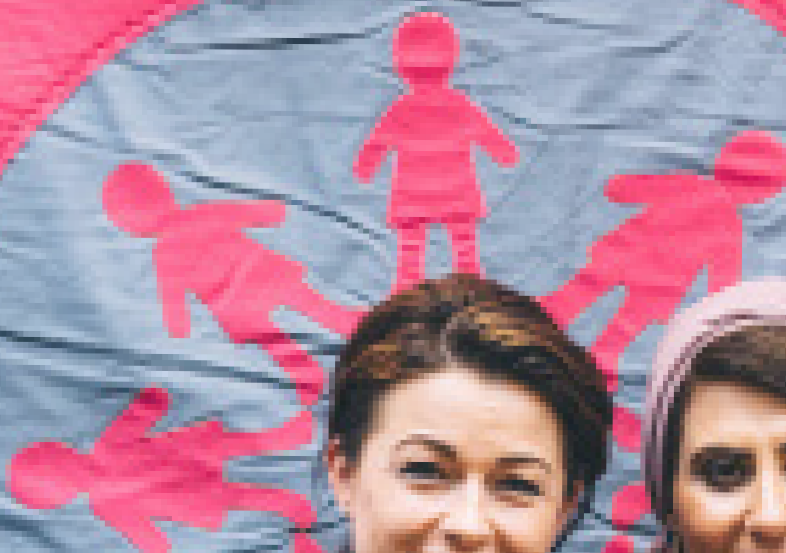


Annual Impact Report 2018/2019

DIWC

1969 - 2019



Dundee
International
Women's
Centre

www.diwc.co.uk | [@DIWC1969](https://twitter.com/DIWC1969)

Our purpose

DIWC is where women and girls have the opportunity to reach their full potential, to be happy and safe, prosper in their community and inspire others to do the same.

Our mission

DIWC addresses the needs of **women**, with an emphasis on those from black and minority ethnic (BME) communities: we work to **promote** and **create** learning opportunities for women to gain the **confidence**, life **skills**, education and employability skills to **participate** better in social, educational, political and economic **life**.

Our people

Our Team

Susan A'Brook
Laura Darling
Diaré Drammeh
Salma Hanif Gani
Vicky Higgins
Janice Hills
Shamaila Javeid
Anna Kulesza
Marzenna Kozłowska
Beth Morgan
Mariam Niakate
Fatima Ramzan
Vaqar Salimi
Amandine Sheard
Alison Tosh

Rise & Shine

Amina Abbas
Abeer Al-Hussein
Shamole Gomes
Anusha Gunaseelan
Ascia Hassam
Nausheen Karim
Ummay Lubna
Sabina Meah
Fathima Hussain
Souad Meziane
Mahfuza Mohiuddin
Nazish Salman
Mamoona Saber
Javairia Sheikh
Anica Tanweer

Our Board

Rokhsana Kosar Hamid
Anna Lendrum
Mariam Okhai
Helen Smith
Nasreen Akhtar Mohammed

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Welcome to DIWC



This has been a very busy and exciting year for Dundee international Women's Centre with many opportunities to celebrate our 50th Anniversary. Looking back over the past 50 years we have achieved so much and helped to support so many women achieve

their personal goals. It is such an honour to undertake the role of Chair for such a fantastic organisation and on behalf of the Board I would like to thank all the staff for the hard work, dedication and commitment to our Centre. We would also like to thank all the volunteers, who provide their time in many different capacities to

support the work of our Centre.

Our plans for the way forward are to continue to build on our strengths as an organisation that supports women and to continue to provide services to our members and the local community. Our Social Enterprise, Rise and Shine Childcare, has been in great demand this year and has helped provide income to support the work of the Centre and reduce our reliance on Grant Funding.

We value your support and hope that you will continue to join us and follow the progress of this most amazing organisation.

Helen M. Smith
Board Chair



As we embark on our 50th Anniversary year, we look back on the joyous yet challenging year that has just passed. Our accomplishments are numerous: 2 excellent SQA visits, 2 huge fundraising events (Vintage World Fair and International

Christmas Market) and of course the fun and educational Family Fun Day celebrating 100 years of Votes for Women. We held two government consultations and launch events (the FGM Bill and the CEMVO Childcare event) and were invited to speak at Holyrood on community regeneration. And we were on the BBC: our gardening work at Tayview allotments was filmed for BEECHGROVE.

We continue to be known for our wonderful classes, events and lunches. Food, glorious food is a theme at DIWC! We take pride in our strong partnership working in the local community. Nationally, we are sought after to help and inform other groups and organisations on community regeneration, connecting communities and supporting families. As for the challenges faced by DIWC, we have

been able to survive and thrive by constantly evolving and to make sure that every penny we receive is used to support our learners and our centre. Our Rise and Shine Childcare is a key part of the work of DIWC and we offer training and opportunities for so many women. The impact we have is huge, that is undeniable; I meet women all across Dundee and indeed across Scotland who tell me how DIWC has changed their lives forever.

We cannot do our great work without the love and support of the women of Dundee and also the international women who donate to us. Their monthly donations make a huge difference to us. Please let this be the year you consider DIWC as the charity closest to your heart. Our 50th year is so special. Our successes today have only come to fruition through the dedication of every woman who has come before us. This is the year we throw the doors open and invite any woman from around the world to celebrate with us. Hope to see you soon!

Beth Morgan
Manager: Strategy & Operations

www.diwc.co.uk
For news, updates and events,
follow us on social media.

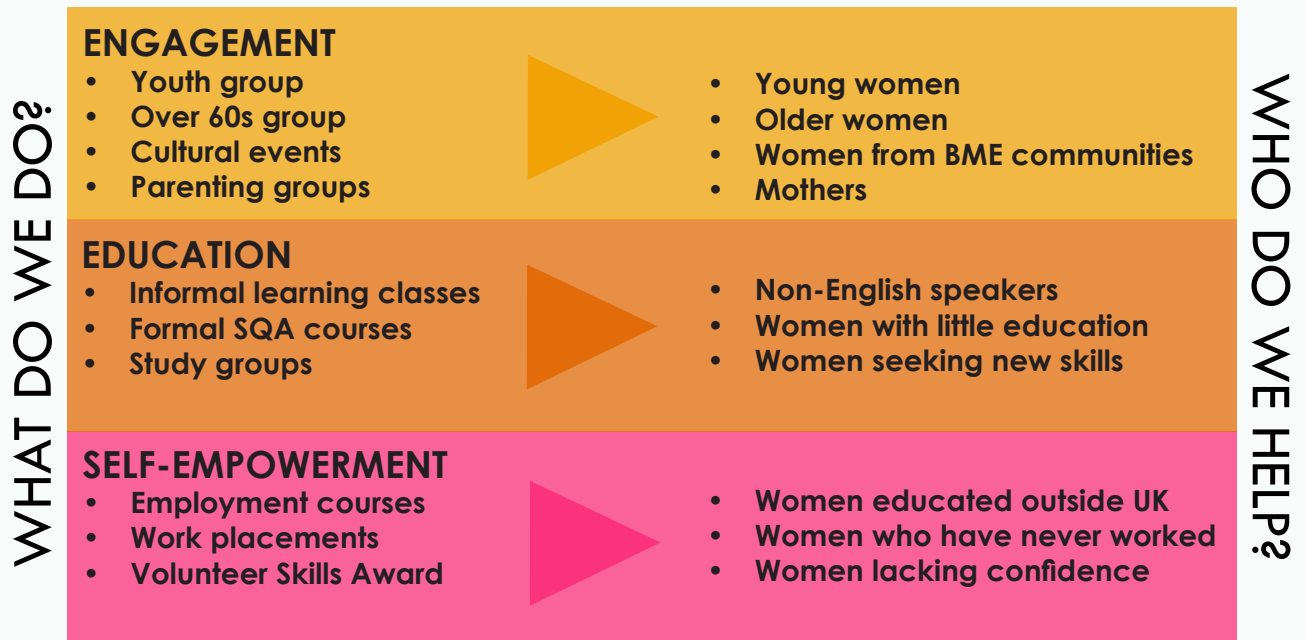


@DIWC1969

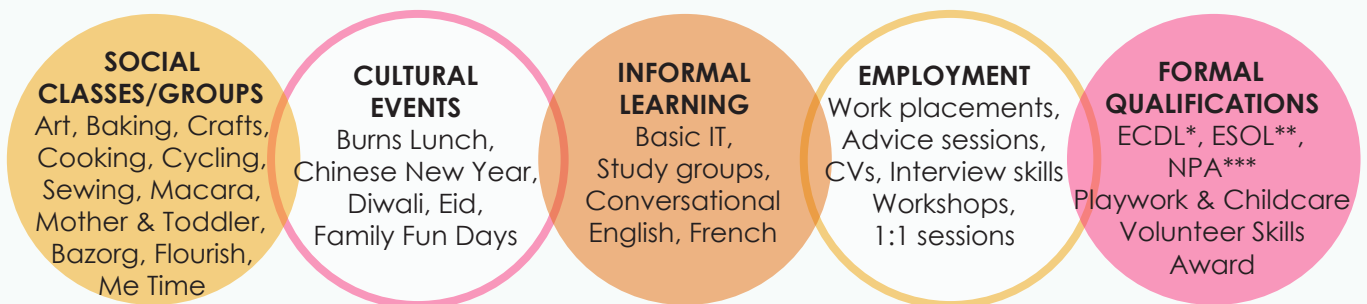
Why do we exist?

Some women living in Dundee face challenges in their lives. They may have migrated with family to this country where they don't know the language and really want to take an active part in society. Many women who come to the centre have been born in countries which do not support education for women and many lack vital literacy skills.

Some women from Dundee also need support. They may live in challenging environments and have not had the chance to achieve qualifications. The Centre provides the opportunity to learn in a safe and supportive environment. For all women, attending the Centre reduces isolation and contributes to improved mental health and increased confidence and self-esteem.



Our services



*European Computer Driving Licence **English for Speakers of Other Languages ***National Progression Award

2018-2019: the numbers

We worked with **490** women, **173** were new learners. On average, **200** women attended DIWC every week, choosing from **28** different classes and groups. **45** gained an SQA qualification, with **131** moving on to higher level or becoming volunteers.

Our values

DIWC was founded on and has evolved with these values. They guide how we behave and make decisions.

Sense of Belonging

DIWC is a welcoming, friendly space where everyone can feel respected and part of the community

Providing Opportunities

Broadening horizons by providing life-long learning and opportunities to participate

Self-Achievement

Encouraging individuals to develop their confidence and skills to define, achieve and recognise personal success

Our strategic aims

Our five strategic aims will determine our programme of work over the next five years and we will judge our success against them. We will continue to work with a wide age range from Crèche to Youth to Adults to Elders



1 Engagement

BME women living in Dundee are more socially involved in society

2 Learning + Development

Women become better educated through access to formal & informal learning opportunities



3 Self-Empowerment

Women feel in control of their own lives

4 Self-Sustaining

DIWC is a financially stable and enterprising organisation



5 DIWC strives to be a Centre of Excellence

Our evaluation survey tells us...

70% of our learners said that their English skills had improved

8 out of 10 learners feel happier and healthier after attending groups at DIWC

Asha's Story From Poland to Dundee

“I left my country and come to Scotland hoping for some future. I couldn't find any job and that means I was losing my very little savings I had, so, I was also losing a will to fight for my life. I didn't know where to go and who to turn to, I didn't know anybody, didn't have anybody to talk to, I was all alone.

One day I was out walking, a woman saw how sad I was and told me about DIWC, “I don't know the address but I am sure you will find it. Go there, they will help you”

“I really felt that she cared and with no fear and no shame I could tell her my story”

I knocked to the door and a woman asked “How can I help you?” All I could say was “Actually I don't really know what I'm doing here, but somebody am told me to come.” I really felt that she cared and with no fear and no shame I could tell her my story and “crying on her shoulder”, I did.

She invited me to a party at the Centre. I have never seen before party like that. Women of different ages, cultures and nationalities together. So many beautiful colourful smiling faces having fun, dancing, laughing, eating: mothers, daughters, aunties, grandmas, single women, married women. Women from all over the world just had fun and language was not an issue.

I've started coming to DIWC. At first was lunches, then fun classes to just get some company and I found that DIWC has a lot to offer. Women can learn some skills, get some education like English language, get some advice and help they need in their problems or get some friends so they won't feel lonely and alone in this country or just be a friend to others. Thanks to them all I have a smile again.

“I know that I am not alone.”

I cannot say that all my problems are gone as they are not, I am worried and sometimes daily but I am not scared and this is a big difference. I am taking one day at the time and let see what future brings because I am not giving up as inside I am still me - reborn. I know that I am not alone.

And everything started with DIWC, where women of different nationalities and ages comes hoping to get some help. It is there where women bring their dramas, tragedies, fears and tears. They go there when they have no place to go or when they are all alone and lonely and scared. In DIWC every woman is welcomed, every women is safe. Every women will find there: acceptance, love understanding, tolerance and help she needs, or just have some fun and find distraction from their busy life and I want to be part of it.”



Me Time runs on Fridays
5:30pm-7:30pm.
In-house childcare
available during the
academic term.
Call DIWC to book a
place 01382 462 058.

**Providing
Opportunities**

**DIWC hosts
Me Time, a great
way to meet new
people**

Party Time! DIWC celebrates
50th Anniversary



Self-Achievement
If you already know how to cycle, come along and encourage others!

DIWC's Cycling Class enjoy Oor Wullie's Big Bucket Trail with a ride to Broughty Ferry

“The Feeling of Freedom” Cycling Class

Project Worker Fatima Ramzan enjoys cycling so much she now runs classes! Fatima is a qualified Outdoor Leader and a Cycle Ride Training Leader as well as a Bikeability leader. As a child she was not allowed to ride a bike, her father felt it was only suitable for boys! Fatima understands the cultural inhibitions that many women have when starting out cycling. Tight clothes and being seen cycling in public places can be daunting for some of our learners, particularly Muslim women.

The classes at DIWC, run by Fatima and Vaqar, specialise in getting any woman comfortable and secure on a bike and this takes time, patience and lots of laughter. At DIWC, we supply the bikes, jackets, helmets, and water bottles and we cycle every week all year and learn to enjoy the seasons, despite the Scottish weather. Regular cycling has known health benefits. It improves mental well being, promotes weight loss and builds muscle. But it is the enormous impact on confidence that matters so much to our learners.

“I came to the DIWC and learnt to cycle with Fatima as an adult. Before that I had never sat on a bike except only the one time as

a child and was scolded so much that I never attempted to ever go near a bike again. In the beginning I could not balance on the bike and kept putting my feet down to get balance as the bike kept on falling sideways. Fatima kept telling me to carry on trying.

Before I realised it I was moving along and was told to keep peddling and look forward, I felt the wind pass me and it felt great. I feel so good after achieving this. The feeling you get when you are on the bike and riding along is amazing, the feeling of freedom.”

This year's highlights include Bike and BBQ at Dighty Burn, the Big Bike Revival and Cycle and a Coffee with a Cop. We are also a part of the Inaugural Women's Tour of Scotland which is a huge cycle event for Dundee. And our cycling class now includes Balance bike lessons for children.

Cycling Class takes place on Thursdays
 10am – 12pm.



April 2018

Ladies' Night Fundraiser

Rise & Shine door painted for
Open/Close Dundee
Public Art Trail

DIWC becomes
Living Wage Employer

May 2018

English Class trip to
Tayview Gardens

World Day for
Cultural Diversity

DIWC
Health and Wellbeing Week



June 2018

DIWC Graduation

Midsummer Party

EID Lunch for Everyone

Flourish Music Sessions

A Year in the Life of DIWC

April 2018 - March 2019



October 2018

Black History Month-
African Bag Making

Scottish Women's Convention

Picnic in the Park

November 2018

16 Days of Activism

Flourish
Fun and Healthy activities

Book Week Scotland at DIWC

DIWC at Council of Europe:
Ending FGM and
Forced Marriage

Diwali Lunch Club



December 2018

English Class trip to
Christmas Pantomime

DIWC Christmas Market

FGM Bill Consultation Event

Penny Penguin returns to
DIWC

July 2018

Summer Trip:
Muddy Boots Farm

DIWC stars on
Beechgrove Garden

Safety Net Talks

Picnic in the Park

Bazorg trip to Kenmore



August 2018

Eid Lunch - all welcome!

SURF Annual Conference

Open Days – new classes

DIWC Vintage World Fair

September 2018

DIWC invited to V&A Opening

Family Fun Day at the Steeple

AGM and Middle Eastern Buffet

Scottish Government
Circle Event held at DIWC



While this was all happening our learners, volunteers and staff team were **ALSO** busy with Art; Baking; Bazorg; Computing; Cooking; Cycling; ECDL; **PLUS** English (from beginners to college level); French; Sewing; Flourish; Mother & Toddler; Macara Youth Group; Volunteer Skills Award; Employment placements **AND** weekly Lunch Clubs. Wow!

January 2019

Burn's Lunch

KWISA –
African Health Matters

French class – 'la Chandeleur'

Council on Women and Girls



February 2019

Chinese New Year Lunch Club

How to Cook an Indian
Banquet - Fundraiser

Social Care GREAT course
launches



March 2019

Dundee Women's Festival
DIWC events fully booked

Minister for Children and
Young People Maree Todd
launches CEMVO Childcare
event at DIWC

Active Women's Month



Shamim Alim Bazorg Over 60s Group

Our oldest learner reflects on her heartwarming history with DIWC

Shamim Alim is our oldest member. She started to come to DIWC in the early 1970s when the centre was in Church Street. She now comes to DIWC every Tuesday for the Bazorg group.

“I had never been to school.”

“I was born in India but I grew up in Pakistan. When I was 22 years old I got married and came to Dundee because my husband had a job in a jute mill. It was over 50 years ago. I didn’t speak English at all because I had never been to school – I come from a rural area and the nearest school was too far away.

When I arrived in Dundee I didn’t have anywhere to go. I remember the first time I came to the women’s centre. There was a lady who lived in St Andrews. Her name was Miss Forman and she would come to Dundee every Tuesday. She told us to bring our Pakistani friends to the Church Street centre so that we could talk to one another and learn something. She said that it would make us feel better. At that time all the ladies didn’t know English, they were sitting at home and didn’t go out much. I told my friends to come.

We made friends from Scotland, India, Pakistan, Bangladesh...It felt nice!

I remember Halloween parties. Every year. A lot of ladies came and we had good fun.

Miss Forman was very nice. She told me many times: “you are busy all the time, you don’t have time to rest.” She helped me organise childcare for my children so I could have time to myself sometimes.

“If the women’s centre had not been there for me, I don’t know what I would have done.”

If the women’s centre had not been there for me, I don’t know what I would have done. Just sit at home. When I first came from Pakistan I didn’t speak a word of English, then I learnt with Miss Forbes and I took my children to the doctor. I tried very hard to speak! Later I started to work in the jute mill on Dundonald Street where the women’s centre is today. I was confident to speak English at work and with my neighbours.

Today I am retired and I have 10 grandchildren. I have been coming to the Bazorg group for ten years. Everybody is busy all the time but we make time to come here and meet our friends. I like that we meet each other.”

Bazorg, Our respected elders group, meets every Tuesday to share fun, laughter, trips and activities 1-3pm



DIWC 50th Oral history project funded by the National Lottery Heritage Fund



Social Enterprise Rise & Shine Childcare

Our in house and mobile crèches address the needs of our participants and the wider community.

Affordable

Our in house crèche facilities provide our learners with a safe, fun environment in which they can leave their children while they attend classes. We charge a nominal fee to ensure the service remains accessible and inclusive. For many women it would not be possible to attend classes without Rise & Shine.



Flexible Childcare

Rise & Shine's Mobile crèche service continues to grow, with many regular bookings from outside organisations, and one-off events such as weddings and training days. Our staff receive excellent feedback, and many of our bookings come via word-of-mouth recommendation.



Opportunities

Every member of our crèche staff is registered with the Scottish Social Services Council. We ensure training is up to date and accessible by constantly striving to meet best practice standards across childcare and education.

Our Rise & Shine team comprises of women who have previously attended the NPA Playwork and Childcare course at DIWC. This year 5 staff members are completing a SVQ3 in Social Services (Children and Young People) and 3 staff have completed a SVQ4 in the same subject.

Our mobile crèche provides opportunities to long term unemployed women. This is one of our key objectives.

The Future

We are developing Rise & Shine by increasing awareness of our mobile crèche service throughout the Dundee area and beyond. We continue to provide services across Scotland and our team receive exemplary feedback. Our long term goal is to become the preferred mobile childcare company throughout Scotland.

If you have an event planned and are in need of childcare facilities, visit

www.riseandshinechildcare.org

What our clients say...

"Thank you very much for the support on Saturday. The kids loved their trip to the museum and were raving about it when they got back. We're really grateful for your help! Many thanks"

Alex - Haemophilia Scotland

"Throughout the whole process I felt supported by the childcare staff. They helped my daughter settle in, supporting her language needs and as a result her confidence has grown so much"

Shaista - attends DIWC classes



Employability

For many years we have known that a high number of the women we work with who have gained qualifications and experience in other countries cannot find work in Scotland. This is because either they or prospective employers perceive that their level of English is not adequate and/or that their qualification is not relevant.

At DIWC we offer a range of services to women looking to improve their career prospects. Some of the women we have worked with this year had never worked before or were facing barriers to gaining employment in the UK (for example language and/or qualifications differences). We were proud to support each one of them to achieve their goals.

Job Search

We offer weekly drop in sessions every Thursday afternoon to support our learners with CV writing, job search, interview practice, and meetings with employers to discuss job opportunities. This year we have supported 26 women through our Job Search sessions, 14 have gone onto employment and 3 onto further education.

GREAT Programme...

(Gaining Recognised Employment and Training). Five groups of women (33 in total) took six week intensive ESOL (English for Speakers of Other Languages) courses aimed towards working in different employment sectors including Customer Care, Childcare, and Health and Social Care. Childcare has proved to be very popular and DIWC now has access to

placements with Local Authority Nurseries. All the learners who participated in our Health & Social Care course this year gained employment through their placements; there are many job vacancies in this sector, and since a qualification is not required to get into employment, there is the opportunity to gain a Social Care qualification while working for the organisation.

This year we also had visitors from various Employers in Dundee to come and speak to the learners to answer questions about working in various job roles. Following the course, the women took part in eight week voluntary placements with employers to give them relevant experience in these fields. In addition 32 women completed their Employability Award and Working with Others Unit (SQA).

Feedback from the women and the employers providing placements has been excellent, with all the women telling us that the group setting helped their confidence in spoken and written English. Someone said, "I now have a job in Social Care, this is the happiest I have been in a long time." Many said they would like the course to run for a longer period of time, all of the placement providers said they would be happy to work with DIWC again, the new Health & Social Care course we now run has opened up opportunities to work with more employers in Dundee.

...And Beyond

Following on from our GREAT programme, 25 learners completed placements with 11 going on to gain paid employment or further education.

Music is the best medicine

Aysel* comes from a country in Central Asia and was a hospital doctor before coming to Scotland.

She came to Dundee just over 3 years ago to join her husband who had a take-away business. Her aim in coming to DIWC was to make friends, learn English, IT skills and to find work, which became a priority after the business was sold earlier this year.

Aysel was already volunteering as a befriender at Ninewells Hospital when she started attending the weekly job search sessions at DIWC. Like many of the professional women we work with, she was unable to get a job at the same level, but it

was suggested to her that she should seek employment in the care sector.

She enrolled in the new GREAT Employability programme for Health & Social Care and progressed to an 8 week placement with Janet Brougham House, a local authority care home. At the same time she continued to attend the Job Club. Staff at DIWC were very impressed with her perseverance and very keen to help.

The manager at the care home was delighted with Aysel's work, saying:

"Aysel has been supporting both staff and residents. She is very enthusiastic - approachable with a warm nature. She has a

good insight into the needs of the residents.”

In fact, Aysel didn't just offer personal care, she brought her musical skills to the home, playing the piano for the residents. When her placement was completed a vacancy arose within another local authority care home and the Manager from Janet Brougham House recommended Aysel for the vacancy. She was interviewed and was successful in gaining the post.

Aysel says:

“This is the first time in my life in the UK that I have been happy, I want to express my gratitude for the guidance in the right direction and the motivation to do the GREAT programme and give me the

opportunity to experience a work placement which helped me to determine and clarify my interest in this type of work.”

“I have been offered a job at the home. Just I wanted to inform you all about and say 100 time - thank you for everything and thank you for this amazing placement.”

*Name has been changed

Self-Achievement

Women who come to DIWC want to be active and vital in the community they live in

Sarah's journey to DIWC

In 2017, Sarah Smith from Dundee built up the courage to walk through the doors of DIWC. She was hoping to find somewhere that she could feel safe, respected, and valued.

She joined the Chit Chat social group, and then when she was expecting her beautiful baby boy Rory, she joined our Mellow Bumps antenatal programme. At first, she was very shy and did not have much confidence. She did not make much eye contact and held back in group discussions. Her journey with DIWC has helped her to trust, socialise, and share her tips on what works for her since becoming a first time mum.

Despite facing the everyday challenges that come with being a single working mum, Sarah is enjoying being a parent and brings her son to our Flourish family learning class every week.

Her passion for being the best mum to Rory and her increase in confidence and self esteem are an example to many.

“I remember my first day in the Centre two years ago I didn't speak – I kept my head down, but since coming to DIWC, I walk tall and face life with



confidence, me and my wee man look forward to coming to Flourish every week. Rory just loves learning through play.

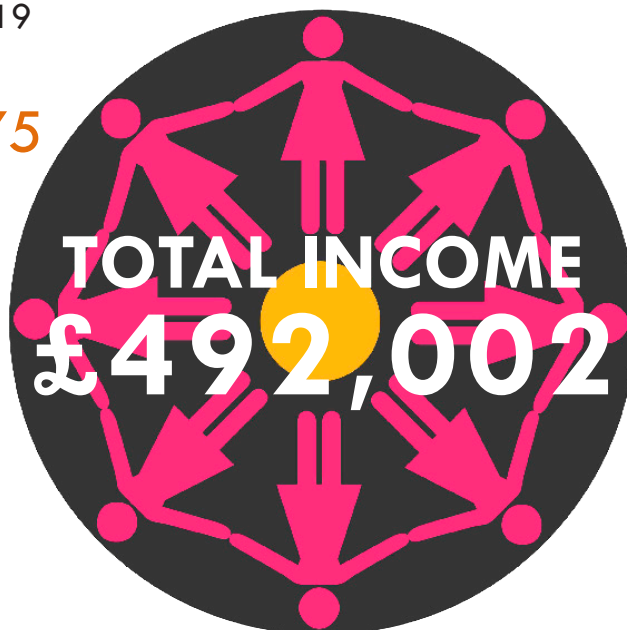
I have started to do messy play with Rory at home after learning about some play activities and ideas, through Flourish, which hardly costs a penny.”

Financial Report

DIWC INCOME 01/04/18 - 31/03/19

FUNDERS £379,275
MOBILE CRECHE £58,375
DONATIONS £24,870

CLASSES £9,710
IN-HOUSE CRÈCHE £4,946
FUNDRAISING EVENTS £5,111
ROOM HIRE £3,303
ITA £1,200
SUBSCRIPTIONS & SPONSORSHIPS £2,331
FUNDRAISING £1,315
TRAINING WORKSHOP DELIVERY £850
MISC £5,850



DIWC EXPENDITURE 01/04/18 - 31/03/19

STAFF £357,450
PROPERTY £34,325

ACTIVITIES £13,002
OVERHEADS £22,463
GOVERNANCE £6,851
DEPRECIATION £2,179



DIWC finances in 2018-2019

DIWC has increased its annual income from last year (£513,191 compared to £545,063 this year). The expenditure has increased (£586,517 compared to £496,047 last year). This has resulted in a deficit of £41,430, of which £28,965 was spending of restricted funds which had to be spent by the time limit. A deficit of £12,465 was to be taken from reserves.

Our plan for 2017/2018 was to continue to consolidate and grow our income from a wider range of income streams, and we have achieved this aim. We have also been successful in renewing funding for our Scottish Government grants in addition to other funds and are confident in our financial stability for 2018/2019.

Our Partners & Network Organisations

We would like to thank all the organisations we have worked with during 2018/2019.

Amina Muslim Women's Resource Centre	PKAV Ethnic Minority Hub
Angus Council	Police Scotland
Armistead Child Development Centre	Scottish Government
Backbone	Scottish Refugee Council
BNG Training	Shakti Women's Aid
British Red Cross	Skills Development Scotland
CEMVO Scotland	Showcase the Street
Children & Young Person's Protection Committee	Speakeasy
Coca Cola 5by20 Project	SURF
Curves Dundee East	Taught By Mohammed
Dundee & Angus College	Third Sector Forum
Dundee Carers Centre	Upsadaisy
Dundee City Council	University of Abertay
Dundee Contemporary Arts	University of Dundee
Dundee ESOL Partnership	Upsadaisy
Dundee Healthy Living Initiative	V&A Dundee
Dundee Social Enterprise Network	Volunteer Centre Dundee
Dundee Violence Against Women Partnership	Volunteer Development Scotland
Dundee Women's Festival	Welfare Connect
Engender	Yusuf Youth Initiative
Equality & Human Rights Commission	
Glasgow Women's Library	
Heartstart	
Historic Environment Scotland	
Hillcrest	
Homestart	
JKLaw Glasgow	
JogScotland	
Just Enterprise	
Keepwell Project	
Leisure & Culture Dundee	
Maryfield Community Planning Partnership	
McManus Galleries	
Mellow Parenting UK	
MIA Service	
Mitchell Street Centre	
NeON - North East Of North Digital Arts Festival	
NHS Dental School	
NHS Tayside	
One World Centre	
Parents' Early Education Partnership	
Play On Wheels	

Work Placements

We have had enormous support from the following organisations who have provided placements for our learners.

Barnardo's
British Heart Foundation
Chest Heart and Stroke
Hilltown Out of School Club
Janet Brougham Care Home
Menzieshill Nursery
Midlin Day Care Centre
Oranges & Lemons Nursery
Pitkerro Care Home
Remploy
St Ninian's Stay and Play Group
Tayside Contracts
Tayside Deaf Hub
The Circle

To our funders: THANK YOU!

Your support truly makes a difference to the lives of so many women and their families.



Cycling Scotland



Justice **NOW'S**
and **THE**
Equality **Fund**
= **TIME**
MANAGED BY ROSA

The Henry Smith
Charity

founded in 1628



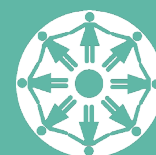
Communities in Control



Alexander Moncur
Cash for Kids
Cycling Scotland
DCC Equalities Fund
Dundee Partnership
Henry Smith
Justice and Equalities Fund (Rosa)

Maryfield Regeneration Forum
Mathew Trust
NHS Community Innovation Fund
Nine Incorporated Trades of Dundee
Northwood
Robertson Trust
Rotary Club of Dundee

Volant Trust
Scottish Government:
People and Communities Fund
Promoting Equalities and
Cohesion Fund
Centenary Fund



Dundee
International
Women's
Centre

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Charity Reg No. SC014949 Company Ltd No. 268081 Care Inspectorate No. CS2006118795



Companies House



Scottish Social
Services Council