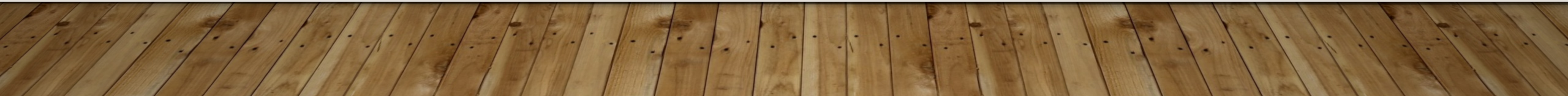


# DIVERSITY, INTERSECTIONALITY AND WOMEN'S ENTERPRISE POLICY IN SCOTLAND

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PHEONA MATOVU, RADIANT AND BRIGHTER & WES AMBASSADOR

ANNE MEIKLE, POLICY MANAGER, WOMEN'S ENTERPRISE SCOTLAND



# WOMEN'S ENTERPRISE SCOTLAND

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- Community Interest Company est. 2012
- Work across Scotland, the UK and Europe
- Members of the T20 Think Tank on Women's Economic Empowerment
- Co-Authors of the Strategic Framework for Women's Enterprise in Scotland
- Just 20% of SMEs in Scotland are majority owned by women (Source: ONS 2015)
- These businesses contribute £8.8bn Gross Value Add (GVA) into the economy every year and have created over 230,000 jobs (Source: VES and FSB 2018)



# POLICY LANDSCAPE IN SCOTLAND

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- Reserved vs Devolved matters
- National Framework for Women in Enterprise
- Equality Strategy – Annual Programme for Government
- National Performance Framework
- Fair Work Action Plan (Business Pledge)
- Gender Pay Gap Action Plan (Enterprise gap)

- First Minister's National Advisory Council on Women and Girls

- First report (2018).
- Accountability
- Leadership
- Creating the conditions for Gender Equality
- 2019 – 'Policy coherence'

But... structure and process of policy making lies heavily on an understanding on principles of equality, diversity and intersectionality.

# POLICY ASKS...NATIONAL WOMEN'S BUSINESS CENTRE

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- Physical and digital delivery of expert, needs-based support for women creating and growing their own businesses.
- 'Hub and spoke': national HQ + regional hubs
- Underpinned by digital 'centre': remote / rural reach, accessibility, increasing participation and developing skills.
- Gender-trained business advisors.
- Reciprocal referrals. Bridging the gaps in mainstream business support provision.