

The background is a light blue gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance.

VIOLENCE AGAINST LGBTIQ+ PEOPLE AND ACCESS TO JUSTICE IN THE CARIBBEAN

A REVIEW OF STUDIES AND POLICY RECOMMENDATIONS

PRESENTATION OUTLINE

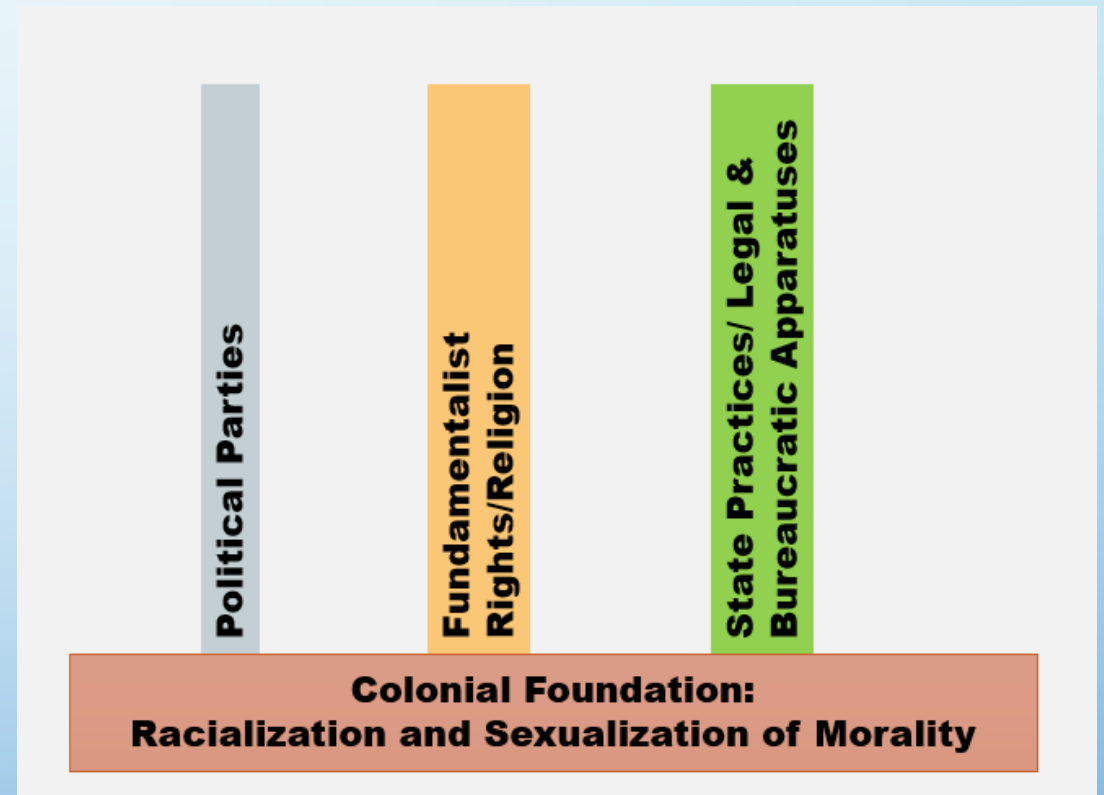
- DEFINING “VIOLENCE”
- MAPPING VIOLENCE AGAINST LGBTIQ+ IN THE CARIBBEAN – REGIONAL STUDIES
- SCOPE OF LOCAL RESEARCH AND FINDINGS
- POLICY RECOMMENDATIONS
- BEYOND VIOLENCE: IMAGINING A JUST SOCIETY

DEFINING VIOLENCE: BEYOND GENERIC MEANINGS

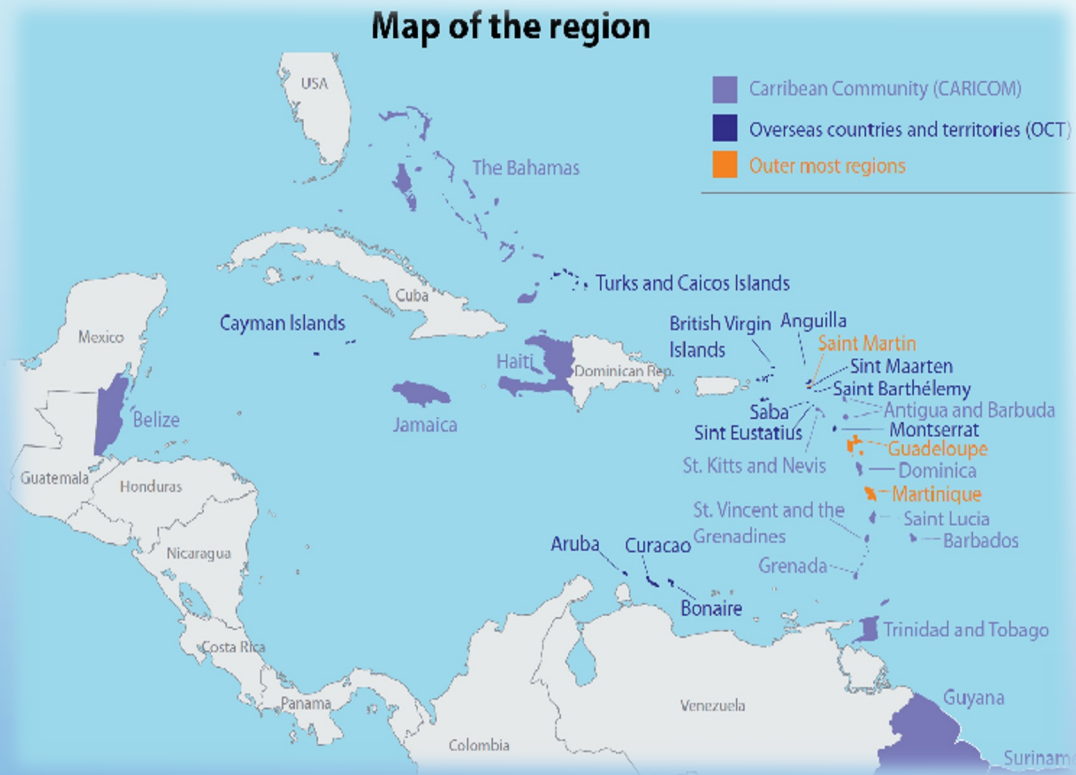
- VIOLENCE: “ACTIONS THAT INFLICT, THREATEN, OR CAUSE INJURY.
- ACTIONS MAY BE CORPORAL, WRITTEN, OR VERBAL. INJURIES MAY BE CORPORAL, PSYCHOLOGICAL, MATERIAL, OR SOCIAL” (JACKMAN, 2002).

VIOLENCE AGAINST LGBTIQ+ PEOPLE IN THE CARIBBEAN

- **STRUCTURAL:** LAWS, POLICIES AND INSTITUTIONAL PRACTICES.
- **SYSTEMIC:** HOMOPHOBIA/TRANSPHOBIA JUSTIFIED BY CULTURE/TRADITIONS.
- **COLONIAL:** VIOLENCE AGAINST LGBTIQ PEOPLE IN THE CARIBBEAN HAS A COLONIAL FOUNDATION.



MAPPING VIOLENCE



- **IACHR:** IACHR NOTES THAT THE AVAILABLE DATA DO NOT REFLECT THE FULL DIMENSION OF THE VIOLENCE SUFFERED BY LGBTI PERSONS IN ANY GIVEN STATE.
- **FROM FRINGES TO FOCUS:** GENDER NON-CONFORMING WOMEN AND AND TRANS MASCULINE PEOPLE CONSTANTLY NEGOTIATE SPACES TO AVOID PHYSICAL AND VERBAL VIOLENCE.
- **OPEN FOR BUSINESS:** EXCLUSION OF LGBTI COSTING THE CARIBBEAN ECONOMY US\$4.2 BILLION OR 5.7% OF THE COLLECTIVE GDP.

SOCIAL EXCLUSION AT A COST

- LOST HUMAN CAPITAL, PRODUCTIVITY AND OUTPUT: LGBT+ SKILLED WORKERS MIGRATE AND STAY IN MORE OPEN SOCIETIES.
- TOURISM INDUSTRY NEGATIVELY AFFECTED: 18 PER CENT OF TRAVELLERS, WOULD NOT VISIT THE REGION, PREDOMINANTLY BECAUSE OF ANTI-LGBT+ LAWS AND STIGMA.
- STRONG RELATIONSHIP BETWEEN THE RIGHTS OF LGBT+ PEOPLE, GDP, AND GROSS NATIONAL INCOME (GNI) PER CAPITA.

SOCIAL AND ECONOMIC MARGINALIZATION

- DESIRE FOR CARE AND ACCESS TO SERVICES AMONG TRANSGENDER GUYANESE. 2020. RAMBARRAN, NASTASSIA., & HEREMAN, ALESSANDRA.
- QUALITATIVE STUDY CONDUCTED IN GUYANA.
- TWENTY-TWO (N=22) TRANS AND GENDER NONCONFORMING GUYANESE.

KEY FINDINGS

- TRANS PEOPLE REPORTED DISCRIMINATION ON THE JOB – INTRUSIVE QUESTIONING, OR BEING DENIED A PROMOTION, DISCRIMINATION FROM FAMILIES AND TEACHERS.
- SOCIAL LIFE RESTRICTED BECAUSE OF ACTUAL AND ANTICIPATED STIGMA.
- TRANS WOMEN ENGAGED IN THE INFORMAL ECONOMY – SEX WORK, DOMESTIC WORK ET CETERA.

SOCIAL AND ECONOMIC MARGINALIZATION CONT'D

- EXPLORING SEXUAL ORIENTATION AND GENDER IDENTITY AND EXPRESSION (SOGIE)-BASED WORK-RELATED DISCRIMINATION AGAINST LGBT GUYANESE. 2021. HEREMAN, ALESSANDRA., & SOCIETY AGAINST SEXUAL ORIENTATION DISCRIMINATION (SASOD).
- QUALITATIVE STUDY CONDUCTED IN GUYANA.
- TEN (10) LGBT GUYANESE, 18 YEARS AND OLD WITH AN AVERAGE AGE OF 30.3 YEARS OLD; AND 6 STAKEHOLDER FROM THE PUBLIC AND PRIVATE LABOUR SECTOR.

KEY FINDINGS

- SOGIE-BASED, WORK-RELATED DISCRIMINATION RANGE FROM NAME CALLING, VERBAL ABUSE, REJECTION, FORCED TO DISCLOSE SEXUALITY, BEING DENIED A PROMOTION.
- DISCRIMINATION RESULTS IN MENTAL HEALTH ISSUES – DEPRESSION, NOT WANTING TO SHOW UP TO WORK, SUICIDAL THOUGHTS.
- TO BE SUCCESSFULLY ONE HAS TO CONCEAL THEIR SEXUALITY AND OR “TONE DOWN” THEIR GENDER EXPRESSION. PARTICULARLY GAY MEN SHARED THAT THEY HAD TO ADOPT A SEMBLANCE OF MASCULINITY TO FIT IN.

REPORTING AND ACCESS TO JUSTICE

“Because we don’t have no law – I don’t – well the way I felt is as though we don’t have no laws or rules or regulations to govern the LGBT community, to guide them, to protect them for employment. So I was thinking none of that in place that is why I never really follow it up to make a complaint or anything.”



Millie Milton

“Being an LGBT person, being a trans woman, for formal employment, because we don’t have that law in place, we are not getting employed. It affects our livelihood tremendously. It makes us vulnerable. We do not have like secure housing, secure finances, or secure livelihood. We live on the fringes...and making us more vulnerable we because we resort to sex work or meager work.”

EFFECTS OF SOCIAL MARGINALIZATION





DATA

DATA EVERYWHERE

POLICY AND LEGISLATIVE RECOMMENDATIONS

Amending

- Anti-discrimination legislation to include SOGIESC as prohibited grounds for discrimination. E.g. PANCAP Model of Anti-Discrimination Bill.

Enacting

- Protective legislation such as legislation that criminalizes hate crime or decriminalizes transgressive genders and sexualities.

Educating

- Simultaneously addressing negative attitudes and perceptions that shape homophobia and transphobia.

IMAGINING A JUST SOCIETY FOR LGBTIQ+ CARIBBEAN PEOPLE?

Inclusion

- Include LGBTIQ+ people in census data, demographic and population health studies et cetera.

Participation

- No token inclusion. Support LGBTIQ+ people's active participation in social, political, and cultural life.

Accessibility

- Access to education, employment, housing, health care without discrimination.

Accountability

- Holding human rights violators accountable through proper systems for reporting and redress.

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