

Liberal Democrats

Publishing data – what we have is held federally. We don't currently publish. It is highly unlikely that political parties will publish data unless there is agreement cross party in Scotland and across the UK.

Quotas - Not currently.

Selections – The process for members to become candidates, and candidates to then be selected is standardised across the party in order to prevent favouritism or closed door practices. Our selection guidance which is produced for local parties to follow advises that shortlisting committees must actively seek applications from as diverse a range of candidates as possible, with the help and guidance of the appropriate diversity bodies within the Party which are inclusive of • Liberal Democrat Campaign for Race Equality • Liberal Democrat Disability Association • Campaign for Gender Balance • LGBT+ Liberal Democrats • Scottish Young Liberals • Parliamentary Candidates Association • Scottish Women Liberal Democrats. The process cannot continue without these organisations being contacted. If a situation arises where a shortlist is vastly different from the makeup of the list of original applicants, those who have made the decision must explain their reasoning to the Returning Officer. The responsibility to address under-representation is clearly outlined.

We also have a diversity fund which increases year on year inline with inflation to help candidates from underrepresented groups. We also offer to cover childcare costs for those participants in our Future Leader programme which trains, supports and mentor's potential candidates at all levels, for both political and internal party positions. The current cohort is 13 members from a range of different backgrounds and underrepresented groups, from across Scotland.

Support networks – There are a number of affiliated organisations federally and in Scotland which provide support, even beyond those mentioned above. Scottish members are currently establishing an associated organisation for those from lower socio-economic groups as part of our journey to support different groups and have better representation in politics. The Association of Liberal Democrat Councillors is a membership organisation alongside those already mentioned which also provides advice and support.

Duty of care – As an organisation we have over the last 2 years introduced resilience training from members, candidates and staff. We have also designed and mental health action planning in the run up to the 2021 elections, 2022 local election and these mental health action plans will also form a key part of our offer in the run up to the next General election. We also, Federally provide assessing for all members and staff to a Wellbeing hotline which provides, amongst other services access to counselling support.

Culture – As an organisation, over the last 2 years we have committed to and rolled out Unconscious bias training to staff, members and candidates, we have demystified our own internal complaints process providing greater advice and support on how to make a formal

complaint. The political leadership has also taken steps to make complaints directly when evidence of poor behaviour has been reported.

We have engaged with organisations such as Glitch online safety training, promoting to members, candidates and staff the online free tools as well as paying for 'active bystander' training for members of our future leader's programme. We provide mentoring support through our affiliated associations. And our Executive has adopted a 'Calling in culture' to help promote a positive and inclusive internal culture.

Equal Representation toolkit – We have run a number of zoom workshops for members and staff on the Engender toolkit. And we have contacted every local party and every member promoting the toolkit and encouraged local leaders to engage by 'doing just one thing differently'.