

LWN – Questions for NEC; Shama Tatler

1. Representation is an issue and I will defend the principle and implementation of All Women Shortlists and commit to supporting the inclusion of the use of AWS in Mayoral, local government; and Police and Crime commissioners. We also need to push for equal and diverse representation local party structures. We need to get to a place of parity.
2. I will push for Labour to publish data about the diversity of its candidates in all elections. We need to know where and why there is under-representation and look at what else the party needs to do to address any barriers.
3. Any victim of sexual harassment and abuse needs confidence in the complaints process, and as such I will call for urgent implementation of an independent complaints system for sexual harassment from beginning to end. We also need to make sure the process supports the emotional and mental wellbeing of the victim. There also needs to be mandatory safeguarding training throughout the party.
4. Sexism and misogyny have to be called out.
 - a. Firstly, we need to ensure the complaints and disciplinary procedures are timely and make it clear that misogynistic and sexist behaviours will not be tolerated. Labour Party events and meetings need to be safe spaces and the NEC should support structure and implement policies that create those spaces.
 - b. Meetings and events should make it very clear any of these behaviours will not be accepted and there will be consequences; officers and whips need to be supported to challenge misogyny.
 - c. Alongside that we need to training and support training that addresses sexism; we also need to empower women's officers in CLPs and help them link with others as well as getting support.
 - d. Finally, we need to encourage and support men to also challenge misogyny.
5. As a single mum myself, juggling childcare, council and party responsibilities is often difficult. Timings and locations of meetings often make participation challenging. The use of technology during the pandemic has made attendance and participation much more inclusive and the party should keep these mechanisms in place. I have therefore signed LWN's campaign on Keep the Good Stuff.
6. I support the continuation of the Jo Cox Leadership scheme. I was fortunate to be a participant of a mentoring scheme for women in 2013 and it changed my life; empowered me to stand for leadership roles and now have a group of brilliant women who I can call on for support and advice.
7. If elected to the NEC I will push for an audit of diversity in party staff and an action plan to address that representation. I will also commit to monitor and ask questions of existing strategies and their effectiveness.
8. Women do need to have a formal role and voice at every level of the party. I will work for a meaningful and engaging Women's conference every year that contributes to policy and decisions.
9. I will support and take action to ensure that there no all-male panels at Labour events or use engendered language. Furthermore, I will look to encourage panellists at events from all levels of the party – officers, councillors as well as MPs.
10. I will ask Labour groups to introduce a formal parental leave policy and commit to support a Labour Manifesto pledge that give the legal right to baby leave for all elected roles.