



IMPACT REPORT 2022

The Young
WOMENS
Movement

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WELCOME

As the world continued to change around us in 2022, the Young Women's Movement has continued to learn, adapt and evolve so that we can best meet the needs of the communities we work with.

After working tirelessly to successfully revitalise the organisation's status as a bold and ambitious independent charity, the amazing Dr Patrycja Kupiec stepped down as CEO in May, and the remarkable Briana Pegado then stepped down as chair of our board to become interim CEO until August. Both Briana and Patrycja leave a massive legacy and we are forever grateful for their passion and dedication to creating a safer and kinder Scotland for young women and girls.

As a Young Women Lead alumni and previous member of the advisory panel, I was delighted to join the organisation as the new CEO in August. This movement of fierce and inspiring women has offered me so many unique transformational opportunities and experiences over the years. It's a privilege to be able to lead us into our next phase.

Our team continued to expand in 2022; Anya joined us as our new Communications Coordinator and our Research and Impact team welcomed Saffron who is working on our exciting new Young Women Code project. Carla and Lou both joined us as Programme Officers. In November we welcomed the immeasurably talented and skilled Dr Anastacia Ryan as our new chair of the board.

We also recruited five incredible Trustees; Amanjit Uppal, Carly Elliot, Clare Fegan, Kate Tobin and Roz Weaver bringing fresh and diverse perspectives. The new team, board and some of our advisory panel members joined together in November for our strategic away weekend to connect, build friendships and finalise our new strategic plan. As always, the success and impact of our work over the past year wouldn't be possible without their commitment and passion.

The cost-of-living crisis, increased poverty, cuts to services and the disproportionate impact it will have on young women have highlighted that our work is needed now more than ever. Our new five-year strategy will be launched in the first quarter of 2023, where our ambition will be to create the conditions for change that unlock young women and girls' potential; connects their voices and experiences; mobilises collective action; challenges systemic inequality and inspires feminist wellbeing.

2023 will also see us embark on an exciting journey of refreshing our identity and re-imagining our potential. With our 100th anniversary approaching in 2024, we are ready to re-contemporise the movement in a current Scottish context and are looking forward to sharing our new visual identity with the world this year.

We are committed and excited to continue building a Scotland where young women are meaningfully heard, valued and supported to lead collective action and enact transformational change throughout society, systems and structures.

IN SISTERHOOD,

Jenni Snell

CEO



2022 IN NUMBERS

200

new participants joined
our programmes

93

progressed into other
learning opportunities
through our partnerships
and facilitation

1483

have shared their
experiences through
participating in our
research projects

19

young feminists were
paid for their writing, art
work, training and
consultancy

12 staff

13 trustees

42 advisory panelists

11

participated in the
co-design of our
research, campaigns
and programmes



YOUNG WOMEN BECOME LEADERS IN THEIR LIVES AND IN SOCIETY

In 2022, we supported women to become change-makers in their local communities, strengthening their sense of civic engagement, offering an opportunity to create innovative solutions to inequality and lead the change they want to see on their own terms.

Our hope for our programme participants is that they apply their personal growth, and the development of new skills, to become leaders in their lives and in society and shape the decisions that impact their futures.

YOUNG WOMEN LEAD 56 programme participants

Our flagship 6-month leadership programme provides young women and people of marginalised genders with a unique and exciting safe space to work together to effect tangible change. Working in different local authority areas across Scotland, we encourage engagement with local democracy, provide training opportunities, and facilitate a group project tackling a local issue.

In 2022, we had cohorts in Dundee, East Renfrewshire and Renfrewshire, Fife and Highland.

Each cohort is facilitated by our expert team and guided through a process of relationship-building, decision-making, training and tussling with the issues they feel passionately about.

In Dundee, the group carried out a research project and campaign reflecting on the provision of Relationships, Sexual Health and Parenthood education within Scotland.

In East Renfrewshire and Renfrewshire, the participants carried out a community mapping project "Community Places Community Spaces", creating a digital map and directory and zine that highlight community safe spaces.

The Fife group is ongoing, they are working to create a guide for creating safe and accessible spaces for connection.

The Highland cohort met for the first time in late 2022, the participants have come together from across Scotland's largest local authority to build relationships and discuss their priority issues.

Delivering across Scotland has allowed us to establish connections with local community organisations and services. These connections have resulted in new partnerships; we are supporting Kairos Women+, a community organisation in Renfrewshire, with their community action research project.

Importantly, we have connected with young people who would have not otherwise engaged with our programmes; meeting young people where they are.

We have since seen young people join our programmes, who may never have considered doing so without targeted outreach; we are breaking down the initial barriers to access through compassionate connection and understanding.

In 2022, almost all Young Women Lead participants said that they have gained confidence as a result of taking part in the programme; that they had made good connections with others;

they felt they could make a difference in their community because of taking part in the programme and that they have access to more opportunities.



Young Women Lead has been so helpful and important to my life. Since starting Young Women Lead I have returned to work and feel so much more capable and confident.

YWL Participant - Renfrewshire and East Renfrewshire

ISABELLE'S STORY

Isabelle (24, she/they) describes their experience of being part of Young Women Lead. Isabelle lives in Fife and joined the programme to make some friends and get to know other people in their community. Isabelle was drawn to the idea of working towards a meaningful goal with like-minded people from the area.

I remember coming back from our first meeting, I felt so alive and invigorated. It was nice to get involved in something that was a local issue, and for us to be designing and creating a project that was for people like us. It was clear there wasn't another agenda from someone high up saying we needed to focus on certain issues that fit their narrative, we truly had the space to design this together, and it was refreshing to know this was a space where we were the ones making the change. It was also just so much fun! I loved every session.

Growing through new perspectives

I learned a lot from the high school-age young women, they opened my mind to different issues or issues from different angles. It gave me inspiration for myself about what I might want to pursue.

Being so passionate - I can be dominant in a conversation, which doesn't give others the chance to share, the programme helped me to see how my ideas were taking up space.... for the next session I could reflect, and I refined my ideas and I knew that other people's ideas were going to be just as useful. It helped me re-look at the ways that listening was just as important as contributing.

A safe and accessible space to explore ideas

Having a safe space was important to me, I was really comforted knowing that I'd be meeting other young women and non-binary people.

It's been so refreshing, when it comes to accessibility, it's clear that The Young Women's Movement understands various issues that people with accessibility needs have, making it easy for me to attend as a wheelchair user, it's difficult to find wheelchair taxis which would usually limit my ability to take part.

It was extremely amazing to not feel any different from anyone else, being in a wheelchair is of course difficult, but no one sees me differently or treats me differently.



EMPOWERING PATHWAYS FOR WOMEN

45 women took part in our Empowering Pathways programme in 2022.

Empowering Pathways for Women is our Glasgow focussed programme, that is accessible to all, regardless of their needs or background. We deliver the programme both at our centre in Glasgow, and in community spaces as an outreach course with our partners.

Empowering Pathways works with women who are marginalised by systemic barriers. They may experience poverty and lack of opportunities; be new to Scotland through seeking asylum or refuge; experience prejudice and discrimination; be affected by addictions, violence, mental illness, family breakdown; or homelessness. We also work with women who have missed out on education and who may want to brush up on their literacy and numeracy.

In 2022, we delivered programmes in-house at our centre in Glasgow and outreach to Phoenix Futures Scottish Residential Service.

We can see from the feedback from Empowering Pathways participants, that women have felt part of a community and a cohesive group. They have talked of feeling more confident and able to contribute to group discussions which have positively impacted their self-esteem.

Women have noticed changes within themselves; they are able to better articulate their needs, interests and choices and some have chosen positive pathways towards greater participation in all aspects of their lives.

OBO'S STORY

We share Obo's story, which encapsulates the power of Empowering Pathways for Women and our community in Glasgow. Obo is seeking asylum in Glasgow, she was referred to us by Mears housing earlier this year. In Obo's home country of Nigeria, she had been a teacher. Arriving in Scotland with poor mental health and low self-esteem, she joined our Empowering Pathways programme in April 2022, to feel more herself and improve her mental health for herself and her daughter.

Joining YWCA marked my very first social and educational journey in Scotland. The course was truly empowering. I met new people with a wealth of experiences to share from different parts of the world. We learnt about women who had shaped the world and Glasgow, their journeys, their struggles, challenges and changes they made to pave the way for generations to come including people like me.

Their support is beyond the programme. This programme is a lifesaver for me. The courage to face issues and enthusiasm about the future is very high because I believe this is equipping for what lies ahead in Scotland. This is learning and growing at no cost to me. I benefit in every way. I still have my challenges, but I am growing and I am happy.

Obo now feels confident enough to speak with others in different group settings and has progressed onto further courses with us.



BUILDING DIGITAL SKILLS

In 2022, we supported 17 women to improve their digital skills and capabilities through our supportive digital programmes delivered at our Glasgow Centre.

These programmes cover basic IT - they learn the functionality of Microsoft Office programmes, internet browsing and online safety. Participants then progress onto the Digital Participation Skills course, where they use their new skills to design a business plan using the Microsoft Office Suite and email, presenting it to the wider group at the end of the course. We also support women to participate in the Open University Course 'Digital Skills: Succeeding in a Digital World'.

In 2022, we distributed 15 laptops, 5 iPads and 20 MiFi Devices, as well as pre-loaded sim cards so that participants could engage with us digitally and stay connected with each other throughout our programmes.

SCOTWOMENSKILLS

30 women took part in our programme, ScotWomenSkills in 2022.

Our Status of Young Women in Scotland 2020-2021 report found that young women are negatively impacted by the knock-on effects of the pandemic on the economy, and particularly in employment. We designed the ScotWomenSkills programme to support women under 30 in Scotland in gaining confidence, identifying transferable skills, and building resilience as we face economic uncertainty across sectors.

ScotWomenSkills was a 6-week virtual programme that ran three times from November 2021 – July 2022. The programme provided participants with a safe space to learn, grow and network in preparation for re-joining the job market or changing careers. Modules focused on confidence building, identifying transferrable skills, applying for jobs, interview skills and networking. Each module was delivered by an external facilitator with expertise in employment support.

Participants sought guidance on building confidence in presenting clearly in interviews. In the sessions, we discussed a lot of barriers to gaining work as a group which fostered a collaborative approach to breaking down these barriers. Peer-to-peer support meant that the group felt validated in their struggles and fears, and whilst frustrating that there were multiple barriers to access, the group's solidarity helped to build self-esteem.



The CV building, transferable skills, and networking meetings were brilliant. I feel a lot more confident in presenting my skills and abilities. It was also just very reassuring to see that so many of us are in the same boat.

ScotWomenSkills participant

YEQUALITY

74 young people took part in YEquality courses in primary schools in Glasgow in 2022; we visited St Marthas, Sandwood and Our Lady of Peace primary schools.

We take a holistic approach to tackling the root causes of gender inequalities, we know it requires early intervention to correct gender biases. Our YEquality programme supports young people to challenge “traditional” gender socialisation, and improve the social position of girls and women.

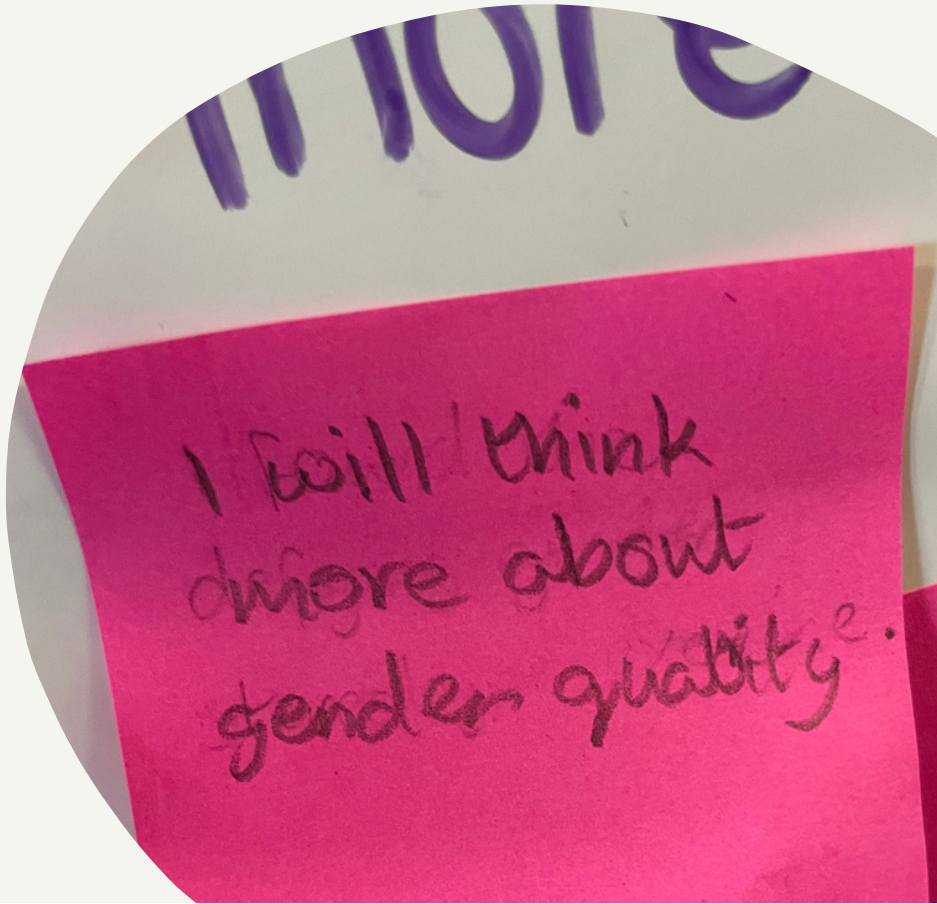
In 2022 we refreshed the programme, which encourages participants to look at the role of gender in their lives, covering the risks of being on social media and how to safely maintain an online.

presence, supporting young people with their self-esteem and recognising the importance of giving and receiving positive messages. We then encourage them to explore their own strengths and the qualities that can help them to become a leader in their own life, we then reflect on how it feels moving on to high school.

“

I learned a lot about the world and how they treat people... we talked about real things! I will think more about why there are less woman leaders than men leaders.

YEquality participant



I will think
more about
gender equality.

BUILDING CONNECTIONS AND RELATIONSHIPS

We foster safe space as a priority within programmes, there are opportunities to learn from each other's experiences and foster social connections and relationships.



We learn each other's culture. We share our experiences and we're comforted by each other, by sharing, you can comfort each other instead of keeping it inside and eating you up, you don't know where to get help, when you're meeting people you also get signposted and shown how your problems can be solved. We also have the opportunity to apply for college through being involved. I have known a lot of places in Glasgow now, and I learned that through being here. I feel more at home now because I came here.

Empowering Pathways for Women Participant, 2022

I honestly feel so listened to, cared for and motivated. I have been feeling restless and a little lost lately, because of a lack of like-minded people and community creeping in, making me feel a little overwhelmed. It feels brilliant to be in the room with so many other women and NB folks to really share opinions and ideas. I feel ready to go on this journey, I have finally found people I can forge meaningful connections with.

Young Women Lead Participant, 2022



YOUNG WOMEN DRIVING CHANGE

Our young women-led programmes, research and campaigns enabled young women to make a tangible difference in 2022. They shifted public perception, gained commitments from local governments to implement changes and recommendations, influenced policy and built understanding and awareness.

STATUS OF YOUNG WOMEN IN SCOTLAND 2022/2023

Each year, we've investigated an important issue facing young women in Scotland in our annual research. The results directly inform our work, by generating intersectional evidence that influences change and platforms the voices of young women and young people from other marginalised genders.

#SYWS22 report focuses on accessing healthcare. We chose this topic due to the major healthcare inequalities in Scotland, which have worsened during the pandemic. This research looks at both the positive and negative experiences that young women and young people have whilst trying to access healthcare.

2022 is the first year that this project has been designed and delivered in-house which has enabled us to develop our own approach to feminist research using participatory approaches, bringing in expert consultancy to ensure our survey design and analysis were intersectional, and developing a working group of young people, professionals across the third sector and health care providers. It also enabled us to promote the research more intensively, resulting in four times the number of responses than in 2021.

EXPLORING UNHEALTHY RELATIONSHIPS, SAFETY AND HOW SERVICES CAN BE MORE SUPPORTIVE

In 2022 we continued offering space for young women and people of marginalised genders to co-design projects.

In 2022, we carried out two separate co-designed research projects that shone a light on young women and people of marginalised genders' experiences of domestic abuse in their own relationships and what needs to change to better support them.

Your Vision: Support for Young Women in East Lothian

110 survey participants from East Lothian.

In February 2022, we were commissioned by Edinburgh Rape Crisis Centre and Women's Aid East and Midlothian to understand how many young women and non-binary people in East Lothian have experienced abuse or harm in their relationships, and how many have experienced sexual assault. Our research looked at where they go for support currently, if there are barriers to getting support, and what kind of support is needed with the aim of enabling both organisations to develop their services to better meet the needs of young women.

We developed this research alongside the Young Women's Research Collective., a group of eight young women from East Lothian who co-designed the project.



This research process has been incredibly insightful and inspiring for me to be a part of. Being able to take part in the structuring of the research project helped me to gain a better understanding of the methodological side of research through learning more about the intricacies of producing ethical and accessible research. The results have taught me more about the needs and lived experiences of young women and non-binary people in my community. These are insights into conversations which seem to be rarely had in East Lothian. They really show the need for more promotion of services and resources and funding in East Lothian. Finally, working with this group of brilliant young women on this research project was also a great and welcoming experience.

Abbie – Young Women’s Research Collective, East Lothian

The Rise Report

479 participants engaged with this research from across Scotland.

The Rise Report is a national research project that investigates young women’s experiences and understanding of unhealthy relationships, domestic abuse and access to support.

Scottish Women’s Aid commissioned this work on behalf of the Women’s Aid network, to inform accessible service development – so that Women’s Aid are better able to welcome all young women who require support. We carried out this research alongside **Young Women Rise**, an advisory group consisting of 10 young women from across Scotland, some of whom have lived experiences of unhealthy relationships. Scottish Women’s Aid has used the findings of the research to better understand young women’s needs for support services. Women’s Aid will use the evidence from this research to develop services that better meet the needs of young women dealing with unhealthy relationships and domestic abuse.

One of the recommendations of the research encouraged Women’s Aid to create services specifically to meet the needs of young women; and ensure young people in local areas are involved in the development of these services.

Since the launch in July 2022, ‘Rise’ services are being developed in local authority areas across Scotland. The Violence against Women and Girls funding review, conducted by the Scottish Government, has also used findings from The Rise Report to inform how these services should be funded in the future.



Young Women Rise has given me more than a bit of research experience. It empowered me as a young woman. It reminded me that my voice and experiences matter now, and that young people can make a difference on a national scale.

Monique – Young Women Rise

YOUNG WOMEN KNOW

17 young women engaged in Young Women Know in 2022

Young Women Know is a partnership project with NSPCC Scotland, YWCA Scotland – the Young Women’s Movement, and three different City Councils in Scotland; Dundee, Perth and Kinross and Angus.

The three programmes have the ultimate aim of working with young women and girls to develop tailored resources to address peer sexual abuse and help ensure that young women and girls in these areas know what a healthy relationship looks like and where to go if they need advice or support.

Sessions are designed to encourage conversation in a safe environment for young women to feel free to express themselves, explore ideas and learn from each other. We connect them with local experts who are there to provide insight into the work going on to combat inequalities and provide training as needed.

The groups design resources to help young women and girls understand healthy relationships and help schools better support young people; including campaign names, logos, and toolkits.

In 2022, Young Women Know’s Dundee cohort ‘Oor Fierce Girls’ launched their toolkits at an event in the V&A in Dundee; with three different toolkits for young people, professionals and parents and carers. The young women also developed a guide on how to set up safe spaces for young women and girls.

“

Thanks to all the young women from #oorfiercegirls for the work they are doing to support other young women to understand what healthy relationships are, the work you’re doing is inspiring!

Shona Robison, MSP



YOUNG WOMEN CODE

Young Women Code is a partnership project with CodeClan, that will contribute to ending gender disparity in the digital technology sector in Scotland.

Working collaboratively as experts in our respective sectors to we are identifying, addressing, and reducing the intersecting barriers and challenges facing women entering and progressing within the digital technology sector. We are taking an intersectional approach to identify and address the multiple barriers that women may be experiencing such as age, gender, race, class or sexuality, and others.

Through reviewing the barriers and challenges women face enrolling on CodeClan training courses and entering the digital technology sector more generally, in 2023, we plan to roll out co-produced key recommendations to CodeClan's 300 employee placements partners on how to install and promote fair work principles, and to create more accessible workplaces where women can progress and thrive.



Diversity and a skilled workforce go hand in hand: we cannot address one without the other. Closing the digital skills gap is dependent on empowering women and girls of all backgrounds to enter into, and progress in, digital technology careers.

Jenni Snell - CEO, The Young Women's Movement



AMPLIFYING VOICES

Our online platforms, presence and community enable the movement to be at the forefront of driving change.

96	Blog posts published
97576	Website visits
2817	Facebook reach
169300	Twitter impression
8203	Instagram reach
750	YouTube views

How we used our platform

We use our online channels to platform the work and amplify the voices of young women & young people of marginalised genders.

Social media posts introducing new staff members, or advertising new positions, consistently rank as some of the highest in our post engagements, showing people are interested in joining our organisation and learning more about our movement.

Our podcast, The Importance of Being Feminist, ran for a 2nd season with our brilliant host & podcast producer Iris Pase. Guest speakers discussed topics such as housing, council elections, sustainable fashion, and Black women in STEM.

#30under30

Young women consistently tell us about the importance of role models and mentors for building confidence and aspirations. Our #30under30 campaign showcases 30 brilliant and powerful young women living in Scotland; we share their stories and experiences on our blog to inspire other young women.

2022 saw the seventh iteration of the list which is aimed at inspiring young women and non-binary people, proving that they can achieve their greatest potential and that there is a diverse range of paths to success.

This year we had an amazing range of interests & accomplishments – from activists & campaigners to content creators, MSYPs to podcast producers, youth workers to young carers, and musicians to journalists located across Scotland, as far north as Skye.



IN THE PRESS



Glasgow City Council recently voted in favour of a motion to adopt a 'feminist town planning' strategy, becoming the first in the UK to do so.

Glasgow Green councillor and Young Women Lead alumni, Holly Bruce put forward the motion after the 'Glasgow: A Feminist City?' report produced by her YWL cohort, who explored Glasgow's urban infrastructure and investigated whether it reflected and supported the diverse needs of women and non-binary people living in the city. Their final report recommended improvements to the accessibility, safety, and convenience of Glasgow's bus system and public parks, based on data collected in public attitude surveys.

CELEBRATING LEADERSHIP AND LEARNING

Young Women Lead in Parliament

We celebrated the legacy of Young Women Lead at the Scottish Parliament in June 2022 bringing together participants past and present to hear from the event sponsor, Monica Lennon MSP. Attendees heard performances from Bee Asha Singh and Iona Fyfe.

The event enabled us to celebrate alumni who have progressed into leadership positions in their workplaces and communities, and become trustees, managers and directors. In 2022, we also saw our first alumna become a councillor when Holly Bruce was elected to Glasgow City Council, coming first in her ward.

Empowering Pathways for Women Learners event

In May 2022, women who have been on their journey through our Empowering Pathways programme came together at Merchants House in Glasgow, to celebrate, explore their next steps and participate in civic engagement.

Alumni gave speeches about their journey through the programme, and guest speakers from Volunteer Glasgow and Councillor Holly Bruce – Scottish Green Party, took questions from attendees.



I made new friends and built confidence, I also know my rights and have the confidence to express myself now; I have the confidence to speak to the Romanian community in groups and help translate for them.

This has helped me get through the darkest part of my time. I appreciate the impact of YWCA Scotland in my life. They have made me start a new life, I know this will keep me going.

Attendees - Learners Event

Feminist Retreat

In April 2022, we hosted a feminist retreat to support women across the feminist sector to embed healthier self-care and work practices into our sector's work culture.

We brought a group of eight young women under 35 from mid-senior management to take advantage of a professional development opportunity for rest. The trip to the Isle of Arran focused on resilience and self-care.



THANK YOU

Our heartfelt thanks to everyone who supported our work including:

Baillie Gifford's Community Awards
 Brownlie Charitable Trust
 Paul Hamlyn Foundation
 City of Glasgow College
 Clyde College
 Connecting Scotland
 Cruden Foundation
 Esmée Fairbairn Foundation
 Glasgow City Council
 Inspiring Scotland
 Joseph Rowntree Charitable Trust
 JTH Charitable Trust
 Maple Trust
 Martin Connell Trust
 Mickle Foundation
 Robertson Trust
 The Rosa Trust
 Scottish Government
 SCVO
 Templeton Goodwill Trust
 Thomas Sivewright Catto Charity
 Trusthouse Charitable Foundation
 Voluntary Support Fund
 WA Cargill Fund
 YouthLink Scotland

We'd also like to thank our generous and loyal supporters who have given donations throughout the year, from birthday fundraisers, to programme alumna paying it forward, to mothers donating on behalf of their daughters, your support means the world to us!

If you or your organisation would like to support our work you can do so here:

www.ywscotland.org/donate

Or by getting in touch:



www.ywscotland.org



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