

LGBA Response to Financial Conduct Authority Consultation - Diversity and inclusion on company boards and executive committees

From: FCA CP21-24 <no-reply@fcamail.org.uk>
To: kate.harris@lgballiance.org.uk
Date: 20/10/2021 14:16
Subject: Online response form submission for CP21/24

Thank you for your submission. Your responses are given below:

Your response

Please add any comments on this Consultation Paper below. Please number your responses when using this form:

You state that in your aims you wish to promote equality for women and ethnic minorities yet you state that women will include anyone who identifies as a woman to be included. You are setting up a situation of "self ID" which is not recognised legally in the UK. The legal protected characteristics are sex and gender reassignment. Sex and gender are conflated throughout your CP21/24 document. Gender is not a recognised protected characteristic and as such sex should be the recognised characteristic.

If you allow "self ID" you may unwittingly exclude women from positions on boards and an unintended consequence could be that an entire board is made up of 100% male people, people of the male sex.

Women are excluded from positions due to sexism and by applying "self ID" you will be removing women from the quotas.

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