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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

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

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Projects

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

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Projects

Policy and Advocacy:
- Legal Literacy Sessions
- Human Rights Violation Reports

Media and Communications:
- Three-Part Trans-Focused HIV Campaign
- HIV-related social media content

Outreach and Community Engagement:
- Support Group Sessions
- Scholarship Assistance

Global Fund

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Projects

Global Fund

**Policy and Advocacy:**
- Legal Literacy Sessions
- Leverage Partnership Sessions

**Outreach and Community Engagement:**
- Support Group Sessions

**Policy and Advocacy:**
- Legal Literacy Sessions
- Capacity Strengthening
- Sensitization Sessions
Projects

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

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.
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.
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

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

### Part Two

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td><strong>Total Overseas Work Travel Expenses</strong></td>
<td>J$ 716,137.63</td>
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<tr>
<td>Rent or lease payments</td>
<td>1,811,113.30</td>
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<tr>
<td>Research and Development</td>
<td>600,000.00</td>
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<td>Retreat Expenses</td>
<td>2,570,322.93</td>
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<td>Stationery and printing</td>
<td>127,792.60</td>
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<tr>
<td>Stipend</td>
<td>235,350.00</td>
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<tr>
<td>Utilities</td>
<td>907,278.99</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>J$ 11,291,283.88</td>
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<tr>
<td><strong>Other Expenses</strong></td>
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<tr>
<td>Exchange Gain or Loss</td>
<td>-20,869.32</td>
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<tr>
<td><strong>Total Other Expenses</strong></td>
<td>J$ 20,869.32</td>
</tr>
<tr>
<td><strong>Net Earnings</strong></td>
<td>J$ 7,870,846.92</td>
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</tbody>
</table>
Policy and Advocacy

Major Achievements:

- **50** Persons engaged in legal literacy training
- **2** Stakeholder Meetings held
- **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

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.

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

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.

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

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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

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