

Sept 21

## **Our mission**

**We inspire and support women to stand for public office in Guernsey because we believe that representation matters and balanced teams are more effective.**

## **Our values and the way we work**

- We are open and transparent and always act with integrity.
- We respect those with different views and seek to understand their perspective.
- We respect confidentiality.
- We share resources equally among the women we support.
- We collaborate widely, with related groups and with public office recruiters.
- We use non-emotive language, letting the facts speak for themselves.
- We welcome trans women.
- We take proactive steps to increase the diversity of our prospective candidates and volunteers. We are keen to include and advance under-represented groups including women of colour, LGBT women, women who were born outside the British Isles, women of faith, women with disabilities, working class women, younger and older women, and those with caring responsibilities.
- We are non-partisan. Political views are not relevant.
- We encourage women to join the pool of candidates so that Guernsey has a wider choice of talent. We do not endorse or financially support candidates in their campaign for office.
- We encourage men to join us as ambassadors.
- We do not tolerate abuse or hate speech\*. We reserve the right to exclude participants from our events if they do not respect our values.
- We ask that participants or supporters never claim to represent or speak as Women in Public Life without our permission.

\*Hate speech is commonly defined as: 'Expressions of hatred toward someone on account of that person's colour, race, disability, nationality (including citizenship), ethnic or national origin, religion, or LGBT+ status, or other equality strands.'