GM4WOMEN 2028



HALFWAY THERE?

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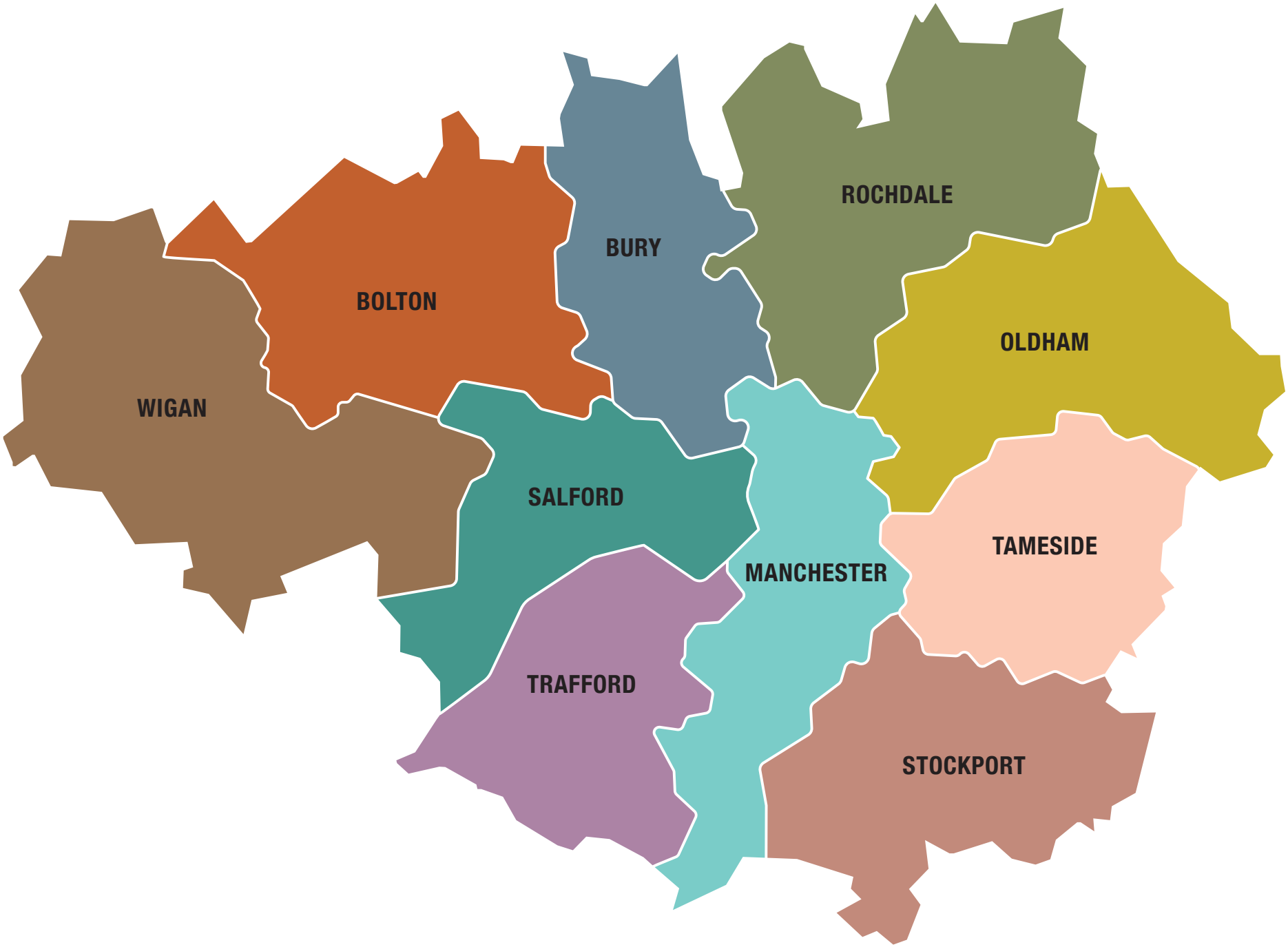
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FOREWORD



GM4WOMEN 2028

Professor Jackie Carter

This publication sets out to document the halfway point in a decade-long campaign to tackle gender inequality in a city region in the northwest of England.

The decade 2018 to 2028 reflects the hundred-year anniversary of first partial and then full votes for women in the UK. It’s a fitting time period to attempt to measure and document social change.

In these pages we tell the story of how a group of activists, scholars and citizens led by Professor Helen Pankhurst have come together to shine a light on the persistent inequalities that women and girls still face in the twenty-first century.

It began with a challenge to the Greater Manchester (GM) mayor, Andy Burnham, in 2018 (he was re-elected mayor in 2024). Since then, those of us that have come together under the GM4Women umbrella have worked tirelessly to raise issues that disproportionately affect women and girls. We have campaigned, celebrated and consoled each other through a period that was defined by a global pandemic and saw the rise of the #meToo movement. We have grown from a small group of passionate feminists to a large network committed to seeing change happen. We bring in other networks and engage those with influence to amplify our voices and create change.

Our strapline is data, dialogue, deeds and determination.

We believe that by working together, by holding to account our elected representatives, by gaining insight through data and stories of lived experiences we can tackle the deeply rooted systemic issues that cause and result in gender inequalities.

We hope you will be inspired and moved to join us or create your own movement for change in your region. We hope you will help us speed up the progress towards gender equality that, as we show, is happening far too slowly. And most of all we hope you will take strength from what a network of committed women and allies can do to improve the lives of women and girls.

Because if not us, then who?

Read on and let’s all ask ourselves at this midway point of our decade of measuring progress in Greater Manchester, are we halfway there?



INTRODUCTION

GM4Women2028 and how we started

Professor Helen Pankhurst, Founder of GM4Women2028

GM4Women2028 was formed following the first viewing of the BBC film 'Emmeline, The Making of a Militant', in May 2018, at the Manchester Free Trade Hall, now the Radisson Renaissance Hotel. I was on the panel. The final question - whether Manchester was still radical - turned into a question about what Manchester was like now for women and girls. Somehow this ended up as a challenge from me to the Mayor of Greater Manchester, Andy Burnham, who was in the audience. He responded in a tweet:



The question then became – so how do we measure progress?

A group of us across Greater Manchester, from universities, civil society organisations, councillors and the private sector, came together to think about how to measure and advocate for change. Manchester Metropolitan University (MMU), where I was a visiting Professor, initially hosted our discussions.

We agreed a timeframe of the decade between 2018 and 2028, marking the centenary of the first right to vote for some women and then of equal franchise.

We eventually settled on ten indicators - two each on Employment, Safety, Participation, Education and Culture (now called Culture & Active Lives), which became our five thematic areas. The ten indicators reflected the measures of progress which we record on the Pankhurst-Fawcett Scorecard, chosen to unite the two iconic suffrage names often pitted against each other.

Our commitment became to monitor progress using these ten indicators, from 2018 to 2028.

We didn't stop there. The coalition started to work together in the five sub-groups to interrogate the barriers to gender equality, approaching this intersectionally. We have also engaged in supporting primary research and policy papers, including Mind the Gap and On Gender, and the What Women Want survey.

We had our first 'scorecard reveal' event on 6 Feb 2019, the day marking the anniversary of the Royal Assent of the 1918 Representation of the People Act. Policy makers and those interested in gender equality joined us. Scorecard reveal events have taken place on the 6th February every year since, online during the pandemic and now back to in-person.

With the support of external funding from The University of Manchester and The UK Lottery, we have also initiated Dialogue, Deeds and Determination events, pledging to hold these in all ten GM boroughs. The aim - to allow better engagement between women and girls and policy makers and influencers.

And together with the Pankhurst Trust we have pushed for, and won, funding to facilitate the GMCA Women and Girls Panel. Having campaigned for and helped establish this panel we continue to co-facilitate it.

Data, dialogue, deeds and determination has brought us to this halfway mark.







"One hundred years on, women in Greater Manchester still face significant inequalities, yet the region is proud of its progressive and feminist history. This pride can be turned into concerted action and, with this in mind, the group backing this project will champion the important discussions needed around education, work, safety, participation and culture. We are calling on organisations, institutions and the community of Greater Manchester to support and become involved. The 2018 indicators show that our message is still the same - we need Deeds not Words"

HELEN PANKHURST



Data, dialogue, deeds and determination

Sofia Higgins, Chair of Board of Trustees



One hundred years since women were granted partial and then full voting rights, the echoes of systemic inequalities remain and reverberate. Women continue to be excluded from decision-making spaces that directly impact their lives.

GM4Women2028 have committed to improving outcomes for all women and girls across the ten boroughs of Greater Manchester. Women from all walks of life, backgrounds, sectors, industries and disciplines volunteer their time. We are working to help policy and decision makers disassemble outdated systems and processes and engage women in our communities to re-engineer systems that move us all forward as a cohesive and richly diverse society.

The power of collaboration and a shared vision creates the backdrop to our work.

Five years into our decade of measuring progress we still have a lot to do and will keep going with data, dialogue, deeds and determination guiding us in our quest!

"Greater Manchester remains committed to striving for gender equality and equity. The good work of organisations like GM4Women2028 is a vital part of showing the impact a whole systems approach can have, but also what more can, and should, be done"

KATE GREEN, DEPUTY MAYOR FOR GREATER MANCHESTER

OUR TIMELINE



Formation of GM4Women and identification of indicators for Pankhurst-Fawcett Scorecard

February 6 2019

1st Scorecard and annual briefs reveal at Manchester Chamber of Commerce

February 2020

2nd Scorecard and annual briefs reveal at Manchester Central Library

February 6 2021

3rd Scorecard and annual briefs online reveal event

March 2021

Online Women's Mayoral Hustings convened by The Fawcett Society and GM4Women

July 2021

GM4Women awarded tender to facilitate the Women and Girls Equality Panel

April 5 2022

GM4WOMEN2028 registered as a Charitable Incorporated Organisation

February 6 2022

4th Scorecard and annual briefs online reveal event

June 2022

The University of Manchester Civic Engagement Fund awarded

July 2022

Manchester Dialogue, Deeds and Determination event

AUGUST 2022

The University of Manchester School of Social Sciences funding awarded

2022

National Lottery Funding awarded

SEPTEMBER 2022

Coordinator recruited, first part-time paid position

OCTOBER 2022

Wigan Dialogue, Deeds and Determination event

FEBRUARY 6 2023

5th Scorecard and annual briefs reveal at Streford Public Hall

MARCH 8 2023

GM4Women participate in IWD celebrations in Manchester

MAY 2023

GM4Women win bid to facilitate the Women and Girls Equality Panel

JULY 8 2023

Oldham Dialogue, Deeds and Determination event

FEBRUARY 2024

Tameside Data Scorecard Reveal event



OUR FIVE THEMATIC AREAS

GM4Women uses five themes and ten indicators to measure progress.

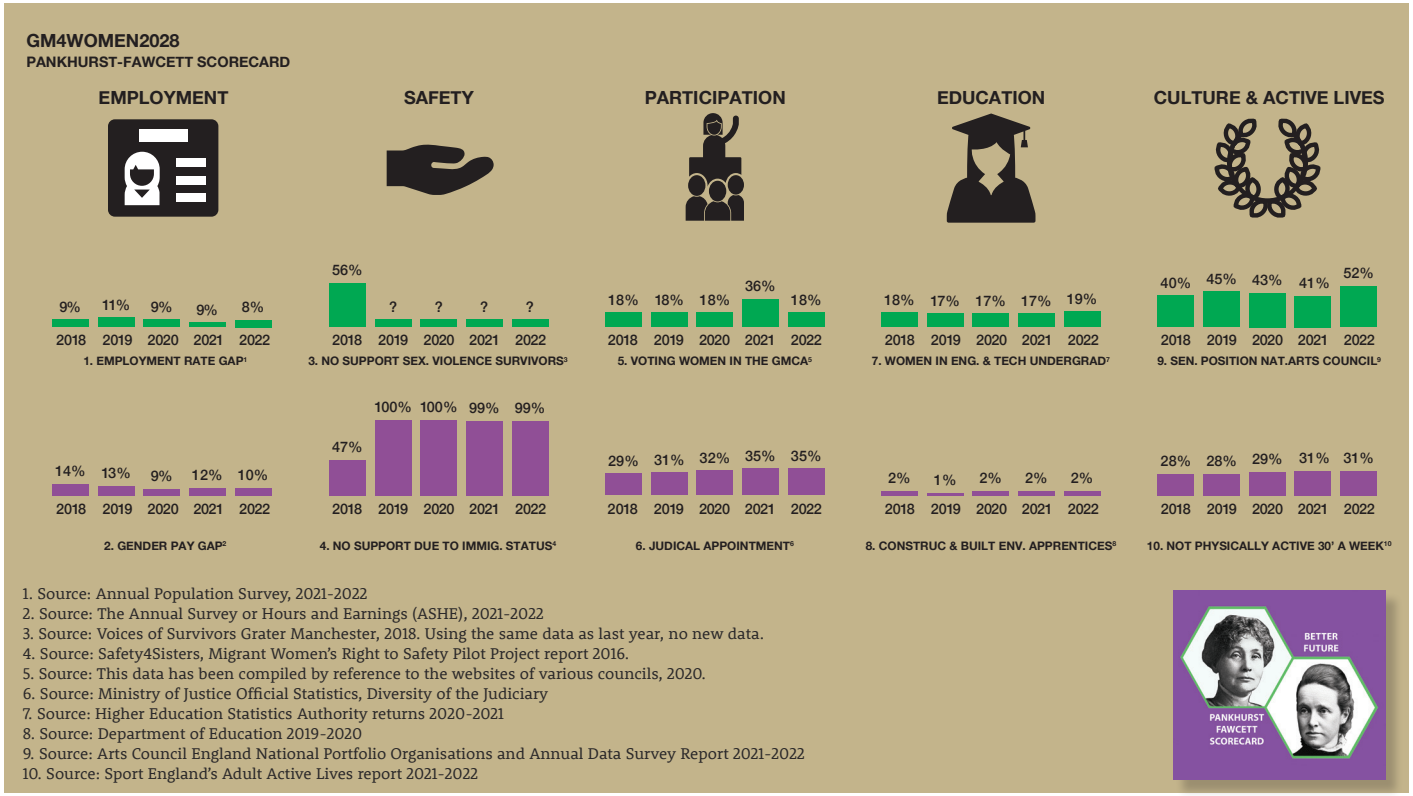
EMPLOYMENT
- Employment rate gap
- Gender pay gap

SAFETY
- No support sex, violence survivors
- No support due to immigration status

PARTICIPATION
- Voting women in the GMCA
- Judicial appointment

EDUCATION
- Women in engineering and tech undergraduate
- Construction and built environment apprentices

CULTURE & ACTIVE LIVES
- Senior position on national arts council
- Not physically active 30+ hours per week



Pankhurst Fawcett Scorecard (2022) released on 6 Feb 2023.

"What is clear from the scorecard is that whilst some progress has been made, there is more work to be done."

KATE GREEN, DEPUTY MAYOR FOR GREATER MANCHESTER

With two indicators for each theme the Pankhurst-Fawcett Scorecard is named after Emmeline Pankhurst, leader of the Suffragette movement whose personal and political home was in Manchester, and Millicent Fawcett, the national leader of the National Union of Women's Suffrage Societies.

Halfway to progress?

The Pankhurst-Fawcett Scorecard and the accompanying briefs in the five thematic areas frame how we are measuring progress in Greater Manchester. At the mid-point of our decade-long campaign we find:

- Availability of data at GM level is a challenge, particularly for safety. It is also hard to find intersectional data and borough level analysis.
- Compared to when we started collecting the data in 2018, two of the ten indicators show things getting worse, two are static, five show some improvement and one we don't have data on.
- The two indicators measuring a worsening situation are under safety - those not having recourse to support due to their immigration status - and culture & active lives - those not physically active.
- In some cases when positive change has occurred – like political participation - this has not been maintained.
- The better news is where we see improvements in judicial appointments - up by 6 points - and senior position in the Arts Council - up by 12 points. These gains are really positive, and we hope they will be sustained

We can, we must do better.





"This is a call to action for GMCA and the Mayor of Greater Manchester to work with organisations across the region and make Greater Manchester the best place in the country to be a woman. Some of these statistics are shocking and we need to see commitments to take action and collect the data. We are glad to be part of this coalition and will campaign to see that happen."

SAM SMETHERS, FAWCETT SOCIETY – 6 FEB 2019

WHO WE ARE

GM4Women's Vision and Purpose

Our vision is a thriving Greater Manchester where all Women and Girls live, learn, work, and play without fear or experience of discrimination, prejudice, violence, abuse or harassment.

Our purpose is focused in the decade 2018 to 2028 and builds on the first five years of GM4Women's activity (2018-2023). Our existence pays homage to Greater Manchester as the Pankhursts' and suffragettes' personal and political home.







GM4Women's organisational structure

GM4Women2028 is a Charitable Incorporated Organisation (CIO) with Trustees, an Oversight Committee, an Operations and Communications Committee, and five thematic groups.

As a volunteer organisation some of the names included here may no longer be in role to due to their having moved on. Similarly, new people have joined us. This list is complete as of September 2024.

Our trustees come from a range of different organisations and meet approximately every other month, alternating with the Oversight Committee.

Trustees:

- Omolade Femi-Ajao
- Sofia Higgins (Chair)
- Eve Holt
- Sarah Mohammad-Qureshi
- Francine Morris
- Tessa Page (Treasurer)
- Caroline Pankhurst
- Helen Pankhurst
- Claire Pattison (Secretary)



From left: Jackie Carter, Eve Holt, Jill Rubery, Helen Pankhurst, Sarah Mohammad-Qureshi and Francesca Gains



GM4Women Trustee Francine Morris

Our **Oversight Committee** meets every other month, alternating with the trustees meetings. It is made up of trustees plus co-leads of the thematic groups and co-chairs of the Operations and Communications (Ops & Comms) group.

Our **Operations and Communications (Ops & Comms) committee** meets weekly and keeps everything running. They have a particular focus on events, internal and external communications, bringing in new members, and developing and maintaining relationships with other groups interested in women's equality across GM. This group provides the beating heart of the organisation and maintains the momentum needed to turn determination into deeds. It's also the group that helps us think strategically across the five thematic areas, and aligns our overarching vision and purpose with the activity on the ground in the ten boroughs of GM.

Ops & Comms

- Claire-Marie Boggiano (co-chair)
- Jackie Carter (co-chair)
- Helen Pankhurst
- Claire Pattison
- Josephine McMeeking (coordinator until Sept 2023)
- Francine Morris
- Miki Shika
- Lauren Rosegreen
- Tori Blakeman
- Faye Coleman
- Naomi Shika
- Rose Warren

Spotlight on our thematic leads

Thematic Groups are led or co-led by:

Employment
Eva Herman and Jill Rubery

Safety
Omolade Femi-Ajao and Dee Sheehan

Participation
Francesca Gains and Barbara Guest

Education
Sarah Mohammad-Qureshi and Fernanda Tapia Birkner

Culture & Active Lives
Eve Holt

These groups and individuals help us deliver on our vision and mission, with data, dialogue, deeds and determination.

We asked our thematic leads and other women with key roles to tell us a little about the issues their group addresses, why they personally got involved and a few words about their role outside of GM4Women. Here's what they said.


Francesca Gains


Omolade Femi-Ajao


Dee Sheehan


Sarah Mohammad-Qureshi

Employment

EVA HERMAN AND JILL RUBERY: CO-LEADS

Eva: The main issues for us are to: address the gender pay gap; promote and support good employment and ensure decent minimum standard in employment across GM; ensure that all workers in core foundational economy sectors such as childcare and elder care have access to decent standards of work and are recognised; examine support for working parents and carers to ensure equal access to flexible elder and childcare and family friendly employment policies for both men and women

Jill: The group has focused on two main indicators of progress in employment for Greater Manchester (i) the gender pay gap and (ii) the gender gap in employment rates. Changes in these indicators have been volatile in part due to Covid but also due to the disadvantaged position of men as well as women in GM. The group has prioritised action in relation to the care sector- calling for higher pay for both social care and childcare workers and more employment security. These workers are not only mainly women but also provide essential support for all women who are trying to combine work and care in GM.

> *"My interests in women's employment in GM was sparked by the Human Development Report on Greater Manchester that I produced in 2017 and that highlighted the disparities between local authority areas within GM."*
>
> JILL RUBERY

Why did you join as a co-lead and how does it benefit you?

Eva: I have a keen interest in and want to work on improving gender and employment related issues in GM and have been researching this for a number of years as both a PhD student and Research Associate at the University of Manchester. I joined GM4Women first as a member and a few years later became a joint thematic group lead. Being part of GM4Women enables me to engage with gender employment issues beyond academia, connect with like-minded people and campaign for improving employment for women.

What's your bio?

Jill: I am Professor of Comparative Employment Systems and Executive Director of the Work and Equalities Institute at Alliance Manchester Business School, University of Manchester. As an international expert on gender and employment I have worked extensively for the Equal Opportunities Unit of the European Commission, for the International Labour Organisation and the UK Equality and Human Rights Commission on the gender pay gap, gender and working time and gender segregation. My interests in women's employment in GM was sparked by the Human Development Report on Greater Manchester that I produced in 2017 and that highlighted the disparities between local authority areas within GM, with implications for gender equality.

> *"Being part of GM4Women enables me to engage with gender employment issues beyond academia, connect with like-minded people and campaign for improving employment for women."*
>
> EVA HERMAN

Eva: I am a Research Associate based at the University of Manchester, working on a research project entitled Decent Work and the City. I completed my PhD in 2021 which looked at the causes and consequences of precarious work in Greater Manchester. Prior to this I worked on a research project investigating the impact and causes of unpaid wages across the UK. My expertise lies in gender and employment, with a particular interest in the foundational economy.



Safety

DEE SHEEHAN AND OMOLADE FEMI-AJAO: CO-LEADS

Dee: The Safety Group are asking for women and girls' safety to be a factor in the planning, design and operation of public spaces. We shine a light on the work being done to support women experiencing violence and abuse by the many Social Enterprises and CICs in Greater Manchester. Finally, we want to hold GMCA and Greater Manchester Police (GMP) to account for the improvements in fighting Gender Based Abuse and improving women's experiences of policing in their strategies and plans.

Omolade: There are two main issues considered by the safety group. These are collecting data on challenges ethnic minority women with no recourse to public funds face when seeking help for domestic abuse and making the community safe for all women.

Why did you join as a co-lead & how does it benefit you?
Dee: I joined GM4Women2028 after attending a Data Reveal event and believe that the Safety Group allows me the opportunity to contribute to the wellbeing of women and girls locally, and in an area in which I have personal experience.

> *"Due to my professional interest in the subject of supporting ethnic minority women experiencing domestic abuse, taking on the safety group lead role provided an opportunity to learn more from grassroots organisations that support women."*
>
> OMOLADE FEMI-OJAO

Omolade: I joined the safety group at a time when several of the initial core members were looking to transition to other roles. Due to my professional interest in the subject of supporting ethnic minority women experiencing domestic abuse, taking on the safety group lead role provided an opportunity to learn more from grassroots organisations that support women. This has been beneficial for me, as it has widened my professional network, granting me access to several groups that are able to participate in research projects.

> "I have a strong belief in the capacity of individuals and organisations to grow and develop through feedback, learning and reflection."
>
> DEE SHEEHAN

What's your bio?
Dee: My background is in Further and Higher Education, and I have taught at every level from specialist education for young people with profound and complex learning difficulties and disabilities through to undergraduate programmes. I was the Quality Improvement Manager at a Specialist College where I was on the senior leadership team for ten years. I have a strong belief in the capacity of individuals and organisations to grow and develop through feedback, learning and reflection.

Omolade: I am a Lecturer in Global Health at The University of Manchester, with a special interest in improving the access of ethnic minority women to existing services they need. Given the translational nature of my research interests and area of focus, I am involved in several projects across Greater Manchester, focusing on long-term conditions such as Breast Cancer, domestic violence and abuse (DVA), and mental health. I conduct gender-sensitive research, drawing on theoretical positions from public health and Black Feminist Thought, thus ensuring the wider application of evidence from my research.



Participation

FRANCESCA GAINS: LEAD



> *"*The Participation Group highlights that too few women (and girls) are able to make the contribution they want to. And women are under-represented in both formal political roles and in civic campaigns around communities, the environment and wellbeing.*"*
>
> FRANCESCA GAINS

Across GM women and girls are involved in fantastic campaigns pushing for change in politics and policy in many different ways. The Participation Group highlights that too few women (and girls) are able to make the contribution they want to. And women are under-represented in both formal political roles and in civic campaigns around communities, the environment and wellbeing. Caring responsibilities, for example, impact the time available to undertake campaigning work. And with insufficient representation of diverse, visible and vocal role models, creating a clamour for change is harder to achieve.

The Participation Group has sought to highlight the ways in which 'Getting Women's Voices into Policymaking' can happen and find out 'What Women Want' from politics and policy. Our annual campaigning has focused on, for instance, ensuring that all the GM Councils offer carers' leave policies. These will help parents and carers continue to be involved in formal politics and so ensure the regions political leaders better reflect the diversity, talent and determination of GM's women and girls.

Why did you join as a participation lead & how does it benefit you?

I am very proud to have been part of GM4Women from the very start, helping with the scorecard research and assisting the campaign to achieve funding for facilitating the GM Women and Girls' Panel. I have met amazing campaigners across the region and had the opportunity to reflect on issues about representation, particularly ensuring that the voices of under-represented groups of women are foregrounded in feminist campaigning. I am grateful for GM4Women's work on gender, representation and power, and look forward to working with new generations of campaigners, researchers and policy makers.

What's your bio?

I have been involved in feminist campaigning since taking part in 'Reclaim the Night' marches in my hometown of Leeds since the early 1980s. As a Professor of Public Policy I have been able to combine an academic research interest around gender and equalities, politics and policy making over many years, undertaking work for the Equality and Human Rights Commission around pathways to politics, for example. I have been supported by the University of Manchester's commitment to creating impactful research and its emphasis on civic engagement. As a proud founding member of the Women and Girls' Panel, I liaised with the GM4Women campaign. I led the Panel's two-year inquiry into Education, Skills and Employment which led to real changes in the policies that the combined authority had budgets and control over. I am still campaigning, back in my hometown across the Pennines, but will be supporting GM4Women through the next five years.

Education

SARAH MOHAMMAD-QURESHI: CO-LEAD

When we originally set up the Education group, the focus was on access and progression in traditionally male-dominated subject areas within STEMM (Science, Technology, Engineering, Medicine and Maths). The main issue being very little representation of women within certain Higher Education programmes and apprenticeships. Our question was, and remains, 'what are the barriers to women and girls which give rise to this underrepresentation?'

Over the course of the last five years, we have highlighted the impact of sexism, noted regional differences across the boroughs, looked at intersectional identities and uncovered positive data in emerging subject areas, such as computer science and information and communication technologies. It is clear that there are interconnecting as well as individual influences which have collective impact on the representation of women and girls in STEMM.

Why did you join as a participation lead & how does it benefit you?

My own personal journey as a woman who left a STEMM career for reasons relating to gender disparity, motivated me to take on the Education Lead role. I had a mixture of positive influences early on in my education and structural barriers further into my career. Working in higher education has also highlighted the disconnect between the active resources at encouraging girls into continuing their STEMM education, with the reality in the data and the experiences of individuals. The reality is anyone can do STEMM and providing a fair and inclusive environment supports that.

What's your bio?

I am a former academic research biochemist now working as a higher education EDI professional, currently at The University of Law. As well as my role with GM4Women, I also provide an advisory role to the higher education sector, as Race Equality Charter Associate for Advance HE, I am Trustee to the equality-based charity 'Pave the Way' and a local school governor. Outside of work, I am mum to 3 children and a keen martial artist.

> "We have highlighted the impact of sexism, noted regional differences across the boroughs, looked at intersectional identities and uncovered positive data in emerging subject areas."
>
> SARAH MOHAMMAD-QURESHI



Culture and Active Lives

EVE HOLT: LEAD



The main issues for us are to: improve gender and diversity monitoring of investment in arts, culture, music and creative health in Greater Manchester; increase cross-sector action to prioritise women and diversity in the commissioning of public art and music, including statues, murals, temporary street art and music; ensure the safety of women and girls is designed into the planning and operation of our streets, public spaces, parks and public transport; support education providers and employers to promote inclusive physical activity during the school and working day to include active travel and permission to wear #ActiveSoles; push sport, leisure and physical activity institutions and providers to widen access and participation for women and girls, in particular those who are most commonly marginalised, underserved and excluded and face the biggest barriers to an active life.

Why did you join as a co-lead & how does it benefit you?

I am a passionate advocate of social and climate justice and believe women's leadership and liberation is key to achieving both. Before GM4Women, I was one of five women who initiated the DivaManc movement, to 'put the diva into devolution' in Greater Manchester, having felt frustrated at the invisibility of women in devo deals and decision-making. I initially co-led the GM4Women Participation group, building on partnerships and work we'd developed through DivaManc with the Fawcett Society, ElectHer and the University of Manchester. GM4Women is a powerful and supportive coalition of women and male allies. It is a great space for shared thinking and action, and I love the combination of data, dialogue, deeds and determination.

What's your bio?

I was born and raised in Whalley Range/Chorlton, Manchester where I am now raising my three boys. In the day I work as a Strategic Director for GM Moving, a Greater Manchester based charity leading, supporting and connecting people and partners in pursuit of our GM mission to enable Active Lives for All. And by night I am a Manchester Labour Councillor. I have a legal background, with 15 years' experience as a Legal Aid solicitor specialising in Public Law - education, health, mental health and social care. I left my legal career to set up Happen Together CIC, providing coaching, facilitation and activist research centring on gender equality, participatory democracy and system change.

> ***"GM4Women is a powerful and supportive coalition of women and male allies. It is a great space for shared thinking and action, and I love the combination of data, dialogue, deeds and determination."***
>
> EVE HOLT

Spotlight on our ops & comms

CLAIRE-MARIE BOGGIANO AND JACKIE CARTER: CO-CHAIRS

We co-chair the Ops & Comms group which meets weekly or fortnightly depending on whether we have an event imminent. The membership of the group ebbs and flows with around 5 core members at any one time. Our main purpose is to ensure that we keep things on track. We oversee the gathering of data and production of content for the website, events and reports. Claire-Marie takes a lead on the events and Jackie focuses on working with our universities to raise the profile of the impact of our work in our civic region. It's good to have the two of us co-chairing to avoid a single point of failure, and we step in for each other when needed. We have also become great friends.

Why did we join?

That's easy – we are both completely committed to system change and our bios attest to what else we are doing to tackle gender inequality.

What's your bio?

Claire-Marie: I am a Director and Coach at Lurig Ltd, specialising in business change and leadership development. I also lecture in Leadership at a selection of Business Schools. I am a Chartered Engineer and work to support Women in Business and Women & Girls in STEM. I founded and host monthly the 'Women Leading in Business' guest speaker and networking series at Alliance Manchester Business School. I have been a member of WIN (Women's International Network) for over 16 years and co-founded WIN Manchester. In addition to being involved in GM4Women, and helping to organise and MC the events, I am delighted to be an ambassador for Women on Boards UK and Queen Bee Coaching, which offers free leadership coaching to women across Greater Manchester. I strongly believe organisations succeed by working with the talents and imagination of all their people.

> "I strongly believe organisations succeed by working with the talents and imagination of all their people."
>
> CLAIRE-MARIE BOGGIANO

Jackie: I describe myself as a scholar and an activist and enjoy building bridges between different worlds. Now a professor at the University of Manchester, I have previously been a schoolteacher and then spent two decades in education working at a national level. I'm also disabled and have a strong drive to make a difference to the lived experience of those suffering from pernicious inequalities. Brought up in a very working-class environment I have benefited significantly from education and my motivation now is to use my platforms to give a voice to others. With a background in teaching, business engagement and now a senior academic position in a university that cares about civic engagement, I try to use my skills and networks to create opportunities for women who don't always realise they have a voice. My professional work has resulted in several awards for creating opportunities for women in tech and data careers and so data and dialogue chimes well with my strengths and values. I love my role with GM4Women and fully intend to see this work through to 2028.



> "With a background in teaching, business engagement and now a senior academic position in a university that cares about civic engagement, I try to use my skills and networks to create opportunities for women who don't always realise they have a voice."
>
> JACKIE CARTER

Spotlight on our first coordinator

JOSIE MCMEEKING: COORDINATOR FROM 2022 TO 2023

I joined GM4Women in September 2022. This was the charity's first paid post following a National Lottery award funding success and was my first professional role since graduating. I couldn't have envisaged how fundamental the year would be in shaping my own professional focus and approach. The coordinator role is diverse, and the activities dynamic and varied. It gave me a crash course in the essentials of charitable and political work - events planning, administration, finances, social media, public communications, building relationships, strengthening networks and more.

The Ops and Comms team provided a supportive and encouraging space to work with an incredibly welcoming group of women. My confidence grew, and I introduced my own ideas which were welcomed and embraced.

> *"The Ops and Comms team provided a supportive and encouraging space to work with an incredibly welcoming group of women. My confidence grew, and I introduced my own ideas which were welcomed and embraced."*
>
> JOSIE MCMEEKING

My first event in Wigan highlighted GM4Women's energy and our inclusive culture. I was proud of the points of connection for women's and girls' voices that we provided at our events. I set out to bring in as many women's and community groups as possible, to our subsequent community events, to make them representative of the hosting borough.

I left the role to take up a position in the voluntary sector where I am using all my skills, though I still volunteer with GM4Women.

Spotlight on our young women volunteers

ROSE WARREN, UNDERGRADUATE STUDENT

"A big aim of mine when getting involved in GM4Women was to be a part of collective action. An outcome I am proud of was the discussion panel I set up with the GM4Women on International Women's Day. Hosted at my university student union, I invited four fellow GM4women members to speak to a student audience about GM4Women2028, and the work we do for women in Greater Manchester".

LAUREN ROSEGREEN, POLICY AND INFLUENCE MANAGER, MACC

My proudest achievement through volunteering with GM4Women was reading 'Our Deepest Fear' by Marianne Williamson to a room full of people, at an event I'd helped to coordinate. I've always struggled with self-confidence, but as I looked around the room it made me realise that if I want other women to believe in themselves, I have to lead by example."



OUR EVENTS

By February 2024 we have run GM4Women events in five of the ten GM boroughs (Manchester, Trafford, Wigan, Oldham and Tameside). Salford will hosted the Dialogue, Deeds and Determination event in July 2024, and Stockport will host the Data Reveal event in Feb 2025. Bolton, Bury and Rochdale remain to be hosts.

We started with the Pankhurst Fawcett Scorecard Data reveal events. These have been held on 6 Feb each year since 2019. We then – with external funding – stared the Dialogue, Deeds and Determination events which have taken place in July and October.

Our events provide an opportunity to bring attention to the work we are doing. We design these events to provide opportunity for women and girls to talk about their experiences to us, to each other and to local and regional policy makers and elected representatives. We have held these events in universities, civic buildings and community spaces.

These pages capture the atmosphere of the events. We share the assets and resources we collect and create – such as the visual minutes, blog posts and videos on our website. And we include our findings in reports to elected officials and in policy briefings.

Because dialogue alone is not enough – we need to take action and influence policy and practice to achieve the change we need and want to see.

> *‘”I can see further because I stand on the shoulders of giants”. We want young people to stand on our shoulders because what we’re doing right now? We are giants.”*
>
> CAROL ANN WHITEHEAD, DIALOGUES EVENT, MANCHESTER, JULY 2022



Manchester Dialogue, Deeds and Determination event, July 2022









Wigan Dialogue, Deeds and Determination event, Oct 2022

Miki is the founder of Ekhaya Empowerment a Community Interest Company. Here is her story of how GM4Women ended up hosting an event in Wigan, and how it has helped her develop her reach and impact.

I attended the July 2022 event in Manchester. Towards the end, we were asked to put up our hands to see who was there from which borough. I was the only one from Wigan.

We were asked what the one thing we felt was prohibiting people from attending events. I suggested they ask around those in the room to help find venues in the boroughs to hold future events. I said, "You need a venue in Wigan? You can come to my place - Ekhaya Empowerment."

I didn't really expect for GM4Women to come to Wigan and use my venue. I just thought you know what, I would love for it to happen in Wigan. I would love for something to blossom out of it. And actually, when I offered, my venue was not ready. We didn't even have electricity! That's how ambitious we were. But GM4Women followed up on it and the next event in October 2022 was held in Wigan.

I knew that GM4Women has a big pool of knowledge in its members, and I know about social enterprise, but I wanted to grow my own knowledge, and that's why I offered to host the event. I wanted to know more about the work of GM4Women, and how I can connect that to Wigan, because Wigan is very disconnected in a lot of ways.

"The fact that we ended up using my venue was a massive boost for us which promoted my venue. It really highlighted who Ekhaya Empowerment is, what we do, and the kind of work that we're growing to engage, not just borough-wide but Greater Manchester wide."

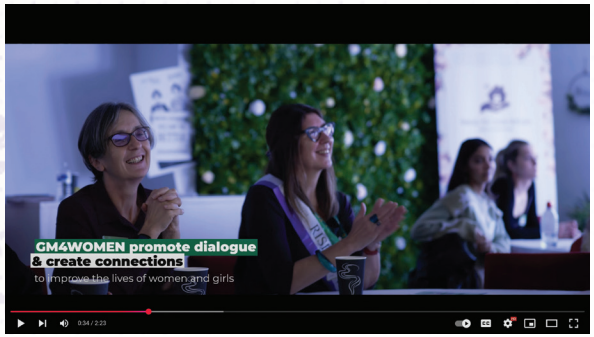
MIKI, EKHAYA EMPOWERMENT

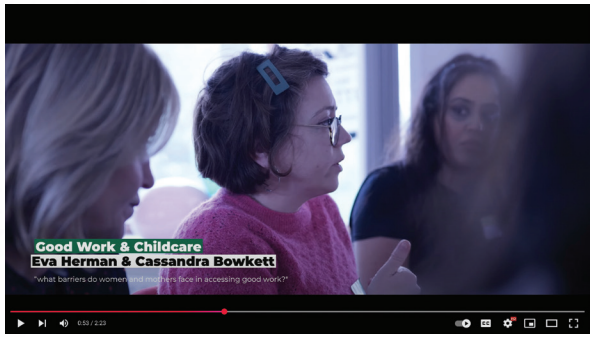
The fact that we ended up using my venue was a massive boost for us which promoted my venue. It really highlighted who Ekhaya Empowerment is, what we do, and the kind of work that we're growing to engage, not just borough-wide but Greater Manchester wide.

So now I've got more confidence, because of how big the event we hosted was, because of GM4Women's reach and reputation, and because they were backing me.

We also talked about how we can expand on what GM4Women has been doing in the different boroughs. I asked why don't we use that opportunity to create GM4Women hubs? And because GM4Women encourages my creativity and well-being, to just be able to say what I'm thinking means they can help me facilitate, deliver, or reshape it in a more doable way. That's been really, really helpful to me in terms of personal development.







Trafford Data Reveal event, February 2023







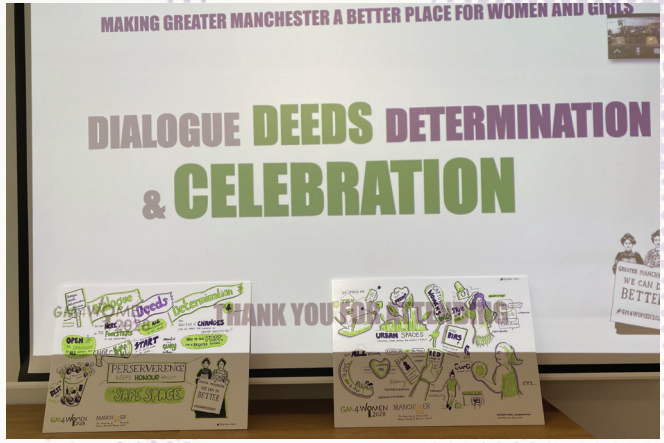


"The work of GM4Women is so important, we all know the battle faced for women's suffrage and even though we have made some advances around equality for women, we still face an uphill battle. I stand on the shoulders of giants in trying to make the world a better place for women and girls. I know that GM4Women are truly committed to Deeds Not Words and I am proud to offer my support to their cause."

JOANNE HARDING, TRAFFORD COUNCILLOR

Oldham Dialogue, Deeds and Determination event, July 2023
Tameside Data Reveal Event, February 2024













OUR REACH AND INFLUENCE

GM4Women has become an umbrella organisation that works in collaboration with multiple groups across GM to actively create the change we are committed to. Our activities across the ten boroughs are helping to bring women's organisations and male allies together to challenge and tackle the persistent inequalities reflected through our thematic areas.

Our reach is extensive.

Through the Dialogue, Deeds and Determination events alone we delivered 20 workshops reaching over 200 participants. Our membership now stands at over 500 representing academics and activists, policy makers and community organisations, charities and businesses.

We are communicating the findings of our work widely, including asking questions of, and demanding answers from, the Mayor of Greater Manchester, Andy Burnham.

In a letter to the Mayor during the pandemic lockdown in the UK we highlighted the following matters.

ADDRESSING THE IMPACTS OF COVID
(EXTRACTS OF LETTER TO ANDY BURNHAM 12/05/2020)

The key priorities that have emerged from our conversations and task groups are:

- **SAFETY** Domestic violence services and addressing the prevalence of gender-based violence. Urgent need to support women with insecure immigration status/no recourse to public funds, and to ensure services are resourced so they are accessible to all ... disabled women will be particularly in need of support during lockdown.
- **HEALTH & CARE** Lack of data for care homes, of which women make the majority of residents and staff. Sport England data shows a growing gender gap in levels of physical activity during lockdown with women carrying the bulk of caring responsibilities at home, in the community and at work. A lack of planning for older and disabled women's care needs under lockdown and fair access to hospital service and critical care (as highlighted by the Greater Manchester Disabled People's Panel). Lack of well-fitting PPE for women, highlights how invisible women remain despite making up the majority of key workers in the health and care sector.
- **WORK AND EMPLOYMENT** Continued concerns about women on maternity leave who have been told they no longer have a job and are at risk of missing the short deadline for tribunal cases. Disaggregated data is needed to provide a clear picture of impact on women's employment and income and how to build back better.
- **EDUCATION** Address concerns around collapse of nurseries and losses suffered by childminders and impact this will have on women employed in these sectors, child development and ability of parents to remain in employment.
- **PARTICIPATION & REPRESENTATION** How are women and girls heard and included in recovery planning? ...more action is needed to address the underrepresentation of women on GMCA Cabinet, the lack of an established GMWomen and Girls panel, the absence of a funded Women and Girls' infrastructure body/network in Greater Manchester.

There is an urgent need to establish robust mechanisms for women's voice and ensure equal representation of women to inform plans for how we build back better. We look forward to working with you on this.



GMCA GREATER MANCHESTER COMBINED AUTHORITY

ANDY BURNHAM
MAYOR OF GREATER MANCHESTER

Ref AB/CMc/MW

Helen Pankhurst
Via email

16th July, 2020

Dear Helen

Thank you for your recent letter sent on behalf of the GM4Women Coalition.

Following work by the task group, I am therefore delighted that, at the end of June, GMCA approved the formation of Greater Manchester Women and Girls' Equality Panel to accelerate gender equality across the city region. This work will include recognising the differential impact of the COVID pandemic on women and girls and ensuring that a gendered lens approach is adopted to restarting the city region's economy and society. This is critical feeding into the development and the delivery of the three phases of the wider GM Recovery Plan: Release of Lockdown; Living with COVID; and Build Back Better.

I welcome the commitment and work of GM4Women and through the Panel membership and its wider networked approach look forward to your collective input into the development of the GM work programme and activities in the future.

Best wishes,

Andy Burnham
Mayor of Greater Manchester

Why GM4Women matters in Greater Manchester

Andy Burnham, Mayor of Greater Manchester, 2023

Has the existence and work of GM4Women2028 held you as Mayor to account or helped you to improve the lives of Women and Girls in Greater Manchester in any way and if so how?

GM4Women2028 is shining a light on gender equality in Greater Manchester. Their work is a valuable resource that brings into focus the key issues facing women and girls in Greater Manchester and the progress being made to tackle gender inequality. The annual scorecard (and associated events) produced by GM4Women2028 helps to bring in to focus those areas where we are making progress and those areas where we need to go further to improve life for women and girls in Greater Manchester.

How do you feel about the challenge, i.e. ensuring that Greater Manchester is a lead in terms of gender equality?
I'm committed to ensuring we tackle all forms of inequality in Greater Manchester – that's why we have established the equalities panels, introduced portfolio leads for equalities and established the tackling inequalities board.

I'm proud of the progress we have made to date - but there is still much to do. By working with the Greater Manchester Women & Girls Panel, GM4Women2028 and other partners I want to ensure that we continue to lead the way on this agenda.

Cllr Bev Craig, leader of Manchester city council, 2023

What do you think the priorities are going forward?

Two of our key priorities are to:

- End gender based violence against women and girls in Greater Manchester – our GBV Strategy aims to do this and we will continue to work with GM4WOMEN2028 and others to ensure that this happens
- Ensure women receive fair pay and remove key barriers to employment for women – reflecting the specific needs of women in employment, in particular: childcare, menopause and sexual health and reproductive challenges

How could GM4Women continue to support with holding you to account on the challenge?

I welcome GM4WOMEN's ongoing support. By continuing to highlight the key issues facing Women & Girls in Greater Manchester and the progress being made to tackle the inequalities they face (and challenging us where we aren't making enough progress) we can retain our focus on this issue and ensure it stays high on the agenda.



We are determined that Manchester is a city where women can reach their full potential, thrive and feel safe and supported and the work of GM4Women helps support and reinforce this agenda.

Manchester has a proud history of leading the charge for an equal society. Ensuring that women thrive and reach their full potential is a political priority. Tackling inequalities runs to the heart of what we do, from our women's leadership programmes to our flagship Making Manchester Fairer Programme.

We are proud to be able to point to solid achievements such as the introduction of our Women's Night-time Safety Charter last year. To date, more than 350 businesses have signed up to the charter, pledging to put measures in place to ensure staff are trained in how to support and keep women safe and online training has been developed to increase this further. More than 800 people who work in the night-time economy have received welfare, vulnerability and active bystander training into how to spot the early signs which may indicate that a woman is in danger.

This is just one of the actions we are taking and working alongside organisations like GM4Women we can make our goals a reality.

Greater Manchester Women and Girls' Equality Panel

ONE IMPORTANT PART OF THE GM-WIDE SYSTEM HELPING US CREATE CHANGE AND BROADEN OUR REACH IS THE GREATER MANCHESTER WOMEN AND GIRLS' EQUALITY PANEL.

Anabel Butler, Facilitator GMCA Women and Girls' Equality Panel

Facilitated by GM4Women in 2019 a conversation about a women's commission similar to the Bristol Women's Commission, brought together supporters of women's empowerment. This, and subsequent lobbying, led to the birth of the Women and Girls' Equality Panel which was established in December 2020 to address gender inequality in GM. The role of the panel is to constructively challenge political and system leaders to tackle prejudice and discrimination against women and girls.

The panel works alongside the Greater Manchester Combined Authority (GMCA) and the wider GM system to ensure that equality is actively considered in decision making to help make GM a better place to live, work, study and do business. Convened by the Pankhurst Trust, in partnership with GM4Women2028, the panel meets quarterly. It has established two working groups, Education, Skills and Employment, and ending Violence Against Women and Girls (VAWG). These align with the GM4Women themes.

Successes to date include:

- The VAWG working group supported a bid to the Safer Street Fund focused on tackling violence against women and girls in public spaces. Responsive to the Panel's feedback, the bid focused on increasing safety across the tram network. Panel members also offered their signatures to the bid and suggested interventions including a 'mass campaign' aimed at boys and men and training for staff. The panel's involvement helped train 570 staff on how to deal with incidents, a mass reporting campaign aimed at women and girls (with a 600% reporting increase), a poster campaign to tackle behaviours (featuring the slogan No means No) and a trusted people presence at key stops on the Oldham-Rochdale line. Incidents for women & girls have since fallen by 25% on the targeted stops.
- Setting up a joint Data Working Group between GMCA and the VSCE (Voluntary, Community and Social Enterprise) sector to better understand how VAWG data is currently collated, compiled, shared, and used to inform GMCA Strategy and Policy and consider what data is missing.
- The Education, Skills and Employment working group undertook a deep dive into early education and as part of this the GMCA's School Readiness programme team met with the panel to discuss their findings.

> "The role of the panel is to constructively challenge political and system leaders to tackle prejudice and discrimination against women and girls."
>
> ANABEL BUTLER, GMCA WOMEN AND GIRLS' EQUALITY PANEL

Engagement with the panel provided the programme with additional insights and ideas that have subsequently helped to shape some of the programme's key deliverables.

The panel works collaboratively with other GM initiatives to:

- support the development of activities to improve the confidence and career aspirations of teenage girls, through the annual Bee Well Survey.
- support the evaluation of the Meet your Future programme which includes empowering women and girls through mentoring, shadowing, and leadership.
- work with the GM Apprenticeship & Careers Service and Curriculum for Life to support the development of content around confidence levels for teenage girls and women in STEM, and digital skills for women and girls.

Community Partnership across Greater Manchester

THROUGH OUR EVENTS AND COLLABORATIVE ACTIVITIES, WE PLATFORM MANY VOICES OF WOMEN'S GROUPS ACROSS GREATER MANCHESTER. QUEEN BEE COACHING AND SMART WORKS GREATER MANCHESTER ARE JUST TWO EXAMPLES.

Sarah Harness,
Chair of Queen Bee Coaching

"Queen Bee Coaching was established in 2018 at the start of the GM4 Women Initiative. Our Mission is to offer free coaching to support all women, particularly those from diverse backgrounds and experiences to overcome barriers, increase their impact on society and rise to positions of influence, in order to accelerate Greater Manchester toward equity.

"We have enjoyed working closely with our sister feminist organisation taking part in the events around the 10 Boroughs of GM. We have gained both clients and coaches through the networking at these events and are kept informed through our shared leaders. We intend to contribute to these events in the future. GM4Women is a brilliant overarching organisation making more than the sum of the parts."

Jan Iceton,
Chair of Smart Works Greater Manchester

"Smart Works Greater Manchester considers being part of the GM4Women 2028 coalition to be fundamental to understanding the city region challenges faced by our clients and a vehicle through we can amplify their voices. We always find real value from attending the events and listening to what other organisations and individual changemakers are doing to progress outcomes for women and girls.

"The cost of living crisis rages on through our communities and, while there is little real improvement to showcase, we remain united, committed, and purposeful in sticking with our mission to support, to inspire, and to empower unemployed women to succeed in getting a job leading them towards financial independence".

Jackie Carter, The University of Mancester
Francine Morris, University of Salford
Claire Pattison, Manchester Metropolitan University

"GM4Women is a brilliant example of how we can bring academics and colleagues together across the Greater Manchester universities. Collectively we are delivering on the civic engagement agenda of our city region, by working in partnership to build on our connections and platforms, and truly show what collaboration can achieve. We are proud to be able to address persistent gender inequalities in a city region that is the birthplace of the right to vote. Together we can shift the dial."



OUR DEEPEST FEAR
Marianne Williamson

Our deepest fear is not that we are inadequate.
Our deepest fear is that we are powerful beyond measure.
It is our light, not our darkness
That most frightens us.

We ask ourselves,
"Who am I to be brilliant, gorgeous, talented, fabulous?"
Actually, who are you not to be?
Your playing small
Does not serve the world.
There's nothing enlightened about shrinking
So that other people won't feel insecure around you.

We are all meant to shine, as children do.
We were born to make manifest
The glory that is within us.

It's not just in some of us;
It's in everyone.
And as we let our own light shine
We unconsciously give other people permission to do the same.
As we're liberated from our own fear
Our presence automatically liberates others.

"My proudest achievement volunteering with GM4Women was reading 'Our Deepest Fear' by Marianne Williamson to a room full of people, at an event I'd helped to coordinate. I've always struggled with self-confidence, but as I looked around the room it made me realise that if I want other women to believe in themselves, I have to lead by example."

LAUREN ROSEGREEN, POLICY AND INFLUENCE MANAGER, MACC DIALOGUE, DEEDS AND DETERMINATION EVENT, JULY 2022

2024 UPDATE

As this document goes to press, we have three successes to share: Receiving a grant rom the Lottery Fund Awards For All for a part time coordinator post; being a finalist for the Inspiring Women Award and Outstanding Contribution to Equality, Diversity and Inclusion, the University of Manchester Making a Difference Award.





Claire-Marie and Jackie holding the Highly Commended Making a Difference award
Tthe University of Manchester

ACKNOWLEDGEMENTS

Many people have supported us, volunteered with us and helped make GM4Women what it is today. We list many of them here and offer apologies for those we have missed.
Andrew Simcock, Beckie Clarke, Bev Hughes, Caroline Roberts-Cherry, Catherine Hammersley, Claire Worthington, Emily Bell, Emma Holt, Esther Clare, Gail Heath, Gemma Nash, Grace Fletcher-Hackwood, Hannah Bolsher, Hannah Jandu, Jeff Smith, Julia Rouse, Juliana Jacobowiski, Kate Green, Katy Ashton, Kay Laylor, Laura Sullivan, Lemn Sissay, Lucy Mullligan, Lucy Powell, Lynn Collins, Reet Dhalu, Sally Penni, Sally Jones, Sally Lindsay, Sandhya Sharma, Sam Smethers, Sarah Ronan, Stella Bowdell, Susanna Lawson, Tony Walsh, Zara Lunio

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We at GM4Women are very grateful to the Lottery Foundation for two rounds of funding. We could not have thrived without these.

We thank all of the people and organisations who have supported and attended our events, especially those who have hosted these and engaged so encouragingly in dialogue, deeds and determination with us.

GM4Women is inspired by the legacy of Emmeline Pankhurst. We are rooted in activism and driven by a vision of equality for all women and girls.
To find out more visit: **gm4women2028.org**
To donate visit: **gm4women2028.org/contact-5**
For further information get in touch: **info@gm4women2028.org**

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"GM4Women2028 is shining a light on gender equality in Greater Manchester. Their work is a valuable resource that brings into focus the key issues facing women and girls in GM and the progress being made to tackle gender inequality."

ANDY BURNHAM, MAYOR OF GREATER MANCHESTER



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