

1319



BUILDING CAPACITY FOR GENDER MAINSTREAMING

15/06/05

Report of Ad Hoc Working Group Meeting on Building Capacity for Gender Mainstreaming in HIV/AIDS



THE CENTRE FOR GENDER AND DEVELOPMENT STUDIES

**The University of the West Indies, St. Augustine Campus, Trinidad and Tobago
16-17 February 2005**

List of Abbreviations:

CARICOM	Caribbean Community
CCNAPC	Caribbean Coalition of National AIDS Programme Co-ordinators
CGDS	Centre for Gender and Development Studies
CHRC	Caribbean Health Research Council
NACC	National AIDS Coordinating Committee
OECS	Organisation of Eastern Caribbean States
PANCAP	Pan Caribbean Partnership against HIV/AIDS
PLWA	People Living with HIV/AIDS
RCM	Regional Coordinating Committee
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNDP	United Nations Development Fund
UNFPA	United Nations Population Fund
UNIFEM	United Nations Development Fund for Women
U.W.I	University of the West Indies

Table of Contents

➤ List of Abbreviations.....	3
➤ Background.....	4
➤ Day 1 - Welcome and introductory discussion.....	5
➤ Experiences in Curriculum and Approaches - Dalhousie University, Atlantic Centre of Excellence for Women's Health.....	6
➤ Consultancy review of selected training manuals and approaches.....	7
➤ Day 2 - Strategizing the way forward: achieving consensus on training approaches.....	9
➤ Discussion group proposals: Modalities of Implementation.....	11
➤ Discussion group proposals: Curriculum.....	13
- objectives.....	13
- content.....	14
- curriculum discussion.....	15
➤ Draft Work Plan for Training Scheme.....	16
➤ Draft Timeframe for Ad hoc Working Group proposals.....	19
➤ Institutional arrangements.....	20
➤ Closing.....	21
➤ Appendices:	
- Participants' List.....	22-25
- Meeting Programme and Agenda	

Background

A regional gender and HIV/AIDS mainstreaming project has been initiated by UNIFEM, seeking to build capacity among key institutions for integrating gender analysis into HIV/AIDS programming in the Caribbean. It will aim to educate crucial stakeholders through a comprehensive, region-wide training programme. The initiative is a response to studies and experiences that conclusively situate gender dynamics at the source of the AIDS epidemic in the Caribbean and beyond. A Gender Needs Assessment conducted by UNIFEM earlier last year, in Barbados, advised the constitution of an Ad Hoc Advisory Committee to guide the development of a future gender training project.

This first meeting of the Ad Hoc Working Group was convened by UNIFEM in conjunction with the Centre for Gender and Development Studies over a two-day period, February 16-17th 2005. It was staged at the Sir Arthur Lewis Institute for Social and Economic Studies, U.W.I, Trinidad and Tobago. The mandate of the meeting was twofold: i) the synthesis of a development plan for a training manual to be used in building capacity and awareness of gender; and ii) to prepare multi-level regional support for Gender Mainstreaming.

The participants at the meeting represented a broad spectrum of HIV/AIDS concerns, varying in geo-political scope, and included health, social and gender experts/planners. The Ad Hoc Working Group comprises: several United Nations agencies; regional institutions and inter-governmental organisations; research bodies and individual gender experts; as well as national government representatives from departments of Gender Affairs. The contact details of the Ad Hoc Working Group are appended to this report.

Day 1 - Welcome and Introductory Discussion

Chairperson Professor Rhoda Reddock of the Centre for Gender and Development Studies welcomed participants to the meeting. All participants endorsed the importance of the meeting and expressed their commitment to the mainstreaming of Gender in HIV/AIDS programming.

The introductory proceedings stressed the importance of applying Gender analysis to the approach to tackling HIV/AIDS in the Caribbean. A recent research document, the 'Gender Review and Assessment of HIV/AIDS programming of selected National AIDS programmes in the Caribbean' was cited as indicative of an absence of no adequate incorporation of gender in National HIV/AIDS policy formulation. It was further advanced that the Caribbean required a gender-specific tool, and that there existed a dearth in gender trained staff.

It was noted that Women's organizations were on the periphery of HIV/AIDS work despite the core relationship between HIV/AIDS and gender relations. However, it was stressed that the role of Gender with regard to HIV/AIDS was not just about women's vulnerabilities, masculinity also required gender analysis. It was noted by one participant that women seem to cope better after contracting the disease than men due to closer links to support systems such as, for example, the Church.

Attention at the meeting was paid to the social messages that exacerbated the HIV/AIDS problem in the Caribbean. The adverse effects of stigma and social pressure were considered, one participant argued that early male sexual initiation was often the result of masculine social pressures to disprove homosexuality. The impact of popular culture as a socially conditioning force was also elucidated, for instance the

lyrics of carnival songs, communicating messages of infidelity and sexual promiscuity. The UNFPA representative commented on how initiatives pertaining to the perceptions of young people had to be followed through with greater energy.

Another topic of discussion was the difficulty in gathering accurate data on gendered sexual behaviour in the Caribbean. It was observed that western style homo-hetero-bi categorization didn't properly describe the realities of sexual identity in all contexts. For instance, homosexuality within the tourist industry, prisons and among particular ethnic groupings reflected a continuum of reasoning behind sexual practice. Therefore people classifying themselves in surveys as heterosexual may still engage in a broad range of sexual activity. The issue of gender-based poverty and its influence on the AIDS epidemic was also raised, for example, in relation to the cross-generational spread of AIDS through economically motivated sexual relations, so-called 'sugar-daddies' etc.

Experiences in Curriculum and Approaches - Dalhousie University, Atlantic Centre of Excellence for Women's Health.

The Atlantic Centre of Excellence for Women's Health is a research institute that offers policy advice and advocacy, as well as a gender perspective and experience in approaches to health issues. More specifically its research is concerned with i) health issues facing minority Canadians, ii) women's unpaid care work and ii) Gender and HIV/AIDS programmes.

The Centre presented a summary of its endeavours in the field of Gender and HIV/AIDS. In 1999 it engaged in a dialogue with the Commonwealth Secretariat about establishing a Gender and HIV/AIDS institute. In 2000 the Centre co-published a

paper, 'Gender-mainstreaming and HIV/AIDS - a multi-sectoral approach'. More recently, the Centre collaborated with the Commonwealth Secretariat to co-develop the International Institute on Gender and HIV/AIDS. The inaugural 2004 Institute drew diverse, multisectoral involvement from policy makers, programme leaders, civil society organizations, youth, researchers and PLWHAs. The Institute offered invaluable opportunities to network and encouraged the development of regional and national action plans.

The importance and role of follow-up support, in order to nurture commitment subsequent to workshops, was emphasized by the representatives from Dalhousie. An idea that raised interest among those in attendance was the employment of so-called skill shops in which the gendered views of male and female participants were exposed and aired through gender-orientated tasks.

Discussion proceeded on how best to engage men in the Gender debate. Unlike more female-centric issues, which some men may deem less demanding of their attention, it was asserted that a gender response to HIV/AIDS impacts directly upon male interests. After all, Gender is inherent to the cause and thus to the resolution of a disease that does not discriminate between men and women.

The meeting participants considered a timeframe for workshops and it was suggested that a one day meeting had the greatest efficacy in attracting national-level policy-makers who may find it logistically burdensome to spare more time.

Consultancy review of selected training manuals and approaches

The consultancy group Dr Gwendoline Williams & Associates reported on their review

of selected training materials. The terms of reference for the consultancy were to undertake a review of selected training materials on gender and HIV/AIDS and to use findings to make recommendations for a gender and HIV/AIDS training manual specific to the Caribbean. The report began by offering a background to the HIV/AIDS epidemic in the Caribbean. It highlighted with statistics the extent of the problem - prevalence rates of AIDS were as high as 5% in Haiti - as well as its gendered dimensions. Women were said to be increasingly seen as the face of HIV/AIDS in the region with prevalence rates in the 15-24 age groups higher among girls in Belize, Dominican Republic, Guyana, Haiti, Jamaica, Trinidad and Tobago, and Suriname.

The consultants reviewed various salient publications and emphasised the value of a particular manual developed by the Commonwealth Secretariat, 'Gender Mainstreaming in HIV/AIDS: Taking a Multisectoral Approach'. They observed a continuum of gender integration in the HIV/AIDS programmes of regional organizations. The major gaps were said to be: the limited political will of governments; the need for improved training and learning transfer; and the lack of understanding of methods and techniques for gender mainstreaming.

The review offered recommendations and a conceptual framework for the development of a training curriculum which related to the three perspectives of Gender; HIV/AIDS; and Train the Trainer. The consultants further proposed a definition of gender mainstreaming as, 'the systematic process of integrating gender into policy and planning'. They then elaborated upon a policy cycle devised in the pursuit of this objective. It comprised 23 criteria under the sub-categories of: Policy Setting; Planning (diagnosis/prescription); Goal Setting; Organizing/Resourcing; Action/Implementation; and Monitoring and Evaluation.

The last part of the day was reserved for identifying best approaches and levels of training. The participants ventured their ideas on the practicalities of the training process. For instance, questions were aired on concerns such as the level of training that would be required for trainers to be adequately trained to train others. Should trainers have prior background? Is a training of trainers workshop sufficient? In this matter, it was determined that trainers would have expertise as gender or HIV specialists with a tested aptitude for training.

Day 2 - Strategizing the way forward: achieving consensus on training approaches

Day two of the meeting commenced with the setting of the day's agenda as well as a recap of the discussions and proposals of the first day. Early conversation focused on the need to flesh out the details of the training, particularly the modalities of implementation and curriculum. The question was posed as to the scope and level of detail required for the training manual. It was asserted that the manual had to be flexible, manageable and achieved this year. The participants concurred that it was not feasible to start from scratch and that a cutting & pasting of material would be necessary. Also, the importance of endowing the training manual with breadth and relevance in a fairly wide way was announced. This was in the context of the manual being utilized not only by those present at the meeting but also to be filtered through other programmes.

Attention was drawn to the importance of adjusting curriculum content so as to operate effectively at the level of national policy implementation along with the need to sensitize the target audience to the gendered causes and consequences of HIV/AIDS. It was also stipulated that the gender mainstreaming project had to stretch much further than the training manual if was to be successful. Training ought

to be abetted by technical assistance in order to support trainers and improve their ability to offer sustainable quality training.

Recognition was given to a number of points of entry for imputing into the project. It was stated that CCNAPC wanted to enact policy development strengthening with HIV/AIDS commissions across the Caribbean. CARICOM holds a facility to support national AIDS projects and was considered another potential entry point. It was recollected that CARICOM had identified HIV/AIDS as a priority area for gender mainstreaming. Also, the OECS Secretariat, implementor of the global fund for the eastern Caribbean, were said to have asked for a substantial amount of technical assistance for gender mainstreaming; in the form of a gender assessment of the Secretariat's work and assistance in analyzing its gender content. The Commonwealth Secretariat stated there was a June deadline for their commitment to offer funding. They also expressed interest in the more substantive element of the training and the concept of a skillshop as outlined by the Dalhousie University presentation.

Conversation then moved on to the difference between being sensitized to gender and the ability to use the concept analytically. It was purported that such a grasp had not been transferred to targets in the past and that the training content should focus on more successfully incorporating gender knowledge into their area of understanding or involvement.

After these initial deliberations, the meeting participants were split into two discussion groups in order to thrash out the details of the Curriculum, Modalities for implementation, Institutional responsibilities, Funding Implications/Commitments and Time Frame.

Discussion Group Proposals: Modalities of Implementation.

A training framework was designed, to be headed by a core group of master trainers. A rigid criterion for selection was proposed, including a strong relevant professional background and experience and a verified interest in the field. Core competencies (in HIV/AIDS, Gender, Health) and a demonstrated aptitude for training were stated as critical at this stage taking account of attrition and the paramount importance of this core group of trainers. A pre-requisite background in curriculum development was also stated. For these same reasons geographical representation would not be stressed at this stage and a gender mix, as opposed to a gender balance, was to be sought and to include young persons as well as PLWHAs.

The main body of trainers was afforded greater diversity by the group. It could include HIV/AIDS organizations, gender specialists, advocates in non-governmental organizations, research scientists, as well as the integration of youth. It was decided that approximately thirty trainers should take part initially; a figure arrived at through attritional considerations set against the numerical requirements imposed by the large regional dimension of the project. Once again core competencies were labeled as essential as was an aptitude for leadership and training.

An earlier reference to supporting mechanisms to ensure retention of training numbers was elaborated upon. The idea was proposed to bestow trainers with the title of 'Fellow' to instill a sense of belonging and ownership in the project. There was also a proposal to invite sponsorship of trainers by donors and to engage trainers in the evaluative process.

It was suggested that 4-5 people per country would be trained. This figure accounted

for attrition and the efficacy of having a body of gendered policy-makers whose opinions would become more vocal. Trainees would be multi-disciplinary and extracted from a election process was endorsed, for example, inviting the submission of essays asking what the candidate would do with training if selected; reflecting the importance the meeting participants placed on assuring trainer quality. The duration of the sub-regional training workshops was set at between 3-5 days in view of the time restraints placed on those participating and the travel time before and after the workshop. Long term assistance was also advised in order to support country level implementation. It was argued that the analytical application of gender analysis learnt had to be nurtured and continued technical support would prevent gender skills and enthusiasm from waning. Training conceived as an on-going process would maintain transferable skills and motivation among practitioners. A need was expressed for a more suitable project title to be found. The current title was considered unappealing and not serving well the function of attracting audience attention.



Sheila Stuart, Director of Gender Affairs, Barbados, lays out the suggestions of a discussion group.

Discussion group proposals: Curriculum

A draft framework for the curriculum was developed, drawing from the consultancy presentation of the previous day as well as the expertise of the ad-hoc working group. The group established the underlying objective of the project as the integration of analysis on Gender/Sexuality into programming and action on HIV/AIDS in the Caribbean. A number of sub-objectives were also established:

Objectives

- a) Produce a generic manual;
- b) Cascading levels of training;
- c) Research different target groups;
- d) Build awareness on HIV/AIDS, Gender and Sexuality;
- e) Build capacity for integration of gender policies:
 - Policy environment
 - Analytic tools on HIV/AIDS policy programming
 - Behavior/attitude change

Content

The content of the manual was then laid out. The group stressed that the Caribbean focus of the manual was to be reinforced throughout the content. It was also to be human rights based. The intended target audience of the manual would span diverse sectors, including: government, civil society, research, educators, and regional organisations.

a) HIV/AIDS

- History
- Overview in Caribbean (PANCAP response)
- Societal concepts and spread/myths/prevention/stigma/ discrimination
- Development of country/Caribbean perspectives
- Impact of HIV/AIDS on society/diversity
- Factors contributing to spread
- Engendering policies/programs - to involve a cohesion of policies e.g. HIV/AIDS migration, health, trafficking, laws, sexuality, poverty

b) Gender

- Gender and sexuality
- Gender Analysis techniques
- Masculinities/femininities
- Sustaining equity/equality in HIV/AIDS initiatives.

c) Gender mainstreaming

- What is it?
- Gendered causes and consequences of HIV/AIDS
- Social change/transformation
- GBA of sexual social behavior educators

d) Training approaches

- Nurturing commitment
- Understanding adult learning
- Participatory
- Reflective/experiential
- Monitoring and evaluation methods
- Adapting/adopting/adding
- Flexibility of learning environment
- Facilitation skills
- Managing diverse beliefs/values/experience/ trauma and ethics
- Training for advocacy.

Curriculum discussion

CARICOM expressed their desire for a PANCAP component to the curriculum to demonstrate how the fight against HIV/AIDS in the Caribbean was endowed with support at the highest political level.

Participants queried the specific target group of the training manual. It was

questioned as to whether the manual was geared solely towards trainers or for the consumption of the trainees themselves. A general consensus considered the manual as applicable to both tasks and could even be used as a government training resource so that policy-makers had a tool to replenish their knowledge. It was also widely agreed that the document could take a number of formats to enhance its accessibility, including in multimedia and paperback.

The idea of distance learning as a training tool was discussed. Distance learning was conceived as potentially integral to the training process, as a facility that would enable training to continue beyond, and prior to, the initial workshops. However, it was pointed out by a participant that distance learning required a certain level of interaction and could not function properly without responses and feedback between institution and the student. The awarding of a certificate for those participating was considered a potential motivator and it was felt that institutions may find it useful to send and even sponsor the training of their staff.

Draft Work Plan for Training Scheme

- ❖ The design of the UNIFEM Gender Mainstreaming in HIV/AIDS programming regional training project is structured so as to produce a cascade effect of capacity-building at multiple levels.
- ❖ The manual advisory group is to be established, comprising a representative from the following organizations/institutions: UNIFEM, UNFPA, CARICOM-PANCAP, and the Atlantic Centre of Excellence for Women's Health, Commonwealth Secretariat, and Centre for Gender and Development Studies.

- ❖ 5-10 so-called master trainers will be selected. The master trainers will comprise a gender and professional mix and include youth advocates and PLWAs. The selection procedure at this level shall prioritize professionalism over geographical spread; furthermore candidates should possess experience in curriculum development and adult learning. Master trainers will be involved in the process of training trainers as well as forming the content of the curriculum.
- ❖ The main body of approximately 30 trainers will be selected on a competitive basis - perhaps through invitations for the submission of essays. The screening process will be designed to acquire trainers with a tangible interest in the work, past experience in training or education, and specific competencies within the fields of AIDS/HIV, Gender and/or Health.
- ❖ The selection will at this stage demonstrate an even geographical distribution - possibly one trainer per participating country. Diversity of background will be valued, including the targeting of qualified youth; the involvement of the private sector; and of those trained under Champions for change and UNDP change agents programmes.
- ❖ Trainers will be accorded the title of 'Fellow' and a meeting of trainers shall be scheduled subsequent to the sub-regional training workshops. The development of evaluative tools is also to be prioritized.
- ❖ Regional and agency training will be divided into three sub-regions: North Caribbean - Jamaica; Belize; Bahamas; East Caribbean - OECS and Barbados; and South Caribbean - Suriname, Guyana, and Trinidad and Tobago. It is proposed that PANCAP will incorporate countries not captured above. Additionally, separate training would be undergone by youth advocates.

- ❖ It was decided that 4-5 participants would be trained per country; as well as 1-2 participants from agencies. The training workshops will be 3-5 days duration, depending on final form of the curriculum.

- ❖ Technical assistance and feedback will be continually offered to participants after training in the implementation of knowledge learned at country level. Suggestions include the setting up a gender hotline.



From left to right: Renee West Mendoza (CCNAPC); Dr Joseph Amuzu (Commonwealth Secretariat); Dr Meena Shivdas (Commonwealth Secretariat); Dr Halima Sa'adia Kassim (CARICOM); Mr Edward Emmanuel (PANCAP); Dr Leith Dunn (UNFPA)

Time Frame for Ad Hoc Working Group Proposals

Outputs/Deliverables	Activities/Tasks	Implementation Timeframe
Training Manual		
<ul style="list-style-type: none"> • Identification of lead consultants for the development of a training module on Gender and HIV/AIDS 	Build criteria for selection	March, 2005
	Terms of reference	
	Issues of contract	
<ul style="list-style-type: none"> • Manual Development 	Meeting of Consultants with members of Manual advisory Group	June, 2005
	- Organize and prepare meeting room and teleconference facilities	
	Completion of first draft	End of June
	- Dissemination of draft manual for feed back	
	- Comments by Manual Advisory Group	Early July, 2005
	- Revised draft amendments	July, 2005
	Meeting/Workshop with Consultants and Manual Advisory Group	Late July, 2005
	Finalization of manual content	August, 2005
	Manual layout and graphics reproduction	After TOTs
Testing		
Training of trainers	Notices of training project	Mid May, 2005
<ul style="list-style-type: none"> • Constitution of training team 	Identification of master trainers	
	Identification of trainers	June, 2005
	- advertise and invite applications	
	- devise a selection criteria	
-Finalization of results at July meeting	July, 2005	
<ul style="list-style-type: none"> • Training Process 	Lead-up logistical work	May-June, 2005
	Training of Trainers Workshop	End of July-September, 2005
	Training of regional agencies	October-November, 2005
	Proposed meeting of Ad Hoc Working Group	October-November, 2005
	Sub-regional training/meetings	Jan.-May/June, 2006
<ul style="list-style-type: none"> • Trainers' Evaluation 		June/July, 2006
<ul style="list-style-type: none"> • Taken to the country 		March, 2006 -December, 2007

Institutional arrangements

- ❖ UNIFEM laid out their conception of the project as an inter-agency collaboration in which it would perform a shepherding role but not necessarily desire special identification with the project.
- ❖ The members of the manual advisory group were established as: CARICOM, UNFPA, Atlantic Centre for Health, CGDS, UNAIDS, and Commonwealth Secretariat
- ❖ Role of Ad Hoc Working group was outlined and distinguished from the manual advisory group. The Working Group is responsible for logistics, development of training, all aspects of project management and revision, partner collaboration etc.
- ❖ UNIFEM agreed to prepare a draft budget of essential needs and circulate it for comments and institutional commitments. The proposal will be revised to take account of increasing numbers and levels of training. There will be a submission on to PANCAP countries that are beyond UNIFEM/Commonwealth Secretariat budget. The Commonwealth Secretariat has a June deadline for funding applications.
- ❖ Opportunities for collaboration with PANCAP were discussed. UNIFEM stated their intention to present a proposal on the CARICOM agenda. The Centre for Gender and Development Studies and CCNAPC were enlisted to aid UNIFEM with the proposal. The PANCAP AGM begins in October. Furthermore, the PANCAP representative informed participants of an entry point to present the project on March 11th-12th

meeting of the advisory board of the PANCAP regional coordinating mechanism (RCM) in St Lucia.

- ❖ The possible involvement of the Caribbean Health Research Council (CHRC) was mentioned (as a monitoring, evaluative component).
- ❖ The Centre for Gender and Development Studies, Trinidad and Tobago, was marked as a potential location for the training of trainers.
- ❖ The meeting proposal for a separate regional youth training scheme were linked to a potential collaboration with the Commonwealth Youth Programme as part of a regional strategy.

Closing

Professor Rhoda Reddock thanked participants for their enthusiasm and support and looked forward to a successful and collaborative partnership. The chair urged the swift follow-up to meeting resolutions by all concerned.



From left to right: Camille Antoine (CGDS outreach officer), Professor Rhoda Reddock (Head of CGDS) and Roberta Clarke (UNIFEM regional director), share a lighter moment as the meeting draws to a close.

Ad Hoc Working Group Committee Meeting on Gender and HIV/AIDS

PARTICIPANTS' LIST

	ORGANIZATION / ADDRESS	TEL / FAX / EMAIL
<p>Ms. Sheila Stuart Director</p>	<p>Bureau of Gender Affairs 2nd Floor National Insurance Building Fairchild Street St. Michael BARBADOS</p>	<p>genderbureau@caribsurf.com (246) 431-0850/51 Fax: (246) 431-0850 Email: genderbureau@caribsurf.com</p>
<p>Renee West Mendoza Chief Operations Officer</p> <p>Sandra Vokaty Programme Officer</p>	<p>Caribbean Coalition of National Aids Programme Coordinators (CCNAPC) 22 De Verteuil Street Woodbrook Port of Spain</p>	<p>623-5506 (Tel)</p> <p>Kala Dowlath kdowlath.ccnapc@tstt.net.tt</p>
<p>Dr. Halima-Sa'adia Kassim Deputy Programme Manger</p>	<p>Caribbean Community Development (Gender Affairs) CARICOM Secretariat c/o Bank of Guyana Building Avenue of the Republic Georgetown Guyana</p>	<p>592-226-9280 Ext 2721 592 225 1960/1/4/8-9 Ext 2721 592-225 0882/8039 hkassim@caricom.org</p>
<p>Professor Shanti A. Parikh Assistant Professor of Anthropology</p>	<p>Washington University of Saint Louis Department of Authropology Campus Box 1114 Saint Louis Missouri 63139 St. Louis</p>	<p>314-935-7769 (Tel) 314-935 8535 (Fax) shanti.parikh@wustl.edu</p>

BUILDING CAPACITY FOR GENDER MAINSTREAMING IN HIV/AIDS PROGRAMMING

<p>Mr. Thomas Loy Student Intern</p>	<p>Centre for Gender and Development Studies Upstairs Chemistry Building 2 The University of the West Indies St. Augustine TRINIDAD</p>	<p>662-2002 Ext 2533 (Tel) 662-2002 Ext 3572 (Fax) thomasloy@hotmail.com</p>
<p>Ms. Camille Antoine Outreach and Research Officer</p>	<p>Centre for Gender and Development Studies Upstairs Chemistry Building 2 The University of the West Indies St. Augustine TRINIDAD</p>	<p>662-2002 Ext 2533 (Tel) 662-2002 Ext 3572 (Fax) cantoine@cgds.uwi.tt</p>
<p>Prof. Rhoda Reddock Head</p>	<p>Centre for Gender and Development Studies Upstairs Chemistry Building 2 The University of the West Indies St. Augustine TRINIDAD</p>	<p>662-2002 Ext 2533 (Tel) 662-2002 Ext 3572 (Fax) gender@cgds.uwi.tt</p>
<p>Mrs. Hermian Smart-Findlay Coordinator – National Gender Policy</p>	<p>Gender Affairs Division Ministry of Community Development Culture and Gender Affairs 8 Queen’s Park East Port of Spain</p>	<p>623-7032 Ext 171 (Tel) 627-8303 (Fax) gender@tstt.net.tt</p>
<p>Dr. Meena Shivdas Adviser</p>	<p>Gender, Human Rights, HIV and Law Social Transformation Programmes Division Commonwealth Secretariat Marlborough House Pall Mall London SW1Y 5HX</p>	<p>44 (0) 20 77476457 (Tel) 44 (0) 20 77476287 (Fax) m.shivdas@commonwealth.int</p>
<p>Dr. Barbara Clow Executive Director</p>	<p>International Institute on Gender and HIV/AIDS Atlantic Centre of Excellence for Women’s Health Dalhousie University 305-5475 Spring Garden Road Halifax</p>	<p>1 (902) 494-7790 (Tel) 1 (902) 494 – 7852 (Fax)</p>

BUILDING CAPACITY FOR GENDER MAINSTREAMING IN HIV/AIDS PROGRAMMING

	Nova Scotia CANADA B3J 3T2	
Erika Burger Gender and HIV/AIDS Programme Officer Coordinator	International Institute on Gender and HIV/AIDS Atlantic Centre of Excellence for Women's Health Dalhousie University 305-5475 Spring Garden Road Halifax, Nova Scotia ,CANADA B3J 3T2	1 (902) 494-7849 (Tel) 1 (902) 494 - 7852 (Fax) acewh.dal.ca
Caroline Alexis-Thomas Programme Officer-Strategic Planning and Management	National Aids Coordinating Committee NACC (Trinidad) 4 th Floor Victoria Suites 14-17 Victoria Square Port of Spain TRINIDAD	623-9661 (Tel) 624-6495 (Fax) caroline.alexis-thomas@nacc.gov.tt
Mr. Edward Emmanuel Deputy Regional Coordinator	PAN Caribbean Partnership Against HIV/AIDS CARICOM/PANCAP	592-223 5030 592 2264127 (Fax) eemmanuel@caricom.org
Dr. Joseph Amuzu Chief Programme Officer (Health)	Social Transformation Programmes Division Commonwealth Secretariat Marlborough House Pall Mall London SW1Y 5HX	44 (0) 20 77476278 (Tel) 44 (0) 20 77476287 (Fax) j.amuzu@commonwealth.int
Consultant	Sr. Gwendoline Williams and Associates 17 Hibiscus Drive Macoya Gardens Tunapuna TRINIDAD	622-8120 gwenw@cablenett.net
Dawn Foderingham	UNAIDS 3 A Chancery Lane Port of Spain TRINIDAD	625-4186 (Tel) 623-3516 (Fax) foderingham@unaid.org
Ms. Letitia Nicholas Intern	UNIFEM/UNDP P>o Box 3044, Crosbles St. Johns	clnicholas@gmail.com

BUILDING CAPACITY FOR GENDER MAINSTREAMING IN HIV/AIDS PROGRAMMING

	Antigua	
Ms. Roberta Clarke Regional Programme Director	United National Development Fund for Women (UNIFEM Caribbean Office) UN House Hastings Christ Church BARBADOS	246 467-6126 (Tel) 246 437-6596 (Fax) roberta.clarke@undp.org
Dr. Leith Dunn Assistant Representative	United Nations Population Fund (UNFPA) 60 Knutsford Boulevard Kingston 5 Jamaica	876-9068591-2 (Tel) 876-9068593 (Fax) ldunn@unfpa.org

AGENDA

DAY 1

AM

9.00-9.15 **Welcome**
Chair, Prof. Rhoda Reddock, Centre for Gender & Development Studies

9.15-10.00 Introduction of Participants

10.00-10.10 Expectations of the Meeting

10.10-10.30 Background and Overview of the Project-
Ms. Roberta Clarke, Regional Programme Director, UNIFEM Caribbean Office

10.30-10.45 **BREAK**

10.45-11.15 Experiences in curriculum and approaches-
Dalhousie University, Atlantic Centre of Excellence for Women's Health

11.15-11.45 CGDS - Gender and Sexuality Research Project

11.45-12.00 Discussion

PM

12.00-1.00 **LUNCH**

1.00-1.30 Review and discussion of morning's Presentations

1.30-2.30 Presentation of Review of Training Approaches-
Dr. Gwendoline Williams and Associates, Consultant

2.30-3.00 Discussion

3.00-4.30 Strategizing the way forward:
Identifying Best Approaches and Levels of Training

DAY 2

AM

9.00-9.30 **REVIEW OF DAY 1**

9.30-10.30 Strategizing the Way Forward continued:
Achieving Consensus on Training Approaches

- Shaping the Curriculum
- Modalities for Implementation
- Institutional Responsibilities
- Funding Implications/Commitments
- Time Frame

10.30-10.45 **BREAK**

10.45-12.00 Achieving Consensus: Logistical Arrangements

PM

12.00-1.00 **LUNCH**

1.00 -3.00 Inter-agency Collaboration on Gender and HIV/AIDS Training
in the Caribbean Moving Ahead:
Expectations and Modalities of Co-operation

- Finalization of Memorandum of Understanding
- Draft Work Plan

CLOSING REMARKS



THE UNIVERSITY OF THE WEST INDIES

Centre for Gender and Development Studies

St. Augustine

In collaboration with



United National Development Fund for Women

(UNIFEM Caribbean Office)

PROGRAMME

AD HOC WORKING GROUP MEETING

on

Gender and HIV/AIDS

February 16th - 17th , 2005

at

*The Sir Arthur Lewis Institute for
Social and Economic Studies (SALISES)*

The University of the West Indies

St. Augustine

(Formerly ISER)

Created by

Centre for Gender and Development Studies