



**LGBTIQA+ GREENS CONVENTION
& AGM
NOVEMBER 19TH 2022
LONDON**

Dear Member,

First of all, thank you for being a part of LGBTIQ+ Greens. Without your support we would not be where we are today. Whether you're an active volunteer, have donated to one of our campaigns, or have subscribed to our email updates, it all makes a difference.

This year, our hybrid Convention & AGM will be taking place online, and in-person, on November 19th. The in-person event will take place in London, and we hope as many of you can make it as possible.

This document includes the reports submitted by each of the officers of the LGBTIQ+ Greens committee, as well as the proposed ruling documents which attendees of our AGM can vote on at our Convention & AGM.

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As a new constitution is being proposed it is possible to propose amendments to both the existing and proposed constitution. If the new constitution is not adopted at the November 19th AGM, then amendments to the existing constitution will be heard and voted on.

You can submit amendments via email to info@lgbtiqa.greenparty.org.uk. You can find our existing ruling documents on our website: <https://lgbtiqa.greenparty.org.uk>.

We hope you can make it to our Convention, and look forward to seeing you there.

In solidarity,

The LGBTIQ+ Greens Committee, 2021-2022

Officers Reports

Committee

(written by Ria Patel)

We have hosted various events like a refugee week film screening, a joint event with London Green Party and the German Greens, an audience with the leadership, book clubs, a fundraiser quiz, and socials. We have hosted training sessions for our members like social media training and inclusion workshop facilitation training. We have also supported local parties in attending various prides and protests, with committee members going along to some. We have also hosted meetings, like campaigns meetings, and meetings regarding the runnings of conference.

We regularly communicated with members, via our mailing list, regarding current affairs, for example on Queer rights and the Police, Crime, Sentencing and Courts Bill, as well as internal affairs, like conference, and LGBTIQA+ Greens events. We have signed various statements, like one on stopping Macquarie from sponsoring the British LGBT awards. We have also published various statements and press releases ourselves, and have published articles written by members on our website.

As a committee we have provided feedback on various strategies and policies, for example the social media policy, and draft policy motions. For the internal elections, we wrote pledges for candidates to take, with the help of volunteers, and hosted a hustings for the Deputy Leadership candidates.

We also set up and fundraised for a Candidate Fund, for LGBTIQA+ Green candidates standing in the May 2022 elections. 4 successful applicants were selected. We have since supported candidates standing in May 2022 and in by-elections since, like in Wakefield and Oxford, by promoting their action days.

We proposed motions, like 'No New HIV Transmissions by 2030' and 'Access To Fertility Treatment' for Autumn Conference 2022, which unfortunately conference ran out of time to hear.

Following a vote of no confidence, the committee had one open members' representative space. With only just over a month left before the AGM, we decided not to co-opt another committee member. Throughout the year, we co-opted one Chair and three members' representatives.

Finally, we've prepared for our first convention! This has involved appointing an ERO for the elections, re-writing sections of our ruling documents after consultation with the membership, and organising the AGM, agenda and social.

Ria Patel, Co-Chair

It has been an absolute pleasure to chair LGBTIQ+ Greens over the past two years. In the last year, we have been able to achieve so much collectively. Thank you to the committee and our volunteers.

Throughout the year, I have helped with various activities:

- Chaired committee meetings alongside Ash and Seb, and supported the committee organisationally, where needed, including minuting as necessary.
- Chaired campaigns meetings, which focused on our 3 main campaigns: banning conversion therapy, LGBTIQ+ refugees, ending new HIV transmissions by 2030. These campaigns resulted in actions like writing [guidance](#) on emailing your MP asking them to support the ban on conversion therapy, and organising events, like a refugee week film screening. We also developed social media content for Trans Day of Visibility.
- Helped prepare for the Spring and Autumn conference. This included things like submitting the 'Access to Fertility Treatment' motion, and helping to organise the stall and both our LGBTIQ+ Greens Conference meetings.
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- Regarding digital communications, I used Action Network to create events and send out emails to members, and I kept the LGBTIQ+ Greens' website up-to-date. Internally, I monitored the Co-Chair email inbox, and organised our Google Drive.
- Communication with internal bodies, and attended internal Green Party meetings, including chairing Special Interest Group Meetings, attending Political Committee meetings, some Equality & Diversity Committee meetings and attending the first cross-liberation group meeting regarding creating an action plan from the Diverse Matters report.
- Helped to deliver Inclusion Workshops to local and regional parties. This involved updating the script and slides, and developing training for volunteers to also facilitate workshops. I also created a resource pack for workshop attendees. With Norm, I have begun exploring fundraising options.
- Promoted training resources we've created last year, e.g. our [resource pack](#), with the membership team and local and regional parties. We also published and promoted our [Policy Guide](#) to LGBTIQ+ Green Policies.
- Assisted with social media, when needed, and hosted a social media team call.
- Recruited volunteers to help with activities like helping with campaigns, social media, articles, graphics etc. I reached out to new members, and members who were previously engaged, having introduction calls with members who were looking to volunteer and get involved.
- Organised multiple co-options: 1 for co-chair and 3 members representative roles.
- Helped write statements and press releases, alongside our volunteers. For example, on banning conversion therapy, in support of Uganda Pride, condemning the government's Rwanda strategy.

- Re-energised our LGTBQA+ Green Councillors Network, following the May 2022 elections and started hosting quarterly meetings for peer support and practical advice.
- Contributed to cross-party work and conversations. For example, working with Terrance Higgins Trust to sign a cross-party letter on monkeypox and one for cross-party LGBT+ elected representatives too.
- Aided building international relationships. For example, I have had conversations with Rainbow Greens of both the Scottish Green Party and the Green Party of Aotearoa New Zealand. I also worked with the European Green Party, in particular, the Gender and Queer Network, to discuss Queerphobia and positive Queer actions, for example, presenting at an event.
- Helped prepare for the convention, with the help of the committee, including assisting with reform of the ruling documents.

Seb Cousins, Co-Chair

Having been co-chair of LGBTIQ+ Greens has been, absolutely, an honour. I became co-chair with a determination to fight queerphobia in the party, that deeds matter more than words. That still stands. But we've only been able to achieve this much because of our members. I came from being the Trans Liberation Officer of the Young Greens, having worked with Ash and Ria on a few small things, like awareness day articles.

I took over from Ash Routh mid-term in May 2022. What follows is what I have done since May:

- Attended E&D meetings, as well as other Internal party meetings, including Special Interest and Political Committee. As well I attended the meeting at Party Conference regarding the Diverse Matters Report.
- Contributing to cross-party work and conversations - monkey pox where we worked with the Terrance Higgins Trust and other political party LGBT+ wings, and also talks with our counterparts in Scotland over severing ties between SGP and GPEW.
- Have assisted extensively with social media content and development, including making graphics and dealing with controversial incidents. This has included responding and developing responses to transphobic events in the Deputy Leadership race and with the SGP severing ties over transphobia. Our response as a group, on the whole, was well received. As well, I assisted Cade with delivering a Social Media Training session.
- Have, with Ria, chaired committee meetings.
- Worked with other committee members to work on constitutional reform of our constitution, of which will be voted on at convention by members.
- Have written and published content for the website, from Pride month articles to publishing on our website for party conference our recommendations. As well, I reached out to members for content on the website for certain events, like bi visibility week and attempted for Black History Month.
- On inclusion workshops- have been involved in editing the script on clarity and information grounds. Adding and giving key nuance to the history section has been interesting. As well, in October I was involved in organising workshops with local parties, such as Tower Hamlets and Outer Leeds
- Have made use of Action Network to send out emails and events.
- Conference Preparation: got commissioned a new stock of keyrings, badges and xmas baubles for our stall, of which we sold all but 3 badges by the end. I also via communications work advertised our social. As well, I helped deliver our conference session. Additionally, I was involved in finding the venue with other committee members.
- Contributed to ongoing work with GPRC to make progressive, inclusive reforms to behavioural conduct rules so the party can deal with transphobia more effectively.
- Contributed significantly to (at time of writing under review) a document regarding identifying and tackling queerphobic and transphobic dogwhistles.

- Worked with individuals across the party in preparation for conference, such as organising and helping to write speeches, for conference motions, like Stonewall Disaffiliation and the Toolkit for Healing Divisions in the Party.

As such, while I do not feel I achieved as much as I wanted or felt needed, I feel I have contributed to positive change in the group, and party as a whole. I recognise too that things could've been done differently and better, had my own personal circumstances been better. My biggest pride is in our development of communication, not just with social media but with those outside of this committee; those in positions of power within the party. While anyone can point fingers at us and demand we fix everything with sheer willpower, we must recognise that deeds of working with internal leaders to create lasting, systemic change is absolutely radical, and not scoring points for clout or personal attention.

As I stand down from this role, my advice to my successors are these 3 words: deeds not words. Thank you.

Norm Cassidy, Treasurer

This is not the report I was expecting to submit when I was re-elected to the committee in 2021, as a Member's Representative. However, having been co-opted to the position of Treasurer in the latter half of the year I'll focus on the financial side of things for the most part.

As no handover was completed by the previous Treasurer this year has been particularly challenging as we entered a period where we had no access to any of the LGBTIQ+ Greens accounts. Over the past several months I have worked to transfer ownership and verify several of our accounts. The account we currently have are with:

- Stripe: A card payment provider, currently used to receive donations via Action Network.
- SquareUp: A card payment provider, currently used to receive donations online via contactless and card payments.
- PayPal: A payment provider to allow payments via card, bank transfer, or from other PayPal users.

Upon taking the position of Treasurer I was alarmed to discover that for at least the last two committee terms the LGBTIQ+ Greens have not had their own bank account, and have been using the personal accounts of previous Treasurers. This of course, comes with significant risk, and I have worked to identify a suitable bank account. Unfortunately, the lead times for an account suitable for the group are long, and at the time of writing we have been waiting for almost three months for approval for an account to be opened. At present our PayPal account is not verified, and this has been a cause of much frustration as they seem to be unable to accept any of the documents that verify we are who we say we are. As such we have withdrawn all fund held in the PayPal account and will not advertise this as a way to donate until such time as the account can be verified successfully. The source of funds currently held by myself on behalf of the LGBTIQ+ Greens are as follows:

- PayPal: £270.05, from donations made during previous committee terms.
- SquareUp: £87.41, from sales of LGBTIQ+ Greens merchandise at Autumn Conference.
- Cash: £174.45, from sales of LGBTIQ+ Greens merchandise at Autumn Conference.
- Stripe: £37.76, from donations made via Action Network.
- Transfers: £125 received from Bristol Green Party, following an LGBTIQ+ Greens Inclusion Training event.

Given the limited access to funds we've had over the past several months we have only recently been able to spend any of our funds. The recent spending is made up of:

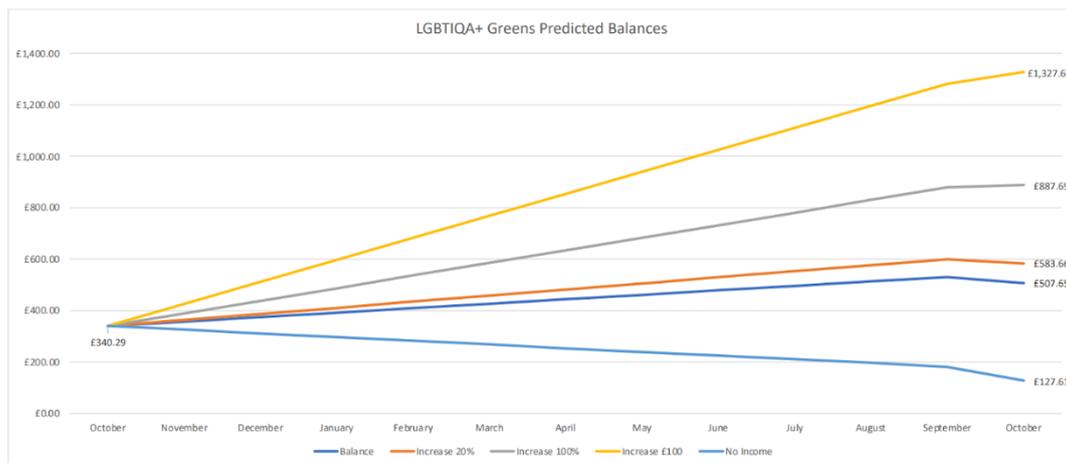
- £300 for venue hire relating to the LGBTIQ+ Greens Convention & AGM.
- £40 to the Information Commissioners Office for our registration certificate.
- £14.39 for a Zoom subscription, to facilitate LGBTIQ+ Greens meetings including the Convention & AGM.

The current cash balance held on behalf of the LGBTIQ+ Greens is £340.29.

We currently have a very low number of recurring donations to the LGBTIQ+ Greens, and I hope the next committee will take a more focused approach to fundraising. During the first half of the year several fundraising emails were sent with competing asks, in close proximity to each other, resulting in overall poor performance. We have been hesitant to launch any fundraising initiatives in recent months until we had control of our accounts.

I've made some predictions on the closing balance for the next committee term based on five scenarios:

- No Income: In the scenario that we receive no income during the next committee term but continue our current committed spending we would be left with £127.61.
- Balance: In the scenario that our recurring income remains the same, and committed expenses remain the same our closing balance would be £507.65.
- Increase 20%: In the scenario that our income increased by 20% and committed expenditure remained the same we would be left with £583.66.
- Increase 100%: In the scenario that our income was doubled and committed expenditure remained the same we would be left with £887.69.
- Increase £100: In the scenario that our monthly income increased to £100 and our committed expenditure remained the same we would be left with £1,327.61.



I believe that achieving a triple-digit recurring monthly income is easily achievable, and fully expect our balance to be healthier than any of the scenarios outlined above. Increasing our fundraising revenue would allow the LGBTIQA+ Greens to do more, which would of course free us up to spend more money on getting LGBTIQA+ Greens elected, and delivering on the aims of the LGBTIQA+ Greens.

I believe it's important that we are as transparent as possible in every aspect of our work as a committee, but particularly when it comes to the money you, as members, donate to us. As such it would be remiss of me not to explain that due to the issues with access to our accounts over the past several months, and the lack of a handover we cannot account for certain monies that have been received. These funds are made up of:

- £1084.40 from Stripe, which was paid out to the previous Treasurer.
- £400 from GPEW, paid out to the previous Treasurer.
- An unconfirmed amount from merchandise sales at our Teemill store.

The funds from our Teemill store were set up to be automatically transferred to our PayPal account. However, as the PayPal account had never been verified these funds could not be received. I fully expect these funds to be received once account verification can take place. It is likely that a significant sum of the monies paid out to our previous Treasurer were used to support candidates in the May 2022 elections, but due to the lack of handover it's not possible to ascertain how much of this money was used for these purposes, or how much remains.

Based on my experience as Treasurer over the past few months I have suggested a number of changes to the constitution around financial responsibilities, transparency, and reporting. Working on the constitution has been a rewarding, if sometimes frustrating process, but I believe it provides a stronger foundation on which to build in future.

Dylan Lewis-Creser, Secretary and Membership Secretary

I would like to start off by thanking my fellow committee members that I have proudly served with for the past year for their help and support and the amazing work we have done together. This committee would be nothing without the hard work of all of our volunteer committee members and I am proud to be a member of the team.

Starting my term in late December 2021, I spent the first month or so getting to grips with my new role as secretary, and I would like to thank Robin Brabham as the outgoing secretary for his help and guidance during this time.

My first major task of the year was the proxy matching system run by LGBTIQ+ Greens for Spring Conference, which helped LGBTIQ+ Green members who could not attend Conference to have their voice heard - this was taken well and I received positive feedback from our members on this system, which was extended for Autumn Conference 2022 as well where we had the highest number of proxy holders and proxy requesters ever.

I was a member of the Candidate Fund sub-committee along with our then-Treasurer and a current non-portfolio officer David Paisley, in which we assessed applications for financial help for LGBTIQ+ Green councillors and target councillor candidates and gave funding to 4 applications, all of which ended with successful elections. I have produced guidance for this process for the next committee to follow and to ensure that we have an efficient and effective process in which we support LGBTIQ+ Green councillor candidates.

I took a break from the committee for about 1 month from mid-May to mid-June to focus on my A Level exams at that time, meaning there was relatively little I was able to do in this time but I thank the other members of the committee for their cooperation and understanding during this time.

I was also unable to help with the LGBTIQ+ Greens candidate pledges for this years annual ballot elections due to being a candidate for the Executive, but I would like to send my thanks and express my satisfaction with how the pledges ended up and ensuring LGBTIQ+ issues remain relevant to members up for election.

During Autumn Conference, I helped to run the LGBTIQ+ Greens stall and the Saturday social at the Manhattan in collaboration with the Young Greens, an event that both groups received positive feedback from members on and I would be personally looking to replicate the success of this at the next Conference if I am re-elected to the committee.

During this term, I was the main user of the info@lgbtiqa.greenparty.org.uk email account and responded to emails and membership queries during this time, helping us run an effective group.

Cade Hatton, Membership Representative: Social Media and Events Officer

I was elected to the committee as a member's representative and took a particular interest in social media, followed by events after another member's rep resigned.

I've been chairing events, like our Fundraising Quiz at Spring Conference 22, our Deputy Leadership Hustings this summer, and our Book Club.

I helped with our guidance for conference attendees for Autumn Conference, particularly new members (which is my ongoing focus as a member of the GPEW Conferences Committee now), and helped find a venue for our Autumn Conference Social.

I worked with our previous Treasurer Daniel to develop a social media planning spreadsheet, which we used for the first time during LGBT+ History Month. I led the project to highlight four topics important to us as a group, and we produced a series of social media posts on these topics each week.

I revived our social media training, something I hope to continue, and am intending on building a social media rota from volunteers outside of the committee.

I'm also hoping to reach out and plan more cooperation between the other liberation groups of the party, especially Green Party Women, the Disability Group, Jewish Greens, Greens of Colour, and the Young Greens.

Kathryn Bristow, Membership Representative: Policy and Liberation Officer

I was co-opted onto the committee in July 2022, due to the short time I have on the committee I have only been able to do a few things in the role. During the run up to conference I helped prep and draft guidance on proposed policy.

I also drafted the LGBTIQ+ Greens ruling documents for the convention/AGM based on feedback from the committee and the survey that was sent out to LGBTIQ+ Greens members.

Olli Watkins, Membership Representative

I was co-opted onto the committee mid-September 2022, and as such this report will be fairly brief as I haven't spent much time on the committee. I would like to give my thanks to the committee for welcoming me at this late stage and helping to support me.

In the past month and a half, I have attended committee meetings to plan and prep for upcoming LGBTIQ+ Greens Convention.

I have also begun to contact organisations such as Rainbow Migration, Ukrainian Greens, Rwandan Greens, and Kyiv Pride, with the aim of organising a panel event focussing on LGBTIQ+ refugees from a global perspective, to further LGBTIQ+ Greens campaign in this area.

David Paisley, Membership Representative

No report submitted at time of publication.

LGBTIQA+ Greens Constitution (Proposed)

1. Title, Status, and Purpose

- 1.1. LGBTIQA+ Greens are a Liberation Group within the Green Party of England & Wales (GPEW), set up according to section 5(xii) of the Green Party of England & Wales constitution and related by-laws.
- 1.2. Our mission is to advance the rights and liberation of Lesbian, Gay, Bisexual, Trans, Intersex, Queer, and Asexual/Aromantic people. Discrimination remains in many areas of life, such as housing, education, employment, and health. LGBTIQA+ Greens campaign against discrimination and for a fair and liberated society.
- 1.3. Our aims are:
 - i. To increase awareness and understanding of LGBTIQA+ issues within the Green Party of England & Wales, other progressive movements, and society as a whole.
 - ii. To increase awareness and understanding of Green and progressive values among LGBTIQA+ people and communities.
 - iii. To build a more sustainable and just society where everyone is valued, respected, and empowered regardless of their sexuality, gender identity, or intersex status.
 - iv. To support LGBTIQA+ Green candidates to be elected to all levels of government.
 - v. To support elected LGBTIQA+ Greens.

2. Membership

- 2.1. Membership of the LGBTIQA+ Greens is open to all members of GPEW. Membership is not open to those who are not members of GPEW.
- 2.2. Two types of membership are available: Full Membership, and Associate Membership.
- 2.3. Full Membership grants the member the right to vote at LGBTIQA+ Greens meetings, propose motions and candidates, and stand for election to the LGBTIQA+ Greens committee.
- 2.4. Associate Members may attend member-only meetings and events, but will are not permitted to vote, propose motions and candidates, or stand for election to the LGBTIQA+ Greens committee.
- 2.5. Full Membership is achieved through affirmative opt-in via an online form, which will be available at the LGBTIQA+ Greens website. Full Membership may also be achieved via email to the LGBTIQA+ Greens Secretary, or at in-person and online events.
- 2.6. Associate Membership will be automatically granted for any member of GPEW subscribed to email, who has not opted-in to Full Membership.
- 2.7. Unless explicitly stated, any reference to Members or Membership within this Constitution refers to all members and membership types.

- 2.8. Supporters are defined as non-members of GPEW who are subscribed to email updates from LGBTIQ+ Greens. They may receive email updates but will not be afforded the rights of Associate or Full Members.
- 2.9. Any member whose membership of GPEW is ceased, will cease to be a member of LGBTIQ+ Greens and will be considered a Supporter. Should they subsequently rejoin GPEW their membership status will be the same as it was during their last membership period, unless they have unsubscribed from email or notified us that they no longer wish to be a member.
- 2.10. Any member may cease their membership by notifying the Secretary of LGBTIQ+ Greens.
- 2.11. All members of LGBTIQ+ Greens agree to the LGBTIQ+ Greens Code of Conduct and LGBTIQ+ Greens Safe Spaces Policy. Any breach may be subject to the LGBTIQ+ Greens Complaints and Disputes Procedure.

3. Management

- 3.1. The management of the LGBTIQ+ Greens shall be undertaken by the LGBTIQ+ Greens Management Group, which shall include at least the following elected officers:
 - i. Two separately elected coordinators, of which no more than one may be a cisgender man,
 - ii. Secretary,
 - iii. Treasurer.
- 3.2. Other elected officers will be indicated in the management group's terms of reference and the terms of reference of any committee or affiliated regional groups within LGBTIQ+ Greens.
- 3.3. The LGBTIQ+ Greens management group may create additional officer roles and co-opt a full member of LGBTIQ+ Greens. A vote to ratify the co-option and an amendment to the management group terms of reference to include the new role must take place at the next business meeting, AGM, or EGM.
- 3.4. Votes of No Confidence in an officer may be put forward during Management Group meetings. These motions will only pass with a two-thirds majority of all current officers defined by the management group terms of reference.
- 3.5. The management group may take decisions or communicate on behalf of LGBTIQ+ Greens between meetings of LGBTIQ+ Greens on matters that arise during these times. Any decision of the management group may be overturned at a business meeting, apart from decisions made in relation to the code of conduct or safe space policy of the LGBTIQ+ Greens.
- 3.6. A quorum for an LGBTIQ+ Greens Management Group or any other committee meeting will be at least half of its members. LGBTIQ+ Greens Constitution (Proposed) 14 3.7 Voting in management meetings are based on the individually elected positions, therefore a job share will share one vote and each co-chair will have a vote each.

4. Organisation

- 4.1. LGBTIQ+ Greens shall have the ability to assemble committees, subject to terms of reference being agreed at an AGM, EGM, or Business Meeting, by majority vote.
- 4.2. LGBTIQ+ Greens shall have the ability to affiliate regional LGBTIQ+ Greens groups, subject to terms of reference agreed at an AGM, EGM, or Business Meeting, by majority vote.
- 4.3. Committees and affiliated regional groups will provide regular updates on their work to the management group.
- 4.4. Committees and affiliated groups within LGBTIQ+ Greens can be disbanded or disaffiliated at an AGM, EGM, or Business Meeting, by majority vote.
- 4.5. Officers who do not attend three consecutive meetings of their relevant body without submitting adequate apologies will be understood to have resigned unless the management group agrees that they are making a valid contribution

5. Elections and Co-options

- 5.1. All elections of LGBTIQ+ Greens officers will be conducted according to the LGBTIQ+ Greens Election Regulations, with only full members of LGBTIQ+ Greens being able to vote or stand for election.
- 5.2. Should one part of a job share resign or be removed from their position for whatever reason, the remaining post-holder may choose to:
 - i. advertise to co-opt a replacement for the second part of the job share;
 - ii. continue to carry out their role without the second part of the job share, without replacing them;
 - iii. resign from their role.
- 5.3. The management group will have the power to co-opt a member (or 2 members as a job-share) into any vacant officer role between AGMs, which needs to be ratified at the next business meeting.
- 5.4. If a third or more of the management group elected at an AGM, or are otherwise removed since the commencement of their term, then a full election for vacant positions should be called within 8 weeks unless:
 - i. A UK General Election is being held within the next three months, in which case the election for LGBTIQ+ Greens must be called within 2 weeks after polling day;
 - ii. there would be no more than three months remaining of the current committee term at the date the election would be called, in which case the committee shall be permitted to co-opt to any vacant roles.
- 5.5. If an officer is unable to fulfil their duties temporarily then the LGBTIQ+ Greens management group may appoint an acting member to fulfil their duties until the officer is able to resume their role.

6. AGM, EGM and Business Meetings

- 6.1. The LGBTIQ+ Greens will hold at a minimum 4 all member business meetings a year, one of which will also be the Annual General Meeting (AGM).
- 6.2. Extra-Ordinary General Meetings (EGM) can be called by a two-thirds majority of the LGBTIQ+ Greens management group or a petition of 100 LGBTIQ+ Green members.
- 6.3. A petition of at least 100 full members may call an EGM for the purpose of holding a vote of no confidence in an officer of LGBTIQ+ Greens. If there is already a EGM upcoming then the vote of no confidence may be added as the first item on the agenda, if the petition is submitted at least 10 days before the EGM. These motions will only pass with a simple majority of all votes cast by full members of LGBTIQ+ Greens at the EGM.
- 6.4. AGMs, EGMs and business meetings will be advertised by emailing all full members of LGBTIQ+ Greens at least four weeks in advance, with a closing date for motions 18 days before the meeting and for amendments 4 days before the meeting.
- 6.5. Motions to add, amend or remove from the LGBTIQ+ Greens policy record can be taken at an AGM, EGM or business meeting. Policy motions must be consistent with the aims of LGBTIQ+ Greens, as stated in section 3, and must not breach the LGBTIQ+ Greens' Code of Conduct, LGBTIQ+ Greens Safe Spaces Policy or the Green Party's philosophical basis.
- 6.6. In all AGMs, EGMs, and Business meetings only full members of LGBTIQ+ Greens have a right to vote. Associate members may attend meetings at the discretion of the LGBTIQ+ Greens Management Group, however associate members can never vote at these meetings.
- 6.7. All officers will be expected to produce a written report at the LGBTIQ+ Greens AGM no less than 18 days before the meeting, unless there are mitigating circumstances.

7. Finance

- 7.1. LGBTIQ+ Greens will be able to raise funds on its own behalf.
- 7.2. LGBTIQ+ Greens will commit to transparency relating to its income and expenditure during each committee term.
- 7.3. A financial report will be made available to all members on a quarterly basis.
- 7.4. All monies should be kept in accounts in the name of the LGBTIQ+ Greens.
- 7.5. Any monies that need to be held outside of LGBTIQ+ Greens accounts temporarily should be notified to the committee immediately, and only held outside of LGBTIQ+ Greens accounts for as long as is necessary.
- 7.6. Any motion passed at an AGM, EGM, or business meeting that commits LGBTIQ+ Greens to any spending must subsequently be approved by the management group.

8. Amendments To Ruling Documents

- 8.1. The management group will have the power to make minor textual amendments to the constitution and any other organisational document. Defined as a need to correct

errors or inconsistencies in typography, spelling, grammar, clarify meaning, or correct clauses' numbering.

- 8.2. The LGBTIQ+ Greens may adopt organisational policies subject to a two thirds vote of all members of the management group.
- 8.3. This constitution may only be amended by a two-thirds majority vote at an AGM or an EGM, except for changes permitted in clause
- 8.4. A simple majority vote can amend other organisational documents adopted at a full members meeting.

LGBTIQA+ Greens Election Regulations (Proposed)

1. The management group shall organise annual elections for all officer positions by online ballot.
2. The electorate should be all full members of LGBTIQA+ Greens. Exceptions to this will be affiliated regional groups who should define the electorate in their terms of reference.
3. The time frame for all elections shall be:
 - Nominations will be open for a minimum of two weeks.
 - Voting will be open for a further two weeks.
 - Results will be announced within one week of voting closing.
4. An electoral returning officer (ERO) will be appointed by the LGBTIQA+ Greens management group to coordinate the election at least 14 days before an election is called.
5. The ERO will be responsible for drawing up standing orders for an online election – drawing from guidance from the national party.
6. All officers of LGBTIQA+ Greens will be elected via STV with an option for Reopen Nominations. They will serve one year.
7. Single Transferable Vote quota for election is calculated as follows: total valid vote divided by one more than the number of seats up for election plus one (or rounded up) to avoid ties: $(TVV/(seats+1)) + 1$.
8. Only full members may stand for elected positions within LGBTIQA+ Greens.
9. In the event that at least one valid nomination has not been received each for candidates who are women, POC, Trans or Disabled, then the nomination period will be extended by no less than seven days.
10. In the co-chair election, if the candidate with the most votes is a cisgender man then all other candidates who are cisgender men will be excluded from the vote and their preferences reallocated
11. Full Members of the LGBTIQA+ Greens may put themselves forward as a job share for any election, apart from where positions are separately elected, such as Co-Chairs.

LGBTIQA+ Greens Code of Conduct (Proposed)

We believe that the top priority in politics is inclusivity. It is therefore essential that we maintain an environment where all can feel safe to participate. While diversity of opinion and discussion around issues are valued, this should never supersede the values of safety and inclusivity.

Thus, we are committed to providing an environment free of racism, sexism, ableism, homophobia, transphobia, religious discrimination, or any other type of discrimination. We will also not tolerate bullying, name calling or any form of abusive behaviour towards members.

Everyone has a responsibility to respect the feelings and sensibilities of others in the party and behave in a way that does not cause offence. In some instances, individuals may be genuinely unaware that their behaviour is causing offence. Still, it is the duty of each individual to be sensitive to the impact their conduct may have on colleagues. Anyone who believes a breach of this Code of Conduct is happening has a responsibility to report it to a member of the LGBTIQA+ Greens management group. It is not appropriate to publish an allegation to the wider membership before or during an investigation.

1. The LGBTIQA+ Greens are committed to providing an environment free of racism, sexism, ableism, homophobia, transphobia, religious discrimination, or any other type of discrimination.
2. The LGBTIQA+ Greens are committed to centring marginalised voices in respect to understanding different forms of oppressions and intersectionality, under the principle of 'nothing about us without us'.
3. The LGBTIQA+ Greens are committed to providing an environment free of bullying, name-calling, or any form of abusive behaviour.
4. The LGBTIQA+ Greens are committed to challenging these types of oppression whenever they occur in LGBTIQA+ Greens spaces.
5. The LGBTIQA+ Greens are committed to having a victim centred approach when safe spaces are jeopardised.
6. Anyone who is considered to be jeopardising the safe spaces policy may be asked to leave by members of the LGBTIQA+ Greens management group.

Safe Spaces

The LGBTIQA+ Greens ask that all members pay attention to their conduct and behaviour when engaging in LGBTIQA+ Greens activity to ensure that it does not jeopardise the safe space. All members are responsible for their own language and behaviour. Respect should be given to each others' physical and emotional boundaries. Members should be expected to tolerate others' norms and habits as long as they do not transgress other parts of the safe space policy. Activities that create an oppressive environment depending on context may include, but are not limited to:

- Sexual harassment
- Tone policing
- Using offensive language to refer to oppressed groups
- Mis-gendering an individual
- Making assumptions about an individual based on perceived characteristics
- Sharing potentially triggering articles online without content warnings
- Victim blaming

- Unsubstantiated accusations
- Making personal attacks
- Spreading falsities

At LGBTIQ+ Greens Events

LGBTIQ+ Greens should ensure that events are as accessible as possible.

If possible, this includes but is not restricted to: providing gender-neutral toilets, using venues that are accessible to wheelchair users, ensuring members do not drink alcohol during official business and providing a safe space room.

When a safe space has been jeopardised LGBTIQ+ Greens ask that members challenge these forms of oppression when they occur. Members should follow the principle of 'respect the person, challenge the behaviour'. If challenged on their behaviour, members should apologise and reflect on their behaviour. Please only attempt this if you feel comfortable doing so. If there is an issue which you are not comfortable dealing with, or if the oppression continues, please notify a member of the management group by email.

If members feel a violation of this policy has occurred, they can please make an LGBTIQ+ Greens management group member aware in the first instance. This can be done either in person if at an event or by emailing them at lgbtiqa@greenparty.org.uk. Messages on Social Networks are usually not an appropriate method of reporting violations of this policy apart from when the conduct relates to the conduct of a moderated LGBTIQ+ Greens space, then it may be reported on the same platform. In normal circumstances, the management group member will seek to moderate the discussion and resolve the complaint through normal complaints procedure. If the management group believes there to be a potential risk, for example to a member, after consultation with at least 2 other management group officers they can take immediate, appropriate action to reduce that risk.

This could include (without limitations):

- informal warnings and requests for an apology
- removal of an individual from all, or part, of an event, or group
- formal complaint to the Greens Party of England and Wales
- suspending membership until the LGBTQIA+ Complaints and Disputes Procedure is completed

LGBTIQ+ Complaints and Disputes Procedure

1. There will be a complaints manager, this will usually be the LGBTIQ+ Greens Membership Officer, they will be the first point of contact for members who wish to make a complaint. The complaints manager can be contacted at complaints@lgbtiqa.greenparty.org.uk.
2. If the complaints manager is known to be involved in the complaint then members should contact one of the co-chairs of LGBTIQ+ Greens, or to another member of the LGBTIQ+ Green management group if both of the co-chairs are also involved in the complaint. In these cases, the person who is contacted should act as the complaints manager, unless there is agreement from the person making the complaint that this can be delegated to another member.

3. To make a complaint, a member should outline the reasons for the complaint, the person who the complaint is regarding and any initial evidence they wish to provide.
4. A response to all initial complaints should be made to the initiator of the complaint within 72 hours of receiving the complaint excluding public holidays, in which the standard process is outlined to them. The initiator should also be asked if they wish to be anonymous.
5. The complaints manager will form a Complaints and Disputes Committee (C&D) which will be constituted of 5 LGBTIQ+ Greens full members who must not have personal interests in the outcome of a case, or possess personal or professional relations, amicable or otherwise, with those involved in a case. Any member of C&D with such a conflict must recuse themselves and another member be substituted in.
6. C&D will hold a meeting within 10 days of the complaint being made, to determine if the complaint is a dispute between members or if the member's conduct may constitute a breach of the LGBTIQ+ Greens Constitution or any other organisational policies of the LGBTIQ+ Greens, including the Safe Space policy.
7. C&D should also consider any request for anonymity. With the initiator of the complaint asked if they wish the complaint to proceed if the request is rejected or when anonymity wouldn't be practically possible.
8. Any complaints that are believed to be malicious, vexatious or unlawful by C&D will be considered to be a serious matter and a breach of the principles outlined in the Constitution as well as the GPEW Code of Conduct. C&D Committee may dismiss such complaints and may action a disciplinary investigation, as well as notifying relevant parties that the complaint has been made.
9. Where there are no breaches to investigate or C&D makes a ruling where none are upheld. The dispute will be referred to the LGBTIQ+ Management Group who will log the incident and may suggest an action plan to help both parties participate in LGBTIQ+ Greens without conflict, this may include mediation within LGBTIQ+ Greens or the Green Party's Alternative Dispute Resolution Committee where agreed. Continuous issues may be referred back to C&D to be considered as a pattern of behaviour.
10. Complaints may be referred to The Green Party's Disputes and Complaints Referral Group when the conduct is serious or the case is complex.
11. Where there are possible breaches, C&D will ask the for evidence from relevant parties, with a victim centered approach where applicable.
12. The person accused of the breach will be made aware of the complaint and provided details of the evidence gathered. They will be asked for any evidence or extenuating circumstances that they wish to provide, giving 14 days to respond.
13. C&D may ask for any further evidence needed after this, with the person accused of the breach having the final right of reply.
14. C&D Committee will consider the complaint and make a judgement, in writing, to all parties. Judgements should include a ruling on whether there have been breaches of the organisational policies of LGBTIQ+ Greens.

15. After a judgement, C&D committee will make a recommendation of action. In cases where there is a need for disciplinary action the LGBTIQA+ Greens management group will issue that decision. These disciplinary actions may include, but are not limited to:
- Ban from LGBTIQA+ Greens Events/Spaces, for a period of up to 12 months
 - Suspension of LGBTIQA+ Greens membership, for a period of up to 12 months
 - Censure from holding a position within the LGBTIQA+ Greens, for a period of up to 12 months
 - Permanent termination of membership
16. If an individual wishes to appeal a judgement made by C&D, they may do so by communicating to the complaints manager. The grounds for an appeal are if new evidence emerges, or if C&D broke procedure. The management group should look over the evidence presented by the appellant and may make a ruling on whether the appeals process should be initiated. In this case, appeals will be heard by a new group formulated on the same basis as C&D, but excluding C&D members that made the original judgement.
17. There should be clear minutes and records of actions kept of all C&D meetings. These may be disclosed beyond C&D at the discretion of C&D Committee or the LGBTIQA+ Greens Management Group, and the need for confidentiality and fair treatment must be considered.

LGBTIQA+ Greens Management Group Terms of Reference (Proposed)

The primary role of the Management Group is to provide overall coordination and strategic direction for LGBTIQA+ Greens.

Its main functions are:

- to make strategy proposals as appropriate.
- to coordinate and ensure effective progression/implementation of all relevant strategy initiatives from across the party.
- to review overall finance and budgets and determine priorities.
- to encourage work at grass roots level and ensure that campaigners are effectively supported.
- to oversee and ensure the effectiveness of activities in key areas of the LBGTIQA+ Greens work; e.g. membership support, communications (including publications), policy, campaigns, and fundraising.
- to act as a link between business meetings; reviewing previous business meeting, and setting the initial agenda and chair selection for the next.
- to act as a link between LGBTIQA+ Greens and the rest of The Green Party of England & Wales.

The Management Group will consist of the following roles elected on an annual basis all which may be done as a job share apart from co-chairs which are separately elected:

- Two co-chairs, of which no more than one may be a cisgender man
- Treasurer
- Secretary
- Liberation Officer
- Digital Comms Officer
- External Comms/Press Officer
- Membership Officer
- Elections Officer
- Policy Officer
- Campaigns Officer
- International Officer