

# WAND

## ANNUAL REPORT



August 1, 1993 - July 31, 1994

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*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.*



*M. Descartes, historian of the La Pointe Community, St. Lucia listens as Cecilia Dorleon (left) translate from Kwayol to English for Jeanette Bell, WAND Programme Coordinator.*

# INTRODUCTION

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The United Nations Global Conference on the Sustainable Development of Small Island Developing States (SIDS), was without doubt the most notable activity dominating the programme focus of the unit during the year under review (August 1993 - July 1994). Co-operation between the WAND unit and international and other regional agencies produced useful results. Caribbean NGO input into the U.N. Conference was coordinated by the Caribbean Policy Development Centre, WAND, and the Caribbean Conservation Association, which formed the core group of the Caribbean Coalition on Sustainable Development.

The aim of the Coalition is the promotion of a model of development which is economically, socially, culturally politically, and ecologically sustainable.



WAND organised the programme of the Women's Tent at the NGO Forum of SIDS, and took this unique opportunity to bring together women from the communities with whom we work in the Communities Organising for Self Reliance (CORE) programme.

At the level of CORE, which represents WAND's continuing efforts to support women to counter marginalisation of the rural sector, the pace of activities quickened this year.

Community-based workshops tailored to the specific needs defined by community partners looked more carefully into areas of leadership, economic enterprises, health and participatory research methodology.

In the region, political, economic and social conditions were

characterised by a high level of anxiety. In the Windward Islands, apprehension about the future of markets which have in the past been secured by preferential treatment, continued to impact on the agricultural communities which are the economic base of the CORE programme in those territories. In Belize, a change of government and emerging constitutional issues absorbed NGOs into the role of mediator in national affairs. In Guyana, where a new government was elected in 1992, the legacy of party/race domination, the large national debt, the collapse of the infrastructure and of social services has weakened the capacity of NGOs to bolster civil society. In Barbados, a government attempting to implement an International Monetary Fund structural adjustment programme, found itself in a deteriorating political climate which culminated in a call for elections.

With regards to upcoming events, activities leading to the **World Summit on Social Development** began to gather momentum, providing a context for examining alternative development strategies which address the Summit's themes: elimination of poverty; creation of productive employment; and social integration. During this year, WAND together with its partners also began to prepare for the **Fourth World Conference on Women**, through participation in regional and national meetings as well as planning and implementation of a regional public education programme in support of the conference.

# REPORT ON PROGRAMME

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## I. SECTORS IN WHICH WAND WORKS

### ◆ RURAL DEVELOPMENT

#### *Communities Organising for Self-Reliance Programme (CORE)*

The aim of this programme is to build the capacity of women to take on leadership roles in pursuing goals of a development model which is equitable, holistic, participatory and sustainable; that is, sustainable human development. The programme is designed to promote and facilitate the empowerment of women and men to take control of their lives. It aims to create self-reliant communities and that is the kind of development community members want, can manage and sustain. The programme builds on groundwork laid down by WAND over the past ten years.

A methodology is being used which will ensure the active participation of community members in all stages of the development process and in all activities including research, programme planning, management and evaluation.

The documentation of this work is therefore of central importance. Documentation includes:

- (a) case-studies of the communities;
- (b) record of processes, methodology and strategies used in this work;
- (c) evaluation of the work in the communities, as well as of the overall project.

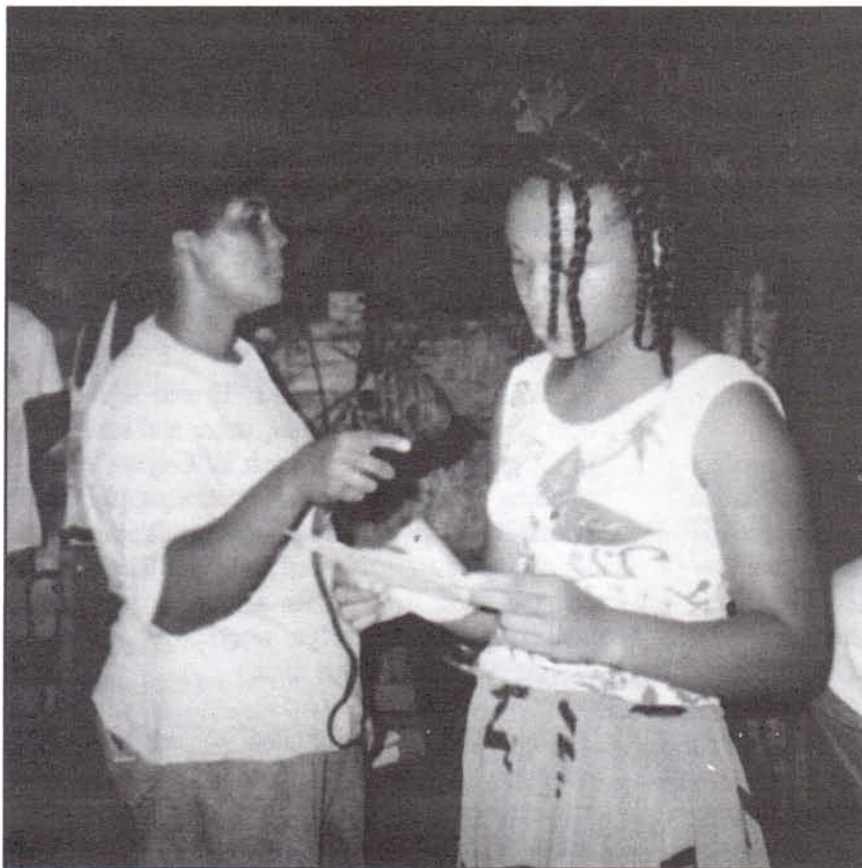
Research techniques used include: structured interviews with men and women in the communities selected and with key respondents from the intermediary organisations, reviews of

literature and project documents including project evaluations.

Community members are trained to conduct participatory research which will enable them to plan and carry out micro research studies, as well as how to analyse, interpret and use research data to solve community problems and to plan community activities to meet community needs.

In the past year CORE programme work was conducted in eight communities with five intermediary organisations. It involved one regional workshop and a number of community level workshops. Representatives of the communities also participated in the NGO FORUM at the UN Global Conference on the Sustainable Development of Small Island Developing States, and were involved in a regional meeting with Grass Roots Organisations Operating Together in Solidarity (GROOTS International) whose Caribbean network was launched at SIDS.

The following account of work with communities provides a fuller description of activities carried out by WAND during the year. A more detailed report and analysis of this work is being prepared for publication and will serve as a basis for WAND's contribution to the World Summit on Social Development to be held in Copenhagen in March 1995 and the World Conference on Women to be held in Beijing in August/September 1995.



*Cecilia Dorleon (left) coordinator of the Community Development Committee, La Pointe recording research findings by a young participant.*

### *La Pointe, St. Lucia*

Two visits were made to the La Pointe community during the past year, which helped to further clarify the programme and instil a sense of community spirit and support towards the advancement of La Pointe.

A Community Development Committee was selected by La Pointe's residents in late 1993 to review the WAND visit and develop plans for the continued implementation of the programme. Amongst the activities developed were, fund-raising/community activities, commencement of the community survey re: history/demographic information.

The first training workshop on community-based research methods was conducted with the La Pointe community in April 1994.

### *Rose Hall - St. Vincent*

A "New Leadership Workshop" was held in July and August, 1993 to expose the youth in Rose Hall to the philosophy, methodology and skills necessary to enable them to continue and manage the community development project started in 1981.

Representatives from other communities in Belize, Grenada, Dominica, Montserrat and

St. Lucia were invited to participate in this workshop which provided them with the opportunity to:

- share their experience of working with women in rural communities;
- learn from the Rose Hall experience;
- understand how participatory methodology can be used to create the conditions for sustainable development in self-reliant communities.

The workshop emphasised understand the importance of gender in community development and the role of women in leadership in the community development process.

Another workshop entitled "Managing Community Economic Enterprises" was conducted with the Rose Hall Community Working Group.

The objectives of the workshop were to provide advice and inputs based on assessment of problems identified and to develop simple

systems and tools for evaluating and monitoring community based economic enterprises including financial and human resources.

WAND has also been providing programme support to Rose Hall to source grant funding for a proposal "Community participation in Early Childhood Education and its Contribution to Community Development" which aims to upgrade the facilities of the community pre-school.

#### *Petite Savanne - Dominica*

The Petite Savanne Animation project implemented by the Small Projects Assistance Team, (SPAT), Dominica is now in its second year. At the end of the first year a one day evaluation was held to reflect on the achievements and failures of this initiative. WAND's Programme Coordinator was one of the evaluators.

#### *Streatham/Windy Hill - Montserrat*

As a follow-on from the introductory workshop, the Mid Eastern Community Group organised a

Streatham and Windy Hill Awareness Weekend in October 1993. The support of the entire community was mobilized around this activity.

Some of the Montserrat programme was recorded on video tape. The unit is looking forward to putting arrangements in place for the video documenting of CORE sometime in the future.

#### *Red Thread - Guyana*

At WAND's invitation Red Thread agreed to host a workshop on women, water and sanitation in Guyana within the context of Guyana's long-standing problem with water supply and sanitation as well as Government's proposed agenda to address the problem. Red Thread was also selected because its workshop teams are well qualified to design workshops and train trainers working in this area.

The training was initiated to assist in an integrated approach in the organisation and management of environmentally sustainable water supply and sanitation systems by training of trainers on women's needs as well as their



*A discussion in Kawkwami, Guyana takes place during a CORE introductory visit. Red Thread has developed health, research and popular education teams from within its membership.*

participation in planning, implementation and evaluation of Water supply and sanitation programmes and projects. Equipped with updated knowledge on the various levels of women's involvement in the water sector, the trainers will be able to train at National and grassroots levels.

#### *Regional Intermediaries Workshop*

The internal end of year programme evaluation of the unit in August 1993 had recommended the need for a meeting of the intermediaries who expressed interest in participating in the "Communities Organising for Self-Reliance" programme.

Two persons from each intermediary were invited to participate; these were, the head of the agency as well as the programme staff person most involved in the programme.

The objectives of the meeting were to discuss:

the philosophy, principles and concepts of the programme;

the progress and development of the programme so far;

the issues/concerns that are emerging and how these should be addressed;

to clarify the roles, relationships, responsibilities and expectations of all organizations involved;

to begin some forward planning.

The meeting was also used to provide information on the types of communities involved in the programme and determine their strengths and weaknesses, which is critical to the achievement of the objectives of the programme and its success.

#### ◆ HEALTH

During the past year, the WAND Consultant made one field visit to Nigeria to continue work on the international health exchange project between women's health programmes in Nigeria and the Caribbean.

#### *National Association of Nigerian Nurses and Midwives (NANNM)*

A two day workshop on "Organizational building and Management" was conducted with the National Association of Nigerian Nurses and Midwives (NANNM). Using a participatory process an organisational structure was developed and agreed upon by participants generating discussion about power, authority and mass participation in decision-making. These discussions highlighted the importance of communication and sharing of information and the need for the building of solidarity among women.

Following the workshop, participants were joined by other representatives to vote for members of the first Executive Committee of NANNM's Women's wing. The election and the official legal formation of the women's wing has been seen as a major achievement within the context of WAND's work with NANNM.

The women have been able to overcome many hurdles and through a process of training are equipped with the basic knowledge and skills needed to build and manage an effective organisation.

#### *Women In Nigeria (WIN)*

WAND's assistance to the second Nigerian group WIN, Cross River State included: a training workshop for WIN members; meetings with workshop sub-committee and with WIN Executive Committee members; visits to four

women organizations being serviced by the Cross River State Branch.

Three training workshops were held with WIN. These focussed on: Self-evaluation and Analysis and Interpersonal Relations; Conflict, Management and Problem-solving; and Workshop with men.

Two meetings were held with the workshop sub-committee which focussed on planning and evaluation. Plans included the proposed field visit of two women from Nigeria to the Caribbean which was mentioned earlier in this report.

The Evaluation plan which seeks to assess the short and long term impact of using the Participatory Methodology in WIN developed by the Consultant on an earlier visit was discussed and initial systems established to implement the plan.

#### *Study Tour*

As part of WAND's programme assistance to Women In Nigeria (WIN), WAND facilitated a study tour for two women from Nigeria to the Caribbean. Visits were made to two communities with whom WAND is currently working in the communities self reliance programme to learn from their experiences. Visits were made to St. Vincent where they participated in a workshop in Rose Hall on the theme "Managing Community Economic Enterprises". The workshop included a sharing of Nigerian experiences in managing similar enterprises.

The Nigerians also visited Guyana where Red Thread organised a one week programme for them. Both women were interested in the application participatory methodology in relation

to community problems, and gender relations and were interested in understanding cultural differences to help determine the useful application of Caribbean initiatives and solutions to the Nigerian context.

#### *Mail-out*

WAND's popular Health Network Mailout is a product of cooperation between the programme (field) staff and personnel in the documentation centre. This service moves information out of the library into the hands of groups and individuals who use it in their work. Ideas for the topics of these "mailouts" come from people who raise them to WAND staff in the course of workshops, discussion groups and by monitoring newspapers, radio and television.

The unit was fortunate to receive a small grant from the Health Promotion Resource Centre at Mona, Jamaica to assist in the dissemination of the mail out. The following topics were covered:

- August '93  
Abortion
- September '93  
Call to action by the Barbados consultation for new alliances between men & women to end reproductive tract infections.
- November '93  
16 Days of Activism.
- March '94  
The seventh call for action on international day of action for women's health.
- June '94  
Grassroots organising
- July '94  
Depression.
- July '94  
Women Empowering Communication based on the participation of a WAND staff member in the conference held in Bangkok, February, 1994.

## ◆ MEDIA PRODUCTIONS UNIT

### Publications

#### *New Woman Struggle*

Two issues were produced during the year under review on the following themes:

■ December 1993  
Population

■ March 1994  
Sustainable Development, in preparation for SIDS (dedicated to the young people of Barbados: February 1994)

### *Occasional Papers*

WAND Occasional Papers were:

4/93 Gender Power differences may be STD Risk Factors for the Next Generation by W.Penn Handwerker.

5/93 The Internal Family Systems Model: An expansion of Systemic thinking into the level of internal process by Richard Schwartz.

2/94 CAFRA Platform Document - NGO preparatory Report for the Fourth World Conference on Women.

1/94 Militarism: Anathema to Sustainable Human Development and the Environment.

A special series called The Beijing Agenda is part of WAND's contribution to the public education campaign supported by CARICOM.

## ◆ DOCUMENTATION CENTRE

During the year there were 42 visitors to the Centre researching a variety of issues. The Centre acquired 252 texts, 844 periodicals and 8 audio-visual documentaries. The Centre also accommodated a number of long term researchers.

Ms. Sue Adams from the COADY International Institute St. Francis Xavier University, Canada, who received a professional award from the Canadian International Development Agency, to conduct a project entitled "Sharing Information Resources in the Caribbean". Ms. Adams spent her three months attachment indexing health related articles using CDS/ISIS data base programme which enabled her to produce: "Towards Total Wellness: Women in the Caribbean. Selected Bibliography of Periodical Articles in the WAND Documentation Centre" which has been distributed to interested agencies.



*Young men Ian Best, (President of Mount Horne Community Group, Grenada) and at right Jerry. One of the objectives of the CORE programme is to document the process.*

## II. COLLABORATION WITH OTHER PROGRAMMES/INSTITUTIONS

### *Department of Government, Sociology and Social Work, UWI*

WAND was one of the participating agencies in the field placements for students of the Social Work programme, Cave Hill, during Semester 1, of the academic year 1993-1994. One student, Ms. Anne John, was attached to WAND.

### *Social Welfare Training Centre, UWI*

WAND contracted the services of two consultants to conduct the two day Gender and Development input into the Four Month Social Work Training programme, organised by the Social Welfare Training Centre, Mona. WAND has been conducting these workshops for the past ten years.

A new departure this year was a focus on gender relations rather than on Women in Development. The workshop was conducted by a female - male team and introduced the use of Re-evaluation counselling as a strategy for working with gender issues.

This experiential methodology draws on elements of Humanistic Psychology. Re-evaluation Counselling involves people taking turns listening to each other attentively and intelligently for committed periods of time. Being listened to well can create profound effects in the person who is being listened to. Talking openly about matters of concern enables the person to think more clearly about them.

The workshop also focused its thirty-eight participants on techniques for working with men. As part of this approach, the workshop was at some points divided into male and female groups. This allowed for both sexes to work

with a facilitator of the same sex on specific issues.

An evaluation of the experience indicated that "the strength of the experience was that it encouraged soul searching and facilitated confidence building".

### *Institute of Social & Economic Research (ISER)*

In Phase II of A Programme of Research on Women's Reproductive Health being conducted by ISER, collaboration between units of UWI continued. Dr. Winsome Segree (Principal Investigator) of the Department of Social and Preventive Medicine and the Tutor Coordinator of WAND have joint responsibility for the education and training component of the research, the intention being to utilise the outreach networks that WAND has already built up in Eastern Caribbean communities. WAND Programme Officer responsible for health participated in the first Caribbean Summer School on Health Promotion sponsored by the HPRC, UWI early this year.

### WITH OTHER AGENCIES

#### *PAHO/WHO - Office of Caribbean Programme Coordination*

WAND was invited by the Caribbean Office of the Pan American Health Organization (PAHO), to be involved in a project on Cervical Cancer Control in Barbados and the Eastern Caribbean.

The Project will consist of a survey designed to elicit information on knowledge, attitudes, beliefs and practices that effect the incidence of cervical cancer in the Caribbean. The objective is to identify barriers to pap smear testing. WAND's applied a critique to the final design

of the questionnaire and formulation of the Plan of Analysis.

#### *Women, Health & Development Gender Training Manual*

WAND staff held discussions with staff of PAHO relative to the development of a training manual on Gender, Health and Development which will be used to train Women in Health and Development Focal Points at national level. Discussions focussed on strengthening the content of the manual to provide skills in gender analysis as well as providing the necessary skills for sensitizing policy-makers on issues of women's health.

WAND also assisted in the identification of resource persons trained in the skills of gender analysis to work as consultants to update the draft manual and facilitate a pilot workshop to test the manual.

The WAND Programme Coordinator also participated in two internal review meetings of the training manual which sought to ensure that the manual responds to the needs of the Caribbean in its content and methodological approach to training.

#### *Collaboration with INSTRAW/Red Thread - Training Workshop on Women, Water Supply and Sanitation*

The United Nations International Research and Training Institute for Women (INSTRAW) in collaboration with WAND sponsored a National level workshop on Women, Water Supply and Sanitation in Guyana.

#### *Caribbean Natural Resources Institute (CANARI)*

The Unit participated in a panel discussion on the "The Role of Regional Non-Governmental Organisations in support of Community-based

Initiatives and Development", which formed part of the third course in the regional training programme in co-management for sustainable development organised by CANARI.

The course focussed on organisational change and institutional arrangements for participatory planning and co-management.

#### *OXFAM/America Evaluation Workshop*

WAND as a grantee of OXFAM America, was invited to participate in the Caribbean regional meeting to review its work in the region over the past four years and to help set the broad parameters for OXFAM America's next program cycle 1994-97.

#### *CAFRA's General Meeting*

WAND participated in the third general meeting of the Caribbean Association for Feminist Research and Action (CAFRA). The objectives of this meeting were to appraise the membership of CAFRA's stewardship over the last three years. To ratify CAFRA's programme over the next three years; to share experiences to facilitate growth and solidarity for the purpose of continuing and strengthening CAFRA's work. To discuss CAFRA's position for the 1995 World Conference on Women and to elect a regional committee.

#### *IPPF Workshop in Grenada*

Under 20s Clubs were brought together through an International Plan Parenthood Federation workshop. Family planners and members of the Under 20s Clubs from across the region met in Grenada to focus on youth programmes over the next five years.

The programme was designed to help the various FPAs and UTCs understand their roles in a changing society; new approaches to be included in their peer counselling programmes;

and the need to build confidence within the group. WAND's Programme Officer, facilitated the session on building the self esteem of the core group of UTC members, their attitudes and values, using role play techniques.

*Gender Analysis Training Workshop in Agricultural and Rural Development*

The Ministry of Agriculture, Lands, Fisheries and Forestry in St Lucia, sponsored the first workshop on gender analysis of Caribbean Sub-

regional Technical Cooperation Network of Institutions and Organizations in support of rural women in October 1993.

The aim of the workshop was to execute the FAO Plan of Action for the Integration of Women into Development and the establishment of a network on rural women.

WAND participated in this workshop as a member of the resource team.



*The Mount Horne, Grenada Youth Group work out an activity during a workshop facilitated by WAND. At that time meetings were held in the old school building in Mt. Horne. Since then residents have constructed a new centre with the help of people from Apres Toute.*

## INTERNATIONAL CONFERENCES

### *Fourth World Conference on Women 1995 - Beijing*

WAND has been involved in preparatory activities for the Fourth World Conference on Women which will be held in Beijing in 1995. The regional framework under which preparation for the 4th WCW are underway in CARICOM states was designed by UNIFEM (Caribbean) in association with a number of regional and international partners including WAND.

### *CARICOM Secretariat*

CARICOM is responsible for working with national governments in preparation of their national reports and public education campaign. It is expected that the reports will inform the document emanating from the Regional Preparatory Committee meetings as well as a Platform of Action which will be presented to the Conference for approval.

The objectives of the regional and national meetings are: to set guidelines for the process of data collection and consultation in the preparation of country reports on the status of women and a regional report; to review the progress of these preparations and to outline a regional strategy for public education programmes on development issues and women's concerns.

The following are a number of national and regional level activities to which WAND staff has been making a contribution

### *Preparatory National Level Conference- Barbados*

The Bureau of Women's Affairs held a two-day national level conference to assist in preparation

of the National level Report on the Status of Women in Barbados which will be included in a Caribbean Regional report to be presented at the fourth World Conference on Women.

Ten areas of focus were identified for working group discussion. WAND's Administrative Assistant was rapporteur for the workshop on Violence Against Women.

The Bureau in collaboration with the Ministry of Agriculture, Food and Fisheries hosted a one day workshop on women in Agriculture in Barbados.

The results of this workshop will be included in an FAO report on Rural Women in preparation for the Fourth World Conference on Women. The Report will be prepared by the Italian Association for Women and Development.

### *Regional Preparatory Meetings*

The Tutor/Coordinator and Publications Editor participated in the first regional preparatory meeting which was held in Barbados in October 1993. The main objectives of this meeting were: to agree on a unified approach to preparations and clarify roles of national and regional agencies; obtain a progress report on preparations in each territory; and identify and prioritise critical issues facing the region. An outcome of this meeting was recognition of the need for inter-agency collaboration and coordination in all activities.

The second regional meeting was held in Antigua in March 1994 to debrief on the first phase of the preparatory process, which included the refining of the national reports and defining of a format for the regional report.

A summary of preliminary findings of research on the Caribbean family conducted by the Women's Studies units of the University of the West Indies and the University of Guyana was presented. This study was commissioned by CARICOM in observance of International Year of the Family.

In addition, a proposal for the pilot study of a project on "Counting Women's Unwaged work" was also presented. The pilot is expected to be carried out in Trinidad and Tobago where some ground work on this issue have already been laid.

#### ***Caribbean Sub-regional NGO FORUM***

The WAND Programme Coordinator participated in the Caribbean Sub-regional NGO Forum as part of the preparatory activities to the Fourth World Conference on Women.

The purpose of the meeting was to ensure that the interests of Caribbean countries are taken into account in the preparations for, and outcome of the Fourth World Conference on Women.

The objectives of the meeting were (a) to allow NGOs to share issues arising out of National reports and build consensus on Sub-regional issues prior to the Latin American and Caribbean Regional Conference, to be held in September 1994; and (b) to build consensus with Sub-regional Governments on critical issues regarding women's advancement in the sub-region.

#### ***Public Education Programme***

WAND has been coordinating a Regional Strategy for a Public Education programme in collaboration with CARICOM, UNICEF, UNIFEM and CAFRA, in preparation for the

United Nations Fourth World Conference on Women.

WAND has undertaken responsibility for the production of a series of publications for public education within the format of WAND Periodicals (Occasional Papers and New Woman Struggle) addressing from a Caribbean and Gender perspective themes related to the United Nations Global Conference on SIDS, the International Conference on Population and Development and the World Summit on Social Development.

The unit has also been liaising with UNIFEM on a proposed CANA Radio programme where issues from the National and Regional reports will get exposure. The three agencies have been meeting on a regular basis to develop the content and format of the Radio series.

UNICEF is funding the research and networking activities to facilitate the production of the programmes.

WAND has also been liaising with CAFRA to ensure that issues from the non-governmental community are reflected in news coverage, feature articles and publications.

#### ***Women Empowering Communication Conference***

The WAND Programme Assistant participated in the global conference on "Women Empowering Communication", which was held in Bangkok in February 1994. The conference brought together communications and media women from every region in the world, to share and evaluate developments in women's networking and communications activities over the past two decades and to explore and stimulate new ideas and initiatives and to plan strategies for the



*Marie Descartes "Sesenne" folk singer and dancer at home in La Pointe, St. Lucia. Research in this community brought out the power of "cultural forms" as a communications medium.*

future in preparation for the World Conference and NGO Forum in Beijing.

The theme of the conference "Women Empowering Communication" set the goals which the women's conference wants to achieve including the reassessment of media related strategies adopted towards the end of the women's decade in 1985, the exploration of possible empowerment for women in and through the media to improve the status of women and encouraging and expanding

networking and solidarity with women's groups working in related fields.

*United Nations Global Conference on the Sustainable Development of Small Island Developing States (SIDS). Barbados, April-May 1994.*

The Caribbean Coalition on Sustainable Development was instrumental in convening a regional workshop for Caribbean NGOs in February 1994 on UN negotiating strategies and procedures in preparation for SIDS. Co-sponsors of this workshop were the CARICOM Secretariat, UNIFEM and the Natural Resource Management Unit of the Organisation of Eastern Caribbean States with administrative support from the United Nations Economic Commission for Latin America and the Caribbean (UNECLAC). The workshop aimed to identify priority issues of Caribbean NGOs and to train participants in techniques of lobbying in order to strengthen and expand their capability to influence policy.

The Coalition obtained the approval of the workshop for a minimum set of objectives to be achieved at the SIDS Conference, which included the creation of a partnership role with Governments and the private sector in the search for alternative models for sustainable development.

A core delegation was selected to represent the Coalition at the Resumed Preparatory Committee Meeting in New York, held in March 1994.

In collaboration with the NGO Forum Liaison Committee, the Coalition assisted in securing

funding for the participation of Caribbean NGOs in the NGO Forum activities of SIDS and for the selection of delegates to the official conference.

#### **NGO FORUM**

WAND was also a member of the NGO Forum Working Group, which planned the workshop activities of the SIDS, working with the Caribbean Policy Development Centre in convening a series of workshops on Present Development Models and Alternative Development Models.

The workshops provided a forum for the examination and promotion of the concept of "Sustainable Human Development" and a critique of Present Development models.

#### *Women's Tent Activities*

WAND coordinated the programme of the Women's Tent at the NGO Forum. The unit with the support of UNIFEM and the

Commonwealth Foundation seized the opportunity to invite community members and intermediaries to share experiences of their work on development issues which affect them at National level.

The Tent ran from April 20 - 29 (i.e. until the beginning of the official Conference). Activities included a Caribbean Regional Workshop of the network, Grassroots Organisations Operating Together in Solidarity (GROOTS); a UNIFEM panel on bio-technology; a WAND Panel on Sustainable Communities; and a DAWN Panel on Militarism.

The objective of the GROOTS workshop was to provide an opportunity for the organisation to establish itself as a concept and organisation within the Caribbean; work to strengthen the impact of Grassroots women in the Forum and Conference; and plan the group's participation in the 1995 World Conference for Women.



*Folk singers from the Dominica Disabled Association (seated) in national costumes before a performance at one of the Women's Tent's "Evening Fiestas". Peggy Antrobus waving in the background.*

Twenty-eight women from eleven territories took part in the workshop; these participants were mainly the women involved in the Communities Organising for Self-Reliance (CORE) programme. The workshop identified the issues common to Grassroots women across the region, stating strongly that they are "leading human development" through childbearing and childrearing; finding positive alternatives for youth; struggling to counter forms of personal and community violence (battering, child abuse, drug use, competition by race, gender, culture) serving as a volunteer army, for community building when there are no financial resources, and empowering rural people who have been "pacified and exploited".

The workshop concluded that new development models needed to focus on communities, which they defined as "the living and working environments of poor and low income women and their families, taking into account the personal, economic, social, cultural, political and ecological aspects of development and opening up of channels for people's participation in determining their own priority needs, gaining access to finances, materials and technologies for improving their situations, and exercising power in the policy and decision-making processes". They identified Rose Hall (St. Vincent), BRWA (Belize) and Red Thread (Guyana) as "living examples" of efforts at creating alternative models.

#### *World Summit for Social Development*

The ECLAC Sub-regional office convened a preparatory meeting to discuss issues identified within the English-speaking Caribbean for inclusion in documentation to be prepared for the Latin American and Caribbean region. Core issues for the Summit are: the enhancement of social integration, particularly of the more disadvantaged and marginalized groups; the

alleviation and reduction in poverty and expansion of productive employment. WAND's Tutor/Coordinator has been an active participant in WSSD preparations, drawing on the Development Alternatives With Women For A New Era (DAWN) conceptual framework.

#### **NETWORKING INTERNATIONALLY**

##### *NBWHP - Women Who Dared Calendar*

The Tutor/Co-ordinator of WAND was featured in the 1994 Women Who Dared Calendar, a project of the National Black Women's Health Project (NBWHP). The calendar was produced in recognition of the "daring courage of women who wield the powerful tool of their work for social change, encouraging sisters everywhere to speak up and speak out."

##### *SisteReach Advisory Committee Families in Transition Sub-region Meeting*

The WAND Tutor/Coordinator was instrumental in the formation of a sub-group which plans to develop a panel of women of African descent to address issues of black families in transition, intending to reflect on the changes in families as this applies to dislocation, poverty, unemployment and social alienation. The panel will also examine women's contemporary contribution to families.

The aim is to link the series of international conferences from the Children's Summit to the Fourth World Conference in the organisation of this panel.

##### *International Advisory Committee Meeting*

NBWHP - plans to host an International Network of women workshop at the ICPD Conference in September 1994 in Cairo. The workshop's theme will be on building networks of women of African descent on Population and Development.

### *CIDA Professional Award*

Professor Ann Denis of the University of Ottawa, Canada received a CIDA professional award (see also page 9) which enabled her to conduct follow-up research on participants of the WAND youth programme, People of Tomorrow.

The People of Tomorrow programme, while no longer active remains a reference for WAND's programme focus, since, if funding is secured, the Unit would reintroduce the programme.

Professor Denis spent six months attached to WAND conducting the study with former P.O.T participants to determine the strengths and weaknesses of the programme and to prepare a case study. It is anticipated that the case study could be made available to organizations in other countries which are considering the establishment of similar programmes.

A one day workshop was held in February with P.O.T participants to share information on the research finding and process. It also provided participants with a opportunity to seek clarification on the research process and focus

their ideas and the recommendations emerging from the research regarding future WAND youth programming.

Findings indicated "that vast majority (80%) of the participants felt that they had benefitted from P.O.T in one or several ways. Increased self-esteem, self-empowerment and greater self-confidence were by far the most frequently mentioned benefits. Contact with other young people who become a support network was also important, as was the fact that this was a programme that gave young people a voice and involved them actively in the programme's organisation and content."

### *ISIS*

The Documentation centre in collaboration with the Media Productions Unit and the WAND Programme Officer responsible for health continued to supply the Santiago, Chile based ISIS International's Journal of Women's Health with news items from the English-speaking Caribbean. WAND also contributed to a special 10th anniversary of the Latin American and the Caribbean Health Network.



*Don Stapleton (left) and Geraldine Joseph (right) in discussion at the Rose Hall New Leadership Workshop.*

# CONCLUSION

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**W**AND's programme orientation can be summarised as an attempt to elaborate links between international, regional, and national development in the context of community realities. While it is evident that only certain actions are appropriate at each of these levels, the scenario for social transformation depends on efforts at each level reinforcing those in the others. The CORE programme initiated by WAND is an attempt to define and expose these links and to enhance conditions in which partners at each level can define their appropriate role and be supported.

The links between these levels is illustrated by the participation of Caribbean women at the Global Conference of SIDS. With the support of UNIFEM, WAND facilitated the participation of women from the CORE project in the NGO Islands Forum. WAND also liaised with the Caribbean representatives of GROOTS to facilitate arrangements for GROOTS' first regional conference in the Caribbean to take place in the Women's Tent on the day before the NGO Forum was opened. WAND then arranged for the CORE participants to arrive in time to participate in the GROOTS conference, thus enabling them to take part in the launching of GROOTS' Caribbean network.

The participation of DAWN in the programme also enabled grassroots women to gain a better understanding of the ways in which macroeconomic policies are shaped by global trends and realities.

WAND operates on the principle of working through intermediary organisations. To do this WAND must find criteria for a working relationship, including a shared philosophy about empowerment of women at household and community level and a commitment to the autonomy of communities.

This model of linking of local, regional and international activities in women and development work, requires a different approach to funding: one which will support all three levels. Self reliant development requires not only approaches which are equitable, participatory, holistic and sustainable but the institutions at each level which can mobilise and sustain this kind of development. The success of WAND's programme ultimately depends on the vitality and viability of intermediary organisations and community groups and the effectiveness of intermediary and community groups working toward sustainable development depends on the ability of regional bodies to establish intelligent priorities and to be shaped by them. Funding support which allows for this way of working will enhance the conditions for Caribbean development in the future and lead to the goal of sustainable human development.



**UWI/WAND Staff August 1992 - July 1993  
August 1993 - July 1994**

**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	Victor Cooke

**WAND**

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

**CONSULTANTS**

Andaiye  
Nancy St. John  
Pat Ellis Associates  
Clarice Barnes  
Nesha Haniff

VISITORS TO WAND

Dr. Winsome Segree	-	Director, Health Promotion Resource Centre, UWI
Anna Schiavoni	-	AIDOS - Italian Association for Women in Development
Monica te Wierik	-	UNESCO - Consultant
Teresa Salazar de Buckle	-	UNIDO "
Dessima Williams	-	Brandeis University - Department of Sociology
Claire Slatter	-	University of the South Pacific - Department of History and Politics
Carmen Hutchinson-Miller	-	Frontiers in Mission Volunteer (Costa Rica)
Judith Bullen	-	OXFAM America
Sheila Carman	-	University of Tennessee
Kimberley Nettles	-	University of California
Patrick Gibson	-	Canada Indiana University
Maria Ogar	-	Women in Nigeria, Cross River State/University of Calabar
Evelyn Edet	-	Women in Nigeria, Cross River State/Ekeledi
Sonia Correa	-	DAWN Research Coordinator
Ann Denis	-	Professor - University of Ottawa
Sue Adams	-	Coady International Institute

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

- ◆ Inter-American Dialogue - USA
- ◆ Global Fund for Women - USA
- ◆ Caribbean Conservation Association - Barbados
- ◆ Editorial Board, United Nations Development Fund for Women (UNIFEM) - USA
- ◆ SisterReach, National Black Women's Health Project, (NBWHP) - USA
- ◆ Regional Advisory Committee on Women and Gender Issues, UNIFEM Caribbean Office - Barbados
- ◆ World Resources Institute - USA
- ◆ Caribbean Network for Integrated Rural Development, (CNIRD) - Trinidad
- ◆ Caribbean Association for Feminist Research and Action, (CAFRA) - Trinidad
- ◆ Center of Concern - USA

**REGIONAL AND INTERNATIONAL MEETINGS ATTENDED  
BY TUTOR/COORDINATOR AND PROGRAMME STAFF**

<b>THEME OR OCCASION FOR MEETING</b>	<b>DATE (1993)</b>	<b>PLACE</b>	<b>WAND's INPUT</b>
<b><u>Peggy Antrobus</u></b>			
DAWN Inter-Regional Meeting	January 17 - 20	Brazil	
Women's International Conference on Reproductive Health and Justice	January 24 - 28	Brazil	
First Preparatory Committee for the World Summit for Social Development	January 31 - February 11	USA	Feature Address to plenary
Regional Preparatory Meeting for the UN Global Conference on Sustainable Development of Small Island Developing States	February 21 - 23	Trinidad	"Gender Issues in Sustainable Development"
Women's Studies Programme - University of Maryland	March 22	USA	"Women in an Era of Global Change: Gender, Women and Sustainable Development"
PREPCOM III for ICPD	April 04 - 16	USA	
First UN Conference on Sustainable Development of Small Island Developing States	April 24 - May 06	Barbados	Address: Gender Issues in Sustainable Development

THEME OR OCCASION FOR MEETING	DATE (1993)	PLACE	WAND's INPUT
National Black Women's Health Project/SisteReach Advisory Committee Meeting	June 28 - July 01	USA	Overview of Global Trends in the 90's
<b><u>Jeanette Bell - Programme Coordinator</u></b>			
<b><u>1993</u></b>			
CEPAT Training Programme	August 13, 1993	Trinidad	Paper presented on application of Gender Analysis Instrument to Rural Context (Black Bay & Annadale)
Rural Women's Network workshop	Oct 11-15	St. Lucia	Presentation on WAND's work in rural development. Also work of other regional organisations.
CAFRA Biennial General Meeting	Nov 17-19	Guyana	
CNIRD Management Committee	Dec	Trinidad	Represent WAND in discussion. Input into CNIRD decision making.
<b><u>1994</u></b>			
CPDC Alternative Forum Meeting	Jan 12	Barbados	Preliminary planning/ brainstorming meeting
Grenada Staff training	Feb 1-3	Grenada	
Women's Affairs - National Consultation re research findings (Beijing)	Feb 16 - 17	Barbados	

THEME OR OCCASION FOR MEETING	DATE	PLACE	WAND's INPUT
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IDRC International workshop on Traditional Health Systems and Public Policy	March 2-4	Ottawa, Canada	
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PAHO internal meeting re production/review of health, development manual	May 10-11	Barbados	
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Women's Affairs - Consultation on Women in Agriculture	May 18	Barbados	
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GRENCODA staff training/community workshop	June 13-16	Grenada	
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CAFRA/DAWN preparatory meeting	June 24-25	Curacao	
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Women's NGO Forum meeting UNIFEM/ECLAC/CARICOM	June 27-30	Curaco	
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PAHO Internal Review Meeting on Gender, Health and Development Training Manual	July 4-5	Barbados	
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CNIRD Management Committee Meeting	July 18-19	Trinidad	
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**Elaine Hewitt - Programme Officer**

**1993**

Effectiveness Training (PAREDOS)	Aug 10	Barbados	
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Violence (Soroptomist Int)	Aug 17	Barbados	Testimony at Global Tribunal on Violations against Women.
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THEME OR OCCASION FOR MEETING	DATE	PLACE	WAND's INPUT
DAWN Reproductive Workshop	Nov 1-3	Barbados	
Violence Against Women workshop	Nov 21	Trinidad	Presented a paper "Breaking the Silence."
<b><u>1994</u></b>			
Encounters of the Peoples of the Americas and Caribbean	Jan 25-29	Cuba	Participant
SIDS	April 14-29	Barbados	Participant
Violence in the Family	May 23-25	New York, USA	Participant
Women Against Violence PNP Women's Rally	July 9-10	Jamaica	Presented a paper "Women Speak Out"
Health Promotion Summer School	July 17-30	Jamaica	Participant

## PRODUCTION MEETINGS

"LA L.A.W." meetings first started when staff working in the WAND Media Production Unit (MPU) decided to improve the production schedule for publications by holding regular first-thing-in-the-morning consultations. The activity would allow us to monitor people's work load and assess their performance. We, as a little joke, decided to dub our meetings "L.A. LAW" after the T.V. series of the same name, set in a Los Angeles, USA law firm.

### *Monitoring*

Each person would say what they had been doing, how heavy their work load was, whether they needed help or whether they needed more work. A record of people's travelling, vacation, off days and birthdays was kept.

### *Assessment*

We looked at the quality of work, and progress (or lack of) made. Systems were then put into place to help or shift work load. Also we talked about obstacles which may arise in doing the particular task and tried to work out the best possible way of going around it. For example, when programme staff were travelling, we would try to get the programme staff to give us information before they left. We also used LA Law meeting as a testing ground where roles were reversed for example "a senior staff" would delegate work to a "junior staff", example replying to correspondence.

The success of the LA Law meeting was that certain ground rules were in place. First of all, any member of staff (even those not on the MPU team) could request "an LA Law". They were usually weekly but could be called when necessary, for example, where people had to report on what they were doing. Second, the feedback we got from people, improved the working relationships and the quality of the products. People felt free to disagree in the interest of the work.

What was particularly interesting was the roles were reversed. For example, a junior member chairs the LA Law meeting instead of the usual senior staff.

L.A. LAW became a kind of model for WAND staff. At the 1993/94 Programme Evaluation, staff decided to institute this approach at the level of WAND's overall programme work plan and management.

■ *Veronica Gaston*  
Chairperson

*"New development models (are) needed to put a focus on communities (the living and working environments of the poor and low income women and their families), taking into account the personal, economic, social, cultural, political and ecological development aspects and opening up the channels for participation of the people in determining their own priority needs; in having access to finances, materials and technologies for improving their situations and exercising power in the policy and decision-making processes."*

■ *Recommendations from GROOTS Workshop, SIDS  
April 1994, Barbados.*



*Soroptomists dancing away under the Women's Tent (above)*

▶ *Cover: Opening ceremony of the Women's Tent at the UN Global Conference on Sustainable Development of Small Island Developing States. [Right to left Ruth Spencer with son (Antigua), Earlisha Howell (Barbados), Ruth's daughter and Veronica Duke (WAND)]*

▶ *All Photographs by Kurlyne Alleyne*

▶ *Border and graphic: Danuta Radzik*

NOTES





**WOMEN AND DEVELOPMENT UNIT**

School of Continuing Studies  
University of the West Indies  
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