



ANNUAL REPORT

2020-2021

CONVENER'S WELCOME

There is no denying that 2021 has been an incredibly challenging year for Engender, as trustees and staff grappled with the tragic news in July of the death of Emma Ritch, Engender's Executive Director. As this annual report is written, we are still mourning the loss of a colleague, role model, and friend, as well as handling all of the administrative challenges which such a situation creates.



Despite this, Engender has continued our feminist policy work; advocating for gender-sensitive legislation, and making the case for an intersectional approach to women's equality.

Covid-19 has continued to be the over-arching narrative of life in Scotland over the past year as we have seen women's unpaid and undervalued work continue, economic hardship hitting women-dominated sectors, and the very real threat of the virus continue to curtail the lives of the most vulnerable. We have consistently called for a gendered recovery from Covid, which centres equality and an economy which works for women.

Alongside this, successful work around CEDAW incorporation, tackling misogyny, and women's health have shown why feminist policy making is vital for making change. Find out about these things and more throughout this annual report.

Thanks, as ever, for your continued support for Engender. I particularly want to pay tribute to the staff and board members, who have shown their dedication and commitment to the work of Engender more than ever over the past months.

**In sisterhood,
Nina Murray, Convener**

ENGENDER'S POLICY WORK

The Scottish Parliament elections in 2021 took place in the context of both the Covid-19 pandemic, and the beginnings of Brexit. Our manifesto for the elections called for:

1. A society that values and rewards those who care for us
2. An economy that works for women as well as it does for men
3. A Scotland that eradicates men's violence against women
4. A Scotland that guarantees women's rights
5. A Scotland with the highest standard of women's health and wellbeing
6. A Scotland where women have equal access to decision making
7. A Scotland where women have equal use of public space
8. A Scotland where our social security system ensures the dignity and security of women

And these threads have continued throughout our engagement with the Scottish Government, Parliament, and other decision-making bodies.

Of course Covid-19 has dominated policy discussions over the past year, as we look towards **economic and social recovery from the pandemic**. Engender has consistently called for a gendered approach to this work, and in particular the urgent need to recognise and value the **unpaid care work** done by women. We were pleased to see this acknowledged in 2021's Programme for Government, but are still to see real progress in this area. We have advocated for a strategic focus on gender equality within development of the National Care Service.

Engender has been long campaigning for the **incorporation of CEDAW** – the UN Bill of rights for women – into Scots Law, and we are delighted that this has now been committed to by the Scottish Government and will become a reality over the next few years. Engender sits on the **Human Rights Bill Governance and Engagement Advisory Board**, so will be able to help guide the process to realise our vision that women in Scotland will be able to cite their rights under CEDAW in a Scottish court. We also continue to engage with the CEDAW

Committee's examination of the UK – submitting Scottish and four-nation reports on key areas of concern.

Our work on the prevention of **violence against women** has manifested itself in our engagement in the Misogyny and Criminal Justice in Scotland Working Group chaired by Baroness Helena Kennedy QC where we continue to advocate for a standalone offence to tackle egregious misogynistic harm. We have also been working to identify structural changes to make workplaces safer and tackle workplace sexual and sexist harassment, through convening an expert working group and undertaking research funded by Rosa. The high-profile cases of violence against women seen this year have only highlighted the urgency of tackling misogyny in all its forms.

This year has seen the publication of the Scottish Government's **Women's Health Plan** and we continue to engage with parliamentarians to ensure that this encompasses the entire scope of women's lives rather than focusing on – still vital – reproduction. Women in Scotland are still able to access telemedical abortion, and we will continue to advocate for this to be made a permanent change alongside other measures to ensure that abortion in Scotland is seen as regular, routine healthcare.

The need for **mainstreaming** and **gender-sensitive sex-disaggregated data** are constant calls from Engender, and in November 2020 we produced a comprehensive report on mainstreaming, setting out why it is vital for women's equality. We are a member of the Scottish Government's working group on equality and human rights mainstreaming and continue to advocate for far-reaching reform to the Public Sector Equality Duty.

Engender is Scotland's representative on the UK Joint Committee on Women (UKJCW), which is the national co-ordination of the UK within the European Women's Lobby. Engender has served as the EWL Board member during this period, and in June took over as the chair of UKJCW. Throughout 2021 we have worked with women's organisations across the four nations of the UK to undertake polling work mapping the impact of Covid-19 on women.

Boards and advisory bodies that Engender sits on:

First Minister's National Advisory Council on Women and Girls | the Equally Safe in Practice Advisory Group | the Human Rights Bill Governance and Engagement Advisory Board | Misogyny and Criminal Justice in Scotland Working Group | Gender Based Violence and Learning Disability Working Group | the Carers Benefit Advisory Group | the joint strategic board of Equally Safe | the Scottish Campaign on Rights to Social Security | Gender Equality Taskforce on Education and Learning | implementation group for the gender pay gap action plan | National Taskforce on Human Rights civil society reference group | working group on Commercial Sexual Exploitation | The United Kingdom Joint Committee on Women | End Child Poverty Coalition | Non-Binary Working Group | Minimum Income Guarantee Steering Group | HIS Sexual health standards Development Group

We have developed briefings, evidence and analysis on the following areas:

The Programme for Government | Pre-Application Consultation Requirements in Planning | 16 days of Activism on Violence Against Women | Valuing the 3rd Sector | Challenging Men's Demand for Prostitution | Hate Crime and Public Order | the Menopause | Period Product Provision | Scotland's Digital Strategy | Fair Rents | Early Medical Abortion at Home | Welfare Policy | Code of Conduct on Sexual Harassment and Sexist Behaviour in Parliament | Scottish Employment Injuries Advisory Council | Freedom of Expression | Sex and Gender Data Collection | Adult Disability Payment | Abortion Notifications | Equality and socio-economic impacts of Brexit | Local Place Plan Regulations | National Strategy on Economic Transformation | Pre-Budget Scrutiny | Aims and Principles of the Scottish Government Covid-19 Enquiry | Reform of the Public Sector Equality Duty | National Care Service | Impacts of Covid-19 on Women's Equality | Abortion Clinic Buffer Zones

All of these are available on Engender's website.

ENGENDER'S COMMUNICATIONS AND ENGAGEMENT WORK

With in-person events still not the norm, Engender has held a number of **webinars** over the past year to discuss key policy areas, engage the public in feminist issues, and bring Engender members together. Topics have included mainstreaming, CEDAW incorporation, and Covid-19 recovery, and we have also taken the opportunities afforded by online events to welcome authors **Laura Bates, Leslie Kern** and **Eve Livingston** to discuss their work.

The Scottish Parliament elections in May 2021 saw us hold a **Party Leader hustings** which brought together Nicola Sturgeon, Jackie Baillie, Lorna Slater, Willie Rennie and Rachael Hamilton to face questions from a coalition of women's organisations. Our **gender edits of party manifestos** allowed people in Scotland to see at a glance what parties were saying about their commitments to women's equality.

Our **Women Covid Scot** project to record women's experiences through the pandemic has been useful in demonstrating to decision-makers the impact of ungendered public health measures. Engender also ran a survey to gather the experiences of **disabled women** and the provision of services during lockdown.

Engender's feminist policy podcast, **On the Engender**, continues to produce episodes to introduce areas of policy in an accessible way. Over the summer, we were delighted to welcome **Pass the Mic** to host a podcast takeover. The project, to improve representation of women of colour as experts in the media, hosted four episodes of the podcast covering race and Covid-19, participation, media representation, and white feminism.

ENGENDER'S DEVELOPMENT WORK

We have welcomed Jessie Duncan to the Development team this year, where she leads our project on Equal Representation. This work aims to increase diverse women's representation in Scotland's elected bodies through engaging with political parties. The **Equal Representation in Political Parties Toolkit** has been updated with a new module to reflect the huge shift to online activities and the impact – both positive and negative - that this can have on women's ability to engage in politics.

Miranda Barty-Taylor's work with us on developing a **Women in Media Body** for Scotland is progressing, with exciting plans to improve women's representation in the media and engagement with media and arts organisations from the BBC to pipe bands. Engender chairs **Gender Equal Media Scotland** which brings together activists, academics, and media professionals to discuss these issues.

This year we also worked with two students on a project mapping **equality data at local authority level**, which will feed in to Engender's work on local authority elections in 2022.

Thanks to those organisations with whom we've worked this year:

Scottish Government | Close the Gap | Scottish Women's Aid | Rape Crisis Scotland | Zero Tolerance | EQUATE Scotland | Women 5050 | Equality Network | Coalition for Racial Equality and Rights | CEMVO | LGBT Youth Scotland | Stonewall | Women 5050 | Strathclyde University | Women in Journalism Scotland | National Union of Journalists | Inclusion Scotland | People First | Glasgow Women's Library | SCLD | CoSLA | National Library of Scotland | Poverty Alliance | Christian Aid | Young Women's Movement Scotland | Edinburgh University | Amina Muslim Women's Resource Centre | Scottish Trans Alliance | Scottish Youth Parliament | Pass the Mic | Scottish Women's Budget Group | First Minister's National Advisory Group on Women and Girls | Poverty and Inequality Commission | Glasgow Caledonian University | Human Rights Consortium Scotland | Amnesty Scotland

And our funders:

Scottish Government Equality Fund | ROSA, the UK fund for women and girls | the Joseph Rowntree Reform Trust | the Standard Life Foundation | and all of the individual members and donors whose contributions help us carry out our work.

ENGENDER'S STAFF AT NOVEMBER 2021

Catriona Kirkpatrick

Head of Development

Eilidh Dickson

Policy and Parliamentary Manager

Jill Wood

Policy Manager

Alys Mumford

Communications and Engagement Manager

Dr Miranda Barty-Taylor

Development Officer (Gender Equal Media Scotland)

Jessie Duncan

Development Officer (Equal Representation)

Maxine Blane

Communications and Administrative Assistant

Anya Stewart

Communications and Engagement Assistant

Amanda Stanley

Podcast Producer

Since the passing of Emma Ritch in July 2021, Engender's senior staff (Catriona Kirkpatrick, Eilidh Dickson, Jill Wood and Alys Mumford) have formed an interim leadership team, managed by Engender's board of directors.

Thanks to Mariah Kelly, who left Engender in September 2021, and to Claire Kish who is currently working on a three month placement with Engender as part of her PhD studies.

ENGENDER'S BOARD 2020-2021

Nina Murray (Convener)

Lucy Mulvagh (Vice-Convener)

Dr Shelly-Ann Brown (Vice Convener, Treasurer)

Louise Brodie

Camila Cavalcante

Emma Hutton

Zara Kitson

Jacquelyn O'Brien

Maria Pakpahan

Dr Nighet Riaz

Iffat Shahnaz

Leanne Wilson

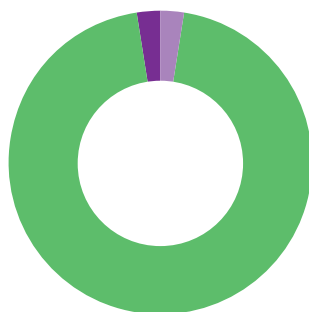
Engender's board of directors is responsible for the governance and strategic direction of the organisation. Directors bring a vital range of skills and experiences to guide Engender, and support the staff in delivering the organisation's aims.

The board usually meets five times a year, and directors are elected annually at Engender's Annual General Meeting. Given the exceptional circumstances this year, the board have been meeting monthly, and offering additional support meetings to staff.

INCOME AND EXPENDITURE

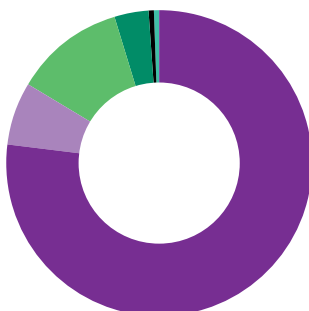
APRIL 2020 - MARCH 2021

INCOME	
Donations and legacies	10,252
Scottish Government	363,804
Consultancy	8,648
Total	£382,704



- Donations and legacies
- Scottish Government
- Consultancy

EXPENDITURE	
Staff costs	253,743
Premises costs	21,867
Running costs	38,718
Legal and professional fees	11,857
Interest and finance charges	1,672
Depreciation	1,107
Total	£328,964



- Staff Costs
- Premises costs
- Running costs
- Legal and professional fees
- Interest and finance charges
- Depreciation



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