

ENGENDER ANNUAL REPORT

2014-2015

CONVENER'S WELCOME

This year has seen political leadership on women's equality in Scotland, high-profile cases of individuals and organisations getting it wrong on everyday sexism, and the first major feature film on the suffragette's battle for votes for women. As with all of the other years that Engender has been doing feminism in Scotland, there has been cause to cheer and cause to despair at the glacial pace of change.



This annual report sets out the work that Engender has been doing over the past year to persuade politicians, policymakers, and those with power and influence across Scotland that gender matters. Our small and dedicated staff team have been working locally, nationally, and internationally to make women's voices heard in the heart of government, at the UN, and in political and policymaking spaces across Scotland.

We are proud to have worked with so many women's organisations, race equality organisations, human rights organisations, disabled people's organisations, and anti-poverty organisations on some of the key issues undermining women's equality today.

If you are not already a member of Engender, then we invite you to join us in this vital work to make gender matter.

Nina Murray, Convener of Engender's board

GENDER MATTERS

2015 saw Engender launch 'Gender Matters', a new framework for our policy, advocacy and engagement work.

We have been delivering an engagement strategy over the last year to bring women together in discussion and at events, hear women's voices online, and otherwise consider and reflect on how our ambitions for a Scotland in which women have equal access to power, resources, and safety can be realised.



Our Gender Matters manifesto is influencing political parties in advance of the 2016 Holyrood elections, and we will be launching a ten-year roadmap to women's equality next year.



GENDER MATTERS LOCALLY

Feminism, and campaigns for equal rights, continue to grow in popularity and mainstream attention, and we have worked to support communities to explore issues of gender equality.

- Our work with the **North West Women's Centre in Glasgow** has continued with several workshops aimed at identifying key issues where action is needed, and the co-hosting of a **women's hustings for the General Election in May 2015**.
- This year Engender completed our project exploring issues of **gender and sectarianism**, and challenging the widely-held view of sectarianism solely revolving around 'men behaving badly'. Involving focus groups with women around Scotland, and a high-profile conference on **'Women, Faith and Feminism' in April 2015**, the project resulted in some key recommendations for the Scottish Government, and for any groups working on sectarianism. We produced several resources, including a Toolkit to help anti-sectarianism projects include women and girls in their work. A highlight of the project was the creation of **'Women and the S Word'**, a film made by three young women in the west of Scotland.
- During the summer months in Edinburgh, Engender worked with YWCA, the Young Women's Movement in Scotland, on **#FeministFestival**. This saw 30 women from across Scotland come together to review shows at the Edinburgh festivals from a feminist perspective. The women, who



ranged from 15-67 years in age and many of whom had never seen a show at the festivals before, received training from professional critics and support from staff. The project was incredibly popular on social media, in the press, and with festival-goers, and we want to thank all of the women involved.

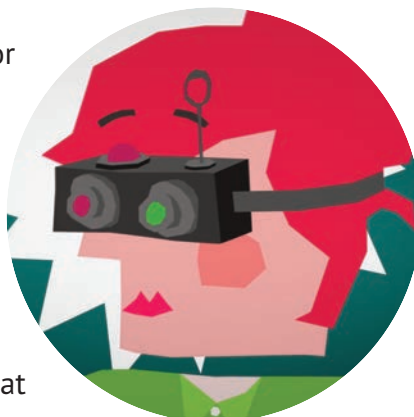
- Engender always seeks to work and act in solidarity with other organisations, so we were delighted to partner with the council for ethnic minority voluntary organisations (CEMVO) and the Coalition for Racial Equality and Rights (CRER) on two **Black History Month** events in Edinburgh and Glasgow. **'Feminism, Womanism and Intersectionality'** explored issues of feminism and women of colour through short film and discussion.



GENDER MATTERS NATIONALLY

Much of Engender's work is at national level, producing policy briefings and influencing and engaging with the Scottish Government and other public bodies to ensure women's equality remains high on the political agenda.

- In early November we launched our **Gender Matters Manifesto: 20 for 2016** – 20 asks for gender equality which our members would like to see in the next parliamentary term. This has been used to lobby all political parties to include some or all of these asks in their own manifestos for the Scottish Parliament elections.
- Our work challenging the impact of austerity on women continued this year, with the publication of **'A Widening Gap'**, a report showing that 85% of the cuts from the coalition government came from women's incomes. We have worked both to highlight the devastating impact of the cuts, and to encourage the Scottish Government to mitigate them. Scottish Government has funded us to work with other women's organisations to explore the **future of social security and Fairer Scotland**, and we are pleased to have worked with Close the Gap, Scottish Women's Aid, Refugee Women's Strategy Group, Carers Scotland, One Parent Family Scotland and others to amplify women's voices.
- Care policy has been another big focus for our national work in 2014-15. On International Women's Day we chose to highlight the huge problem of unpaid care with a relaunch of our film 'Marginal-eyes' and a social media campaign to **#MakeWorkVisible**. We also hosted a conference with the Centre on Constitutional Change in October, looking at



how **care policy can help to achieve gender equality**. Looking at both long-term and child care, it saw Professor Kirstein Rummery present research, and a keynote address from Shona Robison MSP, Cabinet Secretary for Health, Wellbeing and Sport.

- In November we co-hosted **‘Who Runs the World: Women’s Representation in Public Life’** with the Women 5050 campaign. The first national conference looking at women’s representation in Scotland, it saw over 120 delegates come together to discuss gender balancing mechanisms, discuss intersectional quotas, and hear from the First Minister Nicola Sturgeon.
- **Intersectionality** is vital to our work, and we are proud to have worked with Inclusion Scotland and Independent Living in Scotland to bring disabled women together in various spaces to discuss disabled women’s equality, long-term care, and disabled women’s experience of men’s violence.



GENDER MATTERS INTERNATIONALLY

- 2015 marked the **20 year anniversary of the Beijing Platform for Action**. An event at the Scottish Parliament discussed our briefing that evaluated the UK and Scottish Government's progress against the 10 areas of the Platform and issued some calls for action on issues where progress has been slow and limited.
- The UK's progress in delivering the rights contained within the **International Covenant on Economic, Cultural, and Social Rights** will be examined in 2016. This year, we've worked with Close the Gap, Equate Scotland, Scottish Women's Budget Group, Scottish Women's Aid, Zero Tolerance, Rape Crisis Scotland, and SCVO to submit a shadow report to the UN identifying some critical areas where rights are being breached. The list of issues produced by the UN Committee in advance of the examination reflects our concerns about women's rights.
- Engender represents Scotland on the **UK Joint Committee on Women**, which is the UK's national co-ordination that forms part of the European Women's Lobby. Dr Marsha Scott, an Engender board member, represents the UK on the Lobby's European Observatory on Violence Against Women. Alys, Engender's new Communications and Engagement Officer, travelled to Brussels in September to attend the European Women's Lobby **Feminist Summer School** and meet with 50 young feminists from across Europe. It was a great opportunity to share ideas and campaigns from other countries, and strengthen Engender's bond with our European sisters.



Photo: Isabella Borelli

GENDER MATTERS INFRASTRUCTURE

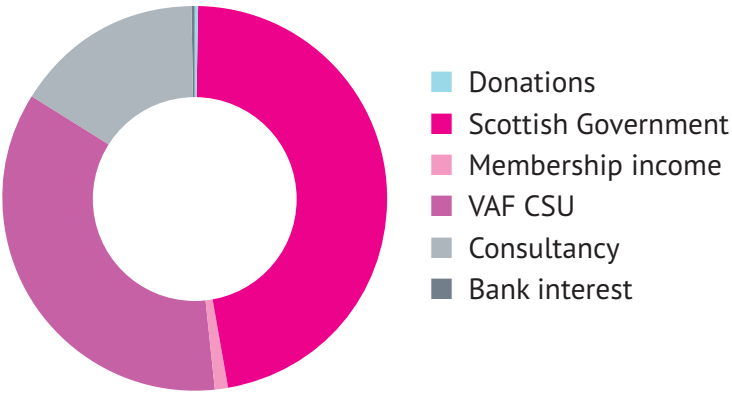
- Engender's public profile continues to rise, with strong engagement on social media, and regular requests from mainstream media. We continue to attract members both individual and organisational, and our membership is engaged and active.



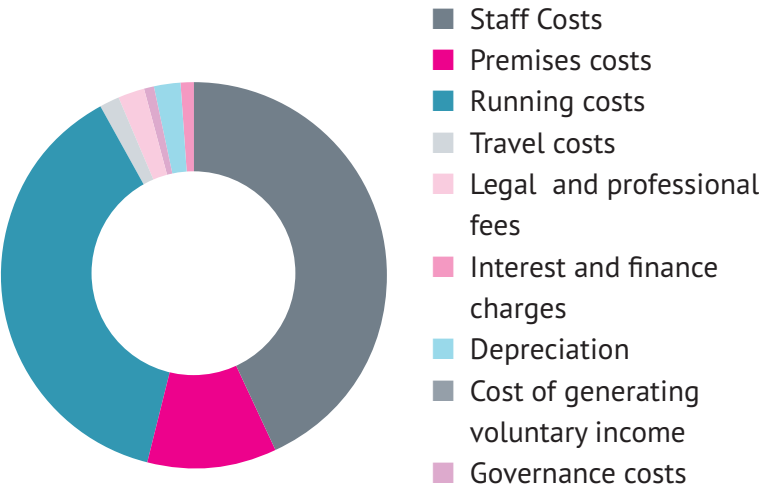
- We have been working over the past year to bring in income to build up our reserves, and give Engender a small amount of financial security. We've achieved our financial goals for the year, and will continue to diversify our income streams to reduce our reliance on individual funders.

INCOME AND EXPENDITURE

INCOME	
Donations	930
Scottish Government	120,000
Membership income	2894
VAF CSU	90,182
Consultancy	40,669
Bank interest	64
Total	254,739



EXPENDITURE	
Staff Costs	84,656
Premises costs	21,385
Running costs	74,797
Travel costs	3,239
Legal and professional fees	4,433
Interest and finance charges	120
Depreciation	1,181
Cost of generating voluntary income	4,721
Governance costs	1,806
Total	196,338



ENGENDER'S STAFF 2014-15

Emma Ritch

Executive Director

Catriona Kirkpatrick

Development Manager

Jill Wood

Policy Manager

Alys Mumford

Communications and
Engagement Officer

Engender's small and productive staff team delivers the work of the organisation. In February Engender welcomed Alys as Communications and Engagement Officer to work with Emma, Jill and Catriona to spread the message of women's equality to Engender's members and stakeholders.



ENGENDER'S BOARD 2014-15

Nina Murray (Convener)
Emily Thomson (Vice Convener)
Wendy Davies (Treasurer)
Megan Bastick
Aoife Keenan
Angela O'Hagan
Kirstein Rummery
Marsha Scott
Lesley Sutherland
Juliet Swann
Talat Yaqoob

Engender's board of directors is responsible for the governance and strategic direction of the organization.

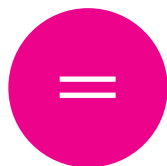
Directors bring a vital range of skills and experiences to guide Engender, and support the staff in delivering the organisation's aims. The board meets 6 times a year, and directors are elected annually at Engender's Annual General Meeting.

Standing down from the board this year are Megan Bastick, Wendy Davies, and Angela O'Hagan. All have been dedicated, creative, and insightful members of Engender's board and will be much missed in that capacity. We look forward to continuing to work with them in other ways to advance women's equality.

Engender
1A Haddington Place
Edinburgh
EH7 4AE
0131 558 9596

info@engender.org.uk
www.engender.org.uk

Twitter: @EngenderScot
Facebook: /engender



ENGENDER

November 2015