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Martha Farrell Memorial Fellowship

Martha Farrell Foundation and The Association of Commonwealth Universities

Context

A 2020 survey of 500 college going women in India found that 1 in 10 had been sexually harassed in her college/university. A startling 40.3% of the survivors kept these incidents to themselves. The easily invisibilised issue of sexual harassment, the rise in frequency of cases and the stark lack of proper prevention and redressal mechanisms make it an urgent, imperative issue to discuss, and resolve.

Similarly, in the larger South Asian and African contexts, the enrolment of women in high school as compared to primary schools remains very low, and their enrolment into higher education institutions even lower. Then there's the fact that an increase in enrolment into higher education can not be considered enough to bolster women's education and empowerment, given that female students are forced to drop out of their education, in great part because of their experiences of sexual harassment on campuses. Official data estimates on the issue remain inconclusive, given how many women continue to keep silent on the issue, for a number of reasons - fear of shame, stigmatisation, fear of dropping out and giving up life changing opportunities and more.

Across universities, the problem persists, bolstered by the silence around it. In India alone, the year-on-year number of reports of sexual harassment on campuses are rising sharply, as more women began coming forward in the wake of the #MeToo movement. Where universities have policies and guidelines in place, implementation remains poor, and female students continue to bear the brunt of the issue.

Through the Martha Farrell Memorial Fellowship, Martha Farrell Foundation (MFF) and Association of Commonwealth Universities (ACU) have come together to create safe college spaces, by building capacity among select Fellows to be able to realise Dr. Martha Farrell's vision of a safe, equal, equitable and harassment-free world for women, globally.

The Fellowship

The Martha Farrell Memorial Fellowship draws on the Foundation's expertise on prevention of sexual harassment and GBV to offer two staff members from the Association of Commonwealth Universities (ACU) member universities in Asia and East Africa training and support to enable them to institute an effective anti-sexual harassment initiative at their home university. The Fellowship is open to professional and academic staff of all ACU member universities in East Africa (Kenya, Tanzania and Uganda) and Asia



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(Bangladesh, Brunei Darussalam, Hong Kong, Malaysia, Pakistan, Singapore, Sri Lanka and the Maldives).

The Fellowship constitutes a one-week training programme hosted by the Martha Farrell Foundation in New Delhi, India. Applicants are expected to share an outline action plan to showcase how their home institution can address the issue of sexual harassment on campus spaces. The training supplements this plan by offering practical solutions and advice for the implementation of the plan, which the Fellow will then return to their university to institute.

Past Winners of Martha Farrell Memorial Fellowship

2016

Mohammad Mojibur Rahma: Mohammad Mojibur Rahaman is currently an Associate Professor at Institute of Education and Research (IER), University of Dhaka, Bangladesh. In 2011, he completed his M.Phil from IER and holds Master's and Bachelor's degrees in Education. He has also worked as a Programme Officer in ActionAid, Bangladesh and written and published extensively on lifelong education, education for development, gender education and non-formal education. He is also the Founder-Director of Paathshala, a school for working children.

As part of Martha Farrell Memorial Fellowship, Mr. Rahman brought about an active anti-sexual harassment policy in his campus. In Bangladesh, there isn't a national law that provides for prevention and redressal of sexual harassment at workplace. Therefore, universities and educational institutions are also lacking in institutionalizing an anti-sexual harassment policy within their campuses. Mr. Rahman conducted a survey with students and staff to identify issues of sexual harassment within University of Dhaka and used the data thus gathered to inform the policy that he formulated for his university. In March 2017, he brought together management, staff and students to validate the policy and put it into action. Currently, University of Dhaka is leading the way for other educational institutions in Bangladesh by implementing a proactive and inclusive anti-sexual harassment policy.

2017

Dr. Carmen Suneetha Wickramagamage - Dr. Carmen Suneetha Wickramagamage hails from the city of Kandy, Sri Lanka. Currently a professor at University of Peradeniya, Sri Lanka, she has been teaching in the Dept. of English since 1985. She holds a BA in English (Hons.) from the University of Peradeniya and a PhD in English from the University of Hawaii at Manoa, USA. From 2002 to 2006, she was the Joint Coordinator of the Translation Studies Programme at her university and from 2004-2009, she headed the Department of English. She teaches courses on British and American Literature as well as



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Post-Colonial Literary Creativity. She has researched extensively on postcolonial literary studies and feminist literary criticism and authored many papers and books on the same.

Dr. Wickramagamage is currently the Director of Gender Equity and Equality Cell at her home university. Since 2015, she has played an instrumental role in drafting a comprehensive anti-sexual harassment at workplace policy at her university and ensuring the implementation of guidelines laid down by the Standing Committee on Gender Equity and Equality (GEE) of University Grants Commission (UGC), Sri Lanka. As a part of this fellowship, Dr. Wickramagamage is working on the effective implementation of anti-sexual harassment at workplace policy in her university, which includes raising awareness and dispelling myths about sexual harassment at workplace (SHW), by facilitating effective dialogue and conversations among students, faculty and staff. She is also developing a paper, which will critically document the process of implementing the SHW policy among multiple stakeholders in the university.

2018

Ms. Fatihya Ally Massawe: Ms. Fatihya Ally Massawe is a Senior Lecturer, Researcher and Consultant working at the Department of Policy, Planning and Management, at the Campus College of Social Sciences and Humanities- Sokoine University of Agriculture (SUA). She holds a Ph.D. in Rural Development from SUA and Masters Degree in Science in International Development Studies from Wageningen University, Netherlands. Fatihya teaches courses in Poverty Analysis, Conflict Management, Agriculture and Rural Development, and gender and development. She also has a vast experience in organizing and facilitating gender workshops and believes in organizational transformation. Fatihya has been working in SUA's Gender Policy Implementation Committee (GPIC) since 2007. She has been serving as a facilitator in the committee and has conducted various awareness programs and seminars for students and staff. As part of the Martha Farrell Memorial Fellowship, Fatihya is working towards strengthening the GPIC of her university, so that all the staff and students become aware of the redressal mechanism available for them and fearlessly report instances of sexual and gender-based violence in the university.

2019

Dr. Lulu Simon: Dr. Lulu Simon is a lecturer of University of Dar es Salaam and Director of the Institute of Gender Studies since 2018. She has a PhD in Education from University of Edinburgh- United Kingdom. She has training. As part of Martha Farrell Memorial Fellowship in 2019, Dr. Mahai is working towards building strategies for preventing gender based violence/sexual harassment among staff and students at the university of Dar es Salaam, Tanzania. She has initiated a review of her university's gender policy, brought out a policy statement and plan of action on sexual harassment of women at workplace. A committee for SHW in the university has also been formed keeping in mind the clause of equal participation of both men and women and one external member. Additionally, the



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Gender Desk in the campuses have been utilised to create awareness regarding SHW including through workshops and seminars.

Dr. Andrew Mushi: Dr. Andrew Mushi is from Mzumbe University, Dar Es Salaam, Tanzania. Dr. Mushi is lecturer in Mzumbe university since November 2011. As part of Martha Farrell Memorial Fellowship, Dr. Mushi is working towards mainstreaming the prevention of sexual harassment and gender-based violence at Mzumbe University and prepare key policy document and development plan (guideline).

2020

Dr Georgina Oduro: Georgina Yaa Oduro (PhD) is the current Director of the Centre for Gender Research, Advocacy and Documentation (CEGRAD), University of Cape Coast. She also served as the co-ordinator for Advocacy and Outreach at the Centre prior to her appointment as the Director. Dr. Oduro has been involved in a number of outreach and advocacy works in the area of gender and sexual harassment issues at the University and beyond including the training of both students and staff on sexual harassment and gender related issues. Georgina is a senior lecturer with the Department of Sociology and Anthropology where she has been teaching and researching Gender Studies, Gender and Sexuality etc. at both undergraduate and graduate levels. She was a Takemi Fellow in International Health at the T. H. Chan school of Public Health, Harvard University, USA during the 2016/2017 academic year where she researched sex work among marginalised youth in Ghana. Her research interest lies in the domains of gender, violence, marginalized youth, mixed-race identities, ocean culture and heritage, embodiment etc. Her works have featured in the Palgrave Handbook for Sexuality Education (2017), Routledge International Handbook for Sex Industry research (2019) and the Routledge Handbook for African Queer Studies (2020).

Dr Fatmatta Taqi: Dr. Fatmatta Taqi (nee Cole) is an academic and an advocate who is passionate about the empowerment of women and girls and strongly believes that education and relevant knowledge are key 'changers' of any situation. Dr. Taqi holds a PhD in Multi-Disciplinary Social Sciences and an M.A. in Women's Studies from the Anglia Ruskin University, Cambridge, United Kingdom, a Post-Graduate Diploma in Education and a B.A. Degree in English and French from Fourah Bay College, University of Sierra Leone. Dr. Taqi is the Director of Academic & Career Advisory & Counselling Services (ACACS) and the Students Complaints Centre at the University of Sierra Leone, for its three constituent colleges.

Dr. Scholastica Omondi: Dr. Scholastica Omondi is the Associate Dean, School of Law, Kisumu Campus, University of Nairobi, Kenya. She holds a PhD in Law, a Masters in Sociology and a Bachelors in Law all from the University of Nairobi. The PhD thesis in Law examined the Implications of the Adversarial Criminal Trial on the Special Needs of Child Victims of Sexual Abuse in Kenya. She has just completed a second PhD study in Sociology and is awaiting examination of the thesis at Kenyatta University in Kenya. The PhD thesis is



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on The Socio-cultural and economic determinants of Accessing Justice by Victims of Spouse Abuse in Kenya. She previously worked as a State Counsel, Magistrate and Judge in Kenya. She is a researcher and consultant in socio-legal issues. As a lecturer, she teaches courses such as gender, criminal law, children rights, evidence, victimology, criminal justice and human rights amongst others. She mentors students and has published several journal articles as well as books in these areas. She has a wealth of experience in the legal sector.

About Martha Farrell Foundation

Martha Farrell Foundation (MFF) has been set up in the memory of feminist civil society leader Martha Farrell, who was killed in a terrorist attack in Kabul in 2015. Under the ambit of PRIA (Participatory Research in Asia), which was founded in 1982 by Dr. Rajesh Tandon, MFF is a social enterprise committed to securing a gender just society by supporting practical interventions which challenge gender discrimination and promote gender mainstreaming within organisations and wider society.

About The Association of Commonwealth Universities

The Association of Commonwealth Universities (ACU) is an international organisation dedicated to building a better world through higher education. Leveraging the power of international collaboration, the ACU brings universities together from around the world to help advance knowledge, promote understanding, broaden minds and improve lives.

The ACU champions higher education as a cornerstone of stronger societies, supporting its members, partners and stakeholders to adapt to a changing world.

The ACU's strategic program 'The Road to 2030' reinforces its fundamental belief that global challenges can only be solved through international collaboration, and collective commitment to achieving the UN Sustainable Development Goals (SDGs) through higher education.