

1. Many young Jewish members are put off by the toxic culture in Young Labour, what will you do about it?

It is vital that grassroots members feel safe in the Labour Party and are able to be involved at every level without the fear of discrimination. As well as strengthening the central complaints process, all local groups should have representatives within Young Labour to look to for support and advice, clearly channels to express complaints and an inclusive environment promoted from the Young Labour leadership.

Racism within the party will never be solved by disciplinary processes alone and must run concurrently with a willingness to educate our members and promote a culture change towards tolerance and anti-racism. I have tried to promote this through political education programs in my current term led by Jewish activists and I will continue to do so.

2. Do you support the use of the IHRA definition of antisemitism and an independent complaints process?

The complaints processes internally have improved a lot in recent years, however, this should never be a reactive measure but rather proactive. The role of NEC members is to analyse and scrutinise our complaints procedures to ensure a fair and robust system which provides a speedy conclusion to allegations of racism and other discrimination. I have been part of the process of reform so far and will continue to do so. Again, racism within the party will never be solved by disciplinary processes alone and must run concurrently with a willingness to educate our members and promote a culture change towards tolerance and anti-racism.

I supported the adoption of the IHRA definition of antisemitism by the Labour Party and have chaired panels which have expelled members involved in antisemitic behaviour.

3. What examples can you provide to show how you've supported Jewish members and fought antisemitism in the Labour Party?

I have supported tougher disciplinary measures for those engaging in discriminatory behaviour including antisemitism including powers to allow the NEC to expel members.

We should never fall into the trap of thinking that the Labour Party, and the left more broadly, is somehow inherently better than the society which it's seeking to change - we look back at the often shameful history of racism and xenophobia in our movement, running from Keir Hardie's racist rhetoric about Lithuanian miners in the 1890s to the hateful rhetoric about Gypsy and Roma Travellers communities among some serving Labour MPs today. These examples should dispel such a comforting illusion.

Any accusation of institutional racism from any minority community, whenever it arises, has to be one of support and empathy, rather than denial and defensiveness. Complacency is the enemy and we should constantly examine the way we work, whether locally or nationally. My door will be open to any BAME members whose experience falls short of what they have right to expect as a member of an avowedly anti-racist party.

The forthcoming EHRC report will identify shortcomings in the Labour Party's disciplinary processes in tackling antisemitism. These must be considered carefully when received to ensure they are fully and correctly addressed; and at the same time we must acknowledge that much work remains to be done to tackle Islamophobia and anti-Black racism as well.

The structures of our party in handling discriminatory behaviour and conduct must reflect the experiences of the members who suffer that racism, and I pledge to continue to work with representative organisations in the party to improve and reform our structures to address different cultures of racism.