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INTRODUCING THE "TIME TO TALK" TOOLKIT: STARTING WORKPLACE CONVERSATIONS ABOUT GENDER-BASED VIOLENCE

At Shetland Women's Aid, we work to support women, children, and young people affected by domestic abuse and gender-based violence (GBV) across our community. This year, as part of the 16 Days of Activism Against Gender-Based Violence, we are reaching out to local workplaces like yours with a simple, but powerful request: start the conversation.

Gender-based violence is an issue that affects all of us in Shetland – not just those who experience it directly. Its impact is felt in families, workplaces, schools, and across public services such as health, education, and social care. By addressing it together as a community, we can create a Shetland where everyone feels safe and respected.

To help you take the first step, we've created the "Time to Talk" Toolkit. This resource is designed to make it easy for workplaces to have meaningful conversations about GBV and take small, practical actions towards change. We're not asking for grand gestures—just 10 minutes at your next team meeting, toolbox talk, or coffee break to open up this important dialogue.

Small actions can make a big impact. Whether you start by discussing gender stereotypes, sharing local resources, or simply reflecting as a team, you're helping to break the silence around this issue.

Enclosed, you'll find the toolkit, which includes:

- Conversation prompts to guide discussions,
- Simple actions workplaces can take to make a difference, and
- Local statistics and resources for further support.

We hope you'll join us in making this campaign a success. Please do not hesitate to reach out if you have any questions or need further support. Together, we can create a Shetland where gender-based violence is no longer tolerated.

Thank you for taking the time to make a difference.

With kind regards,

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