



# CAISO: SEX AND GENDER JUSTICE ANNUAL REPORT 2021

September 2022

Prepared by the Board of Directors

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# INTRODUCTION

CAISO's growth and expansion since 2020 reflect a dedicated board of directors, team of consultants, and volunteers who are fierce and defiant in justice work and activism. In 2021, CAISO went through many changes with the loss of director Colin Robinson, but weathered challenging times - including a pandemic - which continue to affect us. CAISO was able to sustain the work as well as possible, through a year of succession planning – building upon Colin's legacy. The CAISO team embraced the challenges and developed pathways for expansion and were able to initiate several new projects and a service provision programme that reflect our growth as an organisation.

## **Key Achievements for 2021 include:**

- completed a full year of provision of services responding to human rights violations through our Wholeness and Justice Programme;
- continued and sustained work on project activities, notably Sign Together project and the Sexual Culture of Justice project;
- developed and launched the CAISO-Astraea Caribbean Responsive Funding Mechanism;
- engaged in a strategic visioning exercise, in which we updated our vision, mission, and values, and developed our Strategic Plan for 2022-2025 to guide and streamline work and operations;
- launched the Model LGBTQI+ Workplace Policy;
- secured new sources of funding for operations, projects, and programmes.



# MISSION & VISION



## **Mission**

To mobilise a forward-thinking, visionary, and human rights approach to wholeness, justice, and inclusion for Trinidad and Tobago's LGBTQI+ communities, through developing analysis, alliances, and advocacy.

## **Vision**

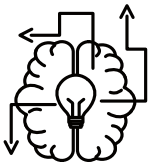
To be a catalyst for political, cultural, and social transformation that secures and affirms LGBTQI+ rights and freedoms.

# OUR VALUES



## Wholeness

We believe that wholeness involves all that makes us human -- mind, body, soul, emotions, relationships and sexuality; and we are vocal and unapologetic in our support for the right of LGBTQI+ people to inhabit our gender identity; express our sexual orientation safely; and liberate ourselves from intersecting experiences of oppression: in short, to be whole.



## Imagination

We affirm the possibility and promise of real and lasting change for Trinidad & Tobago's LGBTQI+ communities and will use creative imagination to speak out insistently against injustice, sustaining our activism with joy, love and celebration.



## Justice

We insist that a more just world is ours to create and discover; a world where LGBTQI+ people live with dignity, opportunity and safety, are treated in a way that is balanced, equal and fair and the law is one of several pathways to justice.



## Inclusion

We affirm the right of LGBTQI+ people to be seen and heard as our true, authentic selves, valued and appreciated for who we are and what we contribute; and will work insistently against widespread discrimination faced by members of our community.

# OUR VALUES



## Empowerment

We recognise the ways in which discrimination, homophobia and oppression disempower LGBTQI+ people and strive to provide an enabling framework that is based on the interests and needs of LGBTQI+ communities, supports self-help and self-organization and amplifies the voices of all.



## Community

We recognise the diversity of LGBTQ+ people as one of our greatest strengths; that no single voice should have more authority and value than another; that collectively we are stronger and wiser, and we will foster meaningful connections based on respect, trust and solidarity, with allies who share our vision.



## Feminism

We are feminists because homophobia and sexism are forces that maintain traditional gender roles and inequality in society and one cannot be eradicated without addressing the other. We advocate analytical approaches that are decolonial and intersectional and practices that oppose violence and challenge cultural norms, expectations and laws.



## Accountability

We are accountable to those for whom we do this work. We commit to continuous reflection and learning, to ensure that our internal systems and programmes are aligned with our values, our decision-making and processes are transparent, feedback is given/received openly and our mistakes are acknowledged with humility.

# ABOUT CAISO: SEX & GENDER JUSTICE

**CAISO is a feminist civil society organisation committed to ensuring wholeness, justice and inclusion for Trinidad and Tobago's LGBTQI (Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex) communities, by developing analysis, alliances and advocacy.**

Founded in June 2009 as Coalition Advocating for the Inclusion of Sexual Orientation, **CAISO changed its name in 2016 to CAISO: Sex and Gender Justice**, to align closer with the growth in our areas of focus, namely wholeness, justice, and inclusion.

For over a decade, CAISO: Sex and Gender Justice has offered the public a consistent voice and face for LGBTQI+ issues and human rights, shifting the needle measurably on how the nation imagines, understands, and talks about sex and gender diversity and sexual justice.



# OUR TEAM

<p><b>Board of Directors</b></p>	<ul style="list-style-type: none"> <li>• <b>Elron Elahie</b> (he/him)</li> <li>• <b>Omar Mohammed</b> (he/him)</li> <li>• <b>Angelique V. Nixon</b> (she/her)</li> <li>• <b>Catherine Shepherd</b> (she/her)</li> </ul>
<p><b>Officers &amp; Consultants</b></p>	<ul style="list-style-type: none"> <li>• <b>Rae Alibey</b> (she/her) <ul style="list-style-type: none"> <li>◦ Wholeness &amp; Justice Community Caseworker</li> </ul> </li> <li>• <b>Maiah Cooper</b> (she/they) <ul style="list-style-type: none"> <li>◦ Content &amp; Social Media Consultant</li> </ul> </li> <li>• <b>Psyche Gonzales</b> (she/her) <ul style="list-style-type: none"> <li>◦ Financial Manager</li> </ul> </li> <li>• <b>Donielle Jones</b> (she/her) <ul style="list-style-type: none"> <li>◦ Wholeness &amp; Justice Community Lawyer</li> </ul> </li> <li>• <b>Kellog Nkemakolam</b> (they/he) <ul style="list-style-type: none"> <li>◦ Research &amp; Programme Associate</li> </ul> </li> <li>• <b>Johannah Rae-Reyes</b> (she/her) <ul style="list-style-type: none"> <li>◦ Project &amp; Community Outreach Associate</li> </ul> </li> <li>• <b>Akilah Riley-Richardson</b> (she/her) <ul style="list-style-type: none"> <li>◦ Wholeness &amp; Justice Clinical Administrator</li> </ul> </li> </ul>
<p><b>Volunteers</b></p>	<ul style="list-style-type: none"> <li>• <b>Nikoli Attai</b> (he/him) <ul style="list-style-type: none"> <li>◦ Research Policy   Graphic Design</li> </ul> </li> <li>• <b>Chandelle O'Neil</b> (they/them) <ul style="list-style-type: none"> <li>◦ Community Engagement &amp; Outreach</li> </ul> </li> </ul>



# THEMATIC AREAS OF FOCUS

CAISO's areas of work are designed and implemented to achieve our mission, reflect our vision and core values, and are structured around three main thematic areas:

- **Wholeness:** development of projects and approaches that contribute to the building of coalitions and alliances for the advancement of human rights and social justice.
- **Justice:** advancing both the institutional framework for LGBTQI+ justice and the opportunities for redress and legal support for persons whose human rights have been infringed because of their sexual orientation, sex/gender identity or expression.
- **Inclusion:** advancing a human-rights and social justice approach to inclusion for LGBTQI+ people living in Trinidad and Tobago (and the wider Caribbean).



# WHOLENESS

The Wholeness work is centred on the development of projects and approaches that contribute to the building of coalitions and alliances for the advancement of human rights and social justice. Projects and activities within the Wholeness programme primarily support social services activities, capacity training, and building community and individual advocacy capacity, particularly for LGBTQI+ persons within most marginalised communities, particularly at intersections of socio-economic status, ability, and migration. These include:

## **Alliance and Coalition-Building**

CAISO has successfully built alliances – among LGBTQI groups, with other Trinidad & Tobago NGOs and movements, and internationally – and has worked collaboratively to build capacity and resilience, make interventions, and deliver justice.

In 2021, CAISO worked with the **Alliance for State Action to End Gender-Based Violence** (ASA) to lobby the Government of Trinidad and Tobago to implement a transparent and collaborative strategy for addressing the national crisis of gender-based violence. Among specific actions undertaken were: commenting on draft legislation related to sexual offences and corporal punishment; a social media campaign to commemorate the 30th anniversary of the Domestic Violence Act; and joint media statements.

The late Colin Robinson championed the creation of a shared mechanism to make core management functions affordable for CSOs, and mobilised the Inter-American Development Bank NextGen Board and the Cropper Foundation to develop a pilot. So CAISO was extremely proud to participate in the December launch of **CSO Go**. In its first phase, the digital hub will support a job marketplace for CSOs and service providers, a resource library and an e-learning platform for CSO-specific training.

# WHOLENESS

## Sign Together Project

This year-long project commenced in June 2021, with the three objectives: To

- 1.Reduce stigma and discrimination against Deaf and LGBTQI people in Trinidad & Tobago through increased cultural competence;
- 2.Expand competence in the use of Trinidad & Tobago Sign Language (TTSL) in service, justice and community settings, leading to greater access to goods, services, justice and community; and
- 3.Increase solidarity, shared understanding and joint promotion of human rights between LGBTQI and Deaf communities.

Dr. Benjamin Brathwaite of the Lloyd Best Institute of the Caribbean developed the three-level Deaf language and culture competence-building course, in collaboration with Deaf teachers, community leaders and advocates, Ian Dhanooolal, Stephen Dookhran, Salina Peterson, Lori Rodrigues and Shevon Weston. All project activities were conducted online, as a result of public health regulations for controlling and preventing the spread of COVID-19.

During the first six months of the project, the following milestones were achieved:

- 33 LGBTQI+-identified people, and activists providing services to LGBTQI+ communities enrolled in TTSL classes, from an initial field of over 100 applicants
- Six students successfully completed TTSL Level One, while 11 students completed Level Two
- 15 TTSL students completed LGBTQI+ Sensitivity and Deaf Language and Culture training
- 11 TTSL interpreters in active practice completed LGBTQI+ Sensitivity and Deaf Language and Culture training
- 6 Deaf LGBTQI+ peer leaders received clinical support through group healing workshops.

# WHOLENESS

## **Wholeness & Justice - Clinical & Social Services**

The Wholeness & Justice Programme provides legal and psychosocial support services for LGBTQI+ people living in Trinidad & Tobago (with an emphasis on trans, non-binary, gender-non-conforming, and intersex people) who experience human rights violations, thereby expanding access to wholeness, justice and health and human services. Key insights and analysis from a full year of service provision, have affirmed the need for this programme and our continued investment.

The clinical arm of the Wholeness & Justice Programme provided psychosocial support to more than half of the 33 clients accessing services in 2021. Issues addressed comprised family and social instability, mental health, relationship conflicts and social assistance. Anxiety and depression, rooted in trauma, systemic violations and unhealthy relationships, were commonly experienced by clients. Trans women, in particular, are often targets of physical and life-threatening violence. Among key clinical findings noted were: the lack of safety and privacy for counselling in the client's environment; non-attendance at sessions; and a lack of employment, which complicates client mental health and sense of agency.



# WHOLENESS

## **Wholeness & Justice - Community & Self-Advocacy**

A total of TT\$ 25,000 in emergency food support was provided to members of the community, with a focus on sex workers, trans women and persons who lost income as a result of the pandemic. Additionally, The Living Room - a virtual platform - was created to provide an avenue for socialisation and foster relationship-building among members of the LGBTQI+ communities. Six (6) Moving for Mental Health sessions, facilitated by Clinical Administrator, Akilah Riley-Richardson; and two (2) Community Meet-up sessions that explored what it means to be queer in Trinidad and Tobago, were hosted in this space.

A virtual Share Space was also created to help community members vent, grieve and celebrate the lives of community member Anthony Singh, who was brutally murdered; and the untimely death of transgender leader, Brandy Rodriguez, in April and October, respectively. "Serving the LGBTQI+ Community: Capacity Building for Mental Health Practitioners" was the title of a very successful webinar aimed at providing best practices for working with and serving the community.



# JUSTICE

The Justice work is centred on advancing both the institutional framework for LGBTQI+ justice, and the opportunities for redress and legal support for persons whose human rights have been infringed because of their sexual orientation, sex/gender identity or expression. Projects and activities related to Justice work include:

## **Demands for State Action to End Gender-Based Violence**

During the year, CAISO was among 18 civil society organisations that renewed and updated demands made in 2020, for the Government of Trinidad and Tobago to immediately implement a transparent and collaborative strategy for addressing the national crisis of gender-based violence. This includes providing sufficient funding for shelters, civil society organisations and government agencies working to combat gender-based violence, and most of all, declaring a national emergency.

CAISO also collaborated with 18 LGBTQI+ rights, social justice and women's rights organisations to plan and implement a Walk Out for Women on International Women's Day (March 8), with the theme #ChooseToChallenge.

## **Human Rights Advocacy**

CAISO has been a leader in sharing and building others' capacity with respect to human rights mechanisms and advocacy, and has participated in three cycles of the UN human rights mechanism, the Universal Periodic Review (UPR), through testimonies and joint submissions with fellow human rights organisations. In 2021, CAISO participated in the state-initiated, civil society consultations for the UPR 3rd Cycle and collaborated on a Joint Submission with the Family Planning Association of Trinidad and Tobago (FPATT) and the CEDAW Committee of Trinidad and Tobago.

# JUSTICE

## **Sexual Culture of Justice Project & Research**

The EU-funded human rights, activity-based project – **A Sexual Culture of Justice (2017-2021) – working to end GBV and LGBTQI discrimination in Trinidad & Tobago** – came to an end formally in March 2021. The project was led by Dr. Angelique V. Nixon and implemented by The UWI's Institute for Gender and Development Studies (IGDS), in collaboration with LGBTI and feminist organisations: CAISO: Sex & Gender Justice, Friends for Life, I Am One, The Silver Lining Foundation, Womantra and The Women's Caucus. Other partners included the Caribbean IRN, Say Something TT, Caribbean Male Action Network, the Equal Opportunity Commission, and Trinidad & Tobago Transgender Coalition.

This project provided support for long-standing and new local efforts to transform approaches to violence, homophobia, school bullying and policing while building partnerships and organisational capacity. The project team created a suite of linked activities aimed at influencing “a sexual culture of justice” through a social change in gender norms and sexual rights.

These activities were grounded in and produced local/regional analysis and solutions. The impact of the project can be seen through the educational materials and knowledge products, training toolkits and workshops, as well as the research activities that produced data needed to support advocacy calls for gender and sexual justice policy and legislative changes. All resources from the project are available on the **Caribbean Sexualities Knowledge Portal: [portal.caribbeansexualities.org](http://portal.caribbeansexualities.org)**.

CAISO led a number of activities focused on building organisational capacity and partnerships, as well as public education and advocacy for protections against discrimination and improving the lives of LGBTQI+ people. The project outputs and research continue to be utilised through alliance and coalition-building and our wholeness and justice work.

# JUSTICE

- In January 2021, the Project partnered with the North West Regional Health Authority to offer a 5-Day, online **Healthcare Training course on Sex & Gender Diversity**, which was facilitated by Angelique Nixon, Katija Khan, and Rae Alibey. The courses addressed sex and gender diversity and the challenges and barriers faced by LGBTQI+ persons when accessing public healthcare. Facilitator-led presentations and group discussions tackled issues related to mental health, empathy, respect, privacy and new ways of providing care and service.
- Another output of the Project was a short, virtual 2-week course in February 2021, on **Diverse Genders and Sexualities** with a focus on LGBTQI+ experiences and research in the Caribbean. Facilitators and special guest speakers (namely, Angelique Nixon, Nikoli Attai, Rosamond King, Tracy Robinson, Kamala Kempadoo) addressed topics such as sex, gender and sexuality, Caribbean sexuality studies, sexual rights and justice, and offered engaging discussion and learning on regional LGBTQI+ activism and advocacy.
- In a special series of **Curated Conversations** held on 24th and 31st March 2021, partners and team members shared insights and reflections on the challenges and lessons learned, as we continue to work towards change and transformation.
- The IGDS and the SCJ Project co-hosted a special Lunchtime Seminar on the topic, “Let’s Talk Consent and CSE (Comprehensive Sex Education)” and published a **Fact Sheet on “Sexual Rights and Justice”** in December 2021.





# JUSTICE

## Wholeness & Justice - Legal Services

The Wholeness & Justice Programme provides legal and psychosocial support services for LGBTQI+ people living in Trinidad & Tobago (with an emphasis on trans, non-binary, gender-non-conforming and intersex people) who experience human rights violations, thereby expanding access to wholeness, justice and health and human services.

In 2021, the Programme provided legal support for clients in need of specific documents and/or who experienced violations, acts of discrimination or abuse. Out of 16 persons who consulted the Community Lawyer, 11 became clients. Among key legal findings were: Family violence and intimate partner violence are the main types of domestic violence faced by LGBTQI+ clients; clients are generally hesitant to pursue legal action; and more work needs to be done to empower members of the LGBTQI+ community to engage in self-advocacy.



# INCLUSION

The Inclusion work is centred on advancing a human rights and social justice approach to inclusion for LGBTQI+ people living in Trinidad and Tobago (and the wider Caribbean). Projects and activities related to Inclusion work include public campaigns, public policy and legislative advocacy (advancing social and legal protections), community engagement and outreach, research and education, media engagement and interventions, and gender and sexuality training (for workplace policy, LGBTQI+ sensitivity, service providers, etc.). These projects and activities include:

## **Add All Three Campaign**

Since 2011, CAISO has focused attention on the Equal Opportunity Act and campaigned for legislative amendments to add three (age, health, LGBTI status) Equal Opportunity protections. In 2021, CAISO used its social media channels to highlight the #AddAllThree campaign to #AmendTheEOA. CAISO continues to recognise national (Equal Opportunity Commission), regional (IACHR) and international institutions and mechanisms (UPR) as important guardians of human rights.

## **2nd Annual Colin Robinson Hard Head Award**

Inspired by the fearless ways in which the late Colin Robinson, used creative imagination to speak out against injustice, this award seeks to recognize and honour exceptional leadership in transforming how others see and imagine the world, particularly in the spheres of Transformational Activism, Artistic Boldness, and Meaningful Solidarity. A panel of judges comprising Brendon Aleksei, Rosamond S. King, and Sunity Maharaj awarded the **2nd Annual Colin Robinson Hard Head Award to Feminist activist, Jacqueline Burgess**, at a virtual Award Ceremony held on Human Rights Day (December 10th). Tracy Assing, Jeremy Steffan Edwards, Laura Pierre Escayg, and Ida Le Blanc were recognised as finalists.

# INCLUSION

## **Backchat: Celebrating Caribbean LGBTQI+ Writing**

Celebrating and using creative imagination remains at the centre of our work to transform harmful cultural norms. As a programme partner of Trinidad and Tobago's annual literary festival, the NGC Bocas Lit Fest since 2017, CAISO has organised festival events (Lit on Fleek in 2017, Backchat in 2018 & 2019, Treachery in Every Poem 2020) that celebrate Caribbean LGBTQI+ writers and writing. These events have featured Caribbean writers from across the region and diaspora. Collaboration with Bocas Lit Fest resumes in 2022 after a one-year hiatus in 2021.

## **CAISO-Astraea Caribbean Responsive Grant Mechanism**

In June 2021, CAISO and Astraea Lesbian Foundation for Justice launched the Caribbean Responsive Grant Mechanism for LGBTQI+ organisations in the region, offering grants ranging in size from US\$2,500 to US\$10,000, for a period not exceeding 12 months per application cycle. Applications were reviewed by a panel comprising CAISO board members and LGBTQI+ leaders from across the region.

Of 23 applications received during Cycle One, 13 organisations from 8 countries were awarded grants in the following categories: capacity-building needs, COVID-19 responses, crisis support and/or interventions, operational support and short-term programme and advocacy ideas.



# INCLUSION

## **Model LGBTI+ Workplace Policy for Trinidad & Tobago**

On June 30th, 2021, CAISO: Sex and Gender Justice launched a Model LGBTI+ Workplace Policy for Trinidad and Tobago, in partnership with the Equal Opportunity Commission and with funding from the British High Commission to Trinidad and Tobago.

The Model Policy is the result of an iterative process enabled by the professional services of Dr Wynette Harewood and Janet Peters of the Arthur Lok Jack Global School of Business, who engaged private sector employers, and employees from the national LGBTI+ community in its development. The Equal Opportunity Commission, Chamber business committees, civil society and other stakeholder groups conducted expert reviews of the draft policy to ensure that it was fit-for-purpose, achievable and fully supportive of the LGBTI+ employee's ability to find an equal place at work.

The Model Policy offers workplaces - small and large, public and private - and the stakeholders around them who wish to close the gaps in LGBTI+ workplace equality, measures for implementing change. **By launch date, 13 companies and one business group had already signed on as early adopter Champions of the Model Policy.** They are Advisors Next Door; AMCHAM; ANSA MCAL Group; Davyn Limited; DeSiu Masks; Esau Oilfield Supplies Limited; Heliconia Cakery; Imjin Security Services; Katrina Therapy Centre; MEP Publishers; Marine Minded Network; Nao Films; Regency Recruitment and Resources; and Republic Financial Holdings Limited.

CAISO will continue stakeholder engagements to invite more champions to adopt, implement and support the Model Policy and has pledged its support to any workplace that wants to champion and implement the policy.

# 2021 in NUMBERS

33

LGBTQI+ community members accessed legal and/or psychosocial support under the Wholeness and Justice Programme.

15

Sign Together participants completed LGBTQI+ Sensitivity and Deaf Language and Culture training.

13

Directors, consultants, staff, and volunteers comprise CAISO's close-knit team.

18

National news reports/articles on the LGBTQI+ community in Trinidad & Tobago engaged/referenced CAISO.

13

Early Champions adopted the Model LGBTQI+ Workplace Policy for T&T by launch.

08

Targeted, virtual community and self-advocacy sessions hosted for the LGBTQI+ community.

13

Organisations from 8 countries awarded USD 120,000 in grants under the CAISO-Astraea Caribbean Responsive Grant Mechanism for LGBTQI+ organisations..

25

Thousand TTD (\$25,000) in emergency food support distributed to vulnerable groups, namely trans people and sex workers (who lost income because of the COVID-19 pandemic).

40

LGBTQI+ national and regional CSOs collaborated with CAISO to increase advocacy and activism around the expansion and securing of rights for community.

# COMMUNICATIONS & MEDIA

CAISO has long engaged with the media (traditional and social) in strategic and responsive ways. For over a decade, CAISO has offered the public a consistent voice and face for LGBTQI+ issues and human rights, transforming how we understand and talk about sex and gender diversity and sexual justice. Therefore, CAISO is called upon often by media to respond or give comments on issues related to sexual and LGBTQI rights.

CAISO focused in 2021 on increasing social media presence, promoting our projects and programmes, and responding to media where needed. Generally, CAISO has to balance between being responsive to immediate issues and crafting careful strategic responses related to LGBTQI+ issues. This year was no different with key and targeted media engagements through media releases, interviews, and social media campaigns.



# NOTABLE SOCIAL MEDIA ENGAGEMENTS

MONTH	ENGAGEMENTS
February	<ul style="list-style-type: none"> <li>• No Woman Should Have to Live in Fear: End Violence Against Women</li> <li>• Demands to the Government of Trinidad and Tobago to Act Now on the Crisis of Gender-Based Violence</li> <li>• Five Ways to maintain momentum and keep talking about gender justice and GBV</li> </ul>
March	<ul style="list-style-type: none"> <li>• Women's History Month: Gender-Based Violence in T&amp;T</li> <li>• CAISO Mourns the Loss of Director of Imagination, Colin Robinson</li> <li>• Transgender Day of Visibility</li> </ul>
April	<ul style="list-style-type: none"> <li>• Justice for murdered LGBTQI+ member, Marc Anthony Singh</li> <li>• Share Space for LGBTQI+ communities to share, process and engage with each other (W&amp;J)</li> </ul>
May	<ul style="list-style-type: none"> <li>• Wholeness &amp; Justice Living Room (a virtual space for T&amp;T LGBTQI+ engagement: Community Meet-up &amp; Moving for Mental Health)</li> <li>• IDAHOBIT 2021</li> </ul>
June	<ul style="list-style-type: none"> <li>• CAISO-Astraea Caribbean Responsive Grantmaking</li> </ul>

# NOTABLE SOCIAL MEDIA ENGAGEMENTS

MONTH	ENGAGEMENTS
July	<ul style="list-style-type: none"> <li>• Find an Equal Place at Work: Early Adopter Champions of CAISO's Model LGBTQI+ Workplace Policy</li> <li>• CAISO Calls Catholic Archbishop's Statement Harmful, Dangerous and Unfounded</li> </ul>
August	<ul style="list-style-type: none"> <li>• Wholeness and Justice Snapshot of Services</li> <li>• Find an Equal Place at Work: Early Adopter Champions of CAISO's Model LGBTQI+ Workplace Policy</li> </ul>
September	<ul style="list-style-type: none"> <li>• Results of CAISO-Astraea Caribbean Responsive Grantmaking Cycle One</li> </ul>
October	<ul style="list-style-type: none"> <li>• 2nd Annual Colin Robinson Hard Head Award</li> <li>• Wholeness and Justice Programme: What Is a Violation?</li> <li>• CAISO Mourns the loss of community leader and activist, Ms. Brandy Rodriguez</li> <li>• Share Space for LGBTQI+ communities to share and process feelings regarding the death of Brandy Rodriguez (W&amp;J)</li> </ul>
November - December	<ul style="list-style-type: none"> <li>• W&amp;J Webinar: Capacity Building for Mental Health Practitioners</li> <li>• 16 Days of Activism (CreateFutureGood campaign in collaboration with 23 organisations working together to end gender-based violence)</li> </ul>



# TRADITIONAL MEDIA ENGAGEMENT

DATE	SOURCE	SUBJECT
FEB 9	Express Letter to the Editor	<ul style="list-style-type: none"> <li>Men must lead in stopping violence against women (15 other organisations)</li> </ul>
FEB 12	TTT News Special	<ul style="list-style-type: none"> <li>The Vigil: CSOs (with FEMINITT, IGDS Ignite &amp; Womantra)</li> </ul>
FEB 13	Newsday news story by Melissa Doughty	<ul style="list-style-type: none"> <li>CAISO: Declare national emergency on gender-based violence</li> </ul>
MAR 1	Newsday news story by Paula Lindo	<ul style="list-style-type: none"> <li>15 groups to stage International Women's Day Walkout</li> </ul>
MAR 4	CAISO Media Release	<ul style="list-style-type: none"> <li>CAISO Mourns the Loss of our Director of Imagination Colin Robinson</li> </ul>
APR 1	TTT News Special	<ul style="list-style-type: none"> <li>Remembering Colin Robinson</li> </ul>
APR 15	CAISO Media Release	<ul style="list-style-type: none"> <li>CAISO Statement on the murder of LGBTI+ performer, artist and designer, Marc Anthony Singh</li> </ul>
APR 20	Express news story by Alexander Bruzual	<ul style="list-style-type: none"> <li>Homophobia warning after designer killed</li> </ul>
MAY 16	CAISO Media Release	<ul style="list-style-type: none"> <li>CAISO Repeats Longstanding Call for the State to End Legal LGBTI Discrimination</li> </ul>

# TRADITIONAL MEDIA ENGAGEMENT

DATE	SOURCE	SUBJECT
JUN 30	CAISO Media Release	<ul style="list-style-type: none"> <li>CAISO: Sex and Gender Justice launches the Model LGBTI+ Workplace Policy for Trinidad and Tobago</li> </ul>
JUN 30	Newsday news story by Paula Lindo	<ul style="list-style-type: none"> <li>Report: LGBTI+ exclusion can cost region up to US\$4b</li> </ul>
JUL 8	Newsday business story by Paula Lindo	<ul style="list-style-type: none"> <li>LGBTI+ workplace gives advice on inclusivity</li> </ul>
JUL 12	TTT News Special	<ul style="list-style-type: none"> <li>CAISO Launches New Workplace Policy</li> </ul>
JUL 14	Newsday Commentary by Gabrielle Hosein	<ul style="list-style-type: none"> <li>Towards less LGBTI bias (commends Model LGBTI+ Workplace Policy)</li> </ul>
AUG 1	Newsday news story by Janelle de Souza	<ul style="list-style-type: none"> <li>British High Commission lights up with Pride (mentions Model LGBTI+ Workplace Policy)</li> </ul>
NOV 28	Newsday report	<ul style="list-style-type: none"> <li>30 groups unite for 16 days against gender-based violence</li> </ul>
DEC 11	CAISO Media Release	<ul style="list-style-type: none"> <li>Jaqueline Burgess wins the 2nd Annual Colin Robinson Hard Head Award!</li> </ul>



**“I’ve grown to understand and own concerns of movements that CAISO’s built alliances with and admire the generosity and passion of other leaders. CAISO’s given me space to practise imagination. Imagination is as critical to social justice as power. Unless we imagine more just futures and how we get there, change won’t come.”**

**Colin Robinson, Director of Imagination**

## **CAISO: Sex & Gender Justice**

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