GENDER & SEXUAL DIVERSITY

A TRAINING ON POLICIES, HEALTH, AND GENDER AND SEXUAL DIVERSITY IN JAMAICA
WHY UNDERSTANDING GENDER AND SEXUAL DIVERSITY MATTERS
Welcome!
## Overview

### Five Considerations

### National Policies and Strategies

### Gender Norms, Expectations, and Rights

## Today’s agenda

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MORNING</strong></td>
<td>Why understanding gender and sexual diversity matters</td>
</tr>
<tr>
<td></td>
<td>Break</td>
</tr>
<tr>
<td><strong>LATE MORNING</strong></td>
<td>Concepts and terminology</td>
</tr>
<tr>
<td></td>
<td>Lunch</td>
</tr>
<tr>
<td><strong>AFTERNOON</strong></td>
<td>Advocates panel</td>
</tr>
<tr>
<td><strong>LATE AFTERNOON</strong></td>
<td>Meaningful engagement</td>
</tr>
</tbody>
</table>
Please don’t forget...

- We will never ask you to change your religious or personal beliefs.
- We will also never ask you to tell us your sexual orientation or gender identity.
Sex and gender

**Sex:** refers to the chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female, male, or intersex.

**Gender:** the roles, responsibilities, rights, behaviors, feelings, and obligations that a particular culture associates with being a girl, boy, woman, man, or other gender; and the power relationships between people of different genders.

*We will learn much more about these concepts in Module 2*
Who are gender and sexual minorities (GSM)?

People whose gender, sexual orientation, or biological sex characteristics differ from what is typically expected by a particular culture or society.
Who are gender and sexual minorities (GSM)?

*lesbian, gay, bisexual, transgender, intersex
Why is this training important?

- Reaching gender and sexual minorities with HIV and health services that are sensitive to their unique needs is crucial to the Jamaican HIV response.

- Gender and sexual orientation are important concepts to understand and having a shared language to discuss them is essential.

- Engaging with gender and sexual minority communities matters, but *how* you engage matters even more.
FIVE CONSIDERATIONS
Jamaican GSM face high levels of stigma, discrimination, and violence

Healthcare provider discrimination and judgment in HIV testing provision presents barriers to accessing HIV services (i.e. treatment), and results in individuals hiding their sexual orientation and/or gender identity (Logie et al., 2017).

MSM in Jamaica who are of low socio-economic status, who have ever been homeless, and/or who have been victims of physical violence are twice as likely to be HIV-positive (Figueroa et al., 2013).

A 2015 J-FLAG survey of 316 LGBTI people in Jamaica showed that 43% of those surveyed reported being threatened with physical violence in the last five years (Murray, 2015).
#2 HIV disproportionately affects key population groups

HIV Prevalence in Jamaica

Sources: Davis, 2018; Figureoa, 2013; Logie et al., 2016.
#3 Programs and services aren’t reaching key populations

**Key Population Groups in Jamaica’s HIV Cascade of Care**

- **Linked to Care**: 400
- **On ART**: 200
- **Viral Load Test**: 100
- **Virally Suppressed**: 50

- **Men Who Have Sex With Men**
- **Female Sex Workers**

Sources: PEPFAR, 2017; data from MOH
Jamaican GSM lack legal protections and frameworks that respect their rights.

Economic disparities disproportionately affect GSM

One survey found that most business professionals were not likely to hire persons who were known to be non-heterosexual because they felt that it would make their co-workers uncomfortable (Boxill et al., 2012).

"Homelessness is a massive problem in Jamaica. As of 2015, the unemployment rate in the country was 13.2 percent among adults, and a staggering 38 percent among youth. The problem is particularly prevalent amongst the country's LGBTQ community, who comprise at least 40 percent of the overall homeless youth population" (Human Rights Watch, 2014).

While opportunities for economic mobility remain slim, many individuals seeking economic gain will move to major cities or resort towns as tourism thrives in Jamaica, due to economic vulnerability. Given the confluence of factors, transactional sex, or sex work, has become a norm that is accepted and by which some economically benefit (Padilla et al., 2010).
So what?

- GSM-related stigma and discrimination impacts health and worsens the elevated HIV risk faced by MSM, sex workers, and transgender women.
- Despite being significantly affected by the HIV epidemic, GSM receive inadequate health and social services.
- Policies exist that infringe upon the health and human rights of GSM.
- GSM and other marginalized populations face economic impacts that result in economic losses for the whole country.
NATIONAL STRATEGIES FOR IMPROVING HEALTH AND RIGHTS OF GENDER AND SEXUAL MINORITIES
Health, human rights, and GSM

Overview

Five Considerations

National Policies and Strategies

Gender Norms, Expectations, and Rights
Jamaican policies and strategies

Overview

Five Considerations

National Policies and Strategies

Gender Norms, Expectations, and Rights
Jamaican policies and strategies

- In order to achieve goals related to economic development, the improvement of public health, and respect for the human rights of all Jamaicans, GSMs must be included in policies and strategies.

- Jamaica has taken steps to be more inclusive by enshrining in guiding policies and strategic documents assurances that GSM will be protected, such as in country coordinating mechanisms and inclusion in technical working groups.

- From international conventions to regional goals to national-level strategies and local protocols, Jamaica has numerous policies in place to advance equality for all persons, including GSMs.
GENDER NORMS, EXPECTATIONS, AND RIGHTS
It bothers me when I see a man act like a woman.
Under some circumstances, it’s okay for a man to discipline his wife.
Under some circumstances, it’s okay for a woman to discipline her husband.
I prefer my supervisor to be a man.
Module 1: Key Takeaways

- A Jamaica free of HIV, stigma, and AIDS-related deaths is impossible without reaching GSM populations
- Some Jamaican laws and polices create a lack of protections for GSM
- Stigma, discrimination, and violence may lead Jamaican GSM to avoid health-seeking behaviors, impact their economic output, and prevent Jamaica from achieving its goals
- National policies and strategies are in place to tackle many of the issues facing gender and sexual diversity
- Gender norms are a powerful influence upon the health and well-being of all of us
CONCEPTS AND TERMINOLOGY ON GSD
<table>
<thead>
<tr>
<th>BASE AND BROTH</th>
<th>EARLY ADDITIONS</th>
<th>OPTIONAL</th>
<th>SECRET INGREDIENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ethnicity</td>
<td>Socioeconomic Status</td>
<td>Hobbies and Passions</td>
<td>Personal Experiences</td>
</tr>
<tr>
<td>Gender</td>
<td>Geographic Location</td>
<td>Religion and Faith</td>
<td>Hidden Experiences</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>Education</td>
<td>Career</td>
<td></td>
</tr>
<tr>
<td>Disability Status</td>
<td>Family Structure</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Killermann, 2013
The Gender Person
Which of the following is the meaning of biological sex?

a. A scientific term used to refer to the chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female or male or intersex.

b. An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a particular sex and/or gender.

c. A person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.

d. The external display of one’s gender, through a combination of appearance, disposition, social behavior, and other factors, generally measured on a scale of masculinity and femininity.
Biological Sex

A scientific term used to refer to the chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female, male or intersex.

Intersex: An umbrella term that refers to a variety of chromosomal, hormonal, and anatomical conditions in which a person does not seem to fit the typical definitions of female or male.
Which of the following is the meaning of gender expression?

a. A scientific term used to refer to the chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female or male or intersex.

b. An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a particular sex and/or gender.

c. A person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.

d. The external display of one’s gender, through a combination of appearance, disposition, social behavior, and other factors, generally measured on a scale of masculinity and femininity.
Gender Expression

The external display of one’s gender, through a combination of appearance, disposition, social behavior, and other factors, generally measured on a scale of masculinity and femininity.

**Gender norms:** The societal definitions and expectations of what it means to be a woman or girl and a man or boy, as well as the sanctions for not adhering to those expectations. Gender norms vary across cultures and over time, and often intersect with other factors such as race, class, age and sexual orientation.
Which of the following is the meaning of gender identity?

a. A scientific term used to refer to the chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female or male or intersex.

b. An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a particular sex and/or gender.

c. A person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.

d. The external display of one’s gender, through a combination of appearance, disposition, social behavior, and other factors, generally measured on a scale of masculinity and femininity.
Gender Identity

A person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.

Transgender: An umbrella term referring to an individual whose gender identity is different from their sex assigned at birth.

Genderqueer or Gender nonconforming: A person who does not identify as man or woman or may embody both or neither.
Which of the following is the meaning of sexual orientation?

- a. A scientific term used to refer to the chromosomal, hormonal, and anatomical characteristics that are used to classify an individual as female or male or intersex.

- b. An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a particular sex and/or gender.

- c. A person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth.

- d. The external display of one’s gender, through a combination of appearance, disposition, social behavior, and other factors, generally measured on a scale of masculinity and femininity.
Sexual Orientation

An enduring emotional, romantic, and sexual attraction primarily or exclusively to people of a particular sex and/or gender. A person’s sexual orientation is a part of their sexual identity.

**Heterosexuality:** An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a different sex and/or gender. People who are heterosexual often identify as “straight.”

**Homosexuality:** An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of the same sex and/or gender. People who are homosexual often identify as “gay” or “lesbian.”
Sexual Orientation

An enduring emotional, romantic, or sexual attraction primarily or exclusively to people of a particular gender.

**Bisexuality:** An enduring emotional, romantic, and sexual attraction to people of more than one sex and/or gender. People who are bisexual often identify as “bisexual.”

**Asexuality:** An enduring absence of sexual attraction. People who are asexual often identify as “asexual.”
Sexual Behavior

The act of engaging in any consensual activity for sexual gratification for self and/or others. It includes sex acts for procreative purposes or economic gain.

- The attraction(s) we have toward people determines our sexual orientation, not the sexual behaviors in which we engage.
- It is important to note that a lesbian woman may have sexual relations with a man for work purposes.
- One can engage in sexual relations and not be emotionally attracted to the individual.

Source: Gray and Garcia, 2013.
2

You Soup

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions

Gender Identity

Woman → Man

Gender Expression

Feminine → Masculine

Biological Sex

Female → Male

Sexual Orientation

Heterosexual → Homosexual
You Soup
The Gender Person
Local Terminology
Additional Terminology
Myths and Misconceptions
Gender Identity
Woman

Gender Expression
Feminine

Biological Sex
Female

Sexual Orientation
Heterosexual
Local Terminology

What are some terms used to describe gender and sexual minorities in your country or culture?
## Additional Terminology

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MSM</strong></td>
<td>Men who have sex with men. Men may be considered MSM if they engage in sex with other men, regardless of whether or not they identify as gay or bisexual.</td>
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<tr>
<td><strong>LGBTI</strong></td>
<td>Lesbian, gay, bisexual, transgender, intersex. This acronym is commonly used to refer to gender and sexual minority communities. Variations exist that add, omit or reorder letters (e.g., LGBT, LGB, GLBT).</td>
</tr>
<tr>
<td><strong>GSM</strong></td>
<td>People whose gender, sexual orientation, or sex characteristics differ from what is typically expected by a particular culture or society.</td>
</tr>
</tbody>
</table>
Additional Terminology

**Homophobia/transphobia**
Fear, rejection, or aversion, often in the form of stigmatizing attitudes or discriminatory behavior, towards homosexuality or transgenderism.

**Heteronormativity**
The presumption that everyone is heterosexual or the belief that heterosexual people are naturally superior to gender and sexual minorities.

**Sexism**
Prejudice or discrimination based on a person’s sex or gender. Sexist attitudes may stem from traditional stereotypes of gender roles and may include the belief that a person of one sex is naturally superior to a person of another.
2

You Soup

The Gender Person

Local Terminology

Additional Terminology

Myths and Misconceptions

Additional Terminology

**Closeted**
The state of secrecy or cautious privacy regarding one’s sexual orientation or gender identity (also referred to as being “in the closet”).

**Coming out**
The personal process of accepting and disclosing to others that one is LGBT or a gender or sexual minority.

**Outing**
Telling people (e.g., through gossip) that someone else is LGBT or a gender or sexual minority without that person’s permission, no matter the intention.

**Champion**
A person who openly supports the equal treatment and human rights of gender and sexual minorities.
Myths and Misconceptions

1. In your small groups, pick someone to read aloud the character study.

2. Discuss the appropriate course of action and the best way you could offer support to the character.
Module 2: Key Takeaways

- Everyone has a biological sex, gender expression, gender identity, sexual orientation and sexual behavior. Each exists on a continuum and varies from person to person.

- It is important to understand key terms and concepts related to GSMs and use respectful language in our workplaces, programs and services.

- Stigma, discrimination, and violence is a part of culture that must be addressed.

- It is important to cognizant of common myths regarding GSMs and be ready to support GSMs in our workplaces, programs, and services.
LOCAL ADVOCATES’ PANEL
Panelists

Panelist A, Organization
   Email address

Panelist B, Organization
   Email address

Panelist C, Organization
   Email address
Module 3: Key Takeaways

1. GSM face real-life experiences that shape and influence their world views.

2. Health and social services can be perceived differently by GSM who receive services.

3. It is important to be aware of the lived experiences of GSM and do your best to seek out and support these individuals.
MEANINGFUL ENGAGEMENT
“Nothing about us without us.”

1. What are the key benefits of meaningful engagement with GSM? Why is it important?

2. What are the key challenges of meaningful engagement with GSM? Why is it not always easy?
What kinds of activities are opportunities for meaningful engagement?

Examples include...

- Involvement in situational assessments
- Consultation on operational plans and priorities
- Involvement throughout all phases of programming, including research
- Engagement in advocacy and policy dialogue with national, regional, and global stakeholders
- Involvement in response to hostile events
4. **Manipulation**: GSM do as directed without understanding the purpose of activities

3. **Tokenism**: GSM have a limited voice in events or processes

2. **Decoration**: GSM attend an event in a very limited capacity

1. **Assigned but informed**: GSM understand the purpose and have a role in activities, but no role in decision-making

5. **Consulted and informed**: GSM provide input and are informed of how inputs will be used, and of outcomes

6. **Shared decision-making**: Non-GSM initiate and lead activities; decision-making is shared with GSM

7. **GSM-initiated actions**: GSM initiate and lead activities; equality in decision-making with non-GSM
Meaningful Engagement in the Program Cycle

1. Draw a program cycle
2. Show THREE opportunities in that cycle for meaningful engagement
3. Where do you appear on it?
4. Note AT LEAST ONE next step
Planning for Meaningful Engagement

**The Need:** Something that gender and sexual minorities need to access HIV services and/or exercise their human rights.

**The Action:** This action that you and/or your organization will take.

**Results:** The outcome(s) of the action.

**Responsibility:** Who at your organization will assure that action is being taken.

**Timeline:** When the action is achieved, or a milestone is reached.
Meaningful Engagement in Your Program, Activity, or Service

1. Identify a recent program or service that you have worked on.

2. Identify a minimum of THREE opportunities in the design, implementation, and/or evaluation of that activity where you could have done more to include GSM.

3. Present what your group decided and note AT LEAST ONE next step you will immediately take to practice meaningful engagement.
Meaningful engagement is important for us to consider in all of our programs, projects, activities, and services.

Challenges to meaningful engagement with GSM should not stop us in our efforts, but rather remind us of the complexity of the work.

We all have opportunities within our own projects and services to be able to meaningfully engage with GSM.
References


THANK YOU!

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