

ESS4 - Community Health and Safety



## Community Health and Safety Plan

January 10, 2023

CEPF Grant 112943

Grantee Re:wild

*Call to Action: Conservation Action Plans for Priority Caribbean Species*

Antigua and Barbuda, The Bahamas, Jamaica, Saint Lucia and Saint Vincent and the Grenadines

## **Grant Summary**

- 1. Grantee organization:** Re:wild
- 2. Sub-project title:** Call to Action: Conservation Action Plans for Priority Caribbean Species
- 3. Grant number:** 112943
- 4. Grant amount (US dollars):** xxxxxxxxx
- 5. Proposed dates of grant:** March 1, 2023 – February 28, 2026
- 6. Countries where activities will be undertaken:** Antigua and Barbuda, The Bahamas, Jamaica, Saint Lucia and Saint Vincent and the Grenadines
- 7. Date of preparation of this document:** January 10, 2023
- 8. Project components:** This section will briefly describe the sub-project, focusing on those components and activities that may involve risks to the health and safety of communities at the sub-project site(s).

This Community Health and Safety Plan has been prepared by Re:wild, a biodiversity conservation NGO with its headquarters in Austin, Texas, for the CEPF project 12943 Call to Action: Conservation Action Plans for Priority Caribbean Species.

The proposal presented by Re:wild in partnership with sub-grantee Fauna & Flora International (FFI), is a joint endeavor to build the species conservation capacity of at least six local partner CSOs – including the Bahamas National Trust (Bahamas), Birdlife Jamaica (Jamaica), Caribbean Coastal Area Management Foundation (C-CAM, also Jamaica), Environmental Awareness Group (EAG, Antigua), Saint Lucia National Trust (Saint Lucia), and Science Initiative for Environmental Conservation and Education (SCIENCE, St Vincent & the Grenadines) – and support them to develop action plans for 10 target endangered species of trees, reptiles, amphibians and birds across multiple sites in five countries.

Re:wild, FFI and their staff and consultants will serve as mentors and trainers to provide technical guidance for the development, implementation and evaluation of species conservation action plans. This work will mainly take the form of workshops, meetings (in person and virtually), desk-based work, site visits and exchanges, which pose minimal risks to the health and safety of communities in the sub-project sites.

Conservation action plans will be developed during the first 18 months of the project. Implementing the plans will be led by local partner CSO under their own funding agreements with CEPF and other sponsors. It is too early to say whether any conservation actions chosen by the CSOs will present any additional health and safety risks, but any such risks will need to be assessed and discussed with CEPF prior to implementation.

This is a living document and will be updated to meet any changes in the demands or circumstances of the sub-project.

**9. Risks to community health and safety:** This section will assess the risk of each activity, against criteria of probability and severity, and describe in detail all risks rated as moderate, substantial or high.

Table 1 Risks to community health and safety

Activity	Description of risk	Risk Probability	Risk Severity
<b>Component 1: Develop results-oriented conservation action plans for at least 9 priority CR and EN species in Antigua &amp; Barbuda, the Bahamas, Jamaica, Saint Lucia and St Vincent &amp; the Grenadines</b>			
Desk based collation of background information on the target species and analysis of climate change vulnerabilities	No perceptible risk to communities.	N/a	N/a
Rapid field surveys of target species in St. Vincent and Jamaica conducted by local civil society organizations (CSOs), host country governments, local community members, Re:wild and/or FFI staff members.	Risks related to hurricanes, earthquakes and other disasters.	Medium	High
	Transmission of communicable diseases, such as Covid-19, to local stakeholders.	Medium	Medium
	Sexual exploitation, abuse and harassment	Low	High
	Traffic accidents travelling to and from meetings in the sub-project countries.	Medium	High
Face-to-face meetings, individually and in group workshops, with CSOs, host country governments and agencies, species experts, landowners and other stakeholders	Transmission of communicable diseases, such as Covid-19, to local stakeholders.	High	High
	Sexual exploitation, abuse and harassment	Low	High
	Traffic accidents travelling to and from meetings in the sub-project countries	Medium	High
<b>Component 2: Provide technical support and supervision to implement priority conservation actions for at least 10 priority CR and EN species in Antigua &amp; Barbuda, the Bahamas, Jamaica, Saint Lucia and St. Vincent &amp; the Grenadines.</b>			
Face-to-face and virtual meetings with CSOs, host country governments, local communities and	Transmission of communicable diseases, such as Covid-19, to local stakeholders.	High	High

<b>Activity</b>	<b>Description of risk</b>	<b>Risk Probability</b>	<b>Risk Severity</b>
other participants, individually and in group workshops	Traffic accidents travelling to and from meetings in the sub-project countries	Medium	High
Re:wild and/or FFI staff conduct site visits with local CSOs, host country governments, local community members and other participants to provide technical guidance and evaluate progress in implementing action plans	Risks related to hurricanes, earthquakes and other disasters.	Medium	High
	Transmission of communicable diseases, such as Covid-19, to local stakeholders.	High	High
	Sexual exploitation, abuse and harassment	Low	High
	Traffic accidents travelling to and from the sub-project field sites	Medium	High
	Robberies, car-jacking and other crimes against community participants	Low (most sub-project countries) to Medium (Jamaica)	Medium to High
<b>Component 3: Build lasting capacity to design, implement and monitor species conservation programs in Antigua &amp; Barbuda, the Bahamas, Jamaica, Saint Lucia and St Vincent &amp; the Grenadines</b>			
Face-to-face and virtual meetings with CSOs, host country governments, local communities and other participants, individually and in group workshops	Transmission of communicable diseases, such as Covid-19, to local stakeholders.	High	High
	Sexual exploitation, abuse and harassment	Low	High
	Traffic accidents travelling to and from meetings in the sub-project countries	Medium	High
Trainers and action plan evaluation consultant conduct site visits with local CSOs, host country governments, local community members and other participants.	Risks related to hurricanes, earthquakes and other disasters.	Low	High
	Transmission of communicable diseases, such as Covid-19, to local stakeholders.	High	High
	Sexual exploitation, abuse and harassment	Low	High
	Traffic accidents travelling to and from the sub-project field sites	Medium	High
	Robberies, car-jacking and other crimes against community participants	Low (most sub-project countries)	Medium to High

Activity	Description of risk	Risk Probability	Risk Severity
		or Medium (Jamaica)	
Exchange visits by national partner staff to meet and conduct site visits with local CSOs, host country governments, local community members and other participants in other sub-project sites to build working relationships and observe and share conservation methods.	Risks related to hurricanes, earthquakes and other disasters.	Low	High
	Transmission of communicable diseases, such as Covid-19, to local stakeholders.	High	High
	Sexual exploitation, abuse and harassment	Low	High
	Traffic accidents travelling to and from the sub-project field sites	Medium	High
	Robberies, car-jacking and other crimes against community participants	Low (most sub-project countries) or Medium (Jamaica)	Medium to High
National partner staff participate in regional conferences with CSO staff, government staff and other stakeholders from multiple countries.	Risks related to hurricanes, earthquakes and other disasters.	Low	High
	Transmission of communicable diseases, such as Covid-19, to local stakeholders.	High	High
	Sexual exploitation, abuse and harassment	Low	High
	Traffic accidents travelling to and from conferences	Medium	High
	Robberies, car-jacking and other crimes against community participants	Low (most sub-project countries) or Medium (Jamaica)	Medium to High
<b>Component 4: Ensure the project is well managed and complies fully with CEPF requirements</b>			
Face-to-face and virtual meetings with local partners, subgrantee and partners to monitor and discuss progress and impacts	Risks related to hurricanes, earthquakes and other disasters.	Low	High
	Transmission of communicable diseases, such as Covid-19, to local stakeholders.	High	High
	Sexual exploitation, abuse and harassment	Low	High
	Traffic accidents travelling to and from meetings in the sub-project countries	Medium	High

- 10. Risk mitigation measures:** This section will describe the measures that will be taken to mitigate all risks rated as moderate or above. Mitigation measures will be presented following the mitigation hierarchy, which requires that risks are anticipated and avoided where possible. Where avoidance is not possible, risks should be minimized to acceptable levels. Any risks that remain following avoidance and minimization should be mitigated.

Throughout the sub-project, priority will be given to protecting the health and safety of all persons involved, including communities in and around the sub-project sites. Communities in and around areas of work will be protected by Re:wild's Safeguarding Policy "To protect people, particularly children, women, and at-risk adults and beneficiaries of assistance, from any harm that may be attributed to Re:wild." This includes harm arising from the conduct of Re:wild representatives, and from the design and implementation of Re:wild's programs and activities.

Re:wild will work closely with FFI, local CSOs, national government agencies and other partners to continuously review, and communicate to all persons involved in this work, the risks and mitigation measures. Re:wild will take responsibility for ensuring that all project workers are aware of the risks (above) and mitigation measures (outlined below) before they work on this project, and may take disciplinary action against any employee who disobeys the rules and puts community members at risk. All FFI staff are also required to prepare a risk assessment prior to being permitted to travel, the findings of which will be shared with Re:wild.

#### **Risks related to hurricanes, earthquakes and other disasters**

Re:wild aims to organize travel, site visits and other major activities outside the Caribbean's peak hurricane season (in particular, September and October) wherever possible. Any work conducted during the hurricane season should be relatively low key and easily postponed if necessary. Re:wild will consult the NOAA website for advanced warnings of any impending hurricanes and tropical storms. NOAA provides 3-10 days warning of an impending storm, giving ample time to take measures to protect personnel and resources, including withdrawing them from the field. Field personnel, and their managers, must ensure they can be reached at least once a day by phones, radios or other communication devices, especially during the hurricane season, to avoid missing important warning.

Planned project activities may be temporarily suspended in countries afflicted by a natural disaster, depending on the location and nature of the impact. If a local partner and its community is impacted and needs urgent assistance, Re:wild will work with its funders and other international and regional partners and services to help. (Re:wild and FFI have frequently coordinated financial, technical and material support to local partners and communities in the past in the wake of hurricanes, earthquakes and volcanic eruptions). The scale and scope of response will be determined on a case by case basis. Re:wild understands the RIT will be responsive to requests from small grantees to amend their grants to adapt to changing circumstances and respond to immediate humanitarian and subsequent recovery needs, and the RIT will also work closely with the CEPF Secretariat to support similar requests from large grantees.

Work will continue as planned in the other, unaffected countries in the meantime.

### **Transmission of communicable diseases such as Covid-19 to local communities**

Much of the sub-project work will be desk-based and entail virtual meetings and webinars, posing no risk to communities. However, there will however be frequent face-to-face engagement in all five sub-project countries throughout the three-year grant period, including in-person meetings, group workshops, site visits and exchanges. The project sites may also be visited by CEPF grantees from other islands, as well as international funders and other stakeholders.

Re:wild will keep abreast of and abide by each country's specific travel and health regulations and guidelines, including all those regarding communicable diseases such as zika, dengue and coronavirus, and heed advisories and warnings from its specialist health and security risk advisor Global Rescue ([www.globalrescue.com](http://www.globalrescue.com)), World Health Organization, RIT and the CEPT Secretariat. Re:wild will also consult with local partners, including partner CSOs and government agencies, to keep abreast of any emerging threats on the ground and agree on practices and principles to reduce risks both in the office and the field, such as wearing facemasks, avoiding sharing of drinking and eating implements, and encouraging personnel to stay at home if they are unwell.

All face-to-face interactions will follow the relevant health and safety guidelines and regulations. If advised or required, for example, travel to and from sites at high risk may be suspended and some of the planned in-person interactions with partners and stakeholders may be shifted to virtual platforms to safeguard people against disease.

More specific information on mitigation of Covid-19 is below.

### **Sexual exploitation, abuse and harassment**

Re:wild will implement its Safeguarding Policy "To protect people, particularly children, women, and at-risk adults and beneficiaries of assistance, from any harm that may be attributed to Re:wild." This includes harm arising from the conduct of Re:wild representatives, and from the design and implementation of Re:wild's programs and activities. Re:wild staff are also required to abide by the organization's Equal Employment Opportunity Statement and Non-harassment Policy and Whistleblower Policy, and all Re:wild staff are required to conduct certified training on Harassment Prevention for US Employees to comply with US federal anti-discrimination and anti-harassment laws. Training includes preventing and responding to sexual harassment and other forms of discrimination based on gender. Under its subgrant, FFI will implements its own Safeguarding for Children and Vulnerable Adults Policy, Code of Conduct, Anti-bullying and Anti-harassment Policy and Whistleblower Policy. All employees in FFI take a compulsory training course on Safeguarding.

Re:wild (and FFI) will also apply the Grievance Mechanism for the sub-project, developed in line with CEPF's requirements.

### **Traffic accidents travelling to and from meetings in the sub-project countries.**

Work on this sub-project will entail travel to project sites by various means, including planes, taxis, buses, rental vehicles and boats. Standards of aviation, road and boat safety are generally good and well regulated in the project countries and most journeys to and within the Caribbean are trouble-

free. If accidents occur, however, they can be a serious danger both to project workers and to local residents.

All personnel must exert due care and attention when travelling and avoid vehicles and operators that appear unsafe and avoid travelling during severe weather/ sea conditions.

Vehicles may be rented only with prior approval from the Project Leader, and only suitably qualified, insured and experienced personnel are permitted to drive. Personnel must consult and strictly follow national rules - which differ slightly between islands – be fully insured, and avoid unsafe practices such as driving when under the influence of alcohol and texting while driving.

**Robberies, car-jacking and other crimes against community participants**

Re:wild will keep abreast of and heed advisories and warnings from its health and security advisor Global Rescue, the national government, US Government, UK Government, RIT and the CEPF Secretariat. Re:wild will also consult with local partners, including partner CSOs and government agencies, for their advice and to keep abreast of any risks on the ground and agree on practices and principles to reduce risks both in the office and the field, such as working in the field in pairs or more, avoiding travel at night, and specific locations to avoid.

All personnel involved in this project will be required have a mobile phone, InReach device (co-funded) or other means of communication and have the details of the police and emergency services. No one should be expected to undertake an activity if they feel unsafe and under-prepared.

The risk of violent crime is generally higher in Jamaica than the other four countries, particular in certain areas of Kingston and Montego Bay, which the Government of Jamaica is working to resolve. At the time of writing, the Government of Jamaica has established a State of Emergency in nine parishes to combat violent crime. Special caution must be taken throughout Jamaica, such as keeping vehicles locked while driving, avoiding unmarked taxis, keeping to main roads where possible, concealing valuables, travelling in groups, choosing hotels with security, and avoiding areas where the government has declared a state of emergency.

**Relevant laws in project countries**

The CEPF Environmental and Social Management Framework (ESMF) outlines the following key laws in the project countries and their relevance to this Community Health and Safety Plan. Re:wild will ensure that workers, including its staff, sub-grantee and consultants, adhere to these laws and guidelines.

Table 2 Relevant laws in project countries

Country	Law	Relevance to ESS4
Antigua and Barbuda	Environmental Protection and Management Act (2015)	Provides for measures for the control and mitigation of all forms of environmental degradation or pollution including the management of pesticides and other hazardous substances to protect human health and maintain the quality of the environment.



Country	Law	Relevance to ESS4
Antigua and Barbuda	Public Health Act (1957; amended)	Makes provisions for various matters relating to public health, including with regards to notification and control of infectious diseases.
The Bahamas	Disaster Preparedness and Response Act (2006)	Provides for more effective organization of the mitigation of, preparedness for, response to and recovery from emergencies and disasters.
The Bahamas	Health Services Act (1914; amended)	Provides for regulation of various matters related to the protection of public health, including control of infectious diseases.
Dominican Republic	General Health Law (2001)	Defines the role of the state in relation to fulfilling citizen's rights to health.
Haiti	Organic Law of the Department of Public Health and Population (1971)	Provides for the implementation of various measures to protect public health.
Jamaica	Public Health Act (2003)	Provides a list of communicable diseases that must be notified to the competent authorities.
Jamaica	Disaster Preparedness and Emergency Management Act (1993)	Provides for disaster preparedness and emergency management measures.
Saint Lucia	Public Health (Communicable and Notifiable Diseases) Regulations (1978; amended)	Provides a list of communicable diseases that must be notified to the competent authorities under the Public Health Act.
Saint Lucia	Public Health Act (1975)	Consolidates regulations for public health, including on the prevention, treatment, limitation and suppression of disease.
St. Vincent and the Grenadines	Environmental Health Services Act (1991)	Provides for the regulation of activities that may affect public health and the environment.
St. Vincent and the Grenadines	Public Health Act (1977)	Provides for various measures concerned with protecting public health, including control of infectious diseases.

**11. Measures to avoid risk of COVID-19: This section will describe the measures that will be taken to avoid the risk of COVID-19 transmission to communities at the sub-project site(s).**

At the time of writing, all five sub-project countries have deemed the risks from Covid-19 to be low enough to have lifted almost all restrictions that affect travel. However, Re:wild and its partners will keep abreast of national guidelines, Covid-related regulations and guidelines from our insurance providers and risk advisors (including Re:wild international health and security adviser Global Rescue, which will continue to issue all staff with detailed monthly updates on the status of Covid-19 and

national regulations in every country and territory), recognizing that the appropriate measures may change unexpectedly at any time.

Re:wild does not have or impose strict guidelines for Covid-19 because regulations and national advisories take precedence and may change, potentially contradicting in-house practices. Generally, however, even in the absence of national restrictions, personnel are encouraged to have up to date vaccinations and are required to self-isolate if known or suspected to be infected. All project workers are strongly encouraged to take a test prior to travel or attending meetings. Staff must furthermore respect the wishes of local partners and stakeholders for any additional precautions (e.g. if they request face masks to be worn in their offices). Given that lengthy indoor group meetings can facilitate the spread of Covid-19 (and other respiratory diseases), Re:wild will consult with local partners and service providers to choose venues with handwashing facilities, good ventilation and ample space to enable participants to spread out, and ensure facemasks and hand sanitizer are available. Specific safety rules and recommendations will be communicated to the facilitators and participants in advance (e.g. wearing a mask; remaining at home if they have a cough, temperature or other possible symptoms; notifying the organizers if they have a positive Covid-19 test before, during or even after the event; and providing contact details to facilitate contact tracing).

**12. Emergency preparedness and response plan: This section will present an outline of your emergency preparedness and response plan for emergency events, in particular hurricanes, earthquakes and (if relevant) volcanic eruptions.**

Neither Re:wild nor FFI have generic organization-wide emergency preparedness and plans because the organizations work globally and the nature and scale of risks, and appropriate responses, vary widely from site to site.

A major concern for this sub-project is a natural disaster, such as a hurricane, earthquake, landslide, tsunami or volcanic eruption, which could seriously endanger project workers and local communities. While hurricanes can be foreseen with reasonable accuracy days in advance, other disasters may strike with little or no warning. Contact details and next of kin details will be collected in confidence with permission from the project personnel (including employees, consultants, partners and participating community members) before they start work on this project and workers instructed on who to notify in the event of an emergency as well as being given the details of emergency services and the location of hospitals and other facilities.

In the event of an emergency, line managers will endeavor to contact all in-country personnel, and vice versa, to verify they are alright and agree on steps to take. It is not uncommon for telecommunication and power services to fail and access routes to be blocked during and after a hurricane or other major event, but personnel should endeavor to report their status to Re:wild and/or its partners as soon as they are able to do safely. Re:wild staff are advised to carry InReach devices (funded by Re:wild) when working in areas that are remote or at risk, to facilitate communication via satellite networks. Both Re:wild and FFI have insurance policies with emergency rescue and evacuation services which may be summoned if there is grounds for concern that personnel are missing or severely injured. Even if personnel report themselves to be safe and well, they may need to be moved to protect them from further hazards (e.g. hurricanes and major volcanic ash falls may trigger landslides; earthquakes may have aftershocks).

Once all personnel have been accounted for, Re:wild and its partners will work with their teams to evaluate whether and how to assist the wider communities affected. The appropriate response will depend on the nature and scope of the emergency, and usually best coordinated through the Red Cross and other experts, but the project team will help if possible by make its resources available and launching/ disseminating appeals from aid organizations.

**13. Measures to mitigate risks relating to security personnel: If the sub-project involves support to security personnel (park guards, community rangers, etc.), this section will describe the measures you will take in relation to hiring, rules of conduct, training, equipping, and monitoring the action of security personnel, to ensure they do not engage in unlawful or abusive acts against local people.**

This sub-project will not hire or fund security personnel, but protected area rangers may participate in action planning and training opportunities relating to the conservation of endangered species.

Both Re:wild and FFI are founding members of URSA – the Universal Ranger Support Alliance – with this goal: *“by 2025, there is a global enabling environment providing a unified voice for rangers and standards for capacity, employment, equality and conduct to build a demonstrably professional, accountable and competent ranger workforce, whose contributions are formally recognized and respected”* and its specific objectives include *“By 2025, rangers in all IRF [International Ranger Federation] regions are operating within a framework of working practices, ethics and conduct that value and build trust with communities and the public and promote responsibility and accountability”* ([www.ursa4rangers.org](http://www.ursa4rangers.org)). As well as developing codes, guidelines and support materials for improving the working conditions for rangers, URSA is currently developing the global code of conduct for rangers and *“safeguarding policies and processes to prevent and respond to violations by rangers of human, community and Indigenous rights”*. These are expected to be ready shortly and will be rolled out to our government and CSO partners in the Caribbean, including those participating in this sub-project.

**14. Timeline and resources: This section will present and implementation timeline for each measure listed in Sections 10 to 13, together with an estimate of resource needs.**

Mitigation measures will be implemented throughout the entire timeframe of the sub-project. Resources have been built into the sub-project budget to facilitate virtual communication and operations, including:

- Support for internet and phone access for Re:wild personnel and FFI’s regional office = US\$720.
- Blackviews or similar rugged smartphones with extended battery life for use by partner field personnel in Jamaica and St Vincent = US\$2,280.
- Regular meetings, in person and virtually, with partners at which known and emerging risks and mitigation measures can be discussed.

The project will benefit from a number of Re:wild and FFI personnel based in this region who are well connected and experienced in handling health and safety issues, and work closely with in-country

partners to identify and manage risks. US\$18,792 is allocated to FFI employees who are permanently based in the region, and US\$ 79,382 to Re:wild and FFI employees who spend most months in the region. (These figures do not include Caribbean employees who fully funded with co-funding).

Total budget to support implementation of this plan = US\$82,382.

**15. Monitoring arrangements: This section will outline the steps you will take to monitor and evaluate the effectiveness of the measures listed in Sections 10 to 13.**

Re:wild, together with its subgrantee FFI, will monitor and evaluate the effectiveness of the measures listed above through regular communication and coordination with all its staff, consultants, the CEPF Secretariat and key project stakeholders such as grantees, government agencies and other in-country partners. Re:wild will report on its efforts and results in its bi-annual and other sub-project reports to the CEPF Secretariat and RIT.

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**Disclosure:** This plan will be made publicly available by Re:wild and its partners, and specific measures and steps within the plan will be communicated to stakeholders as needed, in particular when planning and preparation for site visits, workshops, exchange visits and other activities that present any tangible risks to community health and safety.