

Hi,

As an LWN member and Jo Cox Women in Leadership Programme graduate, I am very supportive of LWN's aims. My answers to your questions are below, and should you need anything further, please do ask.

1. On AWS, I am fully supportive of AWS and of the need to extend this to cover other types of Labour selections that aren't currently covered, particularly Mayoral, local government and PCC selections. I am appalled at the lack of female elected Mayors, and here in South Yorkshire, there weren't even any female candidates on the shortlist. There are clearly significant barriers to overcome, particularly around cost and time commitment, and it is unacceptable that this has been allowed to become such a male-dominated role seemingly unchallenged. The Labour Party should be at the forefront of putting this right.

2. On boundary changes and the number of female MPs, yes I am happy to give my commitment to ensure that there is no reduction in the number of female Labour MPs due to boundary changes.

3. In terms of publishing diversity data, I am very supportive of the need for this. I see publishing diversity data as a positive incentive to overcome barriers to participation to improve representation. This is clearly in everyone's best interests, and to be honest, I don't understand why this doesn't currently happen.

4. There is a very real misogynistic culture within the party - I've faced this myself. I do believe that it exists within all parties, but as Labour, we should be at the forefront of challenging it. Local women's groups should be encouraged and given proper support to start up and keep running. Allies should be working with us as feminists to call out unacceptable and prejudicial behaviour where they see it. There should also be free training on offer to all CLPs to help members understand the difference between "joking" and being offensive. I think a lot of us are fed up of being called humourless when we call out prejudicial remarks.

5. Yes. I believe that to maintain the integrity of any complaint there must be full independence and separation, so I believe that there should be a totally independent process through a third party from reporting through to preparing and deciding cases. The current system lets down victims of abuse and harassment.

6. Yes. As Labour we should be holding ourselves to the standards we demand of others, and equal pay and diversity of staff reporting are simple ways that we can demonstrate our commitment to equality.

7. Through extending and enhancing the systems we already have in place, and empowering new groups to start, we can ensure staff have a formal voice at every level. Women's

Conference should be a full conference separate from the annual conference to ensure that it's a safe space and to provide enough opportunity for discussion. It's shameful that it took so long for women's conference to have a policy-setting role. There should be a Councillors' equivalent to the PLP on a regional basis. And there should be formal women's groups for staff. There should be clear avenues to feed issues raised up to the party leadership, and clear response guidelines to ensure accountability.

8. Yes. All male panels are unacceptable. It's 2018! There are hundreds of thousands of great women in this party many of whom would be delighted to participate in a panel. Gendered language is clearly inappropriate in Labour events (and just generally), and actually steps need to be taken to ensure that events are inclusive in regards to timing, cost etc to ensure that all can attend. Where there is a need and desire for a creche, one should be provided. Similarly children and babies should be welcome at Labour Party events (I raise this because it's a barrier I've faced myself).

9. Yes. With an all-male leadership team, we risk making ourselves appear out of touch with society.

10. Yes. There should be no barriers to participation in public life.

Many thanks

Lisa Banes