

Brief: The Eastern Caribbean Alliance for Diversity and Equality (ECADE)

The [Eastern Caribbean Alliance for Diversity and Equality Inc.](#) or ECADE, is an independent umbrella organisation, inclusive of organisations operating in the small islands in the eastern Caribbean from the Virgin Islands to Grenada. ECADE works with human rights organisations within these countries to strengthen their institutional capacity and provide a platform to strategise and work towards equality within the region.

Mission: *To strengthen regional capacity for the defence and full recognition of human rights.*

Vision: *An empowered eastern Caribbean that promotes a culture of human rights, equality, justice and respect for all.*

Formation: The Eastern Caribbean Alliance for Diversity & Equality (ECADE) was [officially launched](#) on Human Rights Day in December 2016. It is registered, and operates a secretariat, in Saint Lucia. Its formation follows two [meetings in Grenada in 2015 and Saint Lucia in 2016](#), with wide representation of [LGBTQI+](#) organisations in the EC.

Logo: ECADE'S logo features three crossed stalks of bamboo. Native to the global south, the bamboo represents strength, flexibility, versatility, resilience and growth. Like the fused stems, ECADE consolidates the power of separate organisations. The bamboo stalks are flanked by interconnected swirls of rainbow colour symbolising the LGBTQ+ community. The curved shape loosely follows the geographic arrangement of the eastern Caribbean islands, further situating the organisation.



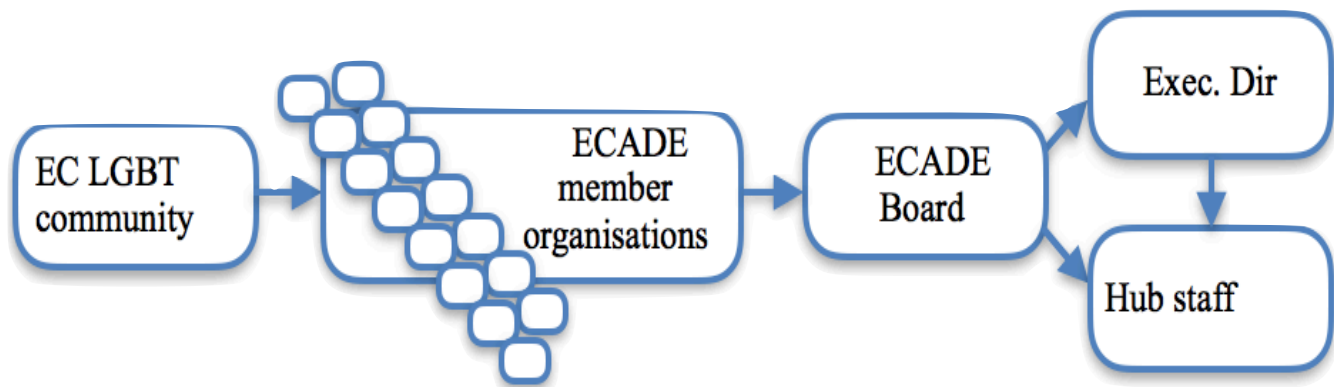
Membership: ECADE actively engages with human rights organisations in 22 countries across the eastern Caribbean as a direct conduit, and amplify the voices of, the communities they serve.

As of July 2020, 26 organisations in 9 countries have signed on as members of ECADE.

Target countries are as follows:

- Anguilla
- Antigua and Barbuda
- Barbados
- British Virgin Islands - Tortola, Virgin Gorda, Anegada and Jost Van Dyke
- Dominica
- Grenada
- Guadeloupe
- Montserrat
- Martinique
- Netherland Territories - Saba, St. Barts and St Eustatius
- St. Kitts and Nevis
- Saint Martin/Sint Maarten
- Saint Lucia
- St. Vincent and the Grenadines
- United States Virgin Islands - Saint Croix, Saint John, and Saint Thomas

Organisations representing the LGBTQ+ community serve as ECADE's core membership, with access to serving on the Board of Directors and to direct ECADE's advocacy strategy. Other human rights organisations, particularly those representing women and girls, people living with and affected by HIV and youth, are welcome as associate members with access to other membership benefits.



ECADE ORGANISATIONAL STRUCTURE

Board complement: The board has full oversight of the operation of the organisation. Members are drawn from LGBTQ+ organisations in the eastern Caribbean, it holds its regular meetings electronically and in-person. Members are identified with a focus on experience in advocacy and management, diverse representation in terms of geography and advocacy focus. The Board serves a 2-year term.

The Board was preceded by the formation a planning committee at the 2016 meeting to develop and implement the plans of ECADE until the February 2017 Antigua meeting, when the official inauguration of the board took place. This meeting also ratified a policy framework for the organisation. The planning committee consisted of the following representatives: Hayden Bethelmy (Grenada), Kenita Placide (Saint Lucia), Dadrina Emmanuel (Barbados), Lysanne Charles (Saint Martin/Sint Maarten), René Holder-McClean-Ramirez (Barbados), Joan Didier (Saint Lucia), Jassica St. Rose (Saint Lucia), Arlene Gregoire (Dominica).

Board: The new board was elected following the first general meeting of the ECADE membership on Monday, February 6, 2017. The current board comprises:

- Lysanne Charles-Arrindell - Saint Martin/Sint Maarten
- Tynetta McKoy - St Kitts and Nevis
- Joan Didier - Saint Lucia
- Adaryl Williams - Saint Lucia
- Hayden Bethelmy - Grenada
- Lavonne Wise - St Croix

Staff: Current staff complement includes: Kenita Placide - Executive Director, Maria Fontenelle - Communications and Programmes Officer, Josephine Lubin - Accounts Assistant, Randall Theodule - Comms and Membership Officer.

Website and social media:

Website: www.ECequality.org
 Twitter/Instagram: @EC_equality
 Facebook: [Eastern Caribbean Alliance](#)

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