

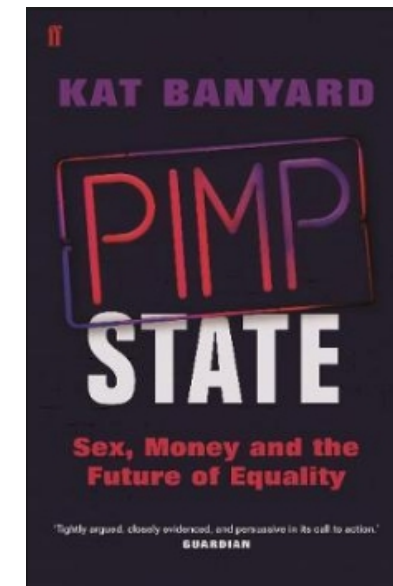
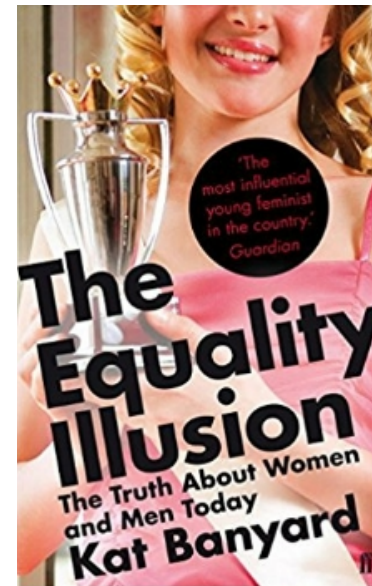
# UK FEMINISTA

**Kat Banyard**

Director

@UK\_Feminista

[www.ukfeminista.org.uk](http://www.ukfeminista.org.uk)





# UK FEMINISTA SUMMER SCHOOL

Two days of training in feminist activism.  
Open to all women and men who want to  
create a more gender equal world.

SAT 31ST JULY -  
SUN 1ST AUGUST  
2010  
10.00AM - 5.00PM  
BOTH DAYS.

AMNESTY INTERNATIONAL  
HUMAN RIGHTS ACTION CENTRE  
17-25 New Inn Yard, London  
EC2A 3EA

For the full line up and  
to book your place visit:  
[www.ukfeminista.org.uk](http://www.ukfeminista.org.uk)

ABSOLUTELY FREE

#### WORKSHOPS INCLUDE:

- Running a feminist group
- Effective campaigning
- Using the media
- Influencing local and national decision makers
- Fundraising skills

#### PANEL DISCUSSIONS:

- The importance of feminist organising
- The feminist year ahead
- Women and the media
- 'Feminist Question Time'

#### SPEAKERS AND CONTRIBUTORS:

- Kira Cochrane, the Guardian
- Pragna Patel, Chair of Southall Black Sisters
- Shaista Gohir MBE, Executive Director of The Muslim Women's Network UK
- Karin Robinson, Vice Chair of Democrats Abroad UK
- Heather Harvey, campaign manager, Amnesty International
- Denise Marshall OBE, Chief Executive of Eaves
- Baljit Banga, Director of Newham Asian Women's Project
- Julia Minnear, Women's Environmental Network
- Kat Banyard, Director of UK Feminista & author of The Equality Illusion
- OBJECT
- Hannah Pool
- Lynne Parker, Funny Women
- Zoe Williams, the Guardian

UK Feminista  
[ukfeminista.org.uk](http://ukfeminista.org.uk)

# UK Feminista SUMMER SCHOOL

ABSOLUTELY  
FREE

13TH - 14TH AUGUST 2011  
@ UNIVERSITY OF BIRMINGHAM

2 DAYS OF TRAINING IN FEMINIST ACTIVISM.  
INSPIRATION SKILLS SOLIDARITY

## LINE UP:

WORKSHOPS ON:

DIRECT ACTION  
EFFECTIVE CAMPAIGNING  
RUNNING A  
FEMINIST GROUP  
MEDIA SKILLS

AND MANY MORE...

FEATURING:

MILLION WOMEN RISE  
OBJECT  
BIRMINGHAM  
FEMINISTS

\*FOR THE FULL LINE UP AND TO BOOK YOUR PLACE VISIT:

[WWW.UKFEMINISTA.ORG.UK](http://WWW.UKFEMINISTA.ORG.UK)

OPEN TO ALL



UNIVERSITY OF  
BIRMINGHAM

UK Feminista



# SUMMER SCHOOL

17-18 AUGUST  
2013

Organise for a world  
without

A weekend of  
hands-on training in  
feminist activism

LEARN  
HOW  
TO...

PLAN  
creative  
PROTESTS

OPEN  
to ALL

Run  
WINNING  
campaigns

Set up a  
POWERFUL  
feminist group

Featuring

UK Uncut • No More Page 3  
Everyday Sexism Project • Southall Black Sisters  
South Asia Solidarity Group • Women's Network  
Women for Refugee Women • Imkaan

FOR FULL LINE-UP AND TO BOOK YOUR PLACE VISIT:

[WWW.UKFEMINISTA.ORG](http://WWW.UKFEMINISTA.ORG)





# SET UP A FEMINIST GROUP

## WHY START A FEMINIST GROUP?

- Organise winning campaigns
- Tackle local issues
- Influence local and national politics
- Support national campaigns
- Friendship and solidarity

### EFFECTIVE FEMINIST GROUPS ARE:

ACTIVE & FUN!  
STRATEGIC & INCLUSIVE  
INFORMED

## Getting Started

- Set up an email address, Facebook group and Twitter account – so people can share it
- Organise your first meeting
- Choose a name for your group

WRITE YOUR GROUP DETAILS HERE:

GROUP NAME:

## RECRUIT MEMBERS

How you go about recruiting members will depend on whether you are setting up your group in a school, university, workplace or in your local community.

Here are some ways to consider:

- Ask your friends or fellow students
- Advertise through feminist media and networks
- Contact local women's organisations
- Put up posters
- Organise an event
- Send out a press release
- Book a stall at your student union's Freshers Fair
- Give a presentation during your school's assembly

## Decide how to WORK TOGETHER

How members organise together will be key to the success of your group. Find an organising structure that works for you. Here are some issues to consider:

### ROLES

### DECISION MAKING

For every day-to-day decisions you may find there is unanimous agreement. For some, however, there will be differing opinions and you will need a process for arriving at collective decisions.

There are different ways of achieving this:

- Voting:** The option receiving the majority of votes is selected.
- Consensus:** This is a process that aims to find common ground and solutions that everyone finds acceptable. Find out more at [www.safeforchange.org.uk](http://www.safeforchange.org.uk).

**Constitution:** You may want to adopt a constitution or set of values and beliefs which act as the bedrock of your group's decisions.

## RUN EFFECTIVE MEETINGS

Bringing about fundamental social change takes a bit of planning – and meetings are a chance to do just that.

**What:** Meetings can have different functions – such as planning, learning about issues, and taking action. Try to vary your meetings so they're not always the same.

**When:** Try to meet as regularly as possible but

WRITE DOWN THE DATE, TIME & VENUE OF YOUR FIRST MEETING.

### PRE-MEETING PLANNING

Before you meet, decide on:

- The time of the meeting
- The agenda
- Resources you will need
- Activities you will run
- How you will follow up after the meeting

### EFFECTIVE MEETINGS ARE:

WELL ORGANISED ENJOYABLE  
OPEN & ACCESSIBLE PARTICIPATIVE

## CHOOSE YOUR COMMUNICATIONS

Effective communication between meetings will help keep members informed and interested and will also be useful in

# PLAN YOUR OWN FEMINIST HUSTINGS

## WHAT IS A FEMINIST HUSTINGS?

A feminist hustings is a forum for the public to hear how their candidates plan to tackle women's inequality.

## WHY SHOULD I HOST ONE?

IN 2010 THE GENDER PAY GAP WIDENED TO 15.7%  
FROM 2010-2019 THE NUMBER OF WOMEN REFUGEES DROPPED FROM 17 TO 155

Holding a hustings event will give you and others a chance to find out what your prospective parliamentary candidates will do to advance women's equality if elected.

## WHEN? SHOULD I HOLD IT?

BE FLEXIBLE  
4-6 WEEKS BEFORE

### GUESTLIST

## HOW DO I DO IT?

Now you can get creative! Here's a handy step-by-step guide to get you started.

### 1 DECIDE ON YOUR APPROACH

Are you one person doing all the work, or can you form a small working group or a coalition of women's groups? Are you personally a member of a political party? Remember not to give the impression that you're pushing for one party.

### 2 APPROACH YOUR CANDIDATES

Start this step as soon as you can!

### 3 LOGISTICS

Choose and book a venue

Decide who will chair the event

The chair may need to keep the candidates in line – although they have a platform, they cannot use it to denigrate or discriminate.

### 4 PUBLICISE

Find your audience: Advertise locally and draw up some excitement.

Tell the local media – they may want to attend and cover the event.

### 5 SETTING THE PROGRAM

Once everything else is sorted, you'll want to plan the programme prior to the event.

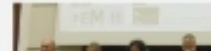


## YOUR THOUGHTS & QUESTIONS:



## 5 TOP TIPS

1. Nominate a timekeeper. Give each candidate 30 seconds to answer questions
2. Treat each speaker fairly
3. Brief your speakers
4. Pick questions diversely. And remember, as a host, you're not there to argue!
5. The audience should ask questions rather than make points – a good question will prompt responses that everyone can learn from.



# HOW TO USE THE MEDIA

## FIRST: DECIDE ON THE BASICS

- What is your objective? Be clear about why you are spending time trying to get in the press.
- Who is your target audience? Who you are trying to reach with your message will influence what media you target.
- What is your key message? What is the main message you want to get across through the media? Try boiling it down to one pithy soundbite or sentence.

WRITE YOUR KEY MESSAGE HERE:

## Write A PRESS RELEASE

Send a press release to journalists to tell them about your story and convince them to cover it. A Press Release should look something like this:

**PRESS RELEASE FROM:** \_\_\_\_\_  
**CONTACT:** \_\_\_\_\_

**ATTENTION GRABBING HEADLINE!**

Paragraph detailing: What? Where? When? Who? Why?

A paragraph providing background information.

"A quote from a representative of your group."

**ENDS**

Notes to editor: Key details about your group, your story, and any references.

Download a template press release at [www.ukfeminista.org.uk](http://www.ukfeminista.org.uk)

Email your press release to individual journalists, news agencies like the Press Association, and the 'newsdesk' or 'forward planning desks' of individual papers and broadcasters. Find contact details online or by

## Pitch!

After you've emailed out your press release it's crucial to phone the media outlets you want it covered in and 'pitch' the story to them.

### TIPS FOR PITCHING:

- Practice before you call
- Make your pitch short and succinct
- Be confident
- Keep a log of your calls
- Phone while there's still time for the journalist to run the story!

## GIVING INTERVIEWS

### BEFORE THE INTERVIEW:

Ask the journalist questions:

- How long will the interview last?
- Will it be a live or pre-record?
- Where will it take place?

WRITE DOWN THE 3 KEY MESSAGES YOU WANT TO GET ACROSS IN THE INTERVIEW:

- 1.
- 2.
- 3.

**Predict:** What questions they might ask and prepare your responses.

**Practice:** Get comfortable saying your key messages and responses out loud.

### DURING THE INTERVIEW:

- Don't assume knowledge – use language that is clear and simple.
- Use soundbites, statistics or case studies.
- Appeal: relevant and confident.
- Focus on getting across your key messages at the earliest opportunity.
- Don't say anything you wouldn't want to see in print – nothing is off the record.
- Try to enjoy it!

## Remember THE ABC

If you are asked a question you don't want

# PLAN YOUR OWN CAMPAIGN

WHAT FEMINIST ISSUE DO YOU WANT TO TACKLE?

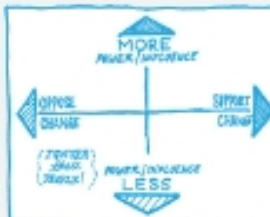
Violence against women • Pay gap • Access to justice • Childcare • Lack of female politicians • Representation of women in the media • Other...

## FIRST DECIDE your aim

Your aim is the change you want to see in the world as a result of your campaign. To clarify your aim, write down the problem you want to tackle, then flip the statement into a positive aim.

## WHO IS YOUR TARGET?

Your target is the person (or people) with the power to make the change you want to see. You should also think about the people who have influence on your target. May those people or groups on the 'power map' below, placing them according to how much influence they have on your target and how supportive they are of your aim. Then you can prioritise who to focus on.



## THEN ANALYSE the SITUATION

There are reasons why the change you want to see hasn't happened yet. What are they? How can you overcome them? Get down to the root causes of the problem to see how it can best be tackled.

## IDENTIFY your OBJECTIVE

Your objective is exactly how you will achieve your aim. Make it SMART: Specific, Measurable, Achievable, Realistic, Time-bound.

## DECIDE on your TACTICS

What tactics will you use to influence your target? Can they be persuaded on the issue itself or do you need to appeal to their other interests?

- PUBLIC PRESSURE
- CONSUMER POWER
- BRAND DAMAGE
- LEGAL ACTION
- VOTER MOBILISATION

What methods will you use to put your chosen tactic(s) into action?

- PROTEST
- SOCIAL MEDIA
- STUNT
- BOYCOTT
- LETTER WRITING
- PETITION



## PLAN YOUR COMMUNICATIONS

WRITE DOWN YOUR CAMPAIGN NAME:

How does it look? Does it capture the change you want to see? Is it short enough to be a Twitter hashtag?

## 30 SECOND PITCH

If you had just 30 seconds to convince someone to support your campaign, what would you say?

KEY MESSAGES: Write the top 3 messages you want to get across

- 1.
- 2.
- 3.

## FINALLY!

## MAKE YOUR STORY NEWS

News is only news if it's new! To make your





TESCO Metro

TESCO Metro

TESCO: LOSE THE LADS' MAGS

TESCO: LOSE THE LADS' MAGS

TESCO: LOSE THE LADS' MAGS

TESCO: LOSE THE LADS' MAGS

TESCO: LOSE THE LADS' MAGS

Every little helps  
SEXISM

CUT YOUR EX'S FACE,  
AND THEN NO-ONE  
WILL WANT HER

TESCO: LOSE THE LADS' MAGS

Don't fuck her until you've  
FULLY EXPLOITED HER  
... and TREAT HER LIKE SHIT  
... Swear at her, whatever  
SHE WON'T THANK YOU FOR IT  
but when she's horny  
she'll fantasise about being  
fucked by you

SEXISM

Every lads' mag helps

#losetheladsmags

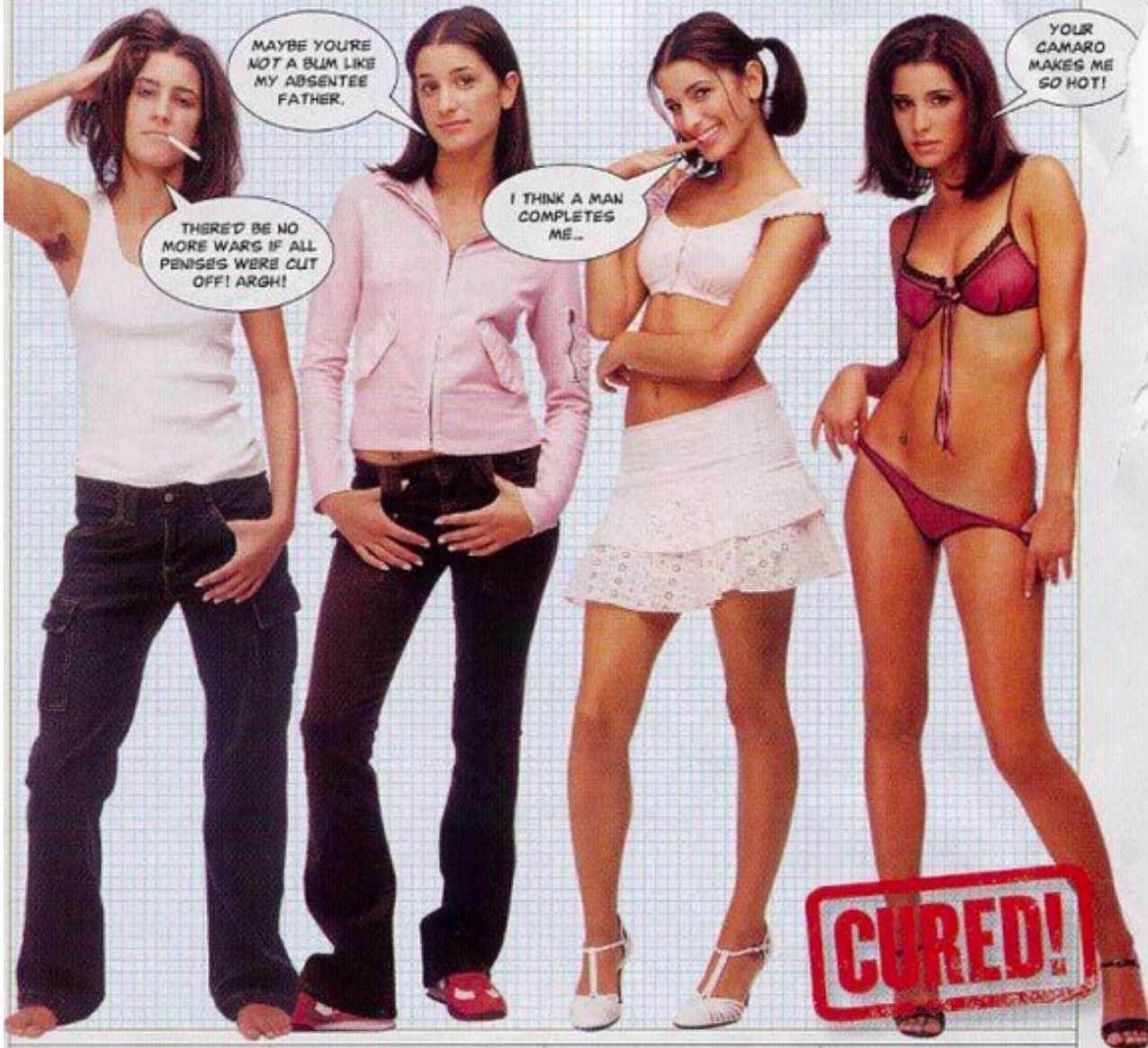
# Theory of change



> HOW TO

# CURE A FEMINIST

Turn an unshaven, militant, protesting vegan into an actual girl!





# WHY EVERYONE'S TALKING ABOUT the new feminism

From Jane Austen on £10 notes to the campaign against Page Three, a new generation of women is breaking down barricades in the name of feminism. Zoe Williams celebrates the return of the F-word...



Caitlin Moran is telling us how to be a woman

Kat Banyard of UK Feminista is leading the fight for equality



Laura Bates says 'enough' to everyday sexism



Woman of £10 note: Jane Austen is on the money



THE GUARDIAN: GETTY; PAUL ROBERTS; DITE MEDUCCOTT

have often accused feminists of separatism, of wanting to erase men from the landscape or at the very least ignore them, but that couldn't be further from the true purpose of this business. When you try to stamp out injustice, you create a foundation for genuine fellowship. Feminists aren't out to get men. Feminists love men.

**Women**

# 'Feminism is not finished'

After years of derision, feminism is finding its voice again, from grassroots protests to a flurry of books, websites and even a summer school. But will it lead to real change?

Kira Cochrane

Saturday 24 July 2010 07.00 BST





# Tackling sexism in the education system



# Sexual harassment

- Over a third (37%) of female students at mixed-sex schools have experienced sexual harassment while at school.
- Almost one in three (32%) teachers in mixed-sex secondary schools witness sexual harassment in their school on at least a weekly basis.

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“Some of the boys make comments on a lot of the girls in our years bodies and the girls just have to ignore it because no one thinks it’s a big deal. The boys also slap the girls butts and touch their breasts without any consent.” - Female student “I was in a French lesson in year 8 and a boy sitting next to me kept groping my bum and tried moving his hand to my front.” - Female student “Boys often lift skirts up and whistle and treat girls in a sexual manner and nothing gets done about it.” - Female student “A boy touched my bum and try to touch my boob. I felt uncomfortable and I didn’t tell him because I was scared but I tried to ignore him.” - Female student “Some of the boys in my primary would air hump behind girls when they weren’t looking” - Male student “Some of the boys in my primary would air hump behind girls when they weren’t looking” - Male student “A female pupil disclosed a class mate had ‘groped’ her at lunch time. She was disciplined when she retaliated but did not want to tell a male colleague about the incident.” - Secondary school teacher “Boys touch girls inappropriately in corridors and at lunch/break times, they all seem to find this normal” - Secondary school teacher “In class boys talk about girls’ bodies and what they ‘would do to them’, make female sex noises at the girls, and if a girl has a particular photo was them, have they got it shaved what it looks like. They’ve even used the word ‘abuse of intimate photos.’” - Secondary school teacher “Female teachers have been sexually assaulted by male pupils in corridors and classrooms. This often happens when there’s a crowd or disruption so that they are more likely to get away without getting caught or identified. 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“It’s just everywhere”  
A study on sexism in schools  
— and how we tackle it

education UK FEMINISTA



**“Boys often lift skirts up and whistle and treat girls in a sexual manner and nothing gets done about it.”**

*– Female student*

**“It’s just everywhere”**

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# Sexist language

- 66% of female students and 37% of male students in mixed-sex sixth forms have experienced or witnessed the use of sexist language in school
- 64% of teachers in mixed-sex schools hear sexist language in school on at least a weekly basis.

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# Gender stereotyping

- A quarter of all secondary school teachers say they witness gender stereotyping and discrimination in their school on a daily basis, and a further quarter say they witness it on a weekly basis.

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She was disciplined when she retaliated but did not want to tell a male colleague about the incident.” - Secondary school teacher “Boys touch girls inappropriately in corridors and at lunch/break times, they all seem to find this normal” - Secondary school teacher “In class boys talk about girls’ bodies and what they ‘would do to them’, make female sex noises at the girls and girls are told a particular photo was them, have they got it shaved what it looks like.” - Female student “I’ve seen a classmate abuse of intimate photos.” - Secondary school teacher “Female teachers have been sexually assaulted by male pupils in corridors and classrooms. This often happens when there’s a crowd or disruption so that they are more likely to get away without getting caught or identified. Male pupils regularly make inappropriate comments to 6th form girls.” - Female student “I’ve seen a male pupil sexually abuse a female pupil in a classroom and one extreme case when a boy pushed a girl into a wall and she was screaming for help. I was taken from my lesson once and then I was asked to accept him back.” - Female secondary school teacher “You often hear boys being told to ‘man up’ or ‘not be such a girl’ because people think being called a girl is an insult.” - Female student “The term ‘like a girl’ is often used to describe boys and girls when they have done something weak or rubbish this can be hurtful on all girls who aren’t weak or rubbish.” - Female student “Being called a sissy just because I mostly had friends that were male and no many that were female.” - Female student “I was called a ‘girl’ because I didn’t used to wear make up in early years of secondary school.” - Female student “In school a teacher told me to man up when someone was bullying me” - Male student “I have seen this occurring in school when a teacher has told somebody else to ‘man up’, this is easily sexist as girls (females) can also become braver than boys (males). Boys have also told girls that they are not allowed to play sports such as football because it’s a ‘boys sport’.” - Male student “Often crosses over with homophobia: boys being called ‘gay’ if they like things seen as girly or show emotion.” - Secondary school teacher “Teaching a subject with classes dominated in number by boys I am often trying to stop conversations about girls that are degrading, sexualised and offensive.” - Secondary school teacher “I have [heard] a male member of staff saying to another member of staff ‘Don’t be such a girl’ in a derogative manner, which is particularly strange because we work in a girls’ school.” - Secondary school teacher “In a staff briefing, staff as a whole were told to take ‘Man Up Pills’ in regards to high levels of staff sickness and staff feeling tired.” - Secondary school teacher “Frequent serious violently misogynistic language used by a number of boys about and towards female staff and pupils. Very worrying sense of entitlement to belittle and make sexually unacceptable/threatening comments to females” - Teacher at Pupil Referral Unit “I thought I was going to fail maths and science but the teacher told me it’s okay because girls tend to be better at expressive lessons.” - Female student “I wanted to play football but because I’m a ‘girl’ they said the I’m not as good as the boys and how I’m too ‘weak’ to play. This happened in primary school.” - Female student “At my secondary school girls were not allowed to play rugby or other stereotypically male sport like football instead we had to do dance and gymnastics which are sports the boys never had to do.” - Female student “I love to play football with the boys as I did this on a weekend and played at their standard, but in a PE lesson I had to go with the girls group” - Female student “I was told not to bring the table in from the other classroom for me to use and rather the teacher asked a boy to lift it for me. Even though I was perfectly capable of doing it myself.” - Female student “In things like PE it was always girls play one sport boys play another. I always liked sport until I moved up to secondary school.” - Female student “I didn’t like playing football and preferred spending time with girls so was teased because of that.” - Male student “Was constantly bullied for being in the choir and enjoying drama. As a result of that I lost my passion for the arts.” - Male student “A group of boys was bullying a kid in a lower year because of his love for drama. Me and a friend of his friends put a stop to it fairly quickly but the school couldn’t do anything about it.” - Male student “We were parking up and a girl went to put the boxes back in the cupboard but the teacher said ‘leave your job’” - Male student “Once during an observation, I was told that ‘washing ‘babies’ in the water tray, I should have put knights to engage the boys because of course none of the boys will grow up to be fathers who might bathe their own children. And childcare concerns females only.” - Teacher “I teach design and technology. Every day I see sexist slurs toward cookery being only for girls and engineering for boys and that’s coming from other teachers.” - Secondary school teacher “Assumption as a male I want to become SLT [Senior Leadership Team].” - Primary school teacher

“It’s just everywhere”  
A study on sexism in schools  
- and how we tackle it

education UK FEMINISTA

**“Teachers painting children’s nails at the Christmas fair commented negatively / implying in a humorous way how this was a strange thing to do when a boy asked for his nails to be painted.”**

*– Primary school teacher*



**“It’s just everywhere”**  
A study on sexism in schools – and how to tackle it

**UK FEMINISTA**



**“Teachers do not know what to do. Teachers desperately need training on how to respond to sexism and sexual negativity... I have seen boys mime raping girls and just been kept back at lunch for a detention, no explanation given to them other than when I made myself involved.”**

*– Secondary school teacher*



**“It’s just everywhere”**

**A study on sexism in schools – and how to tackle it**

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Joining the dots





Thank you

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