

## INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES, MONA CAMPUS UNIT



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During the 2014/2015 Academic Year, the Institute for Gender and Development Studies (IGDS) Mona Unit continued to support the UWI's Strategic Plan 2012–2017, by prioritizing three (3) main areas: Teaching and Learning, Research and Innovation and Public Service/Outreach.

New registration in the BSc Gender and Development programme was lower than projected (19 vs 25 anticipated). Major highlights were expansion of the teaching and outreach programme to the UWI's Western Jamaica Campus (WJC). Two courses were offered (GEND3031 and GEND2004) to 30 students, delivered by new Part Time Lecturer, Ms Carla Moore (M.A in Gender Studies) from Queens University in Canada and all were successful. Ms Moore and Ms Kimberly Carr (Research Assistant at IGDS Mona Unit) also co-facilitated a gender

training workshop for 30 teachers and guidance counsellors during WJC's Open Day on January 12, 2015.

Other highlights included postgraduate scholarships to two male BSc graduates who are now studying overseas. Postgraduate students supervised by Mona Unit staff also continued to make progress and one graduated in October 2014. The Unit's research publication output increased, as reflected in a report presented to the Mona Academic Board on May 21 2015 on research and publication output by UWI Mona's Academic Staff. The per capita output of scholarly publications by IGDS Mona Unit staff for the period 2007–2013 was very high, especially for monographs; book chapters, conference presentations and technical reports. (See AB (M)P.82).

The Unit also continued to support implementation of the Mona Campus' Gender Action Plan, and the development of the UWI's Gender Policy coordinated by the IGDS Regional Unit. As part of its gender mainstreaming work, the Unit supported the Mona Campus' response to gender based violence in 2015, by hosting two gender sensitization sessions for approximately 65 Campus security officers and two sessions for approximately 50 Chancellor Hall students. The Outreach programme also expanded in response to increased requests to deliver gender training workshops, and research consultancies to external stakeholders locally and regionally. Among these were two (2) Gender Training workshops delivered to the Planning Institute of Jamaica's Climate Change Adaptation Fund, the Rural Agricultural Development Authority (RADA) in the Ministry of Agriculture, Peace Corps Volunteers and teachers attending the Cayman Islands National Education Conference in February 23–24 2015.

Outreach: The Mona Unit organised or participated in four (4) major activities during the reporting period: i) hosted the Eighth Lucille Mathurin Mair Public Lecture presented by Dr. Nkosazana Dlamini-Zuma, Chairperson of the African Union Commission on April 9 2015 at the UWI Law Faculty entitled "*The African Year of Women & 20 Years after Beijing*". Dr. Dlamini-Zuma was a guest of former Prime Minister, the Most Hon PJ Patterson; ii) the second annual International Women's

Day (IWD) Expo on March 7 2015, co-hosted with the Women's Resource and Outreach Centre (WROC) and other partners; iii) International Men's Day celebrated on November 19 2014 with a silent march around the Ring Road and a public education forum at the UWI Undercroft and iv) a meeting with visiting UN Rapporteur on Gender Based Violence with members of the Mona academic staff and local interest groups, on April 15 2015.

Outreach on Mona Campus also included revival of the IGDS Brown Bag Lunchtime Discussions to increase awareness of topical gender issues, co-hosted with the IGDS Regional Coordinating Unit. Two sessions were held: March 4 2015 on "Gender-Based Violence at Tertiary Institutions"; and the other on April 15, 2015 on "How to Move Up the UWI Career Ladder."

## STUDENTS

**Undergraduates:** Total student enrolment in the BSc in Gender and Development was 134 for 2014/2015, which included 19 new students. The Unit delivered 19 courses to 1,002 students in 2014/2015 (Semesters 1, 2 and Summer School 2015) and included two courses offered at WJC in Semesters I and 2. This reflects a decrease in registration compared to 1,067 in 15 courses in 2013/2014. In Semester 1, some 459 students (113 males and 346 females) completed seven (7) courses. In Semester 2, some 462 students (124 males / 352 females) completed nine (9) courses and in Summer and Summer School 2015, some 67 students (15 males / 52 females) completed three (3) courses inclusive of eleven (11) female teachers registered in the BA Early Childhood Education programme from Shortwood Teachers' College. Twelve (12) BA Literacy students at the Moneague College successfully completed GEND3031 in Semester 2.

**Major challenges:** Most new students did very well, but approximately 5% had to be asked to withdraw at the end of the academic year because of poor academic performance but were counselled and allowed to continue. Factors included: financial problems which negatively impacted

their ability to pay fees, access resource materials on OURVLE and attend school regularly; some were unable to cope with the curriculum. Some Year 2 and 3 students also had to apply for Leave of Absence because of financial problems.

## PROGRAMMES

**Teaching & Learning:** There is increasing need for gender specialists to mainstream gender in development policies and programmes in various sectors, but student enrolment decreased because of the economic climate and the Structural Adjustment Programme. Teaching and learning were enhanced through: Guest lecturers, and increasing students' interactions with professionals from government, private sector and NGOs.

**Student Awards:** Five (5) BSc Gender and Development students received awards for academic achievements in the annual UWI Student Awards Ceremony held in April 2015. A replica of the IGDS trophy for academic performance was presented to Ms Raque Salmon who received the highest GPA and who graduated on October 30 2014 with first class honours. As previously noted, two male graduates were awarded postgraduate scholarships to study overseas. Mr Odean Rodney is pursuing an MBA in the USA and Mr Occero Fuller is pursuing a Masters in Development at the University of Samoa in the Pacific on a European Union Erasmus Mundi scholarship. Several other BSc Gender Majors are pursuing postgraduate degrees and others are working.

**BSc Graduates:** On October 30 2015, some 25 students will graduate: seven (7) upper second; 16 lower second; and two (2) passes. This increased the total graduates from the BSc to 66 since the programme started.

**Student Internships:** To enhance teaching and learning and career readiness, internships were arranged for undergraduate students enrolled in the BSc programme and others completing gender courses. Three types of internships were organized:

**Inter-institutional partnerships:** Partnerships with eight (8) agencies enabled 72 students in GEND3032 (Gender Climate Change and

Disaster Risk Management) to be placed, to build capacity to mainstream gender in development policies and programmes and enhance career readiness. Partners were: Ministry of Water, Land, Environment and Climate Change – Climate Change Division; the Planning Institute of Jamaica (PIOJ); PANOS Caribbean; Combined Disabilities Association; Women's Resource and Outreach Centre (WROC); the Institute for Sustainable Development (UWI); The UWI's Human Resources Management Division and the UWI's Estate Management (Maintenance Department).

**Institutional Internships:** Career development was enhanced by organising Summer Internships for six (6) students with PANOS, the Bureau of Women's Affairs, UNFPA and NEPA during July–August 2014. Students completed work assigned by the agencies, learnt about their work in development and environmental issues, and reviewed their policies and programmes to assess gender mainstreaming.

**Postgraduates:** The Unit's staff continued to support postgraduate teaching and research by supervising 11 MPhil/PhD students for the IGDS Regional Coordinating Unit, IGDS St Augustine and other UWI Departments. In addition to the PhD graduate in October 2014 others progressed in their programmes by gaining Ethics approval, presenting at upgrade and research seminars, conferences, and submitting articles for publication.

**Strategies to Create the Ideal UWI Graduate/Cross-Faculty Teaching:** The Mona Unit continued to be responsible for the delivery of the undergraduate module on Gender Ethics Science and Technology in FOUND1001/FD12A. In 2014/2015 the postgraduate module on Gender Issues in Health in the Family Medicine (FMMS 6231) programme was again delivered on-line to 12 medical doctors registered at UWI Cave Hill and UWI Mona.

## STAFFING

Human resources: During the year, six academic staff delivered the programme. This included: three (3) new academic (Senior Lecturer, Dr

Cecily Jones (November 2014); Lecturer, Dr Adwoa Onuora (August 2014); PT Lecturer, Ms Carla Moore at the Western Jamaica campus (Sem 2). Mrs Carol Watson Williams continued as a PT Lecturer for one course. Dr Anneka Marshall (Lecturer) and Dr Dunn (Senior Lecturer/Head) continued on staff. The Unit's Administrative team included Ms Ingrid Nicely- Senior Administrative Assistant, Ms Kimberly Carr – Research Assistant, Ms Ann Marie Virgo – Receptionist and Ms Thalia Ellis-Office Attendant.

The workload increased with more demands for gender training workshops, guest lectures, and technical assistance to mainstream gender in national policies and outreach/advocacy programmes and supporting visiting researchers and academics and responses to the media. This continued to undermine goals for work-life balance for staff members.

Staff Teaching Loads: Full time lecturers delivered 10 hours teaching and the Head 5 hours weekly.

## RESEARCH & OUTREACH

The Unit continued to have an active Research programme. Research projects included:

- Title: "Towards an Understanding of Structural Drivers of HIV/STI and Protective Factors among Sexual and Gender Minority Youth in Kingston, Jamaica". Dr. Marshall, Dr. Carmen Logie and other partners from the University of Toronto commenced this three year research project with the Jamaica Aids Support for Life (JASL). The research is sponsored by the Canadian Institute of Health Research (CIHR) and is funded by the International Development Research Centre (IDRC). Academics and community workers in Jamaica and Toronto are conducting research to expand knowledge to reduce HIV/STI risks through analysis of pathways to promote equitable healthcare among Sexual and Gender Minority Youth (SGMY) in Kingston, Jamaica, to better inform HIV/STI prevention programmes in the Caribbean and with Caribbean SGMY in Canada.

- Title: Human Trafficking in Jamaica: In December 2014 Dr Dunn was commissioned by the Ministry of Justice and the United Nations Population Fund (UNDP) to conduct research on Human Trafficking in Jamaica for the National Anti-Trafficking Task Force. This is a follow-up to the Ricketts and Dunn (2007) study on Trafficking in Persons in Jamaica, funded by the IDB. The new project includes development of a Trafficking in Persons Database and Information System to improve data collection, analysis and reporting. The Database project also made recommendations to build and maintain the TIP Database to ensure easy access for policy makers. A TIP Data-sharing Protocol and Brochure were also developed to promote use of the Database from a wider cross section of institutions. Research has also resulted in a new Situational Analysis of Human Trafficking in Jamaica with data on new trends, risks, best practices, a review of legislation to fulfil global and national commitments; to guide development of a national policy on human trafficking as well as the work of the National Anti-Trafficking Task Force's subcommittees on prevention, prosecution and protection coordinated by the Ministry of Justice.

Dr Dunn continued research for her book entitled: *"Engendering Caribbean Development: Implications for policy and planning in the Caribbean"*. The volume on the "Elsa Leo-Rhynie Symposium 2008 Conference Proceedings co-edited with Professor Barbara Bailey was submitted to the *Caribbean Review of Gender Studies journal* for publication.

Action Research: UWI Mona's Gender Action Plan & UWI Gender Policy: Ten (10) Gender Focal Points were appointed by faculties and departments to support the IGDS in preparing and implementing the UWI Mona's Gender Action Plan (GAP). Activities in support of the GAP included: two sensitization sessions attended by 65 security guards following meetings with the UWI Campus Security team; two sessions with male students from Chancellor Hall; a planning meeting to support Gender Focal Points. A joint MU/RCU Brown Bag Lunch was also held on March 4 2015 to discuss gender based violence on the Mona campus. The Unit is currently working with other IGDS colleagues from the

Regional Coordinating Unit, the Nita Barrow Unit (Cave Hill) and St Augustine Unit to support the development of the UWI Gender Policy.

## **SERVICE TO THE UWI-12 COUNTRIES AND UNDERSERVED COMMUNITIES**

The IGDS Mona Unit was commissioned by the Caribbean Disaster Emergency Management Agency (CDEMA) to mainstream gender in climate change and disaster risk management policies programmes, and strategies. Partnership with CDEMA also enabled Ms Kimberly Carr to make a presentation at the World Humanitarian Summit Gender Consultation held in Santiago, Chile in April 2015; Mrs Indi McLymont Lafayette to conduct a gender training workshop at CDEMA's Regional Consultation in Barbados, on April 17, 2015 and Dr Leith Dunn at a CDEMA training workshop for Caribbean disaster managers at a workshop in Providenciales, Turks and Caicos Islands on July 7, 2015 via Skype. The Mona Unit research team integrated gender in CDEMA's Comprehensive Disaster Management (CDM) Strategy and Framework for 2014-2024; data collection instruments for Damage Needs Assessments and in all CDM programmes of CDEMA participating countries. These activities are in preparation for the 2016 Global Disaster Summit which will include gender equality and women's empowerment in global humanitarian reforms.

## **PAPERS PRESENTED**

### **Major Conferences/Seminars**

- International Association for Feminist Economics (IAFFE) Conference: Dr Dunn chaired a panel at the IAFFE Conference the held at the University of Ghana, Legon Campus, on June 27 – 29, 2014.
- International Monetary Fund/Government of Jamaica Conference on Women, Work and the Jamaican Economy: Dr Dunn presented a paper on the 'Role of Women in the Jamaican Economy, at the Conference, held on September 30, 2014 at the Jamaica Conference Centre. This was attended by the Prime Minister, several government



ministers and officials as well as staff of the IMF and other key stakeholders.

- Conference on Gender Based Violence in the Organization of Eastern Caribbean States (OECS): Dr Dunn coordinated a panel discussion on 'Men as Perpetrators and Victims of GBV' during the regional conference which was organized by the Organization of American States, held at Bay Garden Hotel in St. Lucia, from September 22–25, 2014. Dr Dunn participated via Skype.
- UWI Student Leaders' Conference: Dr Dunn chaired a panel discussion titled "Changing Old Paradigm: Add Women Change Everything at the UWI Student Leaders' on August 15, 2014 on the Mona Campus.
- Conference for Junior Electoral Professionals: Dr. Dunn gave a presentation on 'Integrating Gender in Electoral Campaigning', at a regional training conference for Junior Electoral Professionals employed to Electoral Commissions across the Caribbean, at the Jamaica Pegasus Hotel on September 25, 2014. This was hosted by the Commonwealth Secretariat and the Electoral Commission of Jamaica.
- HelpAge International Conference: A paper prepared by Dr Dunn entitled "Gender Issues in Disaster Risk Reduction: Differentiated Needs, Experiences and Contributions of Older Men & Women" was presented by Ms Kimberly Carr (Research Assistant) at the HelpAge International Conference, held at the Jamaica Conference Centre on October 13, 2014;
- Belize Country Conference: Dr. Dunn presented a paper entitled: 'Gender and Climate Change' at the UWI Open Campus" Belize Country Conference, on October 28, 2014. (via Skype).
- SALISES 2014 Caribbean Child Research Conference: Dr Dunn presented a paper entitled 'Gender and children with Disabilities' at the SALISES 2014 Caribbean Child Research Conference held on November 5, 2014 at the Jamaica Conference Centre.
- MSBM Inaugural Conference on Business and Management January

7–9, 2015, entitled: ‘Learning, Knowing, Doing’: Dr. Dunn and Ms. Alison Brown (Mona School of Business and Management), presented findings of a pilot study entitled ‘Women at the Music Margin: Investigating Gender-related Impediments to Success in Jamaica’s Music Industry’. Ms. Carla Moore part-time IGDS Mona Unit Lecturer at the Western Jamaica Campus (WJC) made the presentation on January 8, 2015 at the conference held in Montego Bay, Jamaica.

- Annual SALISES Conference: Dr Dunn presented a paper entitled ‘Revisiting Lewis’s Legacy: Maximizing the participation of men and women in Development’ at the 16th Annual SALISES Conference, held in St Lucia from January 14–16, 2015, under the theme: Towards Caribbean Prosperity and Happiness in an Equitable and Sustainable World. The presentation was included in the panel on: A Gender Focus on Happiness, Labour, Income, Equity and Sustainable Development.
- International Reggae Conference: Dr. Marshall chaired a panel on “Jamaican Music: Diffusion, Community, Heritage and Gender”, at the International Reggae Conference, held in The UWI’s Main Library on February 13, 2015.
- JTA 2015 Conference: Dr Dunn was the guest speaker at the Jamaica Teachers’ Association’s Education Conference held on April 10, 2015 in Montego Bay. Her presentation was entitled: ‘Gender Based Learning Strategies – Teaching with an awareness of male and female socio-cognitive development’.
- Cayman Islands National Education Conference Gender Workshop: Dr Dunn was invited to facilitate three (3) workshops for educators attending the Cayman Islands National Education Conference on February 24, 2015. The workshops were held under the theme: Mainstreaming Gender in Education: Tools and Tips for Educators.

## PUBLICATIONS

### Books & Monographs

Dr Adwoa Onuora (2015). *Anansesem: Telling Stories and Storytelling African Maternal Pedagogies*. Demeter Press: Canada, 2015; 138 pages. The Unit congratulated Dr Onuora on the publication of this book from her PhD thesis.

### Book Chapters

Dr Leith Dunn. "Gender, Development and Education in Caribbean Small Islands Development States: Post 2015 Development Agenda". In *Commonwealth Education Partnerships 2014/2015*, edited by Andrew Robertson, Rupert Jones-Parry, Jade Fell and Kate Bystrova. London: Commonwealth Secretariat and Nexus Strategic Partnership, 2014, (pp 62–64).

## INCOME GENERATION

The Unit contributed an estimated US\$351,818.77 to the UWI in 2014/2015. This was based on revenue of US\$268,036.21 – from student fees from 134 Gender Studies Majors (est.110 full time and 34 part-time) in semesters I & II, and 52 students registered in Summer School 2015; US\$3,000.00 for Gender Training Workshop conducted at the Cayman Islands National Education Conference Gender Workshop, in the Cayman Islands; research funding of US\$70,000- from UNDP Trafficking in Persons (TIP) Information Systems and Database Project to enable the capacity of the Ministry of Justice and National Anti-Trafficking Task Force to monitor and report on TIP in Jamaica; ii.US\$9,000 to undertake Gender Mainstreaming in CDEMA Policies, Programmes and Strategies; (US\$1,782.56) in cash and kind for Special events: US\$469.56 – contribution from UNFPA towards International Women's Day (IWD) Expo 2015; US\$869 – contribution towards the Lucille Mathurin Mair Public Lecture from Jamaica National Building

Society (JNBS), and US\$444 in kind from the South African High Commission for the Eighth Lucille Mathurin Mair Public Lecture.

## **PUBLIC SERVICE**

Staff of the Unit continued to provide public service to many institutions. This continued to include support to mainstream gender in public policies, public education and awareness on gender through guest lectures, seminars, workshops, media interviews, as well as serving on boards and committees.

**Dr. Leith Dunn** continued as the UWI Mona's Gender Focal Point to integrate gender as part of the Jamaica's National Policy for Gender Equality. She also continued to serve on the Board of Management of the Shortwood Teachers' College and the Foundation for International Training in Canada; a member of the International Association for Feminist Economics, the Caribbean Studies Association; as a member of journals (including the *Caribbean Review of Gender Studies Online Journal*, and the *Journal of Education and Development in the Caribbean*) and a peer reviewer for academic publications.

**Dr Annecka Marshall** continued as a member of: the Editorial Boards of *Caribbean Review of Gender Studies Online Journal* and the *Jonkonu Arts Journal* published by the Edna Manley College of the Visual and Performing Arts; member of the Board of Directors of AWOJA; British Sociological Association; The Association of Black Sociologists; The Association for the Study of the Worldwide African Diaspora; African Studies Association of Africa.

**Dr Adwoa Onuora** served as a member of: 51% Coalition, Jamaica; the IGDS Representative Voices for Equal Rights and Justice (VERJ) tasked with advocacy around the revision of Jamaica's Sexual Offences Act; and a member of Motherhood Initiative for Community & Research Involvement (MIRCI).