



INTERNATIONAL WOMEN'S DAY

8th March 2021

A TOOLKIT FOR SCHOOLS AND YOUTH GROUPS

Read on to find out how you can get involved...

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INTRODUCTION

WHAT IS INTERNATIONAL WOMEN'S DAY AND WHY DOES IT MATTER?

International Women's Day is a globally celebration of the the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity.

International Women's Day (IWD) has occurred for well over a century, with the first IWD gathering in 1911.

The global theme for the IWD 2021 celebrations is #ChooseToChallenge. A challenged world is an alert world. Individually, we're all responsible for our own thoughts and actions - all day, every day. We can choose to challenge and call out gender bias, discrimination and stereotypes. We can choose to seek out and celebrate women's achievements. Collectively, we can create an inclusive and more gender-equal world. From challenge comes change, so let's all choose to challenge.

About WEN Wales

WEN Wales is a vibrant network committed to transforming Wales into a country free from gender discrimination. You can join us free [here](#).

100 Welsh Women

To celebrate 100 years of women getting the vote, we created the [100 Welsh Women list](#) in 2018 to celebrate some of the incredible Welsh women who have made and continue to make a massive impact on our history, our culture and our community. We like to celebrate them all every year on International Women's Day.

IWD 2021: young people in Wales

In 2021 we'll be taking our celebrations into schools and youth groups with activities suitable for 4 – 18-year-olds that #ChooseToChallenge gender stereotypes and highlight the importance of obtaining gender equality for everyone. This toolkit is designed to help you celebrate International Women's Day 2021 with your class or youth group and help you achieve some of your obligations under the Equality Act 2010.

To get you started, we have produced a short introductory film that can be used in school or online, for an assembly or in class during your IWD celebrations on 8th March 2021 - a link will be emailed to you before the event.

Contact If you'd like to discuss any of your ideas, need further help in planning an event, want ideas for speakers or anything else, please email: IWD@wenwales.org.uk

This toolkit was co-produced with teachers and staff from High Street School, Barry; Maindee Primary School, Newport; Cardiff Council; St Cyres School, Penarth; Ysgol Cwm Brombil, Neath Port Talbot. A very big thank you to the staff at those schools for their ideas and support. Thank you also to Griffin Books, Penarth and Cyngor Llyfrau Cymru/Book Council for Wales

ACTIVITIES

1. CHALLENGE GENDER STEREOTYPES

Drawing people at work.

Ages 4 - 11, Foundation Phase & Key Stage 2

- Introduce a variety of professions that children might have had some experience of e.g. nurse, doctor, police, firefighter, teacher, librarian, scientist, ballet dancer, First Minister, lifeboat rescuer. Perhaps you could use a photo of your own school staff team.
- Take care with your own language e.g. firefighter is more inclusive than fireman
- Ask the children to choose one to draw or instruct them to draw a few, one after the other. Ask them to name and describe them.
- Discuss why they chose to draw the gender they did.
- Provide examples of women in those professions, for example:
 - Emergency services PowerPoint presentation on our website. wenwales.org
 - Video showing a class trying to guess the profession of some people. [youtube.com](https://www.youtube.com)
 - Video of a class doing a similar activity. [youtube.com](https://www.youtube.com)

Extension idea: create a class tally and add up male and female for each profession

- Story to accompany this activity: Girls Can Do Anything by Caryl Hart and Ali Pye, also available on CBeebies Bedtime Stories read by Oti Mabuse. [youtube.com](https://www.youtube.com)

KEY TERMS

CISGENDER - people whose gender identity matches their sex assigned at birth.

GENDER EQUALITY - a person's access to rights or opportunities regardless of their gender.

GENDER IDENTITY - A person's innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

INTERSECTIONAL - how the individual characteristics of a person such as race, class, gender and socio-economic status 'intersect' or overlap with one another and combine to determine the degree of discrimination or privilege experienced.

NON-BINARY - gender non-binary is used to describe people who feel their gender cannot be defined within the margins of gender binary. Instead, they understand their gender in a way that goes beyond simply identifying as either a woman or man / girl or boy.

PRIVILEGE - a set of unearned benefits given to people who fit into a specific social group. The absence of privilege is often easier to notice than its presence. Privilege is more about a lack of inconvenience, and so when you have it, you don't really notice it. Without privilege life can be much harder and so you're constantly reminded of its absence. There are many types of privilege, e.g. white-privilege, able-bodied privilege and male-privilege are just a few.

SEX – assigned to a person at birth based on genitals and reproductive organs.

TRANSGENDER - transgender is a term used to describe people whose gender identity differs from the sex they were assigned at birth. Gender identity is a person's internal, personal sense of being a woman or a man (or girl or boy). For some people, their gender identity does not fit neatly into those two choices (e.g. gender non-binary people). For transgender people, the sex they were assigned at birth and their own internal gender identity do not match.

WOMAN/GIRL - a female person. This includes transwomen and girls, as well as ciswomen and girls. Women's equality work includes girls too.

2. CHALLENGE GENDER STEREOTYPES AND CELEBRATE WOMEN'S ACHIEVEMENTS

What job do I do?

Ages 7-14, Key Stage 2 & 3

- This is a quiz where the children have to guess what job a woman does.
- We have selected 6 women from the [100 Welsh Women](#) list to be the subjects of the quiz, but feel free to browse the list on the website and choose your own. Perhaps use the map feature to select women near to your school. [100welshwomen.wales/map](#)
- If you use our selected women, you can use the PowerPoint presentation on our website. Show the children the first slide for each woman (photo only) in turn. You hold the information about her listed below, more information can be gained from the links to their profiles on the 100 Welsh Women list. [wenwales.org.uk](#)
- Invite the children to ask questions about the woman that have a "Yes" or "No" answer. Their aim is to guess what her profession is.
- If gender stereotypes come up, discuss them. Ask the children why they thought that and challenge those stereotypes.
- Video of a school doing a similar activity in person. [youtube.com](#)

Extension ideas: Ask children to put their hand up if they feel they have a quality you list, ask them to keep their arm up if they have another quality and so on until you reveal a profession that needs those skills, for example:

- Strong, athletic and determined = ballet dancer
- Ask lots of questions, likes solving puzzles and good at writing = scientist
- Thinking of ways to solve problems, trying to make the world a better place, love fixing things = engineer
- You are careful about your work, like making things and can follow instructions carefully = builder

FOR THE QUIZ

6 WONDERFUL WELSH WOMEN

CERYS MATTHEWS, ARTIST. She started a band called Catatonia that sold millions of copies of their songs. She is also a radio and TV presenter.

IWD.cerys_matthews

MEENA UPADHYAYA, PROFESSOR OF MEDICAL GENETICS. A special kind of scientist who made tests to diagnose more than 20 diseases. She also started achievement awards for Welsh Asian and ethnic minority women. *IWD.meena_upadhyaya*

ANGELA GIDDEN, FURNITURE DESIGNER. Angela is also a consultant to many multi million-pound manufacturing companies. *IWD.angela_gidden*

UZO IWObI, LAWYER AND EQUALITIES ADVISOR. She advises the government on how to make Wales a fairer place for everybody. *IWD.uzo-iwobi-obe*

KAREN HOLFORD, PROFESSOR OF MECHANICAL ENGINEERING. She designs machines, including parts of cars and machines that can measure damage to bridges and aeroplanes. *IWD.karen_holford*

TANNI GREY-THOMPSON, SPORTSPERSON. As a wheelchair racer she broke 30 world records, won 11 gold and 3 silver Paralympic medals. She is a TV presenter and she became a Baroness helping to make the UK a fairer place for all. *IWD.tanni_grey-thompson*

3. CELEBRATE WOMEN'S ACHIEVEMENTS

100 Welsh Women.

Ages 11-18, Key stage 3, 4 & 5

- Get the class to explore the 100 Welsh Women website. There are pictures and brief biographies of over 100 Welsh Women celebrated for their excellence and pioneering work in their fields. [100 Welsh Women](#)
- Encourage them to browse the list taking note of the range of women they are seeing; different ages, different fields, different backgrounds etc.
- Have a class discussion about one or both of the following:

Discussion 1: Why it is important to celebrate women specifically?

E.G. Why do male footballers get higher wages and more publicity than female footballers?

Extra resource 1: US Women's football team fight for equal pay. [theguardian.com](#)

Extra resource 2: Women's football used to be more popular than men's in England! [bbc.co.uk](#)

E.G. Why are politicians, especially in senior roles like Prime Minister or President, more likely to be men than women? Currently only 21 women (11%) sit as the head of state or government out of the 193 countries around the world - can your class name any of them? Are there any differences between countries run by male leaders and countries run by female leaders?

Extra resource 1: Female leaders around the world, from the first in 1960 until now [independent.co.uk](#) and [statista.com](#). The number of female leaders differs between the two sources as Statista.com data refers to all countries that are current (or former, i.e. Yugoslavia) United Nations member states. This list does not include non-member states, such as Kosovo, Taiwan or Transnistria (the first two of which currently have female leaders).

Extra resource 2: Women's Power Index gives a score for how much representation women have in all levels of government in a country. Why is it important to have gender balance in government? How can having diverse representation in government and politics make society fairer? [cfr.org](#)

Discussion 2: Do you think the women on the list are reflective of the diversity of women in Wales?

- Are there any voices missing from the list?
- You may wish to discuss the meaning of intersectionality (see Key Terms on pages 3 & 4) as part of this.
- Aside from those mentioned in the definition, what other characteristics might also intersect in this way? E.g. sexual orientation, religion, disability.
- Discuss privilege and discrimination and how people from different backgrounds might experience different levels of either privilege or discrimination in their life. How does intersectionality play into this? How might this affect the diversity of women we see celebrated publicly for their achievements?

Extension ideas:

Literary exercise: Think of a woman you admire in your life and write about her and why you have chosen her.

Speaking and Listening group activity: Nominate a new woman to the 100 Welsh Women list

- Each group researches and picks a Welsh woman that they'd like to nominate
- Present your nomination to the class
- Class discussion / vote on their favourite to put forward as a joint nominee
- Email IWD@wenwales.org.uk with your final nomination including the justification.

4. CALL OUT GENDER BIAS

Gender audit your learning environment.

Ages 11-18, Key stage 3, 4 & 5

- This activity is designed to highlight any gender imbalances and lack of diversity in curriculum teaching materials through auditing the people we learn about and provides the opportunity to discuss why any imbalances might exist.
- Make a tally by gender of material taught in a specific subject e.g.
 - English – the authors of the books you're required to read
 - History – the historical figures you learn about
 - STEM – the scientists you learn about (think about who laws and theorems are named after too)
- Do you think it is balanced? If not, why not? Pay particular attention also to the diversity of women – it is not only women who have been erased or forgotten, it is also people of colour, LGBT+ people and disabled people.
- The erasure of women's contributions or the lack of celebration of their achievements is both historic and ongoing – in fact it is one of the reasons that WEN Wales exists today!
- Can you find an important woman who has been undercelebrated in your subject?

E.G. You might now hear about Rosalind Franklin's role in the discovery of DNA but have you heard of [Mair Russell Jones](#) from Pontycymmer who [helped crack German Enigma codes](#) during WWII at Bletchley Park? Or these seven other pioneering female scientists? (STEM) [bbc.co.uk](#)

E.G. [Jan Morris's](#) books (English) [britishcouncil.org](#)

E.G. [Betty Campbell](#) the first Black headteacher in Wales and champion on multiculturalism (History) [bbc.co.uk](#)

5. CHALLENGE SEXISM

A Survey

Ages 14-18, Key stage 4 & 5

Ask students to design a survey to find out if their peers have experienced sexism. Students can collect data, analyse and summarise the results. The survey will enable students to discuss their findings with the school council, senior leaders in school or in their youth group, and come up with ideas for how to tackle this.

- Perhaps students could collect this data in advance and present their findings to the class/school on IWD.

Survey example questions:

- How often have you witnessed sexism or sexist comments in school or in your youth group? (directed at yourself or others)?
 - What form did it take?
 - Was any action taken by staff/teachers or those in charge in dealing with it?
 - Have you ever witnessed online abuse e.g. sharing of images without permission?
 - If yes, what did you do about it? Did you take any action?
 - What do you think your school/youth group should do to improve?
- Make sure your students know who they can talk to within school or at your youth group i.e. counsellor/ well-being officer, if they have experienced sexism or related trauma.

OTHER PRIMARY SCHOOL IDEAS

- Discuss toys, colours and books – who plays with what toys? Can all children play with all toys?
- Explore gender stereotypes in traditional nursery rhymes and fairy stories. Encourage children to retell them or create their own which are more balanced. Older children could write a letter to publishers outlining their concerns about gender stereotypes in books, comics or magazines, or create their own fictional characters that defy gender stereotypes.
- Discuss - what is gender equality? Why is it important?
- Ask children to interview their mum, nan, auntie or another significant woman in their life on International Women's Day. Ask them about their lives so they tell their story. Were their experiences growing up different to yours? Is life fairer for women now? Students may uncover something interesting or surprising.
- Examine all school language e.g. "Good morning children" instead of "good morning boys and girls". Avoid splitting children into boys vs girls teams - encourage everyone working together. Are your classes or house teams named after people - are they all male?
- Challenge gender stereotypes in your setting with these resources - lettoysbetoys.org and fawcettsociety.org

OTHER SECONDARY SCHOOL IDEAS

- Here are some suggestions for class discussions and debates:
 - How to make sport more inclusive and equal
 - Girls rights in school and the #MeToo movement
 - Our experience of everyday sexism - who's experienced this and what can we do about it as a school?
 - Body image and the media
- Invite a representative from the WEN Wales team, one of our ambassadors, or women from your own school/ youth group community to speak at an online assembly.
- Gender equality in STEM Careers The 'gender-equality paradox' in STEM fields [BBC Newsnight - YouTube](#)

SUGGESTED READING FOR:

PRIMARY SCHOOL

ROSIE REVERE, ENGINEER by Andrea Beaty. Watch the book being read by an astronaut in space on [youtube.com](https://www.youtube.com)

IZZY GIZMO by Pip Jones and Sara Ogilvie

THE SECRET SUFFRAGETTE by Barbara Mitchelhill

GOODNIGHT STORIES FOR REBEL GIRLS by Elena Fravilli and Francesca Cavallo or the *podcast*

MALALA: MY STORY OF STANDING UP FOR GIRLS' RIGHTS by Malala Yousafzai

FANTASTICALLY GREAT WOMEN WHO CHANGED THE WORLD by Kate Pankhurst

SECONDARY SCHOOL

WOMEN & POWER: A MANIFESTO by Mary Beard

ROCKING THE BOAT: WELSH WOMEN WHO CHAMPIONED EQUALITY 1840-1990 by Angela V. John

GIRL UP by Laura Bates

WE SHOULD ALL BE FEMINISTS by Chimamanda Ngozi Adichie [youtube.com](https://www.youtube.com)

DEAR IJEWELE: A FEMINIST MANIFESTO IN FIFTEEN SUGGESTIONS by Chimamanda Ngozi Adichie girlguiding.org.uk/girls-attitudes-survey-2020.pdf plan-international.org/girls-get-equal/activist-hub

WILD WELSH WOMEN / GENOD GWYLLT CYMRU by Beryl Hughes Griffiths (bilingual)

HERE WE STAND by Angharad Penrhyn Jones and Helena Earnshaw

GAL DEM: An online and print publication committed to sharing perspectives from women and non-binary people of colour <https://gal-dem.com/>

For stories in Welsh see Welsh language toolkit

If you would like WEN Wales to come and speak to your class - just email IWD@wenwales.org.uk to request a speaker!

EVALUATION

It is important for us to check how these activities went. Please let us know! It can help us to improve future events and give feedback to our funders, which in turn helps us to secure funding in the future to continue our work striving for gender equality.

Please complete the evaluation form which will be emailed to you.

EXTRA RESOURCES

- See our 100 Welsh Women websites in English and Welsh and share some of the stories of the incredible women on the list. [100welshwomen.wales](https://www.100welshwomen.wales)
- International Women's Day school resources. Includes fact sheets, videos, reading lists and more schools activities. [Internationalwomensday/School-Resources](https://www.internationalwomensday.com/School-Resources)
- A Mighty Girl: book, toy and film recommendations for smart, confident and courageous girls. [amightygirl.com](https://www.amightygirl.com)
- A young people's guide to making positive relationships matter: [agenda.wales](https://www.agenda.wales)
- Women on the frontline: Over the past year, women from all walks of life across Wales have achieved great things while facing challenges both new and old in the face of a global pandemic. This video showcases the stories of WEN members and other women from around the country who continue to connect, campaign, and champion alongside us to create a Wales free from gender discrimination. [youtu.be](https://www.youtube.com/watch?v=...)
- CEDAW: An introduction to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women. [youtu.be](https://www.youtube.com/watch?v=...)

CHECK LIST

- Talk to your colleagues and pick an activity for your class/school/youth group
- Consider sharing with parents your plans for celebrating IWD 2021 using this WEN Wales activity toolkit – perhaps through your school newsletter.
- Let us know how your class enjoyed the activity via the evaluation form.
- Take photos of the work and the activity and if you are happy to, share with us via email IWD@wenwales.org.uk
- Share your activity on social media using the hashtags: #IWD2021 #ChooseToChallenge #100WelshWomen and please make sure you tag @WENWales too!
- If you've enjoyed using this toolkit, please encourage students and teachers to join WEN Wales (it's free!). [wenwales.org.uk/join-us](https://www.wenwales.org.uk/join-us)

LINKS TO WEB RESOURCES

WEN Wales website: <https://wenwales.org.uk/>

Email to: IWD@wenwales.org.uk

Activity 1. Challenge gender stereotypes: Drawing People at Work

Emergency services PowerPoint : <https://wenwales.org.uk/champion/international-womens-day/>

Video of class trying to guess the profession: <https://www.youtube.com/watch?v=1alP4Gytoz8>

Video of a class doing a similar activity: https://www.youtube.com/watch?v=kJP1zPOfq_0

Girls Can Do Anything by Caryl Hart and Ali Pye read by Oti Mabuse <https://www.youtube.com/watch?v=G6tpQ54wE20>

Activity 2. Challenge gender stereotypes and celebrate women's achievements: What job do I do?

100 Welsh Women <https://www.100welshwomen.wales>

Map to select women near to your school <https://www.100welshwomen.wales/map/>

Video of a school doing a similar activity: https://www.youtube.com/watch?v=wPUL0EGMXFU&feature=emb_logo

6 Wonderful Welsh Women

Cerys Matthews: https://www.100welshwomen.wales/100-women/cerys_matthews/

Meena Upadhyaya: https://www.100welshwomen.wales/100-women/meena_upadhyaya/

Angela Gidden: https://www.100welshwomen.wales/100-women/angela_gidden/

Uzo Iwobi: <https://www.100welshwomen.wales/100-women/uzo-iwobi-obe/>

Karen Holford: https://www.100welshwomen.wales/100-women/karen_holford/

Tanni Grey-Thompson: https://www.100welshwomen.wales/100-women/tanni_grey-thompson/

Activity 3. Celebrate women's achievements: 100 Welsh Women.

Women's football team fight for equal pay - <https://www.theguardian.com/football/2020/may/04/uswnt-us-womens-soccer-team-equal-pay-lawsuit>

Women's football used to be more popular than men's! <https://www.bbc.co.uk/news/newsbeat-33064421>

Female leaders, Jacinda Ardern <https://www.independent.co.uk/news/world/female-world-leaders-jacinda-ardern-new-zealand-election-belarus-b1077339.html>

Female leaders, since 1960: <https://www.statista.com/statistics/1058345/countries-with-women-highest-position-executive-power-since-1960/>

Women's Power Index: <https://www.cfr.org/article/womens-power-index>

LINKS TO WEB RESOURCES CONTINUED...

Activity 4. Call out gender bias: Gender audit your learning environment

Mair Russell Jones: https://www.100welshwomen.wales/100-women/mair_russell-jones/

Mair Russell Jones helped crack German Enigma codes at Bletchley Park: <https://www.bbc.co.uk/news/uk-51399835>

Seven pioneering female scientists (STEM): <https://www.bbc.co.uk/news/uk-51399835>

Jan Morris: https://www.100welshwomen.wales/100-women/jan_morris

Jan Morris: <https://literature.britishcouncil.org/writer/jan-morris>

Betty Campbell: https://www.100welshwomen.wales/100-women/betty_campbell

Betty Campbell: <https://www.bbc.co.uk/programmes/profiles/4Tz2cH6JnlT0Rc1kwRyWkx6/hidden-heroines>

Other ideas for Primary Schools

Challenge gender stereotypes: <https://www.lettoysbetoys.org.uk/resources/eight-ways-to-challenge-stereotypes-in-early-years-settings/>

And: <https://www.fawcettsociety.org.uk/Handlers/Download.ashx?IDMF=8e3dbcf8-206c-4600-94bd-f4dd8ee01042>

Suggested reading for Primary Schools

Video of book, Rosie Revere, Engineer read by an astronaut from space: <https://www.youtube.com/watch?v=r5yZ8K7pb0Y>

Podcast, Goodnight Stories for Rebel Girls: <https://www.rebelgirls.com/pages/podcast>

Other ideas for Secondary Schools

The 'gender-equality paradox' in STEM fields: https://www.youtube.com/watch?v=tn3yqmiwKAK&ab_channel=BBCNewsnight

Suggested reading for Secondary Schools

We Should All Be Feminists: https://www.youtube.com/watch?v=hg3umXU_qWc

<https://www.girlguiding.org.uk/globalassets/docs-and-resources/research-and-campaigns/girls-attitudes-survey-2020.pdf>

<https://plan-international.org/girls-get-equal/activist-hub>

<https://gal-dem.com/>

Extra resources

Fact sheets, videos, reading lists and more schools activities <https://www.internationalwomensday.com/School-Resources>

Book, toy and film recommendations for smart, confident and courageous girls <https://www.amightygirl.com/>

A young people's guide to making positive relationships matter: <http://agenda.wales/>

Women on the frontline video: <https://youtu.be/yiVIHt9q19c>

An Introduction to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) <https://www.youtube.com/watch?v=MXW7S7eCzws>