

## Can you solve this riddle?

Two boys are on their way home from football training. One boy is playing on their phone and hits them head on. The other boy is driving and has a horrible car accident, but the boy is not hurt. The ambulance arrives.

The boy is transported to the hospital and he is taken immediately into surgery. But when the surgeon enters the operating room and says, "Call Dr. Baker to operate on this boy - he is my son."

**How is this possible?**

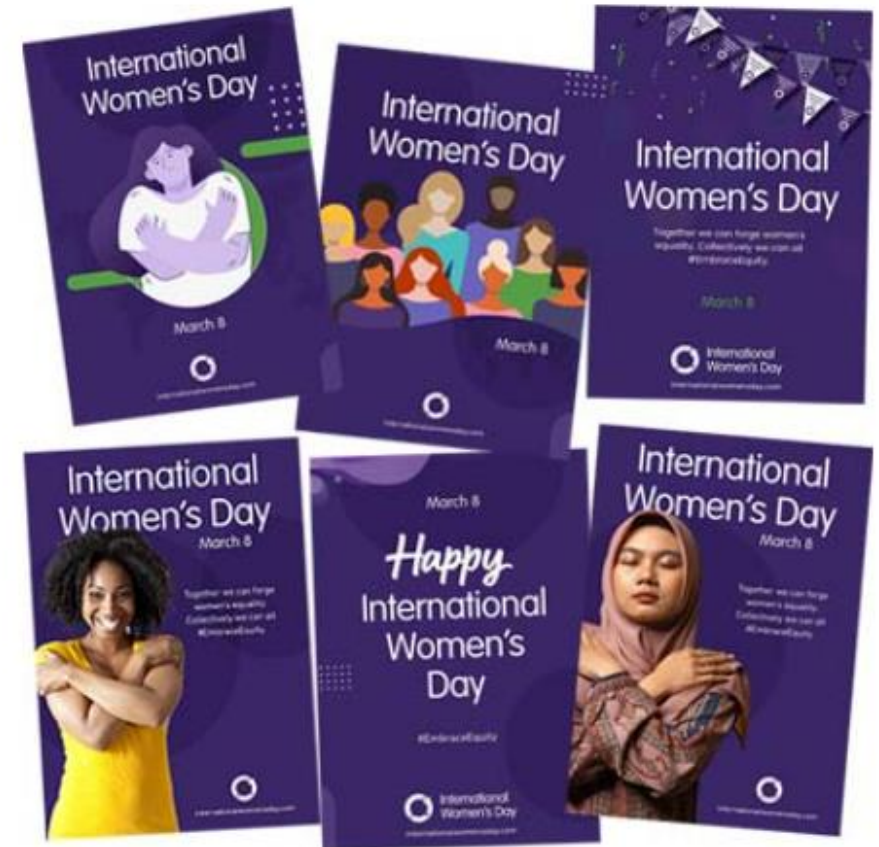
**Gender Bias**



# International Women's Day 2023



- Imagine a gender equal world.
  - A world free of bias, stereotypes, and discrimination.
  - A world that's diverse, equitable, and inclusive.
  - A world where difference is valued and celebrated.
  - A world where we celebrate women's achievement.
  - A world where we raise awareness about discrimination.
  - A world where we take action to drive gender parity.
- 
- IWD belongs to everyone, everywhere.
  - Inclusion means all IWD action is valid.



# Why do IWD 2023?



- 'Didn't we just have one of these?', 'Isn't this just an opportunity for "feminists" to man-hate?', 'Do we really need an International Women's Day?'
- 'International Women's Day is a collective day of global celebration and a call for gender parity,' the official IWD website.
- 'International Women's Day is all about unity, celebration, reflection, advocacy and action.'
- International Women's Day has been occurring for well over a century (1911) - and continues to grow from strength to strength.'



# “But I don’t feel discriminated against”



We are doing it for:

- Women in some African countries where men are legally allowed to beat their wives 'for the purpose of correcting'
- Those in Malta where a man can reportedly be exempt from punishment for kidnapping a woman if he marries her.
- The girls in the 100+ countries where child marriage is still legal.
- These are the women who are fighting to have their voices heard right now and **they need our help!**
- **If you don't want to celebrate it for yourself, please celebrate for them.**



# Equity over Equality



International Women's Day

#IWD2023 #EmbraceEquity





# Real Life...



## Mr Irving

Age- 25  
Married  
Two Children  
Job- Assistant Principal  
Wage- £1,000,000



## Miss Anyon

Age- 25  
Married  
Two Children  
Job- Assistant Principal  
Wage- £1,000,000



**EQUALITY**

- Promotion advertised to all APs- Vice Principal, Wage- £2,000,000
- To be successful at application you have to attend a course at 5-8pm for two weeks to learn the skills needed starting tomorrow.
- Mr Irving's can go.
- Miss Anyon cannot due to non attendance.

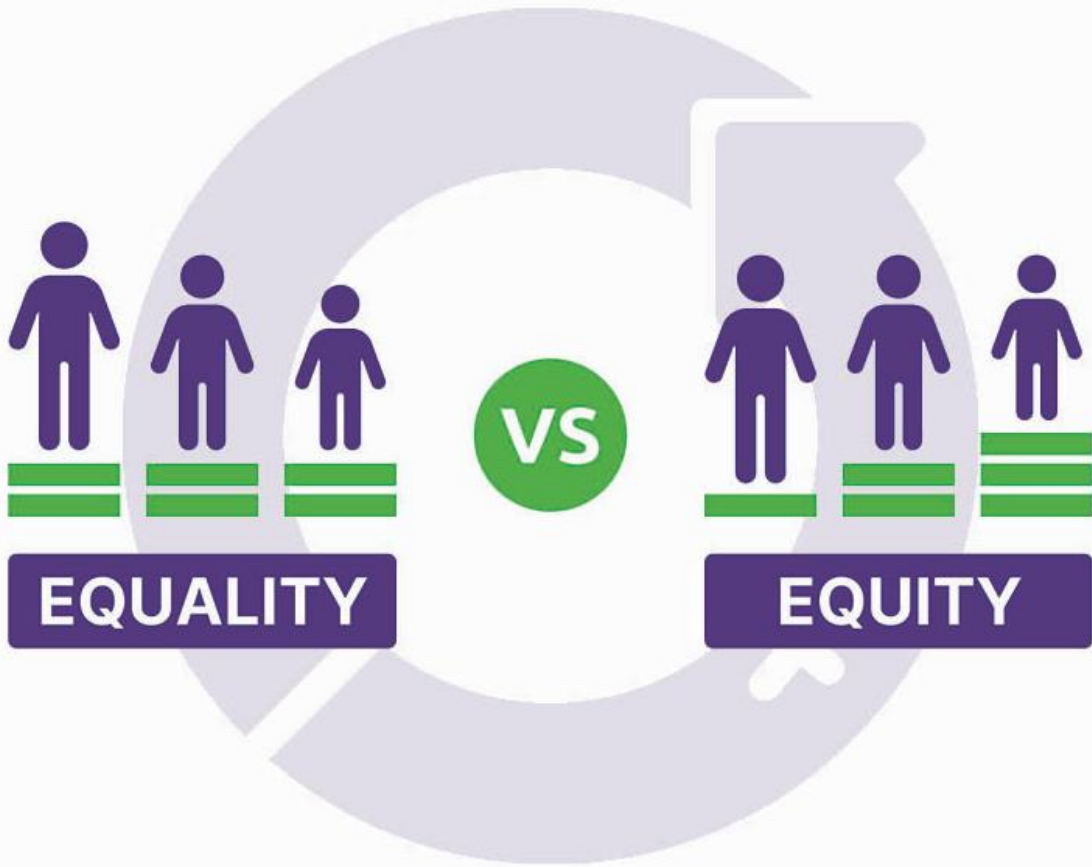
**Not Equitable**



International Women's Day

#IWD2023 #EmbraceEquity

# Embrace Equity



International Women's Day

#IWD2023 #EmbraceEquity

# Equity & Protected Characteristics



**EQUALITY ACT 2010**- protects you from **discrimination**. It means that discrimination or unfair treatment on the basis of certain personal characteristics, is against the law

- age.
- disability.
- gender reassignment.
- marriage or civil partnership (in employment only)
- pregnancy and maternity.
- race.
- religion or belief.
- sex.

The infographic is titled "British Values" in large yellow letters on a dark green background. It features four white boxes with yellow borders, each representing a value. The first box is "Democracy" with a handshake icon and text: "A culture built upon freedom and equality; everyone is aware of their rights." The second is "The Rule Of Law" with a scales of justice icon and text: "The need for rules to make a happy, safe and secure environment to live." The third is "Individual Liberty" with a raised fist icon and text: "As long as we don't break the law, we can live as we choose to do so." The fourth is "Mutual respect and tolerance of those of different faiths and beliefs" with a prayer hands icon and text: "Show respect for others' thought and feelings. We accept that other people might have different beliefs to ours, listen to other viewpoints and learn about diversity." The fourth box is circled in red. Small Horizon Community College logos are in the corners.

## British Values

British Values prepare students for life in modern Britain. They allow us to create environments free from discrimination, intolerance and hate and equip students to be responsible, respectful, active citizens who contribute positively to society. They educate students to challenge prejudice and stereotyping by developing understanding and appreciation of diversity.

<h3>Democracy</h3>  <p>A culture built upon freedom and equality; everyone is aware of their rights.</p>	<h3>The Rule Of Law</h3>  <p>The need for rules to make a happy, safe and secure environment to live.</p>	<h3>Individual Liberty</h3>  <p>As long as we don't break the law, we can live as we choose to do so.</p>	<h3>Mutual respect and tolerance of those of different faiths and beliefs</h3>  <p>Show respect for others' thought and feelings. We accept that other people might have different beliefs to ours, listen to other viewpoints and learn about diversity.</p>
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------



# What can I do to support?



- Understand the difference between equality and equity.
- Do not be prejudice- be an upstander!
- Know the protected characteristics- know the law.
- Challenge your own gender bias.
- Read about strong women of the past/ present.

