



## Volunteer Induction Pack



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## What is The White Ribbon Campaign (WRC)?

The WRC is the largest effort in the world of men working to end men's violence against women. It relies on volunteer support and financial contributions from individuals and organizations.

We encourage men and boys to take the pledge never to commit, condone or remain silent about violence against women.

## What do we do?

Throughout the year, we encourage men

- To do educational work in schools, workplaces and communities,
- To support local women's groups,
- To raise money for the international educational efforts of the WRC.

We distribute Education and Action kits to schools and we maintain a website. We speak out on issues of public policy.

## The Facts!!!

Almost half of all women in the UK will experience domestic violence, sexual assault or stalking!

2 women per week are killed as a result of domestic abuse!

In 90% of reported domestic abuse cases a child is present in the same or the next room!

1 in 5 teenage girls have been raped by a partner!

# The White Ribbon Campaign in History!

Three sisters – Patria, Maria Teresa and Minerva Mirabel (political activists in the Dominican Republic) were assassinated in a 'car accident'. They were killed for their involvement in efforts to overthrow the fascist government of Rafael Trujillo.

The Mirabel sisters quickly became symbols of dignity and inspiration. Their lives raised the spirits of all those they encountered and later, after their death, not only those in the Dominican Republic but others around the world.



July 1981

Women from across Latin America came together in Columbia. Appalled by the extent and diversity of violence against women, they agreed to hold an annual day of protest, and they decided to adopt 25th November as the date for this International Day Against Violence Against Women in memory of the Mirabel sisters.

1991

The first White Ribbon Campaign was launched by a group of men in Canada after the brutal mass shooting of 14 female students at the University of Montreal.

1996

In South Africa the National Network on Violence Against Women launched their own White Ribbon Campaign and many South African women's groups quickly adopted the White Ribbon symbol.

1998

WOMANKIND launched the first White Ribbon Day in the UK.

1999

The UN officially recognised 25th November as International Day for the Elimination of Violence Against Women. The White Ribbon is a symbol of hope for a world where women and girls can live free from the fear of violence. Wearing the ribbon is about challenging the acceptability of violence – by getting men involved, helping women to break the silence, and encouraging everyone to come together to build a better world for all.

2004

White Ribbon Campaign UK working to involve men in opposing violence against women is set up to co-operate with work done by Womankind Worldwide.  
White Ribbon Campaign UK website is launched

White Ribbon Campaign UK was set up by Chris Green who is still the executive director of the charity. He is also on the board of trustees for the organisation.  
The other trustees are influential people from in and around the community.

While Running the charity. Chris Green has been awarded Cosmopolitan 'Man of the Year' award.

Since the charity was set up, The White Ribbon Campaign has achieved some amazing things.  
The November events have been getting bigger and better and the charity continues to profit from these.

November 2009 saw a coachload of men, strutting their stuff around the streets of Hebden Bridge in women's high heels to raise both awareness and money for the charity. 2009 was also the year of 'Slave to the Ribbon' which was a huge success.



Local businesses have always been very supportive of The White Ribbon Campaign. Also in November 2009, the charity put on a Gala Dinner and fundraising auction. This was to be the first of a yearly event for the charity and was a huge success. Most of the businesses in Hebden Bridge donated to the cause and helped to promote it, by advertising in their windows.

# The Campaigns!

## Sports

Men and Boys of all ages see sports stars as positive role models.

So we believe it is vital for such people to make a stand against violence towards women. They should set an example, and show them that you can be masculine without being violent or excessively aggressive.



## Music

There are a lot of influential people in the music industry, who are idolised by their fans. If these people can set an example and show they do not agree with violence against women, the youths who idolise them may take a stand too. The music campaign is also a good way of engaging in mass through big events such as gig nights and competitions.

### Politics

The White Ribbon Campaign does a lot of work centred on politics. This involves lobbying and protesting about the issues surrounding violence against women, communicating with the government and advising panels as experts on the issue. This is very important to the campaign as this is where we can make a difference on a national scale, supporting and influencing new political strategies etc.



### Education

The education campaign is a very important strand for The White Ribbon Campaign.

Our focus as an organisation is to prevent domestic abuse, through primary prevention by engaging with men and boys. We educate men and boys about the issues of violence against women and try to create a society where this is wholly identified as unacceptable.

# Volunteer Tasks!

## Music Campaign

This job involves contacting agents and high profile people from the music industry to promote our ambassador scheme. It also involves organising music based fundraising events to raise both valuable funds and awareness for the charity. There is the opportunity to promote any events organised yourself and try your hand at marketing.

This job involves contacting sports clubs and high profile sports stars to promote our ambassador scheme. It also involves working with local sports teams to promote our charity and give training to the youth workers on domestic abuse, to be passed on to the young boys on the teams. There is also scope for events organising and marketing.

## Sports Campaign

## Education Campaign


For this area in the charity you will need to contact school teachers and school heads to promote our education campaign and gain their support. It also involves giving external training to external organisations about domestic abuse, so they can teach the children. This job also involves pushing forward the White Ribbon Schools initiative. There is also scope to organise awareness raising events for charity.

If travelling is of interest to you then this would be a great opportunity as it involves a lot of meetings etc, often in London or other large cities. It involves advising on Government Policy and working with local MP's. It also involves working with councillors to push forward the White Ribbon Towns initiative.

## Politics and Government

# Induction Checklist!


## Welcome

- inform existing staff of new arrival and their role.
  - Send welcome letter and placement agreement.
  - Welcome and introduction.
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## The Organisation

- Objectives.
  - History.
  - Structure.
  - Development so far.
  - Future Plans.
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## The Job

- Restatement of job role.
  - Areas of accountability and responsibility.
  - Specific training.
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## Policies

- Health and Safety.
  - Equal Opportunities.
  - Grievance.
  - Disciplinary and Counselling.
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## Personal Development

- Opportunities.
  - Training.
  - Appraisal and review.
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## Systems

- Office systems.
  - Hours.
  - Absence, leave and sickness.
  - Communications.
  - Meetings.
  - Finance.
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## Facilities

- Car Parking.
- Kitchen.
- Phone.
- Fire.
- First Aid.
- Health and Safety notices.
- Lighting, Heating, Water.
- Access to building/ Security.
- Disability Provision.
- Incoming and Outgoing Mail.
- Notice Boards.
- Computer System.
- Copying.
- Materials Reordering.
- Toilets.
- Smoking.

