



Women's Equality Party Conference

26 November 2022

Motion title: **Adoption of a WEP LGBTQI+ inclusion policy**

Amendment title: **Amendments to allow WE's Steering Committee to focus on adopting a WEP LGBTQI+ inclusion policy**

Amended Motion text:

(N.B. New text is lilac and underlined – dark blue, ~~struck through~~ text has been deleted.)

1 The Women's Equality Party Conference 2022

2 Notes that:

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

5 The Women's Equality Party Conference directs the Steering Committee to develop an
6 LGBTQI+ 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
9 practices.
- 10 • Ensure a party free from LGBTQI+ discrimination, promoting dignity and respect for all,
11 where the contributions of all members, supporters and employees are recognised and
12 valued.
- 13 • Develop, in collaboration with the LGBTQI+ Caucus, the Disability Caucus and the Race
14 Equality Caucus an Inclusion Assessment (IA) method to systematically take an
15 intersectional view of inclusion into consideration in Party decision making. Thus, building
16 on the REIA developed by the Race Equality Caucus and voted into party business in
17 2020.

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

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