



#GENERATIONEQUAL

First Minister's National Advisory
Council on Women and Girls

How can my organisation have a Topic Circle Meeting?



What is the National Advisory Council for Women and Girls?



Nicola Sturgeon is the First Minister of Scotland.



She wants to make life better for women and girls in Scotland.



A group of women help the First Minister find out more about life for women and girls in Scotland.

They are called The National Advisory Council for Women and Girls.



They advise how to have a Scotland where we are all equal and have the same choices and chances.



The Advisory Council want to know what you think about things.

What is a Topic Circle?



A Topic Circle is a group of people getting together to talk about a subject.

You might need to do this online.



The things you tell us will help the Advisory Council decide what to put in their report for the First Minister.

What will the Topic Circle be about?



We want you to think about gender architecture and intersectionality.

What is gender architecture?



The gender architecture of a country is:

- how a country works well for both women and men
- what people are in charge and who makes decisions.



- the policies and laws that make sure people are treated equally and that no-one is discriminated against.



We want women to be equal and have human rights.

The group want to make sure policies and laws work for all groups of women.

Examples of gender architecture are:



- Laws like The Human Rights Act 1998 and the Equality Act 2010.
- The Public Sector Equality Duty to make sure councils work in a fair and equal way.



- The Scottish Government's Equality Unit.



- The Equality and Fairer Budgeting Scotland Statement – it looks at how public money is spent and how it affects women and men.

What is intersectionality?



Intersectionality is a way to understand how identities work together.

An identity is how you see yourself.

We all have different identities that make us who we are.

Example 1.



- a woman
- a Muslim
- middle class.

She might experience racism – someone treating her unfairly because of the colour of her skin.



She might also experience sexism – someone treating her unfairly because she is a woman.

Example 2.



- a disabled woman
- working class
- in a same-sex relationship.



She might be treated unfairly because of her disability.

She might also experience homophobia – someone treating her badly because they hate lesbians and gay people.



These different types of discrimination might happen separately or at the same time.

Discrimination makes it difficult for women to:

- have power
- feel safe
- and have the same choices and chances.



Intersectionality means looking at how policies and laws affect women and their different identities.

We should not see women as one group.

They are all individuals with different identities.



Intersectionality looks at:

- Who makes decisions – does everyone have equal power?
- What decisions are made?



- Are people from diverse backgrounds part of making decisions?



- How women are affected by the decisions.



- Are people discriminated against?

What will happen before the Topic Circle meeting?



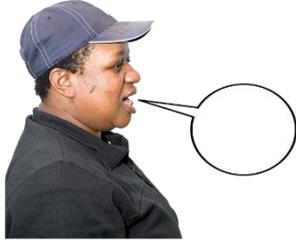
The person in charge of your meeting is called the 'Chair'.

They will arrange a day, date and time to have a meeting with your organisation.



You can use a video conferencing service like Zoom or Skype.

What will happen at the meeting?



You can have as many people in your circle meeting as you want.

Sometimes having a smaller number of people in the meeting gives everyone a chance to take part.



There will be someone in charge of the meeting and someone to take notes.



The meeting will take about an hour.



If you would like one of the Advisory Council members to join your meeting and give a 5 minute introduction, email: ACWG@gov.scot



Tell us the date and time of your meeting.

What will we talk about at the meeting?



We have 4 questions we want you to talk about:

1. Think about the policies and laws that affect your life. This could be the rules:

- of the country
- of your organisation
- or of your community.

What does not work well for women and girls?

2: How is this different for women who are:

- Black or minority ethnic
- Disabled
- Working class
- LGBTQI – lesbian, gay, bisexual, transgender, queer or intersex.



3: How is it different for women and girls that have more than one of these identities?

4: How should laws and policies change so they work for all women and girls?

Why would this make a difference?



What will happen after the meeting?



You can have more than one circle meeting but you must send us your feedback by 30 September.



Send us your thoughts and ideas using the feedback template.



Email the template to:
ACWG@gov.scot by 30 September.



If you have any questions email:
ACWG@gov.scot