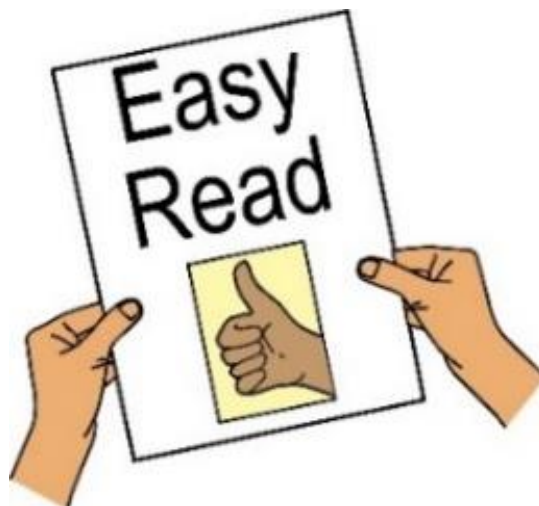




**SISTERS OF  
FRIDA**  
DISABLED WOMEN

# Join Our Steering Group

**Information about how  
to apply**



# Join our new steering group!



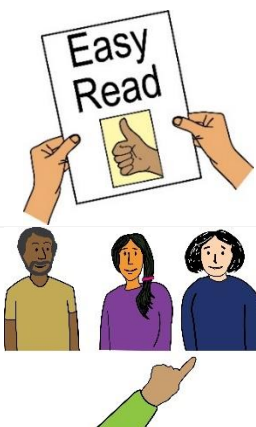
This document is about **Sisters of Frida**. It is about our new **steering group**.



**Steering group:** this means a group of people from outside an organisation. They meet to help the organisation. They help decide the best ways to move forward.



**Sisters of Frida:** we are a collective of disabled women and non-binary people.



This is the Easy Read version of the document.

We are hiring up to 8 members for our steering group.



To apply, you must be disabled. You must share our beliefs, goals and values.



You can read more about this by [clicking on this link.](#)



We welcome you to talk about your **lived experiences**.




**Lived experience:** here, this means when a person has first-hand experience of disability. It is important that these people give their views about the services they need, because they know the most about them. These services affect their lives.



We want to hear about your experiences of disability and **ableism**. You can talk about this in your application.

**Ableism:** this means when non-disabled people are treated as if they are more important than disabled people. This is not true and not fair.

	<p>You do not need to have formal experiences, qualifications and skills.</p>
	<p><b>We want to hear from people who have experiences in one or more of these areas:</b></p>
	<ul style="list-style-type: none"> <li>• Fundraising and writing grants</li> <li>• Managing money</li> <li>• Working on a <b>strategy</b></li> </ul>
	<p><b>Strategy:</b> this means a big-picture plan, to push for goals and visions.</p>
	<ul style="list-style-type: none"> <li>• Building a movement</li> <li>• Projects and campaigns</li> <li>• Staffing and <b>resources</b></li> </ul>
	<p><b>Resources:</b> this means things like time, money, staff and objects.</p>

The Social Model of Disability

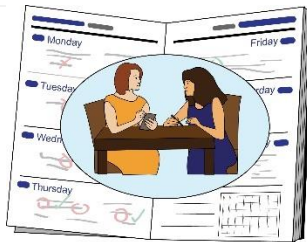


Access and online access.  
The **social model of disability**.



**Social model of disability:** this is a model that says that people are disabled by barriers in society. They are not disabled by their impairment or difference.

## The new steering group will:



- Meet every month for up to 2 hours. This will happen for the first 6 months.

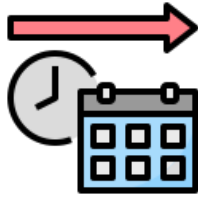


- Work on fundraising applications and building relationships.



- Work with **The Social Investment Consultancy**. This is to work on a strategy for the organisation.





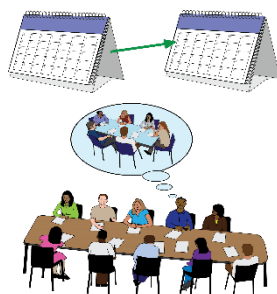
This will guide the work of Sisters of Frida going forward.



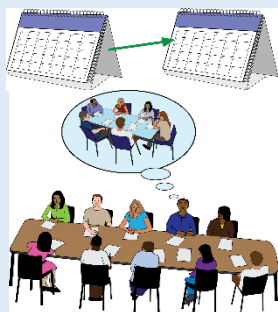
**The Social Investment Consultancy:** this is a company that supports organisations to push for their goals in the best way possible.



- Advise and guide the direction of Sisters of Frida, by looking at:
  - What to campaign on
  - Where to focus
  - How the organisation will carry on
  - How to work with people going forward



- Support with a **handover period**. This would be while there is a change of directors.



**Handover period:** here, this means an amount of time where control and responsibility are being passed from one person or group to another person or group.

## Remuneration – this means getting paid



- We will pay each steering group member. We will pay them £60 per meeting. Extra costs have been set aside for more work in the future. And, to pay the chair.



- You will get money to pay for your travel needs.
- You will also get money to pay for your access needs

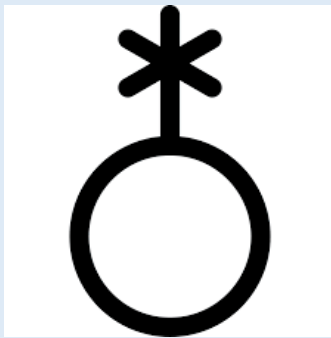


- You will get opportunities to do training and networking

## Who can apply to be part of the steering group?



You must be a disabled woman or **non-binary** person to apply.



**Non-Binary:** this means you don't see gender as being a man or a woman. For example, you might not see yourself as either a man or a woman. Or you might be a mix of both.



**We welcome these people to apply:**

Women and non-binary people who are **marginalised** in more than one way. For example, disabled **refugees and migrants**.

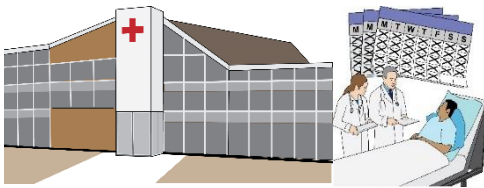


**Marginalised people:** here, this means people who are often treated as if they are not important in society, even though they are.

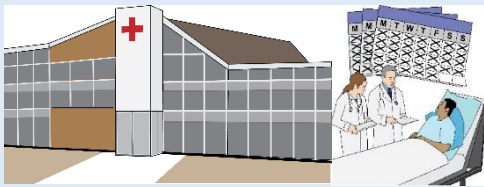




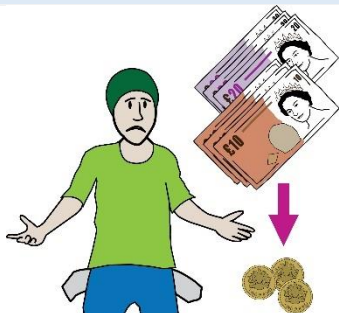
**Refugee or migrant:** this means people who have moved away from their homes for different reasons. Some have moved to find better living conditions. Some have moved to escape from war, danger or violence.



- People who have faced **institutionalisation**



**Institutionalisation:** this means when people are kept in hospitals and homes away from their communities. They do not have choice or control over their lives.



- People who are working class. Or, on benefits. Or, on a low **income**.



**Income:** this means all the money coming into your account.



- **Queer** disabled people



**Queer:** this means people who don't meet the traditional expectations around gender and sex.



- Learning disabled people.



We would like up to **60%** of the steering group to be made up of Black People and People of Colour. This means Black People and People of Colour who are also women or non-binary.



At the moment, we are based in London. We welcome people from outside of London to apply.



Events and meetings will mainly take place in London. Or, they will be a mixture of in-person and online.

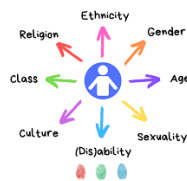


Sisters of Frida welcomes **trans** people. We do not accept **transphobia**.

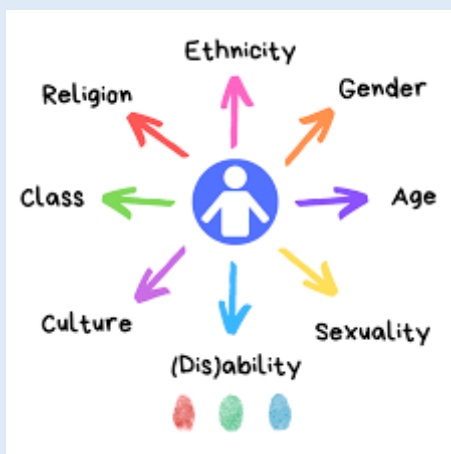


**Trans:** this means when a person's gender is different to the sex they were given at birth. These people often face barriers to their rights because of who they are.

**Transphobia:** this means discrimination and bullying against trans people.

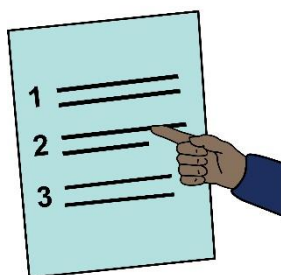
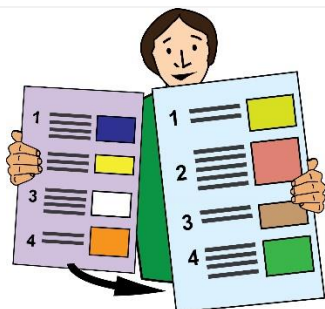


We welcome people with **intersectional** identities.



**Intersectional:** this means the different parts that make a person who they are. A person does not experience life as separate parts but as a whole person. For example, a person could be black, disabled and a woman. These are all different parts that make up the whole of who they are.

## How to apply



Before you apply, please read our background document.

**To apply, please send us a list of your experience.**

This can be formal or informal experience. It should be no more than 2 pages.



**Please also answer the 4 questions below.**

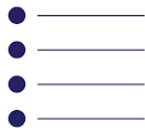
**Please don't write more than 150 words per question.**



Feel free to bring in your lived experience of disability and ableism into your application.



You can give this information in the format that you prefer. You can give the information in a format that is accessible to you.



For example, you can write in bullet points.

You are also welcome to write lots about one or two of your strengths, skills, or experiences.

You don't have to give us lots of different examples.

## The application questions:

Please answer these four questions to apply:



**1. Tell us what inspires you to push for political and social change.**



**2. How do you relate to Sisters of Frida's:**

- Mission, this means how we will make our vision a reality
- Values, this means the things that are important to us





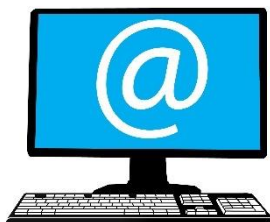
- Ethical principles, this means what we believe is right or wrong



**3. Tell us about any skills and experiences that you would bring to the steering group. This could be formal skills or informal skills.**

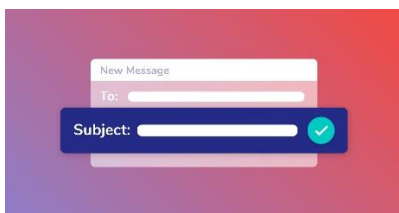


**4. Tell us what you would like to learn by being part of Sisters of Frida. How would you like to grow by being part of Sisters of Frida?**

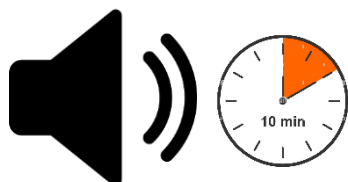


Please send off your application to this email address:

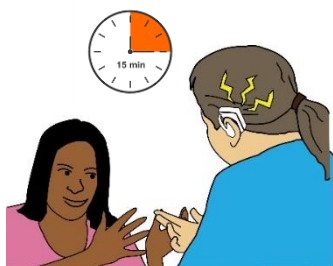
**[sisofrida@gmail.com](mailto:sisofrida@gmail.com)**



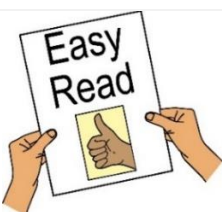
In the subject line, you should write: '**Steering Group Application**'.



You can also apply by audio. You can send off an MP3. It should be no longer than 10 minutes.



You can also send off a British Sign Language video. It should be no longer than 15 minutes.

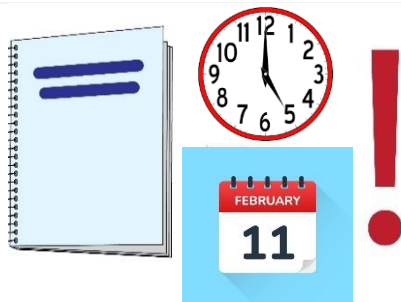


You can also apply by Easy Read.



You can apply through a meeting. If you would like to do this, please email us at this address:

[sisofrida@gmail.com](mailto:sisofrida@gmail.com)

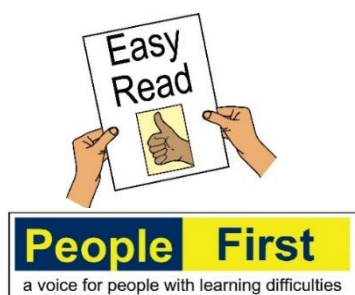


The application deadline is:

**11<sup>th</sup> February 2024  
at 5pm**



If you have any general questions or questions about access email us [sisofrida@gmail.com](mailto:sisofrida@gmail.com)



This document was put into Easy Read by the Empower Team at People First.

[www.peoplefirstltd.com](http://www.peoplefirstltd.com)