



W A N D

ANNUAL REPORT

August 1st, 1994
July 31st, 1995

Dear friends and colleagues,

I am writing to let you know of my retirement from the post of Tutor-Coordinator of WAND with effect from the end of September, 1995.

When I took on the role of Secretary to the Steering Committee set up to follow-up the recommendations from the 1977 Regional Seminar I had no idea that it would lead, inevitably, to my being in a position to implement one of them, namely the establishment of a Women and Development Programme within the framework of the (then) Extra Mural Department of the University of the West Indies.

Similarly, when WAND was launched, with a two-year grant from the Carnegie Corporation of New York in August 1978, no one would have guessed that we were embarked on a project which would have such wide ramifications throughout the region, and indeed beyond!

The past 17 years have been exciting and challenging and I shall certainly miss the excitement, if not the hard work.

As I leave I am satisfied that a good foundation has been laid for the continuation of this work, and that the new Tutor-Coordinator, Dr. Judith Soares of Jamaica, will take the programme into new and exciting areas. I know she can count on the support and encouragement you gave WAND in the past.

Of course, I shall continue to work in this field in the region, probably as a free-lance consultant, and so I hope we will maintain contact in the pursuit of similar goals and concerns.

Yours sincerely,


Peggy Antrobus



WAND ANNUAL REPORT

August 01, 1994 - July 31, 1995

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My retirement closes a chapter in the history of WAND. We have tried to make this a special issue of the annual report, the final one under my administration, by illustrating it with snapshots of moments in the life of the unit. Some, but by no means, all of the many talented people who have contributed to WAND's work over the years appear in these photographs.

Thanks to everyone.
■ Peggy Antrobus

WAND is a regional programme of the University of the West Indies working with women's organizations, other community groups and partner agencies in the Commonwealth Caribbean to define gender relations in development. Using participatory approaches to education involving information resources, networks and the documentation of these processes, WAND aims at strengthening self reliant communities in the region.

WAND'S MISSION STATEMENT

To make a contribution to building the human and institutional capacity towards a model of development which is equitable, integrative, participatory, self reliant and sustainable and to document the process.



Chaddis Stapleton of the Rose Hall Community Working Group, St. Vincent & the Grenadines, addresses the United Nations October, 1987. The programme of community development in Rose Hall was launched by the "Pilot Project for the Integration of Women in Development" initiated by WAND in 1981.

INTRODUCTION

Market forces continued to shape international trends this year. Social movements operate in an increasingly harsh economic environment which imposes the values of private enterprise and accumulation upon all aspects of development. NGOs, and in particular, women's organisations in the Caribbean region faced increasing difficulty securing funds to maintain the work to which they are committed and the WAND programme was no exception.

In the scope of WAND activities, the major event of the programme year was a regional meeting on Traditional Healing held in Dominica. Work in this area has been pushed forward by individuals and grassroots organisations for many years. More recently, their work has been attracting the interest of the scientific community. The focus on WAND's **Communities Organising for Self Reliance (CORE)** continued at local and national levels during the period under review. Within CORE, regional training workshops have ceased. The reasons for this are twofold: first, the unit is responding to reduced financial resources available for training; secondly, the evolution into CORE has meant a preference for training workshops tailor-made for the "vision" specified by each CORE community. The regional quality of these modules is maintained to the extent that representatives from selected communities with a shared interest in the particular focus of the workshop participate. One of the advantages of this revised approach is that workshops take place in the community setting and this enhances contact between citizens from different territories within the cultural context of a variety of Caribbean villages and towns.

Cooperation for the purposes of conceptualising, managing, and facilitating regional programmes despite reduced financial resources proved another modest success. Specifically, the unit's part in a year of concentrated teamwork around the **Caribbean Communications Strategy** (UNIFEM Caribbean) with other agencies, notably CANA, and UNICEF produced creative results. The Beijing preparatory process set in motion by CARICOM provided more information about the situation of Caribbean women and opened up space in official and civil spheres for their articulation. The working relationships developed by these institutions through the UNIFEM design was able to "regionalise" this information through the popular media. The success of the **Homefront** regional radio campaign stimulated interest in The Caribbean Institute of Mass Communication (CARIMAC, University of the West Indies) and that institution, with financial support from the CARICOM Women's Desk, moved the process into the academic sphere through the creation of a gender training course for students of journalism at UWI, and a syllabus for a short course for working journalists. WAND notes this as another of the many productive regional initiatives managed by Caribbean based institutions and wonders at the continuing inertia at the regional political level.

■

REPORT ON PROGRAMME

I. SECTORS IN WHICH WAND WORKS

● RURAL DEVELOPMENT ●

Objectives

To raise awareness of gender relations and to develop analytical skills to assist people in understanding how these relations affect community life; to train in methodologies that facilitate community development processes.

National and community workshops on participatory research, health, and gender and development involved the participation of approximately 300 mainly rural men (34) women (129) and children (126) in non formal education activities intended to strengthen the organisation of development alternatives among communities in Guyana, St Vincent, St Lucia, Grenada and Montserrat.

Communities Organising for Self Reliance Programme (CORE)

The unit's CORE programme completed its third year of mainly rural based activities.

The following is a summary of this work:

Rose Hall, St. Vincent

The WAND CORE programme consultant with Rose Hall is a resident of St Vincent and the Grenadines, and had been involved in the 1981 pilot project (in Rose Hall itself) which launched WAND's work in communities. This has made it possible for her to facilitate group meetings and workshops during her monthly visits to the community. For Rose Hall, the focus of CORE has been the strengthening of management systems of the sub projects which are run by the well established, fourteen year old **Rose Hall Community Working Group** which has been struggling to find a balance between a community development programme motivated by social justice and economically viable, community-run projects. WAND is also assisting in the training of a new generation of leadership in the Rose Hall Community Working Group. In the context of preparations for the 4th World Conference on Women, a representative of Rose Hall, Wendy Rodney, presented her country's experience at the Regional Preparatory Meeting held in Mar del Plata, Argentina, September 1994 and later at the DAWN Caribbean Regional Meeting in Barbados, May 1995.

La Pointe, St. Lucia

In the case of the **La Pointe Development Committee**, a much younger community organisation, the focus has been on group building and stimulating community involvement in the development process. Four visits during the period under review involved the unit's

participation at community and committee meetings and the facilitation of workshops in: Planning and Mobilisation (3 days, February); Community Mobilisation (2 days, March); Barriers to Participation (5 days, April); Motivation and Confidence Building (3 days, May).

The scope of CORE has been severely narrowed from the six communities in 1994 to two CORE communities (Rose Hall and La Pointe) with Apres Toute, Grenada, Streatham/Windy Hill, Montserrat, designated as "CORE related" communities. This distinction, based on tightened criteria, was made in order to manage the programme more effectively in reduced financial circumstances. The unit concentrated **CORE** activities at national and local levels this year. However, WAND, managed one important regional meeting.

Regional Workshop on Traditional and Herbal Medicine

With the support of funds from The International Development and Research Council (IDRC) of Canada, the Commonwealth Foundation, and the MacArthur Foundation, WAND held a regional seminar on traditional herbal medicines in Dominica. The meeting was the fruit of a recommendation presented at a joint WAND/Pan American Health Organisation regional workshop ("Quality of Reproductive Health Care") held four years ago. Among participants at the workshop held at Concorde, Dominica from July 10-15 1995, were those from CARICOM, including new member, Suriname, and those from Costa Rica, the Dominican Republic, the United States and Nigeria. The workshop looked at the history of traditional medicine, current experience, women's involvement, women's reproductive health, conservation, intellectual property issues, and the economic potential of traditional medicine. Dialogue at the meeting reflected varying, sometimes hotly debated, perspectives and practices, but there was consensus on the need to support a holistic system of health care, especially in the current economic policy environment which is creating increasing poverty for Caribbean families and their (often characteristically) female headed households.



► *Participants at the Herbal Medicine Workshop, Dominica, July 1995.*

● REPRODUCTIVE HEALTH AND RIGHTS ●

Objectives

To promote the concept of health as wellness and women's self help capacity; to build the capacity for self help action in women/community organisations; build awareness of health issues, and women's confidence in sharing health concerns with each other; to provide women with techniques and a structure for organising around health issues; to build links nationally, regionally and internationally between organisations working to promote women's health.

Reproductive Health Workshops for Women

Approximately 103 women from five countries participated in local and national reproductive health and rights workshops organised by WAND this year. Participants were drawn from communities involved in CORE as well as from a cross section of other communities and from the health disciplines. There was also representation from the age group "nine to one hundred and nine" and the disabled community in the Eastern Caribbean.

These workshops are a continuation of the exploration of the women's self help health process which was initiated in Dominica with the **Small Projects Assistance Team (SPAT)** in 1988. The movement of this process to other island territories is an attempt to develop a Caribbean design based on a model being used by the **National Black Women's Health Project** of Atlanta, USA. It emphasizes the establishment of support groups in which women can share the political, social, economic, ecological, and spiritual realities which impact on their well being and on the health systems within which they operate. The model encourages women to support each other in taking charge of their bodies and well being through a holistic analysis and reevaluation of their personal and environmental experiences.

The following is a summary of activities:

The WAND consultant together with WAND's programme officer with responsibility for health facilitated residential workshops in; La Pointe St. Lucia, March 3-5 1995; St. Andrew's Grenada, May 5-7 1995 (joint workshop with ART, GRENCODA, National Council For Disabled, Women's Affairs, Grenada Planned Parenthood); and a non-residential workshop in Rose Hall, St. Vincent 17-19 June 1995. (Residential workshops are preferred as they allow participants time to interact, have dialogue and build natural links for future support groups).

In the area of resisting violence, WAND is committed to enabling groups to understand sources and manifestations of violence, and the facilities and agencies available to assist the victim and family. Using videos, testimonies and popular theatre methodology the WAND programme officer responsible for health conducted a series of workshops in communities in Grenada (identified by the Agency for Rural Transformation) dealing with Family Violence. These workshops ran from June 22 to July 4, 1994.

This staff member addressed several gatherings against violence including one at the request of organisers of a public rally against violence in Barbados, August 21, 1994. She also participated in a Symposium on Family Violence, May 24 - 27, 1995 organised by the National Spiritual Assembly of the Bahai, UNICEF and UNIFEM in Antigua, May 24 - 27, 1995.

WAND Health Mailout

As a contribution to continuing education work with women's organisations, the unit put together ten compilations under the cover **WAND Health Network**:

1995

- ▶ Breast Cancer (July)
- ▶ Speaking Up in Church (women in religion) (June)
- ▶ Women & Aids: The Implications for Caribbean Families # 3 (May)
- ▶ 180 Days/180 Ways Campaign to Beijing (Special Issue - April)
- ▶ Women & Aids: The Implications for Caribbean Families # 2 (April)
- ▶ Women's Rights, Health, Reproductive Rights as Human Rights (March)
- ▶ AIDS: The Implication for Women and Caribbean Families # 1 (February)

1994

- ▶ Peace: Women Weaving the World Together (December)
- ▶ 16 Days of Activism Against Gender Violence 1994 (October) - Call to Action
- ▶ The Cairo Conference (September)
- ▶ Blocking the Inroads of Fundamentalism (August)



▶ ***Barbados' Steel Shed, August 1986*** (l to r) Pat Rodney, Angela Davis and Kathleen Drayton (then Coordinator of the Women and Development Studies Group at Cave Hill, UWI). Angela Davis, who was a participant in a workshop jointly organised by WAND and the National Black Women's Health Project (USA) gave a public lecture arranged by the WDS Group.

● **MEDIA PRODUCTION UNIT & DOCUMENTATION CENTRE** ●

In recent years, physical space has become a major obstacle to the efficient functioning of the documentation centre. As the collection of the centre continued to grow, additional shelving has been required to accommodate its holdings. As a result, facilities for the centre's users have been significantly reduced while the number of people requesting to use the centre has been growing. As a first step to reorganising this service, the periodicals have been relocated within the building. However, lack of funds has prevented the expansion and upgrading of storage and operational facilities. The unit's limited staff, with considerable voluntary assistance from the unit's friends, prepared a comprehensive design **Supporting Networks for Advocacy** with which the unit's hopes to attract financial support for modernising the centre and media output and for improving its accessibility to community organisations, scholars and the public.

Since June 1994, the unit has been instrumental to a team approach in a regional initiative by UNIFEM Caribbean called the **Caribbean Communications Strategy**. The experiment is essentially a programmatic approach to public education in gender issues developed through a consultative process between UNIFEM, UNICEF, CANA, CAFRA, and WAND with the support of CARICOM among others. In the first instance, the strategy has focused on the preparations for the 4th World Conference on Women, and used radio as the chief medium (see the following section). However, this framework for all public education and training activities provided a method for intergrating both governmental and NGO initiatives and has the potential for coordinating an agenda of common interest between women's organisations and the media.

Radio

Again this year, WAND programme officer responsible for health engaged with PAREDOS in a radio programme on a variety of topics attempting to sensitize the public to the problems faced by youth.

The unit has been working with the **Caribbean News Agency (CANA)** (in the context of the above mentioned UNIFEM initiative) on the production of CANA Radio and Wire Service public education campaign **Homefront**. The relationship produced over 100 five minute radio units based on the concept of enhanced public access to media and covering topics as varied as unwaged labour, the Dance Hall phenomenon, and men against violence against women.

Publications

Like **Homefront**, WAND's publications were part of WAND's contribution to the division of labour among agencies and programmes in the preparatory process for the 4th World Conference on Women (see also *Conclusion* page 16).

The unit proceeded with its special series of **WAND Occasional Papers - The Beijing Agenda**. Some of these papers were commissioned, others drawn from papers and documents produced

in the preparatory process. Their purpose was to treat the issues of relevance to Caribbean people from the point of view of the Caribbean women's movement. The following were produced in the period August 1994 to July 1995.

● OCCASIONAL PAPERS ●

- 7/95 **The Caribbean Transnational Family** by Rosina Wiltshire
- 6/95 **The Caribbean in the Global Context** (Address to Caribbean government delegates attending Retreat on Conference Diplomacy) by Billie Miller
- 5/95 **Why Man Stay So, Why Woman Stay So** (Gender Socialisation) by Janet Brown
- 4/95 **Man is Not Supposed to Go There** (Reproductive Health and Rights) by Nesha Haniff
- 3/95 **Securing Our Gains and Moving Forward to the 21st Century** (DAWN's political contribution to the NGO Forum) by Vivienne Wee
- 2/95 **Critical Perspectives on Human Rights Practice in the Caribbean** by Peggy Antrobus
- 1/95 **Democracy and Development: The Case of Guyana** by Andaiye
- 4/94 **The Valuing of Women's Unwaged Work** by Andaiye
- 3/94 **Challenging the Given: DAWN's Perspectives on Social Development**
- 2/94 **CAFRA Platform Document for the 4th World Conference on Women**



► *Left Kurlyne Alleyne with participants at Rural Women & Family Development: A Participatory Visual Communication Workshop, Jamaica 1992.*

II. COOPERATION WITH OTHER PROGRAMMES/INSTITUTIONS

● WITHIN UWI ●

Center for Gender and Development Studies (CGDS)

In January 1995 WAND participated in discussions with the **Centre for Gender and Development Studies (CGDS)** about the proposal for submission to the Government of the Netherlands under the Direct Support to Training Institutions in Developing Countries (DSO) Programme. This phase of the project will emphasise the link between WAND's programme and the Centre.

Social Welfare Training Centre (SWTC)

The unit continued its contribution to the gender component of the **Four Month Course in the Principles and Practice of Social Work of the Social Welfare Training Centre**. WAND's input has been a two-day gender sensitization workshop. Forty eight students (40 women and 8 men) participated in the 1995 workshop. Students were exposed to an experimental methodology abstracted from counselling and humanistic psychology. This process facilitated student's re-evaluation of their gender positions. Particular emphasis was placed on techniques for working with men and management of change. One of the most significant observations from the process was the extent to which student's resistance to change in their gender perspectives is connected with fundamentalist religious views. Attempts were made to address this important issue through detailed handling of references centred on the concepts of socialisation, acceptance, power, choice, denial and liberation.

Caribbean Institute of Mass Communication (CARIMAC)

CARIMAC, with financial assistance from CARICOM Women's Desk, hosted a meeting to develop a gender awareness training course for Caribbean journalists. This marked another step in the evolution of the Communications Strategy. The purpose of the 3 day meeting March 23 - 25 1995 was to: prepare a 13 week syllabus for an elective course on Gender Awareness for undergraduate and diploma level journalism students; a gender awareness training module for working journalists; to design a syllabus for a short course for working journalists. The latter was first run in St. Vincent in June, 1995. Others involved in the planning of these courses were: the Centre for Gender and Development Studies, Caribbean News Agency, UNIFEM and a freelance journalist based in Trinidad.

● SUPPORT TO OTHER AGENCIES ●

Pan American Health Organisation (PAHO)

The Programme Coordinator gave input into a process involving the planning and production of an audio visual package intended for use in the Pan American Health Organisation's (PAHO) Women, Health and Development Programme. Its purpose is to sensitize policy makers on the value of gender in planning and to develop clarity as per the target audience, content of the script and the resources required to promote the material.

International Development Research Centre (IDRC)

A workshop on **Gender, Health and Sustainable Development** jointly sponsored by the PAHO and the International Development Research Centre (IDRC) was held in Barbados, December 6-9 1994. The unit made a presentation on **Gender and Health: Programmes and Concepts**.

Development Alternatives with Women for a New Era (DAWN)/Caribbean Association for Feminist Research & Action (CAFRA) Meetings

WAND staff assisted DAWN in the organisation of a series of four meetings held in Barbados in May. The meetings included a **Caribbean Regional Meeting on Alternative Economic Frameworks** sponsored by CAFRA and a **Inter-regional Strategy** meeting in preparation for the **4th World Conference on Women**.

Caribbean Policy Development Centre (CPDC)

As the focal point for NGO's participation in the policy debate in the region, the Caribbean Policy Development Centre (CPDC) organised a **Forum on Alternatives** held in Trinidad and Tobago July 3-6 1995. The Forum pulled together alternative approaches to development attempted across the territories of the Caribbean. WAND's work in the CORE programme was presented in this context by the Programme Coordinator and Coordinator of the La Pointe Community Development Committee. WAND commends CPDC for providing this unit with a link into the work of other regional and national programmes, and for getting the work of WAND and other programmes of alternative development into the broader policy debate. The departure of Joan French from the position of Coordinator of CPDC will be a loss to the region and the women's movement. (Joan goes to a regional post with UNICEF in Colombia).

International Conference on Population & Development (ICPD) Follow Up

The unit contributed to the Economic Commission for Latin America and the Caribbean sponsored Caribbean Population and Development follow up to the **International Conference on Population and Development** held in Nassau, May 3-5, 1995. Participants included delegates from Caribbean states, representatives of family planning agencies in the Caribbean and UNFPA New York and a contingent of small developmental NGO's working in the area of health.

Other

Invitations to members of WAND staff to make contributions to various meetings and conferences, and on the boards of various agencies reflect the value placed on the accumulated experience of this unit. Details are appended at appendices III and IV.

● NETWORKING INTERNATIONALLY ●

ISIS International

The Unit contributed to the January to March 1995 issue of the **Women's Health Journal** of the Latin American and Caribbean Health Network called "Up In Arms Over Breast Cancer". The segment on Support Groups (in the form of personal testimonies) was researched and written in Barbados at WAND.

(continued on page 15)



► *Having their say* Top left: Josephine Dublin, Natalie Rolle nee Giraudel, Linette Vassell & Peggy Antrobus at WAND's 10th Anniversary Celebrations: "Crisis and Challenges" 1988; Margaret Gill from the Barbados Women's Forum at a DAWN Women, Environment and Development Meeting 1991; Nesha Haniff, author, at the Barbados launching of *Blaze A Fire* 1989; Lorna Goodison performing her poem "Mother The Great Stone Got To Move"; Nelcia Robinson (10th Anniversary); Ife Harris and Natalie Charles-Andrews at the Women's Tent at the SIDS NGO Forum 1993; Earlene Horne; Magda Pollard former head of CARICOM's Women's Desk 1988; and at centre Merle Collins giving a poetic tribute to Jackie Creft at the 10th Anniversary. • Photographs by Leo Hewitt, Cornelia Frettlow and Kurlyne Alleyne.



► **Peggy's 50th birthday party, August 1985**

(Bottom left to right) Joyce Harris - stenographer/clerk; Peggy Antrobus; Mona Harvey - stenographer/clerk, Dianne Innis - library assistant, and Norma Shorey Bryan - programme coordinator; Pat Byer (artist) and Pat Rodney - programme officer; Bradley Niles - Tutor, School of Continuing Studies, UWI, Barbados and Joyce Bynoe - creator of People of Tomorrow Programme (POT); Claudia Johnson of Caribbean Development Bank.



► **WAND staff in Bridgetown march against apartheid in South Africa 1987** (r to l) Young man, Veronica Duke, Doreen Brathwaite (holding sign), Brenda Thomas (with handkerchief) Diane Innis (wearing necklace), Jeanette Bell (with "Free Up" placard), Sheila Stuart and Nan Peacocke.

National Black Women's Health Project (NBWHP)

WAND consultant to the reproductive health sector of the programme attended a SisteReach Advisory Committee meeting 19 - 21 June, 1995 entitled Women HIV/AIDS and Violence held in the USA.

Coady Institute, Saint Francis Xavier University

The Coady librarian and WAND publications editor held a consultation at Coady July 25 - August 2, 1995 for the purpose of designing a methodology and parameters for a resource directory on gender and rural development. A one year time frame was established for the production of the document.



► Peggy Antrobus &
Richard Rockwell,
Cocoyoc, Mexico,
Jan/Feb, 1992.
DAWN/Social Science
Research Council/ Int'l
Social Science Council -
sponsored workshop on
Population &
Environment.

III. FUNDING & STAFF

The work of the unit over the past year has been funded by grants from Ford Foundation, MacArthur Foundation, HIVOS, IDRC, UNFPA and OXFAM/US. However, with the shortage of funds in UNIFEM and WAND's failure to find new and additional sources the unit has experienced major reduction in its budget. At the end of this year, this reduced budget led to a reduction in staff and the restructuring of the unit. This means that in the coming year, WAND will operate with a very small core staff of six comprised of Tutor Coordinator, Accounts Officer and a Publications Editor and a secretarial and support staff of three. All other tasks are being undertaken by consultants including the entire field programme. This is not as disheartening as it might be because all the consultants are women who have long association with WAND either as staff or consultants. Indeed they are analogous of an extended family!

One of our temporary losses is the departure of the Programme Coordinator, Jeanette Bell, who was awarded a fellowship to do a master's degree in Development Studies at the Institute of Social Studies at the Hague. The imminent retirement of Peggy Antrobus, Tutor/Coordinator, also founder of the unit, brings to an end an important phase of WAND's work.

IV. CONCLUSION

Over the past year, faced with the prospect of Peggy's departure and in the context of the overall shortfall of funding for this kind of work, the unit has tried to scale down its programme while securing the foundation of experience and relationships with individuals and institutions from which new paths might be defined.

The unit's staff wish to note that, shrinking budgets notwithstanding, institutions worked together in a comprehensive programme of preparations for the 4th World Conference on Women. Under the leadership of UNIFEM, the particular capacities of each agency found a role essential to the outcome. (UNIFEM, convenor of inter agency meetings, refined the strategy, found funds and sponsored the preparatory meetings of the 4th WCW; ECLAC, as Regional Commission for Latin America and the Caribbean, was liaison with the United Nations system and official focal point; CARICOM's role was to assist Governments in the preparation of their country reports and their delegations to the Conference; CAFRA was NGO focal point; WAND ensured the content of materials for the educational process both at the level of public information and in gender training and CANA its dissemination in a variety of popular media). This level of cooperation between regional agencies and programmes in the process of preparations for the 4th WCW demonstrates the potential of the relationship between the women and development and other sectors, when the means at the disposal of institutions are organised and coordinated with structure and accountability in the service of regional ends.



► WAND organised the popular Women's Tent at the UN Conference on the Sustainable Development of Small Island Developing States, Barbados 1994. At mike Desrey Fox, Amerindian language project, University of Guyana; Mikila Wewe, Belize Rural Women's Association; Myrtle Thompson-Rose of Sistren as "Granny".



► **Leo Hewitt**
The only male member of staff.
Left WAND in 1995.



► **Deborah Moseley**
Longest serving member of staff
September 1979 to present.



► **Mona Barrow**
Accounts Officer



► **Letitia Codrington**
Library Assistant



► **Sandra Edwards**
Communications Consultant 1980 - 1985
Now Assistant to the General Coordinator of
Development Alternatives with Women for a
New Era (DAWN)



► Diane Cummins of UNIFEM (Caribbean) pins a corsage on Peggy at a luncheon, Ocean View Hotel, Barbados to honour recipients of the CARICOM Triennial Award, February 1995.



► Seated left to right: Doreen Brathwaite, Michelle Barrow, Andaiye, Brenda Thomas
 ► Back row left to right: Terascita Harris, Veronica Gaston, Leo Hewitt, Desiree Smith, Veronica Duke, Nan Peacocke, Jeanette Bell, Kurlyne Alleyne and Elaine Hewitt at reception for DAWN Inter-regional meeting 1991, Island Inn, Barbados.

UWI/WAND Staff
August 1994 - July 1995

UWI

Vice Chancellor	Alister McIntyre
Professor of Continuing Studies & Pro-Vice Chancellor	Rex Nettleford
Registrar, Cave Hill Campus	Andrew Lewis
Principal/Pro-Vice Chancellor, Cave Hill Campus	Sir Keith Hunte
Campus Bursar	Mervyn Maharaj

WAND

Tutor/Coordinator	Peggy Antrobus
Programme Coordinator	Jeanette Bell
Accounts Officer	Mona Barrow
Publications Editor	Nan Peacocke
Programme Officer	Elaine Hewitt
Stenographer/Clerk	Veronica Duke
Stenographer/Clerk	Mona Harvey
Stenographer/Clerk	Veronica Gaston
Stenographer/Clerk	Desiree Smith
Library Assistant	Letitia Codrington
Office Assistant	Deborah Moseley
General Worker (Part time)	Leo Hewitt
Office Maid (Part time)	Doreen Brathwaite

CONSULTANTS

Andaiye - Guyana
 Clarice Barnes - Montserrat
 Pat Ellis (Associates) - Barbados
 Christobel Ashton - St. Vincent
 Nesha Haniff - Jamaica
 Nancy St. John - Barbados

A SELECTION OF VISITORS TO WAND

Diane Driedyer	Council of Canadians with Disabilities	Canada
Joelle Barbot-Volevin	CIDA/WID	Canada
Carol James	UNDP	Barbados
Claudia Martinez		Columbia
Celeste St. Hill	UNDP	Barbados
Norinda Clement-Layne	UNDP	Barbados
Constance Thomas	ILO	Trinidad
Cheva Thompson	Barbados Crisis Centre	Barbados
Catherine Hyett	OXFAM (Canada)	Canada
Sue Adams	Coady Institute	Canada

**MEMBERSHIP ON BOARDS AND COMMITTEES
(Non-University)**

- Caribbean Association for Feminist Research and Action (CAFRA) - Trinidad
- Caribbean Conservation Association (CCA) - Barbados
- Caribbean Network for Integrated Rural Development (CNIRD)
- Center of Concern - USA
- Editorial Board, UNIFEM - USA
- Global Fund for Women - USA
- Inter-American Dialogue - USA
- International Women's Tribune Centre - USA
- PAHO/WHO Focal Group on Women in Health and Development - Regional
- SisterReach, International Advisory Committee, National Black Women's Health Project (NBHWP) - USA
- UNIFEM Regional Advisory Committee
- Women's International Network for Development Democracy - USA

**MEETING ATTENDED/ADDRESSED BY WAND STAFF
FOR THE PERIOD AUGUST 1994 - JULY, 1995**

MEETING	DATE (1994)	PLACE	PAPER/ADDRESS PRESENTED
<u>PEGGY ANTROBUS</u>			
2nd Preparatory Committee for the World Summit on Social Development	Aug. 22 - Sept. 02	New York, USA	-
Latin American and Caribbean Regional NGO Forum for the 4th World Conference on Women	September 19 - 23	Mar del Plata, Argentina	Overview on "Alternative Economic Frameworks"
Public Lecture/Open Forum, Spelman College	October 09	Atlanta, USA	"Third World Women Organising for Change"
Kellogg Fellows Orientation Workshop	October 23	Miami, USA	
DAWN African Regional Meeting on Alternative Economic Frameworks	November 10 - 13	Senegal, West Africa	Overview on "Caribbean Socio-Economic and Political Development"
Organisation of Solidarity of the People's of Africa, Asia and Latin America (OSPAAAL) People's Right to Social Development"	November 18 - 20	Havana, Cuba	-
"The World Encounter in Solidarity with Cuba"	November 21 - 25	Havana, Cuba	-
Women's Global Strategies Meeting, Women, Environment and Development Organisation (WEDO)	Nov. 29 - Dec. 02	New York, USA	-
Regional NGO Meeting in Preparation for the World Summit on Social Development	December 12	Trinidad	"Women's Perspectives on the Summit"

MEETING	DATE	PLACE	PAPER/ADDRESS PRESENTED
<u>1995</u>			
PREPCOM III for the World Summit for Social Development (WSSD)	January 10 - 21	New York	UNIFEM Panel "Visions for a New Women's Development Agenda for the 21st Century"
			UNICEF/UNIFEM Panels on "Women and Structural Adjustment"
SID Regional Consultation on Sustainable Livelihoods	Jan. 13	Washington	"Sustainable Livelihoods"
CAFRA/Caribbean Rights Critical Perspectives on Human Rights in the Caribbean Regional Conference	Jan. 26	Trinidad	Feature Address "Expansion of the Agenda for Human Rights: Feminist Perspectives"
New Development Options towards the 21st Century: Democracy, Equity and Sustainability"	Feb. 01 - 03	Norway	"Women as Agents of Economic, Ecological and Political Change"
UN World Summit for Social Development	March 01 - 12	Copenhagen	-
PREPCOM III for the Fourth World Conference on Women	March 12 - 29	New York	-
DAWN Caribbean Meeting	May 08 - 10	Barbados	-
DAWN Inter-regional Meeting	May 12 - 14	Barbados	-
Beijing Strategy Meeting	May 15 - 16	Barbados	-
DAWN Steering Committee Meeting	May 17- 19	Barbados	-
ACE/IDRC Research Project on Micro Economic Units in Selected Caribbean Countries: Responses to Structural Change and Implications from Macro Economic Policy	May 27	Jamaica	Discussant for papers on Microenterprises and Informal Savings

MEETING	DATE	PLACE	PAPER/ADDRESS PRESENTED
Strategy meeting for the Fourth WCW"	June 16 - 18	Santo Domingo	-
Caribbean Policy Development Centre (CPDC) Forum on Alternatives	July 03 - 06	Trinidad	"Building an Alternative Paradigm"
UNIFEM/ECLAC/ CARICOM Retreat on Conference Diplomacy and Negotiation	July 17 - 19	Barbados	"UN Conferences in the 1990s"
UNIFEM Regional Advisory Committee on Women and Gender Issues	July 20	Barbados	-

JEANETTE BELL

CARICOM Experts' meeting on Social & Gender Equity Policy	Mar 31	Trinidad	Participant
PAHO planning meeting re: on production of Women, Health & Development video	April 5	Barbados	Participant
CNIRD Symposium on Land and Sustainable Development	May 3 - 5	Grenada	Participant
CARICOM meeting of Ministers' with responsibility for Women's Affairs	May 8 - 12	Bahamas	Report on WAND programme to CARICOM Meeting
CPDC Alternatives Forum	July 3 - 6	Trinidad	Presentation on CORE programme

NAN PEACOCKE

UNIFEM Planning Meeting on Gender Training for Media Personnel	Jan. 9 - 11	Barbados	Resource person. Presentation: "Public Access to Media."
International Symposium: Women in the Media: Access to Expression and Decision Making	Feb. 28 - Mar 3	Toronto	Observer

MEETING	DATE	PLACE	PAPER/ADDRESS PRESENTED
CARIMAC - Curriculum development - Gender Training for Journalists	Mar 23 - 26	Jamaica	Resource person: Presentation: "Revisioning Journalism."
DAWN Caribbean Meeting	May 08 - 10	Barbados	Participant
DAWN Inter-regional meeting	May 12 - 14	Barbados	Participant
2nd Commonwealth NGO Forum	June 18 - 25	New Zealand	Participant: Women's Empowerment Workshop
UNIFEM Gender Training Workshop for media personnel	June 27 - 30	St. Vincent	Resource person
CPDC Forum on Alternatives	July 3 - 6	Trinidad	Group facilitator: Culture and Communication; Micro-enterprise & Indigenous financing.
Retreat on Conference Diplomacy and Negotiations: Towards a Strategy for Beijing and Beyond (UNIFEM, CARICOM, UNECLAC)	17 - 19 July	Barbados	Media Liaison
<u>ELAINE HEWITT</u>			
Critical Perspectives on Human Rights in Caribbean (CAFRA & Caribbean Rights)	Jan 25 - 29	Trinidad	Participant
BARNOD workshop on Health & Disability	Mar 25	Barbados	Resource person
ECLAC meeting on Caribbean Population and Development	May 2 - 6	Bahamas	Participant
Symposium on Family Violence in the Caribbean (UNICEF & Bahai)	May 24 - 26	Antigua	Participant

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WOMEN AND DEVELOPMENT UNIT

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