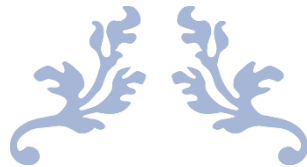


IMPLEMENTATION PLAN 2020-2024

FOR PROMOTING AND ENHANCING THE
SITUATION OF AFRICAN-DESCENDANTS
IN GUYANA.



**International Decade for People of
African Descent Assembly - Guyana
(IDPADA-G)**



STRATEGIC PLAN 2020 – 2024 FOR PROMOTING AND ENHANCING THE SITUATION OF AFRICAN DESCENDANTS IN GUYANA

IMPLEMENTATION PLAN 2020 - 2024



DECEMBER 1, 2019

PREPARED BY CONSULTANTS: THOMAS W. GITTENS; HUBERT ROBERTSON; COHANE MICHAEL LEVI

IDPADA-G STRATEGIC PLAN

IMPLEMENTATION PLAN JANUARY 2020 – DECEMBER 2024

IDPADA-G SECRETARIAT

DECEMBER 2019

1.0: INTRODUCTION:

This **Implementation Plan** was prepared as a tabular representation of the **Strategic Plan 2020-2024: for Promoting and Enhancing the Situation of African-Descendants in Guyana.** As is known, the **Strategic Plan** was prepared to guide programmatic and other activities in Guyana, in the remaining five years of the **United Nations Decade for People of African Descent 2015 – 2024.** As such this **Implementation Plan** flows genetically and is an integral component of the overall **Strategic Plan.** In essence, this **Implementation Plan** seeks to operationalize the **Strategic Plan** and to provide further details on how its Strategic Objectives and Outcomes will be pursued; what specific Outputs will be produced; the Activities and by whom these will be undertaken; indicative timelines and estimated financial requirements to achieve these outputs.

The **Strategic Plan** was prepared by a team of consultants under the guidance of the Chair and Chief Executive Officer of the **International Decade for People of African Descent Assembly – Guyana (IDPADA-G).** The methodology utilized for preparing the plan was a standard one that that focused on an extensive literature review going back in time to the period of African enslavement, into the post-Emancipation period, and up to the contemporary era; and equally extensive Regional Consultations with communities of African-Guyanese and IDPADA-G Member Organizations. The Regional Consultations and meetings with IDPADA-G Member Organizations sought to examine the current situation of African-Guyanese based on the five **Response Areas** of Economy, Employment, Education, Equity/Equality and Expiation, that have been determined as the focus of the **Strategic Plan.** The data collected reflected the historical trends, processes and forces that characterized the pre-Independence era, including systemic and structural racism and discrimination, economic dispossession, political domination, denial of equal opportunities for jobs and earning an income, curtailment of socio-economic emancipation due to restrictions in access to bank financing, education and training, and compromised socio-cultural expression through the emergent pathologies and self-doubt in the African-Guyanese social and family structures.

But these consultations and meetings did not only elucidate what has gone wrong and the pathos of the African-Guyanese condition in contemporary Guyana; but also produced recommendations in terms of policy, programmes and actions that can be taken to address if not reverse this situation. In essence, the core of the **Strategic Plan** and this **Implementation Plan** is about **capacity building,** both in terms of formulating policies and programmes to address the situation of African-Guyanese; as well as within the African-Guyanese collective to pursue action to promote and enhance their current situation, in all its dimensions. While policy is admittedly the preserve of the state, those in control

of the Local Government system, the private sector and organized labour, and those who impact on these through civil society actions and advocacy, many of the programmes and actions emanating from the consultations and meetings also spoke to the agency of African-Guyanese individuals, families, communities and Afro-centric organizations in undertaking purposeful and collective actions to address these deficits, deficiencies and pathologies, and reverse the current condition of the African-Guyanese collective. It is these policies, programmes and actions that lay in the realm of the state, those in control of the Local Government system, the private sector and organized labour, and those who impact on these through civil society actions and advocacy; and equally so, those programmes and actions that speak to and are dependent on the agency of African-Guyanese individuals, families, communities and Afro-centric organizations, that have informed and provide the contextual framework and content of this **Strategic Plan** and the **Implementation Plan**.

The following are the **Strategic Objectives** under which the Outcomes, Programmes and Activities of the **Strategic Plan** have been elaborated and which also inform the Outcomes, Outputs and Activities in this **Implementation Plan**:

- i. Promote economic advancement and empowerment, **economic agency** and self-confidence; expand access to business and entrepreneurial training, access to investment capital, and capital accumulation and wealth and assets creation; organize African-Guyanese entrepreneurs, construction, trades and service providers in cooperative networks; rebuild and strengthen African-Guyanese businesses and producer organizations; reduce poverty; and ensure a sustainable socio-economic future for the African-Guyanese collective;
- ii. Create sustainable jobs and **employment** opportunities for African-Guyanese; enhance employability through access to education and training institutions; enhance appropriate skill levels through skills training and life-long learning; increase access to tertiary and professional education and training and expand access to high-paying professional and technology-based occupations; reduce poverty; and inculcate appropriate workplace attitudes and behaviours towards producing a skilled and productive African-Guyanese workforce;
- iii. Re-build the capacity of the African-Guyanese collective for learning and self-improvement through **education** and training; promote the fashioning of an education system and curricula that include and recognize the history and culture of Africa and African-Guyanese; institute policies, programmes and actions that contribute to a rounded socio-cultural and science-based education for the youth including instilling appropriate attitudes, behaviours, and values; and build a cadre of African-Guyanese educators, trainers, and technical level instructors, for sustainable inter-generational learning and advancement of the African-Guyanese collective;
- iv. Reduce systemic and structural inequalities in access to socio-economic opportunities and goods and services; address and remove inequities and inequalities in access to **justice** and treatment by the courts, law enforcement, and prison officials; restore conditions of equity and equality in relations between African-Guyanese and other ethnic groups; combat racial profiling and negative stereotyping of African-Guyanese; promote equity and equality in the expression of religion in public meetings and spaces; and restore hope and confidence in the African-Guyanese collective, and youth in particular, through the realization of **equity**, justice and development;

- v. Support demands by the African-Guyanese collective, the Caribbean and Latin American Diaspora, and the independent nations of Africa, for an **apology** and reparations for the injustices and deprivations of African trans-Atlantic slavery; advocate for the full embracing by the former colonial powers and others complicit in African enslavement of the UN Decade for People of African Descent and the calls for justice, recognition, and development; promote a similar embracing and admission by other ethnic groups in contemporary Guyana who may have benefited from, or been complicit in, the subjugation, oppression, exploitation, and dispossession of African-Guyanese historically and into the contemporary period; and support **healing** from the cross-generational impacts of centuries of oppression and psychological deformation, and recovery of the spirit, ethos, and creativity of the African-Descendant collective; and
- vi. Promote capacity building in Afro-centric umbrella organizations in the five Response Areas of the **Strategic Plan**; strengthen the capacity of the IDPADA-G Secretariat to provide capacity building and organizational support to such Afro-centric umbrella organizations; provide an institutional framework and operational capacity to coordinate and support the programmes of such organizations in pursuance of the goals for justice, recognition and development; promote the maintenance, preservation, and observance of African and African-Guyanese culture, languages, art, music, dance, dress and other forms of expression and the teaching of African history; and strengthen operational capacity to coordinate and monitor implementation of the **Strategic Plan**.

ABBREVIATIONS

ACDA – African Cultural and Development Association

ABR – African Business Roundtable

BGAA - British Guiana African Association

BGEIA - British Guiana East Indian Association

BGLU - British Guiana Labour Union

BGTA - British Guiana Teachers Association

BIT – Board of Industrial Training

BOG – Bank of Guyana

CAGI – Consultative Association of Guyanese Industry

CCM - Country Coordinating Mechanism

CDC – Community Development Council

CIC – Community Improvement Committee

D&I – Drainage and Irrigation

ERP – Economic Recovery Programme

GAPE – Guyana Association of Professional Engineers

GAIBANK - Guyana Agricultural and Industrial Bank

GBA – Guyana Bar Association

GCCI – Georgetown Chamber of Commerce and Industry

GCIS - Guyana Cooperative Insurance Service

GLSC – Guyana Lands and Surveys Commission

GMFB - Guyana Mortgage Finance Bank
GMSA – Guyana Manufacturing and Services Association
GNCB - Guyana National Cooperative Bank
GNS - Guyana National Service
GOG – Government of Guyana
GPF – Guyana Police Force
GPHC – Georgetown Public Hospital Corporation
GPS – Guyana Prison Service
GRA – Guyana Revenue Authority
GuySuCo – Guyana Sugar Corporation
GWLA – Guyana Women Lawyers Association
IDPADA-G - International Decade for People of African Descent Assembly – Guyana
IMF - International Monetary Facility
IPED – Institute of Private Enterprise Development
LCP - League of Colored Peoples
LSMS - Living Standards Measurement Survey
MOA – Ministry of Agriculture
MOB – Ministry of Business
MOC – Ministry of Communities
MOE – Ministry of Education
MOF – Ministry of Finance

MOLA – Ministry of Legal Affairs
MOPH – Ministry of Public Health
MOPI – Ministry of Public Infrastructure
MOPS – Ministry of Public Security
MOSCCYS – Ministry of Social Cohesion with responsibility for Culture, Youth and Sports
MOPS – Ministry of Social Protection
MPCA - Manpower Citizens Association
NPTAB – National Procurement and Tender Administration Board
M & E – Monitoring and Evaluation
NAREI – National Agricultural Research and Extension Institute
NDC – Neighbourhood Democratic Council
NDIA – National Drainage and Irrigation Authority
NGMC – New Guyana Marketing Corporation
NIEO - New International Economic Order
NIS – National Insurance Scheme
OHCHR - Office of the United Nations High Commissioner for Human Rights
PAC - Political Affairs Committee
PAD – People of African Descent
PADFARMA – People of African Descent Farmers Association
PNC – Peoples National Congress
PPP – Peoples Progressive Party

PSC – Private Sector Commission

PTSSD – Post-Traumatic Slave Syndrome Disorder

RDC – Regional Democratic Council

SBA – Small Business Association

SBB – Small Business Bureau

TUC - Trades Union Congress

UF – United Force

UG - University of Guyana

UNESCO - United Nations Educational, Scientific and Cultural Organization

UN IDPAD – United Nations International Decade for People of African Descent

US – United States of America

VAT – Value Added Tax

WPA - Working Peoples' Alliance

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2.0: TABULAR PRESENTATION OF THE IMPLEMENTATION PLAN:

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>Strategic Objective 1: Promote economic advancement and empowerment, economic agency and self-confidence; expand access to business and entrepreneurial training, access to investment capital, and capital accumulation and wealth and assets creation; organize African-Guyanese entrepreneurs, construction, trades and service providers in cooperative networks; rebuild and strengthen African-Guyanese businesses and producer organizations; reduce poverty; and ensure a sustainable socio-economic future for the African-Guyanese collective.</p>				
<p>Outcome 1.1 – A more enabling financial, fiscal, regulatory and operational environment for the nurturing and sustainability of African-Guyanese entrepreneurs and businesses.</p>				
<p>Output 1.1.1 – African-Guyanese businesses, entrepreneurs and manufacturers afforded access to adequate and affordable financing.</p> <p>Activities:</p> <p>i. Advocate for opening of financing windows in commercial banks accessible by African-Guyanese entrepreneurs;</p> <p>ii. Advocate for re-establishment of</p>	<p>At least 5 % increase annually in number of African-Guyanese businesses accessing financing base year 2021.</p> <p>50% commercial banks with at least 1 capitalized small business window by end 2022.</p>	<p>Annual Reports of Commercial Banks; Annual Reports of African Business Roundtable (ABR); Annual Reports of</p>	<p>Lead: Ministry of Business (MOB).</p> <p>Supporting: Ministry of Finance (MOF); SBB; ABR; IDPADA-G.</p>	<p>Advocacy funded under IDPADA-G, Member Organizations</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>Government financing windows including agricultural and industrial banks with equal access for African-Guyanese business persons;</p> <p>iii. Establish the African-Guyanese Credit Union on a sound financial footing, grow its capital base, and ensure affordable and sustainable financial resources for African-Guyanese borrowers; and</p> <p>iv. Conduct workshops, training sessions, information sharing, and capacity building sessions for African-Guyanese business persons on accessing available financing windows.</p>	<p>National Development Bank established by GOG by 2023.</p> <p>African-Guyanese Credit Union established and open for business by end 2021.</p> <p>At least 4 training sessions conducted annually from 2021 in targeted Regions and towns.</p>	<p>Small Business Bureau (SBB).</p> <p>Reports by consultants on training conducted.</p>	<p>Training consultants.</p>	<p>annual work programmes.</p> <p>Funded under IDPADA-G budget.</p> <p>US\$10,000 x 4 years = \$40,000</p>
<p>Output 1.1.2 - African-Guyanese contractors and service providers benefit from a revised fiscal and regulatory regime governing access to Central and Local Government contracts, ensuring equal access and a level playing field.</p> <p>Activities:</p> <p>i. Advocate for revision of applicable legislation and procedures at the Central, Ministerial, and Regional Tender and Procurement Boards to strengthen transparency, accessibility and reduce corruption and favoritism;</p> <p>ii. Advocate for full application of legal provision of 20% of Government contracts accessible to small-scale contractors and service</p>	<p>At least 5% increase annually in number of African-Guyanese contractors winning publicly tendered contracts base year 2020.</p> <p>Revised legislation enacted by end 2021 with clearer safeguards for transparency, anti-corruption and accessibility.</p> <p>Regulations on 20% finalized and implemented by end 2020.</p>	<p>Annual Reports of National Procurement and Tender Administration Board (NPTAB); Public Procurement Commission (PUC); Ministry of Public Infrastructure (MOPI); MOF; MOB.</p>	<p>Lead: MOB.</p> <p>Supporting: MOF; MPI; GRA; NPTAB, NIS; SBB.</p>	<p>Funded under the relevant Ministries' and Agencies' annual budgets.</p> <p>Advocacy funded under IDPADA-G,</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>providers;</p> <p>iii. Advocate for review and relaxation as needed, of requirements for GRA compliance, NIS compliance, licensing including costs, and VAT and other fiscal requirements with special attention to the needs of small African-Guyanese business and service providers; and</p> <p>iv. Conduct workshops, training sessions, information sharing, and capacity building sessions for African-Guyanese business persons and service providers on the applicable and revised regime and requirements for bidding, NIS and GRA compliance, licensing, and VAT.</p>	<p>Revised GRA requirements finalized and implemented by end 2021.</p> <p>Regional training and information sharing sessions conducted annually from 2021 on revised regime with at least 20% aggregate African-Guyanese participation.</p>	<p>Reports by consultants on training conducted.</p>	<p>Training consultants.</p>	<p>annual work programmes.</p> <p>Funded under the MOB, SBB annual budgets.</p>
<p>Outcome 1.2 – Capacities built among African-Guyanese entrepreneurs, contractors and service providers in selected regions, for business planning, financial and operational management, and service delivery.</p>				
<p>Output 1.2.1 – Appropriate training packages developed and at least two training events delivered annually per region for African-Guyanese entrepreneurs, contractors and service providers.</p> <p>Activities:</p> <p>i. Develop roster of African-Guyanese entrepreneurs, contractors, and service providers to reach them and provide needed support focusing on Regions 2, 3, 4, 5, 6, and 10;</p>	<p>At least 5% increase annually in number of African-Guyanese business persons benefiting from such training events base year 2021.</p> <p>Roster produced and publicly available by end 2020.</p>	<p>Annual Reports of MOB; Ministry of Communities (MOC); ABR; SBB; IDPADA-G; University of Guyana (UG); Technical Institutes.</p>	<p>Lead: MOB.</p> <p>Supporting: MOC; SBB; ABR; UG; Technical Institutes; IDPADA-G Member Organizations.</p>	<p>Funded under the Ministries' and Agencies' annual budgets.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>ii. Conduct needs assessment on capacity deficits in the areas of business planning, financial and operational management;</p> <p>iii. Negotiate with business training institutions, (including the University of Guyana), technical institutes and schools, and other providers of business education for the design and delivery of appropriate capacity building packages;</p> <p>iv. Conduct short-term courses and seminars for new entrants to the business environment to build start-up skills and operational capacities; and</p> <p>v. Deliver short technical workshops, seminars, targeted training programmes, and refresher trainings, focusing on Regions 2, 3, 4, 5, 6 and 10, for African-Guyanese entrepreneurs, contractors, and service providers in business planning, quality control, customer relations, financial and operational management, and other relevant areas.</p>	<p>Needs assessment conducted by June 2021.</p> <p>Training packages developed and field tested by end 2021.</p> <p>At least 2 regional short-term courses delivered annually from 2022 for new entrants.</p> <p>At least 2 technical workshops etc. delivered annually from 2022 in identified regions and in priority business skills and topics.</p>	<p>Reports of consultants on roster, needs assessment, training packages.</p> <p>Reports of consultants conducting training courses and workshops.</p>	<p>Management consultants.</p> <p>Training consultants.</p>	<p>Funded under SBB annual budgets.</p> <p>Funded under MOB, SBB annual budgets.</p>
<p>Output 1.2.2 - Enhanced and collaborative business and organizational structures for collective strengthening, networking and information sharing, efficiency, profitability, and sustainability of African-Guyanese entrepreneurs, businesses, contractors, and service providers.</p> <p>Activities:</p>	<p>At least 5% increase annually in number of African-Guyanese Guyanese business persons benefiting from new support services base year 2020.</p>	<p>Annual Reports of ABR; SBB; Nile Valley Cooperative; IDPADA-G; MOSP/Cooperatives Division; MOB.</p>	<p>Lead: ABR.</p> <p>Supporting: SBB; ACDA; Nile Valley Cooperative; MOSP; MOC; IDPADA-G;</p>	

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>i. Promote and support the establishment of African-Guyanese umbrella business organizations and associations such as the African Business Roundtable and others, in the regions and capital towns, for interest articulation and defense, networking and information sharing on business opportunities, and mutual benefit and support;</p> <p>ii. Promote and support the establishment of business cooperatives bringing together African-Guyanese entrepreneurs, contractors, and service providers for joint bidding for contracts, provision of contracting and other services, networking and information on business opportunities, and collective improvements in provision of goods and services;</p> <p>iii. Promote and support the establishment of equipment pools for African-Guyanese contractors, business incubators for start-ups, and mutual support modalities for the provision of works, good and services, in the regions and capital towns;</p> <p>iv. Promote and implement mentoring, experience sharing, outreach and other such support programmes, in the regions and capital towns, whereby established African-Guyanese business persons, contractors and entrepreneurs can serve as role models and sponsors of young and aspirant African-Guyanese entrants into the business environment; and</p>	<p>At least 1 chapter of ABR established and fully functioning in each region and capital town by end 2021.</p> <p>At least 2 business cooperatives established per year and per region from 2022.</p> <p>At least 2 equipment pools; 2 business incubators; and 1 informal network per region and capital town by end 2022.</p> <p>At least 1 mentoring, experience sharing, outreach and other such support programmes, implemented in each region and capital town operational by end 2022.</p>		<p>MOB.</p>	<p>Funded under ABR, Nile Valley Cooperative, and IDPADA-G annual work programmes.</p> <p>Funded under MOB, SBB annual work programmes.</p> <p>Funded under the MOB, MOPI, SBB annual budgets.</p> <p>Funded under ABR, Nile Valley Cooperative, and IDPADA-G annual work programmes.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>v. Promote and facilitate resource and financing cooperatives, including traditional savings schemes, among African-Guyanese entrepreneurs, business persons, contractors, and service providers, that serve as additional and more culturally-appropriate financing for start-ups and on-going financial support for African-Guyanese business persons.</p>	<p>Non-bank services such as box hands popularized, and other informal financing cooperatives organized and functioning in each region by end 2022.</p>			<p>Funded under ABR, Nile Valley Cooperative, and IDPADA-G annual work programmes.</p>
<p>Outcome 1.3 – Capacities build among African-Guyanese farmers, agro-processors, and livestock producers in selected regions in agricultural techniques, livestock and poultry rearing, processing, packaging, marketing, and financial management.</p>				
<p>Output 1.3.1 - Appropriate training packages developed and at least two training events delivered annually in selected regions for African-Guyanese farmers, agro-processors, and livestock producers in agricultural techniques, livestock and poultry rearing, packaging and processing, marketing, and financial management.</p> <p>Activities:</p> <p>i. Develop roster of African-Guyanese farmers, agro-processors, and livestock producers to reach them and provide needed support focusing on Regions 2, 3, 4, 5, 6, and 10;</p> <p>ii. Conduct needs assessment on capacity</p>	<p>At least 5% increase annually in number of African-Guyanese Guyanese farmers benefiting from training and services base year 2021.</p> <p>Roster developed and publicly available for each target region by end 2021.</p> <p>Needs assessment available to</p>	<p>Annual Reports of MOA; MOC; MOE; MOB; ABR; New Guyana Marketing Corporation (NGMC); People of African Descent Farmers Association (PADFARMA);</p>	<p>Lead: MOA.</p> <p>Supporting: MOC; MOB; ABR; NGMC; UG; NAREI; PADFARMA; IDPADA-G.</p>	<p>Funded under the MOA, MOC annual budgets.</p> <p>Funded under</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>deficits in the areas of agricultural techniques, livestock and poultry rearing, processing, packaging and marketing;</p> <p>iii. Negotiate with agriculture, livestock rearing, and agro-processing training institutions, (including the University of Guyana, the Mon Repos Agricultural School, and the NAREI), for the design and delivery of appropriate capacity building packages;</p> <p>iv. Negotiate with the Ministry of Education and schools in selected regions for enhancing and delivery of agriculture and animal rearing programmes especially at the secondary level;</p> <p>v. Negotiate with the Ministries of Agriculture and Communities for the strengthening and equitable delivery of agricultural extension and other support services in Regions 2, 3, 4, 5, 6 and 10, ensuring equitable access to African-Guyanese; and</p> <p>vi. Deliver short technical workshops, seminars, targeted training programmes, and refresher trainings, focusing on Regions 2, 3, 4, 5, 6 and 10, for African-Guyanese farmers, agro-processors, and livestock producers in agricultural techniques, livestock and poultry husbandry, processing, packaging, marketing, and financial management.</p>	<p>planners by end 2021.</p> <p>Training packages developed and at least 2 capacity building activities delivered per region annually from 2022.</p> <p>At least 2 schools per region targeted annually for enhanced support from 2022.</p> <p>Readily accessible and tailored extension services delivered at least once per quarter in the targeted regions from 2022.</p> <p>At least 3 short technical workshops, seminars, targeted training programmes, and refresher trainings delivered annually in targeted regions from 2022.</p>	<p>IDPADA-G.</p> <p>Reports of consultants on roster, needs assessment, training packages.</p> <p>Reports of consultants conducting training courses and workshops.</p>	<p>Management consultants.</p> <p>Training consultants.</p>	<p>the MOA, MOC annual budgets.</p> <p>Funded under MOA annual budget.</p> <p>Funded under MOE annual BUDGET.</p> <p>Funded under the MOA, MOC annual budgets.</p> <p>6 Regions x 3 years x US\$5000.00 per region = US\$90,000.00</p>
<p>Output 1.3.2 – Enhanced organizational and</p>	<p>At least 5% increase annually in</p>	<p>Annual Reports</p>	<p>Lead: MOA;</p>	

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>operational structures for collective and cooperative production, marketing, quality management arrangements, and mutual support benefiting African-Guyanese farmers, livestock producers, and agro-processors.</p> <p>Activities:</p> <p>i. Promote and support the establishment of African-Guyanese umbrella farmers organizations and associations such as the People of African Descent Farmers Association (PADFARMA) and others, in the regions and capital towns, for interest articulation and defense, networking and information sharing on business opportunities, and mutual benefit and support;</p> <p>ii. Promote and support the establishment of farmers and agricultural producers cooperatives bringing together African-Guyanese farmers, agro-processors, and livestock producers, in agricultural techniques, livestock and poultry rearing, processing, packaging, marketing, financial management, networking and information on agri-business opportunities, and collective improvements in agricultural productivity and profitability;</p> <p>iii. Promote and support the establishment of equipment pools for African-Guyanese farmers and agricultural sector producers, technical support for start-ups farmers, and mutual</p>	<p>number of African-Guyanese small farmers benefiting from enhanced support services base year 2020.</p> <p>At least 1 chapter of PADFARMA established and providing services in each selected region by end 2020.</p> <p>At least 2 farmers and agricultural cooperatives established per region annually in identified technical and business improvement areas by end 2021.</p> <p>At least 2 equipment pools and 2 farmers incubators for start-ups established per region annually by end 2021.</p>	<p>of MOA; MOF; MOC; SBB; NGMC; MOB; MOSP/Cooperatives Division; PADFARMA; IDPADA-G.</p>	<p>MOF.</p> <p>Supporting: NGMC; MOB; MOC; SBB; MOSP; PADFARMA; IDPADA-G.</p>	<p>Funded under PADFARMA's annual work programme.</p> <p>Funded under the Ministries' and Agencies' annual budgets.</p> <p>Funded under MOA annual budgets.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>support modalities for enhanced agricultural sector production, in selected regions and communities;</p> <p>iv. Promote and implement mentoring, experience sharing, outreach and other such support programmes, in the regions and communities, whereby established African-Guyanese farmers and agricultural sector producers can serve as role models and sponsors of young and aspirant African-Guyanese entrants into farming, agro-processing, and livestock rearing;</p> <p>v. Advocate for financing windows for small farmers and agro-processors through the re-establishment of a government-funded Agricultural Bank, and concessionary financing through the banking system, IPED and credit unions; and</p> <p>vi. Promote and facilitate resource and financing cooperatives, including traditional savings schemes, among African-Guyanese farmers, agro-processors, and livestock producers, that serve as additional and more culturally-appropriate financing for start-ups and on-going financial support for African-Guyanese agricultural producers.</p>	<p>At least 1 mentoring and experience sharing network in farming, agro-processing, and livestock rearing practices operating per region by end 2021.</p> <p>Agricultural Development Bank established and increased financing accessible to small farmers from other sources by end 2023.</p> <p>Non-bank services such as box hands popularized, and other informal financing cooperatives organized and functioning in each region by end 2022.</p>			<p>Funding and other support provided under annual budgets of MOS, SBB, MOF, MOA.</p> <p>Advocacy funded under IDPADA-G, PADFARMA, ABR, Nile Valley Coop annual work programmes.</p> <p>Funded under IDPADA-G, ABR annual work programmes.</p>
<p>Strategic Objective 2: Create sustainable jobs and employment opportunities for African-Guyanese and enhance employability through access to education and training institutions; enhance</p>				

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
appropriate skill levels through skills training and life-long learning; increase access to tertiary and professional education and training and expand access to high-paying professional and technology-based occupations; reduce poverty; and inculcate appropriate workplace attitudes and behaviours towards producing a skilled and productive African-Guyanese workforce.				
Outcome 2.1: Capacities built among African-Guyanese youth and adults for gainful and productive employment in all sectors of the economy.				
<p>Output 2.1.1 – African-Guyanese youth and adults, including women and girls, benefiting from upgraded trade schools, technical institutes, Youth Service programmes, and technical studies departments in all secondary.</p> <p>Activities:</p> <p>i. Advocate for the establishment and improvement of at least one technical institute and/or trade school in each region and capital town, appropriate entrance qualifications for late starters, and remedial literacy and numeracy programmes for those who do not meet entry qualifications;</p> <p>ii. Advocate for and negotiate affirmative action in admission to such technical training</p>	<p>At least 5% increase annually in number of African-Guyanese benefiting from such technical training opportunities base year 2021.</p> <p>Technical institute or trade school established in each region and capital town, and providing enhanced access for late starters by end 2022.</p> <p>Agreements reached and affirmative action entrance and</p>	<p>Annual Reports of MOE; MOSCCYS; MOB; BIT; Technical Institutes; Trade Schools; ABR; ACDA; IDPADA-G.</p>	<p>Lead: MOE.</p> <p>Supporting: MOB; BIT; Technical Institutes; Trade Schools; ABR; ACDA; IDPADA-G.</p>	<p>Advocacy funded under IDPADA-G, ABR annual work programmes.</p> <p>Advocacy funded under IDPADA-G,</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>programmes with the Ministry of Education (MOE), the Board of Industrial Training (BIT), and the management of technical training institutions, for African-Guyanese youth and adults, including women and girls, based on a pre-determined quota system;</p> <p>iii. Advocate with the MOE for the strengthening of technical and vocational education and training programmes in secondary schools, and the provision of appropriate financial and teaching support, with a special focus on inner-city, depressed and underserved peri-urban areas, villages and communities;</p> <p>iv. Advocate for bursaries, scholarships, stipends, transportation and other support for persons attending technical institutes and trade schools from inner-city, depressed and underserved peri-urban areas, villages and communities, to ensure equitable access and ability to complete such programmes;</p> <p>v. Advocate for the re-introduction and/or expansion of a nation-wide Youth Service programme for early school leavers and young adults, towards imparting relevant skills, attitudes, discipline, and appropriate work habits that would benefit African-Guyanese youth;</p> <p>vi. Advocate and partner in the introduction of rites of passage programmes for African-Guyanese youth as an integral element of the education and socialization function of the Youth</p>	<p>other requirements enjoyed by targeted applicants by end 2022.</p> <p>At least 10% of TecVoc programs in secondary schools upgraded annually from 2021.</p> <p>At least 50 scholarships, bursaries and other support awarded annually to target student populations from 2022.</p> <p>Youth Service programme operational with at least 1 center each in Regions 4, 6 and 10, and with an annual intake of at least 500 trainees by end 2022.</p> <p>Rites of passage programme for African-Guyanese youth developed and implemented by</p>			<p>ABR annual work programmes.</p> <p>Funded under MOE annual budgets.</p> <p>Funded under MOE annual budgets.</p> <p>Funded under the Ministries' and Agencies' annual budgets.</p> <p>Funded under the MOE, MOC, MOSP, MOSCCYS</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>Service programme, towards instilling an appreciation of their African-Guyanese history, culture and ethos; and</p> <p>vii. Advocate and collaborate with African-Guyanese businesses, contractors, and service providers for the provision of scholarships, bursaries, internships, and mentoring programmes for young and aspiring African-Guyanese attending such technical institutes and trade schools.</p>	<p>end 2023.</p> <p>At least 50 such scholarships, internships etc. provided annually by African-Guyanese business persons from 2022.</p>			<p>annual budgets.</p> <p>Funding for scholarships contributed by Business associations or individual business persons.</p>
<p>Output 2.1.2 – African-Guyanese youth and adults, including women and girls, having access to sustainable jobs and employment, and enjoying no less favorable and adequate emoluments and conditions of service than available to other ethnic groups.</p> <p>Activities: i. Advocate and collaborate with trades and employers organizations, including Chambers of Industry and Commerce, the Guyana Manufacturers and Services Association (GMSA), Private Sector Commission (PSC), Small Business Bureau (SBB), Consultative Association of Guyanese Industry (CAGI) and others, to ensure equitable access of qualified African-Guyanese youth and adults, including women and girls, to available job opportunities;</p>	<p>At least 10% increase annually in number of African-Guyanese having access to sustainable jobs and equitable conditions of employment base year 2020.</p> <p>At least 5 agreements reached annually from 2022 with targeted organizations including measurable and monitorable targets for job placements.</p> <p>At least 10 joint monitoring</p>	<p>Annual Reports of MOSC/DOL; MOB; GMSA; PSC; SBB; ABR; Nile Valley Cooperative; IDPADA-G.</p>	<p>Lead: IDPADA-G; MOSC/DOL.</p> <p>Supporting: MOB; GMSA; PSC; SBB; ABR; Nile Valley Cooperative; IDPADA-G.</p>	<p>Advocacy funded under IDPADA-G, ABR annual work programmes.</p> <p>Funded under</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>ii. Collaborate with the Ministry of Social Protection (MOSC), Department of Labour and its Inspectorate Division (DOL) , towards undertaking regular checks on employers and service providers and ensuring that adequate and agreed emoluments and conditions are enjoyed by African-Guyanese workers comparable to other employees;</p> <p>iii. Collaborate with African-Guyanese businesses and service providers to ensure that qualified African-Guyanese youth and adults, including women and girls, are employed by such enterprises, wherever possible, bearing in mind historical and continuing denial of opportunities suffered by the African-Guyanese workforce; and</p> <p>iv. Advocate and collaborate with established businesses and conglomerates in the oil and gas, mining and quarrying, construction and allied services sectors, for increased employment and placement of qualified African-Guyanese, and access to advanced training opportunities available through such enterprises.</p>	<p>visits undertaken annually to target regions and operations from 2021.</p> <p>At least 5% increase annually in aggregate number of African-Guyanese employed in African-Guyanese businesses base year 2020.</p> <p>At least 5 agreements reached annually from 2022 with targeted businesses for increased employment and training.</p>			<p>MOSC/DOL annual budget.</p> <p>Funded under employment costs of African-Guyanese businesses.</p> <p>Advocacy funded under IDPADA-G, ABR annual work programmes.</p>
<p>Outcome 2.2: Revitalized African-Guyanese village economies, expanded employment opportunities, reduced unemployment, and job creation at village and community levels utilizing the local skills base and business/economic opportunities.</p>				
<p>Output 2.2.1 –</p>				

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>Increased numbers of African-Guyanese youth and adults, including women and girls, employed in village and community-based infrastructural works and maintenance.</p> <p>Activities:</p> <p>i. Identify at least two (2) pilot African-Guyanese villages each in Regions 2, 3, 4, 5, 6 and 10, for dedicated support in improving their environment through village-level infrastructural projects using village labour;</p> <p>ii. Advocate and collaborate with the Ministry of Communities and support the creation of Community Improvement Committees (CIC) in selected African-Guyanese villages and communities;</p> <p>iii. Provide technical support to the CIC in identifying employment opportunities in the villages and communities and in preparing costed proposals for approaching regional and local government bodies;</p> <p>iv. Advocate and provide support to selected CIC in approaching the relevant NDCs and RDCs to undertake works such as road repairs, D & I, providing employment for their members; and</p> <p>v. Provide technical support to CIC in preparing well-costed proposals for accessing funds from community development funding windows (available through the Ministry of</p>	<p>At least 10% increase annually in number of African-Guyanese employed in village improvement works base year 2020.</p> <p>Criteria developed and 12 villages selected annually for support from 2021.</p> <p>At least 12 CICs created and operationalized annually from 2021.</p> <p>Each CIC supported in developing at least 1 job creation proposal annually from 2022.</p> <p>Each CIC awarded at least 2 works contracts annually from 2022.</p> <p>Each CIC supported in preparing at least 1 proposal annually for submission to identified funding windows</p>	<p>Annual Reports by MOA; MOC; RDC; Nile Valley Cooperative; PADFARMA; MOB; SBB; IDPADA-G.</p>	<p>Lead: IDPADA-G; MOC.</p> <p>Supporting: MOA; RDC; Nile Valley Cooperative; MON; SBB; PADFARMA.</p>	<p>Funded under IDPADA-G, ABR annual work programmes.</p> <p>Funded under MOC annual budget.</p> <p>Funded under MOC annual budget.</p> <p>Funded under RDC, MOA, MOC annual budget.</p> <p>Funded under MOC annual budget.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
Communities, NGOs such as Food for the Poor and Habitat for Humanity, and small grants windows available through UN and donor agencies) for community improvement projects providing cash or food assistance to villagers and community members in exchange for working on such projects.	from 2022.			
<p>Output 2.2.2 – Increased numbers of African-Guyanese youth and adults, including women and girls, employed in village and community-based businesses.</p> <p>Activities:</p> <p>i. Provide technical support to selected CIC and villages to identify business opportunities and economic ventures such as bakeries, poultry and livestock farms, ground provision/cash crop farms, towards expanding the village economy and creating jobs for villagers, including women and girls;</p> <p>ii. Provide support to CIC in identifying training needs for villagers and community members that would equip them with the skills to start up or expand village-level businesses, in the trades, food processing, and personal care;</p> <p>iii. Advocate and provide support to CIC to approach and collaborate with churches, youth groups, sports and recreation clubs, women’s groups in delivering identified skills training</p>	<p>At least 10% increase annually in number of African-Guyanese employed in village businesses base year 2021.</p> <p>Each CIC and village supported in developing and realizing at least 1 economic venture annually from 2022.</p> <p>Skills mapped and training needs identified in at least 12 village or community annually from 2022.</p> <p>At least 2 training activities delivered annually from 2023 in each identified village or community by selected local</p>	<p>Annual Reports by MOA; MOC; MOB; NGMC; SBB; Nile Valley Cooperative; ABR; PADFARMA; IDPADA-G.</p>	<p>Lead: MOA; MOB; MOC.</p> <p>Supporting: NGMC; SBB; Nile Valley Cooperative; ABR; PADFARMA; IDPADA-G.</p> <p>Local churches, youth groups, sports and recreation clubs; women’s groups.</p>	<p>Funded under MOC annual budget.</p> <p>Funded under MOC annual budget.</p> <p>12 villages x 2 years x US\$1000.00 per village</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>programmes for villagers e.g. sewing, cake making, carpentry, hairdressing and personal care, plumbing, masonry, electrical works, appliance repairs;</p> <p>iv. Advocate and encourage established African-Guyanese businesses and enterprises to collaborate with CIC and communities in identifying business/investment opportunities and establish business ventures employing local community members and villagers; and</p> <p>v. Provide encouragement and support community members and villagers to form cooperatives and pool their financial and other resources to establish community and village-level businesses employing other community members, including women and girls.</p>	<p>organization.</p> <p>At least 1 business venture initiated annually in each selected CIC and community supported by African-Guyanese businesses.</p> <p>At least 6 village or community cooperatives formed and operational annually from 2022 in selected African-Guyanese villages and communities.</p>			<p>=US\$24,000.00</p> <p>Funded by businesses and enterprises.</p> <p>Supported under MOB, MOSP annual budgets.</p>
<p>Output 2.2.3 – Increased agricultural, livestock rearing, and agro-processing activities at community level leading to re-establishment of thriving village economies and employment in African-Guyanese villagers.</p> <p>Activities: i. Provide support to selected CIC and villages in forming or strengthening agricultural producer cooperatives, and buying, transportation and marketing cooperatives, towards ensuring that the village economy</p>	<p>At least 10% increase annually in monetary value or volume of output of selected villages base year 2021.</p> <p>At least 1 producer, buying, transportation, marketing cooperative in each selected CIC or village annually from 2022.</p>	<p>Annual Reports by MOA; NDIA; MOC; MOB; NGMC; SBB; Nile Valley Cooperative; ABR; IPED; PADFARMA; IDPADA-G.</p>	<p>Lead: MOA; MOB; MOC.</p> <p>Supporting: NDIA; RDC; SBB; NGMC; Nile Valley Cooperative; ABR; PADFARMA; Guyana Rastafarian</p>	<p>Funded under MOA, MOB/SBB annual budget.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>benefits maximally from village-level agricultural and agri-processing production and sales;</p> <p>ii. Advocate and provide support to CIC in approaching the RDC, NDC, CDC with proposals to clear village backlands (ancestral) lands using village labour for communal or individual level farms and agricultural ventures;</p> <p>iii. Advocate for support from the Ministry of Agriculture (Rural Development Department, the National Drainage and Irrigation Authority (NDIA), and the Ministry of Communities (MOC), to provide support to village agricultural production in the areas of drainage and irrigation, extension services, farm management, and marketing;</p> <p>iv. Advocate for support from the Ministry of Business (MOB), Small Business Bureau (SBB) and New Guyana Marketing Corporation (NGMC), to provide business training and other support to village agro-processing ventures in the areas of quality assurance, packaging, and domestic and export marketing;</p> <p>v. Provide technical support to CIC and villagers in preparing funding proposals, and facilitate access to small and micro-business financing windows such as IPED, and community economic development funds available through the Ministries of Communities and Business, to provide start-up and operational capital for businesses in selected African-Guyanese villages;</p>	<p>Each selected CIC awarded at least 2 works contracts annually from 2022.</p> <p>At least 12 villages receiving tangible and dedicated support annually in of drainage and irrigation, extension services, farm management, and marketing from 2022.</p> <p>Business and production training delivered to at least 12 villages annually from 2022.</p> <p>Each CIC supported in preparing at least 1 proposal annually for submission to small business windows from 2022.</p>	<p>Reports of training consultants.</p>	<p>Council; IDPADA-G.</p> <p>Small and micro-business financing windows such as IPED, and community economic development funds available through the Ministries of Communities and Business.</p> <p>Training consultants.</p>	<p>Works contracts funded by RDC, MOC.</p> <p>Funded under MOA/NDIA annual budget.</p> <p>Training funded under MOB/SBB, MOC, RDC annual budget.</p> <p>Funded under IDPADA-G, PADFARMA, ABR, Nile Valley Coop annual work programmes.</p> <p>Funded under</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>vi. Provide technical and other support to the Rastafarian community for the establishment of plantain, banana, coconut and moringa plantations, macro cash crop farms, and livestock rearing, and agro-processing facilities for preserving, packaging and marketing such products; and</p> <p>vii. Advocate and encourage outreach, financial support and mentoring by established African-Guyanese businesses and enterprises to support start-up community and village economic projects thereby creating employment and contributing to vibrant village economies.</p>	<p>At least 1 cooperative plantation established for each crop in identified Regions and communities, and at least 1 agro-processing facility operational by end 2022.</p> <p>At least 1 business venture initiated annually in each selected village supported by African-Guyanese businesses from 2021.</p>			<p>MOA annual budget.</p> <p>Funded by African-Guyanese businesses and enterprises.</p>
<p>Strategic Objective 3 - Re-build the capacity of the African-Guyanese collective for learning and self-improvement through education and training; promote the fashioning of an education system and curricula that include and recognize the history and culture of Africa and African-Guyanese; institute policies, programmes and actions that contribute to a rounded socio-cultural and science-based education for the youth including instilling appropriate attitudes, behaviours, and values; and build a cadre of African-Guyanese educators, trainers, and technical level instructors, for sustainable inter-generational learning and advancement of the African-Guyanese collective.</p>				
<p>Outcome 3.1 – Improved school attendance, performance and graduation rates among</p>				

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
African-Guyanese youth and enhanced success in Grade Six Assessment, CXC, and CSEC Examinations.				
<p>Output 3.1.1 – Increased school enrollment, attendance, completion and graduation rates among African-Guyanese students, especially the boy child.</p> <p>Activities:</p> <p>i. Advocate with the MOE for full implementation and coverage of school feeding programmes, especially for inner-city, depressed, and under-served peri-urban and rural areas;</p> <p>ii. Advocate with the MOE for the provision of free or subsidized transportation to and from school especially for students from inner-city, depressed, and under-served peri-urban and rural areas;</p> <p>iii. Advocate and partner with the Ministry of Finance and MOE in developing conditional cash transfer and other social assistance programmes such as bursaries and scholarships, that would support families in difficult circumstances in ensuring attendance and completion by school age children;</p> <p>iv. Advocate and partner with the MOE in providing appropriate counselling, mentoring, career guidance, and psycho-social programmes for in-school students and young adults on</p>	<p>At least 75% completion rate of African-Guyanese secondary school students by 2024.</p> <p>Programme extended to all Grades 1 – 4 students by end 2021.</p> <p>Transportation for all Grades 1 – 4 students by end 2022.</p> <p>Conditional cash transfer and social assistance programmes for families in difficult circumstances designed and rolled out by mid-2022.</p> <p>Counselling, mentoring, career guidance, and psycho-social programmes designed and counsellors assigned to</p>	<p>Annual Reports of MOE; Regional Education Officers (REO); MOF; IDPADA-G.</p>	<p>Lead: MOE.</p> <p>Supporting: MOF; REO in selected Regions; Managers and PTA in selected schools; PanAf; Cuffy 250; Hebrew Family of Guyana; IDPADA-G.</p>	<p>Funded under MOE, MOF annual budget.</p> <p>Funded under MOE, MOF annual budget.</p> <p>Funded under MOE, MOF annual budget.</p> <p>Funded under MOE annual budget.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>dealing with negative peer pressures, broken homes, and other negative environmental conditions;</p> <p>v. Advocate for the design and implementation of sensitive school policies dealing with teenage pregnancy, for re-integrating teenage mothers, and their completion of the full school programme, graduation and certification;</p> <p>vi. Advocate and partner with the MOE in the design and implementation of appropriate programmes and interventions for school children and especially the boy child, addressing challenges including negative peer pressure, drugs, delinquency, dropping out, irregular attendance, and inappropriate attitudes and behaviours;</p> <p>vii. Partner with the MOE in delivering motivational talks, mentoring and career guidance to school children in selected schools especially in inner-city, depressed, and under-served peri-urban and rural areas, using mentors and role models from the African-Guyanese community; and</p> <p>viii. Encourage and promote participation of African-Guyanese in Parent Teachers Associations (PTA), management, sports and other committees involved in improving the content, quality and delivery of primary and secondary education at the individual school level, thereby</p>	<p>regional clusters by end 2021.</p> <p>At least 75% of teenage mothers graduating by end 2024.</p> <p>Programmes designed and rolled out in regional clusters on negative peer pressure, drugs, delinquency, and inappropriate attitudes and behaviours by 2022.</p> <p>Mentoring programmes implemented in selected schools in regional clusters by 2022.</p> <p>At least 75% parents participating in PTAs etc. and attending at 75% or more PTA meetings by end 2023.</p>			<p>Advocacy funded under IDPADA-G, annual work programmes.</p> <p>Funded under MOE annual budget.</p> <p>Funded under MOE annual budget.</p> <p>Advocacy funded under IDPADA-G, PanAf, Cuffy250, Member Organizations annual work programmes.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
ensuring that they have a voice and can influence the educational experience of their children, including monitoring the performance of teachers and school managers.				
Outcome 3.2 – African-Guyanese school children and young adults, including young girls, provided with a well-rounded education and instilled with appropriate values of respect for peers and elders, love for self and community, and dedication to moral and social upliftment.				
<p>Output 3.2.1 – Expanded education curricula at primary and secondary levels to include more in-school and extra-curricular components in cultural studies and performances.</p> <p>Activities:</p> <p>i. Advocate and collaborate with the MOE and the Ministry of Social Cohesion, Culture, Youth and Sports (MOSCCYS) for the inclusion of more in-depth cultural studies, including African-Guyanese history and culture in the school curricula;</p> <p>ii. Advocate and partner with the MOE and MOSCCYS in the delivery of extra-curricular/after school programmes in African and African-Guyanese dance, music, art, literature and other forms of cultural expression;</p>	<p>Students graduating with basic grounding in African-Guyanese history and culture.</p> <p>Appropriately tailored cultural studies including African-Guyanese history and culture, for Grades 1 – 4 in all schools by 2023.</p> <p>Extra-curricular programmes available in at least 50% of schools by 2024.</p>	<p>Annual Reports of MOE; MOSCCYS (Department of Culture); REO; IDPADA-G.</p>	<p>Lead: MOE. Supporting: MOSCCYS; REO in selected Regions; Managers and PTA in selected schools; PanAf; Cuffy 250; Hebrew Family of Guyana; IDPADA-G.</p>	<p>Funded under MOE, MOSCCYS annual budgets.</p> <p>Funded under MOE, MOSCCYS annual budgets.</p> <p>US\$10,000 over 3 years funded by</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>iii. Organize and facilitate periodic performances by African-Guyanese musical bands (such as Yoruba Singers) and dance troupes including Cumfa and masquerade bands, and mini-exhibitions and tutorials by African-Guyanese artists to show-case their cultural productions and to instill a sense of pride among African-Guyanese students in their history and culture;</p> <p>iv. Partner with the MOE, MOSCCYS and school managers in organizing intra- and inter-school competitions with appropriate prizes and recognition for high performers, in the areas of African-Guyanese music, dance, art, sculpture, poetry, and creative writing;</p> <p>v. Partner with the MOE, MOSCCYS and school managers in organizing motivational talks by African-Guyanese spiritualists, religious and cultural leaders, including Rastafarians, towards instilling appropriate values in African-Guyanese school children such as respect for peers and elders, love for self and community, ethical behavior, and dedication to moral and social upliftment; and</p> <p>vi. Encourage and promote participation of parents in African-Guyanese villages and communities in the PTA and other and other activities for improving the content, quality and delivery of education in the village and community schools, including monitoring the</p>	<p>At least 1 performance and mini-exhibition per school in Regions 2, 3, 4, 5, 6 and 10 by 2023.</p> <p>School competitions in a wider range of African-Guyanese artistic expressions in targeted Regions and schools by 2023.</p> <p>At least 1 event per school annually in Regions 2, 3, 4, 5, 6 and 10 by end 2023.</p> <p>At least 75% parents participating in PTAs etc. and attending at least 75% PTA meetings by end 2024.</p>			<p>PTAs, IDPAGA-G, Member Organizations, fundraising activities.</p> <p>Funded under MOE, MOSCCYS annual budgets.</p> <p>US\$10,000 over 3 years funded by MOE, MOSCCYS, IDPADA-G. private contributions.</p> <p>Advocacy undertaken under IDPADA-G, PanAf, Cuffy250, Member Organizations</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
performance of teachers and school managers and disciplinary matters involving students, thereby giving life to the aphorism that “it takes a village to raise a child”.				annual work programmes.
Outcome 3.3 – African-Guyanese youth and adults, including women and girls, appropriately equipped with knowledge and understanding of their African-Guyanese roots, history and culture through programmes delivered via night schools, religious bodies, village and community organizations, and social, cultural and recreational clubs.				
<p>Output 3.3.1 – Reader and user-friendly packages on the history, culture, and experiences of African-Descendants in Guyana appropriate for all comprehension levels and general audiences.</p> <p>Activities:</p> <p>i. Collaborate with African-Guyanese historians, researchers, and cultural workers, and sponsor or commission appropriate reader and user-friendly packages on the history, culture, and experiences of African-Descendants in Guyana, including Rastafarians, suitable for school children and general audiences;</p> <p>ii. Collaborate with African-Guyanese historians, researchers, and cultural workers, and sponsor or commission in video and other electronic forms, documentaries and short films</p>	<p>Students and adults have a fair grounding in African-Guyanese history and culture.</p> <p>At least 1 user-friendly reader each on the history and culture of African-Descendants by end 2021.</p> <p>At least 2 videos, documentaries and short films on the history, culture by end 2022.</p>	<p>Annual Reports of MOE; MOSCCYS, Department of Culture(DOC); REO; IDPADA-G.</p>	<p>Lead: MOE; MOSCCYS/DOC.</p> <p>Supporting: REO in selected Regions; Managers and PTA in selected schools; Associations of Historians and Cultural Workers; Guyana Rastafarian Council, Jehovah’s</p>	<p>Funded under MOE, MOSCCYS annual budgets.</p> <p>Funded under MOE, MOSCCYS annual budgets.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>on the history, culture, and experiences of African-Descendants in Guyana, including Rastafarians, suitable for school children and general audiences;</p> <p>iii. Partner with the MOE and the MOSCCYS for placement and dissemination of such information packages, videos and documentaries in school libraries and resource centers, and for use by teachers in the cultural studies programmes;</p> <p>iv. Collaborate with Afro-centric TV stations and other media outlets for serializing, broadcasting and publishing such packages, videos and documentaries to reach the widest possible audience, and in particular African-Guyanese;</p> <p>v. Partner with and support religious bodies, village and community organizations, and social, cultural and recreational clubs, in accessing such packages, videos and documentaries for use in village and community meetings to sensitize the youth and adults on the history, culture, and experiences of African-Descendants in Guyana;</p> <p>vi. Collaborate with leaders in the Rastafarian community in the development of afro-centric/Rastafari reading, story and textbooks;</p> <p>vii. Organize and sponsor periodic performances by African-Guyanese musical bands</p>	<p>At least 75% of schools have full information packages by end 2024.</p> <p>At least 1 serialized broadcast or publication per month in various media from 2023.</p> <p>Increase by 10% annually in information packages, videos etc. supplied to identified villages and clubs - base year 2022.</p> <p>At least 1 reading, story and textbook each produced by 2022.</p> <p>At least 2 performances annually in selected villages and communities from 2021.</p>		<p>Witness, African Spiritualist organizations; UG Departments of History and Public Communication s; PanAf; Cuffy 250; Hebrew Family of Guyana; IDPADA-G.</p>	<p>Funded under MOE, MOSCCYS annual budgets.</p> <p>US\$12,000 over 2 years funded under IDPADA-G annual work programme.</p> <p>US\$10,000 over 2 years funded from private donations.</p> <p>US\$20,000 over 3 years funded from IDPADA-G and private contributions.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>(such as Yoruba Singers) and dance troupes including Cumfa and masquerade bands, and mini-exhibitions by African-Guyanese artists to disseminate and instill a sense of pride in African-Guyanese villages and communities, in their history and culture; and</p> <p>viii. Collaborate with African-Guyanese spiritual and traditional communities, including the Rastafarian, Jehovah’s Witness, African Spiritualists, and others, to record their rituals and practices for dissemination to the wider African-Guyanese collective, via radio, TV and other audio-visual media.</p>	<p>At least 3 recordings made annually and broadcast via radio, TV and other audio-visual media from 2021.</p>			<p>US\$20,000 over 4 years funded from IDPADA-G and private contributions.</p> <p>US\$20,000 over 4 years funded from IDPADA-G and private contributions.</p>
<p>Outcome 3.4 – African-Guyanese, including women, enabled in larger numbers and increasingly so over time, to attend and graduate from advanced training institutions, and empowered with knowledge, expertise, skills and aptitude to enter the professions and other high-paying jobs.</p>				
<p>Output 3.4.1 – Increased numbers of African-Guyanese graduating annually from the University of Guyana (UG), other tertiary and teacher training institutions, and filling managerial and pedagogic positions in the public and private sectors.</p> <p>Activities: i. Advocate and partner with the MOE and</p>	<p>50% increase in graduates from UG and training institutions by end 2024; and 50% increase in numbers filling managerial and teaching positions by end 2024.</p> <p>10% increase annually in</p>	<p>Annual Reports of UG; Teacher Training colleges; MOE; MOF; PSC; GMSA; SBB; ABR; IDPADA-G.</p>	<p>Lead: MOE; MOF.</p> <p>Supporting: UG; Teacher Training colleges; PSC; GMSA; SBB; ABR; PanAf;</p>	<p>Funded under</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>the UG administration to ensure appreciable numbers of African-Guyanese applicants gain admission to such institutions, and that entry qualifications are appropriately set and remedial programmes implemented, in light of historical and contemporary disadvantages visited on African-Guyanese especially from inner-city, depressed and underserved peri-urban and rural areas;</p> <p>ii. Advocate and partner with the MOF and MOE for the discontinuation/abolition of all fees and other charges payable for pursuing certificate, diploma and degree programmes at UG;</p> <p>iii. In the absence of full abolition, advocate and partner with the MOF and MOE to ensure that fee levels and other charges, are significantly reduced for programmes at UG, especially programmes in law, medicine and engineering;</p> <p>iv. In the absence of reduced fees and other charges, advocate with the MOF for generous and equitably available student loans, with reasonable and less onerous repayment schedules thereby increasing access by African-Guyanese to university and higher education;</p> <p>v. Advocate with the MOE and the teacher training institutions for more bursaries and generous stipends for aspiring teachers, (including transportation and/or accommodation for students from distant regions and</p>	<p>African-Guyanese admitted to tertiary training institutions from 2021.</p> <p>Fees abolished from 2021-2022 academic year.</p> <p>Fee levels reduced annually by 25% from 2021-2022.</p> <p>At least 50% of African-Guyanese students accessing funding annually for higher education on generous and equitable terms.</p> <p>At least 10% increase annually in African-Guyanese graduating with teaching qualifications – base year 2021.</p>		Cuffy 250.	<p>IDPADA-G and Member Organizations annual work programmes.</p> <p>Funding gap provided under MOF and MOE annual budgets.</p> <p>Funded under MOE annual budget.</p> <p>Funded under MOE annual budget.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>communities), towards increasing the number of African-Guyanese students entering and graduating with teaching qualifications from such institutions; and</p> <p>vi. Collaborate with established African-Guyanese businesses and other to provide bursaries, scholarships, financial and other assistance to high-performing and deserving African-Guyanese students attending such tertiary institutions, especially for students from inner-city, depressed, and underserved peri-urban and rural communities.</p>	<p>At least 25 bursaries, scholarships, etc. provided annually by African-Guyanese business persons for targeted African-Guyanese students.</p>			<p>Funded by African-Guyanese businesses and enterprises.</p>
<p>Output 3.4.2 – Increased numbers of African-Guyanese qualifying annually in disciplines such as medicine, law, engineering, accounting, and other high-paying professions, giving back to their communities, and serving as role models for others in the African-Guyanese collective.</p> <p>Activities:</p> <p>i. Advocate and partner with local Professional Associations such as the Guyana Medical Council (GMC), Guyana Association of Professional Engineers (GAPE), Guyana Bar Association (GBA), Guyana Association of Female Lawyers (GAFL), and professional bodies for Accountants, Architects, Quantity Surveyors, and others, in establishing scholarships and bursaries</p>	<p>At least 10% increase annually in graduates in medicine, law, engineering, accounting, and other high-paying professions – base year 2022.</p> <p>At least 10 scholarships and bursaries provided by targeted Professional Associations and available annually to deserving PAD students through professional associations from 2021.</p>	<p>Annual reports of MOF; MOPH; MOLA; identified Professional Associations; ABR; identified Foreign-Owned firms operating in Guyana; IDPADA-G.</p>	<p>Lead: MOF; MOPH; MOLA.</p> <p>Supporting: MOB; GMC; GAPE; GBA; GAFL; GMSA; PSC; SBB; ABR; identified Professional Associations; identified Foreign-Owned firms operating in Guyana; IDPADA-G.</p>	<p>Funded by Professional Associations and private donations.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>for promising and well-deserving African-Guyanese students desirous of entering such fields;</p> <p>ii. Advocate and partner with the MOF, Ministry of Legal Affairs (MOLA), and Ministry of Public Health (MOPH) for more scholarships and bursaries for well-qualified and deserving students desirous of attending law and medical schools in Trinidad and Jamaica, especially for students from poor family backgrounds who may not have the financial means to pursue such costly programmes;</p> <p>iii. Advocate and partner with African-Guyanese businesses, including law firms, medical practitioners, engineering, accounting, and construction firms, and other well-off sympathizers to provide full or partial scholarships and bursaries for well-qualified and deserving students desirous of pursuing professional qualifications in Guyana or abroad; and</p> <p>iv. Encourage and partner with established local and foreign-owned firms and conglomerates operating in Guyana, especially in oil and gas, mineral extraction, construction, agriculture and forestry, to establish generous scholarship and bursary programmes, equally and equitably available and accessible to promising and well-deserving African-Guyanese students desirous of pursuing higher and professional education and</p>	<p>At least 10 scholarships and bursaries provided by MOLA and MOPH and available annually to deserving PAD students in law and medicine from 2021.</p> <p>At least 10 full or partial scholarships and bursaries provided annually to deserving PAD students funded by African-Guyanese businesses.</p> <p>At least 10 full or partial scholarships and bursaries provided annually to deserving PAD students funded by foreign firms in identified disciplines.</p>			<p>Funded under MOE, MOLA, MOPH annual budgets.</p> <p>Funded by African-Guyanese businesses and enterprises.</p> <p>Funded by local and foreign-owned businesses and enterprises.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
training.				
<p>Strategic Objective 4 - Reduce systemic and structural inequities and inequalities in access to socio-economic opportunities and goods and services; restore conditions of equity and equality in relations between African-Guyanese and other ethnic groups; address and remove inequities and inequalities in access to justice and treatment by the courts, law enforcement, and prison officials; combat racial profiling and negative stereotyping of African-Guyanese; promote equity and equality in the expression of religion in public meetings and spaces; and restore hope and confidence in the African-Guyanese collective, and youth in particular, through the realization of equity, justice and development.</p>				
<p>Outcome 4.1 – African-Guyanese enjoy equality of access to socio-economic opportunities and services, and equity in their share of state assets and the benefits of national development vis-à-vis other races.</p>				
<p>Output 4.1.1 – Policies, laws, programmes and actions implemented to expand access and reduce inequities in development benefits for African-Guyanese.</p>	<p>Identified legislation, policies, and programmes revised and implemented to advance equity, justice and development for PAD by 2024.</p>	<p>Annual Reports of MOSP; MOLA; MOC; MOF; MOE; CPTAB;</p>	<p>Lead: MOC; MOSP; MOLA. Supporting: MOP/DPS;</p>	<p>Advocacy funded under IDPADA-G, ABR, ACDA, and Member Organizations annual work</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>Activities:</p> <p>i. Partner with relevant Afro-centric organizations on enactment or strengthening of the following policies and programmes:</p> <ul style="list-style-type: none"> • Advocate with relevant government ministries and agencies for action-oriented policies and action plans, including affirmative action to ensure non-discrimination, particularly as regards to access to social services, employment, housing, education, healthcare etc.; • Advocate and partner with the MOSP/ Department of Labour (DOL) for special attention when devising and implementing policies and legislation, to enhance protection of workers' rights, and issues of exploitation of vulnerable workers and communities; • Advocate and partner with the MOLA, and the Ministry of the Presidency (MOP), Department of Public Service (DPS) in developing and strengthening anti-racist and gender-sensitive human rights training for public officials; • Advocate with the MOF, the National Procurement and Tender Administration Board (NPTAB), and Ministerial and RDC tender boards towards reform of tendering procedures, greater transparency in tendering and award processes, and removal of the complaints of favoritism and racial bias; 	<p>Action plans in human rights, access to justice, access to services, and non-discrimination formulated and implemented by 2024.</p> <p>Existing and new laws with enhanced workers protection by 2023.</p> <p>All entry level public officials provided with human rights training by 2022.</p> <p>Revised and more transparent tendering procedures by 2021; at least 50% reduction in complaints by 2023.</p>	<p>MOP/DPS; MOB; MOPI; ABR; PSC; IDPADA-G.</p>	<p>MOB; MOPH; CPTAB; RDC; MOSP/DOL; MOPI; ABR; ACDA.</p> <p>Commercial banks, Credit Unions, and other Financial Institutions.</p>	<p>programmes.</p> <p>Funded under MOLA, MOSP annual budgets.</p> <p>Funded under MOSP/DOL annual budgets.</p> <p>Funded under MOLA, MOP/DPS annual budgets.</p> <p>Funded under MOF, NPTAB, MOB, MOC annual budgets.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<ul style="list-style-type: none"> Advocate with the MOF, the commercial banks, credit unions and other lending institutions for more favorable lending policies including collateral requirements, thereby increasing access of African-Guyanese business persons to loans and financing; Advocate with the MOLA, MOF, MOB and other relevant agencies towards implementing the relevant legislation and regulations on reserving at least 20% of state contracts for small contractors, with special attention to African-Guyanese contractors; Advocate with the MOPI, MOB, MOF and other relevant bodies for affirmative action legislation to enforce the allocation of an agreed percentage of publicly-funded contracts to qualified African-Guyanese contractors. 	<p>Standardized and non-discriminatory loan requirements applied by financial institutions by 2021.</p> <p>Regulations for 20% prepared and implemented by MOB in 2020.</p> <p>Affirmative action legislation for contracts to PAD in Parliament by end 2021 .</p>			<p>Funded under MOF, MOC, Bank of Guyana (BOG) annual budgets.</p> <p>Funded under MOB annual budget.</p> <p>Funded under MOPI, MOB, MOF annual budgets.</p>
<p>ii. Advocate and partner with the MOC, MOF, MOA, Ministry of Social Protection (MOSP), Ministry of Public Infrastructure (MOPI), Ministry of Legal Affairs (MOLA), and other relevant agencies on policies and programmes to address challenges facing African-Guyanese communities, including:</p> <ul style="list-style-type: none"> Developing and promoting a social policy to address the social and psycho-social problems specific to African-Guyanese communities; Establishing an effective land distribution mechanism with appropriate and legitimate 	<p>Draft policy prepared by MOC by mid-2021.</p> <p>Mechanism implemented by GLSC by end 2021.</p>	<p>Annual Reports of MOC; MOF; MOSP; MOPI; MOLA; MOA; GLSC; IDPADA-G.</p>	<p>Lead: MOC; MOSP.</p> <p>Supporting: MOF; MOPI; MOLA; MOA/NDIA; GLSC; RDC; NDC; Nile Valley Cooperative; Hebrew Family of Guyana;</p>	<p>Advocacy funded under IDPADA-G, ABR, ACDA, Member Organizations annual work programmes.</p> <p>Funded under MOC annual budget.</p> <p>Funded by GLSC</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>representation of PAD;</p> <ul style="list-style-type: none"> Operationalizing community-based social work programmes that can provide particularized responses to the problems in African-Guyanese communities; Improving access roads, D & I, and irrigation canals serving African-Guyanese villages and communities; Empowering local government bodies, including the establishment of village councils, and the provision of resources for their operations; Devising and implementing support mechanisms to enhance the quality of life of the single parent family in African-Guyanese communities; Decriminalizing the use of marijuana for medical and ritualistic purposes that currently weighs heavily on the African-Guyanese and Rastafarian populations, while regulating its production in commercial quantities. 	<p>Social work programmes in place by MOSP by end 2021.</p> <p>Enhanced infrastructural programmes by 2022.</p> <p>At least 5 villages incorporated annually from 2021.</p> <p>Single parent support programme by MOSP by end 2021.</p> <p>Draft Legislation to decriminalize marijuana in Parliament by end 2020.</p>		<p>Guyana Rastafarian Council; PADFARMA; IDPADA-G.</p>	<p>annual budget.</p> <p>Funded under MOSP annual budget.</p> <p>Funded under NDIA annual budget.</p> <p>Funded under MOC annual budget.</p> <p>Funded under MOSP annual budget.</p> <p>Funded under MOLA annual budget.</p>
<p>iii. Advocate and partner with the Ministry of Public Health on:</p> <ul style="list-style-type: none"> Policy and legislation to ensure equal access to comprehensive, quality, and affordable primary health care accessible to poor and underserved African-Guyanese villages and communities; Developing and strengthening anti-racist 	<p>Quality and accessible health care facilities in all Regions by 2022.</p> <p>Anti-racist, gender-sensitive HR</p>	<p>Annual Reports of MOPH; National AIDS Programme; GMC; UG; IDPADA-G.</p>	<p>Lead: MOPH.</p> <p>Supporting: MOLA; MOC; UG (Medical School); National AIDS Programme;</p>	<p>Funded under MOPH, MOC annual budgets.</p> <p>Funded under</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>and gender-sensitive human rights (HR) training for public healthcare and education officials and a workforce that is both diverse and motivated to work in underserved communities, including African-Guyanese villages and communities;</p> <ul style="list-style-type: none"> Improving the status of marginalized communities, underserved African-Guyanese villages and communities, in conjunction with health care workers assigned to such areas; Undertaking studies on the differential impacts of medical treatments and health strategies on various communities, including African-Guyanese villages and communities, in conjunction with healthcare professionals and researchers; Implementing programmes to improve HIV/AIDS and NCD prevention, care, treatment and other support services especially for high-risk, and underserved African-Guyanese villages and communities; Investment in health infrastructure tackling HIV/AIDS, tuberculosis, malaria, diabetes, hypertension and other NCDs prevalent in the African-Guyanese community; Implementing public education and information programmes, and disseminating appropriate messages through mass media, to eliminate violence, stigmatization, discrimination, unemployment and other negative consequences arising from health epidemics; 	<p>training for all entry level medical staff in all regions by 2021 with emphasis on managing diversity.</p> <p>Health care advocates to improve community health in all health centers by 2022.</p> <p>Central research capacity developed in MOPH and studies being undertaken by 2022.</p> <p>New HIV/AIDS strategy and NCD policy implemented by end 2020.</p> <p>Investments increased for identified diseases by 10% annually from 2021.</p> <p>At least 6 PSAs produced annually with media organizations and performing artistes and disseminated by 2021.</p>		<p>Regional Health Directors; National Council on NCDs; GMC; Media Houses; Guyana Association of Performing Artistes; IDPADA-G.</p>	<p>MOPH annual budget.</p> <p>Funded under annual MOPH budget.</p> <p>Funded under annual MOPH budget.</p> <p>Funded under annual MOPH budget.</p> <p>Funded under annual MOPH budget.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<ul style="list-style-type: none"> Implementing multi-media public education and awareness programmes designed to educate the general public on healthy lifestyles, disease prevention, foods and nutrition, infant and childcare, and accessing the public health system, including hospitals, health centers, and health posts, ensuring outreach to underserved urban, peri-urban and rural African-Guyanese communities. 	<p>At least 6 multi-media programmes on health promotion and access disseminated country-wide by 2022.</p>			<p>Funded under MOPH annual budget.</p>
<p>Outcome 4.2 – African-Guyanese, especially youth, enjoy greater equity and equality of access to justice before the courts, and fair treatment by law enforcement and correction officials, consistent with national and human rights legislation and norms.</p>				
<p>Output 4.2.1 – Effective measures implemented to address and remove inequities and inequalities in access to justice and treatment before the courts.</p> <p>Activities:</p> <ol style="list-style-type: none"> Advocate with the MOLA for revised legislation on equal rights and full implementation in an equitable manner; Advocate and partner with MOLA to ensure human rights (HR) training for personnel in the administration of justice and the courts; Advocate with MOPS and ERC for undertaking research to examine possible links 	<p>African-Guyanese experiencing at least 10% reduction in arrests and incarceration annually from 2021.</p> <p>Revised legislation in Parliament by end 2021.</p> <p>HR training for all law officers by 2022.</p> <p>Agreement with MOPS, GPF, ERC and research done in 2022.</p>	<p>Annual Reports of MOLA: MOPS; ERC; Parliament Office; GPF; DPP; GBA; MOFA; IDPADA-G.</p> <p>Reports of training consultants.</p>	<p>Lead: MOLA; MOPS.</p> <p>Supporting: GPF; DPP; GBA; MOFA; ERC; Parliament Office; IDPADA-G.</p> <p>Administration of the Courts; Judiciary and</p>	<p>Funded under MOLA budget.</p> <p>Funded under MOLA budget.</p> <p>Funded under MOPS annual</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>between criminal prosecution, police violence and penal sanctions on the one hand, and racism, racial discrimination towards taking steps to eradicate such links and discriminatory practices;</p> <p>iv. Advocate with MOLA and the Court Administration for the state to ensure the right to equal treatment before the tribunals and other organs administering justice;</p> <p>v. Advocate with the Director of Public Prosecutions (DPP) and the Court Administration for speedy trials for offenders, thereby reducing the excessive numbers of African-Guyanese on remand awaiting trial;</p> <p>vi. Partner with the Bar Association and African-Guyanese lawyers and law firms to ensure adequate legal representation for African-Guyanese, particularly young males, including free/or minimal costs for legal aid and representation before the courts;</p> <p>vii. Advocate and partner with the state to foster awareness among the various agents in the criminal justice system towards ensuring fair and impartial application of the law;</p> <p>viii. Partner with African-Guyanese lawyers, law firms, and others sympathetic to the challenges in navigating the legal system, towards delivering lectures, tutorials, and preparing information packages, on basic legal and human rights as citizens;</p> <p>ix. Partner and advocate with MOLA,</p>	<p>Agreement with Court Administration by 2022.</p> <p>Measures in place including electronic equipment to produce court transcripts by end 2021.</p> <p>Widely accessible and affordable legal aid and representation available to African-Guyanese offenders by end 2022.</p> <p>HR training provided to all law officers emphasizing fairness and impartiality by 2022.</p> <p>Monthly lectures and tutorials delivered in capital towns, and briefs and information packages on basic legal and human rights ready by 2023.</p> <p>Collection of best practices</p>	<p>Research report publicly available.</p>	<p>Magistracy; African-Guyanese lawyers and law firms.</p>	<p>budget.</p> <p>Advocacy funded under IDPADA-G annual work programme.</p> <p>Funded under Court Administration budget. Programme free for users. Funded through contributions in kind and cash by legal fraternity.</p> <p>Funded under MOLA budget.</p> <p>Funded through contributions in kind and cash by legal fraternity.</p> <p>Funded by</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>Ministry of Foreign Affairs (MOFA), GBA and others for accessing best practices from Africa and the African Diaspora regarding criminality and other pathologies among PAD; and</p> <p>x. Advocate with the MOLA, MOPS, the Administration of the Courts, and other relevant actors for decriminalizing the possession of small quantities of marijuana and the removal of custodial sentences for persons, mostly African-Guyanese, convicted of possession.</p>	<p>available in Court and other libraries by end 2024.</p> <p>Revised legislation prepared and in Parliament by end 2020.</p>			<p>MOLA, MOFA budgets and contributions in kind from legal fraternity.</p> <p>Funded under MOLA annual budget.</p>
<p>Output 4.2.2 – Effective measures implemented to address and remove inequities and inequalities in treatment by law enforcement, community policing groups, and prison officials.</p> <p>Activities:</p> <p>i. Advocate and partner with MOLA, Ministry of Public Security (MOPS), Guyana Police Force (GPF), and Guyana Prison Service (GPS) to ensure human rights training for personnel in law enforcement, community policing, correctional and security services;</p> <p>ii. Advocate for more racially-balanced community policing patrols, and ensure more respect and responsiveness to the rights and concerns of African-Guyanese;</p> <p>iii. Advocate with MOLA, MOPS, GPS and other relevant agencies to establish a corrections</p>	<p>At least 10% reduction annually from 2021 in complaints to Police Complaints and other bodies – base year 2020.</p> <p>HR training for personnel in law enforcement, community policing, correctional and security services by end 2022.</p> <p>Community policing groups revamped to reflect racial balance and diversity by 2022.</p> <p>Enhanced skills training as part of custodial sentences and</p>	<p>Annual Reports of MOPS; GPF; GPS; MOLA; Guyana Human Rights Association (GHRA); IDPADA-G.</p> <p>Reports on HR training activities.</p> <p>Reports on skills training programmes in correctional institutions.</p>	<p>Lead: MOPS.</p> <p>Supporting: MOLA; GPF/PCA/OPR;G HRA; GPS; IDPADA-G; ACDA.</p>	<p>Advocacy funded under IDPADA-G, ACDA, annual work programmes.</p> <p>Funded under MOLA, MOPS budgets.</p> <p>Funded under MOPS annual budget.</p> <p>Funded under MOPS, GPS</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>programme, including reintroducing youth or national service programmes to address increasing delinquency and recidivism;</p> <p>iv. Advocate and partner with the MOPS and the administration of the GPF towards reducing the incidences of illegal searches and questionable charges, especially of young African-Guyanese males; and</p> <p>v. Advocate and partner with the MOPS and GPF towards ensuring more professional policing and the elimination of rogue practices such as shakedowns, soliciting bribes for non-prosecution, and profiling and targeting of young African-Guyanese males.</p>	<p>integral for re-integrating inmates upon release by 2022.</p> <p>Enhanced training leading to complaints of illegal searches and harassment reduced by at least 50% by end 2023.</p> <p>Enhanced training leading to documented reports of unprofessional policing reduced by 20% annually – base year 2021.</p>	<p>Annual Reports of Police Complaints Authority (PCA).</p> <p>Annual Reports of GPF/Office of Professional Responsibility (OPR).</p>		<p>annual budgets.</p> <p>Funded under MOPS, GPS annual budgets.</p> <p>Funded under MOPS, GPS annual budgets.</p>
<p>Outcome 4.3 – African-Guyanese encounter significantly reduced incidences and situations of racism, racial profiling and negative stereotyping.</p>				
<p>Output 4.3.1 – Effective measures implemented and reduction in incidences and situations of racism, racial profiling and negative stereotyping.</p> <p>Activities:</p> <p>i. Advocate with MOLA to establish, strengthen, review, and reinforce the effectiveness of independent national human rights institutions, particularly on issues of racism and racial discrimination;</p> <p>ii. Advocate with MOLA, MOF and relevant</p>	<p>Reports of incidences of racism, racial profiling and negative stereotyping reduced by 20% annually – base year 2021.</p> <p>Investigative and prosecutorial powers of ERC approved by Parliament by end 2022.</p> <p>ERC adequately financed and</p>	<p>Annual Reports of MOLA; MOF; ERC; GPF; DPP; MOFA; GHRA; IDPADA-G.</p> <p>Reports on public education and awareness</p>	<p>Lead: MOLA; ERC.</p> <p>Supporting: MOF; ERC; GPF; DPP; Parliament Office; MOFA; GHRA; IDPADA-G.</p> <p>Public education</p>	<p>Funded under ERC annual budget.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>agencies to provide human rights institutions dealing with racism and racial discrimination with adequate financial resources, competence, and capacity for investigation, research, and public awareness activities to fulfill their mandates;</p> <p>iii. Advocate with MOLA and relevant agencies for policy and laws to combat racism, racial discrimination, xenophobia and related intolerance;</p> <p>iv. Advocate with MOLA and ERC for implementing mechanisms for monitoring and eliminating racism, racial discrimination, xenophobia and related intolerance;</p> <p>v. Advocate with MOLA and ERC for policies and measures that encourage citizens and institutions to take a stand against racism, racial discrimination, xenophobia and related intolerance;</p> <p>vi. Advocate and partner with MOLA and ERC on documenting and sensitizing the general public on terms used to denigrate PAD, their customs and traditions towards eradicating bigotry and racism;</p> <p>vii. Advocate with MOLA, MOPS, GPF, and the Office of the Director of Public Prosecutions (DPP) to carry out comprehensive, exhaustive, timely and impartial investigations of all acts of discrimination, and to prosecute as appropriate;</p> <p>viii. Advocate for an entity to be established under the Ethnic Relations Commission (ERC), to</p>	<p>staffed, and public education activities enhanced for greater outreach and impact in addressing racism by end 2021.</p> <p>Legal framework reviewed and legislation for strengthening in Parliament by end 2022.</p> <p>Observatory for monitoring racism established under ERC with participation of major groups by end 2022.</p> <p>Public education leading to citizen reports on instances of racism increased by 10% annually – base year 2021.</p> <p>Sensitization on bigotry and racism integrated into public awareness programme by ERC by end 2021.</p> <p>Investigations and successful prosecutions of reported acts of discrimination increase by 10% annually – base year 2022.</p> <p>Implementation of Durban</p>	<p>programmes.</p>	<p>and awareness consulting firms.</p>	<p>Funded under ERC annual budget.</p> <p>Funded under MOLA annual budget.</p> <p>Funded under ERC annual budget.</p> <p>Funded under ERC annual budget.</p> <p>Funded under ERC annual budget.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>implement the Durban Declaration and Programme of Action;</p> <p>ix. Advocate for full inter-ethnic equity within the ERC, and a mechanism to ensure that the specific interests of PAD are addressed; and</p> <p>x. Advocate with MOLA, ERC and other relevant agencies, for full implementation of the recommendations in the Reports of UN Special Rapporteurs, Gay McDougal and Doudou Diene, and the Report of the Africa Union Study Tour Mission.</p>	<p>Declaration formally placed under the mandate of ERC by end 2021.</p> <p>Annual review of work of ERC to ensure inter-ethnic equity.</p> <p>Implementation of recommendations of Special Rapporteurs formally placed under MOLA by end 2021.</p>			<p>Funded under MOPS, DPP annual budgets.</p> <p>Funded under ERC annual budget.</p> <p>Funded under IDPADA-G, ACDA annual work programmes.</p> <p>Funded under MOLA annual budget.</p>
<p>Outcome 4.4 - Public acknowledgement and respect for equity and equality of everyone's religion in public spaces and gatherings.</p> <p>Output 4.4.1 – Public meetings and gatherings observing a Minute of Silence and no longer subscribing to a prayer used by any religion to open or bless such gatherings.</p> <p>Activities:</p> <p>i. Advocate for a Memorandum of Agreement</p>	<p>At least 50% of all nationally-advertised public meetings using Minute of Silence to open such gatherings by 2022.</p>	<p>Annual Reports of IDPADA-G; Member Organizations; ERC; MOSCCYS; national cultural and</p>	<p>Lead: IDPADA-G</p> <p>Supporting: ERC; MOSCCYS; Member Organizations;</p>	<p>Advocacy funded under IDPADA-G, and Member Organizations annual work programmes.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>(MOA) with IDPADA-G Member Organizations as a national ‘prototype’ to engage the wider public;</p> <p>ii. Secure approval of this new policy through a "Resolution" approved at the next quarterly IDPADA-G Assembly meeting;</p> <p>iii. Advocate for a new policy and secure approval from the widest cross-section of religious and secular organizations, nationally; and</p> <p>iv. Secure the adoption of a national policy and/or revision of relevant legislation so that equity and equality of all faiths and religions becomes the accepted national policy and practice.</p>	<p>MOA drafted by IDPADA-G Secretariat by mid-2020.</p> <p>Resolution approved by Assembly last quarter 2020.</p> <p>Advocacy with religious and secular organizations during 2021.</p> <p>Policy adopted and/or legislation amended by end 2022.</p>	<p>service organizations; non-religious clubs and community organizations; Government Ministries; other public bodies and agencies; Private Sector organizations; Labour organizations.</p>		
<p>Strategic Objective 5 - Support demands by the African-Guyanese collective, the Caribbean and Latin American Diaspora, and the independent nations of Africa, for an apology and reparations for the injustices and deprivations of African trans-Atlantic slavery; advocate for the full embracing by the former colonial powers and others complicit in African enslavement of the UN Decade for People of African Descent and the calls for justice, recognition, and development; promote a similar embracing and admission by other ethnic groups in contemporary Guyana who may have benefited from, or been complicit in, the subjugation, oppression, exploitation, and dispossession of African-Guyanese historically</p>				

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
and into the contemporary period; and support therapeutic healing from the cross-generational impacts of centuries of oppression, cultural genocide, and psychological deformation.				
Outcome 5.1 – African-Guyanese and others sensitized and fully aware of the UN International Decade for People of African Descent (IDPAD) and the calls for justice, recognition, and development.				
<p>Output 5.1.1 – Media campaign on the UN IDPAD.</p> <p>Activities:</p> <p>i. Partner with Reparations Committee, ACDA, and other active Afro-centric organizations towards formulating and delivering media products on the Decade;</p> <p>ii. Partner with sympathetic media houses, radio and TV stations in disseminating the work and activities of IDPADA-G and other organizations in pursuance of the goals of the decade;</p> <p>iii. Partner with other Afro-centric organizations towards organizing and delivering workshops, symposia, outreaches etc. on African history and cultures, the African slavery and its aftermath and impacts, and the African-</p>	<p>On-going public information via all media on the IDPAD.</p> <p>At least 6 media products disseminated annually for all audiences.</p> <p>Bi-monthly multi-media updates on activities 2020 – end 2024.</p> <p>Quarterly workshops, symposia, outreaches etc. on African history, cultures, and slavery and its impacts 2020 – end 2024.</p>	<p>Annual Reports of Reparations Committee; ACDA; IDPADA-G; MOSCCYS; MOFA.</p>	<p>Lead: Reparations Committee; IDPADA-G.</p> <p>Supporting: Reparations Committee; ACDA; MOSCCYS; Cuffy 250; PanAf.</p>	<p>Funded under Reparations Comm., IDPADA-G annual work programmes.</p> <p>Production and dissemination costs over 5 years = US\$30,000</p> <p>Updates over 5 years = US\$30,000</p> <p>4 events x 5 years x US\$2500.00 per</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>Guyanese experience in Guyana; and</p> <p>iv. Meet with representative organizations of other ethnic groups in Guyana towards sensitizing them on the UN IDPAD, the Programme of Action, the activities being conducted in Guyana under the leadership of IDPADA-G and other representative Afro-centric organizations.</p>	<p>Annual meetings with other race groups 2020 – end 2024.</p>			<p>event = US\$50,000.00</p> <p>1 meeting x 5 years x 2500.00 = US\$12,500.00</p>
<p>Outcome 5.2 – African-Guyanese sensitized and fully embracing the demands for expiation by the former colonial rulers, the Government of Guyana, and other ethnic groups.</p>				
<p>Output 5.2.1 – Expiation programme articulated and used for pressing demands of African-Guyanese.</p> <p>Activities:</p> <p>i. Partner with the Guyana Reparations Committee and other Afro-centric organizations and seek a formal apology from the Government of Guyana as successor state, for the enslavement of our African ancestors and their forcible transportation to Guyana, and the injustices done to them and their descendants, historically and up to the present time;</p> <p>ii. Seek an apology from other ethnic groups which participated in the enslavement and general oppression of Africans and their descendants in Guyana;</p>	<p>Fully articulated Expiation Programme disseminated to all stakeholders by end 2020.</p> <p>Information disseminated on the Apology and Atonement Programme by end 2022.</p> <p>Formal Statements by other race groups by end 2023.</p>	<p>Annual Reports of Reparations Committee; ACDA; IDPADA-G; MOC; MOF; MOSCCYS; MOF; GLSC.</p>	<p>Lead: Reparations Committee; IDPADA-G.</p> <p>Supporting: ACDA; MOC; MOSCCYS; MOF; GLSC; Guyana Rastafarian Council; Cuffy 250; PanAf.</p>	<p>Advocacy funded under Reparations Comm., IDPADA-G, ACDA, annual work programmes.</p> <p>Dissemination costs of PSAs etc. = US\$10,000.00</p> <p>Funded under groups PR budgets.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>iii. Advocate with the Government Guyana and other relevant actors for the payment of an agreed sum as financial compensation to the African-Guyanese collective for the injustices done to their ancestors and succeeding generations during slavery and beyond;</p> <p>iv. Advocate with the Government of Guyana and other relevant actors for assignment of 18% of Guyana’s territory as collectively owned by African-Guyanese;</p> <p>v. Advocate with the Government of Guyana for the establishment of an effective land distribution mechanism with appropriate and legitimate representation of PAD;</p> <p>vi. Partner with other Afro-centric organizations and advocate for the establishment of a Foundation to manage properties of PAD who have died intestate;</p> <p>vii. Advocate with the Government of Guyana for a waiver of all incumbrances to accessing properties belonging to the Negro Peoples Convention for development purposes and the benefit of PAD;</p> <p>viii. Advocate with the Government of Guyana for the establishment of a special “Revolving Fund” for African-Guyanese development, including Rastafarians;</p> <p>xii. Partner with other Afro-centric organizations and advocate for a socio-economic study of African-Guyanese villages, including</p>	<p>Reparations package agreed and publicized by end 2023.</p> <p>Publication of agreement on 18% of Guyana’s territory by end 2024.</p> <p>Mechanism formalized and implemented by GLSC by 2021.</p> <p>Foundation established by end 2022.</p> <p>Waiver publicized by end 2022.</p> <p>Revolving Fund established and functioning by end 2024.</p> <p>5 villages selected annually; socio-economic studies undertaken and plans prepared</p>			<p>Funded under GOG PR budget.</p> <p>Funded under GOG PR budget.</p> <p>Funded under GLSC annual budget.</p> <p>Funded under MOLA, MOC annual budgets.</p> <p>Funder under MOC, MOF annual budgets.</p> <p>Funded under MOLA, MOF annual budgets.</p> <p>Funded under MOC annual</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>health, education, economic and other assets, skills base, youth expectations and aspirations, and other relevant issues, towards formulating and financing village development plans as part of the redress for past injustices and dispossession; and</p> <p>xiii. Advocate and partner with the MOSCCYS for implementation of a programme to support, sports, culture and recreational activities among PAD, with special focus on youth, towards developing disciplined African-Guyanese individuals and communities.</p>	<p>led by MOC; funding secured under the annual budget; and plans implemented from end 2022.</p> <p>Multi-focal programme implemented in each target Region by end 2021 focusing on African-Guyanese youth.</p>			<p>budgets.</p> <p>Funded under MOSCCYS annual budgets.</p>
<p>Output 5.2.2 – Expiation programme documented and disseminated among African-Guyanese and other ethnic groups.</p> <p>Activities:</p> <p>i. Finalization of the Expiation Programme, led by the Guyana Reparations Committee with support from IDPADA-G and other Afro-centric organizations;</p> <p>ii. Presentation of programme to the state of Guyana and other ethnic groups complicit in the injustices done to African-Guyanese;</p> <p>iii. Sensitization sessions and outreaches on the programme with Afro-centric and other representative organizations of African-Guyanese;</p> <p>iv. Presentation and dissemination of the</p>	<p>Handouts, flyers, media products disseminated to African-Guyanese and other race groups by 2022.</p> <p>Fully articulated Expiation Programme by end 2020.</p> <p>Programme submitted to GOG in 2021.</p> <p>All organizations reached by end 2022.</p> <p>Expiation Programme disseminated to all</p>	<p>Annual Reports of Reparations Committee; ACDA; IDPADA-G; MOC; MOE; MOSCCYS;</p>	<p>Lead: Reparations Committee; IDPADA-G.</p> <p>Supporting: ACDA; MOC; MOE; MOSCCYS; MOF; Guyana Rastafarian Council; Cuffy 250; PanAf.</p> <p>Media consultants and media houses.</p>	<p>Funded under Reparations Committee, IDPADA-G, ACDA work programmes.</p> <p>Costs for sessions = US\$10,000.00</p> <p>Costs for</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>agreed Programme among African-Guyanese, and other ethnic groups and audiences, via radio, television, social media, print media, and regional, community and village outreaches;</p> <p>v. Organization of national and regional symposia and other fora on the Programme, and further mass dissemination using various multi-media forms; and</p> <p>vi. Establishment of a Reparations Council in every African-Guyanese community and village.</p>	<p>stakeholders by end 2022.</p> <p>At least 2 events annually nationally and in each Region.</p> <p>Councils in at least 50% of communities by end 2024.</p>			<p>country-wide dissemination = US\$5000.00</p> <p>2 events x 2 years x 10 Regions x US\$1500 per event = US\$60,000.00</p>
<p>Output 5.2.3 – Actions by way of atonement for injustices and deprivations suffered by the African-Guyanese collective.</p> <p>Activities:</p> <p>i. Advocate for publicly funded education and awareness programmes delivered through print and electronic media, to teach the true history of the African presence in Guyana from slavery to the present day;</p> <p>ii. Partner with other Afro-centric organizations and advocate for implementation of a systematic programme for re-naming streets, avenues, parks, buildings etc. in Georgetown and other towns in recognition of African-Guyanese who have made important contributions over the years to Guyana’s development;</p> <p>iii. Advocate with the Government of Guyana</p>	<p>Tangible demonstrations of recognition, justice and development secured for African-Guyanese.</p> <p>Programmes on history of African presence developed and disseminated via all media beginning 2021.</p> <p>Re-naming programme and proposals presented to MOC and municipalities, agreement secured and implementation initiated by end 2021.</p> <p>Rites of Passage Program</p>	<p>Annual Reports of Reparations Committee; ACDA; IDPADA-G; MOC; MOE; MOPS; MOF; MFA; MOSCCYS.</p>	<p>Lead: Reparations Committee; IDPADA-G.</p> <p>Supporting: ACDA; MOC; Municipalities; MOE; MFA; MOSCCYS; MOPS; MOF; Guyana Rastafarian Council; Cuffy 250; PanAf.</p> <p>Media consultants and</p>	<p>Funded under MOE, MOSCCYS annual budgets.</p> <p>Funded under MOC, municipalities annual budgets.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>for the establishment and maintenance of an annual Rites of Passage Programme which rotates in Linden, Essequibo and Berbice;</p> <p>iv. Partner with MOSCCYS for implementation of a National Rastafari/Afro-centric drum making and drumming programme;</p> <p>v. Partner with MOE, MOSCCYS and other relevant actors in producing stories, plays, poems, songs, drama etc. promoting reparations and voluntary repatriation;</p> <p>vi. Advocate for the addition of at least three authentic African-Guyanese, including Rastafarian, public holidays and observances in recognition of their contributions to Guyana;</p> <p>vii. Partner with MOE, MOSCCYS and other relevant actors for programmes to promote more Afro-centric books and films and documentaries on the African experience;</p> <p>viii. Advocate and partner with MOE, MOSCCYS and MFA, for a structured and well-funded programme of educational and cultural exchanges, including “Year of Return” programmes, with Africa to facilitate first hand exposure to song, dance, drama, language, cultural practices etc., deepening ties with the African wellspring of African-Guyanese and recapturing their history and culture; and</p> <p>ix. Advocate for the appointment of a special Day and Ceremony to issue the Public Apology and Atonement for the crime of slavery</p>	<p>developed and implemented annually from end 2021.</p> <p>National drumming programme implemented by end 2022.</p> <p>Programme promoting reparations and voluntary repatriation implemented by mid-2021.</p> <p>At least 3 African-Guyanese public holidays on the national calendar from 2022.</p> <p>Books, films etc. on the African experience prepared and available from 2023.</p> <p>Fully funded educational and cultural exchange, and “Year of Return” programmes with Africa implemented by end 2022.</p> <p>Special Day and Ceremony to issue the Public Apology agreed and gazetted by end 2022.</p>		<p>media houses.</p>	<p>Funded under MOE, MOSCCYS annual budgets.</p> <p>Funded under MOSCCYS annual budgets.</p> <p>Funded under MOE, MOSCCYS annual budgets.</p> <p>Funded under MOE, MOSCCYS annual budgets.</p> <p>Funded under MOE, MOSCCYS, MFA annual budgets.</p> <p>Funded under MOP annual</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
and the injustices meted out to and suffered by enslaved Africans and their modern day African-Guyanese descendants.				budget.
<p><u>Outcome 5.3 – Mental and psychological health restored from the continual assault on their collective agency, self-confidence, religious and cultural expression, family and self-hood that was visited upon them through centuries of African enslavement and into the contemporary period, through therapeutic healing of African-Descendants in Guyana and the African Diaspora.</u></p>				
<p>Output 5.3.1– Programme to support healing and recovery of African-Descendants from the cross-generational impacts of centuries of oppression and psychological deformation during African enslavement, and its continuing effects.</p> <p>Activities:</p> <p>i. Advocate and partner with MOE, IDPADA-G, MOPH, MOSCCYS and other relevant actors for a wider understanding and embracing of the concept of Post Traumatic Slave Syndrome Disorder (PTSSD) and the need for therapeutic activities aimed at addressing the enduring psychological deformations of centuries of</p>	<p>Tangible programmes and actions to promote therapeutic healing designed and implemented by end 2021.</p> <p>At least 2 seminars and symposia on PTSSD held in 2020-2021 and proceedings disseminated in MOE; MOPH; MOSCCYS; MOSP; MOC; NGOs and relevant service organizations.</p>	<p>Annual Reports of MOPH; MOSP; MOE, MOSCCYS; Regional Health Officers; IDPADA-G.</p>	<p>Lead: MOPH; MOE.</p> <p>Supporting: MOSP; MOSCCYS; Hebrew Family of Guyana; Reparations Committee; ACDA; Cuffy 250; PanAf.</p> <p>Municipal and Regional Health Officers.</p>	<p>Advocacy funded under IDPADA-G, Hebrew Family annual work programmes.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>African enslavement;</p> <p>ii. Partner with MOE, MOPH, MOSCCYS and other actors in the development of an integrated programme of therapeutic activities involving psychological, psycho-social, cultural, and behavioral healing towards addressing contemporary pathologies resulting from African enslavement;</p> <p>iii. Advocate and partner with MOE for implementation of aspects of psychological, psycho-social, cultural, and behavioral healing in the school curriculum and in after-school activities, especially from Grades 1 – 4;</p> <p>iv. Advocate for the pursuit of sports and other activities in the school system that lead to the development of African-Guyanese youth who are mentally strengthened and better positioned to reclaim their culture and work toward a common goal of self-activation and healing; and</p> <p>v. Advocate and partner with MOPH, MOSP, MOC, NGOs and relevant service organizations for adoption of the programme and its incorporation in health and psycho-social interventions at national, regional and community levels targeting African-Descendants.</p>	<p>Integrated programme of therapeutic activities involving psychological, psycho-social, cultural, and behavioral healing developed by end 2021.</p> <p>At least 50% of students from Grades 1 – 4 in targeted Regions experiencing the programme by end 2024.</p> <p>At least 30% of African-Guyanese youth exposed to appropriate healing through sports and other activities in the school system by end 2024.</p> <p>At least 50% of hospitals, health centers, health posts, counselling centers, and psycho-social centers implementing aspects of the programme by end 2024.</p>		<p>Regional Education Officers.</p> <p>Service and Religious organizations.</p> <p>Hospitals and health providers.</p>	<p>Funded under MOPH annual budgets.</p> <p>Funded under MOE annual budgets.</p> <p>Funded under MOE, MOSCCYS annual budgets.</p> <p>Funded under MOPH annual budgets.</p>
<p>Strategic Objective 6 - Promote capacity building in Afro-centric umbrella organizations in the five</p>				

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Response Areas of the Strategic Plan; strengthen the capacity of the IDPADA-G Secretariat to provide capacity building and organizational support to such Afro-centric umbrella organizations; provide an institutional framework and operational capacity to coordinate and support the programmes of such organizations in pursuance of the goals for justice, recognition and development; promote the maintenance, preservation, and observance of African and African-Guyanese culture, languages, art, music, dance, dress and other forms of expression and the teaching of African history; and strengthen operational capacity to coordinate and monitor implementation of the Strategic Plan.				
Outcome 6.1 IDPADA-G Member Organizations strengthened and capacitated to carry out their mandates in service of the African-Guyanese collective.				
<p>Output 6.1.1 – Capacity building programme designed and implemented.</p> <p>Activities: i. Construct and maintain an online database on each IDPADA-G Member</p>	<p>IDPADA-G Member Organizations preparing workplans and meeting at least 75% of annual targets by end 2022.</p> <p>Online database designed and populated with at least 75% of</p>	<p>Annual Report IDPADA-G; Member Organizations.</p>	<p>Lead: IDPADA-G.</p> <p>Supporting: Member Organizations; training consultants; PADFARMA;</p>	<p>Funded under IDPADA-G annual</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>Organization, including membership, leadership, address, focus area, telephone and other electronic contact, and operational modalities etc.;</p> <p>ii. Convene periodic general meetings of IDPADA-G member organizations to exchange information, share experiences and update others on their respective programmes;</p> <p>iii. Organize and deliver targeted training programmes for Member Organizations on topics including leadership, organizational development, meetings management, funds management, events planning, outreach to membership, project development and management, and fund raising;</p> <p>iv. Organize intensive training programmes for selected representatives of Member Organizations on project development and management;</p> <p>v. Convene periodic seminars, symposia, learning and knowledge sharing events, bringing together IDPADA-G Member Organizations, on important and topical subjects on African-Guyanese history, culture and experiences, towards building their intellectual capacity to educate and stimulate their memberships;</p> <p>vi. Provide small grants on a competitive basis to IDPADA-G member organizations towards supporting them financially to undertake valued projects within their mandates on behalf</p>	<p>organizations by end 2021.</p> <p>Agreed number of general meetings convened and at least 75% attendance by 2021.</p> <p>At least 4 training programmes annually in identified technical and operational areas beginning 2021.</p> <p>At least 2 project development and management programmes annually from 2021.</p> <p>At least 2 seminars etc. organized for identified regions and capital towns annually on identified topics from 2021.</p> <p>Programme designed, funding secured and at least 10 small grants provided annually to member organizations from 2021.</p>		<p>Nile Valley Cooperative; ABR.</p>	<p>work programme.</p> <p>Funded under IDPADA-G annual work programme.</p> <p>4 events x 4 years x US\$1500.00 = US\$24,000.00</p> <p>2 events x 4 years x US\$1500.00 = US\$12,000.00</p> <p>2 events x 6 Regions x 4 years x US\$1000.00 per event = US\$48,000.00</p> <p>10 grants x 4</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>of their members; and</p> <p>vii. Provide on-going support, advice and guidance to IDPADA-G Member Organizations towards ensuring their on-going growth, survival and viability;</p>	<p>Support programme designed and implemented by end 2020.</p>			<p>years x US\$2500.00 = US\$100,000.00</p> <p>Funded under IDPADA-G annual work programme.</p>
<p>Outcome 6.2 – IDPADA-G Secretariat strengthened, capacitated, adequately resourced and empowered to carry out its mandate with respect to the objectives of the UN IDPAD.</p>				
<p>Output 6.2.1 – A vibrant and well-managed IDPADA-G Secretariat, adequately staffed and resourced to carry out its mandate in support of the UN IDPAD.</p> <p>Activities:</p> <p>i. Undertake an organizational review and capacity mapping of the IDPADA-G Secretariat matching mandate and functions, with internal organization and needed capacities;</p> <p>ii. Identify critical human resource, internal systems, and financial gaps and deficiencies;</p> <p>iii. Recruit needed personnel to fill human resource gaps, including in operations and</p>	<p>IDPADA-G Secretariat preparing workplans and meeting at least 75% of annual targets by end 2022.</p> <p>Capacity mapping undertaken by mid-2020.</p> <p>Actions to address HR/other gaps accepted by end 2020.</p> <p>Full staff complement by end 2021.</p>	<p>Annual Report IDPADA-G; Member Organizations.</p>	<p>Lead: IDPADA-G.</p> <p>Supporting: Member Organizations.</p> <p>Management development consultants; training consultants.</p>	<p>1 Management Consultant x 3 days x US\$300 per day = US\$900.00</p> <p>Funded under IDPADA-G annual work</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>management;</p> <p>iv. Carry out internal or outsourced external training programmes for all staff, in key areas such as programme/project development and management, financial and operations management, coaching and mentoring, ICT and interpersonal communications, and leadership;</p> <p>v. Develop a media strategy and plan to inform public communications and outreach, including publications, by the Secretariat; and</p> <p>vi. Carry out periodic participatory reviews and assessments with all staff, towards identifying gaps and deficiencies and ensuring that the Secretariat is fit for purpose.</p>	<p>At least 2 programme development/management, financial/operations management and other training from 2021.</p> <p>Media strategy and plan completed, funding secured, and implemented from 2021.</p> <p>Mid and year end reviews and assessments with all staff and recommendations implemented from mid-2021.</p>		<p>Project cycle management consultant.</p> <p>Media consultant.</p> <p>M&E consultants.</p>	<p>programme.</p> <p>2 project training events x 2 years x US\$1500.00 per event = US\$6000.00</p> <p>1 media consultant x 10 days x US\$400.00 pd = US\$4000.00</p> <p>1 M&E expert x 6 days x US\$400.00 pd = US\$2400.00</p>
<p>Outcome 6.3 – Strengthened and flexible frameworks for promoting the maintenance, preservation and observance of African and African-Guyanese culture, languages, art, music, dance, dress and other forms of expression and the teaching of African history, and to promote healing in the African-Guyanese collective.</p>				
<p>Output 6.3.1 – An on-going programme on African and African-Guyanese culture, languages, art, music, dance, dress and other forms of expression and the teaching of African history developed and</p>	<p>An aware, culturally literate, creative, self-confident and inspired African-Guyanese collective by end 2024.</p>	<p>Annual Report IDPADA-G; MOE; MOC; MOSCCYS;</p>	<p>Lead: IDPADA-G. Supporting:</p>	

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>delivered in partnership with relevant IDPADA-G Member Organizations.</p> <p>Activities:</p> <p>i. Prepare a comprehensive Annual Work Plan (AWP) based on the Strategic Plan, on the programmatic and other activities and targets for the calendar year;</p> <p>ii. Partner with relevant IDPADA-G Member Organizations and deliver selected activities, events and observances;</p> <p>iii. Play a leadership role in organizing important events in the African-Guyanese cultural calendar such as the annual Emancipation Day observances;</p> <p>iv. Play a supportive role, including helping to mobilize financial and other resources, for community-based and led cultural activities in the annual calendar such as the Hopetown Soiree, and Town Weeks in Linden, New Amsterdam etc.;</p> <p>v. Provide advice and technical support to groups, communities and member organizations desirous of organizing special Afro-centric events such as culture evenings, fashion shows, music, dance and drumming shows and competitions, art and sculpture exhibitions, and such other events showcasing traditional African-Guyanese cultural productions; and</p> <p>vi. Advocate and partner with MOE, MOPH,</p>	<p>AWP with clear targets and deliverables for each year from 2020 – 2024.</p> <p>Events held as per AWP partnering with member organizations.</p> <p>Important events delivered as per AWP.</p> <p>Funds mobilized and support for identified for at least 6 cultural activities as per AWP.</p> <p>At least 6 groups, communities, and member organizations receiving advice and support upon request annually during plan period for identified Afro-centric events.</p> <p>At least 2 seminars and symposia on PTSSD held in 2020-2021 and proceedings</p>	<p>MOSP; MOPH; Member Organizations.</p>	<p>Member Organizations; MOE; MOPH; MOSCCYS; MOC; MOSP; Hebrew Family of Guyana; Guyana Rastafarian Council.</p> <p>Selected Municipalities.</p> <p>Selected NGOs and Community Groups.</p>	<p>Funded under IDPADA-G annual work programme.</p> <p>Funded under IDPADA-G annual work programme.</p> <p>Funded under IDPADA-G annual work programme.</p> <p>Funded under IDPADA-G annual work programme and donations. Funded under IDPADA-G annual work programme.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>MOSCCYS and other relevant actors for a wider understanding and embracing of the concept of Post Traumatic Slave Syndrome Disorder (PTSSD) and the need for therapeutic activities aimed at addressing the enduring psychological deformations of centuries of African enslavement;</p> <p>vii. Advocate and partner with MOE, MOPH, MOSCCYS and other actors in the development of an integrated programme of therapeutic activities involving psychological, psycho-social, cultural, and behavioral healing towards addressing contemporary pathologies resulting from African enslavement; and</p> <p>viii. Play a proactive role in partnership with relevant cultural organizations, in the preservation and revival of traditional African-Guyanese social and cultural events and expressions, including Rastafarian, such as Libation Ceremonies, Kweh Kweh, ceremonies and observances at African-Guyanese christenings, weddings and funerals, games played by African-Guyanese children and youth such as saul pen, foods and drinks, towards supporting efforts to conserve and strengthen an authentic African-Guyanese culture.</p>	<p>disseminated in MOE; MOPH; MOSCCYS; MOSP; MOC; NGOs and relevant service organizations.</p> <p>Integrated programme of therapeutic activities involving psychological, psycho-social, cultural, and behavioral healing developed by end 2021.</p> <p>At least 6 cultural organizations supported annually upon request (financially and organizationally) over plan period in identified activities in communities and villages, that aim to conserve and strengthen an authentic African-Guyanese culture.</p>			<p>Funded under MOE, MOPH annual budgets.</p> <p>Funded under MOPH annual budget.</p> <p>Funded under IDPADA-G annual work programme, Member Organizations and community contributions, and private donations.</p>
<p>Outcome 6.4 - Strengthened operational capacity to coordinate and monitor implementation of the</p>				

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
IDPADA-G Strategic Plan, including a well-articulated media and youth strategy.				
<p>Output 6.4.1 – A well-implemented Strategic Plan, with accompanying media and youth strategies.</p> <p>Activities:</p> <p>i. Organize quarterly or half-yearly participatory assessments involving relevant IDPADA-G Member Organizations to review progress as per the Implementation Plan, and Monitoring and Evaluation (M & E) Plan attached to this Strategic Plan;</p> <p>ii. Identify implementation gaps and lags, and agree on appropriate corrective actions, timelines and responsible parties for such actions;</p> <p>iii. Undertake periodic follow up visits and contacts with entities responsible for taking actions, between review/assessment periods and provide support as needed;</p> <p>iv. Create or designate a dedicated unit within the IDPADA-G Secretariat for monitoring, follow up with implementing member organizations, and preparation of up-dates on plan implementation for IDPADA-G management and the Coordinating Council;</p> <p>v. Undertake evaluations of the Strategic</p>	<p>Strategic Plan 2020-2024 implemented and at least 75% of targets achieved over plan period.</p> <p>Periodic participatory assessments held as per AWP, and findings and recommendations duly recorded.</p> <p>Implementation gaps and lags identified, and corrective actions implemented timely.</p> <p>At least 2 follow up visits per quarter with responsible actors.</p> <p>M&E unit established by mid-2020 responsible for follow up and preparing up-dates.</p> <p>Mid and final evaluations of SP undertaken and at least 75% of follow up actions taken.</p>	<p>Annual Report IDPADA-G; Member Organizations.</p>	<p>Lead: IDPADA-G.</p> <p>Supporting: Member Organizations.</p> <p>M&E Consultant.</p>	<p>2 reviews x 4 years x US\$1500.00 per event =US\$12,000.00</p> <p>Funded under IDPADA-G annual work programme.</p> <p>Funded under IDPADA-G annual work programme.</p> <p>Funded under IDPADA-G annual work programme.</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>Plan as per the M & E Plan, take appropriate follow up actions, and constantly review implementation of such actions;</p> <p>vi. Prepare Annual Reports on implementation and monitoring of the plan for presentation to the IDPADA-G Annual General Meeting;</p> <p>vii. Under the leadership of the Youth Committee, and with support from other IDPADA-G Committees and sympathetic organizations, prepare internally or outsource, articulation of a Youth Strategy with the following elements:</p> <ul style="list-style-type: none"> • Broad objectives of the strategy for preparation; • Definitions of youth and geographical scope of the strategy; • Priorities for in- and out of school youth; • Modalities for mobilization and engagement with youth in preparing the Strategy; • Participatory identification of programmatic and other interventions and activities; • Strategies and priority interventions under IDPADA-G Response Areas; • Identification for human and financial resources for implementing the Youth Strategy; 	<p>Annual Report prepared in final quarter of each reporting year by M&E Unit.</p> <p>Youth Strategy prepared as per required components and coverage by end-2020.</p> <p>Resource Mobilization Strategy and Action Plan prepared as</p>		<p>Youth Development Consultant.</p> <p>Resource Mobilization</p>	<p>1 M&E expert x 6 days x US\$400.00 pd = US\$2400.00</p> <p>Funded under IDPADA-G annual work programme.</p> <p>1 Youth Development consultant x 25 working days x US\$400.00 p. d. =US\$10,000.00</p>

STRATEGIC OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	LEAD IMPLEMENTING AND SUPPORT AGENCIES	COST ESTIMATION
<p>viii. Under the leadership of the IDPADA-G Secretariat, and the guidance of the Steering Committee, prepare internally or outsource, articulation of a Resource Mobilization Strategy and Plan with the following elements:</p> <ul style="list-style-type: none"> • Broad objectives and strategy for implementation; • Identification of Foundations, Donors, NGOs, and resource windows for targeting under the Strategy – Donor Mapping; • Identification of resource needs based on the Strategic Plan and other operational needs; • Development of IDPADA-G Value Proposition and Engagement Strategies for different donors and funding windows; • Preparation of funding proposals, including financial and other needs tailored to the requirements of specific donors and funding windows; • Identification of Resource Mobilization team to carry out activities; • Implementation of the Resource Mobilization Strategy and Plan. 	<p>per required components and coverage by end-2020.</p>		<p>Consultant.</p>	<p>1 RM consultant x 25 working days x US\$400.00 p. d. =US\$10,000.00</p>

Prepared by:

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