



Motion

Proposer: TF Empowerment & Diversity (decided on: 03/28/2026)

Title: Towards a more inclusive, diverse and empowered JEF

Motion text

- 1 ● Recognising that Europe has become a more diverse society, yet decision-making
2 in civil society organisations, political parties, and NGOs continues to reflect
3 structural inequalities that systematically underrepresent racialised people,
4 people with disabilities, LGBTIQ+ people, women, and those from lower
5 socioeconomic or migrant backgrounds;
- 6 ● Acknowledging that societal power structures affect people's possibilities to
7 participate and be themselves in society, e.g., due to their age, gender, gender
8 expression, religious conviction, or other belief, ethnic or cultural
9 background, migration status, nationality, refugee or minority status,
10 educational background, socio-economic background, ability or any other personal
11 attribute;
- 12 ● Recognising that individuals may face overlapping forms of discrimination and
13 exclusion due to the intersection of identities such as gender, ethnicity,
14 disability, socio-economic background, sexual orientation or migration status;
- 15 ● Acknowledging that currently at this stage, JEFers are not fully
16 representative of all Europeans and people living on the continent, including
17 people with different abilities, educational and socio-economic backgrounds, and
18 we still lack accessible representation of racialised people, people with a
19 migration or refugee background, from different minorities, whether in
20 membership, in elected positions or the Secretariat;

- 21 ● Being aware that JEF Europe and its national sections face, like many other
22 non-governmental organisations and youth political organisations, the challenges
23 of the gender gap, in particular online, and therefore strives to empower women
24 and gender minorities to take higher positions in the different levels of JEF;
- 25 ● Recalling the progress on improved inclusion through the introduction and
26 subsequent development of the JEF Code of Conduct as well as the development of
27 processes to tackle and prevent harassment, bullying or other forms of indecent
28 behaviour;
- 29 ● The implementation of Gender Watch has shown variation in participation of
30 genders in Federal Committee meetings, and the increased representation of women
31 and non-binary people in elected positions has impacted the results;
- 32 ● Keeping in mind the labour of the Task Force Empowerment and Diversity, which
33 aims to foster equality and inclusion within the network as well as increase the
34 participation of young people with fewer opportunities and different backgrounds
35 in JEF;
- 36 ● Recalling initiatives such as the JEF Solidarity Fund aimed at lowering the
37 threshold of participation of young people with lesser means and welcoming the
38 creation of the guidelines for application of the Solidarity Fund, as well as
39 increasing the maximum amount of the travel cost reimbursement;
- 40 ● Recognising the overall increased societal understanding and recognition of
41 equal representation of individuals with different backgrounds and identities,
42 as well as the need for continuous action for ensuring such representation;
- 43 ● Noting the actions taken to improve the safety, accessibility and inclusivity
44 in the network, including guidelines for minors and protection of activists as
45 well as the accessible language guide;
- 46 ● Recognising barriers for participation in JEF activities, such as the high
47 cost of travel to international events and activities;
- 48 ● Being aware of the increased demands and pressure young people face in their
49 everyday lives, including their activism;
- 50 ● Convinced that continued and further action to improve inclusion is needed.

51 Therefore, JEF Europe:

52 1. Demands that JEF Europe's elected representatives, European secretariat and
53 JEF sections create an environment within JEF where members feel comfortable to
54 address questions of empowerment, diversity and inclusion, where people of all
55 backgrounds and other personal differences feel that their rights are respected.

56 2. Encourages diversity in its membership, which can only be attained through
57 the active recruitment of JEF members through a multitude of different
58 environments and institutions, rather than the often standard recruitment
59 through universities. This membership diversity could be sought from different
60 educational institutions and secondary level schools, other youth organisations
61 and minority communities. We also aim to recruit those who are not currently
62 studying or people already in the workforce. JEF sections should reach out
63 proactively to the aforementioned institutions for their support. By doing so,
64 JEF would further gain legitimacy, by ensuring better and wider representation
65 of the European youth and better reflect their ideas and opinions.

66 3. Commits to applying an intersectional approach to all inclusion and diversity
67 work, recognising that members may face compounding and mutually reinforcing
68 forms of marginalisation due to overlapping identities, including but not
69 limited to disability, gender, race, ethnicity, migration status, sexual
70 orientation, and socioeconomic background, and ensuring that JEF's inclusion
71 measures actively reach those facing multiple forms of exclusion simultaneously.

72 4. Recommends sections to introduce measures to increase representation of women
73 and gender minorities, in particular in leadership positions through quota
74 systems and complementary tools, and calls on sections that have not yet done so
75 to adapt their quota systems to explicitly include non-binary people, inviting
76 the Task Force on Empowerment and Diversity to provide model language and
77 support to sections undertaking this work in the coming term.

78 5. Calls upon its Presidium and Secretariat to continue to monitor participation
79 during statutory meetings through tools such as a Gender Watch, while ensuring
80 that these tools are inclusive of all gender identities and do not reinforce
81 binary understandings of gender. In cooperation with Permanent Contact Persons,
82 this process should also aim to actively encourage and empower participants,
83 particularly those who may feel less confident or underrepresented, to
84 contribute to discussions and express their views, thereby fostering a more
85 inclusive and balanced participation environment.

86 6. Requests the Presidium and Secretariat to extend the scope of diversity
87 oversight beyond the aforementioned Gender Watch. This should be achieved by
88 implementing statistical mechanisms to evaluate the diversity of attendees at
89 statutory events and releasing such data at the beginning of each event.

- 90 7. Commits to ensuring inclusion and safe participation at all JEF activities as
91 well as to promoting intergenerational dialogue within JEF and UEF.
- 92 8. Encourages sections of JEF to adopt and implement their own Codes of Conduct,
93 based on the model set by JEF Europe's own Code of Conduct.
- 94 9. Demands JEF Europe and its sections to work on the development of a common
95 framework for Codes of Conduct, completely applying at all levels of the
96 network, with joint minimum standards for the protection of people involved in
97 JEF events, and a mechanism to protect Code of Conduct contact persons in the
98 exercise of their duties.
- 99 10. Pledges to ensure respect and safe participation for people belonging to
100 sexual or gender minorities and ensuring that they can freely be themselves,
101 e.g. through providing training on inclusion of people belonging to gender,
102 sexual, racial, national and other minorities.
- 103 11. Requires members of the network to show respect for the various gender
104 identities and expressions by encouraging presenting one's preferred pronouns
105 when meeting new people.
- 106 12. Affirms that accessibility is a right, not an aspiration, in line with the
107 UN Convention on the Rights of Persons with Disabilities, and commits to
108 treating it as a default standard by requiring that JEF events, both in-person
109 and online, be organised with accessibility at their core, including physical
110 accessibility for people with reduced mobility, sign language interpretation or
111 other communication support, captioning and screen-reader-compatible materials
112 for online events, and measures addressing cognitive, psychosocial, and
113 invisible disabilities, not only visible or physical ones.
- 114 13. Commits to communicating about accessibility at JEF events in a manner that
115 is clear and reaches all possible participants.
- 116 14. Commits to the principle that people from underrepresented groups are
117 meaningfully involved in the design, review, and evaluation of JEF's inclusion
118 and diversity measures, not only as beneficiaries of outreach, and calls on the
119 Task Force on Empowerment and Diversity to ensure that its working methods and
120 membership actively reflect this principle, including by creating dedicated
121 pathways for members with lived experience of marginalisation to contribute to
122 policy development.
- 123 15. Supports wide participation from all over Europe, including by making the

124 **Solidarity Fund more accessible and offering greater possibilities for online**
125 **participation, by ensuring hybrid participation options for statutory meetings**
126 **and major events where possible.**

127 **16. Commits to collecting data on the application of the Solidarity Fund and**
128 **continuously developing it based on the data.**

129 **17. Encourages our members to show and express their views, traditions, culture,**
130 **religion and beliefs and commits to creating conditions where participants in**
131 **activities feel safe to do so and respect others' right to do the same.**

132 **18. Supports our members' growth as federalists and active citizens and gives**
133 **room to all political opinions and affiliations as long as those do not violate**
134 **anyone else's enjoyment of their rights and JEF Europe values.**

135 **19. Commits to the use of simple and easily understandable language and**
136 **explanation of difficult terms and abbreviations when using them to guarantee**
137 **everyone's easy participation in JEF activities and encourages other**
138 **participants to do so as well.**

139 **20. Commits to use inclusive language in its internal and external communication**
140 **and take concrete action to communicate its methods on inclusion and building**
141 **safer spaces.**

142 **21. Commits to actively addressing racial and ethnic discrimination within JEF,**
143 **recognising that racialised members, including minorities and people with a**
144 **migration or refugee background, face specific and compounding barriers to**
145 **participation and leadership, and calls on sections to develop targeted measures**
146 **to improve the representation and inclusion of these groups, drawing on guidance**
147 **from the Task Force on Empowerment and Diversity.**

148 **22. Commits to empower capable and knowledgeable members regardless of their**
149 **gender, background or geographical location who, for whatever reason, might not**
150 **feel confident enough to run for positions on a local, regional, national and**
151 **European level, irrespective of whether they have or are currently holding an**
152 **elected position.**

153 **23. Demands that JEF sections ensure the full participation of people under the**
154 **age of 18, both at events and internal structures, in a safe way and within what**
155 **national legislation allows.**

156 **24. Urges JEF Europe Executive Board and the boards of national sections to**
157 **allocate members of their respective boards, whose task would be to encourage**
158 **and support individuals with diverse backgrounds in their participation and to**
159 **run for higher leadership positions within the organisation.**

160 **25. Commits to advertising the elections widely in the network, ensuring that**
161 **they are organised in a democratic way and in line with federalist values and**
162 **that the candidates feel empowered and respected.**

163 **26. Recommends JEF sections to develop training programmes aiming at addressing**
164 **empowerment and diversity of our membership, to complement those offered to**
165 **sections jointly by Task Force Empowerment and Diversity and Task Force Capacity**
166 **Building.**

167 **27. Commits to providing opportunities to its Executive Board, Federal Committee**
168 **and Secretariat to learn about power structures which affect participation in**
169 **JEF Europe activities from experts and to raise awareness within the network to**
170 **work for removing these barriers for participation.**

171 **28. Encourages JEF sections to implement practical tools to measure the**
172 **improvements and share the results and best practices with JEF Europe during**
173 **statutory and other meetings and i n the internal area for common resources.**

174 **29. Commits to developing and promoting a culture of wellbeing among volunteers**
175 **and staff, paying particular attention to mental health and right to disconnect,**
176 **and the disproportionate emotional and organisational labour often borne by**
177 **members from marginalised groups, and invites the Executive Board to take the**
178 **lead in developing structures for this in collaboration with the relevant task**
179 **forces, ensuring that wellbeing measures are designed with the specific needs of**
180 **underrepresented members in mind.**