



**EOC**  
Equal Opportunity Commission  
*Promoting Equality*



annual report 2010



# ANNUAL REPORT 2010

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## CHAIRMAN'S REMARKS

It is with some pride and pleasure that I commend our report for the year 2010 to the wider public. Whereas the period 2008/2009 was one that involved the establishment of our foundations, 2010 was a period of consolidating. In 2009 we had moved to more spacious accommodation at Wrightson Road. This permitted more adequate staffing and in 2010, we began work in earnest.

As the report will make clear, we deal with a steadily increasing volume of complaints from the wider society and urgent requests from various organizations and institutions to make our services, free as they are, more available to the wider public.

The report speaks for itself and certainly is worthy of your close reading and reflection.

The Equal Opportunity Commission was established by Section 26(1) of the Equal Opportunity Act 2000, for the purpose of exercising the jurisdiction conferred upon it by that Act. The Equal Opportunity Commission (EOC) was appointed on the 21st April, 2008 with a mandate to work towards the elimination of discrimination and the promotion of equality and good relations between persons of different statuses.

This report is being submitted in keeping with Clause 53 of the Equal Opportunity Act (EOA) of 2000, which states, *"The Commission shall within three months after the end of each calendar year submit to the Minister a report of its operations during that year."*

This report covers the period January 1st – December 31st 2010. For the period January 2010 to December 2010, the EOC comprised five commissioners as follows:-

- Professor John La Guerre  
CHAIRMAN  
BSc. (Economics) (UWI), M. Sc. (Government) (UWI), Ph. D. (Manchester)
- Dr. Eastlyn Mc Kenzie  
VICE CHAIRMAN  
Ed.D (Human Resource Development) - The George Washington University, USA
- Ms. Stephanie Daly  
COMMISSIONER  
LL. B. (Hons) (London University)
- Ms. Beverly Ann-Marie Beckles – B.Sc. (Business Management) ( St. Francis Xavier University, Nova Scotia, Canada), Master in Rehabilitation Administration from Mc Laren School of Business, University of San Francisco, USA – ( Commissioner)
- Dr. Hamid Ghany  
COMMISSIONER  
B. A. (UWI), M. A. (Fordham), Ph. D. (London School of Economics and Political Science)

The profiles of the Commissioners are attached as Appendix I

## Vision

The Equal Opportunity Commission envisages an informed and empowered nation that is assured of fair and equitable treatment for all citizens, contributing to a common endeavour for the good of all.

## Mission Statement

The Equal Opportunity Commission will be inspired and guided by the Equal Opportunity Act of 2000, which seeks to prevent and discourage acts of discrimination relating to race, gender, religion, disability, employment, education, accommodation, status, offensive behaviour, the provision of goods and services, geographical origin, ethnicity and marital status. It recognizes the importance of the removal of all barriers to the free flow of resources of talent, opportunities and aspirations so that each individual can contribute to the national endeavour and expect a fair response in return. In the pursuit of these objectives, the Commission shall seek to educate, conciliate and adjudicate on the complaints that come before it and will invite the wider society to participate, as fully as possible, in this exercise.

## Accommodation

The Equal Opportunity Commission is presently housed on the first floor of the Ceramic (Trinidad) Building, located at #37 Wrightson Road, Port-of-Spain. The Commission is in the process of seeking a new location for its operations. The proposed building is located at Suresh Lane, Ramsaran Street, Chaguanas.

## Review of the EOC Act

The Commissioners during the period of 2010 undertook a comprehensive review of the Equal Opportunity Act, 2000 (EO Act) in order to make recommendations on its workings and provisions. A committee comprising legal officers and a representative of the Commission was set up to review the EO Act 2000. Amendments were proposed, and a report was submitted to the Commission. It is hoped that in 2011 a final document will be forwarded to the Ministry.

## ACTIVITIES UNDERTAKEN BETWEEN JANUARY 2010 AND DEC. 2010

### Chairman's Activities - (Professor John Gaffar La Guerre)

#### APRIL 2010

- **1st April-** Meeting with Mrs. Jennifer Baptiste-Primus of the Public Service Association.

The topic of discussion focused on the problems of complaints from public officers. The representative of the PSA agreed to explore the feasibility of reporting complaints received by them to the EOC for further action.

- **9th April-** The EOC hosted its first Panel Discussion on Friday 9, April 2010, from 10.00 am to 1.00 pm at the Rudranath Capildeo Learning Resource Centre (RCLRC), Mc Bean, Couva. The focus of the panel discussion was "*Understanding and Promoting Equality in Trinidad and Tobago*".

#### *Topics and Presenters included:*

- ♦ **Professor John La Guerre**, Chairman, Equal Opportunity Commission.  
*Topic: Understanding Inequalities in Societies*
- ♦ **Professor Rhoda Reddock**, Deputy Principal, University of the West-Indies, St. Augustine.  
*Topic: New Understandings of Equality*
- ♦ **Dr. Michael Toussaint**, Lecturer in the Faculty of Humanities in the Department of History, University of the West-Indies, St. Augustine.  
*Topic: "Race Relations in Trinidad and Tobago from an Historical Perspective: Allowing the Past and Present to Inform Our Way Forward."*
- ♦ **Mr. Anton La Fond**, Complete Assistance, Respect and Equality (C.A.R.E) for the Elderly and Disabled.  
*Topic: Equality for the Disabled and Elderly*
- ♦ **Mr. Devant Maharaj**, Indo Trinbago Equality Council (I.T.E.C).  
*Topic: "State Sanction in Equality"*
- ♦ **Mr. Aiyegoro Ome**, National Joint Action Committee (NJAC).  
*Topic: Equal Opportunity a social principle towards a new Trinidad and Tobago*
- ♦ **Mr. Deosaran Bisnath**, President, Global Organization of People of Indian Origin (G.O.P.I.O) Trinidad and Tobago) and Vice-president (Caribbean Region, G.O.P.I.O International).  
*Topic: Emulating Gandhi, King, and Mandela: Achieving Genuine Equality in Trinidad & Tobago*



Professor John La Guerre at the Trinidad and Tobago Chamber of Industry and Commerce

### SEPTEMBER 2010

- **3rd September-** Meeting at the Chamber of Commerce (Hall of Fame Inductees)
- **17th September-** Lectured at the University of the West-Indies (UWI). The topic at this session was “*Sources and origin of Racial Disconnection and Cultural Divergents in Trinidad and Tobago.*”

### OCTOBER 2010

- **6th October-** Meeting at the Chamber of Commerce (Hall of Fame Inductees) Participated in discussion on the awards given to the ‘Hall of Fame’ inductees held by the Chamber
- **13th October-** Lecture for the Ministry of Culture and Gender Affairs  
*Topic: Multiculturalism in Trinidad and Tobago*

### NOVEMBER 2010

- **9th November-** The EOC hosted its second Panel Discussion on Tuesday 9th, November 2010, from 5.00 pm to 7.00 pm at the Division of Public Utilities & Infrastructure Conference Centre, Tobago House of Assembly (THA) located at the Old Government Farm Road, Shaw Park, Tobago. The theme of the programme was on “*Understanding and Promoting Equality in Trinidad and Tobago*” with a special focus on the issues of ‘*Employment, Disability and Gender*’.

#### *Topics and Presenters included:*

- ♦ **Professor John La Guerre**, Chairman, Equal Opportunity Commission.  
*Topic: Multiculturalism and the problem of representation*
- ♦ **Dr. Roy Thomas**, Senior Lecturer, Cipriani College of Labour and Co-operative Studies in the Faculty of Humanities in the Department of History.  
*Topic: Impact of Equal Opportunity in employment on the search for a Just, Fair, Equitable and Stable Society*
- ♦ **Professor Rhoda Reddock**, Deputy Principal Office, University of the West-Indies, St. Augustine.  
*Topic: New Understandings of Equality*
- ♦ **Ms. Beverly Beckles**, Commissioner, Equal Opportunity Commission and Chief Executive Officer (CEO), National Centre for persons with Disabilities.  
*Topic: Equality for All...the issue of disability*
- ♦ **Mr. Narendra Lalbeharry**, Head of Legal, Equal Opportunity Commission  
*Topic: The Dawn of a New Term in Discrimination Law*
- **23rd November-** Meeting with the National Joint Action Committee (NJAC)  
*Topic: Multiculturalism in Trinidad and Tobago*

## ACTIVITIES *cont'd*

### DECEMBER 2010

- **13th December**- Attended the inaugural opening of the EOC's first workshop/training session in "*Investigating Discrimination*". The EOC collaborated with the European Union (EU) and the Australian Human Rights Commission (AHRC) in this training. Training took place over a three (3) day period from the 13th – 15th December, 2010 at the Government Training Centre, Chaguaramas. The workshop was facilitated by Ms. Tracey Raymond, Ag. Director – Investigation & Conciliation at the Australian Human Rights Commission (AHRC).

*Participants were:*

Ms. Mary Chadee, Mr. Keston Rampersad, Ms. Donnalyn Harry, Mrs. Keisha Mc Lean-Woods, Mr. Kashka Hemans, Ms. Michelle Benjamin, Mr. Navindra Ramadhar, Mr. Roger Belgrave, Mr. Narendra Lalbeharry, Mrs. Ria Mohammed-Pollard, Mr. Ian Rampersad and Ms. Stephanie Daly.

## Departmental Activities undertaken during the period January 2010- December 2010

### COMMUNICATIONS

#### *Public Education Programme – Panel Discussions*

The Equal Opportunity Commission (EOC) hosted two (2) panel discussions, the first of which was held on Friday 9, April 2010, from 10.00 a.m. to 1.00 p.m. at the Rudranath Capildeo Learning Resource Centre (RCLRC), Mc Bean, Couva on “*Understanding and Promoting Equality in Trinidad and Tobago*”.



Public Education Programme - Panel Discussion Couva, Trinidad.  
 From left to right: Dr. Eastlyn Mc Kenzie, Professor John La Guerre, Professor Rhoda Reddock, Mr. Michael Toussaint, Mr. Anton La Fond, Mr. Devant Maharaj, Mr. Aijegoro Ome, Mr. Deosaran Bisnath

The second was held on Tuesday 9th, November 2010, from 5.00 p.m. to 7.00 p.m. at the Division of Public Utilities & Infrastructure Conference Centre, Tobago House of Assembly (THA) located at the Old Government Farm Road, Shaw Park, Tobago. The theme was on “*Understanding and Promoting Equality in Trinidad and Tobago*” with a special focus on the issues of ‘*Employment, Disability and Gender*’.

Both panel discussions were chaired by Dr. Eastlyn Mc Kenzie, Vice-Chairman of the EOC. The Tobago panel included Professor Rhoda Reddock, Dr. Roy Thomas, Ms. Beverly Beckles, Mr. Narendra Lalbeharry and Professor John Laguerre. Both events served to sensitize, raise awareness and encourage public debate on issues of social equality and also deepened the general public’s understanding of the Commission’s work.



Public Education Programme- Panel Discussion Tobago

Speaker: Professor Rhoda Reddock







Logo and Tagline Judging. Judges from left to right:  
 Ms. Stephanie Daly, Mr. Tauson Plante and (the late departed) Sir Ellis Clarke

### *Branding- Logo and Tagline Competition*

On Monday 23rd of November 2009, the Equal Opportunity Commission (EOC) launched its logo and tagline competition and the Judging Committee met on Thursday February 04th 2010. One winner from each category was selected. Mr. Garland Holder won the logo design and Mrs. Shakila Medina won the tagline for “Promoting Equality”. Each winner received a gift voucher of fifteen hundred dollars (TTD\$1,500.00) worth of units courtesy the Trinidad and Tobago Unit Trust Corporation (UTC). The prize giving ceremony was held on Thursday April 15th 2010 at the EOC’s office: 1st Floor, Ceramic (Trinidad) Building, #37 Wrightson Road, Port-of-Spain.

The EOC logo is officially being used on letterheads, complimentary slips, complaint forms, leaflets, press kits, business cards, posters, backdrops and banners for external and internal events.



From left to right (back row standing):  
 Ms. Mary Chadee, Mr. Keston Rampersad, Mr. Ravi Singh, Ms. Donna-Lyn Harry,  
 Mrs. Keisha Mc Lean-Woods, Mr. Kashka Hemans, Ms. Michelle Benjamin, Mr. Fernando Howard,  
 Mr. Navindra Ramadhar, Mr. Gerard Mohammed, Mr. Roger Belgrave, Mr. Gandadal Naipaul.  
 From left to right (front row seated):  
 Ms. Charmaine Dookie, Ms. Tracey Raymond (Australian Consultant), Professor John La Guerre,  
 Mrs. Ria Mohammed-Pollard, Mr. Archibald Joseph, Mr. Ian Rampersad

### *International Training*

The Equal Opportunity Commission (EOC) in collaboration with the *European Union (EU)* and the *Australian Human Rights Commission (AHRC)* hosted its first workshop/training session in “*Investigating Discrimination*”. The training was held from 13th – 15th December, 2010 at the Government Training Centre, Chaguaramas. The workshop was facilitated by Ms Tracey Raymond, Ag. Director – Investigation & Conciliation at the Australian Human Rights Commission (AHRC). The training programme addressed the priorities of Good Human Rights with regards to Good Governance as indicated in the National Indicative Programme (NIP) of the 10th European Development Fund (EDF). The training also enhanced the skills and overall capacity of the staff of the Commission.



### *International Training cont'd*

The opening ceremony of workshop/training session  
From left to right (front row seated):  
Ms. Stephanie Daly, Ms. Beverly Beckles, Dr. Hamid Ghany,  
Mr. Ioannou Solomon - European Commission - External Relations,  
Delegation of the European Union in Trinidad and Tobago)

### *Information Material*

The EOC's leaflet on "How to Lodge a Complaint" was edited and reviewed to reflect the diversity of the people and cultures of Trinidad and Tobago. The new leaflets were reproduced and distributed to each Regional Corporation, the Tobago House of Assembly (THA); the Ombudsman Office and Warden's offices in the various geographic districts areas along with complaint forms. This was to ensure dissemination to the wider general public and accessibility to the services offered. This material is also accessible on the EOC's website.

### *Media*

Press interviews and press publications of the EOC's core functions, events, notices and the mandate of the EOC were published in the following print media: Trinidad Express, Trinidad Guardian, Newsday, Tobago News and the Student Press.

Radio and television appearances were made on Power 102, CNMG, CCN TV6, Radio Tambrin and Tobago Channel 5.



## HUMAN RESOURCES

### *Staffing*

The Human Resource Unit of the Ministry of the Attorney General continues to play an integral role in the recruitment of personnel to staff the Equal Opportunity Commission. Four (4) Civil Servants were assigned to the Commission and eight (8) officers, on contract, joined the staff during the year 2010. The Ministry in collaboration with the Chairman, Equal Opportunity Commission and Commissioners were involved in the recruitment and selection process of the eight (8) officers who were employed, on contract.

The Commission is now equipped with the necessary staff to investigate and conciliate on each complaint.

The following posts were filled at the Equal Opportunity Commission during the year 2010:

<b>CIVIL SERVANT</b>	<b>CONTRACT POST</b>
Administrative Officer IV	Legal Officer I
Research Officer II	Mediators (2)
Human Resource Officer I	Investigators (4)
Accounting Assistant	Information Technology Manager

The present staff structure is attached at **Appendix II**.



## LEGAL UNIT

The Legal Unit advises the EOC on all legal issues that pertain to the investigation, conciliation, legislation and function of the EOC. This Unit is in charge of all the complaints received during this period.

### COMPLAINTS RECEIVED IN 2010

- As at 31st December, 2010 the EOC received 178 complaints, a breakdown of which is as follows:

### NUMBER OF COMPLAINTS LODGED BY TYPE OF DISCRIMINATION:

- Race/Ethnicity - 38
- Sex - 6
- Origin (including geographic origin) - 3
- Religion – 2
- Marital Status - 0
- Disability - 3

### NUMBER OF COMPLAINTS BY CATEGORY:

- Employment - 140
- Education - 6
- Provision of Goods and Services - 8
- Provision of Accommodation – 2
- Victimization - 5
- Offensive Behaviour – 2
- Other - 15

### NUMBER OF COMPLAINTS BY GENDER:

- Male - 134
- Female - 41
- Body – 2
- Couple - 1

## LEGAL UNIT *cont'd*

### *Summary of Complaints:*

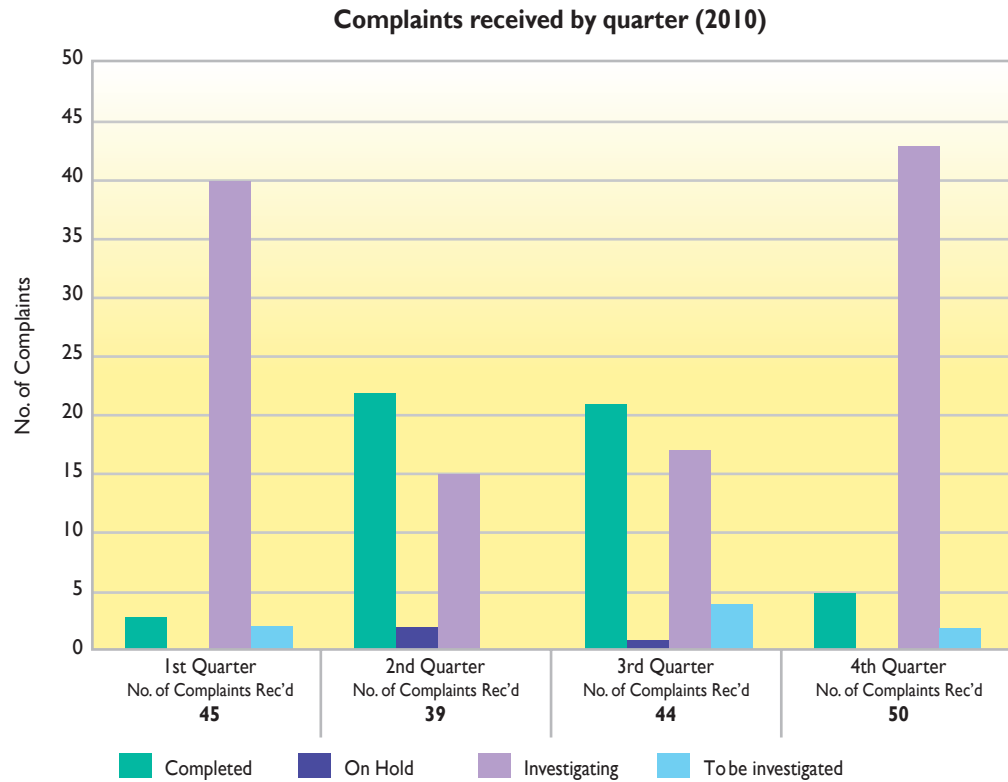
In the past year there has been an exponential increase in the number of complaints received by the Commission. This increase must be credited to the various public awareness campaigns and the several reports published by the Commission pursuant to section 39 of the Equal Opportunity Act. It is clear that our citizens are aware of the existence of the Commission, and, given that the work of the Commission is very reliant on individuals submitting complaints, increased knowledge of the existence of the Commission can hardly be discounted

Of the 178 complaints received from 1st January, 2010 to 31st December, 2010; 91 have been completed, 9 have been referred for Conciliation and 78 are currently being investigated by the EOC.

Due to the significant increase in the nature of the complaints received by the Commission the focus must be on future educational programmes with the aim of working towards the elimination of discrimination. It is expected that the Commission will continue to receive a high level of complaints. Therefore, the Commission can most effectively bring about the kind of social change anticipated by the preamble of the Act, that is, “to prohibit certain kinds of discrimination [and] to promote equality of opportunity between persons of different status” through public awareness.

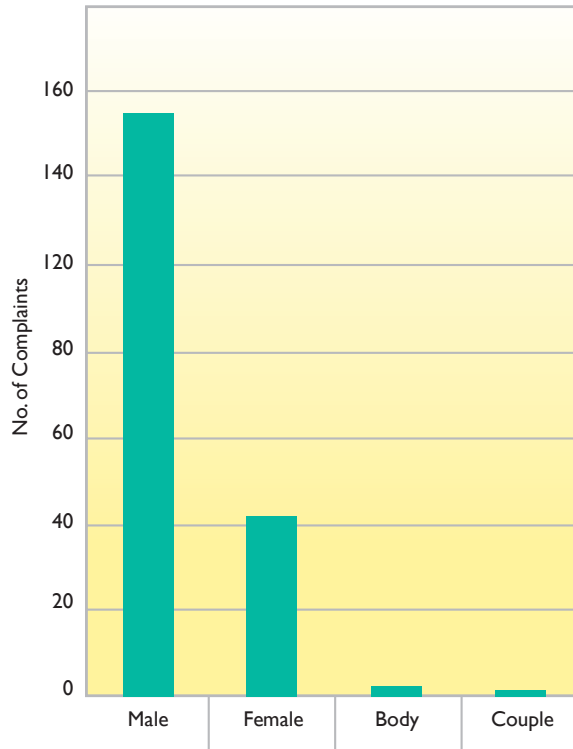
## ANALYSIS OF COMPLAINTS RECEIVED PER QUARTER (2010)

QUARTER	1st Quarter Jan - Mar	2nd Quarter Apr - Jun	3rd Quarter Jul - Sept	4th Quarter Oct - Dec	Totals
<b>NO. OF COMPLAINTS</b>	45	39	44	50	178

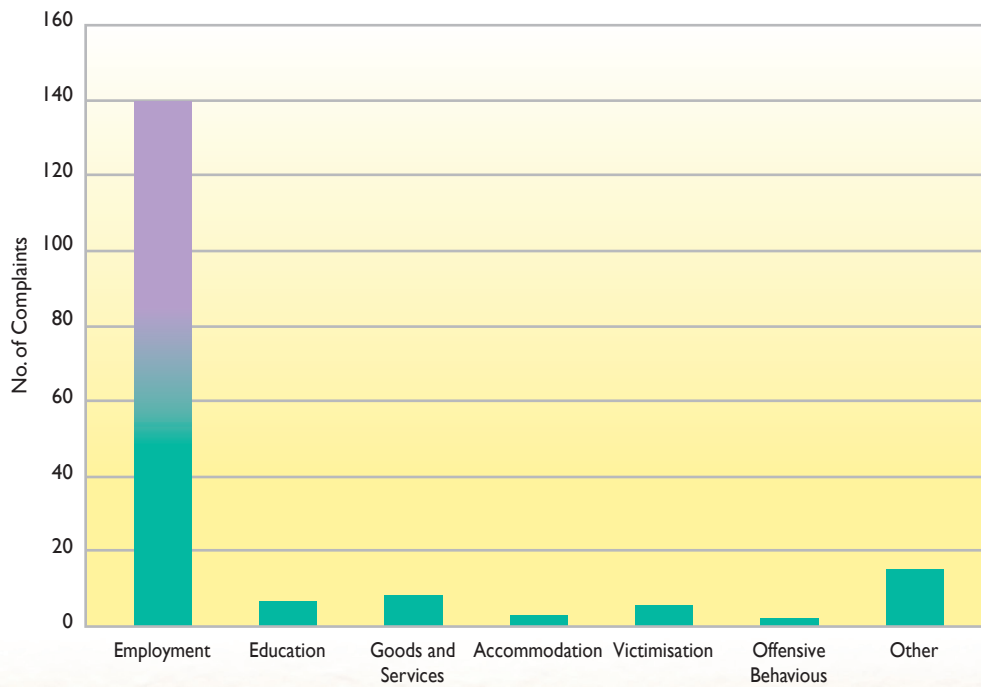


ANALYSIS OF COMPLAINTS RECEIVED PER QUARTER (2010) *cont'd*

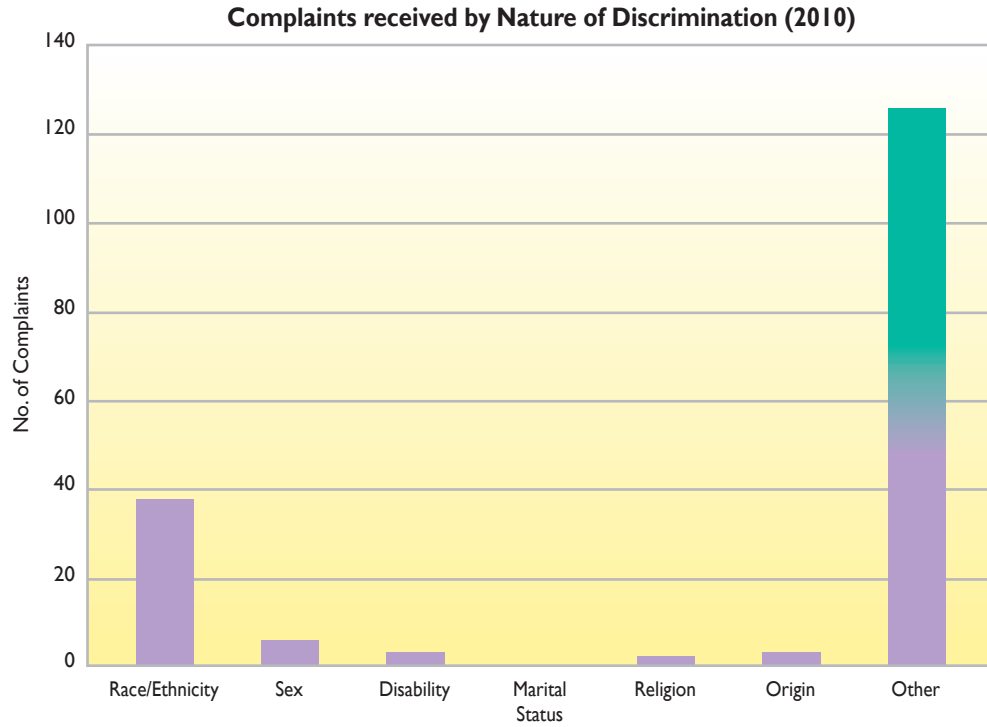
**Complaints received by Gender (2010)**



**Complaints received by Category of Discrimination (2010)**



ANALYSIS OF COMPLAINTS RECEIVED PER QUARTER (2010) *cont'd*





## RESEARCH UNIT

The Research Unit of the Equal Opportunity Commission commenced operations in June 2010, with the appointment of a Research Officer II. The main responsibility of the Research Unit is to develop, conduct and foster research and educational programmes and other programmes for the purpose of eliminating discrimination and promoting equality of opportunity and good relations between persons of different status.

More specifically the Unit:

- assists in planning, organizing and conducting programmes of research into areas related to the functions and objectives of the EOC;
- collects, analyses and evaluates data on relevant trends of equality ; and
- Liaises and collaborates with other Research Units in Government Ministries and Departments and private organizations, for the exchange of information relating to the Equality of Opportunity for the citizenry of Trinidad and Tobago.

The role of the Research Unit is to encourage research, and to ensure the quality and dissemination of research projects associated with the Commission by providing support, advice and education on research matters.

During the period August 2010 - December 2010, the Research Unit conducted a preliminary situational analysis of the organization to ascertain the research requirements of the Commission.

The Unit focused on:

- developing its scope of works to highlight the importance of evidence based research;
- identifying research needs and commission research accordingly; and
- building an evidence based culture within the Commission.

In this regard an Action Plan is being developed for fiscal 2011.

## INFORMATION TECHNOLOGY

The Information Technology Division is responsible for providing and managing the information technology and systems policy; which included planning, administration, information system and application support, networking and communications, and service support. During the period under review the Unit was involved in the:

- acquisition of twenty-two (22) Z200 HP Workstations - installed
- acquisition of fourteen (14) all-in-one Colour Printer/Scanner/Copier/Fax - installed
- acquisition of twenty-two (22) un-interrupted power supply (UPS) units
- acquisition of twelve (12) Black Berry Bold 9700 Mobile hand-sets for senior officers, along with twelve (12) Blue Tooth head sets
- outsourcing the purchase of PBX equipment along with telecommunication lines for both the Equal Opportunity Commission (EOC) and the Equal Opportunity Tribunal (EOT)

## ACCOUNTS UNIT

### Financial Expenditure

During the period January 2010 – December 2010 the Equal Opportunity Commission (EOC) and the Equal Opportunity Tribunal (EOT) obtained releases in the sum of five million, five hundred and forty-four thousand, three hundred dollars Trinidad and Tobago dollars (TTD\$ 5,544,300.00) from the Budget Division, Ministry of Finance. This sum was in relation to Goods and Services. Two million, eight hundred and ninety-two thousand, four hundred and seventy-five dollars and forty cents (\$2,892,475.40) was spent under 02/003-Goods and Services and three hundred and forty-three thousand, nine hundred and sixty-four dollars and sixty-seven cents (\$343,964.67) was spent under 03/003-Minor Equipment.

A total of three million, two hundred and thirty-six thousand, four hundred and forty dollars and seven cents (\$3,236,440.07) was utilized by the EOC for 2010. It is to be noted that both the EOC and EOT share one (1) Item-003.

## STATEMENT OF COST AND EXPENSES

*Expenditure for January- December 2010*

<b>EXPENSES:</b>	<b>TT\$</b>
<b>Goods and Services (02/003)</b>	
<b>Fixed Cost</b>	
Electricity	240,000.00
Rent/Lease	1,656,000.00
Contract	30,590.12
Janitorial Services	152,519.90
<b>Total Fixed Cost</b>	<b>2,079,110.02</b>
<b>Variable Cost</b>	
Telephone	412,219.00
Stationery	100,389.26
Materials	2,279.25
Maintenance of Vehicle	7,425.21
Official Entertainment	6,808.60
Postage	1,481.25
Medical	947.00
Promotion/Publishing/Printing	199,462.65
Hosting Conference	72,703.16
Travelling	9,650.00
<b>Minor Equipment (03/003)</b>	
Office Equipment	340,341.47
Other Minor Equipment	3,623.20
<b>Total variable Cost</b>	<b>1,157,330.05</b>
<b>Total Expenditure</b>	<b>3,236,440.07</b>

## CHALLENGES

An analysis of the current and previous years was undertaken and it was noted that the Public Education Programme needed to be accelerated and expanded. This activity will become a major focus during the calendar year 2011. It is also expected that infrastructure and related facilities would be considerably enhanced.

## PROJECTIONS FOR THE NEW FISCAL YEAR

### Projections for Legal Department

In the new fiscal year the Legal Department proposes the following:

- to publish the Freedom of Information Statement for 2011;
- to become accessible to all complainants throughout Trinidad and Tobago;
- to create policies for the timely handling of complaints received ; and,
- to implement proposed procedures for the investigations of complaints.

### Projections for the Research Unit

The Research Unit proposes to conduct a survey of public awareness on the EOC, to be implemented during the months of April – August 2011. The survey is primarily being carried out to access the way in which the public views the work of the EOC. The Research Unit wishes to obtain an evidence base towards the perceptions of the EOC and the Equal Opportunity Act 2000 among members of the public.

### Projections for Information Technology

Hardware

- Acquisition of eight (8) HP Servers with ancillary equipment (racks, UPS, etc.)
- Backup system outsourcing with the Columbus Communications Trinidad Limited (FLOW)

Black Berry Service

- Black Berry Enterprise (BES) server to be initiated



## APPENDIX 1 PROFILE OF COMMISSIONERS

The Equal Opportunity Commission (EOC) comprises the following five commissioners:



### **PROFESSOR JOHN LA GUERRE**

B. Sc. (Economics) (UWI), M. Sc. (Government) (UWI), Ph. D. (Manchester)  
*Chairman*

John Gaffar La Guerre – B.Sc (Econ) U.W.I, M.Sc (Govt) U.W.I, PhD (University of Manchester) is Emeritus Professor of Government at the St. Augustine Campus of the University of the West Indies. He was educated at Progressive Educational Institute and St. Andrews High School in Trinidad and universities in Manchester and in Paris.

He is currently Chairman of the Equal Opportunity Commission. He was a tutor in Politics and Government at the Universities of Manchester and the West Indies, and lecturer and Professor of Government at the U.W.I St Augustine until 2001. He served as Vice-Dean and Dean of the Faculty of Social Sciences, Chairman of the African and Asian Studies Unit at the U.W.I. He was also the Public Orator at the University and was for many years the Head of their Department of Government. He has written many books on the politics of the Caribbean and Africa and has contributed several articles to the professional journals.

He has contributed several papers to conferences in the Caribbean and elsewhere. He has done several reports for the Government including reports on Employment practices in the Public Sector as well as scholarship awards by the state. He was a member of the Hyatali Commission of 1987, was Co-Director of the Centre for Ethnic Studies, U.W.I, St. Augustine during the period 1992-1996, a member of a Task Force on Legal Education in Trinidad and Tobago in 1997 and is now a member of the Round Table on Constitution Reform.

## PROFILE OF COMMISSIONERS



### **DR. EASTLYN MC KENZIE**

Ed.D (Human Resource Development) - The George Washington University  
*Vice-Chairman*

Dr. Eastlyn Mc Kenzie was born 5th October 1941 in the village of Bethany, Tobago. Dr. Eastlyn Mc Kenzie attended St. Patrick's Anglican Primary School and went on to Bishop's High School. After graduating from Bishop's she joined the teaching profession in 1960. Four years later she went on to the Mautica's Teacher's Training College where she graduated with a Teacher's Diploma in 1966. She gained the reputation as the student having the best record of all time, having won every major prize that was offered.

After teaching for five (5) years at the Hope Anglican Primary School, Dr. Mc Kenzie moved to the Community Development Division as a Community Development Officer and later moved to the position of Education Extension Officer in the Education Division. Further academic achievements include a Post Graduate Diploma in Community Development where she received the Burney Prize for the Best External Student Dissertation in 1977, followed by a Masters Degree in Education (M.ED.) in 1979 from the University of Manchester, England and a Doctorate in Education (Ed.D) majoring in Human Resource Development from the George Washington University in 1987.

Dr. Eastlyn Mc Kenzie was appointed an Independent Senator in 1995, and served until 2009. To date she is the only Tobagonian to lead the Independent benches in the Senate, and has represented the Parliament of Trinidad and Tobago at conferences in the Turks and Caicos Islands, New Zealand, the Bahamas and India. Her obvious interest in the Education System afforded her the opportunity to serve on many education committees including Chairman of a Task Force on the reason for the poor performance of students in Tobago and to sit on a specially appointed Task Force on education in Trinidad and Tobago. She was in charge of YTEPP and initiated the School Leaving Examination classes in the Tobago prisons and is currently chairman of the executive member of the Tobago Council of Handicapped Children Inc. since its formation in 1974, religious instructor at the Scarborough Secondary since 1996, on behalf of the Methodists Church and a motivational speaker at school and Parents Teachers Associations and was manager/tutor of the Homework Centre at St. Patrick's AC run by the Carnbee Mt. Pleasant Sports Club at the Carnbee Mt. Pleasant Community Centre.

Dr. Eastlyn Mc Kenzie possesses a terrific sense of humor, and still found time to engage in the performing arts. She has acted in several plays, both live and on screen and is versed in the island's oral traditions and speaks the Tobago dialect fluently and effectively. She has also written several folk monologues.



## PROFILE OF COMMISSIONERS



**MS. STEPHANIE DALY**  
LL. B. (Hons), London University  
*Commissioner*

Stephanie Daly is an attorney-at-law and a consultant with a civil law firm. She is also a member of the Public Service Appeal Board, the Statutory Authorities Appeal Board and Deputy Chairman of the Children's Authority of Trinidad and Tobago. She is certified as a Civil Mediator with a specialization in commercial matters, a family mediator and as a mediation trainer. Stephanie Daly has published on a variety of legal topics including legal status, child and family law, and awards of damages for personal injuries. She was Chairman of the Committee which established the Family Court and continues to serve on the Court's Monitoring Committee. She is a former Chairman of WASA and President of the Law Association of Trinidad & Tobago and served on the Law Commission for some 20 years.

## PROFILE OF COMMISSIONERS



### **MS. BEVERLY ANN-MARIE BECKLES**

B.Sc. (Business Management) from St. Francis Xavier University, Nova Scotia, Canada, Master in Rehabilitation Administration from Mc Laren School of Business, University of San Francisco, USA

*Commissioner*

Beverly Ann Marie Beckles is the Chief Executive Officer of the National Centre for Persons with Disabilities (NCPD). She has twenty-seven years experience in the field of disability. As a defender of inclusion of persons with disabilities in all walks of life, her work has been key to the development of National Policy for Persons with Disabilities in seven Caribbean Countries. Her work involves close contact with governments, international agencies and civil societies in the promotion of equal opportunity for persons with disabilities. Ms. Beckles is highly respected in her field as demonstrated by her involvement in a multiplicity of public and private scenarios. She is a past Director of the Global Applied Disability Research & Information Network on Employment and Training (GLADNET), an international organization based at Cornell University, USA, past chair and member of the National Coordinating Committee on Disability and currently one of the Commissioners of the Equal Opportunity Commission of T&T. Ms. Beckles has received several acknowledgements for her work in the field of disability nationally, regionally and internationally. In 1993, she received a National Award in the recognition of community service for persons with disabilities and an international award from Goodwill Industries Inc. in recognition of extensive contribution to persons with disabilities in the Caribbean. She has also received awards from other internationally recognized institutions and has the distinction of being the 1st recipient of the Inter American Development Bank's Award for Social Entrepreneurship (1999). She is the holder of a Master's degree in Rehabilitation Administration (MRA) from the University of San Francisco, USA and is currently working on her dissertation towards a Doctor of Philosophy from Capella University, USA.

## PROFILE OF COMMISSIONERS



### **DR. HAMID GHANY**

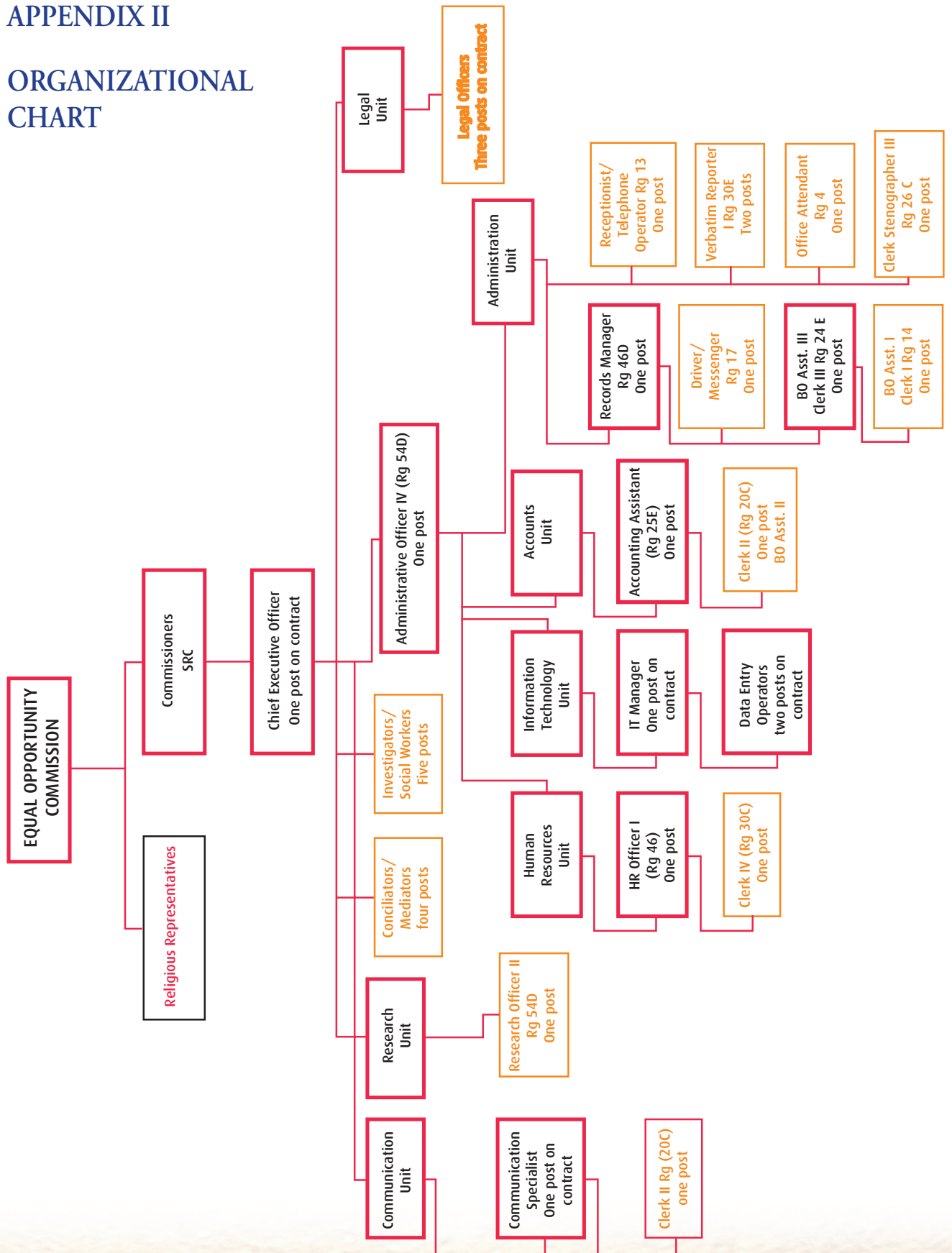
B. A. (UWI), M. A. (Fordham), Ph. D. (London School of Economics and Political Science)

*Commissioner*

Dr. Hamid Ghany is the Dean of the Faculty of Social Sciences at the University of the West Indies, St. Augustine Campus, Trinidad. He is also a Senior Lecturer in Government whose areas of teaching, research and publication lie in the fields of Parliamentary Studies and Constitutional Affairs. He is the Coordinator of the Constitutional Affairs and Parliamentary Studies Unit (CAPSU) at the University of the West Indies, St. Augustine Campus. Dr. Ghany is a well-known commentator and analyst of political and contemporary issues in Trinidad and Tobago and the Caribbean. He previously served as a member of the Constitution Review Commission (1988-90) under the chairmanship of the late Sir Isaac Hyatali, T.C.; the Tobago House of Assembly Technical Team for discussions with the Central Government (1992 - 1995) under the chairmanship of Mr. Karl Hudson-Phillips, Q.C.; the Prime Minister's Roundtable on Constitution Reform (2008-10) under the chairmanship of former Prime Minister Mr. Patrick Manning, M.P. He is married to Marilyn (nee Mc Kinstry).

## APPENDIX II

# ORGANIZATIONAL CHART



### APPENDIX III

### EXCERPT OF EVENTS OF THE EOC FOR THE YEAR 2010



EOC logo and tagline competition



Diwali celebrations at the EOC office



EOC at the Trinidad and Tobago Chamber of industry and Commerce



EOC's Monthly Commissioner's meeting



EOC's training session from the Australian Human Rights Commission



EOC's 1st Public Education Awareness Drive: Couva, Trinidad



EOC's 2nd Public Education Awareness Drive: Scarborough, Tobago



## APPENDIX IV

The following is a list of departments and officers who are currently attached to the EOC:

<b>ADMINISTRATION UNIT</b>
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Name	Position	Date of Assumption
Mr. Gandalal Naipaul	Administrative Officer IV	March 29, 2010
Mrs. Joanne Noreiga	Clerk IV	November 11, 2009
Mrs. Nisha Bhim	Accounting Assistant	April 19, 2010
Ms Janice Mc Intyre	Business Operations Assistant II	October 26, 2009
Ms.Yolande Mootoo	Clerk Stenographer III	December 4, 2009
Mrs. Theresa Liverpool-Lezama	Receptionist/Telephone Operator	October 1, 2009
Mr. Ravi Singh	Messenger / Driver	October 21, 2008
Mr. Fernando Howard	General Services Attendant	May 1, 2009

<b>COMMUNICATIONS UNIT</b>
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Name	Position	Date of Assumption
Mrs. Ria Mohammed-Pollard	Communications Specialist	September 14, 2009
Mr. Roger Belgrave	Business Operations Assistant II	December 7, 2009

<b>LEGAL UNIT</b>
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Name	Position	Date of Assumption
Mr. Narendra Lalbeharry	Head Legal	November 2, 2009
Ms. Michelle Benjamin	Legal Officer II	October 19, 2009
Mr. Kashka Hemans	Legal Officer I	October 01, 2010
Ms. Charlene Reneaud	Clerical Assistant (OJT)	May 6, 2010

<b>INFORMATION TECHNOLOGY UNIT</b>
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Name	Position	Date of Assumption
Mr. Gerard Farouk Mohammed	Information Technology Manager	April 21, 2010



<b>INVESTIGATION UNIT</b>
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Name	Position	Date of Assumption
Mr. Navindra Ramadhar	Investigator	January 11,2010
Mrs. Keisha Mc Lean-Woods	Investigator	February 01,2010
Mr. Keston Mark Rampersad	Investigator	January 11,2010
Ms. Donnalyn Harry	Investigator	January 18, 2010

<b>MEDIATION UNIT</b>
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Name	Position	Date of Assumption
Mr. Archibald Joseph	Mediator	April 08, 2010
Mrs. Mary Chadee	Mediator	June 28, 2010

<b>RESEARCH UNIT</b>
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Name	Position	Date of Assumption
Ms. Catherine Ferreira	Research Officer II	June 14, 2010

<b>OFFICE OF THE CHAIRMAN</b>
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Name	Position	Date of Assumption
Ms. Lydia Doyle	Secretary to the Chairman (OJT)	September 30, 2009

<b>HUMAN RESOURCES UNIT</b>
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Name	Position	Date of Assumption
Ms. Charmaine Dookie	Human Resource Officer I	September 27, 2010





