

ELECTRON MICROSCOPY UNIT



Klaus W. Wolf, PhD
Head of Unit

WORK OF THE UNIT

The main objectives of the Electron Microscopy Unit for the 2014/2105 academic year were to:

- assist Researchers and Students, on and off the UWI Mona campus, with the microscopy aspects of their research
- expose interested persons to various aspects of microscopy;
- teach in the academic program of the UWI Mona campus,
- conduct research

All of the objectives were met to the extent that even students from an Elementary school were exposed to microscopy. The main investigations done and services provided are listed in Table 1.

Table 1. Main investigations done during the 2014/2015 academic year.

Specimen/Service	Technique	Institution
Adult insects	MP (macrophotography)	Dept. of Life Sciences
Fats & Oils	OM (optical microscopy)	Dept. of Chemistry
Pimento	MP	Dept. of Life Sciences
Pimento flower	OM	Dept. of Life Sciences
Pimento pollen	OM	Dept. of Life Sciences
Plant leaves	OM	Dept. of Chemistry
Rock sections	OM	Dept. of Geography & Geology
Setting up and commissioning new, and advanced optical microscope	OM	Dept. of Life Sciences
Wire mesh	OM	Jamaica Bureau of Standards

Laboratory sessions were conducted in Electron Microscopy and OM:

- graduate course Research Methods “C60M” from the Department of Chemistry
- undergraduate course Virology “Biol3404”, which included a lecture on negative staining of viruses.

Dr. Wolf contributed to the graduate course Research Methods for Biologists “BL60E” from the Department of Life Sciences, the undergraduate course Research Skills and Practices “Biol 2401” from the Department of Life Sciences and the course Forensic Chemistry “FSCI6502” from the Department of Basic Medical Sciences, which all involved lectures and laboratories on Microscopy and Digital imaging.

Dr. Wolf served on the executive board of the Natural History Society of Jamaica.

Collaborations with Protozoologists from the University of Salzburg (Austria) on Ciliates in tank bromeliads and with Zoologists at the University of Kassel (Germany) on the morphology and development of Jamaican Onychophora (velvet worms) continue.

REFEREED PUBLICATION

de Sena Oliveira, I., Lüter, C., **Wolf, K.W.**, Mayer, G. (2014). Evolutionary changes in the integument of the onychophoran *Plicatoperipatus jamaicensis* (Peripatidae). *Invertebrate Biology* 133(3): 274–280 (The picture on the cover page of this issue of the journal was a scanning electron micrograph selected from this article).

NON-REFEREED PUBLICATION

de Sena Oliveira, I., Lüter, C., **Wolf, K.W.**, Mayer, G. (2014). Evolutionary changes in the integument of the onychophoran *Plicatoperipatus jamaicensis* (Peripatidae). 3rd International Congress on the Invertebrate Morphology, Berlin (Germany), August 3–7, 2014, Abstracts p. 178.

training workshop for 30 teachers and guidance counsellors during WJC's Open Day on January 12, 2015.

Other highlights included postgraduate scholarships to two male BSc graduates who are now studying overseas. Postgraduate students supervised by Mona Unit staff also continued to make progress and one graduated in October 2014. The Unit's research publication output increased, as reflected in a report presented to the Mona Academic Board on May 21 2015 on research and publication output by UWI Mona's Academic Staff. The per capita output of scholarly publications by IGDS Mona Unit staff for the period 2007–2013 was very high, especially for monographs; book chapters, conference presentations and technical reports. (See AB (M)P.82).

The Unit also continued to support implementation of the Mona Campus' Gender Action Plan, and the development of the UWI's Gender Policy coordinated by the IGDS Regional Unit. As part of its gender mainstreaming work, the Unit supported the Mona Campus' response to gender based violence in 2015, by hosting two gender sensitization sessions for approximately 65 Campus security officers and two sessions for approximately 50 Chancellor Hall students. The Outreach programme also expanded in response to increased requests to deliver gender training workshops, and research consultancies to external stakeholders locally and regionally. Among these were two (2) Gender Training workshops delivered to the Planning Institute of Jamaica's Climate Change Adaptation Fund, the Rural Agricultural Development Authority (RADA) in the Ministry of Agriculture, Peace Corps Volunteers and teachers attending the Cayman Islands National Education Conference in February 23–24 2015.

Outreach: The Mona Unit organised or participated in four (4) major activities during the reporting period: i) hosted the Eighth Lucille Mathurin Mair Public Lecture presented by Dr. Nkosazana Dlamini-Zuma, Chairperson of the African Union Commission on April 9 2015 at the UWI Law Faculty entitled "*The African Year of Women & 20 Years after Beijing*". Dr. Dlamini-Zuma was a guest of former Prime Minister, the Most Hon PJ Patterson; ii) the second annual International Women's

Day (IWD) Expo on March 7 2015, co-hosted with the Women's Resource and Outreach Centre (WROC) and other partners; iii) International Men's Day celebrated on November 19 2014 with a silent march around the Ring Road and a public education forum at the UWI Undercroft and iv) a meeting with visiting UN Rapporteur on Gender Based Violence with members of the Mona academic staff and local interest groups, on April 15 2015.

Outreach on Mona Campus also included revival of the IGDS Brown Bag Lunchtime Discussions to increase awareness of topical gender issues, co-hosted with the IGDS Regional Coordinating Unit. Two sessions were held: March 4 2015 on "Gender-Based Violence at Tertiary Institutions"; and the other on April 15, 2015 on "How to Move Up the UWI Career Ladder."

STUDENTS

Undergraduates: Total student enrolment in the BSc in Gender and Development was 134 for 2014/2015, which included 19 new students. The Unit delivered 19 courses to 1,002 students in 2014/2015 (Semesters 1, 2 and Summer School 2015) and included two courses offered at WJC in Semesters I and 2. This reflects a decrease in registration compared to 1,067 in 15 courses in 2013/2014. In Semester 1, some 459 students (113 males and 346 females) completed seven (7) courses. In Semester 2, some 462 students (124 males / 352 females) completed nine (9) courses and in Summer and Summer School 2015, some 67 students (15 males / 52 females) completed three (3) courses inclusive of eleven (11) female teachers registered in the BA Early Childhood Education programme from Shortwood Teachers' College. Twelve (12) BA Literacy students at the Moneague College successfully completed GEND3031 in Semester 2.

Major challenges: Most new students did very well, but approximately 5% had to be asked to withdraw at the end of the academic year because of poor academic performance but were counselled and allowed to continue. Factors included: financial problems which negatively impacted

their ability to pay fees, access resource materials on OURVLE and attend school regularly; some were unable to cope with the curriculum. Some Year 2 and 3 students also had to apply for Leave of Absence because of financial problems.

PROGRAMMES

Teaching & Learning: There is increasing need for gender specialists to mainstream gender in development policies and programmes in various sectors, but student enrolment decreased because of the economic climate and the Structural Adjustment Programme. Teaching and learning were enhanced through: Guest lecturers, and increasing students' interactions with professionals from government, private sector and NGOs.

Student Awards: Five (5) BSc Gender and Development students received awards for academic achievements in the annual UWI Student Awards Ceremony held in April 2015. A replica of the IGDS trophy for academic performance was presented to Ms Raque Salmon who received the highest GPA and who graduated on October 30 2014 with first class honours. As previously noted, two male graduates were awarded postgraduate scholarships to study overseas. Mr Odean Rodney is pursuing an MBA in the USA and Mr Occero Fuller is pursuing a Masters in Development at the University of Samoa in the Pacific on a European Union Erasmus Mundi scholarship. Several other BSc Gender Majors are pursuing postgraduate degrees and others are working.

BSc Graduates: On October 30 2015, some 25 students will graduate: seven (7) upper second; 16 lower second; and two (2) passes. This increased the total graduates from the BSc to 66 since the programme started.

Student Internships: To enhance teaching and learning and career readiness, internships were arranged for undergraduate students enrolled in the BSc programme and others completing gender courses. Three types of internships were organized:

Inter-institutional partnerships: Partnerships with eight (8) agencies enabled 72 students in GEND3032 (Gender Climate Change and

Disaster Risk Management) to be placed, to build capacity to mainstream gender in development policies and programmes and enhance career readiness. Partners were: Ministry of Water, Land, Environment and Climate Change – Climate Change Division; the Planning Institute of Jamaica (PIOJ); PANOS Caribbean; Combined Disabilities Association; Women's Resource and Outreach Centre (WROC); the Institute for Sustainable Development (UWI); The UWI's Human Resources Management Division and the UWI's Estate Management (Maintenance Department).

Institutional Internships: Career development was enhanced by organising Summer Internships for six (6) students with PANOS, the Bureau of Women's Affairs, UNFPA and NEPA during July–August 2014. Students completed work assigned by the agencies, learnt about their work in development and environmental issues, and reviewed their policies and programmes to assess gender mainstreaming.

Postgraduates: The Unit's staff continued to support postgraduate teaching and research by supervising 11 MPhil/PhD students for the IGDS Regional Coordinating Unit, IGDS St Augustine and other UWI Departments. In addition to the PhD graduate in October 2014 others progressed in their programmes by gaining Ethics approval, presenting at upgrade and research seminars, conferences, and submitting articles for publication.

Strategies to Create the Ideal UWI Graduate/Cross-Faculty Teaching: The Mona Unit continued to be responsible for the delivery of the undergraduate module on Gender Ethics Science and Technology in FOUND1001/FD12A. In 2014/2015 the postgraduate module on Gender Issues in Health in the Family Medicine (FMMS 6231) programme was again delivered on-line to 12 medical doctors registered at UWI Cave Hill and UWI Mona.

STAFFING

Human resources: During the year, six academic staff delivered the programme. This included: three (3) new academic (Senior Lecturer, Dr

Cecily Jones (November 2014); Lecturer, Dr Adwoa Onuora (August 2014); PT Lecturer, Ms Carla Moore at the Western Jamaica campus (Sem 2). Mrs Carol Watson Williams continued as a PT Lecturer for one course. Dr Anneka Marshall (Lecturer) and Dr Dunn (Senior Lecturer/Head) continued on staff. The Unit's Administrative team included Ms Ingrid Nicely- Senior Administrative Assistant, Ms Kimberly Carr – Research Assistant, Ms Ann Marie Virgo – Receptionist and Ms Thalia Ellis-Office Attendant.

The workload increased with more demands for gender training workshops, guest lectures, and technical assistance to mainstream gender in national policies and outreach/advocacy programmes and supporting visiting researchers and academics and responses to the media. This continued to undermine goals for work-life balance for staff members.

Staff Teaching Loads: Full time lecturers delivered 10 hours teaching and the Head 5 hours weekly.

RESEARCH & OUTREACH

The Unit continued to have an active Research programme. Research projects included:

- Title: "Towards an Understanding of Structural Drivers of HIV/STI and Protective Factors among Sexual and Gender Minority Youth in Kingston, Jamaica". Dr. Marshall, Dr. Carmen Logie and other partners from the University of Toronto commenced this three year research project with the Jamaica Aids Support for Life (JASL). The research is sponsored by the Canadian Institute of Health Research (CIHR) and is funded by the International Development Research Centre (IDRC). Academics and community workers in Jamaica and Toronto are conducting research to expand knowledge to reduce HIV/STI risks through analysis of pathways to promote equitable healthcare among Sexual and Gender Minority Youth (SGMY) in Kingston, Jamaica, to better inform HIV/STI prevention programmes in the Caribbean and with Caribbean SGMY in Canada.

- Title: Human Trafficking in Jamaica: In December 2014 Dr Dunn was commissioned by the Ministry of Justice and the United Nations Population Fund (UNDP) to conduct research on Human Trafficking in Jamaica for the National Anti-Trafficking Task Force. This is a follow-up to the Ricketts and Dunn (2007) study on Trafficking in Persons in Jamaica, funded by the IDB. The new project includes development of a Trafficking in Persons Database and Information System to improve data collection, analysis and reporting. The Database project also made recommendations to build and maintain the TIP Database to ensure easy access for policy makers. A TIP Data-sharing Protocol and Brochure were also developed to promote use of the Database from a wider cross section of institutions. Research has also resulted in a new Situational Analysis of Human Trafficking in Jamaica with data on new trends, risks, best practices, a review of legislation to fulfil global and national commitments; to guide development of a national policy on human trafficking as well as the work of the National Anti-Trafficking Task Force's subcommittees on prevention, prosecution and protection coordinated by the Ministry of Justice.

Dr Dunn continued research for her book entitled: *"Engendering Caribbean Development: Implications for policy and planning in the Caribbean"*. The volume on the "Elsa Leo-Rhynie Symposium 2008 Conference Proceedings co-edited with Professor Barbara Bailey was submitted to the *Caribbean Review of Gender Studies journal* for publication.

Action Research: UWI Mona's Gender Action Plan & UWI Gender Policy: Ten (10) Gender Focal Points were appointed by faculties and departments to support the IGDS in preparing and implementing the UWI Mona's Gender Action Plan (GAP). Activities in support of the GAP included: two sensitization sessions attended by 65 security guards following meetings with the UWI Campus Security team; two sessions with male students from Chancellor Hall; a planning meeting to support Gender Focal Points. A joint MU/RCU Brown Bag Lunch was also held on March 4 2015 to discuss gender based violence on the Mona campus. The Unit is currently working with other IGDS colleagues from the

Regional Coordinating Unit, the Nita Barrow Unit (Cave Hill) and St Augustine Unit to support the development of the UWI Gender Policy.

SERVICE TO THE UWI-12 COUNTRIES AND UNDERSERVED COMMUNITIES

The IGDS Mona Unit was commissioned by the Caribbean Disaster Emergency Management Agency (CDEMA) to mainstream gender in climate change and disaster risk management policies programmes, and strategies. Partnership with CDEMA also enabled Ms Kimberly Carr to make a presentation at the World Humanitarian Summit Gender Consultation held in Santiago, Chile in April 2015; Mrs Indi McLymont Lafayette to conduct a gender training workshop at CDEMA's Regional Consultation in Barbados, on April 17, 2015 and Dr Leith Dunn at a CDEMA training workshop for Caribbean disaster managers at a workshop in Providenciales, Turks and Caicos Islands on July 7, 2015 via Skype. The Mona Unit research team integrated gender in CDEMA's Comprehensive Disaster Management (CDM) Strategy and Framework for 2014-2024; data collection instruments for Damage Needs Assessments and in all CDM programmes of CDEMA participating countries. These activities are in preparation for the 2016 Global Disaster Summit which will include gender equality and women's empowerment in global humanitarian reforms.

PAPERS PRESENTED

Major Conferences/Seminars

- International Association for Feminist Economics (IAFFE) Conference: Dr Dunn chaired a panel at the IAFFE Conference the held at the University of Ghana, Legon Campus, on June 27 – 29, 2014.
- International Monetary Fund/Government of Jamaica Conference on Women, Work and the Jamaican Economy: Dr Dunn presented a paper on the 'Role of Women in the Jamaican Economy, at the Conference, held on September 30, 2014 at the Jamaica Conference Centre. This was attended by the Prime Minister, several government

ministers and officials as well as staff of the IMF and other key stakeholders.

- Conference on Gender Based Violence in the Organization of Eastern Caribbean States (OECS): Dr Dunn coordinated a panel discussion on 'Men as Perpetrators and Victims of GBV' during the regional conference which was organized by the Organization of American States, held at Bay Garden Hotel in St. Lucia, from September 22–25, 2014. Dr Dunn participated via Skype.
- UWI Student Leaders' Conference: Dr Dunn chaired a panel discussion titled “Changing Old Paradigm: Add Women Change Everything at the UWI Student Leaders' on August 15, 2014 on the Mona Campus.
- Conference for Junior Electoral Professionals: Dr. Dunn gave a presentation on 'Integrating Gender in Electoral Campaigning', at a regional training conference for Junior Electoral Professionals employed to Electoral Commissions across the Caribbean, at the Jamaica Pegasus Hotel on September 25, 2014. This was hosted by the Commonwealth Secretariat and the Electoral Commission of Jamaica.
- HelpAge International Conference: A paper prepared by Dr Dunn entitled “Gender Issues in Disaster Risk Reduction: Differentiated Needs, Experiences and Contributions of Older Men & Women” was presented by Ms Kimberly Carr (Research Assistant) at the HelpAge International Conference, held at the Jamaica Conference Centre on October 13, 2014;
- Belize Country Conference: Dr. Dunn presented a paper entitled: 'Gender and Climate Change' at the UWI Open Campus” Belize Country Conference, on October 28, 2014. (via Skype).
- SALISES 2014 Caribbean Child Research Conference: Dr Dunn presented a paper entitled ' 'Gender and children with Disabilities' at the SALISES 2014 Caribbean Child Research Conference held on November 5, 2014 at the Jamaica Conference Centre.
- MSBM Inaugural Conference on Business and Management January

7–9, 2015, entitled: ‘Learning, Knowing, Doing’: Dr. Dunn and Ms. Alison Brown (Mona School of Business and Management), presented findings of a pilot study entitled ‘Women at the Music Margin: Investigating Gender-related Impediments to Success in Jamaica’s Music Industry’. Ms. Carla Moore part-time IGDS Mona Unit Lecturer at the Western Jamaica Campus (WJC) made the presentation on January 8, 2015 at the conference held in Montego Bay, Jamaica.

- Annual SALISES Conference: Dr Dunn presented a paper entitled ‘Revisiting Lewis’s Legacy: Maximizing the participation of men and women in Development’ at the 16th Annual SALISES Conference, held in St Lucia from January 14–16, 2015, under the theme: Towards Caribbean Prosperity and Happiness in an Equitable and Sustainable World. The presentation was included in the panel on: A Gender Focus on Happiness, Labour, Income, Equity and Sustainable Development.
- International Reggae Conference: Dr. Marshall chaired a panel on “Jamaican Music: Diffusion, Community, Heritage and Gender”, at the International Reggae Conference, held in The UWI’s Main Library on February 13, 2015.
- JTA 2015 Conference: Dr Dunn was the guest speaker at the Jamaica Teachers’ Association’s Education Conference held on April 10, 2015 in Montego Bay. Her presentation was entitled: ‘Gender Based Learning Strategies – Teaching with an awareness of male and female socio-cognitive development’.
- Cayman Islands National Education Conference Gender Workshop: Dr Dunn was invited to facilitate three (3) workshops for educators attending the Cayman Islands National Education Conference on February 24, 2015. The workshops were held under the theme: Mainstreaming Gender in Education: Tools and Tips for Educators.

PUBLICATIONS

Books & Monographs

Dr Adwoa Onuora (2015). *Anansesem: Telling Stories and Storytelling African Maternal Pedagogies*. Demeter Press: Canada, 2015; 138 pages. The Unit congratulated Dr Onuora on the publication of this book from her PhD thesis.

Book Chapters

Dr Leith Dunn. "Gender, Development and Education in Caribbean Small Islands Development States: Post 2015 Development Agenda". In *Commonwealth Education Partnerships 2014/2015*, edited by Andrew Robertson, Rupert Jones-Parry, Jade Fell and Kate Bystrova. London: Commonwealth Secretariat and Nexus Strategic Partnership, 2014, (pp 62–64).

INCOME GENERATION

The Unit contributed an estimated US\$351,818.77 to the UWI in 2014/2015. This was based on revenue of US\$268,036.21 – from student fees from 134 Gender Studies Majors (est.110 full time and 34 part-time) in semesters I & II, and 52 students registered in Summer School 2015; US\$3,000.00 for Gender Training Workshop conducted at the Cayman Islands National Education Conference Gender Workshop, in the Cayman Islands; research funding of US\$70,000- from UNDP Trafficking in Persons (TIP) Information Systems and Database Project to enable the capacity of the Ministry of Justice and National Anti-Trafficking Task Force to monitor and report on TIP in Jamaica; ii.US\$9,000 to undertake Gender Mainstreaming in CDEMA Policies, Programmes and Strategies; (US\$1,782.56) in cash and kind for Special events: US\$469.56 – contribution from UNFPA towards International Women's Day (IWD) Expo 2015; US\$869 – contribution towards the Lucille Mathurin Mair Public Lecture from Jamaica National Building

Society (JNBS), and US\$444 in kind from the South African High Commission for the Eighth Lucille Mathurin Mair Public Lecture.

PUBLIC SERVICE

Staff of the Unit continued to provide public service to many institutions. This continued to include support to mainstream gender in public policies, public education and awareness on gender through guest lectures, seminars, workshops, media interviews, as well as serving on boards and committees.

Dr. Leith Dunn continued as the UWI Mona's Gender Focal Point to integrate gender as part of the Jamaica's National Policy for Gender Equality. She also continued to serve on the Board of Management of the Shortwood Teachers' College and the Foundation for International Training in Canada; a member of the International Association for Feminist Economics, the Caribbean Studies Association; as a member of journals (including the *Caribbean Review of Gender Studies Online Journal*, and the *Journal of Education and Development in the Caribbean*) and a peer reviewer for academic publications.

Dr Annecka Marshall continued as a member of: the Editorial Boards of *Caribbean Review of Gender Studies Online Journal* and the *Jonkonu Arts Journal* published by the Edna Manley College of the Visual and Performing Arts; member of the Board of Directors of AWOJA; British Sociological Association; The Association of Black Sociologists; The Association for the Study of the Worldwide African Diaspora; African Studies Association of Africa.

Dr Adwoa Onuora served as a member of: 51% Coalition, Jamaica; the IGDS Representative Voices for Equal Rights and Justice (VERJ) tasked with advocacy around the revision of Jamaica's Sexual Offences Act; and a member of Motherhood Initiative for Community & Research Involvement (MIRCI).

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), 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. The IGDS also maintains active links with the Open Campus. 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.

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, the IDB and CARIBSAVE. Administering the Graduate Programme at the Mona Campus is also the responsibility of the RCU.

The activities of the RCU for the period under review 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.

Most of the energies of the RCU during the period under review were directed towards ensuring that the Unit continued to play its critical role in helping to shape several of the key strategic themes and goals of the Institute itself as well as of the wider UWI, falling under the broad themes of: Teaching, Learning and Student Development, Research and Innovation and Outreach.

Since 2014, the larger IGDS, led by the RCU, has been tasked by the UWI with developing a UWI-wide Gender Policy, which will ensure the Institution's compliance with National Policies for Gender Equality and develop best practices for the UWI in the areas of gender equity, equality and parity and eliminate sexism from the practices and processes of the UWI. During the period under review, the Regional Steering Committee

comprising members of all the Campus-Based Units, the RCU, the Open Campus, the University Registrar the UWI Legal Unit, the UWI Marketing and Communication Office and the Office of Planning and Institutional Research continued to provide oversight and implementation of the work plan for the process on all campuses as well as at the Regional Headquarters. A draft policy is expected to be presented to the University's Finance and General Purposes Committee (UF&GPC) at their meeting in May 2016.

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

TEACHING, LEARNING AND STUDENT DEVELOPMENT:

During the AY, the RCU offered the following Degrees in Gender & Development Studies:

- 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)

Eight graduate courses were offered during the period and taught by Professor Verene Shepherd, Drs. Dalea Bean and Natasha Mortley, and adjunct staff Dr. Jean Johnson and Ms. Joan French. Numbers in the taught Master's programme remained relatively steady and the Unit presented 1 PhD (Winsome Townsend), 1 MPhil (Yvonne Blagrove-Smith) and 5 MSc students at the graduation ceremony held in October 2014.

The RCU also continued its Staff/Graduate Seminar Series. Graduate symposia were held on March 19, 2015 and May 2, 2014. Presenters were able to engage with a wide range of research issues and the series provided insight into the research papers or internship programmes for graduate students. A successful upgrade seminar was further held for MPhil candidate Ms. Cynthia Pitter on April 30, 2015.

The Unit made the inaugural Louraine Emmanuel Award (a financial grant of US\$500) to Dr. Winsome Townsend (PhD graduate) and Ms. Jannet McIntosh (MSc graduate) on November 4, 2014. The prize consisted of both a cash and book award. The students were also recognized at the Campus' Scholarship Graduate Award Breakfast held on April 9, 2015.

STAFFING

The staff complement in the RCU remains small despite persistent requests for additional researchers. Supporting the various programmes and activities were, in addition to the University Director, and the lecturers already mentioned, Administrative Officer, Mrs. Shakira Maxwell, Junior Research Fellow, Mrs. Suzanne Charles Watson, Temporary Research Assistant, Mr. Kemal Brown, Secretary Mrs. Kadine Marshall Williams, and Office Attendant, Mrs. Margaret Rowe-Hunter.

The Unit also hosted Ms. Lahoma Thomas a visiting PhD student/Weston Fellow from the University of Toronto, Canada and Ms. Nicosia Shakes a visiting PhD student from Brown University in the United States. While attached to the Unit both students undertook primary field work, provided guest lectures in courses and assisted in the planning and execution of outreach activities.

RESEARCH

The RCU continued to participate in regional research, which informs policy-making throughout the Caribbean. Below is a highlight of the major research undertaken during the period.

- i. A regional project, "Contemporary Caribbean Masculinities: An investigation into Boys, Men & Masculinity in the Contemporary Caribbean" was the flagship project to be continued into 2016. project, which intends to be a CARICOM wide study, will examine the ways in which the lives of Caribbean men have evolved over the last thirty years. The project was launched on April 29, 2014 in the form of a seminar, which provided an opportunity for dialogue

around critical areas of inclusion for a comprehensive research agenda on contemporary Caribbean Masculinities. Scholarly papers were presented on issues related to the various manifestations of Caribbean Masculinities. It further solicited both ideological and resource contributions from the academic, CBO, Non-Governmental and international donor communities; as well as from Civil Society and relevant Government agencies towards the various thematic aspects of the research. The seminar involved the other campuses via the Open Campus platform and segments of presentations were also shared via YouTube.

The project was later selected by the University Research Day team for inclusion in the UWI Opportunity Lounge which took place during UWI's Research Days, February 9–11, 2015. Professor Shepherd and Mrs. Charles Watson subsequently participated in meeting with several partners in relation to the regional project.

A follow up stakeholder's meeting was held on May 20, 2015 with organizations including UWIHARP, The World Bank, UNICEF, UNWomen, IDB, the United Nations Population Fund, the Canadian High Commission, and the British Council in reference to possible strategic partnerships that could be forged to advance the Masculinities project.

A Regional Steering Committee meeting on the project also took place at Cave Hill, Barbados, from June 10–11, 2015. The committee discussed the scope and sequence of the project and it was determined that the first activity would be a comprehensive demographic profile of Caribbean males using CARICOM census data sets. Preliminary background on this activity work has begun and will continue in the upcoming AY.

- ii. Work was undertaken and completed during the review period on the Gibson Relays Project with Professor Shepherd, Mrs. Charles Watson, Mr. Brown and MSc. graduate student Mr. Deighton Stuart providing research services to document the history and impact of the Gibson Relays, from a gender perspective.

This work is part of a larger RCU interest in Gender and Sports launched at Research Days 2015.

The Unit collaborated with the Enhancing Knowledge and Application of Comprehensive Disaster Management (EKACDM) on a major research project on Disaster Risk Management (DRM). The project is funded by DFATD, Canada. During the period under review, the RCU research team met with Dr. Thera Edwards, the project leader, to determine the Terms of Reference. The RCU is being asked to produce, a strategic plan for gender-sensitive DRM mainstreaming which includes:

- i. A gender review of strategies developed and endorsed by the Caribbean Disaster Emergency Management Agency (CDEMA) for DRM,
- ii. Reviewing existing plans and strategies for gender mainstreaming DRM,
- iii. Holding stakeholder consultation on mainstreaming DRM, and
- iv. Improving methodologies for gender-sensitive hazard impact mapping, disaster risk mitigation, or risk assessment endorsed by CDEMA.

The Unit will also be developing specific training material, which will include:

- i. Gender-sensitive manuals on mainstreaming DRM into key regional economic sectors,
- ii. Specialized training modules and courses for mainstreaming DRM into key regional economic sectors,
- iii. Manuals on mainstreaming gender-sensitive DRM into business practice for Small and Medium Enterprise (SME)s, and
- iv. Specialized training modules, workshops and online courses for mainstreaming DRM into SME business practice.

OTHER ACTIVITIES:

- iv. Mrs. Charles Watson represented the Unit at the Caribbean Development Bank (CDB) hosted meeting to discuss Gender Equality in the OECS Education Sector Strategy, February —6, 2015. The meeting, which was held in Gros Islet, St. Lucia brought together education policy makers and gender specialists to discuss the Gender Implementation Guidelines for the Strategy.

- v. Mrs. Charles Watson also attended a 2-day meeting on September 10 and 11, 2014 convened by the UWI Latin American-Caribbean Centre (LACA) with scholars from Columbia including Dr. Diana Soto Arango, Director of the Hisula Research Group to discuss potential collaborations. Present at the meeting including Mrs. Charles Watson were Ms. Annette Insanally (Director of LACA), Professor Julie Meeks-Garner, Ms. Ceceile Minnott and Professor Hubert Devonish.

OUTREACH

The RCU engaged in several important outreach activities during the period August 2013–July 2014. These included:

- i. Collaborating with the Mona Campus Unit of the IGDS to re-launch the Brown Bag Series, “Conversations with Gender” in an attempt to re-engage the campus community on issues around Gender and Development. The first seminar was held on March 4 under the theme, “Gender-Based Violence at Tertiary Institutions: Can we Have a Conversation?” and featured a panel discussion with Ms. Annie Paul, SALISES, Ms. Nicosia Shakes, RCU Visiting PhD Candidate, Brown University and Ms. Taitu Heron, UN Women.

The second seminar in the series was held on April 15, 2015 under the theme, “How to Move Up the UWI Career Ladder” and featured panellists, Profs. Mark Figueiroa and Patsy Lewis from SALISES and Dr. Allister Hinds, Director of the Human Resources Department at Mona.

- ii. Operating the Home Work Centre for the benefit of the children of staff and students on the Mona campus.
- iii. Meeting with Mrs. Rashida Manjoo the UN Special Rapporteur on Violence Against Women, its Causes and Consequence on April 15, 2015. Ms. Manjoo was on a study tour in the Caribbean region. The meeting provided an opportunity to highlight the research work of the RCU in the arena of Gender-Based Violence and related issues.

- iv. Hosting, with the MCU, the 8th Biennial Lucille Mathurin Mair Public Lecture delivered by Dr. Nkosazana Dlamini Zuma, Chairperson of the African Union Commission on April 9, 2015. The lecture which was entitled, “The African Year of Women & 20 Years After Beijing” was well attended by over 150 persons.
- v. Making a monetary contribution to the Jamaica National Netball Team to assist the National Team in their preparations for the Netball World Cup to be held in Sydney Australia in August 2015.
- vi. Continuing to disseminate the research work conducted for the IDB funded Adolescent Dislocation Project. Team members, Mrs. Charles Watson, Dr. Mortley and Prof. Claremont Kirton discussed some of the key findings from the project on the radio programme “Talking History” with Professor Shepherd on January 31, 2015.
- vii. In recognition of International Day for the Elimination of Violence Against Women and the 16 Days of Activism Against Gender Based Violence, the RCU distributed purple ribbons to all staff members in the Regional Headquarters. Staff members “pinned” RHQ staffers and the Vice Chancellor. The Unit also sent out press releases to local media houses and internally via the Mona Campus Messaging System in recognition of International Men’s Day on November 19 and International Day for the Elimination of Violence Against Women on November 25.

ACADEMIC ACTIVITY: STAFF MEMBERS:

In addition to carrying out their teaching and administrative responsibilities and participating in general IGDS activities (workshops, projects, e.g.), members of staff found time to attend various academic fora at which they made individual presentations. A sample is highlighted below:

Dr. Dalea Bean

- (with A. Spencer) “What’s romance got to do with it? Female sex tourism in Jamaica”. MSBM 3rd International Tourism Conference: Tourism and Innovation: Re-inventing, Revolutionizing, Transforming,

November 9–11, 2014, Montego Bay, Jamaica. (15 slides)

- “Franchise for the Women Like World War I: Dissent, Activism & Transformation”, October 17–18, 2014, Georgian Court University Lakewood, New Jersey, USA. (12 pages)
- “Gendered Contradictions of Activism for the Vote for Jamaica Women.” Catastrophe or Catalyst? African and African Diasporas’ Visions Arising from World War One, October 2–4, 2014, Bayreuth Academy of Advanced African Studies, Germany. (14 pages)

Mrs. Suzanne Charles Watson

- “Caribbean Education Systems: Student perceptions of race as predictive of educational outputs and outcomes”. Coloquio “La Historia De Vida De Las Maestras Africanas y Afro Descendientes En Colombia, Brasil, Guatemala, Venezuela, Guinea Ecuatorial, Jamaica. April, 2015, Kingston, Jamaica (10 pages)
- “Men, Masculinities and the Project of Development”. Presented (via video) to 16th Session of United Nations Working Group of Experts on People of African Descent: Access to Justice. April, 2015, Geneva, Switzerland. (4 pages)
- “Contemporary Caribbean Masculinities: Developing a Research Framework”. International Conference on Masculinities: Engaging Men and Boys for Gender Equality. March, 2015, New York, USA. (12 pages)
- “Gender, Human Rights and Education: A Caribbean Perspective”. Presented (via distance) to 14th Session of United Nations Working Group of Experts on People of African Descent: Access to Justice. November, 2014, Geneva, Switzerland. (15 pages)

Mrs. Shakira Maxwell

- “Time for Action!”: A Gendered Approach to Succession Planning at a Higher Education Institution” 14th Annual Association of Caribbean Higher Education Administrators Conference, July 9–11, 2015, Trinidad and Tobago. (12 pages)

- “I’m Not Going to be Bare Foot and Pregnant!: The Need for a Rights Based Approach to Reproductive Health Policy in Jamaica”, Sexual and Reproductive Health Conference, November 29–30, 2014, Kingston, Jamaica. (17 slides)
- (with L. Waller, O. Burke and S. Walters) “Youth Mainstreaming Capacity Building: Lessons from Belize,” National Youth Conference, November 26, 2014, Kingston, Jamaica. (25 pages)

Dr. Natasha Mortley

- (with Andrea Baldwin) “Reassessing Caribbean Migration: Love, Power and (re)building within the Diaspora”, Caribbean Studies Association Annual Conference, New Orleans, Louisiana, May 25–30, 2015. (13 slides) and the 16th Annual SALISES Conference, celebrated as: The W. Arthur Lewis Centennial, January 16, 2015, St. Lucia. (17 slides)
- “Racing to the Top: Sports Tourism in Jamaica from the Global Value Chain Approach”, the 16th Annual SALISES Annual Conference, Celebrated as: The W. Arthur Lewis Centennial, January 15, 2015, St. Lucia. (32 pages)
- Lead Presenter and Co-Facilitator – OECS/IOM Workshop on Diaspora Engagement and Remittances for Development in the OECS. October 30 to 31, 2014, St Lucia.
- Participated in a conference and roundtable discussion from August 20–21, 2014 for the Washington Network Group and Society for International Development in Washington DC, USA.

Professor Verene Shepherd

- “Backward Stretch, Forward Reach: Who are you carrying in Your Backpack? Keynote address, Scholarship luncheon hosted by the Jamaican Women of Florida Association, May 23, 2015, Miami, Florida, USA. (12 pages)
- “Black Lives Matter: The Caribbean Case for Reparatory Justice”, Walter Rodney Foundation Lecture Atlanta, Georgia, April 16, 2015. (27 pages)

- Keynote Speech entitled, “Learning from Historical Tragedies to Combat Racial Discrimination Today” at the United Nations General Assembly in New York at the event to mark the International Day for the Elimination of Racial Discrimination on March 20, 2015. While in New York she was also invited to join the Jamaican Delegation for the unveiling of the Permanent Memorial in Honour of Slavery and the Trans-Atlantic Slave Trade which took place on March 25, 2015 at the UN Headquarters. (6 pages)
- “Burning For Freedom: Black Lives Matter.” Lecture delivered at the “Flames of Freedom” Sam Sharpe Memorial event, Montego Bay, December 27, 2014.
- “The Politics of Memory: Historicising Caribbean Women’s Political Activism,” Caribbean Women Catalysts for Change Lecture, Nita Barrow Unit, IGDS, November 14, 2014, Barbados. (32 pages)
- “Challenges of a Legacy: The Continued Struggle for Rights for Africans in the 21st Century,” The “Two of a Mind,” IOJ Symposium on Barry Chevannes and Rex Nettleford, Institute of Jamaica, November 1, 2014, Kingston, Jamaica. (16 pages)
- “War memorials and Black Liberation: Grounding with Walter Rodney on History, Heritage and Activism,” Walter Rodney Memorial Lecture, Coventry, UK; The Yesu Persaud Centre for Caribbean Studies, October 28, 2014, United Kingdom. (33 pages)
- “Changing Places: Slavery, Indentureship and the Ranking Game in Colonial and Post-Colonial Jamaica” Alderman Sydney Smith Memorial Lecture, October 9, 2014, Hull, United Kingdom. (23 pages)
- Attended a Conference on the Bicentennial of the Congress of Vienna in Austria from September 15–22, 2014. While in Austria, Prof. Shepherd was appointed “Vice President of the Congress”, chaired the opening Plenary at the University of Vienna and delivered a seminar paper at the University of Klagenfurt titled, “Trends in Caribbean Historiography and Caribbean Historians’ Activism”. (8 pages)

- “Reparation, Psychological Rehabilitation & Pedagogical Strategies.” George Lamming Distinguished Lecture, Errol Barrow Centre for the Creative Imagination, Cave Hill, Barbados, June 11, 2014 and The Annual Cyril Packwood & Kenneth Robinson Lecture, Hamilton, Bermuda, September 8–10, 2014. (34 pages)
- “In Their Name: Caribbean Women, Slavery & Reparation.” Feature Address, 32nd Emancipation Day Dinner, August 9, 2014, Andre Kamperveen Hall, Centre of Excellence, Tunapuna Trinidad & Tobago. Professor Shepherd also delivered the same address in Tobago on August 10, 2014. (48 pages)
- “From Montego Bay to Morant Bay: Making the Case for Reparatory Justice”. Manchester Emancipation Lecture, July 27, 2015. (22 pages)

PUBLICATIONS

Refereed Articles & Book Chapters:

- Mrs. Suzanne Charles Watson and D. Thakur “A Case Study of Rural Women Entrepreneurs in Jamaica and the Women in Economic Leadership (WEL) Model” in L. Kelly (Ed). *Entrepreneurial Women: New Management and Leadership Models*. September, 2014.

INCOME GENERATION

1. MSc Self Financing Programme – JM\$975,000
2. MOU to be finalized shortly for EKACDM project which will result in a sum of CAD\$35,000

PUBLIC SERVICE

Dalea Bean

- Peer Reviewer: *Caribbean Quarterly*
- Research Volunteer: 51% Coalition

- Appointed to the editorial board of the journal, *Identity Papers: A Journal of British and Irish Studies*

Shakira Maxwell

- Member, Development Alternatives with Women For a New Era (DAWN) Caribbean. Kingston
- Member, Jamaica Women's Political Caucus
- Member, DAWN Caribbean. Kingston, Jamaica.

Natasha Mortley

- Advisor to the OECS/IOM Concept Note to IOM for funding for Programme of Research on Engaging Diaspora
- Member, Global Development Network
- Member, Jamaica Diaspora Connect

Verene Shepherd

- Member of the United Nations Committee for the Elimination of Racial Discrimination (which implements the ICERD)
- Vice-chair of the CARICOM Reparation Commission.
- Member, United Nation's Working Group of Experts on People of African Descent (WGPAD)
- 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
- Advisory Board ITER (MICO University)
- Advisory Board, Police Training College (Jamaica)