



# NARRATIVE REPORT OF THE CARIBBEAN COASTAL AREA MANAGEMENT FOUNDATION GENDER SENSITISATION WORKSHOP

Funded by Global Partnership Workshop (GPN)

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## Introduction

The Caribbean Coastal Area Management Foundation (C-CAM) received funding from the Global Partnership Network to conduct a two-day workshop for its staff and community members within the Portland Bight Protected Area (PBPA) to build their capacity to mainstream gender into projects, programmes and policies implemented by the staff and community.

The first day of the workshop was held with C-CAM Staff on August 7, 2024.

### Staff workshop Summary

There were 20 (15 males and 5 females) participants at this workshop. The workshop objectives were to ensure that participants:

- 1) Understand what Gender is and why it is important to include/mainstream gender
- 2) Understand what sexual harassment is and be able to understand how to reduce its impact in communities.

The session started with welcome by Ingrid Parchment, Executive Director from C-CAM. Participants were asked to complete a Pre-test. Ms. Parchment then introduced Gender and Development Consultant, Indi Mclymont-Lafayette, who engaged the participants in an introductory exercise. After that exercise she moved into her presentation on “The Elements of Gender – a Refresher.” This session ran for roughly an hour and a half with highly heated discussions around gender roles and stereotypes, unequal power relations between men, women, boys and girls as well as why it is important to mainstream gender into projects and programmes (see her presentation attached).

After that session the group took a 10-minute break following which Mr. Nashan Miller, Acting Director, Male Empowerment at the Bureau of Gender Affairs, was introduced for his presentation on Sexual Harassment. He presented on what Sexual Harassment was, the types of Sexual Harassment - Quid Pro Quo and the Poisoned/Hostile Work Environment. He also shared the forms of Sexual Harassment – Physical, Verbal, Non-verbal, written/visual/graphic, bullying, stalking/cyber-stalking and voyeurism. He gave an example of a woman being uncomfortable in a work environment with explicit photos of other women present and this was met by considerable surprise and amazement from many of the males present. It served as a point of considerable and heated debate for some time before he was able to move on to the rest of his presentation. He spoke about the Sexual Harassment Act and how it was being implemented in many Jamaican work places. Based on the numerous questions and discussions, it was decided that the time was too short to do the groupwork and scenarios. So, a shortened lunch time of 30 minutes was taken and the workshop resumed with Mr. Miller’s presentation on the “Basics of a Work Place Sexual Harassment Policy.” During this presentation he addressed the steps someone could take if he or she experienced sexual harassment. This included documenting the experience, getting contact for any witnesses and reporting it to the HR Department or the Police, depending on the

individual's preference. There was some discussion about the need for C-CAM to work on its Sexual Harassment Policy. C-CAM has an existing Gender Policy but the section on Sexual Harassment needs to be expanded into a policy for the organization. Mr. Miller indicated that Sexual Harassment cases were tried before a Tribunal and this body had the authority to fine persons up to J\$1 million depending on the severity of the case. He also said that participants had a Statute of Limitation of up to six (6) years to report Sexual Harassment. This also sparked a rousing discussion about whether this was too short or too long a period.

After Mr. Miller's presentation participants were asked to complete a post-test and to just give a sense of their key take-aways for the workshop. Three males said that what stood out most for them was having an explicit photo in the work environment and its consideration under Sexual Harassment. Two persons said the difference between sex and gender stood out for them. Four persons said that they would be more mindful regarding situations that could be considered as sexual harassment in the work place. Overall, persons said the workshop was an eye opener for them and that they had learnt a lot.



Workshop Presenter, Nashan Miller



A group of workshop participants listen keenly

## Pre and Post Test Results

Twenty respondents did the Pre and 17 the Post Test.

### Pre-Test Results

Questions	TRUE	FALSE	No Answer	Total
Question 1	18	2		20
Question 2	6	14		20
Question 3	17	3		20
Question 4	16	4		20

Question 5	15	4	1	20
Question 6	4	16		20
Question 7	15	5		20

### Post-Test Results

Questions	TRUE	FALSE	No Answer	Total
Question 1	16	1		17
Question 2	2	15		17
Question 3	13	1	3	17
Question 4	17			17
Question 5	15	2		17
Question 6	15	2		17
Question 7	16	1		17

For Question 1, there was very little change in responses. Most of the respondents got this question incorrect. For Question 2, fifteen persons selected the correct answer versus 14 in the pre-test. Whereas in Question 3, 13 persons selected the correct answer as True down from 17, 1 put false which was down from 3 and three persons were unsure and did not put a response. For Question 4, all 17 respondents in the post-test chose true as opposed to 16 in the pre-test. With question 5, 15 respondents chose true and that number remained for both pre and post-test. Only two persons chose False in the post test versus four in the pre-test. Question 6 saw a significant shift in responses with 15 persons choosing true in the post test as opposed to four in the pre-test and two persons choosing false versus 16 in the pre-test. In the final question, 16 persons chose true in the post test, one down from the 15 that had chosen it in the pre-test. Only one person chose false in the post test down from 5 in the pre-test.

The responses indicated shifts in knowledge after the training. While not all the responses showed a fuller understanding of gender and sexual harassment, there are clear changes in perception of the issues after the workshop.

### Community Workshop Training

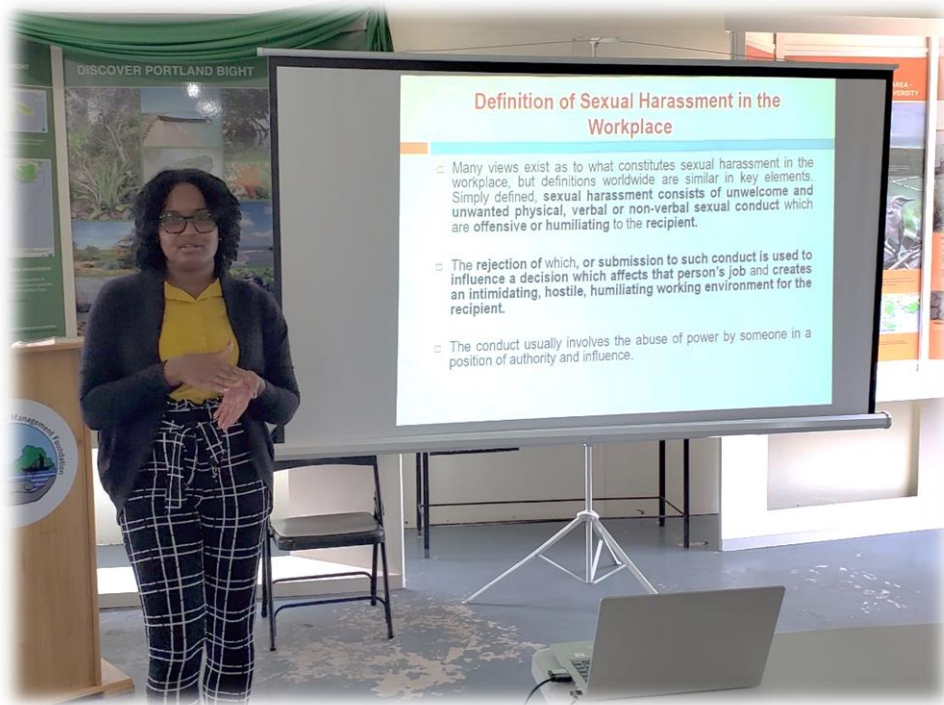
For this workshop, there were 26 participants (9 men and 17 women) from 7 communities - Portland Cottage, Kemps Hill, Longville Park, Mitchell Town, Rocky Point, Race Course, Salt River.

Ingrid Parchment, Executive Director of C-CAM welcomed participants and then handed over the workshop to presenter, Indi Mclymont-Lafayette. She started with an introductory exercise and then moved to her presentation which was a refresher on the Elements of Gender. Similar to the Staff Workshop, she explored gender roles and stereotypes, unequal power relations between men, women, boys and girls as well as the importance of mainstreaming gender into projects and programmes. The session was very interactive with participants highlighting some of the changes in gender roles that have been observed. Particularly impactful was the discussion between two of the older men and the lone teenager of about 16. The teenager was somewhat surprised by some of the gender roles that existed in the youth of the older men. He felt that gender roles such

as women being responsible for the household was no longer one that was particularly relevant for his generation. For him, household chores were gender neutral.

Her session was followed by a presentation from Lorrean Scarlett, Social Worker and Gender Specialist at the Bureau of Gender Affairs. She presented on Gender-Based Violence and the various forms that it came in such as rape, incest, bullying, trafficking in persons, sexual harassment and domestic violence (see presentation attached). She spoke about the types of domestic violence such as child abuse, sexual abuse, sibling and elder abuse. She went into detail about the cycle of abuse and the impact of domestic violence. She did a short skit involving one participant where she explored how an abuser might play psychological mind games with his victim. The skit received numerous nods and triggered a strong discussion about how to handle abuse. Some time was spent exploring why women tended to stay in abusive relationships.

Ms. Scarlett's presentation was followed by another from her colleague, Ms. Tashana Clemmings who spoke on 'Sexual Harassment 101.' Similar to Mr. Miller's from the staff workshop. She presented on what sexual Harassment was, the types of Sexual Harassment - Quid Pro Quo and the Poisoned/Hostile Work Environment. She also shared the forms of Sexual Harassment – Physical, Verbal, Non-verbal, written/visual/graphic, bullying, stalking/cyber-stalking and voyeurism. There was much discussion on areas of her presentation and several participants said that workshops like these should be held in other communities such as Rocky Point to raise awareness on the issues.



Ms. Tashana Clemmings from the BGA making her presentation





Ms. Lorrean Scarlett (front left) doing a skit on emotional abuse

Ms. Indi Mclymont-Lafayette presenting the basics of Gender

## Pre and Post Test Results

### Pre-Test Results

Questions	TRUE	FALSE	No Answer	Total
QUESTION 1	19	1		20
QUESTION 2	5	15		20
QUESTION 3	17	3		20
QUESTION 4	16	4		20
QUESTION 5	15	4		20
QUESTION 6	4	16		20
QUESTION 7	15	5		20

### Post-Test Results

Questions	TRUE	FALSE	No Answer	Total
QUESTION 1	18	1		19
QUESTION 2	2	17		19
QUESTION 3	15	1	3	19
QUESTION 4	19			19
QUESTION 5	16	2	1	19
QUESTION 6	2	16	1	19
QUESTION 7	17	1	1	19

For the first question, there was not much change, for the pre-test 19 persons chose true and for the post test it was 18 while one person chose False in both. The post-test had one less response than the Pre. For question two 17 persons chose False on the post-test as opposed to 15 in the Pre, while only two chose True as opposed to 5 in the Pre. For Question 3, 15 persons in the Post Test chose True versus 17 in the Pre. One person chose False in the Post down from 3 in the Pre-Test and 3 persons were uncertain for this question in the Post. For Question 4, all 19 respondents chose True as opposed to 16 in the Pre-Test. Question 5 had 16 persons responding true, up from 15 in the Pre-Test. Two persons responded false in the post test, down from 4 in the pre-test and one person in the post test did not respond. Question 6 also saw a decline in the number of persons responding true in the post test – from 4 persons to two, while the number of respondents for false remained the same in both the post and pre-test. One person again gave no response. For Question 7, 17 persons responded true in the post test up from 15 in the pre-test. Only one person responded false in the post test down from 5 in the pretest. There was no response from one person.

Similar to the Staff workshop, the responses indicate shifts in knowledge after the training. It shows too that there are some areas that may still need further clarity and training.

## Workshop Evaluation Summary

Eighteen persons filled out the evaluation form (9 females and six males. Three persons did not indicate their sex).

Three of the forms were partially completed.

There were 8 persons from Community Development Groups, 1 person from the Kiwanis Club, 1 policy-maker, 1 church minister, 2 students, 1 did not say, Other - 1

	<b>Very satisfied</b>	<b>Satisfied</b>	<b>Neither satisfied or dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Tally</b>
The preparation of the event and the information provided in advance	12	3	2		1	18
The technical set-up and the quality of the stream (if applicable)	13	2		1	2	18
The content of the workshop was appropriate and informative.	12	3			2	17



	<b>Very satisfied</b>	<b>Satisfied</b>	<b>Neither satisfied or dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Tally</b>
The possibility to exchange with others	12	1	1		3	17
The possibility to participate in discussions (vocally and/or chat)	12	2			1	15
The preparation of the event and the information provided in advance	10	1			1	12
The event fulfilled my expectations	10	2			1	13
The topics selected were relevant for my work/engagement.	11	1			1	13
The content and format of the contributions were of high quality	11	1		1		13
The topics were considered and discussed from an interdisciplinary perspective.	9	2	1	1		13
I have gained professional expertise	7	4		1		12
I have acquired occupational skills	4	6	1	1		12
I have gained methodological expertise/strategic knowledge	5	4	1	1		11
I have gained strategic knowledge	5	4	1	2		12
The workshop/event added to my knowledge in my field of work/engagement to deal with issues	9	3	1	1		14

	<b>Very satisfied</b>	<b>Satisfied</b>	<b>Neither satisfied or dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Tally</b>
relating to development.						
I gained new contacts to people in my field of work/engagement	8	2	2	1		13

### **What could be improved:**

1. The issues were extensively dealt with and all the attendees learned enough to impact their communities and themselves. The only shortcoming is the number of persons since more persons should be here to be informed.
2. Notice of the event was sent to my group the day before the event. Please give all community groups more time to ask for more participants.
3. For persons to get more knowledge and understanding.
4. I learned about some of the laws.
5. More meetings, more frequently.
6. I would love more information on Sexual Harassment.
7. I learnt that persons must have self-control when it comes to sexual harassment.
8. The presentations could be shared with the representatives.
9. I learnt that sexual harassment can be in the form of talking to a person who finds it uncomfortable.
10. Everything was in place (2).
11. The different types of harassment. The difference between sex and gender.

### **New Insights:**

- 1) I have gained new knowledge about Sexual Harassment laws and policies, nationally and in the workplace, resources and agencies to contact for queries and reports.
- 2) Yes, I did. It was a very interested learning process.
- 3) Yes – a lot of things.
- 4) I learnt something new about the policy of abuse in the society.
- 5) I learnt about the different forms and types of sexual harassment.
- 6) Gender affairs is a good topic for this community. People are lacking in Knowledge in this community.
- 7) The difference between sex and gender.
- 8) I did not know harassment could happen in a professional work space (with boss etc)
- 9) I have learnt about sexual harassment and the forms of sexual harassment such as physical, verbal, non-verbal and written/visual/graphic.

Topics to see included at future GPN events and Workshops

- 1) Bullying
- 2) Sexual harassment (3)
- 3) Gender violence
- 4) Environmental issues and community development.
- 5) Community engagement for further education of community members.
- 6) Personal Hygiene.
- 7) Educating community persons re the importance of the mangroves.
- 8) Laws dealing the different types of harassment.

#### **What do you feel could be improved?**

1. Participants especially community leaders could get additional copies of the presentations to present to the community members.
2. The different types of Gender Violence.
3. I feel the people could come every day.
4. Everything was good. It was very informative.
5. More video clips.
6. Everything went well. It was very informative and engaging.
7. The sessions should be held in the different communities within the Portland Bight Protected Area.
8. More community persons participating.
9. More community persons need to be involved in any event that is hosted at the PBDC.
10. Nothing
11. I think ore persons should take the time to attend more meetings.

#### **What did you like most?**

- 1) It was very informative – presentations and participants were well feted.
- 2) Everything
- 3) I liked the persons who came in to teach us.
- 4) It was interesting.
- 5) It teach you about Sexual Harassment and abuse.
- 6) The presentations.
- 7) Informative.
- 8) It was very interactive and the topics were well put together.
- 9) It was very informative and I learnt a lot.
- 10) Topic was informative and interesting.
- 11) Participation of everyone. The presenters were clear and precise. They did an excellent job.
- 12) The openness of the conversations and the many views.
- 13) We get to interact with the guest speakers.

## Appendix

### Pre and Post Test

#### Caribbean Coastal Area Management Foundation (C-CAM)

#### Staff Workshop on Sexual harassment and Gender

#### Pre -Test

Instructions: Please circle the answer you think is most appropriate for each question below.

- 1) Gender refers to male and female. True or False
- 2) Men outnumber women in the Jamaican population. True or False
- 3) Gender includes persons with disabilities, the elderly, youth and other marginalised groups. True or False
- 4) Every work place must have a Gender policy by law. True or False
- 5) Every work place must have a Sexual Harassment Policy by law. True or False.
- 6) Sexual harassment only happens to women. True or False.
- 7) C-CAM has a Gender Policy. True or False.

END.

**Post -Test**

**Instructions: Please circle the answer you think is most appropriate for each question below.**

- 1) Gender refers to male and female. True or False
- 2) Men outnumber women in the Jamaican population. True or False
- 3) Gender includes persons with disabilities, the elderly, youth and other marginalised groups. True or False
- 4) Every work place must have a Gender policy by law. True or False
- 5) Every work place must have a Sexual Harassment Policy by law. True or False.
- 6) Sexual harassment only happens to women. True or False.
- 7) C-CAM has a Gender Policy. True or False.

	Answers
1	F
2	F
3	T
4	F
5	T
6	F
7	T



## **Caribbean Coastal Area Management Foundation (C-CAM) Community Workshop on Sexual harassment and Gender Based Violence**

### **Context**

C-CAM has received funding from the Global Partnership Network to conduct a two-day workshop for its staff and surrounding community members to build their capacity to mainstream gender into projects, programmes and policies implemented by the staff and community.

### **Learning outcomes of the workshop**

By the end of the workshop, participants would:

- 1) Understand what Gender is and why it is important to include/mainstream gender considerations in their work.
- 2) Understand what Sexual Harassment and Gender Based Violence (GBV) is and be able to understand how to reduce its impact in communities.

### **Agenda – Community Workshop**

<b>Time</b>	<b>Activity</b>	<b>Facilitator</b>
9:30 am – 9:35 am	Welcome	Ingrid Parchment, Executive Director
9:35 am –10:00 am	General Introductions	Indi Mclymont-Lafayette, Gender Consultant
10:00 am – 10:05 am	Remarks	Ingrid Parchment, Executive Director
10:05 am – 11:00 am	The elements of Gender - Refresher	Indi Mclymont-Lafayette, Gender Consultant
11:00 am – 11:15 am	Break	
11:15 am – 12:15 pm	What you need to know about Gender Based Violence	Miss Joanie James Social Worker Community Liaison Unit Bureau of Gender Affairs
12:15 pm – 1:00 pm	LUNCH	

1:00 pm – 1:45 pm	Sexual Harassment 101 (Do's and Dont's of dealing with Sexual Harassment in the community)	Miss Tashana Clemmings, Acting Director, Policy and Research Unit Bureau of Gender Affairs
1:45 pm – 2:30pm	Group work – focusing on possible sexual harassment scenarios that may happen in the workplace and how they can be dealt with	Miss Tashana Clemmings, Acting Director, Policy and Research Unit Bureau of Gender Affairs/Indi Mclymont-Lafayette, Gender Consultant
2:30 pm – 3:00pm	Next steps, Evaluation and wrap up	Ingrid Parchment, ED

## Caribbean Coastal Area Management Foundation (C-CAM)

### Staff Workshop on Sexual harassment and Gender

#### Context

C-CAM has received funding from the Global Partnership Network to conduct a two-day workshop for its staff and surrounding community members to build their capacity to mainstream gender into projects, programmes and policies implemented by the staff and community.

The workshops will be conducted as follows:

- 1) Workshop Day 1 (August 7, 2024) - Employees, consultants, volunteers of C-CAM.
- 2) Workshop Day 2 (August 27, 2024) - Community groups and activists that work with C-CAM.

#### Learning outcomes of the workshop

By the end of the workshop, participants would:

- 3) Understand what Gender is and why it is important to include/mainstream gender considerations in their work.
- 4) Understand what sexual harassment is and be able to understand how to reduce its impact in communities.

#### Agenda – Staff Workshop

Time	Activity	Facilitator
9:30 am – 9:35 am	Welcome	Indi Mclymont-Lafayette, Gender Consultant
9:35 am –10:00 am	General Introductions	Indi Mclymont-Lafayette, Gender Consultant

10:00 am – 10:05 am	Remarks	Ingrid Parchment, Executive Director
10:05 am – 11:00 am	The elements of Gender - Refresher	Indi Mclymont-Lafayette, Gender Consultant
11:00 am – 11:10 am	Break	
11:10 am – 12:00 pm	Sexual Harassment 101	Nashan Miller Acting Director, Male Empowerment, Bureau of Gender Affairs
12:00 pm – 1:00 pm	Group work – focusing on possible sexual harassment scenarios that may happen in the workplace and how they can be dealt with	Nashan Miller Acting Director, Male Empowerment, Bureau of Gender Affairs/Indi Mclymont-Lafayette, Gender Consultant
1:00 pm – 2:00 pm	LUNCH	
2:00 pm – 2:30 pm	Basics of a work place Sexual Harassment Policy	Nashan Miller Acting Director, Male Empowerment, Bureau of Gender Affairs Bureau of Gender Affairs
2:30 pm – 3:00pm	Discussion	Indi Mclymont-Lafayette, Gender Consultant
3:00pm	Next steps, Evaluation and wrap up	