EVERYDAY FEMINISM ACTION GUIDE

Womankind Worldwide

In a world where inequality is widespread, have you ever asked yourself:

'HOW CAN I REALLY MAKE A DIFFERENCE?'

If the answer is yes, you're not alone. Most people want to live in an equal world but feel a sense of powerlessness when it comes to bringing about real change. Or that change is something too big and complicated, left up to the likes of politicians, NGOs and lawyers.

But the truth is, we all hold power. And – as a friend, a parent, a partner, an employer, or a colleague – there are many ways to use yours to bring about change.

From challenging harmful stereotypes to promoting self and collective care or sharing the domestic load, it is your acts of **#EverydayFeminism** that are paving the way for a better world – and a feminist future.

Together we can build momentum for change.



"Little by little, a little becomes a lot."

TANZANIAN PROVERB

WHAT IS #EVERYDAYFEMINISM?

#EverydayFeminism is any day-to-day act that spreads and promotes a gender-just, equal world where women, girls and people of all genders can thrive, not just survive.

WHAT COULD YOU DO TO HELP BUILD A FEMINIST FUTURE?

There are infinite examples of #EverydayFeminism – and that's precisely the point. In this action guide, we've put together ideas to inspire you to think of what you could do today, and every day, to make a difference at home, at work, in your community...and world.



Want to share your act of #EverydayFeminism with us? Or perhaps you'd like to celebrate someone else's? Get involved by submitting ideas for change on our website – and see what everyone else has been up to: **womankind.org.uk**

Follow us on socials and use the hashtag #EverydayFeminism to find out more.

@woman_kind
/Womankind
@womankindworldwide

AT HOME...

- **Confront your biases:** we all have them, and that's OK. The important thing is to know this, then take steps to learn (and unlearn) certain behaviours. Start by investing in your own continuous learning by reading books on anti-racism and books by feminist authors. (We have included a list of recommended reads in this action guide – see verso side of this flyer)
- Make sure the books you read the children in your life defy harmful gender stereotypes and promote gender equality
- Pay attention to what TV programmes and films you watch as a family: choose ones that have **strong female leads and positive male role models** that promote gender equality and values such as compassion, kindness and respect
- Ensure care and domestic work is evenly distributed in your household and doesn't fall disproportionately on the shoulders of women and girls
- Allow your children to play with different types of toys and wear clothes that feel right to them, or in other words, try not to force them to adhere to strict gender stereotypes but rather choose their preferences freely
- Take on an equal amount of the 'emotional labour' as a parent and as a partner, no matter your gender identity
- **Understand your history:** learn more about the world today by reading about the past from different perspectives. For example, read the stories of those who were colonised, not those that were colonisers
- If you have one, check your pension fund is linked to ethical organisations and practices – and if not, look to change it

AT WORK...

- **Promote self and collective wellbeing at work** by having regular wellbeing check-ins and building a culture of empathy, respect, and understanding where all staff members feel valued
- When invited to attend an event or panel discussion, ask whether there is equal and intersectional representation before committing
- Pass the mic to a member of a marginalised group when asked to speak on issues that affect them, rather than speaking on their behalf
- **Acknowledge and respect the needs of staff members** who have caring responsibilities, making it easy and stress-free for them to leave on time or take dependency leave
- Put in place fair maternity and paternity leave – and be supportive to those who take and return from leave
- As a manager, make sure everyone knows there is a **zero-tolerance policy** for sexist language and behaviour both in the workplace, including at social work events. Hold those who don't comply accountable
- Invest in workshops that can further educate staff members on issues such as Racial Justice and Disability Justice
- Take steps to ensure there is a fair and equitable way of requesting and receiving pay rises and promotions in order to avoid the gender pay gap
- Ensure all interview processes are inclusive and anti-racist: panels should be diverse to minimise biases
- Encourage the use of inclusive, non-gendered language at work and in all work communication

IN YOUR COMMUNITY...

- **Respect people's pronouns**
- Ensure events you're involved with are accessible for people with disabilities
- Try to compliment young girls on their abilities and interests before automatically commenting on their looks or clothes
- If it's safe to do so, challenge sexist language when you hear it rather than letting it pass; explain why it's not OK and offer an alternative
- Share and amplify women's stories in all their diversities within your networks
- Become aware of women's issues globally, then share feminist advocacy calls widely. As Audre Lorde said: **'I am not free while any woman is unfree, even when her shackles are very different from my own.'**
- Whatever your identity, show solidarity by joining marches and signing petitions to demand justice and equality – including but not limited to issues related to global women's rights, racial justice, disability justice and LGBTQI+ rights
- Choose a women's rights organisation to support through regular donations – or set up your own fundraising challenge
- **Get political:** write to your local MP to demand fairer laws for all, not some
- Support Afghan women by amplifying their voices and calling for the international community to take urgent action to protect their rights. You can also engage in the **#AllOrNone** social media campaign which denounces the ban of girls' education in Afghanistan
- Connect with the annual 16 Days campaign which calls for the elimination of all forms of gender-based violence. Visit their website to find out what you can do: **www.16dayscampaign.org**

WOMANKIND WORLDWIDE'S READING LIST

One of our recommended #EverydayFeminism acts is to educate yourself further on intersectional feminism, and issues related to equality for all, not some. Here are some of our favourite feminist must-reads:

- Sister Outsider – Audre Lorde
- Your Silence Will Not Protect You – Audre Lorde
- Feminism is for Everybody – bell hooks
- The Guilty Feminist – Deborah Frances White
- Everyday Sexism – Laura Bates
- Fix the System, Not the Women – Laura Bates
- Feminism, Interrupted: Disrupting Power – Lola Olufemi
- Men Explain Things to Me – Rebecca Solnit
- Women, Culture and Politics – Angela Davis
- This Bridge Called My Back: Writings by Radical Women of Color
- Hood Feminism – Mikki Kendall
- The Transgender Issue – Shon Faye
- Decolonisation and Afro Feminism – Sylvia Tamale
- It's Not About The Burqa – Mariam Khan
- Why I'm No Longer Talking to White People About Race – Reni Eddo-Lodge
- Living a Feminist Life – Sara Ahmed
- Bad Feminist – Roxanne Gay
- How to be a Woman – Caitlin Moran
- Invisible Women – Caroline Criado Perez
- Feminist Parenting: Perspectives from Africa and Beyond – Dr. Rama Salla Dieng
- Abolition. Feminism. Now – Angela Davis, Gina Dent, Erica R. Meiners, Beth Richie
- Between the World and Me – Ta Nehisi Coates
- Women and Power – Mary Beard
- So you Want to talk about Race – Ijeoma Oluo

ABOUT WOMANKIND WORLDWIDE

Womankind Worldwide is an international women's rights organisation and funder, working with women's rights groups and feminist movements across the world to end gender inequality.

We believe in a world where women, girls and people of all genders – in all their diversities – live without fear of violence. Where they are respected and valued for who they are. Where they live as they choose, thrive and have equal economic rights. Where they have a say in their lives and communities and can participate and lead in all spheres of public and private life.

We take collective action and advocate for change alongside diverse women's rights organisations, feminist movements and activists, representing the most marginalised groups – including LBTQI+, women with disabilities, young women, Indigenous women and women in the criminal justice system – to challenge inequality, at home, in communities and the workplace.

Learn more about our work: www. womankind.org.uk.



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UK Registered Charity
No. 328206