



**Women's Action for Social
Change Conference**
8th July 2009

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Introduction to Women's Action for Social Change Conference 2009

Welcome to our summer pupil voice conference for 2009 on '*Women's Action for Social Change*'. This conference began as a project lasting for one academic year. It began in November 2008 with a seminar on women's work and the Equal Pay Act and followed on with the production of a film by our partnership schools at Easter.

The project was first inspired by Jo Morris and her work for the TUC which documented the history of equal pay for women. Mulberry pupils went to the premiere of the film she made with Jenny Morgan. Pupils found the film and the resource pack that went with it to be inspiring and they decided that they would like to further explore the role that women have played in achieving equal pay.

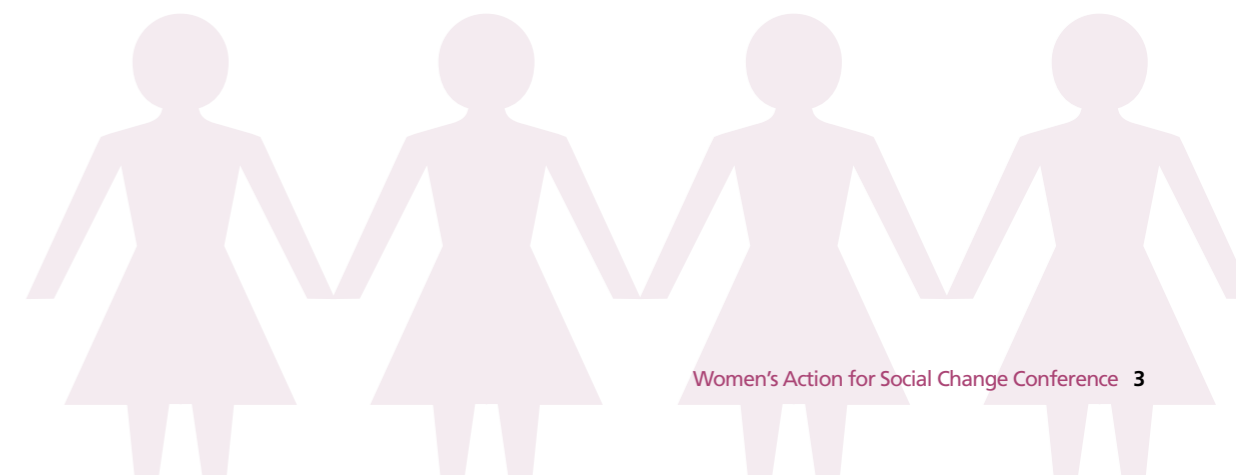
Beginning first with equal pay for equal work, pupils went on to explore the individual and collective action that women take to achieve all kinds of social change. The project led to a wider consideration and the leadership of women in social change has become the focus of this final conference.

I would like to thank all my colleague headteachers from all six partnership schools in the East London Consortium of Girls' Schools – the State Independent School Partnership that we all belong to. I would like to thank all the speakers who have agreed to be part of what I believe to be vital work in preparing the young women who attend our schools to be the leaders of tomorrow. They are all

wonderful role models and examples to our young women of courage, resilience, determination and creative thought.

In particular I would like to thank Jo Morris and the TUC for supporting this conference and our work this year, together with the 'Ford women' who set in motion the movement to change the law on pay and who are such an inspiration to us. I would like to thank the governors of Mulberry School for Girls also for supporting this project, the film team, Rubina Begum and AJ Agar. But most of all, I would like to thank Shanaz Begum, a former pupil of Mulberry School for Girls and now Women's Education Officer at Mulberry, who has worked on this project tirelessly this year. She is a force of leadership herself – I owe her a huge debt of gratitude for her work on this conference and for motivating young women to lead positive social change.

Vanessa Ogden,
Headteacher of Mulberry school for Girls.





Conference Rationale



The above-named six girls' schools are involved in a long-standing, successful partnership which promotes the high quality education for young women. Each school has its own distinctive ethos which reflects the particular community and area which they serve. Each school promotes the importance of leadership by young women in employment, in public and community life and family roles. Each school develops aspiration, confidence and high level communication skills amongst their pupils to enable them to succeed in future life. This project is designed to support these aims. Pupils are becoming increasingly aware of the global environment in which we live and that their lives are becoming evermore affected by the prevailing international socio-economic and political situation.

The theme of the conference will focus on collective change and a celebration of women's action for social change. The three concerns of this conference will focus on:

1. Women campaigning to right a wrong
2. Women combating evil
3. Women tackling body image

By exploring the themes above the conference is designed to boost women's confidence, skills and participation and put equality at the heart of our work. The conference is constructed to promote the development of pupil voice in discovering the struggles made by women throughout history and in the present day. Many of these women who took action for social change saw themselves as 'ordinary' women fighting to right a wrong, but they were far from being ordinary and it is this that the conference aims to highlight and celebrate amongst pupils. This will support aspiration and demonstrate the potential for leading social

change. Although we are keen to celebrate such efforts it would be mistaken to think that discriminatory attitudes and practises no longer exists. Rather it is time for renewed focus on the subject of women in society – to take account of changing times, to draw together a range of initiatives that affect their lives and to identify the needs and interests of women today.

The conference also will address 'Body Image' as a theme and a communication tool to encourage conversation of an exceedingly difficult subject: body image and self-esteem. At a time when young women are growing up surrounding unattainable beauty standards, this will be an opportunity a chance for young women to hear from role models when they need it most. Inspired by Susie Orbach's book 'Bodies', the theme will explore body image and ask questions about society's attitudes to the body terms of age, gender and cultural identity.

Conference Objectives

There are a number of educational objectives for young women at the conference:

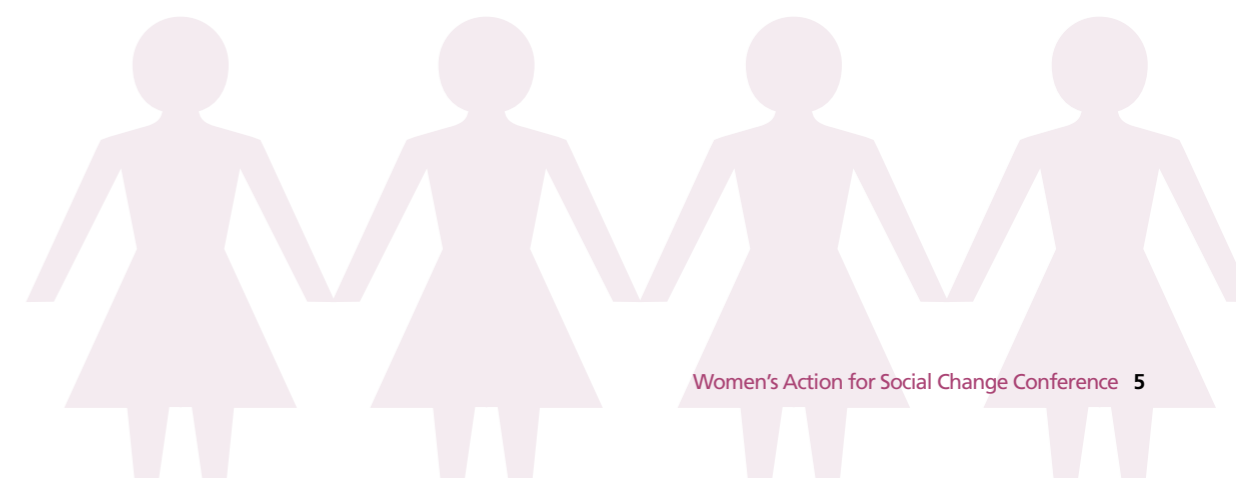
1. To develop a consciousness of the concept of leading social change and the range of possibilities for taking action locally in their own community, nationally in corporate, public and political spheres and internationally as participants in a global society.
2. To create an understanding of leadership by women across the world and the diversity of issues faced by women and the power for self-determination
3. To become aware of the work by women in acting agents for positive social change in the world, learning through women from a diverse background.
4. To help young women build positive, self esteem by understanding and dealing with feelings and physical appearances, in particular weight and shape.
5. To consider their own leadership skills and skills in advocacy through:
 - Taking responsibility for the planning and organisation of the conference, supported by teachers
 - Learning through the experiences of the women they meet.
 - Following up on and disseminating what has been learned to others.

Associated Projects



THE WOMEN'S LIBRARY

1. 'Milestones: The Fight for the Partnership of Equals' film produced by Mulberry Films. An exploration of women in the workplace made by Mulberry School, Channing School, The Skinners' Company's School for Girls and Highbury Fields. This film will signify women's struggles for equality at work.
2. Magic Me Intergenerational Project. Feminist Utopia Postcards. A creative project with local older women and Mulberry School for Girls students. Inspired by the collections at The Women's Library and by postcards sent by women from Ethiopia to Leeds, the group have created their own set of campaigning postcard. Postcards are available on sale in the Congress Foyer.





Programme

- 9.00am **Arrival and Registration**
Tea and Coffee in the Congress Foyer
- 9.25am **Welcome Speech – Comperes from Mulberry School for Girls**

Part One

- 9.30am **Key note speaker – ‘Collective Action for Social Change’**
Pinky Lilani OBE, Entrepreneur and Inspirational speaker.
- 9.45am **10 Minute Presentations by:**
- **Baroness Young OBE** – Consultant on Arts and Heritage and Independent Crossbench Peer on ‘*Changing the World: Women, Representation and Culture*’
 - **Dr. Katherine Rake** – Director of the Fawcett Society on ‘*Women’s action for social change’ Fawcett’s Campaign in closing the Pay Gap*’
 - **Sheila Wild** – Head of Equal Pay Policy, Equality and Human Rights Commission on ‘*Women’s Action for Social Change in the workforce*’
 - **Humera Khan** – Activist and Educator, Founder of An-Nisa Society on ‘*Women, Religion and Identity*’
 - **Ruth-Anne Lenga** – Consultant for Holocaust Education Development Programme at The Institute of Education on ‘*Women and Holocaust Education*’
- 10.35am **Group discussions to prepare for panel questions**
- 10.45am **Panel discussion chaired by Sarabajaya Kumar, GAIN Fellow, SAID Business School, University of Oxford.**
- 11.15am **Break in the Congress Foyer**

Programme

Part Two

- 11.30am **Milestones: The Partnership of Equals Film**
- 12.00pm **Film discussion and prepare questions for panel**
- 12.10pm **Panel discussion chaired by Jaime Taylor & Ed Owles, Film Directors**
- **Narinder Dail** – *Women firefighter at the London Fire Brigade*
 - **Catherine Richmond** – *Solicitor at Nabbarro LLP*
 - **Jo Wilding** – Human Rights Barrister
 - **Kat Francois** – Performance Poet
 - **Reverend Thinker** - Essex Unitarian Church – Notting Hill
- 12.40pm **Lunch in the Congress Foyer**

Part Three

- 1.30pm **Chris Southam**, Managing Director ‘Chill Out’ Image and Personal Development Consultants – ‘*Image and Self-esteem*’
- 1.45pm **Susie Orbach**, Psychotherapist and visiting professor at LSE. ‘*Commercialisation of the Body*’
- 2.15pm Delegates to prepare questions for Q & A
- 2.25pm Q & A with **Chris Southam & Susie Orbach**
- 2.45pm Delegate work on Beauty Dialogue mats
- 3.10pm Student Speeches
- 3.25pm Conference outcome – Delegates to write one action for social change.
- 3.35pm **Natalie Fiawoo** – performance poet
- 3.45pm **Kay Carberry**, TUC General Assistant
- 3.55pm Conference Close, **Jo Morris**



Conference Speakers



Pinky Lilani, OBE

Pinky Lilani OBE, founder, Inspirational Women's Network in partnership with Lloyds TSB

Pinky is one of the most passionate, inspirational supporters of women, of all colours and creeds, in Britain today. The founder and chairman of the Asian Women of Achievement Awards, the Women of the Future Awards, the Inspirational Women's Network and the Ambassadors in partnership with Lloyds TSB, Pinky's events and initiatives continue to grow and develop. The Ambassadors programme which was set up to provide role models and mentors for school girls has been received with acclaim. Well-known food guru, Pinky's Spice Magic seminars are a fantastic team-building experience for corporate groups. Pinky is also a celebrated speaker and expert on diversity issues and motivation.



Baroness Young of Hornsey, OBE

'Baroness Lola Young was formerly Head of Culture at the Greater London Authority and before that Professor of Cultural Studies at Middlesex University: she is currently a visiting professor at Birkbeck College, University of London, Honorary Associate Fellow at Warwick University and a Member of the Court of Governors of the London School of Economics. She has served on several boards in the arts and voluntary sector, and is currently Chair of Nitro Theatre Company, a Non-Executive Director of The National Archives and a member of the Southbank Centre Board of Directors. As well as chairing the judging panels for major prizes such as the Orange Prize and the Caine Prize, Baroness Young has peer-reviewed the Arts Council of England and the UK Film Council and served as an advisor to the Department of Culture, Media and Sport. She has written and broadcast extensively on culture, identity, film, arts and media, and advised national organisations on culture and diversity issues. She was awarded an OBE in 2001 and appointed as a life peer in 2004. Baroness Young founded Cultural Brokers (arts and heritage consultancy) in 2004 and has completed working on a major national programme of artists' commissions concerned with the bicentenary of the abolition of the slave trade in the British colonies - *Freedom and Culture* which cumulated with the *International Creative Forum* at the Southbank Centre in November 2007. Invited to speak at numerous national and international conferences, events, including the United Nations, academic institutions, and creative/arts/media conferences, Baroness Young is a member of the House of Lords' EU Sub-committee G on Social Policy and Consumer Affairs, and has recently been appointed Chair of the Commonwealth Group on Culture and Development.



Dr Katherine Rake

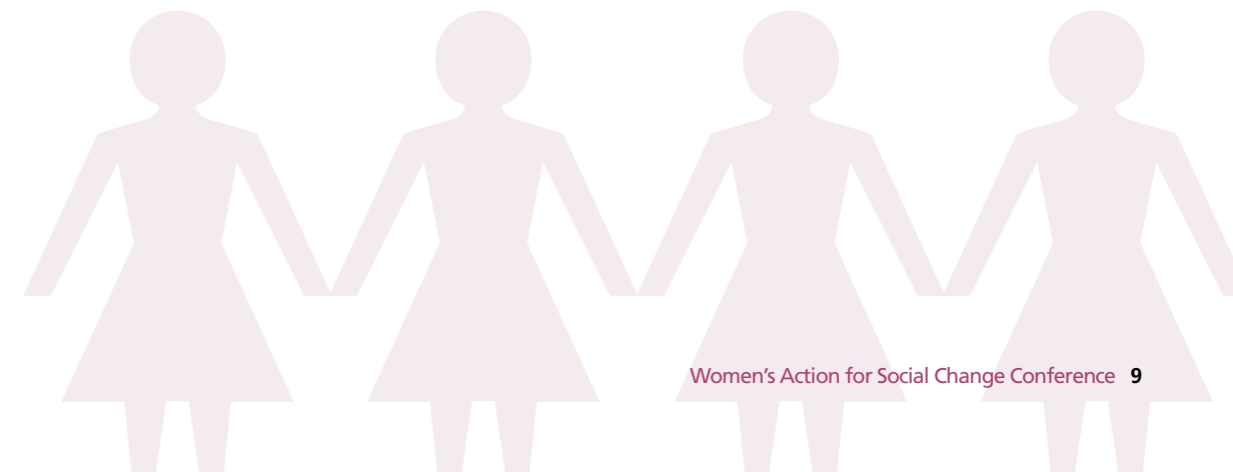
Dr. Katherine Rake is Director of the Fawcett Society and one of the UK's leading specialists in gender and social policy. Under her leadership, Fawcett runs passionate, informed campaigns for women's rights. Katherine has advised the Prime Minister's Policy Unit, HM Treasury and a range of other Government departments. She is a regular broadcaster and has contributed to a wide range of print media. Katherine was previously Lecturer in Social Policy at the LSE and secondee to the Women's Unit, Cabinet Office where she edited a ground-breaking report on women's lifetime incomes. In 2008, Katherine was awarded an OBE for services to equal opportunities, an Institute of Directors 'Good Director' Honour and the Social Policy Association's Annual Award for Outstanding Contribution from a Non-academic.



Sheila Wild

Sheila Wild, Head of Earnings and Age Inequalities, Equality and Human Rights Commission

Sheila leads policy development in the areas of earnings inequalities and the age mandate. Prior to joining the EHRC Sheila was for many years Employment Policy director at the Equal Opportunities Commission, where she also led the EOC's work on equal pay, heading up initiatives such as the Equal Pay Task Force and the development of the Code of Practice on Equal Pay. In 2003 the Wainwright Trust recognised her contribution by awarding her its Breakthrough Award for behind the scenes contributions to equality.





Humera Khan

Humera Khan is a founding member of the pioneering An-Nisa Society, an organization working for the welfare of Muslim families. She has been an activist and educator for over 20 years, working in race and gender equality, the voluntary sector and social services.

Humera has written a series of books on Islam and sexual health, Muslim fatherhood and recently completed a 12month project working with Muslim boys and young men.

Other work includes involvement in various interfaith activities, co-facilitates a Jewish-Muslim dialogue group and is the Family specialist member for the Archbishop of Canterbury's Christian Muslim Forum.

Over the last 20 years, as a freelance consultant Humera has written numerous articles for various publications including Q-News, Guardian and the Independent. She has also had various media and public appearances speaking on a wide range of issues from multiculturalism, Islamophobia and racism to social issues such as sexual abuse, generation conflicts, domestic violence and gender.



Ruth-Anne Lenga

Ruth-Anne is a Specialist Adviser to Holocaust Education Development programme (HEDP) at the Institute of Education University of London.

Ruth-Anne Lenga trained as a teacher in 1985 at the University of Warwick and gained a Master's Degree in Religious Education in 1999. She spent many years teaching in various schools before taking up a post as Lecturer in Education at the Institute of Education University of London. She has worked at the Institute for nearly 20 years leading courses at PGCE and Master's level. Working part time at the Institute enabled her to also pursue a parallel career in Museum education, leading a teaching team at the Jewish Museum, London. She has written and designed numerous exhibitions, gallery displays and curriculum materials.

Ruth-Anne has also worked as a freelance consultant for organisations involved in teaching about the Holocaust, such as US based NGO Facing History and Ourselves and is Academic Tutor for the Imperial War Museum Fellowship Programme in Holocaust Education. Her academic interest in the Holocaust has spanned 15 years and she has developed an international reputation for expertise in the field. Her current post is Specialist Advisor and Academic co-ordinator of The Holocaust Education Development Programme at the Institute of Education, University of London which is leading the first large scale national research into Holocaust Education in the UK. The HEDP is also offering a continuing Professional Development programme for teachers across England from Autumn 2009.



Chris Southam

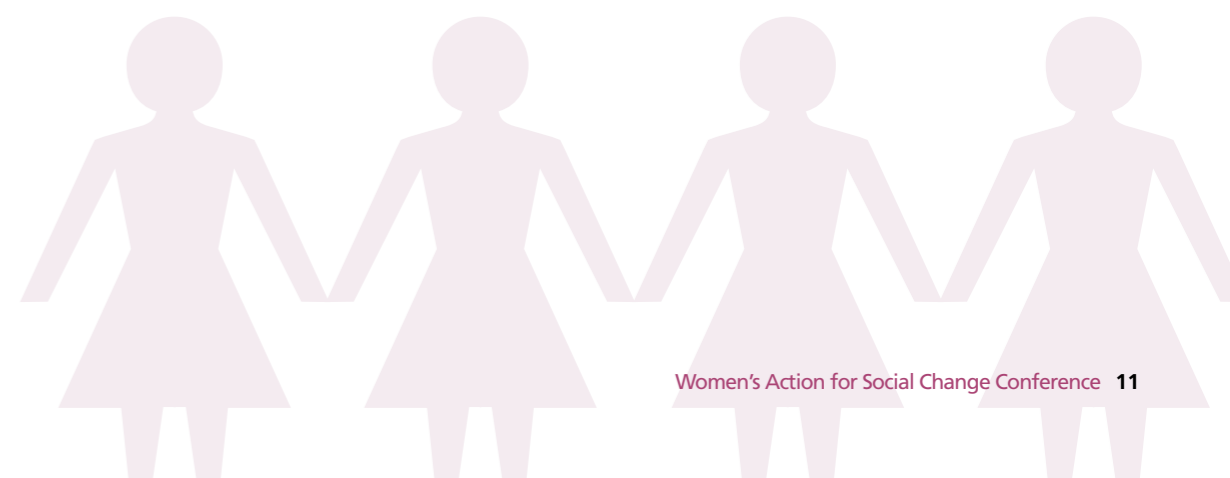
Image and Personal Development Consultant

Chris has worked in the retail fashion business for many years, holding senior positions in marketing and HR. Her love of fashion and her passion to help people make the best of themselves led her to set up her own image and development consultancy. She is a Master of the Federation of Image Consultants and a senior trainer for Image Matters the corporate arm of Colour me Beautiful she now works with clients on a variety of projects that include:

- One to one style & image consultations
- Executive coaching programmes
- Senior Corporate Image programmes - individual and group
- Corporate Image presentations
- Team Building events
- Effective Self Marketing Campaigns
- Image for TV presenters and politicians

Chris works with private clients, global companies and small businesses, her image clients include

- Tesco
- Barclays
- PWC
- JLP
- Dulux
- Regus
- Westminster Council
- Sainsbury's
- Beales
- Careers Connexions
- DEFRA
- IDIS
- Gold Group Int
- BT
- Archer Mathieson
- Barclaycard
- Cannon Leisure
- Nestle
- NHS
- Grant Thornton





Kay Carberry

Assistant General Secretary

Kay Carberry is Assistant General Secretary of the TUC, having previously been the first head of the TUC's Equal Rights Department, set up in 1988. She is responsible for the TUC's internal management, including finance, human resources and planning. She also oversees work on a number of public policy issues, including pensions and equality.

Before joining the TUC in 1979 as a policy officer, she worked as a policy assistant for the National Union of Teachers.

During her career at the TUC Kay has worked across a range of policy areas and has served on a number of government advisory bodies on equality, education, training and employment. She was a member of the Work and Parents Task Group that designed the right to request flexible working; a member of the Women and Work Commission and a Commissioner of the Equal Opportunities Commission, where she chaired the Legal Committee. She is currently a Commissioner of the Equality and Human Rights Commission.

Kay is a Trustee of One Parent Families, the People's History Museum and the Work Foundation; and a member of the Franco-British Council.

Kay was awarded the CBE in 2007 for services to employment relations.



Jo Morris

Jo Morris is a Visiting Fellow of Warwick University with 30 years experience of equality and employment rights work in Britain and Europe, specialising in equal pay, part-time work, and work-life balance. She is currently working in the field of gender, empowerment and international development. Until recently she worked for the Trades Union Congress. With the Modern Records Centre at Warwick, she is developing an oral history archive on equal pay and working women to build on the TUC *Recording Women's Voices* series of films used in the East London Schools Consortium Partnership project.



Susie Orbach

Susie Orbach is a psychoanalyst and writer. She co-founded The Women's Therapy Centre in 1976 and The Women's Therapy Centre Institute, a training institute in New York, in 1981.

Her interests as a psychotherapist and writer have centred around feminism and psychoanalysis, counter-transference, psychoanalysis and the public sphere, the construction of femininity and gender, globalization and body image and emotional literacy. Her numerous publications include the classic, *Fat is a Feminist Issue*, along with such other influential texts as *Hunger Strike* and *The Impossibility of Sex*. Her latest book, *Bodies*, was published in January 2009.

Susie is Visiting Scholar at The New School for Social Research in New York, was a Visiting Professor at LSE for 10 years and has been a consultant to the World Bank, the NHS and Unilever. She was a board member of The International Association for Relational Psychoanalysis and Psychotherapy, is currently chair of the Relational School in the UK, is convener of Anybody (www.any-body.org) campaigning for body diversity and has a clinical practise seeing individuals and couples.



Natalie Fawcett

'Visual and honest storytelling that doesn't pull back from precipice.'
- Vanessa Walters (Pride Magazine)

Natalie Fawcett is a performance poet and singer whose poetry fuses song and spoken word in an exploration of relationships and sometimes tongue in cheek satire. Over the years, she has performed at various events including Poetry n Motion, Farrago, Adlib, Soul Lounge, SOULcial, Remedy and Inspire. She is a regular featured poet at Shangwe (The Poetry Café, Covent Garden) and Troy Bar and was the Farrago Easter Slam runner up for 2008.

Natalie has collaborated with established artists such as G.R.E.E.D.S, Kevin Mark Trail and Caligrafi as a singer/songwriter and spoken word poet. She is currently working on her first poetry collection - On My S.O.A.P Box.



Milestones – A partnership of Equals film in conjunction with Mulberry Films.

The project Milestones is an investigative journalism documentary film made by students from Mulberry School for Girls, Channing School, Highbury Fields and The Skinners' Company's School for Girls. Each school focussed on a particular woman in a profession which is stereotypically viewed as a 'male job'. Each school selected for research a woman or group of women who have and are making social changes in the workplace for the partnership of equals.

Students then created a 5 minute film investigating key players in women's employment. Students chose their own styles and techniques for the documentary to represent the milestones the remarkable women took in their careers. The result is a highly energised, creative and inspiring documentary which demonstrates the key to the partnership of equals.

Film-makers



Jaime Taylor

Jaime is a filmmaker studying for an MA in Digital Documentary at the University of Sussex and will graduate in September 2009. Current documentary projects include a film about Punch and Judy puppeteers, which was runner up in the Brighton SEE Documentary Festival pitching competition. She is also a co-founding director of Postcode Films, a collective of visual anthropologists and filmmakers who facilitate ethnographic film projects. Their work has been screened at British and international film festivals.

Prior to filmmaking Jaime worked for five years as head of Media and Sociology at Greenwich Community College in south-east London. She has also gained a number of professional credits for BBC Online for her photographic study of east London's Green Street and Olympic regeneration.



Ed Owles

Ed is a film-maker and workshop leader with several years of experience in the documentary world. His work has been broadcast on Channel 4, Al-Jazeera and Current TV and he has also directed films across the globe for a number of non-governmental organizations. He has co-led workshops with young people from a wide variety of backgrounds and nationalities and is also a Visiting Tutor at Goldsmiths University. Ed graduated from Cambridge with a first class degree in social anthropology, and also holds an MA in Visual Anthropology from Goldsmiths University. Along with Jaime Taylor, he co-founded Postcode Films to create award-winning film projects with young people.



Mulberry School for Girls

Students Involved: Marjana Rahman, Aklima Begum & Thania Sultana
Lead Teacher: Shanaz Begum
Subject: Female Lawyers
Interviewed: Sue Ashtiany and Jo Wilding.



Sue Ashtiany

Born in Iran and educated mostly in the UK, Sue read Philosophy and Politics at University and then undertook a postgraduate degree in International Relations. She worked for the Joint Council for the Welfare of Immigrants and the UN High Commission for Refugees after leaving University. During this period, she became interested in the legal, social and economic position of migrant workers in the European Community and took some leave to research and to write about this issue (her work being published as a Fabian Pamphlet entitled *Britain's Migrant Workers*).

She joined Nabarro as a partner and Head of Employment and Discrimination Law in 2001.

Sue's work predominantly consists of large-scale or complex projects, in particular change management projects; cases involving difficult issues of employment and discrimination law and policy and strategic advice for employers in the private public and not-for-profit sectors.



Jo Wilding

Nobel Prize Nominee 2005 as a member of the '1000 Peacewomen' nominated for peace-making activities

Jo Wilding is 33, a barrister, writer, activist, mother and step mother. Following study for a Masters degree, she became involved with environmental protests and later with campaigns against nuclear weapons and the sanctions against Iraq. To her, these are not separate issues but are all assaults on social justice, all sharing similar roots.

Jo first went to Iraq to break the economic sanctions in August 2001.

She went back in February 2003, a month before the "Shock and Awe" campaign started. She kept a weblog, telling the stories people told on the streets, in homes, shops and taxis. When the war began she documented civilian casualties by conducting interviews in hospitals and bomb sites.

She returned to Iraq in November 2003, setting up solidarity links between groups in Iraq and in the UK and setting up a small circus which worked with traumatised children in squatter camps, shelters, orphanages and schools. During the first major siege of Fallujah, she helped take medical supplies into the city and escort civilian ambulances coming under fire from US forces.

Out of those times in Iraq came a film documentary, "A Letter to the Prime Minister", made by Julia Guest, which won the Al Jazeera gold award for best overseas documentary, a book, "Don't Shoot The Clowns" and a play, "Fallujah", written and directed by Jonathan Holmes.



Catherine Richmond

Catherine read law at the University of Oxford and then took a PhD from the European University Institute, Florence. Whilst researching her thesis she also worked as an intern at the European Court of Justice in Luxembourg. She trained at City firm Freshfields Bruckhaus Deringer and qualified as a solicitor in 2001. She is now a Partner in Nabarro LLP's Employment group.

Catherine specialises in employment and discrimination law, advising on the employment aspects of transactions, representing clients in litigation in the Employment Tribunal, County Court and High Court, and advising generally on the law as it applies to the workplace.



Channing School

Students Involved: Calyx Palmer, Emily Ooi & Emily Steeds

Lead Teacher: Gemma Best

Subject: Female Reverend

Interviewed: Rev. Sarah Tinker



Sarah Tinker

Sarah Tinker is minister with Kensington Unitarians at Essex Church in Notting Hill Gate and also works part time as head of Religious Education at Channing School in Highgate, a school established by Unitarians in 1885. She is keen to promote inter-faith dialogue and to ensure that church buildings are used fully by local communities.



Highbury Fields School

Students Involved: Ameera Hosenally, Chandi Deb, Seda Aydin, Kristine Lam

Lead Teacher: Catherine Tookey

Subject: Female Firefighters

Interviewed: Narinder Dail.



Narinder Dail

Narinder Dail joined London Fire Brigade in February 2002 and started her career at Dagenham Fire Station. Narinder first applied in 1994 but was unsuccessful, but persevered and re-applied because she wanted to do something that was worthwhile and had job satisfaction. Prior to joining, she attended one of the Brigade's recruitment open days where she had the opportunity to talk to women firefighters about their experiences. She has since risen through the ranks and is currently a watch manager at East Ham Fire Station. Narinder is 36 and lives in Upminster, Essex



The Skinners's Company's School for Girls

Students Involved: Trisha McDonald, Zhara Bajuny, Tanaka Synova Matere, Waseema Mohammed Ibraimo, Saheera Ausaluth. Shauna Williams

Lead Teacher: Rebecca Warren

Subject: Women in Performance Poetry

Interviewed: Kat François



Kat François

Kat François has been performing for over seven years both nationally and internationally, and is a fixture on the London Poetry scene. Her slam wins include the BBC3 TV poetry slam in 2004 and the World poetry slam in 2005. She is the Resident Poet at The Theatre Royal, London, where she hosts and organises monthly poetry and music nights, *Word4Word* and *Word-Up*.

Kat François is also an educator, using performance poetry and creative writing to tackle social issues with children and adults.

Kat has released a spoken word CD entitled *Blessed By Words* and her first written collection of poetry *Rhyme and Reason* was released in February.

Mulberry Films will like to thank the following people to have made filming possible.

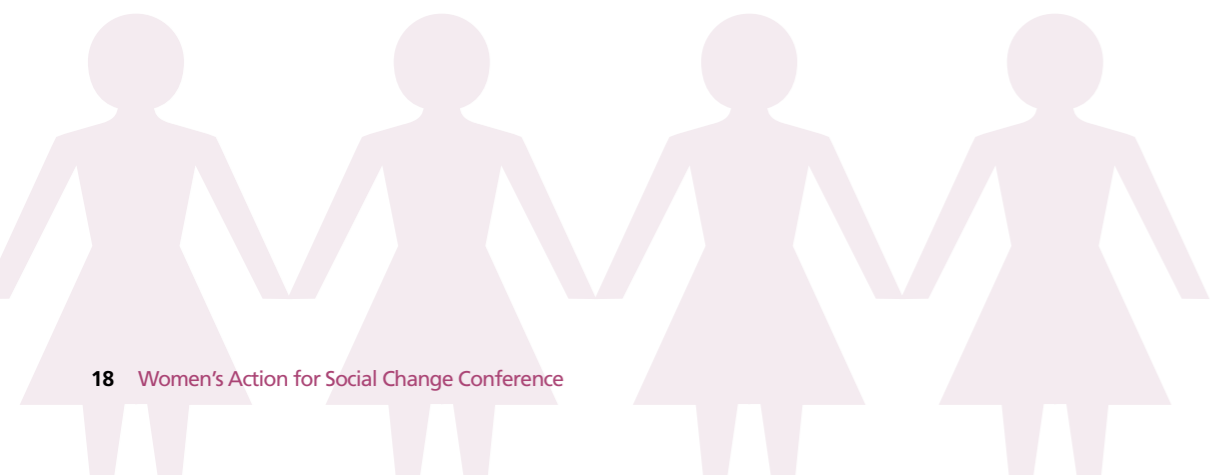
Rob McTaggart – London Fire Brigade
The staff at East Ham Fire Station
Victoria Tallon – Nabarro LLP

Garden Court Chambers
Kensington Unitarians at Essex Church,
Notting Hill



Sponsors and Supporters of the Conference

Mulberry School for Girls is grateful for the support we have received from our sponsors, who have provided generous financial support. The school acknowledges the key role and support of the TUC, especially Jo Morris and Anna Burton. Our supporters are listed below. Without them, this conference could not have happened.



Attended by:



Mulberry
School for Girls

