

GRENADA

5 YEAR ACTION PLAN



Ministry of Foreign Affairs,
International Business and CARICOM Affairs
with responsibility for Diaspora Affairs

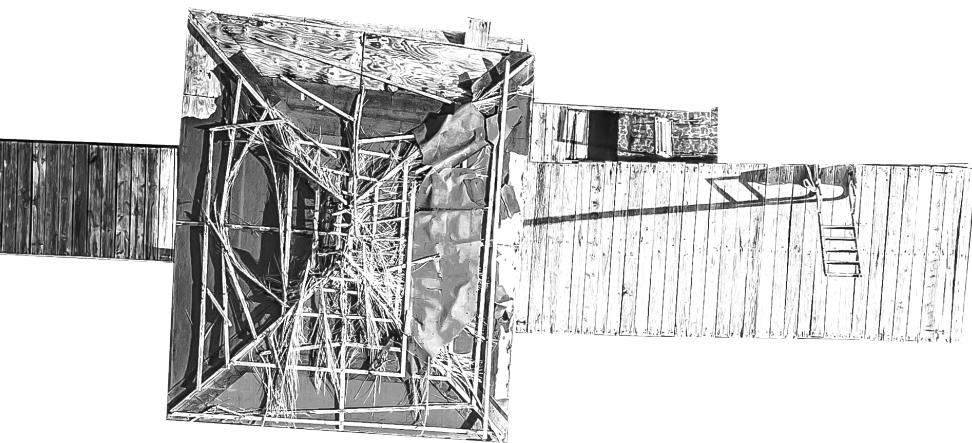


GRENADA 5 YEAR ACTION PLAN

This document sets out the roadmap for implementing the strategic actions that will be taken to achieve the policy objectives of the new Grenada National Diaspora Engagement Policy

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FIVE-YEAR ACTION PLAN FOR GRENADA NATIONAL DIASPORA ENGAGEMENT POLICY:

CONTEXT FOR FIVE-YEAR ACTION

Grenada has established a National Diaspora Engagement Policy with the following vision and goal.

VISION

An inclusive and participatory Grenadian society where every Grenadian contributes to national development and shares in the benefits thereof, notwithstanding place of residency.

GOAL:

Engagement of the Grenadian diaspora globally for achieving the sustainable development of Grenada with mutual benefits. To realize the policy vision and goal, policy objectives have been established for different thematic areas such as diaspora investment and diaspora philanthropy. In addition, for each policy objective, strategic actions and outcomes have been established.

PURPOSE OF THE FIVE-YEAR ACTION PLAN

The purpose of the Five-Year Action Plan is to set a roadmap for actions and initiatives to achieve the vision, goal, and policy objectives of the new Grenada National Diaspora Engagement Policy. It includes evaluation, which will focus on impact. The extent of the impacts relate to policy objectives are realized. For evaluation and monitoring, a dashboard will be used showing for each policy objective: Progress: Achieved (green), not achieved (red), partially achieved (purple).

CRITICAL SUCCESS FACTORS

The critical success factors for the Five-Year Action Plan can be summed up in the need for adequate and predictable financing for implementation of the Grenada National Diaspora Engagement Policy.

Related to this are two important areas:

1. A cadre of persons, some paid and some offering voluntary services, with special expertise in areas such as communication, marketing, finance, science, technology, and project management.
2. ICT/Digital Infrastructure: reliable internet services, with appropriate bandwidth across the island together with reliable electrical power supply.

These areas will have to be addressed early by the Government of Grenada (GOG) starting simultaneously with the process for approval of the new diaspora policy by cabinet and parliament.

STRUCTURE AND CONTENT OF THE FIVE-YEAR ACTION PLAN

The following elements will be used for setting out the items for each year of the Five-Year Action Plan:

- **Thematic Area:** This is a major area and includes diaspora engagement or remittances set out in the policy document
- **Policy Objective:** A specific objective related to the thematic area
- **Strategic Actions:** Actions to be taken to ensure that a specific objective is achieved
- **Milestones/Timelines:** Start and end date for each strategic action
- **Outcomes/Impact:** Impact of strategic actions related to a specific objective
- **Ownership:** Ministry/Agency/Department/Person responsible for delivery of strategic actions related to a specific policy objective
- **Resources:** This includes financial support, staffing, and ICT infrastructure to facilitate execution of strategic actions
- **Evaluation:** Assessment done to determine achievement of objectives and expected outcomes. These will be displayed in summary form: Achieved (green), not achieved (red), partially achieved (purple)

BASE YEAR AND END DATE OF THE PLAN

It is projected that the Grenada National Diaspora Engagement Policy will go through the processes of submission to cabinet, approval by cabinet and parliament of GOG by December 2020. The base year for the start of implementation of the Five-Year Action Plan is therefore projected to be January 2021 with an end date



of December 2025.

FOCAL AREAS

The focal area for each year of the plan is as follows:

YEAR 1

Focal Area: Laying the building blocks and exciting diaspora engagement.

YEAR 2

Focal Area: Consolidating building blocks, initializing major strategic actions and initiatives, and exciting diaspora engagement.

YEAR 3

Focal Area: Intensifying strategic actions and initiatives, exciting diaspora engagement, and interim evaluation of achievement of the policy objectives, outcomes and lessons learnt.

YEAR 4

Focal Area: Intensifying strategic actions and initiatives and consolidating diaspora affinity to Grenada

YEAR 5

Consolidating strategic actions and initiatives, evaluation of achievement of policy objectives, outcomes, and the lessons learnt.

IMPLEMENTATION ROADMAP

Thematic Area: Diaspora engagement

Policy Objective: Global outreach and global diaspora networks for engaging members of the diaspora in host countries. Strategic Actions: Connecting, partnering, and facilitating for effective engagement with diaspora members:

I ESTABLISHING A DIASPORA INFORMATION SHARING WEBSITE MILESTONE DATE: AUGUST 2021.

Note: The website will be operational continuously from August 2021

- 1.2. Establishing a permanent diaspora information exchange forum milestone date: September 2021
Note: This forum will be in continuous operation from September 2021

Ownership: Director of the Office for Diaspora Affairs (ODA)

Resources:

- Funding for website and forum as a special project utilizing persons with special expertise in web design, marketing, and communication

- Mix of funding from GOG, private sector, and international development institutions

Impact/Outcome:

- Timely, accurate, and effective information sharing with diaspora members.

DIASPORA MEMBERS SATISFIED THAT:

- 1) They are informed with accurate information on a timely basis on Grenada's progress in achieving its sustainable development goals and opportunities for diaspora investment, philanthropic contributions, and human capital transfers
- 2) Their contributions are valued and have an impact on Grenada's sustainable development

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

2 STRENGTHENING THE INSTITUTIONAL CAPACITY OF FACILITATING STRUCTURES FOR DIASPORA ENGAGEMENT IN GRENADA AND HOST COUNTRIES

- a) ODA in Grenada
- b) Diplomatic missions in diaspora host countries

MILESTONE DATES: DECEMBER 2021

Ownership: Permanent secretary, Ministry of Foreign Affairs (MOFA), international business, and CARICOM Affairs.

Resources: Special GOG budget allocation FY 2021-2022, ICT infrastructure, staff with special expertise in communications, marketing, project management

Outcome/Impact: Partnerships between the diaspora and Grenada for investments, philanthropic contributions, and human capital transfers

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

- c) Grenadian Diaspora International Association (GDIA)

MILESTONE DATES:

Enacting national legislation for this new structure and mechanism for diaspora engagement: July 2021

Grenadian Diaspora International Knowledge Network established: November 2021

Grenadian Diaspora International Philanthropy Network established: July 2023

Grenadian Diaspora International Investment Network established: July 2024



The GDIA with all three international networks fully established and operational: February 2025

OUTCOMES/IMPACT:

- a) Diaspora members are satisfied that Grenada has initiatives for working collaboratively with them in their host countries for mutual benefits
- b) Increased partnerships between the diaspora members and Grenada for investments, philanthropic contributions, and human capital transfers

Resources: Voluntary services and financial support from diaspora members

Ownership: MOFA, international business, CARICOM affairs for legislation, and diaspora members for leadership and management of this new organization

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

3 SPECIAL DIASPORA ACTIVITIES AND INITIATIVES

- First official Diaspora Day
- First biennial diaspora conference

Milestone dates: Planning August 2021 – June 2022

Implementation: July 2022

Outcome/Impact: Reinforcement of affinity of diaspora members to Grenada

Ownership: MOFA, international business, and CARICOM Affairs

Resources: Funding by GOG, private sector, and collaborative planning; execution involving representatives from GOG, private sector, and diaspora.

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

4 SPECIAL INITIATIVE FOR INTEGRATION OF RETURNING CITIZENS

Milestone dates: Planning - August 2021 – October 2021

Implementation - Nov 2021

Outcome/Impact: Reduced tension between returning Grenadian citizens and Grenadians who have remained at home in Grenada

Ownership: ODA

Resources: Funding from GOG and private sector

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

Policy Objective

Generational Youth Engagement

- Focus on engaging young members of the diaspora.
- Increasing the contributions of descendants of Grenadians in the diaspora to Grenada's sustainable development

Strategic Actions

- Special engagement initiatives for second, third, and fourth generation of the Grenadian diaspora.
- Google hangout with young diaspora members

Milestone date: July 2021

Young diaspora members enlisted as members of planning team for the first diaspora biennial conference and Diaspora Day

Milestone dates: August 2021 – June 2022

Participation in first diaspora biennial conference and Diaspora Day

Milestone date: July 2022

Note: The participation of young diaspora members in planning continues in Year 2, January – June 2022 and they participate in Diaspora Day and the first diaspora biennial conference in July 2022.

Outcomes/Impact: Greater affinity to Grenada by second, third, and fourth generation of the Grenadian diaspora and increased contribution from them for Grenada's sustainable development:

- Young diaspora members feel that they are being specially recognized
- Young diaspora members volunteer to be involved in special entrepreneurial, community and youth development projects in Grenada

Ownership: Director of ODA

Resources: Funding by private sector

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

THEMATIC AREA FOR DIRECT DIASPORA INVESTMENT

Policy Objective: Direct investment from the diaspora for targeted areas

- Agriculture and fisheries
- Real estate and home ownership
- Tourism
- Clean and renewable energy - wind, hydro, solar
- Creative industries - music, entertainment, filmmaking



- Agro-processing for value added local agricultural products for export

Strategic Actions:

1 DEVELOP A MENU OF INVESTMENT PACKAGES TAILOR-MADE FOR THE DIASPORA INCLUDING SHOVEL READY PROJECTS AND ENLIST FINANCIAL SUPPORT FOR SPECIFIC INVESTMENT PACKAGES

Milestone dates:

START: SEPTEMBER 2021, END: NOVEMBER 2021

Ownership: Permanent secretary in ministry responsible for trade and economic development

Resources: Professional/technical staff in ministries responsible for finance and national planning, trade and economic development, ministry responsible for science, energy, and technology

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

2 DEVELOP INCENTIVE PACKAGES TAILOR-MADE FOR THE DIASPORA, FOR EXAMPLE, THOSE FOR CLEAN ENERGY SERVICES TO REDUCE DEMAND FOR FOSSIL-FUEL-GENERATED ELECTRICITY FROM THE GRID

Milestone dates:

START: SEPTEMBER 2021 END: NOVEMBER 2021

Ownership: Permanent secretary, Ministry of Trade and Economic Development

Resources: Professional/technical staff in ministries responsible for finance, trade, economic development, science, energy, and technology.

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

3 LAUNCH PAY-AS-YOU-SAVE (PAYS) AND LEASE FINANCING INITIATIVES TO SUPPORT FINANCING OF ENERGY EFFICIENCY ACTIVITIES.

MILESTONE DATE: DECEMBER 2021

Ownership: Permanent secretary in ministry responsible for trade and economic development

Resources: Professional/technical staff in ministries responsible for finance, national planning, investment, science, energy, and technology.

Evaluation: Achieved (green), not achieved (red), partially

achieved (purple)

4 CONDUCTING SPECIAL PROJECTS TO INFORM AND SHAPE DIASPORA INVESTMENT INITIATIVES

4.1. Estimating size and geographical distribution of Grenadian diaspora

Milestone dates:

START: OCTOBER 2021

COMPLETION: AUGUST 2022

Ownership: Permanent secretary, MOFA, international business, and CARICOM affairs

Resources: Project manager, project staff, and special source of funding and technical assistance from an international development institution

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

4.2. Complete diaspora mapping project

Milestone date:

AUGUST 2021

Ownership: Permanent Secretary, MOFA, international business, and CARICOM affairs

Resources: Project manager, project staff, and special source of funding and technical assistance from international development institutions

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

Note: Initiative 4.1 and 4.2 are two cross-cutting projects. So, although they are listed as strategic action items for investment they also provide information for these other thematic areas:

- Diaspora engagement
- Diaspora investment
- Remittances
- Human capital transfers
- Philanthropy for social development.

5 ENACT LEGISLATION TO FACILITATE DIASPORA INVESTMENTS IN TARGETED AREAS

Milestone dates:

JUNE – NOV 2021

Ownership: MOFA, international business, and CARICOM affairs

Resources: Legal team in ministry responsible for trade and economic development, attorney general, and chief parliamentary counsel



Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

6 ROLL-OUT OF SHOVEL-READY INVESTMENT PROJECTS

Milestone dates:

START: JANUARY 2022

CONTINUES: 2023 - 2025

Ownership: Permanent Secretary in ministry responsible for trade and economic development.

Resources: Marketing, finance, communications, and investment specialists from ministries, departments, and agencies responsible for investment and foreign affairs

Outcomes

1 DIASPORA DIRECT INVESTMENT REPRESENTING SHOWING INCREASED CONTRIBUTION TO GDP FOR EACH TARGETED AREA:

- Agriculture and fisheries,
- Real estate and home ownership
- Tourism
- Clean and renewable energy (wind, hydro, solar)
- Creative industries (music, entertainment, filmmaking)
- Agro-processing for local agricultural products

2 INCREASED NUMBER OF TOURISTS - DIASPORA AND OTHER TOURISTS

3 INCREASED NUMBER OF LOCAL JOBS

4 INCREASED EXPORT OF AGRICULTURAL PRODUCTS TO DIASPORA HOST COUNTRIES

5 THE EASE OF THE DIASPORA DOING BUSINESS IN GRENADA

7 INCREASE IN THE NUMBER OF BUSINESS PARTNERSHIPS BETWEEN INVESTORS RESIDING IN GRENADA AND DIASPORA INVESTORS.

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

Remittances

Policy Objective: Increasing the size and frequency of remittances

Strategic Action: Working collaboratively with other CARICOM countries to establish workable solution strategies to reduce the cost of sending remittances



Ministry of Foreign Affairs,
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with responsibility for Diaspora Affairs

and establishing alternative correspondent banking arrangements and workable solutions for dealing with FATCA

Milestone dates:

START: MAY 2021

COMPLETION: DECEMBER 2022

Outcomes/Impact

- Remittances showing increased contribution to GDP.
- A portion of remittances directed from consumption to investment in areas such as real estate and home ownership and retirement homes.

Ownership: prime minister, MOFA, international business, and CARICOM affairs

Resources:

1. **SPECIAL HIGH LEVEL TEAM: PRIME MINISTER, MINISTERS, PRIVATE SECRETARY, MOFA, INTERNATIONAL BUSINESS, CARICOM AFFAIRS, MINISTRY RESPONSIBLE FOR FINANCE AND PLANNING, DIRECTOR OF ODA, DIRECTOR OF PLANNING**
2. **SPECIAL GOG BUDGET ALLOCATION FOR MEETINGS INCLUDING FACE-TO-FACE AND VIRTUAL FOR SPECIAL HIGH LEVEL TEAM**

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

Diaspora Philanthropy for Social Development

Policy Objective: diaspora philanthropic contributions for the social development areas of education and health.

Strategic actions

1. ESTABLISH AREAS OF PRIORITY FOR DIASPORA CONTRIBUTIONS.

Milestone dates:

MAY- JUNE 2021

2. **TARGET AND ENLIST SUPPORT OF DIASPORA MEMBERS:**
 - A) **WITH SPECIALIZED EXPERTISE FOR MOBILIZING CONTRIBUTIONS FOR PRIORITY AREAS**
 - B) **WHO VOLUNTEER TO LEAD DIASPORA TASK**

FORCES/ACTION TEAMS

Milestone dates:

JULY – SEPTEMBER 2021

3. ESTABLISH PROTOCOLS FOR ACCREDITATION OF DIASPORA MEMBERS PROVIDING TECHNICAL AND PROFESSIONAL SERVICES AND FOR SHIPMENT AND CUSTOMS DUTIES FOR EQUIPMENT AND SUPPLIES CONTRIBUTED BY THE DIASPORA.

Milestone dates: October – December 2021

4. MOBILIZE DIASPORA PHILANTHROPIC CONTRIBUTIONS

Milestone date: With effect from March 2022

NOTE: Diaspora philanthropic contributions will be mobilized annually from 2022 to 2025

Outcomes/Impact

- Ease of diaspora making philanthropic contributions to Grenada
- Contributions of equipment and supplies from the diaspora for areas of greatest need in the areas of healthcare and education.

Ownership: Director, ODA

Resources: Chief education officer, chief medical officer, head of medical council, head of nursing council, director of customs, leaders of diaspora action teams for philanthropic contributions for healthcare and education

Evaluation: achieved (green), not achieved (red), partially achieved (purple)

HUMAN CAPITAL TRANSFERS

Health and Education

Policy Objective

Staff in healthcare and educational institutions trained in specialized areas by members of the diaspora.

Strategic Actions

1. IDENTIFY KEY PRIORITY AREAS FOR HUMAN RESOURCE DEVELOPMENT IN HEALTH AND EDUCATION.

Milestone date:

MAY 2022

2. PROVIDE RELIABLE ICT INFRASTRUCTURE AND SERVICES THAT WILL ALLOW A MIX OF VIRTUAL

AND ON -SITE TRAINING.

Milestone date:

DECEMBER 2021

3. TRAINING OF STAFF BY DIASPORA MEMBERS IN SPECIALIZED AREAS OF HEALTHCARE AND EDUCATION.

Milestone date:

FEBRUARY 2022

Note: This process will be repeated at different times during the years 2023 to 2025.

Outcome: Increased number of trained staff in specialized areas in healthcare and education.

Ownership: Director of ODA

Resources: Diaspora members with specialized expertise in training of staff in the areas of healthcare and education

Reliable ICT infrastructure and services in Grenada and host countries that will allow a mix of virtual and on-site training

Evaluation: Achieved (green), not achieved (red) partially achieved (purple)

SPECIAL SUSTAINABLE DEVELOPMENT PROJECTS

Policy objective: Diaspora members providing specialized expertise for special sustainable development projects

Strategic Actions

1. DESIGN SPECIAL SUSTAINABLE DEVELOPMENT PROJECTS FOR CLIMATE CHANGE, RENEWABLE ENERGY, AND YOUTH ENTREPRENEURSHIP.

Milestone Date:

MAY 2022

2. IMPLEMENT SPECIAL SUSTAINABLE DEVELOPMENT PROJECTS FOR CLIMATE CHANGE, RENEWABLE ENERGY AND YOUTH ENTREPRENEURSHIP

Milestone Date:

WITH EFFECT FROM JULY 2022

Outcome: Special projects for climate change, renewable energy, and youth entrepreneurship making meaningful contributions to relevant targets for national sustainable development

Resources: Diaspora members with specialized expertise in research and development and project management in the areas of climate change, renewable energy, and youth entrepreneurship



Evaluation: Achieved (green), not achieved (red) partially achieved (purple)

Thematic Area: Governance and Administration

Policy Objective: Diaspora members integrally involved in governance and administration in Grenada

Strategic Actions

1. ENACT LEGISLATION AND PROTOCOLS FOR APPOINTING DIASPORA MEMBERS TO PUBLIC BODY BOARDS

Milestone Date:

NOVEMBER 2021

2. APPOINTMENT OF DIASPORA MEMBERS TO PUBLIC BODY BOARDS

Milestone Date: With effect from May 2022

Outcome: Diaspora members are satisfied that they are included and integrally involved in governance and administration in Grenada

Ownership: MOFA, international business, CARICOM affairs

Resources: Special high level team: minister and private secretary in ministry responsible for foreign affairs, attorney general, chief parliamentary counsel, diaspora representative

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

3. EXPAND THE NUMBER OF HONORARY CONSULS IN MAJOR DIASPORA HOST COUNTRIES

Milestone date:

MAY 2022

Ownership: MOFA, international business, and CARICOM affairs

Outcome: Institutional structures and mechanisms in Grenada and diaspora host countries, working in close collaboration to address issues of concern to diaspora members and creation of opportunities for partnerships with the diaspora and Grenada

Resources: private secretary, MOFA, director ODA

Evaluation: Achieved (green), not achieved (red), partially achieved (purple)

4. INCLUDE DIASPORA MEMBERS WITH SPECIAL EXPERTISE IN THE MONITORING AND EVALUATION OF THE IMPLEMENTATION OF

THE NEW GRENADA NATIONAL DIASPORA ENGAGEMENT POLICY.

Milestone dates:

DECEMBER 2021, 2022, 2023, NOVEMBER 2024, and DECEMBER 2025

Outcomes

DIASPORA MEMBERS ARE INTEGRALLY INVOLVED IN:

- 1. TIMELY ACHIEVEMENT OF MILESTONES FOR DIFFERENT DIASPORA POLICY OBJECTIVES AND RELATED OUTCOMES**
- 2. PERIODIC MONITORING AND EVALUATION OF THE IMPACT OF STRATEGIC ACTIONS RELATED TO DIASPORA POLICY OBJECTIVES**

Ownership: private secretary, MOFA

Resources: diaspora members with special expertise in project management evaluation, private secretary, MOFA, director of ODA

Evaluation: achieved (green), not achieved (red), partially achieved (purple)



FIVE-YEAR ACTION PLAN AT A GLANCE

YEAR 1

JANUARY – DECEMBER 2021

FOCUS: LAYING THE BUILDING BLOCKS AND EXCITING DIASPORA ENGAGEMENT

STRATEGIC ACTIONS	DIASPORA ENGAGEMENT	MILESTONE DATES
1. Establishing diaspora information sharing website	AUGUST 31 Note: Use of website continues in 2022-2025	
2. Establishing permanent diaspora information exchange forum	Start September Note: Forum continues from 2022 to 2025	
3. Strengthening the institutional capacity of <ol style="list-style-type: none"> ODA Diplomatic missions 	DECEMBER	
4. Enacting national legislation for establishment of: <ul style="list-style-type: none"> Diaspora international association 	JULY Note: This association will be fully operational in 2025 November	
5. Initiate Grenadian Diaspora International Knowledge etwork	AUGUST TO DECEMBER 2021 Note: Planning for these events continue in Year 2 -January to June with first Diaspora Day and first biennial conference in July 2022	
Special Activities and Initiatives Planning for: <ul style="list-style-type: none"> First Diaspora Day First Biennial Diaspora Conference 	AUGUST – OCTOBER	
Planning: Special initiative for integrating returning citizens.	NOV	
Execution of initiative	JULY	
Generational diaspora youth engagement. Google hangout with young diaspora members	AUGUST 2021 – JUNE 2022 Note: This continues Jan – June 2022 in Year 2 and they participate in Diaspora Day and first diaspora biennial conference in July 2022	
Young Diaspora members enlisted as members of Planning Team for Diaspora Biennial Conference and Diaspora Day		



STRATEGIC ACTIONS	DIASPORA INVESTMENT	MILESTONE DATES
1. Develop a menu of investment packages tailor-made for the diaspora including shovel ready projects and enlist the financial support for specific investment packages.	STARTS SEPTEMBER AND ENDS NOVEMBER	
2. Develop tailor-made incentive packages for the diaspora for targeted areas of investment.	STARTS SEPTEMBER AND ENDS NOVEMBER	
3. Launch Pay-as-You-Save (PAYS) and lease financing initiatives to support financing of energy efficiency activities.	DECEMBER	
4. Conduct special projects to inform and shape diaspora investment initiatives.	START: OCTOBER	
4.1. Estimate the size and geographical distribution of Grenadian diaspora.	START: AUGUST	
4.2. Complete diaspora mapping project.	MAY	
5. Enact national legislation to facilitate diaspora investments in targeted areas.	NOVEMBER	
REMITTANCES		
Working collaboratively with other CARICOM countries to find workable solutions reduce the cost of sending remittances and establishing correspondent banking arrangements and FATCA.	START: MAY	
DIASPORA PHILANTHROPY FOR SOCIAL DEVELOPMENT		
1. Establish areas of priority for diaspora contributions.	JUNE	
2. Target and enlist support of diaspora members.	SEPTEMBER	
3. Establish protocols for accreditation of diaspora members and shipment of equipment and supplies.	DECEMBER	
HUMAN CAPITAL TRANSFERS		
1. Identify key priority areas for human resource development in health and education.	APRIL – MAY	
2. Provide reliable ICT Infrastructure and services that will allow a mix of virtual and on-site training.	JUNE – DECEMBER	
GOVERNANCE AND ADMINISTRATION		
1. Enact legislation and protocols for appointing diaspora members to public body boards.	JANUARY	
2. Select diaspora members with expertise in project management and evaluation.	JULY TO NOVEMBER	
Interim evaluation of policy implementation	DECEMBER, 2021	



FIVE-YEAR ACTION PLAN AT A GLANCE

YEAR 2

JANUARY – DECEMBER 2022

FOCUS: CONSOLIDATING BUILDING BLOCKS, INITIALIZING MAJOR STRATEGIC ACTIONS AND INITIATIVES AND EXCITING DIASPORA ENGAGEMENT

STRATEGIC ACTIONS	DIASPORA ENGAGEMENT	MILESTONE DATES
1. Utilizing diaspora information sharing website		JANUARY – DECEMBER
2. Using diaspora exchange forum		JANUARY – DECEMBER
3. The Grenadian Diaspora International Knowledge Network established and operational		SEPTEMBER
4. ODA and diplomatic missions with strengthened institutional capacity in operation.		DECEMBER
Planning For:		
<ul style="list-style-type: none"> · First Diaspora Day · First biennial diaspora conference · Young diaspora members part of planning team 		JANUARY – JUNE
Celebrating first international Diaspora Day		JULY
Executing first biennial diaspora conference (Young diaspora members participating in Diaspora Day celebration and biennial conference)		JULY



STRATEGIC ACTIONS	DIASPORA INVESTMENT	MILESTONE DATES
1. Estimating size and geographical distribution of Grenadian diaspora		COMPLETION: AUGUST
2. Roll out of first set of shovel ready investment projects		APRIL
3. Public education diaspora forum on the Grenada sustainable development plan correspondent banking and FATCA		JUNE
REMITTANCES		
Collaborative meeting with other CARICOM countries on correspondent banking and arriving at workable solutions for banking arrangements and reduction of costs for transfer of funds.		JANUARY TO DECEMBER
DIASPORA PHILANTHROPY FOR SOCIAL DEVELOPMENT		
Mobilization of contributions from diaspora		MARCH – AUGUST
HUMAN CAPITAL TRANSFERS		
1. First set of staff in education and healthcare trained by diaspora members with specialized areas of expertise in a blend of virtual and face to face training sessions		FEBRUARY-MARCH
2. Design special development projects for climate change, renewable energy, and youth entrepreneurship.		MARCH TO MAY
3. Implement special development projects for climate change, renewable energy, and youth entrepreneurship		WITH EFFECT FROM JULY
GOVERNANCE AND ADMINISTRATION		
1. Appointment of diaspora members to public body boards		WITH EFFECT FROM MAY
2. Expand the number of honorary consuls in major diaspora host countries		WITH EFFECT FROM MAY
3. Selected diaspora members engaged in interim evaluation of policy implementation.		DECEMBER
Interim evaluation of policy implementation		DECEMBER



FIVE-YEAR ACTION PLAN AT A GLANCE

YEAR 3

JANUARY – DECEMBER 2023

FOCUS: INTENSIFYING STRATEGIC ACTIONS AND INITIATIVES AND EXCITING DIASPORA EXCITEMENT

STRATEGIC ACTIONS	MILESTONE DATES
DIASPORA ENGAGEMENT	
1. Utilizing diaspora information sharing website	JANUARY – DECEMBER
2. Using diaspora exchange forum	JANUARY – DECEMBER
3. The Grenadian diaspora international philanthropy network established	JULY
4. ODA and diplomatic missions with strengthened institutional capacity in operation	DECEMBER
DIASPORA INVESTMENT	
1. Roll out second set of shovel-ready investment projects	FEBRUARY
REMITTANCES	
Implement solutions for reduction in costs for transferring funds resulting from collaborative meetings with other CARICOM countries	JANUARY TO JULY
DIASPORA PHILANTHROPY FOR SOCIAL DEVELOPMENT	
Mobilization of contributions from diaspora	MARCH – AUGUST
HUMAN CAPITAL TRANSFERS	
1. Second set of staff in education and healthcare trained by diaspora members with specialized areas of expertise in a blend of virtual and face-to-face training sessions	FEBRUARY-MARCH
2. Implement special sustainable development projects for climate change, renewable energy, and youth entrepreneurship	JANUARY - DECEMBER
GOVERNANCE AND ADMINISTRATION	
1. Diaspora members serving on public body boards	JANUARY – DECEMBER
2. Honorary consuls supporting work of diplomatic missions in major host countries	JANUARY – DECEMBER
3. Selected diaspora members engaged in interim evaluation of policy implementation	DECEMBER
Interim evaluation of policy implementation	DECEMBER



FIVE-YEAR ACTION PLAN AT A GLANCE

YEAR 4

JANUARY - DECEMBER 2024

FOCUS: INTENSIFYING STRATEGIC ACTIONS AND INITIATIVES AND CONSOLIDATING DIASPORA AFFINITY TO GRENADA

STRATEGIC ACTIONS	MILESTONE DATES
DIASPORA ENGAGEMENT	
1. Utilizing diaspora information sharing website	JANUARY – DECEMBER
2. Using diaspora exchange forum	JANUARY – DECEMBER
3. The diaspora international investment network established operational	JULY
4. ODA and diplomatic missions with strengthened institutional capacity in operation	JANUARY – DECEMBER
DIASPORA INVESTMENT	
Roll out third set of shovel-ready investment projects	MARCH
REMITTANCES	
Special diaspora forum on the cost of remittances, correspondent banking, FATCA, and banking transactions in Grenada	MAY
DIASPORA PHILANTHROPY FOR SOCIAL DEVELOPMENT	
Mobilization of contributions from diaspora	JULY
HUMAN CAPITAL TRANSFERS	
1. Third set of staff in education and healthcare trained by diaspora members with specialized areas of expertise in a blend of virtual and face-to-face training sessions	FEBRUARY-MARCH
2. Implement special development projects for climate change, renewable energy, and youth entrepreneurship	JANUARY - DECEMBER
GOVERNANCE AND ADMINISTRATION	
1. Diaspora members serving on public body boards	JANUARY – DECEMBER
2. Honorary consuls supporting work of diplomatic missions in major host countries	JANUARY – DECEMBER
3. Planning for end of Five-Year evaluation of policy implementation	OCTOBER-DECEMBER
Interim evaluation of policy implementation	DECEMBER



YEAR 5
JANUARY – DECEMBER 2025

FOCUS: CONSOLIDATING STRATEGIC ACTIONS AND INITIATIVES, EVALUATION OF ACHIEVEMENT OF POLICY OBJECTIVES AND OUTCOMES AND LESSONS LEARNT

STRATEGIC ACTIONS	DIASPORA ENGAGEMENT	MILESTONE DATES
1. Utilizing diaspora information sharing website		January – December
2. Using diaspora exchange forum		January – December
3. The diaspora international association fully operational <ul style="list-style-type: none"> • Knowledge Network • Philanthropy Network • Investment Network 		February
4. ODA and diplomatic missions with strengthened institutional capacity in operation		January – December
5. Second diaspora biennial conference		July
DIASPORA INVESTMENT		
Roll out fourth set of shovel-ready investment projects		March
REMITTANCES		
Special diaspora forum on opportunities to convert portion of remittances from consumption to investment as part of second biennial diaspora conference		July
DIASPORA PHILANTHROPY FOR SOCIAL DEVELOPMENT		
<ul style="list-style-type: none"> • Mobilization of contributions from diaspora • Shipment of equipment and supplies to coincide with period of biennial conference 		July
HUMAN CAPITAL TRANSFERS		
I. Fourth set of staff in education and healthcare trained by diaspora members with specialized areas of expertise face-to-face training sessions. These to be done during special days of service prior to or immediately after the biennial diaspora conference		July
I. Implement special sustainable development projects for climate change, renewable energy, and youth entrepreneurship		January - December

Final Evaluation of Five-Year Action Plan: December 2025





Ministry of Foreign Affairs,
International Business and CARICOM Affairs
with responsibility for Diaspora Affairs



IOM
DEVELOPMENT
FUND

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