



SD DOMBO UNIVERSITY OF
BUSINESS AND INTEGRATED
DEVELOPMENT STUDIES

(SDD-UBIDS)

**CENTRE FOR GENDER
RESEARCH, DIVERSITY
AND SOCIAL INCLUSION
(GRDSI)**

FOREWORD

The Simon Diedong University of Business and Integrated Development Studies (SDD-UBIDS) is dedicated to promoting equality, diversity, and social inclusion. The university is focused on creating an inclusive educational environment where all members of the staff, irrespective of gender, ethnicity, or ability, feel valued and secure. It is committed to fostering a learning, teaching, and social setting that upholds the inherent human rights and dignity of all differently situated women and men.

SDD-UBIDS prioritises gender equality and social inclusion as fundamental principles in the university's governance to fulfil its goals. The university considers it essential to integrate gender equality, social inclusion, and diversity in all interactions with stakeholders as a display of commitment to gender equality and diversity.

Creating a safe and peaceful working environment is a basic human right. Discrimination, harassment, victimisation, intimidation, and violence infringe upon individuals' rights. Any of these behaviours can undermine the academic freedom of university community members. The effects of such actions on both the victims and the university can be substantial, as they can hinder knowledge generation and damage the university's reputation.

The establishment of a Gender Centre will enable the university to tackle issues related to social exclusion, gender inequality, and workplace gender-based discrimination effectively. I kindly request your support in our endeavour to cultivate a fair working environment that advocates for gender equality and social inclusion, ensuring that no one is overlooked.

Professor Emmanuel Derbile
(Vice-Chancellor)

ACKNOWLEDGEMENT

We express our sincere appreciation to Professor Constance Awinpoka Akurugu, the chairperson of the Centre for Gender Research, Diversity and Social Inclusion (CGDSI), and the team members, including Dr. Isaac Dery, Dr. Grace Alenoma, and Dr. George Dery. Indeed, your expertise and commitment have produced a valuable document to guide the establishment of a gender and diversity Centre.

The support of the university's senior management, particularly the Offices of the Vice-Chancellor, the Pro-Vice Chancellor, and the Registrar, as well as the Academic Board of SDD-UBIDS, which played critical roles at various stages of the development of the Centre for Gender Research, Diversity, and Social Inclusion (CGDSI), is duly appreciated.

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INTRODUCTION

Across the world, there is increasing awareness of the need to deepen discourses about Gender Studies both as an area of academic interest and a practice-related issue. Gender Studies has received considerable attention, especially across Europe and North America. In a gender-inequitable society such as Ghana, issues of gender have gained some measure of prominence in both academic and advocacy domains. This is demonstrated by a growing body of academic scholarship that continues to shape and influence policy direction. Aiming to contribute to the consolidation of existing empirical knowledge and advocacy towards a gender-equitable society, the Simon Diedong Dombo University of Business and Integrated Development Studies (UBIDS) proposes to establish a Centre for gender research and Advocacy, known as the Centre for Gender Research, Diversity and Social Inclusion (GRDSI). A central focus of the Centre will be to bridge the gap between academic theories and industrial practice through innovative and impactful research, partnerships, and consultancy and advocacy. This aligns with UBIDS's mission, which is driven by innovative approaches/es to academic work and development practices.

The proposed Centre's main aim is to serve as an important hub for cutting-edge research and practical education. There is a growing body of academic research which is informed by and situated within the complex cultural nuances and social dynamics of Northern Ghana and Ghana at large. Despite the growing body of scholarship, much of the research findings often fail to reach the most essential audiences— local community members and those

at risk of social exclusion. Therefore, the proposed Centre will offer advocacy, empowerment and practical education targeted at a range of audiences –both academic and non-academic. This approach also has some potential to make the innovative initiatives of SDD-UBIDS more visible. In view of the above, the overarching aim of the proposed Centre is to become an important avenue for top-notch scholarship, capacity-building training, advocacy, research, and consultancy services in the core thematic areas of its clients.

The Centre will also rely on Ghana's 1992 Constitution, the Ghana National Gender Policy, and the Ghana National Social Protection Policy. The Centre will draw inspiration from the Sustainable Development Goals Agenda 2023 and the African Union's Agenda 2063. The proposed objectives and activities of the Centre also rely on the African Charter on Human and People's Rights, the Maputo Protocol (i.e., The Protocol to the African Charter on Human and Peoples' Rights and the Rights of Women in Africa) and the United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). In particular, Articles 10 and 11 of the CEDAW enjoin member states, including Ghana, to take meaningful steps to eliminate gender-based discriminatory practices that inhibit women's access and effective participation in education and employment, respectively. Similarly, the Convention on the Rights of Persons with Disabilities enjoins the UN member states to promote and protect the rights and freedoms of all persons living with a disability.

The Centre recognises that gender inequalities and injustices pervade all spheres of human endeavour, including the University environment. It further appreciates that gender is a cross-cutting issue and intersects with other areas of inequality, such as disability, social status, age, ethnicity, religion, illiteracy, and poverty. The overarching aim of the proposed Centre is to become an important

space for transformative scholarship, capacity-building training, advocacy, and practical education for the university community and the public.

VISION

To create an inclusive space where gender equity, diversity, and social inclusion are nurtured and promoted through applied and action-oriented research and practical education.

MISSION

To serve as a hub for cutting-edge research and practical education on gender, diversity, and social inclusion issues in Northern Ghana and beyond.

CORE OBJECTIVES

Research: To foster and promote cutting-edge research on gender and social inclusion issues through mutually beneficial collaboration/partnership with NGOs, government departments, CSOs, the public, and other relevant stakeholders within and outside Ghana.

Education: To serve as an important intellectual space where knowledge on fundamental concepts, theories, methodologies, and frameworks of feminist and gender discourses is engaged through workshops, roundtable discussions, seminars, radio discussions, and other relevant fora.

Training: To promote a vibrant intellectual community where academic researchers, development practitioners, policymakers, and the public are exposed to fundamental tools/frameworks in conducting and analysing gender-responsive and social justice issue-based research.

Advocacy: To create a conducive space where socially disadvantaged and historically marginalised groups are able to seek support and find redress in ways (Rescue, Rehabilitate, and Reintegrate) that protect them from double victimisation.

Publishing: To stimulate the production, exchange, and dissemination of empirically grounded and theoretically informed scholarship across different platforms, including publishing in top-tier journals, books, policy briefs, newspaper articles, mass and social media, including radio discussions, etc.

Consultancy Services: To offer consultancy services on gender and social inclusion issues to the university community, government departments, ministries, NGOs, and the public.

EXPECTED OUTCOME

Members of the university community and the public have become more knowledgeable about, conscious of, and supportive of gender equality, diversity, and social inclusion issues.

Local communities have access to current and relevant research findings pertaining to gender, diversity and social inclusion issues.

The university community, government departments, NGOs, and the public are adequately trained and capacitated on the discourses, concepts and practical application of gender and social inclusion.

The public is more conscious of and practices gender equality, diversity and social inclusion, and adequately addresses all forms of discrimination in this regard.

The university produces more gender-related research and is more visible in gender equality, diversity and social inclusion research and advocacy.

The university gets extra IGF from gender and social inclusion research and consultancies.

SOURCES OF FUNDING

The Centre will be financed through both local and international sources. As the Centre gains ground, innovative research and capacity-building proposals will be sent out for funding from local and international partners, universities, and relevant research institutes, such as the South African Medical Research Council, DAAD and the British Academy. Also, funding will be sought from development partners and CSOs which support equity, diversity, and social inclusion. Preliminary discussions on possible funding have been held with development partners such as GIZ, OXFAM, CARE International, UNICEF, and Plan Ghana. The discussions held thus far suggest that there is a strong interest among these partners who are deeply committed to championing gender, diversity, and social inclusion.

ORGANISATIONAL STRUCTURE AND STAFF

Upon approval, the Centre will be managed by a director with strong expertise in and commitment to lead efforts toward the promotion of gender-based applied research and advocacy, women's empowerment, and social inclusion. The director will be assisted by senior members with similar expertise from the departments and centres across the University. All staff will be required to have expertise and passion for working with diverse people in order to engender greater social change within the university community.

REFERENCES

Ministry of Gender, Children and Social Protection. 2015. National Gender Policy Mainstreaming Gender Equality and Women's Empowerment into Ghana's Development Efforts. Accra: Government of Ghana.

Ghana National Social Protection Policy 2015

The African Charter on Human and People's Rights of 1986

The United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) of 1978

1992 Constitution of Ghana

The United Nations Convention on the Rights of Persons with Disabilities of 2006