



#### YWiL Grenada consisted of three parts:

- A series of foundational training sessions on the programme's core themes
- A workshop to further enhance participants' understanding, skills, and ability to engage in different forms of leadership through the sharing of good practices with other women leaders
- Simulated parliamentary debates in the House of Representatives and the Senate

Hear from YWiL Grenada participants on the importance of young women's leadership [in this video](#).

#YWiL



## YOUNG WOMEN IN LEADERSHIP GRENADA

From May 2024 to July 2024, 31 young women leaders from across Grenada took part in Young Women In Leadership – Grenada (YWiL), an in-depth training program on transformational leadership, inclusive decision-making, and parliamentary procedure organised by ParlAmericas and Caribbean Women In Leadership (CIWiL) in partnership with the CIWiL Grenada National Chapter and the Grenada Houses of Parliament. The YWiL program is designed to support participants in building knowledge, skills, and networks necessary for their work as current and future changemakers.

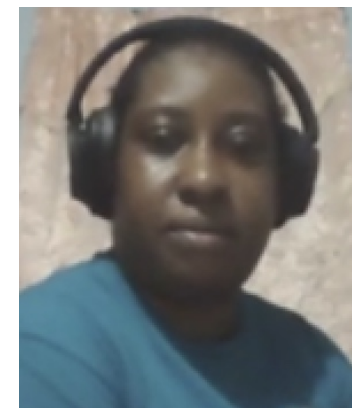
YWiL Grenada was the fifth in a series of national-level initiatives implemented in the Caribbean by ParlAmericas and CIWiL to strengthen women's political leadership. YWiL programs have previously been hosted in partnership with the national legislatures of [Trinidad and Tobago](#) (February-March 2020); [Antigua and Barbuda](#) (October-November 2020); [Saint Lucia](#) (May-June 2022); and [Jamaica](#) (December 2022-February 2023). An additional YWiL was also hosted in [Trinidad and Tobago](#) in November 2021, led by the CIWiL Trinidad and Tobago chapter.

## ONLINE TRAINING SESSIONS

### *Gender equality and the women's movement in Grenada*

The first YWiL Grenada virtual training session provided an introduction to gender equality and women's leadership, supporting participants' advocacy on these themes and their preparation for the YWiL Parliamentary Sitting. The session opened with remarks by the Honourable **Dessima Williams**, President of the Senate of Grenada and member of the ParlAmericas Board of Directors, before moving into a distinguished panel moderated by **Sasha Sahadeo**, Gender Officer at the CIWiL Regional Secretariat.

Through their interventions, panellists Professor **Laurie Lambert**, Associate Professor of African and African American Studies at Fordham University; Lady **A. Anande Trotman-Joseph**, Former President of the CIWiL Regional Board; **Elaine Henry-McQueen**, Program Coordinator for the Grenada Spotlight Initiative; and **Rachael James**, DV Coordinator, Ministry of Social and Community Development, Housing and Gender Affairs, provided a comprehensive introduction to the history of the women's movement in Grenada and the Caribbean, explored the relationship between power and gender, and shared key resources to support further learning on gender equality.



#### International frameworks related to gender equality and women's political participation:

- [The Beijing Declaration and Platform for Action](#) (1995)
- [The Convention on the Elimination of Discrimination against Women](#) (1979)
- [The Sustainable Development Goals](#) (2015)

For more information on gender equality and women's leadership, see the [Gender Equality 101: Unpacking Key Concepts and Issues](#) tool of the [YOUth Lead Toolkit for Transformational Leadership to Support Gender Equality](#) developed by CIWiL and ParlAmericas.



## ONLINE TRAINING SESSION

### *Transformational Leadership*

The second virtual training session focused on transformational leadership, which is the leadership model that forms the basis of CIWiL's flagship training program and underlies the YWiL program. The session was led by Dr. **Rosina Wiltshire**, gender and development specialist, and was moderated by **Rosana John**, member of CIWiL Grenada National Chapter. The session was also opened with remarks by **Glynis Roberts**, Vice-Chair of the Grenada Women's Parliamentary Caucus and former parliamentarian.

This session provided participants with an introduction to the principles of the transformational leadership approach, its importance in the context of women's leadership, and how this form of leadership helps to achieve positive change for, and in service of, all of society through its focus on restructuring harmful systems that create and uphold inequalities. Dr. Wiltshire emphasised that leadership is not a position you hold or a singular act, but an everyday practice that begins with the self.



**Transformational leadership** is defined as a leadership approach that contributes to change in individuals and social systems. In its ideal form, it creates valuable and positive change and enhances the motivation, morale, and performance of followers through a variety of mechanisms.

The model of transformational leadership starts at the level of individual transformation, before moving on to the group and institutional levels. It fosters a culture of accountability, justice, and transparency.

When applied to gender and leadership, this process leads to the redefinition of gender and power relations, and the strengthening of leadership that is bold and innovative and builds on the skills of women and men in society thereby enhancing gender equality.

Learn more on [CIWiL's website](#) and in the tool [Learning to Lead – Laying the Foundations for Transformational Leadership](#) from the CIWiL and ParlAmericas [YOUth Lead Toolkit](#).

## ONLINE TRAINING SESSION

### *Parliament and how it functions*

The third virtual training session focused on the role and function of parliament to support participants in their preparations for the YWiL Parliamentary Sitting, and as part of the programme's overall objective of encouraging young women's interest in pursuing public leadership. Following opening remarks by Senator the Honourable **Gloria Thomas**, Minister for Social & Community Development, Housing and Gender Affairs, the session was led by members of the staff at the Houses of Parliament of Grenada: **Melvina Gulston**, Administrative Officer, and **Abel Newton**, former Clerk of Parliament.

The session provided a comprehensive introduction to the work of the legislature and the critical role of the parliament and parliamentarians in a democracy and in national development. Its content included an overview of the structure of the Parliament of Grenada, discussion of the role of parliament and parliamentarians, and a summary of key elements of parliamentary procedure and processes.



See the following resources for information on parliaments:

- [Agora Portal for Parliamentary Development](#)
- [Glossary of Citizenship and Democracy Terms](#) (Caribbean Elections)

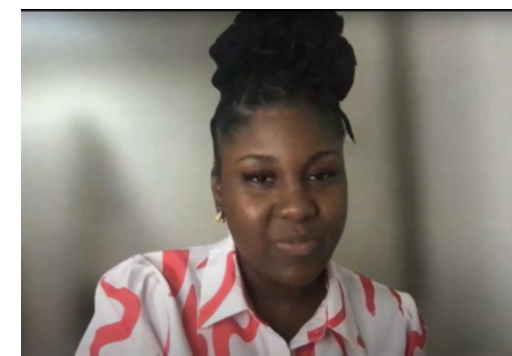


## ONLINE TRAINING SESSION

### *Applying a gender lens in decision-making*

The fourth virtual training session guided participants through discussions and exercises focused on applying a gender lens in decision making, opening with remarks by the Honourable Dr. **Clarice Modeste-Curwen**, Deputy Speaker of the House of Representatives and Chair of the Grenada Women's Parliamentary Caucus. **Monique Long**, Planning and Coordination Specialist, UN Women Caribbean, then conducted a presentation that covered concepts related to gender and diversity, and engaged the participants in activities and discussions that explored gender roles and norms, intersectionality, and concrete steps for conducting gender analysis.

**Chrisette Benjamin**, Gender Equality Program Officer at ParlAmericas, then facilitated an interactive exercise on the session's theme. Participants were tasked with applying the knowledge gained to develop gender-sensitive recommendations to craft a more inclusive education system for the equal opportunity and empowerment of all members of society in Grenada.



Adopting an inclusive approach to the consideration of legislative and policy issues – and the preparation of subsequent responses – is critical for decision-makers. Applying a gender perspective in developing solutions will help to ensure that these are responsive to the unique experiences of all individuals, avoiding “one-size-fits-all” thinking, and are particularly sensitive to the needs of under-represented or historically marginalized groups. When applied by legislators, this contributes to creating a legal framework that works in favour of as many people as possible and the implementation of actions that proactively respond to and redress inequalities.

Learn more in this handout on [gender sensitivity in legislation](#).

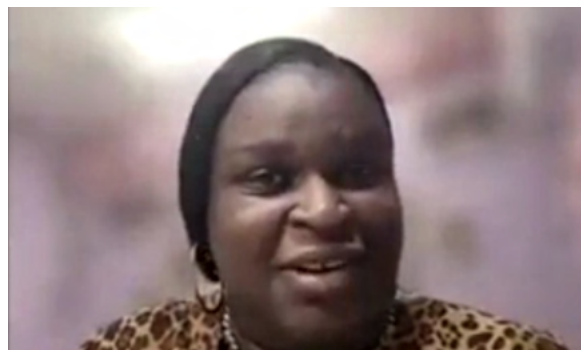


## ONLINE TRAINING SESSION

### *Participating in a parliamentary debate*

The final virtual session featured a dialogue between **Saron Mark**, a Grenadian national youth parliamentarian, and **Chrisette Benjamin**, ParlAmericas Gender Equality Program Officer, that provided guidance and strategies for participants to prepare for their participation in the YWiL Parliamentary Sitting.

Their conversation covered the dimensions of an effective parliamentary intervention, how to conduct research, and tips for delivering a contribution. Participants were then given further guidance on how to apply a gender lens in the drafting of parliamentary presentations, building on learning from previous sessions.





## YWiL WELCOME CEREMONY

The in-person YWiL welcome ceremony occurred on July 10, opening with remarks by **Alisha Todd**, Director General of ParlAmericas; **Leah Thompson**, Chapter Liaison of the CIWiL Regional Board; and **Hadasha Buckmire**, Coordinator of the CIWiL Grenada National Chapter. The welcome ceremony also served to facilitate in-person introductions among the participant group.





## YWiL PRACTICE SITTING

The opening ceremony was followed by practice sessions for the YWiL Parliamentary Sittings that took place in the Houses of Parliament of Grenada, led by **Janelle Palmer**, Secretary to the Senate in the Parliament, that focused entirely on supporting participants in their preparations for the official Sittings. Participants received briefings from legislative authorities on parliamentary procedure, took part in run-throughs of the Sitting, and had the opportunity to caucus.



Peer mentors are one of the key supports that participants benefit from during the YWiL program. Past YWiL participants contribute to each program by serving as a mentor to a designated group of participants in the new cohort, offering guidance to their group of mentees as they prepare for the YWiL Sitting based on their prior experience and respective expertise in their own fields. These individuals support various other aspects of programming and greatly enrich YWiL's offering.



## LEADERSHIP WORKSHOP

The in-person leadership workshop on July 11 provided an opportunity for further exploration of topics covered in the virtual sessions and exchange on effective strategies to positively impact communities and country.

The workshop opened with welcoming remarks by Her Excellency **Lilian Chatterjee**, High Commissioner of Canada to Barbados and the OECS and Professor **Eudine Barriteau**. The rest of the program featured panels of leaders from various sectors sharing their knowledge and guidance in areas of important skill development, as well as engaging in dialogue with participants in response to points of interest.



Her Excellency **Lilian Chatterjee**, High Commissioner of Canada to Barbados and the OECS

"In today's world, amplifying the voices of young women in leadership is of the utmost importance. Young people represent an incredible potential for leadership innovation and social and economic progress."



Professor **Eudine Barriteau**

"I commend you and congratulate you for recognizing that, to be an effective leader, you have to make time to adequately acquire the knowledge and expertise essential to alter outcomes and have your decisions result in significantly improving any situation."



## *Building supportive communities and partnerships*

A focus of the YWiL program is on transformational leadership, inclusive decision-making, and leadership as service. To reflect on these core themes, **Hadasha Buckmire** moderated a panel discussion with **Bevon Charles**, CEO and Founder of Akata Farm; **Leah Thompson**, Chapter Liaison on the CIWiL Regional Board; and **Kendon James**, President of the Caribbean Youth Environment Network - Grenada, with a focus on strategies to build meaningful relationships and partnerships to support participants in their leadership journeys.

The session also highlighted the value of sustainable community engagement to inform and enrich participants' ongoing work and projects.





## Overcoming challenges on your leadership journey

The afternoon panel provided participants with an opportunity to engage in an interactive dialogue with the Honourable **Kerryne James**, Minister for Climate Resilience, the Environment and Renewable Energy; the Honourable Dr. **Clarice Modeste-Curwen**, Deputy Speaker of the House of Representatives and Chair of the Grenada Women's Parliamentary Caucus; **Anisha Lett**, events designer and planner; and **Tornia Charles**, marketing strategist, educator and entrepreneur, who shared experiences from their own leadership journeys.

Moderated by **Glynis Roberts**, Vice-Chair of the Grenada Women's Parliamentary Caucus and former parliamentarian, the session enabled participants to receive guidance from the panellists on reaching their goals as leaders, engaging in effective advocacy, and sustaining leadership efforts.





## *Psychoeducation and personal development*

Led by **Shawwna Thomas-Cuffie**, clinical psychologist and mental health advocate, this session highlighted the importance of mental health and well-being on one's leadership journey. Participants engaged in discussions and interactive exercises to explore the traits associated with emotional resilience and consider how to incorporate these and related skills in their leadership work.

## *Exercise on applying a gender lens*

This last session guided participants through discussions and practical exercises on applying a gender lens in decision-making. Following a discussion on overcoming challenges in one's leadership journey and how leadership can be exerted to have a positive impact, representatives of partner organizations and other experts guided participants through a group activity in which they simulated committee discussions and consultations on inclusive, gender-responsive approaches to disaster preparedness and response.





The leadership workshop concluded with closing remarks by The Honourable **Dessima Williams**, President of the Senate of Grenada and Lady **A. Anande Trotman-Joseph**, Former President of the CIWiL Regional Board.

**The following are examples of key learning participants reported as having gained from the YWiL programme that they will apply in their ongoing leadership pursuits:**

- I plan to share and implement the skills gained from the YWiL Grenada program by promoting the application of a gender lens, transformational leadership, and gender equality.
- Gender equality isn't just about empowering women; it's about empowering everyone. It means ensuring equal opportunities and rights for all, creating a fair and inclusive society for everyone.
- The creation of good policy change and safe institutions/work places that benefits all people: women, men, LGBTQ+, individuals with disabilities, etc. through the empowerment and education of the youth to bring true equality for all.
- This program has taught me how to ask the necessary questions and what are the grey areas to look for when making a policy that impacts the lives of many.
- More thoughtful and inclusive leadership practices, such as always applying an intersectional view.
- In my pursuit of public leadership and community action, I plan to act through the principle of "being of service." Whatever I do, I want to act in a way that I can be of service to those in my community.
- I learned that building a network of supportive relationships is vital for leadership success. The program taught me that learning how to identify and connect with mentors, peers, and community leaders would take me a long way in terms of support and mentorship.
- One of the things that I learned is to approach everything with confidence. This has honestly helped me to speak more convincingly in public settings, and will forever be on the forefront in my career and otherwise.
- The simple short advice to 'Go for it' whether you feel yourself qualified enough, ready enough, good enough. 'Go for it,' because as women there isn't anything we cannot do.



## YWiL SITTINGS

On July 15, the Parliament of Grenada hosted the YWiL Parliamentary Sittings in the Houses of Parliament, representing the first all-women sittings in the country's history. YWiL participants served as parliamentarians and officers of the parliament for a debate on a motion related to women and the economy.

The simulated motion proposed the development of a national action plan that prioritises gender equality and women's economic empowerment, with focused attention on three key areas:

- Strengthening needed infrastructure and the creation of opportunities to foster women's economic participation in new and emerging industries and sectors such as the green economy (sustainable economic activities in relation to the environment; i.e. land management, waste management, renewable energy, clean transportation), the blue economy (sustainable marine, ocean and freshwater economic activities) and the orange economy (the creative industry);
- Developing services, public policies, and campaigns that support better redistribution of the share of care responsibilities in Grenadian households, informed by time use data drawn from the measurement of Sustainable Development Goal Indicator 5.4.1 in Grenada Using the Labour Force Survey, as well as in community volunteer work; and
- Enacting gender-transformative legislative, policy, and program responses that support economic sectors in building resilience to climate change and other shocks.



Watch the Sitting of the [YWiL House of Representatives](#) and [Senate](#) on the Grenada Houses of Parliament Facebook page.



The OECD defines **economic empowerment** as “the capacity of women and men to participate in, contribute to and benefit from growth processes in ways that recognise the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth.”

### **UN Women identifies the benefits of economic empowerment for women as the following:**

- Women's economic empowerment is central to realizing women's rights and gender equality.
- Promoting women's economic justice and rights in the economy and closing gender gaps in the world of work are key to achieving the 2030 Agenda for Sustainable Development.
- When more women work, economies grow.
- Increasing women's and girls' educational attainment contributes to women's economic empowerment and more inclusive, environmentally sustainable economic growth.
- Women's economic equality is good for business.

Sources: [Women's Economic Empowerment](#) (OECD Issues Paper 2011, pg. 6); [Facts and Figures: Economic Empowerment](#) (UN Women 2024).



YWIL parliamentarians each contributed their perspectives on the measures and priorities established in the motion in alignment with their assigned constituencies and portfolios. Interventions reflected a gender lens in their analysis of the issues addressed and made effective use of research and guidance from peers and other experts, resulting in an engaging, thought-provoking, and intelligent debate.

Following the votes in each chamber, congratulatory remarks were offered by the Honourable **Leo Cato**, Speaker of the House of Representatives; the Honourable **Dessima Williams**, President of the Senate; the Honourable Dr. **Clarice Modeste-Curwen**, Deputy Speaker and Chair of the Grenada Women's Parliamentary Caucus; **Alisha Todd**, Director General of ParlAmericas; **Leah Thompson**, Chapter Liaison for the CIWiL Regional Secretariat; **Hadasha Buckmire**, Coordinator of the CIWiL Grenada National Chapter; and Lady **A. Anande Trotman-Joseph**, former President of the CIWiL Regional Board.





The Honourable **Leo Cato**, Speaker of the House of Representatives

"You have been given a chance to start a special journey in life. I said to you at the beginning that it's not about how you start, it is about how you finish... wherever life happens to take you, be prepared to display and demonstrate the training you have received, the qualities you have developed and your capacity to be agents of change."



The Honourable Dr. **Dessima Williams**, President of the Senate

"This being the very first all women's youth parliament in Grenada, I again repeat how proud I am of all you. Indeed it is truly a historic moment, it is a moment that some of us never had. It is a trial run for roles that you may play in the public sector, in government, in other leadership spheres. So I want to thank you for your courageous contributions that have sparked this dialogue and opened up new pathways for you, for your families, to think about and talk about and for the community that sent you to us to continue to see you as a beacon."



The Honourable Dr. **Clarice Modeste-Curwen**, Deputy Speaker of the House and Chair of the Grenada Women's Parliamentary Caucus

"Parliament is the highest decision-making entity in any country. And therefore, if you want to influence change, if you want to transform the way we do things and you want to get better outcomes, you need to be there... I want to encourage all of you young women to start thinking, 'How can I make that difference' and 'Where is the best place to make that difference?' And I want to assure you that it's in the Parliament of Grenada, Carriacou and Petite Martinique."





## PARTICIPANTS' NEXT STEPS

Inspired by their participation in YWiL Grenada, the young women leaders planned next steps for taking positive action in their communities, sharing their learning, and continuing their leadership development. Some of the commitments adopted included:

- Applying knowledge and skills gained through the program across work in school, professional, and community settings
- Advocating on women's leadership and gender-responsive approaches to national development issues, including on social media, in discussions with decision makers, and in their everyday lives
- Becoming a member of community groups and initiatives and taking on additional leadership roles and responsibilities in these spaces
- Launching new community initiatives, groups, or advocacy campaigns on issues of importance
- Joining political parties and youth parliament programs
- Seeking out mentors and offering mentorship to other women leaders
- Continuing learning on gender equality themes and developing personal leadership skills and capacities
- Sharing knowledge and strategies learned through the program through public sessions and in personal conversations to support others in applying a gender lens and strengthening their leadership

Participants' collective positive impact is already being felt. Following Hurricane Beryl's devastating impacts in Grenada, the YWiL Grenada cohort came together in partnership with the CIWiL Grenada Chapter to organize a relief drive, focusing on gathering items to meet the specific needs of women, children, and the elderly. The items collected were donated through community organisations to families in Carriacou.



## ACKNOWLEDGMENTS

This activity was made possible with the generous support of the Houses of Parliament of Grenada, CIWiL Grenada National Chapter and the Government of Canada through Global Affairs Canada.

CIWiL and ParlAmericas also wish to recognise and extend thanks to the selection committee members, peer mentors from past YWiL cohorts, the panellists and facilitators who shared their knowledge and time, and the numerous parliamentary representatives and non-governmental organisations who contributed to the activity. Each of these contributions was essential to help make this historic event such a success.





## ABOUT CIWiL AND PARLAMERICAS



Caribbean Women in Leadership (CIWiL) is a non-political, multi-partisan, and independent NGO established to monitor, strengthen and increase women's political participation and leadership in the region through advocacy, networking, research and capacity building initiatives.

CIWiL aims to create a sustainable, effective, and efficient women's leadership base, and to achieve gender equality, through advocacy, networking, research and capacity building.

CIWiL is about creating a space of sharing, nurturing, and solidarity among women across the many gaps that divide us.

The mission of CIWiL is to be a flagship organization to support efforts to increase the number of women in politics, leadership and decision-making at all levels in the Caribbean through high-quality training, networking, research, analysis and advocacy.

CIWiL acts as a coordinating and implementing mechanism for a regional programme of work developed and delivered by a network of organizations and individuals, to advance women's transformational leadership.



ParlAmericas is the institution that promotes parliamentary diplomacy in the inter-American system. Composed of the 35 national legislatures in North, Central and South America, and the Caribbean, ParlAmericas promotes cooperative political dialogue, facilitates the exchange of good legislative practices, and produces tailored resources to support parliamentarians in their work. The International Secretariat of ParlAmericas is headquartered in Ottawa, Canada.

Through its gender equality programming, ParlAmericas promotes gender mainstreaming in parliamentary agendas and operations and, in close collaboration with civil society partners, advances women's political leadership, including that of the next generation of empowered women leaders.