



INTERNATIONAL WOMEN'S DAY

8th March 2022

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 global celebration of the social, economic, cultural and political achievements of women. People also come together to raise awareness and lobby for gender equality. International Women's Day (IWD) has occurred for well over a century, with the first IWD gathering in 1911. [International Women's Day](#)

According to the World Economic Forum, sadly none of us will see gender parity in our lifetimes, and nor likely will many of our children – there is no place for complacency.

Here are a few reasons why we need International Women's Day.

- Women in England and Wales are twice as likely as men to experience domestic abuse. ons.gov.uk/domesticabuse
- In the UK, women work an average of 63 unpaid days because of the gender pay gap. theguardian.com/women-work-for-free
- According to our research in Wales, last year 63% of women versus 17% of men stated that they did most of the childcare in their household. 71% of women versus 22% of men said that they did most of the housework. During the pandemic, women in Wales were more likely than men to lose their jobs or lose working hours. 22% said that this was due to their caring responsibilities. [CovidBriefing.WenWales](#)
- The World Health Organisation says that women around the world spend on average more than twice as many hours as men doing unpaid work. who.int
- Decisions that affect our everyday lives are still more likely to be made by men, because women are still not present in equal numbers in politics or public life. For example, just 28% of Welsh councillors are women. thenational.wales/news
- Disasters such as floods, storms, and drought kill more women than men due to the unequal division of power and resources between women and men. As the climate emergency worsens, this is why it will hit women harder, both here in Wales and around the world. who.int
- Women are more likely to be in poverty – women have not achieved economic equality in any country in the world, including in Wales. Some of the reasons for this are: Low wages, lack of decent work, unpaid care work, and longer work days. oxfam.org/
- There is a gender health gap – Public Health England found that women spend more years of their life in poor health than men. independent.co.uk
- Many of the inequalities we have mentioned are even more pronounced for disabled women and for Black, Asian and ethnic minority women. For example, our research in Wales showed that disabled people and Black, Asian and ethnic minority people were more likely to have lost working hours during the pandemic compared to the non-disabled and to white people, respectively. [CovidBriefing.WenWales](#)

About WEN Wales

Women's Equality Network (WEN) Wales is a vibrant network and membership organisation committed to transforming Wales into a country free from gender discrimination. WEN wants everyone in Wales to have equal authority and opportunity to shape society and their own lives.

Our work falls under three categories:

Connect: We bring women's voices together and amplify them via our membership network, events, mentoring programme, and the Gender Network bringing together organisations in Wales working on gender equality.

Campaign: We call out gender inequality and campaign for change. In partnership with our coalition, we campaign for change in six areas.

- Diverse and equal representation and leadership
- Stopping violence against women
- Tackling gender health inequalities
- Global responsibility and women
- Fair finance
- Caring responsibilities are valued and shared

Champion: We celebrate inspirational women, such as our prestigious list of 100 Welsh Women.

You can help us achieve our vision of a Wales free from gender discrimination by adding your voice to the movement - join us as a member for free [here](#).

About the Diverse5050 campaign

We need diverse voices in Welsh politics – having more women, disabled women, Black, Asian and minority ethnic women, and LGBT women in decision making positions will mean that a wider range of lived experience is taken into account when policies are created and decisions are made that affect all our lives. We want underrepresented groups to have a seat at the table.

WEN Wales runs the [Diverse5050](#) campaign alongside Electoral Reform Society Cymru, Race Council Cymru, and EYST Wales (Ethnic Youth & Minorities Support Team). Our target is diverse and equal representation and leadership in the Senedd and throughout the political structure of Wales – politics that is reflective of the whole Welsh population.

We are calling for:

- Electoral reform that will deliver a bigger and more diverse Senedd;
- Legally-binding integrated diversity and gender quotas;
- A Senedd elected by the Single Transferable Vote (STV) system.

Read more about quotas [here](#), and STV [here](#).

Add your voice to the Diverse5050 campaign and sign up [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 2022: young people in Wales

In 2022 we'll be taking our celebrations into schools and youth groups with activities suitable for 4 – 18-year-olds that challenge gender stereotypes and highlight the importance of obtaining gender equality for everyone. This toolkit is designed to help you celebrate International Women's Day 2022 with your class or youth group and help you achieve some of your obligations under the Equality Act 2010.

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

THANK YOU

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

Thank you to the Office of the Children's Commissioner for Wales for reviewing and offering their advice on this toolkit before publication.

ACTIVITIES

ACTIVITY 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.
- This is also an opportunity to challenge assumptions and stereotypes about men and boys.
- Provide examples of women in those professions, for example:
 - Emergency Services [PowerPoint](#) presentation provided with this toolkit
 - Video showing a class trying to guess the profession of some people. [youtube.com](#)
 - Video of a class doing a similar activity. [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](#)

ACTIVITY 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 provided with this toolkit. Show the children the first slide for each woman (photo only) in turn. You hold the information about her listed in the green box on page 7, more information can be gained from the links to their profiles on the 100 Welsh Women list. [100 Welsh Women](#)
- 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:

- 1. Teacher led discussion** about the qualities needed for different professions: Define 'quality' in this context as a skill, talent or activity you enjoy, discuss some qualities as examples (e.g. determined, enjoys solving puzzles, communicates with people well) and highlight some of the qualities of children in the class.

- 2. Pair task:** pairs help each other to write qualities they each have - at least 3, but could go up to 10 or beyond (if children have already done self-profiles in class this will help them do this)
- 3. Group task:** Ask the children to list the qualities needed for different professions. Conduct a jobs match - look at the group's list for each profession, is there anyone in the class that has those qualities? Who might be a good fit?

FOR THE QUIZ IN ACTIVITY 2

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

ACTIVITY 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](http://100WelshWomen)
- 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 as part of this. Intersectionality is the interconnected nature of social categorisations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. oed
- Aside from those mentioned in the definition of intersectionality, 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 & 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.

ACTIVITY 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, LGBTQ+ 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

ACTIVITY 5

Challenge Sexism

A SURVEY

Ages 14-18, Key stage 4 & 5

Sexism is prejudice, stereotyping, or discrimination, typically against women, on the basis of sex. The [Everyday Sexism Project](#), a website where women can upload their experiences, has highlighted that sexism is still very common. 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?

Safeguarding and support

- Taking part in the survey could be very upsetting for those who have experienced sexism or related trauma. It is important that young people consider this in their survey design. Surveys should be anonymous and quantitative to avoid disclosure or answers that could identify individuals.
- Teachers/Youth Group leaders should consider what their school/youth group processes are and how they should respond if a safeguarding issue is raised by this survey.

• Prior to designing the survey, it is a good idea to do an activity such as the "Support Cloud" activity in [Agenda](#). It can help young people to identify those who they can turn to for support if they are worried about themselves or others.

- Provide young people with contact details of support e.g. e.g. counsellor/well-being officer within your school or youth group.

ACTIVITY 6

Why do we need an International Women's Day in 2022?

QUIZ FOR 11-18 YEAR OLDS

We suggest that you split your class into groups and allow them to discuss their answers. Explain to the young people that their group may not know the answer to many of the questions, that is why it is multiple choice, so that they can make a guess. Mark the quiz as a whole class and allow plenty of time for discussion of the answers and the explanations provided. If your class or group would like to explore some topics further, links to further information is provided in the answers to most questions.

Please note: The quiz contains some questions on domestic abuse and sexual harassment that may be upsetting. Before you do this quiz put up posters or display on your whiteboard information about [ChildLine](#) and the [Live Fear Free](#) helpline run by Welsh Women's Aid. Highlight that these resources are available for anyone that needs it. Explain what domestic abuse and sexual harassment is. Explain that abuse and harassment threaten and take away people's right to be safe and that everyone has a right to be safe – no one should experience abuse or harassment.

Quiz questions start on following page.

Quiz Questions

Q1. Politicians are voted for by the public and make decisions about how our society is run, those decisions affect our everyday lives. When did women get the right to vote in elections in the UK?

- a. Women have always been able to vote
- b. 1852
- c. 1918
- d. 1928

Q2. The highest position a politician in Wales can hold is First Minister. The First Minister is the leader of the Welsh Government. How many First Ministers in Wales have been women?

- a. 0
- b. 1
- c. 4
- d. 10

Q3. The Prime Minister is the highest position in the UK government. In the last 100 years there have been 25 UK Prime Ministers, how many of them have been women?

- a. 1
- b. 2
- c. 5
- d. 12

Q4. Local politicians are elected by the community to make decisions on a more local level. What percentage of local politicians (local councillors) in Wales are women?

- a. 13%
- b. 28%
- c. 53%
- d. 55%

Q5. At the current rate of progress, how many years will it take to reach equal numbers of women and men being elected as local councillors?

- a. 5 years
- b. 26 years
- c. 58 years
- d. 82 years

Q6. What percentage of countries worldwide have gender quotas at parliamentary (national government) level?

- a. 9%
- b. 23%
- c. 44%
- d. 67%

Q7. In 2020 Women's Equality Network Wales asked men and women who did the most childcare in their household, what percentage of women said that they did?

- a. 50%
- b. 56%
- c. 60%
- d. 63%

Q8. True or False? During the pandemic, women in Wales were more likely than men to lose their jobs or lose working hours.

Q9. Around the world who does more unpaid work?

- a. Men and women do equal amounts of unpaid work
- b. Men do twice as much unpaid work as women
- c. Women do twice as much unpaid work as men

Q10. There are nearly 200 countries in the world. In how many is there economic equality between women and men?

- a. 0
- b. 10
- c. 50
- d. 100

Q11. In Wales, average weekly full-time pay is:

- a. Equal for women and men
- b. £5.72 more for men
- c. £12.72 more for men
- d. £41.90 more for men

Q12. In England and Wales are women more likely than men to experience domestic abuse?

- a. No, men are more likely than women to experience domestic abuse
- b. No, women and men are equally likely to experience domestic abuse
- c. Yes, they are twice as likely
- d. Yes, they are 4 times as likely

Q13. In the UK, who spends less of their life in good health, women or men?

- a. It's equal
- b. Women
- c. Men

Q14. Around the world, 3 million primary school aged boys will never start school or receive an education. How many girls are in this position?

- a. 3 million
- b. 3.5 million
- c. 4.5 million
- d. 9 million

Q15. Out of the largest 350 companies in the UK, how many of the Chief Executives are women?

- a. 17
- b. 25
- c. 68
- d. 151

Q16. What percentage of women have experienced sexual harassment in the workplace?

- a. 11%
- b. 80%
- c. 53%
- d. 67%

Q17. How many girls aged 14-21 have been publicly sexually harassed at school, college, or university?

- a. 58%
- b. 35%
- c. 70%
- d. 14%

Answers

1. Answer = c or d. In the late 1800's and early 1900's, women activists, known as the Suffragists and the Suffragettes, fought hard for equality. Women couldn't vote and they could only get jobs such as house servants. Suffragette protests included civil disobedience and hunger strikes. In 1918 some women were granted the right to vote, those that were over 30 and owned property, or were married to someone who owned property. It took another 10 years, until 1928, before all women received equal voting rights to men.

2. Answer = a. There have only ever been four First Ministers but none have been women. Members of the Senedd are the people that you can vote for to make big societal decisions, like how the economy, how the NHS and schools are run. There are many women elected to be Members of the Senedd, in fact currently 47% are women. However, even though 47% of MSs are women, it took until 2021 for a woman who is black, Asian or minority ethnic to be elected to the Welsh Parliament. Natasha Asghar is a Welsh Conservative Party politician who represents South Wales east.

3. Answer = b. Margaret Thatcher was prime minister 1979-1990 and Theresa May was prime minister 2016-2019

4. Answer = b Despite women making up 51% of the population of Wales, only 28% of councillors are women. Local councillors are responsible for services like education, transport, fire and public safety. [Feminist-Scorecard-Report-2020](#)

5. Answer = d. According to a report by the [Fawcett Society](#), it will take 82 years to reach gender parity in Welsh councils. This is slower than in England, where it is expected to take 48 years at the current rate of progress.

6. Answer = c. A recent report by the [UN Economic and Social Council](#) states that 84 States (44%) have adopted legislation on gender quotas at the parliamentary level.

7. Answer = d. According to our research in Wales, last year 63% of women versus 17% of men stated that they did most of the childcare in their household. 71% of women versus 22% of men said that they did most of the housework. [CovidBriefingWenWales](#)

8. Answer = True. 22% said that this was due to their caring responsibilities. [CovidBriefing.WenWales](#)

9. Answer = c. The World Health Organisation says that women around the world spend on average more than twice as many hours as men doing unpaid work. [who.int/globalchange/GenderClimateChangeHealth](#)

10. Answer = a. According to the World Economic Forum, sadly none of us will see gender parity in our lifetimes, and nor will many of our children. Gender parity will not be attained for almost a century. [IWD](#)

11. Answer = d Gender pay gap in Wales [statswales.gov.wales/Catalogue/Business-Economy-and-Labour-Market](#)

12. Answer = c. [ons.gov.ukdomesticabuse](#)

13. Answer = b. There is a gender health gap. Although women have a longer life expectancy than men, they spend less of their lives in good health. This is thought to be because female specific conditions e.g. endometriosis or menopause, have been researched and funded less. Additionally, women are often not taken seriously when they report their own health issues. [bbc.co.uk/news](#)

14. Answer = d. Some girls are threatened with violence and forced into child marriage instead of receiving an education like you have. Education improves jobs and wages for women and empowers women to become leaders. [news.un.org/en](#)

15. Answer = a. Women are underrepresented in the top of business. Efforts have been made in recent years to promote more women to leadership positions. Women now hold more than one third of roles in the boards of the FTSE 350 companies (the largest 350 companies). Boards are a group of leaders that run a company, the chief executive is the highest paid and highest ranked position, and women are still underrepresented there. [theguardian.com/business/2021](#)

16. Answer = b. Survey data published on International Women's Day 2021 (08.03.21) by Welsh Women's Aid shows that four out of five women in Wales have experienced some form of sexual harassment at work. No Grey Area report: [welshwomensaid](#)

17. Answer = a. Charity Plan International UK revealed in March 2021 that 58 per cent of girls aged 14-21 in the UK have been publicly sexually harassed in their learning environment. [plan-uk.org/media-centre/](#)

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

OTHER IDEAS

Organise a fundraising day

Organise a bake sale, a non-uniform day, or a sponsored walk/cycle to raise funds for WEN. Last year, one school organised a netball shootout to raise awareness of WEN! How about these other ideas: a quiz, a raffle, an obstacle course, or an art exhibition of 100 Welsh Women! Find out how to support us: wenwales.org.uk/support-us/

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

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?

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 Ijeawele: A Feminist Manifesto In Fifteen Suggestions by Chimamanda Ngozi Adichie

girlguiding.org.uk/girls-attitudes-survey-2020

plan-international.org/girls-get-equal/activist-hub

Wild Welsh Women / Genod Gwylt Cymru by Beryl Hughes Griffiths (bilingual)

Here We Stand by Angharad Penrhyn Jones and Helena Earnshaw

For stories in Welsh see Welsh language toolkit.

- Consider safeguarding and support, see Activity 5 on page 9.

- 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](https://www.bbc.com/news/health-58111111)

GLOSSARY

This glossary is by no means exhaustive, and, along with this document, it is not intended to be a one-size-fits-all reference, but may help to gain a basic understanding of some terms and concepts. It is also important to note that different people have differing views on how these (and other) gender-focused terms should be defined and which terms should be used in the first place, if at all. The glossary, found on page 19 of this document, is drawn from Welsh Government resources. gov.wales/sites/default/files/consultations/2021-05

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
- International Women's Day school resources. Includes fact sheets, videos, reading lists and more schools activities. Internationalwomensday/School-Resources
- A Mighty Girl: book, toy and film recommendations for smart, confident and courageous girls. amightygirl.com
- A young people's guide to making positive relationships matter: agenda.wales
- Women on the frontline: Over the last couple of years, women from all walks of life across Wales 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
- CEDAW: An introduction to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women. youtu.be

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 2022 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: [#IWD2022](https://twitter.com/IWD2022) [#BreakTheBias](https://twitter.com/BreakTheBias) [#100WelshWomen](https://twitter.com/100WelshWomen) and please make sure you tag [@WENWales](https://twitter.com/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

LINKS TO WEB RESOURCES

Although we make every effort to ensure that external links are accurate, up to date and relevant, WEN Wales cannot take responsibility for websites and editorial content maintained by external providers. We do not endorse or guarantee in any way the external organisations, services, advice, or articles included in these links or resources nor do we control or guarantee the accuracy, relevance, timeliness, or completeness of the information contained in them. These links are provided solely as a service for users of the toolkit and we do not control, approve, or endorse these sites or the information contained therein. External links are in no way intended to represent an exhaustive listing.

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=j8tAmRhYbzQ>

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>

Activity 5. Challenge Sexism: A Survey

The Everyday Sexism Project <https://everydaysexism.com/>

Agenda: A Young People's Guide to Making Positive Relationships Matter <https://agenda.wales/>

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>

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>