

ISSUE 3
JANUARY 2024

Celebrating female achievements
in conjunction with the
Shine Together CIC & The Women's Awards

SHINE

*the unique female
perspective*

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Lawyers Are Not Made They Are Born

by Gina Samuel-Richards

Whilst I was making my way through law school, I believed I was at the pinnacle of all knowledge. I felt ready to be unleashed on some poor client. In my high-principled self, I believed that I would be one of the saviours of society with my bleating liberal heart. Then a friend told me, “Lawyers are not made; they are born.”

Strangely his words made sense to me. I knew from a young age I was going to become a lawyer, as I genuinely had an urge to help everyone. By my early teens I was known as being the helper amongst my peers. It is possible I was also influenced by the likes of LA Law, a show I am sure I was much too young to watch at the time. At that tender age, I had not understood the different categories of lawyers, I just knew I HAD to become one.

In year ten, a few of my teachers were supportive of my ambitions to study law. They helped me to arrange work experience at the Crown Prosecution Services. While much of that time was spent conducting data entry and research, which was boring as hell, I now understand how fundamental they are in any case.

By the first year of university, I knew I did not want to practice criminal law. At the time it felt that as lawyers, we were simply cogs in the machine, not truly challenging the system. None-the-less, I will be forever grateful for the interest of those teachers in what I wanted to achieve.

I grew up in Leicester in the 1980s. At the time, Leicester was not known for the multi-culturalism it has proudly held for the past twenty years or so. The Leicestershire Police force was known for significantly and disproportionately stopping



Black people over other racial groups. Racial tensions were felt in all walks of life. As a young Black person, I felt the pressure of the unspoken additional path I would have to walk, having to navigate subtle or at times very overt racism; teachers who would pass me over, even though it was obvious I was bright; being followed around the shops; and receiving verbal abuse in the street and workplace.

I have also felt and seen the subtle signs of racism at professional events. Colleagues will ask for the umpteenth time where I am from, or comment

on how well I have done to get here, from my assumed working-class roots. I have even received some flippant comments about being associated with Highfields or cannabis. (I am not from the area, but should it matter if I was?). Like Alexandra Wilson (author of In “Black & White”) and other Black lawyers, I have been mistaken for the social worker, Cafcass officer and someone’s mother at Court. Heaven forbid, I may just be the solicitor with her own practice. In any event, as a person from an “ethnic minority” background, this is a path well-trodden. I have become an expert at shrugging off the ignorance of others and networking a room.

Early in 2020 I had a number of speaking opportunities with the students at the University of Leicester, Beaumont Leys secondary school and Leicester Girls High School. At all three places, I was quite saddened to be asked the same question. “How do I as a Black woman, (they as young Black women), find their place in this world and deal with the racism which they face?” My response in each case was that racism is not their problem; it is the issue of the person who’s being racist towards them. I felt that they (and I) had to learn resilience. As Black people, we may go into educational institutions, the workplace or the court, and be faced with an individual who dislikes

us for our skin-colour, being women, or both. I wanted those young people to know that all they have to do is be true to themselves and conduct themselves with integrity and honesty. I wanted them to know that they will overcome as long as they stand their ground.

My experiences are a reason why I believe it is important to help young people obtain experience in our profession, as well as amongst other professions. It is important for young people to recognise, no matter their background, that they still have a place. The legal profession can only grow and become enriched with people of diverse thought and experience.

In 2017, my co-Director, Ruth Goward and I received SRA recognition to start AGR Law as a solicitors practice. The first two years were very busy with our achievements. We obtained Lexcel Accreditation, putting client care and ethics at the heart of what we do. We contracted with the Legal Aid Agency, established a Polish Department, opened a second office in Northampton, and Ruth came in the top three of the rounds of Resolution Accredited Specialists. However, more rewarding, we received an accolade from our peers by becoming Leicestershire Law Society (LLS) Small



Image from right to left: Trusha Lakhani, Steve Evans, Jamal Jeffers, Sandra Pollock OBE, and Gina Samuel-Richards in front.



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We are delighted to be part of an initiative that recognises and celebrates the many remarkable achievements of women across our region.”

R Thomson

Professor Rachel Thomson
Pro Vice-Chancellor
(Education and Student Experience)

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Image left: From right to below: Sally Kyd, Gina Samuel-Richrds, Lady Hale and David Gilmore

Firm of the Year winners and we were finalists at The Law Society Excellence Awards.

I will conclude with my appointment of President of LLS in 2023. I was asked to take on this role in 2020, when I was appointed as Deputy-Vice President. This was the year where the world recognised the injustices faced by Black people, both in America and on our own doorstep.

I was very proud to be part of an organisation, which has strived towards diversity and inclusion. The LLS has had a diversity subgroup for around eleven years. I was the first African Heritage woman to be appointed to the position. Our immediate past President celebrated 100 years of women in law.

During my presidency I encouraged my peers across our county to invest time and resources in inspiring young people to join the profession. I reached out to schools, colleges and universities, often speaking to young people and offering advice for their journey. I used my platform to showcase the contributions the Black communities have made in developing law in the UK and the sense of civic duty those communities had when emigrating to the UK.

I was most proud of the LLS Awards held in May 2023, where I chose a Moroccan theme, inviting attendees to wear the usual black tie or wear their own traditional dress. An opportunity for each person to reflect their culture as part of the

lawyers they are. Receiving an email from the University of Leicester stating that the students who attended the awards felt that they could now be themselves, even whilst in a legal professional capacity was heartwarming.

The final event of my Presidential year was a visit from Lady Hale. Lady Hale is a stalwart of diversity and inclusion. She has dedicated her career to the development of the legal system in the hope that it is fit for purpose in these modern times. It was wonderful to see school children, university students and lawyers mesmerised and encouraged by her.

I believe my dedication to diversity and inclusion within the legal profession, education and voluntary sectors led to me being awarded the Women's Awards Outstanding B.A.M.E. Female Leader of the Year 2023.

My motivation for the work I do stems not from seeking acclaim, but from an intrinsic desire to do what's right. Yet, such recognitions spotlights the myriad of contributions of women who balance their professional endeavours, entrepreneurial pursuits, volunteer work, and familial and caregiving responsibilities with unparalleled grace. This award underscores my commitment to championing diversity and inclusion in business, community and educational sectors.

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Marketing Strategies for Creative Professionals

by April Meyers

If you have any experience in the creative industry, you have probably learned by now that building a career as a creative professional isn't easy. Whether you specialize in design, arts, crafts, or music, you understand how challenging it is to make a name for yourself and sell your work consistently.

The good news is that there are now more self-promotion opportunities than ever. You can become discovered and make a healthy living with the right strategies and tools. The idea of working more creatively and building a business from the comfort of your home has grown in popularity as a result of the experiences of Covid-19 and the series of lockdowns that took place in so many countries across the globe. Here are six steps you can consider using in promoting your creative work.



Image via Unsplash, Matthieu Comoy

There's always a moment when you have to act, despite your fears, and jump out into the unknown."

Helen Lerner-Robbins, from "Our Power As Women".

1 Shape Up Your Resume

You might not think your resume is all that important when you work in a creative industry. But the truth is, keeping an up-to-date resume is a smart move for any professional or entrepreneur because you never know when it will come in handy. Clients and employers want to know about your experience and giving them a top-notch resume is the most effective way to show them.

Keeping your resume in PDF format will make sending it to employers and clients easier and more professional. And you can find a PDF editor online that lets you quickly modify your resume, download it, and share it.

2 Select Your Niche

Effective self-promotion begins with identifying your niche. If you're a painter, marketing yourself as a painter is not specific enough; there are too many painters in the world. You must figure out how to distinguish yourself as unique.

The same goes for fashion design, graphic design, web development, drawing, illustrating, music, and other creative fields. Consider your specialty or genre and determine the qualities of your work that stand out from the crowd. And emphasize those qualities in all of your marketing initiatives.

3 Learn Relentlessly

Just as you should never stop mastering your craft, you should constantly learn more about marketing and other areas of business. Regularly conduct market research and look into other artists. Figure out what your target audience is currently looking for. And become a marketing expert so you can continuously build brand recognition.

4 Teach Others

Releasing high-quality content through your website, social media accounts, and email newsletters is one of the most effective ways to build your brand and establish your reputation as an expert in your craft.

Use your knowledge and skills to create informative how-to articles, tutorial videos, online courses, and other content. Also, seek guest opportunities on podcasts (or start your own!).

5 Embrace Social Media

Mastering social media marketing is as challenging as it is critical. But you must learn how to use social media effectively if you hope to build an online presence.

Consider which platforms your target audience spends the most time on and devote your time and energy to posting quality content on those platforms. You can also interact with your audience on Instagram, Facebook, LinkedIn, Twitter, and other platforms to strengthen your brand.

6 Meet New People

Networking is half the battle of marketing (if not more). Some would argue that face-to-face marketing is still the most effective method, even in the digital age.

It's simple: People will trust you more after speaking to you in person than over email or social media. It makes your audience feel more like people and less like a number.

Be nice to everyone you see around town, and seek networking opportunities via social media, conferences, seminars, and speaking engagements. Don't hesitate to offer other creators in your industry a free lunch for picking their brains. Most artists and designers love to share their expertise, and spending time with other experts provides a platform for marketing your work.

Conclusion

Creative industries are some of the toughest for building a fulfilling, lucrative career. But if you learn to market yourself, you can put yourself in a much better position to get discovered and make money doing what you love.

Heed the advice above as you start promoting your brand. And never stop learning about the art of self-promotion.



— Honoured to be a Champion for the —
Womens Awards 2023

Tilton Conway

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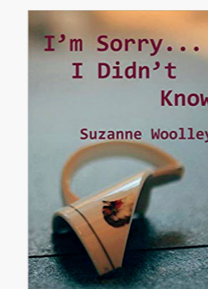
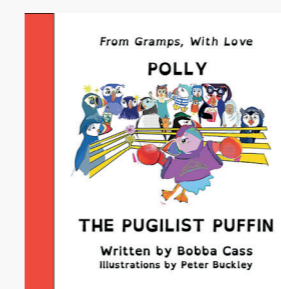
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Flippin' Houses

by Laura Dickinson

*A man got shot
Down the road from my house
And whether I like it or not
Both shooter and shot
Are part of my community*

*Now, in all honesty
It shook me
And it's nothing I haven't heard before
But it hits something different
Outside your front door*

*I watched him fall to the ground
From the corner of my curtain
Uncertain what to do
His friends were all around him
But when they ran
I just hoped he'd see it through*

*On closer inspection
The "man" was sixteen
I can't even dream
Of being there at that age
Prayin', "Lord please turn the page
For these kids"*

*But the windows stayed shut
Residents stayed put
For fear of involvement over life
We were scared, "it wasn't even a knife crime"
As if that's where we draw the line
Accustomed to violence of sorts*

*Now, two choices here
Sell my house and run in fear
Or invest
Because it's in my best interests
To make sure there's a life to step out to
If these kids choose it
This is my community
And I will not abuse it
By running to higher ground*

*The people are real here
And I can't pretend to understand that life
I know I'm privileged to own my home
Have a choice, not be prone
To stop and search without reason*

*My story isn't from the deepest darkest ends
I grew up surrounded by love and good friends
But I understand
How easy it could be
To sink in the sand with no support*

*Have you ever given a thought
To the so called "worst communities"
The ones that have been left
Have nothing left
And no-one left to turn to
Deserted by anyone that actually had a choice
Rights are dampened when you lose your voice
Because gentrification is NOT a victimless crime*

*And it's long past time
We stopped flippin' houses
And lifted our communities together
And don't say a place "will never get better"*

*Because healing is available to everyone
You just gotta make a start
And it's long past time
We each played our part*

Coaching vs. Mentoring

by Leanne Bonner-Cooke MBE

Are coaching and mentoring the same thing?

Coaching and mentoring have some similarities in the fact they both support personal and professional development and growth. They are both about relationships, where we build trust, openness, and a place to be vulnerable.

What is mentoring?

Mentoring is a process in which an individual with more skills, experiences and knowledge provides guidance, support, and advice to someone who is less experienced or knowledgeable in a particular field or area. Mentoring relationships typically involve a mentor who shares their expertise, insights, and lessons learned with a mentee, helping them to develop their skills, knowledge and confidence.

What is the benefit of having a mentor?

Mentoring can take place in various settings, such as a workplace, educational institutions, or community organisations, aimed at helping the mentee(s) achieve their personal and professional goals. You can mentor an individual or a group.

Having a mentor can provide numerous benefits in personal and professional development. Here are some key advantages:

Knowledge and Experience: A mentor possesses valuable knowledge, skills, and experience in a specific field or area of expertise. They can share their insights, lessons learned, and best practices, helping you gain a deeper understanding and navigate challenges more effectively.

Guidance and Support: A mentor can offer guidance and support based on their own experiences. They can provide advice, help you set realistic goals, and offer feedback to help you grow and develop.

Overall, a mentor can provide valuable guidance, support, and knowledge, helping you navigate your path to success more effectively and efficiently.



Expanded Network: Mentors often have extensive networks and connections within their industry or field. By having a mentor, you can gain access to valuable contacts, potential opportunities, and resources that can accelerate your growth and open doors for you.

Personal Development: A mentor can help you identify your strengths and areas for improvement. They can offer guidance on personal growth, developing new skills, and overcoming obstacles, ultimately helping you reach your full potential.

Confidence and Motivation: Having a mentor can boost your confidence, as they believe in your abilities and provide encouragement. They can also serve as a source of motivation, helping you stay focused and committed to your goals.

Long-Term Relationship: A mentorship is often a long-term relationship that can provide ongoing support and guidance throughout your journey. This continuity can be invaluable as you face new challenges and seek continuous growth.

What is coaching?

Coaching is a process in which a coach supports and guides an individual or a group to improve their performance, skills and abilities in a specific area. Unlike mentoring, coaching focuses more on facilitating conversations to help individuals discover their own potential, set goals and develop strategies to achieve them. A coach facilitates the learning process by asking powerful questions, providing constructive feedback, and offering tools and techniques tailored to the individual's needs.

Coaching can be applied in various contexts, such as business development, personal development, or leadership, and it is designed to foster self-awareness, skill development, and goal attainment.

What is the benefit of having a coach?

Having a coach can bring several benefits to both personal and professional aspects of your life. Here are some advantages of having a coach:

Goal Clarity and Focus: A coach can help you clarify your goals and define a clear path to achieve them. They assist in identifying what truly matters to you and help you stay focused on your priorities, ensuring that your actions align with your objectives.

Accountability: One of the key benefits of having a coach is the accountability they provide. They help you stay on track, meet deadlines, and hold you responsible for the commitments you make. This accountability can significantly increase your motivation and drive to succeed.

Personalized Guidance: A coach tailors their guidance to your specific needs and circumstances. They take the time to understand your strengths, weaknesses, and aspirations, providing you with personalized strategies and techniques to overcome challenges and maximize your potential.

Skill Development: A coach can assist you in developing new skills or enhancing existing ones. They provide constructive feedback, offer practical advice, and suggest resources or exercises to help you improve and grow in areas that are important to you.

Confidence Building: Coaches are skilled at helping individuals build confidence and self-belief. They



provide encouragement, support, and help you recognize and leverage your strengths. This boost in confidence can have a positive impact on all aspects of your life.

Objective Perspective: A coach provides an objective viewpoint that is free from personal biases or judgments. They are there to listen, ask thought-provoking questions, and challenge your assumptions, helping you gain fresh insights and alternative perspectives.

Emotional Support: A coach serves as a supportive partner on your journey. They provide a safe space for you to express your concerns, fears, and doubts. They offer empathy, understanding, and guidance to help you navigate through emotional obstacles and maintain your emotional well-being.

Having a coach can accelerate your personal and professional growth, foster self-awareness, and help you overcome obstacles more efficiently. They are dedicated to your success and are committed to helping you reach your full potential.



Leanne Bonner-Cooke MBE
Founder LBC Mentoring Ltd.
Multi Awarding Entrepreneur.
Chair & Director, Shine
Together CIC.
Awarded an MBE for Services
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You Are Your Best Influencer

by Ayodeji Eytayo



In this era of fast news and information, being self-aware is becoming more important. Without it, we risk losing ourselves in the miasma of what is deemed 'current and acceptable'. There is an ephemeral quality to our relationships transacted in currencies festooned with self-aggrandisement; somehow hubris is encouraged and celebrated, while meekness is becoming frowned upon. "What does this have to do with being a woman?" I hear you ask?

It is evident that women are typically more resilient than men (something various cultures will not readily admit). Such inherent qualities enable the woman to weather storms that would otherwise blow the man away. I am of course being a generalist.

However, underneath this layer of resilience lies a susceptibility to getting caught in the 'hype' of current trends. Our appetite to consume as much information as possible has become worryingly insatiable in response to the ceaseless demands for our attention. Such invitations to 'buy this', 'compare yourself to this' or 'subscribe to that' are accepted by many who desire self-improvement. Some will even inadvertently go beyond it to what might be a 'Kandinsky-reality', one that involves taking pieces of what we see in other people to construct ours until we are altogether unrecognisable. Why is it so difficult to stop when we have sated our appetite? Could it be the hunt for a non-existent ideal that keeps making demands we cannot possibly meet?

There is no simple definition of ideal womanhood (neither is there one for manhood, for that matter). However, the exquisite simplicity of a woman is the knowledge and understanding of her admirable

complexity. For some, life is now about 'how what I am doing or about to do makes me feel', not about 'adding any value to anyone else or to the immediate community'. Isn't it strange how so many people feel the need to broadcast the 'help' they give or want to render, posting a video of such an act on Youtube and the like? Truth be told, we have noticed how some so-called 'influencers' do their influence, by imprinting their 'values' on their followers who are inadvertently slowly marching towards a society of clones! Are they aware of such an impact? Maybe not.

Self-aggrandisement is subconsciously being adopted as a by-product of being 'okay with oneself'. After all, 'if my external environment, including the people around me, reflect my personality, then it stands to reason that all should be okay with my world'. Not altogether an agreeable sentiment, for the complexity of human emotion and our predictable unpredictability often throws us off-balance, thus heralding a brief state of maladjustment that we do not account nor even plan for, but c'est la vie.

You are your best influencer, beautifully more complicated than a blog, a podcast or a talk show can surmise. Be more self-aware, know how you think, what gets you and what you get. Everything else is there, patiently waiting to support your positive impact on your world. Besides, everyone has a right to have a bad day once in a while; all we need is adaptation.

get made, broken, repaired, upgraded, discarded, and recycled. There is something for everyone. Don't place a limit nor ceiling because there isn't one.

Leadership: Representation Matters

by Tracey Leese



are most likely to leave teaching between the ages of 30 and 39. This suggests that motherhood is still an – if not the issue, and that perhaps my experience is not indicative of other women's. It would surely be an oversimplification to suggest that this is solely a result of having children. But it does seem that women's desire to work flexibly and maintain a sense of work/life balance makes not only teaching an unattractive prospect for mothers, but leadership too.

I am all for challenging assumptions – I have yet to work with a leader who doesn't have some degree of imposter syndrome. For me, growing up in a low-income family has given me a lingering sense that I don't belong in some of the circles in which I now work. But it also gave me a work ethic and sense of tenacity which I suspect won't shift either. It's easy to assume that staff more senior to you have more wisdom, insight or talent than you. But the reality is that they almost certainly don't.

Representation is the antidote to assumption, and there is no room for assumption within teaching or leadership – unless, of course, the assumption is that you're making an impact.

Why representation is the antidote to assumption

When I look back on my early career as a teacher, fifteen years ago, I know I was always going to end up in leadership. I had worked within industry and had a qualification in leadership and management; I was just waiting for someone to notice. I incorrectly saw teacher leadership as a form of hereditary peerage, awarded to the next in line when the previous person in post retired. Leadership felt to me like a secret club with tacitly intangible entry requirements. Whilst I knew I wanted to be in the club, I didn't possess the social capital or knowledge to join – much less pass the initiation test.

This is why representation is so important. Without a doubt, representation is a precursor to wider inclusivity. Representation is seeing someone you identify with succeed – and it is incredibly powerful. Something I have learnt over my career is that when you achieve something, there are other stakeholders invested in and inspired by your success – especially within protected characteristics.

Some years later I found myself in a different school, this time within the echelons of middle leadership. I was shocked to learn that the senior leaders I revered and admired were not omniscient demigods. They were just dedicated practitioners, driven by the desire to make a difference to their students' life chances; not unlike me. It was something I really wish I had known sooner.

I had assumed that in order to lead, I had to be something more than I was. And that just wasn't true.

That isn't to say that leadership is easy. It can be frustrating, high-pressured, thankless and often endless... But I still see it a privilege, and I make a conscious choice to wear leadership lightly to showcase this to other women because as intense and difficult as leadership is, it's also joyful. Now, as a senior leader, I urge all teachers to see themselves as leaders – especially women who are underrepresented at all levels of educational leadership. Leadership is about vision, ethics and allowing others to shine, something teachers – and of course women – do brilliantly.

Within my leadership journey, the single most defining moment was becoming a mother. I could subsequently see the work of teachers through a patriarchal lens. Whilst I was pregnant a pervasive narrative emerged that I wouldn't care about my job in the same way when my baby was born. And whilst this may be true for many women, it simply wasn't for me. I fundamentally disagree that motherhood is at the expense of a woman's commitment or ability to do their job. If anything, seeing each pupil as someone's child only made me strive for higher levels of efficacy within my own classroom and team.

With that said, research which shows that women

Leadership is about vision, ethics and allowing others to shine...



Tracey Leese is an Assistant Headteacher at St Thomas More Catholic Academy in Stoke-on-Trent, the co-author of *Teach Like a Queen*, mother of two and advocate for women in leadership. Winner of The Women's Awards - West Midlands Outstanding Women in Education 2022



Black, Deaf, and a Leader

by Moona Mohammed

Intersectional barriers that many don't see have given me spirit, purpose and the drive to improve the world for others.



“I’ve experienced racism, microaggressions, and audism throughout my life, ...”

I am a Somali British woman, with a strong affinity to my culture and heritage. I am also deaf - having been diagnosed at 3 years old - with lived experience of intersectional barriers.

Growing up in a signing environment and having deaf family members, I have always been very fortunate to be a part of the deaf community and British Sign Language (BSL) is my first language. Having this language has given me the opportunity and skill to be able to express myself effectively in my native language, and confidently do so, in my own fantastic cheeky way!

I am grateful for and appreciative of my family. 90% of deaf children are born into hearing families, the majority of which don't learn BSL, and therefore are not able to communicate with each other.

This is known as language deprivation and can have such a negative impact on a child's development. I have been one of the lucky ones, and I am aware of it, so am putting it to good use.

I attended a mainstream school initially, and then a deaf boarding school which I enjoyed massively. Looking back, I was struck with the realisation that I was so confident at such a young age, deciding to become a prefect for deaf students when I was only in year nine. A clear demonstration of natural leadership capacity.

After going to university, I was struck with the travelling bug. I have always loved travelling, exploring other cultures and other countries.

I worked in Nepal for four months, teaching BSL at the young age of 20. Upon my return, I realised that I wanted to continue working in the charitable sector. Since then, I've done work in a variety of areas; children, social care, mental health, outreach/housing, domestic abuse, and now am focusing on campaigning for change.

I've experienced racism, microaggressions, and audism throughout my life, but through all of this, one of my fundamental beliefs is to actively fight for equality.

On reflection, dealing with all of these has enabled and fuelled me to evolve into a stronger, more resilient person. That's not to say there hasn't been a lasting impact on my overall wellbeing. I'm grateful that a strength of mine has been to recognise when it's time to check and fill up my cup, and undertake self-care, which I'm excellent at doing.

I have to always remind myself what my purpose is and to stay focused. Namely, I want to see change - more leadership roles being occupied by deaf women of colour, being fantastic role models as this was seriously lacking whilst I was growing up.

Naively, as I was growing up, I didn't expect to face many barriers, so imagine my surprise when they kept appearing! From this I realised I was different, but more importantly, that being different is more than okay. I fully embrace and value my beautiful uniqueness!

Along the way, my interests have evolved, and I am more inclined to get involved in things I wouldn't have previously. Working with children and young people has enabled me to identify a lack of representation of black deaf women, which quite frankly needs to change.

One of my most heartwarming and inspiring moments has been during a prevention workshop I delivered in a deaf school, whereby a black deaf child saw me, and proceeded to hug me, sitting next to me throughout the session. How rare those opportunities must be for children like her.

Although I am a strong character within the deaf community, and love being part of it, the Black

Lives Matter movement had a profound effect on me and how I wanted to continue conducting myself in that space.

The deaf community is predominantly white, which made me really think about the gaps we face within it in terms of real representation. My decision to utilise this strong character and capacity to reach so many deaf people, has proved to be positive for us all.

When one of my BSL videos went viral re: “Valerie Law”, that was when I knew I wanted to become a Black Deaf translator/interpreter. This in turn created within me a thirst for information; a way to identify methods for direct communication from someone like me to the wider community.

To date, there are only a very few Black deaf translators/interpreters that I know of, which is simply not enough.

We all want to feel seen and heard, and my videos really resonate with members of the black deaf community. I'll be passionate about continuing to be able to provide significant information such as this, to represent my black deaf community, as well as being beneficial for others.

A few of my proudest achievements to date are that I was one of 54 Deaf role models to be featured in a King's Cross photography exhibition, and I performed on stage in 2023 as part of a deaf cast: “The Vagina Monologues” in Hackney Empire theatre. (I have never acted before, especially not in front of 800 people!)

These experiences, along with others, have really made me reevaluate my capabilities, and self-belief. I can do anything I put my mind to. I need to remind myself of that whenever I have any doubts. Perseverance is key; the things I want to change won't be easy, but they'll absolutely be worth it.



I am continuing to believe in myself, to smash glass ceilings (of which there are many), and to be a strong role model for the deaf community, especially black little girls - for whom I'd love to provide mentoring and coaching one day.

A natural leader is something I feel I am, and my past experiences speak for themselves, being able to support my peers, even whilst I was a young child at school myself, speaks volumes. Although at the time, I didn't for one second think that I would be in a leadership role in the future.

Being able to see the bigger picture and think ahead is such a positive way to think, and I truly believe it can get you through the hard situations, strategically.

Despite the many barriers and struggles I have faced, my determination and resilience is what has got me through them all; with the support of strong friends and family network, self belief, and my personality (I am very cheeky, joyous and playful!), anything is possible.

To end - I would like to add one of my favourite quotes.

“I can't sit here and complain and do nothing. I have to get out there and smash it.”

“I can't sit here and complain and do nothing. I have to get out there and smash it.”



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Using Instagram and TikTok for Business

by Esen Bozdagli

Social media platforms like TikTok and Instagram offer businesses a world of opportunities to set themselves apart from competitors in a memorable way.

Having worked as a social media manager for 8+ years across various sectors, TikTok and Instagram have played a key role in the social media strategies I have developed. These platforms offer a creative approach to tell brands' stories and engage with audiences through the power of visual content, with the opportunity to reach millions.

One thing I will always stand by regardless of the sector/ industry, is that when it comes to content creation, your audience should always be at the heart of the process. Don't create content that you think they want to see, delve deeper to understand their wants/needs/interests when it comes to your industry and create content around those areas.

With this in mind, I want to share some top tips that will ensure you set a solid foundation for a successful social media presence:

1 Add value through engaging content

An example of content with added value could be a video showcasing your product in action, or guiding your audience how to use it with top tips. By consistently adding value through your content, you can ultimately start to build trust which is important for prospects who may still be in the process of deciding if they want to purchase from you. Use your content to educate, inspire and inform, and limit posts that are salesy.



2 Utilise the platform features

From Instagram Polls to TikTok Live, social media platforms aim to keep users on the platform through their plethora of features. Avoid filling your posts with outbound links and aim to craft your message effectively within your content. If you want to share links, include these on Instagram Stories or within the link feature in your bio. I recommend staying up-to-date with emerging trends or developments as social media features change rapidly!

3 Optimise your content

- TikTok and Instagram are visual platforms that rely on video and image-based posts. Remember:
 - Videos for TikTok and Instagram should be vertical (1080x1920 or 9:16)
 - Instagram Reels should be under 90 seconds
 - TikTok now facilitates longer form content up to 10 minutes, but it is crucial to keep your message concise and to the point.
 - Aim to capture your audience's attention in the first 3 seconds of video content

4 Create a community

Social media is a two-way street. Creating an engaged community is a journey, but one that will pay off in the long-run. Responding to comments, asking questions and featuring customer experiences in your content will naturally encourage engagement and build trust. Your existing customers are your biggest advocates and will spread the word if they believe in the value your product or service can add.

5 Consistency and quality over quantity

Combined with posting quality visual content, consistency is key for organic growth and visibility. Platforms like TikTok and Instagram favour regular posting, but make sure you can realistically stick to this, even if it is just twice a week.

Remember, social media is about being social, and it's one of the most valuable tools to help nurture your audience and tell your brand's story in a memorable way.



We All Have Biases

by Marilyn Watson

The issue of bias has become an important discussion in the arena of Equality, Diversity, and Inclusion (EDI). Training individuals and business alike to be aware of an avoid bias has received mixed reviews in relations to its effectiveness.

In far too many cases some kinds of training have caused some to dig their heels in and become more entrenched.

The development of biases was created by the human mind as a safety mechanism, a form of protection and survival. Therefore, some of our biases are far more necessary than others. Less important biases could be seen as those that fall into the category of preference. They are things we're drawn to over others because, for whatever reason, we like them more - or from a purely mercenary perspective, they benefit us better.

We all have biases. They can and have become so deep rooted that they influence us without us realising it. A United Nations report in March 2020 found that 'close to nine out of ten men and women around the world hold some sort of bias against women'. These findings are quite loaded and might even make someone like me, who works in the EDI arena, feel a little discouraged. It's not like work hasn't been much done to highlight the imbalance in gender pay and opportunity. Clearly there is still much more to be done.

But the powerful truth about these findings, as an example of bias, is that it states that both men and women have a bias against women. Would a woman want to admit that she might have a bias against women? Probably not. The background to this bias comes from so many levels and areas of our history and culture. None of which is excusable.

However, part of the inequality we're dealing with finds its root in our biases. In some cases, it is our biases that derail our intentions. This is because our biases exist on two levels: those that are conscious and those that are not. Our unconscious biases are oblivious to us. We do not, or cannot, recognise

when these biases are in use by us or through us. Therefore, we do not comprehend when our decision-making is coming from a place of bias, hence the issue. It's the impact of our decisions, particularly in the workplace, in government and in the community, that can adversely affect other people's lives, opportunities and chances.

That level of discouragement I mentioned above can come back to raise its not so pleasant head. Or in some cases, for those who really don't wish to learn more about themselves, the fact of level two, the unconscious biases, can be used as an excuse not to pay attention and change. I've heard people say, 'Well I don't know, it's unconscious so there's nothing I can do about it.'

Resistance to change varies from person to person and from time to time at different stages in our lives. The truth is that unless we have a motive or a reason to change, we all tend to resist it. Additionally, the idea of admitting that we might not be perfect, or have the proper attitude or approach to everyone, can be hard for most of us to accept.

I believe that organisations have a responsibility to push for EDI within their workplace, and this means really looking at both organisational bias and individual bias. How they do this is varied, but they must start with inclusive leadership, and not be afraid to question the core of the decisions being made daily by managers. EDI must be included in the business's strategic objectives.

The truth is that we can learn to recognise our biases. We have to be open to accepting that: We all have biases, and most are deeply rooted

We need to be prepared to honestly reflect on the decisions we make each day.

We need to identify the true underlying reasonings behind of our decisions. We all need objective help to do this.



“...the impact of our decisions... that can adversely affect other people's lives...”

We must accept and take responsibility for changing our attitude, behaviours, and approach.

We must be open to learn from the perspectives and the lived experiences of others.

Our unconscious biases may be hidden, but we can find them if we really want to. Finding them in ourselves creates better and more inclusive leadership. The results will be workplaces and communities that are far more open and welcoming to all of us, not just those with characteristics that have allowed them to be included in the past.



Addressing biases for inclusive culture

Addressing biases to foster an inclusive culture involves a combination of self awareness, education and proactive steps, here is a good 10 point plan for you to consider within your organisation:

- 1 **Recognise and acknowledge bias:** Acknowledge that biases exist and understand that everyone has them. Reflecting on your own biases and their potential impact on your actions, decisions and interactions.
- 2 **Continuous learning:** Engage in ongoing education and training about differing cultures, perspectives and unconscious biases. This could involve workshops, webinars, seminars, reading materials, podcasts, or discussions on equality, diversity and inclusion.
- 3 **Promote open dialogue:** Encourage open discussions about biases and their impact within your organisation or community. Create a safe space where people feel comfortable sharing experiences and perspectives.
- 4 **Challenge assumptions:** Question your assumptions and judgments. Actively seek diverse viewpoints and opinions before making decisions. Encourage that critical thinking and challenge those stereotypes.
- 5 **Implement bias-mitigating practices:** Implement processes and practices that minimise the impact of biases. For instance, blind recruitment (removing personal information from resumes during the initial screening) can reduce biases in hiring.
- 6 **Diverse representation:** Ensuring that there is diverse representation in decision making roles, committees and projects. Having diverse voices at the table can mitigate biases and lead to more inclusive outcomes.
- 7 **Feedback and accountability:** Encouraging feedback from colleagues or team members about biases they observe, Establish accountability measures to address biases in policies, practices or interactions.
- 8 **Foster inclusive leadership:** Leaders should actively promote and model inclusive behaviour. They can set a tone for the organisation by demonstrating a commitment to diversity and inclusion in their actions and decisions.
- 9 **Empathy and respect:** Cultivate empathy and respect for others' experiences and perspectives. Building relationships based on understanding and empathy helps in reducing biases.
- 10 **Regular assessments and evaluation:** Regularly assessing organisational policies, practices and outcomes to identify areas where biases might be affecting the culture is key. Use this information to make necessary adjustments.

Remember, overcoming biases is an ongoing process that requires dedication and commitment. By actively addressing biases and fostering an inclusive environment, you can create a culture where diverse perspectives are valued and respected.

Education Not Mutilation

by Connie Phlipot



Rhobi Samwelly, an 11-year-old girl in the beautiful Serengeti region of Tanzania, watched her best friend die. She feared she would suffer the same fate. Was she caught up in a war? In a way, yes. The conflict was not with rebels or nations but with families and neighbours supporting the misguided, heinous 'ritual' of Female Genital Mutilation (FGM), an intentional injury to (and sometimes complete removal of) the female genitalia.

"Do you want me to die, too?" Rhobi asked, pleading against the procedure.

Her mother assured her that she was hiring the best ngariba (cutter) for her FGM. Families pay €15 for the services of a ngariba, appointed by the village leader who earns €5 per FGM. The practice benefits everyone but the mutilated girl.

FGM is grounded in false beliefs about a woman's sexuality and cleanliness. According to the World Health Organisation, some cultures that force FGM on young girls believe the errant notion that it

will enhance marriage prospects by reducing the temptation for extramarital sex. Other cultures think that FGM enhances a girl's desirability by removing her 'unclean' parts. It's estimated that more than 200 million girls alive today have been permanently damaged by FGM or died of FGM-related injuries. Many were cut when they were only infants.

Girls who survive the brutality of FGM cutting can face lifelong health issues such as infections, chronic pain, urinary tract issues, cysts, infertility, childbirth complications and a complete lack of sexual sensation. Feelings of inadequacy, traumatic flashbacks, depression and other psychological problems are common. FGM is a human rights violation, an assault on children, and extreme discrimination against women. Why does the practice continue? Why are more than three million girls at risk of forced genital mutilation each year, at a rate of one FGM every eleven seconds?

Although FGM is prevalent in 30 countries (mainly concentrated in Africa, the Middle East and

Asia), it is truly a global issue. In 2012, the UN overwhelmingly passed a resolution banning FGM. In most nations, FGM is illegal, and no religious texts prescribe the practice. The atrocity continues due to ignorance, and the interplay of extreme poverty and profound gender inequality: a 'cut' girl fetches double the bride price, often paid in cows in small villages.

Eradication requires a patient, holistic, and culturally sensitive approach. When Rhobi founded the NGO Hope for Girls and Women in 2017, she understood the need for education and information at the family and community levels. Her organisation teaches through 'road shows' that mix FGM debate with cultural dancing. Girls fleeing immediate risk of cutting are given shelter in safe houses until the end of the cutting season (during the school break of July-September). Afterwards, Hope for Girls and Women attempts to reconcile the girls with their families by educating the parents about the legal and physical FGM risks and then persuading them to sign anti-cutting agreements.

The organisation also re-educates ngaribas and has persuaded six to destroy their tools and stop performing FGMs. All have joined the campaign against their former work. The Hope for Girls and Women website notes that these women often face social stigma, loss of income and domestic

abuse for ceasing their practice. The organisation has helped them start new businesses to help with the transition and encourage others to follow.

Marking the beginning of womanhood is essential for the girls and their families. Hope for Girls and Women provides and promotes safe and joyous alternative rites of passage that draw on local singing and dancing traditions. By offering the girls continuing education, vocational training and after-school activities, Rhobi and her team empower young Tanzanian women to become leaders and active members of their communities.

In the time it has taken you to read this article, 25 girls have been subjected to FGM. Rhobi and her team are determined to reduce that number to zero. To learn more and lend support, visit the website hopeforgirlsandwomen.com.

FAWCO members chose one of the group's projects, Safe Alternatives for FGM Elimination, as their 2019-2022 awareness and fundraising Target Project. Contributions are accepted through March. For more information, see <https://www.fawcofoundation.org/ways-of-giving>.



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Taking Actions to Start Your New Life

by Sue Grogan

“Sometimes it’s the first step that’s the hardest....”

Just thinking, perhaps talking about what you’re going to do - to start your new life after your divorce or relationship breakdown is great for your mindset, but you still need to actually DO something, or you’ll never move on.

Here’s some ideas to make a start...



1 Rebuild your family relationships
Just because you’ve split up with someone doesn’t mean you have to stop seeing, talking to, or having a positive relationship with their relatives. If you have children, whether they’re small, teenagers, young adults or grown up they’re still your family and if you want to see each other then go for it. It may mean doing things differently, but you can still have a bond with them. In some cases it may be stronger, but you’re going to have to work

at it, particularly if they’ve got lots going on in their own lives and you’re not necessarily their priority. You may have routines that need to change, but you involve and talk to them about how important they are to you, but that you’ll be doing things differently. Ask how they want things to be. Make it clear you’re not asking them to take sides or to choose between you and your ex.....

If you find this a struggle then think about

whether family counselling would help. Having a professional listening ear, who makes no judgements can be really helpful as part of everyone’s healing journey.

Whatever you decide, you need to actually DO it – saying you’ll do it means nothing and things can potentially slide.....

2 Rediscover your career

If you’re working and are happy in your job then just sit back and think about whether it’s still what you want to do – if so that’s great.

If you feel you want to have a change, whether that’s taking on a different role at the same place, increasing or reducing your hours or having a complete change and doing something different then do some research.

You might find talking to a Life Coach helps, they too are trained to listen, to advise and get you to think about what you want in life and how you’re going to get there.

Set up job searches online to see what’s out there – and what opportunities you could have. Revisit your CV – does it do you justice?

Do you want to do some training to keep up to date or learn something new?

All these things will charge up your brain cells – they may also make you quite tired but see that as positive.

Whatever you decide, you need to actually DO it – don’t just SAY you’ll do it! Do you want to be in the same place this time next year? Would you like some help?



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Sex and the Mature Woman

by Dorothy White

There seems to be an expectation that when women reach a certain age, sex is not something they're interested in. Apparently there is research out there to confirm this idea. Who did they speak with for that research? None of my friends, I'm sure.

I decided to do a little research of my own to speak to some of the more mature women in my social circle. I must admit it was a lively discussion.

Unsurprisingly the responses got from the more mature women I spoke to highlighted the issue focused more the quality of the sex they experienced, not necessarily the number of occasions. They wanted better, not less, was what I was told.

The issue for more experience women was that the males in their lives were unable to maintain the levels of stamina required for them to achieve

satisfaction. And in some cases, it became easier to go without.

I know, shocking isn't it? We might want to write a whole separate article on that topic. This article, however, is more about the importance of remaining sexually active as women get older.

Research notes that decreasing estrogen after menopause can cause a decline in sex hormones in some women. This however does not mean that more mature women cannot desire or enjoy a healthy sex life.

A University of Michigan Poll carried out in 2022 on Healthy Aging focused on the effects of menopausal symptoms on older women. The research found that women between 50 – 80 years of age, 43% were sexually active and 62% of those were satisfied with their sexual activity. Source: Institute for Healthcare Policy & Innovation, University of Michigan.

Every now and then we see a news headline about a woman past the age of 50, 60 or even 70 having given birth. Well in the majority of cases it would go without saying that these women must be sexually active in order to become pregnant. And I'm sure these women are not the exception.

The issue for me is that the media promotes and places a focus on the importance of men enjoying a sexually active life but implies that after a woman's body stops ovulation so does her sexual interest and ability. Or that after the age of 50 or 60 she cannot be interested in sex. This is far from true, according to the many women I've spoken

with. What's more, it's that women recognise that a good sexually active life can benefit her health and wellbeing. It is just as important for women as it is for men.

Research indicates that both men and women enjoy life more when they are sexually active. The release of endorphins, the feel good hormones, generate feelings of happiness and elation; improved mental health and the immune system, improve relationship (closeness) with one's partner which is also linked to better mental health.

It's important to keep in mind that sex is a form of physical activity, so if you need some exercise this is a great way to start. On a personal note, as I've gotten older not having the concern of getting pregnant has meant less stress around sex and more enjoyment.



Celebrating Female Contribution at The Women's Awards 2023

After months of anticipation, due to our enforced Covid lockdown, the Women's Awards Ceremony finally took place - in person at the wonderful Whatton House and the sunshine came along as well.

With over three hundred nominations received, it is obvious that the growing popularity of these prestigious awards are needed to give recognition and reward to the amazing women and their contribution, commitment and impact made across all sectors and industries.

All Categories and Names of all of the 2023 Winners and Finalist can be found on our website <https://thewomensawards.com/2023/09/25/2023-winners-finalist-announced/>

Congratulations to all of our Winners and Finalists and to everyone who was nominated. This is evidence that your contribution is recognised and appreciated. To have been nominated is an achievement.

Each Region has an overall Regional Winner chosen by our thirteen-strong Panel of Judges, many of who are also previous winners themselves. Judging these awards is a difficult task and we are thankful to each of our Judges for thier time and commitment to helping us achieve our aims to Recognise, Reward and Respect the women in our communities and businesses.

The Inspirational Female Leader 2023 for the East Midlands is Linda Neville. The Inspirational Female Leader 2023 for the West Midlands is Sarah Blackwell. See image below.

Congratulations to both these very deserving women.



Above: From left to right, Professor Rachel Thomson, Pro Vice-Chancellor (Education and Student Experience) Headline Sponsor - East Midlands; Linda Neville, Director, SanaMente Services Limited.



Above: From left to right, David Major, Director, Creative Direction, Headline Sponsors - West Midlands; Sarah Black, Business Support Director, PCE Ltd.

If you were unable to join us in September 2023 for the seventh year of The Women's Awards you certainly missed a treat. Attendance numbers were the highest so far. We were delighted to have the His Magesty's Vice Lord Lieutenant of West Midlands in the UK Louise Bennett OBE commence the evening sharing her experience as a woman in business and in her newly appointed role.

In similar fashion the previous year, we were able to celebrate the most outstanding women in the East Midlands and the West Midlands at this wonderful event.

Our Headline Sponsors for the West Midlands were Creative Direction with the University of Loughborough Headline Sponsor for East Midlands. Huge thanks and gratitude also go to our other sponsor.

Right: Louise Bennett OBE, HM Vice Lord-Lieutenant of the West Midlands, UK.



Salute The Black Sisters

by Sandra Pollock

*Here we are looking into the future.
Eyes bright, mind alert, hope ignited.*

*Here we stand shoulder to shoulder
In this moment of time.
A month's recognition for centuries of untold, labour
and burden.*

*Still,
Courage engaged.
Confidence emboldened by the hope that our
tomorrow will be better, starting today.*

*Every day, Equality cries...
Celebrate our Sisters!
Those matriarchs of movements, long ignored and
forgotten.
Overwritten.
Salute our Sisters, who stand today in the gateway of
the almost forgotten.*

*How will our history be written?
It is being written now, with the pen of decision-
making held in your hands.*

*No great platitudes on whimsical soliloquy can bring
the future that make us all free.*

*If woman, any woman, the black woman is not free to
be,
Then none are free to be.
Don't we all come from she?
Mother. Bearer of all who is humankind, humanity?*



*Salute the brave Black Sisters,
Who whilst still bearing children to enslavery, blows, rejections,
abuse, and poverty... forge through.*

*Using her wits and intelligence. Taking a stand.
Holding the right of freedom gripped, so tightly in her hands,
that her veins are made to bleed.
Along with her back, her mental health, her physical health, and her well-being.*

*Each day she still feels the whip that keeps her down.
Opportunities withheld. Promotions passed over.
Ideas stolen. Servitude enshackled.
'C' suite roles blocked and benefits forbidden.*

*Yet, hear her cry, In streets, in homes, in market places,
In offices, and businesses,
In creative and innovation arenas,
Creating her own spaces to shine.*

*History will forever, tell her story of resistance, resilience,
Emboldened, and empowered with a life source that can never be put out.*

*It has and will travel through each generation. Passed down through the DNA.
In every age she is there.*

*This future we seek, and hear calling to us, Is her voice.
A song she forever sings. The voice of freedom.
True freedom that recognises her humanity.
Black peoples humanity.*

*Her right to be, in each place, at each table, at each level, in each space and time.
Because her gift is given just as those held by any other,
To powerfully declare truth and justice to all humankind.*

*She is, and will always be the voice of wisdom.
She is made of a black skin that shines.
Salute the Black sister with more than just words, but with value, respect,
recognition, support, opportunity, and the equal pay.*

Amend the past by how you treat her today.

Salute my Black Sisters!

Black History Month celebrations take place in October in the UK. The theme in 2023 was "Saluting Our Sisters". This poem was written to celebrate that theme and is taken from Sandra's second book of poems, "Reflections and Thoughts".



From Our Founder

Sandra Pollock OBE

I recently reflected that it was 2004 when I decided to start my business, Open Mind Coaching. This decision came as a result of experiencing racism for the umpteenth time in the workplace. The final straw that broke down any remaining hope of fairness in the organisation I was then employed, forced me into looking at other career options.

I had ruminated for years on my intention to start my own business based on the great examples I'd seen from my mother, aunties and many other members of our family. It was just a matter of time.

When that time finally arrived, or should I say, when life pushed me more forcibly down that path, I really had no idea where to start. Most if not all of my friends were employed. It was really starting from scratch for me.

Twenty years later, I look back and I am proud of what I have achieved. However, I want to do what I can to help other women considering starting their own businesses, progressing their careers or just looking to find a safe space to be themselves, share their ideas and learn from others who've walked their path already. This is why I started the Shine Together movement. I'm pleased when I look around me and see other great individuals, men and women, who share my aim and passion to help women grow and become the best they can be.

Your Invitation

It was reflecting on and learning from others that has helped me the most on my journey so far. People frequently comment to me that I have an extensive network, and this is true. My network has been built on respect, appreciation, two-way communication and support.

I'd like to invite you to join us in developing our community and our Knowledge Hub. The purpose of the Knowledge Hub is to be the first point of call for women looking for information, advice, training, support, mentors and coaches to help them progress in all areas of their lives.

This is not something that our small team can do alone, and it was never the original intention. Our intention is to work with individuals and organisations to provide and share knowledge. Some of this may be costed, but some will not.

We need your help. There are many ways you can get involved; check out our 'Opportunities' page to find out more.

I'd like to say thank you to the many individuals and organisations who have supported us over the past year. A special thanks goes to my Shine Together CIC, Co-Director Leanne Bonner-Cooke MBE. Working with you is great.

To all of our Shine Together Board Members, Sponsors, Partners, Authors, our Members and Team - Thank you.

This year I'm celebrating 20 years in business. I hope'll join me at some of our events. Stay connected.

Sandra Pollock OBE

Multi-Award-Winning Leadership, Management, DEI Coach & Consultant, Founder, Open Mind Training & Development, Shine Together CIC, CEO: Inclusive Companies Consultancy, The Women's Awards, Inspiring You CIC. NED - Bamboozle Theatre Company, Porsche Club GB.

Who Are We?

Shine Together CIC is a non-profit organisation aimed at delivering women's empowerment and inclusion. We provide a wide range of information, advice, development opportunities, mentoring and coaching support through our Knowledge Hub, programmes and activities.

Our community, programmes and resources, assist with career, business development and life skills development. The Women's Awards: our annual showcase event recognises the contribution of women from grassroots to executive suite across all sectors.

We are also proud to support organisations in identifying and finding ways to improve their diversity and inclusion particularly as it impacts on the success and achievement of women and girls.

Visit our website to find out more
<https://shine-together.co.uk/>



Our theme for 2024 is **"Inspire Inclusion"**. As Partners of the the International Women's Day organisation we will not only be having our International Day Conference on the 8th March 2024 (check out our website for more information), all of our events, webinars and activities this year will be focused on this theme.

Although our focus is on female development, recognition, respect and reward, ensuring that everyone is included, heard and able to play their part is what we are passionate about achieving there - space for you whatever gender. We look forward to making 2024 a fantastic year for you and every other member of our community.

Support 60,000 Women by 2030

We are also launching our campaign to support 60,000 women through our Knowledge Hub. Yes, this is big number, but we believe that working together we can achieve this over time.

Achieving this will benefit everyone: our communities, our families and nationwide. You will be hearing more about this in the coming months so do stay connected.

Follow us on social media, join our mailing list or visit our website.



Opportunities

Partnership on Knowledge Hub

Through our Knowledge Hub we provide partnership opportunities to provide information, advice, resources and support for our members.

If you provide a product or service that would support the growth and development of our members.

If you'd like to find out more, drop us an email at info@shine-together.co.uk.

Sponsorship

We have a range of sponsorship opportunities to support our activities across the year:

- The Women's Awards
- Shine Magazine
- Conferences
- Events and
- Webinars.

There is certain to be a package that's made for you.

If you'd like to find out more, drop us an email at info@shine-together.co.uk.

Join our Membership

Our membership is open to anyone. Yes, that includes YOU!

Our focus is on support, community and development for women and we everyone to play a part in achieving this.

Our SHINE Community is about helping you create a tribe that you know has your back and are there to support you, no matter what you're going through. Join a tribe today.

If you'd like to find out more visit our website:
<https://shine-together.co.uk/>

Authors and Speakers

Sharing experiences, ideas and knowledge is at the heart of what we do. Through our website, magazine and Podcast.

You can:

- Feature by submitting articles for our magazine
- Be a guest speaker in our Shine Women Podcast, webinar or event.

Either way, get a chance to share your passion, experience or life journey.

We'd love to hear from you. Why not arrange a chat. Email us at info@shine-together.co.uk

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