**Jewish Greens Questions for Equality and Diversity Coordinator**

**Cade Hatton**

**What are your priorities for improving EDI in the party?**

I have a number of priorities that all centre around making the party more accessible. Making things more suitable for disabled members - especially taking access clashes into consideration - will make the party more suitable for everyone. I also want to push for funding for training in unconscious bias, safeguarding, and safe spaces for all national groups, especially GPEx, GPRC and DC, but hopefully extending to SIGs and other groups in the party.

**How do you envision working with liberation groups in your role?**

Liberation/Special Interest Groups are constitutionally a part of the committee, something I think is absolutely vital to its running. I would want to ensure I was in ongoing communication with all the groups, ensuring that we spotlight groups when they want to be recognised, and supporting groups when they're struggling. Making sure groups are linked together, and even trying to mediate any issues between groups, are also potential ways to connect with groups, though this will be based on the group's interactions with me.

**What is your approach to engaging with religious minorities?**

In a general sense, I approach religious minorities like any other marginalised group that I am not a part of - with an open mind, listening more than speaking, and taking the time to educate myself where I can.

In a more practical sense, I would work with the different groups to ensure meetings were not held at inappropriate times, or catered with inappropriate foods or drinks.

**How will you support liberation groups to offer training?**

My main focus would be pushing the central party to fully fund training - I do not think it's fair for the groups to have to do all the emotional and physical labour to provide training. But receiving training from specific marginalised groups is still vital. I would ensure they have all the resources needed (i.e. Canva or other software to create resources, pushing for funding to access premium resources) and encouraging a baseline payment for any group providing training, that if the local party or other small group, would be paid by either their region or central party funds.

**How will you deal with concerns relating to individual members with regard to antisemitism?**

Any form of bigotry must be investigated properly, and we have to keep spaces safe.

It is not the role of the E&D Coordinator or any member of GPEx to get involved in the complaints process. Those bodies are DC, ADRC, and GPRC (for Appeals etc).

I would, however, seek to support any members - if an instance of antisemitism occurred in a meeting I was chairing, I would challenge that and potentially ask the individual to leave, depending on the situation. If a member approached me and wanted to make a complaint about another member, I would support them to the extent I would support any member, knowing how complex and difficult the complaints situation can be to get through.

**Debra Cooper**

**What are your priorities for improving EDI in the party?**

My first priority would be the establishment of accurate records and compliance documents. Some protected characteristics groups have had more attention than others. Sometimes that attention is in the form of reaction to current events. Proactive representation in fair and equitable measure would be my aim.

As an example, I have recently become the Membership Secretary of the Disability Group. 2% of our membership are recorded as disabled. With 20% of the general population considered to be disabled it would follow that we are not aware of all the disabled members in our party, or they are not aware of the Disability Group. Being hearing impaired I have more understanding of the needs of Disabled people in the party compared to other protected characteristics groups.

Some SIGs do not clearly fall into the definition of a protected characteristic Group. So the role of EDI needs clarification, and I will work closely with our new CEO to make sure that our internal EDI policy complies with legal requirements. Our Equality and Diversity policy should be a working, up to date document which is compliant with the law.

I have written an Equality Policy when I was the teacher responsible for Ethnic Minority and Traveller Achievement Service at my school, in addition to being the Special Class teacher for disabled students. I have not had access to the internal Equality Policy yet.

I would like to focus on all protected characteristics, and would like to meet with each recognised group to consult before I decide with the advice of the CEO on priorities

**How do you envision working with liberation groups in your role?**

As stated I will prioritise all recognised protected characteristics. I hope to carry on working within the Disability Group in order to improve access at conference. I hope that is permissible within our rules. I think it is important that we survey all the groups in order to establish what their perceived priorities are. My first step will be evidence gathering, as some groups I have never before engaged with. I would like to keep an open mind, but my expectation would be that some regular meetings will occur with representatives from all groups. Also I would hope to be invited to at least one meeting by every group. I won't have a clear direction of where to move EDI to until I have a clear idea of what our shared expectations are and what has previously occurred

**What is your approach to engaging with religious minorities?**

I will prioritise recognised SIGs. I do understand that not all religions are recognised SIGs. In this case I with fall back to prioritising Protected Characteristics , which include all religions. I struggle with the use of the word 'minority' in this context. I would not be able to identify what the religious majority group is in the Green Party. I have no prior knowledge of any clashes between groups. I worked in a multi-faith and multi-lingual community. My experience was that mostly diverse families sought common goals and shared experiences. I would hope to find the same shared spirit of collaboration in the Green Party.

**How will you support liberation groups to offer training?**

We will have to be compliant with the law. Sometimes laws and guidance will change. I have some qualifications which will assist in guiding groups. As the President of Cardiff NASUWT I trained to defend members who were at risk of losing their jobs. I hold the Prince2 Project Management qualification, including Change Management. In addition I hold an Advanced Diploma in Inclusion and Diversity in Education. I have no specific training package, but this may be developed in conjunction with current practice and advice from the CEO.

**How will you deal with concerns relating to individual members with regard to antisemitism?**

This is an area of concern. If and when there are individual concerns then this should be dealt with by disciplinary committee. Dealing with named people will not be my responsibility. Dealing with an unnamed scenario would be something that I would be able to jointly discuss with relevant people. I would do this in collaboration with a group.

**Rosa Al-Baldawi and Luanne Thornton**

**What are your priorities for improving EDI in the party?**

As your Equality and Diversity Coordinator, we would be committed to delivering meaningful and lasting change by prioritising the following:

* Integrating intersectional analysis across all party processes — from policy development to candidate selection and internal decision-making structures.
* Investing in leadership development for members from underrepresented and marginalised communities.
* Removing structural barriers to participation to ensure everyone has equitable access to party spaces and opportunities.
* Embedding accessibility as a standard practice, not an afterthought.
* Organising anti-racism and unconscious bias training to address systemic issues within our culture and structures.
* Developing a comprehensive mental health and neurodiversity framework, ensuring wellbeing is central to our work.
* Launching internal education initiatives on gender diversity, to build a more inclusive and affirming environment for trans and non-binary members.

**How do you envision working with liberation groups in your role?**

In our Young Green roles, we have worked with liberation groups within Young Green structures, and built a track record of platforming their voices, advocating for their priorities, and ensuring that their leadership is recognized and respected.

Going forward, we aim to replicate these relationships on a larger scale within the party by creating more intentional space for marginalized voices in decision-making processes, co-developing campaigns that reflect the needs of these communities, and actively redistributing power and resources to support their work- thus creating intersectional justice through sustainable changes.

True liberation work requires consistency, humility, and accountability — and we are committed to bringing those values into every part of this role.

**What is your approach to engaging with religious minorities?**

Religious minorities face rising hate, surveillance, and marginalisation — and we must confront that head-on. We commit to engaging in a respectful, informed, and solidarity-based way with religious communities. This includes ensuring that spaces within the party are safe and welcoming, challenging Islamophobia, antisemitism, and other forms of religious discrimination, and recognising the vital role faith plays in the lives of many activists fighting for justice.

Our approach is one of listening and partnership — not assuming but asking how we can best support and stand in solidarity with religiously marginalised communities in our movement.

**How will you support liberation groups to offer training?**

Liberation groups should be resourced and empowered to lead training. We believe in centring lived experience and community knowledge — not just relying on institutional frameworks. That means securing funding for these groups, making space for their expertise, and actively promoting their work throughout the party.

We will champion these efforts and ensure party structures back them up with real investment and visibility.

**How will you deal with concerns relating to individual members with regard to antisemitism?**

Antisemitism has no place in our party or our movement. We are fully committed to tackling it with the seriousness it deserves, ensuring that Jewish members feel safe, respected, and heard.

We are committed to maintaining the Green Party’s values of anti-racism and international solidarity. We recognise, that standing against genocide, apartheid, and settler colonialism — including speaking out about the situation in Gaza — must never be conflated with antisemitism. Criticising state policies and standing up for human rights is not the same as targeting Jewish people, and we must be able to hold that nuance in our work.

When concerns are raised about antisemitism, we believe in a clear, fair, and transparent process — one that centres accountability, supports those affected, and prioritises education and harm reduction. It’s vital that we listen to Jewish members and communities, take their concerns seriously, and work to build trust through action, not just words.

Our approach will always be grounded in compassion, accountability, and justice — for everyone in our movement.