

**Join Our Steering Group**

**About Sisters of Frida**

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| **About Sisters of Frida** | |
| Sisters of Frida logo. A painting of a bird in the sky. It says 'Disabled women'. | This document is to give you some background about Sisters of Frida CIC. |
| Hands holding a piece of paper. The paper says Easy Read and has a thumbs up on it. | This is the Easy Read version of the document. |
|  | We are a **collective** of disabled women and **non-binary people.** |
|  | **Collective:** this means we are a group of people working together towards the same aims.  **Non-Binary:** this means a person who doesn’t see gender as being a man or a woman. For example, they might not see themselves as either a man or a woman. Or, they might be a mix of both. |
| A small group of people. There is a thoughtbubble with a lightbulb inside it.  A group of people sitting around a table. There is a thought bubble with a lightbulb inside it. | We are experimental. This means we want a new way of working with different networks.  We want to share with different networks. We want to share:   * Experiences * Support * Relationships |
| A person in a wheelchair | When we say disabled women, we mean women who see themselves as disabled. |
|  | This means **trans** women and **gender non-conforming** people too. |
| Providing Support to All Members of the USU LGBTQA Community | **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.  **Gender non-conforming:** this means people who don’t follow the traditional expectations around gender. |
| A group of people with question mark in the middle | We are looking to build different networks of disabled women and non-binary people. |
| A hand held up to an elderly woman. | We have faced lots of different barriers and **discrimination.** These things have not changed. |
|  | **Discrimination:** this means being treated unfairly. This could be because of a person’s race, age, sex, or disability. |
| A person sitting apart from a crowd of people | We are **marginalised people.** We struggle to have our voices heard. |
|  | **Marginalised people:** here, this means people who are often treated as if they are not important in society, even though they are. |
| A chart showing the structure of people in an organisation.  An exclamation mark with crosses | We are at a very important moment in our organisation.  In recent years, the **structure** of our organisation has faced lots of challenges.  We have also faced lots of challenges around money |
|  | **Structure:** in this document, this means the way that our organisation is set up. For example, who has which roles and responsibilities in the organisation. Who reports to who. Who makes decisions about what. |
| A group of people holding signs | In general, our organisation faces a lot of challenges. So do lots of other movements that push for **social justice.** |
|  | **Social justice:** this means everybody having a fair access to rights and opportunities in society. |
| Covid-19  **A barrier** | But, the **pandemic** made these challenges even harder. |
| Global study into how we can successfully cope with COVID-19 - News -  Utrecht University    Covid-19 | **Covid-19 or Coronavirus pandemic:** this is the virus that has spread all over the world over the past few years. It has changed the way that people live and work. It has had lots of long-term effects on society. It has affected marginalised people the most. |
| A person yelling into a megaphone    A couple of women standing together | We want to make sure that we can best support and represent the voices of disabled women and non-binary people.  We want to support them to be able to face challenges. |
| A couple of women looking at papers. There is a thought bubble with a lightbulb inside it. | We want to support them to make a meaningful change. |
| A group of women sitting around a table | To do this, we are looking to hire **8** people to join our **steering group.**  They will be paid to be part of the steering group. |
| A group of women sitting around a table | **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. |
| Two women talking at a table  A chart showing the structure of people in an organisation.  The future. A calender and a clock with an arrow. | The steering group will advise the organisation and work in an active way to help change the structure of our organisation.  They will guide the future work of Sisters of Frida. |
| **Our vision, this means our aims for the future** | |
| A person and person with arms raised  A Disabled person with two thought bubbles.  A person with her hand on her heart. There is an arrow going around her. | We want a future in which disabled women and non-binary people are:   * Empowered * Celebrated * Informed * Connected * Valued * At the centre of society |
| **Our mission, this means how we make our vision a reality:** | |
| A person pointing at a whiteboard with people sitting in chairs    A person and person sitting and talking about information. | **To make our vision a reality, we:**   * Build platforms, which support opportunities to learn. * Share different experiences to gain more knowledge. |
|  | This knowledge helps us to stand up to **oppression**.  It helps us to look at new possibilities |
|  | **Oppression:** this means taking power away from certain people or groups. |
| A person pointing at a person and shouting at them. | **We also:**   * Speak out against abuse, injustice and discrimination. |
| A person yelling into a megaphone  A group of people around the globe    Listening to a group of Disabled people. | * Fight for disabled women and non-binary people’s voices to be heard. We fight for their voices to be heard in lots of different places, where important decisions are made. * Welcome and celebrate our different backgrounds. |
| A person thinking about different parts of their life. They are giving a thumbs up. | We do this by finding out and highlighting the stories of disabled women from **intersectional** backgrounds. |
|  | **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. |
| A group of people in suits with their hands over their ears. They are not listening to a group of Disabled people who are speaking up. | * Take opportunities to show how structures of oppression are connected.   Take opportunities to show how these structures affect us all. Speak up about getting rid of these structures. |
| A person thinking.  A hand holding money | * Stand up against work that is not paid. We are pushing to make sure we are paid for our work. We are making sure that our work is valued. |
| A group of people standing in front of an organisation. | * Offer a space for disabled women and non-binary people.   Other Disabled Persons Organisations don’t offer the same space.  We’re the only disabled women collective in the UK. |
| A person being included in a big group of people. | * Offer mentoring that is informal. Encourage and support people to be part of a community. |
| Two people talking about sensitive information.  A person with black hair and green shirt. There is a speech bubble saying yes and a speech bubble saying no. | * Offer a space where we get to talk about things that we couldn’t talk about otherwise.   This allows women to have control and independence. It allows women to share their experiences. |
| A person yelling into a megaphone | * Make sure the voices of disabled women and non-binary people are loud. |
| A person thinking about standing up for rights.  A group of people holding signs | * Support disabled women and non-binary people to take up space. * Support them to be represented across lots of areas and issues that affect us. |
| A person in a wheelchair with thought bubbles | * Have a presence and represent disabled women and non-binary people. |
| A balanced scale with a hand giving a thumbs up. | * Make sure power is spread out across society. |
| A couple of women looking at papers | * Skillshare - mentoring |
| A person sitting apart from a crowd of people | * Networking - challenging **isolation.** |
| A person sitting apart from a crowd of people | **Isolation:** this means being cut off from your community. |
| A person thinking about a policy. | Amplify voices – working on **policy** and **capacity building.** Taking action in spaces that are inclusive. |
|  | **Policy:** this means rules set out by the organisation.  **Building capacity:** here, this means putting in money, staff and time, to take the organisation to the next level. |
| **Values – this means the things that are important to us** | |
| The social model of disability. Too many barriers. | We follow the **social model of disability.** We think about intersectional backgrounds. We think about these things when we are looking at oppressions and identities. |
|  | **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. |
| A woman wearing a hat. | We are proud of who we are, as disabled women and non-binary people. |
| A person with gray hair and glasses. There are four thought bubbles. | We believe that people should be able to define their own identity. We don’t want to police anybody’s identities. |
|  | The space is led by and for disabled women and non-binary people. |
| **Ethical principles, this means what we believe is right or wrong** | |
| A person with her hand up | * We do not abuse or use our positions to get the things we want. |
| A person and person on a scale. The scale is not balanced. | * We will keep on challenging power and **privileges.** We will do this inside and outside of the organisation. |
|  | **Privileges:** this means an advantage that some people have because of their background. For example, because of their sex or class. |
| A person thinking about oppression. | * We know that everybody has the power to cause oppression. We recognise, accept and challenge this within ourselves. |
| Two women looking at papers.  Two people talking about information.  Listening to a group of Disabled people. | * We make sure that credit is given to other disabled women and non-binary people. We give them credit for: * Their ideas * Their contributions * Their Work * Taking part |
| Accessible communication at a meeting. | We expect spaces to be accessible. We are creative and take action to make spaces accessible.  We work with others to build respectful and accessible spaces. |
| **Tokenism**  A person thinking about standing up for rights. | We don’t accept **tokenism.**  We expect the people who support us to take part in a meaningful way.  We want them to be serious about pushing for freedom. |
|  | **Tokenism:** this means doing something to seem fair, but not really caring about pushing for freedom. |
| A person giving thumbs up | * We respect the space that we have created |
| A small group of people. There is a thought bubble with a lightbulb inside it. | **We value our:**   * Skills * Knowledge * Expert opinions * **Resources** |
| Choosing somebody to hire. | **Resources:** this means things like time, money, staff, and objects. |
| Two women giving a presentation | * We co-design our work – this is part of our collective spirit |
| A group of people yelling into a megaphone | * We want to represent as many voices as possible. We are not speaking for everyone |
| A person thinking about a meeting. | * We want to build a culture where people want to do things. They want to take up space and support the work |
| A person in a wheelchair with thought bubbles | * We want to keep representing people with intersectional identities |
|  | This document was put into Easy Read by the Empower Team at People First.  [**www.peoplefirstltd.com**](about:blank) |