

HAVE YOUR SAY ON GENDER EQUALITY IN WARWICKSHIRE



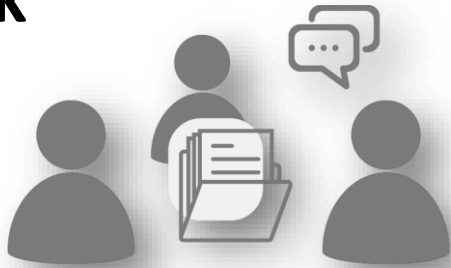
Equip Equality



EquipEquality1

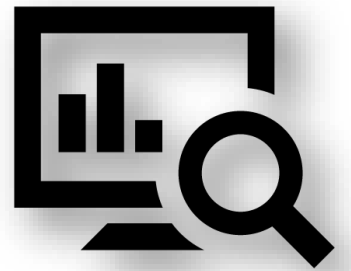


**Discrimination
Casework
Service**



Services

**Information &
Research**



**Community
Engagement/
Promoting Inclusion**

**Training &
Education**



Introduction

Women are particularly vulnerable to the economic and social impacts of the pandemic. This is due to the likelihood of them working on the frontline as keyworkers and the additional pressures of children's learning and other caring responsibilities.

(Women's Budget Group (2020) Crises Collide: Women and Covid 19)



Introduction

Disabled women are at a higher risk of poverty, insecure and low paid employment and domestic violence compared to non-disabled women.

(Women's Budget Group (2018)Disabled women and austerity)



Introduction

This morning we will look at the impact of Covid on:

- All Women
- Black and Minority Ethnic Women
- Women with Disabilities
- LGBTQ Women

In research conducted by the Fawcett Society in 2020, the impact of Covid 19 on women was explored and the following are some of the findings from their research.



Financial Inclusion

Lockdown and the closing down of many sectors has had a disproportionate impact on women.

42.9% of BME women believed that they would come out of the Coronavirus outbreak in more debt than before. This is compared to **37.1%** of White women and **34.3%** for White men. In terms of disabled women this figure was **43%.**



Financial Inclusion

42.6% of BME women and **37.9%** of White women felt that they would struggle to make ends meet in the next three months. The figure for White men was **33.5%**. The figure for disabled women is **40.7%**



Caring Responsibilities

Women reported doing the majority of the housework regardless of ethnicity.

- **72.6%** of BME women and **74.4%** of White women stated that they were doing the majority of household tasks such as cleaning and cooking. This figure compares to **52.4%** of White men. The figure for disabled women was **68%.**



Caring Responsibilities

- **74%** of BME women and **72.8%** of White women were looking after their children, compared to **46.1%** of White men. The figure for disabled women was **72.8%**.
- **56.9%** of BME women and **52.2%** of White women said that they were struggling to balance paid work and caring for their children. This compares to a figure of **34.2%** of white men. The figure for disabled women is **59.6%**.



Caring Responsibilities

- **56.7%** of BME women and **50.5%** of White women were struggling to cope with all of the different demands on their time, compared to **37.1%** of White males. The figure for disabled women is **63%**.



Access to Support

Being able to access financial, practical and emotional support is vital, especially during periods of lockdown

- **42.5%** of BME women and **12.7%** of White women stated that they had lost support from the government. This compares to **20.6%** of White men. The figure for disabled women was **20%**



Access to Support

- **48.3%** of BME women and **34%** of White women lost support from other people. This compares to **27.5%** of White men. For disabled women this figure was **42.9%**
- **51.4%** of BME women and **18.7%** of White women were not sure where to turn to for help. This compares to **24.7%** of White men. The figure for disabled women was **32.3%.**



Access to Support

- **47.4%** of BME women and **57.2%** of White women felt that there were people outside of their households that they could rely on for help. This compares to **56.3% of** White men.



Access to Healthcare

- **69.7%** of BME women and **62.5%** of White women were worried that, should they need it for reasons other than Coronavirus, they might not be able to get NHS Treatment. This compares to **51.2%** of White men. The figure for disabled women is **66.4%**
- **49.8%** of BME women and **45.2%** of White women were worried that they would not be able to access medication that they need. This compares to **39.6%** of White men. The figure for disabled women is **60.6%**.



LGBTQ Communities

42% would like to access support for their mental health at this time.

This rises to **66%** of BME LGBT people, **48%** of disabled LGBT people,

57% of trans people and **60%** of non-binary people.

Hidden Figures: The Impact of the Covid-19 Pandemic on LGBT
Communities LGBT Foundation



LGBTQ Communities

8% do not feel safe where they are currently staying

This includes **9%** of BME LGBT people, **15%** of disabled LGBT people,

17% of trans people and **17%** of non-binary people.



LGBTQ Communities

16% had been unable to access healthcare for non-Covid related issues

This rises to **22%** of BME LGBT people, **26%** of disabled LGBT people,

27% of trans people, **27%** of non-binary people, and **18%** of LGBT people aged 50+.



West Midlands

Survey data published by West Midland's Women's Voice

- Four in ten women in the West Midlands **(37%)** say their mental health has got worse since the Covid-19 pandemic started.
- Almost half of women in the West Midlands **(47%)** have considered retraining into health and social care during Covid-19.



West Midlands

- Three in ten women in the West Midlands **(27%)** say that they are 'struggling or worse off' financially, compared with **16%** before the crisis.
- A fifth of women in the West Midlands **(20%)** said their employability had worsened.



West Midlands

- Impacts have differed by ethnicity - in the West Midlands, **13%** of employed Black, and minority ethnicity (BME) women have seen their pay change compared with **5%** of white women. A fifth of women in the West Midlands **(21%)** have been furloughed.



EQuIP – Issues Reported

- Older BME women are more isolated and lonely than before the pandemic
- Women who are furloughed are having to rely on their partners for income support
- Older women are more likely to struggle to find employment



EQuIP – Casework

Hate Crime/Incident **38%** men and **62%** women

Discrimination **31%** men and **69%** women



What can we do?

- Speak up for Gender Equality
- Support one another
- Know your rights
- Stand with victims of discrimination and help them seek support
- Speak out!



What can we do?

UK Gender Equality Roadmap

Opportunity to have a say in what needs to change



What Next?

How do we continue to have these conversations to ensure Gender Equity in Warwickshire?



Any Questions?



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