



WAND
DORSET

We Listen | We Honour | We Rise
Together



Even though we are Diverse and Different We Have Commonalities and Connection

All Women have strengths.

All Women have resources to give as well as receive.

All Women have the capacity to heal, learn and grow.

All Women have something to contribute and at times have the need to receive.



The reason for WAND and why it needs to exist.



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Women of Dorset are a **diverse** group of people with wide ranging **strengths and challenges**.

We are living at a time of **unprecedented opportunity** for Women as we begin to depart from **patriarchal constructs** and a legacy of **inequality for many**. There continue to be many issues that Women face that must be addressed in order that **everyone** can thrive.



What is it going to become?...



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WAND will be a **network** that **unites women** and enables them to **collaborate over common issues** through their collective **strengths and actions**; striving to reach those most in need and **reducing the gaps in inequality**.

So that we all **rise – together**.





We will **listen** and we will hear Women's stories. We will learn from their experiences and we will offer allyship* to the issues that affect them.

We will **honour** Women by sharing their stories, by shining spotlights on their issues and by including all of them in our conversations.

We will create spaces for Women to **rise** - to heal if they need to, to grow if they want to and to connect in ways that benefit them.

We will do this **together** using our collective strengths and for the benefit of **everyone**.



Values...



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Our Values

STRENGTHS-BASED

- We base what we do on the premise that all women have strengths and that all women have the capacity to heal, grow, connect and contribute.

COLLABORATIVE

- We work on the basis that our collective efforts can achieve greater results than any one of us working alone and that together we can tackle the 'big' issues that some women face.

INCLUSIVE

- We include everyone in our conversations without prejudice. All stories deserve to be heard.

NEUTRAL

- We do not offer opinion or align ourselves to political views other than when the safety of an individual or community is at risk.

SAFE

- We protect the safety of everyone we work with above all else. No-one will be harmed or victimized as a result of what we do.

FOCUSSED

- We prioritise our work to impact those people most in need of what we do. We use the evidence available to us to make these judgements and we are transparent about the decisions we make.

Priorities...



2022 Priorities

1. Women from **minority or marginalised backgrounds**, particularly those from **racialised communities**.

"If you are from a minority in a county where there are few minorities, that makes you even more of a minority. Not many people really get that" *Natalie Sherring CEO Dorset Race Equality Council April 2021*

2. **Young Women** experiencing difficulty with their **mental health**

"The number of young women repeatedly attempting to end their lives by suicide is at an alarming and tragic all time high" *Public Health Dorset October 2021*

3. Women who have experienced **gender-based violence, domestic violence, abuse or modern day slavery**

"Many survivors of domestic abuse are unable to access specialist help or are delayed in doing so for a long time" *Women's Aid Domestic Abuse report early Release January 2022*

Aims...



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1. We ask questions and we **Listen** to Women

- We **aim** to **understand the Women of Dorset** and the issues they face.
- We **aim** to understand Dorset Women **from different angles and perspectives.**

The logo for WAND DORSET is located in the bottom right corner. It consists of the word "WAND" in a large, bold, white sans-serif font, positioned above the word "DORSET" in a smaller, bold, white sans-serif font. Both words are set against a solid purple rectangular background.

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2. We **honour** Women by sharing their stories, their strengths and their challenges.

- We **aim** to **amplify the voices and stories of women** to ensure they are heard, to inspire others and to create opportunities for us all to learn.
- We **aim** to **bring the issues of women to the attention of decision makers, game changers and influencers**
- We **aim** to **be and inspire role models and leaders by honouring ourselves and prioritising our wellbeing**

3. We create spaces for Women to **rise...**

- We **aim** to create opportunities for Women to **CONNECT**
- We **aim** to create opportunities for Women to **GROW**
- We **aim** to create opportunities for Women to **HEAL**



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WAND **DORSET** **WE RISE**

WE CONNECT

- **Online Communities**
- **Facebook Group(s)**
- **Physical Events**
- **Monthly challenges**
- **Fundraising activities**
- **Campaigning**
- **Neighbourhood groups**
- **Debates**
- **Walking Groups**
- **Workshops**
- **WhatsApp**

WE GROW

- **Network of Providers**
- **Free/Discounts for WAND priority**
- **Workshops**
- **Partnership programmes**
- **Coaching**
- **Mentoring**
- **Learning Sets**
- **Courses**
- **Training**
- **Referrals and Requests**

WE HEAL

- **Network of Providers**
- **Free/Discounts for WAND priority**
- **Therapists**
- **Counsellors**
- **Complementary Therapies**
- **Specialists**
- **Buddies/Sponsors**
- **Addictions**
- **Support Groups**
- **Partners**

How?...



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2022 PRINCIPLES

1. We will START at the rate at which we have capacity - and build as our numbers increase
2. We will be transparent about where we are and what we hope to achieve this year
3. We will communicate regularly with our growing numbers
4. We will start to build our partnerships and networks as and when we are able to do so
5. We will work hard to increase our income at the rate at which we are able



Structure

What does it look like?
How does it Operate?



PATRONS

Social Enterprise Company Board of Directors
Diverse | Inclusive | Visible | Active

AMBASSADORS

Leadership Team and Planning Committees

Listen

Honour

Rise:
Connect
Events

Rise:
Grow
Network

Rise:
Heal
Network

Followers/
Members

Women of Dorset

Resources

A multi-strand income generation plan:

Most of our work is **voluntary** and relies on existing resources within our county. Our networks of Growth and Healing offer **resources 'in kind'** to women who need them based on our values and priorities.

Other income will come from:

- **Trading** – a Business Plan will set out how we will generate income from trading
- **Grants** will fund specific projects
- **Fundraising** – particularly for our 'priority' work and working closely with partners