

Ann Black

Reply to Labour Party LGBT Network questions:

1. Do you accept that trans women are women, trans men are men, and non-binary people are non-binary - and will you commit to respecting trans people as their self-declared gender – if so, how will you integrate this approach to tackle the culture of entrenched transphobia, from the grassroots membership up to the leadership?
2. Will you defend the current Labour Party policy and principle of inclusion of Transgender women on All Women Shortlists?

"1. "Yes, I would seek more information on the extent of transphobia at every level of the party, and also the degree of intersectionality with homophobia, misogyny, ageism, ableism, racism, anti-semitism, Islamophobia, classism and all other forms of prejudice and discrimination. I believe all these must be addressed, and would want to look at how far this is best done separately and how far they share common problems and might benefit from common approaches."

2. "Yes, and I have done so publicly."

Reply to Labour Women's Declaration Working Group questions:

1. We would like to ask, firstly, whether you agree that women should have the right to expect female-only facilities to be available in places such as changing rooms, public toilets, hospital wards, care homes, refuges, hostels and prisons, as provided for through the single-sex exemptions in the Equality Act 2010?
2. Secondly, do you agree that women should have the right to organise themselves, as a sex, across a range of cultural, leisure, educational and political activities and have the right to discuss policies which affect them, without being abused, harassed or intimidated?
3. Lastly, we would like to ask how you think that the Labour Party should go about fulfilling the promise it made to women in the Manifesto within the Labour Party itself?

"On the issues that you raise, I support the party's manifesto commitment to ensuring that single-sex exemptions for women under the Equality Act are properly understood, and also the statement on all-women shortlists, women's officers, trans rights and the GRA as agreed by the NEC in May 2018. This is attached, and I wrote in my report at

<https://www.annblack.co.uk/nec-meeting-22-may-2018/>

*"We then agreed an NEC statement on all-women shortlists, women's officers and quotas for women. I have had many messages on this, and would make the following points:*

*First, the paper recognises that this is a complex and emotive issue, but discussion should never take the form of abuse or intimidation of anyone, by anyone. Standards of acceptable behaviour would be enforced;*

*Second, there is no change in policy. Gender identity was added into the rulebook in 2008, with 98% of conference voting in favour. AWS, women's officers and women's quotas are open to all women, including trans women. It is also consistent with the 2010 Equality Act. This allows parties to make arrangements for selections which aim to reduce inequalities in representative bodies. This can be done for all protected characteristics. For women it allows but does not require shortlists which are explicitly for women only.*

*Third, anyone taking the mickey will be dealt with. The man who stood for the post of women's officer by saying that he identified as a woman on Wednesdays has been suspended and faces disciplinary action.*

*And fourth, reform of the gender recognition act is a separate debate. Labour is committed to protecting and supporting trans people, but also to maintaining safeguards and protections for all women, including vulnerable women, and will be consulting further on how all these can be reconciled."*

I do not believe this has changed since I left the NEC, and any amendment would clearly need discussion with all affected stakeholders."