

Violet Ferreira-Sutherland, PhD (Candidate), MPhil, MBA, BA (Hon), Grad Cert. Project Management

Mobile : 647-787-7208 | Email : vsutherland123@gmail.com

EDUCATION

PhD Student (Gender, Feminist and Women's Studies) <i>York University, Toronto, ON</i>	Current
Graduate Certificate (Project Management) <i>Centennial College, Toronto, ON</i>	2018
MPhil (Gender and Development Studies) <i>University of the West Indies, Mona Campus, Jamaica</i>	2013
MBA (Finance) <i>Western Michigan University, Kalamazoo, Michigan, USA</i>	1993

TEACHING EXPERIENCE

Lecturer, Part time **February 2018 – Current**

Bachelor of Business Administration Program, Yorkville University/Toronto Film School, Canada

- Lectured in the following courses:
 - Introduction to Project Management, Advanced Project Management, Project Teams and Leadership,
 - Project Planning Essentials, Project Execution, Monitoring, Control and Closing and Production and Operations Management.
- Currently serves as National Course Lead and Curriculum Lead for Project Management courses, where I revise the syllabi for Project Management courses and ensures consistency in content, teaching modalities and assessment criteria across the institution's three campuses in British Columbia, New Brunswick, and Ontario.
- Developed and delivered online Faculty Development Webinars (FDWs) on *Diversity and Inclusion in Learning Spaces*, to a cadre of university professors located internationally.

Teaching Assistant (TA1) **September 2021 – Current**

School of Gender, Sexuality and Women's Studies, Faculty of LAPS, York University, Canada

- Introduction to Gender and Development Studies

Assistant Professor of Finance, Bachelor of Business Administration Program **January 2016 - May 2017**

Business Administration & Hospitality Management Dept., Northern Caribbean University (NCU), Manchester, Jamaica

- Lectured in the following courses:
 - Principles of Financial Management, Financial Markets, Investment Analysis, and Cost Accounting.

Acting Head of Department, Institute for Gender and Development Studies **July 2013 – August 2013**

University of the West Indies, Mona, Jamaica

- Provided academic and administrative leadership.
- Guided students in registration procedures and advised on the selection of courses and programmes.

Adjunct Lecturer, Institute for Gender and Development Studies **Sept 2011 – December 2013**

University of the West Indies, Mona, Jamaica

- Lectured the undergraduate course: *Gender, Sex and Society*.

EXPERIENCE IN ANTI-BLACK RACISM, GENDER EQUALITY, DIVERSITY AND INCLUSION PROGRAMMING

Research Assistance

Professor Enakshi Dua, School of Gender, Sexuality and Women's Studies, York University **December 2021**

- Conducted research to provide evidence and analysis relating to the existence and impact of Anti-Black racism in employment and the workplace. The aim of this work was to assist the Judge assigned to a Court case in BC with understanding the conditions under which many Black people experience employment and racism in the workplace. This research was part of information used by the Expert Witness in the judicial proceedings before the court.

Gender Advisor**June 2019 – August 2019***Spotlight Initiative, in collaboration with the European Union and United Nations*

- Assisted in developing an integrated multi-sectorial strategy and Implementation Plan to integrate gender equality in national and community based GBV initiatives focused on ending family violence in Jamaica.

Co-leader: Global Enterprise Experience Project**June 2018***Victoria University of Wellington, New Zealand*

- Developed, along with my co-leader, an innovative grassroots project through inter-cultural dialogue and cooperation, by pulling together the collective wisdom of colleagues from villages and cities around the world using a range of virtual communication technologies to develop a profitable business project that supported women's economic empowerment.
- Developed a strategic implementation plan and risk register that ensured unbanked women in villages and rural communities have access to secure, cost-effective digital financial services that facilitate payment transfer by mobile devices, POS payment cards, and e-money issuers.
- Developed, along with the team, a Business Plan that these women can use as a tool to access capital from financial institutions in support of the implementation of this project.

Gender Consultant**June 2016 – December 2016***Bureau of Gender Affairs, Government of Jamaica in collaboration with UN Women*

- Finalized the National Strategic Action Plan to Eliminate Gender-Based Violence (NSAP-GBV) in Jamaica (2017-2027),
- Developed a 10-year Implementation Plan to eliminate GBV in Jamaica. The NSAP-GBV and Implementation Plan were approved in Parliament by the Prime Minister of Jamaica in July 2017 and is now being implemented jointly by the Bureau of Gender Affairs and UN Women.

Gender Advisor**November 2015- May 2016***The Jamaica Red Cross (JRC) in collaboration with the Canadian Red Cross*

- Developed Gender and Inclusion Policy and Implementation Plan for the JRC to integrate gender and socio-cultural inclusiveness in the organization's violence-prevention, disaster risk management, HIV AIDS, and Youth Development programs.
- Developed content and conducted training workshops for the Board of Directors, staff, volunteers and key external stakeholders in order to build political will and provide knowledge, techniques and tools for institutional capacity strengthening in order to change attitudes and behaviors about gender, diversity and inclusion. Delivered 5 capacity building training sessions to over 85 persons.

Gender Advisor**May 2014-January 2015***Caribbean Export Development Agency, in collaboration with the Caribbean Development Bank, Barbados*

- Conducted quantitative research and gender analysis of the Specialty Foods sector within the CARIFORUM Member States to understand how gender and patriarchal power systems intersect to exclude women's access to financial products and digital financial services, modern manufacturing technologies, high-valued markets and premium input materials.
- Revised the Regional Specialty Food Strategy and Action Plan, integrating gender in all its component parts.

Gender Consultant**August 2013-March 2014***Bureau of Women's Affairs, Government of Jamaica in collaboration with UN Women*

- Developed the 1st draft of the National Strategic Action Plan to Eliminate Gender Based Violence (NSAP-GBV) in Jamaica.

Gender and Social Inclusion Advisor**June 2013 – May 2014***Jamaica Red Cross in collaboration with the Canadian Red Cross*

- Mainstreamed gender equality in the Caribbean Community Resilience Disaster Risk Reduction project.

Community Development Specialist**August 2012 –December2012***International Business & Technical Consultants Inc., USA in collaboration with USAID*

- Served as member of a cross-cultural team that conducted the end-of-project performance evaluation of the USAID Jamaica Community Empowerment and Transformation (COMET I) project.

Consultant, Country Manager**July 2010- August 2010***CARICOM Secretariat, Turkeyen, Guyana*

- Conducted qualitative research on the intersection of gender-normative beliefs and GBV among youth in Jamaica. The findings from this research were included in a broader Caribbean project titled: *Eliminating Gender-based Violence, Ensuring Equality*.

Co-Researcher [With Dr. Leith Dunn – Head, IGDS, Mona Campus]**December 2009 – February 2010***Friedrich Ebert Stiftung & Institute for Gender and Development Studies, University of the West Indies*

- Conducted research and analysis on the profiles of victims and perpetrators of GBV in Jamaica.
- Investigated the Jamaica Constabulary Force (JCF) systems of recording and processing incidences of GBV.
- Developed a standardized template for the JFC to capture and record reports of GBV across the entire police force.

Gender Advisor**May 2009 – June 2010***Women's Resource and Outreach Centre (WROC) in collaboration with UN Women*

- Conducted participatory research to understand the gendered nature of crime and violence in inner-city communities in Jamaica.
- Conducted public consultations and participated in TV and radio discussions, about the need for gender sensitive approaches to violence prevention.
- Produced publication on gender and violence, made accessible online by the International Action Network on Small Arms (IANSA) and WROC to help improve citizen security around the world. Website access: <http://www.iansa-women.org/sites/default/files/newsviews/jamaica-borders-and-boundaries-wroc-2010.pdf>

Gender Advisor**January 2009- February 2010***International University of the Caribbean (IUC) in collaboration with the Inter-American Development Bank (IDB)*

- Integrated gender in the project work-plan and activities of the Downtown Kingston Restoration project.
- Conducted gender awareness training workshops on the intersection of gender, crime prevention, and urban renewal with stakeholders from the Kingston Chamber of Commerce, professors from the Department of Urban Development at the University of Technology and major business interests in the downtown area.
- Utilized participatory approaches to develop gender sensitive Community Asset Maps and Vision Statements for selected inner-city communities in the Downtown Business District.

Gender Advisor**May 2008 – December 2009***Women's Resource and Outreach Centre (WROC) in collaboration with UNDP*

- Developed a Gender Mainstreaming Strategy to integrate gender sensitivity in the Jamaica Violence Prevention, Peace and Sustainable Development (JVPPSD) project.
- Conducted gender awareness workshops with CSOs, NGOs, other community-based stakeholders and project implementing partners.
- Developed a gender awareness training manual titled "*Women's work, Women's worth*" to guide the implementation of gender in crime prevention programs.

Gender Advisor and Community Development Specialist**January 2007 – August 2007***Women's Resource and Outreach Centre (WROC) in collaboration with the European Union*

- Developed research instruments and conducted participatory action research and baseline studies in selected rural communities in Jamaica to understand barriers to women-led farming and gender disparities in the ecosystem of rural economic development programs in Jamaica.
- Conducted capacity-building training in book-keeping, basic accounting and how to conduct business meeting with female farmers in villages as a way to empower them to be more successful entrepreneurs.

- Results from this study guided the distribution of input farming resources and provided a framework for the monitoring and evaluation of gender specific outcomes.

SERVICES IN ELIMINATING ANTI-BLACK RACISM

Member Executive Committee Harriet Tubman Institute York University Canada	2019 - Current
National Course Lead Curriculum Committee Yorkville University Canada	2020 - Current
Member Diversity Advisory Council Yorkville University/Toronto Film School Canada	Current