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Circular: 2024HOC0433BS

Date: 25th November 2024

To: All Members

Dear Brother/Sister

Monday 25th November kicks off the UN's 16 Days of Activism against Gender-Based Violence.

It starts with White Ribbon Day - a global movement of men and boys who are working to put an end to male violence against women and girls.

Gender based violence - 'behaviour or attitudes underpinned by inequitable power relations that hurt, threaten or undermine people because of their (perceived) gender and/or sexuality' – is rooted in harmful masculine norms.

Starting with men, we must address the attitudes and behaviours that mean a fear of violence is part of women's everyday lives.

Gender-based violence is a continuum that includes behaviours and attitudes like (but not only) domestic violence, sexual assault, sexist harassment (on the streets and in online spaces), trans/homophobic behaviours, and social media that normalises sexism and sexual objectification.

2 in 3 women and girls aged 16 to 34 in Great Britain were subjected to at least one form of harassment in 2020. Black and minoritised women and girls are disproportionately impacted.

White Ribbon Day is the day we promote gender equality, a compassionate vision of masculinity and healthy relationships. In over 60 countries, men will come together pledge their commitment to preventing violence and make sure communities and homes are made safe for everyone.

As firefighters and fire control staff, people look up to us – and we need to lead by example. We have a responsibility to challenge gender-based violence whenever and wherever we see it, whether that's on the fire station or out in our communities.

Pledge to do your part to put an end to gender-based violence against women and girls.

[Share this video with the message 'It starts with me'.](#)

[Show your support for the White Ribbon campaign by wearing a white ribbon.](#)

[Take the pledge and commit to tackling men's violence against women.](#)

Yours in solidarity,

A handwritten signature in black ink, appearing to read 'B. Selby', with a stylized flourish at the end.

Ben Selby

Assistant General Secretary

BS/pw