

## Working group about a person's sex and gender: Stakeholder communication and engagement Plan

### 1. Objective

To engage with, and gather evidence from, a wide range of stakeholders to inform the proposals that the working group develops.

To ensure that the working group's proposal (i.e. guidance on the collection, disaggregation and reporting of data about sex and gender) is informed by the views of those with knowledge of, and an interest in the topic, including key mainstream and campaigning stakeholders, as well as members of the public who would like their views to be heard and considered.

### 2. Stakeholder mapping exercise

The working group itself will consist of a small technical core of professionals from statistical services and key public sector bodies which collect data. The Group will engage with wider stakeholder views as part of its work, and have initially identified the following stakeholders:

| Organisation          | Motivations  | Current Engagement  |
|-----------------------|--|---|
| The General Public    | To express their views and ensure these are taken into account by the Working Group.   | The Chief Statistician has proposed to hold engagement events where those with an interest can have their views heard. The detailed arrangements for this are still being considered. |
| Caroline Criado-Perez | 'A British feminist, activist and journalist. Author of "Invisible Women: Exposing Data Bias in a World Designed for Men", and the way in which the book has drawn attention to the frequency with which data is neither collected nor aggregated in a way that takes account of the differences—including biological and physical differences—between men and women, and their impact in areas such as transport, health and access to services. Criado-Perez was appointed an OBE in the 2015 Birthday Honours for services to equality and diversity, particularly in the media.' | Chief Statistician will write to this individual to arrange a meeting with the Working Group  |
| Campaigning Groups    | To express their views and ensure these are taken into account by the Working Group.   | Organisations have been writing in to ChiefStatistician@gov.scot.   |
| Close The Gap         | 'Close the Gap works in Scotland on women's participation in the labour market. They work with policy makers, employers and employees to influence and enable action to address the causes of women's inequality at work'.   | Chief Statistician will write to this organisation to arrange a meeting with the Working Group  |
| Engender              | 'Anti-sexist organisation operating in Scotland and other parts of Europe. Aim "to make Scotland a fairer, safer place where women can flourish and contribute to both the social and market economies with dignity, freedom and justice." Engender's goals include increased public   | Chief Statistician will write to this organisation to arrange a meeting with the Working Group  |

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|   | awareness of sexism and its detrimental effects on society, equal representation of women in government, and training women activists at the local level’.  |  |
| Equate  | ‘Equate works on women’s participation in STEM occupations, and studying STEM subjects’.  | Chief Statistician will write to this organisation to arrange a meeting with the Working Group |
| Forwomen.scot   | ‘Forwomen.scot is a group of ordinary women from all over Scotland who have come together to protect and strengthen women’s and children’s rights. As their name suggests, they campaign on the basis of women’s biological sex requiring primacy in policy and data and that gender on the basis of identification should be considered separately, and call for evidence based discussion and legislation.’ | Chief Statistician will write to this organisation to arrange a meeting with the Working Group |
| LGBT Health and Wellbeing                                     | ‘Work to improve the health, wellbeing and equality of lesbian, gay, bisexual, transgender (LGBT) people in Scotland’.  | Chief Statistician will write to this organisation to arrange a meeting with the Working Group |
| LGBT Youth Scotland   | ‘Scotland’s national charity for LGBTI young people, working with 13–25 year olds across the country. They also deliver the LGBT Charter programme to schools, organisations and businesses.’   | Chief Statistician will write to this organisation to arrange a meeting with the Working Group |
| First Minister’s National Advisory Council on Women and Girls | ‘In 2016, The Scottish Government pledged to establish a First Minister’s National Advisory Council on Women and Girls, to help drive forward action to tackle gender inequality. In 2017, FM appointed Louise MacDonald OBE as independent chair, and today the NACWG is made up of 16 women and girls from all backgrounds.’  | Chief Statistician will write to this organisation to arrange a meeting with the Working Group |
| Mainstream Groups   | To express their views and ensure these are taken into account by the Working Group.  | Organisations have been writing in to ChiefStatistician@gov.scot.                              |
| Murray Blackburn Mackenzie Scottish Policy Analysis           | A policy analysis collective who have written on sex and gender data collection in different areas of public policy in the UK.  | Organisations have been writing in to ChiefStatistician@gov.scot.                              |
| National Records of Scotland                                  | To develop a question for the 2021 Census on Sex/Gender and pass the necessary legislation.   |  |
| Office of the Chief Statistician (OCS)                        | To improve the quality, trustworthiness and value of statistics in Scotland.  | The Chief Statistician will lead the Working Group.  |
| Public Bodies   | To ensure that public sector bodies are engaged where necessary.  |  |
| Rape Crisis Scotland  | ‘Work with other agencies such as the police, Crown Office and health services providing training and consultancy to improve the response to those who are affected by and who perpetrate sexual violence’.   | Chief Statistician will write to this organisation to arrange a meeting with the Working Group |
| Scottish Women’s Aid  | ‘Scottish Women’s Aid is the lead organisation in Scotland working towards the prevention of domestic abuse. They work with a network of 36 specialist local Women’s Aid groups toward a shared vision of a Scotland where domestic abuse is not tolerated.’  | Chief Statistician will write to this organisation to arrange a meeting with the Working Group |

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| Stonewall Scotland          | 'Work to support individuals to make a difference for LGBT people at work, home, in communities; offering help and advice, to equip people with the tools and confidence to challenge homophobic, biphobic and transphobic bullying'.        | Chief Statistician will write to this organisation to arrange a meeting with the Working Group |
| The Scottish Trans Alliance | 'Scottish Trans Alliance (Scottish Trans for short) is based within the Equality Network, which works to achieve lesbian, gay, bisexual, transgender and intersex equality and rights across Scotland and is a registered Scottish charity.' | Chief Statistician will write to this organisation to arrange a meeting with the Working Group |
| WiSE                        | 'Research into economic equality, gender, social history, poverty, migration and human rights issues under the broad theme of economic justice'.   | Chief Statistician will write to this organisation to arrange a meeting with the Working Group |
| Women's Enterprise Scotland | 'Women's Enterprise Scotland works to promote more women setting up businesses'.   | Chief Statistician will write to this organisation to arrange a meeting with the Working Group |

### 3. On-going Communications

As the project develops, it is possible that new stakeholders will be identified and their interests may change over time. As a result, this stakeholder engagement strategy is dynamic and communication methods are subject to change and regular review.

The working group has established a web presence, with a [Group Page](#) on gov.scot website, where a summary of meetings will be published. The Chief Statistician will also blog about the group on the [Statistics blog](#).

The Group will need to engage with wider stakeholders to consider their views as options and recommendations develop. This will be important to ensure that whatever emerges from the working group is understood by key stakeholders, as well as being practical to deliver for the public bodies. They may also be able to help identify specific gaps or issues with the current data collected by bodies.

### 4. Desired Outcome

To gain buy-in for the working group's proposal to improve guidance for the collection, disaggregation and reporting of data on sex and gender in Scotland.

This will be gained from understanding stakeholders' unique point of view, their concerns about the language, terminology and implications of the proposals, and being able to address this in robust and meaningful way.

This work will help individuals in Scotland who are recording and using data about people to be clearer on these the practicalities of collecting data on sex and gender, and therefore for decisions to be better informed.

### 5. Sensitivities

This is clearly a sensitive issue and there is a risk that the proposal won't meet the expectations of all stakeholders. The Group will adopt an open government approach to its work.