

## INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES, REGIONAL COORDINATING UNIT



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University Director & Regional Coordinator

### OVERVIEW

The Institute for Gender and Development Studies (IGDS) is an independent, multi- and interdisciplinary Institute of the University of the West Indies and falls outside of the traditional Faculty system. The IGDS consists of a Regional Coordinating Unit (RCU), located in the Regional Headquarters of the UWI, and three Campus-Based Units, each with its own Head, located at Cave Hill, Barbados, Mona, Jamaica and St Augustine, Trinidad & Tobago. The IGDS also maintains active links with the Open Campus. The University Director, based in the RCU, has oversight of the Campus-Based Units as the RCU functions as the administrative hub of the regional Institute.

In addition to its administrative duties, the RCU has responsibility for

helping to finance the enterprise and does so through collaborative initiatives with its partners, including UNWomen, UNFPA, the IDB and CARIBSAVE. Administering the Graduate Programme at the Mona Campus is also the responsibility of the RCU.

The activities of the RCU for the period under review were governed by the IGDS' Mission Statement, which is to; "Produce and disseminate knowledge to transform gender relations in the Caribbean, in support of the UWI's mission to enhance regional and international development."

Its Vision is to ensure that "All UWI graduates are committed to social justice and the promotion of gender-responsive human relations and development." Like the wider IGDS, the RCU tried to achieve this Mission and Vision by producing and delivering interdisciplinary and multidisciplinary programmes characterized by excellence in:

- Teaching and learning guided by feminist theories and Gender & Development perspectives, principles and practices,
- Research and publications from a gender perspective that investigate societal issues and challenges,
- Public service, outreach and activism that transform gender relations and promote social justice, and
- Building partnerships and mobilizing resources to facilitate its work.

Most of the energies of the RCU during the period under review were directed towards ensuring that the Unit continued to play its critical role in helping to shape several of the key strategic themes and goals of the Institute itself as well as of the wider UWI, falling under the broad themes of: Teaching, Learning and Student Development, Research and Innovation and Outreach.

Since 2014, the larger IGDS, led by the RCU, has been tasked by the UWI with developing a UWI-wide Gender Policy, which will ensure the Institution's compliance with National Policies for Gender Equality and develop best practices for the UWI in the areas of gender equity, equality and parity and eliminate sexism from the practices and processes of the UWI. During the period under review, the Regional Steering Committee

comprising members of all the Campus-Based Units, the RCU, the Open Campus, the University Registrar the UWI Legal Unit, the UWI Marketing and Communication Office and the Office of Planning and Institutional Research continued to provide oversight and implementation of the work plan for the process on all campuses as well as at the Regional Headquarters. A draft policy is expected to be presented to the University's Finance and General Purposes Committee (UF&GPC) at their meeting in May 2016.

The remainder of this Report highlights the work of the RCU of the IGDS in the critical areas mentioned in this Overview.

#### **TEACHING, LEARNING AND STUDENT DEVELOPMENT:**

During the AY, the RCU offered the following Degrees in Gender & Development Studies:

- A Postgraduate Diploma
- An MSc (with a Research Paper or 3-month internship report)
- MPhil and PhD Degrees (in a wide range of related fields)

Eight graduate courses were offered during the period and taught by Professor Verene Shepherd, Drs. Dalea Bean and Natasha Mortley, and adjunct staff Dr. Jean Johnson and Ms. Joan French. Numbers in the taught Master's programme remained relatively steady and the Unit presented 1 PhD (Winsome Townsend), 1 MPhil (Yvonne Blagrove-Smith) and 5 MSc students at the graduation ceremony held in October 2014.

The RCU also continued its Staff/Graduate Seminar Series. Graduate symposia were held on March 19, 2015 and May 2, 2014. Presenters were able to engage with a wide range of research issues and the series provided insight into the research papers or internship programmes for graduate students. A successful upgrade seminar was further held for MPhil candidate Ms. Cynthia Pitter on April 30, 2015.

The Unit made the inaugural Louraine Emmanuel Award (a financial grant of US\$500) to Dr. Winsome Townsend (PhD graduate) and Ms. Jannet McIntosh (MSc graduate) on November 4, 2014. The prize consisted of both a cash and book award. The students were also recognized at the Campus' Scholarship Graduate Award Breakfast held on April 9, 2015.

## **STAFFING**

The staff complement in the RCU remains small despite persistent requests for additional researchers. Supporting the various programmes and activities were, in addition to the University Director, and the lecturers already mentioned, Administrative Officer, Mrs. Shakira Maxwell, Junior Research Fellow, Mrs. Suzanne Charles Watson, Temporary Research Assistant, Mr. Kemal Brown, Secretary Mrs. Kadine Marshall Williams, and Office Attendant, Mrs. Margaret Rowe-Hunter.

The Unit also hosted Ms. Lahoma Thomas a visiting PhD student/Weston Fellow from the University of Toronto, Canada and Ms. Nicosia Shakes a visiting PhD student from Brown University in the United States. While attached to the Unit both students undertook primary field work, provided guest lectures in courses and assisted in the planning and execution of outreach activities.

## **RESEARCH**

The RCU continued to participate in regional research, which informs policy-making throughout the Caribbean. Below is a highlight of the major research undertaken during the period.

- i. A regional project, "Contemporary Caribbean Masculinities: An investigation into Boys, Men & Masculinity in the Contemporary Caribbean" was the flagship project to be continued into 2016. project, which intends to be a CARICOM wide study, will examine the ways in which the lives of Caribbean men have evolved over the last thirty years. The project was launched on April 29, 2014 in the form of a seminar, which provided an opportunity for dialogue

around critical areas of inclusion for a comprehensive research agenda on contemporary Caribbean Masculinities. Scholarly papers were presented on issues related to the various manifestations of Caribbean Masculinities. It further solicited both ideological and resource contributions from the academic, CBO, Non-Governmental and international donor communities; as well as from Civil Society and relevant Government agencies towards the various thematic aspects of the research. The seminar involved the other campuses via the Open Campus platform and segments of presentations were also shared via YouTube.

The project was later selected by the University Research Day team for inclusion in the UWI Opportunity Lounge which took place during UWI's Research Days, February 9–11, 2015. Professor Shepherd and Mrs. Charles Watson subsequently participated in meeting with several partners in relation to the regional project.

A follow up stakeholder's meeting was held on May 20, 2015 with organizations including UWIHARP, The World Bank, UNICEF, UNWomen, IDB, the United Nations Population Fund, the Canadian High Commission, and the British Council in reference to possible strategic partnerships that could be forged to advance the Masculinities project.

A Regional Steering Committee meeting on the project also took place at Cave Hill, Barbados, from June 10–11, 2015. The committee discussed the scope and sequence of the project and it was determined that the first activity would be a comprehensive demographic profile of Caribbean males using CARICOM census data sets. Preliminary background on this activity work has begun and will continue in the upcoming AY.

- ii. Work was undertaken and completed during the review period on the Gibson Relays Project with Professor Shepherd, Mrs. Charles Watson, Mr. Brown and MSc. graduate student Mr. Deighton Stuart providing research services to document the history and impact of the Gibson Relays, from a gender perspective.

This work is part of a larger RCU interest in Gender and Sports launched at Research Days 2015.

The Unit collaborated with the Enhancing Knowledge and Application of Comprehensive Disaster Management (EKACDM) on a major research project on Disaster Risk Management (DRM). The project is funded by DFATD, Canada. During the period under review, the RCU research team met with Dr. Thera Edwards, the project leader, to determine the Terms of Reference. The RCU is being asked to produce, a strategic plan for gender-sensitive DRM mainstreaming which includes:

- i. A gender review of strategies developed and endorsed by the Caribbean Disaster Emergency Management Agency (CDEMA) for DRM,
- ii. Reviewing existing plans and strategies for gender mainstreaming DRM,
- iii. Holding stakeholder consultation on mainstreaming DRM, and
- iv. Improving methodologies for gender-sensitive hazard impact mapping, disaster risk mitigation, or risk assessment endorsed by CDEMA.

The Unit will also be developing specific training material, which will include:

- i. Gender-sensitive manuals on mainstreaming DRM into key regional economic sectors,
- ii. Specialized training modules and courses for mainstreaming DRM into key regional economic sectors,
- iii. Manuals on mainstreaming gender-sensitive DRM into business practice for Small and Medium Enterprise (SME)s, and
- iv. Specialized training modules, workshops and online courses for mainstreaming DRM into SME business practice.

#### **OTHER ACTIVITIES:**

- iv. Mrs. Charles Watson represented the Unit at the Caribbean Development Bank (CDB) hosted meeting to discuss Gender Equality in the OECS Education Sector Strategy, February —6, 2015. The meeting, which was held in Gros Islet, St. Lucia brought together education policy makers and gender specialists to discuss the Gender Implementation Guidelines for the Strategy.

- v. Mrs. Charles Watson also attended a 2-day meeting on September 10 and 11, 2014 convened by the UWI Latin American-Caribbean Centre (LACA) with scholars from Columbia including Dr. Diana Soto Arango, Director of the Hisula Research Group to discuss potential collaborations. Present at the meeting including Mrs. Charles Watson were Ms. Annette Insanally (Director of LACA), Professor Julie Meeks-Garner, Ms. Ceceile Minnott and Professor Hubert Devonish.

## OUTREACH

The RCU engaged in several important outreach activities during the period August 2013–July 2014. These included:

- i. Collaborating with the Mona Campus Unit of the IGDS to re-launch the Brown Bag Series, “Conversations with Gender” in an attempt to re-engage the campus community on issues around Gender and Development. The first seminar was held on March 4 under the theme, “Gender-Based Violence at Tertiary Institutions: Can we Have a Conversation?” and featured a panel discussion with Ms. Annie Paul, SALISES, Ms. Nicosia Shakes, RCU Visiting PhD Candidate, Brown University and Ms. Taitu Heron, UN Women.

The second seminar in the series was held on April 15, 2015 under the theme, “How to Move Up the UWI Career Ladder” and featured panellists, Profs. Mark Figueiroa and Patsy Lewis from SALISES and Dr. Allister Hinds, Director of the Human Resources Department at Mona.

- ii. Operating the Home Work Centre for the benefit of the children of staff and students on the Mona campus.
- iii. Meeting with Mrs. Rashida Manjoo the UN Special Rapporteur on Violence Against Women, its Causes and Consequence on April 15, 2015. Ms. Manjoo was on a study tour in the Caribbean region. The meeting provided an opportunity to highlight the research work of the RCU in the arena of Gender-Based Violence and related issues.

- iv. Hosting, with the MCU, the 8th Biennial Lucille Mathurin Mair Public Lecture delivered by Dr. Nkosazana Dlamini Zuma, Chairperson of the African Union Commission on April 9, 2015. The lecture which was entitled, “The African Year of Women & 20 Years After Beijing” was well attended by over 150 persons.
- v. Making a monetary contribution to the Jamaica National Netball Team to assist the National Team in their preparations for the Netball World Cup to be held in Sydney Australia in August 2015.
- vi. Continuing to disseminate the research work conducted for the IDB funded Adolescent Dislocation Project. Team members, Mrs. Charles Watson, Dr. Mortley and Prof. Claremont Kirton discussed some of the key findings from the project on the radio programme “Talking History” with Professor Shepherd on January 31, 2015.
- vii. In recognition of International Day for the Elimination of Violence Against Women and the 16 Days of Activism Against Gender Based Violence, the RCU distributed purple ribbons to all staff members in the Regional Headquarters. Staff members “pinned” RHQ staffers and the Vice Chancellor. The Unit also sent out press releases to local media houses and internally via the Mona Campus Messaging System in recognition of International Men’s Day on November 19 and International Day for the Elimination of Violence Against Women on November 25.

#### **ACADEMIC ACTIVITY: STAFF MEMBERS:**

In addition to carrying out their teaching and administrative responsibilities and participating in general IGDS activities (workshops, projects, e.g.), members of staff found time to attend various academic fora at which they made individual presentations. A sample is highlighted below:

##### **Dr. Dalea Bean**

- (with A. Spencer) “What’s romance got to do with it? Female sex tourism in Jamaica”. MSBM 3rd International Tourism Conference: Tourism and Innovation: Re-inventing, Revolutionizing, Transforming,



November 9–11, 2014, Montego Bay, Jamaica. (15 slides)

- “Franchise for the Women Like World War I: Dissent, Activism & Transformation”, October 17–18, 2014, Georgian Court University Lakewood, New Jersey, USA. (12 pages)
- “Gendered Contradictions of Activism for the Vote for Jamaica Women.” Catastrophe or Catalyst? African and African Diasporas’ Visions Arising from World War One, October 2–4, 2014, Bayreuth Academy of Advanced African Studies, Germany. (14 pages)

**Mrs. Suzanne Charles Watson**

- “Caribbean Education Systems: Student perceptions of race as predictive of educational outputs and outcomes”. Coloquio “La Historia De Vida De Las Maestras Africanas y Afro Descendientes En Colombia, Brasil, Guatemala, Venezuela, Guinea Ecuatorial, Jamaica. April, 2015, Kingston, Jamaica (10 pages)
- “Men, Masculinities and the Project of Development”. Presented (via video) to 16th Session of United Nations Working Group of Experts on People of African Descent: Access to Justice. April, 2015, Geneva, Switzerland. (4 pages)
- “Contemporary Caribbean Masculinities: Developing a Research Framework”. International Conference on Masculinities: Engaging Men and Boys for Gender Equality. March, 2015, New York, USA. (12 pages)
- “Gender, Human Rights and Education: A Caribbean Perspective”. Presented (via distance) to 14th Session of United Nations Working Group of Experts on People of African Descent: Access to Justice. November, 2014, Geneva, Switzerland. (15 pages)

**Mrs. Shakira Maxwell**

- “Time for Action!”: A Gendered Approach to Succession Planning at a Higher Education Institution” 14th Annual Association of Caribbean Higher Education Administrators Conference, July 9–11, 2015, Trinidad and Tobago. (12 pages)

- “I’m Not Going to be Bare Foot and Pregnant!: The Need for a Rights Based Approach to Reproductive Health Policy in Jamaica”, Sexual and Reproductive Health Conference, November 29–30, 2014, Kingston, Jamaica. (17 slides)
- (with L. Waller, O. Burke and S. Walters) “Youth Mainstreaming Capacity Building: Lessons from Belize,” National Youth Conference, November 26, 2014, Kingston, Jamaica. (25 pages)

**Dr. Natasha Mortley**

- (with Andrea Baldwin) “Reassessing Caribbean Migration: Love, Power and (re)building within the Diaspora”, Caribbean Studies Association Annual Conference, New Orleans, Louisiana, May 25–30, 2015. (13 slides) and the 16th Annual SALISES Conference, celebrated as: The W. Arthur Lewis Centennial, January 16, 2015, St. Lucia. (17 slides)
- “Racing to the Top: Sports Tourism in Jamaica from the Global Value Chain Approach”, the 16th Annual SALISES Annual Conference, Celebrated as: The W. Arthur Lewis Centennial, January 15, 2015, St. Lucia. (32 pages)
- Lead Presenter and Co-Facilitator – OECS/IOM Workshop on Diaspora Engagement and Remittances for Development in the OECS. October 30 to 31, 2014, St Lucia.
- Participated in a conference and roundtable discussion from August 20–21, 2014 for the Washington Network Group and Society for International Development in Washington DC, USA.

**Professor Verene Shepherd**

- “Backward Stretch, Forward Reach: Who are you carrying in Your Backpack? Keynote address, Scholarship luncheon hosted by the Jamaican Women of Florida Association, May 23, 2015, Miami, Florida, USA. (12 pages)
- “Black Lives Matter: The Caribbean Case for Reparatory Justice”, Walter Rodney Foundation Lecture Atlanta, Georgia, April 16, 2015. (27 pages)

- Keynote Speech entitled, “Learning from Historical Tragedies to Combat Racial Discrimination Today” at the United Nations General Assembly in New York at the event to mark the International Day for the Elimination of Racial Discrimination on March 20, 2015. While in New York she was also invited to join the Jamaican Delegation for the unveiling of the Permanent Memorial in Honour of Slavery and the Trans-Atlantic Slave Trade which took place on March 25, 2015 at the UN Headquarters. (6 pages)
- “Burning For Freedom: Black Lives Matter.” Lecture delivered at the “Flames of Freedom” Sam Sharpe Memorial event, Montego Bay, December 27, 2014.
- “The Politics of Memory: Historicising Caribbean Women’s Political Activism,” Caribbean Women Catalysts for Change Lecture, Nita Barrow Unit, IGDS, November 14, 2014, Barbados. (32 pages)
- “Challenges of a Legacy: The Continued Struggle for Rights for Africans in the 21st Century,” The “Two of a Mind,” IOJ Symposium on Barry Chevannes and Rex Nettleford, Institute of Jamaica, November 1, 2014, Kingston, Jamaica. (16 pages)
- “War memorials and Black Liberation: Grounding with Walter Rodney on History, Heritage and Activism,” Walter Rodney Memorial Lecture, Coventry, UK; The Yesu Persaud Centre for Caribbean Studies, October 28, 2014, United Kingdom. (33 pages)
- “Changing Places: Slavery, Indentureship and the Ranking Game in Colonial and Post-Colonial Jamaica” Alderman Sydney Smith Memorial Lecture, October 9, 2014, Hull, United Kingdom. (23 pages)
- Attended a Conference on the Bicentennial of the Congress of Vienna in Austria from September 15–22, 2014. While in Austria, Prof. Shepherd was appointed “Vice President of the Congress”, chaired the opening Plenary at the University of Vienna and delivered a seminar paper at the University of Klagenfurt titled, “Trends in Caribbean Historiography and Caribbean Historians’ Activism”. (8 pages)

- “Reparation, Psychological Rehabilitation & Pedagogical Strategies.” George Lamming Distinguished Lecture, Errol Barrow Centre for the Creative Imagination, Cave Hill, Barbados, June 11, 2014 and The Annual Cyril Packwood & Kenneth Robinson Lecture, Hamilton, Bermuda, September 8–10, 2014. (34 pages)
- “In Their Name: Caribbean Women, Slavery & Reparation.” Feature Address, 32nd Emancipation Day Dinner, August 9, 2014, Andre Kamperveen Hall, Centre of Excellence, Tunapuna Trinidad & Tobago. Professor Shepherd also delivered the same address in Tobago on August 10, 2014. (48 pages)
- “From Montego Bay to Morant Bay: Making the Case for Reparatory Justice”. Manchester Emancipation Lecture, July 27, 2015. (22 pages)

## PUBLICATIONS

### Refereed Articles & Book Chapters:

- Mrs. Suzanne Charles Watson and D. Thakur “A Case Study of Rural Women Entrepreneurs in Jamaica and the Women in Economic Leadership (WEL) Model” in L. Kelly (Ed). *Entrepreneurial Women: New Management and Leadership Models*. September, 2014.

## INCOME GENERATION

1. MSc Self Financing Programme – JM\$975,000
2. MOU to be finalized shortly for EKACDM project which will result in a sum of CAD\$35,000

## PUBLIC SERVICE

### Dalea Bean

- Peer Reviewer: *Caribbean Quarterly*
- Research Volunteer: 51% Coalition

- Appointed to the editorial board of the journal, *Identity Papers: A Journal of British and Irish Studies*

**Shakira Maxwell**

- Member, Development Alternatives with Women For a New Era (DAWN) Caribbean. Kingston
- Member, Jamaica Women's Political Caucus
- Member, DAWN Caribbean. Kingston, Jamaica.

**Natasha Mortley**

- Advisor to the OECS/IOM Concept Note to IOM for funding for Programme of Research on Engaging Diaspora
- Member, Global Development Network
- Member, Jamaica Diaspora Connect

**Verene Shepherd**

- Member of the United Nations Committee for the Elimination of Racial Discrimination (which implements the ICERD)
- Vice-chair of the CARICOM Reparation Commission.
- Member, United Nation's Working Group of Experts on People of African Descent (WGPAD)
- Member, Jamaica Chapter, International Women's Forum
- Chair, National Commission on Reparation (Jamaica)
- Editorial Board, *Caribbean Quarterly*, *Jamaica Journal*, *Journal of Caribbean History*, *Slavery and Abolition*, *Atlantic Studies*
- Host of "Talking History" on Nationwide 90FM
- Advisory Board ITER (MICO University)
- Advisory Board, Police Training College (Jamaica)