

INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES MONA CAMPUS UNIT

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During the 2009/2010 academic year, the Institute for Gender and Development Studies (IGDS) Mona Campus Unit supported the UWT's Strategic Plan 2007-2012, by prioritizing Teaching and Learning, Research and Innovation and Public Service. In Teaching and Learning the focus resulted in the first year of full implementation of the new BSc in Gender and Development and the Unit welcomed 11 new students (10 females and two males) a 100% increase on the previous year. Among the innovations adopted was restructuring the mode of delivery for first year BSc courses from on-line to face to face which contributed to a 100% increase in enrolment. Staff continued to develop new courses, and restructure others. Research and publications on emerging gender and development issues in the Caribbean increased during the period under review. Research studies completed by staff, graduate students and research associates were published on: sexuality, HIV/AIDS, governance, trade, migration as well as climate change and disaster risk management. High demand for the Unit's expertise in research, gender analysis and planning and gender mainstreaming, enabled us to support policy advocacy and training for a number of national, regional, and international institutions. Details of these developments are shared in the body of this report. Priorities for the new academic year are to significantly increase student enrolment in all gender courses and programmes, complete and submit new courses; as well as a new Major and Minor for approval by AQAC; increase the number of publications in peer reviewed articles; and continue collaboration with strategic stakeholders and partners to increase services consistent with our mandate and the UWT's Strategic Plan.



STUDENTS

Undergraduates: Student intake for the academic year was 391 students in 12 IGDS undergraduate courses: 170 students in 7 courses in Semester 1; 183 students in 5 courses in Semester 2 and 38 students in one course in Summer School. The majority was female students. The Unit's major challenge was declining student numbers, despite efforts to increase marketing. The decline was related to the economic crisis and limited awareness of gender as a career option. The Unit increased marketing and collaboration with Admissions, Careers and Placement and the Office of Student Services and Development. A special Student Orientation Programme was held on September 10, 2009. After final exams, students were again invited for a Christmas lunch meeting, to provide feedback on the first semester's experience. *Student Awards:* The annual Dorian Powell Prize awarded to the student pursuing the Minor in Gender and Development Studies with the highest marks, was not awarded in the period under review, but will be reintroduced in the new academic year. **Postgraduates:** Staff taught seven (7) students in two (2) graduate courses and one module in the MSc Gender and Development programme; supervised 15 graduate students (5 Masters and 10 MPhil/PhDs) in three faculties.

STAFF

Human resources: The Unit's staff complement was three academic staff and one-part time lecturer/tutor. The post of Temporary Clerical Assistant funded by the Unit became vacant and was filled by part-time student assistants. This arrangement had a negative impact on customer satisfaction which will be addressed in the new academic year. The Unit also said thanks and farewell to Ms. Erika Ellis, Senior Administrative Assistant. Delays in filling this post meant reliance on temporary staff and significantly impacted the workload of the Head and administrative work processes.

Staff Teaching Loads:

The Unit's 10 hour teaching load for undergraduate and postgraduate courses combined was reviewed and revised downward, as a result of the UWI's decision to disallow UGC-funded staff to teach self-financed MSc

graduate programmes. The Unit requested that this decision be reviewed, given the staff's expertise, history of support to the graduate gender programme over several years at no extra remuneration.

Staff Honours and Awards

Special honours and awards given to IGDS staff during the year included:

- a) Head of the Unit, **Dr Leith Dunn**, was one of 60 women who received an International Year of Woman Award from the Bureau of Women's Affairs on March 8, for her contribution to teaching and research in gender and development. In July she was asked by the Commonwealth Secretary General, to serve as a member of the Commonwealth Observer Group for the Presidential elections in Rwanda, having previously served in a similar capacity for elections in Zimbabwe in 2002 and Zambia in 2006.
- b) Dr Marshall also delivered the inaugural International Women's Day Public Lecture at the Edna Manley School for Visual and Performing Arts.

PROGRAMMES

Teaching: The new Major, (BSc in Gender and Development) complements the Minor in Gender and Development Studies and ensures closer articulation between IGDS undergraduate and postgraduate programmes, as recommended by the 2006 Quality Assurance Review team. The Major also responds to a growing demand for gender specialists, policy analysts and researchers in local, regional and international institutions. It reflects the emerging paradigm that best practices in development policy and planning include gender mainstreaming in the work of all sectors. In September 2009, AQAC approved GEND3031 Gender, Sex and Society as a new course to replace SY37G/SOCIO3031 (Sex, Gender and Society) which became an anti-requisite in the Faculty of Social Sciences. SY37G, originally developed and taught by IGDS staff for many years, is the Unit's most popular course and is taught in all three semesters, often to classes of over 100 students. The Unit also continued to offer a special stream of GEND3031 for BA Early Childhood Education students, as in the past

three years. A new course of Sexual Politics in the Caribbean was developed. Five (5) additional new career-oriented courses and an Introductory Gender course are being completed for approval in the 2010/2011 AY. The latter was a recommendation from an IGDS strategy meeting held on February 25, 2010 with UWI lecturers who teach gender courses at Mona. New Minors and Majors are being developed to increase student enrolment in gender courses in the new academic year. Five undergraduate courses for the Minor were also revised and resubmitted to AQAC for recertification. Course registration was also closely monitored to identify courses with low registration that may need to be retired.

Quality Assurance: Student Assessment Reports for IGDS courses continued to reflect above-average scores for teaching; course quality and materials; high pass rates in all courses; and high grades generally. To further enhance the teaching and learning experience, course content was updated and broadened to maintain relevance. More innovative teaching methods were also adopted to engage students. Staff membership in several professional organizations, and delivery of papers at local, regional and international conferences, enabled the Unit to contribute a Caribbean gender and feminist perspective on several contemporary development issues. In addition it facilitated the acquisition of new publications to enhance teaching, research and collaboration with other academic institutions. The Unit also maintained above average scores for student and course assessments.

RESEARCH

The Unit's research and publication output included studies on: a) gender and sexuality published in academic journals; b) gender, trade and the likely impact of the EU-CARIFORUM Economic Partnership Agreement (EPA) on women in Jamaica, published by One World Action and the Commonwealth Secretariat; c) Gender, climate change and disaster risk management published by UNDP and the Caribbean Risk Management Initiative (CRMI); and d) Gender and the migration of Jamaican women to Canada, published by the North South Institute in Canada.

Funding: The Unit had a major Special Projects grant of US\$350,000 approved by the United Nations Democracy Fund (UNDEF). This was one of 60 projects awarded globally and was developed jointly with

UNIFEM Caribbean. The Mona Unit started to implement this two-year project entitled 'Advancing Transformational Leadership for Gender Justice in the Caribbean' which supports the training programme of the Caribbean Institute for Women in Leadership (CIWIL). Activities implemented during the period under review included: development and delivery of a training curriculum; organizing the first of three training workshops and the first of four national consultations; establishment of a mentorship programme and development of an on-line knowledge and training portal to build women's capacity to become transformational leaders.

STRATEGIC APPRAISAL

Teaching and Learning: The Unit's three full-time academic staff members are all certified to teach in tertiary institutions. The Scholarship of Teaching and Learning were further enhanced by staff participation in short courses: one staff member completed a course in *On-line Teaching in the Learning Environment* and another on *Multiple Choice Assessment Methods* both offered by the UWI's Instructional Development Unit.

Creating the Ideal UWI Graduate: The Unit continued to support *Cross-Faculty Teaching* by again delivering Unit 5 on Gender, Ethics, Science and Technology in the FD12A taught in all three semesters, and as an additional session for students enrolled in the Weekend School of the FSS. Guest lectures were also delivered in the Departments of Economics, Literatures in English and to a wide range of institutions on request. A new initiative was the delivery of a module on **Gender Issues in Health** which was taught on-line to medical doctors pursuing the Diploma in Family Health (**MD62C**) offered by the UWI Cave Hill Campus. Efforts also continued, to build partnerships and explore new teaching opportunities across faculties, to ensure that the 'ideal UWI graduate' is gender-sensitive.

Programmes and Teaching: Work continued to develop new career-ready programmes and a series of Minors to increase student intake and enhance programme offerings. Teaching methods also included increased use of audio visuals. Some students were also exposed to the work of organisations such as the Bureau of Women's Affairs, women's

and men's civil society organisations and the private sector to understand the use of gender-related skills in the workplace. A short internship was arranged for one student with the Private Sector Organisation of Jamaica (PSOJ). The Unit also welcomed two international students in undergraduate gender courses.

Research and Innovation: Course assignments for assessment continued to support the involvement of students in research. The Unit also responded to some of the requests for gender related research and supported the policy research programmes of organisations such as the Centre for Voluntary Social Services/United Way in Jamaica, the largest umbrella group of NGOs working in many sectors.

Service to the UWI-12 Countries and Underserved Communities: Mona Unit's support to the UWI -12 was mainly through the UNDEF project that enabled representatives from the women's movements in Haiti, Antigua and Barbuda, Belize, St Lucia and St Kitts and Nevis to participate in the leadership training workshop held in Antigua and Barbuda in July 2010 and a workshop on crime in St Lucia in April. The Module on Gender issues in health included medical doctors from the UWI-12 countries. Having drafted the first, second, third and fourth reports of the Bahamas to CEDAW, the Unit continued to provide advice, support and information to enable the Bureau of Women's Affairs to secure Cabinet approval to submit the report to CEDAW. A report entitled analysis of Strengthening National Engagement, Rationality and International Partnerships: The '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 CARICOM's Statistics website. Findings 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 prepared by Leith Dunn for the OAS, was used for a regional conference of Labour Ministers in Latin America and the Caribbean held in Argentina.

OUTREACH

The Unit's Calendar of Events, under the umbrella of the 'Conversations in Gender Series' included the following: *Public lectures and discussions*: to commemorate milestones such as International Women's Day (March 8), the International Day to Eliminate Violence Against Women (November 25), World AIDS Day (December 1) and South Africa Women's Day (August 9) with the South Africa High Commission at an event entitled: "Together Empowering Women: Eradicating Poverty", held at the Knutsford Court Hotel. A public discussion and documentary film ("The Souls of Black Girls") examined black women's self-image, disorder and self-esteem, presented by Ms Yasmin Anderson-Smith. To address masculinity issues, the Unit attended the launch of Male Desk in the Bureau of Women's Affairs, and presented two (2) guest lectures, to local and British teachers and supported Fathers Inc.'s 2010 Model Father Awards ceremony and the launch of Father's Inc. Resource Centre.

Advocacy workshops to: reduce gender based violence with Friedrich Ebert Stiftung (FES)/IGDS for senior officers in the Jamaica Constabulary Force (JCF) to improve JCF data collection methods and for Civil Society and Faith Based Organizations, to share research findings of a pilot study on 'Victims and Perpetrators of Gender Based Violence'. A panel discussion on the proposed ILO Convention on the Rights of Domestic Workers was held on International Women's Day with tripartite partners, the Bureau and the ILO. In solidarity with Haiti, a joint event to commemorate IWD was organized with the UWI Department of Languages.

Training workshops to: promote gender equality in governance, with partners such as the Women's Resource and Outreach Centre (WROC), the Private Sector Organisation of Jamaica, the Association of Women's Organisations of Jamaica (AWOJA), the Jamaica Women's Political Caucus and the Bureau of Women's Affairs to host leadership training workshops for women. As part of the UNDEF project the Unit also co-hosted a national consultation on CRIME: Politics, Power, and Participation in St Lucia on April 15 2010 and the first leadership training institute's for 29 women from six (6) Caribbean countries which was held in Antigua and Barbuda from July 11 -22 2010. This event benefitted from

the participation of several high profile women leaders including the Governor General of Antigua and Barbuda, Dame Louise Lake-Tack, GCMG, DStJ, Dr Rosina Wiltshire, CARICOM Gender; Hon. Dr Jacqui Quinn-Leandro, then Acting Prime Minister of Antigua and Barbuda; the Minister of Health for St Kitts and Nevis, Hon Marcella Liburd, Senator Elizabeth Thompson from Barbados, UNIFEM's Regional Director, Ms Roberta Clarke, Project Coordinator and academic staff from the UWI campuses at Cave Hill and St Augustine.

Book launches: The Unit supported two (2) book launches: the International Labour Organisation's (ILO)-United Nations Development Programme's (UNDP) Report and Panel discussion on 'Work and Family: Towards New Forms of Reconciliation and Social Responsibility' which was launched by Hon Parnell Charles, Minister of Labour and Social Security and Dr. Imani Tafari-Ama's book 'Blood, Bullets and Bodies: Sexual Politics Below Jamaica's Poverty Line' which includes an analysis of sexuality and the phenomenon on skin bleaching.

Exhibitions to promote awareness of IGDS programmes: three (3) exhibitions were mounted: at UWI's Research Day held January 28-29 2010; the annual SALISES-sponsored Caribbean Child Research Conference in October attended by hundreds of high school students and child researchers and at the Shortwood Teachers' Colleges' Inaugural Research Day.

Media Interviews: Staff participated in several media interviews on gender-related issues such as Masculinities, for International Women's Day in March and on Human trafficking in June. Dr. Marshall was also a **Guest gender analyst** on TVJ Television's Smile Jamaica Programme, on September 14, 2009 speaking on "Caster Semenya and the meaning of intersex".

PAPERS PRESENTED

- **J. Castello:** "Beaten With the Rod of Correction: Violence Against Women in the Christian Church in Jamaica." Caribbean Studies Association (CSA) 35th Annual Conference, May 24-28, 2010, Barbados. (20 pp).

- **J. Castello:** “Theologising women through the literary and performing arts: A Response”. WAND Theological Workshop, Anglican Retreat Centre, Brown’s Town, St Ann Jamaica, March 26, 2010 (10 pp)
- **J. Castello:** “Building Gender Equality in Leadership”. Regional Workshop on Instructional Strategies: September, 2009, Kingston, Jamaica. Management Institute for National Development (MIND). (10pp)
- **L Dunn:** “Gender and Democracy in the Caribbean: “Women Deepening Democracy: Transforming Politics for Gender Equality”, UNDEF/UNIFEM conference, New Delhi, India, January 13-15, 2010 (9 pages).
- **L Dunn:** “Gender, trade liberalization and the EPA: Implications for the Caribbean in the Current Economic Crisis”. Allied Social Science Association, International Association for Feminist Economics /American Economics Association Conference. Atlanta January 3-5, 2010 (47 pages)
- **L Dunn:** “Gender, Migration and Crisis: Jamaican Female Migrants in Canada”.’ (L Dunn and H. Gibb) Canadian Development Report 2010, launch, Toronto, North South Institute, April 21, 2010
- **L Dunn:** “Gender Climate Change and Disaster Risk Management in the Caribbean”. Caribbean Studies Association (CSA) 35th Annual Conference, May 24-28, 2010, St. Peter, Barbados. (20 pp)
- **A. Marshall:** “Equal Rights, Equal Opportunities: Progress for All”. Inaugural International Women’s Day Public Lecture. Edna Manley College for the Visual and Performing Arts, March 5, 2010.
- **K Senior:** “Enhancing Gender Visibility in Disaster Risk Management and Climate Change in the Caribbean: Country Assessment Report for Jamaica”. 11th Annual SALISES

Conference, Port of Spain, Trinidad. March 24-26, 2010, (32 pages).

- **E. Ellis:** “Caribbean Disaster Risk Management: A Gendered Review on the Commonwealth of Dominica”. 11th Annual SALISES Conference, Port of Spain, Trinidad, March 24-26, 2010.(29pp).

PUBLICATIONS

Chapters

- * **Dr. Annecka Marshall.** “Tackling the ‘kinky eroticism’ of studying women in the heterosexist classroom”, in Teaching Gender in the 21st Century. Ed. By The Higher Education Academy. London, England: The British Sociological Association, 2009. 73- 105.

Refereed

- * **A. Marshall, & D. Maynard.** “Black Female Sexual Identity: The Self Defined”. *Souls: A Critical Journal of Black Politics, Culture, and Society*. 11.3, 2 (2009): 5-12.
- * **A. Marshall,** “Re-sexing the Curricula: A Black Feminist Analysis of Lecturing in England and Jamaica”. *Studies in the Humanities Special Issue: Women in Higher Education, Now, Then and Before* 36, 2 (2009): 60-68.

Non-Refereed

- * **Dr. Leith Dunn & Ms. Heather Gibb** ‘Gender, migration and Crisis: Jamaican female migrants to Canada), in A Global Crisis of Development: Responses and Responsibilities. Canadian Development Report 2010, Ottawa: North South Institute, 2010, 53-70.
- * **Dr Leith Dunn** “The Gendered Dimensions of Environmental Justice: Caribbean Perspectives”, in Environmental Justice in the New Millennium: Global Perspectives on Race, Ethnicity and Human Rights. ed. By

Filomena Steady. New York: Palgrave Macmillan. 2009, 115-134.

- * **Dr Leith Dunn** “Child Labor in Jamaica”, in Child Labor World Atlas: A Reference Encyclopedia, ed. Hugh D Hindman. New York: M.E. Sharpe, Inc. 433-435.
- * **Dr Leith Dunn** “Trafficking and Commercial Sexual Exploitation of Children in Jamaica’. Child Labor World Atlas: a Reference Encyclopedia, ed. Hugh D Hindman. New York: M.E. Sharpe, Inc. New York: M.E. Sharpe, Inc. 436-439.

Technical Reports

- * **Dr Leith Dunn**, A. Hamilton, J. Byron, and Q. Palmer “Gender and Women’s Rights Analysis of Economic Partnership Agreements: the Implementation of Trade Liberalization: Jamaica Case Study”, London: One World Action and the Commonwealth Secretariat. (2009):133 pages. http://www.oneworldaction.org/Resources/One%20World%20Action/Jamaica_Research.pdf.
- * **Ms June Castello** “Enhancing Gender Visibility in Disaster Risk Management and Climate Change in the Caribbean: Country Assessment Report for Guyana”. In *Enhancing Gender Visibility in Disaster Risk Management and Climate Change in the Caribbean*: Barbados: UNDP and Caribbean Risk Management Initiative. (32 pp) and: <http://www.undp.org/cu/crimi/docs/crimi-gttfcnaguyana-bp-2009-en.pdf>.
- * **Ms Erika Ellis** “Enhancing Gender Visibility in Disaster Risk Management and Climate Change in the Caribbean: Country Assessment Report for the Commonwealth of Dominica”. In *Enhancing Gender Visibility in Disaster Risk Management and Climate Change in the Caribbean*: Barbados: UNDP and Caribbean Risk Management Initiative. (24pp). and: <http://www.undp.org/cu/crimi/docs/crimi-gttfcnadominica-bp-2009-en.pdf>.

- * **Mr. Keino Senior and Dr. Leith Dunn**, “Enhancing Gender Visibility in Disaster Risk Management and Climate Change in the Caribbean: Country Assessment Report for Jamaica”. In Enhancing Gender Visibility in Disaster Risk Management and Climate Change in the Caribbean: Barbados: UNDP and Caribbean Risk Management Initiative. (32 pages) and: <http://www.undp.org/crmi/docs/crmi-gttfcnajamaica-bp-2009-en.pdf>.
- * **Dr Leith Dunn**. Enhancing Gender Visibility in Disaster Risk Management and Climate Change in the Caribbean: Country Assessment Report for the Dominican Republic. In Enhancing Gender Visibility in Disaster Risk Management and Climate Change in the Caribbean: Barbados: UNDP and Caribbean Risk Management Initiative. (42 pages). and: <http://www.undp.org/crmi/docs/crmi-gttfcnarpdominica-bp-2009-en.pdf>.

INCOME GENERATION

The Mona Unit raised approximately **US\$387,971.31** from the following grants and Summer school:

- **US\$350,000** from United Nations Democracy Fund (UNDEF) for a two-year project to ‘Advance Transformational Leadership for Gender Justice in the Caribbean’;
- **US\$20,000** from UNIFEM for one-year training needs assessment study and preparation of a draft curriculum
- **EU\$3,336.59 (J\$367,025.00)** (in kind) from Friedrich Ebert Stiftung (FES) for research on gender based violence and consultations and a publication on gender and governance.
- **J\$310,536.35** - Net income from Summer School.

PUBLIC SERVICE

Dr Dunn

- Member, Commonwealth Observer Group for the 2010 Presidential Elections in Rwanda
- Member, Board of the Shortwood Teachers' College
- Member, Foundation for International Training in Canada.