

SSAB NEWSLETTER



SPECIAL EDITION | INTERNATIONAL WOMEN'S DAY



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ABOUT INTERNATIONAL WOMEN'S DAY

2022 Theme and History

TUESDAY MARCH 8, 2022
INTERNATIONAL WOMEN'S DAY

Will you help #BreakTheBias?



International Women's Day takes place on 8th March every year to commemorate the cultural, political, and socioeconomic achievements of women. The day also marks a call to action for accelerating gender parity. Significant activity is witnessed worldwide as groups come together to celebrate women's achievements or rally for women's equality.

International Women's Day (IWD) is one of the most important days of the year to:

- celebrate women's achievements
- raise awareness about women's equality
- lobby for accelerated gender parity
- fundraise for female-focused charities

IWD has occurred for well over a century, with the first IWD gathering in 1911 supported by over a million people. [Learn about the history of International Women's Day](#)

The theme for 2022 is to #BreakTheBias towards a gender equal world. Whether deliberate or unconscious, bias makes it difficult for women to move ahead. Knowing that bias exists isn't enough. Action is needed to level the playing field.

- A world free of bias, stereotypes, and discrimination
- A world that is diverse, equitable, and inclusive
- A world where difference is valued and celebrated
- Together we can forge women's equality
- Collectively we can all #BreakTheBias

Purple, green and white are the colors of International Women's Day. Purple signifies justice and dignity. Green symbolizes hope. White represents purity, albeit a controversial concept. The colors originated from the Women's Social and Political Union (WSPU) in the UK in 1908.



Find out more - [International Women's Day 2022 \(internationalwomensday.com\)](https://internationalwomensday.com)

GENDER BIAS

#BreakTheBias

Gender bias is the tendency to prefer one gender over another.

It is a form of bias, conscious or unconscious, which occurs when one individual attributes certain attitudes and stereotypes to another person or group of people. These ascribed behaviours affect how the individual understands and engages with others.

In today's society, gender bias is often used to refer to the preferential treatment men receive. It's often labelled as "sexism" and describes the prejudice against women solely on the basis of their sex. Gender bias is most prominently visible within professional settings.

['Why does gender bias and discrimination exist in the workplace?'](#)

In this article eight professionals give their views on why gender bias exists and share their personal stories and experiences.



['Unconscious gender bias in the workplace: what it is, what it does and what to do about it'](#)

This article discusses what are biases, how they can affect decisions in the workplace, and how to take action and remove bias from decisions.



['9 Top Tips from UK Activists on How They Fight for Gender Equality Every Day'](#)

As the world marks another International Women's Day on March 8, we wanted to take a moment to think about — now that the issue is very much in the spotlight — what do we do to continue the fight?



So we asked some of our favourite feminist activists across the UK for their top tips on how they fight for gender equality every day.

ICONIC WOMEN

Ruth Bader Ginsburg

Born in Brooklyn, New York, in 1933

In 1956, Ginsburg became 1 of 9 women accepted to Harvard Law School, in a class of 500. She finished top of her class, but still did not receive a single job offer after graduation

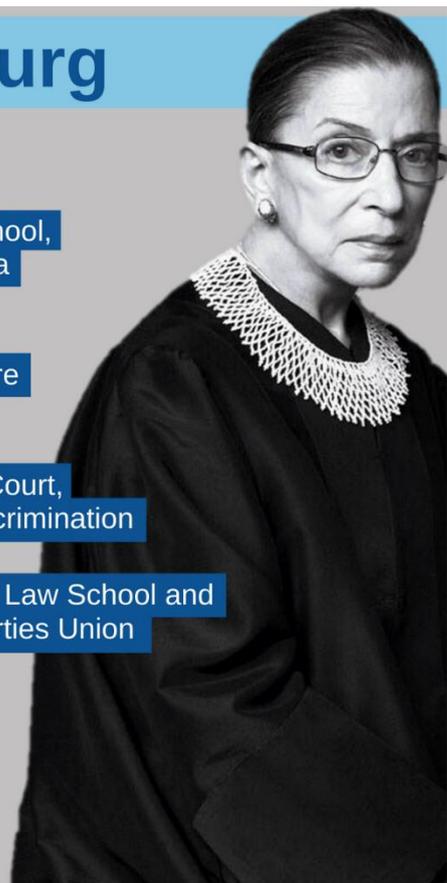
Eventually, Ginsburg became a professor at Rutgers Law School, where she taught some of the first classes on women and the law

In 1971, she made her first successful argument before the Supreme Court, marking the first time the court struck down a law based on gender discrimination

The next year, Ginsburg became the 1st female professor at Columbia Law School and she co-founded the Women's Rights Project at the American Civil Liberties Union

She began to launch a series of gender discrimination cases at the Supreme Court, taking down sexist laws & policies one by one

Nominated to the Supreme Court in 1993, becoming only the second woman ever confirmed to that bench



Leyla Hussein

Dr. Leyla Hussein is a psychotherapist, specialising in supporting survivors of sexual abuse. She is an international lecturer on female genital mutilation (FGM) and speaker on gender rights. Recognised as a key expert on the issue and a leading international campaigner against all forms of violence against women & girls

Born in Somalia, in 1980, and subjected to FGM at the age of 7

After moving to the UK, and completing her education, Leyla began working as a sexual health advisor and supporting survivors of FGM

In 2010, Leyla co-founded *Daughters of Eve*, a charity to help young women & girls, provide education and raise awareness of FGM

In 2013, *The Dahlia Project* was founded, supporting survivors of FGM

In 2014, Leyla presented *The Cruel Cut*, a BAFTA-nominated documentary following her work towards ending FGM in the UK. It helped to change British policies and law on how to tackle FGM

In 2019, Leyla was awarded an OBE for her work in tackling FGM and gender equality



Malala Yousafzai

Born in Pakistan on 12th July, 1997

After the Taliban began attacking girls' schools, Malala gave her 1st speech, aged 11, campaigning for her right to an education

Shortly after, she began blogging for the BBC, detailing her life under threat from the Taliban

In 2012, on her way home from school, Malala was shot in the head

After being left in a critical condition she was moved to Birmingham to receive further care

After recovering Malala began attending school in Edgbaston and later graduated from Oxford University

9 months after being shot, on her 16th birthday, she gave a speech to the UN, highlighting women's rights to an education

After this speech, the UN declared 12th July to be known as 'Malala Day'

In 2014, Malala became the youngest person ever to win the Nobel Peace Prize



Sonita Alizadeh

Sonita Alizadeh is a human rights activist and rapper, outspoken on the impact of forced marriage

Born in 1996, in Herat, Afghanistan

As a child, her family fled to Iran, claiming refuge to escape from the Taliban

At 16, her family attempted to sell her as a bride

In response, Sonita wrote and starred in a music video *Brides for Sale*, highlighting forced marriage and gaining global attention

She took part in a 2015 documentary *Sonita*, detailing her life as a refugee, and her family's attempts to sell her into marriage

Her situation was brought to the attention of an American charity, who offered her the chance to live and study in the U.S.

She was named in the BBC's 100 Inspirational Women list of 2015



Leymah Gbowee

Leymah Gbowee is a Liberian peace activist, social worker and women's rights advocate

Born in Central Liberia, in 1972

After the 1st Liberian civil war ended, Leymah trained as a social worker to counsel those traumatised by the war

In 2003, she led the *Women of Liberia Mass Action for Peace* movement, bringing together women from different religions, to help end the 2nd civil war

In 2011, Leymah was awarded the Nobel Peace Prize for her part in the movement

In 2012, she founded the *Gbowee Peace Foundation Africa*, providing education and opportunities for women and girls in West Africa

Leymah continues to travel the world, highlighting the issues of gender inequality and gender based violence



Sampat Pal Devi

Born in 1960, in Uttar Pradesh, India

Sampat was taken out of school at the age of 12 and forced to marry. She gave birth to her first child at 15 years old and had 5 children by the age of 20

In 2006, after witnessing a man beat his wife, in her North Indian village, she founded *Gulabi Gang*, to help prevent women experience the same fate

Gulabi Gang is a vigilante group of women, who protect the powerless, and fight against child marriage and domestic violence

Recognisable by their pink sari's, they offer support and training to women in the region

It is estimated they have as many as 270,000 members across Uttar Pradesh



RESOURCES

Local & National Services

[Birmingham & Solihull Women's Aid](#)

Birmingham and Solihull Women's Aid (BSWA) grew out of the 1970s women's movement. More than 40 years on, they are the leading provider of support services for women and children affected by domestic violence and abuse in the West Midlands.



Before BSWA there was no provision for women and children escaping domestic violence and abuse in the area. In the late 1970s, a group of women created a squat in an empty building and gave shelter to women fleeing abuse. Although this refuge was not official, local housing workers and police referred women and their children there.

[Roshni Birmingham](#)

They support Black, Asian & Minority Ethnic communities (BAME) affected by domestic abuse including Forced Marriage & Honour Based Abuse.



Set up in 1979, Roshni Birmingham is a leading provider supporting BAME communities through their journey to safety, confidence and independence to live free from violence, abuse and fear.

[Karma Nirvana](#)

Karma Nirvana was founded by [Dr Jasvinder Sanghera CBE](#), after she escaped a forced marriage at 15 and tragically lost her sister to Honour Based Abuse.



In 1993, Karma Nirvana became the first specialist charity for victims and survivors of Honour Based Abuse in the UK.

Since then, they have led the campaign against Honour Based Abuse – supporting, empowering and educating those impacted, so they can live a life free of abuse.

[The Waiting Room – Birmingham & Solihull](#)

The Waiting Room is a health and wellbeing directory specifically dedicated for the people of Birmingham and Solihull.



It provides visitors with links to 100's of Birmingham and Solihull based services that can help people take more control of their own health and wellbeing. It also provides links to key national organisations that can help people help themselves.

Training

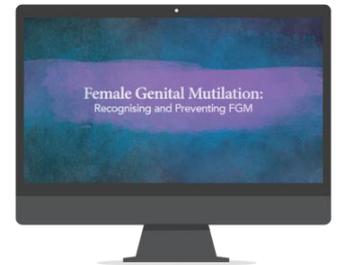
The Home Office have online training available on both Female Genital Mutilation and Forced Marriage.



Objective: To provide an overview of Female Genital Mutilation (FGM) and professionals' safeguarding responsibilities in FGM cases

Learning Outcomes:

- Understand what FGM is and distinguish the four types of FGM
- Identify key health risks and consequences of FGM
- Identify who is at risk of FGM and describe key indicators
- Be aware of your role in preventing FGM and supporting those who have undergone FGM



[FGM E-Learning](#)

Objective: To provide an awareness of forced marriages and how to respond

Learning Outcomes:

- Recognise the warning signs
- Take the right actions to help protect the potential victim
- Co-operate effectively with other agencies



[Forced Marriage Awareness](#)

[GamCare](#) are currently providing free, online training about women and gambling related harms. Suitable for those working in the Public or Third Sector in the West Midlands.

There are around 500,000 problem gamblers in the UK, up to 20% of whom are women. For every person who has a problem with gambling, up to 10 other people can be affected, and women are disproportionately at risk of experiencing gambling-related harm.



[Find out more information, see the available dates and book on to a session via Eventbrite](#)



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West Midlands Adult Safeguarding Policy & Procedures

Adult Safeguarding: Multi-Agency Policy and Procedures for the protection of adults with care and support needs in the West Midlands --- [Click here to view the Procedures](#)

To Report Abuse

Tel: **0121 704 8007** (Office Hours)
Tel: **0121 605 6060** (Out of Hours)
Tel: **101** – Police (Call **999** in an emergency)

Safeguarding Referral Form

Public - [Find the details on our website](#)
Professionals - [Click here to make a referral to SMBC Adult Social Care](#)