2020 ANNUAL REPORT
# Overview

## Introduction

## Administration

## Programmes
- Policy & Advocacy
- Communications & Outreach
- Our Ambassadors

## 2020 Grants
Established in August 2015, TransWave Jamaica is the first non-profit organization, solely dedicated to promoting transgender health and wellness. Our work seeks to address the cross-section of issues affecting trans-Jamaicans and improve the health, wellness and social outcomes for the community.

Our advocacy is focused on awareness-raising, promoting diversity and excellence within our community and advocating for policy change while providing a safe space for our community to network, share and build solidarity.
To promote change which results in the social inclusion, recognition of rights, and legal protection of the transgender and gender non-conforming community.

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

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.

STRATEGIC PRIORITIES

MEDIA AND COMMUNITY PRESENCE

POLITICAL PLATFORMS AND GENDER-AFFIRMING LEGISLATION

STAFFING AND ORGANIZATIONAL INFRASTRUCTURE

WELLNESS AND ACCESS TO GENDER-AFFIRMING MEDICAL CARE

BUILDING COALITIONS AND MEANINGFUL COLLABORATIONS
OFFICE SPACE
The organization continued operations in a leased office space in Kingston, Jamaica.

PURCHASE OF EQUIPMENT
Three laptops were purchased for the organization.

STAFFING
7 full time staff and 4 ambassadors were retained at the end of 2020. 3 persons resigned formally from the organization - Neish McLean, Alexander Clennon and Stephon Duncan, 2 persons were hired for the positions of Interim Executive Director and Finance and Administration Manager. 3 persons were promoted within the organization.

BOARD OF DIRECTORS
All 5 board of directors were retained throughout 2020.

SUSTAINABILITY
Eighteen proposals for funding submitted with seven grants successfully acquired. $5273 USD was raised via PayPal last year.

STAFF CAPACITY BUILDING
Staff benefited from eight capacity building and wellness events.
TransWave will collaborate with stakeholders to develop legislative initiatives that support the self-determination of TGNCNB persons.

**STRATEGIC OBJECTIVE**

**ACHIEVEMENTS**

| Meetings attended/hosted with key stakeholders | 48 |
| Advocacy workshops/conferences/attended | 4 |

**MAJOR ACTIVITIES**

1. Trans Health Strategy
2. Desk Review
3. Trans Health Needs Assessment
January
Trans health strategy development meeting between UNAIDS, UNFPA, Transwave. A major part of the meeting was to discuss the country visit of CENESEX which is a government-led and run organization in Cuba.

February
The UNFPA/UNAIDS/Cenesex collaboration took place from February 11-14 where a series of stakeholder meetings were held in order to lay the foundation for the upcoming partnership around a national trans health strategy.

March
The team met with members of UNFPA and UNAIDS around the trans health strategy. We were also introduced officially to Dr. Cheavanns who will be apart of the technical support team going forward.
June to September
The policy and advocacy team finalized the desk review during this period.

The Needs Assessment Survey was also disseminated from September 3-19, 2020.

3 focus groups were also held with 39 participants total.

First steering committee held.

October to November
3 drafts of the Trans Health Strategy were produced.

The final draft was reviewed and approved.

December
The Trans and Gender non-conforming National Health Strategy was virtually launched on December 11, 2020. Official document will be disseminated in 2021.
COMMUNICATIONS & OUTREACH

MAJOR ACTIVITIES

1. #TeamTRANStastic campaign
2. #TransAwarenessMonth campaign
3. #PRiDE2020 Lip Sync Battle

ACHIEVEMENTS

10 community engagement events held.
13 social media lives held.
398 persons accessed social services.
Support groups were held during virtually as result of the COVID-19 pandemic in May and August; then from September to December 2020.

Community engagement events held.

Persons accessed social services.

Referrals made.

395 care packages were distributed in 9 parishes.
CAMPAIGNS

1,285 visits to website.
2,034 page views on website.

9 campaigns created/executed.
Major campaigns included:
1. #TeamTRANStastic
2. #TransAwarenessWeek
3. #PrEPResponsibly

COMMUNICATIONS & OUTREACH

SOCIAL MEDIA & WEB MANAGEMENT

- Facebook:
  - +225 likes
  - +550 posts
  - 229k persons reached
- Twitter:
  - +745 followers
  - +822 followers
  - 571 posts
  - +1,722 tweets
  - 118k persons reached
- Average impressions: 81k

NEWSLETTERS

- 2 newsletters published

TRADITIONAL MEDIA ENGAGEMENT

- 3 newspaper articles
- 1 television interview
- 1 radio interview
OUR AMBASSADORS SUPPORTED ALL OF OUR PROGRAMMATIC AND ADMINISTRATIVE ACTIVITIES DURING 2020.

HERE'S A BREAKDOWN OF SOME OF THE WORK DONE IN 2020!
**OUR AMBASSADORS**

**MEDIA & COMMUNICATIONS**

- Supported the development of content for our social media platforms.
- Served as editor for both of our newsletter’s this year.
- Coordinated the #TransAwarenessWeek campaign featuring an all-trans model line up and creative direction.
- Secured a partnership with My Queer Blackness, My Black Queerness which donated £6000 to the organization.

**OUTREACH**

- Supported the distribution of care packages for the community during COVID-19.
- Supported mobilization for support groups and community engagement events.
- Supported review of Trans Emergency Fund applications.

**POLICY & ADVOCACY**

- Supported the development of the health strategy by coordinating focus groups and validation sessions.
- Supported the preparation of the desk review and trans health needs assessment report.
- Facilitated community engagement events including our rural empowerment sessions.
- Supported the mobilization of participants for community engagement events.

**FINANCE & ADMINISTRATION**

- Supported the procurement of goods and services for programmatic and administrative activities.
- Supported the development of the inventory system.
2020 GRANTS
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DONORS & GRANT PARTNERS

1. International Trans Fund (ITF)
2. Astraea Lesbian Foundation for Justice
3. UNAIDS
4. Caribbean Vulnerable Communities (CVC)
5. GiveOut
6. J-FLAG
7. Stonewall
8. UNFPA
9. The Global Fund for Women
10. Outright Action International
11. UNDP
12. Trans Women of Colour Collective
13. Global Fund