

The logo for 'The Young WOMEN'S Movement' is centered within a large, dark red speech bubble. The text 'The Young' is in a simple black font above the word 'WOMEN'S', which is written in large, multi-colored letters (purple, red, yellow, green, blue). Below 'WOMEN'S' is the word 'Movement' in a smaller black font.

The Young
WOMEN'S
Movement

The text 'OUR IMPACT' is centered within a blue speech bubble. The bubble is part of a larger blue circular graphic that overlaps with the other elements on the page.

OUR IMPACT

The text '2020' is centered within an orange speech bubble. The bubble is part of a larger orange circular graphic that overlaps with the other elements on the page.

2020



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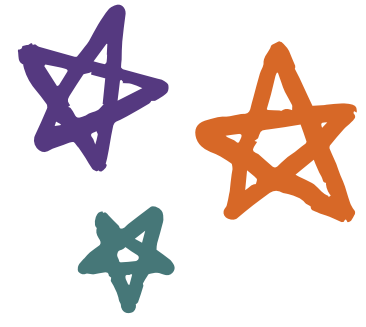
DIRECTOR'S WELCOME



NATIONAL WORK



GLASGOW CENTRE



DIRECTOR'S WELCOME



What a year 2020 has been! In March we closed both of our offices and moved to working from home. We have successfully adapted to digital delivery and campaigning during lockdown, creating even more accessible digital safe spaces.

From launching **Scottish Feminist Blogger Network**, a record number of blog submissions and visits, new **webinar** series, new Instagram series and takeovers, **digital events** ranging from body positive burlesque classes to a virtual escape room, we listened to the women and girls we work with and we innovated and pushed ourselves to create new virtual communities for support, wellbeing, and connection during this challenging year.

Our **Status of Young Women in Scotland** focused on **body image** as an important factor and often a debilitating barrier across many areas in young women's lives. We interviewed and surveyed **380 young women** around Scotland to understand exactly what they thought about body image – especially their relationship with their own bodies and the influencing factors on that. The results were, in places, heartbreaking; with 80% of respondents stating that their body image was a perceived barrier to participating socially, negatively impacted their confidence and limited their life choices. 1 in 10 respondents told us they hated their bodies, while only 4% responded that they loved their bodies. That's a huge imbalance and something we already started to address through our **#EatYourWords** campaign, and we will continue addressing it. We also launched our 2020 SYWS research on young women's **access to opportunities in the labour market and the economic impact of COVID-19**.

In 2019, we also set up the first Parliamentary Committee in the history of the Scottish Parliament that comprised solely of young women from ethnic minority backgrounds. In the middle of global pandemic, the Young Women Lead Committee researched the barriers that BAME young women experience during the transition from education to employment and barriers in the workplace. The results of this timely and much needed research published in November 2020 are highly relevant for any organisation in public or private sector looking to implement innovative minority-led solutions to create an equal, diverse and inclusive workplace culture.

Nearly **800 women and girls** were supported by our Glasgow Centre team, and out of these over **80 progressed into formal education, employment, or volunteering**. We worked so hard to replicate the **sense of community** and **wellbeing** that our Glasgow Centre creates through delivering our programmes digitally, catching up at virtual Tea and Natter sessions, designing and delivering new interactive workshops, and sending self care packs created by local, small, and women run businesses.

We have also expanded our primary schools' programme **YGirls** to include **YBoys** to form new **YEquality** and we were even able to deliver some of the classes face to face this autumn! The programme addresses chronic, systemic inequalities affecting children and raises their confidence by smashing gender stereotypes. We are so excited to continue delivering and growing this comprehensive equalities programme when it is more needed than ever before.

And to enable us to continue expanding our work with women and girls in Scotland we launched a donations page and Etsy shop featuring Scottish feminist artists - thank you so much for all your support this year, it meant the world to us!

None of this would have been possible without the amazing team I get to work with every day (albeit virtually at the moment) - **Carol, Elena, Ange, Amy, Heidi, Libby** - there is no one else I would have rather weathered the storms of 2020 with! Thank you.

In sisterhood,

Dr Patrycja Kupiec, CEO of YWCA Scotland - The Young Women's Movement

NATIONAL WORK

STATUS OF YOUNG WOMEN IN SCOTLAND

Status of Young Women in Scotland (SYWS) is our annual research, which gives a platform for young women's voices on the change they want to see.

Our fourth Status of Young Women in Scotland report focuses on body image. We wanted to explore what contributes to negative body image and what needs to change to encourage and ensure young women feel happy, confident and accepting of their bodies and appearance.

This work has given young women across Scotland an opportunity to voice their thoughts and feelings about their bodies through an online survey and focus groups. Themes included the impact of negative body image on health, relationships, types of activities young women engage in, opportunities they can access, their lifestyle choices; the role of social media in shaping negative and positive body image; the role of influencers, families, friends, partners; the beauty ideal and chasing it through weight loss, cosmetic treatments, enhancements and body modifications. The research carried out for this report offered us a chance to explore what can be taken to change the conversation around body image from negative to positive.

This report was launched digitally in May with a month of virtual events to celebrate including poetry evenings, panel talks and webinars.



Nicola Sturgeon, Scotland's first woman First Minister, provided a foreword to the report, stating:

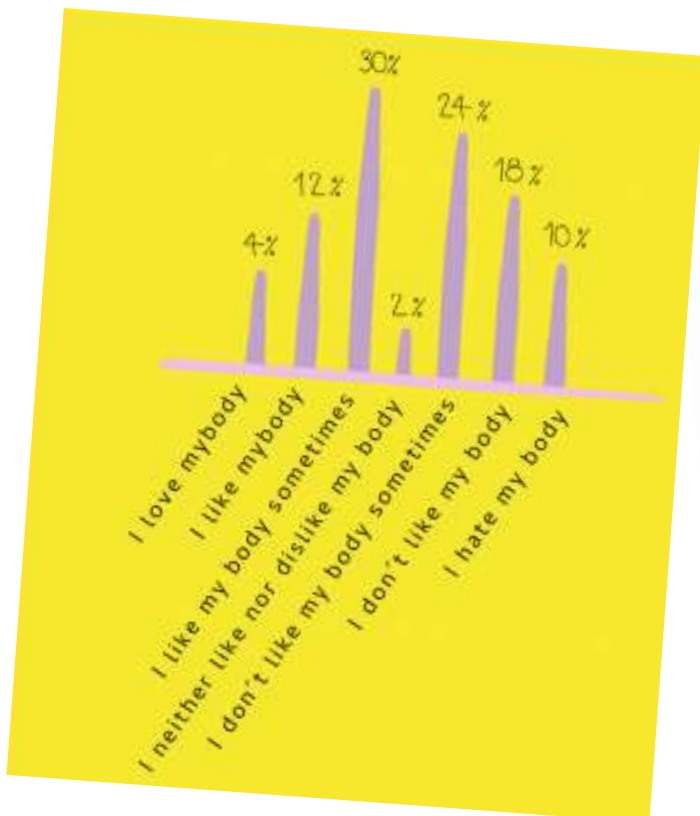


"I would like to take this opportunity to express my gratitude to the Young Women's Movement for their truly incredible work which allows us to move a step forward every year"



“ Sometimes I spend the whole day thinking about how I look, it's so bad.

“ Going to social events, I never ever get my photo taken because looking at pictures of me makes me feel sick.



“ I didn't attend the gym for years because of it. I still struggle with public exercises where my weight will be showcased (rock climbing, wet-suit rafting for example). It's put me off going to the gym, there are so many slim beautiful gym bunnies in there, I just feel so terrible at the gym.



The #EatYourWords campaign was born out of the findings of our fourth Status of Young Women in Scotland report.

Our SYWS 2019 research found that **1 in 10 young women and girls in Scotland hates their body**. Respondents shared that the ways family members, friends and other role models talked about their bodies heavily influenced the respondents' body image. **Women and girls are bombarded with harmful ideas of 'ideal' bodies, 'good' and 'bad' foods, and fatphobia** through the media, social networks, and those closest to them.

In July, we launched our **#EatYourWords** digital campaign to encourage women and girls across Scotland to think about the language they use to talk about themselves. We want to encourage frank conversation around the impact our words have on ourselves and others when we talk about our bodies. Friends, family, teachers, leaders, role models – **we all have a responsibility** to rethink our language when discussing bodies.

The campaign was built out of artwork, blog posts, poetry and more from women who wanted to join this conversation, offering new ways of looking at, thinking about and talking about our bodies. We hope you'll agree that every contributor to this campaign brought something incredibly special and unique to the conversation.






I CANCELLED GOING TO A VERY CLOSE FRIENDS PARTY WHEN I FOUND OUT THEY WERE GETTING 'DRESSED UP'



I HAD NOTHING DRESSY ENOUGH THAT I FELT COMFORTABLE IN



#EATYOURWORDS



YOUNG WOMEN LEAD

Young Women Lead was created from a need to address the underrepresentation of young women in politics. Young women in all our diversity are underrepresented, underemployed and so often unheard in Scottish politics and the Scottish Parliament. Out of 1,421 elected officials in Scotland there are only 422 women, with only 4 from minority ethnic backgrounds, making up just 0.28%. Working in partnership with the Scottish Parliament, we want to help change this. Young Women Lead aims to provide a safe space for up to 100 young women to become active political citizens and promote women and equality in politics.

20% of young women in Scotland aged 16-29 identify as an ethnicity other than white. Not a single member of the Scottish Parliament is a woman of colour. Not a single member of the Scottish Parliament is a woman with a visible learning or physical disability. Structural inequalities mean that not only are young women who experience intersecting layers of discrimination underrepresented in politics, but they are hidden in so many different areas of Scottish society today. Through Young Women Lead, a diverse group of participants have gained leadership skills and with access to Parliament staff and facilities, they were supported to make their voices heard and engage with politics, the Scottish Parliament and their local communities.

The Young Women Lead 2019/2020 cohort was made up exclusively of young women from ethnic minority backgrounds, with 23 graduating in November.





The Young Women Lead 2019/2020 cohort released the report and 19 recommendations from their Committee inquiry in November. Their topic was **“to investigate the transition from education to employment and what measures are being taken to increase employment opportunities for women from ethnic minorities including recruitment, retention and development policies and practices”**. They chose to focus on this topic because there is a lack of Scotland specific data regarding BAME women’s experiences moving from education into employment.

While conducting their own surveys and focus groups, the committee also took evidence from CEMVO, Amina MWRC, Skills Development Scotland, AAI Employability and Sikh Sanjog at a formal witness session in the Scottish Parliament in February before the programme was moved onto digital delivery due to the COVID-19 pandemic. In addition to this, The Committee took evidence in a virtual session from Minister for Older People and Equalities, Christina McKelvie.





Back in 2019, we co-hosted the launch of Monica Lennon MSP's Members Bill **Period Products (Free Provision) (Scotland) Bill**. Since then, we have been involved in campaigning alongside other activists, trade unions and our sisters in the women's sector.

We responded to the consultation and provided a guide for other young women to respond, as well as a template for contacting their local MSPs. We attended a number of events with women in our networks, some of whom were inspired to write poems and contribute to our blog.

In February this year, as the Bill was voted on to pass stage one in the Scottish Parliament, we joined with fellow campaigners to hold a rally outside the Parliament building. The Bill was passed through stage one, and eventually passed through the final stage in December.



YES I BLEED BY GUNEET

Unbearable cramps, uncontrollable bloat
but still

I feel happy,
Because I bleed for glee,
I bleed to create the world.
It is natural; it is a gift of God,
It is a power, it is a pride,
And every day I fight.

Yes, I fight to live up to my dream,
Even if the pain has made me scream.

Every month I become a paranoid mess,
Asking my nearest one to check the back
of my dress.

And you call it gross?
Let me remind you, you also started your
life covered in your mother's blood.

You may never understand what it feels
like to bleed,

Despite this entire curse, I always hold
my head up high and I succeed.

I feel no shame for generating life-giving
blood out of my body,
just like men push semen out of their
bodies.

So stop calling me impure!
Stop calling me ungraceful when I talk
about my period in public,

A woman's body is seen as beautiful
when it is for your pleasure,
But nature is seen as ugly.

Because
It is too real to accept, this is how I am
biologically!

I will no longer hide that I am in pain,
I will no longer be silent about my stain.
I bleed to make humankind a possibility,
I feel proud that it is a woman's most
powerful ability.

I bleed...
I bleed...
Yes, I bleed!



D A R K R E D

'Femininity' can be dark
clotted red,
It is the rage I use to try to cut
swathes into injustice,
The desire to crush the power out
of meek excuses,
Who try to build walls to keep me
out.

They will see my rouge drenched
hands scale those walls,
They will realise I was bloodily
hormonally blessed,
And they will know I know my
body in a way they never will.

But don't worry.

It's just some blood in my
knickers.

I promise to keep very very quiet
about it.

BY HANNAH GRAY



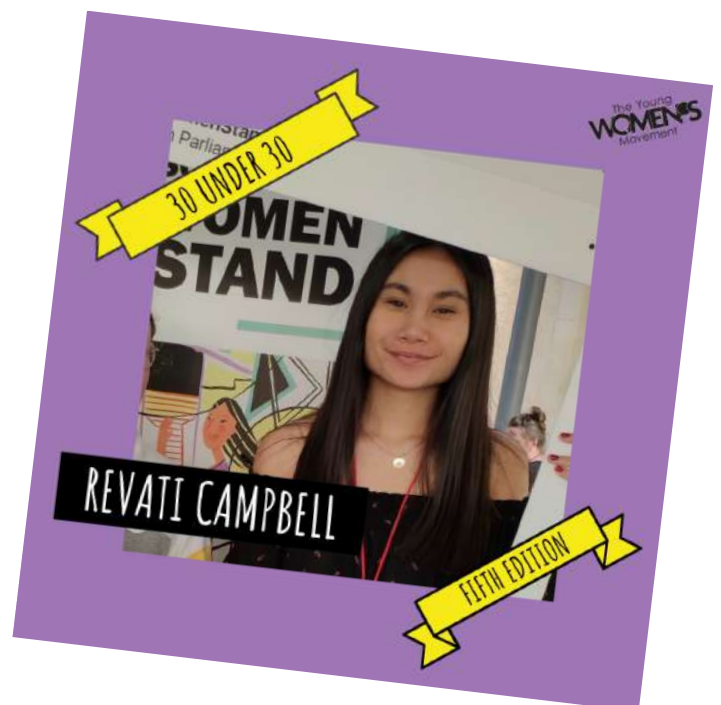
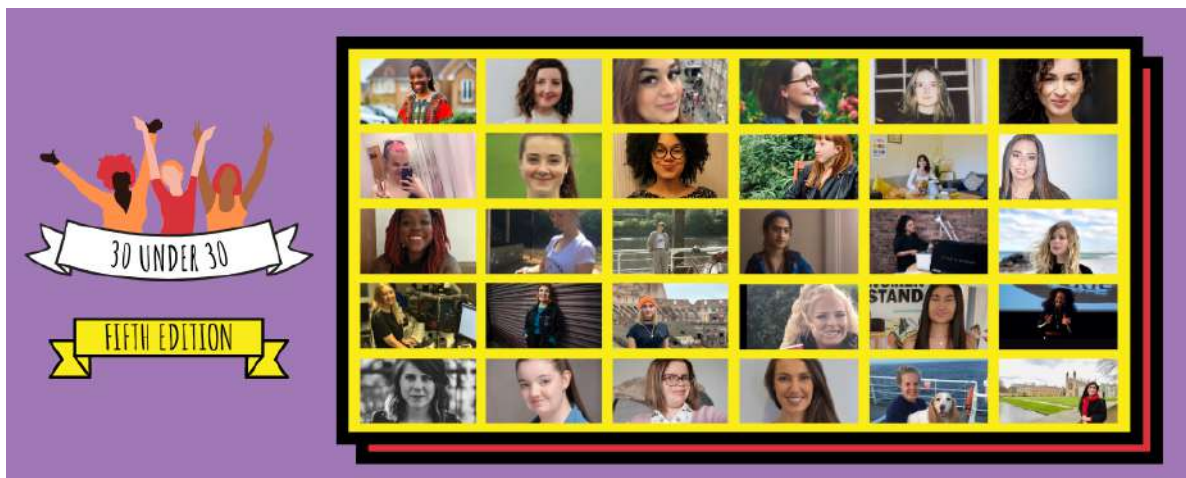
30 UNDER 30

One of the most frequent topics brought up in SYWS reports was role models.

In the 2018 report one young woman said:

“Relatable young female role models need to spear head the representation campaign!”

30 Under 30 began in 2016 when we noticed that 30 under 30 lists rarely included women from Scotland, and we knew of so many inspiring young women that should have been featured! So, we have set up our own list to highlight the amazing young women of Scotland. This year’s list is the fifth edition and features incredible young women.





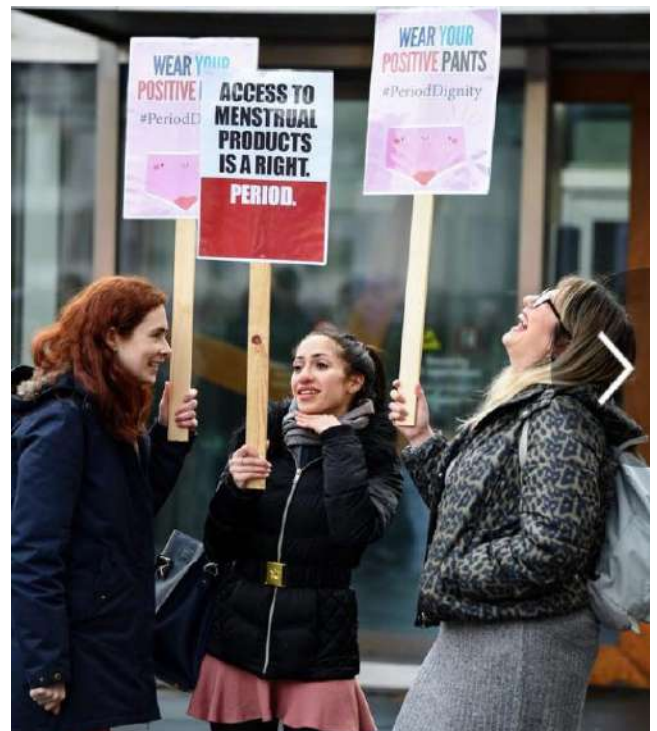
SOCIAL MEDIA

Our digital channels aim to empower young women and women in Scotland. The aims of our digital strategy 2019-2022 are:

- Giving our platform to others, especially marginalised women and communities, so their voices are heard
- Attracting new feminists to our community
- Promoting our programmes to empower more women

Popular themes when it came to impressions and engagement included women in **politics** and our Young Women Lead programme, Status of Young Women in Scotland research, #EatYourWords and our 30 Under 30 campaign. Our social media following grew across all of our social media channels – from 1906 to **2495** on Facebook, 8659 to **9032** on Twitter, and 2997 to **4675** on Instagram.

Our #EatYourWords campaign was a resounding success with **2,867** blog views plus a total reach on YouTube of **1,257**, Facebook of **2,188**, Instagram of **10,013** and Twitter of **37,774**.





BLOGGING

This year, we have expanded our blogging activity with the support of our two volunteer blog editors and created the Scottish Feminist Blogger Network.

Through the Scottish Feminist Blogger Network we have recruited **36 new bloggers** and published **134 blog posts** which received **236,564 total page views** and 109,535 unique page views.

We also hosted several **blog series** such as Comfort Zone by Catherine Wilson; a number of blogs on different ways of finding comfort during lockdown, and Feminism and Sex Work by Elizabeth Rao; a series featuring information around a number of topics relating to sex work.

We also provided **paid opportunities** during **Pride Month** for submissions on LGBTQIA+ issues and during **Black History Month**.





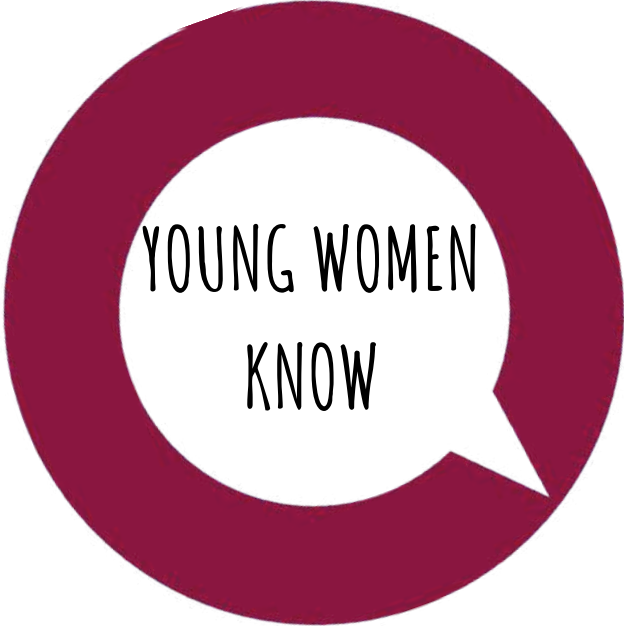
Our entire staff made the move to working and delivering services from home in March. In addition to ongoing programmes, we also created a series of digital events.

In April, we designed two weekly events **#YWCANetflixParty** and **#YWCWednesdayWebinar**. **#YWCANetflixParty** was a weekly movie club that ran for 2 months on Monday evenings at the beginning of lockdown. We showed a variety of feminist films and documentaries using the Netflix Party chrome extension which allowed conversations to take place while watching. **#YWCWednesdayWebinars** was the first incarnation of our weekly lunchtime webinar series. Tied in with the launch of the Status of Young Women in Scotland, these webinars ran for 6 weeks covering topics such as body neutrality, radical self-love and combating online abuse.

In June, we opened up to pitches from freelancers and creatives across Scotland to deliver lunchtime webinar series. **#ScotWomenShare** was a natural progression from **#YWCWednesdayWebinars**, and ran from June to September with a mix of live and pre-recorded webinars on a range of areas including collage making, slam poetry and podcasting.

Responding to the current climate of economic uncertainty, we developed **#ScotWomenSkills** which was ran in September focusing on employment skills, self-confidence and understanding the true value of the skills you already have. There were panel talks, webinars and interviews from different groups and organisations.



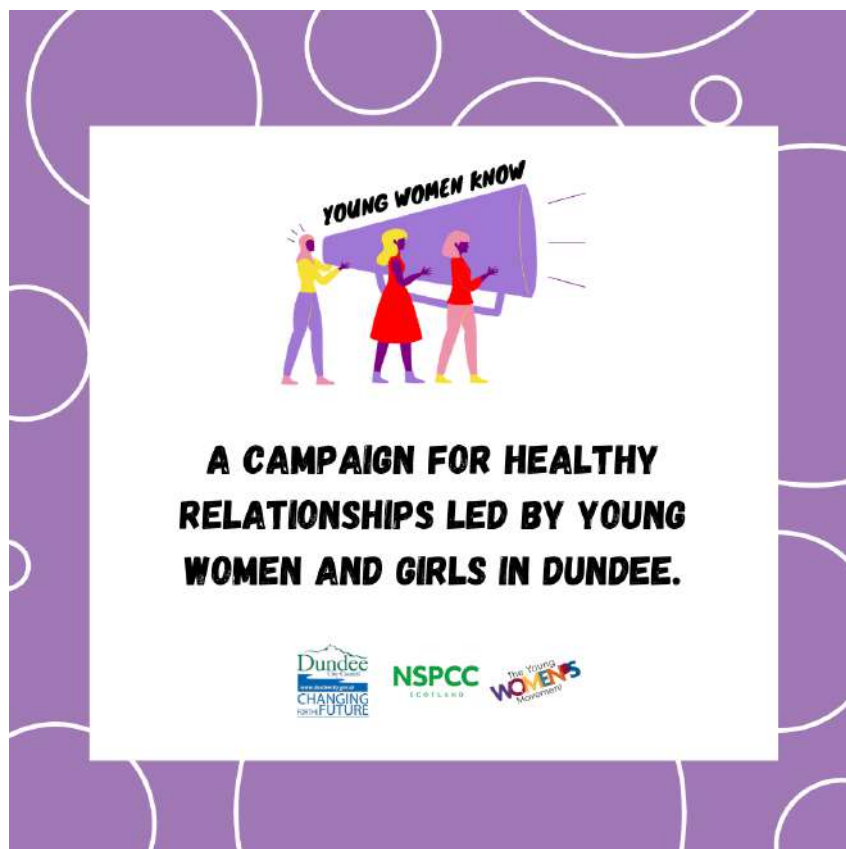


YOUNG WOMEN
KNOW

Launched in October, **Young Women Know: Dundee** is a joint project between NSPCC Scotland, YWCA Scotland – the Young Women’s Movement, and Dundee City Council.

NSPCC Scotland, YWCA Scotland – The Young Women’s Movement, and Dundee City Council came together to work with young women and girls to develop tailored resources to address peer sexual abuse and help ensure that every young woman and girl in Dundee knows what a healthy relationship looks like and where to go if they need advice or support.

A group of 7 young women was recruited to **design resources to help young women and girls understand healthy relationships and help schools better support young people.** The materials designed by this group will be used in schools across the city and we hope that in the future they will be made available across Scotland.



NATIONAL WORK

“ MIRIAM, 30, SCOTTISH PAKISTANI

I enjoyed being in a politically engaging space with other women of colour, the networking prospects and the opportunities shared by the programme/programme leaders. I enjoyed being part of the Social Media Team as we were highly motivated by each other and I learnt skill set in creating social media posts on Canva and thinking of unique methods of engagement. I liked learning about research methods and going through the step by step process of putting together and leading an inquiry. Something I would never have imagined I was capable of doing. Meeting other like-minded women who I have formed friendships with and with whom I will continue to work with in future projects. I've been lucky to have had opportunities presented to be through YWL such as being chosen to represent the YWL cohort by Linda Fabiani during the Time for Reflection speech. This would not have been made possible without YWL.

“ RAVEENA, 26, BRITISH-ASIAN INDIAN

I have developed a much stronger understanding of Committees and the Parliamentary process. This was really beneficial for me because this is the field of work I am in and has allowed me to develop in my career further. I have also been able to take much of the knowledge I have gained while working on this programme into my current role in the third sector. Outside of work, I have gained confidence in my ability and what I have to offer already. Through Young Women Lead, I was connected to a third sector organisation for a board position. Not only did I attend an interview but I was also successful in obtaining a board position at this charity. In the end, I opted for a board position at a different charity. However, this entire process which was made available to me through Young Women Lead increased my confidence and has led me to where I am today - on a board a year later! Through Young Women Lead, I have gained a much stronger understanding of the avenues to have your voice heard for lasting change for which I'm grateful!

“ LAURYN, 22, BLACK

YWL seemed like a once in a lifetime opportunity. I would be invited into the Scottish parliament and my opinion, thoughts and identity would be valued. Scotland is a very, very white place and suddenly, I was in rooms filled with brown and black women and of course our allies on the YWCA team. I enjoyed having that space; women like me in a space that we couldn't typically occupy. We discussed things I don't always get to discuss and my mind opened up as I learnt more about the political systems and experiences of others.

”

“ SEHAR, 24, PAKISTANI

I have enjoyed the overwhelming support and validation received from my fellow programme cohorts. I will never be able to quite put in to words the feeling I had after the first session, nor that which overcame me as soon as I entered the room. In a room of people who looked like me, thought like me and who were not afraid to voice their opinions, like me. I am grateful for the safe environment this programme has provided me with in being able to voice my opinion. I have enjoyed feeling encouraged and uplifted. I have enjoyed gaining a sisterhood which has empowered me to believe that together we can make a change. I have enjoyed the opportunity to delve in to complex community issues and think of unique ways to improve local communities and create a wider change.

”



Empowering Pathways for Women

Empowering Pathways for Women (EPW) is accessible to all regardless of their needs or background. It was designed in response to the needs of girls and women of all ages who are overcoming complex issues and experiencing multiple obstacles to the building and re-building of their lives.

EPW is delivered across Glasgow. The programme is designed to **strengthen** women's choices and **participation** in all aspects of their lives. Women are supported to shape their life journey and fulfil their potential; to experience a sense of **belonging**; raise their **aspirations**; and to speak up and tackle inequality, prejudice and discrimination; to **engage** in cultural and civic life.

Women new to the city with barriers such as language, orientation, lack of access to key information about our city, its dialect and services are encouraged and supported to participate in the project. Women whose first language is not English are able to access ESOL classes to enable them to develop their language skills. Literacy/numeracy barriers are addressed, the materials and content of EPW programme was developed to enable women faced with these barriers to be able to participate. Women participate in accredited learning delivered in our Glasgow centre by our partners.

The programme is particularly helpful for:

- Women on the margins because of poverty and the lack of associated opportunities
- Women who are new to the country, perhaps seeking asylum, refugees, or migrants
- Women experiencing prejudice and discrimination
- Women affected by addictions, violence, mental illness, family breakdown and homelessness
- Women who have missed out on education and who may want to brush up on their literacy and numeracy
- Women participating in the programme included women from the local, BME communities, asylum seekers, refugees, migrant women and women referred from specialist organisations across Glasgow. Women received group support and were supported to engage in peer support/mentoring/volunteering.



OUTCOMES

Women experiencing multiple obstacles can often become invisible in our communities. Through participating in our programme women became better equipped to engage in culture and civic life and became more confident individuals, more able to express their thoughts and opinions, and were more likely to effectively contribute to and influence public life

As a result of engaging in the programme, women have:

- Strengthened their sense of belonging within the safety, support and encouragement of their peer group
- Increased confidence, self-esteem and aspirations, meaning they are articulating their needs, interests and choices, and their voices are heard
- Chosen positive pathways towards greater participation in all aspects of their lives

Through participating in the project women were supported to take up employment, volunteering opportunities, move on to formal education by enrolling in local colleges and additional community accredited and non-accredited learning courses in our centre.

Throughout the 12 month period, **58** women participated in this year's Empowering Pathways for Women in-house programme or through outreach, and **286** women accessed our 'Succeed in Learning' courses. In addition, **308** women participated in events.

Progression of women participating in our services included:

- **40** women advanced into formal community education courses within our centre.
- **21** women gained places or enrolled in local college courses.
- **6** women took up employment opportunities.
- **14** women took up volunteering opportunities.



“

“Lifebooks were a great way to express life’s journeys. I very much enjoyed this, found a creativity that I like & passed this on to my children who loves this too”

“I learnt to believe in myself and who I am and more about what is going on in the society”

“I have learnt that as women we should be confident we shouldn’t let anyone say otherwise about how we feel. We have the right to say NO to what we don’t want”

”

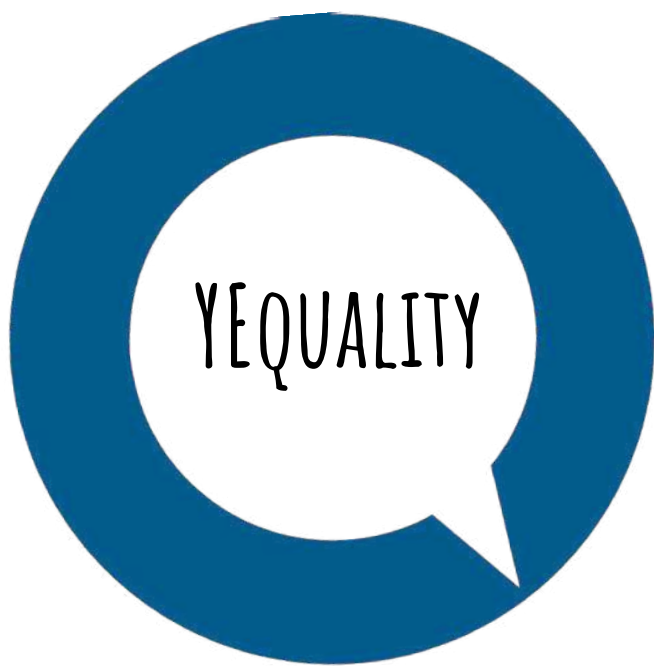




At the beginning of the year **24** women completed Empowering Pathways for Women as an outreach course with our partners **Phoenix Futures** and the **Cranhill Development Trust**.

Due to the COVID-19 pandemic, we were unable to run EPW as an outreach course with partners after March this year. We instead developed new digital outreach programmes including STEM learning opportunities from our partners at the Glasgow Science Centre, and scrapbooking courses. In addition to this we formed new partnerships with the Open University and Glasgow East Women's Aid.





YGirls was designed to respond to the barriers to girls becoming successful learners, confident individuals, responsible citizens and effective contributors. In 2020, this was redeveloped to be delivered to girls and boys across primary schools in Glasgow.

Having spoken to head teachers of primary schools across the city, they were keen to go beyond concepts of resilience and work collectively to address the chronic, systemic issues that they see impacting on children and parents each day of their life. They are convinced of the need and the potential of a comprehensive and well-resourced holistic approach to family learning as being a vital ingredient in delivering measurable, sustainable impact on all areas of attainment and well-being. We successfully piloted (digitally) YEquality for girls and boys and all futures programmes will be delivered for both girls and boys collaboratively.

147 young people were supported to make change in their lives through participating in YEqualities courses in 9 primary schools across Glasgow, including through digital delivery during lockdown.

The programme explores **5 main themes:**

- **Exploring Gender** – participants identify key issues and concerns of the participants in the group and begin to look at the role of gender.
- **Bullying and Digital Media Safety** – participants look at what bullying looks like in the digital age, and how to prevent it, and staying safe online.
- **Body Image and Self Esteem** – participants are able to recognise the importance of giving and receiving positive messages and will have some tools and strategies to build their self-esteem.
- **Leader in Your Own Life** – participants are able to identify their own strengths and the qualities that can help them to become a 'Leader in Their Own Life.'
- **Inspire Me** – participants are able to talk confidently about positive female role models and their qualities and achievements, often overlooked by society due to gender.

“

“Whatever boys can do we can do it too”

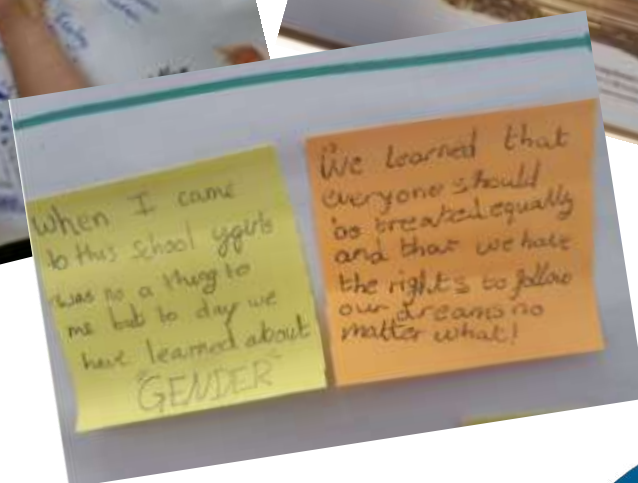
“I learned that I shouldn't look down on myself because of my gender”

“I learned that everyone has different people that inspires them”

“I will think more about what I will do against bullying”

“I will think more about myself and not what others think”

”



- St Bride's
- Royston
- Sandwood
- Haghill Park
- Quarry Brae
- Our Lady of Peace

- St Cuthbert's
- St Francis of Assisi
- Highpark



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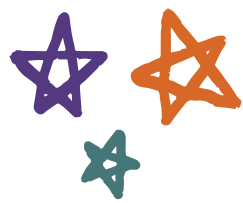
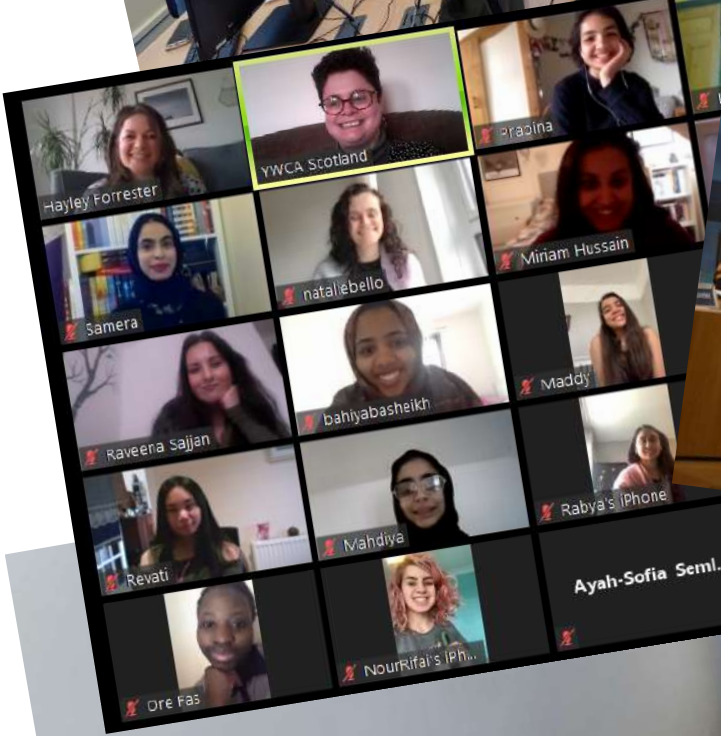
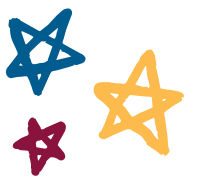
Voluntary Support Fund

WA Cargill Fund

West Learning Partnership

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thank you



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