

Recording transcript_Equalities Resource Hub launch event

October 2, 2024, 12:01PM

Sue Griffiths 0:14

Welcome everyone joining. We'll make her a slow start just to allow people to join, but I'm very pleased to welcome you all to our events today, building a fairer future, launching the equalities resource hub. It's my pleasure to welcome you all to this event. We're really delighted to have a fantastic group of participants from around the world covering a whole variety of equalities areas just to introduce myself briefly. My name is Sue Griffiths. I'm the managing director of Social Development Direct. One of the organisations behind the Hub.

Sue Griffiths 0:56

We're also encouraging today for all of our speakers to do a short self-description introducing themselves. I'm a white woman with short dark hair and glasses.

So as you're all aware, we're here today to launch the equalities Resource Hub, which is a really exciting new online platform funded by UK International Development. The aim of the hub is to bring together practical evidence-based tools and resources to support policy makers and practitioners like yourselves to strengthen our individual and collective work on gender and equalities globally.

Sue Griffiths 1:29

I'd just like to thank you all for taking time out of your days to be here today. Obviously, the so many registrations that we've had represent the real importance of the issues that we'll be discussing.

I'll just take a moment. First of all to remind you of the agenda today and also a few housekeeping points. So the agenda, the running order to start things off, we're hoping to have Alyssa Herbert from the Uks Foreign Commonwealth and Development Office to give us a brief

introduction today and set the scene. I think Alyssa is having a couple of connection issues, so hopefully we are sorting that out in the background and she'll be.

Alicia Herbert 2:06

Sorry. I'm here.

Sue Griffiths 2:08

Oh, perfect. Wonderful. Thank you. Welcome, Alicia. Wonderful.

Alicia Herbert 2:09

Yes, no problem. OK.

Sue Griffiths 2:14

Lovely.

We'll then move on to a panel discussion with activists, practitioners and policy makers from around the globe who will talk about their experiences and how the hub might be useful to them in their roles. And then finally, we'll take a quick tour of the Hub to show you the key features, the resources, a brief presentation with a video after each of our sessions, we will have the opportunity for questions and answers, and we would encourage everyone to post their questions please and participate actively in the discussion.

And just to explain how to do that, I'll run through a few quick housekeeping points.

So first of all, you are all on mute, apart from the speakers, with your videos turned off. That's to enable the connection to work well, the quality to be good.

The event will last ninety minutes, we'll have two QnA opportunities, we'll take your questions from the chat and the QnA function. We don't have a scheduled break but obviously if anyone does want to take a break, please do that.

We will be recording the webinar, we will share it afterwards so anyone who is not able to join, if you missed it or some of it that will be available to you afterwards.

We do want this event to be a safe and supportive space for everyone involved, so if there is any disruption to the event, those people will be removed from the meeting. Hopefully we won't have to deal with that. And then finally there'll be a live feedback poll at the end of the event, so please do hang on for that and participate in it. Just so that we can get all of your views.

The event today is in English, we do have live captioning and international sign interpretation provided, so if you would like to access the live captioning, click on the more icon. That's the three dots on the top of your screen. Then select language and speech show live captions.

Sue Griffiths 4:11

For the international sign interpretation, we have spotlighted our sign interpreter, so they hopefully should be visible on your screen now. If you have any issues with any of the tech, please just put a comment in the chat and we'll help you out as best we can.

The questions and answers we'll be using the Q&A function at the top of the screen should be able to see something that says Q&A, at the top. Just click on that.

Open the panel and you can type and send messages. Do be aware that everyone will be able to see your questions so they will be visible for everyone involved? Please also if you have any issues with any of the tech, just use the chat to flag that. If for some reason the Q&A is not working for you, please feel free to post questions in the chat, but it would be helpful if you could just put "question" next to it just so that we can pick it out and pick it up quickly.

My colleague Anisha is also on hand to help if you would like to e-mail her directly, either to ask questions or raise anything, her e-mail is anishasagu@scdirect.org UK.

And again, we'll post that in the chat so that you can use it.

So this now brings me to the end of the housekeeping points. Thank you in advance to everyone who has let us know about your accessibility requirements, really helpful. And just to say also we will put a link to all of the materials being shown today in the chat.

So, we have a packed agenda ahead. So without further ado, I will introduce Alicia Herbert OBE from the UK Foreign Commonwealth and Development Office. The FCDO. Alicia is the FCDO director of education, gender and equalities and the UK Special Envoy for gender and equality. She has over 25 years of experience in International Development, playing a leading role in shaping policy, driving programme delivery and advancing policy reform in countries across sub-Saharan Africa and South Asia. Alicia is kindly going to provide some introductory remarks today and set the scene for our discussion. So over to you, Alicia.

Alicia Herbert 6:16

Ok great, thank you and it's wonderful to hear the ping sound in the background which means that more and more people are joining. Again, I keep looking at the numbers that are ticking up, which is great that so many of you are on the call and interested in this area. So huge welcome to those of you already on the call and welcome to those of you who are indeed still joining.

It's a real pleasure to be here today and to be a part of this event.

... what is really an important conversation about building a fairer future for all. And indeed your presence here reflects a shared commitment to making a difference and addressing these critical challenges.

The UK government's mission to create a World Free from poverty on a livable planet can only be achieved by placing equality at the heart of everything we do, because we know that global inequality is a stark and pressing issue affecting millions of lives. Just to give you a sense of that, the world is far from the goal of equal opportunity for all, because over 700 million people live below \$2.15 the poverty line, which defines extreme poverty, and that's concentrated in sub-Saharan Africa, fragile and conflict affected areas. And within that context it is critical to understand the root causes of inequality within populations and who is most likely to be poor. Circumstances beyond an individual's control, such as their gender, sexual orientation, disability, race, ethnicity, profoundly affect the chance of succeeding in life.

And indeed, only one of the 9 targets for sustainable development, Goal 5 on gender equality, are on track. And one in three women will experience violence in her lifetime.

Approximately 1.3 billion people globally have a disability, yet people with disabilities are less likely to have a job or complete education and more likely to experience poverty and poor health conditions.

LGBT plus people are some of the most systematically persecuted individuals in the world. Indeed, 63 countries criminalise consensual same sex acts.

And 13 countries can impose the death penalty.

Ongoing and compounding threats from the climate crisis, conflict, violence and food insecurity have the greatest impact on the poorest and the most marginalised, and this exacerbates the levels of inequality, particularly in countries least able to withstand the shock.

These facts not only highlight the scale of the problem and the scale of the challenge ahead of us But also underscored the urgent need for action.

It is well evidenced that reducing inequality Strengthens not only the social fabric, but also the economic and environmental dimensions of sustainable development.

Political support is essential for driving meaningful change, and so we need to advocate for policies that promote fairness and inclusivity, presenting compelling evidence of the benefits of reducing inequality.

Effective lobbying combined with public advocacy and ongoing dialogue with stakeholders can help to push for necessary policy changes, at both national and international levels. And indeed some aspects of the work can be challenging. The multilateral space, for example, has seen an increase in the contestation of language, particularly sexual reproductive health and rights, and LGBT plus rights and gender identity. But we need a modern approach to International Development, based on genuine respect and partnership. We need to have and to win the argument on why fighting inequality matters for global security, for prosperity and for happy and healthy societies.

Engaging with grassroots organisations and community leaders can amplify our message and foster inclusive approaches that ensure initiatives have a lasting impact.

Our efforts to combat global inequality will be most effective when we work together, combining our strengths and resources. By raising awareness, securing political engagement, providing practical support, we can drive inclusive and sustainable change to tackle global inequality. And indeed, drawing on the expertise to help us to navigate the threats and the opportunities that we face, the knowledge and learning are key to driving long term progress. We must understand the root causes and the consequences of inequality.

Research and evidence will help us to adapt our approaches and to foster innovative solutions to best serve those the most in need. And so the equalities resource Hub takes an important step in our aim to provide the tools needed for policy makers, advocates and service providers to drive this agenda forward and faster. It will provide an easy access route for you to navigate your way to high quality, accessible, FCDO funded technical resources.

From policy to research to data, building global expertise and sharing good practise of what works. So thanks again for your dedication and for your commitment. Thanks again for coming on to this call and the launch of this event today and let's make the most of our time together and work together for a brighter, more equitable world for all. Thank you very much.

Sue Griffiths 12:03

Fantastic. Thank you so much, Alicia, for your introduction and the reminder of the interconnections between inequality, poverty, disadvantage, which we'll be delving into further in our next session. And I'm so pleased to hand over now to Sally Ncube to moderate our panel discussion, looking at the future of gender inequalities.

Sally is a feminist development practitioner, a women's rights activist, and the Southern Africa Regional Representative at Equality now.

She drives efforts to advance legal equality and harmful practices and combat sexual exploitation and violence, with over 18 years of experience across sub-Saharan Africa.

Sally is deeply committed to empowering women and promoting gender equality. So over to you, Sally, for the next session.

SallyN 12:51

Thank you Sue, and thank you for painting the picture in the context. Now we want to get to a point where we get in a panel discussion on the future of gender and qualities. So as shared by Sue, my name is Salin Ncube. I'm a light, kind African woman with brown eyes, dressed in a striped dress with a combination of colour patterns of brown and turquoise, just embodying and, you know, symbolising our all coming together in our diversity for this exciting launch of the Equalities resource hub for building a fairer future.

So over the years from my experience we are always work in progress. There are strides that we have done together. We celebrate shared and intergenerational victories and gains for equality and also on the other side we have disturbing discrimination and violence on the increase.

Wills of rights, rollback, anti-gender movements, anti-right movements. The wills are in motion at an accelerated pace.

And at the current rate, according to United Nations, it will take 300. It is estimated that it will take 300 years to end child marriage, 286 years to close the gap in legal protection, and remove discriminatory laws.

It will take an estimation of 140 years for women to be represented equally in positions of power and leadership in the workplace.

And it will take an estimated 47 years to achieve equal representation in national parliaments. So I'm sharing this because 2024 is an eve of 2025 where we will be commemorating or counting down to the Sustainable Development Goals road to 2030. And again, we will also be commemorating the Beijing Declaration and Platform for Action at 30.

So, as we continue during this panel, with this process for today, together we will be hearing from activists, practitioners and policy makers who share their diverse experience in exploration of the future of gender equalities. Ladies and gentlemen, it is an honour allowing me to introduce you to the esteemed panellists who will take us through the conversations of the moment.

We have Ms Khawar Mamtaz, who is a renowned feminist and a founder of Action Forum. Khawar has dedicated decades to advancing women's rights in Pakistan and beyond.

Second on the panel, we have Jane Kihungi, executive director of women challenged to challenge. Jane is a leading advocate for inclusion and empowerment of women and girls with disabilities in Kenya and Africa.

3rd on the panel, we also have Sarita K. C. who is an executive director of Mitini Nepal. Sarita has been pivotal figure in championing legal gender recognition, marriage equality, LGBTQ plus protections across Nepal and worldwide.

We also have one panel, our 4th panellist, being Sam Woolven who is an FCDO regional gender and equalities adviser for MENA region.

Sam provides strategic guidance on equalities and inclusion to British embassies across the region.

So to get us started, allow me to invite Khawar. Khawar, as an advocate for feminism and women's rights in Pakistan, what have been the gains and what are some of the backward steps on gender equality and women's rights that you have seen in recent years?

Khawar Mumtaz 16:50

Thank you, and a good day to everyone who's joined us. I am Khawar Mumtaz. I'm a brown woman from South Asia. Grey haired glasses wearing a pink floral dress and a white scarf. My dress is not visible, so that's OK.

So you asked me what women's activists have done. I'd like to point out that Pakistan has a very poor social indicators for women.

And most of its the status of women is determined more by social norms, cultural norms that exclude women from the mainstream and keep them confined and under control of males. But that is not to say that there is there are not women who have broken those barriers and have broken the glass ceiling. We've had a woman Prime Minister, we've had speakers, we've had university teachers, we've women climbing the Everest Mountain and flying jet aircraft. So there is this contrast determined by the location. Women in rural areas are more underprivileged than women in the urban areas, women of class have more privileges and opportunities than those who are socioeconomic at the bottom. So that's an overview of how women is and therefore the need for advocacy to provide basic services, but also opportunities.

So historically, Pakistan has had these very, very positive strong women's advocacy efforts where they have which have succeeded and the most important ones have been in the last 40

years .

Till that time, when women agitated for rights, the government used to be responsive. About 40 years ago, we found that the government itself was creating this situation, which was discriminatory against women and using religion for justifying it.

And that was when the a very strong women's movement emerged, which is the Women's Action Forum that you talked about and what it did was first of all gave voice to women's issues. In the end, brought the whole issue on to the political platform, politicise women's rights as an issue in the country. And I think that was a very successful moment because it led to the increase of women in Parliament, for instance. You know, in the last 25 years there's been a fivefold increase of fixed promise mandated Women in in Parliament. And in some places in at the local level, 33%. So there've been successes. They've also been successes in terms of, you know, equal opportunity in administrative services, although we still have a very few, a very small percentage of women there, but doors have been opened so. So they've been, you know, laws to protect women in workplace, anti harassment at workplace, similarly customary practises because really the biggest hurdle in the way of women are customary practises that have to be pushed back and criminalized.

In spite of the law, we find that everything doesn't work according to law.

And so that's our next focus. Our next focus is on making sure that that laws actually are implemented and women are getting those places. But women are very determined to get their rights and and they're getting also a backlash to that. There has been a backlash and very often the religion is used to push women back, so while on the other hand education for women is is a universally accepted notion, there was a time when it wasn't.

So we find that the whole process of advocacy is 2 steps forward and one step back, which means you have to be on your toes and women of Pakistan have to be on their toes all the time. So I think I'm done with my time.

SallyN 21:08

Thank you.

Thank you, Khawar. We hold on to the strength of the strides so that we keep going. Thank you for sharing. We now move from South Asia all the way to Africa. Jane as a woman leader with disability that work across intersection of gender and disabilities, what surprises and concerns you most about what you are seeing in Kenya and Africa as a whole today in respect to the lives of women and girls with disabilities?

jane 21:44

Thank you, Sally, and good afternoon everyone. I'm happy today to have joined this forum where we are talking about gender inequality.

I'm an African woman, black with glasses, short hair, and I've put on an African dress that is black and white. It's black but dotted white. And so I'm happy to be here. I'm a woman with physical disability, seated on a wheelchair.

So when we talk about persons with disabilities, we are talking of 16% of the population in the world and that is according to the World Health Organisation. And to bring it home, Kenya, we are talking of about 2.2%, according to the census that was done by the government in 2019. Although we still dispute that number because it gives us a low number compared to what was done in 2009 that showed that we are 4.6%, we still have to accept it. And again we have to note that ... says that women with disabilities are more than men because we are 523,000, while men are at 394,000. So that is quite a big number not to think about. And when we talk about gender and equality, we need to understand not all equalities are equal. Some people face it more and this could be including women with disabilities.

Why? Because they have to deal with some kind of very significant challenges.

Starting from the meat, the cultural practises and some of them are very, very harmful to women with disabilities or to persons with disabilities. Forgive me if I'm to talk about women more, because that is my area that I work.

And they remain rooted. Even we have done a lot of advocacy, a lot of awareness. But some communities are still believing that disability is a is a curse and therefore one is does not have to live.

This leads to a lot of exclusion. We find persons with disabilities being excluded from education opportunities, political participation, economic. This is when it comes to employment, they are not employed. And therefore because of that, the issue of discrimination and exclusion, women with disabilities are likely to face violence. And this is according to the report done by a federation of women lawyers in Kenya.

That shows that quite a number of women - that three of them out of maybe 10 are likely to be abused.

Again, we're also seeing that lack of supportive laws, regulations and policies. It's also hindering our participation of persons with disabilities, so we need to think of how to bring equality by having meaningful involvement of persons with disabilities.

We need to think of how do we bring them on board as we talk about gender equality. Because women with disabilities are facing those intersectional issues that really need to be to be

addressed.

Another report that was done by Kenya Government 2002 did a questionnaire that was informing the background characteristics of disability and you can see that disability is covered there, but then when the questionnaire that was dealing with women, women with disabilities were left out. So that means any agenda that is going to be developed for equality, women with disabilities will automatically be left out.

So we need to decompose challenges that women or persons with disabilities are facing, but there's quite a lot of progressive work that is being done by organisations of persons with disabilities. We are creating a lot of awareness at the Community level with duty bearer as well so that they get to understand our needs and our ambitions, our pride. And so we cannot really say that we are working from.

A space that is

SallyN 26:26

Thank you so much Jane for sharing.

We moved back to Asia. Sarita, as an organisation working for rights of lesbians, bisexual, trans women in Nepal. What are your perspectives on efforts to advance LGBTQ plus rights and policy, and how can others best support their progress within Nepal and beyond?

Sarita-She/Her- Mitini Nepal 26:53

Thank you so much and hi everyone. Good morning, good evening and good afternoon. I'm Sarita K. C. So we'd start here below my ear and then I'm wearing T-shirt and pants. So yeah, this is me. And yes, I mean government of Nepal has recognised the rights of sexual and gender minorities in the Constitution of Nepal in article #12 right to citizen article #18 right to equality and Article #42 right to social justice. Though we do have these provisions in article. But when it comes about the legal rights of the LGBTI community, still, we have been, you know, facing different challenges to implement these constitutional provision when it comes about the legal reformation. So there are still binary system, so which directly discriminate the LGBTI communities. You know, for instance in Article 18, so there is right to equality, but at the same time when we see the definition of marriage, so there is difference between men and women which directly affect to, you know, implement the right, especially the inclusive, inclusive rights to the LGBTI community and for this we have a filed, a Rep petition to change this language in you know those laws and policies to change the man and women to person, to a person. So this is how you know some of

the words, some of the language should be changed which can be inclusive for the LGBTI community.

The another thing is the recent national population census, the number of the LGBTI community is 2928. That is 0.06 percentage. But you know, this shows directly that sexual and gender minorities are also minorities, but the reality still, we were not included in the definition of the minorities which directly affect to access the services for the sexual, you know, for the minorities, especially the sexually and general minorities, and also there are some of the challenges that the LGBTQ women has been facing.

Definitely the one is the social stigma, discrimination, gender based violence, intimate partner violence, force marries. So this is also one of the challenges in that our communities has been facing and also the access to elderly single women allowance. We do have a single women allowance, but that is not that is not for the LGBTQ Women who has been, you know, whose partner has been died. So they were not recognised as a single women. And also the access to the services like central home employment and social securities for the LGBTQ women. So this is also the challenges that we have been facing. So the work that we have been doing with the lawmakers in the province and federal and the like minded ministry to include the you know LGBTI communities in different laws and policies. So this is how we have been working with them and to support the you know LGBTI community by the you know international Supporters. So I have some of the, you know, things that I request. One is definitely advocating for the inclusive policies in essential to push for laws that protect LGBTIQ rights and engaging with lawmakers and stakeholders is crucial for creating and enabling environment for these policy changes. The another one is Community awareness campaign are vital for raising awareness and about LGBTI issues as educating the public foster.

Greater understanding and acceptance, thereby reducing stigma and discrimination. And another one is definitely the building collaborative alliances with other human rights group can amplify our effort by allowing us to share resources and strategies, thereby strengthening our collective voices. The last but not the least, is engaging with global network for international support can provide valuable insight and resources, while solidarity with international movement helps highlights local issues on our global stage, attracting attention and support.

So these are the things that we need from the, you know, global platform so which can bring the, you know, social inclusion and the equality for the LGBTI communities. Thank you.

SallyN 31:33

Thank you, Sarita. Thank you so much for sharing.

Sam. We now move on to you. As a policy professional working with the UK Government, why do you think that now more than ever it is important that governments around the world prioritise gender and equalities in their diplomacy and development work and investment over to you Sam.

Sam Woolven 31:58

Hi, Sally and thank you so much for having me on this panel. I'll start by introducing myself. So I'm Sam Woolven. I'm a white man with brown, short brown hair and I'm wearing glasses at a pink white and blue striped shirt.

And I'm also a member of the UK Government, so I work as a regional gender and equalities advisor, covering the Middle East and North Africa. I'm based at the British embassy in Abu Dhabi and, as Sally said in the introduction I kind of support our teams across the FCDO network to do more on some of the topics we've been discussing today.

So the question I was asked was around sort of why now more than ever do we need to be to be prioritising gender inequalities? And I think to answer that question, we need to be really aware of the, you know, the world we're living in and the challenges that that we're facing globally at the moment. I think it's, it's fair to say we're living in a period of increased instability. We're seeing multiple overlapping crises.

We're seeing increasing shrinking of civic space and challenges to some of the sort of democratic norms that we might have been getting used to.

And we know that there is, you know, a lot of evidence to say that when crises happen, they do disproportionately impact on women, girls, people with disabilities, LGBT plus people and people from a from a range of other marginalised groups. So when we think about whether it's a crisis in terms of a conflict, just thinking of the events of the past few days and weeks and months, and the challenges we're having, particularly in the in the Middle East region, clearly there is lots of impacts on on marginalised communities, but also when you think about longer term crises, so whether that's climate change or kind of increasing threats because of natural disasters and the like.

Again, there's lots of evidence that suggests that some groups are affected more than others. So when we think about this and we, we also consider the fact that there is global pressure on economies and on budgets and on the capacity as the sort of the representative of a donor on the panel, we need to think really strategically about how we deliver our work, both through our, how we're spending programme money internationally, but also how we're dedicating our time in terms of engagement and how we're working internationally.

So we do know that there's nothing more impactful than investing in women and girls. There's

lots of evidence that suggests that by diverting your funding to organisations run by women and girls, that it does have a disproportionately large impact and does help alleviate crises and and issues. But we also know the sort of the longer term factor of that.

Is that by unlocking the full potential of everyone in society, so thinking about how we unlock the potential of all marginalised groups, we know that our economies will be stronger and more resilient, but also that our societies will be safer and more secure as well. So there's sort of longer term knock on impacts of why we should be focusing on these issues and by really focusing on the evidence and the data.

Shows the impact of the work that we do. So just trying to think slightly more broadly in the international sphere and the kind of context that we're now working in the thing that really concerns me at the moment and it's concerning a lot of my colleagues working across UK government is that we're seeing sort of new and growing attacks on human rights, including against women, against women and against LGBT plus persons rights. So this global sort of anti rights movement as it's becoming known is gaining traction internationally. We also know that there's sort of huge amounts of funding that is backing this up.

And it's particularly going into countries where this traction is being made. So thinking particularly about countries where laws are currently changing, whether that's around criminalising homosexuality or whether it's around changing sort of personal status laws or other other types of laws. We know that when these types of laws change, funding becomes readily available from around the world and it's these sort of conservative advocacy groups that are working at the national at the local, but also at the multilateral sphere to drive forward this sort of undermining of women's rights globally, and that's particularly in relation to language in sort of UN texts around sexual and reproductive health and rights, and also on LGBT plus rights. So we're seeing these attacks against communities. And as I say, that's something that we're seeing sort of marketed markedly growing over time.

And is becoming more acute. So from my perspective working in the Middle East and North Africa region, this need I think is particularly acute. So it is we're seeing an increasing backlash from governments towards civil society, particularly against women's rights organisations, but also against a range of other organisations and against media freedom, particularly since the Arab uprisings. But you know more so in recent years as well. And we know that these civil society groups have been at the forefront of challenging regressive policies at national and multilateral levels so.

Barriers are being put in place for these organisations, whether that's sort of institutional barriers around their, their legal status, or whether it's about receiving funding from outside of the country, or whether it's, you know, threats against their members. We know that these

women's rights organisations and other civil society organisations are facing increasing challenge. So trying to respond to that in terms of what the UK Government is doing and what we're working with, some of our partners to do and why this is a particularly important issue.

We are always thinking about what we can do better to respond and we're always sort of open to hearing and listening as well. So we do want to receive feedback on how we can do better, but some of the things that we're currently thinking about in terms of how we can do better, we're looking at developing new global partnerships. So the UK is seeking to expand the set of countries that we sort of traditionally work with in the in the development sphere. So by engaging partners outside of perhaps Western Europe and North America.

And building longer, trusted long term partnerships with others and definitely seeing these relationships as equal part relationships, we think we can deliver more impactful work that resonates more with local needs in every part of the world. So thinking really carefully about who we work with globally on that.

In terms of engaging...

SallyN 39:08

Thank you very much.

We'll go for round two so you can just hold that thought for now so that we proceed. Thank you for sharing. So we continue to get excited with your engagement in the chat box and also to encourage those who have questions and answers that you can use that you can utilise the question and answer function and the chat box.

Now we move back to Khawar. How do you think the equalities resource have been launched today can contribute to advancing equalities around the world and help build up the evidence base? For action and challenge the rollback.

Khawar Mumtaz 39:50

Thank you Sally. That's an important question.

In this day and age of social media and information, as a big key element in advocacy, it's important. And also as just has been pointed out by Sam, that there's a global aspect or dimension of what's happening now, especially with reference to women and to the marginalised people. So in that sense there's so much that we need to learn from each other and the resource hub which can give you a window into what has succeeded in a similar situation like your own and in any country. There are similarities, especially where the attitudes and the way women are treated or looked at and how women's roles have been defined and

prescribed without a space for transformation.

This kind of a resource hub would be very useful. My only concern is that the resource hub has to be accessible, accessible to people, because the ones who need this information are often not very conversant with the language as well as the way they're packaged and therefore how do we make it accessible and easily accessible to those women who need it the most? So while we can say whether institutions and organisations and as we know, space for institutions and organisation, society organisations is shrinking, so we have to be able to access groups of women who may not be formally organised but want to take collective action.

So I think it's important that such a hub for an exchange and for and an interactive hub so people can look for exact information that they need, would be a very useful resource.

SallyN 41:52

Thank you so much Khawar. Jane, over to you. How can the equalities resource hub being launched today contribute to advancing equalities from your perspective?

While we wait for Jane's connection, I'll move to Sarita. Sarita. Over to you. How can the hub being launched today contribute to bridging the gap in advancing equalities for all leaving no one behind?

Sarita-She/Her- Mitini Nepal 42:26

Oh yes, definitely the equalities resource hub can contribute to various aspect using the following points that I would like to share. one is knowledge base. The equalities resource hub is a comprehensive platform for gathering and sharing information on LGBT IQ, offering access to evidence, facts, statics, and personal stories that showcase the genuine experience of the LGBTI individual. Another one is enhanced understanding and awareness. It provides in-depth insight into the challenges encountered by LGBTIQ communities enabling users to better understand In general, equality and inclusion. And another one could be the, you know, evidence based advocacy. It offers reliable data and evidence to booster advocacy for LGBTIQ rights and gender equality empowering activists, policy makers and organisation with concrete information to make informed, informed decisions and strengthen their arguments for policy change. Another one is strategic action planning. It helps identify gaps and areas requiring attention by providing comprehensive evidence on different aspect of inequalities and discrimination, while it also facilitating the creation of target strategies and intervention based on the latest research and data. Another one is global network and collaboration. It encourages the sharing of best practises and successful strategies to strengthen global effort in promoting

equality and inclusion. And another one is the educational resources. It acts as an educational resource to raise awareness about LGBTQ Issues among the general public, educator and policy maker, while also supporting training and workshops by offering accurate and up to date information on LGBTI communities. So this is how the, you know, the hub can contribute to advancing the rights for these marginalised community and definitely another one is the accessibility and the up to date the information is also another aspect.

SallyN 44:59

Thank you for sharing Sarita.

Jane, Kindly share your perspective in terms of how the Equalities Resource hub being launched today is coming in at a time as a tool as a resource, and in any way that it can advance equalities from your experience.

Jane

I am aware that the Equalities Resource Hub team have paid particular attention to website accessibility and the accessibility of resources that are currently on the Hub, including signposting users when an accessible format is available eg an Easy Read.

I know the ambition is to do more on the accessibility of resources and I would welcome this, as we should strive to make all resources as accessible as possible for as many people as possible, including people who are visually impaired and people with intellectual disabilities.'

I trust the hub will become a one stop shop where information on every aspect of human being will be available regardless of their status.

Sue Griffiths 46:00

I think we're having an issue with Jane's sound and we can't hear her at the moment, so perhaps we could go to Sam while we try and fix that.

SallyN 46:10

Thank you, Sam, over to you, you had begun, you know, sharing some of the solutions on how best we can navigate the complexities of the rights rollback and the anti rights anti gender movements accelerated force for push back and backlash.

Over to you Sam. How do you think the equalities resource hub can contribute to an enabling environment for advancing equalities over to you?

Sam Woolven 46:38

Thanks, Sally. Yeah. I mean, I think that they're really connected in, in terms of the, I think this hub will hopefully be a big part of the solution towards that.

Just coming back to sort of what my role is and my interests, particularly in in the hub to launch today. So I work with our sort of policy leads and colleagues across British embassies in the Middle East and North Africa region and regularly the kind of feedback I get from them is that they need more, you know, clear evidence, case studies, guides on how to be implementing more gender and social inclusion sort of conscious work.

So that they can be more transformative in the programmes and policies they deliver. So what I'm really excited about from this hub is that it will be a sort of a one stop online platform where we can signpost people to both our colleagues internally in the Foreign Office UK government, but also colleagues on who've joined on the line here from around the world. So we really hope it can be that sort of global good that people can access and make use of.

The other thing that I'm really conscious of is that obviously a lot of the teams I work with within the Foreign Office in the UK, but also I'm sure is the case for many people joining here online as well, is that we're all busy people and we're all have many competing priorities. I'm sure a lot of people here have lots of emails stacking up as they've joined us on the line here. So we're very thankful for the time you've given us by joining this event. But that fact that we have so many competing priorities means that we need sort of efficient tools in order to access the best and latest data.

So I think hopefully what this website will eventually be able to do is collate some of the best sort of existing evidence into a really easy to use format so that you can search for, you know, specific thematic topics or for specific sort of marginalised groups within the website and then get all of that information at your fingertips. So I'm really hoping that that becomes a useful topic not only for the, for the people I work with internally, but also for everyone joining externally as well.

So I guess the sort of results and impact of that is that when all of us are designing programmes or engaging locally or planning some of the engagements that we have, we'll have the information we need in order to make that that work as effective as possible and to support our sort of gender inequalities aims, as we're doing that. So yeah, I think this could be a brilliant opportunity to sort of share best practise.

Very much learning from each other and building that evidence based globally. So by housing this this insight on a you know publicly accessible website and one of my fellow panellists have talked about the importance of accessibility. So making sure that everybody can access that in an equal way as well I think is particularly important and making sure that that's something which is useful not just for governments and other donors but also for civil society organisations and for grassroots activists as well. So yeah, really excited to use this platform and to share with my counterparts across the globe as well. Thank you.

SallyN 50:01

Thank you, Sam. So we are hearing, we are being invoked. We are being triggered. We are also being inspired from the panellist perspective and reflections that are also happening in the chat box. I can there are questions that have been posed in the question and answer in chat box that are referring to the hub. Allow me ladies and gentlemen, to pack them for now as they will be addressed in the next session as we launch the hub.

Sarita, there have been a question that has been posed around how do we ensure that the rights of sexual minorities advanced in countries where the constitutions do not have provisions? Because from your submissions earlier on Nepal already have rights engraved in the Constitution provisions. Over to you, Sarita.

Sarita-She/Her- Mitini Nepal 50:53

Yes, thank you. So, yes, thank you so much for the questions. So it was not easy for us before we don't have any constitutional provision, but we keep fighting for our rights and one of The thing is Nepal has rectified different treaties. So we also go with those treaties where the human rights has been protected. We file litigations against the government for the, you know, no discrimination provision. We fight governments to get the human rights for the LGBTI community.

It was not easy journey for us, several time we have been, you know, we have been arrested by the police without any you know any things that we have done. So yeah, we go with the litigation process and another one is definitely the bonding, the relationship between within the community and the voice with the other civil society organisations because there has been also LA for the LGBTI movement. So it also help us to get our rights in the Constitution and another one is definitely due with the engagement with the lawmaker. That is a key things that we have been doing till now as well.

So I request if you don't have any Constitution right, then make a allies who can support the movement make you know select the people who are positive on the LGBTI issues. This will definitely help you and definitely there are some of the government mechanism, the agencies that we do have you know so you can also reach out to them for their support, solidarity for the movement.

SallyN 52:40

Thank you so much. We have also heard there is a question that is being asked about who and where are the anti rights anti gender movements getting resources. Any panellists who want to take that on?

Khawar Mumtaz 52:59

Please just repeat the question. I didn't get it.

SallyN 53:03

The question is saying who is funding the anti rights movements? Where is the majority of the funding coming from for anti rights groups?

Khawar Mumtaz 53:15

Well, I can tell you in Pakistan that there are two kinds of anti rights group. There are those who who are conservative who feel that you know it's a patriarchal customary society who feel that there are limits to a woman's quality but. But funding comes from more of the extremist groups that work in Pakistan which are militant groups, religious extremists who have you know the kind of group you know the Taliban in Afghanistan.

That kind of thinking and funding for those comes from not very open sources, we don't know, but that funding from international supporters and international supporters for religious extremist are we all know there are, I mean there are stringent measures, but it's not easy to stop them and government has taken measures but it's not always very successful. There are many ways in which funding comes as we can see especially in the Middle East.

There's a kind of militants that managed to get support is from outside the country and also within the country there are supporters.

So that is the issue.

SallyN 54:30

Thank.

Sam, did you want to take that on as well in the patterns that you are observing in terms of who is sponsoring the anti rights groups.

Sam Woolven 54:47

Yeah, sure. And I will start by saying it is quite a complex, quite a complex picture, but there has been quite a lot of analysis that's gone into this. So yeah, I do encourage people to sort of look into some of the data around this, but there's it does somewhat depend by the country that's in question and the type of movement locally. But we do know that certainly in the sort of multilateral sphere. So in the sort of lobbying that goes on in whether it's Geneva or New York.

Lobbying at the UN a large portion of that is funded by sort of conservative and Right wing and church groups from the US and to some of that is funded from Russia and then some of that is also driven by Countries in the Arab world as well. So there are the large portions of funding, and I think particularly in in parts of Africa, it certainly is, is seen from coming from America in terms of Groups based in America, but it is a complex picture and there is a lot of funding. The stat which I find particularly scary is that the amount of funding going into the anti rights movement is nearly 10 times more than the funding going into organisations sort of supporting and promoting rights. So yeah, there's certainly an imbalance at the moment in funding, but yeah, definitely something to look into in more detail.

SallyN 56:19

Thank you so much.

Thank you.

The focus of the conversation so far have been focusing on groups that are important and who are being marginalised. However, there has been a missing conversation around children, the aged population who are also facing marginalisation. The question from Erica is, how can we make sure that we do not neglect children and the aged population?

Any panellist would like to take that on.

Khawar, with your wide experience. Would you like to take that?

Khawar Mumtaz 57:07

Actually, every crisis that we have and any anti rights movement impacts women and children

the most as has been said before also and children are the ones who are the most vulnerable because they don't have any way of protecting themselves. And in a society where women and children are isolated from the mainstream, they become victims much more, they're much more vulnerable.

So, You know, even if you see climate crisis floods or earthquakes or a conflict, you find that women and children are the ones who will take the brunt of for the of the push of the impact. So to the question arises, how do we deal with this and how we can we help each other on this and part of it is to do with the with the international negotiation and international treaties and covenants that govern these issues to make sure that countries that have not signed those or haven't committed to those start that commitment because then it gives you it gives advocates a platform to take their advocacy to the policymakers and the implementers.

So those kind of things. And we I come back to the hub, the resource hub issue as an activist and as an advocate, I mean, I was also the chair of the National Commission on the Status of Women and Unfound that it was very important to link with global movements for rights.

And global movements for rights which are within the framework of agreed commitments and to find out who are the other countries that are that, follow that and to be able to connect with those. So I see that this hub would be a very important connector of those who believe in rights and those who believe in rights within a certain agreed framework and to be able to pursue it in our own countries. But to be able to connect with each other. So. So it is a it's a difficult question. It's a complex question as just all these issues are very complex.

But there's they have to be tackled and they have to be raised at the policy level within our countries. We have to raise these at the policy level because unless we raise them, they remain on the margins and ignored. So if it is, if it is a disaster, a natural disaster, the planning for it has to come in advance of the disaster in anticipation of it. We find it comes after the disaster in which children and women have already been, you know, affected very badly. So these are the kind of things that need and rights In times of disasters are the first casualty.

Whether it is to do with access to health or space or anything.

SallyN 59:55

Thank you, Khawar. So building from the context that was painted earlier by Alicia leaving, no gender leaving, no one behind, ensuring that, you know, connecting with what some have shared to then say, how do we think and work differently, how do we ensure that as we move we move, you know embracing all the intersectionalities of our society there is a question for Jane or Sam that is speaking to experiences or challenges.

Pending in Global South in formal settlements.

And Dilopa specifically said that they are working in Nairobi informal settlements. So are there any specific challenges you are seeing in these communities?

That that you can speak to in terms of marginalisation and all from your experiences, questions for the hub. They shall all be addressed with the presentation that is coming in just after this question and answer session over to you, Jane.

Hopefully we can hear you now.

Maybe we move to Sam again in terms of.

Your experiences, OK. Over to you, Jane. I can see your network is kind now. Kindly proceed.

Sam over to you. The network is being mean today over to you, Sam.

Sam Woolven 1:01:28

Sure, Sorry about that, Jane.

On this question specifically, I will say I'm definitely not an expert on this topic because I don't want to. I don't want to speak at length on it because I'm sure others in the room know more than I do, but yeah, clearly there are specific challenges facing communities in sort of informal settlements. And as I said at the start of my kind of intervention that we know that marginalised communities and particularly women and girls, are really disproportionately impacted by the climate crisis and ongoing climate emergencies.

So I think there is more we can do. There is some good analysis I've seen recently on the link between Action on gender equality and action on the climate emergency, and that's something that we're definitely focusing on in the UK Government. We have one of our sort of government missions is on tackling the climate emergency. So definitely something we're thinking about and a lot of thought is going into how we make that as gender transformative as possible in our response. But I don't want to go into too much more detail because certainly not an expert on that topic.

SallyN 1:02:33

Thank you so much. Thank you panellists for sharing your experiences and insights. We greatly appreciate the great work you are doing in your diverse communities and capacities to promote equalities for all leaving No one behind. Colleagues, we have been following questions and answers have been shared. We have engaged. I can see the excitement. I'm also joining in the excitement around the hub because most questions were now directed on the reality of the hub. So time can be challenging for us to continue with what we are spoken about. Let's just.

Gear up and get ready for the hub experience.

So our diversity is our superpower. Let's continue to embrace our collective being in partnership and solidarity, linking and learning from each other, showing up and taking action together. We have a collective responsibility for acceleration towards a secured, consistent enabling environment for a future of gender inequalities, which together will Co create.

Take ownership, play our part. I now hand over to sue so that we get to the next part of the programme. Thank you and over to you, Sue.

Sue Griffiths 1:03:51

Brilliant. Thanks so much, Sally for that excellent session. Really inspiring to hear about the different perspectives from different parts of the world, really insightful. So I enjoyed that so much. We've already got, as you've said, lots of questions about the hub itself, which is fantastic. So very pleased to move on to our next and final session, which is a presentation and a tour of the hub. Hopefully this will answer some of the questions that have been posed and.

I'll try and squeeze in as many as many as possible.

At the very end, if there's anything else outstanding, but I'm really pleased to introduce my two colleagues at social development, direct Besinati and Mpepo, who's our Co director of our technical team, and Nastasia Gecim, who's the website and Communications manager for the Equalities Resource Hub. They're going to do a quick walkthrough of the hub, show what the resources are, how they're available, how to access them, and will also give us a short video.

Please do continue to put your questions in if you have anything else. And as I say, we'll try and squeeze some in before we finish.

Over to you, Bessie and Nas.

Besinati Phiri Mpepo 1:05:02

Fantastic. Thank you so much. Sue, that was a really exciting panel and greetings everyone, as Sue has introduced. I am Besinati Mpepo. I'm the Co director for the technical team with social development direct. I am a brown African woman with short black hair. I have brown eyes and thin glasses, and today I'm wearing a black and red dress.

I am excited to be part of introducing the Equalities resource hub and I'm presenting it alongside my colleague Nastasya, who will introduce herself now.

Nastasya Gecim 1:05:44

Hi everyone and thank you so much for joining today.

My name is Nastasya Gecimm or Nas for short and I am the website and communications manager for the Equalities Resource Hub.

And I'm a light skinned woman with brown hair and brown eyes, and I'm wearing a bright blue jumper today.

Besinati Phiri Mpepo 1:06:08

Thank you, Nas. Sylvia, you can move the slide.

We will start with a little bit of context.

So Sylvia if you can move the slide forward.

It going perfect. Next slide please.

We'll start with a little bit of context. Why did we create the equalities resource hub?

As expressed by some of our speakers, we are in difficult times with a range of challenges, including the global rollback of rights, increased authoritarianism, nationalism and populism. All of these threaten to undermine progress towards the rights of women and girls, people with disabilities, Refugees and displaced persons, LGBT plus people, ethnic minority, older people, and the list goes on. The UK International Development works to end gender inequality and social exclusion around the world and over the years through this assistance, a number of resources have been developed or produced on gender and equality, and these resources have included evidence, Toolkits programme documents, research, training materials, advocacy briefs, tip sheets and many, many more.

The Equalities Resource Hub was developed to make sure that these resources are more accessible to a wide range of national and global stakeholders and to support the important work on gender and equalities programming and advocacy that is happening around the globe.

Next slide please.

So what is the equalities resource hub?

The hub itself is a curated collection of the resources that I've mentioned, and there are presented across 10 different thematic libraries. The Hub shares a wide range of resources to help advance the work in this area, as well as to share expert advice.

It was developed to ensure that users access resources in one place.

And the website was developed for a broad range of stakeholders, Including officials, decision makers, civil society organisations and activists, academics and researchers, the breadth of people that are represented on the call today.

The website was developed in a well researched manner and we conducted an initial scoping to assess the appetite for the hub. What should it focus on and what value add could it bring for

different users? We conducted additional research into the landscape of gender and Equality's websites. To ensure that they have not been duplicative, we conducted a participatory user testing process with a range of different stakeholders and those that participated in the user testing provided feedback on their experience to help us make the hub as user friendly and accessible as possible.

Accessibility is a key consideration of the hub. We developed the website in line with the industry standards on accessibility and the site itself can be adapted to improve accessibility and this will be demonstrated shortly through the video that we will share.

The site provides links to external websites and resources and we have done our best to ensure that these are accessible and have committed to ensuring that resources meet at least the minimum standard with regards to accessibility. However, we recognise that not all resources are fully accessible yet and will be improving and expanding our accessibility offer as something that we will prioritise going forward.

Khawar spoke about the importance of accessibility, so I just want to emphasise that point. Next slide please.

So we would like to take this opportunity to demonstrate how to use the website to mitigate potential internet or bandwidth challenges in screen sharing. The live site during the webinar, we are sharing this through a video. We will share the link to the live website in the chat. I think someone has already shared it and this video will demonstrate how to use the search function and to navigate the resource library.

We can share the video now.

Sylvia Nwoko 1:11:06 (Video playing)

Welcome to the Equalities resource hub. This video will show you how to use the website.

The home page includes a video summarising the content of the Equalities resource hub. There is also an audio only version of this as well as an easy read transcript. You can search the website's resources directly from the homepage using keywords and by expanding a set of advanced search options.

The advanced search options allow you to search resources by population, such as women and girls, LGBT plus people, people with disabilities, older people, ethnic minorities and other marginalised people. By theme, such as advancing equalities, ending violence and inclusive politics, governance and accountability. And by resource type such as fact sheets, policy papers and training materials.

The resources are also organised into separate thematic libraries, according to the theme they focus on. You can access these thematic libraries from the homepage.

And also from the resources drop down menu.

The most recent resources are also displayed at the bottom of the home page.

At the bottom of the home page you can find our safeguarding framework and privacy policy. You can also find our accessibility statement which has advice on how to make our website more accessible according to your individual needs. You can turn on the high contrast version of the website for greater accessibility. The Equalities resource hub conforms to the web content accessibility guidelines the website is fully functional on all mobile, tablet, laptop and desktop devices.

Moving back to the top of the page, you can see the main menu that's available on every page. The about section gives more information about the equalities resource hub and its intended audience.

It gives some information about the wider promoting equalities regional programme, which the equalities resource hub is a part of. You can also learn more about the UK government's approach to promoting equalities.

Let's now look at our resource library in more detail.

Hovering over the resources menu you have access to the full library or to the range of thematic libraries available.

Opening the full library again, you have the thematic library options and the basic or advanced search options.

Let's make a keyword search for people with disabilities. Let's have a look at the resource.

Guide to building meaningful and successful partnerships between international non governmental organisations and organisations of people with disabilities. The title of the resource is displayed along with a short summary below, this additional information is provided to inform the user more about the resource, its data, publication length and answer relevant information on the right you can click and directly access the resource.

This opens on the third party website where you can download the materials. This resource also offers an easy route version.

Returning to the Equalities Resource Hub Resource Library, we will now visit the inclusion and safeguarding in humanitarian context, thematic library.

The thematic libraries are structured in the same way as the Resource library, but also include an introduction to the theme.

Resources are then provided to browse and search. Let's have a look at the resource, intersectionality and safeguarding for civil society organisations working in humanitarian or development settings.

Information about this resource is displayed in the same way as for the previous resource that

we just viewed. All the other thematic libraries work in the same way as this one. We encourage you to explore them.

Moving on, we have the updates section which provides access to the latest events relevant to equalities work. Each event is summarised with information about the themes, location, date and organiser. There is also a link to the events official website.

The last section of the website is the contact form.

Users can use this to provide feedback or make suggestions about any aspect of the website. Importantly, it is possible to send anonymous feedback without sharing your name or e-mail address.

There is also a separate option to report a concern about potential harm that is caused through engaging with this website or any associated activities.

This can also be done anonymously.

Lastly, in a top right hand corner of the website, we provide a quick way for users to leave the website quickly and safely if they need to.

A final note to encourage users to now explore the website and use the resources to advance their work to tackle global inequality.

Nastasya Gecim 1:16:41

Well, thanks so much.

So I hope that was that was a helpful sort of demonstration of how the website can be used and obviously I've shared that video as well in the chat in case you want to refer to it again. And I've also added a link to the website. So we're really excited to say that the equalities resource Hub is now live.

So just in terms of what's next then, we're going to aim to regularly update the.

Source library, so as you'll see, we've got over 100 resources so far, but we're going to be working to continuously update that library with resources and that sort of meet our criteria. And I know some of these questions have appeared in the chat as well. So just to say that we are also aiming to make resources available in multiple languages and in accessible formats as well. At the moment, we've just mapped all of the resources that are available and we've recognised that there is a gap in terms of language and Accessible format, so that's going to be something that we are going to be strive to fill the gap in our work and then another key areas around research. So we've kind of done an initial mapping and that mapping has highlighted where there are some gaps. So whether that's in population types or in thematic areas. And so our work starting from now is going to be making sure that we identify those key gaps and start developing resources that address those gaps.

In addition to developing resources, we're also going to be hosting more events like this one in slower time and will also be publishing news that is relevant to gender inequalities, as well as blogs that you'll be able to access through the website and we will be sharing a regular newsletter which will inform you of any of the new resources that we've uploaded or any blogs that we've uploaded so that you've got that news right in your inbox. So you can stay up to date with what's happening on the hub.

And then finally in terms of how to keep engaged, so we do have accounts on social media. So you can follow us on LinkedIn and X and I'll share those links in the chat now. And that's basically where we're going to be posting really regular updates, so spotlighting specific resources and letting you know when new resources are developed and generally just posting news that's relevant to this particular area around gender and equalities. You're obviously welcome to spread the word, let colleagues and networks know who might find this particularly useful. And encourage them to use the website. And as I mentioned previously, we'll have a newsletter, so that's going to be updates straight to your inbox and then obviously we encourage you to, we encourage you to visit the website and take a look at the latest tools that we've got available there and what we aim to do is to sort of gather feedback regularly. We want to make sure that the hub is as useful for you, its users as possible. So we do sincerely encourage you to let us know if there's anything we can do to improve the offer.

And we'll be seeking to make regular updates to ensure that it's continuously used.

Thanks. I think back over to you, Sue.

Sue Griffiths 1:20:09

Brilliant. Thank you very much. To Besi and Nas for that. I know so much work has gone in behind the scenes to get it to this launch point and it's really fantastic to see the fruits of everyone's labour coming to our screens and we've got about 5 minutes that we can squeeze a couple of questions in and just to say, I know there are a lot of questions in the chat. So please, this is not your only chance. Please do get in touch with us by any of the means that Nas has outlined. We're very keen to hear from people about how we can take the hub forward in future, but just to pick out a couple that have been asked by a few people. So one is on intersectionality and how the hub will accommodate those areas where there may be cross cutting issues or intersectional issues. How does that appear within the way that hub is structured? And then just to take the second one, perhaps at the same time, how will you be prioritising new resources for putting on the hub? Will you be soliciting input from, for example, on the ground researchers, OPDs, WROs?

And does it have to be research or pieces of work that are funded by FCDO, or is it also open to other types of resources as well?

Besinati Phiri Mpepo 1:21:29

Fantastic. Thank you for those initial set of questions. And yes, Nas, please jump in as you feel fit and I can see that some colleagues have also been responding within the chat.

The issue of intersectionality is a really important issue, and we identified this as a gap actually in resources right from the scoping study. So when we did the initial scoping, intersectionality was identified as an area where a lot of people would want to access resources.

And when we did the initial mapping of gender and equalities resources, we identified some resources, but it is still an under researched and under resourced area. So what we would be doing is to continue to map these out if you go and use the search function on the hub and put in intersectionality, it should bring up the resources that are existing in this particular area. But we are going to prioritise any gaps that have been identified as we move forward.

Which could include the development of new resources.

In terms of how resources identified or prioritised, so we periodically map resources, the initial mapping that we did I think it covered quite a number of thousands of resources and we narrowed down from there. So we will continue to map on a periodic basis following a number of criteria including we want the most up to date resources, the most relevant or emerging themes that we're hearing are important to the different stakeholders and of course ensuring that the different resources that are existing on the various help desk for example, are included on the hub, we would be keen to hear back from stakeholders. So if there's a particular gap that you identify as part of your feedback, do let us know and we will try as much as possible to explore any resources that are in that area or the creation of resources as May be fit.

Have I covered the questions or anything to add, Nas?

Nastasya Gecim 1:23:39

No, I think that was perfect. Bessie, I think the only other question you mentioned was just around FCDO funded resources. So maybe just to say that the hub isn't intended to be sort of a comprehensive one stop shop for all gender and equalities resources. It's really just intended to make UK government funded resources more easily available and accessible to a wide range of stakeholders that would benefit from it. So you know, we do recognise that there's a wealth of other resources available and some really brilliant high quality ones.

But in order to really refine that and not for it to become a sort of resource dump and and

really the sort of added value that we want to provide is really to bring together the resources that the UK aid UK International Development has helped to develop that up till now hasn't been easy to access all in one place.

Sue Griffiths 1:24:32

Great. Thank you very much for those answers. I know there are more questions in the chat. We will take those away and come back to people with answers. But just unfortunately we are slightly running out of time at this stage and I do want to make sure that everyone has a chance as well to give us a bit of feedback at the end of the event. So I'm going to invite my colleague Sylvia to perhaps put up our end of session poll on the screen are Mentimeter poll. And while she's doing that, I just want to again say a massive thank you to everyone who's participated in this event.

There is a speaker, a moderator, or a participant. Thank you all very much for your really helpful questions and comments and suggestions in the chats. Really valuable to be able to have all of those. So huge. Thank you to everyone who's been involved. So on your screen now, you should be able to see A QR code which you will be able to scan and also I think a link has just been put into the chat which will take you to a mentimeter pole if you are able.

To spend a couple of minutes completing that either now or at some point in your day, we would really appreciate it. Your feedback will really help to tailor the hub as we're going forward because after all, it is your needs that we are seeking to meet and will also help us in terms of future events that we are holding. And just to reiterate as well that we will be sharing the recording, we will be sharing the slides and the other resources with you after this event and just to close with another final, thank you to all of our speakers partners and all of you for your participation.

We very much hope this event has inspired you to engage with the equalities resource hub and also to continue the important work of advancing gender and equality in all of your areas. We would encourage you to pass on the information from today to all of your networks, do stay connected with us and we look forward to seeing how the hub evolves and develops through everyone's usage of it in future. So thank you so much again and have a lovely day everyone.

Khawar Mumtaz 1:26:19

Thank you.

Thank you. Thank you a lot.

SallyN 1:26:39

Thank you.

Khawar Mumtaz 1:26:44

Thank you for this. I think we've learnt a lot. Thanks a lot.

Sue Griffiths 1:26:49

Thank you.

Sylvia Nwoko stopped transcription