



# **“Improving the Economic Position of Women in the North East of England”**

## **Conference Report**

**Jury's Inn, Newcastle upon Tyne  
Friday 28th March 2014**

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## Acknowledgements

Thank you to all of those who participated in the event, for their time, enthusiasm and sharing of knowledge and experience in the presentations and conversations. Thank you to all of the speakers, the facilitators, Caroline, the Chair, Hilarie, the photographer and June for recording the day. Ashleigh and Christine stepped in at the last minute, yet were completely amazing on the day. Many of the contributors supported Sue Robson in the lead up to the event and helped to shape the programme. This input was much appreciated and led to the day being huge success. Last, but by no means least, thanks you to the Oxfam Routes to Solidarity Project. Oxfam provided the funding for the project.

“I just wanted to say a big ‘Thank you’ to you for organising the event on Friday and for inviting me to attend– it was one of the few events that I can honestly say that I thoroughly enjoyed and found really useful from start to finish!

To add to the day I met several good friends and made some new ones as well. Well done to everyone involved, particularly to Caroline for chairing it so effectively and with such good humour.

Let’s get the next one in the diary soon!”

Comment my email from one of the speaker after the event

## 1. Introduction

This is a report from an event to bring to life the United Nations Convention of the Elimination of all forms of Discrimination against Women (CEDAW) recommendations around education, skills and employment and to devise a charter for policy makers, commissioners and providers regarding the implementation of the CEDAW recommendations to improve the economic position of North East women.



The event involved 52 participants (see appendix 2) two workshops in Blyth and Northumberland with grassroots women’s groups, voluntary organisations and service providers preceded the event to explore what issues prevent women from accessing education and employment.

**Caroline MacDonald, Policy and Learning Manager** (Impact and Influence), Big Lottery Fund Chaired the event .Caroline opened proceedings with introductions and by talking about her own experiences in the world of work as a disabled woman reflecting on changes that had occurred over the last 20 years but acknowledged we still had a long way to go. Caroline was a physics teacher before she had an accident that left her disabled, as a result she had to leave her profession and on the advice of the Job Centre, retrained as a typist.

**Sara Ganassin, Oxfam Routes To Solidarity Project Officer** for the North East and Yorkshire & Humber Regions explained that the project was the result of collaboration between NEWomen's Network and Oxfam UK Routes to Solidarity Project. Sara explained that the Oxfam Routes to Solidarity Project is part of UK Poverty and since 2009 aims to improve the lives and increase the voice and influence of ethnic minority women affected by poverty, inequality and discrimination in England with a focus on the North of the country. Sara also outlined the involvement of Oxfam and how today fits into the wider Solidarity project around inequality and reducing the gap between the rich and the poor.

## 2. Opening presentation – Using CEDAW as a framework to improve in women's education, skills and employment



**Sue Robson, co-ordinator of NEWomen's Network** gave a presentation of NEWomen's Networks efforts to date to influence policy makers and commissioners using the framework for the Convention for the Elimination of all forms of Discrimination Against Women (CEDAW). The full presentation can be found at [www.newwomens.net](http://www.newwomens.net). Sue also showed a YouTube file "A Super-hero" for women"<sup>1</sup>

Sue explained that NEWomen's Network works in the North East to strengthen the women's sector by encouraging and supporting collaboration and building partnerships and alliances across other sectors. It aims at creating and protecting women only space and women only services whilst understanding and applying intersectionality as central to pursuit of social justice and equality.

Research presented by North East Women's Network to the United Nations in 2013 shows that<sup>2</sup> austerity measures and welfare reforms are impacting upon already unacceptable levels of gender inequality in the North East of England and rising levels of female unemployment in the UK hitting women in this region much harder. Sue outlined the Key findings of the research as:

- As the UK Government's austerity measures and welfare reforms impact upon already unacceptable levels of gender inequality in the North East of England, there is a looming crisis in gender inequality for women that will inevitably have far reaching economic and social consequences for the well-being of children, families and the wider community.
- Rising levels of women unemployment in the UK are even worse for women in the North East.

<sup>1</sup> <http://www.youtube.com/watch?v=HPJfBqoNH7Q>

<sup>2</sup> "The impact of austerity measures upon women: A case study of the North East of England," NEWomen's Network, June 2013

- Elements of welfare reform are impacting disproportionately on women and risk increasing women’s financial dependence on men. This is likely to have detrimental impacts upon both women and children and lead to increases in family breakdown.

The research recommends that the Government take urgent measures to redress the negative impact of the austerity measures upon women's economic well-being in the North East (e.g. increase access to childcare, education and training, invest in the women's sector and consider women's employment and economic independence in policy & planning). Also, that public bodies should regularly publish specific data showing the impact of the austerity measures upon women in the North East and identify the impact upon different groups of women. NEWomen’s Network were delighted when their efforts paid off and these recommendations were reflected in the concluding observations and recommendations from the CEDAW committee’s examination of the UK Government in July 2013.

CEDAW was established in 1979 and is often referred to as the Women’s International Bill of Rights. Unlike domestic UK and European legislation on sex discrimination and equal treatment, the Convention is solely concerned with the position of women rather than discrimination faced by both sexes (which would include discrimination against men). The Convention places obligations on Government’s to eliminate discrimination against women.

As a signatory to CEDAW the UK Government must fully implement the Convention, to ensure the practical realisation of equality between women and men. In relation to the interpretation and application of the Equality Duty CEDAW/C/GBR/CO/7 (26th July 2013, p3, point 17) recommends that:

“Use the Public Sector Equality Duty (PSED) review to ensure that gender equality is properly prescribed for public authorities, including the application of the principle of substantive equality.”

Substantive equality is based upon the principle that discrimination is socially constructed and is not a natural principle of human interaction, recognising the need for concerted action against inequality and the institutional mechanisms that perpetuate it. Substantive equality promotes:

- Equality of opportunity through law, policy programme and institutional arrangements
- Equality of access by eliminating all obstacles that prevent access to opportunities and taking positive steps to ensure the goal of equality is achieved
- Equality of results

<b>CEDAW recommendation for the UK Government relating to women’s education, skills and employment</b>	<b>Para no.</b>
Intensify career guidance activities to encourage girls to pursue non-traditional paths	45
Take coordinated measures to encourage girls' increased participation in STEM and apprenticeships	45
Collect data on women in positions in all levels of academic institutions and improve representation of women at higher levels of academic institutions	45
Promote use of flexible working arrangements and introduce shared parental leave	47

<b>CEDAW recommendation for the UK Government relating to women's education, skills and employment</b>	<b>Para no.</b>
Take proactive and concrete measures to eliminate occupational segregation and narrow the gender pay gap	47
Create more opportunities for women with disabilities to access employment	47
Mitigate the impact of proposed welfare reforms on the cost of childcare for women from low-income families	49
Facilitate the access of black and ethnic minority women to the labour market to alleviate their concentration in low paid jobs	59

Women's Resource Centre (WRC) have produced a comprehensive online toolkit to provide everything that you need to know about CEDAW and how to use it in the UK, - <http://thewomensresourcecentre.org.uk/our-work/cedaw/>



**Adeline Keogh from the Buffalo Community Centre** presented the following common issues for women across the two workshops. Although Northumberland where rural issues such as, small populations, scarcity of resources and services and lack of transport tend to compound these issues for women and mean they are even more isolated.

- There is a lack of affordable childcare for women in work and in education and training. The knock-on impact of redundancies upon childcare providers is worsening the situation.
- The welfare benefit regulations and sanctions for women with children over 5 years old are deepening poverty for some families and could potentially put children at risk (e.g. expected required to travel 1.5 hours to work/ lack of affordable childcare)
- Restrictions upon English for Speakers of Other Languages (ESOL) classes is impacting upon women and children in all kinds of ways, not just their inability to access education and employment, but upon health, integration and children's schooling etc.
- Women need holistic support to get employment, set up enterprises and enter unconventional career paths and mainstream advice and guidance agencies are not providing the types of supports that women need.
- When women do begin to overcome the barriers to education and employment, they are often faced with structural inequality and institutional sexism.

Four action points emerged consistently from the two workshops:

- ✓ The need for affordable and accessible childcare
- ✓ Need for ESOL or other free language provisions in community based settings for non-English speakers and for women with literacy issues
- ✓ Investments in micro business and women enterprise (especially in rural areas) as a potential resource for women and to tackle some of the barriers they face, e.g. childcare, transport, ESOL, basic skills, holistic advice and guidance etc.
- ✓ Using CEDAW to raise awareness of women's rights and as a framework to tackle structural inequality and institutional sexism

In response to the presentation, Pat Heron (Unison) stated that transport was also a major issue raised by women at their events etc., especially in rural areas. Pat also stated that Unison will be focusing on that in NE 50% of women over 50 are unemployed. It was also noted that women pensioners were likely to be disadvantaged. Linda (Foundation) stated that loss of older women's skills and experience was major issue too.

Georgie (Sixtyeightythree) said that transport and costs were issue for women and for the organisations supporting them. Awareness needs to be raised around employer's lack of policies for Domestic Violence.

### 3. Presentations

All of the presentations can be found at [www.newwomens.net](http://www.newwomens.net),

#### 3.1 "Intensifying career guidance activities to encourage girls to pursue non-traditional paths"



**Laura Bell, Head of National Careers Service in the North East.** Laura used a practical exercise to demonstrate what types of work women have been supported into, with only 3% of women being supported into non-traditional routes of employment. The challenges are therefore huge in encouraging women and girls into non traditional career paths through the careers service.

Sue Ashmore asked if there were any views in Careers Service about single sex schools..

The reply was that some employers are being very proactive in promoting non-traditional routes for girls - for example Accenture has set up Coders Clubs for Girls in some North East schools to encourage them to consider ICT and digital careers.

**Shirley Sunderland**, outlined a new project that will be launched in April 2014 by National Careers Service in the North East to challenge occupational gender stereotyping. They have secured funding from the Equality and Diversity Innovation Fund in September 2013 to develop resources for careers professionals to use with adult men and women that promote non-traditional occupational alternatives in sectors where gender stereotyping continues to affect career choices. Resources focus on four different sectors where both national and regional research has indicated under-representation of men or women in careers within these sectors

The sectors are:

- Women in Engineering/Manufacturing
- Women in ICT/Digital
- Men in Health/Care
- Men in Legal

The resources will be:

- App for iOS
- App for android
- Available online (possibly via Google Drive)

### **3.2 “Encouraging girls’ increased participation in STEM”**

**Sue Hannan, Employment, is the Learning and Skills Manager, Tees Valley Unlimited.** Sue gave a presentation on the key priorities and recent activities of Tees Valley Unlimited (the Local Enterprise Partnership -LEP). She particularly focussed on their actions to attract more young people to develop skills which will help them to access employment in sectors where we know there will be future demand, e.g. Advanced Manufacturing; Chemical Processing, Engineering, Digital/Creative, Health & Social Care, Logistics and supporting sectors.

This involves working with schools, colleges, universities and training providers to encourage individuals to make the right career choices. A key role for the LEP is to provide accurate information on the labour market and the range of companies and careers on offer, by providing a huge amount of information through their [Skills Portal](#), including a range of 21<sup>st</sup> Century Skills videos, lesson plans and a series of local events. However, many of these careers will be in professions/sectors which are not automatically popular with women, so TVU have created a new special video for young women - which challenges stereotypes and highlights these as well paid, interesting, challenging and highly suitable careers and business opportunities for women in the 21<sup>st</sup> Century. The video was then shown and is available on the [TVU Skills Portal](#).

**Karen M Marshall, Education, Skills and Engagement Manager, Newcastle Science City** spoke next about occupational segregation and attracting enough people into areas where there are skills and employment gaps. The NE has some of the best and world-renowned expertise in areas of science, research and some manufacturing.



**Figure 1: Sue Hannan and Karen M Marshall**

**Michelle Duggan**, Skills Adviser for the North East LEP was unable to attend the event as she was involved in finalising NELEP's strategic economic plan (SEP) for submission to Government on Monday, these are the points she would have covered:

- Our SEP is based on evidence that shows the economy is growing, in terms of GDP and and employment.
- We are doing the right things to help the economy grow and the SEP proposes more activity that will enable growth.
- BUT, the growth is not universal and there are variations that we know impact on business, productivity and individuals' life chances.
- Gender is a key factor for driving growth in the economy. Employers and investors are concerned that in key sectors and at higher levels the pool of talent is smaller with more pronounced gender imbalances than in other areas. And there are simply not enough females taking STEM subjects, which are valued in the economy at any level, to open up opportunities in the local labour market, jobs that are there now and will be in the future.
- Investment plans for ESF will help address these disparities but we need to have influence further upstream and that's why we have also proposed a North East Schools challenge which will specifically address the disparities and variations that are particular to the North East Education systems

### **3.4 “Removing barriers to access for NE women in education, training and employment”**

The afternoon session opened with a presentation from **Chi Onwurah MP for Newcastle Central**, who stated her joy at seeing so many positive people rather than rows of Tory and Lib Dem MPs! Chi set the context around some of the policies from the recent budget. Chi highlighted the challenges we face because of male dominated government made up of men from the best educational establishments. (Only 16% of Tory Government are women) Women's issues are not even getting to the agenda. This Govt is turning back the clock for women with inequality being more prevalent and especially in the NE. Women are more innovative and socially responsible in business (ie not just profit driven) than



men. At a recent event for International Women's day, Chi said that the issue most raised by the women were cost and issues associated with childcare. Chi said Labour will:

- Support companies to provide better wages for women
- Every working family will receive 25 hours free childcare paid for through bank levy
- Improving the image and stereotype of women
- Increase number of women in high profile positions eg on Boards etc
- Encourage women into non-traditional careers
- Encourage women to start their own businesses

Chi said that in her childhood she had benefit of - Good secure council home, good school,

good public transport, a grant enabling university education to become engineer. Mother was a good role model too who was a return learner through WEA secured education and employment. What had changed? Obviously major change was grants that prevent working-class people accessing educational opportunities.

Chi said that a third of women are put off starting their own business because of shows like Dragon's Den and aggressive male bosses. Women need to share their own experiences of success to dispel these myths. Labour will not see women as a problem but an asset and a critical part of building a successful economy.

Q How do you encourage women to vote?

A. The only power that people have is the power of freedom in demonstrating, the power of collective action which is better done by voting. MPs need to be held to account, eg what is your MP doing for women nationally and in your area

Q Why are there no mentoring programmes for women to set up their own business

A The rates for start up are same for women and men but women fare much better with mentoring. Chi said that she could put person in touch with a mentor.

### 3.5 “Creating more opportunities for disabled women to access employment”



**Ashleigh Richie and Christine Shanks, Percy Hedley Foundation** spoke next. Ashleigh told her personal story.

Ashleigh was trained by the Guildhall School of music and drama from a very young age. She decided that she wanted to teach drama, instead of becoming an actress because people told her life was hard enough, without trying to make it as a disabled actress. Ashleigh then took her first drama placement, teaching young people in schools, which she loved.

Unfortunately, Ashleigh had an operation that went wrong and was unable to move. However after conquering many barriers, Ashleigh is now employed delivering Equality and Diversity training and is the strong independent woman that she once was.

Ashleigh's motto is.

“Treat people as you wanted to be treated, realise your dream and don't give up.”

Ashleigh says that Christine has been a massive support for her. Christine is employed by the Percy Hedley Foundation “Achievement for all” is their mission statement. They work with employers to break down barriers and get rid of myths around disability, raising awareness through events and training.

There is going to be a big conference in May that has been inspired by Ashleigh, “Disability and Employment – disabled people just don't apply!”

Q Imagine a world where disabled women can have equal rights and access what would it like?

A Everything accessible physically. People's attitudes, these are more difficult to change

### 3.6 “Promoting equality, inclusion and economic independence for BME women in the North East”



**Umme Imam is the Executive Director of The Angelou Centre.** Umme spoke next about equality and inclusion. She did a short synopsis of her background and education in India and her first job here in England (coming here as a spouse) setting up the Asian Women’s Centre. In the late 80s there was a lot of activism and support for women’s groups which has now all gone. Over the years Angelou Centre has had to broaden their aims to address the inequalities for black women with a more structured approach. Umme presented stats from 2009 on black women’s employment and economic position and this has not improved. Discrimination in the form of sexism and racism continues.

The Angelou Centre exists to advance inclusion and economic independence for women who are excluded due to disadvantages of race and gender in the North East of England.

#### Strategic aims

- SA1 Developing projects and activities to promote women’s inclusion and economic independence
- SA2 Building the capacity of BME women and enabling them to reach their full potential: economically, socially and politically
- SA3 Engaging in strategic partnerships, networks, consortia to ensure provision, access, voice and choice for BME women

#### Our Unique Contribution

- Women only’ space - black feminist ethos
- Diverse staff and volunteer team
- Knowledge/experience of racism and discrimination as well as cultural intelligence
- Flexibility and responsiveness in developing services for BME women
- Accessible childcare, linguistically diverse childcare services

#### Context for work

- Black Caribbean women twice, Pakistani and Bangladeshi women four times as unlikely to be employed as white women (EOC, 2007);
- over 1 in 5 BME women take jobs below level of qualification compared to 1 in 20 white British women (EOC, 2007);

- Two thirds of Pakistani and Bangladeshi women live in poverty (Oxfam, 2009)
- Pakistani women born in Britain three times more unlikely to be self-employed than those born abroad (EOC, 2007)
- Pakistani and Bangladeshi women have first child earlier, have more children compared to other groups, childcare support critical in developing routes out of poverty and worklessness

#### North East Project (Middlesbrough, Stockton, Northumberland & Sunderland)

- Outreach and engagement
- Customised Information, Advice and Guidance
- Individual and Group Personal Development sessions
- Training, Skills and Qualifications
- Mother and Daughters Events
- Themed sector-specific career fairs and networking events
- Childcare support

#### So what has changed?

- RUNNYMEDE TRUST 2012-report on:All Party Parliamentary Group on Race and Community Ethnic Minority Female Unemployment: Black, Pakistani and Bangladeshi Heritage Women
  - Why 20.5% of Pakistani/Bangladeshi women and 17.7% of Black women are unemployed compared to only 6.8% of White women?
  - Louise James told of an interviewer's face 'dropping' when they saw she was black
- EOC (2007) Moving on Up identified four external barriers to participation in work and progression for BME women
  1. Racism, sexism and prejudice
  2. Outdated workplace cultures and systems
  3. Lack of support for working parents and carers
  4. The invisibility of BME women's issues within policy and service delivery



**Figure 2: BME women's employment stagnates for 30 years**

## 4. Discussions

### 4.1 “Vision what occupational equality in the North East would look like from a structural and a cultural perspective?”

- **What concrete and practical measures do we need to take to create this?”**
- **Prioritise two or three of these measures**

#### Table 1

- More representation
- All careers accessible to women and more visible to women
- Starting at the beginning including school culture
- Involve parents including minority communities
- Women look at changed careers at other points in their lives
- Careers guidance has been taken out of schools – put it back good quality and re-tailored
- Pathways need to be understood both by women and providers
- Retention – how many women move out?
- Some working environments attract women others don't
- Transitions – use them better

#### Table 2

- Actually large employers want experienced engineers so re-training issues
- Niche for women in women's settings
- Structures throughout and joined up services
- Positive action needed in apprenticeship settings eg 50% target and CR in schools for culture – shift to challenge sexism – CEDAW
- Pre-occupation of women on image taken away, focus on their own progression
- Emphasis on funding B2B which misses the needs of small businesses – small is beautiful



**Figure 3 : Group work discussion**

### Table 3

#### Vision of occupational equality

- Challenging images/stereotypes (our points listed are mainly sub points of this)
- That there is a truer choice of all possibilities
- More flexible education eg Scotland model has wider variety of subjects (as opposed to specialisms that enables career and coming back later in life)
- Challenging perceptions of what it means to be creative eg not just art but can also be science (political point about creativity being “girly” not the real important meaty stuff)
- Provide appropriate gendered support – rather than blaming people for lack of aspirations, we need to invest in support structures to enable people to see and access opportunities
- Need to challenge unconscious biases against religion (Islam) ethnicity, gender, disability
- Make visible wider range of women role models
- Raising awareness of gender issues in teacher training
- Schools career service needs wide range of partners (development days) including 6<sup>th</sup> form and alumni . Need to draw out what reality of job is.
- Support from companies/universities with childcare, transport
- Increase girls’ confidence to speak out
- Challenge public portrayals of women
- Challenging gendered play eg toys
- Encourage larger organisations to have specific staff forums eg womens/BME to enable to raise issues eg belittling, harassing behaviour
- Encourage policy to be shaped from this
- Increase publicity about how unfair the workplace is for women
- Promote research that shows how much better Boards do that are more diverse eg gender



**Figure 4: Group discussion**

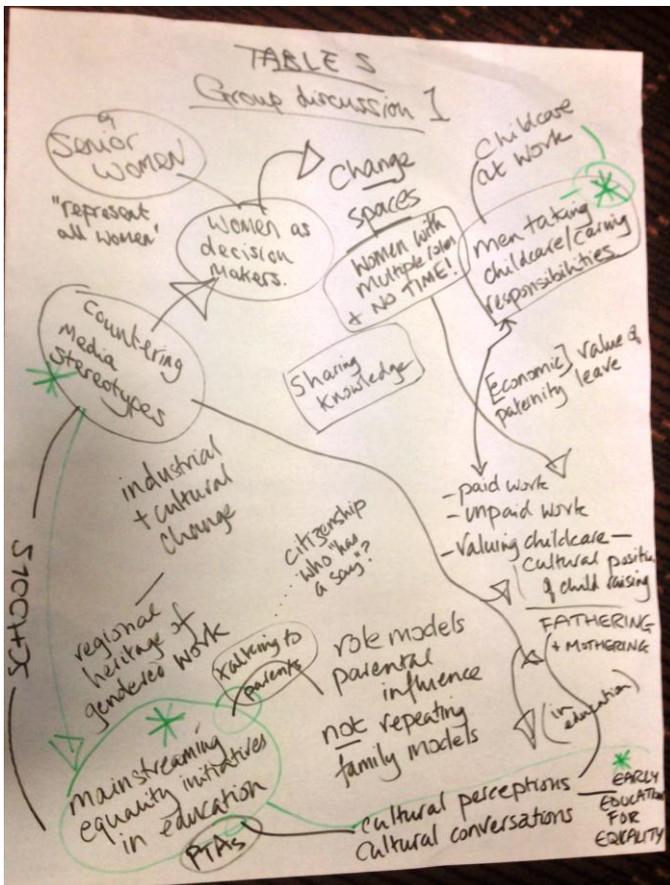
**Table 4**

Structural and cultural

- Higher % of women in STEM industries
- Equal pay
- Equal number of women in managerial roles
- Aspirations are high for all
- A society that values practical skills
- Women are inspired and supported to achieve their goals

Practical measures

- Changes in the education system – career choices so young? Choosing subjects so early
- Compulsory core subjects at next level
- Better governed apprenticeships
- Scheme similar to apprenticeships BUT for over 24s
- Appropriate childcare in the workplace
- Meaningful and practical and wide approach to work experience throughout the education system ie at different stages



**Table 5**

- Women as decision makers – represent all women – countering media stereotypes – senior women
- Mainstreaming equality initiatives in education – talking to parents – citizenship and who has a say? - cultural perceptions, cultural conversations – not repeating family models – early education for equality
- Men taking childcare/caring responsibilities - economic paternity value and leave – paid work/unpaid work – valuing childcare – cultural positions of child raising – women with multiple roles and no time!
- Sharing knowledge

## Table 6

- Transport
- Broadband
- Class inequalities
- North/South divide
- Caring devalued
- Appropriate childcare
- Positive talking about NE
- Getting inside/Proactive
- Cultures within workplace

### 3 main points

- Taking Karen's presentation to the dinosaurs/fossils
- Automatic, well publicised, free childcare at every opportunity
- Campaigning and encouraging

## 4.2 “What would a North East economic environment within which women would flourish look like?”

- **What concrete and practical measures do we need to take to create this?”**
- **Prioritise two or three of these measures**

### Group 1

- Transition stages for women and having recognition for that
- Small is beautiful. There are examples of small successful businesses which may suit women's needs better.

### Other points raised during discussion

- Lobby MPs, employers, educational establishments to provide education that works for women
- Support structures making practicable, affordable childcare and transport
- Highlight social context of STEM subjects (drawing gendered relevance)
- Flexibility to return to education later in life
- Lateral understanding of creativity

### Group 2

- Aspirations high for all – equal pay, positions etc
- Valuing women's transferable skills
- No gender stereotypes would remove exploitation in lots of areas

### Other points raised

- Joined up support for enterprise, small businesses, linked together in hubs
- Women focused digital inclusion re benefits (job search)
- Women only sessions
- Flexibility eg hours, time out, both women/men – portfolio career, work life recognition HMRC
- Mentoring exists but is it used – better marketing?

### Group 3

- Education and schools – very early years challenging stereotypes also work with parents
- CEDAW recommendations – need political will and structures to put these into practice and improve employment

#### Other points raised

- Challenging media images/stereotypes
- Political will and structures to implement and enforce, to monitor equalities legislation and actions

### Group 4

- Education to suit women through all their life
- Shout out about women already kicking ass! Raise profile – women need to be loud!

#### Other points raised

- Less of the “pet” - visibility of women in economic and political sphere
- Women to have confidence to ask for – promotion, salary increase, public recognition
- Lobbying MPs. Have a standard letter after events like these that can flag stuff up to MPs etc
- Projects that showcase all the great things women do eg Karen’s presentation. Get these in local, national media and press
- More men in traditionally female roles/ occupations eg carers, childcare. Economic and structural support for this
- Support for women entering powerful positions
- Co-operative, non hierarchical businesses
- Free/subsidised childcare and adult social care
- Challenging harassment and discrimination

#### Other points raised

- No gender stereotypes
- Remove a class divide of low paid labour
- Informed choices
- Protection for employees being exploited from employers (hours worked/wages paid)
- Help for informal carers (family carers)

## 5. Taking things forward

Julia summed up with saying that CEDAW very key vehicle that prevents pigeon holing health education etc keeps women’s issues all joined up. Recognises women’s differences, support each other in campaigns. Julia will be drawing together a group to focus on women and employment to campaign and target e.g. contractors, commissioners etc and to have a very targeted proactive approach to this area.

If you are interested in being involved in a task group of women’s organisations who support women into employment or learning, to look at forming a consortium and making connections with enterprise support agencies, please contact [julia@ncdn.org](mailto:julia@ncdn.org)

## Appendix 1: Evaluation of the event

There were 30 evaluations in total, representing 58% of delegates who attended

<b>1. Please indicate the figure that best describes your satisfaction with the following (0 is no satisfaction and 3 is high satisfaction)</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	
Pre- event information	0	0	3	27	<b>2.90</b>
Clarity of this information	0	0	1	28	<b>2.97</b>
Organisation of the event	0	0	2	28	<b>2.93</b>
Amount of notice given	0	0	2	27	<b>2.93</b>
Location	0	0	4	25	<b>2.86</b>
Venue	0	1	6	22	<b>2.72</b>
Food and refreshments	0	3	14	13	<b>2.33</b>
Accessibility of venue	0	1	2	27	<b>2.87</b>
Accessibility of event itself	0	0	1	27	<b>2.96</b>
<b>2. Please indicate the figure that best describes your satisfaction with the following (0 is no satisfaction and 3 is high satisfaction)</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	
Chair's Welcome and Introduction	0	0	3	22	<b>2.88</b>
The United Nations CEDAW Adeline Keogh and Sue Robson, Co-ordinator NEWomen's Network	0	0	3	24	<b>2.89</b>
"Intensifying career guidance activities to encourage girls to pursue non-traditional paths" - Laura Bell	0	0	6	20	<b>2.77</b>
Launching the new "app" – "Challenging Occupational Gender Stereotyping"	0	0	6	21	<b>2.78</b>
"Encouraging girls' increased participation in STEM" - Sue Hannan	0	0	7	20	<b>2.74</b>
"Eliminating occupational segregation for women in the North East" - Karen M Marshall	0	0	3	24	<b>2.89</b>
Michelle Duggan, Skills Advisor, of the North East Local Enterprise partnership	1	0	2	16	<b>2.74</b>
Group discussion 1 - "Vision what occupational equality in the North East would look like?"	0	1	10	17	<b>2.57</b>
"Removing barriers to access for NE women in education, training and employment" Chi Onwurah MP	1	1	4	24	<b>2.70</b>
"Creating more opportunities for disabled women to access employment" – Christine Shanks & Ashleigh Richie	0	0	4	26	<b>2.87</b>
"Promoting equality, inclusion and	0	0	2	26	<b>2.93</b>

economic independence for BME women” - Umme Imam					
Group Discussion 2 - “What would a North East economic environment within which women would flourish look like?	0	0	7	17	<b>2.71</b>
Feedback of key discussion points	1	0	7	15	<b>2.57</b>
Chair’s final remarks	1	0	2	20	<b>2.78</b>

<b>How far do you think the event met its key purposes in relation to the following:</b>	<b>Not at all</b>	<b>Partly</b>	<b>Fully</b>	
Understanding the obligations of the UK Government public bodies in the UK in relation to CEDAW with regard to women’s education, skills, employment, and economic rights	0	8	18	<b>1.69</b>
Devising concrete and practical measures to tackle the gendered construction of the NE Labour Market	0	13	15	<b>1.54</b>
Devising concrete and practical measures removing barriers to access for NE women in education, training and employment	0	13	14	<b>1.52</b>
Building more effective networks, collaboration and partnerships between policy makers, commissioners, funders and providers of services	0	12	13	<b>1.52</b>

<b>As a result of today’s event – what action are you going to take next to ensure there are improvements in women’s economic position in the North East of England?</b>	
<p><b>Individual (you/ your organisations)</b></p> <ul style="list-style-type: none"> <li>▪ Additional effort in keeping current</li> <li>▪ Tell people about this event</li> <li>▪ Take group co-ordination</li> <li>▪ I will feedback info and ideas gained today to others in my organisation, friends etc including skills portal</li> <li>▪ By lobbying and informing</li> <li>▪ Lobby on CEDAW</li> <li>▪ Keep this on our agenda</li> <li>▪ Continue to offer opportunities for women to attend course/training we run</li> <li>▪ Ensure info fed back to other staff. Read more about CEDAW</li> <li>▪ Take on a female apprentice</li> <li>▪ Womens Voices NT TW Public Transport Users Group</li> <li>▪ Invite some of the women speakers/participants to speak to a Womens group</li> <li>▪ Raise CEDAW profile</li> <li>▪ To do my best in promoting CEDAW</li> </ul>	<p><b>Collectively/ collaboratively?</b></p> <ul style="list-style-type: none"> <li>▪ Working together with other organisations to push forward the agenda</li> <li>▪ Hope to take part in NT Womens Voices</li> <li>▪ I hope to take part in further awareness raising events initiatives etc</li> <li>▪ Speaking at national level about our conference</li> <li>▪ Speak at national conference</li> <li>▪ Engage with other locally and regionally</li> <li>▪ Links with other providers to discuss Womens issues</li> <li>▪ Look at ways of working together</li> <li>▪ Recommend Jane Shaw to join the task group</li> <li>▪ Additional networking particularly with universities</li> <li>▪ Networking good</li> <li>▪ To keep in touch with people,</li> </ul>

**As a result of today's event – what action are you going to take next to ensure there are improvements in women's economic position in the North East of England?**

<p>and key points from today</p> <ul style="list-style-type: none"> <li>▪ Continue to lobby and campaign for economic position for women - BME promotion/education</li> <li>▪ Increased networking to search for and build a team passionate about sustainable change +development (agriculture and education. Starting small, encouraging participation in change &amp; entrepreneurship</li> </ul>	<p>possibly set up project together</p> <ul style="list-style-type: none"> <li>▪ Ensure that BME women exclusion from labour market addressed</li> </ul>
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**How could the event have been better?**

<ul style="list-style-type: none"> <li>▪ Nothing springs to mind</li> <li>▪ Maybe follow up specifically targeting strategic partners built in from outset?</li> <li>▪ It could have been longer!</li> <li>▪ No rain</li> <li>▪ More time for Q &amp; A</li> <li>▪ More participation less presentation</li> <li>▪ If speakers could have stayed to listen and discuss</li> <li>▪ Late starting Maybe a microphone?</li> <li>▪ More time for questions</li> <li>▪ Room was cold but not your fault</li> <li>▪ Explain abbreviations used throughout the day</li> <li>▪ The event was pitched at the right level</li> <li>▪ was excellent</li> <li>▪ Real examples from women around discrimination in workplace</li> </ul> <ol style="list-style-type: none"> <li>1. Keep out politicians from the discussion. Chi Onwurah delivered a populist rhetoric. Practical opinions and actions are to be engendered and encouraged in future events Focus on the successes achieved so far and encourage wider participation</li> <li>2. Discussion sometimes argumentative (not direct)</li> </ol>
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**Use this space to tell us anything else you want to about the event?**

<ul style="list-style-type: none"> <li>▪ Really enjoyable inclusive and informative event</li> <li>▪ Another excellent exciting event which gives me hope for the immediate and long term future for women in the North East, particularly those disadvantaged by circumstance</li> <li>▪ Excellent networking opportunity, great discussions and helpful information</li> <li>▪ We also need to make sure that everything that is produced is linked to our website/office</li> <li>▪ Fruit instead of chips</li> <li>▪ Very inspiring</li> <li>▪ Enjoyed the day thank you!</li> <li>▪ Great event - diverse group of participants committed to equality of women in the economic sphere.</li> <li>▪ Great chair</li> <li>▪ CEDAW is complicated and could not do much in limited time 2. Lots of good</li> </ul>
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**Use this space to tell us anything else you want to about the event?**

discussion but difficulty in getting people to focus on "concrete" and "practical" in limited time 3. I suspect lots of this went on informally

- Couldn't answer first bit arrived late sorry!
- Not having your opinions - shot down ignored
- Good forum for brainstorming & challenging myths. Networking opportunity was appreciated. "People helping people" i.e. the new mantra for change 2. Statistics are misleading. Leave out number and share success stories
- Could we have microphones for the speakers next time we could not them all from the back

## Appendix 2: Event Participants

Name:	Organisation:	Email Address:
1. Adeline Keogh	Buffalo Community Centre	adeline_88tm@yahoo.com
2. Anna Round	Writearound Research and Copywriting	annaround@btinternet.com
3. Ashleigh Richie	Percy Hedley Foundation	ash.ritchie@hotmail.co.uk
4. Ben Warwick	Durham Law School	b.t.c.warwick@durham.ac.uk
5. Caroline MacDonald	Big Lottery Fund	Caroline.Macdonald@biglotteryfund.org.uk
6. Caroline Preston	Gateshead Council	carolinepreston@gateshead.gov.uk
7. Chi Onwurah	Member of Parliament	chi.onwurah.mp@parliament.uk,
8. Chichetta Chime-Obiekwe	Newcastle University	c.chime-obiekwe@ncl.ac.uk
9. Christine Morland	PCS	chrism19548@hotmail.com
10. Christine Shanks	Percy Hedley Foundation	c.shanks@percyhedley.org.uk
11. Claire Ogah	Northumbria University	totsiesenora@yahoo.com
12. Cullagh Warnock	Northern Rock Foundation	Cullagh.Warnock@nr-foundation.org.uk
13. Debbie Garrity		dearlyyou@aol.com
14. Emma Dudley	PCS Union	emma.dudley@hmrc.gsi.gov.uk
15. Fiona Swindell	North Tyneside Women's Voices	fvs1961@hotmail.co.uk
16. Gemma Bone	Newcastle University	gemmalouisebone@gmail.com
17. Georgie Cruddas	SixtyEightyThirty	georgie@608030.com
18. Hengameh Ashraf Emami	Northern Cultural Projects CIC	hengameh25@yahoo.co.uk
19. Hilarie Tucknott	BPW UK	hilarietucknott@btinternet.com
20. Hilary Brockway	JET (Jobs Education and Training)	hilary@jetnorth.org.uk
21. Ila Chandavarkar	Women's Resource Centre	ila@wrc.org.uk
22. Jennifer Cardwell	DWP	jennifer.cardwell@dwp.gsi.gov.uk

<b>Name:</b>	<b>Organisation:</b>	<b>Email Address:</b>
		ov.uk
23. Joy Hargreaves	Norcare	joy.hargreaves@norcare-ltd.com
24. Julia Lyford	Fourth Action	julia@fourthaction.org
25. June Walsh		swanstreetjune@hotmail.com
26. Justine King	Equalities Coalition	equalitiescoalition@gmail.com
27. Karen M Marshall	Newcastle Science City	Karen.Marshall@newcastle-sciencecity.com
28. Kezia Njoroge	Northumbria University	kezia.njoroge@northumbria.ac.uk
29. Kirit Patel	Oxfam Uk	KiritPatel@oxfam.org.uk
30. Laura Bell	National Careers Service	labell@cfbt.com
31. Laura Pidcock	County Councillor Cramlington	Piddy237@yahoo.co.uk
32. Linda Hughes		linda.hughes@virgin.nrt
33. Linda Jones		lindajones20141@gmail.com
34. Lisa Davis	Durham Women Rising	lisa@changingrelations.co.uk
35. Martha Bernal	Northumbria Police	martha.bernal.5808@northumbria.pnn.police.uk
36. Michelle Duggan	North East Local Enterprise Partnership	Michelle.Duggan@nelep.co.uk
37. Michelle Redfern	Northumbria Police	michelle.redfern.4514@northumbria.pnn.police.uk
38. Pat Heron	Unison	heronpat13@yahoo.co.uk
39. Penny Remfry	NT Women's Voices	premfry015@aol.com
40. Philippa Burnett	BECON	philippa@becon.org.uk
41. Sara Ganassin	Oxfam - Routes to Solidarity Project	SGanassin@oxfam.org.uk
42. Sarah Miller	Millin Centre	<a href="mailto:sarahm@millincentre.co.uk">sarahm@millincentre.co.uk</a>
43. Shirley Sunderland	National Careers Service	SSunderland@cfbt.com
44. Sophie Miller	BECON	sophie@becon.org.uk
45. Sue Ashmore	BPW UK	sueashmore@hotmail.com
46. Sue Hannan	Tees Valley Unlimited	Sue.Hannan@TeesValleyUnlimited.gov.uk
47. Sue Robson	NEWomen's Network	sue@newwomens.net
48. Susan Bennet	UNA-UK	sjbennetredfern@hotmail.com
49. Sywia Jamroz	Buffalo Community Centre	syljam64@yahoo.co.uk
50. Tanya Thirtle		t.m.thirtle@gmail.com
51. Umme Imam	The Angelou Centre	umme@angelou-centre.org.uk

<b>Name:</b>	<b>Organisation:</b>	<b>Email Address:</b>
52. Vicki Gilbert	North Tyneside Womens Voices	vickigilbert@phoncoop.coop

## Appendix 3: Speaker biographies

**Adeline Keogh** – Adeline is a community development worker at the Buffalo Community Centre, in Blyth, Northumberland. She is originally from Romania. She has a background in lobbying for Children’s Rights and helping BME women develop their language skills. She is a Joint Honours in Health in Contemporary Society and Guidance, Advice and Counselling graduate since August 2013. Her community practice experience alongside the academic insight gained during the degree at Northumbria University has giving her extensive underpinning knowledge and an asset to the community. Adeline is also a young wife and mother to Jacquelyne, 4 years old, and Patrick, 7 months old. She is very keen on Breastfeeding hence she is volunteering in the local community as breastfeeding peer supporter.

**Ashleigh Richie** - Ashleigh was trained by the Guildhall School of music and drama from a very young age. Ashleigh then took her first drama placement, teaching young people in schools, which she loved. She was Head Sound Therapist at the School, Head Disability Adviser for families and Integration Adviser. Ashleigh has extensive experience delivering training throughout the region in both public and private sector organisations and currently deliver a number of projects for the Employability Project, which is part of The Percy Hedley Foundation. Her qualifications include: Guild Hall School of Music and Drama BSc Honours, Sound Therapy.

**Caroline MacDonald** – Caroline is currently a policy and learning manager for the Big Lottery Fund, with a brief that includes the North of England and national lead on disability. Her career path has incorporated a wide range of endeavours, from Neighbourhood Manager in Stanley to world champion rower in Boston USA, via roles in education, social services, disability charities, regeneration and economic development.

Caroline has a 10 year-old daughter, Alice, and a somewhat wayward assistance dog, Todd. She spends her spare time playing tennis and coaching the next generation of rowers.

**Chi Onwurah** - Chi is a British Member of Parliament representing Newcastle upon Tyne Central and is also a Shadow Cabinet Office Minister leading on cyber security, social entrepreneurship, civil contingency, open government and transparency. Chi was Shadow Minister for Innovation, Science & Digital Infrastructure Oct 2010 – Jan 2013 working closely with the Science and business community, with industry on Broadband issues, and on the Enterprise and Regulatory Reform Bill. Chi continues to encourage women in STEM.

Prior to Chi’s election to Parliament in May 2010 she worked as Head of Telecom's Technology at the UK regulator Ofcom focussing on the implications for competition and regulation of the services and technologies associated with Next Generation Networks.

Prior to Ofcom, Chi was a Partner in Hammatan Ventures, a US technology consultancy, developing the GSM markets in Nigeria and South Africa. Previously she was Director of Market Development with Teligent, a Global Wireless Local Loop operator and Director of Product Strategy at GTS. She has also worked for Cable & Wireless and Nortel as Engineer, Project and Product Manager in the UK and France

Chi is a Chartered Engineer with a BEng in Electrical Engineering from Imperial College London and an MBA from Manchester Business School. She was born in Wallsend and attended Kenton Comprehensive School in Newcastle, where she was elected the school's 'MP' in mock elections aged 17.

**Christine Shanks** –Christine is the Employability Project Manager at The Percy Hedley Foundation. She is an experienced Manager with an operational background who has gained several years experience working in the private, public, voluntary and community sectors, identifying training needs, planning and co-ordinating events, conferences, training etc. Christine is well known for her ability to raise aspirations and encourage individuals to recognise their own strengths and to believe in themselves. She not only specialises in equality and diversity but is passionate about making a positive difference to people's lives.

Christine has BSc Honours degree – upper level, is a Certified Practitioner of the Art and Science of Neuro Linguistic Programming (NLP), Chartered Institute of Environmental Health, a Professional Trainer and has a National General Certificate in Occupation Safety and Health (NEBOSH).

**Julia Lyford** - Julia has worked on equalities and community development policy and practice within the voluntary and community sector for the last 25 years, having spent the previous 20 years as teacher, public sector youth worker and a curriculum advisor at the National Youth Agency. Her roles have included regional posts with YWCA and Age UK; income generation, evaluation, transnational initiatives and project development with various local community based projects. In 1998 Julia co-founded Fourth Action, a development organisation focussing on gender equality, rural disadvantage and women-focussed enterprise, and took on a range of development and evaluation commissions. From 2001-5 she was seconded into the role of Advisor / Coordinator to the NE regional Equality and Diversity Forum. Julia specialises in participatory approaches to tackling inequality, developing user-led networks and action learning to support community empowerment. She also coordinates the Northumberland Community Development Network, where she has managed several successful VCS partnerships to deliver employment and skills programmes, and brings together various diversity groups to work together to tackle community exclusion. Julia draws on her personal experiences to help tackle additional discriminations in the workforce faced by people with learning difficulties and disabilities. She now chairs both Fourth Action and the North East Equalities Coalition, a regional group promoting more collective approaches to tackling inequality. Julia enjoys being a parent and grandmother, singing with the Northern Proud Voices choir, swimming, and walking by the coast, preferably with the dogs but sometimes with people.

**Karen M Marshall** – For the past 5 years Karen has worked at Newcastle Science City as Education, Skills and Engagement Manager. This role has seen her working alongside NASA Astronauts, sea creatures, robots, Olympic athletes and DJs in nightclubs. A key part of her work involves engaging with advanced manufacturing, science and engineering employers to understand their current and future skills requirements enabling the development, promotion and support for STEM skills, engagement and outreach activities that best meet the city and regions needs.

Karen has been teaching and working to help businesses meet their skills needs for 26 years. She has delivered diverse programmes ranging from commercial IT training courses; training disabled students in their homes; scoping region-wide STEM (Science

Technology Engineering and Maths) initiatives; and finding work placements and employment for young people.

**Laura Bell** – Laura is the Head of the National Careers Service in the North East, responsible for overseeing the provision of careers information, advice and guidance. She has interests in careers policy, the North East labour market and careers research. Although most of her career has been in the private sector, careers guidance is now a passion. As a Board Director for the Career Development Institute she is also involved in careers education and talent management.

**Michelle Duggan**– Michelle is Skills Adviser for the North East Local Enterprise Partnership, focusing upon addressing skills for people of all ages and professions and for economic growth for North East and creating a coherent approach to Skills Policy for the Enterprise Partnership. Michelle has previously held key roles at the Government Office for the North East and regional development agency One Northeast, where her work has focussed on economic inclusion and local enterprise development.

**Sara Ganassin** – Sara is the Oxfam Routes To Solidarity (RTS) Project Officer for the North East and Yorkshire & Humber Regions. RTS works in partnership with organisations and strategic networks to develop a positive policy agenda for minority and migrant women at a local and national level. She previously worked for the North of England Refugee Service running Sara graduated from Ca' Foscari Venice University where she studied Chinese culture and language. After different work experiences in East Asia she specialised in International Cooperation and Development Studies.

In 2009 she moved to the North East of England with a European scholarship and started to work for the North of England Refugee Service on different projects to promote the integration of migrant and refugee women and young people. She has undertaken different research projects exploring issues related to 'diversity', 'migration' and 'multilingualism' also carrying our research with white women in poverty across different council estates in the North East.

Sara is currently completing her PhD at Durham School of Education focusing on British Chinese children and construction of transnational Chinese identities and alongside she is working as research assistant on a European student mobility project.

She is has a 11 years old daughter called Elizabeth and a young tabby cat called Sayuri. Sara is a foodie and loves cooking for friends and trying cuisine from different countries. She is also has an interest in wellbeing, natural health sciences and enjoys yoga and Pilates. When she doesn't visit her family in Italy she loves travelling and dreams to move to Australia.

**Shirley Sunderland** - Shirley Sunderland - Shirley the Quality Manager for the National Careers Service in the North East. She has twenty years experience of working in training, regeneration, employability and careers guidance.

**Sue Hannan** – Sue is Employment, Learning and Skills Manager, Tees Valley Unlimited (TVU), the Local Enterprise Partnership (LEP) covering the five local authority areas of Darlington, Hartlepool, Middlesbrough, Redcar & Cleveland and Stockton on Tees. She's been with TVU since 2008 and leads their ELS policy team

Sue has spent her career to date in the public sector (mostly Civil Service) but has moved job many times, starting in M.O.D. buying spare parts for Royal Navy ships, submarines and helicopters from companies like Rolls Royce. Inland Revenue followed in Middlesbrough, Darlington and travelling up and down to Sheffield. Then Dept for Education working in a national role (Darlington/ London) managing a capital budget and providing support to Ministers on schools' capital funding and policy, particularly for 'faith schools'.

In 2000, Sue joined DWP as a Senior Operations Manager for the new pilot 'Action Teams for Jobs' - working with partners (and a very flexible budget) to get people back into work. Here she was given the opportunity to study successfully for a Masters Degree in Social Policy & Public Sector Management at York University, with a focus on 'Women in the Labour Market'. Always keen for a new challenge, Sue then went out on secondment from DWP to Government Office for the NE, followed by almost four years with One North East, managing the Regional Skills Partnership (Skills North East). It was then a logical and welcome move to TVU, to lead their employment and skills policy activities, working with many partners - local authorities, schools, providers and businesses to help to develop the skills of the Tees Valley workforce. Sue says – "I've worked in many roles and on all levels (national, regional and local) and with many lovely people, but this job is the most enjoyable of my whole career". With the move to TVU, Sue came back to work in her family's home area around the Tees, which is great for travelling to and from her home in Sedgfield village.

Outside work, Sue is keen on gardening, drawing/painting and home-baking and likes to 'wind down' by baking for the family, village events or to share with colleagues in the office. She has two grown up sons (plus two step-children and six grandchildren) and looks after her elderly Mum. She's also been a Magistrate (JP) since 1997 and is currently a governor at Sedgfield Community College.

**Sue Robson** – Sue is a co-ordinator of North East Women's Network and a freelance community development practitioner. When Sue left school in 1976, she did a two-year Commercial Apprenticeship in the private sector which gave her a really good grounding in administration, organisational skills, communication and information technology. She ended up doing computer programming whilst being paid the wage of a low-grade administrator, When she applied for a computer programming apprenticeship elsewhere, she was turned down because she was wearing an engagement ring. These early experiences and the struggles she has had to overcome in her personal life came to shape feminist principles. Sue's own feminist consciousness was raised in the mid 1980s when as a young mother volunteering in a local youth club, she encountered women who were seeking to address issues of gender, power and inequality in their youth work practice and workplaces. Sue has since expressed her passion for equality and justice for women through her feminist community development practice and many years of academic study around gender and community development.

Sue now has almost thirty years of feminist community development experience in voluntary, public and private sector contexts in the North East, nationally and recently internationally. Sue has published work is around gender inequality, women's civic participation and feminist community development practice. Sue is currently writing her PhD thesis – "The possibilities for effective measures of community development whilst maintaining the dynamism of professional practice" at Durham University. Sue has four daughters and two grandsons. She has Guardianship for one grandson and cares for her

mum and one of her daughters. She is generally too exhausted to do much else but tries to swim regularly and get to her seaside chalet in Cumbria whenever she can.

**Umme Imam** – Umme is Executive Director of The Angelou Centre, a women's organisation which aims to promote the economic inclusion of ethnic minority women through training, employment and enterprise in the North East. The Angelou Centre currently hosts the Regional Black Women's Domestic Violence Network and the North East Women's Network. Umme joined The Angelou Centre following her retirement from Durham University as lecturer in Community and Youth Work. Her academic and research interests were focused on exploring intersections of race, ethnicity and gender and their impact on South Asian women, young people and children. Her background is in community development work with women in India (where she was born and educated) and in the UK where, over the last twenty-five years, she has been actively involved in the development and management of a range of voluntary and community projects focusing on ethnic minority women's issues.

## Appendix 4: Event Programme

### Morning Programme

- 10.15am Registration and refreshments
- 10.30am Chair's Welcome and Introduction - Caroline MacDonald, Policy and Learning Manager (Impact and Influence), Big Lottery Fund
- 10.40 am Sara Ganassin – Introduction to the project, Oxfam Routes To Solidarity Project Officer for the North East and Yorkshire & Humber Regions
- 10.45 am The United Nations Convention for the Elimination of Discrimination Against Women - Adeline Keogh and Sue Robson, NEWomen's Network
- 11.00am “Intensifying career guidance activities to encourage girls to pursue non-traditional paths” - Laura Bell, Head of National Careers Service in the North East
- Followed by Shirley Sunderland, launching the new “app” – “Challenging Occupational Gender Stereotyping”
- 11.15 am “Encouraging girls' increased participation in STEM” - Sue Hannan, Employment, Learning and Skills Manager, Tees Valley Unlimited
- 11.30 am Coffee Break
- 11.45 am “Eliminating occupational segregation for women in the North East”
- Karen M Marshall, Education, Skills and Engagement Manager, Newcastle Science City
  - Michelle Duggan, Skills Advisor, of the North East Local Enterprise partnership
- 12.05 pm Group discussion 1
- “Vision what occupational equality in the North East would look like from a structural and a cultural perspective?
    - What concrete and practical measures do we need to take to create this?”
    - Prioritise two or three of these measures
- 12.50pm Networking Lunch

## Afternoon programme

- 1.30 pm “Removing barriers to access for NE women in education, training and employment” - Chi Onwurah, Member of Parliament for Newcastle upon Tyne Central
- 1.45 pm “Creating more opportunities for disabled women to access employment” – Christine Shanks and Ashleigh Richie, Percy Hedley Foundation
- 2.00 pm “Promoting equality, inclusion and economic independence for BME women in the North East” - Umme Imam, Executive Director of The Angelou Centre
- 2.15 pm Group Discussion 2
- “What would a North East economic environment within which women would flourish look like?
    - What concrete and practical measures do we need to take to create this?”
    - Prioritise two or three of these measures
- 3.00 pm Feedback of key discussion points
- 3.20 pm Taking things forward - Julia Lyford, NEWomen’s Network
- 3.25 pm Chair’s final remarks
- 3.30pm Evaluation and close