

# INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES – MONA CAMPUS UNIT

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**D**uring the 2010/2011 Academic Year, the Institute for Gender and Development Studies (IGDS) Mona Unit supported the UWI's Strategic Plan 2007-2012, by prioritizing three (3) areas: Teaching and Learning, Research and Innovation and Public Service. The priority in Teaching and Learning was implementation of the second year of the BSc in Gender and Development. The Unit welcomed 19 new students (15 females and 4 males) who joined the previous 10 totaling 29. Three (3) new courses were approved by AQAC to increase options in the Major and Minor: GEND2004: Sexuality and Power in the Caribbean; GEND3600: Gender, Sexual and Reproductive Health and HIV/AIDS; GEND3032: Gender, Climate Change and Disaster Risk Management. The programme, curriculum and courses were revised and updated to make offerings more attractive, relevant and responsive to emerging gender and development issues.



Research and publications increased and focused on: priority gender and development issues including: Sexuality, HIV/AIDS, leadership and governance, gender and trade, gender and migration and gender climate change and disaster risk management. The Unit was asked to support gender mainstreaming in several research projects and development policies, through partnerships with a number of national, regional, and international institutions.

Contributions to public service also included serving on a several boards and committees, organizing public education events and media interviews to influence public opinion.

Priorities for the academic year were to: a) significantly increase student registration in the BSc Gender and Development programme; b) improve quality by enhancing students' critical thinking and problem solving skills, enhancing teaching quality, and career readiness; and c) increase peer reviewed publication output.

## STUDENTS

*Undergraduates:* Some 595 undergraduate students registered in 17 courses. In Semester 1, 242 students (31 males and 211 females) were registered in six courses. In Semester 2, 257 students (40 males and 217 females) were registered in eight courses and in Summer School, 96 students (24 males and 72 females) completed three courses. The increased numbers were the result of improved marketing and closer collaboration with Admissions, Careers and Placement and the Office of Student Services and Development. A special Orientation programme was held for the new BSc students on September 2, 2010 and a review meeting/Christmas luncheon was held after final exams in December to get students' feedback on their first semester. The results were used to guide programme delivery also using data from Official Student Assessments.

*Student Awards:* **The Dorian Powell Prize** was awarded to Ms. Shaniece Lindsay on November 25, 2010. M.S. Lindsay completed the Minor in Gender and Development Studies with the highest marks.

*Postgraduates:* The Unit staff continued to teach in the MSc Gender and Development programme and supervised 11 graduate students for the IGDS RCU, IGDS St Augustine and other UWI Departments.

## STAFF

*Human resources:* The Mona Unit's staff complement included: three academics (one Senior Lecturer/Head and two Lecturers) and one Senior Administrative Assistant. Part-time Student Assistants provided support with reception and clerical duties but the absence of a full-time Clerical Assistant and a Research and Outreach Officer on the establishment, continued to have a negative impact on customer service, administrative

efficiency and timely delivery of reports. Requests for additional staffing will be submitted in the new academic year. The Unit said farewell and thanks to two staff members: Ms. June Castello, Lecturer, after several years of service and Ms. Nicole Lawrence, Temporary Senior Administrative Assistant for her support during the year.

### **Staff Teaching Loads:**

In response to budget cuts the Unit's staff exceeded their 10 hour teaching load requirements with some staff (including the Head) teaching three courses per semester during the period under review.

### **Staff Honours and Awards:**

Dr. Anneeka Marshall conducted a lecture tour to Brazil organized by South Exchange Programme for the Research on History of Development (SEPHIS) from November 15-30, 2010. She delivered lectures and workshops at various universities, on research and community mobilization that empowers black people.

## **PROGRAMMES**

*Teaching:* The BSc in Gender and Development and the Minor in Gender and Development Studies continued to attract students from various faculties. The Major responds to a growing demand for gender specialists, policy analysts and researchers in local, regional and international institutions and builds a cadre of graduates who will be equipped to respond to the need for gender specialists and analysts to support gender mainstreaming in development policies and plans across many sectors and disciplines.

*Quality Assurance:* Student Assessment Reports for IGDS courses continued to reflect above-average scores for lectures, and course materials; high pass rates in all courses; and high grades generally. To further enhance the teaching and learning experience, course content was updated to ensure relevance to contemporary development issues in society. More innovative teaching methods were adopted to engage

students. Staff membership in several professional organizations, facilitated networking with colleagues at local, regional and international conferences, and enabled UWI/IGDS staff to continue contributing Caribbean gender and feminist perspectives to several contemporary development debates. New publications were acquired to enhance teaching and research. The Unit collaborated with a number of other academic institutions to enhance learning.

Capacity building in quality assurance was also facilitated by Dr. Dunn's participation in the Education Sub-Committee of the Accreditation Committee for UWI Accreditation by the University Council of Jamaica.

## **RESEARCH**

The Research priorities of the Unit continued to focus on gender and development:

- *Gender, Sexuality and HIV/AIDS* (participation in a multi-disciplinary study on sexually vulnerable communities for the Red Cross, and preparatory work for a study on how UWI students and in-school youth form sexual relationships and the related risks for HIV/AIDS for a UWI Health Centre/Ford Foundation study);
- **Gender and Governance:** The Unit continued implementation of the two-year action-research project entitled 'Advancing Transformational Leadership for Gender Justice in the Caribbean' funded by the United Nations Democracy Fund (UNDEF) and UN Women (formerly UNIFEM) to support the training programme of the Caribbean Institute for Women in Leadership (CIWIL). Activities implemented during the period under review included: hosting of the second leadership training course, held in St Lucia in May 2010 and the third which was held at the Mona Campus from July 10-20, 2011. Three training institutes have resulted in 79 women from six Caribbean countries being trained as transformational leaders, equipped to run for political and public office; two national consultations

have been held in St Lucia and St Kitts and Nevis to build awareness of the importance of gender equality in leadership. The project will conduct research to assess the impact of the training on improving leadership skills and increasing the number of women running as candidates for political office and assuming public leadership positions in the four pilot countries;

- Results from previous research on Gender, climate change and disaster risk management published by UNDP and the Caribbean Risk Management Initiative (CRMI) and on Gender and the migration of Jamaican women to Canada, published by the North South Institute in Canada in 2010 continued to be used.

## **STRATEGIC APPRAISAL**

**Teaching and Learning:** The Unit's three full-time academic staff members are all certified to teach in tertiary institutions. Teaching was enhanced by providing students with more diverse and flexible learning experiences.

**Internship Programme:** To enhance career readiness and learning effectiveness of UWI graduates, a new Internship Programme was piloted in summer 2011. Terms of Reference and MOUs were developed with a number of institutions to provide internships for students. The Unit assisted students to revise their CVs which were submitted to the following agencies: Bureau of Women's Affairs, Ministry of Education; Ministry of Health's Gender and HIV/AIDS Programme; the Department of Correctional Services and the United Nations Population Fund (UNFPA). Reports from both students and supervisors indicated that the internships were mutually beneficial. Students gained valuable exposure, and practical job experience using gender-related skills in the workplace.

**Graduate training:** Dr. Marshall facilitated a training workshop for postgraduate students on "Using sex in your dissertation". This was organized by the UWI Mona Association of Postgraduate Students in April 2011.

**Creating the Ideal UWI Graduate:** The Unit continued to respond to requests for guest lectures on gender by supporting Cross-Faculty Teaching. This included delivering Unit 5 on Gender Ethics Science and Technology in the FD12A course in all three semesters, and to students enrolled in the Weekend School of the Faculty of Social Sciences. Guest lectures were also delivered to Social Work students in the Department of Sociology Psychology and Social Work. The module on **Gender Issues in Health** taught on-line to medical doctors pursuing the DM in Family Medicine (MD62C) offered by the UWI Cave Hill Campus, was delivered for the second year. Efforts continued to build partnerships with Deans and Departments to introduce gender courses, modules and lectures to ensure that the ‘ideal UWI graduate’ is gender-sensitive.

**Programmes and Teaching:** Students were exposed to programmes of various organizations. Staff also increased use of ICT resources to enhance learning. Visiting Deputy Principal, UWI St. Augustine Campus and Professor of Gender and Development, Professor Rhoda Reddock was invited to give a guest lecture in the course GEND3703: Gender Analysis and Theories of Development on February 14, 2011.

**Research and Innovation:** Course assignments were used to encourage student involvement in research. The Unit also supported research projects of various institutions, visiting scholars and graduate students from within and outside the UWI. This included research for a Habitat for Humanity study on Safe Cities for Women in Jamaica.

**Service to the UWI-12 Countries and Underserved Communities:** Mona Unit’s support to the UWI -12 was mainly through: a) continued implementation of the UNDEF project that impacted women from Belize, Jamaica, St Lucia and St Kitts and Nevis; b) participation in regional conferences (e.g. Women as Agents for Change held in Trinidad and Tobago in June 2011; c) delivery of the Module on ‘Gender Issues in Health’ to medical doctors from the UWI-12 countries; d) gender training for public sector workers in St Maarten.

**Strengthening National Engagement, Rationality and International Partnerships:** The draft technical report entitled ‘Regional Special Topic Monograph on Gender and Development Issues in the Caribbean: from

analysis of the 2000 Round of Census Data of Eighteen Caribbean Countries' prepared by Leith Dunn and Alicia Mondesire was published on the website of CARICOM's Department of Statistics. Research findings from the study were presented at CARICOM's Inaugural Regional Statistics Research Conference held in St Lucia on October 30, 2010. Findings of a study on 'Gender mainstreaming in Ministries of Labour in the Caribbean' commissioned by the Organization of American States (OAS) and conducted by Dr Dunn, was published on their website and was presented at a regional conference of Labour Ministers in Latin America and the Caribbean held in Argentina.

**Migration and Development Conference:** The Office of the Principal requested the Mona Unit's support to plan a regional consultation on Migration and Development for the Ramphal Commission, in preparation for the 2011 Commonwealth Heads of Government Meeting. The consultation was sponsored by the UWI Mona, the Commonwealth Secretariat and the Ramphal Commission and was held on February 21, 2011. Dr. Dunn also made a presentation at the conference and contributed to the presentation of a synthesis report to the Commission. Dr Dunn's paper on gender and migration was based on previous research on gender and environmental factors such as climate change from the IGDS studies for the UNDP/Caribbean Risk Management Initiative and a research paper by Leith Dunn and Heather Gibb (2010). 'Gender, migration and crisis: Jamaican female migrants in Canada' published as a chapter in the Canadian Development Report 2010, by the North South Institute in Ottawa.

## **OUTREACH**

Outreach, to build awareness of gender and action to influence public policy continued to be an important area of the Unit's work, also reflected in the Unit's 2010/2011 Calendar of Events. Under 'Conversations in Gender Series' several public lectures and events were held which included:

- **“Rwanda Reasoning: Genocide, Gender and Economic Growth”** held on September 15, 2010 to commemorate the International Day of Democracy. This was presented by Dr.

Dunn following her visit to Rwanda as a member of the Commonwealth Observer Group for the 2010 Presidential Elections. The well-attended event was held at the UWI Undercroft and was widely covered in the media. The lecture, films and exhibition highlighted several aspects of Rwanda's progress and development since the 1994 genocide that killed 1 million people in 100 days and drew lessons for the development of Jamaica. This included: peace and reconciliation achieved through various programmes; strategies used to achieve gender equality in political leadership and Rwanda having the highest percentage of women in Parliament globally (56%); women being one-third of the Cabinet and economic growth (6% of GDP) by economic empowerment for women.

- **“Education and Training: Pathways to Decent Work for Women”** a public lecture held on March 8, 2011 to commemorate International Women's Day at UWI Mona. Guest speaker was Mrs. Maxine Henry-Wilson, Member of Parliament and former Minister of Education.
- **“Pretty as a Colouring Book”** a public lecture on skin bleaching by popular dancehall artiste Vybz Kartel which was held on March 10, 2011, co-hosted with the Department of Literatures in English;
- Commemoration of **International Day for Rural Women** (October 15, 2010) with the mounting of two exhibitions (UWI Main Library and Denbigh Agricultural Showgrounds); a radio interview with President of the Jamaica Network for Rural Women Mrs. Mildred Crawford and a news release;
- **‘Ending Gender Based Violence’** a public lecture to commemorate the International Day for the Elimination of Violence Against Women was held at UWI on November 25, 2010. Guest speaker was Assistant Commissioner of Police Ms Novelette Grant of the Jamaica Constabulary Force.
- **‘Strategies to eliminate Violence against Women’**. A presentation by Dr. Dunn at a training workshop for community



residents organized by the JCF in Denham Town on December 2, 2010.

Staff of the IGDS Regional Unit and Mona Unit collaborated to host a Kwanza-focused treat for children at Liberty Hall on December 16, 2010 and offered afro-centric gifts to the students.

*Training workshops:* Dr. Dunn presented the following: a) a training workshop for members of the Jamaica Household Workers' Association to build awareness of their rights and the provisions of the proposed new ILO convention: Decent Work for Domestic Workers; b) Young women and leadership for the Girl Guides Association on Jamaica in March 2011; b) Mary Seacole Hall's 'Elect Her' leadership training seminar for young women to run for leadership positions in Guild Elections held on March 12, 2011.

*Book launch:* The Unit hosted the launch of Sonia King's book "Jacket.... Or Full Suit? Paternity Testing from a Jamaican Perspective" on December 7, 2010. Dr. Marshall delivered greetings on behalf of the Mona Unit.

*Public Exhibitions:* To promote awareness of IGDS programmes, the Unit mounted and participated in the following exhibitions: a) UWT's Research Day held January 27-28, 2011; b) the annual SALISES-sponsored Caribbean Child Research Conference from October 21-22, 2010, attended by hundreds of high school students and child researchers; c) the University's Career Day Expo held on February 24-25, 2011; d) .The "Phenomenal Women Expo" held to commemorate Commonwealth Day on March 14, 2011, sponsored by Women Parliamentarians which was held at the Church of God on Constant Spring Road. The Unit also accepted an invitation from the Governor General (GG) to attend commemoration of Commonwealth Day at Kings House. Gender students who attended met the GG, members of the diplomatic corps and learnt of opportunities for graduate Commonwealth scholarships.

*Media Interviews:* Mona Unit staff participated in several media interviews on radio and television to promote special events and to build awareness of gender in many aspects of society as well as to promote IGDS gender programmes. Dr. Marshall was guest gender analyst on the 'Min Yu Self

Programme', aired on RJR Radio, February 3, 2011 and spoke on the theme: "Are Men Dogs and Women Bitches?" She was also a guest on the Double Standards Programme hosted by Annie Paul for International Women's Day aired on News Talk 93 on March 8, 2011. Dr. Dunn participated in radio interviews for the Rwanda lecture in September 2010, IWD on March 8 2011 (Hot 102FM and News Talk 93FM) and for the Migration and Development Conference in February 2011.

## PAPERS PRESENTED

### Major Conference/Seminars

- 'Advancing Transformational Leadership for Gender Justice in the Caribbean: Lessons for the Commonwealth'. **Dr. Dunn**, Conference entitled: 'Women as Agents of Change' June 29 – July 1, 2011 in Trinidad and Tobago.
- "Rwanda – Caribbean: Building Gender Equality Development and Peace." **L. Dunn**, Caribbean Studies Association Conference entitled: Building a New House in a Globalized World. Held May 29 – June 3, 2011 in Curacao.
- "Gender Justice and Equality: Partnership for Development." **Dr. Dunn**, Phillip Potter Symposium entitled: Ecumenical Theology and Praxis, May 21 2011. UWI.
- "Orgasmic Freedom: Love, Power, Desire and Caribbean Women", **Dr. Marshall**, Conference on Sexuality, IGDS Nita Barrow Unit, UWI Cave Hill Campus, February 2011.

## PUBLICATIONS

### Chapters in Books

- \* **A. Marshall** "Tackling the 'kinky eroticism' of studying women in the heterosexist classroom", in Teaching Gender and Sexualities in the Twenty-First Century by M. Mirza and D. Hussey (eds.). Birmingham, England: The Higher Education Academy Network, 2011, 213-236.

- \* **A. Marshall** “Exploring the Continuum of Passionate Realities: Mona Students’ Perceptions of Sexual Variants and Sexual Paraphilias”, in Love and Power: Caribbean Discourses on Gender by E. Barriteau (ed). Kingston: UWI Press, 2011 (33 pages).

### Refereed Journal Articles

- \* **A. Marshall.** “Reclaiming the Erotic Power of Black Women”. *Social and Economic Studies*, 60, 1 (2010): 61-90.
- \* **A. Marshall.** “Gender Dynamics and Approaches to Sexuality as a Key to Well Being”. *Journal of Eastern Caribbean Studies*, 35, 2 (2010): 1-19.
- \* **A. Marshall, K. Carpenter.** “Sexualities in the Caribbean”. *Social and Economic Studies Journal*. 60, 1: 2011.
- \* **A. Marshall, S. Alcott & L. Eaton.** “Gender Dynamics and Approaches to Sexuality as a Key to Well Being”. *Journal of Eastern Caribbean Studies*. Cave Hill: UWI, 35, 2 (2010):1-19.

### Technical Reports

- \* **Marshall, M. Anderson.** “MSM Youth in Jamaican Colleges and Universities: Identifying Needs and Challenges”. PRIDE in Action.
- \* **A Marshall:** “Equal rights, equal opportunities: Progress for all”. *International Women’s Day Lecture*. Kingston: Edna Manley College, 2011, (14 pages)
- \* **L. Dunn** and Sutherland, V. “Gender Based Violence in Jamaica: A Profile of Victims and Perpetrators: A Case Study” Friedrich Ebert Stiftung (FES) and the IGDS Mona 2010.
- \* **L. Dunn, Anneke Hamilton, Jessica Byron, and Quaine Palmer** ‘Gender and Women’s Rights Analysis of Economic Partnership Agreements: the implementation of trade

liberalization: Jamaica. One World Action and the Commonwealth Secretariat, published on line 2010.

## **INCOME GENERATION**

Revenue was approximately **US\$79,244.06** raised from research grants, consultancies and Summer School. This included US\$63,513.85, the second disbursement from the United Nations Democracy Fund (UNDEF) two-year grant of US\$350,000, for the project 'Advancing Transformational Leadership for Gender Justice in the Caribbean'. It follows the first disbursement of US\$164,863.21 in April 2010. Net income from Summer School was J\$1,352,797.85/US\$15,730.21. Funds are used to support the Clerical Assistant post, outreach activities, and facilitate student learning and staff development.

## **PUBLIC SERVICE**

### **Dr. Dunn**

- Member, Commonwealth Observer Group for the Presidential elections in Rwanda
- Member, Board of The Foundation for International Training (FIT) in Canada
- Member, The Board of Management of the Shortwood Teachers' College
- Member, The Policy and Research Committee, Council for Voluntary Social Services
- Member, National Planning Committees for the Elimination of Child Labour; elimination of violence against children and the National Committee on Migration and Development

### **Dr. Marshall**

- Technical Advisor, The International Resource Network; the Caribbean Sexualities Group; the Jamaica AIDS Support for Life (JAS) and the Jamaica Forum for Lesbians, All-Sexuals and Gays (JFLAG).