

# 2021 ANNUAL REPORT



30 Years of Resilience: Serving People Living with and Affected by HIV and AIDS with  
*Love, Action & Support*



# Jamaica AIDS Support for Life Locations



## Montego Bay Chapter

Van Haze Building,  
16 East Street,  
Montego Bay,  
St. James

Serves:  
1. St. James  
2. Hanover  
3. Westmoreland  
4. St. Elizabeth  
5. Trelawny (west)

## St. Ann's Bay Chapter

14 King Street,  
St. Ann's Bay,  
St. Ann

Serves:  
1. St. Ann  
2. St. Mary  
3. Portland  
4. Manchester  
5. St. Catherine (north)  
6. Trelawny (east)

## Kingston Chapter

3 Hendon Drive,  
Kingston 20,  
St. Andrew

Serves:  
1. Kingston  
2. St. Andrew  
3. St. Catherine  
4. St. Thomas  
5. Clarendon

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# Organizational Profile

## ***30 years of Resilience, Serving People Living with and affected by HIV and AIDS with Love, Action and Support***

**W**hen HIV first reached the shores of Jamaica in 1982, the country was woefully unprepared to deal with the disease from a clinical standpoint and as a society. A movement dedicated to the response of the HIV epidemic in Jamaica quickly moved from a want to a need. In 1991, a group of friends responded to the needs of one of their peers who had been infected with this strange new virus and from that, the organization was formed to support people living the disease.

Realizing the stigma and discrimination that their friend faced, they sprung into action to assist. The group of friends used personal resources to purchase groceries,

pay rent and the medical expenses of their critically ill friend. When they could no longer sustain him from their own pockets and cupboards, they hosted a party to raise additional funds. The very night the party was being hosted, tragedy struck, as the friend took his last breath and passed due to AIDS-related complications.

In 1992, the team behind JAS secured a start-up grant from the United States Agency for International Development (USAID) to formally pursue their vision of setting up an organization to provide care and support to people living with and affected by AIDS and to develop their program of HIV prevention and advocacy.

### **OUR MISSION**

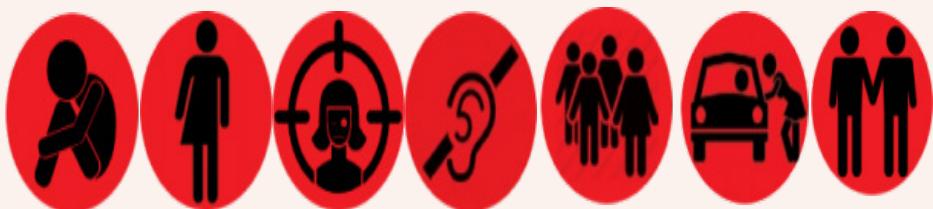
**JASL aims to be a world class leader creating and utilising best practices in the delivery of services to persons living with and affected by HIV and AIDS in Jamaica and participating in the fight against the spread of HIV and AIDS in Jamaica in an enabling environment**

### **OUR VISION**

**A Jamaican society which celebrates human diversity; preserves the rights and dignity of all; and provide services to all based on Love, Action and Support.**

### **OUR GOAL**

**To be the lead civil society partner to the government in the national response to HIV/AIDS through rights-based programme implementation, management, monitoring and evaluation for the promotion of universal access to prevention, treatment, care and support services.**



### **WHO WE SERVE**

**Persons living with and affected by HIV and AIDS including:**

- Men who have sex with men (MSM)
- Sex workers (SW)
- Trans women
- Adolescents living with HIV

**(ALHIV) / Orphan and vulnerable children (OVC)**

- Hearing Impaired (HI) / deaf
- Key groups of women at a high risk of experiencing violence
- General population (GP)

# Strategic Pillars

## JASL developed its five (5) year strategic plan 2020-2024

### **Focus Area 1- Enabling Environment and Human Rights**

**Strategic Objective 1:** Improve the quality of life of persons living with and affected by HIV by reducing discrimination and improving access to national social protection mechanisms.

- **Key result areas:** Stigma and discrimination, Advocacy and policy monitoring, access to justice, community empowerment and mobilization, gender equality and gender-based violence

### **Focus Area 2- HIV Prevention and Testing**

**Strategic Objective 2:** HIV/AIDS prevention - Increased access of key populations of SW, MSM, TG and people of high-risk to combination prevention services and are aware of their HIV status.

- Key result areas: HIV education and information, combination prevention, HIV Testing, Pre-Exposure Prophylaxis (PrEP), condoms and lubricants, community engagement and empowerment

### **Focus Area 3- HIV Treatment, Care and Support Services**

**Strategic Objective 3:** Client-centred HIV Treatment, Care and Support Services for PLHIV to realize 95% viral suppression among 1500 beneficiaries.

Key result areas: client enrolment,

source management, financial management, communications and visibility and strategic partnerships.

### **Focus Area 5- Sustainability Strategic Objective 5:**

Ensure a strong, sustainably financed and programmatically relevant JASL capable of providing services to its beneficiaries in the long-term.

- Key result areas: resource mobilization strategy: service delivery contracts (government and private sector), fee for service models, grant funding and large grant management.

### **Focus Area 4 – Governance and Institutional Development**

**Strategic Objective 4:** Strengthen accountability, visibility and transparency of the organization with a clearly defined and flattened organizational decision-making structure.

- **Key result areas:** governance and management, human re-

### **Focus Area 6- Strategic Information and Research**

**Strategic Objective 6: Enhance organizational learning and accountability to stakeholders**

- Key result areas: monitoring, evaluation and learning, operational research, the development of knowledge products and service packages for monetization.

# Governance

# BOARD MEMBERS



Macheal Stewart  
*Chairman*



Gervaise Mcleod  
*Vice-Chairman*



Ian McKnight  
*Co-Founder – Board Member*



Cannon Garth Minnott  
*Board Member*



Trevor Blake  
*Board Member*



Deborah Manning  
*Board Member*



Alicia Reid  
*Board Member*



Omar Robinson  
*Board Member*



Andrea Chinsee  
*Board Member*



Marilyn Thompson  
*Staff Representative*



Kandasi Walton-Levermore  
*Executive Director*

# Chairman's Message

The year 2021 was a year of change, of transitions, of challenges and of despair. But what is also true is that 2021 was a year of celebration, of promises fulfilled, of commitments renewed, new opportunities grasped and of successes achieved.

I took the mantle of Chairmanship from Canon Garth Minott, under whom JASL thrived, and grew from strength to strength and soared to unprecedented heights.

Canon Garth is irreplaceable as chair, and we are glad we still have him as a board member. Coming into office as JASL chair after Canon Minott was a daunting task as I knew I had big shoes to fill. However, never would I have imagined that the transition would have been so smooth or seamless. Credit for this smooth transition must go to the Canon Minott as well the entire JASL team who are all simply superb. A team who are not only world class, but classy.

Unfortunately, we were not spared the impact of COVID as the team with the loss of a valuable team member, and other team members experiencing the loss of friends, family, relatives and associates. A painful reality in 2021. The team however never buckled, never wavered from their



duty, never wavered from their passion and continued to provide LOVE, ACTION and SUPPORT to our clients. In times of darkness, we continued to light our candles – with some team members burning it at both ends by going the extra mile.

We lived by our motto and delivered even when it would have been understandable not to.

We however found lots of things to celebrate, not least of which was our 30th anniversary. Thirty years since the dreams, visions and actions of a group of friends mushroomed into one of Jamaica's largest civil society organizations. An organization that despite its size and new levels of intricacy and bureaucracy, is committed to delivering the same accessible, affordable and affable care and support to its client. An organization that has acted as an incubator for other organizations in the HIV/

AIDS sector. An organization that has produced and shared world class team members not just in Jamaica but elsewhere in the world.

As we started 2021, JASL stared into the figurative abyss. It the second year of COVID-19 and its restrictions, none of us knew what the future held. Yet at the end of 2021 we can look back and say not only did JASL survive but we also strived. We demonstrated to our partners not only our resilience but also our innovativeness. Yes, we did not achieve all we set out to do in all areas, but we continued to produce noteworthy positive results where given the situation, contractions would have been expected. We continued to show that we are a world class organization delivering world class results. In 2021 we continued to set a standard of excellence and success that raised the bar and look forward to delivering even more in 2022.

**Machel Stewart**  
**Chairman**



Mr. Machel Stewart (center) with members of the JASL team at the HIV Treatment Public Forum

# Executive Director's Message

Dear Partners....

**T**here is no denying that 2021 was a challenging year. We looked on as COVID-19 impacted everything around us. As an organization, we implemented safety measures that would allow us to keep our doors open to serving our clients. The team fought on, leaning on each other whether it was face to face or virtually. Our impact and contribution was felt nationally as we celebrated our 30th anniversary under the theme: Resilient At 30!

JASL at its core, is a grassroot organization that is committed to meeting people where they are. Despite our face-to-face interactions being limited, we adhered to the government's guidelines and started visiting communities to continue our prevention work. The prevention team across the three chapters were strategic with the communities and areas selected. We used a multi-pronged approach of community interventions and online modalities to reach individuals to provide our prevention services. The implementation of our Online Reservation Application (ORA) as kept us ahead of the game as we continue to offline individuals and interact with them in a digital space.



***JASL at its core, is a grassroot organization that is committed to meeting people where they are. Despite our face-to-face interactions being limited, we adhered to the government's guideline and started visiting communities to continue our prevention work.***

Through our efforts, we were able to test 7504 across the island of which 63 were reactive to HIV.

As Jamaica continues its thrust in making Kingston a Fast-Track city, JASL as an organization continues to play a major role in achieving this. One of the routes we have taken to accomplish this is the offering of Pre-Exposure Prophylaxis (PrEP) which is supported by a comprehensive educational campaign. It is our mission to end the AIDS epidemic and we see PrEP as a useful tool in doing this. We remain one of the loudest advocates for the use of the drug and have facilitated training of other civil society partners around the efficacy of the drug. JASL remains the sole provider of PrEP locally. This year we expanded our distribution capabilities, PrEP is now being offered at all our 3 locations. This is a testament to not only fighting against HIV, but to also win.

Despite the fair and anxiety that came with COVID-19 and the concerns about its impact on PLHIV, JASL was able to grow its clientele because of the world class service we provide. Our treatment team remains one of the most advanced locally, adhering to best practices while using a client-centric approach. At the end of 2021, we had 952 PLHIV on register, 952 retained in care, 807 on ARVs and 689 virally suppressed.

In true JASL style, our 30th anniversary was a year-long celebration. We hosted several events which were attended by staff, donors, partners and beneficiaries. Highlights included our Treatment Public Forum which was held under the theme; 'Delivering 30 years of Treatment, Care and Support'. This was followed up with the opening of the Life's Work Pharmacy which is owned and operated by JASL. The pharmacy is a symbol of our commitment to being a wellness centre and a one-stop shop for all issues related to HIV management. We continued the festivities with our

# Executive Director's Message



Annual Candlelight Vigil, which allowed us to pause and reflect on those that contributed to the starting of this noble organization. The celebrations culminated with the unveiling of own mural titled 'Love. Action. Support' located at the corner of Water Lane and Duke Street, Downtown, Kingston.

The staff who remains the engine behind this power-

ful company, I applaud you. A big THANK YOU to our Board of Directors, management, partners, donors, friends, and volunteers. In a year filled with distractions, you remained focus and committed.

**Kandasi Walton-Levermore  
Executive Director**

# Programme in numbers



**JASL IS HOME TO 952 PERSONS LIVING WITH HIV. 807 OF WHOM ARE ON ANTIRETROVIRAL MEDICATION.**

**W**hile we were impacted by covid-19, the organization remained dedicated. Our achievements span across all the programmatic areas:

**7504** instances of HIV tests were provided.

**63** persons newly diagnosed; 83% of whom were linked to care.

**1699** clinical sessions were held.

Over 100 orphans and vulnerable children (OVC) received educational and psycho-social support. This included OVC from JASL's 3 chapters, Mustard Seed, Eve for Life and JCW+.

**5** at-risk youths and adolescents received skills building.

**51** at-risk youths empowered through life skills sessions.

**32** marginalized and vulnerable persons received

entrepreneurship training.

**111** persons currently enrolled after the successful roll out of pre-prophylaxis (PrEP).

**225** persons living with and affected by HIV increased their legal and human rights knowledge.

**28** active legal support cases for persons who were subjected to discrimination and harm.



# COVID-19 Response

Jamaica AIDS Support for Life (JASL) remained open to serve its clients during the COVID-19 pandemic. The organisation modified its treatment, care and support programme to respond to the needs of their clients and received assistance through soliciting donations and writing proposals for small grants to mitigate the impact of the pandemic.

COVID-19 resulted in clients losing their jobs and not being able to provide for themselves and their families. These clients needed money including a travel stipend to attend the clinic, nutritional support and care packages including sanitisation items. Loss of employment, lack of basic living support and depleting nutritional supplies are the main issues that undermined clients' adherence to medication. To play its part and ensure that the gains made with adherence and viral suppression of its clients were not eroded, JASL quickly sprang into action and launched an initiative geared towards "Helping us to help People Living with HIV (PLHIV) during this time of crisis." Specifically, it tried to assist clients by providing financial assistance, nutritional support and care packages.

JASL called local organisations and submitted proposals to international donor agencies to provide financial and other support. Executive Director of JASL, Kandasi Levermore expressed that "we cannot negate the importance of nutritional support in maintenance of optimal care and as such, JASL seeks to ensure that each of our client is provided with holistic "love, action and support." Many of these clients were not able to access the benefits from the Government of Jamaica's CARE Programme.

Assisting JASL's clients, including PLHIV has helped to address some of the clients' socioeconomic challenges so that they were not distracted from continuing their ARV regime. PLHIV who are adherent to their ARVs will optimise their immune system and improve their chances to fight against the symptoms



of COVID-19.

During the pandemic, JASL also engaged in other COVID-19 response efforts. The organisation developed its Infection Prevention and Control Protocol which was implemented to protect its staff and clients from COVID-19 and other infectious agents. Employees were adequately equipped with the requisite personal protective equipment (PPE) to protect themselves from contracting COVID-19 and clients were provided with masks, temperature checks and sprayed with hand sanitisers upon entering the treatment sites.

The organisation also suspended all community interventions and amplified one-on-one peer testing by appointments only at the organisation's offices or at locations convenient to people who want to be tested.

JASL's treatment, care and support programme remains grounded in the organisation's strategic objective to improve the health outcomes of over 800 clients accessing services at three treatment sites in Kingston, St. Ann and Montego Bay.

JASL continues to provide relevant services for clients while the pandemic unfolds as the organisation is committed to improving their health outcomes.

# Donor Relations and Resource Mobilization

Jamaica AIDS Support for Life (JASL) continues to experience ongoing support from its donors, corporate partners, service support agencies and volunteers. In 2021, the involvement of these partners was particularly vital as the world continued to grapple with the effects of the Covid-19 pandemic. The outpouring of generosity from all donors and partners demonstrated their unwavering support for the work of JASL and their response to the shifting nature of our operational requirements. This allowed JASL to continue to fulfil its mandate with the added level of safety and protection required in light of the covid-19 pandemic.

## DONOR RELATIONS

JASL continues to be the beneficiary of significant funding from the Global Fund, USAID, EU, UNDP and many other international agencies as the leading funders of all aspects of HIV/AIDS prevention, treatment, education, human rights advocacy and policy reform that we execute. Together these agencies provide more than 95% of the overall funding for JASL. JASL acknowledges that it is a privilege to have this ongoing support and is truly grateful, however, it was the subsistence and timely response from these agencies in light of the covid-19

pandemic that truly highlighted the depth of the commitment that exists within these agencies to the sustenance of JASL's operations in 2021.

The USAID partnered with JASL in the provision of 1500 care packages to vulnerable population across Jamaica. This initiative was further bolstered by a grant of US\$300,000 to advance the uptake in vaccination, primarily amongst vulnerable members of the population.

UNAIDS in conjunction with PAHO/WHO made a two-phased donation of a comprehensive suite of personal protective equipment (PPE's). These supplies ensured that all JASL's staff, and most critically, those offering frontline services, had the highest level of added protection to guard against contracting covid-19. The magnitude of these donations allowed JASL to further ensure that its clients were sufficiently able to protect themselves.

## CORPORATE PARTNERSHIPS

JASL maintains a vibrant relationship with many corporate entities spanning various industries in Jamaica. These alliances have yielded varied forms of

support, all of which are equally valuable. Financial donations are one way that companies offer assistance, however there are companies that offer tangible donations, and do so repeatedly throughout the course of the year. JASL expresses our gratitude to all our corporate partners and hope to continue strengthening our bond and expand our connectivity in the future. Thank you for your engagement;

- British Caribbean Insurance Company (BCIC)
- VM Group
- Caribbean Broilers
- Chicken Mistress T/A Island Grill
- Continental Baking Company
- Digicel Foundation
- Sagicor Foundation
- JMMB/ Joan Duncan Foundation
- ResolveIT
- Jemar Printery
- Progressive Grocers
- K's Pharmacy

In addition to the many tangible gifts provided by these partners, a total of \$205,000 in cash was also donated. These donations allowed JASL to advance many of its social and support initiatives. A partnership was developed with the Progressive Grocers chain to have JASL Love Boxes, a cash donation tool,



**USAID**  
FROM THE AMERICAN PEOPLE



The Global Fund  
To Fight AIDS, Tuberculosis and Malaria



Funded by European Union



AIDS HEALTHCARE FOUNDATION



ELTON JOHN AIDS FOUNDATION

# Donor Relations and Resource Mobilization

placed throughout the chain. The current boxes in operations generate in excess of \$200,000 for 2021. The addition of these new location and the envisioned addition of boxes through other organizations is seen as a significant long term resource mobilization technique.

JASL also recognizes the role of service based organizations in affirm-



ing the value and importance of working in

this specialized health care field and for the

immense support we say thank you to;

- ASHE
- Destiny of Hope Foundation
- House of SDM
- Optimist Club of Manor Park
- Jamaica Network of Seropositives
- Equality Jamaica
- TransWave Jamaica
- Eve for Life
- Children First
- Caribbean Vulnerable Communities

## EMPLOYEE GIVING

The Employee Giving programme is an avenue of donation that engages staff members of organizations and facilitates donations through salary deductions. Currently the team at JASL represents the largest cohort of donors through this programme. Collectively the JASL team has donated more than \$530,000 for 2021. JASL is truly grateful for this domestic show of support by its team members which is a clear indicator of their commitment to advancing JASL's mandate. JASL would also like to express commendation to members of the British Caribbean Insurance Company (BCIC) who represent the corporate entity with the longest and most consistent donations through this avenue. As more companies are introduced to this programme JASL will develop an inherent connection between both the donor and the organization with which they work which will go a far way in impacting the lives of those served by JASL.

Overall, approximately \$956,000 was donated through companies, partners, individuals and the general publics in 2021. These funds create much needed leverage for advancing initiatives and for the building of a financial foundation for the future. JASL continues to bridge the gap between supporting

### CHANGE BEGINS WITHIN ... CHANGE BEGINS WITH YOU. JASL EMPLOYEE GIVING PROGRAMME



This is your opportunity to be the change that you want to see.

For as little as JMD \$500 per month, you can add support to so many we serve and increase the ability to reach many more.

SIGN UP TODAY!

FOR MORE DETAILS CONTACT  
Conrad Darby (Resource Mobilisation Officer): [cdarby@jaeforlife.org](mailto:cdarby@jaeforlife.org) / 876-828-0080

those living with and affected by HIV/AIDS and those seeking to lend their support to effecting change in our society.

# Financial Statement

## Statement of Sources of Funds/Cost of Activities as per Funder

Revenue	Notes	JM\$ Jan-Dec 2021 Current period	Funding Percentage
<i>Grant funds from GF JASL + SSRs</i>	-	242,660,511.03	40%
<i>Grant funds from USAID (JASL CA)</i>	-	319,662,165.55	52%
<i>EU Project</i>	-	14,787,919.43	2%
<i>UNDEF (UNIFEM a/c)</i>	-	0.00	0%
<i>JASL Domestic</i>	-	10,546,740.64	2%
<i>Elton John AIDS Foundation (UNFPA a/c)</i>	-	0.00	0%
<i>AIDS Health Foundation (AHF)</i>	-	8,080,728.00	1%
<i>University of Toronto (CIHR)</i>	-	3,691,737.00	1%
<i>MAC AIDS – Tides Foundation (amFAR)</i>	-	10,625,000.00	2%
<i>Sex Worker Association of Jamaica (SWAJ-LCI)</i>	-	0.00	0%
<b>Total</b>		<b>610,054,801.65</b>	<b>100%</b>

## Statement of Sources of Funds/Cost of Activities as per Category

Revenue	Notes	JM\$ Jan-Dec 2021 Current period	
<i>1. International Funding Agencies</i>	-	577,110,596.01	
<i>2. Foreign Companies and Individuals</i>	-	22,397,465.00	
<i>3. Local Funding Agencies</i>	-	0	
<i>4. Local Companies and Individuals</i>	-	0	
<i>5. Other Local &amp; International Funding Sources</i>	-	0	
<i>6. Government Subventions</i>	-	826,999.56	
<i>7. Investment Income</i>	-	0	
<i>8. Rental Income</i>	-	0	
<i>9. Fund Raising Activities</i>	-	0	
<i>10. Other Sources Of Income</i>	-	9,719,741.08	
<b>Total Income from all sources</b>		<b>610,054,801.65</b>	

# Financial Statement

## Statement of Detailed Expenses/Cost of Activities as per Funder

Expenses	Notes	JM\$ Jan-Dec 2021 Current period	Expense Percentage
<i>Grant funds from GF JASL + SSRs</i>	-	235,525,562.30	41%
<i>Grant funds from USAID (JASL CA)</i>	-	298,219,394.43	51%
<i>EU Project</i>	-	16,419,319.25	3%
<i>UNDEF (UNIFEM a/c)</i>	-	0.00	0%
<i>JASL Domestic</i>	-	10,970,591.53	2%
<i>Elton John AIDS Foundation (UNFPA a/c)</i>	-	0.00	0%
<i>AIDS Health Foundation (AHF)</i>	-	8,070,042.78	1%
<i>University of Toronto (CIHR)</i>	-	2,202,330.00	0%
<i>MAC AIDS – Tides Foundation (amFAR)</i>	-	10,047,985.21	2%
<i>Sex Worker Association of Jamaica (SWAJ-LCI)</i>	-	0.00	0%
		0.00	0%
<b>Total</b>		<b>581,455,225.50</b>	<b>100%</b>

## Statement of Detailed Expenses/Cost of Activities as per Category

Expenses	Notes	JM\$ Jan-Dec 2021 Current period	
<i>Administrative Expenses: 1. Salary and Wages</i>	-	198,335,031.60	
<i>Administrative Expenses: 2. Staff Welfare</i>	-	0	
<i>Administrative Expenses: 3. Employer Statutory Contributions</i>	-	0	
<i>Administrative Expenses: 4. Management Professional Fees</i>	-	0	
<i>Administrative Expenses: 5. Rental Expenses</i>	-	0	
<i>Administrative Expenses: 6. Other Expenses</i>	-	48,005,675.25	
<i>Programme Expenses: 7. Housing</i>	-	0	
<i>Programme Expenses: 8. Welfare (food, medical supplies, etc.)</i>	-	0	
<i>Programme Expenses: 9. Community Assistant</i>	-	0	
<i>Programme Expenses: 10. Scholarship and Grants</i>		0	
<i>Programme Expenses: 11. Other Programme Expenses</i>		335,114,518.65	
<b>12. Total Expenses</b>		<b>581,455,225.50</b>	

# Financial Statement

ENTITY	GRANT	Amount Disbursed (2021)	Amount Spend (2021)	Consumption Rate	
JAMAICA AIDS SUPPORT FOR LIFE	Global Fund	\$ 157,933,435.33	\$ 155,690,953.96	98.58%	
JAMAICA NETWORK OF SEROPOSITIVES	Global Fund	\$ 36,953,229.88	\$ 36,704,124.88	99.33%	
JAMAICANS FOR JUSTICE	Global Fund	\$ 12,204,999.59	\$ 11,945,542.09	97.87%	
EQUALITY FOR ALL FOUNDATION	Global Fund	\$ 27,228,054.38	\$ 22,907,452.46	84.13%	
TRANSWAVE JAMAICA	Global Fund	\$ 8,340,791.85	\$ 8,277,488.91	99.24%	
EVE FOR LIFE	Global Fund	\$ 12,243,580.00	\$ 12,243,580.00	100.00%	
JAMAICA COMMUNITY OF POSITIVE WOMEN	Global Fund	\$ 5,500,000.00	\$ 5,500,000.00	100.00%	
LARRY CHANG FOUNDATION	Global Fund	\$ 9,215,456.00	\$ 9,215,456.00	100.00%	
JAMAICA NETWORK OF SEROPOSITIVES	USAID	\$ 30,235,000.00	\$ 22,915,547.00	75.79%	
CHILDREN'S FIRST AGENCY	USAID	\$ 39,748,628.28	\$ 28,985,723.23	72.92%	
ASHE COMPANY	USAID	\$ 50,009,715.93	\$ 39,409,694.43	78.80%	
EVE FOR LIFE	USAID	\$ 11,000,000.00	\$ 1,740,000.00	15.82%	Started Oct 2021 under this grant
TOTALS	-	\$ 373,653,855.24	\$328,576,526.96	87.94%	

# HIV Education and Prevention

## HIV TESTING SERVICES

**J**ASL provided HIV testing solutions to three thousand, three hundred and forty-nine (3,349) Jamaicans during the reporting period (October to December 2021). Key populations (FSW, MSM, TG) accounted for 54% of the efforts broken out as below

- MSM – 781 (23.3%)
- FSW – 970 (28.96)
- TG – 56 (1.7%)

Among the general population, there were one thousand five hundred and forty-two (1542) tests with eight (8) positives identified. Five hundred and seventy six (576) were men and nine hundred and sixty six were women.

The organization utilized a series of strategies to reach and test the various key populations.

These Strategies included but were not limited to:

### Appointment Based Systems:

An appointment based system was used to mobilize clients to come into the office for testing as a covid mitigation strategy. Clients are scheduled based on their availability and are able to quickly access services when they come in as they are expected and provisions are made for them. This system was also used for mobile testing where the team went directly to clients to have them tested where they were.



**Targeted outreach:** Focusing on hang out spots, this strategy included outreach activities at bars that were having drinks and/or lunch specials during their respective peak periods. We also targeted supermarkets in a 'supermarket sweep' series where popular shopping areas were selected for interventions. The spaces targeted are those known to be commonly used by the MSM community.

**Peer to Peer:** Peer Links and Navigators utilized their peer-to-peer networks to mobilize persons for testing as well as reaching persons via their social media. This continues to be an effective strategy for connecting KPs with service as the team are themselves members of the Key populations and remain



current on the needs of the community and spaces in which they engage

**Risk profiling:** A list of high-risk clients has been generated from the VCT forms based on reported

# HIV Education and Prevention

sexual behavior. Those clients are called on intervals and invited for HIV testing when due as per guidelines for KP testing. High clients who report unprotected sexual exposure when getting tested are also contacted at the end of their window period and invited in for another test

**Special events/Fun Days:** JASL invited several of its clients to a series of games days and social activities across the three (3) sites. The ticket was to bring a friend. This allowed for the team to expand the organization networks within the community while building relationships with the clients. A key limitation to activity was the covid gathering limits, however, it was used within the context of what was allowed

**Hot Spot Mapping:** This strategy focus on creating intervention in communities where positives have been identified. This gives us indirect access to the sexual and social network for positive persons and allows for us to infuse index testing without persons feeling specifically targeted

**Client Call Back Strategy:** The team generated contact listings from the DHIS 2 system for prevention and implemented a call back approach to re-test persons from the KP who have previously accessed JASL services. This venture has seen several persons coming in for testing and



expressed gratitude for the testing reminders.

A key observation this period was how much the priorities of the Key population communities had seemingly changed-shifted and a sense of general disinterest became evident. Persons have become way more mindful of their vulnerability to Covid-19 and have been quick to remind us how we pose a potential threat to their

own mitigation strategies.

Included in the feedback they've shared is how their risk profiles/ behaviours have changed due to Covid 19 as they were not as engaged socially and therefore sex was not happening with the same levels of frequency

**MEANS OF ENGAGEMENT**  
JASL continues to benefit from its social media and mass media

# HIV Education and Prevention



engagement. People continue to walk in for services referencing ad or some communication they saw or heard.

## ROLE OF DEDUPLICATION

Deduplication continues to be a challenge as the organization must balance the need for reaching its

targets with the recommended testing guideline for the Key populations served

## COMMODITIES DISTRIBUTION

41,549 condoms and 9,116 lubricants were distributed to support prevention interventions.

# HIV Education and Prevention

## PrEP

A total of 103 clients have been enrolled in care and accessed the treatment and care provided in the PrEP clinic weekly. 12 new clients were enrolled in the last quarter. The retention rate is 52%. There have been no seroconversions and one client with a newly diagnosed STI in the last quarter.

A primary feature of the last quarter was the annual World AIDS Week line of events. The teams across all Chapters embarked on a series of geographic community interventions based on the risk profile of the communities. Interventions were focused on broad HIV sensitization, providing testing services and other general health services such as blood pressure and sugar checks. Partnerships were established with key state and non-state entities such as the Social Development Commission, Child Protection and Family Service Agency, HEART Trust NTA and the Jamaica Network of Sero-Positives to increase the offerings to community members. The strategy worked well to identify new cases, however they were all from the general population.

The hallmark event for each chapter was on World



AIDS Day (December 1) where the teams partnered with the Ministry of Health and Wellness to also provide COVID-19 vaccination to interested persons.



# Treatment, Care and Support

## LINKAGE TO CARE

**L**inkage is facilitated by onsite confirmation testing at JASL which reduces the need to wait for confirmation from the reference lab.

Treatment literacy is discussed during the general counseling with newly diagnosed clients and this improves their being linked to care. The support staff including the Case Manager, psychologist and Adherence Counsellors utilize the Treatment Readiness Assessment Tool (TRAT) to assess clients' readiness to start treatment. Management of barriers to treatment identified by the TRAT reduces the number of clients likely to default from treatment.

Same day confirmation is promoted across the agencies to reduce the time for linkage. Where clients become unreachable during the period, the use of home visits and next of kins contact have become particularly useful. Additionally utilizing the social media platforms ie. WhatsApp and Instagram increased linkage to care activities and provided further opportunities for the clients to engage with the psychologist in addressing treatment readiness, as well as other psychosocial issues.

## RETENTION ON ARVS

The JASL clinics have an overall retention rate of 88.3%. JASL continues to maintain high retention rates in spite of the chal-

lenges faced due to the ongoing COVID-19 pandemic. As the infection prevention and control measures continue on-site to mitigate the effects of COVID-19 on the staff and clients, teleconferencing continues with virtual consultations with clinicians and support staff including Psychologists, Adherence Counsellors, Social Worker and Case Managers. Nutritional and social support are offered to the most vulnerable in the population, many of whom have lost employment over the past year. Individual and group support services continue with treatment literacy, new client support as well as general support group sessions for clients. Retention efforts also include appointment reminders, wellness checks, and home delivery and pick-up of ARVs.

JASL utilizes comprehensive case management to maintain retention in care with case conferencing to review unsuppressed clients, those lost to follow up and those with complex psychosocial issues. Case management includes the provision of social and financial assistance and the facilitation of support groups. These services are tailored to meet the individual client's needs along with the differentiated levels of care offered by the clinical staff. This has seen the JASL site grow by just over 44% since December 2018. With just under 10% within the last year alone.

"All clients are being encouraged to take the COVID-19 vaccine when available and assistance is being given to schedule appointments as well as a partnership with the Ministry of Health and Wellness on World AIDS Day, when mobile vaccination teams were facilitated in all the chapters" This demonstrates JASL deliberate effort to not just focus on the HIV related needs of the clients, but every component of their well being.

Thirty-five (35) clinical sessions were held monthly across the three chapters, including evening and weekend clinics as necessary to enable greater access to care for the vulnerable populations. Clinic hours were again adjusted to facilitate curfew schedules. The clinics provide HIV treatment, care and support, as well as STI diagnosis and treatment, nutritional support, psychological support and case management on site. Diagnostic and specialist services are supported in each chapter to optimize health outcomes and support the achievement of viral suppression. MRIs, mammograms, endoscopies, ultrasounds, x-rays and histopathology have been supported. Pap smears are done on-site and consultations by specialist psychiatrists are provided in each chapter.

## CLIENT MOVEMENT IN AND OUT OF CARE

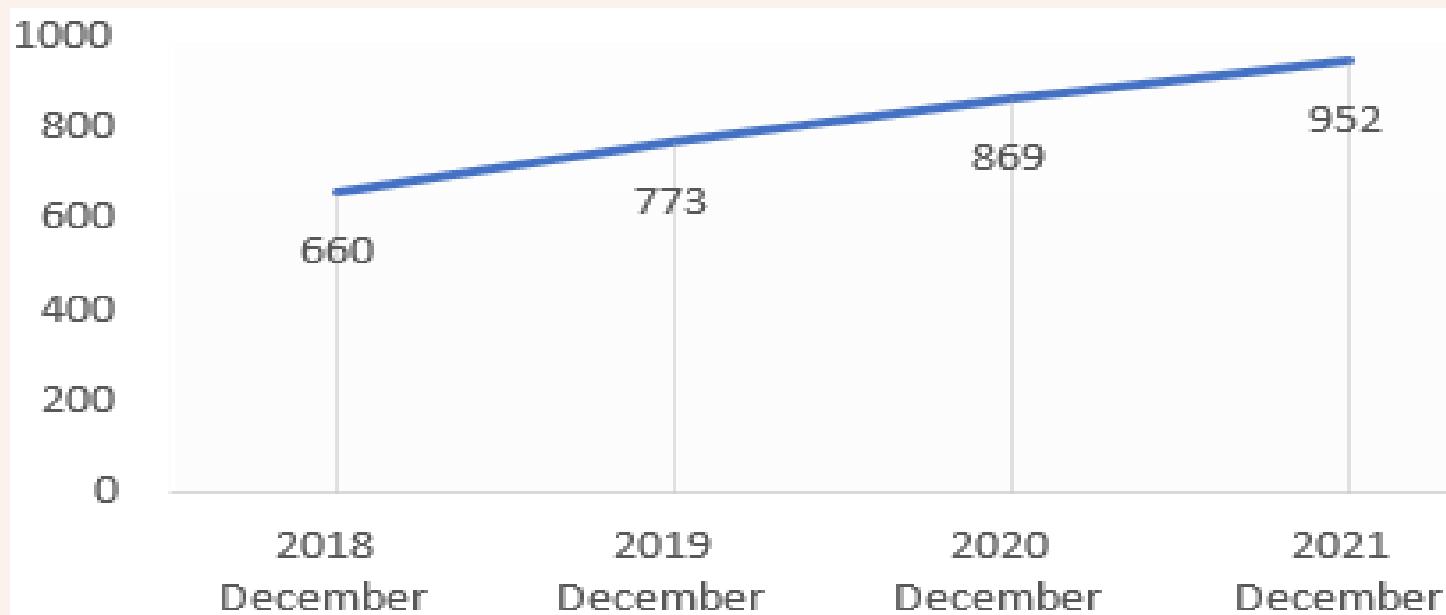
Forty-seven (47) clients had

# Treatment, Care and Support

interruptions in their ART Retention this quarter (October to December) when compared to June – September 2021. Thirteen (13) of those clients have migrated out of the country. Two (2) clients have died. One (1) client continues to pose challenges with meeting his appointments and has been deemed to be not interested in care. The remaining thirty-eight (38) have expired prescriptions that need to be

regulated. These clients have all been scheduled for interviews and are expected to come for services in January 2022.

JASL was however able to return 39 Clients to treatment. The JASL net growth for ARV retention in the period is 4.



## VIRAL SUPPRESSION

735 clients eligible for testing have had a viral load test within the past 12 months. Close monitoring of the database to identify clients in need of testing allows clients to be called in for testing and facilitated on any day of the week due to the use of the centrifuge in each chapter. Quarterly inventory of medical supplies and sundries facilitates the timely ordering of over the laboratory and medical supplies and disposables to provide uninterrupted laboratory support. Point of care CD4 testing in each chapter continues to facilitate real time mon-

itoring of client care as per the national guidelines.

Enhanced adherence support and adherence support groups continue in each chapter as important methods to support empowerment of clients. More frequent clinic visits and adherence sessions are scheduled as part of the differentiated care system. Nutritional support continues for clients, a number of whom continue to need support in light of the difficulties experienced during the pandemic.

Community Facilitators trained by JN+ have been assigned to the

chapters in Kingston and St. Ann to provide assistance with clients in case management who are un-suppressed and may benefit from peer support. 10 clients have been assigned to each CF who provides daily support including directly observed therapy, where clients are observed via phone taking their medication on a daily basis. The issue of frequently changing contact numbers is also a challenge to these team members. Individual issues which present barriers to care are addressed as the Community Facilitators begin to develop a rapport with their clients.

# Treatment, Care and Support

692 (94.25%) of clients who have received a viral load test in the past 12 months have achieved viral

suppression. This is 81.9 % of the total number of clients retained on treatment.

	Kingston	St. Ann	St. James	JASL National
On Register	555	210	187	952
Retained on ARVS	489	202	154	845
Viral Load Uptake	405	193	137	735
Suppression	386	178	128	692

**Table 4 Showing:** Treatment site level data

## HIV TREATMENT PUBLIC FORUM HOSTED

Jamaica AIDS Support for Life hosted a public forum on the treatment programme held in December to commemorate World AIDS Week and thirty years of treatment, care and support at JASL. The forum targeted policymakers, key duty bearers, CSO partners, Regional treatment and care providers and the population of PLHIV. The programme highlighted the growth and achievements of JASL in providing healthcare to the key population groups served by the organization. JASL has developed a comprehensive case management model to provide support systems for the affected population, providing an enabling environment for them to reach their goal of viral suppression. Clinical, mental health and social services are provided as part of a comprehensive

case management programme. The services developed over the years were presented by members of the psychosocial team and Legal Support Officer, highlighting the success of integrating support and advocacy services into individual service plans, assisting clients to remove barriers which prevent them attaining and maintaining their optimal health outcome, viral suppression. Fifty persons were in physical attendance, including Mrs Manoela Manova, UNAIDS Country Director for Jamaica; The Hon. Juliet Cuthbert Flynn, State Minister, Dr Alicia Robb-Allen and Dr. Rebekah HoilettDuncan, MOHW; Dr Jennifer Brown-Tomlinson, Medical Director, JASL, Dr Terry-Jo Hall, Consultant Internist, JASL; and Dr Donna Royer-Power, Director of Medical Services, Department of Corrections.

# Enabling Environment and Human Rights

## HUMAN RIGHTS APPROACHES TO SERVICE DELIVERY

JASL's intervention entitled Human Rights Approaches to Service Delivery targeted duty bearers to include Police Officers, Correctional Officers, Health Care Workers (HCW) Justices of the Peace & Lay Magistrates. It focussed on their delivery of services to PLHIV, SW, MSM, Transpersons and Women and Girls who experience violence. It is a critical intervention to the HIV response as Key populations continue to report facing discrimination at the hands of duty bearers once it is revealed that they are living with HIV or belong to one of the high risk populations. Positive persons in custody of the Police continue to have challenges accessing medication, gay men are being targeted and beaten while in custody, domestic violence reports especially from sex workers are trivialised and key populations are denied services when they seek the help of the police simply because of their HIV status, sexual orientation and gender identity. The police hierarchy has taken steps to mitigate these challenges but one of the main factors that contribute to their continuance is lack of information. JASL's intervention is very critical in minimizing and ultimately alleviating these discriminatory practices.



In continuing efforts to move forward with the model legislation and policy research paper completed in the last period an advocacy plan was developed to chart a structured and focused course for getting the desired outcome from this investment. The overall aim of the plan developed was to see the Jamaican parliament at a minimum begin discussions around or pass anti-discrimination legislation by 2025. The objectives of the plan are:

- To educate key groups affected by discrimination on how to advocate for change;
- To educate the Jamaican public on the importance of anti-discrimi-

nation legislation and the dangers of not having same;

- To build awareness among policy makers and key influencers on the absence of and need for anti-discrimination legislation.

A simplified version of the model legislation was developed as part of this advocacy plan. This will give readers a quick view of what are the key components of such legislation and can serve as a guide to policy makers, a tool to be used by advocates or a source of information for any person who wants to get a quick synopsis or what anti-discrimination legislation should entail in an easy to read digestible format. The roll out

## ADVOCACY PLAN FOR ANTI-DISCRIMINATION LEGISLATION

# Enabling Environment and Human Rights



## International Women's Day: Unmasking Of Violence Among Women

March 9th, 2021

of the plan will continue in 2022.

### UNMASKING VIOLENCE AGAINST WOMEN SYMPOSIUM

On March 8 in recognition of International Women's Day JASL hosted a virtual symposium under the theme "Unmasking Violence against Women in the context of HIV & AIDS". There were 50 rotating in person attendees and over 800 online attendees.

The objectives of the symposium were to highlight the intersectionality of violence and HIV, examine legislative gaps and wins in the fight to end violence against women, highlight available support services or lack thereof and amplify our call for improvements in the landscape to support women who experience violence

and provide greater protection for them.

Our Civil Society partners EVE for Life (EFL), Jamaicans for Justice (JFJ), WE Change, Woman INC and ASHE, supported the event. The symposium provided a space for Policy makers and other Duty Bearers, Service providers and survivors of violence to come together and discuss strategies for addressing the problem.

Because of the symposium, we were able to:

- Improved understanding of intersectionality between HIV and VAW
- Increased awareness of legal and social barriers that women experience
- Call for action among poli-

cy-makers around the need to reform domestic violence act and marital rape provisions in the Sexual Offences Act and connected legislation

- Renewed call for passage of Sexual Harassment Bill
- Calls for international and state funding support around social support services for women experiencing violence i.e short-term housing solution, socio-economic and psychosocial support

### TRAINING MANUAL FOR POLICE OFFICERS

As part of JASL's sustainability plans for the investment made in the training of Police Officers over the last two rounds of funding, a manual for the Training of Police Officers was developed using all the information and presentations used to engage officers for the past 5 years in addition to looking at some international best practices. The manual has an introductory section that gives some background information, looks at who can benefit from the manual and how the training is organised. This is followed by training overview, delivery methods and timeframe and then it gets into an introduction to the training.

### SEXUAL OFFENCES ACT WEBINAR

JASL continued to advocate for the implementation of recommendations made in a 2018 report by a parliamentary that reviewed the Sexual Offences and

# Enabling Environment and Human Rights

related Acts. To this end, a webinar focussed on the Sexual Offences Act (SOA) was held on June 9. Recommendations made by JASL since 2016 that were accepted in the report and are still not enacted into law were a key highlight of the webinar.

The objectives of the webinar were to:

- Highlight the deficiencies in the Sexual Offences Act
- Explore recommendations to remedy these deficiencies
- Promote dialogue and cooperation on the need for continued advocacy around urgent reform of the SOA

We engaged Policy makers Senator Donna Scott-Motley, Deputy Leader of Opposition Business in the Senate and Opposition Spokesperson on Justice & Gender Affairs and Hon. Alando Terelonge, State Minister in the Ministry of Culture, Gender, Entertainment and Sports. We were able to get the policy makers present to make commitments to support the call for the implementation of positive recommendations and vote in favour of them when they come before the house.

## TOWN HALL SERIES

JASL hosted a series of ten (10) virtual town halls as part of the advocacy towards addressing discrimination. The series ran every Thursday from September 23 to November 25 on JASL social media platforms. To increase the reach we collaborated with a social media influencer who allowed the series to be also streamed on her facebook page. The areas covered were:

- HIV-related discrimination and Justice
- Sexual Harassment
- Religion and HIV
- Health Insurance and HIV
- Unauthorised Disclosure
- Tackling HIV Discrimination at Work
- Disabilities HIV & Discrimination
- Dating, Parenthood and Marriage for PLHIV.
- Positive Parenting: Talking to children about sexual and reproductive health and rights



## ■ GBV and HIV

The series ended on November 25, the international day for the elimination of violence against women with the GBV/HIV topic. We were able to reach over 500 persons each week and provide opportunities for them to engage around these different areas of discrimination.

## SPEAKERS BUREAU TRAINING

JASL held a speakers' bureau training with key population and other community representatives on November 18-19. The training was designed to prepare speaker to represent their respective communities and speak at different levels about the challenges they face. In order to ensure that the representatives had a fair understanding of the advocacy issues a presentation was done at the very outset to set the tone for the session. The representatives were taken through issues that affect the populations they represent and broad issues that affect PLHIV.

The participants were guided as to how these issues impact different populations and were also allowed to share their understanding of the issue and how it affects them. This approach prepared them to use

# Enabling Environment and Human Rights

these issues in practice when they got to the point of the training where they were required to make presentations and defend positions.

The consultant Media practitioner took them through numerous exercises that gave them a better understanding of the media, How to use it for advocacy and some of the dos and don'ts. They were also able to interface live with different media personalities by doing mock interviews with them and getting feedback on their performance. Fifteen (15) key population representatives received training.

## MEDIATION TRAINING

### **Overview**

Alternative dispute resolution (ADR) is now taking centre stage in the Jamaica justice system as the courts take steps to reduce the backlog of cases that has been exacerbated by COVID19. In this effort, it was realised that there were challenges in identifying certified ADR professionals who are willing to mediate matters that have anything to do with a positive HIV status, sexual orientation or gender identity. As such as a sector we trained a batch of ADR professionals who are sensitive to these matters to be absorbed in the system, Having completed the certification of these persons this training was held with the following objectives:

- Agree on the use of ADR in prevention, management and resolution of disputes caused by discrimination and human rights violations;
- Increased capacity at the community-levels around understanding the mediation process, working with beneficiaries around the use of ADR as a redress method;
- Increased understanding of the broader redress mechanisms and referral process;
- Agreed framework for mediation and legal service provision among partner agencies and other external mechanisms.

From the training, we were to ventilate issues related

to the role of persons trained in the resolution of disputes and how this will fit in the existing systems for redress. The training also provided a better understanding of the redress mechanisms and the referral process for all persons present. The following were agreed on:

- JN+ JADS system would be the central point for referral of matters and then they would be filtered to JJF or any other relevant agency as seen fit.
- JN+ would be staffed with an officer with legal training who would be able to do a proper filtering of matters
- JASL would focus solely on cases related to persons who access prevention, treatment and care services there.
- The private Attorneys would be used for matters that required specific expertise that was not present with the sector.

## EEHR RETREAT

### **Overview**

The retreat was geared towards learning along the themes of law making, human rights, anti-discrimination legislation and the community-led monitoring process. The aim was to ensure that the sector is adequately positioned to serve the clients of the various communities. In addition, the goal of the retreat was ensuring that service to the clients at the front and center of efforts to be able to achieve the best outcome for the progressive growth of the communities.

## OBJECTIVES – ENABLING ENVIRONMENT AND HUMAN RIGHTS PLANNING RETREAT

The objective of the EEHR Planning Retreat is to have a multi-sectoral gathering where participants will discuss:

- Issues faced by the sector and the response to addressing HIV-related Stigma and Discrimination;
- The best practices of each entity to ensure that all clients receive the optimum treatment and care;

# Enabling Environment and Human Rights

■ How to secure better legislative and government support for issues related to HIV;

■ develop innovative and community-based programmes that address the needs of PLHIV and those vulnerable to HIV;

The retreat provided an opportunity for the persons working in EEHR in the sector to interact directly with a representative of each house of parliament and get direct feedback on how the sector

can better engage then to get the desired objectives. The senator and the Member of Parliament who were present shared very practical steps to approaching policy makers and getting the most desirable results.

Some key accomplishments from the retreat were:

■ Policy makers present committed to supporting some specific components of the EEHR work

■ Specific information was shared as to where some key developments in advancing human rights were.

■ Connections were made with Ministers that had the power to advance certain legislative ask

■ A direct relationship was established to facilitate future dialogue

■ A significant step that should be taken toward advancing the National Human Rights Institution was shared.

## IDEVAW 2021

On November 25th to mark the International Day for the Elimination of Violence against Women, JASL embarked on a series of activities despite the challenges of COVID19 preventing a grand protest that is usually staged on this day each year. We engaged in activities that still allowed us to be out there while not breaching any protocols related to large gatherings. As such we engaged in the following activities:

- Media Interviews
- Painting Pages Purple & Lighting Buildings Purple
- Mobile and Static VAW Messaging Stations in all Chapters
- Live Virtual Town Hall.



# Enabling Environment and Human Rights



## MEDIA INTERVIEWS

In order to promote the issue of GBV and its importance to JASLs work a series of media interviews were done to highlight the importance of IDEVAW, the connection between GBV and HIV and the calls we are making on the state to implement the necessary institutional, policy and legislative changes to support its reduction. Interviews were done with TVJ Smile Jamaica, CVM at Sunrise, Power 106, Jamaica Observer, Loop Jamaica, Gospel JA, KOOL 97FM and Sun City Radio.

## PAINTING PAGES PURPLE & LIGHTING BUILDING PURPLE

Numerous Civil Society organizations joined JASL in painting their social media pages purple by ensuring that their staff and members wore the shirts to whatever activities they were being engaged in on the day and take pictures and post all over their social media pages as well as share with JASL for our pages. They were also invited where possible to light

their buildings purple on the night of the 25th.

Organizations that supported the initiative included Eve for Life, AHF, Jamaican Network of Seropositive, Jamaica Community of Positive Women, Children First, Woman Inc., Equality for All Foundation (JFLAG), Trans Wave and the Jamaica Family Planning Association

## MOBILE & STATIC VAW MESSAGING STATIONS

As we aimed to maintain a presence on the road on the day without having a large crowd, we secured a car in the Kingston Region and had it wrapped in the colours with some of the messages on it. The car was made very pronounced so as you saw it you would be bombarded with the message to stop violence against women. The car was also supported by a town crier which was announcing the day, the significance of it and the call to end all forms of violence against women.

It was very effective, as the minute you hear the

# Enabling Environment and Human Rights

town crier and looked; you would also see the wrapped car with the messages. This catered for the deaf community as well because those who were not able to hear could see and read the messages on the car. The car and town crier with a small team of staff members and a dance group passed through five (5) major town centres and distributed mask with the end violence messages on them. People were very excited about getting and wearing the mask and hence the messages would reach far beyond the space where we were engaging. HIV testing was also offered at all locations. There were also two other teams at stationary locations in St. Ann and St. James sharing the same messages and offering testing. Over 1500 persons would have been engaged directly and based on the masks distributed with the messages there is the potential for three or more times that number of persons to be reached.

## VIRTUAL TOWN HALL

To close out IDEVAW we had the final in our series of 10 virtual town halls on the night of November 25 with a focus on GBV survivors and supporters. We had a panel of two (2) survivors of GBV and three (3) agency heads. The town hall was very survivor focussed so while we had the supporters/providers to share how they support and the services they offer the focus was on the actual survivors.

## DISCRIMINATION RESEARCH

A consultant was secured and a contact signed for the carrying out of the Discrimination Research to support the work we will continue to do in 2022 to lobby for the enactment of anti-discrimination legislation. The consultant started on December 9 and will continue through to February. Although we have a model legislation and a policy research paper this broad discrimination, research will provide the necessary data to strengthen our case for an anti-discrimination legislation.

## MEETING OF THE CIVIL SOCIETY FORUM

29

IDEVAW  
International Day for the Elimination of Violence Against Women

JUSTICE After DARK

Hosted by Ms. Trudy Bell  
Actress, Writer & Influencer

Hosted by Mr. Patrick Lalor  
JASL Policy & Advocacy Officer

End VAW Now!

FEATURING

Kandasi Levermore  
Executive Director,  
JASL

Jade Williams  
Legal Support Officer,  
JASL

Joy Crawford  
Executive Director,  
Eve for Life

Joyce Hewitt  
Executive Director,  
Woman Inc.

LIVE AT 8PM ON:  
@MsTrudyB JASL TV  
Jamaica AIDS Support for Life

This project is funded by the European Union

There were five (5) meetings of the Civil Society Forum throughout the year to look at various areas of collaboration and capacity building for the membership. The meeting were held on the following dates with the following focus:

## MEETING OF EEHR & COMMUNICATIONS TEAM

A meeting was held at the Jamaica Pegasus Hotel on September 8 with the EEHR & Communications Teams to develop a media and communications plan for the roll out of activities to support the anti-discrimination work.

The following was accomplished:

- The Advocacy Strategy was shared with the communications team in order to ensure they were clear what our objectives were and understood the full gamut of the plan.

# Enabling Environment and Human Rights



- A first draft of a communications plan was developed.
- A plan for a series of Town Halls was shared with the communications team who included ideas on how to promote market and execute them.
- Content for IEC materials to be developed to support the process was discussed.

The meeting was also used to review a proposal for our annual silent protest for 2021. Due to COVID19, we would not be able to keep the usual form and as such will have to come up with an innovative way of doing it without having any crowds gathering but at the same time not losing the impact and momentum that this activity has built for the past seven (7) years.

# Training and Capacity Building Exercises

We continued our efforts around building our staff as well as training our ambassadors as our mission is to always have correct information about HIV and AIDS to be shared in the various spaces, whether through media or by word of mouth. With this in mind, we hosted several training and capacity building exercises during 2021.

## SOCIAL MEDIA INFLUENCER TRAINING

In an effort to combat the spread of misinformation around Human Immuno-Deficiency Virus (HIV) and other sexually transmitted infections (STIs) online, JASL hosted a three-day training with fifteen social media influencers. The training took place at a Trelawny-based hotel from Wednesday, July 28 to Friday, July 30.

As JASL continues to push messages around safe sexual practices and creating an enabling environment for People Living with HIV (PLHIV), strategic partnerships must be formed with individuals that can 'influence' their peers. The three days of training included sessions around HIV 101, stigma and discrimination, HIV treatment and management and values clarification. It saw influencers creating messages in the form of short audio visual for use in future HIV campaigns. The training also included a session around HIV treatment, this was done to help the influencers appreciate



*The influencers at the training included: Solaine Anderson, Deandra 'Wally Dee' Wallace, Sade Buckeridge, Trudy-Ann 'Sista Passion' Bell, Netania 'Nets Jenner' Mundell, Courtni Jackson, Marlon 'Flyght Bluggo' Powell, Kymani 'Iheartmanni' Whyte, Rachel 'Starface' Edwards, Andre Skeen, Anna-Kaye Dockery, Shanice Blackwood and Tyler 'Tarzan' Samoy.*

that once a PLHIV is taking their medication as prescribed they are able to live a long and healthy life. The training was a part of a broader initiative entitled 'With You All the Way' in partnership with Jamaica AIDS Support for Life, Jamaica Network of Seropositive, The Ashe Company, Eve for Life and Children First. The activity was funded by United States Agency for International Development.

## MOBILISER TRAINING

Over the last year, JASL created programmes and strategies to reach the untapped network of MSM that have not accessed public health testing and treatment services.

In an effort to increase testing

uptake for the organization, we conducted a two days training session- Health Ambassadors and Community Mobilisers Training. This was held from Saturday, August 14-Sunday, August 15, 2021. The training involved 15 mobilisers and was geared towards:

- JASL 101 – Who We Are What We Do?,
- Values Clarification- How to identify biases?
- HIV 102-Understanding Treatment and
- JASL's Expectations and Plans.

The training was conducted by key JASL members including the Executive Director, Regional & Programmes Manager, Communication Coordinator and Monitoring & Evaluation Manager.

# Training and Capacity Building Exercises

Following the training, the mobilisers and ambassadors were tasked in identifying their peers to be tested across any of our three (3) chapters and promote JASL as the ideal HIV and wellness centre.

## JASL HEALTH AMBASSADOR/PEER MOBILIZER TRAINING

In an effort to find new ways to engage the population and keep up with its mandate from the strategic plan, JASL continues to find innovative ways to reach the MSM population to ensure their participation in all the activities that are planned for them.

30 MSM were trained as health ambassadors August 14-15 2021. Over the two day period, 30 MSM Participants were trained in on how to mobilize the community in positive health seeking behaviours. Topics presented were: JASL: person are aware of JASL and its services, however they were given insight into the history of JASL, this was an integral part of the training to ensure the community members understood the history and mission and mandate of Jamaica AIDS support for life and what representing JASL looks like in order to ensure brand responsibility.

HIV101, this session was used to begin the conversation around HIV, perceptions and personal bias

around HIV. The participants were given information on risk assessment, risk reduction, other common STI's, Prep and peer support. HIV 102 – Understanding Treatment: Presentation on the continuum of care, the steps in treating and understanding what the benefits of test and start as well as U=U. Referral Mechanism- participants were informed on how to refer a person to JASL, the different mechanisms and channels if the person is just or testing or positive and would like to join the treatment site.

The participants were given activities in breakout sessions to show how much they have learned as well as the opportunity to talk about their expectation, view of JASL and issues they had and how they believe JASL could serve the community better.

Overall the objective of the workshop was met as each participant left with increased knowledge of JASL and its services.

## SENIOR MANAGER'S CAPACITY BUILDING

The Senior Managers' Capacity Building was held, December 8-10, 2021, Hilton Hotel and Spa, St. James.

The objectives of the capacity building were as follows:

- What worked
- What did not work

- What we need to do
- To see where JASL is as an Organization
- Where we are now and how we need to move forward
- Work on the Organisation's/ teams' work plan, activities, deliverable for the upcoming year

## STAFF CAPACITY BUILDING RETREAT

The Staff Capacity Building Retreat was held on December 13-15, 2021 at the Hilton Hotel and Spa, St James.

The purpose of this retreat was to get the teams from the various chapters as well as the Head Office to work together as a team during the capacity building exercises as well as work on work plans for the following year (2022).

Over the course of the three days, the members of staff benefitted from presentations on Administration on Finance (presented by Tresha Muir and Kriston Simms), Sensitization on Childcare and Protection Act (presented by Patrick Lalor), presentation on Caring for the Care giver (presented by Howard Gowe), and Highlights of the year 2021 (presented by Xavier Biggs).

The members of staff also had to present their work plans on the final day of the retreat.

# Communications and External Relations

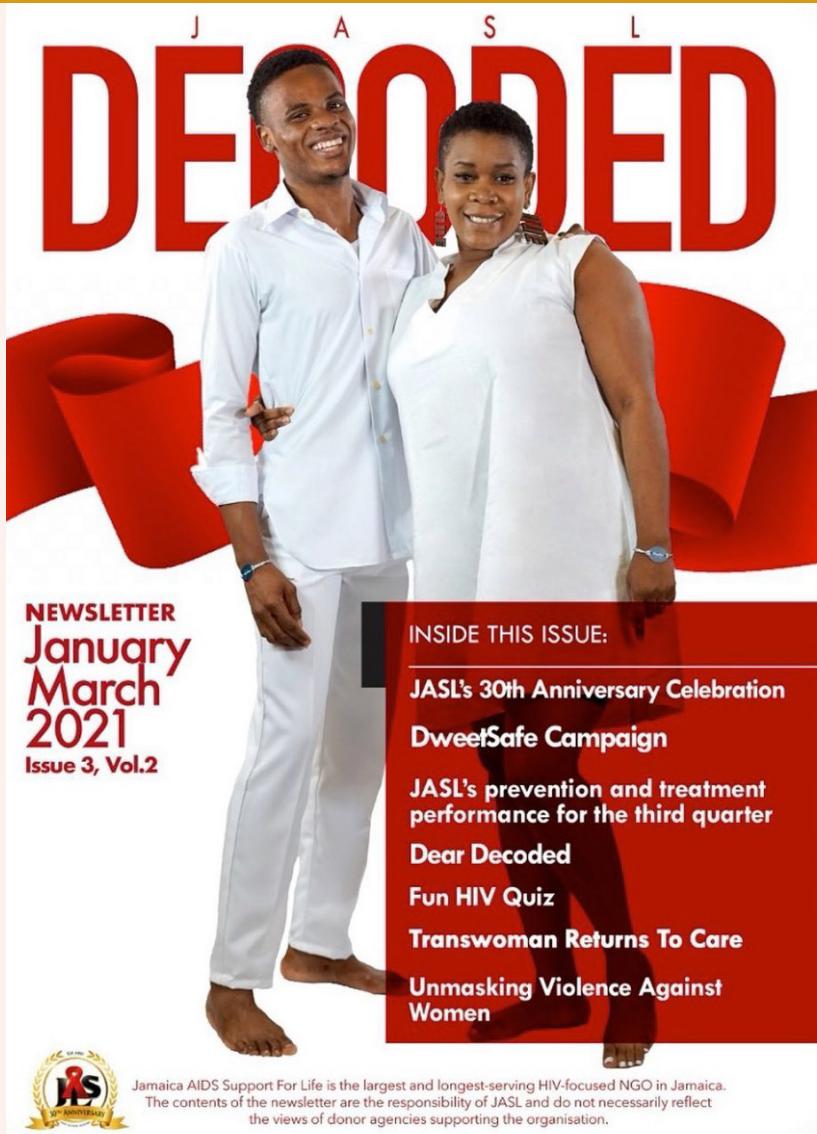
**2**021 marked JASL's 30th anniversary. The Communication team worked diligently to increase our visibility while lending support to all the program-

matic areas. We continued to use a blended approach to push our messages, these included:

1. Newsletter
2. Video Log (Vlog)- JASL After Dark

3. Public Service Announcement
4. Social Media
5. Mass Media
6. Online Reservation Application (ORA)

## NEWSLETTER-JASL DECODED



The newsletter was designed and distributed in April. It focused on JASL's 30th years of existence and the strides the organization continues to make. It also contained information about the various campaigns and activities that the organization undertook during its first quarter. The newsletter

was packaged and shared across our social media platform in a flippable reader friendly format. It was also distributed among our board members, donors, civil society partners, political representatives, and universities.

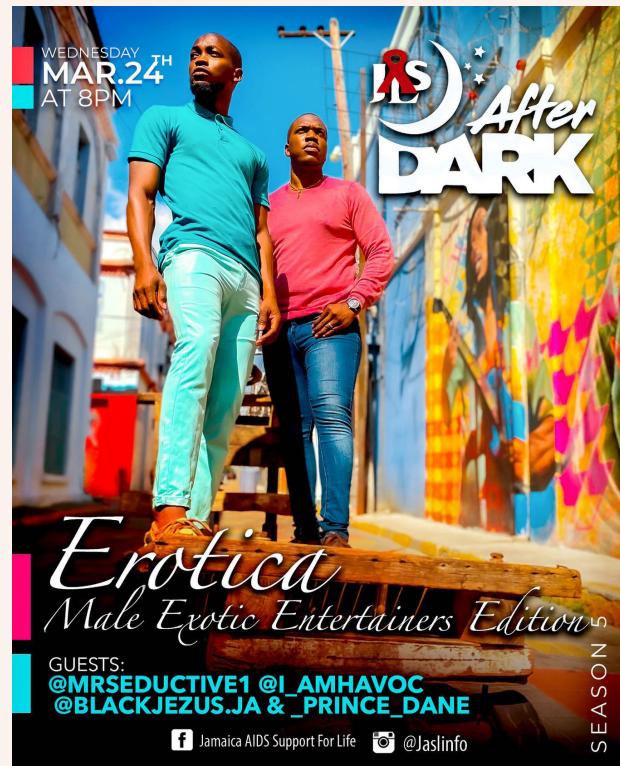
# Communications and External Relations

## VIDEO LOG- JASL AFTER DARK

JASL After Dark has transformed the way we have been able to communicate with our clients and online audience. The LIVE show, which airs every Wednesday night at 9pm remains one of the most vibrant and consistent online show locally. During 2021, we had a number of changes to show which included a new co-host and a fully virtual show due to the COVID-19.

JASL After Dark continues to promote and explore sex positivity, during 2021, it explored topics such as First Date, Sex Food and Foreplay, Is Longer Always Better? Sex with all shapes and sizes and Sexy School Secrets. We were able to have more than 120 LIVE viewers each episode and an overall reach of 10,000 in total.

Most importantly, it has remained one of our most effective ICT strategies and continues to offline individuals for prevention, treatment and EEHR services.



# Communications and External Relations

## PUBLIC SERVICE ANNOUNCEMENT

It is our mission to be first choice and top of mind when it comes to HIV prevention and treatment services. To achieve this a number of PSAs were placed across prominent radio stations such as Radio Jamaica (RJR), Nationwide, Mello, Roots, ZIP and Fyah.

Several radio interviews were also done across these radio stations.

Two Outside Broadcasts were also done to highlight our Safer Sex Week and World AIDS Day activities.



# Communications and External Relations

## JASL 30th ANNIVERSARY

To commemorate our 30th anniversary we hosted a number of activities including the following:

■ A silent protest on for International Day to End Violence Against Women – **November 25**

- Publishing a supplement in the Jamaica Observer – **November 28**
- A Public Forum on HIV Treatment – **November 30**
- Our Annual Candle Light Vigil – **December 1**

### *Silent protest on International Day to End Violence Against Women*



### *Public Forum on HIV Treatment*



### *Annual Candle Light Vigil*



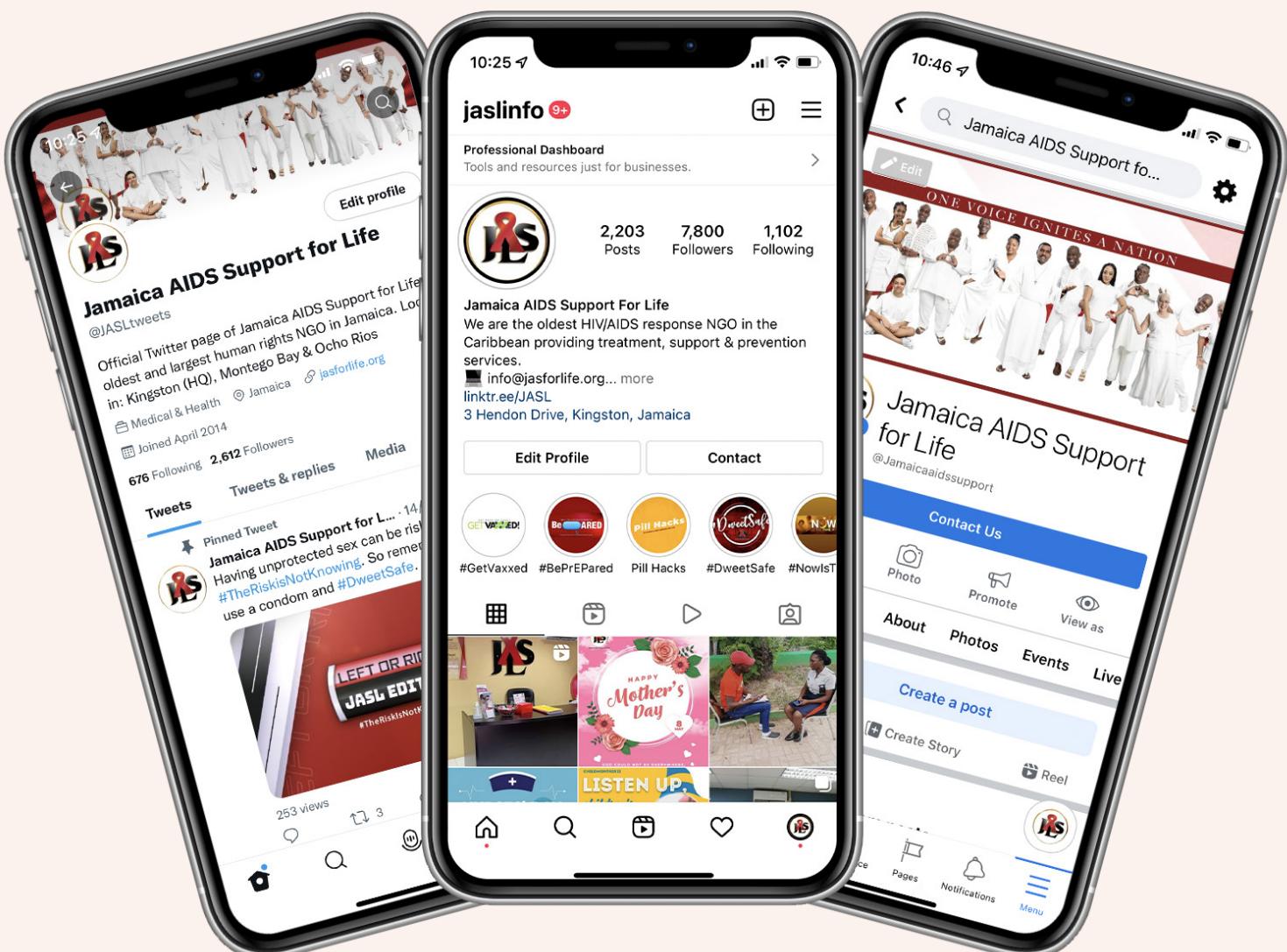
# Communications and External Relations

## SOCIAL MEDIA

Our social media continues to grow at a rapid rate and provides a great way or us to communicate to our clients and the public. We continue to use Face-

book, Instagram, Twitter and our Website. We continue to grow across all platforms with a high engagement.

Platform	Followers	Following	Reach	Engagement
FACEBOOK	13,225	-	539K	96K
INSTAGRAM	7,787	1,103	336K	30K
TWITTER	2,608	677	104K	11K



# Communications and External Relations

## TRADITIONAL MEDIA COVERAGE

THE GLEANER	
Publication dates	Headline and weblinks
February 17, 2021	Safer Sex Olympics caps JASL week of activities <a href="https://jamaica-gleaner.com/article/health/20210217/safer-sex-olympics-caps-jasl-week-activities">https://jamaica-gleaner.com/article/health/20210217/safer-sex-olympics-caps-jasl-week-activities</a>
June 9, 2021	Stigma pushes more men on PrEP programme <a href="https://jamaica-gleaner.com/article/news/20210609/stigma-pushes-more-men-prep-programme">https://jamaica-gleaner.com/article/news/20210609/stigma-pushes-more-men-prep-programme</a>
September 28, 2021	Clinic hours to be extended to treat persons with HIV <a href="https://jamaica-gleaner.com/article/news/20210928/clinic-hours-be-extended-treat-persons-hiv">https://jamaica-gleaner.com/article/news/20210928/clinic-hours-be-extended-treat-persons-hiv</a>
October 06, 2021	U.S. embassy donates additional \$45 million to boost Jamaica's COVID vaccine uptake <a href="http://jamaica-star.com/article/news/20211006/us-embassy-donates-additional-45-million-boost-jamaicas-covid-vaccine-uptake">http://jamaica-star.com/article/news/20211006/us-embassy-donates-additional-45-million-boost-jamaicas-covid-vaccine-uptake</a>
December 1, 2021	Jamaica AIDS Support for Life hails success of PrEP programme <a href="https://jamaica-gleaner.com/article/news/20211201/jamaica-aids-support-life-hails-success-prep-programme">https://jamaica-gleaner.com/article/news/20211201/jamaica-aids-support-life-hails-success-prep-programme</a>
December 3, 2021	Off track! – <b>UNAIDS country representative says citizens, experts need to ramp up efforts to reduce new cases of HIV</b> <a href="https://jamaica-gleaner.com/article/news/20211203/track">https://jamaica-gleaner.com/article/news/20211203/track</a>
December 13, 2021	COVID-19 driving sex workers online – <b>Health officials shift gear to maintain low HIV prevalence</b> <a href="https://jamaica-gleaner.com/article/lead-stories/20211213/covid-19-driving-sex-workers-online">https://jamaica-gleaner.com/article/lead-stories/20211213/covid-19-driving-sex-workers-online</a>
JAMAICA OBSERVER	
Tuesday, March 09, 2021	Legislation being strengthened to protect women <a href="https://www.jamaicaobserver.com/latestnews/Legislation_being_strengthened_to_protect_women">https://www.jamaicaobserver.com/latestnews/Legislation_being_strengthened_to_protect_women</a>
March 09, 2021	Culture Ministry may apply for protection order on behalf of victims — Terrelonge <a href="https://www.jamaicaobserver.com/latestnews/Culture_Ministry_may_apply_for_protection_order_on_behalf_of_victims,_Terrelonge">https://www.jamaicaobserver.com/latestnews/Culture_Ministry_may_apply_for_protection_order_on_behalf_of_victims,_Terrelonge</a>
August 5, 2021	Fifteen social media influencers attend HIV training workshop <a href="https://www.jamaicaobserver.com/news/fifteen-social-media-influencers-attend-hiv-training-workshop">https://www.jamaicaobserver.com/news/fifteen-social-media-influencers-attend-hiv-training-workshop</a>
September 23, 2021	Ja has initiated several programmes to care for people living with HIV says Cuthbert-Flynn <a href="https://www.jamaicaobserver.com/latestnews/Ja_has_initiated_several_programmes_to_care_for_people_living_with_HIV_says_Cuthbert-Flynn">https://www.jamaicaobserver.com/latestnews/Ja_has_initiated_several_programmes_to_care_for_people_living_with_HIV_says_Cuthbert-Flynn</a>

# Communications and External Relations

October 07, 2021	US Embassy donates additional J\$45 million to help Ja in COVID-19 fight <a href="https://www.jamaicaobserver.com/news/us-embassy-donates-additional-j-45-million-to-help-ja-in-covid-19-fight_233065">https://www.jamaicaobserver.com/news/us-embassy-donates-additional-j-45-million-to-help-ja-in-covid-19-fight_233065</a>
November 11, 2021	JASL marks 30th anniversary with month-long celebrations <a href="https://www.jamaicaobserver.com/latestnews/JASL_marks_30th_anniversary_with_month-long_celebrations">https://www.jamaicaobserver.com/latestnews/JASL_marks_30th_anniversary_with_month-long_celebrations</a>
November 25, 2021	Deadly combination – Violence against Jamaican women pushing HIV numbers <a href="https://www.jamaicaobserver.com/news/deadly-combination-violence-against-jamaican-womenpushing_237179">https://www.jamaicaobserver.com/news/deadly-combination-violence-against-jamaican-womenpushing_237179</a>
November 28, 2021	JASL aiming to meet new treatment targets to end AIDS epidemic by 2030 <a href="https://www.jamaicaobserver.com/your-health-your-wealth/jasl-aiming-to-meet-new-treatment-targets-to-end-aids-epidemic-by-2030_237449">https://www.jamaicaobserver.com/your-health-your-wealth/jasl-aiming-to-meet-new-treatment-targets-to-end-aids-epidemic-by-2030_237449</a>
November 28, 2021	Increase in HIV cases among people under 24 – JASL Advocacy group blames spike on lack of sexual reproductive health education and policy <a href="https://www.jamaicaobserver.com/news/increase-in-hiv-cases-among-people-under-24-jasl-advocacy-group-blames-spike-on-lack-of-sexual-reproductive-health-education-and-policy_237451">https://www.jamaicaobserver.com/news/increase-in-hiv-cases-among-people-under-24-jasl-advocacy-group-blames-spike-on-lack-of-sexual-reproductive-health-education-and-policy_237451</a>
December 01, 2021	HIV positive woman enjoying life after weathering storm in 21-year journey <a href="https://www.jamaicaobserver.com/latestnews/HIV_positive_woman_enjoying_life_after_weathering_storm_in_21-year_journey">https://www.jamaicaobserver.com/latestnews/HIV_positive_woman_enjoying_life_after_weathering_storm_in_21-year_journey</a>
December 1, 2021	JASL morphs from palliative care for AIDS patients to helping them live <a href="https://www.jamaicaobserver.com/news/jasl-morphs-from-palliative-care-for-aids-patients-to-helping-them-live_237565">https://www.jamaicaobserver.com/news/jasl-morphs-from-palliative-care-for-aids-patients-to-helping-them-live_237565</a>
December 1, 2021	JASL providing mental health support for HIV clients' children <a href="https://www.jamaicaobserver.com/news/jasl-providing-mental-health-support-for-hiv-clients-children_237729">https://www.jamaicaobserver.com/news/jasl-providing-mental-health-support-for-hiv-clients-children_237729</a>
December 1, 2021	False healers - People living with HIV being misled by bush doctors, some pastors <a href="https://www.jamaicaobserver.com/front-page/false-healers-people-living-with-hiv-being-misled-by-bush-doctors-some-pastors_237571">https://www.jamaicaobserver.com/front-page/false-healers-people-living-with-hiv-being-misled-by-bush-doctors-some-pastors_237571</a>
December 01, 2021	JASL renews call for passage of safety and health law – NGO finds rampant workplace discrimination against people living with HIV <a href="https://www.jamaicaobserver.com/news/jasl-renews-call-for-passage-of-safety-and-health-law-ngo-finds-rampant-workplace-discrimination-against-people-living-with-hiv_237010">https://www.jamaicaobserver.com/news/jasl-renews-call-for-passage-of-safety-and-health-law-ngo-finds-rampant-workplace-discrimination-against-people-living-with-hiv_237010</a>
December 02, 2021	Things at work just nice now' JASL advocacy officer shares story of the organisation's help to a HIV-positive man who was facing workplace discrimination <a href="https://www.jamaicaobserver.com/news/-things-at-work-just-nice-now-jasl-advocacy-officer-shares-story-of-the-organisation-s-help-to-a-hiv-positive-man-who-was-facing-workplace-discrimination_237551">https://www.jamaicaobserver.com/news/-things-at-work-just-nice-now-jasl-advocacy-officer-shares-story-of-the-organisation-s-help-to-a-hiv-positive-man-who-was-facing-workplace-discrimination_237551</a>

# Communications and External Relations

December 03, 2021	JASL opens pharmacy to better serve people living with HIV <a href="https://www.jamaicaobserver.com/news/finally-a-pharmacy-for-hiv-patients_237950">https://www.jamaicaobserver.com/news/finally-a-pharmacy-for-hiv-patients_237950</a>
December 04, 2021	Jamaica AIDS Support reports good take up of anti-HIV pill <a href="https://www.jamaicaobserver.com/news/jamaica-aids-support-reports-good-take-up-of-anti-hiv-pill_237540">https://www.jamaicaobserver.com/news/jamaica-aids-support-reports-good-take-up-of-anti-hiv-pill_237540</a>
December 05, 2021	JASL empowers HIV-positive woman to own home, business <a href="https://www.jamaicaobserver.com/your-health-your-wealth/jasl-empowers-hiv-positive-woman-to-own-home-business_237871">https://www.jamaicaobserver.com/your-health-your-wealth/jasl-empowers-hiv-positive-woman-to-own-home-business_237871</a>
December 30, 2021	JASL ends 30th anniversary celebration with mural <a href="https://www.jamaicaobserver.com/news/jasl-ends-30th-anniversary-celebration-with-mural_240111">https://www.jamaicaobserver.com/news/jasl-ends-30th-anniversary-celebration-with-mural_240111</a>
<b>JAMAICA INFORMATION SERVICE</b>	
February 1, 2021	Jamaica AIDS Support for Life (JASL) 30th Anniversary Launch and Staff Awards <a href="https://jis.gov.jm/photos-jamaica-aids-support-for-life-jasl-30th-anniversary-launch-and-staff-awards/">https://jis.gov.jm/photos-jamaica-aids-support-for-life-jasl-30th-anniversary-launch-and-staff-awards/</a>
March 10, 2021	Ministry and Other Entities Can Apply For Protection Order On Behalf Of Victims <a href="https://jis.gov.jm/ministry-and-other-entities-can-apply-for-protection-order-on-behalf-of-victims/">https://jis.gov.jm/ministry-and-other-entities-can-apply-for-protection-order-on-behalf-of-victims/</a>
September 23, 2021	Care Programme For The HIV+ Officially Launched <a href="https://jis.gov.jm/care-programme-for-the-hiv-officially-launched/">https://jis.gov.jm/care-programme-for-the-hiv-officially-launched/</a>
September 27, 2021	Clinic Hours To Be Extended To Treat Persons With HIV <a href="https://jis.gov.jm/clinic-hours-to-be-extended-to-treat-persons-with-hiv/">https://jis.gov.jm/clinic-hours-to-be-extended-to-treat-persons-with-hiv/</a>
December 1, 2021	State Minister Hails Work Of Jamaica AIDS Support For Life <a href="https://jis.gov.jm/state-minister-hails-work-of-jamaica-aids-support-for-life/">https://jis.gov.jm/state-minister-hails-work-of-jamaica-aids-support-for-life/</a>

# Grants Management

In 2021, JASL continued its grant management portfolio under its two main agreements: United States Agency for International Development (USAID) Cooperative Agreement and Sub-Recipient of the Global Fund to Fight AIDS, Tuberculosis and Malaria Grant with the Ministry of Health and Wellness' (MOHW) Project Coordinating Unit (PCU).

## GRANT OVERVIEW

### USAID

Under the USAID Cooperative Agreement, JASL receives support towards its HIV prevention and treatment programme as well as support for COVID-19 interventions and communication and has three sub-awardees: ASHE, Children First Agency and Jamaica Network of Sero-positives. The purpose of the grant is to assist the Government of Jamaica in achieving epidemic control while also ensuring sustainability for the HIV response. The main objectives are finding the undiagnosed persons, initiating anti-tiretoviral therapy (ART) on those

diagnosed but not on treatment and achieving viral suppression for those on ART based on World Health Organization (WHO) international best practices, policies, and recommendations. Program activities fall under Biomedical, Psycho-Social, and Psycho-Educational Support interventions for key populations and implemented across the five (5) high burden parishes: Kingston, St. Catherine, St. Ann, St. James and Westmoreland with the following guiding strategies: Index Strategy, targeted MSM focused Screening, peer navigation, clinical and psychosocial support services. The COVID-19 response and communication objectives were to provide care packages and psychosocial support to clients impacted by the pandemic, communicate messages to dispel myths and correct misinformation and disinformation about COVID-19.

### GLOBAL FUND

Through the Ministry of Health and Wellness the Principal Recipient, JASL is a Sub-Recipient of the Global Fund Grant. JASL under

the agreement has five sub-sub recipients and two implementing partners and through its grants management services worked with selected sub sub-recipients to demonstrate competence in delivering the core modalities for the project is able to achieve its targets. JASL and its implementing partners implement activities to support HIV prevention, treatment and enabling environment and human rights.

■ Prevention efforts are targeted to populations that have increased risk of contracting HIV such as MSM, transgender persons, high-risk men, SWs and sexual partners of persons living with HIV.

■ In treatment the efforts seek to maintain activities that support retention on ARVs and viral suppression.

■ Enabling environment and human rights efforts focus on reducing stigma and discrimination, legal literacy and know your rights for KPs, train and sensitize key duty bearers and improve access to justice for beneficiaries.

A total of ten Civil society organisations are managed by JASL as implementing partners under these arrangements as follows:

GLOBAL FUND	USAID
EVE FOR LIFE	ASHE COMPANY
EQUALITY FOR ALL FOUNDATION	CHILDREN'S FIRST AGENCY
JAMAICA COMMUNITY OF POSITIVE WOMEN	JAMAICA NETWORK OF SEROPOSITIVES
JAMAICA NETWORK OF SEROPOSITIVES	
JAMAICANS FOR JUSTICE	
LARRY CHANG FOUNDATION	
TRANSWAVE JAMAICA	

# Grants Management

## FINANCIAL MANAGEMENT AND MONITORING

Over the year the finance and procurement team continued to work with the partners to strengthen their financial management and procurement systems in accordance with Jamaica's regulatory framework and the Grants and Cooperative Agreements to ensure compliance.

### ■ Global Fund –

J\$242,660,511.08 , of which J\$235,525,562.30 expended, representing 97% expenditure rate

### ■ USAID – obligated

J\$319,662,165.55, of which J\$298,219,394.43 expended, representing 93.29% expenditure rate

## GRANT MANAGEMENT OVERSIGHT

Grants management and oversight activities ensured that contractual obligations such as the submission of monthly financial and technical reports along with narrative quarterly reports were completed and submitted to both main funders. These initiatives were supported through the efforts of the M&E team, Grants Manager, Grants Officer, with broad strategic oversight of the Executive Director of JASL. Under the portfolio there was a drive to improve the technical and institutional capacity of the implementing agencies via multiple engagements and training exercise:

■ Scheduled and ad-hoc meetings were held to review programme implementation and

corrective measures undertaken

■ Capacity building exercises and training were held around prevention strategies, M&E reporting, indicator development and treatment programme areas. These sessions are delivered by various JASL subject matter experts such as the Medical Director, Monitoring and Evaluation Manager, Communication Team and Regional Programme Managers.

## GRANT CHALLENGES, SUCCESSES AND WAY FORWARD

### *Challenges*

■ **Grant Compliance:** Grant compliance continued to be significant challenge for some implementing agencies in different areas. For example, monthly technical reports were late by some agencies and issues around adherence to procurement guidelines needed improvement. This required extensive technical assistance and support to maintain the requisite standard and ensure compliance and a few agencies showed some improvement.

■ **Delay in Reprogramming** Approval under the Global Fund Grant. This was a significant challenge in 2021 which negatively impacted the timely implementation of the project, hence resulting in under achievement of outputs for some programme areas. The process was initiated from as far back as 2020, however, approvals were staggered and some critical areas did not receive

approval until the last quarter.

### **Successes and Way Forward**

■ Programme coordination and collaboration among implementing partners – There was significant collaboration among the different CSOs implementing partners throughout the year. This resulted in the entrenchment of referral pathways for clients and beneficiaries to access services based on the menu provided by each entity and their niche areas. For example, entities that were involved in HIV testing and case finding such as ASHE and Children First referred their newly diagnosed clients to JASL for confirmatory testing and linkage to treatment services; women with issues relating to GBV or needed opportunities for empowerment were sent to Eve for Life, JCW+; matters relating to rights violation were further screened and cases reported to JN+, JFJ or Equality. There was great synergy in our communication for COVID-19 response and advocacy efforts around the anti-discrimination legislation and violence against women. This level of collaboration was commendable as it assisted in reducing duplication among the entities and provided the added support in areas where joined effort was required.

■ Resource Mobilisation Strategy and CSO-Led HIV Service Package Costing completed - This activity was brought over from 2020 and sought to develop a comprehensive resource

# Grants Management

mobilisation strategy that includes an overview of the situation and past resource mobilization experience. It outlines strategies for engaging new donors and south-south cooperation; private sector engagement, including Foundations; Innovation Hubs; Government Cost-Sharing; On-line Fundraising and other individual giving approaches; and joint programming to reduce costs and programme duplications as well as provide advice on management structure for lead oversight and financial management responsibility. The CSO-Led Costing HIV Service Packages Costing Report defines a core set of services that is categorized as essential to meet the HIV needs of the population. It provides guidance to CSOs in developing and articulating the value of

their contribution to the National HIV Response and informs the development and implementation of CSO-Led HIV programming and services to key population. Three organisations (JASL, JN+ and Children First) were also able to undergo a costing exercise to define their core HIV services across prevention, treatment, enabling environment and human rights complete with a cost estimation analysis for individual services to enable resource financing and cost recovery mechanisms such as social contracting. Recommendations from both outputs will be used to guide the civil society forum and individual CSOs in mobilizing additional resources to implement critical next steps toward sustainability.



# Management Team



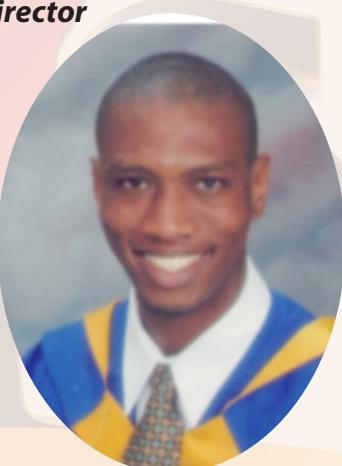
**Kandasi Walton-Levermore**  
**Executive Director**



**Dr Jennifer Tomlinson**  
**Medical Director**



**Tresha Muir**  
**Administrator**



**Kriston Simms**  
**Finance and Procurement  
Manager**



**Xavier Biggs**  
**Monitoring and  
Evaluation Manager**



**Mickel Jackson**  
**Grants Manager**



**Nicole Morris**  
**Regional Programme  
Manager (Kingston)**



**Nilfia Hazel-Anderson**  
**Regional Programme  
Manager (St Ann)**



**Tisha Keane**  
**Regional Programme  
Manager (St James)**

30TH ANNIVERSARY

# Keynote Observances

## SAFER SEX WEEK

This week remains one of the highlights on our calendar around pushing safer sex messages.

This year Safer Sex Week was observed from February 7 – February 14. One of our celebrated

event for Safer Sex Week this year was the Safer Sex Olympics in partnership with Alpha Iron Den at the Great House Pharmacy in St Ann. We also were live for an outside broadcast on Irie FM 107.9.



## RESILIENT AT 30

To mark our 30th anniversary we embarked on a year-long celebration! From our launch to our 30th Anniversary Church service, to the opening of Life Work's Pharmacy and our mural we ensured that our 30th year was one that was notable.



# Staff Awards 2021

## *Most Outstanding Staff Award*



*Ms. Careece Anderson  
Montego Bay Chapter*



*Ms. Xavier Bromfield  
Kingston Chapter*



*Ms. Debbi-Ann Bailey  
St Ann Chapter*



*Mr. Ronald Richardson  
Head Office*

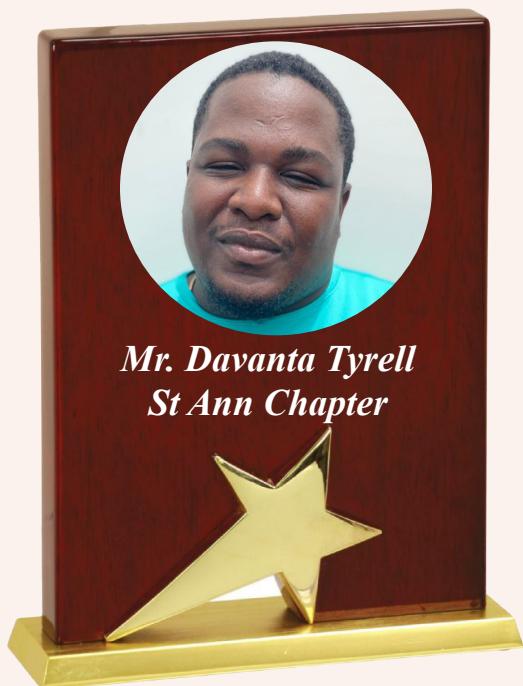
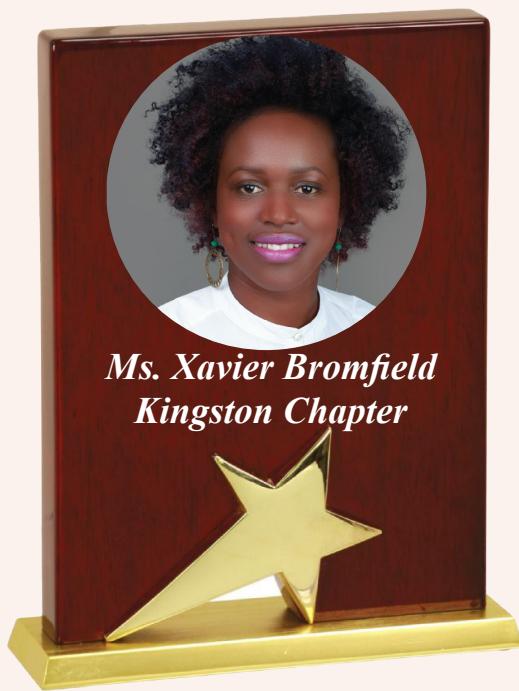
# Staff Awards 2021

## *Going the Extra Mile Award*



# Staff Awards 2021

## Rising Star Award

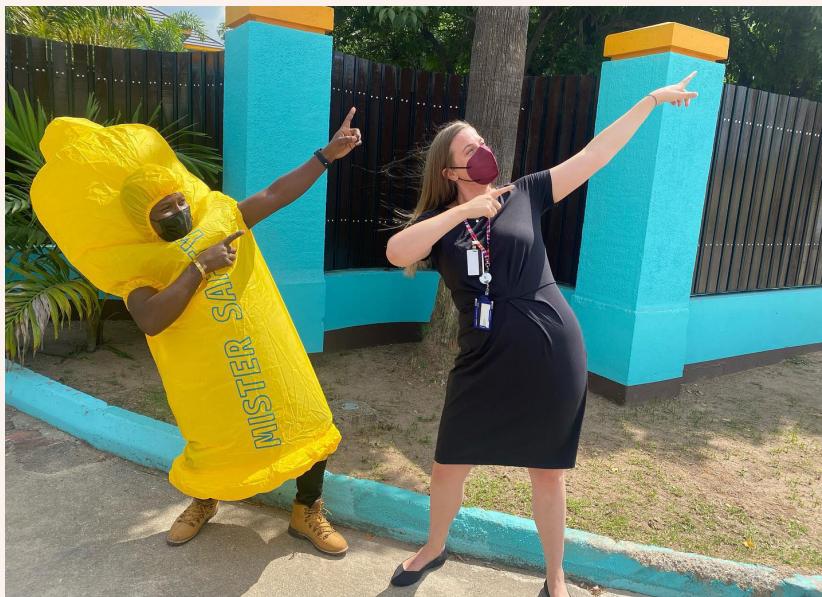


# Life Work's Pharmacy

One of our major accomplishments for our 30th anniversary was the opening of Life Work's Pharmacy. Our doors were opened on Thursday, December 2. 2021. The aim in creating this pharmacy was to establish a one stop shop for our clients. While Life Work's Pharmacy is open at Jamaica AIDS Support for Life Kingston Offices, it offers a wide range of pharmaceutical items that is not limited to antiretroviral drugs, and over the counter drug.



# 30th Anniversary Highlights



# 30th Anniversary Highlights



# 30th Anniversary Highlights



# 30th Anniversary Highlights



# Remembering Ngala

*Ngala was an important part in a small and close knit team. She was joyful and caring. I don't think any of us have been the same after her passing but I try to remember the litany of positives she left behind and I hope she is resting eternally in peace.*

– Jade Williams

*Ngala was more than a coworker, she was a friend. She would call and pray for or with me. She would be that encouraging light even when she's going through a difficult situation. She's the kind of friend that is genuinely happy for you. I miss her everyday.*

– Aneilia McLeod

*Ngala your earthly song has ended but the melody lingers on forever in my heart. May the winds of heaven blow softly and whisper in your ear how much we love and miss you and wish that you were still here. Rest well on angels wings, you were a gift.*

– Nichola Carpenter

*What I'll remember about you is on the day that you left us, couple minutes I might add, you said be kind to others as we were laughing at someone and in the blink of an eye you went to eternal rest. N'gala of blessed memory.*

– Mario Mckoy

*Ngala was a genuine friend/co-worker who was kind to everyone. She had a heart of gold and was always concerned about people, especially the vulnerable. She was a giver to the point of denying herself much needed things to put a smile on some else's face.*

– Al Bailey

*Ngala was one of the most caring persons I know, she was always concern about your well-being and how she can help you. She would go above and beyond the call of duty to ensure you get the best quality of service. She epitomizes the mantra of Love, Action and Support.*

– Nilfia Hazel-Anderson

*If love was a person... Ngala Jones. She shared love wherever she goes.*

– Belinda Johnson

*Ngala was an absolute gem. Loving, thoughtful and generous are all natural attributes she possessed. Her warm demeanor, kind words of encouragement, professional skills and thoughtfulness are truly missed. I've been sure to take along her kind words and thoughtful gifts with me wherever I go.*

– Chad M. Morgan



Est.1991



30<sup>TH</sup> ANNIVERSARY

LOVE. ACTION. SUPPORT

**Jamaica AIDS Support For Life  
3 Hendon Drive, Kingston 20**



Scan me

