



CAISO: Sex &  
Gender Justice

# ANNUAL 20 REPORT 22

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*a year of hope, lessons, and achievements*

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CAISO  
*at a glance*

# Introduction

CAISO continued to expand in 2022 through building upon past legacies and advancing new ground for change and evolution.

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CAISO had a successful year guided by our strategic plan (2022-2025), and we achieved many of our intended goals for 2022. The work of CAISO continues to reflect a dedicated and fantastic team that includes three staff members, five consultants, four volunteers, and the working board of four directors.

The board of directors' approach to leadership is one that is shared, transformational, and inter-generational; and therefore, we engage in shared decision-making with the team guided by our values, mission, and vision.

This year brought new opportunities and challenges as the COVID-19 pandemic continued. But the CAISO team was able to sustain the work through building from 2021 by enhancing service provision and improving internal mechanisms, while being responsive to the social and political landscape and community needs.

The CAISO team further developed existing programmes, completed projects, increased community outreach and engagement, and engaged in important advocacy through education and research. We continued to nourish and activate across our three thematic areas of wholeness, justice, and inclusion.

## Key Achievements for 2022:

- Responded to human rights violations through our Wholeness and Justice programme and shared insights with national, regional and international partners and stakeholders.
- Engaged Cycle Two of the CAISO-Astraea Caribbean Responsive Grant Mechanism and Facilitated Capacity Building workshops for Grantee Partners.
- Completed activities under the first phase of the Sign Together project and resolved to further the work in 2023.
- Completed two new projects, Black Feminist Transnational Mapping and Mapping Injustice.
- Provided implementation support to organisations adopting our Model LGBTQI+ Workplace Policy through a Workshop Series, Training Toolkit and Video Series.
- Developed and launched two toolkits, legal education video series, and resource guides.
- Secured new and renewed sources of funding for operations, projects, and programmes.

# Team CAISO



**Angelique Nixon (she/her)**  
Director



**Omar Mohammed (he/him)**  
Director



**Catherine Shepherd (she/her)**  
Director



**Elron Elahie (he/him)**  
Director



**Johannah-Rae Reyes (she/her)**  
Project & Community Outreach



**Kellog Nkemakolam (they/he)**  
Programme & Research Officer  
*Wholeness & Justice Coordinator*



**Rae Alibey (she/her)**  
Community Caseworker  
*Wholeness & Justice*



**Donielle Jones (she/her)**  
Community Lawyer  
*Wholeness & Justice*



**Akilah Riley-Richardson (she/her)**  
Community Therapist  
*Wholeness & Justice*



**Chinyere Brown (she/they)**  
Research & Admin



**Maiah Cooper (she/they)**  
Social Media



**Chandelle O'Neil (they/them)**  
Volunteer



**Dominique Absalom (she/her)**  
Volunteer



**Nikoli Attai (he/him)**  
Volunteer



**Shaden Alexander (she/they)**  
Volunteer

# Mission

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

# Vision

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.

# Values

CAISO's work is guided by core values that underpin how our work is designed, implemented, reported and sustained. These values also guide how CAISO and those who work with and in CAISO, see and engage with our beneficiaries, stakeholders and the wider world.

# 1 *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.



# 2 *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.



# 3 *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.



# 4 *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.



# 5 *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.



# 6 *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.



# 7 *feminism*

We are feminist 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.



# 8 *accountability*

We are accountable to those for whom we do this work. We commit to continuous reflection and learning, to ensuring 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 us

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 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.

Since 2020, CAISO has offered services to the LGBTQI+ community through its Wholeness and Justice Programme, which not only provides vital legal, clinical, and social services to LGBTQI+ people in Trinidad and Tobago who experience rights violations, but also provides direct engagement for evidence-based advocacy.



# 2022 Snapshots

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, justice, and inclusion.**

In 2022, CAISO continued to work across these three thematic areas building upon existing projects and programmes and initiating new areas of growth and development to improve the lives of LGBTQI+ people in Trinidad and Tobago.

## Wholeness

Development of projects and approaches that contribute to the building of coalitions and alliances for the advancement of human rights and social justice.

- Black Transnational Feminist Mapping
- Community Outreach
- Sign Together
- Clinical & Social Services
- Wholeness Development

## 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.

- Human Rights Advocacy
- Mapping (In)Justice
- Legal Services
- Strategic Litigation
- Policy Advocacy

## Inclusion

Advancing a human-rights and social justice approach to inclusion for LGBTQI+ people living in Trinidad and Tobago (and the wider Caribbean).

- BackChat
- Education & Research
- Hard Head Award
- Model Workplace Policy
- Responsive Grants - Regional

THEMATIC  
FOCUS:  
*wholeness*

# 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. This work includes clinical and social services and building community and self-advocacy capacity, particularly of LGBTQI+ persons within the most marginalised communities.

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## Black Transnational Feminist Mapping Project

From February to October 2022, CAISO: Sex and Gender Justice mapped organisations in the English and Dutch-speaking Caribbean, whose mission, leadership and/or membership are influenced by Black Feminisms. This was part of a transnational project under the auspices of the Okra Collaborative, the project employed a feminist, participatory research approach, using mixed methods.

The qualitative survey was designed with historical, political, and social contexts of the Caribbean underpinning decisions regarding language, formulation of questions, definitions, informed consent, confidentiality, and benefits to participating organisations.

The 28-question survey tool was informed by our knowledge of the region, and through engagement with fellow mappers and the Okra Collaborative. Additionally, the project convened a virtual workshop on Black Feminism in the Caribbean that attracted 22 participants from 9 countries.

## Key Project Findings

- Response rate - 30% (21 organisations out of 70 contacted)
- Respondents: feminist leaders from 10 countries; Antigua and Barbuda, The Bahamas, Barbados, Belize, Curacao, Dominica, Guyana, Jamaica, St. Lucia, and Trinidad and Tobago
- All organisations indicated they had some knowledge of Black Feminism; 33% said they had adequate knowledge and 38% indicated advanced knowledge.
- All organisations said they practised an intersectional analysis of race, class and gender, suggesting a basis for introducing/continuing understandings of some Black Feminist principles into their work.
- Fourteen organisations indicated that most (75-100%) of the work that they did was Black Feminist work; one organisation indicated that this was not the basis of any of their work.

The project provides insight into Black Feminist work in the region, both in the responses given and the silences. It also identifies opportunities for regional and transnational coalitions and databases. These efforts may be improved by including and centring the Caribbean in conversations about Black Feminism, responding to backlash around blackness and feminism and addressing the roots of burnout in organisations across the region.



Chinyere and Angelique representing CAISO at the Okra Collaborative Retreat in Senegal, October 2022.

# Community Outreach

## Food Support 2022

This programme provides support and resources to members of the LGBTQI+ community, through food support and capacity- and skills-building activities.

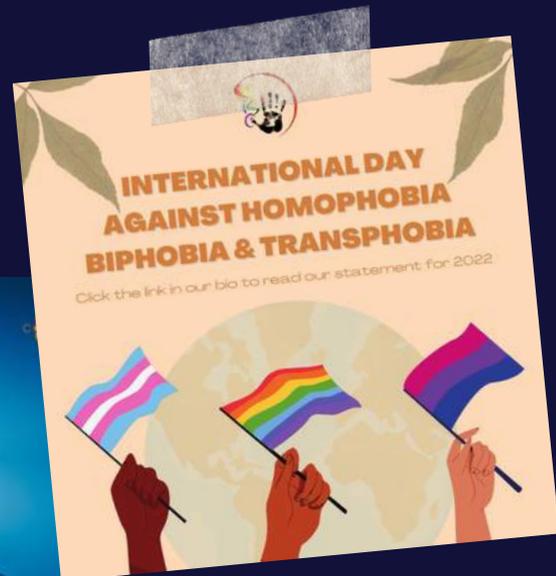
Activity	Target Group	Total	Resources
Distributed 180 food cards, valued at \$650 - \$800 each	Monthly Support to 10-15 clients and community members (prioritizing those most in need: trans people, migrants, people engaged in sex work, and people living with HIV)	\$127,850	Wholeness and Justice Emergency Support
Launched Community Food Bank Drive	50+ no-income and low-income clients/community members supported during December holidays through community food drive and donations	Valued at \$30,500	Donations from Massy Stores, Living Water Community, and Catholic Church Youth Ministry



# Community Outreach

## Outreach Activities 2022

<p><b>Community Meet-ups</b></p>	<ul style="list-style-type: none"> <li>• March 8 – International Women’s Day: Trans Zoomlandia - Trans-led virtual space for Non-binary and Trans communities</li> <li>• March 31 - Trans Day of Visibility: Community Meet-up with W&amp;J Community Lawyer</li> </ul>
<p><b>Living Room (virtual safe space for LGBTQI+ persons)</b></p>	<ul style="list-style-type: none"> <li>• May 21 - CV Writing Workshop</li> <li>• May 28 - Interview Prep Workshop</li> <li>• July 24 - Sex, Safety, and Pleasure Interactive Workshop</li> <li>• October 22 - Virtual Games Night</li> </ul>
<p><b>Community Outreach</b></p>	<ul style="list-style-type: none"> <li>• August 1 - Emancipation Parade and Village</li> <li>• September 6 - UWI Guild Fest</li> </ul>



# Sign Together Project

This year-long project commenced in June 2021 and completed in May 2022, with the three objectives:

- Reduce stigma and discrimination against Deaf and LGBTQI people in Trinidad & Tobago through increased cultural competence;
- 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
- Increase solidarity, shared understanding and joint promotion of human rights between LGBTQI and Deaf communities.

With a curriculum developed in collaboration with Dr Benjamin Brathwaite of the Lloyd Best Institute of the Caribbean, and led by a team of five Deaf, sign language educators, the project successfully:

- Trained 17 persons (LGBTQI+ community members, service providers and others) in Trinidad and Tobago Sign Language (TTSL) - 14 at Level 3 and three at Level 2;
- Trained active sign interpreters and service providers in LGBTQI+ Sensitivity and Deaf Culture;
- Developed a support group for six LGBTQI+ Deaf leaders.

In 2023, the 14 TTSL Level 3 graduates will complete training up to Level 5 with the same team of Deaf sign language educators.



# Wholeness & Justice – Clinical & Social Services

The Wholeness & Justice Programme aims to expand access by diverse LGBTQI+ people in Trinidad & Tobago to wholeness, justice, and relevant services. The programme is committed to responding to violations of LGBTQI+ community members with an emphasis on trans, non-binary, gender-non-conforming, and intersex people; and to deliver clinically competent, trauma-informed interventions that enable healing and resilience.

In 2022, the Programme provided clinical services to 16 new clients while continuing services to existing clients from 2021. The details below focus on 2022 intake of clients:

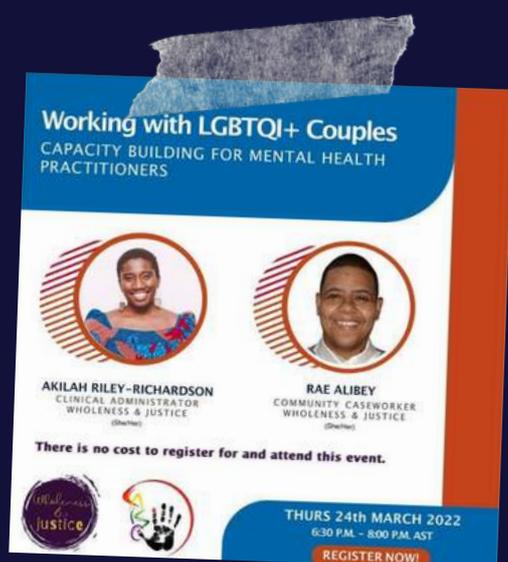
## Insights from Clinical Services 2022

6 clients accessed clinical services

- Clinical interventions and support for clients with legal cases (in particular, matters related to intimate partner violence, sexual harassment, unfair dismissals; and preparing clients for court)

10 clients accessed a combination of services

- Clients managing multiple issues related to mental health (anxiety, depression, stress, among other issues), exacerbated by homophobia/transphobia
- Severe and ongoing trauma due to family violence and structural discrimination
- Referrals for psychiatric care



During the year, the clinical team hosted two free, well-attended webinars for mental health practitioners. Working with LGBTQI+ Couples was held in March 2022 and Tools to Tame the Tide: Resolution in LGBTQI+ Relationships was held in July and targeted both practitioners and the LGBTQI+ community.

## Wholeness & Justice – *Wholeness Development*

In 2022, the Programme provided wholeness development services to 16 new clients while continuing to offer support to clients from 2021. Further, many community members contacted the Programme with questions and various challenges – with some becoming clients and others being referred to partner organisations or national services where possible.

### Insights from Wholeness Development 2022

Clients	Issues /Challenges
<ul style="list-style-type: none"> <li>• 15 clients accessed a combination of services</li> <li>• 1 client accessed wholeness service only</li> </ul>	<ul style="list-style-type: none"> <li>• Over 30 people contacted the programme in need of housing, with the majority experiencing family violence and/or challenges with rental accommodation</li> <li>• Navigating social and emergency services - health, police and social services - display a significant lack of sensitivity or ability to manage LGBTQI+ issues or people</li> <li>• Increase in persons requiring emergency food support (particularly migrants and people engaged in sex work)</li> <li>• Parents requesting support for LGBTQI+ youth.</li> </ul>

THEMATIC  
FOCUS:  
*justice*

# 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:

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## Human Rights Advocacy

Continued advocacy on advancing rights and freedoms for LGBTQI+ people, was informed by the insights from data collected from our Wholeness and Justice programme.

CAISO was invited to participate in the [52nd General Assembly of the Organisation of American States \(OAS\)](#), in Lima, Peru in October 2022, as a member of the Civil Society LGBTTTI and Sex Workers Coalition of the Americas. Research and Programme Associate, Kellog Nkemakolam, represented CAISO.

CAISO collaborated with SASOD Guyana on a joint presentation at a public hearing for the [185th Ordinary Period of Sessions of the Inter-American Commission on Human Rights](#), on October 28th.

Entitled "The impacts of criminalization laws that continue to affect LGBTI people in the region", the presentation utilised recent research findings to contextualise the economic, psychological and social costs of discrimination against LGBTQI+ people in the Caribbean sub-region.

CAISO drew the Commission's attention to the Equal Opportunity Act of Trinidad and Tobago, which explicitly discriminates against LGBTQI+ people. The Act does not extend to LGBTQI+ people, the same protections afforded to their non-LGBTQI+ counterparts in instances where they discriminated against.

Based on insights from the Wholeness and Justice Programme, CAISO highlighted the specific ways LGBTQI+ people are disproportionately affected by family violence, and prone to financial and economic instability, and gave examples of violations LGBTQI+ people experience in accessing employment, goods and services, health care, housing, and police and social services.

Also noted was the institutional denial of the right of trans and gender-diverse people to their personhood.

In conclusion, SASOD's Joel Simpson asked the Commissioners to do their best to encourage Caribbean governments to advance gender and sexual justice, enact laws that protect LGBTQI+ people against discrimination, and support CSO-led advocacy and OAS Resolutions that include SOGI and gender and sexual rights.

Director Angelique Nixon made a similar case before the [Council of the European Union's Working Party on Latin America and the Caribbean](#), at a meeting held in Trinidad and Tobago on 19 November 2022. In her presentation, Nixon underscored the necessity of listening to local and regional civil society representatives, and avoiding the imposition of measures that could be construed as colonial.



**OAS 52nd General Assembly Experience**

“ These collaborations drive our advocacy forward in our respective countries and our region. LGBTQI+ people across the region will benefit from the relationships created here and the resulting knowledge-sharing. At home, the work continues. The policy positions and reasonings presented for these will continue to be challenged and our rights defended. ”

 **KELLOG NKEMAKOLAM**  
Research & Programme Associate



**OAS 52nd General Assembly Experience**

“ .... and monitor the way our stories are told and the agreements that are made on our behalf, by delegates. Holding these delegates accountable to the rights we are entitled to is essential to the actualisation of fair and democratic States where no one is left behind in policy and practice. As always, in this arena we continue to engage with other key players in the region who are committed to the same cause. ”

 **KELLOG NKEMAKOLAM**  
Research & Programme Associate



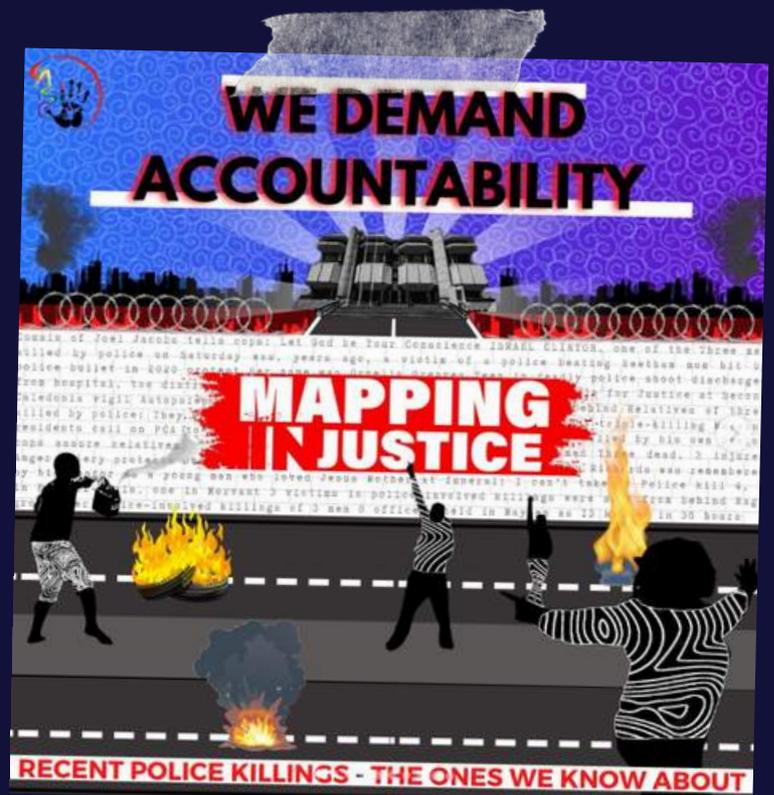
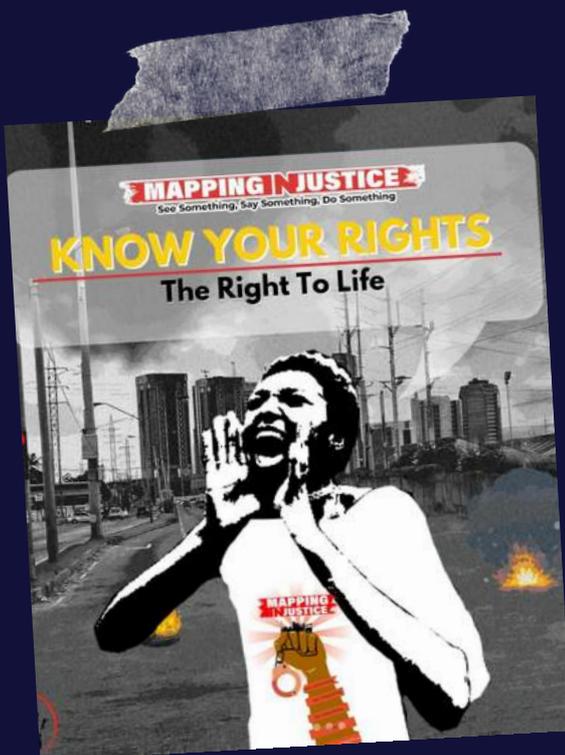
# Mapping (In)Justice

In August 2022, CAISO partnered with the Caribbean Centre for Human Rights, Millennium Sisters, Network of NGOs for the Advancement of Women, Women Working for Social Progress, and WOMANTRA to implement a nine-week, social media campaign to promote better policing. Called Mapping (In)Justice, the campaign employed a 'know your rights' methodology to create awareness and mobilise key stakeholders to act against police violence.

Launched on August 1, 2022, during the annual Emancipation Day celebrations, the campaign featured social media posts across CAISO's platforms, paid newspaper and radio advertisements, pamphlets, posters and one-on-one engagement with visitors at CAISO's Education Booth at the Emancipation Village, Queens Park Savannah, Port of Spain. The campaign provided information to the public on the following topics:

- Demanding accountability
- LGBTQI+ experiences with the Trinidad and Tobago Police Service.
- Right to a fair trial
- Right to equal treatment from a public authority
- Right to freedom from arbitrary arrest
- Right to freedom of peaceful assembly
- Right to liberty and security of person
- Right to life
- Women, police and gender-based violence.

The campaign materials and resources are available on the CAISO website.



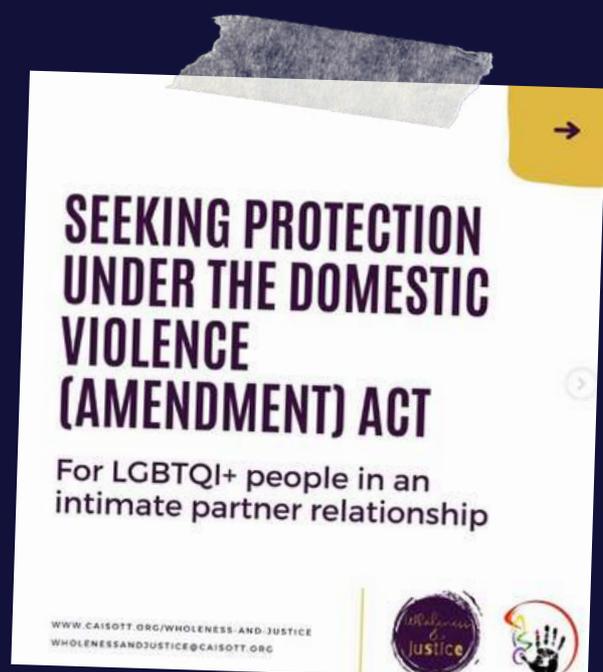
# Legal Services & Strategic Litigation

The Wholeness & Justice Programme provides legal services to LGBTQI+ people living in Trinidad & Tobago, with an emphasis on trans, non-binary, gender-non-conforming and intersex people, who experience human rights violations.

In 2022, the Programme provided legal services to 23 new clients while continuing services to existing clients from 2021. The details below focus on 2022 intake of clients:

## Insights from Legal Services 2022

Clients	Legal Issues
<ul style="list-style-type: none"><li>• 7 clients accessed legal services</li><li>• 16 clients accessed a combination of services</li></ul>	<ul style="list-style-type: none"><li>• Consultation and advice</li><li>• Contentious landlord-tenant situations</li><li>• Deed polls for name changes</li><li>• Intimate Partner Violence (protection orders, divorce proceedings)</li><li>• Legal support in navigating social services</li><li>• Strategic litigation – 4 ongoing matters</li><li>• Unfair dismissals from employment (due to sexual orientation, mental health discrimination, and harassment)</li></ul>



THEMATIC  
FOCUS:  
*inclusion*

# 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). This work includes media engagement and interventions, annual events, education and research activities, as well as advancing regional movement building.

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## Annual Colin Robinson Hard Head Award

Inspired by the fearless ways in which CAISO's founder, Colin Robinson, used creative imagination to speak out against injustice, the Hard Head Award recognizes and honours exceptional leadership in transforming how others see and imagine the world, particularly in the spheres of Transformational Activism, Artistic Boldness and Meaningful Solidarity.

Feminist educator, organiser and researcher, Ashlee Burnett, was adjudged the winner of the 3rd Annual award, from a field of five finalists that included Safiyyah Acosta (gender justice advocate and youth mentor), Sapphire Alexander (feminist, youth, and climate advocate), Kelsie Joseph (feminist activist and chalk artist), and Amílcar Sanatan (artist, academic, and activist).

The 2022 Award invited nominations from young people aged 18-35, who were engaged in activism for social change, promoting the values of human rights and justice. The judging panel comprised: Ryan Assiu (Director of Advisors Next Door); Matthew Chin (Jamaican scholar & writer, Assistant Professor of Women Gender, and Sexuality at the University of Virginia); and Attillah Springer (writer, activist, and Director of Idakeda Group Ltd).

While pursuing studies in the UK, Burnett accepted the award virtually at a hybrid in-person/online End-of-Year Celebration and Award Ceremony held on Human Rights Day (December 10) at the LOFTT Gallery in Woodbrook. This year's event also exhibited works by the art collective, North Eleven, artists Shaden Alexander, Chinyere Brown, hannah grosberg, Angelique V. Nixon, and Shalini Seereeram.

Thanks to the financial support of private individuals, facilitated by the US-based Rustin Fund for Global Equality, the award winner received a commemorative plaque, Judges' Citation and cash award of TTDS\$15,000.



# BackChat: Celebrating Caribbean LGBTQI+ Writing

Since 2017, CAISO has partnered with Bocas Lit Fest to celebrate Caribbean LGBTQI+ writing and writers. Called "Backchat", in honour of the ground-breaking Caribbean LGBT literary readings held in New York in 1998, this fixture of the annual literary festival returned in a virtual format in 2022, under the theme, "Embracing Power, Making Change – Celebrating Caribbean LGBTQI+ Stories."

A collaboration of CAISO, Intersect Antigua, Novel Niche, and Rebel Women Lit, the one-hour, event was held on 29th April and hosted by Phillipé Alexander. It showcased the work of Andre Bago, Rosamond S. King, Kei Miller, Rajiv Mohabir, moon the artist, Shani Mootoo, Angelique V. Nixon, Shivane Ramlochan, Deneka Thomas, Lesley-Ann Wanliss and Willum Watt, with a musical performance by Xoë Sazzle, and a presentation by artist Arnaldo James.



# CAISO-Astraea Responsive Grant Mechanism

The CAISO-Astraea Responsive Grant Mechanism supports Caribbean LGBTQI+ organisations through a shared vision of responsive grant-making that is regionally operated. One-year grants, ranging in size from US\$2,500 to US\$10,000, may be awarded to eligible CSOs for organisational sustainability and capacity needs, community-building, strategic advocacy actions, and policy-shaping opportunities. Grantee partners are supported by capacity-building workshops and an easy reporting process.

Cycle 1	Cycle 2	Capacity Building
<ul style="list-style-type: none"> <li>• 3 organisations</li> <li>• 8 countries</li> <li>• USD 130,000</li> </ul>	<ul style="list-style-type: none"> <li>• 14 organisations</li> <li>• 7 countries</li> <li>• USD 130,000</li> </ul>	27 grantee partners benefitted from workshops on financial management and resource mobilisation



# Education & Research

CAISO's public education, research and data collection efforts contribute to deepening the public's understanding of the issues and challenges that confront LGBTQI+ people. In 2022, our education and research output included the following:

- Being LGBTQI+ in T&T (video series for Spanish-speaking migrants; March)
- Insights from Wholeness & Justice Report (May)
- Wills and Grace: Estate Planning for the LGBTQI+ Community (video series; June)
- Finding an Equal Place at Work Toolkit (July)
- Seeking Protection under the Domestic Violence (Amendment) Act (July)
- Navigating the Trinidad and Tobago Police Service as an LGBTQI+ Person (September)
- Mind Yuh Business (HIV Toolkit for LGBTQI+ Community; December).

The Insights from Wholeness & Justice report was also used to engage key stakeholders and government officials. At a media conference to commemorate the International Day against Homophobia, Biphobia and Transphobia (IDAHOBIT), CAISO urged the Government to enact meaningful and legal protections against discrimination for LGBTQI+ people calling for the Equal Opportunity Act to be amended to include LGBTQI+ discrimination (in employment, housing, health care, education, and the provision of goods and services).

In October, CAISO shared the Insights report with the Ministers of Gender and Child Affairs, Housing and Urban Development, and Planning and Development, respectively, to highlight the housing crisis and economic insecurity facing LGBTQI+ communities, locally. In the absence of a response, we are seeking funding for safe housing.

Research from the Mind Yuh Business HIV Toolkit informed our advocacy efforts on World AIDS Day, calling on the Ministry of Health to stop withholding HIV prevention medication from vulnerable groups. In the absence of a government response, we will continue to advocate for policy reform through our engagement with the National AIDS Coordinating Committee (NACC).

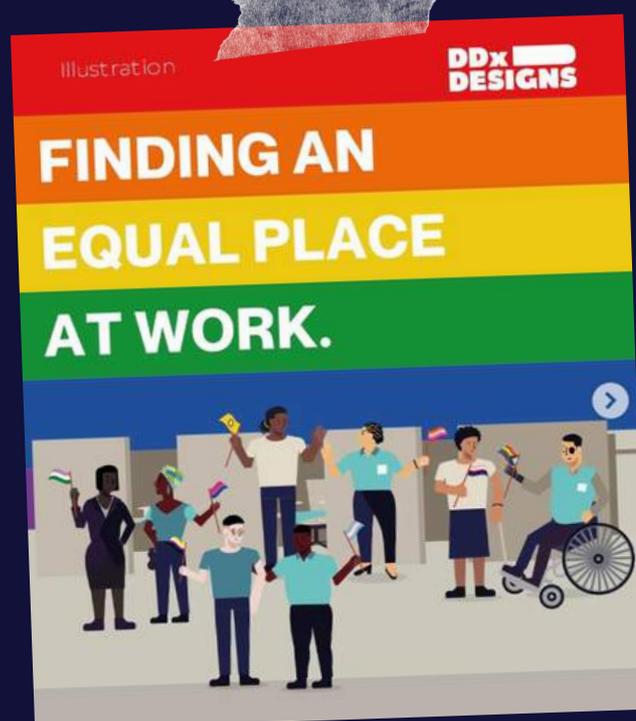


# Model LGBTI+ Workplace Policy for Trinidad & Tobago

The Model LGBTI+ Policy offers workplaces - small and large, public and private - and the stakeholders within them, a tool for closing gaps in LGBTI+ workplace equality and establishing measures for implementing change.

During 2022, CAISO continued to engage Workplace Policy Champions, provided Policy implementation support through a Toolkit and Video Series, and conducted five workshops with over 30 participants, representing 15 organisations.

Level Attained	Description
Champion	Agrees to support the policy and advance adoption in their workplace (new champions are from 2022 and early are from 2021).
Adopter	Agrees to adopt and implement the policy.
Trained	Completed at least one workshop and is on board for further implementation support.



Launched in July 2022, the Finding an Equal Place at Work Toolkit and Video Series were developed to ensure that stakeholders have the knowledge and skills to support implementation efforts. A focus group discussion with early champions informed resource development. Based on the outcome of these discussions, three Workshop Packages for Policy Training (Basic, Intermediate and A-Z) were developed to suit individual workplace needs. A total of five workshops were facilitated with over 30 participants from 15 organisations.

## Organisations Engaged in 2022

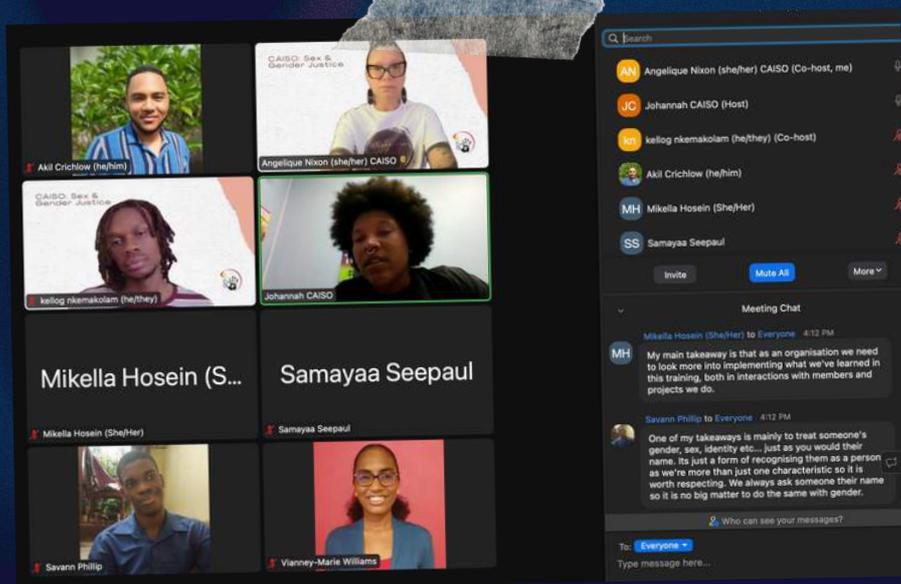
### Trained Early Adopter and New Champions:

- *Civil Society Organisations:* Families in Action, FEMINITT, Coalition Against Domestic Violence (CADV), Fire Circle, Marine Minded Network, Nao Films.
- *Small and Media Businesses:* Honey Vibes, Davyn, Regency, ECOTOX, Advisors Next Door, Imjin Security, Esau Oilfield Supplies
- *Individual Representatives* from The University of the West Indies, St Augustine Campus and Ministry of Public Services, Grenada

### Continued Engagement with Early Adopters:

- *Medium and Large Businesses:* AMCHAM (American Chamber of Commerce, Trinidad and Tobago), ANSA McAl Group, Esau Oilfield Supplies, and Republic Bank Limited.

In 2023, we will focus on supporting champions and adopters, as well as monitoring and evaluation efforts, to better assess where organisations are in their process.



# Our numbers:

## *Making it Count*

**08**

Targeted & hybrid outreach activities hosted for the LGBTQI+ community

**13**

Organisations trained to support LGBTQI+ workplace policy implementation

**14**

Organisations from 7 countries received grants totalling US\$ 130,000 under CAISO-Astraea Responsive Grant Cycle Two for LGBTQI+ organisations

**15**

Directors, Consultants, Staff and Volunteers comprise CAISO's close-knit team

**17**

LGBTQI+ community members and/or service providers trained in TT Sign Language (Levels 2 and 3)

**18**

USD 18,000 (TTD 127,850) in emergency food support distributed to vulnerable LGBTQI+ community members

**27**

Grantee partners benefitted from workshops on financial management and resource mobilisation

**30**

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

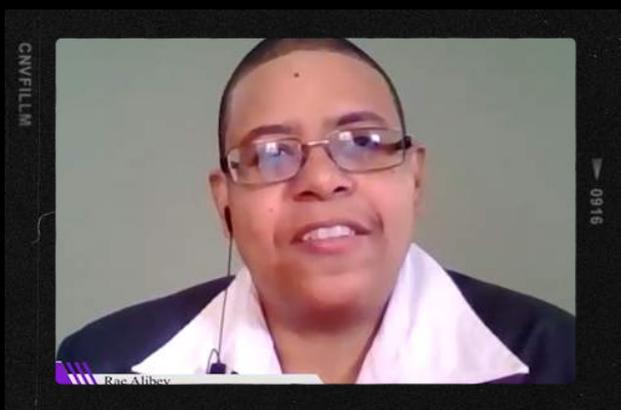
CAISO:  
*in the media*

# 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 2022 on creating new content and continuing to increase social media presence; these included new public education materials (videos and resource guides) and information and promotions for projects and programmes. Generally, CAISO must 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 release, interviews, and social media campaigns.

## 2022 Media Highlights



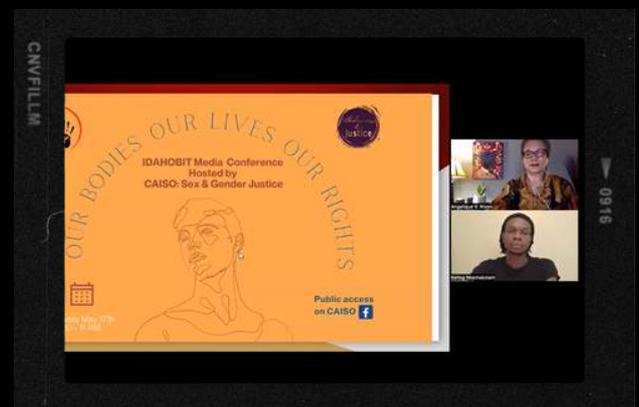
MCTVTT - The Present Mind - 7 March 2022



Now Morning Show - 8 March 2022



One on One - WESN Interview - 6 April 2022



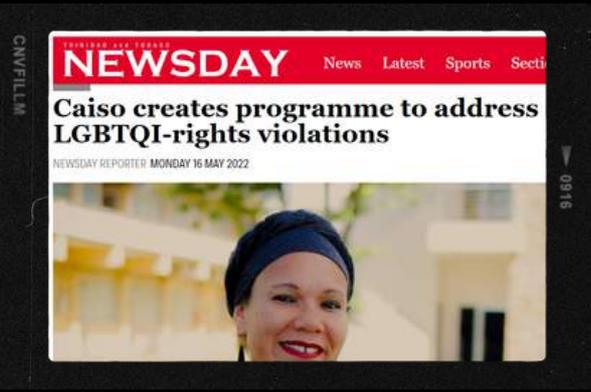
IDAHOBIT 2022, CAISO hosted a Media Conference



Loop TT: CAISO offers legal support queer persons facing discrimination



Newsday: CAISO launches report on support for LGBTQI community



Newsday: CAISO creates programme to address LGBTQI-rights violations



TTT: CAISO Launches Workplace Policy For LGBTI+ Community



Newsday: CAISO offers workshop series for policy implementation



TTT: Emancipation Day Procession In Port Of Spain



In Depth With Dike Rostant - CAISO Launches HIV Toolkit on World AIDS Day, 2022

# Funding & Donors

CAISO has built a strong foundation of trust with several key donor partners through consistent and transparent project and programme execution over the years. CAISO has secured operational support and has experienced much growth in the past two years. And yet CAISO still manages the same difficulties that civil society organisations face in securing sufficient resources on an ongoing and sustainable basis.

CAISO continues to work on diversifying its sources of funding by securing partnerships with other like-minded donor agencies, as well as fee-for-service activities, such as the delivery of training, and other income generating activities to support programmatic and operational work.

- Arcus Foundation
- Astraea Lesbian Foundation for Justice
- Black Feminist Futures
- British High Commission
- Canadian High Commission
- Equal Rights in Action Fund
- International Services for Human Rights
- Individual and Private Donors
- In-Kind Donations from the Catholic Church Youth Ministry, Living Water Community, Massy Foundation, and Xtra Foods.



"CAISO in 2022 reflects fierce transformational leadership, inter-generational exchange, and intersectional collaborations. Our team has achieved so much together through meaningful solidarity, community building, strategic actions, and supporting those most vulnerable in the LGBTQI+ community. We continue to be resilient in the face of challenges and activate creativity and boldness in our advocacy for sex and gender justice."

*- Dr. Angelique V. Nixon*



## CAISO: Sex & Gender Justice

1 Robinson Ville, Belmont



<https://caiso.org.tt>



[info@caisott.org](mailto:info@caisott.org)



1-868-384-9557

