



WE Party Conference

15 – 18 October 2020

Title: The Women's Equality Party should adopt an anti-racism policy

Proposed by: Korina Holmes

Signatories:

Alexandra Hehir
Aliyah Dunbar
Barbara Guest
Bisila Noha
Chatura
Chris Paouros
Christine Dean
Claire Empson
Claire Taylor
Eloise Bonney
Emily Reddon
Emma Ko
Gemma Welsh
Hema Chauhan
Isobel Thomas
Jennifer Heil
Juliana Ojinnaka
June Lawrence
Maureen N Obi-Ezekpazu

Type of motion: Business Motion

Motion text:

1 The Women's Equality Party Conference directs the Steering Committee to develop an internal Anti-
2 Racism Policy (ARP) to:

- 3 • Encourage race equality, representation, diversity and inclusion within the party, its campaigns,
4 policies, election manifestos, committee membership and recruitment practices.
- 5 • Create a party free of racial bias and discrimination, promoting dignity and respect for all, where
6 the contributions of all members, supporters and employees are recognised and valued.



- 7 • Develop, in collaboration with the BAME caucus, a Race Equality Impact Assessment (REIA)
8 method to systematically take race equality into consideration in Party decision making.

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

- 10 • Reviewing past, current and future Policies, Manifestos and Public Statements by way of REIA, to
11 ensure they take account of the differences in experiences of women from all race and ethnic
12 backgrounds. Updating, if necessary, to ensure compliance with ARP and reviewing annually.
- 13 • Reviewing current and planned central campaigns by REIA to ensure they take account of the
14 difference in experiences for women from all race and ethnic backgrounds and campaigning is not
15 tokenistic or performative. Updating, if necessary, to ensure compliance with ARP.
- 16 • Developing, in collaboration with the BAME caucus, and maintaining a training and recruitment
17 policy for Central Office Staff, Officers, Branch Leaders Committee Members, Committee selection
18 and Candidate selection that actively encourages race equality and representation.

19 The Women's Equality Party Conference directs the Steering Committee to report its progress back to
20 Conference when it is next convened.

21 **Motion rationale:**

21 **The Women's Equality Party has publicly stated that:**

22 *"The Women's Equality Party condemns racism in all its forms. We stand with the individuals and*
23 *organisations fighting racism now and always ... structural racism is local and global; it penetrates*
24 *every institution ... It frustrates every effort towards justice and undermines progress for us all. It is*
25 *not enough to just stand in solidarity. We will continue to play our part fighting for and building a*
26 *world free from state violence and oppression and free from the pervasive consequences of*
27 *everyday prejudice and discrimination – because racial, economic and gender justice are*
28 *inextricably linked and it is a collective endeavour to change the world."*¹

29 The murder of George Floyd and the subsequent rise of the Black Lives Matter Movement globally
30 has meant that anti-racism is rising on the political agenda. **WE, as a party committed to**
31 **Equality, should be driving that agenda and at the forefront of public thinking on race**
32 **equality.**

33 WE need to be more open and transparent about our commitment to anti-racism; without that
34 commitment **WE are indirectly excluding a large and growing portion of the electorate.** 14%
35 of the UK population identify as BAME. This is increasing, with the proportion expected to increase
36 to 21% by 2051.² It is widely accepted that diverse organisations that attract and develop

¹ https://www.womensequality.org.uk/statement_black_lives_matter

² Wohland et al. (2010): 'Ethnic Population Projections for the UK and Local Areas, 2001-2051'. Available at: http://www.esds.ac.uk/doc/6777%5Cmrdoc%5Cpdf%5C6777_workingpaper.pdf



37 individuals from the widest pool of talent consistently perform better.³

38 **WE should lead the way in representation within politics and the public sector.** 11% of civil
39 servants in government agencies are BAME individuals. However, at a senior level this number
40 decreases to 7%. Six percent of MPs and members of the House of Lords have an ethnic minority
41 background, which means that the 14% of the population who are BAME individuals are currently
42 being under-represented.⁴

³ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/594336/race-in-workplace-mcgregor-smith-review.pdf

⁴ House of Commons Library (2016): 'Ethnic Minorities in Politics and Public Life'. Available at: <http://researchbriefings.files.parliament.uk/documents/SN01156/SN01156.pdf>