



THE UNIVERSITY OF THE WEST INDIES

Cave Hill. Five Islands. Global. Mona. St Augustine

INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES

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**Professor Sir Hilary Beckles,
Vice Chancellor, The University of the West Indies**

Gender justice is one of The UWI's core values and derives from the principles of diversity and inclusivity contained in the 1972 Charter. To demonstrate very clearly this commitment, a UWI Gender Policy was first promulgated in 2017. However, as global societies evolved to include new discourses and concepts of gender, it was necessary for The UWI as "an Excellent Global University Rooted in the Caribbean," to review the existing policy to ensure that the rights of the members of our community are upheld.

It is my distinct pleasure to commend to our stakeholders, the 2024 Revised Gender Policy of The UWI. This Policy represents a considerable body of work done by the Institute for Gender and Development Studies, led by Professor Diana Fox during her tenure as University Director. It reflects extensive consultation with stakeholders across the entire UWI system, in particular Academic Boards where staff, students and external members are represented, and takes into consideration the comments and conclusions received.

The Policy is intended as a framework for creating and fostering an inclusive environment conducive to what The UWI has articulated as its Mission - advancing learning, creating knowledge and fostering innovation for the positive transformation of the Caribbean and the wider world. The University community we are now assured, is a much better place for all of us.

Blessings!

1. Introduction

1.1. [Gender and The University of the West Indies](#)

The University of the West Indies (UWI) has historically concerned itself with issues of gender equality and equity. From its inception, the founders of The UWI were careful to include in the Report of the West Indies Committee of the Commission on Higher Education in the Colonies (The Irvine Committee Report of June 1945) its recommendations that in its establishment, the University College of the West Indies (the predecessor of The UWI) should be open to both women and men with no restrictions imposed based on gender, race, or creed. It was believed that such an approach to governance was important since with greater access, “the influence of women, valuable in itself and perhaps especially requisite for the solution of the difficult social problems of the West Indies would make itself felt.”

The sentiments of the Committee, and its subsequent report, were further reflected in Clause Four of The UWI Charter (1949, updated in 1962 and 1972), which notes that:

Men and women shall be eligible for admission to and as students of the University, and for appointment to any Authority, office or employment of or under the University.

Over the almost seventy-five years since its establishment, The UWI has made commendable strides toward ensuring gender equality and equity within its operations and procedures. In addition, these strides have been in large part the result of integrating up-to-date scholarly insights into the nature of gender, by gender experts, in University life and with each iteration of The UWI Gender Policy.

2. Institutionalising Gender

2.1. [From CGDS to IGDS](#)

The establishment of the Centre for Gender and Development Studies in 1993, which emerged from the advocacy of the University-wide Women’s Studies Groups and is now an independent interdisciplinary Institute, speaks to the University’s understanding of the necessity to challenge systems which privilege some but deny others.

The decision to deliberately design the Centre outside of the traditional faculty structure of The UWI was also indicative of an understanding of gender as a cross-cutting issue. An understanding of how gender organises society and social relations in fundamental ways has implications for the development of curricula, pedagogy and structures and systems of governance. Gender Mainstreaming, grounded in the principles of gender equality, equity and justice, is a necessary tool to imagine and enact innovative societal possibilities and fresh ways of thinking through the challenges of social injustice.

The commitment to gender mainstreaming its operations was again reiterated at the 2012 – 2017 UWI Strategic Framework Planning Retreat, where the development and implementation of a Gender Policy was identified as a priority.

The Strategic Plan (2012–2017) committed The UWI to:

...build a community that fosters a climate which is open and welcoming to diverse people, ideas and perspectives; that promotes constructive discourse on the nature of diversity; and that engages faculty, staff and students in activities that promote the University's core values.... The UWI will be an equal opportunity employer and partner ensuring that social justice, respect and equity issues are resolved as they relate to processes and challenges associated with employment, religion, age, ability, gender, sexuality, race, ethnicity, the work environment, class and any other bases of inequality and inequity among employees and students (p.23). The UWI also committed to developing a gender policy to create a supportive environment for women and men in all aspects of University life (p. 30).

The subsequent Strategic Plans, 2017–2022 and 2022–2027 incorporate this position into a set of core values based on integrity, excellence, gender justice, diversity and student-centredness. These core values are articulated under the section on core values and implementation of the gender policy below.

The UWI Gender Policy is a broad framework to guide the creation of a supportive environment for all persons, in all aspects of university life. The Policy was approved in June 2017 by the UWI Finance and General Purposes Committee. *(See Appendix one for an overview of the Gender Policy development and revision process to date).* The Policy was updated in 2022 in response to a request from the Vice Chancellor's office to reflect the changing legal and donor environment of the Caribbean toward greater gender inclusivity. The 2022 Policy was presented before the Campus Boards of all five Campuses, which includes their unions, staff, and student representatives. All Campus Boards endorsed the Policy except for two Faculty Boards located on the Mona Campus. Subsequently, the Policy was heard on May 19, 2023, via Zoom at the University Finance and General Purposes Committee (UF&GP) and approval was deferred with the directive that "the Policy should be taken to the Academic Boards on all five Campuses, as well as the unions, staff and students for further discussion before review by UF&GPC". On May 29, 2023, the Vice Chancellor, Sir Hilary Beckles sent a Memo to the Campus Principals, copied to Professor Diana Fox, University Director of the IGDS and Dr. Maurice Smith, University Registrar, stating that proposed revisions to The UWI Gender Policy will require UWI wide discussion facilitated by Campus Principals at their Academic Boards. The current Policy has been updated to reflect the comments and questions the presenters received from the Campus Academic Boards and consultations in the following ways: 1) The legislative agenda has been updated; 2) language around gender has been modified and other language edits made; 3) references to sanctions have been removed.

2.2. [Core Concepts](#)

2.2.1 [Gender](#)

For the purposes of this policy, gender refers to the systems, structures, institutions and ideas through which societies define, enact, and enforce differences in expectations, roles and opportunities for people based on their perceived biological sex. See definitions in appendix for further explanation.

2.2.2 Gender Justice

A society in which there are no gender-related asymmetries of access to, or allocation of, status, power and material resources, or in the control over and capacity to benefit from these resources (paraphrase Barriteau 2004).

2.2.3. Gender Mainstreaming

A process of incorporating a gender perspective into organizational policies, strategies, and administrative functions, as well as into the institutional culture of an organisation. This process at the organizational level ideally results in meaningful gender integration. Gender Mainstreaming is a strategy for achieving gender justice; it is not a destination.

(See also Appendix for Key Terms and Definitions)

3. Why A University Gender Policy

3.1. The Case of The UWI

Congruent with The UWI's roots and re-emergence as an activist university with an anti-imperial agenda through its advocacy for social and gender justice in the Caribbean, the institution's Gender Policy secures its location on the vanguard of engaging in advocacy and producing transformative policy for social change. The UWI is the first tertiary learning institution in the English-speaking Caribbean to develop and operationalise such a policy.

As a member of the Association of Commonwealth of Universities (ACU), The UWI is mandated to address issues in university governance, management and administration, which may have given rise to gender inequality, as well as to explore diverse women-specific issues in diagnosing and addressing these. The ACU advocates:

- An appropriate plan for a gender management system to support the mainstreaming of gender integration of gender into university curriculum and research.
- Incorporation of gender into instructional methods and techniques.
- Establishment and/or strengthening of gender-sensitive policies with regard to admission to and for the administration and academic management of the university.
- Encouragement and establishment of gender-inclusive extra-curricular activities.
- Specific provision for social and career guidance to ensure that women students and staff are fully integrated in universities.

Critically, The UWI Gender Policy will ensure that the institution will:

- Operate within best practices for tertiary institutions, where steps have been taken to ensure that gender justice is promoted and championed at all levels; and that all systems of governance, official documents, policies, procedures, curriculum development and pedagogy are gender sensitive and responsive.

- Align to and be compliant with international, regional and national protocols including those established to promote gender justice, which CARICOM countries have ratified.
- Recognise that, notwithstanding higher female enrolment and throughput at The UWI, numerical representation masks deeper systemic societal issues and inequities of gender, sex, and sexuality including Gender-Based Violence.

4. Context and Framework for a UWI Gender Policy

The 2012–2017 Strategic Plan of the University of the West Indies (UWI) committed the institution to eliminating gender inequalities and promoting gender equity and equality within the institution. A key component in this process was the development of a Gender Policy to guide the University's actions to mainstream gender across the institution and institutionalise gender equity in all its programmes, procedures and practices. Addressing the challenge of gender equity, equality and the place of women and gender in the institution has been a longstanding engagement of the Institute for Gender and Development (IGDS).

A number of studies of equality at the UWI give further rationale for the development and implementation of a gender policy and evaluation framework. Professor Elsa Leo-Rhynie in her 2008 Lucille Mathurin Mair Public lecture entitled 'The UWI Glass Ceiling: Splinters, Cracks and Scratches' (Leo-Rhynie, 2008:5) noted the gender gap in academic staff numbers which has always favoured male faculty members. She also noted that although males outnumbered females at all levels except the Assistant Lecturer grade, numerically men dominated most in the highest ranks of Professor and Senior Lecturer. In 1996/97, Leo-Rhynie observed, there were 103 persons at the highest ranks, of which 96 or 93.2% were male; and in 2006–2007, there were 165 with only 36 or 21.8% females (Leo-Rhynie 2008:12-13).

The study further noted that in 1948 when the UWI was first established at Mona, the student population was predominantly male; however, since 1988/89, there has been a reversal of this trend with a dominance of female students. In 2008, she noted, there were 5336 males to 6560 females. The study also noted that since 1996/97 there were more females graduating with higher degrees than males (337 to 205) (Leo-Rhynie 2008:7). Even today in 2023, there is a significant split in student enrolment that is not reflected in upper management.

Other studies have shown that, while more women than men work at the University, and despite obvious strides, representation at different levels of employment remains disproportionate across The University. Although, there have been several shifts in participation rates across the UWI, and the work of gender equity has expanded beyond the sex- disaggregation of participation, the centering of gender justice as a UWI-wide goal, demands that the formulation of an updated gender policy be fundamental to The UWI positioning itself as a 21st century institution of higher education.

The UWI Gender Policy will seek to embed strategies to address existing disparities, and to combat systemic and attitudinal practices that may reinforce gender prejudice, stereotyping, harassment, gender-based violence and discrimination in administration and campus life in general. In addition to

the aforementioned studies, the policy development work of the IGDS listed below has also been instrumental in shaping regional gender equity and equality frameworks which in turn ground The UWI Gender Policy. Such work includes, and is not limited to the following:

IGDS Draft National Gender Policies:

- Draft National Policy for Gender Equity and Equality for the British Virgin Islands. Patricia Mohammed, Deborah McFee, Jane Parpart and Gaietry Pargass (2010–2012).
- Draft National Policy for Gender Equity and Equality for the Commonwealth of Dominica. Patricia Mohammed and Deborah McFee (2005–2007).
- Draft National Policy for Gender Equity and Equality for the Republic of Trinidad and Tobago. Patricia Mohammed (2002–2004).

Select Sectoral Policy Documents:

- Draft Policy Document on the Centralization of Data Collection on Domestic Violence. Rhoda Reddock and Rosalie Barclay 1999
- National Report. Trinidad and Tobago: United Nations Inter-Agency Campaign on Gender Violence Against Women and Girls. Rhoda Reddock, Rosalie Barclay and Roberta Clarke 1999–2000
- Building Responsive Policy: Gender, Sexual Culture and HIV/AIDS in the Caribbean. Rhoda Reddock, Sandra Reid, Gabrielle Hosein and Tia Cooper 2011-2014.

Regional, national and sectoral policy instruments are critical components towards the implementation of gender equity and equality regimes by governments, civil society and related policy actors. These equity and equality regimes, of which the UWI Gender Policy will form a part, are constituents of broader global frameworks. International frameworks to which regional governments accede and which they ratify, represent hallmarks of good governance and a commitment to equitable development. The following diagram provides an overview of these commitment.

Policy and Legal Context for the Development of The UWI Gender Policy

INTERNATIONAL OBLIGATIONS	REGIONAL FRAMEWORKS	NATIONAL PLANS
The UN Declaration on Human Rights (1948)		
International Covenant on Economic, Social and Cultural rights (1966)		
International Covenant on Civil and Political rights (1966)		
UN Convention on the Elimination of all Forms for Discrimination Against Women (1979)		
	The Belem do Para Convention to Eliminate Violence against Women (1994)	
Beijing Declaration and Platform for Action (1995)		
The Millennium Development Goals (2000)		
	CARICOM Plan of Action for Gender Equality (2005)	
		Trinidad and Tobago Vision 2030 and Medium-Term Policy Framework (2009)
		Jamaica Vision 2030 and National Policy for Gender Equality (2011)
		Barbados Draft National Policy for Gender Equality (2013)
Montevideo Consensus on Population & Development 2013		Belize National Gender Policy (2013)
		Commonwealth of Dominica currently updating national policy and action plan for gender equity and equality.
		National Gender Policy (2014) Bahamas Draft National Gender Policy
The Sustainable Development Goals(2015)		Trinidad and Tobago National Policy on Gender and Development 2018 (green paper)
	CARICOM Draft Regional Gender Policy (2019)	Quincy McEwan and others v the Attorney General of Guyana: Caribbean Court of Justice held that Guyana’s law against cross-dressing was discriminatory (2018)
		The Court of Appeal of Belize denied the Belize Government’s appeal of a 2016 ruling that decriminalised adult consensual same-sex relations (2019)

5. What Is The UWI Gender Policy Intended to Accomplish

This Gender Policy is intended to guide The UWI's actions to mainstream gender across the institution by ensuring gender equity and justice in all University practices, policies, procedures and programmes.

More specifically, The UWI Gender Policy seeks to embed strategies and facilitate mechanisms to address existing and potential gender disparities and oppressions, which may deny members of The UWI Community access to gender justice.

These strategies are essential in the maintenance of the sustainability of the institution and its stakeholders and ultimately may redound to the benefit of the entire Caribbean region and its Diasporas.

6. The UWI Gender Policy

Vision

The UWI Gender Policy affirms for all the staff, students and other stakeholders of the University of the West Indies, the fundamental principles of gender justice, diversity, inclusivity and non-discrimination based on gender and sexuality in all of the policies, programmes, practices and structures within the University and in its external relationships in the Caribbean region and beyond. The UWI Gender Policy supports The UWI Vision and Mission and Core Values.

Mission

The UWI Gender Policy will support the integration of gender justice and equality, gender diversity and non-discrimination in all structures and functions of The UWI's organisational environment. The mission is to foster equal opportunities for all members of the UWI community and to produce gender-responsive graduates. The UWI Gender Policy supports The UWI Vision and Mission and Core Values.

Implementation

The UWI Gender Policy will be implemented through the Action Plans which will be designed by the respective campus-based Gender Task Forces and Marketing and Communication offices, with an eye toward gender sensitisation and awareness-building that are relevant to the specific needs of each campus. The campuses will mobilise the necessary and appropriate resources – human, technical and financial - to work toward gender mainstreaming activities, which promote and support gender justice and non-discrimination.

The UWI Gender Policy reflects the core values of the University as reiterated in The UWI 2022-2027 Strategic Plan as follows:

Integrity	The UWI will perform in an honest, caring, ethical and trustworthy manner, and will create a culture of accountability in our management practices to ensure that these values are sustained.
Excellence	The UWI will serve our internal and external stakeholders by delivering consistently high-quality and relevant service, benchmarked against international standards and operational best practices.
Diversity	The UWI will foster a culture and work/study environment that is open and welcoming to different ideas and perspectives, acknowledges and values diversity, is inclusive of and affirms the dignity of all persons regardless of: race, socio-economic status, age, sex and expression, physical and mental ability, sexual orientation, family or marital status, national origin, language, political or religious persuasion, health status, and other characteristics that make our constituents unique.
Gender Justice	The UWI will actively create and sustain, as a core value, a social, academic and administrative culture that supports and promotes gender equality and justice within its environment. This policy will require systematic research into its effectiveness with a view to taking appropriate actions of a corrective nature.
Student Centredness:	The UWI will ensure that its policies, governance and daily operations are geared towards the delivery of an exceptional teaching and learning experience for all students.
Financial Sustainability	The UWI will seek to fulfil its financial obligation to all its internal and external stakeholders, without compromising its ability to meet future operational and strategic obligations.

(Source: The University of the West Indies Strategic Plan 2022-2027)

7. Priority Areas

7.1 [Participation, Leadership, and Decision-Making](#)

The UWI will:

- Create and maintain an enabling environment for all staff members to advance, without prejudice, based on merit.
- Facilitate and increase participation by women in leadership positions and decision-

making towards more just and equitable arrangements.

- Develop a career mentorship and leadership framework for women, men and persons with disabilities.
- Establish and maintain an environment where executive decisions align with the UWI Gender Policy and are in accordance with the UWI's core value of gender justice.

7.2. [Human Resource Management](#)

The UWI will:

- Examine and (where necessary) address systemic barriers and disparities in staff recruitment, training, promotion and recognition at all levels, across all categories of staff, with a focus on the recruitment, retention and promotion of qualified staff members.
- Recognise the potential impact of asymmetrical differences, based on but not limited to sex, sexual orientation, race/ethnicity, ability/disability, religion, age, socio-economic status, nationality or place of origin.
- Enhance equity by taking deliberate action to improve the quality of working conditions, enhance employee confidence and engagement, and promote work/life balance towards the creation of engaged employees.
- Support parental leave (including leave for adoption) for all members of staff and the right to reproductive and childcare support and facilities for students and staff, including but not limited to child-friendly infrastructure/facilities in all bathrooms, safe and comfortable designated areas for breastfeeding, and kindergarten and after-care facilities)

7.3. [Staff and Student Well-being](#)

The UWI will:

- Monitor and invest in, where appropriate and practicable, the well-being of all staff and students, irrespective of categories of difference

7.4. [Gender Aware Marketing and Communications](#)

The UWI will:

- Ensure that marketing and communications policies, programmes and materials reflect the vision of the Gender Policy; and are explicit in their support of gender justice.

7.5. [Language](#)

The UWI will:

- Examine, and change where necessary, any discriminatory language that is contained within its ordinances, rules, regulations, policy documents, curricula, and practices.

7.6. [Gender and a Safe Environment](#)

The management and administration of The UWI will:

- Foster a secure environment where all students and staff members, across the spectrum of

gender and sexual identities, on all campuses feel protected and safe from any form of gender-related violence.

- Create living, working and learning environments across the University.

7.7. [Curriculum, Student Enrolment, Retention, and Performance](#)

The UWI will:

- Monitor student enrolment, retention and performance and where necessary address gender under-representation of students respectively in its programmes, particularly those linked to growing sectors of the economy and are key to regional development.
- Deliver courses and programmes which incorporate the fundamental principles of gender justice and non-discrimination.
- Design and promote curriculum content and pedagogy to advance gender justice.

7.8 [Organisational Culture, Customs, and Practices](#)

The UWI will:

- Structurally support caring for family and community and work, study and life balance for all staff and students.
- Identify and address systemic biases and all forms of discrimination that exist in its organisational culture, that do not promote, support or enable social justice.
- Promote The UWI as a learning community which is free from all forms of discrimination and promotes non-bias & equity for all.

7.9. [Research and Development](#)

The UWI will:

- Encourage and support, across its faculties, policy-indicative research and innovations which acknowledge, support, and promote gender justice.

[8. Implementation and Accountability Mechanisms](#)

The ultimate responsibility for ensuring the implementation of The UWI Gender Policy rests with the Office of the Vice Chancellor through The UWI Gender Mainstreaming Committee.

The University will actively champion the Policy, advocate for adherence to its Mission and Vision, and provide leadership consistent with best-practice principles of mainstreaming gender to achieve and advance gender justice.

A Gender Mainstreaming Committee (GMC) (See Appendix II) with expert advice from the IGDS, has been established centrally within the University. Guided by clearly articulated and documented Terms of Reference, the GMC will be expected to:

- Champion gender justice across the University; and engage in University-wide activities intended to positively shape attitudes towards gender justice.

- Advocate for and drive the gender mainstreaming processes of The UWI Gender Policy.
- Complete research in relation to issues of gender across the University, toward the monitoring and evaluation of the implementation of The UWI Gender Policy.
- Develop Terms of Reference for the establishment of Campus Gender Action Plans in collaboration with respective Campus Registrars and Gender Task Forces.
- Work with the Gender Task Force on each campus towards the implementation of The UWI Gender Policy.

9. Responsibility for the Operationalisation of the Gender Policy

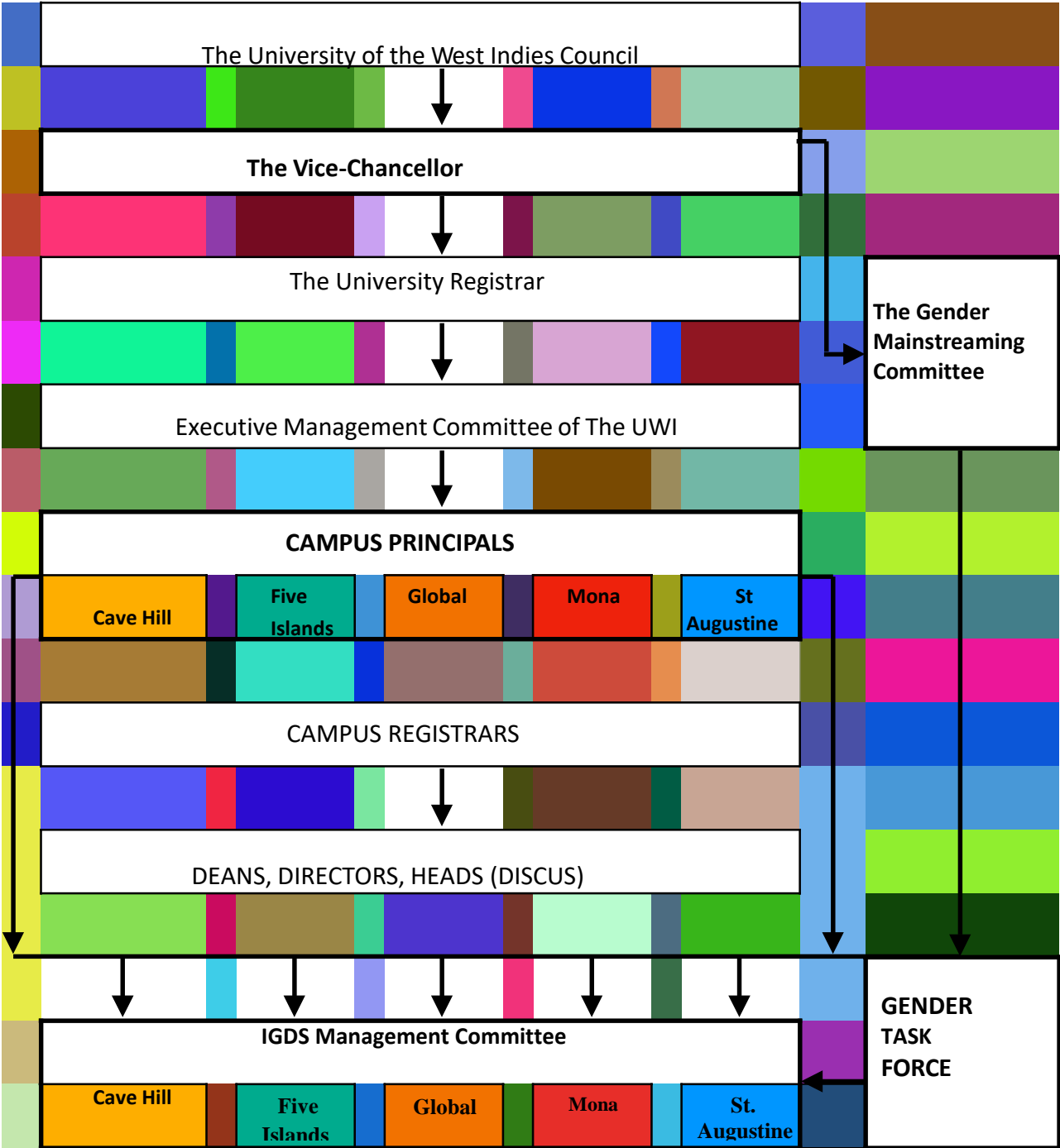


Figure 1: UWI Gender Policy Organogram

10. Roles and Responsibilities

10.1. [For the Operationalisation of the Gender Policy](#)

All staff, students and other stakeholders within the University, and all associated with the University are encouraged to apply the tenets of The Gender Policy in their day-to-day activities and all dealings with or on behalf of the institution. The overall responsibilities in relation to this Policy are as follows:

10.2. [The University Council and Chancellor](#)

The University Council, led by the Chancellor, will be ultimately responsible for promoting Gender Justice at The University of the West Indies. Towards this end, the University Council will receive periodic progress reports from the Gender Mainstreaming Committee through the Office of the Vice Chancellor on the implementation of the Policy to enable its members to ensure that the Policy is being satisfactorily applied to the operations of the University.

10.3. [The Vice-Chancellor](#)

The Vice Chancellor, who – through Triple–A Vision – has consistently called for The University of the West Indies to be an activist space, will be responsible for ensuring that the Policy is satisfactorily applied to all operations of the University. The Vice-Chancellor functions as the substantive Chair of the Gender Mainstreaming Committee.

The Vice-Chancellor will ensure that the appropriate protocols and guidelines are in place to support staff and students in the implementation of the Policy.

The Vice-Chancellor will rely on the Pro Vice-Chancellors and other members of the senior management of the University to reinforce the tenets of The UWI Gender Policy and facilitate its full operationalisation.

10.4. [Executive Management](#)

The Pro Vice-Chancellors and senior Officers and Managers of the University will be obliged to facilitate the incorporation of gender into the management of their respective portfolios towards the creation of Gender Justice.

10.5. [Principals, Deans/Directors Heads of Departments, Institutes, Sites, Centres, Units and Schools](#)

Principals, Deans/Directors, Heads of Departments, Institutes, Sites, Centres, Units and Schools will assume responsibility for operationalizing the Gender Policy in tandem with the Gender Mainstreaming Committee and respective Campus Gender Task Forces.

This will involve developing mechanisms to sensitise members of staff; as well as students; to

the content of The UWI Gender Policy through training, ensuring that all members of staff and students are aware of their rights and responsibilities under the policy, and taking necessary and suitable action where staff or students discriminate on the grounds of gender.

10.6. Campus Registrars

On each Campus, the Campus Registrar will appoint the Gender Task Force, develop its Terms of Reference in collaboration with the Gender Mainstreaming Committee and facilitate its work towards the implementation and operationalisation of The UWI Gender Policy.

10.7. Gender Task Force

On each Campus, a Gender Task Force will lead the operationalisation of the Policy and monitor progress towards the agreed outcomes. Each Gender Task Force will be accountable to the Gender Mainstreaming Committee for developing and implementing the Gender Mainstreaming Action Plans.

Each Task Force will work in tandem with its respective Marketing and Communications Office to disseminate information about The UWI Gender Policy and requirements for its successful implementation and operationalisation.

10.8. The Institute for Gender and Development Studies

The IGDS will provide expert advice and capacity-building services across the University in the area of gender and gender mainstreaming, where required, to support the operationalisation of the Policy.

10.9. Staff and Students

All staff and students will be encouraged to promote gender equality in their various spheres of influence; towards the maintenance of zero tolerance for gender injustice.

10.10. Partners, Contractors and Service Providers

All external stakeholders, including persons under its independent service arrangements, as well as other persons who provide academic services to the University based on contractual independent service agreements and arrangements, will be requested to comply with its core principles.

11. Institutional and Legal Frameworks

The successful implementation of the Gender Policy demands a collaborative approach, across various offices with the university. The policy will be operationalised through existing structures and frameworks at The UWI, as well as by way of new structures created for the explicit purpose of meeting the objectives of the Gender Policy.

The proposed framework includes the Gender Mainstreaming Committee, to be chaired by the University's Vice-Chancellor or his designee. This Committee will include senior members of The UWI's Faculty or Administration to be appointed by each Campus, called Gender Policy Champions,

who will advocate for decisions to be made and resources allocated in furtherance of the mission of the Gender Policy. The Committee will receive technical support from the Legal Unit, the Marketing and Communications Offices and the Institute for Gender and Development Studies (IGDS). The Gender Mainstreaming Committee will oversee setting up a Gender Task Force on each Campus to ensure annual action plans are developed, resourced, implemented and evaluated to address the objectives laid out in the Policy and any associated action plans.

The University of the West Indies will conduct a Gender Audit of its existing policies and guidelines to ensure alignment and coherence with the principles embodied in this Gender Policy.

This revised 2023 Gender Policy will begin implementation upon approval by the Finance and General Purposes Committee (F&GPC) of the University of the West Indies and adoption by the University of the West Indies Council.

12. Monitoring and Evaluation of the Gender Policy

The success of the Gender Policy will require routine monitoring and periodic evaluation (every three years) to assess the extent to which the University is mainstreaming gender equality across all its functions and ensure that the University is effectively implementing and achieving the objectives of the Policy.

The Vice-Chancellor, as substantive Chair of the Gender Mainstreaming Committee, will appoint a Monitoring and Evaluation Committee to oversee the development of progress reports for review by the University Council and dissemination as appropriate. Both qualitative and quantitative measures will be used to assess the progress towards gender equality and justice at The University of the West Indies.

The Gender Mainstreaming Committee using established performance measures will monitor the progress of this Policy based on Campus Gender Mainstreaming Action Plans, developed and agreed to by each Campus Gender Task Force in line with the Policy's objectives.

Under the direction of the Monitoring and Evaluation Expert, a Monitoring and Evaluation Framework will be established as a guide for critical gender analysis by identifying indicators that can be used. Where appropriate, every attempt will be made to use established indicators of measurement that are or can be, sex disaggregated.

Specific targets for each indicator will be documented in Campus Mainstreaming Action Plans by each Gender Task Force to reflect the local situation and the proposed changes in relation to each strategic objective. Effective monitoring and evaluation of progress toward gender equality and justice will depend on all staff, students and stakeholders approaching data collection, analysis and reporting with a focus on gender as a critical organizing feature of institutional and social relations.

13. References

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13.3. [Gender Policies](#)

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14. APPENDIX I: Overview of Development and Revisions of The UWI Gender Policy

2007	The need for a Gender Plan/Policy is raised by the IGDS.
2009	In August 2009, at a foresight meeting preparatory to the development of the University's Strategic Plan (2012-2017), the IGDS Professors present (Eudine Barribeau, Patricia Mohammed, Rhoda Reddock and Verene Shepherd [University Director of the IGDS]), call for attention to be given to issues of gender within the Strategic Framework; and to be explicitly noted within the Strategic Plans.
2011	The Board for Gender and Development Studies on the Mona Campus (of which the IGDS University Director is a member) repeated the recommendations to the Vice Chancellor that a Gender Policy for The UWI be developed. The UWI drafted its Strategic Plan for 2012-2017. Under the theme of Employee Engagement, the University duly signaled its intention to develop a Gender Policy for the Institution.
2012	In January 2012, the University Registrar indicated that The UWI executive management committee had commissioned the IGDS to prepare a Gender Policy for The UWI. A UWI Gender Policy Steering Committee was developed to guide the preparation of the Gender Policy, chaired by Professor Verene Shepherd, University Director of the IGDS.
2014	In September 2014, the first of a series of Steering Committee meetings were held to begin the development of the Gender Policy for The UWI. Discussions focus on what would be the Vision, Mission, Values and Guiding Principles of the Policy.
2015	In 2015, research was completed by each IGDS Unit across all Campuses towards the development of a Gender Audit of The UWI to inform the content of the Gender Policy. In December 2015, a revised Draft Policy was prepared.
2016	In April 2016, a draft Policy was prepared and revised. In May 2016, the draft policy was reviewed at the IGDS Regional Planning and Strategy Committee Meeting convened in St. Augustine. Comments are received. A UWI Gender Policy Working Group is established to further review the Draft Policy and bring it to completion.
2017	In June 2017, the draft of The UWI Gender Policy was approved at the meeting of The UWI Finance and General Purposes Committee. In April 2017, The Penultimate Draft of The UWI Gender Policy is completed by the then IGDS University Director, Professor Verene A. Shepherd and Faculty Member Mrs. Suzanne M. Charles Watson.

2017	The Draft Gender Policy was finalised, through a process of review by key UWI stakeholders; and ultimately through approval from the Council of the University in 2017.
2021-2022	The UWI Gender Policy underwent an intensive review process in the Academic Year 2021 to 2022 by the then Pro-Vice Chancellor Graduate Studies and Research Professor Rose-Marie Belle-Antoine, IGDS University Director, Professor Paula Morgan and the Sub-Committee, with a review by the IGDS Regional Management Team in June 2022. The Policy was thereafter endorsed by the Gender Mainstreaming Committee
2021-2022	The draft Gender Policy was revised and updated by the IGDS University Directors Professors Paula Morgan (outgoing) and Diana Fox (incoming 2022-2023) and the Sub-Committee. The policy was reviewed in June 2022 by the IGDS Regional Management Team and in August 2022 by the Gender Mainstreaming Committee.
2022-2023	The Policy was presented to Campus Faculty Boards, Academic Boards and the May 19, 2023, meeting of the UF&GPC where it deferred the approval of the Revised Gender Policy (FGP.P35e). The Policy should be taken to the Academic Boards on all five Campuses, as well as the unions, staff, and students for further discussion before being reviewed by the UF&GPC. October-December 2023 consultations with WIGUT, ATS and Student Guild leaders took place; the 2022 Policy was revised by University Director with support from the Gender Mainstreaming Committee and IGDS Units based on feedback from consultations.

14.1. [2015 The UWI Gender Audit: Campus-Based Research and Advocacy](#)

Over the course of developing The UWI Gender Policy, each IGDS Unit completed research and consultations towards completing a university-wide Gender Audit. The Gender Audit was intended to determine the extent to which concerns of gender were mainstreamed into the programmes, procedures and practices of The UWI.

Using appropriate research methodologies, including but not limited to desk reviews, focus group discussions, and the administration of survey instruments, each campus conducted research among staff and students to identify the key issues impacting gender equality and justice, on each respective campus.

Results from the research interventions on each campus formed part of a UWI Gender Situation Analysis, which was indicative of the critical gender issues to be addressed by The UWI Gender Policy.

As part of the campus interventions, Gender Policy Champions - senior administrators - were appointed on each campus who advocated for resources to support the Policy's development and operationalization.

15. APPENDIX II: Overview of Committees and Consultants towards the Development of The UWI Gender Policy

The UWI Gender Policy Steering Committee	
<p>The UWI Gender Policy Steering Committee was directed by its mandate to offer expertise and technical guidance, as well as to establish the scope and sequence of the process towards the preparation of The UWI Gender Policy.</p> <p>Operating within the framework of regional commitments such as the CARICOM Plan of Action for Gender Equality (2005) and various national initiatives throughout the region, the Steering Committee’s work was informed by the existing legal structures of The UWI and the Gender Policies of other Universities.</p>	<p>2014 Steering Committee comprised:</p> <ul style="list-style-type: none"> • The University Registrar • The University Counsel • The UWI Office of Planning and Institutional Research • The University Director, IGDS • The Heads of each of the IGDS campus-based Units • Staff representation from each IGDS Campus Unit • Staff representation from the IGDS Regional Coordinating Office • Representation from The UWI Global Campus • Representation from The Women and Development Unit (WAND) • The University Director, Marketing and Communications • The Office of Marketing and Communications, Mona Campus • The Marketing and Communications Officer, Institutional Advancement Division, St. Augustine Campus • The Marketing and Communications Manager, Global Campus • The Gender Equity Advisor • The Consultant(s) engaged to complete the drafting of the Gender Policy
The UWI Gender Policy Working Group	
<p>To bring the process to completion, a UWI Policy Working Group was established. The Working Group’s mandate was to review the Draft Submission and offer pointed suggestions on the ways in which the Policy could be better articulated. A Rapporteur was appointed to revise the Draft Submission.</p>	<p>2016 Gender Policy Working Group comprised:</p> <ul style="list-style-type: none"> • The University Director, IGDS, who served as Chair • Staff representation from each IGDS Campus Unit • Staff representation of the IGDS Regional Coordinating Office • Representation from The UWI Global Campus

Gender Policy Consultants	
<p>Under the guidance of The UWI Gender Policy Steering Committee, Consultants worked to collate the respective Campus-Based research and complete the Working Draft of 2017 version of The UWI Gender Policy.</p>	<p>2017 Gender Mainstreaming and Monitoring and Evaluation Consultants comprised:</p> <ul style="list-style-type: none"> • Kathy McClure • André Robb • Bridgette McDonald Levy
The Gender Mainstreaming Committee	
<p>A Gender Mainstreaming Committee (GMC), with expert advice from the IGDS, has been established centrally within the University and guided by a clearly articulated and documented Terms of Reference.</p> <p>The GMC is expected to:</p> <ul style="list-style-type: none"> -champion gender justice across the University; and engage in university-wide activities intended to positively shape attitudes towards gender justice -advocate for and drive the Gender Mainstreaming processes of The UWI Gender Policy -complete research in relation to issues of gender across the University, toward the monitoring and evaluation of the implementation of The UWI Gender Policy -develop Terms of Reference for the establishment of Campus Gender Action Plans in collaboration with respective Campus Registrars and Campus Gender Task Forces -work with the Gender Task Force on each campus towards the implementation of The UWI Gender Policy. 	<p>2021-2022 Gender Mainstreaming Committee comprised:</p> <ul style="list-style-type: none"> • Chair – University Director, IGDS - Prof. Paula Morgan; Prof. Diana Fox (Oct 2022) • Pro Vice Chancellor and Campus Principal, St. Augustine – Prof. Brian Copeland (retired) • Pro Vice Chancellor, The UWI Board for Undergraduate Studies - Prof. Justin Robinson • University Registrar - Dr. Maurice Smith • Principal, Global Campus – Dr. Francis Severin • University Director, Marketing and Communication– Dr. Rhonda Jaipaul-O’Garro • Representative, Office of the Vice Chancellor – Mrs. Kasiane Reid-Martin • Campus Registrar, Cave Hill – Mr. Rommel Carter / Rep. Dr. Tonya Haynes • University Bursar, Cave Hill – Ms. Lisa Alleyne • Representative, Campus Guild President • Lecturer, Faculty of Law – Dr. Ramona Biholar • Gender Expert – Prof. Alissa Trotz, University of Toronto • Monitoring and Evaluation Expert – Dr. Tazhmoye Crawford, National Family Planning Board, Jamaica • Head, Women and Development Unit, Global Campus – Ms. Taitu Heron / Rep Ms. Kelly- Ann Knight • Heads of the Campus Gender Task Forces, appointed by the respective Campus Principals • Head, IGDS, Nita Barrow Unit, Cave Hill – Dr. Halimah DeShong

The IGDS Management Committee	
<p>The Management Committee:</p> <ul style="list-style-type: none"> -Monitors and evaluates matters relating to teaching, research, publications and outreach -Facilitates pedagogical development, for student-oriented programme delivery -Provides feedback on academic programmes courses and curricula -Maintains and shares course and resource data for IGDS inter-faculty and inter-campus teaching -Addresses issues related to undergraduate and postgraduate students -Facilitates research and other programme/project activities -Reports to the Regional Planning and Strategy Committee by way of Campus Unit reports -Considers any other matter of importance to the IGDS. 	<ul style="list-style-type: none"> • IGDS University Director, Chair • Administrative Officer, Office of the University Director/ IGDS Regional Coordinating Office (Recording Secretary) • Heads of Campus Based Units • All Academic Staff of the Institute • Members of the Senior Administrative and Professional Staff and Administrative and Technical Staff from each Campus-Based Unit. • Any other relevant persons by invitation

16. APPENDIX III: Definition of Key Terms and Concepts

Concept/ Term	Meaning
Diversity	The issue of diversity is made explicit when considered along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.
Domestic Violence	A complex pattern of behaviours that may include, in addition to physical acts of violence, sexual abuse, and emotional abuse occurring in social settings, usually within a domestic or intimate relationship. Domestic violence is gendered in that women, girls and gender non-conforming persons are far more likely to experience these harms in terms of the frequency of events and the injurious consequences.
Empowerment	The process of gaining access to resources, opportunities and decision-making processes, and of developing the skills, abilities, and confidence to participate actively in shaping one’s own life and one’s community in economic, social, and political terms.
Gender, Man and Woman, Gender Non-Conforming	<p>Encompasses complex systems of culturally defined personal and social (economic and political) relations which are socially created and maintained; and through which they gain access to, or are allocated, status, power, and material resources within society (Barriteau, 2003).</p> <p>Eudine Barriteau argues that there are two principal dimensions: one ideological and one material: The ideological dimension of gender indicates how, notions of femininity and masculinity are constructed and maintained within a given society. Out of these notions of masculinity and femininity, men and women gain different access to, and are unequally allocated status, power, and resources within a society, thereby bringing to life the material dimension of the social relations of gender (Barriteau, 2003) in societies with a history of settler colonialism, race is central to how gender relations and gender systems emerged and evolved. In addition to race, gender is connected to other forms of difference and relations of power such as class, age, dis/ability and geographic location.</p> <p>A man and a woman are individuals whose gendered characteristics are associated with their biological sex. These characteristics vary historically, cross-culturally and legally. Persons also identify outside of these definitions are gender non-conforming.</p>
Gender Analysis	Entails the collection and analysis of sex-disaggregated information to understand gender differences and how these differences may have an effect on social relations and the effectiveness of policies and programmes. Gender analysis of sex disaggregated data can guide interventions that promote gender equality and equity (fairness). It explores history, mechanisms, dynamics, and effects of gender relations. It examines the structural causes of gender inequalities from the household to the nation state, making links between these levels and uncovering resulting sex discrimination in the assertion of rights and power and access to resources.

Gender Audit	An evaluation process aimed at determining whether set policies or interventions are doing what they are meant to be doing. It is an institution’s self- assessment, monitoring, and evaluation of interventions with the broad aim of diagnosis and transformation.
Gender and policy making	<p>Gender-blind policy ignores the different socially determined roles, responsibilities, and capabilities of people based on gendered power relations. It further doesn’t account for gender systems, hierarchies, or inequalities. It is usually based on information derived from dominant gender notions (often using men’s activities and gendered roles in society as the norm or standard). It assumes those affected by the policy have the same needs and interests without accounting for gendered relations of power or inequalities.</p> <p>Gender-neutral policy is assumed to affect and include all genders. However, many times these policies are in fact gender blind.</p> <p>Gender-redistributive policy seeks to change the distribution of power and resources on the interests of gender equality and justice.</p>
Gender Based Violence (GBV)	<p>Gender-based violence refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power, and harmful norms. Violence against women and children is often referred to as gender-based because it is rooted in unequal gender relations of power in relationships and in society at large.</p> <p>The United Nations defines violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life”.</p> <p>GBV affects girls, women, and LGBTQI+ persons disproportionately, and includes rape, (including attempt to rape), verbal or sexual assault or battery, sexual or gender-based bullying, sexual coercion, among other gendered and sexual issues that violate human rights.</p>
Gender Bias	Gender bias is the conscious or unconscious privileging or prejudice against one gender, with a range of potentially long-term and oftentimes negative consequences for specific genders.
Gender Discrimination	Refers to any situation in which someone's treatment and/or access to resources is based solely on their gender.
Gendered Division of Labour	Allocation of work and responsibilities on the basis of gendered power relations and gender identity. In most societies, men’s work is more highly valued than women’s work. Much of women’s work is unpaid and un-recognised. Domestic labour is a case in point. Analysis and understandings of the gendered division of labour is usually based upon the binary system of gender (categories of men and women).

Gender Equity	Equity means justice so that resources are fairly distributed, taking into account the different needs of people based on gender. The accomplishment of gender equity often requires measures to compensate for the historical and social disadvantages faced by certain groups.
Gender Gap	The inequity that exists in an individual's or group of individuals' access to social, political, intellectual, cultural, or economic benefits; based solely on their difference in gender.
Gender Justice	A societal condition in which there are no gender-based asymmetries of, access to, or allocation of, status, power, and material resources in a society, 'or in the control over and capacity to benefit from these resources (Barriteau, 2004).
Gender Mainstreaming	A process of incorporating a gender perspective into organisational policies, strategies, and administrative functions, as well as into the institutional culture of an organisation. This process at the organisational level ideally results in meaningful gender integration. Gender Mainstreaming is a strategy for achieving gender justice. It is not a destination.
Gender Planning	Relates to the technical and political processes and procedures necessary to implement.
Gender-Responsive	Refers to actions taken to correct gender bias and discrimination so as to promote and ensure Gender Justice.
Gender Targets	Specific measurable objectives, with an aim to improve gender equality, that are set by an organisation at their own discretion, with discrete timeframes in which they are to be achieved.
Intimate Partner Violence	<p>Refers to any behaviour within an intimate relationship that causes physical, psychological, or sexual harm to those in the relationship. The overwhelming global burden of IPV is borne by women. Although women can be violent in relationships with men, often in self-defence, and violence sometimes occurs in same-sex partnerships, the most common perpetrators of violence against women are male intimate partners or ex-partners. (World Health Organisation)</p> <p>Intimate partner violence (IPV) describes physical violence, sexual violence, stalking, and psychological aggression (including coercive acts) by a current or former intimate partner (CDC, 2016).</p>

<p>Sex; male, female' Differences in Sex Development (DSD)</p>	<p>Although sex is often used interchangeably with gender, they are not the same. Sex refers to physical differences between male and female bodies, including the reproductive system and other biological characteristics and “attributes that characterize biological maleness or femaleness; the best-known attributes include the sex determining genes, the sex chromosomes, the H-Y antigen, the gonads, sex hormones, internal and external genitalia, and secondary sex characteristics.”¹</p> <p>Differences in Sex Development (DSD) are recognized in which persons may be born with physical or biological sex characteristics that do not fit the typical definitions of male or female, such as sexual anatomy, reproductive organs, hormonal patterns and/or chromosomal patterns. These sex characteristics may be apparent at birth or emerge later in life.² Colloquially known as intersex.</p>
<p>Sex disaggregation</p>	<p>Identifying and highlighting the differences for women and men in the gender binary system in all aspects of life. Sex disaggregation for data collection and analysis has usually focused on including women and men in understanding gender inequalities, but should also include space for intersex, gender non-conforming, and non-binary persons. It is particularly important for understanding gender differences and inequities within units of analysis such as ‘household’, ‘family’, ‘community’, ‘market’ and ‘nation’.</p>
<p>Sexual Orientation</p>	<p>Refers to a person’s physical, romantic, and/or emotional attraction towards other people. Everyone has a sexual orientation. This range of behaviours and attractions are described in various ways usually through these terms: heterosexual/straight, homosexual, gay, lesbian, bisexual, queer, same-sex loving, same-gender loving, women-loving women, men-loving men, among others. The umbrella LGBTQI+ acronym includes both gender identity and sexual orientation – as a way to describe sexual and gender minorities. LGBQ (lesbian, gay, bisexual, queer) refers to sexual orientation. Sexual orientation is different from gender identity (i.e. cisgender, transgender, gender non-conforming, non-binary, genderqueer, among others).</p>

¹ Endocrine Treatment of Transsexual Persons: An Endocrine Society Clinical Practice Guideline. Wylie C. Hembree, Peggy Cohen-Kettenis, Henriette A. Delemarre-van de Waal, Louis J. Gooren, Walter J. Meyer III, Norman P. Spack, Vin Tangpricha, and Victor M. Montori p3134). Columbia University and New York Presbyterian Hospital (W.C.H.), New York, New York 10032; VU Medical Center (P.C-K., H.A.D.-v.d.W.), 1007 MB Amsterdam, The Netherlands; Leiden University Medical Center (H.A.D.-v.d.W.), 2300 RC Leiden, The Netherlands; Andro-consult (L.J.G.) ChaingMai 50220, Thailand; University of Texas Medical Branch (W.J.M.), Galveston, Texas 77555; Harvard Medical School (N.P.S.), Boston, Massachusetts 02115; Emory University School of Medicine (V.T.), Atlanta, Georgia 30322; and Mayo Clinic (V.M.M.), Rochester, Minnesota 55905

² Definition of DSD provided by Professor R. Clive Landis, Pro Vice-Chancellor and Principal Professor of Cardiovascular Research, The University of the West Indies, Cave Hill Campus, Barbados, W.I