

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 the Office of the University Director (Regional Coordinating Office or RCO), 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 RCO, has oversight of the Campus-based Units as the RCO functions as the administrative hub of the regional Institute. A key role of the RCO is to coordinate, where necessary, major regional activities, in consultation with the Unit Heads

and partners. In addition to its administrative duties, the RCO has responsibility for helping to finance the enterprise and does so through collaborative initiatives with its partners, including UNWomen, UNDP, UNFPA, the IDB and CDB. Administering the Graduate Programme at the Mona Campus is also the responsibility of the RCO, although the recommendation of the Quality Assurance Team that reviewed the IGDS in 2012 is that all teaching should take place at the Mona Campus, with the RCO focussing on project-driven research and administration.

The activities of the RCO 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 RCO 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 RCO during the period under review were directed towards ensuring that the Office 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 RCO, has been tasked by the UWI with developing a UWI-wide Gender Policy, which will ensure the

Institution's compliance with Jamaica's National Policy 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 RCO, the Open Campus, the University Registrar and the Office of Planning and Institutional Research, with the help of a Consultant, 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 all Boards and Committees at the January 2017 UWI meetings. A concept paper on the Gender Policy was, however, presented to the Vice-Chancellor in an effort to ensure the integration of gender-sensitive policies and programmes into the next UWI Strategic and Operational Plans, already underway.

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

TEACHING, LEARNING AND STUDENT DEVELOPMENT

During the AY, the RCO 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)

Seven graduate courses were offered during the period and taught by Prof. 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 (Keino Senior), 3 MSc, and 1 Postgraduate Diploma students at the graduation ceremony held in October 2015. The RCO currently has 33 students in the combined Graduate Programme.

The RCO also continued its Staff/Graduate Seminar Series. A Graduate symposium was held on April 28, 2016. 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.

In addition to teaching and graduate supervision, the RCO found funding for both financially challenged and outstanding graduate students, maintaining both a Fund for MSc students and the Louraine Emmanuel Fund. The Unit made the second Louraine Emmanuel Award (a financial grant of US\$500) to Dr Keino Senior (PhD graduate) and Ms. Carlyn Thompson (MSc graduate) on December 18, 2015. The prize consisted of both a cash and book award. The RCO was recognized at the Campus' Scholarship Graduate Award Breakfast held in April 2016 for Outstanding Performance in the Development of Research Students, 2014–2015.

The RCO held its first graduate curriculum review meeting on January 8, 2016 at the Jamaica Pegasus Hotel. The meeting sought to begin the review process of the entire RCO graduate programme and included discussions on the content and structure of the programme. Other review meetings will be held in the upcoming months. The review process is being anchored by Professor Shepherd and Dr Bean.

STAFFING

The staff complement in the RCO remains small despite persistent requests for additional researchers. This severely handicaps our productivity. Nevertheless supporting the various programmes and activities were, in addition to the University Director, and the lecturers already mentioned, Administrative Officer, Mrs. Shakira Maxwell (up to February 29, 2016), Dr Roger Nesbeth (with effect from March 1, 2016), Junior Research Fellow, Mrs. Suzanne Charles Watson, Senior Secretary Mrs. Kadine Marshall Williams, and Senior Office Attendant, Mrs. Margaret Rowe-Hunter. The Unit hosted Dr Anne Bailey, Associate Professor of History and Africana Studies at Binghamton University (SUNY) in the United States. While attached to the Unit, Dr Bailey, participated in teaching and the RCO's seminar series.

RESEARCH

The RCO 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:

- **The Regional Masculinity Project:** this is spearheaded by the RCO, but is a CARICOM wide study which aims to examine the ways in which the lives of Caribbean men have evolved over the last thirty years. Data sets on the first set of indicators, which include information on personal demographic factors for Caribbean boys and men have been submitted by Miss Ornella Kelly who was hired to assist the RCO and the JRF on this Project.
- **The Gibson Relays Project:** this was commissioned by Professor Rainford Wilks on behalf of the Gibson Relays Committee and research was spearheaded by the University Director, with research input from Mrs. Charles Watson, Mr. Kemal Brown and MSc. graduate student Mr. Deighton Stuart. Special mention should be made of the role of Drs Dalea Bean and Natasha Mortley in negotiating the Project funds. The research not only aimed at cataloguing the evolution of this relay carnival but also to highlight issues relating to gender and sports. The Project document, already submitted to Professor Wilks, is now being transformed into a book, authored by Professor Verene Shepherd, with help from Mr Ian Randle.
- **Module on Gender and Disaster Risk Management:** The RCO has been contracted by the Institute for Sustainable Development (ISD) to produce this Module, which will form a part of the ISD's MSc programme. This project is sponsored by the ISD's Enhancing Knowledge and Application of Comprehensive Disaster Risk Management Initiative (EKACDM) and is a collaborative effort with the Curriculum Development Unit of the UWI Open Campus. Based on the timetable of the Open Campus online platform the module will be available for use in the second semester of the AY 2016/2017.

- **Regional Gender Analytical Framework for Capacity-Building:** The RCO developed and submitted a proposal to the Caribbean Development Bank (CDB) for a workshop for Ministries of Education and National Gender Bureaux. The proposal was accepted and the RCO conducted the Regional Gender Analytical Framework capacity-Building workshop for Ministries of Education and National Gender Bureaux on May 24 and 25, 2016 in Barbados. The facilitators were Dr Dalea Bean and Mrs. Suzanne Charles-Watson.

The RCO expects to see the outcome of its bid during the period under review, for other projects from UNESCO and JSIF.

OUTREACH

The RCO engaged in several important outreach activities during the period August 2015–July 2016, some addressing the development mandate of the Institute. These included:

- **The IGDS’ Regional Lecture Series:** this is the IGDS’ flagship Lecture Series for the current AY and was launched on International Women’s day in March 2016 in collaboration with the Open Campus. The theme is Exploring Caribbean Feminisms: History, Culture and Movements of Social Change. The lecture series hopes to create a space for dialogue, intended to guide the region in imaging new social possibilities and fresh ways of thinking through the old challenges of social justice and gender inequity. The 3rd and 4th lectures in the Series were delivered by Professor Verene Shepherd in Montserrat (July 13) with a lecture titled “Say You sorry: Justice for Enslaved Women in the Caribbean; and Anguilla (July 15) with a lecture entitled, ‘Honouring Our Ancestors: Gender, Memorialization and the Reparatory Justice Movement in the Caribbean’.
- **Legacies of Slavery and freedom:** A family Journey through the Atlantic World with Keith Stokes and Humphrey Barclay: Thursday June 23, 2016. The IGDS, RCO sponsored this seminar, which was organised by Dr Dalea Bean & the RCO team and moderated by Professor Verene A. Shepherd.

- **The Assassination of Walter Rodney in Guyana:** Reflections on the Report of the Commission of Inquiry: The IGDS RCO and Mona Unit, in collaboration with the Office of the Vice Chancellor, the Department of Government, the Walter Rodney Foundation and the Justice for Walter Rodney Committee hosted a Public Forum on the recent findings of the International Commission of Inquiry into the Death of Dr Walter Rodney on June 15, 2016. Participants in the event included Rodney Scholar – Professor Rupert Lewis, Mr. Clement Iton, University Registrar, Dr. Patricia Rodney (widow of Walter Rodney who provided a gendered perspective of her experiences), Mr. Richard Small, QC, Professor Horace Campbell (Syracuse University, and Justice for Walter Rodney Committee – JWRC), Mr. Wazir Mohammed (Journalist and JWRC member), and Mr. Andrew Pilgrim (lawyer for the Rodney family).
- **International Day for the Elimination of Violence Against Women:** (November 25–December 10 – the 16 Days of Activism Against Gender Based Violence). The RCO observed this Day as well as the 16 Days of Activism Against Gender Based Violence, not only in the Institute but across the wider UWI, sensitizing the Community about the impact of GBV. The RCO received congratulations for placing a banner strategically at the Post Office Gate of the main campus of the UWI to bring attention to IDEVAW. Mrs. Shakira Maxwell also represented the RCO at the Bureau of Gender Affairs Social media Launch of IDEVAW held on November 25 at the Terra Nova Hotel.
- **International Men’s Day:** (November 19): The RCO sent out press releases to local media houses and internally via the Mona Campus Messaging System in recognition of International Men’s Day. Mrs. Suzanne Charles Watson and Professor Verene Shepherd further prepared statements for both International Men’s Day on November 19 and IDEVAW on November 25, both of which were published by the Jamaica Observer.
- **Brown Bag Series:** In collaboration with the Mona Campus Unit of the IGDS, the RCO re-launched Brown Bag Series, “Conversations

with Gender.” The 3rd in the Series was held on November 9, 2015. The series remain an integral attempt on the part of the Units to re-engage the campus community on issues around Gender and Development. This third seminar was focused on the theme, “Women and Leadership at UWI” and featured panelists, Prof. Jessica Byron and Ms. Minna Israel. Moderated by Dr. Mortley, it was well attended and generated much discussion. The seminar was jointly organized by Drs. Cecily Jones and Adwoa Onuora from the MCU and Dr. Mortley and Mrs. Maxwell from the RCO.

- **Jamaica Premiere of the film ‘Queen Nanny’**, written and directed by Roy T. Anderson: The RCO was a sponsor of this screening, which took place on October 23, 2015. Professor Shepherd who is in the film, also moderated the subsequent panel discussion which took place immediately following the screening.

FUNDING THE ENTERPRISE: INCOME GENERATION

The IGDS, RCO, like other Departments has made fundraising for Project Research and Student Development a part of its mandate. In addition to income from the MSc self-financing programme (J\$2,046,921.28 for the period under review), the RCO won the following bids and hopes to finalise MOUs/Contracts with those stakeholders:

1. Enhancing Knowledge and Application of Comprehensive Disaster Management (EKACDM) project – CAD\$35,000.00
2. Caribbean Development Bank/Ministries of Education and National Gender Bureaux Regional Gender Analytical Framework Capacity-Building Project - US\$23,000.00
3. Jamaica Social Investment Fund (JSIF) project – US\$45,000.00
4. United Nations Educational Scientific and Cultural Organisation (UNESCO) project – US\$18,000.00

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:

Individual Papers & Lectures Presented at Conferences, Meetings, Seminars, Workshops

Dr. Dalea Bean

- “Brave manhood/Selfless Womanhood: Engendering Recruitment efforts in Jamaica during World War 1”, March 11, 2016, the North American Conference on African and Black Studies, Washington DC, USA. (10 pages)
- “Introduction to Concepts in Gender for Health Care Professionals”, November 17, 2015, Guest Lecturer – Master in Public Health-Gerontology, UWI, Mona. (20 slides)
- “Gendering Enslavement in the British Colonised Caribbean”, September 23, 2015, Guest Lecturer – Course: GEND 3031: Gender, Sex and Society, UWI, Mona. (25 slides)

Mrs. Suzanne Charles Watson

- Panellist/Discussant on Explorations IV: Masculinities hosted by the National Gallery of Jamaica, 2016, Kingston, Jamaica.
- Panellist/Discussant at the Women’s Leadership Initiative (WLI, Jamaica), “Breaking the Glass Ceiling: What will it take to establish a work environment where gender is a non-issue?” Inaugural International Women’s Day Conference, 2016, Kingston, Jamaica.
- “Of Caribbean Men and Masculinities. Setting new Agendas and Establishing new Research Directions”, 4th Annual International Colloquium, Creating Opportunity through Education: Re-Engineering the Social Eco-system for Black Males, October 2015, Kingston, Jamaica. (12 pages)

- “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., September 2015, Kingston, Jamaica. (18 pages)

Dr. Natasha Mortley

- Visiting Scholar La Salle University, Bogota, Colombia, delivered Lectures on Feminist Research Methods, June 11 to 26, 2016
- Presenter – EU, IOM, OES Secretariat Stakeholder Forum on Diaspora Engagement and Remittances for Development in the OECS, August 25 and 26, 2016, St. Lucia, (25 slides)

Dr. Roger Nesbeth

- “Internationalization and Corporatization of Higher Education: the Caribbean Experience,” 15th Annual Association of Caribbean Higher Education Administrators Conference, July 7–9, 2016, Runaway Bay, Jamaica. (48 slides)

Professor Verene Shepherd

- “Robert Bradshaw, Regional Integration and the Movement for Reparatory Justice: Betraying a Dream?” The Robert Bradshaw Centennial Lecture, St Kitts/Nevis, June 28, 2016. (38 pages)
- “Reparation, Reconciliation, Rehabilitation and the Politics of Memory in Caribbean Societies”, the University of Toronto, March 31, 2016. (21 pages)
- Received honour as a Distinguished Woman of the Americas by the Jamaica Diaspora Initiative. This group highlights the achievements of outstanding women, and promotes exchanges and cultural understanding between women in the Caribbean and the United States of America. Professor Shepherd delivered the Inaugural Address in the Woman of the Americas Lecture Series at the Women’s History Month Awards Banquet, March 18, 2016, New York, USA. (23 pages)

- “Women in the Jamaican Parliament and the Woman’s Manifesto for Reparatory Justice: Where do you stand? The Rose Leon Memorial Lecture, March 7, 2016. (25 pages)
- “Different Materials, Same Aim: Constructing the Physical and Mental Landscapes of Jamaica from 1952 to the Present by Architects, Builders and Historians,” Incorporated Masterbuilders of Jamaica Association Awards Dinner, Pegasus Hotel, March 5, 2016. (15 pages)
- “Racism, Reparation, and Reconciliation”, University of Missouri, February 26, 2016, USA. (32 pages)
- Attended the first regional conference on the Decade for People of African Descent (as CARICOM’s Representative), December 02–04, 2015, in Brasilia, Brazil.
- “Past Imperfect, Future Perfect (?): Reparation, Rehabilitation, Reconciliation,” Keynote Lecture Conference on “Repairing the Past, Imagining the Future: Reparations and Beyond” Edinburgh, Scotland, November 5, 2015. (38 pages)
- “The Decade For People Of African Descent & Reparatory Justice,” University of St. Martin, October 3, 2015. (30 pages) While in St. Maarten, Professor Shepherd also participated in a walk for breast cancer awareness.

PUBLICATIONS

Refereed Articles & Book Chapters

- **Mortley, Natasha** (2016), Reassessing Caribbean Migration: Love, Power, and (Re) Building in the Diaspora, *Journal of International Women’s Studies*, 17 (3).

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, Working Group on Women's Reproductive Health and Rights. 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

Roger Nesbeth

- Member, Association of Caribbean Higher Education Administrators
- Member, Human Resource Management Association of Jamaica

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.
- Chair (now Co-Chair), National Commission/Council 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

CONCLUSION

The RCO continues to improve its throughput rate and participate in several public service and outreach activities. It also maintains its regional and international links and is a leader in the area of Gender and Development locally and regionally, with international impact. In the coming year, as it finalizes the UWI Gender Policy, it will provide an invaluable service to the institution and region.