



COALITION AGAINST
DOMESTIC VIOLENCE

ANNUAL REPORT 2021-2022

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OUR STORY SO FAR

OUR MISSION

The Coalition Against Domestic Violence (CADV) is committed to ensuring that children, women, and men in Trinidad and Tobago live in an environment free from physical, emotional, sexual, and psychological violence.

WHO WE ARE

Founded in 1985, CADV is a registered charity; its members are domestic violence (DV) shelters, children's homes, and other organisations and individuals working to end all forms of gender-based violence (which includes child and elder abuse). CADV has over three decades of experience in building partnerships among local civil society organisations, the private sector, the governmental sector, the justice system, and other non-governmental agencies that are involved in responding to and preventing violence against women.

WHAT WE DO

PREVENTION:

- Conduct public education and outreach especially in schools and communities to generate awareness of the causes and consequences of domestic violence and to foster a zero-tolerance culture for domestic violence
- Build and maintain solidarity networks with NGOs and CBOs to ensure consistently coordinated dialogue and feedback to those state agencies responsible for the effective delivery of prevention, protection and other services in response to family violence
- Provide capacity building and training for first responders inclusive of state actors and civil society organisations that respond to those impacted by family violence

POLICY INFLUENCING:

- Work with stakeholders to introduce and strengthen policies to protect those affected by domestic/family violence as well as those impacting the human rights of women and children

PSYCHOSOCIAL SUPPORT SERVICES:

- Provide free psychosocial services, including counselling, to persons affected by domestic violence.

OUR MEMBERS

- CAFRA (Caribbean Association for Feminist Research and Action)
- Caribbean Centre for Human Rights
- CariMAN (Caribbean Male Action Network)
- Childline
- El Shadai Restoration Home
- Eternal Light Community
- FEEL (Foundation for the Enhancement and Enrichment of Life)
- Half Way House for Battered Women
- Hope Centre
- Jayalakshmi Home
- Memisa Centre
- Mizpeh Halfway House
- Myrtle's Place
- Nekevah Centre
- Network of NGOs
- PADA - Tobago (People Against Domestic Abuse)
- Raffa House
- Rainbow Rescue
- Rebirth House
- Sophia and Credo House
- St. Dominic's Home for Boys
- St. Jude's Home
- The Shelter
- Women of Substance - Tobago

OUR LEADERSHIP OUR TEAM

EXECUTIVE

President: Roberta Clarke
Vice President: Onika Mars
Secretary: Reshma Saith
Treasurer: Mary Moonan

BOARD OF DIRECTORS

Dr. Peter Weller
Genevieve Jodhan
Professor Rhoda Reddock
Nana Oye Hesse Bayne
Diana Mahabir Wyatt
Kevin Liverpool

TEAM MEMBERS

General Manager: Sabrina Mowlah-Baksh
Clinical Supervisor: Jhanah Mark Haynes
Senior Counsellor: Nydika Sylvester
Social Worker: Tamika Benard
Projects Coordinator: Michelle Boisselle-Morris
Administrative Assistant: Natalia Samaroo
Receptionist: Asha Wilson
Custodian: Jo-Ann Glanville

WELCOMING OUR NEW DIRECTORS



NANA OYE HESSE-BAYNE



KEVIN LIVERPOOL



GENEVIEVE JODHAN

OUR PARTNERS



OPM:
Gender & Child Affairs



National Family
Services



Employers' Consultative
Association



Institute of Gender &
Development Studies



UN Women



UNDP



UNFPA



The UWI



British High Commission



Spotlight Initiative



Powergen



Sagikor

MESSAGE FROM OUR PRESIDENT



The period January 2021-June 2022 was a period of intense work for the Coalition Against Domestic Violence (CADV) as we continued to meet our mandate to work assiduously to end all forms of gender-based violence in Trinidad and Tobago.

Persons especially affected by domestic violence, and in particular women and girls, continue to struggle to access effective social services, alternative accommodation and the administration of justice. In 2021, as part of the Spotlight Initiative, CADV undertook an assessment of case management services. That study found a lack of coordination of domestic violence services at the national and local levels; and that there were critical staffing shortages in several agencies with responsibility for responding to domestic violence. The study also found that survivors from marginalised groups including people with disabilities, migrants, and members of the LGBTQ community, face significant barriers in accessing domestic violence services.

This assessment undertaken with the cooperation of National Family Services and facilitated by UNFPA made a number of important recommendations including:

- Improve interagency coordination and incorporate referral pathways and timelines to improve the responsiveness of services to women and girls.
- Implement standardised risk assessment procedures to ensure the safety of women and girls.
- Address staffing shortages to ensure sufficient human resources to deliver responsive, quality case management services to women and girls.
- Develop and implement a domestic violence training plan for all staff providing DV services to ensure that they have appropriate skills and knowledge for working with survivors.
- Prioritise opening a state shelter in Tobago and provide funding to CSOs to do the same.
- Ensure that there are shelter units that can accommodate families with boys of all ages.

These recommendations will shape CADV's advocacy with state institutions to improve prevention approaches as well as essential services for survivors of domestic violence.

In addition to this assessment, the Spotlight Initiative and UN Women also facilitated CADV to expand its partnerships with community-based organisations in Tobago and regions of Southeast Trinidad. In 2021, CADV worked with ten organisations in supporting their work on the 16 days of activism.

The universe of organisations and individuals addressing the prevention of domestic violence has expanded since CADV was founded in 1988. Understanding that the collective voice is needed to deepen the impact of our efforts, CADV encouraged the establishment of the Alliance for State Action to End Gender-based violence (ASA). The ASA works on all forms of gender-based violence and during 2021, CADV supported the Alliance in its coordinated advocacy for the improvement of the Sexual Offences Act as well as in the commemoration of the 30th anniversary of the Domestic Violence Act.

All of this work is only possible because CADV receives the support of committed individuals and corporate citizens who are eager to contribute to solutions that take this country towards more equality, peace and security, all of which start in the family.

Ending gender-based violence has to be given the highest priority. I urge all to intensify our actions and use our voices to advance zero tolerance for discrimination and violence in our homes and communities.

MANAGER'S REMARKS



The stark reality for us is the fact that the patterns of domestic/family violence remain largely the same despite the individual and collective efforts of so many inclusive of CADV. Figures from CAPA show that 34 people were killed as a result of family violence in 2021. Of that amount, 14 were as a result of Intimate Partner Violence. For the period January to June of 2022, 16 were killed, of which nine were attributed to IPV. Increased funding in Trinidad and Tobago through the EU-funded Spotlight Initiative over the past two years towards laying a foundation for sustained and integrated approaches to preventing family violence is yet to solidly take root. For CADV, its 38-year history of work in the field constituted an even more justifiable mandate for intensified action in eliminating family violence.

The continuum of CADV responses intensified as it augmented its psychosocial support programme, maintained its policy-influencing actions and escalated its prevention programme. The organisation provided 544 free counselling and legal consultations to 147 new clients. In response to the multiplicity of needs presented by clients in-house and nationally, 210 food and care packages CADV were sourced and distributed.

CADV's range of expertise and experience were harnessed to develop national responses by the state and was represented on an Inter-Ministerial Committee to Coordinate Strategies to Reduce Domestic Violence. In addition, Gender Sensitisation and GBV training was delivered to 316 officers of the Justice Sector. Training was also conducted for healthcare workers from the Sangre Grande Hospital. The anticipated Peer Counselling Training was finally delivered to TTUTA members in keeping with activities outlined in an MOU signed in 2019.

CADV completed six (6) projects during this reporting period, including three (3) Spotlight Initiative assignments, a pilot of First Time, Last Time and a partnership with Youth Speak Up with UWI. The Spotlight Initiative is a global, multi-year partnership to eliminate all forms of violence against women and girls by 2030. A milestone moment of 30 years was celebrated under the banner of the ASA as thirty-one (31) pioneers were acknowledged for their roles in the passage of the Domestic Violence Act since its inception in 1991.

CADV recognises prevention as key to ending domestic violence, as such, the organisation embraces any and every opportunity for sensitive communities and the national population.

Over 128,000 people were reached via social media campaigns, radio interviews, video productions, panel discussions and community outreaches. A partnership campaign with POWERGEN yielded significant viewership which included 3,600 downloads of a CADV-produced Domestic Violence Prevention Handbook.

This summary presents but a snapshot of the myriad of strategic approaches utilised by the organisation in ensuring that a multi-pronged, collaborative methodology was employed in achieving its mandate. Internally, the leadership pool was expanded as the team reflected on its core values and mission to ensure that a relevant, responsive framework was in place for good governance. This Annual Report reflects CADV's continued commitment to accountability to its membership, stakeholders, supporters and funders. The opportunity must never be missed to acknowledge the wide-ranging support the organisation received during the past year.

CADV confirms its unwavering commitment to ending family violence and will continue working through its prioritized programmatic areas to achieve this mandate. It cannot be emphasized enough how critical our individual and collective efforts are in pursuing solution-based responses to this crisis.

OUR NUMBERS

CLIENT CARE & SUPPORT

147

New Clients

512

Counselling
Sessions

32

Legal
Consultations

210

Food Care &
Personal Packages

6

Completed
Projects

326

Trained First
Responders

30

Celebrated 30th
Anniversary of
Domestic Violence
Act (1991)

PREVENTION WORK

PRODUCED A DOMESTIC
VIOLENCE AWARENESS
HANDBOOK

HELD
ANNUAL MEETING
& AGM

16 DAYS OF ACTIVISM
BULLETIN & ARTICLES

PREVENTION
PROGRAMME REACHED
OVER 130,000 PEOPLE

PSYCHOSOCIAL SUPPORT SERVICES

From January 2021 to June 2022, even amidst a work-at-home policy as a result of COVID-19 protocols, CADV was determined to provide over 512 free counselling sessions and 32 legal consultations for 147 new clients. In 2021, a hybrid model of tele-counselling and virtual sessions were strictly utilised until 2022 when the option of in-person sessions was re-introduced. CADV's clients were referrals from the Family Court, Children's Authority, Credo House, Sophia House, the Regiment Welfare Association and the Gender-based Violence Unit. The majority of clients were self-referrals via phone calls to the organisation or contact through email or social media.

Virtual sessions remained the preferred option for counselling sessions even as post-pandemic norms returned. 75% of all clients utilised that medium, 20% maintained in-person sessions, whilst 5% received tele-counselling. The main reasons clients shared for preferring this counselling medium are geographic location, difficulty getting time off from work, the rising cost of transportation, and a lack of appropriate childcare.



New and emerging patterns arising out of client engagement in the 18 months revealed that more and more survivors were struggling to access basic necessities. As a result, food, clothing, personal care items, and medical and school supplies were more commonly requested. CADV responded in the best way possible and partnered with SAGICOR, Trinre, The Presbyterian Church and the Syrian/Lebanese Women's Association to distribute 210 food and care packages to survivors.

Clients continued to experience difficulty with responsive policing especially with obtaining protection orders. There was an increase in clients seeking legal support for divorce and custody matters. Client access to free legal consultations is limited as there are many restrictions associated with the services of Legal Aid.

CLIENT EXPERIENCES

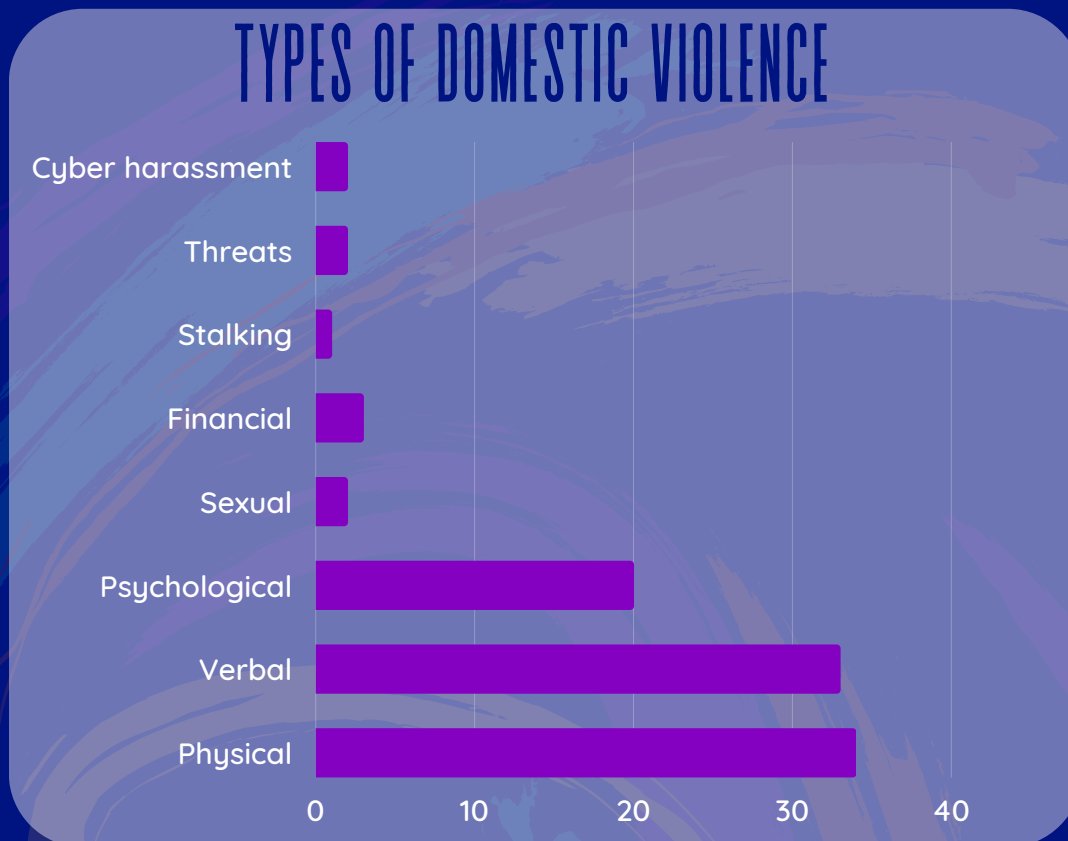
“

Throughout my sessions, I've been through hardship after hardship. The officers were not efficient in their investigation with one WPC saying 'I need God' after she spoke to the man who choked me. My abuser took out a protection order against me for emotional abuse, I was arrested for parking on a jointly-owned property, by my abuser and me. I am talking about my home; I was arrested because the man who is abusive towards me told officers that I was blocking him from moving while medical records show his hands were around my neck and he is free. While being arrested I had a psychotic break from reality. Everything seemed dimmed and made no sense I began having suicidal thoughts but not to the point where I wanted to inflict self-harm.

I did not think that I would be asking for support with food. I was hesitant to ask for food because if someone looks at the way I dress and see me driving a car, they would think I could afford (it). Thank you for meeting me in private to deliver this food. You do not know but you just saved lives.

”

CLIENT DATA

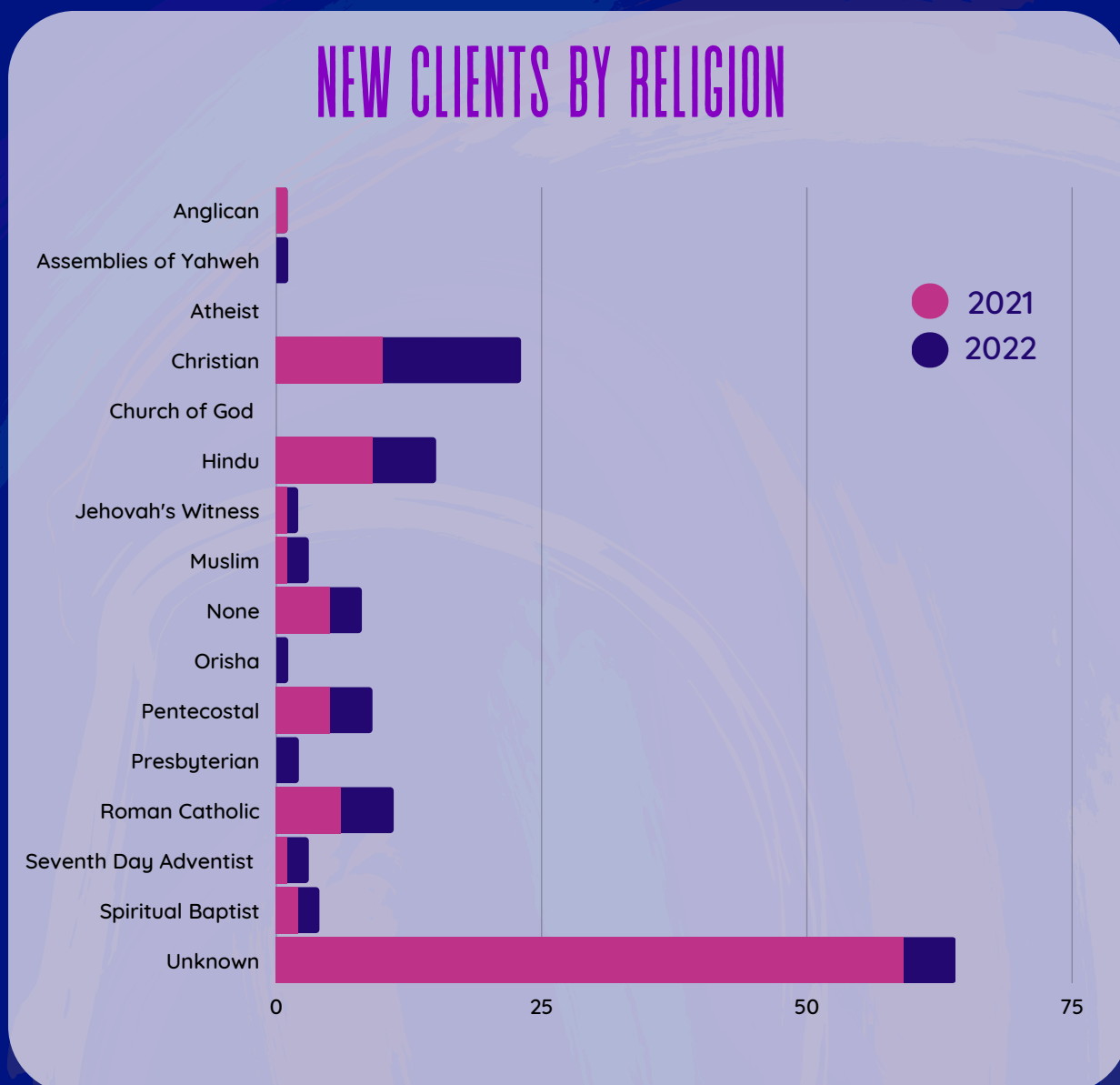


The majority of clients presented with physical, verbal and psychological abuse. However, over 85 % of clients presented with multiple forms of abuse. The male clients seen by CADV did not report physical abuse but experienced verbal, psychological and financial abuse.

The vast majority of clients seen showed a history of exposure to childhood abuse (either sexual, physical or psychological), and grew up in homes with abuse present. Unfortunately, many did not identify what they experienced as abuse until exploring their childhood experiences in therapy. This suggests the need for outreach specifically targeting children and youth, in addition to early intervention programmes to combat the cyclical nature of domestic abuse. A school-based domestic violence awareness campaign is currently being implemented to address this population through the use of artwork/murals.

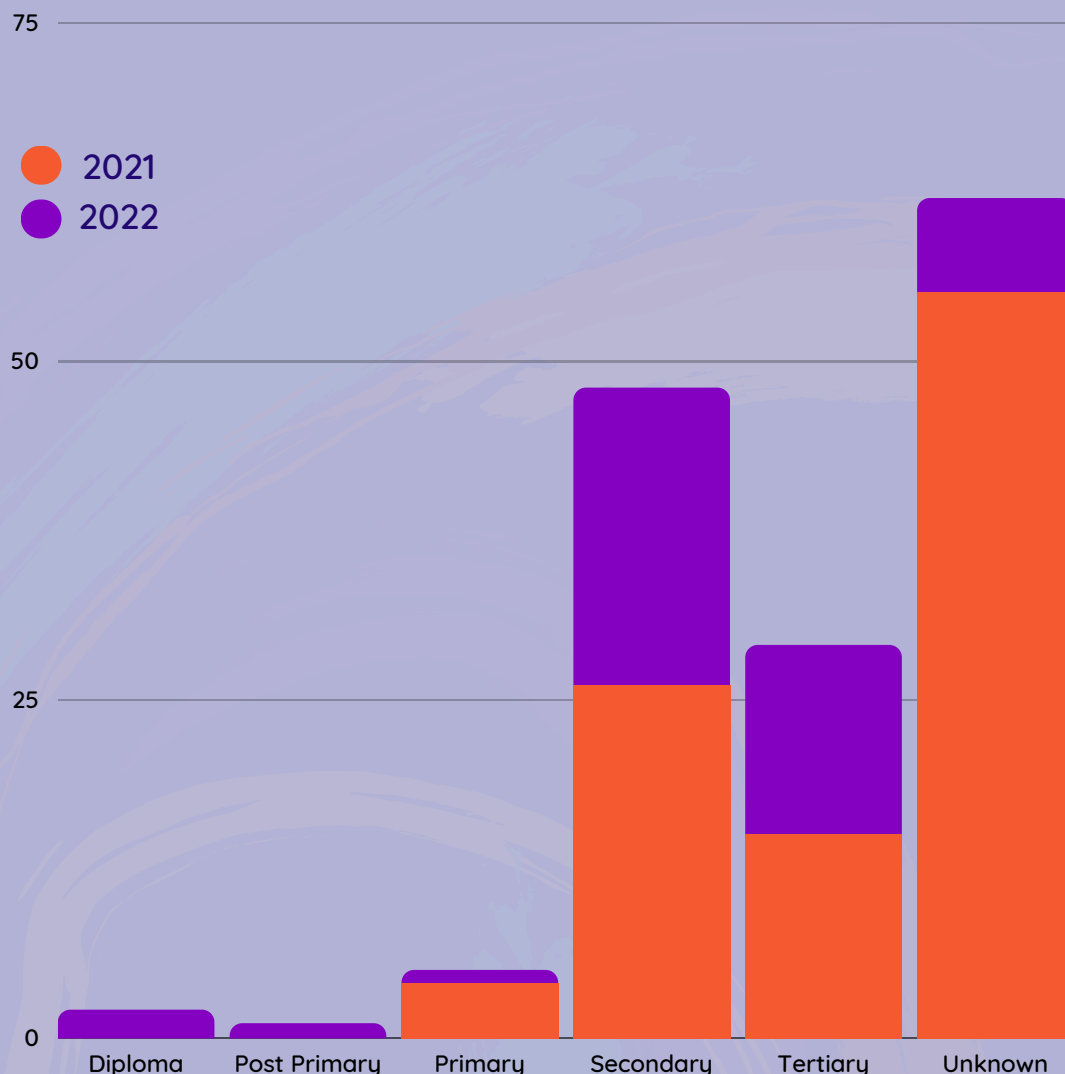
Sexual abuse remains the most difficult to statistically capture at CADV. Many clients report physical, verbal and psychological abuse, but only after building rapport with the counsellor admit to sexual abuse. This presents a challenge for data collection with sexual abuse being underreported. An additional data collection method by which the counsellor separately records clients' disclosure of sexual abuse was created to address this.

Cyber abuse has emerged as common among clients over the past 18 months. Many have been blackmailed with nude photos and maligned on social media sites. Several reported being tracked via GPS devices on their vehicles and cameras installed in their homes, both without permission or sometimes even knowledge. More frustrating perhaps, is the lack of support from the police and law enforcement in these matters. Our client's needs must be our needs, therefore, there is much work to be done in advocating for laws and legal protection for survivors of cyber abuse.



Devout clients, regardless of the denomination, most frequently express the desire to repair unions with abuse present. Such clients avoid legal interventions leaving themselves and their children open to risk. Often, clients such as these, go to faith-based leaders as a first call for support. It is therefore critical for continued dialogue and outreach with religious organisations to support victims who often feel trapped when what they think is best contradicts what they believe their religion demands of them.

NEW CLIENTS BY EDUCATIONAL LEVEL



52% of clients have at least a secondary level education, and of those, 21% have post-secondary education. Clients with these qualifications have a better chance of becoming financially independent, as they are more likely to find employment that can sustain them if they are not already employed. The 4% that have a primary education would find financial independence more of a challenge, therefore making them clients in need of greater social support for longer periods.

Many of these clients can benefit from access to skills development and capacity development. As clients exit violent relationships the extent of support becomes greater as they are financially dependent on their abusers. Unfortunately, options for this kind of support are almost absent.

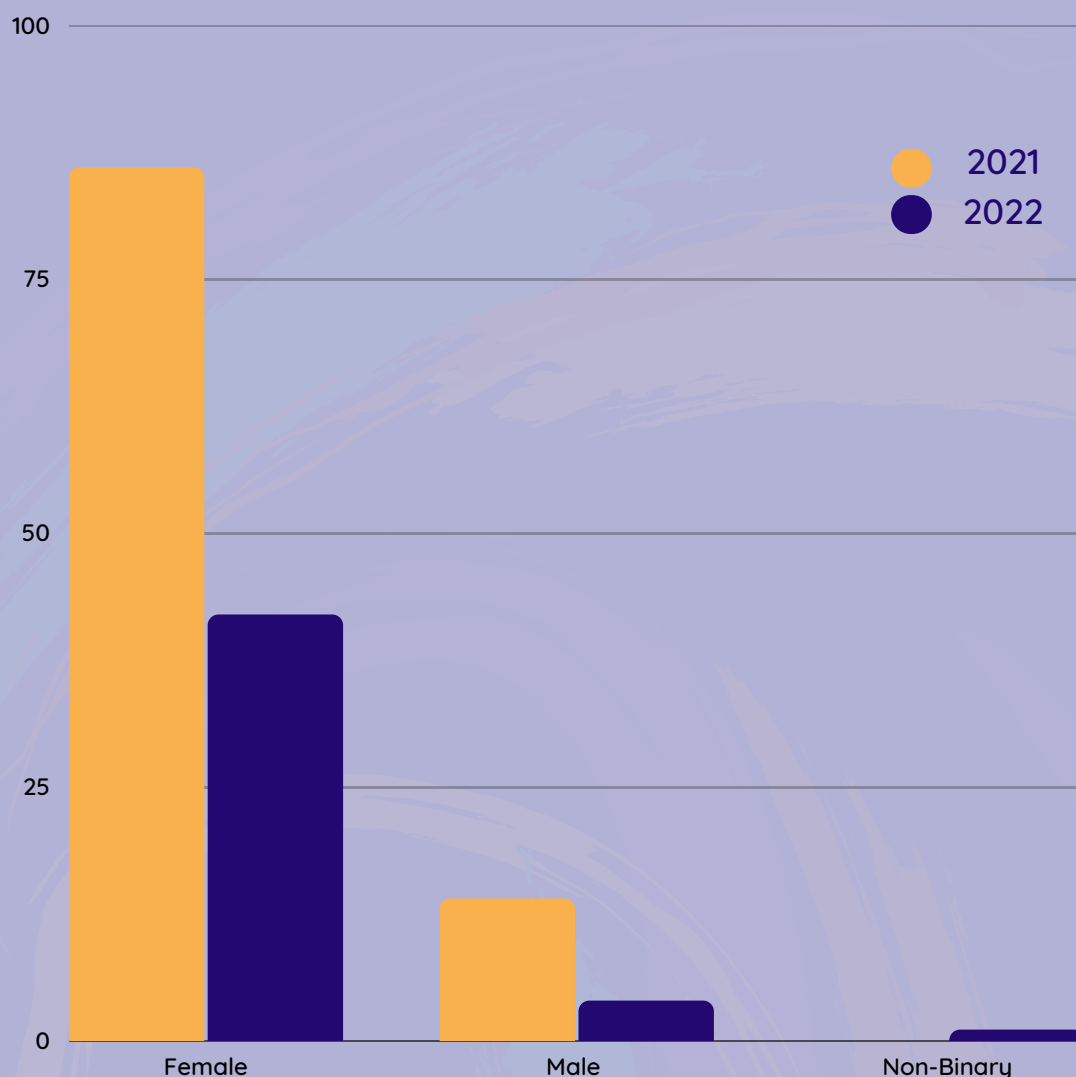
EMPLOYMENT STATUS OF NEW CLIENTS



Even though 45% of clients are employed, many of them do not view their employment as an asset. Some clients find themselves unable to focus at work, many have faced disciplinary action due to their inability to manage their mental health, and most claim that their employment prevents them from accessing social services, even though they are left in financial ruin after leaving their abusers. More attention is needed in the provision of financial support to the employed survivors of abuse as many of them are located in low-paying jobs.

This points to a need for the corporate sector to introduce DV Workplace policies so companies can support their employees who are survivors, beyond EAP referrals. Book/uniform grants, meal allowances and flexi-time are all currently underutilised by organisations as ways to support these vulnerable employees.

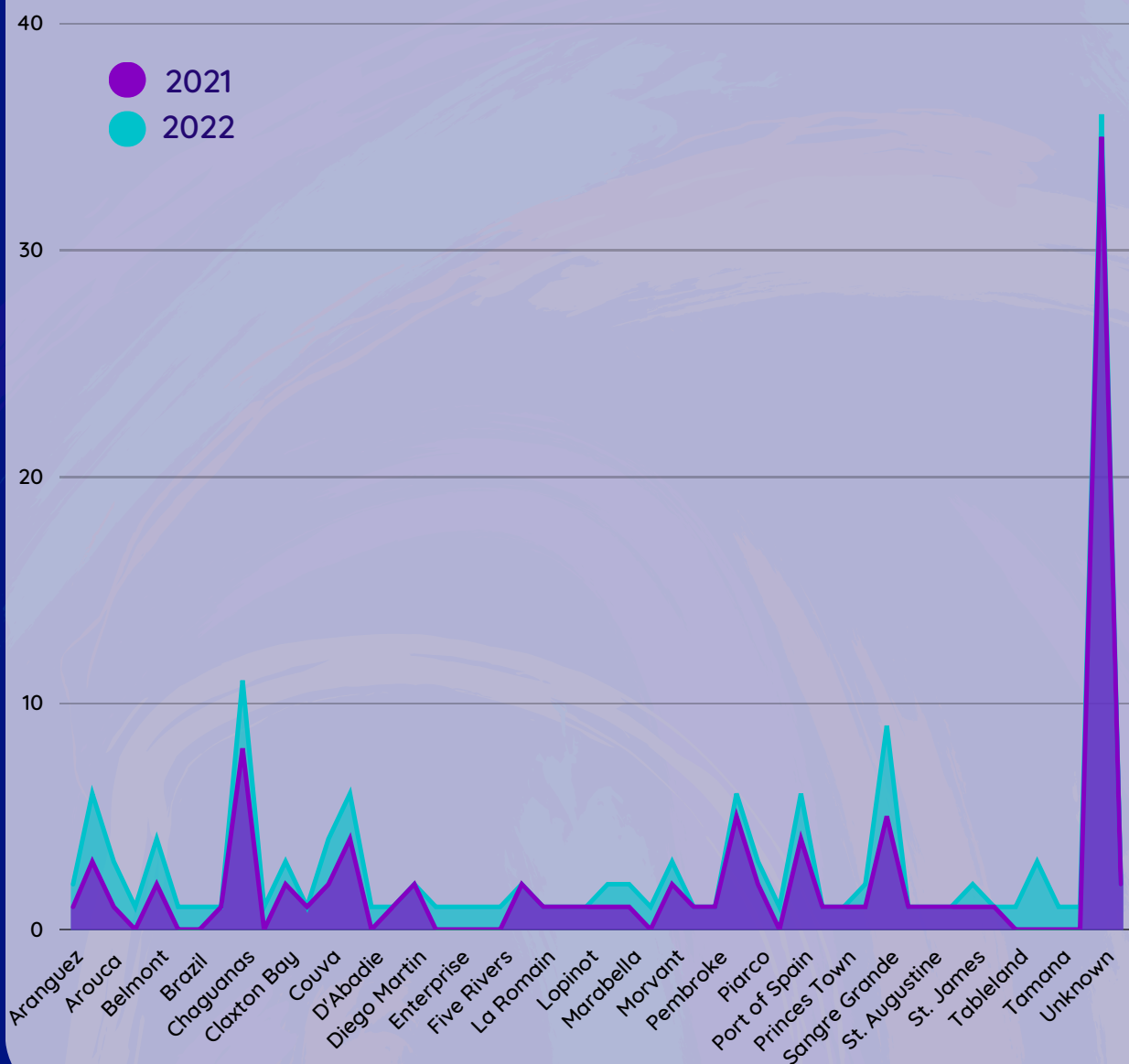
NEW CLIENTS BY GENDER



Of the 147 new clients accessing services at CADV, 128 were women while 18 were men. One client presented as non-binary.

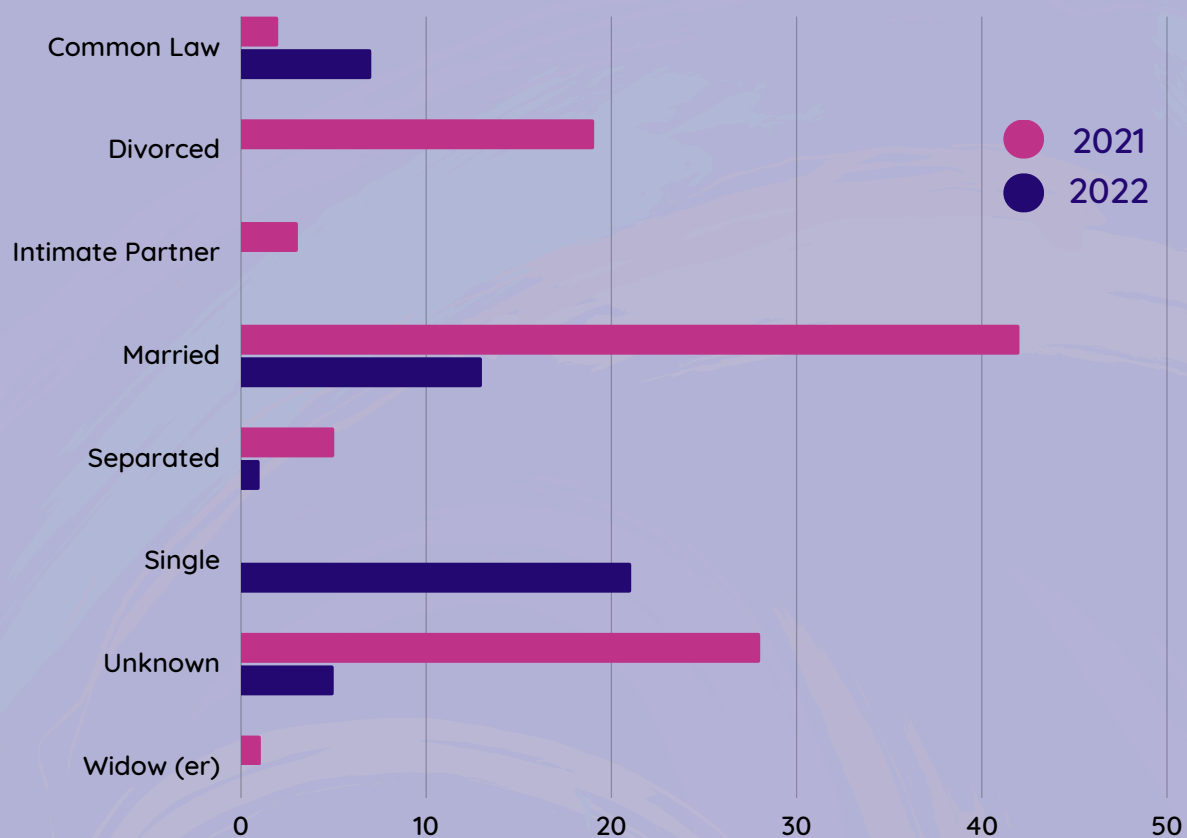
Following the trend of domestic violence statistics worldwide, the vast majority of clients are women, accounting for 87% of all people who reach out for assistance. All men who reached out mentioned multiple forms of abuse, including physical, verbal and emotional abuse. Hopefully, this is part of an upward trend where men who are in abusive situations feel empowered to reach out and ask for help. CADV can help in this regard by removing gender identifiers from abuser and victim during outreach, continuing to be receptive and open when men call for help, and specifically targeting some of their outreach towards male victims, who might need more specific messaging to help them identify abusive relationships.

NEW CLIENTS BY GEOGRAPHICAL LOCATION



Although the clients over the past year and a half have come from every region of the country, including Tobago, the two regions with the highest number of clients were Chaguanas and Sangre Grande. Many clients were unwilling to share where they were calling from or living and to make sure that they were comfortable, we respected their decision not to disclose their locations. This accounts for the high percentage of unknowns in the data set. Although a small percentage of calls come to CADV from victims/survivors in Tobago, most call for information and do not stay on for counselling support. This needs to be addressed to ensure that CADV services are seen as accessible and relevant to both islands.

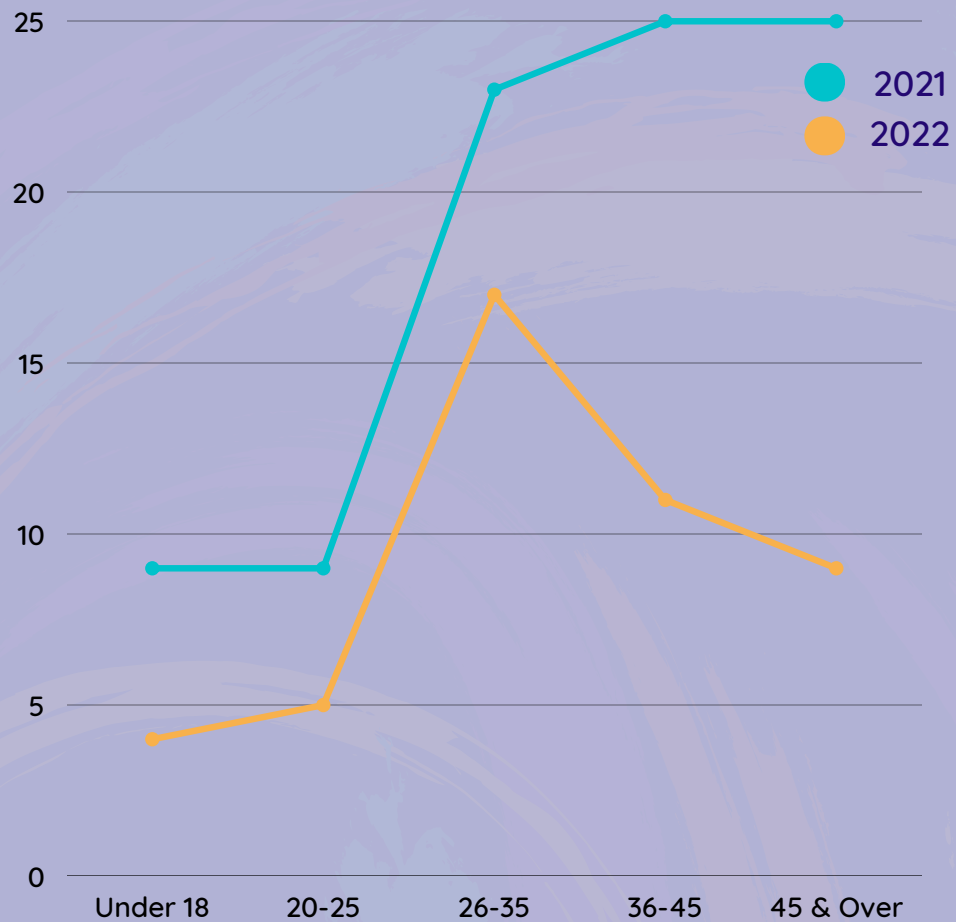
NEW CLIENTS BY MARITAL STATUS



The majority of clients seen were in legal unions. Of note is the number of divorced or separated clients seeking clinical support.

Clients in legal unions face particular challenges and often require legal advisory services. Many of these clients remained living with their abusive partners while awaiting the court to make pronouncements, a process that sometimes spans years due to delays and adjournments. Those who were able to live separately struggled with sharing custody with perpetrators and having their children used as an extension of their abuse. Clients insist that the courts do not consider their abuse when determining custody, as the rights of the other parent are valued more. More work needs to be done with the judiciary in addressing this.

NEW CLIENTS BY AGE



Survivors over 35 identified the need for psychological support for secondary victims which was provided over the past 6 months. Often their children, siblings, and even parents required counselling to help cope and support relatives. CADV also noted increased reports of elder abuse specifically financial and physical abuse perpetrated against the elderly. This is a growing concern. In one instance, a local government representative sought intervention from CADV. The matter was referred to National Family Services. However, it was reported that family members of the victim were related to police officers in the area which hampered the intervention process.

POLICY INFLUENCING AND ADVOCACY

ALLIANCE FOR STATE ACTION

CADV is committed to partnerships as an effective approach to policy advocacy to achieve changes in law, programming and mobilizing resources. In recognition of the broad network of committed advocates and active supporters in the sphere of gender-based violence, CADV initiated a collective call to action which morphed into an Alliance For State Action (ASA). The ASA is a network of organisations and individuals working in solidarity to monitor state action and advocate for state accountability to prevent and respond effectively to end gender-based violence.

The ASA attended a Stakeholder Engagement Session on the Sexual Offenses Amendment Bill, 2021 and submitted eleven (11) recommendations for adjustment and inclusion. The recommendations centred around the use of inclusive, non-discriminatory language, comprehensively addressing the question of motive, the criminalization of threats to share intimate images and the establishment of a multi-stakeholder coordination mechanism for monitoring and evaluation.

The full statement can be accessed [here](#).

30TH ANNIVERSARY OF THE DOMESTIC VIOLENCE ACT

The signature project for 2021 was the observance of the 30th anniversary of the Domestic Violence Act. This act was the first of its kind throughout CARICOM and came into effect in August of 1991 to provide urgent protection to people in families, primarily women, who were being abused. In his contribution to the Parliamentary Debate in laying the historical Bill in 1991, the then Minister of Social Development, Emmanuel Hosein was quoted as saying:

— “ —

An even more insidious aspect of this form of violence is that battered persons face repeated victimization that few victims of violence have to confront. If you are assaulted in a dark alley, you are unlikely to face the same person again. Not so in the case of domestic violence.

— ” —

Since then, due to the advocacy of women’s organisations and across the Caribbean, two critical amendments were made to the Act in 1999 and 2019. Now, elders, children and other vulnerable persons in a household can apply for and obtain a protection order. August 2021 was declared as the Domestic Violence Act Awareness Month during which time 31 persons were recognised for their significant contributions to the content of the law and its implementation.

Activities revolved around three thematic areas:

- Women’s Voices Make a Difference
- Legislation has the power to protect (but more effective implementation is needed)
- Beyond Law: We must focus on prevention

Press releases, outreach to radio stations and webinars were organised to sensitize on existing legislation but more importantly to emphasize the need to focus on prevention through the utilization of a whole of community approach.

Click [here](#) for the list of honorees.

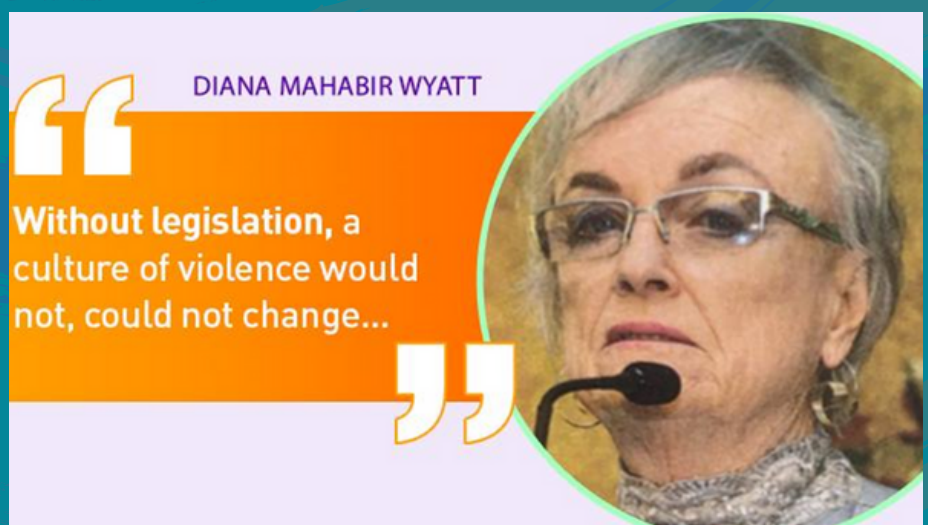


COMMEMORATING 30 YEARS OF DOMESTIC VIOLENCE LEGISLATION IN TRINIDAD AND TOBAGO

COLIN ROBINSON

“ To prevent same-sex couples from being covered in 1999, the government of the day had restricted people under the same roof from getting protection...” ”

CELEBRATING THOSE WHOSE AWARENESS AND ACTION CONTRIBUTED TO CHANGING LAWS, POLICIES AND CULTURE, WITH THE AIM OF ENDING DOMESTIC VIOLENCE.



DIANA MAHABIR WYATT

“ Without legislation, a culture of violence would not, could not change...” ”

PREVENTION PROGRAMME

» FIRST TIME LAST TIME PROJECT

In 2021, CADV commenced a pilot project called First Time, Last Time (FTLT). This is a programme that targets older adolescents and youth to prevent the initiation of violence in relationships. The central idea of the programme is that everyone can make a change to embrace and practice non-violence in their relationships. The title of the initiative channels the commitment, that whether as perpetrator, victim, or bystander, the first time one is affected by interpersonal violence, (which usually starts with verbal abuse), will also be the last time. This is because affected persons will have the tools to recognise abusive conduct and be empowered and self-aware enough to make a choice that keeps them and others safe from harm.

Twenty-three (23) participants were selected nationally from the age group 19-30 years to participate in a pilot to be rolled out in communities throughout Trinidad and Tobago. The pilot first utilised broad-based consultations with youths from all sectors to inform the production of a youth-centred manual to be used to ensure a standardized approach in FTLT's implementation. A manual entitled "Heart of Rights" was developed, a Youth Advisory Group was constituted and Facilitators were trained to take participants through the programme.

The complete narrative report can be found at this [link](#).



YOUTH SPEAK UP PROJECT

CADV partnered with the University of the West Indies, The Rotary Club of St. Augustine and Jabulous to implement an innovative, EU-funded programme called Youth Speak Up. The 3-year project targeted youths between the ages of 16-29 to promote their voices by equipping them with skills that would allow them to engage in decision-making policies and processes that affect them and their communities.

Over 150 participants were exposed to several capacity-building components, each developed and scheduled in a manner that allows the information gained to build on each other, culminating in a young person who understands how to use the tools of advocacy to help create change in their community and society.

CADV facilitated the Leadership and Advocacy component of the project which included capacity building in several areas:

1. Knowledge and Information
2. ICT and Social Media Training
3. Leadership and Advocacy
4. Community Engagement



Getting involved in Policy Processes



with Chrisette Benjamin

Happening Now!



POLICY CYCLE HOURGLASS

APPLIED PROBLEM-SOLVING

- Problem recognition
- Solution Proposal
- Choice of Solution
- Solution Implementation
- Monitoring of Results

KEY ACTORS

- Policy Universe
- Policy Subsystem
- Govt. Decision-Makers
- Policy Subsystem
- Policy Universe

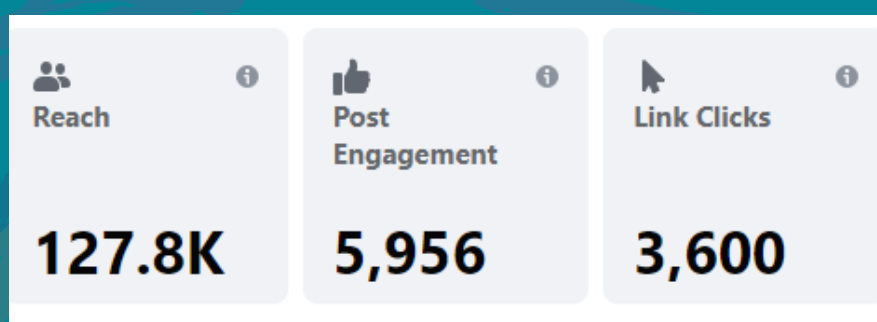


- Savita
- Zachery Roo...
- Kervelle Baird
- Ambeca Bravo
- Shendell Palt...
- Lana
- Sideeka Diaz
- iPhone
- Talia

>> PUBLIC EDUCATION/OUTREACH/SENSITISATION

Because of its mandate and in-house expertise, CADV continues to receive requests from governmental agencies, the private sector, civil society organisations to undertake sensitisations. The following represents the organisation's work for 2021:

- 1 Collaborated with POWERGEN for a social media campaign utilising materials produced by CADV inclusive of a Domestic Violence Prevention Handbook. The campaign reached over 127,000 people with the Handbook being downloaded 3,600 times



- 2 Conducted DV Presentations with significant partners:



Click [here](#) to read ECA's News Release.

- 3 Partnered with SAGICOR on its “Protect our Women” Campaign. CADV was one of four (4) beneficiaries of a small grant to participate in this campaign which included Safety Tips to women on radio stations, social media sensitisation, webinars, highlighting the work of the GBV Unit and profiling the work of women leaders in the chosen NGOs.
- 4 CADV conducted virtual and in-person sensitisation for the Corporate Sector such as Phoenix Park Gas Processors, Trinre Insurance and Massy Stores on Understanding Domestic Violence and the Domestic Violence Workplace Policy.

CAPACITY BUILDING & TRAINING

» PEER COUNSELLING FOR TEACHERS

In 2019 the Trinidad and Tobago Unified Teachers Association (TTUTA) signed a Memorandum of Association with CADV to implement a project titled 'Education for Empathy and Equality'. Elements of the collaboration included peer counselling training for teachers, school-based programmes, capacity building for TTUTA members, production of age-appropriate and child-friendly educational and recreational materials.

In 2021, CADV was able to facilitate Peer Counselling Training for 10 teachers. Applications were invited from teachers who were screened, upon which a final cohort was selected to benefit from the specialised training. The three (3) day workshop allowed participants to develop skills in gender, understanding domestic violence, counselling, counselling protocols and case management.

» GENDER & DV TRAINING FOR JUDICIARY

CADV has always been a strong advocate for the training of officers who provide first responses to survivors of DV/family violence. Apart from having a proficient understanding of DV/family violence, gender sensitivity also forms part of a critical prerequisite for meaningful, relevant responses. In this regard, CADV embraced the opportunity to sensitise 316 officers of the judiciary through the delivery of presentations on **Understanding Gender and Fighting Family Violence: Re-engineering Attitudes and Actions**. These sessions were facilitated by Professor Rhoda Reddock and Roberta Clarke.

191

Court Staff

125

Justice Partners

316

Positively
Impacted Persons

INSTITUTIONAL STRENGTHENING FOR CADV

CADV makes every effort to ensure that the operations of the organisations are in keeping with best practices associated with the professional delivery of services. To this end, all team members are exposed to ongoing training to sharpen their skills and ensure professional growth and development.

| TEAM TRAINING | |
|--|--|
| TRAINING RECEIVED | DEPARTMENT |
| Psychological Support Services BV Victims/Survivors: Improving Quality and Access | PSS Team/Receptionist/Admin Assistant |
| Feminist and Women's Movement Building | Clinical Supervisor |
| Creating an Equal Place Workshop | Clinical Supervisor |
| Essential Services for Women and Girls subject to Violence | Social Worker/Senior Counsellor/Receptionist/Admin Asst. |
| Regional Feminist and Women's Coalition Building | Project Coordinator/General Manager |
| <ul style="list-style-type: none"> Preventing Violence Against Women and Girls: Strengthening Institutional Responses to Ending Violence Against Women and Girls Strengthening Laws and Policies to end Violence against Women and Girls | PSS Supervisor/ Receptionist |
| Regional Feminist and Women's Movement Building to end VAWG | Project Coordinator |
| GBV Regional and Sub-sector Capacity Building Workshop: Psycho-social Support Services for GBV Service Providers | Social Worker |
| NGO Resilience and Coping as Support Agencies during COVID-19 Pandemic | Social Worker |
| FIUTT's Sensitization for NGOs | General Manager |
| Anti-Money Laundering/Counter Financing of Terrorism/Counter Proliferation Financing Virtual Outreach and Awareness session for Non-Profit Organisations | General Manager |
| Regional Spotlight Initiative CSO Capacity Assessment and Training | General Manager |

PROJECTS COMPLETED

During the review period, CADV completed three (3) projects as an implementing partner with UNFPA under the Spotlight Initiative. The Spotlight Initiative is a global, multi-year partnership between the European Union and the United Nations to eliminate all forms of violence against women and girls by 2030. In Trinidad and Tobago, the overall goal of the initiative is to reduce family violence, through integrated quality and accessible services and robust prevention approaches. Final reports are available for all completed projects inclusive of the development of SOPs for Case Management for DV survivors in Trinidad and Tobago.

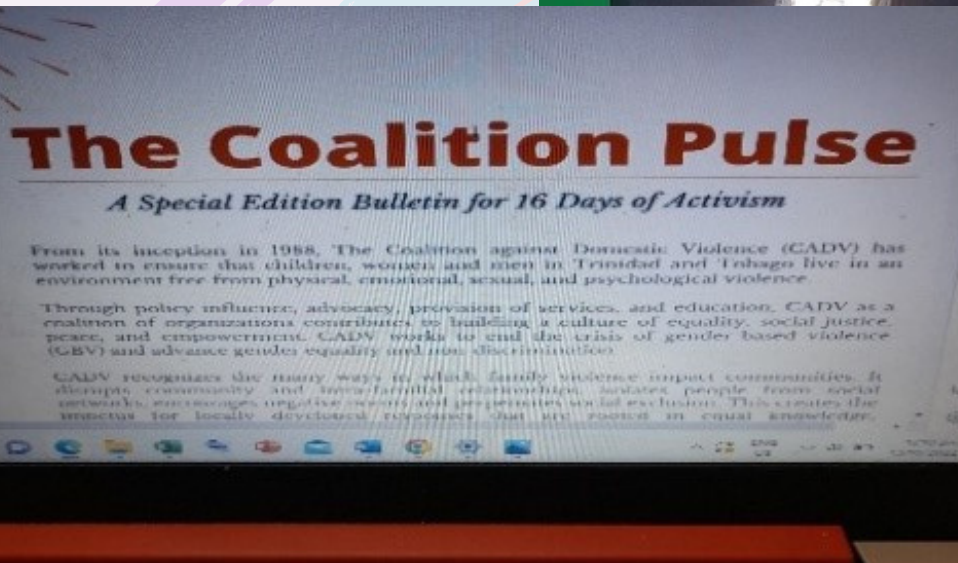
| PROJECT 1 | PROJECT 2 | PROJECT 3 |
|---|--|--|
| Assessment of Case Management Services in Trinidad & Tobago | Expanding Civil Society Advocacy and Action to Enhance Quality Service Delivery to Women and Girls affected by Family Violence | Strengthening Civil Society Influence, Communications and Outreach to Enhance Effective Community Responses to Family Violence |

> 16 DAYS OF ACTIVISM

The 16 Days of Activism is a global campaign to heighten awareness around violence against women and girls. CADV remained vigilant in organizing a series of events to mark the period from 25 November to December 10. The 2021 activities included:

- **Feature Articles:** One article per week published in the Express Newspapers per week for six weeks
- **Video Productions:** Six videos produced targeting children
- **16 Days Bulletin:** Production of a Special Edition for the 16 Days of Activism
- **Sign Board Messaging**

VIDEO SERIES FEATURING STAKEHOLDERS & PUPPETS



SPECIAL EDITION BULLETIN: THE COALITION PULSE

SIGN BOARD MESSAGING



> ANNUAL MEETING

CADV's Annual Meeting was held in December 2021 with 76 persons present. The event featured two speakers, Dr. Hazel Da Brea, and Mr. Makesi Francis. Dr. Da Breo is a Psychotherapist and Child Protection Specialist from Grenada while Mr. Makesi is a Youth Leader from Trinidad and Tobago.

Both speakers explored the role of the bystander in GBV. Dr. Da Breo focused on the theoretical frameworks utilised in **Understanding Bystander Mobilisation**. She examined this from two theoretical frameworks which included the **Theory of Planned Behaviour** and the **Social Constructionist Theory**. Dr. Breo looked at the psychology behind both theories upon which possible solutions could be rooted. Mr. Makesi on the other hand referred to a recent survey conducted by Vision Eyes which determined that 90% of people indicated that they were bystanders at some point. He emphasised the need for a "whole of community" approach to addressing family violence by urging that all should become upstanders.

CADV's General Manager, Sabrina Mowlah-Baksh gave an overview of the organisation's work for the preceding year. Significant activities included:

- Recommendations to the DV Act (2020), Sexual Harassment Bill and the Sex Offenders Registry
- Ten Recommendations to the National Recovery Team
- CADV representation on the Inter-Ministerial Committee to coordinate strategies to address domestic violence
- CADV's representation as a member of the Civil Society National Reference Group
- Participation in the Orange Day advocacy campaign and International Women's Day March
- 16 Days of Activism activities
- Initiated work on Spotlight Initiative and First Time, Last Time Projects
- Hosted Annual Meeting and Annual General Meeting
- Provision of psychosocial support services to 122 new clients

> ANNUAL GENERAL MEETING

At this exclusive meeting for CADV's membership, Treasurer Mary Moonan presented the organisation's audited Financial Statements for 2020. General Manager, Sabrina Mowlah-Baksh in presenting CADV's Annual Report, highlighted the achievements and work of CADV and outlined the focus for the next year. The meeting also ratified a Board decision to appoint five (5) new Directors. In addition to Mary Moonan, Dr. Peter Weller, Professor Rhoda Reddock, Reshma Saith and Onika Mars, Kevin Liverpool became the latest addition to the Board.

CHALLENGES & OPPORTUNITIES

Organisationally, CADV is led by a dedicated team of Directors who volunteer their expertise and time. Operational costs, staffing and programmatic work are highly dependent upon its ability to mobilize the requisite financial resources given its non-profit status. Funders and potential funders are more readily drawn to supporting signature projects which do not factor in operational expenditure as a real concern. This dilemma is certainly not unique to CADV but it's a genuine consideration for the organisation's growth and sustainability.

Specific to CADV Psychosocial Support Services, in adopting a case management approach, the major hurdle remains the absence of available services, to adequately provide support beyond counselling. Accessing affordable housing, employment, child support, skills and other transitional support are all critical issues that clients experience which are beyond CADV's remit in its existing menu of services.

CADV has been able to maintain a leadership presence both in the regional and national landscape of domestic/family violence. Against this, the potential is certainly better for greater collaborative initiatives and shared resources. In a time of shrinking resources, the organisation will continue to prioritize its free psychosocial support services and ramp up its prevention programme. A national rollout of its First Time, Last Time project in schools and communities will take precedence in the next year. Further, CADV will continue to work with its partners to ensure that more coordinated, effective case management systems are in place for the benefit of survivors.

There are many ways in which we can all contribute to the work of the organisation and by extension to eliminating domestic/family violence. Whilst some can offer crucial financial support, others may be better equipped to support through other skills such as proposal writing, graphic design, newsletter and video production, developing social media content. Time and talent will always remain welcomed resources.

CLIENT EXPERIENCE

“

The most important thing I've learned is that it's okay to be me and I'm not too much, I don't take up too much space in a room, I've learned I matter, I'm learning and understanding I'm loved every day, I've learned to trust my judgment, I've learned to not dwell on the negative that has befallen me in the past two years. I've learned to fight for me and I'm finally learning to love myself and I am perfect the way I am.

”

ACKNOWLEDGEMENTS

We at the CADV recognise that we are, because of the invaluable support of our partners, inclusive of the corporate sector and committed individuals. Whilst we take the opportunity to identify some of our donors here, we acknowledge the many individuals who wish to remain anonymous but without which, our work would be impossible. We express our collective gratitude on behalf of the victims/survivors who find critical support through the services we offer. We also take the opportunity to thank all those who volunteer with us, through their time and talent. Together we have and will continue to respond in extraordinary ways to end domestic violence.

Organisations:

- Agostini Insurance Brokers Ltd.
- Angostura Ltd.
- Association of Real Estate Agents
- BHP Billiton
- British High Commission
- Heritage Petroleum
- Imjin Security Services Ltd
- L'oreal Foundation
- Nagico
- National Lotteries Control Board
- POWERGEN
- Rotary Club of Maracas
- Rotary Club of Port of Spain
- Hyatt Regency Trinidad
- Individual Contributors
- Lifestyle Motors
- Republic Bank Ltd.
- Rotary Club of Port of Spain
- Sagicor General
- South Homes
- Syrian/Lebanese Women's Association
- Trinre Insurance

Individuals:

- Shayam Ramchandani
- Helen Pounder
- Anika Mohammed
- Sue Ann Sampson-John
- Fadilah Mohammed

WE THANK YOU FOR YOUR CONTINUED SUPPORT IN OUR PROGRAMMES