

## A37 Prioritising Equality, Diversity and Inclusion (EDI) and anti-oppression approaches in the Scottish Green Party

Proposer: Kate Nevens (Edinburgh Greens (Access and Inclusion Officer))

### Motion text

That the branch formally supports the following motion to Party Conference:

#### Motion

The party agrees to establish an Equality, Diversity and Inclusion (EDI) National Committee.

While this committee is being established, the existing elected EDI officer should be given a voting role at Executive and a standing invitation to attend Council.

Our suggestion is that this committee is formed of:

- Two co-convenors (including our current EDI officer(s)) (gender balanced, encouraging of people with lived experience of inequalities to come forward)
- Two ordinary members (gender balanced)
- Representatives from each of the party's Representative Groups and relevant Special Interest Groups
- Representatives from Branch Committees (for example, Edinburgh's Access and Inclusion Officer)

Our suggested remit of the committee is as follows, though we envisage this to be re-imagined by the committee once established:

- Collaborate with and across the representative groups to develop a party-wide EDI strategy and ensure EDI represented within core party documents, such as the party strategy and election strategies;
- Send a voting delegate to Party Executive;
- Contribute to the development of the SGP's party policy and internal processes to become more equitable and inclusive;
- Working closely across other national committees and branches to support the mainstreaming of EDI and anti-oppression principles across our work;
- In collaboration with party Representative Groups and others, organising anti-oppression EDI training sessions and events;
- Exploring areas relating to marginalised communities within the party, with particular reference to members who experience multiple, overlapping inequalities.

As per the party constitution, the first act of the Committee would be to create a set of standing orders to be approved by Standing Orders Committee.

## Reason

### Preamble – Edinburgh Branch AGM

The above motion is intended for Autumn Conference, initially drafted by Kate Nevens, Edinburgh Branch Access and Inclusion Officer from 2023-present.

I (Kate) am bringing this to Edinburgh branch AGM to seek support from the branch, so that we can potentially bring this to Autumn Conference under the branch's name.

So far, this proposal has been shared with Edinburgh Branch Committee, the national party's current and previous EDI officers, and at least one Co-Convenor of each of our party Rep Groups. A small number of comments were received and incorporated so far. Following the Edinburgh Branch AGM, I will aim to share this on the party's national policy forum for wider comment.

### Preamble for SGP Conference Motion

It is vitally important that the Scottish Green Party puts Equality, Diversity and Inclusion (EDI) at the heart of our party's structure and operations, and seeks to take an anti-oppression and justice lens to all that we do.

We currently have one elected EDI officer who sits adjacent to our Membership Committee, who does not have a vote at either Executive or Council, has not generally been proactively invited to attend these meetings, and has not been actively represented by Membership Committee. The role has not been adequately supported by the party and has been unintentionally siloed from party activities.

Over the past year, it has been clear during meetings that the party lacks a clear voice on EDI and anti-oppression in many of our decision-making spaces, and we have not always been able to prioritise these issues as we should. While our Representative groups have been fantastic on this, a lot has fallen on their shoulders as individuals.

We believe that it is of urgent importance to have a greater emphasis on EDI and anti-oppression in the party, and believe that forming a national committee would be a step forward in this direction.

### Relevant sections of the constitution:

<https://members.greens.scot/file/sgp-constitution-oct-2024pdf>

3.3.7 SGP Executive will consist of:

- a. The Co-Leaders of the SGP;
- b. The Co-Convenors of the SGP Council;
- c. The Co-Chairs of the SGP Executive;
- d. One Clerk of the SGP;
- e. The Treasurer of the SGP;
- f. A delegate from the SGP Standing Orders Committee;
- g. A delegate from the SGP Conduct and Complaints Committee;
- h. One delegate from each other SGP National Committees Committee established by a General Meeting or SGP Council;
- i. One delegate from each active SGP Representative Group;

- j. One delegate from the SGP Parliamentary Group;
- k. One delegate from the SGP Local Authorities Group;
- l. One delegate from the SGP Trade Union Group;
- m. The senior member of SGP Staff, possessing no voting rights;
- n. Additional members as defined by the Standing Orders for SGP Executive, possessing no voting rights.

### 3.6 Other SGP National Committees

3.6.1 A General Meeting or SGP Council may create such other SGP National Committees as they deem necessary to fulfil specific functions.

3.6.2 SGP National Committees created in this way will be accountable to SGP Executive unless otherwise specified by a General Meeting.

3.6.3 Standing orders must be produced for an SGP National Committee created in this way to be validly constituted. These Standing Orders must specify: a. The responsibilities of the committee; b. Any specific powers delegated to the committee; c. The composition of the committee and all voting rights; d. All rules and procedures pertinent to the committee; e. That all committee meetings must be minuted, and minutes made available to the membership with redactions as appropriate.

3.6.4 The Standing Orders for the committee must be approved by a simple majority vote of SGP Standing Orders Committee for the committee to be validly constituted. A current copy of the Standing Orders will be provided to SGP Standing Orders Committee. 3.6.5 The committee will maintain its Standing Orders and ensure their full and proper application. Amendments to these Standing Orders must be approved by a simple majority vote of SGP Standing Orders Committee.

3.6.6 SGP National Committees created in this way must be reviewed and approved at the subsequent annual General Meeting, after which point it will be fully constituted until such time as it is disbanded by a two thirds majority vote of a duly convened and quorate General Meeting.

#### Relevant section of Internal Elections Role Descriptions:

<https://members.greens.scot/2400-internal-elections-committee-and-role-descriptions-2024>

#### Equality, Diversity and Inclusion (EDI) Officer

The responsibilities of this role are:

Monitoring issues of equality, diversity and inclusion within the party, tracking progress, and recommending improvements;

- Suggesting and shaping possible EDI training sessions and events;
- Exploring areas relating to marginalised communities within the party;
- Contribute to the development of the SGP's party policy and internal processes to become more equitable and inclusive.

#### Expectations & Time Commitments:

- Attendance at monthly meetings of the Membership Committee (2 hrs/month)
- Allocating time to work on tasks in between meetings.
- Regular engagement with representative and special interest groups.

Things to note:

- This role currently sits adjacent to the Membership Committee, but the scope and workload can be informed by the office bearer and the SGP membership;
- This is a voluntary position and therefore, each individual has a responsibility to
- volunteer for the tasks and time that are manageable for their unique situations.

Committees & Working Relationships

- Work broadly with the Committees and Representative Groups;
- Work closely with the SGP Staff Events Officer to ensure events prioritise EDI;
- Work with relevant SGP Working Groups and the general membership.

Skills & Training Suggestions

- It is important that the office bearer acknowledges privilege and implicit bias;
- A good understanding of intersectional identities and barriers to access;
- A willingness to amplify the voices of underrepresented groups;

## Supporters

Anne Scott (Edinburgh Greens (Co-Convenor)