

Informational Report on the Gender Affairs Unit

Third Quarter 2014,
3 July - 1 October 2014

Presented to:

Ministry of Home Affairs
Government of Anguilla

Prepared by:

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Coordinator Summary

This informational report on the Gender Affairs Unit (GAU) details the involvement of the Unit in various programmes, activities and initiatives from the period of July 3 – October 1, 2014. It details the Unit's actions in furthering the mandate of effecting gender equality in the workplace and the wider community of Anguilla.

The third quarter of developing the GAU includes building upon a firm structure that has made a mark throughout Anguillan society. This included increasing visibility throughout the community and within government departments. A constant goal is to actively raise awareness on a range of gender issues through print media and radio. The third and fourth quarter will focus on raising this awareness through social media in order to capture a younger or more technologically savvy audience. Various outreach activities continued by engaging stakeholders from multiple sectors of Anguillian life. These sectors include government departments, faith-based organisations, engaging community groups and the media, and spearheading and participating in relevant community events.

There is also an aspect of internal relationship building with national, regional, and international partners that is paramount for the successful functioning of the unit. One notable strategic partner during the third quarter was the Caribbean Development (CDB) and Anguilla's inclusion in the Country Gender Assessments in September. As a result of this consultancy, Anguilla was provided with a "Country Gender Assessment" Report including a specific analysis of the social, cultural, economic and political context of this island and the detailed needs in order to affect gender equality. The report is available in hard copy at the Gender Development Coordinator's (GDC) office.

In-house, within the Ministry of Home Affairs, we are still focusing on outlining a plan for a 3-year strategic outlook and work plans for the Unit to further its mission and goals, in addition to promoting policy enactment of the Domestic Violence Bill and starting considerations for a National Gender Policy to review with various stakeholders. The creation of additional promotional materials commenced in the 3rd quarter, including literature in both hard-copy and electronic form that will offer a synopsis of what the unit is, what it has done and where it is going; garnering support among government, the private sector, NGO/civil society and other interested individuals.

As an opening to the report, there is inclusion of the GAU's Mandate, Vision, Mission, and Goals. It is my pleasure to then detail the progress made thus far in fulfilling the GAU's goals during this second quarter. A Strengths, Weaknesses, Opportunities, and Threats (S.W.O.T.) approach is taken to analyze the high and low points of the Unit's involvement. The report concludes with a brief forecast of upcoming opportunities and challenges for producing a state of gender equality in Anguilla.

Respectfully Submitted,

Dr. Ronya Foy Connor (e/s)

Dr. Ronya Foy Connor, Gender Development Coordinator (GDC)

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Mandate

TO PLAN, DEVELOP AND COORDINATE NATIONAL POLICIES, PROGRAMMES AND ACTIVITIES FOCUSED ON EFFECTING GENDER EQUALITY IN THE WORKPLACE AND WIDER COMMUNITY.

The mandate was adopted from the job description for the Gender Development Coordinator and may be updated and adjusted to reflect the mandate of the Unit prior to its official establishment.

Vision

ACTIVELY COMMITTED TO FOSTERING EQUAL AND HUMANE TREATMENT IN THE DAILY LIVES OF EVERY MAN, WOMAN, GIRL AND BOY; MANIFESTING A UNITED ANGUILLA.

The vision statement was compiled in roughly one week after considering the end goals of the Gender Affairs Unit. The vision represents the ultimate long range outcome of the unit; to create a unified Anguilla where every human being, whether male or female, is able to live productively in fairness (equality) and free from terror and fear (humane treatment).

Mission

PROMOTING KNOWLEDGE AND AWARENESS OF GENDER ISSUES AND THE CAPACITY TO EFFECT CHANGE THROUGH NATIONAL OUTREACH, ADVOCACY, TRAINING, AND IMPLEMENTATION OF GENDER-MAINSTREAMED POLICIES.

The mission statement explains what the unit seeks to achieve, and through what means it will be achieved. The first element is to promote knowledge, education and intelligence about what gender affairs is. Similarly, the unit seeks to build awareness of gender issues so that every individual will be in a position to effect change within their capacity and scope of influence. This change in capacity will be established by holding outreach events, supporting those who are vulnerable and marginalized, training employees, employers and community members on necessary elements conducive to gender matters and having a strong influence on past, present and future policies to ensure that it treats males and females equally under the law.

Goals

- ♂ ***TO ENSURE THAT GENDER EQUALITY AND EQUITY IS CENTRAL TO ALL DEVELOPMENT MODELS.***
- ♀ ***TO INTEGRATE WOMEN'S AND MEN'S CONCERNS AND EXPERIENCES INTO THE DESIGN, IMPLEMENTATION, MONITORING AND EVALUATION OF ALL POLITICAL, ECONOMIC AND SOCIAL POLICIES AND PROGRAMMES.***
- ♂ ***TO ESTABLISH A SYSTEM OF GENDER MAINSTREAMING WHICH INCORPORATES ALL SECTORS.***
- ♀ ***TO FACILITATE LEGISLATIVE CHANGE AND PUBLIC AWARENESS OF RELEVANT LEGISLATION AND THEIR IMPLICATIONS.***
- ♂ ***TO EMPOWER BOTH MEN AND WOMEN BY ENSURING NEW AND EQUITABLE RELATIONS BETWEEN THE SEXES.***
- ♀ ***TO BUILD AND EMPOWER A STRONG AND VIBRANT CIVIL SOCIETY.***

The unit goals detail some of the specific agenda items central to the mandate, vision and mission of the Gender Affairs Unit. The goals include broad programmatic themes and work plan action items central to the gender affairs role in the well-being of the nation.

Gender Affairs Unit (GAU) Milestones

The GAU hosted a number of milestone activities in-house:

- 1) Media Strategy for CEDAW Extension to highlight the importance of Anguilla extending this women's rights convention to the island. The strategy included press releases and radio talk show participation among other outreach efforts.
- 2) Beginning of the Gender Equality and Mainstreaming Sensitivity (GEMS) planning and implementation for the entire Public Service.
- 3) Diverse consultations across Anguilla's public and private sector to develop Anguilla's first "Country Gender Assessment" in partnership with the Caribbean Development Bank (CDB) (see Appendix).
- 4) The GDC continued to serve as the Gender Affairs representative for a number of projects and committees integrating gender into their planning approach. This representation assists in raising the gender profile throughout a number of sectors. The committees include:
 - a. The Anguilla Community College Project Steering Committee, Caribbean Development Bank (CDB) Project – 23 July meeting
 - b. The Family Law Reform Committee
 - c. The Anguilla Development Board, CDB Project
 - d. The Gender Working Group (meeting on 4 July, 25 July)

Faith-Based Collaboration

The GAU, during the 3rd quarter, focused on outreach in the church community by various initiatives:

- The GDC was invited to speak at the Christian Fellowship Church on July 13 at 6:30 pm to the youth of the church regarding general encouragement in the face of adversity.
- The GDC attended worship services at Christian Fellowship Church, Dominion Faith Centre, Church of God Holiness and South Hill Methodist Church throughout the 3rd quarter; participating in the "Generation Change Youth Conference."

Summary

Church engagement is crucial for the GAU since it is a forum for community engagement on important issues affecting society such as youth involvement in national leadership and community strengthening.

Strengths and Weaknesses

The relationships that are continuing to develop with a variety of churches are an asset for the GAU. The initial collaborations between the GAU, Anguilla Community Action Network (ACAN) and the Dominion Faith Centre continues to be a source of strength as it allows community members to learn about the mission of the GAU and learn about the support that the Unit is offering. The GDC has also started outreach within other congregations, as noted above.

There are many churches and other faith-based organisations on the island that have not been visited yet, even though the outreach efforts are continuing. The GAU plans to continue outreach to new churches and expand its presence in order to reach increased numbers of community members.

Opportunities and Threats

The GAU has the opportunity to partner with church leadership and church organisations to move forward with gender issues including ending domestic violence, discussing gender roles and “positions” of males and female both in and out of the home. Faith-based leaders are, for the most part, interested in building the strengths and opportunities of their congregation members; assisting in fulfilling a GAU goal of promoting knowledge and awareness of equal and humane treatment of all people. In the future, the GAU will have to consider forming strategic partnership that will assist in support for various GAU initiatives to improve the community.

No immediate threats are identified at the moment. The only possible concern is the number of churches present on the island and the potential division that it may create when a united front is needed in order to respond to a community issue affecting gender equality. The non-governmental organization (NGO) ACAN has identified this concern as well, and will seek to continue hosting “Pastor’s Workshop” in order to unite pastoral leaders across the island.

Community and Government Events

The GAU also participated in community and government events in an effort to continually engage individuals and groups about the GAU's goals and initiatives. The government events included making presentations on behalf of the GAU. Community events are collaborative efforts to increase awareness of gender issues. Events included the following:

- A National Workplace Wellness Programme Launch; 9am – 11am at CuisinArt Resort. Launched by the Ministry of Social Development and strategic partners.
- The GDC attended the ACAN Board Meeting on July 24 at 6:00 pm to introduce new Board members for the organization. At that time it was requested that the GDC serve as advisor to the organization.
- The GAU supported ACAN on July 30 at 2:00 pm with an EU Project evaluation of the Project Hope initiative which the GDC participated in related to HIV/AIDS awareness and ending Domestic Violence.
- On July 19 from 1:30 -3:00 pm, the GDC spoke at the Beautiful Girls programme geared toward combatting DV. The topic was "7 lessons a teenage girl should know to strengthen her self-esteem and be successful." There were 25 girls in attendance from ages 13 -16. The GAU was also pleased to be able to fund part of the 2-week session.
- On August 21 from 5:00 -7:00 pm, there was an impact session for the mothers of the Beautiful Girls programme participants. About 15 people were in attendance. We discussed issues of what is needed to strengthen the mother-daughter bond during the teenage years.
- The GAU participated in the bi-lateral budget meeting in the Ministry of Home Affairs on August 29.

Summary

Community and Government events involvement shows that the GAU is willing to collaborate with influential bodies focused on furthering the same mission as the Unit. The GAU, during this 3rd quarter, with a wellness launch, the NGO ACAN

focused on assisting vulnerable and marginalized populations and with a community group focused on improving the lives and opportunities for girls.

Strengths and Weaknesses

Participating in the Beautiful Girls programme allowed the GDC to have direct engagement and potential impact with almost 20 teenage girls. The particular topic of linking self-esteem to success encompasses the goals of the GAU in manifesting competent and secure boys and girls, men and women, to help contribute to the future development of Anguilla.

A weakness of community and government event support and engagement was in the participation of a bi-lateral budget meeting with the Ministry of Home Affairs. As the work of the GAU is new to the Ministry, there is still a lack of understanding of the complete mission of gender development and mainstreaming. Through the budget meeting, it was clear to see that the perspective of cutting funds as opposed to supporting meaningful gender impact, growth and progress will be a challenge.

Opportunities and Threats

During the Beautiful Girls programme, it was observed that many of the attendees were not familiar with approaches to building self-esteem and many displayed characteristics and behaviours showing that they may be in the beginning stages of understanding identity and building confidence. There is a great opportunity to continue ongoing programmes of this nature with teenage girls. It would be beneficial to have the GAU partner with this programme on an annual basis if not more frequently.

Similar threats remain as identified in the first half of GAU operation. Although the Unit has established a strong footing in only 9 months of operation, there is still a potential threat to achieving the mission of the Unit because of a misunderstanding or lack of knowledge by the general community and government agencies about the role and the importance of gender affairs. New methods of outreach are being considered in order to mediate this situation.

Individual and Group Meeting Consultations

The GAU participated in group meetings/consultations related to building youth entrepreneurship in Anguilla and strengthening the programme outreach of ACAN. Individual consultations included visits from community members seeking assistance for situations of abuse and violence in their environment, in addition to one-to-one counseling in relation to teen suicidal ideation. The specific meetings include:

- Working with an individual regarding support for self-esteem and suicidal thoughts on July 10.
- Meeting on July 21 with an individual regarding a domestic violence incident.
- Participating in a meeting for the Entrepreneurial Management Board of DYC at 1:00 pm on July 16.
- Meeting with Donnette Richardson on July 23 at 3:00 pm; the newly elected Assistant Director to the Board of ACAN to discuss how ACAN and Gender Affairs will continue working together.

Summary

Individual and Group Meeting Consultations allows for the GDC to interact with specific interest groups, such as youth entrepreneurship, and specific individuals who need assistance in pressing life situations where they may feel helpless. These meetings help to make important strides in providing the specific needs of the Anguillian community toward addressing gender issues of economic development, domestic violence and trials that occur during the teenage years. These discussions will help the GAU and other stakeholders determine not just what services are needed, but how they must be implemented.

Strengths and Weaknesses

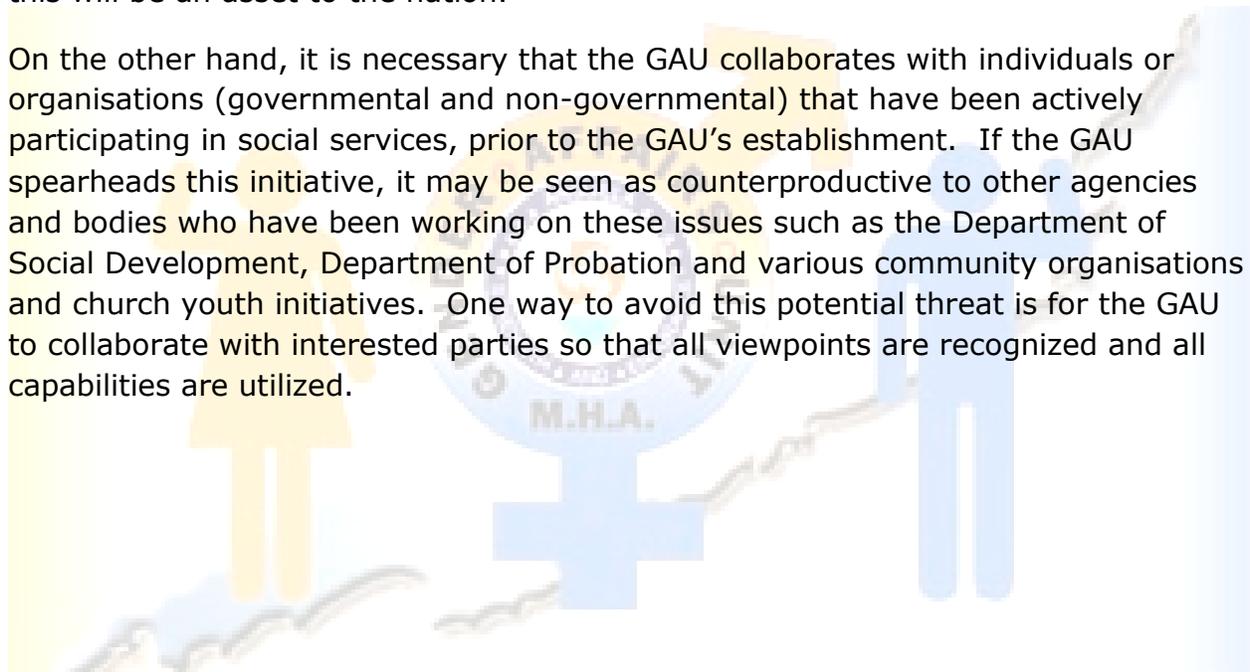
Individual and group meeting consultations will prove a strength for the GAU. Meetings and consultations allows for the GDC to have a pulse on individual needs and community issues. If these consultations expand beyond legislative drafting,

and take place in various communities and in various workplaces, it will help the GAU to ascertain specific issues prevalent in different locales and institutions on a holistic level.

Opportunities and Threats

There is a great opportunity to formulate a calculated and proactive response to domestic violence crimes and support/rehabilitation services for victims and offenders. If the GAU is able to work with the Family Hope Network and set up a system of services that will be prepared to operate once the legislation is passed, this will be an asset to the nation.

On the other hand, it is necessary that the GAU collaborates with individuals or organisations (governmental and non-governmental) that have been actively participating in social services, prior to the GAU's establishment. If the GAU spearheads this initiative, it may be seen as counterproductive to other agencies and bodies who have been working on these issues such as the Department of Social Development, Department of Probation and various community organisations and church youth initiatives. One way to avoid this potential threat is for the GAU to collaborate with interested parties so that all viewpoints are recognized and all capabilities are utilized.



Interdepartmental Relationship-building & Collaborative Development

The GAU is aware that partnerships are a source of strength when the goal is to positively impact large segments of the community, in addition to building the national agenda toward sustainable gender development and human rights. Building relationships within departments of the government is essential to communication. This quarter, the GAU continued developing relationships with the Governor's Office, the Department of Youth and Culture, the Royal Anguilla Police Force and internally at the Ministry of Home Affairs (MHA). Initiatives included:

- Assisting with the GET SET entrepreneurial training events. "Training for the trainers" took place starting July 7 from 4:00 -8:00 pm and continued on July 8, July 10, July 14, July 15 and July 17. Training for mentors occurred from 9:00 -3:00 pm on July 9 and July 11 at the Anguilla Community College.
- The GDC met with Police Commissioner Proctor at 10:45 am on July 22 to discuss some follow-up items: 1) Continuing the Domestic Violence (DV) & Gender Based-Violence (GBV) training, 2) Selecting a RAPF Officer to sit on the Gender Working Group committee, and 3) Finalizing an internal policy on Domestic Violence to accommodate the introduction of the soon-to-be passed DV Bill.
- On July 22 at 2:30 pm the GDC had an informational meeting with Ms. Lauren Bryan, Director of the Department of Immigration, in order to learn about their services and potential gender implications.
- August 5 was the MHA Staff Development Day focused on health and wellness. The GDC created a skit for interdepartmental learning focused on "things to do and not to do" in the workplace.
- On August 20 at 9:00am the GCD met with Steve McCready of the Governor's Office to discuss a CEDAW media strategy plan to move treaty awareness and support forward.
- The GDC participated in a First Aid Training Workshop on September 3 through the Department of Disaster Management.

Summary

Interdepartmental relationship-building and programme collaboration is essential for the success of the GAU. As gender affairs is a cross-cutting issue, it will be necessary for the Unit to understand the roles and functions of every government department and how gender influences how they operate, knowingly and unknowingly. This quarter the GAU sought to learn more information about the Department of Immigration in addition to continuing development work with the Royal Anguilla Police Force. These collaborations allow the GAU to use an integrated gender lens in identifying the needs of diverse populations.

Strengths and Weaknesses

The GAU continued to work with government agencies that have identified that they have a stake in the gender agenda. The partnership with the Department of Youth and Culture is one of the strongest government partnerships that the GAU has developed. This working relationship will ensure that the GAU provides outreach to the youth population and considers that aspects of culture that either supports or defies the acceptance of gender equality. There is also the work in building economic standing through the promotion of training in entrepreneurship.

A weakness for the GAU in interdepartmental relationship building and collaborative development is not being able to reach all departments on a one-to-one basis. For gender initiatives to develop, it truly takes a concerted effort in understanding the goals and needs of various stakeholders and then inform them about how their mission is gender-related. As long as men, women, boys or girls are involved or in any way affected, a gender concern is present.

Opportunities and Threats

As mentioned above, the GAU has the opportunity to ascertain how gender matters fit into the strategic goals and mission of Anguilla's government departments and private sector, by extension. Building the capacity of gender affairs at the onset to handle a task of transformation island-wide is essential. There is an opportunity here to train gender focal points and considering additional staffing for the unit in order to achieve the GAU mission.

There are no immediate threats identified in interdepartmental relationship building and collaborative development. Forecasting years down the line, there may be the potential for GAU sponsored programming to be merged with other departments programming. If this happens, it is still beneficial since the needed services are still being offered.

Media Engagement

The GAU continues to increase the amount of information dispersed to the public, and raise the awareness of the GAU while it is still in its first year of development. To reach this end, the GAU actively sought opportunities for radio and print media engagement as a source of community empowerment, public awareness of GAU events and local engagement in policy concerns. The following outreach occurred during the 3rd quarter:

- The GDC participated in a radio programme on New Beginnings Radio Station from 5:00 – 7:00 pm on July 6, hosted by Zenya Greenway of the Refresh Ministries community group. The topic involved ending violence against women and children and the goals of the Gender Affairs Unit. King Ranger, a local Calypso artist, was also a guest.
- The bi-weekly column for the GAU titled “The Gender Corner” continued to be published in collaboration with *The Anguillian* newspaper with the GDC as lead column author along with guest authors.
- The GAU was featured on the August 30 Social Solutions radio programme with Pastor Philip Gumbs to discuss various issues in Gender affairs.

Summary

The local media has been involved in informing the public about the GAU and at times, advocating for the incorporation of a gender perspective in the social, economic and political fabric of Anguillian life. Both radio and print media is a great support and resource for advocacy campaigns and information sharing among the general population.

Strengths and Weaknesses

A strength for the GAU continues to be the great support from media outlets (radio and print). The support of *The Anguillian* newspaper, Radio Anguilla and New Beginnings Radio is especially mentionable in this quarter. This type of passive outreach allows the message of gender affairs to hopefully affect individuals and communities in thinking about how gender issues apply to their own lives.

One weakness found in media engagement is that while a large population listens to radio and reads the newspaper, there is still a segment of the population who does neither. It is possible that some members of the community are still not aware of the GAU's outreach because of not accessing this form of promotion and advertisement.

Opportunities and Threats

The GAU has the opportunity to combat the potential weakness described above, and utilize diverse media outlets for promotion of programs and dissemination of information. The GAU must consider engaging local, regional and international media for radio, internet radio, television and online based-promotion. This can also include social media such as facebook, twitter or youtube which will potentially reach a different demographic who prefer social media. Social media will be a focus of gender affairs moving forward.

A threat to achieving this goal will be not having the necessary staff to maintain a high-profile agenda. Additionally, social media requires constant and calculated engagement. In some spaces, the social media guru is hired for a full time position working solely on online outreach. Having limited staff will be a threat to maintaining a high level of media engagement. Additionally, with a limited budget, it may be difficult to work with a reputable firm on a marketing agenda. Hopefully in the next few years the GAU will be able to participate in this form of outreach and awareness building.

Regional and International Support

The GAU is focused on garnering regional and international support in the work of building knowledge of gender issues facing the island. The following activities have occurred during this quarter in order to participate in international reporting, build the capacity of the GAU and maintain regional relationships:

- On August 6 at 3:00 pm a Skype call took place with UNWomen to discuss the Partnership for Peace (PfP) Programme, for male domestic violence perpetrators, in advance of the passage of the DV Bill.
- August 13 was the first CEDAW teleconference with the UK GEO at 10:00 am. The call marks the beginning stages of the extension process of this international treaty.
- From September 7 thru September 13, Consultant Tamara Huggins assisted with the Country Gender Assessment on behalf of the Caribbean Development Bank (CDB).
- On September 17 the GDC met with Lynwood Bell of .AI Incubator about an upcoming project that he hopes to work with the GAU on.

Summary

Regional and international support is essential to the efforts of the GAU. Many gender platforms are tied to international protocol, such as CEDAW, and it is crucial for the GAU to be aware of the various initiatives taking place globally to support gender affairs and development. Having outreach with UNWomen marks the beginning of a relationship that could help reach the goals of the GAU through technical support and funding.

Strengths and Weaknesses

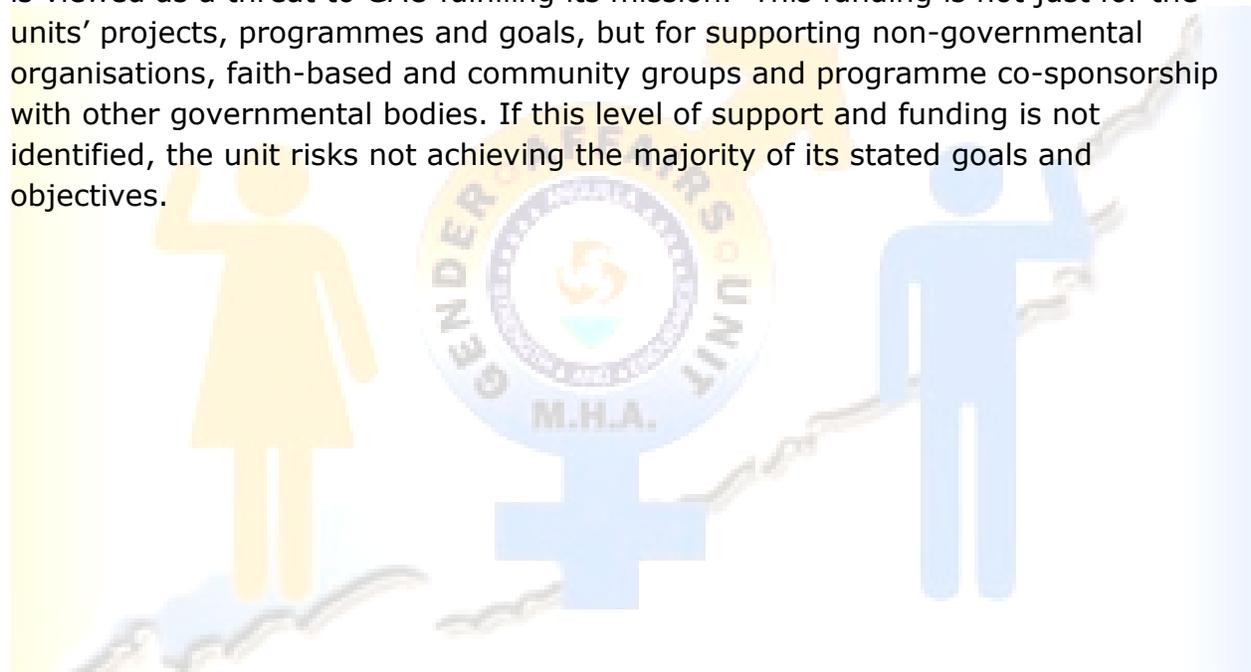
The GAU succeeded in developing new relationships with regional and international agencies. The link with UN Women is a much needed connection as they hold the international mandate on behalf of the United Nations to affect gender equality worldwide. In particular, the UN Women Caribbean office has been impacting gender affairs concerns throughout the region for a number of years. Anguilla has yet to establish a footing with UN Women and thankfully this quarter started that relationship.

A potential weakness is figuring out how to engage Anguilla in the conversation occurring regionally and internationally around Gender Affairs. As a small island with a relatively small population and a new Gender Affairs Unit, our accomplishments are not recognized on a larger scale yet. This is a potential weakness for receiving donor funds at this stage.

Opportunities and Threats

There is an opportunity for the GAU to be a regional, if not international, leader in implementing a gender development platform in Anguilla. Anguilla is in a unique situation as one of the most gender equitable (from the GDC's perspective) Caribbean islands. The island presents, arguably, great opportunities for men and women to succeed in non-traditional professions and in opportunities for self-development and personal enterprise/entrepreneurship.

Once again, a serious lack of funding or earmarked funding, for the gender agenda is viewed as a threat to GAU fulfilling its mission. This funding is not just for the units' projects, programmes and goals, but for supporting non-governmental organisations, faith-based and community groups and programme co-sponsorship with other governmental bodies. If this level of support and funding is not identified, the unit risks not achieving the majority of its stated goals and objectives.



Appendix:

“Gender Focus: The Art and the Science...Does Policy Matter?”

By Anguillian July 11, 2014



by Ronya Foy Connor, Gender Development Coordinator

Welcome to our series of bi-weekly columns under the title “The Gender Corner.” We are focusing on specific gender issues facing our island today. Through this publication we hope to provide thought-provoking and stimulating discussion that will translate into practical ways of effecting positive change. This week we explore the topic of social policy and consider how words in a legislative document pave the way for grounded action toward making a powerful impact in an individual’s life.

Almost one month ago, the largest global meeting on the issue of ending sexual violence in conflict took place in London. Its mission was to shatter the culture of sexual violence with new international protocol and standards to document and investigate this type of violence. The meeting reflects the proactive and detailed approach that must be taken in any act of positive social transformation. Convening at meetings and discussing what ought to be done is starkly different from setting an agenda of what will be done. This message relates to each of us as we look at draft policies in our nation and consider if we are just making another law, or if we are implanting set agenda items backed in accountability, by law.

We are all aware of the Domestic Violence legislation that will soon be revisited at the national level. I recently participated in two radio programmes addressing the topic of domestic violence and our impending legislation. On one end of the spectrum, there were serious concerns over whether policy translates into community change. A University professor of mine used to always say that “policy development is both an art and a science.” The science is in the law, the legislative document and the legal jargon that holds strong to the intended goals of the policy. However, the art is where the interpretation of meaning and the actual action measures come into play. Please follow

me with this classic example: I may look at a glass of water and see it half full while others will see it half empty. It does not negate the fact that it is a glass of water and if someone is thirsty, it is not as important as to whether it is half full or half empty, but rather that there is water available for consumption!

Such is the case with policy. There are individuals, families and groups who will benefit from the enactment of laws. In the case of the Domestic Violence legislation, and offering temporary protection to those in need, the potential benefit certainly outweighs the cost. Safety and security must be a priority in any strong nation that hopes to prosper and be sustained. So why do we vehemently question the purpose of this legislation when its sole purpose is to provide vulnerable populations with an alternative to a life of physically violent abuse, emotional battery, psychological confusion and verbal daggers? Please ask yourself, do you want your loved one enduring this state of living? Is not having a strong stance on abuse, whether male or female, the legacy that you want this nation to be known for?

Neither do I. It is time for each of us to recognize that we can each influence the course of human rights, personal security and safety through our laws and in the strategic effect of laws in our individual lives. As Dr. Martin Luther King Jr. once proclaimed, the presence of injustice anywhere is a threat to justice everywhere. If we do not value the dignity and worth of our fellow men, women, boys and girls despite their strengths and their faults, then we are not building a strong nation. The strengthening of domestic laws, especially those combatting domestic violence, displays an unwavering commitment to the principles of justice and human rights.

One step at a time, we can consistently address the social issue plaguing our nation. Every action has a consequence. If we are taking the right actions toward our brothers and sisters, then we will not face the legal consequences for inhumane actions. Domestic violence is not an issue that will stay taboo, but the truth will come to light. And when that truth is revealed, how beneficial is it to know that there will be resources available to help transform darkness into light? Social policy is the art reflecting the voice of national commitment. In the Gender Affairs Unit, it is the commitment toward promoting personal change in the attitudes of the general population. It is a pledge to offer support and resources for both the abused and the perpetrator in order to learn how to live a new life. And it is a drive to shatter culturally unhealthy behavior that is being passed on from generation to generation.

To those not in favor of offering rights for those who are abused and opportunities for those abusers to change their mindset, I challenge you to ask yourself, what blockage inside of me prevents me from supporting outreach for the greater good? What behaviors in my past or in my present make me fearful of such legislation that seeks to hold individuals accountable for their negative actions? That is ultimately what policy is intended to do; but a document does not act on its own. We must each seek to bring justice where trouble continues to dwell, and uproot it. That is a confident YES to ending

abuse, YES to non-violence, YES to breaking cycles of negativity in the home, and YES to offering protection through policy initiatives.

For more information and resources on what is domestic violence, and how to break the cycle, contact the Gender Affairs Unit. You can reach Ronya Foy Connor, Gender Development Coordinator, at the Ministry of Home Affairs, The Valley, or at Ronya.Foy-Connor@gov.ai, 497-2518.

“Gender Focus: Youth Entrepreneurs and National Youth Employment” by Dr. Ronya Foy Connor, Gender Development Coordinator

By Anguillian July 25, 2014



by Ronya Foy Connor, Gender Development Coordinator

Welcome to our series of columns under the title “The Gender Corner,” published every other week in collaboration with the Anguillian Newspaper. We are focusing on specific gender issues facing our island today. Through this publication we hope to provide thought-provoking and stimulating discussion that will translate into practical ways of effecting positive change. This week, we discuss the importance of opportunities for youth to be productively employed and creatively engaged through entrepreneurship.

I am sure that each of us will agree that work is our livelihood. Whether we work one or two good paying job, two or three decent paying jobs, or even participate in volunteer or community endeavours that do not offer financial compensation, it is this daily work that fulfills and sustains us. Paid work provides some support for the basic necessities of food, shelter and clothing, and may even allow us a few dollars to enjoy the fruits of our labour.

However, for many young persons age 18-35, they do not know the feeling of gainful and consistent work because of the prevalence of youth unemployment. According to a survey by the Anguilla Department of Labour and the Careers & Guidance Unit, the number of unemployed persons under age 35 is over 100 individuals. Globally, young people are 3 times more likely to be unemployed than other workers and they make up 40% of all the world's unemployed (Source: The Prince's Youth Business International programme).

When we learn about these statistics, it is now not so puzzling to absorb the fact that youth unemployment is threatening the social stability of many countries. Many unemployed young people turn to illegal means of earning income. This may account for the increase of drug-related crimes, violence in the households and communities, and gang affiliation as a source of social and financial support.

What can we do to promote the industrious nature of young people? How can we combat instances of crime and idleness because of a lack of work? Where can youth find constructive outlets or programmes to assist them in making a meaningful living? One method of promoting industry and creativity is through youth entrepreneurship.

Anguilla has just broken new ground, embarking on implementing a national initiative to ensure that Anguillian Youth are equipped, empowered and energized to fulfill their entrepreneurial endeavours. The "GET SET" programme is spearheaded by the Department of Youth and Culture and utilizes best practices in youth entrepreneurial development. The initial collaboration with Dominican youth entrepreneurial leaders, Mr. John Roach and Mr. Brendan Defoe, has already prepared entrepreneurs, entrepreneurial trainers and business mentors for comprehensive leadership.

From a gender perspective, both male and female young entrepreneurs are venturing into untraditionally male/female business domains and are setting their sights on international and global markets for businesses based out of Anguilla. These entrepreneurs have a driving passion for ingenuity and innovation; seeking to provide goods and services to improve the economic, social or cultural environment.

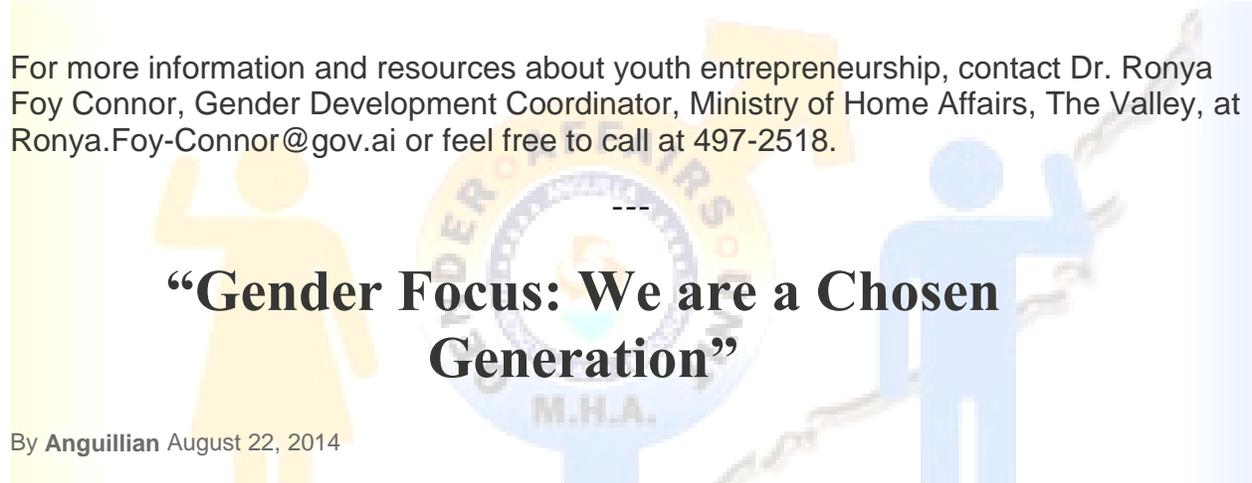
Preparing youth for entrepreneurship introduces them to the ideas of internal drive, self-confidence, self-realization and social responsibility. It also prepares them to navigate external factors of a business by using critical thinking, strategic analysis and having an overall heightened awareness of their environment. These are the skills necessary for entrepreneurs, but these are the same abilities needed for successful personal growth, for community development and for national sustainability.

Youth entrepreneurs are developing the Anguillian community and are impacting the sustainability of the nation. Young entrepreneurs are keen to look both internally and

externally toward asset development, they supply job opportunities to others, build networks and relationships throughout a number of institutions, and even find creative ways to secure investment capital and strategically handle funds. Each of these elements has the opportunity to improve the short term and long term growth of the nation; one entrepreneurial venture at a time.

Start to build an atmosphere of entrepreneurial development among the youth that you know, from an early age. Promote it within your household by allowing youth to explore their immediate environment and ask questions. Take moments to have young people create their games instead of constantly being fed ready-made technology games. Do not limit the imagination of a child; he or she should learn critical thinking early and be able to “think outside of a box.” Encourage passion and commitment to an expressed talent or interest.

For more information and resources about youth entrepreneurship, contact Dr. Ronya Foy Connor, Gender Development Coordinator, Ministry of Home Affairs, The Valley, at Ronya.Foy-Connor@gov.ai or feel free to call at 497-2518.



“Gender Focus: We are a Chosen Generation”

By **Anguillian** August 22, 2014



by Ronya Foy Connor, Gender Development Coordinator

Welcome to our series of bi-weekly columns under the title “The Gender Corner,” published in collaboration with *The Anguillian* Newspaper. Through this publication we hope to provide thought-provoking and stimulating discussion that will translate into practical ways of effecting positive change in gender affairs. This week we explore the topic of what it means to be a “Chosen Generation” and consider how we can

rejuvenate and renew ourselves for the task of building a more equal and humane Anguilla.

Our young men and young women are preparing to go back to school. Many men and women in the workforce are planning some well-needed and deserved relaxation time. Others are settling down as low season approaches and anticipating a brief period of rest. What better time is there to reflect on our life's work and rejuvenate ourselves for the season to come? It is time to consider where we have been, where we are presently and where we see ourselves going – a time to rediscover who we are.

I am sure that many of you are familiar with the song "I Know Who I Am" by musical artist Sinach. The lyrics proclaim: We are a chosen generation / Called forth to show His excellence / All I require for life; God has given me / And I know who I am / I'm working in power, I'm working miracles / I live a life of favor, 'cause I know who I am. This song speaks volumes about what the mission, power and capabilities of a "Chosen Generation" are. Wow, these "chosen ones" are something special, aren't they? But who are they?

Are they the "Baby Boomers," Generation X, Generation Y or Generation Z? Well, yes and no. The Chosen Generation is what I'll call "Generation Now." They are all of the above and some more! "Generation Now" is all those who are in the land of the living, those who are breathing thankfully, thinking prayerfully and acting strategically. WE are the Chosen Generation called to bring excellence right now.

Let me quickly say, however, that even the Chosen Generation, in all power and excellence, must take a moment to rest and recharge. We are called to service, but we must remember that everything has a season for renewal. It is a cycle of regrowth that keeps the earth turning. That same cycle of life gives us the strength to keep moving every single day and allows us the time to recommit to what we view as important in our lives. Before starting anew, let us take a moment to rest our bodies, rejuvenate our souls and renew our minds. This time is a precious opportunity to reevaluate what we want as individuals and what we need for our community.

The Chosen Generation has a great task to consider not only what is important in our home and family lives, but what is important to promote the growth of equality and human rights in our nation and in our generation. We must take pride, not in ourselves, but in how we build and develop what is around us. As we hear about unprecedented levels of war, ethnic tension and global disease outbreaks, it truly is a call to reassess who we are and what issues and agendas we will promote. In the Gender Affairs Unit, we envision the empowerment of all men, women, girls and boys, provision of national support and outreach, and understanding and training in gender affairs for everyone.

As you reflect and renew, I am interested in knowing what issues are of the most concern to you. What is needed to equip Generation Now, the Chosen Generation, with the tools for success? What are you doing to stand strong and able as part of this Chosen Generation? Please contact the Gender Affairs Unit; Dr. Ronya Foy Connor,

Gender Development Coordinator, at the Ministry of Home Affairs, The Valley, or at Ronya.Foy-Connor@gov.ai, 497-2518.

**“Who sits on the throne, Regina or Rex?” by
Guest Contributor Ms. Rhina Meade
(Column by Dr. Ronya Foy Connor, Gender
Development Coordinator)**

By Anguillian September 5, 2014



Welcome to our series of bi-weekly columns under the title “The Gender Corner,” published in collaboration with the Anguillian Newspaper. Through this publication we hope to provide thought-provoking and stimulating discussion that will translate into practical ways of effecting positive change in gender affairs.

This week we have a guest contributor, Ms. Rhina Meade, who provides a personal take on gender beliefs; creating a sense of encouragement despite any perceived gender-based obstacles.

When I was at university I befriended a very “conscious” brother. One evening, as we were in deep discussion, he began to describe me using various adjectives that were etched into my memory and later scribed for remembrance. His words also inspired me to write a creative piece which touches on some of my gender beliefs, an excerpt of which follows:

The Rastaman called me frail,

*He said my frame was tiny.
Yet the Ras acknowledged that I was not weak-
He said I was strong in mind.
We stood there, the Ras and I,
Toe-to-toe not eye-to-eye.
I looked up to his towering height,
He looked up to the empress on her throne.*

Physical variations, like strength and height, are structural (and maybe cultural) differences in sexes. As in the poem, men tend to be stronger and, on average, taller than women; but does physical or biological differences mean that women are therefore lesser beings? — Having gender differences, in my humble opinion, do not mean that the scale is tipped to where one wins out in the war of masculinity vs. femininity.

For the most part, we are evenly grounded ‘toe-to-toe’ but as the final line in the excerpt says; ‘he looked up’, which says that I, in spite of my physical smallness, did not feel that I was somehow less than any man and truth be told, I can sometimes feel like I am, as a woman, on top. Each gender group, each individual has their own strengths and weaknesses. My biological makeup does make me pull back and allow those who are more, let’s say, able bodied to do the heavy lifting and reaching. But I refuse to be made to feel that because I am constrained in certain physical spheres I am therefore beneath a man and must be barred from certain arenas.

Today when I look at the social landscape of Anguilla, there may not be a perceived great, glaring, gender divide with several gaps in our social structure, but they do exist and it may be that we have conditioned ourselves to see fairness when equity is just not there in the expected gender roles we have grown to identify with. We seem to have forgotten the strides we have made in having inclusion for both genders in a very short time. Just 40 years ago only a third of working-age women participated in our local labour force. We must acknowledge progress and change over the history of Anguilla and what it means for the fairer sex *big smile*. My choices in this life ultimately reflect my desires to be socially responsible and fit the, not so, neat gender role. Albeit, I recognise that fitting is not enough and we must push the boundaries and challenge the status quo.

At this time when we are reminded of the importance of education with exam results still fresh and schools reopening, I think of how, as a female, we are expected to all do well in school, pass all our CXC exams – so that covers CPEA, CCSLC, CSEC, CAPE and whatever other Cs we have to swim across to make the family proud and not drown. We are made to feel that without CXC passes we cannot progress in life. Then, after we think we made it to land you hear you need a BA, BSc, MBA, LLB, MSc, CPA, PhD and whatever other letters knocked together to make you sound intelligent, accomplished, arrived. No one really says that it’s OK to fail and try again; it’s OK to not understand the first, second or third time; or it’s OK once you’ve done your best. My friends – it is OK! Education is a golden key and I hope we all maximise the opportunities before us. To all

my females and my males who sat exams this year, I tip my hat to you for doing your do and getting what you got – congratulations! And if you didn't achieve what you desired, please don't give up; try again. To my brothers, in Anguilla approximately 7% of you complete university level education. I don't think you should continue to let the girls get too far ahead – we need balance.

The hit song asks, "Who runs the world?" — I honestly believe we do have space for two thrones, Regina and Rex holding on to the scepter. But I would love for you to let the Gender Affairs Unit know what you think the answer should be.

The Gender Affairs Unit thanks Ms. Rhina Meade for submitting an article to The Gender Corner. Individuals and groups are also invited to send submissions such as opinion articles, visionary reflections or poems related to gender issues. Please send a submission of no more than 500-words to Ronya Foy Connor at Ronya.Foy-Connor@gov.ai. Enjoy this week!

CDB Consultant updating the Anguilla Country Gender Assessment

By Anguillian September 12, 2014



Ms. Tamara Huggins and Dr. Ronya Foy-Connor at Workshop

The Gender Affairs Unit of the Ministry of Home Affairs hosted Ms. Tamara Huggins, a consultant on behalf of the Caribbean Development Bank (CDB), who is updating Anguilla's Country Gender Assessment (CGA). Consultant Huggins arrived on island on Sunday evening for a week of meetings with a number of stakeholders from the public and private sector, as well as community organizations.

One of the goals of the CGA is to determine how gender is significantly linked to Anguilla's bottom line: the economic prosperity of the nation. The premise is that the ills of society, including poverty and crime, affect the well-being of the nation. By determining pockets of opportunities where all individuals, men and women, can make a productive living for themselves, this bottom line can be improved. The CDB consultancy assists in identifying what barriers exist in areas such as education, the marketplace, resource availability, health and other sectors. The ultimate goal is to determine opportunities for the advancement for men, women, boys and girls.

Since gender is a cross-cutting theme to social, cultural, economic and political issues, Consultant Huggins met with a number of stakeholders throughout the week. Some of these included the Minister of Gender, Honourable Jerome Roberts, Permanent Secretary of Finance, Dr. Aidan Harrigan, Permanent Secretary of Economic Development, M. Foster Rogers, Gender Working Group members Steve McCready of the Governor's Office and Dawne Richardson of the AG Chambers, Police Commissioner Rudolph Proctor, Chief Education Officer, Rhonda Connor, Dr. Leroy Hill of the Anguilla Community College, the Anguilla Red Cross, Chamber of Commerce, Anguilla National Youth Ambassadors, Departments of Social Development, Youth and Culture, Environment, Disaster Management and the Department of Statistics, in addition to the Soroptimist Club International, Anguilla Community Action Network, various business owners and faith-based leaders and members focus group.

Anguilla's previous Country Gender Assessment was conducted in 2011 on behalf of CDB. Since that time, the nation has seen a change in the capabilities of the gender machinery with the establishment of the Gender Affairs Unit under Gender Development Coordinator, Dr. Ronya Foy Connor. The current CGA report will update new developments across all sectors.

Consultant Huggins stated that "conducting the Country Gender Assessment work is a seminal opportunity to gather information and assess public opinion in light of the recent establishment of the Gender Affairs Unit. It will assist the Unit in expectations to fulfill its mandate and determine its role in gender and development outcomes." Consultant Huggins continued to note how "partners in Anguilla are coming to realize the importance of gender to their work. This exercise of the Country Gender Assessment is building public awareness so that men, women, boys and girls can feel equally considered and part of the development of the country of Anguilla."

Dr. Foy Connor indicated that this CDB consultation "assists in gathering widespread opinion about community issues that may be of interest to the Gender Affairs Unit." She further explained, "I am encouraged by the opportunities that have been presented this week. It was yet another opportunity to hear the voices of community members and learn about the initiatives they're undertaking to affect gender awareness and gender equity."

Dr. Foy Connor indicated that the nation is seeing progress on the Domestic Violence Bill as the document should be before the House of Assembly before the end of the year. Additionally, the request for the extension of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) to Anguilla is now underway in the hope that Anguilla will sign on to this international treaty in 2015. Through project funding from the Governor's Office, the Gender Affairs Unit is also preparing to implement public service-wide training in Gender Equality and Mainstreaming (GEMS).

The Country Gender Assessment is first and foremost an intimate look into a range of Anguilla's sectors and an assessment of the successes and challenges. Gathering CGA information will then assist in a gender analysis, to consider how programmes and policies may differentially affect men or women even though they are not intended to. This identification can lead to a process of gender mainstreaming which, at its end, ensures that the best resources of men and women are appropriately utilized in order to affect positive community change and economic development.



“What is CEDAW?” by Dr. Ronya Foy Connor, Gender Development Coordinator

By Anguillian September 19, 2014



by Ronya Foy Connor, Gender Development Coordinator

Welcome to “The Gender Corner,” published in collaboration with The Anguillian newspaper. Through this publication we hope to provide thought-provoking and stimulating discussion on gender-related matters and inform you about updates in gender affairs. This week we discuss an international treaty known as the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), as we move closer to implementing the convention in Anguilla.

On March 6, 2014, in honour of International Women’s Day, Her Excellency, The Governor Christina Scott, requested from the UK that CEDAW be extended to Anguilla. The UK Government Equalities Office (GEO) is currently reviewing our readiness to implement the measures of CEDAW. You may be asking, what is this convention really about and how can it improve our lives here? Well, CEDAW was adopted in 1971 by the United Nations General Assembly and is considered around the world as an “International Bill of Rights for Women.” The document contains a preamble and 30 articles that address a number of areas related to full and robust participation for women in all aspects of daily life.

Let me hasten to say that CEDAW does not seek to provide an advantage for women over men or men over women, but instead to allow equal access in areas where women have been at a disadvantage. CEDAW, at its heart, seeks to eliminate all forms of discrimination that women have traditionally faced – which impede upon the principles of justice and human rights.

CEDAW holds firm to the vision that equal rights must be afforded in political, social, economic and cultural life. This includes promoting equality for women, ensuring that women can be involved in public life and confirming that women should have the right and ability to work internationally. The convention also affirms women’s rights to change or retain nationality, have equal access to education, achieve employment without

discrimination, have access to affordable healthcare, secure rights to family benefits and financial credit, and have equality before the law.

Contrary to some beliefs about CEDAW, the convention actually states that neither men nor women are inferior or superior to one another. This convention only helps to even the score where the rules were traditionally biased, whether on purpose or just by chance, in order to ensure that men and women can participate in the same advancement opportunities. The controversial topic of trafficking, prostitution and sex work is also mentioned, emphasizing that no women should be trafficked and no women should be exploited through prostitution.

The Gender Affairs Unit will continue highlighting the provisions of CEDAW through public outreach and community engagement, but the onus for discussion does not stop there. The strong community and youth groups of Anguilla are encouraged to assist in the education process. The voices of our experienced leaders, such as the Anguilla National Council of Women (ANCW), are needed in addition to the young men and women – the 20 and 30 something year olds – who can ignite social passion amidst an often silent generation in terms of the nation's social, economic, cultural and political structure. We need boys, young men and men to be a strong source of advocacy – supporting the development of women in addition to educating other men to feel confident and comfortable in creating gender equity.

Now that the CEDAW picture is a little clearer, you can start to think about what areas of your daily life this convention may potentially impact. And, moving to the next level, what areas of your life do you want it to influence? Whether you are a man or a woman, a move towards increased gender equality in our society will have an effect on us all. It is a fact that both men and women have a role to play in bringing about equality in sectors of public and private life. The success, or lack thereof, of each of us will either contribute toward or hinder the building of a sustainable future. What impact will you make?

We invite your feedback starting right now. Feel free to contact Dr. Ronya Foy Connor, Gender Development Coordinator at the Ministry of Home Affairs in The Valley, 497-2518 or at Ronya.Foy-Connor@gov.ai.

“Be Real: Stop Domestic Violence” by Dr. Ronya Foy Connor, Gender Development Coordinator

By **Anguillian** October 3, 2014



by Ronya Foy Connor, Gender Development Coordinator

October is Domestic Violence Awareness Month, and the message is clear: Violence is Unacceptable in ALL Forms. Whether it is physical abuse including hitting, choking, punching or shooting, it is offensive. If it is verbal abuse of yelling, threatening or insulting, it is shameful. The sexual abuse of rape, incest, unwanted touching or pedophilia is intolerable. ALL violence and abuse is unacceptable no matter if you are a spouse, parent, family, friend or stranger.

Young people are experiencing abuse at home, in school and in the community. Adults are experiencing violence in intimate relationships and at work. Seniors are experiencing emotional and financial abuse by those entrusted with their care. When will the violence and abuse in Anguilla cease? When will victims demand protection and perpetrators demand help to change their dysfunctional behaviour?

After a controversial domestic violence incident with American football player Ray Rice, the entire National Football League is revisiting their policy on domestic violence among their sports players. Ray Rice punched his fiancée in an elevator, knocking her unconscious, and then dragged her out of the elevator onto the floor. All of it was recorded on video and seen by millions around the world. Sadly, the abused and confused couple is now married.

Ladies, when will the abuse end? Men, when will the abuse end? We must each take

responsibility for our actions. Real women will not be abusive or violent toward anyone in their life. Real men will not be violent or abusive toward anyone in their life. So tell me, are you being real? Domestic violence is either a slow or a quick death. It will never bring life or love. Leave the pain and you will do better.

A brilliant young lady shared this poem with me, offering an insider's perspective on domestic violence:

I got flowers today. It wasn't my birthday or any other special day. We had our first argument last night and he said a lot of cruel things that really hurt me. I know that he is sorry and didn't mean to say the things he said – because he sent me flowers today.

I got flowers today. It wasn't our anniversary or any other special day. Last night he threw me into a wall and then started to choke me. It seemed like a nightmare but you wake up from nightmares to find that they aren't real. I woke up this morning sore and bruised all over. I know he must be sorry – because he sent me flowers today.

I got flowers today. And it wasn't Valentine's Day or any other special day. Last night he beat me and threatened to kill me. Makeup and long sleeves didn't hide the cuts and bruises this time. I couldn't go to work because I didn't want anyone to know. But I know he is sorry – because he sent me flowers today.

I got flowers today and it wasn't Mother's Day or any other special day. Last night he beat me again and it was much worse than all the other times. If I leave him what will I do? How will I take care of the kids? What about money? I'm afraid of him and too scared to leave him! But he must be sorry – because he sent me flowers today.

I got flowers today. Today was a very special day. It was the day of my funeral. Last night he finally killed me. I was beaten to death. If only I would have gathered enough courage and strength to leave him. So I got flowers today – for the very last time.

~Author Unknown

One time is enough. There is confidential help available. Please contact the Gender Affairs Unit; Dr. Ronya Foy Connor, Gender Development Coordinator, at the Ministry of Home Affairs, The Valley, or at Ronya.Foy-Connor@gov.ai, 497-2518.



“Hard Road to Travel” by Guest Contributor Susan V. Hodge; Column by Dr. Ronya Foy Connor, Gender Development Coordinator

October 2014

Welcome to our series of bi-weekly columns under the title “The Gender Corner” published in collaboration with The Anguillian newspaper. Through this publication we hope to provide thought-provoking and stimulating discussion that will translate into practical ways of effecting positive change in gender affairs. This week we have a guest contributor, Susan V. Hodge, speaking out as a voice for gender equality. She raises pertinent points for discussion that will help us discover the far-reaching nature of gender considerations.

Woman/man, girl/boy, male/female, she/he, him/her!

“Gender” is a learned way for men and women to behave while “sex” is the determined biological characteristics of women and men. In other words, you are born the sex of a male or a female, but we learn the socially constructed behaviours of being a man or a woman. For instance, who taught you as a girl to play with dolls or as a boy to play with trucks?

We often hear things like “only women can give birth” and “only men can get prostate cancer.” These statements are true and refer to the biological characteristics of women and men. These facts are as true today as they were a decade ago wherever we are when we say it: east, west, north or south, whichever region of the world. However, statements like “only women can take care of children” or “only men can drive trucks” refer to socially determined characteristics assigned to women and men. As much as one can regard them as true, they are not universal, and can be agreed or disagreed upon, according to where and when you say them.

During the last century there have been many changes in the human condition. Women’s movements appeared to have emerged simultaneously all over the world,

lobbying for political and economic identity and for their right to vote, participate in public and political life, receive appropriate education, and ultimately be legally entitled to control over their own lives. It is now realized that without true gender equality countries cannot develop fully, and the acquisition by women of civil and political rights is one of the most pervasive and significant way to achieve this – namely through The Beijing Declaration and Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

Gender equality is not only a basic human right, but its achievement has huge socio-economic ramifications. By empowering women, economies thrive and spur productivity and growth. Yet many gender inequalities remain deeply entrenched in every society. Women may lack access to decent work and face occupational segregation and gender wage gaps. They are too often denied access to basic education and health care. Women in all parts of the world suffer violence and discrimination. It brings to mind the tragic rape and murder in India of the young female medical student, the shooting of Malala just because she wanted an education; and right here in the Caribbean, in an overseas territory, the suspicious death in the Cayman Islands of an anti-domestic violence advocate.

We are also under-represented in political and economic decision-making processes. In Anguilla we may appear to be equal because we buy our own cars, build and own our own homes and businesses, and run things as independent women. BUT who sets the legislation? There is much talk in Anguilla about sustainable development but this can only be achieved if women and men are both involved equally and equitably in the development process at all levels of decision-making and responsibility, and in all spheres of life. Gender mainstreaming must become part of the development agenda for Anguilla.

Often when a woman speaks of gender equality she is viewed as a “man hater” or female supremacist. It’s not anything like that at all. Gender is a relational term. It does not refer simply to women or men, but rather to the relationship between them. “Gender relations” refer to the ways in which society defines rights, responsibilities and identities of men and women in relation to one another. For example, a woman can be a wife in relation to the man who is her husband, an employee in relation to a male employer, a daughter in relation to her father, or a pupil in relation to his teacher.

In conclusion, using the words of reggae legend Jimmy Cliff, as women we ... “got a hard road to travel and a rough rough way to go,” but with determination and tacit approval, gender equality and justice can be achieved.
