



## BE AN ALLY FOR WOMEN RINGERS

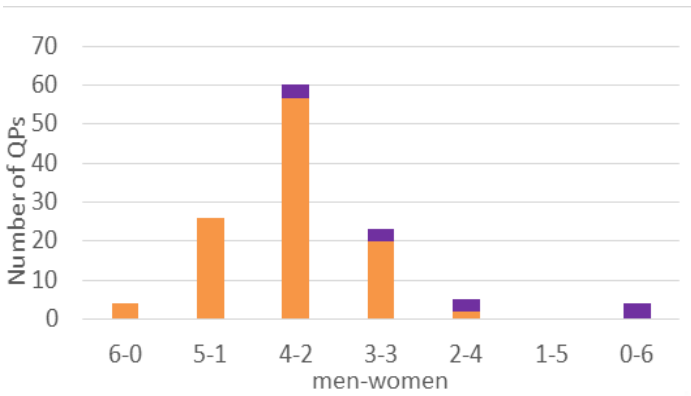
### Who can be an Ally?

Everyone can be an ally, helping promote a ringing culture that is inclusive for all. You may be a woman who looks out for other women & supports initiatives encouraging women. You may be a man who looks out for female ringers & supports such initiatives.

### Why do Women need Allies?

As in many other areas of society, statistics for participation by women in ringing show they are not developing their full potential. We can't fix this just within ringing, nor can we change it suddenly, but it is something we can work towards.

The following graph shows ANZAB quarter-peals in 2021 with 6 ringers. The overall bell-shaped curve shows the number of men vs women in each band. Orange & purple show M:W conductors.



*In eRT see what it would look like there was gender equality.*

### What does an Ally do?

An ally acts to support other people - for example, by encouraging a ringer to ask for opportunities, and making sure they are heard and supported when they ask. A Ringing Master might say “catch hold, women round the back” to counter the usual pattern.

When biased behaviour is observed an ally will say something. For example, “it would be good to encourage Jane to conduct”.

If an ally hears an unsupportive comment such as “women’s ringing session are a waste of time” they might say “I support those sessions” or “Jane has shown a lot more confidence since attending one of those sessions.” For more ideas about how to encourage women in ringing see <https://anzab.org.au/womenInRinging/#ideas>

### What’s in it for me?

By encouraging women to ring to their potential we will have more strong ringers. Not many of us are in the situation where we can easily find a strong band for every peal, quarter peal or wedding ringing we are organising, so we should be looking to develop as many strong ringers as we can. Furthermore, if we make towers more friendly to women we are likely to make them more friendly to many others at the same time.

### Get on board

There’s no t-shirt or ribbon. Act like an ally and you will be one!

*Deryn Griffiths and Kathi Downs*

*See them in eRT*