

7th February 2023

Dear Board Members,

REQUEST FOR A MORATORIUM ON TRANS WOMEN'S MEMBERSHIP OF WOMEN'S INSTITUTES

I am writing to you to argue that there should be a moratorium on trans women joining Women's Institutes (current trans women members should continue as members) and that there is a debate involving the whole membership on trans women's membership of the Women's Institute.

An expansive debate would include women's rights groups such as Woman's Place UK, Sex Matters and Fair Play for Women as well as the current advisors Stonewall, Gender Identity Research and Education Society and Gendered Intelligence. This debate would inform a decision on whether the Women's Institute remains women only or allows trans women to join.

I will make my argument through the following, which I will expand on:

- a. Sex is a biological fact and, in humans, immutable.
- b. That the National Federation of Women's Institutes (NFWI) has been fed misinformation about the Equality Act 2010. This has led to the next two points.
- c. The NFWI Equality, Diversity and Inclusion Policy has de facto changed Women's Institute's Constitution(s) and circumvented consultation with members, allowing men to join.
- d. The Charitable Objects of the Women's Institutes and its obligations to society, as a whole, are under threat due to its stance on allowing trans women to join.

I will include in my discussion exploration of relevant parts of the Equality Act 2010, the current (2021) NFWI Equality, Diversity and Inclusion Policy and its glossary of terms, other relevant media articles, government guidelines and legal cases. I have placed my references at the end of each annex, and I have included a further reading/watch/listening list in Annex E.

Due to the points raised in this letter I would argue that the National Federation of Women's Institutes is now in an untenable position. Its Objects are under threat, it can not legitimately campaign for women specific issues and Constitutions have been de facto changed without members' consent.

Throughout this letter I have chosen my words very carefully, I appreciate that some of my views may be challenging to some. However, this does not mean that they are not sincerely held. It also does not mean that they are not worthy of debate.

Finally, whilst I address the Board of the Trustees of the NFWI directly, I firmly believe that women are being silenced on this matter, therefore I have written this as an open letter. I have sent it to prominent women's rights groups and am intending on publishing it on the website wdwi.co.uk. In order to give the Board time to read, digest and start to discuss my points I will send it to every Federation in England and Wales in June 2023. I am hoping that this will lead to an open and frank dialogue throughout the WI, to quote Millicent Fawcett "courage calls to courage everywhere".

Thank you for reading my letter with an open mind. In the annexes listed below I seek to explain my arguments. I look forward to a calm and open dialogue involving a range of views from advocacy groups and members in the future.

Annexes:

- A. Definition of Sex and Why it Matters to the Women's Institute as a Whole.
- B. The Equality Act 2010 and Misinformation.
- C. Interaction of the NFWI Equality, Diversity and Inclusion Policy and its Glossary of Terms with WI Constitutions and Membership Criteria.
- D. Women's Institutes' Charitable Objects and Obligations to Society as a Whole
- E. Further Reading, Listening and Watch List.

Distribution List:

NFWI Board Members
Sex Matters
Fair Play for Women
Woman's Place UK
WI Federations