

INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES, MONA CAMPUS UNIT



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Head of Unit

OVERVIEW

During the 2016/2017 AY the IGDS Mona Unit programme priorities in Teaching, Learning & Student Development; Research, Publications and Innovation; and Public Service/Outreach continued to be guided by the 2012–2017 UWI's Strategic Plan and the new UWI Strategic plan centered on: Access, Alignment and Agility. Increased demand for gender specialists globally coincided with the UN Sustainable Development Goals (2015–2030) which includes Goal #5 (gender equality) and gender as a cross-cutting issue to achieve all 17 goals, providing continuity to the MDGs.

Highlights included: achieving the first 100 graduates from the BSc Gender and Development programme; 100 Minors in Gender and Development Studies; postgraduate scholarship winners; supporting

development of the UWT's Gender Policy and UWI Mona's Gender Action Plan; launch of the *The UWI Gender Journey: Recollections and Reflections* – the IGDS history by Professors Elsa Leo-Rhynie, Barbara Bailey and Joycelin Massiah, (University Press); several research projects, increased publications and outreach/advocacy. Major challenges were mould resulting in temporary closure of the office and students' financial problems which affected their performance.

TEACHING, LEARNING & STUDENT DEVELOPMENT

Undergraduate programme: Delivery of the BSc in Gender and Development (Major) and the Minor in Gender and Development Studies continued. Total BSc enrolment was 127. The Unit welcomed 54 new students – including the first student using a wheelchair (male) and the first deaf student to matriculate to the UWI (a female). Their entry provided greater insights into the daily challenges of students with disabilities, and provided opportunities for advocacy and collaboration with other University Departments to adequately support their learning.

Teaching: The Unit delivered 18 courses to 717 students at Mona and the number included five courses offered at the UWI Mona's Western Jamaica Campus (WJC) and one at Moneague College. The enrolment represents a decrease in registration from 735 in 19 courses in 2015/2016. In Semester 1, 392 students (79 males and 313 females) completed nine (9) courses. In Semester 2, 325 students (73 males / 252 females) completed nine (9) courses. No Summer School was held because of the mould infestation in the building, negatively impacting revenue.

BSc Majors Graduating: On October 28, 2016, some **29** BSc Majors graduated (22 females and 7 males): nine (9) Upper second; 15 Lower second; and five (5) Passes. This resulted in a total of **100** BSc Graduates, since the BSc programme started in 2009/2010. **Gender Minors:** Thirteen (13) Minors were declared, making a total of **100** Minors declared to date.

Minors at the WJC: The programme was expanded for the second year with five (5) courses delivered to **45** students by part-time Lecturer, Ms

Carla Moore. She also delivered GEND3031 Gender Sex and Society to UWI's BA Literacy students registered at the Moneague College.

Scholarship awardees: Three (3) BSc graduates were awarded scholarships to pursue postgraduate studies overseas. Ms Shandy Scott, a 2016/2017 graduate, completed her Masters Degree in Public Policy at Peking University, Beijing, China. Mr Yohan Lee 2016/2017 First Class Honours graduate and Dorian Powell Prize awardee completed a double Major (BA Communications and BSc Gender and Development) and received a European Union, Erasmus Mundus (EM) scholarship to complete a Masters degree in Denmark. Mr Occero Fuller, a previous EM scholarship awardee, completed his Masters in Development at the University of Samoa in the Pacific, returned to Jamaica and was awarded another EM scholarship to pursue his PhD in Tourism Management at the University of the Pacific in Samoa.

Analysis of Enrolment trends: Decreased enrolment in gender courses from 735 in AY2015/16 to 717 in AY2016/17, was attributed to: continued lack of public awareness of gender and development as a career option among students, teachers and parents; absence of CSEC/CAPE gender courses; the Unit's limited capacity to fully participate in UWI Recruitment visits to schools.

ENHANCED TEACHING AND LEARNING STRATEGIES

Students: Most did fairly well and average passes were 85% with only one course having a failure rate above 25%. Students were encouraged to improve their GPA. Students with GPAs below 2.0 were referred to the UWI Mona's Academic Support Unit and Counselling services.

The curriculum was updated, consistent with recommendations of the 2012/2013 Quality Assurance Review (QAR). Course outlines and readings were updated and one new course, 'Gender and Violence', was drafted by Dr Onuora in response to increased gender based violence.

Student internships organised to enhance teaching and learning included:

- a. *Inter-institutional partnerships:* Students registered in GEND3032: Gender Climate Change and Disaster Risk Management visited

Wigton Windfarm in Manchester and the UWT's Institute for Sustainable Development (ISD), on the Mona campus as part of their assignment.

- b. *Institutional Internships*: Three (3) students were placed as Summer Interns with Eve for Life (NGO), the Bureau of Gender Affairs (Government) and the UNFPA (international agency). Between June and August 2016, they learnt about the institution and completed work assigned, reviewed policies and supported gender mainstreaming. Analysis showed that few students were placed because several participated in the USA's Work, Study & Travel Programme to pay tuition fees.
- c. *Major challenges linked to Student Learning*: Approximately 5% of students were Required to Withdraw (RTW) because of poor academic performance. Waivers were granted for some following discussions on the causes of their low GPA. They were allowed to continue on condition of academic supervision, participation in the Student Academic Support Unit and the UWT's Counselling Unit. Increased Requests for Leave of Absence (LOA) were linked to inability to pay fees, which negatively impacted regular attendance and access to OURVLE.
- d. *Student Athletes*: Improved academic performance of some student athletes with Sports Scholarships was the result of special tutoring sessions delivered weekly pro bono by Ms Ingrid Nicely, Senior Administrative Assistant and Mrs Kimberly Carr-Tobias, Research Assistant.

SUPPORT TO POSTGRADUATE PROGRAMMES

IGDS Mona Unit staff continued support for graduate programmes by serving as supervisors, advisors and examiners and guest lectures and modules for Masters, MPhil and PhD students within and outside the IGDS, locally and regionally.

Graduate Teaching: In Semester 2 Dr Dunn recruited Mrs. Judith Wedderburn (Former Director at Friedrich Ebert Stiftung) to deliver her annual Gender and Trade Guest Lecture in the UWT's MSc International

Relations programme. On her return from sick leave (January 23 to March 21 2017, Dr Dunn continued annual on-line delivery of FMMS6321 *Gender Issues in Health* module in the Faculty of Medical Science's Family Medicine programme. This year, only medical doctors registered at UWI Cave Hill completed the course joining weekly from Antigua and Barbuda, Barbados, St Lucia and Guyana.

Graduate Supervision and Examination: Dr Dunn supervised 5 graduate students (2 PhDs; 3 MPhil/PhDs) most of whom made progress in their research and writing, conference participation and some submitted articles for publication. She also served as advisor for 2 MPhil/PhD IGDS students and was Internal UWI Examiner for one PhD thesis of a candidate in SALISES (Cave Hill).

Strategies to Create the Ideal UWI Graduate/Cross-Faculty Teaching

Undergraduate: The Unit continued to support delivery of the module in FOUN1201/FD12A on 'Gender Ethics Science and Technology', and participated in the UWI's review of Foundation courses, making recommendations to strengthen gender components.

Research: High demand for the Unit's collaboration on gender related research continued; most research was to mainstream gender in development policies and programmes across various sectors. Members of the Unit were involved in six (6) gender-related research studies: the Care Economy/Unpaid work; Gender, climate change and disaster risk management and mainstreaming gender in agriculture and agro processing.

Gender Policies and Action Plans: The Unit continued to support two UWI initiatives: i) Implementation of The UWI Mona's Gender Task Force's Gender Action Plan, to support implementation of the National Policy for Gender Equality (NPGE) in Jamaica; and ii) the UWI Gender Policy with the IGDS' Regional Coordinating Office, Campus Units and other stakeholders.

The Unit's staff was also involved in the following research studies:

Title: Towards an Understanding of Structural Drivers of HIV/STI

and Protective Factors among Sexual and Gender Minority Youth in Kingston, Jamaica: This two-year study was completed by Dr. Annecka Marshall, Dr. Carmen Logie, University of Toronto partners and the Jamaica Aids Support for Life (JASL). The research expanded knowledge to reduce HIV/STI risks, analysed pathways to promote equitable healthcare among Sexual and Gender Minority Youth (SGMY) in Kingston, Jamaica, and counterparts in Canada. Publication output included a jointly authored journal article by the team entitled: “Prevalence and Correlates of HIV Infection and HIV Testing among Transgender Women in Jamaica”.

Title: UWIHARP and PRIDE In Action Research Project: In April 2016, Dr Marshall joined a two year project coordinated by the University of the West Indies HIV and AIDS Response Programme (UWIHARP), the National Family Planning Board and funded by the Global Fund for HIV and AIDS. The qualitative study seeks to increase access to healthcare services for LGBTQI students and staff at the UWI campuses at Mona and Western Jamaica and supports the national HIV/AIDS programme. It also aims to increase health knowledge to benefit UWI's LGBTQI students and staff.

Title: Human Trafficking in Jamaica: In March 2016, the final report of this 2015–2016 study on Human Trafficking was submitted to the Ministry of Justice's National Task Force against Trafficking in Persons (NATFATIP) and the UNDP. The study contributed to Jamaica's improved ranking on the US State Department's Trafficking in Persons Watch list from Tier 2 Watch list to Tier 2, in June 2016, thus avoiding the threat of a Tier 3 ranking which implies the suspension of non-humanitarian aid from the US to Jamaica. The study supported the development of a National TIP policy, improved national capacity to detect, respond to and report on TIP, prosecute traffickers and protect victims. Research outputs included: a) A Situational Analysis of Human Trafficking in Jamaica report (an update on the 2007 study on Trafficking in Persons in Jamaica (Sybil Ricketts and Leith Dunn); b) an Anti-Trafficking/TIP Information System and Database; c) a TIP Data-sharing Protocol and Brochure to improve data sharing with NATFATIP; d) a Communications Plan and a

review of legislation. Dr Dunn and the research team presented research findings at a UNDP/ Ministry of Justice public event on Human Trafficking on July 28, 2016, at the Jamaica Pegasus Hotel. Research findings have also been used for several public lectures and events.

Title: The African-Caribbean Women's Mobility and Self-fashioning in Post-diaspora Contexts Network: This research project funded by the UK's Arts and Humanities Research Council (AHRC) (34,000 pounds) is a joint initiative of the London South Bank University (LSBU) and UWI's IGDS Mona Unit. Principal Investigator is Dr Suzanne Scafe, of LSBU, and Co-Investigator is Dr. Leith Dunn (IGDS MU). The AHRC grant has been used to: establish a multidisciplinary Research Network of 13 female scholars from universities in the UK, North America and the Caribbean; establish a website <http://www.lsbu.ac.uk/schools/arts-and-creative-industries/research/africancaribbean-women-postdiaspora-network>; organise four research seminars (LSBU – April 2017, UWI Mona -September 15–16 2017; and U of Toronto and LSBU in 2018. Outputs will also include: two edited publications, and a larger research proposal to the AHRC. The project supports research on new and emerging migration and diaspora issues during the current UN International Decade for People of African Descent.

Title: Enhancing Knowledge and Capacity in Comprehensive Disaster Management (EKACDM) Initiative: The IGDS Mona Unit is supporting implementation of the gender component of this five-year project implemented by the UWI's Institute for Sustainable Development's Disaster Risk Reduction Centre (DRRC) with funding from Global Affairs Canada. The EKACDM Initiative supports implementation of the Comprehensive Disaster Management (CDM) Framework for 2014–2024 led by the Caribbean Disaster Emergency Management Agency (CDEMA). The gender component being implemented by the IGDS Mona Unit includes: research with stakeholders in nine countries across five sectors (agriculture, tourism, health, water and sanitation and financial management). The aim is to assess knowledge and capacity for gender mainstreaming, and identify training needs. Research outputs include two gender training manuals, two training strategies and an

implementation plan for policy makers. The project will build knowledge and capacity to integrate gender in Comprehensive Disaster Management. (The research included a literature review and primary data collection from an on-line survey, interviews and focus group discussions with stakeholders attending two consultations: an FAO/CDEMA consultation held in Guyana (April 15–19, 2017) to promote gender mainstreaming in the agricultural sector and another organised by the Caribbean Institute for Meteorology and Hydrology to launch the 2017 Hurricane/Wet Season held in St Vincent and the Grenadines between May 28–June 2, 2017. The IGDS MU's research team includes Dr Dunn, Mrs. Indi McLymont-Lafayette and Mrs. Carr-Tobias.

Title: The Care Economy and Women's Economic Empowerment: The Case of Jamaica': Dr Adwoa Onuora is Principal Researcher for this Caribbean Policy Research Institute (CAPRI) project funded by the European Union. The aim is to research women's economic empowerment, unpaid work and the care economy in Jamaica. Outputs: Report on a literature review on the gender and child care and global child care models; a national time use survey (TUS); data on private-sector sponsored child care support programmes that could be used as models for other companies in Jamaica and elsewhere. Findings will guide recommendations on policies and strategies to address the problem of unpaid care work. The team also includes the CaPRI team and Ms. Shinique Walters (Department of Government). They submitted a proposal the UWI Mona Principal's Research Fund for additional funding to increase the sample size to conduct a national study which was supported by the HOD, IGDS Mona. Between July–August 2017 the desk review was completed and a pilot study conducted for this study which will include a sample size of 300 participants.

UWI Research Days 2017: February 1–3, 2017

IGDS Mona Unit's participation in 2017 Research Days included:

- a Public lecture by Mrs. Indi McLymont-Lafayette entitled: 'Human Trafficking and the Culture of Silence in Jamaica' who was a member of the MCU team that conducted the 2015/2016 study on Human

Trafficking in Jamaica for the National Task Force Against Trafficking in Persons;

- b. Research posters from research studies conducted throughout the year;
- c. Information for the UWI's Policy Wall, from policy research on the situation of Household Workers in Jamaica used to supported ratification of C189 by the Jamaican government on September 22 2016.

OUTREACH PROGRAMME

Major activities included:

- **International Women's Day (IWD) March 8–11, 2017:** The Unit participated in several events and these included: The annual Mary Seacole Hall Public lecture, delivered by Dr Adwoa Onuora, entitled "*Writing about Oppression on Sacred Ground*", on March 8, 2017; 2) The EU/IGDS Bus/School Tour on March 9, 2017 to three (3) Kingston-based High Schools to promote awareness to eliminate violence against women and girls; 3) the Tambourine Army's Survivor Empowerment March, held on Saturday, March 11, 2017, in Kingston; 4) the IGDS Mona Unit's WJC Symposium entitled "*A Nuh So It Fi Go*", on March 8, 2017, at the UWI Mona's Western Jamaica Campus
- **International Men's Day, held November 18, 2016:** A Rap session entitled '*Who is Listening to Our Males? Ensuring their safety, protection and wellbeing*', which was facilitated by Mr. Joseph Heron, Dean of Discipline, Haile Selassie High School, Rev. Dr Lester Shields, Counsellor at The UWI, Mona Campus and Mr. Keith Gardner, Director of Campus Security and Retired Assistant Commissioner of Police (ACP). Participants included students from UWI, Mona High and Haile Selassie High Schools.

STAFFING

Human resources

Academic staff: There are seven (7) faculty members full time and part time, two (2) administrative staff and one (1) Office Attendant.

Workplace Safety and Health Issue: Mould infestation in the Alister McIntyre Building where the Unit's offices and Seminar Room are located caused severe health and safety problems for staff, students and visitors. Despite considerable financial expenditure by the Principal and Campus Administration to address the problem, continued poor air quality led to the decision in January 2017 to temporarily close the office. Alternate locations were identified to accommodate tutorials normally held in the seminar room. Staff worked 'virtually' and used creative methods to operate while continuing efforts to negotiate access to temporary office space. Various UWI departments provided support. Mary Seacole Hall – space in their hall for some tutorials and staff meetings. CARIMAC – mail collection and delivery; the IGDS Regional Coordinating Office in the VC's Office offered temporary office space for one staff member for a few weeks. The Bursary staff provided access to desk top computers to use Banner.

Work-life Balance: The goal of improving work-life balance and stress levels was not achieved. Stress increased significantly with the prolonged difficult working conditions. Despite the challenges, the MU staff continued to deliver courses and submit exam grades on time, support students, and address many requests for gender training, guest lectures, and technical assistance for data and to mainstream gender in national policies and programmes, as well as requests for media interviews and from visiting researchers.

SERVICE TO THE UWI-12 COUNTRIES AND UNDERSERVED COMMUNITIES

Service to UWI 12

Dr Dunn delivered two lectures on Human Trafficking as part of the IGDS/Open Campus Lecture series in Kingston and in Montego Bay.

Support to underserved communities

Main activities included:

- **UWI Childcare Needs:** Dr Onuora served as IGDS Mona's representative on the HRMD Task Force to address childcare needs on the campus. A needs assessment survey instrument was drafted and some funds were received from CHASE to support the renovation of a former childcare facility which is slated to open in January 2018.
- **Diversity:** Dr Marshall served as IGDS Mona's representative on the Mona Principal's Task Force on Diversity and Inclusion. Ms Carla Moore PT IGDS Mona Lecturer at the UWI WJC served as a Mentor for the J-FLAG youth mentorship programme. She also submitted a funding proposal and coordinated the UWI WJC Safer Campus Initiative to sensitize staff members on how to offer better services to students with disabilities, survivors of domestic violence, and students from diverse gender and sexual backgrounds.

PAPERS PRESENTED

Major Conferences/Seminars

- **Mothers, Mothering, Motherhood in Today's World: Gala Conference,** October 14–16, 2016 in Toronto, Canada: Dr Onuora delivered the keynote presentation, entitled "Socializing Reproductive Labour: Towards the Emancipation of Women's Unpaid Care Work".
- **10th Anniversary Conference of (CEGENSA) Centre For Gender Studies and Advocacy, College of Humanities, University of Ghana,** October 27–29, 2016: Dr Marshall presented a paper entitled: 'Lift As We Climb': The Power Of African Sisterhood' at this conference entitled "Gender And Women's Studies For Africa's Economic And Socio-Cultural Transformation".
- **African Caribbean Women's Migration and Disapora Network Consultation,** April 12–13 2017 London South Bank University (LSBU): Dr Dunn presented a paper entitled: "Globalisation Struggle and Survival of Jamaican Women Migrants", at the first AHRC-funded Consultation.

- **Latin American Studies Association (LASA 2017) Conference, Pontificia Universidad Católica del Perú, Lima, Peru**, from April 29–May 1, 2017: Dr Onuora presented a paper entitled: “Intersectional Approaches and Dialogues on Black Women, Black Feminism(s), and Popular Feminism(s) in Latin America and the Caribbean”.
- **SALISES Caribbean Child Research Conference** November 2, 2016, at the Golf View Hotel, Mandeville: Dr Dunn presented a paper entitled: “Child Trafficking and Missing Children in Jamaica”, at the annual SALISES Caribbean Child Research Conference. The Conference theme was ‘Promoting the Rights of Children in extremely difficult circumstances’.
- **UWI Mona Beyond Homophobia Conference:** January 27, 2017, Two IGDS, MU staff presented papers: Ms. Moore on “Tales from the Field: Myths and Methodologies for Researching Same Sex Desiring People from the Caribbean”, with Nikolai Attai (doctoral candidate at University of Toronto) and Krystal Ghisyawan (PhD Post-Doctoral Fellow at Rutgers University). She also moderated the opening plenary, featuring activists Colin Robinson and FJ Genus and academics Professor Rinaldo Walcott and Dr. Natalie Bennett. *Dr Onuora* co-authored and presented a paper entitled, “Toward a Working-class Queer Agenda in Jamaica that also Centres Gender and Race”.
- **Global Reggae Studies Conference**, 2017, February 9–11, 2017: Dr Onuora presented a paper entitled “Critical/Reggae Dancehall Epistemology and the Politicization of Education”, held at The University of the West Indies, Mona, February 9–11, 2017.
- **IGDS Tanya Stephens Symposium June 2017.** Dr Onuora organised and chaired this symposium held as part of the IGDS Regional Strategy and Planning meeting. This was a joint initiative with UWI colleagues from the Board for Undergraduate Studies and the Institute for Caribbean Studies. Dr Dunn presented a paper on Tanya Stephens as a businesswoman in the Jamaica music industry.
- **International Association for Feminist Economics (IAFFE) at the Women’s University, in Seoul. South Korea July 2017.** Dr Dunn

attended this annual conference and was nominated as co-chair of the Labour Market Research network. Jamaica is also proposed as the venue for the 2021 IAFFE conference.

PUBLICATIONS

Book Chapters

- **Leith Dunn, L.**, Samuels, A., (2016), 'Gender Equity and Access in the Caribbean ICT Sector'. In Laura Robinson, Jeremy Schulz, Hopeton S. Dunn (Eds.) *Communication and Information Technologies Annual (Studies in Media and Communications, Volume 12.* Croydon, United Kingdom: Emerald Group Publishing Limited, pp. 65–91.
- **Dunn, L.** (2016). 'Integrating Men and Masculinities in Caribbean Disaster Risk Management'. In Enarson, E and Pease, B. *Men Masculinities and Disasters.* London Routledge, (pp. 209–218).

Journal Articles

Dr Marshall

- Logie, C.H., Lacombe-Duncan, A., Brien, N., Jones, N., Lee-Foon, N.' Levermore, K., **Marshall, A.**, Nyblade, L. and Newman, P.A. 'Barriers and facilitators to HIV testing among young men who have sex with men and transgender women in Kingston, Jamaica: A qualitative study'. *Journal of the International AIDS Society (JIAS)* 2017, 20:21385.
- Logie, C.H., Wang, Y., Lacombe-Duncan, A., Jones, N., Ahmed, U., Levermore, K., Neil, A., Ellis, T., Bryan, N., **Marshall, A.** and Newman, P. A. 'Factors associated with sex work involvement among transgender women in Jamaica: a cross-sectional study'. *Journal of the International AIDS Society (JIAS)* 2017, 20: 21422.

Ms Ingrid Nicely

- Ms Nicely prepared the IGDS Mona Unit report for the Economic and Social Survey of Jamaica (ESSJ) 2016 published by the Planning Institute of Jamaica, March 2017.

Technical Reports

- **Dunn, L.**, (2016). Gender-sensitive Policy for the Jamaica Employers' Federation to support the Transition to Formalisation of the Informal Economy, Kingston: ILO/JEF. Revised report.

INCOME GENERATION

The Unit contributed an estimated JA\$26,638,569/US\$206,708.81 from tuition fees paid by students registered in the BSc Programme: 127 BSc students (76 part-time and 51 full-time).

PUBLIC SERVICE

Dr Dunn is a member of the International Association for Feminist Economics (IAFFE), the Caribbean Studies Association (CSA) and serves on the Editorial Boards of the Caribbean Review of Gender Studies; the UWI's Journal for Education in the Caribbean (JEIC) and MEDICC. She is also a peer reviewer for two academic journals. In December 2016, she represented the UWI & IGDS at an EU LAC Foundation meeting in Berlin. In May 2017 she represented the IGDS as part of the UWI/University of Lagos (UWILAG) team to establish the Institute for African & Diaspora Studies and delivery of a joint Masters degree programme that was developed as part of an MOU with both institutions. Since 2016, she serves as part of the United Nations Secretary General's technical team for the High-Level Panel of leaders from business, government, civil society and academia to close the economic gender gap and place the economic empowerment of women at the top of the global agenda.

Dr Marshall served on: the Editorial board of the *Caribbean Review of Gender Studies Online Journal and Jonkonu Arts Journal* (Edna Manley College of the Visual and Performing Arts) Editorial Boards; Academic Peer Reviewer for: *Postcolonial Texts, the Social and Economic Studies Journal*, and the *Journal of Eastern Caribbean Studies*; Board of Directors of AWOJA; British Sociological Association; The Association of Black

Sociologists, The Association for the Study of the Worldwide African Diaspora (AWAAD), African Studies Association of Africa.; and member of the Caribbean Region of the International Resource Network.

Dr Onuora is a member of the following professional organisations: Motherhood Initiative for Community & Research Involvement (MIRCI); the Caribbean Studies Association, the Latin American Studies Association (LASA) and the IGDS representative for The Caribbean Child Rights Observatory Network (CCRON). She is a peer reviewer for the *Caribbean Journal of Education*, the *Social and Economic Studies Journal* and *Cultural Dynamics Journal*, and IGDS Mona Unit's Representative for VERJ (Voices for Equal Rights and Justice) tasked with advocacy around the revision of Jamaica's Sexual Offences Act. Her service to the UWI in 2016/2017 included Vice President of WIGUT Mona.