



## Renewable Energy

ENERGY EFFICIENCY  
POLICY CHANGE IN THE  
CARIBBEAN

## Public Expenditure Reviews

BARBADOS POLICY MAKERS  
IMPROVE  
BUDGETING SKILLS

## 5 things to know

ABOUT DISABILITY IN THE  
CARIBBEAN



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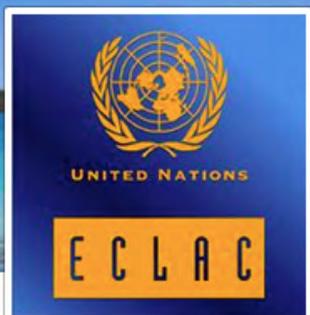
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# ECLAC CARIBBEAN



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## Upcoming Events

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International Day of Older Persons  
1 October, 2016

3-7

Meeting of Heads of National Drug Law Enforcement  
Agencies, Latin America and Caribbean  
Santiago, Chile  
3-7 October, 2016

5

World Teacher's Day.  
5 October, 2016

10-14

Working Group on Discrimination against Women in  
Law and in Practice, Seventeenth session.  
Geneva, Switzerland  
10-14 October, 2016

11

International Day of the Girl Child  
11 October, 2016



**ECLAC Caribbean**

Posted Sep 13

ECLAC carried out a mission to Belize, to provide support to the Government as it undertook a comprehensive assessment of the impact of Hurricane Earl. <http://vrb.al/belize-assessment>



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**ECLAC Caribbean**

Posted Sep 8

The financing proposal for a plan to introduce electric and hybrid vehicles in the public service of Saint Lucia was discussed during a high-level meeting: <http://vrb.al/saintlucia-energy>



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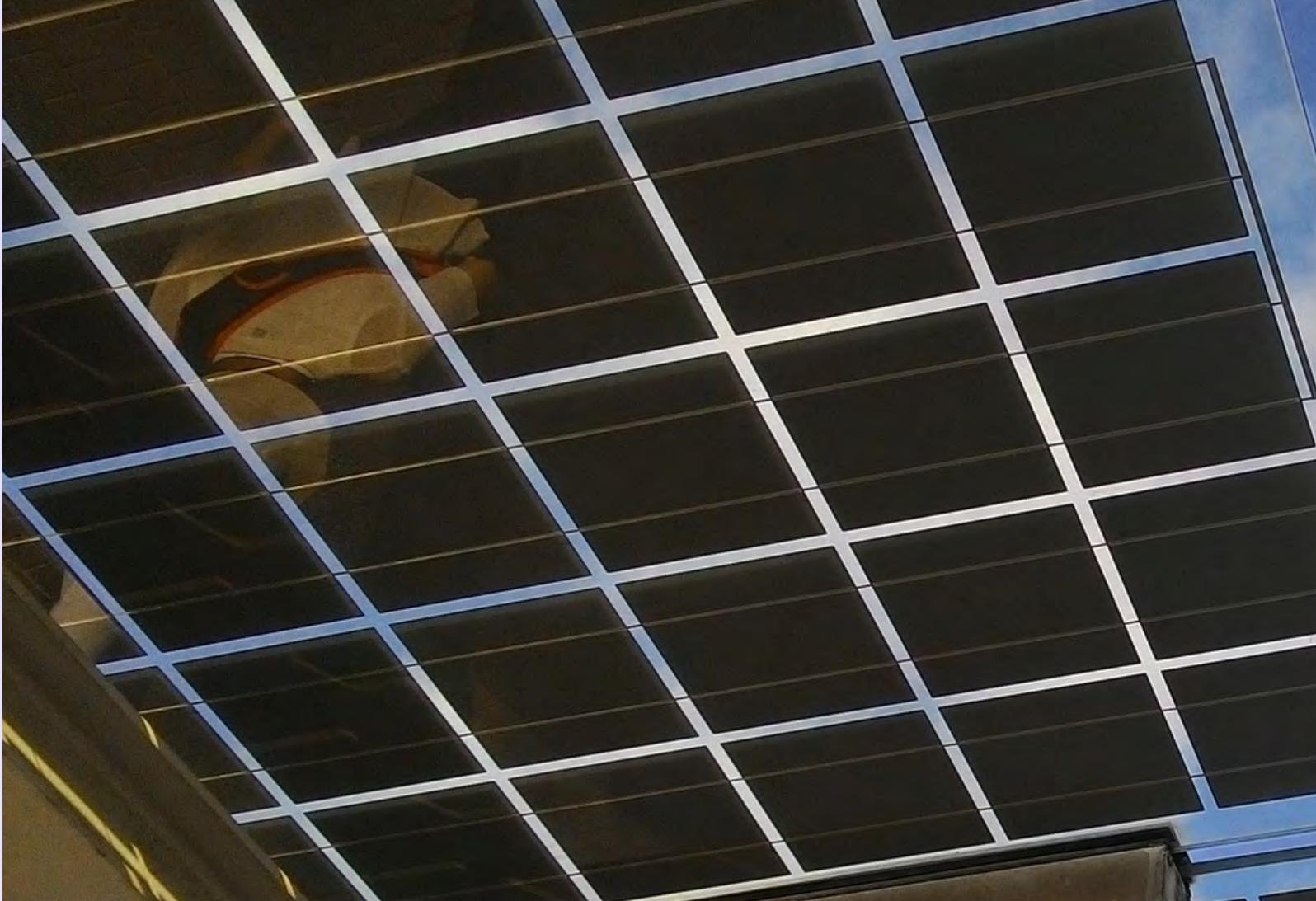
**ECLAC Caribbean**

Posted Sep 5

The budgeting process is set to greatly improve in Barbados as a result of ECLAC Caribbean's training for public finance managers. Find out more: <http://vrb.al/budget-training-barbados>



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## Joint ECLAC-GIZ project identifies unique aspects of renewable energy in select countries

Saint Lucia is proposing to transition its official fleet of government vehicles from petrol to electric and hybrid, and to develop a solar car park with electric vehicle charging infrastructure. This is just one of the many outcomes of an innovative project on Sustainable Energy in the Caribbean implemented by ECLAC Caribbean over the past two years, with the support of the German Federal Enterprise for International Cooperation (GIZ) and other regional partners.

The Caribbean region is rich in renewable energy (RE) resources. High solar exposure, constant trade winds, and geothermal and oceanic energy sources are abundant throughout the region. The launch of the ECLAC-GIZ project has helped to place exploration and development of the significant potential for RE generation squarely on the agenda of Caribbean energy policymakers.

Through this project, ECLAC and the GIZ have provided countries in the Caribbean with increased opportunities to develop projects in energy efficiency (EE) and RE, along with possible avenues for funding these projects. Entitled "Sustainable Energy in the Caribbean: Reducing the Carbon Footprint in the Caribbean through the Promotion of Energy Efficiency and the Use of Renewable Energy Technologies", the



project was implemented over the two year period, October 2014 to September 2016.

A proposal to finance in Saint Lucia the transition of official vehicles fuelled by petrol to electric and hybrid sources was one of the topics discussed during a high-level project evaluation meeting hosted by ECLAC in partnership with GIZ, in Port of Spain, Trinidad and Tobago, on 8 September 2016.

Other notable outcomes were achieved through this project. The Government of Saint Vincent and the Grenadines is benefitting from expert advice in updating its National Energy Policy. Similarly, the government of the Cayman Islands has requested support in reviewing and finalizing its recently drafted energy policy, as the country prepares for the expansion of RE use in its economy.

The project also supported the establishment of a new national energy and water regulatory body – the National Utilities Regulatory Commission (NURC) in Saint Lucia. This new body will regulate energy policy by setting licensing and pricing conditions for independent power producers, and by crafting regulatory policy for both power suppliers and consumers.

Dominica, Saint Lucia and Martinique also received support in shaping energy sector profiles, and in identifying financing options for the development of national EE and RE technologies. ECLAC Caribbean also facilitated meetings and policy dialogues on EE and RE for stakeholders in Antigua and Barbuda, Barbados, Cayman Islands, Guyana and Saint Vincent and the Grenadines, providing information on options for financing the development of EE and RE projects and fostering dialogue on the promotion of EE and RE in the subregion. ■



# FEATURE ARTICLE

Transport and other sectors to improve due to energy efficiency policy change in the Caribbean



As ECLAC Caribbean approached completion of the ECLAC-GIZ project on EE and RE, The Hummingbird sat down for a one-on-one with Willard Phillips, Economic Affairs Officer and manager of the project.

READ MORE



## Transport and other sectors to improve due to energy efficiency policy change in the Caribbean



with Mr. Willard Phillips

**Q** What inspired the design of this project?

**A** The project was intended to encourage the public and private sectors, including the utilities of countries in the subregion to think and work more efficiently; to become more proactive and open to new ideas to promote energy efficiency (EE) and renewable energy (RE) initiatives if they want to achieve their national energy goals.

**Q** Why is this heightened awareness of EE and RE so important for the Caribbean?

**A** It is particularly important for two reasons. First, it is no secret that the subregion remains largely dependent on imported fossil fuel for energy. Second, Caribbean countries are confronted with a substantial economic burden. Therefore, we need to enhance our energy efficiency in order to minimize imported fuel costs. This means utilizing the current energy mix more efficiently and better exploiting the existing renewable energy potential. This will help Caribbean economies to improve their balance of payments situation by reducing the cost of imported fuel, and by extension reducing the high level of indebtedness of Caribbean Small Island Developing States (SIDS). In the long run, improved EE and enhanced use of RE will increase regional energy security. Ultimately, the current global transition to more efficient and diversified energy matrices offers the Caribbean the perfect opportunity to do just that.

**Q** How did you set about addressing such pressing needs?

**A** The project aimed to enhance the capacity of Caribbean countries to identify and utilize new concepts, strategies and mechanisms for the formulation of EE and RE projects. An important objective was to support easier access to financing for EE and RE projects. Another goal was to create a cadre of professionals able to influence policymakers in the promotion of EE.

**Q** Did the project succeed in meeting these ambitious goals?

**A** Yes, I would say it did. We anticipate that policy makers and technical experts at the national level have been made more aware of issues and strategies for promoting EE. Thirty-six persons from six countries and eight regional organizations participated in a successful Regional Energy Policy Dialogue and training workshop. In terms of support to national and regional energy policy formulation, one important outcome has been the proposal – which the project facilitated – to transition Saint Lucia's fleet of government vehicles from petrol to electric and hybrid.

**Q** What about energy policies? Did the project succeed in influencing any?

**A** I would say the project succeeded in shaping energy policies in at least two countries. Also there is now greater focus on energy efficiency in the transportation sector, as evidenced by the initiative in Saint Lucia.

**Q** And ECLAC has also benefitted?

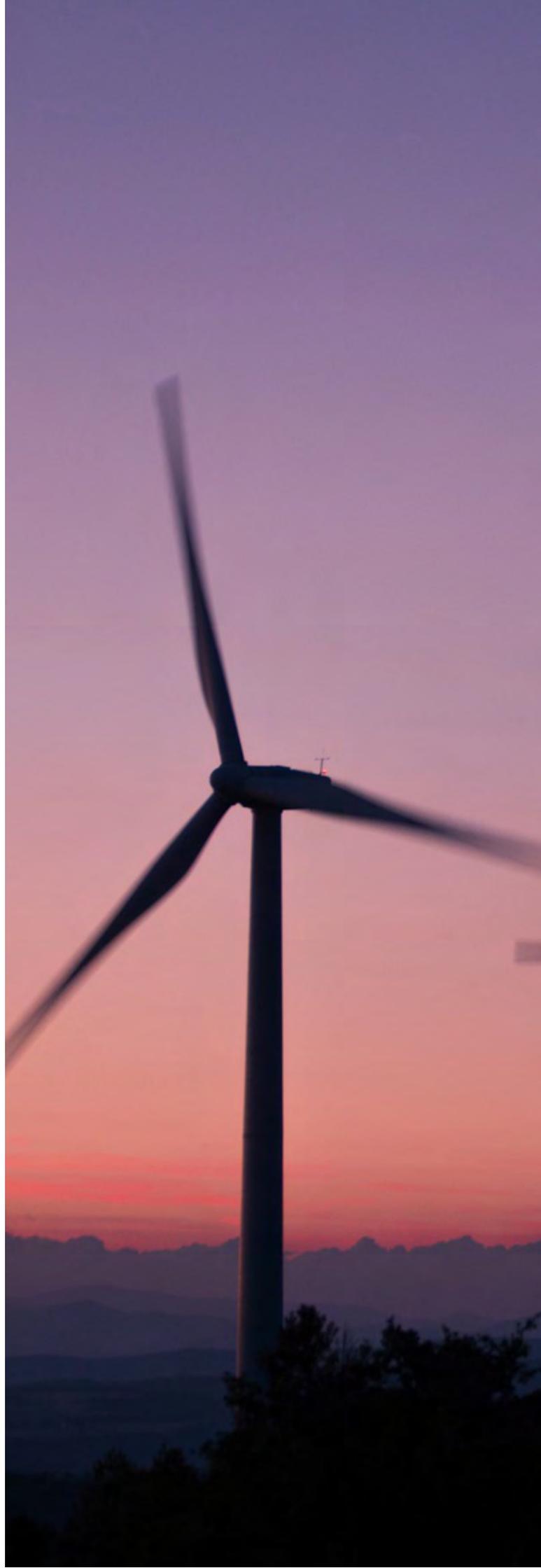
**A** Yes, I would say that it has. ECLAC's role in energy in the region has traditionally been to manage projects. Coming out of this partnership with GIZ, we are now being sought after to provide active input into participatory regional dialogue on energy matters. I also have to note that EE and RE is a growing area of foreign direct investment in the region, which is a definite plus. This is an important insight for ECLAC, as it advocates for future development strategies and policies in the region.

**Q** Did you face any particular challenges while implementing the project?

**A** Two main challenges come to mind. First, we had limited human resources. Second, we had to manage changes to several national administrations, due to national elections or restructuring of governments during the two-year period.

**Q** Any final thoughts?

**A** I would say that the implementation of the project served to strengthen ECLAC's role, legitimacy and influence in the substantive and strategic discourse on energy security for Small Island Developing States (SIDS) in the Caribbean. ■



# Dive Fest Saint Lucia 2016

A diver in silhouette is shown against a deep blue underwater background. The diver is wearing a wetsuit, a mask, and fins, and is positioned vertically, facing downwards. Bubbles are visible around the diver, and the water has a textured, rippling appearance. The overall scene is serene and captures the beauty of underwater diving.

In addition to looking after its natural environment by proposing to transition its fleet of government vehicles from petrol to electric and hybrid, Saint Lucia is also actively promoting the beauty of its natural resources through initiatives such as its annual Dive Fest.

The Saint Lucia Dive Fest is a celebration of the spectacular dive sites and reefs across the island. Held from 10 to 17 September 2016, Dive Fest was a week spent celebrating the beauty that Saint Lucia has to offer below the surface, where there are endless opportunities for exploring dive sites teeming with rainbow coral reefs and colourful marine life.

Saint Lucia is among the most scenic islands in the Caribbean, with first-rate diving and snorkelling just off shore. Diving off the waters of Saint Lucia is ideal for both beginners and experts alike, as there is a variety of dive operators on the island who are dedicated to ensuring an exceptional diving experience. Beginners' courses up to more advanced certifications are offered by most dive operators, together with short boat dives and night dives. The dive sites have long been celebrated by local, regional and international divers and represent one of the major attractions of the island. ■



## Barbados policy makers improve skills in national budgetary process

Sixteen representatives from the Barbados Ministries of Finance, Education, Health, Agriculture and Social Care benefitted from a recent ECLAC Caribbean training workshop on Public Expenditure Reviews (PERs), which strengthened their capacity to improve their respective national budgeting processes.

The training proved very important for public finance managers and senior policy makers, according to Mr. Seibert Frederick, Permanent Secretary in the Barbados Ministry of Economic Affairs, who spoke at the high-level briefing that concluded the workshop on 26 August 2016. PERs are intended to align public sector expenditures with government priorities. They are also intended to provide savings, either by reallocating resources or by reducing unproductive expenditures. In addition, by improving fiscal management, they can provide much needed fiscal space, especially when a country is experiencing high debt levels.

For years Barbados' economy was considered highly stable and prosperous. However, the 2009 global economic crisis has negatively impacted the country's economic and social progress. Mr. Frederick emphasized the value and potential of the techniques imparted by the ECLAC team in bolstering the efficiency of the budgeting exercise, and all the participants expressed their appreciation for having been exposed to these techniques. They echoed Mr. Frederick's sentiments with regard to the usefulness of the training, underscoring a renewed awareness that an enabling environment and a necessary shift in the mindset of policymakers and technical experts are needed to ensure successful

implementation of public expenditure reviews.

The training was facilitated by eminent economist Professor Vanus James, who highlighted the usefulness of public expenditure reviews in elevating the budgeting process. He explained that ECLAC's holistic approach in not only offering training, but also providing dedicated assistance to ensure that the techniques learnt are understood and successfully implemented for the utmost benefit of the respective Ministries, underscores its commitment to building national capacity.

The Barbados training was the last of four similar workshops, held in Antigua and Barbuda, Belize, and Saint Kitts and Nevis. These undertakings form part of the ECLAC project entitled "Strengthening the technical capacity of public finance officials in select Caribbean Small Island Developing States (SIDS)", which complements the recently launched ECLAC debt for climate adaptation swaps proposal, designed to promote fiscal responsibility and build the fiscal resilience of the Caribbean.

Mr. Sheldon McLean, coordinator of ECLAC Caribbean's Economic Development Unit, offered insight into the motivation behind the project's design, as well as its upcoming activities, which include a regional training module on forecasting and fiscal transparency. He indicated that in addition to the completed trainings, the project will offer sustained support to participating countries through the provision of dedicated technical assistance. ■



# FAST FACTS

## Belize to receive disaster assessment training from ECLAC in 2017

A team lead by ECLAC Caribbean undertook a mission to hurricane-struck Belize. Here is a quick re-cap of what the team reported upon its return.

*Reason for visit:* To provide support to the Government of Belize in its efforts to carry out a comprehensive assessment of the effects and impacts of Hurricane Earl, and to assist in the formulation of recommendations for recovery and reconstruction.

*What happened:* In early August 2016, Hurricane Earl hit the districts of Belize, Cayo, Corozal, Orange Walk and Stann Creek, significantly affecting the environmental and agricultural resources of the towns of San Pedro, Caye Caulker, Belize City, Ladyville and Belize River Valley. The hurricane caused damage to local buildings and infrastructure, and resulted in many roads and streets being blocked due to inland and coastal flooding.

*Meetings:* Members of the team visited some of the most affected towns, and held meetings with several Ministries, village groups, and local representatives of different sectors such as environment, agriculture, water and sanitation, housing, transportation, education and telecommunications.

*Field visits:* The team visited marine areas in San Pedro and Caye Caulker, housing and water infrastructure in Belize City, and forest areas in Orange Walk. During the field visits, the assessment team obtained information on all the affected sectors.

*Future plans:* Following extensive meetings with national government officials and representatives from different sectors in the towns affected, ECLAC is planning to carry out disaster assessment training in Belize during 2017.

# Celebrating Saint George's Caye Day

**D**espite the damage caused by Hurricane Earl, Belize remains among the most interesting places to visit in the Caribbean – and what better time to visit than during the festival of Saint George's Caye.

Saint George's Caye Day marks the defeat of the Spanish navy in 1798 by a heroic crew of British settlers, buccaneers and liberated slaves. This was to be the last attempt of the Spanish to dislodge the English. Today, the Battle of Saint George's Caye is a national public and bank holiday.

Celebrated amid pomp and splendour in the days leading up to the country's Independence Day on 21 September, the event offers many exciting activities throughout the day, such as a tug-of-war competition, a children's bicycle race, a fishing tournament and food and drinks galore. Not to mention the crowning of Miss San Pedro on Ambergris Caye!

Members of the boating world head to Saint George's Caye for the Battle of Saint George's Caye Regatta, with kids entering from all over the country, proud parents waving flags, beach parties, barbecue foods and music.

The Battle of St. George's Caye was a short military engagement that culminated in a final battle that took place on the 10th of September 1798, off the coast of what is now Belize. The Spaniards had previously attempted to expel the Settlers on six occasions.

The battle took place between an invading force from Mexico, attempting to assert Spanish claims to present-day Belize, and a small force of resident woodcutters called Baymen, who fought for their livelihoods assisted by black slaves. After the final two and a half-hour battle, the Spaniards withdrew, ravaged by sickness, and the British declared themselves winners.

The territory that is now Belize was under dispute from as early as the mid-1750s by Great Britain and Spain. Although Spain never occupied Belize, it considered it part of its Central American territories, which included Mexico and Guatemala.

The British had entered the territory in 1638 to harvest logwood and later mahogany. Spain recognised this trade in the Treaty of Paris (signed in 1763) but did not undertake to draw boundaries (which would have suggested that Spain was giving up claims of sovereignty to the area), leading to further disputes. As such, from 1779 to 1782 the settlement was abandoned, since its settlers, known as the Baymen, and their African slaves had been deported to Havana, Cuba following a Spanish attack.

On the 100th anniversary of the battle, the colonial government declared the 9th and 10th September a national holiday. In 1998 Belize issued three coins to commemorate the 200th anniversary of the battle. ■



# Trends in adolescent fertility and motherhood

Recent studies have shown that Latin America and the Caribbean has the second highest adolescent fertility rate in the world behind Sub-Saharan Africa, with rates that are much higher than might be expected. These and other important findings emerge from a recently published a report entitled “Trends in adolescent motherhood and fertility and related Inequalities in the Caribbean 1990-2010”.

The result of a joint effort between the Latin American and Caribbean Demographic Centre (CELADE) – which is ECLAC’s Population Division – and the United Nations Population Fund (UNFPA), the study analyses the trends in adolescent fertility and reproductive inequalities in the Caribbean region, between 1990 and 2010. The main data sources used are the decennial censuses of population and housing, vital registration statistics and specialised surveys. Interesting and surprising findings emerging from the research include the following::

1. In 1990-1995, 7 out of 17 countries had Adolescent Birth Rates (ABR) which were high by international standards (in excess of 80 births per 1,000 women aged 15-19). Those countries were Belize, Saint Lucia, French Guyana, Jamaica, Guyana, Saint Vincent and the Grenadines, and Grenada. By 2005-2010, only one country, Guyana, still had an ABR over 80.
2. Grenada and Bahamas saw the largest decreases in ABR, with 49 per cent and 43 per cent respectively.
3. Guadeloupe had the lowest ABR among the countries surveyed in 2005-2010.
4. Based on analysis of data from six countries, the percentage of 15-19 year old women who were mothers was approximately 12 per cent in 1990. This figure fell to 8 per cent by 2010.
5. Adolescent fertility was generally higher among women with lower levels of educational attainment and of lower socio-economic status.
6. In Belize, adolescent women in rural areas had more children than their urban counterparts. Meanwhile in Jamaica, adolescent fertility among women living in small towns is now higher than in rural areas.

# 5 THINGS TO KNOW ABOUT...

## Disability in the Caribbean

There are an estimated 340,000 people living with disabilities in the Caribbean (or 5.6 per cent of the population). With populations ageing, and a growing number of people suffering from non-communicable diseases, this number will only increase in coming years.

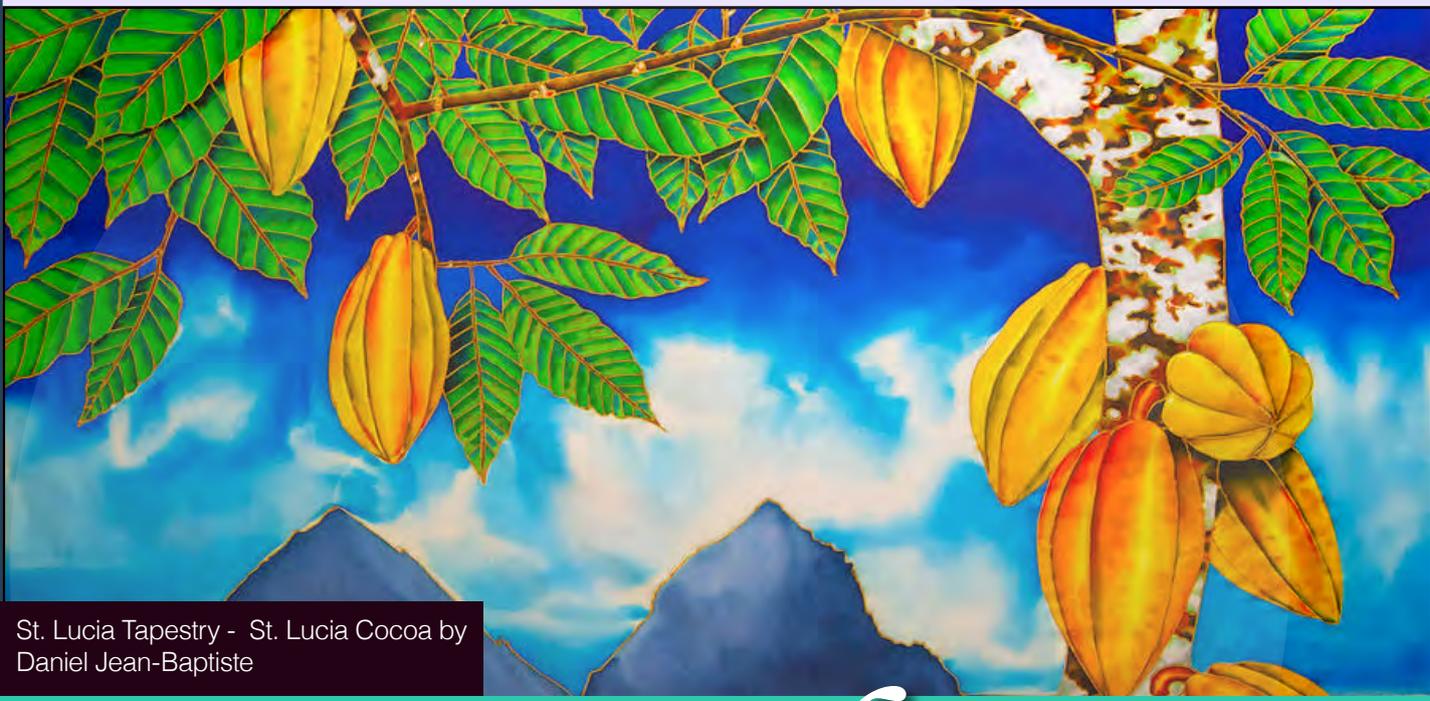
Among this group, there are people of different ages, with different types of disability, living in very different circumstances. The effect of disability on people's lives varies according to the type and severity of disability, socio-economic status, the communities in which they live, and many other factors. Sadly, many people with disabilities face barriers which prevent their full and equal participation in society.

ECLAC Caribbean has initiated work on a study on "Disability, human rights and public policy in the Caribbean", the objectives of which will be to provide an assessment of the situation of persons with disabilities in the Caribbean. In this context, the research will assess the current status of Government legislation, policies and programmes for persons with disabilities, and provide evidence and policy recommendations to facilitate the implementation of international agreements, such as the United Nations Convention on the Rights of Persons with Disabilities.

Persons with disabilities living in the Caribbean face discrimination on a daily basis. The following are five things that we should always keep in mind.



1. Most schools, workplaces, public spaces, buildings, transport systems and cultural services are not designed to be accessible to persons with disabilities, who are therefore excluded from participation in activities which others take for granted.
2. Negative attitudes towards persons with disabilities including awkwardness, low expectations and pity also contribute to exclusion and even abuse of persons with disabilities.
3. Children with disabilities, particularly those with speech, behavioural, mobility and dexterity impairments, are less likely to attend school. Lack of adequate transportation, teacher training, equipment, furniture, learning materials, and access to school infrastructure are all factors which can affect attendance.
4. Among working age persons, employment rates for those with disabilities are lower, sometimes only half the rates for persons without disabilities.
5. As a result of all the above, persons with disabilities are more likely to live in poverty.



St. Lucia Tapestry - St. Lucia Cocoa by Daniel Jean-Baptiste

# STATE *of* AFFAIRS

## Guyana



### MEETING WITH LIBERIAN PRESIDENT

Sept 23rd– President David Granger held a bilateral meeting with the President of the Republic of Liberia, Ellen Johnson Sirleaf, on the sidelines of the 71st Session of the United Nations General Assembly, in Manhattan, New York. Also present were Marjon V. Kamara, Foreign Minister, Republic of Liberia and Ambassador Lewis G. Brown, Liberia’s Permanent Representative to the United Nations.



### ISLAMIC ORGANISATION VISITS GUYANA

Sept 24th - Secretary General, IyadMadani, of the Organisation of Islamic Cooperation (OIC) began a routine tour of OIC Member States in the Caribbean with a visit to Guyana. Accompanying the OIC chief is AgshinMehdiyev, an Azerbaijan diplomat who is the OIC ambassador to the United Nations. Madani has said that one of the goals of his visit is to assess Guyana and Suriname’s expectations of the OIC. Madani also hoped to share with the leaders of these countries some of the products and support that the OIC can offer them.

## Jamaica



### BILATERAL TALKS WITH BARBADOS

Sep 9th - Jamaican Prime Minister, Andrew Holness and Prime Minister of Barbados, Freundel Stuart, met via telephone to discuss the state of bilateral relations between the two countries. The discussions came a day after PM Stuart received the letter of introduction of the new non-resident High Commissioner of Jamaica to Barbados, David Prendergast. Stuart told his counterpart that his call was intended to cement the need for the two countries to work more closely at the bilateral level over a range of issues, noting their close historical ties as founding members of the Caribbean Community (CARICOM).



### FBI AND ATF TO SET UP OFFICES AT US EMBASSY IN JAMAICA

Sept 10th - The US Federal Bureau of Investigation (FBI), and the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF), have arranged to set-up offices in Jamaica as part of measures to help fight crime and violence. The offices of both agencies will be located at the US Embassy in Kingston. US Ambassador to Jamaica, Luis G. Moreno, made the announcement during the Jamaica-US Bilateral Relations Forum, held at the regional headquarters of the University of the West Indies on 7 September.

## Suriname



### SURINAME TO INVEST US\$1.287 BILLION

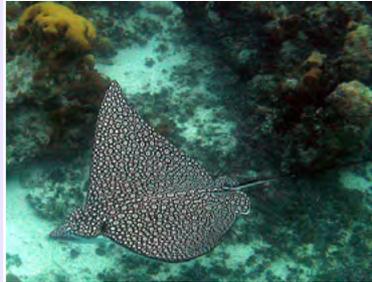
Sept 27th – Suriname will invest \$1.287 billion of a loan of US\$1.8 billion received from the Islamic Development bank (IsDB). The money will finance over 40 projects in energy and infrastructure as part of President Desi Bouterse’s government’s “Framework for the Stabilization and Restoration Programme 2016-2018”. Further to this, the social sector has been allocated US\$132 million, the agricultural sector, US\$95 million; and US\$500,000 goes to the ministry of finance and the central bank for capacity building.



### OIC VISITS SURINAME

Sept 30th - There was a meeting at the Presidential Secretariat between a delegation from the Organisation of Islamic Cooperation (OIC) and Suriname officials, including the Minister of Foreign Affairs, Niermala Badrising, Minister of Finance, Gillmore Hoefdraad, and the Governor of Suriname to the Islamic Bank. According to a press release from the government, discussions centered on the current socio-economic situation and the policies that the government has put in place to ameliorate Suriname’s economic problems.

# 7 Caribbean Facts You May Not Know



You may be from the Caribbean and you may know a lot about where you come from, but here are a few cool trivia tidbits to wow your friends!

1. There are over 7,000 islands said to be part of the Caribbean but only 2% of them are inhabited.
2. The Caribbean was actually discovered by accident. Christopher Columbus believed he had arrived in Asia (East Indies) but he was in fact in the Caribbean.
3. The name “Caribbean” is derived from the Amerindian tribe, the Caribs.
4. The Caribbean – and Trinidad and Tobago, to be precise – is home to the steel pan: the ONLY musical instrument invented in the entire 20th Century! Pan music, also known as “steel pan” music, is derived from old oil drums that are cut and tuned in a way that, when struck, they emit a sweet sound.
5. In addition to pan music, the Caribbean is home to many musical genres, such as Reggae, Calypso, Reggaeton, Salsa, Chutney (inspired by the East Indian migrations) and steelband (“pan”) music.
6. The entire region lies on a tectonic plate called the Caribbean Plate, which underlies the Caribbean and Central America. The last major shifting of the Caribbean Plate occurred in a 2010 earthquake which affected Haiti. Seismic specialists claim that, not including the Haiti event, the region is 20 years overdue for a major strike.
7. There is a rare Caribbean oyster that is said to climb trees. Well, not quite. What really happens is that as the tide comes in on the mangroves, the oysters ride up with the tide and attach themselves to the trees. When the tide ebbs the oysters remain on the trunks leaving the impression that they have climbed the tree.

The Caribbean is home to the weird and the wonderful – and we love it! Take the time to discover it for yourself.

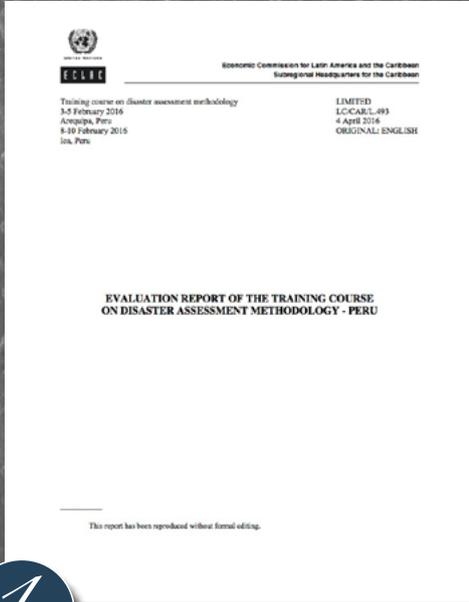


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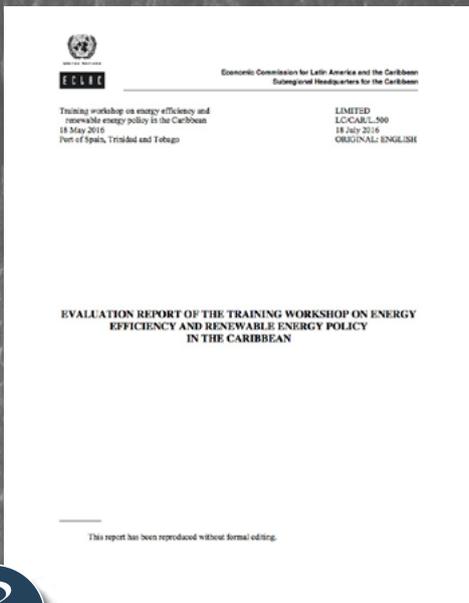
ECLAC CARIBBEAN'S

# Recent Publications



1.

Evaluation report of the training course on disaster assessment methodology (Arequipa and Ica, Peru).



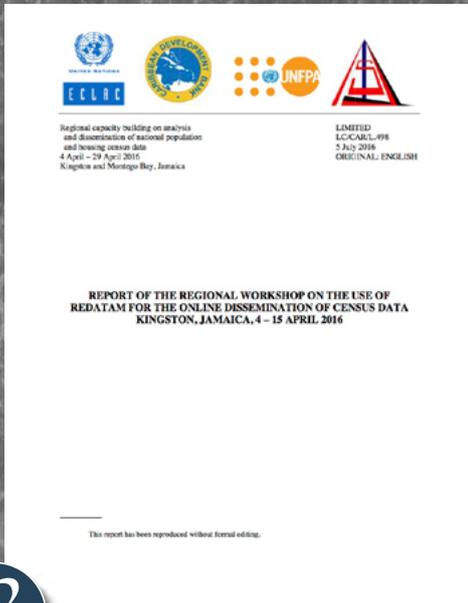
3.

Evaluation report of the training workshop on energy efficiency and renewable energy policy in the Caribbean

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Report of the regional workshop on the use of REDATAM for the online dissemination of census data, Kingston, Jamaica, 4-15 April 2016

2.

## DIANE'S CORNER

The Director's views and thoughts on the occasion of international observances:



**DIANE QUARLESS**  
Director of ECLAC Caribbean

29/9



### World Maritime Day

"World Maritime Day offers an important opportunity for us to reflect on ways to enhance Caribbean integration by expanding and strengthening the range of maritime services in our subregion"

**#DirectorsTake**

<http://vrb.al/directors-take>



# ECLAC CARIBBEAN *Family*

Changing lives... through mentoring and coaching

Very few people plan to grow up to become mentors or role models to others. This is not usually one of the things listed when someone is planning out their life or career goals. For most people who eventually become mentors, it is something that happens gradually over time – just as it did for Dale Alexander, Focal Point for the Associate Member Territories at ECLAC Caribbean.

Strong in his Seventh day Adventist faith, Dale's evolution as a mentor began when he was asked to share his thoughts on career guidance to a group of younger adults, while in his mid-20s. Needless to say, he made an impact and was approached by a few persons from the group for follow-up one-on-one career discussion sessions.

Thus began a journey of mentorship, which has taken Dale into life coaching.

Coaching and mentoring are not the same. Mentoring can be described as a process that focuses specifically on providing guidance, direction, and career advice to persons who are part of a common organization. Coaches, on the other hand, oftentimes come from a different community or group to those whom they assist. Mentors will share their knowledge in a way that helps people take greater control of their lives. On the other hand, coaches usually take a multi-step approach that focuses on building strengths, tackling weaknesses and facilitating continuous success by asking powerful questions to effect change rather than offering specific advice.

Since 1990, Dale has been a leader at his church. He shares ideas and approaches on the practical side of religion, as well as on the relevance of religious belief to one's daily life.

Dale enjoys his discussions with the groups of 17 to 32 age year old persons with whom he interacts, and also had positive experiences with some students from a secondary school in East Trinidad. He finds that boys need more support in general than girls, who tend to be more grounded and settled mentally. "This is my pet peeve: the under-performance of boys



academically. I recently lectured at the University of the Southern Caribbean for their capstone course on Strategic Management. In that class of 35, only five or six were male. You can't help but speculate on the reason for this," he told *The Hummingbird*.

Dale finds that young people generally do not like to be told what to do. Instead, they prefer to discuss issues, and to be coached and mentored. He also believes that many adults miss the opportunity to make a difference in the lives of young people by sometimes forgetting that they were once young.

He does feel motivated, though, when his past mentees remember him, as was the case when he received a very positive text message from a young man who had gone on to become a medical doctor. "I am told that I am a good listener, someone who cares to hear about the challenges of others, and someone who will motivate them to do their best."

Dale's four philosophies of life are firstly to do whatever he has to do with excellence. "I strive to emulate the

life and character of Jesus Christ, Daniel, Joseph (Jacob's son) and Queen Esther, all key persons from the Bible, whose experiences were different but impactful to me." Secondly, he sees himself as salt that has not lost its saltiness. "Salt is an ingredient used in very small amounts in recipes, yet it changes the entire taste and sometime even the texture of the finished product. I think of myself as salt for other people's lives."

His third philosophy is that he is a vessel, of no particular type or material. "The content I carry can change often. I can be a confidant, carry a secret, share a word of advice or a helping hand, or provide a shoulder to lean on. God has put me here to be used as needed, to make a positive difference."

Finally – and this is maybe where his strong attachment to his faith is most evident –, Dale does not believe in coincidence. "Nothing in my life happens by coincidence. God has given me evidence that He is in charge of the details of my life." ■



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