



An LGBTQI+ Inclusion Self-Assessment for Political Parties

November 11, 2024

The National Democratic Institute and LGBTQ+ Victory Institute

Win With Pride: An LGBTQI+ Inclusion Self-Assessment for Political Parties

*A Companion Self-Assessment to the LGBTQ+ Victory Institute's
LGBTQI+ Participation in Politics Guide*

By the National Democratic Institute and the LGBTQ+ Victory Institute

Copyright © 2024 the National Democratic Institute (NDI)

All rights reserved.

Portions of this work may be reproduced and/or translated for noncommercial purposes provided NDI is acknowledged as the source of the material and is sent copies of any translation.



ABOUT THE NATIONAL DEMOCRATIC INSTITUTE

The National Democratic Institute (NDI) is a nonprofit, nonpartisan, nongovernmental organization that responds to the aspirations of people around the world to live in democratic societies that recognize and promote basic human rights. Since its founding in 1983, NDI and its local partners have worked to support and strengthen democratic institutions and practices by strengthening political parties, civic organizations and parliaments, safeguarding elections, and promoting citizen participation, openness and accountability in government. With staff members and volunteer political practitioners from more than 100 nations, NDI brings together individuals and groups to share ideas, knowledge, experiences and expertise. Partners receive broad exposure to best practices in international democratic development that can be adapted to the needs of their own countries. NDI's multinational approach reinforces the message that while there is no single democratic model, certain core principles are shared by all democracies. The Institute's work upholds the principles enshrined in the Universal Declaration of Human Rights. It also promotes the development of institutionalized channels of communication among citizens, political institutions and elected officials, and strengthens their ability to improve the quality of life for all citizens. For more information about NDI, please visit www.ndi.org.

ABOUT LGBTQ+ VICTORY INSTITUTE

LGBTQ+ Victory Institute works to achieve and sustain equality through leadership development, trainings, research and convenings. We work around the globe to increase the number, expand the diversity, and ensure the success of out LGBTQ+ elected and appointed officials at all levels of government. For more information about LGBTQ+ Victory Institute, please visit www.victoryinstitute.org.

ACKNOWLEDGMENTS

NDI wishes to extend gratitude to its staff who contributed greatly and worked tirelessly to make the Win with Pride project possible: Kabowd Mensah, Program Manager and Birgitta Ohlsson, Director of Political Party Programs. We also wish to thank other NDI staff, both current and former, for their notable additions: Guthrie Kuckes, Fadoua Nabih, Deborah Banketa, Kristina Jeffers, Jake Farris, Kent Fogg, Mahsuma Petrovic, Molly Middlehurst, Mariam Kvatadze, Rachel Mims, Teona Kupunia, Francisco Herrero, Aaron Azelton, Naia Begashvili, Tomas Hrustic, Vladimir Horvath, Andrea Figulova, Martin Davis, Yana Kazakova, Svitlana Iukhymovych, May Butoy, Teonel Tungala and Whitney Pfeifer. We would also like to thank consultants, Luis Abolafia, Lambert Ramirez, Sarah Travis-Hlatshwayo and Iain Gill, whose contributions were invaluable. NDI extends its thanks to Ces Badillo (Caribe Afirmativo), Rémy Bonny (Forbidden Colors NPO), Sten Laansoo (Renew/Reformierakond), Raphael Velez (ALDE), Bayanda Ndumiso (Triangle Project) and Angeles Palma (SOMOS CDC) for their special insight into the Win with Pride assessment and framework. NDI is also grateful to political leaders and civic activists in Slovakia, Ukraine and the Philippines who agreed to participate in the pilot of this project; their invaluable perspectives helped make this project possible. Last but not least, NDI would like to extend our heartfelt gratitude to our partners at the LGBTQ+ Victory Institute: Alhelí Partida, Mateo de la Torre, and Elliot Imse, whose partnership has been the solid foundation this project was built upon.

Graphic design by [Hedvig Tindberg](#)

FOREWORD

AS LONG AS THERE HAVE BEEN POLITICAL PARTIES, there have been LGBTQI+ politicians. However, in a world characterized by homophobia, archaic values and old-fashioned traditions, it has not always been possible to live openly as an LGBTQI+ person. Today, being a gay, bisexual, transgender, lesbian or intersex person can be life-threatening in far too many countries as discrimination exists across the globe. The global democratic backsliding coupled with the rise of authoritarian leaders targeting the LGBTQI+ community is extremely dangerous.

What is hopeful is that since the mid-70s, the number of self-identifying LGBTQI+ people serving as Members of Parliament around the world has been on the rise. This has opened up spaces for politicians from rainbow communities around the world. I should note that in the Western World, the majority within this group, still remains to be white gay men. Nevertheless, diversity is growing worldwide and now most continents have openly LGBTQI+ politicians.

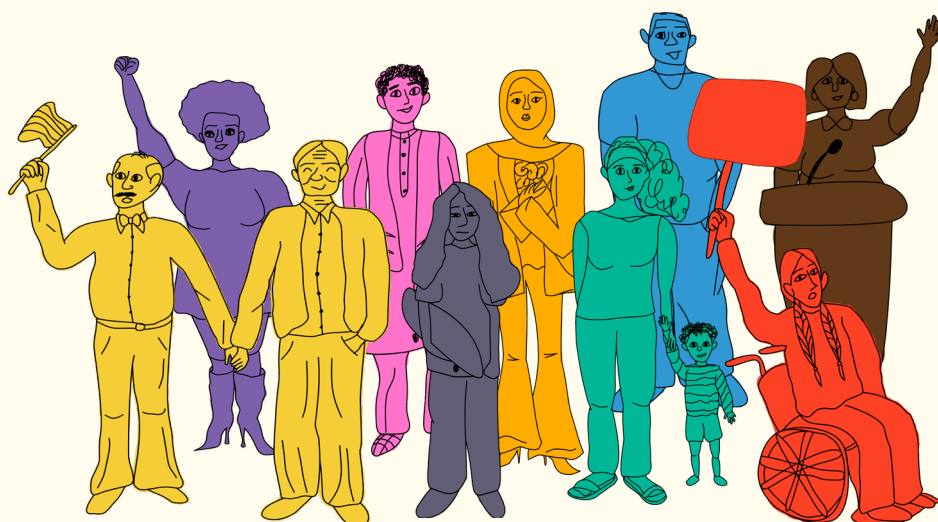
The Win With Pride self-assessment tool and framework is designed for political parties, LGBTQI+ politicians and their allies inside of parties to strive to be inclusive of all the citizens that they represent. Along with our partners at the LGBTQ+ Victory Institute, NDI is proud to introduce it as part of a suite of tools, which can be used by civil society organizations, researchers, and advocates looking to work with political parties.

Political parties serve as a key entry point for political participation in most democratic states, and have a responsibility to provide a safe space for LGBTQI+ people to meaningfully engage in the political matters impacting their lived experience. When political parties take inclusion seriously, everyone will Win With Pride.



Birgitta Ohlsson

*Director of Political Party Programs, National Democratic Institute
Former Swedish Minister and Member of Parliament*



Contents.

Definition of Key Terms	6
Part 1: How to Use the Win With Pride Self-Assessment	9
Why is LGBTQI+ Inclusion in Parties Important?	10
Benefits of Conducting the Self-Assessment	11
Acknowledging Diverse Identities within LGBTQI+ Communities and a Cautionary Note	12
Creating and Organizing a Win With Pride Team Within the Party	12
Ensuring an Honest and Safe Space for Self-Assessment Takers	13
Anonymity and Confidentiality in the Self-Assessment	14
Interpreting Results and Determining the Party's Inclusion of LGBTQI+ People	15
Scaling the Win With Pride Self-Assessment	18
Going Deeper with the Win With Pride Self-Assessment with Focus Groups or In-Depth Interviews	18
Part 2: The Win With Pride Self-Assessment	20
Instructions	21
Section 1: Internal Party Attitudes about LGBTQI+ People	22
Section 2: Internal Party Practices that Impact LGBTQI+ Members	26
Part 3: Designing and Implementing Pro-LGBTQI+ Internal Party Reforms	37
Congratulations! You've Completed the Win With Pride Self-Assessment	38
Minimum Standards for Inclusive Party Functioning	38
Getting the Conversation Started with Party Leadership	39
Identifying Pro-LGBTQI+ Allies	41
Power Mapping	43
Prioritizing Pro-LGBTQI+ Reforms and Generating Quick Wins	44
Setting Pro-LGBTQI+ Inclusion Goals	44
Reaching Compromise on Pro-LGBTQI+ Reform	45
Determining the Best Moment to Implement Pro-LGBTQI+ Reforms	45
Communicating Pro-LGBTQI+ Reforms to the Public	45
Worksheets to Support Pro-LGBTQI+ Reforms	48
Worksheet 1: Defining the Party's Pro-LGBTQI+ Reform Goal	49
Worksheet 2: Identifying Pro-LGBTQI+ Reform Allies	50
Worksheet 3: Power Mapping for Pro-LGBTQI+ Reform	51
Worksheet 4: Pro-LGBTQI+ Reform Implementation Plan	51

DEFINITION OF KEY TERMS¹

<p>Bisexual</p>	<p>A person who has the capacity to form enduring physical, romantic, and/or emotional attractions to those of the same gender or to those of another gender. People may experience this attraction in differing ways and degrees over their lifetime. Bisexual people need not have had specific sexual experiences to be bisexual; in fact, they need not have had any sexual experience at all to identify as bisexual. Do not use a hyphen in the word "bisexual," and only capitalize bisexual when used at the beginning of a sentence.</p>
<p>Cisgender</p>	<p>A term used to describe a person whose gender identity corresponds with the sex the person had or was identified as having at birth.</p>
<p>Gay</p>	<p>The adjective used to describe people whose enduring physical, romantic, and/or emotional attractions are to people of the same sex (e.g., gay man, gay people). Sometimes lesbian (n. or adj.) is the preferred term for women. Avoid identifying gay people as "homosexuals," which is an outdated term considered derogatory and offensive to many lesbian and gay people.</p>
<p>Gender Expression</p>	<p>External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.</p>
<p>Gender Identity</p>	<p>A person's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. A person's gender identity can be the same or different from their sex assigned at birth.</p>
<p>Gender Non-Conforming</p>	<p>A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender or whose gender expression does not fit neatly into a category. While many also identify as transgender, not all gender non-conforming people do.</p>
<p>Heterosexual/ Straight</p>	<p>An adjective used to describe people whose enduring physical, romantic, and/or emotional attraction is to people of the opposite sex.</p>

¹ The definitions above have been adapted from [GLAAD, Human Rights Campaign](#) and the [National Center for Transgender Equality](#) (GLAAD, 2021) (Human Rights Campaign, n.d.) (National Center for Transgender Equality, 2023) glossaries.

<p>Intersectionality</p>	<p>A concept that provides visibility to and consideration for the ways in which individuals with multiple marginalized identities (for example a young woman with a disability, a lesbian from an ethnic minority background, etc.) are uniquely impacted and how this affects both their access and barriers to participation in electoral and political processes.</p>
<p>Intersex</p>	<p>An umbrella term describing people born with reproductive or sexual anatomy and/or a chromosome pattern that cannot be classified as typically male or female. Those variations are also sometimes referred to as Differences of Sex Development (DSD). Avoid the outdated and derogatory term "hermaphrodite." While some people can have an intersex condition and also identify as transgender, the two are separate and should not be conflated. For more information, visit www.interactadvocates.org.</p>
<p>Lesbian</p>	<p>A woman whose enduring physical, romantic, and/or emotional attraction is to other women. In the U.S., for example, some lesbians may prefer to identify as gay (adj.) or as gay women. Avoid identifying lesbians as "homosexuals," which is a derogatory term.</p>
<p>LGBTQI+</p>	<p>Acronyms for lesbian, gay, bisexual, transgender, queer, and intersex. Sometimes, when the Q is seen at the end of LGBT, it can also mean questioning. LGBTQ, LGBT and/or GLBT are also often used.</p>
<p>LGBTQIphobia</p>	<p>The fear and hatred of, or discomfort with LGBTQI+ people. This also includes homophobia – a dislike and/or prejudice against people with same-sex attraction – and transphobia – a dislike and/or prejudice against people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth.</p>
<p>Nonbinary</p>	<p>People whose gender is not male or female use many different terms to describe themselves, with nonbinary being one of the most common (sometimes spelled with a hyphen, as "non-binary"). Other terms include genderqueer, agender, bigender, genderfluid, and more.</p>
<p>Political Participation</p>	<p>Voluntary actions or activities undertaken by the public to influence public policy directly or by affecting the selection of policymakers. Political participation can include but is not limited to, voting in elections, supporting political campaigns, contacting public officials, petitioning, protesting, and working collectively on issues.</p>

<p>Queer</p>	<p>An adjective used by some people, particularly younger people, whose sexual orientation is not exclusively heterosexual (e.g., queer person, queer woman). Typically, for those who identify as queer, the terms lesbian, gay, and bisexual are perceived to be too limiting and/or fraught with cultural connotations they feel do not apply to them. Some people may use queer, or more commonly genderqueer, to describe their gender identity and/or gender expression. Once considered a pejorative term, queer has been reclaimed by some LGBT people to describe themselves; however, it is not a universally accepted term even within the LGBT community. When Q is seen at the end of LGBT, it typically means queer and, less often, questioning.</p>
<p>Sex Assigned at Birth</p>	<p>The sex - male, female, or intersex - that a doctor or midwife uses to describe a child at birth based on their external anatomy.</p>
<p>Sex Characteristics</p>	<p>Each person's physical features relating to sex, including chromosomes, gonads, sex hormones, genitals and secondary physical features emerging from puberty.</p>
<p>Sexual Orientation</p>	<p>The scientifically accurate term for a person's enduring physical, romantic and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) orientations. Avoid the offensive term "sexual preference," which is used to suggest that being gay, lesbian, or bisexual is voluntary and, therefore, "curable." People need not have had specific sexual experiences to know their own sexual orientation; in fact, they need not have had any sexual experience at all. Note: a person's sexual orientation is independent of their gender identity.</p>
<p>SOGIESC</p>	<p>Acronym for Sexual Orientation, Gender Identity and Expression, and Sex Characteristics.</p>
<p>Transgender</p>	<p>An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.</p>



HOW TO USE THE WIN WITH PRIDE SELF-ASSESSMENT

THE WIN WITH PRIDE SELF-ASSESSMENT is designed for political parties to have preliminary insight into where they fall in their ability to meaningfully integrate LGBTQI+ people within their structures and eventually represent the communities' interest through pro-LGBTQI+ internal reforms and external policies.

There are two sections of this assessment:

1. Internal Party Attitudes about LGBTQI+ People

- 1.1 LGBTQI+ Rights within my Party
- 1.2 My Personal Experiences and Values

2. Internal Party Practices that Impact LGBTQI+ Members

- 2.1 Internal Processes and Practices
- 2.2 Leadership and Decision-making
- 2.3 Intersectional Inclusion in Internal Party Committees
- 2.4 Candidate Selection and Running for Office

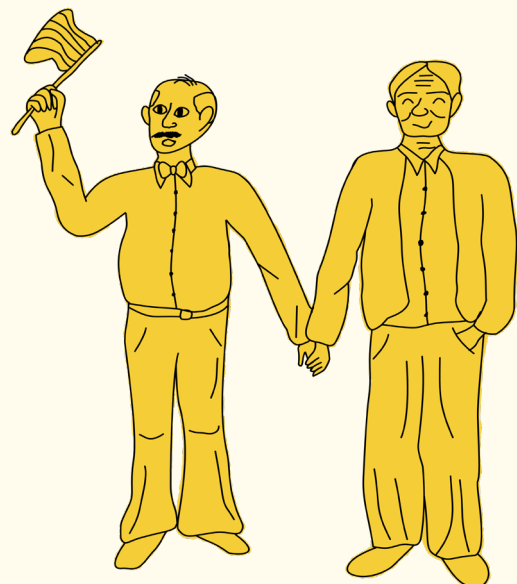
Once the party completes the self-assessment, it may decide to go deeper into the findings by expanding the survey to other members, and/or conduct focus groups and in-depth interviews with key party leaders and members. This would enable the party to gain a more nuanced understanding of its attitudes and practices regarding the inclusion or exclusion of LGBTQI+ individuals within the organization. (See "Going Deeper with the Win With Pride Self-Assessment with Focus Groups or In-Depth Interviews" below).

WHY IS LGBTQI+ INCLUSION IN PARTIES IMPORTANT?

Political parties should strive to be inclusive of all citizens that they represent. They often serve as a key entry point for political participation in most democratic states. They have both a responsibility and an opportunity to create a safe space for LGBTQI+ individuals to actively engage in the political issues that affect their lived experiences.

However, around the world, parties struggle, or lack the incentives, to fully and meaningfully include LGBTQI+ people within their structures as internal party members, party leaders, candidates, and elected officials. Furthermore, parties often face challenges or lack the motivation to include LGBTQI+ individuals when creating policies and platforms that address their unique challenges, resulting in a lack of effective pro-LGBTQI+ solutions.

An example of parties including LGBTQI+ members successfully can be found in Colombia. For example, the Polo Democrático Alternativo party ensures at least 10 percent of the members belong to afro-descendants, indigenous and LGBTQI+ persons at all levels within the party (national congress, assemblies and local branches). This level of representation is an essential start for parties to truly represent all citizens and deliver on democracy.²







² Caribe Afirmativo and Victory Institute: [A View of the Political Participation of LGBTI People in Political Parties and Movements in Colombia](#)

Therefore, in order for parties to be truly democratic, the meaningful inclusion of LGBTQI+ people is necessary. When parties choose to deliver on their commitments to involve, support and protect their citizens – regardless of sexual orientation, gender identity and/or gender expression – parties demonstrate to citizens – including voters – their commitment to reducing marginalization and discrimination. These commitments enable political parties to increase positive social impact and safeguard human rights in their countries, among many other tangible benefits.

BENEFITS OF CONDUCTING THE SELF-ASSESSMENT

There are significant benefits to parties in conducting the Win With Pride self-assessment, including:

-  Electoral benefits as the party is able to engage a broader, inclusion-oriented community during and in-between elections. If conducted and communicated effectively, this could potentially increase trust and credibility on related issues to the public.
-  Fully delivering on democracy by meaningfully representing LGBTQI+ citizens as members, leaders, candidates and elected officials within and on behalf of the party.³
-  Improved ability to gain or rebuild trust among skeptical or disillusioned citizens who value human rights, inclusion and pro-LGBTQI+ policies and practices.
-  Expanded voter base and engagement of LGBTQI+ people in between elections.

While it's difficult to attribute electoral success to LGBTQI+ inclusion directly due to the complex nature of elections and the multiple influencing factors, there are plenty of cases globally where political parties have championed LGBTQI+ inclusion and seen positive outcomes at the polls as a result:

- **Fine Gael**, a centrist, Christian-Democratic party in **Ireland**, led a successful campaign in support of same-sex marriage in 2015 and during elections the following year, it saw a significant rise in voter turn-out and vote share.⁴
- **Taiwan** became the first Asian country to legalize same-sex marriage in 2019 in large part due to the ruling **Democratic People's Party (DPP)** championing the cause. Although this was a significant step-forward in LGBTQI+ rights in the region, the decision was met with mixed-reactions in Taiwan, yet the DPP saw its vote share increase in the subsequent 2020 elections.⁵

LGBTQI+ voters themselves are a growing portion of the voting population globally accounting for 1 out of 10 adults⁶ and in countries like the US, projections estimate that one-in-seven voters will be LGBTQI+ by 2030.⁷ This increase is largely driven by younger voters who are increasingly identifying as LGBTQI+ or as allies. These statistics emphasize that LGBTQI+ voters are, and will continue to be, a significant voting bloc for parties, and therefore they deserve meaningful attention.

³ The right to participate in political and public affairs is enshrined in Article 25 of the International Covenant on Civil and Political Rights Participation (ICCPR)

⁴ <https://www.washingtonpost.com/news/monkey-cage/wp/2015/05/23/ireland-has-voted-yes-to-same-sex-marriage-how-did-it-happen/>

⁵ <https://www.prcleader.org/post/taiwan-s-2020-election-analysis>

⁶ <https://www.nbcnews.com/nbc-out/out-news/global-survey-finds-9-adults-identify-lgbtq-rcna87288>

⁷ <https://www.hrc.org/press-releases/new-report-lgbtq-voters-becoming-one-of-the-fastest-growing-voting-blocs-in-the-country-projected-to-represent-nearly-one-fifth-of-voters-by-2040-and-fundamentally-reshape-american-electoral-landscape>

ACKNOWLEDGING DIVERSE IDENTITIES WITHIN LGBTQI+ COMMUNITIES⁸ AND A CAUTIONARY NOTE

LGBTQI+ communities are not homogenous. As with any other population, gender, race, ethnicity, age, socio-economic status, religion, language, disability, and many other circumstances shape each individual LGBTQI+ person's experiences. Developing trends and recommendations that are applicable to every LGBTQI+ person may inaccurately represent the diversity within the community.

Keep in mind that the survey results are based on an anonymous and/or confidential group of party members that may or may not identify within the LGBTQI+ community and/or support LGBTQI+ inclusion within the party. In addition, survey results might show different experiences within the party for different parts of the LGBTQI+ community (e.g., a cisgender gay man having more access to power than a transgender woman).

Therefore, to achieve a comprehensive and nuanced understanding of LGBTQI+ inclusion within the party, there **should be follow ups with focus groups and in-depth interviews**, keeping in mind the Ensuring an Honest and Safe Space for Self-Assessment Takers section. See below for additional guidance.

Parties should strike a balance between emphasizing commonalities and acknowledging the differences that make participation more challenging for certain segments of the LGBTQI+ community. Parties should develop and validate proposed reforms with this nuance in mind.



CREATING AND ORGANIZING A WIN WITH PRIDE TEAM WITHIN THE PARTY

If the party decides to initiate the Win With Pride self-assessment, the creation of a Win With Pride Team is crucial. The team must be organized and serve as the key points of contact across the party for pro-LGBTQI reform. The core team is responsible for analyzing results, proposing recommendations and agreeing on an implementation plan.

The ideal core assessment team should comprise individuals who demonstrate high levels of inclusion-oriented values and will preferably include both senior leadership at the national and branch levels that have the power and tools to change the system, and grassroots members and activists.

Demographic diversity within the team is also crucial; people with diverse gender identities and expressions should be represented by the Win With Pride team within the party. Efforts should be made to include youth activists as well as representatives with disabilities, and ethnic and religious minorities, among other marginalized communities. In addition, see "Who Should Take the Self-Assessment" below for additional criteria to consider.

⁸ LGBTQI+ Victory Institute - LGBTQI+ Participation in Political Parties

When deciding who should lead the Win With Pride team, consider the following ideal characteristics:

- A history of successfully proposing and/or implementing internal party reforms;
- Has the confidence of the Win With Pride team;
- Has productive relationships with party leadership;
- Is a trusted representative for LGBTQI+ members within the party;
- Open to feedback and collaboration; and
- Empowers the Win With Pride team.

There should also be a consistent and open feedback loop where updates can flow between and among Win With Pride team members, the team lead, party leadership.

Further, the Win With Pride team should be aware of internal dynamics within itself to ensure effective and efficient collaboration. To ensure a healthy team dynamic, parties should consider adopting the following:

- Outline a team agreement in a written document that is detailed enough to guide the day-to-day performance of the team;
- Agree on procedures for dispute resolution before they are needed;
- Apply the “nothing is agreed until everything is agreed” principle; and
- Consider different options for resolving differences, but if necessary, agree to disagree.

For additional inspiration, see NDI's [Coalitions: A Guide for Political Parties](#).

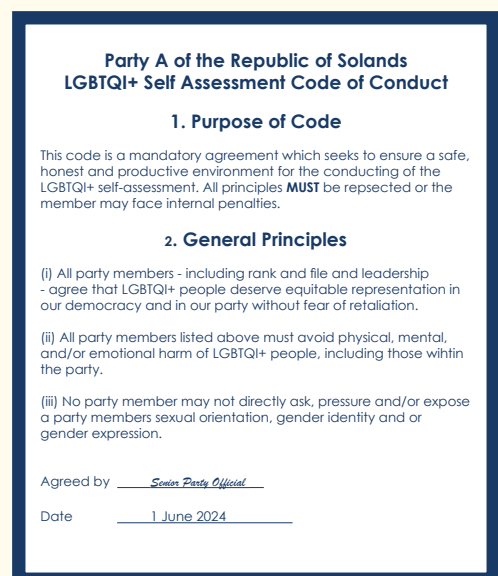
ENSURING AN HONEST AND SAFE SPACE FOR SELF-ASSESSMENT TAKERS

In a given country, it is not always safe for LGBTQI+ people and their allies to be open about their identity and/or support towards the community. That is why it is important to ensure an honest and safe environment for party members to take the self-assessment survey.

There are several minimal conditions necessary that parties should employ before the self-assessment is introduced, completed and analyzed by the core Win With Pride assessment team. This includes:

- **Establishing and enforcing a written code of conduct** that all participating party members (including party leaders) should review and sign prior to participating in the self-assessment (see example above). The code of conduct should be clearly communicated to all participating party members.

Example: the code of conduct includes provisions banning the physical, mental and/or emotional harm of LGBTQI+ people. Any violations of provisions are subject to the party's bylaws on party discipline, which are enforced regardless of a member's positionality within the party.



- **Ensuring a culture of honesty and safety within the party** where all party members and leaders can answer the self-assessment truthfully without fear of retaliation.

Example: party leadership leads by example, including making positive statements and displaying actions in support of values around honesty, safety and diversity and inclusion, among others.

- **A curated approach to ensure the physical, mental and/or emotional safety** of self-assessment takers through anonymity (see Anonymity and Confidentiality in the Self-Assessment below.)

Example: while some demographic information may be necessary (i.e., general position and/or department within the party), parties should omit any identifying information to protect participants, including: names, emails, phone numbers, specific roles (e.g., Finance Chair) and geographic location.

ANONYMITY AND CONFIDENTIALITY IN THE SELF-ASSESSMENT

Any internal party reform, including pro-LGBTQI+ efforts, will require a core group of change agents within the party to advance the goals. These change agents consent to their identity being known across the party for leading the Win With Pride process as they need to liaise with, incentivize and navigate internal reform politics with a range of decision-makers. Other participating party members who simply complete the survey, or join focus groups and/or in-depth interviews may choose to be fully anonymous and/or confidential.

Regardless of the role the party member is playing (Win With Pride team or participant), their specific responses collected should be anonymous and/or confidential – unless they consent otherwise – to enable a trusting and safe space, particularly given the safety concerns LGBTQI+ members and their allies might face.

When planning the Win With Pride self-assessment, parties should consider the following and communicate their approach clearly to all participants:



Approach ⁹	Applies To	Rationale
<p>Anonymous, not collecting any identifiers during the Win With Pride process.</p> <p>Online surveys allow for anonymity.</p>	<p>Identifying information about survey participants, including:</p> <ul style="list-style-type: none"> • Name • Location • Specific role within the party • Whether a person participated in the survey or not (except for the core Win With Pride team as they are known to the party) <p>Attributing survey responses to specific participants or core Win With Pride members.</p>	<p>To ensure full honesty and transparency in self-assessment responses.</p> <p>To protect individuals who may not be openly LGBTQI+ and/or supporters of the community.</p>
<p>Confidential, not disclosing or attributing responses or participation in the process unless there's a mutual agreement to.</p>	<p>Focus groups participants and their responses.</p> <p>In-depth, individual interview participants and their responses.</p>	

INTERPRETING RESULTS AND DETERMINING THE PARTY'S INCLUSION OF LGBTQI+ PEOPLE

As mentioned, there are two sections of this assessment:

1. Internal Party Attitudes about LGBTQI+ People
2. Internal Party Practices that Impact LGBTQI+ Members

For each question in these sections, there is a simple scale provided for party members to select their responses and determine to what extent their organizations are inclusive of LGBTQI+ people.

⁹ <https://www.seattleu.edu/irb/guidance--faq/anonymity-privacy--confidentiality/>

Section 2: Internal Party Practices that Impact LGBTQI+ Members

Question 1: In practice, my party monitors and appropriately responds to any negative treatment of LGBTQI+ member.

Don't know	Never	Sometimes	Often	Always
0 - 0.9	1 - 1.9	2 - 2.9	3 - 3.9	4

To determine how inclusive the party is of LGBTQI+ people at the end of each section, party members should add the number of each of their responses then divide by the total number of questions to find the average. For example:



Party Member's Response

Section 2: Internal Party Practices that Impact LGBTQI+ Members

Total Score	92
Number of Questions in Section 2	45
Average (Total Score ÷ Number of Questions)	2.04
Where Does My Party Fall on The Scale?	Sometimes



Party Member's Final Overall Response

Section 2: Internal Party Practices that Impact LGBTQI+ Members

Don't know More internal party education needed.	Never Limited or no LGBTQI+ inclusion. Develop and implement a strategy to address gaps.	Sometimes Early Stage of LGBTQI+ inclusion. Evaluate practices and identify areas of reform.	Often Intermediate Stage of LGBTQI+ inclusion. Monitor progress and improve when feasible.	Always Advanced Stage of LGBTQI+ inclusion. Maintain process.
0 - 0.9	1 - 1.9	2 - 2.9	3 - 3.9	4

Level of inclusion: Early Stage of LGBTQI+ inclusion

Each party member in the core Win With Pride Team should then compare their final responses and find the average among them to arrive at the party's final, overall score for each section.



Overall Party Response

Section 2: Internal Party Practices that Impact LGBTQI+ Members

Party Member 1	Average: 2
Party Member 2	Average: 3
Party Member 3	Average: 1
Party Member 4	Average: 2
Party Member 5	Average: 2
Total	10
Average (Total Score ÷ Number of Party Members)	2



Party's Final Overall Response

Section 2: Internal Party Practices that Impact LGBTQI+ Members

Don't know	Never	Sometimes	Often	Always
More internal party education needed.	Limited or no LGBTQI+ inclusion. Develop and implement a strategy to address gaps.	Early Stage of LGBTQI+ inclusion. Evaluate practices and identify areas of reform.	Intermediate Stage of LGBTQI+ inclusion. Monitor progress and improve when feasible.	Advanced Stage of LGBTQI+ inclusion. Maintain process.
0 - 0.9	1 - 1.9	2 - 2.9	3 - 3.9	4

Level of inclusion: **Early Stage of LGBTQI+ inclusion**

Only when the party has created a safe and anonymous space to do so (e.g., has created a culture of respect and protection of LGBTQI+ members) should it consider expanding the self-assessment to others within the party have more holistic findings on how inclusive it is to LGBTQI+ people (see *Scaling the Win With Pride Self-Assessment*).

Based on the findings, the party should have an initial understanding of what substantive improvements can be made to strengthen the organization's ability to be more inclusive of LGBTQI+ people (see Part 3: *Translating Assessment Findings to Effective Pro-LGBTQI Reform*).

SCALING THE WIN WITH PRIDE SELF-ASSESSMENT

If the party decides to scale the self-assessment to other members outside of the core Win With Pride team (which it should consider), the party should engage a diverse and representative set of party members and leaders. This includes individuals regardless of sexual orientation, gender identity and/or gender expression. Scaling the self-assessment offers a clear understanding of how effective the party is at engaging LGBTQI+ people and provides a roadmap with practical strategies to improve over time.

When scaling, parties should strive to capture representation from all party members along the following dimensions, among others that are relevant to the party:

- Sexual orientation, gender identity and/or gender expression diversity
(Important note: Parties should not actively ask or require answers from its members on this question when participating in the self-assessment. Members of this community should volunteer this information if they feel safe to do so.)
- Age
- Persons with disabilities
- Ethnic and racial diversity
- Religious diversity
- Language diversity
- Geographic diversity (e.g., from the capital, urban, peri-rural, rural)

Parties should also remember to allow for anonymity when filling out the survey to ensure honest responses and a safe environment for party participants (see *Ensuring an Honest and Safe Space for Self-Assessment Takers and Anonymity and Confidentiality in the Self-Assessment*).

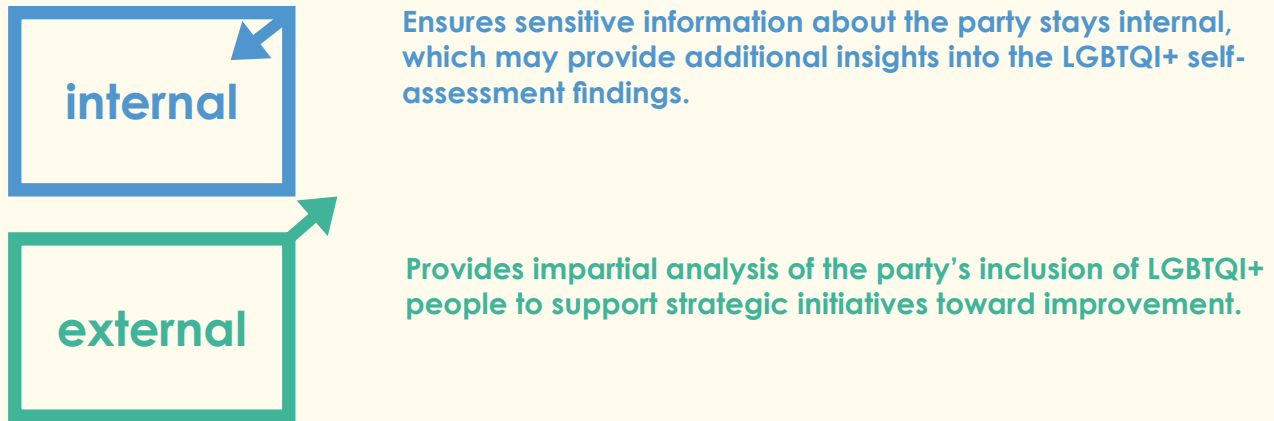
GOING DEEPER WITH THE WIN WITH PRIDE SELF-ASSESSMENT WITH FOCUS GROUPS OR IN-DEPTH INTERVIEWS

After the initial survey, the party may opt to explore LGBTQI+ inclusion more deeply by utilizing focus groups and in-depth interviews for a nuanced understanding. (see *LGBTQI+ Participation in Political Parties* by the LGBTQ+ Victory Institute).

Additionally, considering the limitations of this survey's anonymous approach, it does not prioritize certain participant responses based on their identities, follow-up focus groups and in-depth interviews may be necessary to have a fully nuanced and holistic understanding. This is particularly important when capturing consenting and openly LGBTQI+ party members' perceptions and lived experiences within the party.

To do this, the party must first ensure it has facilitated a safe space free from retaliation and physical, mental and/or emotional harm for focus group and/or interview participation (see Ensuring an Honest and Safe Space for Self-Assessment Takers and Anonymity and Confidentiality in the Self-Assessment).

The party should then consider engaging an internal or external expert facilitator with experience in issues related to LGBTQI+ inclusion (e.g., local, national or international non-profits and/or expert consultants). Both approaches have their benefits, including:





**THE WIN
WITH PRIDE
SELF-ASSESSMENT**

INSTRUCTIONS

The Win With Pride self-assessment is designed for political party members – senior leaders and rank-and-file members regardless of sexual orientation, gender identity or gender expression.

The self-assessment will help your party improve its ability to meaningfully include LGBTQI+ people within its structures and eventually represent their interests through internal pro-LGBTQI+ policies. There are two sections of this assessment:

1. Internal Party Attitudes about LGBTQI+ People
2. Internal Party Practices that Impact LGBTQI+ Members

To find your results, remember:

- Write out each response for each section
- To find your results, find the average (the sum of responses divided by the number of questions in the section)
- Review and discuss with the Win With Pride team and find the average for the party (See Interpreting Results and Determining the Party's Inclusion of LGBTQI+ People)

When taking the assessment, remember to ensure the following essential provisions:

- Safe, anonymous environment;
- Honest and transparent answers;
- Not asking or forcing other party members to share their sexual and/or gender identity;
- Not asking or forcing other party members to share their responses; and
- Upholding your party's Code of Conduct to take this self-assessment and well as internationally recognized human rights norms and standards.

SECTION 1: INTERNAL PARTY ATTITUDES ABOUT LGBTQI+ PEOPLE

This section focuses on internal party attitudes. The LGBTQI+ Rights Within My Party section focuses on your understanding of what your political party believes to be true. The My Personal Experiences and Values section focuses on your personal experiences and perceptions.

Attitudes on LGBTQI+ Rights Within My Party

1. People in my party should feel comfortable identifying as members of the LGBTQI+ community to other party members and party leaders

Don't't know	No/Disagree	Yes/Agree
0	1	4

2. In general terms, LGBTQI+ people should be allowed to represent my party publicly

Don't't know	No/Disagree	Yes/Agree
0	1	4

3. LGBTQI+ people should be encouraged to run for office to represent my party

Don't't know	No/Disagree	Yes/Agree
0	1	4

4. LGBTQI+ people should be encouraged to hold senior positions in my party

Don't't know	No/Disagree	Yes/Agree
0	1	4

5. LGBTQI+ people should be protected from negative attitudes and discrimination within and outside of the party

Don't't know	No/Disagree	Yes/Agree
0	1	4

6. LGBTQI+ people should be protected from violence and retribution within and outside of the party

Don't know	No/Disagree	Yes/Agree
0	1	4

7. LGBTQI+ people should play a substantive role in internal party decision making

Don't know	No/Disagree	Yes/Agree
0	1	4

8. My party should promote positive, affirming and inclusive messages and images of LGBTQI+ people within the party and with citizens

Don't know	No/Disagree	Yes/Agree
0	1	4

My Personal Attitudes, Experiences and Values

9. I feel comfortable sharing details about my personal life (relationships, partnerships, hobbies) with other party members

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

10. I feel that other party members no matter their identity feel comfortable sharing details about their personal life (relationships, partnerships, hobbies) with other party members

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

11. I can express my gender identity through my physical appearance and clothing without fear of discrimination, harassment or violence

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

12. I can openly share my gender expression, gender identity and/or sexual orientation without fear of discrimination, harassment or violence

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

13. I feel accepted and supported within my party, regardless of my gender expression, gender identity and/or sexual orientation

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

14. I feel comfortable working on official party business with LGBTQI+ party members and the broader community

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

15. I openly support pro-LGBTQI+ causes and policies

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

16. I openly support LGBTQI+ people running for office and representing my party

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

17. I would protect LGBTQI+ people from discrimination, violence and/or retribution within and outside of my party

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

Party Member's Response	
Section 1: Internal Party Attitudes about LGBTQI+ People	
Total Score	
Number of Questions in Section 1	17
Average (Total Score ÷ Number of Questions)	
Where Does My Party Fall on The Scale?	

Party Member's Final Response				
Section 1: Internal Party Attitudes about LGBTQI+ People				
Don't know	Never	Sometimes	Often	Always
More internal party education needed.	Limited or no LGBTQI+ inclusion. Develop and implement a strategy to address gaps.	Early Stage of LGBTQI+ inclusion. Evaluate practices and identify areas of reform.	Intermediate Stage of LGBTQI+ inclusion. Monitor progress and improve when feasible.	Advanced Stage of LGBTQI+ inclusion. Maintain process.
0 - 0.9	1 - 1.9	2 - 2.9	3 - 3.9	4
Level of inclusion: _____				

SECTION 2: INTERNAL PARTY PRACTICES THAT IMPACT LGBTQI+ MEMBERS

This section focuses on the actual, day-to-day reality of the party and how it impacts LGBTQI+ members. This includes internal processes and practices, leadership and decision-making, running for office and internal party inclusion committees.

Internal Processes and Practices

1. There are written commitments to equitable participation of LGBTQI+ members in my party

Don't know	No/Disagree	Yes/Agree
0	1	4

2. There are effective policies that protect LGBTQI+ members within my party from discrimination, harassment and violence

Don't know	No/Disagree	Yes/Agree
0	1	4

3. There is a strong implicit understanding that certain offensive words cannot be used in meetings and debates

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

4. There is a point of contact or resource with real power in my party for members to file a complaint about bullying or harassment

Don't know	No/Disagree	Yes/Agree
0	1	4

5. My party has written policies that include non-discrimination and support for LGBTQI+ members

Don't know	No/Disagree	Yes/Agree
0	1	4

6. My party modernizes its bylaws to create more meaningful participation of LGBTQI+ members within the party

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

7. In practice, my party monitors and appropriately responds to breaches of general party rules

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

8. In practice, my party monitors and appropriately responds to any negative treatment of LGBTQI+ members (e.g., discrimination, physical, mental and emotional harm)

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

9. My party regularly engages and/or consults with LGBTQI+ civil society

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

10. My party's strategic plans regularly include specific actions related to increasing LGBTQI+ participation

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

11. My party takes measures to accommodate reasonable requests from LGBTQI+ members and employees (e.g., gender-neutral bathrooms, LGBTQI+ resources, LGBTQI+ wing in the party)

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

12. There are mandatory professional anti-harassment and discrimination trainings that are taken by party leadership, party members and staff that include a section related to LGBTQI+ people

Don't know	No/Disagree	Yes/Agree
0	1	4

13. There are mandatory diversity awareness trainings that are taken by party leadership, party members and staff that include LGBTQI+ issues

Don't know	No/Disagree	Yes/Agree
0	1	4

14. My party's policy development process includes input from members of the LGBTQI+ community

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

15. My party includes pro-LGBTQI+ policies as part of its policy platform

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

Party Member's Response	
Internal Processes and Practices	
Total Score	
Number of Questions	15
Average (Total Score ÷ Number of Questions)	
Where Does My Party Fall on The Scale?	

Power, Leadership and Decision-Making

16. Is there awareness within the party generally of the struggles faced by party members of diverse gender and/or sexual orientation?

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

17. If members of the LGBTQI+ community are represented, cis-gender gay men don't have more leadership and decision-making power than trans and/or lesbian, bisexual or queer people within the party

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

18. My party's national executive committee includes LGBTQI+ party members

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

19. My party's branch officials are inclusive of LGBTQI+ party members

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

20. LGBTQI+ members are given the same leadership opportunities as everyone else within the party

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

21. LGBTQI+ members are consulted when decisions are being made within the party – either as a bloc or as individual members in key decision-making committees

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

22. LGBTQI+ members have meaningful influence over decisions within the party – either as a bloc or as individual members in key decision-making committees

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

23. LGBTQI+ members can nominate candidates for internal leadership positions

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

24. LGBTQI+ members can run for internal leadership positions without fear or retribution, retaliation or discrimination

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

25. LGBTQI+ members have agency within the party to identify and deploy strategic initiatives and/or influence policy goals

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

26. LGBTQI+ members have access to financial resources to deploy strategic initiatives on behalf of the party and/or influence policy goals

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

27. LGBTQI+ members have access to staffing resources to deploy strategic initiatives on behalf of the party and/or influence policy goals

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

Party Member's Response	
Power, Leadership and Decision-making	
Total Score	
Number of Questions	12
Average (Total Score ÷ Number of Questions)	
Where Does My Party Fall on The Scale?	

Intersectional Inclusion in Internal Party Committees

- 28.** My party has an LGBTQI+ wing and/or committee that represents issues on behalf of the community

Dont't know	No/Disagree	Yes/Agree
0	1	4

- 29.** My party's women's wing is allied and aligned with efforts to increase LGBTQI+ inclusion in the party

Dont't know/ No women's wing	No/Disagree	Yes/Agree
0	1	4

- 30.** My party's youth wing is allied and aligned with efforts to increase LGBTQI+ inclusion in the party

Dont't know/ No youth wing	No/Disagree	Yes/Agree
0	1	4

- 31.** My party's internal committee on ethnic or religious minorities is allied and aligned with efforts to increase LGBTQI+ inclusion in the party

Dont't know / No committee on ethnic or religious minorities	No/Disagree	Yes/Agree
0	1	4

- 32.** My party's internal committee on persons with disabilities is allied and aligned with efforts to increase LGBTQI+ inclusion in the party

Dont't know/ No committee on persons with disabilities	No/Disagree	Yes/Agree
0	1	4

Party Member's Response	
Intersectional Inclusion in Internal Committees	
Total Score	
Number of Questions	5
Average (Total Score ÷ Number of Questions)	
Where Does My Party Fall on The Scale?	

Candidate Selection and Running for Office

33. The process to nominate candidates is clear and transparent for all party members

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

34. Formal strategies are deployed to recruit and promote LGBTQI+ candidates

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

35. Candidates are vetted for non-discriminatory attitudes and actions prior to their nomination

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

36. My party employs a quota policy that ensures the participation of LGBTQI+ candidates

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

37. My party selects LGBTQI+ candidates to run in districts where we have a stronghold

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

38. LGBTQI+ candidates receive equal or additional financial support and campaign resources from the party when running for office (e.g., funding, staff, volunteers)

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

39. Additional protections are applied to LGBTQI+ candidates (e.g., security at events, monitored social media for threats)

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

40. Threats against LGBTQI+ candidates are taken seriously and investigated thoroughly in my party

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

41. There are tangible consequences for engaging in anti-LGBTQI+ harm, discrimination and/or violence in my party

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

42. The party will denounce or report to authorities any hate speech or criminal threats a LGBTQI+ candidate's campaign receives based on the candidate's gender identity, gender expression and/or sexual orientation

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

43. The party considers Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC) when considering candidates for high-level or cabinet-level government positions

Don't know	Never	Sometimes	Often	Always
0	1	2	3	4

Party Member's Response	
Candidate Selection and Running for Office	
Total Score	
Number of Questions	11
Average (Total Score ÷ Number of Questions)	
Where Does My Party Fall on The Scale?	

Party Member's Response	
Section 2: Internal Party Attitudes about LGBTQI+ People	
Total Score	
Number of Questions in Section 2	43
Average (Total Score ÷ Number of Questions)	
Where Does My Party Fall on The Scale?	

Party Member's Final Response				
Section 2: Internal Party Attitudes about LGBTQI+ People				
Don't know	Never	Sometimes	Often	Always
More internal party education needed.	Limited or no LGBTQI+ inclusion. Develop and implement a strategy to address gaps.	Early Stage of LGBTQI+ inclusion. Evaluate practices and identify areas of reform.	Intermediate Stage of LGBTQI+ inclusion. Monitor progress and improve when feasible.	Advanced Stage of LGBTQI+ inclusion. Maintain process.
0 - 0.9	1 - 1.9	2 - 2.9	3 - 3.9	4
Level of inclusion: _____				



DESIGNING AND IMPLEMENTING PRO-LGBTQI+ INTERNAL PARTY REFORMS¹⁰

¹⁰ NDI's [Win With Integrity: Earning Citizen Trust in Political Parties](#) inspired this section.

CONGRATULATIONS!

YOU'VE COMPLETED THE WIN WITH PRIDE SELF-ASSESSMENT

By conducting the self-assessment, the party has taken a big step toward pro-LGBTQI+ reform within the party. And by agreeing to examine the areas of LGBTQI+ inclusion in this assessment tool, party leadership has demonstrated an interest in the results and a commitment to improving the party's inclusive practices.

MINIMUM STANDARDS FOR INCLUSIVE PARTY FUNCTIONING

Regardless of the political values and aims that parties proclaim, there are several minimum standards¹¹ – or guiding organizing principles – that they should strive to achieve to enable effective¹² and inclusive functioning. These minimum standards may serve as inspiration when planning and implementing pro-LGBTQI+ reforms:



Respect for Human Rights

At the most fundamental level, all democratic parties benefit from, and should support, the rights that are guaranteed by the Universal Declaration of Human Rights. This includes respect for the electoral process, including free competition, non-violence and political participation of all citizens regardless of identity.



Meaningful Inclusion of Traditionally Excluded Communities

Party rules and practices should ensure traditionally excluded communities – including LGBTQI+ members – have meaningful access to all aspects of party life, including within internal structures, decision-making processes, among leadership ranks and as candidates and elected officials.



Engagement with Citizens for Inclusive Policy Development

Parties should regularly engage citizens – regardless of their identity – especially in between elections to ensure a full and nuanced understanding of citizens evolving needs and to develop inclusive policy development.



Inclusive Access to Leadership

Parties should ensure that there are clear rules and processes to serve as a party leader and effect change. If a party is in the initial stages of inclusion, it should consider quota systems for traditionally excluded communities to ensure their meaningful representation in decision-making and other high priority party matters.

¹¹ NDI. [Minimum Standards for the Democratic Functioning of Political Parties](#).

¹² See Win With Integrity: Earning Citizen Trust in Political Parties linked above.



Ethical Standards for Internal and External Candidates

Candidate vetting and selection processes should confirm the party's ethical standards for potential standards to run for office, which exceed the legal requirements to reflect the parties values and priorities that demonstrate integrity and inclusion.



Inclusive Decision-Making

Party officials and party members should have meaningful access to decision-making channels, including the selection decisions for candidates and leaders.



Leadership Accountability

Parties should take responsibility for their officeholders and other leaders who abuse their positions for personal gain.



Maintaining Proper Financial Records

Parties should keep sound and proper financial records, which serve to generate confidence, enhance credibility and encourage contributions to finance party operations.



Inclusive Party Membership

Party rules should define membership eligibility requirements and define members' rights, roles and responsibilities. Parties should recruit from all citizens in society, including LGBTQI+ members.



Effective Internal Communication

Party rules should clarify lines of communication, authority and accountability between the party's various layers.

GETTING THE CONVERSATION STARTED WITH PARTY LEADERSHIP

After the Win With Pride assessment team conducts the assessment, the next step is to begin conversations with party leadership.

The Win With Pride assessment team should brief senior party leaders on the results of the assessment, noting where the party can improve the party's inclusion of LGBTQI+ people and why it is important to do so. During these discussions, ensure the team is gauging party leadership's openness or reluctance to pro-LGBTQI+ reform and develop an implementation plan.

As part of this process, the Win With Pride assessment teams should:

- Influence** Provide the electoral benefits as the party is able to engage a broader, inclusion-oriented community during and in-between elections. If conducted and communicated effectively, this could potentially increase trust and credibility on related issues to the public.
- Define** Define where, and on what, the team is willing to compromise so it is ready to negotiate (see “Reaching Compromise” in this section).
- Identify** Identify allies and spoilers for pro-LGBTQI+ reform (see “Power Mapping” in this section).
- Develop** Develop risk mitigation strategies to advance pro-LGBTQI+ reforms where and when possible (see Worksheet 4 for a reform implementation plan).

If the Win With Pride assessment team encounters challenges from party leadership – including issues that stem from LGBTQI+phobia – consider:

- Understand** Engaging senior members to understand their perceived risks and benefits for pro-LGBTQI+ reform, including any prejudices and/or LGBTQI+-phobia and reiterate the benefits (including electoral) to the party.
- Deploy** Deploy strong allies within the party's leadership to influence unsupportive leaders to become positive or neutral supporters (see Identifying Pro-LGBTQI+ Allies and Power Mapping sections).
- Align** Prioritizing areas for reform that speak to party values and current priorities that could generate leadership support; and.
- Adjust** Adjusting the implementation plan to take into account additional activities with leadership and a longer-term pace for pro-LGBTQI+ reform.

For more information, consider the various guidance in this section, as well as NDI's [Taking the Wheel and Piloting Change: A Framework for Party Reformers](#) and the Triangle Project's [Political Participation of LGBTQI+ Persons: A Guide for South African Political Parties](#) which is flexible enough to be used in different country contexts.

IDENTIFYING PRO-LGBTQI+ ALLIES

Before beginning to build a support base, it's crucial to identify who has a stake in preserving the status quo and who stands to gain from it?

Once the party has articulated and prioritized its pro-LGBTQI+ reform goals, it must determine how it will implement those goals. Who are the reforms' natural allies and opponents? Examine the party's organizational hierarchy and identify who would benefit from the change and who stands to lose influence, power and resources – including LGBTQI+ members.

Inevitably, there will be colleagues, elected officials and influential members who will work to stop the debate or implementation of changes.

One early approach is to identify party members, leaders and/or elected officials who openly identify as LGBTQI+ and support pro-LGBTQI+ reforms within the organization.

After identifying individuals and groups likely to oppose reform, the next logical step is to determine where support for the change can be found. **Supporters within the party** may not necessarily be the leadership; and different members will support different aspects of pro-LGBTQI+ reform initiatives.

There may be **allies outside the party**, especially **civil society organizations (CSOs)** that focus on LGBTQI+ inclusion or the inclusion of historically underrepresented communities and have a realistic understanding of and collaborative approach to party reform (see *LGBTQI+ Participation in Political Parties* by the LGBTQ Victory Institute).

For example, if the party is interested in understanding what reforms are necessary to increase access to LGBTQI+ candidates to run for office successfully, consulting CSOs that promote LGBTQI+ candidates will strengthen proposed reforms and will add weight to convincing people within the party of the needed changes. To determine who might support the initiative, it is helpful to identify stakeholders and supporters and understand what motivates them. It is essential to know who might resist the reform and why. The following template is a useful tool (see Worksheet 2 to identify the party's inclusion allies and *LGBTQI+ Participation in Political Parties* by the LGBTQ Victory Institute).



Identifying Pro-LGBTQI+ Allies

Our Party's Pro-LGBTQI+ Reform Goal is:

Consider and answer the following questions.

Who do we need to influence?

Stakeholders	How much will they be affected by this action?	What change will they have to adjust to?	How will they react initially?	What do they need to support the policy?
Supporters	Is their support strong or weak?	Why do they support my goal or reform?	How can I maximize their support?	Who influences them, and can they be enlisted to help?
Opponents	Will their opposition be strong or weak?	What will their opposition look like?	How can I minimize their opposition?	Who influences them, and can they be enlisted to help?

In addition, there are certain necessary personal skills that should be developed and refined over time.

Influencing: Develop and share a vision of the desired outcome for pro-LGBTQI+ reform. Focus on motivating allies to work together toward making the vision become a reality, rather than by using force or coercion. Influence is a foundation for trust and credibility over time.

Advocating: Champion and support the pro-LGBTQI+ reform, by analyzing what the issues are, why changes are needed and who should be the target of inclusion advocacy efforts.

Effective Listening: Absorb information, show interest and provide feedback to the speaker so that they know the message was received. Listening matters because it shows concern, builds trust, displays commitment and highlights the inclusion assessment team's values of empathy and respect as leaders.

Public Speaking: Convey messages clearly and effectively. As mentioned, one fundamental condition for gaining buy-in for pro-LGBTQI+ reform is building trust-based relationships. As such, the inclusion assessment team should demonstrate and effectively communicate why the reform is needed and how it benefits the party.

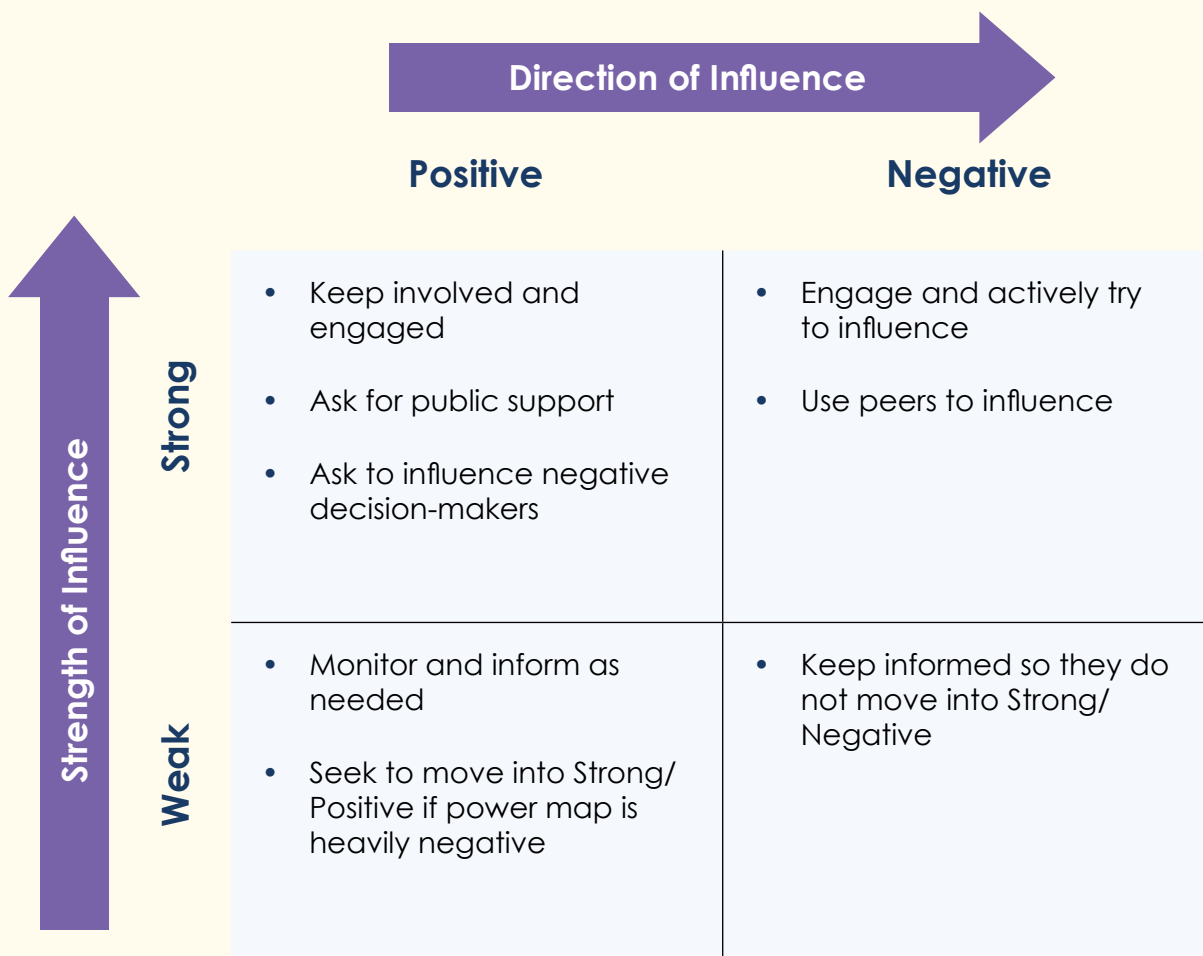
POWER MAPPING

Understanding power relationships within the party is essential.

Some people will support pro-LGBTQI+ reform, and others will oppose it. Some people, or groups of people, will be directly affected, while others will not. Some individuals are influential, others are not.

Take time to identify the stakeholders, supporters and opponents specifically to understand how they relate to the reform and to each other.

An excellent way to do this is power mapping. The template above can help with learning where everyone stands and provides suggestions on how to approach them during the implementation of the plan (see Worksheet 3 to undergo the power mapping exercise).



PRIORITIZING PRO-LGBTQI+ REFORMS AND GENERATING QUICK WINS

The Win With Pride assessment team may choose to conduct facilitated workshops or focus groups with party leadership and openly LGBTQI+ party members to gauge their support and engage them in setting priorities and suggesting solutions. Involving these segments of the party will also help it understand “red line” areas — boundaries or limits that should not (or cannot currently) be crossed. Since communication is as much about listening as it is about talking, the party will gain insight into how to proceed by listening to the party leadership on the assessment results.

The most obvious areas to improve LGBTQI+ inclusion are those that have the support of the party leadership and openly LGBTQI+ members.

Tackling pro-LGBTQI+ reforms that everyone agrees are needed will provide the party with “quick wins” and evidence that the party can make changes. Quick wins will also give the party the confidence to continue with more difficult reforms in the long term.

SETTING PRO-LGBTQI+ INCLUSION GOALS

The first task of planning pro-LGBTQI+ reforms is articulating the goals that will contribute to the party’s change. Although goals can be the broad primary outcomes it seeks to achieve, they must also be S.M.A.R.T. (see Worksheet 1 to identify the party’s S.M.A.R.T. goal).



Specific



Measurable



Achievable



Relevant



Time-bound

Being **specific** about the pro-LGBTQI+ reform goal will help the party focus its efforts and communicate the change it wants to make. The more specific a goal is, the more **measurable** it is to be able to track success or setbacks.

To determine if the goal is **achievable**, ask what skills and information are required to attain the goal.

While a goal may seem necessary and likely to increase the party’s inclusion of LGBTQI+ people, the party should determine if it is **relevant** given all of the priorities the party may be navigating at the moment.

Finally, goals must be **time-based**. A commitment to a deadline helps focus everyone toward the completion of the goal and prevents the reform from being overtaken by other, unrelated events.

REACHING COMPROMISE ON PRO-LGBTQI+ REFORM

Often, the Win With Pride assessment team will have to compromise on some aspects of pro-LGBTQI+ reform initiatives to win over certain supporters and generate quick wins for reform. The team needs to identify areas where it can compromise and determine its key priorities in order to effectively negotiate with potential allies.

Some individuals seek to co-opt reforms or attempt to strip or amend crucial components. **Identifying who is looking to compromise and who is interested in co-option will be a persistent activity throughout the reform process.** Building a coalition of internal and external supporters for change is not easy. The team needs to be authentic and capable of delivering results in an effective and safe manner.

Given the challenges that pro-LGBTQI+ issues face, reform itself must be captivating and innovative while remaining practical. However, the combination of a savvy change agent and a compelling reform makes building a coalition of dedicated supporters to help the reform come to fruition all the easier.

DETERMINING THE BEST MOMENT TO IMPLEMENT PRO-LGBTQI+ REFORMS

A central element of success in achieving meaningful change is timing. Some moments are more effective than others for capturing the attention of allies and decision makers.. For example, an election campaign is not the best time to propose a major internal organizational change that might take months to realize. However, it is a good time to propose changes to election-related pro-LGBTQI+ reforms such as increasing opportunities for LGBTQI+ members to stand as candidates and/or ensuring they have equal or additional campaign resources.

Understanding when party officials and activists are most open to considering change is vital to a reformer's strategy so that pro-LGBTQI+ reforms have maximum impact.

COMMUNICATING PRO-LGBTQI+ REFORMS TO THE PUBLIC

If the party has successfully implemented pro-LGBTQI+ reforms, it is crucial to communicate this success to party members and citizens. Most citizens outside of the party do not always grasp the importance or role of internal party practices, bylaws or statutes, or there may not be strong examples of LGBTQI+ inclusion in politics.

If the party's reform has led to changes in its documents, it should communicate these changes clearly for the public to understand. Discuss the behavioral changes that will stem from the reform and outline various individuals who can effectively communicate the party's success.

Since party members are excellent champions of positive party change, meaningfully engage them in the effort to communicate the party's message. Seek out external allies like CSOs – particularly those that focus on LGBTQI+ inclusion and/or the inclusion of other marginalized communities — who were engaged in reform efforts or who will be interested in the party's move to improve its inclusion practices.

When designing a communication plan to share pro-LGBTQI+ reforms with the public, consider:





Developing and distributing messages about pro-LGBTQI+ reforms and how they benefit the country and demonstrate its commitment to democracy and human rights.



Developing and distributing pro-LGBTQI+ talking points and short messages that supporters can post on their social media platforms (with photos and hashtags).



Drafting an opinion piece by the leader to distribute to journalists to broaden the party's reach beyond its supporters and members.



Recording a video of the party leadership discussing the pro-LGBTQI+ reforms that can be easily digested, circulated and integrated into party promotional materials.



Hosting a roundtable meeting with relevant CSOs and media to get feedback (and support) for the reforms.

Remember, communicating about change and reform in the party is not about the party, but about the voters and how pro-LGBTQI+ reforms benefit voters and strengthens democracy. Create the party's communication messages and strategies to demonstrate how citizens benefit from enhanced political party inclusion.

Tips for Implementing Pro-LGBTQI+ Reforms

Develop a clear vision and outline of the scope of the change. What will it do? Whom will it impact? How will this reform benefit the party?

Develop a team of allies. Reach out to stakeholders and supporters who might be impacted by the reform — particularly those representing LGBTQI+ people and other historically underrepresented communities.

Create a comprehensive list of the necessary tasks to complete the reform. Be specific! Each task should have an objective with a timeline to complete it. Assign tasks to specific individuals. Be realistic about how much one person can do. Multiple individuals can contribute to the same job, but there should be one person responsible for tracking progress and ensuring its completion.

Identify which actions require money. Identify sources of income for tasks that require money and make contingency plans if resources are unavailable.

Take time to do the necessary research on the reform areas so that the party is equipped to implement pro-LGBTQI+ reform.

Study and know the rules inside and out — this means party rules of procedures, bylaws or the constitution. Sometimes the greatest advantage comes with knowing the rules better than anyone else.

Identify red lines — boundaries and limits that should not be crossed — and determine how to manage an approach to them.

Identify incentives that motivate the party leadership and the necessary committees to change. Assess avenues to leverage these incentives.

Research the formal and informal processes the party uses to adopt and amend statutes and bylaws in service of pro-LGBTQI+ reforms. Map out where the opportunities are to influence the decision-making process(es) and key stakeholders.

Articulate the risks to the plan and develop mitigation strategies if pro-LGBTQI+ reform initiatives stalls.

Develop talking points about what issue the reform will solve, why the solution will be effective and how it can successfully be implemented. Speak to how change will positively impact the party and increase inclusion of LGBTQI+ people. Prepare examples of how similar initiatives have helped other parties.



Worksheets to Support Pro-LGBTQI+ Reforms

WORKSHEET 1: DEFINING THE PARTY'S PRO-LGBTQI+ REFORM GOAL

Most plans answer three fundamental questions:

- Where do we want to go?
- How will we get there?
- When will we arrive?

Setting Pro-LGBTQI+ Reform Goals:

The first task of planning reform is articulating the goals that will contribute to the party's change. Although goals can be the broad primary outcomes the party seeks to achieve, they must also be S.M.A.R.T.: Specific, Measurable, Achievable, Relevant and Time Based.

Party's Pro-LGBTQI+ Reform Goal

WORKSHEET 2: IDENTIFYING PRO-LGBTQI+ REFORM ALLIES

Before beginning to build a support base, it is important to answer: Who is invested in maintaining the status quo, and who benefits from it?

Our Party's Pro-LGBTQI+ Reform Goal is:

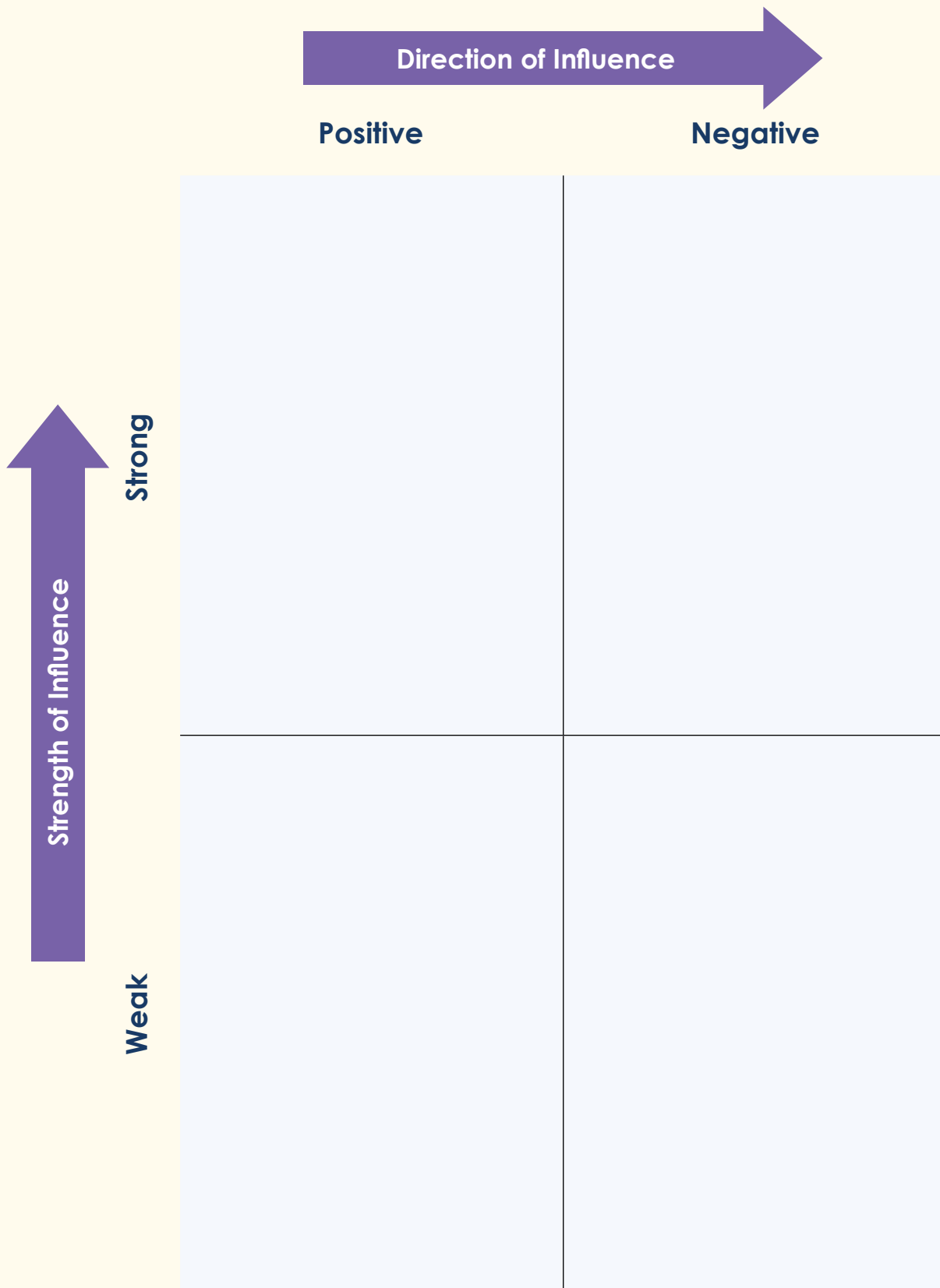
Consider and answer the following questions.

Who do we need to influence?

Stakeholders				
Supporters				
Opponents				

WORKSHEET 3: POWER MAPPING FOR PRO-LGBTQI+ REFORM

Some people will support reform, and others will oppose it. Some people, or groups of people, will be directly affected, others will not. Some individuals are influential, others are not. Take time to identify the stakeholders, supporters and opponents specifically to understand how they relate to the reform and to each other.



WORKSHEET 4: PRO-LGBTQI+ REFORM IMPLEMENTATION PLAN

Reforming a party and implementing change begins with small steps. It also starts by having a vision for what the party wants to change, breaking down that vision into manageable parts and developing a plan to implement that change.

Party Name:

Pro-LGBTQI+ Reform Goal:

Inclusion Allies:

Activity	Budget	Person Responsible	Progress Indicator	Timeline	Frequency of Evaluation	Status of Reform	Are there risks to this activity and what can be done to mitigate them?



ndi.org
victoryinstitute.org