



**Spotlight  
Initiative**  
*To eliminate violence  
against women and girls*

Trinidad & Tobago

# Narrative Programme Report

01 January 2020 – 31 December 2023

Initiated by the European Union and the United Nations:



**5** GENDER  
EQUALITY



| Programme Title & Programme Number   | Priority regions/areas/localities for the programme  |
|--|--|
| <p>Programme Title: Spotlight Initiative<br/>Trinidad &amp; Tobago</p> <p>MPTF Office Project Reference<br/>Number:<sup>1</sup> 00119135</p> | <p>Tunapuna/Piarco</p> <p>Mayaro/Rio Claro</p> <p>Tobago</p>   |
| Recipient Organization(s)  | Key Partners   |
| <p>UNFPA</p> <p>UN Women</p> <p>UNICEF</p> <p>PAHO</p> <p>UNDP</p>   | <p>Office of the Prime Minister Gender<br/>and Child Affairs Division</p> <p>Tobago House of Assembly</p> <p>Ministry of Health</p> <p>Regional Health Authorities</p> <p>Ministry of Planning and Development</p> <p>Ministry of Social Development and<br/>Family Services</p> <p>Ministry of Education</p> <p>Ministry of National Security</p> <p>Ministry of Digital Transformation</p> <p>Tunapuna/Piarco Regional Corporation</p> <p>Mayaro/Rio Claro Regional<br/>Corporation</p> <p>Trinidad and Tobago Police Service<br/>(Gender-Based Violence Unit,<br/>Emergency Response Unit, Victim and<br/>Witness Support)</p> <p>The Judiciary of Trinidad and Tobago</p> <p>Children’s Authority of Trinidad and<br/>Tobago</p> <p>National and grassroots organisations</p> <p>Women’s rights organisations</p> <p>Academic Institutions</p> <p>Private sector</p> <p>Trade Unions</p> |

<sup>1</sup> The Multi-Partner Trust Fund (MPTF) Office Project Reference Number is the same number as the one on the Notification message. It is also referred to as “Project ID” on the project’s factsheet page the *MPTF Office GATEWAY*.



**Programme Cost (US\$)**

**Total Budget as per the Spotlight CPD/RPD:** 6,480,656 USD

**Total Spotlight funding:**<sup>2</sup> 5,285,714 USD

**Agency Contribution:** 1,194,942 USD

**Spotlight Funding and Agency Contribution by Agency:**

| NAME OF RUNO | SPOTLIGHT (USD) | UN AGENCY CONTRIBUTIONS (USD) |
|--------------|-----------------|-------------------------------|
| UNDP         | \$1,498,219     | \$203,664                     |
| UNFPA        | \$1,257,673     | \$241,306                     |
| UN Women     | \$1,263,590     | \$210,306                     |
| UNICEF       | \$623,580       | \$140,000                     |
| WHO/ PAHO    | \$642,652       | \$399,667                     |

**Programme Start and End Dates**

**Start Date:**  
(01.01.2020)

**End Date:**  
(31.12.2023)

**Report Submitted By:**

**Joanna Kazana, United Nations Resident Coordinator, Trinidad & Tobago, Suriname, Aruba, Curacao and Sint Maarten**

<sup>2</sup> The Spotlight Contribution refers to the amount transferred to the Recipient UN Organizations, which is available on the *MPTF Office GATEWAY*.



# Table of Contents

|   |    |
|---|----|
| List of Acronyms and Abbreviations  | 1  |
| Executive Summary   | 4  |
| Significant Contextual Shifts and Overall Implementation Status                 | 8  |
| Programme Governance and Coordination   | 11 |
| National Steering Committee   | 11 |
| Operational Steering Committee  | 11 |
| Civil Society National Reference Group  | 11 |
| Inter-agency Coordination, Technical Committees and other Governance Mechanisms | 12 |
| Programme Partnerships  | 15 |
| Government  | 15 |
| Civil Society   | 16 |
| European Union Delegation   | 16 |
| Cooperation with other (non-RUNO) UN agencies                                   | 17 |
| Other Partners, including for resource mobilization                             | 17 |
| Results   | 19 |
| Capturing Broader Transformations Across Outcomes                               | 19 |
| Capturing Change at Outcome Level   | 21 |
| Rights Holders (“Beneficiaries”)  | 32 |
| Challenges and Mitigating Measures  | 35 |
| Lessons Learned and New Opportunities   | 37 |
| Innovative, Promising or Good Practices   | 39 |
| Communications and Visibility   | 39 |
| Looking forward – Ensuring Spotlight’s contributions are sustained              | 52 |
| ANNEXES   | 53 |



## List of Acronyms and Abbreviations

|               |  |
|---------------|--|
| <b>CADV</b>   | Coalition Against Domestic Violence  |
| <b>CBO</b>    | Community-based Organisation   |
| <b>CEDAW</b>  | Convention on the Elimination of all Forms of Discrimination Against Women |
| <b>CHAMP</b>  | Collaborative HIV Prevention and Adolescent Mental Health Programme        |
| <b>CPIMS</b>  | Child Protection Information Management System                             |
| <b>CRC</b>    | Convention on the Rights of the Child                                      |
| <b>CS-NRG</b> | Civil Society-National Reference Group                                     |
| <b>CSOs</b>   | Civil Society Organisations  |
| <b>CSW</b>    | Commission on the Status of Women  |
| <b>DV D</b>   | omestic Violence   |
| <b>ECA</b>    | Employers' Consultative Association  |
| <b>ERHA</b>   | Eastern Regional Health Authority  |
| <b>ESP</b>    | Essential Services Package   |
| <b>EUD</b>    | European Union Delegation  |
| <b>EVAWG</b>  | Ending Violence against Women and Girls                                    |
| <b>FPATT</b>  | Family Planning Association of Trinidad and Tobago                         |
| <b>FV</b>     | Family Violence  |
| <b>GBV</b>    | Gender-Based Violence  |
| <b>GIS</b>    | Geographic Information System  |
| <b>GRP</b>    | Gender-Responsive Policing   |
| <b>HFLE</b>   | Health and Family Life Education   |
| <b>HIMS</b>   | Health Information Management System                                       |
| <b>IMC</b>    | Inter-Ministerial Committee  |
| <b>IP</b>     | Implementing Partner   |



|                  |   |
|------------------|---|
| <b>IPV</b>       | Intimate Partner Violence   |
| <b>IPVSV HIS</b> | Intimate Partner Violence and Sexual Violence Health Information System |
| <b>IWD</b>       | International Women’s Day   |
| <b>LGBT</b>      | Lesbian, Gay, Bisexual and Transgender                                  |
| <b>M&amp;E</b>   | Monitoring & Evaluation   |
| <b>MoE</b>       | Ministry of Education   |
| <b>MoH</b>       | Ministry of Health  |
| <b>MSC</b>       | Multi-stakeholder Case Management Coordination Committee                |
| <b>MSDFS</b>     | Ministry of Social Development & Family Services                        |
| <b>NACC</b>      | National Aids Coordinating Committee                                    |
| <b>NATUC</b>     | National Trade Union Centre   |
| <b>NCSS</b>      | National Child Safeguarding Strategy                                    |
| <b>NCP</b>       | National Child Policy   |
| <b>NCRHA</b>     | NorthCentral Regional Health Authority                                  |
| <b>NFS</b>       | National Family Services  |
| <b>NGO</b>       | Non-Governmental Organisation   |
| <b>NSAP</b>      | National Strategic Action Plan  |
| <b>NSC</b>       | National Steering Committee   |
| <b>NWRHA</b>     | NorthWest Regional Health Authority                                     |
| <b>OPM GCA</b>   | Office of the Prime Minister Gender and Child Affairs Division          |
| <b>OSC</b>       | Operational Steering Committee  |
| <b>PBS</b>       | Positive behaviour management and support                               |
| <b>PPE</b>       | Personal Protective Equipment   |
| <b>PSCC</b>      | Police Station Community Councils                                       |
| <b>PSEA</b>      | Prevention of Sexual Exploitation and Abuse                             |
| <b>PWDs</b>      | Persons Living with Disabilities  |
| <b>RHA</b>       | Regional Health Authority   |
| <b>RPYC</b>      | Roxborough Police Youth Club  |



|                 |  |
|-----------------|--|
| <b>RUNOs</b>    | Recipient United Nations Organisations                                     |
| <b>SDGs</b>     | Sustainable Development Goals  |
| <b>SIP</b>      | Perinatal Information System (acronym in Spanish)                          |
| <b>SoPs</b>     | Standard Operating Procedures  |
| <b>SPMF</b>     | Spotlight Performance Monitoring Framework                                 |
| <b>SRH</b>      | Sexual and Reproductive Health   |
| <b>SRHR</b>     | Sexual and Reproductive Health and Rights                                  |
| <b>SV</b>       | Sexual Violence  |
| <b>SWRHA</b>    | SouthWest Regional Health Authority  |
| <b>TCU</b>      | Technical Coordination Unit  |
| <b>THA</b>      | Tobago House of Assembly   |
| <b>ToR</b>      | Terms of Reference   |
| <b>TRHA</b>     | Tobago Regional Health Authority   |
| <b>TTPS</b>     | Trinidad and Tobago Police Service   |
| <b>TTT</b>      | Trinidad and Tobago Television   |
| <b>TYC</b>      | Trinidad Youth Council   |
| <b>UPR</b>      | Universal Periodic Review  |
| <b>UWI IGDS</b> | University of the West Indies Institute for Gender and Development Studies |
| <b>VAC</b>      | Violence against Children  |
| <b>VAW</b>      | Violence against Women   |
| <b>VAWC</b>     | Violence against Women and Children  |
| <b>VAWG</b>     | Violence Against Women and Girls   |
| <b>VWSU</b>     | Victim and Witness Support Unit  |
| <b>WAG</b>      | Women and Girls  |
| <b>WHO</b>      | World Health Organization  |
| <b>YWIL</b>     | Young Women in Leadership  |





## Executive Summary

The Spotlight Initiative launched officially in Trinidad & Tobago in May 2020 in the midst of the COVID-19 pandemic when gender-based violence victims faced greater risk as a result of stay-at-home state measures. The programme team pivoted quickly through change management processes of working remotely to bolster the efforts of front-line and emergency service providers to meet the needs of the most vulnerable. These actions cemented relationships with key civil society partners within the women's movement.

The programme was governed since inception by a National Steering Committee (NSC) co-chaired by the Minister of State within the Office of the Prime Minister - Gender and Child Affairs Division, and UN Resident Coordinator with tremendous support from the EU Delegation and representation from civil society, government ministries and UN agencies. The NSC provided strategic oversight of the programme, built relationships, ensured the engagement of civil society and allowed for a one-UN interface with external stakeholders.

Despite inflationary pressures on the economy as a result of the Ukrainian-Russian war, COVID-19 response measures, a crime surge and natural disasters including flooding, the team managed to position addressing gender-based violence within our society as a critical priority through the Spotlight Initiative. The Spotlight Initiative is no longer a UN/EU programme. It is a national programme with the Government of T&T as a critical partner who will continue to build on this foundation post-Spotlight in the fight against family violence. In fact, the Sustainability Strategy for Spotlight is founded on the Government's cabinet-approved National Strategic Action Plan for Gender-Based Violence and Sexual Violence 2023-2027.

Despite a difficult climate, the team can boast some notable achievements which have laid a foundation for improved social, medical and legal GBV services, intersectoral collaboration, grassroots engagement to boost prevention efforts at the community level, and building young persons' abilities to navigate conflict and serve as changemakers for peace. These include the following:

- Approval of the **National Strategic Action Plan** on Gender-Based Violence and Sexual Violence 2023-2027. The approved NSAP-GBV/SV was used as a basis for developing the Spotlight Sustainability Plan, to continue to build on the results achieved by the Programme
- **Institutional strengthening of the justice and security sectors** - An assessment conducted in 2021 revealed critical gaps in the training of frontline police officers in handling GBV cases. This informed the development of a gender-responsive

police curriculum in collaboration with the TTPS Police Academy. Since 2021, several training sessions were completed with over 600 officers trained to date. More importantly, as a demonstration of the sustainability of this intervention, the Academy has embedded the training into its core curriculum, ensuring all 7,000 officers and future recruits will be recipients, and can more effectively manage GBV cases, thus improving the experience of the survivor while making police reports.

- Gender-responsive training was also administered to key staff at the Judiciary and Law Association thereby providing a more sensitive, gender-responsive environment in the Family and Children’s Courts for survivors. There was also the introduction of a police and court accompaniment programme supported by the Victim and Witness Support Unit as well as a perpetrators’ intervention through the RESET programme.
- Cross-sectoral institutional strengthening also occurred under Spotlight, through the development of joint, medico-legal protocols to support and strengthen communications and referrals across health, police and the judiciary
- The Spotlight team undertook to expand and enhance the **Trinidad and Tobago Central Registry on Gender Based Violence**. This facilitates better communication and coordination among entities, enhances client referrals and improves accessibility to GBV-related services
- Following the approval of the **National Child Policy** in 2020, the team supported its implementation and established a digital monitoring and evaluation framework managed by the Child Affairs Division, Office of the Prime Minister. The team has also supported the Children’s Authority with the implementation of the **child protection information management system, PRIMERO**, launched in June 2022, representing an innovative, globally recognised case management system which will help to ensure that fewer children in need of care and protection fall through the cracks of the system. The **National Interagency Protocol for Child Abuse Prevention and Management** launched in 2023 serves as a guide highlighting the roles and responsibilities of all stakeholders in the child protection system.
- The **National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence** were developed under the Spotlight Initiative and approved by the Ministry of Health in August 2022. They represent the first official national framework for action in the health sector on violence against women. These guidelines outline best practices to provide survivors with high quality health care, respectful of human rights. They include a Clinical Record form which serves as the basis for the health information management system, bringing digital transformation to the health sector. To date, 418 persons from the Regional Health Authorities have been trained on the guidelines, of which 151 have been trained as Trainers. Trainers will continue to ensure all front-line health care workers understand how to use the



guidelines and health care clinical record forms to provide the quality service for GBV survivors.

- Curricula were developed to train students in higher education institutions in the care of survivors of IPV and SV. Through partnership with the University of the West Indies, undergraduate and postgraduate curricula were developed for students in disciplines relating to helping professions, including nursing, medicine, social work, psychology, dentistry, midwifery and gender studies. They enable the provision of pre-service training to sensitise participants as to causes and consequences of GBV and to build skills to deliver high quality care and referral.
- The innovative **small grants programme** provided core funding and institutional strengthening to 19 grassroots organisations that provide critical services, or engage in prevention work with potential for significant impact, for the most underserved and marginalised populations. This type of institutional-strengthening grant, whereby partners used funds to develop strategic and /or operational plans, financial systems etc is very atypical in the donor landscape, but created long lasting impact for civil society partners. This also went hand in hand with the capacity building, coaching and mentoring programme for civil society organisations.
- **Communications for behaviour change** and outreach campaigns delivered messaging through creative arts (including theatre and music), information materials and relevant tools on family violence to at least 266,000 persons in the target communities. Through the implementing partner Indigenous Creative Arts Network, several national events were hosted, involving faith-based leaders, men and boys and young persons. This type of awareness messaging, based on evidence of what works to motivate behaviour change, promoted positive attitude change consistent with gender equality and non-violence.
- In partnership with the Spotlight Initiative team, Family Planning Association was able to provide **psychosocial support and counselling services** to survivors from the Tobago area; this type of service is especially critical when we know national organisations such as CADV and Rape Crisis society may have months' long waiting lists.
- The **Foundations Programme**, which targets young people out of school, engages them in 'thinking through' concepts such as gender, gender socialisation, gender hierarchies and constructions of masculinity, femininity, sexuality and their impact on relationships with themselves and others. Foundations has helped 1270 youth across 3 SI communities, in police youth clubs and in the National Scouts Association broaden their understanding of gender equality.
- Communications for Behavioural Impact plans were developed to address firearms related violence and domestic violence, sensitizing persons to implement the plans,



in alignment with the framework of Government to treat violence as a public health issue.

- The development of a **Family Violence Prevention and Response Strategy with the local government** - The Spotlight team has paid particular attention to supporting local government authorities in the selected regions to integrate family violence response and prevention into their municipal corporation governance strategic plans through outreach, capacity development, consultations and technical support to strategic planning. The proximity to communities and the existence of programmes in health and security offer opportunities to expand the leadership of local government in the provision of services and prevention programming to end family violence. Local government also has a central role to play in encouraging linkages within and between communities which can facilitate prevention programming targeted at individuals, families and communities.
- Education around GBV is sorely absent from both primary and secondary school curricula, but through the Heroes Foundation and in partnership with the Ministry of Education, Spotlight was able to achieve **training of 380+ adolescents** including from the refugee and migrant population, in gender-sensitivity, leadership, advocacy, communication, technology skills, and project management, in 30+ schools across the country. These students have now implemented projects to address problems experienced in their schools and communities. including bullying, school violence, child abuse, gender-based violence, sexual harassment, and anger management.
- Lessons from the male leadership programme highlighted the need for ongoing engagement with men, as traditional stereotypes and norms are typically quite difficult to reverse or counter. Although the men may not yet have the capacity to serve as effective gender advocates, important discussions to gradually shift perspectives were had, and indeed underscored the importance of prevention work.

The 3.5 years of implementation brought many lessons, solidified our partnerships with government, civil society and regional institutions, and laid the critical foundation to addressing this scourge in our society. The Initiative closed with a focus on plans and investments to contribute to sustained systemic change at all levels.



# Significant Contextual Shifts and Overall Implementation Status

## THE COVID-19 PANDEMIC

The Spotlight Initiative in Trinidad & Tobago was designed in 2019 with extensive support from then Permanent Secretary of Gender and Child Affairs. Although funds were received in February 2020, Cabinet approval was not received until late March 2020 and the team was only able to launch in May 2020 once the Programme Coordinator was on board. In March 2020, the Government declared a state of emergency and initiated extraordinary lockdown measures which forced the team to shift all planned interventions to virtual formats. These lockdowns had detrimental effects on front line personnel who were unable to continue service provision for GBV survivors including counselling in-person. Simultaneously, data received from the police and recorded in the media documented increases in the number of domestic violence cases which were reported to the newly established GBV unit in 2020.

Following consultations with major stakeholders including Gender and Child Affairs Division and the National AIDS Coordinating Committee to identify and assess the capacity of gender-based violence response services, the team initiated significant programmatic revisions to meet the needs of the most vulnerable including the provision of remote counselling and medical supplies and equipment for key service providers. Lockdown measures continued throughout 2021 and became even more stringent. The effects of these measures on inflation and food security, were further compounded by the Russian-Ukrainian war. The impact on women and girls was considerable, with safe spaces (including shelters) limiting access to and provision of services within the health sector, as COVID-19 care was prioritised.

For the implementation of activities, planned in-person initiatives including workshops, public awareness drives, sensitisation campaigns, leadership training and research activities were delayed, as implementing agencies had to reorder priorities and were in some cases, unable to access target beneficiary groups who struggled with virtual access.

In 2020, it was reported that over 60,000 children were without access to online learning<sup>3</sup>. In 2021, this figure was halved<sup>4</sup>, yet the challenge remained that many from vulnerable households and groups were left behind. Schools were finally fully reopened in 2022 following two years of almost complete isolation for children, and immediately reports of school violence and rampant bullying grew. Without access to resources to counter the psychological impacts of lockdowns

3 <https://www.guardian.co.tt/news/60000-students-suffering-6.2.1109261.6ee28d9d13>

4 <https://newsday.co.tt/2021/01/03/30000-students-still-without-devices-for-online-classes/>

on the emotional health of young persons, many resorted to unhealthy coping mechanisms including violence.

However, there were important ways in which Spotlight partners responded in the COVID-19 context. For example, trainers were trained online in 2021 in health care for women subjected to violence, and went on to train healthcare workers in Regional Health Authority workshops using a combination of online and in-person workshops with appropriate measures for prevention of transmission. Posters and notebooks were developed for local communities and healthcare managers respectively, providing evidence-based recommendations for enhancing access to care and support for survivors in the COVID-19 context.

When the country fully reopened from late 2022, the Spotlight Initiative team made marked progress in enhancing the national ownership of the programme and obtaining state and civil society buy-in. Engagement of beneficiaries improved along with a noticeable increase in media coverage, especially with the support from the National Champions including First Lady Mrs. Sharon Clark-Rowley, who used every public opportunity to boost visibility for the Initiative and engage partners in the fight against GBV.

## CRIME & VIOLENCE

The country has been plagued by violent crime over the last decades. In 2022, the highest annual murder rate of 605 was recorded, and the majority have been attributed to gang activity. However, 57 of the victims were women, and 15 were the result of domestic violence<sup>5</sup>. 2023 showed only a 5% decrease in the 2022 overall figure<sup>6</sup>. 2022 also saw the release of the report ‘Safeguarding Children In Community Residences And Child Support Centres In Trinidad And Tobago’ which outlined prolific cases of decades-long physical and sexual abuse within children’s homes including instances of self-harm.

Political will to address gender-based violence was evidenced by the establishment of the GBV unit, the amendment of the Domestic Violence Act in 2020 to widen the scope of protection orders, and most recently the approval of the National Strategic Action Plan on GBV and sexual violence. The impetus by the state to prioritise addressing this scourge may have been reinforced by the public outrage throughout 2020 and into 2021 when the country was plunged into nationwide mourning as a result of the kidnapping, sexual assault and brutal murders of several young women while they were taking public transportation<sup>7</sup>. Widespread calls for justice, accountability and safety measures for women and young girls who take public transport were followed by marches, protests and night vigils particularly around International Women’s Day. In solidarity, almost 500 businesses across the country suspended operations on February 12th, 2021.

5 [https://trinidadexpress.com/news/local/57-women-killed-in-2022/article\\_9fdaacf8-8971-11ed-9bc6-43ff2398d4a8.html](https://trinidadexpress.com/news/local/57-women-killed-in-2022/article_9fdaacf8-8971-11ed-9bc6-43ff2398d4a8.html)

6 <https://www.ttcrime.com/crime-statistics/>

7 <https://globalvoices.org/2021/02/23/trinidad-tobagos-problem-with-gender-based-violence/>

## HR CHANGES AND GAPS

Shifts in governance which had direct impacts on the programme included the transfer and subsequent resignation of the Permanent Secretary of Gender and Child Affairs - a strong advocate within Government for the programme, the widespread movement of staff within this Division as the contracts of many critical focal points were not renewed, the change of EU Ambassadors and resignation of the UN Resident Coordinator in early 2022.

These changes meant that the Initiative persisted without sustained and consistent strategic leadership for long periods. Additionally, programme teams also lost staff including Programme Associates and members of the coordination unit including the Programme Coordinator in August 2023. Given the long processes of recruitment, these losses shifted the team's attention away from implementation, towards procurement and recruitment, all contributing to substantive delays. Replacement of the Programme Coordinator, however, managed to be undertaken rapidly.

Despite very notable roadblocks, the programme can boast significant achievements in strengthening institutions particularly in the health and justice sectors, creating spaces for meaningful engagement of the women's movement, developing strong practices and guidelines for service providers, and building a movement with young persons, men and boys to bolster violence prevention efforts in communities. The programme closed with a National Strategic Action Plan on GBV finally in place forming a basis for the sustainability of the results obtained, lessons learned and promising practices that have arisen from the Spotlight implementation.

# Programme Governance and Coordination

## National Steering Committee

The Initiative is governed at the highest level by a National Steering Committee co-chaired by the Minister of State within the Office of the Prime Minister - Gender and Child Affairs Division, and the UN Resident Coordinator with firm support from the EU Ambassador.

The NSC featured representation from a wide cross-section of Government ministries, and was a platform for high-level engagement to provide strategic oversight of the programme, with national buy-in and ownership from the start of implementation. The Committee also included 3 representatives from the CS-NRG to ensure that the voices and needs of civil society and specifically the women's movement, were reflected and integrated into strategic discussions.

The committee was generally convened on a bi-annual basis and approved programmatic and budgetary revisions as well as Phase II plans. The final meeting of the NSC was in January 2024.

## Operational Steering Committee

The Trinidad & Tobago Spotlight programme created a mechanism for regular engagement with civil society, government and the EUD, through the establishment of the Operational Steering Committee which met on a quarterly basis. This coordination mechanism provided a platform to ensure accountability to and engagement of civil society at every stage of implementation as well as to jointly address bottlenecks and challenges and to build upon and discover areas for collaboration and linkages.

This Committee, besides representatives from all of the government ministries on the NSC, also welcomed the participation of the Trinidad & Tobago Police Service, the Judiciary of the Republic of Trinidad and Tobago, and representatives from the Mayaro/Rio Claro and Tunapuna/Piarco Regional corporation.

## Civil Society National Reference Group

The CS-NRG was initially established in 2020 with 13 members who were either self or other nominated, and represented a cross-selection of activists from within the women's movement with diverse experiences and capacities including gender, youth, development, project management, advocacy, research, and sexual and reproductive health and rights. It was important also to



ensure geographical representation and several members either reside in or are from Tobago. Many have proven track records of working with particularly vulnerable populations such as migrants, refugees, persons living with disabilities and persons from the LGBT community.

With support from the coordination unit, the group prepared costed work plans for 2020, 2021 and 2023. Work plans included review of key deliverables, advisory support for specific interventions or to the CSO capacity building programme, outreach to the communities and representation on the steering committees. Despite the group's reduced constitution to 8 members by 2023, members have provided input and valuable contributions to the National Strategic Action Plan on GBV, the study on social norms and subsequent campaign, the health information management system, and they suggested mechanisms to boost grassroots engagement in calls for small grant proposals.

Additionally, members have helped convene focus groups of survivors to provide critical input in the development of training for the TTPS and Judiciary as well as actively participated in stakeholder events including media conferences, the Spotlight cocktail networking event, the Parliamentary presentation in 2022, and the Spotlight Transition Conference. Members were consulted at several opportunities during the Phase II proposal planning process including at detailed Pillar discussions with national stakeholders, reinforcing the Spotlight principles of a comprehensive approach to EVAWG.

On feedback from the mid-term assessment, the Coordination Unit bolstered support to the group and provided monthly summary status updates to ensure consultation and input throughout implementation. Additionally, the Unit has drafted a membership policy and supported the establishment of a Chairperson and Treasurer working with UNDP to establish a unique compensatory mechanism through the group's Treasurer's NGO, Network of NGOs. The group was allocated a budget to compensate members for meeting participation, review of deliverables, outreach, and the production of the shadow report. This budget was managed by the Network of NGOs, with support from the Chairperson.

The group developed a "Civil Society Perspectives" report, which is attached as **ANNEX G**.

## Inter-agency Coordination, Technical Committees and other Governance Mechanisms

The Operational Steering Committee (discussed earlier) is the broadest technical committee established by the Spotlight programme in Trinidad & Tobago.

There was also the temporary establishment of multi-stakeholder committees with substantial representation from civil society to provide inputs on inter-agency projects such as the assessments of health-police interoperability for the development of medico-legal protocols, and the national GBV case management processes. Additional one-day meetings were held in Tobago and Trinidad with health, police and civil society representatives to review and provide feedback on the draft medico-legal protocols.

Additionally, the Spotlight Programme Coordinator and focal points from specific RUNOs formed part of the Theme Group on Gender Equality, HIV and Human Rights. These meetings provided an opportunity to address issues affecting the most marginalised groups, such as those facing intersecting and multiple forms of discrimination, VAWG and SRHR, and, more broadly, issues of gender inequality.

The Programme Coordinator also participated in the Gender Coordination Group which comprises international development partners including the US Embassy, EU Delegation, British High Commission, Canadian High Commission, Australian High Commission, Equal Opportunity Commission, Office of the Attorney General and Legal Affairs and civil society partners. This group meets on an ad hoc basis to determine areas for collaboration on gender-themed activities. The British High Commission supported the Caribbean Gender Alliance - the civil society regional group which was established in 2022, and which hosted a Caribbean Regional Spotlight-funded CSO retreat held in Jamaica and was responsible for a mass communications campaign during 16 Days of Activism.

In the spirit of UN Reform, monthly meetings of the Coordination Unit with recipient and associated UN agencies were operationalised and served to identify and outline opportunities to reach optimal levels of collaborative action with relevant activities; to enhance synergies and harmonise actions towards the elimination of VAWG; to establish linkages and effective integration across the 6 Outcomes areas; generate knowledge; identify bottlenecks and determine action items for the subsequent period. Starting in 2021, to keep the whole team fully abreast of programmatic progress across Pillars and RUNOs, the Coordinator prepared and disseminated weekly correspondence to Programme Officers sharing major events, meeting minutes, communications updates, updates on specific activities including draft deliverables for review, key resources/guidelines, financial, monitoring and other updates.

In 2022, the Resident Coordinator (a.i) and Programme Coordinator started quarterly meetings with Agency Heads to address bottlenecks, share achievements and jointly determine acceleration measures. In 2023, the Coordination unit also commenced sharing monthly financial status updates with HoA.

The Spotlight Initiative communications focal points have benefited from the UN communications group which meets on a bi-monthly basis to discuss visibility initiatives of the UN and to develop communications materials and campaigns.

The Spotlight team developed standard operating procedures (SOPs) which clearly outlined the governance and management structures, working relationships, roles and responsibilities related to the implementation of the Spotlight Initiative in Trinidad and Tobago, and which serve to enhance collaboration under the UN Reform.

All Spotlight focal points shared working and finalised content including annual work plans, communication strategies, materials, ToRs, knowledge products, and consultancy reports within a centralised working folder as well as via a technical coherence review Smartsheet which facilitates joint working relationships. Additionally, all major Spotlight-related events



once planned or confirmed, were shared in a joint calendar and the coordination unit ensured that all implementing partners/small grantees and Consultants were welcomed to the team and received an in-depth orientation on the Spotlight Initiative and covered communications, knowledge management and M&E guidelines.

The Spotlight Initiative Team also ensured that the EU Delegation was regularly briefed and consulted on the progress of the Initiative both at technical level and at the level of senior management through monthly meetings between the coordination unit and the Programme team.

# Programme Partnerships

## Government

The Spotlight Initiative team partnered with the key state agency for gender and development which is the Office of the Prime Minister Gender and Child Affairs division (OPM-GCA) and associated agencies including the Children’s Authority. The GCA Division is responsible for the coordination of the response to GBV, manages the Domestic Violence Hotline and the Central Registry on Domestic Violence and has been engaged in implementing or supporting activities under the Spotlight Initiative since inception. This engagement with government at the highest level was with an aim to encourage political buy-in and national ownership of the Spotlight Initiative and to eliminate violence against women and girls.

Throughout the Programme, collaboration with the Gender and Child Affairs Division remained a cornerstone. The Permanent Secretary of the GCA Division has been enthusiastically involved in the programme and along with the Ministry has been critical in advancing the activities of the Spotlight Initiative. An element of the partnership with OPM-GCA was the financial commitment of the Spotlight team to provide human resource support to the Division through a Programme Coordinator position. Although recruiting a suitable candidate proved quite challenging, there was eventual success in December 2022.

The engagement with the Government was encouraged through a joint presentation of the UN Spotlight Initiative team and the EU Delegation to the Parliament of Trinidad & Tobago. This presentation included heartening testimonials from civil society and state agencies that have benefitted from the programme via institutional strengthening interventions, funding or policies. Further, a virtual repository of Spotlight knowledge products and deliverables was created for dissemination through Parliament to Members of Parliament and their constituents, thus enhancing access for survivors and GBV-service providers.

Notable other Government partners include the Ministry of Health and Regional Health Authorities which continually actively engaged with the Initiative and endorsed outputs through the Committee of Ministry of Health Representatives for the Spotlight Initiative, comprising five persons appointed by the Chief Medical Officer. This committee has contributed to the approval of the National Clinical and Policy Guidelines on IPV and SV and the development and implementation of training materials for front-line health care providers. They have facilitated consultations related to the IPV and SV Health Information System, and the development of communications products to raise standards of care and support for survivors. The Directorate of Women’s Health also played a critical role in enabling the review and approval of the National Clinical and Policy Guidelines on IPV and SV and the associated health information system by the senior executive team of the Ministry of Health. Additionally, the Ministry of Health is represented in the National Steering and Operational Steering Committees.



Other critical partners include the Ministry of Social Development and Family Services and the Ministry of Education whose representatives sit on the Steering Committees. Additionally, the Spotlight team has engaged the Tobago House of Assembly and Regional Corporations of Tunapuna/Piarco and Mayaro/Rio Claro, to ensure buy-in for the implementation of prevention programming, including the CHAMP and Foundations projects, the development of referral pathways and the expansion of counselling services within communities.

Engagement with national security deepened in 2022 with the Manager of the Special Victims Unit attending the Spotlight Global Learning Symposium and using her voice to boost visibility of the Spotlight Initiative on many platforms. The team also continues to work closely with the Police Academy and Victim and Witness Support Unit of the TTPS. It is envisioned that through this relationship, the TTPS will embrace and integrate the professional competency framework and due diligence standards developed in 2022. TTPS remains committed to continuing gender-responsive police training and this is embodied in the Academy's pledge to incorporate the training into its regular curriculum for all recruits.

## Civil Society

Details of the partnership with the Civil Society National Reference Group (CS-NRG) could be found in the section titled "Programme Governance & Coordination".

More broadly though, civil society has been engaged as implementing partners, small grantees and vendors across Pillars 2,3,4,5 and 6. Funds previously allocated to Government were diverted towards innovative small grants specifically targeting local and grassroots organisations, highlighting the principle of Leaving no one Behind as many of these organisations work with rural, impoverished women and girls, migrants and/or young girls within the foster or state systems. Furthermore, the team has made a decisive effort to create a comprehensive capacity building programme for CSOs ensuring that their activities can be sustained through establishment of foundational frameworks and processes.

## European Union Delegation

To ensure information flow and communication and to manage this partnership, the coordination unit convened monthly meetings with the EUD, specifically its programme and communications staff, to provide implementation updates and to seek guidance and support in addressing challenges. Additionally, the Resident Coordinator and EU Ambassador met periodically on an ad-hoc basis to support as well as sensitise development partners through their Heads of Mission and technical level colleagues.

The EUD has helped to improve activities and foster more cohesive programming by offering its institutional knowledge, technical expertise, and other resources including networks for dissemination of communication materials. The UN-EU partnership has also proven instrumental

in planning and executing activities, such as joint op-eds to boost visibility of the Initiative. Additionally, the EUD participated in the local Operational Steering Committee meetings and National Steering Committee meetings. This participation strengthened collaboration between the UN and EU, and enables the EUD to support the Spotlight Initiative in engaging civil society.

## Cooperation with other (non-RUNO) UN agencies

For the duration of the programme, the ILO remained committed to the Spotlight Initiative as an associated agency, in support of achieving Outcome 3, given its specialisation in labour rights and expertise in human rights in the workplace. The ILO was also instrumental in overseeing the implementation and finalisation of the economic cost study on the impact of family violence on the workplace in 2022 in support of achieving Outcome 5.

UNHCR also was selected as an associated agency, given its experience working with refugees and displaced populations, in the provision of psychological support to stakeholders in Tobago and to migrants and refugees through a bilingual hotline and through the development and dissemination of communication products in Spanish, in the achievement of Outcomes 3 & 4. Additionally, UNHCR supported the delivery of the Heroes Foundation-GBV curriculum to migrant and refugee youth through the provision of tablets. There are roughly over 30,000 refugees, asylum seekers and migrants from Venezuela in Trinidad and Tobago, who in addition to trafficking, often experience family violence. The relationship with UNHCR allows the Spotlight Initiative to include this vulnerable population as beneficiaries, leaving no one behind.

Similarly, the team worked closely with IOM including during 16 Days of Activism - a relationship which will continue as outcomes may be aligned in serving trafficked vulnerable migrants.

The UN ECLAC and RCO Economist have also given critical support and oversight to the study of the economic costs of violence against women under Outcome 5.

Both IOM and ECLAC provided advisory support to the Initiative as well as collaborated on major events through the Expanded Theme Group on Gender Equality, HIV and Human rights.

## Other Partners, including for resource mobilization

For the duration of the programme, the Spotlight Initiative team continued the relationship with the Directorate of Women's Health, which reviewed the National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence and whose support was critical in obtaining their approval by the Minister of Health. A Committee of Ministry of Health Representatives for the Spotlight Initiative continued to meet at least every two months to discuss updates on health sector capacity building activities under Spotlight and advise on measures to optimise quality and implementation.

The Spotlight Initiative partnered with the University of the West Indies to develop curricula to train students in the care of survivors of IPV and SV. These curricula were developed for undergraduates and postgraduates in disciplines relating to helping professions, including nursing, medicine, social work, psychology, dentistry, midwifery and gender studies. They enable pre-service training in higher education institutions to sensitise participants as to causes and consequences of GBV and build skill to deliver health care and referral in line with good practice documents, including the National Clinical and Policy Guidelines on IPV and SV developed under the Spotlight Initiative. The curricula were presented as an example of good practice at the Sexual Violence Research Initiative Conference in Mexico in September 2022. The process of their development in Trinidad and Tobago has been highlighted in the 2022 World Health Organization guide, “Addressing violence against women in pre-service health training”.

The Spotlight team sustained its partnership with the independent Judiciary of Trinidad and Tobago (JORTT) as well as the Office of the Director of Public Prosecutions to provide training for judges, lawyers, prosecutors and other legal professionals on international human rights and the dynamics of family violence.

For the duration of the programme, the Spotlight team continued to engage other development partners in Trinidad & Tobago in an effort to jointly advocate for the adoption and implementation of the updated and costed National Strategic Action Plan on Gender-Based Violence as well as to mobilise resources and supplement Spotlight funding thus ensuring greater sustainability of programmatic results.

## Results

### Capturing Broader Transformations Across Outcomes

While there must be recognition that broad transformative shifts within a society require long-term sustained investments, the Spotlight Initiative as a fund for action has demonstrated that in Trinidad & Tobago, a concerted and comprehensive investment in addressing violence against women and girls can significantly advance the gender equality agenda.

In 3.5 years, the Spotlight Initiative has fostered collaboration across the UN, EU, Government, civil society and the private sector, contributing to laying a critical foundation for the achievement of the SDGs most notably Goals 5 and 17. It has connected the UN and civil society in a way not previously done, fostering greater collaboration, support and understanding across the system as joint entities working toward ending violence against women and girls.

This joint programme has built on the country's legal and institutional framework and history of advocacy by working in three areas (Tunapuna/Piarco, Mayaro/Rio Claro, and Tobago) to pilot interventions and approaches for a comprehensive and integrated national strategy. Indeed, given the lessons and results stemming from these target communities, the National Strategic Action Plan on Gender-Based Violence and Sexual Violence was finally approved by the Cabinet of Trinidad & Tobago. This critical framework that steers Government's efforts to tackle gender-based violence represents a major milestone of Spotlight; leveraging UN's technical expertise with the grassroots advocacy of civil society.

Moreover, with the support of the European Union and leadership of the UN Resident Coordinator and the Heads of implementing Agencies in line with UN Reform, the Spotlight Initiative has brought on board relevant stakeholders to build cohesion and inter-sectoral collaboration. These collaborations have supported the interoperability of systems to bolster service provision and enhance data, while positioning gender-based violence actions high on the national priorities and increasing visibility for anti-GBV efforts.

The team has worked closely with men and young persons, both in and out of schools, laying a foundation for normative change which has been amplified by national and community-based communications for behaviour change activities positively impacting more than 200,000 persons across the country and primary prevention programming. Additionally, communications for behaviour change campaigns deepened engagement in the communities through targeted outreach in collaboration with local government and key representatives of the women's movement. This approach, implemented by several civil society organisations across Pillars 3, 4 and 6, emphasised culturally relevant, community-based interventions that engaged, educated and empowered communities so they would be better able to identify and address situations



that led to FV. They would also be given tools to facilitate interventions, and information and engagement with appropriate services.

#### ONE YOUNG PERSON TESTIFIED

***“GBV has always been on my mind with how poorly others treated those of the opposite sex. I am very interested in gender inequality as my community does not talk about inequality, it’s usually a very hush-hush forbidden topic. I would like to be an advocate for women and girls to ensure they have equal opportunities.”***

Institutional strengthening cut across the medico-legal and justice sectors with the Trinidad and Tobago Police Service being boosted with gender-responsive policing training which, launched in 2021, has trained more than 600 participants. The training uses global best-practices in gender-responsive policing and victim and survivor-centred, trauma-informed approaches. This solidified the successful partnership with police institutions, including the Police Academy, Gender-Based Violence Unit and the Victim and Witness Support Unit, to professionalise the police service and uphold the duty of care to those seeking support and services. The training has been incorporated into the curriculum for future recruits will also be rolled out to the current cadre of 7,000+ officers. Further, the Judiciary, Civil Society and Office of the Director of Public Prosecutions have received sensitization on the Gender Equality Protocol with the aim of providing an accessible, inclusive and gender-sensitive environment for survivors in the Family and Children’s Courts. The team has developed joint protocols to support communications and referrals between the health and justice sectors, following a comprehensive assessment which incorporated the voices of survivors and civil society and key service providers.

These approaches have laid a critical foundation in Trinidad & Tobago to reduce indifference and impunity for gender-based violence and to advance gender equality in the country.



## Capturing Change at Outcome Level

### OUTCOME 1: LEGAL AND POLICY FRAMEWORK

As a result of the Spotlight Initiative, in 2023, Trinidad & Tobago can finally boast of a National Strategic Action Plan on Gender-Based Violence and Sexual Violence. For years, the women's rights movement and development partners advocated for the approval of this framework to address gender-based violence in the country without success.

In 2022 with support from the women's movement and through consultations with key service providers, a new comprehensive, costed and time bound plan with a strong monitoring framework and accompanying operational plan were developed which took into account existing interventions under the Spotlight Initiative and/or by state agencies and civil society partners.

While the Gender and Child Affairs Division of the Office of the Prime Minister remains the key responsible party for its implementation, the strategy outlines a whole of government commitment to preventing and responding to family violence, its causes and consequences. The plan envisions a response to GBV that is gender and age responsive and that is built on a tier system of actions and priorities that result in a more inclusive, service-oriented victim/survivor-centred approach. The revised NSAP-GBV also recognises that men and boys, persons with disabilities, trafficked persons, sex workers and migrants/displaced persons also face acute exposure and vulnerabilities to GBV and SV and must be tackled within the broad scope of the NSAP.

Given the high levels of child abuse, and the causal link between child abuse and the perpetration and experience of family violence as adults, intensive technical support was provided to the state to implement key elements of the **National Child Policy** which was approved in 2020. This included providing support for policy governance; the digitisation of the policy's monitoring and evaluation framework; raising awareness of and launching the Policy in Spanish and English - in both adult and child-friendly versions; and the development of a child safeguarding strategy. The Policy provides an overall framework for the care, protection and development of children in Trinidad and Tobago addressing specific evidence-based gaps in the child development architecture and focuses on six priority areas: Early Childhood Development, Social Protection, Health, Special Needs, Education and Child Protection.

This outcome also included a focus on reviewing laws and policies that are critical to effective access to justice. Twenty years after the enactment of the Domestic Violence Act and two years after its Amendment in 2020, the Spotlight team invested in a study of the implementation of the Domestic Violence Act to outline legislative gaps and to propose recommendations to remedy the impediments to access to justice for survivors. Lessons from other development interventions, especially within the environmental field, were also identified to help mitigate operational and behavioural challenges to implementation of the DV Act. As the restorative justice study was cancelled under guidance from the Spotlight Secretariat, the team pivoted funds towards the development and implementation of a sensitization campaign in collaboration with the Office of

the Attorney General so that survivors and the general public have greater knowledge of these legislative frameworks for their protection under Pillar 4.

Throughout implementation, the Spotlight team also promoted and supported a multi-stakeholder accountability platform to guide, advocate for and support key interventions to address family violence including advocacy around the adoption of the NSAP. This multi-stakeholder platform, which predated Spotlight as the Inter-Ministerial Committee to reduce domestic violence strategies under the Office of the Prime Minister, comprises state, women’s organisations and civil society to monitor and give technical advice and feedback on implementation of laws, policies, services and programmes related to domestic violence.

## OUTCOME 2: INSTITUTIONS

With a keen eye to improving the capacity of institutions to respond to and address GBV collaboratively and ultimately improve the survivor’s experience navigating support across sectors, the Spotlight Initiative team focused efforts under this pillar primarily on the legal and justice sectors. This included support to the Judiciary to enhance its response to family violence cases and implement gender-responsiveness within the justice sector based on an analysis of the gaps in the treatment of DV matters. Training workshops aimed at developing a change in attitude, recognition and management of bias and the development of the requisite skills to handle DV at all levels amongst justice partners. The training “Fighting Family Violence by Reengineering Attitudes and Actions” was specifically directed to the Court. In total, 70 judges and judicial officers, 241 justice sector partners and 274 court staff were trained via 11 virtual workshop sessions. The Chief Justice was also present for two of these sessions, signalling the commitment from the sector at improving functioning.

In further supporting the justice sector to tackle gender biases, the team undertook a review of the implementation of the Justice Through a Gender Lens: Gender Equality Protocol for Judicial Officers (“Gender Protocol”), developed in 2018, and provided relevant trainings to support justice and security sectors to build capacity and systems of oversight. The Gender Protocol is a practical guide geared towards fostering and improving gender sensitive adjudication in Trinidad and Tobago. It builds on the fundamental principle of access to justice and equality of treatment for all, which are essential elements of our judicial system. However, stakeholder interviews revealed that justice actors knew little of the Gender Protocol and its operation. The Spotlight Initiative team therefore developed a Companion Guide to the Gender Protocol as a new Knowledge Product to mitigate this issue. As a complement, a learning series, “A Companion Guide to the Justice Through a Gender Lens: Gender Equality Protocol for Judicial Officers” was launched to sensitise judicial officers and the public about the provisions in the Gender Protocol and the roles and responsibilities of actors in the justice continuum. Widely disseminated to ensure a positive response, sessions have taken place with actors from across the justice sector including the Office of the Director of Public Prosecutions. These sessions have contributed to greater awareness by the actors within the justice continuum of their roles and responsibilities as duty bearers towards rights holders within the justice system.

After supporting the development of a **Family Violence Prevention and Response Strategy** in 2022, resources were provided to boost local government's ability and political will to integrate family violence policies and programmes into existing strategic plans given their proximity and familiarity with the communities they serve. Leveraging the existing structure of the Community Emergency Response teams (CERT) within each regional corporation's disaster management division, first responder strategies were strengthened, and technical support was given to develop strategic plans which integrate family violence responses.

A programme coordinator worked alongside Trinidad and Tobago Red Cross focusing on integrating the strategy into the Mayaro/Rio Claro and Tunapuna/Piarco regional corporations. This resulted in the development of a mapping tool to identify services at local levels, refinement of standard operating procedures identifying roles and responsibilities at community level, and capacity development of local government and community stakeholders on family violence prevention and response.

Finally, an assessment of the capacity and resources of National Family Services, a division of the Ministry of Social Development and Family Services, was completed and approved, to identify the gaps related to effective case management and timely services for survivors. Some of this information was also captured in the assessment of the aligned Essential Services Package. Subsequently, based on the findings, Standard Operating Procedures (SOPs) were developed to guide case management practices and procedures for working with DV survivors. In 2023, given multiple delays in finalisation of reports and onboarding of the IP Coalition against Domestic Violence, the team focused efforts on the development of toolkits which will be used to subsequently pilot the SOPs post-Spotlight. Aligned to the Essential Services Package for Women and Girls Subject to Violence, when implemented, these SOPs will enable the agencies to provide more effective support, not only to women and girl survivors of DV, but those who experience intersecting forms of discrimination or marginalisation, such as DV survivors who are migrants, elderly, those with disabilities and those who are LGBTQIA.

### OUTCOME 3: PREVENTION AND NORM CHANGE

In Trinidad & Tobago, the largest investment of the programme has been focused on preventing the violence before it occurs through targeting the social and cultural norms which may fuel family violence. This includes a comprehensive communications campaign launched in 2021 and implemented throughout 2022 to build awareness at the grassroots level using culturally relevant, creative, arts-based means to engage in outreach in the target communities and to empower and educate victims. The integration of a cross-section of tools and resources – digital, radio, print, social media, marketing collateral including banners and posters, information kits and cards, IP interviews, survivor stories, public service announcements, workshops and Pop-Up events, provided a holistic approach to the campaign. It created opportunity for a wider reach across communities, as well as provided pathways to obtain feedback and generate discussion – both on the ground and with NGOs and partners. It is estimated that over 200,000 persons were reached via public service announcements and a similar number through social media channels. The implementing partner supplemented the campaign with 3 national events engaging faith-



based leaders in thought provoking discussions in the role of religion in either protecting against or contributing to intimate partner violence or abuse against children; engagement of men in an open, frank dialogue and; engaging young persons. These events were made even more visible with the inclusion of the Spotlight National Champions, First Lady Mrs. Sharon Clark-Rowley and lead singer of the popular musical group, Freetown Collective, Muhammad Muwakil, who have used their platforms to advance the anti-GBV message and build a movement.

Simultaneously, the Indigenous Creative Arts Network was also contracted to implement the social norms campaign that sought to engage parents and caregivers based on the study conducted in 2021 of norms that contribute to violence against children. Using a theatre-in-education approach, ICAN emphasised positive and healthy social norms, attitudes and practices that would prevent and protect girls and boys from GBV. The campaign was entitled “Protector not Predator” and involved key messages and dramatisations centering on children’s experiences with sexual abuse that were developed for television, radio and social media. The estimated reach of this campaign was 700,000 people (using social media metrics), who were also provided the relevant contact information to reach the Children’s Authority, for assistance and support in abuse cases. As child abuse and work on promoting children’s rights continue in the country, the campaign contributed to increasing awareness of harmful social norms and encouraging rethinking behaviours that promote violence against children.

Following two years of lockdown, schools across the country were reopened in 2022 which provided the opportunity for the team to immediately commence engagement with in-school youth. Based on their extensive experience and long-established presence in secondary schools, the Heroes Foundation was contracted to lead this intervention “Empowering Children and Youth to End Violence and Abuse” which included working through existing Heroes clubs to educate, sensitize and train young persons, including migrants and refugees, on gender-based violence, navigating relationships (including friendships and with intimate partners), managing high-conflict situations such as bullying, seeking help for abuse, self-protecting and promoting healthy holistic self-perceptions. From April to December 2022, the programme engaged five hundred and fifty-eight (552) participants organised into forty-three (43) participant groups: thirty-one (31) secondary school groups supported by the Ministry of Education and the Tobago House of Assembly, Division of Education, Research and Technology, nine (9) migrant groups supported by the Pan American Development Foundation, and two (2) integrated digital groups.

These young persons were also trained in proposal writing, project development and management skills, and were supported to prepare grant proposals to positively influence their families, peers and communities in sensitization campaigns of their own. Subsequently, thirty-two (32) grants were awarded to a total value of TTD 150,000.00 (USD\$22,190) for projects related to preventing child abuse, school violence and personal development for healthy behaviours. Through these activities, participants directly engaged 9,823 persons to end violence and abuse. From stories of change interviews conducted with a representative from each group, about 85% of participants did not know anything about gender-based violence before the Spotlight Heroes Programme. 100% noted that because of the programme, there was a deeper understanding and an increase in knowledge of gender-based violence, child abuse, and bullying by most group members. About 81% of participants explained that, upon reflection, they witnessed or experienced GBV,

child abuse and/or bullying in the past and did not recognise the incidents as such because they lacked the knowledge and understanding. Participants explained that now since their knowledge has increased, they can better identify GBV, child abuse and/or bullying and would now be more willing to intervene.

The Initiative has also worked with both private sector companies and trade unions supporting employers and workers to ensure workplaces in Trinidad & Tobago have a zero tolerance policy for sexual harassment and gender-based violence, and facilitate positive social norms in the workplace. In particular, the Spotlight team developed partnerships with the Employers' Consultative Association (ECA) and the National Trade Union Centre (NATUC). Both ECA and NATUC undertook the development of workplace policies on GBV based on the recognition that GBV has important implications for the workplace that need attention from employers and business leaders. While traditional Human Resources policies have a singular focus, these innovative draft model workplace policies address several core issues, including family violence and GBV in the workplace, and particularly sexual harassment. They also provide innovative practices for establishing complaints mechanisms to report alleged violations. To bolster these achievements, both organisations undertook the development of a joint workplace policy on GBV, completed in 2022. As a result of Spotlight's support, these two organisations, typically on opposing ends of the negotiating spectrum for the private sector, have mutually recognised that GBV must be prioritised and efforts collaborated.

Building awareness and improving sensitisation were identified as important activities to bolster buy-in for workplace policies. Accordingly, both ECA and NATUC undertook awareness campaigns, accompanied by identifying a champion to promote the campaign. Additionally, both implemented training and sensitisation workshops: in total 86 small and medium-sized enterprises and 160 members from 20 unions benefited from these workshops, with sessions occurring in the three Spotlight communities. Participants included shop stewards and members of negotiating teams, who were engaged in a discussion on gendered norms within the trade union setting, and solutions for creating a safe work culture, free from harassment and violence. See testimonials from workshop participants [here](#).

The Collaborative HIV Prevention and Adolescent Mental Health Programme (CHAMP) initiative was relaunched through the Family Planning Association as a result of the Spotlight Initiative. This programme was initially developed to address HIV prevention, but proved to positively impact youth, making them less likely to respond to peer pressure or become involved in adolescent sexual activity, through education and the involvement of their parents/caregivers. CHAMP therefore confronts risks by supporting and enhancing family processes and encouraging protective relationships between parents/adult caregivers and their children/youth. It also imparts information to the entire family about puberty, family violence, sexuality and HIV prevention.

Workshops were held in the 3 SI communities as part of the awareness, behaviour change and education component. 134 youth and parents/caregivers participated and strengthened their skills and family-level characteristics on sexual risk-taking, such as parental monitoring, discipline effectiveness, conflict resolution, parent/caregiver and youth comfort in communicating about

sensitive topics, and problem-solving abilities, especially as it relates to sexual peer pressure. The parents/caregivers in particular, are more empowered and better able to talk to their children/youth in their care to prevent GBV. In the same period, the CHAMP ambassadors also rolled out the programme within the target communities in 2 children’s homes, working with caregivers and residents, virtually and in-person.

Despite significant investment in updating and enhancing the HFLE component to integrate GBV prevention as well as several rounds of national consultations including with faith-based organisations, the revised HFLE curriculum was not approved by the Ministry of Education. The team then pivoted to reprogram funds towards the development of advocacy briefs, sensitization of the major stakeholders with opposition to comprehensive sexuality education and HFLE and engagement with civil society partners.

The Foundations programme targeted young people out of school, aiming to inculcate key GBV concepts and its prevention in a key demographic – youth aged 13-24 years. The approach for Foundations was participant-centred, and based on the premise that violence is intentional, and that abusive behaviours are chosen methods for gaining control over persons and situations. It invited young people to engage in ‘thinking through’ concepts such as gender, gender socialisation, gender hierarchies and constructions of masculinity, femininity, sexuality and their impact on relationships with themselves and others. Implemented by the Network of Rural Women Producers, Foundations training targeted beneficiaries in police youth clubs, National Scouts Association and young people in the 3 SI communities. In total, 1270 participants benefitted, broadening their understanding of gender equality. It was reported that participants were actively engaged during the sessions and favourable verbal feedback was received. With the knowledge and skills in hand, it is expected that participants will start engaging meaningfully in different spaces to question gender biases and support gender equality.

Related to this activity is the Training of Trainers in the Foundations Programme - a series of workshops conducted by consultants, that sought to equip potential trainers to conduct gender and GBV training in emotionally safe ways, and to develop proficiency in gender training using psycho-educational methods. At the end of the 9 modules of training, the workshops produced 13 trainers (8 women, 5 men) who were able to utilise participatory, collaborative and participant-led ways of engaging with the training materials, evidenced by their application of knowledge and skills in a short 20-minute practicum in the last module. Feedback was positive overall, with participants appreciating the range of methods employed: “Recognising the difference between facilitation and teaching is a paradigm shift that changed my perception and approach to the art of facilitation” and “With the new things learned as a result of this process, I am more equipped to share and help others grasp these concepts as well”; and, how the material challenged or changed their views: “...I have a deeper insight of the topics. I am enlightened about how to reach out to others on the prevention of violence against women and girls” and “My understanding of GBV is more than academic, there is the added component of the psychosocial situations and ‘lived effects’ of GBV. I have a greater appreciation of why women stay in violent relationships and just how nuanced or obscure ‘consent’ still is in the minds of adults, far more for young people...”. Since participants were public servants, with their new knowledge and skills, the trainers will be able to support peers in the government service who may have questions about

gender concepts and GBV and guide them as they engage in cognitive and behavioural shifts.

The Spotlight team worked with groups of men and boys to train them to serve as community advocates for EVAWG and gender equality. It was envisioned that the men and boys would have the knowledge, skills and commitment not only to not perpetrate violence but also to be peer influencers and advocates for gender equality. In an effort to determine how well these persons could become advocates, graduates from the first two cohorts hosted sessions for their peers to apply their knowledge and skills. Despite support provided by the Spotlight team to prepare the graduate facilitators, challenges abounded. There was particular difficulty, and what was perceived as limited ability, on the part of the graduate facilitators to guide discussion, particularly when thorny ideas were raised. Discussions with the IP, UWI IGDS, revealed that despite using the Foundations curriculum as the basis for this activity, training sessions and assessments illustrated that the perspectives of the graduating men and boys had not shifted drastically and they could not yet be effective advocates for EVAWG. To counteract some of these issues, a refresher session was held for graduates of the first two cohorts, with one of the Master Trainers as facilitator; 15 men and 1 boy benefitted from the session. Verbal feedback from this session was positive and the trainer's received praise for effectiveness. The challenges presented a learning opportunity for the Spotlight team, as it illustrated that these were the groups of men and boys and male faith-based leaders who needed continuous support and guidance to reorient their thinking, and indeed underscored the importance of prevention work.

In 2023, the Spotlight Initiative team was contacted to support the Office of the Prime Minister to develop a plan to achieve behavioural changes in the population to address firearms related violence and domestic violence through a Communication for Behavioural Impact (COMBI) model. COMBI applies the disciplines of adult education, mass communication, community mobilization, traditional and social media, culturally specific marketing, advertising, public relations and public advocacy, counselling, personal selling, client/customer relations, and market research to the ultimate goal of achieving behavioural results. An experienced COMBI designer and trainer was brought on board and trained 21 persons across civil society and state agencies in the COMBI methodology. Based on fieldwork in Trinidad and Tobago, he developed two distinct COMBI plans to reduce firearm-related crime and domestic violence in Trinidad and Tobago.

#### OUTCOME 4: QUALITY SERVICES

The police, judicial/legal and health sectors were a major focus in this Outcome area since they are the main first responders with whom victims and survivors interact when reporting GBV or accessing services after an incident. Strengthening the law enforcement/security response is a crucial aspect and has consistently been cited as one of the most challenging issues when responding to VAWG. Positive initial contact experience with police, trauma-informed approaches and sustained programmes of training are needed so that victim and survivor confidence in this essential service increases. Accordingly, Gender Responsive Policing (GRP) training was implemented. The training equipped law enforcement officers with knowledge and skills in areas including, but not limited to: gender definitions/roles and stereotypes, human



rights principles, the role of duty bearers, the justice continuum, the legislative framework, adopting a victim and survivor-centred approach, GBV in Trinidad and Tobago, TTPS policies and procedures, and self-care. Over 600 officers were trained.

Further, the Police Academy has embedded the training into its core curriculum to ensure training of all the 7,000+ officers, so that they have the increased capacity to deliver quality service to victims of GBV. Over time, it is expected that the training will facilitate increased victim/witness reporting and more successful outcomes for victims/survivors.

Improving relationships between the police and communities they serve is also critical to strengthening overall service delivery in this sector. When communities have confidence in the officers who serve their areas, they are more likely to report GBV and FV incidents and seek help. Accompaniment programmes are an excellent aid here to bridge the relationship between officers/the State and victims/survivors. Accordingly, the Spotlight team has created an Accompaniment Programme in the Mayaro/ Rio Claro municipality as a pilot initiative in the first instance, to support and enable victims of GBV/FV. 10 volunteers were trained by the Victim & Witness Support Unit of the TTPS, the Judiciary and the CSO Save-A-Youth-Save-A-Life, and have been incorporated into the VWSU to be deployed as the pilot continues post the Spotlight Initiative.

A programmatic revision, approved by the NSC, was necessary to the Police Station Councils (PSC) activity that began in 2020, and that is related to the accompaniment programme. The assessment completed in 2021 had revealed a limited number of active PSCs, and furthermore, there were challenges with revitalising the initiative with the support of TTPS that caused lengthy delays. The Spotlight team therefore implemented a new activity to improve the protocols for reporting at three police stations, one in each of the Spotlight regions. A mapping process at these police stations has yielded recommendations to facilitate improved services to victims/survivors of GBV, inclusive of measures to reduce re-traumatization of survivors as they engage with the TTPS and across the medical and judicial sectors.

A national **InterAgency Protocol for Child Abuse Prevention and Management** was developed and launched in May 2023. The protocol establishes a comprehensive framework that ensures all stakeholders work together seamlessly to prevent, detect, and effectively respond to instances of child abuse. This will enable agencies to strengthen their coordination, enhance information sharing, and optimize resources to safeguard children from harm. By streamlining processes and establishing clear guidelines, this marks a significant step forward in creating a safer environment for every child in Trinidad and Tobago.

In the health sector, the **National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence**, were developed through a process of stakeholder consultation, review of laws and policies and UN best practice documents starting in 2020. They went through processes of final review by the Ministry of Health and Office of the Prime Minister in 2022. They were finally approved by the Honourable Minister of Health on 15th August 2022, and are a milestone in providing the first national protocol on this topic. These guidelines constitute a critical response to provision of care and support to survivors of IPV and SV throughout the

country. Notably, they include guidance on supporting identification and disclosure of violence, psychosocial support and clinical care. They provide guidance on the development of safety plans and the building and use of referral mechanisms, which serve to advance interoperability between sectors. They also include a clinical record form that assists with documentation, referral and administrative data-gathering.

The Guidelines will aid in embedding training that Regional Health Authority (RHA) workers have received through Spotlight, and training continued throughout 2023, on addressing VAW from a human rights and trauma-informed care perspective. The Guidelines and associated training will improve the response to victims presenting at the RHAs after GBV incidents, and will contribute to increased confidence by victims and survivors in receiving appropriate and sensitive care within the healthcare system and from referral agencies. 418 responders were trained in caring for IP and SV survivors. This includes 123 trained as trainers in the Guidelines in 5 RHA workshops, 28 trained as trainers in the WHO curriculum “Caring for Women Subjected to Violence” and 267 persons trained by those trainers with support from the Spotlight team.

Under Spotlight, the health curricula for pre-service training on care of survivors were developed. These used the Guidelines as a key foundational document. The first, the sensitisation curriculum, targets undergraduate students in the Faculty of Medical or Social Sciences who are preparing to function within the helping professions. This curriculum orients students on core concepts of gender socialisation and GBV, provides sensitivity training and orientation on steps in appropriate health care for survivors. The second, the competency-based curriculum, targets postgraduate students and existing professionals. It builds on the sensitisation curriculum by providing further detail on care pathways, notably in clinical management of sexual assault. Overall, both curricula will contribute to increased awareness and capacity of healthcare students and practitioners in the care and support of GBV survivors, while also taking into account local cultural practices and appropriateness to ensure targeted and effective care. Most importantly, a number of helping professions are targeted, such as nursing, medicine, social work, psychology, midwifery and gender studies, ensuring that a greater proportion of women and girls will be reached. Both curricula were piloted separately early in 2022. Virtual methods were used due to continuing restrictions imposed locally because of the ongoing COVID-19 pandemic. A total of 72 participants were trained in the pilot, with 30 completing the pre-assessment and 27 completing the post-assessment. Recommendations from the training and assessment were compiled, and curricula revised accordingly; strategies for successful implementation were also proposed. Assessments revealed a clear need for the curricula, especially for students, as they noted no such content was offered in their studies, despite being confronted with GBV directly and indirectly. The curricula were finalised in 2023 and procedures identified for implementation with UWI students.

For CSO empowerment, representatives from 10 CSOs were trained in communications and advocacy. These CSOs now have the skills and tools to effectively advocate to EVAWG and to conduct communications activities within their communities to build support. Indeed, the CSOs trained have successfully implemented campaigns in the 3 selected Spotlight regions. Campaigns executed were: awareness campaign on DV and services available; a mini podcast campaign highlighting various issues related to abuse; a communication campaign on affordable housing options for underserved communities and those experiencing GBV; community

outreach that taught advocacy tools to mitigate VAWG; a maxi taxi radio drama campaign that tackled harmful masculine behaviours and beliefs; mini online workshops based on mindset, attitude and purpose; a mini-training and community walk to increase basic understanding of GBV; online sessions to teach children and parents child-friendly tools to address relationship and conflict resolution; comprehensive sexuality education classes with differently-abled students; and online training sessions with members of selected police youth clubs to build GBV awareness, complemented by the painting of a mural wall in the community and virtual street theatre training.

Under this Pillar, the Family Planning Association of Trinidad & Tobago also continued to receive resource support to provide various services including SRH to persons with disabilities as well as psychosocial support, counselling and referral to over 1,000 persons as well as 481 who utilised the bilingual hotline established in 2021.

## OUTCOME 5: DATA

Trinidad and Tobago's child protection system received a boost with the implementation of an innovative, globally recognised child protection information management system, PRIMERO. Through collaboration with the Children's Authority and the Spotlight team, this intervention allows case workers to act more effectively to safeguard children who have faced abuse and neglect. PRIMERO is a secure, web-based platform that streamlines the processing of cases, including registration, assessments and referrals. This case management system helps ensure that fewer young people in crisis fall through the cracks of the child protection system. The Children's Authority will now be able to offer better quality support to children who need it most. In 2023 the system was integrated into the referral pathway linking with key national systems to facilitate improved coordination and effective case management with other partners such as the Police, student support and national family services agencies. Confidentiality, data protection and knowledge sharing will also improve.

In the Health Sector, a clinical record form was developed and included in the approved National Clinical and Policy Guidelines on IPV and SV discussed in Outcome 4: Quality Services. Focus group discussions, interviews and review of national data collection systems were conducted to develop a form that is in line with national policy and evidence-based good practice. This was formatted for electronic data entry and analysis as part of the Perinatal Information System (SIP), a regional electronic health information system adopted in Trinidad and Tobago in 2018 for the care of pregnant women and newborn children. Via the Spotlight Initiative, a new module of the SIP was developed based on the clinical record form - the first Perinatal Information System for Intimate Partner Violence and Sexual Violence (SIP-IPV and SV) in the Americas. SIP-IPV and SV is designed to gather data from all persons who report IPV and/or SV in the health system. It includes indicators to monitor quality of care and referral, enabling clinicians, health care managers and policy-makers to make strategic decisions to strengthen care. Through the Spotlight Initiative, 32 persons involved in data management and clinical management in Regional Health Authorities and across government ministries have been trained to implement and manage SIP-IPV and SV. Additionally, as part of the training of 123 Regional Health Authority staff as trainers in the Guidelines, they were trained in use of the SIP IPV and SV clinical record

form. Spotlight supported the purchase of a national server for the Ministry of Health to store and process SIP-IPV and SV data, as well as five desktop computers and ten laptop computers to support data collection and analysis by the Regional Health Authorities. The Directorate of Women's Health in the Ministry of Health, which manages SIP nationally, was and continues to be a key partner in enabling the development and roll-out of SIP IPV and SV.

The Spotlight team also undertook to expand and enhance the Trinidad and Tobago Central Registry on Gender Based Violence (GBV Registry) within the Gender & Child Affairs Division of the Office of the Prime Minister. Enhancements have provided for a shared, centralised workflow for case management for all major respondents to family violence in Trinidad and Tobago. It facilitates better communication and coordination among entities, enhances client referrals and improves accessibility to GBV related services, including related sexual and reproductive health services. System enhancements to the GBV registry were informed by a comprehensive baseline assessment of existing data systems and processes of organisations working in the area of family violence/VAGW in Trinidad and Tobago.

## OUTCOME 6: WOMEN'S MOVEMENT

The Spotlight team supported and strengthened the work of civil society partners including: financing the Family Planning Association's (FPATT) bilingual hotline, which allows this longstanding sexual and reproductive health rights organisation to provide essential GBV and SRH services for the growing migrant and refugee population, the local population and persons with disabilities, as well as providing support to update and re-implement the CHAMP programme focused on addressing family violence; giving support to the Heroes Foundation in developing and executing a GBV curriculum in 30+ secondary schools across the country and empowering young persons to implement their own projects tackling abuse in their communities; partnering with Trinidad and Tobago Red Cross Society (TTRCS) in the training of local government stakeholders in family violence prevention; providing core funding to CreateFutureGood and The Shelter to strengthen their institutions with strategic plans, M&E frameworks and sustainability strategies; lending targeted support to the Arts in Action grassroots group which focuses activities on vulnerable youth through drama theatre and cyber theatre, and improving the research capacity of Network of NGOs which executed the Economic Costs of VAWG study. This support extended through a comprehensive CSO capacity building project which encompassed individual coaching, mentoring and peer support to sustain a strengthened women's movement post-Spotlight.

Spotlight also engaged implementing partner agreements with civil society groups such as the Network of Rural Women Producers, the Network of NGOs and the Indigenous Creative Arts Network (ICAN) under Outcomes 3 and 5, and the Coalition Against Domestic Violence (CADV), University of West Indies Institute for Gender and Development Studies (UWI IGDS) under Outcomes 2, 3 and 4.

In line with the principles of meaningful engagement of civil society at the programme governance level, Spotlight also featured effective representation of civil society in the Operational and National Steering committees.

## Rights Holders (“Beneficiaries”)

Estimated number of rights holders (“beneficiaries”) reached over the entire programme duration:

| <b>WOMEN</b><br>(18 yrs. and above)  | <b>Direct (2020-2023)</b> | <b>Indirect (2020-2023)</b> |
|--|---------------------------|-----------------------------|
|  | <b>4799</b>               | <b>1266</b>                 |
| <p>CSO participants at capacity assessment workshops, survivors accessing telemedicine and remote case management services; trade union participants in a GBV sensitization workshop; persons receiving information related to the Youth Connect app and Judicial officers that received training on Gender protocols and case management.</p> <p>Trinidad and Tobago police service training, Regional Health authority training, Gender Protocol Learning session for justice sector, Judicial Officers and other Judicial staff beneficiaries of Family Court training, FASO toolkit Teacher training, beneficiaries of prevention programming including CHAMP, Foundations, private sector GBV sensitization; beneficiaries of hotline and psychosocial support in Tobago and legal aid clinic and beneficiaries of CADV peer networks training.</p> <p>Gender-responsive training for TTPS; Director of Public Prosecutor’s Office gender protocol training; CHAMP caregivers; Govt gender focal point Train the Trainers; Health sector training; CSO community outreach; CSO capacity building programme.</p> <p>Train the trainers workshop on the National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence; Training workshop on SIP-VAW, the electronic health information system, Communications for Behavioural Impact (COMBI) workshop</p> <p>Indirect beneficiaries include persons assumed to be impacted by IWD and 16 Days of Activism communications programmes.</p> |                           |                             |



| <b>GIRLS</b><br>(5-17 yrs.) | Direct (2020-2023) | Indirect (2020-2023) |
|-----------------------------|--------------------|----------------------|
|                             | 474                | 45,549               |

Workshops held in December for girls and young women in a leadership series on choices (power and implications of choices) as well as persons receiving information related to the Youth Connect app and survivors accessing telemedicine and remote case management services.

Beneficiaries of CHAMP programme, and TYC GBV training.

In-school Heroes Foundations student recipients; Arts-in-Action training.

Indirect beneficiary numbers represent persons accompanying minors, students benefitting from the teacher training.

| <b>MEN</b><br>(18 yrs. and above) | Direct (2020-2023) | Indirect (2020-2023) |
|-----------------------------------|--------------------|----------------------|
|                                   | 2776               | 647                  |

Including survivors accessing telemedicine and remote case management services; trade union participants in a GBV sensitization workshop; persons receiving information related to the Youth Connect app and Judicial officers that received training on Gender protocols and case management.

Trinidad and Tobago police service training, Regional Health authority training, Gender Protocol Learning session for justice sector, Judicial Officers and staff for Family Court training, Teacher training, beneficiaries of prevention programming including CHAMP, Foundations, Partnership for peace, private sector GBV sensitization; beneficiaries of hotline and psychosocial support in Tobago, legal aid clinic.

Gender-responsive training for TTPS; Director of Public Prosecutor's Office gender protocol training; CHAMP caregivers; Govt gender focal point Train the Trainers; Health sector training; men and boys training refresher; CSO community outreach; CSO capacity building.

Train the trainers workshop on the National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence; Training workshop on SIP-VAW, the electronic health information system, Communications for Behavioural Impact (COMBI) workshop

Indirect beneficiaries include persons assumed to be impacted by IWD and 16 Days of Activism communications programmes.



| <b>BOY<br/>(5-17 yrs.)</b> | <b>Direct (2020-2023)</b> | <b>Indirect (2020-2023)</b> |
|----------------------------|---------------------------|-----------------------------|
|                            | <b>112</b>                | <b>49,102</b>               |

Including survivors accessing telemedicine and remote case management services and persons receiving information related to the Youth Connect app.

Direct includes CHAMP beneficiaries. Indirect includes students that will benefit from the teacher training and woman to woman video viewers

In-school Heroes Foundations student recipients; men and boys training refresher; Arts in Action training.

| <b>ADDITIONAL<br/>BENEFICIARIES<br/>(Not disaggregated by<br/>age and sex)</b> | <b>Direct (2020-2023)</b> | <b>Indirect (2020-2023)</b> |
|--|---------------------------|-----------------------------|
|  | <b>5,418</b>              | <b>1,995,206</b>            |

Breakdown of Additional beneficiaries not disaggregated by age and sex:

**DIRECT:**

|       |   |
|-------|---|
| 290   | From Foundations                                      |
| 200   | Positive Behavioural discipline training for teachers |
| 50    | Health sector trainees                                |
| 117   | CSO community outreach                                |
| 31    | PWDs accessing services                               |
| 27    | Facilitators for Foundations                          |
| 415   | Persons accessing hotline                             |
| 1,000 | Persons accessing psychosocial services               |
| 3,288 | Other   |

**INDIRECT (NB - unable to identify unique beneficiaries):**

|         |                                  |
|---------|----------------------------------|
| 785,760 | From student influencer projects |
| 590,536 | Social norms campaign            |
| 271,181 | Comms community outreach         |
| 39,762  | Social media                     |
| 307,967 | Other                            |



## Challenges and Mitigating Measures

The Spotlight Initiative team in Trinidad & Tobago can boast some notable achievements however, implementation has been stymied by numerous challenges which have altered the original plan for the programme, contributed to significant delays or even cancellations of specific interventions. Notably, the programme launched in the midst of the COVID-19 pandemic which meant pivoting towards fully remote, virtual implementation of activities during lockdown measures or postponement such as was the case with in-school engagements. The country was kept under a state of emergency for most of 2021 and in many cases, this contributed to lack of initial buy-in from key partners and lower participation in research activities and events. Lower participation rates were notable during both the social norms and the economic costs of violence studies, where marginalised or underserved populations without reliable access to data and internet plans were hindered from participating. This also created scenarios where interventions may not have been as effective (e.g. training workshops or sensitization sessions) as they may have been in-person. The Spotlight Team was able to assist government stakeholders and civil society partners, in specific cases, with accessing virtual platforms to conduct training thereby ensuring participation.

The meaningful engagement of civil society has been a cornerstone of this programme from inception yet this commitment has not been without challenges. Civil society has expressed frustration with the UN team as a result of onerous procurement processes which vary across agencies and do not facilitate smooth joint procurement of implementing partners. Yet some of these processes have been critical for the strengthening of civil society such as the requirement for PSEA policies and mechanisms which became most important following allegations of improper conduct by a Founder/Director of a civil society organisation that was a small grant awardee and representative of the CS-NRG. The Spotlight team has supported civil society through the execution of a comprehensive capacity-building programme encompassing a coaching initiative which provided for more sustained strengthening of civil society. Given the in-depth and extensive duration of the programme, beneficiaries expressed information overload and fatigue leading to drop-off. In some cases, organisations struggled to motivate members who are in many cases volunteers with competing demands, to give their time to improve the organization, by attending workshops, through the programme. It is noteworthy that even larger more established organisations may require support as was evidenced in early 2023 when implementing partners required in some cases months to reconcile accounts and submit comprehensive accurate financial reports. This subsequently significantly delayed the onset of Phase II projects; some of which had to be reprogrammed to alternative projects.

Human resource capacity limitations have been a constant feature for the programme with high staff turnover and attrition both internally for the UN team as well as with Government and civil



society partners. The team has dealt with the resignation (and in some cases subsequent long recruitment processes for replacements of the Resident Coordinator - a passionate and firm steward of the programme from inception; Programme Coordinator, Communications Officers, the M&E Officer, Programming Associates. The line Ministry for the initiative, Gender and Child Affairs Division of the OPM lost most of its staff in the early part of 2021 including previously assigned Spotlight focal points as well as two Permanent Secretaries in 2021 and 2022. This situation presented substantial delays to implementation.

Challenges in implementation also reflected a lack of sufficient national buy-in during the design phase of Spotlight from key stakeholders or a potential lack of appreciation for the extensive time commitment and bureaucratic procedures required to obtain the necessary approvals for meaningful impact. Specific interventions such as the Accompaniment programme, RESET batterers' intervention programme, and due diligence standards for the police and Health and Family Life Education curriculum were some of the projects most affected or delayed. In the case of the latter two, approvals were not obtained despite advocacy measures implemented and funds had to be reprogrammed.

Efforts to firmly integrate participatory Monitoring & Evaluation into the programme encountered several roadblocks. Given that this participatory strategy was introduced mid-way through implementation, several implementing partners would not have included these activities within work plans and attempts to include post-activity closure presented difficulties. This stymied efforts and delayed this M&E plan, additionally data from key organisations such as the Judiciary of the Republic of Trinidad & Tobago was never obtained and so the final PME report was limited in scope and utility. *Full PME report available [here](#).*

The Spotlight team continued to confront deeply entrenched social norms that were resistant to change with the recognition that changes in these ideologies are long-term processes as with the male leadership training. Unfortunately, networks or communities of male advocates against GBV were not established although Spotlight has contributed to the foundation to encourage these generational transformations through advocacy, sensitisation of stakeholders, and research.

## Lessons Learned and New Opportunities

Spotlight proved to be a successful test-case of the “One-UN” approach where 5 UN agencies collaborated towards the achievement of a common goal, yet maintained individual UN agency visibility and accountability. The model of the Spotlight Coordination Unit sitting within the Resident Coordinator’s Office, and leveraging the convening power of the Resident Coordinator was a practical and strategic set-up. However, the implementation was not without teething challenges as, for example, the procurement, payment and other processes & systems did not always synchronise across agencies, resulting at times, in delayed implementation and coordination complexities.

At a programmatic level, implementation of programmes such as Foundations, CHAMP and the Heroes Foundation GBV curriculum creates spaces where participants that were initially skeptical of engaging with facilitators eventually opened up and, in some cases, disclosed traumatic incidents of abuse and bullying and exposure to violence in their communities. Some young persons even exhibited anti-social behaviours. However, it should be noted that in some cases, facilitators did not feel fully equipped to deal with the emotional breakdown of participants, including some trainers who were survivors of violence, themselves. Psychological support was available, however it is recommended that additional and more extensive psychological first aid training for Trainers be available and ongoing even post-programme.

Another key lesson is how critical it is to ensure that small grantees are aware that a core component of the grants should be dedicated to institutional strengthening and that their project proposals are realistic/feasible within the timeframe and resources rather than aiming for a large scope to increase the attractiveness of the proposal to donors. In this regard, the team has worked with CSO and grassroots organisations to set expectations and provide orientation meetings as well as share lessons from previous grantees.

The data collection tools used in the economic costs study were unfortunately viewed as superficial and not user friendly by the technical coherence review committee and the survey yielded a lower-than-expected outcome while not reflecting a national study as the focus was on 3 communities only. The methodology employed was determined to be solely accounting for the direct costs associated with IPV rather than a full econometric study/costing. However, the study can serve as a baseline that can be improved in future. With additional time provided, the team could have ensured that the IP used a similar methodology as was employed for the regional study. Further, it was noted by the responsible RUNO that the IP was not fully forthcoming with the challenges in securing higher response rates thereby limiting time available for a Spotlight team intervention.

In Phase I, the team initiated training to produce male leaders in each of the target communities,

specifically focused on leaders of faith-based organisations. While discussions were productive, the sessions were not successful in fully transforming beliefs, behaviours and practices. Structured and ongoing opportunities for men and boys to critically reflect on stereotypical male gender roles and patriarchal expressions of manhood are imperative to move towards non-violent, equitable and inclusive notions of manhood that fully understand and support women's autonomy, agency and rights, as well as those of people of all sexual orientations and gender identities. It was generally agreed that further sensitization and engagement is needed to build male advocates.

In terms of new opportunities, the biggest would be Cabinet's approval of the National Strategic Action Plan against Gender based Violence, and the consensus that the NSAP-GBV/SV forms the basis for the sustainability of the progress made under the Spotlight Initiative in Trinidad and Tobago. UN agencies have been included within the partnership framework of the sustainability plan, thus providing an opportunity for seamless continuation of the work.

## Innovative, Promising or Good Practices

Please refer to *Annex D: Innovative, Promising or Good Practices* for a full description of innovative, promising or good practices.

## Communications and Visibility

Since the start of the programme, a Spotlight Initiative communications working group was established as a subset of the UNTT Communications Group (UNCG) with communication focal points from each agency led by the Communications Officer from the coordination unit. In 2022, following the resignation of the Communications Officer, the Administrative Associate took on these responsibilities, voluntarily. The UNCG met monthly and Spotlight usually presents any notable points concerning the implementation of the communications and visibility plan. The Technical Coherence lead (UN Women) and Coordination unit met monthly basis to discuss programme progress and to explore areas for additional collaboration and coherence across pillars.

Building on the Communications and Visibility efforts since the beginning of the implementation of Spotlight Initiative activities in Trinidad and Tobago, the team sought to sustain communications momentum with a range of outputs. These included television and radio interviews, published opinion editorials, newspaper articles and publications, video productions, Social Media campaigns and awareness campaigns as well as quarterly Spotlight newsletters.

Activities for key annual observances such as International Women’s Day and 16 Days of Activism comprised messaging and miking campaigns, survivor testimonials, online panel discussions, dialogues as well as walks alongside schools and implementing partners to engage a range of stakeholders with an emphasis on women and girls. Communications campaigns also encompassed a focus on improving the identification and prevention of child abuse, promotion of healthy relationships and conflict resolution, challenging social norms, sexual harassment and violence in the workplace and evidence-based mechanisms for treating survivors in the health sector.

Throughout the programme, all communications activities were supported by and executed in collaboration with RUNOs and Implementing Partners via meetings and technical guidance,

by the CS-NRG who contributed via ideation and suggestions and with feedback from the EU Delegation focal points with whom concepts and collateral were shared. Communications efforts at the Spotlight Initiative TT have always involved interagency collaboration as well as a partnership with the EU Communications focal point. The EU Delegation has also been critical in providing input to the communications and visibility annual action plans.

In addition, an annual Spotlight TT Communications Tracker, created in **2022** and **2023** is shared with the EU and the RUNOs. The tracker enables the Coordination Unit, and the donor in particular, to monitor notable mentions and events of the Spotlight Initiative TT in local printed, radio, TV and online media.

## 1. OVERVIEW

For detailed statistics, see file:

[https://docs.google.com/spreadsheets/d/16wxV4esXCyQil7S0gs\\_-XzVIS-B9l4zunstjSqqcvKE/edit#gid=564997473](https://docs.google.com/spreadsheets/d/16wxV4esXCyQil7S0gs_-XzVIS-B9l4zunstjSqqcvKE/edit#gid=564997473)

| TYPE OF COMMUNICATION | TOTAL FOR SPOTLIGHT<br>2020-2023 |
|-----------------------|----------------------------------|
| Press articles        | 71                               |
| Social media posts    | 200                              |
| TV                    | 33                               |
| Radio                 | 18                               |
| Events                | 28                               |
| Videos                | 57                               |
| Newsletters           | 7                                |
| Testimonials          | 27                               |

For video deliverables of the programme in Trinidad and Tobago, see [https://docs.google.com/spreadsheets/d/1wQrdd676cs1PeqM-CFw9A\\_iRaaD9mRKyE2MunKRQ1eA/edit#gid=0](https://docs.google.com/spreadsheets/d/1wQrdd676cs1PeqM-CFw9A_iRaaD9mRKyE2MunKRQ1eA/edit#gid=0)

- i. The engagement of two local icons at the end of 2021 - Mrs. Sharon Clark-Rowley, First Lady of Trinidad and Tobago and Muhammad Muwakil, popular artist and musician, founder of the socially conscious movement Freetown Collective - as **Spotlight Initiative National Champions** and spokespersons brought increased visibility to the issues of violence against women in all its forms and raised public awareness. Given both Champions' high visibility, national recognition, reputation for social good and proven interest in defending and promoting human rights, they prove an inspiration to achieving the goal of ending violence and achieving gender equality. Specifically, each Champion was invited to donate their time, skills and services to support the Initiative's campaigns, events and outreach activities.
- ii. ICAN (Indigenous Creative Arts Network) was the main Communications implementing partner for Spotlight, and organised a series of community outreach events across Spotlight's 3 target communities of Tunapuna/Piarco, Mayaro/Rio Claro and the island of Tobago. Additionally in 2023, they rolled out campaigns to provide parents and caregivers with tools to foster better relationships with their children or wards and help them to understand their roles and responsibilities. "Engaging Parents & Guardians on Positive Parenting" took the form of targeted performance-driven activities in September and October 2023 geared towards key communities, dramatic performances, social and online media content, live talk radio programming, and community loudspeaker announcements.
- iii. 18 articles have been published in the main daily newspapers, on TV and radio as part of a UNRCO partnership with Guardian Media Limited highlighting Spotlight programme activities during the 16 days of activism from Nov 25 - Dec 10.
- iv. 9+ pre-edited news stories were placed in the CNC3 7pm newscast
- v. Joint op-eds with the EU and the RC (a.i) during the 16 days of activism and in collaboration with UN Women, calling for men to step up against gender-based violence.
- vi. Various media articles and reports throughout the year highlighting Spotlight activities with implementing partners and schools in the target communities.
- vii. LIVES (Listen, Inquire, Validate, Enhance safety and Support) methodology for first-line support of survivors. Spotlight training was provided to healthcare workers across the 5 Regional Health Authorities and communications products (notebooks, water bottles, sustainable cotton tote bags and posters) for health-care providers featured evidence-based recommendations for first-line support, based on the LIVES model. This was developed globally by WHO and included in the National Clinical and Policy Guidelines on IPV and SV.
- viii. Television interviews, including:  
What is GBV? (Let's Talk GBV Series on Morning Edition)



The need for GBV prevention in schools. (Let's talk about GBV Series on Morning Edition)

Types of GBV against children. (Let's talk about GBV Series on Morning Edition.)

Child Abuse Prevention (Universal Children's Day)

Spotlight and Government on GBV, focus during 16 Days of Activism

- ix. Radio interviews on popular radio stations in TT: Spotlight on GBV in Trinidad and Tobago.
- x. Television Ads for International Women's Day including; "All Women Are Leaders."
- xi. Feature Videos: Launch of Spotlight in TT; Woman to Woman - 16 Days of Activism
- xii. Social Media Panel discussions #WithHer Talks (VAWG in Public Spaces) and (VAWG in Public Transportation)
- xiii. 16 Days of Activism Four-Page Newspaper Supplement published in 2021: Supplement published for 16 Days of Activism.
- xiv. 4 Public Service Announcements by the European ambassador to TT, the CEO of Heroes' Foundation and both Spotlight National Champions released during 16 days of Activism 2022
- xv. Anti-GBV In The Workplace Video Testimonials - "Know More, Do More" Campaign with the National Trade Union Centre
- xvi. Human-interest stories produced as video testimonials with major implementing partners including Createfuturegood and The Shelter. Other stories produced as news articles, and posted to UNTT website, Spotlight Initiative international website and social media.
- xvii. During the period of COVID-19 lockdowns, a poster and a notebook were developed for communities and health care managers respectively with key messages and advice on how to support and care for persons subjected to domestic violence during COVID-19. As part of 16 Days of Activism on VAW in 2021, civil society organisations were supported in installing the posters and speaking to community members about the messages in community settings such as shops, bars, bus stops and police stations.

## 2. MESSAGES

Key messages during the Spotlight Initiative:

- In light of the high incidence of violence against women and girls and family violence in Trinidad and Tobago, the Spotlight Initiative is a global initiative of

the United Nations currently being implemented with generous support from the European Union, in meaningful partnership with the Trinidad and Tobago government and civil society.

- The goal of the Spotlight Initiative is to eliminate all forms of violence against women and girls.
- Women and girls are disproportionately affected by family violence. According to the UN, violence against women and girls is one of the most prevalent human rights violations in the world. Worldwide, an estimated one in three women will experience physical or sexual abuse in her lifetime.
- Survivors of violence can suffer sexual and reproductive health consequences, including forced and unwanted pregnancies, unsafe abortions, traumatic fistula, sexually transmitted infections including HIV, and even death.
- The COVID-19 pandemic and national lockdown measures led to a significant increase in reports of family violence and violence against women and girls.
- Data demonstrates that boys and men also face sexual assault and other forms of violence.
- Violations of women's rights may be sanctioned by local cultural practices and norms. People inherit these customs and traditions and often do not question them. However, many traditions are positive and can be used as powerful levers for change.
- 1 in 3 women in Trinidad and Tobago experience physical or sexual violence from their partner in their lifetime.
- In the 15 to 64 age bracket, over 100,000 women in Trinidad and Tobago are estimated to have experienced one or more acts of physical and/or sexual violence perpetrated by male partners. Approximately 11,000 are likely to still be in abusive relationships.
- 1 in 10 women in Trinidad and Tobago report experiencing non-partner sexual violence. In many cases the violence was at the hand of a family member or friend who used physical or verbal force. 84 % of these experiences were not reported to the police.
- All persons have the right to live free of violence.
- It is estimated that some 10,000 women in Trinidad and Tobago are experiencing some form of domestic violence. This may include mental, emotional, verbal, and sexual abuse.





### 3. MEDIA AND VISIBILITY EVENTS

- International Women’s Day Spotlight Feature video “ All Women Are Leaders” created to promote Spotlight Initiative, highlight the issue of GBV and call for collective action and leadership against GBV against women and girls. Aired on prime time slots reaching 95% of the population via the number one television news program.
- *Introduction of the Spotlight National Champions* published in two national dailies with a combined reach of 120,000 readers to kick off 16 Days of Activism.
- *Press release and Social Media Coverage by the TTPS* of the Training of Trainer - Gender Responsive Policing (GRP) sessions, which highlighted the importance of GRP and the Spotlight Initiative.
- LIVES methodology for first-line support of survivors. Spotlight training and communications products (notebooks, water bottles and tote bags) for health-care providers featured evidencebased recommendations for first-line support, based on the LIVES model. This was developed globally by WHO and included in the National Clinical and Policy Guidelines on IPV and SV.
- Young Women in Leadership Initiative (YWiL), developed by a regional CSO, Caribbean Women in Leadership (CIWiL), was designed to engage a group of diverse young women to provide an opportunity to network, learn new skills, gain experience, and engage with political, community, and academic leaders and experts. The initiative sought to address the lower levels of political aspiration found among young women, to create more spaces to encourage intergenerational collaboration, and to provide access to training and education on political leadership as a way to open new doors and paths. Following a series of mentor-led Trinidad and Tobago workshops by esteemed female parliamentarians and leaders, the Initiative culminated in a Simulated All Women’s Parliamentary Sitting in November 2021. The theme of the debate was Gender-Based Violence, which included debating a bill on sexual harassment and the implementation of the National Gender Policy.
- *Spotlight’s 1st cocktail reception* was held in September 2022 - at the end of Phase I - with over 150 key stakeholders (UN, EU, government, IPs, civil society). The main objective was to convene partners, for the first time since the beginning of the programme, to cement progress towards ending family violence, prepare sustainability at a national level, strengthen networks within the local ecosystem of partners, identify opportunities for collaboration and scale-up, and gain commitment from parties to support Phase II.
- In collaboration with PAHO and the Ministry of Health, *Spotlight launched the National Clinical and Policy Guidelines*. The guidelines are an important milestone



to improving the capacity of healthcare providers to respond holistically to the physical, mental, and social needs of survivors and ensure appropriate follow-up care. They serve to walk the healthcare worker through steps to ensure appropriate identification and responses to women who have experienced IPV and SV. For managers and strategists in the health system, there are recommendations to help prevent violence against women and respond during public health emergencies such as COVID-19. *Video*.

- *Media Conference on the UN/EU Spotlight Initiative* by the Office of the Prime Minister, Office of Gender and Child Affairs, addressing the elimination of Violence Against Women & Girls and focused on activities led by the Spotlight Initiative in Trinidad and Tobago (3.3K viewers).
- *Spotlight Transition Event* held on Nov 28th – 29th, 2023
- *Human Interest Stories* published in the Trinidad Express and Newsday newspapers during the 16 Days of Activism 2023

#### 4. CAMPAIGNS

Key messaging campaigns throughout the programme:

**Change D Culture** (GBV Workplace Awareness and Prevention Campaign) in collaboration with the Employers Consultative Association (ECA), this campaign focused on creating GBV Champions in the workplace and targeted employers including business owners, managers, supervisors and human resources staff as well as employees. In addition to messaging, inclusive of television ads and social media, GBV sensitisation workshops focused on family violence and its impact on human capital in the workplace were conducted.

As part of the Spotlight Initiative Small Grant programme, social outreach organisation Jabulous launched a GBV sensitization campaign titled, “**That’s not Love**” aimed at communicating clear definitions of love and identifying tools used by abusers to trap, isolate, and suppress survivors of abuse. Jabulous also trained frontline workers in psychological first aid, active listening and motivational interviewing which enables them to support survivors who call hotlines seeking services. There was also capacity built in data collection during the interview process to enable any follow up needed with those accessing support.

**It Takes A Virtual Village** (Child Abuse Prevention Campaign) In partnership with the Office of The Prime Minister Gender and Child Affairs, this campaign was developed to address the increasing incidence of VAWG during the pandemic and to put a spotlight on meaningful ways communities can protect children from harm and danger. This was a digital campaign on Television and Social Media with messaging that addressed existing social norms and shared information on how to recognize, prevent and respond to child abuse.

**Engaging Parents & Guardians on Positive Parenting** led by ICAN and UNICEF. Outreach campaign in the 3 Spotlight communities using drama, the arts, social and online media content, radio jingles and community loudspeaker announcements.

Designed and delivered by the Heroes Foundation in support of the Spotlight Initiative, the **Spotlight Heroes Programme** started in April 2022 to educate and empower children and youth to lead and demand lives free from violence and abuse. Heroes Foundation and the Children’s Authority of Trinidad and Tobago partnered to roll out projects in 30 Secondary Schools and in various communities to address issues important to students, including bullying, school violence, child abuse, gender-based violence, sexual harassment, and anger management. Participants received training in gender-sensitivity, leadership, advocacy, communication, technology skills, and project management, and developed project plans to address problems experienced in their schools and communities.

## 5. HUMAN INTEREST STORIES:

- i. ***Createfuturegood*** “Building Civil Society through small grants #1”
- ii. ***The Shelter*** “Building Civil Society through small grants #2”
- iii. ***“Heroes Foundation energises youth to end violence”***
- iv. ***CHAMP*** offers safe spaces for youth and parents to talk about gender issues
- v. ***Building a strong foundation for Trinidad and Tobago young people to escape from Gender Based Violence*** (Heroes Foundation)
- vi. ***Building independence: young women are reclaiming their power in Trinidad and Tobago*** (NiNa Leadership Programme)
- vii. Roxborough Police Youth CLub (2023)
- viii. NiNa Leadership Empowerment Programme (2023)
- ix. Women of Substance (2023)
- x. ***In Trinidad and Tobago, an activist explains how to be an ally to women and girls | Spotlight Initiative*** (Groots Foundation)



## 6. TESTIMONIALS:

“As an attorney, I am acutely aware of the need for our legal system to deliver justice in a fair and timely manner. When it comes to Family Violence including Gender-based violence, our legal system serves as part of a wider network with non-governmental, faith-based and community organisations which are much needed services and personal support to survivors and their families.”

“An essential aspect of eliminating violence against women and girls is the availability of high-quality, respectful services for survivors of family violence. These must include safe spaces for men and boys who are also increasingly vulnerable.”

“There are so many women and girls who suffer daily at the hands of violent men, and they are unable to speak out. So if we can get persons to speak out on their behalf, to champion the cause, then we are on the right path.”

All 3 quotes above from

**Mrs. Sharon Clark-Rowley**

Spotlight National Champion and wife  
of the Prime Minister, Dr. Keith Rowley

“Gender equality cannot be achieved without the involvement of men and boys. Ensuring access to sexual and reproductive health services and protection from gender-based violence, among other important measures, improves the health of families and the economic well-being of entire communities..such programmes are encouraging men and boys to abandon harmful stereotypes, embrace respectful, healthy relationships, and support the human rights of all people, everywhere.”

**Muhammad Muwakil**

Spotlight National Champion

“In Freetown Collective, we are driven to offer men and boys a better way of communicating with women and girls, of resolving conflict and building a healthy family life. We would like to encourage them to understand and modify behaviour that leads to violence.”

**Muhammad Muwakil**

Spotlight National Champion

“I was so happy and elated to see the NiNa program at St. Jude's, if we had a program like this when I was a resident it could have saved many girls from going down the wrong path. The program is real and relatable and has made the girls more emotionally intelligent and self-aware

**Kylise Romain**

Student Mentor, NiNa Leadership  
Empowerment Programme

“Multi-stakeholder collaboration is a critical part in the implementation of the Spotlight Initiative.”

**Minister Ayanna Webster-Roy**

Office of the Prime Minister, Gender and Child  
AffairsSpotlight National Champion

“

I love everything about this programme, the activities, the energy, the love we receive. All the different places we go. Nature, water, flowers, peace...I love how I am able to laugh and have fun for once. I love how we grow together and become stronger and wiser in all aspects of life.

”

### **Kavita V.**

Participant, NiNa Leadership Empowerment Programme

“

Loving the theme of this campaign. Too often we misinterpret our partner's attitude and believe it is an act of love when there is another agenda. Educating people especially women through this movement is a much welcome initiative especially at this time where domestic violence is prevalent

”

### **Seema Boodram**

From the Spotlight supported “That's Not Love” Campaign by Jabulous (Edutainment and Developmental Theatre Company)

“

I aspire to be a youth Sexual and Reproductive Health and Rights (SRHR) advocate and instructor as I think it is important to close the gap in youth SRHR information and access to services in Trinidad and Tobago. I liked how the trainers held nothing back and how they were able to break down gender norms and sexuality. I am inspired by the CHAMP programme and motivated to share information with my friends. I hope very soon I can be a facilitator of the programme to increase knowledge on SRHR and give back to my community.

”

### **Tyrell\* (name changed)**

participant in the collaborative HIV and AIDS adolescent mental health programme (CHAMP), implemented by the Family Planning association of Trinidad and Tobago (FPATT) and UNFPA

“

“It seems as though it (gender-based violence) is getting worse. It goes beyond color, class, religion..It's a cause of grave concern for the nation.”

”

### **Archdeacon of the Anglican Church, Kenley Baldeo**

“

Clearly, people who abuse women or stalk them point to patterns of socialisation. How do we teach adult men to be in control of their emotions? They allow passion to consume them. You have to work on the domestic and national fronts. You have to work on the religious fronts. Much advocacy must be done.

”

### **Roman Catholic Vicar General Father Martin Sirju**

**7. PHOTOS:**



*Credit: Heroes Foundation, Migrant youth ambassadors and their creative campaign against bullying, harassment and gender-based violence in the community*



*Credit: Indigenous Creative Arts Network (ICAN). Workshop on the role of men and boys in fighting GBV. Participants across all sectors (government, civil society, implementing partners)*



*Credit: ICAN, mobile outreach caravan across the island of Tobago*

*Credit: ICAN, mobile outreach caravan across the island of Tobago. Here at a roadside market, demonstrating personal alarms distributed by the Spotlight Initiative*





*Credit for both photos top and bottom: ICAN. Mobile outreach caravan across the island of Tobago. Here, in Castara fishing village, an open-air meeting, in collaboration with a local church, to build awareness on how to identify and prevent abuse and GBV.*





## Looking forward – Ensuring Spotlight’s contributions are sustained

During the course of the programme, the Spotlight team continued to build on the foundation of strengthened operational systems, institutions and service provision, ensuring adherence to the theory of change. Notably, Phase II responded to a significant shift in context following implementation during a pandemic, increased reports of GBV, and increased calls for action from the women’s movement and the society at large. With the recognition that a reduction in violence will require extended long-term investments, the team focused on advocacy towards the adoption of the National Strategic Action Plan on GBV which was eventually approved by Cabinet in June 2023. This provides the framework for government, civil society and private sector action to combat GBV and is a critical outcome of the programme. It forms the basis for Spotlight’s *Sustainability Plan*.

In Phase I, technical assistance was provided to strengthen sectoral responses, and there is now a call for further strengthening of intersectoral collaborative mechanisms. A key lesson is the recognition that the institutional transformations required to eradicate violence will be sustainable only to the extent that the institutions responsible for providing care, protection and access to justice and other services, take ownership of the process and work collaboratively with one another.

With significant resources in Pillar 3, the team continued prevention efforts working with particularly vulnerable populations in the continued implementation of the Foundations and CHAMP programmes, the GBV Hotline and services to persons with disabilities. Based on national consultations, it was agreed that priority for executing these interventions would be placed on targeting marginalised populations including in the prison system, organisations that serve persons with disabilities and men and boys. The social norms campaign which launched in Phase I and utilises the qualitative data gathered from the study, continued into Phase II focused on parents and caregivers and using creative and drama-based approaches to spark changes in knowledge and attitudes that fuel violence against children. Work with the justice sector was deepened as the gender-responsive police training continued and the accompaniment and RESET programmes with the Judiciary launched. Local government was supported to integrate family violence policies and plans into strategic plans using existing structures, i.e. the disaster response units, to ensure sustainability. Finally, continued emphasis was placed on strengthening the women’s movement through core funding provided by small grants and the fostering of peer networks and mentorship opportunities. With guidance and advisory support from the EU Delegation, the Spotlight team concentrated efforts on feasible interventions within the target communities that can be sustained by national partners post-Spotlight.



# ANNEXES

## Annex A: Indicator Reporting

| OUTCOME INDICATOR   | BASELINE                       | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET   | REPORTING NOTES   |
|---|--------------------------------|-------------------------------------|------------|--|---|
| Indicator 1.1 Laws and policies on VAWG/HP in place that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations | LEGAL AGE OF MARRIAGE          |                                     |            |  |   |
|   | 0                              | 0                                   | 0          | 0  | You must be 18 years of age to marry in Trinidad and Tobago. Additional information can be obtained from the Miscellaneous Provisions (Marriage) Act, No. 8 of 2017 <a href="https://oig.cepal.org/sites/default/files/2017_miscellaneousprovisionsmarriageact_tto.pdf">https://oig.cepal.org/sites/default/files/2017_miscellaneousprovisionsmarriageact_tto.pdf</a> |
|   | PARENTAL AUTHORITY IN MARRIAGE |                                     |            |  |   |
|   | 0                              | 0                                   | 0          | 0  | The law governing applications for custody of children under the age of 18 years, in the Magistrates' Court, can be found in the Family Law (Guardianship of Minors, Domicile and Maintenance) Act 1981.  |
|   | PARENTAL AUTHORITY IN DIVORCE  |                                     |            |  |   |
| 0   | 0                              | 0                                   | 0          | According to Section 4, both father and mother have EQUAL rights. See: <a href="https://agla.gov.tt/downloads/laws/46.08.pdf">https://agla.gov.tt/downloads/laws/46.08.pdf</a> |   |



| OUTCOME INDICATOR  | BASELINE                        | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET | REPORTING NOTES  |
|--|---------------------------------|-------------------------------------|------------|--------|--|
| <p>Indicator 1.1 Laws and policies on VAWG/HP in place that adequately respond to the rights of all women and girls, including exercise/access to SRHR, and are in line with international HR standards and treaty bodies' recommendations</p> <p>Cont'd</p> | INHERITANCE RIGHTS OF WIDOWS    |                                     |            |        |  |
|  | 0                               | 0.5                                 | 0.5        | 0      | Married women and men have the same rights in relation to the ownership, acquisition, management, administration, enjoyment and disposition of property. The Married Persons Act (Chap 45:50) protects a woman's rights to make a contract in her own name and without her husband's permission. This Act also makes provision in respect of the rights of women regarding the administration of property.   |
|  | INHERITANCE RIGHTS OF DAUGHTERS |                                     |            |        |  |
|  | 0                               | 0.5                                 | 0.5        | 0      | Notwithstanding, social and cultural norms may still discriminate on the basis of sex and gender in favour of men's rights to inherit and own property.<br><br>Reference Laws: The Succession Act <a href="https://agla.gov.tt/downloads/laws/9.02.pdf">https://agla.gov.tt/downloads/laws/9.02.pdf</a> The Matrimonial Proceedings and Property Act <a href="https://agla.gov.tt/downloads/laws/45.51.pdf">https://agla.gov.tt/downloads/laws/45.51.pdf</a> |
|  | LAWS ON DOMESTIC VIOLENCE       |                                     |            |        |  |
|  | 0.25                            | 0.25                                | 0.25       | 0      | We have specific laws on addressing domestic violence in Trinidad and Tobago, but implementation gaps remain based on data collected within the 2018 VAWG Prevalence Survey. Laws in place are:- The Domestic Violence Amendment Act 2020 <a href="https://www.ttparliament.org/publication/the-domestic-violence-amendment-act-2020/">https://www.ttparliament.org/publication/the-domestic-violence-amendment-act-2020/</a>                                |
|  | LAWS ON RAPE                    |                                     |            |        |  |
|  | 0.25                            | 0.25                                | 0.25       | 0.25   | We have specific laws on addressing rape in Trinidad and Tobago, but implementation gaps remain based on data collected within the 2018 VAWG Prevalence Survey. Laws in place are:- Sexual Offences Act <a href="https://agla.gov.tt/downloads/laws/11.28.pdf">https://agla.gov.tt/downloads/laws/11.28.pdf</a> - The Children Act <a href="https://agla.gov.tt/downloads/laws/46.01.pdf">https://agla.gov.tt/downloads/laws/46.01.pdf</a>                   |
|  | LAWS ON SEXUAL HARASSMENT       |                                     |            |        |  |
|  | 0.5                             | 0.5                                 | 0.5        | 0.5    | There are various laws in place which address sexual harassment, but it is inadequate because no single Act addresses sexual harassment in its entirety.<br><br>Laws in place are:<br>The Equal Opportunity Act, Sexual Offences Act, Offences Against the Person Act, The Domestic Violence Amendment Act   |



| OUTCOME INDICATOR   | BASELINE  | RESULTS FOR REPORTING PERIOD (2023)   | CUMULATIVE  | TARGET  | REPORTING NOTES  |
|---|---|---|---|---|--|
| NATIONAL LEVEL  |   |   |   |   |  |
| Indicator 1.2 National/and/or sub-national evidence-based, costed and funded action plans and M&E frameworks on VAWG/HP are in place that respond to the rights of all women and girls and are developed in a participatory manner.   | Evidence-based, Costed, Participatory Development | Evidence-based, Costed, M&E framework, Rights of all women & girls, Participatory Development | Evidence-based, Costed, M&E framework, Rights of all women & girls, Participatory Development | Evidence-based, Costed, Participatory Development | NSAP- GBV  |
| DEVELOPED OR STRENGTHENED   |   |   |   |   |  |
| Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG and/or gender equality and non-discrimination developed that respond to the rights of women and girls facing intersecting and multiple forms of discrimination and are in line with international HR standards, within the last year. | 0   | 2   | 8   | 3   | No laws or policies developed in the last year, although the NSAP-GBV was approved within the last year. <a href="http://opm-gca.gov.tt/National-Child-Policy">http://opm-gca.gov.tt/National-Child-Policy</a> |
| Indicator 1.1.6 Number of assessments completed on pending topics and strategic litigation implemented by women's rights advocates, within the last year.   | 0   | 0   | 2   | 1   |  |
| Indicator 1.2.1 Number of evidence-based national and/or sub-national action plans on ending VAWG developed that respond to the rights of all women and girls, have M&E frameworks and proposed budgets within the last year.   | 1   | 1   | 3   | 3   | No sub-national action plans that respond to the rights of all women and girls, which have M&E frameworks and proposed budgets, were developed within the last year.   |



| Outcome 2 Summary table   |                            |                                     |            |        |   |
|---|----------------------------|-------------------------------------|------------|--------|---|
| OUTCOME INDICATOR   | BASELINE                   | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET | REPORTING NOTES   |
| COORDINATION MECHANISM?   |                            |                                     |            |        |   |
| Indicator 2.1 Existence of a functioning regional, national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG/HP that include representation from marginalized groups.  | Yes                        | Yes                                 | Yes        | Yes    |   |
| Indicator 2.3 Extent to which VAWG/HP is integrated in 5 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards.                                       | EDUCATION                  |                                     |            |        | Within the last year, no plans were developed in the HEALTH sector that specifically relate to VAWG. The NSAP does, however, make mention of multi-sectoral approaches to address GBV   |
|   | N/A                        | N/A                                 | Medium     | Medium |   |
|   | JUSTICE                    |                                     |            |        |   |
|   | Medium                     | N/A                                 | High       | High   |   |
|   | SOCIAL SERVICES            |                                     |            |        |   |
|   | N/A                        | High                                | High       | High   |   |
| Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including for those groups of women and girls facing intersecting and multiple forms of discrimination.                                     | 0                          | 4                                   | 31         | 11     | Strategy to integrate family violence prevention into local government/municipal corporation strategies, plans and programmes 2023  |
| Indicator 2.1.6 Number of key government officials trained on human rights and gender-equitable norms, attitudes and behaviours towards women and girls, including for those groups facing intersecting and multiple forms of discrimination, within the last year. | GOVERNMENT OFFICIALS       |                                     |            |        | RESET & Foundations Programme with Judiciary - 35National Clinical & Policy Guidelines - 123SIP-VAW Health Info System - 32Comms. for Behaviour Change (COMBI) - 21Gender Responsive Policing - 266GBV, Referral Pathway & CSE Training through UNFPA- 41 |
|   | 0                          | 518                                 | 1,689      | 550    |   |
|   | WOMEN GOVERNMENT OFFICIALS |                                     |            |        |   |
|   | 0                          | 352                                 | 1,039      | 255    |   |



## Outcome 2 Summary table

| OUTCOME INDICATOR   | BASELINE                           | RESULTS FOR REPORTING PERIOD (2023)   | CUMULATIVE   | TARGET   | REPORTING NOTES                                |
|---|------------------------------------|---|--|--|--|
| Indicator 2.2.1 Multi-stakeholder VAWG coordination mechanisms are established at the highest level and/or strengthened, and are composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans, within the last year. | There is no coordination mechanism | Established at the highest level, Composed of relevant stakeholders, With a clear mandate and governance structure, With annual work plans` | Established at the highest level, Composed of relevant stakeholders, With a clear mandate and governance structure, With annual work plans | Established at the highest level, With a clear mandate and governance structure, Composed of relevant stakeholders, With annual work plans | Interministerial Committee - Domestic Violence |



| Outcome 3 Summary table   |          |                                     |            |        |  |
|---|----------|-------------------------------------|------------|--------|--|
| OUTCOME INDICATOR   | BASELINE | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET | REPORTING NOTES  |
| Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner.   | 12%      | 12%                                 | 12%        | 12%    | <p>Although the survey dates back to 2018, it is the last National Prevalence Survey on VAWG conducted. From the 2018 survey, 12.1% of women believed it was justifiable for a man to beat his wife.</p> <p>NATIONAL WOMEN'S HEALTH SURVEY FOR TRINIDAD AND TOBAGO Page 48<br/>- Justification of Violence: To determine women's perceptions on whether physical partner violence against women is ever justified, respondents were presented with the pretexts for partner violence against a woman. Overall, most women did not agree with these statements. However, 7.6 percent of women indicated that physical partner violence was justified in the case where the woman neglects the children. Very small percentages of women justified physical partner violence when a woman goes out without telling him (1.7%), refuses to have sex with him (1.2%), argues with him (1%), or burns the food (0.5%)</p> <p>See: <a href="https://publications.iadb.org/en/national-womens-health-survey-trinidad-and-tobago-final-report">https://publications.iadb.org/en/national-womens-health-survey-trinidad-and-tobago-final-report</a></p> |
| Indicator 3.3 Existence of with at least 3 evidence-based, transformative/ comprehensive prevention strategies/ programmes that address the rights of those marginalized and are developed in a participatory manner. | 7        | 1                                   | 10         | 7      | National Strategic Action Plan 2023 - 2027   |



| Outcome 3 Summary table  |                                |                                     |            |  |  |  |
|--|--------------------------------|-------------------------------------|------------|--|--|--|
| OUTCOME INDICATOR  | BASELINE                       | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET   | REPORTING NOTES  |  |
| Indicator 3.1.2 Number of young women and girls, young men and boys who participate in either/both in- and out-of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights, within the last year.   | IN-SCHOOL PROGRAMMES           |                                     |            |  | The programme supported updates in both the primary and secondary school Health and Family Life Education curricula, but it was not approved by the Ministry of Education. |  |
|  | 0                              | 0                                   | 382        | 150  |  |  |
|  | IN-SCHOOL PROGRAMMES GIRLS     |                                     |            |  |  |  |
|  | 0                              | 0                                   | 233        | 75   |  |  |
|  | IN-SCHOOL PROGRAMMES BOYS      |                                     |            |  |  |  |
|  | 0                              | 0                                   | 149        | 75   |  |  |
|  | OUT-OF-SCHOOL PROGRAMMES       |                                     |            |  |  |  |
|  | 0                              | 193                                 | 1,725      | 122  |  | The Collaborative HIV Adolescent Mental Health Programme (CHAMP) trained young persons in a CHAMP programme which was modified to include GBV. |
|  | OUT-OF-SCHOOL PROGRAMMES GIRLS |                                     |            |  |  |  |
| 0  | 0                              | 185                                 | 75         | Overachievement of the target for the entire 3 year programme could be attributed to the further reach using online modalities |  |  |
| OUT-OF-SCHOOL PROGRAMMES BOYS  |                                |                                     |            |  |  |  |
| 0  | 0                              | 85                                  | 47         |  |  |  |
| NATIONAL OR SUB-NATIONAL   |                                |                                     |            |  |  |  |
| Indicator 3.1.3. Number of national and/or sub-national programmes developed for inclusion in educational curricula to promote gender-equitable norms, attitudes and behaviours, including targeting young women and girls, young men and boys facing multiple and intersecting forms of discrimination, within the last year. | 0                              | 4                                   | 5          | 1  | UN Women Foundations Programme Health and Family Life Education (HFLE) Curricula   |  |





| Outcome 3 Summary table  |          |                                     |            |        |  |
|--|----------|-------------------------------------|------------|--------|--|
| OUTCOME INDICATOR  | BASELINE | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET | REPORTING NOTES  |
| Indicator 3.2.2 Number of people reached by campaigns challenging harmful social norms and gender stereotyping, within the last year.  | 0        | 200,764                             | 524,707    | 20,250 | <p>The Social Norms Campaign implemented, through our support, reached 200,764 persons distributed in-person, on radio and on 7 social media platforms. The information was not disaggregated by gender</p> <p>With Spotlight's support the Indigenous Creative Arts Network in partnership with other CSOs/NGOs implemented:</p> <ul style="list-style-type: none"> <li>- Pop-up campaigns (including rallies, edutainment, knowledge product distributions) to the general public in the 3 Spotlight areas . 5000 knowledge products were distributed</li> <li>- Men &amp; boys Forum - Male allies including the national champion addressed men &amp; boys to educate on they can contribute to the fight against GBV</li> <li>- "Conversations with Faith" - an open conversation with faith-based organisations to discuss how faith either facilitates or prevents GBV</li> </ul> <p>Legislative Communications Campaign was rolled out during Spotlight on social media. No statistics available at the time of reporting</p> <p>The social media reach pushed figures higher than initially anticipated</p> |
| Indicator 3.2.4 Number of communities with advocacy platforms established and/or strengthened to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction. | 0        | 3                                   | 9          | 7      | <p>The Spotlight Initiative programme conducted Family violence prevention training for CERT members in the 3 Spotlight communities. The Social Norms Campaign reached 200,764 persons distributed in-person, on radio and on 7 social media platforms</p> <p>The programme, through Indigenous Creative Arts Network in partnership with other CSOs/NGOs implemented:- Pop-up campaigns (including rallies, edutainment, knowledge product distributions) to the general public in the 3 Spotlight areas . 5000 knowledge products were distributed</p>   |
| Indicator 3.2.6 Number of networks of men and boys developed and/or strengthened to advocate against VAWG and stand for promoting gender equitable values and behaviours during the past year.                                   | 0        | 0                                   | 3          | 3      | <p>Although no specific NETWORKS of men &amp; boys were formed or targeted, UNFPA , through Indigenous Creative Arts Network in partnership with other CSOs/NGOs implemented:- Men &amp; boys Forum - Male allies including the national champion addressed a group of men &amp; boys to educate on they can contribute to</p>   |



## Outcome 3 Summary table

| OUTCOME INDICATOR  | BASELINE                   | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET | REPORTING NOTES                        |
|--|----------------------------|-------------------------------------|------------|--------|--|
| Indicator 3.3.2 Number of relevant non-state institutions that have developed and/or strengthened strategies/policies on ending VAWG and promoting gender-equitable norms, attitudes and behaviours and women and girls' rights, including those groups facing multiple and intersecting forms of discrimination, in line with international HR standards, within the last year. | GOVERNMENT OFFICIALS       |                                     |            |        | The Joint Workplace Policy Against GBV |
|  | 0                          | 1                                   | 3          | 2      |  |
|  | WOMEN GOVERNMENT OFFICIALS |                                     |            |        |  |
|  | 0                          | 1                                   | 3          | 2      |  |

## Outcome 4 Summary table

| OUTCOME INDICATOR   | BASELINE                           | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET | REPORTING NOTES  |
|---|------------------------------------|-------------------------------------|------------|--------|--|
| Indicator 4.1 Number of women and girls, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence and seek help, by sector.                        | WOMEN                              |                                     |            |        | The target was likely understated, as it was overshot since the first reporting year - 2020  |
|   | 389                                | 0                                   | 4,227      | 550    |  |
|   | GIRLS                              |                                     |            |        |  |
|   | 1,121                              | 0                                   | 3,770      | 1,212  |  |
| Indicator 4.1.4 Number of government service providers who have increased knowledge and capacities to deliver quality and coordinated essential services to women and girl survivors of violence, within the last year. | GOVERNMENT SERVICE PROVIDERS       |                                     |            |        | <ul style="list-style-type: none"> <li>- National &amp; Clinical Policy Guidelines Training, SIP-VAW, COMBI: Women 154, Men 22</li> <li>- GBV, Referral Pathway &amp; CSE Training: Women 41, Men 0</li> <li>- Gender Responsive Policing: Women 157, Men 109</li> </ul>       |
|   | 0                                  | 483                                 | 1,576      | 620    |  |
|   | WOMEN GOVERNMENT SERVICE PROVIDERS |                                     |            |        |  |
|   | 0                                  | 352                                 | 1,243      | 395    | Overachievement of the target could be attributed to the approval of the National Clinical & Policy Guidelines in 2022 leading to the subsequent training of personnel in the guidelines. Also, there may have been greater uptake in the Gender Responsive Policing Training. |



## Outcome 4 Summary table

| OUTCOME INDICATOR  | BASELINE                              | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET | REPORTING NOTES                                       |
|--|---------------------------------------|-------------------------------------|------------|--------|---|
| Indicator 4.2.3 Existence of strategies for increasing the knowledge and access to services for women and girls, including groups facing multiple and intersecting forms of discrimination | STRATEGIES DESIGNED                   |                                     |            |        | National Strategic Action Plan for GBV/SV 2023 - 2027 |
|  | No                                    | Yes                                 | Yes        | Yes    |   |
|  | STRATEGIES DESIGNED THAT INCLUDE LNOB |                                     |            |        |   |
|  | No                                    | Yes                                 | Yes        | Yes    |   |

## Outcome 5 Summary table

| OUTCOME INDICATOR  | BASELINE   | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET | REPORTING NOTES  |
|--|------------|-------------------------------------|------------|--------|--|
| Indicator 5.1 Existence of globally comparable data on the prevalence (and incidence, where appropriate) of VAWG/HP, collected over time | PREVALENCE |                                     |            |        | See:<br><a href="https://publications.iadb.org/en/national-womens-health-survey-trinidad-and-tobago-final-report">https://publications.iadb.org/en/national-womens-health-survey-trinidad-and-tobago-final-report</a> National Women's Health Survey for Trinidad and Tobago: Final ReportThis report presents the first nationally representative estimates of the prevalence of intimate partner violence (IPV) and non-partner sexual violence (NPSV) against women in Trinidad and Tobago. |
|  | Yes        | Yes                                 | Yes        | Yes    |  |
|  | INCIDENCE  |                                     |            |        | Updates were made to the GBV registry in 2023, through Spotlight under UNFPA:- The GBV registry of the Gender Affairs Division was updated to capture more streamlined, globally comparable data and staff trained in the collection, cleaning and management of data.   |
|  | Yes        | Yes                                 | Yes        | Yes    |  |



## Outcome 5 Summary table

| OUTCOME INDICATOR  | BASELINE                           | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET | REPORTING NOTES  |
|--|------------------------------------|-------------------------------------|------------|--------|--|
| Indicator 5.1.1 National Statistical Offices has developed/adapted and contextualized methods and standards at national level to produce prevalence and/or incidence data on VAWG        | Yes                                | Yes                                 | Yes        | Yes    | <p>The GBV registry of the Gender Affairs Division was updated to capture more streamlined, globally comparable data and staff trained in the collection, cleaning and management of data. This information is contained within the Gender Affairs Division, and with appropriate policy in place, could be shared with the National Statistical Office.</p> <p>Although there are no Trinidad and Tobago advancements within the last year, at the Regional level under Spotlight, CARICOM Guidelines and Protocols on the Collection and Use of Administrative Data on VAWG was approved by the CARICOM Standing Committee of Caribbean Statisticians, the apex decision-making body on statistics in our region</p> |
| Indicator 5.1.3 Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG/HP, and incidence where appropriate, within the last year | NATIONAL STATISTICS OFFICERS       |                                     |            |        | <p>- Officers were trained in a workshop on SIP-VAW, the electronic health information system- Officers trained in the Clinical &amp; Policy Guidelines were also trained in data collection</p> <p>In addition to the figures provided, all staff at the Children's Authority have access to the Primero child protection information management systems with National Family Services Division and the Special Investigations Unit under the Trinidad and Tobago Police Service.</p> <p>All staff at the Central Statistical Office were trained to conduct the 2023 Multiple Indicator Cluster Survey (MICS) <a href="https://datanett.info/">https://datanett.info/</a></p>  |
|  | 0                                  | 144                                 | 157        | 150    |  |
|  | WOMEN NATIONAL STATISTICS OFFICERS |                                     |            |        |  |
|  | 0                                  | 136                                 | 146        | 144    |  |
| Indicator 5.1.5 Number of women's rights advocates with strengthened capacities to collect prevalence and/or incidence data, and qualitative data, on VAWG                               | 0                                  | 5                                   | 5          | 10     | Approximately 20 women's rights advocates/CSOs strengthened capacity on analysis and dissemination of prevalence and incidence data on VAWG throughout CARICOM in 2023. The disaggregated figure for T&T only is estimated to be 5 CSOs.   |
| Indicator 5.1.3 Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG/HP, and incidence where appropriate, within the last year | KNOWLEDGE PRODUCTS                 |                                     |            |        |  |
|  | 0                                  | 0                                   | 9          | 6      |  |



## Outcome 6 Summary table

| OUTCOME INDICATOR   | BASELINE | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET | REPORTING NOTES  |
|---|----------|-------------------------------------|------------|--------|--|
| Indicator 6.1 Number of women's rights organisations, autonomous social movements and relevant CSOs, Including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, increase their coordinated efforts to jointly advocate on ending VAWG      | 0        | 2                                   | 21         | 6      | <p>The GBV registry of the Gender Affairs Division was updated to capture more streamlined, globally comparable data and staff trained in the collection, cleaning and management of data. This information is contained within the Gender Affairs Division, and with appropriate policy in place, could be shared with the National Statistical Office.</p> <p>Although there are no Trinidad and Tobago advancements within the last year, at the Regional level under Spotlight, CARICOM Guidelines and Protocols on the Collection and Use of Administrative Data on VAWG was approved by the CARICOM Standing Committee of Caribbean Statisticians, the apex decision-making body on statistics in our region</p> |
| Indicator 6.2 Extent to which there is an increased use of social accountability mechanisms by civil society in order to monitor and engage efforts to end VAWG   | 0        | 2                                   | 2          | 10     | National Social Accountability Strategy 2023; Social Accountability Score Card - 2023  |
| Indicator 6.1.2 Number of official dialogues about ending VAWG with relevant government authorities that include the full participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination, within the last year. | 0        | 2                                   | 26         | 31     | Spotlight Trinidad & Tobago Transition Conference - Nov 2023<br>Spotlight National Steering Committee Meeting - May 2023   |
| Indicator 6.1.4 Number of women's rights groups, networks and relevant CSOs with strengthened capacities to network, partner and jointly advocate for progress on ending VAWG at local, national, regional and global levels, within the last year.   | 0        | 42                                  | 72         | 6      | 10 CSOs - strengthening in social accountability methods<br>4 CSOs - received small grants<br>28 CSOs - Benefited from CSO capacity building programme   |



## Outcome 6 Summary table

| OUTCOME INDICATOR  | BASELINE                          | RESULTS FOR REPORTING PERIOD (2023) | CUMULATIVE | TARGET | REPORTING NOTES  |
|--|-----------------------------------|-------------------------------------|------------|--------|--|
| Indicator 6.2.1 Number of supported women's right groups and relevant CSOs using the appropriate accountability mechanisms for advocacy around ending VAWG, within the last year   | 0                                 | 7                                   | 7          | 10     | 7 CSOs were trained in 2023 on: - National Social Accountability Strategy - Social Accountability Score Card - 2023  |
| Indicator 6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, within the last year. | CSOS WITH STRENGTHENED CAPACITIES |                                     |            |        |  |
|  | 0                                 | 32                                  | 84         | 43     | 4 CSOs - received small grants to strengthen their capacities to design, implement, monitor and evaluate their own programmes on EAWG28 CSOs - Benefited from CSO capacity building programmes to design, implement, monitor and evaluate their own programmes on EAWG |



## Annex B: Risk Matrix



### “ANNUAL REPORT - ANNEX B RISK MANAGEMENT REPORT”

Country Programme / Regional Programme: Trinidad & Tobago

Reporting Period: 01 January 2020- 31 December 2023

|               |                    |            |              |              |                   |
|---------------|--------------------|------------|--------------|--------------|-------------------|
| * LIKELIHOOD: | Almost Certain – 5 | Likely – 4 | Possible – 3 | Unlikely – 2 | Rare – 1          |
| * IMPACT:     | Extreme – 5        | Major – 4  | Moderate – 3 | Minor – 2    | Insignificant – 1 |

| RISK ASSESSMENT  |               |         | RISK MONITORING:<br>How (and how often) did your programme monitor the risk(s) during the reporting period? |  | DID THE RISK OCCUR?<br>YES OR NO<br>If YES, please include a brief explanation of what happened”                        | ADDRESSING THE RISK:<br>Please include the mitigating and/or adaption measures taken during the reporting period.   | RESPONSIBLE PERSON/UNIT  |
|--|---------------|---------|---|--|---|---|--------------------------|
| RISK<br>Please include new risks, if any, denoting these with [New Risk]   | * LIKE-LIHOOD | *IMPACT | PERIODICITY   | SOURCE FOR MONITORING  |   |   |                          |
| <b>CONTEXTUAL RISKS</b>  |               |         |   |  |   |   |                          |
| Deeply entrenched harmful and inequitable social norms resistant to change | 5             | 4       | Quarterly   | M&E Spot checks on Sensitization sessions, Meetings with IPs, workshops and trainings for CSOs | Yes, in country there are entrenched inequitable social norms, hence the youth led campaigns being rolled into Phase II | Data informed social norms campaign against violence against children continued with use of youth influencers and student-led community outreach initiatives. Decision to continue work with men and boys and faith-based leaders through Foundations and Partnerships for Peace adapted programmes in Phase II.  | RUNOs                    |
| Some institutional actors are resistant to change in capability            | 4             | 3       | Monthly   | Operational Steering Committee meetings; RUNO monthly reports                                  | No  | Close partnership with Office of the Prime Minister Gender and Child Affairs Division; presentation to key Government partners on Spotlight and Government buy-in with Permanent Secretaries of Ministries; continuation of Spotlight Ministry of Health appointed Committee; focused assessments with institutional partners to modify programmes to address identified needs including Judiciary and TTPS | RUNOs, Coordination unit |

| RISK ASSESSMENT  |               |         | RISK MONITORING:<br>How (and how often) did your programme monitor the risk(s) during the reporting period? |  | DID THE RISK OCCUR?<br>YES OR NO<br>If YES, please include a brief explanation of what happened"  | ADDRESSING THE RISK:<br>Please include the mitigating and/or adaption measures taken during the reporting period.   | RESPONSIBLE PERSON/UNIT  |
|--|---------------|---------|---|--|---|---|--|
| RISK<br>Please include new risks, if any, denoting these with [New Risk]   | * LIKE-LIHOOD | *IMPACT | PERIODICITY   | SOURCE FOR MONITORING  |   |   |  |
| High turnover of trained staff within institutions and service providers   | 4             | 4       | Monthly   | Consultations with civil society and Government                                    | Yes, HR losses materialised. See subsection titled "HR Changes and Gaps" in the Final Report  | Prioritizing the sensitization and engagement of staff with long-term commitment to institutions. Seeking commitment from institutions to operationalise and embed training into strategic plans such as with local government and TTPS.  | RUNOs, Associated/ Implementing Agencies. Coordination unit                              |
| Natural disasters, insecurity and hostilities in designated municipalities slow down implementation  | 3             | 3       | Quarterly   | Meeting  | No  | Strategy to integrate family violence policies into local government plans using disaster management units. GBV response will therefore be incorporated into disaster responses.  | Local government, Red Cross Society, Coordination Unit, UNICEF                           |
| Global pandemic lockdown measures are reinstated following another wave of COVID-19 cases  | 3             | 4       | Monthly   | Continuous engagement with RUNOs   | No  | Majority of activities were hosted in hybrid formats and where feasible such as with the CSO capacity building programme and gender-responsive police training, digital devices were provided.  | Coordination Unit, RUNOs, CS-NRG. Associated/ Implementing Agencies                      |
| <b>PROGRAMMATIC RISKS</b>  |               |         |   |  |   |   |  |
| Inadequate access to data likely to reduce the impact of interventions on project beneficiaries.   | 3             | 3       | Monthly   | Sharing of all Spotlight products/ deliverables                                    | No  | Ensure the integration of a 'learning culture' through the development and implementation of a knowledge management work plan; Spotlight products/ deliverables shared by RUNOs with Technical Coherence Lead and Coordination unit for review and in joint working shared folder; RUNOs prioritised the development of knowledge products and key outputs captured and published by Comms team for public consumption.   | RUNOs, Coordination Unit   |
| Bureaucratic bottlenecks slow down attainment of project milestones  | 5             | 5       | Monthly   | Technical coordination meetings; Quarterly OSC meetings and bi-annual NSC meetings | Yes, as Spotlight is a new way of working under the UN reforms, the program had to overcome bureaucratic hurdles to ensure implementation | Recruitment of Programme Coordinator to support national Gender machinery. Quarterly and adhoc Meetings of National and Operational Steering committees with Government representation and Spotlight focal points in relevant Ministries and the Tobago House of Assembly to monitor progress holding agencies accountable for deliverables within assigned timeframes; development of acceleration plans and joint engagement with key stakeholders.   | Coordination Unit, RUNOs, Associated Agencies, Government partners                       |
| Lack of strong leadership and commitment from government, the private sector and civil society to sustain programmatic activities  | 4             | 3       | Quarterly   | NSC and OSC meetings; Monthly RUNO/Coordination meetings; RUNO monthly reports     | No  | Development of a sustainability strategy in Phase II in partnership with Government and civil society stakeholders. Strategy will focus on activities which partners can sustain and which the CS-NRG will advocate to support. Recruitment of the OPM GCA Programme Coordinator who will be charged with the development of a blueprint/model from Spotlight Initiative which will guide nationwide implementation. Institutional strengthening of CSOs and continuation of the coaching/mentorship programme to create peer networks. Development of GBV policies and strategies as well as impactful training sessions for key actors within the private sector. Commitment by the TTPS Police Academy to include gender-responsive policing in its curriculum for all officers. | Government partners, Coordination Unit, RUNOs, CS-NRG. Associated/ Implementing Agencies |
| Limited access to data from Government partners and key Government Officials due to perceived victimization or reprimanding associated with the sharing of sensitive data on processes and systems within respective institutions. | 4             | 5       | Quarterly   | Meetings with Government   | No  | Assessment of data systems and support to build stronger platforms with interoperability across sectors. Positioning UN as a key ally and technical experts in development of these systems.  | RUNOs, Government partners   |





| RISK ASSESSMENT  |              |         | RISK MONITORING:<br>How (and how often) did your programme monitor the risk(s) during the reporting period? |  | DID THE RISK OCCUR?<br>YES OR NO<br>If YES, please include a brief explanation of what happened" | ADDRESSING THE RISK:<br>Please include the mitigating and/or adaption measures taken during the reporting period.  | RESPONSIBLE PERSON/UNIT  |
|--|--------------|---------|---|--|--|--|--|
| RISK<br>Please include new risks, if any, denoting these with [New Risk]   | * LIKELIHOOD | *IMPACT | PERIODICITY   | SOURCE FOR MONITORING  |  |  |  |
| Lack of government inter-agency alliance and information sharing can impede the implementation process and deter complete analysis on various laws, policies and procedures. | 4            | 3       | Quarterly   | “Consultation with Government official, Implementing Partners and RUNOs<br><br>“ | No   | Through engagement at both the National and Operational Steering Committee meetings bottlenecks can be alleviated for a smooth information sharing by the inter-agency department with the implementing partners.  | Coordination Unit, RUNOs, Associated/ Implementing Agencies          |
| Health and Safety risks at face to face activities due to COVID-19   | 3            | 2       | per event   | attendance register and via data collected on contact tracing forms              | No   | Adherence to safety measures; provision of hand sanitizer, electronic thermometers and communication/ agreement where necessary.   |  |
| <b>INSTITUTIONAL RISKS</b>   |              |         |   |  |  |  |  |
| National stakeholders are not willing to support CSOs  | 3            | 4       | Monthly   | Consultations with civil society and Government; Quarterly meetings.             | No   | Regular convening of the National and Operational Steering Committees with space provided for CS-NRG members to advocate and sensitize members as well as represent the women's movement. Provision of innovative small grants towards CSO institutional strengthening, placing priority of giving civil society representatives a voice and space at key events lending additional credence to the movement. Additionally, emphasized comprehensive CSO capacity building activities to strengthen these organisations and promote confidence in their capabilities.  | Coordination Unit, RUNOs.  |
| Political statements are not translated into action, or there is a lack of political will  | 3            | 4       | Ongoing   | Quarterly Meetings   | No   | Ongoing dialogue with various sectors and contacts within the government through both the National and Operational Steering Committees, ensuring that family violence features in political agendas at the national and local levels, and there are multiple entry points and allies within government.  | RUNOs, Coordination Unit, RCO  |
| Spotlight results are not sustained due to lack of budget allocations at the end of the programme  | 4            | 3       | Ongoing   | Bi-annual NSC meetings   | No   | Updating and costing of National Strategic Action 2023-2027 in 2022 and emphasis on an advocacy and communications strategy to boost support for its adoption included in Phase II plans. This Plan clearly aligns with and is even broader in scope than the Spotlight programme and so its adoption will provide the overarching framework to address GBV in the nation. Development of advocacy tools such as the study on the economic costs of violence in the workplace completed in 2022 and the social accountability scorecard. Resource mobilisation efforts to develop additional partnerships within the private sector as well as including development partners such as mission organisations ensuring national ownership. | RCO, Coordination Unit, RUNOs  |
| Weak institutional and governance structures inhibit data collection on Family Violence  | 3            | 3       | Bi-Weekly   | Meetings/Site Visits, Monthly reports, Steering committee meetings               | No   | Development of health information management system and child protection system; support to OPM GCA to strengthen the GBV registry and focus in Phase II on supporting partners to develop data sharing norms and protocols as well interoperable systems.   | RUNOs, Government  |
| Lack of authority by key government institutions to make decisions on project implementation   | 3            | 3       | Once  | Guidance note  | No   | Established clear guidance for project steering committee to facilitate quick decision-making.   | RCO  |
| NEW - Internal operational and procurement processes within the UN delay implementation forcing return of funds at close of programme  | 5            | 4       | Monthly   | Meetings with Programme Team, HoA, M&E Logframes, workplan monitoring            | No   | Work plan created using Smartsheet with automated workflows notifying Programme officers of delays and spillover effects to activities; meetings with HoA and RC to advocate for acceleration measures; programmatic revisions where needed.   | Coordination unit, RUNOs, Associated Agencies/ Implementing partners |



| RISK ASSESSMENT  |               |         | RISK MONITORING:<br>How (and how often) did your programme monitor the risk(s) during the reporting period? |  | DID THE RISK OCCUR?<br>YES OR NO<br>If YES, please include a brief explanation of what happened" | ADDRESSING THE RISK:<br>Please include the mitigating and/or adaption measures taken during the reporting period.   | RESPONSIBLE PERSON/UNIT   |
|--|---------------|---------|---|--|--|---|---|
| RISK<br>Please include new risks, if any, denoting these with [New Risk]   | * LIKE-LIHOOD | *IMPACT | PERIODICITY   | SOURCE FOR MONITORING  |  |   |   |
| Gender bias against men and boys are not addressed because the program is focused on VAWG. Gender bias toward men and boys may have societal repercussions that are difficult to overcome. | 4             | 4       | Ongoing   | Consultations with civil society and Government; Media representations, Monthly RUNO reports                       | No   | Engagement with national stakeholders and CSOs from the outset in the process of addressing VAWG with an understanding of Gender equality and the empowerment of women and girls are central to the 2030 Agenda for Sustainable Development, while the focus is on Family Violence against women and girls, this will highlight the general issues of family violence and improvement in the policies which will benefit men and boys in the community. Continued engagement of men and boys in various prevention programming including Foundations, CHAMP, Partnerships for Peace and within the private sector and faith-based organisations.                                | Coordination Unit, CS-NRG, RUNOs, Associated/ Implementing Agencies |
| <b>FIDUCIARY RISKS</b>   |               |         |   |  |  |   |   |
| Disbursement of resources to small stakeholders (CSOs) and national IPs have the potential to lead to leakages and incurring of ineligible costs.  | 3             | 4       | Quarterly   | Site visits and requests for documentation, CSO capacity building Consultant updates                               | No   | Drafting of ToRs in consultation with civil society for capacity building for beneficiary CSOs/ National Institutions on project management and financial management which is tailored to EU requirements shall be undertaken. Follow-through support from the Technical coherence lead and coordination unit is available to all beneficiaries in managing their procurement and other related activities. Open and transparent processes have been utilised to channel funds to CSOs. Development of CSO institutional strengthening programmes specifically targeting grassroots organisations and incorporating training modules related financial accountability measures. | Coordination Unit, CS-NRG, RUNOs, Associated/ Implementing Agencies |
| NEW - Delayed disbursement of funds to implementing partners due to auditing requirements of RUNOs   | 4             | 4       | Monthly, IP meetings  | Agency logframes, meetings with finance and operational teams  | Yes, delayed disbursement of funds   | Contracts were extended and support to IPs to use bridge funding to avoid further delaying projects.  | RUNOS   |
| Insufficient funding to continue in-depth assessment on the impact of the policies amended.  | 3             | 4       | Monthly progress meeting updates and Quarterly meetings with the Operational Steering Committee             | Agency logframes and Performance matrix were developed with activities indicators and targets to monitor progress. | No   | The outcome and output indicators show whether implementing budgets were adequately allocated for activities and will measure impact based on amendments to the legislative framework that supports the elimination of VAWG.  | RUNOs / AA  |

**ASSUMPTIONS:**

- ✓ There is significant national commitment including through dedication of domestic resources to ensure sustainability and long-term impact of the programme and overall efforts.
- ✓ Government and CSO partners will collaborate closely to ensure the programme is implemented as planned and do so beyond the project's lifespan for the purpose of continuity
- ✓ CSOs have the capacity to implement programmes developed for the Spotlight Initiative.
- ✓ The workshops, training sessions and Peer to Peer networking will successfully build capacity of grassroots organisations to be able to continue working on the elimination of VAWG.



## Annex C: CSO Engagement Report

### 2023 Annual Reporting - Annex C

Reporting Period: Start of Programme to 31 December 2023

Programme: Trinidad and Tobago

CSRG Budget (2023): \$14,615

| Region    | Spotlight Programme | Outcome | Output     | Name of Recipient UN Organization (RUNO) funding the CSO | Name of Civil Society Organization (CSO) | Type of CSO                        | Modality of Engagement | Total award amount (USD) | Out of the total amount awarded, how much has been disbursed to the CSO by 31 December 2023? | Is the award or part of the award being sub-granted/contracted to other CSOs? | If yes, what percentage of this award is planned for sub-granting or sub-contracting? | What is the estimated planned number of sub-granted or sub-contracted CSOs? | What percentage of the Award is going to core institutional support to CSOs? | Is this CSO woman-led and/or a women's rights organization (WRO)/feminist CSO? | Is the CSO a new or existing partner? | Vulnerable/ Marginalized Populations Supported by Award |               |                            |                |             |                         |  |                                      |                                   |             |  |   |   |
|-----------|---------------------|---------|------------|--|--|------------------------------------|------------------------|--------------------------|--|---|---|---|--|--|---------------------------------------|---|---------------|----------------------------|----------------|-------------|-------------------------|--|--------------------------------------|-----------------------------------|-------------|--|---|---|
|           |                     |         |            |  |  |                                    |                        |                          |  |   |   |   |  |  |                                       | Adolescent girls  | Elderly women | Indigenous women and girls | LGBTQI persons | Sex workers | Migrant women and girls | Women and girls from ethnic minorities and/or religious minorities | Women and girls living with HIV/AIDS | Women and girls with disabilities | Rural women | Other marginalised groups relevant in national context |   |   |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3 | UN WOMEN   | WOMANTRA                                 | National                           | Grantee                | \$9,173                  | \$9,173  | No  | 0%  | 0   | 0%   | Yes  | Existing                              |   |               | X                          | X              | X           |                         |  | X                                    |                                   |             |  | X |   |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3 | UN WOMEN   | Jabulous                                 | Local and grassroots organizations | Grantee                | \$8,930                  | \$8,930  | No  | 0%  | 0   | 36%  | No   | New                                   |   |               |                            |                | X           |                         |  |                                      |                                   |             |  |   | X |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3 | UN WOMEN   | Cleopatra Borel Foundation               | Local and grassroots organizations | Grantee                | \$38,667                 | \$38,667   | No  | 0%  | 0   | 37%  | Yes  | New                                   | X   |               |                            |                |             |                         |  |                                      |                                   |             |  |   |   |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3 | UN WOMEN   | Choice Foundation                        | Local and grassroots organizations | Grantee                | \$8,774                  | \$8,774  | No  | 0%  | 0   | 0%   | Yes  | New                                   | X   |               |                            |                |             |                         |  |                                      |                                   |             |  |   | X |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3 | UN WOMEN   | CEDAW Committee                          | National                           | Grantee                | \$9,153                  | \$9,153  | No  | 0%  | 0   | 8%   | Yes  | New                                   |   |               |                            |                |             |                         |  |                                      |                                   |             |  |   | X |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3 | UN WOMEN   | Trinidad Youth Council                   | Local and grassroots organizations | Grantee                | \$8,903                  | \$8,903  | No  | 0%  | 0   | 0%   | No   | New                                   | X   |               |                            |                |             |                         |  |                                      |                                   |             |  |   | X |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3 | UN WOMEN   | Roxborough Police Youth Club             | Local and grassroots organizations | Grantee                | \$38,915                 | \$38,915   | No  | 0%  | 0   | 19%  | No   | New                                   |   | X             |                            |                |             |                         |  |                                      |                                   |             |  |   |   |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3 | UN WOMEN   | CreateFuture Good                        | National                           | Grantee                | \$29,926                 | \$29,926   | No  | 0%  | 0   | 100%   | Yes  | New                                   |   |               |                            |                |             |                         |  |                                      |                                   |             |  |   | X |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3 | UN WOMEN   | Arts in Action                           | Local and grassroots organizations | Grantee                | \$28,046                 | \$28,046   | No  | 0%  | 0   | 62%  | No   | New                                   |   |               |                            |                |             |                         |  |                                      |                                   |             |  |   | X |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3 | UN WOMEN   | Trinidad Shelter                         | National                           | Grantee                | \$29,707                 | \$29,707   | No  | 0%  | 0   | 100%   | Yes  | New                                   |   |               |                            |                |             |                         |  |                                      |                                   |             |  |   | X |



| Region    | Spotlight Programme | Outcome | Output       | Name of Recipient UN Organization (RUNO) funding the CSO | Name of Civil Society Organization (CSO)   | Type of CSO                        | Modality of Engagement    | Total award amount (USD) | Out of the total amount awarded, how much has been disbursed to the CSO by 31 December 2023? | Is the award or part of the award being sub-granted/contracted to other CSOs? | If yes, what percentage of this award is planned for sub-granting or sub-contracting? | What is the estimated number of sub-granted or sub-contracted CSOs? | What percentage of the Award is going to core institutional support to CSOs? | Is this CSO woman-led and/or a women's rights organization (WRO)/feminist CSO? | Is the CSO a new or existing partner? | Vulnerable/ Marginalized Populations Supported by Award |               |                            |                |             |                         |  |                                       |                                   |             |  |   |
|-----------|---------------------|---------|--------------|--|--|------------------------------------|---------------------------|--------------------------|--|---|---|---|--|--|---------------------------------------|---|---------------|----------------------------|----------------|-------------|-------------------------|--|---------------------------------------|-----------------------------------|-------------|--|---|
|           |                     |         |              |  |  |                                    |                           |                          |  |   |   |   |  |  |                                       | Adolescent girls  | Elderly women | Indigenous women and girls | LGBTQI persons | Sex workers | Migrant women and girls | Women and girls from ethnic minorities and/or religious minorities | Women and girls living with HIV/ AIDS | Women and girls with disabilities | Rural women | Other marginalised groups relevant in national context |   |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3   | UN WOMEN   | Heal-A-Ton Foundation                      | Local and grassroots organizations | Grantee                   | \$29,299                 | \$29,299   | No  | 0%  | 0   |  | No   | New                                   |   |               |                            |                |             |                         |  |                                       |                                   |             |  |   |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3   | UN WOMEN   | Women of Substance                         | Local and grassroots organizations | Grantee                   | \$29,882                 | \$29,882   | No  | 0%  | 0   |  | Yes  | New                                   |   |               |                            |                |             |                         |  |                                       |                                   |             |  | X |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3   | UN WOMEN   | Freely Give                                | Local and grassroots organizations | Grantee                   | \$29,714                 | \$29,714   | No  | 0%  | 0   |  | Yes  | New                                   |   |               |                            |                |             |                         |  |                                       |                                   |             |  | X |
| Caribbean | Trinidad and Tobago | 6       | Output 6.3   | UN WOMEN   | WINAD                                      | Local and grassroots organizations | Grantee                   | \$22,873                 | \$22,873   | No  | 0%  | 0   |  | Yes  | New                                   |   |               |                            |                |             |                         |  |                                       |                                   |             |  |   |
| Caribbean | Trinidad and Tobago | 2       | Output 2.1   | UNICEF   | Trinidad and Tobago Red Cross Society      | International                      | Implementing partner (IP) | \$8,900                  | \$0  | No  | 0%  | 0   | 0%   | No   | New                                   |   |               |                            |                |             |                         |  |                                       |                                   | X           | X  |   |
| Caribbean | Trinidad and Tobago | 3       | Output 3.2   | UNICEF   | Heroes Foundation                          | National                           | Vendor                    | \$20,500                 | \$20,500   | No  | 0%  | 0   | 0%   | No   | New                                   | X   |               |                            |                |             |                         |  |                                       |                                   |             |  |   |
| Caribbean | Trinidad and Tobago | 3       | Output 3.2   | UNICEF   | Indigenous Creative Arts Network           | Local and grassroots organizations | Vendor                    | \$70,000                 | \$60,000   | No  | 0%  | 0   | 0%   | Yes  | New                                   | X   | X             |                            |                |             |                         |  |                                       |                                   |             |  |   |
| Caribbean | Trinidad and Tobago | 3       | Output 3.1   | UNICEF   | Heroes Foundation                          | National                           | Implementing partner (IP) | \$146,567                | \$145,559  | No  | 0%  | 0   | 67%  | No   | New                                   | X   |               |                            |                |             |                         |  |                                       |                                   |             |  |   |
| Caribbean | Trinidad and Tobago | 4       | Output 4.2   | UNDP   | Coalition Against Domestic Violence        | National                           | Implementing partner (IP) | \$40,644                 | \$40,644   | Yes   | 59%   | 7   | 7%   | Yes  | Existing                              | X   | X             | X                          | X              |             | X                       |  | X                                     | X                                 | X           |  |   |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1.3 | UNDP   | CEDAW Committee of Trinidad & Tobago       | National                           | Vendor                    | \$2,381                  | \$2,381  | No  | 0%  | 0   | 0%   | Yes  | Existing                              | X   | X             | X                          | X              |             | X                       |  | X                                     | X                                 | X           |  |   |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1.3 | UNDP   | Network of Rural Women Producers           | National                           | Vendor                    | \$2,381                  | \$2,381  | No  | 0%  | 0   | 0%   | Yes  | Existing                              | X   | X             | X                          | X              |             | X                       |  | X                                     | X                                 | X           |  |   |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1.3 | UNDP   | Caribbean Women in Leadership - TT Chapter | National                           | Vendor                    | \$2,381                  | \$2,381  | No  | 0%  | 0   | 0%   | Yes  | New                                   | X   | X             | X                          | X              |             | X                       |  | X                                     | X                                 | X           |  |   |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1.3 | UNDP   | The Quays Foundation                       | National                           | Vendor                    | \$2,381                  | \$2,381  | No  | 0%  | 0   | 0%   | No   | Existing                              | X   | X             | X                          | X              |             | X                       |  | X                                     | X                                 | X           |  |   |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1.3 | UNDP   | Caribbean Women Honour & Empowerment       | National                           | Vendor                    | \$2,381                  | \$2,381  | No  | 0%  | 0   | 0%   | Yes  | New                                   | X   | X             | X                          | X              |             | X                       |  | X                                     | X                                 | X           |  |   |



| Region    | Spotlight Programme | Outcome | Output       | Name of Recipient UN Organization (RUNO) funding the CSO | Name of Civil Society Organization (CSO)                                  | Type of CSO                                      | Modality of Engagement    | Total award amount (USD) | Out of the total amount awarded, how much has been disbursed to the CSO by 31 December 2023? | Is the award or part of the award being sub-granted/contracted to other CSOs? | If yes, what percentage of this award is planned for sub-granting or sub-contracting? | What is the estimated planned number of sub-granted or sub-contracted CSOs? | What percentage of the Award is going to core institutional support to CSOs? | Is this CSO woman-led and/or a women's rights organization (WRO)/ feminist CSO? | Is the CSO a new or existing partner? | Vulnerable/ Marginalized Populations Supported by Award |               |                            |                |             |                         |  |                                       |                                   |             |
|-----------|---------------------|---------|--------------|--|---|--|---------------------------|--------------------------|--|---|---|---|--|---|---------------------------------------|---|---------------|----------------------------|----------------|-------------|-------------------------|--|---------------------------------------|-----------------------------------|-------------|
|           |                     |         |              |  |   |  |                           |                          |  |   |   |   |  |   |                                       | Adolescent girls  | Elderly women | Indigenous women and girls | LGBTQI persons | Sex workers | Migrant women and girls | Women and girls from ethnic minorities and/or religious minorities | Women and girls living with HIV/ AIDS | Women and girls with disabilities | Rural women |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1.3 | UNDP   | Roxborough Police Youth Club  | National   | Vendor                    | \$2,381                  | \$2,381  | No  | 0%  | 0   | 0%   | No  | Existing                              | X   | X             | X                          | X              |             | X                       | X  | X                                     |                                   |             |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1.3 | UNDP   | The Lilly Foundation  | National   | Vendor                    | \$2,381                  | \$2,381  | No  | 0%  | 0   | 0%   | Yes   | Existing                              | X   | X             | X                          | X              |             | X                       | X  | X                                     |                                   |             |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1   | UNFPA  | Arthur Lok Jack School of Business  | National   | Implementing partner (IP) | \$29,571                 | \$29,578   | No  | 0%  | 0   | 0%   | No  | New                                   |   |               |                            |                |             |                         |  |                                       | X                                 |             |
| Caribbean | Trinidad and Tobago | 2       | Output 2.2   | UNFPA  | Coalition against Domestic Violence                                       | National   | Implementing partner (IP) | \$58,839                 | \$56,848   | No  | 0%  | 0   | 12%  | Yes   | Existing                              | X   | X             |                            | X              | X           | X                       | X  | X                                     | X                                 | X           |
| Caribbean | Trinidad and Tobago | 3       | Output 3.2   | UNFPA  | Indigenous Creative Arts Network  | Local and grassroots organizations               | Implementing partner (IP) | \$142,326                | \$142,110  | No  | 0%  | 0   | 0%   | Yes   | New                                   |   |               | X                          |                |             |                         | X  |                                       | X                                 |             |
| Caribbean | Trinidad and Tobago | 3       | Output 3.3   | UNFPA  | National Trade Union Centre   | National   | Implementing partner (IP) | \$27,227                 | \$25,943   | No  | 0%  | 0   | 0%   | No  | New                                   |   |               |                            |                |             |                         |  |                                       | X                                 |             |
| Caribbean | Trinidad and Tobago | 3       | Output 3.3   | UNFPA  | Employers' Consultative Association                                       | National   | Implementing partner (IP) | \$21,969                 | 21,059 (   | No  | 0%  | 0   | 0%   | No  | New                                   |   |               |                            |                |             |                         |  |                                       | X                                 |             |
| Caribbean | Trinidad and Tobago | 3       | Output 3.1   | UNFPA  | Family Planning Association of T&T (Champ)                                | National   | Implementing partner (IP) | \$105,777                | \$97,975   | No  | 0%  | 0   | 0%   | Yes   | Existing                              | X   |               |                            |                |             |                         |  |                                       |                                   |             |
| Caribbean | Trinidad and Tobago | 3       | Output 3.1   | UNFPA  | University of the West Indies Institute of Gender and Development Studies | Regional (multiple countries in the same region) | Implementing partner (IP) | \$98,965                 | 72,974 )   | No  | 0%  | 0   | 0%   | Yes   | Existing                              | X   |               |                            |                |             |                         |  |                                       |                                   |             |
| Caribbean | Trinidad and Tobago | 3       | Output 3.3   | UNFPA  | University of the West Indies Institute of Gender and Development Studies | Regional (multiple countries in the same region) | Implementing partner (IP) | \$39,568                 | \$14,524   | No  | 0%  | 0   | 0%   | Yes   | Existing                              |   |               |                            |                |             |                         |  |                                       | X                                 |             |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1   | UNFPA  | Arthur Lok Jack School of Business  | National   | Implementing partner (IP) | \$29,571                 | \$29,503   | No  | 0%  | 0   | 0%   | No  | New                                   |   |               |                            |                |             |                         |  |                                       | X                                 |             |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1   | UNFPA  | Family Planning Association of T&T (Psy)                                  | National   | Implementing partner (IP) | \$41,281                 | \$24,481   | No  | 0%  | 0   | 0%   | Yes   | Existing                              | X   |               | X                          |                | X           |                         |  |                                       |                                   |             |



| Region    | Spotlight Programme | Outcome | Output     | Name of Recipient UN Organization (RUNO) funding the CSO | Name of Civil Society Organization (CSO)     | Type of CSO | Modality of Engagement    | Total award amount (USD) | Out of the total amount awarded, how much has been disbursed to the CSO by 31 December 2023? | Is the award or part of the award being sub-granted/contracted to other CSOs? | If yes, what percentage of this award is planned for sub-granting or sub-contracting? | What is the estimated planned number of sub-granted or sub-contracted CSOs? | What percentage of the Award is going to core institutional support to CSOs? | Is this CSO woman-led and/or a women's rights organization (WRO)/feminist CSO? | Is the CSO a new or existing partner? | Vulnerable/ Marginalized Populations Supported by Award |               |                            |                |             |                         |  |                                      |                                   |             |  |  |   |
|-----------|---------------------|---------|------------|--|--|-------------|---------------------------|--------------------------|--|---|---|---|--|--|---------------------------------------|---|---------------|----------------------------|----------------|-------------|-------------------------|--|--------------------------------------|-----------------------------------|-------------|--|--|---|
|           |                     |         |            |  |  |             |                           |                          |  |   |   |   |  |  |                                       | Adolescent girls  | Elderly women | Indigenous women and girls | LGBTQI persons | Sex workers | Migrant women and girls | Women and girls from ethnic minorities and/or religious minorities | Women and girls living with HIV/AIDS | Women and girls with disabilities | Rural women | Other marginalised groups relevant in national context |  |   |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1 | UNFPA  | Family Planning Association of T&T (Diff)    | National    | Implementing partner (IP) | \$26,601                 | \$19,225   | No  | 0%  | 0   | 0%   | Yes  | Existing                              |   |               |                            |                |             |                         |  |                                      |                                   | X           |  |  |   |
| Caribbean | Trinidad and Tobago | 4       | Output 4.1 | UNFPA  | Family Planning Association of T&T (Telemed) | National    | Grantee                   | \$25,763                 | 23,860   | No  | 0%  | 0   | 0%   | Yes  | Existing                              | X   |               |                            |                | X           |                         |  |                                      |                                   |             |  |  | X |
| Caribbean | Trinidad and Tobago | 4       | Output 4.2 | UNFPA  | Family Planning Association of T&T (Hotline) | National    | Implementing partner (IP) | \$27,980                 | \$27,980   | No  | 0%  | 0   | 0%   | Yes  | Existing                              | X   |               |                            |                | X           |                         |  |                                      |                                   |             |  |  |   |
| Caribbean | Trinidad and Tobago | 4       | Output 4.2 | UNFPA  | Family Planning Association of T&T (Psy)     | National    | Implementing partner (IP) | \$69,914                 | 57,878   | No  | 0%  | 0   | 0%   | Yes  | Existing                              | X   |               |                            |                | X           |                         |  |                                      |                                   |             |  |  |   |
| Caribbean | Trinidad and Tobago | 4       | Output 4.2 | UNFPA  | Family Planning Association of T&T (Print)   | National    | Vendor                    | \$8,560                  | \$8,560  | No  | 0%  | 0   | 0%   | Yes  | Existing                              |   |               |                            |                | X           |                         |  |                                      |                                   |             |  |  |   |
| Caribbean | Trinidad and Tobago | 5       | Output 5.2 | UNFPA  | Network of NGOs for the Advancement of Women | National    | Implementing partner (IP) | \$56,280                 | \$48,064   | No  | 0%  | 0   | 48%  | Yes  | Existing                              |   | X             | X                          | X              |             |                         | X  | X                                    |                                   |             | X  |  |   |



## Annex D: Innovative, Promising or Good Practices



### INNOVATIVE, PROMISING OR GOOD PRACTICES WAND KNOWLEDGE PRODUCTION REPORTING TEMPLATE (ANNEX D)

COUNTRY/REGION: TRINIDAD & TOBAGO  
REPORTING PERIOD: JANUARY 1ST 2020 - DECEMBER 31ST 2023

## Section A: Innovative, Promising and Good Practices

### GUIDANCE AND TEMPLATE ON INNOVATIVE, PROMISING AND GOOD PRACTICES

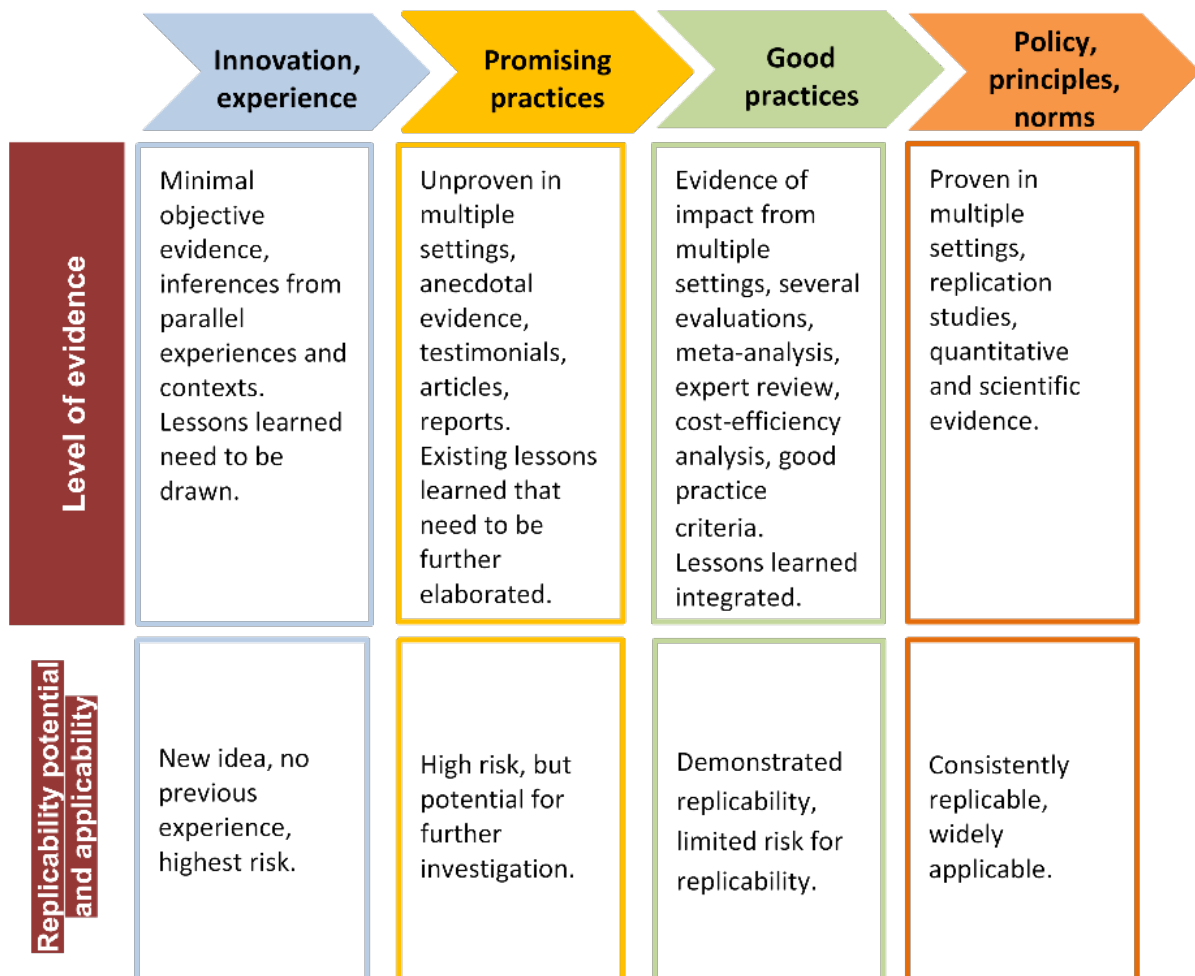
As a **Demonstration Fund**, the Spotlight Initiative aims to demonstrate how a significant, concerted and comprehensive investment in ending violence against women and girls (EVAWG) and gender equality can make a lasting difference in the lives of women and girls and in the achievement of all SDGs. It is thus critical that innovative, promising and good practices, in the field of EVAWG and in the context of implementing a “new way of working”, have the **potential for adaptability, sustainability, replicability and scale-up**.<sup>1</sup> This is both within the UN system and with various stakeholders to maximize the transformative potential of the Initiative. It is critical that these practices are documented and shared widely for uptake and continuous improvement to contribute to the evidence base and eliminate violence against women and girls.

1 Guidelines on good practices, UNHCR. 2019. Accessible here: <https://www.unhcr.org/5d15fb634>

This brief guidance and template ensures a common understanding of “**Innovative, Promising and/or Good Practices**” in the Spotlight Initiative. It provides a set of criteria to determine whether a practice is innovative, promising, or good, as well as a template for documentation. Please see the definitions just below / on the next page for further clarification.<sup>2</sup>

### State of a practice: good practice or promising practice?

The following set of criteria will help you to determine whether a practice is a good practice:



Adapted from Hancock, J. (2003): *Scaling-up for increased impact of development practice: Issues and options in support of the implementation of the World Bank’s Rural Strategy. Rural Strategy Working Paper, World Bank, Washington D.C.*

2 Good Practice Template, FAO. 2016. Accessible here: <http://www.fao.org/3/a-as547e.pdf>



### Definition of an INNOVATIVE PRACTICE

An **innovative practice** is a **new solution** (method/idea/product) with the **transformative ability to accelerate impact**. Innovation can entail improved ways of working with new and diverse partners; can be fuelled by science and technology; or can involve new social and business models, behavioural insights, or path-breaking improvements in delivering essential services and products, among other solutions. It does **not** have to involve technology; most important is that **innovation is a break from previous practice with the potential to produce significant positive impact**.<sup>1</sup>

### Definition of a PROMISING PRACTICE

A **promising practice** has demonstrated a **high degree of success in its single setting**, and the possibility of replication in the same setting is guaranteed. It has generated some quantitative **data** showing positive outcomes over a period of time. A promising practice has the **potential** to become a good practice, but it doesn't yet have enough research or replication to support wider adoption or upscaling. As such, a promising practice incorporates a process of continuous learning and improvement.

### Definition of a GOOD PRACTICE

A **good practice** is not only practice that is good, but one that **has been proven to work well and produce good results** and is therefore recommended as a model. It is a successful experience that has been **tested and validated**, in the broad sense, has **been repeated and deserves to be shared**, so that a greater number of people can adopt it.

<sup>1</sup> Please refer to the *“Spotlight Initiative Guidance on Innovation”* for more information.

# Template


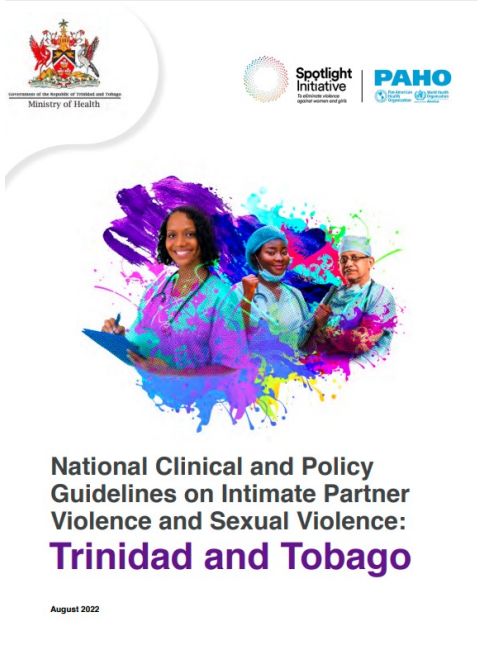
| TITLE OF THE INNOVATIVE, PROMISING OR GOOD PRACTICE   | GOOD PRACTICES IN GRANT-MAKING TO BUILD CAPACITY OF CIVIL SOCIETY ORGANISATIONS   |
|---|---|
| <p><b>Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)</b></p> | <p>Through a 3-tiered approach of capacity strengthening, process re-engineering, and stakeholder consultations, the programme has developed better practices in grant-making for civil society organisations across Trinidad and Tobago, under Pillar 6 - The Women's Movement and Civil Society.</p>  |
| <p><b>Objective of the practice:</b> What were the goals of the activity?</p>   | <p>The goals of the activity were to create space for networking, alliance building and movement strategising, to support resource mobilisation, and to support enhanced capacities including institutional/operational and technical capacities for long-term and sustainable work on EVAWG.</p>   |
| <p><b>Stakeholders involved:</b> Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.</p>  | <p>The Civil Society National Reference Group was first consulted and dialogues were held on the initial funding opportunities for grassroots organisations and requirements issued by the Programme. Feedback included: the timeframe for responding to advertisements was too limited/short, the requirements were not contextually appropriate and too stringent, the language was not easy to understand, and the structure of the advertisements was unclear.</p> <p>Additional consultations were held with CSOs during townhall meetings, field visits to the 3 Spotlight communities, and through regional Spotlight events and meetings.</p> <p>This included CSOs at all levels of maturity, within rural communities, and those representing LNOB/marginalised groups.</p> |

| TITLE OF THE INNOVATIVE, PROMISING OR GOOD PRACTICE   | GOOD PRACTICES IN GRANT-MAKING TO BUILD CAPACITY OF CIVIL SOCIETY ORGANISATIONS  |
|---|--|
| <p><b>What makes this an innovative, promising, or good practice?</b><br/>Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform.</p> | <p>Taking on the feedback that UN processes can be complicated, a series of field and virtual missions were conducted where CSOs were engaged, including open forums for questions, feedback and concerns.</p> <p>Following this, simplified, SMART, and easy-to-understand advertisements and templates were crafted, building on lessons learned. These also included ‘Top Tips’ and guidelines for completing sections, within the submission templates.</p> <p>Pre-scheduled townhalls were created and attached to each ad, complete with a tailored and detailed walk-through of the submission and proposal requirements. The timeframe for submission was changed, and rotating advertisements were posted with no submission deadline.</p> <p>Requirements also centred less around technically advanced proposals, and more on the requirement for capacity building of the CSO community and Women’s Movement, along with a focus on prioritising the inclusion of grassroots CSOs and CSOs representing LNOB/marginalised and vulnerable groups.</p> <p>A Master Coach and Agitator-in-Chief was recruited and implemented a comprehensive capacity building programme for CSOs including support for resource mobilisation, which was pioneered in Trinidad and Tobago under the Spotlight Initiative and rolled out across the region. The Coach was joined by Business Coaches who were paired with CSOs to support them once engaged and managing a project.</p> |
| <p><b>What challenges were encountered and how were they overcome?</b></p>  | <p>Many grassroots organisations want to access funding but the organisation may not be officially registered, which is a minimum requirement or they operate with a skeleton structure. More mature organisations tend to be repeat applicants because they have a good grasp of the processes and how to mobilise resources. Additionally, internal processes and requirements may not always match the context. E.g. requiring financial statements, or extensive reporting from grassroots organisations. Challenges were navigated within the context with sensitivity, using existing CSO assessments and relying on the guidance of Reference Groups and feedback from consultations. Requirements were also adapted, and extensive guidance was provided in proposal writing and development, partnerships and consortiums, and budgeting for the resources required to successfully manage the project and small grant agreement</p>  |

| TITLE OF THE INNOVATIVE, PROMISING OR GOOD PRACTICE   | GOOD PRACTICES IN GRANT-MAKING TO BUILD CAPACITY OF CIVIL SOCIETY ORGANISATIONS  |
|---|--|
| <p><b>Outputs and Impact:</b> What have been the results thus far? Do they contribute to long-term impact?</p>  | <p>Between 2020 to 2023, 19 new organisations have received approval and accessed grant funding, through this mechanism. All of these organisations were new to the UN system, and it was the first time they had received funding to support internal capacity building and strengthening of their programmes, services, systems and expertise. Organisations which previously provided feedback on how difficult it was to access funding from the UN, submitted successful proposals following townhalls and learning sessions, and the updated requirements. During the course of their project, one particularly vocal grantee expressed support for the Spotlight Initiative and this grant funding mechanism through a video testimonial explaining how the grant has made a difference in their organisation, what it would allow them to accomplish, and why they would recommend that other organisations apply. Another grantee supported the grant programme on live radio and television interviews during the 16 days of Activism Against GBV in 2022.</p> |
| <p><b>Adaptable (Optional)</b><br/>In what ways can this practice be adapted for future use?</p>  |  |
| <p><b>Replicable/Scale-Up (Optional)</b><br/>What are the possibilities of extending this practice more widely?</p>   |  |
| <p><b>Sustainable</b><br/>What is needed to make the practice sustainable?</p>  | <p>Proper documentation of the model including the use of evaluations and data collection, would support applicability to other programmes and initiatives across thematic areas.</p>  |
| <p><b>Validated (for a good practice only):</b> Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>  | <p>The practice has been validated through stakeholder feedback from multiple grantees, video interviews with two grantees (Create Future Good, the Shelter), and repeat applications from grantees who benefitted under the programme.</p>  |
| <p><b>Additional details and contact information:</b> Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos.</p> | <p>Je'nille Maraj - Planning and Coordination Specialist UN Women MCO - Caribbean<br/>jenille.maraj@unwomen.org</p>  |

| TITLE OF THE INNOVATIVE, PROMISING OR GOOD PRACTICE  | NATIONAL CLINICAL AND POLICY GUIDELINES ON INTIMATE PARTNER VIOLENCE AND SEXUAL VIOLENCE  |
|--|---|
| Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)      | The National Women’s Health Survey (2018) showed that health care workers are the professionals that survivors of intimate partner violence (IPV) and sexual violence (SV) most often turn to for care and support, indicating the importance of building the capacity of the health sector to respond. Under Pillar 4 of the Spotlight Initiative, National Clinical and Policy Guidelines were developed to provide a framework for the health sector response. They were approved by the Minister of Health on 15 August, 2022.  |
| Objective of the practice: What were the goals of the activity?  | The Guidelines are intended to improve the capacity of health care providers to respond holistically to the physical, mental and social needs of survivors to ensure appropriate follow-up care.  |
| Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.   | The ultimate beneficiaries are adult survivors of IPV and SV. Intermediate beneficiaries are health care workers who now have an official government framework to support good practice. Focus group discussions and individual interviews were conducted online (during the COVID-19 lockdown) with the Ministry of Health, Regional Health Authorities and selected non-governmental organisations to consult them as to how to strengthen quality of care. A Committee of Ministry of Health Representatives for the Spotlight Initiative was appointed by the Chief Medical Officer, met with technical officers bi-monthly and provided technical and organisational guidance. National laws and policies and United Nations good practice guides were reviewed. Following approval of the Guidelines, they were presented at a meeting with Senior Executive Teams of the Ministry of Health and Regional Health Authorities on 5 November 2022. They are available on the Directorate of Women’s Health webpage and all Regional Health Authorities have received training on the use of these guidelines. |
| What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform. | These are Trinidad and Tobago’s first National Clinical and Policy Guidelines on IPV and SV. Features of the Guidelines include: <ul style="list-style-type: none"> <li>• National statistics on IPV and SV in global context</li> <li>• Review of relevant national policies, legislation, procedures and facilities</li> <li>• Human rights principles for quality of care</li> <li>• Pathways of care for survivors of IPV and SV</li> <li>• Documentation and health information systems</li> <li>• Roles of health institutions in prevention</li> <li>• Responding to IPV and SV in emergencies, including COVID-19.</li> </ul> They also include a Clinical Record Form for health care workers to record information about the survivor, her health status, the violence experienced and the care and referrals provided. This has been programmed in electronic format to strengthen data under Pillar 5 of the Spotlight Initiative.  |

| TITLE OF THE INNOVATIVE, PROMISING OR GOOD PRACTICE  | NATIONAL CLINICAL AND POLICY GUIDELINES ON INTIMATE PARTNER VIOLENCE AND SEXUAL VIOLENCE   |
|--|--|
| What challenges were encountered and how were they overcome?   | The Guidelines were developed and drafted via the Spotlight Initiative in 2020-'21 but not approved until August 2022. The process of acceptance and eventual approval was achieved by engaging government agencies - principally the Ministry of Health and the Office of the Prime Minister - in reviewing the guidelines and providing detailed comments. The comments were discussed by Spotlight RUNOs, including the head office of PAHO/ WHO, with regard to best practice. Each of the concerns of the government, some of which appeared to be political, were carefully discussed so that an optimal solution could be reached in favour of high quality health care for survivors.  |
| Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?     | The work to develop the Guidelines contributed to the content of training of trainers and pre-service training curricula for health care workers and other caring professionals also developed under the Spotlight Initiative. The training of trainers conducted in 2021 and throughout 2023 has resulted in training of 418 persons to date to ensure greater capacity-building in each of the Regional Health Authorities. In Phase II of Spotlight, the work to strengthen health sector capacity was supplemented by work to strengthen interoperability between health, police, judicial and social services. Further consultation with health, police and civil society stakeholders, and review of laws policies and good practice documents has led to the development of medico-legal protocols to enhance interoperability of health and police services. |
| Adaptable (Optional)<br>In what ways can this practice be adapted for future use?                    | The Guidelines should be periodically reviewed to ensure they are up-to-date with respect to the latest developments in good practice and national policy with respect to care of survivors. The medico-legal protocols developed in Phase 2 of Spotlight should be further reviewed by policy-makers to enable their formal approval and adoption by the government. This would supplement the Guidelines to enable systemic strengthening of services across sectors.  |
| Replicable/Scale-Up (Optional)<br>What are the possibilities of extending this practice more widely? | They can be used as a template for the development of similar Guidelines in other countries. Notably, Trinidad and Tobago's example in developing an electronic health information system from the clinical record form in the Guidelines is being followed in other countries in the Americas.  |
| Sustainable<br>What is needed to make the practice sustainable?                                      | During Phase II of Spotlight, the team built human resource capacity to embed the Guidelines in the health care system. This included meeting and corresponding with Chief Executive Officers of Regional Health Authorities so that training using the Guidelines will be embedded in the regular training of staff. A public launch of the Guidelines and acceleration of media engagement took place in 2023.   |

| TITLE OF THE INNOVATIVE, PROMISING OR GOOD PRACTICE   | NATIONAL CLINICAL AND POLICY GUIDELINES ON INTIMATE PARTNER VIOLENCE AND SEXUAL VIOLENCE  |
|---|---|
| <p>Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?</p>   | <p>Expert validation of the Guidelines was provided by senior technical officers at the headquarters of PAHO/ WHO. They were featured as an example of good practice in the online launch by PAHO/ WHO of the Regional Status Report on Addressing Violence Against Women in Health Policies and Protocols in the Americas on 29 November 2022. Preliminary indications of benefits to users can be found in the post-training assessments of persons trained in health care for survivors of IPV and SV under the Spotlight Initiative. It is likely that widespread impact on quality of care for survivors will only be measurable after the implementation of upscaled human resource capacity building based on the Guidelines.</p>  |
| <p>Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/ videos.</p> | <p>Focal persons: Dr Caroline Allen, Spotlight Initiative Project Manager 2020-'23, PAHO/ WHO. Email: drcarolineallen@gmail.com. Dr Gabriel Vivas-Francesconi, PAHO/ WHO Representative for Trinidad and Tobago, Aruba, Curacao, Sint Maarten, Bonaire, St Eustatius and Saba: vivasfgab@paho.org. Ministry of Health focal person: Dr Adesh Sirjusingh, Director of Women's Health. Email: adesh.sirjusingh@health.gov.tt. The Guidelines can be accessed via QR code:</p> <p style="text-align: center;">Image of front cover:</p> <div style="display: flex; justify-content: space-around; align-items: center;">   </div> |

| TITLE OF THE INNOVATIVE, PROMISING OR GOOD PRACTICE   | CSO UMBRELLA MODALITY APPROACH   |
|---|--|
| Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)       | <p>CSO umbrella modality approach to empowerment and execution of community outreach.</p> <p>Pillar 4 to strengthen services and the meaningful engagement of civil society.</p>   |
| Objective of the practice: What were the goals of the activity?   | Empowerment of communities to treat with issues of VAWGs by fostering relationships with CSOs and through information sharing on the ground level  |
| Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.  | Three communities under Spotlight, specifically targeting women and girls who are victims of DV and/or vulnerable women and girls.   |
| What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EVAWG and/or in the context of the UNDS reform. | <p>An umbrella modality approach was used to coordinate the activity whereby a more established CSO, Coalition Against Domestic Violence ( CADV) was contracted as the key implementing partner to support implementation of multiple smaller CSOs, many of whom had lower administrative capacity. Although not new, this practice has multiple advantages for various stakeholders under Spotlight. The CSOs selected for implementation via the Year 1 Assessment were managed by CADV and this reduced the overall administrative burden on the smaller CSOs thus enabling them to focus on the core activities related to implementation. It allowed for the optimisation of resources under this activity. It also allowed for networking and collaboration between CSOs of varying capacity which facilitated synergies, knowledge exchange and growth. Additionally, this optimised use of resources in each Spotlight region.</p> |
| What challenges were encountered and how were they overcome?  | <p>Challenges: Securing participation by the CSOs for activities, meetings due to their schedules and events, particularly during the 16 Days of Activism and in December 2021; Many of the CSOs are run by volunteers who have day jobs and hence their availability during work hours is limited or not possible. Day 1 of the outreach planning session was rescheduled 3 times and was only successful on the 3rd try; Limited pool of Consultants to conduct training in specific programme areas and hence delays in their availability for official engagement.</p> <p>Measures: Some events also had to be rescheduled and pushed back to 2022 to cater for delays caused by conflicting priorities of the CSOs due to UN Observances with other Agencies and with counterparts and the Christmas holiday slow down. Many of the events were held after working hours to cater for CSOs schedules.</p>                             |



| TITLE OF THE INNOVATIVE, PROMISING OR GOOD PRACTICE   | CSO UMBRELLA MODALITY APPROACH  |
|---|---|
| Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?  | The outreach and communication campaigns were successfully completed by the majority of the CSOs additionally this arranged allowed for nstitutional strengthening and imprved their competency to implement future projects in the area of GBV/FV;             |
| Adaptable (Optional)<br>In what ways can this practice be adapted for future use?   |   |
| Replicable/Scale-Up (Optional)<br>What are the possibilities of extending this practice more widely?  | There is a high possibility that this can be scaled up beyond Spotlight where there are numerous CSOs with varying levels of competency and this should be encouraged given the limited capacity of CSOs to deliver quality results within budgeted timeframes. |
| Sustainable<br>What is needed to make the practice sustainable?   | Documenting this good practice is the first step towards sustainability; however, this information must be communicated to the relevant stakeholders and integrated into future programmes and project design if it is to be sustained.                         |
| Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?  | Feedback from the CSOs was positive.  |
| Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos. |   |

| TITLE OF THE INNOVATIVE, PROMISING OR GOOD PRACTICE  | PROMISING PRACTICE: CROSS-PILLAR COLLABORATION TO STRENGTHEN THE JUSTICE AND SECURITY SECTORS   |
|--|---|
| Provide a description of the innovative, promising, or good practice. What pillars/principles of the Spotlight Initiative does it address? (When did the activity begin? When will it be completed or is it ongoing?)      | The activity included the design and implementation of a gender-responsive policing course through the Trinidad and Tobago Police Academy. The activity addressed fair and equitable access to justice, and supported projects under Pillars 2 and 4.   |
| Objective of the practice: What were the goals of the activity?  | The goals of the activity were to increase the capacity of duty bearers to effectively and ethically provide quality essential service delivery to victims/survivors of Family Violence/VAWG, and to strengthen the police service through embedding training within the police academy which provides awareness and sensitisation on gender definitions/roles and stereotypes, gender mainstreaming, gender-responsive policing, human rights principles, the role of duty bearers, the justice continuum, the legislative framework, adopting a victim and survivor-centred approach, the introduction of competencies and performance indicators, GBV in Trinidad and Tobago, TTPS policies and procedures and self-care for law enforcement officers. |
| Stakeholders involved: Who are the beneficiaries or target group of the practice? Describe how all relevant stakeholders were engaged.   | The target audience were trainers with the Police Academy and members at all levels of the Trinidad and Tobago Police Service. The Police Academy supported the Spotlight Initiative by coordinating participation from several police stations and providing common spaces for learning, as well as requesting time off to attend the 5-day course. There was also a high-level launch held to promote and engage key stakeholders, and to ensure support for ongoing training through the police academy.   |
| What makes this an innovative, promising, or good practice? Identify distinguishing feature(s) that make this an innovative, promising or a good practice in the efforts to EAWG and/or in the context of the UNDS reform. | The cross-pillar collaboration served as an innovative practice through bringing together experts from different fields and backgrounds, in close collaboration with the police service. Trainers from the UK, including retired police from Scotland Yard and a Tribunal Judge, contributors to the global handbook on gender-responsive policing, joined local police trainers and regional police from the Jamaica Constabulary Force to deliver a multi-cultural, diverse, and engaging course on gender-responsive policing. Approaching the event as one UN, also leveraged resources and expertise from multiple agencies, which resulted in positive outcomes for the beneficiaries.  |

| TITLE OF THE INNOVATIVE, PROMISING OR GOOD PRACTICE   | PROMISING PRACTICE: CROSS-PILLAR COLLABORATION TO STRENGTHEN THE JUSTICE AND SECURITY SECTORS   |
|---|---|
| What challenges were encountered and how were they overcome?  | Initial challenges in coordinating the training course and determining a joint approach were resolved through multiple dialogues and close collaboration between the RUNOs with the support of the Coordination Unit, and a flexible and open approach by the TTPS. |
| Outputs and Impact: What have been the results thus far? Do they contribute to long-term impact?  | The training has now been embedded into the Police Academy curriculum which means that all 7,000 and all future recruits will be beneficiaries of this sensitization ultimately contributing to an improved experience for the survivor accessing services.         |
| Adaptable (Optional)<br>In what ways can this practice be adapted for future use?   |   |
| Replicable/Scale-Up (Optional)<br>What are the possibilities of extending this practice more widely?  |   |
| Sustainable<br>What is needed to make the practice sustainable?   | Embedding the training as a mandatory course within the police service has made this a sustainable practice.  |
| Validated (for a good practice only): Has the practice been validated? Is there confirmation from beneficiaries/users that the practice properly addressed their needs and is there expert validation?  |   |
| Additional details and contact information: Are there any other details that are important to know about the innovative, promising, or good practice? Please provide contact details of a focal person for this practice as well as any additional materials including photos/videos. | Focal Person: Je'nille Maraj - UN Women Planning and Coordination Specialist (Trinidad and Tobago)<br>jenille.maraj@unwomen.org<br>1-868-329-7440   |

## Section B: Knowledge Production

A Knowledge Product converts uncaptured knowledge, experience, lessons learned and cutting-edge expertise on a specific topic or derived from implementation into a learner-oriented product.

A learner-oriented product is structured in a practical way that allows the reader to clearly understand and retain the knowledge being provided. Knowledge Products play a key role in advancing the Initiative's Knowledge Management Strategy to document, analyze and disseminate knowledge, as well as capture lessons learned and innovative, promising and good practices. As such, a Knowledge Product can be understood as an **output and a key asset for the success of Spotlight Initiative**.

**Types of Knowledge Products include the following:**

- Assessments
- Research Papers
- Reports
- Capacity Development Modules/Manuals
- Technical Guidance Notes
- Tools
- Infographics
- Magazines/Newsletters/ Brochures/Outreach and visibility materials
- Policy Briefs
- Strategic Plans and Frameworks
- Position Papers/Thematic Strategy Briefs
- Desk Review/Case Study
- Briefs/Factsheets

## Knowledge Products Developed by Spotlight Initiative since the Beginning of the Country Programme

| Title of Knowledge Product  | Product type(s)*<br>(Select from the list above. If other, please specify) | Brief Description & Purpose  | Date completed/<br>published<br>or expected<br>to be | Link to Knowledge Product<br>(if available)  |
|---|--|--|--|--|
| Catalogue of Services for the Economic Empowerment of Women           | Mapping  | A resource guide for victims and survivors of gender-based violence who seek support services to enhance their economic empowerment and increase their autonomy, making them less dependent on their abusive partners. It can also be used by support organisations to respond to violence against women and girls, including family violence.                                     | March 2021   | <a href="#"><i>Catalogue of Services</i></a> |
| Gender-Responsive Policing Report                                     | Assessment   | A gap analysis on the utilization of police standing orders; departmental orders; Domestic Violence Investigative and procedural Manual for Police Officers and propose recommendations to improve implementation including the development of training manuals and toolkits.  | April 2021   | <a href="#"><i>GRP Report</i></a>            |
| Social Norms Survey on Violence Against Children in Trinidad & Tobago | Research Paper   | <p>To conduct a survey among the general public in Trinidad and Tobago to determine</p> <ol style="list-style-type: none"> <li>1) The social and cultural norms and other factors that perpetuate gender-based violence in Trinidad and Tobago</li> <li>2) The social, religious and cultural norms and other factors that gender-based violence in Trinidad and Tobago</li> </ol> | July 2021  | <a href="#"><i>Social Norms study</i></a>    |

| Title of Knowledge Product  | Product type(s)*<br>(Select from the list above. If other, please specify) | Brief Description & Purpose  | Date completed/<br>published<br>or expected<br>to be | Link to Knowledge Product<br>(if available)           |
|---|--|--|--|---|
| Gap Analysis Report of the Trinidad and Tobago Domestic Violence Act                              | Assessment   | The focus in the context of the DV Act is to conduct an implementation gap study, make recommendations for further reform, propose an implementation strategy and present the Draft Study for review and feedback.   | February 2022  | <a href="#"><i>Gap Analysis Report</i></a>            |
| Assessment of Case Management Services for Gender-Based Violence Survivors in Trinidad and Tobago | Assessment   | This study reviews and assesses the current case management strategies of the National Family Services Division of the Ministry of Social Development and Family Services and the Division of Health, Wellness and Social Development of the Tobago House of Assembly, alongside the Essential Services Package (ESP) of the United Nations Global Programme on Essential Services for Women and Girls Subject to Violence published by UNFPA and UN Women in 2015. This framework provides comprehensive guidelines for the provision of quality services for GBV survivors across health, policing and judiciary and social service sectors. This report offers recommendations based on the current case management practices to facilitate the development of a coordinated approach to domestic violence case management that aligns with the ESP and promotes quality services for women and girls who experience domestic violence. | February 2022  | <a href="#"><i>Final GBV Case Mgmt Assessment</i></a> |

| Title of Knowledge Product   | Product type(s)*<br>(Select from the list above.<br>If other, please specify) | Brief Description & Purpose   | Date completed/<br>published<br>or expected<br>to be | Link to Knowledge Product<br>(if available)    |
|--|---|---|--|--|
| National Clinical and Policy Guidelines on Intimate Partner and Sexual Violence: Trinidad and Tobago | Guidance Note   | The Guidelines provide actions and recommendations for the clinical care of women subjected to IPV and SV. The specific goals include: 1. To strengthen the capacity of health-care providers to deliver a minimum package of clinical services for women subjected to violence. 2. To develop standards of care and assist health-care providers to better identify and respond to the needs of women subjected to violence. 3. To strengthen the health systems response and the delivery of high-quality care for women subjected to violence. | August 2022  | <i>National Clinical and Policy Guidelines</i> |

| Title of Knowledge Product                      | Product type(s)*<br>(Select from the list above. If other, please specify) | Brief Description & Purpose  | Date completed/<br>published<br>or expected<br>to be | Link to Knowledge Product<br>(if available) |
|---|--|--|--|---|
| Gender Protocol Knowledge Product               | Tool   | <p>1)To detail the purpose, role and aim of the Justice Through a Gender Lens Gender Equality Protocol for Judicial Officers in Trinidad and Tobago ('the Gender Protocol')</p> <p>2)To disseminate, share and exchange impactful knowledge regarding the role of judicial officers in Trinidad and Tobago</p> <p>3)To share judicial best practice in delivering gender-responsive institutional change to achieve sustainable change in ending family violence</p> <p>4)To enable justice continuum actors (Prosecutors, Police, Defence representatives, Probation and Rehabilitation Services, Court Staff), civil society organisations and victims/survivors to gain an insight into the decision-making process of judicial officers relating to gender equality and decision making in court</p> <p>5)To increase victim/survivor confidence in the justice system regarding the handling of cases involving family violence</p> | February 2022  | <i>Gender Protocol Knowledge Product</i>    |
| Study on the Economic Impact of Family Violence | Research Paper   | Study to assess the economic cost of family violence with special focus on violence against women and children, and its impact in the workplace.   | April 2022   | <i>Economic Impact of Violence study</i>    |



| Title of Knowledge Product                  | Product type(s)*<br>(Select from the list above.<br>If other, please specify) | Brief Description & Purpose  | Date completed/<br>published<br>or expected<br>to be | Link to Knowledge Product<br>(if available) |
|---|---|--|--|---|
| CSO Capacity Building Programme             |   | Toolkits/modules to address the needs of the CSOs identified in the assessment report, and build their capacity to adequately apply for, develop, implement, manage and report on small grant programmes and implement communications and advocacy activities within the Spotlight Initiative, |  | <i>CSO Capacity Building Programme</i>      |
| Spotlight Heroes Programme<br>Online Course | Online course   | An easily accessible online course designed to provide children and youth with the tools to self-protect and prevent gender-based violence and abuse.  | April 2022   |   |
| Spotlight T&T Newsletter                    |   | Quarterly newsletter disseminated to all stakeholders featuring updates on the implementation status of Spotlight initiative, success stories, introductions to team members and highlighting the work of partners in the field.   |  | <i>Newsletters</i>                          |

## Annex E: None required

## Annex F: Assets/ Equipment/ Major Supplies



List of equipment / vehicles / remaining major supplies and its end-use upon completion of the Spotlight Initiative programme

### Programme: Trinidad & Tobago

| NO.  | ITEM DESCRIPTION  | AGENCY   | AGENCY REFERENCE, IF ANY | NO. OF UNITS | TOTAL COST IN USD   |
|--|---|----------|--------------------------|--------------|---------------------|
| <b>TRANSFERRED TO NETWORK OF NGOS</b>                    |   |          |                          |              |                     |
| 1  | Dell Latitude 7430 14" Laptop Serial #8W15GK3   | UNFPA    |                          | 1            | \$ 1,412.01         |
| <b>SUBTOTAL</b>  |   |          |                          |              | <b>\$ 1,412.01</b>  |
| <b>TRANSFERRED TO OFFICE OF THE PRIME MINISTER</b>       |   |          |                          |              |                     |
| 1  | Samsung Galaxy Tab S6 Lit 10.4" 64 GB WiFi (P613) 2022/Screen Protectors/Tablet Cases | UNFPA    |                          | 39           | \$ 14,559.23        |
| 2  | Dell Vostro 3681 Small Form Factor Workstation ref quote #1308                        | UNFPA    |                          | 2            | 3978.5              |
| <b>SUBTOTAL</b>  |   |          |                          |              | <b>\$ 18,537.73</b> |
| <b>TRANSFERRED TO TRINIDAD AND TOBAGO POLICE SERVICE</b> |   |          |                          |              |                     |
| 1  | Dell Latitude Laptops   | UN Women |                          | 25           | \$ 48,525.00        |
| 2  | Cyber Acoustic Webcams  | UN Women |                          | 10           | \$ 400.00           |
| 3  | Jabra Headsets  | UN Women |                          | 10           | \$ 1,890.00         |
| 4  | HP Multifunction Printers   | UN Women |                          | 2            | \$ 3,692.00         |
| 5  | Laser Jet Printers  | UN Women |                          | 3            | \$ 5,538.00         |
| 6  | 2 HP Printers   | UN Women |                          | 2            | \$ 2,858.00         |
| 7  | HP Color Laser Jet Printers   | UN Women |                          | 3            | \$ 4,287.00         |
| <b>SUBTOTAL</b>  |   |          |                          |              | <b>\$ 67,190.00</b> |



| NO.  | ITEM DESCRIPTION                          | AGENCY | AGENCY REFERENCE, IF ANY | NO. OF UNITS | TOTAL COST IN USD  |
|--|---|--------|--------------------------|--------------|--------------------|
| <b>TRANSFERRED TO COALITION AGAINST DOMESTIC VIOLENCE</b>                              |   |        |                          |              |                    |
| 1  | Laptop computer: HP 15-DY2791WM i3 LAPTOP | UNFPA  |                          | 1            | \$ 710.22          |
| 2  | Printer                                   | UNFPA  | Voucher #585             | 1            | \$ 740.74          |
| <b>SUBTOTAL</b>  |   |        |                          |              | <b>\$ 1,450.96</b> |
| <b>TRANSFERRED TO TRINIDAD &amp; TOBAGO POLICE SERVICE-VICTIM WITNESS SUPPORT UNIT</b> |   |        |                          |              |                    |
| 1  | All-in-one printer                        | UNDP   | PO 10075908              | 2            | \$ 702.66          |
| 2  | Smart TV                                  | UNDP   | PO 10075908              | 2            | \$ 2,076.27        |
| 3  | Media Storage Device                      | UNDP   | PO 10075908              | 1            | \$ 89.50           |
| 4  | Media Storage Device                      | UNDP   | PO 10075908              | 8            | \$ 76.92           |
| 5  | Mobile Phone                              | UNDP   | PO 10075908              | 8            | \$ 3,313.61        |
| 6  | Printer                                   | UNDP   | PO 10086032              | 1            | \$ 1,203.00        |
| 7  | Office Desks                              | UNDP   | PO 10086528              | 4            | \$ 888.03          |
| 8  | Office Chairs                             | UNDP   | PO 10086528              | 8            | \$ 1,539.10        |
| 9  | Microwave Oven                            | UNDP   | PO 10086528              | 1            | \$ 186.46          |
| 10   | Paper shredding machine                   | UNDP   | PO 10075909              | 1            | \$ 221.89          |
| 11   | Laptop computer                           | UNDP   | PO 10086013              | 8            | \$ 8,056.87        |
| 12   | Scanner                                   | UNDP   | PO 10124384              | 1            | \$ 206.64          |
| 13   | Binding Machine                           | UNDP   | PO 10124384              | 1            | \$ 111.84          |
| 14   | Shredder                                  | UNDP   | PO 10124384              | 5            | \$ 1,452.52        |
| 15   | Smart TV                                  | UNDP   | PO 10124384              | 2            | \$ 993.38          |
| 16   | Laptop computer                           | UNDP   | PO 10125252              | 1            | \$ 919.34          |
| 17   | Smart TV                                  | UNDP   | PO 10158504              | 1            | \$ 579.25          |
| 18   | Large Projector                           | UNDP   | PO 10158504              | 1            | \$ 658.27          |
| 19   | Portable Projector                        | UNDP   | PO 10158504              | 1            | \$ 162.69          |
| 20   | Executive Chairs                          | UNDP   | PO 10120486              | 2            | \$ 365.16          |
| 21   | Office Chairs                             | UNDP   | PO 10120486              | 9            | \$ 1,425.63        |
| 22   | Foyer Chairs                              | UNDP   | PO 10120486              | 2            | \$ 216.76          |



| NO.   | ITEM DESCRIPTION   | AGENCY   | AGENCY REFERENCE, IF ANY | NO. OF UNITS | TOTAL COST IN USD   |
|---|--|----------|--------------------------|--------------|---------------------|
| 23  | White Board  | UNDP     | PO 10120486              | 1            | \$ 81.52            |
| 24  | Photocopy Machine & Consumables  | UNDP     | PO 10120486              | 3            | \$ 2,823.76         |
| 25  | Book shelves 30"x30"   | UNDP     | PO 10120484              | 3            | \$ 506.48           |
| 26  | Filing Cabinets - Small  | UNDP     | PO 10120484              | 3            | \$ 633.09           |
| 27  | Filing Cabinets - Large  | UNDP     | PO 10120484              | 2            | \$ 553.37           |
| <b>SUBTOTAL</b>   |  |          |                          |              | <b>\$ 30,044.00</b> |
| <b>TRANSFERRED TO THE JUDICIARY</b>   |  |          |                          |              |                     |
| 1   | FTR Licenses   | UNDP     |                          | 10           | \$ 42,370.00        |
| <b>SUBTOTAL</b>   |  |          |                          |              | <b>\$ 42,370.00</b> |
| <b>TRANSFERRED TO CARIBBEAN ASSOCIATION OF JUDICIAL OFFICERS</b>  |  |          |                          |              |                     |
| 1   | Apple Magic Trackpad: Wireless   | UN Women |                          | 1            | \$ 81.46            |
| 2   | Glide Gear TMP100 Adjustable iPad/ Tablet/ Smartphone Teleprompter Beam Splitter | UN Women |                          | 1            | \$ 199.00           |
| 3   | Lenovo V15 Laptop, 15.6"   | UN Women |                          | 1            | \$ 479.00           |
| <b>SUBTOTAL</b>   |  |          |                          |              | <b>\$ 759.46</b>    |
| <b>TRANSFERRED TO SAVE A YOUTH SAVE A LIFE</b>  |  |          |                          |              |                     |
| 1   | Laptop   | UNDP     | PO 10104770              | 1            | \$ 1,005.92         |
| 2   | Monitor  | UNDP     | PO 10075903              | 1            | \$ 314.92           |
| <b>SUBTOTAL</b>   |  |          |                          |              | <b>\$ 1,320.84</b>  |
| <b>TRANSFERRED TO CEDAW COMMITTEE OF TRINIDAD AND TOBAGO</b>  |  |          |                          |              |                     |
| 1   | Video camera and equipment   | UNDP     | RCO Budget Details Sheet | 1            | \$ 3,421.33         |
| 2   | Projector, JBL Portable Speakers   | UNDP     | RCO Budget Details Sheet | 1            | \$ 444.80           |
| <b>SUBTOTAL</b>   |  |          |                          |              | <b>\$ 3,866.13</b>  |
| <b>TRANSFERRED TO CSO SAFE HOUSES: THE SHELTER, NATIONAL DOMESTIC VIOLENCE SHELTER, HALFWAY HOUSE, MYRTLEE'S PLACE, GOSHEN HOME</b> |  |          |                          |              |                     |
| 1   | Small Fridge   | UNDP     | PO 10120438              | 1            | \$ 740.92           |
| 2   | Chest Freezer  | UNDP     | PO 10120438              | 1            | \$ 740.92           |
| 3   | Microwaves   | UNDP     | PO 10120438              | 3            | \$ 577.59           |



| NO.                                      | ITEM DESCRIPTION       | AGENCY | AGENCY REFERENCE, IF ANY | NO. OF UNITS | TOTAL COST IN USD   |
|--|------------------------|--------|--------------------------|--------------|---------------------|
| 4  | Electric Stoves        | UNDP   | PO 10120438              | 2            | \$ 2,875.05         |
| 5  | Coffee Tables          | UNDP   | PO 10120438              | 3            | \$ 266.34           |
| 6  | Chest of Drawers       | UNDP   | PO 10120438              | 6            | \$ 1,155.18         |
| 7  | 3-Seater Sofas         | UNDP   | PO 10120438              | 2            | \$ 888.94           |
| 8  | Water Dispensers       | UNDP   | PO 10120438              | 2            | \$ 444.35           |
| 9  | 60" x30" Book Shelves  | UNDP   | PO 10120438              | 3            | \$ 444.20           |
| 10                                       | Night Stands           | UNDP   | PO 10120438              | 10           | \$ 591.43           |
| 11                                       | Blenders               | UNDP   | PO 10120437              | 2            | \$ 67.88            |
| 12                                       | Food Processors        | UNDP   | PO 10120437              | 2            | \$ 133.10           |
| 13                                       | Electric Kettles       | UNDP   | PO 10120437              | 3            | \$ 119.61           |
| 14                                       | Standing Fans          | UNDP   | PO 10120437              | 13           | \$ 865.12           |
| 15                                       | Irons                  | UNDP   | PO 10120437              | 4            | \$ 141.69           |
| 16                                       | Ironing Boards         | UNDP   | PO 10120437              | 5            | \$ 214.17           |
| 17                                       | Washers                | UNDP   | PO 10120437              | 3            | \$ 1,333.48         |
| 18                                       | Dryers                 | UNDP   | PO 10120437              | 2            | \$ 1,292.13         |
| 19                                       | Cake Mixers            | UNDP   | PO 10120437              | 1            | \$ 148.07           |
| 20                                       | Cribs                  | UNDP   | PO 10120437              | 7            | \$ 1,451.47         |
| 21                                       | Beds                   | UNDP   | PO 10120437              | 18           | \$ 2,666.52         |
| 22                                       | Mattresses             | UNDP   | PO 10120437              | 18           | \$ 733.65           |
| 23                                       | Office Desk - Small    | UNDP   | PO 10120437              | 3            | \$ 582.78           |
| 24                                       | Foyer Table            | UNDP   | PO 10120483              | 1            | \$ 165.91           |
| <b>SUBTOTAL</b>                          |                        |        |                          |              | <b>\$ 18,640.49</b> |
| <b>TRANSFERRED TO MINISTRY OF HEALTH</b> |                        |        |                          |              |                     |
| 1  | Dell Power Edge Server | PAHO   |                          | 1            | \$ 8,350.00         |
| <b>SUBTOTAL</b>                          |                        |        |                          |              | <b>\$ 8,350.00</b>  |



| NO.   | ITEM DESCRIPTION         | AGENCY   | AGENCY REFERENCE, IF ANY | NO. OF UNITS | TOTAL COST IN USD    |
|---|--------------------------|----------|--------------------------|--------------|----------------------|
| <b>TRANSFERRED TO THE 5 REGIONAL HEALTH AUTHORITIES</b> |                          |          |                          |              |                      |
| 1   | Desktop computer - Dell  | PAHO     |                          | 5            | \$ 9,232.65          |
| 2   | Laptop Computer - Lenovo | PAHO     |                          | 10           | \$ 10,435.27         |
| <b>SUBTOTAL</b>   |                          |          |                          |              | <b>\$ 19,667.92</b>  |
| <b>DISPOSED AT THE END OF ITEM LIFETIME</b>             |                          |          |                          |              |                      |
| 1   | Lenovo Laptop            | UN Women |                          | 1            | \$ 1,941.00          |
| 2   | Poly Wireless Headset    | UN Women |                          | 1            | \$ 152.97            |
| 3   | Laptop                   | UNDP     | RCO Budget Details Sheet | 5            | \$ 7,924.37          |
| <b>SUBTOTAL</b>   |                          |          |                          |              | <b>\$ 10,018.34</b>  |
| <b>TOTAL</b>  |                          |          |                          |              | <b>\$ 223,627.89</b> |

| Name of representative             | Date           | DocuSigned by:                    |
|------------------------------------|----------------|-----------------------------------|
| UNDP Ugo Blanco                    | April 30, 2024 | C25E9ECB094E<br>47E6A7A989504E9   |
| UNFPA Elizabeth Arnold-Talbert     | April 30, 2024 | DocuSigned by:<br>3A6AC43002534C2 |
| UNICEF Pieter Bult                 | April 30, 2024 |                                   |
| UN Women Tonni Ann Brodber         | April 30, 2024 |                                   |
| PAHO Dr. Gabriel Vivas Francesconi | April 30, 2024 |                                   |



**Annex G: Civil Society Perspectives**

**THE TRINIDAD AND  
TOBAGO CIVIL SOCIETY  
NATIONAL REFERENCE  
GROUP (CS-NRG)  
INDEPENDENT REPORT  
On  
THE SPOTLIGHT  
INITIATIVE**



1

|  |    |
|--|----|
| 1. METHODOLOGY .....   | 2  |
| 2. BACKGROUND .....  | 4  |
| 2.1 PURPOSE OF THE REPORT.....   | 5  |
| 2.2 SUPPORTING AGENCIES .....  | 6  |
| 2.3 ROLE AND FUNCTION OF THE CS-NRG .....  | 6  |
| 3. CIVIL SOCIETY ENGAGEMENT.....   | 8  |
| 3.1 CS-NRG ENGAGEMENT .....  | 9  |
| 3.2 CALL FOR PROPOSALS .....   | 13 |
| 3.3 CHALLENGES .....   | 15 |
| 3.4 COVID- 19 IMPACTS ON CIVIL SOCIETY ORGANIZATIONS IN THE VOICES OF CIVIL SOCIETY.....                     | 17 |
| 3.5 CAPACITY BUILDING.....   | 19 |
| 3.6 CIVIL SOCIETY FEEDBACK IN THEIR OWN WORDS .....  | 20 |
| 4. SUSTAINABILITY.....   | 43 |
| Reflections for the Way Forward .....  | 44 |
| 5. RECOMMENDATIONS .....   | 45 |
| 6. CONCLUSION .....  | 52 |
| 7. APPENDICES .....  | 54 |
| 7.1 APPENDIX 1 – DRAWINGS FROM CSNRG MEETINGS.....   | 55 |
| 7.2 APPENDIX 2 – PHOTOS SHOWING CSO CONSULTATIONS AND CSNRG MEETINGS .....                                   | 56 |
| 7.3 APPENDIX 3 - SUPPORTING ADVOCACY FOR A NATIONAL TRANSITIONAL HOUSING PROGRAM IN TRINIDAD AND TOBAGO..... | 65 |





2



# 1. METHODOLOGY

3

1.1 Our methodology was aimed at:

- Accommodating the widest array of contexts, capacities and preferences in our data gathering.

1.2 Feedback from the CS-NRG was invited in the following ways:

- ✓ Written responses to the 2022 Annual report on the Spotlight Initiative.
- ✓ Individual virtual Interviews
- ✓ Interactive group workshops
- ✓ Questions posed Via WhatsApp group.
- ✓ Via drawings

1.3 Civil society organizations shared their perspectives on various aspects of their experience of the Spotlight initiative at two highly interactive face-to-face workshops, one in Trinidad and the other in Tobago and a virtual workshop focus group was held to accommodate CSOs who were unable to attend the in-person sessions. Representatives were asked to discuss, comment and offer recommendations on fifteen (15) questions on the following aspects of the Spotlight Initiative:

- Experience of the grant application process.
- Receiving funds
- CSNRG (included in the section above ‘Evaluating the CS-NRG’)
- Challenges
- Interactions with other stakeholders
- Grant use
- Reporting on grant use

1.4 For the interactive group workshops with Civil Society, we utilized the World Café™ technology which allowed for reflection and focused dialogue in a relaxed environment over a period of four (4) hours with participants working through the break and lunch periods with very high energy to the end.

1.5 No written responses to the 2022 Annual Report of the Spotlight Initiative or to questions posed via the WhatsApp group were received from members of the CS-NRG. The data utilized in this report came from:

- Responses to prepared questions and discussions during group workshops.
- Interviews via Zoom and telephone with three CS-NRG members.

4



## 2. BACKGROUND

5

Launched in 2017, the Spotlight Initiative is a multi-year, global partnership between the European Union and the United Nations in support of gender equality and women's empowerment, both regarded as necessary for the achievement of the United Nation's Sustainable Development Goals.

An unprecedented investment of €500 million of seed funding has been allocated by the European Union to assist governments, local communities, civil society organizations and women's rights movements in programs aimed at eliminating all forms of violence against women and girls (VAWG) by 2030. Spotlight programs have been implemented in twenty-six (26) focus countries, alongside regional programs in Africa, the Caribbean, Central Asia, Latin America and the Pacific.<sup>1</sup>

The Spotlight Initiative was formally launched in Trinidad and Tobago in 2020 and was focused on three (3) regions:

- Tunapuna/Piarco
- Rio Claro/Mayaro
- Tobago.

## 2.1 PURPOSE OF THE REPORT.

- To fulfil the CS-NRG's mandate to advise the Spotlight Initiative; to advocate and partner for the realization of its objectives and to hold Spotlight accountable for its commitments.
- For the Trinidad and Tobago CS-NRG to give an account of its stewardship during the Spotlight Initiative.
- To provide a platform for the Spotlight Initiative to hear the authentic voices of civil society actors in Trinidad and Tobago in all their diversity.

---

<sup>1</sup> Guide For Civil Society Reference Groups

6

## 2.2 SUPPORTING AGENCIES

| <b>RECIPIENT ORGANIZATIONS<sup>2</sup></b>  |
|---|
| UNFPA<br>UN Women<br>UNICEF<br>PAHO<br>UNDP   |
| <b>KEY PARTNERS<sup>3</sup></b>   |
| Office of the Prime Minister Gender and Child Affairs Division<br>Tobago House of Assembly<br>Ministry of Health<br>Regional Health Authorities<br>Ministry of Planning and Development<br>Ministry of Social Development and Family Services<br>Ministry of Education<br>Ministry of National Security<br>Ministry of Digital Transformation<br>Tunapuna/Piarco Regional Corporation<br>Mayaro/Rio Claro Regional Corporation<br>Trinidad and Tobago Police Service (Gender-Based Violence Unit, Emergency Response Unit, Victim and Witness Support)<br>The Judiciary of Trinidad and Tobago<br>Children's Authority of Trinidad and Tobago<br>National and grassroots organizations<br>Women's rights organizations<br>Academic Institutions<br>Private sector<br>Trade Unions |

## 2.3 ROLE AND FUNCTION OF THE CS-NRG

Civil Society Reference Groups (CS-RGs) were created globally, regionally and nationally, as part of the governance structure of the Spotlight Initiative in response to recommendations from women's rights activists and in line with the Spotlight principle of meaningful engagement with civil society.

Their intended purpose is to strengthen Spotlight's effectiveness and accountability to women's and feminist movements at national, regional and global levels by harnessing civil society experience and expertise on violence against women and girls (VAWG) in different contexts.

CS-RGs are charged with a triple function: to advise the Spotlight Initiative; to advocate and partner for the realization of its objectives and to hold Spotlight accountable for its commitments.<sup>4</sup>

<sup>2</sup> Spotlight Initiative Annual Report 2022

<sup>3</sup> Spotlight Initiative Annual Report 2022

<sup>4</sup> Guide For Civil Society Reference Groups

7

### **2.3 ROLES AND RESPONSIBILITIES OF THE TRINIDAD AND TOBAGO CS-NRG AS SET OUT IN THEIR TERMS OF REFERENCE ARE AS FOLLOWS:**

- Provide advice on the overall strategic direction of the Spotlight Initiative’s Country Program in Trinidad and Tobago on cutting-edge national policy issues on eliminating VAWG and HP.
- Provide advice and perspectives on current eliminating VAWG and HP-related issues where the Spotlight Initiative’s advocacy, leadership and support to civil society advocacy is important.
- Partner on high-level advocacy and communications as well as political dialogue, including by supporting visibility and promotion of the Initiative’s goals at the national level.
- Support efforts at dissemination of the messages of the Spotlight Initiative on eliminating VAWG and HP to the public, from the national to the community level, especially to marginalized groups, youth and the media.
- Provide advice on ongoing interventions, possibilities for scaling up the Spotlight Country Program in Trinidad and Tobago.
- Serve as an interactive space and open forum for dialogue between the Spotlight Initiative and women’s rights organizations, groups and networks working on eliminating VAWG and HP, including on global, regional, national and local developments, trends and risks related to such work.
- Engage in broader consultations with groups and networks, especially at the local and grassroots levels, at regular intervals to update them and solicit input on the performance of the Spotlight Country Program in Trinidad and Tobago and for advocacy, research, learning and action.
- Provide feedback (including via an annual monitoring report) on the Spotlight Country Program’s implementation as well as advice on addressing challenges.
- Periodically connect with the global and regional Civil Society Reference Groups to share knowledge and lessons learnt as well as develop solutions to common challenges, with a view to supporting the achievement of the Initiative’s results.
- In addition to advising the National Multi-Stakeholder Committee of the Initiative, the CS-NRG will have a close working relationship with the Spotlight program team in Trinidad and Tobago to ensure its systematic engagement in providing technical advice and informing programming on addressing VAWG, including for the most marginalized groups facing multiple and intersecting forms of discrimination, which is key to responding to Agenda 2030’s ‘leaving no one behind’ imperative.
- CS-NRG members must not have any formal affiliations with governments or political parties.
- CS-NRG members join the group in their individual capacities and not as representatives of their organizations.



8



### 3. CIVIL SOCIETY ENGAGEMENT

### 3.1 CS-NRG ENGAGEMENT

From thirteen members in 2020, the Trinidad and Tobago Civil Society National Reference Group (CS-NRG) now comprises eight (8) members. Together, they bring considerable experience, knowledge and diverse perspectives across the six (6) thematic areas of the Spotlight Initiative.

While members of the CS-NRG are not unanimous in their assessments of the Spotlight Initiative, broadly speaking, there is consensus that the Spotlight Initiative made considerable inroads to making a transformative difference in the lives of women and girls in the following areas:

- It raised awareness and addressed the different issues needed for EVAWG.
- Brought direct and specific funding towards EVAWG.
- Met complex needs of Girls/women affected by GBV and assessment of underserved communities and projects to meet these needs.
- Gave organizations working in EVAWG an opportunity to highlight and enhance their work.

Initially the CSNRG was broken up into sub committees to manage the engagement with the various publics. These committees were geared to address advocacy, communications, outreach and monitor and evaluation, however with the challenges presented with the pandemic, the sub committees did not work as they should. Notwithstanding, members of the CSNRG functioned on call to fulfill those areas of work. For example, some members attended meetings in the target areas to engage with civil society organisations on the ground about the initiative; while others reviewed documents and systems of communications, and some advocated through media appearances.

#### CHALLENGES IMPACTING CS-NRG DELIVERY

From the Spotlight Organization’s perspective, the Trinidad and Tobago CS-NRG’s performance was sub-optimal. While the impacts of Covid 19 and members leaving are acknowledged, the 2022 Annual Report of the Spotlight Initiative states that the CS-NRG *“has not contributed to the meaningful representation of other grassroots organizations not represented in the group.”* The report also states that, *“engagement of this group was constrained, including the delay related to the production of the shadow report and the coordination unit has been unable to secure support for participating in monitoring and evaluation activities.”*<sup>5</sup>

---

<sup>5</sup> SPOTLIGHT ANNUAL REPORT 2022, p.20



In the final analysis, there is unequivocal ownership of this assessment of its performance by some members of the CS-NRG who believe that a greater effort individually and collectively was needed. However, primarily for the sake of future iterations of the Spotlight initiative, other contributing factors are highlighted below:

### Individual and collective challenges

- Limited time outside of income -earning activities and other competing priorities, limited digital and financial resources have all been cited by CR-NRG MEMBERS as personal reasons why they may not have attended meetings regularly or been able to contribute and sustain delivery of the required inputs of the role. Regarding financial limitations, in 2022 the Coordinating unit responded positively to advocacy from the CS-NRG for a stipend to be paid to members. There is a view on the CS-NRG that this was a win on behalf of CS-RGs across all jurisdictions where the Spotlight Initiative is being implemented and for future versions of Spotlight as well.
- Most members speak of pervasive overwhelm, especially at the beginning in the face of relentless emails, documents to be read and meetings, which asked for far more dedicated time than was anticipated. There is also the view that this was exacerbated by the fact that many members did not have the requisite capacities for the role, such as reading through lengthy documents. It is believed that at least in the case of one of the original members who left, the reason was that far too much dedicated time was required.
- The CS-NRG appears to have experienced a build-up of tensions typically found on new teams learning to work together which have not been collectively processed. While support and attention were provided for continuous clarification and adjustment of roles, responsibilities and expectations over the course of Spotlight, sufficient support for addressing corrosive group dynamics was not. To what extent these tensions hobbled the CS-NRG's efforts to deliver its mandate is a matter for collective reflection.
- Within the CS-NRG there is also a view that responsibility for marketing and communication about the presence, role and responsibilities of the group should have been shared among the Spotlight Coordinating Unit, the larger Spotlight Initiative Organization and the CS-NRG.

***“Pre- Spotlight dynamics within Civil Society, some useful, some not, were, naturally, present in the group. In addition, there were inevitable challenges involved in bringing together civil society actors who had not necessarily worked together before on a team and who found themselves in roles that weren’t only new to them but new to the UN as well.”*** CS-NRG MEMBER

***“There were CS-NRG members who would not show up to meetings for months, sometimes bi-monthly meetings were called off as there was no quorum.”*** CS-NRG MEMBER

- **Governance structures and practices at U.N. agencies**

There were many instances during the Spotlight Initiative when CS-NRG members made valuable contributions to key documents and decisions. However, there are strongly held views on the CS-NRG that:

- (1) They were not seen as equal partners with the other actors on the National Steering Committee (NSC) and the Operational Steering Committee (OSC). For example, they cite limited access to information from government stakeholders as evidence of the unequal place relegated to civil society on the committees. Some have claimed that there were instances when CSNRG inputs to meetings were not included in the minutes.”
- (2) Recipient United Nations Organizations (RUNOS) were excessively top-down, two-tiered, hierarchical and exclusionary in their interactions with the CS-NRG and Civil Society in general. At the same time, there is also the view that CS-NRG members did not always use opportunities provided on various committees to speak up on behalf of Civil Society. Whether this was in response to what many experienced as a top- down culture rather than a dereliction of duty on the part of these CS-NRG members is open for reflection. For some, the TOR didn’t cater adequately to the realities and uniqueness of Civil Society in Trinidad and Tobago, as it was developed from a template which was used for all CS-NRGs globally. Spotlight, according to this viewpoint, was being run by U.N. technocrats with no understanding of the context and culture of Civil Society in Trinidad and Tobago. Nevertheless, there is consensus on the CS-NRG that the coordinating unit was open and responsive to the need for clarifying and communicating mutual expectations as the CS-NRG built engagement with RUNOs.<sup>6</sup>

***“This has been a violent, oppressive process because it is coming from an organization that has built into it, a lot of coloniality which is manifested in all its dealings with everyone across the board. It is time to decolonize a system that has positioned itself as one which protects human rights”.*** CS-NRG MEMBER

***“We cannot as a CS-NRG in all honesty say that the Coordinating Unit didn’t listen to us and didn’t try their best to engage us and build engagement with RUNOs”.***

CS-NRG MEMBER

<sup>6</sup> See Appendix # - CS-NRG members were asked to illustrate what their experience of interacting with RUNOs was like using no words only symbols. Common to all drawings was the experience of working with a top-down, two-tiered, hierarchical system which did not see them as equal partners.

12

- **Covid 19**

Covid 19 impacts on the work of the CS-NRG were numerous and cumulative as one set back often led to another.

Face-to-face engagement was severely limited as it depended on the virtual readiness of civil society groups. Thus, both the number of groups which could be reached and the effectiveness of the interactions were limited.

Implementation of many project activities was delayed and these delays made it necessary to make changes to these projects. Modifications to projects then led to further delays as they required further approvals.

EVAWG projects were especially affected and needed to be adjusted to meet challenges emanating from pandemic restrictions. During the pandemic, girls and women experienced an increase in care-work which had implications for every other aspect of their lives and there was an increase in Violence Against Women and Girls because they were forced to be at home with perpetrators. In addition to this, shelters were oversubscribed and some closed. These realities had serious implications for CS-NRG outreach activities.

***“Nobody saw a pandemic coming when the Spotlight Initiative was being designed”.***

CS-NRG MEMBER

***“The primary challenge was that we were in a lockdown situation and were not able to do f2f and on the ground things that many of the projects required. We needed to meet people in the three communities to have focus groups etc. and all that couldn’t happen. We did move online but we reached fewer people.”*** CSNRG MEMBER

- **Engagement with CSOs**

From the feedback received at the interactive workshops, it appears as though many CSOs were not aware of the existence of the CS-NRG.

It should be noted that approximately fifty percent of civil society organizations invited to participate in the workshops were not present.

## 3.2 CALL FOR PROPOSALS

- **What went well.**

Policies and procedures were generally found to be transparent and officers facilitated dialogue. Civil society actors have heaped praise on UN agencies such as UNFPA and UN Women for high levels of cooperation, responsiveness and guidance in fulfilling the stringent requirements of the application process.

Others found the training workshops and seminars provided the tools needed to meet their objectives. Grant proposal writing workshops, for example, have helped some who were not successful in receiving a grant from the spotlight Initiative to apply for grants elsewhere.

- **Did call for proposals reflect sound intersectional analysis?**

There were mixed views among CSOs on whether Spotlight's calls for proposals and proposal assessment guidelines, expressly prioritized groups that address an intersectional analysis of violence, including sexual orientation, gender identity & expression, disability, age, race, ethnicity etc.

Most responses indicated that this was not so. There appears to be a need for a more customized, analysis of the intersection of race, class, ethnicity, sexual orientation in the Caribbean context.

Where it was acknowledged to have been addressed, it was seen as superficial. Moving forward civil society would like to see more consultation with civil society actors to inform these calls for proposals, a greater sensitivity to the ways in which rural civil society groups are disadvantaged and for men to be included in target intervention groups as a preventative measure.

- **Spotlight on Community-based groups or grassroots organizations**

While some community-based groups report that they were unaware of the call for proposals, there is strong sentiment among civil society groups, that Spotlight's calls for proposals and proposal assessment guidelines did prioritize groups that have a strong constituency base in local communities. These are loosely referred to as '*grassroots*'.

There appears however, to be great dissonance between the UN definition of 'grassroots organizations' and what are understood locally to be 'grassroots' organizations within civil society in Trinidad and Tobago.

In addition to being widely experienced as unreasonably rigid, grant application requirements and timelines for submission presupposed the existence of governance structures and degrees of organizational capacity which are not present in many community-based grassroots organizations in Trinidad and Tobago. The Spotlight Initiative did not cater for grassroots organizations with no formal organizational structures but doing significant work in communities. One such civil society actor reported that they are still waiting for their application for a bank account to be approved.

Thus, under the Spotlight Initiative in Trinidad and Tobago well-funded, well-established, civil society organizations operating out of well-equipped offices were able to qualify for funding as grassroots organizations while many small-scale community-based, grassroots organizations engaged directly with helping people in the community, especially the poor, were left behind. In short, the process, inadvertently, privileged those who have access to resources and disadvantaged those who do not.

It was both telling and frustrating to many of these community-based groups that UN agencies seemed to have no understanding of the wide and complex disparities which exist among civil society grassroots regarding where resources, organizational infrastructure and capacity are concerned.

For example, one civil society representative from a small grassroots group reported that when the call for proposals was made to an individual from the organization, presumably with the assumption that it would have been shared and considered with the wider organization, it was not.

Regarding stringent procedures, one civil society grassroots actor noted that especially in programs which are dependent on the human resources and talents of the members of the community that the degree of rigidity in the guidelines can undermine creativity.

- **Flexibility in grant management**

Views on this aspect of Spotlight range from quite flexible, flexible only on the surface to draconian.

A high degree of flexibility was experienced by some, especially during the Covid 19 pandemic. The Network of Rural Women Producers of Trinidad and Tobago (NRWPTT) for example, found their funding agency willing to accommodate some deviation from the established policy particularly during COVID because they were forced to pivot to online operations.

They found officers at the funding organization very accommodating and willing to listen and to reallocate funds where and when needed.

Another perspective voiced by civil society was that RUNOs were flexible when it was in their interest to do so. This viewpoint holds that at times, it seemed as though Civil Society and RUNOs were working towards different purposes. For example, amid difficulties brought on by Covid 19, RUNOs were said to have complained that they were not getting responses to calls for proposals and that people were not rolling out their projects on time.

It was felt that they seemed more concerned with the consequences of having to return the money to the E.U. than with doing whatever had to be done to continue the work towards EVAWG.

However, there is agreement that as time went by, RUNO's became less rigid in their dealings with Civil Society and seemed more willing to be flexible in challenging circumstances.

15

- **Lessons learned.**

Many insights were gained around what could be done differently next time including merely learning to be patient and staying the course. From the feedback received the following takeaways stood out.

The necessity for building sound governance structures and developing internal systems and processes, not just to satisfy grantor requirements but to streamline operations, for greater efficiency, accountability and sustainability.

Smaller civil society organizations have recognized the need for connection and collaboration with larger, more established CSO actors to be in a state of readiness, well in advance of any call for proposals.

Some have concluded that to manage the meticulous requirements of the grant utilization process, a dedicated project manager is needed and the funds to retain such personnel should be included in grant proposals.

The importance of becoming proficient in using UN ‘grant language’ is another critical key takeaway. For others, recognizing the value of referencing global examples related to their own work was also useful.

Clear and open lines of communication between grantors and grantees must be established as this will facilitate continuous evaluation and flexibility.

### 3.3 CHALLENGES

- For many rural community based CSOs there was the fundamental challenge of never having received notification or information about the existence of the Spotlight Initiative and the funding opportunities that were offered.
- For others who were in the know, numerous and stringent guidelines and requirements of UN agencies in the grant application process, grant management and reporting process combined with lack of in-house expertise and required governance structures to exclude many from access to funding. This was often exacerbated by very short time frames between the call for proposals and deadlines for submission.
- There were procedural inefficiencies, gaps and contradictions within the UN system which tainted the CSO experience. Several examples are provided here to illustrate this:
  - A CSO which was invited to and attended a clinic on proposal writing was not notified of grant funding opportunities.
  - A change of personnel resulted in requests for a different set of requirements which hindered closing off a project.
  - A problem within the global UN system resulted in delayed dissemination of project funding, which in turn interrupted the implementation of a program in communities. Late



16

- payments also put under undue pressure on CSOs to ensure that there was adequate funding for payment timelines for professional services that were an integral part of projects.
- A CSO project which was approved by Spotlight was first postponed for two years and in the third year cancelled altogether due to ‘concerns’. This CSO would like the matter to be investigated as it experienced the halting of the project as personal, that of one person having a concern rather than procedural, that is based on organizational policy.
  - CSOs also report that it took months to finalize agreements and receive the funds. It was also difficult to gain updates about the status of applications. There also appears to have been a communication failure around the option to be an implementing partner rather than a small grant recipient, which many may have chosen had they known from the start.
  - CSOs felt that UN agencies could have provided dedicated liaison officers not just for providing much needed guidance and support for fulfilling requirements but also for making sense of UN structures and internal processes and for decoding UN grant funding language which is difficult for the uninitiated to interpret. CSOs also think that more training in proposal writing is needed.
  - Additionally, there are civil society actors who felt that there were too many restrictions on what was permissible for funding and what was not and that obtaining approval for communication materials was excessively burdensome.
  - In cases of small grants, there was much frustration around what civil society actors saw as incongruity and absurdity between the onerous procedures involved and the size of the grants for which they were required.
  - The combination of what many CSOs experienced as inflexibility on the part of UN agencies and incompatibility of the local banking system with the UN’s approach to funding, such as requiring that information must be provided in specific formats, created several challenges for CSOs, for example in reporting expenditure. In this regard, the Atlas reporting template was experienced as unreasonably troublesome.
  - One CSO, which was a successful recipient of a relatively large grant, wanted the Spotlight organization to know that there needs to be a greater understanding of the CREATIVE process and the needs of artists. She believes it would help if the people involved in the program could be better attuned/informed about this area.
  - One major challenge being faced by certain CSOs is accessing funding for use that is not project based. Spotlight funding was no different, not enough of it is allocated towards operations. For some CSOs, such as shelters for victims of VAWG, the lion’s share of their costs come from operational expenses, the day-to-day care of clients for which many quantitative measures don’t apply and which are indispensable for producing desired outcomes such as attitudinal and behavioural change.



### 3.4 COVID- 19 IMPACTS ON CIVIL SOCIETY ORGANIZATIONS IN THE VOICES OF CIVIL SOCIETY

COVID 19 strongly impacted the operations of the country, which in turn had a negative effect on the operations of the various groups. Here are some views through the voices of the affected.

1. “Our organization had to shift to full remote work. This also posed a challenge in liaising with our target group-Businesses due to lockdown measures. However, we were able to successfully provide online training and instruction to over 60 companies.”  
(EMPLOYERS’ CONSULTATIVE ASSOCIATION)
2. “Covid forced us to leave our headquarters due to lack of funds. To work from home. To ensure partnerships to assist our community with food and emergency items. Exposed us to organized crime. Increased the # of women and girls at risk. Increased the vulnerability of our CSO and the community we protect.” (ANDREINA-BBV)
3. “It affected everything:
  - Modes of operation
  - Team members’ mental health
  - Deferral or restructuring of activities
  - Team members experiencing differing levels of personal crises
  - Team cohesion and camaraderie were affected
  - We also experienced heightened closeness in moments of intentional bonding
  - We were accustomed to online format & so were prepared for distributed work”
4. “Membership increased; Virtual meetings helped projects to continue and be completed; Admin/gov’t requirements completed and online/electronic capacities grew.”
5. “NEGATIVE
  - Group members lost jobs
  - Lost office space
  - The need for financial support for clients
  - Increased poverty and decreased food security
  - Lack of direct services
 POSITIVE
  - New strategies to meet and help clients
  - Moving from f-2-f to virtual meetings
  - Support from volunteers, church groups and friends.”
6. “Allowed us to see an office didn’t make sense”





7. “It hit us hard as we are a highly interactive and engaging CSO...fundraising and overall operations, demotivated persons, death.☹️”
8. “Greatly, the in-person things we scheduled were not fully executed.” (NNGO)
9. “Covid provided the opportunity for us to do our first sensitization online.” (FIRECIRCLE)
10. “Needed to create new programs to support the women. Saw an increase in violence/abuse of members. Reporting and support were developed.” (TTCW)
11. “Frequency of meetings
  - Mode of meetings- move online.
  - Fear of members interacting, even when restrictions were lifted.
  - Computer literacy challenges of some members impacted their ability to use/navigate meeting platforms.
  - Unable to hold traditional fundraisers and traditional service projects.
  - Some people could not be engaged during periods of lockdown.”
12. “Allowed us to explore a niche opportunity.”
13. “We were unable to implement our creative programs in communities and needed to develop virtual solutions. Fortunately, we were able to pivot to f-2-f as the country relaxed restrictions.”
14. “Virtual meetings were the order of the day.
  - Able to continue some projects, others were stalled.
  - However, we were able to self-review, reflect and ascertain the needs of CCOTT, the innovation required and tools needed along with resources that were needed to adapt to the pandemic times.” (CCOTT)
15. “Covid worked in our favour! Got involved in training worldwide!”
16. “For the Louis D’or Rising Stars Youth Group the pandemic had a negative impact on us, so most activities were postponed and youths became depressed. The group also took the initiative to support two youths who lost their providers to Covid. It also showed us that the bond and love that we had for members made us a family.”
17. “No fundraisers and other events/socials. Some people did not understand how to navigate the virtual space. We were not able to reach all members.”
18. “Change in meeting setting. Some people were able to go virtual and some were not. New expenses such as Zoom.”
19. “No fundraising events.

19

- a. Difficulty in reaching the needs of our members.
  - b. Transitioning from physical to virtual meetings.
  - c. Treating trauma and grief.
  - d. Isolation has crippled their input to participate in events now fully.”
20. “We were unable to accept all DV survivors who requested safe housing due to quarantine regulations.” (The Shelter)
  21. “Increased operational cost, had to downsized operations in some areas, many activities were forced to be halted during lockdown.”
  22. “Entire operations had to be realigned to meet public health guidelines.”
  23. “COVID still continues to affect the organization as presenting cases is still a reality and this affects staff management/operations.”
  24. “We were agile enough to pivot to online operations. The lack of reliable and robust connectivity was however a challenge in the rural areas.” (NRWPTT)

### 3.5 CAPACITY BUILDING

When the CS-NRG recognized that grassroots organizations, with well-defined, much needed projects were severely disadvantaged in the grant application process owing to the extensive requirements and the organizational capacity needed to fulfil them, it requested capacity-building sessions as a strategy to close these gaps.

While some CSOs spoke highly of the knowledge and understanding gained at these seminars, many others, especially smaller grassroots groups struggled to make sense of the information at these sessions at the level it was pitched.

At the CS-NRG feedback gathering workshop in Tobago, participants recalled being at one such session and watching the steady exodus of attendees who complained that they couldn’t follow what was being shared.

Perhaps if CS-NRG members were involved in the design of these seminars they may have been more suited to the needs and abilities of the diverse segments of civil society actors in attendance.

One CS-NRG member also asserts that even when grassroots organizations allowed to operate under the Implementing partners (IPs) who provided oversight for their funding, “they were still not able to receive the full benefit of coaching from IPs to build capacity. In fact, many were still in the same position.”



### 3.6 CIVIL SOCIETY FEEDBACK IN THEIR OWN WORDS

**\*Please note that quotes are attributed with permission.**

#### ➤ GOVERNANCE

“It must be recognized that the Spotlight Initiative was new to everyone involved. Spotlight 1 can therefore be regarded as a pilot where roles, processes, systems were being developed and tested and where the various groupings were learning what it would take to achieve meaningful engagement with each other”. **CS-NRG MEMBER**

“While members of the CSNRG prior to and in 2022 provided valuable input to documents and activities during the Spotlight Initiative, most members felt that their seats on the National Steering Committee and the Operational Steering Committee did not always translate into a sense of equal value and partnership”. **CS-NRG MEMBER**

“I think what was not done initially was a clarifying and sharing of expectations between the CS-NRG and U.N. agencies. Some of us may have had a different idea of what providing advice would look like, how and when that advice would be sought and what other factors would be influencing decision-making.” **CS-NRG MEMBER**

“This has been a violent, oppressive process because it is coming from an organisation that has built into it, a lot of coloniality which is manifested in all of its dealings with everyone across the board. It is time to decolonize a system that has positioned itself as one which protects human rights”. **CS-NRG MEMBER**

“We cannot as a CS-NRG in all honesty say that the Coordinating Unit didn’t listen to us and didn’t try their best to engage us and build engagement with RUNOs”.

**CS-NRG MEMBER**

“The template for the CS-NRG TOR was developed by the Spotlight Coordinating Unit’s main secretariat in New York and was used for all CS-NRGs. It, therefore, did not cater adequately for the uniqueness of each Civil Society culture”. **CS-NRG MEMBER**

“Pre- Spotlight dynamics within Civil Society, some useful, some not, were, naturally, present in the group. In addition, there were inevitable challenges involved in bringing together civil society actors who had not necessarily worked together before on a team and who found themselves in roles that weren’t only new to them but new to the UN as well.” **CS-NRG MEMBER**

“As representatives of civil society in Trinidad and Tobago, CS-NRG members do not feel as though they are regarded as peers or partners”. **CS-NRG MEMBER**

“Not all CS-NRG members used the opportunities provided to speak up on behalf of Civil Society on the various committees and other spaces”. Whether this is a symptom of the dynamics noted above rather than a shortcoming on the part of these CS-NRG members is open for reflection.



### ➤ **COMPENSATION**

“Persons agreed to serve voluntarily on the CS-NRG for the same reasons that they became civil society actors: service to country, improving the lot of women and girls, men and boys. However, the time and effort required were not anticipated. The issue of compensation was raised by the CS-NRG since 2020. There was one meeting with RUNOs where the officers present were asked if they would do what was being asked of members of the CS-NRG as volunteers.” **CS-NRG MEMBER**

“It is time for civil society actors to be seen as competent practitioners in their areas of involvement”. **CS-NRG MEMBER**

“I view the decision to offer compensation to CS-NRG members in response to our advocacy for it is a contribution made to future iterations of Spotlight and other initiatives of its kind, by the CS-NRG of Trinidad and Tobago.” **CS-NRG MEMBER**

### ➤ **CS-NRG FEEDBACK ON GRASSROOTS ENGAGEMENT**

“What is understood to be a ‘grassroots’ organization must be defined in every jurisdiction. The UN/Spotlight definition of ‘grassroots’ is unclear. Moreover, those aspects of it that are clear do not align with what are understood to be grassroots civil society organizations in Trinidad and Tobago. Spotlight expectations of grassroots organizations having governance structures in place is evidence of a misalignment between U.N. conceptions of grassroots organizations and what they look like and how they operate in Trinidad and Tobago. This mismatch left many small-scale community-based or grassroots organizations behind as they could not meet the formal requirements for accessing funds”. **CS-NRG MEMBER**

“Even in those cases where grassroots organizations were subsumed under the Implementing partners (IPs) to provide oversight for their funding because they could not fulfil the governance criteria for becoming registered organizations, they did not receive the full benefit of coaching from IPs to build their capacity. In fact, even after a capacity building exercise, many were still in the same position.” **CS-NRG MEMBER**

“My understanding is that the term ‘grassroots’ was first used to make the distinction between well-funded, well-established, Civil Society organizations operating out of well-appointed offices and those engaged directly with helping people in the community, especially the poor. So ‘grassroots’ was used to establish a kind of class structure within Civil Society. In this regard, within Civil Society in Trinidad and Tobago there exists a highly political, violent culture. We need to decolonize our conception of violence.” **CS-NRG MEMBER**

“I think it is time for the term to be removed from UN language and replaced with ‘community-based actors’- small, medium and large”. **CS-NRG MEMBER**



### ➤ CS-NRG FEEDBACK ON CS-NRG ENGAGEMENT OF CIVIL SOCIETY

“Nobody saw a pandemic coming when the Spotlight Initiative was being designed”.

**CS-NRG MEMBER**

“The primary challenge was that we were in a lockdown situation and were not able to do f2f and on the ground things that many of the projects required. We needed to meet people in the three communities to have focus groups etc. and all that couldn’t happen. We did move online but we reached fewer people.” **CSNRG MEMBER**

“I don’t think that the marketing and communication about the CS-NRG was well thought out. I see the responsibility as a three-pronged one. The CS-NRG had a responsibility to inform people in our networks about the CS-NRG, its role and activities. The Spotlight Coordinating Unit had a responsibility and the larger Spotlight Initiative Organisation was also responsible for this. However, wherever we failed in our responsibility, we must own that”. **CS-NRG MEMBER**

“There were CS-NRG members who would not show up to meetings for months, sometimes bi-monthly meetings were called off as there was no quorum.”

**CS-NRG MEMBER**

“The CS-NRG must own its part in why it didn’t perform as well as it could have. Yes, we came into the space with limited time and income but also without many of the capacities that were required, such as reading through documents.” **CS-NRG MEMBER**

### ➤ CS-NRG FEEDBACK ON COVID-19 IMPACTS

1. Delayed implementation of project activities.
2. Due to uncertainties: changes had to be made to projects requiring further approvals/longer times etc.
3. Impacted timelines and getting things done.
4. Some projects should have been changed to assist in the present climate.
5. Girls and women experienced an increase in care- work and care-efforts, this impacted everything else in their lives work, projects etc.
6. National agendas took priority.
7. Movement for outreaches limited or non-existent.
8. Increase in VAWG because women and girls were at home.
9. Shelters were overburdened and some closed.
10. In-person engagement was really restricted, and this had an impact on quality of engagement.

### ➤ CS-NRG FEEDBACK ON INDIVIDUAL CHALLENGES

“I did not have enough time, digital or monetary resources to achieve the required input or quality input.”

“Change in job portfolio which saw increased travelling, and this may have impacted meeting attendance.”

“Inability to meaningfully contribute to the screening of projects, CSOs bids. Contributing to the subcommittees which were established because of non-functioning of said sub committees.”

“Given job responsibilities could not attend meeting. Buy-in was needed. Timeframes were a bit tight to get things done.”

“Covid did not allow for much needed f2f one-on-one meetings.”

### ➤ CS-NRG FEEDBACK ON COLLECTIVE CHALLENGES

“Members left.”

“Conflating Girls and Youth issues with Women and Adult issues. Low youth engagement and value.”

“Plans for sustainability of projects. (Some projects were conducted without sustainability e.g., bilingual tel. lines)”.

“Poor Race, Class, ethnicity, Sexuality and Caribbean Girls and women’s experience in their analysis”

“From the beginning there was a general sense of being overwhelmed by copious amounts of Spotlight emails, reading and meetings, a significant percentage of which were related but peripheral to our remit. All of this required far more time than members had to offer outside of income-earning activities and other competing priorities.”

“We spent time defending our role and position on this project, the core issues lack attention.”

“Limited access to info from government stakeholders. No value in decision-making. There were occasions when CSNRG comments were not included in the minutes.”

“TT government had the final say.”

“Too much UN/EU/TT Red Tape.”

“Limited say in the hierarchical, top-down structure of RUNOs”

“Member compensation.”

“Pressing competing priorities.”

“(a)Limited feedback to Civil Society Organisations. (b) Too much influence/control from Un thus affecting the role of the CSNRG.”

“Big budgets went to State and RUNOs and the Un/Government agenda not meeting complicated issues in the lives of girls and women.”

“Spotlight coordinators were UN technocrats who did not understand CSOs in developing nations.”

### ➤ CIVIL SOCIETY FEEDBACK ON CS-NRG ENGAGEMENT

- “None really. However, the people who were on the CS-NRG were experienced civil society members who did at a different level.” (NNGO)
- “By reaching out to respective regions, especially the rural areas.” (F.V.C.)
- “Today is the first time I’ve heard about the CS-NRG.”
- “Well, the founding director of my organization was unceremoniously removed from the group following a situation for which the UN mobilized to penalize her and the organization. She was one of the only representatives from a queer feminist organization. She never received any due process or accountability and we never heard of/from the CS-NRG again.
  - P.S. I don’t blame the CS-NRG for this. I think this is a function of poorly designed systems.”
- “I don’t know, I never saw a document from them.”
- “Not sure.”
- “We joined the network and utilized the pathway developed.”
- “Great potential and opportunities for our organization to be represented. Several invitations and consultations were held.”
- “The CS-NRG is new for us. As a CSO we hope to have more local support to ensure that we can meet our objectives.”
- “It’s unfortunate that the CS-NRG’s involvement was not felt, I guess as intended, in this process. Judging from today more engagement and accessibility would have been welcomed.”
- “Clearly it is recognized that communication is lacking. This group is totally new to me. Its existence has never been heard of.”
- “Today is the first that I heard of them and I look forward to future interactions with CS-NRG for the building of my youth organization and youths.”
- “I’ve not heard of the CS-NRG before being asked to attend this meeting.”
- “Before today I had not heard of this organization.”
- “Honestly, I was not aware of the CS-NRG until this exercise.”

➤ **CIVIL SOCIETY FEEDBACK ON:**

- The call for proposals
- Grant utilization/reporting
- Covid-19 impacts
- Interactions with stakeholders
- CS-NRG engagement
- Other contextual challenges

**1. TO WHAT EXTENT DID SPOTLIGHT’S CALLS FOR PROPOSALS AND PROPOSAL ASSESSMENT GUIDELINES EXPRESSLY PRIORITIZE GROUPS THAT ADDRESS AN INTERSECTIONAL ANALYSIS OF VIOLENCE, INCLUDING BASED ON SEXUAL ORIENTATION, GENDER IDENTITY AND EXPRESSION, DISABILITY, AGE, RACE, ETHNICITY, AND ECONOMIC OPPRESSION, AMONG OTHER DIMENSIONS?**

- “Spotlight’s call for proposals and assessment guidelines did not include a breakdown that prioritized specific groups that addressed an intersectional analysis of violence based on race, sexual orientation etc.” (CCOTT)
- “Poor race, class, ethnicity, analysis. No sexual orientation analysis is done in the Caribbean context. Limited queer women efforts.”
- “It absolutely did nothing of the sort. If they had, perhaps they would have chosen not to defund/terminate the funding for a legal clinic targeting women, girls and queer folks. We also aimed to produce reports from an intersectional feminist lens which could not be done.” (ELYSSE-WOMANTRA)
- “Risk one size fits all approach when these areas are not considered.

Rural communities find it challenging to engage and respond to these proposals. Would like to see more focus on rural areas. \*High level of illiteracy, GBV. Need to see more targeted approaches to the issues in communities.

Rural communities were only able to respond in a limited way e.g. training and distribution of poster.

Issues include access to internet, accessibility etc.

More attention to capacity building for underserved communities to be able to access the benefits of these calls.”

- “There is great room for improvement.”
- “Not sure but I think more inclusion of programs towards men should also be prioritized. When we do this there is the likelihood that we have less issues to deal with in the future.”



26

- “To a large extent. All factors listed included.”
- “The call is very little. Groups are mainly invited to workshops or activities.”
- “My opinion, groups and NGOs etc. are most likely consulted after decisions are made to assist in carrying out the proposals made from management/supervisory level. We are not oftentimes consulted. Information may be disseminated before proposals are done. Give an insight as to their intent as a formality.”
- “Cannot say how they will prioritize these specific groups. My experience is that the call for proposals was generic. There was very little call for proposal sent to us.”
- “Our experience as a DV shelter is that DV has no boundaries, however most of our residents are from a lower educational and financial bracket.” (THE SHELTER)
- “The execution of the activities allowed for a broad intersectionality (width) but I do believe there were gaps with how deep intersectionality went.”

**2. TO WHAT EXTENT DID SPOTLIGHT’S CALLS FOR PROPOSALS AND PROPOSAL ASSESSMENT GUIDELINES EXPRESSLY PRIORITIZE GROUPS THAT HAVE A STRONG CONSTITUENCY BASE IN LOCAL COMMUNITIES?**

- “To a strong extent.”
- “There’s room for improvement.”
- “All.”
- “The initiative is not well known in the migrant community.”
- “To a great extent. However, there is always room for more involvement in/with local communities.” (CCOTT)
- “Prioritizing groups with strong base in the local community is a fair criterion.”
- “I have no evidence that it did, though, I’m not sure how much was done to even reach such groups.” (ELYSSE-WOMANTRA)
- “Yes, but more focus on sustained collaboration within the community is needed.”
- “Time for sessions kept changing, making it difficult to fit in with other priorities and work.”



- “I have been engaged in the Spotlight Initiative through training but in my employment capacity as a GBVY ADVOCATE and RAFF PROGRAMME:

At a group level the input should be done from grassroots to engage the community entirely, to enable the high, middle and low class to be a part of the decision-making process. Oftentimes this is not so.

For us we have not received any valid information on receiving grant funding for programs. Or even participation in training.” (CANAAN BON ACCORD POLICE YOUTH CLUB-CBPYC)

- “I saw the call for Tobago but both organizations do not have the capacity for proposal writing and so this opportunity had to be bypassed.” (JEWEL GREENE, PRESIDENT TOBAGO WRITERS GUILD; TREASURER, TOBAGO PRIDE ASSOCIATION)
- “I saw calls for (1) Rio Claro/Mayaro and (2) Tobago. Prior to my involvement we engaged with Spotlight in two ways:
  - A walkabout in Rio Claro/Mayaro addressing VAWG in the community. This prioritized community-based groups. Well supported. Well attended.
  - Spotlight supported one of our Young Women In Leadership (YWIL) with our parliamentary sitting. Well supported by Spotlight and well attended by participants.” (JEWEL GREENE CHAIR CIWILTT- CARIBBEAN WOMEN IN LEADERSHIP TT)
- “We attended multiple clinic but were not prioritized for funding opportunities & receiving CoP. This is a fault in the process. Groups attending the clinics should be prioritized for funding and given assistance to write proposals.” (JCI)
- “In Tobago we do not have a strong background in some of the structures needed in CSOs to take advantage of opportunities like Spotlight. Capacity building is a priority. Even the capacity building clinics were not pitched in a way that could reach everyone.”
- “Not aware of the call for proposals. Our priorities are not focused on women specifically but all groups in the community. We focus on building group capacity and not necessarily grant funding.” (GLAMORGAN YOUTH FOUNDATION)
- “The Louis D’or Rising Stars Youth Group is unaware of the call for proposals. However, the group has a high % of male attendees and aims its activities to focus on developing males in the community.”
- “Spotlight did attempt to prioritize local groups, however, there were significant barriers created by with the UN system in the management and onboarding of many of these partners. “

### 3. TO WHAT EXTENT WAS THE SPOTLIGHT INITIATIVE'S CALL FOR PROPOSALS PROCEDURES ACCESSIBLE TO GRASSROOTS ORGANIZATIONS

- “How are we defining accessible? And how are we defining “grassroots”?”
  - Community engagement processes
  - UN procedures are onerous and inherently exclusionary, making it almost impossible for grassroots organizations to access them.
  - Too many initiatives seem to be focused on building the UN’s reputation for humanitarian work rather than creating avenues for real impact. This makes grassroots organizations work less appealing to their objectives.” (ELY SSE-WOMANTRA)
- “Some grassroots organizations may have been challenged if they were not fully compliant.” (NNGO)
- “Clearly the marketing was not targeted to the wider organization members. So that it was highly dependent on the person who received the information and their individual responsiveness.”
- “Our base organization is in the migrant community and many of the empowerment projects have been supported by international organizations using the human resources and talents of the community but under their own guidelines. The initiatives have not been guided by their own protagonists. No big space for creativity.” (DARA HEALY)
- “Accessible- very important word. The issue is whether there are resources available within the organization to respond to the call for proposals. Grassroots- While the organization may serve the grassroots, it may not consider itself “grassroots”.”
- “Limited due to governance and financial support, especially to small and young organizations.”
- “No. A lot of bureaucracy and red tape in accessing funding. Lack of support? Need for capacity building.”
- “No!! Very little!! Some would not have had the requirements needed to qualify. And some resources should have been allocated to bring them up to the required level. Granted there were some trainings but no funds to then do the work after.”
- “Marketing and targeting process needs to be better streamlined to organizations with common and relevant interests.”
- “Agreed. The need for collaboration.”
- “No! It was not as easily accessible as it should be to grassroots organizations.”
- “Not enough! Greater communication is needed with grassroots organizations.”

- “Difficult for organizations who do not have the full organizational set up.” (TTCW)
- “Lack of experience in proposal writing. Grassroots organizations do not have the capacity in higher education but possess the willingness to change.”
- “The criteria were too rigid in some instances.  
There are too many requirements such as structure, SOP, internal processes.”
- “I could only speak from my experience. We were unfortunately not successful in receiving any call as it relates to Spotlight Initiatives. In the future I do hope that NGOs and CSOs etc. become fully involved. THERE IS ALSO A NEED FOR PRACTICAL TRAINING IN THE CORRECT PROPOSAL WRITING PROCESS.” (CBPYC)
- “This was a reasonably accessible process.” (NRWPTT)
- “Due to the requirements of the UN and EU systems of management I think this prohibited access by many grassroots organizations. However, there were key implementing partners that were used to bridge this gap. This presents an excellent opportunity for future support where orgs. lack systems.”

#### 4. WHAT WENT WELL IN THE GRANT APPLICATION PROCESS?

- “Didn’t apply.” (COMTALK)
- “Workshops, Training.” (CEDAW)
- “Our organization received support with the application, so we were satisfied with the approach/process.”
- “Initial guidance would have been helpful.”
- (a) “Workshops  
(b) Training in proposal writing  
(c) Seminars  
(d) Overall, we were able to meet our targets and objectives were fulfilled.” (CCOTT)
- “Nothing. It took far too long, required way too much paperwork to be reasonable for the small grants.”
- “Only for those who know the entire process. More visibility is needed.”
- “Allowed those who know to do what they know.”

30

- “The assistance of the UNFPA staff.” (NNGO)
- “The grant was eventually received. That went well. However, the process was tedious and proper initial guidance would have been an asset.”
- “My organization did not apply for a grant.”
- “Same for H.W.O. (the Hindu Women’s Org) Too short notice to complete rigorous requirements. Excited for Spotlight 2.0”
- “We did not receive any grants. I believe that after the clinics we should be given more opportunities to know about grant applications.”
- “From other experiences in grant application, there were a lot of requirements, the process was long before a response can be given.”
- “This enlightening meeting has brought a lot of light to the opportunities that are present to enhance and build youth development. However, we were not in receipt of any grant. But moving forward, we intend to participate and approach CSOs.”
- “Liaison with the UN Women office and the level of cooperation and assistance offered by the officers.” (NRWPTT)
- “The entire process, application and reporting during the project was very user friendly.” (THE SHELTER)
- “The constant ability to engage and ask questions was helpful.”

## 5. WHAT WERE SOME LESSONS LEARNED BY YOUR CSO IN THE GRANT APPLICATION PROCESS?

- (a) “To be connected with local organizations.  
(b) Have all the necessary documents to be able to apply.  
(c) Get advice from large organizations willing to help smaller ones to grow.  
(d) Partnerships with international organizations that can guide the grant. Be Implementers.”
- “That the application process was designed for established organizations that had the experience to navigate the application process effectively.”
- “The need for the establishment of open lines of communication between grantor and grantee.  
(b) The need for constant evaluation and flexibility.

(c) Able to engage other stakeholders together.” (CCOTT)

- “It was a learning process for some organizations.”
- (a) “Understanding of the language used by the UN in these proposals.  
(b) Importance of accessing and referring to global examples that related to our work.  
(c) Drilling down into our experience and skillset to bring relevance to the project.”
- “If possible, consult a specialist who can assist.”
- “Patience is a virtue 😊”
- “Good to be prepared for when calls come out.”
- “That is a learning process. You need to be prepared well in advance.”
- “Some rigid requirements make sense.”
- “Collaborations are key.”
- “Sometimes waiting is good.”
- “An in-depth process that we may now have the capacity to undertake.”
- “Grant language is hard to interpret. Ability and capacity are not available in the organizations.”
- “Organizations must have structures and internal processes. (b) Grassroots organizations have a difficult time accessing grants because of the rigid criteria.”
- “Unfortunately, nothing was learnt because the opportunity was never gained to do. This is heart wrenching especially for an organization that has a large recruitment of people with skills/academia.”
- “Louis D’or Rising Stars has not been a part of the grant application process but the proposal writing session has been informative to other grant proposals to other organizations from whom we are currently awaiting responses.”

## 6. WHAT WERE YOUR CHALLENGES IN ACCESSING FUNDING THROUGH THE SPOTLIGHT INITIATIVE?

- “We were still in the formal registration process, as such we did not meet the criteria for submitting a proposal.” (TTCW)
- “Accessing funding was generally straightforward once the process was explained. However:
  - There was a problem with the global Un system that delayed dissemination of project funding.
  - This delayed the implementation of our programs in the communities.
  - A change of personnel resulted in requests for different types of evidence of expenditure. This was particularly challenging as we were also attempting to close off the project.”
- “Timeframe to receive possible partnership letters.”
- “Being registered for the required 3 year minimum.”
- “Prior partnerships/collabs with receiving organizations.”
- “Having a plan and proposal ready.”
- “No possibility of fiscal sponsorship?”
- “A liaison officer to assist would have been useful.”
- “In-house expertise for application process for future work. A liaison officer in UN Spotlight to assist groups applying.”
- “For grants to impact as intended, guidance and support always lead to support in grant acquisition and project implementation and success.”
- “No challenges to report.” (CCOTT)
- “Since my organization did not apply for funding, we did not face challenges, except that we were not really aware of the funding opportunities. Our access to funding was the result of participating in the poster campaign.”
- “Distribution of information. Lack of communication and visibility.” (ENDORSED BY THE FONROSE VILLAGE COUNCIL)

- “It took months to finalize the agreement and receive the funds. It was difficult to be certain about the status of the application. We also did not know that there was an opportunity to be an implementing partner rather than a small grant recipient, which should have been made known at the start.”
- “(a) Support from the UN itself after clinics. (b) The receipt of CFP. (c) Being notified of grant opportunities. (d) Grant language/jargon. (e) Criteria: SOPs, internal processes, structure, constitution.”
- “Availability of training/experience in writing proposals.”
- “Imagine attending a clinic on proposal writing and then not being notified of grant funding opportunities.”
- “In future, it is our intent to engage/approach your organization for funding. In this case again our answer is nil.”
- “The group is still waiting for its bank account to be approved, which is a holdback from grant funding.”
- “Payments were sometimes delayed so we had to ensure that we had adequate funding for payment timelines for professional services that were an integral part of the project.”
- “Turnaround times were too short. Also, it required a lot of orgs. to limit the scope. Too many restrictions on what was permissible for funding and what was not.”
- “Approval for communication materials was a nightmare.”
- “Reporting through atlas affected disbursement of funds.”

#### **7. IN WHAT WAYS WERE SPOTLIGHT GRANT MANAGEMENT PROCEDURES FLEXIBLE AND RESPONSIVE TO CONTEXTUAL CHANGES**

- “It was entirely inflexible. At the surface there was some degree of flexibility with reporting and with budgetary allocations. However, in the face of organizational challenges, the draconian contract and appetite for reputational preservation, we experienced the most abusive management dynamics we have ever encountered both within and outside of the space.”
- “Our CSO doesn’t know about the procedure!!”
- “The procedures were unknown by our organization.” (COMTALK)





34

- “It was generally felt that there was a need to have a more dedicated, flexible and proactive project manager and the funds to access such.” (CCOTT)
- “I am not sure the extent to which the management framework factored in a volatile environment. i.e., the disruption of the pandemic.”
- “Not sure.”
- “A lot of organizations did not know and hadn’t the opportunity to access grants. Local grassroots.”
- “We were not an organization that was fortunate to even receive information on this.”
- “From other experiences with grants, there was no flexibility.”
- “A lot of organizations did not know and hadn’t the opportunity to access grants. Local grassroots.”
- “We were not an organization that was fortunate to even receive information on this.”
- “From other experiences with grants, there was no flexibility.”
- “We were required to pivot to online procedures with the advent of COVID 19 restrictive measures.” (NRWPTT)
- “Spotlight was quite flexible especially with the advent of COVID.”

**8. TO WHAT EXTENT ARE SPOTLIGHT INITIATIVE FUNDING MECHANISMS TRANSPARENT AND IS THERE SCOPE FOR FEEDBACK ON UNSUCCESSFUL GRANT APPLICANTS?**

- “The Pose Initiative payment was very transparent.” (TTCW)
- “(a) Don’t know. (b) Some general comments would assist grantees on their grant writing journey.”
- “(a) There are guidelines which must be adhered to. Strict reporting system. Both narrative and financial. (b) n/a”
- “In our experience the funding was transparent.”
- “Need more visibility!!”

35

- “It was unknown to us.”
- “(a) There are guidelines for application; The need to prepare workplans plus their online financial reporting rigor. (b) You just do not hear from them- next thing you know someone else is doing the project.” (NNGO)
- (a) “Based on the application process, transparency is expected.  
(b) Gaps, precise and specific details.”
- (a) “They aren’t nearly transparent enough, bordering on entirely opaque.
  - (b) Organizations should be informed about justification for the rejection. There should also be some degree of support offered to organizations that are low in capacity to engage the process.
  - What was missing?
  - What was needed?
  - Congrats on your effort.
  - What could be improved?
  - What went well?” (ELYSSE- WOMANTRA)
- (a) “Not certain of the funding mechanisms. (b) Not sure what it is currently but will appreciate knowing why you were unsuccessful in details and given support to improve when applying for funds. Support should be given after the draft proposal has been submitted before it reaches the final stage.”
- “To obtain transparency, one must be informed.”
- “We found the policies and procedures to be transparent and the officers facilitated dialogue. They also provided guidance / clarification as and when necessary.”

## 9. WHAT WERE SOME LESSONS LEARNED IN THE PROCESS OF RECEIVING FUNDS?

- “We learned to be very granular with our accounting.”
- “Inflexibility/lack of synergy between the UN approach to funding and the local banking system. For instance, our bank does not provide information in a particular format. This created several challenges when we attempted to reconcile expenditure.”
- “Adherence. The UN system of reporting especially financials. If you did not use \$10. Be sure where it is because you will have to find it.” (NNGO)
- “No information.”

36

- “Important to implement policies and procedures.” (TTCW)
- “Be patient.”
- “The need to adhere to reporting procedures both financial and narrative.”
- “Local banks are not the most conducive to receiving funds over a certain amount due to AML/regulations; they hold funds for some of the most ridiculous amounts.”
- “Our organization did not receive any funding.”
- “In continuing the process it’s really an eye-opener for me. Sad to say I have a negative response for this.” (CBPYC)

#### 10. IN WHAT WAYS WAS YOUR CSO IMPACTED BY THE COVID PANDEMIC?

- “Our organization had to shift to full remote work. This also posed a challenge in liaising with our target group-Businesses due to lockdown measures. However, we were able to successfully provide online training and instruction to over 60 companies.” (EMPLOYERS CONSULTATIVE ASSOCIATION)
- “Covid forced us to leave our headquarters due to lack of funds. To work from home. To ensure partnerships to assist our community with food and emergency items. Exposed us to organized crime. Increased the # of women and girls at risk. Increased the vulnerability of our CSO and the community we protect.” (ANDREINA-BBV)
- “It affected everything:
  - Modes of operation
  - Team members’ mental health
  - Deferral or restructuring of activities
  - Team members experiencing differing levels of personal crises
  - Team cohesion and camaraderie were affected
  - We also experienced heightened closeness in moments of intentional bonding
  - We were accustomed to online format & so were prepared for distributed work”
- “Membership increased. Virtual meetings helped projects to continue and be completed. Admin/gov’t requirements completed. Online/electronic capacities grew”
- “NEGATIVE
  - Group members lost jobs
  - Lost office space
  - The need for financial support for clients
  - Increased poverty and decreased food security
  - Lack of direct services



### POSITIVE

- New strategies to meet and help clients
  - Moving from f-2-f to virtual meetings
  - Support from volunteers, church groups and friends.”
- “Allowed us to see an office didn’t make sense”
  - “It hit us hard as we are a highly interactive and engaging CSO...fundraising and overall operations, demotivated persons, death 😞”
  - “Greatly, the in-person things we scheduled were not fully executed.” (NNGO)
  - “Covid provided the opportunity for us to do our first sensitization online.” (FIRECIRCLE)
  - “Needed to create new programs to support the women. Saw an increase in violence/abuse of members. Reporting and support were developed.” (TTCW)
  - “Frequency of meetings
    - Mode of meetings- move online.
    - Fear of members to interact, even when restrictions were lifted.
    - Computer literacy challenges of some members impacted their ability to use/navigate meeting platforms.
    - Unable to hold traditional fundraisers and traditional service projects.
    - Some persons could not be engaged during periods of lockdown.” (CCOTT)
  - “Allowed us to explore a niche opportunity.”
  - “We were unable to implement our creative programs in communities and needed to develop virtual solutions. Fortunately, we were able to pivot to f-2-f as the country relaxed restrictions.”
  - “Virtual meetings were the order of the day.
    - Able to continue some projects, others were stalled.
    - However, we were able to self-review, reflect and ascertain the needs of CCOTT, the innovation required and tools needed along with resources that were needed to adapt to the pandemic times.”
  - “Covid worked in our favour! Got involved in training worldwide!”
  - “For the Louis D’or Rising Stars Youth Group the pandemic had a negative impact on us, so most activities were postponed and youths became depressed.
    - The group also took the initiative to support two youths who lost their providers to Covid.

38

- It also showed us that the bond and love that we had for members made us a family.”
- “No fundraisers and other events/socials. Some people did not understand how to navigate the virtual space. We were not able to reach all members.”
- (a) “Change in meeting setting. Some people were able to go virtual and some were not. (b) New expenses such as Zoom.”
- (a) “No fundraising events. (b) Difficulty in reaching the needs of our members. (c) Transitioning from physical to virtual meetings. (d) Treating trauma and grief. (e) Isolation has crippled their input to participate in events now fully.”
- “We were unable to accept all DV survivors who requested safe housing due to quarantine regulations.” (The Shelter)
- “Increased operational cost, had to downsized operations in some areas, many activities were forced to be halted during lockdown.”
- “Entire operations had to be realigned to meet public health guidelines.”
- “COVID still continues to affect the org as presenting cases is still a reality and this affects staff management/operations.”
- “We were agile enough to pivot to online operations. The lack of reliable and robust connectivity was however a challenge in the rural areas.” (NRWPTT)

## 11. WHAT CONTEXTUAL CHALLENGES DID YOUR CSO FACE DURING SPOTLIGHT?

- “My organization experienced a crisis outside of the pandemic involving our founding director. Accusations of abuse were levelled against her by two people, one of whom had a year long history of publicly antagonizing her. A small group of dissidents joined in the accusations by involving the organization’s name to avoid calling hers. This experience led to the UN Women Office @ which this grant is facilitated to terminate our grant. They did so using a clause that expressly insinuated that a member of the organization was liable for an incident of sexual assault, which was neither an accusation made nor were there accusations made against her in her capacity as a member of the organization. The UN did no investigation to determine the nature of the claims made (which, in their entirety were accusations of gaslighting with no examples or references to any specific incidents) From there we spent months challenging the grounds of our termination only for them to terminate “on any grounds”. To date, they have not even tried to get the funds returned,



refuse to be held accountable for their abusive and heavy-handed tactics and refuse to engage us further on the matter despite our requests for mediation.” (ELYSSE-WOMANTRA)

- “For online classes, Google Meet was not effective. Classes were cutting off a lot. This was only the training that was conducted online. The facilitators were excellent.” (COMTALK)
- “There needs to be a greater understanding of the CREATIVE process and the needs of artists. It would help if the people involved in the program could be better attuned/informed about this area.” (DARA HEALY)
- “Not being registered”
- “The project we did needed ethical clearance from the Min. Of Health and that took forever.” (NNGO)
- “Capacity challenges for funding applications. A well-defined project in our community.”
- “Not being recognized or registered with and Implementing actions.”
- “The time taken to execute the project and delays caused by stakeholder circumstances. Recognizing the need to work with and in alignment with such circumstances despite the deadlines for each project.” (CCOTT)
- “Timing of training often clashed with other activities.” (TTCW)
- (a) “Members did not respond to the call to get involved and the organization had to depend on a few members to get the job done.”
- (b) Attendance at workshops, though online, was poor despite efforts to encourage participation.
- (c) Some persons were just not interested in the issue of GBV. They see to accept it as a part of life and therefore something that cannot be addressed meaningfully.”
- “Time for sessions. Too much information to be taken in at once.”
- “Time of sessions were out of my schedule.”
- “Participation dwindled which affected my participation.”
- “Time management was critical. (b) Information was too much and not disseminated in the right context. (c) Communication was also not tardy and not the correct platform.” (CBPYC)

40

- “Difficulty to conclude arrangements with several stake holder groups due to relevant officers often being accessible due to COVID 19 quarantine / isolation, other absence.” (NRWP)

## 12. WHAT INTERACTIONS WITH OTHER STAKEHOLDERS (OTHER CSOS, RUNOS, STEERING COMMITTEE, CSNRG) WERE PRODUCTIVE AND MEANINGFUL AND WHICH WERE NOT?

- “Interactions were, for the most part, productive and mutually beneficial. The interactions created valuable interactions with other stakeholders.” (CCOTT)
- “U.N. Spotlight capacity building sessions were helpful. Long time interactions with interclub, network of NGOs, NCIC and other organizations.”
- “Online meetings worked. Timing of online training was challenging.” (TTCW)
- “Online meetings allowed us to hear/speak to other CSOs. Some challenges were similar.”
- “Popups hosted by our organization in communities were important for strengthening relations and bonding with the CSO/NGO community.”
- “Only attended one meeting with CSNRG and glad it exists.”
- “Interaction with I CAN was useful.
  - RUNOs indirectly and not so positive as it seems recommendations were not taken on board.” (NNGO)
- “The general meeting with the other IPs benefited us greatly. We were able to collaborate and develop training with the other IPs.” (EMPLOYERS CONSULTATIVE ASSOCIATION)
- “We had a terrible interaction with the RCO and the regional head- Maxine something?” (ELYSE-WOMANTRA)
- “The training with CCOTT brought CSOs closer together, which formed linkages and new relationships.”
- “We participated in the march during the 16 days of activism and it was great to learn about the initiative. We would have liked to be an active part and raise our voice for the migrant community.”
- “This session was meaningful. The interaction was genuine. UN Spotlight clinics were also beneficial.”
- “Interactions with other stakeholders have also been fun and educational and have helped our youths to grow.”



41

- “This is our first interaction and has been fruitful as to the opportunities available to us. For us we have obtained benefits from other stakeholders.”
- “Valuable interaction with TTPS, Municipal Corporations, Boy Scouts and other CSOs.” (NRWPTT)

### 13. WHAT WERE SOME LESSONS LEARNT IN THE USE UTILIZATION OF GRANTS?

- “The need for constant evaluation and flexibility. The need to have a dedicated, flexible adaptable and proactive project manager and the funds to hire such.
  - Cannot overemphasize the need for the establishment of open lines of communication between the grantor and grantee.” (CCOTT)
- “Nothing new. Keep proper records. Be accountable. Report on time.
  - Gratitude to sponsors/private. Prudent use of funds.” (NNGO)
- “Not everyone shares and understand our vision, however dialogue worked.” (TTCW)
- “We learnt that some funders truly aren’t your allies.” (ELYSSE-WOMANTRA)
- “Be encouraged, stay the course, trust the process.”
- “(a)Types of organizations. (b) Fundings are different. (c) Partnership”
- “No grants were received by our organization.”
- “(a) Pay close attention to what is offered and to the type of organization. (b) Pay attention to requirements. (c) Structuring proposals for grants.”
- “Adherence to expenditure guidelines and allocation to specific budget allocations. UN Women were open to requests for deviation within reason.” (NRWPTT)
- “The budget is one thing, the workplan is another.”

### 14. WHAT ARE/WERE SOME OF YOUR CONTEXTUAL CHALLENGES IN REPORTING ON GRANT USE?

- “Getting on to the ATLAS System.” (NNGO)
- “Nothing to report here as we didn’t have challenges reporting on grant use.” (CCOTT)
- See answer to question 6.
- “Proper records and documentation during project keep challenges to minimum.”
- “Time! When during projects, we tend to forget to take notes to add to the report or even pictures. Reliable person to do reporting.”
- “No real challenges as the reporting templates were adequate.”





42

- “Atlas was a real pain.”
- “We know that funders require data but there's no way that a cosmetic checkbox for a project which requires that seven women or 70 women are helped under this project speaks to when and why they return or don't return after three months or six months. This is a big deal because GBV is so specific to the Spotlight Initiative. I think that is something that needs to be very clear. We need to define what we mean by sustainability in the context of GBV.”
- “If we cannot have an injection of resources to support the operations, then we cannot do the activities. We are primarily NGO's and our commitment to the state is that we are not profit generating. It follows then that our resource mobilization and our ability to input resources is very minimal. In the absence of the injection of resources, we are unable to have program results.”
- “In many instances, it felt like it was a checkbox approach in the moment as opposed to looking at what can we realistically address. There appeared to be a broad-brush approach which lacked in terms of the depth.”





## 4. SUSTAINABILITY

## Reflections for the Way Forward

### ➤ **Mutual Due Diligence**

A lot is asked of the people who receive funding. They are expected to provide a great deal of information; everything from audited financials to how they address sexual harassment in the workplace. There are some funding agencies where there's a mutual due diligence assessment. What they're asking of their grantees, they also provide their policy around it as granters. If a conflict arises, such as a problem with a grant that was approved and then cancelled, the funder should be just as detailed explaining why this happened in the same way they would want that level of detail from us.

### ➤ **Programmatic in addition to Project Funding**

Programmatic funding is different to project funding and programmatic expectations cannot be attached to project funding. Sustainability is dependent on programmatic funding. Part of what is required here is a balance between Quantitative and Qualitative approaches to measurement and evaluation.

### ➤ **Proposal/Project Assessment**

Assessments of the merits of projects should not be done solely by funders or solely by funders with input from civil society. Constituents must be included in decision-making about the usefulness of projects, whether they should be modified in some way or continue at all.

### ➤ **Grassroots Organizations**

A clear and shared definition and understanding of what constitutes a 'grassroots organization in Trinidad and Tobago needs to be established with civil society.

### ➤ **Capacity Building**

Design and roll out of capacity building interventions must be informed by careful needs assessment across the diverse civil society community.

### ➤ **CS-NRG**

The CS-NRG should be transitioned to a national body under the gender and Child Affairs Unit where it can be an advisory unit. It should not end with Spotlight.

### ➤ **Allocations towards Administrative Costs**

When designing these initiatives, in their information package, the EU can include guidance across what a range of feasible allocations towards operation looks like.



45



## 5. RECOMMENDATIONS

## 5.1 GRANT APPLICATION PROCESS

- The Spotlight Initiative needs to ensure that the availability of grants is visible to all CSOs. The process must be spread to all and not to large groups alone. Lack of knowledge of the existence of grants must be rectified. If there is a guiding document, it must be made readily available and information sessions must include Do's and Don'ts.
- For small grassroots organizations one-on-one guidance and assistance is what is needed.
- Offer support to organizations assessed to be low capacity.
- Offer seed funds to help organizations that are receiving grants to put things in place to properly manage them.
- Host application seminars both in person WITHIN communities and virtually to provide guidance and hands-on support throughout the application process. (ELYSSE-WOMANTRA)
- Partnership
- Networki The grant application process should be designed for a wider range of stakeholders. As usual, the process was designed for organizations with a high degree of competence and capacity. These, however, are luxuries in the CSO space where funding sources and resources are scarce. Consider:
  - Introducing a tiered system that can facilitate requests from a diverse applicant pool.
  - ng
  - Simplified/reduced criteria for small organizations.
  - More/prioritize notifications to groups who attend your other initiatives.
  - Consider online guidance, maybe using platforms such as YouTube. (NRWPTT)

### 1. FUNDING MECHANISMS

- Not all organizations or groups engaged in this work can receive funds. Funding mechanisms should be flexible enough to engage those most in need of funds but least likely to access them. Some solutions include:
  - Fiscal sponsorship
  - Incubation
  - Capacity building

Furthermore, we need to find more innovative ways to support organizations and to finance THE WORK. No one can manage an entire project, far less an entire organization on small grants under USD \$10K. This ridiculous expectation that we should all have this capacity and competency for an amount of money barely bigger than some UN employees' monthly salary+ benefits (all the while we often work for free) is outrageous.

We also cannot be expected to do this while our personal expenses are capped. We need to be serious in this thing and the Spotlight Initiative needs to get real with their expectations.

47

- Small, medium and large scaled with funding applications to match
- Too little for what is needed.
- Open opportunities for more artisanal ideas with guidance from sponsors to give more grassroots NGO inclusion.
- Accessible and continuously assessed for impact to be truly felt.
- Provide courses for those who need.
- Explore making access to the funding more available to grassroots organizations who do the work on the ground, those who have active interactions with clients and oftentimes require immediate and emergency assistance.
- Each group focuses on a different aspect (of VAWG?) Therefore, a variety of funding that targets different activities for change to development should be considered.
- Stipend for your time, travel and other incidentals
- Funding assistance to small groups
- Fund a variety of projects.
- Funding to maintain the group/operational costs.
- Groups need support in proposal writing for funding.

## 2. CSNRG

- Let everyone know.
- They should have engaged more with grantees.
- More interaction and engagement with CSNRG
- Mentorship
- Support
- Leadership
- Greater engagement with CSNRG is needed.
- FUND THE CSNRG!! Why is this group not funded unless it is meant to be cosmetic?
- Empower the CSNRG to act as a liaison/arbitrator between CSOs and the UN. They should be able to act as more than toothless dogs whose only bark is advocacy.
- Provide the CSNRG with the proper resources to engage communities.
- Allow the CSNRG to do periodic check-ins with grantees as part of an accountability framework.
- Formalize an accountability framework that incorporates the CSNRG as a key player and stakeholder representative.
- To do the work, they're willing and capable of providing NEEDED support to this process, the CSNRG must be given all the needed resources. If the brilliant goals to ensure safety, security and well-being of women and children, "helping arms" such as the CSNRG MUST be fully supported.
- Collaboration with groups in Tobago
- Presence in Tobago



### 3. GRANT USE

- Needs to be decolonized; Needs to be specific; Caribbean centred and children specific.
- Survivor centred approach- inclusive of all cultures and ethnicities. Include migrants, refugees and asylum seekers in T&T.
- PEOPLE NEED TO EAT & LIVE!!! Grants need to be able to support the people doing the work and not just the outputs that can be branded with all the Spotlight (and other) branding. We don't need more toolkits and trainings and seminars and rapid assessments. We need support to do OUR work and to survive.
  - To add to the decolonial point above: funding in the humanitarian/development/Un space should be almost exclusively decolonial by design and in function. Anything less than this is an exercise in colonial perpetuation.
  - One more thing, the contracts that small grant recipients received were abusive. They unilaterally protected the UN and EU while being entirely hostile towards CSOs (speaking from the perspective of having it weaponized against us).
- At the most basic level, the way they are designed is prohibitive. I would personally discourage anyone from signing it, especially without legal advice.
- This is only worsened by the fact that these contracts are being used to manage crumbs. We receive far too little funds for that level of heavy-handedness.
- For upcoming groups to grow and develop
- It is easier to carry out projects.
- Gives more incentive to conduct projects.
- “Do not tell us how to use the funds. Find out the need & focus the projects & fund towards that” Joel- Glamorgan
- Meeting the intended target group
- Operational costs/stipends
- Variety projects
- Grants for small organizations
- The largest percentage of our expenses goes toward operational expenses. The largest percentages of that are staff and professional services for our survivors.
- To track deliverables re the rehabilitation of a survivor is not simple or always a final result, so it is impossible to request and access funds for our greatest need.

### 4. REPORTING ON GRANT USE

- The grant report, like everything else, was designed for organizations with a pre-existing level of competence in reporting or project management principles and instruments. If the goal of Spotlight is to work with organizations and groups working at community level, this assumption automatically excludes many who fit this criteria.
  - Furthermore, there are professionals in both the private and development sector who cannot use project management tools and are unfamiliar with the jargon (like outputs, indicators etc.)
  - If the goal is to precipitate social change, then the funds need to actually reach the people doing the work. To do this, we need to have systems that people can either intuitively use or be trained to use this system that is not that.



49

- To improve this there can be agents hired for the specific purpose of offering compliance and management support to organizations and groups that need it.
- Feedback should be gathered from the community impacted.

## 5. INTERACTING WITH SPECIFIC STAKEHOLDERS

- There need to be clearly defined objectives and mechanisms for engaging stakeholders. This should include:

A robust MEAL framework for directing engagement.

- Clear and consistently revised definitions of stakeholders.
- This should be used to measure the reach and success of engagements.
- Variegated strategies for engaging stakeholder groups.
- Accessible channels for outreach and interaction.
- Methods used must be inclusive to all.
- Accessing and engagement of groups is needed amongst stakeholders.
- Would have liked to interact a little more with the EU.
- To motivate unity and cooperation by motivating equality and eliminating any aspect of xenophobia.
- I belong to an organization that is not dedicated to the cause, we are open to a range of projects. But we have the wherewithal to partner to implement high-impact projects. The Spotlight Initiative was not marketed within our organization so that our involvement was just limited to one club by chance.
  - Do not assume that we are not capable of working on gender-based projects because we do not spell this out in our mission. It is easy to contact us as we are on Facebook etc.
- Include everyone!!!
- More Networking and collaboration opportunities
- Create a database of NGOs and their focus.
- In-person interactive sessions not virtual
- Increase the focus on all the different forms of DV. Many are not aware of this and that DV is against the law

## 6. IMPROVED APPROACHES TO EVAWG

- A faster response mechanism is needed. Many times when an incident occurs, the response mechanism needed to be mobilized is too slow, which causes more trauma to victims.
  - (b) Develop a rapid triage system where once a victim reaches out for help it can be received in the shortest possible time
- Please get the word out to as many organizations as possible. Don't assume that because our name does not suggest it we are not capable of implementing the S.I. projects. Have a





highly publicized launch and encourage partnerships among NGOs/CSOs to implement projects or to submit proposals. This would result in more impactful projects

- More buy-in and engagement with KOCs-hey opinion tester!
- More engagement is needed with migrant groups.
- Monitoring and evaluation mechanisms. How are we measuring impact? How are we assessing what works vs. what doesn't?
- Is/Are the men targeted enough? Are they really reaching the target audience?
- An increased focus on communication for behavioural change is needed. This not about making posters, flyers etc. This is about identifying target behaviours we want to change and thinking about messages needed to be communicated.
- Get out on the ground and understand the issues.
- Utilize all qualitative data given 'Improve for impact'.
- Include MEN!
- All NGOs need to be inclusive.
- Drill down to youth. Use HFLE for awareness raising.
- The initiative needs to engage in much more robust monitoring, evaluation and accountability and learning framework, supported by a community engagement policy that helps to hold the initiative accountable to THE PEOPLE and not just the disconnected technocrats who manage it. (Elysse)
- More clinics around what the organization needs.
- Full/comprehensive (Tobago specific) listing of NGOs at Division of Community Development, Youth Dept. and Tobago Youth Council

### 5.3 RECOMMENDATIONS FROM THE CSNRG

1. (a) There needs to be a clear delineation of authorities between the RC, Government and CSNRG.  
(b) Fewer bureaucratic processes in approaches.
2. The CSNRG needs to be on par with RUNOs in terms of value in decision making.
3. TORS for CSNRG should be revisited on Contextual nuance or upheaval and reviewed periodically to ensure relevance.
4. Sustainability plan should be considered within the project from the start- it should form part of the Action Plan.
5. Decolonizing language and top-down governance practices

51

**KEEP:**

- Strong focus on Pillar (6) Engaging women's groups and organizations.
- Training for CSNRG.
- Cross-cultural learning, sharing models.

**DO MORE:**

- Training for CSOs.
- Involvement of CSOs
- Communication of information to Civil Society
- Budget to CSNRG to implement and coordinate activities with CSOs
- Youth & children engagement
- There are standard activities across the board that CSNRGs should fulfil.
- The governance structure of Regional Civil Society groups should be reviewed. If focal points of CSNRGs formed regional groups not only could they share best practice experience but the collective space could yield innovative pathways for civil society in the region.

**DO LESS:**

- Bureaucracy re approvals of proposals of proposals/budget
- Bureaucratic structure too many levels delay implementation-less time to progress projects.



## 6. CONCLUSION

The Spotlight Initiative represented a series of firsts for all involved. Individually and collectively, members of the Trinidad and Tobago CS-NRG were learning to manage new roles and responsibilities for which most were unprepared, while, at the same time, navigating the inevitable challenges of forming and working with a new team. That this scenario was intertwined with the personal and public difficulties resulting from the Covid-19 pandemic, greatly magnified the task which stood before the CS-NRG.

Both the Covid-pandemic and the Spotlight call for proposals brought many pre-existing fault-lines within civil society in Trinidad and Tobago into sharp relief. From being positioned to know about the Spotlight Initiative and the funding opportunities that were available, to having the capacity to surmount cumbersome requirements at both application and reporting stages, CSOs especially grassroots organizations, without governance structures in place and lacking the requisite capacity for interfacing with RUNOs, were at a disadvantage. Many struggled to get a seat at the table, and many were left behind. This is especially poignant considering the Spotlight Initiative's intentionality around 'meaningful engagement'.

This experience represents an opportunity for civil society, as a sector, to become more organized and collaborative, for until all have crossed, none have crossed. At the very least civil society as a collective must do the work required to ensure that it does not become a microcosm of the wider society, unwittingly replicating the violence, privilege and inequity.

Regarding activism geared towards EVAWG, the Spotlight Initiative has made a significant impact. The breadth of organizations which were co-opted as key partners during Spotlight has laid a strong foundation for confronting this scourge on multiple fronts and presents an opportunity for focused and strategic interventions rather than scattered, uncoordinated ones.

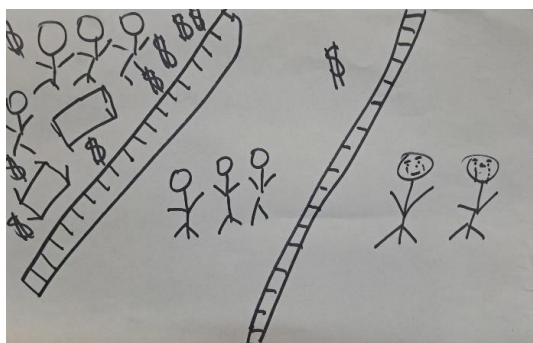
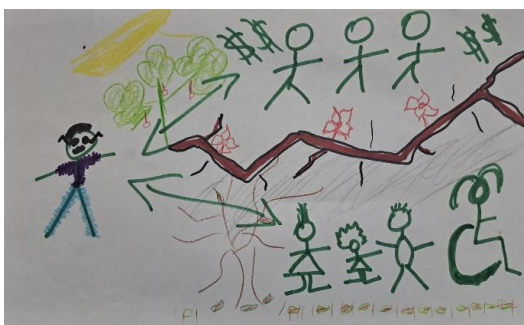
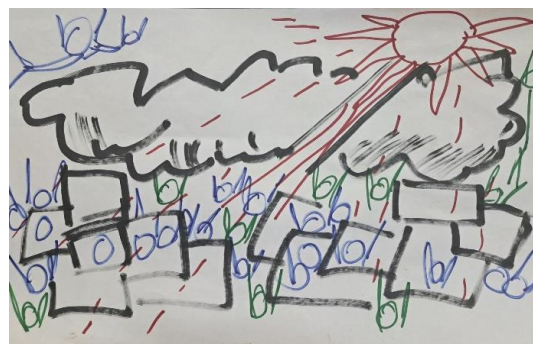
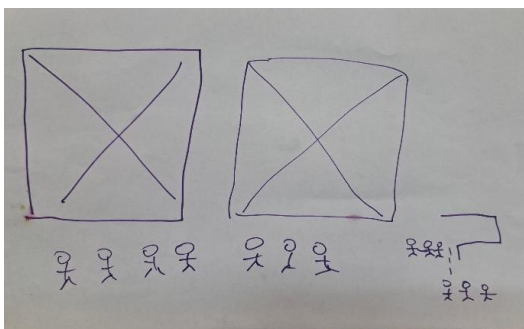
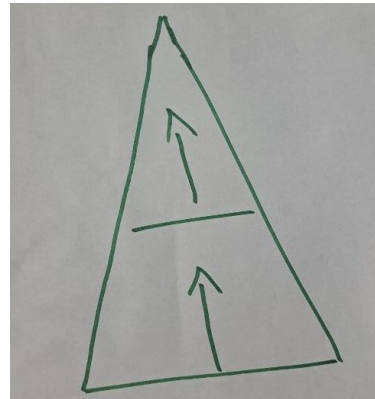
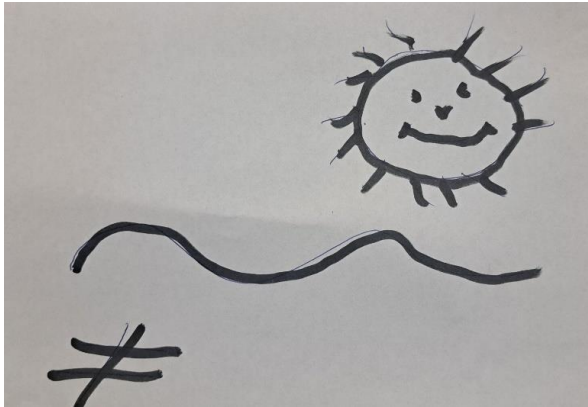
Many have voiced the need for decolonizing the interface between bodies such as the E.U. and the U.N. Civil society's experience of the Spotlight Initiative suggests that work needs to be done on both sides. On the part of funders, genuine inclusion and partnering at every stage is the only way to ascertain and implement what is required in every unique jurisdiction to achieve meaningful engagement. Where civil society is concerned, perhaps decolonization is about finding our own voice, breaking free from prescribed templates of





## 7. APPENDICES

7.1 APPENDIX 1 – DRAWINGS FROM CSNRG MEETINGS



## 7.2 APPENDIX 2 – PHOTOS SHOWING CSO CONSULTATIONS AND CSNRG MEETINGS

### ***CSO Consultation Trinidad***



57





58

**CSO Consultation Tobago**



59



60

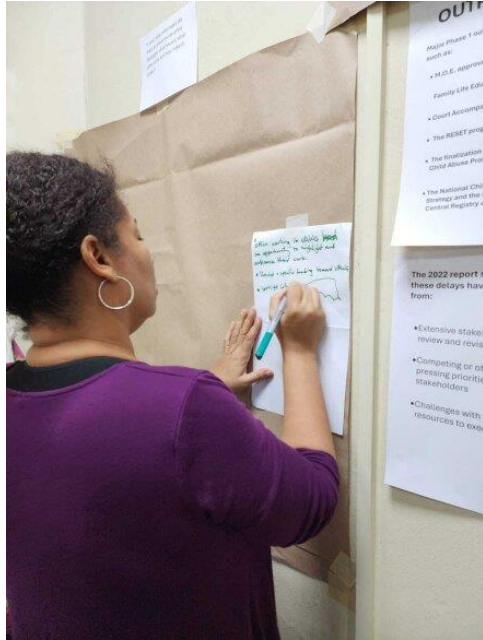
### CSNRG Meetings



61



62



63



64



### 7.3 APPENDIX 3 - SUPPORTING ADVOCACY FOR A NATIONAL TRANSITIONAL HOUSING PROGRAM IN TRINIDAD AND TOBAGO.

Written by Sherna Alexander Benjamin

Trinidad and Tobago has been grappling with the consequences of violence against women and children for many years. Violence against this population is pervasive, egregious, and has intergenerational roots in society. The intergenerational roots of violence have contributed to a systemic culture of normative behavior that enables different forms of violence against women and children within private and public spheres that undermine their health, well-being, and advancement. It is a complex social issue driven by toxic intergenerational patterns, unhealthy masculinities, social, religious, and economic norms that facilitate a culture of male privilege, and ideologies related to harmful gender roles and stereotypes about women, children, and men.

Violence against women and children is a social and economic issue that public and private actors in Trinidad and Tobago must address to promote sustainable development and the eradication of all forms of violence against women and children. The 2017 Trinidad and Tobago National Health Women’s Survey analysis revealed that “in the 15 to 64-year-old age bracket, over 100,000 women in Trinidad and Tobago have experienced one or more acts of physical and/or sexual violence perpetrated by male partners.”<sup>7</sup>

According to the World Health Organization, “1 in 3 women, around 736 million, are subjected to physical or sexual violence by an intimate partner or sexual violence from a non-partner – a number that has remained largely unchanged over the past decade.”<sup>8</sup> The consequences to women and children who experience violence are life-altering. It can be highly challenging for many to recover from the mental, social, and economic effects, especially where there is limited support provided to women and children to make decisions that support their sustainability when exiting relationships and environments where they experience different forms of violence.

Women and children who experience violence are at a greater risk of experiencing housing instability and homelessness, including social displacement, reduced quality of health, unemployment, economic hardship, and substance misuse. Violence curtails their advancement, impacts their social mobility, and disrupts their ability to live fulfilled lives. Additionally, the consequences of violence experienced by women and children spill over into the broader society, impacting the national gross domestic product (GDP).

The presence of COVID-19 amplified issues related to violence against women and children as reports of violence soared during the pandemic to the point where UN WOMEN

<sup>7</sup> UN WOMEN Caribbean. (2018). *Summary, National Women’s Health Survey for Trinidad and Tobago, 2017*. <https://caribbean.unwomen.org/en/materials/publications/2018/12/summary-womens-health-survey-2017-trinidad-and-tobago>

<sup>8</sup> World Health Organization. (2021, March 9). *Devastatingly pervasive: 1 in 3 women globally experience violence*. <https://www.who.int/news/item/09-03-2021-devastatingly-pervasive-1-in-3-women-globally-experience-violence>





launched an awareness campaign referring to violence against women as a shadow pandemic.<sup>9</sup> Despite laws, domestic violence awareness activities, and the establishment of the new domestic violence unit under the Trinidad and Tobago Police Service, violence against women and children continues to increase in Trinidad and Tobago.

Although the implementation of the Spotlight Initiative in Trinidad and Tobago contributed to an increase in reporting of incidents of violence against women and children, and though it sought to address family violence, legislative reforms, empowerment of women, and provided support for civil society organizations, and funding to women-led organization it overlooked many critical elements including transitional housing for women and children escaping violence.

Housing is a fundamental human right as it facilitates stability for individuals. Women and children who experience violence also experience housing instability and homelessness. According to Safe Housing Partnerships, “Domestic and sexual violence is a leading cause of homelessness for women and children, and the need for safe and affordable housing is one of the most pressing concerns for survivors of violence and abuse.”<sup>10</sup> In 2019, one of Trinidad and Tobago’s longest-operated domestic violence shelters, The Madinah House,<sup>11</sup> closed its doors, reducing the number of temporary shelters that women and children have access to. Ibrahim-Ali & Ali objectively evaluated the successes and challenges experienced related to the operation of Madinah House. Their analysis can guide other shelters, inform future research into domestic violence and homelessness, and be helpful when considering a national transitional housing program.

Although there isn’t enough data in Trinidad and Tobago on the intersection between domestic violence, housing instability, and homelessness to place this issue as an urgent item on the legislative agenda to inform public policy, this does not mean that public officials should not address the issue, on the contrary, this should require a demand to research it. Reports from women and children whose lives have been upended by family and domestic violence provide adequate qualitative data that public officials can use to place this issue as one of national importance. Such rich data is enough to make this issue an urgent priority, requiring further research and advocacy for a national transitional housing program for Trinidad and Tobago.

According to the American Civil Liberties Foundation (ACLU), “In 2005, 50 percent of U.S. cities surveyed reported that domestic violence is a primary cause of homelessness.”<sup>12</sup> Based on national homelessness estimates, The Institute for Children, Poverty, and Homelessness showed “that roughly 80% of homeless mothers with children have previously experienced domestic violence.” In another study, the National Census of Domestic Violence Survivors

<sup>9</sup> UN WOMEN. (2020). *The Shadow Pandemic: Violence against women during COVID-19*. <https://www.unwomen.org/en/news/in-focus/in-focus-gender-equality-in-covid-19-response/violence-against-women-during-covid-19>

<sup>10</sup> Safe Housing Partnerships (n.d). *Understanding the Intersection*. <https://safehousingpartnerships.org/intersection>

<sup>11</sup> Ibrahim-Ali, A, Ali, NA, (2022) *Escape to safety: Seeking shelter from domestic violence—The case of Madinah House (1999–2019)*. In: Bissessar, AM, Huggins, C, (eds) *Domestic Violence in the Anglophone Caribbean*. Palgrave Macmillan, Cham. [doi.org/10.1007/978-3-030-88476-5\\_10](https://doi.org/10.1007/978-3-030-88476-5_10)

<sup>12</sup> American Civil Liberties Foundation (ACLU). (n.d.). *Domestic violence and homelessness*. <https://www.aclu.org/sites/default/files/dfs/dvhomelessness032106.pdf>

revealed that “in just one day in 2017, more than 40,000 domestic violence survivors across the country slept in an emergency shelter or transitional housing. Even worse, a staggering 196,000 requests for shelter from domestic violence victims were unmet in 2014 due to lack of program capacity.”<sup>13</sup>

Countries such as Canada, the United Kingdom, and Australia have also conducted national surveys looking at domestic violence and homelessness; the staggering findings prompted each government to allocate funding to address domestic violence and homelessness and establish transitional housing programs and policies to address the issue.

In Trinidad and Tobago from November 2021 to July 2023, Alexander Benjamin conducted key informant interviews with seventy-five women between 18 and 65 years across Trinidad and Tobago who experienced family and intimate partner violence, sexual assault, and harassment over several years, to identify if there are links between domestic and intimate partner violence and homelessness and if the initial findings would warrant further research on this issue. The initial results showed that all the women interviewed experienced some type of direct and indirect challenge related to housing.

Almost three-quarters of the women interviewed remained in violent relationships much longer because they had nowhere to go if they left. Among those who did leave abusive relationships, they stayed with friends or family members for different periods, from six weeks to eighteen months, after which some returned to their former residences in which the abuser resided while others became serial renters. Some of the women interviewed did not leave the abusive relationship; factors included a lack of long-term housing and inadequate economic support. None of the women interviewed owned a home.

Initial information from these key informant interviews and reports from service providers who operate women-led and domestic violence community-based organizations within Trinidad and Tobago, provides a tremendous opportunity for further research to investigate the links between domestic violence and homelessness and investigate what elements would be needed to develop a mechanism for establishing a Transitional Housing Program in Trinidad and Tobago at the national level. Since the key informant interviews and discussion with service providers and members of the Civil Society National Reference Group, Sherna Alexander Benjamin has led to the production of a recommendation report that documented possible steps needed to establish a transitional housing program in Trinidad and Tobago.

Women and children who experience violence require various levels of support, one of which is longer-term care and housing to provide a sense of safety, security, and an environment that can help them stabilize their lives as they make decisions about their future. Children who witness or experience violence need an environment where they can overcome the experiences they have endured. Additionally, children are at higher risk of adverse childhood experiences that can have long-term effects. Transitional housing programs act as a protective factor for women and children. It provides them with the psychosocial tools, skills, and support necessary to reconstruct their lives to become healthy and productive citizens. Women and children who

<sup>13</sup> Institute for Children, Poverty, and Homelessness. (2018, October 27). The intimate relationship between domestic violence and homelessness. <https://www.icphusa.org/commentary/the-intimate-relationship-between-domestic-violence-and-homelessness-2/>



68

receive stable housing and support after enduring violence have a greater chance of disrupting intergenerational and cyclical patterns of violence.

Members of the Civil Society National Reference Group (CSN-RG) acknowledge that violence against women and children is destructive to any country, and the prevention of violence against this population demands strategic and innovative measures. The CSN-RG also understands the significant importance of temporary shelters but, more profoundly, the need for a transitional housing program for Trinidad and Tobago and fully supports the advocacy for a national domestic violence transitional housing program to help women and children with their recovery.

The benefits of transitional housing programs are many, including the prevention of violence and reduction in rates where victims return to violent relationships. It is a great economic model for any country, and it can be a sustainable option that provides women and children with the time, space, and opportunities to reimagine their lives without violence while creating their future stories to live beyond abuse and violence. While we acknowledge that violence against women and children is a profoundly complex issue that requires different approaches to prevent and respond to family and domestic violence, we also believe that a transitional housing program will be a practical and timely solution for the present and future that will allow those who experience violence the option to move from temporary domestic violence shelters to a longer-term alternative to stabilize their lives. It will also show the progress of Trinidad and Tobago, as the progress of a nation is seen in how it treats its women and children.



## Annex H: Sustainability Plan



# Trinidad and Tobago Spotlight Initiative Sustainability Plan and Roadmap (Preliminary Draft)

## Table of Contents

|   |    |
|---|----|
| 1. Introduction   | 4  |
| 1.1 Background and Context  | 4  |
| 1.2 Methodology   | 5  |
| 2. Overview of Progress of the Trinidad and Tobago Spotlight Initiative | 7  |
| 2.1 Achievements  | 7  |
| 2.2 Challenges and Gaps   | 10 |
| 2.3 Lessons Learned   | 11 |
| 3. Sustainability Plan and Roadmap                                      | 13 |
| 3.1 Roles and Responsibilities  | 36 |
| 3.2 Risks Assessment and Mitigation Strategies                          | 37 |
| 4. Annexes  | 38 |
| 4.1 Annex 1: Stakeholders Consulted                                     | 38 |



## Acronyms and Abbreviations

|         |  |
|---------|--|
| CATT    | Children’s Authority of Trinidad and Tobago  |
| CSE     | Comprehensive Sexuality Education  |
| CSNRG   | Civil Society National Reference Group   |
| CSO     | Civil Society Organization   |
| DV      | Domestic Violence  |
| EU      | European Union   |
| EUD     | European Union Delegation  |
| EVAWG   | Ending Violence Against Women and Girls  |
| FBL     | Faith Based Leaders  |
| FBO     | Faith Based Organizations  |
| FV      | Family Violence  |
| GBV     | Gender Based Violence  |
| GoTT    | Government of Trinidad and Tobago  |
| HFLE    | Health and Family Life Education   |
| IEC     | Information, Education, and Communication ILO International Labor Organization                             |
| IPV     | Intimate Partner Violence  |
| IOM     | International Organization for Migration JoTT The Judiciary of Trinidad and Tobago                         |
| LGBTQI+ | Lesbian Gay Bisexual Transgender Queer Intersex  |
| LNOB    | Leaving No One Behind  |
| OPM GCA | Office of the Prime Minister Gender and Child Affairs Division MRCRC Mayaro/Rio Claro Regional Corporation |
| MoE     | Ministry of Education  |
| MoDT    | Ministry of Digital Transformation   |
| MoH     | Ministry of Health   |
| MPD     | Ministry of Planning and Development   |
| MSDFS   | Ministry of Social Development and Family Services MNS Ministry of National Security                       |
| NSC     | National Steering Committee  |
| PAHO    | Pan American Health Organization   |
| PCU     | Program Coordination Unit  |
| PSA     | Public Service Announcement  |
| PWD     | Persons with Disabilities  |
| RHA     | Regional Health Authorities  |
| RUNO    | Recipient United Nations Organization  |
| SDG     | Sustainable Development Goals  |
| SGBV    | Sexual and Gender Based Violence   |
| SITT    | Spotlight Initiative Trinidad and Tobago   |
| SV      | Sexual Violence  |
| THA     | Tobago House of Assembly   |
| TPRC    | Tunapuna/Piarco Regional Corporation   |
| TTPS    | Trinidad and Tobago Police Service (Gender-Based Violence Unit, Emergency                                  |



|         |  |
|---------|--|
|         | Response Unit, Victim and Witness Support)                             |
| UNAIDS  | The Joint United Nations Programme on HIV/AIDS                         |
| UNCT    | United Nations Country Team  |
| UNDP    | United Nations Development Program                                     |
| UNFPA   | United Nations Population Fund   |
| UNICEF  | United Nations Children’s Fund   |
| UNWOMEN | United Nations Entity for Gender Equality and the Empowerment of Women |
| VAWG    | Violence Against Women and Girls                                       |

## 1. INTRODUCTION

### 1.1 BACKGROUND AND CONTEXT

In September 2017, the European Union (EU) and the United Nations (UN) launched the Spotlight Initiative, an ambitious partnership to eliminate all forms of violence against women and girls (VAWG) worldwide. The programme deployed targeted, large-scale investments in Africa, Asia, Latin America, the Caribbean, and the Pacific, aimed at achieving significant improvements in the lives of women and girls.

Approved in May 2020, the Spotlight Initiative in Trinidad and Tobago was one of six national programmes implemented in the Caribbean. The overall goal of the Spotlight Initiative in Trinidad and Tobago reflected that of the Global programme and the regional thematic priority; to reduce family violence focusing on ending violence against women and girls and gender-based violence as the key entry point. Under the leadership of the RC and coordination guided by the RCO, five RUNOs collaborated to deliver the SI joint programme, PAHO, UNDP, UNICEF, UNFPA and UN

Women; UN Women also served as the technical coherence lead. By utilising VAW and GBV as an entry point to address the cycle of violence experienced within families and communities, the programme also contributed to broader goals of sustainable development. Specifically, the SI in Trinidad and Tobago contributed directly to the achievement of two of the Sustainable Development Goals (SDGs): Goal 5 - Gender Equality; and Goal 16 – Peace, Justice and Strong Institutions and contributed to the achievement of SDG 3 – Good Health and Well-Being, and SDG 17 – Partnerships for the Goals. The programme utilised human rights-based approach and ensured that no one was left behind by ensuring an intersectional approach to address the needs of women and girls experiencing family violence who experience multiple and intersecting forms of discrimination. The six priority areas of intervention, or Pillars of the programme are:

1. Legislative and Policy Framework
2. Strengthening Institutions

3. Prevention and Social Norms
4. Delivery of Quality, Essential Services
5. Data Availability and Capacities
6. Supporting the Women's Movement

The Spotlight Initiative leveraged the country's legal and institutional framework and history of advocacy by working at the national policy level and within communities. The programme focused on implementation in three communities (Tunapuna/Piarco, Mayaro/Rio Claro, and Tobago) to ensure a comprehensive and integrated national strategy informed by community realities.

This Sustainability Plan outlines the successes, challenges and lessons learned in order to chart a way forward to continue to build on the gains made during the Spotlight Initiative in Trinidad and Tobago and to address some of the gaps that may remain. A key output of the SITT was the finalisation and approval by cabinet of the National Strategic Action Plan on Gender based and Sexual Violence (2023 -2027). This sustainability plan reflects the priorities set out in the NSAP GBVSV and builds upon synergies resulting from the ways in which other key outputs from the SITT align with the objectives and activities outlined in the NSAP GBVSV.

## 1.2 METHODOLOGY

The Sustainability Plan was developed through multiple consultations with key stakeholders of the Spotlight Initiative, including Central and Local Government representatives, Civil Society, UN agencies, other state and non-state agencies.

A comprehensive desk review of key programme and country documents and products was completed, and guidance was sought from the Spotlight Global Secretariat. Reflections from the Mid-term Assessment and interviews with key partners and stakeholders were also integrated into the findings reflected in this document. As such the Sustainability Plan reflects the objectives and actions prioritised by key stakeholders and partners.

## 2. OVERVIEW OF PROGRESS OF THE TRINIDAD AND TOBAGO SPOTLIGHT INITIATIVE

### 2.1 ACHIEVEMENTS

The SITT significantly contributed to creating an enabling environment to end violence against women and girls within the context of Family Violence. Major successes were achieved across all six Pillars. In fact, a key success of the SITT was that RUNOs built on cross-pillar synergies to support more effective integrated implementation resulting in greater impact.

- Pillar 1: Legislative and Policy Framework
  - Approval and finalisation of the **National Strategic Action Plan on Gender-based and Sexual Violence**.
  - Approval of **National Child Policy**, followed by implementation and approval of the digital monitoring and evaluation framework.
  - Approval of the **National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence** in August 2022, the first official national framework for action in the health sector on violence against women.
  - The development of a **Family Violence Prevention and Response Strategy with the local government**
  - Spotlight also supported the development of the National Interagency Protocol for Child Abuse Prevention and Management highlighting the key roles and responsibilities of all child protection stakeholders.
  
- Pillar 2: Strengthening Institutions
  - The Programme strengthened the national gender machinery by supporting upgrades of the Central GBV Registry to encourage a coordinated response. As a result of the programme, an assessment report on the data capacities of frontline service providers was completed, as well as draft standard operating procedures for GBV case management. Additionally, the development of the Intimate Partner Violence and Sexual Violence Health Information System was completed in collaboration with the Ministry of Health, including the documentation/clinical record form, IT system for data entry and analysis, quality of care indicators and tools to guide users. - Training to re-engineer the attitudes of key staff at the Judiciary and Law Association thereby providing a more sensitive gender-responsive environment in the Family and Children's Courts for survivors. There was also the introduction of a police and court accompaniment programme supported by the Victim and Witness Support Unit as well as a perpetrators' intervention through the RESET programme.
  
- Pillar 3: Prevention and Social Norms
  - **Communications for behaviour change** and outreach campaigns delivered messaging through creative/arts (including theatre and music), information materials and relevant tools on family violence to persons in the target communities. Through the implementing partner Indigenous Creative Arts Network, several national events were hosted, involving faith based leaders, men and boys and young persons. This type of awareness messaging, based on evidence of what works to motivate behaviour change, promoted positive attitude change consistent with gender equality and non-violence.
  - Through the Heroes Foundation and in partnership with the Ministry of Education, Spotlight was able to achieve **training of 380+ adolescents** including from the refugee and migrant population, in gender-sensitivity, leadership, advocacy, communication, technology skills, and project management, in 30+ schools across the country. These students have now implemented projects to address problems experienced in their schools and communities. Including bullying, school violence, child abuse, gender based violence, sexual harassment, and anger management. Young persons have





- been engaged in-person in youth-led education and advocacy projects, to inspire positive behaviour change, safety, and respect for children and youth.
- Work with men and youth lays a foundation for normative change (Pillar 3: Prevention, Pillar 4: Services and Pillar 6: Women’s Movement and Civil Society): Through the Spotlight Initiative, work on primary prevention programming with in-school youth was launched, benefitting 380+ participants from secondary schools across the country, with a specific focus on the target communities. The curriculum trained local and migrant youth in leadership, advocacy, and communication skills to address violence against children, particularly GBV, and empowered them to create and deliver peer-to-peer violence prevention programmes in their schools and communities, influencing another 9,000 of their peers. The male leadership training programme continued to engage men to champion tackling gender stereotypes, creating healthy relationships and navigating conflict within their communities.
- Pillar 4: Delivery of Quality, Essential Services
    - The Trinidad and Tobago Police Service led by the Police Academy, conducted gender responsive policing training throughout the programme, for a total of **400+ participants**. The training uses global best practices in gender-responsive policing including victim/survivor-centred, trauma-informed approaches. **The Police Academy has committed to incorporating the curriculum for all future recruits and rolling it out to the current cadre of 7,000+ officers.**
    - More than 400 health care and social workers were trained in health care for women subjected to intimate partner and sexual violence, based on global best practices.
    - Curricula for undergraduates and postgraduates in care professions (nursing, medicine, social work and psychology) were developed for implementation in higher education institutions to provide future cadres of qualified personnel. The training and curricula are consistent with the National Clinical and Policy Guidelines on Intimate Partner Violence and Sexual Violence, developed under the Spotlight Initiative, which is the first national guiding framework for the health response to VAW. This was approved by the Ministry of Health on 15 August 2022.
    - Finally, in line with the principle of leaving no one behind, 1,000+ survivors, including members of migrant and refugee populations, accessed psychosocial support and counselling; and 30+ persons with disabilities were able to access sexual and reproductive health services through the Family Planning Association of T&T
  - Pillar 5: Data Availability and Capacities
    - The Spotlight Initiative is also laying the foundation for a unified system to collect, manage, and analyse data on violence against children. During the programme, the Children’s Authority was supported to launch the Primero Child Protection Information Management System, a web-based platform that streamlines the processing of cases, including registration, assessments and referrals. This intervention allows caseworkers to act more effectively to serve children who have faced abuse and neglect and ensure that fewer young people in crisis fall through the cracks.
  - Pillar 6: Supporting the Women’s Movement

- The Spotlight Initiative, initiated the innovative **small grants programme** providing core funding and institutional strengthening to 19 grassroots organisations that provide critical services or engage in prevention work with potential for significant impact for the most underserved and marginalised populations. This type of institutional strengthening grant, whereby partners used funds to develop strategic and /or operational plans, financial systems etc is very atypical in the donor landscape but created long lasting impact for civil society partners. This also went hand in hand with the capacity building, coaching and mentoring programme for civil society organisations.
- These successes were enhanced by the deft coordination of the SITT by the RCO and substantive technical coherence provided by UN Women. RUNOs worked collaboratively to address gaps where the potential to cause harm was highlighted and responded positively to collaborative implementation even when activities did not explicitly require it.

## 2.2 CHALLENGES AND GAPS

Like all SIs globally the SITT faced significant challenges. The programme launched during the beginning of the COVID-19 Pandemic and the first year of implementation was completed during intensive COVID-19 measures. This affected implementation. SITT was the first SI programme in the English-speaking Caribbean to successfully hire a Spotlight Programme Coordinator. The Coordinator ensured consistent online coordination meetings and liaised closely with the technical coherence lead to ensure timely responses regarding quality assurance. This close collaboration also responded quickly when initial implementation occurred in siloed ways to build on synergies in programming rather than siloed implementation. An example of this included collaboration on interventions with the judiciary and police, to ensure the key RUNO liaison was aware of all actions that included the JoTT or TTPS and could negotiate action where some activities had stalled.

Initially overcoming silos within the government system were not always easily resolved, however the Technical Steering Committee led to and incorporated members of the Inter-Ministerial Working Group on GBV. The Permanent Secretary at the OPMGC ensured high level representation in the group and this ensured collaboration across government, ministries, agencies, departments, and programmes.

The importance of engaging civil society is undeniable, however the guidance regarding CSNRGs did not take into the time required for CSO partners to effectively deliver on the CSNRG role. Additionally, the code of conduct amongst CSOs to hold each other accountable during breaches wasn't always upheld. The open line of communication between CSNRG members the Coordinator and the Technical Coherence lead led to adaptations where necessary and most RUNOs did their best to pivot where needed.

A lack of understanding fuelled by misinformation and the backlash on gender equality and

human rights resulted at times in the avoidance of issues related to CSE and integrating LBTQI+ issues across all policies. CSOs played a critical role in this case in ensuring that no one was left behind.

## 2.3 LESSONS LEARNED

An important lesson learned is the importance of ensuring programme staff are in place at the beginning of the programme. The RCO was successful in coordinating the programme because the Spotlight Programme Coordinator was one of the first recruited. Also, the RUNOs who had staff on board early and staff who were dedicated to implementation of the programme were better equipped to maintain partnerships and drive consistent delivery. This lesson is critical for sustainability, and the perceived reliability of the UN.

Effective technical coherence was also an important lesson learned. Unlike many joint programmes the Spotlight Initiative separated the coordination role and the technical coherence role. In SITT this was successful because RUNOs support the agency with the technical coherence role by integrating guidance and expertise when given. Also, the close engagement of the coordination leadership and the technical coherence leadership ensured that as much as possible the programme was implemented jointly, rather than in siloed ways.

The need for the early provision of clear guidance and protocols to support suggested governance structures was also a key lesson learned. The alignment of programme governance structures with already existing state structures were extremely important to support sustainability.

Highlighting Tobago as a community for development was critical to ensure a fully national approach. The communities chosen ensures rural and urban areas were able to benefit from the SITT.

The leadership of the GoTT and the Minister responsible for Gender and Child Affairs was reflective of a key lesson learned- government buy-in is critical to the sustainability of any project. The success of SITT is because the government took full ownership of the programme, and this was coordinated by the Minister and P.S. Gender and Child Affairs.

Understanding the implementation scope regarding different UN agency fund and programme operations is also a key lesson learned. Some agencies have more flexibility vis a vis others in engaging partners, government or CSOs understanding the differences to build on comparative advantages was important to the successful implementation of the project.

Another important lesson learned was the importance of utilising agency focal points to engage with government partners was a key lesson learned rather than have multiple agencies approach one government partner.

Building on and adapting global better practices and tools rather than creating completely new

tools was also a very important lesson that ensured the integration on international standards. The final key lesson learned was integrating CSO partnership to support implementation across all pillars. This allowed the GoRTT space to effectively partner with CSOs and further integrate CSO service provision and advocacy into government programming.

### 3. SUSTAINABILITY PLAN AND ROADMAP

This sustainability plan builds on the NSAP GBV SV which outlines the following Outcomes:

**Outcome 1:** Citizens of Trinidad and Tobago will demonstrate increased awareness and intolerance towards all forms of GBV and SV.

**Outcome 2:** Effective, inclusive and gender-responsive services delivered to victims and survivors of GBV and SV.

**Outcome 3:** Robust legislation implemented by knowledgeable and effective duty bearers, delivering the consistent administration of justice that is underpinned by GBV and SV victim and survivor-centred principles and accessible to all.

**Outcome 4:** Improved mechanisms for opportunities for redress and reparations for victims and survivors of GBV and SV, as well as appropriate penalties and rehabilitative resources for perpetrators.

**Outcome 5:** Strengthened and effective gender-responsive interventions through enhanced multi-stakeholder coordination and synergistic applications that address GBV and SV in Trinidad and Tobago, including the rehabilitation of perpetrators.

These outcomes are reflective of the Spotlight pillars. Specifically, Outcome 1 aligns to Pillars 2 and 3, Outcome 2 to Pillars 5 and 6, Outcome 3 to Pillars 1 and 2, Outcome 4 to Pillars 1, 2, 4 and 5, and Outcome 5 to Pillars 3, 4, 5 and the overall goal of the SI globally which is enhanced coordination in GBV response.

As such the sustainability plan proposes the following Outputs and Activities within the framework of the NSAP GBV SV Outcomes and Outputs. The activities and outputs build on the successes, challenges and lessons learned from the implementation of the SITT. This plan also identifies the SDG specific targets aligned to these Outcomes and Outputs.

| Outcome 1: Citizens of Trinidad and Tobago will demonstrate increased awareness and intolerance towards all forms of GBV and SV                                       |  |  |  |                                     |              |
|---|--|--|--|-------------------------------------|--------------|
| Objective 1: To establish a standardized understanding of GBV and SV amongst stakeholders and the general public that will lead to changes in behaviour and attitudes |  |  |  |                                     |              |
| OUTPUT  | ACTIVITIES   | INDICATORS   | EVALUATION AND OUTPUTS   | PARTNERS (LEAD & SUPPORTING)        | BUDGET (USD) |
| Increased community awareness on GBV and referral pathway   | 1.1.1 Training sessions on how to use GBV & SV manual by regional corporations and Tobago stakeholders                       | Percentage of persons who are trained who indicate that the training provided was useful.  | Workshop reports<br>Periodic feedback surveys<br>Downloads per year of the online manual | UN Women<br>UNFPA<br>PAHO<br>UNICEF |              |
|   |  | Number of persons annually trained/sensitised in GBV & SV (online & in person)   |  |                                     |              |
|   |  | Percentage of persons who indicate it has caused them to reflect.  |  |                                     |              |
|   | Support the development of a private sector policy integrating already existing programmes such as the WEPs and Gender Seal. | Number of private institutions that adopt and socialise the GBV & SV policy  | Publication of organisational policy GBV & SV policy accreditation                       |                                     |              |
|   |  | Number of private sector organisation using resources from the toolkit annually.   | Annual assessment of private sector organisations  |                                     |              |
|   | Editorial guidelines and media training on GBV & SV champions to advocate for GBV & SV                                       | Number of media practitioners pledging action to combat GBV & SV using their platforms at the Annual Conference for GBV & SV Sensitisation | Annual report on GBV & SV campaigns<br>Participant feedback via event evaluation forms.  |                                     |              |
|   | Number of media houses integrating GBV & SV sensitivity within their code of conduct/standards                               | Media houses pledge for GBV & SV guidelines on reporting<br>Media promotion of the domestic violence hotline (800-SAVE)                    |  |                                     |              |
|   |  | Media Complaints Council Reports   |  |                                     |              |

| Outcome 1: Citizens of Trinidad and Tobago will demonstrate increased awareness and intolerance towards all forms of GBV and SV                                       |  |   |   |                              |              |
|---|--|---|---|------------------------------|--------------|
| Objective 1: To establish a standardized understanding of GBV and SV amongst stakeholders and the general public that will lead to changes in behaviour and attitudes |  |   |   |                              |              |
| OUTPUT  | ACTIVITIES   | INDICATORS  | EVALUATION AND OUTPUTS  | PARTNERS (LEAD & SUPPORTING) | BUDGET (USD) |
|   | Engage men and boys' groups and networks to champion EVAWG and challenge harmful norms and stereotypes | <p>Number of male centric spaces/organisations that include GBV sensitizing content for safe public spaces</p> <p>Number of men's organisations strengthened and implementing strategies to reduce GBV including sensitisation</p> <p>Number of resourced and promoted strategies for preventing at risk men from committing GBV and providing rehabilitation support for perpetrators</p> <p>Number of group counselling sessions with at risk men and perpetrators (this is linked to the previous indicator)</p> | Public Engagement Surveys<br>Event Surveys<br>Organisation Annual Reports   | UN Women<br>UNFPA            |              |
|   | Communications campaign implemented to promote awareness and behavioural change                        | Number of people who indicate they have seen campaign.  | OPM-GCA public consultations<br><br>Media Platform Analytics<br><br>Stakeholder feedback Survey and documents   | UNIC<br>PAHO<br>UN Women     |              |
|   |  | Percentage of persons indicating their behaviours and attitudes have shifted as a result of the campaign  |   |                              |              |
|   |  | Number of funded feminist communication strategies developed that targets youth Inclusion of GBV & SV themes into cultural events & festivities   | Periodic engagement sessions with youth and other target groups<br>Adoption of socially inclusive-workplace policies<br>Annual Reports<br>Project Implementation Reports<br>Thematic content incorporated and represented in cultural events and competitions |                              |              |

| Outcome 1: Citizens of Trinidad and Tobago will demonstrate increased awareness and intolerance towards all forms of GBV and SV                                       |   |   |   |  |              |
|---|---|---|---|--|--------------|
| Objective 1: To establish a standardized understanding of GBV and SV amongst stakeholders and the general public that will lead to changes in behaviour and attitudes |   |   |   |  |              |
| OUTPUT  | ACTIVITIES  | INDICATORS  | EVALUATION AND OUTPUTS  | PARTNERS (LEAD & SUPPORTING)   | BUDGET (USD) |
| 1.3. Gender responsive service delivery enhanced for GBV response   | 1.3.1. Develop sector-specific training modules for pre-service and in-service GBV first responders and other professionals (Medical personnel, Judiciary, Police, Defence Forces, Education System, Mental Health Practitioners, CSOs) | 25% improvement in efficiency and effectiveness of GBV service delivery   | Capacity Assessment<br>Service Delivery<br>Assessment Surveys<br>Gender sensitive Criminal Justice System Training<br>Module Operational procedures for recording and privacy of cases heard and court appointments for GBV&SV cases<br>Accountability Scorecards<br>Case Management<br>Records Training report on resource mobilisation and proposal writing<br>Curriculum for GBV service delivery including GRB Assessment report on the current practice of setting appointments, recording and maintaining confidentiality in GBV & SV cases | <b>Lead</b><br>CSOs<br>OPM-GCA<br><br><b>Supporting</b><br>UN System<br>MNS<br>MoH<br>DHWSP<br>Academic Institutions<br>MHUD<br>MOWT<br>TTPS |              |
|   |   | Number of revised, Gender Responsive operational guidelines and protocols for safe housing, transitional services and legal aid | Curriculum for GBV service delivery<br>Approved guideline documents<br>User Feedback Survey<br>Recommendations Report for setting appointments, recording and maintaining confidentiality in GBV & SV cases<br>Model Protocol for setting appointments, recording and maintaining confidentiality in GBV & SV cases   |  |              |
|   |   | Number of resources allocated annually  | Participant evaluations of programmes<br>Sectoral and programming budget documents<br>M&E system to track resources and impact  |  |              |

| Outcome 1: Citizens of Trinidad and Tobago will demonstrate increased awareness and intolerance towards all forms of GBV and SV                                       |  |  |  |  |              |
|---|--|--|--|--|--------------|
| Objective 1: To establish a standardized understanding of GBV and SV amongst stakeholders and the general public that will lead to changes in behaviour and attitudes |  |  |  |  |              |
| OUTPUT  | ACTIVITIES   | INDICATORS   | EVALUATION AND OUTPUTS   | PARTNERS (LEAD & SUPPORTING)   | BUDGET (USD) |
| GBV&SV integrated into curricula at the primary, secondary and tertiary levels  | Review HFLE and Social Studies curricula with a focus on technology facilitated GBV, consent, sexual exploitation, abuse and harassment, GBV and its manifestations, and gender and gender norms in collaboration with key Education sector stakeholders | Improved gender sensitive and age appropriate GBV & SV content in curricula  | Revised curricula MOE approval Stakeholder engagement meeting reports PTA participation  | UNICEF<br>UNFPA UN<br>Women  |              |
|   |  | Number of primary and secondary schools delivering 1 hour of GBV&SV education per semester   | Assessment Reports   |  |              |
|   |  | Operationalisation of an accessible, incident reporting mechanism  | Guidelines and protocols for reporting mechanism<br>Reports of teacher and all staff training<br>Incident report book  |  |              |
|   | Develop innovative non-classroom based GBV & SV awareness programme, including CSE for in and out of school youth  | Number of schools providing social engagement and personal development programmes with interactive GBV and SV content<br><br>Percentage of youth who indicate training has impacted their attitudes and behaviours   | Student Support Service Annual Report<br>Quarterly reports from youth-led organisations and schools<br>Organisational Websites<br>Newsletters Biannual participant surveys |  |              |
| Increased availability and utilisation of EVAW data.  | 1.5.2 National GBV & SV Research Conference  | 50% of conference attendees report feeling more aware/knowledgeable on the drivers of GBV in key populations<br><br>Increased research outputs and recommendations<br><br>Number of new programme initiatives with a focus on one or more of the key populations | Conference Report<br><br>Research papers<br><br>Newspapers articles<br><br>Public commitments by Ministries  | <b>Lead</b><br>OPM- GCA<br>IGDS<br><br><b>Supporting</b><br>MRDLG<br>TTPS NCPD<br>CSNRG (Spotlight Initiative) |              |





| Outcome 2: Effective, inclusive and gender-responsive services delivered to victims and survivors of GBV and SV  |  |   |  |   |              |
|--|--|---|--|---|--------------|
| Objective 2(i): Provide reliable and effective GBV and SV Services nationally in the police and judicial systems |  |   |  |   |              |
| OUTPUT   | ACTIVITIES   | INDICATORS  | EVALUATION AND OUTPUTS   | PARTNERS (LEAD & SUPPORTING)                | BUDGET (USD) |
| Coordinated and effective referral pathway.  | Digitisation of referral pathway.  | % Improvement of public knowledge of reporting a GBV or SV act  | Biennial Nationwide Survey on use of key GBV & SV services   | UN Women<br>UNDP<br>UNFPA<br>PAHO<br>UNICEF |              |
|  |  | Number of persons reporting GBV & SV to the police doubled  | TTPS Annual GBV Statistics<br>PCA Consultation/Outreach Reports Option/feature to Report GBV on TTPS mobile app<br>Social Media Campaign to promote usage of TTPS app for reporting GBV Annual PCA report on public complaints<br>Health services integrated into referral pathway<br>Social protection integrated into referral pathway |   |              |
|  |  | 10-15% improvement in Public Confidence (including of migrant populations) in protection from and prosecution of GBV & SV                               | Budget Report for public confidence survey (once every 5 years)<br>Publication of Survey Results and media engagement<br>Independent redress mechanism for GBV & SV<br>Special Police, PCA and GBV stakeholder Conference  |   |              |
| Consistent effective 24-hour service provided by 800-SAVE  | Assess hotline's operations and effectiveness related to reporting/responding to GBV & SV issues | Baseline Capacity and Gap Assessment of staff competence and operational effectiveness of 800-SAVE  | Baseline and Gap Analysis Report<br>Stakeholder Feedback   | <b>Lead</b><br>OPM-GCA                      |              |
|  | Support the Recruitment and training of additional staff to manage hotline                       | Doubling of the human resource capacity of the hotline centre<br>50% increase in staff members available on call per shift                              | Annual Covert Hotline spot Check report<br>Quarterly Hotline reports<br>Staff Performance Review Report<br>User Feedback   | <b>Supporting</b><br>CSOs                   |              |
|  | Train staff to be able to offer efficient, gender responsive services to clients                 | 100% of hotline operators trained and sensitised on GBV & SV and related services<br>% of hotline operators receiving training twice in a 4-year period | Training Reports   |   |              |
|  |  |   |  |   |              |

| Outcome 2: Effective, inclusive and gender-responsive services delivered to victims and survivors of GBV and SV            |  |   |  |                                |              |
|--|--|---|--|--------------------------------|--------------|
| Objective 2(i): Provide reliable and effective GBV and SV Services nationally in the police and judicial systems           |  |   |  |                                |              |
| OUTPUT   | ACTIVITIES   | INDICATORS  | EVALUATION AND OUTPUTS   | PARTNERS (LEAD & SUPPORTING)   | BUDGET (USD) |
| Increased access to justice for survivors and those most marginalised.   | Conduct legal needs assessment.  | Completed assessment  | Assessment Programme reports   | UN Women<br>UNDP               |              |
|  | Pilot OSC  | 1 pilot including police station  | SOPs Partnership between VWSU, relevant RHAs, and policing administration on the implementation of GBV & SV Unit pilot Meeting minutes from consultations with TTPS, OPM-GCA and disability associations | UN Women<br>UNFPA<br>UNDP PAHO |              |
|  |  | 25% increase in skilled gender sensitive officers assigned to GBV & SV Units                                | Code of Conduct<br>Implementation Plan<br>Document Project<br>Implementation Pilot<br>Evaluation Report<br>Training Report<br>Officer training officer policy<br>Training of Trainers Curriculum         |                                |              |
| % of police officers equipped with therapeutic approaches to interviewing victims and improved case closure rates          | User feedback Survey Report<br>Analysis Case Management Records<br>Quarterly Performance Review Reports<br>Public Accountability Scorecards<br>Updated Protection and Prosecution GBV&SV Evidence Gathering Protocol |   |  |                                |              |
| Develop protocols between health sector and the criminal justice sector to facilitate court process and evidence gathering |  | Proportion of rape kit tests and HIV/STI tests successfully administered                                    | Handbook of Medical and Therapeutic protocols for Health Care practitioners<br>Biennial review and mandated updates of protocols<br>Case Management Records from the relevant agencies                   |                                |              |
|  |  | Proportion of rape kit tests and HIV/STI tests results successfully processed through the chain of evidence |  |                                |              |



**Outcome 2: Effective, inclusive and gender-responsive services delivered to victims and survivors of GBV and SV**

**Objective 2(i): Provide reliable and effective GBV and SV Services nationally in the police and judicial systems**

| OUTPUT  | ACTIVITIES  | INDICATORS  | EVALUATION AND OUTPUTS  | PARTNERS (LEAD & SUPPORTING) | BUDGET (USD) |
|---|---|---|---|------------------------------|--------------|
| Improved Protection and redress services to victims and survivors of GBV&SV | 2.4.1 Conduct institutional analysis of barriers and constraints to the timely execution of protection orders                           | 2 institutional capacity assessment for execution of protection orders (1 police, 1 court)                          | Institutional Capacity Assessment Report  | UNDP<br>UNFPA UN Women       |              |
|   | 2.4.2 Develop and implement gender sensitive guidelines for the consistent application of protection orders based on the revised DV Act | Updated guidelines and procedures   | Guidelines and procedures<br>Evaluation of the implementation of the guidelines<br>Special protocols for the treatment of marginalised groups             |                              |              |
|   |   | Reduced time lapse between victim reporting and execution of order  | Quarterly Judiciary Reports<br>Case Management Records  |                              |              |
|   | Enhance legal representation for GBV & SV survivors and victims   | Number of GBV & SV survivors and victims adequately served<br><br>Number of GBV & SV perpetrators adequately served | Quarterly Reporting of Ongoing and Completed Cases<br>VWSU and Legal Aid Records<br>Client Satisfaction Survey Results<br>Public Accountability Scorecard | UNDP                         |              |



**Outcome 2: Effective, inclusive and gender-responsive services delivered to victims and survivors of GBV and SV**

**Objective 2(ii): Improved effectiveness and efficiency in the provision of healthcare services for GBV and SV survivors**

| EXPECTED OUTPUT   | ACTIVITIES  | INDICATORS   | MEANS OF VERIFICATION   | PARTNERS (LEAD & SUPPORTING) | BUDGET (USD) |
|---|---|--|---|------------------------------|--------------|
| High quality standardised medical interventions & psycho-social support for GBV& SV victims and survivors | Operationalise the GBV & SV component of the Sexual Reproductive Health Policy ensuring adequate and timely services to victims & survivors | <p>Number of GBV Screenings at HIV/STI Clinics</p> <p>Proportion of SV survivors accessing rape kits within 48hours of reporting and assault</p> <p>Proportion of SV survivors accessing Emergency contraception and post exposure prophylaxis within 48 hours of reporting and assault</p> <p>Number of GBV&amp;SV ready health facilities (primary and tertiary) capable of administering a rape kit and providing emergency contraception and HIV &amp; STI testing</p> <p>100% of survivors tested for STIs within 6 months of assault</p> | Stakeholder Consultation Report on SRH policy GBV component Revised emergency contraception policy Medical practitioners reporting Protocol for physical GBV, sexual assault and neglect Rape kit and emergency contraception availability and access assessment report Population Programme Unit Monitoring Reports (MoH) SRH policy monitoring framework Revised HIV testing protocol | PAHO<br>UNFPA                |              |
|   | Support annual training on psycho social protocol to key stakeholders.  | Number of mental health professionals trained in GBV & SV protocols for Health Care practitioners  | Training Reports Register for Workshops Client Satisfaction Surveys   |                              |              |
|   | Support recruitment of specialised mental health professionals and provide training to support GBV & SV support ecosystem                   |  | Approved and financed public-private partnership and multi lateral and bi-lateral assistance programmes Annual update of National Registry of Mental health providers   |                              |              |



**Outcome 2: Effective, inclusive and gender-responsive services delivered to victims and survivors of GBV and SV**

**Objective 2(ii): Improved effectiveness and efficiency in the provision of healthcare services for GBV and SV survivors**

| EXPECTED OUTPUT   | ACTIVITIES   | INDICATORS   | MEANS OF VERIFICATION   | PARTNERS (LEAD & SUPPORTING) | BUDGET (USD) |
|---|--|--|---|------------------------------|--------------|
| Increased resources available to ensure Adequate and efficient safe homes /shelters available to GBV and SV victims and survivors | Develop National Standards and operational procedures for the management of GBV shelters   | Number of shelters utilizing national standards and operational procedures for GBV shelters  | Human Resource Needs Assessment for GBV Shelters National Standards and SOPs for the Management of GBV Shelters Shelter blueprints Disability association recommendations Code of Conduct for shelter managers, operators and staff Confidentiality agreement for shelter staff Internal administrative reports of confidentiality breaches and actions taken Grievance redress mechanism | UN Women<br>PAHO<br>UNFPA    |              |
|   | Support Refurbishment, repurposing of housing in underserved areas and for key populations | Average number of GBV-specific safe homes and shelters per 100,000 persons Number of shelters catering for GBV needs of transgender persons, persons with disabilities, men and boys, trafficked persons and the elderly |   |                              |              |
|   | Implement a programme to train and attract qualified persons to staff shelters nationally  | Proportion of Shelter staff and volunteers meeting or exceeding National Standards   | Shelter survey responses Assessment Report Training Work Plan Inter-ministerial and public-private partnerships Annual GBV Service Organisation data collection report Directory of skills training programme nationwide  | IOM                          |              |



| Outcome 2: Effective, inclusive and gender-responsive services delivered to victims and survivors of GBV and SV |  |  |  |                              |              |
|---|--|--|--|------------------------------|--------------|
| Objective 2 (iii): Improve livelihood opportunities of unskilled and unemployed victims and survivors           |  |  |  |                              |              |
| EXPECTED OUTPUT   | ACTIVITIES   | INDICATORS   | MEANS OF VERIFICATION  | PARTNERS (LEAD & SUPPORTING) | BUDGET (USD) |
| Increased entrepreneurship and employability for GBV and SV Stakeholders  | Support business related referral services for GBV & SV Survivors.                     | Number/proportion of survivors accessing social welfare grants annually  | Data collection report Social welfare grant programme document Participation and beneficiary data                              | UN Women UNDP                |              |
|   | Collaborate with private sector to support social enterprise workshops on both islands | Proportion of victims/survivors participating in capacity development workshops annually   | Skills training listing via the OPM-GCA website Sensitisation documentation Financial literacy training and guidance documents | UN Women UNDP                |              |
|   |  | Number of victims/survivors with an improved financial position or increasing ownership of resources Annually                                    |  |                              |              |
|   |  | Proportion of service organisations and allies implementing capacity development strategies to support economic empowerment of victims/survivors |  |                              |              |



**Outcome 3: Robust legislation implemented by knowledgeable and effective duty bearers, delivering the consistent administration of justice that is underpinned by GBV and SV victim and survivor-centred principles and accessible to all**

**Objective 3(i): Enable robust and coherent implementation of GBV and SV legislation in accordance with national and international commitments of Trinidad and Tobago**

| EXPECTED OUTPUT  | ACTIVITIES   | INDICATORS   | MEANS OF VERIFICATION  | PARTNERS (LEAD & SUPPORTING) | BUDGET |
|--|--|--|--|------------------------------|--------|
| Critical GBV & SV related legislation amended/ updated | Support amendments to key legislation, operational procedures, and related guidelines to reflect recommended changes from legislative review | 40% of recommended legislative amendments, procedural reforms and guidelines updates enacted within 5 years<br>Proportion of crimes investigated by the police, prosecuted, and resulted in conviction under newly amended legislation | Targeted multi-media campaign on legislative reform<br>Consultation Reports<br>Annual Reports<br>Progress Reports<br>Periodic Evaluation Reports   | UN Women                     |        |
|  | Support establishment of court mandated enrolment of perpetrators in established intervention & prevention programs                          | Number of perpetrators successfully completed court mandated intervention and prevention programmes<br>Number/ proportion of recidivist GBV&SV perpetrators  | Case Records<br>Intervention & Prevention Programme<br>Registration Documents<br>Programme Progress Reports<br>Mid-term Evaluation Report<br>Participant Feedback (Surveys, focus group discussions) |                              |        |

**Objective 3(ii): Enhance the quality and gender responsiveness of the implementation of GBV and SV legislations in Trinidad and Tobago**

| EXPECTED OUTPUT   | ACTIVITIES   | INDICATORS   | MEANS OF VERIFICATION   | PARTNERS (LEAD & SUPPORTING) | BUDGET |
|---|--|--|---|------------------------------|--------|
| Increased capacity among duty bearers to monitor GBV and SV legislation implementation. | Develop gender sensitive monitoring systems and tools for GBV & SV legislation | Number of gender responsive and GBV specific tools used<br>Number of GBV related datasets available on reporting, investigation, and convictions for related crimes<br>Number of surveillance reports produced annually across the justice ecosystem | Annual GBV Legislation Monitoring Report<br>GBV Legislation Monitoring Committee Meeting Reports<br>Inter-ministerial committee reports and decisions<br>Training Reports<br>Pilot Assessment Reports | UN Women<br>UNDP             |        |

**Objective 3(iii): Strengthen the capacities of key stakeholders that enforce GBV and SV legislation**

| EXPECTED OUTPUT  | ACTIVITIES  | INDICATORS   | MEANS OF VERIFICATION   | PARTNERS (LEAD & SUPPORTING) | BUDGET |
|--|---|--|---|------------------------------|--------|
| Strengthened capacity among judiciary to enact and enforce GBV & SV legislation in a gender-responsive manner in Trinidad & Tobago | Contribute to Annual training activities targeting judges, magistrates, prosecutors, lawyers and the police | Number of judges, magistrates, prosecutors, lawyers and police successfully completing annual specialised training | Training and Workshops<br>Reports Participants<br>Evaluation Assessments<br>(Immediately after the training and 6 months after)<br>Participant Feedback Survey<br>Spot-check Reports<br>Independent Assessment of Training and Training Methodology | UN Women<br>UNICEF           |        |

**Outcome 4: Improved mechanisms for opportunities for redress and reparations for victims and survivors of GBV and SV, as well as appropriate penalties and rehabilitative resources for perpetrators****Objective 4(i): Provide comprehensive and evidence-based interventions for perpetrators**

| EXPECTED OUTPUT  | ACTIVITIES   | INDICATORS  | MEANS OF VERIFICATION   | PARTNERS (LEAD & SUPPORTING) | BUDGET |
|--|--|---|---|------------------------------|--------|
| 4 Reduced recidivism rate amongst GBV and SV offenders | 4.4.3 Reintroduce Family Court Partnership for Peace programme (PfP) for offenders and survivors | Number of cases entering the Partnership for Peace Programme as a proportion of total cases adjudicated in court<br>Number of repeat offenders of those having completed in the Partnership for Peace Programme | Annual PfP Programme report<br>PfP Project Proposal<br>Family Court Recruitment and training documents<br>Programme Implementation Report<br>Case files | UN Women                     |        |





**Outcome 5: Strengthened and effective gender-responsive interventions through enhanced multi-stakeholder coordination and synergetic applications that address GBV and SV in Trinidad and Tobago, including the rehabilitation of perpetrators**

**Objective 5(i): Coordinate the efficient and effective implementation of the NSAP-GBV&SV (2023-2027)**

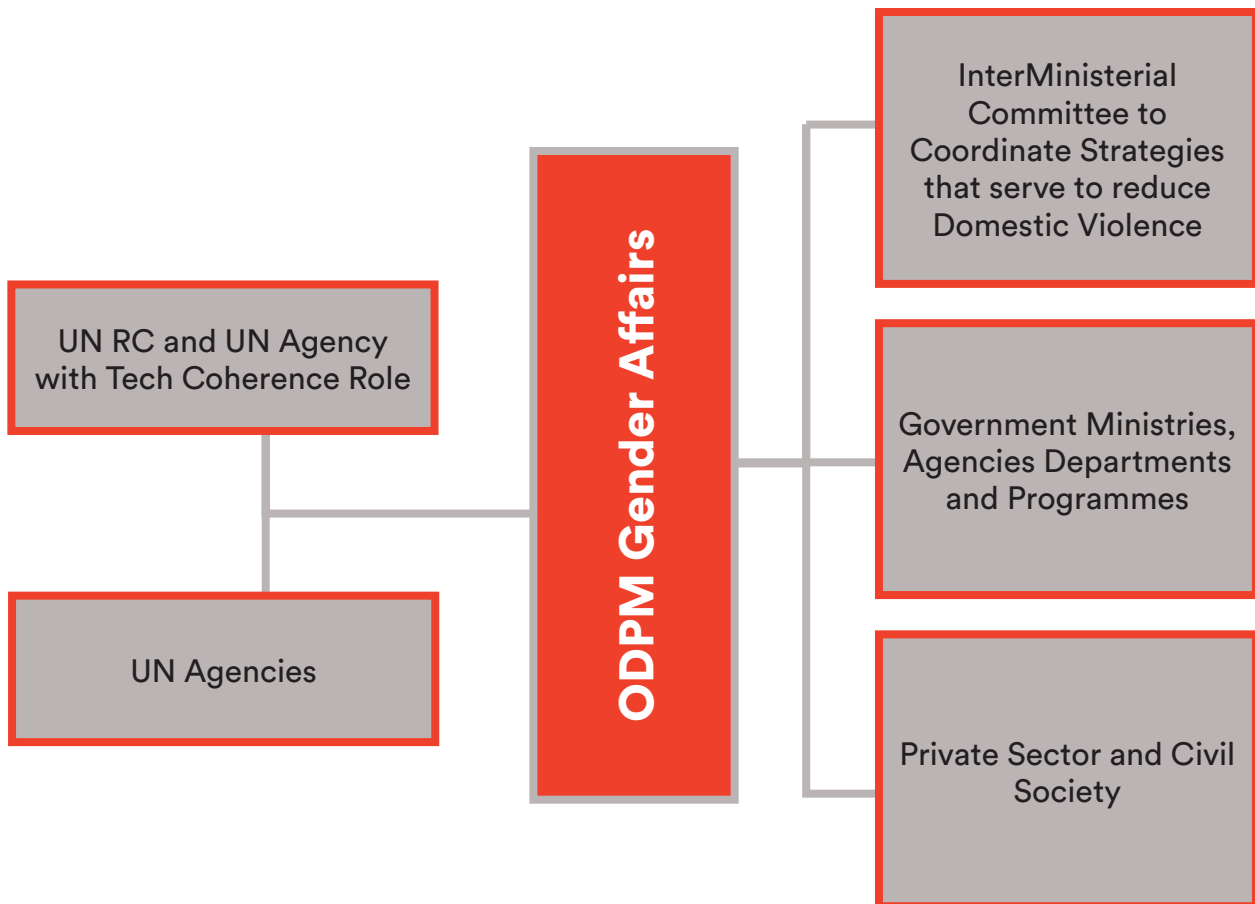
| EXPECTED OUTPUT  | ACTIVITIES   | INDICATORS   | MEANS OF VERIFICATION   | PARTNERS (LEAD & SUPPORTING)                               | BUDGET |
|--|--|--|---|--|--------|
| 5.1. Establishment of institutional structures to implement the NSAP-GBV & SV          | 5.1.1 Appointing, hiring and enlisting well-trained human resources to manage the implementation of the NSAP                             | Number of OPM GCA staff with job descriptions dedicated to NSAP implementation   | Cabinet Minute approval for increase of staff for NSAP implementation Annual Budget Estimates (Recurrent Expenditure)   | Lead OPM-GCA Supporting NSAP JSC Key Government Ministries |        |
|  | 5.1.2 Establish and operationalise NSAP Joint Steering Committee (NSAP JSC)  | At least 50% NSAP JSC are senior level professionals and female  | Cabinet Minute approving the establishment of the NSAP JSC Letters of appointment for NSAP JSC members NSAP JSC Quarterly Meeting Minutes Terms of reference for NSAP JSC |  |        |
| 5.1.3. Constitute a Technical Working Group (TWG) and related sub committees           | Number and diversity of membership of TWG<br><br>Proportion of members of regional sub committees representing key populations           | TOR for TWG TORs for sub committees TORs of regional partners at the community level Annual work plan by sub Committees Appointment Letters Annual work plans developed by TWG |   |  |        |
| 5.1.4 Train NSAP JSC, TWG and sub-committee members on GBV and SV, GRB and use of data | % of committee members with the knowledge of GBV and SV, GRB and use of data % of committee members contributing to the delivery of NSAP | Capacity Assessment Report Training Materials Participant Evaluation Survey Committee Reports  |   |  |        |

**Outcome 5: Strengthened and effective gender-responsive interventions through enhanced multi-stakeholder coordination and synergetic applications that address GBV and SV in Trinidad and Tobago, including the rehabilitation of perpetrators**

**Objective 5(i): Coordinate the efficient and effective implementation of the NSAP-GBV&SV (2023-2027)**

| EXPECTED OUTPUT   | ACTIVITIES   | INDICATORS  | MEANS OF VERIFICATION  | PARTNERS (LEAD & SUPPORTING)  | BUDGET |
|---|--|---|--|---|--------|
| 5.2 Monitoring, tracking, evaluation and reporting on NSAP  | 5.2.1 Design and implement key NSAP related plans: 1) Detailed work plan and budget 2) Monitoring and Evaluation Plan 3)Resources Mobilisation Plan 4) Communications and Knowledge Management Plan 5) Training Plan | 100% implementation of the annual work plan 80% targets achieved annually % progress towards outcomes % annual budget that is gender responsive Proportion of NSAP budget mobilised from non-government sources Number of men and women participating in training/education and sensitisation products, implementing personal, organisational and institutional changes to support the eradication of GBV and SV after being trained (post event surveys undertaken 9 & 18 months after each type of programme) training/ sensitisation | Annual results report of NSAP annual report Communication and Knowledge Management products M&E dashboard Resource Mobilisation Report Donor Reports Annual NSAP workplan Regional operational plans Field monitoring report Evaluation of Training and sensitisation for behaviour change and communication Mid-term Evaluation Report End of NSAP 5-Year Period Report | <b>Lead</b><br>OPM-GCA<br>NSAP JSC TWG<br>Regional sub committees<br><br><b>Supporting</b><br>All Partners mentioned in the NSAP        |        |
| 5.3 Coordinated national level GBV & SV data collection mechanism established and operationalized | 5.3.1 Finalize and operational GBV & SV case registry  | % of GBV & SV cases captured in the registry % completeness of case records   | Data collection protocols Annual Report on GBV & SV Incidence Domestic Violence Registry Reporting Schedule  | Lead<br>OPM-GCA<br>TTPS MDT<br>Telecommunications service providers<br>Supporting<br>CSOs UN<br>System Regional corporations<br>NIHERST |        |
|   | 5.3.2 Create National GBV & SV dashboard   | % completeness of dashboard % of specialised protocols to address the privacy needs of key populations Proportion of GBV & SV stakeholders regularly contributing to the GBV & SV dashboard Number of GBV & SV reports produced annually  | National Gender-Based Violence Information Management System Report of consultation with GBV Data Producers and consumers Data collection tool and information sharing protocols and reporting scheduling and format Anonymity Guidelines Standards for GBV & SV Data Entry and Definitions  |   |        |

### 3.1 Roles and Responsibilities



The sustainability plan will be led by OPM Gender Affairs, with the UN supporting through participation in the Interministerial Committee and implementation by UN agencies. The implementation supported by the UN will be managed through a maintained coordination role for the RCO and technical coherence lead role for UN Women. The Interministerial Committee will be the main technical working group for the implementation of the NSAP GBVSV. It will be completed by Outcome specific groups. The private sector and CSOs will be represented across all these groups.

### 3.2 Risks Assessment and Mitigation Strategies

| RISKS/LIMITATIONS   | MITIGATION MEASURES   |
|---|---|
| Government priorities shift resulting in a lack of enforcement or rollback of progress  | Establish strong ties with a range of political actors and stakeholders to ensure bipartisan support and continuity across political administrations.   |
| Resistance to norm change.  | <p>Tailor approaches to specific community contexts and leverage local culture.</p> <p>Implement culturally sensitive communication strategies and involve local communities in program design.</p> |
| Inadequate funding and human resources.   | Diversify funding sources and establish public private partnerships.  |
| Climate change, natural disasters, conflicts and public health emergencies pose multiple escalating threats along with other emerging threats to the achievement of targeted interventions. | Strengthen the coordinated mechanisms created during the spotlight initiative to address GBV in cases of emergencies, also considering the work done with the MISP                                  |

## 4. ANNEXES

### 4.1 ANNEX 1: STAKEHOLDERS CONSULTED

| STAKEHOLDER CONSULTATIONS     |            |  |  |                        |
|-------------------------------|------------|--|--|------------------------|
| SPOTLIGHT SUSTAINABILITY PLAN |            |  |  |                        |
|                               | DATE       | NAME   | ORGANIZATION/AGENCY  | Platform/<br>Medium    |
| 1                             | 1/3/2023   | Dionne Guischarde;<br>Monique Augustine        | Families in Action   | VC Interview           |
| 2                             | 2/3/2023   | Sabrina Mowlah-<br>Baksh                       | Coalition Against Domestic<br>Violence                     | Telephone<br>Interview |
| 3                             | 3/3/2023   | Supt. Claire Guy-<br>Alleyne GBV Unit,<br>TTPS |  | VC Interview           |
| 4                             | 3/4/2023   | Shelly Ann Hart                                | Director, OPM-GCA  | VC Interview           |
| 5                             | 6/3/2023   | Marlon Bascombe                                | CariMAN  | Telephone<br>Interview |
| 6                             | 6/3/2023   | Dr. Camille Huggins                            | Consultant, The Shelter                                    | VC Interview           |
| 7                             | 6/3/2023   | Nicle Hendrickson                              | FireCircleTT   | Telephone<br>Interview |
| 8                             | 7/2/2023   | Dr. Tameka Romeo                               | Gender Lead, OPM-GCA                                       | In-person<br>interview |
| 9                             | 7/2/2023   | Kwasi Cudjoe                                   | Coordinator Male Programs -<br>OPM, GCA                    | In-person<br>interview |
| 10                            | 9/3/2023   | Amilcar Sanatan                                | Asst. Director, OPM-GCA                                    | VC Interview           |
| 11                            | 13/2/2-23  | Nikita Mohammed                                | Programme Manager - Spotlight                              | In-person<br>interview |
| 12                            | 15/2/2023  | Petrus John                                    | Manager, Domestic Violence Unit                            | Telephone<br>Interview |
| 13                            | 16/3/2023  | Stephon Kishore                                | Trinidad and Tobago Red Cross                              | Survey                 |
| 14                            | 17/3/2023  | Nirmal Maharaj                                 | Employer's Consultative<br>Association (ECA)               | Survey                 |
| 15                            | 17/3/2023  | Gia Gaspard Taylor                             | Network of Rural Women<br>Producers of Trinidad and Tobago | Survey                 |
| 16                            | 18/3/2023  | Gabrielle Hosein                               | IGDS, UWI  | Survey                 |
| 17                            | 21/03/2023 | Alexander Gittens                              | RUNO- UNFPA  | VC Interview           |



| STAKEHOLDER CONSULTATIONS     |            |                        |  |                                 |
|-------------------------------|------------|------------------------|--|---------------------------------|
| SPOTLIGHT SUSTAINABILITY PLAN |            |                        |  |                                 |
|                               | DATE       | NAME                   | ORGANIZATION/AGENCY  | Platform/<br>Medium             |
| 18                            | 21/3/2023  | Je'nille Maraj         | RUNO Technical Lead - UN Women   | VC Interview                    |
| 19                            | 21/3/2023  | Dara Healey            | ICAN   | VC Interview                    |
| 20                            | 22/3/2023  | Candace Wallace        | RUNO - UNICEF  | VC Interview                    |
| 21                            | 23/2/2023  | Onika Mars             | Women of Substance   | Telephone Interview             |
| 22                            | 23/3/2023  | Farisha Mohammed       | Local Government- Mayaro/Rio Claro Regional Corporation                  | VC Interview                    |
| 23                            | 23/3/2023  | Caroline Allen         | RUNO - PAHO  | VC Interview                    |
| 24                            | 23/3/2023  | Fillipa Jackson-Forbes | RUNO - PAHO  | VC Interview                    |
| 25                            | 24/3/2023  | Marsha Cross-Daly      | Programme Coordinator, Spotlight - Mayaro/Rio Claro Regional Corporation | Telephone Interview             |
| 26                            | 24/3/2023  | Nigel Phillips         | Divison of Health, Wellness & Social Protection, THA                     | Telephone Interview             |
| 27                            | 25/3/2023  | Marcus Kissoon         | CS-NRG   | In-person Interview             |
| 28                            | 1/4/2023   | Ava Rampersad          | FPATT  | VC Interview                    |
| 29                            | 10/4/2023  | Gia Gaspard Taylor     | Rural Women Producers  |                                 |
| 30                            | 13/4/2023  | Akosua Dardine Edwards | Cleopatra Borel Foundation   | VC Interview                    |
| 31                            | 18/4/2023  | Brendan La Caille      | Arts in Action   | In-person interview             |
| 32                            | 10/5/2023  | Michael Anissette      | NATUC  | VC Interview                    |
| 33                            | 18/5/2023  | Dr. Natasha Sookho     | Ministry of Health   | VC Interview                    |
| 34                            | 23/5/2023  | Isele Robinson         | RUNO - UNDP  | VC Interview                    |
| 35                            | 25/5/2023  | Collis Hazael          | Roxborough Police Youth Club   | Telephone Interview             |
| 36                            | 16/01/2024 | Ugo Blanco             | Resident Representative - UNDP   | Hybrid Meeting/<br>Consultation |
| 37                            | 16/01/2024 | Tonni Brodber          | Representative – UN Women MCO - Caribbean                                | Hybrid Meeting/<br>Consultation |



| <b>STAKEHOLDER CONSULTATIONS</b>     |             |                         |   |                                 |
|--------------------------------------|-------------|-------------------------|---|---------------------------------|
| <b>SPOTLIGHT SUSTAINABILITY PLAN</b> |             |                         |   |                                 |
|                                      | <b>DATE</b> | <b>NAME</b>             | <b>ORGANIZATION/AGENCY</b>                                      | <b>Platform/<br/>Medium</b>     |
| 38                                   | 16/01/2024  | Dr. Gabriel Francesconi | Country Representative – PAHO/WHO                               | Hybrid Meeting/<br>Consultation |
| 39                                   | 16/01/2024  | Tracey Hutchinson       | Head of Office, UN RCO  | Hybrid Meeting/<br>Consultation |
| 40                                   | 16/01/2024  | Kelly-Ann Phillips      | National Coordinator – Spotlight Initiative Trinidad and Tobago | Hybrid Meeting/<br>Consultation |
| 41                                   | 16/01/2024  | Joanna Kazana           | UN Resident Coordinator   | Hybrid Meeting/<br>Consultation |
| 42                                   | 16/01/2024  | Jenny Karlsen           | Deputy Regional Director - UNFPA                                | Hybrid Meeting/<br>Consultation |





# Spotlight Initiative

