

The Gender Evolution of a Campus

The CGDS' First Ten Years 1993-2003

"Its beginnings may be humble, but its role is pivotal."

Professor George Maxwell Richards

Principal of the University of the West Indies, St Augustine

Official Opening Ceremony of the Centre for Gender and Development Studies,
December 12, 1995

Background

The establishment of the Centre for Gender and Development Studies (CGDS) at all three campuses of the University of the West Indies (UWI) in September 1993 was not an overnight achievement. In fact, it took eleven years of lobbying and preliminary teaching by the Women and Development Studies Groups (WDSG) on the Mona - Jamaica, Cave Hill - Barbados, and St Augustine - Trinidad campuses, respectively. Formed in March 1982 at a meeting called by Peggy Antrobus of the Women and Development Unit (WAND) of UWI, and chaired by Joycelin Massiah - of the then Institute of Social and Economic Research (ISER-EC) - the WDSG's mission was to establish an academic programme of Women's Studies within the UWI system.

What is Gender?

The term gender refers to the socially constructed roles of women and men, which are ascribed to them on the basis of their sex, whereas the term 'sex' refers to biological and physical characteristics. Gender roles are learned, vary widely between and within cultures and can change. Therefore, gender can be defined as 'the socially constructed identities as reflected in behaviours, attitudes and power relations between women and men, and reflected in notions of femininity and masculinity.'

Building the foundation for the CGDS was no easy task, and it demanded years of hard work and determination. Strategic relationships were crucial to the process, and the 1986 – 1995 Project of Co-operation in Teaching and Research in Women and Development Studies between the UWI and the Institute of Social Studies (ISS) at The Hague, Netherlands was instrumental in facilitating the emergence of the CGDS. The project aimed to support and strengthen indigenous activities that had already started among interested women within the UWI by providing institutional support, and short and long-term training and research opportunities. It also forced the UWI to make some commitment to the group and the process. With major funding from the Netherlands Ministry of Foreign Affairs (Directorate of Development Cooperation), and an additional grant from the Ford Foundation, both parties were able to see the project to its fruition.

On the St Augustine Campus, the Project of Co-operation largely incorporated the facilitation of administrative and technical support to the WDSG in developing teaching, research and outreach activities. The first phase of the project (1986-1990) mainly focussed on staff development for teaching disciplinary and multidisciplinary courses in women and gender studies, curriculum development, pilot teaching, and outreach activities. These objectives were pursued through the granting of fellowships and the holding of interdisciplinary and disciplinary seminars, which were coordinated by Patricia Mohammed. The second phase (1990-1995) involved activities that strengthened the presence of Women and Gender Studies at the UWI.

Responsible for the management of the project, Professor Rhoda Reddock (then Dr Reddock), the ISS Representative, worked closely with the various WDSG campus coordinators and the Regional Coordinator through the Regional Steering Committee. During the early years of the project, she also worked closely with the ISS Projects Coordinator and the ISS Convenor of Women and Development. Professor Reddock assisted in shaping the academic teaching in women's studies, sharing knowledge on theoretical issues, the design of curricula, and the organisation of seminars. Primarily, the Project of Co-operation was concerned with project management, and visits to and from the ISS that incorporated counterpart staff training, which involved curriculum development and input into seminars. Eaulin Blondel, the CGDS part-time documentalist, then a Senior UWI Librarian, was one of the privileged staff who visited the ISS. Not only did the project facilitate the CGDS' establishment, it provided useful mechanisms as the Centre made its transitions to a full-fledged unit.

Although Professor Reddock's responsibilities as the ISS Representative ceased officially in early 1993, she continued fulfilling most of these until the CGDS' establishment at the UWI in September 1993. Despite its 1993 establishment, the CGDS St Augustine unit was not fully activated until August 1994 with the appointment of its first staff members, Professor Rhoda Reddock as Senior Lecturer and Head of Department and Carolyne Moore as the full-time secretary. Ramona Shah was hired as a research assistant and was paid from external funds. One year later, the establishment was expanded to include a full-time office assistant who undertook the duties of cleaner and messenger.

One of the CGDS' main achievements has been its establishment as an autonomous interdisciplinary and multidisciplinary unit. From the inception, there was a strong pressure to have the Centre incorporated into the then Faculty of Arts and General Studies. The CGDS argued that its incorporation would threaten the inter and multidisciplinary focus of the Centre, which is its strength. As an area of academic scholarship, Women's and Gender Studies has challenged the overall epistemological basis of existing knowledge systems including the disciplinary boundaries, and to be encapsulated within one of them, it was argued, would be self-defeating.

On a more practical note, maintaining an independent and interdisciplinary character has allowed the Centre to work closely with the staff in the other UWI departments and faculties, and to have a wider influence on the entire university system. At the St Augustine campus, very good working relationships have been established with the School of Humanities and Education (formerly the Faculty of Arts and General Studies), the Faculty of Social Sciences' Department of Behavioural Sciences, and the Faculty of Science and Agriculture's Departments of Agricultural Economics and Extension, and Life Sciences.

Over the years, the CGDS' work has expanded enormously in its three areas of concentration – teaching, research and publications, and outreach. There is a growing acknowledgment of the importance of the CGDS' work in centralising gender as an analytical tool, and the demands on the Centre have also been great, locally, regionally and internationally. In spite of limited staff and resource allocation, the Centre has been able to make its presence felt on the Campus, often generating more demand than it can fulfil. The Centre interfaces with:

- Academics and students – undergraduate as well as graduate
- Universities worldwide
- UWI staff on all three campuses
- Government ministries and departments
- Women's and men's organisations, community-based organisations and other non-governmental organisations
- Activists, journalists and educators
- Private sector organisations - primarily at the local level
- International and regional organisations such as the Caribbean Community Secretariat (CARICOM), the United Nations Development Programme (UNDP), and the United Nations Economic Commission for Latin America and the Caribbean (UNECLAC)

Organisational Structure

The CGDS is located under the Vice-Chancellory of the University Centre and reports directly to the Campus Principal or through a Regional Co-ordinating Unit of the Centre to the Vice-Chancellor. The Regional Co-ordinating Unit is located at the UWI Mona,

Jamaica campus. All CGDS units report to the Regional Co-ordinating Unit, and have consultative committees and a campus board of studies. The current Regional Coordinator is Professor Barbara Bailey, who replaced Professor Elsa Leo-Rhynie.

Mission

The CGDS is committed to a programme of teaching, research and outreach which:

- Questions historically accepted and contemporary theories and explanations about society and human behaviour
- Seeks an understanding of the world, which takes women, their lives and experiences into account
- Examines the origins of power differences between men and women, and the division of human characteristics along gender lines

Objectives

The CGDS has established a range of teaching, outreach and research objectives. Operating in tandem with UWI's goals, its specific objectives are to:

1. Develop an integrated, interdisciplinary programme of gender studies within the UWI, at both the undergraduate and graduate levels
2. Produce and disseminate knowledge based on the generation and analysis of research data on women, men and /or gender related issues in the Caribbean
3. Establish and maintain linkages with national, regional and international institutions concerned with Gender and Development, provide advisory services, influence policy directions and assist with capacity building in these institutions

Respectively linked to its three areas of concentration – teaching, research /publications and outreach – the CGDS' specific objectives have been constantly met over the years, and the many accomplishments are documented in the following sections.

From Minor to Masters

The Struggle for Gender Knowledge and Sensitisation

THE CGDS TEACHING OBJECTIVE

To develop an integrated, interdisciplinary programme of gender studies within the UWI, at both the undergraduate and graduate levels.

Background

Over the years, the CGDS' work has expanded enormously, and the area of teaching is no exception. Hundreds of UWI graduates have benefited from the CGDS academic programmes, which have significantly contributed to the discourse on gender and women's development. Both the graduate and undergraduate courses have generated a growing body of research in published and unpublished form, and the discipline has been recognised for its role in analysing, among others, human relations and social, economic, and political issues.

Teaching and research in the gender-related areas began with the Women and Development Studies Groups' (WDSG) early experimentation on UWI's three campuses in 1982. On the St Augustine campus, this began with the introduction of the course AR301: Introduction to Women's Studies with Special Reference to the Caribbean in the Faculty of Arts and General Studies in 1986. This course, piloted by Dr Marjorie Thorpe - Senior Lecturer in the Department of English, was multi-disciplinary and team-taught by academics such as Bridget Brereton, Maureen Cain, Gwendoline Williams, Rosina Wiltshire, Rhoda Reddock and Jeannette Morris. AR301 included sections on anthropology, history, literature, education and social sciences, and was taught voluntarily as "extra teaching" by the members of staff involved. The CGDS is proud of the fact that it was very influential on students. To this day, some of them continue to be associated with the Centre, such as Camille Antoine – CGDS St Augustine Outreach and Research Officer, and Dr Michelle Rowley, a CGDS Lecturer on the UWI Barbados Campus.

Exposing staff to the possibilities of teaching and stimulating preliminary research, disciplinary and interdisciplinary seminars facilitated the process of integrating gender studies into the UWI system to a great extent. Thus, by the time the Centre was institutionalised, a few courses were already "on the books". Nevertheless, there were human resource challenges. Even so, the CGDS is well versed in achieving much despite

limited staff and financial resources. As the sole academic member from 1994-1999, Professor Rhoda Reddock, was responsible for:

- Teaching undergraduate courses in faculties and departments.
- Teaching graduate courses in the CGDS Graduate Programme.
- Facilitating the teaching of courses in other faculties.
- Teaching modules in existing courses in various faculties.
- Undergraduate supervision.
- Graduate supervision in the Centre's graduate programme, and other departments and faculties.
- University examiner for students in other faculties and departments.
- Internal examiner for students in other departments and faculties.

She was assisted by associate staff and visiting Fulbright scholars, and like many others eagerly received the addition of Dr Patricia Mohammed, former head of the Mona, Jamaica CGDS unit, to the CGDS St Augustine academic staff in 2002.

“The CGDS has brilliantly succeeded where so many other departments of the University continually struggle - by providing tangible, individual support, without reneging on academic intensity; by grounding its teachings in applicability and relevance; and most of all, not only getting students to make the link between ideas and social change, but getting them to be fired up about the possibilities of making those changes.”

Gizelle Carr

**Postgraduate - M.Phil in Gender and Development Studies, and
CGDS Undergraduate Course Tutor**

Undergraduate Offerings

After the modest beginning with AR301, the UWI's introduction of the semester system provided the opportunity for new courses to be introduced, the first of which was AR21C: Introduction to Women's Studies. Soon a number of courses taught by associate staff were developed. For example, AX39A: Gender Issues in Agriculture by David Dolly, E21G: African Diaspora Women's Narrative by Paula Morgan, and H30C: Women and Gender in the History of the English-speaking Caribbean by Bridget Brereton and Verene Shepherd (Mona). Eventually, there were enough courses to begin offering minors – a demand made by students following gender courses. In 1998, a Minor in Gender Studies was introduced in the Faculty of Humanities and Education, and in 2000, a Minor in Gender and Development was introduced in the Faculty of Social Sciences.

In addition to courses actually taught by CGDS staff, the Centre plays an important role in facilitating the development and strengthening of gender-related courses offered in other faculties and departments. Generally, students pursue gender courses to become more enlightened and to gain a wider appreciation of gender and its role in their lives and in society.

“To me, the gender component is the most human part of my university degree. Of course academic discourse tied to real human experiences, and this is one of the courses I think will take me through life. Gender has definitely removed former stereotypes and made me think about it in new ways. I am no longer limited to the categories of masculinity, femininity and neuter. Definitely, I want to pursue further studies and work in the field. I’ve really found my spirit here. It ties everything I’ve championed for together.”

Marsha Massiah
Undergraduate- Pursuing B.A. History with a minor in Gender Studies

Over the years, there has been a steady growth of student intake in gender courses. While there is a majority of female over male students, the number of male students is gradually increasing. Social Work students especially find the gender courses particularly relevant to their field, as it gives them a better understanding of society, sensitises them to issues that affect both men and women, and offers a critical approach to social policy.

There has been some demand for the offering of a non-degree certification in gender and development to fill the needs of professionals and community and women activists. In response, the CGDS and the WDSG have and continue to host workshops, and a Certificate in Gender Studies is offered via distance learning facilities co-ordinated through the Regional Co-ordinating Unit.

Graduate Studies at the Centre

As the WDSG’s first co-ordinator, Dr Marjorie Thorpe was very successful in enhancing academic programmes in the fields of gender, and men and women’s studies. Not only did she pilot the first undergraduate course, she was also responsible for introducing the first graduate gender-related course, Feminist Literary Criticism, as part of the graduate programme in the Department of English, in the 1980s.

Limited staff has always placed challenges on the CGDS’ ability to fulfil student demand. Nevertheless, the CGDS somehow has always managed to meet high expectations, and in

1997 it opened its doors to the first intake of students reading for the M.Phil. in Gender and Development Studies. The year 2003 marks the Centre's third student intake for this programme, which as a research-and coursework-based degree caters to a wide range of participants including activists and persons working in governmental and non-governmental organisations. Research areas focus on:

- Gender and Language Use.
- Gender in Caribbean History.
- Feminist Theory and Epistemology.
- Gender, Science and Technology.
- Gender Issues in the Environment.
- Manhood and Masculinity.
- Women, Gender and Caribbean Literature.
- Gender, Women and Health.
- Gender and Development.

During the years a graduate Research Seminar was offered at the UWI Institute of International Relations. The gender-related international relations graduate seminar course has produced relevant research, which has included "*Women Traders in the Caribbean*", "*Women in the United Nations System*", "*Women, Migration and Work*", and "*Women Refugees from the Caribbean in Canada*". However, the seminar has been discontinued due to staff constraints.

The University of the West Indies has also developed a relationship with the Emory University, USA with which a graduate exchange programme has been developed.

The Graduate Experience

Gabrielle Hosein

Currently pursuing PH.D Anthropology, M.Phil in Gender and Development Studies Graduate, and Former CGDS Undergraduate Course Tutor

"When I entered the CGDS as an M.Phil student, I had been involved in the women's movement for about five years. I started out volunteering at the Women's Centre at the University of Toronto, and had gained experience in organising marches, dances, women only events and creative poetry and art activities for women. The CGDS provided much of the philosophy, theory and analysis my own introduction was missing. I suddenly began to realise there was theorising since the 1970s about women-only spaces, about the value of women's poetry and 'craft', and the relationship between sexism and homophobia. It opened up a whole world for me. I became much more articulate about feminist critiques and there was much less of the frustration and loss of words which I had felt before in the face of male sexism and female anti-feminism. I learned a language, a frame of analysis and gained greater confidence about how to understand and challenge stereotypes and gender-blind teaching about social experiences.

The M.Phil programme at the CGDS changed my life. I learned a lot more about how feminists over the decades have thought through their experiences and their analysis. I

came to appreciate how Caribbean feminist thought comes from our own indigenous circumstances and was able to meet many women who were leaders in the second wave feminist movement here in the Caribbean. The classes linked theory and our everyday experiences, and made us (the students) politically aware of our daily experiences. I had excellent lecturers beginning with the young feminist Dr Michelle Rowley, now the CGDS in Barbados. I went on to teach the first-year gender introductory course, which also taught me the value of having a language and analysis to articulate and understand how the personal is linked to systems and structures which we may not be able to see, but which we feel in front of a mirror or in a meeting about a project for women.

My students went forward, challenging the absence of gender analysis in the university curriculum by organising their own 'revolutionary school'. Here, the CGDS' support crucially enabled us to link knowledge gained in the classroom with a consciousness, sense of power and willingness to take action in wider university life. In this sense, I think the CGDS is unique at the university. It must be both a teaching and research department, a site for consciousness raising on campus and in the national society, and a participant in the activism of the women's movement. This very link between the personal, the theoretical, the political and the activist is what the Centre brings and it is unlike any other place on the campus.

Being a student at the Centre also enables you to keep abreast of activities in the women's movement, to meet and be inspired by past and present leaders, to receive encouragement in a world hostile to feminism (and in many ways to women), to present your ideas in creative, powerful ways, to attend workshops and conferences - if you are interested - and to gain a range of skills. Of additional importance is its role as a forum where the links between race, class, age, generation, nationality and gender, among other tools of analysis, are made explicit and are seen as necessary to any good scholarship. At the CGDS, classes become places to pose questions about your own and others' ways of living, and to see scholarship as something passionate, personal and connected to social change.

The theory I have come to more greatly understand has made me grow as a feminist, a student, an activist and even as a poet. How refreshing when your coursework is so thought-provoking, you take your lessons with you out of the classroom!"

Melvin C Julien
Postgraduate - M.Phil in Gender and Development Studies

"The women's that were discussed in the undergraduate courses I read, SY27D and SY37D, were quite a revelation to me. I wondered how I could have lived so long and be previously unaware of them in total ignorance of the global movement that was occurring. A product of an almost universal patriarchal system, I viewed ideas

encapsulated in such songs as Denise Plumber's "Woman is Boss" as being reflective of women's upstart and vain attempt to usurp a position not theirs by nature or ability.

Learning about out socially constructed roles left me a bit uncomfortable at first. I had to pause often and examine my own position and whether my masculinity could accommodate a pro-feminist stance. But I recognise that in the interest of social justice, it is only sensible for men to be supportive of the women in their struggle for equity, equality, empowerment and the eradication of a range of injustices.

Some men I have talked to appear to fear that if women are empowered, men are disempowered, or that women would be set on a path to take over the world. In my view, the feminist movement deals with relieving oppression – that of our own mothers, wives, sisters and daughters. Therefore, in assisting them, men are actually assisting themselves. Our own well-being is intricately linked with theirs. There can only be true harmony when both halves of humanity enjoy equal privileges - a dream, but one worth striving towards.

The CGDS Library - The Reading Room

The Reading Room is of growing importance to the interaction between students, the public, associate and affiliate staff. The Reading Room houses documents and general literature in the areas of gender, development, human rights, international legal documents related to women, men and gender issues. Materials available from the Reading Room include staff publications and CGDS Working Papers from all three campuses. Staff publications and Working Papers may also be bought at the Centre after reading. Centre publications are also sold at the University Bookshop. Eaulin Blondel, the documentalist, is responsible for the cataloguing and indexing of Reading Room material, and responds to requests for information.

The Centre's reading room aims to provide reading material on various subjects relevant to gender and development and feminist scholarship. It seeks to provide service to students on and off campus, staff and members of other faculties, as well as members of the general public who may be interested in gender-related research. There is a significant demand from UWI students reading gender courses, preparing Caribbean Studies Projects and other research projects as well as non-UWI students, local and international scholars, and even high school students preparing for their school-based assessments.

Exploring the World of Gender CGDS Research and Publications

THE CGDS RESEARCH & PUBLICATIONS OBJECTIVE

To produce and disseminate knowledge based on the generation and analysis of research data on women, men and /or gender related issues in the Caribbean.

Background

Research at the CGDS is a never-ending process that is key to the Centre's activities. CGDS Head, Professor Rhoda Reddock spearheads the mission to support research, whether national, regional or international, on all aspects of gender and feminist scholarship. Continuously, the CGDS seeks to inform and address societal needs in Trinidad and Tobago and the Caribbean region, and acts as a forum for work by scholars, artistes and teachers at all levels of the educational system, as well as scholars from the national, regional and international community.

The CGDS is no stranger to collaborations with international institutions, and has conducted specialist research studies for regional and international agencies such as the Caribbean Community (CARICOM) Secretariat, the United Nations Development Programme (UNDP), and the Food and Agriculture Organisation of the United Nations (FAO). Research by academic staff continues to add to the CGDS' wealth of information (See Appendix A - Staff Publications), and graduate students' and affiliate research plays a pivotal role in carrying out the research agenda of the Centre.

Early 2003 marked the successful hosting of UWI's Research Days in which the CGDS was heavily involved with presentations from its academic staff, Fulbright scholars, and postgraduate students. Having earned quite a reputation for its research on gender and gender-related issues, the CGDS continues to equip its students with the necessary tools to follow its lead.

International Collaborations

“Cultural Crossings: A Gender Image Base”, 2002 - Present

The project between Emory University, Atlanta and the University of the West Indies has two components. The first entitled *Cultural Crossings: A Gender Image Base* is a collaborative initiative between the CGDS’ Dr. Patricia Mohammed and Dr. Edna Bay of Emory University. It draws on the research of these two scholars who have been systematically collecting historical and contemporary images in and of the wider Caribbean as well as in Benin and West Africa. The project attempts to pool the collected gender related digital images collected, and create a retrievable database containing provenance and descriptions of images, bibliographic references and related readings. The purpose of the image database is twofold. It will serve as a major archival resource for both scholars and students alike, as well as stimulate a new way of teaching and learning. The database will be placed on the websites of both institutions, regionally in the case of the UWI, and be available to students and scholars, including visiting scholars on the various campuses.

The second component of the project involves student and staff exchanges between Emory University and the three campuses of the UWI. Two graduate students from the Caribbean will be selected to spend one semester each on the Emory campus during the next two academic years. Similarly two graduate students from Emory may also spend one semester each on any one of the three campuses. Their supervisors or designate are also invited to spend a week on the campus where the student is placed, and will be expected to give a seminar on his or her work and to interact with faculty.

Ethnicity, Class and Gender (Intersections and Contestations), 1999 - 2003

This project included a number of research and collaborative initiatives, which examined the intertwining and conflicts among ethnicity, class and gender, and the historical and contemporary factors that affect gendered relations among ethnic and religious groups in Trinidad and Tobago and the wider Caribbean region. For this project, the Centre collaborated with the University of Dartmouth /Ford Foundation project of the same name on Latin America and the Caribbean.

The Island Sustainability, Livelihood and Equity (ISLE) Project, 1996- 2000

The ISLE project, a collaborative research /teaching /outreach project involving five universities in the island states, aimed to enhance knowledge on the unique challenges and opportunities of sustainable development of the coastal regions of the islands. Collaborating institutions included the Hasanaddin University – Indonesia, the University of the Philippines in the Visayas, the Nova Scotia Agricultural College – Canada, the Technical University of Nova Scotia - Halifax, the University of Prince Edward Island – Canada, and Dalhousie University – Halifax, Nova Scotia, which co-ordinated the project. This project was funded by the Canadian International Development Agency (CIDA).

Interconnecting Diasporas: Globalising Area Studies, 1996 - 1999

This project was a component of the Ford Foundation programme – Crossing Borders: Revitalising Area Studies, and involved a three-way collaboration among the lead institution St Lawrence University – USA, Trent University – Canada, and the University of the West Indies – Trinidad and Tobago. A multi-faceted programme, it involved student and faculty seminars, collaborative research and curriculum development. *Interconnecting Diasporas* also reflected self-consciously on the investigative methods and pedagogies used to teach about global diasporas and their implications for area studies, and studied the diasporic movements of African, Asian, Caribbean and European populations, and their impact on the understanding of the geographical regions, cultures and histories of the Americas and the “Old World”. It infused the arts, popular culture and cultural performance more fully into the study of the three participating global areas by examining their roles as objects of investigation, as methods of enquiry and as a means of communicating insights about global areas. During the course of the Project, the issue of Land, Ecology and Environment emerged as a significant one. The CGDS (St Augustine) hosted the first faculty Seminar for faculties from the three institutions on “The Political Economy of Land” of which the CGDS’ the Nariva Swamp Research Study was a main focus.

Regional Research in Progress

“The Making of Feminisms in the Caribbean”, 2000 – Present

Initiated by Dr Patricia Mohammed at the CGDS Mona Unit in 1999, the project is carried out by both the Mona and St Augustine campuses. The CGDS is undertaking the production of a *Biographical Dictionary of Caribbean Feminists and Women's Movement Activists* as its contribution to the CGDS regional project. The material collected in this process is to be housed in a Special Collection on Caribbean Feminisms to be established in the Main Library at St Augustine. Also a part of this initiative, the CGDS organised an inter-generational Round Table on “Caribbean Feminism at the Turn of the Century”, which was chaired by Professor Reddock, at the Caribbean Studies Association Annual Conference in St. Maarten in 2001. Additionally, locally an inter-generational Round Table on feminism was organised.

“Masculinity and Violence: Interrogating Rage in Caribbean Literature and Language”, 2000 – Present

The CGDS has partnered with its Associate Staff members Drs. Paula Morgan and Valerie Youssef of UWI’s Department of Liberal Arts for this project, which is funded under the Suppletion Grant of the Royal Netherlands Embassy (RNE) project.

“Autobiographies of Women in Science in Trinidad and Tobago”, 2000 – Present

Also a production of the RNE Project under the Suppletion Expert Grant, this project facilitated a monograph prepared by Dr. Grace Sirju-Charran (former Women and Development Studies Group Co-ordinator), and is currently in press.

Major Campus Projects Completed

“Gender Differentials in Educational Performance at the Secondary and Tertiary Levels in Trinidad and Tobago”, 1997 - Present

An island-wide research project, this is a response to the concerns about gender-based differentials in educational achievement. The initial stage of the project includes the compilation of a Literature Review on the subject, a classroom interaction study in – secondary schools and an analysis of statistical data from the Caribbean Examination Council (CXC) examinations. This project is funded through a personal grant to Professor Reddock from BP Trinidad and Tobago on the occasion of her receipt of the 7th Triennial Caribbean Community (CARICOM) Award for Women. A number of graduate students research studies fall under this purview.

“Constructions of Caribbean Masculinities”, 1996 – Present

Coming out of an extremely successful symposium of the same name, a comprehensive research agenda was developed on this topic. The project examines the factors that affect Caribbean’s men view of themselves and their roles. This research initiative aims to:

- Contribute to the development of a theoretical and conceptual framework for the study of manhood and masculinity in Trinidad and Tobago.
- Develop a body of knowledge on three specific aspects of this subject of sexual violence and its relationship to masculinity.
- Gain insight into male motivations, and perceptions of situations, which could lead to understanding the phenomena of sexual violence, and other related factors.
- Explore the role of social institutions such as the family, education, media, peer relations, religion and belief systems etc. in structuring notions of masculinity and manhood.
- Explore the ways in which changing notions of femininity are contributing to the changing notions of masculinity and male behaviour.
- Contribute to a database of policy initiatives.

In 1998 Raquel Sukhu was granted a Dean’s award to pursue her graduate research – “Domestic Violence: Why Men Batter”. The collection – “Interrogating Caribbean Masculinities” edited by Professor Reddock is due for publication by the UWI Press in December 2003.

“The Nariva Swamp: A Gendered Case Study”, 1999 - 2002

In keeping with its concern for the environment, the CGDS, St Augustine completed a comprehensive, interdisciplinary and gendered case study of the Nariva Swamp. Under the theme of “Gender, Science and Technology”, this research project commenced in May 1999 and culminated in 2002 with the production of a video. The project was jointly funded by the Canadian International Development Agency (CIDA) Gender Equity Fund and the CIDA-funded ISLE Project. The research was undertaken by an inter-disciplinary team of five researchers trained in Ecology, Economics, Agriculture /Environmental Science and Gender Studies and co-ordinated by Dr. Grace Sirju-Charran of the Department of Life Sciences and Professor Reddock.

Current CGDS Postgraduate Research

“The Ordination of Women in the Seventh Day Adventist Church” by Wayne Riley.

The study interrogates and challenges the gender exclusive ordination policy of the Seventh-Day Adventist Church, and seeks to understand its basis within the theoretical framework of the Critical Principle of Feminist Theology.

“Settling Down? The Dynamics and Dilemmas of Single Indo-Caribbean Trinidadian Women at the turn of the Century” by Renuka Maharaj.

The study interrogates the concept of “tradition” among Indo-Trinidadians in relation to marriage and by extension, unmarriedness. It explores the emphasis placed upon the marriage of girls within Indo-Trinidadian culture in comparison with other ethnic groups. This interplay of ethnicity, culture and marriage will be examined for the impact it has on the social status of the unmarried Indo-Trinidadian female, and closely scrutinises the significance of marriage in this community, the pressures that are brought to bear on these women to marry and the various ways in which they, especially those who choose not to marry, cope with these subtle (and not so subtle) coercions. The previously silent voice of the unmarried Indo-Trinidadian woman will be heard through this work.

“Men at Work: A Study of the Construction of Young Masculinity in Trinidad and Tobago” by Cecelia Smith.

Within the context of the increasing acts of violence especially perpetrated by young males, this study examines the way in which masculinity is constructed in Trinidad and Tobago by examination of the link between criminal behaviour of young males and their perception of the requirements of manhood in local society. The investigation also explores the links between the notions of the male as breadwinner, and the extent to which this is a driving force leading male youth to resort to crime as a means of ‘employment’ for providing for their families. A major part of the methodology involves the use of life histories. It is envisioned that this study will contribute to the growing body of research on masculinity and gender relations in the Caribbean while introducing gender analysis to the study of criminality and youth deviance. In establishing a link

between the practice of masculinity and deviant and criminal behaviour in young males, this research could provide policy makers with a better understanding of the youth crime problem.

“Domestic Violence: Why Men Batter” by Raquel Sukhu.

This thesis interrogates the motivations for domestic violence through the eyes of the perpetrator, and attempts to provide a presentation of men’s perspective of their own violence towards their spouses. It examines perceptions and attitudes, which lead to male abuse and the manner in which perceptions of violence and power are intrinsically linked to notions of masculinity. The recommendations emanating from the research could be invaluable to policy makers because it would provide insights into the mind of the perpetrator.

“Gender and Entrepreneurship in Trinidad and Tobago” by Camille Samuels.

This thesis investigates the economic decision-making of Caribbean Business women, the problems that plague female entrepreneurs in Trinidad and Tobago, and the characteristics or traits needed to be a successful female entrepreneur. From the perspective of women as the marginalised sex, it examines the support structures that are in place for female entrepreneurs, and in particular the ways (if any) in which women entrepreneurs are catered for in existing macroeconomic policies. It is envisioned that the data generated from this study would have an impact on future policy decisions in this sector.

“Towards a New Approach to Financing Business Enterprises in Trinidad and Tobago with special reference to Women in Enterprise” by Gloria Rolingson.

This work seeks to critically examine the policies of local financial institutions that have committed themselves to lending to small and medium sized enterprises. It will scrutinise the extent to which ingrained biases in their lending policies or in the behaviour and perceptions of Loans Officers exist in these agencies, and constrain women entrepreneurs from accessing financing. The research findings will contribute to the policy debate on gender mainstreaming in development, and it is envisioned that it would directly impact policy decisions.

“ALTA and the Literacy Crisis in Trinidad and Tobago: A Gender Perspective” by Donna Drayton.

This study analyses the intervention strategies employed by the Adult Literacy Tutors’ Association in Trinidad and its efforts to eradicate illiteracy among adults currently enrolled in these classes in Port of Spain and its environs. Specifically, it focuses on the gender differentials that challenge the Association’s attempts to bridge the widening gaps between literacy, functional literacy and illiteracy.

“Rape: the Law on Trial” by Sharlene Sarafat.

The threat of rape affects women of all ethnicities, classes and age, irrespective of orientation or health, and this fear impacts on their ability to negotiate their spaces safely and without restriction. This thesis examines the manner in which rape trials are conducted with the goal being to change the way the law treats with rape victims, and scrutinises the extent to which our ideologies, borne out of our own particular history and notions of male and female sexualities, influence the law and the legal process. The research also examines the concepts of masculinity and machismo in the local context of “pursuing women” until they submit to intercourse as a ‘sport’ or as ‘natural’, as this action relates to the definition and understanding of rape. It is envisioned that the data gathered would add to the body of knowledge as well as contribute to compilation of a database, which can influence policy reform in the law and legal systems. Hopefully, the study would provide insight into the injustices of a patriarchal legal system.

“Women and Political Leadership in Tobago” by Cheryl Clarke.

In recognition of the dearth of literature on the political history of Tobago, and apart from the instances in which the current body of writings refer to Trinidad and Tobago, this research seeks to redress that imbalance. It explores the experiences of women in political leadership in Tobago, the factors that impacted on their achievements, and those which enabled them to become politicians, as well as the support they had in fulfilling their respective duties. In so doing, this study would contribute to the limited body of knowledge that exists on the political History of Tobago and its female politicians.

“Gender, Generation and Negotiation: Adolescence and Young Indo-Trinidadian Women’s Identities in the Late 20th Century” by Gabrielle Hosein.

This thesis examines the construction of the gender identities of young Indo-Trinidadian women in the context of a multi-cultural and multi-ethnic society. It examines the interplay between religious, mythical/traditional and cultural images of womanhood in the Indo-Trinidadian community and the realities of these young women. The research explores the extent to which these traditional constructs impact upon young women’s self-representation and construction of self-identity, and the importance that the re-assertion of Indo –Trinidadian cultural identity has upon their negotiation of identity.

“Complexities of Fatherhood: Challenges of the ‘absent’ male in T&T” by Jacqui Burgess.

With the apparent rise in single mother parenting and the perception that the nurturing of children is more and more being left solely to mothers, the notions of the absent male and fatherhood are increasingly being scrutinised. This research seeks to examine men’s general perception of “fatherhood” and especially their views of “good” fatherhood. It explores and identifies the roles of fathers, the way in which they experience fatherhood, whether these are prescribed roles or societal and cultural expectations, and will further seek to determine the extent to which fathers perceive they are playing these roles and fulfilling role expectations. The study also questions the notion of the “absent” father and

explores the multi-dimensional nature of “absence”– physical, emotional and economical. It is expected that through this exploration, a better understanding of the complexities of fatherhood and manhood would be provided, thus contributing to the literature on men and masculinities.

“A study of Indo-Trinidadian Female Self- Representation in the works of Lakshmi Persaud, Ramabai Espinet, Roseanne Kanhai and Shani Mootoo” by Viki Kanhai.

Although Indo-Caribbean women have long been written about, their representation has been largely from the hands of Indo-Caribbean men and other Caribbean or colonial writers. Writings and self-representation from this community of women are relatively new and, it was not until the 1990’s that the emergence of an identifiable Indo-Caribbean women’s voice was apparent. This thesis attempts to trace the emergence of this body of creative work, in particular since the 1990’s, by examining the writings and works of four Indo-Trinidadian female writers: Lakshmi Persaud, Ramabai Espinet, Roseanne Kanhai and Shani Mootoo. In an attempt to understand the concerns of Indo-Trinidadian women, a critical study of these imaginative writings also examines the themes, which have so far emerged in this body of literature - notions of patriarchy and conformity versus rebellion. It will also seek to gain an understanding of the reasons for the emergence of these women’s writings since the 1990’s.

“Gender Mainstreaming in Tobago” by Denise Merkittch.

This thesis seeks to provide an historical review of the development of gender mainstreaming in Tobago and traces the development of the present Gender Affairs Unit from its origins as the Women’s Desk in the Ministry of Community Development to the subsequent establishment of the Gender Affairs Unit in 1998. The research examines the functions and operations of the Unit since its establishment, the structures that were in place prior to its existence and the accomplishments and obstacles of the gender mainstreaming process from 1998 to the present time. Through this historical analysis, the study seeks to propose a way forward for the mainstreaming of gender in Tobago.

Affiliate Research

Over the years, the CGDS has formed mutually beneficial relationships with local, regional and international scholars who have used its facilities to conduct research. Inundated with requests from scholars for assistance with research on women and gender-related themes, the CGDS established a system of affiliation whereby researchers would pay a small fee to cover miscellaneous and administrative expenses. This attachment allows persons to access UWI facilities, to participate in the Centre’s activities and to have a base on campus. It also allows the Centre to keep a record of relevant research being carried out in Trinidad and Tobago and to have access to the research findings. The CGDS boasts of a steady flow of affiliates since its inception to now, and has benefited

from affiliates' knowledge and experience through seminars, and informal discussions. Research themes have included:

- *"Habitat as a Productive Asset in two cities (Paramaribo and Port of Spain)"*, Hebe Verrest, The University of Amsterdam, The Netherlands, 2003.
- *"Gender, Sexuality and the Implications for HIV/AIDS"*, Dr Dianne Douglas, Yale University, USA, 2002.
- *"Water Politics: Changing Water Management Systems through Women's Empowerment"*, Preeti Misra, Jawahar Lal Nehru University, New Delhi, India, 2001.
- *"Coming of Age in Modern Trinidad – An Investigation into the Sexual and Reproductive Knowledge, Attitudes and Behaviour of Adolescent Girls"*, Hanne Hvidegaard, University of Copenhagen, Institute of Anthropology, Denmark, 2000.
- *"Mediating the Model: Microenterprise and Microlending among Women in Tobago"*, Cheryl Levine, University of South Florida, USA, 1999.
- *"Women and Health Care in Trinidad and Tobago"*, Rosa Prince, York University, Canada, 1998.
- *"Occupied with Nationalism: A History of Trinidad during the World War II"*, Harvey Neptune, New York University, USA, 1998.
- *"Connections between Women's Traditional Folk Medicinal Knowledge and Ruminant Health"*, Cheryl Lans, The University of the West Indies, Trinidad and Tobago, 1997
- *"The Gender Roles in Carnival and their Relation to Gender in Trinidadian Society"*, Christina Brannmark, Institute of Social and Cultural Anthropology, United Kingdom, 1996.
- *"Structure, Purposes and Functions of Women Organisations in Trinidad and Tobago"*, Nwakego Molokwu, Ahmadu Bello University, Zaria, Nigeria, 1995.
- *"Women from Midlife: Coping in Jamaica: A Study of Power in the Lives of Mid-Life and Older Women"*, Joan Rawlins, Institute of Social Studies (ISS), The Hague, 1994.

See Appendix C – Research Affiliates for more.

CGDS Publications

Developing a wealth of information on gender and gender-related subjects has always been a CGDS priority. Apart from its other publications, the Centre has established an ongoing Working Paper Series – paralleled with similar efforts on the other campuses - which encourages individuals to submit research for publications, thereby adding to the vault of information on gender-related issues. It is a dynamic attempt to facilitate discussion and debate of contemporary issues related to women and gender by regional and international affiliated scholars. Working Papers published so far, are:

- ***Working Paper No. 1:***
“Black Power, Gender Ideology, Cultural Change and the Beginnings of Feminist Discourse in Urban Trinidad in the 1970s” by Victoria Pasley.
- ***Working Paper No. 2:***
“Midlife and Older Women in Jamaica: Coping with Family Life and Work Situations” by Joan M. Rawlins.
- ***Working Paper No. 3***
“Feminist Methods: Women, Traditional Health Knowledge and Ethnoveterinary Knowledge” by Cheryl Lans and Niels Roling.
- ***Working Paper No. 4***
“Law and the Politics of Inclusion: Women's Experiences in Antigua” by Mindie Lazarus-Black.
- ***Working Paper No. 5***
“Like Bush Fire in My Arms: Interrogating the World of Caribbean Romance” by Paula Morgan.
- ***Working Paper No. 6***
“Aspects of Gender in the Spiritual Baptist Religion in Tobago: Notes from the Field” by Maarit Laitinen.
- ***Working Paper No. 7***
“The Rite of Domination: Tales from Domestic Violence Court” by Mindie Lazarus-Black.

Other CGDS Publications include:

Campus

- *Guidelines for the Use of Non-Sexist Language at The University of the West Indies* by Valerie Youssef and Beverly-Anne Carter, 2001.
- *Stories in Caribbean Feminism* by Dr Patricia Mohammed - Booklet Publication of the Fifth Anniversary Lecture, Centre for Gender and Development Studies, UWI, St Augustine, held on November 19, 1998. Published by CGDS, St Augustine.

Regional

- *Caribbean Portraits: Essays on Gender Ideologies and Identities*, Christine Barrow (Editor), Ian Randle Publishers, 1998.
- *Gender: a Multi-disciplinary Perspective*, Elsa Leo-Rhynie, Barbara Bailey and Christine Barrow, CGDS and Ian Randle Publishers, 1997.
- *Male underachievement in high school education in Jamaica, Barbados, and St. Vincent and the Grenadine*, Odette Parry, Mona, Jamaica: Canoe Press, 2000.
- *Engendering History: Caribbean Women in Historical Perspective*. Verene Shepherd, Bridget Brereton and Barbara Bailey (Editors), James Currey Publishers, London and Ian Randle Publishers, Kingston, 1995.

A Social Agenda - CGDS Outreach Activities

THE CGDS OUTREACH OBJECTIVE

To establish and maintain linkages with national, regional and international institutions concerned with Gender and Development, provide advisory services, influence policy directions and assist with capacity building in these institutions.

Background

Engaging the UWI and wider community in debates on issues of gender and development and concrete initiatives aimed at improving the quality of gender relations, women's empowerment and the overall quality of life, the CGDS outreach activities share an overlapping quality with its research and teaching. As a support mechanism to these two areas, it supports projects through workshops and policy roundtables. The Outreach mandate has always been to establish linkages with and empower national and regional institutions concerned with gender and development, and to establish and to strengthen ties between the UWI and the national community. Additionally, the CGDS has collaborated with community-based women's and men's organisations, and created linkages within the Caribbean community. Not only has the CGDS established links nationally and regionally, it has also fostered links internationally through its Fulbright and affiliate programmes.

In 2001 external funds were accessed to finance the position, Outreach and Research Officer, held by Camille Antoine (See The CGDS Support System). Under her management the CGDS' outreach programmes have flourished with the establishment of a variety of important national and regional linkages with the UWI, other universities, non-governmental organisations, government departments and the public. For example, the CGDS has hosted and facilitated public lectures, workshops, video showings, panel discussions, courses and focus groups comprising academics, activists and non-governmental organisations. The CGDS Lunch-time Seminar Series and cultural activities (annual concerts and displays to commemorate International Women's Day) have also been extremely popular. International links include the relationship established with Banulacht of the Republic of Ireland, a network of women's organisations that works towards women's rights and social justice in creating a more equitable and just society. The CGDS and Banulacht link was made in September 2002, with the Banulacht garnering information about the Caribbean women's movement and meeting other women's organisations, and the CGDS broadening its own network of women's organisations across the globe.

Over the years, the CGDS has managed many outreach activities, some of which include the following.

The Lunch-time Seminar Series

From the start, the Lunch-time Seminar Series has played a significant role at the Centre, providing a forum for the sharing of research and ideas from scholars. Ongoing since 1993, it is a popular, weekly CGDS activity in which local, regional and international writers, scholars and activists working in the area of Caribbean and international studies in gender and gender-related topics present aspects of their work. Designed to give presenters exposure, the Lunch-time Seminar Series encourages interdisciplinary, cross-faculty and inter-university exploration of relevant themes and ideas. Indeed, it is an open forum, where the public is welcome free of charge, and can contribute to the discussions, frequently interacting with the presenters.

Over the years, Research Assistants Ramona Shah, Michelle Rowley, Amar Wahab, Lara Roopnarine, and, more recently, Heather Collins have been responsible for all arrangements relating to the Lunch-time Seminar Series.

Recent Seminar themes have included:

2003

- *“Race, Gender, Geology and Environmental Justice”* by Dr Jill Schneiderman, Vassar College, USA.
- *“The Reality of Unsafe Abortion in Trinidad and Tobago: A Call for Abortion Law Reform”* by Dylis McDonald, The Trinidad and Tobago Advocates for Safe Parenthood: Improving Reproductive Equity (TTASPIRE).
- *“Theorising Black Gay Subjectivity - From Margin to Centre”* by Wesley Crichlow, Carleton University, Canada.
- *“Race, Gender and the Meaning of Reproductive Freedom”* by Dorothy Roberts, Kirkland and Ellis Professor, Northwestern University School of Law, Chicago.

2002

- *“The Rites of Domination: Tales from Domestic Violence Court”* by Dr Mindie Lazarus-Black, Associate Professor of Criminal Justice, University of Illinois, Chicago.
- *“Breaking the Glass Ceiling: The Stories of Three Caribbean Nurses”* by Jocelyn Hezekiah, Nursing Education Consultant, Burlington, Ontario, Canada.
- *“The Depiction of Women in Motion Picture”* by Robert Yao Ramesar, Caribbean Filmmaker.
- *“Women in Leadership”* by Leela Ramdeen, Attorney at Law, London University, United Kingdom.

- *“Nah Bow: Cultural Values, Market Values and Sexuality in Jamaica Dance-hall Music”* by Patricia Saunders, Assistant Professor of English at Bowdoin College, Brunswick, Maine.
- *“The Gender and Social Implication of the Illegal Use of Small Arms in the Caribbean”* by Folade Mutota, Consultant and Trainer, the Inter-American Development Bank.

Outreach to Schools

Over the years, the CGDS outreach activities have engaged schools, and women, men and community-based organisations. UWI’s annual Open Days provide an inviting forum for sharing information with secondary school students, where the CGDS hosts very successful booth displays and hosts activities at the Centre’s Seminar Room. Past activities have included rap sessions on HIV /AIDS and sexuality. The CGDS has also created links with educators via workshops (See Workshops). As part of its continued support of the Women and Development Studies Group (WDSG), the CGDS also assists in organising an information booth for the UWI’s annual orientation week, which attracts and informs new university students about gender issues.

Outreach to Community-based Organisations

The CGDS has established successful relationships with various organisations such as Women Working for Social Progress, the Caribbean Association for Feminist Research and Action (CAFRA). At present, the CGDS serves on the Advisory Committee for the Young Men’s Christian Association’s (YMCA) Men-Touring project, which focuses on re-socialising young men in the society. The project’s first activity is the Training of Trainers Workshop, which trains selected men to become mentors. They are provided with skills in counseling techniques, gender sensitisation, and re-evaluation counseling, as well as training in popular theatre techniques. Trained mentors will then be attached to schools to hold sessions with selected children.

UWI HIV /AIDS Response Programme (UWI /HARP)

In response to the escalating HIV /AIDS epidemic, the UWI established formed the university-wide initiative, the UWI HIV /AIDS Response Programme (HARP) to spearhead a response to the problem. The St Augustine HARP forms a part of a regional University HARP committee coordinated on the Mona, Jamaica campus. As a part of the UWI community, and in keeping with its outreach commitment, the CGDS agreed to be a part of the steering committee, which held its first meeting in February 2002. HARP’s

mandate includes providing a UWI policy on HIV /AIDS, curriculum reviews, and research. The CGDS Outreach and Research Officer, Ms Antoine, represents the CGDS on this committee.

Celebrating International Women's Day - March 8th

Over the years, the Centre has made celebrating International Women's Day (March 8th) a priority, and marks the event with cultural activities such as concerts and displays. Celebrations in 2003 were marked with a highly successful jazz concert "Jazzabelle", and in 2002 the poetry and musical on domestic violence – Shades of I-She, which were well attended. In 2002 there was also a market and procession to mark the occasion. Often the CGDS links with several women's organisations in planning events to celebrate this momentous occasion.

Workshops

Creative Strategies for Making a Difference in Secondary Schools: Reclaiming the Classroom Series, 2002

This workshop covered "The Characteristics of Effective Schools", "School Cultures and Ethos in Trinidad and Tobago", "Effective School Leadership", and "Behaviour in School and Society". It attracted secondary school principals, vice principals, teachers, and guidance officers, officials of the Ministry of Education, education and social work students, and representatives from the Trinidad and Tobago Unified Teachers' Association (TTUTA). Non-governmental organisations such as the YMCA and the Rape Crisis Centre were also present. In recognition of the disparities between urban and rural schools and the differential problems that students and teachers experience in rural parts of Trinidad and Tobago, the Centre decided to also hold the workshop in Mayaro, a rural area in Trinidad. All stakeholders, including the public, were present.

Outcomes of the workshop included:

- Participants learned the ways in which notions of masculinity and femininity contribute to the classroom and learning environment.
- Participants learned how to manage the classroom in a local context, and explored the most effective strategies for motivating pupils.
- Participants were sensitised to the ways in which social deprivation and domestic violence impact upon the child's capacity and motivation for learning.

At present, there is an ongoing series of workshops conducted in collaboration with the Ministry of Education.

Rethinking Economics: Does Gender Matter? 2001

In collaboration with the United Nations Economic Commission for Latin America and the Caribbean (UNECLAC), the CGDS hosted this workshop due to the need for integrating a gender perspective in economic analysis, and the teaching of economics. Until recently, the view of economics as a value-free and gender-neutral discipline had gone unchallenged. However, the failure of growth oriented development policies to reduce poverty and achieve a higher standard of living for all, has led to a re-examination of those premises.

The theme of integrating a gender analysis into macroeconomic policies has also been an area of research and debate for UNECLAC. Research over the last two decades has revealed that economic policies have differing impacts on women and men, in part due to gendered differences in resource allocation and work responsibilities, and that an understanding and integration of the role of gender in economic theory and analysis is likely to improve the ability to achieve the goals of development.

Targeting economists at the UWI, the public and private sectors, non-governmental organisations, and teachers and researchers of economists, the CGDS received much support not just from the UNECLAC, but also from a visiting Fulbright scholar, Dr Stephanie Seguino - an economist and Associate Lecturer at the University of Vermont (USA) and a member of the International Association for Feminist Economists (IAFE). Covering such themes as “The Role of Gender Analysis in Economics”, “Gender and Health Economics”, “International Trade and its Gender Implications”, and “The Relevance of Gender in International Economics”, the workshop:

- Sensitised practising economists to the significance of gender in economic analysis.
- Generated recommendations for a draft Research Agenda on Gender and Economics based on the UNECLAC document on mainstreaming gender into economics.

Gender, Peace and Development, 2001

Within the framework of the United Nations Educational, Scientific and Cultural Organisation’s (UNESCO) programme for Gender and a Culture of Peace, the CGDS in collaboration with the UNESCO Office for the Northern Caribbean, Jamaica hosted the regional workshop on “Gender, Peace and Development”. Key stakeholders included non-governmental organisations, and international agencies working on issues related to gender, peace and development, and public and private sector organisations.

The workshop was a culmination of a project financed by UNESCO in which the CGDS was asked to identify young professionals to gather information on organisations working to promote a Culture of Peace in the region. Additionally, the research emphasised the influence of gender and peace and their effects on Caribbean development. The main purpose of the workshop was to present findings of the research to stakeholders involved in similar endeavours, discuss the findings as presented, agree on a programme of

activities on Gender, Peace and Development, and encourage participants to commit to implementing various aspects of the programme. Another central aim of the workshop was to introduce a gender component to peace programmes and to strengthen the linkages between issues of peace and gender as they relate to development.

This was a step forward for the CGDS, as a University institution and social partner, to play its part in the pursuit of development through peace and social stability.

The Gender in Public Policy and Planning Workshop Series, 1995 - Present

Encompassing various disciplines, the series of workshops has been very successful. Upcoming workshops for the year 2003 include “Gender, Law and Legal Systems in the Sub-region”, and “Gender and Finance”. In all of these workshops, Dr Gwendoline Williams was the main facilitator. Past workshops Gender in Public Policy and Planning Workshops include:

Gender, Science and Technology: Policy and Planning, 1997

Held in collaboration with the UWI Engineering Institute, this workshop stemmed from a desire to deal with the differential impacts, which men and women experience in scientific and technological disciplines, and the ways in which policy and planning both nationally and institutionally may structure any possible inequity in the workplace. It sought to provide individuals who operate within technological and scientific spheres with the skills of incorporating gender variables into the tasks of human resource management, policy formulation and planning and /or teaching and curricula design. Participants also included policy makers and planners, human resources management personnel, educators, students, and persons involved in the fields of science.

This workshop was an important contribution to understanding the ways in which incorporating gender concerns in science and technology can improve issues of human resource management in the workplace, facilitate contextually appropriate technological transfers and improve curricula development and delivery both nationally and regionally.

The Gender, Science and Technology workshop was highly successful in:

- Providing participants with a general understanding of the concept of gender and its relevance to their lives and work.
- Providing participants with the skills and tools of gender analysis.
- Enhancing the awareness and sensitisation of participants to the relevance of gender in policy analysis with specific reference to scientific and technological environments.
- Identifying new gender sensitive variables, which can serve as a basis for corrective policy action in areas where gender inequities may presently exist.

Gender in Public Policy and Planning: A New Vision for Agriculture in Trinidad and Tobago in the 21st Century, 1995

This workshop was held in light of the findings of the Trinidad and Tobago's Ministry of Agriculture and Marine Resources Food and Agriculture 1995 Draft White Paper, which emphasised the importance of and need for gender analysis in the planning process. Premised on the acceptance of the fact that the experiences and status of men and women differ in both their public and private domains, and that a clear sexual division of labour exists in agriculture, the workshop further asserted that these differences affect the manner in which public policy in agriculture impacts on men's and women's life opportunities.

The lack of statistical data recorded on the basis of gender poses an immediate barrier to the successful achievement of policy objectives in the agricultural sector, and so the workshop explored these barriers and other barriers that hinder the quest for gender-equitable sustained development and:

- Sensitised senior planners and policy makers in the agricultural sector to the relevance of gender issues in their policy planning and implementation strategies.
- Provided planners within the agricultural sector with the skills and tools of gender analysis.
- Identified new gender related inputs in to the planning process.

Participants:

- Learned the tools of gender analysis and were oriented in their application to the agricultural sector.
- Clarified the information gaps necessary for equitable allocation of resources and opportunities on the basis of gender.
- Listened to the voices of both sexes, participating in the in-depth analysis of the farm household to better understand the areas in need of change.
- Accepted the profound implications of gender differences and made a commitment to overcoming the personal, cultural and institutional barriers, which impeded the change process. They also committed to the collection and maintenance of relevant and reliable databases.

Gender in Public Policy and Planning: Self and Society, 1995

This workshop focused on using the gender perspective as a means of understanding Caribbean development and the approaches to public policy and planning. It also addressed the issues of empowerment. Facilitators presented on topics which included:

- Past lessons in economic and social planning at a national level.
- Gender-based sectoral policy and planning – a stakeholders analysis.
- Transforming public policy through gender-based planning, giving an Empowerment and Strategic Success Model.
- Strategic, managerial and operational considerations of impacting the policy and planning process.

- The gender, social and environmental impact assessment as applied to strategic planning and the project planning cycle.

Facilitators and participants also reviewed multiple-impact gender planning in selected sectors such as economy, settlements, health, education and law.

The CGDS Support System

The CGDS Staff

Background

Led by Professor Rhoda Reddock, the CGDS staff of six is a diverse group with a main objective, promoting gender equity. Some have been deeply involved with the CGDS from the start and even before its very inception. Others have been a part of the UWI community for many years, and eventually joined the Centre. Regardless of their varied backgrounds, they are a team of women who continue to work at improving the understanding of gender and gender-related issues, and mark the CGDS tenth anniversary knowing that although much has been accomplished, there is much more to be attained. The current CGDS staff members are:

- Professor Rhoda Reddock, Head and Senior Lecturer.
- Dr Patricia Mohammed, Senior Lecturer.
- Camille Antoine, Outreach and Research Officer.
- Glenda St. Louis-Ottley, Secretary and Stenographer.
- Eaulin Blondel, Part-time Documentalist.
- Susan Jacelon, Office Assistant.

The other CGDS posts, Clerical Assistant and Research Assistant, are currently vacant as their former holders recently moved on to pursue other interests. Nevertheless, the CGDS extends its appreciation to Mirriam Auguste – former Clerical Assistant, and Heather Collins – former Research Assistant for their valuable contributions.

With such a small staff, one may ask how the CGDS has accomplished so much with so little resources? As an organisation that is dedicated to creating worthwhile linkages, the CGDS has received much needed support from Associate Staff (other UWI staff who work voluntarily), and visiting United States Fulbright scholars.

The CGDS pays tribute to the following staff – official, associate or visiting - who have, in their own way, contributed to the Centre's advancement, and with whom we look forward to many more years of teaching, research /publications and outreach activities.

Professor Rhoda Reddock – Head and Senior Lecturer

“I see myself walking in the footsteps of those important Caribbean foremothers who have done so much to pave the way for future generations of men and women.”

Fondly referred to as “Professor R” by her staff, Rhoda Reddock is well known for her extensive work and accomplishments in the field of feminist scholarship and activism, and continues to enjoy a distinguished career as an academic, administrator and international consultant. Influential from the onset, Professor Reddock, had worked with the Women and Development Studies Group (WDSG) in establishing and equipping the Centre. The first academic staff member at the Centre for Gender and Development Studies (CGDS), she was appointed as Head and Senior Lecturer in August 1994. Constantly on the move, Professor Reddock has been a visiting lecturer at several universities and institutes in various countries including the Netherlands, the United Kingdom, India, Canada, and Germany. She was also the recipient of a Rockefeller Residency at Hunter College, New York from 1991–1992 and a Claudia Jones Visiting Professor in Africana New World Studies at Florida International University in 2000.

The accolades showered on her are testament to her work. In 2002, she was awarded the 7th Triennial Caribbean Community (CARICOM) Award for Women, which is conferred to Caribbean women who have contributed to the region’s socio-economic development. October 2001 was also an eventful period for her. She attained her Professorship in October 2001, and was awarded the Vice Chancellor's Award for Excellence in Teaching and Research, Administration and Public Service for the 2000-2001 academic year. In 2000, she was honoured by the United Nations System (Barbados and the Eastern Caribbean) in recognition of Commitment to the Advancement of Women.

Professor Reddock holds a B.Sc. in Social Administration from the University of the West Indies (St. Augustine and Mona), a Masters Degree in Development Studies from the Institute of Social Studies (ISS), The Hague, and a Doctorate in Social Sciences (Applied Sociology) from the University of Amsterdam.

She has received invitations to present at conferences and seminars in far-flung places, such as Dakar, Senegal at the Workshop on Gender Issues in African Social Sciences of the Council for Social and Economic Research; Oslo, Norway as the Keynote Speaker at the Annual Conference of the International Federation for Research on Women’s History; and in Quito, Ecuador at the ISS /FLASCO (Institute of Social Studies /Facultad Latinoamericana de Ciencias Sociales – the Latin American Faculty of Social Sciences) Seminar on the Objectives and Margins of State Intervention. Additionally, Professor Reddock has edited and written numerous books, papers and articles. Her 1994 publication, *Women, Labour and Politics in Trinidad and Tobago: A History*, was named a Choice Magazine Best Academic Book for 1996, and her other publications on women’s history have gained worldwide recognition (See Appendix A – Staff Publications).

As the sole academic staff member from 1994 - 1999, she had quite a heavy load to carry - with assistance from associate and affiliate staff. Her duties included:

- Chairing the CGDS Board of Studies.
- Teaching undergraduate courses in faculties and departments.
- Teaching graduate courses in the CGDS Graduate Programme.
- Facilitating the teaching of courses in other faculties.
- Teaching modules in existing courses in various faculties.
- Undergraduate supervision for example, Caribbean Studies Projects.
- Graduate supervision in the Centre's graduate programme, and other departments and faculties.
- University examiner in other faculties and departments.
- Internal examiner in other departments and faculties.

At present, she is the project leader in the CGDS' formulation of a National Gender Policy and Plan for Trinidad and Tobago, in conjunction with the Government of Trinidad and Tobago. While serving as Consultant to a number of national, regional and international agencies, Professor Reddock has maintained her commitment to society over the years, and has contributed to many organisations, nationally, regionally and internationally in various ways. Her affiliations are varied indeed with memberships, which have included the International Sociological Association (ISA), the International Women's Anthropology Conference (IWAC), the Caribbean Studies Association (CSA), and the Latin American Studies Association (LASA). Her public service has included serving as the Deputy Chairperson of Trinidad and Tobago's National Institute for Higher Education, Research Science and Technology (NIHERST) Board, and the International Advisor for The Global Fund for Women. She is a founding member of The Caribbean Network for Studies in Masculinity and the Caribbean Association for Feminist Research and Action (CAFRA). Professor Reddock also sits on the President's independent committee for self-discovery, which is responsible for promoting understanding and greater self-knowledge among the various groups in Trinidad and Tobago.

Indeed, she is "walking in the footsteps of those important Caribbean foremothers who have done so much to pave the way for future generations of men and women".

Dr Patricia Mohammed - Senior Lecturer

"A woman of the Caribbean Region"

After many years of requests and lobbying, the Centre was granted another full-time academic position, and welcomed Dr Patricia Mohammed in September 2002. She has been a valuable addition to the staff, bringing with her nine years of experience as the Head and Senior Lecturer of the Mona Unit of the CGDS. Prior to this she had served as Regional Course Director in seminars on the Women and Development Studies project between 1986 and 1989.

At the St. Augustine Unit, she lectures both at the undergraduate and graduate levels, supervises M.Phil. Gender and Cultural Studies students, and co-ordinates the Graduate Studies Programme. She is a member of the CGDS Board of Studies, chairs the Editorial Committee, undertakes research and outreach projects in which the Centre is engaged, and provides administrative oversight in absence of the CGDS Head, among other duties. She also maintains a busy research and writing agenda. In addition to teaching and research in women and development in many parts of the world, Dr. Mohammed has written and published extensively on Feminism, Feminist Theory, Gender Relations in Caribbean Society, Gender Based Violence and Feminist Epistemology, the study of Masculinity and more recently on Image, Iconography and Identity in the Caribbean. (See Appendix A – Staff Publications).

A Caribbean Advocate of the Year 2001 awardee from Brown's University, Rhode Island, Dr. Mohammed holds a B.A in Arts and General Studies from the UWI (St. Augustine), a M.Sc. Sociology (UWI), and Ph. D. Development Studies from the Institute of Social Studies (ISS), The Hague. She is a life member of the Association for Caribbean Historians (ACH), the Caribbean Studies Association (CSA), a member of the Society for Caribbean Studies and the Caribbean Association for Feminist Research and Action (CAFRA), and has been a member of the Institute of Commonwealth Studies (ICS), London. Dr Mohammed is on the editorial or advisory board of several journals and publications including the Feminist Review Collective, UK, Global Networks, Warwick University and the Working Paper Series, Centre for Gender and Development Studies, UWI, Cave Hill.

From time to time, she also writes articles on social issues in the national daily newspapers. Her range of activities as a scholar and feminist activist is extensive, from speaking at schools to sitting on the President's independent committee for national self-discovery. The latter convened in 2003 and is charged with promoting understanding and greater knowledge among the various groups in Trinidad and Tobago. She is also engaged in ongoing research for papers related to the field of gender studies in Jamaica and Trinidad - and with reference to other Caribbean societies – and has included in her research such topics as female fertility and sexuality in Dominica, Barbados and St. Lucia, historical research on Mulatto women in Jamaica, and has written a short biography on Eric Williams, Trinidad and Tobago's first Prime Minister. Her research methodologies are varied and responsive to the particular subject. These have included quantitative methodologies, documented research in libraries and archives, and oral histories. She also incorporates art, iconography and now film making in her range of scholarly interests. Apart from conducting research for the book *Imaging the Caribbean*, for which she was granted a two year Mona Campus Research Fellowship, Dr Mohammed is now conducting research, and compiling visual data and film footage for the completion of a documentary film series on the Caribbean entitled, *A Different Imagination*, her major research and creative interest at present.

During her tenure as Head of the CGDS, Mona unit, she spearheaded the emergence of a project entitled “The Making of Feminisms in the Caribbean” project, now a regional

project conjointly carried out with the Mona and St. Augustine campuses. Dr Mohammed has acted as a consultant to various agencies, and is, at present, Senior Technical Expert in the writing of a National Gender Policy and Plan for Trinidad and Tobago, a consultancy undertaken by the CGDS, St. Augustine during 2003.

She is a classic CGDS individual, embracing regionalism and enhancing the movement for equity and development in the Caribbean.

Camille Antoine - Outreach and Research Officer

In 2001, the Centre was able to strengthen its ability to fulfil its mandate to the wider society. The CGDS needed a dynamic individual to co-ordinate activities and create linkages with the general public and organisations concerned with women, men, gender and development, and so Camille Antoine came on board.

She is responsible for the delivery of training programmes, workshops, writing funding proposals, community outreach activities, and generally for relations with the wider university community as well as the wider society. Ms. Antoine also assists the Head in the administration of contract projects. At present, she is heavily involved in CGDS consultations towards the development of a National Gender Policy and Action Plan in conjunction with the Government of Trinidad and Tobago.

Ms. Antoine holds a B.A. in Arts and General Studies from the UWI, majoring in History and Linguistics. She also holds a M.Sc. in Social Policy and Planning from the London School of Economics and Political Science, with a specialisation in Gender Planning and Health Policy. Training in participatory methodology and policy formulation, and courses in International Relations have supplemented all of this.

A former English teacher at the secondary school level for approximately five years, her experience also includes working as the coordinator of Women's History Project - Caribbean Association for Feminist Research and Action (CAFRA), and as the Training Co-ordinator for the Trinidad and Tobago Government's Unemployment Relief Programme where she was responsible for establishing the new training programme. She was also a member of the Board of Directors for the state-owned First Citizen's Mortgage and Trust Bank for three years.

A member of several community groups and feminist groups such as CAFRA and the Women's Institute for Alternative Development (WINAD), her many interests include social and cultural development, especially empowerment through the arts, regional and local integration, feminism and gender, dance and choreography.

Her outreach portfolio also involves representing the Centre on committees on the Campus, such as the UWI HIV /AIDS Response Programme (HARP), and Research and Open Day committees, as well as committees off-campus. She co-ordinates the

tremendously exciting annual International Women's Day cultural and artistic celebrations held on the St. Augustine Campus.

"I feel very much a part of the family at the Centre," she says. "There is always something to do. Even when it's quiet it's not! I enjoy the camaraderie and the teamwork, the high standards, the flexibility and the variety. Needless to say I hope to see you all at International Women's Day cultural extravaganza 2004!"

Glenda St. Louis-Ottley – Secretary and Stenographer

Glenda exhibits a sensitivity and commitment about her role. She is Professor Reddock's right-hand woman, assisting her in organising a busy schedule. Working with ten hands (that's what she says), Glenda is the glue that holds the office together. Liaising with the CGDS Mona and Cave Hill units on inter-campus matters, arranging meetings and conferences, liaising with local, regional and international organisations, assisting affiliates and visiting professors and lecturers in securing accommodation and other facilities, representing the CGDS at official functions, answering phones, clearing mail, writing letters, counselling people - the list goes on. She carries out many of the administrative and secretarial tasks and ensures the smooth day-to-day running of the Centre's activities.

Glenda joined the CGDS staff in 1996, having already served as a University staff member for 19 years. She holds an Administrative Professional Secretaries Diploma, and a Certificate in Industrial Psychology and Sociology.

Having a special interest in understanding the dynamics of male /female relationships, Glenda's tenure at the Centre for Gender and Development Studies is a thoroughly enjoyable one.

Eaulin Blondel – Documentalist

A long-time member of the UWI community, Eaulin Blondel's 20-year full-time tenure as a librarian was not one-dimensional. A member of the Women and Development Studies Group (WDSG) since its inception, she was privy to many "interesting" experiences – particularly the 1986 – 1995 Project of Co-operation in Teaching and Research in Women and Development Studies between the UWI and the Institute of Social Studies (ISS) at The Hague, Netherlands, which was highly instrumental in facilitating the emergence of the CGDS. Several WDSG members travelled to The Hague, including Ms. Blondel who went on a three-month trip to the ISS where she observed the work of the Women and Development programme. Over the years, she has contributed to the success of both the WDSG and the CGDS, and continued to assist even

in retirement. Holding a B.A. General Arts from UWI and a degree in librarianship, and having so many years of experience, Ms. Blondel was indeed a valuable resource.

Professor Reddock, CGDS Head, thus called her out of retirement to assist with the Centre's own small library – known as the Reading Room – and Ms. Blondel took up the post of part-time documentalist, which she has held for the past four years. The Reading Room - an important CGDS facility - houses documents, reports, books, periodicals and other publications, and Ms. Blondel keeps track of all material, cataloguing and indexing, and also responds to requests from staff, students and members of the public. Ms. Blondel is also a writer of children's books and other publications.

As a long-time WDSG member, she has witnessed the struggle for the CGDS' establishment and feels privileged to still be involved with its work.

Susan Jacelon - Office Attendant

Basically, Susan takes care of “anything technical that is wrong with the office”. She also deals with the mail, photocopying, readings for courses, general updating of notice boards and posters, and supervising the repair of office equipment.

“The nice thing about working here is that you're involved in everything,” she says.

Susan joined the CGDS in 1996 as the Office Assistant, and is the Centre's cultural and sports representative, often winning in her categories. Her trophies include the 2001 UWI Credit Union Calypso Crown and top placings with the UWI staff netball team.

Associate Staff

Since its inception in September 1993, the CGDS has established associations with UWI academic staff who teach gender-related courses in their departments, assist CGDS academic staff in supervising graduate and undergraduate theses and research papers, and conduct research through or with the Centre. Associates operate in a voluntary capacity, and in most cases, the full-time gender courses they teach are a part of their normal teaching load. They come from the various UWI faculties and departments, and are often members of the Women and Development Studies Group. They are also invited members of the CGDS Board of Studies. Over the years, they have significantly contributed to the CGDS' work (See Table 1 - Associate Staff).

Table 1 – Associate Staff

PRESENT ASSOCIATES
<u>Faculty of Humanities and Education</u> <i>Department of Liberal Arts:</i> Dr Patricia Ismond, Dr Beverly-Ann Carter, Dr Paula Morgan, Dr Nicole Roberts, Merle Hodge, Dr Valerie Youssef, Dr Elizabeth Walcott-Hackshaw. <i>Department of History:</i> Professor Bridget Brereton <u>Faculty of Science and Agriculture</u> <i>Department of Agricultural Economics and Extension:</i> Dr David Dolly <i>Department of Life Sciences:</i> Dr Grace Sirju-Charran. <u>The Regional Seminary:</u> Sr. Ethna Regan (On Leave)
PAST ASSOCIATES
<u>Faculty of Humanities and Education</u> <i>Department of Liberal Arts:</i> Dr. Shelley Jarrett-Bromberg <u>Faculty of Social Sciences</u> <i>Department of Sociology:</i> Professor Maureen Cain.
SUPERVISORS OF / COMMITTEE MEMBER FOR GRADUATE THESES
<u>Faculty of Humanities and Education</u> <i>Department of History:</i> Dr Rita Pemberton <i>School of Education:</i> Dr Jeanette Morris, Bruce Paddington, and Winford James. <u>Faculty of Social Sciences</u> <i>Department of Behavioural Sciences:</i> Dr Hamid Ghany, Dr Nasser Mustapha, and Dr Bishnu Ragoonath. <i>Department of Economics:</i> Professor Karl Theodore and Dr Lester Henry <i>SALISES (formerly ISER):</i> Dr Godfrey St Bernard. <i>Department of Law:</i> Mr. Douglas Mendes <i>Caribbean Centre for Monetary Studies and:</i> Ms. Patsy Russell <i>UWI Institute of Business:</i> Dr Rolf Balgobin <u>External</u> <i>UNECLAC Social Affairs Officer with responsibility for Women’s Development:</i> Roberta Clarke

Fulbright Scholar Programme

In keeping with its commitment to both global and national understanding of gender and development issues, the Centre hosts a Fulbright Scholar programme for six-month or one-year visits. A regular and mutually beneficial relationship has been developed with the United States Fulbright Scholar Programme, and almost every year, senior and junior Fulbright scholars travel to lecture or conduct research at the Centre. With diverse backgrounds, Fulbright scholars have included:

Senior Fulbright Scholars

Professor Dorothy Roberts, Northwestern University School of Law. 2002-2003

A Kirkland and Ellis Professor from the Northwestern University School of Law, and Faculty Fellow, Institute for Policy Research, Professor Dorothy Roberts has written and lectured extensively on the interplay of gender, race, and class in legal issues involving reproduction, sexuality, and the family. She is the author of such books as *Killing the Black Body: Race, Reproduction and the Meaning of Liberty* (1997), which received a 1998 Myers Center Award for the Study of Human Rights in North America, and *Shattered Bonds: The Colour of Child Welfare* (2000). She has also written several textbooks on women and the law, and constitutional law.

At the Centre, Professor Roberts helped to bring on stream the research initiative on Gender, Sexuality and HIV /AIDS in Trinidad and Tobago. In the second semester (2003), she co-lectured the course Men and Masculinities in the Caribbean with Professor Rhoda Reddock and Mr Tyrone Ali.

Dr. Jill Schneiderman, Vassar College. 2002-2003 (Semester II)

A Professor in the Department of Geology and Geography of Vassar College, Dr Jill Schneiderman brought a wealth of knowledge and experience in the area of Gender and Science, an area that the CGDS has as one of its priority areas for research and teaching. Professor Schneiderman co-taught the course Gender and Science with Dr Grace Sirju-Charran, and through interactions with staff and students at the Faculty of Science and Agriculture helped to develop the dialogue and debate on issues of Gender and Science started by Dr. Grace Sirju-Charran - Head of the Department of Life Sciences and CGDS Associate Staff member, and other members of the staff of that Faculty.

Professor Carole Boyce-Davies, Northwestern University. 2000-2001 (Semester II)

The author of such books as *Out of the Kumbla: Caribbean Women and Literature* and *Ngambika: Studies of Women in African Literature*, Professor Carole Boyce Davies came to the CGDS to conduct research for the completion of the Trinidad portion of a manuscript on *Claudia Jones – Left of Karl Marx* - focusing particularly on the issues

surrounding her birth and trade union connections in the Caribbean. She also conducted research on *Black Women, Writing and Activism*. Claudia Jones was a Trinidad-born political activist and feminist who initially resided in America and later moved to Britain. As she was relatively unknown in the Trinidad and Tobago society, the CGDS was especially pleased to facilitate Professor Boyce-Davies' research, which examined the developments in Caribbean feminist scholarship and activism. Professor Boyce-Davies also made presentations on Caribbean, African and African-American literature at the UWI.

Dr Jennifer Scanlon, University of New York. 1998-1999

Dr Jennifer Scanlon's choice to conduct research in Trinidad and Tobago was a natural offshoot of her interest in the cultural exchange of ideas. In addition to teaching and working with CGDS students and colleagues, Dr Scanlon conducted her own research as part of a continuing project on "Gender and the International Development of Advertising in the 20th century", focusing on the impact of the 1970 Black Power Revolt on local advertising. A historian and women's studies scholar, Dr Scanlon is the author of *Significant Contemporary American Feminists: A Biographical Sourcebook*, and co-author of *American Women Historians, 1700s-1990s: A Biographical Dictionary*.

Dr Stephanie Seguino, University of Vermont. 2001-2002

An Economist and Associate Lecturer at the University of Vermont and a member of the International Association for Feminist Economists (IAFE), Dr Stephanie Seguino came to the CGDS in 2001 to research the relationship between gender, development and economic growth in developing economies. With her research focusing on the relationship between income distribution and economic growth, Dr Seguino explored how structural changes in the region's economies have affected and been affected by gender relations and the gender distribution of income and resources in the Caribbean. Her research focused particularly on macroeconomic and trade policies and their effects in developing economies, and considered how the constraints faced by small, open economies during the process of growth and the resulting policy alternatives affect gender relations.

This was a field in which the CGDS had not had much collaboration and where no teaching existed. Dr Seguino's expertise was not limited to teaching the course SY27D: Gender and Development with Reference to the Caribbean. She was also highly instrumental in organising the workshop "Rethinking Economics: Does Gender Matter?" which was held in collaboration with the United Nations Economic Commission for Latin America and the Caribbean (UNECLAC), and the UWI Department of Economics. Workshop topics included "The Role of Gender Analysis in Economics", "Gender and Health Economics", "International Trade and its Gender Implications" and "The Relevance of Gender in International Economics". In sharing her expertise, Dr Seguino indeed strengthened the CGDS' work in the area of gender and economics.

Junior Fulbright Scholars

Aisha Mohammed (Independent Researcher). 2003-2004

Holding a B.A. in Peace and Conflict Studies from the University of California, Berkeley and having joined the CGDS this year 2003, at the start of its tenth anniversary, Pakistan-born Aisha Mohammed is conducting research on “Gender Negotiations in Cultural Art Forms”. Apart from her individual research, she is also assisting in the CGDS research project “The Making of Feminism in the Caribbean”.

Working within Dr Patricia Mohammed’s (CGDS Senior Lecturer) study of gender negotiations among Indians in Trinidad, Ms. Aisha Mohammed (the two are not related) plans to explore gender negotiations in the public sphere, specifically in the cultural art forms of Chutney-Soca and Capoeira. Her research will draw from the ethnographic narratives she produces through interactions with women involved in Chutney (Soca) and Capoeira. She has chosen these two art forms because of their cross-cultural nature, which is autonomous and distinct rather than strictly derivative of their native cultures. Historically these art forms have enabled oppressed groups living under systems of domination, whether it be patriarchy or slavery, to express themselves and articulate their experiences. In Trinidad, these art forms create a space for women to rework and rearticulate gender relations and norms through creative movement and vocal expression. To supplement and ground her research, Ms. Mohammed is reading for the CGDS courses, Introduction to Women’s Studies, Caribbean Dance, and Sex, Gender and Society: Women and Gender in the History of the English-speaking Caribbean.

Shani O’Neal, University of California. 1999-2000 (Semester II)

Assigned to both the UWI’s Jamaica and Trinidad campuses - an assignment with which the two CGDS units were quite pleased. While in Trinidad and Tobago Ms Shani O’Neal worked with the CGDS (St Augustine) on the research programme “*The Making of Feminism in the Caribbean*”, collecting and analysing data relating to the history and construction of the feminist movement in the Caribbean. Ms. O’Neal also participated in relevant project activities, including a regional project meeting, an intergenerational dialogue and a seminar presentation on hip-hop feminism.

Dr Keisha Abraham, Florida International University. 2001-2002

Dr Keisha Abraham’s project, “Female Ancestral Sprits within the African Diaspora: A Biomythography”, involved the recording and collecting of both “financial” and “factual” narratives about African descended “warrior” women involved in Black liberation struggles dating from the mid-19th Century to present, and examined their profound effects on our sense of liberation and freedom from multiple structures of oppression. Rather than travelling to more obvious cities of African diasporic religious retention (such as Brazil and Cuba), Dr Abraham chose Trinidad and Tobago as her place of research since she sought to recreate migrated religions and reconstitute spiritualities which had multiple influences from both the Old and New World conditions. In bringing

the “warrior” narratives into conversation with each other and with her own personal narratives about growing up Black and female into a critically conscious African diasporic woman, Dr Abraham constructed a collective biomythography that draws on life story, myth making, and creative theoretical writing in innovative ways.

This study provided the CGDS with the opportunity to expand its work in the area of African Diaspora Women’s scholarship. Dr Abraham shared her expertise with colleagues and students in the courses - African Diaspora Women’s Narrative, African-American Women Writers and West Indian Women Writers.

The Women and Development Studies Group (WDSG)

Background

Since 1982, the Women and Development Studies Groups (WDSG) have been committed to the maximisation and development of the human resource potential of women in the Caribbean region. Their main achievement has been the successful establishment of the CGDS in September 1993, a culmination of just over ten years of lobbying and activism on the UWI campuses. Like its sister branches the Mona (Jamaica) and Cave Hill (Barbados) campuses, the St Augustine (Trinidad) WDSG is committed to improving gender relations in the society and region primarily through well-organised staff development and outreach activities within and outside of the campus. The WDSG philosophy is based on the promotion, development and recognition of women's status in society through education, training and the legislative process. The ultimate objective is to empower women to chart their own destiny, a destiny that involves gender equity, openness, and sustainable growth and development. Over the years, it has supported the work of the Gender and Development Teaching Programme, promoting, undertaking and encouraging research, and arranging or providing for the hosting of workshops, lectures, exhibitions and other forums on gender related issues.

In existence since 1978, UWI's Women and Development (WAND) unit called a regional meeting in 1982 based on the promising results from the Women in the Caribbean project (carried out by ISER, Cave Hill between 1979 and 1982). It was at this meeting that the WDSG was born. All three campuses, non-campus territories and the Caribbean Examinations Council were represented, and Professor Rhoda Reddock - then a graduate student - prepared the discussion paper. Already becoming recognised as a serious feminist scholar, she added credibility to the process, of which the objective was to develop a proposal for introducing a Women's Studies programme at UWI.

With much debate about how such a programme should be developed, it was agreed that there would be three components - teaching, research and outreach. To these pioneering women, introducing a gender component or module into the existing courses was one path to take since, at that time, there was no question of getting a women's studies course immediately on the curricula. They agreed to set up working groups on each of the three campuses, and Dr Marjorie Thorpe, UWI Senior Lecturer, agreed to become the first Co-ordinator of the WDSG on the St Augustine campus. A steering committee, headed by Jocelyn Massiah, was also set up to coordinate the work of the groups.

The official aims of the WDSG's were:

- To strengthen the foundation for gender equity in the University community, the society and the region.
- To facilitate, support, promote and undertake research on women's issues with a view to influencing policy and generating feminine scholarship.
- To organise public programmes and engage in public policy issues with a view to the recognition and celebration of the differences in gender.
- To provide assistance and support to the Centre for Gender and Development Studies in its work.

The Project of Cooperation in Teaching and Research in Women and Development Studies between the UWI and the Institute of Social Studies (ISS) at The Hague, Netherlands, which started in 1986, provided necessary support to the WDSG in launching and equipping the CGDS. The first phase of the project (1986-90) focussed mainly on training staff for teaching interdisciplinary and multidisciplinary courses in women and gender studies, outreach activities, pilot teaching and curriculum development. These objectives were pursued through the granting of fellowships and the holding of interdisciplinary and disciplinary seminars. Activities aimed at strengthening the presence of Women and Gender Studies at UWI comprised the second phase.

Prior to the appointment of staff to the new CGDS, the WDSG's Campus Coordinator, Dr Jeannette Morris, carried out the Centre's limited activities. During this period, the first meeting of the Campus Board of the CGDS, St Augustine was held on April 13, 1994, chaired by Dr. Morris. Although the Centre was relatively new, it was building on a very active tradition developed by the WDSG. While the CGDS was essentially responsible for teaching, research and curriculum development, the WDSG was instrumental in providing available human resources for academic activities and other outreach activities both regionally and locally.

Upon the establishment of the CGDS in 1994, WDSG members at St Augustine strongly felt that the WDSG's work was far from complete, and so the group continued working towards more achievements. Cooperation between the Centre and the WDSG had become vital to the effective functioning of both organisations, with the WDSG retaining its value for organising outreach activities.

The year 2003 marks efforts at a rejuvenation of the group with help by the CGDS' Outreach and Research Officer, Camille Antoine, and Interim Co-ordinator, Dr Halima Sa'adia Kassim. The WDSG plans to act as a support and lobbying group for female and male students and staff on the campus, and maintains its commitment to improving gender relations in the Caribbean. Upcoming events include an annual general meeting, a workshop on HIV /AIDS, and a follow-up seminar on publishing for academics (the first seminar "How to Publish" was held in February 2003).

Organisational Structure

The operations of the WDSG are overseen by a Steering Committee, which is elected every two years. The committee comprises a co-ordinator, a deputy co-ordinator, and an assistant to the co-ordinator and membership. The co-ordinators are responsible for providing leadership to the WDSG and organising the group's activities. As the work and nature of the group have changed, so too have their responsibilities. Prior to the establishment of the CGDS, they focussed on developing teaching programmes and encouraging research, as well as promoting the group through outreach activities. With the establishment of the Centre, the group now has to raise funds in order to finance its outreach activities as well as to maintain its staff. During the past years, co-ordinators have invested much of their time and energy into fundraising.

Past co-ordinators include:

- Dr Marjorie Thorpe, Dean – Faculty of Arts and General Studies
- Dr Rosina Wiltshire, Lecturer – Institute of International Relations.
- Dr Bridget Brereton, Senior Lecturer - Department of History, Faculty of Arts and General Studies.
- Dr Grace Sirju-Charran, Senior Lecturer - Department of Plant Science, Faculty of Agriculture and Natural Sciences.
- Dr Jeannette Morris, Lecturer - Faculty of Education.
- Ms Carmen Redhead, Retired Senior Assistant Registrar - Student Affairs.

At present, the interim members for the executive committee are Dr Halima Sa'adia Kassim - Co-ordinator, Patricia Gregg - Deputy Co-ordinator, Vanessa Martina - Secretary, Camille Antoine - Assistant Secretary, and Katija Khan - Treasurer.

Key Achievements

Since its inception, the Group has undertaken many projects, some geared toward the establishment and expansion of the CGDS. It piloted the first gender course at the UWI, and its many outreach activities were high instrumental in establishing the linkages with other organisations and resource personnel to facilitate the CGDS' transition to a full-fledged unit. Other projects included a survey on the attitudes and experiences of men and women towards domestic violence in two communities in Trinidad. The WDSG has also published several books, which include:

- *Gender in Caribbean Development*, Patricia Mohammed and Catherine Shepherd (Eds.), UWI and ISER (pubs) 1988. Second edition was published in 1999.
- *A Women's Studies Select Bibliography (with a Third World Emphasis)* compiled by Annette Knight, 1988.

- *Women in Science and Technology, a Selected and Annotated Bibliography*, compiled by Lutishoor Salisbury, May 1996.
- *Gender in Management: Cases from the English-speaking Caribbean* by Claudia de Four and Gwendoline Williams, Kingston, Ian Randle Publishers, 2002.

From Then to Now - Milestones

- 2003** - The CGDS collaborates with the Trinidad and Tobago Government Division of Gender Affairs in the country-wide consultation process to develop a National Gender Policy and Action Plan.
- 2003** – The third intake of graduate students to the CGDS.
- 2002** – First undergraduate course on Men and Masculinities introduced on the St Augustine Campus.
- 2000** – The second intake of graduate students to the CGDS
- 2000** – Minor in Gender and Development introduced in the Faculty of Social Sciences.
- 1999** – First Gender course approved in the School of Natural Sciences: Gender and Science.
- 1998** – Fifth Anniversary of the CGDS celebrated with a Public Lecture by Dr Patricia Mohammed.
- 1998** - A Minor in Gender Studies is approved for offer in the Faculty of Humanities and Education.
- 1997** – The first group of graduate students enrolls in the M.Phil. /Ph.D. programme in Gender and Development Studies on the St Augustine Campus.
- 1995** – M.Sc. Gender and Development and the M.Phil Concentration begin on the Mona, Jamaica campus.
- September 1993** – The CGDS comes into being as a multidisciplinary and interdisciplinary Centre with campus units and a regional coordinating unit on the Mona Campus.
- 1986-1993** – A number of teaching courses, modules and components developed and disciplinary and interdisciplinary training seminars for academic staff held on various campuses.
- 1986** – The first course AR301: Introduction to Women's Studies with Special Reference to the Caribbean is introduced into the Faculty of Arts and General Studies by Dr Marjorie Thorpe, First Coordinator of the Women and Development Studies Group, at the St Augustine Campus.

- 1986** – Inaugural seminar – “Gender in Caribbean Development” of the Women and Development Studies Project at Mount St Benedict, St Augustine directed by Dr Patricia Mohammed.
- 1986** – A Regional Coordinator, Dr Lucille Mathurin-Mair is instituted in the Mona Campus.
- 1986** – The project of Co-operation in Teaching and Research in Women and Development Studies comes into being. This is a collaborative effort of the UWI and the Institute of Social Studies, The Hague, funded by the Netherlands Government.
- 1982** – Meeting called in Barbados by Peggy Antrobus, Women and Development Unit (WAND) co-ordinator and tutor to discuss the establishment of a programme of Women and Development Studies at UWI. (Discussion paper prepared by Rhoda Reddock, then a graduate student).
- 1982** – As a result of this meeting, Women and Development Studies Groups were formed on each of the three UWI campuses, St Augustine – Trinidad and Tobago, Cavehill – Barbados, and Mona – Jamaica. Regional steering committee established coordinated by Dr Joycelin Massiah.
- 1979 - 1982** – The Women in Caribbean Research Project coordinated by Dr Joycelin Massiah of the ISER-EC, Cave Hill provides a body of knowledge on women in the Anglophone Caribbean.
- 1978** – The Women and Development Unit (WAND) established at the Extra-Mural Unit of UWI, Barbados headed by Peggy Antrobus.
- 1977** – Meeting to Prepare Regional Plan of Action for Women in the Caribbean, agrees to the establishment of the Women and Development Unit in the Extra-Mural Unit (now School of Continuing Studies) of the UWI.

Anticipating the Future

Reaching the ten-year mark is a two-fold feeling. The CGDS has accomplished much over the years by promoting the significance of gender analysis and equity in the society, and affecting positive change in this area. There is much more work to be done before gender equity in all social spheres becomes a reality, yet the CGDS is motivated by its huge strides and those of other organisations in this mission.

As we move on, the CGDS looks forward to a new generation at the helm with novel and challenging ideas, more acceptance of the interdisciplinary value of gender studies in tertiary level education and the incorporation of masculinity studies in the curricula, and the erosion of the hierarchies between academics and activism in feminist and gender studies.

It is with a sense of accomplishment that we continue our work. Our achievements in the area of teaching and research and publications will no doubt add enhance the knowledge base and human resources needed to affect change, as well as promote the multidisciplinary and interdisciplinary value of gender. Additionally, CGDS outreach programmes continue to merge the academics with activism through strategic partnerships with community, men, women, non-governmental and governmental organisations.

Again, we take the opportunity to thank all of those who have contributed or participated in various ways to make the CGDS a sound institution. We look forward to more partnerships and the strengthening of the global movement for gender equity.

APPENDIX A – STAFF PUBLICATIONS

1993-2003

Professor Rhoda Reddock, CGDS Head

BOOKS

- *Caribbean Sociology: Introductory Readings*, Ian Randle Publishers /Marcus Weiner, Kingston /New York, 2001 (Co-edited with Christine Barrow).
- *Women Plantation Workers: International Experiences*, Berg Publishers, Oxford and New York, 1998 (Co-edited with Shobhita Jain).
- *Ethnic Minorities in Caribbean Society*, ISER, St Augustine, 1996 (Edited collection).
- *Women, Labour and Politics in Trinidad and Tobago: A History*, Zed Books, London/Ian Randle Publications, Kingston, 1994.
- *Elma Francois, The NWCSA and the Workers Struggle for Change in the Caribbean*, New Beacon Books, London 1988.
- *National Liberation and Women's Liberation*, Institute of Social Studies (ISS), The Hague, 1982, (Co-edited with Maria Mies).

MONOGRAPHS

- St. Christopher /Nevis 1980: A Demographic Analysis, CARICOM Secretariat, 1998.

PUBLISHED ARTICLES / CHAPTERS

2002

- “Cambios en la situación de las mujeres en el Caribe a través del siglo XX”, Alice Colón y Rhoda Reddock in *OP.CIT, Revista del Centre de Investigaciones Históricas* Num. 14, 2002, Departamento de Historia, Facultad de Humanidades, Recinto de Río Piedras, Universidad de Puerto Rico, 2002.
- “Contestations over Culture, Class, Gender and Identity in Trinidad and Tobago, The Little Tradition” in *Questioning Creole: Creolization Discourses in Caribbean Culture* (In honour of Kamau Brathwaite), Ian Randle Publishers and James Currey Publishers: Kingston and Oxford, 2002.
- “Masculinity, Ethnicity and Identity in the Contemporary Socio-economic context of Trinidad and Tobago context of Trinidad and Tobago” in *Caribbean*

Masculinities: Working Papers, Rafael L. Ramirez, Ineke Cunningham and Victor I. Garcia-Toro, HIV/AIDS Research and Education Center, University of Puerto Rico, San Juan, Puerto Rico, 2002.

2001

- “Conceptualizing Difference in Caribbean Feminist Theory” in *New Caribbean Thought: A Reader*, Brian Meeks and Folje Lindhahl (Eds.), The University of the West Indies Press, Jamaica, Barbados and Trinidad, 2001.

2000

- “Feminist Theory and Critical Reconceptualization in Sociology: The Challenge of the 1900s” in *The International Handbook of Sociology*, Stella Quah and Arnaud Sales (Eds.), International Sociological Association (ISA) and Sage Publications, 2000.

1998

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- “Contestations over Culture, Class, Gender and Identity in Trinidad and Tobago, The Little Tradition”. In *Caribbean Quarterly*, The Creole Society Model Revisited: Essays in Honour of Kamau Brathwaite Vol. 44, Nos. 1 & 2, March - June 1998. Also in R. Deosaran, R. Marshall and N. Mustapha (Eds.) *Issues in Social Science: A Caribbean Perspective*, UWI, Department of Sociology, 1996.
- “Contestations over National Culture in Trinidad and Tobago: Considerations of Ethnicity, Class and Gender” in *Caribbean Portraits: Essays on Gender Ideologies and Identities*, Christine Barrow (Ed.), Ian Randle Publications in Association with the Centre for Gender and Development Studies, UWI, Kingston, 1998.
- “Women's Organizations and Movements in the Commonwealth Caribbean” in *Feminist Review*, No. 59, Summer 1998.
- “Jahaji Bhai: The Emergence of a Douglan Poetics in Trinidad and Tobago” in *Identities*, Vol. 5, No. 4, 1998.
- “Women, The Creole Nationalist Movement and the Rise of Eric Williams and the PNM in mid 20th Century Trinidad and Tobago” in *Caribbean Issues*, Vol. III, No. 1, March 1998.
- “Gender Relations: A Changing Landscape” in *Caribbean Perspectives*, January 1998.

1997

- “Agriculture and Women's Place: The Impact of Changing National Policies on Women's Agricultural Work in Trinidad and Tobago” in *Gender: A Caribbean Multidisciplinary Perspective*, with Jasmine Huggins, Elsa Leo-Rhynie, Barbara Bailey, Christine Barrow (Eds.), James Currey / Ian Randle Publishers, Oxford/Kingston, 1997.

1996

- “Women and Poverty in Trinidad and Tobago” in *Beyond Law*, Vol. 5, No. 14, March 1996.
- “Gender Relations: A Changing Landscape” in *Caribbean Perspectives*, January 1996.
- “Freedom Denied: Indian Women and Indentureship in Trinidad and Tobago 1845-1917” in *Economic and Political Weekly* (New Delhi). Review of Women Studies, October 26, 1985, [Revised Version published as “Indian Women and Indentureship in Trinidad and Tobago 1845-1917: Freedom Denied” in *Caribbean Quarterly* Vol. 32, Nos. 3 & 4, 1996, 27-49.
- “Women and the Sexual Division of Labour, Historical and Contemporary Perspectives: The Case of Trinidad and Tobago” in *Women and the Sexual Division of Labour in the Caribbean*, Keith Hart (Ed.), ISER, (CGSSS), Mona, 1989, 2nd. Edition 1996.
- “Contestations over Culture, Class, Gender and Identity in Trinidad and Tobago, The Little Tradition” in *Issues in Social Science: A Caribbean Perspective*, R Deosaran, R Marshall and N Mustapha (Eds.), UWI, Department of Sociology, 1996. Also in *Caribbean Quarterly*, The Creole Society Model Revisited: Essays in Honour of Kamau Brathwaite Vol. 44, Nos. 1 and 2, March - June 1998.

1995

- “The Early Women's Movement in Trinidad and Tobago: 1900-1937” in *Subversive Women: Historical Experiences of Gender and Resistance*, S. Wieringa (Ed.), Zed Books and Kali Books, London/New Delhi, 1995.
- “Conceptualizing Identity, Culture and Gender in Multi-Ethnic Post-Colonial Societies: Contestations Over National Culture in Trinidad and Tobago” in *Contemporary Issues in Social Science: A Caribbean Perspective*, R Deosaran and N Mustapha (Eds.), UWI, Department of Sociology, 1995.
- “Young Women and Poverty: A Caribbean View” in *The United Nations in the Caribbean 1945-1995*, October 1995.
- “The Trinidad and Tobago Labour Movement: A Vision for the Future” in *Human Resource Management: A Caribbean Perspective*, N M Cowell and Ian Boxill (Eds.) Canoe Press, 1995.

1994

- “Women's Studies at the University of the West Indies: A Decade of Feminist Education” in *Women's Studies Quarterly*, Vol. XXII, Nos. 3 and 4, Fall/Winter 1994.
- “Douglarization and the Politics of Gender Relations in Contemporary Trinidad and Tobago: A Preliminary Analysis” in *The Contemporary Caribbean*, R Deosaran, N Mustapha and R Reddock (Eds.) Vol. 1, No. 1, 1994.

1993

- “Primacy of Gender in Race and Class” in *Race, Class and Gender in the Future of the Caribbean*, J. Edward Greene (Ed.) ISER, Mona, 1993.
- “Transformation in the Needle Trades: Women in Garment and Textile Production in Early Twentieth Century Trinidad” in *Women and Change in the Caribbean*, Janet Momsen (Ed.), Ian Randle/James Currey /Indiana University Press, London, 1993.

ENCYCLOPAEDIA ENTRIES

- Elma Francois - Entry in *Women in World History*, Yorkin Publications, Waterford Connecticut, 1994
- Households and Families: Caribbean - Entry in the Women’s Studies Encyclopaedia.

Dr Patricia Mohammed, CGDS Senior Lecturer

BOOKS

- *Gendered Realities: Essays in Caribbean Feminist Thought*, Patricia Mohammed, Editor, The University of the West Indies Press and Centre for Gender and Development Studies, Mona, Kingston, Jamaica, 2002 (Edited collection).
- *Gender Negotiations among Indians in Trinidad: 1917-1947*, ISS /Palgrave: The Hague and London, 2001.
- *The Construction of Gender Development Indicators for Jamaica*, Planning Institute of Jamaica/United Nations Development Fund/Canada International Development Agency, Kingston, Jamaica, 2000 (Editor)
- *Caribbean Women at the Crossroads: The Dilemma of Decision-making among women of Barbados, St. Lucia and Dominica*, UNFPA/IPPF/WHR New York and Canoe Press, University of the West Indies, 1999 (Co-authored with Althea Perkins).
- *Gender in Caribbean Development: Papers presented at the Inaugural Seminar of the Women and Development Studies Project of the University of the West Indies*. (First published 1988, Women and Development Studies Project, UWI), Third reprint - Second Edition, The University of the West Indies Press - Kingston, Jamaica, 1998 (Co-edited with Catherine Shepherd).
- *Rethinking Caribbean Difference, Special Issue on the Caribbean*. Guest Editor, *Feminist Review* No. 59, Routledge Journals, London, UK, June 1998.

PAPERS AND BOOK CHAPTERS

2002

- “Refining Gender Methodology: Studying Masculinity through Popular Song Lyrics” in *Caribbean Masculinities: Working Papers*, Rafael L. Ramirez, Ineke Cunningham, and Victor I. Garcia-Toro, HIV/AIDS Research and Education Center, University of Puerto Rico, San Juan, Puerto Rico.
- “The Creolization of Indian Women in Trinidad” (Revised paper written in 1988) in *Questioning Creole: Creolization Discourses in Caribbean Culture* (In honour of Kamau Brathwaite), Verene Shepherd and Glen Richards (Eds.), Ian Randle Publishers and James Currey Publishers: Kingston and Oxford, 2002.
- “Taking possession: Symbols of Empire and Nation” in *Small Axe 11* (March): *A Journal of Caribbean Criticism*. This volume entitled Narratives of Empire, edited by Anthony Bogues, Indiana University Press, Indiana, USA. (Excerpted Chapter from manuscript Image and Iconography in the Evolution of Caribbean Society), 2002.

2001

- “A woman of many parts: Tribute to Sonia Cuales” in UNECLAC Newsletter (website publication), 2001.
- “A Very Public Private Man: Trinidad’s Eric Eustace Williams (1911-83), in *Caribbean Charisma: Reflections on Leadership, Legitimacy and Populist Politics*, Anton Allahar (Editor), Ian Randle Publishers, Kingston and Lynne Rienner Publishers, Boulder and London.
- “The Emergence of a Caribbean Iconography in the Evolution of Identity” in *New Caribbean Thought: A Reader*, Brian Meeks and Folke Lindahl (Editors), The University of the West Indies Press, Jamaica, Barbados, Trinidad and Tobago.

2000

- “City Limits: Gender Roles and Urbanization in the 21st Century Caribbean” in *Contending with Destiny: The Caribbean in the 21st Century*, Kenneth Hall and Dennis Benn (Eds.), Ian Randle Publishers, Kingston, Jamaica, 2000.
- Editorial Foreword”, and article, “Considerations in the Construction of Gender-Related Development Indicators for Jamaica” in *The Construction of Gender Development Indicators for Jamaica*, Patricia Mohammed (Editor) Planning Institute of Jamaica/United Nations Development Fund/Canada International Development Agency, Kingston, Jamaica.
- “Crossing the Seas of Difference: Cultural Markers of Indians in Trinidad in The Early and Late Twentieth Century” in *South Asian migration in comparative perspective - Movement, settlement and diaspora*, editors Yasuro Hase, Hiroyuki Miyake and Fumiko Oshikwa, JCAS Symposium Series: Japan Center for Area Studies, National Museum of Ethnology, Osaka, Japan.
- “But most of all me love me browning: The Emergence of the Mulatto woman as desired in 18th and 19th century Jamaica” in *Feminist Review: Reconstructing Femininities: Colonial Intersections of Gender, Race, Religion and Class*, Meera

Kosambi and Jane Haggis (Eds.), Routledge Journals, UK, Special Issue # 65, June 2000.

- “Engendering Masculinity: Cross Cultural Caribbean Research Initiatives” in *Pensamiento Propio*, Journal of CERES, Venezuela, 2000.

1999

- “Come to Jamaica and Feel All Right: Tourism and the Sex Trade” in *The Working Sex: Tourism, the Sex Trade and Caribbean Development*, Co-authored with Althea Perkins and Shirley Campbell, Kemala Kempadoo (Ed.), University of Colorado at Boulder Press, Boulder, Colorado, 1999.
- “From Myth to Symbolism: The Construction of Indian Femininity and Masculinity in Post Indentureship Trinidad” in *Matikor: A Social History of Indian Women in the Caribbean*, Rosanne Kanhai Brunton (Ed.), School of Continuing Studies, UWI, St. Augustine, 1999.
- “The Future of Feminism in the Caribbean” in *Feminist Review*, Routledge Journals, UK Millenium Issue No 64, Routledge, UK, Spring 2000.

1998

- “Ram and Sita: The Reconstitution of Gender Identities among Indians in Trinidad through Mythology” in *Portraits of a Nearer Caribbean: Gendered Realities*, Christine Barrow (Ed.), Ian Randle Publishers, Kingston, Jamaica, 1998.
- “Towards Indigenous Feminist Theorizing in the Caribbean” in Rethinking Caribbean Difference, Special Issue on the Caribbean, *Feminist Review* No. 59, June, Routledge Journals, June 1998.
- “Gender Matters in Caribbean Development” in *Caribbean Perspectives: Gender Issues that Challenge the Development of the Caribbean*, Frank Mills (Ed.), Eastern Caribbean Centre, University of the Virgin Islands, January 1998.
- “Freedom and Responsibility: The Challenges to Gender Relations in the Family” co-authored with Althea Perkins, in Proceedings of the Workshop: *Family and the Quality of Gender Relations* at the Institute of Social and Economic Studies, University of the West Indies, Mona, Kingston, 5-6 March 1997.
- “Midnight's Children and the Legacy of Nationalism in Trinidad” in *Callaloo: Eric Williams and the Post-Colonial Caribbean*: Guest Editor- Sandra Pouchet Pacquet, Volume 20, No 4, John Hopkins University Press, Baltimore, Maryland, USA.

1996

- “The Negotiation of Gender Relations and Identity among Indians in Village Trinidad in the Post Indentureship Period” in WAND Occasional Paper Series: Identity No 3, Nan Peacocke (Ed.), UWI, School for Continuing Studies, Barbados, 1996.

1997

- “Midnight's Children and the Legacy of Nationalism” in *Small Axe, A Journal of Criticism*, Number 2, September, Small Axe Collective, David Scott - Editor, Ian Randle, Kingston, Jamaica.

1995

- “Love and Marriage among Post Indentureship Indians in Trinidad: Indicators of the Status of Indian Women in Trinidad in the Twentieth century” in *In Celebration of 150 years of The Indian Contribution to Trinidad and Tobago*, Brinsley Samaroo and Kenneth Ramchand (Eds.), Historical Publications Limited, Trinidad, 1995.
- “Writing Gender into History: The Negotiation of Gender Relations” in *Engendering History: Caribbean Women in Historical Perspective*, Bridget Brereton, Verene Shepherd and Barbara Bailey (Eds.), Ian Randle, Kingston and James Currey, London, 1995.
- “Gender as a Primary Signifier in the Construction of Community and State among Indians in Trinidad” in *Caribbean Quarterly*, Volume 40, No 3 Rex Nettleford (Ed.), UWI, School for Continuing Studies, Kingston, Jamaica, 1995.

1994

- “Nuancing the Feminist Discourse in the Caribbean” in *New Currents in Caribbean Thought*, Special Issue of *Social and Economic Studies*, Brian Meeks (Ed.), Vol. 43, No.3, ISER, Kingston, 1994.
- “Ruminations on Sexuality” in *CAFRA NEWS* Newsletter of the Caribbean Association for Feminist Research and Action (CAFRA), Vol 8, Nos. 1 and 2, Trinidad, 1995.

ENCYCLOPAEDIA ENTRIES

- Caribbean Feminism, Encyclopaedic entry: History and Philosophy of Caribbean Feminism in *The Women's Studies Encyclopedia*, Harvester Wheatsheaf: International Book Distributors (Ltd), London, 1995.

APPENDIX B – ACADEMIC PROGRAMMES

Undergraduate Courses

Faculty of Humanities and Education – Minor in Gender Studies offered

- AR11C: Introduction to Women's Studies: Theoretical Concepts and Sources of Knowledge
- AR20M: Men and Masculinities in the Caribbean
- AR22C: Feminist Theoretical Frameworks
- E21G: African Diaspora Women's Narratives
- E25M: West Indian Women Writers
- E37B: African-American Women Writers
- F26H – French Caribbean Women Writers
- H30C – Women and Gender in the History of the English Speaking Caribbean
- L25A: Language, Gender and Sex
- S26D – Women in Hispanic Literature

Faculty of Social Sciences –

Minor in Gender and Development Studies offered

- SY27D – Gender and Development: With Reference to Caribbean Society
- SY37G – Sex, Gender and Society: Sociological Perspectives

Faculty of Science and Agriculture

- AX39A – Gender Issues in Agriculture
- NS21B – Gender and Science

Regional Seminary

- T33A: The Women's Movement and Theology

Graduate Courses

M.Phil. /Ph.D. in Gender and Development Studies

- GD712: Feminist Methodology and Epistemology

- GD701: Advanced Feminist Theory
- GD700: Issues in Caribbean Feminism and Gender Relations

APPENDIX B – RESEARCH AFFILIATES

Local Research Affiliates

- Dianne Douglas, Yale University, USA – Involved in the research project “*Gender, Sexuality and the Implications for HIV/AIDS*”, her affiliation is expected to last through to 2005. She also and works with the Centre in developing programmes in Gender, Family Violence and Trauma, HIV Prevention, Cultural Competence and Spirituality from a Community Psychological perspective, and conducts focus group training workshops, 2002.
- Belinda Barnes-Durity, University of Nebraska, USA – “*The Evolution and Function of Best Village in the Trinidad and Tobago Society*”, 1998.
- Cheryl Lans, The University of the West Indies, Trinidad and Tobago – “*Connections between Women’s Traditional Folk Medicinal Knowledge and Ruminant Health*”, 1997.
- Ramona Shah (Independent), Trinidad – “*Gender and Ethnicity*”, 1997.
- Gwendoline Williams, Independent Training Consultant on Gender and Development involved in training for gender and management to date. *Mainstreaming Gender in Policy and Planning*, 1998. *Gender and Management*, 1991.

International Research Affiliates

2003

- Leah Rosenberg, University of Florida, USA - “*Trinidadian Literature written before 1940*” for her book project “*The Birth of a Soul: Transnationalism and the Development of National Literatures in the Anglophone Caribbean*”.
- Nicola Swan - University of Edinburgh, Scotland - Ms. Swan worked on the project – “*Making of Feminisms in the Caribbean*”.
- Hebe Verrest, The University of Amsterdam, The Netherlands - Ms. Verrest is conducting research on “*Habitat as a Productive Asset in two cities (Paramaribo and Port of Spain)*”.

2002

- Mindie Lazarus Black, University of Illinois, USA – “*Domestic Violence Law, 1999*”.

2001

- Julia Archer Rahim, University of Denver, USA – “*Female Leadership in Tobago*”.
- Catherine Douillet, University of Iowa, USA – “*Identity, Mixed Couples and Sexuality: The Making of Ethnic and National Identities in Trinidad*”.
- Maarit Laitenen, University of Helsinki, Finland – Ms. Laitenen’s research focused on “*Spiritual Baptists in Tobago*”. She presented a Lunchtime Seminar on “*Seeking Wisdom, Knowledge and Understanding: Spiritual Baptist Cosmology*”, and a guest lecture on “*Anthropology and Feminist Methodology*”. She also participated in round table discussions on “*Feminine Sexuality in Trinidad and Tobago*”.
- Clare Newstead, University of Washington, USA – “*Regional Economic Integration and the Changing Spaces of Political Activism in the Caribbean*”.
- Patricia Saunders, Bowdoin College – “*Beyond Caliban: (Dis) forming Identity and Being in Contemporary Anglophone Caribbean Literature*”.

2000

- Maud Blair, Open University, UK – “*Discipline in Schools*”.
- Maude Dikobe, University of California, Berkeley, USA – “*Choreography Difference: Gender Performance in Calypso and Tswana Folksongs*”.
- Hanne Hvidegaard, University of Copenhagen, Institute of Anthropology, Denmark – “*Coming of Age in Modern Trinidad – An Investigation into the Sexual and Reproductive Knowledge, Attitudes and Behaviour of Adolescent Girls*”.
- Daphne Jayasinghe, The University of the West Indies, Cave Hill Campus – “*The Impact of Export Manufacturing Employment on Caribbean Female Employees*”.
- Julie Killingbeck, University of Hull, England – “*Gender Identity and Mental Illness: The Meaning and Experience of Depression in Men and Women in Trinidad Society*”.
- Nicole Knighten, Occidental College, USA, “*Political and Social Advancement of Women in Trinidad and Tobago*”.
- Maarit Laitenen, University of Helsinki, Finland – “*Spiritual Baptists in Tobago*”.

1999

- Cheryl Levine, University of South Florida, USA – “*Mediating the Model: Microenterprise and Microlending among Women in Tobago*”.
- Brinda Mehta, Mills College, Oakland, California, USA – “*Indo-Caribbean Women Writers from Trinidad and Guyana*”.

1998

- Alisha Ali, University of Toronto, Canada – “*Psychological Aspects of Depression in Women: The Intersection of Ethnicity and Gender*”.
- Rosanne Kanhai, Western Washington University, USA – “*Indo-Caribbean Women: Editing an Anthology*” and “*Creative Writing in Trinidadian Women*”.
- Mayke Kromhout, University of Amsterdam, The Netherlands – “*Gender, Labour and Households*”.
- Maarit Laitenen, University of Helsinki, Finland – “*The Children of St Philomen: Spiritual Baptism in Tobago*” and “*Femininity, Morality and Responsibility in Tobagonian Styles of Being*” – *Second Fieldwork Report*.
- Brinda Mehta, Mills College, California, USA – “*Indo-Caribbean Women Writers from Trinidad and Guyana*”.
- Harvey Neptune, New York University, USA – “*Occupied with Nationalism: A History of Trinidad during the World War II*”.
- Rosa Prince, York University, Canada – “*Women and Health Care in Trinidad and Tobago*”.

1997

- Maarit Laitenen, University of Helsinki, Finland. Ms. Laitenen started her affiliation at the Centre in 1997, and continued research for her masters and doctoral theses until 2001. “*Feminine Responsibility and Morality as seen by Tobagonian Girls and Women*” - Initial Field Report.
- Harvey Neptune, New York University, USA – “*Occupied with Nationalism: A History of Trinidad during the World War II*”.
- Susan Racine, Southern Methodist University, Texas, USA – “*National / Transnational Identity among Urban Trinidadian Women*”.
- Patricia Saunders, University of Pittsburg, USA – “*Transformative Strategies in Caribbean Women’s Writing*”. Ms. Saunders also assisted in teaching the undergraduate course African American Women Writers.
- Tracey Skelton, Nottingham Trent University, UK, Association of Commonwealth Universities Development Fellowship.

1996

- Christina Brannmark, Institute of Social and Cultural Anthropology, UK – “*The Gender Roles in Carnival and Their Relation to Gender in Trinidadian Society*”.
- Sangita Chari, Department of Anthropology, University of Florida, USA – “*East Indian Women and interracial Marriages: How Identity is Affected by Mixed Marriages*”.
- Cindy Maltin, Antioch College, Ohio, USA – “*The Voice and An Anthology*”.

1995

- Sheila Gregory, Kingsborough Community College, City University of New York, USA - “*Career Mobility of West Indian Women*”.
- Kalpana Kannabiran, ASMITA Women’s Resource Centre, India – “*Women and Communalism*”.

- Mindie Lazarus-Black, The University of Illinois, Chicago – “*Culture, Gender and Domestic Violence in Trinidad*”.
- Nwakego Molokwu, Ahmadu Bello University, Zaria, Nigeria – “*Structure, Purposes and Functions of Women Organisations in Trinidad and Tobago*”.
- Victoria Pasley, University of Houston, Texas, USA – “*Gender, Race and Class in Twentieth Century Trinidad and Tobago 1942-1980*”.
- Diana Wells, New York University, USA – “*Trinidad: Engendering Ethnicity*”.

1994

- Sara Abraham, University of Wisconsin, USA – “*Sugar Industry and Politics in Trinidad and Guyana*”.
- Joan Rawlins, Institute of Social Studies (ISS), The Hague – “Women from Midlife: Coping in Jamaica: A Study of Power in the Lives of Mid-Life and Older Women”.