

## Beste Yusav 28.09.25

**Interviewer:** So this is Lauren Beatty interviewing Beste Yusav on Tuesday the 28th October 2025 for the Young Women's Movement Young Women Remember project. To begin, for the recording can you please confirm the following for me please. So your full name?

**Interviewee:** My full name is Beste Yusav.

**Interviewer:** And where are you from?

**Interviewee:** I'm from Turkey.

**Interviewer:** And what's your current or sort of former connection with the Young Women's Movement?

**Interviewee:** I am currently an events volunteer with the Young Women's Movement.

**Interviewer:** Oh great. So can you tell me a little bit more about that actually?

**Interviewee:** Erm, yeah so I started actually the beginning of 2025. I think it was February that I officially started so I'm relatively new, erm, but I've been mostly helping out with the events, erm, currently I'm helping with the Young Women Thrive. So we actually have another event coming up tomorrow. I've helped out with the 100th birthday party of the Young Women's Movement which was really nice and we also have some co-design sessions where we kind of decide what future events we'll have just have a little brainstorm and I mainly work with Elena and there's other events volunteers. We are, I think we're a team maybe like five, six people. So it's really nice just to bond with like other young women and just design events for other young women and girls and help them attend the events and help with the organisation planning.

**Interviewer:** Great that sounds really good. I'd like to hear a little bit more about that but before I do I'm just going to backtrack a little bit and I just wondered if we could talk a little bit about you and your background first. So you said you're from Turkey were you born in Turkey?

**Interviewee:** Yeah I was born in Istanbul and I lived there until university and then I decided to study abroad for my university and 2020 summer I moved to Glasgow with my family and I've been living here since then. I do go back and forth like to visit family and stuff but I've been living here continuously for the last five and a half years but yeah I was born and yeah I lived in Turkey most of my life till I was 18 nearly.

**Interviewer:** Great and where have, you where else have you lived just Turkey and Scotland or?

**Interviewee:** Yeah so I lived in Turkey in Istanbul for the first 17 years of my life and then for the last five and a half years I've been in Glasgow and Scotland.

**Interviewer:** Great, how have you found moving across here?

**Interviewee:** The move itself was a bit difficult because it was during Covid so there was a lot of restrictions and it was quite difficult because for the first two years I couldn't go back because of all the lockdown and Covid restrictions like travel restrictions so the first two years was a bit more challenging because I couldn't go back and see the rest of my family and my friends but I was really, really lucky because my siblings and my mum moved with me and my dad is still going back and forth because he still works there, whereas my mum works in Scotland so I was a bit luckier because I still had some of my family members with me during Covid because it was quite isolating to move just to a country that I've never like lived before. I visited Scotland before but I stayed for like three days but other than that I think it was a really good experience just to meet with so many new people and Scottish people are really, really friendly, so yeah I do feel really lucky that Scotland was my choice. I think it was the right choice to make so I'm really glad.

**Interviewer:** Oh I'm glad that you feel so happy here, that's lovely. Yeah so you moved for uni is that right?

**Interviewee:** Yeah.

**Interviewer:** Yeah, so can you tell me a little bit about that? What did you do at uni?

**Interviewee:** Yeah so I did as my undergraduate I studied in University of Glasgow and I did law and I graduated from law like a year ago in 2024 June and then I did a master's straight after undergrad and I'm just completing my master's now actually it's an international law and I am still in University of Glasgow so it's been five years, five and a bit years in the same university which was lovely and yeah I am hopefully graduating from my master's degree in December, so in a month hopefully.

**Interviewer:** Great, that's so exciting. So how did you come about, like, joining, hearing about the young women's movement and then becoming an events volunteer how did that come about?

**Interviewee:** So, since I decided to do law as my undergraduate I've always wanted to do like gender equality and women's rights so that's still what I want to do after graduation, so I want to do more like policy work instead of becoming a solicitor but it's a bit more difficult because it's not a straightforward route but I did in my fourth year of undergrad I did a course called Women Law and Society by Professor Nicole Busby, who works with the young women's movement every now and then with different projects and basically I just talked to her so many times because I was like I really want to work in this area but it's so difficult I'm really struggling to find a job as a like new grad or an internship because unfortunately like the women's organisations are underfunded and they can't really afford to have paid internships or new grad roles so they all want like five years of experience and I was like I'm really struggling and she actually recommended starting with volunteering with organisations such as young women's movements. Erm, so, I started looking into it and I found that they were advertising the role of events volunteer actually, so I got really lucky because they had openings and then I applied for the events volunteer role and then I started volunteering in February. So, it all worked out really well and I think it really helped

me... It's a great opportunity to network as well because you meet with so many different NGOs and so many different, like, women and girls that are so impressive and all working towards the same goal. So, yeah, it was a bit of a non-linear route to join because I'm not from Scotland so I've not really heard about young women's movement before but it was Professor Nicole Busby who introduced me to it.

**Interviewer:** That's great. So how have you found it so far then? You talked a little bit at the start but can you tell me a little bit more about what you do and how you've been involved?

**Interviewee:** It's been lovely. It's actually, I think the first few months, it was a bit more, like, joint events with other NGOs, so, I attended quite a few workshops with like, Engender and I've attended one about women's health with Shift and so it has been a bit more like collab events which has been lovely because I think it really helped me like understand the women's sector in Scotland a bit more and all the organisations that Young Women Scotland works with and then we started having our own events a bit more because I think it was just the timing that I started working and then I think my first big event was the 100th birthday party which was so lovely. We had so many different events going on, so many different people, like, attended so it was so busy which is lovely to see as well because I think sometimes working in this industry or like aspiring to work in this field can sometimes feel a bit like oh are we a minority like and I think it is lovely to see so many young women and girls just working towards the same goal in this type of organisation and the type of events that we have, I think, I don't know what I really expected when I was joining events volunteering because I was like I don't know if it's going to be like academic talks, like conferences, but honestly it's been such a nice variety, like, we had lots of like more academic events as well, more like, projects and like other workshops with other like women's sector NGOs in Scotland but we also had a lot of really fun activities with young women and girls, especially with Young Women Thrive recently. The last event I attended was like a few weeks ago and it was like terrarium making so and they let me like after helping out with the organisation stuff they helped me actually make a terrarium as well so I was like so excited and, and now the one we're having tomorrow is like the science of the skin colour, so I'm really intrigued by that and I'm really, really interested because I think it's a very like different variety of events that we're having, like, we had dance classes which I love because I've been dancing since I was three and I didn't expect that and I was just in a dance class with other young women and girls and it was just a part of an event that we're having. So, I think I'm really, really positively impressed, it is just a very nice community to be a part of, everyone is so lovely, and I think it is it just feels really nice to know that we are working towards the same goal and we really share very similar views and opinions on certain things, so it really feels like a nice little community to have.

**Interviewer:** Oh, that's lovely, erm, could you tell me a little bit more about the 100th birthday celebration and what that involved?

**Interviewee:** Yeah, erm, so in that one, we actually had a lot of different activities to do, erm, the, the one, the room that I was working in because we had like I think three or four rooms erm, and we started with like more um like organisation of the events we helped set up erm, for the I think first hour before it started and it was more like welcoming everyone but then we were all assigned to certain rooms and my room was the dance class um which I really enjoyed and um it was two sessions so in the second one you could go to a different

room or you could like help out with another event because there was like bracelet making, there was different like arts and crafts that you could join there was like scrapbook making, um, and it was just a lot of different activities with different organisations as well which was really nice because you could just go up to like people's stalls and chat, and there was a room where there was, I think, maybe like 10-15 different stalls of either different like NGOs or different campaigns that have been going on, um, and yeah it was really really lovely to see so many different NGOs and so many different people from different backgrounds and sometimes even like different countries, um, coming together and celebrating the 100th birthday of the Young Women's Movement, um, and I think because it was such a big event you could actually see how big of an organisation that actually is, a hundred years I think that was just a very, very impressive thing to hear because it's been going on for such a long time and I think when you're just part of something more recent you don't really realise ,like, how old it actually goes back and, um, yeah it was really nice to see everyone and it was like there was a lot of really fun activities we made like bracelets I met with so many other volunteers because that was my first big event so I think we had nearly all of the volunteers helping out with that which was really nice because we could all come together and chat, um, so yeah, I really did enjoy that and I did a lot of bracelets a lot of arts and crafts I danced a little bit, so it was a really nice thing to celebrate.

**Interviewer:** Oh it sounds great, um, yeah so you said about like that you were quite surprised or you learned about the sort of you found out obviously that the organisation was like was 100 years old, um, was that something that was quite a surprise to you when you like first kind of joined and got involved, did you were you aware of the history of the organisation or was that something that you've kind of found out through being involved?

**Interviewee:** I wasn't really aware of how old the organisation was because, um, when I joined I didn't really have like much knowledge apart from what they were currently doing and I didn't realise it was such an old organisation and obviously just thinking back, with like women's rights and campaigns and everything going on, most like, um like NGOs who work in women's rights and gender equality they're relatively recent, um, because obviously unfortunately still women's rights and gender equality is a recent phenomenon that has been still going on that we couldn't really achieve, so, it didn't really occur to me that there would be an organisation that would go like 100 years, um, before um because it still feels like most of the NGOs that I looked in, especially like job applications and stuff like that, are relatively more recent, um, so I didn't realise Young Women's Movement was actually such an old one and I didn't realise it was also like a global thing as well, because obviously, when I started when I applied I only looked for the um Young Women's Movement Scotland website and everything so I didn't realise it was actually such a big thing um which was a really, really a happy surprise as well, because I do think it's really impressive, um, just to be able to like connect with people all over the world who are again working for the same cause and who have been working for this cause for 100 years.

**Interviewer:** Yeah that's great, um, yeah so what, what do you enjoy most about being involved with the Young Women's Movement?

**Interviewee:** I think, I know I said this so many times, but I think it would be the community because I think, um, when you're really passionate about something like that like whether it's like women's rights, humans rights, like environments, um, I think in certain

communities in your daily life, you unfortunately, you don't get to be like as passionate sometimes because unfortunately some people are not as informed about this or they don't really like care as much, so I think it is a bit more difficult to be like to be discussing these sort of things, or talking about these sort of, um, events or discussions that are going on in your daily life that you're really interested personally but sometimes the friends that you have in your daily life like in university and stuff they don't share this passion as much. I think I do love the sense of community and that everyone is really passionate about this cause and everyone do share like very similar views on this and are really opinionated and passionate for the cause, so, I think it makes it a lot easier to have this sort of discussions where you can't sometimes have in other parts of your life, um, so I do like having that community that you can have these discussions, talk about these sort of things or I don't know like sometimes when you read the news when you're feeling a bit overwhelmed with it, a bit upset I think, I do like that there are people that you get to meet and so many people you meet via these type of organisations that you can actually chat to about these things and you know that they will be actually having similar views, um, so I think I do like having that sort of network of a support network maybe.

**Interviewer:** Yeah no, that's great and could you expand a little bit on the actual community that you're involved with so the sort of people that you mix with and maybe some of the other organisations that you've come in contact with as well or kind of partnershopped with in some of the programmes that you've worked with?

**Interviewee:** Yeah, it's actually been really lovely because I do think it is such a diversity of people who are volunteering and working with the Young Women's Movement. The volunteers that I've met are mostly, either like, newly grads or still students or like young professionals and so I think it is a nice diversity but it's like a relatively similar age group that I kind of like because when we talk about like applying for jobs or trying to work in this field you can bond over stuff like that as well but also there are many impressive women who are either like part of the organisations like work here or do other like joint like collaborative things with the organisation and it was really lovely to see in one of the events that I went and it was they worked in that project with my professor like Professor Nicole Busby. I didn't know like she was as actively involved in certain projects but you do get to see a lot of very impressive people who actually worked in this field for so many years, um, so I think it is a really nice opportunity to see that scale as well there are people who are very in the beginning of their careers who want to work in this field or who want to contribute in some aspects and there are some people, like, who are professors working in this field for so many years and very like invested doing research and projects and or like very high scale events as well so I do like that kind of variety as well people coming from many different backgrounds and it's not even just law there are quite a few law people as well who are interested in like the policy bits the legal parts and like the campaigns and everything but there are also people, like I met people who are doing more like communications for example like digital media and who are more interested in like, doing those sort of stuff for the projects and there are work there are people who work in like more, like, the history projects or the AI projects that they were doing and I think it's very impressive because I don't think it's really one-dimensional, which I think most organisations they are really impressive but they mostly focus on like one aspect of gender equality or women's rights or empowering women and it's either like I don't know, like, economics or like financial side or more like social rights and I do like that Young Woman's Movement

have so many different things that they focus on and they have little like, almost like focus groups that they like it's I think just so impressive to do like AI guides and stuff like that and I do think it's quite a niche thing that they have so many different aspects of one organisation because I think it just feels really empowering that the organisation consists of so many different people, that they can actually work towards many different small goals. Um, in terms of the other NGOs that we collabed or I've been like involved in workshops and stuff, I think the first one was Engender which I've been a very big fan since like my third year because I think they're just a very, very impressive NGO who have been doing very impressive things in Scotland and in University of Glasgow we have like an Emma Rich Law Clinic and I think having that memory for Emma Rich and having that connection with Engender, I think it just like really helped me kind of understand a woman's sector in Scotland and how Engender is actually a relatively recent NGO but who are doing really, really impressive things as well and that one workshop that we had was specifically designed for young, I think it was young women and girls in Scotland and it was for their report for the UN committee, like the CEDAW committee, and they were writing a report on how effective Scottish policies are actually or when looking at the data and statistics do we actually live up to the standards that Scotland said they would and so in more of like a policy perspective, just a little evaluation of Scotland and its policies regarding its CEDAW obligations and I think it was really nice to be a part of that group again there was a lot of different people, I don't know, I'm, I don't think I knew anyone in that workshop but we got to really meet and there was a lot of different like students from University of Edinburgh as well, um, there was a lot of young professionals there were people who worked in like corporates so it was quite a mixed group which was really lovely and I think so many people contributed in so like different ways that sometimes you don't really think of but when someone like starts that kind of discussion it kind of occurs to you that oh yeah actually I've experienced something like that and I think, kind of thinking about the problems, but also thinking about the solutions and with that kind of a mixed group it is such a nice thing because you really end up with such a well-rounded and like perspective because everyone coming from different backgrounds, um, different like universities, different degrees, they all contribute on a different level and I think the most recent workshop I had was the women's health one and that was really interesting as well because when I signed up for that workshop, which was again with Young Women's Movement, I didn't know what I would really contribute because I didn't think that I had any first-hand experiences which was not a requirement but I was just a bit like oh I don't know if this is going to be like a bit weird because I only have stuff that I've heard from people like from very close friends and stuff but that again ended up, it really contributed to my knowledge as well and helped me see things but I think doing those sort of workshops with different NGOs, you get to see a lot of different aspects of the Young Women's Movement you get to see, sometimes more like on a legal level more policy campaigns and maybe in a political level also you get to see other problems that have not been really talked a lot before like women's health and endometriosis and everything like that and I do really like that aspect of the organisation that it has a lot of different connections with sometimes with NGOs that I've never heard before or sometimes projects from other universities that they collaborate with and I think it's just such a great opportunity to get involved in and get to know other people but also really learn a lot about the sector that I want to go in.

**Interviewer:** Yeah and just with you mentioning that, how do you think your experience within with the movement volunteering is going to impact your future sort of career pathway that you want to go on you know how do you think that's going to yeah impact that?

**Interviewee:** Yeah, um, I think, well firstly, I think it gives you such a great network because in every event that you go to there's a lot of people in like working in NGOs and not just like young women and girls, there are a lot of people who are settled in their career who had very impressive pathways to that position that they currently hold and I think just even chatting to them and asking for advice it is really, really important because you get to meet with people that you just see on like websites of NGOs and I don't think there are like, like I did law and we had a lot of career events but unfortunately we don't really get to meet with a lot of people from NGOs it is a lot more like corporations, a lot more like big law firms people that you get to meet and I didn't think there would be occasions that I could meet all those impressive people working in like human rights, working in women's rights so I think the network that it provides you is really, really special and everyone is just so lovely, um, I think sometimes like those networking events can be quite scary and intimidating like like just meeting with those people who are in the place that you want to be in in like 10 years 15 years, sometimes it can be a bit scary just approaching them being like hi like I really want to go in this industry but I don't know how but like in these like young women's movement events everyone is so lovely and so encouraging, um, so I think it's just really important because I think when you're volunteering on or when you say that you want to go in this industry there is a bit of a, not a judgement but maybe a little bias around like, oh like it's quite difficult to get into, you're not going to make a lot of money, like, are you sure that is the industry that you want to go in, there's not much in there and then sometimes it can be a bit like oh like bit discouraging, a bit like maybe they're right, and I think it is really encouraging and really motivating to have that network and seeing all those people who are loving their jobs and who are doing such great things in the world that you can sometimes be like okay it's really hopeful I can do that as well and I think that is just a very special place for that because I think unfortunately most of the rest of our lives is not as hopeful. Um... but I think secondly, it really shows you a lot I think in terms of... Yes the events are, we have some really fun events and really just like, you know, having fun with the people just like bonding with your peers and everyone but there are also events that contributes a lot to you or reading their like reports reading their like AI guides and everything, I think there is also a lot of knowledge there, that I think on an individual level you might have some level of knowledge in that area but I think being a part of a bigger organisation is really helpful because you sometimes get to know stuff that you've never really thought about before and I think that is really important because when I was like, like starting to apply for jobs and stuff I've been told that one of the things that I maybe need to start thinking about is like, what area of like gender equality or women's rights I want to go in, like is it criminal, is it more like like social equality, is it more like, like financial and I was like oh actually I don't know I don't really have that kind of specific experience and I think Young Women's Movement really, really helps me in that aspect because it works with different NGOs that focusses on different parts of gender equality and women's rights which made me realise oh okay so if I go in this area of women's rights it focused on that and I get to work on this and you know on a comparative way for example if I go into like women's health specifically this is the sort of projects that they do this is the sort of career pathways I can take so I think it

was a really good way of just showing you all the different pathways and all the sort of different like, careers, different like organisations who work in that industry or even different projects that you can carry out so I think it was just a really nice way of seeing that big scope that sometimes you just feel a bit like, oh, I didn't really think of that.

**Interviewer:** Yeah, no that's great, and you said so you're coming, is it you're coming to the end of your masters is that right? Yeah, do you feel now that you have a bit more of an idea of where you want to go after your masters or are you still open to exploring that a bit more?

**Interviewee:** Um...Both, so, I do still really want to work in women's rights and gender equality and I do want to more do like policy work especially around like social justice and more like social and economic rights more than the criminal aspects of it or other more specific areas, so I think I'm more interested in the social justice, but, unfortunately I do still struggle with the number of jobs available in the industry and that is that is not on any of the NGOs and I do understand it's just a bigger scale problem, um, so currently I'm still in a bit of a dilemma because, just to get a temporary job... So currently I'm doing more stuff with, um, like business consultancy and sales, um, and I am still applying for jobs and if there are any jobs in the industry I would love to apply but unfortunately it's just really difficult to get a job in the industry as a new grad and so I am still looking for it but um I did apply to a couple of like government policy jobs and stuff and so I'll see where it goes but , um, currently I'm still a bit in between because I do need to make money at some points and as much as I do love volunteering, it's just not sustainable on a job scale so, um, if there are any jobs available I will keep applying in this field and I do have a better idea of what I want to do and I do think I feel a bit more certain that this is the area that I want to go in, I think I have much less doubts compared to before I started volunteering, so I think it also shows you the kinds of jobs that you're going to do and I do feel like this is this is a style of job that I really like and I really enjoy so I can see myself working in this field definitely, um, and it just feels motivating and hopeful and encouraging, as long as there are jobs that I can apply to so yeah I'll see but it made me decide at least what I want.

**Interviewer:** Yeah that's great, well, I'm sure you'll, you'll get something that's right up your street[laughing]. So I wondered, you probably touched on this at the start but I just wanted to recap so how long have you been volunteering with the Young Women's Movement for?

**Interviewee:** I think it's been eight and a half months so since February 2025 I believe. Great and then how often roughly do you sort of how regular or do you get involved with the events? Does it change all the time but um you know, how, how often would you say regularly you, are you involved?

**Interviewee:** Yeah, I think maybe like every two three months, we do have like meetings, like online meetings, but it kind of depends on the frequency that we have our events, so when it is like, when it was summer it was a lot less because people are on holiday and it's just more difficult to get an audience as well because so many people like, at school holidays, like young women and girls tend to be away and then we have like more event series like the Young Women Thrive where we have back-to-back events, so now I had an event last month I have another one tomorrow, um, and then...We had, I think, when I started from February to like June I think I had two young women's events, one online

meeting for like a brainstorm co-design session and two joint events one was Engender one with Shift, so I think so far I was enrolled in like maybe eight events, so like nearly an event every month or sometimes a bit more back-to-back ,um, but yeah it kind of changes depending on because it's really flexible as well, like we do get asked if we're available because people have exams, people have other commitments, so it kind of changes on your um commitments and on your like schedule but I think overall we do get to be involved at least like something every two months.

**Interviewer:** That's great, brilliant, um...Do you have a favourite memory, or favourite sort of moment um, favourite or...Favourite event or something that you've been involved in what would you say?

**Interviewee:** I think, I think I just need to say the 100th birthday. I think it was just so, fun so hopeful and so nice. It was so nice to see everyone there, and I think it was just like the scale of the event as well it was such a big thing and yeah just seeing everyone celebrate that with so many different fun activities it was just so lovely.

**Interviewer:** That's great, um, and if you had any...What opportunities would you say you've had as being part of the, the movement and volunteering have you, can you talk about some of the opportunities that you've had?

**Interviewee:** Yeah, um, I think the main opportunities that we get to do is like we get sent a lot of different things via different organisations because the organisations like the different NGOs and they're like international and national ones that get sent to the young women's movement we have a big group chat so we get to have all those information that big group chat, which is lovely because we had really impressive things, uh, we had all those like different workshops that I talked about they're getting announced there, there was more international things like I think they went to Budapest and last year, um, they do stuff with the Scottish Parliament, so there's a lot of different things that you can get involved in, unfortunately, with my master's I couldn't really get involved in more like a broad or more like big scale events because I needed to be away for a month and not a month a week but that was during my dissertation session, so I couldn't go to Budapest which, I would love to go, um, and I think the network that it given ,like it has given me, was more via the workshops that I attended with different NGOs because, um, the different NGOs also have their own kind of projects that when you get to know the people who work there... So I emailed back and forth, um, with Engender and they have a blog section that you can write stuff about so they were advertising that, um, and then with Shift for example, they have training sessions where you can be trained in a woman's health and how the practitioners should actually approach to women's health or especially like when they are interacting with young women and girls, what are the sort of problems that are perceived by those young women and girls, so there were training sessions, but I was away for them as well but they were open and you could attend and they were free and then you could get paid if you attend those training sessions and then start training practitioners, um, so there were other events that they advertised, there was a short film that you can you could do voiceovers, so there was like auditions opportunities, so it's just a wide range of opportunities that you just get, uh, through the script chat and there's a lot of different workshops that you can just sign up for and they are free and it's just based on what you're interested in and whether you're available on that day because especially when it's through other organisations

they're not really flexible there's one date and if you can make it, you can make it, um, so yeah, I think a lot of the different opportunities it gives you, um, kind of depends how much you want to like commit or how much you have the availability for them but it really like regardless it really helped me meet a lot of people in the sector, um, and I think I would have loved to attend to a lot more of them if I didn't have other commitments in uni but unfortunately I just had a busy year and I really enjoyed volunteering and I still do really enjoy volunteering and I would love to commit a bit more after I graduated but I think with dissertation and everything, I don't think I really, um, made the most of the opportunities that I could have if I had a bit more time um, yeah.

**Interviewer:** No, that's completely understandable though, um, I was going to ask would you say that you've developed any, or learned any, um, transferable skills through your involvement with the young women's movement that you can then put into practise outside and in the ...Maybe when you move on to employment?

**Interviewee:** Yeah, um, well I think yeah both in the sense of like transferable skills but also if, for people who want to work in the women's sector, I think it's a very valuable experience because you get to learn a lot about both the political landscape and the policy landscape or just anything about women's rights and gender equality especially in Scotland because I think you get to work with different NGOs different campaigns, that you become a lot more aware of what is going on because they are very parallel with the current news, current backlash and everything so I think it makes you really aware of the current political landscape in that sense. Um, in terms of the transferable skills, it obviously gives you a lot of like social skills communication skills because it's a lot of networking especially if you're helping up with the events, you're just interacting with people a lot, um, so mostly I think communication and social skills but also I think, especially with those co-design sessions, you get to learn a lot about planning because when you're planning an event you need to like think about the budget, you need to think about a venue, you need to think about sponsors or people that you can like do a joint event with so it's a lot of things that you need to consider, so when you're doing planning an organisation, I think you really do develop your time management skills, or like your budgeting skills um because there's a lot of things that you just need to like consider at the same time before you pitch an idea because it's just so easy to say oh let's do that but then there's just a lot of different things, teeny tiny things that you just sometimes don't think when you attend an event and then when you're planning it you're like oh I never realised you need to actually think about that, um... So yeah I think it did really give me a lot of transferable skills um and a lot of network and I would definitely like recommend volunteering if especially if you want to like, if people want to go in this industry, I think it's a very valuable experience.

**Interviewer:** Yeah, great, um, would you say that the organisations influenced your life at all or impacted your life at all outside of the sort of work that you do and your research and things like that do you think that it had an impact on other aspects of your life or maybe how you see things?

**Interviewee:** Yeah, well, I think one of the main things is, I, I think because I was not born and raised in Scotland, I obviously by virtue of my degree I had some understanding of the news of like the NGO landscape the political landscape and how everything worked but I don't think I fully comprehended and I think working with the organisation it just really

helped me be aware of what other organisations work in this field or, um, like, how the campaigns actually work or when you're doing events planning like what kind of audience you get to have and I think it really helped me see like the wider landscape, like in Scotland currently and sometimes on an international level as well, um, but yeah I think overall it was just really helpful um to be involved in something like that, especially because I already wanted to work in this type of industry, I think it just made a lot easier for me to kind of insert myself in this sector or just get my foot in the door, um, but I think maybe one little thing that kind of impacted my life is now I'm a lot more aware, like on social media, for example, I follow a lot more NGOs I follow a lot more campaigns and I think it just made me a lot more aware of like ,um, staying more up to date with the current, uh, news or current like policies campaigns that are going on that sometimes you just lose track of and I think just following the, um, social media of Young Women's Movement, or the other NGOs that they work with, I think it really helps you stay on top of, um, the, the current events and current news in the in the field.

**Interviewer:** Great, and do you, would you say that the, um movement's impacted or, um, interacted, engaged, with your sort of local community and your, like... Would you say that that's..?

**Interviewee:** Um, I think, yeah, I do have quite a few people who um are volunteering with the Young Women's Movement, in my university, and, um, I have a friend who I didn't realise she was in the advisory committee but, um, now we get to see each other every in every event because she is really, really ,um, committed in this as well. I think, obviously now I'm a bit more in a university circle but I do think it really affected because um there is a lot of people who are volunteering in either young women's movement or in a similar kind of organisation so I think it is getting a lot more widespread as well in that sense, um, but also there are a lot of people who, um, I think also because of Nicole Busby there is a lot of like collab projects that gets done they did set up a new law clinic in my university, which is just based on, which just deals with like sexual violence ,um, so I think, I think they do certain projects maybe not directly but kind of with the Young Women's Movement, or people from Young Women's Movements, um, so yeah I think it really impacted ,um, the university circle that I'm in, um, yeah it was really nice to see.

**Interviewer:** Great, thank you, um what impact...We've talked a wee bit about, um, the impact the movement's had on you and your life and, um, but what impact do you feel that you've achieved, um, with your involvement?

**Interviewee:** I think it's just, one of the things is you get to be in a community with so many young women and girls and I think, I think we do contribute to each other a lot, I think both in a more like informative way by virtue of like the degrees that we're doing or the, the fields that we work in but also on a more like individual level as well because I think , even just like looking for jobs for example that's been a big thing because now the little community I have in Young Women's Movement, whenever they see, because they know that like I want to do policy work or I know that they want to do like policy work in in this industry, so whenever we see job openings we just like send it to each other being like, oh like I know you wanted to like work in this like NGO or like in this industry they have a job opening, or like they have the boards of different organisations and they have openings, um,

so it really impacted in the sense that we are really, um, looking into actually working in this field and you have that sense of community where you get to like send the job applications that you think, um, people would be interested in and again I think just doing different sorts of activities with the people who are involved in this organisation, whether it's workshops or whether it's dancing together, I think it is really, really a nice bond to have, so I am hoping I did impact people's lives in that sense and I think it's just like the friendships we actually gained from the organisation as well is very special and I do think on a more general level, um, it really, really did impact my hopefulness in the area. I think, I was just a bit more unsure about whether this could be a job or whether this is the correct pathway to go into and I think it really did encourage me in that sense and I am hoping I encouraged other people like a chain reaction.

**Interviewer:** Yeah, that's great thank you, um, I'm going to move on, I've got a couple of more... Maybe slightly provocative questions, if you like, a wee bit more controversial. I wondered um if you feel that the organisation is in your opinion a feminist organisation?

**Interviewee:** I do, I do think definitely it is one of the most feminist organisations I've been a part of and I think that is one of the reasons why I chose to stay.

**Interviewer:** Great and so what makes it, um, a feminist organisation in your opinion?

**Interviewee:** I think it is just, even just to see the people who are involved with, like, involved with the organisation I think it is such an intersectional feminist one that you see a lot of diversity you see a lot of people from different backgrounds, different cultures, different first languages, um, and I think it is really, really special to see that connection because you can see that the inclusivity and diversity within the organisation really feeds into its feminist ideologies and its mission and vision and everything that, like, every event that they have which focusses on like empowerment for example or like gender equality, like specific things like women's health or like science behind the skin tone, I think it really shows it is not just purely about, oh, gender equality or like women's rights, sometimes they just feel really vague but I think it also really works on intersectional feminism and making sure it's not just a certain group that they are helping out or that they are empowering and it's not a certain group of young women and girls but it's just open to everyone and it is for example the young women thrive events that we're having are free, so it really considers different backgrounds people might be coming from and I think it really imposes that idea of the thing, the goal that the organisation works towards is not empowering a specific group of people, in a specific aspect of women's rights but it's a lot more inclusive, um, I think that's why the variety of events we have is also not just targeting one specific area but it's just in different fields or different areas of equality or social justice that I think shows that maybe the essentials of feminism where you're just not working towards a specific goal, for a specific group's benefit but it's a lot more inclusive and it's a lot more about actual social justice than prioritising a certain group with benefits. Um, so I think, the members and the events really do reflect intersectional feminism for me.

**Interviewer:** That's great thank you and was it... You kind of touched on this at the start because you said you were kind of looking for a way to get involved and but was it your intention specifically to get involved with a feminist organisation would you say?

**Interviewee:** Yes, because I think coming from a country like Turkey unfortunately we don't have great women's rights and gender equality, I think feminism is definitely perceived a lot differently back there than it is here, so I really did want to work towards an actual feminist ideology and in an organisation that actually embraces that more than just a label and just, you know, oh yeah we are a feminist like organisation which sometimes it's just thrown a lot, um, sometimes you can't really see that but I think even just, um, I remember this was months ago, um, I think it was like a launch event when Jenny was pregnant and she was still at the event as the CEO and it just made me feel really like empowered that she was doing all this stuff and then she had her baby and then I saw a photo of her in the parliament with her baby, so it just makes me feel like this is quite an inclusive organisation and obviously it is up to the woman to decide that but it is truly feminist in the sense that you can if that's what you want to do, if you want to bring your baby to a parliament, if you want to like do your launch event when you're pregnant or if you don't want to do it that is all okay and I think some organisations do have a more restricted idea of feminist ideology when it's not up to the woman but it's like oh we're feminists so this is what you're supposed to do and it makes you question oh but I thought the whole point was giving the woman a choice um, so I think initially I really wanted to work in a feminist organisation but I was just not sure because again I wasn't really, um, fully, um, aware of the NGO or political landscape in Scotland so I didn't know what organisations were actually feminist and which ones were just claiming to be but I think just having that recommendation from Nicole Busby who I was really sure that she wouldn't recommend something like an organisation that are not feminist to me so and she was right.

**Interviewer:** That's great thank you. Would you say at all and it's a very open question but have you faced any, um, experienced any challenges at all, during your involvement with the movement?

**Interviewee:** I don't think so, I don't, like, there has been more like challenges with my own time schedule like as I said I would love to be involved with a lot more opportunities I would love to like one thing that I was really gutted was, so, when there was the Budapest summit that I really wanted to go but overlapped with my dissertation and because I'm a Turkish citizen and not a British one I need a visa to go to Budapest and that costs a hundred pounds and there's a lot of documentation and I need to go to like Edinburgh, go to the visa office so it's a whole process, so unfortunately I can't go to Budapest with a short notice and I know this is not on the organisation but this is just a bit more of a challenge that I faced is maybe because it is a local organisation the majority of people have British passports which are understandable hence it's a lot easier for them to go to like international events and stuff, um, hence I do really like online events or like Zoom workshops because it requires a lot less travelling but apart from that that is a bit more maybe a bit more of a niche problem because I know it's not like the majority who are having these problems and it was more my time schedule and my passport struggles so but apart from that I had a lovely time, I'm having a lovely time so.

**Interviewer:** That's great, thank you, is there anything that you'd like to see improved at all with the organisation or anything that you would like to see be a focus or?

**Interviewee:** I don't know, um, not really specifically, I think, I think it is a lovely organisation as it is and it is having a lot of events in different areas but I do specifically

enjoy like the joint events that they have, like, in collaboration with different NGOs, and I think I would love to see, um, I know there's a lot of like international events as well but I think I would love to see international like online events I think that would be financially better for everyone as well so with if there are events with international organisations I would love to see them online as well, just because it's a lot easier to fit into your like, timetable and your own schedule as well, especially for people who are in uni or who are working I think travelling or taking time off is just a bit of a struggle and I think international events tend to be a bit longer than the local ones so I would love to see more on an international level like online workshops or online events that we can just join on Zoom.

**Interviewer:** Great, that's a nice suggestion I'll pass that on. Before we finish up, is there anything else that you would like to share? Any experiences that you'd like to share, anything I've not touched on? This is your space to, to share whatever you'd like.

**Interviewee:** Well, again nothing specifically but I think I just want to say it is, it is a really nice thing to be involved in and it's not just because they're working towards a like great goal it is a lovely organisation, very impressive but I think it's just the people that you get to meet which was a really nice surprise because I think, um, in most like projects or, um, small circles that you get involved in there are always some people that you just don't like vibe with or there's like something off and I think Young Women's Movement, I think it was just such a lovely place that I've not met anyone who was like mean or who was just a bit off everyone is so lovely and I think also just so nice to see so many like, um, like feminists in one room and I do think, I just like came to the conclusion that feminists are great people and there's just not one bad feminist because whenever I go to a young woman's event everyone is just like the loveliest, friendliest, most encouraging person I've ever met and so I am really I really love just attending the events even if I'm not like first-hand involved in and so yeah I do feel really lucky and I'm really grateful that I got to be a part of something like this.

**Interviewer:** Oh that's great. Well thank you so much thanks for sharing your experiences thank you for your time it's honestly been amazing speaking to you.

**Interviewee:** Thank you so much for having me, sorry I yapped [laughing] so much.

**Interviewer:** No, not at all, not at all.