

This event is being live captioned - do not regard as a verbatim record.

I think we will get started and let folk still coming in get settled. I will stop sharing the screen. Hello everyone and thank you so much for joining us. I am Alys Mumford the communications and engagement officer at Engender and will do some quick housekeeping. Thank you for joining us for the first digital AGM and we are using zoom and tech issues can happen so if you get chucked out rejoin on the same link and drop us an email with any issues. We will be monitoring that. We will ask folk to mute themselves and have their cameras off when doing the presentation. If you have problems muting I can also do that for you so fair warning if you forget and are eating loudly, I will mute you. It's good to have everyone on mute and cameras off because we know that life is happening on a Saturday morning so don't worry if kids interrupt and feel free to eat because we can't see anyway if the cameras are off. We will be running the AGM and there is the opportunity to hear what Engender has been up to and to facilitate that questions are heard, we will use the Chat Box for that. That is currently to send messages just to me. So if you want to ask questions or a comment or are having tech issues pop a message in the chat with a q for question, c for comment and t for tech. We have live captioning here and you can access them by clicking on the three little dots and more and then click closed captions to see the subtitle or the full transcript. So do make use of that. There is a link in the chat with a direct link to the subtitles and sometimes people prefer it in different formats and can format it as you like if you follow that link. I don't think I have any other housekeeping other than to say, I will send little messages if we need information. Without further ado passing over to Nina, the board's convenor.

Thank you and Good morning. It's a real pleasure to welcome you. I am Nina Murray, Convener of the Board of Directors. Thanks for joining us for our first ever online AGM. We hope you all have cups of teas, tasty snacks, and and are looking forward to this morning. Reminder that we have a quiz coming up after this featuring rounds including feminist books, sports and culture, and women's (clearly superior) covers of songs originally sung by men.

It's impossible to talk about the past year without, of course, talking about the Covid-19 pandemic and the impact it has had on all of our lives, our ways of working, and our emotional and physical wellbeing. Engender has been working throughout to highlight the impact of Covid-19 on women in Scotland, and putting pressure on Scottish Government to gender their responses.

You'll hear more about all of this work during the Director's Report. But the past year hasn't just been about the pandemic, and I'm so grateful that we were able to meet in person before March for our fantastic Scotland's Feminist Future conference at the women's library in January - for many of us, the last mass gathering we had this year! This year, more than ever, time seems to have taken on new meaning, and so I'm particularly pleased to be able to join you all today to look back on the vital work of Engender over the past year, and refresh our purpose for the year ahead. Looking backward at progress made offers new perspective going forward, and it is clear that our work for women's equality is far from over. All of this vital work is

supported by Engender's members, both individuals and organisations, and we're immensely grateful to all those with whom we work and collaborate to strengthen women's equality. You are all very welcome to the AGM. This morning we will first take care of the formal business, including electing our new board, hearing about the work of the organisation over the past year and our finances.

To get started with formal businesses first up to approve the minutes of the 2019 AGM which were sent in advance and shared in the chat. Are they an accurate minute of the proceedings - I will invite a proposer and a seconder. The vote will be done by a poll, this was what we decided but now, we are not going to use a poll. We will ask for a proposer and seconder. As we always do at the AGM. There is the link to the minutes in the chat now.

Next. Lesley to propose and Lisa to second.

Next up the voting on the board election. The vote is taking place online this year and all members should have received an email. You have 19 minutes left until 11am to vote. Now is the time to check the emails and spam for the voting link. You should have a link. If you didn't receive or can't find, message Engender Scotland in the chat. There is a link to the candidates being posted. All individual members are eligible to stand and we have 15 candidates this year. I will list the 15 candidates and I know that Alys asked for your pronunciation but here goes. Morag Innes, Iffat Shahnaz, Camila Cavalcante, Suzanne McLaughlin, C-Jay Quigley, Zara Kitson, Cat Dunn, Genevieve Marshall, Pamela Jasperse, Dr. Shelly-Ann Brown, Ally Thomson, Ghizala Avan, Erin McElhinney, Maria Pakpahan, and Anna Vogt.

Those are the candidates and thank you very much for standing. Brilliant to see 15 candidates standing. You have up to 5 votes each as there are 5 places on the board. You can't vote for one candidate more than once. The candidates will be elected with most votes will be elected, providing they also attract the votes of more than fifty percent of voters. We are using OpaVote for this online election. We will have the results after 11am.

Whilst you are voting we can move to the treasurer's report by Emily Thompson, in the absence of Jenny Bloomfield who is unfortunately unwell today.

Good morning! Okay, it's a pleasure to be here and I will start off with the income, which has increased from the following - {see slide}. This is an increase of 7.5%. We have increased the income from Scottish Government with additional grant funding {see slide}. 94% of the income from the Scottish Government and one of the strategic goals is to reduce the amount of income from Scottish Government by increasing income from other sources. We have bid for an accept additional -- additional Scottish Government funding for specific projects. We don't accept any funding from Scottish Government or other sources that requires any particular ... petitions.

The expenditure increased from the following - {see slide}. This year as in previous years we brought in more income than the year before. We can deliver more work. Key information - {see slide}. So from a position of no reserves 7

years ago we have 6 months of running costs in reserves, allowing the organisation to have financial resilience.

Happy to take any questions you might have?

No questions as yet but congratulations and thank you very much from Lesley, well done on the reserves.

No other questions.

You can pop the question to me in the chat with a Q on the topic and I can give you the mic.

A question in around impartiality and funding diversity, looking at the funding from Scottish Government and how that impacts on our work.

Thank you. Emily, do you want to take the question? I think you mentioned that in the presentation.

Is the question in the chat so I can read it?

It was about the proposed funding. How can you guarantee impartiality if most of the income is from the Scottish Government?

We don't accept funding with a requirement for impartiality or the taking of a certain position or view. It's a good question. Around that.

Emma might be able to confirm that is correct?

Yeah. Happy to. This has long been an advocacy priority for SCVO, the Scottish Council of Voluntary Organisations who have done a lot of work to ensure none of the government grants come with any position on lobbying and advocacy. Our policy positions aren't in any way influenced by the funding positions and the board scrutinises this. As Emily outlined in the presentation, we have a policy to try and increase the proportion of the income from other sources to maximise freedom to act across areas the Scottish Government could not possibly fund, questions that are political but still within the charity objective. But the funding comes with no conditions whatsoever in terms of charity objective. But the funding comes with no conditions whatsoever in terms of the positions we take. That is helpful and clear. Any other questions?

We have a couple of other questions on a related topic. Can you give an example of when you have opposed Scottish Government planned policy? I guess there is another question, is there a way to look at how funding breaks down to see how it helps women with other protected characteristics?

A really good question. We don't do accounting like that and those who reviewed the accounts in line with charitable accounting, we don't do a gender impact analysis of the groups of women we fund but it's a really interesting idea the board can give consideration to because we do specific pieces of work targeted at particular groups, Our Bodies, Our Rights work for example. I think we consistently oppose government policy. That is the purpose, to advocate for women's equality and rights to the Scottish Government and Scottish Parliament and that often involves critiquing the policies they bring forward. I will have a long list of things we have challenged and that is a core part of the role. We will hear more on that with the directors report. That is all the questions on the finances.

Before the report on the year's activities we need to vote on the independent examiner, inviting a proposer and seconder, to re-engage Stripe. Can we have a proposer and seconder and Alys can let me know when we have got those?

Lucy is proposing and we need a seconder. Lou Brody seconding. Thank you. Moving onto the director's report by Emma Ritch, the executive Director to present on what we have been doing.

As Nina set out at the beginning of the introduction, this has been a year very much of two halves. Although it hasn't been a linear time experience I will talk about two key things - the response to the pandemic and how Covid-19 has changed what we are doing and called on to do; then talk about the feminist advocacy as usual, pre Covid-19 and in recent months as the Scottish Government has started to pivot away from it's crisis response. We identified three really critical strategic priorities when the pandemic struck {see slide}. We didn't want all the things we fought for to get into programme for government to be paused unduly or to have deprioritisation under the guise of the pandemic response. We know at some point there would be a recovery and wanted women's equalities and rights to be advanced through this.

We drew on feminist activism and research done through other organisations during other pandemics the world has faced. We have seen in other pandemics that women are more at risk due to the caring duties and other factors, and the impact of this on women and girls education and we were keen to learn from that. The key work we did in response to Covid-19 fell under these headings. Eilidh and I did a lot of work trying to get equality and discrimination into the Covid-19 legislation and we wanted to gather evidence about women's experience to make sure they weren't made invisible through the process. We knew we would have to brief and communicate a lot about what was happening to women. We knew there would be additional demands around creating community and giving women information and the perennial question around making equality impact assessments functional. This was the biggest stress test for the government and they didn't hold up under pressure. We did get a principle of equality into the Covid-19 Act. We saw minimal impact of this but the Scottish Government is required to think about equality across it's work under those Acts.

We have seen huge evidence gathering and publications cited in Scottish Government and other organisations works. So our ideas are circulating out there although a deficiency in how some were turned into policy solutions. Engender has been involved in many of the groups considering the strategic response to Covid-19 and a key one is the social renewal advisory board. We have definitely acquired a lot of evidence about how gender mainstreaming isn't working, the feminist approach to making sure women and girls are thought about in policy development isn't happening inside Scottish Government or other public authorities.

We have seen some policy shifts: in the midst of this we have worked hard with other womens quality with a number of organisations and the collective advocacy has seen some content in the economic recovery implementation plan that would have otherwise expected. The social renewal advisory board recommendations I think will contain a lot of content produced by us and other women's organisations.

What is next? Covid-19 is not over obviously. We will continue to track the impact on women and as patterns of Lockdown develop we are seeing more bite

to some of the issues not considered in the first Lockdown, particularly unpaid work, care and how women's days are facilitated and enabled by public services. We will continue to do analysis on the impact of Covid-19 on issues around health, care and we will be developing research partnerships to look at some of the questions around particularly unpaid care. One thing we have always known at Engender is that unpaid care is one of the critical areas of feminist advocacy, something that women are primarily responsible for - data tells us that women do 68% of each of those pieces of work. That will be something we are considering carefully how to progress through the remainder of the Covid-19 response and into the future.

The other portion of the work we are doing - our work at the moment is divided into a number of spatial levels, to put it like that! We talk about gender mattering locally, we are referring to the social infrastructure that maintains sex as a hierarchy. We began the year of community around different experiences, with a really good conference at the Women's library. Since Covid-19 we have brought women together in different ways with film screenings and been involved in the gender representation of media online course. We have done a range of talks at schools and conferences, university and community groups. Our colleagues in communications have explored thematic areas of interest - a pod series on feminist language looking abortion, intersectionality, body image. We did the usual exploration of unpaid work on international women's day posting blogs on unpaid labour and the making work visible series at the weekend. And a new podcast series, The Briefing with information on unpaid care, the public sector duty and economic recovery.

National work informs the majority of work we do - we created several years ago a road map for women's equality and rights. We created a series of actions drawing on lived experience, the experiences of other women's equality and rights organisations to set out steps towards women's equality towards 2030. We have continued to deliver against that broad ambition this year.

Some key priorities for national delivery - in terms of the women's health group, looking at endometriosis and mental health, contraception, cardiac health and gender and health (see slide). Cutting across that and how racism is undermining women's health. We have done other work to explore women's health more broadly.

A second priority has been decision-making and representation with the launch of the Sex and Power 2020 report at the start of the year, and have been developing equal representation work throughout the year with funding to expand next year.

Housing and homelessness - as the work pre Covid-19 identified, this is an area often overlooked and we are hoping to refocus government attention to integrate this into the revisions to the housing policy.

Some work around misogyny - brought about by the government's own work to tidy up hate crime provisions in criminal law. Feminists have long been critical of this and we have been working to advocate for a more robust and useful response to this form of harassment.

For those who have been to the AGM previously, we were due a review of the public sector equality duty and this has been put on hold as a result of Covid-19. We are pushing for this and are very disconnected with the way the duty fails to drive action on women's equality and rights.

We managed to get a raft on provisions relating to equality into the Adt, including things on data including an equal pay review for the bank and we need to see action as the bank begins to staff up.

We have done a lot of demand led work, including things that have been paused, including work around {see slide}. The good news about the road map, we have analysed this over the last few years to see where the calls have got to in the road map and so many ideas have been taken up and explored and are finding their way into other documents and proposals and recommendations. We had hoped for a big report this year and next year we hope to chart some of the progress that the feminist ideas about policy change are making.

What have the wins been - last year I talked about nine areas of victory in terms of policy. Given the experience of Covid-19 I am not too disappointed to see a fewer number on this slide. I am pleased to say last year we secured notional funding for a women and media body scoping role and my colleague Miranda is doing that work for Engender. We recruited during the pandemic with over 600 applicants for the jobs on offer and that prompted us to think about the different ways we need to create into the women's sector.

In terms of the other national impact, we have seen the idea for a misogynist harassment action group taken up by Scottish Government and they are about to announce the chair. We secured a gender and health sub group of the women's health group. That is exploring some of the critical cross cutting issues around spending and budgeting and research, women in care and violence against women. We have had quite a long advocacy process to secure the scoping of CEDAW into government but that is there and maintaining the moment for women's rights instruments inside Scot's law. To pay tribute to policy colleagues on their work on this - Eilid Dickson, Jill Wood and Mariah who have worked throughout Covid-19 and the many frustrations and constraints this work brings and I think we have made progress on a number of really critical and systematic issues.

Another thing we have looked at is the infrastructure and the communications. And we have grown the membership and social media presence across the year, paying tribute to Anya, Maxine, Alys and Amanda. We do a lot of work to sustain ourselves as an organisation and have thought hard about working with other women's groups. We have resourced and secured funding for this.

Finally, if my voice holds out, what next? We are expecting choppy waters with brexit being destabilising to women's rights and equality. We are expecting churn with the Scottish Parliament elections but I have huge trust that feminist organisations will continue to work together to secure women's equalities and rights.

Thank you for the comprehensive overview of the work the team has been

doing over the last year. We are always impressed at the amount of work the staff team manage. When we get into the questions could folk slow down a bit so the captioner can keep up. We have quite a few questions coming through - I will take a few of these. We have questions about Covid-19 and the work in response to this. We have - has there been any consideration on older women's physical risks associated with being more likely to being care home residents? Did Engender undertake work around this? Do you want to take a couple of questions, Emma? That one on care homes. Can you give example of how the evidence was picked up in unsatisfactory ways in particular around Covid-19? What is a challenge around the good quality impact assessments? Given the gender disparities and how long term illness is treated, is there a specific focus on how women with long Covid-19 are being treated by doctors and know their rights on a legal and social basis/how many women spend years with long term illnesses trying to be believed and end up sicker due to that?

Thank you. On care homes, I think this is something that for health and social care is doing really brilliant work around. In terms of Engender's own role we are not focusing so much on experience as care home residents although that is part of the broader piece. We are calling for consideration of women who go into care homes to care for relatives and Lucy at the Alliance team have done more work on that. The key issues we perceive are to do with leadership and resourcing and gender competence, the knowledge and skills of women and men's different experience of the world and accountability. The Scottish Government is saying things that are broadly in line with our understanding. We heard a lot that people were delivery at pace and didn't have time to do comprehensive EQIA or integrate them into policy development. Our response is that you don't have time not to. When trying to respond to an emergency you have to think about women at the beginning because clear communication in a public emergency and clear processes are really important.

A couple of questions on hate crime: the first one which is linked to a later question is around how Engender is seeking members view on the hate crime bill. And a question about how priorities are set and discussed with members. Are we consulted and can we have any impact? Another one hate crime Bill, why have a working group on misogyny?

I would like to be clear here - that Engender is not funded for a huge amount of engagement and are not presenting our work as advocating on behalf of the members or as representative of women. The colleagues at the Scottish Women's Convention are funded in this way and we are glad to hear from members but our work is quite technical. I would not want to give the impression that membership privileges certain perspectives above others.

Why have a working group that doesn't include sex in the existing bill? We don't think this will help women and the working group will develop responses to women's harassment.

A question on commissioning research and how much we spend on this. And a last question around poverty, there has been no mention of this so far, the impact on women. Can you say more about our work on poverty?

I don't have the figures about how much we invested in commissioning research. I don't think it was a significant amount this year. I am pulling a figure out of the air, less than 10k pounds. We work on poverty consistently and the huge amount of work that we do on social security, we are involved in the social security act and Eilidh does a huge amount of detailed work on implementation and we may want to talk about that next year. In terms of priorities for the organisation, we are quite reactive to the agenda that Scottish Government and Scottish Parliament set for us, we are trying to influence live policy discussions and live parliamentary processes. But we do a range of engagement activities with members, with surveys on the website that you might want us to cover. We do a lot of work with the board to set strategic priorities so any thoughts you have, we would be glad to hear. But we need to maximise capability to engage with live policy discussions in Scotland.

Thank you. And thank you for the great questions. Really fantastic to have the engagement online. To reiterate some of the comments coming through, a huge thank you to the Engender staff for their work this year, incredible adapting to the challenges. Impressive how much work gets done. We are moving closer to quiz time. We now have the results of the election to the board. So I can announce that the following five people have been elected to the board - (read)

Thank you hugely to all the candidates - that was so fantastic to have 15 really fantastic stand and we are really delighted to welcome the five elected and for those who weren't, there are lots of opportunities out there to get involved and we are sharing other feminist opportunities in the Friday feminist five. Thank you to the board members standing down for their huge contributions - to Emily, the vice convenor for the last few years and it's been fantastic to have you on the board, Jenny Bloomfield the wonderful treasurer, Pam Duncan Glancy, who was fantastic and had a fantastic contribution to the board. And Lynne Williams, also had a great contribution to the board and thank you for time and..

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5 new board members:

Iffat Shahnaz, Dr. Shelly-Ann Brown, Maria Pakpahan, Zara Kitson and Camila Cavalcante.