

# **GPEX EQUALITIES AND DIVERSITY CO-ORDINATOR**

## **KEY PURPOSE**

The primary purpose of the Equalities and Diversity Co-ordinator is to ensure that the principles of equality, diversity, and inclusion are deeply embedded within the Green Party's operations and policies. This role is crucial for advocating and advancing these principles across all levels of the organization, ensuring that they are not only upheld but also promoted actively. The Co-ordinator leads initiatives and strategies to foster an inclusive environment where all members feel valued and respected.

## **ACCOUNTABILITY**

As the Green Party Executive (GPEX) is responsible and liable for the governance and functioning of the organisation, members are accountable in varying degrees to a variety of stakeholders, including members the Green Party Regional Council (GPRC) and each other.

Furthermore, GPEX members should take a lead on building public trust and confidence in the Party's work through demonstrating good practice and good governance, taking into consideration the wider implications of the decisions they make, and to communicate widely the reasons behind such decisions or actions.

## **ROLE SPECIFIC DUTIES**

### **CHAMPION EQUALITIES & DIVERSITY ISSUES**

- Identify and promote equalities and diversity and inclusion issues for GPEX, GPRC and the party as a whole because equalities and diversity is fundamental to Green policy. The Green Party should be ahead of the expectations of national legislation.
- Training: Plan and implement training for Spring and Autumn Conference, collaborating in particular with the Local Party Support Co-ordinator
- Advisory Role: The Equalities and Diversity Co-ordinator advises on equality and diversity cases where necessary.

### **GPEX COMMITTEE RESPONSIBILITIES**

- The Equalities and Diversity Co-ordinator is expected to convene the Equalities and Diversity Committee (elected by Conference).

- The Equalities and Diversity Co-ordinator works with various Green Party committees and groups where appropriate : e.g. Conference Committee, Disputes Resolution Committee, Campaigns Committee, Political Committee and the Policy Development Committee.

## **RELATIONSHIPS WITH STAFF**

- The Equalities and Diversity Co-ordinator connects mainly with the Chief Executive Officer, but works directly with other staff as appropriate.

## **RELATIONSHIPS WITH OTHER PARTS OF THE GREEN PARTY**

The Equalities and Diversity Co-ordinator works in particular with:

- Young Greens
- Green Party Trade Union Group
- LGBTIQ+ Greens
- Women by Name and Green Party Women
- Green Party Disabilities Group
- Greens of Colour
- Green Seniors

## **RELATIONSHIPS OUTSIDE THE GREEN PARTY**

Represent the GP at appropriate events organised by external organisations.

The Equalities and Diversity Co-ordinator will be proactive in forming relationships outside the party, such as :

- St George's House (Consultation on inequality – and ongoing)
- Government Equalities Office (Access to elected office for people with disabilities)

## **ROLE SPECIFIC SKILLS, KNOWLEDGE, AND EXPERIENCE**

The Equalities and Diversity Co-ordinator needs:

- good administrative/co-ordination skills
- experience in promoting Equality and Diversity issues in an organisational setting
- strong commitment to and knowledge of Equalities and Diversity issues and legislation
- determination and tenacity

## **ADDITIONAL INFORMATION**

Constitutional definition (Section 19) of Equality & Diversity Committee:

- i. There shall be a Green Party Equalities & Diversity Committee (hereafter called the Equalities & Diversity Committee) which shall be convened by the Equalities & Diversity Co-ordinator.*
- ii. The Equalities & Diversity Committee shall include 5 members elected by Annual Conference with vacancies filled by election or by co-option to be ratified at an intervening conference.*
- iii. The Equalities & Diversity Committee shall also include a representative of each group that is recognised as a Members Working Group by the Equalities & Diversity Committee.*
- iv. The Equalities & Diversity Committee shall provide a report to each Annual Conference.*
- v. The role of the Equalities & Diversity Committee shall be to support the work of the Co-ordinator and seek to improve Equalities & Diversity within the Green Party.*

## **BEHAVIOURAL STANDARDS**

All members of GPEx are expected to adhere to the Code of Conduct and operate in a way that upholds the Values of the Party and supports the Philosophical Basis on which it is built.

## **ROLE DESCRIPTION REVIEW**

This role description is reviewed at the end of the first year of each 2 year term, and in advance of every election.

- Last review date: **May 2025**