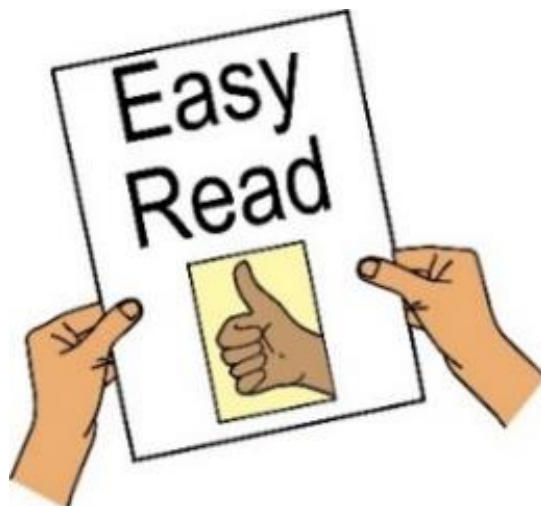




**SISTERS OF  
FRIDA**  
DISABLED WOMEN

# Join Our Steering Group

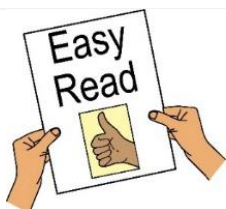
## About Sisters of Frida



# About Sisters of Frida



This document is to give you some background about Sisters of Frida CIC.



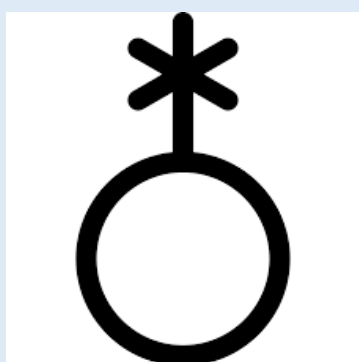
This is the Easy Read version of the document.



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.



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



When we say disabled women, we mean women who see themselves as disabled.



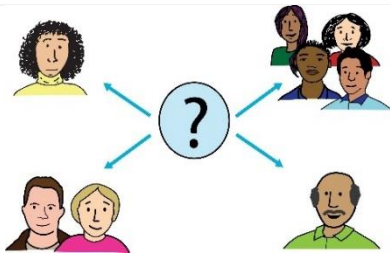
This means **trans** women and **gender non-conforming** people too.



**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.



We are looking to build different networks of disabled women and non-binary people.



We have faced lots of different barriers and **discrimination**. These things have not changed.



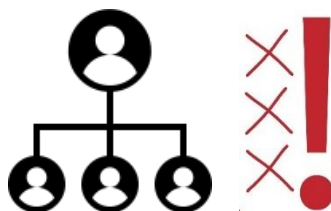
**Discrimination:** this means being treated unfairly. This could be because of a person's race, age, sex, or disability.



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.

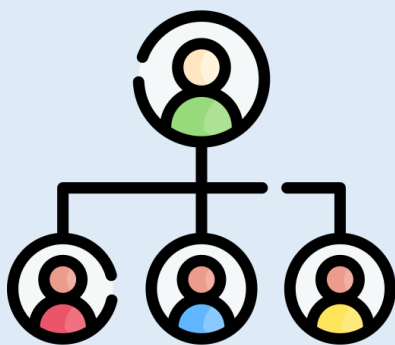


We are at a very important moment in our organisation.



In recent years, the **structure** of our organisation has faced lots of challenges.

We have also faced lots of challenges around money



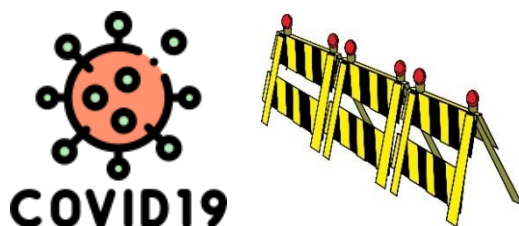
**Structure:** in this document, this means the way that our organisation is set up. For example, who has which roles and responsibilities in the organisation. Who reports to who. Who makes decisions about what.



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.



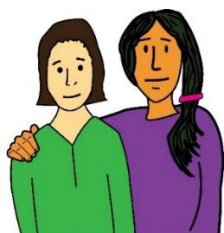
But, the **pandemic** made these challenges even harder.



**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.



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.



We want to support them to make a meaningful change.



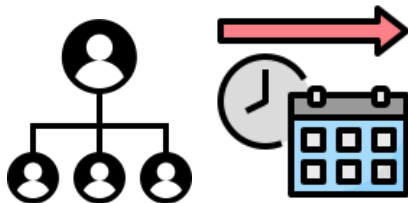
To do this, we are looking to hire **8** people to join our **steering group**.

They will be paid to be part of the steering group.





**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.



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



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:



### 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



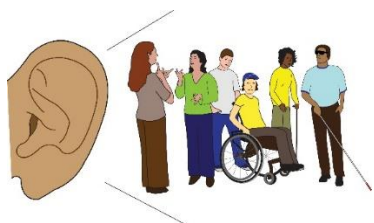
**Oppression:** this means taking power away from certain people or groups.



### We also:

- Speak out against abuse, injustice and discrimination.

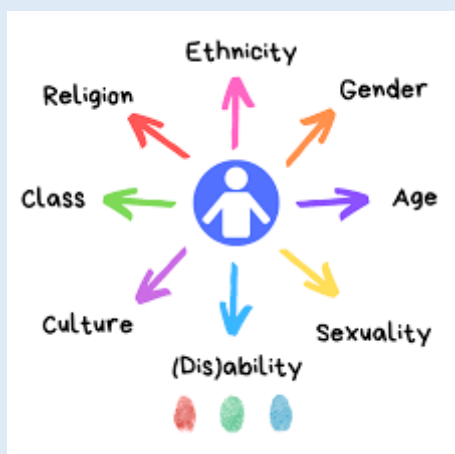




- Fight for disabled women and non-binary people's voices to be heard. We fight for their voices to be heard in lots of different places, where important decisions are made.
- Welcome and celebrate our different backgrounds.



We do this by finding out and highlighting the stories of disabled women from **intersectional** backgrounds.

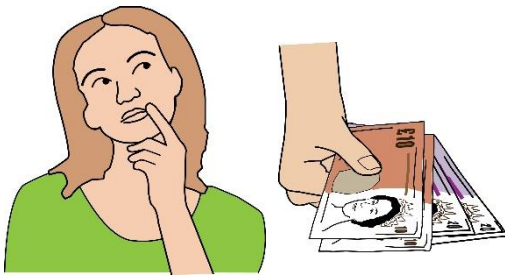


**Intersectional:** this means the different parts that make a person who they are. A person does not experience life as separate parts but as a whole person. For example, a person could be black, disabled and a woman. These are all different parts that make up the whole of who they are.

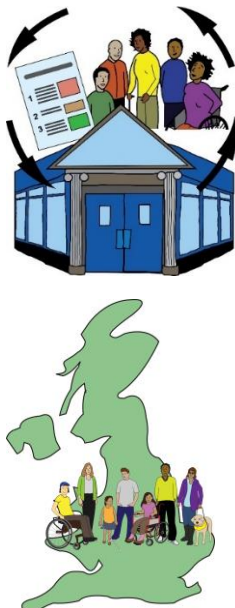


- Take opportunities to show how structures of oppression are connected.

Take opportunities to show how these structures affect us all. Speak up about getting rid of these structures.



- 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.



- Offer a space for disabled women and non-binary people.

Other Disabled Persons Organisations don't offer the same space.

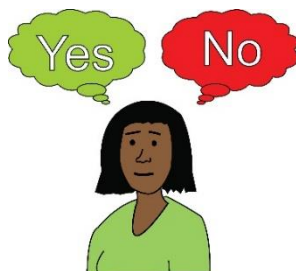
We're the only disabled women collective in the UK.



- Offer mentoring that is informal. Encourage and support people to be part of a community.



- 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.



- Make sure the voices of disabled women and non-binary people are loud.



- 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.

	<ul style="list-style-type: none"> <li>• Have a presence and represent disabled women and non-binary people.</li> </ul>
	<ul style="list-style-type: none"> <li>• Make sure power is spread out across society.</li> </ul>
	<ul style="list-style-type: none"> <li>• Skillshare - mentoring</li> </ul>
	<ul style="list-style-type: none"> <li>• Networking - challenging <b>isolation</b>.</li> </ul>
	<p><b>Isolation:</b> this means being cut off from your community.</p>
	<p>Amplify voices – working on <b>policy</b> and <b>capacity building</b>. Taking action in spaces that are inclusive.</p>
 	<p><b>Policy:</b> this means rules set out by the organisation.</p> <p><b>Building capacity:</b> here, this means putting in money, staff and time, to take the organisation to the next level.</p>

## Values – this means the things that are important to us

The Social Model of Disability



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.



We are proud of who we are, as disabled women and non-binary people.



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



- We do not abuse or use our positions to get the things we want.



- We will keep on challenging power and **privileges**. We will do this inside and outside of the organisation.

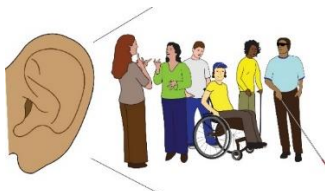


**Privileges:** this means an advantage that some people have because of their background. For example, because of their sex or class.



- We know that everybody has the power to cause oppression. We recognise, accept and challenge this within ourselves.





- 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



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~~



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.



- We respect the space that we have created



**We value our:**

- Skills
- Knowledge
- Expert opinions
- **Resources**



**Resources:** this means things like time, money, staff, and objects.



- We co-design our work – this is part of our collective spirit



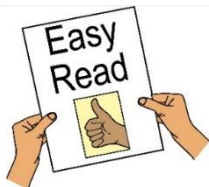
- We want to represent as many voices as possible. We are not speaking for everyone



- We want to build a culture where people want to do things. They want to take up space and support the work



- We want to keep representing people with intersectional identities



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

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