

## Caribbean Parliamentary Workshop Making the Work of Parliaments Responsive to the Needs of Women and Men

December 4-6, 2024 | Port of Spain, Trinidad and Tobago

Parliamentarians serve diverse populations, composed of individuals with unique needs and experiences based on their gender, in addition to socioeconomic status, (dis)ability, age, ethnicity, and other characteristics. Adopting an inclusive approach to legislative work that considers these realities contributes to greater equality and to laws and policies that work in favour of as many people as possible.

This meeting will support parliamentarians in furthering the effectiveness of their work in meeting the unique needs of women, men and all societal groups across all facets of parliamentary responsibility. The meeting's content and inputs from participants will also inform the development of a gender equality guide for parliamentarians providing practical references and tools to ensure that diverse experiences are accounted for, with specific attention to the most marginalized.

**Tuesday, December 3, 2024:** Arrivals and check-in at hotel

### **Day 1 - Wednesday, December 4, 2024**

08:00 Transfer from the official hotel to the Parliament of Trinidad and Tobago

08:30 Registration in meeting room

09:00 – 09:30 **Opening**

- Remarks by organizing partners
  - **Tonni Brodber**, Representative, UN Women Multi-Country Office for the Caribbean (video)
  - **Stephen Twigg**, Secretary-General, Commonwealth Parliamentary Association (video)
  - The Honourable **Bridgid Annisette-George** (Trinidad and Tobago), Speaker of the House of Representatives and Vice-President of ParlAmericas
- Overview of the meeting by facilitator
  - **Alisha Todd**, Director General, ParlAmericas

*Workshop on assessing the gender dimensions of legislative issues*

09:30 – 10:15 **Critical reflection and dialogue: Getting at the question “What about the men?”**  
*This introductory presentation and dialogue will address how gender inequalities manifest in the lives of all members of the population in different ways.*

- **Speaker and moderator:** Dr. Rosina Wiltshire, gender and development specialist

10:15 – 11:15 **Power Walk: interactive exercise and dialogue**

- **Facilitator:** Dr. Rosina Wiltshire

11:15 – 11:30 **Coffee/tea break**

11:30 – 13:00 **Policy roundtable: Examining issues from an intersectional gender lens**

*This panel will facilitate exchange with practitioners who adopt a gender lens in their work to highlight how prominent legislative issues in the region have differential impacts on women and men, and how this requires different approaches in responses as a result.*

- **Moderator:** Dr. Rosina Wiltshire
- **Panellists:**
  - **Dara Healy**, founder, Idakeda Group & Indigenous Creative Arts Network
  - **Renee Atwell**, Attorney at Law, Founder of Girls of Impact
  - **Amilcar Sanatan**, Interdisciplinary Caribbean Artist, Educator and Activist

*Related resources:*

- [Making the Case: Key Gender Considerations for Addressing Development Challenges in Caribbean SIDS](#), ParlAmericas

13:00 - 14:30 **Lunch**

14:30 – 17:00 **Interactive exercise on applying a gender lens in the review of legislative issues**

*Following an initial presentation on the steps for assessing an issue from a gender perspective, participants will work collaboratively at roundtables to develop inclusive responses to legislative issues **that meet the needs of women, men and various other population groups.***

*Related resources:*

- [Gender Sensitivity in Legislation](#), ParlAmericas and the Parliament of Trinidad and Tobago
- [Intersectionality Tool](#), ParlAmericas
- [Navigating Online Information: Tips and Tricks for Parliamentary Research](#), ParlAmericas

17:30 **Reception hosted by the Parliament of Trinidad and Tobago**

**Transfer to official hotel**

## **Day 2 - Thursday, December 5, 2024**

08:00 Transfer from the official hotel to the Parliament of Trinidad and Tobago

09:00 – 10:30 **Spotlight Session: Mainstreaming Gender Equality in Parliamentary Work - Its Importance and the Value of a Gender Equality Protocol**

- **Moderator: Alisha Todd**, Director General, ParlAmericas
- **Panellists:**
  - The Honourable Justice **Peter Jamadar**, Caribbean Court of Justice
  - **Bénite Dibateza**, Programmes Manager and Commonwealth Women Parliamentarians (CWP) Network Coordinator, Commonwealth Parliamentary Association
  - **Monique Long**, Planning and Coordination Specialist, UN Women Caribbean
- **Introduction to the Gender Equality Guide for Parliaments: Eilish Elliott**, Deputy Director – Program Management and M&E, ParlAmericas

*Related resources:*

- [Justice Through a Gender Lens: Gender Equality Protocol for Judicial Officers](#), Trinidad and Tobago Judicial Education Institute
- [Justice through a Gender Lens: Gender Equality Protocol for Judicial Officers](#), Belize Judiciary
- [Gender-Neutral Drafting and Other Related Matters](#),
- [Guide to Gender-Neutral Drafting](#), UK Office of the Parliamentary Counsel
- [Gender Sensitivity in Legislation](#), ParlAmericas

10:30 – 10:45 **Coffee/tea break**

*Working sessions on advancing gender equality through areas of parliamentary responsibility*

10:45 – 12:15 **Parliamentary Oversight**

*Key themes: applying a gender lens in the review of budgets, laws, policies; providing oversight on international frameworks like Beijing and CEDAW*

- **Moderator and introductory presentation: Monique Long**, Planning and Coordination Specialist, UN Women Caribbean
- The Honourable Dr. **Dessima Williams** (Grenada), President of the Senate
- **Terry Ince**, Founder and Convenor, CEDAW Committee of T&T (virtual presentation)

*Related resources:*

- [Toolkit on Beijing +25: Fulfilling the Commitments](#), UN Women Caribbean and ParlAmericas

12:15 – 12:30 **Official photograph**

12:30 – 14:00 **Lunch**

14:00 – 15:30 **Parliament as a workplace**

*Key themes: Institutional practices and regulations; participation in parliamentary debate*

- **Moderator and introductory presentation: Bénite Dibateza**, Programmes Manager and CWP Network Coordinator, CPA
- The Honourable **Bridgid Annisette-George** (Trinidad and Tobago), Speaker of the House of Representatives and Vice-President of ParlAmericas

*Related resources:*

- [Strategies for Chairing Inclusive Meetings](#), ParlAmericas
- [Gender Sensitising Parliaments Guidelines](#), CPA
- [Lactation and Daycare Facilities in Parliaments: Good Practices in the Americas and the Caribbean](#), ParlAmericas

15:30 - 15:45 **Coffee/tea break**

15:45 – 17:00 **Parliamentary Representation and Constituency Engagement**

*Key themes: Engagement in constituencies and with civil society organisations and other actors, social media and public advocacy on gender issues*

- **Moderator and introductory presentation: Chantal La Roche**, Clerk of the Senate (Ag.) of Trinidad and Tobago
- The Honourable **Pennelope Beckles-Robinson** (Trinidad and Tobago), Minister of Planning and Development and member of the Women Parliamentarians of Trinidad and Tobago caucus
- **Leah Thompson**, Chapter Liaison, Caribbean Women in Leadership (CIWIL)
- **Kevin Liverpool**, Executive Director, Fatherhood Resource Centre

*Related resources:*

- [What We Heard: Survey of Caribbean Women’s Organizations on their Engagement with Parliaments](#), ParlAmericas

17:30 Transfer to official hotel

### **Day 3 - Friday, December 6, 2024**

08:00 Transfer from the official hotel to the Parliament of Trinidad and Tobago

*Continuation of working sessions on advancing gender equality through areas of parliamentary responsibility*

09:00 - 09:15 **Opening by the facilitator**

09:15 - 11:15 **The Legislative Process**

*Key themes: Identifying how all legislation can be analyzed and developed to promote gender equality, tools for committees/caucuses, citizen participation*

- **Moderator and introductory presentation: Chrisette Benjamin**, Program Officer - Gender Equality, ParlAmericas
- The Honourable **Alvina Reynolds** (Saint Lucia), President of the Senate
- **Peter Phillips** (Barbados), Member of Parliament and Chairman of Committees
- **Sharda Ganga**, Director, PROJEKTA (virtual presentation)

*Related resources:*

- [Citizen Participation in the Legislative Process](#), ParlAmericas
- [Promoting Inclusion and Equality through Parliamentary Youth Programming](#), ParlAmericas

11:15 - 11:30 **Coffee/tea break**

11:30 - 12:45 **Priorities and recommendations to inform creation of the guide**

*Drawing on learning gained across the sessions, participants will work in thematic roundtables that align with the meeting's sessions. In each table, participants will discuss (1) the priorities / good practices that stood out to them in relation to their specific theme, (2) further questions they have / guidance/templates that would be helpful in the guide to allow them to advance in implementing the good practices, and (3) any final feedback or recommendations they want to offer to inform the tool. The tables will run concurrently and participants will only work on 1-2 themes over the course of this session due to time constraints.*

12:45 - 13:00 **Closing**

- **Remarks**
  - **Stuart Shaw**, Political and Public Affairs Counselor, High Commission of Canada in Trinidad and Tobago
  - Senator the Honourable **Nigel de Freitas** (Trinidad and Tobago), President of the Senate
- **Vote of thanks**
  - The Honourable **Bridgid Annisette-George** (Trinidad and Tobago), Speaker of the House of Representatives and Vice-President of ParlAmericas

13:00 **Lunch**