

INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES, MONA CAMPUS UNIT



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Head of Unit**

During the 2012/2013 Academic Year, the Institute for Gender and Development Studies (IGDS) Mona Unit continued to support the UWI's Strategic Plan 2012–2017, by prioritizing three (3) main areas: Teaching and Learning, Research and Innovation and Public Service/Outreach. In Teaching and Learning the priority was maintenance of the expanded undergraduate programme in Gender and Development. The main achievements were: the graduation of the first three (3) students from the BSc in Gender and Development in November 2012; increased student registration in all undergraduate gender courses offered by the Institute averaging over 1000 for the academic year; an updated and more responsive curriculum; use of innovative strategies to develop students' critical thinking and analytical skills to create the 'ideal UWI graduate'; participation in the Quality Assurance Review of the IGDS;

and expansion of research on Gender and Economic Empowerment, Gender, Sexuality and HIV/AIDS; Gender Climate Change and Disaster Risk Management. The Mona Unit staff also supported public service and outreach, serving on several boards and committees, organizing public education events and media interviews to influence public opinion and build awareness of gender and its importance to development. Increased enrolment in gender courses and the degree programmes in 2012/2013 expanded the number of graduates who are aware of gender as a tool of analysis. More graduates are being trained to mainstream gender in development policies and programmes in response to the demand for these skills globally, regionally and nationally.

The Unit also supported the mainstreaming of gender at UWI Mona. The HOD was appointed as UWI Mona's Gender Focal Point by the Principal in August 2012 and has been supporting implementation of UWI Mona's Gender Action Plan to mainstream gender on the Mona campus. A Gender Task Force, established in the Campus Registrar's Office has led the process to appoint Gender Focal Points in faculties and departments, provide sensitisation sessions and has begun to conduct research to develop a gender profile of the staff and students at Mona which will guide areas for action to promote gender equality.

STUDENTS

Undergraduates

Total student enrolment in the Major in Gender and Development stood at 205 for 2012/2013, and included 58 new students. There was an increase of 13% in total registration in the BSc courses and male enrolment in gender courses (over 40%). The Unit taught 1,155 students in 2012/2013 (semesters 1, 2 and summer school 2013), and delivered 15 courses – an increase compared to 1011 in 14 courses in 2011/2012. In Semester 1, some 515 students (141 males and 374 females) completed six (6) courses. In Semester 2, some 539 students (128 males / 411 females) completed six (6) courses and in Summer School 2013, some

100 students (21 males / 79 females) registered in three (3) courses inclusive of 17 teachers registered in the BA Early Childhood Education programme from Shortwood Teachers' College.

Increased enrolment in gender courses resulted from several factors: peer referrals; improved marketing; partnerships with external stakeholders; public education, and closer collaboration with Admissions, Careers and Placement and the Office of Student Services and Development.

Major challenges

While most students in the new cohort did very well, less than 5% had to be asked to withdraw at the end of the academic year because of poor academic performance. Factors included: inability to cope with the curriculum, and financial problems which impacted their ability to pay fees, access resource materials on OURVLE and attend school regularly. Several Year 2 and 3 students also had to register part-time or apply for Leave of Absence because of financial problems.

Student Awards

The Unit was successful in securing BSc Gender and Development students' participation in the annual UWI Student Awards Ceremony held in April 2013. The Unit nominated BSc students for academic and leadership awards, established a trophy which was presented to Ms Denise Young who will graduate in November with first class honours having received the highest GPA. Some 10 BSc Gender students received awards for academic achievements and outstanding leadership and service.

Postgraduates

The Unit's staff continued to support postgraduate teaching and research by supervising six (6) post graduate students, and serving on the advisory committee of six (6) others, enrolled in MSc and MPhil/PhD programmes coordinated by the IGDS Regional Coordinating Unit, the IGDS St

Augustine Unit, other UWI Departments and a Fulbright PhD candidate registered at the University of Rochester's School of Nursing in the USA.

STAFFING

Human Resources

The Unit started with five (5) full time staff positions in August 2012/2013: one Senior Lecturer/Head; two (2) full-time Lecturers (one new); a Senior Administrative Assistant, and a temporary Receptionist. The new Lecturer resigned unexpectedly in January 2013 and Part-time lecturers and tutors were recruited to deliver a revised programme. A temporary Research Assistant was appointed in February 2013 to assist the HOD with research, publications and UWI's gender mainstreaming project. The Unit continued to deal with the major challenge of balancing the expanding BSc programme, and increased demands for training workshops, guest lectures, and support to national policies and outreach programmes with an inadequate staff complement. This negatively impacted customer service, administrative efficiency, and timely delivery of research commitments, departmental reports and completion of administrative duties.

Staff Teaching Loads

Full time lecturers delivered 10 hours teaching and the Head 5 hours weekly.

Staff Honours and Awards

Dr. Dunn was granted study leave from June 17 to August 23, 2013 and was awarded the 2013 SALISES Visiting Research Fellowship from August 26–December 26, 2013. Ms Violet Sutherland was appointed to act for the summer and Dr Marshall was appointed Acting HOD for August 26–December 26, 2013.

PROGRAMMES

Teaching & Learning

Increased enrolment in the BSc in Gender and Development and the Minor in Gender and Development Studies coincided with the increasing need for gender specialists required to mainstream gender in development policies and programmes in various sectors. The students' experiences were enhanced by using diverse teaching methods which included: Guest lecturers and professionals from various institutions; and increasing student interaction with state, NGO and community agencies.

The Student Internship Programme was also expanded to enable students to use gender-related skills in the workplace and society. Short-term internships were arranged for students registered in the GEND3032 (Gender, Climate Change and Disaster Risk Management) course to facilitate the completion of course assignments. In Summer 2013, two (2) students were sent to NEPA for six weeks; two (2) were sent to PANOS and five (5) were selected to organize and deliver the annual Summer School at the Success Primary and All-Age School in Hanover.

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

This involved continued delivery of the module on Gender Ethics Science and Technology in FOUN1001/FD12A and the module on Gender Issues in Health in the postgraduate programme in Family Medicine (MD62C). In 2012/2013, the module was delivered on-line to medical doctors registered with Cave Hill and Mona. As a result of the expanded interest in gender, guest lectures were delivered to undergraduates in the Department of Economics, (Gender and Economic Development); Department of Sociology Psychology and Social Work (Human Trafficking) and one guest lecture to postgraduate students in the Department of Government (Mainstreaming Gender in Trade Policies) during Semester II.

RESEARCH AND PUBLICATIONS

Gender, Sexuality Safety and HIV/AIDS

The Unit completed and submitted the final research report on the UWI's Health Centre's Ford Foundation- funded Sexual Safety Initiative Project (SSIP). Project objectives achieved were: increased understanding of the sexual behaviour of adolescents in four (4) high schools in Jamaica and UWI students on the three UWI campuses and awareness of their risks of HIV/STI infection and gender based violence. The study provided insight into differences in attitudes and behaviours of the diverse population of UWI students – residential, commuting; those who self-identify as LGBT (lesbian, gay, bi-sexual and transgender) as well as students with disabilities. In Phase 2, the research findings were used to develop media messages to promote sexual safety as part of an expanded UWI Sexual Safety Policy and Programme on all three campuses. In Phase 3 (2013/ 2014), interventions to improve sexual safety are planned on the three UWI campuses and in the participating Jamaican high schools. The HOD presented a paper from the research findings at the IGDS 20th Anniversary Conference in November 2013.

Advancing Transformational Leadership for Gender Justice Project

The Unit completed implementation of the two-year action-research project entitled 'Advancing Transformational Leadership for Gender Justice in the Caribbean', funded by the United Nations Democracy Fund (UNDEF) and UN Women (formerly UNIFEM) to support the training programme of the Caribbean Institute for Women in Leadership (CIWIL). Results include: 79 women from six (6) Caribbean countries trained as transformational leaders, equipped to run for political and public office (some participated in a Mentorship programme); data collected on women's participation in national elections and Parliaments in the 4 pilot countries; increased public awareness on the importance of gender equality in leadership for national development from four (4) national consultations held in Belize, Jamaica, St Kitts and Nevis and St Lucia; increased partnership with UN Women, CIWIL, and women's

organisations in Belize, St Kitts and Nevis and St Lucia, the UWT's Student Leadership and Enhancement Programme and the newly formed Young Women's Leadership Initiative (Jamaican graduates). The Unit provided material for the production of audio-visual resources and coordinated an end-of-project evaluation. The report was submitted in December 2012. Data collected is being used for teaching, academic publications and advocacy/outreach. Follow-up research and activism on gender, leadership and governance has also continued through membership in the 51% Coalition promoting leadership quotas for women as a Special Temporary Measure under the CEDAW (Women's Rights Convention). The data is also being used for a publication. The Unit continued to receive several requests for research collaboration but has limited capacity to respond because of staffing shortages. Academic research and publications output could be significantly increased with a Research/Publications Officer who could coordinate research and publication projects in partnership with the Unit's staff and Research Associates. Dr Dunn was working to complete three publications to be launched during the IGDS 20th anniversary in 2013/2014: two edited Working Papers and co-editing with Professor Barbara Bailey, selected papers from the 2008 Elsa Leo-Rhynie Symposium. Dr Marshall conducted interviews with women in the UK during summer 2013 for a forthcoming publication.

STRATEGIC APPRAISAL

Quality Assurance

The Unit prepared a comprehensive Self-Assessment Report in preparation for the Quality Assurance Review held in February 2013. The team commended the volume and quality of the Mona Unit's work despite the limited staff complement. They also commended strategies used to enhance quality teaching, student performance and career needs such as: the acquisition of new publications; expansion of the Student Internship Programme; guest lecturers; hosting special orientation and review sessions for new, returning and completing BSc students, and using feedback from these sessions and Student Assessment Reports (SARs) to

guide programme delivery. They noted that: the SARs continued to reflect above-average teaching scores for lecturers, and students' assessment of courses and materials; and that examination results also reflected high pass rates and high grades for most students. A number of constructive recommendations were made including the need for increased academic and administrative staff, especially given the proposal to transfer the IGDS graduate programme at Mona to the Unit. Membership of the Unit's staff in several professional organizations, continued to facilitate academic and professional networking and collaboration at local, regional and international conferences, and enabled UWI/IGDS staff to contribute to Caribbean gender and feminist perspectives in contemporary development debates.

Service to the UWI-12 Countries and Underserved Communities:

The Unit supported the UWT's objective of *Service to UWI 12* in the following manner:

- Dr. Dunn's delivery of two guest lectures on "Media Portrayals of Violence and the Impact on the Belizean Society" at a public forum in Belize City and later at the University of Belize in Belmopan and a training workshop for media practitioners at the UWI Open Campus in Belize City, during the week of April 8, 2013. The visit was requested by the Belize Chapter of the UWI Alumnae Association, CARIMAC and the UWI Open Campus.
- Dr Dunn's continued on-line delivery of the Module on 'Gender Issues in Health' to 10 medical doctors in several Caribbean countries as previously noted.
- Dr Dunn's presentation at the second annual meeting of the Caribbean Domestic Workers' Network (CDWN) which was held in Jamaica to lobby for ratification of a new ILO Convention 189: Decent Work for Domestic Workers.
- Dr. Marshall's presentation entitled "Tertiary Level LGBT Students Overcome Challenges" , presented at Out of Many, One (Heterosexual) People? A Symposium on LGBT Identities, Citizenship and Activism,

hosted by J-FLAG, on January 31, 2013.

PAPERS PRESENTED

Major Conferences

- *SALISES 50:50 Conference: Critical Reflections in a Time of Uncertainty*: Dr. Dunn Chaired the Panel on Historicizing Gender and presented a paper entitled “Gender Equality and Governance in the 21st Century”. August 20–24, 2012.
- *Kwame Nkrumah International Conference*: Dr Marshall presented a paper entitled: “Pan-Africanism, Feminism and Socio-Sexual Power”, at the 2nd Kwame Nkrumah International Conference, Kwantlen Polytechnic University & Kwame Nkrumah University of Science and Technology, Kumasi, Ghana, on September 23, 2012.
- *Mico University College Education Research Conference*: Dr. Dunn presented as a member of the panel entitled: “Is it a Gender Thing?: Gender and Education” at the conference which was held at the Jamaica Conference Centre on October 5, 2012.
- *The UWI Faculty of Medical Science 21st Annual Research Conference and Workshop on the Non-Communicable Diseases – A Threat to Life and the Economy* held at the new Faculty of Medical Sciences Building on November 9, 2012. Dr. Dunn was invited to present a paper entitled: “Gender and the Non Communicable Diseases”. The article was also published in the *West Indian Medical Journal*.
- *7th Caribbean Comprehensive Disaster Management Conference*: Dr. Dunn presented a paper entitled: “Mainstreaming Gender in Climate Change and Disaster Risk Management” at this conference which was held in Montego Bay, on December 5, 2012.
- *14th Annual Conference of the UWT’s Sir Arthur Lewis Institute of Social and Economic Studies (SALISES)*: Dr. Marshall presented a paper entitled: “Rose Town: A Rosier Reality?”, on April 23, 2013 in Barbados.

PUBLICATIONS

Chapters in Books

- A. Marshall “Passionate realities: Students’ perceptions of sexuality at the University of the West Indies, Mona”, in *Love and Power: Caribbean Discourses on Gender* ed. by E. Barriteau: UWI Press, 2012, 381–400.
- A. Marshall, Maynard, D. “Black Female Sexuality: The Self-Defined” in *Black Genders and Sexualities*. Ed. by Mcglotten, S. and Davis, D.: Palgrave Macmillan, London, 2012, 195–201.

Journal Articles

- Dunn, L. “Gender and the non-communicable diseases”. *West Indian Medical Journal* Supplement 61, 6 (November 7–9 2012):1–66.

Reports

- Mullings, B. and Marshall, A. (2013). Caribbean Youth, Urban Governance and the Right to the City. Canada-Latin American and the Caribbean Exchange Grants Program. (LAGREG)
- Dunn, L. (2012). Summary Research Report: Sexual Safety in three UWI Campuses and Four Jamaican High Schools. Prepared for the Sexual Safety Initiative Project (SSIP), UWI Health Centre and Ford Foundation. (37 pages)
- Dunn, L. (2012). Report on attitudes to sexual safety among students in four Jamaican High Schools Prepared for Sexual Safety Initiative Project (SSIP). UWI Health Centre and Ford Foundation. (89 pages).

Short Monographs

- Dunn, L. (2012). *Leadership, Gender, Poverty and Development in Hanover and Westmoreland: Report on a Participatory Action Research Project*. Kingston: Friedrich Ebert Stiftung. (40 pp).
- Dunn, L. (2012). *Situation Analysis of Household Workers in Jamaica*. Port of Spain: ILO. (42 pp).

INCOME GENERATION

The Unit contributed an estimated US\$364,145.69 to the UWI in 2012/2013. This included: revenue of J\$35,242,907 (US\$345,518.69) from student fees from 178 BSc students (est.108 full time and 70 part-time) and revenue from Summer School 2013: J\$1.9m (US\$18,627).

PUBLIC SERVICE/ OUTREACH

The Unit's main focus in its Outreach programme continued to be: building public awareness of gender inequalities (lectures, training, and media); mainstreaming gender in public policies to promote gender equality and service on boards and committees. For Gender Mainstreaming in Public Policy, the focus was on: Jamaica's International Migration and Development Policy (PIOJ); the Elimination of Violence against Children (PIOJ); and the Elimination of Child Labour through Education (Ministry of Labour and Social Security); and Gender and HIV/AIDS (Ministry of Health). Highlights included a well-attended public lecture under the theme 'Women's Leadership: Transforming Self, Community and Country' by US Ambassador Pamela Bridgewater on June 6, 2013 – a joint partnership with the Mona School of Business and Management and the Women's Leadership Initiative

Book launches also helped to promote public awareness and the Unit co-hosted the launch of *Love and Power: Caribbean Discourses on Gender*, edited by Professor Eudine Barriteau with the IGDS Regional Coordinating Unit and the UWI, Press, on April 29, 2013. The volume includes an article by Dr Marshall.

The National HIV/AIDS Steering Committee on Gender and HIV in the Ministry of Health: Ms Ann-Marie Virgo, recent BSc graduate and the Unit's Receptionist has been representing the Mona Unit at meetings of this national committee.

National Policy for Gender Equality Gender Focal Points Network – The Bureau of Women's Affairs Way Out Project to Mainstream Gender in all Ministries Departments and Agencies. Ms Kimberley

Carr the Unit's Temporary Research Assistant has been the main liaison with this national committee of Gender Focal Points which meets quarterly.

Planning Institute of Jamaica Task Forces on International Migration and Development and the Elimination of Violence against Children. Dr Dunn has represented the Unit at these Task forces-mainstreaming gender.

The 51% Coalition for Development and Empowerment through Equity: The Unit is a founding member of the network and coordinates the research sub-committee. The Coalition's main focus is advocacy for the adoption of quotas to advance gender equality in leadership and governance in politics and on national boards and committees.

SERVICE ON BOARDS & COMMITTEES

At the UWI **Dr. Dunn** was appointed by the Vice Chancellor to serve as a member of the Academic Board of the Open Campus since January 2013. She was also appointed by the Principal as UWI's Gender Focal Point to support implementation of Jamaica's National Policy for Gender Equality and made presentations to Academic Board Mona, submitted a draft UWI Gender Policy to the IGDS Regional Strategy meeting in June 2013 which will be further developed by IGDS colleagues; prepared a Gender Action Plan to mainstream gender at the UWI Mona campus in collaboration with the campus' Gender Task Force. This enabled the campus to be certified by the Bureau of Women's Affairs. Dr. Dunn continued to serve as a member of the Board of the Foundation for International Training (FIT) in Canada and the Shortwood Teachers' College and was appointed to the Consumer Affairs Commission in June 2012.

Dr. Marshall provided technical advice and support to the International Resource Network; the Caribbean Sexualities Group; the Jamaica AIDS Support for Life (JAS) and the Jamaica Forum for Lesbians, All-Sexuals and Gays (JFLAG).