

My answers follow:

**1) Will you defend the principle and implementation of All Women Shortlists, and commit to a Labour manifesto pledge to change the law to extend these to mayoral, local government and police and crime commissioner elections, and to ensure their use is legal until parity is sustainable without them?**

Absolutely. I know from personal experience as a working class woman that as we grow up we internalise the idea of what 'people like us' can and can't do - the kinds of lives they can live, the dreams they can have, the jobs they can't do. In a time of rising inequality too many people have their aspirations damaged by a sense that 'people like me don't do that'. AWS have within a generation normalised women in politics, to the extent that as much as the Tories may crow about their mostly meritless, mostly male benches being elected on 'merit', even they have been dragged kicking and screaming into the 20th century by our example. But there is a hell of a long way to go, and yes, I would defend and extend the principle as outlined.

**2) Will you ensure Labour publishes data about the diversity of its candidates in all elections, in accordance with section 106 of the Equality Act?**

Yes, because we can never improve what we don't monitor and evaluate. As in my example above, people often feel they can't be what they can't see, and we have a moral duty to uplift and enhance the voices of marginalised sections of our society.

**3) Will you support the urgent introduction of an independent complaints system for sexual harassment, from first contact to final outcome?**

Hell yes. The sleazy exploitative harassing culture of politics needs to be gone, yesterday. I totally agree that any such complaints system needs to be independent - the only way that the powerful will ever answer to justice is if they can't keep a hand on her scales. Interns and party volunteers should never need to feel that their abusers and their harassers are untouchable, and a complaints process independent of political meddling is the only way to ensure this.

**4) What actions will you take to ensure Labour tackles a culture of sexism and misogyny from the grassroots up?**

I'll call it out, when it happens, wherever it happens, and from whichever 'side' it originates. So much of the toxicity of our political culture is rooted in tribalism - resulting in apologism when someone on "our side" commits an offense, and easily dismissed outrage when someone on the "other side" does it. The NEC should lead by example on this - its members should be prepared to call out not just their enemies but also their friends.

I also intend to work with the leadership to establish an independent complaints process for all complaints. That process will require a frame of reference to define actions which constitute as sexist or misogynist. I intend to work with women's organisations within the party to ensure that this frame of reference is suitably strict and crystal clear in its definitions.

**5) Will you sign LWN's campaign to #KeepTheGoodStuff from the Covid-19 crisis and reduce barriers to women's political participation by introducing a degree of long-term virtual access to Labour Party meetings and events? Sign here: <https://www.lwn.org.uk/keepthegoodstuff>**

Absolutely - I have just signed here. I'm glad that you've noted that lockdown has also been a challenge and often a burden which has

unfairly fallen to women, given the expectations that we both work from home *and* pick up the slack of childcare - but I would hope that where homeworking does offer better flexibility for the employee, and the opportunity of a healthier work-life balance, there is room to keep it open as an option.

We should certainly encourage long-term virtual access to Labour Party meetings - we've proved that we can do it, there should be no excuse now for not making the accommodation for those members who are unable to attend in person, whether for reasons of ill health, due to family responsibilities, or for any other reason.

**6) Will you support the annual continuation of the Jo Cox Women in Leadership Scheme, which has successfully empowered women to stand for office and act as agents of positive change in their local parties, communities and workplaces?**

Yes

**7) What steps will you take to improve the diversity of Labour Party staff in senior and strategic roles?**

I will be a part of that diversity, but I will also uplift other voices and experiences whenever I can. We need to be bolder in our hiring, and look beyond the usual political and NGO circles. We also as a party need to get our head out of the middle class managerial bubble. I believe that we can do this in part by decentralising our party structure and the level at which strategic decisions are taken. The closer decisions are taken to CLP level, the more those decisions will represent the voices of that CLP.

I also in the longer term want to make every effort to grow the size of our CLPs, to make them truly representative of our constituencies and the people of all backgrounds that live in them. People on the political right, typically with an agenda to push, like to pretend that diversity is

something that only exists in London, or in big cities - as if there are no trans people in Bishop Auckland, or no ethnic minorities in Walsall. If we can make our CLPs representative of the diversity of modern Britain, and if we can empower our CLPs and allow both talent and voices to rise up through our party structure, then in time that diversity will feed through to our senior roles.

**8) Will you ensure that Labour women have a formal voice at every level of the party, and that a meaningful and engaging Women's Conference takes place every year?**

Yes - I am happy to take advice on how I can best do this.

**9) Will you take action to ensure no Labour Party event advertises an all male panel or uses gendered language?**

Yes. There's no excuse for it in 2020, and any panel that is so constituted can only be for want of looking.

**10) Will you ask Labour Groups to introduce formal parental leave arrangements for councillors, so baby leave is not a barrier to public life, and commit to a Labour manifesto pledge giving a legal right to baby leave for all forms of elected office?**

Gladly. People have been known to have children from time to time, and it's weird that we've built political organisations where this is not expected to be a thing. More than happy to add this to my 'to do' list.