



22nd September 2021

Dear Huw Irranca-Davies MS, Chair, The Legislation, Justice and Constitution Committee

We are delighted to see that the Senedd has set up a legislation, Justice and Constitution committee and congratulate you on being elected Chair.

As the Diverse 5050 campaign, our target is to build a diverse culture in terms of representation and leadership in the Senedd and in the Welsh political structure, increasing diversity of representation for LGBT+ people, people of colour, and disabled people. A Senedd reflective of the whole population of Wales. Specifically, we are asking for:

- A process that will deliver an enlarged Senedd;
- legally binding integrated diversity and gender quotas;
- A Senedd elected by the STV voting system

For us, diversity shouldn't be a gap that needs to be filled but should be a culture and practice for all. It is who we are, where we grew up surrounded by different faces, voices, experiences, and languages. We want to see decision-making in Wales thoroughly informed by the perspectives and lived experiences of people who are women, men, disabled, racialized, LGBTQ+ and young people as this will produce better policy outcomes for all.

One of the Committee on Senedd Electoral Reform [recommendations stated](#): *'The relevant Sixth Senedd committee should undertake further work on diversity quotas in respect of characteristics other than gender to inform decisions on whether such quotas would be appropriate mechanisms to encourage the election of a more diverse Senedd. This work should be informed by expert advice on the design and operation of diversity quotas, and by working closely in partnership with underrepresented groups, including BAME communities in Wales and people with disabilities.'*

Whilst we know that the process to progress the next step of this reform is yet to be ascertained, we, however, ask for your support to actively pursue this change, which is much needed now in our Senedd, or to undertake the inquiry in your committee if no other process is established.

We also wanted to get in touch to offer our support on this work and say that we are here to help. Please do let us know if you require further information to move forward, otherwise we look forward to hearing from you.

Yours sincerely,

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Campaign Manager, Diverse5050, WEN Wales

Jess Blair
Director of Electoral Reform Society (ERS) Cymru

Kay Denyer
CEO Race Council Cymru

Rocio Cifuentes
CEO of Ethnic Minorities and Youth Support Team (EYST) Wales

Our campaign is also supported by the following organisations:



Action for Children, Chwarae Teg, Citizens Advice Swansea Neath Port Talbot, Co-production Network for Wales, Cynon Taf Community Housing Group, Disability Wales, Diverse Cymru, Fair Treatment for the Women of Wales (FTWW), Institute of Welsh Affairs (IWA), Llamau, National Federation of Women's Institutes (the WI), Oxfam Cymru, Race Alliance Wales, Social Firms Wales, Stonewall Cymru, Tai Pawb, Together Creating Communities, Welsh Women's Aid.