

Motion: Racism

This branch notes:

1. That, as a 120-year old British institution, the Labour Party still has institutional problems regarding the treatment of people of colour within its membership, political leadership, and staff team.
2. The Labour Party's values and aims are to eradicate the discrimination of people based on the colour of their skin, and the actions of the Labour Party have secured immense progress to that end.
3. That Labour Party senior management should set the standard of conduct towards people of colour, and staff across the whole organisation have a duty to behave in line with our values when they are talking about and treating people of colour.
4. That the treatment of BAME politicians has a big impact on how BAME members of staff feel about the organisation.
5. That prejudice can often take form in a subconscious way and that everyone should be mindful of this.
6. That efforts to end discrimination against people of colour across society are not a factional issue.
7. The establishment of the Labour Party BAME Staff Network.

This branch believes:

1. That the Labour Party is the strongest force for progress toward ending the discrimination of people based on the colour of their skin in the UK.
2. That conversations contained in the recent leaked internal report into the Labour Party's processes dealing with anti-Semitism show that senior management staff fell well short of what should be expected from Labour Party staff with regard to their treatment of and discussions about BAME politicians.
3. That these discussions can have a detrimental impact on the wellbeing of BAME staff in the Labour Party and BAME members.
4. That particular attention should be paid to the effects of "misogynoir" – that is, misogyny directed towards black women where race and gender both play roles in bias.
5. That the fight to eradicate racism should not be co-opted and used as a proxy in an internal, factional dispute.
6. That non-BAME staff members, members, and commentators should be extra mindful of the impact that their comments regarding racism can have.
7. That establishment and development of the Labour Party BAME staff network is a good step in making the Labour Party a safe, rewarding, and comfortable place to work for people of colour.

This branch resolves:

1. To condemn conversations between former senior management about BAME politicians which are wrong and show a lack of sensitivity and regard for the impact they have on people of colour.
2. To work with management to provide diversity and bystander awareness guidance for all staff and to amplify the voices of BAME members of staff in doing so.
3. To support the work of the Labour Party BAME Staff Network.
4. To ensure the Labour Party includes measurable diversity targets for recruitment, retention, and progression.