

INSTITUTE FOR GENDER AND DEVELOPMENT STUDIES MONA CAMPUS UNIT

Leith Dunn, BA (Hons), MSc *UWI*, PhD *LSE* – Head of Unit

During the 2011/2011 Academic Year, the Institute for Gender and Development Studies (IGDS) Mona Unit supported 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 expansion of the undergraduate programme in Gender and Development. The main achievements were: increased enrolment in the BSc (Major), the Minor and in gender courses used as free electives; an updated and more responsive curriculum; use of innovative strategies to develop students' critical thinking and analytical skills to create the 'ideal UWI graduate'; and expansion of research on Gender and Economic Empowerment, Gender, Sexuality and HIV/AIDS; Gender Leadership and Governance and 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 in 2011/2012 will increase the number of graduates trained to support gender mainstreaming globally and to respond to the Government of Jamaica's new National Policy for Gender Equality launched in March 2011.



STUDENTS

Undergraduates: Student enrolment in the BSc programme increased from 29 students in 2010/2011 to 150 students in 2011/2012. Other

increases noted were total enrollment in IGDS undergraduate gender courses (59%) and male enrolment in gender courses (over 40%). The Unit taught 1011 students in 2011/2012, and delivered 14 courses- an increase from 595 students in 17 courses in 2010/2011. In Semester 1, some 497 students (106 males and 391 females) completed six (6) courses. In Semester 2, some 412 students (77 males and 335 females) completed five (5) courses and in Summer School 2012, some 96 students (21 males and 75 females) completed three (3) courses. The data also show increases in female and male enrolment of 62% and 46% respectively. The sex distribution of the 1011 students was 807 females and 204 males. The 595 students included 500 females and 95 males.

Also encouraging was registration in the three (3) new courses introduced: 48 in GEND2004: Sexuality, Power and Illicit Desire: 71 in GEND3600: Gender, Sexual and Reproductive Health and HIV/AIDS and 62 in GEND3032: Gender, Climate Change and Disaster Risk Management. Increased enrolment in gender courses resulted from several factors: peer referrals; improved marketing; and closer collaboration with Admissions, Careers and Placement and the Office of Student Services and Development. Some 25 Specially Admitted Students from the Ministry of Health were also registered in the GEND3600: Gender Sexual and Reproductive Health and HIV/AIDS course delivered in Summer School in 2011 and 2012. Their participation was funded from a European Union and UN Women project to promote Gender mainstreaming in HIV/AIDS programmes.

Major challenges: While most students in the new cohort did very well, approximately 9% 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 and the size of the first cohort of BSc graduates, reduced from 10 to three.

Student Awards: The 2010/2011 Dorian Powell Prize was awarded to Ms. Kimberley Carr and was presented by Mr. Percy Powell at a function held at the Mary Seacole Hall on March 8, 2012. A number of BSc Gender

students also received leadership awards at the annual UWI Student Leadership Awards Ceremony held in April 2012.

Postgraduates: The Unit's staff supported postgraduate teaching and research by supervising 13 post graduate students enrolled in MSc and PhD programmes coordinated by the IGDS RCU, the IGDS St Augustine Units as well as in other UWI Departments. The Unit also organized an IGDS RCU/SEPHIS Graduate Seminar on October 27, 2011 entitled 'Mainstreaming Gender in Graduate Research'. There were presentations from Campus Coordinator for Graduate Studies, Professor Denise Eldemire-Shearer, Ms. Cassandra Smith, representative from the Faculty of Medical Sciences' Ethics Committee and MU staff.

STAFF

Human resources: The Unit continued to have four (4) staff positions in 2011/2012: one Senior Lecturer/Head, Dr Dunn; and two (2) Lecturers (Dr Annecka Marshall and Ms Danielle Toppin, (Temporary) and one Senior Administrative Assistant, Ms Ingrid Nicely who was appointed from August 1 2012. A Part-time Student Assistant provided reception and some clerical duties. The major challenge of the small Unit was responding to an expanding IGDS Mona Unit programme. This impacted customer service, administrative efficiency, timely delivery of research commitments, departmental reports and completion of administrative duties. A Memorandum of Needs was submitted requesting three (3) additional posts and funding to convert office space following the planned relocation of the IGDS Regional Coordinating Unit to the UWI's new Regional Headquarters and create a class room/meeting room and space for additional staff.

Staff Teaching Loads: Part-time tutors were recruited to meet the additional teaching requirements. However high workload in addition to full teaching loads negatively impacted time for academic writing and publications.

Staff Honours and Awards: Dr. Dunn received the 'St Hugh's High School Distinguished Past Student Award for 2011' from the St. Hugh's

Past Student Association. The presentation was made at a function held at the Jamaica Pegasus Hotel on September 29, 2011.

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 plans in various sectors.

Quality Assurance: Strategies used to enhance quality teaching, student performance and career needs included: acquisition of new publications; expansion of the Student Internship Programme; guest lectures; hosting special orientation and review sessions for new, returning and completing BSc students in August and December and using feedback from these sessions and Student Assessment Reports (SARs) to guide programme delivery. The SARs continued to reflect above-average teaching scores for lecturers, and assessment of courses and materials. Examination results also reflected high pass rates and high grades for most students. Staff membership 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 Caribbean gender and feminist perspectives in contemporary development debates.

RESEARCH

Gender, Sexuality Safety and HIV/AIDS: Draft reports with research findings on the Sexual Safety/HIVAIDS Risk study conducted for the UWI Health Centre's Sexual Safety Initiative Project (SSIP) and funded by the Ford Foundation were submitted. The study involves attitudes and behaviour of youth enrolled on the three UWI campuses and adolescents in four Jamaican High Schools. The results will be used to guide sexual safety interventions and prepare academic papers for publication.

Gender, Leadership and Governance: Most project activities were completed and an evaluation was initiated to assess impact of this action-research project entitled 'Advancing Transformational Leadership

for Gender Justice in the Caribbean’ on the 79 women from six Caribbean countries trained as transformational leaders. The evaluation will also assess any changes in women’s participation in political and public leadership in Belize, Jamaica, St Kitts and Nevis and St Lucia. Research findings from this project 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) are being used to support teaching, on-going training, writing academic papers, and research for an IDRC-funded study being conducted by the IGDS St Augustine Unit.

Gender, Poverty and Economic Empowerment: Two (2) pilot studies were completed during the year: ‘Gender Leadership and Poverty in Westmoreland and Hanover’ funded by the Friedrich Ebert Stiftung which included training women in Participatory Action Research methods. The other is: ‘A Situation Analysis of Household Workers in Jamaica’ – a study funded by the ILO to support advocacy to ratify the new 2011 ILO Convention 189: Decent work for domestic workers which will reduce poverty of thousands of household workers.

Gender, Climate Change and Disaster Risk Management: A joint research proposal was prepared with colleagues in SALISES and the Bureau of Women’s Affairs and submitted to CARIBSAVE to conduct a research to enhance resilience and reduce poverty among rural women in Jamaica. Unfortunately the project was not funded.

The main challenges for the Unit’s research output were the absence of a dedicated Research/Publications officer to coordinate research and publication projects and a Research Assistant for the HOD.

STRATEGIC APPRAISAL

Teaching and Learning experiences were enhanced by using diverse teaching methods which included: Guest lecturers, ‘edutainment’ artistes and professionals from various institutions, increasing student interaction with state, NGO and community agencies; and student participation in academic conferences. For example, two (2) final year BSc students Ms Kimberly Carr and Ms Ann-Marie Virgo presented two excellent research

papers at the SALISES conference in May 2012, from the course: GEND3032 - Gender, Climate Change and Disaster Risk Management. 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 in GEND3032 to facilitate the completion of course assignments. In Summer 2012, two (2) students were attached to UNFPA and six (6) students were supported to organize a 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 FOUND1001/FD12A and the module on Gender Issues in Health in the postgraduate programme in Family Medicine (MD62C). In 2011/2012, the module was delivered on-line to medical doctors at both Cave Hill and Mona. The students benefitted from the Chancellor's Lecture: 'Health Degendered is Health Denied' delivered by Sir George Alleyne in November 2011.

Service to the UWI-12 Countries and Underserved Communities: The Unit's input was provided through: the UNDEF project which is impacting women in Belize, Jamaica, St Lucia and St Kitts and Nevis; presenting research findings on household workers at the launch of the Caribbean Domestic Workers' Network (CDWN) held in Barbados from November 20-21, 2011; a presentation on 'Mainstreaming Gender in Gender Based Violence Prevention policies and programmes at a UNFPA Regional Consultation on Gender Based Violence for Caribbean Parliamentarians held in Kingston on November 9 -10, 2011 (which was also attended by six (6) first year BSc students) and delivery of the Module on 'Gender Issues in Health' previously mentioned.

PAPERS PRESENTED

- Dr. Marshall and Ms. Erika Ellis, "Straight Jeans and Fitted and Batty Rider Shorts: Jamaicans' Concept of their Bodies," Faculty of Social Sciences and Faculty of Medical Sciences. UWI Mona Conference: Dying to be Beautiful? Body Image, Eating Disorders and Health in the Caribbean. UWI Mona's Western Campus on January 15, 2012.

- Dr. Dunn ‘Gender at 50: Achievements & Challenges of Jamaican Women Since Independence’. SALISES Jamaica Cultural Development Commission (JCDC) Panel Discussion for Jamaica 50 Celebrations. July 26, 2012, UWI Undercroft.
- Dr Dunn ‘Mainstreaming Gender in Climate Change and Disaster Risk Management through Education’, IV International Conference on Gender and Disasters, Colombia, May 16-19, 2012.

PUBLICATIONS

Books

- * **Beverley Anderson-Duncan.** The 2012 Lucille Mathurin-Mair Public Lecture: Rebel Women: Engendering Transformation. Ed. by Leith Dunn & Judith Wedderburn: UWI’s Institute for Gender & Development Studies, Mona Unit, 2012.

Chapters in Books

- * **A. Marshall** “Tackling the ‘kinky eroticism’ of studying women in the heterosexist classroom”, Teaching Gender and Sexualities in the Twenty-First Century by M. Mirza and D. Hussey (eds.). Birmingham, England: The Higher Education Academy Network, 2011, 213-236.

Technical Reports

- * **Marshall, A** and Anderson, M (2011). ‘MSM Youth in Jamaican Colleges and Universities: Identifying needs and Challenges’. Kingston, Jamaica. PRIDE in Action. (48 pages)
- * **Boxhill, I,** Marshall A et al (2011). Caribbean HIV and Aids Project: Caribbean HIV and Aids Baseline Evaluation Report: The Bahamas, Guyana, and Jamaica’. American and Jamaican Red Cross. (138 pages).
- * **Dunn, L** (2012). Report on Sexual Safety Project. Prepared for Ford Foundation and the UWI Health Centre.

- * **Dunn, L.** (2011) Gender Leadership and Poverty in Westmoreland and Hanover'. Kingston: Friedrich Ebert Stiftung.
- * **Dunn, L.** (2011). 'A Situation Analysis of Household Workers in Jamaica'. Trinidad and Tobago: ILO Caribbean Office.

INCOME GENERATION

The Unit contributed an estimated US\$271,716 to the UWI in 2011/2012. This included: revenue of J\$23,262, 296 (US\$270,492) from student fees from 150 BSc students (est.112 full time and 38 part t-time) BSc students); revenue from Summer School: J\$1.3m (US\$15,116); research funding of over US\$43,851 – a grant of US\$14,840 under the Ford Foundation-funded Sexual Safety Project awarded to the UWI Health Centre; US\$6,000 for the ILO study on Household Workers; FES study on Rural Women and Poverty in Hanover and Westmoreland; funding from the UNDEF project (J\$693,071/US\$8,058); and Revenue for Special events: the Lucille Mathurin Mair Public Lecture J\$550,000 (US\$6,395). The latter included J\$100,000 from partner FES and J\$450,000 from the JMMB Group; Grace Kennedy; Jamaica Broilers and the Gleaner Company.

OUTREACH

The Unit's Outreach programme continued to focus on mainstreaming gender in public policy to promote gender equality, building gender awareness through public education and lectures and serving on boards and committees. Gender Mainstreaming in Public Policy: The Unit supported the following public policies: International Migration and Development (PIOJ); the Elimination of Violence against Children (PIOJ); the Elimination of Child Labour through Education (Ministry of Labour and Social Security); Gender and HIV/AIDS (Ministry of Health); Continued Education of Teenage Mothers (Women's Centre of Jamaica Foundation); and Climate Change Adaptation (PIOJ and UWI). Public Education under the 'Conversations in Gender Series' included: commemorating key milestone days such as International Women's Day

which included collaboration with the Heart Foundation of Jamaica and the UWI Health Centre, on March 8, 2012 to host a public education forum on anti-smoking targeted at high school girls and held at UWI Undercroft; a public forum to mark the International Day for Democracy on September 15, 2011 which launched the Young Women's Leadership Initiative (YWLI), the brainchild of Jamaican graduates of the UNDEF/UN Women/CIWIL/ UWI/IGDS Mona's Leadership Training Institute to encourage girls in secondary and tertiary institutions to become public leaders. The event, co-sponsored with UNFPA was held at the Knutsford Court Hotel, and was attended by over 200 persons. The Unit also hosted a lecture/discussion at UWI on 'The Dance of Difference: The New Frontier of Sexual Orientation' by Washington-based Jamaican author, Shirley Anderson-Fletcher based on her new book to promote public tolerance of sexual diversity in the workplace and society. This was held in November 2011. A number of events were also co-hosted with the IGDS Regional Coordinating Unit.

Caribbean Justice Reform Project: Mainstreaming Gender: Dr. Dunn was invited to provide input to support gender mainstreaming in the justice reform process at a regional meeting held at the Caribbean Court of Justice on November 30, 2011 in Trinidad and Tobago. The meeting was organized by the CCJ and the Canadian Government.

The Project Advisory Board of the ILO/TACKLE: Dr. Dunn served on the Advisory Committee for the ILO-EU-funded project 'Tacking Child Labour Thorough Education in the Ministry of Labour and Social Security to support research on children and families at risk of poverty and child labour.

The National HIV/AIDS Steering Committee on Gender and HIV in the Ministry of Health: Mona Unit staff and students participate in this committee.

Planning Institute of Jamaica: Task Forces on International Migration and Development and the Elimination of Violence against Children.

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 has an advocacy campaign for

the adoption of quotas to advance gender equality in leadership and governance and increase women's representation on national boards and committees.

PUBLIC SERVICE

Dr. Leith Dunn

- Member, UCJ's Evaluation team at the Edna Manley College, University Council of Jamaica (UCJ)
- Member, Board of the Foundation for International Training (FIT) in Canada and the Shortwood Teachers' College.
- Member, Board of the Consumer Affairs Commission.

Dr. Marshall

- Technical Advisor, International Resource Network;
- Technical Advisor, Caribbean Sexualities Group;
- Technical Advisor, the Jamaica AIDS Support for Life (JAS)
- Technical Advisor, Jamaica Forum for Lesbians, All-Sexuals and Gays (JFLAG).