



**ATTACHMENT 2:
5-YEAR ACTION PLAN FOR GRENADA NATIONAL DIASPORA ENGAGEMENT POLICY**

5-YEAR ACTION PLAN

FIRST DRAFT

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.

5-YEAR ACTION PLAN FOR GRENADA NATIONAL DIASPORA ENGAGEMENT POLICY: FIRST DRAFT

CONTEXT

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

The purpose of the [5- Year Action Plan](#) is to set a [Road Map](#) for actions and initiatives to achieve the Vision, Goal and Policy Objectives of the New Grenada National Diaspora Engagement Policy. It includes an evaluation matrix which will focus on **Impact** i.e. the extent to which outcomes related to the [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 5-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 5-YEAR ACTION PLAN

The following elements will be used for setting out the items for each year of the 5-Year Action Plan.

- **Thematic Area:** This represents a major focus area such as 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:** these include financial support, staffing, 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 then to Green and White paper and passed by the Upper and Lower houses of Parliament between October to December 2020. The base year for the start of implementation of the 5-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	FOCAL AREA
1	Laying the building blocks and exciting diaspora engagement
2	Consolidating building blocks, initializing major strategic actions and initiatives and exciting diaspora engagement.
3	Intensifying strategic actions and initiatives and exciting diaspora and interim evaluation of achievement policy objectives, outcomes and lessons learned.
4	intensifying strategic actions and initiatives and consolidating diaspora affinity to Grenada
5	Consolidating strategic actions and initiatives, evaluation of achievement of policy objectives and 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:

Evaluation: Achieved (green), Not Achieved (red), Partially Achieved (purple)

STRATEGIC ACTION	MILESTONE DATE(S)	OWNERSHIP	RESOURCES	IMPACT/OUTCOME
Establishing a Diaspora Information Sharing Website	Jan – Aug 2021*	Director of Office for Diaspora Affairs (ODA)	<ul style="list-style-type: none">• Funding for Website and Forum as a special Project utilizing persons with special expertise in web design, Marketing and Communication.• Mix of funding from Government, Private Sector and International Development Institutions	<ul style="list-style-type: none">• Timely, accurate and effective Information sharing with Diaspora members.• Their contributions are valued and have an impact on Grenada’s sustainable Development• 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

<p>Establishing a Permanent Diaspora Information Exchange Forum</p>	<p>Sept 2021*</p>	<p>Director of Office for Diaspora Affairs (ODA}</p>		
<p>Strengthening the institutional capacity of facilitating structures for Diaspora engagement in Grenada and Host Countries</p> <ul style="list-style-type: none"> a) OFFICE OF DIASPORA AFFAIRS (ODA) in Grenada b) DIPLOMATIC MISSIONS in Diaspora 	<p>May – December 2021</p>	<p>Permanent Secretary Ministry of Foreign Affairs</p>	<p>Special GOG budget Allocation FY 2021- 2022, ICT Infrastructure, Staff with special expertise in Communication, Marketing, Project management</p>	<p>Partnerships between the Diaspora and Grenada for Investments and Philanthropic Contributions</p>

Host countries				
Enacting National Legislation for new structures and mechanisms for diaspora engagement: Grenadian Diaspora International Association	August to December 2021			
The Grenadian Diaspora International Association established and operational	Operational with effect from February 2022	Minister of Foreign Affairs for legislation and Diaspora members for leadership and management of the organization.	Voluntary services and financial support from Diaspora Members	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.

<p>Special DIASPORA Activities and Initiatives</p> <ul style="list-style-type: none"> • First Official Diaspora Day • First Biennial Diaspora Conference 	<p>Planning: August 2021 – June 2022</p> <p>Implementation: July 2022</p>	<p>Minister of Foreign Affairs</p>	<p>Funding by Government and Private Sector and Collaborative planning and execution involving representatives from Government, Private Sector and Diaspora.</p>	<p>Reinforcement of Affinity of Diaspora members to Grenada</p>
<p>Special Initiative for Integration of Returning Citizens</p>	<p>Planning - August 2021 – October 2021</p> <p>Implementation - Nov 2021</p>	<p>Office of Diaspora Affairs</p>	<p>Funding from GOG and Private Sector</p>	<p>Reduced Tension between Returning Grenadian Citizens and Grenadians who have remained at Home in Grenada</p>

The Website and Forum will be operational continuously from August 2021

Evaluation: Achieved (green), Not Achieved (red), Partially Achieved (purple)

Policy Objective

Generational Youth Engagement: Focus on engaging Young members of the Diaspora and increasing the contributions of descendants of Grenadians in the Diaspora to Grenada's Sustainable Development

Strategic Actions: Special engagement initiatives for 2nd, 3rd and 4th generation of the Grenadian Diaspora.

Evaluation: Achieved (green), Not Achieved (red), Partially Achieved (purple)

STRATEGIC ACTIONS	MILESTONE DATES	OWNERSHIP	RESOURCES	IMPACT/OUTCOMES
1. Create a virtual community of young diaspora members using social media 2. Enlist young Diaspora members as members of the Planning Team for the First Diaspora Biennial Conference and Diaspora Day	July 2021 August 2021 – June 2022	Director of ODA	Funding by Private Sector	Greater affinity to Grenada by 2 nd , 3 rd and 4th generation of the Grenadian Diaspora and increased contribution from them for Grenada's Sustainable Development: <ul style="list-style-type: none"> - 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

3. Participation in First Diaspora Biennial Conference and Diaspora Day	July 2022			
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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.

THEMATIC AREA: DIASPORA DIRECT 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

Strategic Actions: Develop a menu of investment packages **tailor-made for** the Diaspora including shovel ready projects and enlist financial support for specific investment packages.

Evaluation: Achieved (green), Not Achieved (red), Partially Achieved (purple)

STRATEGIC ACTION	MILESTONE DATES	OWNERSHIP	RESOURCES	IMPACT/OUTCOMES
Develop a menu of investment packages tailor-made for the Diaspora including shovel ready projects and enlist financial	Start: September 2021, End: Nov 2021	Permanent Secretary in Ministry of Trade and Economic Development	Professional / Technical staff in Ministries responsible for Finance and National Planning, Trade and Economic Development, Ministry responsible for	Increase in the number of business partnerships between investors residing in Grenada, and diaspora investors.

support for specific investment packages.			Science, Energy and Technology	
Launch Pay-as-You-Save (PAYS) ¹ and Lease Financing Initiatives to support financing of energy efficiency activities.	December 2021	Permanent Secretary in Ministry of Trade and Economic Development	Professional/Technical staff in Ministries responsible for Finance and National Planning, Investment, Science, Energy and Technology.	
<p>Conducting Special Projects to inform and shape Diaspora Investment Initiatives</p> <p>1.1. Estimating size and Geographical distribution of Grenadian Diaspora</p> <p>1.2. Complete Diaspora Mapping Project.</p> <p>1.3.</p>	<p>Start: October 2021</p> <p>Completion: August 2022</p>	Permanent Secretary Ministry of Foreign Affairs	Project Manager and project staff and special source of funding and technical assistance from an International Development Institution.	

<p>Enact Legislation to facilitate Diaspora <i>investments in targeted areas.</i></p>	<p>June – Nov 2021</p>	<p>Minister of Foreign Affairs</p>	<p>Legal Team in MOFA and Ministry of Trade and Economic Development, Attorney General and Chief Parliamentary Counsel.</p>	
<p>Roll Out Shovel-Ready Investment Projects</p>	<ul style="list-style-type: none"> - Start: January 2022 - Continues: 2023 - 2025 	<p>Permanent Secretary in Ministry Trade and Economic Development</p>	<p>Marketing, Finance Communication and Investment specialists from Ministries, Departments and Agencies Responsible for Investment and Foreign Affairs.</p>	<p>Diaspora Direct Investment representing X% of GDP for each targeted area:</p> <ul style="list-style-type: none"> - Agriculture and Fisheries, - Real Estate and Home Ownership - Tourism - Clean and renewable energy (wind, hydro, solar) - Creative Industries (Music, Entertainment, Filmmaking)

				<ol style="list-style-type: none"> 1. Increased number of tourists - diaspora and other tourists. 2. Increased number of local jobs. 3. Increased export of Agricultural products to Diaspora host countries. 4. The ease of the Diaspora doing business in Grenada
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Evaluation: Achieved (green), Not Achieved (red), Partially Achieved (purple)

Note: The initiatives above are two cross-cutting projects. So, although they are listed as action items for Investment, they also provide information for other thematic Areas: **Diaspora Engagement, Diaspora Investment, Remittances, Human Capital Transfers, Philanthropy for Social Development, Governance and Administration**

THEMATIC AREA: REMITTANCES

Policy Objective: Increasing the size and frequency of Remittances

Strategic Action: Working collaboratively with other CARICOM countries to reduce the cost of sending remittances and establishing Correspondent Banking arrangements and workable solutions for dealing with FATCA.

Evaluation: Achieved (green), Not Achieved (red), Partially Achieved (purple)

STRATEGIC ACTIONS	MILESTONE DATES	OWNERSHIP	RESOURCES	IMPACT/OUTCOMES
Working collaboratively with other CARICOM countries to reduce the cost of sending remittances and establishing Correspondent Banking arrangements and workable solutions for dealing with FATCA.	<p>Start: May 2021</p> <p>Completion: December 2022</p>	<p>Prime Minister, Minister of Finance, Minister of Foreign Affairs</p>	<p>1. Special High-Level Team: Prime Minister, Minister of Foreign Affairs, PS, MOFA, PS, Ministry of Finance and Planning, Director ODA, Director Planning.</p> <p>2. Special GOG budget allocation for meetings – face to face and virtual for Special High-Level Team.</p>	<ul style="list-style-type: none"> - Remittances showing increased contribution to GDP. - X % of Remittances directed from consumption to Investment in areas such as Real Estate and Home Ownership and retirement homes.

THEMATIC AREA: DIASPORA PHILANTHROPY FOR SOCIAL DEVELOPMENT

Policy Objective: Diaspora philanthropic contributions for the social development areas of Education and Health.

Strategic Actions: Establish areas of priority for Diaspora contributions.

Evaluation: Achieved (green), Not Achieved (red), Partially Achieved (purple)

STRATEGIC ACTIONS	MILESTONE DATE(S)	OWNERSHIP	RESOURCES	IMPACT/OUTCOMES
Establish areas of priority for Diaspora contributions	May- June 2021	Director, ODA	Chief Education Officer, Chief Medical Officer, Head of Medical, Head of Nursing Council, Director of Customs, Leaders of Diaspora Action Teams for philanthropic contributions for Healthcare and Education	<ul style="list-style-type: none"> - Ease of Diaspora Making contributions to Grenada - Contributions of equipment and supplies from the Diaspora for areas of greatest need in the areas of Healthcare and Education.
Target and enlist support of Diaspora members: a) with specialized expertise for mobilizing contributions	July – September 2021	Director, ODA		

<p>for priority areas</p> <p>b) who volunteer to lead Diaspora Task Forces/ Action Teams?</p>				
<p>Establish protocols for accreditation of Diaspora members providing technical and professional services and for shipment and exemption of customs duties for equipment and supplies contributed by the Diaspora.</p>	<p>October – December 2021</p>			
<p>Mobilize Diaspora Philanthropic contributions</p>	<p>With effect from March 2022</p>			

NOTE: Diaspora Philanthropic Contributions will be strategically mobilized annually from 2022 to 2025

THEMATIC AREA: HUMAN CAPITAL TRANSFERS

Health and Education

Policy Objective: Staff in healthcare and educational institutions trained in specialized areas by members of the Diaspora.

Evaluation: Achieved (green), Not Achieved (red), Partially Achieved (purple)

STRATEGIC ACTIONS	MILESTONE DATES	OWNERSHIP	RESOURCES	IMPACT/OUTCOMES
Identify key priority areas for human resource development in Health and Education.	April – May 2022	Director of ODA	Diaspora members with specialized expertise in training of staff in the areas of Healthcare and Education	Increased number of trained staff in specialized areas in Healthcare and Education.
Provide reliable ICT Infrastructure and services that will allow a mix of virtual and on -site training.	June – December 2021			
Training of staff by Diaspora members in specialized areas of Healthcare and Education.	February 2022			

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

THEMATIC AREA: Special Sustainable Development Projects

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

Evaluation: Achieved (green), Not Achieved (red), Partially Achieved (purple)

STRATEGIC ACTIONS	MILESTONE DATES	OWNERSHIP	RESOURCES	IMPACT/OUTOMES
Design special sustainable development projects for climate change, renewable energy and social projects for youth. entrepreneurship.	March to May 2022		Diaspora members with specialized expertise in research and development and project management in the areas of climate change, renewable energy and youth entrepreneurship.	Special projects for climate change, renewable energy and youth entrepreneurship making meaningful contributions to relevant targets for national sustainable development
Implement special sustainable development projects for climate change, renewable energy and social projects for youth entrepreneurship	With effect from July 2022			

THEMATIC AREA: GOVERNANCE AND ADMINISTRATION

Policy Objective: Diaspora members integrally involved in Governance and Administration in Grenada

STRATEGIC ACTIONS	MILESTONE DATES	OWNERSHIP	RESOURCES	IMPACT/OUTCOMES
Enact legislation and protocols for appointing Diaspora members to Public Body Boards.	July to November 2021	Minister of Foreign Affairs	Special High-Level Team: Minister of Foreign Affairs, PS, MOFA, PS, Ministry Attorney General, Chief Parliamentary Counsel, Diaspora Representative	
Appointment of Diaspora members to Public Body Boards	With effect from May 2022	Minister of Foreign Affairs	Special High-Level Team: Minister of Foreign Affairs, PS, MOFA, PS, Ministry Attorney General, Chief Parliamentary Counsel, Diaspora Representative	Diaspora members are satisfied that they are included and integrally involved in Governance and Administration in Grenada
Expand the number of Honorary Consuls in major Diaspora Host countries	May 2022	Minister of Foreign Affairs	PS, MOFA, Director ODA	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
Include Diaspora members with special expertise in the monitoring and evaluation of the implementation of the new Grenada National Diaspora Engagement Policy.	December 2021, 2022, 2023, November 2024 and December 2025	PS MOFA	Diaspora members with special expertise in in Project management and Evaluation, PS, MOFA, Director of ODA	Diaspora members are integrally involved in: <ul style="list-style-type: none"> 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.

FIVE-YEAR ACTION PLAN AT A GLANCE

YEAR 1

JANUARY – DECEMBER 2021

FOCUS: LAYING THE BUILDING BLOCKS AND EXCITING DIASPORA ENGAGEMENT

STRATEGIC ACTIONS	MILESTONE DATES
DIASPORA ENGAGEMENT	
1. Establishing Diaspora Information Sharing Website	End August 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 <ul style="list-style-type: none"> a) Office of Diaspora Affairs b) Diplomatic Missions 	May – December
4. Enacting legislation National Legislation for establishment of: <ul style="list-style-type: none"> • The Grenadian Diaspora International Association 	With effect from February 2022 Note: This Association will be operational 2022 to 2025

Special Activities and Initiatives Planning For: <ul style="list-style-type: none"> • First Diaspora Day • First Biennial Diaspora Conference 	August to December Note: Planning for these events continue in Year 2 -January to June with first Diaspora Day and First Biennial Conference in July 2022
Planning: Special Initiative for Integrating Returning Citizens.	August – October
Execution of Initiative	November
Generational Diaspora Youth Engagement. Google hangout with Young Diaspora members	July 2021
Young Diaspora members enlisted as members of Planning Team for Diaspora Biennial Conference and Diaspora Day	August Note: This continues Jan – June 2022 in Year 2 and they Participate in Diaspora Day and First Diaspora Biennial Conference in July 2022
DIASPORA INVESTMENT	
1. Develop a menu of investment packages taylor-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) ² and Lease Financing Initiatives to support financing of energy efficiency activities.	December
4. Conduct Special Projects to inform and shape Diaspora Investment Initiatives	
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.	May- June
2. Target and enlist support of Diaspora members	July – September
3. Establish protocols for accreditation of Diaspora members and shipment of equipment and supplies	October – December
HUMAN CAPITAL TRANSFERS	
1. Identify key priority areas for human resource development in Health and Education	April – May

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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

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YEAR 2

January – December 2022

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

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 Association established and operational	February - December
4. ODA and Diplomatic Missions with strengthened Institutional Capacity in operation	January – 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	
DIASPORA INVESTMENT		
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	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

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 Association operational	January – December
4. ODA and Diplomatic Missions with strengthened Institutional Capacity in operation	January – December
DIASPORA INVESTMENT	
1. Roll out second set of Shovel Ready Investment Projects	February
REMITTANCES	
Implement solutions 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

YEAR 4

January - December 2024

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

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 Association operational	January – December
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 and 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 5-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	MILESTONE DATES
DIASPORA ENGAGEMENT	
1. Utilizing Diaspora Information Sharing Website	January – December
2. Using Diaspora Exchange Forum	January – December
3. The Diaspora International Association operational	January – December
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 2 nd 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	
<p>1. 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.</p>	July
<p>2. Implement special sustainable development projects for climate change, renewable energy and youth entrepreneurship</p>	January - December
FINAL EVALUATION OF IMPLEMENTATION PLAN	
	December 2025