

**FIRST MINISTER'S NATIONAL ADVISORY COUNCIL ON WOMEN AND GIRLS
CIRCLE EVENT**
31 March 2022: 16:00 – 17:15 via – ZOOM WEBINAR
SUMMARY NOTES
Advisory Council Members – Phase One and Two

Amina Ahmed (Phase One)	Scottish Government Fairer Future Codesign Panel	Apologies
Anna Ritchie Allan (Phase Two NACWG Co-Chair)	Executive Director, Close the Gap	
Amanda Amaeshi (Phase Two)	Girlguiding Scotland	
Jen Ang (Phase Two)	Co-Founder & Director, JustRight Scotland	
Sandy Brindley (Phase Two)	CEO, Rape Crisis Scotland	
Kara Brown (Phase One)	Director, Tiny Changes,	
Tressa Burke (Phase One & Two)	CEO, Glasgow Disability Alliance	
Dr Catherine Calderwood (Phase One and Two)	Executive National Clinical Director of Centre for Sustainable Delivery of Health and Social Care, Former Chief Medical Officer	Apologies
Revati Campbell (Phase One)	Convener of the Scottish Youth Parliament's Equalities and Human Rights Committee	
Nicola Dickie (Phase Two)	Interim Director of People Policy COSLA	
Sharon Edwards (Phase One)	STUC	Apologies
Vicky Featherstone (Phase One)	Artistic Director, London's Royal Court Theatre	Apologies
Jacqui Ferguson (Phase One)	Non-Executive Director, Croda PLC, Engineering UK, Tesco Bank and Wood Plc	Apologies
Professor Dame Anne Glover (Phase One)	President, Royal Society of Edinburgh	Apologies
Dame Katherine Grainger (Phase One)	Chair, UK Women in Sport	Apologies
Katie Horsburgh (Phase One – now supporting Phase Two member Amanda Amaeshi)	Volunteer Advocate, Girlguiding Scotland, Lead Volunteer, Girl Voice	
Dr Ima Jackson (Phase One NACWG Co-Chair & Phase Two member)	Senior lecturer at Strathclyde University	
Baroness Kennedy of the Shaws (Phase One)	QC	Apologies

Louise Macdonald OBE (Phase One NACWG Co-Chair)	Former CEO, Young Scot and National Director, Institute of Directors	
Pheona Matovu (Phase Two)	Co-Founder & Director, Radiant and Brighter	
Professor Angela O'Hagan (Phase Two)	Senior Lecturer, Deputy Director, WISE Centre for Economic Justice and Chair of Quality and Budgets Advisory Group	
Satwat Rehman (Phase One & Two)	CEO, One Parent Families Scotland	
Dr Marsha Scott (Phase Two)	Chief Executive, Scottish Women's Aid	
Claire Sweeney (Phase Two)	Director for Place and Wellbeing, Public Health Scotland	
Talat Yaqoob FRSE: (Phase One, & Phase Two NACWG Co-Chair)	Independent consultant and researcher. Founder of Pass the Mic and co-founder of Women 50:50	

- Deborah Fulerčik: Scottish Government Secretariat Manager
- Siobhan Taylor: Scottish Government Secretariat Officer

Phase One NACWG Co-Chairs Dr Ima Jackson and Louise Macdonald OBE opened the Circle meeting, welcoming everyone, including the First Minister, Minister McKelvie and Scottish Government senior leaders and officials joining to support to the launch of Phase Two of the First Minister's NACWG.

It was noted how the pandemic had exposed how deep rooted inequality against women and girls is, the harm it causes to them, their families and communities, and that lessons must be learned from that. Phase One leadership mentioned both the sense of pride in what has collectively been achieved so far and recognition that the work is not yet complete. Phase One's package of recommendations are bold, complex, and necessary, and are intended to create systemic change. Therefore the NACWG are pleased the Scottish Government has accepted all the recommendations, with some degree of action committed to.

Phase One Co-Chairs expressed gratitude to those who have been with and supported the NACWG from the beginning and those who have joined along the way. Thanks was extended to Minister McKelvie for her support throughout, and to the First Minister for having the vision for this work, trusting the NACWG, and for her strong support for gender equality which has inspired and motivated the NACWG to be courageous and ambitious in their work.

The next speaker was the First Minister, who thanked the Phase One Co-Chairs for their leadership of the NACWG during the first phase of this work. Ms Sturgeon highlighting the invaluable contribution made by the late Emma Ritch, not only to the work of the NACWG over the first phase, but to the wider feminist movement in Scotland, and how the loss was felt particularly strongly on a day like this.

The First Minister spoke of the significant impact many of the recommendations are already having before discussing the new remit of the NACWG agreed with the new Co-Chairs, the refreshed membership of the group and advised that she is looking forward to seeing how the NACWG takes forward this new phase of work. The First Minister thanked new and continuing members of the NACWG, the wider Circle, those attending on the day, and everyone who has contributed to the success so far, for their commitment to the cause of gender equality in Scotland.

New Phase Two Co-Chairs thanked the First Minister for her reflections and for her feminist leadership, putting in place the NACWG so that meaningful steps can be taken towards women's equality in Scotland. Gratitude was expressed to the Phase One Council members and outgoing Co-Chairs for their dedication and leadership through Phase One. The focus of Phase Two was briefly touched upon, as was the ambition on how accountability and participation can be done differently. A lived experience panel will be created to support Phase Two, with members drawn from grassroots and community groups, those with less access to power and influence, who will be supported and facilitated to also hold the Scottish Government to account on the NACWG recommendations. The Circle will continue to have a significant role in Phase Two and be encouraged to take inspiration from the package of recommendations that they helped to develop and take action in their own organisations or networks. Space will be created to allow the Circle to share and learn from each other and come together and celebrate progress.

Two short presentations then took place to discuss work already being taken forward, which were specifically chosen as they relate to the NACWG recommendations, and an invite to the Circle to consider what potential learning and support they may need to challenge gender inequality in their workplaces.

The first presentation was from Scottish Women's Budget Group on Gender Budgeting. Heather Williams explained that policy, spending, and revenue raising decisions which appear neutral, may have unintended consequences, including increasing gender inequality if care is not taken to eliminate unequal outcomes. She encouraged people to look into training, to make sure there is a focus on the issue and explore how it can be embedded into organisations and workplaces.

The second presentation was by Douglas Knox and Ella Hashemi from Forestry and Land Scotland. They shared their challenges and successes in addressing women's underrepresentation in a male dominated environment, working both on gender equality and wider intersectional equalities. They recommended a number of measures, discussed challenges that they encountered and future plans, recognising that it is a journey rather than a short-term endeavour.

Phase Two Co-Chairs thanked the presenters and advised the examples shared were inspiration and ideas for creating change, which may feel like a difficult journey at times, however the impact of taking positive action measures and working on changing cultures within organisations can be hugely powerful. Phase Two Co-Chairs are looking forward to hearing from Circle members about what they are doing within the spaces they occupy.

The event then opened up for questions to presenters and Co-Chairs. Questions included how to ensure marginalised women are involved in the participation work, gender budgeting and intersectionality, refugee women and girls, negotiations with HR regarding positive action, and accountability of leadership.

Phase Two Co-Chairs took forward closing comments, advising a new NACWG stand-alone website was also launched today and that further information could be accessed there. Thanks were given again to the First Minister, Minister McKelvie, Scottish Government officials and the Circle for attending and supporting the launch of Phase Two NACWG. Phase One Council members and Co-Chairs Ima and Louise were thanked again for their hard work and dedication during Phase One, along with the BSL interpreters and staff who worked to ensure the event was accessible today.