



Equal Opportunity Commission  
*Promoting Equality*

# NATIONAL SURVEY ON PUBLIC PERCEPTION OF EQUALITY AND DISCRIMINATION IN TRINIDAD AND TOBAGO

August 15, 2017



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## About the Equal Opportunity Commission



The Equal Opportunity Commission is a not for profit, independent Human Rights, State agency established by the Equal Opportunity Act No. 69, of 2000. The Commission envisions “a society which is free from discrimination and prejudice, where human rights and diversity are respected, and where there is equality of opportunity for all.”

The Act provides for protection against discrimination in four (4) categories and seven (7) status grounds.

### **Categories**

- Employment
- Education
- The Provision of Goods and Services
- The Provision of Accommodation

### **Status Grounds**

- Sex
- Race
- Ethnicity
- Origin
- Religion
- Marital Status
- Disability

The Equal Opportunity Commission is governed by a five member Board appointed by the President of the Republic of Trinidad and Tobago and is under the purview of the Ministry of the Attorney General and Legal Affairs.

This project was commissioned by the 2014-2017 Board comprising: Mrs. Lynette Seebaran Suite (Chair), Dr. Beverly Beckles (Deputy Chair), Dr. Indira Rampersad, Mr. James Chin Chuck, and Mr. Eric Colin Cowie. Mrs. Devanty Maraj Ramdeen is the Chief Executive Officer.

[www.equalopportunity.gov.tt](http://www.equalopportunity.gov.tt)

## About the Consultant/Researcher



TER K Solutions Limited was established in 2011 and provides a range of professional services aimed at promoting improvements in individual wellbeing, organisational and societal development and change.

We are in the business of unleashing the power of people to transform their lives, organisations, communities. Our services include: strategic interventions, institutional strengthening, proposal/grant writing, project management for development projects, behaviour change programmes, campaigns and communication materials, social research/policy development, capacity building for CBOs and NGOs and customized workshops and seminars.

We envision a world where all human beings enjoy their right to development. We believe every person, community, organisation has within it the ability to find and implement creative and simple solutions for their own development and we help them realize this potential.

Collaborating on this project was a team of local and foreign consultants with competencies and experience in strategic interventions, project management, resource mobilisation, research design, data collection, analysis and reporting.

In presenting this report the main objectives were as follows:

1. To comprehensively reflect and report on the public opinions and perceptions of discrimination and equality in Trinidad and Tobago
2. To outline the methodology, assumptions, findings and conclusions in a manner which would provide for easy reading and assimilation
3. To provide a foundation for post research organisational planning, decision making and implementation.

As an organisation, we continue to serve communities, organisations and governmental agencies with human development objectives.

**[www.solutionsfordevelopment1200.com](http://www.solutionsfordevelopment1200.com)**

## Acknowledgements

The National Survey on Public Perception of Equality and Discrimination in Trinidad and Tobago was commissioned to inform the strategic work agenda of the Equal Opportunity Commission for the period 2017/2018 and beyond. It was possible with the generous contributions of many, willing at very short notice to share their time, expertise, influence and/or opinions.

We extend sincerest thanks to the Commissioners and CEO of the EOC for inviting us to partner on this project; for their collaborative inputs and expeditious decision making which enabled us to execute this research in two months. We also specially acknowledge the following persons and organisations for use of their venues for the various public Focus Group Sessions which were convened:

- The CEO and staff of the Equal Opportunity Commission
- The Permanent Secretary and staff of the Ministry of the Attorney General and Legal Affairs
- The Dean and staff of the Faculty of Law, University of the West Indies
- His Worship the Mayor of San Fernando City Corporation, CEO and staff of the San Fernando City Corporation
- The staff at NALIS, Scarborough Library, Tobago

The vision and determination of Mrs. Lynette Seebaran Suite, Chair of the EOC to ensure that the work of the Commission continues to be evidence based, necessitates special recognition. Sincere thanks to all of the staff of the Equal Opportunity Commission who served under the leadership of CEO - Mrs. Devanty Maraj Ramdeen and Research Officer II - Mrs. Ann Marie Seenarine Price.

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**Keisha Cruickshank, Managing Director/Principal Consultant**

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## Executive Summary

The National Survey on Public Perception of Equality and Discrimination in Trinidad and Tobago was undertaken by TER K Solutions Limited between May 28, 2017 and July 06, 2017. The primary objectives of the study were to: determine the public perception of equality and discrimination in Trinidad and Tobago; the types of discrimination that exist; the extent to which persons feel discriminated against; the extent of the public's awareness of the EOC and the public's perceptions of the effectiveness of the EOC.

The research was based on a survey sample of one thousand three hundred and one (1301) interviewees throughout Trinidad and Tobago and on the outcome of five (5) focus groups sessions which were held throughout the country.

In Trinidad and Tobago, discrimination is unlawful when it occurs in any of the following four categories: Employment, Education, the Provision of Goods and Services, the Provision of Accommodation and seven status grounds: Sex, Race, Ethnicity, Origin, Religion, Marital Status and Disability.

Discrimination stifles opportunities, wastes the human talent needed for economic progress, and accentuates social tensions and inequalities. Combating discrimination is an essential part of promoting peace and development in societies.

Trinidad and Tobago has articulated a National Development Strategy for the period 2016-2030, intended to provide for an orderly long-term development process. Therein outlined is a vision for a Trinidad and Tobago society: "where every citizen is a valued member with equal opportunities to achieve his/her fullest potential; where the family as the foundation of the society, contributes to its growth development and stability; where there is respect for law and human rights and where diversity and creativity of all its people are valued and nurtured" (Vision 2030 National Development Strategy 2016-2030).

The EOC, mandated to work towards the elimination of discrimination and the promotion of equality of opportunity as such, has a critical role to play in the National Development process and in helping Trinidad and Tobago contribute to the achievement of the United Nations Sustainable Development Goals (UN SDGs).

The background and justification for this study, as well as the theoretical framework and research methodology are elaborated in Sections one (1) through three (3) of this document.

The 2017 survey was designed to provide fresh data on a range of issues, and as far as was practicable, provided for comparison with previously executed research.

The demographic profile of survey respondents reflected the Trinidad and Tobago 2011 Population and Housing Census data profile with generally insignificant variances. Section four (4) provides details of the demographic profile of survey respondents by Sex (Gender), Ethnicity/Race, Age, Religion, Geographical region, Employment status and highest level of education obtained.

The National Survey on Public Perception of Equality and Discrimination in Trinidad and Tobago conducted for the sole purpose of informing the EOC's work agenda for 2017/2018 and beyond captured public perceptions of discrimination by sex (gender), age group, ethnicity/race and religious affiliation. This level of detail was not captured in the 2011 survey.

This research can be deemed socially sensitive research as it has ethical implications which go beyond the conduct of the survey and potential to affect people or groups in society. Given the time, efforts and resources expended in amassing this body of research in 2011 and in 2017, we strongly recommend that any post research actions regarding the use of the results should be properly considered, structured and resourced to ensure that they encourage and facilitate the promotion of equality and to protect public faith and confidence in the EOC to meaningfully address discrimination in society.

Sections five (5) through eight (8), detail the main results of the 2017 survey which were as follows:

- Respondents perceived crime as the most important and next most important issue facing Trinidad and Tobago. This is consistent with the results of a similar study, the MORI Caribbean Opinion Survey of 2011.

In the 2011 study, MORI Caribbean polled public opinion on: Government Performance, Issues Facing the Nation, Public Services, Media Consumption as well public opinion the Equal Opportunity Commission and awareness of the Equal Opportunity Act. Inflation and prices emerged as the second most important issue facing the country in 2011.

In 2017, the results of the National Survey on Public Perception of Equality and Discrimination in Trinidad and Tobago revealed that the public perceives unemployment as the second most important issue facing the country.

New issues emerged in the top ten most important and next most important issues facing Trinidad and Tobago in the 2017 survey. These were discrimination/racism which ranked fourth, lack of spirituality/values, governance and issues related to youth and family life.

- Respondents felt personally discriminated against mainly in employment settings and in trying to access/provide goods and services from/to the public sector. This result is consistent with the result of MORI Opinion Survey 2011. Respondents experienced discrimination in their personal lives among family and friends more than in providing or accessing goods or services from the private sector.
- Overall the results indicated that respondents perceived discrimination to exist in the wider society. 57% of respondents, perceived discrimination to be a “very big problem” and 35% perceived it to be “somewhat a problem” in Trinidad and Tobago.
- In addition, the results revealed that there are significant differences in public perception of discrimination in the wider society versus in their personal experiences. Respondents perceived that more discrimination exists in society than they themselves experienced.
- In the 2017 survey, discrimination on the basis of ethnicity/race was perceived to be the most prevalent form of discrimination in Trinidad and Tobago. This is consistent with the findings of the 2011 MORI Caribbean Opinion Survey. In 2017, this was followed by discrimination on the basis of political views and discrimination on the basis of class/status/ income/occupation.
- The statistical technique of analysis of variance by ethnicity/race, sex (gender), age and religious affiliation also revealed differences in perception of discrimination across these profiles.
- Analysis of variance confirmed that the perception of discrimination among males is different from that of females. In general females perceived discrimination in their personal experiences and in society more than males.
- There were statistically significant differences among ethnicities with regard to their perceptions of discrimination in society. East Indians and Others, comprised of Portuguese, Syrian/Lebanese, Chinese, Caucasian, and “Trinidadian”, perceived less discrimination than Mixed African/East Indians and Mixed Others.
- There were significant variances among the different age groups with regard to all aspects of discrimination. Generally, the younger perceived and claimed to experience more discrimination.
- There were differences among religions with regard to discrimination. Societal perceptions of discrimination were greatest among Pentecostals and least among Muslims. Perceptions of personal experiences of discrimination were least among Anglicans and Presbyterians and greatest among Pentecostals, Baptists and Other Religions identified as Rastafarian, Orisha, Jewish, Jehovah Witness, Methodist, Moravian and others not stated for ease of analysis.

- The majority of respondents (80.17%) believed that persons discriminate on purpose or both on purpose or unknowingly with 21.68% of respondents indicating that they have felt pressured to discriminate.
- Only 12% of respondents actually did something about it when they experienced discrimination; 48% accepted it as part of life and ignored it; and 24% never experienced discrimination.
- 93% of all respondents believed religion or spirituality to be important. This finding is significant as it positions religion to be used in support of efforts to reduce discrimination and promote equality.
- There is general optimism that equality can be achieved in Trinidad and Tobago 77% of respondents believed that it is possible to achieve equality.
- Only 20.9% heard a great deal or a fair amount about the Equal Opportunity Commission. The rest either never heard about the Equal Opportunity Commission or heard “not very much”.

Focus group sessions provided deeper insights and a number of recommendations for a way forward for the Equal Opportunity Commission. Sections nine (9) through thirteen (13) of this document, provide these details. Therein outlined is an implementation road map detailing strategic next steps for the EOC and for the development of a comprehensive, culturally relevant programmatic agenda.

The implementation of national anti-discrimination campaigns and programmes which recognise and celebrate the importance of diversity and target youth, communities and the public sector, is recommended in the initial stages. To facilitate an increased programmatic approach, there will be a need for the EOC to be appropriately staffed and adequately resourced. In addition, to facilitate the implementation of the EOC's strategic work agenda, a collaborative approach with stakeholders at the national level is also viewed as critical measure in order for the Equal Opportunity Commission to achieve its mandate and for Trinidad and Tobago is to achieve vision for development by 2030.

Overall the results indicate that the mandate of the Equal Opportunity Commission remains relevant and strong with 35% of the respondents believing that the EOC had an impact in attempting to reduce discrimination in Trinidad and Tobago. This is a significant improvement from the 2011 MORI Caribbean Opinion Survey when only 28% of respondents agreed with that position.

The EOC is charged with addressing these research findings and taking such actions that would consistently satisfy its broader mandate of reducing discrimination and promoting equality and good relations amongst citizens as provided for in the Equal Opportunity Act No. 69, of 2000.

## 1.0 Background and Justification

Article 1 of the Universal Declaration of Human Rights states “All human beings are born free and equal in dignity and rights” however, around the world, for many, the fight against discrimination remains a daily reality.

The vast majority of the world's states have constitutional or statutory provisions outlawing discrimination since discrimination is prohibited by six of the core international human rights documents (Osin and Porat 2005).

Trinidad and Tobago is no different and its diversity and historical context present both a challenge and opportunity in understanding discrimination and the strategies that can be used to protect the rights of citizens and residents.

The Equal Opportunity Commission of Trinidad and Tobago was established by the Equal Opportunity Act 69 of 2000. Apart from its core functions of receiving, investigating and conciliating complaints of discrimination within its jurisdiction, the EOC is mandated to work towards the elimination of discrimination and the promotion of equality of opportunity and good relations amongst citizens.

The Commission is challenged to adapt to economic constraints, policy stipulations and cultural change to ensure that the spirit of the law from which it is established is maintained.

Under section 27(1)(a) of the Equal Opportunity Act Chap 22:03 [Act No 69 of 2000 as amended], the Commission is mandated “to work towards the elimination of discrimination”. Section 21(1)(b) provides that the Commission shall “promote equality of opportunity and good relations between persons of different status generally”. Moreover, section 27(1)(e) charges the Commission “To develop, conduct and foster research and educational programmes and other programmes for the purpose of eliminating discrimination and promoting equality of opportunity and good relations between persons of different status.”

The Universal Periodic Review process of the Office of the High Commissioner for Human Rights and local civil society advocacy around other forms of discrimination (xenophobia, gender discrimination, religious discrimination, sexual orientation discrimination and HIV/AIDS status discrimination etc.) have begun to affirm the importance of legislative, policy and programmatic interventions in combating discrimination of all forms.

Despite the international and local pressures faced in addressing and reporting these issues, little is known empirically of the nature and prevalence of discriminatory behaviours, (particularly their effect on service delivery), and structures in Trinidad and Tobago.

Since the 1970's, researchers have documented indicators of racial discrimination and the structures that can perpetuate racial discrimination in Trinidad and Tobago (Harewood 1971, Bissessar 2000 & 2012). Yet, local academia has not published as widely on the issue of discrimination. Race and gender relations are covered, but not much else. While civil society has identified instances of different forms of discrimination, it has not invested in regular and consistent documentation of discriminatory treatment and structures.

It is in this context that the Equal Opportunity Commission of Trinidad and Tobago discerned the dire need for a survey entitled "National Survey on Public Perception of Equality and Discrimination in Trinidad and Tobago". The research focused on exploring the forms of discrimination and the contexts/settings in which they occur, which are not included in the Equal Opportunity Act.

The Chairman of the Commission, Lynette Seebaran Suite was the catalyst for the conduct of the survey and the Board resolved to ensure completion before the end of the Commission's term in August, 2017.

## 2.0 Defining Discrimination and Equality

### **Discrimination**

Discrimination and equality are interconnected concepts but they do not share a dichotomous relationship. *Discriminatory behaviours have two components:*

- i. *Differential treatment on the basis of person status which disadvantages him/her or*
- ii. *Disparate impact of discrimination that is when an action has a disproportionately negative effect on a group of people.*

*The former is specific to individual acts of discrimination. The latter includes the effect structural discrimination has on individuals and groups. An individual can experience one or both components of the same form of discrimination simultaneously and may not be able to differentiate between the components. Discrimination is an act (whether perceived or not) based on prejudiced attitudes.*

*“Discriminatory behaviours and practices may arise from prejudice and stereotyping, but prejudice need not result in differential treatment or differential effect”.* (National Research Council, 2004)

The ability of an individual to perceive that they have been disadvantaged by another individual or by a system/structure as opposed to perceiving prejudice or negative stereotypes is essential to identifying discrimination. If there is no capacity to recognize behaviours are discriminatory or where there is hyper vigilance in assessing behaviours or policies as discriminatory, attribution and measurement becomes complicated.

The Equal Opportunity Act of Trinidad and Tobago does not provide a strict definition of discrimination. Instead it legally defines the basis on which discrimination occurs (Section 5). It is limited to specific types which include: sex, ethnicity/race, religion, marital status disability and origin including geographical origin and contexts specifically education, employment, in the provision of goods and service and in accommodation.

There are policy documents which seek to address other forms of discrimination (National Workplace Policy on HIV and AIDS). The Act is silent on the impact of institutionalized discrimination. By limiting the application of the law to specific forms and contexts, it creates a policy vacuum in which discriminatory practices not explicitly recognized in law or not yet acknowledged can persist within the social landscape.

## **Equality**

*Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, what or whom they were born, what they believe, or whether they have a disability. Equality recognises that historically, certain groups of people with particular characteristics e.g. race, disability, sex and sexuality, have experienced discrimination.*

The social equality sought after by many groups and individuals is as a result of discriminatory and oppressive treatment creating inequalities of outcome and opportunity that affect human development. Enshrined in a number of United Nations conventions and in the Constitution of the Republic of Trinidad and Tobago is the concept that equality is a state in which access to the resources and services that are required for a healthy (physical and emotional well-being) and safe life is at any point in time available citizens and residents of the State.

The obstacles to equality are not limited to discrimination but include poverty and an inability to access vital services. Development theory has identified the relationship between equality and poverty as the latter limiting an individual and collective potential, creating disadvantageous social conditions and prejudicial cognitive schema. The dismantling of economic barriers has been shown to provide individuals with greater social mobility but where prejudice remains, discrimination can still hinder personal and collective progress. Additionally chronic poverty is often a manifestation of the many forms of discrimination affecting the same group or individuals. Poverty has been used in discriminatory rhetoric as an indicator of inferiority and a rationalization for inequality, thereby explaining poverty as an outcome.

There is sufficient evidence to show that this rhetoric is itself prejudicial and is the basis for economic discrimination, particularly in predominantly ethnically homogenous societies. International social equality movements are therefore increasingly focused on equity. Equality and equity are frequently and falsely equated in large due to individuals' a priori understandings of the relationship between outcomes and opportunities. Providing groups and individuals with the same quality of access to experiences and resources (equality of opportunity) can perpetuate inequality in a diverse society in which discrimination may be systemic. The term 'substantive equality' is also increasingly being used and it encompasses both equality of opportunity and equality of results. The complex relationship between these concepts creates some difficulty in identifying and measuring root causes of discrimination and prescribing targeted approaches.

For the purpose of this project discrimination was defined as a prejudiced action perceived by any individual as infringing on one's human development (opportunities or outcomes).



### 3.0 Research Methodology

The National Survey on the Public Perception of Discrimination and Equality in Trinidad and Tobago was undertaken by TER K Solutions Limited during the period May 28, 2017 and July 06, 2017 with the aim of answering the following questions:

- What is the public perception of equality and discrimination in Trinidad and Tobago?
- What are the types of discrimination that exist in Trinidad and Tobago?
- To what extent are people discriminated against in Trinidad and Tobago?
- How much has the public heard about the Equal Opportunity Commission
- What is the public's view of its effectiveness?

Through mixed method research, this study was designed to provide the Equal Opportunity Commission with strategic and evidence-based results.

#### 3.1 Review of Organisational Data/ Historical Context

The research design process for the 2017 study commenced with a meeting of key EOC personnel and a comprehensive review of organisational data including inter alia:

- The Equal Opportunity Act No. 69 of 2000
- The EOC's Strategic Plan 2015-2018
- The EOC's Annual Reports 2008-2013

The process also included a review of Market and Opinion Research International (MORI) Caribbean seventeen (17) slide power point report on the 2011 survey titled "Opinion Leaders Panel, Wave 19" as referenced and attached in Appendix I.

The 2011 MORI survey, a project of the Ministry of Public Administration, polled public opinion on: Government Performance, Issues Facing the Nation, Public Services, Media Consumption as well public opinion the Equal Opportunity Commission and awareness of the Equal Opportunity Act.

Professor John La Guerre and Commissioners Dr. Eastlyn Mc Kenzie, Dr. Indira Rampersad, Dr. Beverly Beckles and Mr. Gerard Besson who served during the period 2011-2014 negotiated and commissioned participation in the "Opinion Leaders Panel, Wave 19" survey conducted by MORI Caribbean during the period: May 24 to July 15, 2011. The study was completed with the collaborative support of the EOC's Research and Communications Departments and the other participating ministries.

### 3.2 Research Design

The 2017 research design as far as was practicable, provided for comparison with the previously executed research. The exploration of the public perceptions of equality and personal experiences with discrimination are amongst the major contributions of the 2017 study.

The 2017 research design provided for the capture of public perceptions of personal experiences of discrimination in new settings such as “in personal life among family and friends”, “in seeking employment”, “while employed”, “in seeking placement in education” and “while in school”. In the 2011 survey report the settings related to employment and education were simply stated as “in employment” and “in education”.

The 2017 research design also provided new data regarding perceptions of personal experiences of discrimination on the basis on the individual characteristics such as age, ethnicity/race, class/income/status/occupation, educational level, HIV/AIDS status, disability, location of residence, geographic origin, marital status, parental status, political views, religious affiliation, sex and sexual orientation. The 2011 survey report did not reflect these.

The 2017 research also captured public perceptions of discrimination by sex (gender), age group, ethnicity/race and religious affiliation. This level of detail was not captured in the 2011 survey.

Together with this fresh data, presenting findings on a range of issues including whether persons felt that others discriminate on purpose or unknowingly and whether they themselves had experienced pressure from others to discriminate, are among the lacunae in the literature which the 2017 survey design was intended to fill.

### 3.3 Sample Size

The Trinidad and Tobago 2011 Population and Housing Census was used to determine the number of persons to be interviewed in each region. To achieve a representative sample with an appropriate margin of error (2.5% – 3%), the total sample size of 1278-1841 respondents was identified as detailed in Appendix II. A sample size of 1301 was used.

### 3.4 Questionnaire Design and Pre Test

A draft questionnaire was developed by the consultant/researcher and supplied to the EOC. Through a collaborative and iterative process, the questionnaire was revised before arriving at a final version that was approved by the Equal Opportunity Commission and used to conduct the pre-testing exercise.

A small pre-testing exercise comprising fifteen (15) interviews was conducted prior to finalization of the questionnaire and the conduct of training of the survey team.

The Survey Instrument used during the research is referenced herein in Appendix III.

### 3.5 Survey Administration and Quality Control

Surveys were conducted using a convenience-quota sampling method (door to door methodology) with identified quotas across each of the 14 Regional Corporations in Trinidad as well as for Tobago, totalling one thousand three hundred and one (1301) respondents. Face to face interviews were conducted with participants who were eighteen (18) years and over by an ethnically diverse team of trained TER K Solutions interviewers.

During each interview, survey responses were recorded instantaneously and directly by each interviewer on TER K Solutions Limited provided ipads/android tablet devices. QuickTapSurvey software, an in person data capture software, was pre coded with the approved instrument and installed on each device. One device was assigned per interviewer for the duration of the project. This methodology provided a number of advantages:

- ❑ Secure and confidential real time data entry
- ❑ Built in mechanisms to ensure that questions were read and responses recorded exactly in the order approved and intended
- ❑ Better quality control than traditional paper methods as no edits were possible once an interview was submitted
- ❑ Better quality control as each interviewer's collated responses were identifiable by their unique user credentials
- ❑ A higher degree of accuracy in the dataset compared to post survey manual data entry
- ❑ More efficient research process given real time data verification and real time survey analysis capability. This allowed the Field Manager to ensure daily that the quotas were met as intended so that responses collated remained representative of the sample design.
- ❑ Additional quality control mechanisms including GPS and time tracking capabilities for referencing as needed

The devices were returned daily to the Field Manager for syncing, safe keeping and recharging. Preliminary and final verification and analysis of the dataset was done using Microsoft Excel and SPSS.

All captured responses were from persons who voluntarily opted to participate in the anonymous and confidential research. The informed consent process contained in the approved survey instrument and interviewer guidelines was strictly followed.

### 3.6 Focus Group Recruitment, Design and Reporting

During the survey administration process, respondents were invited to participate in follow up focus group sessions. This is treated with in Question 16 of the Survey Questionnaire. Given the assurance of confidentiality and anonymity, persons interested in focus group participation, were invited to indicate available times for focus group participation and gave a valid phone contact to facilitate further communication in respect of the confirmed times for focus group sessions. Interested persons were advised that real or full names were not required and that a first name or initial would suffice.

It should be noted that even before the conclusion of the survey exercise, preliminary analysis was conducted based on 90% of the dataset. This was done as a means to determine areas for further investigation. Accordingly, the thematic areas for discussion in the Focus Groups were as follows:

- ❑ Personal experiences and perceptions of equality and discrimination
- ❑ Opinions on why there was a significant difference in how persons perceived discrimination in the wider society versus their personal experiences
- ❑ Concrete recommendations for reducing discrimination and promoting equality in Trinidad and Tobago

The specific format used for the focus group sessions is detailed in the Focus Group Moderator Guide in Appendix IV.

Five (5) focus group sessions were held across the country – four (4) in Trinidad and one (1) in Tobago. Focus group responses were transcribed verbatim in the research report. Popular responses have been duly recorded.

## 4.0 Demographic Profile of Survey Respondents

The purpose of this section is to provide general information about the respondents and to provide readers of the report with a better understanding of the degree of generalization that can be made of the data being reported. The list of demographic variables in the research is as follows:

- ❑ Sex (Gender)
- ❑ Ethnicity/race
- ❑ Age
- ❑ Religion
- ❑ Geographical region
- ❑ Employment status
- ❑ Highest level of education obtained

The demographic profile of survey respondents across these variables reflected the results of the Trinidad and Tobago 2011 Population and Housing Census with generally insignificant variances. For the purposes of this report the focus of the analysis was on four variables, sex (gender), ethnicity/race, age and religion.

### 4.1.1 Sex (Gender)

Overall, 607 (47%) females and 694 (53%) males responded to the survey. Figure 1 provides details. The tabulated percentage according to the 2011 Census is 50.08 % males and 49.92% females.

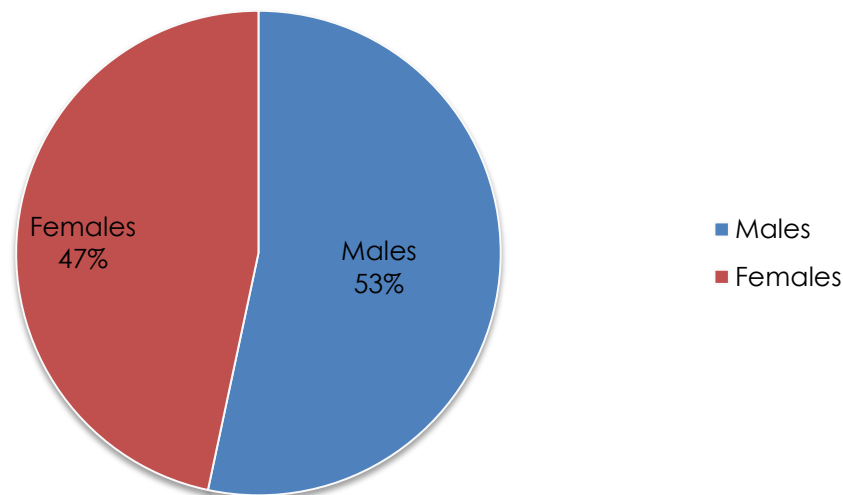
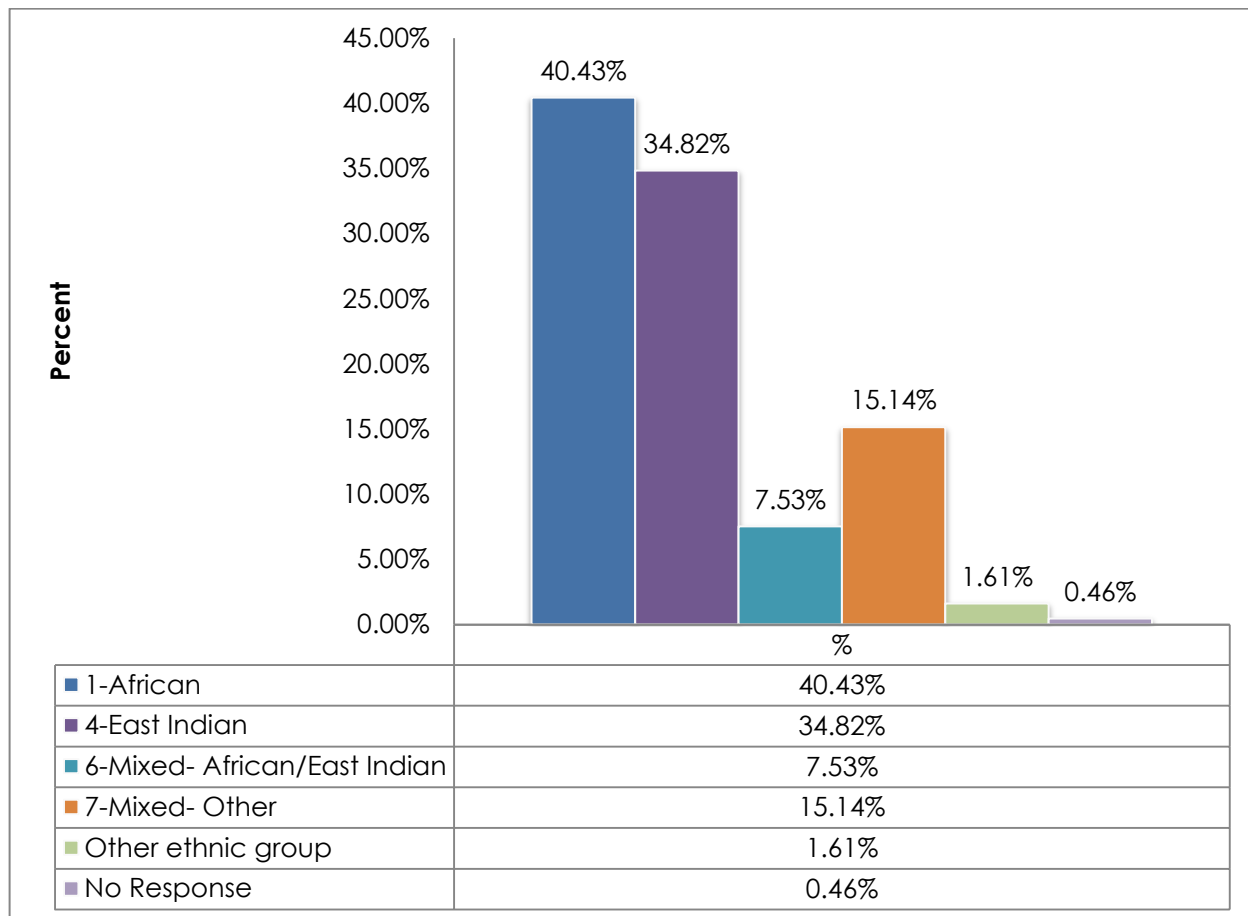


Figure 1 - Sex (Gender) of Respondents

### 4.1.2 Ethnicity/Race

Persons of African, East Indian and Mixed African/Indian and Mixed Other ethnicity/race accounted for 40.43%, 34.82%, 7.53% and 15.14% respectively. The 'Other' Category included Chinese, Caucasians, Portuguese, Syrian/Lebanese and other ethnic groups. "Not Stated" represented less than 1% of the population. Figure 2 details.



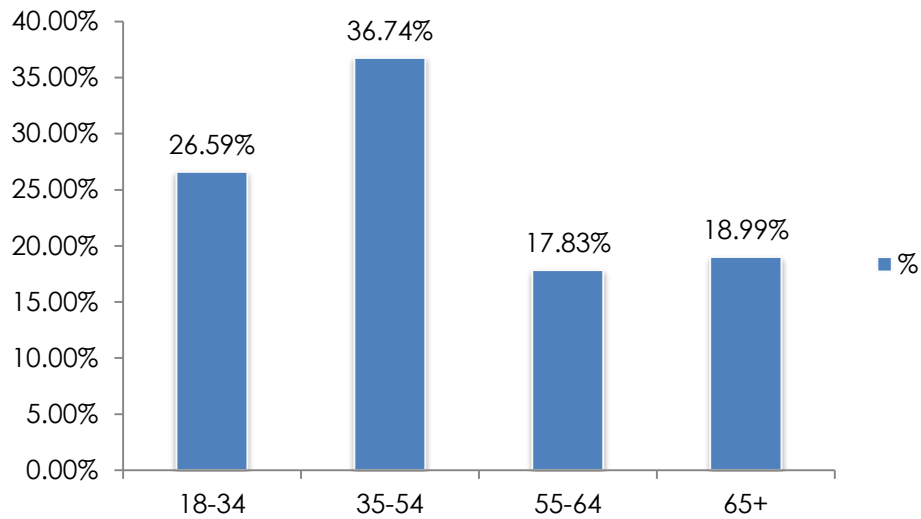
**Figure 2 - Ethnicity/Race of Respondents**

According to the 2011 Census, the tabulated percentage for Africans is 36.49 %; East Indians, 37.78%; Mixed African/East Indians 8.17%; Mixed Other ethnicity 16.17% and 1.39% for the other ethnicities.

### 4.2.3 Age Distribution

Only persons aged eighteen (18) years and over were eligible for interview. Figure 3 provides details.

Persons under 35 years old represented 26.59% of the population. Persons between 35 years and 54 years represented 36.74% of the surveyed population and 36.82% were persons who were 55 years and over.



**Figure 3 - Age Distribution of Respondents**

#### 4.2.4 Religious Affiliation

Roman Catholics accounted for 19.75% of the surveyed population, followed by Hindus at 16.83%, Pentecostals 9.99%, Baptists 6.99%, Muslims 6.23%, Anglicans 5.69%, Seventh Day Adventists 3.69% and then Presbyterians 2.31%. Persons who listed their religious affiliation as “None” accounted for 5.53% of the respondents. Table 1 provides details of this distribution.

**Table 1- Religious Affiliation**

Religion	2011 Census	%	2017 Data Set	%
Roman Catholic	285671	24.30%	257	19.75%
Hindu	240100	20.42%	219	16.83%
Pentecostal	159033	13.53%	130	9.99%
Baptist	90953	7.74%	91	6.99%
Anglican	74994	6.38%	74	5.69%
Muslim	65705	5.59%	81	6.23%
Seventh Day Adventist	54156	4.61%	48	3.69%
Presbyterian	32972	2.80%	30	2.31%
None	29180	2.48%	72	5.53%
Other	60861	5.18%	49	3.77%
Other religion	82124	6.98%	6	0.46%
Christian			236	18.14%
No Response			8	0.61%
<b>Total</b>	<b>1175749</b>	<b>100.00%</b>	<b>1301</b>	

For the purpose of analysis, several of the other Christian groups were combined into the category “Other” specifically the Jehovah Witnesses, Orisha, Methodist, Rastafarians and Moravians. This group accounted for 3.77%.

In the category “Other religion,” 0.46% represented persons who defined their religion as Other, Yahweh, Ethiopian Orthodox or Lodge. A group which defined their religion as simply “Christian” accounted for 18.14% of surveyed respondents.

#### 4.2.5 Geographical Region

To ensure a representative sample, persons from throughout Trinidad and Tobago were surveyed. The numbers of persons interviewed in each region were in accordance with the sample design. Table 2 details these percentages.

**Table 2 - Population Proportions**

<b>Regional Corporation</b>	<b>Population 2011</b>	<b>2011 Population proportions</b>	<b>Data Set (N) MOE +/- 3.01%</b>	<b>%</b>
City of Port of Spain	37074	3%	37	3%
Mayaro/ Rio Claro	35650	3%	31	2%
Sangre Grande	75766	6%	67	5%
Princes Town	102375	8%	112	9%
Penal/ Debe	89392	7%	84	6%
Siparia	86949	7%	87	7%
San Fernando	48838	4%	42	3%
Arima	33606	3%	38	3%
Chaguanas	83516	6%	81	6%
Point Fortin	20235	2%	19	1%
Diego Martin	102957	8%	99	8%
San Juan/Laventille	157258	12%	158	12%
Tunapuna/Piarco	215119	16%	180	14%
Couva/Tabaquite/Talparo	178410	13%	196	15%
Tobago	60874	5%	70	5%
<b>Total</b>	<b>1328019</b>	<b>100%</b>	<b>1301</b>	<b>100%</b>

#### 4.2.6 Employment Status

Overall 60.8% of respondents were employed or economically active. This group included persons who were employed on a full time basis, those employed on a part time basis and self-employed persons. However, 37.74% were not economically active and this group included students, retirees and unemployed persons. No response was received by 1.46%. This is reflected in Table 3.



**Table 3 - Labour Force Status**

<b>Employment Status</b>	<b>N</b>	<b>%</b>
Economically Active	791	60.80%
Not Economic Active	491	37.74%
No Response	19	1.46%
<b>Total</b>	<b>1301</b>	<b>100.00%</b>

#### 4.2.7 Highest Level of Education Attained

Just under half of the respondents stated that the highest level of education attained was at the secondary level (45.12%) followed by primary level (20.14%) and tertiary/university level (17.76%). Post-Secondary and Tertiary/Non University levels combined accounted for 13.91% of the surveyed responses, as depicted in Table 4 below.

**Table 4 - Highest level of Education Attained**

<b>Highest Level of Education Attained</b>	<b>N</b>	<b>%</b>
None	18	1.38%
Early Childhood Care & Education/Nursery School/Kindergarten	5	0.38%
Primary	262	20.14%
Secondary	587	45.12%
Post-Secondary	63	4.84%
Tertiary/Non University	118	9.07%
Tertiary/University	231	17.76%
Other/no response	17	1.31%
<b>Grand Total</b>	<b>1301</b>	<b>100.00%</b>

## 5.0 Equality & Discrimination in Context

### 5.1 Issues Facing the Country

The purpose of this section is to report on the results of the survey regarding public perceptions on the most important and next most important issues facing Trinidad and Tobago and to place the issues of discrimination and equality into the national context.

Overall the results of the survey revealed that crime and unemployment were perceived as the most important and next most important issues facing Trinidad and Tobago. In 2011, the MORI Caribbean Opinion Survey also revealed that crime was the most important issue facing Trinidad and Tobago. The next most important issue in 2011 was inflation/prices.

The 2017 results revealed some changes in public perception regarding the most important and next most important issues facing Trinidad and Tobago. Health/hospitals, roads, housing and low pay/wages which made the top ten most frequently cited issues in 2011, did not make the top ten most frequently cited issues in 2017.

Instead in the 2017 survey, new issues emerged in the top ten most important and next most important issues facing Trinidad and Tobago. These were discrimination/racism (4%, 6%), lack of spirituality/values (3%, 3%), governance (2%, 3%) and issues related to youth and family life (1%, 3%). The issues of crime, corruption in government, the economy, unemployment/jobs, and inflation/prices recurred in both the 2011 and 2017 survey results. Figures 4 and 5 reflect these findings.

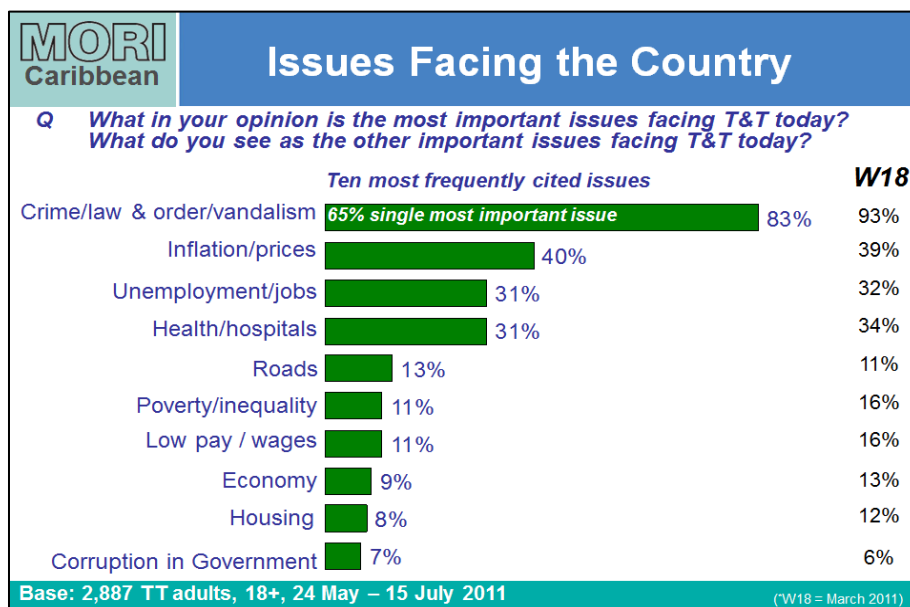
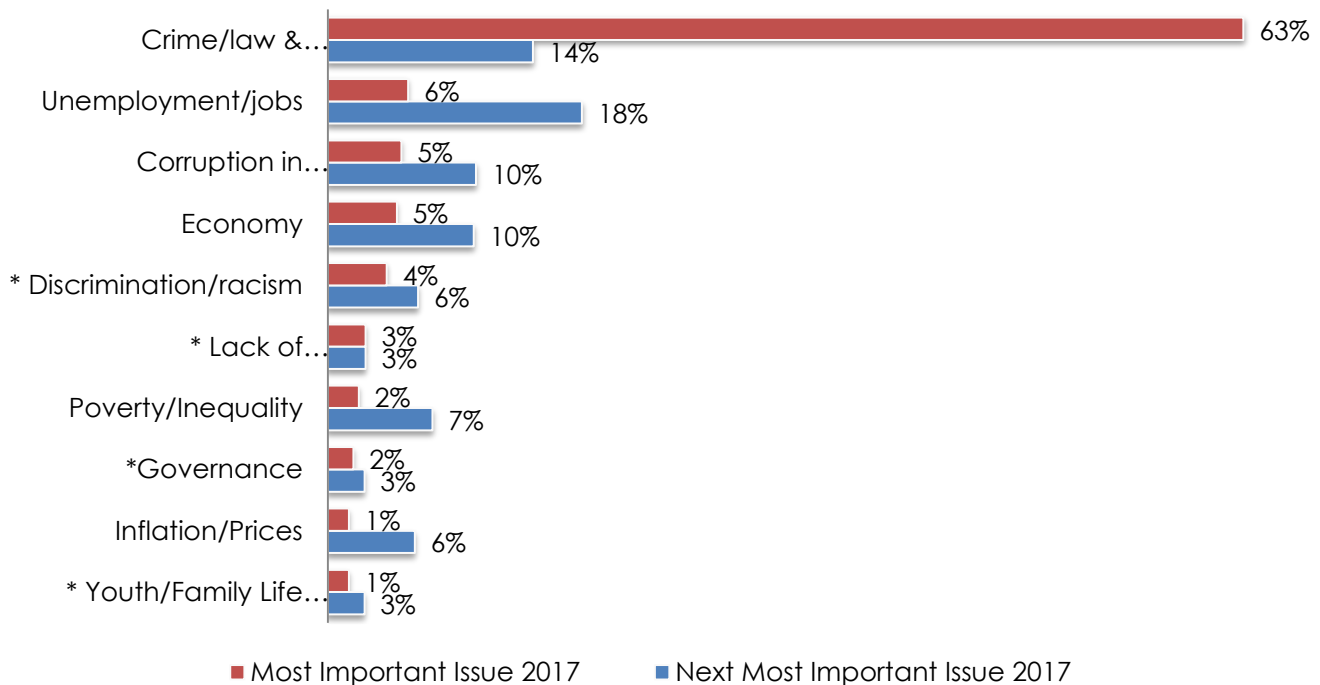


Figure 4 - 2011 Important Issues Facing the Country



**Figure 5 - 2017 Important Issues Facing the Country**

With respect to the internationally researched links between crime, unemployment, poverty and inequality, the emergence of discrimination/racism, lack of spirituality/values, governance and matters related to youth and family life among the top ten most important and next most important issues facing Trinidad and Tobago, may well be indicators of change in perceptions about society worthy of further attention.

Crime in itself has been defined as an unlawful, harmful act or omission against the public which the State wishes to prevent and which is punishable upon conviction.

Discrimination is unfair treatment directed against someone based on characteristics such as “who they are, how they look or how they dress” (extracted from the 2017 survey).

In Trinidad and Tobago, discrimination is unlawful when it occurs in particular categories (employment, education, accommodation, provision of goods and services) and status (sex, ethnicity, race, disability, marital status, origin and religion). Discrimination may occur in various settings. It may occur in the family (in personal life among family and friends) and it may occur in the institutional, private and public structures.

The family in itself is a critical unit in the society where values are taught and reinforced. Governance is fundamental in the maintenance of law and order in any society.

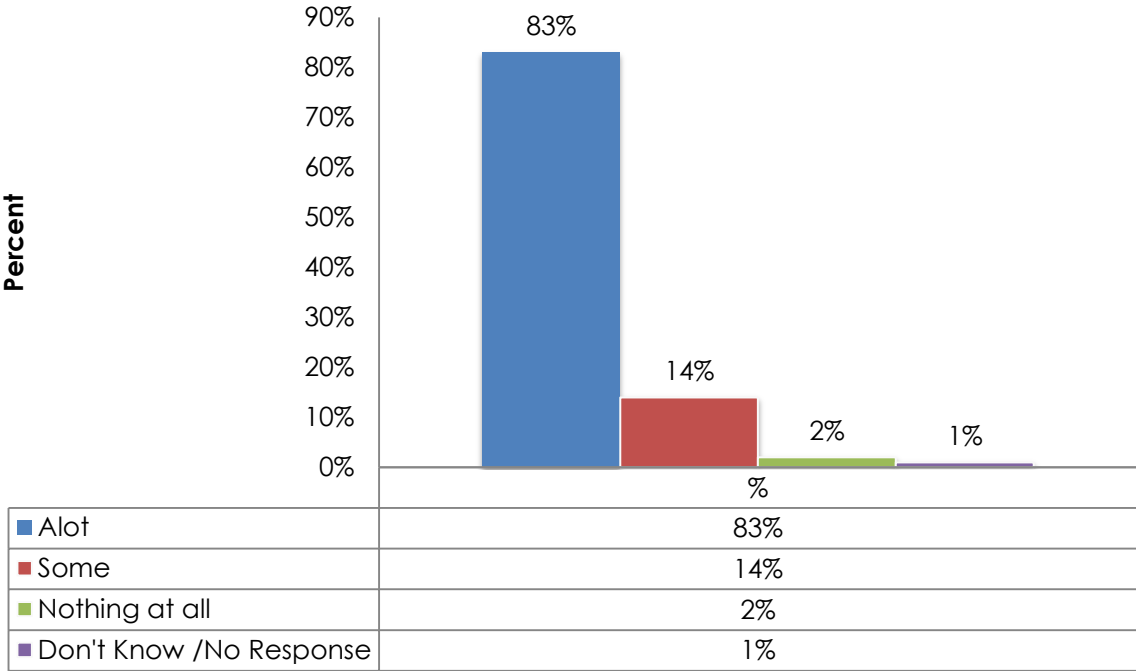
Central to all of these themes is people and protecting the enjoyment of their rights as well as the rights of others to human development. These results give context and a different perspective for examining and addressing discrimination and equality in Trinidad and Tobago. In the ensuing sections, the report focuses specifically on the public perception of equality and discrimination in Trinidad and Tobago.

**5.2 Public Perception of Equality**

Respondents were asked to comment on how much is needed to be done to achieve equality in Trinidad and Tobago. The question was prefaced with a description of equality and read as follows:

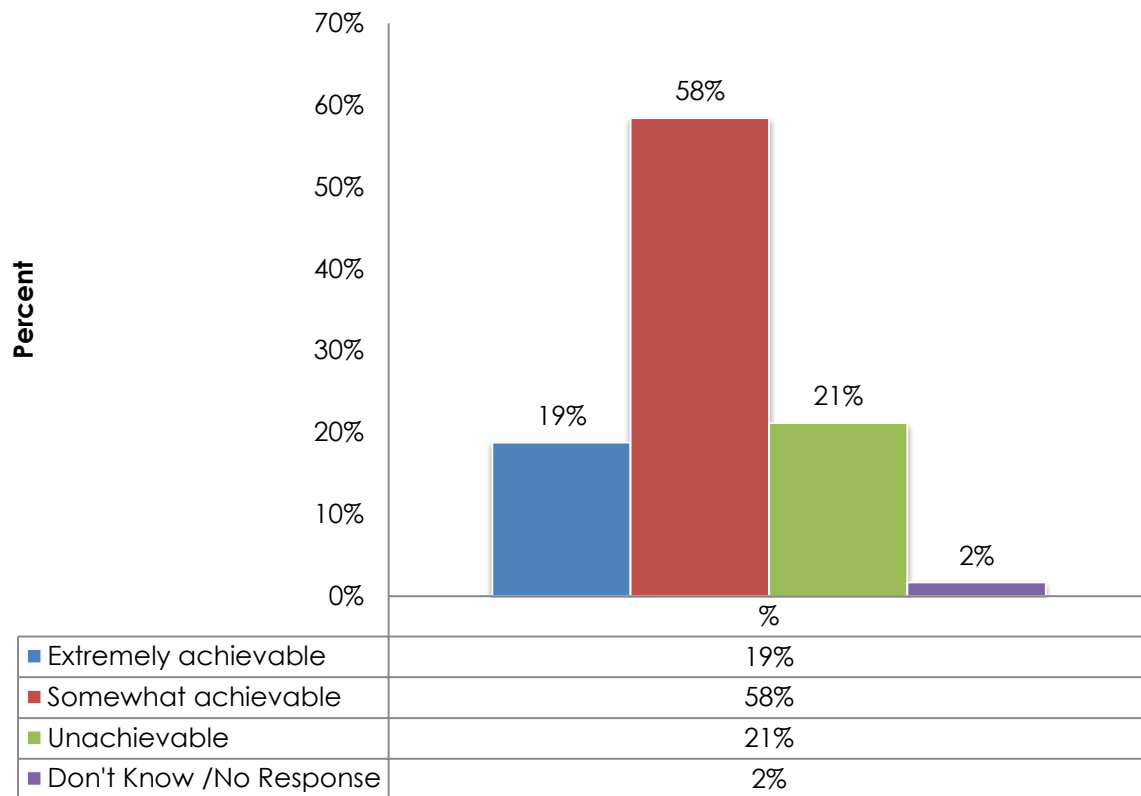
*"Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, regardless of their race, gender, class, age, religion, or geography." Thinking about our society today, how much needs to be done to achieve equality in Trinidad and Tobago- a lot, some, or nothing at all?"*

Of those surveyed, 83% of respondents indicated that "a lot" needs to be done to achieve equality in Trinidad and Tobago. While 14% indicated that "some" has to be done and only 2% said 'nothing at all'. Figure 6 depicts these results.



**Figure 6 - Public Perception: How much needed to achieve equality in T&T**

Respondents were then asked to comment on the possibility of achieving equality and 77% believed it was achievable. Figure 7 illustrates the finding.



**Figure 7 - Public Perception: How possible it is to achieve equality in T&T**

The focus group sessions provided deeper insights into public perceptions of equality including information on the settings where they felt equal. Respondents were asked to recall a time when they felt truly equal. The responses were useful in understanding the contexts within which respondents felt equal and possible avenues which could be explored to promote equality in the society.

Popular responses included: ***“In growing up while in my school/community”, “In my family while growing up”, “with my friends” and “in my place of worship”.***

Other responses included:

***“I can’t remember a time when I felt unequal” Male, East Indian 45-54***

***“As a child I was the darkest of my parent’s children and my grandmother on my father’s side bought me a black doll. That to me was the fact of me accepting me. The clothes of the doll had all the colours of the rainbow and so one thing I like is colour and I don’t have a problem with my complexion. So if other people have a problem with my complexion I am always comfortable in my skin because my grandmother made that happen” Female, African 55-64***

***“At Carnival time because at that point there is no divide. I could be from wherever, looking however tall, short, small, fat. You can be light as day or dark as night but at that point there is no discrimination” Male, African 18-24***

***“Throughout my childhood, I grew up in a small village where I felt at home with a sense of safety. Then I entered the world of work and realised there are clear demarcations. Female, Mixed 25-34***

***“When my brother died. I was left with the care of his children and the support of my work colleagues made me feel truly equal. ” Male, East Indian 55-64***

***“I can’t remember a time and place when I genuinely felt truly equal. I forged my own equality. It has always been a fight...to make sure I know more than the men in the room...that they will ask me a question that they will not ask the other men...always that fight to be so much better...” Female Mixed 35-44***

***“The only time I feel equal is in the Magistrates Court” Male, East Indian 25-34***

***“When Trinidad and Tobago was playing (football) against USA and everyone came out to support” Male, Mixed Range 55-64***

***“I never felt truly equal. What happen to me is that I would get through I believe because of my hair and my colour. The only time I see myself as dark is when I go away and I take a picture with white people. If you too black you won’t get through with anything here unless you have proper education. And that is real alive in Trinidad and Tobago. People might not want to acknowledge it but it is there. Female, Mixed Range 65-74***

***“I don’t think there has been a place where I have felt truly equal I have just been adapting to survive.” Female African 25-34***

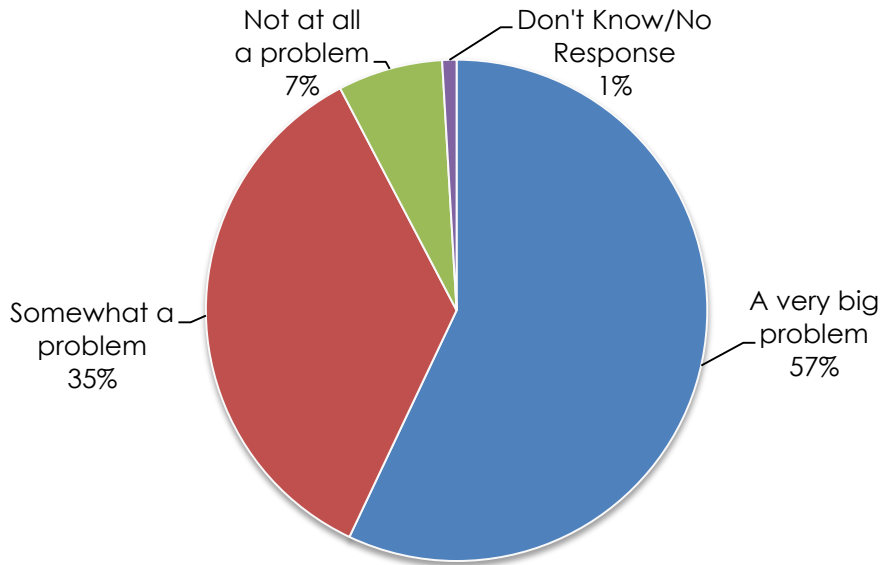
***“As the National Anthem said, I grew up where ‘here every creed and race finds an equal place’ is all I knew. I never knew about racialism as a child. Within the last 15 years or so then I realised that this country has racial barriers and I could not understand why people behaved like this, it happened through a national election....” Female, East Indian 45-54***

The responses also highlighted events or institutions within the society (carnival, sport, politics, and judicial system) that either helped or hindered their own experiences and perceptions of equality.

### 5.3 Public Perception of Discrimination

Figure 8 provides important data in terms of understanding the extent to which respondents believed discrimination to be a problem in Trinidad and Tobago.

Of those surveyed, 92% of respondents believed discrimination is a problem in Trinidad and Tobago with 57% defining it as a “very big problem” and “35% defining it as “somewhat a problem”.



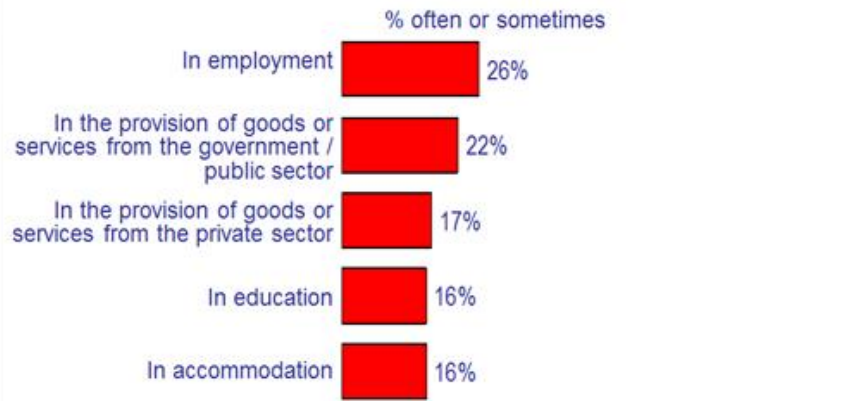
**Figure 8 - Public Perception: Discrimination a problem in Trinidad and Tobago**

Respondents felt personally discriminated against mostly in employment settings and in trying to access/provide goods and services from/to the public sector, as Figure 9 illustrates. This result is consistent with the 2011 result.

It should be noted that in the 2017 survey respondents were asked the extent to which they felt discriminated against in their personal life among family and friends. 26% of respondents confirmed this happens “always” or “sometimes”. This response ranked above experiences of discrimination in the private sector (23%), in trying to get into a school (18%), while in school (18%) and in trying to lease, rent or purchase a property (14%), as Figure 10 depicts.

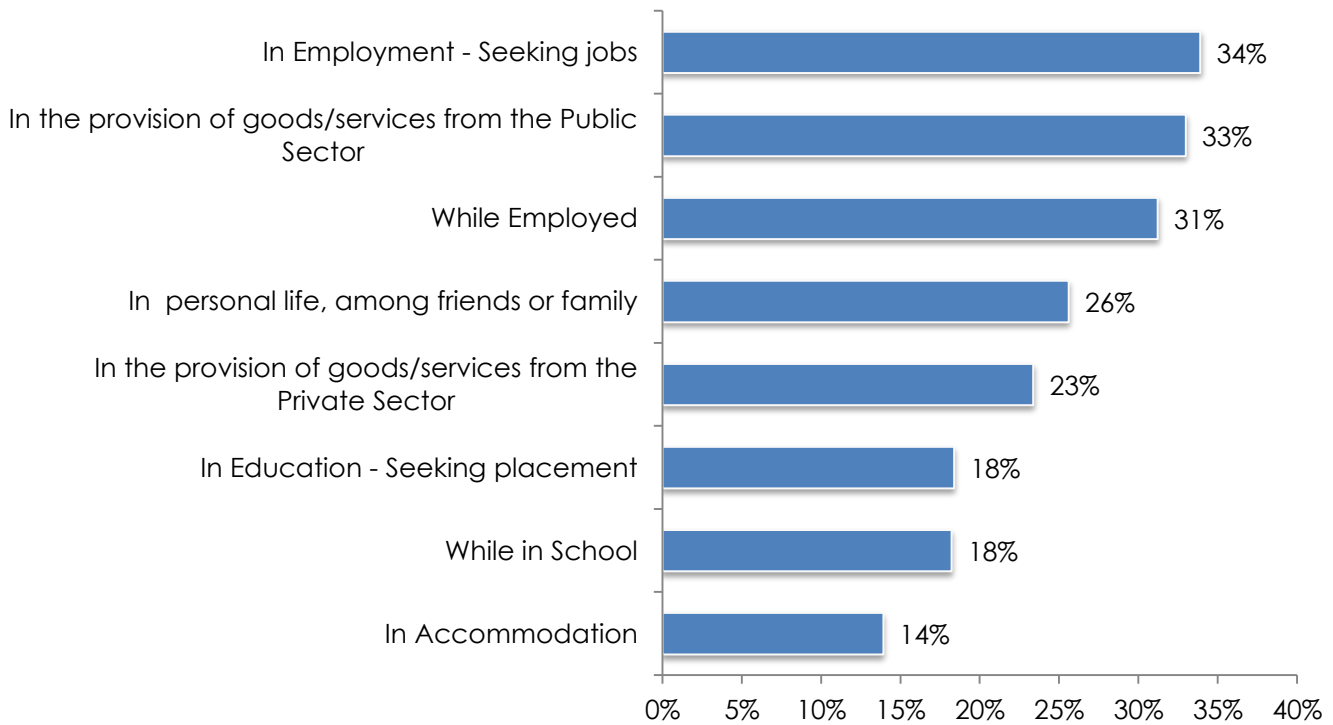
## Experience of Discrimination

**Q** *Have you personally ever felt disadvantaged or discriminated against in the following situations?*



Base: 1,445 TT adults, 18+, 24 May – 15 July 2011

**Figure 9 - 2011 Discrimination Settings in Trinidad and Tobago**



**Figure 10 - 2017 Discrimination Settings in Trinidad and Tobago**



The focus group sessions provided deeper insights into public perceptions of discrimination. Respondents were asked to recount a time when they or someone they know experienced discrimination. It should be noted that whether or not the experience is classified as discrimination as defined under the Equal Opportunity Act No 69 of 2000, it was captured as such responses can provide useful information to the Equal Opportunity Commission for further action. Table 5 refers.

Focus group interviews indicated themes centered around discrimination on the basis of ethnicity/race, origin and class with emphasis on discrimination taking place in the work sphere and in trying to access services in the government/public sector. There was also mention of discrimination on the basis of location of residence and perceptions about a strong link between politics and discrimination. Focus group session participants were also invited to share their views on whether people in Trinidad and Tobago experienced discrimination differently. These views are captured in Figure 11 which is on page 31.

**Table 5 - Focus Group Insights - Personal Experiences with Discrimination**

Discrimination Setting	Experience
<p><b>Perceptions of Discrimination While Employed</b></p>	<p><i>“There is also blatant racial discrimination which exists. Growing up I did not see it. But politics has contributed a lot to it. I retired this year, but for years every time I came up for promotion, I would be transferred to another location in my company. I couldn’t understand why. I didn’t take it on I just spent the time training and developing the younger staff that reported to me. In meetings if I submit an idea, the boss would ignore it and if someone else said the same idea he would commend it. I didn’t even realize it was happening - it was my good work colleague of African descent who pointed it out.”</i></p> <p><b>Male East Indian 55-64</b></p>
<p><b>Perceptions of Discrimination in trying to purchase land</b></p>	<p><i>“I personally experienced discrimination when my husband and I were looking to purchase land; it was very difficult for us. Land that was advertised. But when we would arrive to view the land, it would no longer be available. Then we would return home call the same number and the land would be available. The people who were selling the land were of a different ethnicity to me. So I realized to myself that certain people..... I began to tell people on the phone “I am of African descent and I don’t want to waste my time and I get down there and you see me and the land is no longer available...” And we were buying cash you know...we have money...”</i></p> <p><b>African Female 35-44</b></p>

**Perception of  
Discrimination  
In Personal Life**

*"So I went to Pennywise and this lady. Can I say Indian? Well this Indian lady opened a door and another (Indian) lady was about to exit as well as the first lady kept the door opened for her to pass. When I was about to exit she let go the door on me. And I was confused as to why I would be treated that way."*

**East Indian Female 35-44**

**Perceptions of  
Discrimination  
In Personal Life**

*"In socializing with people. I would go to certain people's homes, and be silently discriminated against; I am not talking about Black or Indian. I am talking about my own people (family) because they are more "up there". Because I always lived very humble. I came from a very poor family and up to now it is a struggle. But you have to find yourself in a space where you would be comfortable. And I took all of those people out of my life. It never helped me in any way. They are all about the social about being with the people of their class. They will undermine you, they will use you. But they will not stand with you. They are all about getting what they want as much as they want and they will go as far as you allow it. Those people are not worth living around and being around. I have been used a lot by the upper class people. I grew up and married my husband and people might shun us. I left my father-in-law's house without as much as a stove, no wares, and no nothing. It had some rich people, an elderly lady who needed someone to care for her. I took up that so that me and my husband could get somewhere to live. And when they (family) thought they were doing me something it was an opportunity for me to uplift my life and my family's life."*

**East Indian Female 45-54**

**Perceptions of  
Discrimination in trying to  
access Public Services**

*Where I live, for 28 years we have been trying to get a drain fixed. I wrote the Member of Parliament, Regional Corporation and every possible and no response. What has been disheartening is that a squatter community not too far away has been gradually serviced with lights, electricity, roads etc. I did not take it as discrimination against me personally but discrimination against my community. I think that my community has been discriminated against because of perceived political affiliations.*

**East Indian Male 45-54**

**Perceptions of  
Discrimination  
While Employed**

**"My experience happened a couple weeks ago. I am supervisor in my unit. I am originally from Trinidad. Some people they assume that the way I dress, talk, operate I am from Tobago and that I went to Bishops (High School Tobago). I don't know what the correlation is. Some people say it's a refinement, I don't know. I believe in meritocracy and I believe that if you have the qualifications for a position and you apply for it, you get it. I did not ask anyone for my job, I saw it on the website, I applied and I got it. Two weeks ago my colleague was reading something and said 'All these Trinidadians coming up to Tobago and take ah we wok.' I replied 'No, it's a process because it is Trinidad and Tobago, just as a Tobagonian can apply for and get a job in Trinidad it also happens the other way around. It is like someone from Sangre Grande applying for a job in San Fernando or Port of Spain. Once you have the skills you are able to apply. If you are successful, you are successful but the main thing is that you got through on merit.' She was implying that I took away a job from a Tobagonian. I felt her comments were discriminatory (against me) and I replied 'A job is obtained on meritocracy.' Our unit is run by an overall manager. When the manager is there 'All ah we is one family'. When the manager is not there that's when the bashing and clashing occurs."**

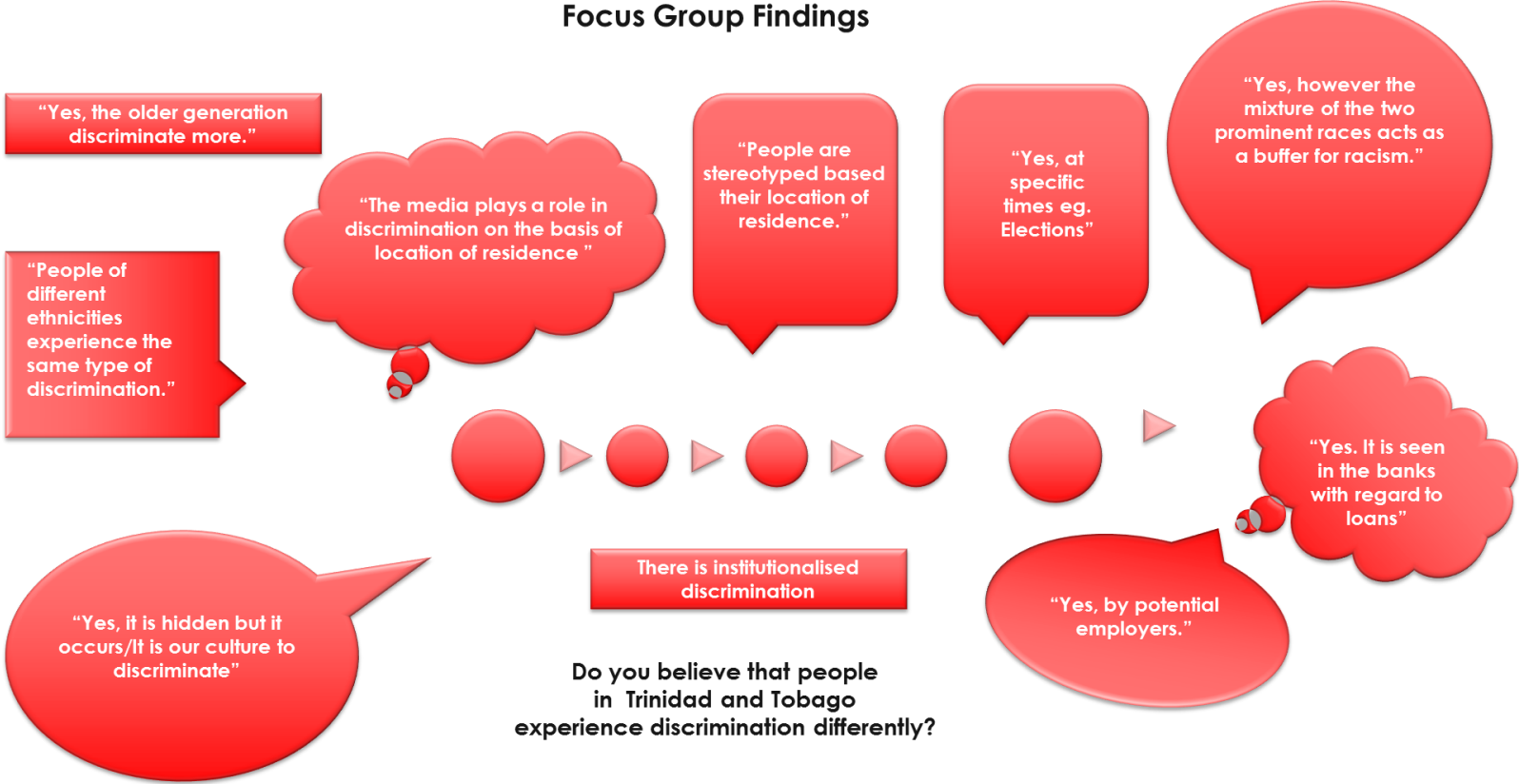
**Male African (Tobago) 25-34**

**Perceptions of  
Discrimination at Airport**

**"I had a situation a couple weekends ago when my granddaughter came to visit me. The flights were cancelled due to the storm so she was told to return the next day at 2 pm. When she arrived she was told to return at 4pm as they were not taking anyone on standby. When she returned at 4 pm she was told she had to return at 6pm. There were over 200 people waiting to access flights. When they flight was eventually called they took approximately 2 of the 200 who were waiting then they started to call for Club members. This continued on each occasion that a flight was scheduled to leave. They were giving preference to other persons although they were not waiting as long as the other persons there. The agent said "well all yuh go and buy frequent flyer (for \$2500) if yuh want to get on". This went on until 9pm when my granddaughter saw someone she knew who intervened. There were people who remained there until the next day and still did not get on. This was discrimination because preference was given based on class and status and those who could not afford it or who knew no one had to suffer."**

**Female (Tobago) African 55-64**

**Focus Group Findings**



**Figure 11 - Do people in T&T experience discrimination differently?**

## 6.0 Key Research Findings

The themes identified in the focus group sessions were repetitive of the survey results. All analyses were based on the surveyed population of thirteen hundred and one (1301) respondents.

Analysis of variance was conducted on survey questions 9, 10 and 11. Respondents were asked to comment on whether they perceived or experienced discrimination on the basis of fourteen (14) characteristics and or in eight (8) settings and whether such occurred “always”, “sometimes”, “rarely” and “never”.

The fourteen (14) characteristics were:

- Age
- Class/Status/Occupation/Income
- Disabilities
- Educational level
- Ethnicity/Race
- Geographic Origin
- HIV/AIDS status
- Location of Residence
- Marital Status
- Parental Status
- Political Affiliation
- Religion
- Sex (Gender)
- Sexual Orientation

The eight (8) settings were:

- In trying to get a job
- While employed
- In trying to get into a school
- While in School
- In seeking to provide or access goods or services from the public sector/government
- In seeking to provide or access goods or services from the private sector
- In person life among family and friends and
- In seeking to purchase, rent or lease a property

If there was no response or if the respondent indicated that they did not know it was recorded as “don't know/no response”.

The ensuing sections detail both mean and standard deviation, a descriptive statistic that is used to understand the distribution of a dataset. The standard deviation is often reported in combination with the mean (or average), giving context to that statistic. Specifically, a standard deviation refers to how much scores in a dataset tend to spread-out from the mean or average.

For analysis by means, each response was weighted as follows:

1=don't know/no response  
2=never  
3=rarely  
4=sometimes  
5=always

Higher mean values (closer to 5) indicate greater incidence of the particular type of discrimination than characteristics which displayed lower mean values (closer to 2). Statistical significance was defined as  $p < .05$ .

Responses to the under mentioned questions were also analysed:

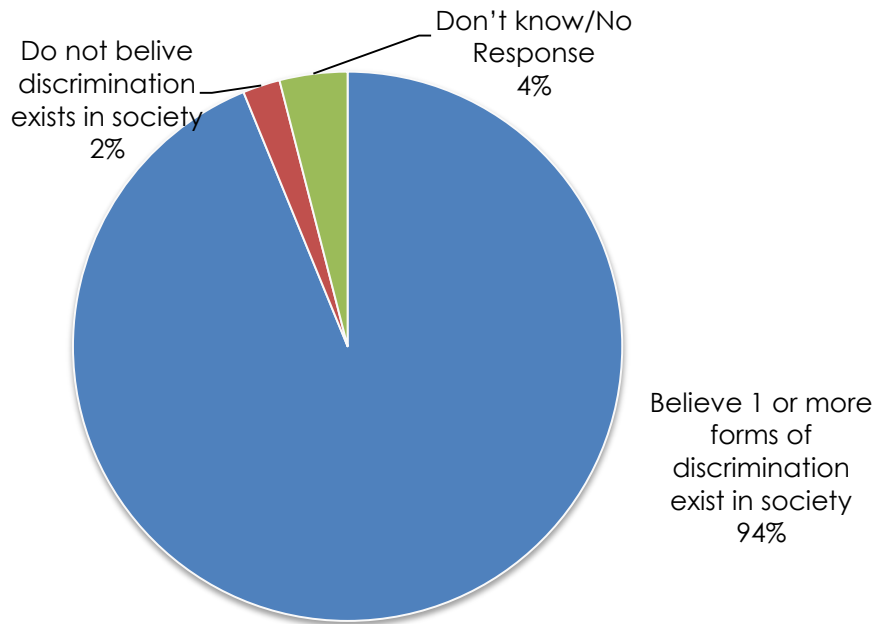
- Question 8 -the type of discrimination respondents perceived to exist in society;
- Question 12 - reactions to personal experiences with discrimination;
- Question 13 - beliefs and attitudes on whether discrimination is done “on purpose” or “unknowingly” and
- Question 14 - whether or not respondents themselves felt pressured to discriminate.

The results of the survey revealed twelve (12) key findings which are herein detailed.

## 6.1 Finding #1 - Forms of Discrimination in T&T

### Society perceives that discrimination exists in various forms.

Analysis of question 8 (what types of discrimination do you think exists in Trinidad and Tobago?) revealed that 94% of respondents believed that one or more forms of discrimination exists in society, as depicted in Figure 12.



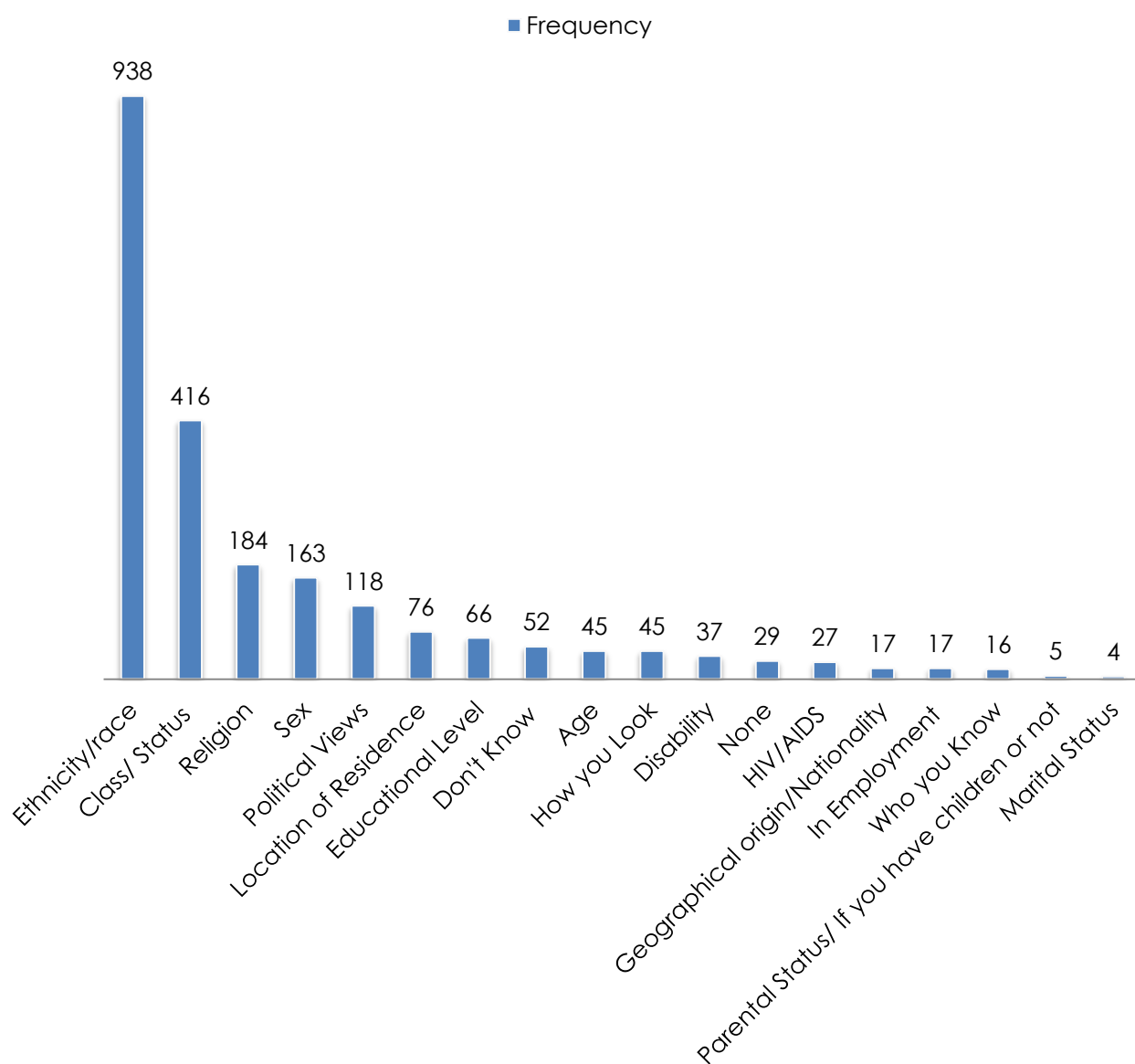
**Figure 12 - Public Perception: Forms of Discrimination in Trinidad and Tobago**

A further analysis of question 8 revealed that the most frequent responses were discrimination on the basis of ethnicity/race, class/status/income level/occupation, religion, sex (gender), political views, location of residence and educational level. 3.99 % did not know/no response when asked this question. 2.22% believed that the society was free of discrimination. Figure 13 reflects these findings.

Respondents indicated three (3) additional categories of discrimination which were not listed among the fourteen (14) types listed in Questions 9 and 10 of the survey - "How you look" (3.45%), "In Employment (1.3%) and "Who you know" (1.3%). Table 6 details them.

**Table 6 - Other Types of Discrimination**

	<b>Frequency</b>	<b>%</b>
Valid Responses	1223	94.0
“How You Look”	45	3.45
In Employment	17	1.3
“Who You Know”	16	1.3
<b>Total</b>	<b>1301</b>	<b>100.0</b>



**Figure 13 - Frequency Chart - Types of Discrimination in Trinidad and Tobago**



## 6.2 Finding #2 - Most Prevalent Form of Discrimination

**Discrimination on the basis of ethnicity/race was perceived by the public as the most prevalent form of discrimination in Trinidad and Tobago.**

This was followed by discrimination on the grounds of political views, class/status/occupation/income, educational level, sexual orientation, HIV/AIDS status, disability, location of residence then religion. Analysis of Question 9 by means corroborates this finding. Table 7 below reflects the findings.

**Table 7 - Most Prevalent Forms of Discrimination in Trinidad and Tobago**

Characteristic	Mean	Standard Deviation
Ethnicity/Race	4.19	0.77
Political Views	4.15	0.93
Class/Status/Occupation/Income	4.08	0.84
Education Level	3.99	0.88
Sexual Orientation	3.96	1.13
HIV/AIDS Status	3.95	1.29
Disabilities	3.89	0.94
Location of Residence	3.89	0.98
Religion	3.73	0.94
Age	3.53	0.97
Sex (Gender)	3.43	1.08
Geographic Origin/Nationality	3.43	1.02
Parental Status	3.07	1.01
Marital Status	3.00	0.98

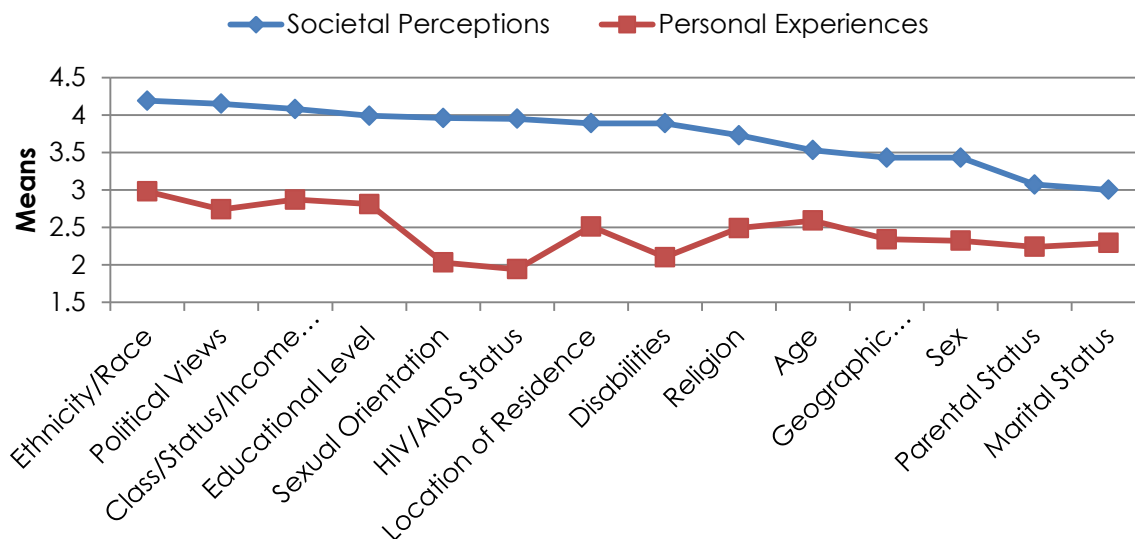
While Discrimination on the basis of Sexual Orientation was not identified as a form of Discrimination in Question 8 (Figure 13 refers) when asked in Question 9 how often discrimination on the basis of sexual orientation occurs in Trinidad and Tobago, it ranked #5, greater than other forms of discrimination. Table 7 provides mean ratings.

## 6.3 Finding #3 - Perceptions of Discrimination in Society vs. in Personal Experience

**There were significant differences in public perception of discrimination in the wider society versus in their personal experiences. Respondents perceived that more discrimination exists in society than they experienced themselves.** Table 8 and Figure 14 reflect this finding.

**Table 8 - Perceptions of Discrimination in Society vs. in Personal Experience (Mean)**

Characteristic	Societal Perceptions (Mean)	Standard Deviation	Personal Experiences (Mean)	Standard Deviation
Ethnicity/Race	4.19	0.77	2.98	1.02
Political Views	4.15	0.93	2.74	1.07
Class/Status/Income/Occupation	4.08	0.84	2.87	1.04
Educational Level	3.99	0.88	2.81	1.02
Sexual Orientation	3.96	1.13	2.03	0.49
HIV/AIDS Status	3.95	1.29	1.94	0.54
Location of Residence	3.89	0.94	2.51	0.89
Disabilities	3.89	0.98	2.10	0.70
Religion	3.73	0.94	2.49	0.88
Age	3.53	0.97	2.59	0.92
Geographic Origin/Nationality	3.43	1.08	2.34	0.75
Sex (Gender)	3.43	1.02	2.32	0.75
Parental Status	3.07	1.01	2.24	0.67
Marital Status	3.00	0.98	2.29	0.71



**Figure 14 - Perceptions of Discrimination in Society vs. in Personal Experience**

Focus Group sessions provided insights as to why respondents perceived that this variance occurred as shown in Figure 15.

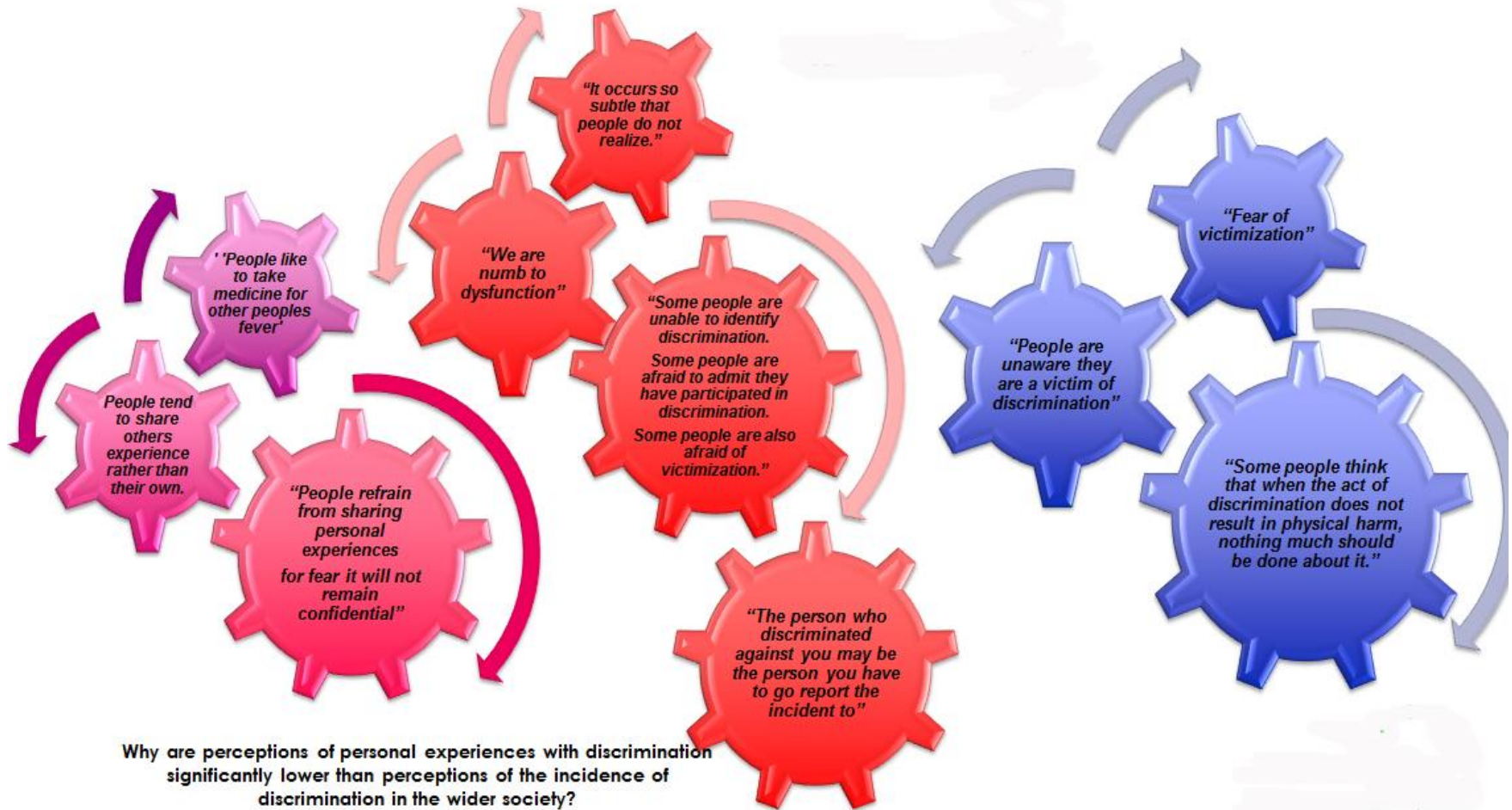


Figure 15 - Why Perceptions of Discrimination in Personal Experience lower

#### 6.4 Finding #4 - Perceptions of Discrimination in Society by Sex (Gender)

Males and Females perceived the existence of discrimination in society differently with respect to HIV/AIDS status, marital status, parental status, disabilities, and sex (gender). Generally females perceived more discrimination than males.

Analysis by means corroborates this finding. Table 9, Figures 16 and 17 illustrates.

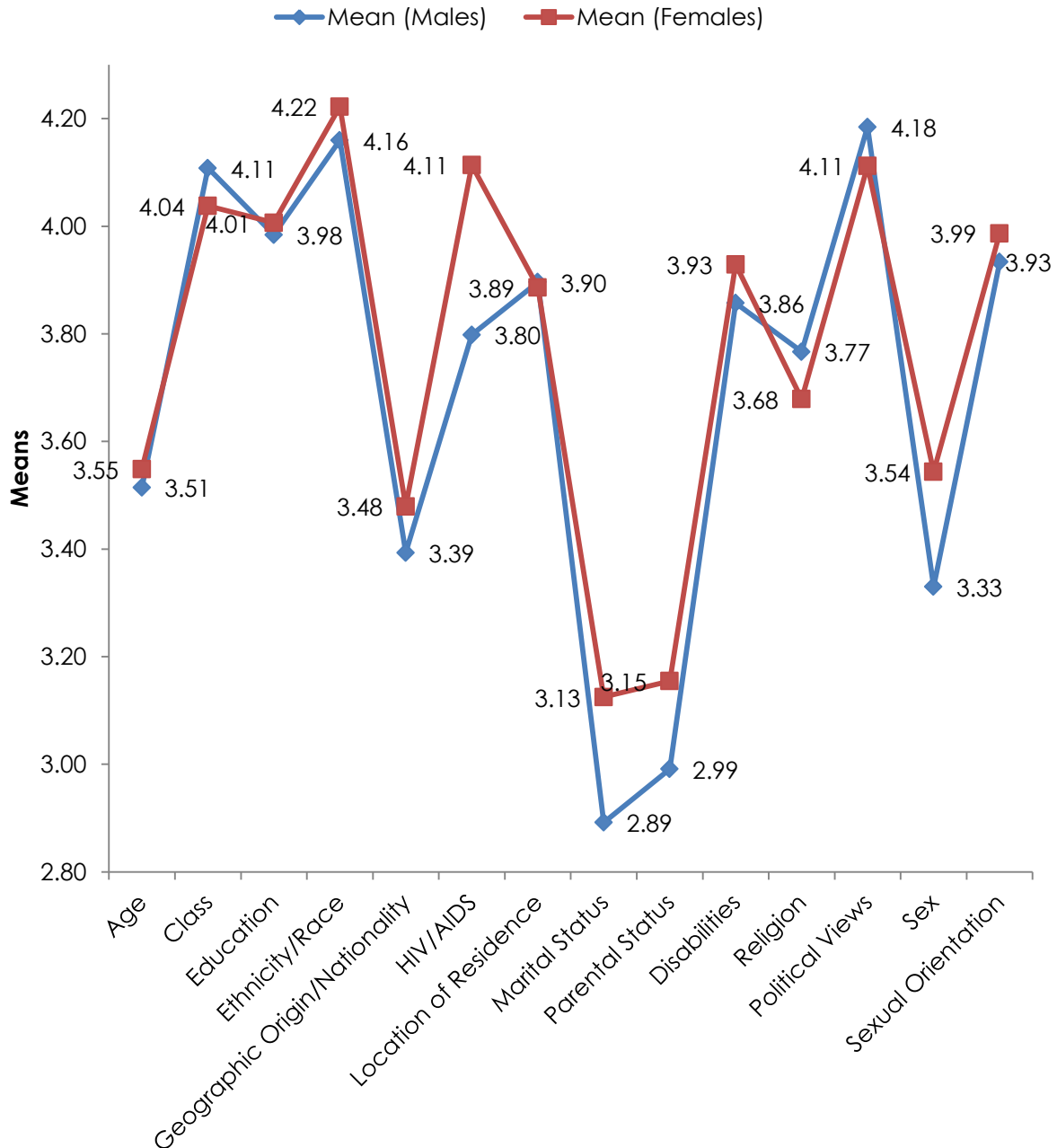


Figure 16 - Disaggregated Perceptions of Discrimination in Society - By Sex (Gender)

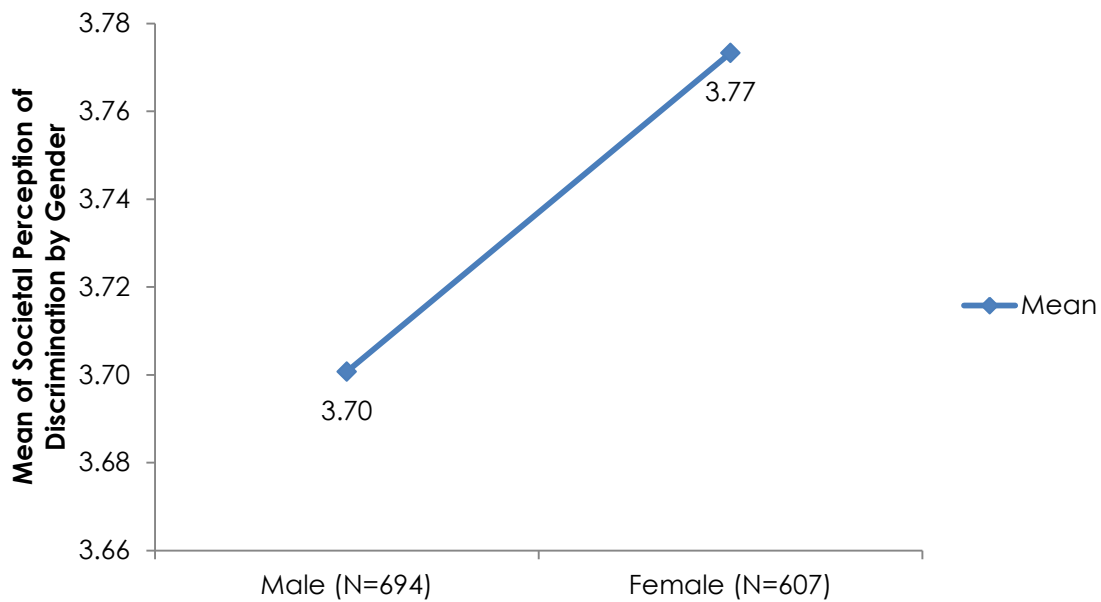


Figure 17 - Overall Perceptions of Discrimination in Society - By Sex (Gender)

#### 6.5 Finding #5 - Perceptions of Personal Discrimination by Sex (Gender)

Overall, females perceived more discrimination in their personal experiences than males, although males perceived more discrimination in their personal experiences with respect to ethnicity/race, class/status/occupation/income, education and political views than females. Analysis by means corroborates this finding. See Table 9, Figures 18 and 19.

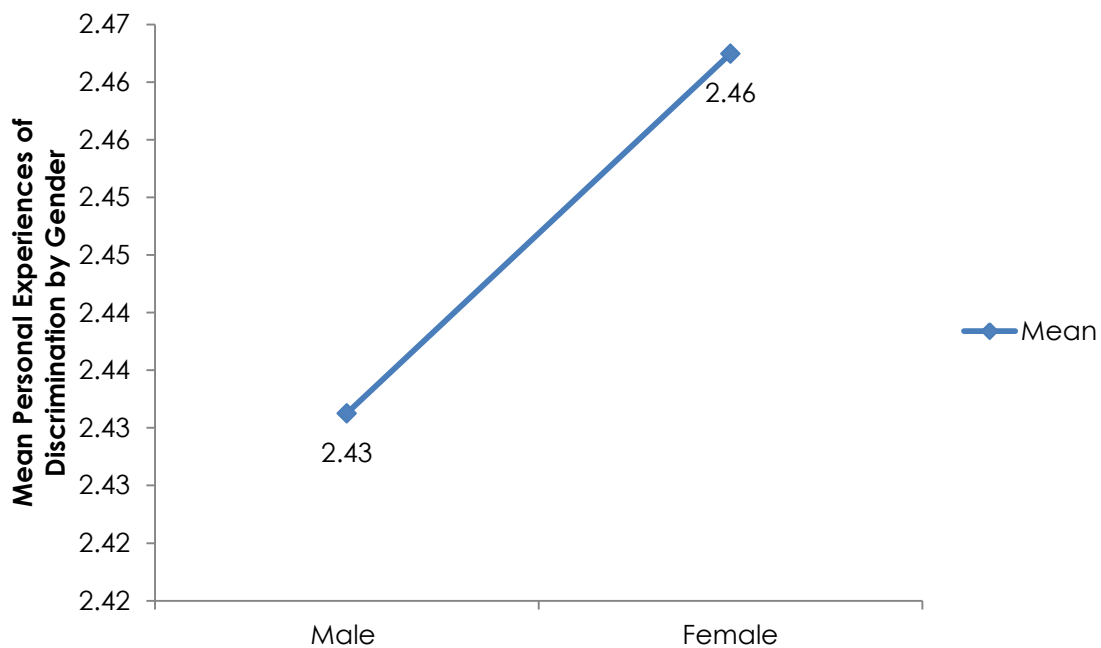


Figure 18 - Overall Perceptions of Personal Discrimination - By Sex (Gender)

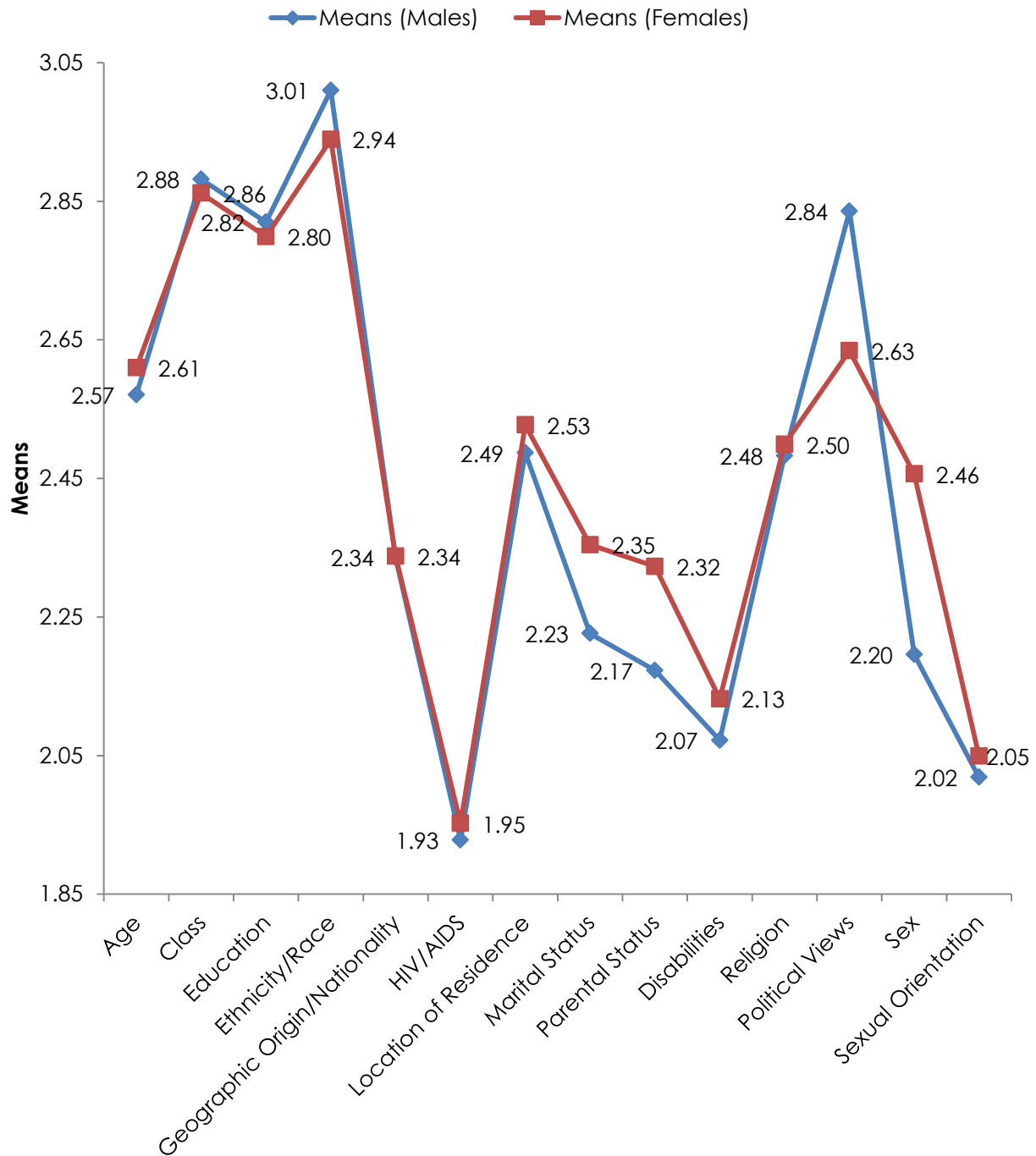


Figure 19 - Disaggregated Perceptions of Personal Discrimination - By Sex (Gender)

**Table 9 - Perceptions of Discrimination in Society vs. in Personal Experience - By Sex (Gender)**

	<b>Societal Perceptions of Discrimination (Mean)</b>		<b>Perceptions of Personal Experiences of Discrimination (Mean)</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
	<b>N=694</b>	<b>N=607</b>	<b>N=694</b>	<b>N=607</b>
Age	3.51	3.55	2.57	2.61
Class	4.11	4.04	2.88	2.86
Education	3.98	4.01	2.82	2.80
Ethnicity/Race	4.16	4.22	3.01	2.94
Geographic Origin/Nationality	3.39	3.48	2.34	2.34
HIV/AIDS	3.80	4.11	1.93	1.95
Location of Residence	3.90	3.89	2.49	2.53
Marital Status	2.89	3.13	2.23	2.35
Parental Status	2.99	3.15	2.17	2.32
Disabilities	3.86	3.93	2.07	2.13
Religion	3.77	3.68	2.48	2.50
Political Views	4.18	4.11	2.84	2.63
Sex (Gender)	3.33	3.54	2.20	2.46
Sexual Orientation	3.93	3.99	2.02	2.05
<b>Overall</b>	<b>3.70</b>	<b>3.77</b>	<b>2.43</b>	<b>2.46</b>

### 6.6 Finding #6 - Perceptions of Discrimination in Society by Ethnicity/Race

There were significant differences between ethnicities with regard to societal perception of discrimination<sup>1</sup>. East Indians and Others<sup>2</sup> perceived less discrimination. Mixed African/East Indians Africans and Mixed-others perceived more. Figure 20 and Table 10 reflect these findings.

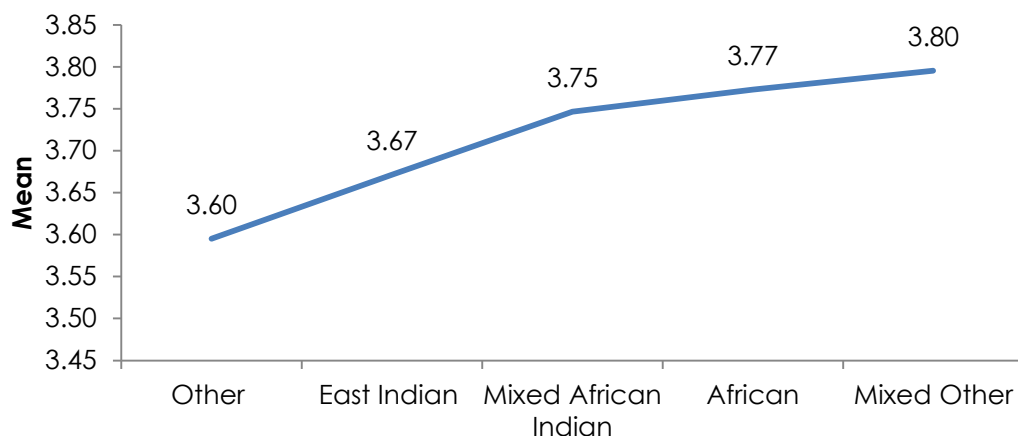


Figure 20 - Overall Perceptions of Discrimination in Society - By Ethnicity/Race

Table 10 - Perceptions of Discrimination in Society (Mean) - By Ethnicity/Race

	Other	East Indian	Mixed African Indian	African	Mixed Other
Age	3.48	3.50	3.42	3.55	3.62
Class	3.76	3.94	4.15	4.14	4.23
Education	3.81	3.90	3.91	4.08	4.07
Ethnicity/Race	4.05	4.10	4.34	4.27	4.13
Geographic Origin/Nationality	3.38	3.38	3.40	3.49	3.45
HIV/AIDS	3.38	3.89	4.00	4.02	3.93
Location of Residence	3.52	3.72	3.91	4.00	4.06
Marital Status	3.71	3.03	2.91	2.92	3.11
Parental Status	2.86	3.03	3.01	3.08	3.17
Disabilities	3.95	3.83	3.85	3.94	3.93
Religion	3.29	3.74	3.82	3.73	3.70
Political Views	3.76	4.18	4.13	4.14	4.13
Sex (Gender)	3.67	3.31	3.55	3.46	3.54
Sexual Orientation	3.71	3.84	4.06	4.01	4.07
<b>Overall</b>	<b>3.60</b>	<b>3.67</b>	<b>3.75</b>	<b>3.77</b>	<b>3.80</b>

<sup>1</sup> There are statistically significant differences between East Indians & Others vs. Africans, Mixed African, & Mixed Other

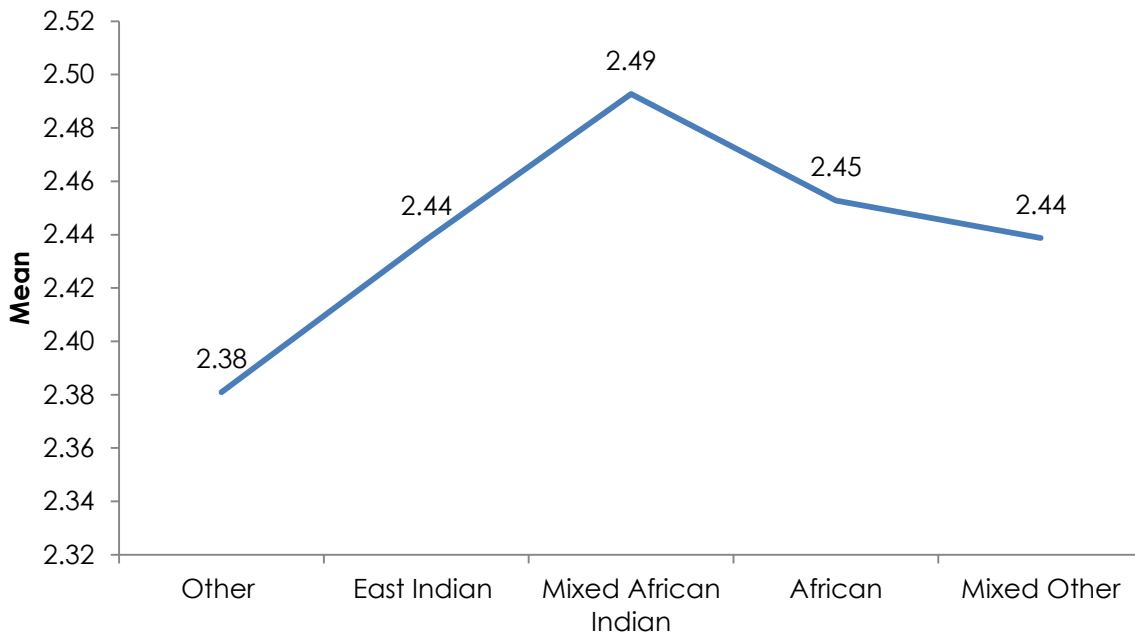
<sup>2</sup> Comprising those who defined themselves as Portuguese, Syrian/Lebanese, Chinese, Caucasians, Trinidadians



### 6.7 Finding #7 - Perceptions of Personal Discrimination by Ethnicity/Race

There were differences between ethnicities with respect to personal experiences of discrimination. Mixed African/East Indians and Africans perceived discrimination in their personal experiences more. Others<sup>3</sup> perceived discrimination in their personal experiences the least.

Figure 21 and Table 11 on page 45 provide details.



**Figure 21 - Overall Perceptions Personal Discrimination - By Ethnicity/Race**

Consistent with Finding #2, all groups perceived discrimination in their personal experiences on the grounds of ethnicity/race more than any other form of discrimination. Others<sup>4</sup> and Africans perceived discrimination in their personal experiences with respect to ethnicity/race more than other groups.

Mixed African/East Indian group perceived discrimination in their personal experiences with respect to location of residence and marital status, more than other groups.

East Indians perceived discrimination in their personal experiences with respect to religion more than other groups. Figure 22 illustrates these results.

<sup>3</sup>Comprising those who defined themselves as Portuguese, Syrian/Lebanese, Chinese, Caucasians, Trinidadians

<sup>4</sup>Comprising those who defined themselves as Portuguese, Syrian/Lebanese, Chinese, Caucasians, Trinidadians

**Table 11 - Perceptions of Personal Discrimination (Mean) - By Ethnicity/Race**

	<b>Other</b>	<b>East Indian</b>	<b>Mixed African Indian</b>	<b>African</b>	<b>Mixed Other</b>
Age	2.48	2.58	2.67	2.59	2.59
Class	3.05	2.83	2.94	2.92	2.82
Education	2.48	2.78	2.78	2.84	2.87
Ethnicity/Race	3.14	2.94	2.98	3.03	2.89
Geographic Origin/Nationality	2.24	2.34	2.33	2.35	2.32
HIV/AIDS	1.95	1.92	2.04	1.96	1.89
Location of Residence	2.38	2.45	2.67	2.51	2.58
Marital Status	2.00	2.28	2.38	2.25	2.39
Parental Status	2.29	2.22	2.16	2.28	2.24
Disabilities	2.05	2.10	2.21	2.12	1.99
Religion	2.38	2.59	2.51	2.42	2.46
Political Views	2.48	2.82	2.69	2.73	2.66
Sex (Gender)	2.38	2.29	2.42	2.29	2.40
Sexual Orientation	2.05	2.02	2.11	2.03	2.03
<b>Overall</b>	<b>2.38</b>	<b>2.44</b>	<b>2.49</b>	<b>2.45</b>	<b>2.44</b>

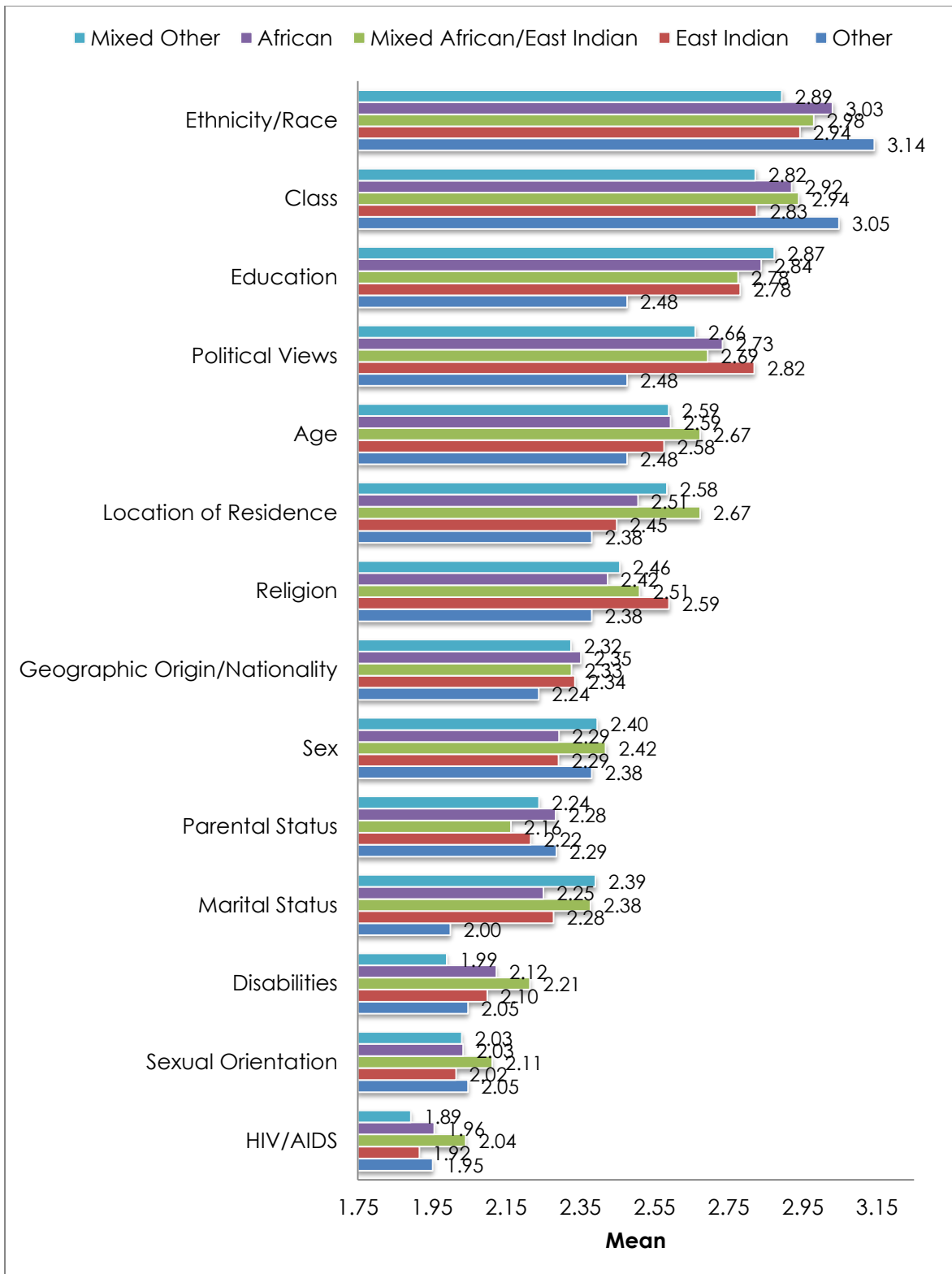


Figure 22 - Disaggregated Perceptions of Personal Discrimination - By Ethnicity

### 6.8 Finding #8 - Perceptions of Discrimination by Age

There were significant differences between age groups with respect to all aspects of discrimination: class/status/occupation, ethnicity/race, location of residence, religion, and political views. In general, the younger perceived and experienced more discrimination. Figures 23 and 24 and Tables 12 and 13 reflect these findings.

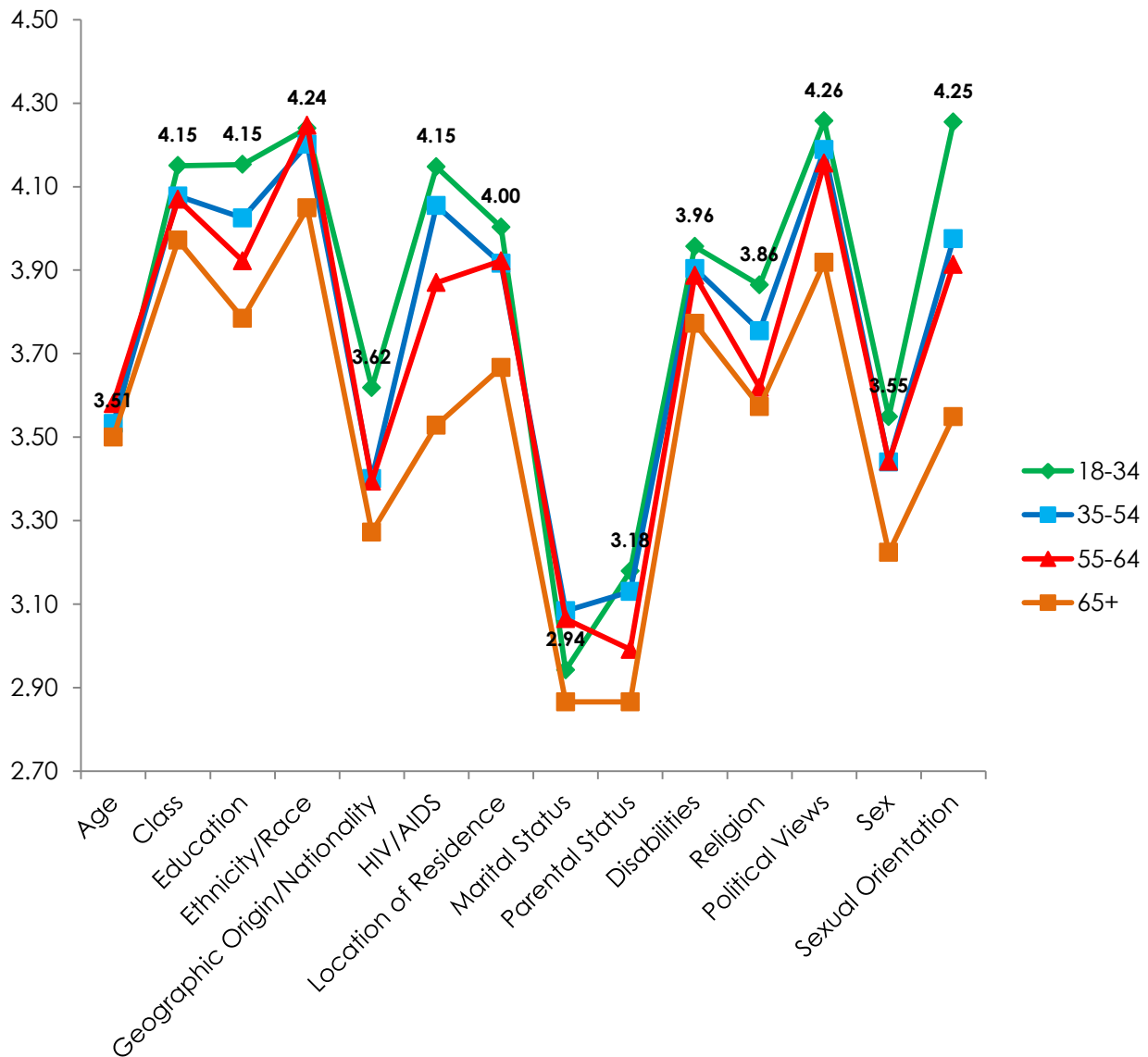


Figure 23 - Disaggregated Perceptions of Discrimination in Society - By Age

**Table 12 - Perceptions of Discrimination in Society (Mean) - By Age**

Characteristics	Ages			
	18-34	35-54	55-64	65+
	N=346	N=477	N=231	N=236
Age	3.51	3.53	3.58	3.50
Class	4.15	4.08	4.07	3.97
Education	4.15	4.03	3.92	3.78
Ethnicity/Race	4.24	4.20	4.25	4.05
Geographic Origin/Nationality	3.62	3.40	3.39	3.27
HIV/AIDS	4.15	4.05	3.87	3.53
Location of Residence	4.00	3.92	3.92	3.67
Marital Status	2.94	3.08	3.06	2.87
Parental Status	3.18	3.13	2.99	2.87
Disabilities	3.96	3.90	3.89	3.77
Religion	3.86	3.75	3.62	3.57
Political Views	4.26	4.19	4.16	3.92
Sex (Gender)	3.55	3.44	3.44	3.22
Sexual Orientation	4.25	3.97	3.91	3.55

**Table 13 - Perceptions of Personal Discrimination (Mean) - By Age**

Characteristics	Ages			
	18-34	35-54	55-64	65+
	N=346	N=477	N=231	N=236
Age	2.71	2.56	2.62	2.46
Class	3.05	2.89	2.84	2.61
Education	3.02	2.82	2.74	2.57
Ethnicity/Race	3.09	2.95	3.07	2.77
Geographic Origin/Nationality	2.29	2.34	2.42	2.31
HIV/AIDS	1.97	1.97	1.88	1.89
Location of Residence	2.63	2.47	2.55	2.37
Marital Status	2.34	2.29	2.34	2.16
Parental Status	2.31	2.29	2.17	2.13
Disabilities	2.08	2.16	2.07	2.04
Religion	2.60	2.50	2.48	2.33
Political Views	2.72	2.74	2.89	2.63
Sex (Gender)	2.42	2.33	2.33	2.13
Sexual Orientation	2.09	2.05	1.98	1.97

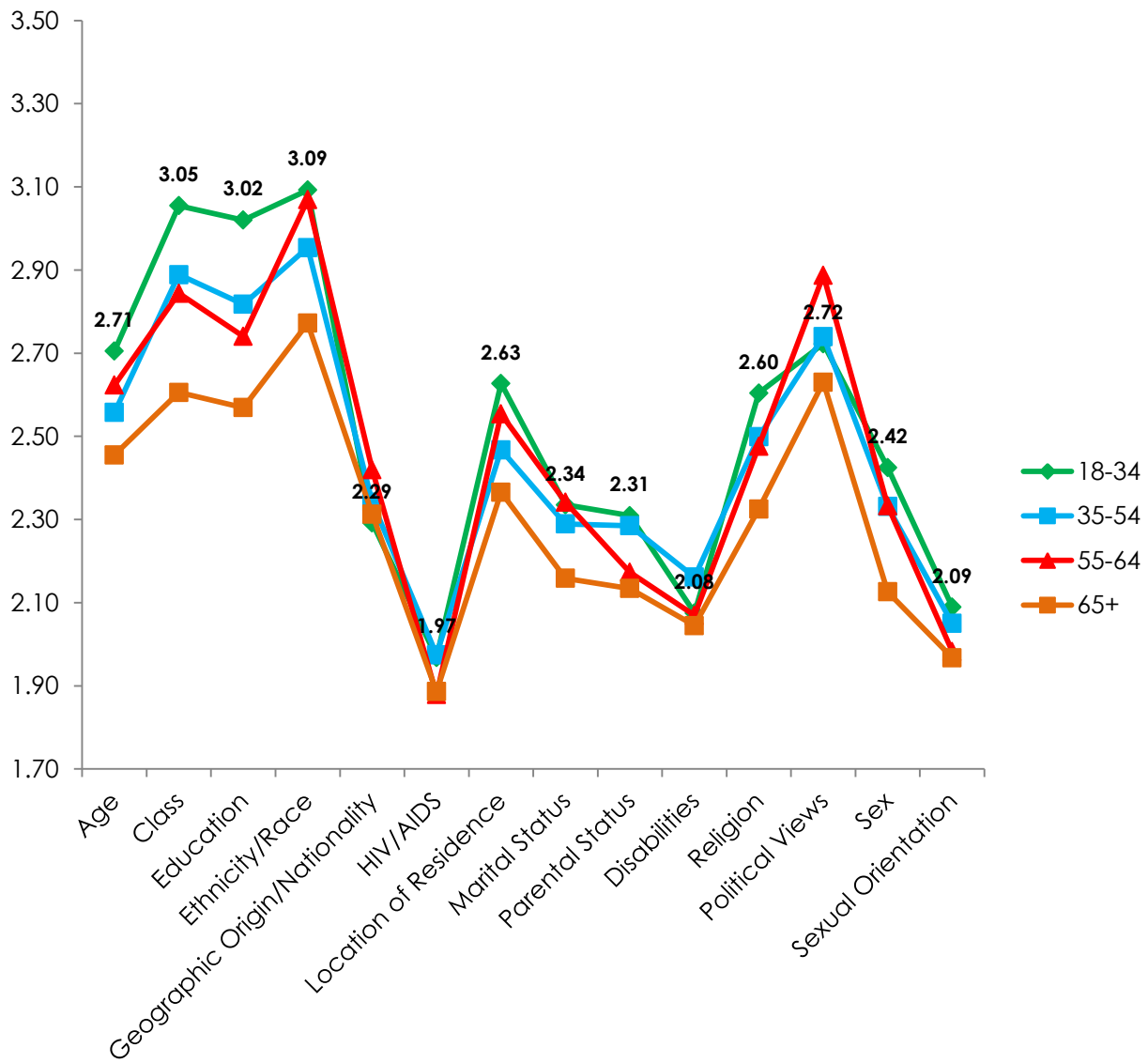
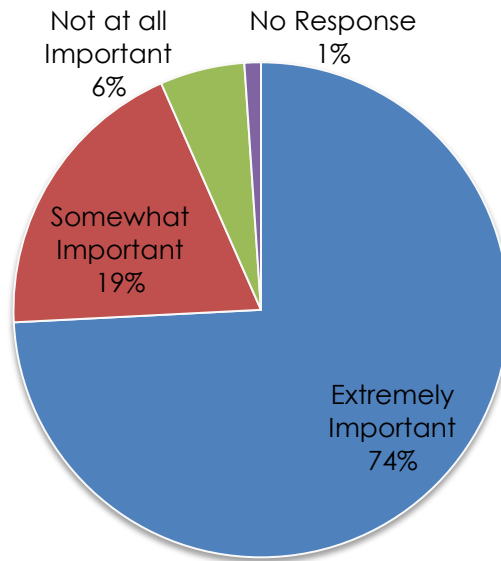


Figure 24 - Disaggregated Perceptions of Personal Discrimination - By Age

### 6.9 Finding #9 - Religion/Spirituality important to Trinbagonians

Of those surveyed, 74% of respondents considered religion and or spirituality to be extremely important. 19% considered religion and or spirituality to be somewhat important. As depicted in Figure 25.



**Figure 25 - Public Perception: Importance of Religion/Spirituality in society**

Having regard to the results as articulated in Findings #1 through #8, this particular finding positions religion an option for supporting interventions aimed at promoting equality and reducing discrimination.

There are a number of beliefs that position religion to be used in promoting equality and reducing discrimination including its rejection of hatred and violence; its obligation to practice love by living for others; its power to forgive and reconcile; its vision for a world of peace, harmony and mutual prosperity and the emphasis on religious tolerance.

It is a delicate balancing act as there is recognition that religion can be misused for hegemonic interests, discrimination and even violence as international history has shown. In the ensuing section we examine public perception and experiences of discrimination in Trinidad and Tobago by religious affiliation.

## 6.10 Finding #10 - Perceptions of Discrimination by Religious Affiliation

There were differences among religions with regard to their perceptions of discrimination.

Societal perceptions of discrimination were greatest among Pentecostals and least among Muslims. Figure 26 depicts this result.

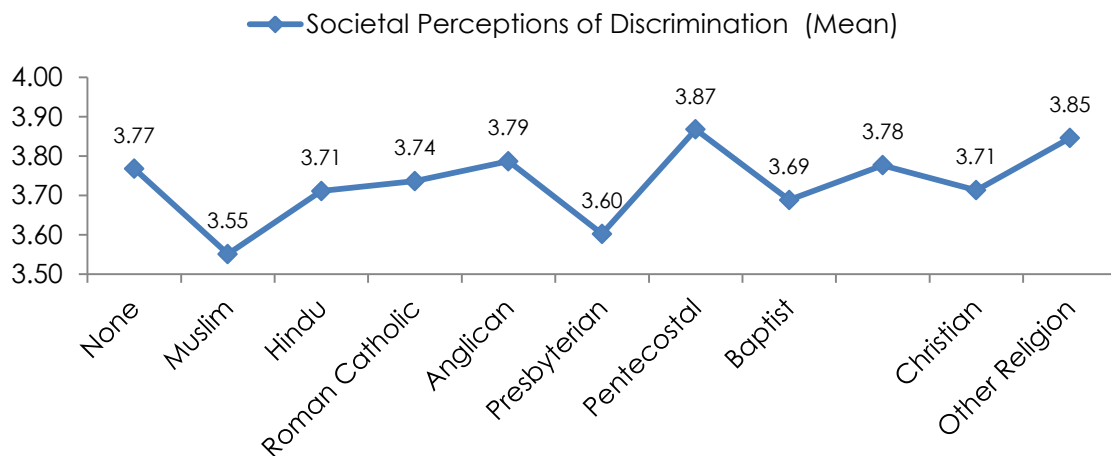


Figure 26 - Overall Perceptions of Discrimination in Society - By Religion

Perceptions of Personal Experiences of Discrimination were greatest among Other Religions<sup>5</sup>, Pentecostals and Baptists. Perceptions of Personal Experiences of Discrimination were least among Anglicans and Presbyterians. Figure 27 references this result.

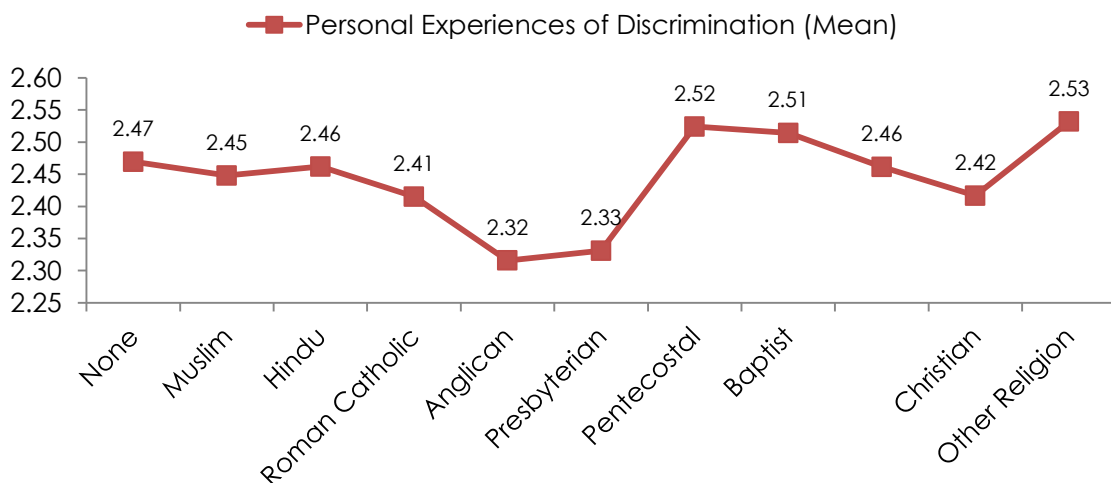


Figure 27 - Overall Perceptions of Personal Discrimination - By Religion

<sup>5</sup> Comprising Rastafarian, Orisha, Jewish, Jehovah Witness, Methodist, Moravian and others not stated for ease of analysis



**Consistent with Finding #2, all groups perceived and experienced discrimination in their personal experiences on the grounds of ethnicity/race more than any other form of discrimination.**

Table 14 on Page 17 details the differences of personal experiences of discrimination by religious affiliation.

Table 15 on Page 18 details the differences of societal perceptions of discrimination by religious affiliation.

Presbyterians, Hindus and Seventh Day Adventists perceived discrimination in their personal experience with respect to political views more than other groups. Figure 28 depicts these findings.

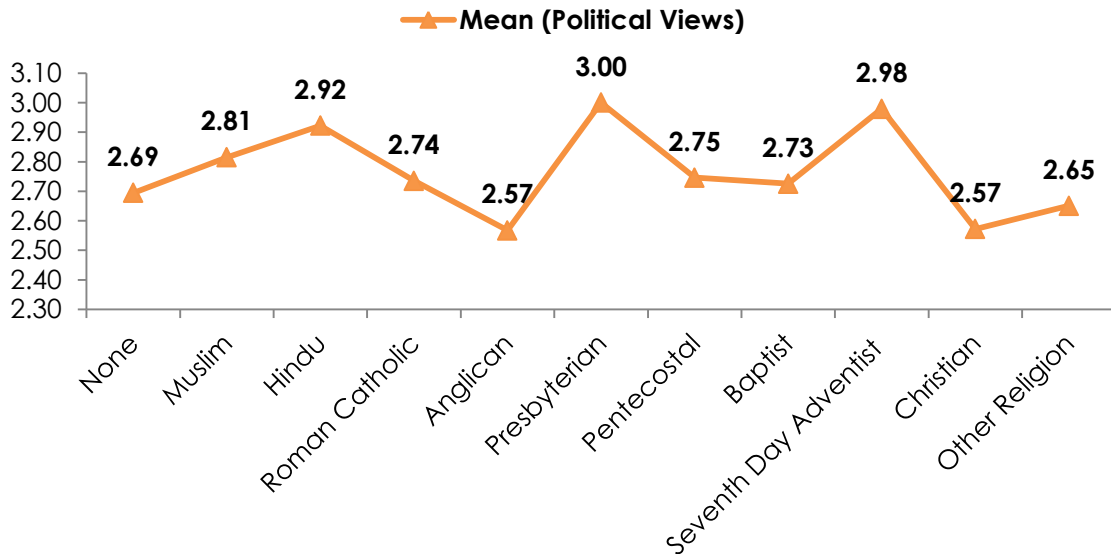


Figure 28 - Perceptions of Personal Discrimination (Political Views) - By Religion

Muslims and Seventh Day Adventists perceived discrimination in personal experience respecting religion more than other groups. Figure 29 illustrates this.

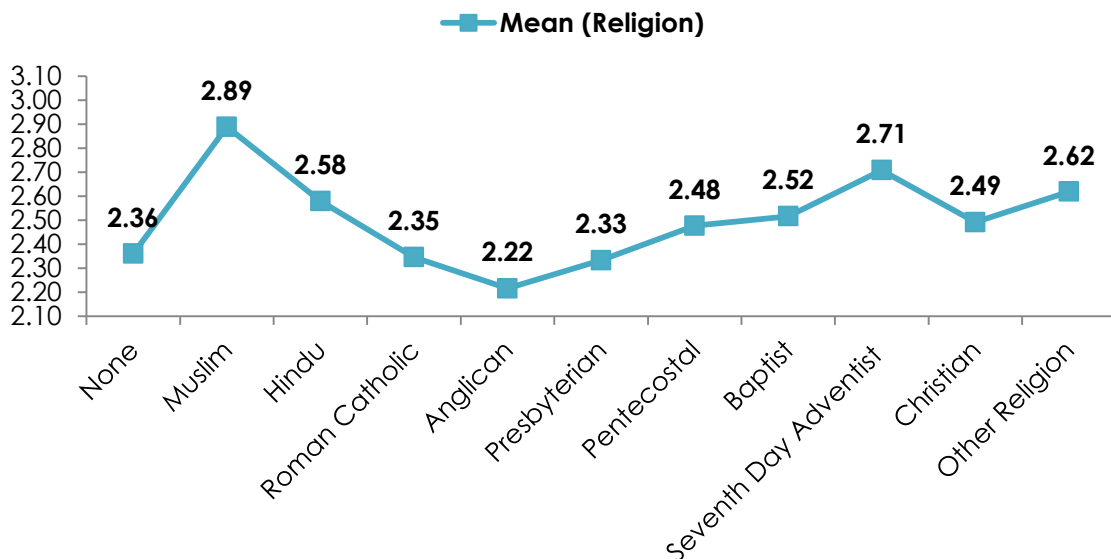


Figure 29 - Perceptions of Personal Discrimination (Religion) - By Religion

Persons who described their religion as “none” perceived discrimination in their personal experience with respect to disability more than other groups. Figure 30 depicts this result.

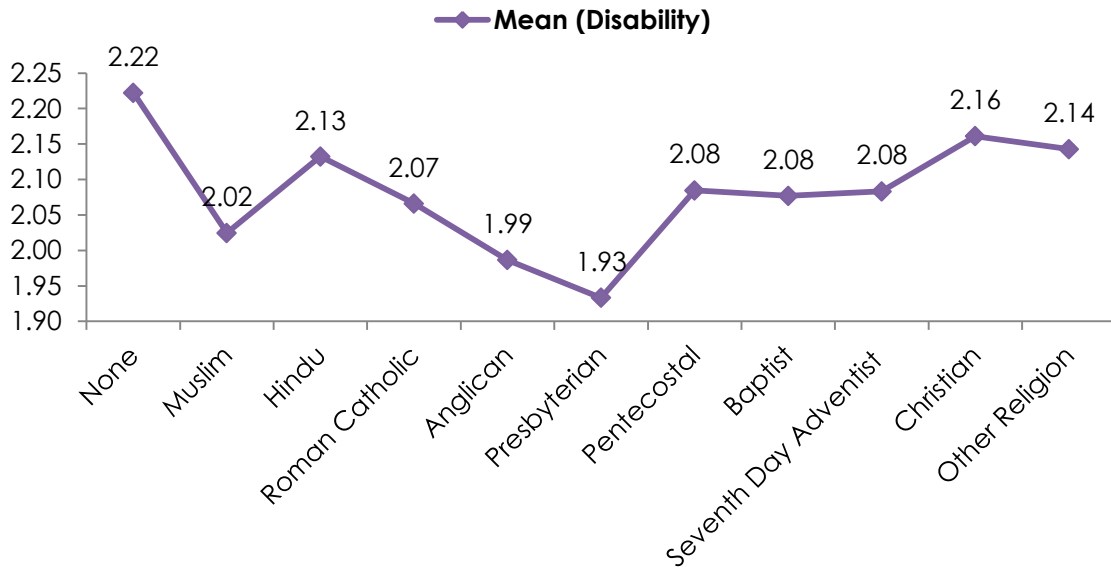


Figure 30 - Perceptions of Personal Discrimination (Disability) - By Religion

Other religions<sup>6</sup>, Baptists and persons who described their religion as “none” perceived discrimination in their personal experiences with respect to location of residence more than other groups. Figure 31 portrays this finding.

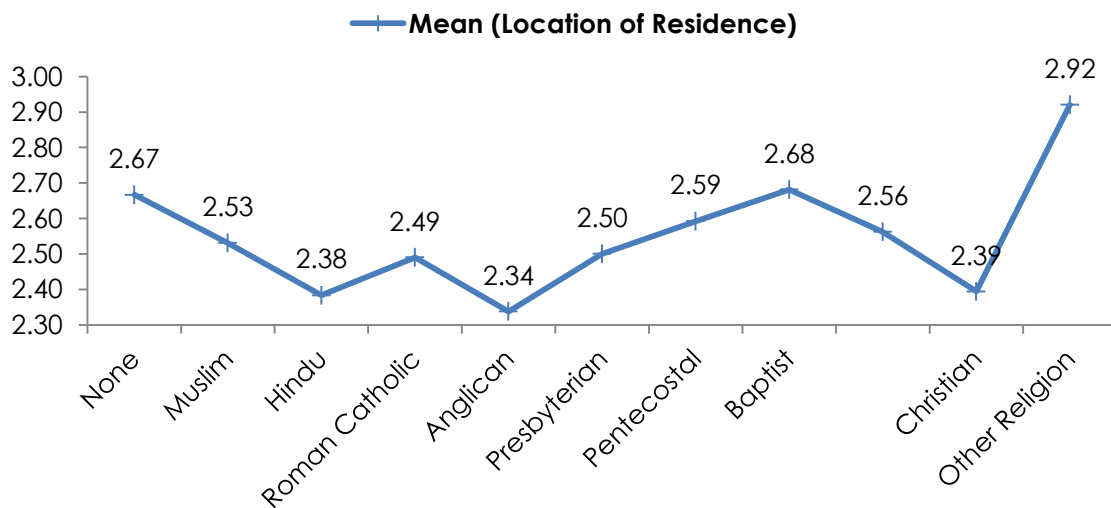


Figure 31 - Perceptions of Personal Discrimination (Location of Residence)

<sup>6</sup> ibid.

**Table 14 Perceptions of Personal Discrimination (Mean) - By Religion**

	None		Muslim		Hindu		Roman Catholic		Anglican		Presbyterian		Pentecostal		Baptist		Seventh Day Adventist		Christian		Other Religion	
	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev
Age	2.74	1.01	2.53	0.90	2.53	0.90	2.59	0.90	2.42	0.83	2.33	0.76	2.74	1.08	2.67	1.01	2.56	0.92	2.58	0.86	2.63	0.96
Class	3.01	1.04	2.77	0.98	2.91	1.03	2.78	0.99	2.73	1.01	2.43	0.77	3.03	1.09	3.07	1.07	2.81	1.08	2.82	1.06	3.11	1.09
Education	2.89	1.12	2.58	0.97	2.85	0.99	2.78	1.00	2.54	0.83	2.50	0.82	3.05	1.03	2.93	1.03	2.63	0.94	2.76	1.04	3.10	1.06
Ethnicity/Race	3.15	1.03	3.00	1.00	2.96	1.00	2.91	0.98	2.82	0.98	3.03	0.96	3.04	0.79	3.08	1.11	2.92	1.13	2.95	1.06	3.10	1.03
Geographic Origin/Nationality	2.21	0.58	2.47	0.88	2.33	0.76	2.35	0.75	2.31	0.78	2.33	0.71	2.44	0.49	2.31	0.80	2.33	0.83	2.28	0.71	2.35	0.74
HIV/AIDS	1.99	0.43	1.93	0.79	1.90	0.47	1.95	0.51	1.85	0.36	1.93	0.69	1.93	0.95	2.03	0.77	1.94	0.32	1.94	0.56	1.98	0.49
Location of Residence	2.67	0.95	2.53	0.91	2.38	0.81	2.49	0.88	2.34	0.75	2.50	0.82	2.59	0.83	2.68	0.96	2.56	0.97	2.39	0.83	2.92	1.15
Marital Status	2.15	0.49	2.26	0.63	2.31	0.75	2.24	0.65	2.18	0.53	2.13	0.43	2.42	0.75	2.34	0.76	2.27	0.64	2.31	0.78	2.35	0.79
Parental Status	2.15	0.55	2.19	0.57	2.24	0.68	2.20	0.61	2.19	0.54	2.13	0.43	2.35	0.64	2.36	0.74	2.42	0.90	2.24	0.68	2.22	0.73
Disabilities	2.22	0.63	2.02	0.81	2.13	0.82	2.07	0.62	1.99	0.42	1.93	0.58	2.08	0.86	2.08	0.70	2.08	0.61	2.16	0.79	2.14	0.64
Religion	2.36	0.86	2.89	1.10	2.58	0.93	2.35	0.75	2.22	0.53	2.33	0.71	2.48	1.01	2.52	0.85	2.71	1.03	2.49	0.89	2.62	0.97
Political Views	2.69	1.02	2.81	1.14	2.92	1.13	2.74	1.04	2.57	0.94	3.00	1.26	2.75	0.82	2.73	1.07	2.98	1.12	2.57	1.04	2.65	1.05
Sex (Gender)	2.25	0.71	2.25	0.66	2.37	0.79	2.33	0.76	2.20	0.62	2.13	0.51	2.40	0.58	2.38	0.84	2.33	0.72	2.29	0.75	2.25	0.67
Sexual Orientation	2.08	0.52	2.05	0.42	2.05	0.57	2.05	0.45	2.07	0.48	1.90	0.40	2.04	1.07	2.02	0.54	1.92	0.28	2.02	0.47	2.02	0.46

Std Dev – Standard Deviation

**Table 15 - Perceptions of Discrimination in Society (Mean) - By Religion**

	None		Muslim		Hindu		Roman Catholic		Anglican		Presbyterian		Pentecostal		Baptist		Seventh Day Adventist		Christian		Other Religion	
	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev	Mean	Std Dev
Age	3.61	0.91	3.25	1.01	3.61	0.99	3.51	1.00	3.50	0.95	3.33	0.88	3.70	0.91	3.46	1.00	3.67	0.88	3.49	1.00	3.57	0.87
Class	4.25	0.67	4.10	0.82	3.98	0.84	4.07	0.80	4.12	0.66	4.07	0.87	4.22	0.79	4.18	0.81	4.02	0.76	4.00	0.98	4.02	0.96
Education	3.96	0.91	3.86	0.90	3.94	0.98	4.05	0.79	4.00	0.78	3.93	0.98	4.13	0.87	3.92	1.00	3.92	1.01	3.99	0.86	4.08	0.77
Ethnicity/Race	4.25	0.64	4.04	0.95	4.08	0.81	4.18	0.70	4.28	0.61	4.10	0.84	4.33	0.76	4.33	0.72	4.29	0.74	4.11	0.82	4.37	0.77
Geographic Origin/Nationality	3.42	1.04	3.10	1.17	3.39	1.05	3.39	1.08	3.59	1.03	3.63	0.81	3.69	1.08	3.32	1.09	3.69	0.88	3.36	1.14	3.62	1.05
HIV/AIDS	3.81	1.30	3.64	1.41	3.88	1.35	4.04	1.25	3.96	1.25	3.90	1.16	4.04	1.30	3.93	1.36	4.02	1.21	3.89	1.29	4.33	1.05
Location of Residence	4.04	0.83	3.84	0.99	3.75	0.96	3.98	0.93	3.88	0.94	3.57	0.73	4.08	0.90	3.69	0.90	4.00	0.90	3.84	1.00	4.13	0.83
Marital Status	2.78	0.95	2.77	0.87	3.11	1.07	3.08	0.99	3.12	0.94	2.80	0.85	3.11	0.94	2.92	0.95	3.02	0.89	2.88	0.98	3.14	1.01
Parental Status	3.11	1.08	2.78	0.89	3.10	1.02	3.12	1.00	3.24	0.95	2.87	0.82	3.13	0.98	2.96	1.05	3.15	1.07	3.01	1.01	3.14	1.01
Disabilities	3.83	1.07	3.79	1.02	3.86	1.02	3.87	0.98	3.96	0.80	3.43	1.10	4.02	0.87	3.82	1.01	4.02	0.91	3.91	0.99	4.08	0.94
Religion	3.92	1.03	3.72	0.98	3.69	0.98	3.58	1.00	3.73	0.86	3.63	0.85	3.82	0.88	3.69	0.96	3.75	0.91	3.81	0.89	3.81	0.84
Political Views	4.24	0.88	4.10	1.03	4.16	1.04	4.05	0.91	4.19	0.89	4.07	1.14	4.25	0.86	4.20	0.82	4.00	1.05	4.28	0.75	3.89	1.15
Sex (Gender)	3.42	1.06	3.12	1.10	3.47	1.00	3.49	1.00	3.55	0.92	3.40	0.89	3.48	0.97	3.32	1.03	3.35	1.16	3.42	1.09	3.49	0.97
Sexual Orientation	4.13	1.13	3.62	1.24	3.95	1.18	3.91	1.09	3.88	1.23	3.70	1.09	4.15	0.98	3.89	1.22	3.98	1.18	4.01	1.10	4.17	1.11

Std Dev – Standard Deviation

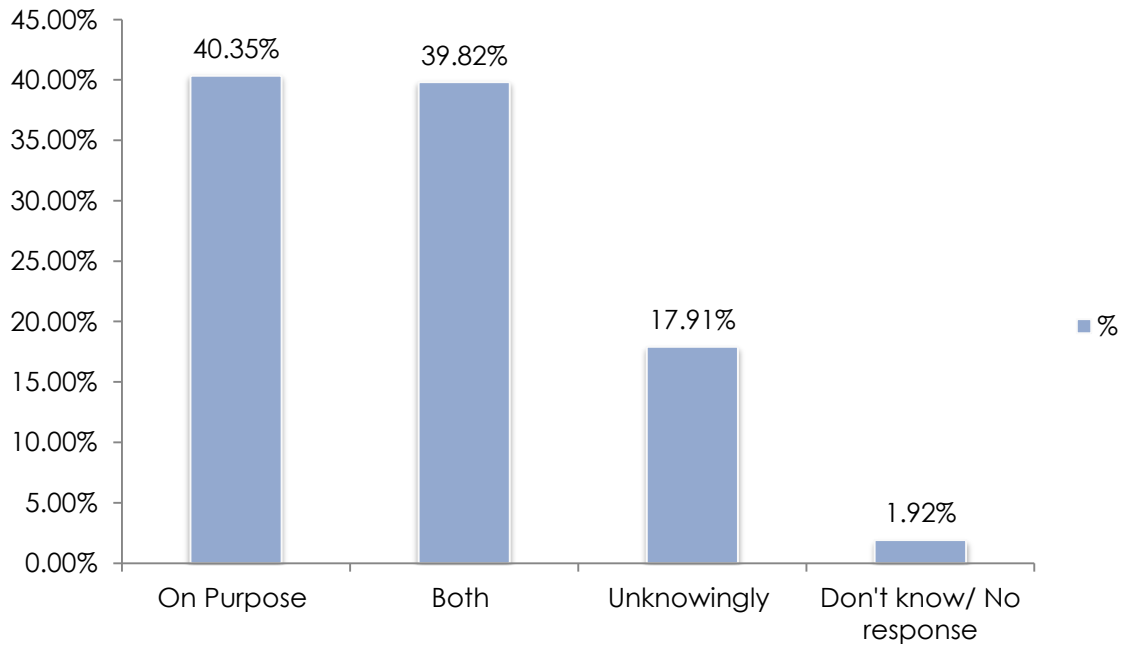
## 6.11 Finding #11 - Discrimination On Purpose or Unknowingly

### 6.11.1 Discrimination: On Purpose or Unknowingly

**The majority (80.17%) felt discrimination is on purpose or both on purpose and unknowingly. Only 17.9% believed that discrimination is done unknowingly.** Table 16 and Figure 32 reflect this result.

**Table 16 - Discrimination on Purpose or Unknowingly**

	Frequency	%
On purpose	525	40.35%
Unknowingly	233	17.9%
Both	518	39.82%
Don't know/No response	25	1.92%
Total	1301	100.00%



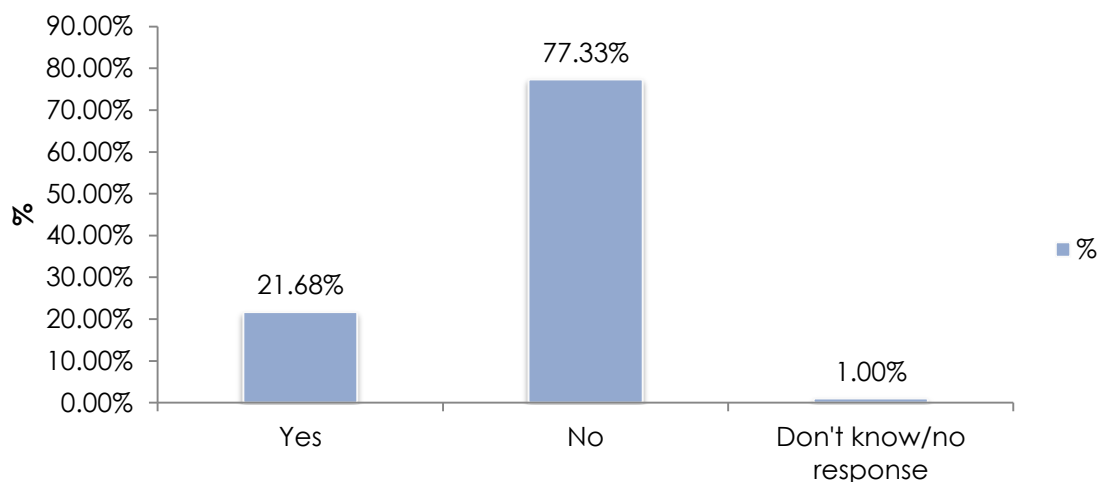
**Figure 32 - Public Perception: Discrimination on Purpose or Unknowingly?**

### 6.11.2 Pressure to Discriminate

Of those surveyed, 21.68% of respondents indicated feeling pressured to discriminate. Table 17 and Figure 33 illustrate this.

**Table 17 - Frequency Table of Persons who felt pressured to discriminate**

		Frequency	%
	Yes	282	21.67%
	No	1006	77.33%
	Don't know/No response	13	1.00%
	Total	1301	100.00%



**Figure 33- Felt pressured to discriminate**

An analysis by sex (gender) revealed that 23.49% of male respondents and 19.60% of female respondents admitted feeling pressured to discriminate. Table 18 depicts this.

An analysis across ethnicities revealed that persons from all ethnic groups admitted being pressured to discriminate. Others<sup>7</sup> (33.33%) admitted feeling pressured to discriminate. For the remaining ethnic groups, 20-22% of the surveyed population in each group, indicated that they felt pressured to discriminate. Table 19 shows the frequency and percentage of the surveyed population that indicated that they felt pressured to discriminate.

Other Religions<sup>8</sup> felt more pressure to discriminate than other groups. Presbyterians, Seventh Day Adventists and Anglicans felt the least. Table 20 shows this information.

<sup>7</sup> Comprising those who defined themselves as Portuguese, Syrian/Lebanese, Chinese, Caucasians, Trinidadians

<sup>8</sup> Comprising Rastafarian, Orisha, Jewish, Jehovah Witness, Methodist, Moravian and others not stated for ease of analysis

**Table 18 - Felt pressured to discriminate - By Sex (Gender)**

	<b>Surveyed Population</b>	<b>Frequency Felt Pressured</b>	<b>%</b>
Male	694	163	23.49%
Female	607	119	19.60%

**Table 19 - Felt pressured to discriminate - By Ethnicity/Race**

	<b>Surveyed Population</b>	<b>Frequency Felt Pressured</b>	<b>%</b>
Other	27	9	33.33%
East Indian	453	93	20.53%
African	526	117	22.24%
Mixed African/ East Indian	98	22	22.45%
Mixed Other	197	41	20.81%

**Table 20 - Felt pressured to discriminate - By Religion**

	<b>Surveyed Population</b>	<b>Frequency Felt Pressured</b>	<b>%</b>
None	72	17	23.61%
Muslim	81	15	18.52%
Hindu	219	43	19.63%
Roman Catholic	257	55	21.40%
Anglican	74	12	16.22%
Presbyterian	30	3	10.00%
Pentecostal	130	28	21.54%
Baptist	91	23	25.27%
Seventh Day Adventist	48	5	10.42%
Christian	236	61	25.85%
Other Religion	63	20	31.75%

The focus group sessions also provided deeper insights into perceptions surrounding why people discriminate. Respondents believed the socialisation process and messages communicated within families and communities help to reinforce prejudices and stereotypes thereby leading to discrimination.



### 6.12 Finding #12 - Personal Responses to Discrimination

Of those surveyed, 48% walked away or ignored situations where they felt personally discriminated against. Only 12 % tried to do something about it and 24% indicated that they never experienced discrimination. Figure 34 details the various personal responses to discrimination.

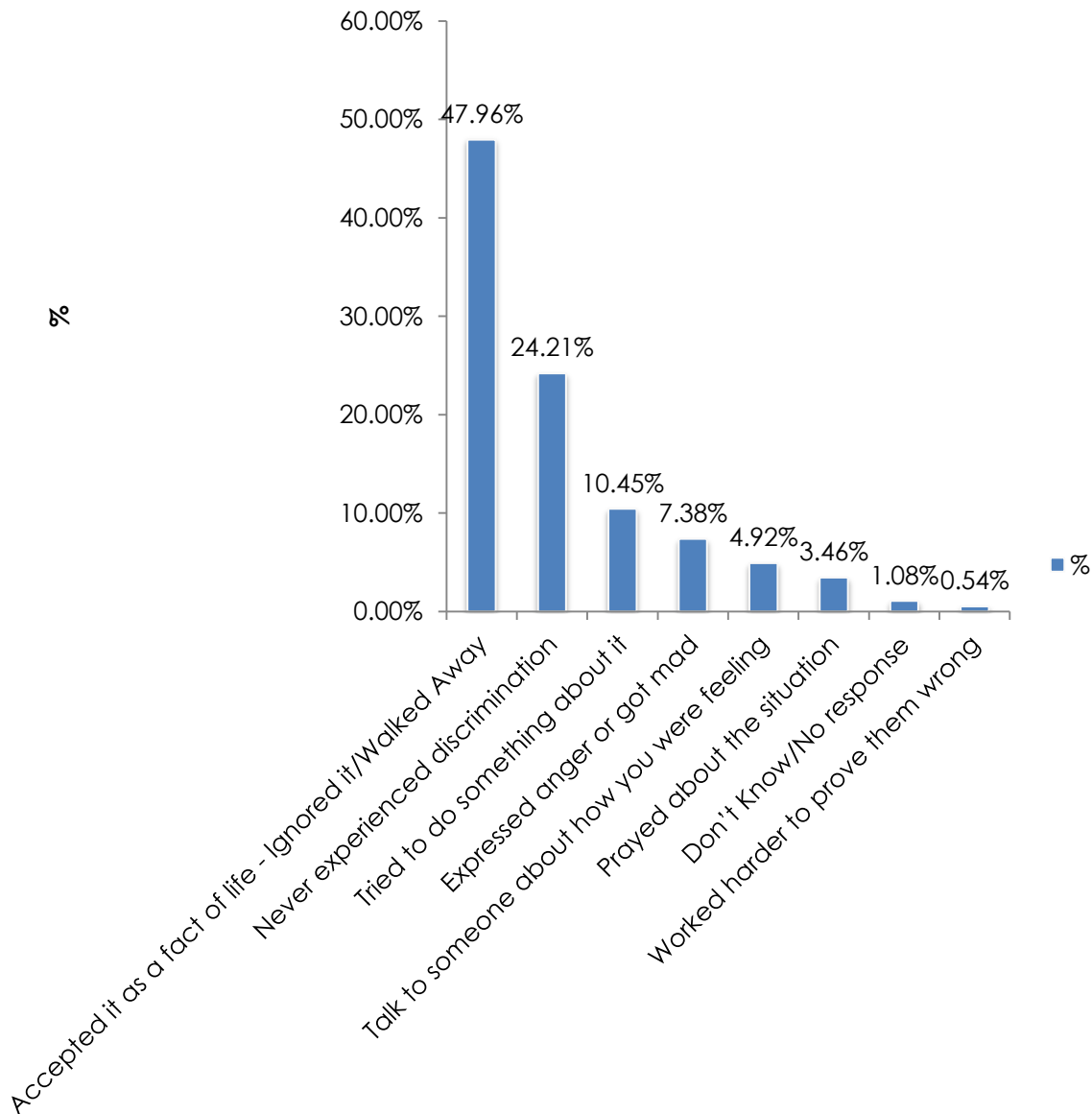


Figure 34 - Personal Responses to Discrimination

## 7.0 Public Opinion on the Equal Opportunity Commission

### 7.1 Public Awareness of the Equal Opportunity Commission

The information in this section is particularly useful for targeted post research interventions. The results of the survey revealed that 78.02% never heard of the Equal Opportunity Commission or heard “not very much”.

Of the 78.02%, 50.35% never heard of the Equal Opportunity Commission and 27.67% heard “not very much”. Only 21.43% heard “a great deal” and “a fair amount”. This is consistent with the 2011 result. Table 21 and Figures 35 and 36 provide the details.

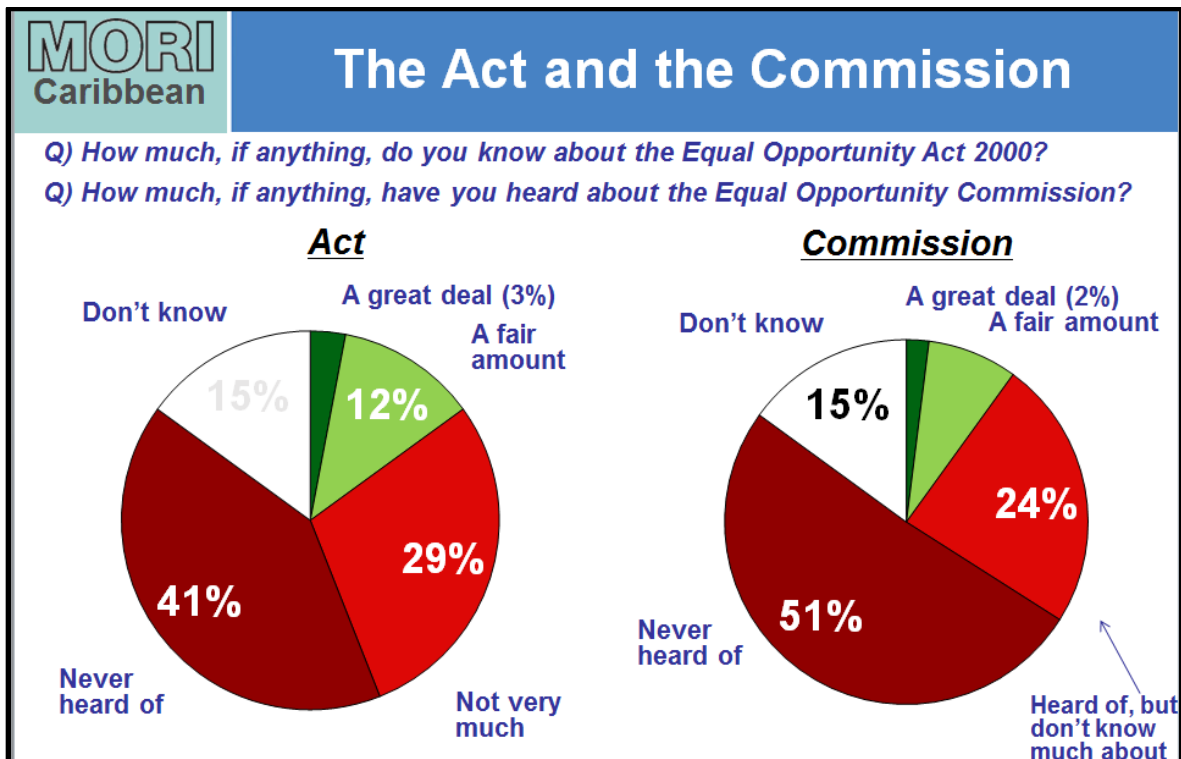
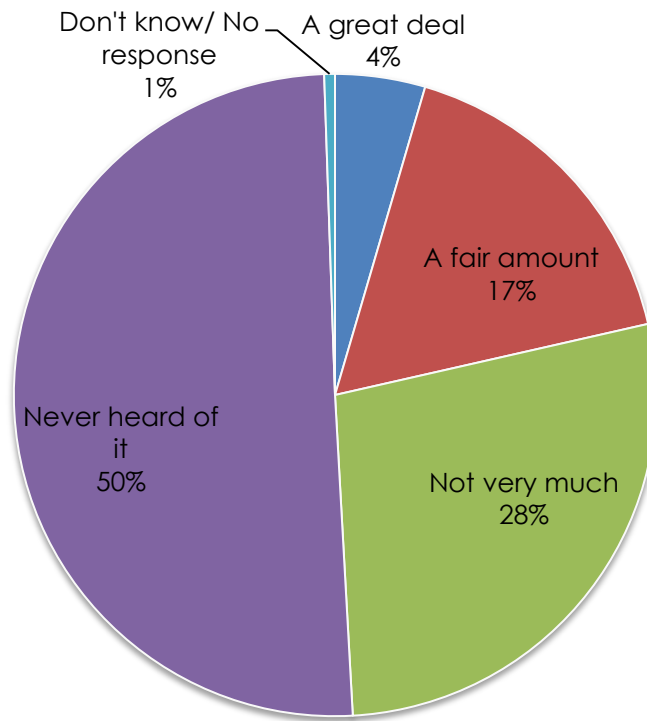


Figure 35 - 2011 Public Awareness of the Equal Opportunity Commission

**Table 21 - 2017 Public Awareness of the Equal Opportunity Commission  
(Frequency Table)**

	Frequency	%
1. A great deal	59	4.53%
2. A fair amount	220	16.91%
3. Not very much	360	27.67%
4. Never heard of it	655	50.35%



**Figure 36 - 2017 Public Awareness of the Equal Opportunity Commission**

Of the respondents that heard “a great deal” or “a fair amount” about the Equal Opportunity Commission (21.43%), those in the 18-34 age group were the smallest cohort (14.74%). Table 22 depicts this information.

**Table 22 - Heard about the Equal Opportunity Commission - By Age**

	<b>Surveyed Population</b>	<b>Heard about EOC</b>	<b>%</b>
18-34	346	51	14.74%
35-54	477	110	23.06%
55-64	232	61	26.29%
65+	246	70	28.46%

Of those surveyed 69.36% of persons in the 18-34 age groups never heard of the Equal Opportunity Commission. Table 23 illustrates this result.

Since the 18-34 age group perceived more discrimination in their personal experiences (refer to section 6.8), the Commission may do well to focus some of its post research interventions on this category in its efforts to reduce discrimination and promote equality in Trinidad and Tobago.

**Table 23 - Never heard about the Equal Opportunity Commission - By Age**

	<b>Surveyed Population</b>	<b>Never heard about EOC</b>	<b>%</b>
18-34	346	240	69.36%
35-54	477	237	49.69%
55-64	232	81	34.91%
65+	246	96	39.02%

Analysis of the results revealed that 89% of Baptists, 81.78% of Christians, 80.77% of Pentecostals and 79% of Hindus, 75% of Muslims, 74% of Roman Catholics, 73% of Anglicans, 70% of Seventh Day Adventists, 67% of Presbyterians never heard about the Equal Opportunity Commission or heard “not very much”. Table 24 on page 69 reflects this information.

Baptists and Pentecostals reported more personal discrimination in personal experience overall than other religious groups (refer to section 6.10 for more details).

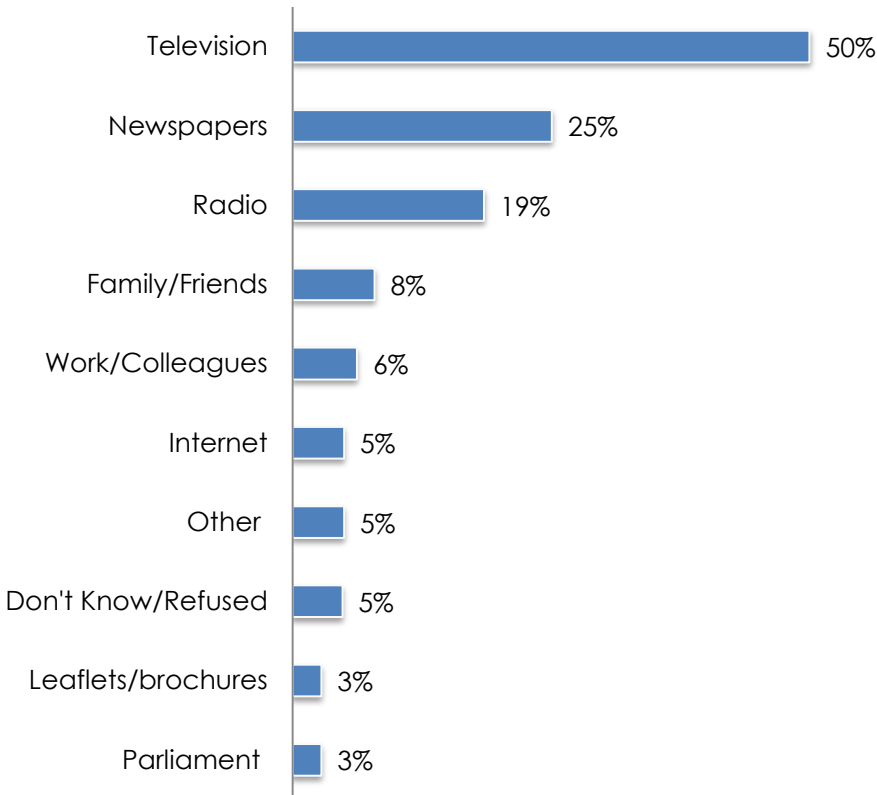
Respecting the aforementioned, collaboration with religious groups to reduce discrimination and promote equality may be another area for post research intervention worthy of exploration.

**Table 24 - Never heard /heard "not very much" about the EOC - By Religion**

	<b>Surveyed Population</b>	<b>Never heard about EOC / heard "not very much"</b>	<b>%</b>
None	72	56	77.78%
Muslim	81	61	75.31%
Hindu	219	173	79.00%
Roman Catholic	257	190	73.93%
Anglican	74	54	72.97%
Presbyterian	30	20	66.67%
Pentecostal	130	105	80.77%
Baptist	91	81	89.01%
Seventh Day Adventist	48	34	70.83%
Christian	236	193	81.78%
Other Religion	63	48	76.19%

## 7.2 Sources of Information about the Equal Opportunity Commission

The survey results revealed that respondents heard about the Equal Opportunity Commission mainly through the traditional media i.e. television, newspapers and radio. Figure 37 illustrates this result.



**Figure 37 - Sources of Information about the Equal Opportunity Commission**

Of the 5% that heard about the Equal Opportunity Commission from the internet, 56% were less than 44 years old, 84% were less than 55 years old. No persons over 65 years reported learning about the Equal Opportunity Commission from the internet.

### 7.3 Public Opinion on Impact of the Equal Opportunity Commission

Of those surveyed, 35% responded that “a great deal” or “a fair amount” when asked extent to which they believed that the Equal Opportunity Commission made an impact on trying to reduce discrimination in Trinidad and Tobago. In 2011 this figure was 28%. Consistent with the 2011 results, the results of this research also revealed that 61% of respondents felt that the Equal Opportunity Commission had to do much more to make an impact on reducing discrimination in Trinidad and Tobago. This is reflected in Figures 38 and 39 below.

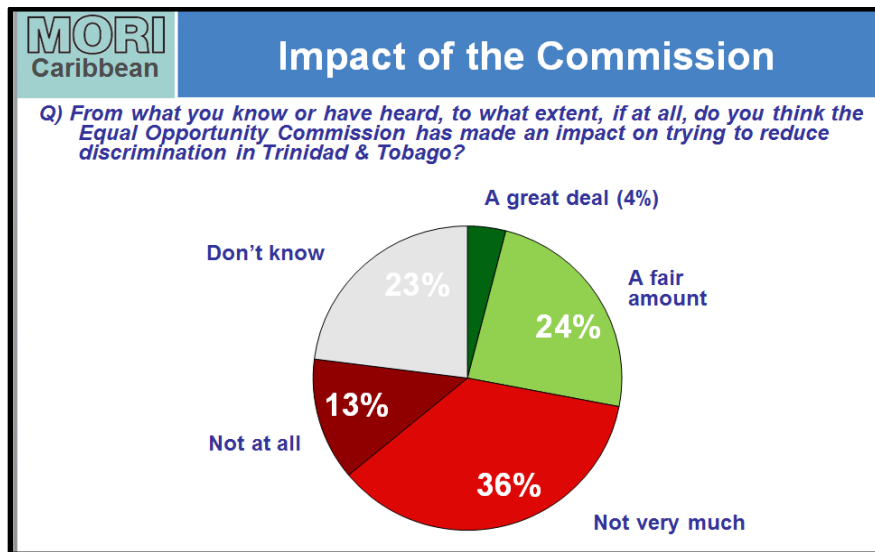


Figure 38 - 2011 Impact of the Equal Opportunity Commission

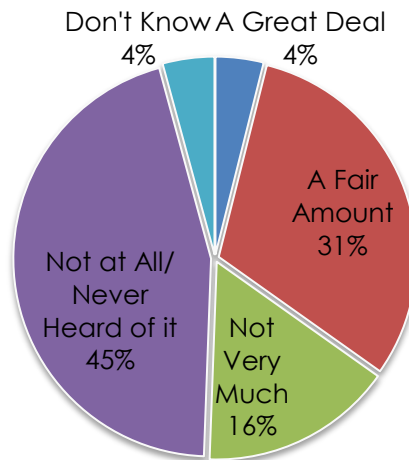


Figure 39 - 2017 Impact of the Equal Opportunity Commission

## 8.0 Summary Highlights - National Survey Results

1. Consistent with the results of MORI Caribbean Opinion Survey 2011, crime was perceived as the most important issue facing Trinidad and Tobago. New issues also made the top ten most important issues facing Trinidad and Tobago - discrimination/racism, lack of spirituality/values, governance and issues related to youth and family life.
2. Of those surveyed, 92% of respondents perceived discrimination to be “a very big problem” or “somewhat a problem” while 94% named 1 or more forms of discrimination which they perceived to exist in Trinidad and Tobago.
3. Discrimination on the basis of ethnicity/race was perceived to be the most prevalent form of discrimination in Trinidad and Tobago. This is followed by discrimination on the basis of political views and then discrimination on the basis of class/status, income/occupation.
4. Respondents confirmed that discrimination on the basis of: educational level, sexual orientation, HIV/AIDS status, location of residence, disability, religion, age, geographic origin/nationality, sex (gender), parental status and marital status also exist in the society. Respondents also perceived discrimination on the basis of “who you know” and “how you look”.
5. Of those surveyed, 83% of respondents believed that “a lot” has to be done to achieve equality in Trinidad and Tobago while 77% believed that achieving equality was either “extremely achievable” or “somewhat achievable”.
6. Discrimination in employment (in seeking jobs) and in the provision of goods and services in the public sector were perceived as the settings in which discrimination most frequently occurred.
7. Discrimination in personal life among family and friends ranked above experiences of discrimination in the provision of goods and services in the private sector, in education and in accommodation.
8. Respondents perceived that more discrimination exists in the society than they experienced themselves. Responses from the focus group sessions as to why this occurred included: “fear of victimization”; “persons may not realise when they are being discriminated against”; “concerns about confidentiality”, “when discrimination does not result in physical harm there is no need to share it or report it” and “the person who discriminated against you may be the person who you have to report the incident to”.



9. Analysis of variance confirmed that males perceived and experienced the discrimination in society differently from females. For males, there was more experienced discrimination with respect to ethnicity/race, class/status, income/occupation, educational level and political views than females. For females there was more experienced discrimination with respect to location of residence, marital status, parental status, disability, and sex (gender). Overall females perceived and experienced more discrimination than males.
10. There were significant differences between ethnicities respecting their societal perceptions of discrimination. East Indians and Others<sup>9</sup> perceived less discrimination. Mixed African/East Indians and Mixed Others perceived more.
11. There were differences between ethnicities with respect to personal experience of discrimination. Mixed African/East Indians and Africans perceived more discrimination in their personal experience. 'Others'<sup>10</sup> perceived the least.
12. Consistent with Finding #2, all groups perceived discrimination in their personal experiences on the grounds of ethnicity/race more than any other form of discrimination.
13. Persons who defined themselves as Portuguese, Syrian Lebanese, Chinese, Caucasian and Trinidadian, as well as, those who defined themselves as Africans, perceived discrimination in their personal experiences with respect to ethnicity/race more than other groups.
14. Mixed African/East Indian group perceived discrimination in their personal experiences with respect to location of residence and marital status, more than other groups.
15. East Indians perceived discrimination in their personal experiences with respect to religion more than other groups.
16. Analysis of the survey results confirmed that there were significant differences among age groups respecting all aspects of discrimination. In general the younger perceived and experienced more discrimination.

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<sup>9</sup> defined as Portuguese, Syrian/Lebanese, Chinese, Caucasian, and Trinidadian

<sup>10</sup> Comprising those who defined themselves as Portuguese, Syrian/Lebanese, Chinese, Caucasians, Trinidadians

17. There were differences among religions with respect to their perceptions of discrimination. Societal perceptions of discrimination were greatest among Pentecostals and least among Muslims. Perceptions of personal experiences of discrimination were greatest among 'Other' Religions<sup>11</sup> Pentecostals and Baptists. Perceptions of personal experiences of discrimination were least among Anglicans and Presbyterians.
18. Consistent with Finding #2, all groups perceived and experienced discrimination in personal experience on the grounds of ethnicity/race more than any other form of discrimination. Presbyterians, Hindus and Seventh Day Adventists perceived discrimination in their personal experiences with respect to political views more than other groups.
19. Muslims and Seventh Day Adventists perceived discrimination in their personal experiences on the basis of religion more than other groups.
20. Persons who described their religion as "none" perceived discrimination in their personal experiences with respect to disability more than other groups.
21. Other religions<sup>12</sup>, Baptists and persons who described their religion as "none" perceived discrimination in their personal experiences with respect to location of residence more than other groups.
22. The majority of respondents (80.17%) felt discrimination on purpose or both on purpose and unknowingly while 21.68% of respondents indicated feeling pressured to discriminate. Other Religions<sup>13</sup> felt more pressure to discriminate than other groups. Presbyterians, Seventh Day Adventists and Anglicans felt the least.
23. Of those surveyed, 48% of respondents walked away or ignored situations where they felt personally discriminated against. Only 12 % tried to do something about it. 24% indicated that they never experienced discrimination.
24. Of those surveyed, 93% of respondents considered religion and or spirituality to be "extremely important" or "somewhat important". This particular finding positions religion an option for supporting interventions aimed at promoting equality and reducing discrimination in Trinidad and Tobago.

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<sup>11</sup> Comprising Rastafarian, Orisha, Jewish, Jehovah Witness, Methodist, Moravian and others not stated for ease of analysis

<sup>12</sup> *ibid.*

<sup>13</sup> *ibid*

It is a delicate balancing act as there is recognition that religion (as international history has shown) can be misused for hegemonic interests, discrimination and even violence.

25. This information in this report can be particularly useful for targeted post research interventions. Of those surveyed, 78.02% never heard of the Equal Opportunity Commission or heard “not very much” while only 21.43% heard “a great deal” and “a fair amount”. Respondents heard about the Equal Opportunity Commission mainly through the traditional media i.e. television, newspapers and radio. Of those surveyed, 35% felt that the Equal Opportunity Commission has done “a great deal” or “a fair amount” in trying to reduce discrimination in Trinidad and Tobago while 61% of respondents felt that the Equal Opportunity Commission had much more to do.
26. Of those surveyed, 69.36% of persons in the 18-34 age groups never heard of the Equal Opportunity Commission. Since the 18-34 age group perceived more discrimination in personal experience, the Commission may be well served to focus some of its post research interventions on this cohort in its efforts to reduce discrimination and promote equality in Trinidad and Tobago.
27. Of those surveyed, 89% of Baptists, 81.78% of Christians, 80.77% of Pentecostals and 79% of Hindus, 75% of Muslims, 74% of Roman Catholics, 73% of Anglicans, 70% of Seventh Day Adventists, 67% of Presbyterians never heard about the Equal Opportunity Commission or heard “not very much”. Baptists and Pentecostals reported more personal discrimination in personal experience overall than other religious groups. Collaboration with religious groups to reduce discrimination and promote equality may be another area for post research intervention worthy of exploration.

## 9.0 A Vision for Equality in Trinidad and Tobago

The focus groups sessions provided a forum for brainstorming a vision for equality in Trinidad and Tobago. Participants were invited to share their opinions about visible signs that they see or wish they could see in society that would signal to them that Trinidad and Tobago is on its way to achieving equality. Figure 40 captures some of the popular responses.



Figure 40 - A Vision for Equality in Trinidad and Tobago

## 10.0 Recommendations for Action – Focus Group Report

Focus group participants were invited to share their opinions on concrete strategies that should be undertaken by the Equal Opportunity Commission to reduce discrimination in Trinidad and Tobago.

Participants also shared strategies which in their opinion should be taken at the national level. They expressed the view that a collaborative approach with other stakeholders at the national level is critical if the Equal Opportunity Commission is to achieve its mandate to reduce discrimination and promote equality in Trinidad and Tobago. Themes/recommendations from the focus group sessions for implementation at a national level were as follows:

1. To politicians: To leave the ethnicity and race out of politics.
2. To governments: To govern to facilitate equity (substantive equality) not just equality.
3. To administrators of education: To build more technical schools and to place more emphasis on technical and vocational education so that persons entering those fields are not perceived as “less than” those pursuing academics.
4. To crime fighters: To enforce law and order and to implement programmes within schools to educate about the laws including about the Equal Opportunity Act.
5. To religious leaders and people within Trinidad and Tobago: To pray.
6. To all and to whom it may concern: To build self-esteem, identity, values and respect for human rights.

Recommendations for the Equal Opportunity Commission were as follows:

1. To implement specific policies and strategies to increase the visibility of the Equal Opportunity Commission in the public domain (including the use of infomercials as deemed fit).
2. To implement culturally relevant anti-discrimination campaigns, programmes and outreach exercises in workplaces, schools and communities.
3. To pursue collaborative partnerships in the fight against discrimination and the promotion of equality in Trinidad and Tobago.
4. To focus interventions on groups most in need and include a focus on youth.
5. To highlight resolved cases of discrimination.

Figure 41 provides a summary of the key recommended strategies and themes.



Figure 41 - Recommendations for Action - Focus Group Report

## 11.0 Summary and Conclusion

This research set out to investigate public perception of discrimination and equality in Trinidad and Tobago through a sample of 1278 to 1841 respondents. 1301 respondents participated from across Trinidad and Tobago. The national study was undertaken using a mixed methodology approach and with the view to answering the following questions:

- What is the public perception of equality and discrimination in Trinidad and Tobago?
- What are the types of discrimination that exist in Trinidad and Tobago?
- To what extent are people discriminated against in Trinidad and Tobago?
- How much has the public heard about the Equal Opportunity Commission
- What is the public's view on its effectiveness?

This study followed similar research conducted by MORI Caribbean in 2011 for the Ministry of Public Administration, The Equal Opportunity Commission and other participating ministries.

The findings of the survey provide rich information for deliberation, policy making, campaign development, and programming and for future research.

The survey and focus group sessions confirmed that discrimination is perceived as a problem in Trinidad and Tobago and that the public believes that there is significant work to be done to achieve equality. The survey revealed that there is general optimism in the population with respect to the achievement of equality in the society.

It also provides insights into some issues in the wider society in need of remediation and or attention in order to effectively address discrimination and promote equality in Trinidad and Tobago.

When the 2011 survey was conducted, the top ten issues were: crime, inflation/prices, unemployment, health/ hospitals, roads, poverty/inequality, low pay wages, economy, housing and corruption in government. In this survey, although crime was again listed as the most important issue, new issues emerged in the top ten. These included: discrimination/racism, lack of values/spirituality, governance and youth/family life issues. Health/hospitals, roads, low/pay and wages which made the top ten in 2011, did not make the top ten in 2017.

Discrimination on the basis of ethnicity/race was perceived as the most prevalent form of discrimination. Respondents perceived discrimination to occur most in employment settings and in the provision of good and services to/from the public sector . Respondents confirmed that discrimination on the basis of: level of education, sexual orientation, HIV/AIDS status, location of residence, disability, religion, age, geographic origin/nationality, sex (gender), parental status and marital status also exist in the society. Respondents also perceived discrimination on the basis of "who you know" and "how you look".

In addition, the results revealed that there were significant differences in how persons perceived discrimination in the wider society versus their personal experiences. Respondents perceived that more discrimination exists in society than they experienced themselves.

The statistical technique of analysis of variance by ethnicity/race, sex (gender), age and religious affiliation also revealed differences in perception of discrimination across these profiles. Statistical significance was defined as  $p < .05$ .

This survey provided more depth than the 2011 survey as it investigated not only the general perceptions but also asked respondents about their personal experiences. The results revealed that females perceived and experienced more discrimination than males.

Analysis across ethnicity/race revealed that East Indians and Others<sup>14</sup> perceived less discrimination. Mixed African/East Indians and Mixed Others perceived more.

With respect to personal experiences of discrimination, Mixed African/East Indians and Africans perceived more in their personal experiences. Others<sup>15</sup> perceived the least in their personal experiences.

Mixed African/East Indians perceived discrimination in their personal experiences on the basis of location or residence and marital status more than other groups. East Indians perceived discrimination in their personal experiences on the basis of religion more than other groups.

The results also revealed that in general the younger perceived the existence of discrimination in society and in their personal experiences more than the older age groups.

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<sup>14</sup> defined as Portuguese, Syrian/Lebanese, Chinese, Caucasian, and Trinidadian)

<sup>15</sup> ibid.



With respect to religious affiliation, societal perceptions of discrimination were greatest among Pentecostals and least among Muslims.

Perceptions of personal experiences of discrimination were greatest among Other Religions<sup>16</sup>, Pentecostals and Baptists. Perceptions of personal experiences of discrimination were least among Anglicans and Presbyterians.

Presbyterians, Hindus and Seventh Day Adventists perceived discrimination in personal experience in respect of political views more than other groups. Muslims and Seventh Day Adventists perceived discrimination in personal experience with respect to religion more than other groups.

Of those surveyed, 78.02% never heard of the Equal Opportunity Commission or heard “not very much”. Respondents heard about the Equal Opportunity Commission mainly through the traditional media (94%) i.e. television, newspapers and radio.

Of those surveyed, 35% felt that the Equal Opportunity Commission has done “a great deal” or “a fair amount” in trying to reduce discrimination in Trinidad and Tobago and 61% of respondents felt that the Equal Opportunity Commission had much more to do.

Overall, the results revealed that the mandate of the Equal Opportunity Commission remains relevant and strong. There is a lot more work to be done. The results indicate overwhelmingly that the public perceives discrimination to exist; that they have experienced it and they want something to be done about it.

Focus group sessions provided deeper insights and a number of recommendations for the Equal Opportunity Commission and for addressing discrimination and promoting equality in Trinidad and Tobago. Participants expressed the view that a collaborative approach with other stakeholders at the national level is critical if the Equal Opportunity Commission is to achieve its mandate. Included among these recommendations are calls for the Equal Opportunity Commission to be more visible in its work and to focus on interventions which provide for greater emphasis on youth, communities and the workplace.

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<sup>16</sup> Comprising Rastafarian, Orisha, Jewish, Jehovah Witness, Methodist, Moravian and others not stated for ease of analysis

## 12.0 Charting a Way Forward – An Implementation Road Map

The purpose of this section, having regard to the results, is to provide the Equal Opportunity Commission with an implementation road map for consideration. In this section, we offer possible programmatic areas for attention. The results of the survey revealed that:

1. Discrimination on the basis of ethnicity/race is the most prevalent form of discrimination. The research also confirmed public perception and personal experiences of discrimination on the basis of political views, class/status, income/occupation, educational level, sexual orientation, HIV/AIDS status, location of residence, disability, religion, age, geographic origin/nationality, sex (gender), parental status and marital status, “who you know” and “how you look”. **The Equal Opportunity Commission may wish to consider planned interventions which recognise and celebrate the importance of diversity as a course of immediate action.**
2. The younger perceive and experience more discrimination than the older groups. Of those surveyed 69.36% of persons in the 18-34 age groups never heard of the Equal Opportunity Commission. While this research did not explore the age groups of the perpetrators of discrimination (against the youth) **the Equal Opportunity Commission can begin to develop interventions which would at minimum inform the 18-34 age group of the existence of the Equal Opportunity Commission and of the role of the Equal Opportunity Commission in receiving and investigating complaints of discrimination.**

**There is also a broader role which the Equal Opportunity Commission can undertake including through public education and specifically designed behaviour change campaigns and programmes for this and other age groups as subsequently determined.**

3. Of those surveyed 89% of Baptists, 81.78% of Christians, 80.77% of Pentecostals and 79% of Hindus, 75% of Muslims, 74% of Roman Catholics, also 73% of Anglicans, 70% of Seventh Day Adventists, and 67% of Presbyterians never heard about the Equal Opportunity Commission. This particular demographic variable has an advantage over all others as each religious group can be easily accessed.

Of those surveyed, 93% of all respondents to the survey believed religion or spirituality to be important. This finding is significant as it positions religion to be used in support of efforts to reduce discrimination and promote equality. In 2008, Peter Zoehrer, Secretary General, Forum for Religious Freedom – Europe stated that: “Religion has always played a central role in the protection of human rights and especially in the promotion of human dignity.”

There are a number of beliefs that position religion to be used in this way including its rejection of hatred and violence; its obligation to practice love by living for others; its power to forgive and reconcile; its vision for a world of peace, harmony and mutual prosperity and the emphasis on religious tolerance. **The Equal Opportunity Commission may wish to consider initiating discussions with religious bodies for potential partnership in the fight against discrimination and the promotion of equality. It is an intervention which for obvious reasons, must be carefully and diplomatically managed.**

4. There are differences in the way males and females perceive and experience discrimination. **The Equal Opportunity Commission could in the medium term, begin to consider specific interventions to address these findings.**
5. Discrimination in employment (in seeking jobs) and in the provision of goods and services in the public sector is perceived as the setting in which discrimination most frequently occurred. **The Equal Opportunity Commission may wish to consider specific interventions in collaboration with employers, governmental agencies and other determined stakeholders to address this matter.**
6. Discrimination in personal life among family and friends ranked above experiences of discrimination in the provision of goods and services in the private sector, in education and in accommodation. **The Equal Opportunity Commission may wish to consider specific interventions and collaborative partnerships targeting school children, family members and communities.**
7. Crime is perceived as the most important issue facing Trinidad and Tobago. This result was consistent with the 2011 MORI Opinion Survey. The next most important issues are unemployment and corruption in government. With respect to internationally researched links between crime, unemployment, poverty and inequality and links between the protection of the rights of people and human development, these should form the basis of both crime fighting and anti-discrimination initiatives. **The Equal Opportunity Commission may wish to consider and explore collaborative partnerships and interventions including with agencies responsible for crime fighting and good governance in its quest to promote equality and reduce discrimination in Trinidad and Tobago.**

Implicit in all of the above, is a recommendation by this consultant for the Equal Opportunity Commission to **develop a comprehensive, culturally relevant programmatic agenda in order to satisfy its broader mandate of reducing discrimination and promoting equality as provided for in the Act.**

We endorse the recommendations provided by members of the public for a community-based approach to outreach and education. **In addition, we strongly recommend the implementation of national behaviour change campaigns and programmes to specifically address the issues arising from the survey.**

**We believe that there is a need to increase the public education efforts on discrimination and equality and strongly advocate for the inclusion of creative edutainment and other approaches towards this end.**

Our experiences in the conduct of this research and the results of the survey overwhelmingly confirmed that the mandate of the Equal Opportunity Commission remains strong. In fact, there is a lot of work to do and members of the public want to be engaged. **We strongly recommend that the Equal Opportunity Commission considers creating avenues for public engagement, participation and feedback.**

The Equal Opportunity Commission has already completed a stakeholder mapping exercise. **As a matter of priority having regard to the results of this survey, we recommend that the stakeholder list be updated.**

It is recognised that like many other Equal Opportunity bodies around the world, the Equal Opportunity Commission of Trinidad and Tobago, is called upon to continuously justify its own existence, that resources are finite and the prospect of budget cuts remain an annual reality.

We believe that the results of this survey provide a strong basis for partnerships and leveraging resources (human and other) and that these should be explored. This strategy provides the added advantage of increasing the impact and effectiveness of any collaborative interventions.

The focus group sessions also provided a forum the public to share their vision for equality in Trinidad and Tobago. Achieving equity (substantive equality) was a popular response. Having regard to this, **the Equal Opportunity Commission may wish to consider increasing its advocacy and collaborative partnerships at a national level, to ensure that it does not just facilitate the promotion of equality but substantive equality.**

**We recommend that the Equal Opportunity Commission considers initiating research into filed claims of discrimination which have not met the criteria as set out in the Act.** We believe that this is a potential additional source of information which can add value to the development of an even more robust evidence based programmatic agenda and even legislative and policy changes.

Finally, **we strongly recommend a review and upgrade of the internal capacity/organisational structure of the Equal Opportunity Commission to support the implementation of the foregoing.**

**Discrimination is a personal and sensitive issue and given the time, efforts and resources invested in this research and in the 2011 survey, it is extremely critical that any post research implementation efforts are properly considered, structured and resourced, to ensure impact, to protect public confidence and to ensure that the EOC delivers on its mandate for which it was established.**

Figures 42 summarises proposed programmatic areas.

In section 13 we offer strategic next steps for the Board and Management of the Equal Opportunity Commission.



**Figure 42 - Recommended Post Research Programmatic Areas**

## 13.0 Strategic Next Steps for the Equal Opportunity Commission

Figure 43 provides a schematic of possible strategic next steps for consideration.



Figure 43 - Strategic next steps for the Equal Opportunity Commission

**MORI**  
Caribbean

**CONFIDENTIAL**

**Opinion Leaders Panel  
Wave 19  
Equal Opportunity Commission  
22<sup>nd</sup> August 2011**

**MORI**  
Caribbean

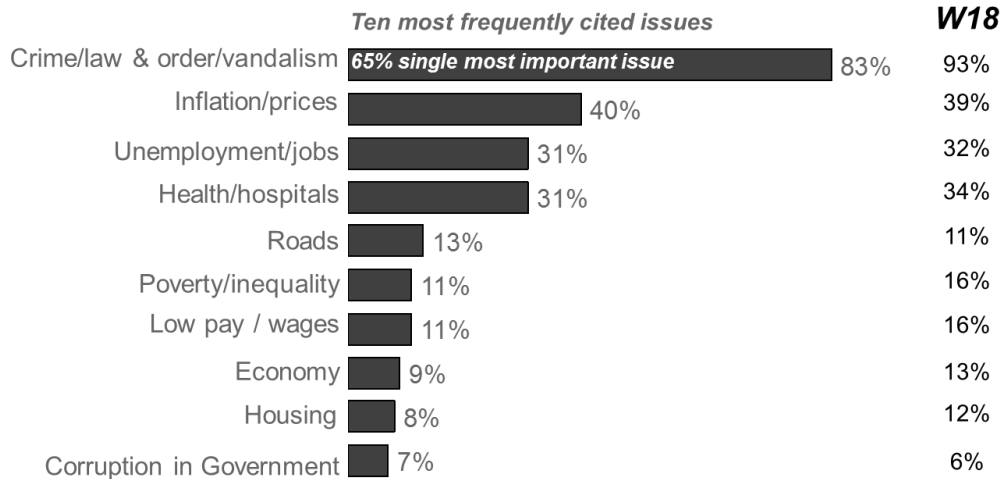
**Topics Covered**

- Methodology
- Government Performance
- Issues Facing the Nation
- Public Services
- Media Consumption
- Equal Opportunity Commission



- Wave 19 refreshes a new Opinion Leaders Panels
- Members recruited using a high quality random probability approach; respondents asked to become panel members to be re-interviewed
- 2,887 panel members aged 18+, interviewed face to face
- Fieldwork: 24 May to 15 July 2011
- Data weighted to reflect the national population profile
- Questionnaire designed by MORI Caribbean in collaboration with MPA and other Ministries
- Fieldwork conducted by HHB Associates under direction of MORI
- Six focus groups conducted June 2011 across Trinidad and Tobago

**Q** *What in your opinion is the most important issues facing T&T today?  
What do you see as the other important issues facing T&T today?*



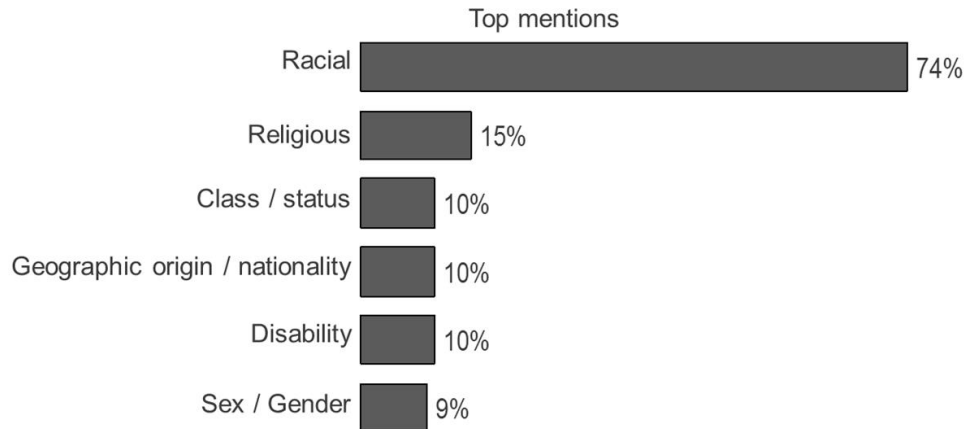
Base: 2,887 TT adults, 18+, 24 May – 15 July 2011

(W18 = March 2011)



## Types of Discrimination

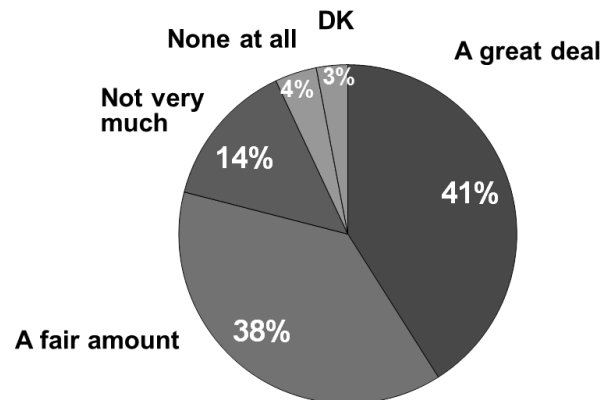
**Q** *What types of discrimination do you think exists in Trinidad & Tobago?*



Base: 1,333 TT adults who think discrimination exists, 18+, 24 May – 15 July 2011

## Discrimination in T&T

**Q** *To what extent, if at all, do you think that people are disadvantaged or discriminated against in Trinidad & Tobago because of their status? This might include their sex, religion, gender, race/ethnicity, disability, age, marital status or geographic origin?*



Base: 1,445 TT adults, 18+, 24 May – 15 July 2011

## Discrimination (Focus Groups)

Typical comments when participants discuss the issue of discrimination:

*"It is rampant"* (Male, G3)

*"Every Government practices discrimination"* (Popular response, G5)

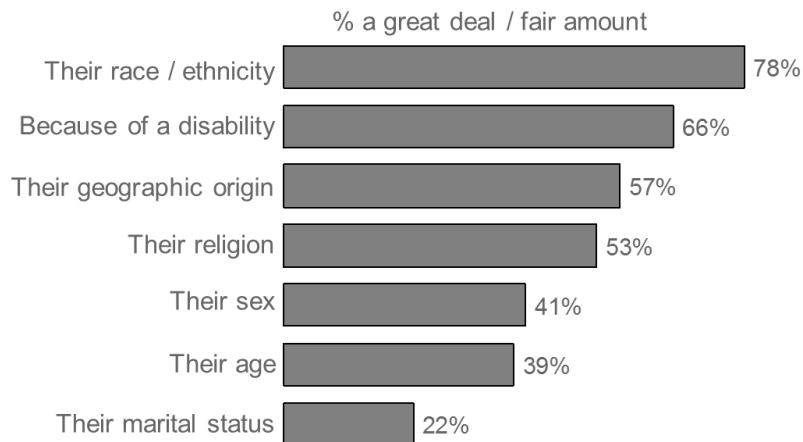
*"Humans are naturally 'clannish' and they always have to want to belong to something"* (Male, G6)

*"These things are inculcated at home"* (Female, G1)

*"Only the Indians get high jobs and the Africans get CEPEP"* (Popular response, G2)

## Perceptions of Discrimination

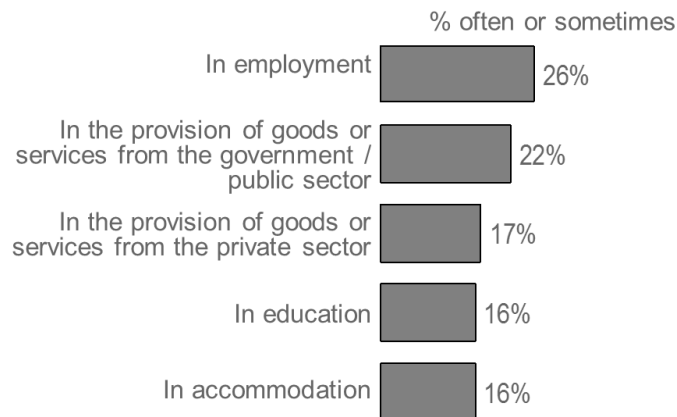
**Q** To what extent, if at all, do you think people are disadvantaged or discriminated against because of the following reasons?



Base: 1,445 TT adults, 18+, 24 May –156 July 2011

## Experience of Discrimination

**Q** *Have you personally ever felt disadvantaged or discriminated against in the following situations?*



Base: 1,445 TT adults, 18+, 24 May – 15 July 2011

## Discrimination (Focus Groups)

Participants gave the following examples of when they felt discriminated against:

*"We had a group project and in the group there were three Indians and one African and they were going to meet at one of their homes and he could not take the (African) guy home because his (the Indian guy's) wife said she didn't want any n\*\*\*er in her house and I couldn't believe that." (Female, G1)*

*"You feel you are massively discriminated against as a Tobagonian in Trinidad" (Male, G3)*

*"I have applied for many jobs in Trinidad and never got a call back" (Male, G3)*

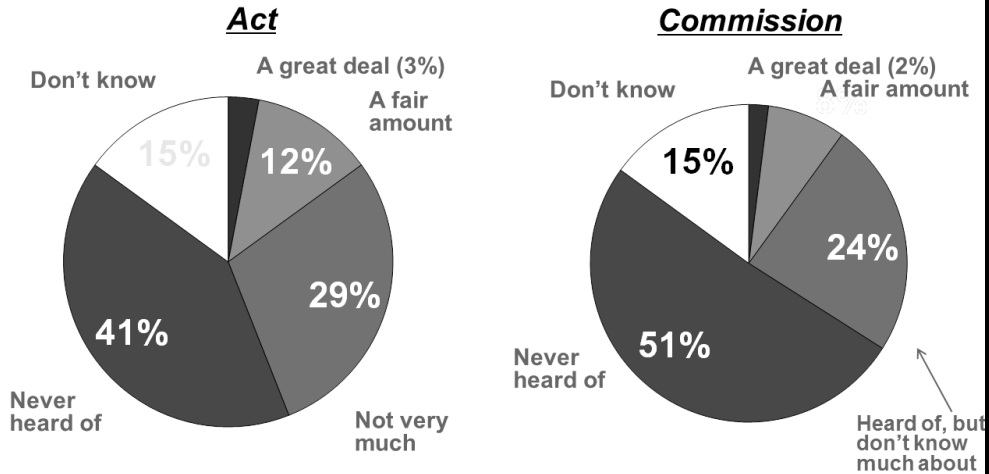
*"The Government practised discrimination because the people who had contract work were dismissed" (Popular, G6)*

*"We have heard that a lot of contract persons who are of Africa decent have been sent home and there are a new set of young Indian people with no experience" (Female, G1)*

## The Act and the Commission

Q) How much, if anything, do you know about the Equal Opportunity Act 2000?

Q) How much, if anything, have you heard about the Equal Opportunity Commission?



Base: 1,445 TT adults, 18+, 24 May – 15 July 2011

## EOC (Focus Groups)

Little of no knowledge of the EOC:

*"If they are doing something to reduce (discrimination) they are not showing it" (Popular, G6)*

*"They are in charge of any wrong doing within any organisation" (Male, G6)*

*"I have heard of it but do not know what it is or what it does" (Popular, G5)*

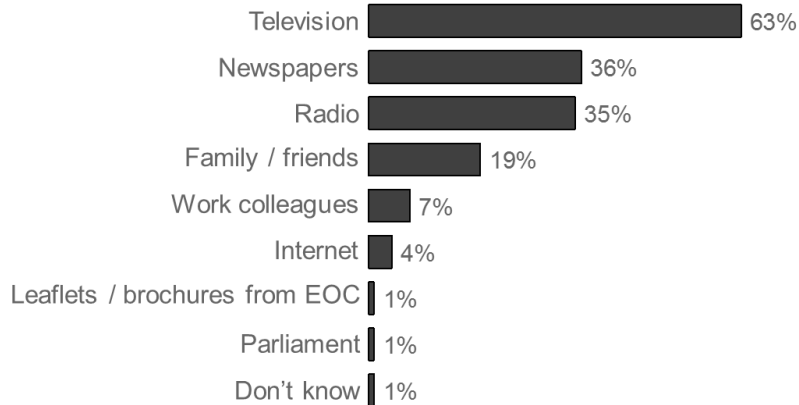
*"What is their role?" (Male, G3)*

*"It is something that makes sure that equal opportunities are had by all no matter the race" (Female, G2)*

*"It serves as a complain bureau where you can go in if there are concerns in a department" (Female, G1)*

## Sources of Information

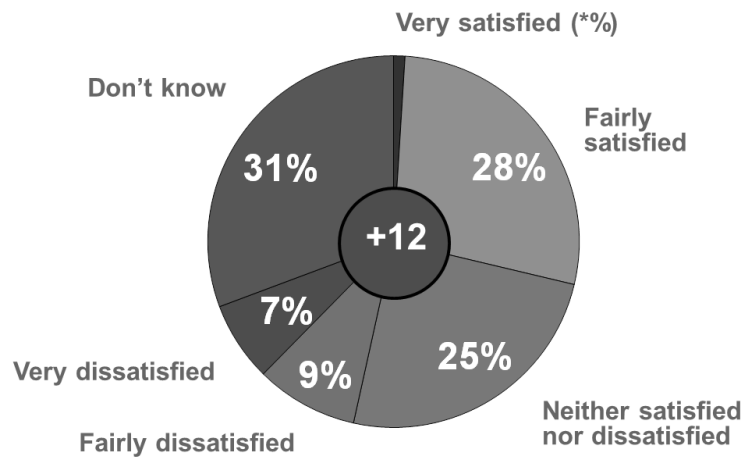
Q) Where have you heard about the Equal Opportunity Commission?



Base: 471 TT adults who have heard of the EOC, 18+, 24 May – 15 July 2011

## Satisfaction with the Commission

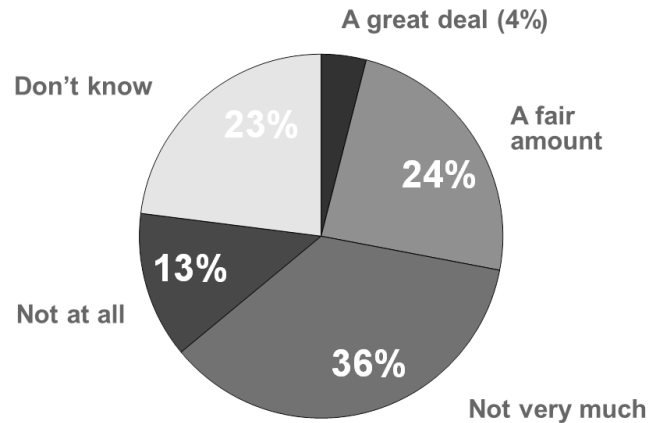
Q) How satisfied or dissatisfied are you with the services provided by the Equal Opportunity Commission?



Base: 471 TT adults who have heard of the EOC, 18+, 24 May – 15 July 2011

## Impact of the Commission

Q) From what you know or have heard, to what extent, if at all, do you think the Equal Opportunity Commission has made an impact on trying to reduce discrimination in Trinidad & Tobago?



Base: 471 TT adults who have heard of the EOC, 18+, 24 May – 15 July 2011

## EOC Leaflet (Focus Groups)

- Generally positive feedback on the style of the leaflet, including language used, being informative and easy to understand
- Suggested improvements include making the words “EOC” or “discrimination” on the front bolder and bigger so it stands out – perhaps highlight in red; and including a summary of what the EOC is about
- There were some more general comments / concerns:

*“An organisation like them, they are only there for the name sake. Try to lodge a complaint”*  
(Male, G3)

*“This is all well and good, but how effective will it be?”* (Male, G2)

*“Confidentiality is not something that marks these kinds of arrangements in Trinidad”*  
(Female, G1)



## EOC Discrimination Form (Focus Groups)

- Generally positive feedback in terms of being clear and easy to understand
- Some discussion / disagreement about the section on asking people on the outcome they expect
- A few felt the form was too long
- Suggested improvements:
  - Show who the form should be addressed to
  - Is the list of types of discrimination the full list?
  - Are the sections on outline of the incident and reason for lodging the complaint both necessary?
  - What would you do if you have more than one complaint?

## Appendix II – Sample Size Calculations

Regional Corporation	Population 2011	Population proportions	MOE +/- 2.53%	MOE +/- 3.03%
City of Port of Spain	37074	3%	51	36
Mayaro/ Rio Claro	35650	3%	49	34
Sangre Grande	75766	6%	105	73
Princes Town	102375	8%	142	99
Penal/ Debe	89392	7%	124	86
Siparia	86949	7%	121	84
San Fernando	48838	4%	68	47
Arima	33606	3%	47	32
Chaguanas	83516	6%	116	80
Point Fortin	20235	2%	28	19
Diego Martin	102957	8%	143	97
San Juan/Laventille	157258	12%	218	151
Tunapuna/Piarco	215119	16%	298	207
Couva/ Tabaquite/Talparo	178410	13%	247	172
Tobago	60874	5%	84	59
TOTAL	1328019	100%	1841	1278

## Appendix III – Survey Instrument

**INSTRUCTIONS TO SURVEY ADMINISTRATORS:** All survey instructions are indicated below in bold. **DO NOT READ THESE ALOUD.** It is essential that you adhere strictly to these instructions and read each question exactly as they are written. Please be sure to record exact responses when prompted.

### COMMUNITY

- C1. **NOTE TO INTERVIEWER:** Record the Region where the interview is being conducted- **DO NOT READ**
1. Arima
  2. Chaguanas
  3. Couva/Tabaquite/Talparo
  4. Diego Martin
  5. Mayaro
  6. Penal/Debe
  7. Point Fortin
  8. Port of Spain
  9. Princes Town
  10. San Fernando
  11. San Juan/Laventille
  12. Sangre Grande
  13. Siparia
  14. Tobago
  15. Tunapuna/Piarco

**READ BEFORE BEGINNING SURVEY:** “Good day, we are conducting an anonymous and confidential survey for the Equal Opportunity Commission of Trinidad and Tobago, an organization committed to eliminating discrimination and promoting equality. It would take approximately 10 minutes to complete and you can withdraw at any time. Would you like to participate? All responses will be held confidential. **Thank you for your time.**”

### SCREENERS & DEMOGRAPHICS

- C2. Do you live in this area?
1. Yes
  2. No/don't know/no response

### IF DO NOT LIVE IN THE COMMUNITY (NO IN C2)

- C3. In which community do you reside? **NOTE TO INTERVIEWER-** record the **Regional Corporation & Community (if applicable).**

S1. And now to ensure we have a representative sample, are you at least 18 years old?

- 1. Yes **CONTINUE**
- 2. No/don't know/no response **TERMINATE**

D1. What is your Ethnic Background?

- 1. African
- 2. Caucasian
- 3. Chinese
- 4. East Indian
- 5. Indigenous
- 6. Mixed- African/East Indian
- 7. Mixed- Other
- 8. Portuguese
- 9. Syrian/Lebanese
- 10. Other **DO NOT READ,  
RECORD EXACT RESPONSE  
DO NOT READ**
- 11. No response

D2. What is your religious affiliation? **OPEN END – DO NOT READ OPTIONS ALOUD. Attempt to code answers within options below. If response does not fit within frame below, code it as 'other' and record exact response.**

- 1. Anglican
- 2. Baptist
- 3. Brethren
- 4. Christian
- 5. Hindu
- 6. Muslim
- 7. Jehovah's Witness
- 8. Methodist
- 9. Moravian
- 10. Orisha
- 11. Pentecostal
- 12. Presbyterian
- 13. Rastafarian
- 14. Roman Catholic
- 15. Seventh Day Adventist
- 16. None
- 17. Other- **RECORD EXACT RESPONSE**
- 18. No response

- D3. How important is religion and/or spirituality to you?
1. Extremely important
  2. Somewhat important
  3. Not at all important
  4. No response

**DO NOT READ**

- D4. And again for statistical purposes only, in what age range do you fall?
1. 18-24
  2. 25-34
  3. 35-44
  4. 45-54
  5. 55-64
  6. 65-74
  7. 75 or above
  8. No response

**DO NOT READ**

- D5. Sex
1. Male
  2. Female

**BY OBSERVATION; DO NOT ASK**

## **ISSUE LANDSCAPE**

1. **[T]** What, in your opinion, is the **most** important issue facing Trinidad and Tobago? **OPEN END – DO NOT READ OPTIONS ALOUD. Attempt to code answers within options below. If response does not fit, code it as 'other' and record exact response.**
1. Crime/law & order/vandalism
  2. Corruption in Government
  3. Discrimination
  4. Economy
  5. Health/Hospitals
  6. Housing
  7. Inflation/Prices
  8. Low Pay/Wages
  9. Poverty/Inequality
  10. Roads
  11. Unemployment/Jobs
  12. Other-
  13. Don't know/No response

**RECORD EXACT RESPONSE**

2. **[T]** What do you see as the **next most important issue** facing Trinidad and Tobago? **OPEN END – DO NOT READ OPTIONS ALOUD. Attempt to code answers within options below. If response does not fit within frame below, code it as 'other' and record exact response.**

1. Crime/law & order/vandalism
2. Corruption in Government
3. Discrimination
4. Economy
5. Health/Hospitals
6. Housing
7. Inflation/Prices
8. Low Pay/Wages
9. Poverty/Inequality
10. Roads
11. Unemployment/Jobs
12. Other-
13. Don't know/No response

**RECORD EXACT RESPONSE**

#### **THE E.O.C.**

3. **[T]** How much, if anything, have you heard about the Equal Opportunity Commission- a great deal, a fair amount, not very much, or never heard of it?

1. A great deal
2. A fair amount
3. Not very much
4. Never heard of it
5. Don't know/Refused

**DO NOT READ**

**IF RESPONDANT HAS HEARD OF THE EOC (1-3 IN PREVIOUS), PROCEED TO Q4.  
IF NEVER HEARD OF IT (OPTION 4 IN PREVIOUS), SKIP TO Q5**

4. **[T]** Where have you heard about the Equal Opportunity Commission? **OPEN END – DO NOT READ OPTIONS ALOUD. RECORD MULTIPLE RESPONSES. Attempt to code answers within options below. If response does not fit within frame below, code it as ‘other’ and record exact response.**

1. Television
2. Newspapers
3. Radio
4. Family/friends
5. Work colleagues
6. The internet
7. Leaflets/brochures from EOC
8. Parliament
9. Other
10. Don't know/Refused

**RECORD EXACT RESPONSE  
DO NOT READ**

### **EQUALITY & DISCRIMINATION**

5. Next, I would like to get your opinion on equality in our society. *“Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, regardless of their race, gender, class, age, religion, or geography.”* Thinking about our society today, how much needs to be done to achieve equality in Trinidad and Tobago - a lot, some, or nothing at all?

1. A lot
2. Some
3. Nothing at all
4. Don't know/No Response

**DO NOT READ**

6. In your opinion, how possible is it to achieve equality in society in Trinidad and Tobago- is it extremely achievable, somewhat achievable, or is it unachievable?

1. Extremely achievable
2. Somewhat achievable
3. Unachievable
4. Don't know/No Response

**DO NOT READ**

7. And now, thinking about discrimination, “*Discrimination is unfair treatment directed against someone based on characteristics, such as the way they look, who they are, and how they dress.*” In your opinion, do you think discrimination is a problem in Trinidad and Tobago today - is it a very big problem, somewhat a problem, or is it not at all a problem?
1. A very big problem
  2. Somewhat a problem
  3. Not at all a problem
  4. Don't know/No Response **DO NOT READ**
8. **[T]** In your opinion, what types of discrimination, if any, do you think exists in Trinidad and Tobago? **OPEN END – DO NOT READ OPTIONS ALOUD. RECORD MULTIPLE RESPONSES. Attempt to code answers within options below. If response does not fit within frame below, code it as ‘other’ and record exact response.**
1. Age
  2. Class / Status /Income Level /Occupation
  3. Education level
  4. Ethnicity/Race
  5. Geographical origin/Nationality
  6. HIV/AIDS Status
  7. Location of Residence
  8. Marital Status
  9. Parental Status- if you have children or not
  10. Disabilities- physical, mental, developmental
  11. Religion
  12. Political Views
  13. Sex
  14. Sexual Orientation
  15. Other- **RECORD EXACT RESPONSE**
  16. None
  17. Don't Know/No response



9. Now, I'm going to read you a list of characteristics that cause some people to be discriminated against. For each characteristic, please indicate the extent to which you think people are discriminated against in Trinidad and Tobago. **FOR EACH-** in Trinidad and Tobago, how often are people negatively treated ((discriminated against) based on their **(READ ITEM)** – always, sometimes, rarely or never?

						DO NOT READ
9a	Age	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9b	Class / Status /Income Level /Occupation	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9c	Educational Level	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9d	[T] Ethnicity/race	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9e	[T] Geographic Origin/ Nationality	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9f	HIV/AIDS Status	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9g	[T] Location of Residence	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9h	[T] Marital Status:	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9i	Parental Status/ If you have children or not	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9j	[T] Disabilities- physical, mental, developmental	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9k	[T] Religion	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response

9l	Political Views	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9m	Sex	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
9n	Sexual Orientation	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response

10. This question focuses on YOUR personal experience. Now, I'm going to read you a list of characteristics that cause some people to be discriminated against again. This time, please state how often, if at all, YOU have been negatively treated (discriminated against) based on each characteristic. **FOR EACH-** Have you been negatively treated based on **(READ ITEM)**" - always, sometimes, rarely or never?

						DO NOT READ
10a	Age	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10b	Class / Status /Income Level /Occupation	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10c	Educational Level	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10d	[T] Ethnicity/race	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10e	[T] Geographic Origin/ Nationality	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10f	HIV/AIDS Status	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10g	[T] Location of Residence	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10h	[T] Marital Status:	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10i	Parental Status/ If you have children or not	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10j	[T] Disabilities- physical, mental, developmental	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10k	[T] Religion	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response

10l	Political Views	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10m	Sex	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
10n	Sexual Orientation	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response

11. Discrimination can take place in various settings. Now, I'm going to read you a list of typical settings where discrimination can take place. For each, please indicate the extent to which you've felt personally discriminated in that situation. **FOR EACH-** To what extent have you felt personally discriminated against (**READ ITEM**) - always, sometimes, rarely or never?

						<b>DO NOT READ</b>
11a	<input checked="" type="checkbox"/> In trying to find a job	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
11b	While you were employed	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
11c	<input checked="" type="checkbox"/> While you were trying to access or provide goods or services from the government/ public sector	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
11d	<input checked="" type="checkbox"/> While you were trying to access or provide goods to or services from the private sector	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
11e	In trying to get into a school	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response

11f	While in school	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
11g	In seeking to purchase/rent/ lease a property	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response
11h	In your personal life, among friends or family	1. Always	2. Sometimes	3. Rarely	4. Never	5. Don't Know/ No Response

12. And in situations when you experienced discrimination, how did **YOU** deal with the situation? **OPEN END – DO NOT READ OPTIONS ALOUD. RECORD MULTIPLE RESPONSES. Attempt to code answers within options below. If response does not fit, code it as 'other' and record exact response.**

1. Accepted it as a fact of life
2. Expressed anger or got mad
3. Prayed about the situation
4. Realized that you brought it on yourself
5. Talk to someone about how you were feeling
6. Tried to do something about it
7. Worked harder to prove them wrong
8. Other- **RECORD EXACT RESPONSE**
9. Don't Know/No response
10. Never experienced discrimination

13. Do you believe that people discriminate on purpose or unknowingly?

1. On Purpose
2. Unknowingly
3. Both **DO NOT READ**
4. Don't know/no response **DO NOT READ**

14. Have you ever felt pressured to discriminate against someone or a group of people?

1. Yes
2. No
3. Don't know/no response

- 15. **[T]** From what you know or have heard, to what extent, if at all, do you think the Equal Opportunity Commission has made an impact on trying to reduce discrimination in Trinidad & Tobago?
  - 1. A great deal
  - 2. A fair amount
  - 3. Not very much
  - 4. Not at all/never heard of it
  - 5. Don't know/No response

**DO NOT READ**

**FOCUS GROUP**

16. As part of this study, we might be conducting a focus group over the coming weeks in your area. In case you didn't know, a focus group consists of group people who are asked a series of discussion questions, led by a moderator, and typically last 1-2 hours. Would you be interested in participating in a focus group for this study? It would take no more than 2 hours of your time, and could be a great opportunity to expand on what we've discussed today.

- 1. Yes
- 2. No
- 3. Don't know/no response

**DO NOT READ**

**IF INTERESTED IN FOCUS GROUP (PUNCH 1 IN PREVIOUS)**

Great! In order to contact you for the focus group, we need you to get some contact information.

**FILL OUT THE FORM ON THE SPOT & ATTACH TO INTERVIEWER CODING DOCUMENT**

## DEMOGRAPHICS

Now I have just three (3) final questions for statistical purposes.

D6. What is the last grade of school or level of education you completed?

**OPEN END – Do not read options aloud. Attempt to code answers within options below.**

1. None
2. Early Childhood Care & Education/Nursery School/Kindergarten
3. Primary
4. Secondary
5. Post-Secondary
6. Tertiary/Non University
7. Tertiary/University
8. Other/no response

**DO NOT READ**

D7. What is your current relationship status?

1. Never Married
2. Married
3. Widowed
4. Legally Separated
5. Divorced
6. Not married but living with partner
7. No response

**DO NOT READ**

D8. What is your current employment status?

1. Employed full time
2. Employed part time
3. Unemployed
4. Retired
5. Student
6. Self Employed
7. Other/no response

**DO NOT READ**

**That was the last of my questions. Thank you for your time!**

## Appendix IV – Focus Group Moderator Guide

### FOCUS GROUP QUESTIONS

#### Ice Breaker 15 MINUTES

Our national anthem says “Here every creed and race, finds an equal place”. Just so we are comfortable with each other, we are going to do a little ice breaker.

I am inviting you to share a name that you would like us to use for you for this session, which regional corporation your currently reside in and a place where you feel or have felt truly equal. Who is there? What are you doing? What are others doing?

#### Discrimination Personal Experience - 20 MINUTES

Now I would like you to recall a time when you or someone you know have felt personally discriminated against. If you feel comfortable sharing with the group, can you recount the situation? (Accept three examples)

- **[PROBE]**
- Why do you believe you or the person you know was discriminated against (i.e. gender, race, etc.)?
- What happened?
- Where did it take place?
- How did you react?

#### Discrimination in Society - 35 MINUTES

Our survey results so far seem to suggest that people think discrimination exists in society but not as many people report having personally experienced with discrimination. Are there any views in the room as to why this may be so?

What are we seeing in society that tells us that discrimination exists?

Do you think discrimination occurs more in the public or private sphere?

Do you believe that people in different locations of Trinidad and Tobago experience discrimination differently?



Do you believe that discrimination varies among different generations? For example, do young people experience more discrimination than older people?

Do you believe that persons of different ethnic backgrounds experience discrimination differently?

Do you think people discriminate on purpose? Or unknowingly? Why do you say this?

<b>A Vision for Equality - 20 MINUTES</b>
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Are there any visible signs that would signal to progress towards equality, things you see or would like to see in your day to day life, on the street or in your community?

If you could give the EOC any advice for reducing discrimination and promoting equality in Trinidad & Tobago, what would it be?

What strategies do you recommend the EOC undertake to reach the general population?

**THANK AND DISMISS**