



**CAYMAN LGBTQ
FOUNDATION**

“ WE BELIEVE IN ACHIEVING EQUALITY ”

**CAYMAN LGBTQ
FOUNDATION**

2021/23 WORKPLAN

VISION

People living with HIV or chronic conditions will thrive, and there will be no new HIV cases.

MISSION

CLGBTQF mobilizers communities to create equity and justice for people living with and vulnerable to HIV or chronic conditions.

VALUES

People First • Compassion • Accountability • Meaningful engagement • Justice in action • Innovation

STRATEGIC PRIORITIES

Advance health equity.

We will increase access to high-quality, comprehensive prevention, care, and housing services free from stigma.

Prevent new cases of HIV.

We will reduce new HIV cases through innovative approaches to prevention, care, housing, and education with a focus on most-impacted populations.

Serve as a collaboration and knowledge center.

We will be a thought leader and resource center to create and share best practices, innovations, and models.

Be a bold voice for change.

We will be a leading voice to transform systems and policies by mobilizing advocates and people living with HIV or chronic conditions.

Strengthen our organizational excellence.

We will expand staff, volunteers and board effectiveness and center our work in racial equity, diversity and inclusion to achieve greater impact and increase resource development.

COMMITMENT TO PRIORITY POPULATIONS

HIV and chronic conditions disproportionately impact certain populations.

We can have the greatest impact on the HIV epidemic by focusing our efforts on those most-impacted by HIV, based on epidemiological data and unmet need: Young Black gay and bisexual men, transgender women of color, Black women living in high-incidence areas and Latino gay and bisexual men.

We will address systemic factors that drive the HIV epidemic and health inequities, including:

Homelessness, sex work, incarceration, poverty, unemployment, lack of access to mental health and substance use services and physical health care, violence, racism and immigration status.

CLGBTQF will work to meet the evolving needs of older adults with HIV and long-term survivors.

Programme Area:

Build and strengthen organizational capacity, disseminate information about LGBTQ+ and collaborate with governmental and non-governmental organizations.

Strategic Goals	Objectives	Activity	Target Group	Timeframe	Annual Cost
Deepen, broaden, and maintain strategic partnerships	Establish and maintain working relationships with governmental and non-governmental organizations	HIV & AIDS Lectures Wellness support Support Programs Awareness Programmes Internships Assistance and support for all communities	Youth Month Cancer Society Persons Living with HIV & AIDS (PLWHA) Needs Assistance Unit Health Services Authority Red Cross Cayman AIDS Foundation	Ongoing	None

			Cayman International School (CIS) Community-at-large		
<p>Educate the general public about the spread of HIV and how they can protect themselves from being infected</p> <p>Educate the general public stigma and discrimination</p> <p>Providing counselling and support for LGBTQ+ families and mental health issues</p>	<p>Educate persons in Cayman about safe sex and the effective use of condoms</p> <p>Educate the youth of Cayman about abstinence and healthy sexual behavior</p>	<p>Distribution of brochures and condoms at major public events</p> <p>Regular lectures targeting different organisations and demographics</p> <p>Public appearances on Cayman cross talk</p> <p>Social media updates and newsletters</p>	<p>Agricultural Show</p> <p>Pirates Week</p> <p>Red Sky Night Harquail Theatre</p> <p>Cayman Carnival</p> <p>PLWHA's Support Group</p> <p>LGBT Support Group</p> <p>Local LGBTQF+ friendly churches on island</p> <p>Cayman pride parade</p>	Ongoing	\$39,921.80

Supporting LGBTQ+ teens coming out Assisting with Immigration matters Working with the RCIPS allocated police office regarding hate crime matters Working with LGBTQ+ school alliance programs Monthly LGBTQ+ and community at large support groups			Community-at-large		
Make condoms	Distribute condoms in	Hold lectures on benefits	Local bars	Ongoing	\$10,803.20

<p>freely and easily available</p> <p>Educate the general public on the proper use of condoms</p>	<p>public places and supply to organizations that serve as outlets</p> <p>Conduct awareness campaigns and training sessions with the public on the proper and effective use of condoms</p>	<p>and proper use of condoms</p> <p>Work with the HSA to help deduce the islands HIV numbers</p>	<p>General public</p> <p>Social events</p>		
<p>Encourage openness to break down stigma and silence surrounding HIV & AIDS and LGBTQ+ communities</p>	<p>Promote non-discrimination against PLWHAs</p> <p>Conduct counselling sessions for PLWHAs</p> <p>Lobby governmental and non-governmental organizations to implement</p>	<p>Regular social media updates</p> <p>Appearances Compass Media</p> <p>Appearances on Radio Cayman</p> <p>World AIDS Day</p>	<p>Community-at-large</p> <p>Private organizations</p> <p>Governmental organizations</p> <p>PLWHAs</p> <p>LGBTQ+</p>	<p>Ongoing</p>	<p>\$3,200.00</p>

	non-discriminatory policies	Cayman pride parade Community Dress Down Days 5K & 10K rainbow marathon			
Encourage testing for persons who are sexually active and provide necessary counselling	Conduct HIV testing and counselling clinics Participate in health fairs to promote HIV testing and healthy sexual behavior	Annual HIV testing offered in conjunction with HSA Cayman Islands Cancer Society Health Fair	Community-at-large	Ongoing	None (paid for by Health Services Authority)
Increase number of active and dedicated CLGBTQF members	Raise awareness of CLGBTQF role in Cayman Recruit responsible and dedicated people who will assist CLGBTQF in	Awareness Programmes Internships Social media campaigns	Community-at-large	Ongoing	Q

	its fight against HIV & AIDS				
Ensure that the necessary administrative systems are in place to achieve Cayman LGBTQ Foundation (CLGBTQF) mission and facilitate organizational accountability	<p>Retain and recruit CLGBTQF volunteers</p> <p>Maintain a headquarter office for CLGBTQF</p> <p>Maintain website and social media accounts</p> <p>Maintain database of sponsors and volunteers</p>	<p>Seek funding to maintain headquarter office</p> <p>Research donor / volunteer database software</p>	<p>Community-at-large</p> <p>Private organizations</p>	Ongoing	\$95,445.04
Advocate for HIV & AIDS programmes to be integrated into government-based policies and legislations	Collaborate with governmental organizations in establishing HIV & AIDS programmes and policies	Participate in national health policy & strategic plan talks	<p>Government agencies</p> <p>All schools and colleges to help create hand out flyers and home grown videos etc.</p>		\$6,938.00

