

# Disability and Inclusion Awareness Workshop

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## Feedback Summary

**October 2023**

The Caribbean Association of Judicial Officers (CAJO) brings together the region's Chancellors, Chief Justices, Judges, Masters, Registrars, Parish Court Judges, Magistrates, Tribunal Members, Executive Court Administrators, and other judicial staff. The first meeting of judicial officers across the region took place in June 2009 in Port of Spain, Trinidad and Tobago and this marked the birth of the CAJO. With its own Constitution and membership, the CAJO was ably headed by Hon Mr Justice Adrian Saunders, President of the Caribbean Court of Justice (CCJ), who served as Chair from 2009 – 2019. The CAJO is led by a Management Committee which comprises judicial officers elected at the Association's Business Meeting held biennially. At present, Hon Mr Justice Peter Jamadar, Judge of the CCJ, serves as Chair of the Association with Hon Mme Justice Roxane George, Chief Justice (Ag) of Guyana, as Vice-Chair. The Management Committee comprises 15 members from almost all countries in the region. The CAJO provides a host of judicial education engagements for judicial officers across the region including its Biennial Conference, training programmes and workshops on various topics and areas of law and practice, and a biannual Newsletter, CAJO News.

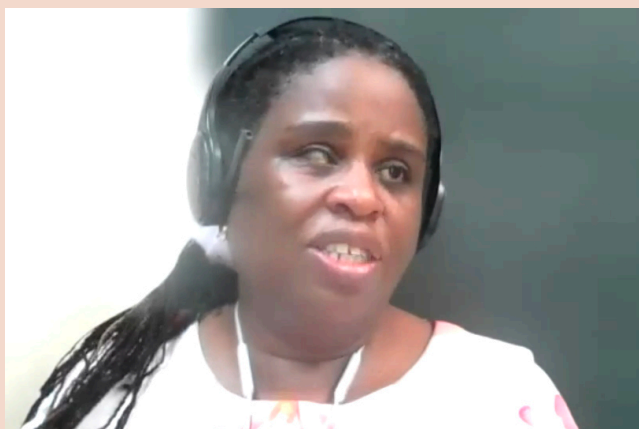
## Background

The Caribbean Association of Judicial Officers (CAJO) hosted a workshop for judicial officers and judicial staff on Disability and Inclusion Awareness. The workshop took place on October 12<sup>th</sup> 2023 via Zoom.

In March 2023, the Disability and Inclusion Awareness Guidelines were launched. These Guidelines sought to assist judicial officers and regional judiciaries by providing practical tools and guidance as they relate to ensuring access to justice for persons with disabilities in the Caribbean. The workshop built on these Guidelines and offered participants an opportunity to engage with regional disability advocates, explore the underlying ethical imperatives for access to justice, and engage a hypothetical to discuss challenges, solutions, and best practices.

The workshop was facilitated by Justice Peter Jamadar (Chair, CAJO) and Elron Elahie (Research and Programme Coordinator, CAJO) and disability advocates, Ms Kerryann Ifill (Barbados) and Mr Ian Roach (Trinidad and Tobago) participated.

At the end of the workshop, participants were asked to complete and submit a feedback form. This report summarises the feedback received from participants.



**Ms Kerryann Ifill and Mr Ian Roach sharing their experiences at the workshop**

## Feedback

Participants were asked to rate, on a scale of 1 - 5 with 5 being the highest, whether the the workshop increased their awareness about issues faced by persons with disabilities when accessing justice. Eighty percent of the respondents gave a rating of 5, while the remainder gave a rating of 4. Fig 1 below shows this.

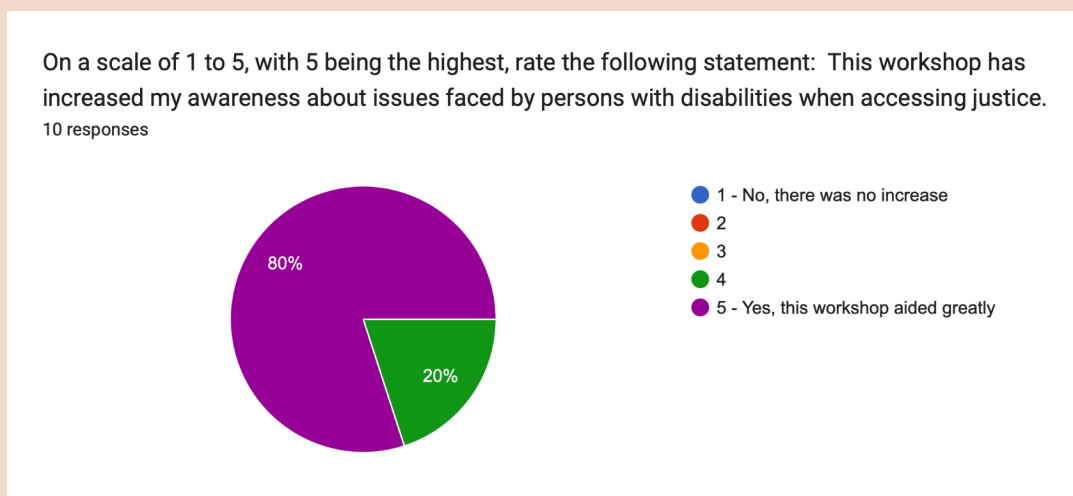


Fig 1 - Increase of Awareness

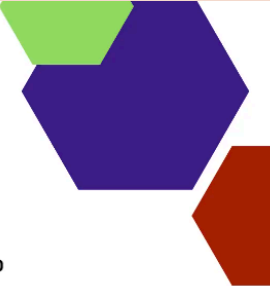
### Disability and Inclusion Awareness Guidelines, 2023

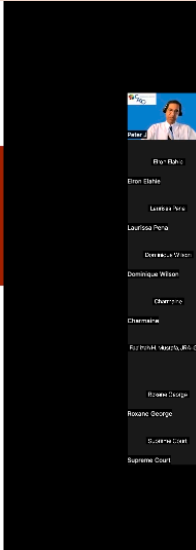
#### OTHERING

The process of othering typically follows two steps:

- First**, the categorization of a group of people according to perceived differences.
- Second**, deeming those particular groups as inferior to or 'less than' those considered and perceived as acceptable, or as a threat to the dominant groups.

Cultures, attitudes, language, and the law then apply an 'us vs. them' discriminatory mindset to marginalize, alienate, disenfranchise, and even persecute these othered groups.

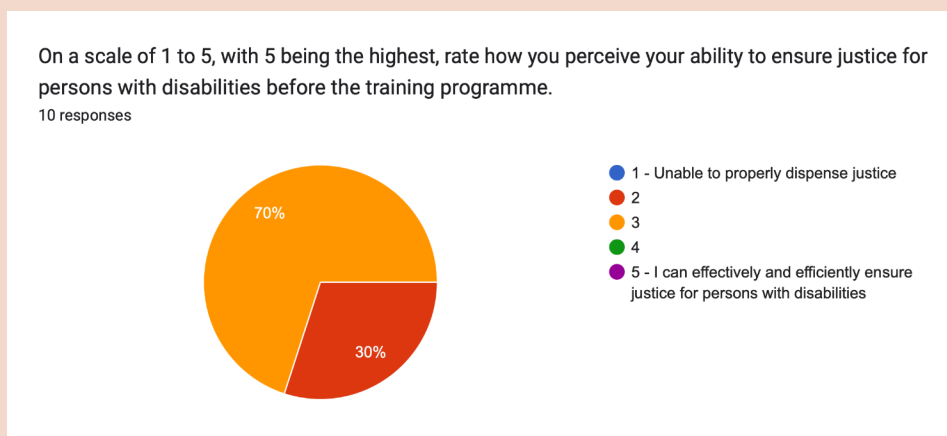




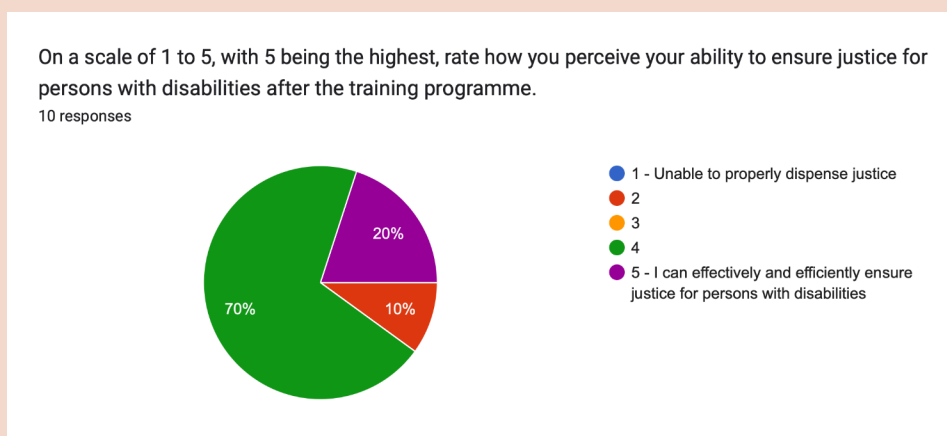
Snapshot of Justice Jamadar's presentation at the workshop

## Feedback Cont'd

Importantly, participants were asked to assess how they perceive their ability to ensure justice for persons with disabilities prior to and then after having completed the training programme.



**Fig 2 - Ability prior to workshop**

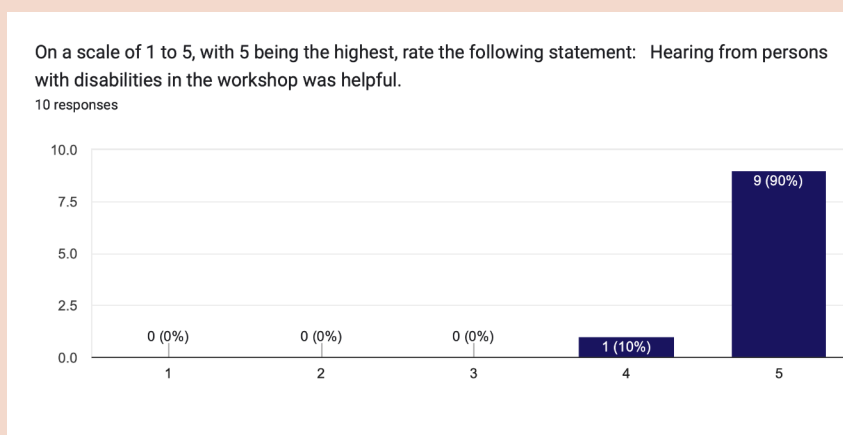


**Fig 3 - Ability after the workshop**

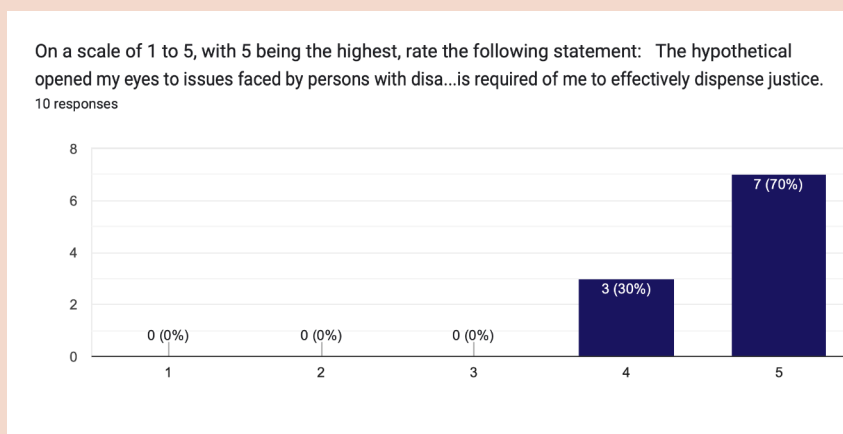
As Figs 2 and 3 show, respondents show a marked increase in their perceived ability to effectively dispense justice for persons with disabilities. Notably, the majority respondents rated their ability as 4 and 5 after completing the workshop. This is a significant improvement from a majority rating of 2 and 3 prior to the workshop.

## Feedback Cont'd

Participants were also asked to rate two statements using a scale of 1 to 5, with five being the affirmative. First, they were asked whether hearing from person with disabilities in the workshop was helpful and then whether the hypothetical allowed them to explore the issues faced by persons with disabilities and interrogate what is required to effectively dispense justice. For both questions, the majority of participants gave a rating of 5, with the remainder giving a rating of 4. See Figs below.



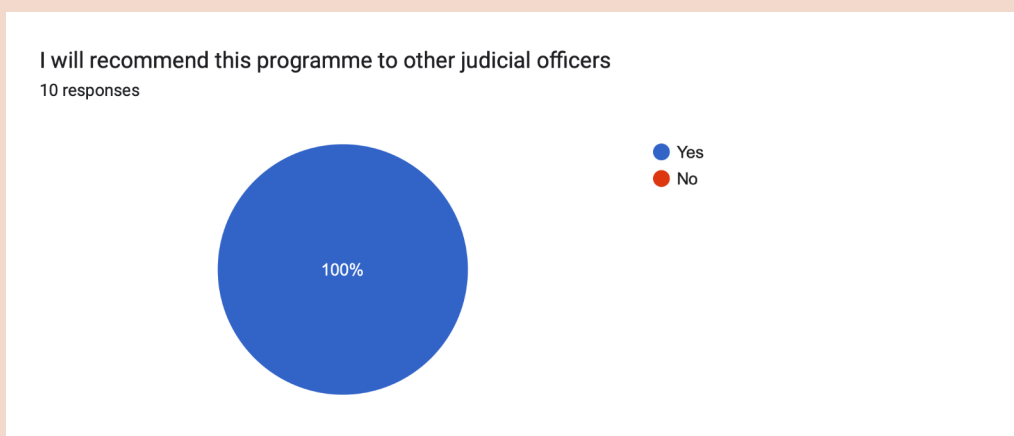
**Fig 4 - Usefulness of hearing from persons with disabilities**



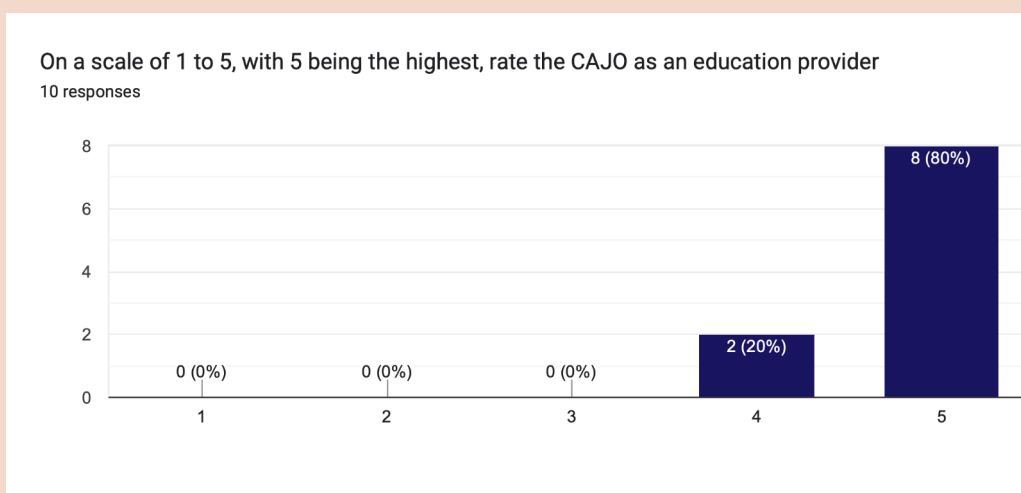
**Fig 5 - Usefulness of hypothetical**

**Feedback  
Cont'd**

Finally, participants were asked whether they would recommend the workshop to other judicial officer as well as to rate the CAJO as an education provider on a scale of 1 - 5 with 5 being the highest. Notably, all respondents said they would recommend the programme to other judicial officers. And the majority rated the CAJO a 5 as an education provider. Figs 6 and 7 below show this.



**Fig 6 - Recommending workshop**



**Fig 7 - Education Provider**



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