



## **Small Grants Programme (SGP) Trinidad and Tobago National Steering Committee (NSC) Profiles 2009-2011**

The SGP Trinidad and Tobago NSC is currently comprised of twelve (12) members representing non-governmental organizations and civil society, Government Ministries and Agencies, the private sector, research and development and the United Nations system.

### **Research and Development**

#### ***Ms. Grace Talma – NSC Chairperson***

Grace Talma, MS, BA, is the Principal Consultant and owner of Grace Talma Associates & Company Limited. She has over forty years experience in the field of Human Resource Management Consultancy.

Ms Talma works with a wide variety of Organizations in the public and private sectors both locally and regionally with special emphasis on organizational transformation and change management. She holds a Masters of Science degree in Human Services from Springfield College, Massachusetts, USA and has spearheaded a Masters Programme in Human Services with a Concentration in Organizational Management and Leadership in Trinidad & Tobago. Ms. Talma is also a graduate in Organizational Management from The University of Western Ontario, Canada.

Ms. Talma is an active community leader. In 1969 she was a founding member of the National Secretaries Association of Trinidad & Tobago, and was the first President of the Association. Ms. Talma is a board member of the Family Planning Association of Trinidad & Tobago and a member of other civil society organizations. Her mission is to serve the Caribbean region with the highest quality of professional service through vision, determination, commitment and professional excellence.

### **Non-Governmental Organisations (NGOs)**

#### ***Ms. Hazel Brown – NSC Deputy Chairperson***

Hazel Brown has spent most of her adult life as a consumer and women's affairs advocate because of her strong belief that citizens should speak-up on decisions, which affect their lives. She is also motivated by the conviction that democracy is strengthened in a society where citizens participate actively in the decision-making process.

An outspoken advocate of women's rights, Ms. Brown was a founding member of the Network of NGO's of Trinidad and Tobago for the Advancement of Women, a comprehensive national umbrella organization formed in 1985 to present the position of women in Trinidad and Tobago at the End of Decade Conference in Nairobi. The



Network is an advocate and support for women's organisations in Trinidad and Tobago and is part of many regional and international networks of women.

***Mr. Sterling Belgrove***

Sterling Belgrove was educated in industrial and international relations and certified in labour and social sciences. He continued his education in the United Soviet States of Russia (USSR) and was the youngest practitioner of industrial law before the industrial courts of Trinidad and Tobago. In this field, he pioneered constructive dismissal. He is a minister of religion and a missionary and travels extensively. He is a motivational speaker and is in demand globally.

He is the Executive Chairman of the Rose Foundation, a human development civil society Non-Governmental Organisation which specialises in community development, poverty reduction and capacity building programmes. He has been a facilitator for social and community development in the Office of the Prime Minister of the Republic of Trinidad and Tobago, together with his wife, Marcia.

Mr. Belgrove is a member of the technical planning committee for the World Association of Non-Governmental Organisations (WANGO) and the national representative of WANGO in Trinidad and Tobago. He has been appointed by the European Union Poverty Reduction Programme to the Regional Social and Human Development Council for the city of Port of Spain and also holds the position of Secretary General of the Port of Spain Civil Society Network. Mr. Belgrove holds advisory positions on many boards, regionally and internationally, and is a transformer of lives, an avid community worker and a strong promoter of transformation and development.

***Mr. Carrall Alexander***

Carrall Alexander has many years experience as a geologist and environmentalist and currently represents the Council of the Presidents of the Environment (COPE) on the SGP National Steering Committee. He is a Member of the Geological Society of Trinidad and Tobago (GSTT) and of the Caribbean Forest Conservation Association (CFCA). He is a Member and served as Vice President of the Trinidad and Tobago Field Naturalists' Club for two [2] years and as President for 4 years previously. Regionally, Mr. Alexander was also a NGO Board Member: Caribbean Conservation Association (CCA) Barbados.

Previously, Mr. Alexander worked with the Ministry of Energy and Energy Industries (1973-2001) as a Senior Geologist and he continues to do consultancy work as a Geologist and an Environmentalist.

Mr. Alexander brings a wealth of local knowledge to the SGP National Steering Committee on environmental and community-based challenges and solutions.



***Mr. Kamau Akili***

Kamau Akili is a resident of Tobago. He is a former secondary school teacher (24 years) and Vice Principal. Mr. Akili is presently the Deputy Coordinator of the Tobago Council for Sustainable Development that was established by the Tobago House of Assembly. His professional qualifications include a Certificate in Education (Distinction) from the University of the West Indies (U.W.I.), Mona Campus and a Bachelors Degree in Education Management and Administration (1<sup>st</sup> Class Honours) from U.W.I., St. Augustine.

His participation with civil society organizations includes being the Vice President of Environment TOBAGO and an Advisor to the Buccoo Reef Trust. Mr. Akili has received a Green Leaf Award from the Environmental Management Authority (2001), and also an Independence Award (2002) from the Tobago House of Assembly, in recognition of his contribution to environmental conservation.

**Private Sector**

***Melanie Richards***

As Founder and Principal of CSR Solutions Limited, a leading provider of sustainable corporate social responsibility (CSR) strategy in the Caribbean, Melanie Richards seamlessly merges academic and business insight with practical frameworks to create sustainable solutions for business and society. Based in Trinidad, CSR Solutions Ltd offers a wide range of consultancy, training, and research services, including strategy and policy development, stakeholder engagement, project management and evaluation, social impact assessments, sustainability reporting, NGO capacity building, and community assessments.

Prior to establishing CSR Solutions in 2007, Melanie headed the CSR portfolio in the Consulting Unit of Arthur Lok Jack Graduate School of Business, University of the West Indies. Her experience throughout the Caribbean is extensive. At a national level, she is the Vice-Chair of the Trinidad Chamber of Commerce and Industry's CSR Committee, and the Chamber's Representative on the National Steering Committee for UNDP's Small Grant Programme and Global Environment Facility.

Involved in a wide range of international projects, she is the regional trainer for the Organization of American States (OAS) programme – "Promoting Corporate Social Responsibility in SMEs in the Caribbean" – and has facilitated workshops throughout Caribbean states, including St. Lucia, Guyana, Barbados, Jamaica, The Bahamas and Trinidad and Tobago.

A firm believer in balancing academic insight with practical experience, Melanie is the sole Caribbean participant involved in the UNDP Global Initiative – Growing Inclusive Markets – which is designed to make a substantial contribution to both business and



human development by offering effective tools and a strategy matrix. She is a contributing case study author of *“Creating Value for All: Strategies for Doing Business with the Poor”*, which focuses on private sector initiatives to include the poor in business as consumers, employees and producers. An Academic Member of the Academy of Management (AOM), she has also presented some of her research at the AOM’s 2007 international conference. She has a forthcoming chapter on “CSR in Trinidad and Tobago” in the World Guide to CSR due to be published in the UK later this year.

Melanie has also been involved in numerous projects at a community level, including the assessment of conflicts, and related social impacts, between the fishing industry and various development projects in Trinidad and Tobago. She holds an MA in Corporate Social Responsibility from the University of Nottingham, as well as an MBA (Distinction) with a specialization in Marketing, and a B.Sc. (First Class Honours) in Tourism Management from the University of the West Indies.

### **Foundations/ Trusts**

#### ***Ms. Pooja Joshi***

Pooja serves as a Philanthropic Advisor with the Donor Services Team at Rockefeller Philanthropy Advisors. In this role she acts as Program Officer for foundations & Trusts as well as provides strategic consulting for foundation operations and related issues. Pooja comes to Rockefeller Philanthropy Advisors with a diverse range of experience working in the private, nonprofit and philanthropic sectors.

Prior to Rockefeller Philanthropy Advisors, Pooja was a Program Officer at the Thomas and Jeanne Elmezzi Private Foundation, where she managed all of the Foundation’s program areas and also developed and implemented the Foundation’s focus on K-12 education in New York City. Before this role Pooja worked at South Asian Youth Action (SAYA!), a community based organization that works to address the needs of immigrant South Asian youth in New York City where she gained critical experience in the nonprofit sector and the youth development field.

Pooja holds a Bachelors Degree in Business from the University of Mumbai (India) and a Masters Degree in International Marketing and Management from Leeds University Business School (U.K.). She currently serves on the Board of the Sadie Nash Leadership Project, a Brooklyn based nonprofit that builds the leadership potential of high school aged young women in NYC, serves on the alumni advisory board of the Coro New York Leadership Center as well as on the UNDP Trinidad & Tobago’s National Steering Committee for the Small Grants Program.



## **Government Ministries and Agencies**

### ***Ms. Cheryl Ramsubeik, B.A., Dip. Library Studies, MA. M. Sc***

Presently a Sustainable Development Specialist in the Multilateral Environmental Agreements (MEAs) Unit at the Ministry of Planning, Housing and the Environment, Ms. Ramsubeik holds a M.Sc., in Natural Resources Management from the University of the West Indies. A member of the Cabinet appointed Committee on Climate Change and Sea Level Rise and a former law librarian at the Ministry of Foreign Affairs, her unique combination of ministerial experience has well positioned Ms. Ramsubeik for work related to the implementation of Multilateral Environmental Agreements.

The environmental research that she has worked on includes but is not limited to:

- Arbitrations at the Ministry of the Foreign Affairs on the fishing agreement between Trinidad and Tobago and Barbados
- Requests for information on international agreements such as MARPOL, Law of the Sea Convention, Basel Convention, the Cartagena Protocol and other environmental agreements
- Drafting and debating legislation on the Environmental Management Act, 1995 and Occupational Health and Safety Legislation as well as a
- Thesis entitled "The Assessment of Two Successfully implemented Marine Protected Areas on the Livelihood of Stakeholders in Belize." Published in Gulf and Caribbean Fisheries Institute (GCFI) report 2004.

Ms. Ramsubeik thoroughly enjoys her post as Sustainable Development Specialist and is passionate about environmental issues facing the Caribbean region. She has also proudly, prepared briefs, minister's speeches and represented her home country of Trinidad and Tobago at conferences and workshops both regional and international in scope. Further to her attendance and participation at these events, Ms. Ramsubeik has also coordinated a number of seminars and workshops such as the CARICOM Heads of Government Meeting, the Meeting of CARICOM Attorneys General and members of Regional Affairs and Commonwealth Law Ministers Meetings.

### ***Ms. Diann Cooper-Mark***

Senior Project Officer, Policy, Programme Planning and Development Division, Ministry of Social Development.

### ***Mr. Gladstone Solomon***

Gladstone Solomon is the Managing Director of the Management Services Unit in the Office of the Chief Secretary, Tobago House of Assembly. He is pursuing a Masters of Science Degree in Agriculture and Rural Development, UWI. He also holds a Bachelor of Applied Arts in Hotel & Tourism Management and a Diploma in Hotel, Restaurant and Institutional Administration.



Mr. Solomon has participated in Inter American Development Bank workshops in Logical Framework, Project Management, Environmental Analysis and Procurement Policies and Procedures and also attended tourism conferences/workshops in Costa Rica, British Virgin Islands, Guadeloupe and Margarita. He has attended beekeeping conferences/workshops in South Africa, Tanzania, Canada, England, Wales, Switzerland, Belgium, Costa Rica, Nevis, Jamaica.

Mr. Solomon is the President of the Tobago Agricultural Society and Chairman of the Steering Committee of the Association of Caribbean Beekeepers' Organisations. Mr. Solomon is also a commercial Beekeeper.

### ***Dr. Joth Singh***

Joth Singh has been the Managing Director/ Chief Executive Officer (MD/CEO) of the Environmental Management Authority (EMA) since 2008, bringing to the position many years of leadership experience in addition to scientific expertise and significant experience and training in management, strategic planning, inter-agency coordination and policy development. Dr. Singh is a national of Trinidad and Tobago but has resided abroad for a number of years serving at the regional and international levels. The core of his training and education has been in Environmental Sciences and Management.

He holds a Doctorate in Environmental Chemistry and a Bachelor of Sciences in Natural Sciences from the University of the West Indies, and a Master of Science in Environmental Management from the University of London. He was also a Post Doctoral Fellow at the Bedford Institute of Oceanography in Nova Scotia, Canada where he conducted research in the areas of Ecotoxicology and Environmental Chemistry.

Dr. Singh has held various leadership positions within and outside of the Caribbean region. These positions included: Executive Director of the Caribbean Conservation Association (CCA); International Director of Wildlife and Habitat Protection at the International Fund for Animal Welfare (IFAW); and Technical Director at the Caribbean Environmental Health Institute (CEHI). As MD/CEO of the EMA he holds a position on the Board of Directors of the EMA. His current portfolio requires him inter alia to: provide advice to the EMA Board of Directors; implement the programmes of the Board; guide the strategic agenda of the Authority; and provide leadership of the day-to-day operations of the EMA.

### **UN System**

#### ***Mr. Edo Stork***

Edo Stork is the Deputy Resident Representative of the UNDP Trinidad and Tobago Office and is from the Netherlands. He has a Masters degree in Computing Science (Free University Amsterdam), and worked for UNDP in the New York Headquarters in organizational development and analysis, as regional project manager for a



UNDP/UNOPS project for 14 countries in the Pacific as well as programme officer for the UNDP Fiji Multi Country Office.

His experience further includes two positions in the Dutch government in the field of international cooperation in Peru and Swaziland. In the Netherlands he also gained experience in the private sector and worked for the Dutch National Theatre Institute. His main area of expertise is Information Communication Technologies (ICTs) for Development including the topics of Access to Information, Knowledge Management, e-Government, and e-Governance and has written or contributed to various publications on the subject matter.