

# AN LGBT+ ADVOCACY PATHWAY FOR LEGISLATIVE CHANGE IN THE CARIBBEAN

A Caribbean RHRN Action Plan



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## Introduction

### **Right Here Right Now**

Right Here Right Now (RHRN) is a five-year programme and global strategic partnership that is active in ten countries, and the Caribbean sub region. The partnership envisions a world where all young people are able to access quality and youth-friendly health services, and are not afraid to openly express who they are and who they love. RHRN believes that young people, everywhere, have the inalienable right to make their own choices, and lead happy and healthy lives.

RHRN works with civil society organisations on country levels to strengthen the visibility of young advocates working on sexual and reproductive rights and increase their ability to hold the government and other duty bearers to account for the adoption and allocation of budgets and implementation of progressive and inclusive sexual and reproductive health and rights (SRHR) legislation and policies in line with international norms and standards. In doing so in the long run, it hopes to increase support within society for young people's improved access to comprehensive sexuality education and to youth-friendly SRHR services.

### **The Caribbean Platform**

The Caribbean Right Here, Right Now Platform (CRHRN) is a sub-regional network of the RHRN global consortium. It is a network of 11 organizations and groups across 9 states working on three regional issues: the recognition of human rights for lesbian, gay, bisexual, transgender + (LGBT+) persons; Women's right to access safe and legal abortion services; and the need and right for young people to be educated about their sexual and reproductive health and their rights through a rights-based curricular programme on Comprehensive Sexuality Education (CSE).

### **An LGBT+ Advocacy Pathway for legislative change in the Caribbean**

This CRHRN Action Plan, written by SRHR Advocate Jairo Rodrigues considers the unique position of the Caribbean's youthful and energetic population, focusing on activities and interventions that foster youth education, youth leadership, and youth participation in advocacy strategies. The action plan includes best practices and experiences in Caribbean advocacy. It highlights major LGBT+ issues in the region, considers culture sensitivity and navigates the socio-political environment.

Advocates should review the following references as guides for social change and lobbying Caribbean governments for LGBT+ rights:

- a.) *"Discriminatory laws impacting LGBT persons in the Caribbean"* (Rodrigues, Jairo. J., Caribbean RHRN. July, 2020) for a situational analysis and understanding of legislative changes that are needed in the Caribbean.

- b.) “Database of Caribbean Leaders who support LGBT Rights” (Rambarran, Nastassia. Caribbean RHRN. December, 2019) for a list of political allies across the Caribbean RHRN network.

## Abstract

*“Difference is as natural as breathing. Infinite varieties exist of everything under the sun. Civilised society has a duty to accommodate suitably differences among human beings. Only in this manner can we give due respect to everyone’s humanity. No one should have his or her dignity trampled upon, or human rights denied, merely on account of a difference, especially one that poses no threat to public safety or public order. It is these simple verities on which this case is premised.”<sup>1</sup>*

- Hon. Mr. Justice Saunders, President of the Caribbean Court of Justice  
Ruling of the Quincy McEwan et. al vs. the Attorney General of Guyana  
“The Guyana Crossdressing Case (Final Appeal)”  
November 13, 2018.

Justice Saunders went on to say that *Law and society are dynamic, not static*<sup>2</sup>. This means that law, as a reflection of the society it governs must be as progressive and ever changing as society itself. In the landmark decision, the Caribbean Court of Justice ruled that such laws, as in the case of the Guyanese law that criminalised crossdressing – which was used by police officers and the court to harass transwomen – had no place in modern day society as it was outdated, and as Justice Barrow said “The object of these laws was not to promote fairness, social justice or equality.”<sup>3</sup>

Progressive laws do not equate to a cohesive society (such as the case with Suriname, and Trinidad and Tobago); nor do somewhat progressive societies equate to a progressive legislature (Curacao, Dominican Republic).

In order to achieve legislative changes for LGBT+ Rights, society too must change in tandem with the former; this is the same vice versa. In the case of social equality, social cohesion and law are interlocked and must support each other.

Like Atlas of Greek mythology, advocates are tasked to hold up the heavens, it is a responsibility on society that cannot fail – laws are to be repealed, changed, updated, implemented, defended; society too must unlearn, relearn, adapt and respect – always, never ending, continuous. While this may seem as a burden, we constantly gaze into the stars we bare above our heads, hoping that society would make this task a bit easier for us.

This paper proposes pathways for both social and legal changes for an equitable and just society; as Justice Saunders expressed, “At the heart of the right to equality and non-discrimination lies a

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<sup>1</sup> Caribbean Court of Justice (CCJ), McEwan et al v AG of Guyana [2018] CCJ 30(AJ) para. 1.

<sup>2</sup> Caribbean Court of Justice (CCJ), McEwan et al v AG of Guyana [2018] CCJ 30(AJ) para. 41.

<sup>3</sup> Caribbean Court of Justice (CCJ), McEwan et al v AG of Guyana [2018] CCJ 30(AJ) para. 141.

recognition that a fundamental goal of any constitutional democracy is to develop a society in which all citizens are respected and regarded as equal.”<sup>4</sup>

- Jairo J. Rodrigues, B.Soc.Sci.  
Sexual and Reproductive Rights Advocate

## Preface

Recommendations made in the 2019 RHRN ICPD+25 Shadow Report.<sup>5</sup>

Caribbean Governments should be lobbied to:

- Improve the recognition and protection of the civil, political, cultural, and socio-economic rights of LGBT+ persons in the Caribbean, by undertaking actions to foster the Caribbean Community (CARICOM)’s inclusion of SOGIE provisions made under the 2013 Montevideo consensus on Population and Development<sup>6</sup>and the Programme of Action of the International Conference on Population and Development (ICPD)<sup>7</sup>. The 2018 Inter-American Commission on Human Rights Report on the Recognition of LGBT+ Rights, “Advances and Challenges towards the Recognition of the Rights of LGBTI Persons in the Americas” would also be a good resource<sup>8</sup>.
- Enact comprehensive anti-discrimination legislation to prohibit all forms of discrimination, including SOGIE-based discrimination. This legislation should prohibit discrimination at the hands of the State and non-state actors in all areas of life, including but not limited to housing, employment, education, and provisions of services. Additionally, this legislation should establish a body to receive and investigate complaints and conduct hearings where necessary.
- Support constitutional challenges to discriminatory laws impacting the LGBT+ community within the region, particularly in countries with colonial-era laws on same-sex intimacy.
- Undertake human rights public education campaigns in the Caribbean to engender a culture of respect for the rights of all persons, including LGBT+ persons; specifically targeting families, employers, community members and state actors, in order to reduce

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<sup>4</sup> Caribbean Court of Justice (CCJ), *McEwan et al v AG of Guyana* [2018] CCJ 30(AJ) para. 64.

Retrieved from <https://ccj.org/wp-content/uploads/2018/11/2018-CCJ-30-AJ2-mod.pdf>

<sup>5</sup> Cousins, Lara. “*ICPD+25 Shadow Report. Amplifying and accelerating action on young people’s SRHR*” (2019).

Right Here Right Now. “LGBT Rights and the Caribbean”, Recommendations, p 82.

<sup>6</sup> Montevideo Consensus on Population and Development (United Nations ECLAC)  
[https://repositorio.cepal.org/bitstream/handle/11362/21860/4/S20131039\\_en.pdf](https://repositorio.cepal.org/bitstream/handle/11362/21860/4/S20131039_en.pdf)

<sup>7</sup> ICPD Programme of Action [https://www.unfpa.org/sites/default/files/pub-pdf/programme\\_of\\_action\\_Web%20ENGLISH.pdf](https://www.unfpa.org/sites/default/files/pub-pdf/programme_of_action_Web%20ENGLISH.pdf)

<sup>8</sup> “*Advances and Challenges towards the Recognition of the Rights of LGBTI Persons in the Americas*” IACHR (December 7, 2018) OEA/Ser.L/V/II.170 Doc. 184, Retrieved from:

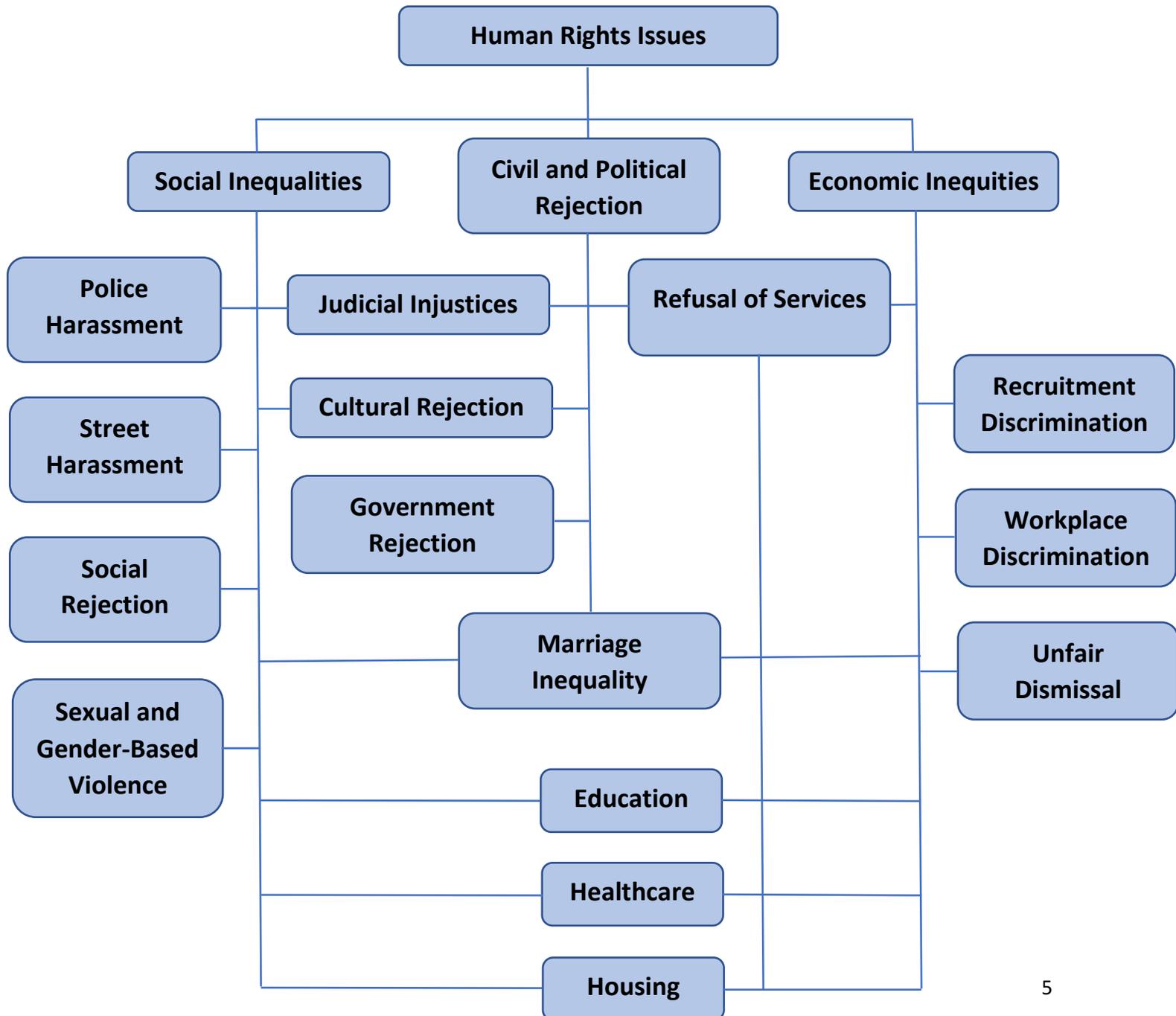
<http://www.oas.org/en/iachr/reports/pdfs/LGBTI-RecognitionRights2019.pdf>

discrimination and violence as well as the number of displaced and vulnerable LGBT+ persons.

### Identifying the Problem:

## LGBT+ Dehumanisation and Inequalities in the Caribbean

Advocates must identify specific issue(s) they would like to work on.



**Inequalities and Inequities, Violence and Discrimination,  
Poor standard of living, Increased Mental Illnesses, Higher rate of mortality,  
Marginalisation of the LGBT+ Community.**

capacity, resources and programme objectives of the group or organisation.

The advocacy journey can be seen as either one path with five steps, or five separate paths to the destination.

## The Five Steps



### 1. Community Advocacy

Advocates themselves must be educated and in-turn educate their peers on LGBT+ rights, sensitive and appropriate language, familiarity with culture and environment and strategies (including facilitation skills and project planning) before entering communities.

A relationship with the LGBT+ community needs to be established. At this stage, advocates can establish a relationship to:

- i. Work with the community in supporting their existing initiatives, or
- ii. Work on providing resources that the community would need: access to shelter, education, healthcare, legal representation, etc.

This is grassroots advocacy. This stage builds the community's trust in the advocate as an ally. It also builds the experience, knowledge and legitimacy of the advocate to represent the LGBT+ community.

After capacity is built, community advocacy for social change is the next initiative.

Advocates would need to engage with other organisations, community-based organisations, religious groups, schools, youth groups, community service groups (such as the police, health centre, social welfare, government offices), and businesses on LGBT awareness, sensitivity, needs and rights through targeted activities, such as public awareness campaigns, information sessions, community workshops, at a community fair, or interpersonal conversations.

Sessions with groups should be held in a small, controlled environments and be participatory-learning, engaging rather than lecture-styles methodologies. The aim should be to make people relate with the human experience, understanding violations, discrimination and abuses, and then why they occur (social inequalities), and then to understand the nature of who LGBT+ persons are with a session on sexuality and gender diversity.



## 2. Reporting

Many Caribbean governments express that there is no data/evidence on LGBT discrimination or violation of any rights, and some government representatives go as far as denying the realities of LGBT persons and their lives.

It is important to document cases of violations, experiences, and even interventions. Create a community-needs assessment report, that is a document that records what the community is lacking, what needs they would have, what is required to make their lives equal to others in their community.

Reports can be original or existing research papers, documents, statements, presentations of findings, and even blogs on the advocate's work.

These reports will be needed in the next step. Having reports is almost evidential in the hands of the government; they can decide what to do with it but it is important that advocates document the experiences and lives of LGBT persons for their continued work.



## 3. Lobbying

After an advocate has gained community trust, built their capacity at the community advocacy level, and has compiled reports, they are qualified and ready to advocate for the cause of the community at the political, regional and international levels.

Lobbying is not to be confused with activism. Activism can happen at any step of the process and with no experience, just the passion and energy to stand up for what is right.

Though lobbying had already began at the community level (Stage 1), political lobbying is more bureaucratic, targeted and essential for legislative change.

Advocates would need to identify allies, research specific interests and link them with their cause, establish contact and be able to navigate bureaucracies. This requires a lot of energy, stress management, and *"running around"*.

*Who to lobby?*

This step too can lead in two paths. Advocates (now lobbyists) can choose to target one entity, or follow a path before making their next step.

If the latter option is chosen, lobbyists should approach (in this recommended order):

#### **a.) Civil Society and Human Rights groups**

Lobbyists should assert themselves in civil society spaces which are more likely to support human rights causes, even if not specifically LGBT+ rights; as all rights are interconnected and interdependent, it would be easier for them to understand the need for LGBT advocacy.

An advocate should establish themselves as an ally or representative of the community, join civil society networks and begin to host or facilitate sessions on LGBT+ rights. After this, friendships would need to be created in these spaces which would be able to give advocates the right support, resources and partnerships for other lobbying initiatives.

#### **b.) Media**

The media is an important tool that can influence what society thinks, how the government is viewed, and what issues can be addressed for positive social change. Unfortunately, in the Caribbean the media often express societies prejudice against LGBT+ persons; it is for this reason the media needs to be approached: for sensitisation training, as another network partner, and to pave the way for public awareness and social conversations on challenges faced by the LGBT+ community.

Advocates should use the media for interviews, to write letters to the editor or opinion-editorials and to re-focus their coverage from negative opinions to an actor of social change.

#### **c.) Foreign missions**

Some foreign missions such as Canada, the United Kingdom and the Netherlands are global champions for LGBT+ Rights. An advocate can reach out to these missions to assist in lobbying the government in their own meetings, writing reports on the Human Rights situation of LGBT persons, and via international advocacy using the United Nations Universal Periodic Review (UPR) and other international fora.

Other missions such as the United Nations Population Fund (UNFPA), UN Women, the Commonwealth, and the Organisation of American States (OAS) can offer technical support in drafting, reporting, and even advocacy strategies, and networking opportunities.

Foreign missions are also good sources of funds to support a cause, for LGBT+ projects and as partners to collaborate for LGBT celebrations and observances such as Pride Festivals, Spirit Day, International Day Against Homo-Bi-and Transphobia, etc.

#### **d.) Political allies**

The strongest social change agents with power are the legislators of one's own state. While civil society, the media and foreign missions can make recommendations and apply pressure, it is the political pawn that needs to move.

It is important for advocates to identify allies not only in government but also in the opposition as legislative changes are made by a vote of the majority. Political allies too will need to lobby with

their comrades to gain their support, and that is why it is important to gain the attention and support of a major ally such as the Chief Whips and Deputies in the national legislature.

Lobbying political allies are “closed door meetings”, reports need to be submitted and also a conversation on how their support and even a move to vote would personally benefit them. Political allies who may not move to legislative changes can still be an important social impact who can be invited to make social appearances, presentations and statements that the media would find newsworthy, and slowly society’s thinking will change as LGBT issues are highlighted, and awareness is increased by politicians.

See “*Database of Caribbean Leaders who support LGBT Rights*” (Rambarran, Nastassia. Caribbean RHRN. December, 2019) for a list of political allies across the Caribbean RHRN network.

**e.) Regional groupings (government and non-governmental)**

Regional conferences and groupings are a bee-hive of lobbying. Using partnerships in civil society, the foreign missions (who can even fund travelling expenses), and political allies, advocates can enter spaces to raise awareness and garner the support of other advocates, lobbyists, governments and organisations.

These spaces are important for sharing the situational analysis of Human Rights in the home state, some opportunities may arise where advocates are invited to share their work and experiences. Regional fora such as the Latin America and the Caribbean Commission on Population and Development are mostly used to network with regional and international advocates, to share best practices which can be applied at home, but most importantly to influence decision-makers at the meetings to be supportive for your cause.

The conclusion of these regional groupings usually ends with the agreement and publications of a statement from governments which serves as a commitment and guide to their states. As a lobbyist, it is important your views and input are at least heard, it may be considered and defended by an ally that was met at the fora.

**f.) Foreign governments**

In international spaces such as the United Nations, there will be a greater opportunity to meet foreign diplomats that would support causes if they align with their state’s interests, especially ones that do not have missions in the advocate’s home state.

This is particularly useful in spaces such as the Universal Periodic Review and Inter-American Commission on Human Rights.

These governments can be used to recommend to the home state legislative changes, or even proposals to work together on social cohesion projects.

The point of these engagements is to make foreign governments aware of the situation, and to express concern at the international level. At this level too, reports are vital.



#### 4. Drafting

Most opportunities for drafting would be through stakeholder engagements and civil society consultations the government, and other state actors would facilitate for review and input before assent. An advocate would need to be involved in these processes to include LGBT considerations to state policies or in planning national projects. This is why maintaining civil society networks and contact with political allies are also important.

An advocate can also request policies instead of legal changes as a stepping stone. Policies are used as guides for the government and an official state position; it is a good compromise between legislative changes governments are unwilling to do, and official LGBT+ position papers by the state advocates are requesting.

Some governments may task advocates to draft proposed amendments to bills, or even entire pieces of legislature. If an advocate does not have this capacity, they can use their networks through civil society, foreign missions or a group or organisation met at regional or international fora.



#### 5. Judicial Litigation

When all interventions of negotiations and diplomacy through lobbying and community advocacy has failed, advocates must now turn to the courts to challenge oppressive laws, and violations of rights using whatever law – local or international – that can be found to be supportive of their case.

This is the most common and effective method for legal change in the Caribbean region, since governments are unwilling to act themselves in fear of losing their constituents by supporting LGBT rights.

*Recent examples:*

In January, 2017 the Surinamese court ruled in favour of a transwoman the right to have her gender formally changed from “Male” to “Female” with the Central Bureau of Civil Affairs. The court ordered the registry to officially change her registration to reflect her amended status.<sup>9</sup>

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<sup>9</sup> “Transgender wins case for same sex recognition” The Daily Herald. Philipsburg, Sint Maarten. (12 January 2017). <https://web.archive.org/web/20170113153842/https://www.thedailyherald.sx/regional/62860-transgender-wins-case-for-sex-change-recognition>. Summary of court case here (in Dutch) <https://rechtspraak.sr/sru-k1-2017-2/>

Referenced from an analysis of the Caribbean in the 2019 State-Sponsored Homophobia Report<sup>10</sup>, in 2018, the High Court of Trinidad and Tobago ruling in *Jason Jones v AG of Trinidad and Tobago*<sup>11</sup> established that buggery and serious indecency laws were unconstitutional in the twin-island Republic. The High Court of Trinidad and Tobago following a similar case of *Caleb Orozco v The AG of Belize* from Belize held that the buggery law breached the constitutional rights of gay men to equality, privacy and freedom of thought and expression. These decisions will no doubt have an impact on the law in the wider Caribbean jurisdictions.

In the same report, it mentions that the Caribbean Court of Justice (CCJ) in 2018 evaluated the cross-dressing law in *McEwan et al v AG of Guyana*<sup>12</sup>, brought by four transwomen who were arrested and convicted. The CCJ concluded that the law was unconstitutionally vague and resulted in transgender and gender non-conforming persons being treated unfavourably because of their gender expression and gender identity.

In July 2019 two gay men launched a challenge against the buggery and gross indecency laws in St. Vincent.<sup>13</sup>

Legal litigation is exhausting, time consuming, expensive and comes with public scrutiny, vilification and risks to safety. Advocates can choose to ignore this step and circle around other steps or refer this process using their networks through civil society, foreign missions, or a group or organisation met at regional or international fora.

The University of the West Indies Rights Advocacy Project (U-RAP)<sup>14</sup> is a great reference for judicial litigation.

Advocates can then focus their energy and resources into public awareness campaigns, using the media, and community advocacy to educate persons on the law and rights, and push against the negative rhetoric surrounding the case.

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\*Suriname's analysis was verified by SRHR Youth Advocate in Suriname, Lansdorf Joey Jordon of YAM Suriname; and Regional LGBT Rights Advocate, Lucien Govaard.

<sup>10</sup> James, Westmin R.A., and Govaard, Luciën D. "A Slow, but Significant Journey – Recent Developments in the Caribbean Region", International Lesbian, Gay, Bisexual, Trans and Intersex Association: Lucas Ramon Mendos, State-Sponsored Homophobia 2019 (Geneva; ILGA, March 2019). p. 113. Retrieved from: [https://ilga.org/downloads/ILGA\\_State\\_Sponsored\\_Homophobia\\_2019.pdf](https://ilga.org/downloads/ILGA_State_Sponsored_Homophobia_2019.pdf)

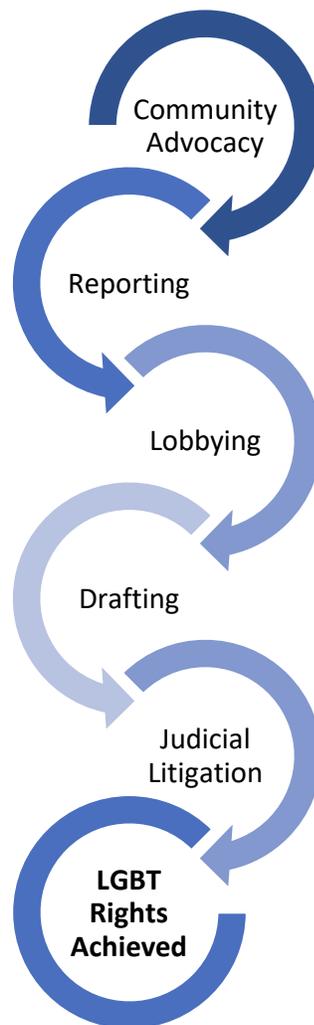
<sup>11</sup> Supreme Court of Trinidad and Tobago, *Jason Jones vs Attorney General of Trinidad & Tobago and others*, H.C.720/2017. CV.2017-00720. Retrieved here: <https://ufdc.ufl.edu/AA00063330/00001>

<sup>12</sup> Caribbean Court of Justice (CCJ), *McEwan et al v AG of Guyana* [2018] CCJ 30(AJ). Retrieved here: <https://ccj.org/wp-content/uploads/2018/11/2018-CCJ-30-AJ2-mod.pdf>

<sup>13</sup> "Gay men file legal challenges to homosexuality laws in St Vincent," Barbados Today. (27 July 2019). <https://barbadostoday.bb/2019/07/27/gay-men-file-legal-challenges-to-homosexuality-laws-in-st-vincent/>

<sup>14</sup> URAP website: <http://www.u-rap.org/web2/index.php>

## Path 1: “Long walk to freedom.”



This method is suitable for youth advocates as it builds capacities and experiences along the way. It is also the best method for youth groups and student advocacy groups because it involves partnerships, networking, and community trust.

Judicial litigation can be skipped if the need does not arise or if the advocate does not have the capacity or resources to seek judicial redress. However, advocates with strong community trust, advocacy experiences and a positive track record can approach other organisations, apply for funding, and request support for a legal challenge, legal literacy or just representation on a matter.

Because of the style of this pathway, advocates may stay at one spot, turn back at any point, reassess their position, and even change their methodologies and strategies before walking ahead. This is okay. It really is a long walk, but a better journey to legislative changes with social understanding, and even social support.

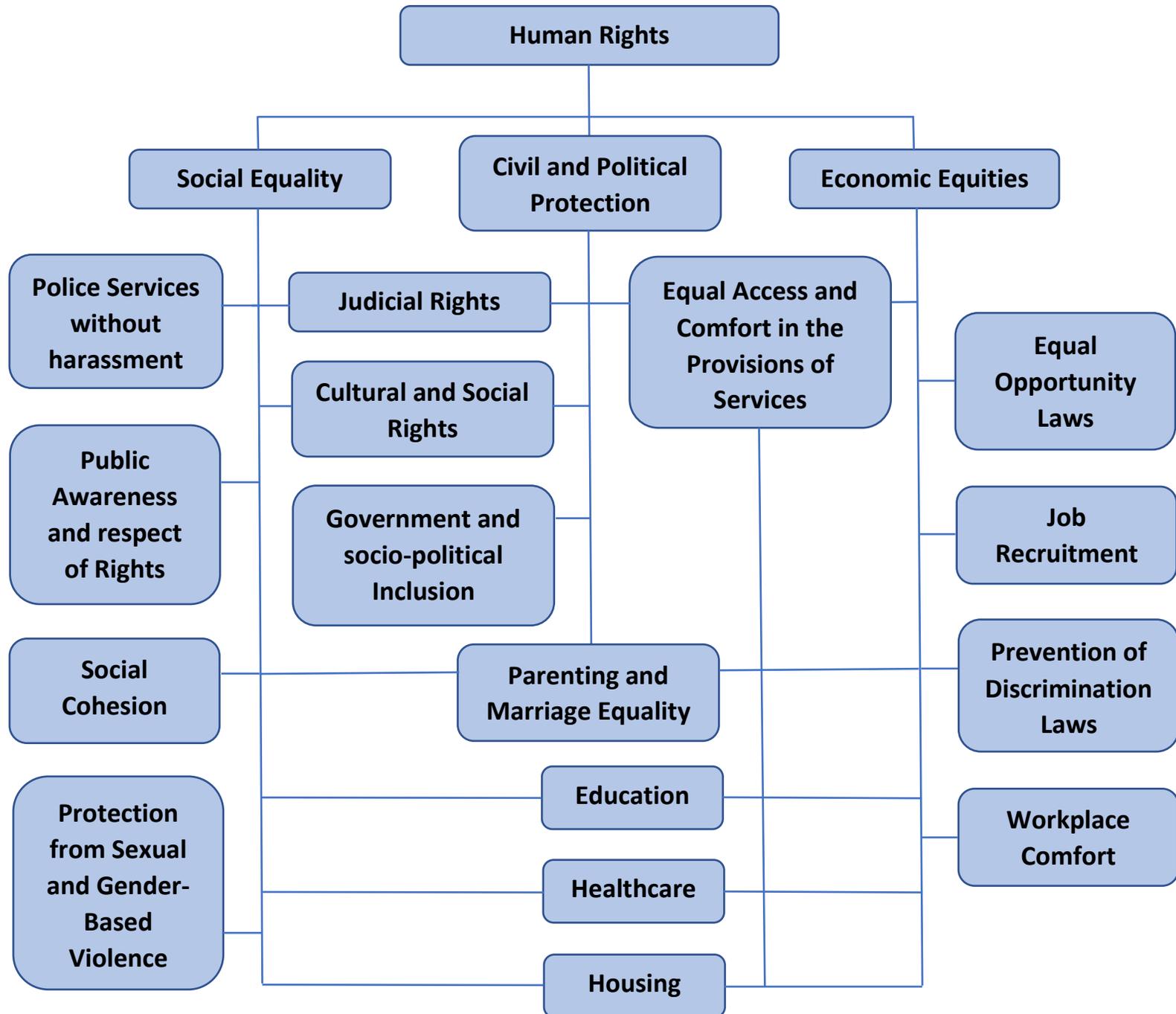
Path 2: “Walking towards the light.”



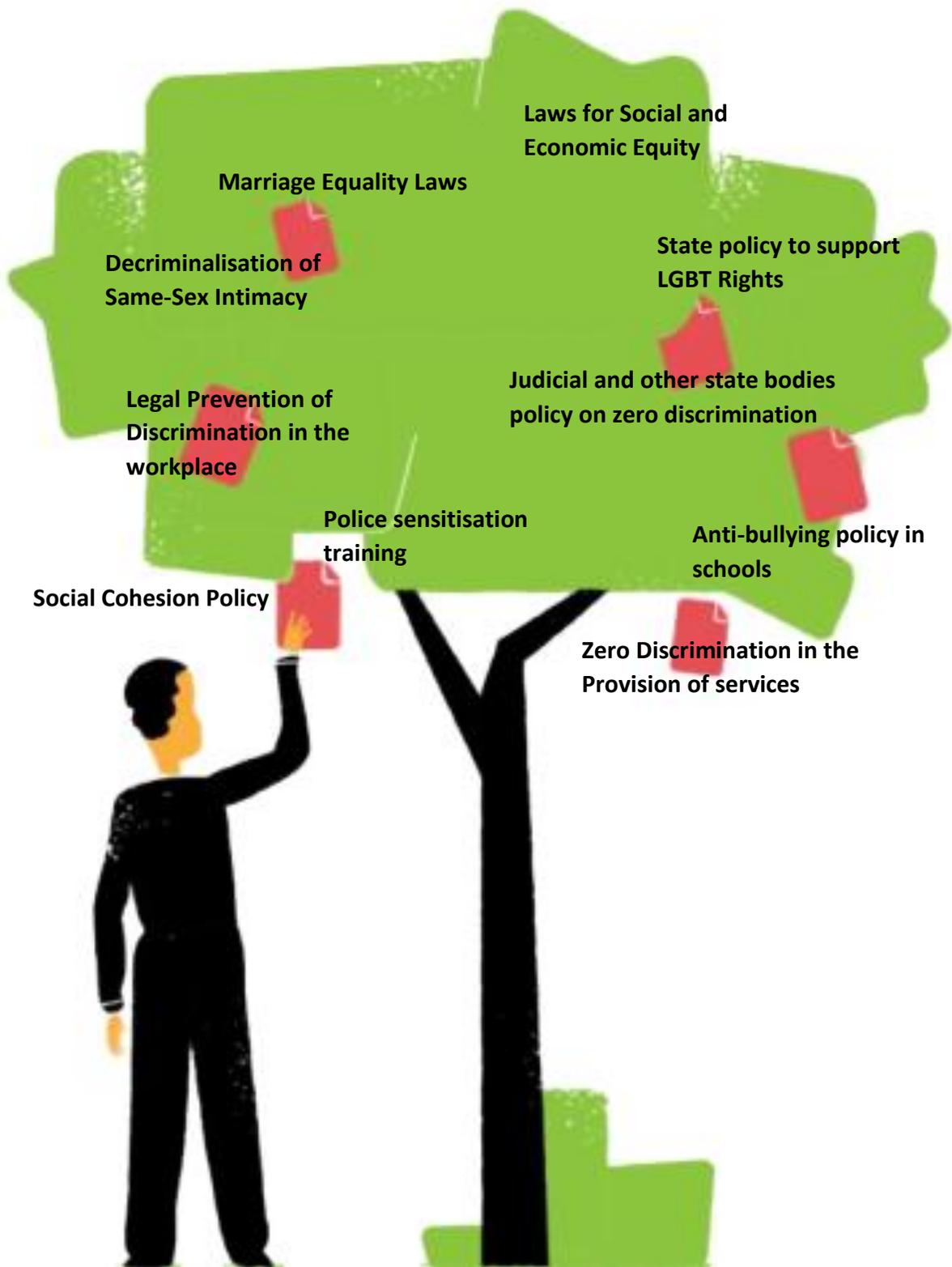
This path is for advocates who are involved with or have access to more experienced groups and organisations that have already established community trust. These groups or organisations will have the expertise and the resources to take on one of the five paths as a specific programme. Paths are also taken in relation to human resources and the objectives of the group, e.g. a Legal Aid Clinic may only take judicial litigation as their programme.

Each programme can take a large amount of commitment and time and often has several projects and initiatives.

The Destination:  
Achieving LGBT Rights in the Caribbean.



**Full recognition of Human Rights for LGBT+ persons, integration and cohesion into Caribbean societies, full access to social services without discrimination, equity considerations to achieve an equal standard of living.**



*Some fruits are easier to grab than others.*

Advocates should assess what are possible “small step” deliverables. Policies are easier to attain than actual legislative change and is often considered a framework to future legislation. Policies are also state positions, government commitments and social guidelines that lead to awareness, social change, and future social programmes to deliver the objectives of the policies.

Some examples would be:

- Police sensitisation training module on Human Rights and vulnerable populations

The police service can be educated on human rights and policing, the vulnerabilities of the LGBT community and their insensitivity and actions that should be changed, such as harassing LGBT+ persons, rejecting to take their reports, and not responding to their cases on sexual and gender-based violence. From this inclusion into police training, it is the first step in a public security policy on responding to the needs of vulnerable populations.

- Zero discrimination commitment for businesses in the private sector network and/or chamber of commerce groups.

Business networks can be approached to update their human resources policies to protect LGBT employees from discrimination.

- A zero-discrimination policy in a workplace or group of companies

This will create a social awareness that discrimination is not tolerated, and would be the foundation for legislative changes in labour laws as businesses will more likely not oppose anti-discrimination and even equal opportunity laws.

- A national zero-discrimination policy in the delivery of healthcare
- Anti-bullying policy in schools

These two policies are clear: as equal citizens with rights, no one should be harassed, hindered, made to feel uncomfortable or rejected from accessing social services such as education and healthcare.

Schools can expand existing anti-bullying policies and hold anti-bullying campaigns where advocates are invited to speak to students, parents, teachers and the administration on the rights of children; and the public healthcare system can include LGBT persons as a vulnerable group, and hold sensitisation sessions on the delivery of services to the LGBT+ community.

- A position paper or statement from human rights commissions or state agencies responsible for “watchdogging” human rights violations and issues, to officially recognise LGBT persons and their rights; to take and compile reports, make recommendations to the government, hold public awareness campaigns and report to the legislative arm of government their findings.

***Some fruits are just in your reach, you just need a little jump.***

After grabbing the easy fruits, the other fruits would appear nearer to grasp. Advocates can jump to attain:

- Amendments to labour laws to include SOGIE as grounds for protection from discrimination

This would be as a result of existing policies in the business community. With the support of businesses, a major stakeholder in society, the government will not receive a major push back from the business community, and employees on this.

- A Judicial Statement or Position on Zero Discrimination against LGBT+ persons in the Court

Justice delayed is justice denied. There are examples in the region of magistrates declining to hear the cases of trans persons, or make inflammatory remarks against expressive LGBT persons in the court; an official statement, policy or position on zero-discrimination in the access of judicial services would be a stepping stone for understanding LGBT discrimination and the need for legislative changes from a judicial perspective.

- A zero-discrimination policy by the government in the delivery of the public service

This can lead to frequent awareness and sensitisation sessions in the public service, and change in the negative attitude and behaviours of persons against the LGBT community.

- A social cohesion or social protection policy

This is the first step for the government to officially recognise the LGBT+ community as a vulnerable population, and a commitment to work towards the equality, rights and social welfare of LGBT+ persons.

### ***You may need a ladder.***

Some fruits are way up there, advocates may need to climb a ladder to achieve them. That ladder is the networks and partnerships that were built during the advocacy pathways and as a result of community advocacy to create a social movement, no matter how small to support these legislative changes.

- Government policy and State position in support of LGBT rights
- Decriminalisation of same-sex intimacy
- Repealing discriminatory laws
- Marriage equality laws
- Equal opportunity laws

### ***Some fruits may not be seen.***

While previous examples of legislative and social changes were to attain social equality, there are some laws that may need to be implemented for social justice and equity. These are the unseen fruits that are behind the leaves of the tree, unseen because there is no timeline, or achievability in the foreseeable future.

Examples:

- Including SOGIE as constitutional grounds for protection from discrimination.
- Equity laws such as a legal quota for LGBT persons in employment, acceptance into universities, scholarships and grants, and receiving more social welfare and securities because of the vulnerabilities and marginalisation of the community.
- Laws that define discrimination and attacks against the LGBT+ community as hate crimes.

## Conclusion:

Fruits on the tree may be at different levels for every state dependent on how successful each step of the advocacy pathway were. For a successful picking, an advocate needs to:

- Have experience in grassroots and community advocacy
- Have strong monitoring and evaluations tools and systems
- Be skilful in reporting and lobbying
- Create and keep active in a reliable network of allies and partners

Advocates need to make their own assessments and design strategies on:

- What needs to change?
- What work must be put into these efforts (people, time, finances)?
- What will be accomplished?
- How will they go about making those changes using the pathway? (Methodologies)
- How will they know if they need to go back to the drawing board?

This is usually done through programme planning where a SWOT analysis, Log frame and project workplan is developed.

Advocates may need training on proposal writing, project management and results-based management.