

### **Our Objectives**

Bristol Women's Voice is a powerful voice for women, making women's equality a reality. We aim to ensure that when key decisions are taken in Bristol, women's voices have been listened to and their ideas and concerns acted upon.

#### Our objectives are to:

- a) Eliminate discrimination on the grounds of gender (and where it impacts on women: race, religion, age, sexual orientation, disability and economic disadvantage);
- b) Prevent and relieve poverty and disadvantage through undertaking and supporting research into factors that contribute to women's poverty and the most appropriate ways to mitigate these;
- c) Conduct or commission other research on gender equality issues and the publishing the results to the public;
- d) Advance education and raise awareness in equality and diversity.

We bring together women to share ideas, exchange experiences, support campaigns and events and celebrate success so that together we make Bristol a showcase for women's involvement, empowerment and equality.

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# A Message from the Chair

Penny Gane, Bristol Women's Voice and Bristol Women's Commission





**TEXT** 

"Quote from Penny.
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#### **TEST**

Penny Gane Chair

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Over the last year, we have had a team of twelve management committee members, plus three members of staff. In May 2016, Ruth Pickersgill resigned as a management team member, due to her election as councillor of Easton.

In September 2016, all management members will be standing down, as per the new rules of our newly incorporated Charitable Incorporated Organisation and an election will be held for a Board of Trustees. These trustees will be introduced at our AGM in October 2016.

Our Programme and Campaigns Manager, Sian Webb works 4 days per week plus one day managing Zero Tolerance. This year we have employed two part-time staff that worked solely on our Zero Tolerance project; Charlotte Gage, Partnerships and Project Officer and Alex Reuer, Administrative Assistant.



Penny Gane Chair



Christina Stokes
Treasurer



**Diane Bunyan** 



**Margaret Page** 



**Ellie Vowles** 



Jane Duffus



Maryanne Kempf



Hannah Khan



**Hannah Mahoney** 



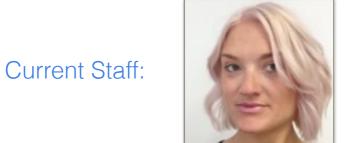
**Ifeoma Fox** 



Sanya Rajpal



Ruth Pickersgill (retired)



**Sian Webb**Programme &
Campaigns Manager



**Charlotte Gage**Partnerships Project
Officer



Alex Reuer Administrative Assistant

### Womanifesto

This year, Bristol Women's Voice researched and developed our biggest policy document to date, the Bristol Wo-Manifesto: Our Call for Parity, available to view on our website.

Evidence tells us that women in general experience disadvantage, and that some women are more disadvantaged than others. Our womanifesto identifies six key priorities for change and makes a call to action to all who have a stake in the future of our city.

Our six key priorities identified in our Wo-manifesto are:

- Power: to bring about change in public, private and political institutions in the city, to ensure gender balanced leadership. To ensure that the city's key organisations hear, understand and respond to the needs of all women.
- **Health and Social Care:** to improve the health and wellbeing of Bristol women of all ages through action and influence underpinned by research. To raise the profile of women's health and the importance of taking a gendered approach in all aspects of health promotion and service planning and delivery to secure equal opportunities for women to enjoy good health.
- **Safety:** to make Bristol a city free from any form of gender-based violence by becoming a Zero Tolerance City with:
  - A greater understanding of gender-based violence
  - Enhanced specialized and appropriate support services that adequately meet the needs of all women
  - High quality work on prevention, education and understanding of gender-based violence, gender stereotyping and discrimination
- Education: to ensure that education fully utilizes the potential of girls and women, and that the education of all young people (both girls and boys) builds values and behaviours that lead to a more equitable society.
- Housing: to ensure that the needs of women in relation to housing and in particular women who are homeless or at risk of homelessness are understood and addressed. Bristol faces a housing crisis, having a particular impact on women, forcing them into homelessness. Rising rents, insecure tenancies and lack of affordable housing are forcing families to leave the area where they childcare and family support networks. The housing needs of women fleeing domestic violence must be prioritized.
- Economy: to enlist the skills, creativity and experience of women
  to deliver Bristol's potential to be a leading European city and to
  tackle the economic and social exclusion of women on low income
  in Bristol.

These priorities are underpinned by evidence, research and real-life experiences of women living in the city. Action to address them would significantly improve the lives of all Bristol residents, and failure to tackle them would jeopardise social cohesion and seriously limit our cultural and economic potential.

We are now calling on the agencies identified in our womanifesto to play their part in achieving women's equality. We will concentrate our efforts over the coming years in working with our members, raising women's issues and concerns, influencing decision makers and providers of services and holding key agencies to account.

You can download a copy of our womanifesto on our website under *Our Objectives*.

### Bristol Womanifesto:

ur Pledge for Parity

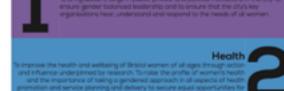
#### Agenda for a Better Bristol

Prough the elected Mayor, George Ferguson, Bristol has made a commitment to bring abou liquidity of Women and Men. in Least Life as autimed in the European Charter signed or international Women's Day 2013. Since then some progress has been made but much more need to be done. Our Women'stato-underprisities commitment.

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We have identified calls to action and will be sending these calls to action to key, identifie organisations responsible for making change in our city. We will manifor these actions, an sublish that responses.



### Women & Health

We have continued to undertake work around women's health in Bristol. We are part of Bristol Women's Commission Health Task Group and we organise work of our own around women's health needs.

#### **Bristol Women's Commission** Health Task Group

**Membership:** University of West of England, University of Bristol, Public Health, Bristol Women's Voice, University Hospitals Bristol, Care Forum. Womankind

**Vision:** To improve the health and wellbeing of Bristol women of all ages through research, action and influence. We will change strategy and raise the profile of the importance of women's health and of taking a gendered approach in all aspects of health promotion and planning to secure equal opportunities for women to enjoy good health.

The Women's Health Task Group of the Commission commissioned UWE to carry out a listening exercise into young women's health last year and the researchers reported their findings this year. The young women who took part in focus groups and interviews spoke about how both lifestyle and socioeconomic factors have an impact on their health. They were critical of prevailing assumptions that sexual health is a primary concern, highlighting instead the importance of mental health and wellbeing. They also talked about the importance of face to face relationships over digital media for health advice and suggested that with health professionals and GPs there is a need for age appropriate and targeted messages. Young women were keen to be involved in discussions about their health needs and how to address barriers (e.g. transport, stigma, childcare, socioeconomic issues) in accessing health promoting resources.

The Women's Health Task Group is now planning its Spring conference on women's health based on the Chief Medical Officer's report (see above) and information from focus groups in the highest areas of health inequalities in the city.



#### The Health of the 51%

This year the Chief Medical Officer, Dame Sally Davies, published her report 'The health of the 51%: Women' outlining a range of issues affecting women's health and potential actions to be taken by health service providers. We have used the report and other pieces of research to compile our chapter on Women's health in the BWV Womanifesto which includes both local and national actions to be taken to improve women's health.

Bristol Women's Voice reviewed the Joint Strategic Needs Assessment (JSNA) produced by the council and found there were many gaps in terms of women's health. We took our findings to a meeting of the Women's Health Task Group of the Women's Commission to which the authors of the JSNA were invited. The Women's Commission also asked the Mayor for a chapter on women's health to be included in the JSNA and this has now been agreed which is great news! Public Health will produce a compendium of women's health in Bristol which will inform the JSNA. A big thank you to Sandi Dheensa for her invaluable work on this.

The Clinical Commissioning Group is monitoring Bristol health services for progress on meeting the challenges set out in the Chief Medical Officer's report.

# Women & the Economy Women in Business

Bristol Women's Voice continues to work to influence decision making bodies regarding the impact of cuts on women in Bristol, and working with bodies including the Local Enterprise Partnership to ensure that women's voices are heard in the development of the Temple Quarter Enterprise Zone.

#### Bristol Women's Commission Economy Task Group

**Membership:** BWV, UWE, Women's Budget Group, Fairplay SW, UoB, SPAN, Voscur

**Vision:** to address the economic and social exclusion of women on low income living in Bristol by promoting measures that include support for the living wage, secure contracts, accessible childcare, flexible working conditions; enlist the skills, creativity and experience of women to help to deliver shared economic prosperity for the city

#### **Actions:**

In February the Women's Budget Group hosted a discussion "Will Economic Development in the West of England Deliver for Women?". The meeting was attended by members of the Economy Task Group of the Women's Commission plus additional participants from UWE, Bristol City Council, Fawcett and business.

There were presentations on the Gender Pay Gap and on the Temple Quay Enterprise Zone. Barbara Davies from the Local Enterprise Partnership attended and agreed to facilitate communication between the group and the LEP on our priority of making the Enterprise Zone a beacon of gender equality.

The group commented on the Temple Quarter Spatial Strategy and this work will continue in the Autumn where we will be working with Architecture students from UWE on the issues about access and inclusiveness raised in our response.

Leaving the EU will have an impact on women and we are concerned about the possible effect on rights at work including maternity leave and pay and the loss of the requirement to mainstream gender considerations that comes with EU funding. We will raise these issues on the City Council Brexit Commissioning Group and are working with our affiliated organisations and west of England MEPs to understand the impact of Brexit on women locally and nationally and how we can campaign on this.



#### Women in Business

text from cezara

### Women & Power

Bristol Women's Voice has concentrated a lot of effort this year on increasing representation in political life, through supporting the Bristol Women's Commission 50:50 Campaign, as well as its on campaign #BristolWomensVote and running two Question Time's for the Mayoral and Police and Crime Commissioner elections.

#### 50:50 Campaign

In Summer of 2015, Bristol Women's Commission launched the 50:50 campaign, to see the number of women councillors rise from 34% to 50%. The Commission asked all parties to support the campaign and field at least 50% women

candidates in winnable seats.

Bristol Women's Voice has spent this year working alongside the Representation task group of the Commission in this campaign. Our team of Community Reporters has spent time interviewing women councillors and writing a series of articles, podcast sand videos to challenge some of the barriers to political representation.

These included:

- Video: Why is 5050
  Representation so
  important? Wafae
  Hddigui and Ellie
  Vowles investigate.
- The Politics of Identity: LGBT Representation in Public Life Lauren Bond
- Why is diversity so important in our local council? Ruth O'Leary
- Podcast: Young People and Politics Ellie Vowles



Bristol Women's Voice then organized an event in November 2015 on Getting Women into Public Life. The aim of this was to encourage women to come forward to stand as a local councillor, no matter what their political view.



This was well attended from women across the city, whereby we provided information on accessing public life more generally, whether this is as a councillor, school governor, magistrate, health or police authority, appointment to a public body, sitting on an independent monitoring board or part of Bristol Neighbourhood Partnerships.



We invited councillors from the different parties to speak about their experience of being a councillor, as well as provide advice and answer questions. We were fortunate that Helen Holland and Daniella Radice were able to attend to provide advice. Kalpna Woolf facilitated a session looking at digital and social media, as well as Ruth Pitter and

Suad Abdullahi who facilitated a session on identifying skills.

#### #BristolWomensVote

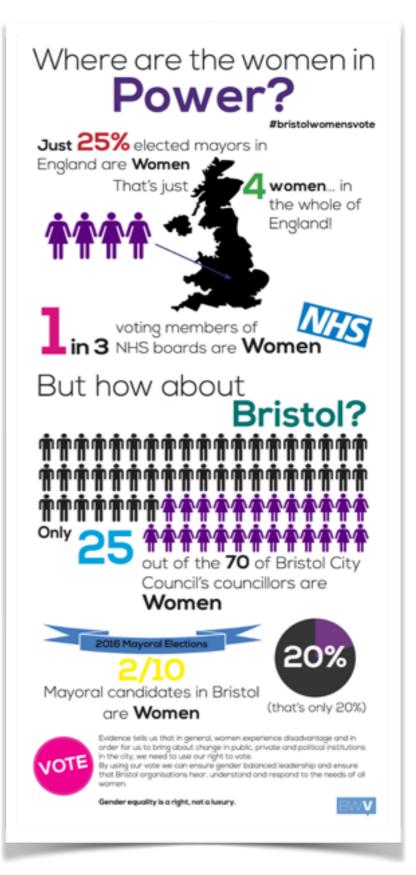
In March 2016, we then launched a new strategy to get women voting in the local elections as well as for the Mayor and Police and Crime Commissioner, plus for women of Bristol to:

- Increase their knowledge and awareness of our six key priorities of our manifesto
- Ask their local candidates questions in relation to women's issues
- Attend our Mayoral and PCC Question Time

We commenced a digital media election campaign, whereby each week, we focused on one of our six womanifesto priorities, and designed a selection of tweets and Facebook posts with some key local stats on each theme. We tweeted all mayoral candidates with questions in relation to each priority and created a hashtag #BristolWomensVote for members and Bristol residents to use. On the day of our Mayoral Hustings, our hashtag started trending and was placed in the top ten most used hashtags on Twitter in Bristol.







We also designed a series of digital infographics on each theme as well as an election "doorstep card" for BWV members to use to kick start conversations when candidates drop by.



#### **Question Time**

As part of getting women engaged and voting in the elections, we organized two Hustings / Question Time – one Mayoral Hustings chaired by Penny Gane, chair of BWV, which we held at the Station to a packed audience, giving women the opportunity to challenge the local candidates on issues often ignored in mainstream hustings, with a focus on equality and diversity. It is essential for candidates to recognise, understand and take action on issues that impact on ordinary women here in Bristol.

This year, only 2 out of 10 mayoral candidates in Bristol were women, and only one woman candidate for Police and Crime Commissioner. We recognise this as an ongoing challenge to increase representation of women in not just local elections, but public positions and will continue to work on this in the coming years.

We invited all candidates and were pleased to have a great turnout – thanks for Tom Baldwin of TUSC, Kay Barnard of Liberal Democrats, Tony Dyer of Green Party, George Ferguson Independent, Marvin Rees of Labour, Paul Saville Independent, Christine Townsend Independent and Paul Turner of UKIP for their attendance.

Our members had the opportunity to submit questions in advance, and topics covered included the cost of childcare, readdressing the social housing banding for anyone fleeing domestic violence in Bristol, compulsory sex and relationships education in Bristol schools, the safety and vulnerability of women involved in street sex work, the redirection of Bristol public goodwill towards the refugee crisis and the gender pay gap, which is wider than elsewhere in the country. A huge thanks to the two students from UWE Natasha and Megan who filmed this event, so you can watch their responses in full on our youtube channel.









As part of Bristol Equalities Inclusion Networking Group (with BME Voice and Influence, Bristol Disability Equality Forum, Bristol Older People's Forum, LGBT Bristol and Bristol Multi-Faith Forum), we organized a joint Hustings for the Police and Crime Commissioner candidates also chaired by BWV.

Thanks to all candidates who took part: Mark Weston of Conservative Party, Kevin Phillips Independent, Sue Mountstevens Independent, Aaron Foot of UKIP, Paul Crossby of Liberal Democrats, Chris Briton of Green Party and Kerry Barker of Labour.

Our aim was to offer an opportunity for members of local communities and equalities groups to ask candidates how they would address key issues of concern to their specific communities. Questions included topics around under-representation of BME staff in the constabulary, Police officer training with regard to the equalities act, capacity around the already stretched services for survivors of gender-based violence and the difference between local authorities and their responses to sexual violence, the criminalization of disabled people through the ASBO system, the disproportionality of stop and search, the increase of hate crime, the safety of older people and the safety and wellbeing of sex workers.

We were pleased about the overall involvement of our members and members of equalities communities in their participation around the elections this year. Democracy isn't about just voting, but about the work, campaigns and voice of the people and for those candidates considering standing to think and listen to all those in our communities and we made sure that women's voices were heard during this election season.









### Women & Safety

On International Women's Day 2015 Bristol Women's Commission launched the Bristol Zero Tolerance initiative (BZT) working towards Bristol becoming a city with a Zero Tolerance to gender-based violence, abuse, harassment and exploitation. Following a successful funding bid a Partnerships Project Officer and Administrative Support Worker were employed and the initiative was taken forward in October 2015 and began to develop the work across Bristol.

Zero Tolerance
BRISTOL

a city free from gender-based violence, abuse, harassment and exploitation

The initiative has continued to work with organisations and businesses in Bristol to take positive preventative action to eliminate all forms of gender-

based violence - acting as an umbrella to bring together and support existing services tackling this issue; raising awareness of gender-based violence and where support is available; and making sure that city leaders and employers lead by example by signing the Zero Tolerance pledge and committing to take action.

#### **Prevention Network**

BZT has taken over the facilitation of the Prevention Network which is an open forum for anyone working on gender-based violence prevention in Bristol. The Network aims to develop a multi-agency approach to prevention work on gender-based violence by working together and sharing knowledge, as well as promoting and developing prevention services and raising public awareness of this work.

In 2016 the Network met bi-monthly to share ideas and network and fed into BZT. The meetings were themed and speakers and relevant contacts invited based on this to enhance the knowledge sharing and networking opportunities. Themes covered were domestic violence and abuse, children and young people, survivors with complex needs, and perpetrator programmes. The meetings were increasingly well attended and members felt that this was a useful forum to share information and network with other services and contacts.

#### Feeding into local structures

BZT sit on various city-wide forums focusing on different forms of gender-based violence and feed into these as well as making connections between them. These include the Bristol Women's Commission Safety Task Group, the Bristol Domestic and Sexual Abuse Strategy Group, the

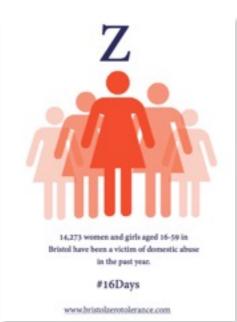


FGM Delivery and Safeguarding Partnership, the Forced Marriage and 'Honour'-based Violence group, as well as the local community BAVA groups in North, South and Central Bristol.

BZT is also a key member of the Joint Forum Against Sexual Violence and Harassment which brings together the universities and their student unions, the police, and gender-based violence services, to address sexual violence and harassment in student populations in the city. BZT has also responded to relevant local consultations such as the Avon and Somerset Police and Crime Needs Assessment and the Police and Crime Commissioner priorities.

The Bristol Ideal is also key to prevention work in schools in the city and BZT have been supporting them to reach a larger number of schools and to implement appropriate Personal Social and Health Education and work on healthy relationships to address gender-based violence early on.





#### **Partners**

Following on from the 13 initial organisations who signed the BZT pledge a further 22 have signed up and 39 other organisations have been engaged with and are in the process of signing-up and producing action plans. BZT has met with the Mayor, the Leaders of all the groups on the Council who have signed the pledge, as well as with all the local MPs who are supportive.

#### **Events**

BZT have attended a variety of different events to speak and provide information about the initiative and local services. For example, attending a Women's Homelessness Services information sharing event as part of Homelessness Week, speaking at a South West TUC event for International Women's Day and at the Bristol City Council Workplace Wellbeing Charter celebration event, as well as launching the safety aspect of the Bristol Women's Voice womanifesto. We have also attended meetings with local groups to talk about the initiative and encourage sign-up including the launch of the LGBT Manifesto and meeting with the Bristol Older People's Forum.

Scoping events have been held with different communities in Bristol and more of these are planned for 2017. In November 2015 an event was held with local women to ask what a Zero Tolerance Bristol would mean to them and what needed to happen for this to become a reality. BZT also worked with the Bristol Disability Equality Forum to run a successful event for disabled people in Bristol to discuss the specific gender-based

violence issues impacting them and what action they thought needed to be taken around this. The event was very well attended and heard from a variety of speakers on disability hate crime and specialist services, as well as engaging attendees in roundtable conversations to raise issues and present solutions. This was alongside the website being made accessible and including easy-read documents on gender-based violence and a British Sign Language film with Sherrie Eugene Hart.

#### Community engagement

Local women have raised the issue of street harassment with BZT as a specific area to address and this led to an event in Easton in partnership with Active Citizens and BS5 Against Street Harassment (B.A.S.H) where local women raised their concerns, since then BZT have supported them to produced street harassment call out cards which will be distributed around the city. The initiative is also engaging with a new International Network on Public Sexual Harassment following the high profile of the inclusion of sexist street



harassment as a hate crime in Nottingham, and BZT are learning from this and hope to work with local women and the Police and Crime Commissioner to implement something similar in Bristol.

BZT has also supported local women to network and take their concerns forward, for example supporting a survivor and campaigner to meet PCC Sue Mountstevens, and has helped to raise awareness of local gender-based violence services with the wider community through the Lloyds corporate social responsibility scheme.

Bus stop posters were displayed across the city at the start of the project and other resources have been developed and distributed to raise awareness and ensure that the BZT name and image becomes recognised.

#### Supporting local campaigns

As part of supporting existing and new local campaigns, BZT worked in partnership with the Council Friends and Families campaign, Crimestoppers, and Avon and Somerset Police This is Not an Excuse, to run a stencilling campaign across the city during the 16 Days of Activism Against Gender-Based Violence in 2015. BZT are also supporting the Council No Excuses campaign by including the campaign images on the Bristol Big Screen in Millennium Square.

BZT has also supported local survivor, Mehala Osborne, to run a successful campaign, in partnership with 38Degrees and ACORN, to change the council housing banding system to enable women in refuges to get priority housing. This campaign is ongoing and has also developed to support women who experience domestic abuse to be able to vote.

The campaign for a nil policy on sexual entertainment venues in the city is ongoing and BZT attended the licensing hearings for the existing venues to present concerns.

#### Media

Since the launch of the BZT website in November 2015 there has been a lot of local media interest in the initiative and social media presence has also increased. Articles have been published in the Bristol Post, Bristol 24/7 and The Bristol Cable, an appearance made on Made in Bristol TV, and articles included in newsletters for various organisations, such as Voscur's 'Thrive' magazine and Business West's 'Insight'. BZT have also spoken a number of times on Ujima Radio and BBC Radio Bristol as well as being mentioned in the House of Commons, by Karin Smyth MP, and in the Mayor's State of the Nation speech in November 2015.



BZT interviewed Laura Bates from Everyday Sexism and has also produced response statements to local issues, such as the use of victim-blaming resources in school workshops and opinions on increasing the categories of hate crime to include sexist street harassment.

The Bristol Big Screen project has also ensured that information on BZT has been seen in Millennium Square in central Bristol as part of Bristol Pride and other events. Guest blogs on a variety of issues and from different contributors have also been published.

## Consultations and Working Groups

#### **Bristol Equalities Inclusion** Networking Group (BEING)

We continue to meet regularly with our colleagues from the other equality organisations. This year we have responded jointly to the consultation on the implementation of the Social Value Act and lobbied to secure the inclusion of an equality perspective into the Bristol City Council Prospectus for future funding of the voluntary sector.

Our Question Time for the Police and Crime Commissioner was also a joint piece of work across the equalities groups.

We look forward to working more closely on future projects including access to employment rights and access issues on Temple Quay Enterprise Zone.

#### **Bristol Big Sisters Conference**

We have joined the Women's Partnership Advisory Group to help them organise and coordinate a conference for Muslim women in Bristol of all ages and backgrounds to discuss the issues important to them. The conference will be held on October 16, 2016 at the Park, in Knowle.

We have also separately responded to the following consultations from Sept 2016 - Aug 2017:

**September 2016 –** Young People's Strategy

**December 2016 - Police and Crime Needs** Assessment

December 2016 / January 2017 - Bristol **Budget Consultation** 



### Young Women's Voice

As part of our strategy, we have been developing a separate strand of our work-plan focussing on the needs of young women under the age of 25, which has formed three strands of this year's work plan.

#### Community Reporting

The past year has been an exciting one for the Bristol Women's Voice Community Reporting team. Reporters have been attended and reviewed range of exciting events including; talks Laura Bates and Caitlin Moran, plays at the Tobacco Factory and Wardrobe Theatre and talks at the Festival of Ideas. They have written a wide range of articles about important issues facing women in Bristol including: FGM; the campaign to make it easier for those fleeing DV to vote; women in education; 50:50 Representation in politics and more.

Going into the next year we will have new reporters joining us after a recent call out and a new batch of training to expand our fabulous Reporters skills and confidence. We are working on some fantastic collaborations with partners such as The Bristol Cable – the next year is set to be just as exciting!



Thank you to: Sam Holman, Ariana Ahmadi, Ruth O'Leary, Bryony Ball, Emma Husband, Hazel Lush, Carrie Love, Alice Owens, Alexandra Parry, Layla Carter and Rhiannon Ellen Thomas for the amazing articles that you have produced over the past year. In a world where the media is predominantly filled with male voices, your contributions are invaluable.

It has been great to hear the voices of a wide range of women through the reporting team – thanks to everyone that has contributed their time including our fantastic lead trainer Trish Caverly and all the guest trainers that have helped us. The training you provided was first class, with a friendly and open approach that was incredibly helpful. BWV couldn't continue without the passion of its fantastic volunteers, staff and friends. If you would like to get involved with the BWV Community Reporting team contact: ellie@bristolwomensvoice.org.uk



#### Young Women's Voice at The Station, Creative Youth Network

This year, we teamed up with the Creative Youth Network to help them create a girl-only space for 13-19 year olds to support each other. We met every week from October – March, sharing ideas and experiences. It was a chance for them to try new activities such as cooking, ice-skating, as well as being exposed to new ideas, women's issues and the possibility of understanding the realities of entering new careers in adult life. We organized for women from Bristol Women's Voice network come in and talk about careers, trips

to pop-up exhibitions, ice-skating as well as running workshops on objectification in the media, healthy relationship and abuse. The group also ran the Youth Management Board each month on behalf of the Creative Youth Network. Huge thanks to *Hazel Lush*, *Layla Carter*, *Chlo Winfield*, *Milica Prokic and Rosa Targett* for their support and help with the group.



Using data from our equality monitoring, Bristol Women's Voice felt we did not hear enough from the younger generation of women and girls in Bristol. As a result, we decided to run a research project to capture some of their voices. We also wanted to ensure that this research project was from the ground up, so we recruited teams of young women volunteers to design, manage and develop this piece of work. Whilst we understand that some equality issues are intergenerational, we also wanted to hear about specific issues that affect young women so that we could tailor our programmes of work to focus specifically on these concerns. We designed questionnaires and focus groups and our team of volunteers went out across the city and spoke to young women and have developed a comprehensive report and calls to action on our findings.

Our research suggests that young women currently living in Bristol are aware of the inequalities they face, and they want to see change happen. Women and girls aged 14-25 often face similar issues as older women, but our research shows that they also have specific concerns regarding the inequalities they are facing on a daily basis. They identified six top issues that affect their lives: Safety and violence against women and girls, job opportunities & access into the economy, housing, confidence & self-esteem, sexism & misogyny and health care & mental health. These issues must be addressed if young women are going to able to enjoy and thrive growing up and participating in our city.

From this, we have identified six key calls to action which will begin to tackle these issues:

- 1. Empower women and girls to speak out about misogyny, sexism and gender stereotyping.
- 2. Demand that national government and schools urgently modernise sex and relationships education to include gender equality and consent, as well as tackling rape culture and gender based violence.
- 3. Implement a mentoring and shadowing scheme for women and girls to increase young women's confidence and self-esteem as well as support their access into the economy.
- 4. Challenge schools, colleges, youth organisations and other educational establishments to talk about mental health and happy, healthy lifestyles.
- 5. Encourage the mainstreaming of gender within local authorities to consider the impact of policies, such as housing, on women and girls.
- 6. Empower women and girls to campaign, challenge, tackle and eradicate violence and harassment so that they feel safer on Bristol streets.

Our report is due for publication soon, and we will be working with key stakeholders to take forward these key actions and to drive forward their implementation.

## International Women's Day

International Women's Day is a wonder-filled day for all of us at Bristol Women's Voice. We put a lot of thought into celebrating Bristolian women's accomplishments and highlighting the issues facing us with solutions for those challenges.

Our creativity and wisdom is explored throughout the day with workshops, discussion groups, learning and a lively exchange of knowledge and ideas.





This year was extraordinary in the breadth of subjects that we explored together. We were spread across two floors of our amazing Mshed venue utilising every nook and cranny to its utmost. We had women coming from every area in Bristol. This year was memorable in that we reached a wide audience in terms of culture, social mobility and age. I was proud to meet women who had never been to IWD hosted by BWV before who were absolutely blown away by the event. It may be a cliché but the atmosphere of comradeship and togetherness was palpable, smiling women exchanging news and views across the Mshed, it made my heart sing.





This was an event to be proud of, an event to build upon. This year it was the launchpad for our wamanifesto a document that sets out our manifesto for change and gender parity. A document that has been a while in the making, we see it as a concrete step to setting and achieving our goals. See our section on our womanifesto for more details.

We celebrated the publication of Madge Dresser's latest book. An important historical tome which traces women's part in Bristolian history, a fascinating and massively informative read. We also held an interesting debate on women in the media with a knowledgeable panel and lively participation from the floor. There were several contributions from Saffron Records and Bristol Women in Music in which they ran a diverse selection of workshops which were jammed with our musical sisters. The African Voices Forum facilitated a workshop exploring the importance of role modelling coaching and mentoring in BAME communities. The workshop was crucial in a day which both

celebrated achievements and sought solutions for challenges for women across our city. Special mention to Breathing Fire for their empowering and energetic close for the day. An awe inspiring and inspirational event.

We would like to thank our speakers. We would like to thank our workshop facilitators.

We would like to thank all our performers. We would like to thank all our volunteers, our workers, the Mshed and all who made this a possibility.

We would like to thank our sponsors and contributors without whom women in Bristol would not be recognised. But most of all may we thank women in Bristol, we are unstoppable, motivating and innovative. You filled each and every item with positive energy. Onwards and upwards!







### Joining Forces

Bristol Women's Voice aims to connect with Bristol women through social media and meeting other organisations through development and outreach work.

Our main use of social media platforms are through Facebook and Twitter, and we also use Instagram and Tumblr as a way of informing our members about news, updates from ourselves and our sister organisations and events around Bristol.

We have been able this year to coordinate and promote events and keep our followers informed about what is happening locally and report directly on the work and campaigns of other organisations in Bristol, including: SARSAS's 1 in 5 campaign, Survive's work around supporting their Children and Young People's Services, LaDIYFestival's march to reclaim the cycle path, Integrate Bristol's Between the Lines and One25's Green Light District.



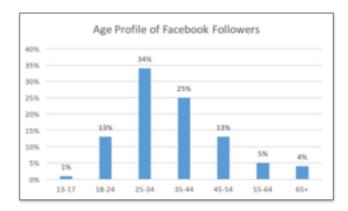
We have also been able to keep our members informed of local news and consultations where they have been able to get their voice heard, including: Changes to Early Years Funding, Strategy for Children, Young People and Families, Budget Changes, Devolution, and other health consultations including Self Harm, Bristol's CCG and A&E changes.

On 13<sup>th</sup> September 2016, Bristol Women's Voice had: 1615 Likes on Facebook and 2184 Followers on Twitter. This is an increase of 141% and 54% respectively to the figures published in last year's annual report.

Facebook has increased its analytic tools so we are now able to report on data of our Followers as well as our most popular posts. We were thrilled that an infographic on rape culture reached 30,471 people, our most popular post to date and an article on a local investigation into

trafficking and slavery reached 6,611 people. Our Facebook followers identify themselves as 88% women and whilst over two thirds are Bristol-based, we do have an International following, with followers from the USA, Europe, Australia, India and some parts of Africa.

We are also able to look at our age demographics of our FaceBook followers:



Over a 12 month period, BWV website has had a total of 57,094 views, which is a 52% increase on last year's number of views. Our website is updated regularly with content from news posts from staff, management committee members plus pieces from our team of volunteer reporters who report on events and news from around Bristol

We have attended a great number of events and meetings with organisations and women across the city and would like to thank the following for their support and input over the last year:

Creative Youth Network, Voscur, African Initiatives, SARSAS, Fixers, CASS, Eden House, Ethical Property Company, Bristol Drugs Project, First Bus, Lloyds TSB, Next Link, Second Step, Up Our Street, Bristol Fawcett, Bristol and Avon Chinese Women's Group, the Watershed, Mshed, BS5 Against Street Harassment, Bristol Museum & Art Gallery, Integrate Bristol, Eunomia Research, Babassa, Women's Budget Group, Women's Aid, Business West, Saffron Records, Bristol Women in Music, Ashley Community Housing, Refugee Women of Bristol, Spring of Hope, NCBI Bristol, Bristol News and Media, Breathing Fire Bristol Fairtrade, African Voices Forum, Acorn Bristol, Illustrated Women in History, Bristol Sewing School, TravelWest, Fairplay SouthWest, GapSquare, Sudanese Community of Bristol.

We are also pleased to have been given airtime on Ujima Radio, BCFM and BBC Radio Bristol, as well as pieces in Bristol Post and Bristol 247 covering topics including International Women's Day, our 5050 Campaign, Bristol Zero Tolerance, girls' education, young women's voices, the gender pay gap as well as a host of other issues.

### Financial review

A Note from our Treasurer

Text needed

### Volunteering

We have been so lucky to have an amazing team of volunteers who have supported us in the last year. Ranging from formal internships through ERASMUS, University of Bristol and University of West of England, to regular volunteering on specific projects, to one-off volunteering at events or helping us respond to consultations, we have been inundated with amazing women who have kept our organisation afloat and allowed us to achieve the many projects, events and work we have done over the last year - we cannot have done this without you all so thank you so much!

We have organised some things to help thank the volunteers throughout the year as well as utilise the volunteer group as a network of like-minded women who want to talk about feminism too. On top of a celebration collaboration with other charities in Brunswick Square for Volunteers Week, we have organised various socials for the volunteers, as well as trips to see the Suffragette film, and other internal film nights at Brunswick Square. If you are interested in getting involved in volunteering, do contact us as there are always opportunities, whether that is regularly or one-off!



#### **Aisling**

"I couldn't possibly put into words how great my experience with Bristol Women's Voice has been. It was inspiring to be able to work with the many diverse and

wonderful women who connect with the organisation and to take strength from them. I gained a better understanding of the difficulties facing women in Bristol and learned firsthand from those seeking to bring about change."

#### Maisy

"Having relocated back to Bristol, I felt it was important to get involved in projects that focus on local



issues. As a 24 year old woman I see BWVs as the perfect organisation to get involved in! As well as the obvious benefits for my CV, being involved in BWV has given me the opportunity to find out more about projects taking place in Bristol and how to get involved in them."

#### Subitha

"I mainly volunteer for BWV at the IWD annual showcase event at Mshed. For the moment, this feels the most effective way for me to make a tangible contribution towards feminist activism in the city I live in, fitting in with the sometimes all consuming commitments in my family, work and personal life. Being part of the team that makes IWD happen on the day always feels amazing and empowering. The top floor of Mshed becomes an alternative universe of dancing, singing, smiling, talking, campaigning, sharing, celebrating women, not leaving out the young women and girls."

"I love being part of an organisation that brings women of all works of life together. This opportunity increased my knowledge of women's rights issues and solidified my quest to be part of the change makers."

#### Lucie



"I was always interested in photography but before BWV, I never took photos for a charity/an event. I felt that I wasn't "good enough" to be considered a photographer or legitimate enough to use my photographic skills outside my personal

projects. Thanks to BWV, my confidence really grew in this field! I realised I had potential because my photos were recognised and that made me really happy."

"Being at BWV definitely made me feel more confident and like I had skills and experience to offer. A sense of achievement. It was a great place to volunteer and good to learn so much about what is happening in Bristol."



#### **Kirsty**

"I really enjoyed my time volunteering with BWV - they are an energetic and proactive team dealing with big issues and really engaging with women in Bristol. As the effects of austerity are becoming more apparent, and women in particular feel the brunt of this, organisations such as BWV become increasingly important."

I would recommend Bristol Women's Voice to any woman seeking to volunteer some of their time. Everyone has unique skills and talents that can be utilised and there is no time commitment too small. I'd say come and be a part of the change!



#### Alex

"Before volunteering, I struggled with my confidence and I never felt like I had a voice. The team at Bristol Women's Voice helped me to increase my confidence and helped me find my voice (both professionally

and personally). I have gained some new invaluable skills and I have discovered hidden talents."

#### Layla

"I wanted to help other women and learn more about my own potential and abilities so that I could find ways to expand my personal development and potentially my professional development in the future."

Over the course of the year, over one hundred of fabulous women have supported us in some way – thank you ALL so much for your contribution, however small – whether it was helping us out at International Women's Day, helping us respond to a consultation, helped us with our research projects, or even contributed spare sanitary products to our #HomelessPeriod call, it is YOUR support, YOUR time and YOUR work that makes us make a difference and give women a voice in this city. Thank you all so much!



### Constitutional Changes

This summer, we applied to the Charity Commission to formally change to a Charitable Incorporated Organisation (CIO). This was a situation that our management team felt couldn't continue, as they wanted to have better protection for staff and to widen our opportunities for fundraising. We have drafted a new proposed constitution, which is based on a template provided to us by the Charity Commission. This is available to view on our website and has not changed any of our core purposes, aims and objectives of our organisation.

We held a meeting in July for members to vote in the new constitution and were delighted that Dr. Finn Mackay to speak at our meeting on Radical Feminism and Activism. Many thanks to Finn for giving up her space time to support us with that.

We are pleased to inform you that we had 100% agreement from members that attended on the vote to bring in the new constitution. This will mean, that assuming that our registration to the Charity Commission is successful, our new constitution will hopefully be applied from our AGM. We will be working under our old constitution (available to view on our website) until then.





### Programme for 2016/17

We have a great deal of work planned for the next year at Bristol Women's Voice.

Our main focus will be to continue our Zero Tolerance initiative, signing up businesses and raising awareness of gender-based violence so that we can continue to strive towards making Bristol a city free from violence, abuse, harassment and exploitation.

We are aiming to continue to reach women from across Bristol, focusing on women who haven't already been reached by our organisation and we hope to start making conversations with women around subjects such as health, housing and education to start to tackle some of the inequalities and disadvantage that women face here on a regular basis.

We are hoping to expand the work of the BWV Reporters, so that women can continue to have a voice across the city. We will hopefully have some collaborations with local media organisations to support us with this! We will also ensure that the voices of women are passed onto the Women's Commission so that their voices are taken into account with their strategic work across the city.

We are going to drive forward the actions that have emerged from our Young Women's

Manifesto, and exploring collaborations to provide pathways for formal volunteering, mentoring and shadowing to support young women accessing Bristol's economy. We will be pushing forward on encouraging schools to sign up to Bristol Ideal as well as Bristol Zero Tolerance, as another action towards improving the lives of our young women living in the city.

We will continue to work to push our 50:50 agenda, and will be working with local politicians to find ways to get more women into public life over the coming years.

We will continue to hold regular meetings and provide information and support to our members, meeting with different groups, organisations or individuals to encourage them in their work and to support our own.

We will continue to lead and work as part of Bristol Women's Commission in all the different aspects of their work and make sure women's voices are listened to by the Task groups and the Commission.

We will be organising another city-wide event for International Women's Day 2017, which will be held on March 4<sup>th</sup> 2017. Keep that in your diary!



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