

INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES, REGIONAL COORDINATING UNIT



Professor Verene A. Shepherd
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), now 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. Each Campus-based Unit has a Board of Studies chaired by the Unit Head that functions like Faculty Boards. 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. A key role of the RCU is to coordinate all regional

administrative activities in collaboration with the three Campus-based Units, with inclusion of a representative of the Open Campus in all its strategic plans and policies at its annual Regional Planning and Strategy meetings.

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 and CARIBSAVE. Administering the Graduate Programme at the Mona Campus is also the responsibility of the RCU as, unlike the Cave Hill and St Augustine Units, the Mona Campus Unit does not deliver post graduate level courses in Gender and Development Studies but focuses on undergraduate teaching. Individual lectures in the MCU, however, assist in teaching and supervision of a few graduate students. Over the past year, the RCU contributed to the work of the IGDS by helping in the development and defining of Caribbean gender discourses and scholarship.

Most of the energies of the RCU and the wider IGDS during the period under review were directed at planning for the 20th anniversary conference (scheduled for St. Augustine, 6–8 November 2013), preparing for the five-yearly Quality Assurance Review and facilitating the actual review, while ensuring that the RCU continued to play its usual critical role in helping to shape several of the key strategic themes and goals of the Institute itself as well as of the wider University of the West Indies, falling under the broad themes of: Teaching, Learning and Student Development; Research and Innovation, Public Service and Outreach.

The activities of the RCU 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.

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

TEACHING & LEARNING

During the academic year, the RCU offered solely or in collaboration with the Open Campus and the MCU the following Degrees in Gender and Development Studies:

- An online 18 month undergraduate diploma (offered through the Open Campus, but now under review because of low numbers)
- 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)

The students became increasingly interested in the Internship programme as opposed to completing a Research paper and three students, Myriam Taylor, Diane Hines and Camille Grant were placed on internships at the Peace Management Initiative, UNFPA and Women's Media Watch, respectively. The feedback from the Internship programme by both students and supervisors remains very positive with some students managing to gain employment with their organizations at the end of their tenure.

Thirteen students, at different stages of completion, were supervised in the MPhil/PhD segment of the graduate programme throughout the year under review. This is a very good number for a small Unit with three lecturers. The numbers in the taught Masters continued to increase

and eight students were awarded their MSc degrees in the graduation ceremonies in November 2012. The first PhD graduate of the Unit, Dr. Faith Innerarity, was posthumously awarded her degree. Despite being in the middle of treatment for an illness, Dr. Innerarity successfully defended her thesis on September 11, 2012. The first set of BSc. graduates in Gender and Development Studies marched at the ceremonies in November.

The RCU continued its Staff/Graduate Seminar Series in the 2012/13 academic year. Two MSc research seminars were held, one on December 6, 2012 and the other on May 2, 2013. The seminars provided an opportunity for the exchange of knowledge between the present and past graduate students. Two MPhil/PhD graduate seminars were also held during the Academic Year, one on November 15, 2012 and another on April 5, 2013. An upgrade seminar for Ms. Jacqueline Hall was held on April 18, 2013. The candidate was subsequently successful and continues her work towards the PhD.

Figure 1 provides an idea of the growth in the graduate programme from 2011 to 2013.

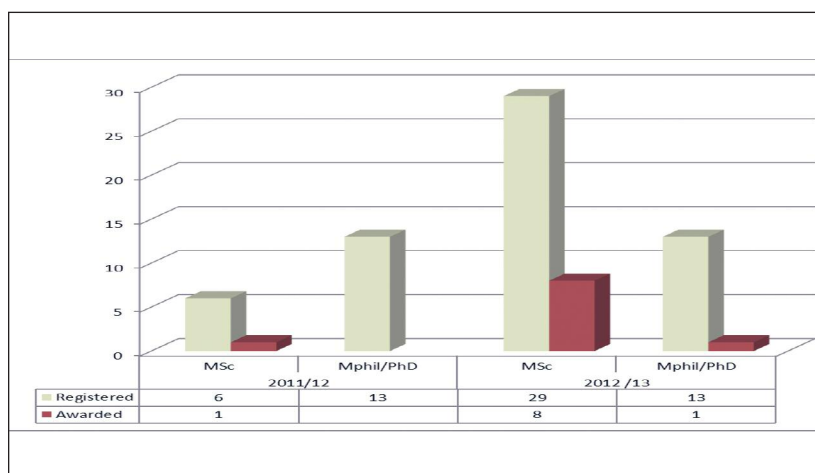


Figure 1: Registered MSc, MPhil and PhD Students for the 2011–2013 period

STAFFING

The RCU has a small staff complement and some of the teaching and supervision had to be done by temporary and adjunct faculty. Supporting the teaching of these programmes were, in addition to the University Director, Dr. Dalea Bean, Dr. Anneka Marshall (of the Mona Unit), Dr. Natasha Mortley (Temporary Lecturer from January 14–July 31, 2013), Ms. Taitu Heron (who resigned effective January 2013), and Mrs. Suzanne Charles-Watson, Junior Research Fellow. Adjuncts were Dr Imani Tafari-Ama and Dr Beverley Shirley of the Open Campus.

It should be noted that there were several staff movements over the period under review. While Mrs. Charles Watson was on maternity and vacation leave, Ms. Natasha Parkins assumed duties as Acting Junior Research Fellow until she demitted office on July 3, 2013. Ms. Karen Small demitted office as the CARIBSAVE Junior Research Fellow on November 2, 2012. Ms. Nuncia Meghoo joined the staff of the Unit in the capacity of temporary researcher on February 1, 2013. She was the IGDS' focal point person on events until July 3, 2013 after which time she assumed the duties of Junior Research Fellow until the return of Mrs. Charles Watson.

Ms. Angeline Ferguson, assumed duties as Research Assistant for the period January to July 2013 and primarily assisted Dr. Bean in the management of the Graduate Programme.

Mrs. Shakira Maxwell continued to manage her portfolio as Administrative Officer, while Ms Andrea Allen, provided invaluable assistance as secretary from January 2012–April 2013 when she resigned. Ms. Kadine Marshall then joined the Unit in that position in May 2013.

Mrs. Margaret Hunter, Office Attendant who is shared with the Mona Unit of the IGDS, as well as with two others offices in the RHQ, assisted with outreach activities in addition to carrying out her core duties.

RESEARCH

The Regional Coordinating Unit continued to participate in regional research which affects policy making throughout the Caribbean. Below is a highlight of the major research undertaken during the period:

1. In celebration of the 20th anniversary of the IGDS, the 4 units collaborated on the creation of a 2-year calendar to illustrate the making of Caribbean feminisms. Twenty-four outstanding Caribbean women who have contributed to Caribbean development, the advancement of women, calls for social justice and have worked towards the formation of the IGDS and other important institutions in the region were highlighted in the publication. The vibrant calendar also features the staff, professors and professors emeritae of the IGDS. (See Figure 2)
2. During the review period, Dr. Dalea Bean, Ms. Nuncia Meghoo and Ms. Angeline Ferguson all assisted in the research work needed for the book currently in preparation on the history of the IGDS and

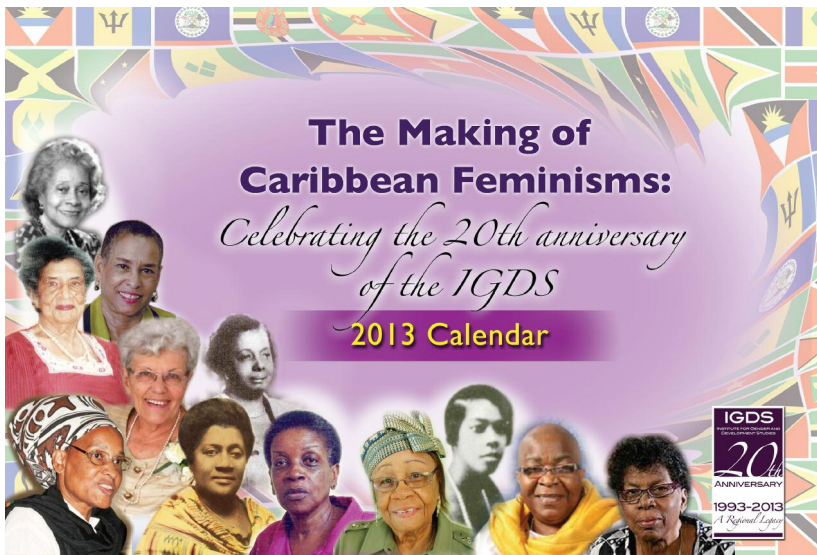


Figure 2: The cover of the IGDS 20th Anniversary calendar

being written by Professors Barbara Bailey, Elsa Leo-Rhynie and Joycelin Massiah.

3. The IGDS concluded its contribution to the CARIBSAVE Project on gender and climate change, with the acting Junior Research Fellow, Ms. Karen Small, executing several activities started by Mrs. Suzanne Charles-Watson. These included:
 - i. Conducting a desk review of national policies and plans for Jamaica with a view to evaluating them for gender considerations; and a literature review and recommendations for the enhancement of policies to include gender considerations.
 - ii. Travelling to Tobago (May 4–10, 2012), to investigate capacity building relating to livelihood activities in coastal communities. This is part of the 5 year partnership for Canada-Caribbean Community Climate Change Adaptation (ParCa) project – a partnership with the University of Waterloo funded by the Canadian International Development Research Centre (IDRC) to conduct community-based vulnerability assessments.
 - iii. Undertaking community profiles for three (3) project sites (Port Antonio, Portland; Bluefields, Westmoreland, Jamaica; Hopkins Village, Belize; Andros Island, Bahamas) as part of the Climate Change, Coastal Community Enterprises – Adaptation, Resilience and Knowledge (CCCCE-ARK) Project. The training for this project activity was completed in August 2012 along with the drafting of a knowledge and strategic communication plan for the project.
 - iv. Developing a Database for Survey Instrument to instruct data entry clerks on how to fill in the database and do coding – also as part of the Climate Change, Coastal Community Enterprises – Adaptation, Resilience and Knowledge (CCCCE-ARK) Project.
4. The Unit continued its work on the project sponsored by the Inter-American Development Bank entitled, “Adolescent Dislocation in Jamaica: Causes and Costs of Dislocation at the Secondary Level.” During the period under review, a number of activities were undertaken

including, field work in several schools across the island and the submission of social and economic background papers to the Bank. The Project, coordinated by the RCU but with associated researchers drawn from other Departments and Institutes, is scheduled to be completed in November 2013 with a dissemination workshop attended by policy-makers.

5. The documentary emanating from the project which had examined Gender & Climate Change in the Caribbean is currently being completed. Ms. Danielle Toppin, the focal point person is working to have the project completed in the shortest possible time.
6. The final activity report for the UN Women/Haiti Project undertaken by the RCU was submitted in February 2013. The regional project which had commenced in May 2011 fulfilled its objectives to build a sustainable body of gender advocates in Haiti and saw the development of academic programme formulation, curriculum content and teaching approaches in the area of Gender and Development at the Université Quisqueya.
7. The Unit hosted a joint Press Conference with UNFPA to present the findings from its history textbook review project on November 7, 2012. Drs. Rita Pemberton and Janice Mayers, researchers on the project from the Caribbean Kunuku Collective attended the conference and presented some of the important findings of the research. A follow-up workshop with select educators was also held on the same day to sensitize them to the findings of the project.

The revised manuscript in relation to the project which had undertaken a gender review of 30 Caribbean History was delivered by the publishers in June 2013. The publication highlights some of the results of the study including the fact that the tripartite of race, class and sex continues to be used as a combined prism through which to present certain groups of persons in subordinated roles. Copies of the publication have already been disseminated to CAPE markers of the history examination as well as to several stakeholders in the island.

OUTREACH

The Institute hosted several public events over the period August 2012–July 2013.

In collaboration with The International Kreative Aktivism Network (IKAN), Jamaicans For Justice, The Office of the Children’s Registry (OCR), the Child Development Agency (CDA), the Jamaica Red Cross, Churches Co-operative Credit Union, The Leadership and Student Engagement Unit (UWI Mona) and Wynlee Distributors, the IGDS participated in the first annual Child’s Month creative forum entitled, “VERBALIZE to SENSITIZE: Heal Armadale, Heal the Future” from May 21–22, 2012 at the Phillip Sherlock Centre for the Creative Arts. The forum provided an opportunity for persons to participate in discussions on child rights and issues of child abuse and included a private therapeutic session for the survivors of the fire that killed seven of 23 girls at the Armadale Correctional Facility on May 22, 2009.

The RCU was one of the main sponsors for the Accompong Maroon Conference held in St. Elizabeth on October 27, 2012. The conference, under the theme, “The African in Jamaica – Safeguarding Intangible Cultural Heritage of the Maroon for Democracy, Governance and Development” was attended by over 100 persons from across the island and saw representation from all branches of the Maroon society. There was also a heavy focus on Maroon women.

The RCU made a donation of several copies of the book, *Jamaican Women on the Road to Parliament: From the Nineteenth to the Early Twentieth Century* by Evelyn Smart to all female Members of Parliament and Senators on November 6, 2012. Professor Shepherd and Mrs. Maxwell along with the author made the presentations to some of the members including the Prime Minister, the Most Hon. Portia Simpson-Miller.

The Unit officially re-launched its Homework Centre on September 3, 2012. The Centre, which has been in existence since 1994, has provided for students and staff on campus, a facility in which they can leave their

school-aged children safely supervised whilst their parents are at school or work. The reopening of the Centre was made possible because of financial assistance provided by the Office of the Vice Chancellor. The Centre also received several donations towards its refurbishment. For example, Berger Paints supplied paint for the refurbishing of the building and Mrs. Norma Wray of Mae's Catering now supplies snacks for the children on some days. Donations of books and toys have also been received from several persons. The first Board meeting for the Centre took place on February 1, 2013.

As part of the IGDS 20th Anniversary celebrations, on March 25, 2013 the RCU launched one of its flagship events, "Groundings with the Brothers & Sisters – Reasoning the Way." Groundings is the reclamation of a methodology of conscientizing, developed by Guyanese Historian Walter Rodney in the 1960s to provide critical social intervention among a population of somewhat dispossessed, but knowledge hungry urban dwellers. The programme seeks, among other things, to provide a multidisciplinary framework through which students might be grounded in cultural content for national development; and the creation of a space for frank discussions among young men and women, towards knowledge building, better gender relations and interpersonal development. This project will move from the Halls to the radio studio in the academic year 2013/14.

WORKSHOPS/SEMINARS/OTHER FORA

- On December 5, 2012, the RCU hosted a seminar on the Jamaica National Policy for Gender Equality. The seminar featured a panel discussion by Mrs. Shawna-Kay McLarty, Public Education Officer, Court Management Services (and a graduate of the IGDS), Ms. Gladys Brown, Commander Officer, CISCO and Ms. Mareeca Brown, Gender Specialist, PIOJ and was chaired by Professor V. Shepherd, who also provided the context of the seminar. Professor Barbara Bailey was a commentator on the presentations.
- In collaboration with the Human Resource Department, the RCU hosted a workshop entitled "Work Life Balance" on March 18 and

19, 2013. The workshop which was facilitated by Certified Professional Facilitator, Sandra D. Cooper targeted members of staff at the middle management level. The workshop sought to initiate a programme of training and development to help employees fulfill both employment-related as well as personal responsibilities. Funding for the workshop was made possible through the Canadian International Development Agency (CIDA) and the United Nations Fund for Women (UNWOMEN).

- In partnership with the Office of Graduate Studies and Research, the RCU hosted a breakfast forum on “Women and Leadership” delivered by Dr. Renee Escoffery-Torres on July 22, 2013. Dr. Escoffery-Torres, is the former Command Chief of Staff and Faculty for 33 Army schools on 14 installations in the United States.
- In collaboration with Ian Randle Publishers, the RCU launched *The World is a High Hill* by Erna Brodber on October 21, 2012 at the Alhambra Inn. The book, featuring a foreword by Professor Shepherd, is an important literary collection of short stories on the lives of Jamaican women.
- In partnership with the Mona Unit of the IGDS, the RCU hosted the Jamaica launch of Professor Eudine Barriteau’s book, *Love and Power: Caribbean Discourses on Gender* on April 29th, 2013. The launch was held in Lecture Room 2 at the Faculty of Law and attended by a wide cross section of persons from the UWI and the larger society including IGDS Professors Emeritae Bailey and Leo-Rhynie.
- The UWI Press and the National Commission on Reparations, Ministry of Youth and Culture, and the RCU hosted the launch of Professor Sir Hilary Beckles’ book, *Britain’s Black Debt: Reparations for Caribbean Slavery and Native Genocide* on May 2, 2013 at the Faculty of Basic Medical Sciences Teaching and Research Complex. Professor Shepherd chaired the event which featured an address by Dr. the Hon. Ralph Gonsalves, Prime Minister of St. Vincent and the Grenadines.

ACADEMIC ACTIVITY: STAFF MEMBERS:

In addition to carrying out their teaching and administrative responsibilities, members of staff found time to attend various academic fora at which they made presentations. A sample is highlighted below:

Papers Presented

Dr. Dalea Bean

- (with Camille Jackson), “Victims or Perpetrators?: Stories of Incarcerated Jamaican Women” Symposium: Caribbean Women in Contemporary Societies: Trends and Prospects. UNC Charlotte, USA, April 3, 2013 (15 pages)
- “The shame of the past; the same for the future?: A Historical Perspective on Sexual Violence against Women.” Forum and Panel Discussion: Sexual Violence and Domestic Abuse: A Major Barrier to women’s safety and empowerment” BWA’s International Day for the Elimination of the Violence against Women. Terra Nova Hotel, November 23, 2012. (6 pages)

Ms. Taitu Heron

- “‘Law or no law’: Interlocking Narratives of Subordinated Citizenship in Jamaica”, UWI SALISES 50/50 Conference – “Critical reflections in at time of uncertainty”, Kingston, Jamaica, August 20–24, 2012. (28 pages)
- Panellist, “Experiencing Africa”, Annual Reasoning, “Dispelling Myths about Africa”, b l a c k s p a c e, Woodside, St Mary. July 28–August 2, 2012. (7 pages)

Mrs. Shakira Maxwell

- “A Woman’s Voice: Her Perspective” Paper presented at the forum, The Abortion Conversation: Does She have a Choice?/Does He have a say? UWI Library Multifunctional Room, May 8, 2013. (8 pages)

Professor Verene Shepherd

- “Talking History Because of the National Library of Jamaica.” National Library of Jamaica’s “Tea, Coffee & History” morning, July 11, 2013. (9 pp)
- “The Global Financial Crisis & People of African Descent: The Collision of Economic Policies and Adjustments & Human Rights.” United Nations Seminar on The Financial Crisis and Human Rights, Vienna Austria, July 1, 2013. (7 pp)
- “Finding It in the Archives: Experiences in Archival Research.” International Archives Day, University Archives, Regional Headquarters, June 6, 2013. (4 pp)
- “The History of Jamaica: An Overview”, International Women’s Forum Annual Conference, Montego Bay, Jamaica, May 29–31, 2013. (9 pp)
- “From Text to Public Space: Monuments, Memorialization and Black Identity.” Atlantic World History, Gender and Memorialization Conference, Brown University, May 9–12, 2013. (13 pp)
- “Gender, War & Property: The Anti-Slavery Struggle in Western Jamaica: 1824 and 1831”, Argyle War Anniversary Lecture, Hanover Parish Library, March 21, 2013. (32 pp)
- “Gender & Work Life Balance”, Scotia Bank Training Centre, March 8, 2013. (13 pp)
- “Gender & Planning in Jamaica: A Retrospective Glance in the Rearview Mirror,” MIND Public Sector Leadership Workshop, Knutsford Court Hotel, March 7, 2013. (15 pp)
- “United in Anger, United in War: Gender and Anti-slavery in Caribbean History.” Commemorative Lecture in Honour of the 250th Anniversary of the 1763 Berbice Slave Revolt, February 28, 2013, Guyana. (32 pp)
- “We Glad We Come Over?” JAMALCO Black History Month Panel Discussion, Halse Hall, Clarendon, February 12, 2013. (10 pp)

- “Marronage in Jamaican History.” Black History Month Public Lecture, Optimist Club, Harbour View, February 5, 2013. (15 pp)
- “Remembering this Day in 1832.” Croydon Plantation Commemoration event, December 27, 2012. (17 pp)
- “Understanding Entrepreneurship.” Excelsior Community College Graduation Ceremony, November 29, 2012. (15 pp)
- “Sam Sharpe and other Lights Shining from the West: Lessons for Today.” Western Jamaica Campus, Montego Bay, Jamaica, November 27, 2012. (11 pp)
- “Nanny and the Tradition of Women’s Resistance in Jamaica: Protecting Agency as a Part of our Intangible Heritage.” Maroon Conference, St. Elizabeth, Jamaica, October 27, 2012. (23 pp)
- “Recalling the Trail of Tears and Blood: Voices from the 1831/32 Emancipation War led by Samuel Sharpe in Jamaica.” Sam Sharpe on the Praxis of Religion: Revolt, Resistance and the Re-Ordering of Society Conference, UWI/Mona, Kingston, October 12–14, 2012. (26 pp)
- “Righting the Wrongs of 1865: Sites of Memory and Decolonization”, 11th Morant Bay Annual Paul Bogle Lecture, October 11, 2012. (20 pp)
- “A Nation on a Mission: Our Heritage, Our Foundation.” Floral Tribute to the Ancestors, sponsored by the St. Catherine Parish Council and the JCDC, October 10, 2012, Spanish Town, St. Catherine, Jamaica. (8 pp)
- “Ignoring History: Challenges of Citizenship and Identity in an Independent Nation.” Presented at the Jamaica High Commission in the United Kingdom, London, UK, October 2, 2012. (18 pp)
- “Recognition, Justice and Development: A Diamond Agenda in a Golden Year.” Plenary address presented at the SALISES 50/50 Conference – “Critical reflections in at time of uncertainty”, August 20–24, 2012, Kingston, Jamaica. (28 pp)

PUBLICATIONS

Books & Monographs

- Verene Shepherd, Ahmed Reid, Cavell Francis & Kameika Murphy *Jamaica and the Debate over Reparation for Slavery* (Kingston: Pelican, 2013) (244 pp)
- Taitu Heron and Shakira Maxwell, editors, Special Issue of *Social and Economic Studies*, Vol. 61, No. 3, September 2012.

Refereed Articles & Book Chapters:

- Taitu Heron and Yanique Hume, “Stepping Out: Peter Tosh and Afro-Caribbean Existence”, *Caribbean Quarterly*, December 2012.
- Shakira Maxwell, “Fighting a Losing Battle? Defending Women’s Reproductive Rights in Jamaica” Special Issue of *Social and Economic Studies*, Vol. 61, No. 3, September 2012, edited by Taitu Heron and Shakira Maxwell.
- Verene Shepherd, “Constructing Visibility: Indian Women in the Jamaican Segment of the Indian Diaspora” *Man In India* Vol. 92, No. 2, April – June 2012.

Non-Referred

- Dalea Bean and Andrew Spencer (2013), *Between Glass Ceilings and Sticky Floors: Female Employees in the Hotel Industry in Jamaica*. Lambert Academic Publishing.

INCOME GENERATION

- MSc Self Financing Programme – JM\$ 1.5M

PUBLIC SERVICE

Taitu Heron

- Board Member/Volunteer Workshop Facilitator, Women’s Media Watch Jamaica
- Member/Regional Coordinator, Development Alternatives of Women for a New era (DAWN) Caribbean Chapter.
- Member, Research & Data Management Committee, Early Childhood Commission
- Member, b l a c k s p a c e Collective
- Member, Violence Prevention Alliance
- Member/Coordinator, Working Group on Women’s Reproductive Health and Rights. DAWN Caribbean. Kingston, Jamaica.

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

- Member, Global Development Network
- Member, Jamaica Diaspora Connect

Verene Shepherd

- Chair, United Nation’s Working Group of Experts on People of African Descent (WGPAD)
- Member, Public Service Commission (PSC) (Jamaica)
- 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.

CONCLUSION

Despite the challenges of finances and human resources, the RCU has managed to increase its student intake, improve its throughput rate and participate in public service and outreach. Its forging of local links and its attention to its mandate of regional reach attracted more partners and has gained for it and the overall IGDS the title of a best practice Institute in terms of helping to forge regionality. The results of the recent QAR will do doubt dictate the actions for the next academic year as the Unit seeks to improve its work, visibility and relevance to all its partners.