

Blueprint for an Inclusive Future

A 10-15 Year Vision for creating Golden Opportunities for Individuals with Disabilities



Created: October 2nd 2024

This document is a working draft outlining the long-term vision for Good Humans 268 Inc. to transform the lives of individuals with disabilities over a 10 to 15-year period. Each objective presented here will need to be broken down into specific projects, and detailed budgets must be created for the various activities and initiatives. As such, this document should serve as a guide to help the organization develop its strategic approach, ensuring that all proposed goals are achievable through careful planning, execution, and financial management.

The objectives within this document are designed to support individuals with disabilities by fostering greater inclusivity, improving access to services, and raising awareness about both disability rights and the broader environmental issues that impact these communities. This blueprint outlines the organization's aspirations but will require ongoing adjustments as the projects evolve, particularly as partnerships are formed and funding is secured.

Ultimately, this draft lays the groundwork for a comprehensive plan to create opportunities, enhance accessibility, and lead initiatives that will change lives, both in Antigua and Barbuda and potentially on a wider scale. Through community outreach, environmental sustainability efforts, and the development of accessible facilities and programs, Good Humans 268 Inc. aims to build a more inclusive future for individuals with disabilities.

Synopsis of Good Humans 268 Inc.

Creating golden opportunities for individuals with disabilities through Community Outreach, Climate Action and Sustainable Farming.

Description of Good Humans 268 Inc.

Good Humans 268 Inc is dedicated to furthering environmental sustainability and assisting individuals with disabilities in Antigua and Barbuda. Facilitating constructive partnerships, programs and dialogues that result in changes that benefit not only individuals with disabilities but the entire country. Our guiding principle is "Necessary for some, useful for all."

Vision

Our vision is to empower disabled individuals, facilitating their integration into society as productive and self-sufficient members. We are committed to upholding programs that support underprivileged students, foster community awareness through volunteerism and leisure activities, and tackle the adverse effects of climate change, as disabled individuals are often disproportionately impacted.

Mission

Creating sustainable and environmentally-friendly partnerships, programs, employment, and training opportunities for individuals with disabilities.

Contents

Objectives 5
Objective 1 5
Objective 2 5
Objective 3 6
Objective 4 7
Objective 5 7
Breakdown of Objective 1 8
Breakdown of Objective 2 16
Community Cleanup Document presented to Prime Minister 22
Breakdown of Objective 5 25
Student community service 2023/2024 Report – Objective 3 30
Pilot Phase: January 2023 – August 2023 32
Project Phase: September 2023 – December 2024 32
Reporting Period: September 2023 – June 2024 32
Summary of Project Status 32
Progress Based on Objectives 32
Lessons Learned 33
Issues and Challenges 34
Financial Summary 34
Conclusion 34
Student Community Service Booklet 2024/2025 School year 36
Recycling 37
Objectives: 37
Expected Results 37
Tree Planting 37
Objectives: 37
Expected Results 38
Volunteering 38
Objectives: 38
Expected Results 38
Top Performing school from each group 2023/2024 school year 39
Groups 39

Term 1	40
Term 2	41
Term 3	42
Project Zones (SCHOOLS HAVE BEEN GROUPED BASED ON LOCATION)	43
Some of the Activities planned to upcoming school year	44
Expected Impacts.....	47
Expansion of the recycling efforts in Schools	48
Extract from document.....	48
Pantry Report from 2023/2024 academic Year – Objective 4	52
Expansion from All Saints Secondary Pantry Program	55
Project Red.....	57
Summary of Project Red	57
What is Project Red?	57
Our Commitment	58
Collection Methods	58
Possible Marketing for Project Red	59
State of the art compound	62

Objectives

Objective 1

To raise awareness about the impact of our actions on climate change, have meaningful conversations with individuals with disabilities, and participate in panel discussions on taboo topics.

- *Conscious Conversations*
 - *Panel discussion focused on climate change and engaging in meaningful conversations with individuals with disabilities.*
- *Taboo Talk*
 - *Panel discussion on subjects that are often viewed as taboo.*
- *What's your story?*
 - *Experience the inspiring stories of individuals with disabilities through a captivating video series.*
- *Good Human's Podcast*
 - *Sharing our thought-provoking discussions with even more people by uploading "Conscious Conversation," "Taboo Talk," and "What's Your Story" to various platforms like Apple Music and Spotify.*

Objective 2

To support individuals with disabilities and address the effects of climate change by organizing annual fundraising events and conducting clean-up activities.

- *The organization's staple events:*
 - *Concert*
 - *A gospel concert showcasing local, regional, and international artists from various denominations.*
 - *Brunch for a Cause*

- Indulge in the perfect blend of delectable cuisine and a captivating atmosphere.
- *Walk for a Cause*
 - *Something fun that is inclusive, family-friendly and impactful.*
- *Nationwide Mod Day*
 - We have joined forces with the Ministry of Education to observe the International Day of Disability annually.
- *Cleanup*
 - *An annual cleanup event for trails or beaches*

Objective 3

To Promote Youth Environmental Stewardship through recycling, tree planting and a volunteering program in local schools

Participating in community service is as easy as counting from 1 to 5.

1. **Report** - *Each school will create a report that includes information on the hours worked by the students, the types and locations of trees planted, as well as the number of bottles and cans removed from recycling bins and garbage. Additionally, the report should feature the most exceptional student, any challenges encountered throughout the year, and any suggestions for future improvements to the program.*
2. **Trees** - *Every student has the opportunity to make a positive impact on the environment by planting two trees.*
2. **Locations** - *Every student has the opportunity to make a difference by participating in three unique outreach programs throughout the country. By volunteering, they can inspire and uplift communities in need while gaining valuable experience.*
3. **Hours** - *students are encouraged to volunteer for a minimum of 10 hours and a maximum of 40 during the academic year.*

5. Items Recycled - Throughout the year, every student should recycle 5 cans and 45 bottles. Let's work together to make a difference in our environment.

Objective 4

To create eco-friendly programs to support underprivileged students in Antigua and Barbuda.

- *A Pantry and Stationery*
 - *providing students with breakfast and other necessary items.*

Objective 5

To design exemplary, educational and exciting eco-tours that are managed, created by and cater to individuals with disabilities

- *BOSS Adventures (Basic, Over-Sized, Super-sized, Supreme Adventures)*
 - *Experience the beauty of Antigua and Barbuda on tour that takes you through the Island's rich history and offers a mouthwatering lunch and a rejuvenating cocktail at the top of a hill.*

Breakdown of Objective 1

To raise awareness about the impact of our actions on climate change, have meaningful conversations with individuals with disabilities, and participate in panel discussions on taboo topics.

- *Conscious Conversations*
 - *Panel discussion focused on climate change and engaging in meaningful conversations with individuals with disabilities.*
- *Taboo Talk*
 - *Panel discussion on subjects that are often viewed as taboo.*
- *What's your story?*
 - *Experience the inspiring stories of individuals with disabilities through a captivating video series.*
- *Good Human's Podcast*
 - *Sharing our thought-provoking discussions with even more people by uploading "Conscious Conversation," "Taboo Talk," and "What's Your Story" to various platforms like Apple Music and Spotify.*

Overview

This objective aims to raise awareness about climate change, disability inclusion, and other taboo subjects through a variety of media formats, evolving from a bi-weekly newspaper column into a comprehensive show.

Current Format

Continue with the Conscious Conversation bi-weekly column in the newspaper, maintaining its focus on raising awareness about individuals with disabilities.

Phase 2: Expansion

1. Record the First Few Episodes of *Conscious Conversations*

This step focuses on transitioning *Conscious Conversations* from written content into spoken-word episodes, paving the way for multimedia expansion.

- **Identify Topics:**
 - Select the first three to five topics that align with both climate change and disability inclusion.
 - Example topics could include: "How Climate Change Disproportionately Affects Individuals with Disabilities" or "The Intersection of Accessibility and Sustainability."
- **Find Guests:**
 - Identify and invite experts or individuals with personal experience related to each episode's topic.
 - Ensure diversity among guests (experts, individuals with disabilities, climate activists).
- **Create a Recording Space:**
 - Set up a simple recording studio, ensuring good audio quality.
 - Test the equipment (microphone, camera, lighting, background).
- **Script Preparation:**
 - Draft a loose script or bullet points to guide the conversation, ensuring that key messages about climate action and disability are communicated clearly.
- **Record Episodes:**
 - Record at least two or three episodes in the first batch, giving time to learn and adjust before launching the first episode.
- **Post-Production:**
 - Edit the recordings to ensure clear sound quality, cut unnecessary sections, and include background music or introductions.
- **Soft Launch:**
 - Release a teaser or short clip of the upcoming episodes on social media to build anticipation.

2. Introduce *Taboo Talk* (Panel Discussion Series)

This sub-project will focus on bringing sensitive or "taboo" topics into the conversation, like mental health, gender identity, and discrimination.

- **Define the First Topics:**
 - Choose three key taboo topics that will resonate with the audience, such as "Living with Invisible Disabilities," "Mental Health in the Disabled Community," or "Gender Identity in a Changing World."
- **Assemble a Panel:**
 - Find 2-3 panelists per episode who have experience or expertise in the topic. Ensure diversity in backgrounds and perspectives (e.g., individuals from various gender identities, mental health experts, advocates).
- **Panel Format:**
 - Decide the format: Will the panelists discuss amongst themselves, or will there be a moderator guiding the conversation?
- **Recording & Set-Up:**
 - Similar to *Conscious Conversations*, set up a dedicated recording space, ensuring the environment is comfortable and inclusive for panelists.
 - Prepare to film or record the discussions for both video and audio content.
- **Record Pilot Episodes:**
 - Start by recording at least two episodes to test the format and make necessary adjustments before a full launch.
- **Promote the Series:**
 - Use social media and existing *Conscious Conversations* followers to promote *Taboo Talk*. Release clips or snippets to build interest.

3. *What's Your Story?* (Video Series)

This will showcase short video interviews with individuals with disabilities, sharing their personal experiences, challenges, and triumphs.

- **Identify Interviewees:**

- Reach out to individuals with disabilities who are willing to share their stories. Focus on diversity in experiences, such as people affected by climate change, those in advocacy roles, or everyday challenges.
- **Outline the Interviews:**
 - Prepare a general outline for the interviews, asking key questions like: "What has been your greatest challenge?" and "How do you see yourself contributing to the fight against climate change?"
- **Recording Setup:**
 - Scout locations or set up a visually appealing space for the interviews, focusing on comfort and accessibility.
- **Film the Interviews:**
 - Start by filming three to four short interviews. Aim for about 5-10 minutes of content per interview to keep the audience engaged.
- **Editing:**
 - Edit the footage to ensure the final product is polished, focusing on keeping the personal stories impactful and moving.
- **Distribute via Social Media and YouTube:**
 - Upload the interviews on YouTube, with shorter clips for Instagram and Facebook. Use hashtags to promote engagement, like #WhatsYourStory and #InclusionMatters.

4. Good Human's Podcast

This step involves uploading *Conscious Conversations* and *Taboo Talk* to popular podcast platforms like Apple Music, Spotify, and SoundCloud, turning the discussions into a portable audio experience.

- **Select Hosting Platforms:**
 - Register for podcast hosting platforms like Anchor, which can distribute the podcast to Apple Music, Spotify, and others.
- **Upload the First Episodes:**

- Begin by uploading the audio versions of *Conscious Conversations* and *Taboo Talk*. Make sure to include a clear episode title and description.
- **Create Podcast Branding:**
 - Design a simple yet catchy logo for *Good Human's Podcast*. Write a description for the podcast that explains its mission, i.e., raising awareness about climate change and disability through inclusive conversations.
- **Social Media Announcement:**
 - Announce the podcast launch on all social media channels, including clips or soundbites from the first few episodes to spark interest.
- **Track Analytics:**
 - Use the built-in analytics on podcast platforms to track how many people are listening, which episodes are the most popular, and what audience demographic is engaging with the content.
- **Feedback Loop:**
 - Create a feedback system where listeners can suggest future topics or ask questions for upcoming episodes.

Phase 3: Partnerships

This involves partnering with schools and organizations to showcase *Conscious Conversations* and *Taboo Talk* as part of educational programs, events, or workshops, expanding the impact to a younger and wider audience.

- **Develop Educational Materials:**
 - Create study guides, worksheets, and discussion prompts that align with the themes from *Conscious Conversations* and *Taboo Talk* episodes. This can include reflection questions, activities, and research projects for students.
 - Prepare teacher resources to help guide conversations and integrate the podcast into lessons.
- **Organize Special Events:**
 - Coordinate with schools to organize events such as assemblies, special classes, or after-school programs where the episodes can be showcased.

- Host panel discussions or Q&A sessions after watching an episode, with guest speakers (e.g., teachers, local activists, individuals with disabilities) who can share their insights.
- **Collaborate with Local Nonprofits:**
 - Partner with nonprofits that focus on environmental sustainability or disability inclusion. These organizations can promote *Conscious Conversations* during their own community outreach events, or even co-host workshops with schools.
- **Create a Speaker Circuit:**
 - Establish a roster of speakers (experts, activists, educators) who are willing to participate in discussions after each episode is shown in schools or community events.
 - Organize monthly or quarterly "Conscious Conversations Live" events in schools, where these speakers lead discussions with students.
- **Radio Partnerships:**
 - Approach local radio stations to feature snippets of *Conscious Conversations* during their regular programming. Offer 1-2 minute highlights, focusing on key messages from each episode.
 - Develop short radio ads or jingles promoting the *Good Human's Podcast* and encouraging listeners to tune in or subscribe.
- **TV Features:**
 - Reach out to national TV channels, pitching *Conscious Conversations* and *Taboo Talk* as short featurettes or mini-series that can be broadcast during environmental or educational programs.
 - Prepare promotional video snippets, 30 seconds to 1-minute clips, highlighting the most powerful moments from each episode.
 - Collaborate with educational TV programs to feature the podcasts in conjunction with discussions on climate change or disability rights.
- **Social Media Campaigns:**

- Develop a social media strategy to regularly post clips, quotes, and visual content from episodes. Create shareable content like short inspirational quotes from *What's Your Story?* and teaser trailers for upcoming episodes.
- Use interactive posts, like polls or live Q&A sessions, to engage listeners and viewers. For example, “What taboo topic would you like to see covered next?”
- Collaborate with influencers in the disability and climate action space to cross-promote the podcast.
- **National Billboards & Print Media:**
 - Design and distribute print ads and posters to schools, libraries, and community centers, promoting the podcast series. Use compelling visuals from *What's Your Story?* or *Conscious Conversations*.
 - Consider running billboard ads in major cities, featuring quotes or visuals from the podcast, along with calls to action (e.g., “Listen now on Apple Podcasts!”).
- **Identify Global Guests:**
 - Build a network of international climate activists, disability advocates, and policy experts from across the Caribbean, Latin America, and other regions.
 - Use existing partnerships with regional organizations or invite high-profile speakers to join conversations.
- **Host International Episodes:**
 - Organize and record interviews or panel discussions with these global guests. The discussions should focus on how different countries address climate change and disability inclusion.
 - Highlight country-specific challenges and solutions, such as climate adaptation strategies in the Caribbean or disability rights movements in Europe.
- **International Episode Promotion:**
 - Create a dedicated promotional campaign for these global episodes. Use social media and email marketing to specifically target audiences interested in international policy, climate justice, or disability advocacy.
 - Collaborate with international organizations to cross-promote the episodes within their networks.

- **Global Listening Events:**
 - Organize virtual listening events, where people from different countries can join live streams of *Conscious Conversations*. These events can include live chats or Q&A sessions with the guests after the episode airs.

- **Collaborate with International NGOs:**
 - Reach out to international disability rights organizations, climate action NGOs, and sustainability-focused nonprofits. Offer to feature their work in *Conscious Conversations* or invite their representatives to join panel discussions.
 - Create collaborative episodes with these organizations, where the discussion revolves around their global initiatives and local impact.

- **TEDx and Global Conferences:**
 - Submit proposals to speak or host panels at TEDx events, regional climate action conferences, or disability rights summits. Focus on sharing the stories and lessons learned from *Conscious Conversations* and *What's Your Story?*
 - Record these talks and include them as part of the podcast episodes or video series, expanding the reach of the podcast to new global audiences.

- **Global Distribution:**
 - Pitch *Conscious Conversations* as a series to global streaming platforms (such as Netflix or Amazon Prime) as part of their documentary or education catalog. This could be a way to get *What's Your Story?* episodes in front of international audiences.

- **Cross-Promotional Content:**
 - Partner with other globally recognized podcasts, YouTube channels, or video series to cross-promote *Conscious Conversations*. Appear as a guest on other popular platforms and invite those hosts to join the discussions as well.

Breakdown of Objective 2

To support individuals with disabilities and address the effects of climate change by organizing annual fundraising events and conducting clean-up activities.

- *The organization's staple events:*
 - *Concert*
 - *A gospel concert showcasing local, regional, and international artists from various denominations.*
 - *Brunch for a Cause*
 - *Indulge in the perfect blend of delectable cuisine and a captivating atmosphere.*
 - *Walk for a Cause*
 - *Something fun that is inclusive, family-friendly and impactful.*
 - *Nationwide Mod Day*
 - *We have joined forces with the Ministry of Education to observe the International Day of Disability annually.*
 - *Cleanup*
 - *An annual cleanup event for trails or beaches*

Concert – Gospel Concert Featuring Local, Regional, and International Artists

Timeline: 6-9 months prior

- **Artist Selection** (6-9 months prior):
 - Reach out to local, regional, and international gospel artists, ensuring a mix of diverse denominations.
 - Establish contracts with artists, defining performance details and promotional commitments.

Timeline: 6 months prior

- **Venue Booking** (6 months prior):
 - Choose a centrally located, accessible venue that accommodates individuals with disabilities. Ensure it has ramps, accessible seating, and restroom facilities.
- **Theme and Messaging** (6 months prior):
 - Develop a theme that connects gospel music with disability rights and climate action
 - Work with performers to include messages of inclusion and environmental stewardship in their performances.

Timeline: 5 months prior

- **Sponsorships and Partnerships** (5 months prior):
 - Secure sponsorship from local businesses, religious organizations, and disability rights groups to cover costs and provide additional support.
- **Logistics and Event Setup** (5 months prior):
 - Arrange for sound, lighting, and stage equipment, ensuring all technology is accessible for performers and attendees with disabilities.
 - Create a comprehensive event schedule, including opening acts, main performances, and intermissions where messages about the cause can be delivered.

Timeline: 3-4 months prior

- **Marketing and Ticket Sales** (3-4 months prior):
 - Develop a comprehensive marketing campaign, utilizing social media, radio, and local community events to promote the concert.
 - Set up online ticket sales, with discounts or special packages for individuals with disabilities or group purchases.

2. Brunch for a Cause – A Fundraising Event Focused on Food, Socializing, and Entertainment

Timeline: 6 months prior

- **Venue and Menu Selection** (6 months prior):
 - Choose an upscale restaurant or outdoor venue that is fully accessible and known for its culinary expertise.
 - Work with the chef or catering team to create a diverse menu, accommodating different dietary preferences (vegan, vegetarian, gluten-free, etc.).
- **Chef Collaboration** (6 months prior):
 - Partner with well-known local or celebrity chefs to design the menu and add exclusivity to the event.

Timeline: 3-4 months prior

- **Fundraising Elements** (3-4 months prior):
 - Organize auctions or raffles during the brunch, featuring items donated by local businesses. Proceeds will go toward disability-focused initiatives or climate action projects.
- **Event Design and Atmosphere** (3-4 months prior):
 - Set up an aesthetically appealing environment with live music or background entertainment, creating a welcoming, upscale atmosphere.

Timeline: 2-3 months prior

- **Speakers and Testimonials** (2-3 months prior):
 - Invite guest speakers, such as individuals with disabilities or environmental advocates, to share their stories and explain how funds raised will be used to support the cause.

Timeline: 1-2 months prior

- **Ticket Sales and Sponsorships** (1-2 months prior):
 - Promote the event through social media, local influencers, and business networks. Offer early-bird pricing or group discounts to drive sales.

Walk for a Cause – A Family-Friendly, Inclusive Fundraising Walk

Timeline: 6 months prior

- **Route Planning** (6 months prior):
 - Choose a walk route that is accessible for individuals with disabilities, including wheelchair-friendly paths and rest stops.
 - Plan for emergency access points and volunteer stations along the route.
- **Permits and Safety** (6 months prior):
 - Obtain all necessary permits for public spaces and ensure safety measures are in place, such as first aid stations and clear signage.

Timeline: 4 months prior

- **Team and Family Participation** (4 months prior):
 - Encourage participants to form teams, promoting friendly competition for who can raise the most funds. Offer family-friendly packages and discounted rates to encourage group participation.

Timeline: 3 months prior

- **On-Site Activities** (3 months prior):
 - Set up fun activities for families at the finish line, such as face painting, live music, or food stalls, creating a fun, festival-like atmosphere.
- **Sponsorships and Partnerships** (3 months prior):
 - Partner with local businesses to provide branded T-shirts, snacks, or beverages for participants.

Timeline: 2-3 months prior

- **Fundraising** (2-3 months prior):
 - Implement peer-to-peer fundraising, where participants raise funds by asking friends, family, and colleagues to sponsor them per mile walked.

Nationwide Mod Day – Observing International Disability Day

Timeline: 6-9 months prior

- **Collaboration with Schools** (6-9 months prior):
 - Partner with the Ministry of Education to integrate *Mod Day* into the national school calendar.
 - Encourage all schools to participate by wearing designated colors that represent different types of disabilities.

Timeline: 4-6 months prior

- **Workshops and Assemblies** (4-6 months prior):
 - Organize workshops or school assemblies where students learn about disability inclusion. Provide educational materials such as videos, stories, and interactive exercises.

Timeline: 3 months prior

- **Fundraising Activities** (3 months prior):
 - Encourage schools to hold fundraising activities like bake sales, art auctions, or dress-down days.

Timeline: 2 months prior

- **Media and Social Media Engagement** (2 months prior):
 - Partner with local media outlets to cover the event and share stories from students and teachers about the importance of inclusion.
 - Use hashtags like #ModDayAB to generate buzz and share photos or videos of the day's events.

Cleanup – Annual Environmental Clean-up for Trails or Beaches

Timeline: 6 months prior

- **Location Selection** (6 months prior):
 - Work with environmental organizations to identify high-need locations, such as polluted beaches or overused trails. Ensure the cleanup areas are accessible for individuals with disabilities.
- **Volunteer Recruitment** (6 months prior):
 - Partner with schools, businesses, and community groups to recruit volunteers. Offer certificates for students as part of community service hours.

Timeline: 3 months prior

- **Logistics and Safety** (3 months prior):
 - Provide necessary tools like gloves, trash bags, and trash pickers. Conduct a safety briefing before the event to educate volunteers on how to handle potentially hazardous waste.

Timeline: 1-2 months prior

- **Transportation and Accessibility** (1-2 months prior):
 - Provide accessible transportation to and from the cleanup locations for individuals with disabilities.

Timeline: Post-Event

- **Post-Cleanup Engagement** (Post-event):
 - Provide refreshments for volunteers and organize short talks or workshops on the importance of environmental stewardship and how it connects to the rights of individuals with disabilities.

Community Cleanup Document presented to Prime Minister



Activities

1. Quarterly Community Cleanups:

- Frequency: Engage community members in cleanup activities once per quarter.
- Engagement: encourage participation from diverse community groups, including families, schools, local businesses, and civic organizations.
- Fun Elements: Incorporate games, competitions, and rewards to make the cleanups enjoyable.

2. Installation and Customization of Bins:

- Placement: Install bins in areas with high littering rates.
- Customization: Involve students in customizing the bins with creative designs and environmental messages.
- Education: Use the customization process as an opportunity to educate students and the community about the importance of proper waste disposal and recycling.

3. Weekly Bin Maintenance and Data Collection:

- Student Involvement: Student will be responsible for emptying the bins weekly.
- Data Collection: Gather data on the types and quantities of waste collected. This includes categorizing waste into recyclables, compostable, and landfill items.

- Analysis: Use the collected data to identify trends, problem areas, and the effectiveness of the bins. Share findings with the community and use them to improve waste management strategies.

Marketing

Promote the initiative through social media, local news, and community bulletin boards. Engage schools in community and businesses to participate and support the initiative.

Budget Cleanup

Item	Unit Cost	Total
4 Trucks	150 each	600
10 Cases of water	30 each	300
Refreshments 200 people	10 each	2000
Gloves and Garbage Bags		500
Marketing		200
Barrels	6 @ 80	480
Paint		500
Total		4580

Budget Tree Planting

Item	Unit Price	Total
50 Trees	150 each	7000
4 buckets Paint	500 each	2000
Truck		6000
10 Cases of water	30 each	300
Refreshments 200 people	10 each	2000

Gloves and Garbage Bags		500
Marketing		200
Total		18000

Outcomes and Impacts

Cleaner Community Spaces: Regular cleanups will lead to visibly cleaner parks, streets, and other public areas, enhancing the overall aesthetics and health of the community. By providing more bins and educating the community, there should be a reduction in littering and an increase in proper waste disposal and recycling rates. Increased Awareness: Community members, especially students, will gain a better understanding of the environmental impact of littering and the importance of waste management. Students will develop skills in organization, data collection, and analysis, as well as artistic skills through the customization of bins. Collaborative cleanup activities will foster a sense of community and collective responsibility. Community members will feel empowered to take action in maintaining and improving their local environment. Data collected from bin contents will help identify the most common types of waste and the areas most in need of attention, allowing for more targeted and effective interventions. Insights gained from the data can inform local policies and initiatives, such as increasing recycling programs or creating more educational campaigns.

Breakdown of Objective 5

To design exemplary, educational and exciting eco-tours that are managed, created by and cater to individuals with disabilities

- BOSS Adventures (Basic, Over-Sized, Super-sized, Supreme Adventures)
 - Experience the beauty of Antigua and Barbuda on tour that takes you through the Island's rich history and offers a mouthwatering lunch and a rejuvenating cocktail at the top of a hill.

This step involves creating a well-rounded tour that is accessible, engaging, and educational for individuals with disabilities. The goal is to design a tour that caters to various needs while highlighting Antigua and Barbuda's historical and environmental landmarks.

- **Identify Tour Locations**
 - Select sites around Antigua and Barbuda that highlight the island's rich history, natural beauty, and cultural significance (e.g., historical plantations, beaches, nature reserves).
 - Ensure that these sites are accessible, with pathways that accommodate wheelchairs, and rest areas that provide seating for individuals with mobility impairments.
 - Collaborate with local historians, environmentalists, and tour guides to ensure the educational content of each location is both informative and inclusive.
- **Route Planning**
 - Plan routes that allow for seamless movement between tour locations while considering accessibility needs, such as wheelchair-friendly paths and minimized distances for those with limited mobility.
 - Incorporate stops for refreshments and breaks along the route, ensuring that these areas are equipped with accessible restrooms and shaded seating.
- **Environmental and Historical Education**
 - Develop an educational component for the tour, where guides will discuss the environmental significance of each site, the island's efforts in combating climate change, and its historical relevance.

- Include stories of how Antigua and Barbuda’s past has shaped its present, incorporating topics such as colonial history, indigenous heritage, and environmental preservation.

2. Infrastructure and Accessibility

Ensuring that every aspect of the tour is accessible is a core element of BOSS Adventures. This includes transportation, tour sites, and any activities planned along the way.

- **Accessible Transportation**

- Secure specially designed vehicles that can accommodate wheelchairs and other mobility aids. These vehicles should have easy-to-use lifts and ramps to ensure smooth boarding and debarking for individuals with disabilities.
- Provide comfortable seating for individuals with different physical needs, including supportive seating for those with back or posture issues.

- **Accessible Site Modifications**

- Work with site managers to ensure ramps, handrails, and other accessibility features are installed at key tour locations. For historical sites, consider temporary accessibility solutions that do not compromise the integrity of the structures.
- Install signage in both Braille and large print for individuals with visual impairments at key stops throughout the tour.
- Ensure that restrooms at every stop are accessible and equipped with wide doors, grab bars, and sufficient space for wheelchairs.

- **Specialized Equipment**

- Provide portable equipment such as folding ramps, assistive listening devices for those with hearing impairments, and magnifying devices for individuals with visual impairments to enhance their tour experience.
- Make available trained guides who can offer personalized assistance for those who need extra help during the tour.

3. Experience Design

The tour experience will combine education, entertainment, and a strong sense of inclusion. It aims to make every participant feel comfortable, engaged, and enriched by their visit to Antigua and Barbuda.

- **Curated Itinerary**
 - Develop a tour itinerary that includes a balance of educational stops, leisure activities, and culinary experiences. Ensure that each component is adaptable to suit the needs of individuals with varying abilities.
 - Schedule sufficient time at each location for those who need extra time to navigate or explore at their own pace.
- **Inclusive Dining Experience**
 - Partner with local restaurants or caterers to create a lunch menu that is inclusive of dietary preferences and restrictions (vegan, gluten-free, etc.). Ensure that dining locations are accessible and have seating arrangements that accommodate individuals with mobility devices.
 - Incorporate a signature “rejuvenating cocktail” at a scenic spot (e.g., hilltop or beach) where participants can relax and enjoy the view. For non-drinkers, offer refreshing mocktails or specialty non-alcoholic drinks.
- **Interactive Elements**
 - Add interactive components to the tour, such as hands-on learning stations or nature activities that are accessible to everyone. This could include tree planting, art or photography workshops, or music sessions featuring local artists.
 - Create opportunities for participants to engage with local artisans or craftspeople to learn more about the island’s culture and history in an interactive and engaging manner.

4. Tour Management and Staffing

The tour will be managed and staffed by individuals trained in accessibility, ensuring that all participants feel supported and included throughout the experience.

- **Hire and Train Staff**
 - Recruit staff who are knowledgeable about both the history and environment of Antigua and Barbuda, as well as disability inclusion. Ensure that they are trained to assist individuals with various physical, sensory, or cognitive disabilities.

- Conduct sensitivity training and emergency preparedness sessions for all staff, including guides, drivers, and support personnel, ensuring they can handle situations with empathy and professionalism.
- **Tour Guide Preparation**
 - Work with experienced tour guides to create customized scripts that provide context on both the environmental and historical aspects of each tour location. Ensure these scripts can be adapted to meet the needs of different audiences (e.g., children, seniors, individuals with disabilities).
 - Equip guides with portable microphones and audio devices for participants with hearing impairments to ensure everyone can fully engage with the tour content.
- **Health and Safety Protocols**
 - Implement safety protocols that include emergency contact points, first aid stations, and accessible evacuation plans in case of emergencies. Staff should be trained in first aid and CPR, with particular focus on handling medical issues that may arise for individuals with disabilities.

5. Marketing and Outreach

To ensure the success of BOSS Adventures, an inclusive marketing and outreach campaign will be launched to promote the tour to individuals with disabilities as well as the general public.

- **Create Marketing Materials**
 - Design promotional materials that highlight the accessibility features and inclusive nature of the tours. This can include video advertisements featuring individuals with disabilities, brochures with large print and Braille, and a social media campaign targeting local and international travelers.
- **Launch Website and Online Booking** (3 months prior):
 - Set up an accessible website where participants can easily book tours. Ensure the website complies with accessibility standards, including screen reader compatibility, color contrast for visually impaired users, and simplified navigation for individuals with cognitive disabilities.

6. Tour Launch and Ongoing Support

Once the tour has been developed, continuous efforts will be made to refine the experience based on participant feedback and ensure its long-term success.

- **Soft Launch and Testing**

- Conduct a soft launch of the tour with a smaller group of participants, including individuals with disabilities, to gather feedback on accessibility, comfort, and content.
- Use this feedback to make necessary adjustments to the tour structure, content, or logistics before the official launch.

- **Ongoing Participant Feedback**

- After each tour, collect feedback through accessible surveys (in multiple formats, including online, paper, and audio) to understand participant satisfaction and areas for improvement.

- **Continuous Staff Training**

- Provide ongoing training for staff to keep them updated on best practices for accessibility and ensure that they can continue to offer a top-quality experience for all participants.

Student community service 2023/2024 Report – Objective 3



Contents

Pilot Phase: January 2023 – August 2023	32
Project Phase: September 2023 – December 2024	32
Reporting Period: September 2023 – June 2024	32
Summary of Project Status	32
Progress Based on Objectives	32
Lessons Learned	33
Issues and Challenges	34
Financial Summary	34
Conclusion	34

Pilot Phase: January 2023 – August 2023

The Student Community Service Recycling Project began as a pilot at All Saints Secondary School in January 2023. During this initial phase, the project focused on gathering data and testing strategies to promote recycling among students and staff. By the end of the pilot in August 2023, 32 schools were equipped with recycling barrels, and initial educational materials were distributed. The pilot provided valuable insights into the logistical and educational needs required to scale the project effectively.

Project Phase: September 2023 – December 2024

Building on the pilot's success, the project expanded in September 2023 to include 82 public and private primary and secondary schools across Antigua and Barbuda. The project is scheduled to run until December 2024, with a structured approach divided into reporting periods to track progress and address challenges systematically.

Reporting Period: September 2023 – June 2024

Summary of Project Status

From September 2023 to June 2024, the project achieved significant milestones in promoting recycling and waste management practices across schools. During this period, efforts focused on the distribution of recycling barrels, educational outreach, and data collection to measure the impact of recycling activities.

Progress Based on Objectives

Objective 1: Divert from Landfills

- **Barrel Drive:** By June 2024, a total of 272 recycling barrels were placed in schools and businesses. Initial placements in the first term (September - December 2023) included

192 barrels, with an additional 80 barrels deployed by the end of the second term (January - March 2024).

- **Instructive Signage:** A total of 584 instructive signs were placed on bins and in strategic locations throughout the schools, reinforcing the importance of recycling and proper waste disposal practices.
- **Data Gathering:** Over the reporting period, 587,117 recyclables were collected, including plastic bottles, glass, and cans. The collection efforts faced delays due to the temporary closure of the Plastic Free Island initiative, but ongoing negotiations with the government aim to resolve these issues.

Objective 2: Educate and Engage Students

- **Pre-Test:** Approximately 10.08% of the student population participated in a pre-test survey designed to assess their understanding of recycling and waste reduction.
- **School Visits:** The project team visited 70 of the 82 targeted schools by the end of the second term, engaging over 15,249 students in recycling education and activities.
- **Workshops and Educational Content:** Workshops are being planned for teachers to enhance their ability to foster environmental stewardship among students.

Objective 3: Develop Sustainable Livelihoods

- The goal to develop sustainable livelihood programs for 20 individuals with disabilities was impacted by the closure of the Plastic Free Island initiative. The project team is working with the government and local organizations to find alternative solutions, including potential partnerships to export recyclable materials and generate revenue.

Lessons Learned

- **Project Management and Adaptability:** The need for flexible project management and adaptive strategies was highlighted by various challenges, including logistical delays and school engagement issues.

- **Educational Engagement:** Engaging students effectively requires more than just placing bins and providing instructions; ongoing education, interactive content, and incentives are critical for long-term success.
- **Partnerships and Collaboration:** Building strong partnerships with schools, local businesses, and government entities is essential for overcoming challenges and enhancing project impact.

Issues and Challenges

- **Theft and Misuse of Bins:** Several recycling bins were stolen or used for purposes other than recycling, necessitating replacements and increased communication with school administrators.
- **Logistical Delays:** The closure of the Plastic Free Island initiative caused significant delays in processing collected recyclables, creating a backlog that the project team is currently addressing.
- **Limited Engagement in Some Schools:** Some schools showed limited engagement, highlighting the need for more robust communication strategies and follow-up to ensure active participation.

Financial Summary

- **Budget Allocation and Spending:** Funds were allocated for barrels, signage, transportation, and educational materials, with adjustments made to address both planned activities and unforeseen challenges. Detailed budget reports show a proactive approach to managing resources effectively throughout the reporting period.

Conclusion

The Student Community Service Recycling Project has made substantial progress toward its objectives despite facing several challenges. The distribution of recycling bins, educational outreach, and partnerships with other organizations have laid a strong foundation for future sustainability. The project team remains committed to overcoming obstacles and continuing to promote recycling and waste reduction in schools across Antigua and Barbuda. Future efforts will focus on enhancing student engagement, resolving logistical issues, and expanding the project's impact through innovative strategies and partnerships.

Student Community Service Booklet 2024/2025 School year



Student Community Service

TO PROMOTE YOUTH ENVIRONMENTAL STEWARDSHIP THROUGH RECYCLING, TREE PLANTING AND A VOLUNTEERING PROGRAM IN LOCAL SCHOOLS

September 2024 – June 2025

Contents

<u>Program overview</u>	37
<u>Recycling</u>	37
<u>Objectives:</u>	37
<u>Expected Results:</u>	37
<u>Tree Planting</u>	37
<u>Objectives:</u>	37
<u>Expected Results:</u>	38
<u>Volunteering</u>	38
<u>Objectives:</u>	38
<u>Expected Results:</u>	38
<u>Top Performing school from each group 2023/2024 school year</u>	39
<u>Groups</u>	39
<u>Term 1</u>	40
<u>Term 2</u>	41
<u>Term 3</u>	42
<u>Project Zones (SCHOOLS HAVE BEEN GROUPED BASED ON LOCATION)</u>	43
<u>Some of the Activities planned to upcoming school year</u>	44
<u>Expected Impacts</u>	47

Program overview

The program's primary objective is to foster a culture of environmental consciousness among young people through a comprehensive approach integrating recycling, tree planting, and volunteering. It is crucial to impart knowledge and engage with students to inspire them to become proactive stewards of the environment. The program is a multifaceted initiative that combines different aspects to create a holistic and highly beneficial approach to environmental conservation. It aligns with the United Nations' global sustainable development goals and has the potential to enhance the island's tourism industry, future human resources and disability awareness.

Recycling

Objectives:

1. Divert from the landfill and recycle 85 000 aluminum cans and 765 000 plastic bottles through a comprehensive recycling program in 81 public and private primary schools by the end of the project.
2. To indoctrinate and have 25% of the local school population actively involved in the circular economy, conservation, and waste reduction at the end of the project
3. To partner with three of the current recycling projects on the island and generate some revenue to give a stipend as support to 20 individuals with disabilities that will be assisting on the project.

Expected Results

- 85 000 aluminum waste diverted from the landfill.
- 765 000 plastic wastes diverted from the landfill.
- 10% of the total student population actively recycle.
- 20 individuals living with disabilities have gained a small stipend to assist in their livelihood from sorting plastic bottles and aluminum cans.

Tree Planting

Objectives:

1. To provide each student with two trees to plant by the end of the academic year
2. To partner with other projects that are currently working on removing the lemon grass and replacing them with trees.

Expected Results

- 34 000 trees planted by June 2024
- 20 Individuals with disabilities given a stipend to assist in the nursey and planting trees.
- 75% of the student population have a better understanding how planting trees is good for the environment.

Volunteering

Objectives:

1. To partner with non-profit organizations, community groups, clubs and associations that are currently operating in Antigua and Barbuda
2. To engage primary schools' students in 5 hours of volunteering for hours throughout the school year
3. To engage secondary schools' students in 10 hours of volunteering for hours throughout the school year
4. . To provide training opportunities in CPR, communication skills and team leadership for 20 individuals with disabilities in Antigua and Barbuda

Expected Results

- Total hours 123,310
 - ❖ 9,388 primary school students * 5 hours = 46 69 hours
 - ❖ 7,662, - secondary school students * 10 = 76 620 hours
- 20 individuals trained by the end of the project.
- Partnership with an estimated 1060 organizations, groups, projects, institutions formed.

Top Performing school from each group 2023/2024 school year

Groups

Group 1 **Good Humans 268 Inc**

- Temple Academy
- Divine Academy of Excellence Secondary
- The Mill Academy
- Tabernacle Academy
- Freetown Primary
- Newfield Primary
- Pares Primary
- Nelvie N Gore Primary
- Charlesworth T Samuel
- Victory Center
- Friends Development Center
- St. Michaels
- Foundations of Faith Tutorial
- Christian Union School
- Baptist Secondary
- TOR Memorial
- Seaview Academy
- Adele
- Better Chance
- School for the deaf



Win \$500.00 every term

Student Population 1 - 99

Group 2 **Good Humans 268 Inc**

- Bendala Primary
- Jennings Primary
- SR Olivia David
- Urtings
- Trinity
- Grays Crescent
- Post Millennial Academy
- St. Peters Academy
- Sunnydale Primary
- Glenvilles Secondary
- Pares Secondary
- Kids Unlimited
- Seaview Farm Primary
- Parham
- Gospel Light Elementary
- Buckleys Primary
- Irene B Williams Secondary
- Divine Academy of Excellence Primary
- Old Road Primary
- Baptist Primary
- SDA Secondary
- Mimah Magnet Academy
- Cedar Grove
- St. Andrews School
- St. Nicholas
- New Winthorpes
- Holy Trinity
- SMC63/Barbuda
- Liberta Primary
- Cuba Cross Primary
- Freemansville Primary
- Wesleyan Academy



Win \$500.00 every term

Student Population 100 - 199

Group 3 **Good Humans 268 Inc**

- Saint Joseph Academy
- St. Mary's Secondary
- Potters Primary
- Greenbay Primary
- Pigotts Primary School
- Sunnyside
- Foundation MIA
- St. John's Catholic
- Christ The King High School
- J.T. Ambrose
- New Beathal Academy



Win \$500.00 every term

Student Population 200 - 299

Group 4 **Good Humans 268 Inc**

- Five Islands Primary
- Golden Grove Primary
- Jennings Secondary
- Sir Naual Richard Academy
- Island Academy
- Mary E Piggott
- Seven Day Adventist Primary
- St. John's Lutheran
- Antigua Girl High School
- St. Anthony's
- Grace Christian Academy
- Villa Primary
- Antigua Grammar School
- T.N. Kinson Primary



Win \$500.00 every term

Student Population 300 - 599

Group 5 **Good Humans 268 Inc**

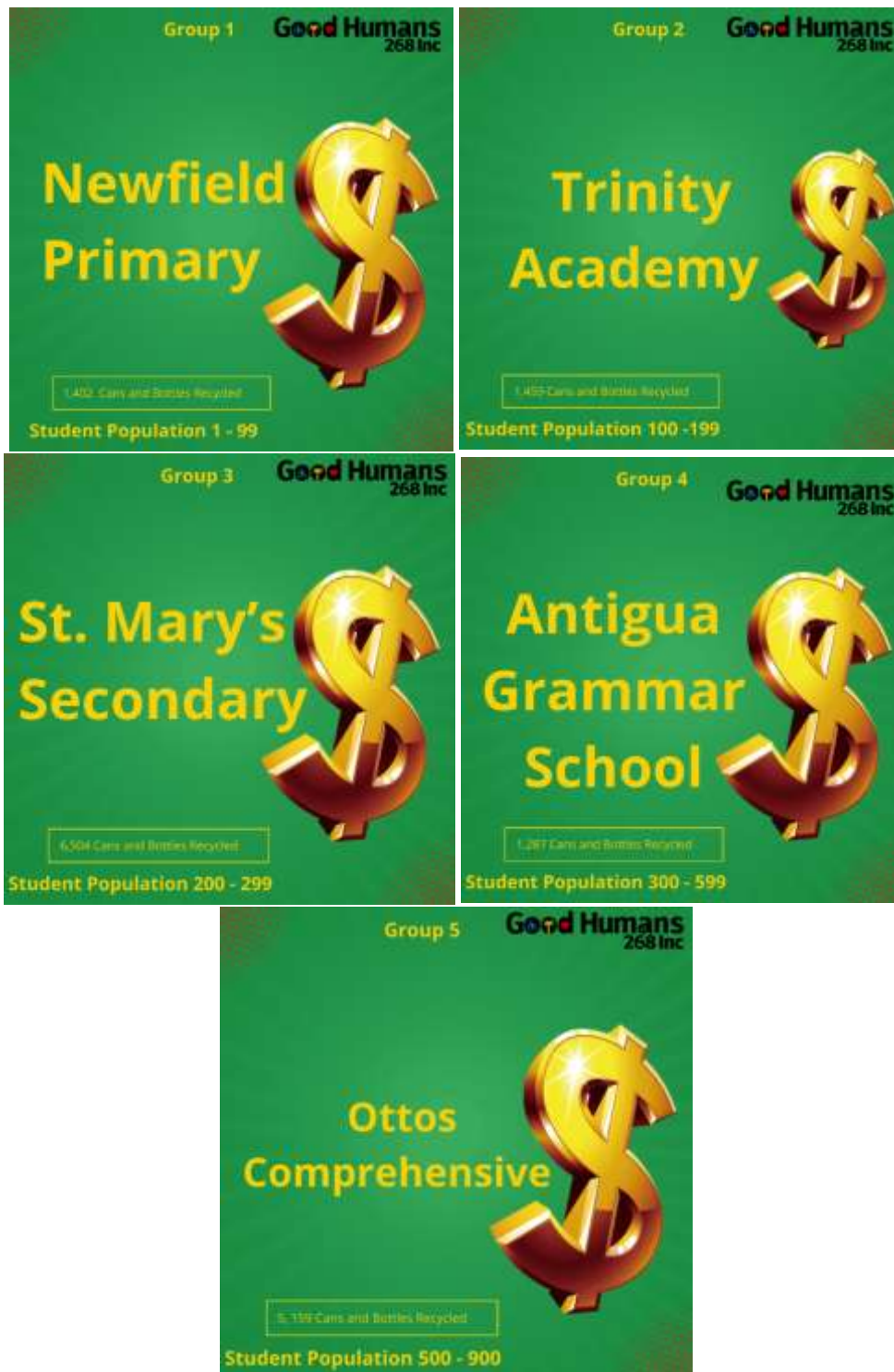
- Oasis Comprehensive Secondary
- Princess Margaret Secondary
- All Saints Secondary
- Clarehall Secondary



Win \$200.00 every term

Student Population 500 - 900

Term 1



Term 2



Term 3



Project Zones (SCHOOLS HAVE BEEN GROUPED BASED ON LOCATION)

Zone 1			Zone 4		
1	Primary Public	Five Islands Primary	19	Primary Public	Freetown Primary
2	Primary Public	Greenbay Primary	20	Primary Public	Newfield Primary
3	Primary Private	Temple Academy	21	Primary Public	Nelvie N Gore Primary
4	Primary Public	Golden Grove Primary	22	Secondary Public	Glanvilles Secondary
5	Primary Public	Bendals Primary	23	Primary Public	Pares Primary
Zone 2			24	Secondary Public	Pares Secondary
6	Secondary Public	Jennings Secondary	Zone 5		
7	Primary Public	Jennings Primary	25	Primary Private	Kids Unlimited
8	Private Secondary	Trinity Academy	26	Primary Private	Seaview Academy
9	Primary Public	St. Olivia David Primary	27	Secondary Public	SNRA
10	Secondary Public	St. Mary's Secondary	28	Primary Public	Potters Primary
11	Primary Public	Urlings Primary	29	Primary Public	Seaview Farm Primary
12	Primary Public	Old Road Primary	Zone 6		
Zone 3			30	Primary Public	Parham
13	Primary Private	Post Millennial Academy	31	Primary Public	Pigotts
14	Primary Private	The Hill Academy	32	Primary Private.	TOR Memorial
15	Primary Private	Grays Crescent Primary	33	Primary Private	Sunnyside
16	Primary Private	St. Peters Academy	Zone 7		
17	Primary Private	Sunnydale Primary	34	Primary Public	School for the deaf
18	Primary Private	Tabernacle Academy	35	Primary Public	T.N.Kirnon Primary
Zone 7			36	Secondary Public	AGS
34	Primary Public	School for the deaf	37	Primary Private	St. John's Catholic
35	Primary Public	T.N.Kirnon Primary	38	Private Secondary	CKHS
36	Secondary Public	AGS	39	Primary Private	Victory Center
37	Primary Private	St. John's Catholic	40	Private Secondary	SJA
38	Private Secondary	CKHS	Zone 8		
39	Primary Private	Victory Center	41	Primary Public	Cobbs Cross Primary
40	Private Secondary	SJA	42	Primary Public	Liberta Primary
Zone 8			43	Primary Private	New Beathal Academy
41	Primary Public	Cobbs Cross Primary	44	Secondary Public	All Saints Secondary
42	Primary Public	Liberta Primary	45	Primary Public	J.T Ambrose
43	Primary Private	New Beathal Academy	46	Primary Public	Freemans Village Primary
44	Secondary Public	All Saints Secondary	Zone 9		
45	Primary Public	J.T Ambrose	47	Primary Public	Charlesworth T Samuel
46	Primary Public	Freemans Village Primary	48	Primary Public	Irene B Williams Secondary
Zone 9			49	Primary Public	Buckleys Primary
47	Primary Public	Charlesworth T Samuel	50	Primary Private	Island Academy
48	Primary Public	Irene B Williams Secondary	51	Private Secondary	Island Academy
49	Primary Public	Buckleys Primary			
50	Primary Private	Island Academy			
51	Private Secondary	Island Academy			

Zone 10			Zone 13		
52	Primary Private	Mirvosh Magnet Academy	69	Primary Public	New Winthropes
53	Primary Private	St. John's Lutheran	70	Secondary Public	CHSS
54	Private Secondary	Baptist Secondary	71	Primary Private	St. Michaels
55	Private Primary	Baptist Primary	72	Primary Private	Foundations of Faith Tutorial
56	Secondary Public	OCS	73	Primary Private	Christian Union School
57	Primary Public	Mary S. Piggott			
Zone 11			Zone 14		
58	Secondary Private	SDA Secondary	74	Primary Public	Adele
59	Primary Private	SDA Primary	75	Primary Private	Grace Christian Academy
60	Private Primary	Foundation Mix	76	Primary Private	Wesleyan Junior Academy
61	Primary Private	Friends Development Center	77	Primary Private	Better Chance
62	Secondary Public	AGHS	78	Primary Public	Villa Primary
63	Primary Private	Divine Academy of Excellence	79	Secondary Public	PMS
Zone 12			Zone 15		
64	Primary Public	Cedar Grove			
65	Primary Private	St. Andrews School			
66	Primary Private	St. Nicholas	80	Primary Public	Holy Trinity
67	Private Secondary	St. Anthony's	81	Secondary Public	SMCGS/Barbuda
68	Private Secondary	Divine Academy of Excellence			

Some of the Activities planned to upcoming school year

- Partnership with WISH Foundation
- Workshop with Teachers
- Redistribution of Survey
- CIBC Breast Cancer Walk
- Clean ups
- Whistle while you recycle dance challenge

Students will be dancing to an edited version of the song “TK International-Whistle While You Work”

<https://www.youtube.com/watch?v=f28197LOQBI>

<https://www.facebook.com/reel/720200469978324>



- Booklets for primary school students - a raffle will be at the end for a winning child from each group

- Creating new Signs Challenge



- Basketball rims will be placed on the recycling bins



- Getting students to sign names on bins within schools “Recycling Heroes”



Expected Impacts

Following successful implementation of this project, and because of the strategic collaboration with

- West Indies Sail Heritage Foundation, the national “Plastic Waste Free Island Initiative” and Antigua Barbuda Waste Recycling Corporation we anticipate observing a behavioral shift resulting in litter, and plastic use reduction as well as a cleaner Antigua and Barbuda
- Reforestation projects we will remove a significant number of lemon grass and replace them with trees which will produce food in the future.
- Students will be exposed to different projects and gain some experience in volunteering. As a direct result of a cleaner country with more trees planted, we expect to witness healthier, cleaner ecosystems, for the benefit of people and wildlife.

While these actions take place across the school network, we expect there to be multiplier effects, extending to the families and friends of the students, having a huge local impact while also aligning with national (Plastic Waste Free Island Initiative) and international priorities (international Sustainable Development Goals).

The public will be exposed to firsthand knowledge about how the environment and individuals with disabilities are linked and how individuals with disabilities can assist with climate action.

Students and the wider population through our social media content will gain knowledge about how programs can be built to include individuals living with disabilities.

At the end of the project, the government will have access to data on the number of plastic and aluminum cans used by students. The number of trees planted, where the trees were planted, and type of tree planted. They will also have access to the locations, number of hours and the activities students were involved in while volunteering. This information can be utilized to pass legislation on single-use plastics.

Expansion of the recycling efforts in Schools

There is a separate document that gives a detailed breakdown of a possible idea to transform how waste is managed.

Transforming Waste Management in Antigua and Barbuda

An Island-Wide Circular Economy Approach

[Extract from document](#)

Rational

Antigua and Barbuda face significant challenges in managing waste, which has direct environmental, social, and economic impacts. Our vision is to transform waste management across the island through education and collaboration, engaging all sectors—schools, businesses, homes, events, and specialized training courses. By teaching best practices and actively involving these key areas, we aim to foster a sustainable circular economy that minimizes waste and maximizes resource use.

This document outlines a comprehensive approach to integrating waste management into everyday practices, focusing on promoting environmental sustainability and social inclusion. By breaking down the initiative into manageable phases and projects, we can ensure that the entire island benefits from this transformation.

To visualize how these sectors, work together in the circular economy, consider the following graph:



1. **Schools** – Educating future generations on waste management through recycling programs, student projects, and community service initiatives.
2. **Businesses** – Encouraging responsible consumption, waste separation, and recycling at the workplace, aligning with corporate social responsibility goals.
3. **Events** – Managing waste during large-scale events by separating recyclables and compostable materials, and promoting eco-friendly practices.
4. **Homes** – Implementing recycling and composting at the household level, encouraging community-wide participation in reducing waste sent to landfills.
5. **Waste Management Course** – Offering specialized training to integrate waste management practices across different sectors, raising awareness of climate action and environmental conservation.

Our waste management initiative will transform how waste is handled across the island, ensuring that each sector plays a role in the circular economy. By involving various stakeholders, we will create a system where waste is seen not as a problem but as a resource that can be reused, recycled, or composted. Through awareness campaigns, hands-on workshops, and specialized courses, we aim to reduce waste significantly and promote sustainability. To ensure the

successful transformation of waste management practices, the project will be broken down into several phases:

Phase 1 – Awareness and Education:

Initial workshops, campaigns, and school programs to raise awareness about waste management and its environmental impact.

Phase 2 – Pilot Projects:

Launching pilot projects in select schools, businesses, and communities to model waste separation, composting, and recycling.

Phase 3 – Scaling Up:

Expanding the program to include more schools, businesses, and events, integrating waste management practices into their daily operations.

Phase 4 – Data-Driven Expansion:

Collecting and analyzing data from the pilot projects to refine and optimize waste management strategies across the island.

Phase 5 – Long-Term Sustainability:

Ensuring that waste management becomes an embedded part of the culture in Antigua and Barbuda, with ongoing education and monitoring to maintain progress.

A concept note has been created for each sector involved in the waste management transformation. These drafts serve as the foundation for addressing waste management in schools, businesses, homes, events, and through specialized training courses. Each sector-specific plan is designed as a starting point, outlining key activities and objectives necessary to build momentum for the island-wide circular economy initiative.

It is essential to understand that these drafts are precisely that—drafts. They represent initial ideas that will evolve and be refined as we gather more data and insights. We will continuously review and adjust the plans based on feedback and lessons learned from other regions that have successfully implemented similar waste management projects. The data collected during the pilot phases, coupled with the experiences from other islands and communities, will ensure that our approach remains flexible, scalable, and grounded in proven methods.

Ultimately, the final version of each sector's plan will reflect the unique needs of Antigua and Barbuda, as well as the innovative solutions that emerge throughout the implementation process. This adaptive strategy ensures that we remain committed to both environmental sustainability and social inclusion while creating a waste management system that is responsive to our island's specific challenges and opportunities.

Pantry Report from 2023/2024 academic Year – Objective 4

Pantry Report 2023/2024 Academic Year

The school breakfast program at All Saints Secondary School continues to thrive, supported by generous contributions from Faith Wesleyan Holiness Church, Ice pop sales and other community efforts. This program is designed to meet the nutritional needs of students in the Learning Support Program. Ensuring they start their day with a healthy meal supports their physical well-being and academic performance.

Term	Number of Weeks in Term	Number of Weeks Breakfast Served	Number of Breakfasts Served
Term 1	15 weeks	12 weeks	1,020
Term 2	14 weeks	12 weeks	1,870
Term 3	11 weeks	8 weeks	1,530
Total	40 weeks	32 weeks	4,420

Throughout the school year, a total of **4,420 breakfasts** were served. Breakfast was served for a total of **32 weeks** out of the 40-week school year. The program aimed to provide meals consistently across all terms, but due to various constraints, breakfasts were not served every week. The goal for the 2024/2025 school year is to serve breakfast for **all 40 weeks**, ensuring that students receive consistent nutrition support throughout the entire school year.

The budget for the upcoming school year has been revised to accommodate increased participation and expanded program scope, with the goal of serving breakfast for the entire 40 weeks and budgeting to serve an additional 11 students. At the end of the last school year meals were served to 34 students. Plans are being made to include 11 students who would find themselves on the school’s welfare program.

Item	Quantity/Frequency	Total Annual Cost	Weekly Cost	Monthly Cost
-------------	---------------------------	--------------------------	--------------------	---------------------

Bread	\$285 per week	\$11,400.00	\$285.00	\$1,140.00
Porridge	40 servings for 3 days	\$14,400.00	\$360.00	\$1,440.00
Meat	40 servings per day	\$12,000.00	\$300.00	\$1,200.00
Subtotal		\$37,800.00	\$945.00	\$3,780.00
Cups	80 cups (replaced twice)	\$1,200.00	-	-
Stickers on Cups/Weekly Motivation Items		\$1,280.00	-	-
Grand Total		\$40,280.00		

Weekly Cost: The weekly cost for the core items (bread, porridge, and meat) totals **\$945.00**.

Monthly Cost: The monthly cost for the core items totals **\$3,780.00**.

Note: The budget items for stickers on cups and weekly motivational items are not essential for the program's core operations. Previously, stickers were placed on porridge cups for several weeks, which the students enjoyed. Due to budget constraints, this was discontinued. However, we are planning to reintroduce a form of weekly tokens or motivational items to help boost the students' spirits and maintain engagement.

Images from Stickers Places on breakfast last school year



Possible token for the upcoming year



- **Vance Bakery** continues to provide fresh bread daily to the School's parent coordinator,

- **Ice Pop Sales:** We need to implement a more structured approach to our ice pop sales to enhance their contribution to the program's funding.
- **Expansion:** We aim to extend this breakfast program (next school year) to additional schools, including Ottos Comprehensive Secondary and Sir Novelle Richards Academy, which have similar learning support programs.
- **Employment Opportunities:** A key future objective is to create job opportunities for individuals with disabilities. These individuals will be employed in making breakfasts and ice pops, providing them with an income while supporting the program.

The school breakfast program has demonstrated its value in supporting student health and academic performance. With ongoing support and strategic planning, we aim to sustain and expand the program's reach and impact.

Expansion from All Saints Secondary Pantry Program

To effectively guide the future expansion of the program past All Saints Secondary, we can use the existing milestones and data from the current program to structure the next steps. Here's a breakdown based on the lessons learned and achievements so far:

Key Milestones in the Current Program

1. **Nutritional Impact:** As seen in the Pantry Program Report(Report - Pantry Program...), the school breakfast program at All Saints Secondary School served 4,420 meals over the 2023/2024 school year. This helped improve students' well-being, supporting their learning and physical health.
2. **Program Expansion Plans:** The program already plans to expand into other schools like Ottos Comprehensive Secondary and Sir Novelle Richards Academy(Report - Pantry Program...). This aligns with the broader goal of increasing outreach and support for students with disabilities and those on welfare.

3. **Budgeting for Sustainability:** The current budget covers meals and supplementary items, like motivational stickers, to engage students. It totals \$40,280 annually(Report - Pantry Program...), and a focus on sustainability will be crucial for expansion.

Future Program Expansion Past All Saints Secondary

1. **Scaling Across Schools:** Based on the performance at All Saints Secondary, the program will expand to other schools in the upcoming year. Each new school will be evaluated based on factors like student population, learning support needs, and budget requirements. Ottos Comprehensive and Sir Novelle Richards have been identified as the next expansion schools due to their similar needs(Report - Pantry Program...).
2. **Data-Driven Planning:** The data on the number of weeks meals were served (32 out of 40 weeks), and the gaps in service provide critical insights. The aim for future phases is to ensure full-year service, eliminating gaps in meal provision(Report - Pantry Program...). This will be key when developing a timeline for rolling out the program across other schools.
3. **Inclusive Employment Opportunities:** A future goal of the program is to involve individuals with disabilities in meal preparation and other aspects of the project(Report - Pantry Program...). This not only empowers the disability community but also supports the operational needs of the expanded program.
4. **Funding Strategy and Partnerships:** The reliance on contributions from churches, ice pop sales, and other community efforts can be scaled by tapping into corporate sponsorships and government support. Project Red's structure of small, consistent donations from the public can also be adapted to support this expansion(Summary of Project Red).

The successful expansion of the program will require using data from All Saints Secondary to ensure consistent service, scaling budgeting plans, and leveraging partnerships to support more schools. Additionally, future phases should incorporate employment opportunities for people with disabilities, aligning with the broader goals of creating inclusive educational environments.

Project Red



Summary of Project Red

What is Project Red?

Project Red is designed to engage the citizens of Antigua and Barbuda in addressing some of the challenges we face as a country. Accessible restrooms and buildings are essential for individuals with disabilities and beneficial for society as a whole. According to the statistics department, Antigua and Barbuda has a population of "103,603" individuals. The working population (ages 20-59) is estimated at 58,764. By coming together and donating one dollar per month for a year, we can raise a significant \$704,168.00. Not everyone can give, but if just one-third of less than half of the working population participates, we can transform a school into an accessible one.

Project Red is slated to last seven years. The plan is to transform four primary schools and three secondary schools into accessible institutions annually, starting with Zone 2 and Potters Primary School. This initiative ensures that children with disabilities can "enter, leave, and circulate within" their restrooms, fulfilling their basic human needs.

Our Commitment

Our donations will ensure that children with disabilities have the freedom and access they deserve. This small contribution of \$1 per month per person is a stepping stone for the disability community and a beacon of hope. Our collective effort will unite individuals of different backgrounds and abilities, signaling a commitment to change and inclusivity in Antigua and Barbuda.

"There is no act too small, no act too bold. The history of social change is the history of millions of actions, small and large, coming together at critical points to create a power that governments cannot suppress." - Howard Zinn (Az Quotes, n.d.)

We must take responsibility as a unit and become one body, one voice, and one nation. Change starts with us. "The power of one, if fearless and focused, is formidable; but the power of many working together is better." - Gloria Macapagal Arroyo (Global Giving, 2020)

Collection Methods

- Bank deposits
- Partnerships with Business – Have conversations with employers to make voluntary \$12.00 deductions from employees
- Transfers using mobile banking
- Donation boxes at supermarkets, Hotels, Airport, etc
- Pop up stations in St. John's

Possible Marketing for Project Red

Social Media Campaigns:

- **Hashtag Campaign:** Create a unique and catchy hashtag (e.g., #RedForChange) to unify all social media posts related to the project.
- **Influencer Partnerships:** Collaborate with local influencers and celebrities to raise awareness and encourage their followers to donate.
- **Storytelling:** Share compelling stories of individuals who will benefit from the project, using photos and videos to illustrate their experiences.

Email Marketing:

- **Newsletters:** Send regular updates about the project's progress, success stories, and upcoming events to your email list.
- **Personalized Appeals:** Craft personalized emails to past donors and potential high-value contributors, highlighting the impact of their donations.

Community Engagement:

- **Workshops and Seminars:** Host workshops and seminars to educate the community about the importance of accessibility and the goals of Project Red.
- **School Involvement:** Engage local schools by organizing awareness programs and encouraging students to participate in fundraising activities.

Traditional Media:

- **Press Releases:** Issue press releases to local newspapers, radio stations, and TV channels to announce the launch of Project Red and highlight milestones.
- **Interviews:** Arrange interviews with project leaders and beneficiaries on local TV and radio programs.

Events and Fundraisers:

- **Charity Runs/Walks:** Organize charity runs or walks where participants can raise money through sponsorships.
- **Benefit Concerts:** Host concerts featuring local artists, with ticket sales and donations going towards Project Red.
- **Auction Events:** Conduct live or silent auctions with items donated by local businesses and community members.

Corporate **Partnerships:**

- **Employee Matching Programs:** Encourage companies to match their employees' donations to double the impact.
- **Corporate Sponsorships:** Seek sponsorships from local businesses, offering them recognition and promotional opportunities in return.

Promotional **Materials:**

- **Brochures and Flyers:** Design and distribute informative brochures and flyers in high-traffic areas such as shopping malls, community centers, and libraries.
- **Merchandise:** Create and sell branded merchandise (e.g., T-shirts, caps, tote bags) to raise funds and spread awareness.

Online **Presence:**

- **Website:** Maintain an updated, user-friendly website with detailed information about Project Red, including donation options and progress reports.
- **Blog:** Regularly post articles on the project's blog about accessibility issues, project updates, and personal stories.

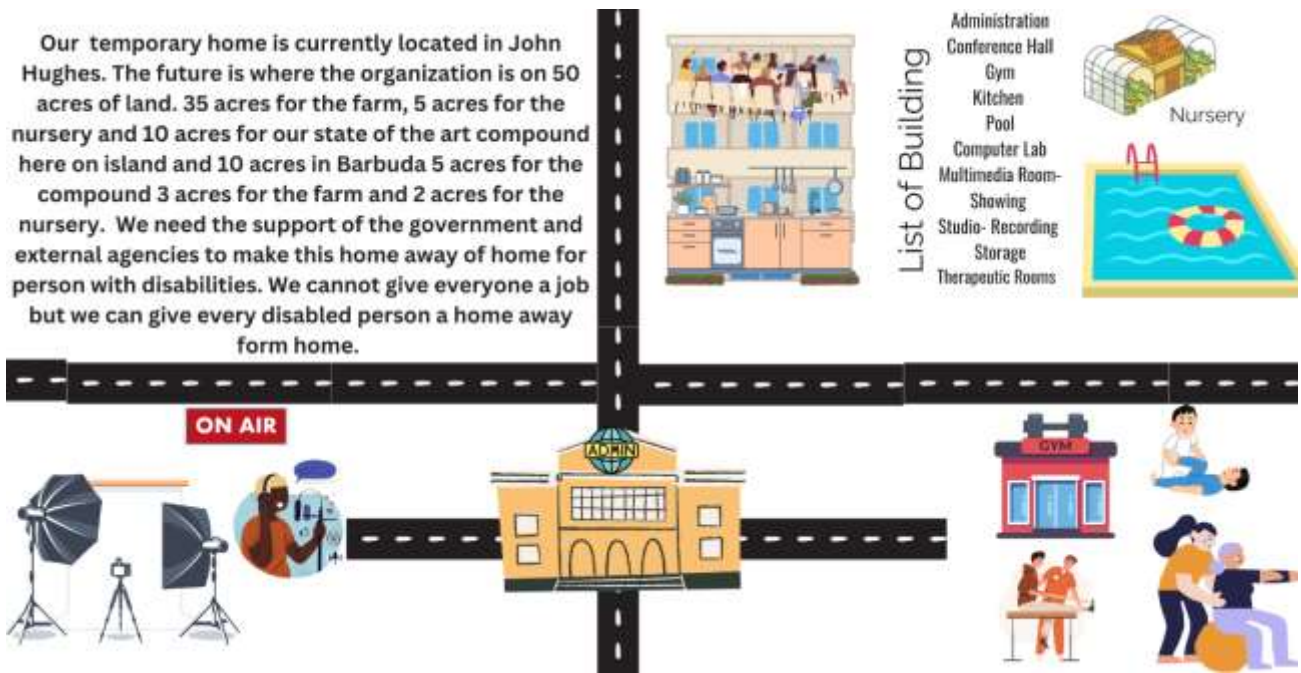
Public **Relations:**

- **Public Speaking:** Engage in public speaking at community events, rotary clubs, and other gatherings to raise awareness.
- **Partnership with NGOs:** Partner with other NGOs and community organizations to reach a wider audience.

□ **Creative Campaigns:**

- **Photo and Video Contests:** Encourage community members to submit photos or videos showcasing their support for Project Red, with prizes for the best entries.
- **Impact Days:** Designate specific days where all donations are matched or highlighted, creating a sense of urgency and excitement.

State of the art compound



Phase 1: Presentation to Government for Land Allotment

1. Proposal Development:

- Prepare a comprehensive presentation to the government, outlining the vision for the state-of-the-art compound.
- Highlight the importance of this space as a home away from home for individuals with disabilities, and how it will enhance their quality of life.
- Emphasize the need for government support in allotting the required 15 acres for the project, showcasing the potential positive impact on the community, job creation, and tourism.

2. Stakeholder Engagement:

- Meet with relevant government officials, disability advocacy groups, and local community leaders to gain their support and endorsement.
- Emphasize the benefits of the project, including promoting inclusivity, accessibility, and environmental sustainability.

Phase 2: Planning and Research

1. **Land Use Planning:**

- Once the land is allotted, start detailed planning to divide the space, ensuring accessibility for all.
- Identify areas for the nursery, essential buildings, and future expansion.

2. **Specialized Research:**

- Begin in-depth research on designing spaces for individuals with disabilities, ensuring all architectural plans adhere to best practices in accessibility.
- Engage architects and specialists experienced in universal design and disability advocacy.

Phase 3: Accessing Financing and Building Support

1. **Identifying Funding Sources:**

- Research and access potential financing agencies, grants, and external donors to support the construction of the buildings.
- Explore partnerships with both local and international organizations focused on disability advocacy, environmental sustainability, and community development.

2. **Developing Financial Strategy:**

- Create a robust financial plan to ensure the project's sustainability, including budgeting for construction, operation, and future expansion.
- Present the financial strategy to potential investors, sponsors, and philanthropic organizations.

Phase 4: Foundation Development

1. **Site Preparation:**

- Clear and prepare the land for construction, prioritizing accessibility in all infrastructure decisions.
- Install essential utilities such as water, electricity, and internet, ensuring they are easily accessible for residents.

2. **Initial Construction:**

- Begin construction of critical buildings such as the nursery, administrative offices, and temporary housing facilities to accommodate initial residents and staff.

Phase 5: Main Compound Construction

1. **Design with Branding in Mind:**

- Proceed with constructing the buildings in a layout that spells the word "GOOD," making it a unique marketing tool visible from the sky.
- Focus on building essential facilities, such as therapeutic rooms, conference halls, recreational areas, and housing, all designed with accessibility in mind.

2. **Outdoor Spaces:**

- Ensure that outdoor areas, including gardens and paths, are fully accessible, with smooth, wide pathways to accommodate wheelchairs and other mobility aids.

Phase 6: Marketing and Awareness

1. **Marketing Campaign:**

- Leverage the aerial view of the building layout spelling "GOOD" to launch a marketing campaign, increasing visibility and support for the project.
- Use the branding to attract potential donors and raise awareness of the organization's mission to provide inclusive spaces for individuals with disabilities.

This phased approach ensures a comprehensive, step-by-step development process, from securing land to building a sustainable, accessible home for individuals with disabilities.