



The Cascadia Protocol  
A  
National Domestic Violence Protocol  
For  
BARBADOS

Prepared by:

The NGO Caribbean Development  
Foundation (The NCDF)

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## **Background**

The Cascadia Protocol is the end result of a regional project initiated by The NGO Caribbean Development Foundation (The NCDF). Essentially the project involved an extensive consultative process with NGOs and other stakeholders across the CARICOM area, on the issue of violence against women and our ability to cope with the increasing levels of violence against women in our region. The consultative process was facilitated by The NGO Caribbean Development Foundation and was funded by:

**The kingdom of the Netherlands**

**The British Foreign and Commonwealth Office**

**The Polish Ministry of Foreign affairs**

**The aim of this protocol is to provide the government with broad based policy guidelines, for the implementation of programs and procedures that will directly and indirectly provide women experiencing violence in the home with greater protection and support.**

**The recommendations upon which this protocol is based were put forward by NGOs and other stakeholders across the region, working towards the eradication of violence against women in the region. (See attached list of all NGOs participating in the consultative process)**

In September 2010, The NCDF brought together a number of NGOs from across the region to review the increasing levels of domestic violence in our region, and to lend the benefit of their collective experience to creating policies and guidelines for responding to, and coping with this crisis.

The regional conference was held at the Cascadia Hotel, St. Ann's, Trinidad, in September 2010.

The conference met its desired goal; the participants of the process were able to put forward a number of recommendations upon which the Cascadia protocol is based. Subsequent to the regional conference, the board of the NCDF travelled to a number of CARICOM states to hold further consultations on the recommendations coming out of the regional conference.

Statistics on domestic violence in the region, affording us the opportunity for analysis and identification of trends within our respective societies, continue to elude us. However, in 2008 there was the promise of a national registry on domestic violence in Trinidad. There are other fragmented sources of data in each country, such as, data from Social workers, the legislature and the NGO sector. Even in the face of the absence of collective data, the sources of data identified above paint an alarming picture of violence against women in the CARICOM region.

The report prepared by UNIFEM (Regional Assessment of Actions to end violence against women) state that 30% of the women surveyed in Trinidad & Tobago experienced domestic violence in some form.

A report by the United Nations written in 2010, states that 11.7% of women in Suriname self reported having experienced violence in their households.

In April 2012 on a visit to Barbados the UN High Commissioner for Human Rights stated that “although there is domestic violence and sexual assault throughout the world they are particularly serious problems in Barbados”.

In most CARICOM states there is better recording and collection of data for crimes falling under the heading of sexual assault; such data is mainly collected by the Police. Where the collection of data on domestic violence is concerned, the data has to be disaggregated from the other violent crimes perpetrated against women.

In 2009 The Caribbean Development Research Services conducted a national survey in Barbados on domestic violence. The survey targeted every third home in Barbados. Participants were interviewed on their knowledge of any domestic violence situation, rather than their personal experience with domestic violence. The results of the survey found that 27% of Barbadians were aware of at least one separate incident of domestic violence. In keeping with the rest of the region this paints an alarming picture of the level of domestic violence and violence against women in general.

## **Terms of Reference**

The Objectives of the protocol are based on the following considerations:

- 1) To capitalize on the skill, experience and vast commitment of the NGO sector in working with victims of domestic violence and gender based violence in the region.
- 2) To create a framework for strengthening support systems for victims of domestic violence.
- 3) To provide policy guidelines for treating with the issue of domestic violence in our society, in an effort to provide more direct support to victims of domestic violence.
- 4) To ensure the collection of data on domestic violence by public workers for statistical analysis, that will provide us with a greater understanding of this social problem.
- 5) To redefine the level of support regional governments provide to the NGO sector in its effort to support victims of domestic violence.

## Scope

Domestic violence as a social problem is very broad in scope. However, the scope of this protocol is limited to women experiencing violence within the confines of an intimate relationship, residential and extra residential.

The protocol is seeking to address violence and sexual abuse (rape, incest, indecent assault) of adult female victims.

Where other recommendations relevant to the issues addressed in this protocol have been put forward prior to, or since the consultative process conducted by the NGO Caribbean Development Foundation, we recognize and acknowledge those recommendations.

**The recommendations contained in this protocol are policy guidelines for programs and procedures to be implemented alongside the existing infrastructure of:**

The Police Service

The National Health Sector,

The National Mental Health sector

The National Education sector

## Methodology

The methodology employed for the preparation of this protocol was an extensive consultative process with the NGO sector across the CARICOM area, and other multidisciplinary groups. The consultative process formed part of the NCDF's Violence against women campaign, spanning the period from September 2010 to the present.

The NGO sector is the main provider of support to victims of domestic violence in our region. As such, they are in a prime position to identify the key issues of coping with domestic violence within our societies, as well as, recommend practical solutions to improving the level of support offered to victims of domestic violence.

In September 2010, a regional conference was held on domestic violence at the Cascadia Hotel in St. Ann's, Trinidad. The regional conference brought together many NGOs from across the region, all of whom work on the issue of domestic violence in some capacity. Many of the participating NGOs were shelters, organizations providing counseling services to victims of domestic violence, professional associations within the medical and psychological fraternity as well as, a number of women's organizations.

In 2011 Carol Daniel and Witek Hebanowski, on behalf of the NCDF, facilitated consultative forums with NGOs in Jamaica, Grenada, Barbados, Suriname, Guyana and Trinidad, on the recommendations coming out of the September 2010 regional conference.

The consultative Forums held across the region were advertised in each country and attracted a wide cross section of NGOs, members of the Police service, departments of government, the law association as well as members of the general public. The forums were well attended and the consultative process was successful.

The recommendations comprised in this protocol are meant to be implemented alongside the existing framework both legal and social in Barbados.

### **The International framework on Domestic violence**

The international framework on domestic violence is specifically relevant to this protocol.

A number of CARICOM states have in fact signed international agreements on domestic violence and gender based violence. The recommendations compiled in this protocol are consistent with the tenants of the International agreements signed by our regional governments.

**The Inter-American convention on the prevention, punishment and eradication of violence against women – Convention of Belem Do Para** affirms that, violence against women constitutes a violation of human rights and fundamental freedoms and the right to such freedoms.

**The Belem Do Para convention states that the elimination of violence against women is essential for the individual and social development of women, and their full participation in all walks of life.**

Articles 7&8 of the convention outline the kind of infrastructure that should be present in OAS member states, attempting to eradicate Violence against women.

Member states should implement progressive measures such as programs to educate and make the public aware of the right of women to be free from violence

There should be education programs at all levels to impact upon the social and cultural norms and practices that are based on the belief that women are inferior to men.

The convention also promotes the practice of special Training for the police and other civil servants in the area of Justice Administration.

The convention goes on to suggest, that specialized services be provided by the public sector, as well as the private sector, for women subjected to violence. These specialized services should take the form of shelters, Family counseling services, etc.

Under these articles, the convention suggests the collection of data pertaining to the frequency of violence against women. The convention also suggests that sociological analysis be done of the data collected. The analyses of the data should be along the lines of Ethnicity, socio economic background, migrant status etc.

**The recommendations outlined in this protocol are also consistent with the recommendations in The United Nations Declaration on the elimination of violence against women, December 1993.** This declaration precedes Belem Do Para, however both documents are quite similar. Article 4P of the United Nations declaration urges the state to facilitate and support the work of the Women's movement and the NGO sector. **There should be some level of cooperation between the state and the NGO sector on the issue of violence against women.**

## **Definitions**

Article 1 of the domestic violence act of Barbados 1993 defines harassment of a victim as including the following behavior;

Verbal abuse  
Threats of physical violence  
Malicious damage to property  
Stalking of the victim

## **Definitions under the Cascadia Protocol**

The definition of domestic violence under the Cascadia Protocol is:

Acts of physical violence (inclusive of sexual abuse), or verbal abuse perpetrated upon one person by another person, within an intimate relationship, whether residing together or in an extra residential relationship.

Sexual abuse under the protocol is defined as sexual contact with a person who has not consented to the act of sex.

Consent under the protocol is taken to be given by a person;

- a) Not under the influence of Drugs or Alcohol or both
- b) At the age of consent, that being sixteen years of age (16) in Barbados
- c) Not mentally impaired or challenged.



## **Statement of Principles**

The work of the NGO Caribbean Development Foundation on the issue of domestic violence is based on a sense of urgency, in the face of an increasing number of deaths of women, at the hands of a violent spouse, in the region

### **The recommendations contained in this protocol are based on the following principles:**

- 1) Violence against women is a violation of a woman's human rights. As such, the state must act with a sense of urgency, and commitment, to protect its citizens from this breach of their human rights.
- 2) Violence against women prevents women from participating in the wider society in any meaningful way.
- 3) Violence against women and domestic violence in particular, has a long term impact on our society, affecting and effecting future crime rates.
- 4) Violence against women and domestic violence in particular, must be treated with the same urgency as violence and sexual assault against children.
- 5) Violence against women in the home can, lead to violence against the children within that home.
- 6) Policies that protect and support adult female victims of domestic violence, will also, by extension, provide protection for children within the home.
- 7) Domestic violence can only be responded to adequately, where there is cooperation among service providers. A co-ordinated response to domestic violence can only be successful if the responders are properly resourced.
- 8) Social problems should be solved on a level as close to the citizenry as possible. This facilitates full and direct access between all concerned.

## **Recommendations**

### **Role of the Police Service – Coping with Domestic violence**

#### **Policy Consideration**

There is already in existence in Barbados, a module on domestic violence in the training program for Police recruits. There is also a manual for the Police training school that includes material on the issue of domestic violence and the role of the police as it pertains to this issue.

In addition to the above, seminars are periodically held to review the role of the Police in dealing with victims and perpetrators of domestic violence.

### **The Role of the Police**

#### **Policy Recommendations**

##### **Police officers**

1) There should be ethical and sensitivity training for the Police on coping with distressed victims of domestic violence and the issue of domestic violence in general.

At present training on the issue of domestic violence targets police recruits. The Cascadia protocol is proposing that such training be widespread within the police force, including the higher levels of the service.

2) A separate strategy should be developed for training the upper levels of the police force.

3) The public should be made aware of the kind of training police officers receive on domestic violence, so that they are knowledgeable as to what to expect from Police Officers, when they are called in to deal with a domestic violence situation.

4) The establishment of a partnership between the relevant International NGOs, the local NGO sector and the Police department, with the objective of creating a training program on all aspects of domestic violence, targeting all levels of the Police force. The training should include in its focus, procedures for first response.

**5) University of the West Indies, Cave hill campus, should be used to provide Police officers with training in some of the more Sociological and Psychological aspects of domestic violence**

**6) The Creation of a Domestic violence unit within the Police force**

**Domestic violence units should be implemented at the divisional level of the Police force. The concept of a domestic violence unit has been considered in Barbados before. The Cascadia Protocol is recommending that it be considered again.**

**There should be clear oversight of the Domestic violence units by the Police Commissioner.**

**7) Psychological counseling for officers attached to the domestic violence unit**

The Cascadia protocol is recommending mandatory psychological counselling for Police officers attached to the domestic violence unit, and for officers dealing with victims of gender based violence in general.

## **8) Security of Shelters**

**The Government of Barbados should provide funding to cover the cost of security for the shelters.**

**Security of shelters should include:**

- a) 24 hour camera monitoring of the shelter. The cameras to be monitored by the nearest Police Station.**

### **Key objectives of the Policy recommendations for the Police Force:**

To give greater priority to cases of domestic violence within the police force.

To better equip the police force in its efforts to gather evidence, and prosecute crimes of domestic violence.

To further strengthen the relationship between the police service, the NGO sector, and other service groups, in their efforts to provide support to victims of domestic violence.

## **The Role of the Health Sector - Coping with domestic violence**

### **Recommendations:**

**1) Implementation of mandatory reporting of suspected cases of domestic violence by health care workers, medical professionals, medical institutions and Doctors in private and public practice. Legislation needs to be passed to ensure that the above mentioned personnel comply. At present mandatory reporting by health care professionals, applies only to children experiencing violence and sexual assault.**

**Where a suspected victim of domestic violence enters any public facility (hospital, clinic, women's centres) for treatment; the health care worker should be obligated to report the case to the relevant authorities.**

**In such a case, the Police, as well as a social worker should be called.**

**2) The establishment of a set of procedures that allow the Police, Health Care professionals, social workers, and community workers, to work in conjunction with each other on cases of domestic violence. This can be accomplished, by bringing these groups together at the national level, through a series of workshops, the main objective being the creation of a procedural manual for a coordinated response to domestic violence.**

**3) Development of the Forensic nursing profession in Barbados.**

The government of Barbados to fund a tertiary level course on Forensic nursing. This course should target students already in the nursing profession willing to specialize in this area of nursing. The design of the curriculum should be a collaborative effort between the Ministry of Health of Barbados, The International Association of Forensic Nurses, the University of the West Indies, and the Nursing association of Barbados.

In an effort to develop this branch of nursing, graduates of the tertiary level course should be automatically registered with the regulating body of the profession.

**4) There should be an adequate number of forensic nurses attached to every emergency room, in every hospital in the country.**

### **5) Data Collection:**

**The implementation of a uniform data collection system that allows for gathering national data on the issue of domestic violence and gender based violence. The objective of which would be to provide statistical analysis for sociological interpretation, and understanding of the issue.**

Uniform documents can be used to collect data from the Police, Hospitals, medical clinics, doctor's offices and Shelters. The completed forms should be sent to the national statistics department to be collated. The collated data should be shared with the Gender studies department at the University of the West Indies, Cave Hill Campus.

### **Key objectives of the Policy Recommendations for the Health Sector:**

To create a strong partnership between the Police, the Health sector, social workers, community workers, while providing support and protection to victims of domestic violence.

To lay the foundation for a greater level of understanding of the issue of gender based violence in our society.

## **Role of the Mental Health Sector- Coping with domestic violence**

### **Recommendations:**

#### **1) Mandatory counseling for perpetrators of domestic violence.**

- a) Where an order of protection against a potentially violent spouse or partner is issued by the court, an automatic order for mandatory counseling for the respondent should also be issued. The counseling should take the form of, an anger management program of no less than Six (6) months duration.
- b) There should be a sponsorship system, similar to that of Alcoholics Anonymous, set up for perpetrators of domestic violence. This system can provide support to perpetrators of domestic violence who are at risk for re-offending.

#### **2) Counseling for victims of domestic violence, as well as, the children of a violent home, should be provided by the mental health sector.**

#### **3) Training programs for mental health workers that enable them to better counsel victims of domestic violence and sexual assault. The training should also incorporate, HIV/AIDS prevention awareness counseling for victims of domestic violence. The cost of such training to be funded by the government of Barbados**

#### **4) There should be an increased level of cooperation between NGOs providing counseling services to families of domestic violence, and the mental health sector of Barbados. This goal can be facilitated by a number of workshops between both parties. The objective of the workshops would be to promote/create a harmonized strategy for treating families of domestic violence.**

### **Key objectives of the policy recommendations for the Mental Health Sector:**

- 1) To promote a greater level of participation by the mental health sector in the intervention process and treatment of families of domestic violence.

## **Role of the Education Sector – Coping with domestic violence**

### **Policy Consideration:**

**There is in existence in Barbados an anger management and gender studies program for primary schools conducted by the NGO sector.**

### **Recommendations:**

**1) The Creation of domestic violence awareness programs that are age appropriate. Such Programs should target teenagers, and young adults in secondary schools, with the objective of making them aware of what is appropriate, and inappropriate behavior, in any relationship with the opposite sex.**

**The creation of these programs should be a collaborative effort between the relevant personnel at the Ministry of Education of Barbados, the Barbados Association of Psychologist, the mental health sector, and NGOs providing family counseling to families of domestic violence.**

**2) The provision of training for teachers on the issues of domestic violence and child sexual abuse by the Ministry of Education of Barbados.**

### **Key objectives of the policy recommendations for the Education sector**

- 1) To impact upon the awareness, and therefore the behavior, of young people on the issue of gender based violence.
- 2) To lay the foundation for the reduction of family violence in the long term



## **A regional approach to ending domestic violence**

### **Policy Considerations**

The NGO Caribbean Development foundation is at this time unaware of any formal program that allows for the cooperation of Caribbean regional governments on the issue of domestic violence.

We note that there is now a networking type of relationship between NGOs in the region in their efforts to provide help and support to victims of domestic violence within the region.

### **Recommendations**

- 1) Creation of a witness protection program specifically for the purpose of relocating victims of domestic violence, for whom there is a high probability of being murdered by their spouse.**

There have been a number of cases across the region, where a victim of domestic violence was eventually murdered by a violent spouse. In such cases, very often the victim, as well as her family, and friends, were able to see that the violence within the family was escalating, and that the victim was in danger of losing her life. However, they were powerless, for many reasons, to safely remove the victim from that situation. The end result is the death of the victim, bringing the violence within that relationship to an end.

In situations where the efforts of a victim to seek shelter and safe haven from the violence at home, proves futile, due to the relentlessness of a violent and dangerous spouse, the ability to relocate to another CARICOM country may prove to be a life saving measure.

The recommendation for the creation of a witness protection program for victims of domestic violence would allow the victim in extreme danger, to relocate to another CARICOM state.

**The creation of a witness protection program for victims of domestic violence would require cooperation among CARICOM Governments and a formal agreement that would allow for special preferential immigration procedures for victims at risk.**

There should also be the capability to assess the threat of mortal danger to the victim. The relevant government departments would rely upon the reports from social workers, case workers, shelters, hospitals, the police and other organizations that are in contact with the victim. If there is a restraining order in effect against the victim's spouse, this should be good evidence of the threat to the victim.

### **Key objectives of the policy recommendation for a regional approach to ending domestic violence**

- 1) To save the lives of women in extremely dangerous and at risk situations.

## **Financial Aid for shelters & Other NGOs working with Families of Domestic violence**

The recommendations falling under the heading of financial aid are proposals tendered directly by the NGO Caribbean Development Foundation. The NGO Caribbean Development Foundation is proposing that the cost of funding NGO shelters be undertaken by the government of Barbados.

The NGO sector is in the best position to provide a safety net to victims of domestic violence, as they possess the most experience in the running of shelters. The NGO sector also has more flexibility than government departments in terms of time, and availability of personnel.

### **Recommendations**

#### **Maintenance of shelters**

**1) The Establishment of a Ten Million dollar (\$10,000,000.BDS) capital fund, by the Government of Barbados, for the sole purpose of the maintenance of shelters run by the NGO sector. The fund to be administered by the government of Barbados**

#### **Initiatives for growth of the fund**

- a) Invite public donations to the fund, by offering tax concessions on the amounts donated. .
- b) Reinvestment of a portion of the fund
- c) The government of Barbados to reimburse the fund annually, in the amount of any capital cost incurred to repair and maintain shelters during the financial year.

**2)The Government of Barbados to fund the operational cost of shelters and other NGOs providing support to victims of domestic violence.**

Shelters very often provide a number of services to victims seeking shelter and safe haven. Such services may include medical services, psychological counseling, and training in some sort of vocation. There is also the cost of housing and feeding victims, which may also include the children of such victims.

These organizations are in fact public benefit organizations that are struggling to meet operational cost. The government of Barbados could carry the operational cost of these organizations, thereby allowing them to completely focus on providing support and help to families experiencing violence within the home.

#### **3) The 1% transfer of Income tax system**

Under this system, 1% of the tax paid by individuals and companies is transferred to the NGO sector. The tax payer can indicate the charity of their choice on the tax return. The tax authority will then transfer the funds directly to the organization.

In order for charities, and NGOs to be eligible to receive this funding, they must qualify as 'Public Benefit' organizations. They must be registered and listed as such.

#### **4) Transitional Housing**

Most safe houses provide victims with sanctuary for a period of roughly three months. However, this is not enough time for victims to re-establish themselves and become independent of their abuser. Transitional housing is needed, in order to prevent the victim from returning to their abusive environment.

The NCDF is recommending that the Ministry of Housing allot a number of houses to transitional housing, the use of which, NGOs can apply for, as the need becomes immediate. Special emergency procedures should be implemented within the Ministry of housing to accommodate victims of domestic violence leaving the shelter and seeking transitional housing. The length of stay for a victim in Transition should not exceed 9months.

### **Key Objectives of the Financial Aid Policy**

- 1) To fully and properly fund Public benefit organizations providing support and protection to victims of domestic violence**
- 2) To enable Public Benefit organizations to provide an ongoing and consistent level of support to victims of domestic violence**
- 3) To focus the attention of Public benefit organizations on service delivery to victims of domestic violence, and to not have their efforts diluted and distracted with fundraising.**
- 4) To create a partnership between the Government and the NGO sector in coping with the social problem of domestic violence and gender based violence. The partnership between government and the NGO sector would be based on the finance provided by government, and the skills provided by the NGO sector.**
- 5) To stem the impact of domestic violence on the family unit in our society, thereby circumventing a repetitive pattern within families.**
- 6) To enable all NGOs working for the public's benefit to have direct access to funds and support from the government of Barbados.**
- 7) To enable each organization, to have a direct relationship with the relevant government bodies, such a relationship to include, detail reports on the disbursement, and use of funds received from the government.**

## Summary of the Cascadia protocol

The recommendations contained in this protocol are meant to provide regional governments with broad based Policy guidelines for national programs that:

- 1) Provide direct support to victims of domestic violence
- 2) Provide Support to the NGO sector in its efforts to provide support to victims of domestic violence
- 3) Mould the thinking of the youth, and shape the attitudes of young adults, on the issue of domestic violence, and gender based violence in general.
- 4) Hold the perpetrators of gender based violence accountable

**The recommendations provided in this protocol are a policy guideline for regional governments wishing to create national programs that meet the objectives listed above. The structure and implementation of such programs should be at the discretion of regional governments.**

The violence against women campaign of The NGO Caribbean Development Foundation, capitalized on the collective experience of the NGO sector in the CARICOM area, by bringing together and facilitating a number of NGO Forums across the region. The Forums were advertised in each country and attended by NGOs, Government departments, members of the public and other stakeholders. The recommendations put forward in this document are a result of the extensive consultative process with the NGO sector and other stakeholders across the region.

The recommendations are categorized under the following headings:

The Role of the Police

The Role of the Health Sector

The Role of the Mental Health Sector

The Role of the Education sector

A regional approach to ending domestic violence

In compiling the data for this document the NGO Caribbean Development Foundation added its own recommendations for financial aid, and support of the NGO sector.

# Violence Against women Regional Forum

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## **September 2010 Regional Conference- Trinidad**

**Cascadia Hotel, St. Ann's Port of Spain, Trinidad**

### **Participants:**

The Shelter – Trinidad  
Woman' Inc – Kingston – Jamaica  
Woman's Inc – Montego Bay – Jamaica  
Grenada National Organization of Women – Grenada  
Help & Shelter – Guyana  
The Crisis Centre- Bahamas  
St. Lucia Crisis Centre – St. Lucia  
Stop Violence against Women – Suriname  
Ilse Henar Foundation for Women's Rights – Suriname  
Haven House – Belize  
Caribbean Institute for women in Leadership - Antigua  
Dominica National Council of Women – Dominica  
Barbados Professional Women's Club – Barbados  
Nekevah Rescue Centre - Trinidad  
Rape Crisis Society of Trinidad & Tobago  
The Halfway House – Trinidad  
The Hope Shelter – Trinidad  
Cedars House – Grenada  
Madinah House – Trinidad  
Mizpeh Halfway House – Trinidad  
The Trinidad and Tobago Association of Psychologist  
Families in Action – Trinidad  
Union of Women's Citizens – Trinidad

**Barbados Consultative Forum – March 2011**  
**Blue Horizon Hotel , Christchurch , Barbados**

**Participants:**

National Committee for the Prevention of Alcohol and Drug Abuse  
Daughters of Destiny  
Organization: Men’s Educational Support Association (MESA)  
Young Women’s Christian Association  
Bureau of Gender Affairs  
Barbados Mothers’ Union  
Save Foundation  
Israel Lovell Foundation  
Women in Focus  
Barbados Family Planning  
Kiaros Academy  
Sisters of Purpose Ministries  
Women of Faith Ministries  
National organization of Women

**Grenada Consultative Forum – August 2011**  
**Flamboyant Hotel, Grand Anse, Grenada**

**Participants:**

Young Women’s Christian Association (YWCA)  
Soroptomist International – Grenada  
Grenada National Organization of Women (GNOW)  
Grenada Save the Child Fund (GRENSAVE)  
Public Workers Union Women’s Arm  
Public Workers Union  
Legal Aid & Counseling Clinic (LACC)  
Inter Faith Organization (other churches Organizations)  
Ministry of Health  
Grenada National Coalition on the Right of the Child (GNCRC)  
CEDARS Shelter for Battered Women & their Children  
Home Makers Association  
Association of Social Workers  
The Media  
Gender & Family Affairs (Ministry of Social Development)  
Grenada Network of rural women producers (GRENROP)  
Caribbean HIV/AIDS Partnership – Grenada (GRENCHAP)  
Grand Roy Church  
Program for Adolescence  
Royal Grenada Police Force

## **Suriname Consultative Forum – August 2011**

### **Torarica Hotel, Paramaribo, Suriname**

#### **Participants:**

Maroon Women's network  
Bureau Women and children Policy-Ministry of Justice  
Oriole (NPS women in crisis – National Party Suriname)  
Early Childhood Development Commission (national)  
Fernandes , Human resource Dept.  
Medical Educational Bureau,  
Foundation “ het Klankbord Nickerie” (drug addicts) –repr. Par'bo  
Foundation “Liefdevolle handen”(sexworkers, drug abused women, domestic and sexual  
Violence)  
NVSN/ Oriole/ UNA Suriname  
Stop Violence Against Women  
Sticris (Shelter Women in crisis)  
Moiwana Human Rights Suriname  
National Women's Movement (Water and Sanitation)  
Women's Business Group  
CAFRA – Suriname  
Independent Freelance Media  
Caseworker, gender violence (Iamgold volunteer)

## **Trinidad Consultative Forum – October 2011**

### **Cascadia Hotel, St. Ann's Port of Spain, Trinidad**

#### **Participants:**

YWCA of Trinidad & Tobago  
Adult Literacy Training Association  
Hindu Women's Association of Trinidad & Tobago  
Pro Business Management Ltd  
The Walker Lela Foundation  
Women of the Soil (W.O.T.S)  
The Asja Ladies  
Mezpah Halfway House  
Shelter for Battered Women  
Nekevah Rescue Center  
Salvation Army  
Rape Crisis Centre  
Network of rural women producers  
Soroptomist International of Port of Spain  
Tobago Indo Cultural Association  
Union of Women Citizens of T&T  
Coalition against domestic violence  
Rotary Club of Maraval

## **Jamaica Consultative Forum – November 2011**

**Knutsford Hotel, New Kingston, Jamaica**

### **Participants:**

St. Aloysius Primary School  
Women's Reach out Centre  
Children First  
Kevoy Community Development Institute  
Enfield Development Fund  
Women's Media Watch  
Salvation Army  
Hannah Town Citizens Association  
Jamaica Society for the Blind  
National Consumer League  
Citizens Advice Bureau  
Richmond Fellowship – Jamaica  
Woman's Inc.  
The Women's Centre  
Jamaica Family Planning  
Mona Baptist Help Ministry  
Jamaican for Justice  
Fathers Inc.  
Combined Disability Association  
Constant Springs Police

## **Guyana Consultative Forum – December 2011**

**Pegasus Hotel Georgetown, Guyana**

### **Participants:**

Guyana Faith and HIV Coalition  
CPIC Monique's caring Hands  
Women across Differences  
Guyana Association of professional Social Workers  
A.M.E. Zion Church  
Soesdyke Business Development Group  
Guyana Hindu Packar  
Kids First Fund  
Red Thread  
Child link Inc  
Agape Network  
Mediation Institute of Guyana  
Communities Unite to rebuild and empower  
Brother Noah's Ministries  
Help & Shelter  
The Fernandes Foundation  
Inter American Development Bank  
Aglow International



## **About The NGO Caribbean Development Foundation (The NCDF)**

The NGO Caribbean Development Foundation (NCDF) was originally incorporated in July 2007 as The NDF and subsequently reincorporated as the NCDF in May 2010.

The foundation was incorporated by its founder Carol Daniel upon her return to the region. The board consists of four members:

Carol Daniel – President & Founder  
Witek Hebanowski – Vice President  
Alice Daniel - Legal Director  
Sister Mary Claire Zitman - Corporate Secretary

As the name suggests, the foundation was incorporated in order to make its contribution to the development of the NGO sector in the CARICOM area.

The work of the foundation includes, but is not limited to, lobbying on various issues on behalf of the sector, providing training to NGOs on governance, and management of the sector.

The foundation from time to time will initiate campaigns on current issues in the region.

**The programs of the foundation are implemented by the board of the foundation, which is a voluntary board.**

The President, Carol Daniel, is responsible for the creation of the work program and general direction of the foundation. The President is also responsible for the financial management and procurement of project funding for the organization. Ms Daniel has an extensive background in financial and project management in the NGO sector in Europe, where she lived until returning to her home country of Trinidad & Tobago in 2008. Ms Daniel is a past board member of Amnesty International.

The Vice President, Witek Hebanowski, is also responsible for the creation of the work programs of the foundation and the implementation of campaigns. Mr. Hebanowski has an extensive background in global Human Rights campaigning and conflict negotiations, he is also a past board member of Amnesty International, Poland. Mr. Hebanowski visits the region in order to participate in NCDF projects.

The legal director, Alice Daniel, has practiced family Law for 30 years in Trinidad & Tobago. Ms Daniel is also a Clinical Teacher at the legal aid clinic of the Hugh wooding Law school.

The corporate Secretary Sister Mary Claire Zitman is a catholic nun and educator of over 50 years, teaching in many countries of the world and currently residing in Barbados. Sister Mary Claire Zitman was also the Chair of the now defunct Amnesty International – Barbados.

The projects undertaken by the foundation are regional projects, however the foundation was incorporated in the Twin Island state of Trinidad & Tobago and as such the office of the foundation is located in Port of Spain, Trinidad.



