

PARTICIPATION

Aims

To increase participation and representation of women and girls across the diverse communities and workforces of Greater Manchester. Ensuring women and girls are visible in all decision-making.

Objectives:

- To identify the data gaps and support the future collation, analysis and use of disaggregated data in Greater Manchester.
- To consider how we best capture, collate, measure and promote qualitative information including stories, case studies and images to measure progress, highlight what is working and not working and make visible the invisible.
- To identify the barriers to participation and representation
- Develop and apply evidence-based solutions
- To engage with the full diversity of women and girls in Greater Manchester to include those who are historically underrepresented including women of colour, disabled women, older women, younger women, women of faith, LGBTQ+ women, women living in poverty and in lower socio-economic groups.

Scorecard indicator 2018:

- Only 2 of the 10 GM councils are led by women, which means just 2/11 voting members on the GMCA Cabinet are also women.
- 34% of councillors in GM are women. Compared to 34% nationally. 1/10 GM councils has achieved gender balance.
- Just 29% of court judge appointments for the North West are women

Scorecard indicator 2019:

- Only 2 of the 10 GM councils are led by women, which means just 2/11 voting members on the GMCA Cabinet are also women
- 41% of councillors in GM are women. Compared to 34% nationally. 1/10 GM councils has achieved gender balance.
- 31% of judicial appointments for the North West are women up from 29% in 2018

Actions:



1. Engage with communities to identify key data sets / indicators that illustrate areas of continuing inequality with regards to participation and representation. Working in partnership with others to promote the systematic collection of disaggregated data on women's participation and representation in all aspects of decision-making in Greater Manchester.
2. Campaign to remove the barriers to inclusion that still exist in communities and workplaces across Greater Manchester.
3. Create new inclusive and participatory opportunities and spaces for women and girls to convene in a purposeful way in order to co-produce solutions to achieve aims of GM4Women2028.
4. Increasing visibility and participation of diverse communities of women by proactively seeking to connect with women and their networks across Greater Manchester.
5. Sharing good practice, opportunities and ways to help grow inclusive participation in policy-making in Greater Manchester and more broadly.

Progress so far:

- [OnGender publication](#) - brought together the evidence base and identified the data gaps in relation to key policy areas in Greater Manchester. Presented to GMCA policy-makers, leaders and shared at GM4Women 2020 event on 6 February.
- **'Mind the Gap: Getting Women's Voices into Policy-Making' workshop** November 2019 brought together campaigners, researchers and policy-makers to identify the barriers and solutions to participation and representation.
- ['Mind the Gap: Getting Women's Voices into Policy-Making'](#) Publication April 2020, providing a practical guide to get women's voices in policy-making in Greater Manchester.
- [Building Back a Gender Balanced Better Devolution](#): Updates On gender post COVID19 on evidence base needed for equality in Greater Manchester.
- [Equal Power workshops and peer coaching with the Parliament Project,, Fawcett & coalition](#) - providing peer coaching, support and information sharing to encourage, inspire and support women to participate in politics and to stand for public office.
- **Increasing connectivity and engagement** with women and girls and their networks across our diverse communities in particular with otherwise underrepresented groups.

Key focus for 2020:

- Opening up dialogue in between meetings with a broader group of women who are interested in increasing participation in Greater Manchester.
- Actively encouraging wider participation in GM4Women and shining a light on women's contributions in Greater Manchester and the continuing barriers they face.



GM4WOMEN 2028

- Establishing a good flow of communication and a strong relationship between the newly established GMCA Women and Girls Panel and GM4Women network.

