening



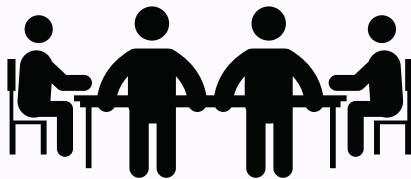
Sensitization Sessions

Projects

Part Five

CFLI

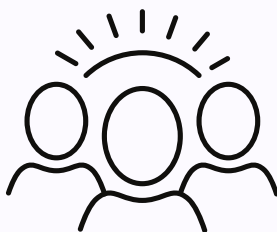
Outreach and Community Engagement:



Business Forum/Graduation

USAID/EFAF

Outreach and Community Engagement:



Community Sessions

COIN

Policy and Advocacy:



Research and training on Gender Based Violence (GBV)

Administration and Finance

Part One

Office Space:

The organization moved office operations to a new office on July 1, 2022

Staffing:

We have had a number of staff changes, including a new Associate Director of Programs and Advocacy (Shere Samuels), Operations and Grant Manager (Rohan Wallace), Media and Communications Manager (Chadday Emmanuel), Senior Policy and Advocacy Officer (Lamar Grant), Senior Finance Officer (Shevoy Brown), Community Liaison Officer (Terry-Kay Walker). There were also calls for employment that were all filled, including Monitoring and Evaluation Officer (Mali Dust), Media and Communications Officer (Sudean Peters), and Social Support Officer (Anika Walsh).

There are currently 11 persons on staff.

Administration and Finance

Part Two

Policies:

We have adopted a few new financial policies from JFLAG, and are currently being audited and are awaiting a final draft of the recommendations.

Mobilization Strategy:

We have successfully developed our resource mobilization strategy of which has been added to the ED's and Grants manager's workplan for implementation. The strategy was developed by Mickel Jackson and gives practical ways to raise funds as well as provides a donor mapping list for possible funders to engage.

Administration and Finance

Part Three

Progress and
Performance
Report

Workplan Planning Retreat:

We had our first workplan planning retreat in office due to UNAIDS fund late who were the designated funders for the retreat. The second was held during December 2022 at the Grande Palladium, where we discussed and vetted activities for the upcoming year, as well as drafted a Consolidated Workplan.

Income Statement

2022

Part One

Income - Donors	53,407,044.14
Total Income	J\$ 53,407,044.14
Cost of Sales	
Event expenses	5,634,552.81
Subcontractors - COS	28,635,245.43
Total Cost of Sales	J\$ 34,269,798.24
Gross Profit	J\$ 19,137,245.90
Other Income(Loss)	
Interest income	4,015.58
Total Other Income(Loss)	J\$ 4,015.58
Expenses	
Accounting Services	271,400.00
Advertising and Promotions	78,391.67
Bank charges	146,589.24
Donation - Community	755,296.44
Dues and subscriptions	275,025.62
General Administrative Expenses	25,287.01
Insurance - Disability	1,216,437.60
Insurance - General	89,074.69
Interest expense	83,465.76
Meals and entertainment	166,101.98
Motor Vehicle Expenses	
Petrol	743,946.30
Service and Maintenance	129,312.55
Total Motor Vehicle Expenses	J\$ 873,258.85
Office expenses	342,959.57
Overseas Work Travel Expenses	287,207.07
Accommodations for Overseas Travel	3,490.31
Airfare for Overseas Travel	152,405.72
Food for Overseas Travel	120,884.10
Stipend for Overseas Travel	19,630.88
Transport on Overseas Travel	132,519.55

Income Statement

Part Two

Total Overseas Work Travel Expenses	J\$ 716,137.63
Rent or lease payments	1,811,113.30
Research and Development	600,000.00
Retreat Expenses	2,570,322.93
Stationery and printing	127,792.60
Stipend	235,350.00
Utilities	907,278.99
Total Expenses	J\$ 11,291,283.88
Other Expenses	
Exchange Gain or Loss	-20,869.32
Total Other Expenses	J\$ 20,869.32
Net Earnings	J\$ 7,870,846.92

Policy and Advocacy

Major Achievements:



50

Persons engaged in legal literacy training



2

Stakeholder Meetings held with



1

Town Hall Meeting to discuss the Gender Recognition Legislative Framework

Major Achievements:

- TransWave will use social and traditional media, popular education and trainings to promote the visibility and inclusion of transgender and gender non-conforming persons.
- TransWave will assist in removing barriers to trans persons' access to employment, essential public services (medical, public safety, and education) and promote overall well-being.
- TransWave will reduce violence and discrimination against trans persons by creating inclusive and affirming spaces and promoting acceptance in families, schools and community institutions.

Outreach and Community Engagement

02
AUG

CFLI Business Forum and Graduation

10 members of the trans community received business training and awarded funds to support their individual businesses

Miss Pride JA Beauty Pageant

Of the 11 trans contestants, Sasha Berry Robinson was crowned our Miss Pride JA Queen! The pageant consisted of swimsuit runway, talent portion and Q&A segment, which Sasha dominated. She won a prize of JA\$25,000, and shall go on to represent Jamaica at the Kings and Queens Show.

15
OCT

TDOR Holywell Trip

25 participants met at Holywell to mourn and heal from the loss of the lives of queer and trans loved ones throughout the year.

20
NOV

Self-Defence Classes

10 members of the trans and gender non-conforming community and engaged them in classes that instructed them on various techniques they can use to physically protect themselves while traversing public spaces

OCT
20

Media and Communications

Major Achievements:

1. Werk! Podcast Episodes – nine (9) weekly podcasts engaging various trans and gender non-conforming individuals about navigating the world around them. The podcast was published via Spotify, Anchor FM and Google Podcasts
2. Two (2) Newsletters were shared with 445 subscribers to the mailing list
3. Know Your Rights Campaign – video series highlighting the voices of trans and gender non-conforming persons regarding access to healthcare and their human rights
4. Gender Recognition Campaign – video series explaining the Gender Recognition Legislative framework and the benefits to trans and gender non-conforming lives should the legislation be instated



Top Posts



Donors and Grant Partners for 2022

Grant Partners and Donors for 2022 included:

- Astrea Lesbian Foundation for Justice (General Support and Communications)
- CAISO
- CFLI
- CVC/COIN
- GiveOut
- Gilead
- Global Fund for AIDS, TB and Malaria
- Global Fund for Women
- International Trans Fund (ITF)
- JFLAG
- UNAIDS
- UNFPA



Question & Information



+876-669-4671



hello@transwaveja.org



[@transwaveja](#)