

Gender Equality Perth
Equality, diversity and inclusion plan
Signed off: September 2022
Next review date: September 2023

Action Plan

Background

Gender Equality Perth is a charity determined to achieve gender equality in Perth and Kinross and beyond through delivering public programming, professional training and as a conduit to national initiatives. Rooted in a philosophy of feminism and collaboration, GEP employs an interdisciplinary approach to engage a wide range of audiences. We are driven by an understanding that gender inequality is at the root of many societal problems and gender stereotyping begins before birth. We strive to be an approachable, progressive and inclusive organisation.

At Gender Equality Perth, we strive to be inclusive in everything we do. We recognise that everyone's experiences are different and so every voice has a unique and valuable contribution to make.

We aim to promote an understanding of intersectional feminism in our community and beyond and recognise and overcome the barriers to participation and engagement in our activities and feminist conversations.

We are always trying to improve the way we operate to be more inclusive and equal. This means stemming from the organisation's purpose:

Furthering understanding of the reach and impact of gender inequality on all aspects of life.

- Providing a space for conversation and learning around gender issues.
- Gathering data to build a picture of what gender equality/inequality looks like in Perth and Kinross.
- Promoting gender equality on the public/political agenda for Perth and Kinross.
- Empowering local women.

To achieve these aims we want to:

- Develop a programme of events to engage the local community in exploring gender and other related issues.
- Identify and explore gender and other related issues that are pertinent to the Perth and Kinross community
- Listen and engage with communities to identify relevant issues and challenges
- Develop an intersectional approach
- Create dialogues
- Develop partnerships
- Contribute to the strengthening of representation, equality, diversity and inclusion within Perth and Kinross

We adhere to the Women of the World [Code of Conduct](#) and expect our staff, volunteers, members and participants to do the same.

Equality Act 2010

Although we are not legally required to do so we also promote the equality duty as defined in the Equality Act 2010, which takes into account the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Which involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Protected characteristics are defined in the Equality Act 2010 as:

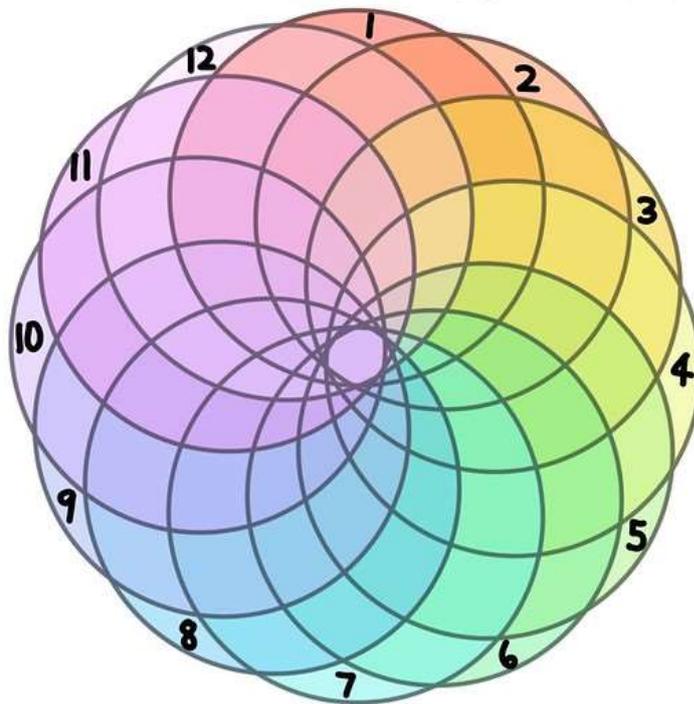
- Age
- Disability
- Gender reassignment
- Race / ethnicity
- Religion or belief
- Sex / gender
- Sexual orientation
- Pregnancy and maternity
- Marriage and civil partnership
- Socio economic deprivation (poverty, rural isolation, urban deprivation and health inequalities)

Although these are the protected characteristics identified in the Equality Act 2010, we recognise that marginalisation and disadvantage is not restricted to people within these groups and is not equally experienced by people in one or more of these intersecting groups.

Intersectionality

We recognise the challenges of intersectionality inherent in issues of equality, and that people's experiences of discrimination, oppression and marginalisation are different and multiplied according to aspects of people's social and political identities. This can be seen in the visual representation below.

INTERSECTIONALITY



- 1 Race
 - 2 Ethnicity
 - 3 Gender identity
 - 4 Class
 - 5 Language
 - 6 Religion
 - 7 Ability
 - 8 Sexuality
 - 9 Mental health
 - 10 Age
 - 11 Education
 - 12 Body size
- (...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

@sylvia duckworth

Image by Sylvia Duckworth available at <https://www.flickr.com/photos/sylvia duckworth/50245846893>

Local demographics

An online analysis of publicly available demographics data found that Perth and Kinross is predominantly white (96.7%), heterosexual (95.4%), that the largest age group in 2020 was 45-64 and the smallest 16-24 and that 27% of people are ranked 5 or below in the Scottish Index of Multiple deprivation. This limited diversity in the local community highlights the importance of providing opportunities to share knowledge and experiences of and celebrate differences in support of equality.

About us

The small board is currently made up of four white, female, middle class, educated, cis, heterosexual, able bodied mothers of young families.

We recognise our privilege in having the capacity to pursue the GEP agenda and are committed to help to drive change towards a more inclusive Perth and Kinross and to identify opportunities for improving equitable opportunities for more people to engage in and benefit from the activities of GEP.

Audience

GEP is committed to engaging with all aspects of the Perth and Kinross community. We have a core membership in Perth Women's Collective that reflects a range of ages.

The programme to date has focused on:

1. Women (and men) with young families through the Gender Equal Parenting events.
2. Local women (and men) through Perth Women's Collective events such as talks and discussions, book club and film screenings.

Barriers:

- Location (rural/urban)
- Cost
- Awareness
- Accessibility
- Travel
- Engagement – opinions and language used is off-putting (e.g. feminism, patriarchy), lack of incentive to participate in feminism, groups targeted to date (e.g. women with families)
- Hard to reach groups – discomfort for under-represented groups, demographics illustrate limited diversity in the local community.

How these are currently mitigated:

- GEP continues to develop a network with local charities and organisations that represent marginalised or disadvantaged groups to increase engagement and representation in the programme from these groups.
- GEP's programme for Perth Women's Collective offers a mixture of in person and online events.
- GEP runs frequent 'Think Ins' which offers audiences the opportunity to direct and make suggestions for the programme.
- All activity is evaluated through feedback forms, offering another opportunity to make suggestions.
- PWCs funded programme of events has offered the opportunity to attract high profile speakers on a range of topics that can attract more diverse audiences.
- GEP offers a mixture of events for those identifying as women or non-binary and events open to all.

Development areas:

- Identify options for intersectional GEP activities that would improve equity for women and other marginalised genders who also belong to other under-represented groups.
- Improve accessibility for events and resources and develop an accessibility statement and policy.
- Include preferred pronouns in written materials.
- Support and/or contribute to local events celebrating diversity (e.g. Pride).
- Develop social media campaigns designed to tackle challenges of opinions and language around gender equality issues.

The Board

GEP believes a diverse board is key to understanding intersectional challenges to gender equality and developing a programme that incorporates and addresses these challenges.

Barriers:

- Lack of engagement from diverse groups in GEP activities
- Lack of awareness in diverse groups of GEP activities

- Under-represented groups may face higher pressures than other groups and therefore may lack the capacity to engage in voluntary activities.
- Limited local diversity
- Representation fatigue

How these are currently mitigated:

- Meeting times are flexible to accommodate childcare and work needs
- Meetings can be held online to accommodate needs
- Local transport or childcare costs can be met if required

Development areas:

- Increase awareness, engagement and opportunities among local diverse communities

Contributors

GEP is committed to engaging with contributors both locally and beyond, to offer the local community access to a diverse range of ideas.

Barriers:

- Location
- Budget
- Travel
- Connections with the right people
- Representation fatigue
- Limited local diversity

How these are currently mitigated:

- Although engagement with diverse contributors is an informal aim, it has not to date been a driving factor.

Development areas:

- Develop an intersectional programme that draws on the knowledge and experiences of diverse groups, ensuring that this engagement aligns with our code of ethics outlined below.
- Invite contributors from beyond the local area.

Our Plan

GEP aims to continue to diversify our offering, audience/participants, our board and the contributors with whom we engage as outlined below and in line with our code of ethics. This objective has been integrated into our strategic plan.

How?

Develop an intersectional programme that addresses feminist issues that are experienced by a range of people, not just the majority, or key stakeholders, and take this into consideration in the planning process.

Continue to build a network and develop partnerships with a diverse range of people and engage with under-represented communities through local organisations.

Develop a programme with engagement in mind, targeting local groups and on topics that will attract a wider audience than feminism alone and in particular addresses issues of intersectionality and under-representation.

Continue to develop an educational programme that challenges stereotypes and produce accompanying resources that are accessible to all. (For example our library project developing a collection of children's books that challenge stereotypes.)

Instead of seeking out an audience to engage, find audiences that are already engaged in something and target them.

Monitoring and evaluation

We engage in regular reflective evaluation and we welcome feedback.

Code of Ethics

When inviting contributors to our programme we must ensure that the relationship is mutually beneficial and that we are not making assumptions based on our knowledge of the world and our privilege.

Checklist:

- Why have we selected this person? Is there someone else that would be a good fit and why?
- What do we want to achieve from inviting them?
- Are they likely to have representation fatigue? Are they the go to person for a particular group?
- What assumptions have we made about that person (unconscious bias)?
- Does this person have the experience or qualifications to meet our expectations?
- Are we remunerating this person in line with their experience and qualifications?
- What are the costs (financial, time or otherwise) to this person in contributing to the programme?
- How can we mitigate these costs, financially or otherwise?
- Have we been clear and transparent in communicating why we want the person to contribute, what the mutual benefits are and how we are mitigating their costs?