

INSTITUTE FOR GENDER AND
DEVELOPMENT STUDIES, MONA
CAMPUS UNIT



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Head of Unit

During the 2015/2016 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 UWI's Strategic Plan 2012–2017.

The Unit supported development of the UWI's Gender Policy and implementation of the UWI Mona's Gender Action Plan in partnership with the Office of the Campus Registrar.

Global agreement on 17 UN Sustainable Development Goals (2015-2030) which includes a commitment to gender equality and use of gender as a cross-cutting issue to achieve all 17 goals, increased global demand for gender specialists to mainstream gender in development policies and programmes in various sectors. Publications included *The UWI Gender Journey* by pioneers Professors Elsa Leo-Rhynie, Barbara

Bailey and Joycelin Massiah which was published by The University Press in collaboration with all four IGDS Units.

TEACHING, LEARNING & STUDENT DEVELOPMENT

Undergraduate programme: The Mona Unit continued to deliver the BSc in Gender and Development and the Minor in Gender and Development Studies. Total student enrolment for the Major was 271 for 2015/2016, which included 39 new students. Some 19 courses were delivered to 735 students in Semesters 1, 2 and Summer School 2016. This included five courses offered at the Western Jamaica Campus (WJC) in Semesters I and 2. This reflects a decrease in registration compared to over 1000 in 15 courses in 2014/2015. In Semester 1 of the AY2015/16. Some 367 students (96 males and 271 females) completed seven (7) courses. In Semester 2, some 333 students (73 males / 260 females) completed nine (9) courses and in Summer School 2015, some 35 students (9 males / 26 females) completed two (2) courses.

Enrolment trends: Decreased enrolment in gender courses was linked to continued lack of public awareness of gender and development as a career option among high school students, teachers and parents and the absence of gender courses at CSEC/CAPE levels. The financial crisis also resulted in several BSc offers being deferred.

BSc Majors Graduating: On October 29, 2016, some 28 BSc Majors graduated (nine upper second; 15 lower second; and four passes). This increased the total number of BSc graduates to 101 since the programme started in 2009/2010.

Gender Minors: The Minor in Gender and Development Studies was successfully launched at the UWI's WJC for the first time with five (5) courses delivered to 43 students by Part-time Lecturer, Ms Carla Moore, and the first two Gender Minors were declared. At Mona an increased number of students also declared the Minor.

Student Awards: Five (5) BSc Majors received awards for academic achievements & leadership at the UWI Student Awards Ceremony held in April 2016. Ms Sasha-Gaye Haas, received the IGDS trophy for having the highest GPA.

The Dorian Powell Prize: The 2015 awardee was Mr Yohan Lee who completed a Double Major (BA in Journalism and BSc Gender and Development). The prize and cash award were presented by Mr Percy Powell at a special IGDS MU ceremony held on November 5, 2015.

Scholarship awardees: 2016 Graduating student Ms Shandy Scott received a full scholarship and is pursuing a Masters degree in Public Policy at Peking University, China. She joined AY2014/2015 BSc graduates Mr Odean Rodney and Mr Occero Fuller who also received scholarships to pursue their Masters degrees in the USA and in Samoa in the Pacific, respectively.

UN Youth Ambassador: Mr Jamar Howell was selected as one of six (6) Jamaican Youth Ambassadors to the United Nations General Assembly for 2015–2017. The Unit started a Tracer study of BSc alumni to track their progress and gain feedback to guide curriculum reviews.

Enhanced Teaching and Learning Strategies: Consistent with recommendations of the 2013 Quality Assurance Review, the Mona Unit conducted curriculum reviews, revised courses to enhance career readiness, used guest lecturers, increased use of technology and provided referrals to the Academic Support Unit and Counselling services. Two types of student internships continued to be organised:

- a. *Inter-institutional partnerships:* Some 41 students in GEND3032 (Gender Climate Change and Disaster Risk Management) were placed with four (4) agencies: the Ministry of Water, Land, Environment and Climate Change – Climate Change Division; PANOS Caribbean, Combined Disabilities Association, and the National Environment and Planning Agency.
- b. *Institutional Internships:* Summer Internships were organised between July and August 2015 for three (3) BSc students with PANOS, Bureau of Women’s Affairs (BWA) to support career readiness in gender mainstreaming. Financial constraints, however, meant that some eligible third year students opted to participate in the Overseas Work and Travel Summer Programme or in local summer jobs to raise tuition fees for the new academic year.

Major challenges linked to Student Learning: Although most new students did well, approximately 5% were Requested to Withdraw (RTW) at the end of the academic year because of poor academic performance. Waivers were granted for some to continue under supervision of academic advisors and referrals to the Student Academic Support Unit. Requests for Leave of Absence (LOA) increased due to financial problems. Several students were unable to pay fees, access resource materials on OURVLE and attend classes regularly.

On a more positive note, some student athletes with sports scholarships who experienced challenges, received additional academic and social support provided pro bono each week by Ms Ingrid Nicely, Senior Administrative Assistant and Mrs Kimberly Carr-Tobias, Research Assistant and their academic performance improved.

Postgraduate programmes

IGDS Mona Unit staff continued to support graduate programmes through teaching, and serving as supervisors, advisors and examiners for Masters, MPhil and PhD students in the IGDS, other UWI faculties and tertiary institutions locally and regionally. Staff also participated in the Curriculum review workshop organised by the IGDS Regional Coordinating Unit in January 2016.

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 include/strengthen gender components.

Research

Mona Unit staff maintained an active research programme in response to emerging gender and development issues. Highlights included: institutional research related to the Mona Campus Gender Action Plan, consistent

with the National Policy for Gender Equality in Jamaica. In response the Campus received the National Gender Certificate Seal from the Bureau of Gender Affairs. The Unit also supported development of the UWI's Gender Policy. Research studies in which staff members were involved included:

- **Title: Mainstreaming Gender in Food Safety in Micro, Small and Medium-Size Enterprises (MSMEs) in Jamaica.**

Principal Investigators: Dr Leith Dunn and Mrs. Kimberly Carr-Tobias

The Caribbean Development Bank and the Bureau of Standards Jamaica commissioned this research to mainstream gender in international food safety standards in Hazard Analysis and Critical Control Points (HACCP) production value chains in 13 Jamaican MSMEs involved in food processing. The findings confirmed male domination in ownership and management of companies, and a gender division of labour in the HACCP food processing and production chains. Results were used to develop Gender Equality Policies and Strategies, Gender Equality Action Plans for each company and to train Gender Focal Points. The CDB plans to replicate the study across the Caribbean as part of their support to their Gender Equality Policy and support to MSMEs.

- **Title: Gender Mainstreaming (GM) in Disaster Risk Management.**

Principal Investigator Dr Leith Dunn; Research Associates: Mrs. Indi McLymont Lafayette; Field Researchers in Jamaica and St Kitts and Nevis (graduates who did the GEND3032 course).

The Caribbean Disaster Emergency Agency (CDERA) commissioned this study to mainstream gender in CDEMA's Caribbean Disaster Management policies programmes and strategies. Results/Outputs included: gender-sensitive disaster risk assessment data collection instruments; production of two case studies on St Kitts and Nevis and Jamaica to assess gender mainstreaming capacity in disaster response agencies; development of training materials and delivery of two gender training workshops.

- **Title: 'Gender Equality and ICTs in St Lucia'.**

Principal Investigators: Ms Ayanna Samuels and Dr Leith Dunn.

The Caribbean Development Bank (CDB) and the St Lucia Coalition of Services Industries commissioned this study, which was funded by UK's Department for International Development. Research findings highlighted the potential of ICTs to increase access to education, and economic empowerment for women and marginalised groups (persons with disabilities, rural youth, unemployed young mothers and unattached young men). It identified factors that contribute to women's under-representation in the ICT sector as business owners/entrepreneurs, managers and employees. The study was published on-line by the CDB.

- **Titles: 2015 Situational analysis of Human Trafficking in Jamaica' and 'The Development of a Trafficking in Persons (TIP) Information Database, Information Sharing Protocol and NATFATIP Brochure.**

Principal Investigator: Dr Leith Dunn and Research Associates: Rev Dr Margaret Fowler, Ms Indi McLymont Lafayette; Ms Keshia West, Mr. Omar Gordon, Dr Jessica Dunn and Panos Caribbean.

Draft and final reports for these two projects, which started in December 2014, were submitted during the reporting period to the Ministry of Justice's National Task Force Against Trafficking in Persons (NATFATIP) and the United Nations Development Programme (UNDP). Research Outputs included: a 200-page report on new trends in human trafficking for sexual exploitation, forced labour, and domestic servitude; a review of anti-trafficking legislation and development of a TIP Communication Strategy; a National Anti-Trafficking Information System and Database to improve data collection analysis and reporting; production of a TIP Data-sharing Protocol and a TIP Brochure.

UWI RESEARCH DAYS 2016: FEBRUARY 17-19

IGDS Mona Unit's participation in Research Days included:

Book Launch: Dr Adwoa Onuora's book '*Anansesem: Telling Stories and Storytelling African Maternal Pedagogies*', from her PhD thesis;

Public Lecture: Ms Ayanna Samuels spoke on ‘Gender Equality and ICTs’;

Posters: (3) Human Trafficking in Jamaica; Gender and ICTs in St Lucia; and Gender and Food Safety in MSMEs in Jamaica.

Principal’s Research Award: Dr. Dunn received the Principal’s award for UWI Outstanding Researchers for her research on Human Trafficking in Jamaica. The research which attracted the most research funds in the IGDS (US\$70,000), was also featured in the URD’s 2016 Research publication.

Outreach Programme

Major activities included:

- International Women’s Day (IWD) March 8, 2016: The launch of the UNDP’s publication: ‘*Where Are the Women? A Study of Women Politics, Parliaments and Equality in the CARICOM countries – Jamaica Case Study*’, and a panel discussion on: ‘The Politics of Leadership – Women at the Table’, were held in collaboration with UNDP and UN Women, at the UWI Mona campus.
- International Men’s Day, November 19, 2015: A Men’s Public Health Education forum was held at The UWI Undercroft with support from The UWI’s Hugh Wynter Fertility Management Unit. Guest speaker was Dr Clinton Hutton, UWI Lecturer in Government. Participants included students from UWI and the Haile Selassie High School
- The 4th Annual International Colloquium on Black Males in Education: October 7–9, 2015 in Kingston. The IGDS Mona Unit, in collaboration with the University of Wisconsin-Madison’s Equity and Inclusion Laboratory (WeiLab) organized this international conference, Highlights were: the Opening Ceremony with Guest Speaker, Mr. Floyd Morris - then president of the Jamaican Senate and Director of the UWI’s Centre for Disability Studies at Mona; a Graduate Academy held at the UWI Regional HQ with 100 local and US university students to encourage males to pursue postgraduate

studies; a College Academy held at Haile Selassie High School, to encourage males to pursue tertiary education; an academic conference held at the Jamaica Conference Centre. The programme concluded with an Awards Ceremony and Banquet at which Warrior Awards, were presented to WeiLab and IGDS nominees for their work in promoting black males in education. The IGDS' nominees were: Professor Barry Chevannes former Dean in the Faculty of Social Sciences, founder of Fathers' Inc. and author of several gender-related research publications and Dr Peter Weller, Clinical Psychologist, co-founder of the CARIMAN Initiative. (The posthumous award to Professor Chevannes was received by his wife Mrs. Pauletta Chevannes.)

- IGDS Brown Bag Lunchtime Sessions: Two sessions were held on November 4, 2015 on 'Women and Leadership' and on February 11, 2016 on 'The UWI, Mona's Sexual Harassment Policy'.

SERVICE TO THE UWI-12 COUNTRIES AND UNDERSERVED COMMUNITIES

Main activities included:

- Research on Gender Equity and ICTs in St Lucia funded by the Caribbean Development Bank and a follow-up presentation at a CDB regional training workshop on Mainstreaming Gender in Trade held in Barbados, from November 23–26, 2015;
- Research on Gender Mainstreaming in CDEMA's Disaster risk management policies and programmes and disaster needs assessment tools; TA for two gender training workshops for disaster managers in Turks and Caicos Islands and in St Lucia.
- Conference participation: Dr Dunn presented a paper on Mainstreaming Gender in Disasters (via Skype) at the UWI Open Campus Belize Conference.

Support to underserved communities

Dr Marshall was Mona Unit's representative on the UWI Mona Campus Principal's Task Force on Diversity and Inclusion. Ms. Carla Moore

continued research for J-FLAG's Youth Mainstreaming Policy and collaborated with Psychologist Dr. Jennifer Stuart-Dixon to submit a grant application to J-FLAG to conduct sensitization on gender and sexual identity issues with WJC Guild of Students, Peer Support Providers, and select UWI staff.

PAPERS PRESENTED

Major Conferences/Seminars

- Feminist and Women's Studies Association (FWSA) Biennial Conference: Dr Adwoa Onuora, presented a paper entitled: "M(OTHER)ING: A Narrative on the Consequences of Epistemological Violence ". 2015, Leeds, United Kingdom, September 3–13, 2015.
- International Symposium on Education and the Sustainable Development Goals (SDG): April 26–27, 2016, London: Ramphal Institute RI), Education International, Kings College London and the National Union of Teachers. Dr Dunn was lead presenter on "Gender, Education and the Sustainable Development Goals".
- 17th Annual Conference of The Sir Arthur Lewis Institute of Social and Economic Studies (SALISES): March 29–April 1, 2016 at the Hilton Hotel, Barbados. Dr Marshall presented a paper with her father, Mr. Hammington Marshall entitled "Resistance is not Futile: The Legacy of Bussa and the Expectations of Independence among Barbadian and Guyanese Men."
- 'Hair and Sex: Conversations on the Politics of Black hair': March 16–18, 2016 UWI Mona WJC symposium. This was held to commemorate International Woman's Day, World Poetry Day, and Day for the Elimination of Racial Discrimination. Ms. Carla Moore organised this event which explored the implications of gender, race, sexuality, and notions of beauty and respectability in the lives of African-diasporic people.
- Third Biennial Rex Nettleford Arts Conference: 'Growing the Arts: Breaking Boundaries': October 14–17, 2015 at Edna Manley College for the Visual and Performing Arts (EMCVPA). Ms. Carla Moore

(WJC) and Kai Barratt (University of Technology, Jamaica), presented on a panel entitled “Representation and Resistance in Popular Culture”.

- "Beyond Homophobia: Exploring Identities and Sexualities in Jamaica Department of Sociology, Psychology and Social Work Symposium: October 21, 2015, at The UWI Mona. Ms Carla Moore presented a paper from her Masters’ thesis entitled ‘Wah Eye Nuh See Heart Nuh Leap: Queer Marronage in the Jamaican Dancehall’.
- SALISES Caribbean Child Research Conference: November 4–6, 2015 at the Jamaica Conference Centre. Dr Cecily Jones presented a paper entitled “Historicising Caribbean Childhood”. Dr Leith Dunn presented a paper entitled “Human Trafficking in Jamaica’ as part of a National Anti-Trafficking Task Force panel.
- 41st Annual Conference for Caribbean Studies Association. “Caribbean Global Movements: People, Ideas, Culture, Arts and Economic Sustainability”, June 5–11, 2016, at the Marriott Hotel, Turgeau Port-au-Prince, Haïti: i) Dr. Adwoa Onuora presented a paper entitled: “Interrogating ‘Caribbean Feminism(s)’: A Dissident Perspective”, (8 pages). ii) Ms Carla Moore presented a paper entitled: “Faith, Exodus, Resistance and Symbolic Annihilation of Caribbean Queers”, on a panel that she organized. iii) Dr Cecily Jones organised an IGDS panel.

PUBLICATIONS

Books & Monographs

- **Dunn, Leith** and Barbara Bailey (eds), 2015. “Gender Perspectives in Education: Caribbean Impact, Global Reach.” *Caribbean Review of Gender Studies*, issue 9, 3–12.

Journal Article

- Dunn, L., and Dunn. H., “Sexual Safety and ICT Security for Secondary School Girls”. London: *Global Information Watch* (2015): 156-159.

Technical Reports

- **Dunn, L** (2016). Human Trafficking in Jamaica. Prepared for the Ministry of Justice's National Anti-Trafficking Task Force and the United Nations Development Programme (UNDP). (200 pages).
- **Samuels, A., and Dunn, L.,** (2015). Gender Equality in ICTs in St Lucia. Prepared for the Caribbean Development Bank and the St Lucia Coalition of Services Industries Limited. (83 pages).
- **Dunn, L., and McLymont-Lafayette, I.,** (2015). Mainstreaming Gender in CDEMA's Policies, Strategies and Post Disaster Needs Assessment Tools. Prepared for the Caribbean Disaster Management Agency.
- **Dunn, Leith and Carr, K.,** (2015). Integrating Gender in Food Safety Standards MSME's in Jamaica. Prepared for the Caribbean Development Bank and the Bureau of Standards Jamaica.
- **Dr Dunn** (with support from Ms Ingrid Nicely), prepared the IGDS Mona Unit report for the Economic and Social Survey of Jamaica's (ESSJ) 2015 published by the Planning Institute of Jamaica, March 2016.

INCOME GENERATION

The Unit contributed an estimated US\$233,267.12 to the UWI during AY 2015/2016 from tuition fees.

PUBLIC SERVICE

Dr Dunn: The International Association for Feminist Economics (IAFFE), the Caribbean Studies Association (CSA) and the Editorial Boards of the Caribbean Review of Gender Studies; Executive Board member, Foundation for International Training (Canada); since 2016, a member of the resource network for the United Nations Secretary General's High-Level Panel on Women's Economic Empowerment. Dr Dunn served as a peer reviewer for two academic journals and is a member of the editorial board of three academic journals.

Dr Cecily Jones served as: Editor for the *Gender Focal Point Handbook* for the Gender Equality Unit (GEU) at UN-Habitat; Reviewer for the following journals: *The Black Scholar*, *USA Journal TBS*, *Post-Colonial Text*, *European journal*; 'Colourism Studies' (USA Journal); as Book reviewer and Review Editor for *H-Net Slavery* and occasional contributions to Gender and Slavery; Manuscript reviewer for Manchester University Press, UK, and the CRGS. She was also a member of: the Society for Caribbean Studies (UK), British Sociological Association, and Caribbean Studies Association.

Dr Marshall served as a member of: The editorial boards of *Caribbean Review of Gender Studies Online Journal* and *Jonkonu Arts Journal* (Edna Manley College of the Visual and Performing Arts); Board of Directors of Association of Women's Organizations of Jamaica (AWOJA); the British Sociological Association; The Association of Black Sociologists, The Association for the Study of the Worldwide African Diaspora, and African Studies Association of Africa.

Dr Onuora served as a member of: 51% Coalition, Motherhood Initiative for Community & Research Involvement (MIRCI) and Caribbean Studies Association. She was appointed as reviewer for: Caribbean Journal of Education, the Social and Economic Studies Journal and Cultural Dynamics Journal, and IGDS Representative for VERJ (Voices for Equal Rights and Justice) tasked with advocacy around the revision of Jamaica's Sexual Offences Act.

Mrs. Carr-Tobias was selected in May 2016 as IGDS MU's representative on Climate Change and Behavioural Change Working Group to provide advice and guidance to the Climate Change Division of the Ministry of Economic Growth and Job Creation.