

Technical Cooperation Document

I. Basic Information for TC

▪ Country/Region:	TRINIDAD AND TOBAGO
▪ TC Name:	Adolescents as Agents of Positive Change
▪ TC Number:	TT-T1091
▪ Team Leader/Members:	Telson, Laurence (SCL/GDI) Team Leader; Brathwaite, Neeca N. (CCB/CTT) Alternate Team Leader; Agostini, Dorri Michelle (CCB/CTT); Baboolal, Denesh Mitchel (CCB/CTT); Blandin Andino, Lourdes Gabriela (SCL/GDI); Greco, Maria Sofia (LEG/SGO); Piras, Claudia (SCL/GDI); Ramsumair-John, Priya Elizabeth (CCB/CTT) Ramsumair-John, Priya Elizabeth (CCB/CTT)
▪ Taxonomy:	Client Support
▪ Operation Supported by the TC:	n/a
▪ Date of TC Abstract authorization:	22 Jul 202018 August 2020
▪ Beneficiary:	Trinidad and Tobago
▪ Executing Agency and contact name:	Caribbean Male Action Network / Cariman
▪ Donors providing funding:	OC Strategic Development Program for Social Development(SOC)
▪ IDB Funding Requested:	US\$100,000.00
▪ Local counterpart funding, if any:	US\$5,000.00 (In-Kind)
▪ Disbursement period (which includes Execution period):	18 months
▪ Required start date:	November 2020
▪ Types of consultants:	Firms, individuals, and non-consultancy services
▪ Prepared by Unit:	SCL/GDI-Gender and Diversity
▪ Unit of Disbursement Responsibility:	CCB/CTT-Ctry Off Trinidad & Tobago
▪ TC included in Country Strategy (y/n):	Yes. Gender is included as a cross-cutting theme.
▪ TC included in CPD (y/n):	Yes
▪ Alignment to the Update to the Institutional Strategy 2010-2020:	Social InclusionGender equality

II. Objectives and Justification of the TC

- 2.1 **Objective.** The goal of the TC is to engage adolescent men in the reduction of harmful gender norms and promotion of gender equality in Trinidad and Tobago¹. The objective of the project is to design the initiatives to encourage positive behavioral and attitudinal changes in adolescent males (components 1 and 2) and to implement the capacity training of non-state actors (component 3). It is expected that at the end of the project, the initiatives will be fully designed for the implementation phase, and non-state actors that have participated in the training will generate at least two (2) projects with government and international organizations.
- 2.2 **Justification. Replicating best practices to engage boys in gender equality and to promote health masculinities.** Evaluation studies of [Program H](#) show positive changes in gender based-supporting attitudes and reductions in young and adult

¹ The project will be implemented in both islands of Trinidad and Tobago.

men's reported rates of use of Gender Based Violence (GBV). The Gender Equitable Men (GEM) scale is set up to evaluate the interventions before program start and afterwards in 6- and 12-months intervals. GEM has been adapted in more than 20 interventions and has proven to generate valid assessment of gender attitudes. Six out of nine evaluations found that participants in the programs demonstrated significantly less support, on average, for gender-inequitable attitudes after taking part in the activities based on Program H².

- 2.3 **Virtual reality can leverage traditional gender-based violence prevention programs.** Virtual reality (VR) has long left the realm of gaming and is increasingly applied in social fields such as education and health as a catalyst for behavior change. **The embodied experiences of virtual reality have been shown to impact attitudes and behaviors in a variety of contexts**, from sustainably reducing implicit racial bias³ to increasing willingness to help persons with disabilities⁴. Even more recently, Ingram et al. (2019)⁵ evaluated a pseudo-randomized pilot trial of a VR enhanced bullying prevention program among middle school students in the Midwest United States. They find that using VR yielded increased empathy from pre to post intervention compared to the control condition, as well as positive changes in self-reported traditional bullying rates, sense of school belonging, and willingness to intervene as an active bystander.
- 2.4 The Dialogue on Engaging Men and Boys in Gender Justice in July 2016 informed **non-state actors' accountability is constrained by a lack of research in gender justice, applications of practices and tools as well as capacity and skills building**⁶. Trinidad and Tobago boast a well-regarded civil society gathered around gender issues⁷ though affecting their participation include insufficient institutional coordination and limited managerial skills⁸. NGOs working with men and boys and promoting masculinities in Trinidad and Tobago⁹ have also noted the need for leadership and management skills to influence gender related policies and programs, as well as the conceptual narrative to challenge hegemonic masculinities.
- 2.5 **Alignment.** The TC is consistent with the Update to the Institutional Strategy 2010-2020 (AB-3008) and is aligned with the development challenge for social inclusion and equality by (i) seeking information on the behaviors and attitudes of young men promote healthy masculinities and (ii) assisting in increasing the capacity of national NGOs. The project objectives reflect the priorities of the Gender and

² Verma RK, Pulerwitz J, Mahendra VS, et al. (2008) Promoting gender equity as a strategy to reduce HIV risk and gender-based violence among young men in India. Washington D.C.: Population Council; 2008.

³ Banakou, D., Hanumanthu, P. D., & Slater, M. (2016). Virtual embodiment of white people in a black virtual body leads to a sustained reduction in their implicit racial bias. *Frontiers in human neuroscience*, 10, 601.

⁴ Ahn, S. J., Le, A. M. T., & Bailenson, J. (2013). The effect of embodied experiences on self-other merging, attitude, and helping behavior. *Media Psychology*, 16(1), 7-38.

⁵ Ingram, K. M., Espelage, D. L., Merrin, G. J., Valido, A., Heinhorst, J., & Joyce, M. (2019). Evaluation of a virtual reality enhanced bullying prevention curriculum pilot trial. *Journal of adolescence*, 71, 72-83.

⁶ Critical Dialogue on Engaging Men and Boys in Gender Justice – Summary Report 19-21 April 2016. MenEngage Alliance. http://menengage.org/wp-content/uploads/2016/06/e-Dialogue-Report_V5.pdf

⁷ Bowen, G. "Caribbean Civil Society: Development Role and Policy Implications." *Nonprofit Policy Forum*. 2013; 4(1):81-97

⁸ Hinds K. (2019) Trinidad and Tobago: Shifting Times, Shifting Governments, and Shifting Inclusion. In: Civil Society Organizations, Governance and the Caribbean Community. Non-Governmental Public Action. Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-030-04396-4_6

⁹ Mission report -December 2-16, 2019. https://idbg.sharepoint.com/teams/EZ-TT-TCP/TT-T1091/_layouts/15/DocIdRedir.aspx?ID=EZSHARE-1217572316-3

Diversity Sector Framework (GN-2800-8), the Operational Policy on Gender Equality in Development (OP-761) by contributing to efforts of member countries to achieve gender equality. It is aligned to the Update to the Gender Action Plan for Operations 2020-2021 (GN-2531-19; PP-1086) through the emphasis on promoting healthy masculinities and adds to the Bank's analytical work on masculinity, a topic little researched at the institution. It is also aligned with the Ordinary Capital Strategic Development Programs (GN-2819-1) as it will contribute to meeting the objectives of fostering and promoting social inclusion, gender equality and diversity (Section VI. Ordinary Capital Strategic Development Programs for Social Development).

III. Description of activities/components and budget

- 3.1 Component 1. Replicating Program H to encourage healthy masculinity attitudes and behaviors in adolescent males (US\$20,000).** The objective of the component is to contextualize Program H. The following are contemplated to design and develop the Program: (a) Adaptation and sociocultural validation of the methodology, GEM scale and materials and videos. A social scientist will be hired to review Program H methodology and materials and make the appropriate adaptive modifications (as well as working on component 2). The consultant will carry out focus group sessions and meetings to present the methodology and discuss the VR tool with the Ministry of Education, the Tobago House of Assembly and school directors as well as, community leaders and NGOs. (b) Revision of the required procedures and protocols, materials, and costing of the Program H implementation in both islands as well as the implementation timeline. (c) Design of focus groups methodology. Discussion groups (mixed-gender, boys only, and girls only settings) to assess the relative prevalence of verbal and other types of sexual harassment in the target population, identify familiar scenarios surrounding these behaviours and their impact on the different stakeholders, as well as gather information on attitudes and social norms.
- 3.2** The product of this component is the Program H methodology adapted to the Trini-Tobago context. The result is a Program H ready for implementation in Trinidad and Tobago.
- 3.3 Component 2. Piloting virtual reality to leverage traditional best practices (US\$30,000).** The goal of the implementation of VR is to promote positive behaviors in adolescent males between the ages of 13 to 16. The VR stimuli will be designed such that male students can gain a new perspective on the way behaviors, that they may have perceived thus far as harmless and form part of becoming a man, negatively impact their female peers (perspective-taking) and, thus, constitute sexual harassment. Pedagogical activities will be designed to capitalize on the newly gained perspective-taking and empathy¹⁰ to open and deepen discussion on these issues.

¹⁰ Stietz, J., Jauk, E., Krach, S., & Kanske, P. (2019). Dissociating empathy from perspective-taking: evidence from intra- and inter-individual differences research. *Frontiers in psychiatry*, 10, 126.

3.4 The objective of the component is the preparation of the VR intervention design, for which a firm, with an interdisciplinary staff and experience in the design of VR experience, will be hired for the following activities:

- (a) (i) Design of embodied VR tool, implementation methodology, program structure and development of manuals. The VR art will be tailored to the culture of Trinidad and Tobago and suited for the participants' age groups. It will be designed to address sexual bullying by provoking emotions in social interactions, allowing participants to "step into the shoes" of others that will support the goal of exploring gender behaviors. The VR stimuli will be designed such that male students can gain a new perspective on the way behaviors, negatively impact their female peers (*perspective-taking*) and, thus, constitute sexual harassment. Exposure to the VR stimuli will provide first-hand experience for young men to feel the negative emotions that such situations give rise to, with the aim of leading to increased empathy towards their female peers. (ii) Design of pedagogical activities to reflect on the VR experiences and leverage the exposure to start a discussion on the topic and engage in awareness-raising activities on gender roles. These activities will total about 15 hours (in 3-4 sessions of up to 4 hours) and will be facilitated by trained consultants during the implementation phase.
- (b) Design of focus groups methodology. Discussion groups (mixed-gender, boys only, and girls only settings) to assess the relative prevalence of verbal and other types of sexual harassment in the target population, identify familiar scenarios surrounding these behaviours and their impact on the different stakeholders, as well as gather information on attitudes and social norms. (iii) Design of post interventions measures, including: (1) Evaluation to determine whether the pilot has led to a reduction in the frequency of sexual bullying. The evaluation will examine the effectiveness and strength of exposure to the VR (bodily-illusion, identification with the virtual character, and emotions experienced during viewing); the baseline, 6 months and 12 months surveys and methodologies will be elaborated. (2) Self-report perpetration and victimization will be measured after a certain timeframe following the intervention, TBD based on diagnostic phase. (3) Follow-up questionnaires on social norms assessment, perpetration, and victimization.

3.4 The product of this component is a contextualized embodied VR immersion experience designed, and the result is a package of VR design and associated instruments and tools ready for implementation and, its impact evaluation.

3.5 Component 3. Enhancing accountability of NGOs that are promoting healthy masculinities. (US\$25,000) The objective of the component is the provision of managerial tools, thematic knowledge on gender issues and best practices that will enable the NGOs to initiate constructive and sustainable initiatives with men and boys and promote positive masculinities.

- a. The component will contribute resources to strengthening civil society organizations in Trinidad and Tobago that work with men and boys. The component will finance the following activities: (a) Mapping of the NGOs meeting the criteria of: (a) advocating against gender-based and/or sexual violence; encouraging male engagement as fathers and caregivers; working with adolescent males on positive masculinities. (b) are legally registered (c) have membership of

at least ten (10) individuals or organizations and (d) are in operation as of December 2018. Invitations to meetings will be sent countrywide and meetings will be conducted to identify the challenges of the communities they serve and their needs in capacity building and thematic subjects. (b) Design and implementation of a curriculum on masculinities and issues men face in Trinidad and Tobago. The courses will include topics on gender equality, socialization of boys and girls, gender identification, and gender and sexual violence. An overview of the country's legal framework, policy commitment and institutional structure to promote gender equality will also be included. The course will be offered to state and non-state participants. The Institute of Gender and Development Studies of the University of West Indies at St. Augustine (UWI-IGDS) will be hired to carry out this activity.

- b. All courses will be offered online and presential to fifty (50) civil society organizations and interested individuals. The NGOs identified in (a.) above will participate free of charge from the capacity and courses on gender equality and masculinity offered by UWI-IGDS. All other participants will be asked to pay a nominal fee for the administration of the courses by UWI. Access to internet services for participants identified in a. above will be provided on a need-to basis. Wi-Fi and data will be purchased from a service provider for the duration of the courses.
 - c. Capacity building program to equip NGOs with the skills and tools to develop effective management and increase sustainability. The courses will include communications and outreach in the digital world; leadership and networking; basics of project management, monitoring and evaluation. The final list of courses will be based on the need's identification (numeral a. above). Several courses on these topics are available online and the TC resources will either payments for participation in the courses or if needed, the design of any tailored course. In cases where certificates are provided, the executing agency will carry out due diligence on the merits of the service providers.
 - d. A consultant will be hired to carry out the baseline and 3-months post external evaluation of the curriculum on masculinities and capacity building training. The evaluation will assess the results achieved during the training; and determine the relevance and effectiveness of the training.
- 3.6 The products will include: (i) needs assessment reports (ii) monitoring and evaluation methodology for the capacity building and masculinity courses (iii) design and implementation of capacity building training (iv) design and implementation of masculinity courses and (iv) evaluation of the training services provided. As a result, all participating non-state actors increase their knowledge of gender issues.
- 3.7 **Project Coordination (US\$20,000).** The executing agency of the project is the Caribbean Male Action Network (CariMAN). A Coordinator with be hired to lead the project implementation. One part-time procurement specialist and one part-time accountant will be hired to assist CariMAN in the application of the Bank's fiduciary regulations.

- 3.8 The product of this components is (i) the project coordination unit established and functioning.

IV. Audit (USD5,000)

- 4.1 The objective of this component is to evaluate the training activities and the uses of the financial resources. This component will finance the (i) the baseline and 3-months post external evaluation of component 3 and (ii) external audit of the uses of the TC resources. The training impact evaluation (12 to 18 months after training completion) will be carried out during the implementation phase of components 1 and 2).

V. Budget

- 5.1 Resources from the OC Strategic Development Program for Social Development (SOC) for US\$100,000 as well in-kind resources of up to US\$5,000 from the executing agency will finance the total costs of the TC of US\$105,000 as outlined below:

Indicative Budget in USD

Activity/Component	Description	IDB/Fund Funding	Counterpart Funding	Total Funding
Component 1. Replicating Program H	Socio-cultural contextualization of Program H.	20,000	0	20,000
Component 2. Piloting VR	Design and development of the VR.	30,000	0	30,000
Component 3. Enhancing accountability of NGOs	Capacity building training and masculinity curriculum	25,000	0	25,000
Project Coordination	Project implementation structure	20,000	5,000	25,000
Audit	External financial audit and evaluation of component 3.	5,000	0	5,000
Total		100,000	5,000	105,000

VI. Executing agency and execution structure.

- 6.1 The executing agency of the project is the Caribbean Male Action Network (CariMAN)¹¹ a regional NGO whose mission is to engage Caribbean men in promoting positive masculinities and equitable gender behaviors and attitudes. CariMAN, registered in Trinidad and Tobago, is a member of the MenEngage Alliance¹² comprised of NGOs in the Caribbean and worldwide; the global organization facilitates knowledge transfers amongst its members. CARIMAN is funded annually through sub-grants from the MenEngage Alliance.
- 6.2 CariMAN is well poised to lead the project. As the regional representative of the MenEngage Alliance since 2009, CariMAN is responsible for organizing regional and local activities and mobilizing support for the upcoming MenEngage Global

¹¹ CariMAN's Bylaws https://idbg.sharepoint.com/teams/EZ-TT-TCP/TT-T1091/_layouts/15/DocIdRedir.aspx?ID=EZSHARE-1054985783-2 and its Agreement https://idbg.sharepoint.com/teams/EZ-TT-TCP/TT-T1091/_layouts/15/DocIdRedir.aspx?ID=EZSHARE-1054985783-2

¹² <http://menengage.org/about-us/who-we-are/>

Symposium. Currently, CariMAN is implementing the [Sexual and Reproductive Health and Rights \(SRHR\) for ALL initiative](#), a multi-country¹³ project with the aim to explore the linkages between SRHR and Men and Masculinities. Last year, CariMAN, as part of a consortium of NGOs successfully advocated for the amendment of the [Domestic Violence Act](#)¹⁴. CariMAN provided technical support and resources for the delivery of training on Online Gender-Based-Violence (OGBV) in August 2020 and has been working closely with partners in Tobago in the development and resource mobilization for an island-wide domestic violence campaign. Since this project is the first initiative CariMAN will execute with a multilateral bank, the [Cropper Foundation](#), an NGO which has extensive experience working with the Bank,¹⁵ will advise CariMAN fiduciary and managerial regulations and processes during the initial phase of the implementation. CariMAN and Cropper Foundation will sign an MOU delineating this support.

- 6.3 A Technical Advisory Group (TAG) comprised at a minimum of representatives of the Ministry of Education (Chair), Office of the Prime Minister, Gender and Child Affairs, the University of the West Indies, the Ministry of Planning and Development, the Tobago House of Assembly Division of Education, Innovation and Energy, and civil society will provide feedback and guidance to CariMAN on the project design outputs and considerations for implementation. The TAG will be convened at least twice yearly to discuss project activities and work program and will be kept abreast of activities throughout implementation using communication tools. The Executing Agency will send invitations to the identified and other appropriate institutions, to participate in the TAG. The Project Coordinator and the Bank will participate in TAG meetings.
- 6.4 **Supervision, Monitoring and Evaluation.** The project team is comprised of the Gender and Diversity Division (SCL/GDI), the Country Office of Trinidad and Tobago (CCB/CTT) and the Research Department (VPS/RES). GDI and CTT team members will be responsible for the supervision of the implementation of all activities of the TC. GDI will be responsible for reporting and for updating the Results Matrix and other monitoring tools. RES will assume responsibility for the investigative aspects of Components 1 and 2, ensuring quality control in the design and development of the methodologies and questionnaires, setting the instruments for data gathering, monitoring and evaluation. The publications emanating from these two components will be authored by CTT, GDI and RES. Technical and administrative missions will be carried quarterly, and the IDB team will hold monitoring meetings with CariMAN every two months. A financial audit will be carried out after disbursement in accordance with Bank policies; an external evaluation of the technical aspects of components 1 and 2 will be undertaken; the provision of training services will also be subject to an external evaluation upon its completion.
- 6.5 **Letters of Request.** The [Ministry of Planning and Development Ministry has given its no objection to the project upon review of the intervention by the Ministry of Education and the Tobago House of Assembly](#). The project team will work with the Ministry in the selection and coordination with the schools whose students will participate in

¹³ Antigua and Barbuda, Grenada, Jamaica, and Trinidad and Tobago

¹⁴ The amendment of June 2020 (i) expanded the definition of members of household to include all who share a domicile regardless of relationship, and (ii) refined the duty of the police in responding to domestic violence incidents.

¹⁵ <https://www.iadb.org/en/news/news-releases/2016-01-20/piloting-a-new-approach-to-adaptation-in-tobago%2C11390.html>

components 1 and 2. The IDB team has submitted in May 2020 a research application [Ethics Committee of the University of the West Indies](#), that will guarantee that the research is conform to international and national ethical guidelines. Any additional letters will be requested prior to field work.

- 6.6 **Procurement and Financial Management.** All activities to be executed under this TC have been included in the Procurement Plan (see Annex IV) and will be contracted in accordance with Bank policies as follows: (a) GN-2349-15 Policies for the Procurement of Goods and Works and (b) GN-2350-15 Policies for the Selection and Contracting of Consultants
- 6.7 **Single-Source Selection.** The [Institute of Gender and Development Studies \(IGDS\)](#) of the University of the West Indies will be hired to design and implement the course on Masculinities in the Caribbean. IGDS is the leading research and teaching institution on gender studies in the Anglophone Caribbean and as such is best suited to carry out this work. The institute holds an integrated regional research program across its three campus. The thematic of the construction of Caribbean masculinities is prominent amongst the research areas. Amongst the related topics Its Masters and PhD program draws 50 students in the past 5 years (2015-2019 academic years).
- 6.8 **Execution conditions.** Within 3 months of the signature of the TC agreement, CariMAN will present to the Bank the (i) TAG membership composition and (ii) signed MOU between CariMAN and Cropper Foundation to delineate the Foudation's support.

VII. Major issues

- 7.1 There are two principal issues related to the project: (i) Participation from state and non-state stakeholders is the principal risk of the project. The Technical Advisory Group (TAG) will help to mitigate the risk of low participation. Substantial outreach by continuous outreach (social media) and further workshops with the interested parties will be carried out with the non-state actors. UWI is a well-respected partner in Trinidad and Tobago. The approval of the Ethics Committee as well as the participation of IGDS and CariMAN, both well-known in the country, will be of value added in instilling trust and participation. (ii) The risk of infections from COVID-19 will be mitigated in line with the national and WHO measures. NGOs hired to conduct the focus group will be required to apply these measures such as social distancing and the wearing of masks. Personal protective equipment will be purchased with TC resources.

VIII. Exceptions to Bank policy

- 8.1 There are no exceptions to Bank Policy.

IX. Environmental and Social Strategy

- 9.1 The environmental and social safeguard classification is "C".

Required Annexes:

[Request from the Client - TT-T1091](#)

[Results Matrix - TT-T1091](#)

[Terms of Reference - TT-T1091](#)

[Procurement Plan - TT-T1091](#)