



Alliance for Justice and Diversity

# The 2020 LGBTI Policy Agenda

## 13-Point Action Plan 2.0

(Revised October 2020)

2020

# The AJD & Policy Agenda Work

The Alliance for Justice and Diversity is a social justice coalition of organisations led by Trinidad and Tobago's LGBTI+ civil society organisations (CAISO: Sex and Gender Justice, Friends for Life, I Am One, The Silver Lining Foundation, Transgender Coalition of T&T, Women's Caucus of T&T, and WOMANTRA). In addition to issues related to sexuality and gender identity, these organisations work together to prevent gender-based violence, strengthen school safety, improve policing, and champion protection against discrimination based on age, health conditions, and LGBTI+ status.

AJD's policy agenda work aims to direct the media and politicians and other national stakeholders' attention towards issues that are most relevant and important for the national LGBTI+ community. The agenda seeks to provoke election-season and post-election conversation on feasible action points for the state, which generally differ from the ones the media or government might imagine, or that are popular internationally. The policy agenda action points also guide the work of AJD member organisations' strategic plans for activism and community organising.

During the 2015 election season, AJD organisations joined forces to introduce a policy agenda building upon the work of CAISO in the 2010 election season. The 2015 Policy Agenda offered 12 action steps for decision makers as priority concerns of LGBTI+ people across these 6 broad areas: Representation, Leadership and State Capacity; Homelessness; Gender Identity; Tolerance, Safety and Achievement in Schools; Legislation and Equal Protection; Criminal Justice and Police Protection. These areas remained a priority for AJD organisations in the past five years and some important outcomes were achieved in the following areas: parliamentary representation, the establishment of a GBV unit with the TTPS announcing its inclusive stance on LGBTI issues, greater school safety through training on GBV and bullying, promises for strengthening human rights institutions, and decriminalisation.

In order to develop this 2020 Policy Agenda, CAISO held a community forum on 4 March 2020 to make collective decisions on the priority concerns for 2020. A working group was established after this event and a research consultant guided the process of a desk review of previous policy engagements. On AJD's behalf, CAISO and the Silver Lining Foundation hosted a second community forum, held virtually, called Talk Yuh Talk The Gay Agenda on 12 July 2020.

The work, experiences, and research conducted by the AJD organisations over the last five years guided an open discussion of the draft agenda. Based on the forum and consultations, the 2020 LGBTI Policy Agenda - 13 Action Points was launched online the following week just before Trinidad and Tobago's 2020 General Election. After the election, AJD members revised and updated the Policy Agenda to reflect the newly formed government and cabinet as well as community engagement since July and more trans and intersex visibility.

This 2020 LGBTI Policy Agenda 2.0 includes critical areas of concern that resonate with the previous agendas, reflects updates and more specific calls to action from the Government to address the following concerns: State Capacity and Training on Human Rights; Discrimination in and Access to Employment, Healthcare, Housing and Goods/Services; Poverty and Homelessness; Comprehensive Sex Education; Gender Based and LGBTI Violence and Policing; Legislative and Policy exclusions and blindspots.



Alliance for Justice and Diversity

[justicediversitytt@gmail.com](mailto:justicediversitytt@gmail.com)

<http://justicediversitytt.wordpress.com>

**INCLUDE LGBTI  
COMMUNITIES IN  
MEANINGFUL  
DIALOGUE**

*All State Actors*

Routinely engage individuals and organizations representing the LGBTI population in national policy development and decision-making by:

- Convening Meetings
- Building State Capacity
- Appointing Community Advocates As Full-time Independent Senators

## **INVEST IN NGO SHARED SERVICES AND ACCOUNTABILITY**

*The Ministry of Social  
Development and Family  
Services*

*The Ministry of Legal Affairs*

Invest the first-year startup cost of a shared-services facility to be led by the Cropper Foundation and other leading civil society organizations, providing quality financial, project and information management services to nonprofit organizations at affordable rates (free services to those with Government grants). This should also include support for grassroots organisations to become registered as non-profit organisations.

**STRENGTHEN  
NATIONAL  
HUMAN RIGHTS  
MACHINERY**

*The Attorney General*

Fulfil September 2016 pledge to the United Nations Human Rights Council to create an internationally compliant National Human Rights Institution. This should build upon the existing the Equal Opportunity Commission and Tribunal mechanisms.

**OUTLAW  
DISCRIMINATION IN  
EMPLOYMENT,  
HOUSING,  
INSURANCE &  
SERVICES**

*The Parliament*

*The Government*

Amend the Equal Opportunity Act to include protections against discrimination on the basis of Age, Health Conditions and LGBTI status. This supports long-standing calls to “Add All Three to the EOA” by over 20 local civil society organisations advocating to end discrimination.

Revise existing grant and subvention requirements to ensure that LGBTI people have equitable access to all existing social and economic relief services available to citizens, including the disaster relief, pharmaceutical, food card and public assistance grants.



# ADDRESS POVERTY AND HOMELESSNESS CAUSED BY HOMOPHOBIA AND TRANSPHOBIA

*The Ministry of Housing and  
Urban Development*

*The Housing Development Corporation*

Provide financial support in the form of grants and subventions to persons and organisations already providing temporary housing and relief to trans, intersex, lesbian, gay and bisexual persons rendered homeless because of their sexual orientation and gender identity.

Designate at least three housing units in different geographic communities for the operation of a public-private emergency transitional housing programme for persons made homeless by homophobia, transphobia and family violence. This housing programme must be developed in collaboration with organisations and persons involved in existing support for the community.

**TACKLE  
EMPLOYMENT BIAS  
THROUGH  
ECONOMIC  
DEVELOPMENT**

*The Ministry of Trade and  
Industry Enterprise Development*

*The Ministry of Labour*

Collaborate to implement incentive programmes for employers who hire people from marginalised communities. These include people from underserved communities, pregnant women, formerly incarcerated, trans, intersex, gender non-confirming, lesbian, gay and bisexual, as well as persons with disabilities.

**INVESTIGATE &  
PROSECUTE BIAS  
VIOLENCE,  
INCLUDING  
CYBERCRIME**

*The Ministry of National Security*

*The Commissioner of Police*

Provide sustainable funding for the TTPS' Gender-Based Violence Unit (and units on special victims).

Develop the GBV Unit as the target for reporting LGBTI violence (especially pertreated against trans and intersex people), LGBTI-targeted crimes (including cybercrimes), and violence perpetrated against anyone working in the sex industry.

Provide specialised training on LGBTI issues to the entire police service and mainstream similar sensitivity training at the Police Academy.

# PROVIDE SEX EDUCATION FOR ALL

*The Ministry of Education*

*The Trinidad & Tobago Unified  
Teachers Union*

*The National Parent Teacher  
Association*

Implement a comprehensive sex education programme curriculum in all schools as mandatory (building upon the current national Health and Family Life Education curriculum and supported by local and regional research).

This comprehensive sex education curriculum must be fact-based, age-tailored, professionally taught, and be inclusive of gender and sexual diversity, with modules for parents/families and school system personnel.

**STOP WITHHOLDING  
CRITICAL  
MEDICATION FOR  
HIV PREVENTION**

*The Ministry of Health*

*The National AIDS Coordinating  
Committee*

*Office of the Prime Minister*

Immediately make the medical HIV prevention programme known as PrEP available and accessible without any restrictions to persons in all HIV key populations.

# **FOSTER GENDER- SENSITIVE HEALTHCARE INCLUSIVE OF TRANS AND INTERSEX NEEDS**

*The Regional Health  
Authorities*

*The Ministry of Health*

Build the competence of community health centres across Trinidad and Tobago to provide quality care for transgender, transitioning, and intersex persons.

Develop and implement institutional protocols to End Intersex Genital Mutilation in their perinatal care of children born with ambiguous genitalia and other intersex conditions.

# ENABLE THE AUTONOMY OF GENDER IDENTITY

Provide legal measures and policies that enable intersex and transgender persons to have gender markers (Male/Female) on their state-issued identity documents match their adult gender identity.

*The Attorney General*

# DECRIMINALIZE UNCOERCED TEEN SEXUAL EXPLORATION

*The Parliament*

*The Director of Public  
Prosecutions*

Repeal sections 20(1)(c),  
20(2)(c), and 20(3)(c) of The  
Children Act

Charge Rapists With Rape by  
prosecuting anal rape using  
the rape statute, Section 4 of  
the Sexual Offences Act; and  
not as “buggery”  
(Section 13, which carries a  
lesser sentence).



**PROTECT ALL  
HOUSEHOLD  
MEMBERS  
FROM  
DOMESTIC  
VIOLENCE**

*The Parliament*

Amend the Domestic Violence Act to provide protection for all persons within a household regardless of legal relation.



Alliance for Justice and Diversity

[justicediversitytt@gmail.com](mailto:justicediversitytt@gmail.com)

<http://justicediversitytt.wordpress.com>