



JAMAICA PARTNERSHIP
To Eliminate HIV Related Stigma & Discrimination



**ANNUAL
REPORT** | **2020**

**ENABLING ENVIRONMENT
AND HUMAN RIGHTS**



Progress report on programmes to reduce
HIV-related stigma and discrimination and
improve access to justice for people living with
and most **affected by HIV in Jamaica.**

The report is compiled by the Jamaica Partnership to Eliminate All Forms of HIV-related Stigma and Discrimination with contributions from the National Family Planning Board and Jamaica AIDS Support for Life.

Prepared by:
Jaevion Nelson

Contributors:
Mickel Jackson & Devon Gabourel

A woman with dark hair and sunglasses on her head is the central figure. She is wearing a vibrant rainbow-colored cape over a blue crop top. She has a nose ring and is wearing several bracelets and a large ring. She is holding a white sign with colorful, stylized text that reads "PRIDE GIVES ME COURAGE". The sign features a rainbow arc and various geometric shapes. In the background, other people are visible, including a man in a blue shirt and a woman with dreadlocks. A security guard in a yellow vest is also present. The setting appears to be an outdoor event space with a fence and trees in the distance.

**PRIDE
GIVES ME
COURAGE**

Disclaimer

The views and opinions expressed in this document do not necessarily reflect those of the individual partners who are members of the Jamaica Partnership to End All Forms of HIV-related Stigma and Discrimination.



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⋮ List of Abbreviations

AIDS	Acquired Immunodeficiency Syndrome
Ashe	The Ashe Company
CSO	Civil Society Organisation
CVC	Caribbean Vulnerable Communities Coalition
EFAF	Equality for All Foundation Jamaica Ltd
EU	European Union
FBO	Faith-based Organisation
FGD	Focus Group Discussions
FSW	Female Sex Workers
GBV	Gender-based Violence
HIV	Human Immunodeficiency Virus
ICCPR	International Covenant for Civil and Political Rights
ICESCR	International Covenant for Economic, Social and Cultural Rights
ICT	Information Communication Technologies
IGDS	Institute of Gender & Development Studies
INDECOM	Independent Commission of Investigations
JADS	Jamaica Anti-Discrimination System
JASL	Jamaica AIDS Support for Life
JCC	Jamaica Council of Churches
JCCM	Jamaica Country Coordinating Mechanism
JCW	Jamaica Coalition of Positive Women
JFJ	Jamaicans for Justice
JLP	Jamaica Labour Party
JN+	Jamaican Network of Seropositives
JYAN	Jamaica Youth Advocacy Network
LGBT	Lesbian, Gay, Bisexual and Transgender
LPRC	Legal and Policy Review Committee
MLSS	Ministry of Labour and Social Security
MOHW	Ministry of Health & Wellness
MSM	Men who have Sex with Men
NFPB	National Family Planning Board
NHRI	National Human Rights Institution
NSP	National Strategic Plan on HIV
OAPA	Offences Against the Person Act



OPD	Office of the Public Defender
OSHA	Occupational Safety & Health Act
PEPFAR	President's Emergency Plan for AIDS Relief
PLHIV	People Living with HIV
PNP	People's National Party
RHA	Regional Health Authorities
SEHRA	South-East Regional Health Authority
SIDney	Shared Incidents Database
SOA	Sexual Offences Act
SRH	Sexual and Reproductive Health
STI	Sexually Transmitted Infection
SW	Sex Workers
TGF	The Global Fund to Fight AIDS, Tuberculosis & Malaria
TW	Transwave Jamaica
UDHR	Universal Declaration of Human Rights
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development
UWI	University of the West Indies
VAW	Violence Against Women
VCT	Voluntary Counselling & Testing

Foreword



Hon. Juliet Cuthbert-Flynn, OD, MP
Minister of State, Ministry of Health & Wellness
Chair, Jamaica Partnership to Eliminate All Forms
of HIV-related Stigma & Discrimination

There will be no end to AIDS until we uproot stigma and discrimination in Jamaica.

The Government of Jamaica is committed to accelerating the progress to end AIDS as a public health issue through a revitalised multi-sectoral response that protects, promotes and fulfils the human rights for all Jamaicans, including the most vulnerable and marginalised in our society.

Tremendous investments have been made over the years and much work has been done by the Government of Jamaica, civil society organisations (CSO), including faith based organisations (FBO) and international development partners (IDPs) to mitigate HIV-related stigma and discrimination in Jamaica. Despite these investments, HIV-related stigma and discrimination remains a persistent challenge to the achievement of positive health outcomes among people living with HIV, and those most affected; such as sex workers, gay, bisexual and other men who have sex with men (MSM), inmates, transgender persons, women and girls, and adolescents and youth, among others.

It is acknowledged that the fear of stigma drives some persons underground and away



from much needed health and other services. Owing to stigma and discrimination, some persons delay accessing needed services and as a result some are diagnosed with HIV at the stage of advanced HIV. In other instances, some persons who are aware of their HIV status do not access treatment, while others do not adhere to their treatment regimen.

While the challenges persist, the work that has been done by the partners in the HIV response, particularly last year amid the COVID-19 pandemic, gives me great hope about the possibilities for the future.

In 2020, Jamaica became one of the first countries globally to endorse and participate in a recently launched Global Partnership For Action to Eliminate all Forms of HIV-related Stigma and Discrimination. Our Jamaican partnership, of which the Ministry is a key partner, and which I have the honour to Chair, builds on the tremendous efforts led by civil society, government, international development partners and other stakeholders. The Partnership provides us with a platform to design, implement and monitor the progress on our efforts to end stigma and discrimination in all settings.

The thrust to mitigate stigma and discrimination in all settings and end AIDS in Jamaica is ongoing. The achievement of targets is dependent on addressing the social and legal issues which have been highlighted that serve as barriers. This is an imperative as we strive to allow every individual, regardless of their

occupation, socio-economic status, sexual orientation, gender identity, age, health status, disability and other status to enjoy their human rights.

Additionally, political leadership across party lines - Councillors, Members of Parliament (MP), Councillor and MP Caretakers, their Advisors and Senators must be made aware of the importance of their role as current and future legislators in helping to create an enabling environment that promotes human rights across this country.

This year, all Member States of the United Nations have a golden opportunity to come together at the General Assembly, to recommit to the end of AIDS and agree on a Political Declaration that will serve to drive country-level action. This is also an opportunity to reaffirm our commitment to fulfil our human rights obligations and ensuring an enabling environment in which everyone can thrive. Acknowledging the long road that we have ahead, but driven and determined to keep building on our achievements thus far, we will remain committed to eliminating all forms of HIV-related stigma, discrimination, and violence.



Introduction

Credit: **Eve for Life**

Joy Crawford, Executive Director, Eve for Life and Patrick Lalor, Policy & Advocacy Officer, Jamaica AIDS Support for Life at CVM TV

HIV-related stigma and discrimination continues to be a significant barrier in the national response. This stigma threatens to reverse the gains that have been made, particularly if the human rights situation in the country does not improve.

Research shows that myriad social, political, institutional and structural issues account for the challenges faced by the national response to HIV. The most recent Stigma Index, commissioned by the Jamaican Network of People Living with HIV (JN+), shows people living with HIV (PLHIV) experience high levels of stigma and discrimination, and that

the prevalence of self-stigma is particularly common among the community.

The HIV and Access to Justice report published by the Jamaica AIDS Support for Life (JASL), using data from human rights violations reported to various organisations, found community and health settings are a key area of concern, as these are the

spaces in which vulnerable populations most experience stigma and discrimination, as well as harassment and violence. Similarly, homophobia and transphobia remain high in the country, despite some improvements in the level of tolerance in recent years; this according to the 2019 Awareness, Attitude & Perception Survey About Issues Related to LGBT People in Jamaica.

Additionally, stakeholders engaged in the national response continue to face challenges reaching vulnerable populations. This is especially true of gay, bisexual, and other men who have sex with men (MSM) and transgender persons. These populations are often not sufficiently being reached for testing, treatment and care or other health and social services. Notwithstanding strong advocacy and activism over the years, greater political will to address these challenges could substantially contribute to eliminating stigma and discrimination. Regrettably, legislative changes with respect to key areas of the HIV response such as enactment of an anti-discrimination law, which could provide significant protection to people living with and most affected by HIV, are not on the government's agenda for the legislative year.

Still, despite these and other challenges, stakeholders continue to work assiduously to educate communities about their rights and engender changes in the human rights situation. It is hoped these efforts will improve access to health, justice and social services and, importantly, make communities and

other spaces safe for them to live their fullest potential.

This report provides an update on the implementation of human rights interventions undertaken by a range of stakeholders from government, non-governmental organisations and international development partners. A significant amount of the investments for these interventions were made possible by the Global Fund. This follows the Global Fund's previous assistance in completing a baseline human



Credit: Jamaican Network Of Seropositives

President of the Jamaican Network of Seropositives, Ricky Pascoe and Community Facilitator, Joan Stephens



Credit: TransWave Jamaica

rights assessment, and the development of the new National Strategic Plan on HIV 2021-2026. The National Strategic Plan subsequently informed the development of a five-year plan to eliminate all forms of HIV-related stigma and discrimination, comprehensively address stigma and discrimination in the health, education, workplace, communities, justice, and humanitarian settings in Jamaica. While it does not represent the totality of all interventions undertaken by stakeholders in the various areas of HIV response, the report provides information on some of the foremost

activities that were undertaken during the year to address the human rights related barriers that exist.

Notwithstanding the success of the interventions, there were a number of challenges that were experienced during the reporting period of this document (2020). These challenges affected the implementation of critical interventions and programmes. Challenges experienced included:

- The COVID-19 pandemic. The onset of the health crises posed a significant challenge during the reporting period. In particular, the announced protocols by the government affected programme implementation, particularly for group activities.
- Limited resources to implement activities/programmes or engage in policy monitoring and enforcement.
- Costly and unreliable broadband connectivity. Internet access was required to view the live stream component of some interventions. The cost and connectivity challenges served as deterrents particularly in rural Jamaica.
- The main challenge experienced by the Jamaica Anti-Discrimination System (JADS) for the reporting period was the incompleteness of the installation of a case management database. The database aims to make the process for reporting human rights violations more convenient; thereby making it easier for people living with HIV to report incidents perpetrated against them. Importantly, the data will aid in improving



Status of the HIV-related stigma, discrimination, and violence epidemics in Jamaica

Credit: TransWave Jamaica

Jamaica is party to several international treaties and conventions which together form the International Bill of Rights. These are the Universal Declaration of Human Rights, the International Covenant for Civil and Political Rights, and the International Covenant for Economic, Social and Cultural Rights. However, existing domestic laws do not adequately protect the rights of all people and groups and, in some cases, whether by omission or commission, are discriminatory and thereby contravene their rights. Consequently, this helps to create an environment where HIV-related stigma and discrimination is pervasive and impedes progress towards reducing new HIV infections and enrolling and retaining

people living with HIV on treatment in Jamaica. The challenges noted with respect to domestic laws and policies are as follows:

- **Protection** – Jamaica lacks an anti-discrimination legislation. Under the Jamaican Constitution, the Charter of Fundamental Rights & Freedoms guarantees equality before the law under S. 13(3)(g) and equitable and humane treatment by a public authority under S.13 (3)(h). However, there are no specific provisions for discrimination based on sexual orientation, gender identity or health status. There is also currently no independent national human rights institution. However, the Public Defender

STATUS OF THE HIV-RELATED STIGMA, DISCRIMINATION, AND VIOLENCE EPIDEMICS IN JAMAICA

(Interim) Act, allows for the investigation of rights infringements and maladministration by public authorities.

- **Same Sex Intimacy** - Under the 1864 Offences Against the Person Act, anal sex is criminalized by a sanction of up to ten-years imprisonment with or without hard labour. Other forms of intimacy between men are also criminalized by up to two years imprisonment. Based on an assessment of cases between 2011 and 2015, the majority of reported cases of buggery related to women and children. The report shows there were three hundred and fifty-four (354) reports, two hundred and eight (208) arrests, eighty-two (82) prosecutions and forty-three (43) convictions. Of the total number of reported cases, only 7.62% (27 cases) involved an incident between two adult men.
- **Sex Work** - Under S. 3(r) of the Towns & Communities Act, a person who loiters in a public place and solicits for the purpose of prostitution shall be guilty of an offence. Sex work, including “living on the earnings of prostitution” is also criminalized in the Sexual Offences Act.
- **Drug Use** - Personal drug use and possession are similarly criminalized under the Dangerous Drugs Act. However, under amendments passed in March 2015, exceptions have been created for medicinal and religious purposes for the use of cannabis.

- **Gender Recognition** - Under Jamaican law, there is no specific recognition of diverse gender identities, or a national gender identity law.

PEOPLE LIVING WITH HIV

An estimated 32,617 Jamaicans (1.5% of the general adult population) are living with HIV . 84% of people living with HIV know their HIV status, 49% are on treatment and 66% of them are virally suppressed. Accepting attitudes towards people living with HIV (PLHIV) in Jamaica remains relatively low, further declining between 2012 and 2017 from 14.3% to 11.6%.



Credit: TransWave Jamaica

MX Williams and Emani Edwards of TransWave Jamaica



The Stigma Index 2.0 which was conducted among 557 PLHIV in 2019, found stigma and discrimination is pervasive.

- A third of PLHIV—33% surveyed in 2019 reported experiencing stigma and discrimination due to their HIV status. The most common forms of stigma and discrimination experienced were verbal harassment, gossip and discriminatory remarks. PLHIV who belonged to key population groups also reportedly experienced higher levels of stigma and discrimination.
- 42% of PLHIV fear exclusion and isolation from their friends and family.
- 21% of PLHIV fear mistreatment by healthcare workers or disclosure of their HIV status without their permission.
- 38% of PLHIV delay testing because they fear how others would treat them and 29% delayed treatment as a result of concerns that people may discover their HIV status.
- Disclosure continues to be an issue for many PLHIV with 26% of persons identifying this as the cause of their unwillingness to deal with their diagnosis and 27% missing a dose because of fear that people will discover they are HIV positive.
- Self-stigma exacerbates the experiences of PLHIV. More than half of all PLHIV surveyed—53% reported that their HIV status makes them feel guilty, ashamed, worthless, and/or dirty and 74% of PLHIV find it difficult to tell others about their HIV status with 81% of them routinely hiding it from others.

GAY, BISEXUAL AND OTHER MSM

A study conducted in 2019 among over three hundred (300) lesbian, gay, bisexual and transgender (LGBT) people found experiences of stigma and discrimination were particularly high.

- 32.5% of LGBT people experienced violence in the 12 months preceding the survey. Verbal assault or threat (69%), discrimination (65%), harassment (44%) and bullying (42%) were the most common types of violence experienced.
- 44% of LGBT people reported experiencing discrimination in a church or faith-based setting.
- About 20% of persons have been homeless or displaced at some point in their life and of that number, 48% had been put out by their family because of their LGBT identity.
- The data shows 25.2% of women have experienced physical violence by a male partner, and 7.7% have been sexually abused by their male partners. A further 27.8% of women reported that they have experienced intimate physical and/or sexual violence in their lifetime.

These levels of stigma and discrimination are an unquestionable contributor to the high burden of the HIV epidemic among marginalized communities. For example, the HIV prevalence among trans and gender non-conforming people in Jamaica stands at 51%, while the prevalence among gay men and other men who have sex with men is 29.6%.



Main Achievements in Promoting an Enabling Environment and Protecting Human Rights

Credit: UNAIDS Jamaica

MPs Tova Hamilton, Rhoda Crawford, Mikael Phillips and Annmarie Vaz

Despite the challenges faced in 2020, a number of successful interventions, which targeted rightsholders and duty bearers, were undertaken as part of efforts to promote an enabling environment and protect human rights.

The interventions undertaken can be categorised under three broad headings: Public Education and Awareness Raising, Human Rights Violations and Access to Justice, and Policy and Legislative Advocacy. Interventions included capacity building, research, advocacy, communications, victim support, legal literacy,

community-based monitoring and awareness raising.

The majority of these initiatives focused on addressing HIV-related stigma and discrimination in communities, health and justice settings. Technical and financial support



for the work to eliminate HIV-related stigma and discrimination was provided by The Global Fund, PEPFAR, European Union, UNAIDS, MAC AIDS Fund, and other donors.

Some of the main achievements in 2020 were:

- **Human Rights Public Education Campaign Launched**

A public education campaign, led by the National Family Planning Board (NFPB), was launched to raise awareness about human rights among the general public. The campaign sought to encourage Jamaicans to know their rights and make reports when their human rights are violated. Using infographics, billboards, radio and television ads, among other materials, the campaign focuses on four rights contained in the Charter of Fundamental Rights and Freedoms and Universal Declaration of Human Rights.

- **Stakeholders Sensitized on Human Rights**

One hundred and fifteen police and correctional officers, as well as three hundred and forty-eight health care workers from across the island were sensitized on human rights and HIV-related stigma and discrimination. This formed part of the efforts geared towards improving attitudes toward people living with and most affected by HIV. In addition, four hundred and fifty (450) faith-based leaders and their congregants were sensitized around human rights to bolster efforts to address stigma and discrimination in community settings.

- **Access Legal Support for People Living with and Affected by HIV**

Ninety-eight (98) persons from key and vulnerable populations, as well as people living with HIV, benefited from legal advice and/or representation to address violation of their rights. A resolution was reached in eighteen (18) of the cases with persons being reinstated in their jobs, receiving settlement costs, and the perpetrator of violence being removed from the home, among other interventions.

- **Model Anti-Discrimination Legislation Developed**

Non-Government Organisations, led by JASL, worked together to develop a model anti-discrimination legislation that can be presented to legislators for adoption. The initiative forms a part of the Joint Civil Society Advocacy Plan and included NGOs outside of the national HIV response.

- **National Trans Health Survey Launched**

Transwave Jamaica, the only trans-led and focused NGO in Jamaica, with technical and financial support from UNAIDS and UNFPA and in partnership with the Ministry of Health & Wellness, University of the West Indies and other stakeholders developed and launched a five-year Trans Health Strategy. The strategy, which is the first of its kind in the English-speaking Caribbean, seeks to guide national efforts around the provision and accessibility of non-discriminatory and responsive services to trans and non-gender conforming persons.

- **Re-establishment of the Legal and Policy Review Committee (LPRC)**

NFPB re-established its LPRC to provide legal and policy expertise towards the achievement of strategic outcome 4 of the National Strategic Plan on HIV 2021-2026. This is intended to “Promote respect for the human rights of all persons in relation to HIV and AIDS issues in community, policy, legislation and programmes.” The LPRC’s work will help to bolster efforts to eliminate HIV-related stigma and discrimination and reduce the vulnerabilities to transmission of sexually transmitted infections (STIs).

These interventions, while not all funded by and implemented directly under the Global Fund, sought to respond to the Human Rights Baseline Assessment which recommended

action in the following programme areas (PA):

1. Stigma and discrimination reduction for key populations.
2. Training for health care workers (HCW) on human rights and medical ethics related to HIV.
3. Sensitization of lawmakers and law enforcement agents.
4. Legal Literacy (“Know Your Rights”).
5. HIV-related Legal Services.
6. Monitoring and reforming laws, regulations and policies relating to HIV.

Despite the challenges, a significant number of interventions were undertaken spanning across all programme areas with PA1, 4 and 5 being most represented. Most of these activities took place in or focused on communities, health and justice settings.



Credit: **UNAIDS Jamaica**

Hon. Juliet Cuthbert-Flynn, Minister of State, Ministry of Health & Wellness



COMMENCEMENT OF THE PARTNERSHIP TO ELIMINATE ALL FORMS OF HIV-RELATED STIGMA & DISCRIMINATION

The Jamaica Partnership to Eliminate All Forms of HIV-Related Stigma and Discrimination, which commenced work in 2020, focuses on eliminating HIV related stigma and discrimination in healthcare, education, workplace, communities and justice settings. The Partnership is a part of the global initiative being spearheaded by UNAIDS, UNDP, UN Women, the Global Fund, and the Global Network of People Living with HIV (GNP+) to harness the combined power of governments, civil society and the United Nations, to consign HIV-related stigma and discrimination to history.

Through the Global Partnership to Eliminate All Forms of HIV-Related Stigma and Discrimination, Jamaica agreed to the fulfilment of its commitments, building meaningful partnerships, and sharing responsibility for measurement and accountability. To achieve this, it is critical to catalyse leadership and foster a sense of ownership, share best practices, scale-up programmes/interventions, strengthen monitoring and reporting mechanisms, advance community leadership and implement a core set of recommended programmes and policies.

Locally, the co-conveners of this partnership are the National Family Planning Board (as appointed by the Permanent Secretary to represent the Ministry of Health and Wellness (MoHW), USAID/PEPFAR, the Jamaican

Network of Seropositives (JN+), UNAIDS, UN Women, UNDP, and the Jamaica Country Coordinating Mechanism of the Global Fund to Fight AIDS, Tuberculosis and Malaria. The key areas of focus under the implementation of the partnership for year one which commenced in July 2020 are as follows:

In its five (5) months of operations in 2020, the Jamaica Partnership:

1. Completed a draft operational plan for the Enabling Environment and Human Rights component of the new National Strategic Plan for HIV (2021-2026), the Global Fund human rights baseline assessment report and the Global Partnership. The strategies and interventions are aligned to the partnership settings.
2. Revised and updated Jamaica's Declaration of Commitment to address Stigma and Discrimination from 2011, which has been presented to the Minister of Health for submission to the Prime Minister, The Most Hon. Andrew Holness. The Declaration is to be signed by the Leader of the Opposition as well.
3. Conducted a capacity assessment of civil society organisations and mapping of stakeholders in the HIV response to better understand the challenges they face and guide the provision of technical support and assistance, with a focus on human rights programming
4. Supported the National Family Planning Board to restructure the Technical Working Group (TWG) on Enabling Environment and

Human Rights and the re-establishment of its Legal and Policy Review Committee.

5. Commenced procurement for an online reporting dashboard to improve and revolutionize how entities monitor and evaluate their work. The database will also allow all stakeholders to better understand the progress being made towards the shared goals outlined in the operational plan.
6. Provided technical assistance to strengthen the work of NGOs involved in the HIV response. This was primarily achieved through assisting JN+ with the development and implementation of initiatives to address stigma and discrimination toward PLHIV. JASL was also assisted with preparation for a retreat aimed at training community leaders and stakeholders on policy and advocacy, and fostering national ownership, collaboration, and coherence in the response to stigma and discrimination.
7. Assisted the preparations for submission of the concept to the Global Fund by organizing sixteen (16) consultations with communities of people living with and affected by HIV across the island for the Country Dialogue.
8. Completed a repository of research and other publications relating to the HIV response. There is ongoing dialogue with the library at the University of the West Indies Mona, to create an online database to facilitate easy access for students, researchers and HIV practitioners.

HUMAN RIGHTS MEDIA CAMPAIGN

A national human rights media campaign – Know Yuh Rights was developed at a cost of J\$18 million and launched in December 2020. The objective of the campaign is to build awareness about the need for protective laws that support increased access to social justice for people who are vulnerable and marginalized.

The campaign, which is financed by the government and The Global Fund, is spearheaded by the National Family Planning Board (NFPB), an agency under the Ministry of Health & Wellness (MOHW), in collaboration with the Office of the Public Defender (OPD). The campaign is the first of its kind, and seeks to address stigma and discrimination in community and justice settings.

The development of the campaign was guided by a multistakeholder Technical Advisory Panel and targets people living with HIV (PLHIV), as well as individuals from key and vulnerable populations. The campaign seeks to increase awareness about reporting and accessing redress mechanisms for HIV-related stigma and discrimination, rights violations, and gender-based violence. It was developed in four (4) phases: establishment of the advisory panel, execution of a formative assessment, pretesting draft materials and finalisation of the materials. The Advisory Panel was comprised of the MOHW, NFPB, Jamaicans for Justice, Equality for All Foundation (EFAF), Jamaica Youth Advocacy Network (JYAN), JASL, JN+, Jamaica Council of Churches and Office of the



Public Defender. A total of ten (10) key informant interviews and five focus group discussions were conducted among fifty-three persons as part of the formative assessment to inform the campaign.

Seventeen (17) pieces of campaign material were developed for placement in traditional and on social media, on buses, and billboards. The campaign material focused on the right to health, privacy and protection of property, equitable and humane treatment, and life, liberty and security of persons. These materials were focused tested among forty-six (46) persons, including twelve (12) persons from key population groups in urban and rural areas, and nine young persons. There were six (6) infographics, three (3) video graphics, two (2) billboard ads, two (2) bus wraps, one (1) jingle, two (2) radio ads and two (2) television ads which were produced and placed across social and traditional media.

The campaign was launched on December 10 – Human Rights Day, as part of the NFPB’s Virtual Rispek Tour online and on Radio Jamaica 94 FM during the popular afternoon show, “Too Live Crew” with broadcasters Dahlia Harris and Wesley “Burger Man” Burger. Four (4) static billboards are slated to be installed in 2021 in highly trafficked areas in the parishes of Kingston and St Andrew, and St Catherine. A total of 2,678 radio ads are scheduled for release on Irie FM, Radio Jamaica 94 FM and Mello FM, as well as a further one hundred and fifty (150) 30-second commercials on Television Jamaica (TVJ). These traditional placements

will be supported by social media ads boosted over a period of eight weeks between February and April 2021.

SENSITIZATION OF LEADERS AND MEMBERS OF FAITH-BASED ORGANISATIONS

The Jamaica Council of Churches (JCC) worked with the NFPB to support efforts among faith-based organisations to reduce HIV-related stigma and discrimination and gender-based violence (GBV). The project focused on conducting sensitization sessions and workshops across the island to raise awareness about stigma and discrimination and GBV and engender changes in this regard.

While the COVID-19 pandemic affected plans for the delivery of the sessions and workshops, the JCC was successful in reaching four hundred and fifty (450) persons, above the target of three hundred (300), in the parishes of Clarendon, Manchester, Kingston & St Andrew and Trelawny over the course of the year. This outreach was facilitated through twenty workshops which were delivered in person and online. Between April and August, twelve (12) sessions with an average of twenty-eight (28) persons in attendance were convened. Between September and December, a further one hundred and eight (108) persons benefitted from six (6) sessions which were held in person and online.

Participants relayed positive feedback about the workshops and committed to playing an active role in reducing HIV-related stigma and



PM Andrew Holness with UNAIDS
Representatives Tameka Clough and
Jaevion Nelson

Credit: **UNAIDS** Jamaica



discrimination and gender-based violence in their communities. Based on the pre and post-tests that were administered, some participants increased their knowledge about how HIV is acquired, human rights and stigma and discrimination.

POLICY AND LEGISLATIVE ADVOCACY

Over the course of the year, civil society organisations undertook work and ensured their voices were heard on critical policy and legislative issues relating to the Sexual Harassment Bill, the Domestic Violence, the Anti-Discrimination, the Occupational Health & Safety Act, and the National Human Rights Institution (NHRI).

Jamaica AIDS Support for Life (JASL) and Jamaican Network of Seropositives (JN+) made written submissions and presented to the Joint Select Committee of Parliament for the Sexual Harassment bill. The recommendations presented included broadening the definition of sexual harassment, mandating public education on sexual harassment, and including street harassment in the legislation. Public advocacy was also undertaken by Jamaicans for Justice (JFJ) to respond to the suggestion that reporting and redress for sexual harassment should be limited to twelve months. JFJ launched a petition advocating for a which, by the end of the year, garnered 2,700 signatures.

Four policy papers were developed during the period by JASL on the need for an anti-discrimination law, unauthorized disclosure,

and gender harassment. The JN+ policy papers were focused on expediting the passage of the Occupational Health & Safety Act to provide greater protection for PLHIV in the workplace. These briefs recommended that there needs to be a comprehensive legislative framework to address gender harassment and discrimination perpetrated against vulnerable and marginalized groups. The briefs were disseminated to the country's legislators.

The brief on gender harassment encouraged legislators to consider its inclusion in the Sexual Harassment Act as a distinct but closely related issue; similar to the definition and mechanisms used in the United Kingdom where gender/sex-based harassment is defined alongside sexual harassment in the Equality Act. It was also recommended that the issue of unauthorised disclosures be dealt with by developing comprehensive 'privacy laws that can provide redress in cases where breaches of privacy are committed by an individual.'

JFJ, in partnership with JASL and UNAIDS, commenced work during the period to develop a legislative approach to the establishment of an independent human rights institution in accordance with the Paris Principles. The project seeks to develop a framework for advocacy of the establishment of the NHRI by conducting research, including an analysis of the existing legal and policy environment, and outline actionable reforms that can be taken by the government.

In addition to these initiatives, Equality for All Foundation used the General Elections to launch a call to action to the leaders of both major political parties, the Jamaica Labour Party and People's National Party, to take action on human rights protection and social justice. The call to action, Vote Justice, is a follow up to the 2016 publication. It considered ten broad human rights and social justice issues which needed to be addressed to improve the human rights situation in the country. It was disseminated to all sixty-three parliamentarians and fourteen media contacts, as well as on social media and was supported by six organisations.

ACCESS TO REDRESS FOR PLHIV AND KEY POPULATIONS

Human rights violations perpetrated against people living with HIV and key and vulnerable populations were monitored by Jamaicans for Justice, Equality for All Foundation, Jamaican Network of Seropositives, Transwave Jamaica and Jamaica AIDS Support for Life. Documentation of these incidents were inputted and/or channelled through the Shared Incidents Database (SIDney) and Jamaica Anti-Discrimination and Reporting System (JADS) which are both managed by the Caribbean Vulnerable Communities Coalition (CVC) and JN+ respectively.

A total of one hundred and sixty-four (164) incident reports were documented by NGOs. Incidents reported included physical assault, employment discrimination, sexual abuse,

domestic violence, and child custody issues. These were primarily perpetrated in health, community and justice settings. The majority of incidents documented were reported by people living with HIV to JN+ (76) and JASL (13). Gay, bisexual and other MSM reported thirty (32) incidents, while there was one report from a sex worker and three from transgender persons.

A total of two hundred and eighty-five (285) PLHIV and key populations received peer-to-peer legal support. Legal advice and representation were provided to ninety (98) persons with eighteen (18) of these cases reaching a resolution. As indicated prior, job reinstatement, settlement costs and removal of perpetrators of violence from the home were among the resolutions reached in matters where legal support was received by PLHIV and key populations.

In order to ensure that reports are accurately documented and dealt with, training was undertaken for civil society in an effort to improve their staff capacity to monitor, document, and report human rights violations. For example, JASL hosted a training of trainers' session among twenty-five (25) community paralegals and community representatives from eight NGOs to build the capacity of the staff to facilitate their own legal literacy session and increase awareness of the legal referral systems.



HUMAN RIGHTS TRAINING OF DUTY BEARERS

One hundred and sixty (160) police and correctional officers and support staff from Clarendon, Manchester, St Ann and Hanover were trained around human rights, HIV and gender-based violence as well as policies and laws and dealing with key populations. The training workshops builds on those conducted in 2019 in which two hundred and eighty (280) police and correctional officers were trained. The reduction in the number of persons trained was directly attributable to the coronavirus pandemic.

In 2020, a total of five two-day trainings were conducted by JASL with eighty-seven (87) police officers, forty-five (45) correctional officers and twenty-eight (28) support staff from police stations and correctional facilities across the island. These sessions were aimed at reinforcing the principles of human rights which underpins their work and improve service delivery to key and vulnerable populations living with and most affected by HIV. The sites selected for the training workshops were prioritized based on where JASL received reports of human rights violations from their clients such as breach of privacy and confidentiality and denial of medication. At least two (2) persons from the communities were included in the trainings to assist with its delivery and, importantly, to share about their experiences accessing such services in the past.

The training workshops were very successful as participants reported greater understanding

of the communities and willingness to provide non-discriminatory services. Subsequent to the workshops, senior officers have invited JASL to undertake additional trainings with their officers at their respective stations. Additionally, key populations who interface with officers from the divisions that were targeted, have reported improvements in the interaction with the police who also inform clients that they had participated in the training.

NFPB collaborated with the Regional Health Authorities (RHAs) to support efforts to improve attitudes and behaviours towards PLHIV and key and vulnerable populations. A total of three hundred and forty-eight (348) health care workers, inclusive of both clinical and non-clinical staff were trained. The workshops included sensitisation on stigma and discrimination and the provision of a human rights-based approach to service delivery within the health sector.

JASL conducted a training session with twenty eight (28) healthcare workers, which included doctors, nurses, and pharmacists within both the public and private health settings. The sessions focused on integrating human rights approaches to service provision and delivery.

Jamaicans for Justice developed infographics and videos around HIV-related domestic violence matters and commenced on the development of a course on Domestic Violence in the Justice System. The course will be delivered virtually and will look at the system for responding to domestic violence in Jamaica.

MAIN ACHIEVEMENTS IN PROMOTING AN ENABLING ENVIRONMENT AND PROTECTING HUMAN RIGHTS

Equality for All Foundation commenced its Mystery Shopping exercise to monitor the delivery of services to gay, bisexual and other MSM in the public system in 2019. Following the field exercise, it was felt that a greater number of persons needed to be trained in this technique in order to reach a wider geographic area and to increase the pool of trained participants from which the organisation can tap into for field research and monitoring.

In 2020, fifteen (15) individuals were trained in how to undertake mystery shopping exercises at various public health facilities. In addition to a structured lecture, which included a presentation, participants were given scenarios which mirrored aspects of the service delivery across the spectrum of health services in the public sector. Scenarios ranged from experiences with security guards, receptionists, nurses, medical doctors, pharmacists and other healthcare workers. With each scenario, a designated shopper was selected who had the opportunity to report on the shop/experience which was critiqued by the specialists and members of the audience.

The pre-assessment found only three participants were familiar with the mystery shopper technique and one person had previously participated in Mystery Shopping. The post tests showed there was widespread increase in knowledge/familiarity with the technique and that the objectives of the training were met.

Similarly, JN+ implemented its Community Scorecard Initiative to ascertain the extent

to which PLHIV are provided with non-discriminatory and responsive services where treatment, care and support is concerned. Twelve community scorecard exercises in which 75 PLHIV were engaged were conducted to identify challenges experienced and observed by persons. From the assessments done, it was found that meeting rooms did not allow for sufficient confidentiality, customer service from healthcare providers was substandard and information provided about the side effects of medication was poor. Subsequent to the scorecard exercise, JN+ worked with the community to identify advocacy initiatives such as sensitization sessions and meetings with the relevant authorities to respond to the challenges that were found and noted by PLHIV.

In addition to the documentation of human rights violations, JASL, with funding from the European Union, commissioned an analysis of reports received by NGOs to examine the settings in which violations occur most, the communities that are most likely to experience stigma, discrimination, harassment and violence, and identify recommendations to improve monitoring and support for redress. The report was compiled based on two hundred and ninety-eight (298) human rights violations and legal cases were undertaken using composite data from JASL, Equality for All Foundation and JN+. Nine (9) focus group discussions were conducted with forty-five (45) persons identified as key and vulnerable populations; while fourteen (14) key informant interviews were conducted among

Credit: **UNAIDS** Jamaica



Hon. Marlene Malahoo Forte
Attorney General

stakeholders such as INDECOM, Ministry of Labour and Social Security, other NGO and government partners.

Additionally, to substantiate the report, an online survey was conducted, using convenience sampling, among seventy-one (71) persons from key population groups.

The findings suggested that a broader concept of access to justice must be tapped into. Much of the scholarly work demonstrated that a limited focus on courtroom advocacy will not do much for marginalized communities because of the myriad challenges they face. Therefore, legal literacy sessions and improved relationships with alternate dispute resolution systems must be strengthened.

Given the significant distrust that these communities have for police and other justice actors, much preliminary work needs to be done during sensitization sessions with duty-bearers. The report further recommended that civil society actors advocate for protective legislation to address stigma and discrimination faced by members of marginalized groups, in particular comprehensive anti-discrimination legislation which would prohibit discrimination in the context of employment, education, health, housing and the provision of services, and that the government should also establish the National Human Rights Institution.

NATIONAL TRANS HEALTH STRATEGY

Transwave Jamaica, with technical and financial support from UNFPA and UNAIDS, conducted a needs assessment of the experiences of

trans and non-gender conforming persons in accessing healthcare services in Jamaica. The assessment utilised a desk review and (online) survey among sixty-eight trans and non-gender conforming persons 16-34 years; as well as focus group discussions among those 19-40 years to document the experiences of the community. The assessment found the trans and non-gender conforming community experienced significant challenges with respect to access and provision of care and this was used to inform the development of the Trans Health Strategy.

The (National) Trans Health Strategy is a five-year strategy in ‘which a rights-based health vision for trans and gender non-conforming Jamaicans is advanced; the strategy is the first of its kind in the English Caribbean. The development of the strategy is ‘harmonised with the UNAIDS 2020 targets, Jamaica’s Ministry of Health and Wellness’ Vision for Health 2030 - Ten-year Strategic Plan (2019-2030) that commits to “Equity - Striving for fairness and justice by eliminating differences that are unnecessary and avoidable”; and “Respect-Embracing the dignity and diversity of individuals and groups.....” and was guided by a Steering Committee which included representatives from Transwave Jamaica, the Ministry of Health & Wellness, UNAIDS, UNFPA, and the Institute of Gender & Development Studies at the University of the West Indies, among others.

Through six (6) strategic areas and ten (10) goals, the Trans Health Strategy identifies and



promotes a plethora of institutional, societal and structural changes that are necessary to better support the health and well-being of trans and gender non-conforming persons. These goals ‘promote evidence-based care,

education, research, public policy, and respect and dignity for trans, transgender and gender non-conforming Jamaicans so they are free to pursue all aspects of their civic, social, economic, emotional and intellectual lives.’

STRATEGY AREAS	GOALS
SA1. Legislation, policy, access to justice, enabling environment and human rights	1. Jamaicans enjoy inclusive human rights-based legislation and policies that reduce the social, educational, health and economic vulnerability of transpeople 2026.
SA2. Community support	2. Build and sustain the capacity of the trans community to support, advocate, develop and monitor issues affecting the trans community.
SA3. Organizational-national multi-sector response to trans health	3. Health response delivers accessible, acceptable, affordable and quality services to the trans community. 4. Strengthen and reorient education, childcare and youth sector to create safe physical, emotional and intellectual environments for trans, transgender and gender non-conforming students to learn so no child is left behind by 2026. 5. Strengthen and reorient Ministry of Economic Growth and Job Creation sector to create enabling environments for trans, transgender and gender non-conforming applicants and workers. 6. Strengthen and reorient Ministry of Housing to create enabling and safe housing environments and solutions for trans, transgender and gender non-conforming housing applicants and residents.

MAIN ACHIEVEMENTS IN PROMOTING AN ENABLING ENVIRONMENT AND PROTECTING HUMAN RIGHTS

SA3. Organizational-national multi-sector response to trans health	7. Strengthen and reorient Ministry of Labour and Social Security to create enabling and safe housing environment to access social security and benefits by 2026.
SA4. Interpersonal	8. Empower families and communities to fully support trans community members by 2026.
SA5. Individual	9. Promote and empower full citizenship and gender expression among trans, transgender and gender non conforming Jamaicans.

**HUMAN RIGHTS EDUCATION/
LITERACY FOR KEY AND VULNERABLE
POPULATIONS**

During the course of the year, a number of interventions were undertaken by organisations to empower key and vulnerable populations with information about their rights and avenues for redress. Over three hundred persons were engaged directly through sessions delivered by EFAF, JN+, JASL and others, while thousands were reached online using social media. These activities are particularly critical to empowering communities to know their rights as part of efforts to enable them to claim and enjoy their rights, regardless of their HIV status, sexual orientation, gender identity, work or other status.

Equality for All Foundation implemented a number of initiatives to address HIV-related stigma and discrimination and promote tolerance and respect for LGBT people. Three (3) social media campaigns to share the experiences of the community and educate people, including the community on issues were developed. They were #ShareYourLetter, #MythBustingvideoseriestand#FwdWithJFLAG as well as the #WeBelong campaign which reached twenty-three thousand nine hundred and forty-six (23,946) persons across social media platforms. Additionally, one hundred and sixty-one (161) social media posts covering HIV-related/LGBT discrimination matters were created and disseminated.



JN+ developed several videos in which secretariat staff were engaged. These videos focused on delivering key messages about the JADS, treatment and adherence and U=U. Additionally, they conducted three (3) sensitization sessions with seventy-six (76) participants from among public and private sector organisations. They also convened four legal literacy sessions with fifty-seven (57) persons around basic facts, human rights in the workplace, accessing the JADS and redress opportunities, as well as how to access the Voluntary Compliance Programme .

JASL trained one hundred and four (104) PLHIV and key populations through seven (7) legal literacy sessions aimed at empowering them to know their rights, the situations in which to assert them and how they should seek redress if they are breached. The organisation also developed a legal literacy handbook to provide PLHIV with a simple, easy to read, comprehensive manual that informed them about their rights and responsibilities and outlined how to address the challenges they

faced in accessing both health and legal services. JASL also conducted a speakers' bureau training with key populations and other community representatives to prepare them to represent their respective communities and speak at different levels about the challenges they face and encourage individuals to become agents of change.

Following its successful pilot staging in eight (8) communities in 2019 to promote stigma and discrimination reduction, human rights, and gender equality among faith-based organisations and high-risk communities, NFPB implemented the second staging of Rispek Tour. However, due to the COVID-19 pandemic and restrictions on events, this was undertaken using social and traditional media. Three radio broadcasts coupled with live streaming were convened on September 18, November 25 and December 10, 2020 and reached over sixty thousand (60,000) persons.

Virtual Rispek Tour 2020: Comparative Analysis-Radio Broadcasts and Live Streams

Date	Duration	Reach	Impressions	Interactions	Video Link
Sept 18-Smart and Stuntin	2:49:27	25,096	-	153	https://fb.watch/31yK8AsfQi/
Nov 25-IDEVAW	2:13:04	14,662	9,195	7,457	https://fb.watch/31yGom5xW7/
Dec 10-Human Rights Day	1:39:03	25,796	25,753	86	https://fb.watch/2PakBWYAvY/
TOTAL	65,554	34,948	7,696		



Lessons Learned and Best Practices

Credit: TransWave Jamaica

Throughout the implementation of the enabling environment and human rights interventions, there were lessons learned and best practices identified which are particularly critical for future initiatives.

- **Engage People Living with and Most Affected by HIV and Service Providers for Formative Assessment and pretesting of Human Rights Mass Media Campaign** - In keeping with international best practices, a formative assessment was conducted between January and February 2020 to solicit the input of key stakeholders drawn from the primary and secondary target audiences. This input was in turn used to facilitate the design of the human rights mass media campaign products. Using standard interview and focus group discussion guides, ten (10) key informant Interviews and five (5) focus group discussions (FGDs) were conducted with a combined total of fifty-three (53) participants.
- **Engaging pre- and in-service duty-bearers** - Implementation modality online and in person of the various trainings with the health care workers, law enforcement



officers, members of the judiciary involves both pre- and in-service. JFJ's model is to engage pre-service officers, while JASL's is in-service law enforcement/police officers to ensure wide reach. While the human rights training is not officially a part of a curriculum, the leadership of the Jamaica Constabulary Force Training School does engage JFJ and other entities during the pre-service trainings. JASL has deliberately engaged the divisional leaders of various police stations across the island who have reached out for training of the in-service officers. Further, a code of conduct for human rights was developed in partnership between JASL and the Regional Health Authorities. This awaits layout and design for printing and dissemination.

- **Key populations engagement in policy meetings and sensitization sessions** – The best practice model developed by implementing partners in Jamaica is to have members of the key populations facilitate sessions and share their lived experiences when engaging policymakers and sensitization sessions. For example, in every sensitization session undertaken by JASL or JN+, there are at least three (3) members of the various populations giving testimonies and sharing stories of human rights violations experienced by police officers. This has resulted in the police offering an apology during the session.

- **Using ICT based strategies to engage stakeholders** - To mitigate the impact of COVID-19, implementing partners have shifted modalities to ICT based activities. Among the key ICT modalities being utilised are a webinar series and using videos as behaviour change strategies. Therefore, this strategy has not only allowed for the recording of the training for future use, but actually reached a wider audience.
- **Virtual Rispek Tour** - Within the context of the COVID-19 pandemic and the ingenuity necessitated for the effective implementation of interventions, the radio broadcasts and live streaming enabled dialogue with a wider cross section of the Jamaican population in urban and rural settings.
- **Human rights, prevention, and treatment** - With funding support from the EU, a redress referral card was developed by JASL and JN+ and is used by the staff when engaging their peers. This card indicates what a human rights violation is and how to seek redress. This is to be extended to other partner agencies for use among both prevention and treatment staff. JN+ has four (4) Redress Officers and JASL has trained and assigned three (3) of its peer navigators as “peer-paralegals” who facilitate documenting and monitoring of the rights-violations and linkage to legal services. A model is being developed for



Patrick Lalor, Policy and Advocacy Officer, at Jamaica AIDS Support for Life, delivering his presentation to a group of law enforcement officers during 2020

agencies such as Children First and Ashe Company to train their peer navigator/links in identifying human rights violations and making case referrals. Of further note, human rights reporting is integrated in community-based interventions undertaken by peer links/navigators.

- **Gender-based violence** - In 2013, JASL's clinic services were expanded to include the delivery of Sexual and Reproductive Health services. This includes counselling on family planning and carrying out pap smears, conducting screening for gender-based violence and providing GBV counselling with the psychologist, and referrals to other services. This has since been broadened to include accessing legal services. Conversations around GBV are now integrated into the organisation's prevention outreach interventions. The

organisation has also facilitated access to short-term housing where a GBV victim is in need, through referral to Women Inc. or the provision of rent.

- **Community-led monitoring** – This is a recent programme that is being scaled up and undertaken by Equality for All Foundation and JN+. Both agencies have established a reporting/feedback loop with the public health facilities where both adverse and positive findings are shared. There needs to be further improvement in monitoring and taking corrective action when there are adverse findings. Members of the key populations and community leaders are trained in monitoring and reporting of human rights complaints and service quality, which is also an integral module in the legal literacy trainings.



Conclusion & Way Forward

Credit: **Eve for Life**

Throughout the implementation of the enabling environment and human rights interventions, there were lessons learned and best practices identified which are particularly critical for future initiatives.

- **Engage People Living with and Most Affected by HIV and Service Providers for Formative Assessment and pretesting of Human Rights Mass Media Campaign** - In keeping with international best practices, a formative assessment was conducted between January and February 2020 to solicit the input of key stakeholders drawn from the primary and secondary target audiences. This input was in turn used to facilitate the design of the human rights mass media campaign products. Using standard interview and focus group discussion guides, ten (10) key informant Interviews and five (5) focus group discussions (FGDs) were conducted with a combined total of fifty-three (53) participants.
- **Engaging pre- and in-service duty-bearers** - Implementation modality online and in person of the various trainings with the health care workers, law enforcement

Stakeholders in the national response to HIV continued to demonstrate their commitment to eliminate HIV-related stigma and discrimination. Despite the challenges faced in the implementation of activities, stakeholders and partners continue to show resilience in achieving the national objectives. Successes were noted in reaching key and vulnerable populations with information and services related to human rights and accessing redress, training and sensitization of duty-bearers around gender-based violence, human rights and HIV.

There was also success in the sensitisation of individuals in faith-based organisations around human rights and equality and community-based monitoring of health services. Most notably, a national trans health strategy was developed and launched, and a national human rights campaign was launched. The latter campaign was intended to raise awareness about human rights as part of efforts to engender a reduction in stigma and discrimination and violence experienced by key and vulnerable populations living with or most affected by HIV.

At the end of year, there were at least fifty-seven (57) interventions that were undertaken to protect and promote human rights and thereby reduce stigma and discrimination perpetrated against people living with HIV and key populations most affected by HIV. Per the Human Rights Baseline Assessment, the majority of activities related to programme areas one and five to reduce stigma and discrimination (24), key populations to know

their rights (11) and provision of HIV-related legal services (13). Very few activities targeted/reached healthcare workers (6) and lawmakers and law enforcers (4). Critically, although laws and policies continue to be a significant concern, there were only five (5) activities geared towards engendering legal and policy reform that were implemented during the year. These interventions were primarily implemented in communities (31), justice (22) and health (18) settings. There were only six and seven interventions in education and workplace settings respectively.

Community-led organisations, namely EFAF, JN+ and Transwave Jamaica, accounted for more than half of the interventions recorded in this report. A total of thirty activities were implemented by them with EFAF undertaking eighteen, JN+ implementing nine and Transwave Jamaica, three. JASL, the only full-service NGO in the response, implemented eleven activities. NFPB and the UN Joint Team undertook eight (8) and four (4) interventions respectively. While there were a number of donors for activities implemented during the year, the majority of them—thirty-seven (37)—were undertaken with support from The Global Fund to fight AIDS, Tuberculosis & Malaria. The UN Joint Team provided financial assistance for ten interventions. Notably, the Government of Jamaica provided significant amount of funding to support the national human rights campaign which is being spearheaded by the NFPB and the European Union's



financial support to EFAF and JASL contributed tremendously to some of their work in protecting and promoting human rights for vulnerable and marginalized groups. Overall, the activities that were implemented recorded some success despite the challenges experienced during the year. For example, PLHIV and key populations reported experiencing better services from law enforcement personnel who were trained, duty-bearers reported increased knowledge and greater willingness to provide services to individuals living with and affected by HIV. Additionally, NGOs advocated for policy and legislative changes and made presentations before the Parliament.

Trans and non-gender conforming persons also worked together with stakeholders from the UN Joint Team and Ministry of Health & Wellness to develop the first National Trans Health Strategy. Finally, a number of PLHIV

and key populations who experienced discrimination and other forms of harassment and abuse were provided with legal advice and support with some matters reaching a positive resolution. However, notwithstanding these achievements, there are gaps in the work done to promote an enabling environment and protect human rights. Some areas of the work under the six (6) programme areas based on the human rights baseline assessment were underrepresented and the majority of interventions (72%) documented in this report were concentrated among four organisations—JASL, EFAF, JN+ and Transwave Jamaica. Monitoring, evaluation and learning as well as reporting on EEHR interventions/activities were a challenge as well.

Going forward, it is critical that stakeholders recognise that creating an enabling environment and promoting human rights is



Credit: Equality for All Foundation



Credit: **Jamaica Aids Support for Life**

everyone's business. More work needs to be done to increase the number of entities working in this critical area of the response given its far-reaching impact and scale up interventions. There needs to be improvement in monitoring, evaluation and learning for EEHR to ensure that interventions are targeted where they are most needed.

While entities are encouraged to implement initiatives during each reporting year, it would be helpful if more effort is made to document and report the outcomes and

impact of the interventions implemented. It is important that interventions are designed and implemented to address HIV and human rights related barriers that are not currently being undertaken under the respective programme areas and settings. Greater effort is needed to engage legislators and provide continuous training for healthcare workers. Additionally, work must be done to capitalise on the opportunities to engage duty-bearers, law enforcement personnel and healthcare workers, particularly at the pre-service levels to ensure greater sustainability of current



List of Major Interventions Undertaken

INTERVENTION	IMPLEMENTER	FUNDER	HUMAN RIGHTS BASELINE ASSESMENT PROGRAMME AREAS						PARTNERSHIP SETTING										
			PA 1 - Stigma and crimination reduction for key populations	PA 2 - Training for HCW on human rights and medical ethics	PA 3 - ensitization of law-makers and law enforcement agents	PA 4 - Legal Literacy (“Know Your Rights”)	PA 5 - HIV-related Legal Services	PA 6 - Monitoring and reforming laws, regulations and policies	COMMUNITIES	JUSTICE	HEALTH	EDUCATION	WORKPLACE						
#GetReal busting myths and conceptions of LGBT people	EFAF	TGF	x																
#OutLoudJA Speakers’ Bureau Forum	EFAF	Dutch Embassy	x		x		x												
Capacity building initiatives among civil society to implement community-led activities to reduce human rights related barriers	JASL	TGF	x				x												
Commence development of an online reporting dashboard for EEHR	UNDP	UNAIDS/UNDP																	
Community Scorecard	JN+	TGF	x	x															
Develop and disseminate draft research for a comprehensive and general anti-discrimination law	JASL	TGF							x										

INTERVENTION	IMPLEMENTER	FUNDER	HUMAN RIGHTS BASELINE ASSESMENT PROGRAMME AREAS						PARTNERSHIP SETTING					
			PA 1 - Stigma and criminalisation for key populations	PA 2 - Training for HCW on human rights and medical ethics	PA 3 - Sensitization of law-makers and law enforcement agents	PA 4 - Legal Literacy (“Know Your Rights”)	PA 5 - HIV-related Legal Services	PA 6 - Monitoring and reforming laws, regulations and policies	COMMUNITIES	JUSTICE	HEALTH	EDUCATION	WORKPLACE	
Policy briefs for Parliamentarians on termination of pregnancy and criminalising ‘wilful’ HIV transmission	NFPB	GOJ							x				x	
Develop and place web-based IEC Materials (Posters, Videos)	EFAF	TGF	x				x						x	x
Parenting workshop on the rights of the child	NFPB/SDC	GOJ					x						x	
Develop five strategy to operationalize NSP	UNAIDS	UNAIDS												
Document human rights violations in the Jamaica Anti-Discrimination Systems (JADS)	JN+	TGF								x				
SRH and human rights videos for placement in health facilities	NFPB	GOJ					x							x
Draft Declaration of Commitment to address S&D	UNAIDS	UNAIDS	x							x			x	x



INTERVENTION	IMPLEMENTER	FUNDER	HUMAN RIGHTS BASELINE ASSESMENT PROGRAMME AREAS						PARTNERSHIP SETTING								
			PA 1 - Stigma and crimination reduction for key populations	PA 2 - Training for HCW on human rights and medical ethics	PA 3 - ensitization of law-makers and law enorcement agents	PA 4 - Legal Literacy (“Know Your Rights”)	PA 5 - HIV-related Legal Services	PA 6 - Monitoring and reforming laws, regulations and policies	C O M M U N I T I E S	J U S T I C E	H E A L T H	E D U C A T I O N	W O R K P L A C E				
Adolescent sexual reproductive health capacity building sessions	NFPB/RHA	TGF						x				x					
Establish and commence partnership to Eliminate S&D	UNAIDS	UNAIDS	x									x	x	x	x	x	
Establish social Justice sites to increase access to justice for PLHIV and KP at select health facilities, targeted communities and other settings identified through the JADS and other complaint mechanism	JN+	TGF					x					x		x			
Gain consensus from heads of RHAs regarding the developed code of conduct	JASL	TGF		x													x
HIV and Access to Justice Report	JASL	EU							x				x				

LIST OF MAJOR INTERVENTIONS UNDERTAKEN

INTERVENTION	IMPLEMENTER	FUNDER	HUMAN RIGHTS BASELINE ASSESMENT PROGRAMME AREAS						PARTNERSHIP SETTING					
			PA 1 - Stigma and crimination reduction for key populations	PA 2 - Training for HCW on human rights and medical ethics	PA 3 - ensitization of law-makers and law enorcement agents	PA 4 - Legal Literacy (“Know Your Rights”)	PA 5 - HIV-related Legal Services	PA 6 - Monitoring and reforming laws, regulations and policies	COMMUNITIES	JUSTICE	HEALTH	EDUCATION	WORKPLACE	
Host community-based talks and sensitization sessions with parents and guardians of LGBT children	EFAF	TGF											x	
Human rights and GBV sensitization for FBOs	JCC	TGF	x										x	
IEC Materials (Posters, Videos) for the Jamaica Anti- Discrimination System for HIV (JADS), highlighting S&D experienced by PLHIV	JN+	TGF	x				x						x	
Informal conversations with cishet men to identify ways in which they can boost their engagement	EFAF		x										x	
Installation of pride mural in downtown Kingston	EFAF	AFJ	x										x	
Legal Literacy (MSM/ LGBT)	EFAF	TGF					x						x	
Legal literacy (PLHIV)	JN+	TGF					x						x	



INTERVENTION	IMPLEMENTER	FUNDER	HUMAN RIGHTS BASELINE ASSESMENT PROGRAMME AREAS						PARTNERSHIP SETTING					
			PA 1 - Stigma and crimation reduction for key populations	PA 2 - Training for HCW on human rights and medical ethics	PA 3 - ensitization of law-makers and law enorcement agents	PA 4 - Legal Literacy (“Know Your Rights”)	PA 5 - HIV-related Legal Services	PA 6 - Monitoring and reforming laws, regulations and policies	C O M M U N I T I E S	J U S T I C E	H E A L T H	E D U C A T I O N	W O R K P L A C E	
legal literacy and human rights training and sensitization sessions among 144 PLHIV and KPs to increase community based monitoring and to reinforce the need and importance of an effective legal and other kinds of redress	JASL	TGF			x					x	x	x	x	x
Meeting with 24 policy makers and decisio Media content analysis on reporting on LGBT issues ns makers and share findings from	EFAF		x							x				
Media content analysis on reporting on LGBT issues	EFAF		x							x				

LIST OF MAJOR INTERVENTIONS UNDERTAKEN

INTERVENTION	IMPLEMENTER	FUNDER	HUMAN RIGHTS BASELINE ASSESMENT PROGRAMME AREAS						PARTNERSHIP SETTING					
			PA 1 - Stigma and crimination reduction for key populations	PA 2 - Training for HCW on human rights and medical ethics	PA 3 - ensitization of law-makers and law enorcement agents	PA 4 - Legal Literacy (“Know Your Rights”)	PA 5 - HIV-related Legal Services	PA 6 - Monitoring and reforming laws, regulations and policies	COMMUNITIES	JUSTICE	HEALTH	EDUCATION	WORKPLACE	
Meetings per year with 20 healthcare providers (doctors, nurses, pharmacists) per session within the public and private sectors on integrating human rights approaches to service provision and delivery	JASL	TGF		x							x			
Monitoring Human Rights Violations (PLHIV)	JN+	TGF						x			x			
Mystery Shopper Training for LGBT People	EFAF	TGF	x									x		
National Dialogue on Human Rights in Jamaica	EFAF	UNDP-BLIC	x								x	x	x	x
National human rights campaign	NFPB	TGF/GOJ	x								x			
Policy research paper on human rights institution	JFJ	UNAIDS						x			x			
Position papers on HIV and human rights issues	JN+	TGF								x	x	x		x



INTERVENTION	IMPLEMENTER	FUNDER	HUMAN RIGHTS BASELINE ASSESMENT PROGRAMME AREAS						PARTNERSHIP SETTING					
			PA 1 - Stigma and crimination reduction for key populations	PA 2 - Training for HCW on human rights and medical ethics	PA 3 - ensitization of law-makers and law enorcement agents	PA 4 - Legal Literacy (“Know Your Rights”)	PA 5 - HIV-related Legal Services	PA 6 - Monitoring and reforming laws, regulations and policies	C O M M U N I T I E S	J U S T I C E	H E A L T H	E D U C A T I O N	W O R K P L A C E	
Provide documentation of human rights violations reports received	EFAF							x				x		
Provide legal redress for PLHIV and sub-population PLHIV and document human rights violations reports received	JASL	TGF						x				x		
Provide legal referrals and redress for PLHIV and sub-population PLHIV	JN+	TGF						x				x		
Provide support to and encourage policy and decision-makers to take action for human rights	EFAF		x		x							x		
Provision of legal support to PLHIV and key populations	JFJ	TGF						x				x		
Re-establish Legal & Policy Review Committee	NFPB	GOJ								x		x		

LIST OF MAJOR INTERVENTIONS UNDERTAKEN

INTERVENTION	IMPLEMENTER	FUNDER	HUMAN RIGHTS BASELINE ASSESMENT PROGRAMME AREAS						PARTNERSHIP SETTING				
			PA 1 - Stigma and crimination reduction for key populations	PA 2 - Training for HCW on human rights and medical ethics	PA 3 - ensitization of law-makers and law enorcement agents	PA 4 - Legal Literacy (“Know Your Rights”)	PA 5 - HIV-related Legal Services	PA 6 - Monitoring and reforming laws, regulations and policies	C O M M U N I T I E S	J U S T I C E	H E A L T H	E D U C A T I O N	W O R K P L A C E
Refresher training among 20 PLHIV and KP representatives to utilize community-based monitoring tools in healthcare/law enforcement settings and other social services	EFAF	TGF					x					x	
Repect Human Rights Tour (Virtual)	NFPB	TGF	x									x	
Research/Legal analysis on Economic, Social & Cultural Rights	EFAF	EU							x				
Retain a comedian to develop and post on social media a comedy series promoting respect and tolerance - #KyyMkode video series	EFAF	TGF	x										
Provide support to and encourage policy and decision-makers to take action for human rights	EFAF	Comic Relief	x									x	x



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			PA 1 - Stigma and criminalization reduction for key populations	PA 2 - Training for HCW on human rights and medical ethics	PA 3 - Sensitization of law-makers and law enforcement agents	PA 4 - Legal Literacy (“Know Your Rights”)	PA 5 - HIV-related Legal Services	PA 6 - Monitoring and reforming laws, regulations and policies	C O M M U N I T I E S	J U S T I C E	H E A L T H	E D U C A T I O N	W O R K P L A C E		
Sensitization sessions for media practitioners on reporting on LGBT issues	EFAF	UNDP-BLIC	x								x				
Sensitization sessions of judicial stakeholders regarding human rights approaches to service delivery	JFJ	TGF						x				x			
Sensitization sessions to police officers and support staff on human rights service delivery	JASL	TGF						x				x			
Sensitization sessions with public and private sector organizations around JADS and human rights	JN+	TGF	x								x				x
Speakers Bureau Training for Key Populations	JASL	EU	x								x	x	x	x	x

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			PA 1 - Stigma and crimation reduction for key populations	PA 2 - Training for HCW on human rights and medical ethics	PA 3 - ensitization of law-makers and law enorcement agents	PA 4 - Legal Literacy (“Know Your Rights”)	PA 5 - HIV-related Legal Services	PA 6 - Monitoring and reforming laws, regulations and policies	C O M M U N I T I E S	J U S T I C E	H E A L T H	E D U C A T I O N	W O R K P L A C E	
Train NGO staff around M&E framework to document and monitor legislation, policies and strategies implemented within the Joint Civil Society Advocacy Plan	JASL	TGF						x				x		
Training of healthcare workers around human rights	NFPB	TGF		x									x	
Trans Active Empowerment Sessions	Transwave	TGF	x									x		
Trans Health Strategy	Transwave	UNAIDS/UNFPA		x									x	
Trans Needs Assessment	Transwave	UNAIDS/UNFPA		x								x	x	
Vote Justice Human Rights Call to Action for Political Parties	EFAF				x							x	x	x



⋮ End notes

1. JADS is a human rights violation reporting mechanism which provides a system for the reporting and documentation of incidents and a system of redress
2. See Criminalizing Private Consensual Intimacy II: http://equalityjamaica.org/assets/criminalizing_private_consensual_intimacy.pdf
3. Revised UNAIDS estimates, 2019
4. Knowledge, Attitudes, Practices and Behaviour Survey, 2017
5. Stigma Index 2.0, 2019
6. The Jamaican LGBT Community Experience and Needs Assessment Survey Results
7. 876 Study, 2018
8. Global Partnership for Action to Eliminate All Forms of HIV-Related Stigma and Discrimination - https://www.unaids.org/sites/default/files/media_asset/global-partnership-hiv-stigma-discrimination_en.pdf
9. The Voluntary Compliance Programme is an initiative led by the Ministry of Labour & Social Security to help businesses prepare to meet the requirements of the Occupational Health & Safety Act. The initiative has



Jamaica Partnership to Eliminate HIV-related
Stigma & Discrimination
UNAIDS Jamaica

6th Floor, PanJam Building, 60 Knutsford
Boulevard, Kingston 5, Jamaica
876 960 6538