



Education Services

International Women's Day 2022

Tuesday 8 March

Individually, we're all responsible for our own thoughts and actions - all day, every day.

We can break the bias in our communities.

We can break the bias in our workplaces.

We can break the bias in our schools, colleges and universities.

Together, we can all break the bias - on International Women's Day (IWD) and beyond.

During COP26 one of the activities which was particularly successful was a programme of events for girls and young women from S3 classes across our secondaries, linked to Sustainable Development Goal 5: gender equality and women's climate leadership.

These sessions were held every day across COP26 in partnership with the Centre for Climate Justice at Glasgow Caledonian University. They involved a range of inspiring women speakers from around the world and culminated with an address to the young women from Mary Robinson, the former Irish President and UN High Commissioner for Human Rights. The Council, with Education Services intends to continue with this work and to look for further connections on climate and gender with girls and women from other cities and nations.

When Mary Robinson spoke to our young women, she made a call for solutions to the climate emergency:

“A feminist solution includes as many men as possible, so I want you to do me a favour and make all your brothers feminist. A feminist solution isn't a solution of only women – it's a balanced solution between women and men.... but done the woman's way! Young people can lead, and older people can listen”

We now aim to encourage all our schools to get involved with International Women's Day 2022. This is not new work for our schools. We know there are amazing projects undertaken every year: this resource pack will augment that work.



International Women's Day Information



The International Women's Day Website contains a range of resources and ideas. Find them [here](#)

Read more about the theme #BreakTheBias [here](#)

Strike the #BreakTheBias pose, take a photo and share on socials – you can also submit these directly to the website [here](#)

Download the social media cards and upload #BreaktheBias comments and thoughts [here](#)



Use the week leading up to ~IWD2022 to focus on SDG5. Find out why it matters [here](#)

Investigate the goals for SDG5 – what can we do individually and collectively?

Engage in age appropriate, discussion on SDG 5 and the related targets.

Celebrate Women's Achievement: Invite in Speakers

Consider who in your local area could visit a class or present at a learner committee or at an assembly. Families, communities, local businesses, Social enterprises, STEM ambassadors etc across the city have women who can share the work they are doing in their particular area. You will know who in your community context would be able to support.

Guest speakers for upper primary/lower secondary

As part of our events this week, we have a number of women working and studying in a variety of STEM fields, from aero-mechanical engineers to process chemists; who have volunteered to visit a class or two in schools (either in person or remotely) to talk about their career and their journey in the hope that we may inspire some of our learners to explore these fields. Volunteers will be allocated on a first come, first service basis. If you would be interested in a Women in STEM speaker, please contact our STEM Development Officer, Jaimie Cunningham on Jaimie.cunningham@glasgow.gov.uk to arrange a visit.



Find Glasgow's Invisible Women

Who are the women from our city's history we can celebrate and find out more about?

[Glasgow Women's Library](#) is an amazing resource – check them out! Start out on their website by finding out more about artist [Joan Eardley](#) who used to have her studio in Townhead. Here are some others from history to research: **Eunice Murray, Helen Crawford, Mary Barbour, Winnie Drinkwater, Isabella Elder, Jessie Stephen.** Build your own list!

Don't forget that we had many inspiring women speak during #GirlsAtCOP26. Lots to research here! They included Glasgow's own **Amal Azzudin and; Eva Peace Mukayiranga, Lolita Jackson, June Almeida, Izzie Erikson, Jude Kelly, Jackie Tolland, Sara Sheridan and Mary Robinson**

Celebrating IWD22 Secondary Events on Tuesday 8 March

In recent years the EIS has been delighted to support IWD by holding events in the City Chambers supported by Education Services, for young women from our city schools. At these events there have been opportunities to talk to girls about their hopes and dreams, giving them the chance to speak with women from many different walks of life and to ask questions of others, all over a nice cuppa and piece of cake.

This year we are offering two events one online for all schools to access and a smaller in person event with invites coming soon

The **online morning event** for Secondaries, will be focused **on writing and mental health.** We are delighted to say that Dee Matthew a national EIS organiser will be presenting live.

During Covid lockdowns Dee took up writing and performance poetry and is looking forward to sharing her experience with schools, some of her writing and to set a wee challenge for schools for IWD22. Information will be provided nearer the time on how to access this.

The **afternoon event** will focus on the contribution of BAME/People Of Colour women and girls in Glasgow. Invites will be sent to schools.



Glasgow Loves Reading!



For our Primary and ASL schools we are delighted that the EIS are donating two gorgeous books, Herstory and Fantastically Great Women, for school libraries. These books will provide classes with a resource for exploring how women and girls have made a difference in the world. Each book will contain a commemorative bookplate which notes IWD22 and EIS175, the celebration of the 175th anniversary of the forming of the EIS. We hope that schools will make use of the books during the celebration of IWD22 and beyond.

What literacy work can you plan around these books? GIC will be providing a range of suggested literacy work [here](#).

Check out some suggested great reads below. Remember to tag in @EdISGlasgow on twitter and use #BreakTheBias #IWD2022 #OurDearGreenPlace #GlasgowLovesReading21 and build up those shelfie pics! #EdISShelfie

Early Years:

Think Big Little One by Vashti Harrison for Age 3, This Little Trailblazer by Joan Holub for Age 3 – 5

Primary:

Counting on Katherine by Helaine Becker for Age 5-9, She Spoke: 14 women who raised their voices and changed the world by Kathy McMillan & Manuela Bernardi for Age 6-9, 100 Women Who Made History for Age 8-12

Secondary:

Because I was a Girl by Melissa De La Cruz age 12 - 18



Practitioners



STEM Challenges

Try out our new **Women In Stem challenges** during week beginning 5 March.

You can find them on the STEM Glasgow website in the resources section here:

<https://www.stemglasgow.co.uk/Resources/DownloadResourceDocument/129>

We would love to see what your school is doing so please:

- share what your school is doing
- use the hashtags #OurDearGreenPlace #BreaktheBias #IWD2022
- tag in @STEMGlasgow and @EdISGlasgow

Throughout our week long celebration, keep an eye on our @STEMGlasgow twitter page where we will be highlighting some of our local female STEM role models along with some additional challenges.

Glasgow Education Services Vision for STEM is that our young people, practitioners and partners work collaboratively to support the development of STEM based knowledge, skills and opportunities, increasing the skills for life, learning and work of our young people and supporting Glasgow's economic development.

The data shows that there is a pressing need for greater diversity of people taking STEM courses and training programmes and employed in the STEM sectors.

We need to continue to push to achieve an improved gender balance and address the negative impact of social disadvantage in STEM courses, training and work. There are other disparities in participation and achievement in STEM in terms of race and disability that must also continue to be tackled.

Gender imbalances in participation in STEM courses are evident across the education and training system. Overall, girls are under- represented in STEM subjects at school.

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There are wide variations in the pattern of female and male participation in the different STEM subjects and courses with males being over-represented in subjects such as physics, engineering, computing and construction.

Conversely, females are over-represented in subjects and courses relating to biology, life sciences, medicine, dentistry and veterinary science.

Glasgow Education Services proactively develop a range of events, programmes and learning experiences to take steps to redress this balance. We recognise there are broader societal issues that need to be tackled. Equality for women is at the heart of the Scottish Government's vision for an equal Scotland and we continue to consider the need for, and support, positive action projects that address gender imbalances in STEM sectors to support our young women through their learning journey.

Women engineers still make up a tiny minority of the profession in the UK, which has the lowest percentage of female engineers in Europe.

In 2019 UNESCO data showed that less than 30% of researchers worldwide are women. Globally, female students' enrolment is notably low in ICT, natural science, mathematics and statistics and in engineering, manufacturing and construction.



Some ideas.....



North East – Active Schools -Warrior fitness initiative (Girls fitness classes/Gym programme)

#IWD22

A Ladies only fitness boutique gym (Warriors) are delivering a girls fitness programme throughout the St Mungos cluster schools. Developing the programme through this local gym has resulted in several schools taking up the girls only offer.

The Active Schools coordinator, Richard Morgan is building the programme in St Mungo's with the view of girls going along to the Warrior fitness gym during the block. They offer an array of classes and tailor sessions to suit any age group in the schools. The Warriors are delivering in most of the primaries including pupil/family/staff sessions. There are also work experience opportunities (DYW) for senior girls who show interest in the sport sector, with the St Mungo young sport ambassadors keen to try and get on board with this.

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There has been such an interest in the girls only sessions that other Active Schools coordinators have since reached out about the programme so watch this space for further growth.

Again - speak to active schools co-ordinators about activity in your local area. Join the girls can movement!



North East – Active Schools- Monthly girls football festival at the Emirates

#IWD22

In order to increase the opportunities for girls football across some Eastend schools, a girls football festival has started.

St Anne's and St Michael's Primaries recently started a girls' football lunchtime and after school clubs

The first festival ran in the Emirates Arena in September where both schools brought a p6 team and a p7 team. 26 girls took part in this and absolutely loved it.

The festival has now grown in numbers with other local walking schools taking part. All these schools have now started girls' football training.

It is hoped that we this will continue to grow with up to around 8 schools with around 75 girls getting to play in a festival each month. Watch this space!

Engage with your active schools co-ordinators around similar initiatives in your areas.

And More Coming Soon...

Building on their successful partnership working, Glasgow University and GIC have launched an exciting Second Level project which develops Literacy and Numeracy within the context of engineering. Glasgow University's 'FemEng' is a group of female engineers who have provided guidance, live webinars and recorded lessons to promote STEM careers for young people, with a particular focus on empowerment of women. In addition, there are active and engaging sessions which explore the five engineering disciplines, and these are underpinned by aspects such as research skills, short talks and information handling. There are also links to COP 26 and how engineering can have a positive impact on climate change. The GIC team developed the Literacy and Numeracy inputs and supports staff to implement and evaluate the project. Twenty one schools have participated so far, with further opportunities next session for schools who want to be involved. Contact GIC for further information #FEMENGG

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