Professor Marc Epprecht, Department of Global Development Studies, Queen’s University, Kingston.

Dr. Epprecht is a Professor and Head of the Department of Global Development Studies at Queen's University, who earned his PhD in History at the Dalhousie Univ., Halifax in 1992. He has published extensively on the history of gender and sexuality in Africa in over thirty referred papers and chapters, and seven books as single author or co-author like Hungochani: The history of a dissident sexuality in southern Africa (Winner of the 2006 Joel Gregory Prize from the Canadian Association of African Studies); and Heterosexual Africa?: The History of an Idea from the Age of Exploration to the Age of AIDS (Nominated for the 2010 Joel Gregory Prize from the Canadian Association of African Studies). Other awards include the WINNER of the Desmond Tutu Award 2009 for the outstanding contributions to the study of gender and sexuality in Africa from the International Resource Network of the Centre for Lesbian and Gay Studies; and Honorable Mentions of the Mel Herskovits Prize 2009 to the best book on Africa from the African Studies Association; and the David C. Easton Prize 2010 from the American Political Studies Association.

Prof. Epprecht has been Invited Lecturer at Universities and Research Centres of Canada, South Africa, India, Italy, USA, Denmark, Sweden, and Nigeria. He has provided media interviews for Radio Canada International, CTV News, The NY Times, and the Royal African Society. He has been Principal Investigator of research grants from the Association of Universities and Colleges of Canada, the SSHRC Standard Research Grant, the Canadian Institute of Health Research, and the International Development Research Council. Prof. Epprecht lived on the continent off and on since the 1980s and has also taught at the Univ. of Zimbabwe, Univ. of KwaZulu-Natal in South Africa, and Univ. of Basel in Switzerland. His presentation refers to Gender and Development in African History with Lessons for Contemporary Initiatives.

Presentation Title: Gender and Development in African History with Lessons for Contemporary Initiatives.

Provides an overview of how gender roles and identities affected development from the early days of transition to capitalism, to colonial welfare and other projects, to the age of structural adjustment, HIV, and globalisation. Some current issues in addressing the legacies of hegemonic masculinity and femininity on the continent, and what “gender mainstreaming” may imply for African culture and politics are also considered.
KEYNOTE INVITED SPEAKERS’ SHORT-BIOS AND PRESENTATION ABSTRACTS (CONT.)

Prof. Maydianne Andrade, Professor & Canada Research Chair, University of Toronto Scarborough.

Prof. Andrade’s earned her PhD in Neurobiology & Behavior from the Univ. of Cornell, USA, in 2000, after which she accepted a faculty position at the University of Toronto Scarborough (UTSC). She is currently a tenured Professor and Canada Research Chair in the Departments of Biological Sciences and Ecology & Evolutionary Biology. Her research centers on the evolution of behavior in invertebrates, particularly black widow spiders. She has mentored numerous young women of colour in her laboratory and classes, and has been a panelist and speaker at workshops on gender equity and diversity in science.

Prof. Andrade is the recipient of numerous research awards including a University Faculty Award from NSERC, Premier’s Research Excellence Award from the Government of Ontario; New Opportunities and Leaders Innovation Fund Awards from the Canadian Foundation from Innovation; an African Canadian Achievement Award for Excellence in Science; and the Outstanding New Investigator awards from the Animal Behaviour Society (USA). She was named a Canada Research Chair in Integrative Behavioural Ecology in 2007. She was named to Macleans Magazine's Honour Roll for 2006; made one of Popular Science Magazine’s ‘Brilliant 10’ in 2005; and profiled in Time Magazine (Canada, 2002) as one of the young Canadians ‘...who define the new frontiers of science.’ In 2006/2007 she was nominated by her students for Television Ontario's Best Lecturer competition, in which she was one of 10 finalists from an initial field of 155 nominees. Prof. Andrade has been interviewed several times on CBC radio’s ‘Quirks and Quarks’ and appears frequently on 'Discovery Channel’. She will discuss manifestations and effects of gender bias in science, and consider ways of counteracting these effects.

Presentation Title: Gender bias in science: manifestations, effects & countermeasures.

Assessment of professional achievement is a fundamental feature of careers in science, where it affects hiring, compensation, resource availability, promotion, and opportunities for further progress. Here I outline how decades of research, including experimental studies, show women are subject to systematic biases in the assessment of their scientific competence and achievement. Some types of bias are overt and can be addressed in many institutions with existing policies against unprofessional behaviour. Other forms are more subtle however, and may involve unconscious tendencies that are challenging to identify and address. Unconscious biases may nevertheless manifest in peer review of scholarly work or quantitative assessment of research impact, among other areas, and appear to be pervasive, regardless of the gender of the evaluator. I discuss likely manifestations of unconscious bias and argue that education is a critical tool for counteracting its negative effects.
Professor Gertrude Mianda, Associate Professor, Gender, and Women’s Studies Program, Glendon College, York University.

Prof. Mianda earned her PhD in Sociology at the Laval University in Quebec in 1992. She has just stepped down from Chairmanship of the School of Gender, Sexuality and Women’s Studies at York University, where she is an Associate Professor at the Gender and Women’s Studies Program at Glendon College. Her main research focus is on gender and development/globalization. Her doctoral research on women market gardeners’ strategies in Kinshasa (DRC) and their difficult quest for empowerment is documented in her book *Femmes africaines et pouvoir: Les marichères de Kinshasa*, one of her four books on African Women studies. Prof. Mianda’s additional research interests include immigration (African immigrants in Canada), gender and post-colonialism. Prof. Mianda has published over fifteen refereed book chapters and scientific journals, and has been Invited Speaker in Conferences held in Canada, United Kingdom, Senegal, France, Belgium, Democratic Republic of Congo, and Mexico.

Prof. Mianda has received research grants from the SSHRC Travel and Small Grants and the Glendon College Travel and Research Grants, and has been a member of the Canadian Journal of African Studies Editorial Board, and the Reflets Advisory Board; and Member of the Center for Feminist Research (CFR) at the Univ. of York until 2015. She has taught Undergraduate Courses on Gender and Immigration, Women and Globalization, and Gender, Society and Development, and supervised over ten Honour Thesis, PhD and MSc thesis. Her presentation refers to African women empowerment.

**Presentation Title: Is Economic Empowerment a Trap for African Women?**

The empowerment of African Women to make help them become more economically autonomous does not really emancipate them because it does not result in the improvement of their social status. Women may apparently become the household head, but does this new “post-colonial role” reflect a change in the gender relations or in the social status of African women collectively? The economic empowerment of women serves the purpose of national economic efficiency. It is well known that African women care more for their family than for themselves. They use the money they earn from their economic activities for their family’s well-being even at the cost of depriving themselves. Therefore, women’s economic empowerment must be undertaken in conjunction with demands for changes in social resources such as legislation and traditional beliefs that structure gender relations in order to have a tangible impact on the collective status of women as a result of empowerment. If it is not instrumentalized by the focus on the single dimension of material resources (economic), empowerment has the “transformatory potential” of emancipating African Women.
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