



# Annual Impact Report

September 2025



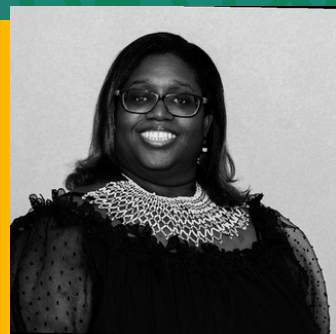
**SAEDI Consulting (Barbados) Inc.**  
**4-Year Anniversary Report**  
*September 2025*

# Acronyms

<b>AAE</b>	Asesoramiento Ambiental Estratégico
<b>ARA</b>	Adaptation Research Alliance
<b>BCRC-Caribbean</b>	Basel Convention Regional Centre for Training and Technology Transfer for the Caribbean
<b>BMCs</b>	Borrowing Member Countries
<b>CCCCC</b>	Caribbean Community Climate Change Centre
<b>CDB</b>	Caribbean Development Bank
<b>CSW</b>	Commission on the Status of Women
<b>FAO</b>	Food and Agriculture Organisation
<b>GAP</b>	Gender Action Plan
<b>GCF</b>	Green Climate Fund
<b>GEDSI</b>	Gender Equality, Disability and Social Inclusion
<b>GEF</b>	Global Environment Facility
<b>GNF</b>	Gender Needs Framework
<b>GRCB</b>	Gender-responsive Climate Budgeting
<b>IIED</b>	International Institute for Environment and Development
<b>IPs</b>	Indigenous Peoples
<b>ITPs</b>	Indigenous and Tribal Peoples
<b>IWD</b>	International Women's Day
<b>LDCs</b>	Least Developed Countries
<b>LGBTQI+</b>	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex
<b>NDC</b>	Nationally Determined Contributions
<b>NGO</b>	Non-governmental organisation
<b>PWDs</b>	Persons with Disabilities
<b>RSRI</b>	Road Sector Resilience Index
<b>SEP</b>	Stakeholder Engagement Plan
<b>SGP</b>	Society of Gender Professionals
<b>SIDS</b>	Small Island Developing States
<b>UN</b>	United Nations
<b>UNEP</b>	United Nations Environment Programme
<b>WSRN-S</b>	Water Sector Resilience Nexus for Sustainability

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## Message from **LEISA PERCH** Managing Director

“ As we celebrate four years of SAEDI Consulting, I am beyond grateful, happy and proud of all we achieved since 2021 and the voices and perspectives we have raised. I am proud of our accomplishments in the last year and how our work influenced our growth, values and what we hold as important. It is surreal and exciting to see my vision become a reality and be one that is shared and co-owned by others. We have grown from a very small team to a core of 12 associates and another 6 persons that work with us as and when needed. Our team represents a variety of geographies, from Latin America and the Caribbean, to Canada, to the African continent, and diverse fields of expertise including gender, research and data analysis, communications and project management.

I am pleased about the high-quality and nuanced work we delivered and continue to deliver. We worked in key areas for the first time such as transport and early-warning systems, while our involvement in multi-country projects with intense stakeholder engagements encouraged us to adapt to tight timelines while effectively learning more about vulnerable groups and their needs to better serve them through our work, including our Gender Assessments and Gender Action Plans. It is also noteworthy that our **scope has increased from projects valued at USD\$20-30,000 to larger projects valued at USD \$50-100,000.00, a doubling and tripling of our initial capacity.**

We are grateful to have collaborated with so many organisations such as **Yarrow Global Consulting on climate and health**, and the **Society of Gender Professionals (SGP)**, as well as **CANARI as part of the Caribbean Climate Justice Alliance** on the advocacy side of our work, and to have engaged new clients like **IIED**, **ARA** and **others** as part of the project and programming side of our work. We value these partnerships and I am proud of our ability to be contracted repeatedly by the same clients such as **CCCCC**, **Environmental Solutions Ltd.**, **AAE** and **E Co. Ltd**, as well as our ability to attract others interested in our services. We also remain committed to and value our role as a member in the **UN Global Compact** and as a signatory to the **Women's Empowerment Principles (WEPs)**.

I envision an exciting next few months as we enter into Year 5 of operations, that include new projects and team members to add interesting dynamics, such as **economic lenses, to our work**. We are making strides in our global reach and presence with **more associates in the Africa region and starting to plant a flag in the Asia region**.

Going forward, SAEDI Consulting will be emphasising, even more, a focus on intersectional vulnerabilities and analyses as well as expanding our work with **the LGBTQI+ community**, **Persons with Disabilities (PWDs)**, and **other groups including Indigenous Peoples (IPs)**, to enhance the intentionality of our work about and with them.

We are truly grateful for the journey so far and the growth that came along with it. Thank you for being a part of our story. Here's to many more milestones together!

Happy 4<sup>th</sup> Anniversary, SAEDI! ”



## Our Impact



# INTRO TO

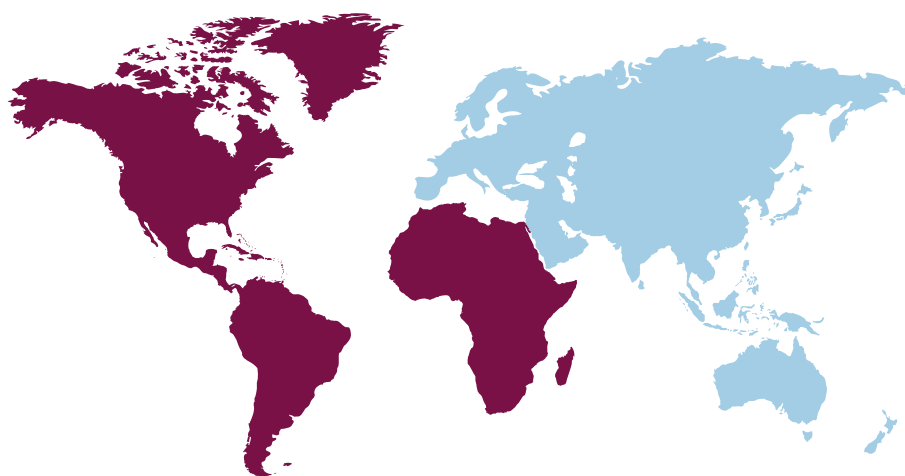


**SAEDI**  
CONSULTING  
BARBADOS INC

**10** REDUCED  
INEQUALITIES



SAEDI Consulting (Barbados) Inc. is an impact consulting firm creating socio-environmental solutions to build a more sustainable, inclusive world.



**12 team members**

6 floating team members

**Across 3 continents**

7 new team members  
since 2024

- 21** Corporate Clients
- 7** Caribbean-based institutions
- 9** International clients
- 3** Research institutions
- 2** Gender-focused institutions

We have worked and continue to work with our clients to support other entities such as the Caribbean Development Bank, USAID, Inter-American Development Bank, Food and Agriculture Organisation (FAO) of the United Nations, and Antigua and Barbuda Department of Environment.

## Our Partners

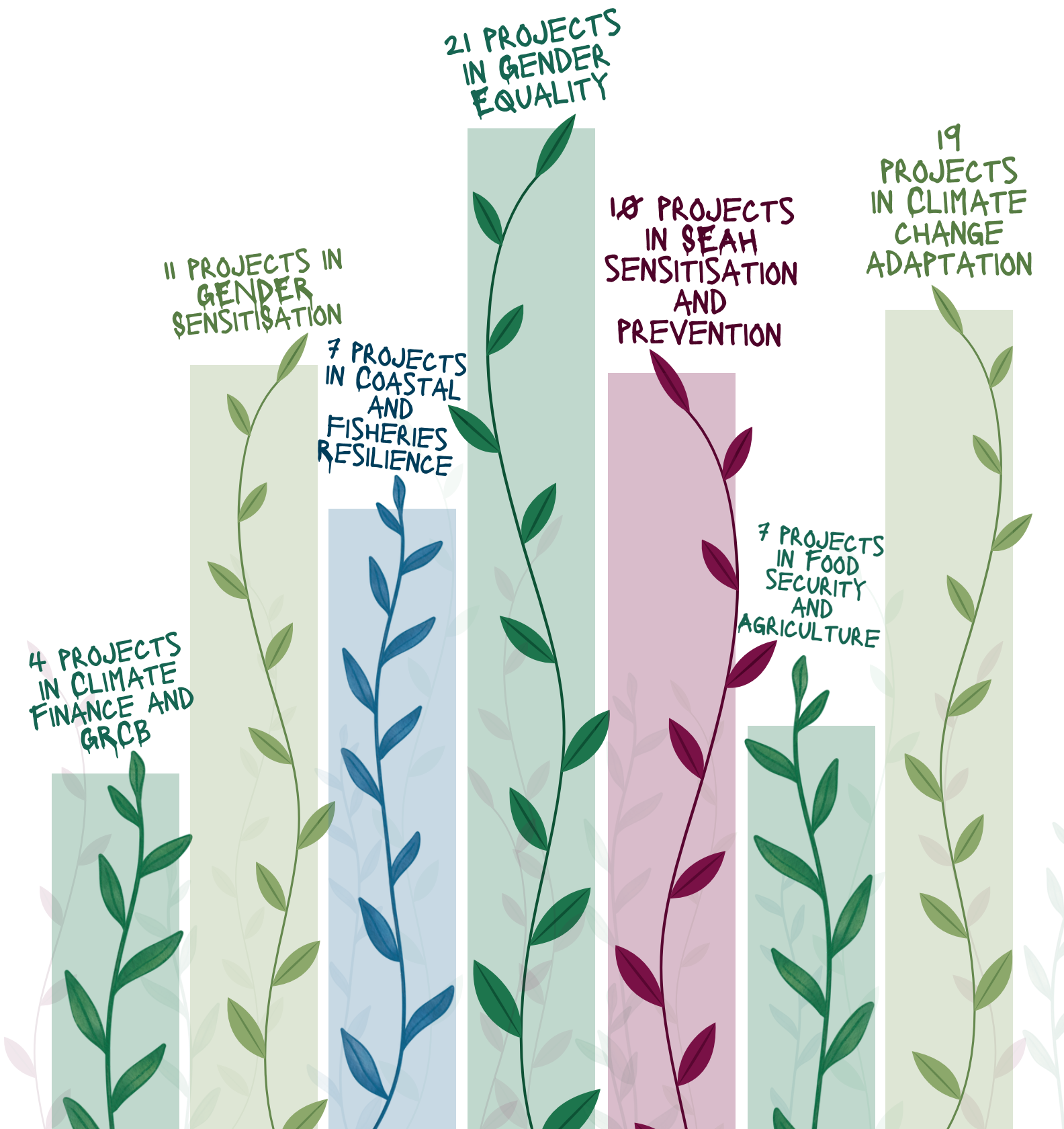


**16**  
**SDGs**  
explored across  
projects

# Thematic Branches of Work



# Our Core Thematic Roots


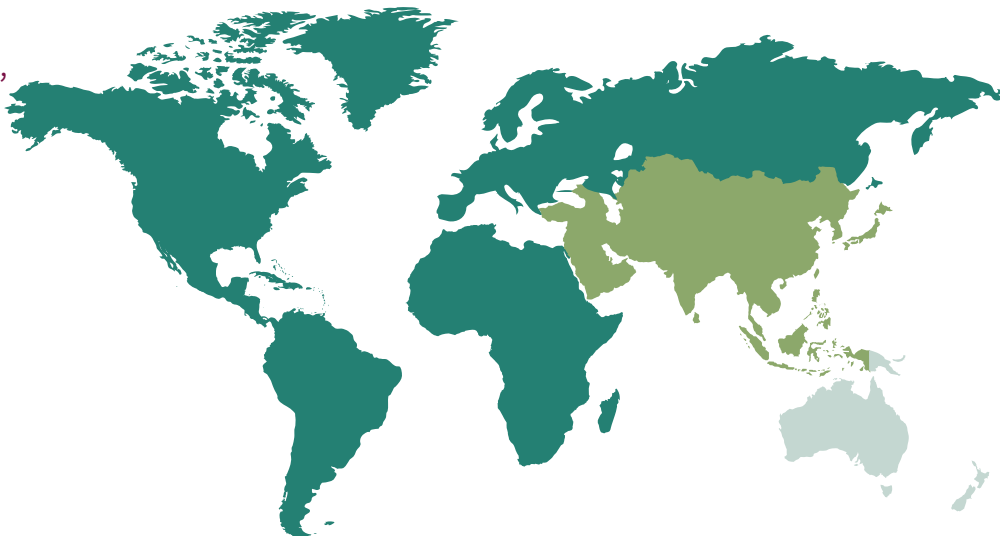


**27+ clients across 36+ countries  
and 3 continents**

**35+ projects**



Our work expanded from the **Caribbean, North America, Africa,** and **Europe** to include **Asia** and **South America**, including first-time projects in Cuba, the Dominican Republic, Haiti, Brazil, Somalia, Mali, Senegal, Uganda, Kiribati, Nepal and the Maldives.



**15**  
multi country  
projects

*Including...*  
**11+** Gender Assessments, **11+** Gender Action Plans,  
**2** Policies, **3** Events, **14+** Workshops, **6** Training Modules,  
 and **2** Publications



 **1K**  
followers  
*40+ posts*



16  
followers



5  
new blogs  
since 2024



## 3 Live Events

### Participation in **10+** Conferences, Panels, & Events

## IWD Webinar

2024

March 2024

## SIDS4 Conference Side Event

May 2024

## NGO CSW69 Parallel Event

March 2025



## Our Projects



### Our corporate clients to date include

2X Global | AAE | CCCCC | CGIAR Gender Platform | Con Plus Ultra | CPCS | CPDC | DT Global | E Co. Ltd. | Environmental Management Authority Trinidad and Tobago | Environmental Solutions Ltd. | Fiona Handl and Associates | First Citizens Foundation | FOKABS | IIED | Integrated Sustainability Consultants Ltd. | MCII | Roberts Caribbean Limited | South South North | UNFCCC Gender Team | WEDO

# Countering Anti-Gender Movements: Intersectional Solutions for Gender Equity

## NGO CSW69 Parallel Event with the Society of Gender Professionals



On March 21, 2025, **SAEDI Consulting (Barbados) Inc.** and the **Society of Gender Professionals (SGP)** co-hosted a hybrid parallel event at **NGO CSW69** titled "**Countering Anti-Gender Movements: Intersectional Solutions for Gender Equity**", drawing over **150 active global participants**. Held both in-person at the Salvation Army in New York and online, the session featured panellists from diverse regions and fields who tackled the growing political and social influence of anti-gender movements.

The discussion spotlighted their impact on Sexual Orientation, Gender Identity, Gender Expression, and/or Sex Characteristics (SOGIESC) rights, climate justice, and labour, and highlighted feminist strategies for resistance, from grassroots to institutional levels. Key messages emphasised the need for youth engagement, Global South leadership, evidence-based advocacy, and genuine partnerships with marginalised communities to advance gender equity under the Beijing+30 and 2030 agendas.



LEISA PERCH  
Managing Director

Our NGO CSW69 Parallel Event was our third collaboration with the Society of Gender Professionals (SGP). As gender professionals, it is essential for us to collaborate around events such as this one. Being part of the event and one of the first speakers was both a **privilege and an opportunity for my own growth and thinking** about how I conduct myself within this space. It was amazing to be in the team, have Caribbean representation from our powerful speakers, and to have conversations with attendees like students who are trying to navigate their lives and their role in social activism. Thinking about **gender backlash and anti-gender movements forces us to think about current politics, what we want to say and how we want to engage with people in this space. We must be unafraid and willing to use our voices to speak on critical issues around gender.**



## PROJECT HIGHLIGHTS

 **150+**

global activists  
in attendance,  
virtually and  
physically



# Understanding Barriers to Women's Participation in UN Climate Negotiations

Joint Publication with IIED

1 NO POVERTY



4 QUALITY EDUCATION



5 GENDER EQUALITY



10 REDUCED INEQUALITIES



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



The research report titled "**Understanding barriers to women's participation in the UN climate negotiations: perspectives from the least developed countries**" was released by the **International Institute for Environment and Development (IIED)**, in collaboration with SAEDI Consulting. It examines the barriers limiting women's participation in UN climate negotiations, particularly within Least Developed Countries (LDCs). The research, led by our Managing Director Leisa Perch, Project Manager Kwasi Pierre, and Research Associate Jacqueline Massiah-Simeon, working closely with the IIED team - including co-authors Tracy C. Kajumba, María Fernanda Alcobé and Elaine Harty - and an Advisory Group, highlights the **roles of financial constraints, cultural norms, and systemic biases**, while spotlighting promising national efforts in Mozambique, Rwanda, and Sierra Leone to strengthen gender parity. The report calls for enhanced **policies, funding, training, and support systems** to create a **more inclusive and effective climate negotiation process**.

➤ Read it here: <https://www.iied.org/22603iied>



JACQUELINE  
MASSIAH-SIMEON  
Research Associate

As always, with each project I am faced with something I have not done before. This project was no different. As we celebrate 4 years of hard work, I would have to say that my most exciting project was the IIED research "Understanding Barriers to Women's Participation in UN Climate Change Negotiations". First of all, there was the **scale of this project** that was exciting, as we were engaging **30+ LDCs** across Africa and Asia. It was such a revelation to hear of the experiences of people from countries I had only read about. I was particularly in awe of the **powerhouses that were the women from the African continent**. My greatest satisfaction came from **developing the case studies of 3 countries**. It was a significant learning curve, but I was immensely proud to see those final pieces. This research was different from the usual consultancies, as we were working towards a publication, and for me, both my descriptive writing and stakeholder engagement skills were sharpened on this project, and I was very proud to see my name on that publication. I can only see SAEDI getting stronger as we move ahead, and I am happy to be along for this journey.

## PROJECT HIGHLIGHTS



Only  
**1 in 3**  
UNFCCC delegates  
are women.



and  
**10%**  
of heads of delegation  
are women.



**12**  
recommendations  
for promoting gender  
balance and the  
meaningful  
representation of  
women

# Gender and Youth Action Plan

## EMA BIOREACH



The Global Environment Facility (GEF) project, **Biodiversity Conservation and Agro-ecological Land Restoration in Productive Landscapes of Trinidad and Tobago (BIOREACH)**, is being co-executed by the Environmental Management Authority (EMA) and NAMDEVCO. The project aims to promote the conservation of biodiversity, restore degraded lands and improve the livelihoods of rural communities involved in agriculture, forestry and other land uses throughout Trinidad and Tobago. Our Managing Director, Leisa Perch is contracted by the EMA as the Gender and Youth Specialist to develop and implement a Gender and Youth Action Plan (GYAP). As part of the consultancy and with support from the SAEDI Consulting team, the GYAP, along with other key deliverables were developed, including Gender-responsive Free, Prior and Informed Consent (FPIC) Guidelines to support project implementation. In-country missions in 2024 and 2025 were also part of this ongoing consultancy.

> Learn more about BIOREACH here: <https://www.thegef.org/projects-operations/projects/10188>



LEISA PERCH  
Managing Director

As part of the recently completed mission in Trinidad and Tobago, it was great to be in both islands and go into the field to **meet the beneficiaries and those driving the work at the community level** through, for example, identifying learning sites for the community. It was a unique experience meeting with the casual workers doing site preparation and planting work which are key to the riparian restoration aspects of the project. **I was struck by the level of enthusiasm, commitment, knowledge and the appreciation people had.** It was inspiring to hear the casual workers (both male and female and of various ages, I am proud to say) talking about the knowledge they gained about plants and trees, for example. My experience with BIOREACH really stood out as it allowed me and the SAEDI team through the sharing and support provided, to **delve into the socioecological aspects of projects and explore what that means for project outputs, outcomes and impacts as well as the pace of these across the life of a project.**

## PROJECT HIGHLIGHTS

Over  
**74+**  
Participants

Across  
**3**  
Training  
Workshops

**4 sites visited**  
in 2025 mission to  
Trinidad and Tobago:  
*Couva, Felicity and  
Plum Mitán in Trinidad,  
Les Couteaux in Tobago*



# St. Kitts and Nevis Readiness Project (KNA-RS-005)

5 GENDER EQUALITY



7 AFFORDABLE AND CLEAN ENERGY



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



The St. Kitts and Nevis Readiness Project (KNA-RS-005) led by the Government of St. Kitts and Nevis, in collaboration with the Caribbean Community Climate Change Centre (CCCCC) and the Green Climate Fund (GCF), focuses on the country's **Nationally Determined Contributions (NDC)**. SAEDI Consulting was contracted to support gender mainstreaming efforts and actions in the NDC, working with Asesoramiento Ambiental Estratégico (AAE) to produce several deliverables including a climate and gap gender assessment, a gender action plan, training modules as well as a climate and gender awareness strategy.



Gender mainstreaming is critical across all areas of work and it is crucial to build the capacity of persons to understand and integrate gender considerations into their work as well as to **empower them to become active agents of change** in addressing issues such as climate change. It was a pleasure to directly engage with a diversity of stakeholders as part of the gender analysis and gap assessment under the KNA-RS-005 programme to **understand stakeholders' experiences and needs first-hand** and to ensure that our recommendations under the project see them as **not just beneficiaries, but as partners in and drivers of more inclusive, equitable, gender-responsive, community-driven and sustainable climate action in the context of the NDC for St. Kitts and Nevis.**



SHAKIRAH ALI  
Junior Research  
Associate

## PROJECT HIGHLIGHTS



9

**Deliverables**  
prepared



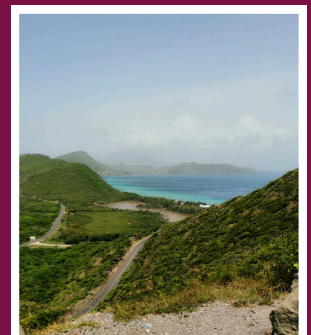
2

**in-person**  
Training and  
Capacity Building  
workshops held

With

70

Persons  
trained



# Maldives/ UNEP Toward Risk-Aware and Climate-resilient communities (TRACT)

5 GENDER EQUALITY



10 REDUCED INEQUALITIES



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



**Toward Risk-Aware and Climate-resilient communities (TRACT)** - Strengthening climate services and impact-based multi-hazard early warning in Maldives is being executed by the Ministry of Tourism and Environment (MTE), Republic of Maldives and the United Nations Environment Programme (UNEP), with funding from the Green Climate Fund (GCF). It aims to protect the Maldives from climate threats and will contribute to GCF's support of the Early Warning Systems for All initiative. Ms. Perch was contracted by the UNEP as the project's Gender Specialist. With support from the SAEDI Consulting team, key activities were conducted including the development of a gender assessment and Gender Action Plan (GAP) and the provision of recommendations aligned with Gender Equality, Disability and Social Inclusion (GEDSI) perspectives.

➤ Learn more about the project here: <https://www.greenclimate.fund/project/sap050>



This assignment was a fascinating one and **my/our first time doing work focused directly/exclusively on early-warning systems (EWS) and in South Asia**. From a gender lens, my part of the project explored a **variety of needs** linked to safety and security, livelihoods, business continuity, post-disaster contexts, transportation/mobility, and climate adaptation. It was important for someone from a Caribbean SIDS to do this work in a SIDS in another region and there was **a lot of learning** that came from being there. The context **encouraged me to think of the needs of migrants, migrant workers and tourists who may not speak the language**. Another key element was the **role of existing governance mechanisms** such as a Women's Council. It also encouraged thinking about the **sociocultural and potentially religio-cultural aspects** which influence or should influence intersectional analysis and a strategic, practical way of thinking. **I am proud of the emerging analysis, the Gender Assessment and the recommendations we provided from a GEDSI perspective, particularly for engagement of persons with disabilities (PWDs)**. This translated into the way our Gender Needs Framework (GNF) and our Gender Action Plans (GAPs) look including on issues of mobility as well as positive norms and culture.



LEISA PERCH  
Managing Director

## PROJECT HIGHLIGHTS



**1 mission**

Consultations in  
**3 locations across the country, with 139 stakeholders**

**30+**

**activities identified**  
in Gender Action Plan

# UWI Inequality of Risk Chapter

5 GENDER  
EQUALITY



10 REDUCED  
INEQUALITIES



13 CLIMATE  
ACTION



14 LIFE BELOW  
WATER



15 LIFE  
ON LAND



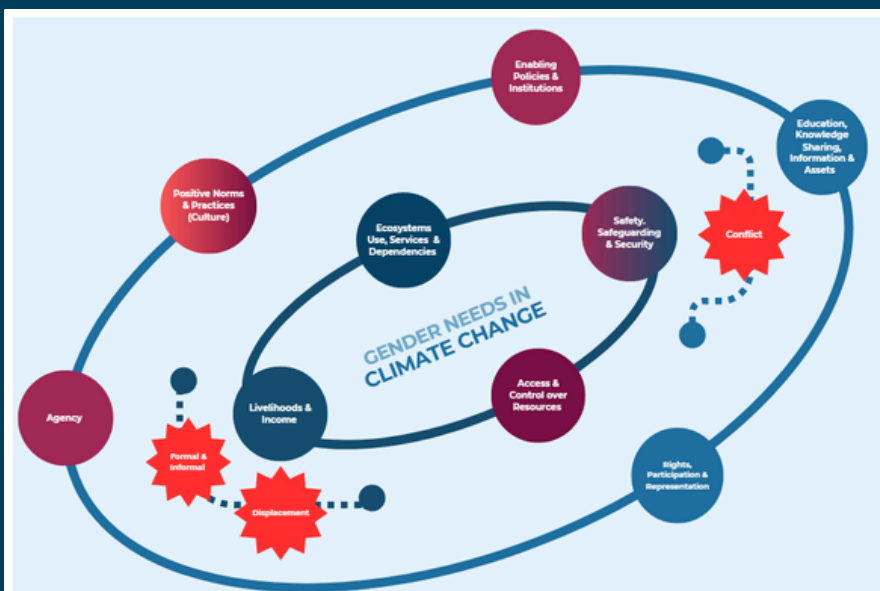
For an upcoming book developed by the University of the West Indies (UWI), SAEDI Consulting provided a chapter on the ‘**Inequality of Risk**’ in the context of climate change and natural hazards. The chapter was authored by Tanya Wragg-Morris and Leisa Perch, with graphics support from Junior Research Associate, Sai Sonali Anmolsingh.



TANYA WRAGG-MORRIS  
Research Associate

Drawing on literature, post-disaster needs assessments, and incorporating our own work on the disproportionate impacts of climate change on vulnerable populations, we built a case for **inclusive climate action, disaster recovery and risk mitigation**. The chapter discusses how marginalised groups, already experiencing **multiple disadvantages (social, economic, and geographic)**, face greater impacts and higher risk from climate related hazards than others. Exploring the topic of the ‘**inequality of risk**’ and collaborating with team members to **develop impactful graphics** that represented the concepts and solutions of the chapter were key highlights of the project.

## PROJECT HIGHLIGHTS



### Enhanced Gender Needs Framework (e-GNF)

The GNF is the normative framework that SAEDI Consulting uses for our work and is adapted depending on the research or analysis in focus. It is used in this context to disaggregate potential **gender needs that influence how and why marginalised persons are differently affected** by climate change.

# BCRC-Caribbean GEF ISLANDS 10279 & 10472 Projects/Fiona Handl & Associates

1 NO POVERTY



5 GENDER EQUALITY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



The global "Implementing Sustainable Low and Non-Chemical Development in Small Island Developing States (ISLANDS)" programme is funded by the Global Environment Facility (GEF) and supports Small Island Developing States (SIDS), including those in the Caribbean, with managing chemicals and waste. It is implemented by the United Nations Environment Programme (UNEP) and the Food and Agriculture Organisation (FAO), and executed by BCRC Caribbean. The SAEDI Consulting team was contracted by Fiona Pompey-Handl and Associates to perform the **socioeconomic** and **vulnerable group analysis** for **12 Caribbean SIDS** including Cuba and the Dominican Republic.

➤ Learn more about the project here: <https://www.thegef.org/projects-operations/projects/10279> and <https://www.bcrc-caribbean.org/wp-content/uploads/2022/08/ISLANDS-10279-10472-project-briefs.pdf>



ROSHANNA RAMDASS  
Junior Research  
Associate

This project **helped me recognise how current legislation and infrastructure remain largely non-responsive or voluntary, limiting effective inclusion for marginalised populations** such as children, the elderly, persons with disabilities, and women. The lack of gender-disaggregated data hampers understanding of how waste management practices impact these groups socially, economically, and health-wise. **Vulnerable populations are often exposed to hazards due to inadequate policies, lack of targeted infrastructure, and limited participation in decision-making.** Additionally, through this project, I significantly enhanced my writing and report development skills by analysing complex information, synthesising key findings, and presenting them clearly and concisely. I learned to evaluate sources critically, organise data logically, and articulate insights in a structured manner.

## PROJECT HIGHLIGHTS

Socioeconomic and  
vulnerable group  
analysis for

12

Caribbean SIDS  
Including focus on:



Women



Children



Persons with  
Disabilities



Elderly



Indigenous  
Persons



Informal  
Workers



LGBTQI+  
Persons



Migrants

# CSIDS SOILCARE PHASE II

5 GENDER  
EQUALITY



10 REDUCED  
INEQUALITIES



13 CLIMATE  
ACTION



14 LIFE BELOW  
WATER



15 LIFE  
ON LAND



The **Caribbean Small Island Developing States Multi-Country Soil Management Initiative for Integrated Landscape Restoration and Climate-Resilient Food Systems** (CSIDS SOILCARE) Phase II project is a regional project funded by the Global Environment Facility and is being implemented by the Food and Agriculture Organisation (FAO) and executed by the Partnership Initiative for Sustainable Land Management. It aims to strengthen CSIDS with the necessary tools to adopt and implement measures, policies, and legal and institutional frameworks to achieve Land Degradation Neutrality (LDN) and Climate Resilience. As part of project preparation, Roberts Caribbean Ltd. - Environmental and Development Consulting Firm, Ms. Dianne Roberts, contracted the SAEDI Consulting team, led by our Managing Director Leisa Perch as the Gender, Environmental, and Social Specialist. SAEDI supported the gender assessment, gender action plan, Environmental and Social Safeguards (ESS) screening for the project and provided inputs to the Stakeholder Engagement Plan (SEP).

➤ Read more about the project here:

<https://www.thegef.org/projects-operations/projects/11390>



SHAKIRAH ALI  
Junior Research  
Associate

As someone with a purely environmental background, working on SOILCARE Phase II as my first project at SAEDI Consulting **expanded my knowledge of the gendered impact of environmental issues** and contributed to a more informed understanding of how multifaceted gender and gender-based work are. Supporting with the Stakeholder Engagement Plan (SEP) for the project inspired me to **think more deeply about the meaningful inclusion of stakeholders from marginalised groups** such as women, persons with disabilities (PWDs) and Indigenous and Tribal Peoples (ITPs) and ways to ensure that their valuable perspectives and experiences are accounted for. This process helped deepen my understanding of **inclusive stakeholder engagement principles and protocols, and the need to elevate the voices of marginalised groups in society who are otherwise often underrepresented and underserved.**

## PROJECT HIGHLIGHTS

Over  
**14**  
CARICOM  
Countries

Aiming to  
restore  
**28K**  
hectares of  
degraded land

Directly benefit  
**6.9K**  
farmers

with  
**40%**  
women's  
participation

# Road Sector Resilience Index (RSRI) Application Project

5 GENDER EQUALITY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



13 CLIMATE ACTION



15 LIFE ON LAND



RSRI, implemented by DT Global for the Caribbean Development Bank (CDB), focuses on the **road transport sector** across **16 of the CDB's Borrowing Member Countries** (BMCs) in the Caribbean. The project aims to integrate **gender-sensitive climate change and disaster resilience measures** into the sector. SAEDI Consulting executed the gender and social assessment of the road infrastructure to assess climate change resilience in the BMCs. We also performed a field mission in each country and conducted an in-country workshop with key governmental stakeholders to validate the findings of the country workbooks. The project has **strengthened the capacity of CDB Borrowing Member Countries to provide road infrastructure that is more resilient to natural hazards and climate change impacts while ensuring that they are also accessible to vulnerable groups such as persons with disabilities, children, youth, the elderly and the poor.**



Caribbean countries' road networks and transportation sectors are highly vulnerable to the effects of climate change due to proximity to coastal areas and susceptibility to flooding which are further compounded by limited financial and technical resources to support climate adaptative action. Current practices for the transportation sector climate adaptation are primarily centred on the environmental and technical factors related to the roadways and **rarely account for the diversity of needs, usage and accessibility of these roads and other infrastructure.** The gendered reality of how differing users access the roads or associated transport facilities are **underrepresented in the decisions made** for planned climate interventions, indicating a **need to enhance the engagement, participation and representation of various groups within these processes.**



KWASI PIERRE  
Research Associate  
and Project Manager

## PROJECT HIGHLIGHTS



16

Borrowing Member Countries assessed



93+

Participants at the Regional Exit Workshop



**Key issues revealed, including the need to enhance capacity and technical expertise, and improve GESI integration in the sector**

# WSRN-S Gender Audit



The **Water Sector Resilience Nexus for Sustainability in Barbados** (WSRN S-Barbados) project is funded by the Green Climate Fund (GCF) and executed by the Barbados Water Authority (BWA) with oversight from the Caribbean Community Climate Change Centre (CCCCC). SAEDI Consulting was contracted to perform the WSRN-S Gender Audit, to develop a baseline for measuring gender mainstreaming progress for a project under CCCCC's implementation. The audit explored a number of issues of **gender-based performance for climate projects**. We are excited about the potential of this in supporting other national and regional projects.



SARA LAVELL  
Research Associate

This project addressed a critical gap that I'm passionate about: **distinguishing between superficial gender inclusion and meaningful transformation** in climate adaptation programming. Many projects achieve participation targets but lack tools to assess whether women's and other vulnerable group's involvement creates genuine empowerment and structural change. By **disaggregating throughputs, outputs, outcomes and impact** we also were better able to unpack and elaborate key elements of project gender performance of this project and other projects. I'm most proud of developing a **100-point Gender Integration Scorecard** - a practical tool enabling gender champions to move from compliance-based reporting to evidence-based strategic interventions. **This tool helps practitioners systematically assess power dynamics, intersectional vulnerabilities, and transformative outcomes**, providing immediate value for strengthening gender mainstreaming advocacy and programming effectiveness across climate resilience initiatives.

## PROJECT HIGHLIGHTS

### Key Sector Insights



Contractual arrangements influence gender outcomes, yet this role is not systematically addressed



Greater attention needed to the intersection of race, age, class, and disability in shaping vulnerability to water scarcity and stress in water infrastructure projects



More efforts are needed to advance equal access to leadership positions



There is potential for more integration of local knowledge in technical design

# Barbados Accelerating Transition to Resilient Agrifood Systems (BATRAS)

5 GENDER EQUALITY



7 AFFORDABLE AND CLEAN ENERGY



10 REDUCED INEQUALITIES



13 CLIMATE ACTION



15 LIFE ON LAND



The **Barbados Accelerating Transition to Resilient Agrifood Systems (BATRAS)** project, supported by the Food and Agriculture Organisation (FAO) and to be executed by the Barbados Agricultural Development and Marketing Corporation (BADMCO), aims to enhance the resilience of Barbados' agricultural sector to climate change while promoting gender-sensitive, low-emission practices. As part of the project development, our Managing Director Leisa Perch was contracted as the Gender Expert. With support from the SAEDI team, a Gender Analysis was conducted and a project-specific Gender Action Plan was developed. Ms. Perch also conducted field visits and led detailed stakeholder consultations with **49 farmers** across Barbados.



Supporting on the BATRAS project, an individual contract for our Managing Director, offered a treasured opportunity to contribute to climate resilience efforts in Barbados by documenting the insights and lived realities of smallholder farmers throughout the country. One of the most meaningful aspects of this work was the ability to capture and **uplift the voices of farmers who remain on the frontline of national food security but are also most intimately affected by climate-related challenges**. The ability to translate their experiences into a structured, evidence-based report, in the hope of supporting broader efforts to help farmers shoulder the burden of climate change, has been priceless. This process strengthened my skills in thematic analysis, data synthesis and stakeholder-focused communication, while expanding my understanding of the systemic and intersecting barriers facing rural agricultural communities in Barbados. **The project also showcases the power of inclusive documentation to inform more grounded, responsive and equitable programming in the climate and agriculture spaces.**



LATOYA CHARLES  
Junior Research  
Associate

## PROJECT HIGHLIGHTS

consultations with

**49+**

farmers



# What's *next* for SAEDI Consulting?

The past year has been a rewarding and exciting one for the team. We look forward to our continued growth over the next year.

In the coming 12+ months, we will:

- Expand our team presence in Africa and Asia,
- Enhance our work on and with marginalised groups,
- Expand our engagement with private sector actors on gender and climate integration,
- Expand our work on gender responsive climate finance and gender and socially responsive economic frameworks, and
- Deepen our work on gender-based performance measurement for climate and environmental finance.

We are eager to expand our reach and presence across our platforms such as [LinkedIn](#), [Medium](#) and our [website](#), as well as newer platforms such as [Bluesky](#) following our shift this year away from Meta applications. This includes expanding our communications outputs to include a quarterly bulletin to be launched in 2026.

As we look ahead to the year ahead, we are excited about what's to come for SAEDI Consulting.

Thank you for being along with us on our journey and for your continued support!

Sincerely,  
The team at SAEDI Consulting (Barbados) Inc.

*Leisa  
Kwasi  
Blessing  
Donna  
Firewoyni  
Tanya  
Jacqueline  
Sara  
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