

ENGENDER ANNUAL REPORT

2016-2017

CONVENER'S WELCOME

Last year's AGM came just after the US election. Engender members and supporters came together to share our disbelief and hear from a panel of feminists who did their best to instil in us some hope, and push us to action.

This past year, too, seems to have been dominated by elections. Neither the local elections nor the snap general election showed much progress for women's representation, with only marginal increases in the numbers of women elected in both cases. And all of this in the shadow of Brexit which poses significant threats to women's rights and equality in the UK.

But throughout this year, Engender has been there making the case for women's equality. Holding workshops with women who are often shut out from political discussions; giving evidence about the impacts of social security to parliamentary committees; producing incisive briefings on the state of inequality in Scotland.

We have seen some major successes. More and more we see women's equality recognised in areas which are not traditionally seen as 'women's issues': social security, employability, the creative arts. We have seen tangible changes which will improve women's lives: the waiving of NHS charges for abortions for Northern Irish women, free sanitary products in some schools, a shift to more sustainable funding for equalities bodies. We couldn't push for these changes without the individuals and organisations who make up Engender's membership. We are grateful to all those who we work with to strengthen our message of intersectional feminism, and look forward to the next year of working together for equality.

Nina Murray, Convener of Engender's board

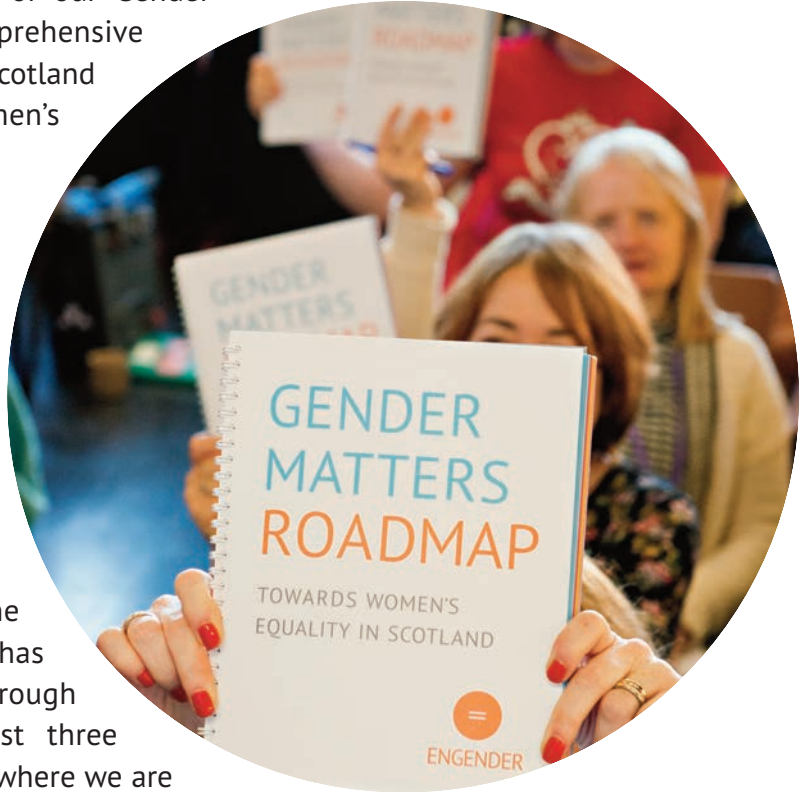


THE GENDER MATTERS ROADMAP: TOWARDS WOMEN'S EQUALITY BY 2030

This year saw the launch of our Gender Matters Roadmap, a comprehensive plan of action for bringing Scotland closer to achieving women's equality by 2030.

Split across ten key areas, the Roadmap calls on the Scottish Government and other decision making bodies to take concrete and considered actions towards equality for all women in Scotland.

It helps to answer the question that Engender has been seeking to answer through consultation over the past three years: 'how do we get from where we are to where we are trying to go?'.



We launched the Roadmap at 'Scotland's Feminist Future', our two day conference in September at the Glasgow Women's Library. You can see photos from the launch throughout this annual report.

Access the Roadmap at gendermatters.engender.org.uk

GENDER MATTERS LOCALLY

Gender matters in our communities, whether they are based on geography, background, or interest. Engender works both to support women within their communities, and to challenge communities to recognise and tackle sexism and inequality.

Together with the Women 50:50 campaign we held workshops throughout the spring to speak to women about the **local council elections**. Partnering with Amina, Saheliya, Inclusion Scotland, Women for Independence and others, we held events for Muslim women, refugee and newly arrived women, and disabled women about how councils can better represent them. These workshops have resulted in a **‘What Women Want’ resource** which asks councillors ten questions they must answer to help them better represent women.

We also work closely with partner organisations to talk about women in the context of other inequalities. Alongside disabled people’s organisations we have been exploring the experiences of **disabled women**, and have launched a new project which looks specifically at tackling the discrimination and stigma throughout **disabled women’s reproductive journeys**. Our events throughout **Black History Month** allow us to explore the racism and sexism facing women of colour in Scotland, and how we can better fight for equality for all women.

Finally, we continue to visit groups across Scotland to offer **talks, workshops and campaigning advice**.



GENDER MATTERS NATIONALLY

As always, work at a national level has formed most of Engender's work this year, making the case for women's equality and feminist policy. As well as the creation and launch of the Gender Matters Roadmap, Engender's policy team have researched and produced briefings, reports and consultation responses on a wide variety of feminist issues.

Equal representation remains a fundamental ask for feminists, and we were pleased to launch a large piece of research this year which charts men's over-representation in public life in Scotland. Setting out the gender (in)balance in over 3,000 jobs of power and influence in Scotland it showed that 79% are held by men, definitively demonstrating that having a female First Minister doesn't mean equality exists.



Since its devolution to the Scottish Government following the 2014 referendum, **abortion** has been a key issue for Engender. 'Our Bodies, our Choice', released in December 2016, makes the case for abortion to be decriminalised in Scotland, and calls for significant improvements in service to ensure equal access. Since then we have been working with academics, legal experts and politicians to work towards these aims.

Social security will always be a critical driver for women's equality, with women being twice as dependent on it than men. Over the past year we have continued to make the case for Scotland's new social security system to be gendered, and we have also been at the forefront of the campaign at a UK level to scrap the punitive 'family cap' policy and so-called 'rape clause'.

In addition to producing reports based on our areas of policy expertise, Engender strives to research areas of gender inequality which are less well understood. Over the past year we have hosted roundtable discussions on topics including health inequalities, women in the creative industries, childcare, social care, period poverty, education and employability.

In order to ensure that we see as much gender mainstreaming as possible, Engender staff members sit on a wide variety of working groups and equality advisory groups, including: Crown Office and Procurator Fiscal Services equality advisory group; Scottish Court and Tribunal Service equality advisory group; Scottish Enterprise equality advisory group; Skills Development Scotland equality advisory group; sportscotland's equality advisory group; the joint strategic board of Equally Safe; the Write to End Violence Against Women Awards steering group; the Women's Equality Strategy Group; the Best Start Reference Group; and working groups of the Scottish National Action Plan on Human Rights.

Our two day conference, Scotland's Feminist Future, profiled the wide range of issues Engender works on, and celebrated our strong commitment to partnership working. Workshops on topics ranging from criminal justice to investigative journalism, and speakers from organisations including Alliance for Choice, Scottish Trans Alliance, Yon Afro, the Inclusive Living in Scotland project, and the Human Rights Consortium Scotland, helped make the event educational and inspiring.

As well as producing policy based on strategic priorities, a large part of Engender's policy work is reactive; responding to consultations, speaking at evidence sessions, and briefing parliamentarians before debates.

This reactive work has included:

Gender balance on public boards | the gender pay gap | child poverty | the Budget Review Group | the socio-economic duty | homelessness | Scotland's policing strategy | Equally Safe | the two-child limit | trafficking and exploitation | the Domestic Abuse (Scotland) Bill | the draft budget



GENDER MATTERS INTERNATIONALLY

Engender's international work continues to be dominated by uncertainty over Brexit, as we work with other equality and human rights organisations to help shape a Brexit process with equality at its heart. Together with our colleagues on the UK Joint Committee on Women we have been working to ensure that women's voices are heard during the negotiation process, and that women's rights are upheld.



Our membership of the European Women's Lobby remains very important to us. Emma Ritch, Engender's Executive Director, sits on the feminist economics expert group of the Lobby, has presented to their board on citizen's basic income, and contributed to their 'Purple Pact' work on feminist economics.

As women's rights remain under threat around the world, we try to engage in international solidarity; from sharing international news stories in our weekly Friday Feminist Five email, to supporting the newly created Scottish-Irish Abortion Rights Campaign.



GENDER MATTERS INFRASTRUCTURE

We have continued to strengthen our organisation and build on our capacity to communicate with our members and stakeholders throughout the year, and are celebrating the successful delivery of some critical infrastructure projects. Our public profile continues to rise, with strong engagement on social media, and regular requests from mainstream and new media. The launch of 'On the Engender', our feminist policy podcast, has given Engender a new platform to discuss policy ideas and celebrate the women's sector in Scotland. We continue to seek external funding for specific pieces of work, and this year have been pleased to be awarded funding from SCVO for our Community Jobs Scotland post held by Caroline Levack, the Tampon Tax for our work with disabled women, the Rosa Fund for blogging work, Awards for All to help make our conference as accessible as possible, and the Scottish Government for partner work on equal representation.

Our staff team has seen some changes as Emma Trottier became part of Engender's policy team, and Maxine Blane joined us to work on communications and administrative support. We also said a fond farewell to Caroline Levack who finished her contract with us as part of the Community Jobs Scotland scheme, Ceris Aston who has moved on from Engender to an exciting life conserving islands, and Kate Nevens who has joined Amnesty International as their temporary Programme Director for Scotland. Jill Wood, Engender's Policy Manager, is currently on maternity leave and we look forward to welcoming her back in the new year.

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 Race Equality and Rights | BEMIS | CEMVO | LGBT Youth Scotland | Stonewall | Inclusion Scotland | Carers Scotland | Scottish Refugee Council | the Prison Reform Trust | the Poverty Alliance | Amnesty International Scotland | NUS Scotland

ENGENDER'S STAFF 2016-17



Emma Ritch

Executive Director

Catriona Kirkpatrick

Development Manager

Jill Wood

Policy Manager (currently on maternity leave)

Emma Trottier

Policy and Parliamentary Manager

Alys Mumford

Communications and Engagement Manager

Maxine Blane

Communications and Administrative Assistant

Amanda Stanley

Podcast Producer

Many thanks to **Kate Nevens, Ceris Aston, Caroline Levack** and **Rhiannon Walsh** who have all been part of our staff team over the past year.

ENGENDER'S BOARD 2016-17

Nina Murray (Convener)

Emily Thomson (Vice-Convener)

Jenny Bloomfield (Treasurer)

Kirstein Rummery

Lesley Sutherland

Juliet Swann

Talat Yaqoob


Emma Hutton

Maria Pakpahan

Carla McCormack

Suzanne McLaughlin

Susan Rae



We would like to thank all of our board members for their contributions to Engender's work, and to women's equality in Scotland. A particular thank you to **Lesley Sutherland**, for her many years of dedicated service, can be found over the page.

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 meets six times a year, and directors are elected annually at Engender's Annual General Meeting.

A FAREWELL TO LESLEY SUTHERLAND



Like many of us, Lesley Sutherland began to think about and challenge inequality as a teenager and has brought her lifelong feminist perspective to her work as a trade unionist, and in the third and public sectors.

She was one of the foremothers of the contemporary feminist scene in Scotland, having been involved in the Scottish Convention of Women and in Women's Forum Scotland. She joined Engender in its earliest days and has served faithfully as a board member since near the beginning.

Scotland's feminists have often been internationalist, and Lesley was deeply involved in the establishment of the European Women's Lobby, which emerged out of the solidarity of European women, as a founder board member and then Treasurer. Lesley worked long and hard in the setting up of the UK Joint Committee on Women to ensure that Scotland's women had an equal place at the table in Brussels. Engender's links with women and organisations across Europe are built on the foundation of Lesley's early involvement with this work.

Lesley has served Engender's board in multiple capacities, including as Treasurer, International Convener, and recently as the diligent chair of a working group to refresh Engender's employment policies.

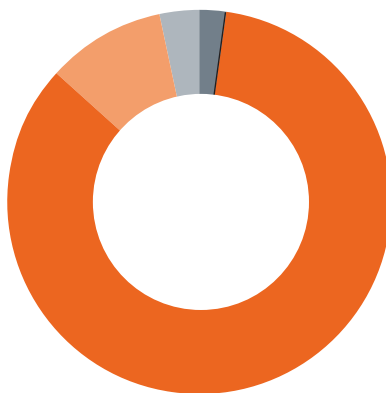
Her wise counsel, years of knowledge of Scottish feminism, generosity with her time, and positivity have been a great source of strength to the organisation as it navigated the challenges that face small and plucky feminist organisations. We wish her well as she pursues new challenges and adventures in retirement.

INCOME AND EXPENDITURE

APRIL 2016 - MARCH 2017

INCOME

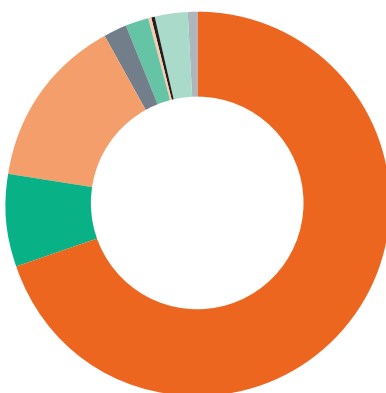
Donations and membership	5,683
Scottish Government	208,449
Consultancy	24,506
Bank interest	125
SCVO (Community Jobs Scotland post)	7,544
Total	£246,307



- Donations and membership
- Scottish Government
- Consultancy
- Bank interest
- SCVO (Community Jobs Scotland post)

EXPENDITURE

Staff costs	144,804
Premises costs	16,413
Running costs	29,665
Travel costs	3,966
Legal and professional fees	4,264
Interest and finance charges	140
Depreciation	842
Cost of generating voluntary income	6,040
Governance costs	1,179
Total	£207,313



- Staff Costs
- Premises costs
- Running costs
- Travel costs
- Legal and professional fees
- Interest and finance charges
- Depreciation
- Cost of generating voluntary income
- Governance costs

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

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

Twitter: @EngenderScot
Facebook: /engender



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