

National Ambulance LGBT Network



Supporting Lesbian, Gay,
Bisexual, Trans staff,
patients and communities

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International Women's Day

‘Balance for Better’

Kirsten Willis, Deputy Chairperson
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Introduction



The first National Woman's Day was held across the United States on 28 February, 1909. Charlotte Perkins Gilman addressed a crowd in New York City, proclaiming, *'It is true that a woman's duty is centered in her home and motherhood but home should mean the whole country and not be confined to three or four rooms of a city or a state'*.

Some sources say that the Day was inspired by a female textile workers' strike for shorter hours, better pay and voting rights, in 1907. The global event that we now celebrate was first proposed by German socialists at the Socialist Second International in Copenhagen in 1910, as a way to campaign for equal rights for women internationally.

The United Nations began celebrating International Women's Day in the 'International Women's Year' which was 1975.

In 1977, the United Nations General Assembly invited member states to proclaim 8 March as the 'United Nations Day for Women's Rights and World Peace'.

The theme for the 2019 International Women's Day is 'Balance for Better' where the focus is working towards a gender-balanced world.

This pack looks at how the importance of gender is being addressed in modern society and the amazing part that the LGBT women have played.





The Global Institute for Women's Leadership at King's College in London, has found that two-thirds of men (65%) believe that women won't achieve equality in their country unless men take actions to support women's rights too. A quarter (25%) disagree. Three in five men (61%) agree compared to seven in ten women (69%).

Agreement with this statement rises to:

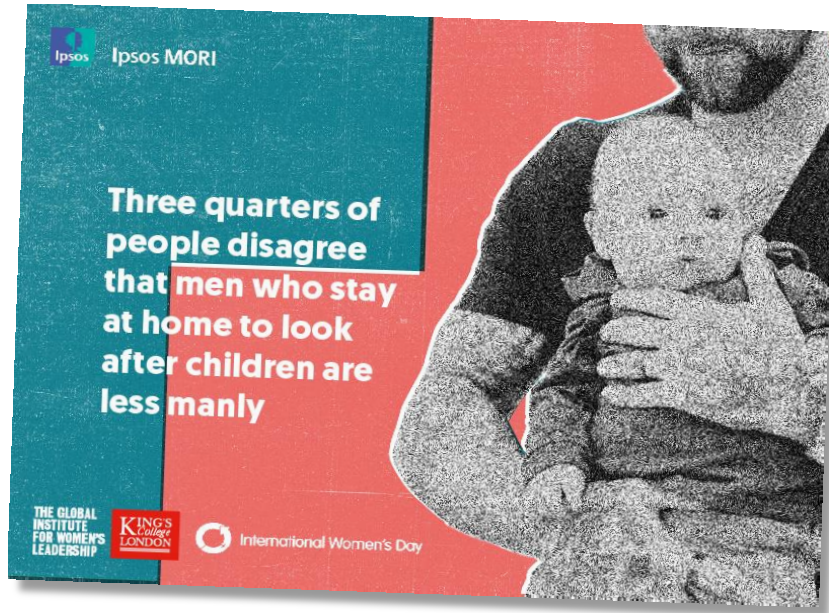
- 74% in Chile
- 76% in Peru
- 76% in Serbia
- 53% in Italy
- 51% in Poland
- 47% in Japan



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Brits are in line with the global average on this measure with 65% agreeing.





There is still a long way to go but attitudes are changing. Globally, half (50%) say that young women will have a better life than women from their parents' generation.

In most countries childcare is no longer seen as the preserve of the woman; three-quarters globally (75%) disagree that a man who stays at home to look after his children is less of a man compared with just one in five (18%) agreeing.

Three-quarters of people globally (75%) say they would be comfortable with having a female boss. Only 17% say they would feel uncomfortable. Men would be more uncomfortable with this than women (20% versus 14%).

Research [3]



Three in ten people globally (30%) pick out sexual harassment as the top issue facing women, which is in line with findings in 2018 when the figure was 32%.

Equal pay is highlighted as much more of an issue in many European countries.

Respondents in Serbia (41%), Australia (40%), Poland (24%) and Russia (21%) see domestic abuse as the top issue.

People in South Korea (31%) and Japan (26%) feel that balancing work and caring responsibilities is the top issue that women are facing.



Women continue to be underrepresented in senior management and leadership roles

Women account for 76% of all part time workers



Women still take on the majority of care duties



Women are still more likely to be in low paid and low skilled jobs

Fewer women work in high-paid sectors such as:



Engineering



IT



Technology

Gender Inequalities



Equal pay and tougher laws to end violence and harassment against women are seen as the key to helping achieve gender equality.

Globally, the top actions that people feel would help to achieve equality between men and women are employers paying women the same as men for the same work (36%) and tougher laws to prevent violence and harassment against women (35%).

The majority (69% and 68%) believe these respective actions will have a positive impact in achieving equality.



[#genderpaygap](#)



Inspirational LGBT Women [1]



Famous face of sport:

Nicola Adams

Nicola Adams originates from Leeds and is a professional boxer. She is the first woman to win an Olympic boxing title in 2012, and went on to gain a gold medal in the 2016 Olympics in the women's flyweight division. As of 27 May 2016 she is the reigning Olympic, World and European Games champion at flyweight, and has won the entire set of amateur championships available to her - Olympic, Commonwealth and European Games' titles.

A rainbow plaque has been placed in Leeds honouring Nicola as the first openly LGBT person to win an Olympic Boxing Gold. She is a charismatic and popular character who has gone on to inspire a generation of young women and proved that being gay need not stop people achieving their goals.

Famous face of entertainment:

Ellen DeGeneres

Ellen Lee DeGeneres is an American comedian, television host, actress, writer, producer, and LGBT activist. She starred in the popular sitcom *Ellen* from 1994 to 1998 and has hosted her television talk show, *The Ellen DeGeneres Show*, since 2003.

DeGeneres has hosted the Academy Awards, Grammy Awards, and the Primetime Emmys. She has authored four books, started her own record and production companies and launched a lifestyle brand. She has won 30 Emmys, 20 People's Choice Awards (more than any other person), and numerous other awards for her work and charitable efforts. In 2016, she received the Presidential Medal of Freedom which is awarded by the United States President for contribution to world peace, cultural or other significant public or private endeavours.



Inspirational LGBT Women [2]



Famous face of the ambulance service:

Tracy Myhill

Tracy started her career in 1984 and has worked for the NHS in Wales for over 30 years. She worked in a number of senior and executive roles before taking on the role of Chief Executive at Welsh Ambulance Service in 2014.

Tracy is a truly engaging, authentic leader, with strong personal values of openness and integrity. She is passionate about improving the health of the population and health services, with a strong commitment to connecting personally with patients, staff and the public.

Her energetic and charismatic approach to leadership and has won a number of accolades, including receiving the Institute of Directors (IOD) Wales Public Sector Director of the Year award and being a past holder of the Healthcare People

Management Association (HPMA) UK President's award for outstanding contribution to healthcare HR management and a Stonewall Wales Role Model of the Year.

Whilst leading in the ambulance service Tracy chaired the National Ambulance Diversity Forum having held lead roles for Equality, Diversity and Inclusion throughout her career. She offered much needed support to the National Ambulance LGBT Network in its infancy and established links with the Association of Ambulance Chief Executives. She went on to welcome delegates at the 2017 conference in Brighton.

Tracy left the ambulance service in 2017 and went on to become the Chief Executive at the ABMU Health Board in Wales.



Inspirational LGBT Women [3]



Famous face of politics:

Angela Mason

Angela Mason is a British civil servant and activist, and a former director of the UK-based lesbian, gay and bisexual lobbying organisation Stonewall. She is currently the Chair of the Fawcett Society, and a Labour Party councillor in Camden.

Angela became a member of gay rights organisation Stonewall in 1989 at a time when the rights of LGBT people were largely unequal. There is no doubt her experience as a solicitor helped Stonewall drive forward the need for legal reform and the Government of the day went on to bring in legal partnership, inheritance and employment rights amongst many other things,

Angela was the Director of Stonewall from 1992 to 2007 and has awarded a CBE for contribution to promoting equality in 2007.



Pictured (from top) are Nicola Adams, Ellen DeGeneres, Tracy Myhill and Angela Mason



Women at Our Conferences [1]



From our 2016 conference:

Caroline Paige

Caroline Paige began her career in the Royal Air Force (RAF) as a Navigator flying F4 Phantom air-defence fighters, protecting the UK and Falkland Islands during the Cold War period. In 1990 she deployed with the reaction forces sent to Saudi Arabia following the invasion of Kuwait by Iraq. Soon afterwards she transferred to RAF helicopters supporting Army operations, taking her to Northern Ireland and to war-torn Bosnia in 1995, this time with a United Nations task force.

But all this time she was compelled to hide a lifelong secret, knowing that discovery would bring certain dismissal from the military 'with dishonour', and a consequent rejection by family and friends. In 1998 she decided she had to take control of her own life, and informed the RAF and her family of her intention to transition gender.

Expecting dismissal she was surprised to be retained in service, becoming the first military officer to transition gender whilst serving in the British Armed Forces. After serving for fifteen months as a female officer, Caroline was outed on the front page of a national tabloid.

After a very turbulent career in the forces, Caroline retired from the RAF in November 2014 though she retains a role teaching tactics and battlefield survivability to European military helicopter crews. She also remains a proactive champion of diversity and inclusion by speaking at business conferences, public events and workshops, and as a Stonewall 'School Role Model'; contributing her story further to inspire others, and to promote awareness, understanding and respect for LGBT diversity.



Women at Our Conferences [2]



From our 2017 conference:

LaChun Lindsay

La-Chun became the Managing Director of GE Aviation Wales (\$2.7 billion revenue; 1,400 employees) in April 2015 after having previously led the assembly, test and overhaul plant at GE Aviation's Lynn site in Massachusetts. Before joining GE Aviation, La-Chun held the role of vice president, Field Services Group in GE Capital and held a variety of global roles within GE's Corporate Audit Staff, including Executive Audit Manager.

She began her GE career in 1997 at GE Quartz where she held roles as process engineer, supplier quality black belt and sand processing plant leader. Prior to joining GE, La-Chun held leadership, engineering and research and development roles within the US Government and private companies. She graduated from Clemson University with a Bachelor of Science in Ceramic Engineering.

From our 2018 conference:

Helen Belcher

Helen was one of the founders of Trans Media Watch, a charity dedicated to improving the media representation of trans and intersex people. She has given evidence to the Leveson Inquiry into press ethics and standards, as well as to two parliamentary inquiries. She fought Chippenham for the Liberal Democrats in the 2017 General Election, coming second, and was reselected in April to fight the next General Election.

She now regularly briefs parliamentarians and civil servants on trans issues. She started her own software business when she transitioned in 2004, which is growing and now employs a few people from mainly across the Thames Valley. She has been happily married to her very patient wife for 24 years, and has two adult children. She wishes she still had time to sing.



Find Out More



**Caroline
Paige**



**LaChun
Lindsay**



**Helen
Belcher**

If you would like to find out more information about International Women's Day, which takes place on 8 March every year, visit the website at:

www.internationalwomensday.com

We are very grateful to the administrators at International Women's Day for giving us permission to use the official logo on our presentation and website.

Please note the rainbow star of life logo is a registered trade mark of the National Ambulance LGBT Network.



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