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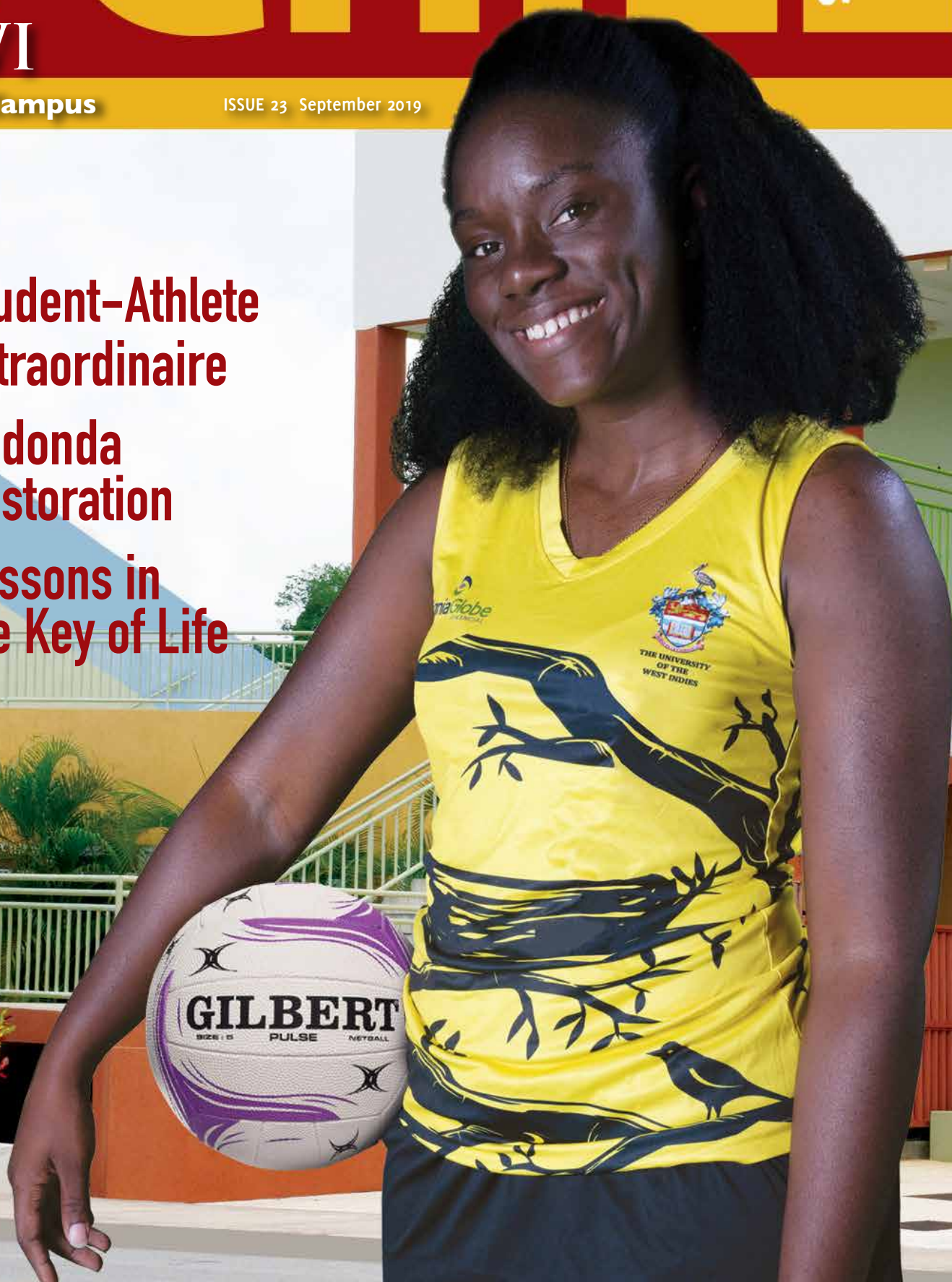
Cave Hill Campus

ISSUE 23 September 2019

CHILL

news

- **Student-Athlete Extraordinaire**
- **Redonda Restoration**
- **Lessons in the Key of Life**



CHILL news

A PUBLICATION OF
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Education: A Renewable Resource

LIFELONG LEARNING. This aspirational endeavour has taken on heightened relevance with the widespread changing nature of work. As businesses and other enterprises become increasingly driven by innovative processes, leveraged by technology, it is fundamental that employees undergo continuous training in order to keep themselves and their organisations competitive. Workers at every level are expected to acquire advanced knowledge, skills and specialised training to remain relevant in a technology-driven work environment.



Professor V. Eudine Bariteau
Pro Vice-Chancellor and Principal
The UWI, Cave Hill Campus

This development has led educators to rethink higher education. As technology redefines work, it is imperative that the modes and delivery of tertiary learning in our region be remodelled and refined to achieve its targeted aims of revitalising the development of the Caribbean and wider world. Course content, therefore, should not only include the most up to date information delivered through pedagogical best practices, but educators must also find ways to help all employees remain current without the latter feeling an overwhelming need to return to the classroom to get a freshly minted degree. The solution? - provide access to continuous learning and training that would help professionals retool and increase their levels of competence.

The UWI, Cave Hill Campus's recently established **Centre for Professional Development and Lifelong Learning (CPDLL)** is designed to help employees and individuals keep pace with job market demands and assist professionals who are seeking to take their careers to the

next level. It facilitates retirees and others who are simply in search of personal improvement. The centre's initial offerings have especially targeted professionals who have invested heavily in their careers, yet, now face an urgent need to acquaint themselves with newly available expertise to meet rising job expectations.

Aligning cutting-edge expertise with stakeholder needs, the CPDLL operates a year-round, open enrolment facility with a range of offerings, including interdisciplinary and cross-faculty education that is fit for purpose. Its creation was born from an awareness that many employees today find themselves grappling with an evolving and expanding catalogue of complex global issues and problems. Whether dealing with periodic sargassum influxes or rising youth unemployment, our countries face challenges today that pose severe environmental and socio-economic risks. These challenges may be driven by agents as diverse as climate change, struggling economies or growing poverty, and their solution might require interdisciplinary application and collaboration not afforded through the pursuit of a traditional academic course of study.

A **School for Governance and Public Policy** is another soon-to-be-established academic unit geared towards addressing growing public sector challenges. The school will operate as a programming division aligned with the **Centre for Professional Development and Life Long Learning** and will deal with specialised curricula overlapping the fields of management, public administration, public finance and government. It will enable civil servants to retool and contextualise the relevance of their functions, but more critically, facilitate governments in realising their objective of delivering more efficient public service while achieving developmental goals. The school will offer specialised training to regional civil servants in areas such as strategic leadership and change management, use of information technology in the public service, e-governance, management in crises, including post-disaster management; auditing and cost controls in the public sector, and the role of government services in national development. Training will be offered in modules targeting three levels: entry level for new members of the service, middle management; and senior leadership, such as permanent secretaries.

As the region aims for a sustainable future, Cave Hill defines education as a valuable renewable resource that must play a vital role in realising Caribbean goals. **Adhering to our pivotal strategic objectives of access, agility and alignment, Cave Hill offers ample demonstration of an educational institution that is responsive to regional needs in a rapidly changing global environment. Our recent reaccreditation for a maximum seven-year period is a crowning achievement. It underscores the campus's continued effective management of its affairs, and its proprietorship of high quality, reputational assets that have empowered us to take our rich academic offerings beyond traditional shores.** We are now targeting expansion into the Dutch and Francophone Caribbean, and further afield to the Americas and Africa, all with highly encouraging results. ♦

Highest Seal of APPROVAL

After a rigorous round of evaluation by the Barbados Accreditation Council (BAC), The UWI, Cave Hill Campus has secured the maximum seven years of institutional accreditation.

Principal and Pro Vice-Chancellor at Cave Hill Professor Eudine Barriteau accepted the accreditation certificate from Chairman of the BAC, Ann Lady Hewitt, during a ceremony held on 4 June 2019.

The event was attended by senior management of both the university and the BAC. The campus, which received its first institutional accreditation from the BAC in 2013, underwent the reaccreditation evaluation from 18–22 March 2019.

It was assessed on five standards: mission and objectives; governance and administration; teaching and learning; readiness for change; and quality enhancement. The campus opted to be evaluated on an additional standard — graduate studies, research and innovation.

The process included a self-evaluation report, BAC-scheduled meetings with key stakeholders including faculty and staff, students and graduates; site visits to ascertain the conditions

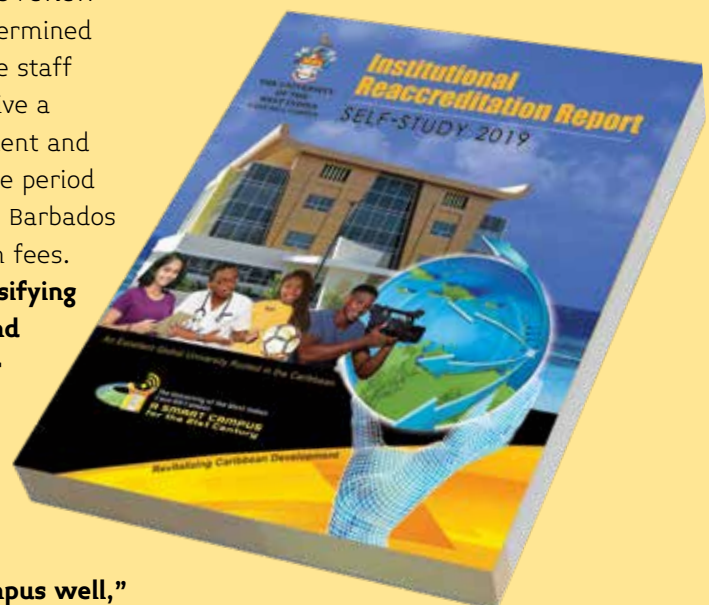


Professor Eudine Barriteau (left) receives the certificate of accreditation from Chairman of the BAC, Ann Lady Hewitt.

for teaching and learning, and unscheduled interactions with staff and students.

In its report, the BAC's review team concluded that determined leadership and supportive staff enabled Cave Hill to survive a substantial fall in enrolment and income resulting from the period when the Government of Barbados no longer paid full tuition fees.

"The campus is diversifying its sources of income and planning confidently for the future. The culture of professionalism and reflective practice in teaching and learning is exemplary and serves the students of the campus well," the team added. ♦



All tertiary-level graduates should be equipped with practical knowledge on technology, such as app development.

Director of Economics at the Caribbean Development Bank (CDB), Dr. Justin Ram, made this suggestion during his opening plenary address at the 20th Annual Sir Arthur Lewis Institute of Social and Economic Studies (SALISES) Conference in May.



Transformative Education Key to Economic Growth

"... Human capital always has to be augmented. We have to think about what will happen to us in terms of artificial intelligence ... [Therefore], anybody who is exiting your educational institution now needs to have a firm understanding that they need to be literate, numerate, [and] they need to understand the power of analytics [and] how to use them because that's where the world is moving. So education is the key to prosperity. We need to have transformative goals for education to achieve a knowledge-based economy ...," he said in remarks under the theme **"Obtaining Economic Security for the Region: The transformation agenda"**.

"Let us not wait for others to create these applications; let's do it ourselves. So I am putting it out there to the university that



anyone leaving SALISES now should have some idea on how to use data to develop applications, because it is very useful for research going forward."

Dr. Ram also noted that young people should be shown the value of continuing their education, adding: *"if we are going to encourage our*

Dr. Justin Ram believes that current university graduates must be equipped with the latest tech knowledge in order to support a knowledge-based economy.

young people to stay in education, then it must be worthwhile for them to do that. We have to create incentives for the individual to want to invest in themselves." ♦

Promoting Homegrown IT Solutions

A call is being made to allow UWI computer science graduates to create homegrown software solutions to meet indigenous needs instead of spending millions of dollars abroad on these requirements.

A White Paper conceptualised by Cave Hill researchers, Drs. Curtis and Mechelle Gittens, argues that if this is done, government's investment in education would pay greater dividends and save Barbados significant sums of foreign exchange.

The recommendation urging local software acquisition is contained in a document titled **"Leveraging the Cave Hill Undergraduate ICT Programmes to Increase Economic and Technological Growth in Barbados"**. The husband and wife academic team argues that the Government stands to benefit significantly by adopting a *"build vs. buy"* approach to software solutions.

"[We] are spending millions on software such as tax systems, and the money is going outside [of the country] to build these systems," Dr. Curtis said during an interview. "These systems are information systems: they take a database of information, perform queries on them, go through a process and update a database. This is fundamental computer science that is taught here from day one. So we are saying if [the country has] high debt and is, nonetheless, investing heavily in undergraduate education, why not take greater advantage of that training to help you reduce these costs?"



Give students a chance! That is the suggestion from IT lecturers Dr. Curtis Gittens (left) and Dr. Mechelle Gittens.

In the 2019-2020 *Draft Estimates of Revenue and Expenditure*, the Barbados Government estimated spending over \$8 million to acquire Information and Communications Technology products and professional services, as it accelerates the country's move towards expanded digitisation.

The Government is also spending millions of dollars in tuition on nearly 300 Barbadian students enrolled in the Computer Science and Information Technology programmes at Cave Hill. **The team is proposing, for example, that the newly introduced MSc in Software Engineering would encourage students to develop customised e-government systems as part of their course of study.** This would also assist with providing a platform for technology start-ups created and run by students.

"By the end of a project, the Government has now engaged the best and brightest to create these systems, [whom they can then] hire to maintain the systems," Mechelle added.

"So instead of Barbados buying software from other countries, Barbados is now in the position to sell software to other small island developing states or even larger states. Either way, it is a win ... because, currently, what happens is that the students come into the programme [and] they graduate. Some go to corporate institutions, but a lot of them struggle to find meaningful employment in the area of [computer science] and IT and [they] go to jobs outside their field. So a resource and an investment seems wasted."

Mechelle added that an initiative of this nature can be implemented with buy-in from key stakeholders, such as technical leads in government organisations.

"We can start by getting small projects to see if we can get students to implement them."

Furthermore, the academics believe that master's programmes offered by their department could provide ideal opportunities for scaling up projects developed at the undergraduate level and undertaking research. ♦

Caribbean Science Foundation Attends Clinton Foundation Conference



Gillian Hassell of the Caribbean Science Foundation (centre) participating in the panel of the Executive Session on "Advancing Economic Development Through Entrepreneurship and STEM Education", chaired by Secretary Hillary Clinton (right), at the Clinton Global Initiative Action Network Conference.

The Caribbean Science Foundation (CSF) participated in the Executive Session on "Advancing Economic Development Through Entrepreneurship and STEM (Science, Technology, Engineering and Math) Education" that was part of the Clinton Global Initiative (CGI) Action Network conference held on 4 June, 2019 in the US Virgin Islands.

The Clinton Foundation launched the **Clinton Global Initiative Action Network on Post-Disaster Recovery** in response to requests from several of the Caribbean islands for recovery assistance following the last devastating hurricane season. Building on CGI's proven **Commitment-to-Action** model, the **CGI Action Network** brought together leaders from across sectors to develop new, specific and measurable plans to advance recovery and promote long-term resiliency across the region.

The CSF was selected by the **Clinton Foundation** to participate in the Executive Session based on several papers published by Professor Cardinal Warde, interim Executive Director of CSF and Dr. Dinah Sah, Co-executive Director, on strategies for the development of a STEM-based economic pillar in the region.

Secretary Hillary Rodham Clinton moderated the session and emphasised the importance of STEM to the growth of the region.

"I am very excited about talking with the panellists about math and science here in the Caribbean, because we know that to support a new generation of entrepreneurs and small businesses – which, after all, employ over 90 percent of the workforce in the US Virgin Islands alone – we can't do it without STEM education."

Gillian Hassell, Adjunct Program Manager at the CSF, used the opportunity to share about two of the foundation's key initiatives: **Student Program for Innovation in Science and Engineering (SPISE)** summer programme, and the **Computer Coding Workshops**. The SPISE programme brings top science students from around the region to Barbados to participate in an immersive programme in STEM, entrepreneurship and Caribbean unity. Students collaborate on projects ranging from underwater robotics to new business proposals that provide them with important skills and experience that can be applied in the future to creating solutions to some of our regional challenges. Meanwhile, the Computer Coding Workshops are intended to stimulate increased interest in science and engineering careers (especially in computer science) and to prepare students for university study in the STEM disciplines. Further, these workshops are intended to increase the low numbers of skilled ICT workers in the region and to encourage the formation of more globally competitive ICT companies. So far, they were held in St. Lucia and Barbados.

"We are grooming the next generation of science and engineering leaders in the Caribbean. When we bring these young minds together, we want them to see that pursuing careers in STEM and STEM-based entrepreneurship is one way to assist with the economic development challenges that face Caribbean countries," Hassell said during the session.

The Caribbean Science Foundation is headquartered at The University of the West Indies, Cave Hill Campus. ♦

A School of Governance and Public Policy will shortly be launched at Cave Hill Campus. Its operations will be closely linked to the fledgling Centre for Professional Development and Lifelong Learning among whose aims is the provision of continuous training and retooling of workers.



Supporting Regional Civil Servant Development

At the meeting of Campus Council held last March, Principal and Pro Vice-Chancellor of the campus Professor Eudine Barriteau said, “*The School will offer specialised training to Barbadian and Caribbean civil servants in areas such as strategic leadership and change management, use of information technology in the public service, e-governance, management in crises such as post-disaster management, auditing and cost controls in the public sector, and the role of government services in national development.*”

“*Training will be offered in modules targeting three levels: entry level for new members of the service, middle management; and senior leadership, such as permanent secretaries. The school is not a physical structure but a programming division, aligned with the Centre for Professional Development and Lifelong Learning, dealing with specialised curricula overlapping the fields of management, public administration, public finance and government. This initiative enables civil servants to retool and contextualise the relevance of their functions, but more critically, facilitate governments in realising their objective of delivering development goals. The campus will operationalise*



Professor Eudine Barriteau

this programme in the context of its memorandum of understanding with the Caribbean Centre for Development Administration.”

Meanwhile, Principal Barriteau lauded university staff for their commitment to the public service as evidenced by their significant response to calls to serve in advisory capacities.

She said, “**The best evidence of the impact of the campus and a significant measure of its value to strengthening**

Barbadian and Caribbean societies is the vast extent to which campus colleagues have been invited to sit on national and regional government and corporate boards and committees. The campus has exceeded the target of over 50 percent of our colleagues being engaged in public service.”

The 50 percent target was set out in **The UWI Triple A Strategy 2017-2022**. Staff involvement on boards and national committees includes fields such as accounting, archiving, mental health, law, health and wellness, and tertiary education.

Principal Barriteau noted that this was one of several ways that staff of the campus had been giving back to the wider community. She also highlighted the work of the **Student Entrepreneurial Empowerment Development (SEED)** programme and its **Entrepreneurs’ Clinic** that was developed as a response to the national retrenchment exercise.

SEED was developed as a pre-incubator programme where students can explore and expand their entrepreneurial ideas.

“Cave Hill gives back and does so in tangible ways,” the Principal affirmed. ♦





Professor Eudine Barriteau (left) greets Ambassador Teruhiko Shinada while Acting Librarian of the Sidney Martin Library, Cave Hill, Judith Toppin looks on.

Expanding Vistas into Japan

The study of Japanese language and culture at Cave Hill moved a step closer to realisation with the recent donation of books about that country to the Sydney Martin Library.

The contribution was made by the non-profit organisation, **Nippon Foundation**, on the recommendation of Ambassador of Japan to Barbados, His Excellency Teruhiko Shinada.

The 100 books were officially handed over in May at the start of a week-long event, **“Japan Through the Eras: A Showcase of Japanese Life and Culture”**, hosted at the library.

“These books touch on history, life, culture of Japan and a variety of other areas. I hope that these donations will contribute to making the students of this

campus feel even closer to Japan,” the ambassador said, pointing out that the gift was also symbolic because of its timing.

The showcase was staged during a historic period for Japan. Just weeks prior, on 30 April 2019, Emperor Akihito ended his 30-year reign by abdicating the throne. He was the first *Japanese* monarch to do so in more than 200 years. The following day, his eldest son, Naruhito, was enthroned as his successor, ushering in a new era.

Pro Vice-Chancellor and Principal Professor Eudine Barriteau led off the guest signing of a book congratulating the new emperor on his enthronement.

In her remarks during the handover, Barriteau, who visited Japan in 2017, said the university and the embassy have enjoyed excellent relations; the campus and Centre for Resource Management

and Environmental Studies (**CERMES**) are among the beneficiaries of that cooperation.

Additionally, the campus has hosted renowned Japanese academics, including environmentalist Professor Anne McDonald of Sophia University and Associate Professor Mitsuteru Takahashi of Digital Hollywood University, a specialist in film and anime.

Anticipating greater scope for cooperation, Barriteau said, *“With further collaboration, we can expand on the work started in anime, and the introduction of a minor in Japanese. For these possibilities and our work towards the internationalisation agenda, I welcome this set of literature that we are receiving. I have no doubt that even as these books open up greater vistas into Japanese culture and way of life, these resources will go a long way in helping us to understand our common threats and forge common approaches to problem solving.”*

The Principal said the campus will explore the establishment of a Minor in Japanese Studies, adding: *“It is critical that Cave Hill continues to reflect the wider world in which our students will live and work.”* ♦

Cave Hill alumni living abroad have been invited to take part in next year's **UWI/RBC Race for the Kids** when they return home for the island's **Vision 2020: We Gatherin'** celebrations.

WE GATHERIN'
BARBADOS 2020



A Call to Come Home



Principal and Pro Vice-Chancellor Professor Eudine Barriteau made the call during post-race remarks in March and again in July

when she received a cheque for funds raised from the race.

*"We know that the Barbados Government has called it **Vision 2020: We Gatherin'**, so RBC and The UWI will gather once more and do more for the young people of Barbados and the region; and we are extremely grateful to all the partners who have made this happen."*

The **Vision 2020: We Gatherin'** initiative encourages diasporic Barbadians to return home *en masse* to assist with the island's economic rebuilding.

On 24 July, the bank presented the campus with a cheque for \$125,000 raised from the race. The funds will finance 16 Cave Hill Campus scholarships, valued at \$4,500 each, with the remainder \$35,000 earmarked for the campus's **First Year Experience (FYE)** programme that helps new students become assimilated to university life.

Funds are being channelled to programmes that specifically target the mental well-being of students, a development that RBC Managing Director Robert de Silva deemed as commendable.

"More and more in the working world, mental health is being increasingly recognised as something that we need to deal with. Once upon a time, in the business environment it was all about employee engagement and motivation, but the deeper you dig into that space the more you realise that there are so many factors that impact [employees]."

Now in its third year, the race attracted the largest participation to date with a record 2,200 persons having registered for the six-kilometre event that commenced outside the 3Ws Pavilion at Cave Hill Campus. From the start, a wave of blue surged uphill at a steady pace, determined to walk, run or wheel themselves along the route. One participant, a member of a large Chinese contingent that competed, walked the entire route on crutches.

Principal Barriteau thanked corporate benefactors for making the event possible noting that, although Barbadian students were no longer being called on to pay tuition fees, many faced other financial challenges that could hamper their full participation in higher education.

"... What you may not recognise is that some students when they cannot make their monthly bills, transportation, food, sometimes housing, [that may cause] mental health issues [to] arise. This race enables us, quietly and behind the scenes, to address that." ◆



(l-r) RBC Royal Bank Area Vice President, Retail Banking, Wenrick Clarke; RBC Royal Bank Managing Director, Robert de Silva; UWI Cave Hill Principal, Professor Eudine Barriteau; and RBC Royal Bank Regional Manager, International Business Co.s & Trust, Deidre Cox at the cheque presentation ceremony.

Student-Athlete Extraordinaire

by Leigh-Ann Worrell

An avid netballer, Vanessa Bobb is adept at juggling and displaying a mastery on and off court that has helped her to manage several roles at once: being a mother; national netballer and club captain; employee and full-time student.



This full list of the many responsibilities she already has at age 22 would leave many breathless. Yet, with the help of family, friends and supportive classmates, the lifelong sports enthusiast keeps shooting for more goals.

Given her stellar achievements and relentless drive for personal growth and development, it is no wonder that she was chosen by the Academy of Sport, Cave Hill as a nominee for The UWI Vice-Chancellor's Sportswoman of the Year award for 2019.

Vanessa, who is set to graduate with a BSc in Sport Sciences in October, won the title from a field of four women that included fellow Cave Hill student and footballer, Cadijah Mars.

Sportsman of the Year award went to Jordan Reynos, hockey player at St. Augustine Campus, who triumphed among a field of six nominees.

Vanessa speaks modestly about her sporting and academic accomplishments – often achieved with limited sleep but nourished with nutritious meals and ample fluids. She brightens, however, when recalling the surreal feeling of walking away with the

prestigious award.

"When they were announcing Sportswoman of the Year [at The UWI Games Opening Ceremony], they said the winner was from Cave Hill ... but when I heard my name, I was shocked. I even cried a little. As I heard the announcer reading my bio, I realised that it really was me," Vanessa recollected. "It really hit me again when I returned to work, and I realised that my office had sent out an email to let everyone know that I had won ...," the customer services representative said.

Vanessa's family was also proud of her regional award, reminding her that it demonstrated that, while it seemed she was working under the radar, people were taking notice of her hard work and dedication.

Awardees are selected from a field of UWI student athletes who display excellence in their athletic disciplines and are succeeding academically, while personifying the spirit of the university through volunteerism and participation in campus life.

In addition to representing Cave Hill in netball and volleyball at the biennial UWI Games, Vanessa captains the **Pine Hill St.**

Barnabas's senior netball team – a team she joined as a third-form student at Queen's College.

Last September, as part of that club's community outreach efforts, the team adopted the **Nightengale Children's Home**, offering netball 101 among the activities.

in local media as a “*strong defender and adept midcourt player*”, is also a member of the national team, having represented Barbados at the junior, under-21 and senior levels. Most recently, she played in the **2018 Commonwealth Games** held in Australia.

Vanessa told *CHILL Magazine* that her passion for the sport began in primary

“Some days I would be finishing at 8 [p.m.], and I would still have to tell myself that I should revise even though I was up since 6 [a.m.]. Sometimes I would crash or... stay up until 2 [a.m.] so I could finish a paper or study. You have to try to balance it ... but also know when you need help.”

“When they were announcing Sportswoman of the Year [at The UWI Games Opening Ceremony], they said the winner was from Cave Hill ... but when I heard my name, I was shocked. I even cried a little.

“The girls are excited and willing to learn, and we get to know their names and personalities so we know how to deal with them [individually],” Vanessa said of the initiative. “I think that every sport in Barbados should give back, especially to the children's homes because there is talent there that we don't know of ...”

The netballer, who has been described

school, fostered by encouraging teachers and an aunt who also played the game: “*I was always decent, and as time went on, I got better at it,*” she said with a shy smile.

Vanessa continued with the sport through secondary school and into her tertiary education. However, the athlete confessed that the juggling act became harder to manage at The UWI.

Vanessa was first admitted into Cave Hill to study Sociology with Law, but she did not fare well with this choice: “*After the first year, I failed two of the law courses ... I had a friend who was doing sports science courses, so I read up about it. I told my mother that the Sociology with Law degree was not for me and [that] I wanted to do the Sports Sciences degree, since it would help me to understand sports more, both on and off the court ...*

“I switched and my grades got better. Also, since mostly sportspersons are doing the programme, the teamwork is definitely there ... I was able to form bonds and know that if I was struggling that there is someone who is willing to help.”

This is particularly needed when the time came to compete in tournaments overseas.

“I also found that the teachers in the programme are understanding because they appreciate the demands of sportspersons, especially national athletes. They set a high standard, but they are understanding.”

Vanessa intends to pursue studies at the master's level come September, and has applied to Cave Hill's **Tourism and Sport Management** programme.

Ultimately, she has set her sights on giving back to the sport that has provided many opportunities for her: an objective which, with her steady aim and unruffled resolve, could become her most satisfying goal of all time. ♦



Jordan Reyos and Vanessa Bobb - The UWI Sportsman and Sportswoman of the Year

Aiming at staying abreast of the digital revolution, Cave Hill Campus continues to foster stakeholder dialogue about the internet, its impact on the youth and ways they would like to see it develop to benefit themselves and their communities.

Youth Internet Forum



Dr. Colin Depradine
Dean, Faculty of Science and Technology

Such was the focus of the **2nd Annual Barbados Youth Internet Governance Forum** that was held on 22 March in collaboration with the Internet Society of Barbados and other partners under the theme "Smart Youth for a Smart Barbados".

Held at the Errol Barrow Centre for Creative Imagination, the forum brought together youth between the ages of 16 and 25 from the university and other learning institutions to discuss digital and media literacy, readiness for the jobs of tomorrow and internet governance, among other issues.

In his opening remarks, Dean of the Faculty of Science and Technology Dr. Colin Depradine underscored the importance of staying abreast with changes in technology.

With the world going through its fourth industrial revolution, albeit one that is centred primarily on automation and data exchange, he said the campus has introduced enhanced teaching tools to prepare students for this rapidly changing environment.

These include smart projectors, simulations and virtual labs, as well as

technology that enables speeches by lecturers to be communicated directly to the hearing aids of persons with hearing impairments.

At the same time, he said, *"We continue to emphasise core areas, critical and creative thinking, problem solving, IT literacy, entrepreneurship and so on. It doesn't matter how many revolutions there are in this world, it doesn't matter how the world changes, those will never change and it becomes more important for you because artificial intelligence is going to remove certain types of jobs."*

Special advisor to the Ministry of Innovation, Science and Smart Technology, Dr. Analee Babb, agrees with the UWI's focus on developing critical thinkers while simultaneously embracing smart technology.

"In all the ways that matter, for us to build a better society, we cannot allow smart technology to take the place of smart people who build smart communities where we still care about each other and look out for each other," she said.

Dr. Babb challenged the students to come up with smart solutions using smart technology, stating, *"Barbados needs your open, flexible minds, your fresh ways of thinking and seeing the world, your energy and your vitality to help solve the serious national and global challenges we are facing as a nation."*

The **Internet Society** was founded in 1992, with the Barbados Chapter being established in 2016. Chair of the Barbados Chapter, David Smith, said the vision continues to be that the internet is for everyone. ♦



Senior Staff on the Move

A number of changes among the senior ranks at The UWI, Cave Hill Campus took effect when the new academic year started on 1 August 2019.

Director of Graduate Studies and Research **Professor Winston Moore** assumed the post of Deputy Principal of the campus, while his predecessor, **Professor Clive Landis**, took up the position of Pro Vice-Chancellor for Undergraduate Studies.

Mona alumnus and previously UK-based scientist **Dr. Simon G. Anderson** became the new Director of The George Alleyne Chronic Disease Research Centre, and Professor of Francophone African and Caribbean Literature **Professor Kahiudi Mabana** took over as Director of the School for Graduate Studies and Research.

There is also a new head in the Faculty of Humanities and Education where **Professor Frederick Ochieng'-Odiambo** replaced recently retired Professor Evelyn O'Callaghan.

Meanwhile, there are two new professors. Former senior lecturer in the School of Education **Dr. Donna-Maria Maynard** has been promoted to the rank of Professor of Psychology, while **Akin Abayomi**, Professor of Clinical Medicine at the Nigeria Institute of Medical Research and Professor Emeritus of Stellenbosch University, South Africa, has been conferred the title of honorary professor and will be attached to the Centre for Biosecurity Studies at Cave Hill. ♦



Professor Winston Moore



Professor Clive Landis



Dr. Simon G. Anderson



Professor Kahiudi Mabana



Professor Frederick Ochieng'-Odiambo



Professor Donna-Maria Maynard



Professor Akin Abayomi

Cave Hill Provides Medical Cannabis Training

The University of the West Indies, Cave Hill is at the vanguard of equipping medical practitioners with the knowledge they need to prescribe medical cannabis on the island.

The Centre for Excellence in Teaching and Learning (CETL), in collaboration with the Ministry of Health and Wellness, hosted “**Training for Healthcare Providers in Therapeutic Prescribing of Medicinal Marijuana Products**” workshops on 21-22 May and 26 June 2019 at the Sagcor Cave Hill School of Business and Management.

The workshops were attended by 125 participants from the Barbados Drug Service, the Drug Formulary Committee, the

Psychiatric Hospital, the Queen Elizabeth Hospital, the Barbados Pharmaceutical Society, Barbados Pharmacy Owners Inc., Barbados Association of Medical Practitioners and the St. Michael District Hospital, as well as other members of the public and private sectors.

Some of the areas covered included the use of medical cannabis in chronic pain syndromes, palliative care, and the legal framework for medical cannabinoid products in Barbados.

The workshops were a timely intervention, as the island prepares to introduce five approved cannabis-derived medicines to its drug formulary. According to Minister of Health and Wellness Jeffrey Bostic, the next drug formulary is due in April 2020.

Speaking at the opening ceremony, Principal and Pro Vice-Chancellor of Cave Hill Campus, Professor Eudine Barriteau said that she was “exceedingly pleased” that the university was a part of shifting the conversation on cannabis in Barbados.

“Academic research has shown that the dispensing of



Dr. Kenneth Connell makes a point during his presentation at the workshop.





Head of CETL, Dr. Sylvia Henry (left) greets Lt. Col. the Hon. Jeffrey D. Bostic as Pamela E. Payne-Wilson, Assistant Director, Barbados Drug Service looks on.

cannabis-derived drugs for medicinal purposes could usher in a seismic shift in this region's fortunes, with significant economic benefit accruing to many, including the state and healthcare industry participants. The data also suggest that with a well-regulated medical cannabis sector, we could witness major improvement in the overall health and wellness or palliative condition of citizens, as they obtain relief from life-threatening ailments through cannabinoid products whose prescription and use is legally challenging at this time," she said.

The Principal also pointed to the university's long history of unearthing the benefits of cannabis for the use in treating a range of ailments.

*"In 1972, ophthalmologist Dr. Albert Lockhart and pharmacologist Dr Manley West at the Mona Campus began investigating the anecdotes of fishermen who used ganja teas to improve their night vision. They used their research to develop and release **Canasol** eye drops as a treatment for glaucoma in 1987. This was followed by **Asmasol** for asthma, **Cantivert** for glaucoma, **Canavert** for motion sickness and **Cansens** for viral infections. Unfortunately, a lot of the groundbreaking and innovative work undertaken by Drs. Lockhart and West in the Department of Pharmacology is virtually unknown internationally, due to a prohibitive legislative environment."*

Principal Barriteau also highlighted the current work being done by staff and students at Cave Hill, addressing not only the pharmacological potential of cannabis but also the social and public policy implications of any moves towards decriminalisation. She pledged The UWI's continued assistance in providing sound research and analysis as the conversation continues.

"This series of training enables the university to do just that: put our expertise to serving the development of the region." ♦

More Dorm Space on the Cards

A new 100-room dormitory complex is being added to the Keith Hunte Hall of residence.

Representatives of Cave Hill Campus and the Government of Barbados broke ground on 27 May for construction of the new block that is being undertaken through a UWI/public-private partnership. Under the arrangement, funds are being provided by a private lender, and the negotiations are being guided by the **Caribbean Development Bank's Regional Public-Private Partnership Support Facility**.



Permanent Secretary in the Ministry of Education, Technological and Vocational Training Janet Phillips (left) looks on as Principal of The UWI, Cave Hill Campus Professor Eudine Barriteau breaks ground on the new dorm.

The new building extends on the original plan for the dormitory that was initially conceived as a four-block complex. It is designed as a six-storey building, comprising approximately 38,000 sq. ft. Each floor will consist of 16 single bedrooms, two bathrooms and two living/kitchen areas, with an internal stairwell and elevator. **It will also offer other universal design features, in alignment with Cave Hill's efforts to be an inclusive and disability-friendly space.** This block will bring Cave Hill's overall number of on-campus rooms for student accommodation to around 450.

Phase one of Keith Hunte Hall was completed in 2013, but expansion work was stalled due to financial constraints. ♦

A photograph of Hon. Marsha Caddle, Minister in the Ministry of Finance, Economic Affairs and Investment, speaking at a podium. She is wearing a red and white plaid shirt and is gesturing with her right hand. The background is a blurred green and blue banner.

People Empowerment

Economic security, rather than simply poverty reduction, should be the focus of any new development models adopted in Barbados and the region.

Hon. Marsha Caddle,
Minister in the Ministry of Finance,
Economic Affairs and Investment

Economist and Minister in the Ministry of Finance, Economic Affairs and Investment, Marsha Caddle, shared this view during a lecture on the topic **“Growth and Development as if Equity Matters”** hosted in March by the Institute for Gender and Development Studies: Nita Barrow Unit, in March.

“It is not about just making a person less poor for a day, week or month; it is about expanding the idea of wealth ... and how people can access it. Poor is not a human condition; it is a circumstance, and it is a circumstance that can come and go in a lifetime or a next generation.”

In the **Barbados Survey of Living Conditions 2016-2017** – a joint effort of the Barbados Statistical Service and the Inter-American Development Bank - extreme poverty (measured as households with monthly consumption per capita of below BDS\$297.28) decreased in 2016 to 3.6 percent as compared with 6.8 percent in 2010. However, non-extreme poverty (measured as households with monthly consumption per capita above BDS\$297.28 but below BDS\$642.52) increased to 13.8

percent in 2016 from 8.4 percent in 2010. Overall, poverty increased to 17.5 percent in 2016 as compared with 15.1 percent in 2010. However, the number of persons vulnerable to falling into poverty remained relatively constant.

In the **Barbados Country Assessment of Living Conditions** conducted by the Sir Arthur Lewis Institute of Social and Economic Studies in 2010, a review of 31 state and non-state institutions that provide services to those in need revealed a range of approaches over several decades. These included: training, technical assistance, funding, infrastructural support, advocacy, income support, and care and counseling. However, the research found a high incidence of overlap in service provision, as well as gaps related to the provision of vital services to help raise the living conditions of those who are most vulnerable. Some of the gaps included access to production resources, morbidity/mortality from illnesses, homelessness, housing, social exclusion and discrimination. Caddle further explained how a single

emergency expense can place someone’s financial stability in a tailspin.

“One sick relative, demotion at work or loss of a job, or a terribly managed economic downturn ... are the things that can mean that [you] go from being okay to not being able to provide food or school uniforms for children...,” she said.

“Poor is not a human condition; it is a circumstance, and it is a circumstance that can come and go in a lifetime or a next generation.”

“These things can also mean that I go from providing for myself on a single salary to providing for children, who are no longer working, or for nieces and nephews who, suddenly, can no longer afford to come to The University of the West Indies. These are real things that happen, and that is why it is important to focus on economic security.”

Caddle also called attention to the need for investments in social capital as a way to stem violent crimes in the island. ♦



Writing Across the Curriculum

by Kelvin Quintyne

A new programme aimed at improving student writing across all disciplines is being launched in the 2019-2020 academic year. The Academic Literacies Programme (formerly the Foundation Language Programme) at The UWI, Cave Hill is implementing a new **Writing Across the Curriculum (WAC)** programme, aimed at promoting the incorporation of writing tasks in all courses on campus.

Good writing, like any other skill, requires lots of practice. Are students at The UWI, Cave Hill getting the practice they need to realise their fullest potential as effective writers? Can students take one or two writing courses in their first year of university study and be proficient in academic writing in all disciplines for the remainder of their academic careers? The



Head of the Department of Languages, Linguistics and Literature Dr. Ian Craig (second left) among Academic Literacies Programme instructors listening to Prof. Chris Anson (above)

truth is, while a writing course can certainly teach students how to develop their writing skills, if students are not required to practise those skills throughout their academic careers, few will practise them on their own to produce good academic writing consistently. To address this problem, the **Academic Literacies Programme (ALP)** is seeking to work with teaching staff across the campus to design writing tasks within the disciplines, intended to ultimately help students to become better writers and thinkers.

To help with the final conceptualisation of this new

initiative, the ALP invited WAC expert Professor Chris Anson, from North Carolina State University, to facilitate a week-long workshop series entitled **"Establishing and Sustaining a Writing-Across-the-Curriculum Programme"** from 29 April to 3 May. The workshops consisted all-day sessions with the instructors on 29 & 30 April, and the final day on 3 May, all held in the new Bruce St. John Conference Room. On 2 May, the ALP and Professor Anson facilitated an interactive workshop for

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secondary school English teachers entitled **"It's About Engagement: Designing Interesting Learning-Based Writing Assignments"**.

Fourteen public secondary schools and two private institutions each sent a single representative to this workshop that was held in the Cynthia Wilson Arts Lecture Theatre. In the afternoon on the same day, Professor Anson and the ALP instructors hosted a meeting with deans and representatives of the Quality Assurance Unit (QAU) and the Centre for Excellence in Teaching and Learning (CETL) under the theme **"Writing Across the Curriculum: A Rationale and Strategies for UWI Cave Hill"**.

Keeping the Workload Manageable

Undoubtedly, implementing new writing tasks increases the students' workload, but does it also necessitate a significantly increased workload for the lecturer/tutor/ instructor? In addressing this concern, Professor Anson highlighted how effective low- stakes/informal writing tasks could be in helping students learn to write and write to learn in any discipline, without significantly increasing the workload of the teacher. Low- stakes writing tasks, which are commonly not submitted for grading, can be effective in relieving the pressure on the student to produce flawless writing while still developing critical thinking and effective writing skills.

Professor Anson noted that such assignments contribute greatly to promoting a culture of writing in students' academic careers that lead to better high-stakes/formal writing assignments that are easier to read and grade, and ultimately, can also contribute to stronger graduates.

In the interactive workshop with secondary school teachers, Professor Anson encouraged participants to become advocates of low-stakes writing with their colleagues in other disciplines, with the aim of promoting a culture of writing at secondary level as well. The presenter and participants shared experiences in teaching writing, expressed existing challenges, analysed creative ways of encouraging students to enjoy reading and writing, and discussed avoiding plagiarism. Participants from the secondary schools generally expressed that they found the workshop to be fruitful and enjoyable.

The deans and representatives of QAU and CETL were highly receptive of the planned WAC initiative and invited the ALP to present the planned programme to Cave Hill staff as part of the **Teaching and Learning Week 2019** seminar series hosted by CETL.

By the end of Professor Anson's WAC workshops, the Academic Literacies Programme drafted a mission statement and programme objectives. After lengthy deliberations, we agreed on the WAC model and implementation strategy that we considered to be most practical for Cave Hill Campus. However, it is not only up to us to plan the way forward and make the WAC programme work. We need to work with our students and teaching colleagues from across campus to make this programme a success. ♦

Kelvin Quintyne is an instructor in the Academic Literacies Programme at The UWI, Cave Hill Campus.

Some of the participants in the workshop for secondary school teachers.





(l-r) Maria Holder Memorial Trust representatives Ruchelle Roach and Mary Brewster; student Janelle Skinner (seated), Professor Eudine Barribeau; and Office of Student Services staff Ian Small and Khaleid Holder.

Transport Gift Strengthens All-inclusive Environment

Physically challenged students remain a vital segment of Cave Hill's population, and efforts are ongoing towards their successful integration into higher learning.

These efforts were bolstered with the recent acquisition of a wheelchair-accessible van as a donation from the Maria Holder Memorial Trust.

"This makes the clear statement that the Cave Hill Campus not only understands the needs of our more vulnerable students, those with disabilities, but will seek to respond to these needs in concrete ways," Pro Vice-Chancellor and Principal Eudine Barribeau said during the handover ceremony held on 24 April.

Trustee of the donor organisation Mary Brewster said, while a number of groups and organisations requested assistance,

agreeing to partner with the university was a no brainer.

"The timing was perfect for you to have this gift. We are really, really happy. We too thank you for giving us the opportunity to be involved in this movement to make sure that we're all-inclusive [and] that The University of the West Indies, Cave Hill Campus is all-inclusive. It is commendable."

Since adopting **The UWI Cave Hill Campus Student Disability Policy** back in 2014, there has been a more concerted push towards creating a campus for all. A number of those measures were outlined by Principal Barribeau at the Campus Council meeting in March.

"We have adopted and implemented The UWI policies on accommodations for students with disabilities; established a referral and record management system on students with disabilities, and assigned a dedicated Disabilities Coordinator in the Office of Student Services whose responsibilities include ensuring transportation for wheelchair users, acquisition of assistive software such as JAWS and Dragon Speech, ordering specialised furniture, and ensuring extended examinations periods."

"[We have also] undertaken renovations and modifications of facilities across the campus to ensure access for mobility-challenged students. This includes retrofitting bathrooms; installation of ramps, reflector strips, elevators and handrails; creating new workstations, providing priority disabled parking, and modifying walkways and sidewalks."

On-campus accommodations, the Principal explained, are geared towards enabling students' participation

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in all aspects of campus life, including accessibility to resources, services and amenities.

"These students, current as well as prospective, must enjoy the same level of access to every facet of campus life as their fellow students without being disadvantaged."

Disability awareness and sensitisation initiatives for students, faculty and staff have become a staple on the campus, with other units and departments taking leadership roles in advancing an inclusive teaching and learning environment.

*"In the past year, the Centre for Excellence in Teaching and Learning (CETL) supported the **Smart Campus Initiative** to foster the digital transformation of The UWI, by introducing a web page and resources for students and faculty members experiencing challenges with a disability as they learn or teach."*

Principal Barriteau praised the work of the Faculty of Science and Technology, particularly its **Science for ALL** initiative that Dean of the Faculty, Dr. Colin Depradine elaborated on during his presentation to the Campus Council.

*"Our **Science for ALL** initiative, which focuses on the removal of societal barriers that dissuade students with disabilities from enrolling in the faculty, continues to grow with the graduation of Miranda Blackman, the first student who uses a wheelchair from the faculty. Her presence and the initiative have resulted in a sharp increase in the number of students with physical disabilities, which is about five times more than last academic year, and a continuing increase in the numbers with learning disabilities," he said. ◆*



Technology can be used as a powerful tool in regionalism, suggests Secretary-General of the United Nations Conference on Trade and Development (UNCTAD), Dr. Mukhisa Kituyi.

He therefore encouraged Caribbean states to see how they can catch up on conversations on the digital revolution.

"In spite of the challenges and the critical importance of our traditional economies, we must quickly look at how we can bridge the gap ... on the digital front of innovation," he said while delivering a public lecture on the topic, "The Role of UNCTAD in Trade and Development in the Caribbean". The lecture was held on 23 February 2019 in Lecture Theatre 1 of the Roy Marshall Teaching Complex at Cave Hill Campus.

"If the Caribbean is talking about regional integration, you cannot avoid, from the milieu of negotiations on cross-border digital trade, [the creation of] a common payment platform for electronic transactions across borders."

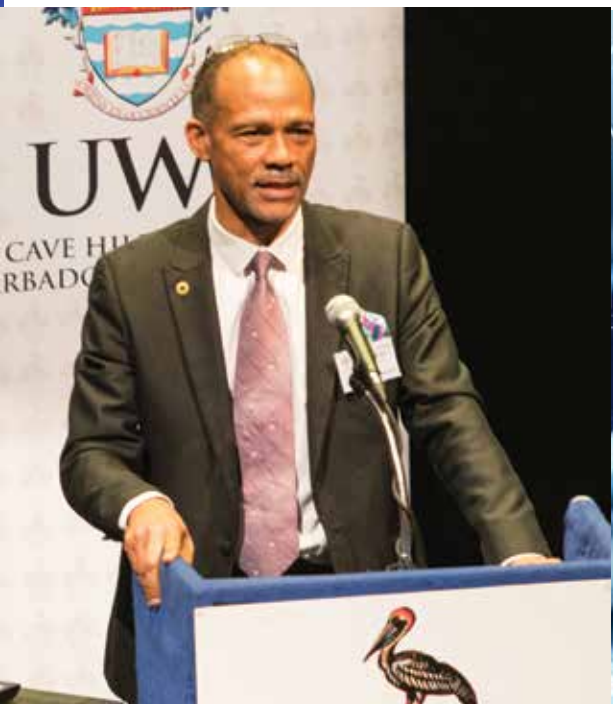
Dr. Mukhisa Kituyi, Secretary-General, United Nations Conference on Trade and Development (UNCTAD)

During his address, Kituyi also spoke of the growing turn against multilateralism, the World Trade Organization and notions of global inclusivity and noted that nations are instead turning towards bilateral and plurilateral negotiations.

Minister in the Ministry of Foreign Trade, Sandra Husbands, also acknowledged the issues facing small island states on the global stage, but believed that countries like Barbados should seek out understanding development partners.

"We must look for avenues through which we can manoeuvre and we must seek out development partners who understand our challenges as small developing states. We must seek out development partners who are willing to assist us both financially and with technical assistance. We need partners who will make interventions for us in the right fora. We must fully develop the confidence of our people to operate on the world stage. Our citizens expect nothing less of us," she said. ◆

Biosecurity Centre Gets on the way



Professor Akin Abayomi
Honorary Professor at The UWI, Cave Hill Campus



A Centre for Biosecurity Studies at Cave Hill Campus has started its work programme from 1 August this year.

The centre, which was launched in May 2018 and held its first activity in August of that year, a regional one-day symposium entitled “Building Resilience to Biosecurity Threats in the Caribbean”, will operationalise its course offerings and kick off a lecture series in the current academic year.

Africa-based Professor Akin Abayomi, a recently appointed Honorary Professor at The UWI, Cave Hill, will provide expert advice and serve as principal investigator on collaborative research projects. Abayomi is a professor of medicine who specialises in Internal Medicine, Haemato-oncology, Environmental Health and Biosecurity. He is currently Professor of Clinical Medicine at the

Nigerian Institute of Medical Research and Professor Emeritus in the Department of Pathology, Faculty of Medicine and Health Sciences, Stellenbosch University in Cape Town, South Africa. He is a global leader with 35 years of experience in academia, forming organisations, leading large projects and consultancy. He brings to The UWI a vast global network of practice, experience and intellectual leadership in biosecurity issues.

The centre will host a travelling lecture series on the integrated nature of biosecurity during Semester I that will start at Cave Hill Campus and include the Mona and St. Augustine campuses. In Semester II, the series will be presented in Belize, Guyana and St. Kitts.

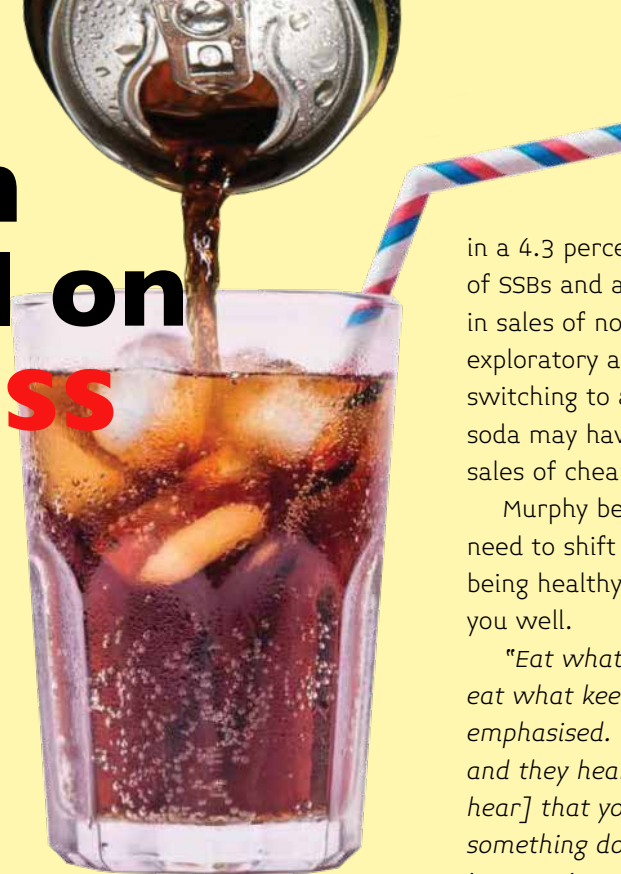
Beginning this academic year, the centre will offer its first, short certificate course entitled “**Integrated Biosecurity in the Caribbean**” at Cave Hill Campus. Course information may be accessed through the Centre for Professional Development and Lifelong Learning (CPDLL) or the Centre for Biosecurity Studies’ website. ♦

Sweeten the Deal on Sugarless Drinks

While taxing sugar-sweetened beverages is a step in the right direction, consumers should be given affordable alternative options, argues Dr. Madhuvanti Murphy, Lecturer in Public Health and Deputy Dean of Research & Graduate Studies in the Faculty of Medical Sciences.

"If [consumers] are looking at the soda and saying, 'That is more expensive; I'm not going to buy that;' is coconut water or [natural] water cheaper? A lot of the time, regular bottled water is more expensive, so you have to make sure those alternatives are available and accessible."

In 2015, the Government of Barbados implemented a ten percent excise tax on sugar sweetened beverages (SSBs). At that time, Barbados was among ten countries globally to implement such a tax.



The **Healthy Caribbean Coalition** noted that the tax measure was largely a fiscal policy measure, led by the Ministry of Finance and Economic Affairs (Barbados), but influenced by national non-communicable diseases (NCDs) realities.



Dr. Madhuvanti Murphy recommends that healthier drink options should be more affordable.

Research conducted by Miriam Alvarado et al (2019) indicated the implementation of the tax resulted

in a 4.3 percent decrease in sales of SSBs and a 5.2 percent increase in sales of non-SSBs. However, an exploratory analysis suggested that switching to a cheaper brand of soda may have led to an increase in sales of cheaper SSBs.

Murphy believes there was also a need to shift the conversation from being healthy to eating what makes you well.

"Eat what is good for you; eat what keeps you well," she emphasised. "People hear healthy and they hear cardboard; [they hear] that you want to push something down [their] throat that is not going to taste good. I always like to use nutritious because it is really about what is good for your body."

She adds that this same message could be applied to providing more nutritious options for children. For example, in relation to school meals, the researcher says, *"We have to make sure that we are giving children good food but also food that they will eat. Does it look good? Does it taste good? Those things are really important. They too want to open up their meal and see something ... that they want to eat."*

Dr. Murphy states that while it is often believed eating well is often expensive, there are ways to lessen the financial burden. These include the bartering of produce among community members, kitchen gardens, small-scale farming, as well as making greater use of seasonal produce as ways this could be done.

"A small start at something can make a big difference," she advises.





Expanding China-Caribbean Trade

by Alicia Nicholls

Economic and political ties between the People's Republic of China and the Caribbean, as a whole, have undergone a substantial deepening in recent years. For both geostrategic and economic reasons, China has initiated much of this overture. But there are also compelling reasons why Caribbean countries increasingly regard China as a valued economic and financial partner, and why Caribbean firms are exhibiting growing interest in China as a potential export market for their goods and services.



Alicia Nicholls

of Caribbean firms better positioning themselves to access the Chinese market.

Current Caribbean-China Trade

Firstly, according to World Bank data, China is the world's second largest economy with a gross domestic product (GDP) of US\$12 trillion.

Secondly, despite a recent slowdown in its economic expansion, it remains one of the world's fastest growing economies with an estimated GDP growth rate of 6.5 percent in 2018. Thirdly, China has a population of 1.4 billion people and a rising middle class. *Foreign Policy Magazine* reports that the Chinese middle class, currently estimated at nearly 500 million, is likely to reach over 700 million by the mid-2020s, representing a promising market for goods, tourism and other services. Fourthly, China is making a concerted effort to deepen economic links with the Caribbean at a time when some traditional partners are scaling back.

This article briefly explores the prospects

Although the United States (US) remains the Caribbean region's largest trading partner, since 2001, China has quickly expanded its economic footprint in the region. While there is a **China-Caribbean Economic and Trade Cooperation Forum**, Sino-Caribbean economic and trade relations primarily take place bilaterally, made possible by an expanding network of bilateral cooperation and technical agreements aimed at facilitating cooperation in a variety of areas, including trade, education, technology, renewable energy and culture. Guyana, for example, has a **Trade Cooperation Agreement** with China, while Barbados has both a

Bilateral Investment Treaty and a Double Taxation Agreement with China.

While China's exports to the Caribbean are a negligible fraction of its total world exports, it currently enjoys a sizable and widening merchandise trade surplus with the region. China is third only to the US and Trinidad & Tobago as Barbados's largest import market, with an import share of 5.65 percent in 2017, according to **World Integrated Trade Solution (WITS)**. In that same year, Barbados imported US\$93 million in goods from China, but exported US\$5.7 million.

Chinese exports to the Caribbean consist primarily of high-value manufactured products, such as consumer goods, electronics and machinery, whereas Chinese services exports to the region have been largely concentrated in the construction services sector. China's imports from the Caribbean remain primarily commodities-based, such as bauxite, alumina, oil and other raw materials, scrap metal and agricultural products. In the case of Barbados, however, exports to China primarily fall under **Harmonised System (HS) Codes Chapter 90**, which includes optical, photo, technical and medical apparatus.

China has also filled a void as a provider of development assistance and financier of infrastructure and other

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projects. This level of investment will increase as more Caribbean countries sign on to the ambitious **One Belt One Road (OBOR)** initiative that was launched in 2013 and elaborated in 2015. Its infrastructure development aspect could improve these countries' trading capacity. To date, Trinidad & Tobago, Suriname, Antigua & Barbuda, Dominica, Guyana, Grenada, Barbados and Jamaica have signed memoranda of understanding (MOUs) on jointly advancing the OBOR.

How can Caribbean firms expand their market presence?

Despite this growth in Sino-Caribbean trade, the Chinese market remains under-tapped for Caribbean firms. There is, however, budding interest by larger Caribbean firms in penetrating the Chinese market. In 2013, the **Barbados Chamber of Commerce & Industry (BCCI)** and the **China Council for the Promotion of International Trade (CCPIT)** signed an MOU with the objective of promoting trade and economic cooperation. Caribbean firms also participate in trade missions to, and Expos in China, while some have begun paying for their staff to learn Mandarin.

As the Caribbean Community (CARICOM) does not have a preferential trade agreement with China, CARICOM firms presently lack preferential access to the Chinese market for their goods and services. The same situation exists for Chinese firms seeking to access the CARICOM market. This means that Caribbean exporters of goods to China will be subject to **World Trade Organization (WTO) Most Favoured Nation (MFN)** tariffs, and *vice versa*. This does not mean, however, that Caribbean exports are at an immediate competitive disadvantage. In fact, according to the **WTO Trade Policy**

Review: China report for 2018, only a small fraction of Chinese trade currently occurs under free trade agreements. Also, average Chinese tariffs on goods have been reduced since China joined the WTO. Non-tariff barriers, however, would be a greater challenge. For example, the absence of direct air and sea connectivity poses logistical but not insurmountable challenges for Sino-Caribbean trade. But increased cultural ties provide opportunities for the export of intangibles, such as Caribbean music and film that do not require physical transport.

Caribbean firms seeking to establish or expand their presence in China should undertake sound market research to assess the level of demand for any goods or services they wish to offer, the level of competition in the market and whether, at a

firm level, they have the capacity to meet demand. It also requires an appreciation of the legal and regulatory context, such as approval processes, tax and labour laws, intellectual property rights protection, and any laws governing repatriation of profits. A good initial information resource would be the **WTO Trade Policy Review: China** report for 2018 that provides a comprehensive overview of China's trade and investment, legal and policy framework, and business environment.

Another consideration is what would be the best market entry strategy, for example, through exporting or by establishing a physical presence through a joint venture or greenfield investment. As with any market, conducting due diligence on potential business partners is vital but is often complicated by geographical

distance. Caribbean diplomatic missions in China may be able to advise interested Caribbean firms about attorneys-at-law and due diligence firms that may provide these services. Barbados, Dominica, the Dominican Republic, Jamaica, and Trinidad & Tobago, for example, have embassies in Beijing.

This is not to suggest that exporting to China would be easy. There are a number of linguistic, cultural, logistical and regulatory barriers that exist. One way in which these could be mitigated is



Chair, Council of China University of Political Science and Law, HU Ming (left) meets with Principal, Professor Eudine Barriteau during a visit to Cave Hill Campus.

by engaging the services of the growing Chinese diaspora in the region, and the returning Caribbean scholars from China, who speak the Chinese language, are aware of the Chinese business culture and often possess networks of business contacts. These returning scholars recently formed the **Barbados-China Returned Scholars Association**. Another freshly formed association is the **Association for Barbados-China Friendship** that will be an invaluable information source for persons and businesses interested in travelling to and doing business in China.



Alicia Nicholls is a trade research assistant with the Shridath Ramphal Centre for International Trade Law, Policy and Services of The UWI, Cave Hill Campus.

Helping the Chicken Cross the Water

A Consideration of Intraregional Poultry Trade

by Camille Russell

Throughout CARICOM, chicken is considered king. In fact, the region boasts close to 100 percent sufficiency in eggs and approximately 67 percent sufficiency in poultry meats. Furthermore, not only is the poultry industry the region's largest industrial enterprise, with a gross income in excess of US\$660 million, it also accounts for more than 80 percent of the meat consumed in the region.

Yet amidst these claims of high self-sufficiency, extraregional imports of poultry are quite high. According to the **Food and Agriculture Organisation (FAO)**, these imports are estimated at more than US\$1 billion annually and are expected to increase whilst intraregional trade in poultry remains quite low. Hence the question is, with such claims of high levels of sufficiency for poultry, why are extraregional poultry imports so high? In other words, why isn't more poultry being traded regionally?

Low Production Capacity

Approximately 30 percent of the demand for poultry meat is met from extraregional sources. This is due largely in part to the region's low production capacity. While there are some countries whose imports are marginally low, their respective producers have achieved just enough sufficiency to satisfy the local markets, with little surplus for exports. Thus far, Jamaica and Trinidad and Tobago are among the

few CARICOM countries that have been able to improve production in poultry that not only supplies their local markets but also, small quantities are exported to other regional markets. However, these quantities are not yet sufficient to support self-sufficiency claims of intraregional poultry trade. Total intraregional trade in poultry between 2011 and 2018 was valued at US\$10,921,000 as compared to US\$1,446,847,000 of extraregional trade for the same period. Therefore, there is a clear need for the improvement of regional poultry production to facilitate its intraregional trade.

Feasibility

With such low capacity for poultry production throughout the region, it is unlikely that intraregional poultry trade would be sustainable. One of the key components of a successful trade market is consistency; but with just enough resources for their respective local markets, the region's producers are limited in their capacity to achieve surplus and

build stock for export purposes. Also, additional resources would have to be found and allocated to storage, shipping and transportation – all of which have associated costs that, in turn, would increase the price of poultry in the various export markets.

Therefore, as the region's producers strive toward self-sufficiency, serious consideration must be given to improving production capacities, particularly towards export expansion. Currently, the region averages approximately 200,000 metric tonnes of meat. This is still well below demand, but presents the opportunity for producers to improve production to meet market demand. This shortfall is already being taken advantage of by poultry exporters from the United States and Brazil who are the dominant players in global poultry trade.

These imports have the competitive advantage over the region's poultry not only because of their huge production capacities and abilities to produce their own grains and other inputs, but their industries

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receive substantial public sector support from their respective governments. It is not expected that Caribbean poultry production can completely replace these imports in the near future. However, if the industry is to be sustainable, these imports need to be reduced at least incrementally over the next few years. For this to be achieved, domestic production must be increased in the interest of increasing intraregional poultry trade.

Increase in the CET

In an effort to achieve this, Caribbean poultry producers have made a call for the modernisation and enhancement of regional tariff and regulatory frameworks for poultry products. In 2011, producers called for the common external tariff (CET) to be doubled to 80 percent. They maintained that without significant tariff protection, the region's poultry industry would be undermined by cheap imports of residual parts from the United States. The producers pointed out that some of these *"poultry parts are sold at prices far below the cost of production, for example, US30 cents/lb, and are often frozen products that are defrosted, repacked and even mixed with local fresh meat as fresh poultry"*.

Not only are Caribbean producers unable to compete at this price, but it raises the issue of health and standards for the region's people as well. There may even be a need to consider whether the imports are being 'dumped' in a manner inconsistent with the **World Trade Organization's (WTO's) Anti-dumping Agreement**.

Just last year, Executive Director of the **Caribbean Poultry Association (CPA)** Dr. Desmond Ali made a point that: *"[Since] Russia and China have reduced their leg, back and neck portions, the US has an 800-million-pound glut of these meats which they're looking to home elsewhere ..."*



As a region, we must safeguard our markets against possible dumping in such circumstances, particularly given our high imports of poultry meats from the United States.

Implementation Standards

To ensure the advancement of the region's poultry industry, producers also need to pursue harmonisation of regional standards for both the processing and trading of poultry and related products. Fortunately, in October 2017, the **Council for Trade and Economic Development (COTED)** approved nine of the region's processing plants for trade within the region. These poultry plants were cleared to sell poultry intraregionally after they were assessed and found to have met the sanitary requirements to enter the CARICOM market. These plants are spread throughout Barbados, Belize, Jamaica, Suriname, and Trinidad and Tobago. Furthermore, to ensure that goods of the highest quality are circulated within CARICOM countries, the CPA is emphasising labelling of poultry and poultry products with the date of the slaughter, in an effort to reduce imports of substandard products into the region.

Leveraging the CSME

Additionally, in their effort to achieve further self-sufficiency, producers must also take advantage of the resources at their disposal within the framework of the regional trading bloc. Trade within the region is conducted within the framework of the **CARICOM Single Market and Economy (CSME)**. This facilitates the free movement of labour, services, goods and capital throughout CARICOM member states. In the case of intraregional poultry trade, this is quite useful particularly in the case where there is a shortfall of domestic production. In this instance, access to regional sources/suppliers of poultry can be obtained from the CSME that provides the region with a greater pool of resources and markets for regional goods and services.

Furthermore, under the CSME, enterprises can use the **Right of Establishment** regime to set up a farming operation in another CSME member state to open an agroprocessing plant where production costs are more economical. This regime can also be utilised by processors that have reached economies

of scale in their local markets and are ready to expand their operations. Also, locally, farms without sufficient labour or skilled expertise could advertise for Skilled National Agricultural Workers to cover the shortfall in labour. However, for the CSME framework to be effective, there must be greater coordination at the regional level in order for distinct productive capabilities of different Caribbean states to be identified and better harnessed for wider regional benefit.

Conclusion

Over the last few decades, the region's poultry industry has made significant strides towards self-sufficiency. However, there is certainly room for improvement, given the rising influx of poultry imports over the past few decades. Where there is a shortfall in domestic production, CARICOM countries should have the capacity to move poultry to meet the demand and reduce the need for extraregional poultry imports. The CARICOM **Regional Food and Nutrition Security Policy (RFNSP) (2010)** specifically addresses this issue, citing improvement of domestic agriculture production as a key factor in "[k]eeping dependence on food imports at the absolute minimum". In addition to the RFNSP, most CARICOM countries have established their respective national food and nutrition security policies. However, not only do these policies need to be supplemented with related national policies, but action is needed on the initiatives contained within the RFNSP, designed to facilitate intraregional trade. The advancement of the region's poultry industry is dependent on these policies being both in place and at work. It is within this framework that production can be increased towards further self-sufficiency and hence facilitate the movement of chicken across the region's waters. ♦



Dr. Justin Robinson
Dean, Faculty of Social Sciences
The UWI, Cave Hill Campus

Employers recruiting UWI graduates should not only focus on their readiness for work but also appreciate the value that a curious, questioning mind can bring to their enterprise.

This advice came from Dean of the Faculty of Social Sciences Dr. Justin Robinson whose faculty has trained the largest number of UWI graduates for the workplace in recent decades.

"In a society like ours, where we are dealing with structural adjustment and a lack of resources, we have a tendency to put The UWI in a box: 'are you producing graduates who are work-ready? Are you producing research that can be immediately commercially implemented? ...'" he said during remarks at the **Sir Arthur Lewis Distinguished Lecture** in May.

"I want to make a plea for the society,

at this moment, to really make space for thinkers, out-of-the-box ideas [and] ideas that don't seem to have any real immediate relevance, because we don't really know where that next breakthrough is going to come from. If we are going to solve our problems, we are going to have to find space for academics to dream those seemingly useless, irrelevant things. Maybe 99.9 percent might be irrelevant, but that 0.1 percent might save your life or the planet."

Robinson added that The UWI's role was more than just producing work-ready graduates and immediately implementable research, but it also included fostering a "culture of questioning and curiosity-driven research". ♦

Make Room for VISIONARIES



Game of Thrones:

A Lesson in Western Politics

by April A.S. Louis



April A.S. Louis

Sunday, 14 April 2019 was the day that many of us had been awaiting – the return of the world popular TV Series, Game of Thrones (GOT). GOT is history in the making; the Season 8 Premiere “shattered TV Ratings” according to Entertainment Weekly with 17.4 million viewers. With its popularity as a TV Series has come social media fame with GOT references, memes, reactions and video recaps pervading all popular social media platforms. The series production has spared no expense in creating the show, being one of the most expensive TV shows to be produced. The Business Insider reports that the current season has a budget of \$90 million dollars.

Whilst the production of GOT is a snapshot into the lucrative business of entertainment as well as the development of mass culture propelled by the machinery of American capitalism, in its content, the show is also an apt fictional representation of Western politics. It's difficult to set aside my academic brain when watching GOT; it is a cinematic reminder of one of the most popular sayings in International Relations: ***“The strong do what they have the power to do and the weak accept what they have to accept.”*** The themes of realist political theory are all present in the show: power, immorality, violence, misogyny and conquest. Many of us sometimes wonder why the world is the way it is. GOT, as a fictional exploration of Western politics, can answer that question.

Similar to Western politics, the politics of Westeros (the continent in which GOT takes place) is male-dominated. In the first season of the show, the main houses (royal families that govern the districts or kingdoms of Westeros) are all headed by men. Whilst the women play an instrumental role in the political dynamics, their autonomy is restricted by the very politics in which they play. In many instances, women are used, via marriage as alliances, to reproduce, to maintain the image of their house, and act as trusted advisors to their husbands. One of the most notable, powerful female characters was The Lady of House Tyrell, Lady Olenna – a matriarch who was able to transcend her domestic power

to national politics.

In the 8th Season, the role of the female characters has transformed. They are key players and formidable opponents. Queen Cersei, the widow of King Baratheon (whom she killed), has committed all sins possible to become Queen. Sansa, the daughter of Lady Stark, has endured rape and domestic abuse to be the Lady of the North. While Queen Daenerys was sold, raped, abused, starved and imprisoned to earn her title. After their initiation by torture, the female characters take on a more masculine role to achieve the titles of their male contemporaries. Sansa, Cersei, and Daenerys have lost the colour, warmth, softness, and even hairstyles attributed to femininity. Arya, who from conception was a tomboy, and perhaps, has shown the least dramatic physical change, has assumed the hairstyle of her father. They become heartless, cunning, sly and merciless, and with this came, with no coincidence, political ascendancy. It is implied that, in their more feminine state, these women did not have

and too fragile to be effective leaders. Thus, the female characters have shed themselves of these qualities, as much as possible, to gain their titles and respect of their male contemporaries. In this way, GOT shows the ostracisation of femininity in politics and the upliftment of males and male energy. It explains why politics is still a male-dominated field, in thought and in practice, and the lengths to which women must go to earn the respect and position that they desire.

Politics is a zero-sum game - yet another important lesson which GOT teaches us about Western politics. Defined as a term "used to refer to a situation in which any win by one person always means a loss to another person involved," the interpretation of politics being a zero-sum game is linked to the violent and treacherous nature of GOT politics. Since everyone is preoccupied with winning, and the win for one is a loss for the other, the characters find themselves in a precarious and dangerous political environment. Their lives, riches and families are always under threat. To prevent oneself from being a loser, the challenge is to increase your military power and wealth to either hinder your opponents from attacking, or defeating them upon attack.



idea of politics being a zero-sum game in GOT is reflected in past and current world developments. It is reminiscent of the **offensive realism** theory, for instance, used to describe the behaviour of real-life states.

Mearsheimer, the proponent of this offensive realism theory, contends "The ultimate goal of every great power is to maximize its share of world power and eventually dominate the system. In practical terms, this means that the most powerful states seek to establish hegemony in their region of the world while also ensuring that no rival great power dominates another area." For this reason, our current world environment is susceptible to wars, terrorism, state intervention and other forms of political violence. Whilst other theories, such as neoliberalism, teaches that states can interact and co-exist peacefully, violence



what it takes to become formidable political adversaries.

Alas, the gender dynamics in GOT are typical of the ongoing debate on gender in Western politics, where masculine energy is most times preferred over feminine energy. Women are considered too weak, too sensitive

GOT shows the ostracisation of femininity in politics and the upliftment of males and male energy. It explains why politics is still a male-dominated field, in thought and in practice, and the lengths to which women must go to earn the respect and position that they desire.

The current tense political situation in Season 8 is testimony to this fact. Alliances are made based on principle but just as much on military resources that, in the case of the show, means dragons. However, there is still an air of mistrust and possibility of betrayal, as characters understand that a win for one player may lead to a loss for another. The

and the avaricious search for power remains a relevant threat in contemporary Western politics. To quote Machiavelli, "the ends justify the means" in Westeros as much as on Earth. It also explains why the female characters had to transform their demeanours, since slyness, strength and power are most times labelled as masculine.

... Continued on page 30

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Lastly, the colour divide of Western politics is captured in Game of Thrones. Most of the main characters are white; however, when characters of colour make an appearance, their positions in the world of Westeros is intriguing. A bit of a history lesson. During colonial times, the European descendants born in the Caribbean were considered differently than those born in the metropole. It was believed that the heat and humidity of the tropics had a degenerative effect on the human character. The Latin, for instance, was considered weak and fragile by the Anglo-Saxon, especially because of racial intermixing with Amerindians and Africans. In GOT, The Martells are from Dorne, which has a warm climate, and are considered sexually deviant, and prone to drinking and partying. Intriguingly, while the Martells are white, they are still darker in hair and complexion than those from Westeros. The Dothraki are a nomadic tribe of warriors whose culture and way of life has labelled them barbaric, cruel and uncivilised. The Dothraki, again, are darker in complexion. Missandei and Grey Worm are main cast members of mixed race. In the Season 8 premiere, Missandei and Grey Worm were greeted by puzzled stares as they entered the predominantly white castle of Winterfell. This was the first time that they saw Black people. The twitter reactions,

whilst hilarious, was also too familiar to many Black Americans, especially in the current climate. One of the most hilarious was a picture of Missandei and Grey Worm entering Winterfell with a pasted picture of 'BBQ Becky'. A white woman received this moniker after calling the police for a black family barbequing in a park. The story is just one example of racial harassment that has been posted to social media

over the past two years. The scene with Missandei and Grey Worm represented the feeling of alienation and otherness felt by many people of colour.

Missandei and Grey Worm were greeted by puzzled stares as they entered the predominantly white castle of Winterfell. This was the first time that they saw Black people. The twitter reactions, whilst hilarious, was also too familiar to many Black Americans, especially in the current climate.

While there are other white characters in "menial" positions and of bad character, it is the coloured characters whose roles centre around these stereotypes. The colour division of GOT represents an age-old double standard of Western politics that is maintained through white supremacy. The idea that whites are more suitable for political involvement and are of greater moral standards than other ethnic groups has been used to justify colonialism, slavery, indentureship and any other unequal socio-economic and political relationships. What I do like about the show is that it displays the inaccuracy of these beliefs. How is the war, mercilessness and violence of characters, such as Cersei, any less barbaric than the Dothraki? How is the sexual promiscuity of one King better than the other? Most importantly, considering the doom and gloom of GOT politics, it demonstrates that

colour is not the best principle upon which to shape political leadership.

It is said that "life imitates art"; this is definitely the case of the Game of Thrones TV Series. I must say, it is thrilling and exciting to watch the story unfold from the comfort of my couch or bed. It is comforting that at a click, the craziness of Westeros can be stopped, and one can return to normal life. However, the same cannot be said for the current and past political environment in which we live. There is no pausing or cutting off the turmoil, prejudices and double standards that wreak havoc to our lives under the current system of Western politics. ♦

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Ceremonial sitting of the Caribbean Court of Justice

Law Dean Defends Need for CCJ



Dr. David Berry
Dean, Faculty of Law
The UWI, Cave Hill Campus

The Caribbean Court of Justice (CCJ) has been hailed as a success story, with its jurists rendering profound and innovative judgments that have transformed regional jurisprudence.

That assessment was given by the Dean of the Faculty of Law, Dr. David Berry, as President of the Court, Justice Adrian Saunders, a Cave Hill alumnus, visited the campus in April to deliver a presentation under the **Eminent Speakers Lecture Series**.

The event was organised by The UWI,

Cave Hill **Law Society** in association with the Cave Hill **Faculty of Law** and the Cave Hill **Guild of Students**.

Justice Saunders, who was conferred an Honorary Doctor of Laws degree by the Cave Hill Campus last year, presented on the topic “**Seeing From Near; Judging From Far: The Caribbean Court of Justice**”.

“*With respect to the original jurisdiction jurisprudence, the court has substantially developed, perhaps more accurately, transformed the Caribbean Community law,*” Dean Berry said.

“*The CCJ has converted the leaden substance of the **Revised Treaty of Chaguaramas** into a golden Magna Carta for the peoples of the region. A treaty between states – creating rights and obligations for states and the Caribbean Community – has been refashioned by the CCJ’s judgment in *Trinidad Cement Limited and the TCL Guyana v Guyana* (2009) into a treaty creating rights for persons, both juridical and natural.*”

In its original jurisdiction, the CCJ interprets the Treaty, which established the Caribbean Community, while it hears and determines appeals in both civil and criminal matters in its appellate jurisdiction.

While all CARICOM member states



accept the CCJ’s original jurisdiction, only Barbados, Dominica, Belize and Guyana have signed on to the court’s appellate jurisdiction.

In explaining his topic, the CCJ President said judges must not only have the best seat in the courtroom but be “*immersed in the culture and the values and the norms of the society, which gives rise to disputes. The judge must be near, in that sense,*” he noted.

He added, “*Judging from far doesn’t have a geographical value ... It means you must be objective, detached, unbiased. It’s a mental construct, and so any court that is sited thousands of miles away from where the dispute emanates and where the parties to the dispute come from cannot be as effective as a court that is from the environment from which the dispute emerges.*”

The presentation by Justice Saunders, a native of St. Vincent and the Grenadines, came ahead of the fourteenth anniversary of the Trinidad-based court on 16 April. ♦

Observing Global Trade Governance

by Dr. Jan Yves Remy

As the plane climbs above Lake Geneva and I say goodbye again to the Swiss Alps, I reflect on my three-week stay in Geneva accompanying The UWI, Cave Hill students enrolled in the MSc in International Trade Policy (MITP) programme. Geneva, a city in the heart of Europe, represents the best of humanity. It is a place where the world's statesmen and women meet to pursue common values and promote peaceful relations among themselves, and is home to a number of multilateral organisations, like the United Nations, the World Trade Organization (WTO), the World Health Organization, to name a few.

For many in the trade world, Geneva has lost its shine. Trade wars sparked by increasing trends towards protectionism and unilateralism, and the growing crisis in the WTO, are telltale signs that multilateralism is fraying, leading some to question the remaining relevance of this small city in Switzerland known for its watches and cheese.

For the nine MITP students and two students from Cave Hill's MSc Integration Studies programme who were embarking



Dr. Jan Yves Remy, Deputy Director of the Shridath Ramphal Centre for International Trade Law, Policy and Services

on their study tour, any such debates were far from mind. For them, the yearly trip to Geneva in late May to early June to witness trade diplomacy first-hand is the highlight of a gruelling nine months in the study of trade law, economics and global governance concepts.

As recently appointed Shridath Ramphal Centre (SRC) Deputy Director and a lecturer on the MITP programme, joining this year's tour with SRC Director Neil Paul and MITP Administrator Desiree Evelyn reinforced why Geneva remains a useful place to bring the next generation of Caribbean trade professionals.

Many Perspectives in One Place

Facilitated by the **Trinidad and Tobago Permanent Mission to the United Nations** and the **United Nations Conference for Trade and Development (UNCTAD) Virtual Institute**, the study tour lasted two weeks. The first week was spent at UNCTAD, an organisation created to enable developing countries' integration into the world economy on matters of trade. Students benefitted from presentations on the origins of UNCTAD, as well as on more topical issues such as the sustainable development goals, trade facilitation, and investment. The real highlight, however, was a motivational talk by Ms. Pamela Coke-Hamilton, the first Executive Director of the SRC and recently appointed Director for International Trade and Commodities at UNCTAD, on why the Caribbean must lend its voice to multilateral discussions.

The following week was spent at other organisations including the Advisory Centre on WTO Law, the International Trade Centre (ITC), the WTO, the World Intellectual Property Organization, and the South Centre. This was punctuated by interventions by Caribbean professionals, like Matthew Wilson (ITC) and Wayne McCook (WTO) who occupy key and influential positions at the Cabinet level of their respective organisations. It was their perspectives and those of Caribbean Community (CARICOM) diplomats that created the strongest impressions

Students at UNCTAD with UNCTAD Director, Ms. Pamela Coke-Hamilton (sixth from right) and SRC Director, Neil Paul (left)



on the students. The perspectives of Ambassadors and Mission staff from the Organisation of Eastern Caribbean States (OECS), Jamaica, Haiti, Barbados, Trinidad and Tobago, Guyana, and The Bahamas mattered because students were told what representation really looks like and means for Caribbean countries. The graciousness of the CARICOM diplomats was accentuated by a dinner reception at the residence of Ambassador Chad Blackman of Barbados where Caribbean banter and cuisine were on full display. For many, the event was the highlight of the study tour.

The Reform of the Appellate Body

During the visit, I was invited to present views on the current Appellate Body “crisis” at an event hosted by outgoing Appellate Body Member, Peter Van den Bossche. The Appellate Body has been the appeal court of the WTO for over 25 years, but it faces annihilation by the United States’ (US’) repeated blocking of the appointment of new judges to that court. The US’ intransigence, which it says is warranted by the Appellate Body exceeding its mandate, has generated a host of reform proposals by other WTO members, like the European Union (EU), Canada, and Brazil who seek a solution through negotiations aimed at improving the functioning of the Appellate Body.

In preparing remarks, I felt the weight of expectation from the students to present a uniquely Caribbean view. I have long believed that the WTO dispute settlement system needs fixing. While it represents an improvement over the former system, the General Agreement of Tariffs and Trade (GATT), the Antigua and Barbuda case against the US exposes its flaws, including that powerful countries can escape compliance with decisions rendered against them. So my presentation focused on how Caribbean states must situate themselves in the debate on reform pointing out that we cannot afford to give up a

system that is policed by a strong Appellate Body and strong rules. The proposals on the table that promote the rule of law, through a better functioning, more efficient and impartial appeals court, commend themselves to CARICOM states; those that do should not be supported by us. That said, CARICOM must not lose this opportunity to introduce reforms that permit the smallest states to participate and have a fair day in court.

The future Lies in Building Capacity of Young People

Geneva also reminded me that we must invest more in the young people. Part of the MITP requirements entails completion of a three-month internship in a trade organisation or entity to prepare students for the workforce. The SRC is working hard to encourage the Caribbean Missions and organisations in Geneva to host our students for at least a month after the study tour.

I also witnessed first-hand the value of being part of international networks and activities that promote the training of students. First, with Lecturer in Law Dr. Ronnie Yearwood and the support of Dean of the Faculty of Law Dr. David Berry, both from Cave Hill Campus, we have piloted a new legal clinic called **TradeLab** that places The UWI, Cave Hill among an international network of universities and trade centres, like Georgetown Law, University of Ottawa, Queen’s University, Hebrew University of Jerusalem, the Trade Policy Training Centre in Africa (trapca) and Monash University, offering free legal advice to developing country beneficiaries on issues of trade and investment law.

Through our supervision of third-year Cave Hill law students enrolled in the clinic, Dr. Yearwood and I assisted three Caribbean clients with trade problems by providing legal research and analysis.

Through a pilot clinic, I met with other **TradeLab** members to consider best practices and share experiences on how to promote practical learning to trade law students.

I was also proud to judge the semi-finals of the Final Round of the **John H. Jackson Moot Court Competition** on WTO Law. For the first time this year, The UWI, Cave Hill Faculty of Law fielded an inspiring team of two law students, **Tyra Trotman** and **Jacob Phillips**, who, under the tutelage of Deputy Dean and Lecturer in Law Westmin James, participated in a regional round of the competition in Washington, D.C. Winning teams from these regional rounds get to compete in the final round in Geneva in June among the best teams in the world. Although our team did not make it to the final round since they were defeated in the regionals by Harvard University, we must continue to participate. I am heartened by the fact that, while there were no African teams in the competition four years ago, **this year’s overall team winners hailed from Kenya’s Strathmore University. They faced off in the final round against Harvard University. Investment by donors in that region has resulted in Africa now having a strong set of lawyers who will bring value to international diplomacy and trade negotiations.**

The plane hits the tarmac of the Grantley Adams International Airport in Barbados, and I am reminded that it is a privilege to participate in a study tour in Geneva that remains possible because of the continuing support of many, including parents, the administration of the Cave Hill Campus, Geneva-based organisations and CARICOM Missions. We will be touring again next year because, at the SRC, we believe in the importance of bringing our students to the world and the world to our students. ♦

Dr. Jan Yves Remy is Deputy Director of The UWI, Cave Hill Campus, Shridath Ramphal Centre for International Trade Law, Policy and Services.

Several opportunities for fostering deeper research-driven and entrepreneurial ties between the university and industry partners were advanced during a University of the West Indies-Private Sector Consultation held at the Cave Hill Campus on 2 April 2019.

Consulting with Industry

“... imagining the future ...”

The half-day consultation was in adherence to a UWI strategic objective “to increase and improve academic/industry research partnerships”.

In a presentation during discussions on the theme of research and innovation, Head of the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES), Cave Hill,

Dr. Don Marshall, suggested implementing the ‘smart cities’ initiative across the region.

The smart cities concept, being rolled out by The UWI, Cave Hill, involves technology-based, revenue-earning initiatives in transport and other service delivery sectors, targeting commercial hub areas.

“Ever since the end of colonisation, we’ve never

really built new cities in the region,” said Marshall. “Portmore [in Jamaica] is an example of an attempt to build out a new city [which occurred in the 1960s under a privately owned company], but in our discussions, we thought that there should be some concentrated industry-university project [along this vein]. This would be a regional attempt in which effort is made to enthuse and enthrall our governments to look towards a smart-region approach by building out cities.”

Dean of the Faculty of Science and Technology at The UWI, Cave Hill Dr. Colin Depradine said the university was uniquely placed to assist with the modernisation and digitisation of industries, aided by its research output.

*“We at the university are typically viewed by industry as a producer of graduates and not necessarily as the experts who can solve problems. **Generally, when we have quality***

assurance reviews, we mainly receive comments from the private sector about the quality of the graduates, but there is never feedback about the knowledge that is here to help solve problems. We have to change that view,” he continued.

In his presentation, Dean of the Faculty of Social Sciences and Coordinator of the Strategic Planning Committee Dr. Justin Robinson spoke of Cave Hill’s progress towards becoming an entrepreneurial university.

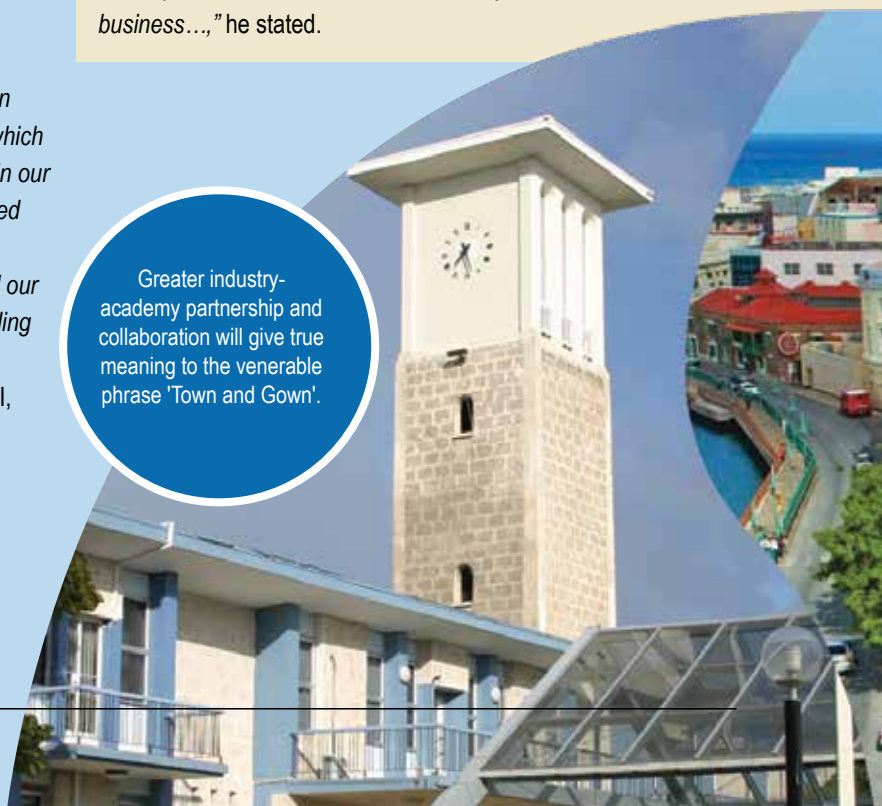
“To date, we have focused on facilitating the development of our students into entrepreneurship.

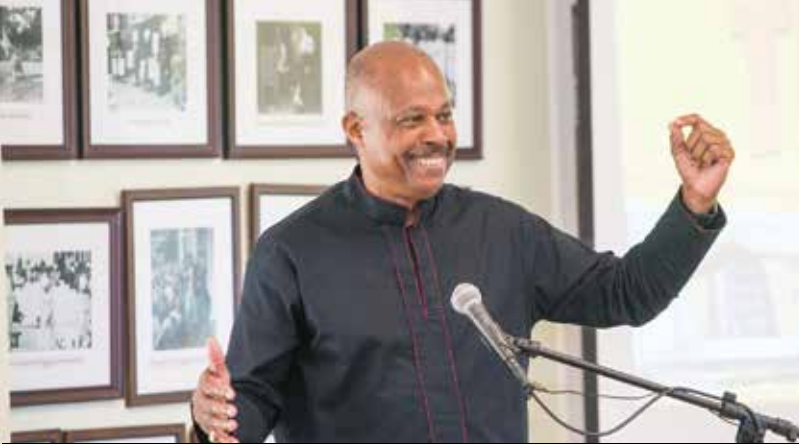
*Through the **SEED [Student Entrepreneurial and Empowerment Development]** programme, what we have tried to embed in the campus is that as many students as possible are exposed to the idea that you can become an entrepreneur and exposed to the skills needed to start your own business...,”* he stated.



Dr. Don Marshall
Head of the Sir Arthur Lewis
Institute of Social and Economic
Studies

Greater industry-academy partnership and collaboration will give true meaning to the venerable phrase ‘Town and Gown’.





Professor Sir Hilary Beckles, Vice-Chancellor of The UWI

"The new area we are seeking to transition into is educational services, where we see the university capitalising on the natural advantages of Barbados ... Our view is that the same competencies that make Barbados an iconic tourist destination are those that you can leverage to be a global centre in terms of educational services. The campus sees itself as central to that vision, and we would like to be a driver of that vision."

Robinson outlined the teaching of English as a Second Language (ESL), offshore medical education, as well as an international school of culinary arts and a school of financial regulation as the major areas of exploration or expansion.

Additionally, he highlighted The UWI-Duke's agribusiness

and administrative offices, among other amenities.

Vice-Chancellor of The UWI Professor Sir Hilary Beckles asserted that university-industry relationships were a significant component of imagining the future of the university.

"Our golden age is in the future, and we have to run towards it; we have to embrace it; we have to rush towards it. This is why the university exists: to help to imagine the future and to run towards the future because the best is yet to come. This relationship: industry-academic-state relationship is the key to everything."

He encouraged private sector partners to take

initiative that was also inviting additional private sector investment. Once completed, the plant will include a meat curing facility, a chocolate factory, a laboratory, conference and training space,

advantage of the research created at The UWI to rebuild the region.

At the government level, plans are in train to redesign the Science, Technology, Engineering, Arts and Mathematics (STEAM) curriculum, as well as to establish a national innovation programme in schools.

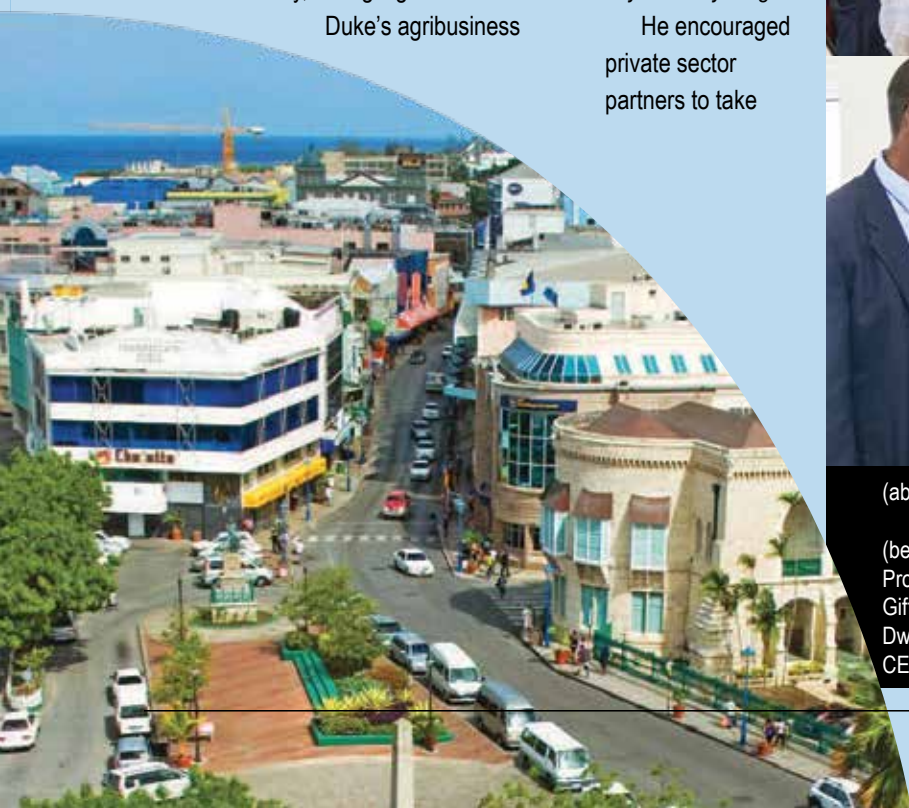
"A Youth Innovation Award has been conceptualised to encourage students to create and showcase new technologies of all kinds. The award provides \$150,000 of prize money for all youth. When won by school students, the prize is allocated between the winning school, teacher and students," Minister of Small Business, Entrepreneurship and Commerce Dwight Sutherland explained.

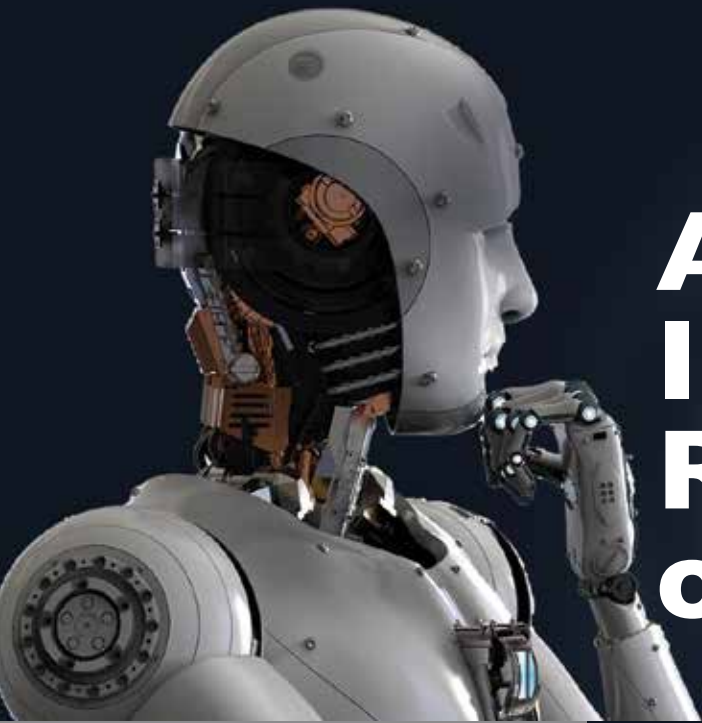
He also encouraged The UWI to send students to the ministry on internships. ♦



(above) Participants at the UWI-Private Sector Consultation

(below, l-r) Dean, Faculty of Social Sciences, Dr. Justin Robinson; UWI Pro Vice-Chancellor, Graduate Studies and Research, Prof. Stephen Gift; Minister of Small Business, Entrepreneurship and Commerce, Dwight Sutherland; UWI Vice-Chancellor, Prof. Sir Hilary Beckles; and CEO, Barbados Private Sector Association, Ms. Ann Reid





Artificial Intelligence's Rising Impact on Labour

The implications of artificial intelligence (AI) on the future of human capital and labour were brought sharply into the spotlight during the staging of the **20th Annual Sir Arthur Lewis Institute for Social and Economic Studies (SALISES) Conference** that was held from 7-10 May 2019 at the Hilton Barbados under the theme **“Rethinking Caribbean Futures: New Paradigms, Possibilities and Policies”**.

During the conference's opening lecture, held on 6 May and guided by the theme **“Future Competitiveness: Augmented Human Capital and Talent”**, President and Vice-Chancellor of Brock University Dr. Gervan Fearon warned that there were *“no sacred industries”* where the threat of automation and artificial intelligence did not exist.

He added that while there are those who have been able to take advantage of what new technologies offer, those benefits may not redound equally.

“As we think about the digital age ... we should recognise that [technological advances] do not automatically translate

into increased income or wages for everyone. Without care or a sense of deliberateness, we could end up with a scenario in which income stagnates or there are significant gaps between those who were able to capitalise on those benefits and those who are not.”

Dr. Fearon suggested that future competitiveness could be found in augmenting human capital with the realities of big data, robotics and data analytics, as well as creating more seamless pathways between skills-based and knowledge-based education. For instance, he said someone who studies welding may not be exposed to thermodynamics – knowledge which could encourage them to go to college to study engineering.

“We have a structure which, in some respects, creates a very hierarchical structure in terms of social context. The long-term [impact] in a workforce that is constantly changing in terms of knowledge and talent ... [is that] we will have an absence of social and economic resilience,” he explained.

Dr. Hilbourne Watson, Professor Emeritus of Bucknell University, explored the rise of automation as he delivered the **Sir Arthur Lewis Distinguished Lecture** titled **“Transnational Capitalist Globalisation and Caribbean Futures: Unlimited Supplies of Labour and the Robot Rampage”**. He used the term *“robot rampage”* to explain the robotisation of processes in companies like Amazon. The professor maintained that corporate greed was the main driver behind the exploration and exploitation of AI.

“The concept of rampage has to do with the intensity of a process of which production of goods and services under ... global capitalism is being driven increasingly by a process in which machines, robots and other smart tools are not simply competing with human direct labour, but replacing human labour,” Watson stated. ♦



Dr. Gervan Fearon



Dr. Hilbourne Watson

Genetically Modified Organisms (GMOs) is one of the most controversial areas of science. While their use in certain fields like medicine is accepted, ethical and moral questions loom when it comes to their use in food and agriculture. For example, while genetically modified (GM) insulin is acceptable in the medical field, there remains skepticism over GM soy and corn crops.

Food Security Concern for the Region

by Camille Russell



Camille Russell

GM foods refer to any foods containing or derived from a genetically engineered organism. The World Health Organization (WHO) defines GMOs as “organisms (i.e. plants, animals or microorganisms) in which the genetic material (DNA) has been altered in a way that does not occur naturally by mating and/or natural recombination”. The definition distinguishes it from selective breeding which is a millennial-old practice of improvement in the genetic stock of plants and animals.

Individuals from the scientific and medical fields fall on both sides of the argument, some claiming that genetically modified crops are helping to solve issues concerning hunger, environmental sustainability and an increasing global

population, while others argue that GMOs are associated with an increased use of chemicals, like glyphosate, that are toxic to the environment and to humans.

These divergent views on GMOs were recently raised after United States (US) President Donald Trump signed an Executive Order in June 2019 making “it easier for genetically engineered plants and animals to enter the food supply”. The Executive Order essentially gives directive to federal agencies to simplify the “regulatory maze” for American crop producers. According to the **Associated Press**, “the move comes as companies are turning to newer genetic engineering techniques that make it easier to tinker with the traits of plants and animals”.

This new US Regulation is relevant to the Caribbean as a significant portion of our food imports are sourced from the US, particularly, maize, rice and soybean oil that are not only among the top ten food imports from the US but are among the most commonly genetically modified crops in that country.

GMOs in the Caribbean

Aggregated data published for soybean suggests that in Latin America and the Caribbean, production has grown much

faster than in the developed world, with 42.6 million hectares harvested and 112.6 million tonnes produced between 2008 and 2010. Unfortunately, this statistic does not separate the contribution of Caribbean countries to the exponential growth, much less indicate from which Caribbean countries the data originated.

In terms of imports of GMO food into the region, the challenge is that there is a lack of GMO-specific data. For instance, trade data from the **International Trade Centre (ITC)** indicate an average of US\$38 million in soybean oil imports and US\$5 million between 2016 and 2018. However, there is no indication of whether or not these imports contain GMOs. This raises the issue that Caribbean countries are not yet able to identify and confirm GMO presence in imported foodstuff. This, of course, has implications on how best the region can monitor and regulate the imports of GMO-produced food.

Regulation of GM Food

The production and international trade of GMOs and their related products are regulated, for the most part, by rules agreed under the World Trade

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Organization (WTO), particularly the **Agreement on the Application of Sanitary and Phytosanitary Measures (the SPS Agreement)**. This agreement establishes that countries retain their right to ensure that the food, animal and plant products they import are safe, while at the same time, ensuring that countries do not employ unnecessarily stringent measures as disguised barriers to trade.

In fact, in a case brought by the US, Canada and Argentina against the European Union (EU) in 2003, the EU was found to be in breach of the SPS Agreement due to its restrictive procedures for approving GMO imports. The countries alleged that the EU's de facto moratorium on the approval of GMOs posed an unjustified trade barrier, in violation of various WTO agreements. The WTO's dispute settlement panel agreed with the complainants in 2006, when it ruled that the moratorium was in violation of the WTO's SPS Agreement. Part of the grounds for the WTO's decision involved the EU's "suspension of approval" (in effect, a de facto ban) of GMO imports from June 1999 to August 2003. Since the decision, the EU has been under an obligation to implement the decision of the panel.

Outside of the WTO agreements, there is also the **Cartagena Protocol on Biosafety to the Convention on Biological Diversity**. Since taking effect in 2003, this protocol seeks to protect biological diversity from the potential risks posed by genetically modified organisms resulting from modern biotechnology. With the exception of Montserrat, most Caribbean Community (CARICOM) countries are signatory to this protocol.

One of the main features of the Cartagena Protocol is the "**precautionary principle**" that allows countries to balance public health against economic benefits.

The principle serves as a guide to policy makers to act in anticipation of problems before they occur. It will, for example, allow countries to ban imports of genetically modified organisms if they feel there is not enough scientific evidence that the product is safe, and requires exporters to label shipments containing genetically altered commodities such as corn or cotton. The protocol specifically addresses living modified organisms (LMOs), that is, any living organism that possesses a novel combination of genetic material obtained through the use of modern biotechnology (under which GMOs falls) whether for voluntary introduction to the environment, such as seeds for planting *etcetera*, or intended for direct use as food feed or processing, such as GM soybean, maize, and tomatoes.



While the protocol provides some safeguards, it is not all-encompassing. Interestingly, in his 2016 work entitled ***Assessment of the Production and Trade of Genetically Modified Foods in the Caribbean Region***, Noel Jacobs highlights that a number of consumer products derived from LMOs, such as corn flakes, flour, starch, seed oil, tomato paste or ketchup, which are abundant on supermarket shelves throughout the Caribbean, are not covered under this Protocol.

At the regional level, Caribbean governments have opted for a cooperative biosafety process, primarily through the **UNEP/UWI/GEF Regional Project for Implementing National Biosafety Frameworks in the Caribbean Sub-Region**. The Caribbean Heads of Government essentially sanctioned this initiative to "*promote biotechnology and biosafety as a regional strategy*". The project has supported the creation, operation and maintenance of the **Caribbean Regional Biosafety Centre** that has active portals across all participating countries, and aims to move countries towards more harmonised biosafety systems that make use of existing national and regional capacities (Jacobs, 2016).

The Way forward?

As predominantly import-based economies, small Caribbean countries are at a relative disadvantage as they have limited ability to influence the food policies of their trade partners. However, given the increasing use of genetic engineering to modify some of the world's most traded food, the Caribbean must take ownership of its food security. To start, Caribbean governments must take cognisance of the prevalence of GMOs in their ongoing food security discussions. Furthermore, specific regulations must be put in place that allows the region's governments to identify, evaluate and confirm the presence of GMOs in imported food items. In addition, if the region is to make informed decisions regarding the use of GMO-produced food in their respective countries, there must be in-depth studies on the effects and implications of such food on public health.



Ms. Camille Russell is a former trade research assistant with the Shridath Ramphal Centre for International Trade Law, Policy and Services of The University of the West Indies, Cave Hill.

"Over the ten-year period, there were 369 recorded cases of endometrial cancer. The lowest annual number, 30, was diagnosed in 2009 and the highest in 2015, at 45. The biggest drop was between 2008 and 2009 of 11 cases from 41 to 30. The highest (rate of increase) was from 2009 to 2014 and that was an increase in 15 cases," she said.

lower survival rate than their Caucasian counterparts, according to research.

Last year, Barbados was ranked as having the 17th highest age-adjusted endometrial cancer in the world by the **Global Cancer Observatory**. The five-year survival rate of 51 percent is far lower than in the United States, where it is 81 percent.

In the Barbados study, approximately 83 percent of women presented with

There is a higher discovery of endometrial cancers in Barbados, according to a recent study by a University of the West Indies, Cave Hill medical researcher. More worrying is the conclusion that the more aggressive type of the cancer is seemingly affecting postmenopausal Barbadian women.

The findings of the research titled, **"Endometrial Cancer in Barbados: A 10-year Retrospective Study"**, which is the first phase of a broader pharmacology study, were presented by Dr. Stephanie Date at the **19th Annual Professor E.R. Walrond Scientific Symposium**.

The researcher analysed data from the Queen Elizabeth Hospital where 90 percent of the cases are seen, specifically for the 1 January 2008 to 31 December 2017 period.



Dr. Stephanie Date

Higher Detection of Endometrial Cancer

With the highest numbers being recorded after 2013, Dr. Date hypothesised that this could be due to the launch of the **Globe-athon Walk to End Women's Cancers** that year that helped raise awareness of the disease.

"It might not be that greater numbers exist, but it may be that more people are being diagnosed because they are more aware of the symptoms," she suggested to those gathered at the Faculty of Medical Sciences Clinical Skills Complex, Jemmotts Lane, St. Michael.

Endometrial cancer, which starts in the inner layer of the uterus, is usually caused by sporadic mutations and predominantly affects women over the age of 50, with risk factors including obesity, diabetes and radiation therapy to the pelvis. Black women are known to suffer from the more aggressive variance and have 30 percent

postmenopausal bleeding, weight loss, abdominal distension, abdominal pain, vaginal masses and abnormal pap smears.

Further, 78 women had Type 2 diabetes and 193 had chronic illnesses, primarily hypertension and hypercholesterolaemia (excess of cholesterol in the bloodstream). According to Dr. Date, 70 percent of the cases were Type 1, indicating that the remaining 30 percent have Type 2, which is the more aggressive type. The latter, she said, is ten percent higher than the global average.

"Physicians are commonly diagnosing endometrial cancer using the most sensitive method, and data may demonstrate that Barbadian postmenopausal women are being diagnosed with more aggressive, high-grade endometrial cancer variance than seen in non-black populations worldwide. The type and percentage of high-grade tumours seen may actually contribute to our 51 percent five-year survival rate in the island," Dr. Date stated.



New medical research has shown findings that could help inform strategies to improve therapy for people living with HIV (PLHIV) in Barbados, particularly since antiretroviral therapy (ART) increases life expectancy.

University of the West Indies graduate Dr. Cheriann Catwell focused

particularly on the level of depression and medication adherence of patients to determine what factors affect ART. Her study titled **"Major Depressive Disorder and Medication Adherence: A study of people living with HIV in Barbados"** was presented during the **19th Annual Professor E. R. Walrond Scientific Symposium** held on 12 July 2019.

Research was conducted at a medical centre where the majority of persons diagnosed with HIV were referred for care. As of September 2018, the centre was treating a population of 1,848 persons living with HIV, she reported.

Of the approximate 322 persons participating in the study, 55 percent were male, with the majority being



over 50 years of age. Additionally, 29 percent of them were unemployed.

"When individual scores were categorised into four states of depression, minimal depression was found among 78 percent of participants and mild, moderate and severe depression accounted for 22 percent. Employment status showed significant effects on the level of depression," Dr. Catwell said.

"Females showed higher levels of depression compared to males. Persons experiencing sadness, being self-critical, having a loss of pleasure and need for punishment were more likely to neglect taking their medication".

HIV Study Offers Guidelines for Treatment

She concluded that an increase in levels of depressive symptoms was associated with lower medication adherence.

"Depression is the most important factor when assessing medication adherence behaviour. Low medication adherence shows a high prevalence among the sample, which supports the information observations," she added.

Dr. Catwell has recommended training of physicians in order to screen and manage depression in people living with HIV. She also suggested that a multidisciplinary team would help optimise patients' adherence to their prescribed course of medication. ♦



Dr. Cheriann Catwell

National Registry

Issues Appeal for Data



The Barbados National Registry for Chronic Non-Communicable Disease (BNR) is seeking greater collaboration with primary healthcare physicians to improve overall patient care.



Shelly-Ann Forde
Registrar, Barbados National Registry

Registrar Shelly-Ann Forde informed healthcare providers and those preparing to enter the system that they need to work closer to close the data gaps that currently exist.

She was the featured speaker at the **19th Annual Professor E. R. Walrond Scientific Symposium** held on 12 July by the Faculty of Medical Sciences at The UWI, Cave Hill and the Queen Elizabeth Hospital.

The BNR is made up of three registries: BNR-Stroke, BNR-Heart and BNR-Cancer. Each registry collects data about new cases of cancer, stroke, and acute myocardial infarction (also known as a heart attack or cardiac arrest) and produces statistics concerning incidence, mortality, and survival.

However, Mrs. Forde stressed that the registry is only as good as its documentation: *"We still have refusals by private physicians to pass on the information to the registry, and we don't have enough resources to go out there*

and check back every case. That is why we promote 'notify, notify, notify'. If you help us by notifying the registry of the information that we need, then it means we don't have to come to the practices and collect that data ourselves."

The data that are available indicate the top five cancers for men and women have remained unchanged over years. Worrying though, is information showing that in one year, two-fifths of the persons diagnosed with cancer have died, and within three years, almost half the patients are deceased.

Taking a closer look at prostate cancer, Forde explained that, globally, Barbados has one of the highest incidences and associated mortality. In 2011, the United Kingdom had a one-year survival rate of 94 percent, while this stood at 87 percent in the United States in 2014.

Barbados's one-year survival for prostate cancer is 24 percent.

"Right on the outset, it shows that we need more information from the primary care physicians about time of onset, symptoms, and the length of time until patients seek care. Most of the screening is done privately through NGOs, so we're unsure what the coverage of the population is. As it relates to detection, we can say from our data that 63 percent of cases had a PSA (prostate-specific antigen) in 2014. But was it the first PSA? What was the PSAs data? How long was it between the date they had the PSA and when they actually sought care? These are critical things that we need doctors to note."

The BNR Registrar added that the ideal scenario would be to have an integrated health information system where medical records can be safely stored and used for research, patient care, mapping out how the patient moves through the care continuum and so on. ♦



Participants at the Professor E.R. Walrond Scientific Symposium



Lizards, birds and other species endemic to the tiny isolated island of Redonda have begun to flourish. The Caribbean territory is no longer overrun with thousands of black rats, and its moonscape terrain is recovering, yielding increasing greenery.



The transformation is a result of the work of a team that includes Cave Hill graduate Shanna Challenger, Redonda Restoration Programme Coordinator.



Researcher Shanna Challenger



Scientists standing on a greener Redonda island

Redonda Restoration

The little-known, steep-sided Redonda measures about 0.5 square miles. Though it can be found between Montserrat and Nevis, it was declared a dependency of Antigua (50 kilometres away) by the British who made it a strategic acquisition. The seabirds that nested there produced vast quantities of guano, making Redonda the largest phosphate mining area in the region. Apart from being used for fertiliser, phosphate was a key ingredient in gunpowder production.

During that time, an estimated 150 people lived on Redonda, bringing to the island domesticated animals, including goats; rats were also brought inadvertently. When Redonda was abandoned by its human inhabitants, rats and goats were left behind.

By 2012, when conservationists visited the island, it was overrun by an estimated 6,000 rats, while there were about 50 long horned goats.

Redonda is an important island for biodiversity: *"They found new species of lizards. It was also an important area for birds globally because of the number of seabirds nesting there. It's remote and a haven for wildlife. So, we really wanted to step in because it was being decimated by the rats and goats that were over there,"* Challenger said in an interview with UWI TV.

This led to the **Environmental Awareness Group (EAG) and Fauna & Flora International (FFI) Redonda Restoration Project** that sought to remove invasive species allowing the island's ecosystem to recover and numbers of its critically endangered, endemic species, like the Redonda ground dragon, to grow.

"One of the biggest reasons we had to get rid of the rats was because of the decimation of the chick populations that we had. On Redonda, we have different species of nesting birds: red-footed booby, brown



booby, masked booby, peregrine falcon, tropicbirds, frigatebirds; we have lots of birds. We think a lot of the birds had left because they weren't having any hatching success because of the rats. The rats were so intelligent they would work in teams, and one rat would distract the mother bird while the other one would roll the egg from underneath her. The rats were also eating the lizards and goat droppings; they would even eat each other."

Additionally, although the majority of the goats had survived the harsh climatic conditions on Redonda, overgrazing and lack of standing water were taking their toll: "Every time we went back, we saw a number of different goat carcasses or they looked very small with their ribs showing. That is why we decided to embark on this goat relocation. The goats that were on Redonda have these large horns, not what you typically find in Antigua; and we really wanted to work along with the Ministry of Agriculture because they wanted to preserve that rare breed, so we brought them over in a helicopter."

This proved a challenging initiative, particularly when dealing with the more aggressive male goats. After being lured with water into a corral, the goats were hobbled (the front and back feet tied together), hooded to keep them calm, and taken on a 20-minute helicopter flight to Antigua. On arrival, they received full check-ups and were microchipped for tracking and easy identification.

"When we brought over the goats, our intention was to mix them with the local breeds that we have in Antigua so that those goats could somehow get the climate change-resilient genes. But we're also keeping the gene pool separate to maintain our Redonda goats as they're called. They're doing pretty well now that they're on the mainland. It took them quite a bit of time to acclimatise to their new environment, but it has been good."

The rat eradication component also

required time and proper planning. Challenger was stationed on the island for about a week in one instance, and days in others. Other team members stayed for three months.

"To get rid of the rats, we had a 1.5-litre bottle, and we cut off the ends to create a tunnel; then we wired in the bait, about four blocks. We put them down every night, waited and checked in the morning to see how much bait had been eaten. We did this every 30 metres. We basically covered the island in this way. In addition to being on the ground, we also had people abseiling, mountain climbers on the side of cliffs putting in the bait; and we had slingshots. We also had to go down to the coast, which took us about two hours, and put rat bait around the coastline as well. There were some areas that were inaccessible [by foot], so we had to swim across to them. We also [dropped bait from the air].

"Within the first week or so, we saw the [rat] numbers go down completely. After we put the rat bait in, we, of course, had to deal with the dead rats. The rat bait didn't kill instantaneously but took three days to kick in."

The carcasses were then collected,

taken back to camp, measured, dissected to ensure they died from the bait, and studied.

The Cave Hill graduate said they found that 90 percent of the female rats were pregnant, about to go into heat, or lactating.

"If we had not struck while the iron was hot, then they would have just started another cycle of breeding," she said.

The birds and other endemic species were safe during the baiting period because the poison used only affected mammals, the project coordinator explained. To prevent a resurgence of the rat population, regular checks are still conducted, and permanent bait stations were set up.

"Since 2013, we have wildlife

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Redonda Island Antigua and Barbuda

Campaign to remove invasive rats and goats from Redonda has yielded spectacular results for the island's unique and special wildlife.



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monitoring data [collected from] the birds: how many of them were there, what times they were most active; as well as [data on] the lizards. We actually had people come in from Harvard and Yale - herpetologists to study the lizards; and they looked at their length, their diet, [and] their distribution throughout the island. So we have data pre-invasive species removal, and now we're collecting [data] after [removal].

"We used to call it a moonscape because of how bare it was. But since we've done the conservation activities, we've seen the island looking much greener, more full of life; and we're seeing species that we haven't seen before."

Challenger, who graduated with a BSc in Ecology in 2016, said the results have made the challenges she faced while studying worth it.

Though she was initially focused on being a doctor, the Antiguan discovered her love for diversity of life in her first year of studies, and subsequently switched her major. As a result, she lost funding for her government scholarship. Her decision was questioned by her mum, but she did not give up.

"I never felt bad about it. The other science majors said, 'Oh, ecology isn't even a real science degree. That's what all the lame people do'. It was like, 'Why did I do this?' But I really enjoyed all of my courses. It was a lot, but it was definitely worth it. I had so much fun. Ecology was a fun degree because you get to do so many things."

Professor of Conservation Ecology Julia Horrocks was her undergraduate advisor at Cave Hill. She thought Shanna was a perfect fit for the conservation post with the **Redonda Restoration Project** and supported her employment with FFI. Challenger went to Cambridge, United Kingdom for training and has met the man described as the most famous naturalist on Earth, Sir David Attenborough, as well as Prince Charles and Prince Harry. ♦

National Workplace Wellness Policy for Barbados 2019: A Summary

by Dr. Dwayne Devonish



Dr. Dwayne Devonish

Policy Background and Rationale

The prevalence of chronic non-communicable diseases (NCDs) and the significant proportion of NCD-related deaths in Barbados have become a significant and growing concern for the general population, and have presented a tremendous and almost unmanageable burden on the Barbados Government, the private sector and general economy of the country. This reality is clearly illustrated and understood by the wide propagation of empirical evidence and scientific

facts on the national health status and its resultant burden on the key resources of the country. For example, Barbados has one of highest rates of obesity, hypertension, diabetes, heart disease and stroke (Howitt et al, 2015; Institute of Health Metrics and Evaluation, 2016), largely reflected in its poor performance across a number of critical health status indicators, namely, low physical activity, high tobacco use and alcohol consumption, and insufficient intake of fruits and vegetables.

In response, there have been concerted efforts, on the part of government, the private sector and civil society, to constructively target **the workplace** as a critical productive space in which many Barbadians spend most of their active lives. In Barbados, private and public sector workplaces have radically changed and evolved over the years, presenting a diverse set of demands and pressures on the average worker. These demands and pressures have translated into concerns about worker stress, workplace bullying,

absenteeism, low productivity, and depleted levels of worker health and well-being, and have attracted calls to action to deal with the same. However, prior attempts to develop an overall guiding framework or policy to guide individuals and institutions on actions to enhance health and wellness at a national level have been limited and futile. In fact, a wide cross-section of workplace wellness policies and programmes currently exists across the island that attempt to provide the necessary guidance to individuals in improving their health and well-being. However, these policies and programmes often lack cohesiveness and effective coordination, resulting in an inability to truly capture and assess the true net impact of these endeavours at a national level.

In 2015, a major call by the Barbados Workers' Union (BWU) was made to initiate a process towards the formulation and development of a **National Workplace Wellness Policy for Barbados** – a call that was considered long overdue. This policy provides an overall coordinating framework under which this and other future policies and programmes can fall. The overall goals and objectives of such a policy can dictate and shape the development of newer and

more effective institutional or organisational-level initiatives, and provide insights into modifying the nature and structure of existing policies and programmes at the varying levels of society. Hence, it will enhance the level of cohesiveness, coordination and execution of wellness initiatives based on a strategic (top-down) perspective.

Policy Goals

The policy seeks to achieve the following overarching goals:

- To enhance national awareness and education on the immeasurable value of wellness as both an indicator and driver of individual, organisational and national productivity and development;
- To foster the necessary conditions for the development of healthy workplace environments, comprehensive and well-guided organisational-level wellness policies, programmes and cultures;
- To facilitate and maintain strategic partnerships with various national stakeholders (employers, government, trade unions, educational institutions and other civil society and community-based organisations) to promote and sustain a high quality of health and wellness in the general working population;
- To strategically and comprehensively guide, support, enable, monitor and evaluate organisational and individual actions and efforts aimed at supporting healthy workplaces and institutions, based on rigorous scientific research methodologies and evidence;
- To promote and contribute extensively to the development of appropriate knowledge, skills and attitudes that are supportive of and consistent with healthy living and lifestyles among employees and managers in workplaces.

An Eight-Dimensional Framework of Wellness for Barbados

Wellness is a holistic construct. As a consequence, a number of contemporary

attempts to conceptualise and measure wellness have adopted multidimensional (or features-based) approaches and frameworks. The most popular of these dimensions has been the one adopted by SAMHSA (2015). This model is considered to be the most comprehensive and empirically sound of the existing models of wellness comprising eight dimensions of wellness: (1) Emotional; (2) Environmental; (3) Financial; (4) Intellectual; (5) Physical; (6) Social; (7) Occupational; and (8) Spiritual. In an attempt to arrive at a conceptual framework that is directly relevant to the needs and context of Barbadian society and workplaces, a number of conceptual revisions to this model were made. This newly revised **nine-dimensional model** of wellness represents the guiding conceptual framework behind the **National Workplace Wellness Policy for Barbados**. The core dimensions of this model are as follows:

- **Physical wellness:** *Represents the ability to maintain a healthy physical state.* It involves the ability to recognise that our behaviours and actions can have a significant impact on our health and well-being. The maintenance of a healthy body, good physical health habits, and good nutrition and exercise, as well as identifying symptoms of disease, protecting oneself from injuries and harm, and seeking and obtaining appropriate health care are all prime examples of actions for enhancing physical wellness.

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- **Psychological or mental wellness:** Represents individuals' mental or psychological state of well-being. This dimension focuses on attitudes, emotions, thoughts, and the ability to understand our personalities, behaviours/actions and reactions in various environments/contexts. The ability to adjust to psychological or emotional challenges, display positive thoughts and feelings, and respond positively in our attitudes and actions are characteristic of good psychological wellness.
- **Environmental wellness:** Represents individuals' ability to recognise their responsibility for healthy, clean and safe environments (good quality air, water, food and land, etcetera). It deals specifically with how individuals understand the impact of their behaviours on their natural and physical environments and how the state of these environments can affect the other dimensions of wellness.
- **Social wellness:** Represents individuals' ability to form and sustain healthy relationships with people. Feeling socially isolated and lonely (compromised social wellness) can have negative effects on one's emotional/psychological wellness and physical wellness. Creating positive social networks and a well-developed support system, positively contributing to one's community and society, and showing respect to others are examples of behaviours indicative of social wellness.
- **Intellectual wellness:** Represents individuals' ability and desire to learn new things and engage in intellectually-oriented discussions and stimulation. This dimension concerns the individuals' willingness and ability to open their minds to new ideas, concepts, and ways of learning. A deep passion for pursuing creativity, innovation, and lifelong learning are critical indicators of intellectual wellness.
- **Occupational wellness:** Represents individuals' personal fulfilment and satisfaction in their jobs and careers. This dimension involves the ability to find satisfying and fulfilling work lives as well as finding opportunities to develop and use one's skills, knowledge and talents at work to improve their job, career and organisation.
- **Spiritual wellness:** Represents the ability to establish and sustain peace and harmony in one's existence. This dimension involves the ability to achieve congruence between one's values and actions and recognises the need to pursue meaning and purpose in one's life.
- **Cultural wellness:** Represents individuals' full awareness and knowledge of their own cultural background (e.g. values, beliefs, norms, behaviours, practices, etcetera) as well as a desire to learn about their own culture (and others) and its impact on their

own lives. It also emphasises a natural appetite for learning about different cultures as well as a deep respect for and appreciation of diversity and its implications in society.

- **Financial wellness:** Represents an individual's ability and willingness to manage their finances in effective and efficient ways. Good financial wellness suggests that an individual is financially literate, is setting and meeting realistic and critical financial goals and expectations, and is successfully managing expenses, income and overall debt situation. An individual's overall wellness can be adversely affected by financial challenges that are a result of poor overall financial management. Employers can help their employees make wise financial decisions in their personal financial management situation by adopting and implementing key financial wellness programmes in the organisation.

The 4-E Framework for Policy Implementation

The **National Workplace Wellness Policy for Barbados** provides all organisational and individual stakeholders with a comprehensive and flexible framework outlining key priority areas, policy objectives and key strategies across the eight dimensions of wellness. However, effective or successful implementation of any policy should rest on key strategic principles. The policy will emphasise and operate under four (4) guiding principles for execution and implementation:

- **Educate:** To increase awareness, knowledge and competencies regarding various wellness concepts, frameworks and practices;
- **Enable:** To create an enabling environment through the provision of accessible opportunities, resources and support systems;
- **Engage:** To actively engage employees in the design/ adoption and implementation of appropriate wellness initiatives, programmes and activities;
- **Encourage:** To reinforce constructive wellness behaviours and efforts through positive and attractive rewards and incentives.

Dr. Dwayne Devonish is Senior Lecturer in Management Science in the Department of Management Studies, The UWI, Cave Hill Campus.

‘Workload’ of Diabetes Greater than that of HIV

A pilot study on persons living with both HIV and Type 2 diabetes has found that while the physical demands of diabetes were greater, HIV affliction took a larger psychological toll.



Dr. Madhuvanti Murphy, Lecturer in Public Health and Deputy Dean of Research and Graduate Studies in the Faculty of Medical Sciences, discussed the findings of the qualitative research during an interview.

The study was part of larger investigation titled **“Strengthening Health Systems for Chronic Care: Intersection of Communicable and Non-Communicable Diseases Services in the Caribbean and South Africa”**. It was a collaborative effort with the University of Cape Town (UCT), the University of Limpopo (UL), Penn State University (PSU), and The University of the West Indies (The UWI). Other team members from The UWI included Professor T. Alafia Samuels, who is also the Director of The George Alleyne Chronic Disease Research Centre; Dr. Natalie Greaves, Lecturer in Public Health, Cave Hill; and Dr. Shalini Pooransingh from the St. Augustine campus.

The pilot was funded by **Pan-University Network for Global Health**, of which The UWI is a member.

Under the research, participants ranging from 35 to 65 years of age, were interviewed – ten from Barbados and ten from Trinidad and Tobago.

“We looked at workload capacity such as going to doctor’s appointments, [impacts on their] daily living, as well as their personal capacity such as social support and networks ...,” Dr. Murphy said.

“We found that people living with both conditions ... looked at how they managed them in different ways. When they spoke about HIV, [the participants] found that it was actually easy to manage in terms of taking the medication. The issue with HIV was more ... psychological, in terms of the stigma and discrimination associated with it. With diabetes, they found that much more difficult to manage. There was much less psychological stress associated with it, but more of everything else – whether physical

or otherwise – in terms of diet, medication and the constant testing ...”

Dr. Murphy added that these findings could have significant impact in terms of how healthcare providers offer advice along with prescribing medications.

“Clearly, there is a psychological effect that needs to be focused on for both diabetes and HIV, but particularly for HIV because you figure, ‘well I’ve prescribed the medication.’ But [there is] this big psychological burden that patients are experiencing that may not always come out, or [healthcare] providers may not always talk about with their patients.

“We need to be really making sure that we have the psychological element of issues covered when providers are talking to people with co-morbidities and really understanding that with chronic non-communicable diseases like diabetes and hypertension, that the physical burden is so much, and there is the need to counsel patients through that ... From a health systems standpoint, we also need to look at what we need to be providing for patients at a larger level and what will help them the most.”

Dr. Murphy also noted that, in the case of stigma and discrimination against persons living with HIV and AIDS, sensitisation on language use and confidentiality were also key.

“All of those things play into whether people are feeling discrimination, and there are some simple fixes, [particularly] once people think about what they say and how they say it.” ♦

Kamugisha Goes Beyond Coloniality

“Provocative and forward-looking” were among the words used by lecturer, curator and art writer, Dr. Therese Kaspersen Hadchity to describe the latest publication by Dr. Aaron Kamugisha.

Dr. Kamugisha, Programme Coordinator and Senior Lecturer in Cultural Studies in the Faculty of Humanities and Education, launched his book ***Beyond Coloniality: Citizenship and Freedom*** on 8 May 2019.

Dr. Hadchity told the intimate gathering at the 3Ws Pavilion that the book asks critical questions relative to the postcolonial era, chief among them being: ‘Why did we end up with this whole gamut of problems – predatory rule, persistent racism, social inequality, gender violence, ethnic and sexual chauvinism?’

While Dr. Kamugisha offers thought-provoking answers, Dr. Hadchity said he turns the spotlight on academia itself to show how certain strands of Caribbean thought have failed to antagonise this state of affairs.

“The first section of Beyond Coloniality takes stock of where the region is at today and how it got here. At face value, its central premise is a certain moment of betrayal. No, not Grenada, but the much longer moment of rupture between a body of anticolonial activists, who had certain hopes for the Caribbean postcolonial state, and those middle-class bureaucrats who stepped into the

driver’s seat and took charge of it,” she said.

In his writing, Dr. Kamugisha reflects on Caribbean thought and freedom at the beginning of the twenty-first century, with detailed examination of the work of key twentieth century intellectuals like C.L.R. James and Sylvia Wynter.

However, while the book echoes and summarises concerns voiced by the above-mentioned thinkers and others, and offers new, and sometimes stunning perspectives, the lecturer said it is a launching pad for Dr. Kamugisha’s own intervention.

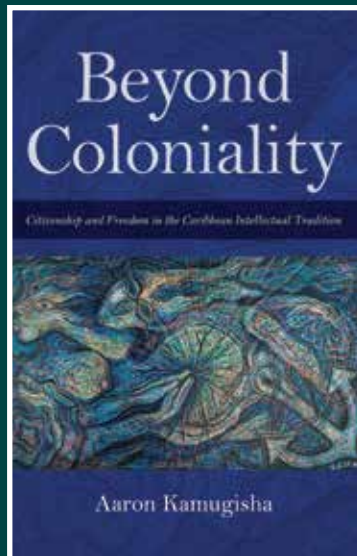
“The book’s most decisive argument with the academic mainstream lies exactly in its bold advocacy for the resuscitation of a Caribbean radicalism in the Marxist humanist tradition,” she posited.

“While the book does, at face value, pivot around the ruptures of the late 1960s and 70s and the ideological upheaval of the 80s and 90s, it does not want to perpetuate these differences into infinity, but on the contrary, to resume the hard work of consensus building. The book’s other, or maybe its real pivot point, is its ‘taking on’ of a prevalent discursive discourse direction which, in Aaron’s view, is unlikely to deliver the region from its current miasma of despair.

“To readers like myself, one of the book’s most welcome qualities is its frequent transitions from theory to practice, and its offer of several very specific pointers about what

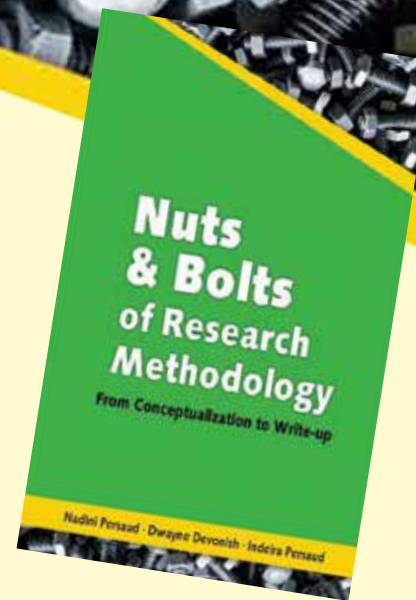
ought to be done. To me, this speaks to sincerity and sense of urgency, and indeed, this is not a book that one will appreciate for its bravado, but for its depth, candour, direction and determined optimism.”

Dr. Kamugisha has edited numerous publications, written several articles and book chapters, and conducted many book and art reviews, among other works. ♦



Nuts and Bolts of Researching

The definitive go-to guide for writers across a range of disciplines and professions



That's how educators view a new text ***Nuts & Bolts of Research Methodology*** that was launched at Cave Hill last April.

The publication is authored by three academics: Dr. Nadini Persaud, Lecturer in Project Evaluation and Programme Coordinator of MSc Project Management and Evaluation at The University of the West Indies, Cave Hill; Dr. Dwayne Devonish, Senior Lecturer in Management and Programme Coordinator of International Management at Cave Hill; and Dr. Indeira Persaud, Associate Dean of Students at St.

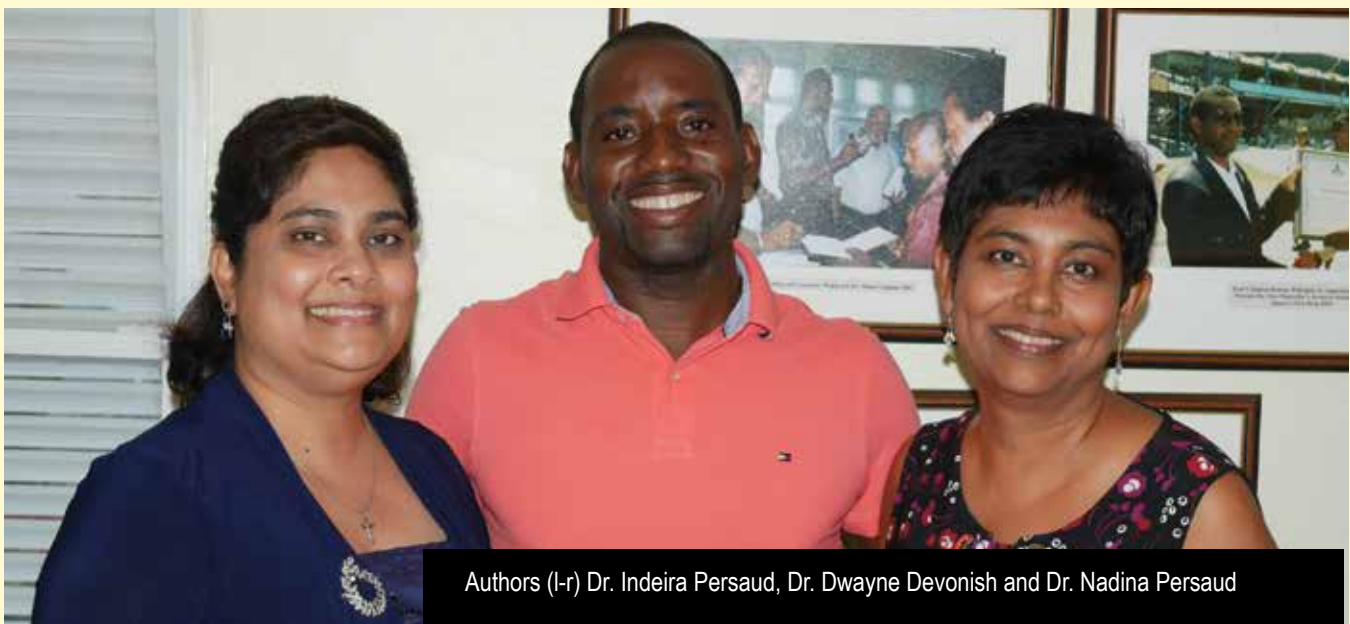
George's University.

Reviewers noted that it covers all aspects of the research process and contains easily navigable flow charts and diagrams that illustrate various steps in the process.

At the launch ceremony, Dr. Nadini Persaud stated that the book took three and a half years from concept to completion, with every effort taken to ensure that users understood each part of the research design process. Co-author Dr. Devonish later added that the book was able to strike the balance between the "*practical and theoretical*" components of creating and

executing research, making the work suitable for those both "*in and out of academia*".

Its readability and practicality was also praised by Dr. Lawrence Nurse, retired head of the Department of Management Studies, while Head of the Institute for Gender and Development Studies: Nita Barrow Unit (IGDS: NBU) Dr. Halimah Deshong lauded the fact that **foundational knowledge on research methodology was being created by the Caribbean, for the Caribbean and beyond.** ♦



Authors (l-r) Dr. Indeira Persaud, Dr. Dwayne Devonish and Dr. Nadina Persaud

Stronger Together

Caribbean leaders have been encouraged to “sing from the same hymn sheet” in order to cement the region’s authoritative voice on the world stage.

The call has come from Percival P. J. Patterson, Jamaica’s sixth and longest-serving Prime Minister.

“No one can deny the supreme value of functional cooperation between us. The deepening and widening of regional and economic integration is an inescapable imperative for the Caribbean people ... We are fourteen nations strong. The Caribbean will prevail once we assert that voting power as a single bloc to protect and safeguard our sovereign control. We live in our own space – no one else’s backyard,” he said while speaking at the Barbados leg of his book launch that was held on 31 May 2019 at the Sagikor Cave Hill School of Business and Management. Titled ***My Political Journey***, the book details Patterson’s tenure in politics and at the helm of the country as it negotiated its way into a new century. It is published by **UWI Press**.

The Barbados launch was attended by several dignitaries, including Prime Minister of Barbados, Mia Amor Mottley; Prime Minister of St. Maarten, Leona Marlin-Romeo, as well as UWI Vice-Chancellor Professor Sir Hilary Beckles; UWI Chancellor Emeritus, Sir Shridath Ramphal; and Principal and Pro Vice-Chancellor of the Cave Hill Campus, Professor Eudine Barribeau. Current and former members of parliament were also in the audience.



Percival P. J. Patterson
Former Prime Minister of Jamaica

Patterson noted that the book is not an autobiography but, rather, was intended to, among other things, “alert its readers of where we found effective solutions, where we failed and how we can avoid further disappointments”.

“From the text, I hope leaders, politicians and advisers who influence public policy, academicians and scholars alike, our journalists and our citizens will find insights to tackle the dominant issues of the day and seek to create a brighter future.”

Proceeds from the book will go towards the **P. J. Patterson Endowment Fund**, established in April 2018. The fund assists

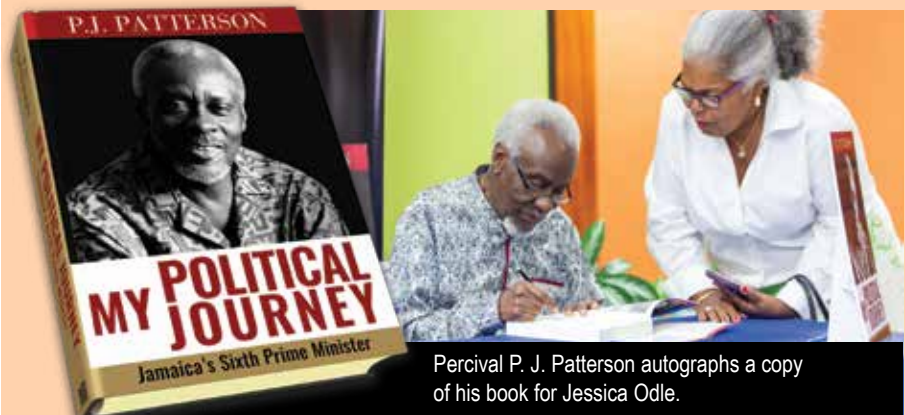
with payment for tuition and hall fees for students in need, as well as for facilitating intercampus exchanges as a way to foster regional integration.

“It is my fervent expectation that our University of the West Indies will be that catalytic force which enables us to fashion an unending cycle of knowledge generation, as we exercise our inherent right to create our own destiny and build that Caribbean civilisation of our own,” the proud alumnus of the Mona Campus said at the launch.



Hon. Mia Amor Mottley
Prime Minister of Barbados

Prime Minister Mottley heralded Mr. Patterson as a “pre-eminent Caribbean statesman” with a “nobility of purpose, gentility of manner, calmness of expression and simply a gentleman in all respects”. She urged young people in the region to read the book in order to grasp the “many lessons to be gleaned from it”. ♦



Percival P. J. Patterson autographs a copy of his book for Jessica Odle.

As a master's student and intern at a civil society organisation (CSO) in the United Kingdom (UK), Dr. Kristina Hinds noticed a growing trend in discourse on global civil society and wondered where the Caribbean fits into the conversation.

Urging a Bigger Role from Civil Society

"While I was a student, I was working part time as an intern ... in two civil society organisations in the UK. It was interesting observing how they interacted with their membership [and] government entities ...," she said at the launch of her book ***Civil Society Organisations, Governance and the Caribbean Community*** that was held on Thursday, 18 April.

"I wondered whether a similar dynamic exists in the region, so I went to the library, [but] I couldn't find [much] on civil society in the Caribbean. There was one thing I found which was a very brief chapter in a policy paper ... and it talked about the potential of civil society in the Caribbean. And that was interesting to me too, because it was framed in a way that CSOs don't exist in the region ... it was aspirational."

She decided to fill this knowledge gap, focusing her PhD studies at the London School of Economics and Political Science on Caribbean civil society's contribution to trade negotiations.

"At the time, I was interested in Political Economy and Trade, so that is why I focused on those two areas," she added.

More than ten years later, this

foundational work in Caribbean civil society organisations has resulted in her first published full text that was released in January 2019. The book examines the way in which these organisations, such as community-based groups, private sector representative organisations, church groups and trade unions are excluded from governance in the **Caribbean Community (CARICOM)** and the **Organisation of Eastern Caribbean States (OECS)**.

"On one hand, I have case studies that look at the relationship between organisations and governance in individual countries. I look at Trinidad and Tobago and Barbados. But there are also some mini case studies in the book that look at St.

Lucia and St. Vincent and the Grenadines. There's a little bit on The Bahamas, Belize and Jamaica. I try to be quite

broad in my coverage, but the more in-depth studies are Barbados and Trinidad, and there's a study that looked at the issue at a regional level," Hinds said in a separate interview.

"The argument that I make in the book is that while there has been



progress at the level of individual countries in terms of cooperating with civil society organisations in governance, it hasn't gone far enough. This is replicated at the regional level. There are instances and issues in which there is collaboration at the regional level, but it doesn't go far enough. This is despite, at the level of CARICOM, there being a mandate for civil society involvement in its work."

"We are at a point in Caribbean political history where we are trying to understand ourselves and are continually trying to self-redefine ...

In the publication, Dr. Hinds levels some criticisms of governments and their 'top-down' style of governance. For example, the newly minted author

... Continued on page 52

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explained, in instances where there are initiatives to include organisations or civil society, governments can be very selective in the organisations and individuals they include and the time at which they include them.

"Even where they talk the language of collaboration, cooperation or consultation, it doesn't necessarily happen in the most productive or meaningful way. Sometimes organisations are added near the end of some processes, and sometimes some groups are excluded based on someone's perception of who's a stakeholder. There's a lot more that governments can do to make their processes open to input and collaboration from organisations and even private individuals who have ideas about governance and policy decisions."

Turning to her journey as a writer, which began in earnest two years ago, Dr. Hinds said it was difficult at times due to financial constraints. Luckily, she received financial support from the **Faculty of Social Sciences and Campus Research Awards**. Having overcome that hurdle and with the book in hand, she said laughingly, *"It feels very good."*

"I'm really eager to hear people's feedback, from people who work in civil society organisations as well as those at CARICOM and government level," she continued.

At the launch, Head of the Department of Government, Sociology, Social Work and Psychology, Dr. Wendy Grenade, lauded the book as one that made a major contribution to the importance of Caribbean integration.

"We are at a point in Caribbean political history where we are trying to understand ourselves and are continually trying to self-redefine ... What [Dr. Hinds] has done with this book is to take a closer look at who we are as Caribbean people, outside the paradigm that said to us, 'we are failures because our state institutions have failed,' and I really want to thank (her) for this contribution," Dr. Grenade said. ♦

The political emergence and work of Errol Walton Barrow, who changed the course of Barbados's development, has been captured in a path-breaking text.

Professor Emeritus Hilbourne Watson

Watson Interrogates Barrow

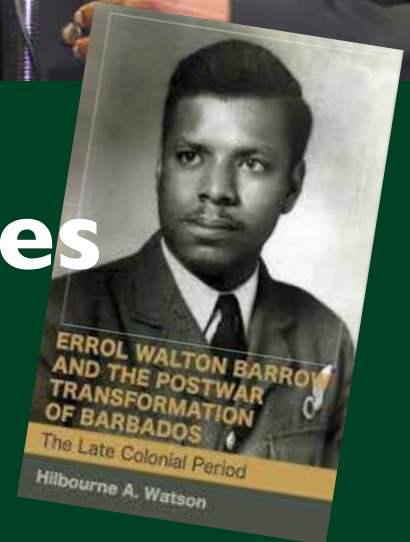
Professor Emeritus Hilbourne Watson examines the role Barrow played in helping to shape the trajectory of Barbados's post-war transformation from the time he was elected to the House of Assembly in 1951 up to the formal end of colonialism and the transition to independence in 1966. The national contribution of Barbados's first Prime Minister, its Father of Independence and founding father of The UWI, Cave Hill Campus, is traced in Watson's most recent work, ***Errol Walton Barrow and the Postwar Transformation of Barbados: The Late Colonial Period***.

Watson draws on archival records from Britain and Barbados, interviews and other sources. His text pays close attention to how the racialisation of social life around culture, history, the state, class, gender, economics, politics, poverty and other factors conditioned the colonial experience and the struggles that working people waged under the rubric of the bourgeois democratic revolution.

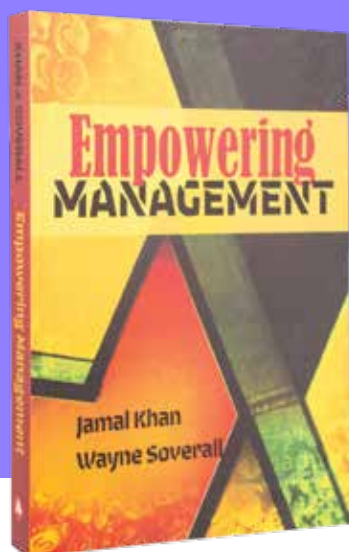
The analysis concentrates on the roles

played by the labour movement, political parties, capitalist interests, and working-class and other popular organisations in Barbados and the British Caribbean with support from Caribbean-American groups in New York that forged alliances with black, American organisations that saw their freedom struggles in an international context.

In ***Errol Walton Barrow and the Postwar Transformation of Barbados: The Late Colonial Period***, Watson also examines the decolonisation and independence process through the lens of political economy and class analysis, informed by an internationalist historical perspective that locates the concerns and interests of the working class at the centre. Barbados-born Watson, who delivered this year's Sir Arthur Lewis Distinguished Lecture, is Professor Emeritus, Department of International Relations at Bucknell University in Lewisburg, Pennsylvania. ♦



Management UNDER SCRUTINY



Senior Lecturer in Public Sector Management at Cave Hill Campus
Dr. Wayne Charles-Soverall has co-authored a fourth book that explores the issue of management, particularly performance management.



Dr. Wayne Charles-Soverall

This latest collaboration with Professor Jamal Khan, ***Empowering Management***, gives insight that the Cave Hill academic hopes may correct misconceptions and ultimately benefit employees.

He has again drawn on his experience of a more than 20-year career in the public sector where he held various positions including senior training officer, administrative officer, project officer, management development officer, and assistant project coordinator.

Dr. Charles-Soverall acknowledged that the title is somewhat unorthodox, given that many would say that members of management, due to their position, are already empowered. However, he points out that poor management leads to a disconnect with employees who, in turn, believe that those in the upper echelons do not care about them and, as such, don't provide the necessary tools and support for them to carry out their jobs in an efficient and effective manner.

Within the context of the workplace environment, Dr. Charles-Soverall said empowerment provides workers with a sense of belonging that enables them to feel that they are making a valuable contribution.

"Empowerment in the sense that people feel that they are professionals, first and foremost, because that's one of the missing links. This book seeks to strengthen the whole sense of performance management because, at the end of the day, who does the work? It is the ground troops - the employees. How do we empower them?"

"The public service has the widest array of professionals anywhere in the country. We are seeing a constant evolution of the professions, and all persons, whether public or private, need to be constantly updating their skills, hence the concept of lifelong learning."

Published in December 2018, the book is a continuation of the arguments outlined in previous work by academics that centred on greater productivity in the public service and public sector reform.

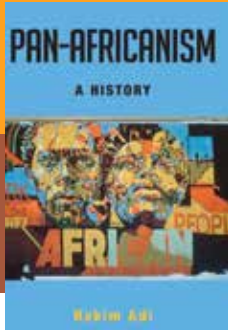
*"The chapters speak to a particular topic; let's say strategic management, customer service management, innovation management, and then we seek to provide a case at the end of each chapter to highlight the best practice in terms of that particular empowerment activity. For example, when we looked at the Barbados Tourism Authority, it evolved into the **Barbados Tourism Product Authority***

(BTPA). The marketing arm was highlighted as a case study in this book. We've learned that the BTPA is going to evolve even further, which is beautiful. That's what innovation is - a continuous improvement of something that already exists."

The senior lecturer explained that while the book focuses on the Barbados public service, it has wider application within the broader context of empowerment and strategic management: "For example, this book is being used in our postgraduate diploma programme in public sector management, which is ongoing at the Cave Hill School of Business. There's a topic on strategic leadership and change management. So, we want to ensure that our future heads of departments, permanent secretaries, deputy permanent secretaries and so on understand what it is to link a strategic vision and mission to your goals, and targets to your performance."

Professor Charles-Soverall has co-authored three other books: ***Doing Projects; Managing and Evaluating Projects*** and ***Gaining Productivity***. He has also published several book chapters and refereed numerous scholarly works. ◆

Pan-Africanism: A History



Book Review

by Dr. Rodney Worrell

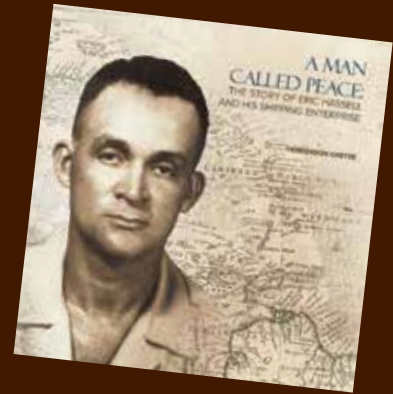
I wish to offer my congratulations to Professor Hakim Adi for producing ***Pan-Africanism: A History***. Adi has done an excellent job in evaluating the rich and complex history of Pan-Africanism. This work is an important contribution to the corpus of literature on

the subject, for not only does it address historical issues but it also provocatively tackles some contemporary issues. Professor Adi begins his exploration by looking at the efforts of two African abolitionists, Olaudah Equiano and Ottobah Cugoana, who formed the Sons of Africa in the 1780s to canvass for the termination of Britain's involvement in the transatlantic slave trade. He examines other pivotal historical moments, such as Marcus Garvey and the Universal Negro Improvement Association, W.E.B. Du Bois and the Pan-African Congresses, Pan-Africanism inside the Communist International, the reaction to the Italian invasion of Ethiopia and the historic Fifth Pan-African Congress, Pan-Africanism in France, and Continental Pan-Africanism and the Black Power Movement. However, the book is intriguing in its investigation of issues that are still relevant to Pan-Africanism today, such as the African Union (AU) and the struggle to make the United States of Africa a reality, Pan-Continentalism versus Pan-Africanism, Afrocentrism versus Pan-Africanism, the role of the sixth region to the AU, and reparations.

Professor Adi must be complimented for highlighting the outstanding contribution of women to Pan-Africanism. This is a major departure from past writings on the subject where Pan-Africanism is treated predominantly as a male enterprise and the silence is deafening on the contribution of women. His treatment of culture is also noteworthy. This book is a *tour de force* and a must read for all persons interested in Pan-Africanism and the struggle of Africans and African descendants to assert their dignity and humanity and create a better world. ♦

Dr. Rodney Worrell is a lecturer in history who focuses on Pan-Africanism.

Fifty years after the charting of a maritime course that would redefine Barbados's shipping industry, an extraordinary tale of courage and accomplishment amidst adversity may be found in ***A Man Called 'Peace': The Story of Eric Hassell and His Shipping Enterprise***, as told by outstanding business historian, Dr. Henderson Carter.



Pioneering a Shipshape Enterprise



Dr. Henderson Carter

The work of Dr. Carter, Senior Lecturer in History at The UWI, Cave Hill, provides insight into a tenacious entrepreneur who flourished in a Barbadian business environment that was "hostile to emerging businesses which sought to compete with established enterprises". Bolstered by pioneering confidence, an authoritarian style, an aversion to debt and a strong work ethic among other effective traits, and competing against established shipping

agencies, founder Eric Hassell successfully steered his seafaring business from its inception in 1969 until his sudden passing in 1994.

Referencing the endearing nickname of a man who made the shipping of goods a hassle-free experience for many, former Governor General of Barbados Sir Elliott Belgrave stated in the book's foreword: "The high quality and the standard of production of this book does justice to Captain Peace's philosophy of 'excellence in all things'".

In the current era, when renewed emphasis is being placed on entrepreneurship as a gateway for youth to navigate the challenges of finding gainful employment, the story of Captain Hassell has been hailed as "a classic tutorial for young entrepreneurs in general, and black business persons, in particular".

Other works by Dr. Carter include ***Labour Pains: Resistance and Protest in Barbados, 1838-1904***; ***Shaping A Nation: Principals of Barbadian Schools, 1900-1980***; ***Moulding Communities, Touching Lives: A History of the Church of the Nazarene in Barbados, 1926-2008***; as well as ***Business in Bim: A Business History of Barbados 1900-2000***; ***Powering our Nation's Progress: The Story of Electricity Service in Barbados, 1911-2011***; and ***Switching on with Elcock for 50 years: A History of Everson R. Elcock & Co. Ltd., 1961-2011***. ♦



(l-r) Moderator and graduate student Delano DeSouza interviews regional ministers of tourism Kerrie Symmonds, Charles "Max" Fernandez, Lindsay Grant and Robert Tonge.

REGIONAL MINISTERS

Discuss Climate Change Threats

by Carol Williams

When Hurricanes Irma and Maria tore through the Caribbean two years ago, they left an unimaginable trail of death and destruction from which most of the affected countries are still struggling to fully recover.

According to scientists, the year 2017 was one of the hottest on record. Experts have linked such devastating weather systems to rising sea temperatures that intensify tropical storm wind speeds and elevate precipitation that increases rainfall rates during these storms. These are just two of the effects of climate change.

The Guild of Students, Cave Hill, threw the spotlight on the issue when it hosted the **2019 Caribbean Reasonings Lecture Series** that featured four Caribbean ministers of tourism. They were Minister Charles "Max" Fernandez of Antigua and Barbuda, Minister Lindsay Grant of St. Kitts and Nevis, Minister Robert Tonge of Dominica; and Minister Kerrie Symmonds of the host country, Barbados. The 1 April panel discussion was titled **"6/12: A Resilient Industry? The Effects of Climate Change on Tourism in the Caribbean Region"**.

In the case of Dominica, which has felt the wrath of numerous weather systems, climate change has been a serious threat to its developmental gains, including in the areas of agriculture, housing and health. A large portion of the region's debt is due to borrowing to rebuild infrastructure destroyed by storms, that country's minister stated.

Hurricane Maria left at least 14 people dead in Dominica and caused an estimated EC\$931 million in damages, according to a

government report. This same report also stated that Dominica's overall recovery effort would cost approximately EC\$1.37 billion.

*"We can build back better, but obviously, it's going to cost more money. **We can't stop hurricanes, so the most we can do is to prepare for them. We have to adhere to best practices, the building code and to the zoning code.** In tourism, we love to build in the most beautiful places, but these beautiful places often have the most amount of risk, such as next to a beautiful river or the seaside. When the rain comes, those areas are most affected,"* Minister Tonge said.

His St. Kitts and Nevis counterpart described climate change as the single, largest threat to regional livelihoods, with natural disasters having the potential to decimate Caribbean dependent tourism economies with very little warning.

Minister Grant further pointed to the effects of warming temperatures on coral

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reefs and biodiversity, as well as the constant threat of drought and its resultant impact, including drastic reduction in agricultural yields.

"We are always just one storm away from damage to critical infrastructure," Grant said, noting that in 2015, St. Kitts and Nevis experienced drought for the first time in 50 years and was forced to introduce water rationing.

He stated that travel and tourism represents 25 percent of total employment in St. Kitts and Nevis, data that is consistent with the regional figure.

"If we are truly to protect our islands from climate impacts, we cannot continue to do what we have [been doing]. We have to change; we have to make a paradigm shift. We must fundamentally change the way we manage tourism and do business with our partners; be they investors, be they developers, whomsoever. We must make sure that every transaction, every decision about development includes safeguards to protect our natural, cultural, social and economic interest; and one that [includes] our local producers more meaningfully in the tourism value chain."

According to Charles "Max" Fernandez, Antigua and Barbuda's tourism accounts for about 65 to 70 percent of the Gross Domestic Product, proof of the indisputable importance of the sector.

While Antigua was spared the wrath of Category 5 Hurricane Irma, its sister isle, Barbuda, home of about 1,800 people, did not escape. Most of the buildings and other infrastructure were left in rubble, forcing mandatory evacuation to Antigua.

The damage was estimated at US\$225 million, and the evacuated population was housed in Antigua for at least one year.

Some international commentators described the entire Caribbean as being

devasted. Others misidentified the affected countries.

It was a lesson Minister Fernandez recalled all too well: *"When Barbuda was hit by Hurricane Irma, people were saying on the news that Bermuda was wiped out; and there were other people saying that Barbados was wiped out. When any of us is hit, all of us are affected; and that is something we all need*

to understand. That is why it's important we all see this as a threat, not just to one island this year and another next year, but as a threat to all of us in the Caribbean.

"As hurricanes gets stronger and more frequent, they impede investment, including in hotels that are told to build stronger, which makes the product more expensive and less competitive to other destinations in the world."

Barbados has been spared a direct hit from such weather systems, with Hurricane Janet in 1955 being the most devastating

recorded in its recent history.

While the country's Minister of Tourism accepts that disasters can strike at any time, he insisted that no single Caribbean island can successfully address the associated issues on its own. Symmonds asserted that continuous advocacy at international fora on the effects of climate change and pollution would be key going forward.

"I genuinely believe that one of the things that we need to collaborate on is the way in which we communicate with the outside world. It is not fake news folks; it is real news. There is no Plan 'B' because there's not Planet 'B'; so we must deal with this now, and for us, it means reality time. If we don't get this right as Small Island Developing States, and if the world doesn't buy-in, then generations unborn will have no island." ♦



Barbados Minister of Tourism Kerrie Symmonds addressing the student event



Cave Hill Campus students listening to Minister of Tourism Kerrie Symmonds

The Cave Hill Campus recently hosted an Organisation of American States (OAS)-sponsored workshop that brought together members of the legal profession and academics.

Law for Development



Jean-Michel Arrighi,
Secretary for Legal Affairs, OAS

Organisation of American States. That is our organisation. I hope this workshop is the beginning of this link to try to have a real Inter-American system of law,” stated Jean-Michel Arrighi, Secretary for Legal Affairs at the OAS.

He was hopeful that a follow-up workshop would be held to bring together professionals from the Caribbean and Latin America.

Deputy Principal of the Cave Hill Campus Professor Clive Landis said the workshop represented a strengthening of ties between Cave Hill, the OAS, and Queen’s University which already has an exchange programme with Cave Hill. He said the workshop falls within the ambit of the alignment component of the university’s **2017-2022 Triple A Strategic Plan** that

entails fostering closer relationships between the institution, the public and business sectors.

“Alignment with the policy-making and business sectors in this way is deepening the practical impact of our research for the positive transformation of our economies and societies. And as a regional institution, we do so in the spirit of regionalism and inter-regionalism at a time of BREXIT when the multilateral system seems to be in flux.”

Representative of Queen’s University Professor Arthur Cockfield also anticipated that the workshop would solidify existing ties between the institutions, while building on scholarly and student exchanges. ♦



Professor Steven Dean, Director of Graduate Tax Program at New York University School of Law (left) with Sir Trevor Carmichael, Managing Partner, Chancery Chambers

The event, which was the first of its kind to be held in the Caribbean, was titled **“International Business Law and Inclusive**

Economic Development: Law as an Engine for Development”. It was held on 29 March in partnership with Cave Hill’s Faculty of Law and the Faculty of Law of Queen’s University, Kingston, Canada.

Previous OAS-sponsored workshops were held in South America and Central America.

Representatives of the three institutions hope the workshop will enhance existing partnerships.

“In the Americas, I am sure that, in the majority of the cases, we do not have Inter-American law in our programmes on international law. We study the United Nations etcetera, but we do not study the



(l-r) Dr. David Berry, Dean, Faculty of Law, Cave Hill Campus; Prof. Clive Landis, Deputy Principal, Cave Hill Campus; and Professor Arthur Cockfield of Queen’s University

Blackbirds Conquer Ocean Challenge

by Franchero Ellis

Despite actually being in the Atlantic Ocean and outside of the Caribbean archipelago, Barbados enjoys relatively gentle seas rippled by steady Atlantic breezes. Year-round sunshine helps to create a maritime nirvana that has been attracting sailors for centuries.

Complementing the island's salubrious climate is that not-so-well-kept secret of rum, a by-product of its vast sugarcane heritage. After centuries of refinement, this spirit of Barbados today basks in the limelight of annual world rum awards.

Vying for similar acclaim, as it approaches a century of existence, is an annual regatta that is linked to a world-famous rum brand - the **Mount Gay Round Barbados Race**, with its origins in the first Round Barbados Race more than 80 years ago. Since its inauguration on 1 January 1936, this race has undergone its own refinement to emerge today as the centrepiece of the **Barbados Sailing Week**, and is first on the Caribbean regatta circuit by being staged every January, with its legendary **Red Cap Party** that follows keen competition at sea among sailors.

Like those seamen of yesteryear when the inaugural race set sail with five working schooners, the dozens of yachtsmen who compete nowadays sail primarily for bragging rights. Of course, any record toppled would earn winners the skipper's weight in **Mount Gay Extra Old** rum, an accomplishment guaranteed to add swagger to the bragging.

The races offered a fresh perspective on the island with sailors picking out familiar landmarks from the sea as the coastline slipped by, including The UWI's Usain Bolt Sports Complex, among many others.



An array of vessels of various nationalities brings together many old friends, along with the opportunity to foster new alliances and rehash several rivalries. The warm Caribbean waters off the west coast of Barbados become the arena for sailing prowess in the week before **Errol Barrow Day** with the **Coastal Race Series**, the first of the **Barbados Sailing Week's** three components; this is followed by the **Mount Gay Round Barbados Race** and then the **Ocean Passage Race to Antigua**. The fleet is ranked, rated and measured to allocate boats to specific competition classes. The beautiful, bright and bulging spinnakers of the racing class are a favorite among spectators.

years ago in a bid to overcome his fear of the ocean. For him it was “... a real mind-blowing and enjoyable experience - every nautical mile of it ...”

After racing, the bar becomes a boardroom of diplomacy with pulsating soca and reggae music helping to soothe the angst of daily racing. Missed opportunities are drowned and new strategies for next day's races are hatched in a “liquored” haze amid Bob Marley vibes.

At the mid-regatta party held after the **Mount Gay Regatta Polo at Holders** on 20 January 2019, the starting line-

Gay Barbados Rum several hundred kilogrammes of rum.

In this year's 83rd edition of the race, **The UWI Blackbirds** sailing team again pitted **Oiseau-noir** against the elements and shaved just over two hours off last year's time, narrowly missing third place in the *30ft and under* category, and also in the *double-handed* category. In a sequel to last year's entry, only **Colville Thompson** crewed on **Oiseau-noir** with skipper **Franchero Ellis**. Their tactical decision to sail closer inshore on the east coast likely added an hour to the journey, costing them that third place finish.

The gala prize-giving ceremony was held at the **Mount Gay Visitors' Centre**, where sailors and guests were treated to a lively musical fusion as a tuk band, accompanied by steel pan, belted out the hottest soca hits.

The UWI Blackbirds sailing team was once again the toast of the Barbados Sailing Week as they received the **Race Officer's Special Prize**.



Franchero Ellis aboard the Pen Duick 600 yacht, **Oiseau-noir**



Yachts in competition

Last January, **The UWI Blackbirds** sailing team was led by their captain, **Franchero Ellis**, aboard the *Pen Duick 600* yacht, **Oiseau-noir**, outfitted with its new **Williams Industries**-branded mainsail. They placed fourth overall, competing in the **Non-CSA** class and featuring among the crew, **Shavon Crawford**, a student from the Faculty of Humanities and Education, who was appearing in his first ever regatta and

Faculty of Social Sciences' student **Joshua Clarke** who already has two major regattas under his belt. Joshua earned his sea legs after joining the racing team two

up was announced for the **Mount Gay Round Barbados Race**. Sailors celebrate the birthday of the founding father of the island's independence, Errol Walton Barrow, with an endurance race around Barbados on 21 January every year. With a staggered start, the relatively slower vessels begin as early as 7.00am, while the faster vessels set out as late as 11.30am. Several kite surfers and a wind surfer were among this year's 30 entries; and with weather conditions far more favourable than in 2018, several records tumbled costing sponsors **Mount**

The sailing team did not compete in this year's **Ocean Race to Antigua** but are eagerly awaiting next year's regatta that will be twinned with the **Grenada Sailing Week**. A feature of that upcoming regatta will be the **Ocean Passage Race to Grenada**, with its 300-mile racecourse taking a circuitous route around Tobago.

The team is already welcoming some new recruits and may be contacted at uwisc2@gmail.com for details. ♦



Members of Krosfyah

Barbados-based musical band, *Krosfyah*, was celebrated for its prolific contribution to soca music when the Sir Arthur Lewis Institute of Social and Economic Studies (SALISES) held its 20th annual conference in May.

SALISES Conference Celebrates & Rethinks Caribbean Futures

The band, featuring its first lead singer, Edwin Yearwood, treated the audience gathered at the **SALISES Distinguished Lecture** to its catalogue of hits spanning its 30-year history. The lecture and musical presentation were held on Wednesday, 8 May 2019 in the Walcott Warner Theatre of the Errol Barrow Centre for Creative Imagination.

For about half an hour, Krosfyah had academics, diplomats and lecture attendees

dancing and grooving to the sounds of *Wet Me*, *Pump Me Up*, *Nah Missing Me* as well as slower tunes like *Voice in My Head* and *Something Greater*. Frontline singers Khional Nurse and Joaquin Brewster also performed some of their solo hits. Nurse, a former party monarch, took centre stage with *Start de Madness*, and Joaquin performed his *Tiny Winey* and *Baddest*.

Krosfyah was started in 1989 out of its predecessor, **Higher Level**. Its founding members were Edwin Yearwood, Michael Agard, Felix Ford, and Anthony Bailey. After performing covers on the hotel circuit, the band moved into doing their originals. The switch paid off well for the group, as the 1995 hit *Pump Me Up* eventually went gold in Canada. Krosfyah has remained a staple on the regional and international music scene.

Earlier that evening, Dr. Hilbourne Watson, Professor Emeritus of Bucknell University, delivered the Sir Arthur Lewis Distinguished Lecture titled “**Transnational Capitalist Globalisation and Caribbean Futures: Unlimited Supplies of Labour and the Robot Rampage**”.



The 20th Annual SALISES Conference was held from 7-10 May, primarily at the Hilton Barbados, under the theme “**Rethinking Caribbean Futures: New Paradigms, Possibilities and Policies**”. The event brought together a wide cross-section of scholars, activists and development practitioners who discussed innovative and sustainable approaches to regional development. Dr. Gervan Fearon, President and Vice-Chancellor of Brock University, opened the conference with a lecture on “**Future Competitiveness: Augmented Human Capital and Talent**”.

Topics examined during the conference included “Climate Change and Sustainable Livelihoods”; “Crime, Violent Crime and the Prison System”; as well as “Digital Trade”, and the “Creative Economy”. A crime and violence symposium and an opening plenary from Dr. Justin Ram, Director of Economics at the Caribbean Development Bank, were also part of the conference schedule. ♦

Attendees at the SALISES conference



Dr. Madhuvanti Murphy's Research Win

Five slides, five minutes. Many researchers would find it difficult to condense their in-depth research into these parameters. Even fewer would be successful at doing so effectively.

However, Dr. Madhuvanti Murphy can count herself among those who have mastered this skill, validated by her win at the **Society for Social Medicine** Annual Scientific Meeting's rapid fire presentation competition. The Lecturer in Public Health and Deputy Dean of Research & Graduate Studies in the Faculty of Medical Sciences, Cave Hill bested five other competitors in the Global Health category of the competition, that was held on 7 September 2018 in Glasgow, Scotland. **The Society for Social Medicine** Annual Scientific Meeting is the United Kingdom's leading population health conference.

Dr. Murphy presented on the topic **"HIV and Type 2 Diabetes (T2DM): A qualitative exploration of the burden of care experienced and perceived by persons living with the co-morbidities"**. It was part of a larger study, **"Strengthening Health Systems for Chronic Care: Intersection of Communicable and Non-communicable Diseases Services in the Caribbean and South Africa"**, that was a collaborative effort among researchers of The University

of the West Indies, University of Limpopo, University of Cape Town, and Penn State University. Other team members from The UWI included Professor T. Alafia Samuels, who is also Director of The George Alleyne Chronic Disease Research Centre; Dr. Natalie Greaves, Lecturer in Public Health, Cave Hill; and Dr. Shalini Pooransingh from St. Augustine Campus.

The pilot was funded by **Pan-University Network for Global Health**, of which The UWI is a member.

Dr. Murphy described the experience of presenting in such a short time as *"really stressful,"* but noted she was ready for the challenge.

"You have a short window of time in which you want the audience to get what you want them to ... without speaking too quickly ... But I took it as an interesting and different challenge," she explained.

The public health researcher added that the win also validated the hard work that went into the pilot project.

"It is a very small pilot project we did and we put our heart into this, so it was nice to see the recognition for it, because it was not something we had done here before," she explained.

Dr. Madhuvanti Murphy, Lecturer in Public Health and Deputy Dean of Research & Graduate Studies, Faculty of Medical Sciences, The UWI, Cave Hill Campus

The qualitative study was conducted in 2017 and focused on the workload capacity and personal capacity of living with the co-morbidities of HIV and Type 2 diabetes. Workload capacity dealt with going to doctor's appointments, and [impacts on their] daily living, while personal capacity was concerned with social support and networks.

Ten participants from Barbados and ten from Trinidad and Tobago were interviewed, ranging in age from 35 to 65 years old. ◆

Twelve unsung 'mothers' of the nation were celebrated for their sterling contribution to their communities last March, when the Institute for Gender and Development Studies: Nita Barrow Unit (IGDS:NBU), in collaboration with the Community Development Department, hosted the Triennial Awards for Women.

In the presence of family, friends and well-wishers, honourees were praised during the ceremony held at the Errol Barrow Centre for Creative Imagination for their work as: caregivers to children and the elderly; teachers, founders of charitable organisations and even informal community benefactors.



Dr. Halimah Deshong
Head of IGDS: NBU,
The UWI, Cave Hill Campus

They are Shirley London (St. Lucy), Sherryl Griffith (St. Peter), Ernesta Phillips (St. Andrew), Marguerita Lynch (St. James), Lelia Gibbs (St. Thomas), Sharon Clarke-Bowen (St. Joseph), Tessa Trotman (St. Michael), Hadassa Conliffe (St. George), Ronda Hope-Lovell (St. John), Esther Larrier (St. Philip) and Josalene Browne (Christ Church). Marissa Headley received the Youth Award.

In delivering remarks, Head of the IGDS:NBU Dr. Halimah DeShong noted that the community engagement and leadership exemplified by the awardees

was the type that "sustains and advances the nation".

"Your invaluable contribution defies the quantification used to rank a country's performance. I am ... humbled by the way in which all 12 women awarded here this evening operate with power, dedication and passion, and with the singular motivation to enhance their communities. It is our honour at the Institute for Gender and Development Studies and my pleasure to congratulate and celebrate your service, mentorship and overall humanity with this award ceremony," she said.

Dr. DeShong also noted that the **Triennial Awards for Women** forms part of the larger outreach programme of the institute and has, to date, recognised the contribution of 78 Barbadian and Caribbean women. ◆

This year's community honourees in the presence of Minister of People Empowerment and Elder Affairs Cynthia Forde (standing sixth from right), Professor Eudine Barriteau (standing sixth from left) and Head of IGDS: NBU, Dr. Halimah Deshong (standing fifth from right)

Recognising Unsung Heroes





Adam Dossa
Head of Technology at Polymath

"Blockchain companies like Polymath are eager to hire local talent with the aptitude to learn new skills and adopt new technologies rapidly. During this workshop series, students were introduced to several tools and technologies, including HTML5, React.js, Truffle, Node.js, Web3.js and Solidity," Clarke said.

Six Certified in Ethereum Blockchain



(l-r) Dr. Janak Sodha (Head, CMP Dept.), Shannon Clarke (PolyMath), Haley Springer, Shaqueilla Seale, Joel Moore (behind Shaqueilla), Adam Dossa (Polymath) and Sanjay Mahabir. Missing are students Antonio Arthur and Michael Belle.

Six university students and graduates successfully completed a nine-week programming workshop series on **Ethereum Blockchain** hosted by Barbadian company, **Polymath**, in partnership with The UWI, Cave Hill Campus. They were Antonio Arthur, Haley Springer, Joel Moore, Michael Belle, Shaqueilla Seale and Sanjay Mahabir, who each received a certificate.

Polymath and The University of the West Indies partnered on this initiative in order to equip university students and graduates with the required skills to become more employable in the rapidly changing industry of computer science and software engineering, explained Shannon Clarke, developer at Polymath.

A blockchain is a continuously growing list of digital records in packages, called blocks, that are linked and secured using cryptography. Each block in the chain contains data, is cryptographically hashed, and time stamped. The blocks of data

draw upon the previous block in the chain, ensuring all data in the overall blockchain has not been tampered with and has not been altered.

Director of Technology at Polymath, Adam Dossa, was also actively involved in the workshop series.

Polymath focuses on developing a platform for tokenised securities, which enables international companies to raise equity funding by issuing shares on the blockchain instead of the traditional physical or electronic shares.

This tokenised securities platform adheres to existing securities regulations, which vary depending on geographical jurisdiction.

The workshop was staged with assistance from Dr. Janak Sodha, Head of Department and Senior Lecturer in Physics and Electronics in the Department of Computer Science, Mathematics & Physics (CMP) in the Faculty of Science and Technology at Cave Hill, and Dr. Jan Remy, Deputy Director of the Shridath Ramphal Centre. ♦



A gifted lyricist, master inventor and the Global Director of Diversity at Facebook will be honoured

by The University of the West Indies, Cave Hill for their stellar achievements, at this year's Graduation Ceremony.

Calypsonian Stedson "Red Plastic Bag" Wiltshire will be conferred a Doctor of Letters (DLitt) for his contribution to entertainment, while internet pioneer Alan Emtage will receive a Doctor of Science (DSc) for his sterling commitment to scientific invention. Maxine Williams will be conferred a Doctor of Laws (LLD) for leadership.

Stedson "Red Plastic Bag" Wiltshire, BSS, BJH

Often referred to simply as RPB, the renowned musical maestro has been in the entertainment business for almost four decades, amassing a repertoire of over 400 songs with 25 albums recorded. He got his start in the **St. Philip Calypso Competition** that he won consecutively from 1979 to 1981. In 1982, RPB became the youngest person in Barbados to win a calypso title at 21 years old – an honour he held until 2016.

He won the **Pic-O-De-Crop Competition** ten times, is a two-time winner of the **Tune of the Crop** and the **Sweet Soca Competition**. He also won the **Congaline Road March** in 2000 and the **Stag Jam Tune** in 2017. In addition, the singer/songwriter has written hit songs

Three Highly Honoured



for Alison Hinds, Ras Iley and the late Arrow, among others.

The multifaceted musician was conferred with a Barbados Service Star (BSS) in 1995 and a Barbados Jubilee Honour (BJH) in 2016, and has also been honoured by several cities for his contribution to entertainment, such as Boston, Tampa, New York, Atlanta and Washington DC in the US and Toronto in Canada.

Maxine Williams

Maxine Williams is an attorney-at-law and the Global Head of Diversity at Facebook, where she is charged with ensuring that the company's talent and partner base are as inclusive as its users.

The Trinidadian-born lawyer assumed the role in 2013, after serving as Director of Diversity at a global law firm where she was responsible for developing and implementing a diversity plan for the firm.

In the region, Ms. Williams has worked with several international organisations on human rights issues. She has also represented clients in criminal, civil and industrial courts in Trinidad and at the Privy Council in the United Kingdom. Ms. Williams also enjoyed a parallel career as a broadcast journalist, actress and on-air presenter.

The attorney-at-law is a graduate of the St. Joseph's Convent, Port of Spain, and Yale University where she created an interdisciplinary major in Caribbean Studies. Williams received a First Class Honours Law Degree at the University of Oxford where she attended as a Rhodes Scholar.

Alan Emtage, BJH

Alan Emtage wrote the code which helped to open our internet universe.

As a student at McGill University in Montreal, Canada, he conceived of and implemented Archie, the world's first pre-Web Internet search engine. Archie provided the foundation by which public search engines operate to this day.

Born and raised in Barbados, Emtage received his secondary school education at Harrison College before moving on to McGill University for his Bachelor's Degree in Computer Science, which he received in 1987, and later a Master's Degree in Computer Science that he received in 1991.

In 1992, Emtage, along with Peter J. Deutsch, founded **Bunyip Information Systems, Inc.**, the world's first company expressly founded for and dedicated to providing Internet information services with a licensed, commercial version of the Archie search engine.

The innovator is also a founding member of the **Internet Society**, and has chaired several working groups at the **Internet Engineering Task Force**, including one that established the standard for Uniform Resource Locators (URLs).

Additionally, Emtage has served on advisory panels for the **National Science Foundation**, the **Library of Congress**, **Online Computer Library Center, Inc.**, and others.

Since 1998, he has been a partner at **Mediapolis, Inc.**, a web development company based in New York City.

In 2017, Emtage was inducted into the **Internet Hall of Fame**. He is the only Caribbean person and person of African descent to have received this honour. ♦



Stedson "Red Plastic Bag" Wiltshire, BSS, BJH



Maxine Williams



Alan Emtage, BJH

Focus on Student Centredness Brings Success

The Cave Hill Campus continues to reap rewards from its increased focus on student centredness.

For the first time, the campus has crossed the 90 percent threshold for student retention. This was revealed by Deputy Principal Professor Clive Landis during remarks at this year's Student Awards Ceremony that was held on Tuesday, 4 April at the Roy Marshall Teaching Complex.



Professor Clive Landis
Deputy Principal,
The UWI, Cave Hill Campus

"The retention rate is defined as the proportion of students registering for year two who registered in year one; and a 90 percent retention rate is considered an international quality benchmark ..." he said to applause.

Landis also spoke to the multifaceted efforts being made to support student success, such as the **Smart Campus Initiative**, which he noted "was introduced to ensure the delivery of educational goods of the highest quality that are continuously updated to meet the changing human resource needs of Barbados and the Caribbean."

"This has entailed laying a fast Wi-Fi network and undertaking active curriculum renewal that, in the past year alone, has introduced new programmes in Chinese, Creative Writing, Environmental Science, and Early Childhood Care and Education. The campus has also opened the Centre for Professional Development and Lifelong Learning to offer short courses and workshops geared towards adult learners or working professionals who are looking to acquire new skills to launch or accelerate a career. Our collective investment in our students leaves us confident that we are creating leaders of distinction who are empowered to take the next steps in the positive transformation of the Caribbean and the wider world."

The annual awards ceremony celebrates the hard work and dedication

of students, some of whom may require financial support to complete their studies. As a result, the Deputy Principal thanked the donors for their contributions.

Christina Brereton (right) being awarded a Massy Barbados Scholarship by Manager, Health and Security at Massy (Barbados) Ltd., Brian Reid.



"The investment that the students and their respective supporters have made through their scholastic dedication and financial support will be repaid, and it is the wider Caribbean society that will be the beneficiary since the students we celebrate tonight are destined to become tomorrow's leaders," he said.

"Even in light of the reversal of the tuition policy, there are many needs that have to be met in a time of recession such as food, transport, books and amenities fees ... These students, who have demonstrated the capacity to perform excellently but yet have challenges meeting their basic needs, are the true beneficiaries of these awards."

Altman also revealed that there were three additions to the suite of scholarships offered. These were: the **Elliot & Loretta Belgrave Scholarship**, offered by former Governor General Sir Elliott Belgrave and his wife Lady Loretta Belgrave; the **Marie Downes Memorial Scholarship**, and the **Soroptimist International of Barbados Scholarship**. ♦



Tanesha Leslie (right) accepting a CIBC First Caribbean International Bank scholarship from CEO of CIBC First Caribbean International Bank, Colette Delaney



Sir Paul Altman, Chairman of The UWI, Cave Hill Campus Council

Chairman of the Campus Council Sir Paul Altman also expressed gratitude to benefactors for their assistance.

"We appreciate each of our donors, regardless of the amount. We have many scholarships offered by private citizens, some of which were done in memorial of a loved one. I want to publicly say thank you. Your donation has undoubtedly made a significant difference in the lives of many of our students who experience financial challenges," he said during remarks.



Nicholas Hoyte (right) receives the Patterson Cheltenham Scholarship Award from Sophia Payne



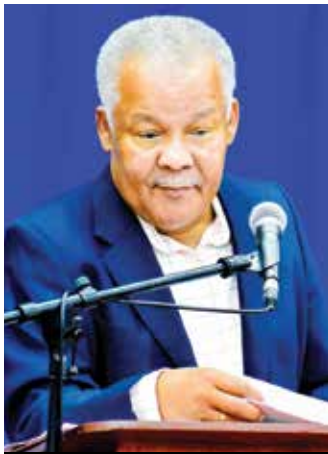
The UWI, Senior Assistant Registrar Jennifer Hinkson (left) presents Melissa Griffith with the Elliott and Loretta Belgrave Scholarship.



Director of the School for Graduate Studies Professor Winston Moore (left) presents a UWI General Scholarship to MPhil student Martha Marrast.



UWI Chancellor Emeritus
Sir George Alleyne



Former Prime Minister of Barbados
Professor Owen Arthur



Businessman
Ralph "Bizzy" Williams

Eminent Alumni Offer Guidance

Heightened engagement between the Cave Hill Campus and its alumni was brought into focus last November when a one-day symposium was staged to brainstorm on the university and the region's progress towards sustainability progress.

The event topped the campus's outreach efforts for the year, and was one of the highlights of celebrations marking The UWI's 70th anniversary. Held under the theme **"Taking the Region Forward: An Alumni Perspective"**, it brought together some of Barbados's foremost industry leaders, including civic and political leaders, entrepreneurs and scholars, who deliberated on ways The UWI can take the region forward, how alumni can become more engaged to contribute to the development of the university, and how

The UWI can be more sustainably funded.

Changes to the economic and political climate necessitated continual strengthening of the collaborative effort between the graduates and the institution tasked with raising the next generation of leaders, Deputy Principal Clive Landis stated during the opening of the symposium.

In the view of former UWI Chancellor Sir George Alleyne, the continued development of human capital meant that the university was already on the right path. He stressed that development should not be equated to economic growth. Rather, he explained that

human development has three domains – economic, social and environmental.

"Put simply, our region needs optimum contribution for these three areas of human development. A question for the alumni is how well the university has done or is likely to do given its projection in these three domains, and to what extent can the university help? Is the university equipped to help in these three domains?"

Sir George was a mainstay on two panel discussions – the first themed **"Meeting the Development Needs of the Region"**, and the other, **"Alumni Engagement"**.

Also involved in those discussions were former diplomat and governor of the Central Bank of Barbados, Dr. Marion Williams; Chairman and Founder of Williams Industries Inc., Dr. Ralph "Bizzy" Williams; and former president of the Barbados Hotel and Tourism Association, Ralph Taylor.

The **"Alumni Engagement"** session featured prominent physician and cardiologist, Dr. Raymond Massay; Group Operations Manager at SOL Caribbean Ltd., Lieutenant Commander Carl Farley; and then President of the Guild of Students at the Cave Hill Campus, Christian Attong.

A highlight of the symposium was a presentation by former Prime Minister Owen Arthur who was recently appointed a Professor of Practice: Economics of Development at the campus.

He prefaced his contribution by stating that **the existence and sustained functioning of The UWI as a regional institution stand out as the greatest single accomplishment of the people of the Caribbean.**

Turning to the issue of **"Funding the University"**, the theme of his presentation, Arthur, who is Barbados's fifth and longest-serving Prime Minister, expressed concern with the persistently low tertiary enrolment and output ratios in the region. He noted that the Caribbean depends more on the quality of its human capital for growth and development than any other group of

nations, and added that special funding measures were needed to remedy the situation. The economist recommended that the **Registered Education Savings Plan** mechanism that already exists on the statute books be used to encourage parents to save for their children's tertiary education through the provision of a waiver of the withholding tax on the interest earned by such investments.

While he insisted that The UWI should build partnerships with tertiary institutions to counter competition from international universities and other tertiary education institutions, he said reducing dependence on governments, which pay part of the economic cost for each student, is even more pressing.

The former head of government signalled his approval of two proposals to finance The UWI, but said they needed to be ventilated, fine-tuned and put to work as a matter of urgent necessity. The first calls for The UWI to issue a bond that is backed by a pool of receivables from the Government. The second proposal is for the Government to provide The UWI with block grants to cover a portion of its operating budget and allow the institution to devise new ways of gaining the remaining portion. This will

entail students having to pay to meet their tuition and living expenses upfront by way of loans.

Dr. Ralph "Bizzy" Williams, an advocate of renewable energy, argued for greater focus on this sector and stressed that a different level of thinking would be required by regulators. He touted employee-employer ownership as a business model for the region.

Hotelier Ralph Taylor said The UWI can be a change agent not only in education but in seeking to meet the development needs of the region by playing a greater role by addressing key issues through education. At the same time, he made a case for tourism as being one of the areas with the greatest potential for growth and development at a level that would significantly contribute to the region's development needs.

"Tourism presents us with the best and quickest opportunity to earn foreign exchange and create employment. If tourism is our key business, we cannot allow it to dissolve. Going forward, governments need to create a master plan for tourism development," he said.

Patrons turned out in large numbers to support the Alumni Symposium held as one of The UWI's 70th anniversary commemorative events.



Former Governor of the Central Bank of Barbados, Dr. Marion Williams

Former diplomat and governor of the Central Bank of Barbados Dr. Marion Williams identified areas that could advance the development of the region, while setting the challenges facing the region in a global and regional context. She called for an embracing of efficient productivity tools and underscored the need to become and remain internationally competitive.

"The importance of becoming and remaining internationally competitive cannot be over-emphasised, and this takes prominence among the region's objectives. Education, university education in particular, can help us to achieve sensitivity and enhanced competitiveness if the disciplines being pursued include economics or international trade. However, the key to achieving continuous productivity improvement takes place more in the workplace than in our educational institutions."

The former governor identified several areas the Caribbean needs to grapple with to promote regional economic development including: financing of education, changing attitudes to migration, emerging markets and CARICOM, the international business sector, environmental vulnerabilities of small states, developments in the digital world and technological innovation, and the knowledge gap. ♦



Focus on Criminal Justice



Dr. Dwayne Devonish speaking at the symposium while (l-r) Cheryl Willoughby, Jeremy Stephens (moderator), Bertie Hinds and Corey Layne pay keen interest.

Expert alumni in the fields of criminal justice, law enforcement and grassroots activism came together to discuss a solutions-oriented approach to the increasing scourge of violence in Barbados, when the Office of Alumni Relations hosted a panel discussion under the theme, *"Youth, Crime and Violence: Symptoms, Solutions and Strategies"*. It was held on 28 March 2019 at the 3Ws Pavilion, Cave Hill, and was the first of what is intended to be quarterly discussions on topics of national significance.

they interfaced with the criminal justice system," she said.

The experienced criminologist also spoke candidly about the ease of accessing firearms: *"Guns are sold and rented in Barbados. [In our research] inmates were very open and stated they were willing to purchase a gun for as much as \$10 000."*

Bertie Hinds noted that over the past 25 years, murders in Barbados averaged two per month. However, 2019 saw a marked increase with 20 murders recorded for the first three months. He believed that if the trend continues, the island could see an unprecedented 80 to 90 murders for the year. He also noted that there was a well-established link between drugs and crime in Barbados, with women becoming involved in greater numbers.

The conversation featured the voices of Corey Lane, community activist and social commentator; Bertie Hinds, former Commissioner of Police; Cheryl Willoughby, Director of the Criminal Justice Research and Planning Unit; and Dr. Dwayne Devonish, Senior Lecturer in Management at The UWI, Cave Hill.

Willoughby spoke of her unit's most recent research that showed that the 16 to 25 age group was posing the biggest problem and occupying the most resources in the criminal justice and penal system. Assaults and wounding accounted for the largest percentages of crimes committed. She also noted that 27 percent of incarcerated persons had been expelled or left school without certification either before or at age 16.

"When we did a tracer on some of the inmates, we found that a lot of them had started their criminogenic behaviour long before

... 27 percent of incarcerated persons had been expelled or left school without certification either before or at age 16.

Dr. Devonish asserted that the issues of crime and violence will be deemed an economically viable venture until *"we address the head of the snake"*.

"We have to look at the top, from business leaders to police officers and lawyers. This is not a conspiracy; there is a very deep underground business involved," he said.

He also referred to research he had undertaken in 2018 that focused on perceptions of crime and criminality in eight high-risk

communities in Barbados. Two focus groups were conducted in each of the eight locales: one featuring the 'boys on the block'; and the other, older voices in the community. Chief among their concerns were stigma and discrimination against their district when seeking work, and increased concerns for community safety. They also identified the double standards in how crimes committed by those from disenfranchised backgrounds are punished, as compared to those who are from better economic circumstances.

Lane also addressed the issue of disparity in punishment meted out to criminals based on their socio-economic backgrounds.

The panellists agreed that some key interventions were needed in order to arrest the violence at all levels. These included prison reform; and investigating educational systems and structures, particularly the Common Entrance Examination; as well as policies and programmes governing superannuation in secondary schools. They also spoke of a need to rebuild the family structure and a sense of community across the island. ♦



Attendees at the symposium on crime

SERU Assists with Work Readiness

More and more Cave Hill alumni are utilising the graduate placement programme that aids their transition from the classroom to the world of work.

The interest has been so keen that the Office of Alumni Relations in the Student Enrolment and Retention Unit is considering opening the initiative to more participants yet again.

"The numbers that we have this year are larger than we've ever had, and it was a tough job to cut them," said Alumni and Student Relations Coordinator, Roseanne Maxwell.

"We usually have about 50 students, but I think we went up to 63 this year; and it looks as if we'll have to extend (this) a little more because the response has been very promising."

One of the components of the programme was a workshop that was staged on 13 April 2019 by the Office of Alumni Relations in partnership with the UWI Alumni Association.

The participants were exposed to a number of topics, among them: personal

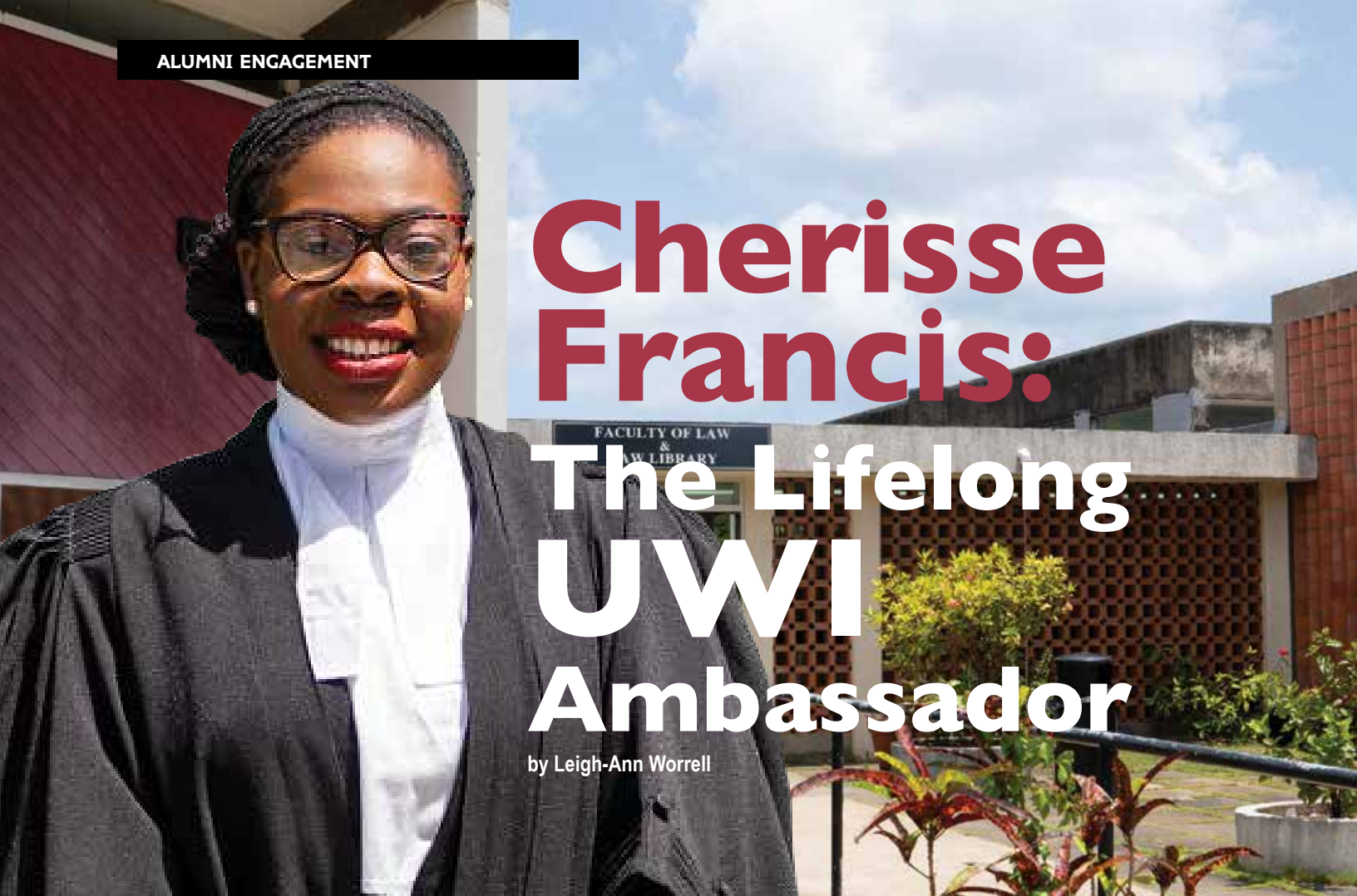
profiling; job search and preparing for the interview; dynamics of the interview; interview dress and etiquette; building effective relationships in the workplace; career planning and development; and interviews for placements.

The one-day interactive session was facilitated by human resource specialists, **Kerrigan Roach** and **Carolyn Attong**.

"You have already begun to engage in your career development, but remember learning is lifelong and your career is lifelong. At the end of the day you can change your career ... You should go where your passion is [because] you would end up not enjoying what it is you're doing," Roach advised.

The graduate placement programme, funded by **FirstCaribbean International Bank**, seeks to assist UWI alumni in their first or second year after graduation by placing them in companies across Barbados for long or short-term job assignments, related to their area of study and their skills.

Placement in the programme is contingent upon meeting the academic and other criteria for entry, as well as attending an interview and the mandatory one-day career development workshop. ♦



Cherisse Francis: The Lifelong UWI Ambassador

by Leigh-Ann Worrell

Cherisse Francis was content to have her Cave Hill experience encompass simply going to classes and returning home. Eyes set squarely on receiving a first class honours degree in law, she was willing to sacrifice a “full UWI experience” in order to succeed.

*“Fortunately, before coming to the university, I knew Mrs. Roseanne Maxwell, Alumni Student Relations Coordinator at The UWI, Cave Hill Campus, and she encouraged me to get involved and sign up for the **First Year Experience (FYE)** programme,” the 25-year-old Barbadian recalled.*

Participating in FYE allowed her to frequently interact with staff of the Office of Student Services, who also encouraged her to widen her involvement in campus life. As a result, along with her involvement in the FYE programme, Cherisse became an ambassador and Vice-President of Alumni Relations in the **UWI Student Today Alumni Tomorrow (UWI STAT)** programme, an **Office of Student Services Orientation Volunteer** as well as a tour guide.

“Apart from their encouragement, I truly enjoyed volunteering and being exposed to new people and cultures through my

on-campus activities. This new dynamic propelled me to remain involved,” she continued. “Additionally, I was involved in many youth development activities off campus and I was able to incorporate this into what I did on campus. Soon, I recognised that being involved in campus life did not take away from my academic studies, but rather, enhanced it.”

After graduating in 2015, Cherisse continued to contribute her time and talents to Cave Hill: “I felt that it was my duty to ensure that others had the same wonderful experience at the university as I did. The UWI not only provided me with a world-class education, but ensured that I was well-rounded, maintained a standard of excellence, and was aware and appreciative of various cultures.”

For Cherisse, giving back was truly the gift that kept on giving: “Many times, when walking both on and off campus, people would stop me and tell me that I conducted

their orientation tour or spoke at their orientation session, and that encouraged them to look at their university journey differently," she remembered. "In addition, making these contributions to the university and participating in various student activities has allowed me to meet several influential people to the university and regional communities."

efforts were being made at transitioning persons from active students to active alumni.

Cherisse currently resides in Belize, where she works as a Judicial Law Clerk to a Supreme Court Judge at the Human Trafficking Institute. Even though she is no longer in Barbados, the young attorney-at-law still finds ways to give back to Cave Hill.

"I would advise persons to actively seek out the Alumni Association Chapters wherever they are or to start one if one is not present. At this crucial time, the university is in need of all the help it can get."

Cherisse was also a recipient of **The UWI Open Scholarship**, awarded to academically exceptional students who are engaged in extra-curricular initiatives.

Upon returning to the island after pursuing a Master of Law in Human Rights and Criminal Justice at the University of Aberdeen, in Scotland, Cherisse made a successful bid for a floor member position in the **University of the West Indies Alumni Association (UWIAA)**. She wanted to ensure that

"I would like to think that my current role is more as a mentor or advisor of sorts. On numerous occasions, UWI staff, who had gotten to know me, have called upon me to advise prospective students or current students on various matters. I have done this with a willing heart and made myself available to do so. Additionally, when I am physically in Barbados, I return to the university to speak to prospective students or to current students; and in 2018, I had the opportunity to speak to UWI STAT delegates at their annual general meeting and to engage with present students and alumni at a panel discussion to celebrate the 70th anniversary of The UWI."

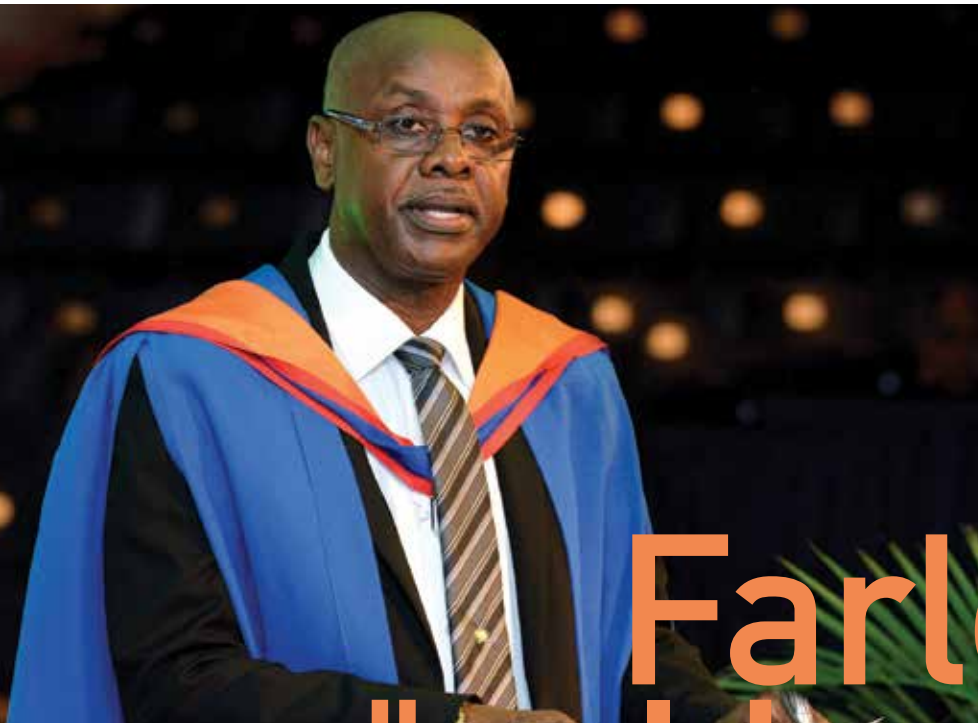
Cherisse assured that whatever part of the globe her work and life took her, she will remain a strident ambassador for The UWI: *"I encourage prospective students who I come into contact with to attend this university using my experience as an example of what could happen if you take advantage of your university experience," she asserted. "Even while studying in Scotland, I could often be seen wearing my UWI pins or my UWI STAT pins, because I truly feel as though this university is a part of who I am."*

She encouraged other alumni to contribute to The UWI in whatever way they could: *"The UWI has survived up to this point on the skills, strength and ingenuity of its people. Therefore, there is scope for every single graduate of the university to contribute in their own way. This contribution could be financial or take the form of mentorship, skills, workshops or other tangible products."*

"I would advise persons to actively seek out the Alumni Association Chapters wherever they are or to start one if one is not present. At this crucial time, the university is in need of all the help it can get."

Cherisse also acknowledged that every UWI experience might not have been pleasant, but there was still a reason to show gratitude: *"Whatever challenges you may have had, The UWI provided you with the education that has elevated you to your current position and at a cost which is minimal compared to universities across the world. As an alumnus, you have the opportunity to make a difference to future generations and to assist with making the changes you would have hoped to see while you were a student."* ♦





"... I know sacrifice"

When family circumstances made it difficult to complete a degree in Chemistry and Physics, Carl Farley vowed to return and gain the qualifications he knew he wanted.

"It was important for me [to pursue a university degree]. I was ninth out of ten children; no one in my family had a degree. My mother had always told me to go and study. She didn't understand education really, but she always thought it was important ... I always felt I would feel incomplete unless I had finished the degree," he said.

by Leigh-Ann Worrell

It took him over a decade to return to Cave Hill, but once he did, Carl pushed himself to succeed, sacrificing sleep and personal time while maintaining a busy schedule as a senior executive at the now defunct Mobil Oil Company and being a high ranking member of the Barbados Defence Force.

During a period of great financial challenge for the campus, the multifaceted manager devoted his time and talents to ensuring that young Barbadians were not forced to make the same decision to put off their studies as he did.

"I think I started sciences around 1981-1982, but I stopped [because] I needed to work," he said candidly during an interview with CHILL Magazine. "I came back in

1995 and did business Management in the Faculty of Social Sciences and came back in 2005-2006 and did the Master's in Project Management and Evaluation."

Carl explained that the switch to the social sciences was the best decision owing to where he was in his career at the time. He ended up being a willing go-between for younger students, and lecturers who were his age.

"I found I was a nucleus for the other students; the younger students just gravitated to me because I was motivated.

I did extremely well for someone who was managing a refinery and studying ... Students would come over [to Mobil] and study [in the conference room] ...," he recalled with a smile. "I was being taught by lecturers like Dr. Justin Robinson who was my age."

Although the demands on his schedule did not subside, Carl pressed ahead with postgraduate studies at Cave Hill.

"The day I was supposed to hand in my final paper I was in Haiti ... The lecturer allowed me to finish at her house, and I was there for eight hours," he remembered.

And then in 2012, Carl was hit with another request: to assume the role of President of the Barbados Chapter of the UWI Alumni Association (UWIAA Barbados Chapter).

"I always believe in giving back. That is why I work with the youth, particularly the young men ... I had been encouraged to do it, but had always said that I was too busy. Then Roseanne [Maxwell] (Alumni Coordinator) kept coming after me," Carl continued with a laugh.



Carl Farley (second from right) along with UWI STAT Ambassadors Cherisse Francis (left) and Brittney Elliott-Williams (right) visiting the first President of The University of the West Indies Alumni Association, Gilmore Roachford.

He eventually agreed to accept the post, and served a three-year tenure from 2012-2015. It was during this time that the Barbados Government made the decision to halt paying full tuition fees for students at The UWI, announcing the decision in August 2013 to take effect a year later.

"It was a very turbulent year," Carl said. "We didn't like the idea of the students having to pay because we knew that the working class would suffer, but we understood that the government was in a tight spot and that it was inevitable. What we were pushing for was for them to not force people who had already committed to university to have to pay ... A lot of students had to drop out, because when they were admitted, paying was not on their agenda, and now it was. To me that was a little unfair."

Carl attended meetings convened by the Guild of Students and showed support for their lobbying the government. Under his leadership, the UWIAA Barbados Chapter wrote press releases, met with deans of faculties and considered ways they could assist students in need.

"My mother was working class ... I know sacrifice. So I can relate to those people when they tell me that they had a problem [funding their education]."

Additionally, Carl secured support from **Sol Caribbean Ltd (Sol)**, where he works as Group Operations Manager. The company now runs an internship programme where students majoring in engineering, marketing, finance and accounting, or chemistry are given a chance to gain work experience. He was instrumental in the creation of this programme.

"In fact, the last two chemistry students we took on (as interns) are now full-time employees at Sol."

The oil and gas company also pledged **USD\$1 million** to a **UWI scholarship programme**, mainly geared towards undergraduate students in the Faculty of Social Sciences and the Faculty of Science and Technology.

Even though a new government has reinstated free tuition, Carl believes much needs to be done for current students. Although his tenure as President of UWIAA Barbados Chapter has ended, he is advocating for greater alumni engagement and philanthropy. His wish is for alumni to become more involved and to see graduates recruited to the cause immediately upon graduation. ♦





Justice Adrian Saunders
President of the Caribbean Court of Justice (CCJ)

A President's Home Coming

From governors general to prime ministers and other regional and international leaders, the Cave Hill Campus has educated a cadre of influential people.

So it was a homecoming of sorts when, on 12 April, the campus figuratively rolled out the red carpet for one of those regional figures, Justice Adrian Saunders, President of the Caribbean Court of Justice (CCJ). Justice Saunders, a graduate of the Faculty of Law, who was conferred an Honorary Doctor of Laws degree by the Cave Hill Campus last year, had not returned to the faculty since being appointed head of the highest court in the region.

His return was highly anticipated, judging by the almost palpable sense of anticipation in the Ralph Carnegie Lecture

Theatre of the Faculty of Law where he addressed scores of students and members of the legal fraternity, among others.

The presentation by the CCJ President, titled **“Seeing From Near; Judging From Far: The Caribbean Court of Justice”** formed part of the Eminent Speakers Lecture Series, and came days ahead of the court’s 14th anniversary year on 16 April. The lecture was organised by The UWI, Cave Hill Law Society in association with the Faculty of Law and the Cave Hill Guild of Students.

All CARICOM member states accept the CCJ’s original jurisdiction, but only Barbados, Dominica, Belize and Guyana have signed on to the court’s appellate jurisdiction.

However, referenda in St. Vincent and the Grenadines, Antigua and Barbuda and Grenada on having the CCJ become the final court of appeal have all been rejected. Justice Saunders suggested this was largely due to ineffective communication, a situation he hoped would be helped by increasing the court’s social media presence to shore up the work of traditional media.

“I am sometimes very surprised when I hear people say that they don’t trust the CCJ or they find reasons to suggest that the CCJ is not good enough or it’s a biased institution. These are people who have no interaction, whatsoever, with the CCJ: they’ve never been on the website; they’ve never read any judgment; they’ve never had any discussion with any of the judges; they don’t know how the judges are selected; they assume that the judges are all handpicked by politicians. And sometimes, we find rational, learned people who have these biases.”

“We had to deal with this huge gap, this huge chasm between the perception of the court and its reality. The preconceived ideas, the assumptions that people have



Students listen intently to the legal presentation in which Justice Adrian Saunders urged law graduates to help combat misinformation about the CCJ in their countries.

about the court can be dispelled, but it will take information, education, and a lot of reaching out in order to dispel those negative views.

"I think that the ineffectiveness of that communication showed up in the referendum results. I think the court has a responsibility to do a lot more in order to communicate to the people of the Caribbean what it is about and why it is that the court is a fitting alternative to replace the Privy Council."

"We need to adopt more innovative ways of reaching people. The traditional ways are good, but you don't reach a lot of people in those traditional ways. The court does have a Twitter account ... but it's one of the areas that we need to pay greater attention to."

Justice Saunders said law graduates and others who are more knowledgeable about the court needed to become advocates to help combat misinformation in their respective countries.

The Vincentian jurist did not confine his remarks to the challenges facing the CCJ, but also spoke of its many accomplishments in relation to Caribbean jurisprudence.

In this regard, he cited a number of cases, including: from Barbados, *Nervais*

v The Queen and *Severin v The Queen* in which the court struck down the mandatory death penalty; and last year's election controversy involving then UWI Professor Eddy Ventose, a St. Lucian by birth, who successfully challenged the denial of his right to vote in the General Elections in Barbados as a Commonwealth citizen despite meeting the legal requirements.

He also noted the *Shanique Myrie v The State of Barbados* case in which the CCJ issued a landmark ruling in favour of the Jamaican who had challenged her treatment on arrival at the Grantley Adams

International Airport and subsequent denial of entry as a CARICOM national.

"One of the things that we're very proud of is that every judgment that we have delivered in the original jurisdiction has been obeyed by the member states of CARICOM. In the case of Myrie, she was paid damages that the court found against Barbados."

To put the work done by the regional court in further context, he compared the number of Barbados cases decided by the CCJ between 2016 and 2018 to those by the Privy Council on behalf of Jamaica for the same period.

"In Barbados, in 2016, we heard and decided 11 cases; in 2016, Jamaica, which has ten times the population of Barbados, only had their final court determine three cases. In 2017, Barbados's final court heard and determined seven cases; Jamaica's final court did a little better than us that year as it heard and determined eight cases. In 2018, Barbados's final court heard and determined eight matters; the Privy Council heard and determined three matters for Jamaica." ♦

President of the CCJ Justice Adrian Saunders (seated second from left) and Chief Justice of Barbados Sir Marston Gibson (seated second from right) with members of The UWI, Cave Hill Law Society



Lessons in the Key of Life

Mikey

talks charity and
the value of a
psychology degree in the
entertainment industry



You never know where your degree will take you.

Michael "Mikey" Mercer wanted to be a criminal profiler, with eyes set on working for the Federal Bureau of Investigations (FBI). This led him to pursue tertiary studies in psychology and sociology.

But an earlier dream of analysing evidence dissolved while he attained his own prominent profile in entertainment. His musical talent and megawatt smile endeared him to legions of fans, earning him widespread acclaim and a household name in Barbados and beyond.

Today, with 12 titles from 15 years of national competition, the **Barbados Soca Monarch** credits his university education for much of his success.

"Who would have thought that psychology would have helped me so much in what I am doing now? Even my peers tell me I think about things on a different level, and I have to thank psychology for that because it opened my eyes ... and I find it to be extremely helpful," he told *CHILL Magazine* on a breezy summer day.

He uses the knowledge in several ways; from specific chords to convey upbeat messages of joy, love and merriment, to making quick assessments of his audience in an effort to elicit their maximum enjoyment. Most recently, he improved on an already winning formula when he captured the **MQI/98.1 The One Soca Monarch** title in an inaugural competition held on 26 July 2019, with his popular *Action Time Again*.

General knowledge acquired from a number of foundation academic courses has helped him to traverse the many social and corporate settings into which

his musical talent and philanthropic endeavours have taken him.

Also a physical fitness aficionado, the **2018 Party Monarch** and **Starcom Network People's Monarch** is a black belt in karate, who can boast of being one of the strongest men in Barbados after capturing the **Barbados Strong Man** title at the inaugural **Strong Fest Barbados in 2017 and retaining it the next year.**

Although having a strong musical background, soca was not part of Mikey's singing repertoire when he entered university in 2001. A member of a capella group **G-Syndicate** back then, he and his bandmates would practise by the staircase at the rear of the Leslie Robinson Building.

did the same thing and the [response] was 'Oh, he feels he is all ah dat.' I was doing nothing different, but people had something to say," he quipped.

"That itself prepared me for my career because I realised that you can't please everybody, and from the time you get some success, people will have something [negative] to say. It was hard to swallow at first, but then I realised ... everyone will not like you or what you do ... Everyone won't be a fan, but the majority will at least respect what I do. I take what I do seriously and my peers respect me on a serious level, and corporate partners do too."

"Who would have thought that psychology would have helped me so much in what I am doing now? Even my peers tell me I think about things on a different level, and I have to thank psychology for that because it opened my eyes ... "

"The acoustics out there would show up any nonsense that we were singing," he recalled with a laugh.

He was still a student and a member of a popular dance group, **Grass Skirt Posse**, when he won his first Road March title with *Come Together* in 2004. The semester after he captured that title provided yet another teachable moment for the soca singer who would go on to become a multiple monarch with a string of hits including *I in Dat*, *CEO*, *Enjoy Meh Life* and this year's *Wukkin Friend*, *Energy* and *Good 2 Go*.

"Before that summer, I used to go into the cafeteria by myself and everything was cool. [People might say] 'Oh dat's de fella from Grass Skirt Posse'. But after [winning], I came back to school and

Mikey's Cave Hill years also emphasised the importance of another key tenet in his life: giving back to those in need. The **Team Mikey Charity** was launched in April 2012 and has been guided by the simple, yet transformative mission **"To make the act of giving charitably an everyday occurrence"**. He has also lent his talents to the university, in acts such as performing after the **RBC/UWI Race for the Kids** in 2017.

The entertainer recalled one pivotal night that helped to cement his resolve to give back. While studying in the Law Library, another student's pen ran out of ink – and she did not take it well.

"She started to cry. Initially, [I thought],



A triumphant Mikey with his winning trophy stands alongside MQI representative Margaret Hoyte who presented him with the keys to his top prize SUV.

'You could just get another one'. But then that psychology again: the average person is not going to freak out like this because of a pen running out of ink. Possibly, she doesn't have the funds to buy another; she needs the pen to finish the work; and she is depending on this degree to 'get out' and get a better life. Maybe this is why she is taking this so hard. She may also be the person that her household is depending on to get an 'out'. I lent her my pen and she asked me what I would use, and I told her

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that I could get another," he reflected.

"[Years later] I met that same student when I went into a meeting to solicit sponsorship. I never even knew her name; I just gave her the pen. She asked if I could remember her ... but I didn't. She told me 'we were studying in UWI's Law Library and my pen ran out of ink and you gave me your pen. Whatever you want to do, I am willing to be involved.' When you do good, positive energy comes back."

Currently, the charity provides two scholarships for students who are entering secondary school, covering their total first-year expenses, along with providing a laptop. Mikey added that they are looking to expand their scope by covering the first-year expenses of a student entering university. Along with its educational component, **Team Mikey Charity** also conducts food drives and works with corporate sponsors to assist families in need.

It is many of these interactions that "restore my faith in humanity," he added.

"Last year, we had a request from a mother of four who asked for breakfast food items. When we went to visit her, she did not want to let us in because she was embarrassed about her living situation. When I opened the door, there was no floor; just four planks of wood to walk on. I asked her why she only asked for breakfast food items, and she said she did not want to be greedy since she knew there were people who were in greater need ... [and she] at least had a roof and running water."

With the aid of corporate sponsors, the charity was able to fulfil the mother's request for breakfast food items, as well as a new floor for her home.

"It is a passion for me," he emphasised. "... One thing people always tell me about is my smile; and I believe I was put on this earth to help people smile, whether it is through my music, through fitness, or through the charity. And it is contagious."



IT Expert Offers Advice to Awardees

Never be afraid to speak up, and never resist change.

Nicole Layne
Telecommunications Specialist
and Cave Hill alumna

This simple advice has been transformative in the life of telecommunications specialist and Cave Hill alumna, Nicole Layne.

She shared her experiences as a woman studying and working in tech, as well as lessons in perseverance, with those attending the 13th Annual Student Awards Ceremony, held on Tuesday, 2 April 2019 at the Roy Marshall Teaching Complex, Cave Hill. It was guided by the theme "The Smart Campus in Support of Student Excellence".

Nicole prefaced the advice by speaking about the trials of job hunting in London after finishing a Master of Science Degree in Computer Networks & Distributed

Computing. She was able to land an internship with the Royal Museums Greenwich as a result of assisting a friend with an issue they had on their personal computer.

"Through observation, I realised that it was taking an entire day to set up a new computer for a user and there was a base set of applications each user had to have. I asked the systems administrator if he had ever tried using imaging tools to cut down on implementation time, but I was quickly dismissed with him telling me that there's nothing wrong with the way they do things," she said. "This inefficiency was weighing on me [as time went by], so I approached him again, unsuccessfully. [After] talking

to colleagues who knew the individual, I realised that he was a creature of habit and not about to consider a change, regardless of the benefits.”

Nicole eventually found the courage to suggest the change to the manager who welcomed the modification and allowed her to do a trial of her suggestion with the next set-up.

“When we configured the next computer, the processing time went from one day to under two hours, and with each iteration, the time shortened. I learned some valuable lessons that day that have stayed with me throughout my career in the United Kingdom and Barbados: (1) Never be afraid to speak up, someone may listen; and (2) Some people will resist change, but change is the only constant in life.”

Nicole was a scholarship recipient during her time at Cave Hill; this helped her to pursue her master’s.

“In one of the first classes, I looked around and saw that there were just over 30 persons in the room, and I was one of only three females. I was getting accustomed to this ratio in my chosen field of study, and although I was not easily intimidated, I still had to deal with gender bias, exclusions and unfair assumptions,” she asserted.

“Although the course was very challenging, in a year’s time, I was the sole female and one of only six persons to successfully make it to the end ...”

She credited her diligence

and commitment to academic achievement to her parents, especially her father, who always pushed her to be better. She shared one examination result while at The UWI to illustrate her point.

“There was a Discrete Maths course in Computer Science that took many casualties and even caused some persons to switch majors. I, however, understood the concepts quickly and in one of the first tests I got 97 percent, the highest score in the class, so I was elated. I brought the paper home with all my pride and showed my dad, to which he asked: ‘what happened to the other three percent?’ I was initially upset at his response, but that moment stuck with me, as I learned that you should always strive for excellence and never use others as your benchmark.”

Nicole also encouraged those in attendance to become involved in assisting Cave Hill’s efforts towards becoming a Smart Campus:



(top and bottom) Awardees and other attendees at the 2019 Annual Student Awards Ceremony

“We all must get involved, speak up, do research and offer suggestions on how we can achieve the [UWI] Triple A Strategic Plan to promote Access, Alignment and Agility,” she stated. “We must use technology as a catalyst for promoting a culture of innovation in a more widespread, cost-effective manner as we continue to strive for excellence and nurture entrepreneurship among both students and faculty. Remember, nothing will work unless you do.” ♦



SciTech Festival

'A winning formula'



One of Barbados's young female entrepreneurs is whipping up sweet treats by combining her background in chemistry with her passion for cake making.

Leanda McConney graduated with a BSc in Chemistry from Cave Hill more than five years ago, but wasn't happy working in a laboratory or in a traditional job. What she loved doing was making cakes, and she quickly discovered she was quite good at it. The chemist then began combining her knowledge of science in her recipes and, as the saying goes, 'the rest is history'.

"Science is the background of cooking because you have to have science to know how much baking powder to use, how much baking soda to use so that you don't end up with a calamity. Plus, science is all about testing; so I test my recipes and work with whatever tastes best," McConney said.

Her home-based business, **Lovelee Cakes**, which was started five years ago, has become so successful that the 30-year-old entrepreneur is making plans to expand by moving into a commercial space by year end.

(top) Eager primary school students raise their hands to answer a question posed by entrepreneur Leanda McConney.

(bottom) One of Leanda McConney's lovely creations.



Lovelee Cakes was one of the many businesses showcased during the inaugural two-day **Science & Technology Festival** hosted on 14 and 15 March 2019 by the Ministry of Innovation, Science and Smart Technology in association with the campus's Faculty of Science and Technology.

Much like Lovelee Cakes, the display put on by the **Eagle Hall Primary Special Unit** drew hundreds of curious and eager students. It was titled **"The Amazing Science of Slime"**, a phenomenon that is

now a major industry internationally, giving rise to children entrepreneurs.

"We taught the kids that slime is a polymer and adding laundry detergent and solutions to glue will change the matter of those ingredients into something really fun that they can play with. There are 11 and 12-year-olds making a lot of money from slime. It's supposed to be relaxing. For us, teachers, putty, which is the stiffer type of slime helps with dexterity similar to how you would use plasticine (a type of modelling clay). Children just have fun with it, they love it," said senior teacher in charge of the **Eagle Hall Primary Special Unit**, Gillian Cadogan.

She told *CHILL Magazine* that the ministry and the campus have a winning formula for getting children interested in science at a young age:

"I think this festival is a wonderful idea because I believe the children are not scientifically-minded enough. You don't want them to just take an idea wholesale and say, 'that's it'. You want them to be able to investigate. We want children to understand everything is science: the food you eat; the clothes you wear; the toys you play with. There're scientific reasons as to why the things around you are there."

The **Eagle Hall Primary Special Unit** was one of the learning institutions, catering to differently-abled children, invited to the festival held at the campus.

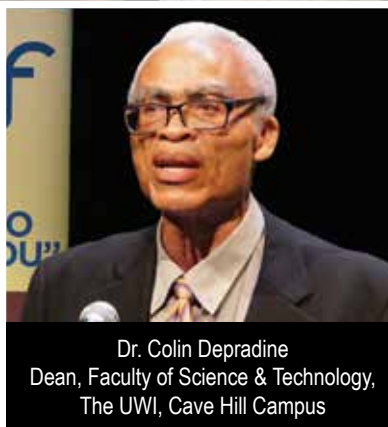
There was also high interest in the display by the **Caribbean Institute for Meteorology and Hydrology (CIMH)**, particularly its virtual reality technology.

"We were thinking that the next



generation is more visual. We're not taking away from what's in the book but enhancing it so children would have a better understanding of what is really going on. We're also pushing for more use of this software for disaster risk reduction, where we would deploy this with disaster professionals so that they would have a better understanding of what's happening on the ground," explained Information Technology intern at the institute, Branden Spooner.

He too emphasised the importance of staging such a festival: "This is extremely important because the more children that you get involved in metrology and hydrology at a young age, the more they will understand and appreciate it as they get older. They don't necessarily have to become a meteorologist or hydrologist. I'm a computer scientist, some of my friends who work at CIMH are engineers, some are chemists. These young kids may not necessarily like meteorology and hydrology,



but they can see how other fields which they may be interested in can be linked. We also know there's going to be a shortage in meteorologists and hydrologists internationally in the next few years, so we want more kids to come in; because in meteorology, for example, when you're trained once, you're trained for life and you can take your trade around the world."

The festival had as its theme "**Science and Innovation – Gateway to a new Barbados**" and also featured interactive displays, technology-based demonstrations, and hands-on, science-based activities and experiments.

Acting Director of the **National Council for Science & Technology (NCST)** Charles Cyrus praised the campus, particularly its Faculty of Science and Technology, for collaborating on the initiative. He said Cave Hill has been a willing partner in the promotion of STEAM (Science, Technology, Engineering, Arts, Mathematics), over the years.

And while innovation has been globally recognised as a tool for improving

a country's social and economic well-being, Cyrus said promotion of innovation requires that Barbados strengthens its national innovation systems.

"The **Science and Technology Festival** brings together several components of this system, including the government, academia, schools and the private sector. The NCST, therefore, believes that hosting this festival is an important aspect, since it provides an opportunity for scientists and technologists to highlight their work while making the connection between their work and national development."

Dean of the Faculty of Science and Technology Dr. Colin Depradine was happy with the staging of the initiative, especially its incorporation of the differently-abled. He said it was regrettable that an overall lack of support had resulted in Barbados missing out on a number of opportunities within the areas of STEAM. As an example, Dean Depradine cited the creation of apps for which subscribers are charged exorbitant fees to access, well beyond the means of many Barbadians.

"Because of our lack of attention to this area, and we are only now building capacity, we cannot respond; we can't develop at the rate we need to replace those things that are out of our reach. So what we are witnessing now is another form of digital divide where we have the accessibility, but we can't get access to the services and content. This is why this festival is so important. For me, it's all about inspiration. This festival is really meant to inspire the future of this country - youth from all walks of life. We really hope that we will inspire them to fulfill their dreams. Never give up and, most importantly, join the fascinating world of science and technology."

Nearly 40 exhibitors took part in the festival that was attended by students from over 30 learning institutions. ♦

Eco-entrepreneurs Bloom from SEED Programme

Tapping into the blue-green economy proved to be the winning formula for two businesses owned by Cave Hill graduates that tied for first place in the 7th Annual Student Entrepreneurial Empowerment Development (SEED) Business Plan Competition.

Oasis Laboratories, co-owned by chemists **Kemar Codrington** and **Mikhail Eversley**,

and **Grow Smart Youth Farm**, the brainchild of **Franz Harewood-Hamblin**, were named the winners at the awards ceremony held on 19 June.

Since its establishment in 2018, **Oasis Laboratories** has quickly set itself apart for its use of locally grown, organic and indigenous plants and other local resources to produce natural and biodegradable items. It is particularly known for its creation of personal care products, such as sargassum seaweed-infused soaps.

The work of the duo has been so innovative and transformative that it has grabbed the attention of major influential figures, among them the Prime Minister of Barbados, Mia Amor Mottley and United Nations (UN) and World Bank officials. As a result of their work, they have earned speaking engagements at functions hosted by the two international agencies.

"This win is further assurance that what we're doing means

something. The first order of business now is to get a website, and we need some equipment to make the production process a bit smoother," the Cave Hill graduates told the *CHILL Magazine*.

"When you have people like the UN and the World Bank paying attention, you have to be doing something good. Just weeks ago, we were keynote speakers at a World Bank conference, and we provided them with 400 bars of soap."

While the other winner, **Grow Smart Youth Farm**, is not yet formally established, Harewood-Hamblin is no less passionate about her venture. Focused on aquaponics, a sustainable form of agriculture that combines raising fish in tanks with soilless plant culture, her green business will not only help protect the environment but also aims to harness the potential of young people.

Harewood-Hamblin said she is excited to access start-up capital: *"I am very happy that this business*



(l-r) Kemar Codrington and Mikhail Eversley have been invited to deliver keynote addresses at international events, about their innovative research and product development from Sargassum seaweed.

plan was rewarded. We worked tirelessly on it. We came up with a business that was innovative, creative, in a niche market and has a social consciousness aspect engraved in it."

Oasis Laboratories and **Grow Smart Youth Farm** will share in the \$30,000 pool with the three other finalists: **Just Believe Children's Salon**, owned by differently-abled Katrina Reece-Burley (3rd place); **Baem'bu Box**, owned by Shakayla Jordan (4th place); and **Elohim's Senior Care Home**, owned by retrenched public sector worker Sherry-Ann Waithe (5th place).

Just Believe Children's Salon aims to provide hair grooming services to children between the ages of three and 16. **Baem'bu Box** seeks to promote and market locally manufactured beauty products to help local entrepreneurs increase



Franz Harewood-Hamblin captured a share of the first prize with her Grow Smart Youth Farm enterprise.

On hand for the awards was the Minister of Small Business, Entrepreneurship & Commerce, Dwight Sutherland, who not only gave his full support to the initiative but lauded the campus for contributing to the development of Barbados's entrepreneurial class.

"The mindset that we all must aspire to is one that gives inclusion to and is bolstered by the type of positive interruptions and innovative approaches that will transition



their sales, while **Elohim's Senior Care Home** has as its objective, the provision of short and long-term elderly care in a way that allows individuals to feel like they are at home.

the current entrepreneurial class into one that is forward-thinking, globally competitive, and is not afraid to go beyond the periphery of accustomed despair.

"Given the economic climate in which we operate, where increasingly, more is now at stake, there is urgent need for a national entrepreneurial reset which must be driven by an academic response that does not only boasts of creative thought or intent, but one that has as its core resolve, meaningful engagement and timely implementation."



Minister of Small Business, Entrepreneurship and Commerce, Dwight Sutherland

Minister Sutherland said the university must both develop and equip its students with the capacity to spontaneously respond to opportunities and challenges that may come their way.

"You must see yourselves as an integral source of talent and ideas, as you serve as economic magnets for investments, entrepreneurs and talent to the region. Further, your role in economic development must continue to be increasingly magnified, given the fact that there is considerable leverage that can accrue through your agenda of core education, research and development, and other critical spill overs."

The **CIBC FirstCaribbean International Bank**-sponsored SEED competition, which is open to all Cave Hill students, provides graduates with the opportunity to start their own businesses by developing and presenting feasible plans to a panel of judges.

Coordinator Ayanna Young Marshall said adjustments were made to the programme to respond

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to the needs of the community, including to cater to employed persons and those who were recently retrenched from the public service.

*"We have, not just short courses with the **Centre for Professional Development and Lifelong Learning**, we have the **SEED programme**, and now you'll have the opportunity for students to actually pursue studies in entrepreneurship so that they can run their businesses simultaneously, learn the skills to research, analyse, and make the assessments that they need to make better decisions; or they can study entrepreneurship and make policy recommendations which will help policy makers to develop entrepreneurship, not just in Barbados but in the region."*

To complement the work of SEED and other similar programmes, Head of Management Studies and SEED Chair Dr. Dion Greenidge said the department is looking to roll out a **BSc in Management, Entrepreneurship**



Members of the Cave Hill community among those showing strong support for the development of entrepreneurship.

and Innovation.

Additionally, he said SEED has helped over 60 businesses, with the bank contributing approximately \$180,000 during the lifetime of the programme.

Director of Corporate



Ayanna Young-Marshall
Head of the SEED programme

Communications, CIBC FirstCaribbean International Bank, Debra King described it as the seeds of entrepreneurship and enterprise being planted and nurtured.

She said the bank keenly supports the development of the region's youth and their entrepreneurial potential and is constantly looking for new and innovative ways of reaching out to young people. She said the bank keenly supports the development of the region's youth and their entrepreneurial potential and is constantly looking for new and innovative ways of reaching out to young people. ♦



(l-r) Sherry-Ann Waithe, Katrina Reece-Burley, Minister Dwight Sutherland, Director of Platinum and Business Banking, CIBC Richard Phillips; Franz Harewood-Hamblin, Mikhail Eversley, Shakayla Jordan, Kemar Codrington, and Ayanna Young-Marshall



Java Sealy

Sealy's Proud Moment

Last February, lecturers Dr. Sandra Ochieng'-Springer and Dr. Kai-Ann Skeete accompanied six Cave Hill Campus students to the **65th Harvard National Model United Nations (HNMUN)** conference in Boston, Massachusetts. They were joined by students from sister campuses Mona and St. Augustine to become the **One UWI Team**, forming a delegation of 20 to represent the Republic of Kenya.

Over 3,000 students from 250 universities worldwide participated in the event. **The UWI captured five of the 78 awards up for grabs: two teams gained Honourable Mention or Outstanding Delegates, while three teams earned Diplomatic Commendation.**

Mr. Java Sealy, a second-year BSc International Relations and French student shares his experience at the HNMUN conference.

From the moment I entered the grand hall of the Boston Park Plaza Hotel, I knew that once people found out how much of a treasure this conference was, they would fight 'tooth and nail' for a spot. I felt immense privilege to be able to represent The UWI on the world stage, battling it out against

3,000 delegates from 80 countries at this intercollegiate diplomatic World Cup.

The room was electric with the roaring of students from all over the world, all screaming with pride and love of school and country while waving flags and beating their chests. There was fire in the eyes of every student, relishing in the opportunity to showcase the skills which they had been honing for months. Everybody came to take home glory!

*The Harvard experience has been more than an insight into diplomacy; it also brought my studies in International Relations to life. Understanding the world of negotiations and diplomacy is not always a bed of roses. As much of a simulation as the debates could be, it felt all very real as I represented the Delegation of Kenya as a state official, giving a voice to the country in the **First Committee: the Disarmament and International Security Committee (DISEC)**.*

At the opening of the debate, my committee partner and I could tell that the war of advancing the human condition was imminent, with well-dressed student soldiers at every point of their respective committee's room, armed with weapons of critical thinking, manipulation, passion, and substantive and procedural expertise.

I also felt immensely proud to be part of the Caribbean. Amidst the multiplicity of nations in the room, nobody was more diverse than we were; nobody stood to benefit more from all of our common experiences.

We were extremely privileged to attend this conference and learn first-hand what diplomacy is all about. The time in Boston has shown me what I'm meant to do. Though the conference was extremely intense, I woke up every day, got dressed and made it to roll call, letting the Dais know that the proud Republic of Kenya was present. Whether it was stepping into the committee room,

or riding the elevator meeting people and talking to them in every single language I knew, I was just so proud to be part of the experience and to flex the knowledge I gained at The UWI.

What made me even prouder was knowing that I carried a piece of every one of my lecturers with me, and the skills that they have imparted.

Should more UWI students take this experience, they would foster a greater appreciation for the magnitude of the lecturers who teach them, and how our unique learning experience and perspective at The UWI gives them an advantage within the world. As far as I'm concerned, we're an Ivy League, bar none.

Furthermore, the Model UN experience is one that both students and administration should take more seriously, because it is the type of learning that cannot be simulated in a classroom.

*Mark these words: I am returning to the **Harvard National Model United Nations** conference in 2020, and will fight through the jet lag to go home with a Diplomatic Commendation with my name on it. ♦*

UWI Cave Hill Delegation at the 65th HNMUN Opening Ceremony (l-r): Ms. Annika Bellot, Faculty of Law; (from the Faculty of Social Sciences) Mr. Java Sealy, Mr. Curtis Johnson, Mr. Tristan Ward, and Ms. Malika Pino; and Ms. Sarah Baksh, Faculty of Law.



Farewell to Fallen COLLEAGUES

After leaving their unique mark around campus, some members of the Cave Hill community were fondly remembered at their passing. They included retired campus librarian Dr. Elizabeth Watson, clerical stalwart Cheryl Grannum and security officer Keith Moseley, among others.



Dr. Elizabeth Watson



Ms. Cheryl Grannum



Mr. Keith Moseley

Dr. Watson died in April after a career at the university that spanned nearly half of a century. She entered in August 1968 as a library clerk and soon resolved to become an academic librarian. Her ambition saw her moving up the ranks and joining the then newly established Learning Resource Centre (LRC), where she developed the largest tertiary-level audio-visual collection in the Anglophone Caribbean. She significantly raised the profile of the LRC that, in tribute to her outstanding achievements, was renamed the Elizabeth Watson Audiovisual Unit in 2014, the year she retired.

A few weeks earlier, security officer Keith Moseley's death had ended twelve years of exemplary service to the university. He was remembered by Director of Security Mr. Oral Reid as *"truly an example of excellence in security practice"*.

"His calm and reserved personality endeared him to many with whom he came into contact," Mr. Reid said. *"His maturity and capacity for resolving difficult situations earned the respect of his peers and identified him as a valued team member. We will miss him."*

Ms. Cheryl Grannum joined the university community in September 1975 and rendered over 40 years of dedicated

service to the campus until her passing on 9 May. She was a stenographer clerk assigned to the Registry at the time of her death and was remembered as *"someone who believed in giving her best to the university at all times and who maintained high standards and values in the workplace"*.

The departed also included former professor of economics, Michael Anyadike-Danes; retired lecturer and head, Department of History, Dr. William Eric Armstrong; retiree Vincent Crabbe, a former professor of legislative drafting in the Faculty of Law; Earle Newton, professor emeritus and former dean in the Faculty of Humanities; retired senior lecturer, Dr. Anthony Phillips; part-time tutor, Charles Husbands; research assistant, Annette Greene; retired superintendent of works, James "Jim" Hall; and retired general worker, Theodore Waterman.

The campus community also bade farewell to a number of former students including Lyn-Marie Blackman, Kirsten Cox, Pamela Jones and Cherise King. ♦



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