



Women's Equality Party Conference

26 November 2022

Title: **Adoption of a WEP LGBTQI+ inclusion policy**

Proposed by: **Elisha Foust on behalf of the LGBTQI+ Caucus**

Proposer: **Elisha Foust**

Signatories:

Leisa Taylor
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Type of motion: **Business motion**

Motion text:

1 The Women's Equality Party Conference 2022

2 Notes that:

- 3 • LGBTQI+ women experience different forms of structural inequality in society compared to our
4 heterosexual counterparts.

5 The Women's Equality Party Conference directs the Steering Committee to develop an LGBTQI+
6 Inclusion Policy (LGBTQI+P) to:

- 7 • Encourage LGBTQI+ equality, representation, diversity and inclusion within the Party, its
8 campaigns, policies, election manifestos, committee membership and recruitment practices.
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- Ensure a party free from LGBTQI+ discrimination, promoting dignity and respect for all, where the contributions of all members, supporters and employees are recognised and valued.
 - Develop, in collaboration with the LGBTQI+ Caucus, the Disability Caucus and the Race Equality Caucus an Inclusion Assessment (IA) method to systematically take an intersectional view of inclusion into consideration in Party decision making. Thus, building on the REIA developed by the Race Equality Caucus and voted into party business in 2020.¹

In order to achieve these goals, the policy should include but is not restricted to:

- Reviewing past, current and future Policies, Manifestos and Public Statements by way of the IA, to ensure these take account of the different experiences of LGBTQI+ people. Updating, if necessary, to ensure compliance with LGBTQI+P and reviewing annually.
 - Reviewing current and planned central campaigns by way of the IA to ensure these take into account the different experiences of the LGBTQI+ community. Updating, if necessary, to ensure compliance with LGBTQI+P.
 - Developing, in collaboration with the LGBTQI+ Caucus, and maintaining a training and recruitment policy for Central Office Staff, Officers, Branch Leaders, Committee Members, Committee selection and Candidate selection that actively encourages LGBTQI+ equality and representation.
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Motion rationale:

Like many of you, we joined the Women's Equality Party because 'equality is better for everyone.'² Yet, LGBTQI+ people face inequalities across our 7 core policy areas because we are LGBTQI+. This impacts us, our allies, our friends and families. WE should lead the conversation on equality for people who live at the intersections of gender, sexuality, racial and ableist discrimination. This motion is asking for that leadership.

The motion seeks to bring an intersectional lens via an Inclusion Assessment to the WE party structure.

The rationale for a specifically LGBTQI+ policy is:

- **Pay:** The current wage gap for LGBT+ people in the UK is 16%.³
 - **Violence:** One in five LGBT+ people have experienced hate crime or incident because of their sexual orientation and / or gender identity in the last 12 months - while many younger LGBT+ victims do not report crimes because they are reluctant to go to the police.⁴
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1 [The Women's Equality Party Should Adopt an Anti-racism Policy](#)

2 The WE Code:

https://d3n8a8pro7vhmx.cloudfront.net/womensequality/pages/293/attachments/original/1605175802/WE_Constitution_approved_by_Conference_2020.docx.pdf?1605175802, p4

3 Reuters: [A new pay gap - this time for Britain's LGBT+ works](#)

4 Stonewall: [LGBT in Britain - Hate Crime and Discrimination](#)

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- 37 • **Representation:** WE believe democracy must be representative of the population. This should
38 become part of our DNA when selecting election candidates, to ensure all voice are heard and
39 that the UK sees improvement for its LGBT+ candidates. ⁵
- 40 • **Media Representation:** A recent report found that ‘74% of the LGBT+ community who responded
41 have witnessed discrimination due to negative and unrealistic media portrayals, and the majority
42 of respondents reported that the News is the platform that showcases the most negative and
43 unrealistic portrayals of the LGBT+ community’. ⁶
- 44 • **Health:** In terms of health, LGBT+ people are more likely to have worse health outcomes and
45 experiences of healthcare. ^{7 8}
- 46 • **Education:** When it comes to education, in 2020 the UK Government made it mandatory to
47 include LGBT+ relationships as part of RSE (Relationships and Sex Education) in England – this
48 was a clear reversal of Section 28, which banned local authorities from ‘promoting
49 homosexuality’. ^{9 10}
- 50 • **Parenting:** As of July 2022 discriminatory rules preventing LGBT+ women receiving IVF on the
51 NHS in England were overturned. Continued analysis is needed to understand if this recently
52 overturned rule means services are being delivered to LGBT+ women. ¹¹

53 We ask for a clear LGBTQI+ inclusion policy combined with an intersectional Inclusion Assessment
54 to ensure that every branch, every campaign, every WE event is inclusive of people doubly, triply and
55 quadruply harmed by intersectional discriminations.

5 UK falls down Europe’s LGBTQ+ rights ranking for third year running:

<https://www.theguardian.com/world/2022/may/12/uk-falls-down-europes-lgbtq-rights-ranking-for-third-year-running>

6 involvepeople.org: [LGBT+ Representation in the Media](#)

7 NHS England: [LGBT health: Tackling disproportionately poor outcomes and experiences](#)

8 Cambridge University: [LGBT+ health: what the research tells us so far](#)

9 Stonewall: [This is how LGBT+ Education can change lives](#)

10 Section 28: <https://www.legislation.gov.uk/ukpga/1988/9/section/28/enacted>

11 Pink News: [Archaic NHS rules on IVF for queer women to be scrapped in huge leap for equality](#)