

Welcome to GM4Women2028 Strategy document.

In 2018 GM4Women established itself as a ten-year long campaign. 2023 marks the halfway point. This document outlines the strategic vision and objectives which will guide our activity in the second half of the decade, to push for progress in gender equality in Greater Manchester.

GM4Women2028's Purpose

To push for progress for Women and Girls using Data, Dialogue, Deeds and Determination.

GM4Women2028's Vision

A thriving Greater Manchester where all Women and Girls live, learn, work, and play without fear or experience of discrimination, prejudice, violence, abuse or harassment.

GM4Women2028's Charitable Objectives (as agreed with the Charity Commission)

The promotion of equality and diversity for the benefit of the community in Greater Manchester by:

- a) eliminating discrimination on the grounds of sex;
- b) advancing the education of the public on the grounds of women and girls' equality;
- c) conducting or commissioning research on women and girls' equality issues and publishing the results to the public;
- d) facilitating dialogue and creating connections to address the diverse interests of women and girls.

What are we?

A Greater Manchester focused Feminist Network which brings Women and Girls together across:

- a. Different backgrounds, skill sets, interests.
- b. All boroughs of Greater Manchester.

- c. Intersectionality, highlighting commonalities but also differences amongst different Women and Girls in Greater Manchester.
- d. All aspects of their lives, currently under 5 thematic areas;

Employment, Safety, Education, Political Participation, Culture & Active Lives

Our purpose is focused in the present i.e 2023 to 2028, and builds on the first five years of GM4Women's activity (2018-2023), but our existence pays homage to Greater Manchester as the Pankhursts and Suffragettes personal and political home.

GM4Women2028's Structure

GM4Women2028 is a Charitable Incorporated Organisation with Trustees, an Oversight Committee, an Operations and Communications Committee, and five thematic groups.

Looking Back & Looking Forward

GM4Women2028 was founded in 2018 and set out to operate over ten years up to 2028 – the centenary of equal franchise. Over the past 5 years our Pankhurst-Fawcett Scorecard and thematic reports have achieved our initial objective - generating a conversation around gender equality data. Our events have successfully established connections and enabled dialogue between Women and Girls groups with politicians, policy makers, experts, academics, and community groups.

Looking forward to the next five years, we have sought to identify where GM4Women can act to bring about change as a result of the data we examine.

GM4Women 2028 Strategic Objectives 2023-2028

For the remaining period to 2028 we have identified three overall linked-up strategic objectives. These are to:

- 1. Encourage the 10 Local Authorities of the Greater Manchester Combined Authority, to work together with the Women and Girls Panel to share their strategies, priorities, data and best practices to develop better outcomes for Women and Girls.**

2. **Always bring the voices of Women and Girls in their diversity into the debate, through local authorities, communities, organisations, and leaders.**
3. **Create the conditions for engaging men and boys to play an active role in pushing for progress for Women and Girls.**

GM4Women aims to reach our objectives and achieve our purpose by 2028 with the following approaches.

A. Communication and Engagement

We will strengthen GM4Women2028 as an effective coalition working with different types of organisations and individuals through dialogue, data and action. Engagement with our communities will be fostered through:

- a. GM4Women **Facilitation and Coordination**, with staff (currently one part-time person) helping to coordinate all aspect of the coalition, with the support of interns
- b. GM4Women **Strategy Groups**, driving a clear agenda forward, attending meetings and working groups.
- c. GM4Women **Membership** with working groups meeting regularly, working together, organising workshops, collecting data, partnering with organisations
- d. GM4Women **Borough Hubs** will be established in each of the boroughs, hearing and catering to their own interests and priorities These hubs will facilitate connectivity between GM4Women at the Greater Manchester (GM) level and various thematic initiatives. As part of the pilot phase, the Wigan hub collaborates with Ekhaya Empowerment CIC before expanding its outreach to other boroughs. Connections will be built through partnering with local groups in the delivery of events within the boroughs.
- e. **GM4Young Women & Girls group**, in partnership with the Girls Network, Girls out Loud and feminist societies at Greater Manchester universities, we will offer space and platforms for young women & girls to look at their priorities, document their experiences and share these with the wider membership and power holders.

- f. GM4Women **supporters**, we will encourage our supporters to join us in advocating, sharing our content and resources online, attending our Monthly All Hands meetings and our events.
- g. Growing and amplifying **internal communication & social media presence** linking our activities together into key messages, raising our voice and drawing attention to the data.
- h. **Links and facilitation with other groups and structures**, eg. our continued facilitation of the GMCA Women and Girls Panel.

B. Data and Research

We will continue to use data to push for progress for Women and Girls in greater Manchester. GM4Women platforms equality data and partners with researchers to carry out further research:

- a) Our Annual **Pankhurst-Fawcett Scorecards** and associated briefs will be revealed at Annual Data Reveal events in a borough of Greater Manchester.
- b) **Specific pieces of research**, linked to our objectives and supporting members with more specific pieces of research, particularly those linked to our thematic areas eg.:

Potential research	Partnership
Follow up to the 'What Women Want' survey.	University of Manchester and University of York.
Initial mapping of the relevant strategies, priorities, data and best practices of local councils in GM regarding the interest of women and girls.	Salford University leading with other universities in support
Gathering data on safety of and violence against Women and Girls in GM.	Bringing together police & civil society orgs; collecting data on police training with the GMCA/IOPC.
Research around the better health initiatives delivered by grassroots	The University of Manchester. Under their Better Health fund.,

organisations which are positively impacting women and girls across GM.	
NHS staff and use of foodbanks in relation to increased childcare costs.	The Northern Care Alliance and Manchester Metropolitan University.

- c) Publication of **GM4Womens’ Half-Way There Report in 2023**, summarising our achievements and learning (including data) at the midpoint of our work between 2018 and 2028, and our strategy looking forward to 2028.
- d) Publication of a conclusive document in 2028, documenting our work, summarising our achievements and learning (including data), and making evidence-informed recommendations to be taken on with a firm commitment by the next mayor and their GMCA.

C. Dialogue and Deeds

Our push for progress goes beyond data, we utilise data to spark dialogue within Greater Manchester.

- a) **Regular dialogue events** across the 10 boroughs, widening our network, addressing borough-specific issues with policy makers and influencers, and bringing together Women & Girls with specific concerns dialoguing around data. These events are and will continue to be targeted towards local women and girls, men and boys, and women/girls groups already working in that area so we may link up activities and understand what more can be done. Dialogue events are opportunities for us to pursue our second and third strategic objective, and we will design future events to facilitate this inclusion further including allyship workshops.
- b) **We will continue to be in spaces where we can create change** (e.g. establishment of the Women and Girls Panel, and acting as a voice to the University Civic Board whom we periodically present with our data, purpose and activities.
- c) **Other innovative and organic actions** which arise from our wide and diverse membership, including creating short films, participation in International Women's day events and marches, speaking to community groups, creating banners and more.

What will be the GM4Women Legacy?

1. An improved ecosystem in GM linking women amongst themselves and with policy makers.
2. Better data, a more comprehensive picture of gender equality localised to 10 boroughs.
3. An audit of gender equality activity and progress in Greater Manchester and evidence-informed recommendations taken on with a firm commitment by the next mayor.
4. A model others have adopted/adapted elsewhere in which coalitions connect and act where they can.
5. A younger coalition born out of this one, taking over the whole approach or aspects of our approach