

Challenging Gender Inequities: Fostering Belonging and Inclusion

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Prepared for the Olive Baden-Powell Society

D: A Case Study

D is a 12 year old girl who lives with her parents and three younger siblings. She is a friendly and outgoing child who is creative and inquisitive. She loves learning. D. is also a hard worker, who helps around home and often cares for her younger siblings.



Education

- 130 million girls do not have access to education¹
- 15 million are expected to never enrol at all²
- Girls are 1.5 times more likely than boys to be completely excluded from primary education³
- 860 million people globally are not literate – 2/3 are women³ (Kelleher, 2010)
- More than 700 million women were married before they were 18⁴

Exploring the Complexities of Identity

Ethnicity

Race

Class

Citizenship

Religion

Ability

Migratory Status

Sexuality



Other Identities...

Violence Against Women and Girls

- UNICEF estimates 120 million women and girls under age 20 have been subjected to sexual assault⁵
- 35 % of women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence⁶

Violence Within Families

- In 2017 of the 87,000 women who were intentionally killed, 58% were killed by family members⁸
- Girls are more than 4 times as likely as boys to be sexually assaulted by a family member⁷

Vulnerability of Marginalized Groups

- In some conflict settings, more than 70% of women have experienced gender-based violence⁹
- World Health Organization estimates those with disabilities are 4 times more likely to experience violence than those without a disability¹⁰

Indigenous Women and Girls in Canada

- Indigenous women and girls in Canada are at least 3 times more likely to experience violence, and at least 6 times more likely to be murdered than any other woman or girl in Canada¹¹

Consequences of Gender Inequity

- Gender bias devalues **all** of us
- It is both a human rights issue and a waste of the world's human potential
- Inequities increase rates of poor health in women and children, sometimes resulting in loss of life

Working for Change



Global & National

Structural

Laws & Policies

Community

Family

Foster Inclusive Leadership

- Girls as leaders of today
- Encourage girls to see themselves as part of a local, national and global community
- Focus on fostering belonging and inclusion
- Help to define community engagement and working for change as within the purview of girlhood

End Notes

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