

FIRST MINISTER'S NATIONAL ADVISORY COUNCIL ON WOMEN AND GIRLS SUMMARY NOTES – 25 AND 26 JUNE 2019 – GLASGOW

NACWG MEMBERS

- Amina Ahmed: Scottish Government Fairer Future Codesign Panel - apologies
 - Kara Brown: International Legal Officer, Children and Young People's Commissioner Scotland - apologies
 - Tressa Burke: CEO, Glasgow Disability Alliance – 26 only
 - Catherine Calderwood: Chief Medical Officer
 - Vicky Featherstone: Artistic Director, London's Royal Court Theatre – apologies
 - Jacqui Ferguson: Non-Executive Director, Croda Plc, Engineering UK, Tesco Bank and Wood Plc – apologies
 - Professor Anne Glover: President, Royal Society of Edinburgh – apologies
 - Dame Katherine Grainger: Chair, UK Women in Sport
 - Katie Horsburgh: Volunteer Advocate, Girlguiding Scotland
 - Baroness Kennedy of the Shaws: QC
 - Louise Macdonald OBE: Independent Chair and CEO, Young Scot
 - Satwat Rehman: CEO, One Parent Families Scotland
 - Emma Ritch: Executive Director, Engender
 - Suki Wan: Vice Chair, Scottish Youth Parliament
 - Talat Yaqoob: Director, Equate Scotland and Co-Founder, Women 5050 – 24 only
-
- Deborah Fulercik: Scottish Government Support to NACWG
 - Katherine May: Scottish Government Support to NACWG
 - Jessica da Costa: Scottish Government Support to NACWG

FIRST MINISTER'S NATIONAL ADVISORY COUNCIL ON WOMEN AND GIRLS PRE-EVENT WORKING DINNER

25 June 2019 – 18:00-21:30 - Holiday Inn Theatreland Glasgow

Members attended a pre-event working dinner ahead of the meeting of the First Minister's Advisory Council on Women and Girls (NACWG) the following day. After the Chair opened proceedings, she noted apologies and advised who would be joining at tomorrow's meeting.

SG Response to the 2018 report and Recommendations

The Chair confirmed that a full and considered response to the 2018 Report and Recommendations would be published by the Scottish Government the following day and that the First Minister would be in attendance at the meeting tomorrow morning. The Chair gave an overview of the response which she was delighted to see was incredibly strong and responded to the ambition behind the recommendations. Of the 11 recommendations 7 were accepted with immediate action to be taken and 4 were accepted in principle with further work and consideration to be undertaken.

The Chair invited thoughts and considerations on the Scottish Government's response from NACWG members'. The NACWG was asked to be bold and ambitious in their recommendations and attendees were happy to see the same ethos in SG's response. Members discussed the significance of the Scottish Leaders Forum being invited to focus on gender equality and the dedication to carry out a gender thematic review of the National Performance Framework.

Out with the direct Scottish Government response the NACWG noted that the following themes – which reaffirm the work of the NACWG – were pleasingly addressed in the response: procurement, data and gender budgeting and the Scottish Business Pledge.

The NACWG noted that although not collectively, individual members would like to be involved in the design, implementation and delivery process of the recommendation response and would welcome providing evidence at Commissions and Taskforces to provide the narrative behind the recommendations.

Meeting Papers

The Chair then worked through the agenda for the evening and discussed papers in turn.

Finalising the NACWG 2019 scoping paper was first, this sets out the finer detail of what will and will not be covered by the group. The NACWG will focus on the Scottish Government, but also consider the policy eco-system in Scotland and how policy is made and the coherence across policy making, rather than critiquing policies. Final points were collated and the Chair thanked members for their input.

The Chair moved systematically through papers that included policy system mapping, NACWG Youth Circle, NACWG Business Roundtables, and the NACWG Accountability Day planned for late 2019.

The Chair then discussed the programme for tomorrow before closing the meeting.

FIRST MINISTER'S NATIONAL ADVISORY COUNCIL ON WOMEN AND GIRLS NACWG MEETING

26 June 2019 – 10:00 – 11:45

Glasgow Royal Concert Hall, Music Studio

The NACWG convened at 10:00 in the Music Studio at Glasgow Royal Concert Hall. The Chair opened the meeting by welcoming those that could not attend the previous evening and observing officials in attendance.

The Chair discussed the updates from the previous evening's meeting for those not in attendance and asked members if they had any further thoughts on the Scottish Government's response to the NACWG's 2018 Report and Recommendations. Members reiterated that it was strong, bold and positive. The Chair invited members to agree on what collective feedback they would provide to the First Minister when she joined the meeting. Upon arrival, the Chair welcomed the First Minister and thanked

her for her time and the Scottish Government's bold response to the recommendations.

The First Minister told the NACWG that the report and recommendations were as she had hoped – bold and brave. The First Minister discussed aspects of the response before the Chair worked through the agreed collective feedback.

The Chair then moved on to discuss the 2019 NACWG topic, operations thus far and the plans for the rest of the year.

After a very short AOB, the Chair brought the meeting to a close at 11:45.

FIRST MINISTER'S NATIONAL ADVISORY COUNCIL ON WOMEN AND GIRLS CIRCLE SESSION

26 June 2019 – 12:00 – 15:45

Glasgow Royal Concert Hall, Strathclyde Suite

The Circle session was opened by the Chair of the NACWG who welcomed everyone and thanked all Circle members for their attendance and continued support in helping the NACWG to advise the First Minister. The Chair then told everyone some local feminist history and the little known strike of Lee Jeans factory in Greenock in 1981, an event still well regarded in Scottish women's history today. The Chair then thanked those who have held their own Wee Circles – you can find out more about how to hold your own [here](#) – table discussion facilitators and the NACWG's illustrator in residence, Linda Hunter – who illustrated throughout the event to create a visual narrative of the session. Lastly, she thanked her colleagues on the NACWG and all Circle members.

The Chair discussed the Scottish Government's response to the NACWG's 2019 Report and Recommendations, which was [published this morning](#), and her delight that SG responded to the report in the same vein as it was submitted – with courage and boldness. The Chair then explained that the NACWG would be holding an Accountability Day to check in on the progress and action taken by Scottish Government and colleagues, and also the work of the NACWG itself.

You can watch the Chair's opening and welcome [here](#).

Louise closed her welcoming speech by encouraging all to be radically courageous in their pursuit of gender equality and gave an overview and update of the work of the NACWG in 2019 before introducing Caroline Criado-Perez, author of *Invisible Women*, and the first key note speaker of the session.

Caroline began by stating that she was pleased to hear that the Scottish Government had announced that they will be creating a sex and gender in data working group which will be led by and report to the Chief Statistician. This will go a long way to helping to identify *invisible women* in data.

You can watch Caroline's speech in full [here](#) – please note there are a few profanities.

The second speaker was Cat Macaulay, who is the Chief Design Officer at the Scottish Government and leads on the Scottish Approach to Service Design. Cat discussed how design without the correct people in the room was futile. Cat focussed on practical policy coherence and the need to break down silo working and seizing the opportunities of working together, for the good of everyone. You can watch Cat's input [here](#).

The Chair then introduced the Joyous Choir, a Glasgow based refugee choir, who performed a couple of very moving and uplifting songs. You can watch Joyous Choir's performance in full [here](#).

Following a comfort break the Chair opened the table discussions.

Table Discussion Feedback Summary

The table discussions emphasised the importance of accountability and the power of acknowledging – and learning from – mistakes. In doing this, we can create policy that is adaptable and resilient. You can see the table discussions in action in this [short clip](#). You too can have your own table discussions by holding your own Satellite Wee Circle, for more information on how you can do this, follow [this link](#).

Below you can find a summary of outputs and the Chair's closing remarks [here](#).

Question one

- When policy is implemented it is impossible to prepare for every scenario that may result for the implementation however, what in your opinion can be done to better mitigate the implementation itself to allow for the best possible impact of the changes for positive results?

Summary of Responses

Discussions on what can be done to better mitigate the implementation of policy to allow for the best possible impacts, included collecting and analysing data through a gender lens. Data is continuously collected from the same cohort and analysed in the same way. The results are then applied universally when they do not reflect a universal experience – male data is applied to the female experience. Other areas of discussion included barriers to accessing consultations such as the inaccessibility of locations and the inaccessibility of language. Women with financial and caring responsibilities cannot spend time attending lengthy consultations and people will not engage with a process they do not understand.

Further points included the necessity to involve those who the policy affects – and their lived experience – and to engage with communities and grassroots organisations. Policy makers need to ensure that they are not restricting themselves to their established networks. Additionally, it is perceived that policy is often created in silos which can have adverse effects if it does not take into account existing policy or consider the effects on individuals at the implementation stage. Flexibility and accountability of policy and policy maker's was raised, with a specific desire for policy

makers to be more transparent in admitting when something is not working and being open and accepting in the fact that adaptability is part of the process.

Lastly, there were conversation on engagement and the need for diversity, as while we are living in a technological age, it cannot be assumed that all technology is accessible. This engagement should also be authentic and not tokenistic and should meaningfully take into account the feedback.

Additional points

- Consultation needs to be iterative, more agile and less strategically focussed
- Policy makers should be less static and more present in communities
- There needs to be an assessment of the barriers to engagement
- Make consultations more tangible and less abstract
- The need to prove the financial benefit of gender equality
- Equality Impact Assessments should be utilised more consistently
- Remove the blame culture when policy does not work
- Apply a gender lens to new policy and retrospectively to existing policy
- Adaptability, accessibility and accountability
- More creative thinking

Question two

- How can the NACWG create conditions for cultural change when looking at policy coherence? Please give examples of these conditions and how you them having an impact. If you have examples where cultural change has been successful please share these.

Summary

Discussions around conditions for cultural change focused on gender representation and visibility. It was reiterated that there needs to be more women *in the room*, in leadership positions, in policy making and in systems design. There should also be diverse and intersectional representation. Professional mentors can help build self-belief and an innate belief that females can '*do what they like*' which has added importance for male dominated industries such as banking and STEM. Vice versa, men should be more visible in industries such as teaching and care.

Discussions also focused on early years and educators. Cultural change needs to start at an early age and the young need to be encouraged to be curious and ask questions. Educators needs to be re-trained, particularly those who teach PE as they need to know about menstruation, how to speak to girls, and what language to use. The Nordic education and mainstreaming system was noted as best practice.

Systems should be co-designed with a spectrum of young people's voices as they will be the people living with and using them. Oxfam and Glasgow Disability Allowance are incorporating youth voices into their system design and have youth representatives to ensure that young people's voices are heard and addressed.

Conditions for cultural change include addressing bias and unconscious bias in society, some of which is inherently linked to language. The justice system contains systematic gender biased language, especially when talking of violence and is seen by the use of gendered words like *homocide* and *manslaughter*.

The Joseph Rowntree Foundation and Promundo were noted as organisations who had successfully implemented cultural change. Additionally, M&S and British Airways were seen as organisation where positive discrimination has been implemented well. Comic Relief was also cited as having created conditions for cultural change by including innovators in the decision making process and obtaining funding and time to make this possible.

Additional points

- Scottish Government departments need to talk to one another and to Westminster
- Switch to a more collaborative approach rather than client vs government
- Use a 'person centred' approach
- There is a need for 'agents of change' in organisations
- Consider another campaign on gender equality
- Need to balance qualitative vs quantitative data and policy
- Policy makers should not be rigid and adverse to flexibility – they should not be '*servants to the policy*'
- Learn from previous socio-cultural and historical cultural shifts – Section 28 and workers' rights movements

Question three

- Thinking about policy coherence, gender equality and what stage we are in this annual topic, what is something you haven't heard discussed that you think is relevant to this topic? Please give as much detail as possible.

Summary

Conversations around things that people hadn't heard discussed included the lack of visible male allies. Gender equality cannot be achieved without both genders and the current patriarchal and hierarchical system negatively affects all. It is not necessarily that men and boys do not care and are not engaged, but that they do not know how to make a difference. All individuals need to know how they can be involved and be agents of change to help achieve #GenerationEqual.

There were discussions on the huge diversity within gender which includes – but it not limited to – BAME, disabilities, LGBTQI, young girls and older women, and the need to apply an intersectional lens to gender equality. The use and monitoring of impact assessments and Equality Impact Assessments (EQIAs) was also a discussion point. It is perceived that EQIAs are used sporadically and with varying success.

Lastly, people had not heard conversations about the longevity of the women's rights movement. Legislation on gender equality has been in place since the 1970s but it is not monitored and may not be implemented within organisations, especially in SMEs. Bigger organisations may have more women in senior roles but they might not receive equal pay as is the case with the BBC gender pay gap.

Additional points

- There should be class analysis applied to data as poverty is a huge factor in gender inequality
- An intersectional lens needs to be applied to all policy
- Policy makers should consult with think tanks and campaigners
- Give girls an *Equality Card* to hand out to those who are an example of best practice
- Engage with all sector and use their expertise – sociologists
- The use of Wee Circles and our communal and individual influence
- Create opportunities for people – especially young people – to be aware of their rights

Following the table discussion session the Chair gave short closing remarks that summarised the day and discussed the last session of the year where the NACWG would be looking at policy coherence with the Circle, on 25 September. The Circle was then brought to a close by the Chair at 15:45. You can see the Chair's closing remarks [here](#).

FIRST MINISTER'S NATIONAL ADVISORY COUNCIL ON WOMEN AND GIRLS YOUTH CIRCLE SESSION 26 June 2019 – 17:00 – 20:00 Glasgow Royal Concert Hall, Strathclyde Suite

The NACWG want to hear from everyone across Scotland of all ages and therefore following the Circle Event, the NACWG trialled their first Youth Circle today and intend to make this a regular feature of the Advisory Council's engagement strategy. Youth Circles will take place after the main Circle Event, and will be aimed at 11-18 year olds. These events are Youth Worker facilitated and co-designed with the younger members of the NACWG.

The NACWG want to ask young people the same questions as those discussed at the main events, and they have therefore been tailored to young people so that they can be explored in an accessible way. The three questions were explored through creative mediums: sound, drawing and spoken word. Council member Katie Horsburgh introduced the event and reiterated the safeguarding principles enforced at the event. The young people then split into three breakout sessions, each answering a different question, and rotated after 45 minutes.

The conversations at the Youth Circle were diverse, mature and very interesting – you can find a summary of the outputs below.

Question one – Sound Machine

- Implementing policy is difficult, complex and it is impossible to plan for every situation. In your opinion what factors around change should be considered to ensure the roll out of policy is smooth and allows for positive results?

Summary

In order to make the question accessible to young people the participants were asked to choose a word from the question and replace it with something more simple. Once they had done this the discussion focused upon discrimination and inclusivity in policy making. They spoke about the idea that policy making would be less challenging if it included everyone. They identified that, if policy is made in an inclusive way, then it will work for more people. The young people also spoke of the positive effects that being inclusive would have on participants and the empowerment that people would feel if equality is put at the forefront of policy making. They emphasised the need for community engagement in a collaborative, accessible, inclusive and creative way.

Question two – Drawing

- How can the NACWG create conditions for positive cultural change for policy making and policy coherence? Please give examples of these conditions and how you see them having an impact. If you have examples where cultural change has been successful please share these.

Summary

Participants explored the word policy and what they understood it to mean. They spoke of policy as a solution to a problem, guidelines and something to help people. The young people were given an example of a policy and they then discussed the barriers to policy and its successful implementation. They identified affordability, lack of information and inconsistent implementation – simply forgetting to enforce it – as barriers to successful policy. Participants spoke about the need for community engagement in policy making and ensuring those with lived experience are involved in consultations.

Question three – Spoken Word

- Thinking about policy coherence, gender equality and previous discussion on this topic, what is something you haven't heard discussed that you think is relevant to this topic? Please give as much detail as possible.

Summary

Participants were asked to identify one silly thing they would like to change in the world and one serious thing. This was used as a method to encourage the young people to think about change and the utilisation of policy to effect change. When asked how the young people felt being able to make policy they responded: powerful.

The young people focussed on gender coding as something they thought wasn't being discussed and the negative effect that this can have on people. They spoke of clothes and make up as perceived gender markers and the discrimination that boys face when they wear female clothes – they are often labelled gay or perceived as femme. Impossible expectations between genders was also discussed as a topic that isn't talked about and the negative impact that the colloquialism 'boys will be boys' can have on both young girls and boys. The participants also spoke about mental health, transgender rights and non-binary rights, as topics that they haven't heard discussed.